



THE CONFERENCE BOARD

News Release

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Online Job Ads Continued Slowdown in February

- **February 2008 showed 3 percent growth over February 2007, smallest annual growth rate since this series began in May 2005**
- **Slower online ad growth stretches throughout United States**

March 3, 2008 -- Online posted job vacancies in February 2008 grew only 3 percent from the February 2007 level, according to **The Conference Board Help-Wanted OnLine Data Series™** released today. The 3,927,500 online advertised vacancies posted in February 2008 were up 17 percent, or 565,000, over January, showing an expected seasonal (post-holiday) rise. February's rate represents 2.6 advertised vacancies posted online for every 100 persons in the labor force. February's results reflect a continued softening in labor demand. January 2008 showed a comparatively sluggish 7 percent growth over January 2007.

"The softening in advertised vacancies is widespread," said Gad Levanon, economist at The Conference Board. "For the past three months, 75 percent of states had an average annual growth rate slower than the previous year. These data, along with the drop in the Consumer Confidence Index from 112 in July 2007 to 75 in February 2008, suggest that the slow pace of labor demand observed during the last half of 2007 may even slow further in the upcoming months. If there is a bright spot, the monthly increase in February from the January level was in line with the seasonal correction expected after the holiday season."

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**.

THE NATIONAL - REGIONAL PICTURE

- **2,756,700 new online ads posted in February**
- **Pacific and New England Regions post a decline in annual labor demand for the fifth month in a row**

In February, 2,756,700 of the 3,927,500 unduplicated online advertised vacancies were new ads that did not appear in January, while the remainders are reposted ads from the previous month. The monthly increase of 17 percent in total ads and the 24 percent in new ads is attributable to a post-holiday seasonal correction. In spite of these increases, over-the-year (February'07 – February'08) total ads and new ads rose only a modest 3 percent and 8 percent, respectively, the lowest annual increases posted since the series began in 2005.

The monthly national increase in advertised vacancies between January and February '08 reflected a seasonal gain in ads in all nine Census regions. Over-the-year (February '07 – February '08), seven of the nine regions continued to show a gain in labor demand, albeit the growth rate was slower than the previous year. Two exceptions to this were New England and the Pacific region which declined by 3 and 12 percent, respectively. These two were also among the regions that experienced the largest declines in consumer expectations over the last year, according to The Conference Board Consumer Confidence Survey.

The February 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-January to mid-February. This new series, which includes data from April 2005, does not have sufficient history to allow for seasonally adjusted monthly data.

STATE HIGHLIGHTS

- **Alaska posts the highest ads rate in the country for the sixth month in a row**
- **Delaware leads the nation again with the lowest supply/demand rate**

The absolute number of advertised vacancies declined from February 2007 to February 2008 in twelve states. However, looking at the pattern over the last three months, 38 states (75 percent) saw their average annual growth rates in online advertising significantly slow down. Most of these same states also experienced a slowing in their average annual growth rate of employment during the last year.

Alaska posted 4.7 vacancies for every 100 persons in the state labor force, the highest rate in the nation, for the sixth month in a row. Nevada (4.41) and Massachusetts (4.24) were close behind in the number of advertised vacancies when adjusted for the size of the state labor force. Fully half of the top 10 states with the largest number of ads relative to their labor force are on the East Coast and include Massachusetts (4.24), Delaware (4.22), Maryland (4.16), New Jersey (3.75) and Connecticut (3.71).

Top 10 States by Highest Ads Rates	
Total Ads Rate¹ (Percent)	Feb-08
Alaska	4.70
Nevada	4.41
Massachusetts	4.24
Delaware	4.22
Arizona	4.19
Maryland	4.16
Colorado	4.07
New Jersey	3.75
Washington	3.72
Connecticut	3.71

Source: The Conference Board - All rights reserved.

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

Online advertised vacancies in California, the state with the largest labor force in the nation, totaled 529,600 in February. The volume of online advertised vacancies in California was significantly above the next highest states, Texas (359,700), New York (299,500) and Florida (235,500).

Top 10 States by Most Ads	
Total Ads¹ (Thousands)	Feb-08
California	529.6
Texas	359.7
New York	299.5
Florida	235.5
Pennsylvania	198.3
New Jersey	169.7
Illinois	163.9
Virginia	147.6
Massachusetts	143.5
Ohio	136.4

Source: The Conference Board - All rights reserved.

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

“Although one cannot infer that the occupation or geographic location of unemployed persons matches the occupation or geographic location of the vacancies, 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 states with the most favorable (e.g., lowest) supply/demand rates included Delaware (0.89), Utah (0.95), Maryland (0.96), and Virginia (0.99). These were the only four states where the supply/demand rate was less than 1.0, indicating that the number of unemployed workers was fewer than the number of online job ads. For the nation as a whole, the comparable supply/demand rate for January was 2.1, indicating that for every two unemployed people looking for work there was only one online advertised vacancy.

States where the number of unemployed persons looking for work significantly exceeded the number of online advertised vacancies included Mississippi (5.64) and Michigan (4.99), Arkansas (3.50), Kentucky (3.36) and South Carolina (3.19).

Top 10 States by Lowest S/D Rates	
Supply/Demand Rate¹	Dec-07
Delaware	0.89
Utah	0.95
Maryland	0.96
Virginia	0.99
New Mexico	1.01
North Dakota	1.03
Massachusetts	1.07
Nebraska	1.07
Montana	1.08
Wyoming	1.08

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

- **Healthcare practitioners and technical occupations continue to be in high demand in February.**

“Many jobs in high demand are also, on average, among the highest paying occupations,” said Levanon. Healthcare practitioners and technical workers (282,200) and management positions (256,100) continue to be the top occupations with a significant number of ads posted online. According to the latest federal hourly wage data, wages average above \$44 an hour for management positions and about \$30 an hour for healthcare practitioners and

technicians. Also in high demand are occupations in business and financial (223,100), office and administrative support (221,200) and those demanding computer and quantitative skills.

U.S. Top Ten Demand Occupations and Pay Levels		
	Total Ads (Thousands)	Average Hr. Wage¹
Occupation	Feb-08	
Healthcare practitioners and technical	282.2	\$29.82
Management	256.1	\$44.20
Business and financial operations	223.1	\$28.85
Office and administrative support	221.2	\$14.60
Computer and mathematical	214.3	\$33.29
Architecture and engineering	144.0	\$31.82
Sales and related	138.6	\$16.52
Production	60.0	\$14.65
Installation, maintenance, and repair	50.1	\$18.78
Transportation and material moving	45.0	\$14.16

Source: The Conference Board - All rights reserved.

1. BLS Occupational Employment Statistics - May 2006 estimates.

METRO AREAS HIGHLIGHTS

- **Number of Metro Areas With More Advertised Vacancies than Unemployed Seeking Work Cut In Half since July 2007**

The deterioration in business' demand for workers since the summer months was reflected in the fact that the number of online job ads was greater than the number of unemployed seeking work in only 11 metro areas in February compared to 23 metro areas in July 2007. Metro areas across the nation where the number of advertised vacancies are plentiful in relation to the number of unemployed include Salt Lake City, Washington, D.C., Austin, Milwaukee, Boston, Baltimore, Seattle-Tacoma, San Jose, Denver, San Francisco, and Phoenix.

