



# Career Trend **Analysis Report**

2011 Third Quarter Report



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## **I. About Beyond.com, Inc.**

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Beyond.com is the premier Career Network focused on helping people grow and succeed professionally. By connecting job seekers and employers through 70 unique career channels and 3,000 industry and regional communities, we are changing the way job searching is done and helping people build relationships around the world.

Through powerful communication tools and a personalized online Career Portfolio™, members have a 24/7 online presence and access to job search functions, networking features, statistics and social and industry research.

Beyond.com was named to Inc. Magazine's prestigious 'Inc. 500' list and is a Safeguard Scientifics, Inc. (NYSE: SFE) portfolio company. [www.Beyond.com](http://www.Beyond.com).

or employment related statistics and additional information on Beyond.com, visit [about.Beyond.com](http://about.Beyond.com). You can also find industry information, recruitment news and more on our recruitment blog: [www.EmploymentMetrix.com](http://www.EmploymentMetrix.com).

For a complete listing of sites within the Beyond.com Career Network, please visit us at [www.Beyond.com/Channels](http://www.Beyond.com/Channels).

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## II. Quarterly Online Career Trend Report

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*By: Rich Milgram, CEO, Beyond.com, Inc.*

Dear Reader:

Beyond.com is pleased to present our Career Trend Analysis Report for third quarter 2011, which highlights employment and labor trends on a national level, and across our network of thousands of regional and industry specific career communities.

Each quarter, we showcase these market trends, in addition to key candidate attributes on the Beyond.com Career Network. By looking at statistics such as experience level, length of job search and ethnicity across more than 25 industries, we can provide a clear snapshot of candidates nationwide and their job search experience.

We also include online job statistics – top job titles, employment type, and experience level – to provide insight into what types of candidates and skills sets are in high demand.

### **An Economic Outlook**

The third quarter of 2011 did not bring significant changes to nation's the employment and hiring landscape. The unemployment rate hovers around 9.1%, and the number of new jobs created continues to fall short of expectations.

One important development during the third quarter was Standard & Poor's decision to downgrade the US credit rating. The move was a definite blow to economic confidence, and it took a significant toll on the stock market in the days immediately following the downgrade.

Still, the main factor causing the slow recovery and weak job creation is a lack of consumer demand. Without increased demand, companies have no need to hire additional employees or increase hours for those already on staff. Even when employers are ready to increase staff and hours worked, the competition will be stiff. In addition to the 14 million unemployed Americans, there are 8.8 million identified as underemployed – part-time workers who want to be employed full-time – and 2.6 discouraged workers who have temporarily stopped seeking employment.

One industry that seems less affected by lack of demand is the IT field. Technology start-ups are thriving and continuing to hire and grow. These companies face a different employment challenge than most – finding enough qualified candidates to fill their needs.

Other industries, such as Retail and Travel/Hospitality and Logistics, which rely on seasonal workers, may be able to help boost the employment numbers for Q4. Hopefully consumer demand will warrant the ramp up in hiring, and set a more positive trend for employment and the economy as a whole going into 2012.

Located below are a few key notables from our third quarter 2011 review:

- More than 73% of our network employers are looking for permanent full-time employees.
- Top job titles in demand for third quarter 2011 included: Physical Therapist, Sales Representative, Customer Service Representative, Account Manager, Retail Sales Associate and Registered Nurse.



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- The Healthcare & Medical industry did experience a gradual decline since Q4 2010, however this quarter it experience a significant jump of 7.84%. It continues to rank as the top industry for online job postings each quarter. We expect this industry to remain strong even though it continues to be impacted with the rise of medical costs. Some bright spots in this industry include home health aide jobs which are projected to grow 48 percent and physician assistant jobs which are projected to grow by 39 percent in a 10-year growth projection according to the U.S. Bureau of Labor Statistics.
- Sales & Sales Management still remains strong, even though experiencing the largest percentage decrease over the previous quarter (-4.85%), but it had the second largest percentage increase over the past year (1.31%). This shows that employers are striving to add staff that directly fuel revenue-generation for their business, and drive future growth, which will be instrumental in helping us grow the economy.
- Information Technology ranked as the #3 industry for online job postings this quarter, led only by Healthcare & Medical and Sales & Sales Management. Even though it decreased 1.31% over the previous quarter and 0.97% over the year, corporations continue to invest in new technology, which will produce decent job growth in the coming year. For example, according to the Department of Labor, job growth for computer support specialists is expected to increase by 14% from 2008 to 2018.

Industry	Q4 - '10	Q1 - '11	Q2 - '11	Q3 - '11	QT Change	YR Change
Healthcare & Medical	33.68	33.12	30.36	38.20	7.84	4.52
Sales & Sales Management	7.53	6.42	13.70	8.85	-4.85	1.31
Information Technology	9.23	11.08	9.56	8.25	-1.31	-0.97

### Online Resumes

- Healthcare & Medical was ranked as the top industry for online resume postings with 20.04%. Clerical & Administrative, the next highest industry for online resumes last quarter, dropped to the #3 spot with 8.42%. Healthcare & Medical has been on a significant percentage increase since Q4 2010 and it experienced the largest percentage gain over the previous quarter with 5.64%. On the flip side, Clerical & Administrative has also been gradually declining quarter by quarter.
- Another industry that experienced a significant percentage gain this quarter was Merchandising, Purchasing & Retail. It increased 2.79% over the previous quarter and 7.68% over the past year. This industry also replaced Clerical & Administrative as the #2 industry for online resumes this quarter.

Industry	Q4 - '10	Q1 - '11	Q2 - '11	Q3 - '11	QT Change	YR Change
Healthcare & Medical	9.02	9.17	14.40	20.04	5.64	11.03
Merchandising, Purchasing & Retail	1.68	1.63	6.56	9.35	2.79	7.68
Clerical & Administrative	16.49	13.18	9.64	8.42	-1.22	-8.07

- From a geographical perspective, Florida exhibited the largest percentage increase in online resumes per capita over the previous quarter (0.71%), bringing it to the third highest state per capita. In reviewing the top states within each industry, Florida was noted as top state in the Sales & Sales Management and Construction & Extraction industries.
- Among our metropolitan areas, Los Angeles-Riverside-Orange County was the top region for online resumes with 13.57%, followed by New York-Northern New Jersey-Long Island with 12.71%.



- Top resume titles in various industries included: Administrative Assistant, Customer Service Representative, Medical Assistant, Receptionist, Cashier and Warehouse Worker.
- The majority of candidates (91.72%) were looking for any position type when posting their resume. Those looking for a Permanent Full-Time position represented 7.70% of network candidates.

### **Our Network Candidates**

- More than 61% of our network candidates had 5 or more years of experience. Over the previous quarter, the largest percentage increase continued to be represented by candidates with less than 1 year of experience (1.36%).
- More than 48% of our network candidates have started searching for a job within two weeks. The largest percentage increase over the previous quarter was in candidates who have just started their job search (3.82%), representing 39.54% of network candidates.
- Over 46% of network candidates were members of a minority group, an increase of over 4% from the previous quarter. African American/Black candidates represented the largest minority group with 23.81%.
- The Southern region continued as the majority leader for executive candidates with 28.72%. "Director" remained the top executive title with 29.21% and Management & Business continued as the top industry for executive candidates with 14.25%.

We continue to monitor the trends of our business professionals and employers across our network to provide valuable insight on the job market. These statistics are just a small sample of trends that we have uncovered in third quarter 2011.

We encourage you to review our Career Trend Analysis Report in more detail and are confident that you will find the information to be both informative and valuable in allowing you to achieve your individual and corporate goals. As always, we want to help you Go Beyond!



