



# EMPLOYMENT I N D E X

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## Monster Employment Index Edges Slightly Higher in March

### March 2008 Index Highlights:

- Index edges up two points, but remains down 10 percent from year-ago reading
- Sharp drop in online job availability in finance and insurance industry reflects continued turmoil in U.S. financial sector
- Demand increases within goods producing sector, as well as arts and entertainment industry, while opportunities in government and healthcare remain elevated
- New England region registers sharpest monthly decline in online recruitment activity
- Key Pacific Northwest metro areas (Portland and Seattle) show strongest gains among top 28 local markets

### Summary Overview

The Monster Employment Index edged up two points in March, as overall U.S. online job availability rose moderately for the second consecutive month, but remained down 10 percent from a year ago. 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®.

During March, a majority of industry and occupational categories tracked showed greater online job demand compared to the previous month, with 16 of 20 industries and 15 of 23 occupations registering gains. Index results for the past 13 months are as follows:

MAR 08	FEB 08	JAN 08	DEC 07	NOV 07	OCT 07	SEP 07	AUG 07	JUL 07	JUN 07	MAY 07	APR 07	MAR 07
167	165	160	169	183	188	186	186	183	186	189	186	185

“The Monster Employment Index’s slight increase in March was below historical levels for this time of year, and reflects a continued slowdown in overall employer recruitment activity,” said Jesse Harriott, Vice President of Research at Monster Worldwide. “This month’s results also underscore the adverse effect the sub-prime mortgage industry fallout has had on hiring efforts in the financial services sector, particularly in the Northeast region of the country. Nevertheless, the Index is still above its reading in March of 2006 and online job demand remains strong in certain sectors such as healthcare and government.”

**Online Demand in Arts, Entertainment and Recreation Industry Surges, while Opportunities in Finance and Insurance Decline Sharply**

Arts, entertainment and recreation registered one of the largest gains in online job demand among industries in March, ending a five-month downward trend. From a seasonal standpoint, March and April have historically been months of heavily increased recruitment activity for both the creative/entertainment industry and its specific occupations. This has typically occurred after a muted winter period, according to historical Index patterns. Online job availability also rose in the transportation and warehousing industry last month; however the category is now showing a year-over-year decline for the first time since the Index's inception. This suggests that the strain of higher fuel costs and the uncertainty around future oil prices may be tempering employer demand in the sector. Other industry categories notching gains last month include information; manufacturing; public administration; and retail trade.

In contrast, the finance and insurance industry experienced the sharpest monthly decline in online opportunities, mirroring continued weakness in the U.S. financial sector.

On a year-over-year basis, three of the Index's industry categories are showing greater online job availability compared to a year ago, with public administration; and agriculture, forestry, fishing and hunting continuing to rank as the top two growth categories, respectively. At the opposite end of the spectrum, the arts, entertainment and recreation industry has experienced the steepest year-over-year reduction, despite the gain last month.

**Demand for Legal and Protective Service Occupations Continues to Slow, While Healthcare Opportunities Remain Elevated**

During March, the healthcare practitioners and technical category registered the most substantial increase in online job demand among all occupations tracked. Meanwhile, opportunities for workers in the areas of computer and mathematical (IT) and life, physical and social science rose for the second consecutive month for the first time in more than a year.

In contrast, online job availability for management occupations declined sharply, reversing a sizable gain in the previous month, while online offers for positions in business and financial operations also contracted on the month. Demand for legal occupations edged down slightly, suggesting that weak employment trends for new law school graduates may persist. At the same time, opportunities for protective service occupations were flat, halting a four-month downward trend.

On a year-over-year basis, four of the Index's occupational categories are currently showing greater online job availability. After farming, fishing and forestry, the healthcare support and healthcare practitioner categories remain the Index's top growth occupations over the last 12 months. At the other end of the spectrum, the protective service category is down 41 percent from a year ago, and only the legal and personal care categories have exhibited weaker trends.

### **Online Job Availability Rises in Eight of Nine U.S. Census Bureau Regions in March**

During March, online job availability increased in eight of the nine U.S. Census Bureau regions, with the West South Central region showing the strongest gain, followed closely by the Mountain and East South Central regions. Online demand in the New England region registered the sharpest decline, weighed down largely by the financial services sector. Year-over-year, nearly all nine regions are showing lower online job availability, with only the West South Central showing an increase.

At the state level, online job demand rose in 31 of the 50 U.S. states plus the District of Columbia between February and March.

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

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

### **Online Job Availability Rises in 10 of the Top 28 Major U.S. Metro Markets**

During March, online recruitment activity rose in 10 of the 28 U.S. metro areas monitored by the Index, with Portland showing the largest increase, fueled by higher demand for healthcare and public service professionals. Seattle was the second strongest market on the month, followed by Pittsburgh, Detroit and Cleveland. Meanwhile, Boston and San Francisco registered the sharpest declines, reflecting lower online recruitment activity for white-collar occupations.