The top metro areas in February as measured by most advertised vacancies per 100 persons in the local labor force included Austin (6.05) Milwaukee (5.63), San Jose (5.39) and San Francisco (5.29).

MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate ¹	
	Feb-08		Feb-08		Dec-07
New York, NY	310.96	Austin, TX	6.05	Salt Lake City, UT	0.63
Los Angeles, CA	187.14	Milwaukee, WI	5.63	Washington, DC	0.65
Washington, DC	155.84	San Jose, CA	5.39	Austin, TX	0.71
Chicago, IL	128.52	San Francisco, CA	5.29	Milwaukee, WI	0.88
Philadelphia, PA	118.76	Washington, DC	5.21	Boston, MA	0.89
San Francisco, CA	118.31	Denver, CO	4.87	Baltimore, MD	0.91
Dallas, TX	116.19	Salt Lake City, UT	4.77	Seattle-Tacoma, WA	0.92
Boston, MA	112.65	Seattle-Tacoma, WA	4.72	San Jose, CA	0.97
Atlanta, GA	93.74	Las Vegas, NV	4.60	Denver, CO	0.98
Houston, TX	93.51	Boston, MA	4.55	San Francisco, CA	0.99

Source: The Conference Board - All rights reserved.

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

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
Mar-08	March 31, 2008
Apr-08	April 30, 2008*
May-08	June 2, 2008
Jun-08	June 30, 2008
Jul-08	July 30, 2008*
Aug-08	September 3, 2008*
Sep-08	October 1, 2008*
Oct-08	November 3, 2008
Nov-08	December 3, 2008*
Dec-08	January 7, 2009*

*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**.

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.

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
	Feb-07	Jan-08	Feb-08	Feb 07-08	Feb-07	Jan-08	Feb-08	Feb 07-08
United States	3,824.2	3,362.5	3,927.5	2.7%	2,561.6	2,223.1	2,756.7	7.6%
New England	273.9	228.4	265.9	-2.9%	164.8	140.3	176.6	7.2%
Middle Atlantic	590.9	534.9	640.9	8.5%	373.1	339.9	433.5	16.2%
South Atlantic	813.2	709.5	814.6	0.2%	524.6	461.7	562.1	7.1%
East North Central	474.8	434.3	506.5	6.7%	298.5	261.6	327.4	9.7%
East South Central	137.3	129.4	149.9	9.2%	91.1	84.2	101.5	11.5%
West North Central	244.5	238.9	271.2	10.9%	160.1	154.3	183.8	14.8%
West South Central	385.0	389.1	459.9	19.4%	259.3	250.4	319.2	23.1%
Mountain	348.9	336.3	393.5	12.8%	252.7	240.5	294.1	16.3%
Pacific	830.9	621.5	727.9	-12.4%	574.5	418.6	518.8	-9.7%

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. 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)		
	Feb-07	Jan-08	Feb-08	Feb-07	Jan-08	Feb-08
United States	2.52	2.20	2.57	1.69	1.45	1.80
New England	3.60	2.98	3.47	2.17	1.83	2.30
Middle Atlantic	2.93	2.63	3.15	1.85	1.67	2.13
South Atlantic	2.79	2.41	2.76	1.80	1.57	1.91
East North Central	1.99	1.80	2.10	1.25	1.09	1.36
East South Central	1.60	1.49	1.73	1.06	0.97	1.17
West North Central	2.25	2.19	2.48	1.47	1.41	1.68
West South Central	2.32	2.32	2.74	1.56	1.49	1.91
Mountain	3.23	3.06	3.59	2.34	2.19	2.68
Pacific	3.42	2.51	2.94	2.36	1.69	2.09

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
	Feb-07	Jan-08	Feb-08	Feb 07-08	Feb-07	Jan-08	Feb-08	Feb 07-08
United States	3,824.2	3,362.5	3,927.5	2.7%	2,561.6	2,223.1	2,756.7	7.6%
Alabama	39.9	40.9	48.8	22.3%	24.1	25.6	31.3	30.1%
Alaska	13.1	14.7	16.3	25.0%	9.0	9.6	11.3	25.7%
Arizona	110.4	102.5	127.8	15.8%	77.5	71.3	92.9	19.9%
Arkansas	20.8	21.8	25.1	20.6%	14.1	13.3	16.2	15.2%
California	643.0	451.2	529.6	-17.6%	442.5	307.1	380.5	-14.0%
Colorado	98.8	95.4	110.7	12.0%	71.7	68.7	83.9	17.0%
Connecticut	72.6	60.1	70.2	-3.3%	42.7	34.4	43.9	2.7%
Delaware	17.7	16.8	18.8	6.4%	10.6	9.2	11.0	3.6%
Florida	272.4	207.4	235.5	-13.6%	183.2	146.2	173.5	-5.3%
Georgia	120.4	112.1	128.0	6.3%	80.0	72.0	87.6	9.6%
Hawaii	15.4	15.7	16.7	9.0%	10.8	11.6	12.7	18.0%
Idaho	19.9	18.0	19.5	-2.3%	14.1	12.7	14.3	0.8%
Illinois	183.1	138.9	163.9	-10.5%	117.0	81.0	103.2	-11.8%
Indiana	47.0	46.5	52.3	11.2%	30.2	28.5	34.2	13.4%
Iowa	31.6	32.3	35.9	13.7%	20.5	20.6	24.0	17.1%
Kansas	32.5	33.9	37.4	15.0%	19.5	19.8	23.1	18.8%
Kentucky	32.8	30.4	34.7	5.7%	21.0	19.0	23.3	10.6%
Louisiana	42.8	41.1	45.9	7.2%	26.9	25.2	30.0	11.4%
Maine	18.1	19.7	20.2	11.9%	11.3	11.4	13.1	15.9%
Maryland	104.3	108.3	124.6	19.4%	60.8	62.9	76.9	26.4%
Massachusetts	152.9	121.4	143.5	-6.1%	87.5	74.6	95.7	9.3%
Michigan	75.1	70.8	83.8	11.6%	47.1	46.4	58.4	23.8%
Minnesota	86.8	83.9	94.7	9.1%	55.0	51.7	60.4	9.9%
Mississippi	16.5	14.7	16.1	-2.5%	10.8	8.8	10.1	-6.7%
Missouri	65.9	62.8	73.0	10.7%	42.3	40.8	51.1	20.9%
Montana	14.2	16.9	17.1	21.0%	10.0	8.9	9.5	-4.7%
Nebraska	27.4	26.3	30.3	10.8%	19.3	17.7	21.7	12.5%
Nevada	58.2	53.0	60.2	3.4%	39.3	36.2	42.9	9.2%
New Hampshire	21.6	20.6	23.0	6.6%	12.8	11.7	14.3	11.7%
New Jersey	160.9	143.0	169.7	5.4%	99.5	88.3	109.9	10.4%
New Mexico	27.0	27.6	32.3	19.7%	18.2	18.6	23.0	26.7%
New York	286.8	244.0	299.5	4.4%	179.2	156.1	203.6	13.6%
North Carolina	95.8	92.0	105.6	10.2%	60.4	61.0	74.4	23.1%
North Dakota	10.5	9.9	11.4	8.4%	7.5	6.5	7.3	-2.2%
Ohio	113.2	115.6	136.4	20.4%	69.3	72.7	92.2	33.0%
Oklahoma	32.6	37.1	44.1	35.1%	20.6	23.5	29.4	42.9%
Oregon	69.9	51.5	59.3	-15.2%	52.5	33.7	41.4	-21.2%
Pennsylvania	166.1	170.4	198.3	19.4%	106.1	106.2	133.7	26.1%
Rhode Island	20.7	15.8	17.6	-14.8%	14.1	10.0	11.6	-17.6%
South Carolina	49.3	42.6	48.4	-2.0%	30.9	25.9	31.4	1.4%
South Dakota	12.1	10.9	11.7	-3.6%	7.7	6.6	7.5	-3.3%
Tennessee	58.9	54.0	61.7	4.8%	40.7	35.6	42.4	4.2%
Texas	303.9	303.0	359.7	18.4%	205.6	195.0	251.4	22.3%
Utah	39.3	40.8	46.2	17.7%	30.1	31.0	36.4	20.7%
Vermont	9.3	9.8	11.2	20.5%	5.8	5.5	6.7	16.5%
Virginia	146.9	127.0	147.6	0.4%	85.3	71.4	89.8	5.3%
Washington	112.4	109.4	128.8	14.7%	72.2	66.5	84.4	16.9%
West Virginia	12.4	14.6	16.3	31.4%	7.6	7.9	9.5	24.8%
Wisconsin	89.7	96.1	107.1	19.4%	51.3	48.2	58.0	13.0%
Wyoming	10.6	8.4	9.4	-10.8%	6.1	4.4	5.4	-11.5%

