



THE CONFERENCE BOARD

News Release

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Online Advertised Job Vacancies Dip in November, The Conference Board Reports Today

- **Online advertised vacancies are up less than 10% over the year**
- **New England and Pacific regions post no over the year gains in advertised vacancies**
- **Healthcare professional and technical workers remain in high demand**

December 3, 2007... In November there were 4,072,600 online advertised vacancies, a decrease of 89,100 or -2.1% from the October level, according to **The Conference Board Help-Wanted OnLine Data Series™ (HWOL)** released today. Nationally, online advertised vacancies were up (9.7%) over the year (November'06-November'07). There were 2.65 advertised vacancies online for every 100 persons in the labor force in November.

“The growth in the number of online ads has slowed in the last two months and while year over year growth is still positive, the pace has definitely slowed,” said Gad Levanon, Economist at The Conference Board. “In addition to trimming their hiring intentions, in recent months businesses have also been pulling back on investments in capital goods. At the same time, American consumers are feeling more pessimistic about job growth and the U.S. economy in general, according to The Conference Board Consumer Confidence survey, released last week. These data suggest that we are not likely to see any significant boost in employment through the early months of 2008.”

The Conference Board introduced its newly redesigned **Help Wanted Online Data Series™ (HWOL)** with the release of the November 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 - REGIONAL PICTURE

In November, 2,808,300 of the 4,072,600 unduplicated online advertised vacancies were new ads that did not appear in October, while the remainders are reposted ads from the previous month. The 2.1 percent decrease in total ads was caused primarily by a 2.3 percent decrease in new ads. Despite these declines, over-the-year (November'06 – November'07) total ads and new ads rose 9.7 percent and 17.2 percent, respectively.

The national decline in advertised vacancies between October and November '07 reflected a lower volume of ads in seven of the nine Census regions. The majority of the regions saw a slight decline from last month but remained positive from last year's time. Over-the-year (November '06 – November '07), seven of the nine regions continued to show a gain in labor demand. Two exceptions to this were again New England and the Pacific region. "New England and the Pacific are also among the weakest regions according to The Conference Board Consumer Confidence Index," said Levanon.

The November 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-October to mid-November. 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 third month in a row**
- **Montana leads the nation with the lowest supply/demand rate for the sixth month in a row**

Alaska posted 4.81 vacancies for every 100 persons in the state labor force, the highest rate in the nation, for the third month in a row. Nevada (4.54) and Colorado (4.36) were close behind in the number of advertised vacancies when adjusted for the size of the state labor force. Other states in the top five included Delaware (4.28) and Massachusetts (4.18).

Online advertised vacancies in California, the state with the largest labor force in the nation, totaled 585,500 in November. The volume of online advertised vacancies in California was significantly above the next highest states, Texas (363,500), New York (289,500) and Florida (244,300).

Top 10 States by Most Ads	
Total Ads ¹ (Thousands)	Nov-07
California	585.5
Texas	363.5
New York	289.5
Florida	244.3
Pennsylvania	202.3
Illinois	189.1
New Jersey	164.7
Virginia	151.6
Massachusetts	142.3
Ohio	141.1

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

Top 10 States by Highest Ads Rates	
Total Ads Rate ¹ (Percent)	Nov-07
Alaska	4.81
Nevada	4.54
Colorado	4.36
Delaware	4.28
Massachusetts	4.18
Arizona	4.14
Connecticut	3.97
Maryland	3.90
Montana	3.87
Oregon	3.77

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

(e.g., lowest) supply/demand rates included Montana (0.60), Wyoming (0.65), Idaho (0.68), and North Dakota (0.69). There were 15 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 October was 1.63,

indicating that the number of unemployed persons exceeded the number of online advertised vacancies.

States where the number of unemployed persons looking for work significantly exceeded the number of online advertised demand included Mississippi (4.56) and Michigan (3.98), Kentucky (2.95) and Arkansas (2.79).

Top 10 States by Lowest S/D Rates	
Supply/Demand Rate ¹	Oct-07
Montana	0.60
Wyoming	0.65
Idaho	0.68
North Dakota	0.69
Delaware	0.76
Utah	0.78
Colorado	0.79
New Mexico	0.79
Virginia	0.79
Arizona	0.85

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

- **Over 300,000 ads posted for healthcare practitioners and technical occupations in October.**
- **Management and Business/Financial occupations account for more than 30% of online ads in New York and Illinois.**

“Many jobs in high demand are also, on average, among the highest paying occupations,” said Levanon. Healthcare practitioners and technical workers (301,200) and management positions (280,900) continue to be 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 office and administrative support (247,500), business and financial occupations (244,600), and computer and mathematical (225,500) occupations.

U.S. Top Ten Demand Occupations and Pay Levels		
	Total Ads (Thousands)	Average Hr. Wage¹
Occupation	Nov-07	
Healthcare practitioners and technical	301.2	\$29.82
Management	280.9	\$44.20
Office and administrative support	247.5	\$14.60
Business and financial operations	244.6	\$28.85
Computer and mathematical	225.5	\$33.29
Sales and related	159.7	\$16.52
Architecture and engineering	154.8	\$31.82
Production	67.2	\$14.65
Installation, maintenance, and repair	58.6	\$18.78
Transportation and material moving	55.1	\$14.16

Source: The Conference Board - All rights reserved.

1. BLS Occupational Employment Statistics - May 2006 estimates.

METRO AREAS HIGHLIGHTS

- **Austin ranks first with 6.17 ads per 100 persons in the labor force.**
- **Austin also has the lowest supply/demand ratio in the nation.**

The top metro areas in November with around six advertised vacancies per 100 persons in the local labor force included Austin (6.17), San Jose (5.80) and Milwaukee (5.65). The number of unemployed persons looking for work was fewer than the number of advertised vacancies in 16 of the 52, or almost one-third, of the metro areas for which data are reported separately. Cities across the nation where the number of advertised vacancies are plentiful in relation to the number of unemployed included Austin; Salt Lake City; Washington, D.C.; Denver; Phoenix and New Orleans.

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 November, with 296,200 and 213,700, respectively.

MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate ¹	
Nov-07		Nov-07		Oct-07	
New York, NY	296.2	Austin, TX	6.17	Austin, TX	0.52
Los Angeles, CA	213.7	San Jose, CA	5.80	Salt Lake City, UT	0.54
Washington, DC	155.2	Milwaukee, WI	5.65	Washington, DC	0.58
Chicago, IL	149.4	San Francisco, CA	5.37	Denver, CO	0.69
Dallas, TX	121.5	Washington, DC	5.18	Phoenix, AZ	0.71
San Francisco, CA	119.5	Denver, CO	5.11	New Orleans, LA	0.75
Philadelphia, PA	117.6	Seattle-Tacoma, WA	4.81	Boston, MA	0.78
Boston, MA	112.1	Salt Lake City, UT	4.76	San Francisco, CA	0.80
Atlanta, GA	94.1	Las Vegas, NV	4.69	San Jose, CA	0.80
Houston, TX	92.9	Boston, MA	4.52	Seattle-Tacoma, WA	0.83

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
Dec-07	January 2, 2008*
Jan-08	January 30, 2008*
Feb-08	March 3, 2008
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*

*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
	Nov-06	Oct-07	Nov-07	Nov 06-07	Nov-06	Oct-07	Nov-07	Nov 06-07
United States	3,711.3	4,161.7	4,072.6	9.7%	2,396.0	2,875.3	2,808.3	17.2%
New England	281.6	278.9	271.9	-3.4%	172.2	180.6	175.0	1.7%
Middle Atlantic	563.1	628.5	631.7	12.2%	345.7	423.0	420.9	21.8%
South Atlantic	788.5	824.9	821.6	4.2%	485.1	555.3	556.0	14.6%
East North Central	461.4	557.6	539.8	17.0%	276.8	362.2	350.0	26.4%
East South Central	124.8	150.9	149.8	20.0%	77.6	102.1	101.3	30.5%
West North Central	235.1	283.2	279.7	19.0%	143.3	188.7	187.3	30.7%
West South Central	355.0	462.0	462.9	30.4%	232.8	309.1	310.5	33.4%
Mountain	335.3	412.5	407.0	21.4%	233.9	301.6	300.3	28.4%
Pacific	823.0	852.1	798.0	-3.0%	550.3	608.2	560.4	1.8%

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)		
	Nov-06	Oct-07	Nov-07	Nov-06	Oct-07	Nov-07
United States	2.43	2.71	2.65	1.57	1.87	1.83
New England	3.67	3.63	3.54	2.24	2.35	2.28
Middle Atlantic	2.77	3.10	3.12	1.70	2.09	2.08
South Atlantic	2.70	2.79	2.78	1.66	1.88	1.88
East North Central	1.91	2.32	2.25	1.15	1.51	1.46
East South Central	1.44	1.74	1.73	0.90	1.18	1.17
West North Central	2.15	2.58	2.55	1.31	1.72	1.71
West South Central	2.13	2.77	2.77	1.39	1.85	1.86
Mountain	3.08	3.74	3.69	2.15	2.73	2.72
Pacific	3.39	3.46	3.24	2.27	2.47	2.27

Source: The Conference Board

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

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Table 3: State Total Ads and New Ads (Levels), Not Seasonally Adjusted								
Location	Total Ads ¹ (Thousands)			Percent Change OTY	New Ads ² (Thousands)			Percent Change OTY
	Nov-06	Oct-07	Nov-07	Nov 06-07	Nov-06	Oct-07	Nov-07	Nov 06-07
United States	3,711.3	4,161.7	4,072.6	9.7%	2,396.0	2,875.3	2,808.3	17.2%
Alabama	36.6	46.6	47.5	29.6%	20.8	30.9	31.0	48.9%
Alaska	12.6	16.3	16.6	31.9%	8.7	11.2	11.2	28.8%
Arizona	108.1	128.2	126.8	17.3%	72.5	91.7	91.7	26.4%
Arkansas	19.9	24.3	24.6	23.5%	13.1	16.1	16.2	23.8%
California	636.6	628.5	585.5	-8.0%	421.7	446.0	412.8	-2.1%
Colorado	91.4	118.5	119.1	30.3%	63.3	88.0	88.8	40.3%
Connecticut	71.1	76.7	75.0	5.5%	39.9	46.5	46.3	16.1%
Delaware	16.9	18.9	19.1	12.9%	9.4	11.6	11.3	21.2%
Florida	264.8	244.1	244.3	-7.7%	165.4	175.8	177.2	7.1%
Georgia	110.7	131.4	130.1	17.5%	69.9	87.9	87.5	25.3%
Hawaii	14.2	16.2	18.2	28.4%	9.4	12.5	13.9	46.7%
Idaho	17.9	21.3	21.8	21.9%	11.9	16.0	16.1	34.9%
Illinois	175.5	201.1	189.1	7.8%	108.2	136.8	125.4	15.9%
Indiana	46.2	54.1	53.3	15.3%	28.9	35.0	34.4	19.2%
Iowa	29.6	39.7	36.7	24.1%	17.9	25.5	23.8	32.7%
Kansas	34.1	40.6	39.7	16.5%	19.8	25.0	23.9	20.7%
Kentucky	31.6	35.7	35.6	12.8%	19.1	23.8	23.4	22.9%
Louisiana	40.8	46.5	46.7	14.6%	24.3	30.9	30.3	24.5%
Maine	17.6	22.1	22.0	25.2%	10.0	13.2	12.9	29.0%
Maryland	102.0	119.5	117.7	15.4%	56.9	74.0	71.6	25.9%
Massachusetts	157.0	145.2	142.3	-9.4%	95.7	95.2	91.4	-4.5%
Michigan	73.2	88.2	86.9	18.8%	43.6	60.8	59.4	36.1%
Minnesota	85.5	94.4	96.4	12.7%	50.7	61.1	62.5	23.3%
Mississippi	15.6	17.1	16.9	8.3%	9.6	10.8	10.5	9.2%
Missouri	58.9	75.6	75.2	27.7%	34.9	51.2	51.0	46.2%
Montana	13.5	21.6	19.5	44.2%	9.2	12.3	11.2	21.5%
Nebraska	25.6	31.4	30.5	19.2%	17.0	22.1	21.6	27.2%
Nevada	57.4	61.6	62.1	8.2%	38.1	43.3	43.3	13.6%
New Hampshire	19.7	24.3	24.2	23.0%	11.1	14.9	14.7	32.0%
New Jersey	153.6	164.5	164.7	7.2%	91.9	108.5	106.8	16.3%
New Mexico	26.4	33.6	32.5	23.4%	17.6	23.5	23.1	31.1%
New York	271.8	290.3	289.5	6.5%	168.0	197.8	193.7	15.3%
North Carolina	88.8	106.7	105.7	19.1%	53.1	72.5	72.6	36.6%
North Dakota	8.2	13.0	12.9	57.5%	5.0	8.2	8.1	61.6%
Ohio	111.9	138.9	141.1	26.1%	64.5	89.8	90.8	40.8%
Oklahoma	30.4	41.8	43.3	42.7%	18.0	27.1	28.0	55.9%
Oregon	68.5	83.4	73.2	6.9%	48.4	64.4	53.6	10.8%
Pennsylvania	159.9	198.6	202.3	26.5%	97.4	129.9	133.3	36.9%
Rhode Island	27.7	19.9	18.4	-33.6%	19.3	13.1	12.1	-37.3%
South Carolina	46.8	46.8	46.8	-0.2%	28.8	29.5	29.7	3.4%
South Dakota	14.5	12.4	13.0	-10.3%	7.7	7.7	8.0	4.7%
Tennessee	52.2	62.8	61.6	18.1%	33.4	42.2	42.0	25.9%
Texas	277.9	364.6	363.5	30.8%	183.7	242.8	243.5	32.5%
Utah	38.2	45.4	45.1	18.1%	27.7	35.1	34.9	26.0%
Vermont	9.3	11.4	11.5	23.7%	4.9	6.9	6.9	40.1%
Virginia	147.1	149.2	151.6	3.1%	83.8	88.6	90.1	7.5%
Washington	112.9	132.1	129.3	14.5%	73.5	87.7	81.8	11.3%
West Virginia	12.4	16.5	16.2	30.4%	7.3	9.6	9.4	29.0%
Wisconsin	86.5	113.7	106.6	23.3%	47.1	59.6	58.6	24.3%
Wyoming	10.0	10.2	9.3	-6.8%	5.3	5.8	5.3	-0.9%

