



THE CONFERENCE BOARD

News Release

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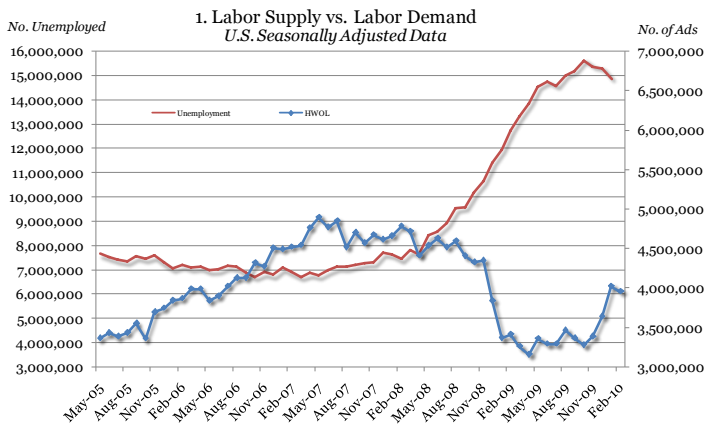
Release #5409

Online Job Demand Dips 66,900 in February, The Conference Board Reports

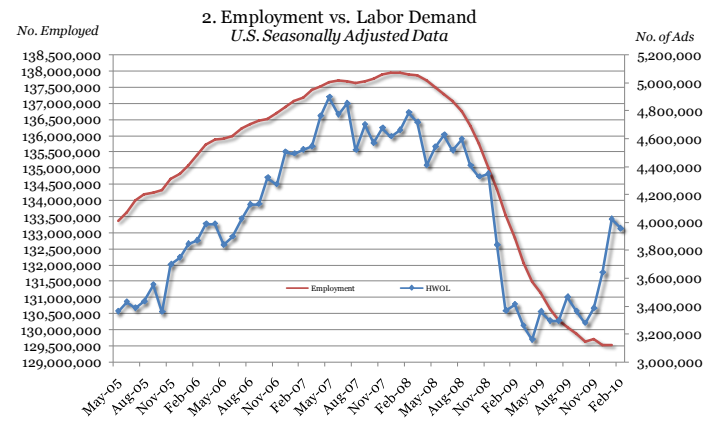
- Labor demand retreated slightly in February, following three months of strong gains totaling almost 750,000
- Demand for Management positions up in February, while demand for Healthcare jobs dips

NEW YORK, March 1, 2010...Online advertised vacancies slipped 66,900 to 3,957,000 in February, according to **The Conference Board Help Wanted OnLine™ (HWOL) Data Series** released today. The February dip follows a large increase of almost 750,000 in the previous three-month period. Recent declines in the number of unemployed (labor supply) coupled with the rise in the number of advertised vacancies (labor demand) has narrowed the gap between labor supply and labor demand by 1,500,000, and in January, the latest month of unemployment numbers, there were 10.8 million or 3.69 unemployed for every online advertised vacancy (Chart 1).

“Although labor demand dipped slightly, the large gains in the last few months have provided a positive sign of a turnaround in employer labor demand,” said June Shelp, Vice President at The Conference Board. “Currently, labor demand, as measured by online job postings, is close to the levels in November 2008, just prior to the huge losses from the financial crisis. The numbers indicate that the economy is recovering from the recession and companies are filling vacant positions, but it is still unclear if employers are willing to significantly expand their workforce.”



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

- Labor demand up 15,300 in the Midwest in February but slips in other Regions
- NOTE: Due to benchmark revisions in unemployment data, State unemployment data are for December 2009. January unemployment data are scheduled for release on March 10, 2010.

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Feb-10	M-O-M Change (Thousands) Feb-Jan 10	Supply/ Demand Rate ² Jan-10 for U.S.; Dec-09 for Regions and States	Recent Trend ³
United States	3,956.5	-66.9	3.69	→ 4/09
NORTHEAST	803.1	-29.9	3.37	
Massachusetts	126.7	-3.4	2.73	→ 4/09
New Jersey	136.8	-8.8	3.47	↑ 1/09
New York	260.7	-1.5	3.59	↑ 4/09
Pennsylvania	148.2	-9.4	3.67	→ 4/09
SOUTH	1,405.9	-19.5	4.02	
Florida	210.3	-2.2	5.81	↑ 4/09
Georgia	112.5	5.1	4.99	↑ 1/09
Maryland	111.5	-0.8	2.00	↑ 4/09
North Carolina	105.1	0.5	5.40	↑ 4/09
Texas	262.8	-10.8	4.06	→ 4/09
Virginia	156.4	2.8	1.80	↑ 4/09
MIDWEST	799.2	15.3	4.96	
Illinois	148.1	0.0	5.49	→ 4/09
Michigan	90.2	3.8	9.07	→ 7/09
Minnesota	78.4	2.9	3.27	→ 4/09
Missouri	79.4	-1.2	4.16	→ 4/09
Ohio	134.8	3.2	5.57	→ 4/09
Wisconsin	72.0	-0.7	4.09	→ 5/09
WEST	957.0	-28.0	4.44	
Arizona	77.7	-6.1	4.07	→ 4/09
California	442.5	-19.3	5.72	→ 4/09
Colorado	77.9	-6.2	2.84	→ 4/09
Washington	111.7	2.4	3.27	↑ 4/09

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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) .

The **Midwest**, the only region to post gains in February, was up 15,300, reflecting gains in three of the six largest states in the region. Michigan rose 3,800, Ohio was up 3,200, and Minnesota gained 2,900. Illinois was unchanged while Missouri dropped 1,200, and Wisconsin dropped a modest 700. Among the smaller states in the region, Indiana rose 2,100 and North Dakota was up 1,600 (Table 3).

The **Northeast** region dropped 29,900 in February on a seasonally adjusted basis. Pennsylvania was down 9,400, New Jersey declined by 8,800, Massachusetts lost 3,400, and New York dipped 1,500. Among the states with smaller populations, in February job demand in Connecticut decreased by 4,400, New Hampshire was down by 600, Rhode Island and Vermont fell by a modest 100, and Maine remained unchanged.

In the **West**, February online advertised vacancies dropped 28,000 with a loss of 19,300 in California. Colorado dropped 6,200, and Arizona dropped 6,100. Washington rose 2,400 (Table A). Among the states with smaller populations, Nevada dropped 2,400, New Mexico fell 1,200, and Alaska dropped by 800, while Hawaii was up 1,300 (Table 3).

In the **South**, online advertised vacancies fell by 19,500, reflecting the combination of declines and gains in some of the larger states. Texas, which in January had experienced its largest gain since November 2005, dipped 10,800. Florida and Maryland had modest drops of 2,200 and 800, respectively. Georgia gained 5,100, Virginia gained 2,800, and North Carolina gained 500 (Table A). Among the less populous states in the South, in February, Oklahoma decreased by 5,500, Louisiana decreased by 1,600, and advertised vacancies in Kentucky dipped by 700 (Table 3).

The Supply/Demand rate for the U.S. in January (the latest month for which unemployment numbers are available) was at 3.69, down from 4.19 in December and indicating that there are now 3.69 unemployed workers for every online advertised vacancy.