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
	Feb-07	Jan-08	Feb-08	Feb 07-08	Feb-07	Jan-08	Feb-08	Feb 07-08
Birmingham, AL	13.8	13.7	15.1	9.5%	8.0	8.5	9.9	24.9%
Phoenix, AZ	81.1	74.4	89.1	9.9%	56.8	52.1	65.7	15.6%
Tucson, AZ	13.9	13.9	17.0	22.4%	9.4	9.5	12.3	30.8%
Los Angeles, CA	240.3	157.3	187.1	-22.1%	167.9	106.6	135.0	-19.6%
Riverside, CA	30.7	21.5	23.4	-23.8%	21.9	14.8	16.7	-23.9%
Sacramento, CA	42.5	24.6	27.5	-35.3%	31.8	16.4	19.6	-38.2%
San Diego, CA	66.7	50.2	53.6	-19.7%	43.9	32.5	37.0	-15.8%
San Francisco, CA	136.2	91.7	118.3	-13.2%	89.9	62.7	85.2	-5.3%
San Jose, CA	58.0	38.7	47.7	-17.8%	32.4	22.0	29.2	-9.9%
Denver, CO	62.0	56.2	67.2	8.4%	45.1	41.3	52.0	15.4%
Hartford, CT	26.2	19.7	22.7	-13.4%	15.3	12.0	15.3	0.1%
Washington, DC	155.7	133.8	155.8	0.1%	86.3	76.2	96.4	11.8%
Jacksonville, FL	20.8	17.8	20.8	-0.1%	13.0	11.6	14.4	11.1%
Miami, FL	94.4	78.5	85.8	-9.1%	65.4	57.4	65.5	0.2%
Orlando, FL	30.5	27.4	32.0	4.9%	19.6	18.8	23.0	17.1%
Tampa, FL	48.4	29.8	33.7	-30.5%	29.6	18.0	21.8	-26.6%
Atlanta, GA	90.6	81.4	93.7	3.5%	58.5	53.2	65.1	11.3%
Honolulu, HI	6.8	8.4	9.0	32.5%	4.7	5.9	6.7	44.7%
Chicago, IL	149.6	107.1	128.5	-14.1%	94.7	61.2	79.1	-16.5%
Indianapolis, IN	21.4	20.6	23.9	11.7%	13.4	12.7	15.9	18.7%
Louisville, KY	15.3	14.0	16.2	6.2%	9.3	8.6	10.7	14.9%
New Orleans, LA	19.7	18.8	21.4	8.9%	11.2	11.0	13.2	18.2%
Baltimore, MD	51.7	55.9	63.6	23.1%	31.9	33.8	40.7	27.5%
Boston, MA	123.5	95.4	112.7	-8.7%	68.8	57.9	75.1	9.1%
Detroit, MI	33.5	31.5	37.5	11.9%	21.0	21.0	26.9	28.6%
Minneapolis-St. Paul, MN	66.5	65.6	74.2	11.5%	41.4	40.5	47.2	14.0%
Kansas City, MO	27.9	27.0	31.1	11.5%	17.1	17.1	21.2	24.3%
St. Louis, MO	37.2	33.8	39.8	7.1%	22.9	21.8	27.4	19.9%
Las Vegas, NV	42.6	39.6	45.0	5.5%	27.9	26.8	31.4	12.6%
Buffalo, NY	14.2	14.4	16.8	18.3%	9.4	9.5	11.6	23.7%
New York, NY	291.8	254.8	311.0	6.6%	174.9	158.5	206.3	17.9%
Rochester, NY	10.0	10.6	12.9	28.7%	6.4	7.0	9.0	40.5%
Charlotte, NC	28.0	27.7	33.2	18.8%	17.1	18.1	23.1	34.8%
Cincinnati, OH	27.3	25.7	29.1	6.6%	16.5	15.5	19.0	14.6%
Cleveland, OH	32.8	30.8	36.7	12.2%	18.8	18.0	23.1	23.4%
Columbus, OH	27.7	29.1	35.1	26.6%	17.3	19.2	25.0	44.6%
Oklahoma City, OK	15.2	13.4	15.8	4.0%	9.7	8.5	10.4	6.9%
Portland, OR	48.7	34.4	39.8	-18.3%	37.0	22.3	27.5	-25.8%
Philadelphia, PA	94.1	102.6	118.8	26.2%	58.8	62.4	77.7	32.1%
Pittsburgh, PA	36.8	32.6	38.8	5.4%	22.8	21.3	27.1	18.7%
Providence, RI	19.6	16.0	18.4	-6.2%	12.6	9.8	11.9	-5.5%
Memphis, TN	15.5	15.0	15.4	-0.8%	10.1	9.5	10.3	1.8%
Nashville, TN	19.5	19.2	22.6	15.5%	13.0	12.6	15.6	20.7%
Austin, TX	44.3	44.0	51.9	17.0%	32.9	32.0	39.5	20.0%
Dallas, TX	102.6	100.4	116.2	13.2%	66.0	63.5	80.7	22.2%
Houston, TX	82.9	77.7	93.5	12.8%	52.6	48.9	63.9	21.4%
San Antonio, TX	25.0	26.2	30.9	23.6%	17.4	16.8	21.3	22.7%
Salt Lake City, UT	24.8	25.9	28.8	16.5%	19.1	19.8	22.6	18.3%
Richmond, VA	23.5	19.8	23.3	-0.8%	15.0	12.2	15.2	1.5%
Virginia Beach, VA	19.4	16.8	18.8	-2.9%	13.0	9.3	11.4	-12.5%
Seattle-Tacoma, WA	76.6	74.1	87.8	14.6%	47.2	42.9	54.1	14.7%
Milwaukee, WI	38.3	40.4	45.0	17.6%	19.8	19.7	23.9	20.5%

