THE CONFERENCE BOARD

News Release

For further information:
Frank Tortorici (212) 339-0231
Gad Levanon (212) 339-0317
June Shelp (212) 339-0369

For Immediate Release 10:00 AM ET, Monday, June 1, 2009

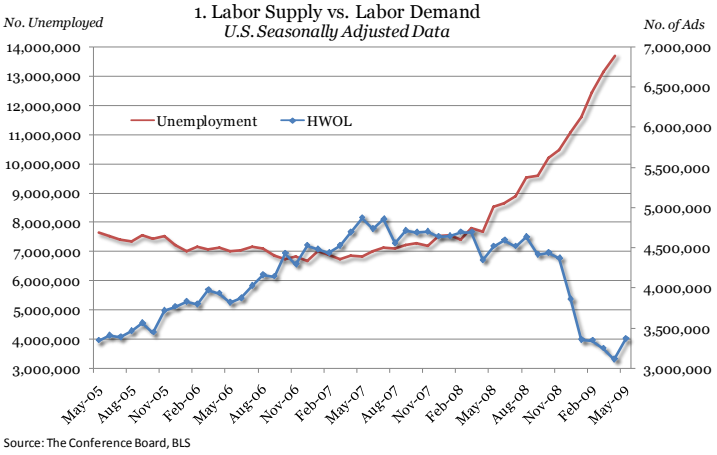
Release #5333

The Conference Board Reports Online Job Demand Up 250,000 in May

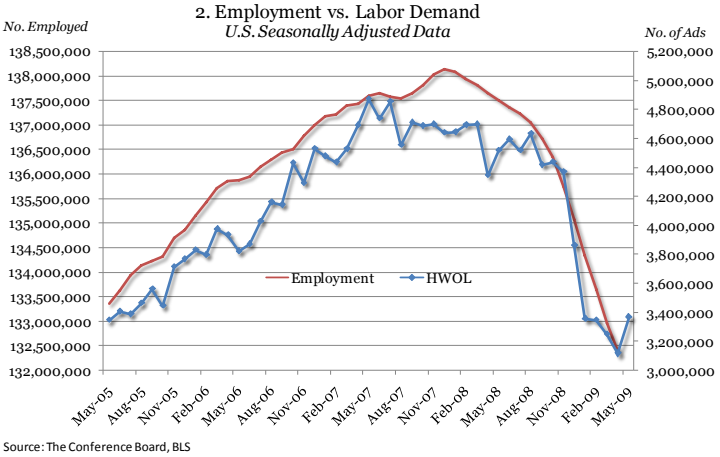
- **In a positive sign, employers step up hiring demand in May**
- **May marks the first increase in six months and largest in two years**
- **States: Increases widespread across the nation with 43 out of 50 states posting gains**
- **Occupations: Increases in Management, Computer/Math, Healthcare and Administrative Support**

June 1, 2009…Online advertised vacancies rose 250,000 to 3,367,000 in May, according to **The Conference Board Help-Wanted Online Data Series (HWOL)™** released today. The May gain was the first since the modest gain of 21,000 in October 2008, and the largest since October 2006. Even with this month's increase, online advertised vacancies remained down 1,152,000, or 25 percent, since last year.

"The May bounce in labor demand is a very welcome sign," said Gad Levanon, Senior Economist at The Conference Board. "April and May are both months when businesses typically step up their demand for workers. This year, while April was weak, by May employers were placing ads for workers in numerous locations across the nation. Over the last four months, there are now about a half dozen states where the drop in labor demand shows signs of leveling off and another handful of states show some very moderate increases. Labor demand typically leads the trend in both employment and unemployment, so positive signals on labor demand are always important. Even with the current positive signs, the likely outlook is for unemployment to continue to rise and employment to fall at more modest levels throughout the summer. In April (the latest unemployment data until the May numbers are released this Friday), there were 10.6 million more unemployed workers than advertised vacancies." (Chart 1).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

Regional and State Highlights

- **Online advertised vacancies up in 43 of the 50 States in May**
- **Over the past four months New Jersey, Florida, Georgia, Maryland and Hawaii among states where drops in labor demand have either leveled off or shown small increases**
- **Among the 20 most populous states, the number of unemployed persons outnumber advertised vacancies (Supply/Demand) and range from a low of 2 to 1 (Maryland) to about 9 to 1 (Michigan)**

Table A: State Labor Demand, Selected States, Seasonally Adjusted

Location	Total Ads[1] (Thousands) May-09	M-O-M Change (Thousands) May-Apr 09	Supply/ Demand Rate[2] Apr-09	Recent Trend[3]
United States	**3,367.3**	**250.0**	**4.40**	↓ **5/07**
NORTHEAST	**664.0**	**49.6**	**3.66**	
Massachusetts	104.3	10.0	2.91	↓ 8/08
New Jersey	120.7	6.0	3.34	→ 1/09
New York	208.7	20.3	3.99	↓ 8/08
Pennsylvania	122.6	7.9	4.36	↓ 2/08
SOUTH	**1,212.3**	**76.8**	**4.08**	
Florida	164.5	5.7	5.57	→ 1/09
Georgia	88.4	9.4	5.65	→ 1/09
Maryland	112.6	11.2	1.98	→ 1/09
North Carolina	80.0	5.1	6.58	↓ 8/08
Texas	222.4	11.3	3.76	↓ 8/08
Virginia	136.8	11.8	2.27	↓ 5/07
MIDWEST	**653.2**	**36.2**	**5.16**	
Illinois	123.9	8.4	5.36	↓ 8/08
Michigan	68.5	-2.1	8.88	↓ 11/08
Minnesota	61.6	5.3	4.24	↓ 2/08
Missouri	61.6	2.6	4.12	↓ 8/08
Ohio	99.5	0.8	6.16	→ 1/09
Wisconsin	64.8	-1.8	4.03	↓ 3/08
WEST	**830.1**	**75.3**	**4.65**	
Arizona	68.2	9.1	4.09	↓ 5/07
California	384.5	30.7	5.81	↓ 6/07
Colorado	68.7	11.6	3.53	↓ 8/08
Washington	87.2	7.0	4.02	↓ 8/08

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) .

The number of advertised vacancies rose in May in all four regions of the country (Northeast, South, Midwest and West), reflecting gains in 43 states across the nation. For many states, May marked the first increase following months of steady decline in labor demand. "Over the last few months, we have not seen any big increases in labor demand, but in some states there seems to be clear signs that employers are advertising again for workers," said Levanon. "In addition, about one fourth of the states are showing some signs of labor demand bottoming."

The May increase of 76,800 in the Southern region reflected increases in all of the largest states. The four-month trend in Florida, Georgia and Maryland is a sign that their drop in labor demand is now stabilizing. Virginia saw the largest increase in May (11,800) and was followed by Texas (11,300), Maryland (11,200), Georgia (9,400), Florida (5,700) and North Carolina (5,100). Among the smaller states in the South, West Virginia rose 2,100 in May and Arkansas was up 1,800, and both have shown a modest upturn since January 2009. Kentucky (3,200), Oklahoma (800) and Louisiana (100) were up modestly in May and continued their relative flat trends since January. (Table A and Table 3).

In the Northeast, the trend in labor demand in New Jersey has turned slightly positive with an increase of 6,000 in May and, in total, a modest 14,000 rise over the last four months. New York showed the sharpest increase in May (20,300) and was followed by Massachusetts (10,000) and Pennsylvania (7,900). Among the states with smaller populations in the region, Maine dropped a modest 900 in May but overall has shown a flat trend since January.

