



# EMPLOYMENT INDEX

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## Monster Employment Index Rises in April

### April 2008 Index Highlights:

- Index climbs seven points, continuing a three-month upward trend, but remains down six percent year-over-year
- Online job demand surges in the accommodation and food services industry, reflecting intense seasonal hiring
- Financial services sector sees a degree of stabilization, despite highly publicized layoffs in the banking industry
- Government hiring remains active, as online recruitment in the public administration industry rises for third consecutive month
- Southern U.S. regions show largest gains in online job availability, driven by rebounding demand for workers in Texas and Florida
- Online job opportunities continue to expand in Kansas City, Pittsburgh and Houston

### Summary Overview

The Monster Employment Index added seven points in April, as online job availability in the U.S. continued to rise moderately for the third consecutive month. Despite the gradual upward trend during the past three months, the Index remains down six percent year-over-year, but its growth rate was slightly improved from the year-over-year reading in March. The Monster Employment Index is based on a real-time review of millions of employer job opportunities culled from a large, representative selection of corporate career sites and job boards, including Monster®.

Similar to March, a majority of industry and occupational categories tracked showed greater online job demand in April, with 17 of 20 industries and 21 of 23 occupations registering gains. Index results for the past 13 months are as follows:

APR 08	MAR 08	FEB 08	JAN 08	DEC 07	NOV 07	OCT 07	SEP 07	AUG 07	JUL 07	JUN 07	MAY 07	APR 07
174	167	165	160	169	183	188	186	186	183	186	189	186

“While the Monster Employment Index registered its strongest single month gain in over 12 months, the increase was largely seasonal in nature and U.S. online recruitment activity remains softer compared to a year ago,” said Jesse Harriott, Vice President of Research at Monster Worldwide. “At the same time, the Index’s three-month growth trend, combined with its slightly improved year-over-year growth rate, is an encouraging sign of stabilization in the U.S. labor market.”

### **Online Demand in Accommodation and Food Services Shows Largest Monthly Increase in April**

Online demand in the accommodation and food services industry registered the largest increase in April, reflecting the approaching summer hiring season for hospitality workers, as well as the increase in foreign tourists to the U.S. resulting from the weak dollar. Arts, entertainment and recreation also jumped in April, while the finance and insurance industry saw a slight increase, demonstrating a degree of stabilization in the broader financial sector, despite highly publicized layoffs in the banking industry. Online job recruitment activity also turned sharply higher in the management of companies and enterprises industry, following a slight decrease in March.

In contrast, both the utilities; and mining, quarrying and oil and gas extraction industries registered declines last month, while agriculture, forestry, fishing and hunting held steady.

On a year-over-year basis, four industries categories tracked by the Index are showing greater online job availability compared to a year ago. Public administration; and agriculture, forestry, fishing and hunting remain the Index's top annual growth industries, having held those positions for five consecutive months. Year-over-year growth turned positive for the information industry in April, as online job postings surged at the onset of the traditional recruitment season for the technology industry. Meanwhile, the utilities and educational services industries both saw historical declines and remain down year-over-year.

### **Demand for Food Preparation and Serving Occupations Shows Largest Increase in April, while Architecture and Engineering Edged Slightly Downward**

Online demand for food preparation and serving occupations registered the largest monthly increase in April, a customary trend for this time of year as hiring activity typically picks up ahead of the busy summer season. The rise may point to optimism among food service employers that consumer spending patterns will remain somewhat steady over the coming months. Among white-collar occupational categories that showed low activity in March, legal occupations saw the largest upswing in demand last month. Opportunities in business and financial operations occupations also expanded sharply, rebounding from a notably weak first quarter.

In contrast, online job availability edged slightly downward for architecture and engineering occupations in April, contrary to the normal steady build up in recruiting activity usually seen at the start of the spring.

On a year-over-year basis, five occupational categories are showing higher demand compared to a year ago. Healthcare support has edged out farming, fishing, and forestry as the top growth occupation over the year, with healthcare practitioners and technical occupations rounding out the top three. Installation, maintenance, and repair saw its annual growth rate turn positive in April, indicating a return of heightened demand for assorted manual and technical service professionals. Despite recent month-to-month



growth, the legal category continues to show one of the most pronounced annual declines in the Index.

