



THE CONFERENCE BOARD

News Release

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January Job Vacancy Data Points Towards More Labor Market Slowing, The Conference Board Reports Today

- **January growth rate of online advertised vacancies was 7 percent, one of the smallest annual increases since this series began in May 2005**
- **Online ads in the second week of January rebounded to pre-holiday levels but not enough to completely offset seasonal declines during the holidays**

Jan. 30, 2008...In January there were 3,362,500 online advertised vacancies, a largely seasonal decline of 5 percent from December, according to **The Conference Board Help-Wanted OnLine Data Series™** released today. Over the year, online advertised vacancies were up 7 percent for the nation as a whole. There were 2.2 advertised vacancies online for every 100 persons in the labor force in January.

“Job seekers may have to pound the pavement a bit harder to find the right job,” said Gad Levanon, Economist at The Conference Board. “These data suggest that the slow pace of labor demand will continue in the months ahead and may even slow further.” The monthly decline in January from the December level was in line with the seasonal dip expected during the holiday season. But the real story is the slow 7 percent increase, January’07-January’08, which follows a 6 percent increase in December which was the smallest annual increase since this series began in May 2005.

The Conference Board introduced its newly redesigned **Help Wanted Online Data Series™** (HWOL) with the release of the October 2006 data. The HWOL program is now one of the earliest released economic indicators for the previous month. Geographic coverage has been expanded and now provides detailed monthly data on labor demand (vacancies) for the U.S., the 9 Census regions, the 50 States, and 52 of the largest metro areas. Information for Total Ads has been introduced along with the already existing New Ads data. Economic analysis in the release has been broadened to include both labor supply (unemployment) and labor demand (vacancies); in addition, the program has been expanded to include geographic occupational detail on labor demand along with occupational pay levels. Detailed information on this series is available in the technical notes to this series on The Conference Board website www.conference-board.org/economics/helpwantedOnline.cfm. The upcoming schedule of monthly releases is listed in this release as well as the technical notes on the web site. The underlying data for The Conference Board HWOL are provided by **Wanted Technologies Corporation**.

THE NATIONAL - REGIONAL PICTURE

In January, 2,223,100 of the 3,362,500 unduplicated online advertised vacancies were new ads that did not appear in December, while the remainders are reposted ads from the previous month. The 5 percent decrease in total ads in January was caused primarily by a 3.7 percent decrease in new ads. Despite these declines, over-the-year (January '07 – January '08) total ads and new ads rose 7 percent and 11.8 percent, respectively.

The national decline in advertised vacancies between December '07 and January '08 reflected a lower volume of ads in all nine Census regions. All of the regions saw a decline but they were smaller than those from last month (between 1 and 9 percent). Over-the-year (January '07 – January '08), seven of the nine regions continued to show a gain in labor demand. Two exceptions to this were again New England and the Pacific region which declined by 2 and 10 percent, respectively.

The January figures reported in the Help-Wanted OnLine Data Series™ reflect the sum of the number of unduplicated online job ads for each day from mid-December to mid-January. This new series, which includes data from April 2005, does not have sufficient history to allow for seasonally adjusted monthly data.

STATE HIGHLIGHTS

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

Alaska posted 4.22 vacancies for every 100 persons in the state labor force, the highest rate in the nation, for the fifth month in a row. Nevada (3.88) and Delaware (3.76) were close behind in the number of advertised vacancies when adjusted for the size of the state labor force. Fully half of the top 10 states with the largest number of ads relative to their labor force are on the East Coast and include Delaware (3.76), Maryland (3.61), Massachusetts (3.58), Connecticut (3.18) and New Jersey (3.16).

Online advertised vacancies in California, the state with the largest labor force in the nation, totaled 451,200 in January. The volume of online advertised vacancies in California was significantly above the next highest states, Texas (303,000), New York (244,000) and Florida (207,400).

Top 10 States by Most Ads	
Total Ads¹ (Thousands)	Jan-08
California	451.2
Texas	303.0
New York	244.0
Florida	207.4
Pennsylvania	170.4
New Jersey	143.0
Illinois	138.9
Virginia	127.0
Massachusetts	121.4
Ohio	115.6

Source: The Conference Board - All rights reserved.

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

“Although one cannot infer that the occupation or geographic location of unemployed persons matches the occupation or geographic location of the vacancies, looking at the number of unemployed in relation to the number of advertised vacancies provides an indication of available job opportunities for the unemployed,” said Levanon. Using the latest unemployment data available from the Federal Bureau of Labor Statistics (BLS) and computing the supply/demand ratio (unemployed/advertised vacancies), the states with the most favorable

Top 10 States by Highest Ads Rates	
Total Ads Rate¹ (Percent)	Jan-08
Alaska	4.22
Nevada	3.88
Delaware	3.76
Maryland	3.61
Massachusetts	3.58
Colorado	3.51
Montana	3.40
Arizona	3.36
Connecticut	3.18
New Jersey	3.16

Source: The Conference Board - All rights reserved.

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

(e.g., lowest) supply/demand rates included Delaware (0.89), Utah (0.95), Maryland (0.96), and Virginia (0.99). These were the only four states where the supply/demand rate was less than 1.0, indicating that the number of unemployed workers was fewer than the number of online job ads. For the nation as a whole the comparable supply/demand rate for December

was 2.1, indicating that the number of unemployed persons exceeded the number of online advertised vacancies.

States where the number of unemployed persons looking for work significantly exceeded the number of online advertised vacancies included Mississippi (5.64) and Michigan (4.99), Arkansas (3.50), Kentucky (3.36) and South Carolina (3.19). These are the highest levels seen since July 2007.

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

Source: The Conference Board - All rights reserved.

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

OCCUPATIONAL FOCUS

- **More than 274,300 ads were posted for healthcare practitioners and technical occupations in January.**
- **New York and New Jersey are the states with the highest percent of ads in Management and Business/Financial occupations**

“Many jobs in high demand are also, on average, among the highest paying occupations,” said Levanon. Healthcare practitioners and technical workers (274,300) and management positions (232,300) continue to be the top occupations with a significant number of ads posted online. According to the latest federal hourly wage data, wages average above \$44 an hour for management positions and about \$30 an hour for healthcare practitioners and technicians. Also in high demand are computer and quantitative skills related occupations

(188,300), business and financial occupations (202,500), and office and administrative support (200,700).

U.S. Top Ten Demand Occupations and Pay Levels		
	Total Ads (Thousands)	Average Hr. Wage¹
Occupation	Jan-08	
Healthcare practitioners and technical	274.3	\$29.82
Management	232.3	\$44.20
Business and financial operations	202.5	\$28.85
Office and administrative support	200.7	\$14.60
Computer and mathematical	188.3	\$33.29
Architecture and engineering	130.2	\$31.82
Sales and related	128.9	\$16.52
Production	54.8	\$14.65
Installation, maintenance, and repair	46.5	\$18.78
Transportation and material moving	43.6	\$14.16

Source: The Conference Board - All rights reserved.

1. BLS Occupational Employment Statistics - May 2006 estimates.

METRO AREA HIGHLIGHTS

- **Salt Lake City has the lowest supply/demand ratio in the nation.**
- **Austin leads the nation with the highest local ads rate**

The top metro areas in January as measured by most advertised vacancies per 100 persons in the local labor force included Austin (5.13) Milwaukee (5.05), Washington, DC (4.47) and San Jose (4.38). The number of unemployed persons looking for work was fewer than the number of advertised vacancies in 11 of the 52 metro areas for which data are reported separately. Cities across the nation where the number of advertised vacancies are plentiful in relation to the number of unemployed included Salt Lake City, Washington, D.C., Austin, Milwaukee, and Boston.