On an annual basis, six of the 28 markets are now showing greater online job availability compared to a year ago, with Pittsburgh ranking as the top growth market year-over-year for the second consecutive month. Houston and Dallas remained among the top



five amid continued high demand for healthcare, military and management occupations. In contrast, Los Angeles has registered the steepest drop over the past 12 months, burdened by fewer opportunities in construction.

### Top Industries Looking for Employees in March

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

INDUSTRY	MAR 08	FEB 08	JAN 08	DEC 07	NOV 07	MAR 07
Public Administration	217	208	185	188	188	150
Arts, Entertainment and Recreation	92	84	96	122	143	173
Other Services	211	203	192	198	210	228
Construction	211	205	195	202	215	236
Manufacturing	117	111	104	116	126	134

### Most Wanted Occupational Experience in March

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

OCCUPATIONS	MAR 08	FEB 08	JAN 08	DEC 07	NOV 07	MAR 07
Healthcare Practitioners and Technical	181	166	162	170	182	168
Building/Grounds Cleaning/Maintenance	154	145	136	141	150	154
Construction and Extraction	137	129	124	131	143	146
Military Specific	169	161	159	184	183	166
Healthcare Support	201	195	205	206	209	175

### Online Job Demand Rises in Eight of Nine Regions in March

Online job opportunities rose by varying increases in eight of the nine U.S. Census Bureau Divisions in March. The regions are presented here in order of largest monthly increase:

U.S. CENSUS BUREAU REGIONS	MAR 08	FEB 08	JAN 08	DEC 07	NOV 07	MAR 07
West South Central	250	245	236	248	265	247
Mountain	173	170	169	178	191	188
East North Central	159	157	149	158	171	163

East South Central	154	152	146	153	166	165
Pacific	158	156	155	164	179	196
Middle Atlantic	160	159	153	163	178	172
West North Central	178	177	168	176	190	182
South Atlantic	156	155	151	158	169	171
New England	167	172	164	174	190	172



MAR 07	APR 07	MAY 07	JUN 07	JUL 07	AUG 07	SEP 07	OCT 07	NOV 07	DEC 07	JAN 08	FEB 08	MAR 08
185	186	189	186	183	186	186	188	183	169	160	165	167

## By Region


	2008			2007									
	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar
New England	167	172	164	174	190	194	187	188	188	188	188	181	172
Mid-Atlantic	160	159	153	163	178	184	180	180	177	179	181	178	172
East North Central	159	157	149	158	171	174	171	169	166	167	169	168	163
West North Central	178	177	168	176	190	196	194	191	185	189	191	189	182
South Atlantic	156	155	151	158	169	173	172	172	170	173	176	175	171
East South Central	154	152	146	153	166	172	169	168	164	167	169	169	165
West South Central	250	245	236	248	265	271	268	266	260	260	262	256	247
Mountain	173	170	169	178	191	195	195	195	189	191	194	195	188
Pacific	158	156	155	164	179	183	183	184	183	187	195	201	196

## By Industry

	2008			2007									
	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar
Agriculture, Forestry, Fishing and Hunting	200	196	162	171	171	171	171	171	173	171	164	150	143
Mining, Quarrying and Oil and Gas Extraction	168	172	160	157	163	171	168	166	167	169	175	189	191
Utilities	127	124	124	159	198	186	172	172	172	175	178	194	183
Construction	211	205	195	202	215	222	228	222	214	219	232	245	236
Manufacturing	117	111	104	116	126	132	130	126	126	132	134	135	134
Wholesale Trade	164	165	154	159	167	173	172	168	163	164	165	159	147
Retail Trade	154	150	148	160	180	186	185	180	187	188	194	192	190
Transportation and Warehousing	174	168	163	176	195	201	209	198	190	198	191	186	178
Information	124	119	115	127	141	146	142	142	136	136	140	131	130
Finance and Insurance	117	120	112	133	147	156	153	154	148	146	140	135	136
Real Estate and Rental and Leasing	108	107	99	105	124	134	138	145	149	148	150	142	136
Professional, Scientific, and Technical Services	133	130	123	134	153	157	153	153	151	154	160	161	159
Management of Companies and Enterprises	150	152	144	149	160	162	156	158	161	152	157	161	159
Administrative, Support, Waste Management, Remediation Services	97	95	86	95	117	124	120	119	112	111	109	105	106
Educational Services	114	113	101	112	123	126	133	130	130	135	134	131	121
Healthcare and Social Assistance	116	113	108	115	125	127	124	121	120	120	122	120	119
Arts, Entertainment, and Recreation	92	84	96	122	143	166	173	161	153	153	155	162	173
Accommodation and Food Services	140	137	128	148	167	167	170	169	169	170	177	172	169
Public Administration	217	208	185	188	188	184	155	155	161	159	156	153	150
Other Services	211	203	192	198	210	215	217	220	218	226	231	230	228