In the West, May marked the first month of increase in labor demand for all four of the most populous states. California and Arizona had shown strong downward trends since Summer 2007. May marks the first major increases for these states – 30,700 and 9,100 respectively. Labor demand in Colorado and Washington had been on a downward trend since Summer 2008 and rose 11,600 and 7,000 respectively in May. Among the states with smaller populations, Hawaii and Oregon are two states in the West where the trend has been steady or modestly up since January. In May, Hawaii rose 1,500 while Oregon was up 1,300.

The Midwest, which saw an increase of 36,200, was the only region where there were declines in May in some of the most populous states. Michigan decreased by 2,100, and Wisconsin dropped by 1,800. Illinois experienced the largest increase (8,400) and was followed by Minnesota (5,300) and Missouri (2,600). Ohio, which was up a modest 800 in May, was the Midwest state where drops in labor demand have leveled off over the last few months.

The Supply/Demand rate for the U.S. in April (the latest month for which unemployment numbers are available) was at 4.40, up from 4.05 in March, indicating there are more than 4 unemployed workers for every online advertised vacancy. Among the states, the highest Supply/Demand rate is in Michigan (8.88), or nearly 9 unemployed people for every advertised vacancy. Other states where there are over 6 unemployed for every advertised vacancy include Indiana (7.35), Kentucky (7.30), Mississippi (6.78), North Carolina (6.58), Tennessee (6.40), Ohio (6.16) and South Carolina (6.15). Maryland (1.98) and Virginia (2.27) continue to 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

- **NOTE: New seasonally adjusted occupational data for Table B and Table 7**
- **Management, Office Services, Computer, and Health practitioners contribute to May increase in job demand**
- **Labor demand continues to remain well below year-ago levels for most occupations**

Over half of the 250,000 May increase in online advertised vacancies reflected increases in Management (43,600) and Office and Administrative Support Services (41,600) as well as Computer and Mathematical Science (34,800) and Health Practitioners and Technical occupations (20,100). The remaining increases were spread across the wide range of occupational categories. (Table B & Table 7)

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 (0.3) and computer and mathematical science (0.6). On the other hand, in sales and related occupations, there were about four people seeking jobs in this field for every online advertised vacancy (4.1) and there were over five unemployed looking for work in office and administrative support positions for every advertised opening. For management positions, there were almost two people looking for every advertised opening.

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

Occupation	Total Ads (Thousands) May-09	M-O-M Change (Thousands) May-Apr 09	Unemployed (Thousands) Apr-09	Supply/ Demand Rate[1] Apr-09	Average Hourly Wage[2]
Healthcare practitioners and technical	540.3	20.1	165.7	0.32	$32.64
Computer and mathematical science	416.7	34.8	219.3	0.57	$35.82
Management	408.3	43.6	661.1	1.81	$48.23
Sales and related	379.2	5.5	1,531.3	4.10	$17.35
Office and administrative support	345.9	41.6	1,599.1	5.25	$15.49
Business and financial operations	189.2	12.5	353.6	2.00	$31.12
Architecture and engineering	131.3	6.8	154.2	1.24	$34.34
Healthcare support	105.2	6.8	206.1	2.09	$12.66
Arts, design, entertainment, sports, and media	92.8	8.7	247.3	2.94	$24.36
Installation, maintenance, and repair	88.0	5.6	487.8	5.92	$19.82

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 May**
- **Honolulu labor demand up 3,100 over last year's levels, Oklahoma City gains 1,900 advertised vacancies, Virginia Beach gains 1,400, Providence gains 300, and Baltimore gains 100**

Table C: MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates, Not Seasonally Adjusted

Total Ads (Thousands)	May-09	Total Ads Rate (Percent)	May-09	Supply/Demand Rate[1]	Mar-09
New York, NY	220.77	Washington, DC	5.10	Washington, DC	1.38
Washington, DC	153.03	Baltimore, MD	4.57	Salt Lake City, UT	1.67
Los Angeles, CA	146.92	Salt Lake City, UT	3.66	Oklahoma City, OK	1.94
Chicago, IL	98.42	San Francisco, CA	3.40	Baltimore, MD	2.00
Boston, MA	82.86	Oklahoma City, OK	3.39	New Orleans, LA	2.15
San Francisco, CA	78.05	Hartford, CT	3.38	Austin, TX	2.48
Dallas, TX	71.48	Boston, MA	3.33	Honolulu, HI	2.49
Philadelphia, PA	66.61	Las Vegas, NV	3.33	San Antonio, TX	2.54
Baltimore, MD	63.13	San Jose, CA	3.20	Boston, MA	2.59
Houston, TX	58.64	Milwaukee, WI	3.17	Hartford, CT	2.62

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 May, 47 of the 52 metropolitan areas for which data are reported separately posted over-the-year declines in the number of online advertised vacancies. Honolulu, with 13,900 ads, was well above last year's level (29.5 percent). Oklahoma City, with 19,300, gained 1,900 advertised vacancies compared to last year. Virginia Beach, with 22,100, gained 1,400. Providence and Baltimore experienced very modest increases. Among the three metro areas with the largest numbers of advertised vacancies, online advertised vacancies in both the New York and the Los Angeles metro areas were close to 25 percent below May 2008 levels. Washington, D.C. was down 3,700, or 2.4 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 Riverside, CA, where there are over 11 unemployed people for every advertised vacancy (11.2), Detroit (10.6), Sacramento (6.3), Portland (6.2), Louisville (5.8), Los Angeles (5.6), Miami (5.6), Chicago (5.5), Tampa (5.3), Providence (5.2), Atlanta (5.1), and Rochester (5.1). Supply/Demand rate data are for March 2009, the latest month for which unemployment data for local areas are available. (Table C & Table 6).

Note: Seasonally Adjusted Occupational Data

With the release of May 2009 data, the occupational data in Table B and Table 7 are now seasonally adjusted. Unemployment data for these tables are from the Bureau of Labor Statistics' Current Population Survey and are seasonally adjusted by The Conference Board in order to provide comparable data to calculate Supply/Demand rates for occupations. The Supply/Demand rate is the number of unemployed in the occupation divided by the number of advertised vacancies in the occupation.

PROGRAM NOTES

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

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

With the October 1, 2008 release, HWOL began providing seasonally adjusted data for the U.S., the 9 Census regions and 50 States. Seasonally adjusted data for occupations is provided beginning with the June 1, 2009 release. This data series, for which the earliest data is May 2005, continues to publish not seasonally adjusted data for the 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

The Conference Board is a global, independent business-membership and research association working in the public interest. Our mission is unique: To provide the world's leading organizations with the practical knowledge they need to improve their performance AND better serve society. The Conference Board is a non-advocacy, not-for-profit entity holding 501 (c) (3) tax-exempt status in the United States.

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: http://www.wantedtech.com.

Publication Schedule, Help Wanted Online Data Series

Data for the Month	Release Date
June, 2009	June 29, 2009
July, 2009	August 3, 2009
August, 2009	August 31, 2009
September, 2009	September 28, 2009
October, 2009	November 2, 2009
November, 2009	December 2, 2009*
December, 2009	January 6, 2010*

*Wednesday release due to holidays or data availability.

Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location[3]	May-08	Apr-09	May-09	May-Apr 09	May-08	Apr-09	May-09	May-Apr 09
United States	**4,518.9**	**3,117.3**	**3,367.3**	**250.0**	**3,160.4**	**1,830.5**	**2,003.7**	**173.2**
New England	275.2	199.7	212.4	12.7	185.4	116.1	127.2	11.1
Middle Atlantic	635.5	414.7	451.6	36.9	438.7	262.7	283.3	20.6
South Atlantic	905.9	678.6	730.7	52.1	630.7	391.5	426.8	35.3
East North Central	553.0	391.8	405.6	13.8	357.9	221.6	236.8	15.2
East South Central	159.7	140.0	149.6	9.5	111.0	75.7	82.2	6.5
West North Central	312.0	225.2	247.6	22.4	213.0	121.3	136.2	14.9
West South Central	470.1	316.9	332.0	15.2	334.1	182.5	195.7	13.1
Mountain	419.1	246.8	276.5	29.7	315.0	145.1	164.4	19.3
Pacific	779.6	508.0	553.6	45.6	558.6	311.0	341.0	30.0

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
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						
	Total Ads Rate[1] (Percent)			New Ads Rate[1] (Percent)		
Location[2]	May-08	Apr-09	May-09	May-08	Apr-09	May-09
United States	**2.92**	**2.01**	**2.18**	**2.05**	**1.18**	**1.29**
New England	3.59	2.60	2.76	2.42	1.51	1.66
Middle Atlantic	3.10	2.00	2.18	2.14	1.27	1.37
South Atlantic	3.08	2.31	2.48	2.14	1.33	1.45
East North Central	2.31	1.65	1.71	1.49	0.94	1.00
East South Central	1.86	1.63	1.74	1.30	0.88	0.96
West North Central	2.86	2.05	2.26	1.95	1.11	1.24
West South Central	2.79	1.86	1.95	1.99	1.07	1.15
Mountain	3.78	2.22	2.48	2.84	1.30	1.48
Pacific	3.15	2.02	2.20	2.26	1.24	1.35

Source: The Conference Board

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

Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location	May-08	Apr-09	May-09	May-Apr 09	May-08	Apr-09	May-09	May-Apr 09
United States	**4,518.9**	**3,117.3**	**3,367.3**	**250.0**	**3,160.4**	**1,830.5**	**2,003.7**	**173.2**
Alabama	43.3	47.2	45.0	-2.2	29.7	21.9	22.4	0.4
Alaska	16.3	16.0	17.5	1.4	12.2	8.1	9.3	1.2
Arkansas	28.5	25.1	26.9	1.8	18.5	13.7	15.0	1.3
Arizona	122.1	59.1	68.2	9.1	90.8	34.8	40.0	5.2
California	548.6	353.8	384.5	30.7	398.1	222.2	243.7	21.6
Colorado	117.6	57.1	68.7	11.6	91.5	34.3	41.6	7.3
Connecticut	68.4	45.8	51.2	5.4	43.9	25.4	29.7	4.3
Delaware	18.0	12.7	13.8	1.1	11.0	6.9	7.4	0.5
Florida	234.7	158.8	164.5	5.7	186.0	103.4	112.5	9.1
Georgia	128.2	79.0	88.4	9.4	91.4	44.7	52.5	7.8
Hawaii	22.1	15.6	17.1	1.5	17.9	9.6	10.7	1.0
Iowa	38.5	34.4	37.2	2.7	26.0	16.8	18.3	1.5
Idaho	21.8	14.9	16.3	1.3	16.8	8.7	9.8	1.0
Illinois	157.2	115.5	123.9	8.4	99.4	61.9	68.4	6.5
Indiana	54.7	43.3	44.5	1.2	37.8	22.9	24.8	1.9
Kansas	40.2	29.3	31.2	1.9	25.9	14.3	16.3	2.0
Kentucky	38.1	28.0	31.2	3.2	26.7	16.1	18.3	2.2
Louisiana	47.3	41.6	41.7	0.1	33.1	25.0	25.4	0.4
Massachusetts	136.8	94.3	104.3	10.0	89.9	56.9	60.3	3.4
Maryland	123.6	101.5	112.6	11.2	77.4	51.9	57.0	5.1
Maine	20.8	17.3	16.4	-0.9	13.1	9.3	8.6	-0.7
Michigan	88.7	70.6	68.5	-2.1	64.1	45.1	44.2	-1.0
Minnesota	98.8	56.3	61.6	5.3	64.9	31.6	36.6	5.0
Missouri	77.2	59.0	61.6	2.6	57.1	35.2	37.3	2.1
Mississippi	17.1	17.5	19.8	2.3	11.4	8.5	9.7	1.2
Montana	17.0	12.7	12.8	0.1	9.6	5.4	5.6	0.2
North Carolina	108.0	74.9	80.0	5.1	81.2	47.5	52.3	4.8
North Dakota	11.7	10.7	11.1	0.4	7.9	4.6	4.9	0.3
Nebraska	31.3	29.0	29.0	0.1	22.6	16.3	16.8	0.4
New Hampshire	22.8	19.1	18.6	-0.5	14.4	11.0	10.9	-0.1
New Jersey	162.9	114.7	120.7	6.0	110.3	70.0	74.4	4.4
New Mexico	29.4	24.7	25.6	0.9	19.5	13.8	14.2	0.4
Nevada	60.7	41.7	44.1	2.3	42.9	26.8	27.5	0.7
New York	277.5	188.4	208.7	20.3	192.7	121.9	133.3	11.4
Ohio	137.0	98.7	99.5	0.8	92.2	60.1	61.8	1.7
Oklahoma	45.5	39.4	40.2	0.8	29.8	22.2	22.6	0.4
Oregon	59.9	43.2	44.5	1.3	42.0	25.4	26.4	1.0
Pennsylvania	195.8	114.7	122.6	7.9	136.5	70.8	76.0	5.2
Rhode Island	19.2	14.7	15.9	1.2	13.3	9.2	10.0	0.8
South Carolina	48.5	41.1	42.9	1.8	32.2	21.5	23.5	1.9
South Dakota	11.4	11.1	12.7	1.6	7.5	4.9	5.3	0.4
Tennessee	61.5	47.2	53.9	6.7	43.2	27.7	31.8	4.1
Texas	347.2	211.1	222.4	11.3	251.5	121.7	131.8	10.1
Utah	44.3	32.9	34.1	1.1	35.6	19.6	20.0	0.5
Virginia	145.9	125.0	136.8	11.8	88.4	67.8	70.7	2.9
Vermont	12.4	10.7	10.0	-0.7	7.3	5.8	5.2	-0.6
Washington	130.6	80.2	87.2	7.0	86.5	44.6	49.6	5.0
Wisconsin	110.0	66.6	64.8	-1.8	59.9	32.2	34.7	2.4
West Virginia	18.7	18.7	20.8	2.1	11.7	8.6	11.3	2.7
Wyoming	9.5	8.0	7.8	-0.2	5.8	3.8	3.7	0.0

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.

