



## THE CONFERENCE BOARD

News Release

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### **Online Advertised Job Vacancies Take a Seasonal Dip in July, The Conference Board Reports Today**

- **July volume of online vacancies reflects impact of July 4<sup>th</sup> holiday**
- **Labor demand remains high and unemployment low in many areas across the US – Salt Lake City, UT; Austin, TX; Phoenix, AZ; and Richmond, VA – to name a few**

**July 30, 2007...** In July there were 4,084,200 online advertised vacancies, a largely seasonal decline of 196,200 or 4.6 percent from the June level, according to **The Conference Board Help-Wanted OnLine Data Series™ (HWOL)** released today. Online advertised vacancies continue to be up substantially (20%) over the year (July'06-July'07). There were 2.65 advertised vacancies online for every 100 persons in the labor force in July.

“The monthly decline in July in large part reflects the July 4<sup>th</sup> holiday week when ad volume dropped,” said Gad Levanon, Economist at The Conference Board. “Online job demand is running well above last year’s level, indicating that the national labor market continues to hold up, but looking at The Conference Board Leading Economic Indicators, point to a little loss in momentum over the next few months. With the typical lagged response of the labor market, we may well see a moderation in national employment growth in the second half of the year while some of the hot local markets continue to show high ad rates and low unemployment.”

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](http://www.conference-board.org/economics/helpwantedOnline.cfm). The upcoming schedule of monthly releases is listed in this release as well as the technical notes on the web site. The underlying data for The Conference Board HWOL are provided by **Wanted Technologies Corporation**. Financial support for this series is provided by **CareerBuilder.com**.

## **THE NATIONAL PICTURE**

In July, 2,609,300 or 64% of the 4,084,200 unduplicated online advertised vacancies were new ads that did not appear in June, while the remainder were reposted ads from the previous month. During July, both total and new ads declined by 5 percent from the previous month. Over the year (July'06 – July'07) total ads and new ads rose 20 percent and 18 percent, respectively.

The July 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-June to mid-July and include the week of the July 4<sup>th</sup> holiday. This new series, which includes data from April 2005, does not have sufficient history to allow for seasonally adjusted monthly data.

In July, the number of online job ads declined in all of the 9 Census regions. The largest monthly decline was in the Middle Atlantic region (down 8 %). Except for the New England region which dipped 0.2%, over the year July'06-July'07 the other 8 Census regions posted double-digit gains with the largest increases in the Mountain (30%), West North Central (30%) and West South Central (38%) regions.

## **STATE HIGHLIGHTS**

- **Alaska posts the highest ads rate in the country in July.**
- **Montana leads the nation with the lowest supply/demand rate for the third month in a row.**

Alaska posted 4.69 vacancies for every 100 persons in the state labor force, the highest rate in the nation, moving up from second place last month. Montana (4.65) and Nevada (4.61) were close behind in the number of advertised vacancies when adjusted for the size of the state labor force.

Online advertised vacancies in California, the state with the largest labor force in the nation, totaled 662,600 in July. The volume of online advertised vacancies in California was significantly above the next highest states, Texas (345,500), New York (272,500) and Florida (250,600).

Top 10 States by Most Ads	
Total Ads <sup>1</sup> (Thousands)	Jul-07
California	662.6
Texas	345.5
New York	272.5
Florida	250.6
Illinois	188.6
Pennsylvania	183.2
Virginia	156.9
New Jersey	155.1
Massachusetts	146.7
Georgia	130.5

**Source: The Conference Board - All rights reserved.**

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

“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),

Top 10 States by Highest Ads Rates	
Total Ads Rate <sup>1</sup> (Percent)	Jul-07
Alaska	4.69
Montana	4.65
Nevada	4.61
Delaware	4.28
Colorado	4.23
Massachusetts	4.22
Arizona	4.03
Wyoming	4.02
Connecticut	4.01
Oregon	3.96

**Source: The Conference Board - All rights reserved.**

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

the states with the most favorable (e.g., lowest) supply/demand rates included Montana (0.62), Idaho (0.70), and Wyoming (0.75). There were 11 states where the supply/demand rate was less than 1.0 indicating that the number of unemployed workers was less than the number of online job ads.

States where the number of unemployed persons looking for work significantly exceeded the number of online advertised demand included Mississippi (4.97) and Michigan (4.47), Kentucky (3.41) and Arkansas (3.18).

<b>Top 10 States by Lowest S/D Rates</b>	
<b>Supply/Demand Rate<sup>1</sup></b>	<b>Jun-07</b>
Montana	0.62
Idaho	0.70
Wyoming	0.75
Delaware	0.78
Virginia	0.79
Utah	0.83
Colorado	0.85
Arizona	0.89
Nebraska	0.93
South Dakota	0.95

**Source: The Conference Board - All rights reserved.**

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

## **OCCUPATIONAL FOCUS**

- **Over 365,000 ads posted for healthcare practitioners and technical occupations in July.**
- **Management and Business/Financial occupations account for more than 30% of online ads in New York and Illinois.**

In July, occupations with substantial advertised online vacancies nationally were healthcare practitioner and technical workers (365,000) and management positions (358,700). “These are also, on average, among the highest paying occupations,” said Levanon. 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 business and financial occupations (290,700), office and administrative support (286,300) and computer and mathematical (284,300) occupations. Management and Business/Financial occupations account for more than 25% of all of the online ads classified by occupation. They were most concentrated in New York (32%) and

Illinois (31%) where ads for these occupations were almost 1/3 of the online advertised vacancies.

<b>U.S. Top Ten Demand Occupations and Pay Levels</b>		
<b>Occupation</b>	<b>Total Ads</b>	<b>Average</b>
	<b>(Thousands)</b>	<b>Hr. Wage<sup>1</sup></b>
	<b>Jul-07</b>	
Healthcare practitioners and technical	365.0	\$29.82
Management	358.7	\$44.20
Business and financial operations	290.7	\$28.85
Office and administrative support	286.3	\$14.60
Computer and mathematical	284.3	\$33.29
Architecture and engineering	182.8	\$31.82
Sales and related	179.8	\$16.52
Production	72.9	\$14.65
Installation, maintenance, and repair	65.7	\$18.78
Transportation and material moving	62.1	\$14.16

**Source: The Conference Board - All rights reserved.**

1. BLS Occupational Employment Statistics - May 2006 estimates.

## **SAN FRANCISCO IN THE LEAD FOR THE FIRST TIME THIS YEAR**

- **San Francisco ranks first with 6.52 ads per 100 persons in the labor force.**
- **Salt Lake City has the lowest supply/demand ratio in the nation.**

The number of unemployed persons looking for work was less than the number of advertised vacancies in 23 of the 52 metro areas for which data is reported separately. The top ranking areas were Salt Lake City, Austin, Washington D.C., Denver and Phoenix.

