



THE CONFERENCE BOARD

News Release

For further information:

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

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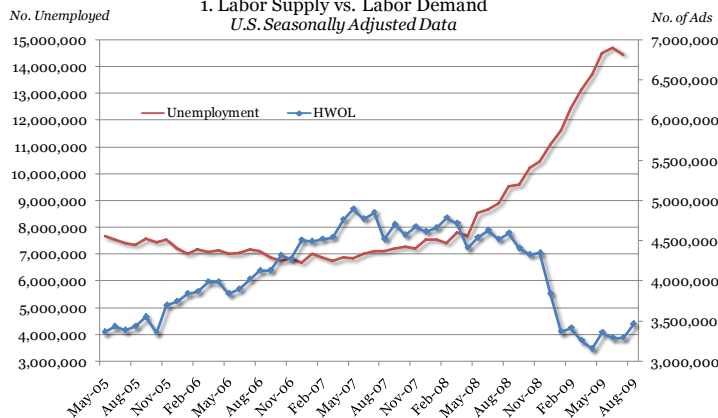
Online Job Demand Up 169,000 in August, The Conference Board Reports

- Employer job demand picked up in August, rising 169,000 or 5 percent
- Large States post solid increases (Table A) and advertised vacancies up in most States in August
- Occupations: Advertised vacancies in Healthcare Practitioners and Technical occupations increased in August, and this group experienced the lowest supply/demand rate

NEW YORK, August 31, 2009...Online advertised vacancies rose by 169,000 to 3,464,800 in August, according to **The Conference Board Help-Wanted OnLine Data Series (HWOL)TM** released today. Since April 2009, online job demand is up by 300,000, with many of the largest States (Table A) now showing stable trends following about 2 years of losses that began in May 2007. With the August data, there are now 3 States (New York, Maryland and Virginia) where the job demand trends have turned positive. The August increase included strong gains in several of the largest states, including California (26,700), Texas (21,900), Florida (15,700) and New York (11,100).

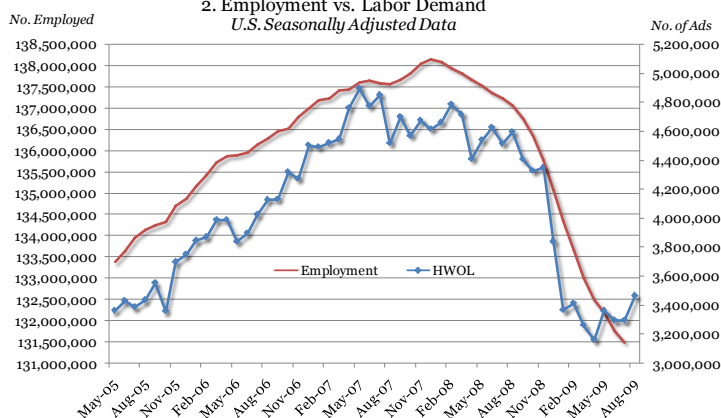
“The August increase is good news showing what we hope will be a continued improvement in job demand this fall,” said Gad Levanon, Senior Economist at The Conference Board. August job demand data are in-line with The Conference Board's recently released Consumer Confidence Index which also rose in August, largely reflecting consumers' feelings that jobs were becoming easier to find. “While all of this is good news, the gap between the number of unemployed and the number of advertised vacancies still remains at about 11 million, with over 4 unemployed for every online advertised job vacancy,” said Levanon. (Chart 1).

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



Source: The Conference Board, BLS

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



Source: The Conference Board, BLS

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

Regional and State Highlights

- August shows increases in all of the largest States
- Large August increases in job demand in CA, TX, FL and NY
- Online job demand finally appears to be stabilizing in the West following a long period of large losses

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Aug-09	M-O-M Change (Thousands) Aug-Jul 09	Supply/ Demand Rate ² Jul-09	Recent Trend ³
United States	3,464.8	169.2	4.39	→ 4/09
NORTHEAST	707.3	39.3	3.68	
Massachusetts	107.7	7.5	3.03	→ 4/09
New Jersey	127.1	9.1	3.58	→ 1/09
New York	228.5	11.1	3.85	↑ 4/09
Pennsylvania	133.9	9.2	4.33	→ 4/09
SOUTH	1,260.1	60.8	4.26	
Florida	181.4	15.7	5.96	→ 1/09
Georgia	89.7	3.7	5.74	→ 1/09
Maryland	114.3	3.2	1.94	↑ 4/09
North Carolina	86.3	5.7	6.16	→ 4/09
Texas	240.5	21.9	4.34	→ 4/09
Virginia	144.8	7.4	2.08	↑ 4/09
MIDWEST	663.3	31.7	5.58	
Illinois	126.9	7.6	5.80	→ 4/09
Michigan	72.1	4.6	10.83	↓ 11/08
Minnesota	62.7	4.5	4.13	↓ 2/08
Missouri	63.3	1.7	4.53	→ 4/09
Ohio	107.0	6.7	6.62	→ 4/09
Wisconsin	68.1	6.2	4.46	↓ 3/08
WEST	835.7	37.4	4.73	
Arizona	68.3	2.8	4.44	→ 4/09
California	387.3	26.7	6.06	→ 4/09
Colorado	68.3	2.4	3.18	→ 4/09
Washington	89.8	6.8	3.90	↓ 8/08

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

In the South, online advertised vacancies rose by 60,800 in August. Texas, which has been slower to show growth in labor demand, posted the largest August increase (up 21,900 to 240,500) and the overall trend in job demand in the state has been flat since April 2009. Florida, where job demand has been flat

in 2009, rose 15,700 in August to 181,400. Two states in the region with positive trends in job demand are Virginia and Maryland, up 7,400 and 3,200 respectively in August. Among the smaller states in the South, West Virginia increased by 2,500 and Louisiana increased by 1,400, while Alabama and Arkansas increased modestly (600 and 500 respectively). Kentucky remained unchanged at 30,700, and Oklahoma decreased by 2,400 in August (Table A and Table 3).

In the Northeast, New York showed the largest increase, up 11,100 to 228,500 in August and has shown a modest upward trend with advertised vacancies up 40,900 over the last five months. Pennsylvania rose 9,200 to 133,900, and New Jersey was up 9,100 to 127,100. Massachusetts increased by 7,500. Among the states with smaller populations in the region, Connecticut increased the most (3,400) and Vermont and Maine increased modestly while New Hampshire and Rhode Island had modest declines.

“In the West, the good news is that after a long period of decline, job demand has stabilized in several of the large states,” said Levanon. (See Table A). Online advertised vacancies in California, the largest state in the nation, rose 26,700 to 387,300 in August. Arizona and Colorado rose 2,800 and 2,400 respectively. In August, Washington State was up 6,800 to 89,800. Among the states with smaller populations, Hawaii and New Mexico dipped by 700 and 600 respectively. Nevada was basically unchanged, having gained 200 in August.

Several states in the Midwest have shifted in the last few months from downward trends to flat, including Illinois, which rose 7,600 to 126,900 in August. Ohio increased 6,700 to 107,000 and Missouri was up 1,700 to 63,300. Other Midwestern states with August increases included Wisconsin, up 6,200, Michigan, up 4,600, and Minnesota, up 4,500.