Two of the nation's largest metropolitan areas, New York and Los Angeles, were first and second in the absolute volume of advertised job vacancies in December, with 254,770 and 157,300, respectively.

MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate ¹	
	Jan-08		Jan-08		Dec-07
New York, NY	254.77	Austin, TX	5.13	Salt Lake City, UT	0.63
Los Angeles, CA	157.30	Milwaukee, WI	5.05	Washington, DC	0.65
Washington, DC	133.77	Washington, DC	4.47	Austin, TX	0.71
Chicago, IL	107.10	San Jose, CA	4.38	Milwaukee, WI	0.88
Philadelphia, PA	102.61	Salt Lake City, UT	4.28	Boston, MA	0.89
Dallas, TX	100.41	San Francisco, CA	4.10	Baltimore, MD	0.91
Boston, MA	95.38	Denver, CO	4.07	Seattle-Tacoma, WA	0.92
San Francisco, CA	91.66	Las Vegas, NV	4.05	San Jose, CA	0.97
Atlanta, GA	81.37	Seattle-Tacoma, WA	3.98	Denver, CO	0.98
Miami, FL	78.49	Baltimore, MD	3.98	San Francisco, CA	0.99

Source: The Conference Board - All rights reserved.

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

Note: The Help Wanted Online Data Series™ is a new developmental program with research and evaluation studies ongoing in a number of areas. The comparisons in the attached tables between total ads and total unemployed at the various geographic levels are overall counts and it cannot be inferred that the detailed occupation or geographic location of the unemployed matches the occupation or geographic location of the vacancy. Additionally, there may be differences in the way the unemployed person describes his occupation versus the way an employer may describe the same job. The Conference Board welcomes interested user feedback on this important new data set but also urges users to exercise caution in the analysis and interpretation of the data.

Publication Schedule, Help Wanted Online Data Series

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

*Wednesday release due to holidays or data availability.

PROGRAM NOTES

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

Like The Conference Board's long running Help-Wanted Advertising Index of print ads (which has been published since 1951), the new online series is not a direct measure of job vacancies. The level of ads in both print and online may change for reasons not related to overall job demand.

The Conference Board, as a standard practice with new data series, considers the estimates in The Conference Board Help-Wanted OnLine Data Series™ to be developmental. As a not-for-profit business research organization, The Conference Board is publishing the early years of this series for use by the media, analysts, researchers and the business community. Persons using this data are urged to review the information on the database and methodology available on our website and contact the economists listed at the top of this release with questions and comments.

Background information and technical notes on this new series are available at: <http://www.conference-board.org/economics/helpwantedOnline.cfm>. The underlying data for this series is provided by **Wanted Technologies Corporation**.

Additional information on the Bureau of Labor Statistics data used in this release can be found on the BLS website, www.bls.gov.

The Conference Board

Non-partisan and not-for-profit, The Conference Board is the world's leading business membership and research organization. The Conference Board produces The Consumer Confidence Index and the Leading Economic Indicators for the U.S. and other major nations. These barometers can have a major impact on the financial markets. The Conference Board also produces a wide range of authoritative reports on corporate governance and ethics, human resources and diversity, executive compensation and corporate citizenship. Our conference and council programs bring together more than 10,000 senior executives each year to share insights and learn from each other. Visit The Conference Board's award-winning website at www.conference-board.org.

WANTED Technologies Corporation

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

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

Table 1: National/Regional Total Ads and New Ads (Levels), Not Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			Percent Change OTY	New Ads ² (Thousands)			Percent Change OTY
	Jan-07	Dec-07	Jan-08	Jan 07-08	Jan-07	Dec-07	Jan-08	Jan 07-08
United States	3,141.8	3,547.3	3,362.5	7.0%	1,987.8	2,309.2	2,223.1	11.8%
New England	232.1	245.3	228.4	-1.6%	132.5	149.1	140.3	5.9%
Middle Atlantic	476.4	542.9	534.9	12.3%	284.7	345.0	339.9	19.4%
South Atlantic	685.8	736.6	709.5	3.4%	415.1	474.1	461.7	11.2%
East North Central	392.5	457.4	434.3	10.6%	232.0	270.7	261.6	12.8%
East South Central	109.9	133.5	129.4	17.7%	68.8	85.9	84.2	22.5%
West North Central	199.8	251.6	238.9	19.6%	123.3	159.2	154.3	25.2%
West South Central	311.1	402.5	389.1	25.1%	199.1	253.4	250.4	25.8%
Mountain	285.5	362.6	336.3	17.8%	195.3	254.9	240.5	23.1%
Pacific	688.8	682.4	621.5	-9.8%	451.9	447.2	418.6	-7.4%

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. Total ads appear only once per defined geographic area.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears and only once per defined geographic area.
3. Regions are as defined by the U.S. Census Bureau.

Table 2: National/Regional Total Ads and New Ads Rates, Not Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Jan-07	Dec-07	Jan-08	Jan-07	Dec-07	Jan-08
United States	2.07	2.31	2.19	1.31	1.50	1.45
New England	3.04	3.20	2.98	1.74	1.94	1.83
Middle Atlantic	2.35	2.67	2.63	1.40	1.70	1.67
South Atlantic	2.36	2.50	2.41	1.43	1.61	1.57
East North Central	1.64	1.90	1.80	0.97	1.12	1.09
East South Central	1.28	1.54	1.49	0.80	0.99	0.97
West North Central	1.84	2.30	2.19	1.14	1.46	1.41
West South Central	1.88	2.40	2.32	1.20	1.51	1.49
Mountain	2.65	3.30	3.06	1.82	2.32	2.19
Pacific	2.84	2.75	2.51	1.86	1.80	1.69