<b>MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates</b>					
<b>Total Ads (Thousands)</b>		<b>Total Ads Rate (Percent)</b>		<b>Supply/Demand Rate<sup>1</sup></b>	
	<b>Jul-07</b>		<b>Jul-07</b>		<b>May-07</b>
New York, NY	276.4	San Francisco, CA	6.52	Salt Lake City, UT	0.47
Los Angeles, CA	233.3	San Jose, CA	6.45	Austin, TX	0.51
Washington, DC	159.9	Austin, TX	5.95	Washington, DC	0.51
Chicago, IL	151.6	Salt Lake City, UT	5.38	Denver, CO	0.59
San Francisco, CA	143.7	Washington, DC	5.35	Phoenix, AZ	0.60
Boston, MA	118.0	Milwaukee, WI	5.17	San Francisco, CA	0.62
Dallas, TX	114.3	Denver, CO	4.98	San Jose, CA	0.64
Philadelphia, PA	104.3	Seattle-Tacoma, WA	4.89	Richmond, VA	0.67
Atlanta, GA	95.0	Boston, MA	4.77	Tucson, AZ	0.82
Miami, FL	92.1	Hartford, CT	4.67	Seattle-Tacoma, WA	0.82

**Source: The Conference Board - All rights reserved.**

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

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 July, with 276,400 and 233,300, respectively. The top two metro areas in terms of advertised vacancies per 100 persons in the local labor force were San Francisco (6.52) and San Jose (6.45), followed by Austin (5.95).

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**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.

<b>Publication Schedule, Help Wanted Online Data Series</b>			
<b>Data for the Month</b>	<b>Release Date</b>	<b>Data for the Month</b>	<b>Release Date</b>
Aug-07	September 5, 2007**	Nov-07	December 3, 2007
Sep-07	October 1, 2007	Dec-07	January 2, 2008**
Oct-07	October 31, 2007**		

\*\*Wednesday release due to holidays or data availability.

## PROGRAM NOTES

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

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

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

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

Additional information on the Bureau of Labor Statistics data used in this release can be found on the BLS website, [www.bls.gov](http://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](http://www.conference-board.org).

### **CareerBuilder.com**

CareerBuilder.com is the nation's largest online job site with more than 20 million unique visitors and over 1 million jobs. The company offers a vast online and print network to help job seekers connect with employers. CareerBuilder.com powers the career centers for more than 550 partners that include 165 newspapers and leading portals such as MSN and America Online. For more information about CareerBuilder.com products and services, visit <http://www.careerbuilder.com>.

### **WANTED Technologies Corporation**

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

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

**Table 1: National/Regional Total Ads and New Ads (Levels), Not Seasonally Adjusted**

Location <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			Percent Change OTY	New Ads <sup>2</sup> (Thousands)			Percent Change OTY
	Jul-06	Jun-07	Jul-07	Jul 06-07	Jul-06	Jun-07	Jul-07	Jul 06-07
<b>United States</b>	<b>3,405.2</b>	<b>4,280.4</b>	<b>4,084.2</b>	<b>19.9%</b>	<b>2,220.3</b>	<b>2,744.9</b>	<b>2,609.3</b>	<b>17.5%</b>
New England	280.0	285.2	279.4	-0.2%	170.2	172.4	169.3	-0.5%
Middle Atlantic	487.8	637.6	587.8	20.5%	299.3	388.5	366.1	22.3%
South Atlantic	720.9	860.2	837.8	16.2%	450.9	537.9	523.1	16.0%
East North Central	406.4	534.9	524.8	29.1%	249.1	321.3	311.6	25.1%
East South Central	125.3	148.7	148.0	18.1%	78.4	92.4	91.2	16.4%
West North Central	213.5	296.4	276.6	29.5%	133.1	180.7	168.8	26.8%
West South Central	316.0	459.1	436.2	38.1%	205.8	286.6	269.1	30.8%
Mountain	309.7	414.9	403.8	30.4%	212.4	291.2	274.2	29.1%
Pacific	764.8	940.5	878.6	14.9%	532.1	614.4	569.8	7.1%

**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 <sup>2</sup>	Total Ads Rate <sup>1</sup> (Percent)			New Ads Rate <sup>1</sup> (Percent)		
	Jul-06	Jun-07	Jul-07	Jul-06	Jun-07	Jul-07
<b>United States</b>	<b>2.22</b>	<b>2.77</b>	<b>2.65</b>	<b>1.45</b>	<b>1.78</b>	<b>1.69</b>
New England	3.61	3.66	3.58	2.19	2.21	2.17
Middle Atlantic	2.36	3.12	2.87	1.45	1.90	1.79
South Atlantic	2.47	2.91	2.84	1.54	1.82	1.77
East North Central	1.67	2.19	2.15	1.02	1.32	1.28
East South Central	1.45	1.71	1.70	0.91	1.06	1.05
West North Central	1.94	2.67	2.49	1.21	1.63	1.52
West South Central	1.89	2.74	2.60	1.23	1.71	1.60
Mountain	2.89	3.80	3.70	1.98	2.66	2.51
Pacific	3.15	3.83	3.58	2.19	2.50	2.32