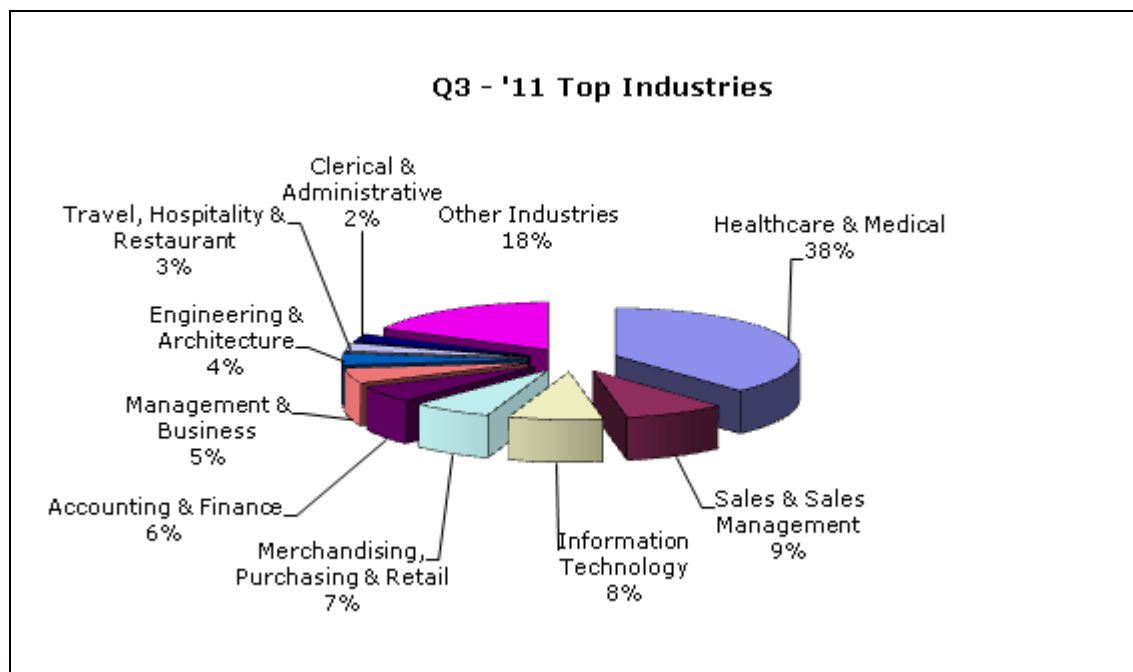
## Job Posting Development and Trends:

### Industry

During third quarter 2011, Healthcare & Medical continued to rank as the top industry for online job postings with 38.20%, increasing 7.84% from second quarter. Sales & Sales Management, still the #2 top industry with 8.85%, experienced a significant drop this quarter (-4.85%) compared to last quarter. Information Technology continued as the #3 industry for online job postings with 8.25%. A new entrant in the top 10 was Clerical and Administrative in the #9 spot with 2.56%, eliminating Transportation & Logistics the former #9 industry last quarter.

The industries with the largest percentage gain in online job postings over the previous quarter included: Healthcare & Medical (7.84%), Military & Government (0.69%) and Engineering & Architecture (0.56%). On the other hand, the industries with the largest percentage decrease over the previous quarter included: Sales & Sales Management (-4.85%), Merchandising, Purchasing & Retail (-1.73%) and Information Technology (-1.31%).

In reviewing our network statistics, we assessed overall industry growth in online jobs over the past 12 months and the industries with the largest percentage increase included: Healthcare & Medical (4.52%), Sales & Sales Management (1.31%) and Management & Business (0.66%). The industries with the largest percentage decrease included: Accounting & Finance (-2.62%), Media & Communication (-1.62%) and Clerical & Administrative (-1.23%).



**Job Postings**  
**% of Beyond.com Network**

### State & Regional

On a state level, the states with the largest percentage of online jobs per capita in third quarter 2011 included: 1) The District of Columbia, 2) Pennsylvania, 3) Alaska, 4) Virginia and 5) Maryland. In analyzing the top states within each industry channel, the District of Columbia remained in the #1 spot, representing 15 industries.

The states with the largest percentage of job growth over the previous quarter included: Pennsylvania (1.35%), New Mexico (0.67%) and Alaska (0.44%). The states with the largest percentage decrease in online jobs over the previous quarter included: District of Columbia (-1.88%), Maine (-0.33%) and Iowa (-0.22%). In looking at our 12 month view, Pennsylvania exhibited the largest percentage gain with 1.06%, followed by South Dakota (0.91%) and New Mexico (0.84%). The District of Columbia experienced the largest percentage decrease with -3.76%, followed by Virginia (-0.63%) and Washington (-0.52%). In assessing our regional data, Healthcare & Medical remained as the top industry within all regions. Sales & Sales Management was noted as the second largest industry in all regions.

### **Top Job Titles**

In reviewing the top online job titles, we noted that many of the top job titles were represented across many different industries. Some top job titles included: Physical Therapist, Sales Representative, Registered Nurse, Customer Service, Retail Sales Associate, Cashier and Occupational Therapist.

### **Job Employment Type**

In assessing the employment type for online jobs in third quarter 2011, the majority of positions posted were Permanent Full-Time jobs with 73.41%. The second largest percentage was Part-Time jobs with 14.13%. The three lowest employment types were: Work at Home (0.66%), Temporary (0.37%) and W-2 Contractor (0.27%).

## **Resume Posting Development and Trends:**

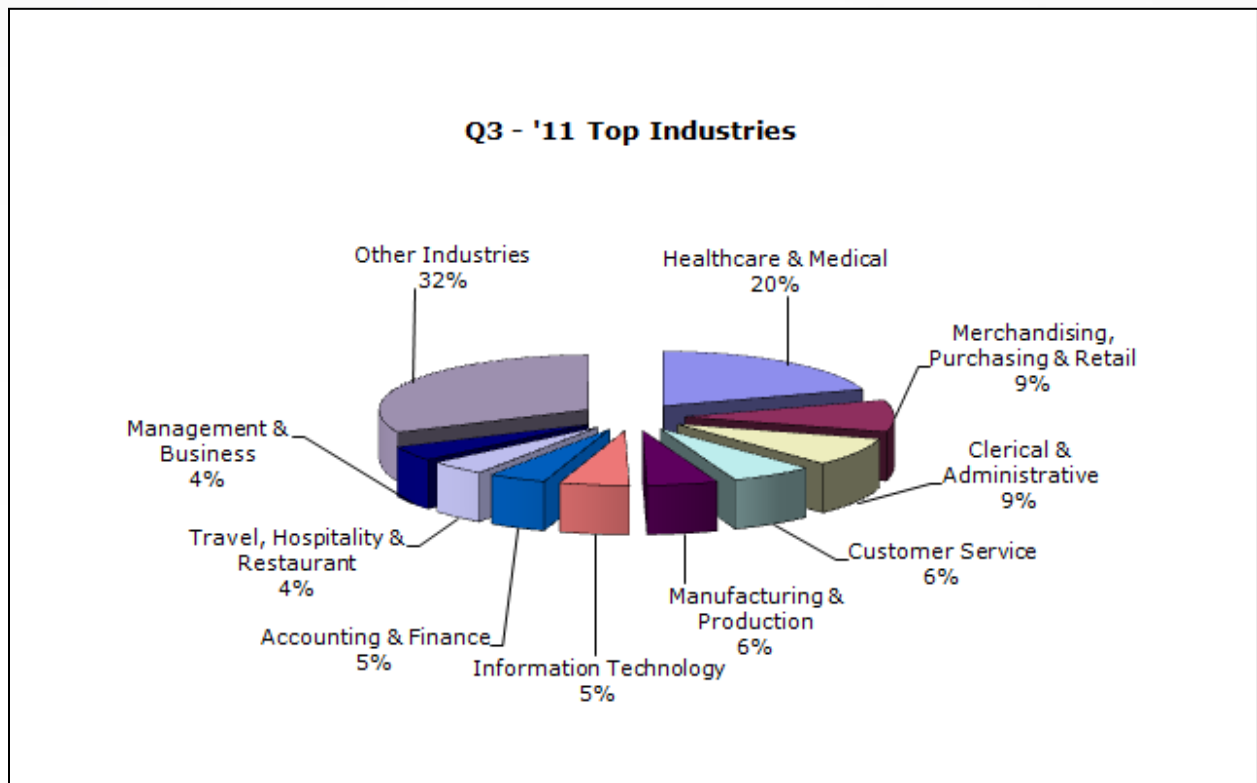
### **Industry**

From an online resume posting perspective, Healthcare & Medical was noted as the #1 industry for online resumes with 20.04%, remaining in the #1 spot from the previous quarter. Merchandising, Purchasing & Retail jumped to the #2 spot with 9.35%, rising from the #4 spot from the previous quarter. Some notable declining position shifts included: Clerical & Administrative (#2 to #3) with 8.42%, Customer Service (#3 to #4) with 6.40% and Travel, Hospitality & Restaurant (#7 to #8) with 4.36%. Two new entrants in the top 10 industries for online resume postings this quarter were Management & Business in the #9 spot and Sales and Sales Management in the #10 spot. Engineering and Architecture, which was previously among the top 10 industries for online resume postings was eliminated from the top 10 this quarter.