Due to Bureau of Labor Statistics benchmark revisions, January unemployment data for States will not be available until March 10, 2010. For December 2009, the highest Supply/Demand rate was in Michigan (9.07), where there are over 9 unemployed people for every advertised vacancy. Based on December data, other states where there are over 6 unemployed for every advertised vacancy are Mississippi (7.92), Kentucky (6.88), and Indiana (6.19). States with some of the lowest December rates where there are less than 2 unemployed for each online advertised vacancy include Nebraska (1.56), South Dakota (1.65), and Alaska (1.69) (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

- **Demand for Management positions up in February**
- **Food Preparation and Serving Related occupations, Building and Grounds Cleaning and Maintenance occupations post gains over the last five months**
- **Advertised vacancies for Healthcare Practitioners and Technical, and Healthcare Support occupations down slightly in February**

Among the top 10 occupation groups with the largest number of online advertised vacancies, **Management** occupations rose 61,100 to 488,000 in February. Job demand in this occupational group lay flat for all of 2009 but has picked up in January and February. The increase reflects postings for a wide variety of occupations including sales managers, computer and information systems managers, and marketing managers.

Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ¹	Average Hourly Wage ²
	Feb-10	Feb-Jan 10	Jan-10	Jan-10	
Healthcare practitioners and technical	537.0	-30.3	183.6	0.32	\$32.64
Computer and mathematical science	510.0	-6.5	195.6	0.38	\$35.82
Management	487.6	61.1	704.7	1.65	\$48.23
Sales and related	482.8	-15.2	1,622.5	3.26	\$17.35
Office and administrative support	424.6	-25.6	1,702.3	3.78	\$15.49
Business and financial operations	209.5	-24.7	375.2	1.60	\$31.12
Architecture and engineering	135.9	-0.2	250.6	1.84	\$34.34
Healthcare support	110.7	-8.6	282.0	2.36	\$12.66
Transportation and material moving	108.0	0.8	1,135.2	10.59	\$15.12
Installation, maintenance, and repair	101.0	-0.6	488.9	4.81	\$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.

Healthcare Practitioners and Technical occupations experienced the largest February decline, down 30,300 to 537,000. The decline reflects drops in demand for occupational and physical therapists and general internists. Labor demand for **Healthcare Support** occupations, which has remained relatively steady throughout the recession, dipped 8,600 to 110,700 in February. Contributing to this month’s decline were fewer advertised vacancies for physical and occupational therapist assistants, mirroring the declines in the demand for practitioners in these areas.

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 January, the latest month for which unemployment data is available, advertised vacancies for healthcare practitioners or technical occupations outnumbered the unemployed looking for work in this field by over 3 to 1, and the average wage in these occupations is \$32.64/hour. In sharp contrast, the average wage for healthcare support occupations is \$12.66/hour and there were over 2 unemployed looking for work in the field for every advertised vacancy (Table B and Table 7).

Advertised vacancies in **Office and Administrative Support** occupations were down 25,600 in February to 424,600. The decline largely reflected fewer advertised vacancies for stock clerks and order fillers and tellers. The number of unemployed exceeds the number of advertised vacancies, and in January there were nearly 4 unemployed (3.78) for every online advertised vacancy in this field.

Business and Financial Operations professions dropped 24,700 in February to 209,500. Largely responsible for the decrease was fewer advertised openings for management analysts and tax preparers.

The number of unemployed exceeds the number of advertised vacancies, and in January there were almost 2 unemployed (1.60) for every online advertised vacancy in this field.

Sales and Related professions dropped 15,200 in February to 482,800. Largely responsible for the decrease were fewer advertised vacancies for first-line supervisors/managers of non-retail sales workers, demonstrators and product promoters, and financial services sales agents. The number of unemployed in this field exceeds the number of advertised vacancies, and in January there were over 3 unemployed (3.26) for every online advertised vacancy. Two categories that have posted increases for the last five months are **Food Preparation and Serving Related** occupations and **Building and Grounds Cleaning and Maintenance** occupations, which rose by 2,400 and 1,400 respectively in February. In the last five months, advertised vacancies in food preparation and service occupations have risen by 23,400, while demand for building and grounds workers rose by 8,700 over the same period.

Supply/Demand rates among the occupations with the largest number of online advertised vacancies indicated that 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 (0.4). On the other hand, in Sales and Related Occupations, there were over three people seeking jobs in this field for every online advertised vacancy (3.3); there were almost four unemployed looking for work in Office and Administrative Support positions for every advertised opening (3.8); and there are over eleven unemployed seeing work in Food Preparation and Serving occupations for every online advertised opening (11.1).

METRO AREA HIGHLIGHTS

- **Washington, D.C., Baltimore, and Salt Lake City have the lowest Supply/Demand rates**
- **Online advertised vacancies in all 52 major metropolitan areas rose since last year**

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	
	Feb-10		Feb-10		Dec-09
New York, NY	272.21	Washington, DC	5.85	Washington, DC	1.16
Washington, DC	175.15	Baltimore, MD	4.67	Baltimore, MD	1.87
Los Angeles, CA	160.66	San Jose, CA	4.28	Salt Lake City, UT	1.90
Chicago, IL	112.49	San Francisco, CA	4.17	Oklahoma City, OK	1.95
Boston, MA	99.49	Salt Lake City, UT	4.00	Honolulu, HI	2.01
San Francisco, CA	93.37	Boston, MA	3.98	Boston, MA	2.49
Dallas, TX	82.74	Charlotte, NC	3.92	Hartford, CT	2.57
Philadelphia, PA	77.20	Hartford, CT	3.90	Austin, TX	2.61
Seattle-Tacoma, WA	73.21	Seattle-Tacoma, WA	3.87	San Antonio, TX	2.62
Atlanta, GA	72.85	Oklahoma City, OK	3.67	Pittsburgh, PA	2.70

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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 February, all of the 52 metropolitan areas for which data are reported separately posted over-the-year increases in the number of online advertised vacancies. Among the three metro areas with the largest numbers of advertised vacancies, the New York metro area was about 38 percent above its February 2009 level, the Washington, D.C. metro area was about 24 percent above its February 2009 level, and the Los Angeles metro area was about 18 percent above last year's level (Table C & Table 5).

Based on the latest unemployment data for December, 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., Baltimore, 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 12 unemployed people for every advertised vacancy (12.1), Detroit (10.3), Miami (6.5), Sacramento (6.3), Los Angeles (5.7), Chicago (5.6), and Tampa (5.5). Supply/Demand rate data are for December 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 January 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 February 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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Publication Schedule, Help Wanted Online Data Series	
Data for the Month	Release Date
March, 2010	March 31, 2010*
April, 2010	May 3, 2010
May, 2010	June 2, 2010*
June, 2010	June 30, 2010*
July, 2010	August 2, 2010
August, 2010	September 1, 2010*
September, 2010	September 29, 2010*
October, 2010	November 1, 2010
November, 2010	December 1, 2010*
December, 2010	January 5, 2011*