**Source: The Conference Board**

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

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

Location	Total Ads <sup>1</sup> (Thousands)			Percent Change OTY	New Ads <sup>2</sup> (Thousands)			Percent Change OTY
	Jul-06	Jun-07	Jul-07	Jul 06-07	Jul-06	Jun-07	Jul-07	Jul 06-07
<b>United States</b>	<b>3,405.2</b>	<b>4,280.4</b>	<b>4,084.2</b>	<b>19.9%</b>	<b>2,220.3</b>	<b>2,744.9</b>	<b>2,609.3</b>	<b>17.5%</b>
Alabama	39.3	44.4	44.3	12.7%	23.1	26.1	25.8	11.6%
Alaska	15.2	16.4	16.6	8.7%	8.1	10.7	10.4	27.7%
Arizona	94.3	122.9	121.8	29.2%	62.1	81.8	79.1	27.2%
Arkansas	16.1	23.2	24.3	50.7%	9.7	14.9	14.8	52.2%
California	572.0	711.9	662.6	15.8%	400.2	456.7	424.5	6.1%
Colorado	84.5	121.2	114.2	35.1%	59.0	83.7	76.8	30.1%
Connecticut	69.2	78.2	76.2	10.2%	39.9	44.1	43.9	10.1%
Delaware	15.9	19.9	19.1	20.4%	9.2	11.7	10.8	17.1%
Florida	228.6	262.1	250.6	9.6%	145.6	172.8	166.7	14.5%
Georgia	105.2	132.9	130.5	24.1%	67.0	81.4	79.6	18.9%
Hawaii	13.9	18.4	18.2	31.6%	9.9	12.9	12.7	29.3%
Idaho	17.6	23.5	22.1	25.5%	12.2	16.8	15.2	24.0%
Illinois	153.9	197.0	188.6	22.5%	94.7	120.3	116.1	22.6%
Indiana	42.3	53.4	54.9	29.6%	26.7	32.2	32.3	20.8%
Iowa	29.2	45.5	41.0	40.5%	18.4	24.0	24.4	32.9%
Kansas	29.2	36.5	38.7	32.5%	17.2	20.9	22.1	28.3%
Kentucky	28.8	34.7	36.1	25.2%	17.8	20.8	22.0	23.6%
Louisiana	39.1	48.2	47.8	22.2%	23.4	27.9	27.9	19.1%
Maine	15.7	21.1	21.3	35.6%	9.5	12.1	12.1	28.0%
Maryland	89.1	109.8	111.4	25.0%	51.2	62.6	62.9	22.9%
Massachusetts	161.3	150.0	146.7	-9.0%	96.7	90.3	88.2	-8.8%
Michigan	68.2	84.5	84.4	23.7%	41.2	52.9	52.7	28.2%
Minnesota	74.0	99.3	90.7	22.6%	45.6	60.0	53.7	17.8%
Mississippi	16.0	18.3	18.7	17.0%	10.1	10.6	10.6	5.6%
Missouri	55.3	78.6	73.6	33.2%	31.8	47.3	43.5	36.4%
Montana	14.1	20.3	23.6	67.0%	9.7	13.1	12.4	27.0%
Nebraska	24.8	35.8	33.0	33.0%	16.4	23.6	20.7	26.4%
Nevada	54.6	65.7	61.8	13.2%	33.8	45.3	42.1	24.4%
New Hampshire	17.6	26.0	25.8	47.1%	9.5	14.8	14.9	56.1%
New Jersey	134.6	167.4	155.1	15.2%	80.5	100.2	96.6	20.0%
New Mexico	24.1	35.1	34.1	41.2%	16.7	22.6	21.5	28.9%
New York	227.2	302.6	272.5	19.9%	141.6	183.3	169.7	19.9%
North Carolina	86.4	112.5	109.4	26.5%	49.4	68.3	67.7	37.1%
North Dakota	8.3	13.1	12.7	52.9%	5.3	8.0	7.4	40.2%
Ohio	98.6	131.0	129.4	31.2%	57.7	78.9	76.5	32.6%
Oklahoma	29.6	40.8	35.3	19.6%	18.0	22.9	21.1	17.4%
Oregon	65.4	84.6	76.8	17.4%	44.9	62.1	54.4	21.1%
Pennsylvania	143.6	193.4	183.2	27.6%	86.6	117.3	110.0	27.0%
Rhode Island	25.2	23.0	21.8	-13.5%	18.0	14.3	13.0	-27.6%
South Carolina	46.3	52.7	51.3	10.9%	29.0	30.9	30.8	6.2%
South Dakota	11.4	13.2	12.9	13.2%	7.3	7.7	7.5	2.7%
Tennessee	50.5	63.8	61.7	22.2%	32.0	40.4	38.2	19.5%
Texas	243.0	363.7	345.5	42.2%	160.7	228.4	212.7	32.4%
Utah	34.4	46.8	47.5	38.3%	24.3	34.9	35.1	44.4%
Vermont	9.3	11.2	11.5	23.6%	5.2	6.2	6.2	18.5%
Virginia	133.4	163.5	156.9	17.6%	79.1	92.8	87.2	10.2%
Washington	116.9	135.7	130.5	11.6%	79.0	84.8	80.0	1.3%
West Virginia	11.3	14.9	16.0	41.0%	7.0	8.8	8.2	17.9%
Wisconsin	70.4	105.4	103.9	47.6%	42.1	53.6	49.6	17.9%
Wyoming	10.0	12.0	11.8	18.5%	5.6	6.3	5.9	4.5%

**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. 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 <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			Percent Change	New Ads <sup>2</sup> (Thousands)			Percent Change
	Jul-06	Jun-07	Jul-07	Jul 06-07	Jul-06	Jun-07	Jul-07	Jul 06-07
Birmingham, AL	13.7	16.1	14.9	8.6%	8.3	9.3	8.3	0.0%
Phoenix, AZ	68.4	87.3	85.5	25.1%	45.6	58.8	55.6	21.9%
Tucson, AZ	13.9	15.4	16.1	15.7%	9.2	10.3	10.7	16.2%
Los Angeles, CA	209.9	254.0	233.3	11.2%	143.2	164.9	152.1	6.2%
Riverside, CA	25.9	36.3	34.5	32.9%	17.1	23.4	21.6	26.4%
Sacramento, CA	38.4	49.0	46.4	20.8%	29.4	34.9	32.8	11.4%
San Diego, CA	72.5	71.2	69.4	-4.3%	53.5	43.3	41.0	-23.4%
San Francisco, CA	102.8	151.2	143.7	39.8%	72.4	92.4	87.7	21.1%
San Jose, CA	38.4	61.4	56.2	46.1%	24.2	31.5	30.1	24.5%
Denver, CO	53.7	73.4	67.9	26.3%	38.3	51.0	45.6	19.1%
Hartford, CT	24.3	28.3	27.4	12.6%	13.7	15.6	15.5	13.1%
Washington, DC	134.5	160.6	159.9	18.9%	78.8	88.2	87.8	11.4%
Jacksonville, FL	18.1	24.4	25.3	40.0%	11.1	15.3	16.3	46.6%
Miami, FL	74.7	95.2	92.1	23.2%	50.5	63.6	61.6	21.9%
Orlando, FL	28.1	32.1	32.4	15.4%	17.1	20.1	20.6	20.2%
Tampa, FL	46.2	44.2	40.4	-12.6%	28.0	25.0	23.3	-16.8%
Atlanta, GA	78.0	97.3	95.0	21.8%	49.1	59.7	57.7	17.5%
Honolulu, HI	9.8	8.8	9.0	-8.1%	7.4	5.7	6.0	-18.5%
Chicago, IL	122.2	159.7	151.6	24.1%	75.7	97.1	92.9	22.6%
Indianapolis, IN	18.3	24.5	25.7	40.0%	11.4	14.2	14.8	29.6%
Louisville, KY	13.6	16.2	16.1	17.9%	8.2	9.3	9.5	15.6%
New Orleans, LA	19.5	20.6	21.0	7.6%	10.6	11.3	11.2	5.6%
Baltimore, MD	44.7	55.4	56.3	25.8%	25.7	33.2	33.4	29.7%
Boston, MA	128.6	120.7	118.0	-8.2%	77.9	71.6	69.9	-10.3%
Detroit, MI	28.7	36.4	35.0	22.1%	17.3	23.1	22.1	28.1%
Minneapolis-St. Paul, MN	54.3	74.8	68.7	26.4%	33.1	44.8	40.8	23.1%
Kansas City, MO	23.9	30.6	30.5	27.8%	14.4	18.3	18.1	25.9%
St. Louis, MO	32.5	44.5	40.7	25.1%	17.8	25.5	23.1	30.2%
Las Vegas, NV	38.6	45.7	44.1	14.3%	23.0	31.8	29.6	28.7%
Buffalo, NY	11.3	16.7	15.2	35.1%	7.8	10.2	9.5	22.0%
New York, NY	227.9	305.0	276.4	21.3%	136.2	177.0	168.3	23.6%
Rochester, NY	8.2	11.4	10.5	27.6%	5.4	7.1	6.6	22.3%
Charlotte, NC	24.9	31.1	31.6	27.1%	14.4	18.6	18.8	30.0%
Cincinnati, OH	23.2	29.4	29.5	27.1%	14.0	17.0	16.7	19.6%
Cleveland, OH	26.0	37.0	37.3	43.4%	14.5	20.7	20.5	41.3%
Columbus, OH	22.9	35.3	32.8	43.1%	12.7	22.2	20.0	56.8%
Oklahoma City, OK	13.7	18.7	16.1	17.2%	8.7	10.8	9.4	9.1%
Portland, OR	46.6	59.4	52.5	12.6%	33.0	43.9	37.3	12.9%
Philadelphia, PA	85.6	110.2	104.3	21.9%	49.7	66.2	61.5	23.8%
Pittsburgh, PA	26.9	44.0	41.3	53.2%	17.0	26.2	24.4	43.4%
Providence, RI	21.6	22.9	21.4	-0.6%	14.4	13.8	12.3	-14.9%
Memphis, TN	12.5	17.1	16.9	35.1%	7.4	10.3	9.8	31.9%
Nashville, TN	16.2	22.4	22.1	36.4%	10.3	13.7	13.7	32.6%
Austin, TX	30.2	54.1	50.0	65.7%	21.7	37.8	33.5	54.9%
Dallas, TX	87.4	120.6	114.3	30.8%	55.3	72.1	67.1	21.3%
Houston, TX	59.9	93.7	91.8	53.3%	39.9	56.7	55.9	40.1%
San Antonio, TX	18.6	32.5	29.7	59.8%	12.6	21.7	18.3	44.6%
Salt Lake City, UT	20.8	30.3	31.8	53.0%	15.3	22.9	23.5	53.2%
Richmond, VA	19.2	29.1	26.5	38.0%	11.6	18.3	15.7	36.2%
Virginia Beach, VA	16.7	20.8	19.9	19.5%	10.1	12.1	10.6	4.1%
Seattle-Tacoma, WA	89.4	92.5	88.3	-1.3%	60.6	54.1	50.7	-16.5%
Milwaukee, WI	26.0	41.7	40.9	57.6%	14.2	19.8	18.6	30.8%