The Supply/Demand rate for the U.S. in July (the latest month for which unemployment numbers are available) was at 4.39, down slightly from 4.47 in May and indicating that there are now just under 4.4 unemployed workers for every online advertised vacancy. Among the states, the highest Supply/Demand rate and the highest recorded since the HWOL series began in May 2005 is in Michigan (10.83), or close to 11 unemployed people for every advertised vacancy. Other states where there are over 6 unemployed for every advertised vacancy are Indiana (7.54), Kentucky (7.40), Mississippi (6.84), Ohio (6.62), South Carolina (6.26), North Carolina (6.16), and California (6.06). North Dakota (1.47) and Alaska (1.56) have some of the lowest rates. (Table 4).

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

OCCUPATIONAL HIGHLIGHTS

- **Among top 10 online advertised occupations, healthcare jobs post the largest increases**
- **Labor demand continues to remain well below year-ago levels for most occupations**

Healthcare Practitioners and Technical occupations, the largest category in terms of volume, rose 52,700 in August to 574,400. “Advertised vacancies in this occupational category have been declining, and the August increase is the first significant monthly rise we have seen in over a year,” said Levanon. On the other hand, labor demand for Healthcare Support occupations has remained relatively steady over the last two years and in August rose 16,500, or 16 percent, to 117,800. Individual occupations showing increases included physical and occupational therapists, physical and occupational therapist assistants,

speech-language pathologists, home healthcare aids, medical assistants, and registered and practical nurses.

Healthcare is a broad field, and the relative tightness of the labor market varies substantially from the higher-paying practitioner and technical jobs to the lower-paying support occupations. In July, the last month for which unemployment data are available, for every unemployed person looking for work in a practitioner or technical occupation, there were 2.5 advertised vacancies and the average wage in these occupations is \$32.64/hour. In healthcare support occupations, where the average wage is \$12.66, there were over two unemployed for every advertised vacancy. (Table B and Table 7).

Advertised vacancies in Management occupations have trended upward since May and in August rose 18,900, or 5 percent, to 431,600. The number of unemployed still exceeds the number of advertised vacancies, and in July there were almost two unemployed (1.7) for every online advertised vacancy in the management field. The Management jobs with the largest August increases include medical and health service managers and food service managers.

Among the top 10 occupations in August with online advertised vacancies, Computer and Mathematical Science rose 8,800 to 406,800; Sales and Related occupations rose 6,200 to 382,100; and Office and Administrative Support rose 7,400 to 347,100. Only two of the top 10 occupation categories dipped in August, Business and Financial operations, down 2,100 to 174,900, and Arts, Design, Entertainment, Sports and Media, down 1,100 to 100,800. Job demand for Architecture and Engineering was unchanged at 117,700.

Supply/Demand rates indicated that, among the occupations with the largest number of online advertised vacancies, there is a significant difference in the number of unemployed seeking positions in these occupations. Among the top ten occupations advertised online, there were more vacancies than unemployed people seeking positions for Healthcare Practitioners (0.4) and Computer and Mathematical Science (0.6). On the other hand, in Sales and Related Occupations, there were almost four people seeking jobs in this field for every online advertised vacancy (3.5) and there were nearly five unemployed looking for work in Office and Administrative Support positions for every advertised opening (4.8).

Table B: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted

Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ¹	Average Hourly Wage ²
	Aug-09	Aug-Jul 09	Jul-09	Jul-09	
Healthcare practitioners and technical	574.4	52.7	211.8	0.41	\$32.64
Management	431.6	18.9	706.3	1.71	\$48.23
Computer and mathematical science	406.8	8.8	224.6	0.56	\$35.82
Sales and related	382.1	6.2	1,317.5	3.50	\$17.35
Office and administrative support	347.1	7.4	1,638.1	4.82	\$15.49
Business and financial operations	174.9	-2.1	381.1	2.15	\$31.12
Healthcare support	117.8	16.5	241.1	2.38	\$12.66
Architecture and engineering	117.7	0.0	248.4	2.11	\$34.34
Arts, design, entertainment, sports, and media	100.8	-1.1	271.0	2.66	\$24.36
Installation, maintenance, and repair	87.4	0.3	451.4	5.18	\$19.82

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

2. BLS Occupational Employment Statistics - May 2008 estimates.

METRO AREA HIGHLIGHTS

- **47 of top 52 Metro areas post over-the-year declines in job demand in August**
- **Virginia Beach labor demand up 1,200 over last year's levels, Tampa gains 600, Riverside gains 500, Orlando gains 400, and Providence remains constant**

Table C: MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates, Not Seasonally Adjusted					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate¹	
	Aug-09		Aug-09		Jun-09
New York, NY	244.71	Washington, DC	5.51	Washington, DC	1.34
Washington, DC	167.32	Baltimore, MD	4.77	Salt Lake City, UT	1.62
Los Angeles, CA	156.04	Salt Lake City, UT	3.87	Baltimore, MD	1.85
Chicago, IL	104.35	San Francisco, CA	3.75	Oklahoma City, OK	1.88
Boston, MA	89.73	Boston, MA	3.56	Honolulu, HI	2.25
San Francisco, CA	85.24	San Jose, CA	3.44	Austin, TX	2.41
Dallas, TX	73.63	Hartford, CT	3.39	San Antonio, TX	2.44
Philadelphia, PA	72.86	Seattle-Tacoma, WA	3.29	Boston, MA	2.61
Baltimore, MD	66.77	Oklahoma City, OK	3.27	Hartford, CT	2.63
Seattle-Tacoma, WA	62.72	Las Vegas, NV	3.22	New Orleans, LA	2.65

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

In August, only 5 of the 52 metropolitan areas for which data are reported separately posted over-the-year increases in the number of online advertised vacancies. Virginia Beach, with 21,100 ads, was above last year's level (6 percent). Tampa, with 34,400, gained 600 advertised vacancies compared to last year. Riverside, with 25,800, gained 500. Orlando, with 30,900, gained a modest 400. Providence showed no change from last year. Among the three metro areas with the largest numbers of advertised vacancies, the New York metro area was about 14 percent below its August 2008 level and the Los Angeles metro area was 19 percent below its August 2008 level. Washington, D.C. was down 1,400, or 0.8 percent, from last year's level. (Table C & Table 5).

The number of unemployed exceeded the number of advertised vacancies in all of the 52 metro areas for which information is reported separately. Washington, D.C. and Salt Lake City were the locations with the most favorable supply/demand rates, where the number of unemployed looking for work was only slightly larger than the number of advertised vacancies. (Table C) On the other hand, metro areas in which the respective number of unemployed is substantially above the number of online advertised vacancies include Detroit, MI, where there are nearly 12 unemployed people for every advertised vacancy (11.9), Riverside (10.1), Miami (6.6), Chicago (5.7), and Sacramento (5.5). Supply/Demand rate data are for July 2009, the latest month for which unemployment data for local areas are available. (Table C & Table 6).

PROGRAM NOTES

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

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

With the October 1, 2008 release, HWOL began providing seasonally adjusted data for the U.S., the 9 Census regions and 50 States. Seasonally adjusted data for occupations was provided beginning with the July 1, 2009 release. This data series, for which the earliest data is May 2005, continues to publish not seasonally adjusted data for 52 large metropolitan areas, but it is The Conference Board's intent to provide seasonally adjusted data for large metro areas in the future.

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

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

The Conference Board

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WANTED is a leading supplier of real-time sales and business intelligence solutions for the media classified and recruitment industries. Using its proprietary On-Demand data mining, lead generation and CRM (Customer Relationship Management) integrated technologies, WANTED aggregates real-time data from thousands of online job boards, real estate and newspaper sites, as well as corporate Web sites on a daily basis.