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							
	Total Ads Rate[1] (Percent)			Unemployment Rate[2]	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate[3]
Location	May-08	Apr-09	May-09	Apr-09	Apr-09	Apr-09	Apr-09
United States	**2.92**	**2.01**	**2.18**	**8.90**	**13,724.00**	**3,117.30**	**4.40**
Alabama	2.00	2.20	2.10	9.00	191.68	47.20	4.06
Alaska	4.56	4.47	4.87	8.00	28.82	16.00	1.80
Arkansas	2.08	1.84	1.98	6.50	88.93	25.10	3.55
Arizona	3.92	1.88	2.17	7.70	241.74	59.10	4.09
California	2.99	1.90	2.07	11.00	2,056.70	353.80	5.81
Colorado	4.31	2.09	2.52	7.40	201.26	57.10	3.53
Connecticut	3.66	2.43	2.71	7.90	149.09	45.80	3.26
Delaware	4.08	2.92	3.17	7.50	32.90	12.70	2.58
Florida	2.56	1.72	1.79	9.60	884.53	158.80	5.57
Georgia	2.65	1.65	1.85	9.30	446.56	79.00	5.65
Hawaii	3.37	2.42	2.66	6.90	44.38	15.60	2.85
Iowa	2.30	2.06	2.22	5.10	85.42	34.40	2.48
Idaho	2.90	1.99	2.17	7.00	52.77	14.90	3.53
Illinois	2.34	1.76	1.88	9.40	619.52	115.50	5.36
Indiana	1.70	1.35	1.38	9.90	318.47	43.30	7.35
Kansas	2.69	1.94	2.07	6.40	97.87	29.30	3.34
Kentucky	1.87	1.34	1.50	9.80	204.03	28.00	7.30
Louisiana	2.29	2.01	2.01	6.20	128.34	41.60	3.09
Massachusetts	4.00	2.76	3.05	8.00	274.85	94.30	2.91
Maryland	4.13	3.42	3.80	6.80	201.22	101.50	1.98
Maine	2.95	2.46	2.33	7.90	55.65	17.30	3.21
Michigan	1.79	1.46	1.41	12.90	627.11	70.60	8.88
Minnesota	3.38	1.90	2.08	8.10	238.74	56.30	4.24
Missouri	2.56	1.96	2.04	8.10	242.89	59.00	4.12
Mississippi	1.30	1.33	1.50	9.10	118.85	17.50	6.78
Montana	3.36	2.53	2.55	6.00	30.19	12.70	2.38
North Carolina	2.39	1.65	1.76	10.80	492.79	74.90	6.58
North Dakota	3.16	2.90	3.01	4.00	14.59	10.70	1.36
Nebraska	3.15	2.93	2.93	4.40	44.07	29.00	1.52
New Hampshire	3.08	2.57	2.50	6.30	46.61	19.10	2.44
New Jersey	3.63	2.53	2.66	8.40	383.65	114.70	3.34
New Mexico	3.07	2.58	2.68	5.80	55.61	24.70	2.25
Nevada	4.45	2.99	3.16	10.60	148.51	41.70	3.56
New York	2.87	1.93	2.14	7.70	751.81	188.40	3.99
Ohio	2.29	1.66	1.67	10.20	608.39	98.70	6.16
Oklahoma	2.61	2.24	2.28	6.20	109.45	39.40	2.77
Oregon	3.07	2.16	2.22	12.00	240.22	43.20	5.57
Pennsylvania	3.06	1.78	1.91	7.80	499.91	114.70	4.36
Rhode Island	3.38	2.60	2.81	11.10	62.61	14.70	4.26
South Carolina	2.27	1.88	1.96	11.50	252.88	41.10	6.15
South Dakota	2.57	2.48	2.84	4.80	21.62	11.10	1.95
Tennessee	2.02	1.55	1.77	9.90	301.84	47.20	6.40
Texas	2.98	1.78	1.88	6.70	793.17	211.10	3.76
Utah	3.21	2.38	2.47	5.20	71.09	32.90	2.16
Virginia	3.55	3.01	3.29	6.80	283.99	125.00	2.27
Vermont	3.49	2.97	2.77	7.10	25.54	10.70	2.39
Washington	3.78	2.26	2.46	9.10	322.22	80.20	4.02
Wisconsin	3.58	2.15	2.09	8.60	268.43	66.60	4.03
West Virginia	2.31	2.36	2.62	7.50	59.80	18.70	3.20
Wyoming	3.25	2.75	2.68	4.50	13.20	8.00	1.65

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 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								
	Total Ads[1] (Thousands)			Percent Change Y-O-Y	New Ads[2] (Thousands)			Percent Change Y-O-Y
Location[3]	May-08	Apr-09	May-09	May 08-09	May-08	Apr-09	May-09	May 08-09
Birmingham, AL	15.5	12.3	13.5	-12.8%	10.7	6.5	7.1	-33.3%
Phoenix, AZ	86.7	38.9	44.4	-48.8%	65.4	23.6	27.5	-57.9%
Tucson, AZ	17.7	11.1	12.1	-31.6%	13.6	6.7	7.2	-47.0%
Los Angeles, CA	195.5	134.1	146.9	-24.8%	144.7	90.2	100.4	-30.7%
Riverside, CA	25.3	23.3	24.5	-3.1%	18.8	15.3	16.0	-15.0%
Sacramento, CA	29.5	20.6	23.2	-21.1%	20.9	12.4	14.3	-31.7%
San Diego, CA	53.6	38.6	43.1	-19.7%	37.7	24.3	27.3	-27.6%
San Francisco, CA	119.7	68.1	78.1	-34.8%	84.0	42.0	48.8	-41.9%
San Jose, CA	48.8	27.0	29.6	-39.4%	29.9	13.8	15.0	-49.7%
Denver, CO	74.2	34.2	39.9	-46.2%	59.1	20.0	24.2	-59.1%
Hartford, CT	25.6	18.4	20.0	-21.8%	17.3	10.6	11.8	-32.0%
Washington, DC	156.7	145.6	153.0	-2.4%	96.1	75.7	76.8	-20.1%
Jacksonville, FL	22.9	16.5	18.3	-19.8%	16.5	10.6	12.1	-26.7%
Miami, FL	90.3	45.7	49.1	-45.7%	71.9	28.1	30.4	-57.7%
Orlando, FL	34.7	26.0	29.1	-16.1%	25.7	17.7	20.4	-20.7%
Tampa, FL	33.3	27.2	32.0	-3.9%	21.8	16.0	20.7	-5.0%
Atlanta, GA	93.1	49.0	57.9	-37.7%	67.1	28.7	35.5	-47.1%
Honolulu, HI	10.8	11.6	13.9	29.5%	8.4	8.2	9.8	16.8%
Chicago, IL	124.4	87.4	98.4	-20.9%	76.2	47.0	54.5	-28.5%
Indianapolis, IN	26.7	19.5	20.8	-22.2%	19.0	11.0	11.9	-37.1%
Louisville, KY	17.6	12.5	13.6	-22.8%	12.4	7.7	8.7	-30.0%
New Orleans, LA	21.0	14.5	15.7	-25.3%	14.5	8.7	9.6	-34.3%
Baltimore, MD	63.0	56.5	63.1	0.2%	43.2	31.5	35.3	-18.4%
Boston, MA	111.3	78.6	82.9	-25.5%	73.6	47.0	48.7	-33.8%
Detroit, MI	41.3	29.1	30.8	-25.3%	31.2	19.2	21.1	-32.3%
Minneapolis-St. Paul, MN	78.8	40.1	45.7	-42.0%	52.4	25.0	28.3	-46.0%
Kansas City, MO	35.6	22.6	26.1	-26.9%	25.5	13.4	15.9	-37.9%
St. Louis, MO	42.0	30.9	34.0	-19.1%	30.6	18.7	20.9	-31.7%
Las Vegas, NV	45.5	29.9	33.4	-26.5%	32.8	19.7	21.9	-33.3%
Buffalo, NY	16.9	13.9	14.7	-13.2%	12.6	9.2	9.6	-23.7%
New York, NY	290.3	195.3	220.8	-23.9%	198.9	127.0	147.0	-26.1%
Rochester, NY	13.3	10.2	10.6	-20.3%	9.9	6.8	7.1	-28.2%
Charlotte, NC	34.2	22.1	24.6	-28.1%	24.3	13.9	15.9	-34.6%
Cincinnati, OH	30.4	23.6	23.1	-24.2%	20.8	14.4	13.7	-34.1%
Cleveland, OH	39.4	24.5	25.0	-36.5%	25.3	13.9	15.2	-39.8%
Columbus, OH	33.0	23.2	24.5	-25.7%	22.9	15.1	15.9	-30.5%
Oklahoma City, OK	17.4	18.3	19.3	10.9%	12.3	11.1	11.8	-4.3%
Portland, OR	38.5	23.6	27.2	-29.3%	27.1	14.0	16.4	-39.5%
Philadelphia, PA	116.7	61.6	66.6	-42.9%	80.1	34.9	39.1	-51.2%
Pittsburgh, PA	43.0	31.8	34.5	-19.8%	31.3	21.5	23.7	-24.2%
Providence, RI	19.2	17.4	19.5	1.3%	12.8	11.3	13.3	3.5%
Memphis, TN	17.1	12.4	14.0	-17.9%	12.1	7.4	8.5	-29.7%
Nashville, TN	23.0	16.8	19.8	-13.8%	16.5	10.1	12.3	-25.8%
Austin, TX	54.6	23.2	26.2	-52.1%	43.1	14.5	17.0	-60.6%
Dallas, TX	118.0	68.0	71.5	-39.4%	84.8	38.3	41.7	-50.8%
Houston, TX	92.8	53.7	58.6	-36.8%	65.7	29.7	32.6	-50.4%
San Antonio, TX	35.5	25.7	27.9	-21.5%	25.5	15.9	17.4	-31.7%
Salt Lake City, UT	29.0	19.8	22.3	-23.2%	23.7	12.0	13.8	-42.1%
Richmond, VA	22.8	15.6	16.5	-27.5%	15.4	9.5	10.4	-32.5%
Virginia Beach, VA	20.7	20.7	22.1	7.0%	14.6	12.4	13.2	-9.3%
Seattle-Tacoma, WA	88.1	51.4	57.5	-34.7%	56.0	27.4	33.1	-40.9%
Milwaukee, WI	47.8	21.3	25.0	-47.6%	26.9	12.2	13.8	-48.8%