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, Not Seasonally Adjusted

Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Feb-07	Jan-08	Feb-08	Dec-07	Dec-07	Dec-07	Dec-07
United States	2.52	2.20	2.57	4.8	7,371.0	3,547.3	2.08
Alabama	1.80	1.84	2.19	3.8	84.2	41.8	2.01
Alaska	3.81	4.22	4.70	6.7	23.3	15.4	1.51
Arizona	3.65	3.36	4.19	4.4	134.0	113.4	1.18
Arkansas	1.52	1.59	1.83	5.7	77.7	22.2	3.50
California	3.56	2.45	2.88	5.9	1,079.5	504.2	2.14
Colorado	3.71	3.51	4.07	4.3	117.3	106.3	1.10
Connecticut	3.95	3.18	3.71	4.5	85.4	67.0	1.27
Delaware	4.01	3.76	4.22	3.4	15.4	17.3	0.89
Florida	3.00	2.23	2.54	4.4	412.2	215.7	1.91
Georgia	2.50	2.28	2.61	4.6	225.4	118.1	1.91
Hawaii	2.37	2.43	2.59	2.8	18.0	16.3	1.10
Idaho	2.66	2.37	2.57	3.0	22.8	19.1	1.19
Illinois	2.76	2.05	2.42	5.3	356.9	147.1	2.43
Indiana	1.45	1.45	1.63	4.4	142.8	48.7	2.93
Iowa	1.92	1.93	2.14	4.2	70.4	33.9	2.07
Kansas	2.21	2.28	2.52	4.0	59.5	36.2	1.64
Kentucky	1.60	1.49	1.69	5.4	110.3	32.9	3.36
Louisiana	2.18	2.04	2.28	3.8	75.5	42.3	1.78
Maine	2.57	2.79	2.86	5.0	35.5	20.7	1.72
Maryland	3.49	3.61	4.16	3.4	103.4	108.2	0.96
Massachusetts	4.50	3.58	4.24	4.1	138.1	129.4	1.07
Michigan	1.49	1.41	1.67	7.4	370.1	74.1	4.99
Minnesota	2.96	2.86	3.23	4.9	143.7	87.9	1.63
Mississippi	1.26	1.09	1.19	6.4	86.1	15.3	5.64
Missouri	2.16	2.07	2.40	5.2	158.7	66.8	2.38
Montana	2.87	3.40	3.45	3.7	18.4	17.1	1.08
Nebraska	2.82	2.67	3.08	2.9	28.7	26.9	1.07
Nevada	4.36	3.88	4.41	5.7	77.3	54.6	1.41
New Hampshire	2.92	2.77	3.09	3.3	24.5	21.9	1.12
New Jersey	3.58	3.16	3.75	4.1	186.0	143.4	1.30
New Mexico	2.89	2.93	3.42	3.1	29.3	29.2	1.01
New York	3.04	2.57	3.15	4.7	447.5	252.3	1.77
North Carolina	2.13	2.04	2.35	4.7	211.8	95.6	2.22
North Dakota	2.94	2.76	3.17	3.2	11.6	11.3	1.03
Ohio	1.92	1.93	2.27	5.8	350.1	121.8	2.87
Oklahoma	1.89	2.14	2.55	4.3	74.5	37.6	1.98
Oregon	3.65	2.65	3.05	5.4	105.4	52.5	2.01
Pennsylvania	2.66	2.69	3.13	4.3	274.3	170.0	1.61
Rhode Island	3.59	2.72	3.04	5.2	30.0	16.2	1.85
South Carolina	2.31	1.99	2.26	6.4	137.3	43.1	3.19
South Dakota	2.82	2.50	2.68	3.0	13.2	11.1	1.19
Tennessee	1.96	1.77	2.02	5.0	153.7	54.6	2.82
Texas	2.64	2.60	3.09	4.3	494.9	314.8	1.57
Utah	2.97	3.01	3.41	2.9	39.1	41.2	0.95
Vermont	2.58	2.77	3.15	3.7	13.1	10.1	1.30
Virginia	3.65	3.12	3.63	3.3	133.0	134.3	0.99
Washington	3.35	3.16	3.72	4.8	165.7	116.4	1.42
West Virginia	1.54	1.80	2.01	4.4	36.1	15.0	2.41
Wisconsin	2.92	3.11	3.47	4.6	141.7	100.4	1.41
Wyoming	3.72	2.92	3.27	3.3	9.4	8.7	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. 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, Not Seasonally Adjusted							
Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Feb-07	Jan-08	Feb-08	Dec-07	Dec-07	Dec-07	Dec-07
Birmingham, AL	2.52	2.50	2.75	3.4	18.7	14.3	1.31
Phoenix, AZ	3.94	3.58	4.29	3.9	80.2	80.6	0.99
Tucson, AZ	3.02	3.00	3.68	4.4	20.1	15.3	1.31
Los Angeles, CA	3.69	2.36	2.80	5.0	333.1	179.2	1.86
Riverside, CA	1.70	1.16	1.26	6.2	115.6	23.4	4.94
Sacramento, CA	4.03	2.31	2.59	5.9	63.1	27.0	2.34
San Diego, CA	4.39	3.24	3.46	4.9	76.6	54.0	1.42
San Francisco, CA	6.18	4.10	5.29	4.7	104.1	105.5	0.99
San Jose, CA	6.67	4.38	5.39	5.1	44.9	46.5	0.97
Denver, CO	4.57	4.07	4.87	4.4	61.3	62.5	0.98
Hartford, CT	4.54	3.33	3.84	4.7	27.7	23.3	1.19
Washington, DC	5.24	4.47	5.21	3.0	90.8	140.5	0.65
Jacksonville, FL	3.17	2.65	3.10	4.3	28.5	18.6	1.53
Miami, FL	3.38	2.74	3.00	4.1	117.4	81.2	1.45
Orlando, FL	2.86	2.49	2.91	4.3	46.9	29.0	1.62
Tampa, FL	3.63	2.20	2.48	4.7	63.4	31.9	1.99
Atlanta, GA	3.34	2.92	3.37	4.4	123.9	85.6	1.45
Honolulu, HI	1.49	1.85	1.99	2.5	11.2	8.5	1.32
Chicago, IL	3.06	2.16	2.59	4.9	245.2	114.0	2.15
Indianapolis, IN	2.39	2.30	2.66	3.9	35.3	21.9	1.61
Louisville, KY	2.43	2.22	2.56	5.4	34.3	15.2	2.26
New Orleans, LA	4.00	3.71	4.24	3.8	19.1	18.8	1.01
Baltimore, MD	3.71	3.98	4.53	3.6	50.2	55.4	0.91
Boston, MA	4.99	3.85	4.55	3.7	90.9	102.6	0.89
Detroit, MI	1.56	1.48	1.76	8.0	170.6	33.0	5.18
Minneapolis-St. Paul, MN	3.63	3.53	3.99	4.5	82.9	68.4	1.21
Kansas City, MO	2.67	2.60	2.99	5.1	53.0	29.6	1.79
St. Louis, MO	2.54	2.29	2.69	5.4	79.2	35.6	2.23
Las Vegas, NV	4.46	4.05	4.60	5.6	55.2	40.0	1.38
Buffalo, NY	2.45	2.50	2.91	5.2	30.1	14.3	2.11
New York, NY	3.15	2.73	3.33	4.4	412.0	258.3	1.59
Rochester, NY	1.90	1.99	2.44	4.8	25.2	10.9	2.31
Charlotte, NC	3.33	3.28	3.94	4.8	40.3	28.7	1.40
Cincinnati, OH	2.48	2.30	2.60	5.0	55.5	26.7	2.08
Cleveland, OH	3.03	2.83	3.37	6.1	66.1	33.3	1.99
Columbus, OH	2.97	3.02	3.64	4.9	46.7	31.3	1.49
Oklahoma City, OK	2.62	2.29	2.71	4.1	24.2	13.2	1.82
Portland, OR	4.26	2.95	3.41	4.9	57.1	34.9	1.64
Philadelphia, PA	3.18	3.42	3.96	4.1	122.7	101.2	1.21
Pittsburgh, PA	3.11	2.71	3.23	4.4	52.9	32.5	1.63
Providence, RI	2.75	2.24	2.57	5.3	38.1	16.7	2.28
Memphis, TN	2.54	2.37	2.44	5.5	34.9	14.9	2.34
Nashville, TN	2.53	2.43	2.86	4.2	33.0	19.6	1.69
Austin, TX	5.27	5.13	6.05	3.6	30.6	43.3	0.71
Dallas, TX	3.30	3.18	3.68	4.2	131.3	106.0	1.24
Houston, TX	3.05	2.82	3.39	4.2	114.5	82.2	1.39
San Antonio, TX	2.69	2.80	3.31	4.0	37.1	26.7	1.39
Salt Lake City, UT	4.21	4.28	4.77	2.8	16.7	26.3	0.63
Richmond, VA	3.68	3.11	3.66	3.5	22.0	19.6	1.12
Virginia Beach, VA	2.42	2.05	2.29	3.5	28.9	16.9	1.71
Seattle-Tacoma, WA	4.28	3.98	4.72	4.0	73.7	79.9	0.92
Milwaukee, WI	4.80	5.05	5.63	4.7	37.4	42.4	0.88