*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)
	Feb-09	Jan-10	Feb-10	Feb-Jan 10	Feb-09	Jan-10	Feb-10	Feb-Jan 10
United States	3,413.2	4,023.5	3,956.5	-66.9	2,038.7	2,324.9	2,361.2	36.3
New England	224.7	267.2	256.9	-10.4	128.8	149.1	147.5	-1.7
Middle Atlantic	446.0	565.8	546.2	-19.6	281.9	355.5	344.9	-10.6
South Atlantic	711.2	859.8	860.4	0.6	419.9	492.5	503.8	11.3
East North Central	431.4	493.4	508.1	14.7	252.6	286.4	303.1	16.7
East South Central	149.4	172.2	169.9	-2.3	83.2	91.5	92.9	1.5
West North Central	262.7	290.5	291.1	0.6	140.9	158.2	163.2	5.0
West South Central	340.4	393.4	375.6	-17.8	202.1	219.1	220.8	1.6
Mountain	281.1	323.5	309.3	-14.2	169.2	187.7	185.1	-2.7
Pacific	575.3	661.5	647.7	-13.8	356.6	390.1	395.0	4.9

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
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)		
	Feb-09	Jan-10	Feb-10	Feb-09	Jan-10	Feb-10
United States	2.21	2.63	2.58	1.32	1.52	1.54
New England	2.92	3.48	3.34	1.67	1.94	1.92
Middle Atlantic	2.15	2.76	2.66	1.36	1.73	1.68
South Atlantic	2.41	2.95	2.95	1.42	1.69	1.73
East North Central	1.81	2.10	2.16	1.06	1.22	1.29
East South Central	1.74	2.05	2.02	0.97	1.09	1.11
West North Central	2.40	2.66	2.66	1.29	1.45	1.49
West South Central	2.00	2.28	2.17	1.18	1.27	1.28
Mountain	2.51	2.93	2.80	1.51	1.70	1.68
Pacific	2.29	2.68	2.63	1.42	1.58	1.60

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)
	Feb-09	Jan-10	Feb-10	Feb-Jan 10	Feb-09	Jan-10	Feb-10	Feb-Jan 10
United States	3,413.2	4,023.5	3,956.5	-66.9	2,038.7	2,324.9	2,361.2	36.3
Alabama	49.5	49.9	50.3	0.4	24.8	24.0	24.4	0.4
Alaska	21.3	21.7	20.9	-0.8	10.9	10.2	10.0	-0.2
Arkansas	25.3	26.4	25.8	-0.6	14.7	13.4	13.9	0.5
Arizona	66.8	83.8	77.7	-6.1	40.2	47.0	45.0	-2.0
California	399.0	461.8	442.5	-19.3	251.2	272.2	272.7	0.5
Colorado	67.9	84.1	77.9	-6.2	40.9	46.8	45.5	-1.3
Connecticut	53.7	65.1	60.7	-4.4	29.9	37.0	34.3	-2.6
Delaware	14.2	17.8	16.7	-1.1	7.9	9.2	9.3	0.1
Florida	162.8	212.5	210.3	-2.2	110.1	138.8	140.4	1.6
Georgia	85.9	107.4	112.5	5.1	52.1	57.8	63.9	6.2
Hawaii	15.9	17.6	18.9	1.3	11.0	11.7	12.9	1.2
Iowa	43.2	44.6	43.1	-1.5	20.7	19.6	20.9	1.3
Idaho	17.6	20.0	19.8	-0.2	10.6	12.3	12.7	0.4
Illinois	131.8	148.2	148.1	0.0	78.4	80.4	85.1	4.7
Indiana	47.1	56.4	58.5	2.1	26.2	30.3	33.5	3.2
Kansas	31.4	34.8	32.2	-2.6	16.3	17.1	16.9	-0.2
Kentucky	29.5	37.9	37.2	-0.7	17.9	20.9	21.6	0.7
Louisiana	42.5	42.4	40.8	-1.6	26.7	24.8	25.2	0.4
Massachusetts	108.5	130.0	126.7	-3.4	63.7	73.3	73.1	-0.2
Maryland	106.7	112.3	111.5	-0.8	56.4	58.7	57.6	-1.1
Maine	17.0	19.3	19.4	0.0	9.0	9.3	9.4	0.2
Michigan	71.7	86.4	90.2	3.8	47.9	53.8	58.9	5.1
Minnesota	66.0	75.5	78.4	2.9	36.5	44.1	45.7	1.6
Missouri	63.0	80.6	79.4	-1.2	37.9	47.4	47.3	0.0
Mississippi	18.9	19.1	19.2	0.1	9.7	9.4	10.0	0.5
Montana	14.9	14.9	15.6	0.7	6.8	7.0	7.6	0.6
North Carolina	77.9	104.6	105.1	0.5	49.8	65.7	67.4	1.8
North Dakota	12.7	9.2	10.8	1.6	5.9	5.0	6.3	1.4
Nebraska	32.8	34.2	33.7	-0.5	18.7	19.9	20.6	0.7
New Hampshire	19.6	21.7	21.1	-0.6	11.3	12.5	12.6	0.1
New Jersey	114.1	145.6	136.8	-8.8	71.7	89.2	85.9	-3.3
New Mexico	25.6	27.1	25.9	-1.2	15.3	14.9	15.0	0.1
Nevada	41.8	46.8	44.5	-2.4	28.3	31.2	30.4	-0.9
New York	202.3	262.3	260.7	-1.5	131.4	168.9	169.0	0.1
Ohio	103.9	131.6	134.8	3.2	62.6	81.6	84.1	2.5
Oklahoma	41.7	52.5	47.0	-5.5	23.7	30.8	27.4	-3.4
Oregon	43.9	56.0	53.3	-2.7	27.7	33.3	32.8	-0.5
Pennsylvania	129.5	157.7	148.2	-9.4	79.1	95.1	90.3	-4.8
Rhode Island	16.0	19.1	19.0	-0.1	9.9	12.2	12.4	0.3
South Carolina	43.1	54.3	50.3	-4.0	23.1	27.7	27.3	-0.4
South Dakota	13.9	13.9	13.4	-0.5	5.1	5.6	5.8	0.2
Tennessee	50.8	65.8	62.4	-3.4	30.7	37.2	36.9	-0.2
Texas	231.6	273.6	262.8	-10.8	137.7	150.6	154.9	4.3
Utah	38.5	41.7	41.8	0.0	22.4	25.0	25.4	0.4
Virginia	129.7	153.6	156.4	2.8	68.7	79.1	80.0	0.9
Vermont	11.3	11.5	11.4	-0.1	6.0	6.6	6.7	0.1
Washington	94.7	109.2	111.7	2.4	55.6	63.7	66.6	2.9
Wisconsin	72.4	72.7	72.0	-0.7	38.6	41.5	43.0	1.5
West Virginia	18.8	20.5	18.3	-2.2	9.7	11.0	10.1	-0.9
Wyoming	9.6	8.6	7.6	-0.9	4.9	4.2	3.8	-0.5