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.

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							
	Total Ads Rate[1] (Percent)			Unemployment Rate[2]	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate[3]
Location[4]	May-08	Apr-09	May-09	Mar-09	Mar-09	Mar-09	Mar-09
Birmingham, AL	2.93	2.38	2.62	8.3	42.8	11.5	3.74
Phoenix, AZ	4.14	1.85	2.11	7.2	152.2	37.6	4.05
Tucson, AZ	3.75	2.30	2.51	7.0	34.0	10.3	3.31
Los Angeles, CA	2.97	2.03	2.22	10.6	701.7	126.3	5.56
Riverside, CA	1.42	1.29	1.35	12.9	233.5	20.9	11.19
Sacramento, CA	2.80	1.92	2.17	11.3	121.0	19.4	6.25
San Diego, CA	3.45	2.44	2.72	9.3	147.9	36.2	4.09
San Francisco, CA	5.32	2.97	3.40	9.5	217.1	65.1	3.33
San Jose, CA	5.46	2.93	3.20	11.0	101.5	25.9	3.92
Denver, CO	5.30	2.48	2.89	8.2	113.3	34.4	3.29
Hartford, CT	4.36	3.11	3.38	7.8	46.3	17.6	2.62
Washington, DC	5.16	4.85	5.10	5.9	177.6	128.3	1.38
Jacksonville, FL	3.33	2.43	2.70	9.3	63.6	15.4	4.13
Miami, FL	3.17	1.62	1.74	8.5	239.7	43.2	5.55
Orlando, FL	3.10	2.35	2.63	9.9	110.2	24.0	4.59
Tampa, FL	2.53	2.06	2.43	10.4	136.9	25.6	5.34
Atlanta, GA	3.38	1.83	2.16	9.1	244.1	47.7	5.12
Honolulu, HI	2.37	2.59	3.12	5.8	25.9	10.4	2.49
Chicago, IL	2.52	1.81	2.04	9.4	456.9	83.5	5.47
Indianapolis, IN	2.93	2.20	2.35	8.7	77.5	18.2	4.25
Louisville, KY	2.78	1.98	2.16	10.2	64.3	11.1	5.78
New Orleans, LA	3.97	2.75	2.98	5.3	28.0	13.0	2.15
Baltimore, MD	4.46	4.10	4.57	7.4	102.1	51.2	2.00
Boston, MA	4.47	3.16	3.33	7.4	183.7	71.0	2.59
Detroit, MI	1.95	1.41	1.49	14.0	290.3	27.4	10.58
Minneapolis-St. Paul, MN	4.28	2.20	2.51	8.4	152.9	38.1	4.01
Kansas City, MO	3.44	2.16	2.50	8.2	86.1	21.2	4.06
St. Louis, MO	2.91	2.17	2.39	9.4	133.6	27.9	4.79
Las Vegas, NV	4.63	2.98	3.33	10.4	104.1	26.7	3.90
Buffalo, NY	2.90	2.38	2.52	9.2	53.6	11.5	4.66
New York, NY	3.09	2.05	2.31	8.1	768.5	176.4	4.36
Rochester, NY	2.49	1.89	1.96	8.3	44.7	8.8	5.06
Charlotte, NC	3.97	2.61	2.91	11.4	96.7	20.1	4.80
Cincinnati, OH	2.69	2.13	2.08	9.0	99.7	21.2	4.70
Cleveland, OH	3.61	2.32	2.37	8.7	92.4	23.3	3.96
Columbus, OH	3.42	2.45	2.58	8.1	76.6	21.5	3.56
Oklahoma City, OK	3.08	3.22	3.39	5.6	32.1	16.5	1.94
Portland, OR	3.32	1.98	2.29	11.8	140.8	22.6	6.24
Philadelphia, PA	3.92	2.06	2.23	8.1	240.3	56.6	4.25
Pittsburgh, PA	3.53	2.63	2.84	7.6	91.7	29.8	3.07
Providence, RI	2.76	2.50	2.80	11.4	79.7	15.4	5.19
Memphis, TN	2.78	2.02	2.29	9.1	56.0	11.6	4.84
Nashville, TN	2.88	2.14	2.51	8.8	69.1	16.4	4.21
Austin, TX	6.33	2.63	2.97	6.2	54.5	21.9	2.48
Dallas, TX	3.77	2.16	2.27	7.0	219.7	63.7	3.45
Houston, TX	3.36	1.92	2.09	6.5	183.5	53.6	3.42
San Antonio, TX	3.76	2.70	2.92	5.9	56.5	22.2	2.54
Salt Lake City, UT	4.75	3.25	3.66	5.2	31.6	19.0	1.67
Richmond, VA	3.48	2.40	2.55	7.8	50.8	14.0	3.63
Virginia Beach, VA	2.50	2.51	2.68	6.9	57.0	18.3	3.12
Seattle-Tacoma, WA	4.76	2.71	3.03	8.9	167.9	48.8	3.44
Milwaukee, WI	5.99	2.70	3.17	9.0	70.7	17.5	4.04