WANTED's data is used to optimize sales and to implement marketing strategies within the classified ad departments of major media organizations, as well as by staffing firms, advertising agencies and human resources specialists. For more information, please visit: <http://www.wantedtech.com>.

Publication Schedule, Help Wanted Online Data Series

	Data for the Month	Release Date	
	August, 2009	August 31, 2009	
	September, 2009	September 28, 2009	
	October, 2009	November 2, 2009	
	November, 2009	December 2, 2009*	
	December, 2009	January 6, 2010*	

*Wednesday release due to holidays or data availability.

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

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Aug-08	Jul-09	Aug-09	Aug-Jul 09	Aug-08	Jul-09	Aug-09	Aug-Jul 09
United States	4,594.7	3,295.5	3,464.8	169.2	2,862.8	1,978.9	2,179.9	201.0
New England	300.5	207.4	219.5	12.2	172.6	121.7	134.4	12.8
Middle Atlantic	630.6	460.6	487.8	27.2	406.1	297.2	319.3	22.2
South Atlantic	902.7	729.2	768.1	38.9	553.5	426.6	471.6	45.0
East North Central	566.9	392.1	420.5	28.4	338.0	239.4	266.3	26.9
East South Central	179.3	147.0	147.4	0.4	109.4	81.5	89.3	7.7
West North Central	343.0	239.5	242.8	3.4	201.0	133.4	146.1	12.7
West South Central	492.4	323.1	344.6	21.6	320.7	187.0	212.5	25.5
Mountain	417.5	273.3	279.7	6.4	275.6	163.6	175.4	11.8
Pacific	762.5	525.0	556.0	31.0	489.2	329.6	366.9	37.3

Source: The Conference Board

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

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

Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Aug-08	Jul-09	Aug-09	Aug-08	Jul-09	Aug-09
United States	2.97	2.13	2.24	1.85	1.28	1.41
New England	3.91	2.69	2.85	2.25	1.58	1.75
Middle Atlantic	3.06	2.23	2.36	1.97	1.44	1.54
South Atlantic	3.06	2.49	2.62	1.87	1.46	1.61
East North Central	2.37	1.66	1.78	1.41	1.01	1.12
East South Central	2.09	1.73	1.74	1.28	0.96	1.05
West North Central	3.13	2.18	2.21	1.84	1.22	1.33
West South Central	2.90	1.87	2.00	1.89	1.08	1.23
Mountain	3.74	2.46	2.52	2.47	1.47	1.58
Pacific	3.06	2.10	2.22	1.96	1.32	1.47

Source: The Conference Board

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

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

Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Aug-08	Jul-09	Aug-09	Aug-Jul 09	Aug-08	Jul-09	Aug-09	Aug-Jul 09
United States	4,594.7	3,295.5	3,464.8	169.2	2,862.8	1,978.9	2,179.9	201.0
Alabama	56.9	42.6	43.2	0.6	34.1	21.5	25.0	3.5
Alaska	21.1	19.1	18.0	-1.1	12.6	9.3	9.7	0.4
Arkansas	30.4	26.7	27.2	0.5	19.5	14.6	16.8	2.2
Arizona	109.7	65.5	68.3	2.8	74.7	39.4	42.8	3.3
California	525.8	360.6	387.3	26.7	341.6	234.1	263.7	29.6
Colorado	113.8	65.9	68.3	2.4	78.8	39.9	43.6	3.7
Connecticut	70.5	46.5	49.9	3.4	40.7	26.8	31.0	4.2
Delaware	19.3	13.5	13.5	0.0	11.0	7.4	8.2	0.8
Florida	225.1	165.7	181.4	15.7	156.4	111.1	128.2	17.0
Georgia	121.6	86.0	89.7	3.7	79.5	50.9	56.7	5.8
Hawaii	21.7	15.7	15.0	-0.7	15.5	9.9	9.9	0.1
Iowa	51.1	35.9	38.2	2.3	27.5	17.8	20.9	3.1
Idaho	24.9	16.5	16.2	-0.3	15.5	10.1	10.7	0.7
Illinois	169.3	119.3	126.9	7.6	94.1	68.4	75.9	7.5
Indiana	59.5	44.3	46.5	2.2	37.6	25.2	29.2	3.9
Kansas	40.2	32.3	30.5	-1.8	22.2	16.2	17.8	1.7
Kentucky	36.1	30.7	30.7	0.0	21.2	18.4	19.3	0.9
Louisiana	48.2	36.1	37.5	1.4	31.5	21.5	24.1	2.6
Massachusetts	148.1	100.2	107.7	7.5	85.3	59.3	65.7	6.4
Maryland	127.1	111.1	114.3	3.2	69.9	58.1	61.8	3.7
Maine	23.3	16.2	16.6	0.4	12.2	8.7	9.4	0.7
Michigan	91.3	67.5	72.1	4.6	60.7	45.6	49.7	4.1
Minnesota	92.5	58.2	62.7	4.5	55.0	36.0	39.0	3.0
Missouri	89.0	61.6	63.3	1.7	57.6	37.6	40.6	3.0
Mississippi	20.6	18.4	16.3	-2.1	11.8	8.7	9.9	1.2
Montana	18.4	13.5	12.7	-0.8	9.3	6.4	6.2	-0.2
North Carolina	108.1	80.7	86.3	5.7	71.2	51.0	57.0	6.0
North Dakota	15.8	10.3	7.8	-2.5	8.1	4.8	4.5	-0.3
Nebraska	38.4	28.4	28.7	0.3	23.8	16.7	17.9	1.2
New Hampshire	24.5	18.3	17.8	-0.5	14.8	11.2	11.3	0.1
New Jersey	160.6	118.0	127.1	9.1	100.6	74.5	78.8	4.3
New Mexico	32.9	26.6	25.9	-0.6	21.3	15.6	16.1	0.5
Nevada	49.3	42.9	43.2	0.2	33.5	27.7	28.4	0.7
New York	281.6	217.3	228.5	11.1	180.8	143.4	154.0	10.6
Ohio	141.0	100.4	107.0	6.7	88.3	64.7	70.6	5.9
Oklahoma	52.3	40.1	37.8	-2.4	31.1	22.2	23.1	0.8
Oregon	58.9	45.0	45.3	0.4	36.8	27.3	28.5	1.2
Pennsylvania	190.3	124.7	133.9	9.2	124.2	78.6	86.2	7.6
Rhode Island	19.0	15.8	15.7	-0.1	11.8	10.1	10.4	0.3
South Carolina	55.1	41.3	44.8	3.5	30.7	22.7	26.7	4.1
South Dakota	16.6	11.7	12.0	0.3	7.1	5.0	5.5	0.5
Tennessee	66.2	54.7	57.9	3.2	43.3	32.7	35.7	3.0
Texas	360.1	218.6	240.5	21.9	237.8	127.3	147.7	20.4
Utah	53.7	32.7	36.1	3.4	34.5	18.8	22.5	3.8
Virginia	145.7	137.4	144.8	7.4	80.0	73.1	82.0	8.9
Vermont	13.1	9.8	10.4	0.6	7.7	5.6	6.6	1.0
Washington	134.3	83.0	89.8	6.8	82.0	47.9	54.6	6.7
Wisconsin	106.3	61.9	68.1	6.2	57.9	35.5	41.3	5.8
West Virginia	17.2	22.0	24.5	2.5	10.6	14.3	15.7	1.5
Wyoming	12.3	7.6	7.2	-0.4	6.5	3.8	4.0	0.2

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.