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads. 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
	Nov-06	Oct-07	Nov-07	Nov 06-07	Nov-06	Oct-07	Nov-07	Nov 06-07
Birmingham, AL	13.0	16.2	16.5	26.9%	7.4	10.7	10.3	38.5%
Phoenix, AZ	78.3	89.3	89.3	14.1%	52.4	64.9	66.1	26.1%
Tucson, AZ	14.2	16.4	17.0	20.1%	9.4	11.7	12.2	29.4%
Los Angeles, CA	231.6	226.3	213.7	-7.7%	153.0	163.2	153.0	0.0%
Riverside, CA	27.9	29.1	27.0	-3.4%	18.7	19.8	18.0	-3.4%
Sacramento, CA	43.7	45.7	39.5	-9.7%	31.8	35.7	29.5	-7.2%
San Diego, CA	72.1	65.8	60.1	-16.6%	47.0	41.8	37.1	-20.9%
San Francisco, CA	125.1	126.5	119.5	-4.5%	78.6	86.2	82.4	4.9%
San Jose, CA	52.8	53.6	50.8	-3.8%	29.0	31.9	30.3	4.7%
Denver, CO	57.1	70.8	71.2	24.8%	40.0	53.8	54.3	36.0%
Hartford, CT	24.9	24.9	24.9	-0.0%	13.6	16.1	16.5	20.7%
Washington, DC	158.7	156.9	155.2	-2.2%	87.1	93.4	92.8	6.6%
Jacksonville, FL	20.3	21.3	21.0	3.4%	12.0	13.9	13.7	14.4%
Miami, FL	91.7	90.3	92.7	1.1%	60.5	66.9	69.5	14.9%
Orlando, FL	30.6	31.0	32.3	5.6%	17.9	21.6	22.7	26.3%
Tampa, FL	47.2	36.2	36.0	-23.7%	27.6	23.4	23.3	-15.5%
Atlanta, GA	81.6	95.5	94.1	15.3%	49.9	64.9	64.4	29.0%
Honolulu, HI	7.7	8.4	9.4	21.9%	5.4	6.1	6.8	25.9%
Chicago, IL	139.6	159.6	149.4	7.0%	85.2	108.5	99.1	16.4%
Indianapolis, IN	20.1	23.8	24.2	20.8%	12.2	15.4	15.7	28.5%
Louisville, KY	15.6	16.6	16.8	7.4%	8.8	10.7	10.7	21.8%
New Orleans, LA	18.7	20.9	21.0	12.3%	10.0	12.9	12.6	26.4%
Baltimore, MD	50.3	59.7	60.6	20.5%	29.8	38.7	38.6	29.4%
Boston, MA	126.0	113.5	112.1	-11.0%	76.3	73.7	71.3	-6.6%
Detroit, MI	30.7	36.8	36.1	17.8%	18.0	25.9	25.4	41.0%
Minneapolis-St. Paul, MN	64.8	73.6	75.8	16.9%	37.8	47.2	49.1	29.7%
Kansas City, MO	28.2	32.5	32.4	15.2%	16.4	21.2	21.2	29.5%
St. Louis, MO	32.3	41.0	39.8	23.2%	18.2	27.3	26.6	45.7%
Las Vegas, NV	40.2	44.8	45.9	14.2%	25.8	30.7	31.2	20.8%
Buffalo, NY	14.1	16.1	16.7	18.0%	9.2	11.0	11.4	24.2%
New York, NY	274.7	300.3	296.2	7.8%	162.6	199.6	194.2	19.4%
Rochester, NY	10.0	11.8	13.0	29.9%	6.3	8.3	8.9	41.1%
Charlotte, NC	26.7	30.5	31.1	16.6%	15.7	20.5	20.7	31.7%
Cincinnati, OH	26.0	28.9	29.7	14.3%	14.9	18.7	19.2	28.6%
Cleveland, OH	29.8	37.4	38.9	30.8%	16.7	22.4	23.0	38.0%
Columbus, OH	26.2	37.0	37.5	43.5%	14.3	24.2	24.5	71.5%
Oklahoma City, OK	14.0	16.6	16.6	18.8%	8.7	10.7	10.7	23.5%
Portland, OR	48.8	59.0	51.0	4.3%	35.3	45.9	37.5	6.1%
Philadelphia, PA	91.7	113.5	117.6	28.1%	54.1	73.7	76.4	41.3%
Pittsburgh, PA	31.1	38.6	41.1	32.4%	19.4	25.2	27.3	41.1%
Providence, RI	21.9	20.4	19.1	-12.4%	14.2	12.9	12.4	-12.9%
Memphis, TN	13.4	17.5	16.6	24.0%	8.0	11.0	10.9	37.1%
Nashville, TN	17.2	21.9	22.6	31.6%	11.0	15.1	15.6	41.5%
Austin, TX	39.2	54.7	52.6	34.3%	28.5	40.9	39.2	37.4%
Dallas, TX	95.2	120.3	121.5	27.5%	60.4	78.1	80.1	32.5%
Houston, TX	72.9	91.8	92.9	27.4%	45.6	60.1	60.8	33.3%
San Antonio, TX	21.9	30.8	30.2	38.1%	14.4	20.4	19.9	38.6%
Salt Lake City, UT	23.5	28.2	28.7	21.9%	17.7	21.6	22.1	24.8%
Richmond, VA	23.1	22.7	23.1	0.1%	14.4	15.0	15.3	6.9%
Virginia Beach, VA	18.3	18.5	19.4	5.8%	11.2	10.6	11.0	-1.2%
Seattle-Tacoma, WA	79.4	89.0	87.9	10.8%	51.0	56.7	52.9	3.8%
Milwaukee, WI	37.0	45.9	45.1	21.8%	17.9	23.3	24.6	37.2%