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 Occupation[1], Seasonally Adjusted							
	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed[3] (Thousands)	Supply/ Demand Rate[4]	Average Hourly Wage[5]
Occupation[2]	May-08	Apr-09	May-09	May-Apr 09	Apr-09	Apr-09	
Total	4,518.9	3,117.3	3,367.3	250.0	13,724.0	4.4	$20.32
Management	561.9	364.7	408.3	43.6	661.1	1.8	$48.23
Business and financial operations	288.4	176.7	189.2	12.5	353.6	2.0	$31.12
Computer and mathematical science	599.3	381.9	416.7	34.8	219.3	0.6	$35.82
Architecture and engineering	210.5	124.5	131.3	6.8	154.2	1.2	$34.34
Life, physical, and social science	96.4	64.1	67.5	3.4	43.5	0.7	$30.90
Community and social services	47.4	38.6	42.7	4.1	120.6	3.1	$20.09
Legal	29.3	18.9	19.5	0.6	52.6	2.8	$44.36
Education, training, and library	79.3	65.6	71.3	5.7	376.6	5.7	$23.30
Arts, design, entertainment, sports, and media	95.6	84.1	92.8	8.7	247.3	2.9	$24.36
Healthcare practitioners and technical	593.1	520.2	540.3	20.1	165.7	0.3	$32.64
Healthcare support	95.7	98.4	105.2	6.8	206.1	2.1	$12.66
Protective service	31.3	26.1	27.6	1.4	186.2	7.1	$19.33
Food preparation and serving related	99.9	71.4	78.6	7.3	951.2	13.3	$9.72
Building and grounds cleaning and maintenance	42.0	33.8	35.9	2.1	750.6	22.2	$11.72
Personal care and service	60.5	52.6	59.2	6.7	443.7	8.4	$11.59
Sales and related	433.2	373.7	379.2	5.5	1,531.3	4.1	$17.35
Office and administrative support	511.7	304.4	345.9	41.6	1,599.1	5.3	$15.49
Farming, fishing, and forestry	4.1	5.6	6.0	0.5	171.8	30.8	$11.32
Construction and extraction	63.9	43.5	46.9	3.4	1,659.5	38.2	$20.36
Installation, maintenance, and repair	112.4	82.4	88.0	5.6	487.8	5.9	$19.82
Production	112.5	66.8	70.0	3.2	1,301.1	19.5	$15.54
Transportation and material moving	118.9	74.9	80.9	5.9	1,274.3	17.0	$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.

Table 8: State Occupational Demand and Pay[1], Not Seasonally Adjusted						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads May-09	Average Hourly Wage[2]	Total Ads May-09	Average Hourly Wage[2]	Total Ads May-09	Average Hourly Wage[2]
United States	**616637.0**	**$39.69**	**1414427**	**$29.24**	**329836.0**	**$11.87**
Alabama	6,403.0	$36.51	17,113.0	$25.85	4,917.0	$9.92
Alaska	2,808.0	$35.32	9,566.0	$29.55	2,453.0	$14.22
Arizona	11,522.0	$35.17	29,967.0	$27.31	5,786.0	$11.87
Arkansas	3,823.0	$32.01	11,239.0	$23.68	2,813.0	$9.79
California	76,881.0	$44.56	159687.0	$33.79	28,964.0	$13.12
Colorado	12,484.0	$39.29	29,009.0	$30.45	6,475.0	$12.30
Connecticut	11,771.0	$35.10	21,015.0	$31.55	4,452.0	$13.79
Delaware	2,731.0	$41.13	6,320.0	$31.64	1,305.0	$12.38
Florida	27,697.0	$35.96	63,284.0	$27.41	18,840.0	$11.52
Georgia	16,786.0	$39.55	39,501.0	$27.08	6,904.0	$10.77
Hawaii	2,899.0	$35.11	6,099.0	$27.86	1,964.0	$13.31
Idaho	2,333.0	$32.31	6,520.0	$25.45	2,437.0	$10.93
Illinois	27,901.0	$39.85	50,296.0	$30.61	9,853.0	$12.65
Indiana	8,155.0	$35.76	18,731.0	$25.62	4,417.0	$10.75
Iowa	5,283.0	$32.14	14,544.0	$23.45	4,606.0	$10.68
Kansas	4,541.0	$34.55	14,193.0	$24.52	3,188.0	$10.59
Kentucky	4,908.0	$33.56	12,966.0	$25.00	2,979.0	$10.30
Louisiana	6,569.0	$32.90	15,174.0	$24.48	4,440.0	$10.05
Maine	2,272.0	$33.02	7,084.0	$25.13	2,418.0	$11.40
Maryland	18,623.0	$42.22	56,359.0	$32.68	8,383.0	$12.85
Massachusetts	22,630.0	$45.51	47,106.0	$33.25	9,758.0	$13.97
Michigan	11,420.0	$38.47	25,641.0	$29.59	8,225.0	$11.74
Minnesota	11,955.0	$38.01	24,377.0	$29.21	5,470.0	$12.08
Mississippi	2,839.0	$32.09	8,395.0	$23.34	1,709.0	$9.75
Missouri	9,822.0	$35.89	24,437.0	$25.95	7,691.0	$10.73
Montana	1,638.0	$28.99	5,584.0	$21.97	1,923.0	$10.44
Nebraska	4,545.0	$26.68	11,662.0	$24.27	3,304.0	$10.37
Nevada	5,994.0	$37.54	17,143.0	$28.53	6,510.0	$12.34
New Hampshire	2,881.0	$39.79	8,813.0	$27.97	2,157.0	$12.18
New Jersey	25,355.0	$45.79	48,590.0	$32.61	13,234.0	$14.27
New Mexico	3,916.0	$34.70	12,918.0	$26.99	2,603.0	$10.45
New York	45,561.0	$48.34	76,279.0	$32.30	21,065.0	$13.90
North Carolina	13,593.0	$38.43	35,517.0	$26.03	8,867.0	$10.68