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, Not Seasonally Adjusted					
Occupation ²	Total Ads (Thousands)			Unemployed ³ (Thousands)	Average Hr. Wage ⁴
	Feb-07	Jan-08	Feb-08	Jan-08	
Total	3,824.2	3,362.5	3,927.5	8,221	\$18.84
Management	406.1	232.3	256.1	350	\$44.20
Business and financial operations	333.1	202.5	223.1	159	\$28.85
Computer and mathematical	305.3	188.3	214.3	90	\$33.29
Architecture and engineering	185.6	130.2	144.0	56	\$31.82
Life, physical, and social science	33.5	26.1	28.0	21	\$28.68
Community and social services	20.3	16.2	16.7	44	\$18.75
Legal	17.2	12.5	13.6	53	\$41.04
Education, training, and library	28.5	19.7	21.5	153	\$21.79
Arts, design, entertainment, sports, and media	35.1	25.0	26.8	148	\$22.17
Healthcare practitioners and technical	281.4	274.3	282.2	88	\$29.82
Healthcare support	45.7	35.4	37.9	155	\$11.83
Protective service	18.6	15.2	16.0	80	\$17.81
Food preparation and serving related	45.0	36.6	36.3	816	\$8.86
Building and grounds cleaning and maintenance	27.2	22.9	24.1	470	\$10.86
Personal care and service	26.6	20.7	20.7	245	\$11.02
Sales and related	195.1	128.9	138.6	909	\$16.52
Office and administrative support	308.2	200.7	221.2	898	\$14.60
Farming, fishing, and forestry	2.1	1.9	2.1	111	\$10.49
Construction and extraction	36.5	30.6	32.3	1,154	\$18.89
Installation, maintenance, and repair	59.7	46.5	50.1	188	\$18.78
Production	67.7	54.8	60.0	633	\$14.65
Transportation and material moving	54.6	43.6	45.0	787	\$14.16