Source: The Conference Board

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

Table 3: State Total Ads and New Ads (Levels), Not Seasonally Adjusted

Location	Total Ads ¹ (Thousands)			Percent Change QTY	New Ads ² (Thousands)			Percent Change QTY
	Jan-07	Dec-07	Jan-08	Jan 07-08	Jan-07	Dec-07	Jan-08	Jan 07-08
United States	3,141.8	3,547.3	3,362.5	7.0%	1,987.8	2,309.2	2,223.1	11.8%
Alabama	31.2	41.8	40.9	31.0%	17.6	26.2	25.6	45.5%
Alaska	11.4	15.4	14.7	28.3%	7.1	10.0	9.6	35.9%
Arizona	91.6	113.4	102.5	11.9%	59.6	77.4	71.3	19.6%
Arkansas	17.6	22.2	21.8	23.6%	11.2	13.3	13.3	18.5%
California	532.6	504.2	451.2	-15.3%	349.1	334.0	307.1	-12.0%
Colorado	78.9	106.3	95.4	20.9%	54.1	75.5	68.7	26.9%
Connecticut	59.5	67.0	60.1	0.9%	32.3	38.3	34.4	6.2%
Delaware	14.2	17.3	16.8	18.4%	8.0	9.6	9.2	15.6%
Florida	221.5	215.7	207.4	-6.4%	139.4	149.2	146.2	4.9%
Georgia	101.8	118.1	112.1	10.1%	63.6	75.6	72.0	13.1%
Hawaii	13.4	16.3	15.7	17.5%	8.7	11.7	11.6	33.6%
Idaho	16.8	19.1	18.0	7.0%	11.6	13.2	12.7	9.3%
Illinois	150.2	147.1	138.9	-7.5%	90.9	85.1	81.0	-10.9%
Indiana	40.0	48.7	46.5	16.2%	24.2	29.2	28.5	17.6%
Iowa	26.7	33.9	32.3	21.0%	16.3	21.3	20.6	26.6%
Kansas	27.5	36.2	33.9	23.4%	15.2	20.6	19.8	29.7%
Kentucky	27.2	32.9	30.4	11.9%	16.3	20.7	19.0	16.5%
Louisiana	34.9	42.3	41.1	17.5%	20.3	25.8	25.2	24.1%
Maine	15.9	20.7	19.7	24.5%	9.2	11.5	11.4	24.3%
Maryland	94.6	108.2	108.3	14.5%	49.9	63.2	62.9	25.9%
Massachusetts	133.0	129.4	121.4	-8.8%	73.2	79.0	74.6	1.8%
Michigan	63.1	74.1	70.8	12.2%	37.5	46.8	46.4	23.6%
Minnesota	73.7	87.9	83.9	14.0%	44.6	53.0	51.7	15.8%
Mississippi	14.6	15.3	14.7	0.3%	8.9	9.0	8.8	-1.1%
Missouri	52.7	66.8	62.8	19.2%	31.1	42.2	40.8	31.5%
Montana	11.6	17.1	16.9	45.4%	7.6	8.9	8.9	17.1%
Nebraska	22.5	26.9	26.3	17.2%	14.8	17.9	17.7	19.0%
Nevada	49.3	54.6	53.0	7.5%	31.2	36.5	36.2	16.1%
New Hampshire	17.4	21.9	20.6	18.2%	9.8	12.3	11.7	19.3%
New Jersey	129.3	143.4	143.0	10.6%	74.8	88.5	88.3	18.1%
New Mexico	23.6	29.2	27.6	16.9%	15.3	19.4	18.6	21.0%
New York	235.2	252.3	244.0	3.7%	139.9	160.9	156.1	11.6%
North Carolina	78.7	95.6	92.0	16.9%	46.9	62.0	61.0	30.2%
North Dakota	7.7	11.3	9.9	29.6%	4.8	7.1	6.5	35.1%
Ohio	95.3	121.8	115.6	21.3%	53.8	74.2	72.7	35.1%
Oklahoma	26.7	37.6	37.1	38.8%	15.5	22.9	23.5	51.9%
Oregon	59.9	52.5	51.5	-14.0%	42.1	32.9	33.7	-20.0%
Pennsylvania	132.7	170.0	170.4	28.5%	80.1	106.4	106.2	32.5%
Rhode Island	18.6	16.2	15.8	-15.2%	11.8	10.0	10.0	-15.4%
South Carolina	40.5	43.1	42.6	5.3%	24.5	25.8	25.9	5.5%
South Dakota	10.3	11.1	10.9	5.5%	6.2	6.5	6.6	6.5%
Tennessee	47.7	54.6	54.0	13.3%	30.8	34.8	35.6	15.5%
Texas	246.3	314.8	303.0	23.0%	158.9	197.9	195.0	22.7%
Utah	32.0	41.2	40.8	27.5%	23.4	30.6	31.0	32.4%
Vermont	8.3	10.1	9.8	18.4%	4.4	5.5	5.5	23.7%
Virginia	129.0	134.3	127.0	-1.6%	70.9	74.7	71.4	0.8%
Washington	92.9	116.4	109.4	17.7%	55.4	68.6	66.5	19.9%
West Virginia	11.6	15.0	14.6	26.5%	6.3	8.1	7.9	25.7%
Wisconsin	73.6	100.4	96.1	30.6%	39.3	50.6	48.2	22.6%
Wyoming	8.7	8.7	8.4	-3.5%	4.5	4.5	4.4	-2.8%

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads. Total ads appear only once per defined geographic area.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears and only once per defined geographic area.

Table 4: MSA Total Ads and New Ads (Levels), Not Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			Percent Change	New Ads ² (Thousands)			Percent Change
	Jan-07	Dec-07	Jan-08	Jan 07-08	Jan-07	Dec-07	Jan-08	Jan 07-08
Birmingham, AL	10.6	14.3	13.7	30.1%	5.7	8.6	8.5	47.8%
Phoenix, AZ	67.1	80.6	74.4	10.9%	44.2	55.9	52.1	18.0%
Tucson, AZ	11.7	15.3	13.9	18.4%	7.4	10.3	9.5	28.3%
Los Angeles, CA	194.9	179.2	157.3	-19.3%	131.3	118.7	106.6	-18.9%
Riverside, CA	25.3	23.4	21.5	-14.7%	16.8	15.6	14.8	-11.9%
Sacramento, CA	35.6	27.0	24.6	-30.9%	25.4	17.8	16.4	-35.6%
San Diego, CA	59.1	54.0	50.2	-15.1%	36.1	32.7	32.5	-10.2%
San Francisco, CA	112.1	105.5	91.7	-18.2%	70.1	68.7	62.7	-10.6%
San Jose, CA	48.1	46.5	38.7	-19.5%	25.6	25.9	22.0	-13.9%
Denver, CO	48.3	62.5	56.2	16.2%	33.5	45.0	41.3	23.3%
Hartford, CT	22.7	23.3	19.7	-13.3%	12.8	14.2	12.0	-6.7%
Washington, DC	142.6	140.5	133.8	-6.2%	73.6	80.1	76.2	3.4%
Jacksonville, FL	18.0	18.6	17.8	-1.4%	10.5	11.8	11.6	10.6%
Miami, FL	78.9	81.2	78.5	-0.5%	51.5	57.7	57.4	11.5%
Orlando, FL	26.3	29.0	27.4	4.0%	16.2	19.7	18.8	16.4%
Tampa, FL	38.3	31.9	29.8	-22.1%	21.5	18.9	18.0	-16.3%
Atlanta, GA	76.8	85.6	81.4	5.9%	47.0	55.4	53.2	13.3%
Honolulu, HI	6.6	8.5	8.4	27.1%	4.2	5.8	5.9	42.1%
Chicago, IL	122.6	114.0	107.1	-12.6%	73.9	64.6	61.2	-17.2%
Indianapolis, IN	18.1	21.9	20.6	13.7%	10.8	13.0	12.7	17.9%
Louisville, KY	13.3	15.2	14.0	5.6%	7.6	9.3	8.6	12.5%
New Orleans, LA	16.1	18.8	18.8	16.6%	8.5	10.7	11.0	28.6%
Baltimore, MD	45.6	55.4	55.9	22.6%	25.7	33.5	33.8	31.6%
Boston, MA	107.5	102.6	95.4	-11.3%	57.7	61.5	57.9	0.4%
Detroit, MI	28.0	33.0	31.5	12.5%	16.5	21.4	21.0	27.6%
Minneapolis-St. Paul, MN	56.1	68.4	65.6	16.9%	33.7	41.0	40.5	20.1%
Kansas City, MO	24.6	29.6	27.0	9.6%	14.4	18.1	17.1	19.0%
St. Louis, MO	28.9	35.6	33.8	17.1%	16.1	22.3	21.8	35.0%
Las Vegas, NV	35.9	40.0	39.6	10.2%	22.1	26.3	26.8	21.3%
Buffalo, NY	11.3	14.3	14.4	27.0%	7.0	9.3	9.5	34.7%
New York, NY	241.7	258.3	254.8	5.4%	139.1	160.8	158.5	13.9%
Rochester, NY	8.3	10.9	10.6	26.7%	4.9	7.2	7.0	42.1%
Charlotte, NC	23.4	28.7	27.7	18.4%	13.6	18.1	18.1	33.2%
Cincinnati, OH	22.6	26.7	25.7	13.9%	13.0	15.9	15.5	19.3%
Cleveland, OH	27.6	33.3	30.8	11.6%	14.7	18.9	18.0	22.6%
Columbus, OH	22.7	31.3	29.1	28.2%	12.7	19.2	19.2	50.6%
Oklahoma City, OK	11.9	13.2	13.4	11.9%	7.1	8.0	8.5	19.8%
Portland, OR	41.4	34.9	34.4	-16.8%	29.6	21.4	22.3	-24.7%
Philadelphia, PA	78.5	101.2	102.6	30.8%	45.6	61.4	62.4	36.8%
Pittsburgh, PA	26.0	32.5	32.6	25.3%	15.7	21.2	21.3	35.1%
Providence, RI	16.7	16.7	16.0	-4.0%	10.0	10.1	9.8	-2.3%
Memphis, TN	12.9	14.9	15.0	15.7%	7.8	9.1	9.5	21.6%
Nashville, TN	15.8	19.6	19.2	21.6%	9.8	12.3	12.6	28.4%
Austin, TX	35.4	43.3	44.0	24.2%	25.5	30.1	32.0	25.8%
Dallas, TX	82.0	106.0	100.4	22.4%	50.9	65.3	63.5	24.8%
Houston, TX	67.4	82.2	77.7	15.2%	40.2	50.2	48.9	21.6%
San Antonio, TX	20.5	26.7	26.2	27.8%	13.4	16.7	16.8	25.5%
Salt Lake City, UT	19.7	26.3	25.9	31.4%	14.7	19.4	19.8	34.7%
Richmond, VA	19.2	19.6	19.8	3.4%	12.0	11.9	12.2	1.8%
Virginia Beach, VA	17.7	16.9	16.8	-5.2%	11.2	9.2	9.3	-16.8%
Seattle-Tacoma, WA	62.5	79.9	74.1	18.5%	35.7	44.6	42.9	20.2%
Milwaukee, WI	31.4	42.4	40.4	28.8%	14.8	21.0	19.7	32.9%