The industries with the largest percentage growth in online resumes over the previous quarter included: Healthcare & Medical (5.64%), Merchandising, Purchasing & Retail (2.79%) and Public Utilities & Services (0.25%). On the other hand, the industries with the largest percentage decrease in candidate resumes over the previous quarter included: Clerical & Administrative (-1.22%), Engineering & Architecture (-1.14%) and Customer Service (-0.84%).

We evaluated overall industry growth over the past 12 months and the industries with the largest percentage of candidate resume growth included: Healthcare & Medical (11.03%), Merchandising, Purchasing & Retail (7.68%) and Travel, Hospitality & Restaurant (1.75%). The industries with the largest percentage decrease over the past 12 months included: Clerical & Administrative (-8.07%), Manufacturing and Production (-3.83%) and Customer Service (-2.47%).





**Resume Posting  
% of Beyond.com Network**

#### State and Regional

On a state level, the states with the largest percentage of online resumes per capita over third quarter 2011 were: 1) District of Columbia, 2) Georgia, 3) Florida, 4) Nevada and 5) Colorado. In reviewing the top states within each industry sector, the District of Columbia again was the top state, representing 16 industries. In comparing the percentage increase over the previous quarter, the states with the largest percentage increase included: Florida (0.71%), District of Columbia (0.41%) and Georgia (0.38%). Over the previous quarter, the largest percentage decrease included: Nebraska (-0.43%), Wyoming (-0.26%), and Idaho (-0.25%).

Over the past 12 months, the states with the largest percentage increase in online resumes included: District of Columbia (1.11%), Florida (1.08%) and Louisiana (0.62%). The states with the largest percentage decrease included: New Hampshire (-0.83%), Ohio (-0.51%) and Vermont (-0.49%).

Our regional view shows that Healthcare & Medical was noted as the top industry for online resumes in all regions. Merchandising, Purchasing & Retail was the second top industry for online resumes in all regions.

#### Top Resume Titles

In reviewing the top online resume titles, we noted that many titles were represented across various industries. Some top resume titles included: Administrative Assistant, Customer Service Representative, Medical Assistant, Receptionist, Cashier, Warehouse Worker and Sales.

#### Candidate Employment Type

In assessing the employment types for online resumes in third quarter 2011, the majority of candidates (91.72%) were looking for any position type, followed by those looking for Permanent Full-Time positions

(7.70%). The lowest employment type percentages for online resumes were: Temporary (0.03%), Internship (0.03%) and W-2 Contractor (0.03%).

## Candidate Developments and Trends

We continue to track and analyze candidate experience levels and length of job search across the Beyond.com Career Network, with a particular focus on the top 3 industries for online job and resume posting. Located below is a brief summary of our key findings in third quarter 2011:

### Experience Level

In reviewing third quarter 2011 data, we noted that more than 61% of our network candidates have 5 or more years of experience. Over the previous quarter, the largest percentage increase was again noted in candidates with less than 1 year of experience (1.36%), while the largest percentage decrease was noted in candidates with 21+ years of experience (-2.51%).

### Length of Job Search

In assessing candidate job search length, more than 48% of our candidates have been searching for a job for under two weeks. Over the previous quarter, the largest percentage increase was noted in candidates who have just started their job search (3.82%), while the largest percentage decrease was noted in candidates who have been searching for a job within the past six months (-1.35%).

### Top 3 Industries for Online Job Postings

*Healthcare & Medical, Sales & Sales Management, and Information Technology*

In evaluating candidate experience levels for the top three industries for online jobs, 51.54% of candidates in Healthcare & Medical, 71.35% in Sales & Sales Management and 65.17% in Information Technology had 5 or more years of experience.

### Top 3 Industries for Resume Postings

*Healthcare & Medical, Merchandising, Purchasing & Retail, and Clerical & Administrative*

In reviewing candidate experience level within the top three industries for online resumes, we noted that 51.54% of Healthcare & Medical, 55.34% of Merchandising, Purchasing & Retail and 70.25% of Clerical & Administrative candidates had 5 or more years of work experience.

## Candidate Statistics

We are pleased to report candidate diversity and executive statistics for the Beyond.com Network.

### Diversity Breakdown

#### Gender

In evaluating the gender makeup of the Beyond.com Network, we noted that 54.25% of our network candidates were female and 45.75% were male.

#### Age

In reviewing the age composition of our candidates, the majority of candidates (25.70%) continued to be represented by candidates aged 21-30 years old. The second largest age bracket was candidates aged 41-50 (25.37%), followed close behind by candidates in the 31-40 age bracket (22.81%). The two lowest percentages were represented by candidates who are 61 and older with 4.11% and 18-20 years old with 2.65%.



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## **Ethnicity**

In assessing the ethnicity of our network candidates, we reported the majority of candidates are White (Non-Hispanic), at 53.37%, a decrease of 4.44% from the previous quarter. The second largest percentage was represented by African American/Black candidates with 23.81%. Other ethnicity percentage breakdowns were Asian/Pacific Islander (11.30%), Hispanic (10.52%) and American Indian/Alaskan Native (1.00%).

## **Executive Breakdown**

### **Gender**

In reviewing our top-tier executive candidates, we noted that 76.69% of executive level candidates were male, with females representing 23.31% of the Beyond.com Network.

### **Top Job Titles for Executives**

In evaluating job titles for executive candidates, Director remained as the majority leader with 29.21%. The second top job title was represented by Vice President with 28.38%. The lowest percentages were represented by President (15.77%) and Manager (15.01%).

### **Geographic Breakdown**

The Southern region continued as the majority leader for executive candidates with 28.72%. The second largest percentage was represented by the Western region with 24.95%. Other regional percentages were: Midwest (18.54%), Mid Atlantic (15.85%) and the Northeast (11.94%).

### **Top Industries for Executive Candidates**

The top industry for executive candidates was Management & Business (14.25%), followed by Healthcare & Medical with 12.17%. Other top industries included: Information Technology (11.81%), Sales & Sales Management (7.45%) and Marketing & Advertising (6.63%).

## **Top 15 Metropolitan Region Job Developments and Trends**

In reviewing industry trends for online jobs for the top 15 major metropolitan areas within the United States, 4 out of 15 regions experienced a position shift from the previous quarter. The regions that experienced an increase in position were Atlanta region (#8 to #7) and Philadelphia-Wilmington-Atlantic City (#10 to #9). New York-Northern New Jersey-Long Island (14.15%) and Los Angeles-Riverside-Orange County (12.30%) remained as the top two metro regions for online job postings.

In assessing the top industries by metropolitan region, Healthcare & Medical continued as the #1 industry. Information Technology was noted as the second top industry. In reviewing the top metro regions by industry, the New York-Northern New Jersey-Long Island metro region continued as the top region, representing 14 industries.

In comparing the metropolitan regions over the past 12 months, all positions remained consistent from the previous quarter.



## Top 15 Metropolitan Region Resume Posting Developments and Trends

In evaluating industry trends for resume postings in third quarter 2011, the majority of the top 15 U.S. metropolitan regions remained consistent from the previous quarter. Los Angeles-Riverside-Orange County maintained the #1 spot with 13.57%, over New York-Northern New Jersey-Long Island with 12.71%. The two regions that experienced a position shift were Phoenix-Mesa (#13 to #12) and Philadelphia-Wilmington-Atlantic City (#12 to #13).

In reviewing the top industries by metropolitan region, Healthcare & Medical was ranked as the #1 industry and Clerical & Administrative as the #2 industry. The Los Angeles-Riverside-Orange County area was noted as the top region by industry, representing 13 industries.