### **Online Job Availability Rises in All Nine U.S. Census Bureau Regions in April**

During April, online job availability increased in all nine U.S. Census Bureau regions, with the East South Central region showing the strongest gain, followed by the Mid-Atlantic and West South Central regions. Overall, online demand in regions located in the southern area of the U.S. showed the sharpest increases in opportunities, as business expansion proceeded at a higher pace there than in other parts of the country. Year-over-year, eight of the nine regions are showing lower online job availability than a year ago, with only the West South Central region registering an increase over the year.

At the state level, online job demand rose in 46 of the 50 U.S. states plus the District of Columbia between March and April.

Adjusting the number of online help-wanted ads for total employment, the following states had the highest per-worker online job availability during April:

Rank	State
1	Massachusetts
2	Connecticut
3	Alaska
4	Delaware
5	Maryland
6	Montana
7	New Jersey
8	West Virginia
9	Arizona
10	Colorado

### **Online Job Availability Rises in All of the Top 28 Major U.S. Metro Markets**

During April, online recruitment activity rose in all of the 28 U.S. metro areas monitored by the Index, with Orlando registering the largest gain, driven by strong demand for healthcare and blue-collar workers. Other metro markets in Florida, including Miami and Tampa, also demonstrated above-average growth during the month. Philadelphia was the second strongest market, followed by Kansas City, Indianapolis and Cincinnati. Meanwhile, Phoenix, Sacramento and Seattle had the smallest gains, with below average increases in online recruitment activity for legal and white-collar occupations.



On an annual basis, seven of the 28 monitored markets are showing more online job opportunities than a year ago, with Pittsburgh again ranking as the Index's top growth market year-over-year, a position it has held for three consecutive months. Houston and Dallas again remained among the top five amid continued high demand for healthcare, education and production occupations. In contrast, Los Angeles, followed closely by Baltimore, noted the largest annual decline among all markets tracked by the Index. Both markets have seen substantial reductions in online recruitment activity for healthcare, construction and transportation over the past 12 months.

### Top Industries Looking for Employees in April

Industries showing the greatest increase in online job availability in April included:

INDUSTRY	APR 08	MAR 08	FEB 08	JAN 08	DEC 07	APR 07
Accommodation and Food Services	164	140	137	128	148	172
Retail Trade	167	154	150	148	160	192
Other Services	223	211	203	192	198	230
Management of Companies and Enterprises	161	150	152	144	149	161
Public Administration	228	217	208	185	188	153

### Most Wanted Occupational Experience in April

Occupational categories registering the most significant increases in online job demand in April included:

OCCUPATIONS	APR 08	MAR 08	FEB 08	JAN 08	DEC 07	APR 07
Food Preparation and Serving	183	159	161	152	164	203
Installation, Maintenance and Repair	186	164	159	154	160	184
Healthcare Support	218	201	195	205	206	184
Healthcare Practitioners and Technical	193	181	166	162	170	169
Management	182	173	184	178	183	201



### Online Job Demand Increases across All Nine U.S. Census Bureau Regions in April

Online job opportunities rose by varying increases in all nine U.S. Census Bureau Regions in April. The regions are presented here in order of largest monthly increase:

U.S. CENSUS BUREAU REGIONS	APR 08	MAR 08	FEB 08	JAN 08	DEC 07	APR 07
East South Central	166	154	152	146	153	169
West South Central	262	250	245	236	248	256
Middle Atlantic	169	160	159	153	163	178
West North Central	186	178	177	168	176	189
South Atlantic	163	156	155	151	158	175
New England	173	167	172	164	174	181
Mountain	179	173	170	169	178	195
East North Central	163	159	157	149	158	168
Pacific	161	158	156	155	164	201



APR 07	MAY 07	JUN 07	JUL 07	AUG 07	SEP 07	OCT 07	NOV 07	DEC 07	JAN 08	FEB 08	MAR 08	APR 08
186	189	186	183	186	186	188	183	169	160	165	167	174