Source: The Conference Board

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

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
	Feb-09	Jan-10	Feb-10	Jan-10	Jan-10 for U.S.; Dec-09 for States	Jan-10 for U.S.; Dec-09 for States	Jan-10 for U.S.; Dec-09 for States
United States	2.21	2.63	2.58	9.7	14,837.00	4,023.5	3.69
Alabama	2.31	2.42	2.44	11.0	225.60	46.6	4.84
Alaska	5.95	6.06	5.84	8.8	31.55	18.7	1.69
Arkansas	1.83	1.93	1.88	7.7	105.41	23.2	4.54
Arizona	2.12	2.67	2.47	9.1	285.72	70.3	4.07
California	2.15	2.53	2.43	12.4	2,254.38	394.2	5.72
Colorado	2.48	3.17	2.93	7.5	198.45	69.8	2.84
Connecticut	2.84	3.46	3.23	8.9	167.91	56.4	2.98
Delaware	3.24	4.18	3.92	9.0	38.19	15.5	2.47
Florida	1.76	2.32	2.29	11.8	1,087.14	187.0	5.81
Georgia	1.79	2.28	2.39	10.3	485.10	97.1	4.99
Hawaii	2.44	2.76	2.96	6.9	44.30	15.6	2.83
Iowa	2.59	2.65	2.56	6.6	110.78	38.1	2.90
Idaho	2.33	2.65	2.62	9.1	68.76	16.8	4.09
Illinois	2.00	2.24	2.24	11.1	733.25	133.5	5.49
Indiana	1.45	1.82	1.88	9.9	306.85	49.6	6.19
Kansas	2.08	2.29	2.12	6.6	100.89	30.8	3.27
Kentucky	1.42	1.84	1.80	10.7	221.05	32.1	6.88
Louisiana	2.04	2.07	1.99	7.5	154.24	36.5	4.23
Massachusetts	3.17	3.79	3.69	9.4	323.21	118.6	2.73
Maryland	3.59	3.83	3.80	7.5	219.89	109.8	2.00
Maine	2.41	2.75	2.75	8.3	58.35	17.2	3.38
Michigan	1.48	1.79	1.87	14.6	701.00	77.3	9.07
Minnesota	2.24	2.56	2.65	7.4	217.71	66.6	3.27
Missouri	2.09	2.70	2.66	9.6	284.75	68.5	4.16
Mississippi	1.42	1.48	1.49	10.6	137.48	17.4	7.92
Montana	2.96	3.01	3.15	6.7	33.22	13.5	2.45
North Carolina	1.70	2.31	2.32	11.2	505.94	93.8	5.40
North Dakota	3.43	2.52	2.97	4.4	15.97	7.9	2.01
Nebraska	3.31	3.48	3.43	4.7	46.30	29.6	1.56
New Hampshire	2.63	2.95	2.86	7.0	51.63	19.7	2.62
New Jersey	2.53	3.21	3.02	10.1	458.34	132.0	3.47
New Mexico	2.68	2.81	2.69	8.3	79.78	24.3	3.29
Nevada	2.98	3.41	3.23	13.0	178.48	42.7	4.18
New York	2.07	2.71	2.70	9.0	868.55	241.8	3.59
Ohio	1.73	2.23	2.28	10.9	640.68	115.0	5.57
Oklahoma	2.38	2.96	2.65	6.6	117.80	45.6	2.58
Oregon	2.20	2.87	2.73	11.0	214.70	50.0	4.30
Pennsylvania	2.01	2.50	2.35	8.9	559.55	152.3	3.67
Rhode Island	2.82	3.35	3.34	12.9	73.51	16.7	4.40
South Carolina	1.97	2.50	2.32	12.6	273.18	48.6	5.62
South Dakota	3.10	3.14	3.02	4.7	21.04	12.7	1.65
Tennessee	1.67	2.20	2.09	10.9	325.70	60.2	5.41
Texas	1.96	2.26	2.17	8.3	998.99	246.0	4.06
Utah	2.77	3.08	3.08	6.7	91.23	36.5	2.50
Virginia	3.12	3.72	3.79	6.9	284.34	157.7	1.80
Vermont	3.15	3.22	3.17	6.9	24.71	10.6	2.34
Washington	2.67	3.11	3.18	9.5	334.77	102.2	3.27
Wisconsin	2.32	2.40	2.38	8.7	263.29	64.4	4.09
West Virginia	2.37	2.61	2.33	9.1	71.64	15.8	4.54
Wyoming	3.26	2.93	2.62	7.5	21.81	7.6	2.86

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
	Feb-09	Jan-10	Feb-10	Feb 09-10	Feb-09	Jan-10	Feb-10	Feb 09-10
Birmingham, AL	12.6	11.9	14.5	15.0%	6.7	5.9	7.4	10.7%
Phoenix, AZ	40.2	47.2	52.5	30.5%	25.2	26.8	32.4	28.8%
Tucson, AZ	11.2	11.8	12.9	15.0%	7.3	6.8	8.0	9.5%
Los Angeles, CA	136.4	138.4	160.7	17.8%	92.1	85.6	107.4	16.6%
Riverside, CA	22.5	22.6	25.1	11.6%	15.1	13.8	16.3	8.1%
Sacramento, CA	21.3	21.4	23.5	10.2%	13.5	11.9	14.6	8.3%
San Diego, CA	39.7	39.2	44.5	12.1%	25.6	22.9	27.9	8.9%
San Francisco, CA	76.3	77.9	93.4	22.3%	47.6	44.9	58.3	22.6%
San Jose, CA	29.0	33.0	38.6	33.2%	15.1	15.3	19.9	31.4%
Denver, CO	35.8	39.3	43.5	21.6%	21.6	21.1	25.0	15.7%
Hartford, CT	20.4	20.9	23.1	13.1%	11.5	11.8	13.7	19.3%
Washington, DC	141.0	151.8	175.2	24.2%	72.2	71.8	88.4	22.5%
Jacksonville, FL	15.6	17.8	20.2	29.7%	10.8	11.3	13.4	24.6%
Miami, FL	45.1	51.1	59.1	31.0%	29.7	30.5	37.6	26.7%
Orlando, FL	23.7	29.3	34.4	45.0%	17.0	20.1	25.1	47.7%
Tampa, FL	26.0	32.2	37.3	43.6%	16.2	19.3	23.9	47.9%
Atlanta, GA	50.4	61.2	72.8	44.6%	31.2	31.5	41.5	33.1%
Honolulu, HI	11.1	12.4	14.7	32.7%	8.1	8.6	10.5	29.9%
Chicago, IL	92.5	95.4	112.5	21.6%	55.5	47.9	64.1	15.3%
Indianapolis, IN	19.0	21.9	25.7	35.4%	11.0	11.7	15.3	39.0%
Louisville, KY	11.6	13.6	15.6	34.3%	7.5	7.8	9.7	29.9%
New Orleans, LA	14.4	12.2	14.5	1.0%	8.8	7.4	9.4	6.4%
Baltimore, MD	55.2	56.7	63.8	15.7%	31.7	30.6	36.2	14.3%
Boston, MA	79.5	87.4	99.5	25.2%	45.5	46.9	57.8	27.1%
Detroit, MI	28.1	30.6	36.9	31.1%	19.2	18.9	24.6	28.3%
Minneapolis-St. Paul, MN	40.3	48.9	55.3	37.1%	24.1	27.8	32.7	35.8%
Kansas City, MO	22.4	26.0	28.4	26.5%	13.5	15.0	17.2	27.7%
St. Louis, MO	29.0	33.2	37.8	30.6%	17.8	19.3	23.2	30.7%
Las Vegas, NV	29.7	29.7	34.2	15.4%	20.1	19.6	24.2	20.2%
Buffalo, NY	12.5	13.8	15.8	27.1%	8.3	8.9	10.8	29.9%
New York, NY	197.6	234.7	272.2	37.8%	131.1	147.8	184.1	40.4%
Rochester, NY	9.8	10.8	12.5	27.1%	6.5	6.4	8.1	24.2%
Charlotte, NC	21.8	29.0	33.3	52.7%	13.6	17.8	21.4	56.7%
Cincinnati, OH	22.0	25.0	28.0	27.2%	13.0	13.8	17.2	32.5%
Cleveland, OH	24.6	28.1	32.7	33.1%	14.4	16.6	21.3	47.3%
Columbus, OH	21.3	25.1	29.4	38.4%	13.7	15.3	19.3	40.8%
Oklahoma City, OK	16.5	18.1	20.9	27.0%	10.1	10.2	12.8	25.9%
Portland, OR	23.7	28.7	32.2	35.9%	14.9	16.2	19.8	32.8%
Philadelphia, PA	63.1	71.2	77.2	22.3%	36.6	38.7	45.5	24.5%
Pittsburgh, PA	31.4	33.8	37.9	20.7%	21.4	21.6	25.4	18.6%
Providence, RI	16.4	17.6	19.8	20.7%	10.8	11.0	13.4	23.7%
Memphis, TN	12.1	13.3	15.0	23.8%	7.7	7.8	9.3	21.4%
Nashville, TN	16.3	20.1	21.4	31.9%	10.2	11.6	13.5	32.0%
Austin, TX	22.5	25.6	29.9	32.8%	14.4	14.7	18.7	30.0%
Dallas, TX	68.3	73.8	82.7	21.1%	40.0	38.0	48.3	20.7%
Houston, TX	58.9	58.3	63.5	7.9%	33.9	28.7	36.0	6.3%
San Antonio, TX	23.5	26.9	30.6	30.4%	15.2	16.5	20.8	36.7%
Salt Lake City, UT	21.2	20.9	24.0	13.6%	13.0	12.6	15.7	20.7%
Richmond, VA	15.1	16.0	19.1	26.4%	9.5	9.3	12.1	28.0%
Virginia Beach, VA	18.5	19.7	22.6	22.3%	11.4	12.0	14.6	28.7%
Seattle-Tacoma, WA	56.9	60.3	73.2	28.6%	32.0	32.0	44.0	37.6%
Milwaukee, WI	21.4	23.9	27.6	28.8%	12.4	13.8	17.2	38.4%