Source: The Conference Board

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

Table 5: State Labor Supply/Labor Demand Indicators, Not Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jan-07	Dec-07	Jan-08	Dec-07	Dec-07	Dec-07	Dec-07
United States	2.07	2.31	2.19	4.8	7,371.0	3,547.3	2.08
Alabama	1.40	1.88	1.84	3.8	84.2	41.8	2.01
Alaska	3.32	4.44	4.22	6.7	23.3	15.4	1.51
Arizona	3.04	3.72	3.36	4.4	134.0	113.4	1.18
Arkansas	1.31	1.61	1.59	5.7	77.7	22.2	3.50
California	2.95	2.74	2.45	5.9	1,079.5	504.2	2.14
Colorado	2.98	3.91	3.51	4.3	117.3	106.3	1.10
Connecticut	3.23	3.55	3.18	4.5	85.4	67.0	1.27
Delaware	3.20	3.86	3.76	3.4	15.4	17.3	0.89
Florida	2.44	2.32	2.23	4.4	412.2	215.7	1.91
Georgia	2.11	2.40	2.28	4.6	225.4	118.1	1.91
Hawaii	2.07	2.52	2.43	2.8	18.0	16.3	1.10
Idaho	2.26	2.52	2.37	3.0	22.8	19.1	1.19
Illinois	2.26	2.17	2.05	5.3	356.9	147.1	2.43
Indiana	1.23	1.52	1.45	4.4	142.8	48.7	2.93
Iowa	1.62	2.02	1.93	4.2	70.4	33.9	2.07
Kansas	1.87	2.44	2.28	4.0	59.5	36.2	1.64
Kentucky	1.33	1.60	1.49	5.4	110.3	32.9	3.36
Louisiana	1.78	2.10	2.04	3.8	75.5	42.3	1.78
Maine	2.24	2.92	2.79	5.0	35.5	20.7	1.72
Maryland	3.13	3.61	3.61	3.4	103.4	108.2	0.96
Massachusetts	3.91	3.82	3.58	4.1	138.1	129.4	1.07
Michigan	1.25	1.48	1.41	7.4	370.1	74.1	4.99
Minnesota	2.50	2.99	2.86	4.9	143.7	87.9	1.63
Mississippi	1.12	1.13	1.09	6.4	86.1	15.3	5.64
Missouri	1.74	2.20	2.07	5.2	158.7	66.8	2.38
Montana	2.37	3.44	3.40	3.7	18.4	17.1	1.08
Nebraska	2.31	2.73	2.67	2.9	28.7	26.9	1.07
Nevada	3.72	4.00	3.88	5.7	77.3	54.6	1.41
New Hampshire	2.36	2.94	2.77	3.3	24.5	21.9	1.12
New Jersey	2.87	3.17	3.16	4.1	186.0	143.4	1.30
New Mexico	2.55	3.09	2.93	3.1	29.3	29.2	1.01
New York	2.48	2.66	2.57	4.7	447.5	252.3	1.77
North Carolina	1.76	2.13	2.04	4.7	211.8	95.6	2.22
North Dakota	2.17	3.14	2.76	3.2	11.6	11.3	1.03
Ohio	1.61	2.03	1.93	5.8	350.1	121.8	2.87
Oklahoma	1.56	2.17	2.14	4.3	74.5	37.6	1.98
Oregon	3.14	2.70	2.65	5.4	105.4	52.5	2.01
Pennsylvania	2.11	2.68	2.69	4.3	274.3	170.0	1.61
Rhode Island	3.21	2.80	2.72	5.2	30.0	16.2	1.85
South Carolina	1.89	2.01	1.99	6.4	137.3	43.1	3.19
South Dakota	2.42	2.55	2.50	3.0	13.2	11.1	1.19
Tennessee	1.59	1.79	1.77	5.0	153.7	54.6	2.82
Texas	2.14	2.71	2.60	4.3	494.9	314.8	1.57
Utah	2.42	3.04	3.01	2.9	39.1	41.2	0.95
Vermont	2.31	2.83	2.77	3.7	13.1	10.1	1.30
Virginia	3.21	3.30	3.12	3.3	133.0	134.3	0.99
Washington	2.79	3.36	3.16	4.8	165.7	116.4	1.42
West Virginia	1.45	1.84	1.80	4.4	36.1	15.0	2.41
Wisconsin	2.40	3.25	3.11	4.6	141.7	100.4	1.41
Wyoming	3.08	3.02	2.92	3.3	9.4	8.7	1.08