## By Occupation

	2008			2007									
	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar
Management	173	184	178	183	194	199	194	197	192	191	194	201	189
Business and Financial Operations	177	183	175	189	207	210	206	208	208	207	215	217	213
Computer and Mathematical	162	160	157	167	178	183	181	181	179	182	184	189	181
Architecture and Engineering	177	173	173	182	196	202	198	198	194	195	194	202	196
Life, Physical, and Social Science	156	153	147	156	166	174	168	168	168	169	170	171	167
Community and Social Services	190	204	196	200	216	213	218	218	209	209	215	210	214
Legal	171	175	167	186	218	214	217	211	216	224	245	245	243
Education, Training, and Library	144	142	137	147	158	160	168	164	157	164	161	159	151
Arts, Design, Entertainment, Sports, and Media	128	125	126	139	151	156	157	157	160	165	165	161	160
Healthcare Practitioners and Technical	181	166	162	170	182	185	182	179	178	181	174	169	168
Healthcare Support	201	195	205	206	209	209	209	213	209	209	197	184	175
Protective Service	130	130	142	164	176	177	174	179	180	176	174	170	171
Food Preparation and Serving Related	159	161	152	164	173	175	178	180	185	193	189	203	181
Building, Grounds Cleaning, Maintenance	154	145	136	141	150	155	155	158	153	155	161	164	154
Personal Care and Service	126	120	159	155	167	170	170	173	168	170	189	236	195
Sales and Related	128	125	122	131	145	150	150	147	145	147	151	151	151
Office and Administrative Support	150	152	145	154	172	177	174	175	168	172	181	184	179
Farming, Fishing, and Forestry	172	174	140	142	140	142	142	142	142	143	148	148	142
Construction and Extraction	137	129	124	131	143	149	153	150	146	149	153	154	146
Installation, Maintenance, and Repair	164	159	154	160	172	179	183	182	176	178	184	184	176
Production	145	142	131	139	149	154	153	150	147	149	151	151	148
Transportation and	111	108	108	116	128	132	135	132	131	132	134	135	131

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	Military Specific	169	161	159	184	183	193	170	167	165	163	163	160

### By Local Market

	2008			2007									
	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar
Atlanta	127	129	123	134	146	149	145	140	138	142	143	144	139
Baltimore	88	89	86	94	101	104	103	103	100	103	127	129	126
Boston	123	131	120	135	152	153	150	147	152	150	154	137	132
Chicago	115	121	106	120	142	142	144	141	137	139	138	142	134
Cincinnati	132	137	124	135	151	158	150	143	143	148	143	147	133
Cleveland	133	129	114	127	137	140	136	135	131	134	141	140	135
Dallas	139	138	128	137	150	150	148	144	140	142	142	141	134
Denver	133	130	125	136	145	149	151	147	142	144	144	137	130
Detroit	128	123	105	119	135	138	139	132	129	134	135	133	128
Houston	159	157	146	153	163	164	162	163	158	157	155	154	149
Indianapolis	111	114	98	108	120	124	123	118	115	118	125	129	120
Kansas City	140	145	123	140	159	162	156	153	143	148	144	144	133
Los Angeles	98	99	90	100	114	116	117	118	117	123	135	145	144
Miami	91	95	92	94	105	105	109	106	105	108	108	113	113
Minneapolis	124	123	115	122	134	137	134	128	123	130	129	128	122
New York City	113	117	108	117	131	131	133	130	127	130	133	134	129
Orlando	76	77	70	75	88	86	90	85	85	91	104	105	101
Philadelphia	106	105	98	108	125	126	130	124	121	126	136	130	128
Phoenix	102	104	99	107	117	120	121	122	115	117	118	117	115
Pittsburgh	153	147	140	149	161	157	155	145	141	148	142	142	140
Portland	135	128	114	126	153	163	159	160	146	148	150	142	138
Sacramento	93	95	89	98	116	120	121	118	116	119	126	124	123
San Diego	98	98	91	96	105	110	112	114	110	116	122	127	127
San Francisco	103	109	100	110	122	125	125	129	123	126	126	126	124



City	Index Value	131	120	133	147	151	151	149	143	148	152	142	137
Seattle	137	131	120	133	147	151	151	149	143	148	152	142	137
St. Louis	149	149	137	147	160	166	167	158	151	162	155	153	152
Tampa	95	95	90	97	104	103	104	104	102	104	108	109	110
Washington, D.C.	100	101	90	103	118	120	123	120	114	121	131	132	130

### 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 March 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 April will be released on May 1, 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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