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
	Feb-09	Jan-10	Feb-10	Dec-09	Dec-09	Dec-09	Dec-09
Birmingham, AL	2.44	2.37	2.89	9.8	49.3	11.6	4.27
Phoenix, AZ	1.90	2.23	2.48	8.2	174.1	43.0	4.05
Tucson, AZ	2.30	2.41	2.64	8.0	39.2	11.0	3.55
Los Angeles, CA	2.06	2.14	2.48	11.3	731.3	127.5	5.73
Riverside, CA	1.24	1.27	1.41	14.0	248.4	20.6	12.07
Sacramento, CA	1.99	2.06	2.26	12.3	127.4	20.4	6.26
San Diego, CA	2.51	2.52	2.87	10.1	156.5	36.6	4.28
San Francisco, CA	3.33	3.48	4.17	10.1	225.2	73.1	3.08
San Jose, CA	3.14	3.66	4.28	11.5	103.3	30.3	3.41
Denver, CO	2.59	2.90	3.20	7.5	101.5	36.3	2.79
Hartford, CT	3.44	3.54	3.90	8.6	50.9	19.8	2.57
Washington, DC	4.69	5.07	5.85	6.2	184.6	158.5	1.16
Jacksonville, FL	2.29	2.61	2.98	11.3	76.6	15.9	4.81
Miami, FL	1.60	1.79	2.07	10.9	310.5	47.5	6.54
Orlando, FL	2.13	2.65	3.11	11.9	131.4	26.6	4.93
Tampa, FL	1.97	2.47	2.86	12.4	161.4	29.5	5.46
Atlanta, GA	1.87	2.31	2.74	10.1	269.4	57.0	4.72
Honolulu, HI	2.47	2.77	3.31	5.3	23.6	11.7	2.01
Chicago, IL	1.91	1.97	2.32	10.6	513.5	92.5	5.55
Indianapolis, IN	2.13	2.55	2.99	8.5	73.0	20.3	3.59
Louisville, KY	1.85	2.16	2.49	10.2	63.8	12.7	5.04
New Orleans, LA	2.73	2.32	2.78	6.8	35.5	11.5	3.10
Baltimore, MD	4.01	4.15	4.67	7.6	103.3	55.2	1.87
Boston, MA	3.20	3.50	3.98	8.2	205.8	82.5	2.49
Detroit, MI	1.36	1.49	1.80	14.9	305.2	29.7	10.27
Minneapolis-St. Paul, MN	2.22	2.66	3.01	7.2	131.9	45.2	2.92
Kansas City, MO	2.15	2.49	2.72	8.6	89.7	24.1	3.72
St. Louis, MO	2.03	2.35	2.68	9.8	139.1	30.1	4.62
Las Vegas, NV	2.93	3.02	3.49	13.1	128.2	28.3	4.53
Buffalo, NY	2.14	2.39	2.73	8.5	49.0	12.9	3.79
New York, NY	2.08	2.47	2.86	9.2	878.5	225.1	3.90
Rochester, NY	1.82	2.03	2.34	8.0	42.6	11.1	3.82
Charlotte, NC	2.56	3.42	3.92	12.1	103.0	26.3	3.92
Cincinnati, OH	1.98	2.26	2.52	9.9	109.7	23.6	4.65
Cleveland, OH	2.31	2.68	3.12	8.9	92.9	26.3	3.53
Columbus, OH	2.24	2.63	3.08	9.0	85.6	23.2	3.69
Oklahoma City, OK	2.91	3.17	3.67	6.0	34.2	17.5	1.95
Portland, OR	1.99	2.46	2.77	10.6	123.4	27.3	4.53
Philadelphia, PA	2.11	2.42	2.62	8.7	256.6	69.6	3.69
Pittsburgh, PA	2.59	2.82	3.16	7.8	93.9	34.7	2.70
Providence, RI	2.34	2.49	2.81	12.5	87.9	16.9	5.19
Memphis, TN	1.97	2.19	2.45	10.3	63.0	12.4	5.09
Nashville, TN	2.06	2.58	2.75	9.4	73.3	20.1	3.66
Austin, TX	2.57	2.83	3.31	6.9	62.5	24.0	2.61
Dallas, TX	2.18	2.28	2.56	8.0	257.8	67.5	3.82
Houston, TX	2.11	2.05	2.23	8.3	237.2	53.1	4.47
San Antonio, TX	2.47	2.77	3.15	6.8	66.5	25.4	2.62
Salt Lake City, UT	3.44	3.48	4.00	6.2	37.3	19.6	1.90
Richmond, VA	2.34	2.51	2.98	7.8	49.9	16.2	3.08
Virginia Beach, VA	2.24	2.39	2.74	6.9	56.9	18.9	3.00
Seattle-Tacoma, WA	3.00	3.19	3.87	9.1	171.6	57.8	2.97
Milwaukee, WI	2.69	3.10	3.59	8.6	66.1	22.0	3.01