Source: The Conference Board

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

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

3. Supply/Demand rate is Unemployed divided by the number of total ads for the designated month.

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

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jan-07	Dec-07	Jan-08	Dec-07	Dec-07	Dec-07	Dec-07
Birmingham, AL	1.92	2.61	2.50	3.4	18.7	14.3	1.31
Phoenix, AZ	3.27	3.88	3.58	3.9	80.2	80.6	0.99
Tucson, AZ	2.58	3.32	3.00	4.4	20.1	15.3	1.31
Los Angeles, CA	3.00	2.68	2.36	5.0	333.1	179.2	1.86
Riverside, CA	1.40	1.26	1.16	6.2	115.6	23.4	4.94
Sacramento, CA	3.36	2.54	2.31	5.9	63.1	27.0	2.34
San Diego, CA	3.88	3.48	3.24	4.9	76.6	54.0	1.42
San Francisco, CA	5.07	4.71	4.10	4.7	104.1	105.5	0.99
San Jose, CA	5.52	5.26	4.38	5.1	44.9	46.5	0.97
Denver, CO	3.58	4.53	4.07	4.4	61.3	62.5	0.98
Hartford, CT	3.92	3.94	3.33	4.7	27.7	23.3	1.19
Washington, DC	4.79	4.69	4.47	3.0	90.8	140.5	0.65
Jacksonville, FL	2.76	2.77	2.65	4.3	28.5	18.6	1.53
Miami, FL	2.83	2.84	2.74	4.1	117.4	81.2	1.45
Orlando, FL	2.47	2.64	2.49	4.3	46.9	29.0	1.62
Tampa, FL	2.88	2.35	2.20	4.7	63.4	31.9	1.99
Atlanta, GA	2.83	3.07	2.92	4.4	123.9	85.6	1.45
Honolulu, HI	1.45	1.88	1.85	2.5	11.2	8.5	1.32
Chicago, IL	2.50	2.30	2.16	4.9	245.2	114.0	2.15
Indianapolis, IN	2.02	2.44	2.30	3.9	35.3	21.9	1.61
Louisville, KY	2.09	2.39	2.22	5.4	34.3	15.2	2.26
New Orleans, LA	3.26	3.72	3.71	3.8	19.1	18.8	1.01
Baltimore, MD	3.23	3.95	3.98	3.6	50.2	55.4	0.91
Boston, MA	4.33	4.14	3.85	3.7	90.9	102.6	0.89
Detroit, MI	1.29	1.55	1.48	8.0	170.6	33.0	5.18
Minneapolis-St. Paul, MN	3.05	3.69	3.53	4.5	82.9	68.4	1.21
Kansas City, MO	2.37	2.85	2.60	5.1	53.0	29.6	1.79
St. Louis, MO	1.98	2.40	2.29	5.4	79.2	35.6	2.23
Las Vegas, NV	3.78	4.09	4.05	5.6	55.2	40.0	1.38
Buffalo, NY	1.95	2.47	2.50	5.2	30.1	14.3	2.11
New York, NY	2.60	2.77	2.73	4.4	412.0	258.3	1.59
Rochester, NY	1.57	2.06	1.99	4.8	25.2	10.9	2.31
Charlotte, NC	2.80	3.41	3.28	4.8	40.3	28.7	1.40
Cincinnati, OH	2.05	2.39	2.30	5.0	55.5	26.7	2.08
Cleveland, OH	2.55	3.05	2.83	6.1	66.1	33.3	1.99
Columbus, OH	2.43	3.25	3.02	4.9	46.7	31.3	1.49
Oklahoma City, OK	2.07	2.27	2.29	4.1	24.2	13.2	1.82
Portland, OR	3.64	2.99	2.95	4.9	57.1	34.9	1.64
Philadelphia, PA	2.64	3.38	3.42	4.1	122.7	101.2	1.21
Pittsburgh, PA	2.17	2.71	2.71	4.4	52.9	32.5	1.63
Providence, RI	2.33	2.34	2.24	5.3	38.1	16.7	2.28
Memphis, TN	2.11	2.36	2.37	5.5	34.9	14.9	2.34
Nashville, TN	2.05	2.48	2.43	4.2	33.0	19.6	1.69
Austin, TX	4.21	5.05	5.13	3.6	30.6	43.3	0.71
Dallas, TX	2.63	3.36	3.18	4.2	131.3	106.0	1.24
Houston, TX	2.48	2.98	2.82	4.2	114.5	82.2	1.39
San Antonio, TX	2.21	2.86	2.80	4.0	37.1	26.7	1.39
Salt Lake City, UT	3.34	4.36	4.28	2.8	16.7	26.3	0.63
Richmond, VA	3.02	3.08	3.11	3.5	22.0	19.6	1.12
Virginia Beach, VA	2.21	2.06	2.05	3.5	28.9	16.9	1.71
Seattle-Tacoma, WA	3.51	4.30	3.98	4.0	73.7	79.9	0.92
Milwaukee, WI	3.96	5.30	5.05	4.7	37.4	42.4	0.88

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.
2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.
3. Supply/Demand rate is Unemployed divided by the number of total ads for the designated month.
4. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

Table 7: National Labor Supply/Labor Demand by Occupation, Not Seasonally Adjusted					
Occupation ²	Total Ads (Thousands)			Unemployed ³ (Thousands)	Average Hr. Wage ⁴
	Jan-07	Dec-07	Jan-08	Dec-07	
Total	3,141.8	3,547.3	3,362.5	7,371	\$18.84
Management	354.8	248.9	232.3	306	\$44.20
Business and financial operations	277.9	212.8	202.5	155	\$28.85
Computer and mathematical	256.2	214.0	188.3	94	\$33.29
Architecture and engineering	156.2	139.1	130.2	38	\$31.82
Life, physical, and social science	28.9	27.2	26.1	19	\$28.68
Community and social services	17.7	16.4	16.2	50	\$18.75
Legal	13.9	12.6	12.5	42	\$41.04
Education, training, and library	22.0	21.6	19.7	98	\$21.79
Arts, design, entertainment, sports, and media	27.4	26.9	25.0	111	\$22.17
Healthcare practitioners and technical	239.4	285.2	274.3	128	\$29.82
Healthcare support	37.1	34.6	35.4	158	\$11.83
Protective service	16.7	16.0	15.2	122	\$17.81
Food preparation and serving related	37.9	38.7	36.6	623	\$8.86
Building and grounds cleaning and maintenance	21.5	23.4	22.9	457	\$10.86
Personal care and service	21.6	20.4	20.7	211	\$11.02
Sales and related	166.0	132.2	128.9	903	\$16.52
Office and administrative support	257.2	206.4	200.7	814	\$14.60
Farming, fishing, and forestry	1.5	1.9	1.9	101	\$10.49
Construction and extraction	28.9	32.1	30.6	990	\$18.89
Installation, maintenance, and repair	49.1	48.1	46.5	195	\$18.78
Production	56.5	57.3	54.8	600	\$14.65
Transportation and material moving	48.5	45.8	43.6	575	\$14.16

Source: The Conference Board

1. Occupational coding of ads is being improved on a continuous basis. Approximately 2/3 of all ads for the most recent month have been assigned SOC occupational codes. Coding improvements have an impact on measures of change from one time period to another and The Conference Board cautions against using occupational change measures from the HWOL program until the improvement process is substantially completed.

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

3. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics program.

4. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2006 estimates.