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

Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted

Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Aug-08	Jul-09	Aug-09				
United States	2.97	2.13	2.24	9.40	14,462.00	3,295.5	4.39
Alabama	2.64	2.02	2.05	10.20	215.38	42.6	5.06
Alaska	5.90	5.34	5.03	8.30	29.93	19.1	1.56
Arkansas	2.22	1.96	2.00	7.40	100.95	26.7	3.78
Arizona	3.47	2.08	2.17	9.20	290.90	65.5	4.44
California	2.85	1.95	2.10	11.90	2,187.02	360.6	6.06
Colorado	4.17	2.45	2.54	7.80	209.31	65.9	3.18
Connecticut	3.74	2.47	2.65	7.80	146.19	46.5	3.14
Delaware	4.34	3.11	3.11	8.20	35.49	13.5	2.63
Florida	2.43	1.80	1.97	10.70	987.28	165.7	5.96
Georgia	2.51	1.80	1.88	10.30	493.75	86.0	5.74
Hawaii	3.31	2.43	2.32	7.00	45.31	15.7	2.89
Iowa	3.05	2.14	2.27	6.50	109.13	35.9	3.04
Idaho	3.29	2.19	2.15	8.80	66.69	16.5	4.03
Illinois	2.53	1.80	1.91	10.40	692.46	119.3	5.80
Indiana	1.84	1.40	1.47	10.60	334.38	44.3	7.54
Kansas	2.68	2.11	1.99	7.40	113.25	32.3	3.51
Kentucky	1.76	1.49	1.48	11.00	227.43	30.7	7.40
Louisiana	2.31	1.75	1.81	7.40	153.27	36.1	4.25
Massachusetts	4.32	2.91	3.13	8.80	303.62	100.2	3.03
Maryland	4.23	3.76	3.86	7.30	215.50	111.1	1.94
Maine	3.30	2.32	2.37	8.40	58.55	16.2	3.60
Michigan	1.85	1.39	1.48	15.00	730.59	67.5	10.83
Minnesota	3.15	1.96	2.11	8.10	240.42	58.2	4.13
Missouri	2.96	2.05	2.11	9.30	278.67	61.6	4.53
Mississippi	1.57	1.42	1.26	9.70	125.83	18.4	6.84
Montana	3.62	2.69	2.54	6.70	33.53	13.5	2.49
North Carolina	2.38	1.78	1.90	11.00	496.87	80.7	6.16
North Dakota	4.26	2.83	2.15	4.20	15.17	10.3	1.47
Nebraska	3.85	2.89	2.92	4.90	48.35	28.4	1.71
New Hampshire	3.31	2.47	2.40	6.80	50.60	18.3	2.77
New Jersey	3.57	2.59	2.78	9.30	422.21	118.0	3.58
New Mexico	3.42	2.79	2.72	7.00	66.86	26.6	2.52
Nevada	3.57	3.07	3.08	12.50	175.70	42.9	4.09
New York	2.90	2.23	2.35	8.60	835.95	217.3	3.85
Ohio	2.36	1.69	1.80	11.20	664.48	100.4	6.62
Oklahoma	2.98	2.26	2.13	6.50	115.86	40.1	2.89
Oregon	3.00	2.28	2.29	11.90	236.01	45.0	5.25
Pennsylvania	2.97	1.95	2.10	8.50	540.10	124.7	4.33
Rhode Island	3.36	2.76	2.74	12.70	72.91	15.8	4.61
South Carolina	2.55	1.89	2.05	11.80	258.47	41.3	6.26
South Dakota	3.73	2.62	2.69	4.90	22.04	11.7	1.88
Tennessee	2.18	1.81	1.92	10.70	324.24	54.7	5.92
Texas	3.07	1.82	2.00	7.90	949.06	218.6	4.34
Utah	3.88	2.39	2.64	6.00	82.38	32.7	2.52
Virginia	3.53	3.31	3.49	6.90	285.91	137.4	2.08
Vermont	3.69	2.73	2.89	6.80	24.49	9.8	2.49
Washington	3.85	2.33	2.52	9.10	323.50	83.0	3.90
Wisconsin	3.45	2.01	2.21	9.00	276.37	61.9	4.46
West Virginia	2.13	2.79	3.11	9.00	70.99	22.0	3.23
Wyoming	4.17	2.60	2.48	6.50	18.90	7.6	2.49

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.

2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.

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

Table 5: MSA Total Ads and New Ads (Levels), Not Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			Percent Change Y-O-Y	New Ads ² (Thousands)			Percent Change Y-O-Y
	Aug-08	Jul-09	Aug-09	Aug 08-09	Aug-08	Jul-09	Aug-09	Aug 08-09
Birmingham, AL	19.2	12.4	13.4	-29.90%	10.1	6.3	7.1	-29.40%
Phoenix, AZ	77.3	42.7	46.7	-39.60%	52.6	25.8	29.9	-43.10%
Tucson, AZ	16.9	11.1	12	-29.30%	11.6	6.7	7.8	-32.40%
Los Angeles, CA	192.9	137.6	156	-19.10%	124.9	92.8	110.5	-11.50%
Riverside, CA	25.3	23.4	25.8	2.00%	15.9	15.4	17.7	11.80%
Sacramento, CA	29.9	21.4	23.8	-20.30%	18.3	13	15.4	-16.10%
San Diego, CA	56.3	41	45.2	-19.80%	34.9	25.4	29.8	-14.60%
San Francisco, CA	124.4	74.3	85.2	-31.50%	76.1	46.2	55.9	-26.50%
San Jose, CA	52.8	28.2	31.6	-40.20%	27.1	14.6	16.9	-37.50%
Denver, CO	71.9	37.1	40.3	-44.00%	49.8	21.5	25.4	-49.00%
Hartford, CT	29.3	18.4	20.3	-30.90%	16.9	10.8	12.7	-24.60%
Washington, DC	168.7	154	167.3	-0.80%	88.7	75.2	88.1	-0.80%
Jacksonville, FL	20.6	18	18.9	-8.10%	13.6	11.7	13.1	-3.90%
Miami, FL	73.4	45.1	49.1	-33.10%	51	28	32.3	-36.60%
Orlando, FL	30.5	28.9	30.9	1.50%	20.6	19.8	22.7	10.10%
Tampa, FL	33.8	32	34.4	1.50%	19.8	20.4	23.7	19.70%
Atlanta, GA	89.6	56.7	62.2	-30.60%	57.1	33.6	39.7	-30.50%
Honolulu, HI	14.4	12.5	12.9	-10.20%	10.5	8.5	9.3	-12.10%
Chicago, IL	131.9	92.6	104.4	-20.90%	70	51.3	62.3	-11.10%
Indianapolis, IN	29.2	20.6	22.7	-22.30%	18.3	11.6	13.7	-25.10%
Louisville, KY	16.2	13.3	13.3	-17.90%	9.9	8.2	8.8	-11.10%
New Orleans, LA	20	13.5	14.3	-28.60%	12.9	8	9.1	-29.10%
Baltimore, MD	68.1	62.2	66.8	-2.00%	39.7	33.7	38.1	-4.20%
Boston, MA	121.8	78.3	89.7	-26.30%	70.8	45.3	56.7	-20.00%
Detroit, MI	40.8	29	31.8	-22.20%	27.3	19.9	22.7	-17.10%
Minneapolis-St. Paul, MN	73.5	42	47.6	-35.30%	44.3	25.5	29.6	-33.00%
Kansas City, MO	38.1	25.9	26.8	-29.60%	23.4	15.3	17.2	-26.40%
St. Louis, MO	46.7	32.6	33.9	-27.30%	29.2	19.4	21.3	-26.90%
Las Vegas, NV	35.8	31.5	32.6	-9.10%	24.8	20.2	22.2	-10.20%
Buffalo, NY	17	14	15.3	-10.00%	11.5	9.1	10.4	-9.10%
New York, NY	283.6	211.1	244.7	-13.70%	183.5	139.8	166.2	-9.50%
Rochester, NY	15.3	10.2	11.9	-22.10%	10.2	6.8	8.3	-18.40%
Charlotte, NC	33.5	23.8	26.9	-19.80%	20.5	15.3	17.9	-12.80%
Cincinnati, OH	34	22.3	23.6	-30.60%	19.9	12.9	14.7	-26.50%
Cleveland, OH	42.2	25.3	27.4	-35.20%	24.4	15.1	17.3	-29.20%
Columbus, OH	32	23	24.5	-23.30%	19.4	14.7	16.1	-16.90%
Oklahoma City, OK	22.6	17.8	19	-15.90%	14.3	10.5	11.8	-17.30%
Portland, OR	38.9	27.8	31.2	-19.90%	23.8	16.4	19.6	-17.70%
Philadelphia, PA	108.9	64.1	72.9	-33.10%	69.2	37.8	45.5	-34.30%
Pittsburgh, PA	45.4	31.9	37	-18.60%	31.2	21.2	25.1	-19.50%
Providence, RI	20.4	18	20.4	0.10%	13	12.1	14.6	12.70%
Memphis, TN	18.2	13.3	13.6	-25.00%	12.7	7.8	8.4	-34.30%
Nashville, TN	23	19.7	21.3	-7.20%	14.2	11.7	13.5	-4.60%
Austin, TX	49.6	25.5	28.2	-43.10%	36.4	15.7	18.8	-48.40%
Dallas, TX	116.4	67.3	73.6	-36.70%	75.2	37.8	43.6	-42.00%
Houston, TX	97.3	53.5	60.5	-37.80%	61.2	29.5	35.2	-42.40%
San Antonio, TX	31.9	25.7	29.1	-8.80%	20.4	15.6	19.1	-6.40%
Salt Lake City, UT	33	20.7	23.6	-28.60%	20.9	12.2	14.7	-29.60%
Richmond, VA	21	15.4	17.9	-14.60%	12.5	9.6	11.9	-4.70%
Virginia Beach, VA	19.9	19.7	21.1	6.00%	12.2	12.2	13.5	10.90%
Seattle-Tacoma, WA	94.2	56.4	62.7	-33.40%	56.6	32.2	38.9	-31.20%
Milwaukee, WI	47.1	22.3	24.9	-47.10%	24.6	13.1	14.5	-41.10%