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
	Feb-09	Jan-10	Feb-10	Feb-Jan 10	Jan-10	Jan-10	
Total	3,413.2	4,023.5	3,956.5	-67.0	14,837.0	3.7	\$20.32
Management	401.3	426.5	487.6	61.1	704.7	1.7	\$48.23
Business and financial operations	197.2	234.2	209.5	-24.7	375.2	1.6	\$31.12
Computer and mathematical science	432.2	516.5	510.0	-6.5	195.6	0.4	\$35.82
Architecture and engineering	144.8	136.1	135.9	-0.2	250.6	1.8	\$34.34
Life, physical, and social science	69.3	74.8	79.9	5.1	73.4	1.0	\$30.90
Community and social services	39.1	46.3	45.6	-0.8	117.3	2.5	\$20.09
Legal	19.0	28.2	26.4	-1.8	42.5	1.5	\$44.36
Education, training, and library	65.0	86.1	83.0	-3.1	424.6	4.9	\$23.30
Arts, design, entertainment, sports, and media	84.5	103.1	98.8	-4.3	308.2	3.0	\$24.36
Healthcare practitioners and technical	535.5	567.3	537.0	-30.3	183.6	0.3	\$32.64
Healthcare support	95.8	119.3	110.7	-8.6	282.0	2.4	\$12.66
Protective service	25.5	28.7	29.9	1.2	202.9	7.1	\$19.33
Food preparation and serving related	71.3	96.3	98.7	2.4	1,071.5	11.1	\$9.72
Building and grounds cleaning and maintenance	33.4	41.2	42.7	1.4	774.3	18.8	\$11.72
Personal care and service	51.7	67.4	65.4	-2.0	447.9	6.6	\$11.59
Sales and related	364.6	498.0	482.8	-15.2	1,622.5	3.3	\$17.35
Office and administrative support	337.4	450.2	424.6	-25.6	1,702.3	3.8	\$15.49
Farming, fishing, and forestry	5.3	5.2	6.0	0.8	194.5	37.1	\$11.32
Construction and extraction	45.8	50.4	49.5	-0.8	1,828.2	36.3	\$20.36
Installation, maintenance, and repair	83.8	101.6	101.0	-0.6	488.9	4.8	\$19.82
Production	75.2	83.5	87.6	4.2	1,233.9	14.8	\$15.54
Transportation and material moving	82.4	107.2	108.0	0.8	1,135.2	10.6	\$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
	Feb-10	Wage ²	Feb-10	Wage ²	Feb-10	Wage ²
United States	710,458	\$39.69	1,521,079	\$29.24	322,268	\$11.87
Alabama	6,886	\$36.51	16,137	\$25.85	5,217	\$9.92
Alaska	2,632	\$35.32	8,432	\$29.55	1,828	\$14.22
Arizona	12,211	\$35.17	33,043	\$27.31	7,030	\$11.87
Arkansas	3,211	\$32.01	8,606	\$23.68	2,355	\$9.79
California	88,625	\$44.56	177,366	\$33.79	28,064	\$13.12
Colorado	13,121	\$39.29	30,938	\$30.45	6,468	\$12.30
Connecticut	12,922	\$35.10	23,752	\$31.55	4,232	\$13.79
Delaware	3,533	\$41.13	6,593	\$31.64	1,145	\$12.38
Florida	32,951	\$35.96	69,376	\$27.41	24,280	\$11.52
Georgia	21,104	\$39.55	46,720	\$27.08	7,650	\$10.77
Hawaii	2,732	\$35.11	5,471	\$27.86	1,987	\$13.31
Idaho	2,441	\$32.31	5,882	\$25.45	2,242	\$10.93
Illinois	33,708	\$39.85	56,523	\$30.61	9,163	\$12.65
Indiana	9,150	\$35.76	19,144	\$25.62	4,517	\$10.75
Iowa	5,407	\$32.14	14,295	\$23.45	3,872	\$10.68
Kansas	4,224	\$34.55	12,069	\$24.52	3,024	\$10.59
Kentucky	5,122	\$33.56	13,345	\$25.00	2,989	\$10.30
Louisiana	5,935	\$32.90	12,565	\$24.48	4,225	\$10.05
Maine	2,192	\$33.02	7,277	\$25.13	1,997	\$11.40
Maryland	20,428	\$42.22	53,785	\$32.68	7,454	\$12.85
Massachusetts	27,526	\$45.51	53,231	\$33.25	8,789	\$13.97
Michigan	13,981	\$38.47	31,294	\$29.59	8,139	\$11.74
Minnesota	14,933	\$38.01	29,358	\$29.21	5,517	\$12.08
Mississippi	2,370	\$32.09	6,897	\$23.34	1,487	\$9.75
Missouri	12,068	\$35.89	26,830	\$25.95	7,511	\$10.73
Montana	1,615	\$28.99	5,227	\$21.97	1,548	\$10.44
Nebraska	4,665	\$26.68	10,429	\$24.27	3,135	\$10.37
Nevada	6,444	\$37.54	15,063	\$28.53	6,046	\$12.34
New Hampshire	2,804	\$39.79	8,247	\$27.97	1,938	\$12.18
New Jersey	28,486	\$45.79	54,121	\$32.61	12,192	\$14.27
New Mexico	3,563	\$34.70	10,718	\$26.99	2,335	\$10.45
New York	57,431	\$48.34	98,684	\$32.30	20,609	\$13.90
North Carolina	17,410	\$38.43	40,330	\$26.03	8,921	\$10.68
North Dakota	1,216	\$32.90	3,088	\$22.94	889	\$10.34