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

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average	Total Ads	Average	Total Ads	Average
	Jan-08	Hr. Wage ²	Jan-08	Hr. Wage ²	Jan-08	Hr. Wage ²
United States	434791.0	\$36.57	692442.0	\$27.01	130702.0	\$10.97
Alabama	4,810.0	\$33.60	10,268.0	\$23.51	1,335.0	\$9.11
Alaska	1,274.0	\$32.70	3,911.0	\$26.90	960.0	\$13.35
Arizona	10,976.0	\$33.32	22,733.0	\$24.76	4,603.0	\$10.81
Arkansas	2,363.0	\$29.35	4,633.0	\$21.43	891.0	\$8.72
California	64,167.0	\$40.69	90,380.0	\$30.80	15,492.0	\$12.15
Colorado	11,225.0	\$36.82	20,248.0	\$28.03	4,716.0	\$11.25
Connecticut	8,811.0	\$41.36	14,399.0	\$29.37	1,879.0	\$12.97
Delaware	2,174.0	\$37.67	4,356.0	\$28.83	396.0	\$11.32
Florida	24,303.0	\$34.06	39,416.0	\$25.69	8,157.0	\$10.75
Georgia	16,156.0	\$36.54	23,218.0	\$25.10	4,473.0	\$10.03
Hawaii	1,933.0	\$33.82	2,269.0	\$26.18	844.0	\$12.33
Idaho	1,744.0	\$29.23	3,833.0	\$23.67	1,107.0	\$9.89
Illinois	21,361.0	\$36.09	29,872.0	\$27.41	3,818.0	\$11.53
Indiana	6,334.0	\$32.52	11,678.0	\$23.45	1,431.0	\$9.98
Iowa	4,156.0	\$29.75	7,349.0	\$21.79	1,638.0	\$9.77
Kansas	4,104.0	\$32.29	8,908.0	\$22.77	1,164.0	\$9.73
Kentucky	3,921.0	\$31.47	7,255.0	\$22.46	1,128.0	\$9.62
Louisiana	4,727.0	\$30.27	8,247.0	\$22.47	2,001.0	\$9.01
Maine	1,858.0	\$30.84	5,202.0	\$23.13	1,076.0	\$10.56
Maryland	15,261.0	\$38.84	29,874.0	\$30.47	3,156.0	\$11.77
Massachusetts	18,154.0	\$41.83	30,171.0	\$30.51	3,770.0	\$12.98
Michigan	9,162.0	\$36.90	17,159.0	\$28.35	2,051.0	\$11.12
Minnesota	11,940.0	\$35.88	16,833.0	\$27.23	2,388.0	\$11.37
Mississippi	1,806.0	\$29.44	3,423.0	\$20.90	631.0	\$8.79
Missouri	7,698.0	\$33.31	14,718.0	\$24.25	2,178.0	\$9.80
Montana	1,600.0	\$26.56	3,648.0	\$19.91	2,043.0	\$9.31
Nebraska	3,040.0	\$30.93	5,568.0	\$23.23	1,050.0	\$9.75
Nevada	6,182.0	\$35.70	8,827.0	\$26.34	2,597.0	\$11.24
New Hampshire	2,351.0	\$35.91	5,779.0	\$25.74	630.0	\$11.24
New Jersey	22,802.0	\$42.65	32,523.0	\$30.49	4,046.0	\$13.37
New Mexico	2,824.0	\$30.74	6,473.0	\$24.35	1,311.0	\$9.39
New York	37,890.0	\$43.62	47,171.0	\$30.36	6,854.0	\$12.94
North Carolina	12,572.0	\$35.59	21,314.0	\$24.27	2,456.0	\$9.84
North Dakota	780.0	\$30.44	1,942.0	\$21.13	589.0	\$9.53
Ohio	14,729.0	\$34.30	24,866.0	\$26.32	3,242.0	\$10.38
Oklahoma	4,029.0	\$29.14	7,273.0	\$21.42	1,912.0	\$9.20
Oregon	6,240.0	\$33.20	12,047.0	\$25.83	2,128.0	\$11.45
Pennsylvania	23,256.0	\$33.70	37,769.0	\$25.85	5,909.0	\$10.62
Rhode Island	2,045.0	\$37.47	3,890.0	\$27.56	655.0	\$11.89
South Carolina	4,960.0	\$32.37	9,615.0	\$23.30	1,790.0	\$9.48
South Dakota	1,125.0	\$28.60	2,313.0	\$20.72	783.0	\$9.12
Tennessee	7,056.0	\$32.25	11,864.0	\$23.07	1,777.0	\$9.63
Texas	36,798.0	\$35.49	60,461.0	\$25.71	12,978.0	\$9.61
Utah	4,523.0	\$32.01	7,806.0	\$24.04	2,310.0	\$10.13
Vermont	1,052.0	\$33.24	2,423.0	\$23.37	550.0	\$11.19
Virginia	18,906.0	\$38.25	35,127.0	\$29.54	4,260.0	\$10.95
Washington	13,892.0	\$37.85	23,957.0	\$28.66	4,468.0	\$12.54
West Virginia	1,258.0	\$28.18	3,194.0	\$21.88	1,123.0	\$8.83
Wisconsin	12,737.0	\$32.71	21,595.0	\$25.07	5,143.0	\$10.59
Wyoming	616.0	\$28.86	2,407.0	\$21.45	350.0	\$9.82