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 2006 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	Total Ads	Average	Total Ads	Average
	Feb-08	Hr. Wage ²	Feb-08	Hr. Wage ²	Feb-08	Hr. Wage ²
United States	479127.0	\$36.57	747093.0	\$27.01	134994.0	\$10.97
Alabama	5,664.0	\$33.60	12,228.0	\$23.51	1,549.0	\$9.11
Alaska	1,384.0	\$32.70	4,140.0	\$26.90	974.0	\$13.35
Arizona	12,694.0	\$33.32	25,934.0	\$24.76	4,608.0	\$10.81
Arkansas	2,620.0	\$29.35	5,038.0	\$21.43	1,055.0	\$8.72
California	69,098.0	\$40.69	97,638.0	\$30.80	15,161.0	\$12.15
Colorado	12,654.0	\$36.82	22,083.0	\$28.03	4,647.0	\$11.25
Connecticut	10,150.0	\$41.36	15,335.0	\$29.37	2,044.0	\$12.97
Delaware	2,416.0	\$37.67	4,661.0	\$28.83	390.0	\$11.32
Florida	26,845.0	\$34.06	41,753.0	\$25.69	7,673.0	\$10.75
Georgia	17,947.0	\$36.54	25,036.0	\$25.10	4,582.0	\$10.03
Hawaii	2,093.0	\$33.82	2,376.0	\$26.18	715.0	\$12.33
Idaho	1,708.0	\$29.23	3,842.0	\$23.67	1,018.0	\$9.89
Illinois	23,901.0	\$36.09	32,773.0	\$27.41	3,955.0	\$11.53
Indiana	7,067.0	\$32.52	12,545.0	\$23.45	1,474.0	\$9.98
Iowa	4,381.0	\$29.75	7,885.0	\$21.79	1,631.0	\$9.77
Kansas	4,485.0	\$32.29	9,361.0	\$22.77	1,268.0	\$9.73
Kentucky	4,359.0	\$31.47	8,018.0	\$22.46	1,215.0	\$9.62
Louisiana	4,919.0	\$30.27	8,570.0	\$22.47	2,181.0	\$9.01
Maine	1,766.0	\$30.84	5,147.0	\$23.13	964.0	\$10.56
Maryland	16,729.0	\$38.84	31,956.0	\$30.47	3,410.0	\$11.77
Massachusetts	20,466.0	\$41.83	33,392.0	\$30.51	4,008.0	\$12.98
Michigan	10,474.0	\$36.90	18,899.0	\$28.35	2,229.0	\$11.12
Minnesota	12,914.0	\$35.88	18,801.0	\$27.23	2,357.0	\$11.37
Mississippi	1,987.0	\$29.44	3,673.0	\$20.90	656.0	\$8.79
Missouri	8,550.0	\$33.31	15,898.0	\$24.25	2,250.0	\$9.80
Montana	1,507.0	\$26.56	3,670.0	\$19.91	2,052.0	\$9.31
Nebraska	3,371.0	\$30.93	5,970.0	\$23.23	1,166.0	\$9.75
Nevada	6,630.0	\$35.70	9,330.0	\$26.34	2,681.0	\$11.24
New Hampshire	2,587.0	\$35.91	5,888.0	\$25.74	673.0	\$11.24
New Jersey	25,676.0	\$42.65	34,354.0	\$30.49	4,312.0	\$13.37
New Mexico	3,152.0	\$30.74	6,681.0	\$24.35	1,422.0	\$9.39
New York	43,336.0	\$43.62	52,652.0	\$30.36	7,176.0	\$12.94
North Carolina	13,790.0	\$35.59	23,026.0	\$24.27	2,513.0	\$9.84
North Dakota	919.0	\$30.44	2,227.0	\$21.13	580.0	\$9.53
Ohio	17,272.0	\$34.30	27,598.0	\$26.32	3,685.0	\$10.38
Oklahoma	4,868.0	\$29.14	8,251.0	\$21.42	2,204.0	\$9.20
Oregon	6,612.0	\$33.20	12,091.0	\$25.83	2,096.0	\$11.45
Pennsylvania	25,374.0	\$33.70	39,642.0	\$25.85	6,188.0	\$10.62
Rhode Island	2,034.0	\$37.47	3,943.0	\$27.56	670.0	\$11.89
South Carolina	5,451.0	\$32.37	10,326.0	\$23.30	2,035.0	\$9.48
South Dakota	1,145.0	\$28.60	2,313.0	\$20.72	781.0	\$9.12
Tennessee	7,897.0	\$32.25	12,679.0	\$23.07	1,897.0	\$9.63
Texas	41,300.0	\$35.49	64,928.0	\$25.71	13,642.0	\$9.61
Utah	4,600.0	\$32.01	7,894.0	\$24.04	2,288.0	\$10.13
Vermont	1,153.0	\$33.24	2,588.0	\$23.37	639.0	\$11.19
Virginia	21,392.0	\$38.25	38,432.0	\$29.54	4,503.0	\$10.95
Washington	15,476.0	\$37.85	26,133.0	\$28.66	4,541.0	\$12.54
West Virginia	1,423.0	\$28.18	3,377.0	\$21.88	1,192.0	\$8.83
Wisconsin	13,672.0	\$32.71	22,764.0	\$25.07	5,347.0	\$10.59
Wyoming	652.0	\$28.86	2,552.0	\$21.45	379.0	\$9.82

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 2006 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average	Total Ads	Average	Total Ads	Average
	Feb-08	Hr. Wage ¹	Feb-08	Hr. Wage ¹	Feb-08	Hr. Wage ¹
United States	359813.0	\$15.33	84,381.0	\$18.54	105003.0	\$14.41
Alabama	4,490.0	\$13.22	1,351.0	\$15.62	1,554.0	\$13.04
Alaska	1,785.0	\$16.11	694.0	\$24.77	491.0	\$19.95
Arizona	11,587.0	\$14.62	2,551.0	\$16.46	2,382.0	\$14.15
Arkansas	2,598.0	\$12.39	1,159.0	\$15.16	1,365.0	\$12.96
California	49,136.0	\$16.95	8,777.0	\$19.77	11,251.0	\$14.21
Colorado	11,488.0	\$16.32	3,105.0	\$18.55	2,719.0	\$15.06
Connecticut	6,854.0	\$18.27	1,289.0	\$21.69	1,618.0	\$15.70
Delaware	1,510.0	\$15.72	365.0	\$19.17	342.0	\$14.88
Florida	22,895.0	\$14.75	3,874.0	\$15.91	3,751.0	\$13.18
Georgia	11,498.0	\$14.56	3,480.0	\$16.88	4,491.0	\$13.65
Hawaii	1,783.0	\$14.68	418.0	\$22.76	284.0	\$14.83
Idaho	2,296.0	\$13.37	971.0	\$16.06	778.0	\$13.23
Illinois	16,470.0	\$16.06	2,374.0	\$22.93	4,417.0	\$14.94
Indiana	5,520.0	\$14.19	1,218.0	\$19.23	2,029.0	\$14.91
Iowa	3,929.0	\$13.52	1,437.0	\$17.43	1,943.0	\$13.81
Kansas	3,971.0	\$14.07	1,079.0	\$17.49	1,231.0	\$14.20
Kentucky	3,729.0	\$13.46	1,037.0	\$16.81	1,581.0	\$14.08
Louisiana	4,748.0	\$12.54	1,514.0	\$16.14	1,481.0	\$14.57
Maine	2,023.0	\$13.81	355.0	\$16.67	665.0	\$13.90
Maryland	10,882.0	\$15.99	2,424.0	\$19.15	2,175.0	\$15.06
Massachusetts	12,256.0	\$17.73	1,763.0	\$22.61	2,638.0	\$15.68
Michigan	7,531.0	\$15.39	1,503.0	\$21.07	2,018.0	\$16.74
Minnesota	8,953.0	\$16.22	1,429.0	\$21.57	3,309.0	\$15.63
Mississippi	1,573.0	\$12.23	600.0	\$14.73	715.0	\$12.59
Missouri	7,042.0	\$14.45	1,305.0	\$19.11	1,786.0	\$14.09
Montana	2,629.0	\$12.31	1,569.0	\$17.04	1,084.0	\$13.91
Nebraska	3,338.0	\$13.61	891.0	\$16.83	1,012.0	\$14.29
Nevada	6,799.0	\$14.66	1,434.0	\$19.88	1,045.0	\$14.06
New Hampshire	2,192.0	\$15.31	411.0	\$18.32	632.0	\$14.89
New Jersey	15,571.0	\$17.38	2,697.0	\$22.59	3,266.0	\$14.91
New Mexico	3,171.0	\$12.83	1,126.0	\$15.39	747.0	\$13.86
New York	26,778.0	\$17.27	3,665.0	\$22.09	4,271.0	\$15.49
North Carolina	9,364.0	\$14.37	2,341.0	\$16.30	2,682.0	\$13.32
North Dakota	1,246.0	\$12.72	524.0	\$17.03	454.0	\$14.19
Ohio	13,272.0	\$14.72	2,580.0	\$19.06	4,362.0	\$14.89
Oklahoma	4,908.0	\$12.74	1,992.0	\$16.10	2,296.0	\$13.30
Oregon	5,824.0	\$15.53	1,443.0	\$19.12	1,852.0	\$14.52
Pennsylvania	18,081.0	\$14.83	3,737.0	\$18.93	4,707.0	\$14.60
Rhode Island	1,688.0	\$15.53	412.0	\$19.77	484.0	\$14.11
South Carolina	5,186.0	\$13.44	1,680.0	\$15.82	2,154.0	\$13.46
South Dakota	1,676.0	\$12.68	623.0	\$15.02	593.0	\$12.34
Tennessee	6,534.0	\$14.04	1,682.0	\$16.25	2,382.0	\$13.71
Texas	36,036.0	\$14.51	11,192.0	\$15.48	11,791.0	\$13.59
Utah	6,370.0	\$13.82	1,836.0	\$16.98	2,176.0	\$14.09
Vermont	1,114.0	\$14.50	405.0	\$17.20	384.0	\$14.26
Virginia	12,392.0	\$15.58	2,813.0	\$18.04	2,330.0	\$14.39
Washington	11,206.0	\$16.89	2,967.0	\$21.23	3,216.0	\$16.56
West Virginia	2,004.0	\$11.95	1,003.0	\$16.80	828.0	\$13.40
Wisconsin	12,069.0	\$15.00	3,544.0	\$19.62	7,829.0	\$14.88
Wyoming	861.0	\$12.46	418.0	\$18.92	211.0	\$16.51