Ohio	22,225	\$36.98	45,535	\$27.99	10,526	\$11.30
Oklahoma	6,047	\$31.01	16,756	\$23.60	4,705	\$10.06
Oregon	8,151	\$36.17	19,897	\$28.09	4,737	\$12.23
Pennsylvania	26,679	\$36.95	54,793	\$27.96	12,900	\$11.75
Rhode Island	3,230	\$40.79	6,199	\$30.33	1,820	\$12.63
South Carolina	6,283	\$35.79	18,352	\$25.39	5,247	\$10.29
South Dakota	1,472	\$30.43	4,110	\$22.38	1,527	\$10.01
Tennessee	9,579	\$34.33	21,784	\$25.13	5,487	\$10.42
Texas	47,361	\$38.80	103,122	\$27.99	20,209	\$10.37
Utah	5,721	\$27.74	13,585	\$25.93	3,477	\$10.87
Vermont	1,466	\$27.79	4,390	\$25.70	1,178	\$12.31
Virginia	33,183	\$33.86	75,717	\$31.75	9,292	\$11.81
Washington	20,456	\$31.95	48,487	\$31.29	9,145	\$13.61
West Virginia	1,947	\$29.93	6,454	\$23.03	1,691	\$9.57
Wisconsin	11,680	\$34.96	26,684	\$27.48	6,634	\$11.54
Wyoming	1,026	\$32.73	3,063	\$24.41	593	\$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
	Feb-10	Wage ¹	Feb-10	Wage ¹	Feb-10	Wage ¹
United States	912,066	\$16.20	146,027	\$19.80	178,055	\$15.33
Alabama	12,897	\$13.79	3,370	\$17.12	4,252	\$14.25
Alaska	3,915	\$16.72	963	\$26.46	768	\$19.99
Arizona	18,316	\$15.41	2,488	\$17.80	2,512	\$15.09
Arkansas	6,417	\$13.46	1,509	\$16.60	1,823	\$13.79
California	100,698	\$17.91	12,137	\$21.18	15,731	\$15.37
Colorado	18,040	\$17.38	2,887	\$19.76	2,933	\$15.94
Connecticut	13,180	\$19.02	1,820	\$23.04	2,449	\$16.68
Delaware	3,638	\$16.44	547	\$20.65	626	\$15.70
Florida	62,012	\$15.62	9,614	\$17.33	8,579	\$14.40
Georgia	23,388	\$15.63	4,389	\$17.79	4,913	\$14.42
Hawaii	5,424	\$15.83	813	\$24.71	862	\$16.27
Idaho	4,967	\$14.33	904	\$17.26	965	\$14.18
Illinois	33,273	\$17.04	3,961	\$24.47	6,926	\$15.75
Indiana	15,303	\$15.08	2,165	\$20.27	3,913	\$15.75
Iowa	9,685	\$14.61	2,125	\$18.19	3,271	\$14.94
Kansas	7,538	\$14.80	1,452	\$18.78	1,788	\$15.23
Kentucky	9,579	\$14.18	1,622	\$18.15	2,102	\$15.38
Louisiana	11,906	\$13.39	2,159	\$17.91	2,457	\$15.93
Maine	3,973	\$14.75	602	\$17.91	940	\$15.03
Maryland	21,281	\$16.91	3,751	\$20.55	3,651	\$16.33
Massachusetts	24,708	\$18.69	3,280	\$23.80	4,602	\$16.52
Michigan	22,889	\$16.16	3,481	\$21.78	5,095	\$17.04
Minnesota	16,686	\$17.00	2,403	\$22.39	4,247	\$16.20
Mississippi	4,837	\$13.23	839	\$16.07	1,093	\$13.62
Missouri	19,421	\$15.31	3,183	\$20.41	4,191	\$14.99
Montana	3,382	\$13.57	852	\$18.35	723	\$15.31
Nebraska	8,449	\$14.09	1,701	\$17.85	1,980	\$15.12
Nevada	12,322	\$15.54	1,848	\$22.52	1,805	\$15.02
New Hampshire	4,649	\$16.36	730	\$19.83	1,300	\$15.57
New Jersey	32,146	\$18.30	4,645	\$23.36	6,045	\$15.84
New Mexico	5,660	\$13.71	1,047	\$17.14	918	\$14.96
New York	61,636	\$18.49	7,272	\$23.70	9,555	\$16.57
North Carolina	23,656	\$15.16	4,664	\$17.31	4,488	\$14.09
North Dakota	2,612	\$13.65	1,017	\$18.71	779	\$15.58
Ohio	33,654	\$15.60	4,844	\$20.16	7,540	\$15.52
Oklahoma	11,049	\$13.44	2,568	\$17.23	2,615	\$14.15
Oregon	11,619	\$16.45	1,875	\$20.44	2,540	\$15.39
Pennsylvania	34,851	\$15.99	6,051	\$20.12	7,918	\$15.50
Rhode Island	4,504	\$16.37	663	\$21.39	897	\$14.89
South Carolina	12,046	\$14.18	2,616	\$16.82	3,012	\$14.45
South Dakota	2,784	\$13.42	931	\$16.11	770	\$13.31
Tennessee	16,139	\$14.58	2,786	\$17.42	3,898	\$14.42
Texas	61,505	\$15.28	11,195	\$16.78	12,450	\$14.53
Utah	12,120	\$14.77	1,808	\$18.39	1,921	\$14.78
Vermont	2,176	\$15.45	424	\$18.38	545	\$15.35
Virginia	25,512	\$16.26	4,739	\$19.10	4,149	\$15.24
Washington	20,520	\$17.57	3,457	\$22.75	3,377	\$17.40
West Virginia	4,602	\$12.82	950	\$18.14	1,004	\$14.43
Wisconsin	17,112	\$15.57	2,669	\$20.95	5,360	\$15.59
Wyoming	1,545	\$13.86	383	\$20.53	294	\$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 Pay¹, Not Seasonally Adjusted