North Dakota	1,501.0	$32.90	4,110.0	$22.94	1,394.0	$10.34
Ohio	17,312.0	$36.98	39,904.0	$27.99	10,193.0	$11.30
Oklahoma	5,872.0	$31.01	15,525.0	$23.60	4,680.0	$10.06
Oregon	7,227.0	$36.17	18,324.0	$28.09	5,502.0	$12.23
Pennsylvania	22,159.0	$36.95	48,769.0	$27.96	13,140.0	$11.75
Rhode Island	3,227.0	$40.79	6,207.0	$30.33	2,400.0	$12.63
South Carolina	6,558.0	$35.79	19,037.0	$25.39	5,717.0	$10.29
South Dakota	1,705.0	$30.43	4,919.0	$22.38	1,971.0	$10.01
Tennessee	9,207.0	$34.33	22,855.0	$25.13	5,539.0	$10.42
Texas	41,479.0	$38.80	93,090.0	$27.99	20,043.0	$10.37
Utah	5,516.0	$27.74	13,854.0	$25.93	3,507.0	$10.87
Vermont	1,563.0	$27.79	4,904.0	$25.70	1,408.0	$12.31
Virginia	27,434.0	$33.86	70,971.0	$31.75	9,086.0	$11.81
Washington	15,176.0	$31.95	40,778.0	$31.29	8,865.0	$13.61
West Virginia	2,434.0	$29.93	8,939.0	$23.03	2,759.0	$9.57
Wisconsin	10,490.0	$34.96	26,137.0	$27.48	7,713.0	$11.54
Wyoming	1,124.0	$32.73	4,208.0	$24.41	698.0	$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						
	Sales and Office		Construction and Maintenance		Production and Transportation	
Location	Total Ads May-09	Average Hourly Wage[1]	Total Ads May-09	Average Hourly Wage[1]	Total Ads May-09	Average Hourly Wage[1]
United States	**745557.0**	**$16.20**	**149346.0**	**$19.80**	**157742.0**	**$15.33**
Alabama	11,754.0	$13.79	3,122.0	$17.12	4,268.0	$14.25
Alaska	3,762.0	$16.72	1,274.0	$26.46	968.0	$19.99
Arizona	14,863.0	$15.41	2,529.0	$17.80	2,157.0	$15.09
Arkansas	6,411.0	$13.46	1,310.0	$16.60	1,624.0	$13.79
California	88,484.0	$17.91	12,888.0	$21.18	15,797.0	$15.37
Colorado	15,040.0	$17.38	3,231.0	$19.76	3,184.0	$15.94
Connecticut	11,151.0	$19.02	1,896.0	$23.04	2,247.0	$16.68
Delaware	2,780.0	$16.44	524.0	$20.65	554.0	$15.70
Florida	45,514.0	$15.62	8,191.0	$17.33	6,672.0	$14.40
Georgia	18,368.0	$15.63	3,734.0	$17.79	4,007.0	$14.42
Hawaii	4,632.0	$15.83	1,016.0	$24.71	788.0	$16.27
Idaho	4,285.0	$14.33	1,163.0	$17.26	886.0	$14.18
Illinois	27,063.0	$17.04	3,905.0	$24.47	5,728.0	$15.75
Indiana	10,805.0	$15.08	1,954.0	$20.27	2,651.0	$15.75
Iowa	8,824.0	$14.61	2,723.0	$18.19	2,876.0	$14.94
Kansas	6,862.0	$14.80	1,483.0	$18.78	1,711.0	$15.23
Kentucky	7,181.0	$14.18	1,385.0	$18.15	1,629.0	$15.38
Louisiana	11,158.0	$13.39	2,353.0	$17.91	2,431.0	$15.93
Maine	3,558.0	$14.75	914.0	$17.91	1,069.0	$15.03
Maryland	18,022.0	$16.91	4,317.0	$20.55	3,591.0	$16.33
Massachusetts	18,967.0	$18.69	3,483.0	$23.80	4,138.0	$16.52
Michigan	17,740.0	$16.16	3,729.0	$21.78	3,757.0	$17.04
Minnesota	14,066.0	$17.00	2,647.0	$22.39	3,311.0	$16.20
Mississippi	4,306.0	$13.23	1,166.0	$16.07	1,250.0	$13.62
Missouri	15,326.0	$15.31	3,034.0	$20.41	3,581.0	$14.99
Montana	2,681.0	$13.57	979.0	$18.35	714.0	$15.31
Nebraska	7,045.0	$14.09	1,842.0	$17.85	1,711.0	$15.12
Nevada	10,329.0	$15.54	2,060.0	$22.52	1,632.0	$15.02
New Hampshire	3,821.0	$16.36	821.0	$19.83	965.0	$15.57
New Jersey	26,408.0	$18.30	4,555.0	$23.36	5,344.0	$15.84
New Mexico	5,545.0	$13.71	1,244.0	$17.14	886.0	$14.96
New York	48,486.0	$18.49	7,909.0	$23.70	9,014.0	$16.57
North Carolina	17,540.0	$15.16	4,282.0	$17.31	3,725.0	$14.09
North Dakota	2,752.0	$13.65	1,431.0	$18.71	929.0	$15.58
Ohio	23,424.0	$15.60	4,317.0	$20.16	5,444.0	$15.52
Oklahoma	10,299.0	$13.44	2,866.0	$17.23	2,371.0	$14.15
Oregon	9,538.0	$16.45	1,923.0	$20.44	1,979.0	$15.39
Pennsylvania	27,223.0	$15.99	5,157.0	$20.12	6,449.0	$15.50
Rhode Island	3,628.0	$16.37	701.0	$21.39	815.0	$14.89
South Carolina	9,713.0	$14.18	2,700.0	$16.82	2,414.0	$14.45
South Dakota	2,737.0	$13.42	1,051.0	$16.11	943.0	$13.31
Tennessee	12,916.0	$14.58	2,573.0	$17.42	2,957.0	$14.42
Texas	52,229.0	$15.28	12,082.0	$16.78	11,237.0	$14.53
Utah	9,396.0	$14.77	1,725.0	$18.39	1,868.0	$14.78
Vermont	1,884.0	$15.45	478.0	$18.38	577.0	$15.35
Virginia	21,016.0	$16.26	4,582.0	$19.10	3,843.0	$15.24
Washington	15,963.0	$17.57	3,763.0	$22.75	3,305.0	$17.40
West Virginia	4,415.0	$12.82	1,099.0	$18.14	1,219.0	$14.43
Wisconsin	13,302.0	$15.57	2,824.0	$20.95	4,805.0	$15.59
Wyoming	1,460.0	$13.86	455.0	$20.53	317.0	$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.