**Source: The Conference Board**

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

Table 5: State Labor Supply/Labor Demand Indicators							
Location	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Jul-06	Jun-07	Jul-07	Jun-07	Jun-07	Jun-07	Jun-07
<b>United States</b>	<b>2.22</b>	<b>2.77</b>	<b>2.65</b>	<b>4.7</b>	<b>7,295.0</b>	<b>4,280.4</b>	<b>1.70</b>
Alabama	1.77	2.01	2.00	4.0	88.4	44.4	1.99
Alaska	4.27	4.64	4.69	6.1	21.4	16.4	1.31
Arizona	3.17	4.06	4.03	3.6	110.0	122.9	0.89
Arkansas	1.16	1.67	1.75	5.3	73.8	23.2	3.18
California	3.18	3.91	3.64	5.2	947.8	711.9	1.33
Colorado	3.17	4.49	4.23	3.8	102.4	121.2	0.85
Connecticut	3.68	4.12	4.01	4.6	86.5	78.2	1.11
Delaware	3.56	4.46	4.28	3.5	15.5	19.9	0.78
Florida	2.53	2.84	2.71	3.8	349.3	262.1	1.33
Georgia	2.21	2.74	2.69	4.7	226.5	132.9	1.70
Hawaii	2.14	2.79	2.78	3.0	20.0	18.4	1.09
Idaho	2.33	3.07	2.89	2.1	16.4	23.5	0.70
Illinois	2.30	2.89	2.77	5.4	368.6	197.0	1.87
Indiana	1.28	1.64	1.68	4.6	151.1	53.4	2.83
Iowa	1.74	2.71	2.45	3.7	61.4	45.5	1.35
Kansas	1.96	2.42	2.57	4.8	71.7	36.5	1.96
Kentucky	1.39	1.66	1.72	5.7	118.2	34.7	3.41
Louisiana	1.95	2.40	2.38	4.9	98.1	48.2	2.04
Maine	2.15	2.92	2.94	4.2	30.7	21.1	1.45
Maryland	2.90	3.64	3.69	4.0	120.3	109.8	1.10
Massachusetts	4.67	4.32	4.22	5.0	175.0	150.0	1.17
Michigan	1.32	1.65	1.65	7.4	377.7	84.5	4.47
Minnesota	2.49	3.34	3.05	4.5	135.0	99.3	1.36
Mississippi	1.20	1.38	1.41	6.9	91.0	18.3	4.97
Missouri	1.80	2.52	2.36	5.2	162.3	78.6	2.07
Montana	2.81	4.00	4.65	2.5	12.5	20.3	0.62
Nebraska	2.51	3.59	3.31	3.3	33.3	35.8	0.93
Nevada	4.21	4.90	4.61	4.7	63.2	65.7	0.96
New Hampshire	2.34	3.44	3.43	4.0	29.9	26.0	1.15
New Jersey	2.93	3.68	3.41	4.3	197.2	167.4	1.18
New Mexico	2.57	3.71	3.60	3.8	36.4	35.1	1.03
New York	2.35	3.17	2.85	4.5	430.8	302.6	1.42
North Carolina	1.91	2.46	2.39	5.1	234.9	112.5	2.09
North Dakota	2.25	3.49	3.37	3.7	13.8	13.1	1.05
Ohio	1.63	2.16	2.13	6.1	372.9	131.0	2.85
Oklahoma	1.70	2.31	2.00	4.7	82.8	40.8	2.03
Oregon	3.40	4.36	3.96	5.1	98.0	84.6	1.16
Pennsylvania	2.24	3.04	2.88	4.3	273.1	193.4	1.41
Rhode Island	4.31	3.94	3.74	4.7	27.1	23.0	1.18
South Carolina	2.15	2.41	2.35	5.8	126.6	52.7	2.40
South Dakota	2.58	2.97	2.89	2.8	12.6	13.2	0.95
Tennessee	1.66	2.08	2.01	4.4	136.1	63.8	2.13
Texas	2.10	3.13	2.97	4.6	532.4	363.7	1.46
Utah	2.62	3.45	3.51	2.9	38.7	46.8	0.83
Vermont	2.54	3.07	3.14	3.8	13.9	11.2	1.24
Virginia	3.29	4.00	3.83	3.2	129.7	163.5	0.79
Washington	3.49	4.00	3.84	4.4	150.4	135.7	1.11
West Virginia	1.38	1.79	1.93	4.5	37.0	14.9	2.49
Wisconsin	2.27	3.37	3.32	5.3	164.5	105.4	1.56
Wyoming	3.45	4.09	4.02	3.1	9.0	12.0	0.75