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2006 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 ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average	Total Ads	Average	Total Ads	Average
	Jan-08	Hr. Wage ²	Jan-08	Hr. Wage ²	Jan-08	Hr. Wage ²
United States	479127.0	\$36.57	747093.0	\$27.01	134994.0	\$10.97
Birmingham, AL	1,875.0	\$36.19	3,285.0	\$23.48	573.0	\$9.65
Phoenix, AZ	9,175.0	\$34.06	17,243.0	\$25.23	3,174.0	\$10.93
Tucson, AZ	1,647.0	\$32.74	3,669.0	\$25.74	791.0	\$10.61
Los Angeles, CA	24,931.0	\$40.70	31,276.0	\$30.09	4,785.0	\$11.83
Riverside, CA	2,809.0	\$36.73	3,865.0	\$27.09	1,018.0	\$11.48
Sacramento, CA	3,580.0	\$35.48	5,670.0	\$29.07	857.0	\$12.03
San Diego, CA	6,643.0	\$39.14	11,648.0	\$30.63	1,779.0	\$11.34
San Francisco, CA	16,877.0	\$44.76	21,346.0	\$34.30	2,783.0	\$13.66
San Jose, CA	8,194.0	\$50.89	11,555.0	\$39.26	797.0	\$12.99
Denver, CO	8,641.0	\$38.46	11,858.0	\$29.39	2,657.0	\$11.63
Hartford, CT	3,583.0	\$38.46	5,105.0	\$29.93	467.0	\$12.90
Washington, DC	26,187.0	\$42.57	39,421.0	\$34.98	3,959.0	\$12.66
Jacksonville, FL	2,827.0	\$33.48	4,424.0	\$25.79	572.0	\$10.40
Miami, FL	10,081.0	\$36.28	12,722.0	\$26.89	2,921.0	\$11.38
Orlando, FL	3,902.0	\$33.69	5,580.0	\$25.01	1,005.0	\$10.33
Tampa, FL	4,849.0	\$33.79	7,469.0	\$25.90	970.0	\$10.43
Atlanta, GA	14,177.0	\$38.23	18,367.0	\$26.95	2,674.0	\$10.65
Honolulu, HI	1,330.0	\$34.74	1,389.0	\$27.33	374.0	\$12.00
Chicago, IL	19,950.0	\$37.59	24,714.0	\$28.75	3,034.0	\$11.86
Indianapolis, IN	3,584.0	\$33.86	5,019.0	\$25.98	610.0	\$10.56
Louisville, KY	2,231.0	\$32.98	3,628.0	\$23.83	592.0	\$10.08
New Orleans, LA	2,293.0	\$32.27	4,001.0	\$25.02	1,464.0	\$9.48
Baltimore, MD	8,307.0	\$38.00	15,218.0	\$29.55	1,799.0	\$11.90
Boston, MA	17,007.0	\$43.10	26,173.0	\$31.63	2,895.0	\$12.27
Detroit, MI	5,150.0	\$40.12	7,449.0	\$29.59	920.0	\$11.59
Minneapolis-St. Paul, MN	10,941.0	\$38.09	13,998.0	\$28.80	1,715.0	\$11.82
Kansas City, MO	3,832.0	\$35.26	6,919.0	\$25.92	1,000.0	\$10.55
St. Louis, MO	5,389.0	\$34.21	8,593.0	\$26.31	1,174.0	\$10.42
Las Vegas, NV	5,180.0	\$36.17	6,801.0	\$26.14	2,019.0	\$11.38
Buffalo, NY	2,005.0	\$34.41	2,565.0	\$24.60	496.0	\$11.00
New York, NY	48,710.0	\$45.99	57,679.0	\$32.62	6,664.0	\$13.69
Rochester, NY	1,797.0	\$37.15	2,516.0	\$26.28	335.0	\$11.10
Charlotte, NC	5,079.0	\$38.59	6,308.0	\$25.72	674.0	\$10.51
Cincinnati, OH	4,282.0	\$35.77	6,065.0	\$26.60	725.0	\$10.65
Cleveland, OH	4,760.0	\$35.62	7,668.0	\$27.50	1,062.0	\$11.04
Columbus, OH	4,685.0	\$34.33	6,109.0	\$28.10	904.0	\$10.80
Oklahoma City, OK	1,844.0	\$30.02	3,011.0	\$23.37	858.0	\$9.53
Portland, OR	5,017.0	\$35.24	8,108.0	\$27.49	1,344.0	\$11.93
Philadelphia, PA	17,289.0	\$37.93	24,827.0	\$28.60	2,979.0	\$11.90
Pittsburgh, PA	5,372.0	\$32.30	7,812.0	\$25.17	1,634.0	\$10.07
Providence, RI	2,185.0	\$36.97	4,887.0	\$26.91	764.0	\$11.88
Memphis, TN	2,326.0	\$34.88	3,429.0	\$24.24	428.0	\$10.00
Nashville, TN	3,239.0	\$33.31	4,038.0	\$24.36	731.0	\$10.09
Austin, TX	5,357.0	\$34.93	9,313.0	\$27.35	1,643.0	\$10.10
Dallas, TX	15,527.0	\$37.64	21,049.0	\$27.78	3,171.0	\$10.46
Houston, TX	11,574.0	\$38.69	16,580.0	\$28.53	3,214.0	\$9.69
San Antonio, TX	3,376.0	\$32.11	5,413.0	\$23.80	1,680.0	\$9.34
Salt Lake City, UT	3,167.0	\$33.34	5,001.0	\$26.34	1,237.0	\$10.63
Richmond, VA	3,214.0	\$35.33	5,270.0	\$26.88	713.0	\$10.82
Virginia Beach, VA	2,094.0	\$33.55	4,467.0	\$25.89	608.0	\$10.14
Seattle-Tacoma, WA	12,104.0	\$39.56	18,652.0	\$30.69	2,574.0	\$13.11
Milwaukee, WI	6,537.0	\$35.47	8,946.0	\$26.94	1,656.0	\$10.96