In comparing the top metropolitan regions over the past 12 months, all region positions remained consistent from the previous year. Los Angeles-Riverside-Orange County remained in the #1 spot with 13.67%, over New York-Northern New Jersey-Long Island with 13.24%.



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### III. JOB POSTING Developments & Trends

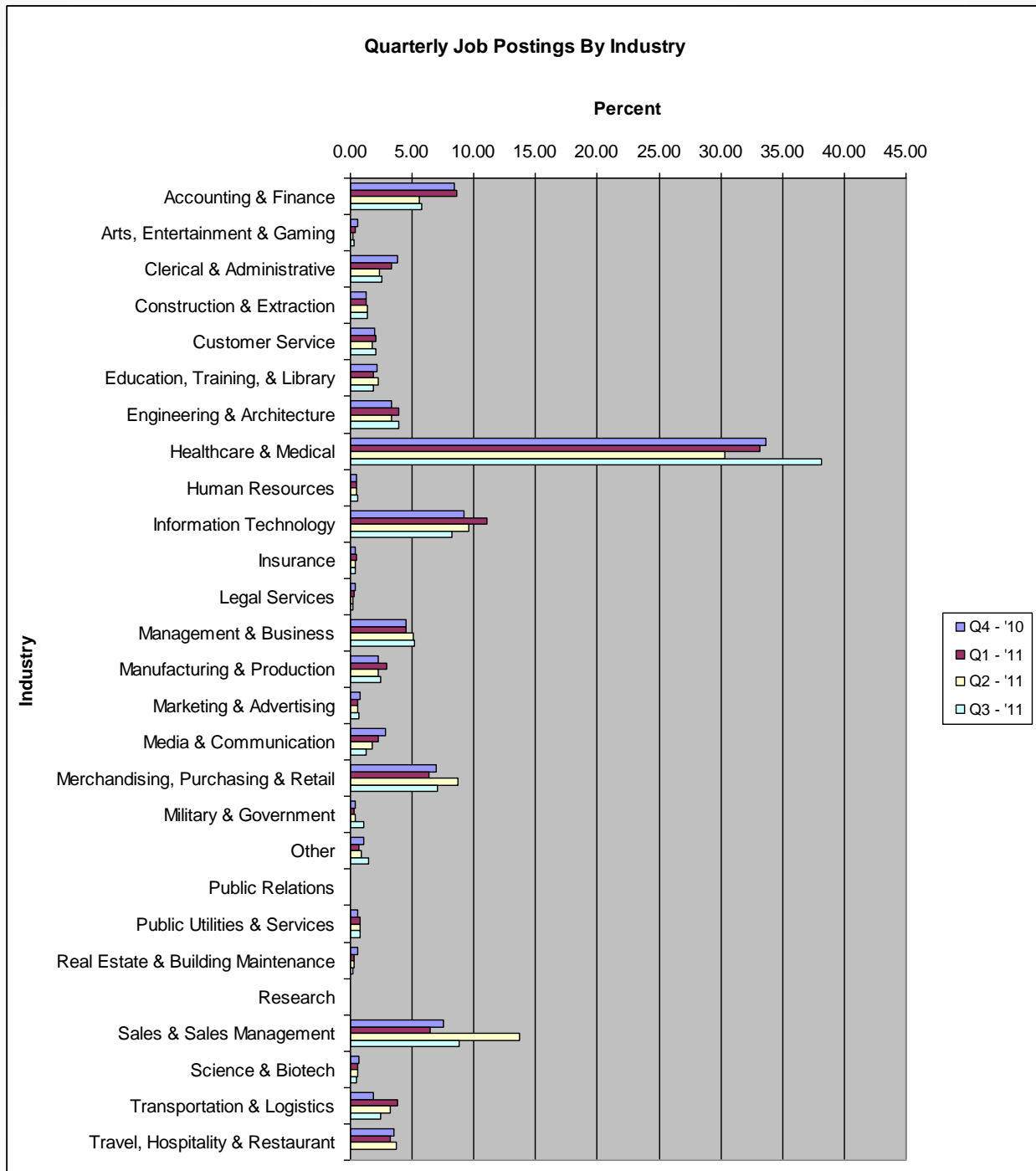
#### A) Industry

##### *Online Job Postings by Industry Channel*

Industry	Q4 - '10	Q1 - '10	Q2 - '11	Q3 - '11
Accounting & Finance	8.38	8.58	5.58	5.75
Arts, Entertainment & Gaming	0.59	0.43	0.21	0.28
Clerical & Administrative	3.79	3.37	2.37	2.56
Construction & Extraction	1.32	1.28	1.41	1.40
Customer Service	1.96	2.10	1.75	2.06
Education, Training, & Library	2.14	1.86	2.27	1.82
Engineering & Architecture	3.33	3.95	3.32	3.88
Healthcare & Medical	33.68	33.12	30.36	38.20
Human Resources	0.51	0.46	0.46	0.55
Information Technology	9.23	11.08	9.56	8.25
Insurance	0.43	0.48	0.36	0.41
Legal Services	0.41	0.30	0.24	0.20
Management & Business	4.51	4.50	5.09	5.17
Manufacturing & Production	2.28	2.91	2.24	2.43
Marketing & Advertising	0.76	0.59	0.59	0.67
Media & Communication	2.86	2.23	1.73	1.24
Merchandising, Purchasing & Retail	6.99	6.39	8.75	7.03
Military & Government	0.42	0.30	0.37	1.07
Other	1.06	0.69	0.93	1.45
Public Relations	0.05	0.05	0.04	0.01
Public Utilities & Services	0.58	0.77	0.81	0.78
Real Estate & Building Maintenance	0.62	0.25	0.25	0.24
Research	0.13	0.09	0.05	0.06
Sales & Sales Management	7.53	6.42	13.70	8.85
Science & Biotech	0.70	0.61	0.58	0.48
Transportation & Logistics	1.83	3.79	3.19	2.45
Travel, Hospitality & Restaurant	3.49	3.28	3.68	2.71

##### *Top 10 Industry Channels for Online Job Postings*

Industry	Q3 - '11
Healthcare & Medical	38.20
Sales & Sales Management	8.85
Information Technology	8.25
Merchandising, Purchasing & Retail	7.03
Accounting & Finance	5.75
Management & Business	5.17
Engineering & Architecture	3.88
Travel, Hospitality & Restaurant	2.71
Clerical & Administrative	2.56
Other Industries	17.60



**Figure 1: Job Postings by Industry (Q410-Q311)**

## B) State-by-State

### Job Posting Trends by State

\*data is representative of percentage across states; adjusted based upon population

State	Q4 - '10	Q1 - '10	Q 2- '11	Q3 - '11
AK	2.17	1.96	2.30	2.74
AL	1.47	1.53	1.52	1.47
AR	1.27	1.62	1.70	1.78
AZ	1.81	1.80	1.72	1.63
CA	1.85	1.85	1.69	1.64
CO	2.12	2.15	2.08	2.00
CT	2.38	2.41	2.29	2.19
DC	9.58	9.46	7.70	5.82
DE	2.26	2.43	2.28	2.41
FL	2.16	2.17	1.96	1.80
GA	1.87	1.98	1.78	1.76
HI	1.35	1.08	1.14	1.01
IA	2.30	2.12	2.20	1.98
ID	1.17	1.03	1.39	1.39
IL	1.75	1.88	1.75	1.87
IN	1.40	1.55	1.54	1.65
KS	2.09	2.30	2.38	2.26
KY	1.38	1.46	1.50	1.47
LA	1.65	1.61	1.51	1.47
MA	2.58	2.58	2.48	2.51
MD	2.77	2.84	2.65	2.73
ME	1.69	1.64	2.00	1.67
MI	1.23	1.20	1.29	1.19
MN	1.87	1.83	1.97	1.83
MO	1.41	1.54	1.66	1.61
MS	1.18	1.19	1.29	1.15