**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**

Location <sup>4</sup>	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Jul-06	Jun-07	Jul-07	May-07	May-07	May-07	May-07
	Birmingham, AL	2.49	2.98	2.75	2.7	14.5	16.6
Phoenix, AZ	3.39	4.24	4.16	2.7	55.9	92.9	0.60
Tucson, AZ	3.15	3.38	3.52	3.0	13.9	16.8	0.82
Los Angeles, CA	3.22	3.90	3.58	4.2	274.4	256.0	1.07
Riverside, CA	1.46	2.00	1.90	5.1	92.6	34.5	2.69
Sacramento, CA	3.67	4.64	4.39	4.8	51.1	48.8	1.05
San Diego, CA	4.76	4.69	4.57	4.2	63.8	70.0	0.91
San Francisco, CA	4.68	6.86	6.52	4.1	90.6	145.1	0.62
San Jose, CA	4.43	7.06	6.45	4.4	38.5	60.3	0.64
Denver, CO	3.95	5.38	4.98	3.4	46.4	78.8	0.59
Hartford, CT	4.13	4.84	4.67	4.5	26.6	29.3	0.91
Washington, DC	4.46	5.38	5.35	2.9	86.4	168.3	0.51
Jacksonville, FL	2.76	3.70	3.83	3.1	20.4	24.6	0.83
Miami, FL	2.69	3.38	3.27	3.1	87.3	102.8	0.85
Orlando, FL	2.62	2.97	3.00	3.0	32.9	34.3	0.96
Tampa, FL	3.43	3.28	3.00	3.2	43.7	49.0	0.89
Atlanta, GA	2.91	3.59	3.50	4.0	109.2	101.1	1.08
Honolulu, HI	2.17	1.93	1.98	2.2	10.2	9.0	1.13
Chicago, IL	2.48	3.28	3.11	4.6	224.2	169.2	1.33
Indianapolis, IN	1.99	2.72	2.85	3.7	33.8	26.1	1.29
Louisville, KY	2.15	2.56	2.54	4.8	30.3	17.9	1.70
New Orleans, LA	3.92	4.09	4.16	4.8	24.1	21.2	1.14
Baltimore, MD	3.12	3.97	4.03	3.6	50.6	56.8	0.89
Boston, MA	5.15	4.88	4.77	4.6	113.3	136.9	0.83
Detroit, MI	1.30	1.69	1.62	6.9	148.3	37.6	3.95
Minneapolis-St. Paul, MN	2.91	4.06	3.73	4.0	73.4	73.6	1.00
Kansas City, MO	2.27	2.96	2.95	4.6	48.0	32.7	1.47
St. Louis, MO	2.20	3.03	2.77	4.5	65.7	44.2	1.49
Las Vegas, NV	4.17	4.77	4.59	4.2	40.6	39.3	1.03
Buffalo, NY	1.90	2.91	2.65	4.3	24.7	17.0	1.45
New York, NY	2.41	3.33	3.01	4.1	378.0	312.7	1.21
Rochester, NY	1.52	2.16	1.99	4.1	21.4	11.3	1.90
Charlotte, NC	3.00	3.69	3.74	4.6	39.2	32.0	1.22
Cincinnati, OH	2.06	2.62	2.62	4.8	53.6	29.3	1.83
Cleveland, OH	2.32	3.40	3.43	5.6	60.7	39.6	1.53
Columbus, OH	2.41	3.71	3.45	4.6	43.7	34.7	1.26
Oklahoma City, OK	2.36	3.19	2.75	4.4	25.8	18.0	1.43
Portland, OR	4.13	5.23	4.62	4.5	51.2	58.7	0.87
Philadelphia, PA	2.85	3.74	3.54	4.1	120.5	110.4	1.09
Pittsburgh, PA	2.19	3.71	3.48	4.1	48.3	42.4	1.14
Providence, RI	3.00	3.23	3.03	4.8	33.7	24.0	1.40
Memphis, TN	2.01	2.77	2.74	4.7	29.0	17.2	1.68
Nashville, TN	2.07	2.85	2.82	3.6	28.6	22.7	1.26
Austin, TX	3.61	6.43	5.95	3.2	26.7	52.4	0.51
Dallas, TX	2.79	3.87	3.67	3.8	118.7	120.3	0.99
Houston, TX	2.20	3.46	3.39	3.8	102.3	94.5	1.08
San Antonio, TX	1.98	3.50	3.20	3.6	33.0	31.5	1.05
Salt Lake City, UT	3.57	5.12	5.38	2.3	13.6	29.1	0.47
Richmond, VA	2.98	4.54	4.13	2.8	18.2	27.3	0.67
Virginia Beach, VA	2.03	2.54	2.44	3.0	24.1	27.1	0.89
Seattle-Tacoma, WA	5.05	5.12	4.89	4.0	73.0	88.6	0.82
Milwaukee, WI	3.25	5.27	5.17	5.0	39.9	41.5	0.96