Source: The Conference Board

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

Table 6: MSA Labor Supply /Labor Demand Indicators, Not Seasonally Adjusted

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Aug-08	Jul-09	Aug-09	Jun-09	Jun-09	Jun-09	Jun-09
Birmingham, AL	3.61	2.39	2.58	10.1	52.6	12.6	4.17
Phoenix, AZ	3.64	2.01	2.2	8.2	174.7	44.3	3.94
Tucson, AZ	3.49	2.27	2.45	8.2	40	11.8	3.39
Los Angeles, CA	2.91	2.08	2.36	10.8	715.4	146	4.9
Riverside, CA	1.4	1.3	1.43	13.7	247.7	24.5	10.11
Sacramento, CA	2.81	2.02	2.25	11.6	123.2	22.4	5.5
San Diego, CA	3.56	2.61	2.88	10.1	158	42.8	3.69
San Francisco, CA	5.44	3.27	3.75	10.3	233.8	75.9	3.08
San Jose, CA	5.76	3.07	3.44	11.8	108.7	29.3	3.71
Denver, CO	5.12	2.65	2.87	7.9	111.2	39.7	2.8
Hartford, CT	4.89	3.09	3.39	8.2	49.1	18.7	2.63
Washington, DC	5.53	5.07	5.51	6.6	199.8	148.7	1.34
Jacksonville, FL	2.97	2.6	2.74	10.5	72.3	19	3.81
Miami, FL	2.56	1.57	1.72	10.7	305.5	46.3	6.6
Orlando, FL	2.69	2.59	2.77	10.8	120.3	29.7	4.06
Tampa, FL	2.53	2.42	2.59	11.1	147.5	34.1	4.32
Atlanta, GA	3.26	2.12	2.33	10.7	285.2	58.3	4.89
Honolulu, HI	3.17	2.77	2.86	6.9	30.9	13.7	2.25
Chicago, IL	2.67	1.85	2.09	11	551.2	96.5	5.71
Indianapolis, IN	3.19	2.26	2.5	8.7	79.2	21.4	3.7
Louisville, KY	2.55	2.06	2.06	10.5	68	14.5	4.69
New Orleans, LA	3.7	2.53	2.67	7.3	39.2	14.8	2.65
Baltimore, MD	4.83	4.44	4.77	8	111.9	60.5	1.85
Boston, MA	4.83	3.1	3.56	8.3	208.9	80	2.61
Detroit, MI	1.92	1.37	1.5	17.1	363.9	30.6	11.89
Minneapolis-St. Paul, MN	3.93	2.27	2.57	8.5	156.5	42.2	3.71
Kansas City, MO	3.63	2.42	2.51	8.7	93.1	26.6	3.5
St. Louis, MO	3.23	2.25	2.35	9.9	142.6	34.5	4.13
Las Vegas, NV	3.62	3.12	3.22	12.3	124.9	33.4	3.74
Buffalo, NY	2.85	2.35	2.56	8.9	53.2	13.9	3.83
New York, NY	2.97	2.19	2.54	8.8	851.4	211.4	4.03
Rochester, NY	2.82	1.86	2.17	8.4	46.3	10	4.65
Charlotte, NC	3.87	2.78	3.15	12.4	105.6	24.4	4.33
Cincinnati, OH	2.98	1.98	2.09	10.1	114.6	24	4.78
Cleveland, OH	3.84	2.32	2.51	10.1	110.3	24.8	4.44
Columbus, OH	3.27	2.36	2.52	9.1	88.8	24.5	3.62
Oklahoma City, OK	4.01	3.05	3.27	6	35.1	18.7	1.88
Portland, OR	3.3	2.35	2.64	11.7	138.3	28	4.93
Philadelphia, PA	3.62	2.13	2.42	8.7	260.9	62.2	4.2
Pittsburgh, PA	3.67	2.57	2.98	7.7	95	32.9	2.89
Providence, RI	2.89	2.55	2.89	12.1	85.7	19.7	4.36
Memphis, TN	2.93	2.14	2.19	10.3	64.1	14.2	4.52
Nashville, TN	2.87	2.46	2.66	10	80.1	20.4	3.93
Austin, TX	5.7	2.84	3.13	7.1	63.7	26.4	2.41
Dallas, TX	3.69	2.09	2.29	8.2	263	68.7	3.83
Houston, TX	3.47	1.89	2.13	8	227.1	56	4.06
San Antonio, TX	3.36	2.63	2.98	6.9	67.4	27.6	2.44
Salt Lake City, UT	5.35	3.4	3.87	5.9	35.8	22.1	1.62
Richmond, VA	3.21	2.35	2.73	8.4	55.1	16	3.43
Virginia Beach, VA	2.38	2.33	2.5	7.4	62.7	21.3	2.95
Seattle-Tacoma, WA	5.08	2.96	3.29	9.3	176.8	58.7	3.01
Milwaukee, WI	5.79	2.79	3.12	9.8	78.5	20	3.92

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.