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.
2. Wage data are from the BLS Occupational Employment Statistics program's May 2006 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average	Total Ads	Average	Total Ads	Average
	Jan-08	Hr. Wage ¹	Jan-08	Hr. Wage ¹	Jan-08	Hr. Wage ¹
United States	329579.0	\$15.33	78,890.0	\$18.54	98,379.0	\$14.41
Alabama	4,026.0	\$13.22	1,161.0	\$15.62	1,458.0	\$13.04
Alaska	1,614.0	\$16.11	625.0	\$24.77	469.0	\$19.95
Arizona	10,194.0	\$14.62	2,241.0	\$16.46	2,209.0	\$14.15
Arkansas	2,255.0	\$12.39	957.0	\$15.16	1,282.0	\$12.96
California	46,322.0	\$16.95	8,553.0	\$19.77	10,771.0	\$14.21
Colorado	10,606.0	\$16.32	2,999.0	\$18.55	2,661.0	\$15.06
Connecticut	5,946.0	\$18.27	1,235.0	\$21.69	1,478.0	\$15.70
Delaware	1,377.0	\$15.72	346.0	\$19.17	352.0	\$14.88
Florida	20,998.0	\$14.75	3,591.0	\$15.91	3,537.0	\$13.18
Georgia	10,747.0	\$14.56	3,204.0	\$16.88	4,299.0	\$13.65
Hawaii	1,938.0	\$14.68	386.0	\$22.76	304.0	\$14.83
Idaho	2,246.0	\$13.37	969.0	\$16.06	770.0	\$13.23
Illinois	14,700.0	\$16.06	2,147.0	\$22.93	3,943.0	\$14.94
Indiana	4,986.0	\$14.19	1,078.0	\$19.23	1,755.0	\$14.91
Iowa	3,718.0	\$13.52	1,352.0	\$17.43	1,928.0	\$13.81
Kansas	3,642.0	\$14.07	969.0	\$17.49	1,180.0	\$14.20
Kentucky	3,421.0	\$13.46	896.0	\$16.81	1,415.0	\$14.08
Louisiana	4,549.0	\$12.54	1,371.0	\$16.14	1,402.0	\$14.57
Maine	1,884.0	\$13.81	412.0	\$16.67	604.0	\$13.90
Maryland	10,028.0	\$15.99	2,177.0	\$19.15	2,018.0	\$15.06
Massachusetts	11,133.0	\$17.73	1,505.0	\$22.61	2,430.0	\$15.68
Michigan	6,691.0	\$15.39	1,291.0	\$21.07	1,814.0	\$16.74
Minnesota	8,520.0	\$16.22	1,271.0	\$21.57	3,077.0	\$15.63
Mississippi	1,375.0	\$12.23	561.0	\$14.73	656.0	\$12.59
Missouri	6,367.0	\$14.45	1,076.0	\$19.11	1,627.0	\$14.09
Montana	2,482.0	\$12.31	1,557.0	\$17.04	1,105.0	\$13.91
Nebraska	2,908.0	\$13.61	770.0	\$16.83	952.0	\$14.29
Nevada	6,383.0	\$14.66	1,307.0	\$19.88	1,030.0	\$14.06
New Hampshire	2,007.0	\$15.31	371.0	\$18.32	541.0	\$14.89
New Jersey	14,124.0	\$17.38	2,536.0	\$22.59	2,987.0	\$14.91
New Mexico	2,674.0	\$12.83	997.0	\$15.39	655.0	\$13.86
New York	23,401.0	\$17.27	3,252.0	\$22.09	4,089.0	\$15.49
North Carolina	8,536.0	\$14.37	2,078.0	\$16.30	2,371.0	\$13.32
North Dakota	1,140.0	\$12.72	466.0	\$17.03	447.0	\$14.19
Ohio	11,721.0	\$14.72	2,297.0	\$19.06	4,058.0	\$14.89
Oklahoma	4,341.0	\$12.74	1,859.0	\$16.10	2,021.0	\$13.30
Oregon	5,572.0	\$15.53	1,434.0	\$19.12	1,833.0	\$14.52
Pennsylvania	16,695.0	\$14.83	3,348.0	\$18.93	4,456.0	\$14.60
Rhode Island	1,647.0	\$15.53	363.0	\$19.77	463.0	\$14.11
South Carolina	4,541.0	\$13.44	1,545.0	\$15.82	2,029.0	\$13.46
South Dakota	1,483.0	\$12.68	571.0	\$15.02	627.0	\$12.34
Tennessee	5,797.0	\$14.04	1,381.0	\$16.25	2,310.0	\$13.71
Texas	32,622.0	\$14.51	10,447.0	\$15.48	11,198.0	\$13.59
Utah	6,089.0	\$13.82	1,729.0	\$16.98	2,106.0	\$14.09
Vermont	991.0	\$14.50	307.0	\$17.20	398.0	\$14.26
Virginia	11,304.0	\$15.58	2,652.0	\$18.04	2,257.0	\$14.39
Washington	10,389.0	\$16.89	2,824.0	\$21.23	2,906.0	\$16.56
West Virginia	1,767.0	\$11.95	897.0	\$16.80	801.0	\$13.40
Wisconsin	11,271.0	\$15.00	3,370.0	\$19.62	7,535.0	\$14.88
Wyoming	741.0	\$12.46	352.0	\$18.92	213.0	\$16.51

Source: The Conference Board

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

Table 9: MSA Occupational Demand and Pay,¹ Not Seasonally Adjusted

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²
	Jan-08		Jan-08		Jan-08	
United States	434791.0	\$36.57	692442.0	\$27.01	130702.0	\$10.97
Birmingham, AL	1,804.0	\$36.19	3,166.0	\$23.48	481.0	\$9.65
Phoenix, AZ	8,457.0	\$34.06	16,105.0	\$25.23	3,139.0	\$10.93
Tucson, AZ	1,442.0	\$32.74	3,413.0	\$25.74	791.0	\$10.61
Los Angeles, CA	23,609.0	\$40.70	29,102.0	\$30.09	4,850.0	\$11.83
Riverside, CA	2,731.0	\$36.73	3,731.0	\$27.09	959.0	\$11.48
Sacramento, CA	3,427.0	\$35.48	5,434.0	\$29.07	993.0	\$12.03
San Diego, CA	6,149.0	\$39.14	10,829.0	\$30.63	2,023.0	\$11.34
San Francisco, CA	15,108.0	\$44.76	18,968.0	\$34.30	2,758.0	\$13.66
San Jose, CA	7,215.0	\$50.89	10,061.0	\$39.26	768.0	\$12.99
Denver, CO	7,594.0	\$38.46	11,137.0	\$29.39	2,620.0	\$11.63
Hartford, CT	3,127.0	\$38.46	4,898.0	\$29.93	469.0	\$12.90
Washington, DC	23,887.0	\$42.57	36,262.0	\$34.98	3,716.0	\$12.66
Jacksonville, FL	2,425.0	\$33.48	4,211.0	\$25.79	562.0	\$10.40
Miami, FL	9,596.0	\$36.28	12,442.0	\$26.89	3,228.0	\$11.38
Orlando, FL	3,504.0	\$33.69	5,129.0	\$25.01	1,070.0	\$10.33
Tampa, FL	4,302.0	\$33.79	7,190.0	\$25.90	1,041.0	\$10.43
Atlanta, GA	12,758.0	\$38.23	16,813.0	\$26.95	2,573.0	\$10.65
Honolulu, HI	1,237.0	\$34.74	1,438.0	\$27.33	411.0	\$12.00
Chicago, IL	17,820.0	\$37.59	22,244.0	\$28.75	2,971.0	\$11.86
Indianapolis, IN	3,210.0	\$33.86	4,769.0	\$25.98	601.0	\$10.56
Louisville, KY	2,028.0	\$32.98	3,117.0	\$23.83	551.0	\$10.08
New Orleans, LA	2,211.0	\$32.27	3,736.0	\$25.02	1,320.0	\$9.48
Baltimore, MD	7,661.0	\$38.00	14,576.0	\$29.55	1,651.0	\$11.90
Boston, MA	15,159.0	\$43.10	24,192.0	\$31.63	2,834.0	\$12.27
Detroit, MI	4,535.0	\$40.12	6,790.0	\$29.59	841.0	\$11.59
Minneapolis-St. Paul, MN	10,224.0	\$38.09	12,578.0	\$28.80	1,753.0	\$11.82
Kansas City, MO	3,626.0	\$35.26	6,456.0	\$25.92	941.0	\$10.55
St. Louis, MO	4,753.0	\$34.21	7,893.0	\$26.31	1,159.0	\$10.42
Las Vegas, NV	4,753.0	\$36.17	6,407.0	\$26.14	1,930.0	\$11.38
Buffalo, NY	1,712.0	\$34.41	2,342.0	\$24.60	436.0	\$11.00
New York, NY	43,288.0	\$45.99	52,614.0	\$32.62	6,222.0	\$13.69
Rochester, NY	1,598.0	\$37.15	2,210.0	\$26.28	341.0	\$11.10
Charlotte, NC	4,369.0	\$38.59	5,651.0	\$25.72	650.0	\$10.51
Cincinnati, OH	3,822.0	\$35.77	5,883.0	\$26.60	703.0	\$10.65
Cleveland, OH	4,044.0	\$35.62	6,537.0	\$27.50	977.0	\$11.04
Columbus, OH	4,038.0	\$34.33	5,387.0	\$28.10	791.0	\$10.80
Oklahoma City, OK	1,613.0	\$30.02	2,572.0	\$23.37	758.0	\$9.53
Portland, OR	4,745.0	\$35.24	8,104.0	\$27.49	1,396.0	\$11.93
Philadelphia, PA	16,008.0	\$37.93	24,008.0	\$28.60	2,913.0	\$11.90
Pittsburgh, PA	4,755.0	\$32.30	7,204.0	\$25.17	1,395.0	\$10.07
Providence, RI	2,152.0	\$36.97	4,653.0	\$26.91	675.0	\$11.88
Memphis, TN	2,179.0	\$34.88	3,363.0	\$24.24	412.0	\$10.00
Nashville, TN	2,950.0	\$33.31	3,785.0	\$24.36	677.0	\$10.09
Austin, TX	4,879.0	\$34.93	9,144.0	\$27.35	1,694.0	\$10.10
Dallas, TX	13,939.0	\$37.64	19,626.0	\$27.78	3,098.0	\$10.46
Houston, TX	10,212.0	\$38.69	15,441.0	\$28.53	3,030.0	\$9.69
San Antonio, TX	2,984.0	\$32.11	5,197.0	\$23.80	1,535.0	\$9.34
Salt Lake City, UT	3,206.0	\$33.34	5,006.0	\$26.34	1,283.0	\$10.63
Richmond, VA	2,838.0	\$35.33	4,899.0	\$26.88	658.0	\$10.82
Virginia Beach, VA	1,954.0	\$33.55	4,177.0	\$25.89	607.0	\$10.14
Seattle-Tacoma, WA	10,836.0	\$39.56	17,313.0	\$30.69	2,465.0	\$13.11
Milwaukee, WI	6,072.0	\$35.47	8,464.0	\$26.94	1,583.0	\$10.96