State	Q4 - '10	Q1 - '10	Q2 - '11	Q3 - '11
MT	1.34	1.38	1.85	1.91
NC	1.51	1.71	1.74	1.76
ND	2.17	1.53	1.85	1.78
NE	1.96	1.99	2.13	1.98
NH	2.03	1.80	1.89	1.99
NJ	1.86	1.90	1.80	1.78
NM	1.63	1.64	1.81	2.48
NV	1.79	1.73	1.73	1.85
NY	1.49	1.43	1.39	1.25
OH	2.10	1.97	2.01	2.35
OK	1.71	1.70	1.52	1.47
OR	1.64	1.74	1.93	1.92
PA	2.14	2.08	1.85	3.20
RI	1.68	1.41	1.54	1.80
SC	1.41	1.72	1.70	1.72
SD	1.19	1.25	1.97	2.11
TN	1.60	1.68	1.65	1.68
TX	2.00	2.08	1.99	2.04
UT	1.41	1.55	1.66	1.58
VA	3.36	3.18	2.75	2.73
VT	1.91	1.85	2.04	2.10
WA	2.51	2.42	2.12	1.99
WI	1.73	1.73	1.64	1.58
WV	1.28	1.35	1.44	1.54
WY	1.78	1.98	2.24	2.39

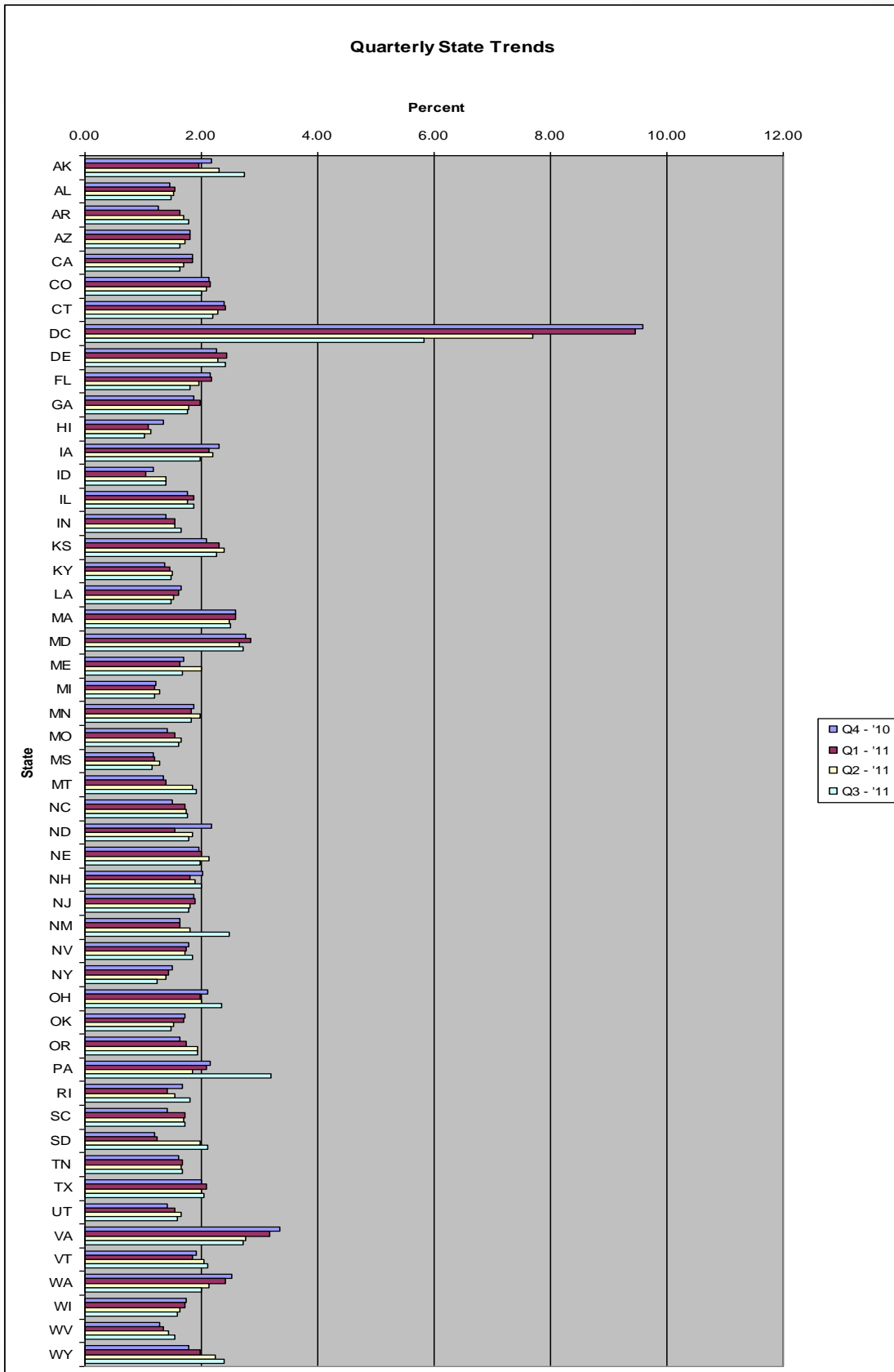


Figure 2-Quarterly State Trends-Job Postings (Q410-Q311)

## C) Industry and State Comparisons

### *Job Posting-Top 3 States by Industry Channel*

Industry	State #1	State #2	State #3
Accounting & Finance	DC	DE	CT
Arts, Entertainment & Gaming	DC	ND	NY
Clerical & Administrative	DC	KS	CO
Construction & Extraction	DC	MT	SD
Customer Service	WY	MT	NV
Education, Training, & Library	DC	OR	SD
Engineering & Architecture	MD	DC	VA
Healthcare & Medical	PA	AK	DC
Human Resources	DC	MA	VA
Information Technology	DC	VA	MD
Installation, Maintenance, & Repair	SD	KS	NE
Insurance	CT	NH	MA
Legal Services	DC	CT	WY
Management & Business	DC	VA	MA
Manufacturing & Production	SD	IA	WI
Marketing & Advertising	DC	MA	CT
Media & Communication	DC	CT	CO
Merchandising, Purchasing & Retail	NH	MA	DC
Military & Government	AK	DC	MT
Other	DC	SD	VA
Personal & Home Services	SD	WA	MT
Public Relations	DC	ND	CA
Public Utilities & Services	WY	ND	OK
Real Estate & Building Maintenance	MT	SD	NE
Research	RI	OR	MA
Sales & Sales Management	DC	ND	MA
Science & Biotech	DE	AK	KS
Transportation & Logistics	SD	IA	NE
Travel, Hospitality & Restaurant	DC	CO	VT

## Job Posting-Top States and Industries by Region

State	Industry #1	Industry #2	Industry #3
<b>MID ATLANTIC REGION</b>			
DC	Healthcare & Medical	Information Technology	Management & Business
DE	Healthcare & Medical	Information Technology	Accounting & Finance
MD	Healthcare & Medical	Engineering & Architecture	Information Technology
NJ	Healthcare & Medical	Information Technology	Sales & Sales Management
PA	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
VA	Healthcare & Medical	Information Technology	Engineering & Architecture
WV	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
<b>MID WESTERN REGION</b>			
IA	Healthcare & Medical	Sales & Sales Management	Information Technology
IL	Healthcare & Medical	Sales & Sales Management	Information Technology
IN	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
KS	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
MI	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
MN	Healthcare & Medical	Sales & Sales Management	Information Technology
MO	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
ND	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
NE	Healthcare & Medical	Sales & Sales Management	Accounting & Finance
OH	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
OK	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
SD	Healthcare & Medical	Sales & Sales Management	Transportation & Logistics
WI	Healthcare & Medical	Sales & Sales Management	Information Technology
<b>NORTHEASTERN REGION</b>			
CT	Healthcare & Medical	Sales & Sales Management	Information Technology
MA	Healthcare & Medical	Sales & Sales Management	Information Technology
ME	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
NH	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
NY	Healthcare & Medical	Sales & Sales Management	Accounting & Finance
RI	Healthcare & Medical	Sales & Sales Management	Accounting & Finance
VT	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
<b>SOUTHERN REGION</b>			
AL	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
AR	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
FL	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
GA	Healthcare & Medical	Sales & Sales Management	Information Technology
KY	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
LA	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
MS	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
NC	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
SC	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
TN	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
TX	Healthcare & Medical	Sales & Sales Management	Information Technology