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads. 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
	Nov-06	Oct-07	Nov-07	Oct-07	Oct-07	Oct-07	Oct-07
United States	2.43	2.71	2.65	4.4	6,773.0	4,161.7	1.63
Alabama	1.64	2.10	2.14	3.0	66.7	46.6	1.43
Alaska	3.65	4.71	4.81	5.4	18.6	16.3	1.14
Arizona	3.56	4.18	4.14	3.6	109.2	128.2	0.85
Arkansas	1.46	1.77	1.79	4.9	67.6	24.3	2.79
California	3.54	3.44	3.20	5.4	981.7	628.5	1.56
Colorado	3.40	4.33	4.36	3.4	93.2	118.5	0.79
Connecticut	3.83	4.06	3.97	4.2	79.8	76.7	1.04
Delaware	3.79	4.25	4.28	3.2	14.3	18.9	0.76
Florida	2.90	2.63	2.63	4.3	396.9	244.1	1.63
Georgia	2.30	2.69	2.67	4.7	227.4	131.4	1.73
Hawaii	2.18	2.53	2.83	2.6	16.4	16.2	1.01
Idaho	2.37	2.78	2.84	1.9	14.6	21.3	0.68
Illinois	2.63	2.98	2.81	4.8	323.8	201.1	1.61
Indiana	1.41	1.69	1.66	4.2	134.5	54.1	2.49
Iowa	1.77	2.36	2.18	3.4	57.4	39.7	1.45
Kansas	2.31	2.73	2.67	3.4	50.7	40.6	1.25
Kentucky	1.53	1.74	1.74	5.1	105.2	35.7	2.95
Louisiana	2.03	2.33	2.34	3.0	60.6	46.5	1.30
Maine	2.47	3.09	3.09	4.4	31.2	22.1	1.42
Maryland	3.36	3.96	3.90	3.8	114.4	119.5	0.96
Massachusetts	4.59	4.27	4.18	3.8	129.1	145.2	0.89
Michigan	1.43	1.76	1.73	7.0	350.5	88.2	3.98
Minnesota	2.88	3.20	3.26	4.1	120.0	94.4	1.27
Mississippi	1.18	1.29	1.28	5.9	77.9	17.1	4.56
Missouri	1.93	2.47	2.46	5.2	160.2	75.6	2.12
Montana	2.73	4.29	3.87	2.6	12.9	21.6	0.60
Nebraska	2.62	3.18	3.08	2.7	26.9	31.4	0.86
Nevada	4.34	4.50	4.54	5.0	68.6	61.6	1.11
New Hampshire	2.66	3.26	3.25	2.9	21.7	24.3	0.89
New Jersey	3.40	3.67	3.67	3.8	168.6	164.5	1.02
New Mexico	2.79	3.54	3.43	2.8	26.5	33.6	0.79
New York	2.87	3.07	3.06	4.4	417.0	290.3	1.44
North Carolina	1.96	2.35	2.33	4.6	209.4	106.7	1.96
North Dakota	2.31	3.54	3.53	2.5	9.0	13.0	0.69
Ohio	1.87	2.32	2.35	5.4	326.2	138.9	2.35
Oklahoma	1.75	2.40	2.49	4.2	72.7	41.8	1.74
Oregon	3.57	4.30	3.77	5.0	96.2	83.4	1.15
Pennsylvania	2.52	3.14	3.19	4.1	261.1	198.6	1.31
Rhode Island	4.76	3.43	3.17	4.5	25.9	19.9	1.30
South Carolina	2.19	2.18	2.18	5.8	124.5	46.8	2.66
South Dakota	3.34	2.82	2.95	2.5	11.0	12.4	0.88
Tennessee	1.72	2.05	2.01	4.4	134.4	62.8	2.14
Texas	2.40	3.15	3.14	3.9	448.4	364.6	1.23
Utah	2.85	3.32	3.30	2.6	35.3	45.4	0.78
Vermont	2.57	3.17	3.21	3.7	13.2	11.4	1.16
Virginia	3.65	3.67	3.73	2.9	117.4	149.2	0.79
Washington	3.37	3.82	3.74	4.2	145.9	132.1	1.10
West Virginia	1.53	2.02	1.98	4.3	35.6	16.5	2.15
Wisconsin	2.81	3.69	3.46	4.5	138.4	113.7	1.22
Wyoming	3.47	3.52	3.21	2.3	6.6	10.2	0.65