Table 9: MSA Occupational Demand and Pay[1], Not Seasonally Adjusted						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads May-09	Average Hourly Wage[2]	Total Ads May-09	Average Hourly Wage[2]	Total Ads May-09	Average Hourly Wage[2]
United States	**616637.0**	**$39.69**	**1414427**	**$29.24**	**329836.0**	**$11.87**
Birmingham, AL	1,977.0	$38.72	4,370.0	$26.20	1,487.0	$10.41
Phoenix, AZ	7,654.0	$35.75	18,322.0	$27.84	3,430.0	$11.90
Tucson, AZ	1,876.0	$35.26	4,884.0	$28.28	1,440.0	$11.87
Los Angeles, CA	28,306.0	$44.75	53,564.0	$33.52	10,863.0	$12.80
Riverside, CA	3,495.0	$39.08	7,801.0	$29.74	2,508.0	$12.50
Sacramento, CA	4,006.0	$38.34	9,902.0	$34.29	1,659.0	$13.18
San Diego, CA	7,769.0	$42.67	17,337.0	$33.26	3,377.0	$12.44
San Francisco, CA	17,934.0	$49.63	33,832.0	$36.87	5,041.0	$14.47
San Jose, CA	6,002.0	$54.66	16,124.0	$42.71	1,174.0	$13.50
Denver, CO	7,894.0	$40.69	15,121.0	$31.98	3,422.0	$12.39
Hartford, CT	4,302.0	$41.57	7,461.0	$32.15	1,620.0	$13.78
Washington, DC	35,273.0	$37.90	79,309.0	$37.79	7,810.0	$13.75
Jacksonville, FL	3,135.0	$35.85	5,749.0	$26.93	1,898.0	$11.29
Miami, FL	8,622.0	$38.42	17,582.0	$30.75	4,807.0	$12.39
Orlando, FL	4,568.0	$35.74	9,261.0	$26.75	3,159.0	$11.08
Tampa, FL	5,088.0	$35.91	12,118.0	$28.00	3,313.0	$11.22
Atlanta, GA	11,904.0	$41.46	25,580.0	$29.11	3,701.0	$11.31
Honolulu, HI	2,197.0	$35.57	4,173.0	$31.89	1,661.0	$12.95
Chicago, IL	23,185.0	$41.85	38,046.0	$33.84	7,261.0	$12.93
Indianapolis, IN	4,039.0	$36.93	7,287.0	$27.90	1,749.0	$11.41
Louisville, KY	2,270.0	$35.91	4,706.0	$26.23	1,231.0	$10.66
New Orleans, LA	2,322.0	$34.56	5,386.0	$26.65	1,850.0	$10.65
Baltimore, MD	9,551.0	$40.99	31,490.0	$32.10	5,044.0	$13.08
Boston, MA	17,907.0	$46.83	35,892.0	$34.01	7,133.0	$14.20
Detroit, MI	5,062.0	$41.01	10,284.0	$30.71	3,594.0	$12.05
Minneapolis-St. Paul, MN	9,123.0	$40.37	17,321.0	$30.92	3,756.0	$12.61
Kansas City, MO	4,045.0	$37.34	9,417.0	$27.75	2,793.0	$11.54
St. Louis, MO	5,644.0	$37.90	12,877.0	$28.05	3,619.0	$11.28
Las Vegas, NV	4,249.0	$38.00	12,154.0	$28.36	5,147.0	$12.53
Buffalo, NY	2,333.0	$37.29	3,784.0	$26.82	1,696.0	$11.88
New York, NY	48,815.0	$50.57	81,215.0	$34.55	20,920.0	$14.63
Rochester, NY	1,538.0	$39.79	2,951.0	$27.57	1,408.0	$11.93
Charlotte, NC	4,706.0	$41.05	9,109.0	$27.63	2,338.0	$11.19
Cincinnati, OH	4,104.0	$37.96	8,469.0	$28.68	1,996.0	$11.54
Cleveland, OH	4,033.0	$38.86	9,470.0	$28.77	2,905.0	$11.82
Columbus, OH	4,209.0	$36.74	8,584.0	$30.01	2,434.0	$11.88
Oklahoma City, OK	2,840.0	$31.56	6,272.0	$25.50	1,892.0	$10.45
Portland, OR	4,747.0	$38.56	10,734.0	$30.44	2,811.0	$12.71
Philadelphia, PA	12,897.0	$41.65	26,550.0	$30.97	6,744.0	$12.88
Pittsburgh, PA	5,775.0	$35.14	11,183.0	$27.88	4,321.0	$11.25
Providence, RI	3,008.0	$40.64	6,739.0	$29.42	2,911.0	$12.67
Memphis, TN	2,460.0	$36.94	5,022.0	$26.55	1,128.0	$10.83
Nashville, TN	3,497.0	$36.16	7,417.0	$25.90	1,772.0	$10.81
Austin, TX	4,074.0	$38.67	11,366.0	$29.23	2,416.0	$10.85
Dallas, TX	14,635.0	$41.10	28,423.0	$30.11	4,792.0	$10.99
Houston, TX	11,359.0	$51.06	21,643.0	$30.74	4,731.0	$10.45
San Antonio, TX	4,461.0	$34.42	10,875.0	$26.14	3,242.0	$10.16
Salt Lake City, UT	3,588.0	$35.61	8,641.0	$28.39	1,827.0	$11.36
Richmond, VA	2,987.0	$30.49	6,113.0	$28.73	1,836.0	$11.56
Virginia Beach, VA	3,243.0	$35.50	8,321.0	$27.36	2,525.0	$11.12
Seattle-Tacoma, WA	10,433.0	$43.11	27,222.0	$33.75	4,922.0	$14.09
Milwaukee, WI	4,282.0	$38.01	8,881.0	$29.80	2,880.0	$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								
	Sales and Office			Construction and Maintenance			Production and Transportation	
Location	Total Ads May-09	Average Hourly Wage[1]		Total Ads May-09	Average Hourly Wage[1]		Total Ads May-09	Average Hourly Wage[1]
United States	**745557.0**	**$16.20**		**149346.0**	**$19.80**		**157742.0**	**$15.33**
Birmingham, AL	3,509.0	$15.36		792.0	$18.14		990.0	$14.58
Phoenix, AZ	10,412.0	$15.93		1,544.0	$18.20		1,467.0	$15.22
Tucson, AZ	2,425.0	$14.24		645.0	$17.76		472.0	$14.31
Los Angeles, CA	37,342.0	$17.84		4,122.0	$22.21		6,366.0	$14.54
Riverside, CA	7,283.0	$15.73		1,190.0	$20.68		1,399.0	$14.90
Sacramento, CA	5,153.0	$17.51		963.0	$22.36		909.0	$16.07
San Diego, CA	9,977.0	$17.33		1,501.0	$22.03		1,638.0	$15.25
San Francisco, CA	14,767.0	$20.71		2,067.0	$26.88		2,276.0	$17.93
San Jose, CA	4,381.0	$22.31		581.0	$25.00		688.0	$16.83
Denver, CO	8,810.0	$18.60		1,804.0	$20.27		1,623.0	$16.16
Hartford, CT	4,324.0	$18.55		795.0	$23.10		858.0	$17.18
Washington, DC	20,846.0	$18.69		3,560.0	$21.75		2,728.0	$17.08
Jacksonville, FL	4,808.0	$16.05		1,061.0	$18.05		855.0	$15.26
Miami, FL	13,244.0	$16.41		1,595.0	$18.57		1,524.0	$14.80
Orlando, FL	8,415.0	$15.27		1,308.0	$17.73		1,123.0	$14.19
Tampa, FL	7,700.0	$15.82		1,399.0	$17.05		1,168.0	$13.76
Atlanta, GA	10,985.0	$17.03		1,877.0	$19.12		2,034.0	$15.43
Honolulu, HI	3,794.0	$15.84		810.0	$25.30		681.0	$16.47
Chicago, IL	20,547.0	$17.82		2,624.0	$25.82		4,156.0	$16.05
Indianapolis, IN	5,025.0	$16.73		850.0	$20.73		1,132.0	$15.70
Louisville, KY	3,412.0	$15.36		619.0	$19.19		730.0	$17.01
New Orleans, LA	3,916.0	$14.42		792.0	$18.33		775.0	$16.28
Baltimore, MD	10,457.0	$17.09		2,514.0	$20.31		2,210.0	$16.62
Boston, MA	14,444.0	$19.45		2,382.0	$24.51		2,933.0	$16.81
Detroit, MI	7,581.0	$17.33		1,692.0	$23.81		1,525.0	$18.60
Minneapolis-St. Paul, MN	10,087.0	$18.36		1,785.0	$24.38		2,191.0	$17.04
Kansas City, MO	6,357.0	$16.69		1,154.0	$21.53		1,427.0	$15.92
St. Louis, MO	7,754.0	$16.49		1,335.0	$23.13		1,590.0	$16.31
Las Vegas, NV	7,902.0	$15.58		1,528.0	$22.85		1,150.0	$14.72
Buffalo, NY	4,499.0	$15.66		788.0	$20.51		1,023.0	$16.16
New York, NY	47,467.0	$19.58		6,394.0	$25.16		8,017.0	$16.78
Rochester, NY	2,723.0	$15.97		818.0	$19.41		799.0	$14.84
Charlotte, NC	5,299.0	$16.88		1,117.0	$18.45		1,090.0	$15.16
Cincinnati, OH	5,728.0	$16.85		848.0	$20.05		1,163.0	$15.54
Cleveland, OH	5,453.0	$16.27		1,015.0	$21.89		1,292.0	$16.04
Columbus, OH	5,993.0	$16.34		1,048.0	$20.15		1,311.0	$15.29
Oklahoma City, OK	5,117.0	$13.86		1,353.0	$17.99		1,002.0	$13.76
Portland, OR	5,788.0	$17.58		1,041.0	$22.11		1,225.0	$16.17
Philadelphia, PA	13,321.0	$17.64		2,336.0	$22.64		2,905.0	$16.35
Pittsburgh, PA	8,457.0	$15.49		1,583.0	$19.06		1,949.0	$15.54
Providence, RI	4,197.0	$16.10		902.0	$21.48		1,097.0	$14.79
Memphis, TN	3,346.0	$15.32		612.0	$18.07		820.0	$14.51
Nashville, TN	4,692.0	$15.55		866.0	$18.14		835.0	$15.53
Austin, TX	5,231.0	$16.09		1,094.0	$18.02		1,041.0	$13.64
Dallas, TX	16,072.0	$16.83		2,577.0	$17.41		2,988.0	$14.76
Houston, TX	12,770.0	$16.46		3,096.0	$17.70		2,925.0	$15.71
San Antonio, TX	6,011.0	$14.10		1,439.0	$15.69		1,052.0	$13.14
Salt Lake City, UT	5,483.0	$15.87		944.0	$18.70		1,112.0	$15.10
Richmond, VA	3,543.0	$16.90		801.0	$19.27		694.0	$14.97
Virginia Beach, VA	4,665.0	$14.63		1,479.0	$18.19		1,173.0	$15.50
Seattle-Tacoma, WA	9,718.0	$18.87		1,931.0	$24.27		1,829.0	$18.38
Milwaukee, WI	5,472.0	$17.14		1,085.0	$23.03		1,818.0	$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.