**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<sup>1</sup>**

Occupation <sup>2</sup>	Total Ads (Thousands)			Unemployed <sup>3</sup> (Thousands)	Average Hr. Wage <sup>4</sup>
	Jul-06	Jun-07	Jul-07	Jun-07	
Total	3,405.2	4,280.4	4,084.2	7,295	\$18.84
Management	281.2	396.6	358.7	273	\$44.20
Business and financial operations	258.5	323.4	290.7	151	\$28.85
Computer and mathematical	238.2	313.1	284.3	68	\$33.29
Architecture and engineering	148.4	199.4	182.8	62	\$31.82
Life, physical, and social science	27.1	37.4	35.2	40	\$28.68
Community and social services	16.0	21.3	20.8	62	\$18.75
Legal	13.0	19.3	18.1	30	\$41.04
Education, training, and library	21.9	34.3	29.2	315	\$21.79
Arts, design, entertainment, sports, and media	21.5	39.6	35.5	170	\$22.17
Healthcare practitioners and technical	301.2	387.3	365.0	62	\$29.82
Healthcare support	33.6	48.8	45.9	144	\$11.83
Protective service	16.3	22.3	20.2	129	\$17.81
Food preparation and serving related	35.8	56.6	48.0	672	\$8.86
Building and grounds cleaning and maintenance	24.4	35.7	30.8	385	\$10.86
Personal care and service	18.2	29.4	25.1	235	\$11.02
Sales and related	143.7	202.5	179.8	873	\$16.52
Office and administrative support	248.2	323.2	286.3	771	\$14.60
Farming, fishing, and forestry	1.8	2.4	2.2	83	\$10.49
Construction and extraction	42.3	51.0	46.3	628	\$18.89
Installation, maintenance, and repair	57.3	70.7	65.7	155	\$18.78
Production	66.3	80.2	72.9	515	\$14.65
Transportation and material moving	65.2	68.8	62.1	511	\$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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<b>Table 8: State Occupational Demand and Pay<sup>1</sup></b>						
Location	<b>Management and Business/Financial</b>		<b>Professional &amp; Related</b>		<b>Service</b>	
	<b>Total Ads</b>	<b>Average</b>	<b>Total Ads</b>	<b>Average</b>	<b>Total Ads</b>	<b>Average</b>
	Jul-07	Hr. Wage <sup>2</sup>	Jul-07	Hr. Wage <sup>2</sup>	Jul-07	Hr. Wage <sup>2</sup>
<b>United States</b>	<b>649307.0</b>	<b>\$36.57</b>	<b>970865.0</b>	<b>\$27.01</b>	<b>169992.0</b>	<b>\$10.97</b>
Alabama	6,465.0	\$33.60	12,671.0	\$23.51	1,297.0	\$9.11
Alaska	1,594.0	\$32.70	5,119.0	\$26.90	1,026.0	\$13.35
Arizona	16,401.0	\$33.32	32,731.0	\$24.76	5,345.0	\$10.81
Arkansas	3,119.0	\$29.35	5,910.0	\$21.43	1,038.0	\$8.72
California	113846.0	\$40.69	154174.0	\$30.80	26,759.0	\$12.15
Colorado	15,756.0	\$36.82	27,678.0	\$28.03	5,744.0	\$11.25
Connecticut	13,822.0	\$41.36	19,524.0	\$29.37	2,014.0	\$12.97
Delaware	2,964.0	\$37.67	5,820.0	\$28.83	446.0	\$11.32
Florida	37,647.0	\$34.06	56,572.0	\$25.69	10,253.0	\$10.75
Georgia	23,954.0	\$36.54	31,638.0	\$25.10	5,472.0	\$10.03
Hawaii	2,568.0	\$33.82	3,814.0	\$26.18	1,065.0	\$12.33
Idaho	2,437.0	\$29.23	5,300.0	\$23.67	1,296.0	\$9.89
Illinois	36,805.0	\$36.09	42,952.0	\$27.41	5,793.0	\$11.53
Indiana	9,432.0	\$32.52	15,315.0	\$23.45	2,010.0	\$9.98
Iowa	5,640.0	\$29.75	10,405.0	\$21.79	1,809.0	\$9.77
Kansas	5,694.0	\$32.29	11,666.0	\$22.77	1,285.0	\$9.73
Kentucky	5,808.0	\$31.47	9,220.0	\$22.46	1,268.0	\$9.62
Louisiana	6,536.0	\$30.27	11,059.0	\$22.47	2,534.0	\$9.01
Maine	2,428.0	\$30.84	6,128.0	\$23.13	1,036.0	\$10.56
Maryland	20,311.0	\$38.84	34,912.0	\$30.47	3,935.0	\$11.77
Massachusetts	27,169.0	\$41.83	40,597.0	\$30.51	5,209.0	\$12.98
Michigan	13,182.0	\$36.90	21,602.0	\$28.35	3,045.0	\$11.12
Minnesota	17,128.0	\$35.88	22,673.0	\$27.23	2,759.0	\$11.37
Mississippi	2,698.0	\$29.44	4,980.0	\$20.90	846.0	\$8.79
Missouri	10,987.0	\$33.31	19,074.0	\$24.25	2,882.0	\$9.80
Montana	1,961.0	\$26.56	5,067.0	\$19.91	2,305.0	\$9.31
Nebraska	3,969.0	\$30.93	7,876.0	\$23.23	1,228.0	\$9.75
Nevada	8,206.0	\$35.70	11,792.0	\$26.34	3,543.0	\$11.24
New Hampshire	3,577.0	\$35.91	8,574.0	\$25.74	819.0	\$11.24
New Jersey	30,729.0	\$42.65	41,862.0	\$30.49	5,036.0	\$13.37
New Mexico	4,060.0	\$30.74	9,168.0	\$24.35	1,841.0	\$9.39
New York	52,334.0	\$43.62	62,016.0	\$30.36	8,101.0	\$12.94
North Carolina	18,525.0	\$35.59	30,014.0	\$24.27	3,328.0	\$9.84
North Dakota	1,196.0	\$30.44	3,056.0	\$21.13	619.0	\$9.53
Ohio	20,929.0	\$34.30	33,502.0	\$26.32	3,770.0	\$10.38
Oklahoma	5,210.0	\$29.14	8,772.0	\$21.42	1,709.0	\$9.20
Oregon	9,933.0	\$33.20	16,955.0	\$25.83	3,499.0	\$11.45
Pennsylvania	29,033.0	\$33.70	46,337.0	\$25.85	6,869.0	\$10.62
Rhode Island	3,083.0	\$37.47	5,977.0	\$27.56	903.0	\$11.89
South Carolina	6,811.0	\$32.37	13,633.0	\$23.30	2,270.0	\$9.48
South Dakota	1,525.0	\$28.60	3,182.0	\$20.72	850.0	\$9.12
Tennessee	9,518.0	\$32.25	15,240.0	\$23.07	2,214.0	\$9.63
Texas	53,165.0	\$35.49	83,178.0	\$25.71	15,526.0	\$9.61
Utah	5,704.0	\$32.01	9,766.0	\$24.04	2,374.0	\$10.13
Vermont	1,395.0	\$33.24	3,627.0	\$23.37	445.0	\$11.19
Virginia	28,687.0	\$38.25	48,955.0	\$29.54	6,395.0	\$10.95
Washington	19,303.0	\$37.85	33,470.0	\$28.66	6,125.0	\$12.54
West Virginia	1,714.0	\$28.18	4,395.0	\$21.88	1,149.0	\$8.83
Wisconsin	16,671.0	\$32.71	25,734.0	\$25.07	5,765.0	\$10.59
Wyoming	1,047.0	\$28.86	3,850.0	\$21.45	446.0	\$9.82

**Source: The Conference Board**

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

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**Table 8: State Occupational Demand and Pay, continued**

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average	Total Ads	Average	Total Ads	Average
	Jul-07	Hr. Wage <sup>1</sup>	Jul-07	Hr. Wage <sup>1</sup>	Jul-07	Hr. Wage <sup>1</sup>
<b>United States</b>	<b>466062.0</b>	<b>\$15.33</b>	<b>114122.0</b>	<b>\$18.54</b>	<b>135094.0</b>	<b>\$14.41</b>
Alabama	4,955.0	\$13.22	1,116.0	\$15.62	1,478.0	\$13.04
Alaska	2,064.0	\$16.11	656.0	\$24.77	504.0	\$19.95
Arizona	14,411.0	\$14.62	3,054.0	\$16.46	2,902.0	\$14.15
Arkansas	3,014.0	\$12.39	1,091.0	\$15.16	1,407.0	\$12.96
California	84,351.0	\$16.95	15,345.0	\$19.77	19,763.0	\$14.21
Colorado	13,884.0	\$16.32	4,196.0	\$18.55	3,597.0	\$15.06
Connecticut	8,032.0	\$18.27	1,525.0	\$21.69	1,856.0	\$15.70
Delaware	1,980.0	\$15.72	407.0	\$19.17	427.0	\$14.88
Florida	31,415.0	\$14.75	5,906.0	\$15.91	5,580.0	\$13.18
Georgia	14,426.0	\$14.56	3,956.0	\$16.88	5,417.0	\$13.65
Hawaii	2,351.0	\$14.68	428.0	\$22.76	392.0	\$14.83
Idaho	2,988.0	\$13.37	1,213.0	\$16.06	1,057.0	\$13.23
Illinois	22,805.0	\$16.06	3,234.0	\$22.93	5,790.0	\$14.94
Indiana	7,136.0	\$14.19	1,528.0	\$19.23	2,743.0	\$14.91
Iowa	4,823.0	\$13.52	1,566.0	\$17.43	2,360.0	\$13.81
Kansas	4,867.0	\$14.07	1,052.0	\$17.49	1,519.0	\$14.20
Kentucky	4,778.0	\$13.46	1,039.0	\$16.81	1,893.0	\$14.08
Louisiana	5,787.0	\$12.54	2,134.0	\$16.14	1,764.0	\$14.57
Maine	2,500.0	\$13.81	520.0	\$16.67	758.0	\$13.90
Maryland	12,793.0	\$15.99	2,752.0	\$19.15	2,467.0	\$15.06
Massachusetts	14,893.0	\$17.73	2,234.0	\$22.61	3,170.0	\$15.68
Michigan	9,558.0	\$15.39	2,094.0	\$21.07	2,734.0	\$16.74
Minnesota	10,759.0	\$16.22	1,555.0	\$21.57	3,597.0	\$15.63
Mississippi	2,052.0	\$12.23	661.0	\$14.73	822.0	\$12.59
Missouri	8,606.0	\$14.45	1,662.0	\$19.11	2,150.0	\$14.09
Montana	3,172.0	\$12.31	1,704.0	\$17.04	1,216.0	\$13.91
Nebraska	3,955.0	\$13.61	1,073.0	\$16.83	1,327.0	\$14.29
Nevada	8,790.0	\$14.66	1,754.0	\$19.88	1,503.0	\$14.06
New Hampshire	2,648.0	\$15.31	453.0	\$18.32	730.0	\$14.89
New Jersey	17,767.0	\$17.38	3,357.0	\$22.59	4,035.0	\$14.91
New Mexico	4,077.0	\$12.83	2,140.0	\$15.39	1,071.0	\$13.86
New York	29,707.0	\$17.27	4,452.0	\$22.09	5,190.0	\$15.49
North Carolina	11,624.0	\$14.37	3,048.0	\$16.30	3,385.0	\$13.32
North Dakota	1,458.0	\$12.72	542.0	\$17.03	511.0	\$14.19
Ohio	15,303.0	\$14.72	2,984.0	\$19.06	4,820.0	\$14.89
Oklahoma	4,823.0	\$12.74	1,790.0	\$16.10	2,059.0	\$13.30
Oregon	9,562.0	\$15.53	2,511.0	\$19.12	3,516.0	\$14.52
Pennsylvania	20,076.0	\$14.83	4,780.0	\$18.93	4,773.0	\$14.60
Rhode Island	2,441.0	\$15.53	587.0	\$19.77	614.0	\$14.11
South Carolina	6,199.0	\$13.44	1,894.0	\$15.82	2,593.0	\$13.46
South Dakota	1,819.0	\$12.68	664.0	\$15.02	678.0	\$12.34
Tennessee	8,113.0	\$14.04	1,763.0	\$16.25	2,822.0	\$13.71
Texas	41,920.0	\$14.51	13,037.0	\$15.48	13,841.0	\$13.59
Utah	7,486.0	\$13.82	2,224.0	\$16.98	2,683.0	\$14.09
Vermont	1,351.0	\$14.50	351.0	\$17.20	365.0	\$14.26
Virginia	17,067.0	\$15.58	4,243.0	\$18.04	3,469.0	\$14.39
Washington	15,113.0	\$16.89	4,078.0	\$21.23	4,472.0	\$16.56
West Virginia	2,227.0	\$11.95	928.0	\$16.80	881.0	\$13.40
Wisconsin	14,072.0	\$15.00	3,851.0	\$19.62	8,185.0	\$14.88
Wyoming	1,055.0	\$12.46	364.0	\$18.92	273.0	\$16.51