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
	Nov-06	Oct-07	Nov-07	Oct-07	Oct-07	Oct-07	Oct-07
	Birmingham, AL	2.35	2.96	3.01	2.7	14.7	16.2
Phoenix, AZ	3.80	4.29	4.29	3.1	63.6	89.3	0.71
Tucson, AZ	3.08	3.54	3.66	3.5	16.3	16.4	0.99
Los Angeles, CA	3.56	3.42	3.23	4.8	316.0	226.3	1.40
Riverside, CA	1.56	1.58	1.47	6.1	111.5	29.1	3.83
Sacramento, CA	4.17	4.32	3.73	5.5	57.7	45.7	1.26
San Diego, CA	4.72	4.28	3.91	4.8	74.3	65.8	1.13
San Francisco, CA	5.66	5.69	5.37	4.6	101.2	126.5	0.80
San Jose, CA	6.09	6.12	5.80	4.9	43.1	53.6	0.80
Denver, CO	4.15	5.08	5.11	3.5	49.2	70.8	0.69
Hartford, CT	4.28	4.21	4.20	4.3	25.6	24.9	1.03
Washington, DC	5.31	5.24	5.18	3.1	91.7	156.9	0.58
Jacksonville, FL	3.06	3.17	3.11	3.9	26.3	21.3	1.23
Miami, FL	3.28	3.16	3.25	4.2	119.5	90.3	1.32
Orlando, FL	2.84	2.81	2.93	4.0	43.5	31.0	1.41
Tampa, FL	3.52	2.66	2.64	4.3	59.0	36.2	1.63
Atlanta, GA	3.02	3.46	3.40	4.5	124.0	95.5	1.30
Honolulu, HI	1.69	1.87	2.10	2.4	10.5	8.4	1.26
Chicago, IL	2.85	3.25	3.05	4.7	228.5	159.6	1.43
Indianapolis, IN	2.20	2.66	2.71	3.8	34.2	23.8	1.44
Louisville, KY	2.46	2.63	2.65	5.2	32.9	16.6	1.98
New Orleans, LA	3.72	4.17	4.20	3.1	15.8	20.9	0.75
Baltimore, MD	3.54	4.23	4.30	4.0	56.5	59.7	0.95
Boston, MA	5.05	4.58	4.52	3.5	88.0	113.5	0.78
Detroit, MI	1.41	1.71	1.68	7.8	167.2	36.8	4.54
Minneapolis-St. Paul, MN	3.47	3.95	4.07	4.0	74.8	73.6	1.02
Kansas City, MO	2.70	3.11	3.11	5.1	52.8	32.5	1.63
St. Louis, MO	2.19	2.76	2.68	5.3	78.1	41.0	1.90
Las Vegas, NV	4.25	4.57	4.69	5.1	50.0	44.8	1.12
Buffalo, NY	2.45	2.81	2.91	4.3	24.4	16.1	1.52
New York, NY	2.95	3.24	3.20	4.3	399.7	300.3	1.33
Rochester, NY	1.88	2.24	2.48	4.0	21.3	11.8	1.81
Charlotte, NC	3.16	3.59	3.66	4.7	39.7	30.5	1.30
Cincinnati, OH	2.32	2.59	2.66	4.8	54.0	28.9	1.87
Cleveland, OH	2.72	3.40	3.54	5.4	59.0	37.4	1.58
Columbus, OH	2.75	3.86	3.92	4.7	45.3	37.0	1.23
Oklahoma City, OK	2.40	2.81	2.82	4.0	23.9	16.6	1.44
Portland, OR	4.27	5.11	4.41	4.7	54.1	59.0	0.92
Philadelphia, PA	3.07	3.80	3.93	4.1	123.5	113.5	1.09
Pittsburgh, PA	2.57	3.20	3.41	4.0	48.5	38.6	1.26
Providence, RI	3.05	2.86	2.68	4.5	32.4	20.4	1.59
Memphis, TN	2.16	2.78	2.64	4.9	30.6	17.5	1.75
Nashville, TN	2.19	2.76	2.85	3.7	29.7	21.9	1.35
Austin, TX	4.63	6.42	6.17	3.3	28.2	54.7	0.52
Dallas, TX	3.03	3.83	3.87	3.8	121.0	120.3	1.01
Houston, TX	2.66	3.34	3.38	3.8	103.9	91.8	1.13
San Antonio, TX	2.34	3.30	3.23	3.6	34.0	30.8	1.10
Salt Lake City, UT	3.98	4.68	4.76	2.5	15.3	28.2	0.54
Richmond, VA	3.62	3.55	3.61	3.0	19.3	22.7	0.85
Virginia Beach, VA	2.27	2.27	2.37	3.1	25.0	18.5	1.35
Seattle-Tacoma, WA	4.44	4.87	4.81	4.1	74.1	89.0	0.83
Milwaukee, WI	4.65	5.76	5.65	5.0	39.7	45.9	0.87