2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.

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

4. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

Table 7: National Labor Supply/Labor Demand by Occupation¹, Seasonally Adjusted

Occupation ²	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ³ (Thousands)	Supply/ Demand Rate ⁴	Average Hourly Wage ⁵
	Aug-08	Jul-09	Aug-09	Aug-Jul 09	Jul-09	Jul-09	
Total	4,594.7	3,295.5	3,464.8	169.3	14,462.0	4.4	\$20.32
Management	574.4	412.7	431.6	18.9	706.3	1.7	\$48.23
Business and financial operations	289.9	177.0	174.9	-2.1	381.1	2.2	\$31.12
Computer and mathematical science	625.7	398.0	406.8	8.8	224.6	0.6	\$35.82
Architecture and engineering	207.7	117.7	117.7	0.0	248.4	2.1	\$34.34
Life, physical, and social science	91.0	67.1	71.1	4.0	74.2	1.1	\$30.90
Community and social services	49.8	42.1	41.6	-0.5	113.0	2.7	\$20.09
Legal	27.7	21.3	22.0	0.8	75.9	3.6	\$44.36
Education, training, and library	82.6	70.8	68.0	-2.8	347.6	4.9	\$23.30
Arts, design, entertainment, sports, and media	103.7	101.9	100.8	-1.1	271.0	2.7	\$24.36
Healthcare practitioners and technical	584.6	521.7	574.4	52.7	211.8	0.4	\$32.64
Healthcare support	100.7	101.4	117.8	16.5	241.1	2.4	\$12.66
Protective service	32.1	26.5	26.5	0.0	172.2	6.5	\$19.33
Food preparation and serving related	104.7	79.7	83.0	3.3	1,082.1	13.6	\$9.72
Building and grounds cleaning and maintenance	46.9	36.6	36.5	-0.1	790.3	21.6	\$11.72
Personal care and service	66.4	58.5	58.8	0.2	477.4	8.2	\$11.59
Sales and related	438.7	375.9	382.1	6.2	1,317.5	3.5	\$17.35
Office and administrative support	526.1	339.8	347.1	7.4	1,638.1	4.8	\$15.49
Farming, fishing, and forestry	6.4	5.4	5.1	-0.4	212.0	39.2	\$11.32
Construction and extraction	66.5	45.1	43.6	-1.5	1,994.2	44.3	\$20.36
Installation, maintenance, and repair	112.6	87.1	87.4	0.3	451.4	5.2	\$19.82
Production	121.5	68.2	70.2	2.1	1,486.8	21.8	\$15.54
Transportation and material moving	126.7	78.7	81.2	2.6	984.6	12.5	\$15.12

Source: The Conference Board

1. Approximately 95% of all ads are coded to the 6-digit SOC level.

2. Occupational categories use the 2000 OMB Standard Occupational Classification system (SOC definitions).

3. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.

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

5. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2008 estimates.

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Table 8: State Occupational Demand and Pay¹, Not Seasonally Adjusted

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-09	Wage ²	Aug-09	Wage ²	Aug-09	Wage ²
United States	616,939	\$39.69	1,483,153	\$29.24	348,149	\$11.87
Alabama	6,139	\$36.51	16,426	\$25.85	5,229	\$9.92
Alaska	2,466	\$35.32	8,622	\$29.55	2,178	\$14.22
Arizona	10,698	\$35.17	32,002	\$27.31	6,025	\$11.87
Arkansas	3,709	\$32.01	11,259	\$23.68	3,116	\$9.79
California	77,658	\$44.56	168,096	\$33.79	31,151	\$13.12
Colorado	11,632	\$39.29	28,419	\$30.45	7,204	\$12.30
Connecticut	10,534	\$35.10	21,429	\$31.55	4,902	\$13.79
Delaware	2,441	\$41.13	6,042	\$31.64	1,254	\$12.38
Florida	28,087	\$35.96	66,869	\$27.41	19,747	\$11.52
Georgia	17,196	\$39.55	41,976	\$27.08	7,670	\$10.77
Hawaii	2,214	\$35.11	5,360	\$27.86	1,816	\$13.31
Idaho	2,227	\$32.31	6,049	\$25.45	2,208	\$10.93
Illinois	27,868	\$39.85	53,609	\$30.61	10,896	\$12.65
Indiana	7,773	\$35.76	19,138	\$25.62	4,605	\$10.75
Iowa	5,291	\$32.14	15,536	\$23.45	4,814	\$10.68
Kansas	4,320	\$34.55	13,843	\$24.52	3,593	\$10.59
Kentucky	4,404	\$33.56	13,247	\$25.00	3,131	\$10.30
Louisiana	5,519	\$32.90	14,421	\$24.48	4,210	\$10.05
Maine	2,068	\$33.02	7,503	\$25.13	2,591	\$11.40
Maryland	19,180	\$42.22	60,668	\$32.68	9,151	\$12.85
Massachusetts	23,459	\$45.51	48,998	\$33.25	10,106	\$13.97
Michigan	11,414	\$38.47	27,545	\$29.59	9,010	\$11.74
Minnesota	11,950	\$38.01	26,170	\$29.21	5,867	\$12.08
Mississippi	2,344	\$32.09	7,638	\$23.34	1,534	\$9.75
Missouri	9,838	\$35.89	25,511	\$25.95	8,146	\$10.73
Montana	1,554	\$28.99	5,515	\$21.97	2,060	\$10.44
Nebraska	4,362	\$26.68	11,669	\$24.27	3,457	\$10.37
Nevada	5,767	\$37.54	16,266	\$28.53	6,143	\$12.34
New Hampshire	2,555	\$39.79	8,025	\$27.97	2,245	\$12.18
New Jersey	24,806	\$45.79	52,089	\$32.61	13,454	\$14.27
New Mexico	3,657	\$34.70	13,188	\$26.99	2,745	\$10.45
New York	50,303	\$48.34	85,806	\$32.30	21,974	\$13.90
North Carolina	13,726	\$38.43	37,254	\$26.03	9,590	\$10.68
North Dakota	1,050	\$32.90	3,200	\$22.94	648	\$10.34
Ohio	18,427	\$36.98	44,641	\$27.99	11,530	\$11.30
Oklahoma	5,552	\$31.01	15,118	\$23.60	4,670	\$10.06
Oregon	7,132	\$36.17	19,582	\$28.09	5,752	\$12.23
Pennsylvania	23,942	\$36.95	53,343	\$27.96	15,106	\$11.75
Rhode Island	2,852	\$40.79	5,985	\$30.33	2,243	\$12.63
South Carolina	6,122	\$35.79	18,779	\$25.39	6,207	\$10.29
South Dakota	1,450	\$30.43	4,749	\$22.38	1,882	\$10.01
Tennessee	9,122	\$34.33	24,343	\$25.13	6,028	\$10.42
Texas	41,367	\$38.80	101,527	\$27.99	21,079	\$10.37
Utah	5,476	\$27.74	14,211	\$25.93	3,579	\$10.87
Vermont	1,394	\$27.79	4,942	\$25.70	1,580	\$12.31
Virginia	29,618	\$33.86	77,274	\$31.75	10,024	\$11.81
Washington	15,371	\$31.95	43,332	\$31.29	9,642	\$13.61
West Virginia	2,693	\$29.93	9,860	\$23.03	2,578	\$9.57
Wisconsin	10,455	\$34.96	27,460	\$27.48	8,310	\$11.54
Wyoming	852	\$32.73	3,959	\$24.41	778	\$11.24