**Source: The Conference Board**

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

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**Table 9: MSA Occupational Demand and Pay<sup>1</sup>**

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average	Total Ads	Average	Total Ads	Average
	Jul-07	Hr. Wage <sup>2</sup>	Jul-07	Hr. Wage <sup>2</sup>	Jul-07	Hr. Wage <sup>2</sup>
<b>United States</b>	<b>649307.0</b>	<b>\$36.57</b>	<b>970865.0</b>	<b>\$27.01</b>	<b>169992.0</b>	<b>\$10.97</b>
Birmingham, AL	2,389.0	\$36.19	4,045.0	\$23.48	552.0	\$9.65
Phoenix, AZ	12,535.0	\$34.06	23,136.0	\$25.23	3,575.0	\$10.93
Tucson, AZ	2,001.0	\$32.74	4,577.0	\$25.74	865.0	\$10.61
Los Angeles, CA	42,668.0	\$40.70	48,669.0	\$30.09	8,224.0	\$11.83
Riverside, CA	5,283.0	\$36.73	6,634.0	\$27.09	1,843.0	\$11.48
Sacramento, CA	6,815.0	\$35.48	10,962.0	\$29.07	2,111.0	\$12.03
San Diego, CA	10,450.0	\$39.14	17,040.0	\$30.63	3,488.0	\$11.34
San Francisco, CA	28,044.0	\$44.76	37,258.0	\$34.30	4,241.0	\$13.66
San Jose, CA	13,663.0	\$50.89	17,379.0	\$39.26	1,149.0	\$12.99
Denver, CO	10,834.0	\$38.46	15,621.0	\$29.39	3,062.0	\$11.63
Hartford, CT	5,479.0	\$38.46	7,330.0	\$29.93	654.0	\$12.90
Washington, DC	34,659.0	\$42.57	49,348.0	\$34.98	5,486.0	\$12.66
Jacksonville, FL	3,755.0	\$33.48	6,155.0	\$25.79	953.0	\$10.40
Miami, FL	14,721.0	\$36.28	18,491.0	\$26.89	3,895.0	\$11.38
Orlando, FL	5,657.0	\$33.69	7,598.0	\$25.01	1,290.0	\$10.33
Tampa, FL	6,903.0	\$33.79	10,895.0	\$25.90	1,456.0	\$10.43
Atlanta, GA	19,031.0	\$38.23	23,518.0	\$26.95	3,216.0	\$10.65
Honolulu, HI	1,540.0	\$34.74	2,158.0	\$27.33	485.0	\$12.00
Chicago, IL	31,412.0	\$37.59	33,518.0	\$28.75	4,855.0	\$11.86
Indianapolis, IN	4,679.0	\$33.86	6,986.0	\$25.98	786.0	\$10.56
Louisville, KY	2,806.0	\$32.98	4,023.0	\$23.83	748.0	\$10.08
New Orleans, LA	2,900.0	\$32.27	4,741.0	\$25.02	1,499.0	\$9.48
Baltimore, MD	9,967.0	\$38.00	17,155.0	\$29.55	2,094.0	\$11.90
Boston, MA	23,414.0	\$43.10	34,010.0	\$31.63	3,889.0	\$12.27
Detroit, MI	6,448.0	\$40.12	8,974.0	\$29.59	1,130.0	\$11.59
Minneapolis-St. Paul, MN	14,524.0	\$38.09	16,569.0	\$28.80	2,007.0	\$11.82
Kansas City, MO	5,026.0	\$35.26	8,511.0	\$25.92	1,185.0	\$10.55
St. Louis, MO	6,728.0	\$34.21	10,179.0	\$26.31	1,492.0	\$10.42
Las Vegas, NV	6,113.0	\$36.17	8,054.0	\$26.14	2,463.0	\$11.38
Buffalo, NY	2,305.0	\$34.41	2,663.0	\$24.60	566.0	\$11.00
New York, NY	59,015.0	\$45.99	69,212.0	\$32.62	6,982.0	\$13.69
Rochester, NY	1,907.0	\$37.15	2,486.0	\$26.28	373.0	\$11.10
Charlotte, NC	6,668.0	\$38.59	7,942.0	\$25.72	805.0	\$10.51
Cincinnati, OH	5,686.0	\$35.77	8,164.0	\$26.60	955.0	\$10.65
Cleveland, OH	6,002.0	\$35.62	9,555.0	\$27.50	986.0	\$11.04
Columbus, OH	5,349.0	\$34.33	7,244.0	\$28.10	916.0	\$10.80
Oklahoma City, OK	2,344.0	\$30.02	3,717.0	\$23.37	864.0	\$9.53
Portland, OR	7,657.0	\$35.24	11,718.0	\$27.49	2,311.0	\$11.93
Philadelphia, PA	19,828.0	\$37.93	29,767.0	\$28.60	3,280.0	\$11.90
Pittsburgh, PA	6,493.0	\$32.30	10,985.0	\$25.17	2,137.0	\$10.07
Providence, RI	3,099.0	\$36.97	6,238.0	\$26.91	888.0	\$11.88
Memphis, TN	2,925.0	\$34.88	4,549.0	\$24.24	579.0	\$10.00
Nashville, TN	3,666.0	\$33.31	5,041.0	\$24.36	936.0	\$10.09
Austin, TX	7,229.0	\$34.93	13,469.0	\$27.35	2,160.0	\$10.10
Dallas, TX	21,265.0	\$37.64	27,586.0	\$27.78	3,772.0	\$10.46
Houston, TX	14,678.0	\$38.69	22,111.0	\$28.53	3,872.0	\$9.69
San Antonio, TX	3,946.0	\$32.11	6,761.0	\$23.80	1,702.0	\$9.34
Salt Lake City, UT	4,123.0	\$33.34	6,583.0	\$26.34	1,339.0	\$10.63
Richmond, VA	4,449.0	\$35.33	7,847.0	\$26.88	1,049.0	\$10.82
Virginia Beach, VA	2,772.0	\$33.55	5,517.0	\$25.89	859.0	\$10.14
Seattle-Tacoma, WA	14,932.0	\$39.56	24,831.0	\$30.69	3,493.0	\$13.11
Milwaukee, WI	8,115.0	\$35.47	9,907.0	\$26.94	1,687.0	\$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, continued**