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 Occupation , Not Seasonally Adjusted					
Occupation ²	Total Ads (Thousands)			Unemployed ³ (Thousands)	Average Hr. Wage ⁴
	Nov-06	Oct-07	Nov-07	Oct-07	
Total	3,711.3	4,161.7	4,072.6	6,773	\$18.84
Management	410.3	285.6	280.9	240	\$44.20
Business and financial operations	305.3	246.8	244.6	128	\$28.85
Computer and mathematical	295.5	240.9	225.5	94	\$33.29
Architecture and engineering	177.0	158.1	154.8	45	\$31.82
Life, physical, and social science	31.0	30.1	29.7	42	\$28.68
Community and social services	19.5	18.8	18.6	49	\$18.75
Legal	15.2	14.5	14.0	76	\$41.04
Education, training, and library	26.2	26.4	25.7	173	\$21.79
Arts, design, entertainment, sports, and media	30.2	32.0	31.1	100	\$22.17
Healthcare practitioners and technical	295.3	317.0	301.2	124	\$29.82
Healthcare support	40.3	42.4	41.0	156	\$11.83
Protective service	17.9	18.2	18.0	108	\$17.81
Food preparation and serving related	48.2	48.9	47.7	675	\$8.86
Building and grounds cleaning and maintenance	26.2	28.9	28.5	330	\$10.86
Personal care and service	24.0	25.9	24.7	220	\$11.02
Sales and related	179.7	165.4	159.7	813	\$16.52
Office and administrative support	297.2	255.9	247.5	777	\$14.60
Farming, fishing, and forestry	1.5	2.1	1.9	46	\$10.49
Construction and extraction	40.1	42.0	40.1	675	\$18.89
Installation, maintenance, and repair	57.8	60.1	58.6	135	\$18.78
Production	69.7	67.9	67.2	564	\$14.65
Transportation and material moving	61.4	57.9	55.1	526	\$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
	Nov-07	Hr. Wage ²	Nov-07	Hr. Wage ²	Nov-07	Hr. Wage ²
United States	525516.0	\$36.57	800410.0	\$27.01	160023.0	\$10.97
Alabama	5,748.0	\$33.60	10,837.0	\$23.51	1,590.0	\$9.11
Alaska	1,409.0	\$32.70	4,160.0	\$26.90	1,040.0	\$13.35
Arizona	13,428.0	\$33.32	26,404.0	\$24.76	5,582.0	\$10.81
Arkansas	2,634.0	\$29.35	4,840.0	\$21.43	1,003.0	\$8.72
California	82,553.0	\$40.69	110416.0	\$30.80	19,972.0	\$12.15
Colorado	13,447.0	\$36.82	23,197.0	\$28.03	5,983.0	\$11.25
Connecticut	11,232.0	\$41.36	16,213.0	\$29.37	2,508.0	\$12.97
Delaware	2,575.0	\$37.67	4,429.0	\$28.83	512.0	\$11.32
Florida	28,875.0	\$34.06	46,040.0	\$25.69	9,500.0	\$10.75
Georgia	18,887.0	\$36.54	26,233.0	\$25.10	5,051.0	\$10.03
Hawaii	2,007.0	\$33.82	2,690.0	\$26.18	1,059.0	\$12.33
Idaho	2,002.0	\$29.23	4,412.0	\$23.67	1,249.0	\$9.89
Illinois	28,139.0	\$36.09	36,055.0	\$27.41	5,577.0	\$11.53
Indiana	7,242.0	\$32.52	12,370.0	\$23.45	1,721.0	\$9.98
Iowa	4,487.0	\$29.75	8,142.0	\$21.79	1,723.0	\$9.77
Kansas	4,731.0	\$32.29	9,523.0	\$22.77	1,374.0	\$9.73
Kentucky	4,588.0	\$31.47	7,542.0	\$22.46	1,198.0	\$9.62
Louisiana	5,383.0	\$30.27	9,110.0	\$22.47	2,257.0	\$9.01
Maine	2,062.0	\$30.84	5,247.0	\$23.13	1,153.0	\$10.56
Maryland	17,378.0	\$38.84	31,925.0	\$30.47	3,759.0	\$11.77
Massachusetts	22,152.0	\$41.83	33,698.0	\$30.51	4,475.0	\$12.98
Michigan	11,275.0	\$36.90	19,529.0	\$28.35	2,977.0	\$11.12
Minnesota	13,675.0	\$35.88	18,696.0	\$27.23	2,888.0	\$11.37
Mississippi	2,123.0	\$29.44	3,894.0	\$20.90	689.0	\$8.79
Missouri	9,148.0	\$33.31	16,280.0	\$24.25	2,872.0	\$9.80
Montana	1,727.0	\$26.56	3,880.0	\$19.91	2,237.0	\$9.31
Nebraska	3,399.0	\$30.93	6,271.0	\$23.23	1,316.0	\$9.75
Nevada	6,979.0	\$35.70	9,518.0	\$26.34	3,136.0	\$11.24
New Hampshire	3,005.0	\$35.91	6,399.0	\$25.74	699.0	\$11.24
New Jersey	26,666.0	\$42.65	35,962.0	\$30.49	4,948.0	\$13.37
New Mexico	3,518.0	\$30.74	6,948.0	\$24.35	1,771.0	\$9.39
New York	44,124.0	\$43.62	53,025.0	\$30.36	8,465.0	\$12.94
North Carolina	14,737.0	\$35.59	24,089.0	\$24.27	3,052.0	\$9.84
North Dakota	1,066.0	\$30.44	2,344.0	\$21.13	624.0	\$9.53
Ohio	17,845.0	\$34.30	28,875.0	\$26.32	4,229.0	\$10.38
Oklahoma	4,637.0	\$29.14	8,071.0	\$21.42	2,095.0	\$9.20
Oregon	8,391.0	\$33.20	14,161.0	\$25.83	3,611.0	\$11.45
Pennsylvania	27,010.0	\$33.70	41,609.0	\$25.85	7,590.0	\$10.62
Rhode Island	2,210.0	\$37.47	4,048.0	\$27.56	746.0	\$11.89
South Carolina	5,547.0	\$32.37	10,484.0	\$23.30	2,110.0	\$9.48
South Dakota	1,301.0	\$28.60	2,521.0	\$20.72	851.0	\$9.12
Tennessee	8,204.0	\$32.25	12,892.0	\$23.07	2,086.0	\$9.63
Texas	43,447.0	\$35.49	70,905.0	\$25.71	15,193.0	\$9.61
Utah	4,829.0	\$32.01	8,191.0	\$24.04	2,423.0	\$10.13
Vermont	1,228.0	\$33.24	2,570.0	\$23.37	718.0	\$11.19
Virginia	22,957.0	\$38.25	40,522.0	\$29.54	5,379.0	\$10.95
Washington	16,431.0	\$37.85	27,253.0	\$28.66	5,560.0	\$12.54
West Virginia	1,445.0	\$28.18	3,288.0	\$21.88	1,146.0	\$8.83
Wisconsin	14,411.0	\$32.71	23,453.0	\$25.07	5,527.0	\$10.59
Wyoming	730.0	\$28.86	2,500.0	\$21.45	336.0	\$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
	Nov-07	Hr. Wage ¹	Nov-07	Hr. Wage ¹	Nov-07	Hr. Wage ¹
United States	407133.0	\$15.33	100610.0	\$18.54	122217.0	\$14.41
Alabama	5,059.0	\$13.22	1,443.0	\$15.62	1,711.0	\$13.04
Alaska	1,997.0	\$16.11	741.0	\$24.77	553.0	\$19.95
Arizona	13,026.0	\$14.62	3,076.0	\$16.46	2,988.0	\$14.15
Arkansas	2,653.0	\$12.39	1,064.0	\$15.16	1,434.0	\$12.96
California	61,512.0	\$16.95	10,812.0	\$19.77	13,461.0	\$14.21
Colorado	12,768.0	\$16.32	3,931.0	\$18.55	3,498.0	\$15.06
Connecticut	7,813.0	\$18.27	1,797.0	\$21.69	2,123.0	\$15.70
Delaware	1,699.0	\$15.72	420.0	\$19.17	412.0	\$14.88
Florida	25,900.0	\$14.75	4,740.0	\$15.91	4,371.0	\$13.18
Georgia	12,522.0	\$14.56	3,719.0	\$16.88	4,798.0	\$13.65
Hawaii	2,214.0	\$14.68	512.0	\$22.76	440.0	\$14.83
Idaho	2,728.0	\$13.37	1,152.0	\$16.06	934.0	\$13.23
Illinois	20,226.0	\$16.06	2,913.0	\$22.93	5,230.0	\$14.94
Indiana	5,993.0	\$14.19	1,277.0	\$19.23	2,275.0	\$14.91