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 2006 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	Total Ads	Average	Total Ads	Average
	Jan-08	Hr. Wage ¹	Jan-08	Hr. Wage ¹	Jan-08	Hr. Wage ¹
United States	359813.0	\$15.33	84,381.0	\$18.54	105003.0	\$14.41
Birmingham, AL	1,792.0	\$14.62	519.0	\$16.85	447.0	\$13.69
Phoenix, AZ	9,031.0	\$15.12	1,739.0	\$16.97	1,701.0	\$14.41
Tucson, AZ	1,407.0	\$13.59	502.0	\$16.36	406.0	\$13.15
Los Angeles, CA	19,716.0	\$16.84	2,695.0	\$20.51	4,360.0	\$13.44
Riverside, CA	2,995.0	\$15.12	737.0	\$19.26	967.0	\$13.45
Sacramento, CA	2,929.0	\$16.82	659.0	\$20.72	646.0	\$14.86
San Diego, CA	5,009.0	\$16.60	980.0	\$20.77	1,234.0	\$14.03
San Francisco, CA	10,084.0	\$19.49	1,343.0	\$24.90	1,459.0	\$17.03
San Jose, CA	3,345.0	\$21.34	578.0	\$24.31	569.0	\$16.43
Denver, CO	7,148.0	\$17.51	1,647.0	\$19.12	1,441.0	\$15.40
Hartford, CT	2,331.0	\$17.83	370.0	\$21.85	491.0	\$16.07
Washington, DC	13,246.0	\$17.65	2,203.0	\$20.18	1,457.0	\$16.24
Jacksonville, FL	2,186.0	\$14.86	492.0	\$16.83	442.0	\$13.97
Miami, FL	8,877.0	\$15.53	1,242.0	\$16.93	978.0	\$13.63
Orlando, FL	3,425.0	\$14.55	694.0	\$16.13	685.0	\$13.01
Tampa, FL	3,948.0	\$15.04	597.0	\$15.74	663.0	\$13.17
Atlanta, GA	8,172.0	\$15.80	1,871.0	\$18.10	2,287.0	\$14.83
Honolulu, HI	1,139.0	\$14.86	288.0	\$23.50	182.0	\$15.01
Chicago, IL	13,485.0	\$16.84	1,751.0	\$24.17	3,148.0	\$15.24
Indianapolis, IN	2,819.0	\$15.65	505.0	\$19.68	677.0	\$14.91
Louisville, KY	1,906.0	\$14.79	548.0	\$17.61	671.0	\$14.85
New Orleans, LA	2,543.0	\$13.63	816.0	\$16.88	760.0	\$14.76
Baltimore, MD	6,111.0	\$16.08	1,310.0	\$19.08	1,167.0	\$15.27
Boston, MA	9,858.0	\$18.44	1,315.0	\$23.27	1,874.0	\$16.11
Detroit, MI	3,507.0	\$16.56	717.0	\$23.03	822.0	\$18.38
Minneapolis-St. Paul, MN	7,184.0	\$17.51	954.0	\$23.45	2,366.0	\$16.61
Kansas City, MO	3,423.0	\$15.85	595.0	\$20.12	700.0	\$14.74
St. Louis, MO	4,148.0	\$15.58	699.0	\$21.45	1,005.0	\$15.40
Las Vegas, NV	5,371.0	\$14.68	1,032.0	\$20.05	607.0	\$13.65
Buffalo, NY	1,915.0	\$14.69	386.0	\$19.69	466.0	\$15.37
New York, NY	26,957.0	\$18.38	3,115.0	\$23.82	3,474.0	\$15.71
Rochester, NY	1,493.0	\$15.12	409.0	\$18.41	537.0	\$14.29
Charlotte, NC	3,036.0	\$16.20	683.0	\$17.62	702.0	\$14.60
Cincinnati, OH	2,961.0	\$15.62	581.0	\$19.33	855.0	\$14.88
Cleveland, OH	3,655.0	\$15.56	694.0	\$20.38	1,394.0	\$15.48
Columbus, OH	3,518.0	\$15.40	669.0	\$18.87	802.0	\$14.39
Oklahoma City, OK	1,989.0	\$13.24	761.0	\$16.67	696.0	\$13.82
Portland, OR	4,168.0	\$16.72	979.0	\$20.71	1,398.0	\$15.27
Philadelphia, PA	10,488.0	\$16.50	1,727.0	\$21.22	2,070.0	\$15.56
Pittsburgh, PA	4,462.0	\$14.43	911.0	\$19.05	1,194.0	\$14.59
Providence, RI	1,899.0	\$15.15	429.0	\$20.10	559.0	\$13.90
Memphis, TN	1,661.0	\$14.71	451.0	\$16.96	580.0	\$14.20
Nashville, TN	2,535.0	\$15.13	591.0	\$16.94	673.0	\$14.45
Austin, TX	4,993.0	\$15.47	1,134.0	\$16.12	1,104.0	\$12.88
Dallas, TX	11,961.0	\$16.05	2,588.0	\$16.50	2,980.0	\$14.00
Houston, TX	9,292.0	\$15.70	2,593.0	\$16.01	2,816.0	\$14.56
San Antonio, TX	3,481.0	\$13.44	1,271.0	\$14.61	1,082.0	\$12.09
Salt Lake City, UT	4,152.0	\$14.80	1,146.0	\$17.56	1,341.0	\$14.57
Richmond, VA	2,266.0	\$16.07	568.0	\$18.03	455.0	\$14.23
Virginia Beach, VA	1,905.0	\$14.31	575.0	\$17.32	449.0	\$14.39
Seattle-Tacoma, WA	7,878.0	\$18.11	1,555.0	\$22.66	1,873.0	\$17.46
Milwaukee, WI	4,971.0	\$16.48	1,297.0	\$21.74	2,942.0	\$15.24

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2006 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.