## By Region

	2008				2007								
	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr
New England	173	167	172	164	174	190	194	187	188	188	188	188	181
Mid-Atlantic	169	160	159	153	163	178	184	180	180	177	179	181	178
East North Central	163	159	157	149	158	171	174	171	169	166	167	169	168
West North Central	186	178	177	168	176	190	196	194	191	185	189	191	189
South Atlantic	163	156	155	151	158	169	173	172	172	170	173	176	175
East South Central	166	154	152	146	153	166	172	169	168	164	167	169	169
West South Central	262	250	245	236	248	265	271	268	266	260	260	262	256
Mountain	179	173	170	169	178	191	195	195	195	189	191	194	195
Pacific	161	158	156	155	164	179	183	183	184	183	187	195	201

## By Industry

	2008				2007								
	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr
Agriculture, Forestry, Fishing and Hunting	200	200	196	162	171	171	171	171	171	173	171	164	150
Mining, Quarrying and Oil and Gas Extraction	167	168	172	160	157	163	171	168	166	167	169	175	189
Utilities	126	127	124	124	159	198	186	172	172	172	175	178	194
Construction	216	211	205	195	202	215	222	228	222	214	219	232	245
Manufacturing	120	117	111	104	116	126	132	130	126	126	132	134	135
Wholesale Trade	167	164	165	154	159	167	173	172	168	163	164	165	159
Retail Trade	167	154	150	148	160	180	186	185	180	187	188	194	192
Transportation and Warehousing	180	174	168	163	176	195	201	209	198	190	198	191	186
Information	134	124	119	115	127	141	146	142	142	136	136	140	131
Finance and Insurance	123	117	120	112	133	147	156	153	154	148	146	140	135
Real Estate and Rental and Leasing	115	108	107	99	105	124	134	138	145	149	148	150	142
Professional, Scientific, and Technical Services	138	133	130	123	134	153	157	153	153	151	154	160	161
Management of Companies and Enterprises	161	150	152	144	149	160	162	156	158	161	152	157	161
Administrative, Support, Waste Management, Remediation Services	100	97	95	86	95	117	124	120	119	112	111	109	105
Educational Services	119	114	113	101	112	123	126	133	130	130	135	134	131
Healthcare and Social Assistance	119	116	113	108	115	125	127	124	121	120	120	122	120
Arts, Entertainment, and Recreation	100	92	84	96	122	143	166	173	161	153	153	155	162
Accommodation and Food Services	164	140	137	128	148	167	167	170	169	169	170	177	172
Public Administration	228	217	208	185	188	188	184	155	155	161	159	156	153
Other Services	223	211	203	192	198	210	215	217	220	218	226	231	230

## By Occupation

	2008				2007								
	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr
Management	182	173	184	178	183	194	199	194	197	192	191	194	201
Business and Financial Operations	184	177	183	175	189	207	210	206	208	208	207	215	217
Computer and Mathematical	167	162	160	157	167	178	183	181	181	179	182	184	189
Architecture and Engineering	175	177	173	173	182	196	202	198	198	194	195	194	202
Life, Physical, and Social Science	159	156	153	147	156	166	174	168	168	168	169	170	171
Community and Social Services	194	190	204	196	200	216	213	218	218	209	209	215	210
Legal	180	171	175	167	186	218	214	217	211	216	224	245	245
Education, Training, and Library	147	144	142	137	147	158	160	168	164	157	164	161	159
Arts, Design, Entertainment, Sports, and Media	130	128	125	126	139	151	156	157	157	160	165	165	161
Healthcare Practitioners and Technical	193	181	166	162	170	182	185	182	179	178	181	174	169
Healthcare Support	218	201	195	205	206	209	209	209	213	209	209	197	184
Protective Service	135	130	130	142	164	176	177	174	179	180	176	174	170
Food Preparation and Serving Related	183	159	161	152	164	173	175	178	180	185	193	189	203
Building, Grounds Cleaning, Maintenance	160	154	145	136	141	150	155	155	158	153	155	161	164
Personal Care and Service	127	126	120	159	155	167	170	170	173	168	170	189	236
Sales and Related	132	128	125	122	131	145	150	150	147	145	147	151	151
Office and Administrative Support	153	150	152	145	154	172	177	174	175	168	172	181	184
Farming, Fishing, and Forestry	172	172	174	140	142	140	142	142	142	142	143	148	148
Construction and Extraction	141	137	129	124	131	143	149	153	150	146	149	153	154
Installation, Maintenance, and Repair	186	164	159	154	160	172	179	183	182	176	178	184	184
Production	147	145	142	131	139	149	154	153	150	147	149	151	151