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average	Total Ads	Average	Total Ads	Average
	Jul-07	Hr. Wage <sup>1</sup>	Jul-07	Hr. Wage <sup>1</sup>	Jul-07	Hr. Wage <sup>1</sup>
<b>United States</b>	<b>466062.0</b>	<b>\$15.33</b>	<b>114122.0</b>	<b>\$18.54</b>	<b>135094.0</b>	<b>\$14.41</b>
Birmingham, AL	2,055.0	\$14.62	387.0	\$16.85	408.0	\$13.69
Phoenix, AZ	11,126.0	\$15.12	2,081.0	\$16.97	2,060.0	\$14.41
Tucson, AZ	1,830.0	\$13.59	473.0	\$16.36	454.0	\$13.15
Los Angeles, CA	33,848.0	\$16.84	4,614.0	\$20.51	7,559.0	\$13.44
Riverside, CA	5,711.0	\$15.12	1,423.0	\$19.26	1,855.0	\$13.45
Sacramento, CA	6,405.0	\$16.82	1,491.0	\$20.72	1,483.0	\$14.86
San Diego, CA	9,017.0	\$16.60	1,659.0	\$20.77	1,841.0	\$14.03
San Francisco, CA	18,112.0	\$19.49	2,286.0	\$24.90	2,550.0	\$17.03
San Jose, CA	5,242.0	\$21.34	755.0	\$24.31	872.0	\$16.43
Denver, CO	8,521.0	\$17.51	2,117.0	\$19.12	1,959.0	\$15.40
Hartford, CT	3,124.0	\$17.83	527.0	\$21.85	641.0	\$16.07
Washington, DC	17,607.0	\$17.65	2,782.0	\$20.18	1,865.0	\$16.24
Jacksonville, FL	3,344.0	\$14.86	850.0	\$16.83	840.0	\$13.97
Miami, FL	12,455.0	\$15.53	1,856.0	\$16.93	1,565.0	\$13.63
Orlando, FL	4,456.0	\$14.55	880.0	\$16.13	748.0	\$13.01
Tampa, FL	6,003.0	\$15.04	1,017.0	\$15.74	1,178.0	\$13.17
Atlanta, GA	10,261.0	\$15.80	2,116.0	\$18.10	2,822.0	\$14.83
Honolulu, HI	1,349.0	\$14.86	259.0	\$23.50	197.0	\$15.01
Chicago, IL	19,270.0	\$16.84	2,452.0	\$24.17	4,260.0	\$15.24
Indianapolis, IN	3,686.0	\$15.65	603.0	\$19.68	922.0	\$14.91
Louisville, KY	2,422.0	\$14.79	450.0	\$17.61	857.0	\$14.85
New Orleans, LA	2,908.0	\$13.63	1,025.0	\$16.88	782.0	\$14.76
Baltimore, MD	6,749.0	\$16.08	1,426.0	\$19.08	1,273.0	\$15.27
Boston, MA	12,124.0	\$18.44	1,613.0	\$23.27	2,205.0	\$16.11
Detroit, MI	4,184.0	\$16.56	768.0	\$23.03	911.0	\$18.38
Minneapolis-St. Paul, MN	8,456.0	\$17.51	1,082.0	\$23.45	2,510.0	\$16.61
Kansas City, MO	4,286.0	\$15.85	675.0	\$20.12	845.0	\$14.74
St. Louis, MO	5,067.0	\$15.58	918.0	\$21.45	1,257.0	\$15.40
Las Vegas, NV	6,633.0	\$14.68	1,295.0	\$20.05	893.0	\$13.65
Buffalo, NY	2,310.0	\$14.69	383.0	\$19.69	567.0	\$15.37
New York, NY	29,563.0	\$18.38	3,623.0	\$23.82	4,067.0	\$15.71
Rochester, NY	1,638.0	\$15.12	290.0	\$18.41	451.0	\$14.29
Charlotte, NC	3,738.0	\$16.20	760.0	\$17.62	931.0	\$14.60
Cincinnati, OH	3,843.0	\$15.62	634.0	\$19.33	1,144.0	\$14.88
Cleveland, OH	4,250.0	\$15.56	730.0	\$20.38	1,224.0	\$15.48
Columbus, OH	3,993.0	\$15.40	810.0	\$18.87	986.0	\$14.39
Oklahoma City, OK	2,632.0	\$13.24	921.0	\$16.67	914.0	\$13.82
Portland, OR	6,983.0	\$16.72	1,674.0	\$20.71	2,741.0	\$15.27
Philadelphia, PA	11,577.0	\$16.50	2,044.0	\$21.22	2,287.0	\$15.56
Pittsburgh, PA	5,720.0	\$14.43	1,523.0	\$19.05	1,200.0	\$14.59
Providence, RI	2,500.0	\$15.15	563.0	\$20.10	632.0	\$13.90
Memphis, TN	2,170.0	\$14.71	486.0	\$16.96	732.0	\$14.20
Nashville, TN	3,130.0	\$15.13	590.0	\$16.94	793.0	\$14.45
Austin, TX	6,521.0	\$15.47	1,500.0	\$16.12	1,507.0	\$12.88
Dallas, TX	14,337.0	\$16.05	3,004.0	\$16.50	3,465.0	\$14.00
Houston, TX	11,091.0	\$15.70	3,115.0	\$16.01	3,623.0	\$14.56
San Antonio, TX	4,284.0	\$13.44	1,371.0	\$14.61	1,137.0	\$12.09
Salt Lake City, UT	5,151.0	\$14.80	1,387.0	\$17.56	1,589.0	\$14.57
Richmond, VA	3,443.0	\$16.07	1,084.0	\$18.03	878.0	\$14.23
Virginia Beach, VA	2,503.0	\$14.31	699.0	\$17.32	583.0	\$14.39
Seattle-Tacoma, WA	10,635.0	\$18.11	2,152.0	\$22.66	2,715.0	\$17.46
Milwaukee, WI	5,493.0	\$16.48	1,302.0	\$21.74	2,933.0	\$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.