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.

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

Table 9: MSA Occupational Demand and Pay, Not Seasonally Adjusted - continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average	Total Ads	Average	Total Ads	Average
	Jan-08	Hr. Wage ¹	Jan-08	Hr. Wage ¹	Jan-08	Hr. Wage ¹
United States	329579.0	\$15.33	78,890.0	\$18.54	98,379.0	\$14.41
Birmingham, AL	1,608.0	\$14.62	429.0	\$16.85	411.0	\$13.69
Phoenix, AZ	8,093.0	\$15.12	1,541.0	\$16.97	1,564.0	\$14.41
Tucson, AZ	1,264.0	\$13.59	440.0	\$16.36	401.0	\$13.15
Los Angeles, CA	18,602.0	\$16.84	2,593.0	\$20.51	4,154.0	\$13.44
Riverside, CA	2,775.0	\$15.12	739.0	\$19.26	957.0	\$13.45
Sacramento, CA	2,884.0	\$16.82	705.0	\$20.72	646.0	\$14.86
San Diego, CA	4,988.0	\$16.60	1,017.0	\$20.77	1,233.0	\$14.03
San Francisco, CA	8,868.0	\$19.49	1,275.0	\$24.90	1,352.0	\$17.03
San Jose, CA	3,052.0	\$21.34	495.0	\$24.31	530.0	\$16.43
Denver, CO	6,540.0	\$17.51	1,501.0	\$19.12	1,421.0	\$15.40
Hartford, CT	2,070.0	\$17.83	382.0	\$21.85	481.0	\$16.07
Washington, DC	11,804.0	\$17.65	1,997.0	\$20.18	1,363.0	\$16.24
Jacksonville, FL	1,840.0	\$14.86	426.0	\$16.83	437.0	\$13.97
Miami, FL	8,638.0	\$15.53	1,198.0	\$16.93	995.0	\$13.63
Orlando, FL	3,232.0	\$14.55	703.0	\$16.13	582.0	\$13.01
Tampa, FL	3,487.0	\$15.04	558.0	\$15.74	645.0	\$13.17
Atlanta, GA	7,680.0	\$15.80	1,668.0	\$18.10	2,181.0	\$14.83
Honolulu, HI	1,199.0	\$14.86	278.0	\$23.50	187.0	\$15.01
Chicago, IL	11,876.0	\$16.84	1,579.0	\$24.17	2,724.0	\$15.24
Indianapolis, IN	2,531.0	\$15.65	491.0	\$19.68	585.0	\$14.91
Louisville, KY	1,714.0	\$14.79	410.0	\$17.61	600.0	\$14.85
New Orleans, LA	2,389.0	\$13.63	674.0	\$16.88	672.0	\$14.76
Baltimore, MD	5,687.0	\$16.08	1,182.0	\$19.08	1,059.0	\$15.27
Boston, MA	8,809.0	\$18.44	1,151.0	\$23.27	1,711.0	\$16.11
Detroit, MI	3,188.0	\$16.56	589.0	\$23.03	711.0	\$18.38
Minneapolis-St. Paul, MN	6,861.0	\$17.51	888.0	\$23.45	2,201.0	\$16.61
Kansas City, MO	3,177.0	\$15.85	524.0	\$20.12	709.0	\$14.74
St. Louis, MO	3,747.0	\$15.58	583.0	\$21.45	890.0	\$15.40
Las Vegas, NV	5,024.0	\$14.68	922.0	\$20.05	587.0	\$13.65
Buffalo, NY	1,642.0	\$14.69	297.0	\$19.69	426.0	\$15.37
New York, NY	23,754.0	\$18.38	2,802.0	\$23.82	3,249.0	\$15.71
Rochester, NY	1,338.0	\$15.12	271.0	\$18.41	443.0	\$14.29
Charlotte, NC	2,782.0	\$16.20	627.0	\$17.62	654.0	\$14.60
Cincinnati, OH	2,640.0	\$15.62	522.0	\$19.33	862.0	\$14.88
Cleveland, OH	3,210.0	\$15.56	625.0	\$20.38	1,311.0	\$15.48
Columbus, OH	3,183.0	\$15.40	591.0	\$18.87	727.0	\$14.39
Oklahoma City, OK	1,848.0	\$13.24	703.0	\$16.67	608.0	\$13.82
Portland, OR	3,900.0	\$16.72	940.0	\$20.71	1,379.0	\$15.27
Philadelphia, PA	9,933.0	\$16.50	1,703.0	\$21.22	1,999.0	\$15.56
Pittsburgh, PA	4,000.0	\$14.43	751.0	\$19.05	1,036.0	\$14.59
Providence, RI	1,737.0	\$15.15	391.0	\$20.10	524.0	\$13.90
Memphis, TN	1,544.0	\$14.71	358.0	\$16.96	530.0	\$14.20
Nashville, TN	2,280.0	\$15.13	509.0	\$16.94	663.0	\$14.45
Austin, TX	4,753.0	\$15.47	1,093.0	\$16.12	1,073.0	\$12.88
Dallas, TX	11,026.0	\$16.05	2,473.0	\$16.50	2,866.0	\$14.00
Houston, TX	8,247.0	\$15.70	2,339.0	\$16.01	2,627.0	\$14.56
San Antonio, TX	3,166.0	\$13.44	1,188.0	\$14.61	1,050.0	\$12.09
Salt Lake City, UT	3,964.0	\$14.80	1,055.0	\$17.56	1,297.0	\$14.57
Richmond, VA	2,152.0	\$16.07	553.0	\$18.03	416.0	\$14.23
Virginia Beach, VA	1,735.0	\$14.31	524.0	\$17.32	426.0	\$14.39
Seattle-Tacoma, WA	7,195.0	\$18.11	1,441.0	\$22.66	1,605.0	\$17.46
Milwaukee, WI	4,607.0	\$16.48	1,195.0	\$21.74	2,836.0	\$15.24

Source: The Conference Board

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