Iowa	4,194.0	\$13.52	1,506.0	\$17.43	2,088.0	\$13.81
Kansas	4,212.0	\$14.07	1,062.0	\$17.49	1,394.0	\$14.20
Kentucky	3,999.0	\$13.46	1,097.0	\$16.81	1,699.0	\$14.08
Louisiana	5,168.0	\$12.54	1,834.0	\$16.14	1,710.0	\$14.57
Maine	2,438.0	\$13.81	518.0	\$16.67	778.0	\$13.90
Maryland	11,239.0	\$15.99	2,591.0	\$19.15	2,472.0	\$15.06
Massachusetts	13,814.0	\$17.73	2,085.0	\$22.61	2,990.0	\$15.68
Michigan	8,810.0	\$15.39	1,944.0	\$21.07	2,676.0	\$16.74
Minnesota	10,255.0	\$16.22	1,728.0	\$21.57	3,745.0	\$15.63
Mississippi	1,734.0	\$12.23	587.0	\$14.73	708.0	\$12.59
Missouri	7,844.0	\$14.45	1,493.0	\$19.11	2,111.0	\$14.09
Montana	2,798.0	\$12.31	1,730.0	\$17.04	1,173.0	\$13.91
Nebraska	3,516.0	\$13.61	1,007.0	\$16.83	1,234.0	\$14.29
Nevada	7,739.0	\$14.66	1,727.0	\$19.88	1,258.0	\$14.06
New Hampshire	2,528.0	\$15.31	498.0	\$18.32	717.0	\$14.89
New Jersey	17,236.0	\$17.38	2,996.0	\$22.59	3,847.0	\$14.91
New Mexico	3,677.0	\$12.83	1,787.0	\$15.39	993.0	\$13.86
New York	28,718.0	\$17.27	4,138.0	\$22.09	5,182.0	\$15.49
North Carolina	10,246.0	\$14.37	2,562.0	\$16.30	2,902.0	\$13.32
North Dakota	1,427.0	\$12.72	544.0	\$17.03	516.0	\$14.19
Ohio	14,270.0	\$14.72	2,847.0	\$19.06	5,440.0	\$14.89
Oklahoma	5,062.0	\$12.74	2,208.0	\$16.10	2,483.0	\$13.30
Oregon	7,839.0	\$15.53	2,250.0	\$19.12	2,937.0	\$14.52
Pennsylvania	20,531.0	\$14.83	4,584.0	\$18.93	5,338.0	\$14.60
Rhode Island	2,120.0	\$15.53	510.0	\$19.77	570.0	\$14.11
South Carolina	5,333.0	\$13.44	1,719.0	\$15.82	2,229.0	\$13.46
South Dakota	1,676.0	\$12.68	624.0	\$15.02	679.0	\$12.34
Tennessee	7,033.0	\$14.04	1,677.0	\$16.25	2,631.0	\$13.71
Texas	38,344.0	\$14.51	12,580.0	\$15.48	13,324.0	\$13.59
Utah	6,951.0	\$13.82	1,979.0	\$16.98	2,306.0	\$14.09
Vermont	1,297.0	\$14.50	457.0	\$17.20	539.0	\$14.26
Virginia	13,950.0	\$15.58	3,307.0	\$18.04	2,918.0	\$14.39
Washington	12,800.0	\$16.89	3,486.0	\$21.23	3,584.0	\$16.56
West Virginia	2,107.0	\$11.95	960.0	\$16.80	870.0	\$13.40
Wisconsin	13,050.0	\$15.00	3,769.0	\$19.62	8,333.0	\$14.88
Wyoming	799.0	\$12.46	414.0	\$18.92	260.0	\$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
	Nov-07	Hr. Wage ²	Nov-07	Hr. Wage ²	Nov-07	Hr. Wage ²
United States	525516.0	\$36.57	800410.0	\$27.01	160023.0	\$10.97
Birmingham, AL	2,112.0	\$36.19	3,418.0	\$23.48	601.0	\$9.65
Phoenix, AZ	10,257.0	\$34.06	18,503.0	\$25.23	3,786.0	\$10.93
Tucson, AZ	1,655.0	\$32.74	3,865.0	\$25.74	865.0	\$10.61
Los Angeles, CA	30,833.0	\$40.70	35,957.0	\$30.09	6,578.0	\$11.83
Riverside, CA	3,381.0	\$36.73	4,277.0	\$27.09	1,206.0	\$11.48
Sacramento, CA	5,041.0	\$35.48	7,419.0	\$29.07	1,542.0	\$12.03
San Diego, CA	7,796.0	\$39.14	12,725.0	\$30.63	2,736.0	\$11.34
San Francisco, CA	19,333.0	\$44.76	24,111.0	\$34.30	3,449.0	\$13.66
San Jose, CA	9,723.0	\$50.89	12,748.0	\$39.26	937.0	\$12.99
Denver, CO	9,196.0	\$38.46	12,439.0	\$29.39	3,345.0	\$11.63
Hartford, CT	4,138.0	\$38.46	5,466.0	\$29.93	680.0	\$12.90
Washington, DC	27,737.0	\$42.57	40,668.0	\$34.98	4,526.0	\$12.66
Jacksonville, FL	2,875.0	\$33.48	4,595.0	\$25.79	701.0	\$10.40
Miami, FL	11,550.0	\$36.28	14,456.0	\$26.89	3,657.0	\$11.38
Orlando, FL	4,212.0	\$33.69	6,153.0	\$25.01	1,256.0	\$10.33
Tampa, FL	5,047.0	\$33.79	8,376.0	\$25.90	1,349.0	\$10.43
Atlanta, GA	14,850.0	\$38.23	19,054.0	\$26.95	2,985.0	\$10.65
Honolulu, HI	1,218.0	\$34.74	1,660.0	\$27.33	490.0	\$12.00
Chicago, IL	23,669.0	\$37.59	27,176.0	\$28.75	4,451.0	\$11.86
Indianapolis, IN	3,674.0	\$33.86	5,078.0	\$25.98	714.0	\$10.56
Louisville, KY	2,392.0	\$32.98	3,309.0	\$23.83	649.0	\$10.08
New Orleans, LA	2,504.0	\$32.27	4,117.0	\$25.02	1,473.0	\$9.48
Baltimore, MD	8,664.0	\$38.00	15,519.0	\$29.55	2,059.0	\$11.90
Boston, MA	18,484.0	\$43.10	27,030.0	\$31.63	3,416.0	\$12.27
Detroit, MI	5,340.0	\$40.12	7,441.0	\$29.59	1,081.0	\$11.59
Minneapolis-St. Paul, MN	11,699.0	\$38.09	14,120.0	\$28.80	2,165.0	\$11.82
Kansas City, MO	4,255.0	\$35.26	7,346.0	\$25.92	1,189.0	\$10.55
St. Louis, MO	5,461.0	\$34.21	8,652.0	\$26.31	1,473.0	\$10.42
Las Vegas, NV	5,437.0	\$36.17	6,887.0	\$26.14	2,364.0	\$11.38
Buffalo, NY	1,918.0	\$34.41	2,567.0	\$24.60	487.0	\$11.00
New York, NY	49,936.0	\$45.99	58,375.0	\$32.62	7,758.0	\$13.69
Rochester, NY	1,917.0	\$37.15	2,524.0	\$26.28	385.0	\$11.10
Charlotte, NC	5,108.0	\$38.59	6,223.0	\$25.72	793.0	\$10.51
Cincinnati, OH	4,454.0	\$35.77	6,433.0	\$26.60	870.0	\$10.65
Cleveland, OH	5,030.0	\$35.62	8,029.0	\$27.50	1,348.0	\$11.04
Columbus, OH	4,634.0	\$34.33	6,199.0	\$28.10	987.0	\$10.80
Oklahoma City, OK	1,918.0	\$30.02	3,136.0	\$23.37	917.0	\$9.53
Portland, OR	6,525.0	\$35.24	9,768.0	\$27.49	2,471.0	\$11.93
Philadelphia, PA	18,506.0	\$37.93	26,266.0	\$28.60	3,730.0	\$11.90
Pittsburgh, PA	5,540.0	\$32.30	8,160.0	\$25.17	1,952.0	\$10.07
Providence, RI	2,417.0	\$36.97	4,863.0	\$26.91	775.0	\$11.88
Memphis, TN	2,556.0	\$34.88	3,692.0	\$24.24	555.0	\$10.00
Nashville, TN	3,222.0	\$33.31	4,198.0	\$24.36	882.0	\$10.09
Austin, TX	5,597.0	\$34.93	10,453.0	\$27.35	2,101.0	\$10.10
Dallas, TX	16,739.0	\$37.64	23,161.0	\$27.78	3,804.0	\$10.46
Houston, TX	11,823.0	\$38.69	18,170.0	\$28.53	3,607.0	\$9.69
San Antonio, TX	3,331.0	\$32.11	5,924.0	\$23.80	1,747.0	\$9.34
Salt Lake City, UT	3,379.0	\$33.34	5,263.0	\$26.34	1,402.0	\$10.63
Richmond, VA	3,419.0	\$35.33	5,533.0	\$26.88	922.0	\$10.82
Virginia Beach, VA	2,435.0	\$33.55	4,559.0	\$25.89	789.0	\$10.14
Seattle-Tacoma, WA	12,688.0	\$39.56	19,613.0	\$30.69	3,069.0	\$13.11
Milwaukee, WI	6,995.0	\$35.47	9,255.0	\$26.94	1,742.0	\$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.