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Feb-10	Wage ²	Feb-10	Wage ²	Feb-10	Wage ²
United States	710,458	\$39.69	1,521,079	\$29.24	322,268	\$11.87
Birmingham, AL	2,343	\$38.72	4,355	\$26.20	1,563	\$10.41
Phoenix, AZ	8,512	\$35.75	21,960	\$27.84	4,378	\$11.90
Tucson, AZ	1,909	\$35.26	4,723	\$28.28	1,654	\$11.87
Los Angeles, CA	32,434	\$44.75	58,588	\$33.52	10,735	\$12.80
Riverside, CA	3,719	\$39.08	7,609	\$29.74	2,678	\$12.50
Sacramento, CA	4,316	\$38.34	8,739	\$34.29	1,825	\$13.18
San Diego, CA	7,762	\$42.67	18,178	\$33.26	3,231	\$12.44
San Francisco, CA	23,288	\$49.63	41,898	\$36.87	4,766	\$14.47
San Jose, CA	8,720	\$54.66	21,765	\$42.71	1,105	\$13.50
Denver, CO	8,618	\$40.69	17,366	\$31.98	3,157	\$12.39
Hartford, CT	4,919	\$41.57	8,916	\$32.15	1,589	\$13.78
Washington, DC	44,506	\$37.90	88,663	\$37.79	7,994	\$13.75
Jacksonville, FL	3,131	\$35.85	6,552	\$26.93	2,033	\$11.29
Miami, FL	10,289	\$38.42	19,240	\$30.75	6,098	\$12.39
Orlando, FL	5,409	\$35.74	9,285	\$26.75	3,787	\$11.08
Tampa, FL	5,678	\$35.91	13,864	\$28.00	3,813	\$11.22
Atlanta, GA	16,151	\$41.46	31,982	\$29.11	4,069	\$11.31
Honolulu, HI	2,255	\$35.57	4,206	\$31.89	1,681	\$12.95
Chicago, IL	28,644	\$41.85	42,997	\$33.84	6,644	\$12.93
Indianapolis, IN	4,746	\$36.93	8,122	\$27.90	2,124	\$11.41
Louisville, KY	2,450	\$35.91	5,507	\$26.23	1,331	\$10.66
New Orleans, LA	2,272	\$34.56	4,204	\$26.65	1,921	\$10.65
Baltimore, MD	10,647	\$40.99	30,163	\$32.10	4,514	\$13.08
Boston, MA	23,170	\$46.83	42,749	\$34.01	6,715	\$14.20
Detroit, MI	6,404	\$41.01	12,507	\$30.71	3,725	\$12.05
Minneapolis-St. Paul, MN	12,153	\$40.37	21,457	\$30.92	3,907	\$12.61
Kansas City, MO	4,671	\$37.34	9,740	\$27.75	2,761	\$11.54
St. Louis, MO	6,814	\$37.90	14,064	\$28.05	3,593	\$11.28
Las Vegas, NV	4,844	\$38.00	10,577	\$28.36	4,738	\$12.53
Buffalo, NY	2,557	\$37.29	4,367	\$26.82	1,539	\$11.88
New York, NY	62,559	\$50.57	104,523	\$34.55	20,824	\$14.63
Rochester, NY	1,902	\$39.79	4,121	\$27.57	1,418	\$11.93
Charlotte, NC	7,033	\$41.05	12,948	\$27.63	2,514	\$11.19
Cincinnati, OH	5,381	\$37.96	9,016	\$28.68	2,288	\$11.54
Cleveland, OH	6,087	\$38.86	11,955	\$28.77	2,879	\$11.82
Columbus, OH	5,488	\$36.74	10,506	\$30.01	2,302	\$11.88
Oklahoma City, OK	2,838	\$31.56	6,819	\$25.50	2,078	\$10.45
Portland, OR	5,682	\$38.56	12,935	\$30.44	2,647	\$12.71
Philadelphia, PA	16,120	\$41.65	30,823	\$30.97	6,307	\$12.88
Pittsburgh, PA	6,933	\$35.14	12,430	\$27.88	4,023	\$11.25
Providence, RI	3,255	\$40.64	6,466	\$29.42	2,235	\$12.67
Memphis, TN	2,299	\$36.94	4,959	\$26.55	1,178	\$10.83
Nashville, TN	3,884	\$36.16	7,601	\$25.90	1,856	\$10.81
Austin, TX	5,076	\$38.67	13,171	\$29.23	2,311	\$10.85
Dallas, TX	17,853	\$41.10	32,787	\$30.11	5,087	\$10.99
Houston, TX	13,426	\$51.06	24,168	\$30.74	4,361	\$10.45
San Antonio, TX	4,659	\$34.42	11,879	\$26.14	3,748	\$10.16
Salt Lake City, UT	3,748	\$35.61	8,593	\$28.39	2,061	\$11.36
Richmond, VA	3,663	\$30.49	7,285	\$28.73	1,660	\$11.56
Virginia Beach, VA	3,178	\$35.50	7,948	\$27.36	2,363	\$11.12
Seattle-Tacoma, WA	15,399	\$43.11	34,612	\$33.75	5,116	\$14.09
Milwaukee, WI	5,133	\$38.01	9,593	\$29.80	2,549	\$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
	Feb-10	Wage ¹	Feb-10	Wage ¹	Feb-10	Wage ¹
United States	912,066	\$16.20	146,027	\$19.80	178,055	\$15.33
Birmingham, AL	4,051	\$15.36	831	\$18.14	1,069	\$14.58
Phoenix, AZ	13,256	\$15.93	1,548	\$18.20	1,598	\$15.22
Tucson, AZ	3,109	\$14.24	570	\$17.76	566	\$14.31
Los Angeles, CA	42,128	\$17.84	4,189	\$22.21	6,247	\$14.54
Riverside, CA	7,578	\$15.73	1,209	\$20.68	1,520	\$14.90
Sacramento, CA	6,001	\$17.51	969	\$22.36	965	\$16.07
San Diego, CA	11,205	\$17.33	1,363	\$22.03	1,621	\$15.25
San Francisco, CA	16,929	\$20.71	2,023	\$26.88	2,472	\$17.93
San Jose, CA	5,013	\$22.31	617	\$25.00	822	\$16.83
Denver, CO	10,340	\$18.60	1,539	\$20.27	1,510	\$16.16
Hartford, CT	5,410	\$18.55	792	\$23.10	956	\$17.18
Washington, DC	24,522	\$18.69	3,563	\$21.75	3,108	\$17.08
Jacksonville, FL	5,873	\$16.05	1,009	\$18.05	985	\$15.26
Miami, FL	17,579	\$16.41	1,957	\$18.57	1,886	\$14.80
Orlando, FL	11,538	\$15.27	1,580	\$17.73	1,485	\$14.19
Tampa, FL	10,068	\$15.82	1,531	\$17.05	1,426	\$13.76
Atlanta, GA	14,317	\$17.03	2,174	\$19.12	2,353	\$15.43
Honolulu, HI	4,620	\$15.84	674	\$25.30	747	\$16.47
Chicago, IL	24,840	\$17.82	2,475	\$25.82	4,705	\$16.05
Indianapolis, IN	7,480	\$16.73	955	\$20.73	1,602	\$15.70
Louisville, KY	4,377	\$15.36	749	\$19.19	860	\$17.01
New Orleans, LA	4,167	\$14.42	779	\$18.33	749	\$16.28
Baltimore, MD	12,655	\$17.09	2,309	\$20.31	2,238	\$16.62
Boston, MA	19,544	\$19.45	2,315	\$24.51	3,336	\$16.81
Detroit, MI	9,726	\$17.33	1,544	\$23.81	2,026	\$18.60
Minneapolis-St. Paul, MN	12,164	\$18.36	1,625	\$24.38	2,892	\$17.04
Kansas City, MO	7,871	\$16.69	1,170	\$21.53	1,477	\$15.92
St. Louis, MO	9,373	\$16.49	1,375	\$23.13	1,775	\$16.31
Las Vegas, NV	9,933	\$15.58	1,338	\$22.85	1,275	\$14.72
Buffalo, NY	5,209	\$15.66	648	\$20.51	1,133	\$16.16
New York, NY	61,691	\$19.58	6,286	\$25.16	8,480	\$16.78
Rochester, NY	3,262	\$15.97	609	\$19.41	911	\$14.84
Charlotte, NC	7,455	\$16.88	1,238	\$18.45	1,313	\$15.16
Cincinnati, OH	8,032	\$16.85	1,061	\$20.05	1,485	\$15.54
Cleveland, OH	8,111	\$16.27	1,160	\$21.89	1,820	\$16.04
Columbus, OH	7,880	\$16.34	1,027	\$20.15	1,485	\$15.29
Oklahoma City, OK	6,034	\$13.86	1,375	\$17.99	1,190	\$13.76
Portland, OR	7,305	\$17.58	1,197	\$22.11	1,675	\$16.17
Philadelphia, PA	16,617	\$17.64	2,594	\$22.64	3,243	\$16.35
Pittsburgh, PA	9,472	\$15.49	1,877	\$19.06	2,175	\$15.54
Providence, RI	5,279	\$16.10	843	\$21.48	1,166	\$14.79
Memphis, TN	4,253	\$15.32	731	\$18.07	1,081	\$14.51
Nashville, TN	5,653	\$15.55	855	\$18.14	1,060	\$15.53
Austin, TX	6,434	\$16.09	966	\$18.02	1,073	\$13.64
Dallas, TX	19,320	\$16.83	2,646	\$17.41	3,393	\$14.76
Houston, TX	14,535	\$16.46	2,610	\$17.70	3,015	\$15.71
San Antonio, TX	6,894	\$14.10	1,422	\$15.69	1,307	\$13.14
Salt Lake City, UT	6,887	\$15.87	1,002	\$18.70	1,176	\$15.10
Richmond, VA	4,536	\$16.90	756	\$19.27	716	\$14.97
Virginia Beach, VA	5,882	\$14.63	1,530	\$18.19	1,155	\$15.50
Seattle-Tacoma, WA	13,224	\$18.87	1,887	\$24.27	1,832	\$18.38
Milwaukee, WI	6,897	\$17.14	952	\$23.03	1,911	\$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.