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 2008 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-09	Wage ¹	Aug-09	Wage ¹	Aug-09	Wage ¹
United States	761,560	\$16.20	154,051	\$19.80	168,789	\$15.33
Alabama	11,514	\$13.79	3,228	\$17.12	3,946	\$14.25
Alaska	3,557	\$16.72	1,063	\$26.46	830	\$19.99
Arizona	14,636	\$15.41	2,660	\$17.80	2,270	\$15.09
Arkansas	6,882	\$13.46	1,514	\$16.60	1,857	\$13.79
California	91,495	\$17.91	13,737	\$21.18	16,232	\$15.37
Colorado	14,747	\$17.38	3,432	\$19.76	3,333	\$15.94
Connecticut	10,948	\$19.02	1,980	\$23.04	2,390	\$16.68
Delaware	2,805	\$16.44	524	\$20.65	636	\$15.70
Florida	44,002	\$15.62	9,207	\$17.33	7,000	\$14.40
Georgia	18,624	\$15.63	4,219	\$17.79	4,435	\$14.42
Hawaii	4,246	\$15.83	765	\$24.71	718	\$16.27
Idaho	4,310	\$14.33	1,061	\$17.26	1,004	\$14.18
Illinois	28,481	\$17.04	4,078	\$24.47	6,093	\$15.75
Indiana	11,377	\$15.08	2,103	\$20.27	2,849	\$15.75
Iowa	8,606	\$14.61	2,476	\$18.19	3,070	\$14.94
Kansas	7,037	\$14.80	1,585	\$18.78	1,890	\$15.23
Kentucky	7,184	\$14.18	1,437	\$18.15	1,775	\$15.38
Louisiana	9,688	\$13.39	2,161	\$17.91	2,334	\$15.93
Maine	3,426	\$14.75	800	\$17.91	1,058	\$15.03
Maryland	18,473	\$16.91	4,379	\$20.55	3,996	\$16.33
Massachusetts	20,948	\$18.69	3,684	\$23.80	4,226	\$16.52
Michigan	17,665	\$16.16	3,655	\$21.78	4,474	\$17.04
Minnesota	13,859	\$17.00	2,300	\$22.39	3,620	\$16.20
Mississippi	3,945	\$13.23	796	\$16.07	979	\$13.62
Missouri	15,427	\$15.31	3,472	\$20.41	3,899	\$14.99
Montana	2,937	\$13.57	942	\$18.35	820	\$15.31
Nebraska	7,192	\$14.09	1,849	\$17.85	1,827	\$15.12
Nevada	10,832	\$15.54	2,119	\$22.52	1,698	\$15.02
New Hampshire	3,840	\$16.36	908	\$19.83	1,080	\$15.57
New Jersey	27,187	\$18.30	4,702	\$23.36	5,837	\$15.84
New Mexico	5,252	\$13.71	1,306	\$17.14	1,015	\$14.96
New York	54,342	\$18.49	8,692	\$23.70	9,774	\$16.57
North Carolina	17,617	\$15.16	4,355	\$17.31	4,197	\$14.09
North Dakota	1,922	\$13.65	606	\$18.71	596	\$15.58
Ohio	24,253	\$15.60	4,694	\$20.16	6,079	\$15.52
Oklahoma	9,676	\$13.44	2,813	\$17.23	2,485	\$14.15
Oregon	11,124	\$16.45	2,343	\$20.44	2,404	\$15.39
Pennsylvania	30,341	\$15.99	5,755	\$20.12	7,577	\$15.50
Rhode Island	3,256	\$16.37	734	\$21.39	850	\$14.89
South Carolina	9,527	\$14.18	2,688	\$16.82	2,638	\$14.45
South Dakota	2,746	\$13.42	1,038	\$16.11	948	\$13.31
Tennessee	12,309	\$14.58	2,628	\$17.42	3,355	\$14.42
Texas	50,563	\$15.28	11,879	\$16.78	11,403	\$14.53
Utah	9,850	\$14.77	1,775	\$18.39	2,170	\$14.78
Vermont	2,120	\$15.45	587	\$18.38	689	\$15.35
Virginia	22,128	\$16.26	5,151	\$19.10	4,387	\$15.24
Washington	17,455	\$17.57	3,897	\$22.75	3,801	\$17.40
West Virginia	4,765	\$12.82	1,096	\$18.14	1,079	\$14.43
Wisconsin	14,739	\$15.57	2,940	\$20.95	5,297	\$15.59
Wyoming	1,514	\$13.86	392	\$20.53	353	\$17.63

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2008 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-09	Wage ²	Aug-09	Wage ²	Aug-09	Wage ²
United States	616,939	\$39.69	1,483,153	\$29.24	348,149	\$11.87
Birmingham, AL	1,915	\$38.72	4,455	\$26.20	1,586	\$10.41
Phoenix, AZ	7,601	\$35.75	20,651	\$27.84	3,632	\$11.90
Tucson, AZ	1,622	\$35.26	4,809	\$28.28	1,413	\$11.87
Los Angeles, CA	29,361	\$44.75	56,989	\$33.52	11,759	\$12.80
Riverside, CA	3,439	\$39.08	7,978	\$29.74	2,875	\$12.50
Sacramento, CA	3,900	\$38.34	9,334	\$34.29	1,980	\$13.18
San Diego, CA	7,713	\$42.67	17,894	\$33.26	3,833	\$12.44
San Francisco, CA	18,870	\$49.63	37,117	\$36.87	5,656	\$14.47
San Jose, CA	6,440	\$54.66	16,940	\$42.71	1,342	\$13.50
Denver, CO	7,698	\$40.69	15,457	\$31.98	3,664	\$12.39
Hartford, CT	4,063	\$41.57	7,406	\$32.15	1,796	\$13.78
Washington, DC	38,652	\$37.90	87,224	\$37.79	8,633	\$13.75
Jacksonville, FL	3,074	\$35.85	6,458	\$26.93	1,867	\$11.29
Miami, FL	8,910	\$38.42	17,715	\$30.75	4,563	\$12.39
Orlando, FL	5,121	\$35.74	9,879	\$26.75	3,345	\$11.08
Tampa, FL	5,187	\$35.91	13,525	\$28.00	3,643	\$11.22
Atlanta, GA	12,597	\$41.46	27,439	\$29.11	4,258	\$11.31
Honolulu, HI	1,880	\$35.57	4,058	\$31.89	1,520	\$12.95
Chicago, IL	23,638	\$41.85	40,701	\$33.84	8,208	\$12.93
Indianapolis, IN	4,164	\$36.93	8,098	\$27.90	1,866	\$11.41
Louisville, KY	2,058	\$35.91	5,037	\$26.23	1,258	\$10.66
New Orleans, LA	2,031	\$34.56	5,013	\$26.65	1,784	\$10.65
Baltimore, MD	10,101	\$40.99	33,920	\$32.10	5,478	\$13.08
Boston, MA	19,501	\$46.83	38,713	\$34.01	7,553	\$14.20
Detroit, MI	5,113	\$41.01	10,828	\$30.71	3,837	\$12.05
Minneapolis-St. Paul, MN	9,509	\$40.37	18,835	\$30.92	4,049	\$12.61
Kansas City, MO	3,940	\$37.34	9,399	\$27.75	2,907	\$11.54
St. Louis, MO	5,778	\$37.90	12,769	\$28.05	3,705	\$11.28
Las Vegas, NV	4,157	\$38.00	11,311	\$28.36	4,806	\$12.53
Buffalo, NY	2,628	\$37.29	3,968	\$26.82	1,660	\$11.88
New York, NY	53,903	\$50.57	92,455	\$34.55	21,826	\$14.63
Rochester, NY	1,819	\$39.79	3,541	\$27.57	1,500	\$11.93
Charlotte, NC	5,031	\$41.05	10,545	\$27.63	2,643	\$11.19
Cincinnati, OH	4,158	\$37.96	8,468	\$28.68	2,398	\$11.54
Cleveland, OH	4,508	\$38.86	10,819	\$28.77	3,237	\$11.82
Columbus, OH	4,498	\$36.74	8,898	\$30.01	2,313	\$11.88
Oklahoma City, OK	2,802	\$31.56	6,365	\$25.50	1,980	\$10.45
Portland, OR	5,003	\$38.56	11,868	\$30.44	3,168	\$12.71
Philadelphia, PA	13,802	\$41.65	28,937	\$30.97	7,296	\$12.88
Pittsburgh, PA	6,748	\$35.14	11,642	\$27.88	4,532	\$11.25
Providence, RI	3,227	\$40.64	7,375	\$29.42	2,869	\$12.67
Memphis, TN	2,408	\$36.94	4,900	\$26.55	1,161	\$10.83
Nashville, TN	3,580	\$36.16	8,613	\$25.90	1,952	\$10.81
Austin, TX	4,537	\$38.67	12,452	\$29.23	2,376	\$10.85
Dallas, TX	14,650	\$41.10	30,446	\$30.11	5,371	\$10.99
Houston, TX	11,587	\$51.06	23,542	\$30.74	4,908	\$10.45
San Antonio, TX	4,298	\$34.42	12,416	\$26.14	3,365	\$10.16
Salt Lake City, UT	3,708	\$35.61	8,767	\$28.39	2,160	\$11.36
Richmond, VA	3,073	\$30.49	7,045	\$28.73	1,979	\$11.56
Virginia Beach, VA	2,909	\$35.50	8,164	\$27.36	2,379	\$11.12
Seattle-Tacoma, WA	11,206	\$43.11	29,160	\$33.75	5,490	\$14.09
Milwaukee, WI	4,221	\$38.01	8,820	\$29.80	3,003	\$12.08