State	Industry #1	Industry #2	Industry #3
<b>WESTERN REGION</b>			
<b>AK</b>	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
<b>AZ</b>	Healthcare & Medical	Sales & Sales Management	Information Technology
<b>CA</b>	Healthcare & Medical	Information Technology	Sales & Sales Management
<b>CO</b>	Healthcare & Medical	Information Technology	Sales & Sales Management
<b>HI</b>	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
<b>ID</b>	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
<b>MT</b>	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
<b>NM</b>	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
<b>NV</b>	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail
<b>OR</b>	Healthcare & Medical	Sales & Sales Management	Information Technology
<b>UT</b>	Healthcare & Medical	Sales & Sales Management	Information Technology
<b>WA</b>	Healthcare & Medical	Sales & Sales Management	Information Technology
<b>WY</b>	Healthcare & Medical	Sales & Sales Management	Merchandising, Purchasing & Retail

### **Job Posting-Top Industries by Region (Cont.)**

#### **D) Top Job Posting Titles**

Job Title
Physical Therapist
Occupational Therapist
Sales Representative
Occupational Therapist - OT
Registered Nurse - Intensive Care Unit - ICU RN
Medical Surgical Nurse - Med / Surg RN
Telemetry Nurse - Tele RN
Critical Care Unit Nurse - CCU Nurse
Emergency Room Nurse - ER Nurse
Certified Occupational Therapy Assistant - COTA
Physical Therapy Assistant - PTA
Speech Language Pathologist - SLP
Certified Nursing Assistant - CNA, LTC, HHC
Licensed Practical Nurse - LPN, LTC, HHC
Registered Nurse
Sales Representative / Customer Service / Account Manager
Retail Sales Associate

#### **E) Job Employment Type**

Employment Type	Q3 - '11
Permanent Full-Time	73.41
Part-Time	14.13
Any Position Type	9.06
1099 Contractor	1.40
Internship	0.71
Work at Home	0.66
Temporary	0.37
W-2 Contractor	0.27



## IV. RESUME POSTING Developments & Trends

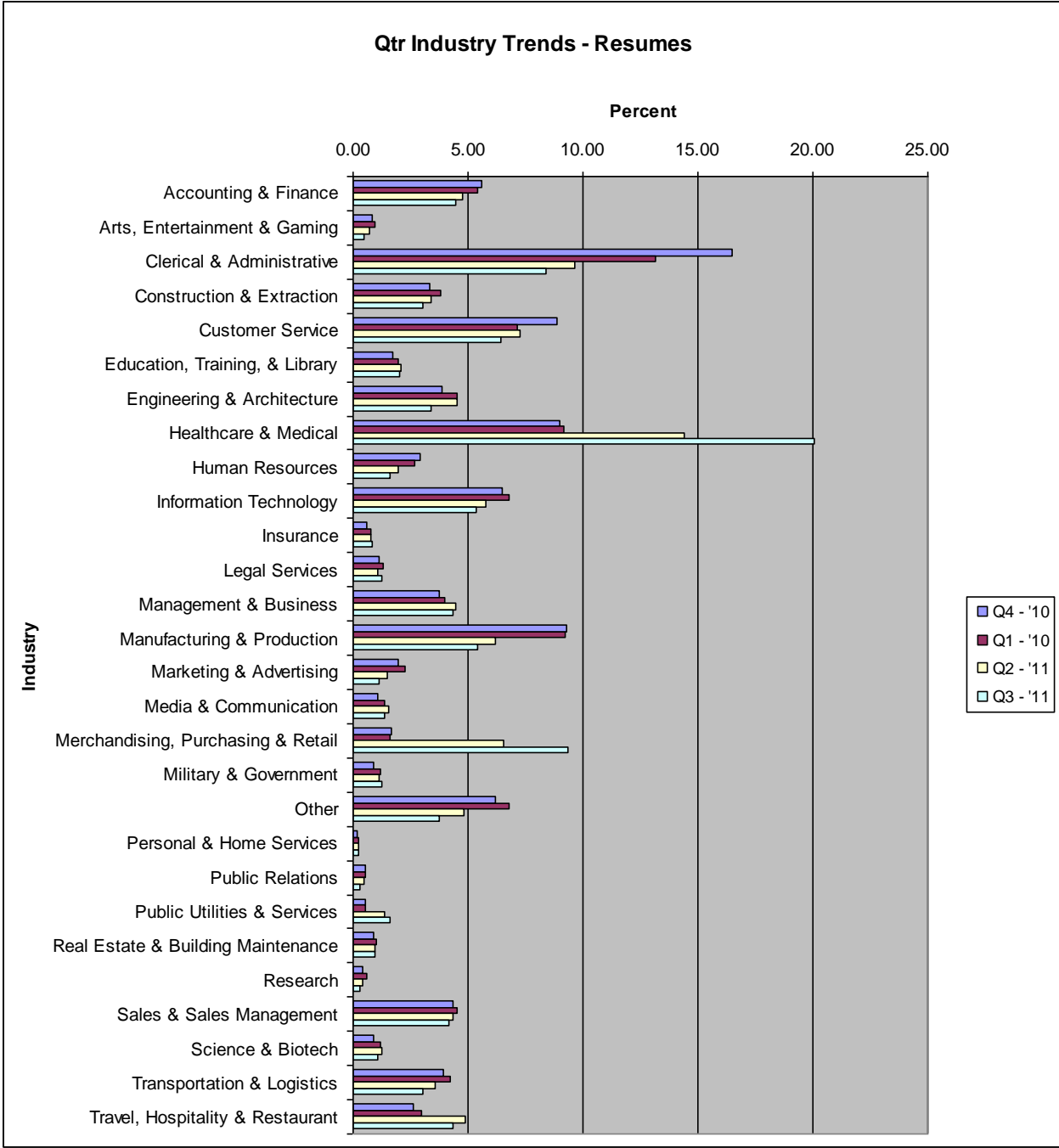
### A) Industry

#### Online Resume Postings by Industry Channel

Industry	Q4 - '10	Q1 - '11	Q2 - '11	Q3 - '11
Accounting & Finance	5.62	5.43	4.75	4.46
Arts, Entertainment & Gaming	0.83	0.97	0.72	0.49
Clerical & Administrative	16.49	13.18	9.64	8.42
Construction & Extraction	3.31	3.82	3.39	3.04
Customer Service	8.87	7.14	7.24	6.40
Education, Training, & Library	1.75	1.99	2.11	2.01
Engineering & Architecture	3.90	4.54	4.54	3.41
Healthcare & Medical	9.02	9.17	14.40	20.04
Human Resources	2.92	2.66	1.98	1.59
Information Technology	6.47	6.79	5.75	5.37
Insurance	0.61	0.75	0.79	0.85
Legal Services	1.13	1.28	1.05	1.23
Management & Business	3.72	3.99	4.46	4.34
Manufacturing & Production	9.27	9.22	6.17	5.44
Marketing & Advertising	1.97	2.24	1.47	1.13
Media & Communication	1.09	1.38	1.56	1.40
Merchandising, Purchasing & Retail	1.68	1.63	6.56	9.35
Military & Government	0.91	1.17	1.15	1.22
Other	6.18	6.76	4.84	3.78
Personal & Home Services	0.17	0.22	0.22	0.24
Public Relations	0.52	0.56	0.46	0.32
Public Utilities & Services	0.54	0.56	1.36	1.61
Real Estate & Building Maintenance	0.90	1.03	0.96	0.97
Research	0.39	0.58	0.43	0.27
Sales & Sales Management	4.35	4.52	4.34	4.15
Science & Biotech	0.87	1.17	1.23	1.07
Transportation & Logistics	3.91	4.25	3.58	3.05
Travel, Hospitality & Restaurant	2.62	3.00	4.87	4.36

#### Top 10 Industry Channels for Online Resume Postings

Industry	Q3 - '11
Healthcare & Medical	20.04
Merchandising, Purchasing & Retail	9.35
Clerical & Administrative	8.42
Customer Service	6.40
Manufacturing & Production	5.44
Information Technology	5.37
Accounting & Finance	4.46
Travel, Hospitality & Restaurant	4.36
Management & Business	4.34
Other Industries	31.81