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
	Nov-07	Hr. Wage ¹	Nov-07	Hr. Wage ¹	Nov-07	Hr. Wage ¹
United States	407133.0	\$15.33	100610.0	\$18.54	122217.0	\$14.41
Birmingham, AL	2,064.0	\$14.62	495.0	\$16.85	478.0	\$13.69
Phoenix, AZ	10,107.0	\$15.12	2,079.0	\$16.97	2,113.0	\$14.41
Tucson, AZ	1,644.0	\$13.59	587.0	\$16.36	500.0	\$13.15
Los Angeles, CA	25,731.0	\$16.84	3,358.0	\$20.51	5,290.0	\$13.44
Riverside, CA	3,600.0	\$15.12	849.0	\$19.26	1,123.0	\$13.45
Sacramento, CA	4,706.0	\$16.82	1,048.0	\$20.72	946.0	\$14.86
San Diego, CA	6,456.0	\$16.60	1,245.0	\$20.77	1,436.0	\$14.03
San Francisco, CA	11,714.0	\$19.49	1,671.0	\$24.90	1,736.0	\$17.03
San Jose, CA	3,998.0	\$21.34	575.0	\$24.31	662.0	\$16.43
Denver, CO	8,162.0	\$17.51	2,183.0	\$19.12	2,041.0	\$15.40
Hartford, CT	2,635.0	\$17.83	518.0	\$21.85	606.0	\$16.07
Washington, DC	14,128.0	\$17.65	2,415.0	\$20.18	1,716.0	\$16.24
Jacksonville, FL	2,305.0	\$14.86	561.0	\$16.83	561.0	\$13.97
Miami, FL	10,424.0	\$15.53	1,462.0	\$16.93	1,270.0	\$13.63
Orlando, FL	4,025.0	\$14.55	859.0	\$16.13	682.0	\$13.01
Tampa, FL	4,667.0	\$15.04	805.0	\$15.74	820.0	\$13.17
Atlanta, GA	9,033.0	\$15.80	2,007.0	\$18.10	2,453.0	\$14.83
Honolulu, HI	1,353.0	\$14.86	360.0	\$23.50	286.0	\$15.01
Chicago, IL	16,530.0	\$16.84	2,175.0	\$24.17	3,789.0	\$15.24
Indianapolis, IN	2,933.0	\$15.65	512.0	\$19.68	736.0	\$14.91
Louisville, KY	2,151.0	\$14.79	511.0	\$17.61	786.0	\$14.85
New Orleans, LA	2,675.0	\$13.63	985.0	\$16.88	813.0	\$14.76
Baltimore, MD	6,493.0	\$16.08	1,449.0	\$19.08	1,383.0	\$15.27
Boston, MA	11,156.0	\$18.44	1,496.0	\$23.27	2,149.0	\$16.11
Detroit, MI	3,846.0	\$16.56	724.0	\$23.03	882.0	\$18.38
Minneapolis-St. Paul, MN	8,249.0	\$17.51	1,309.0	\$23.45	2,748.0	\$16.61
Kansas City, MO	3,823.0	\$15.85	663.0	\$20.12	906.0	\$14.74
St. Louis, MO	4,513.0	\$15.58	776.0	\$21.45	1,121.0	\$15.40
Las Vegas, NV	6,011.0	\$14.68	1,288.0	\$20.05	722.0	\$13.65
Buffalo, NY	2,113.0	\$14.69	347.0	\$19.69	486.0	\$15.37
New York, NY	28,809.0	\$18.38	3,502.0	\$23.82	4,207.0	\$15.71
Rochester, NY	1,738.0	\$15.12	365.0	\$18.41	544.0	\$14.29
Charlotte, NC	3,188.0	\$16.20	697.0	\$17.62	807.0	\$14.60
Cincinnati, OH	3,194.0	\$15.62	562.0	\$19.33	1,077.0	\$14.88
Cleveland, OH	4,272.0	\$15.56	847.0	\$20.38	1,853.0	\$15.48
Columbus, OH	3,702.0	\$15.40	695.0	\$18.87	1,078.0	\$14.39
Oklahoma City, OK	2,414.0	\$13.24	951.0	\$16.67	859.0	\$13.82
Portland, OR	5,826.0	\$16.72	1,557.0	\$20.71	2,305.0	\$15.27
Philadelphia, PA	11,970.0	\$16.50	2,181.0	\$21.22	2,497.0	\$15.56
Pittsburgh, PA	5,112.0	\$14.43	1,374.0	\$19.05	1,253.0	\$14.59
Providence, RI	2,286.0	\$15.15	528.0	\$20.10	659.0	\$13.90
Memphis, TN	1,875.0	\$14.71	440.0	\$16.96	654.0	\$14.20
Nashville, TN	2,798.0	\$15.13	614.0	\$16.94	800.0	\$14.45
Austin, TX	5,629.0	\$15.47	1,388.0	\$16.12	1,401.0	\$12.88
Dallas, TX	13,136.0	\$16.05	2,902.0	\$16.50	3,551.0	\$14.00
Houston, TX	9,997.0	\$15.70	3,001.0	\$16.01	3,226.0	\$14.56
San Antonio, TX	3,780.0	\$13.44	1,350.0	\$14.61	1,201.0	\$12.09
Salt Lake City, UT	4,559.0	\$14.80	1,204.0	\$17.56	1,425.0	\$14.57
Richmond, VA	2,785.0	\$16.07	680.0	\$18.03	599.0	\$14.23
Virginia Beach, VA	2,123.0	\$14.31	583.0	\$17.32	495.0	\$14.39
Seattle-Tacoma, WA	8,875.0	\$18.11	1,855.0	\$22.66	2,065.0	\$17.46
Milwaukee, WI	5,541.0	\$16.48	1,371.0	\$21.74	3,302.0	\$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.