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 2008 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 Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-09	Wage ¹	Aug-09	Wage ¹	Aug-09	Wage ¹
United States	761,560	\$16.20	154,051	\$19.80	168,789	\$15.33
Birmingham, AL	3,344	\$15.36	801	\$18.14	977	\$14.58
Phoenix, AZ	10,311	\$15.93	1,613	\$18.20	1,484	\$15.22
Tucson, AZ	2,614	\$14.24	647	\$17.76	477	\$14.31
Los Angeles, CA	38,515	\$17.84	4,698	\$22.21	6,534	\$14.54
Riverside, CA	7,050	\$15.73	1,441	\$20.68	1,588	\$14.90
Sacramento, CA	5,299	\$17.51	1,101	\$22.36	1,032	\$16.07
San Diego, CA	10,582	\$17.33	1,601	\$22.03	1,622	\$15.25
San Francisco, CA	15,700	\$20.71	2,177	\$26.88	2,297	\$17.93
San Jose, CA	4,564	\$22.31	558	\$25.00	696	\$16.83
Denver, CO	8,647	\$18.60	1,910	\$20.27	1,743	\$16.16
Hartford, CT	4,628	\$18.55	848	\$23.10	941	\$17.18
Washington, DC	22,062	\$18.69	3,897	\$21.75	3,163	\$17.08
Jacksonville, FL	4,771	\$16.05	1,117	\$18.05	911	\$15.26
Miami, FL	12,980	\$16.41	1,773	\$18.57	1,609	\$14.80
Orlando, FL	8,512	\$15.27	1,635	\$17.73	1,171	\$14.19
Tampa, FL	7,870	\$15.82	1,668	\$17.05	1,316	\$13.76
Atlanta, GA	11,578	\$17.03	2,166	\$19.12	2,372	\$15.43
Honolulu, HI	3,655	\$15.84	653	\$25.30	619	\$16.47
Chicago, IL	21,902	\$17.82	2,919	\$25.82	4,444	\$16.05
Indianapolis, IN	5,671	\$16.73	996	\$20.73	1,250	\$15.70
Louisville, KY	3,265	\$15.36	648	\$19.19	702	\$17.01
New Orleans, LA	3,571	\$14.42	705	\$18.33	705	\$16.28
Baltimore, MD	10,714	\$17.09	2,582	\$20.31	2,430	\$16.62
Boston, MA	16,240	\$19.45	2,641	\$24.51	2,975	\$16.81
Detroit, MI	7,547	\$17.33	1,669	\$23.81	1,768	\$18.60
Minneapolis-St. Paul, MN	10,096	\$18.36	1,579	\$24.38	2,322	\$17.04
Kansas City, MO	6,619	\$16.69	1,454	\$21.53	1,708	\$15.92
St. Louis, MO	7,623	\$16.49	1,483	\$23.13	1,668	\$16.31
Las Vegas, NV	8,523	\$15.58	1,521	\$22.85	1,147	\$14.72
Buffalo, NY	4,575	\$15.66	909	\$20.51	1,061	\$16.16
New York, NY	53,213	\$19.58	6,793	\$25.16	8,667	\$16.78
Rochester, NY	3,054	\$15.97	777	\$19.41	848	\$14.84
Charlotte, NC	5,254	\$16.88	1,308	\$18.45	1,284	\$15.16
Cincinnati, OH	5,675	\$16.85	962	\$20.05	1,369	\$15.54
Cleveland, OH	5,646	\$16.27	1,014	\$21.89	1,412	\$16.04
Columbus, OH	5,821	\$16.34	1,033	\$20.15	1,286	\$15.29
Oklahoma City, OK	4,779	\$13.86	1,448	\$17.99	1,006	\$13.76
Portland, OR	7,214	\$17.58	1,415	\$22.11	1,591	\$16.17
Philadelphia, PA	14,997	\$17.64	2,657	\$22.64	3,296	\$16.35
Pittsburgh, PA	8,757	\$15.49	1,784	\$19.06	2,214	\$15.54
Providence, RI	4,225	\$16.10	993	\$21.48	1,132	\$14.79
Memphis, TN	3,079	\$15.32	655	\$18.07	935	\$14.51
Nashville, TN	4,760	\$15.55	821	\$18.14	973	\$15.53
Austin, TX	5,642	\$16.09	1,210	\$18.02	1,153	\$13.64
Dallas, TX	15,367	\$16.83	2,864	\$17.41	3,152	\$14.76
Houston, TX	12,680	\$16.46	3,021	\$17.70	2,897	\$15.71
San Antonio, TX	5,674	\$14.10	1,475	\$15.69	1,153	\$13.14
Salt Lake City, UT	6,022	\$15.87	1,025	\$18.70	1,345	\$15.10
Richmond, VA	3,718	\$16.90	894	\$19.27	688	\$14.97
Virginia Beach, VA	4,486	\$14.63	1,527	\$18.19	1,090	\$15.50
Seattle-Tacoma, WA	11,279	\$18.87	2,072	\$24.27	2,058	\$18.38
Milwaukee, WI	5,505	\$17.14	1,007	\$23.03	1,772	\$16.02

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2008 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.