**Figure 3-Resume Postings by Industry (Q410-Q311)**

## B) State-by-State

### Resume Posting Trends by State

\*data is representative of percentage across states; adjusted based upon population

State	Q4 - '10	Q1 - '10	Q2 - '11	Q3 - '11
AK	0.56	0.79	0.73	0.75
AL	2.48	2.92	2.61	2.85
AR	1.07	1.12	1.15	1.34
AZ	2.70	2.37	2.40	2.39
CA	2.07	2.20	2.37	2.31
CO	3.38	3.42	3.33	3.17
CT	2.65	2.52	2.25	2.30
DC	3.55	3.47	4.25	4.67
DE	2.49	2.43	2.07	2.23
FL	2.75	2.57	3.12	3.83
GA	3.77	3.34	3.63	4.02
HI	1.00	0.89	1.22	1.02
IA	1.18	1.22	1.24	1.11
ID	1.45	1.56	1.62	1.37
IL	2.66	2.62	2.57	2.64
IN	2.05	1.95	2.12	2.36
KS	1.99	1.99	1.67	1.59
KY	1.42	1.40	1.35	1.45
LA	1.52	1.75	2.08	2.14
MA	2.30	2.31	2.22	2.24
MD	2.68	2.81	3.08	3.13
ME	1.43	1.56	1.40	1.31
MI	2.14	1.98	1.96	1.91
MN	1.77	1.80	1.57	1.51
MO	2.07	2.17	1.92	2.17
MS	1.80	1.53	1.62	1.56

State	Q4 - '10	Q1 - '10	Q2 - '11	Q3 - '11
MT	0.57	0.62	0.61	0.56
NC	2.91	2.88	2.80	2.76
ND	0.61	0.51	0.49	0.56
NE	1.27	1.52	1.68	1.25
NH	2.82	2.41	2.00	1.99
NJ	2.11	2.36	2.28	2.06
NM	1.20	1.28	1.41	1.49
NV	2.94	3.02	3.34	3.21
NY	1.71	1.93	1.90	1.93
OH	2.32	2.18	1.90	1.81
OK	1.33	1.47	1.35	1.25
OR	1.50	1.55	1.57	1.49
PA	1.77	1.97	1.90	1.77
RI	2.71	2.41	2.30	2.29
SC	2.90	2.64	2.85	3.08
SD	0.83	0.90	0.90	0.71
TN	2.32	2.19	2.15	2.04
TX	2.41	2.54	2.81	2.92
UT	1.82	2.01	1.67	1.47
VA	2.42	2.36	2.29	2.35
VT	1.22	1.12	0.90	0.73
WA	2.07	1.97	1.84	1.70
WI	1.45	1.52	1.52	1.30
WV	0.97	1.14	0.99	1.15
WY	0.88	0.84	0.99	0.73

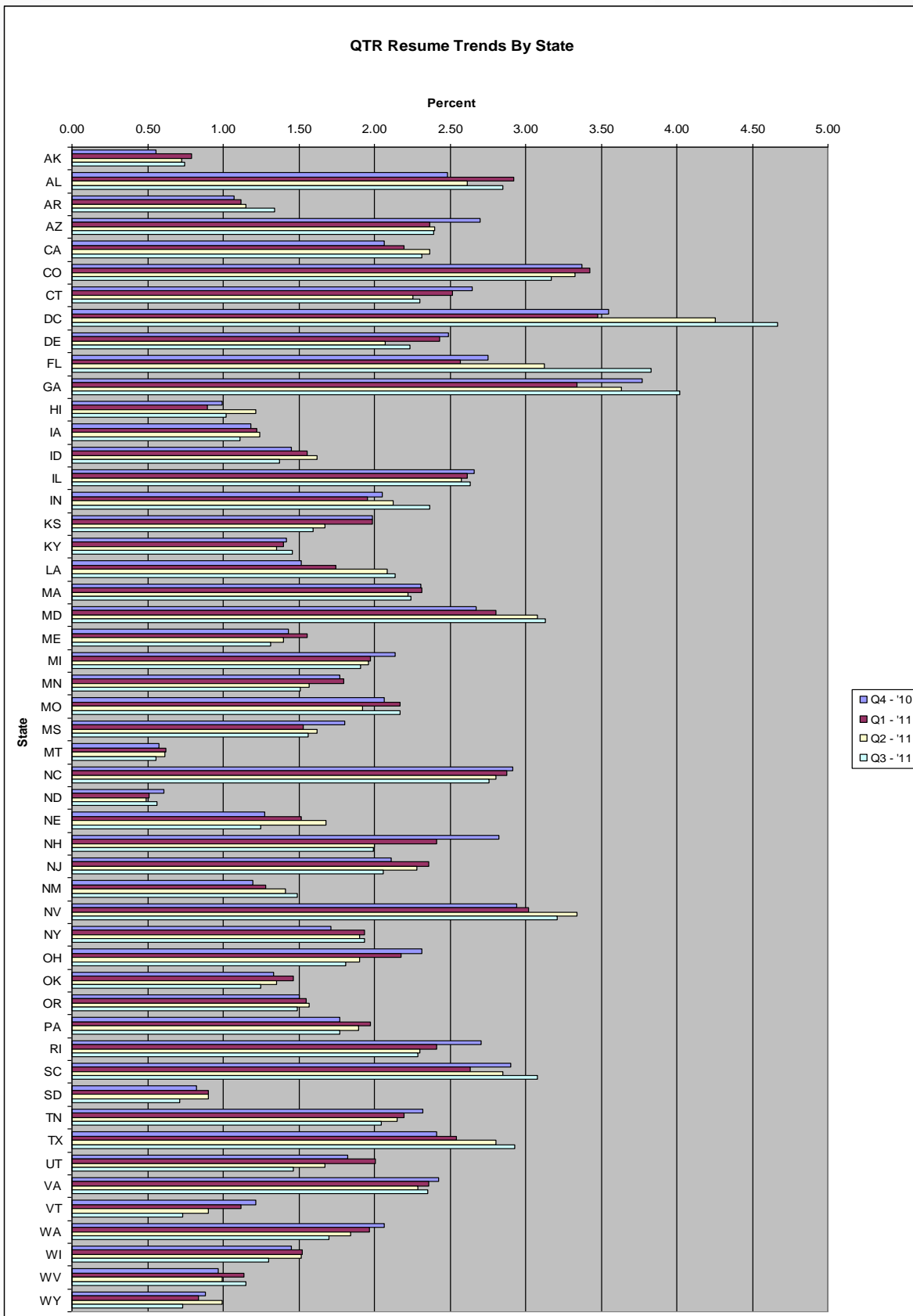


Figure 4-Quarterly State Trends-Resume Posting (Q410-Q311)



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## C) Industry and State Comparisons

### *Resume Posting- Top 3 States by Industry Channel*

Industry	State #1	State #2	State #3
Accounting & Finance	DC	FL	SC
Arts, Entertainment & Gaming	DC	NV	NY
Clerical & Administrative	DC	MD	GA
Construction & Extraction	FL	CO	NV
Customer Service	DC	GA	FL
Education, Training, & Library	DC	NY	MD
Engineering & Architecture	CO	TX	FL
Healthcare & Medical	DC	FL	GA
Human Resources	DC	MD	GA
Information Technology	DC	GA	MD
Insurance	CT	GA	FL
Legal Services	DC	NJ	CT
Management & Business	AL	DC	FL
Manufacturing & Production	GA	SC	IN
Marketing & Advertising	DC	CO	CT
Media & Communication	DC	GA	NJ
Merchandising, Purchasing & Retail	GA	FL	NV
Military & Government	DC	OR	VA
Other	DC	DE	GA
Personal & Home Services	DE	DC	FL
Public Relations	DC	GA	RI
Public Utilities & Services	LA	TX	OK
Real Estate & Building Maintenance	DC	GA	FL
Research	DC	MD	MA
Sales & Sales Management	FL	GA	NV
Science & Biotech	DE	NJ	MD
Transportation & Logistics	GA	FL	CO
Travel, Hospitality & Restaurant	NV	DC	FL