Transportation and Material Moving	113	111	108	108	116	128	132	135	132	131	132	134	135
Military Specific	172	169	161	159	184	183	193	170	167	165	163	163	160

### By Local Market

	2008				2007								
	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr
Atlanta	131	127	129	123	134	146	149	145	140	138	142	143	144
Baltimore	91	88	89	86	94	101	104	103	103	100	103	127	129
Boston	131	123	131	120	135	152	153	150	147	152	150	154	137
Chicago	119	115	121	106	120	142	142	144	141	137	139	138	142
Cincinnati	141	132	137	124	135	151	158	150	143	143	148	143	147
Cleveland	137	133	129	114	127	137	140	136	135	131	134	141	140
Dallas	147	139	138	128	137	150	150	148	144	140	142	142	141
Denver	138	133	130	125	136	145	149	151	147	142	144	144	137
Detroit	132	128	123	105	119	135	138	139	132	129	134	135	133
Houston	164	159	157	146	153	163	164	162	163	158	157	155	154
Indianapolis	119	111	114	98	108	120	124	123	118	115	118	125	129
Kansas City	152	140	145	123	140	159	162	156	153	143	148	144	144
Los Angeles	101	98	99	90	100	114	116	117	118	117	123	135	145
Miami	96	91	95	92	94	105	105	109	106	105	108	108	113
Minneapolis	129	124	123	115	122	134	137	134	128	123	130	129	128
New York City	118	113	117	108	117	131	131	133	130	127	130	133	134
Orlando	84	76	77	70	75	88	86	90	85	85	91	104	105
Philadelphia	116	106	105	98	108	125	126	130	124	121	126	136	130
Phoenix	104	102	104	99	107	117	120	121	122	115	117	118	117
Pittsburgh	163	153	147	140	149	161	157	155	145	141	148	142	142

Portland	140	135	128	114	126	153	163	159	160	146	148	150	142
Sacramento	95	93	95	89	98	116	120	121	118	116	119	126	124
San Diego	102	98	98	91	96	105	110	112	114	110	116	122	127
San Francisco	106	103	109	100	110	122	125	125	129	123	126	126	126
Seattle	139	137	131	120	133	147	151	151	149	143	148	152	142
St. Louis	154	149	149	137	147	160	166	167	158	151	162	155	153
Tampa	99	95	95	90	97	104	103	104	104	102	104	108	109
Washington, D.C.	105	100	101	90	103	118	120	123	120	114	121	131	132

#### About the Monster Employment Index

Launched in April 2004 with data collected since October 2003, the Monster Employment Index is a broad and comprehensive monthly analysis of U.S. online job demand conducted by Monster Worldwide, Inc. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, including Monster, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide. The Monster Employment Index's underlying data is validated for accuracy by Research America, Inc. – an independent, third-party auditing firm – to ensure that measured online job recruitment activity is within a margin of error of +/- 1.05%. To obtain a full copy of the Monster Employment Index report for April 2008, including all charts and tables, please visit [http://corporate.monster.com/Press\\_Room/MEI.html](http://corporate.monster.com/Press_Room/MEI.html). Data for the month of May will be released on June 5, 2008.

#### About Monster Worldwide

Monster Worldwide, Inc. (NASDAQ: MNST), parent company of Monster®, the premier global online employment solution for more than a decade, strives to inspire people to improve their lives. With a local presence in key markets in North America, Europe, and Asia, Monster works for everyone by connecting employers with quality job seekers at all levels and by providing personalized career advice to consumers globally. Through online media sites and services, Monster delivers vast, highly targeted audiences to advertisers. Monster Worldwide is a member of the S&P 500 Index and the NASDAQ 100. To learn more about Monster's industry-leading products and services, visit [www.monster.com](http://www.monster.com).

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