## Resume Posting- Top States and Industries by Region

State	Industry #1	Industry #2	Industry #3
<b>MID ATLANTIC REGION</b>			
<b>DC</b>	Healthcare & Medical	Clerical & Administrative	Travel, Hospitality & Restaurant
<b>DE</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>MD</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>NJ</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>PA</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>VA</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>WV</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Other
<b>MID WESTERN REGION</b>			
<b>IA</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>IL</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>IN</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Manufacturing & Production
<b>KS</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Manufacturing & Production
<b>MI</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>MN</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>MO</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>ND</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
<b>NE</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>OH</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Manufacturing & Production
<b>OK</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>SD</b>	Merchandising, Purchasing & Retail	Healthcare & Medical	Customer Service
<b>WI</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Manufacturing & Production
<b>NORTHEASTERN REGION</b>			
<b>CT</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>MA</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>ME</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>NH</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Manufacturing & Production
<b>NY</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>RI</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>VT</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>SOUTHERN REGION</b>			
<b>AL</b>	Management & Business	Healthcare & Medical	Merchandising, Purchasing & Retail
<b>AR</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>FL</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>GA</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>KY</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Manufacturing & Production
<b>LA</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>MS</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>NC</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>SC</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Customer Service
<b>TN</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Customer Service
<b>TX</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail



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State	Industry #1	Industry #2	Industry #3
<b>WESTERN REGION</b>			
<b>AK</b>	Merchandising, Purchasing & Retail	Healthcare & Medical	Construction & Extraction
<b>AZ</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>CA</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>CO</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>HI</b>	Merchandising, Purchasing & Retail	Travel, Hospitality & Restaurant	Healthcare & Medical
<b>ID</b>	Merchandising, Purchasing & Retail	Healthcare & Medical	Customer Service
<b>MT</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>NM</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>NV</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Travel, Hospitality & Restaurant
<b>OR</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>UT</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Information Technology
<b>WA</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>WY</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Customer Service

**Resume Posting- Top States and Industries by Region (Cont.)**

**D) Top Resume Posting Titles**

Resume Posting Title
Administrative Assistant
Customer Service Representative
Customer Service
Medical Assistant
Receptionist
Cashier
Warehouse Worker
Sales
Clerical
Warehouse
Administrative
Management
Sales Associate
Sales Representative
Teller
Manager
Security Officer
Project Manager
Executive Assistant
Warehouse Associate

**E) Candidate Employment Type**

Employment Type	Q3 - '11
Any Position Type	91.72
Permanent Full-Time	7.70
Part-Time	0.37
Work at Home	0.08
1099 Contractor	0.04
W-2 Contractor	0.03
Internship	0.03
Temporary	0.03



## V. Candidate Developments and Trends

### A) Experience Level

Experience Level	Q2 - '11	Q3 - '11
Less than 1 year	9.35	10.71
1 – 3 Years	13.73	14.72
3 – 5 Years	12.33	12.68
5 – 10 Years	17.73	18.29
10 – 15 Years	14.29	14.39
15 – 20 Years	12.99	12.16
21+ Years	19.57	17.06

### B) Length of Job Search

Length of Job Search	Q2 - '11	Q3 - '11
Just Started	35.72	39.54
2 Weeks	8.79	9.11
4 Weeks	8.73	8.85
6 Weeks	5.08	5.20
2 Months	7.05	7.08
3 Months	8.36	7.69
6 Months	8.43	7.08
9 Months	3.32	2.60
12 Months	2.50	1.88
Over 1 Year	12.02	10.97

### C) Candidate Experience Level for Top 3 Industries for Online Job Postings

Experience Level	Healthcare & Medical	Sales & Sales Management	Information Technology
Less than 1 year	17.23	7.42	11.51
1 – 3 Years	18.82	10.99	12.57
3 – 5 Years	12.41	10.24	10.74
5 – 10 Years	16.94	16.07	17.50
10 – 15 Years	12.48	16.41	16.46
15 – 20 Years	9.91	16.53	13.57
21+ Years	12.22	22.34	17.64

### D) Candidate Experience Level for Top 3 Industries for Resume Postings

Experience Level	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
Less than 1 year	17.23	11.42	4.41
1 – 3 Years	18.82	17.85	11.46
3 – 5 Years	12.41	15.39	13.88
5 – 10 Years	16.94	17.87	20.48
10 – 15 Years	12.48	12.77	16.29
15 – 20 Years	9.91	10.47	13.94
21+ Years	12.22	14.23	19.54

## VI. Candidate Statistics

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### DIVERSITY

#### Gender Breakdown

Gender	Q3 - '11
Female	54.25
Male	45.75

#### Age Breakdown

Age	Q3 - '11
18-20	2.65
21-30	25.70
31-40	22.81
41-50	25.37
51-60	19.36
61 and over	4.11

#### Ethnicity Breakdown

Ethnicity	Q3 - '11
White (Non-Hispanic Origin)	53.37
African American/Black	23.81
Asian/Pacific Islander	11.30
Hispanic	10.52
American Indian/Alaskan Native	1.00

### EXECUTIVE

#### Gender Breakdown

Gender	Q3 - '11
Female	23.31
Male	76.69

#### Top Titles for Executive Candidates

Title	Q3 - '11
Vice President	28.38
Director	29.21
President	15.77
Manager	15.01

#### Geographic Distribution

Location	Q3 - '11
Mid Atlantic	15.85
Mid West	18.54
North East	11.94
South	28.72
West	24.95



## VII. METROPOLITAN Regional Job Posting Data

### A) Top Metropolitan Regions for Jobs for Third Quarter

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	14.15
Los Angeles-Riverside-Orange County	12.30
Chicago-Gary-Kenosha	8.98
San Francisco-Oakland-San Jose	8.64
Dallas-Fort Worth	7.21
Washington-Baltimore	6.67
Atlanta	5.60
Boston-Worcester-Lawrence	5.51
Philadelphia-Wilmington-Atlantic City	5.34
Houston-Galveston-Brazoria	5.31
Seattle-Tacoma-Bremerton	4.97
Miami-Fort Lauderdale	4.49
Phoenix-Mesa	3.87
Minneapolis-St. Paul	3.52
Detroit-Ann Arbor-Flint	3.43

### B) Top Metropolitan Regions for Jobs over the past 12 months (10/01/2010 – 10/01/2011)

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	14.31
Los Angeles-Riverside-Orange County	12.34
Chicago-Gary-Kenosha	8.80
San Francisco-Oakland-San Jose	8.61
Dallas-Fort Worth	7.11
Washington-Baltimore	6.73
Atlanta	5.59
Boston-Worcester-Lawrence	5.46
Philadelphia-Wilmington-Atlantic City	5.37
Houston-Galveston-Brazoria	5.17
Seattle-Tacoma-Bremerton	5.13
Miami-Fort Lauderdale	4.57
Phoenix-Mesa	3.87
Minneapolis-St. Paul	3.50
Detroit-Ann Arbor-Flint	3.44

### C) Top Industries by Metropolitan Region

<b>Metro Region Q3 - '11</b>	<b>Industry #1</b>	<b>Industry #2</b>	<b>Industry #3</b>
<b>Atlanta</b>	Healthcare & Medical	Information Technology	Healthcare & Medical
<b>Boston-Worcester-Lawrence</b>	Healthcare & Medical	Sales & Sales Management	Healthcare & Medical
<b>Chicago-Gary-Kenosha</b>	Healthcare & Medical	Sales & Sales Management	Healthcare & Medical
<b>Dallas-Fort Worth</b>	Healthcare & Medical	Information Technology	Healthcare & Medical
<b>Detroit-Ann Arbor-Flint</b>	Healthcare & Medical	Sales & Sales Management	Healthcare & Medical
<b>Houston-Galveston-Brazoria</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Healthcare & Medical
<b>Los Angeles-Riverside-Orange County</b>	Healthcare & Medical	Sales & Sales Management	Healthcare & Medical
<b>Miami-Fort Lauderdale</b>	Healthcare & Medical	Sales & Sales Management	Healthcare & Medical
<b>Minneapolis-St. Paul</b>	Healthcare & Medical	Information Technology	Healthcare & Medical
<b>New York-Northern New Jersey-Long Island</b>	Healthcare & Medical	Information Technology	Healthcare & Medical
<b>Philadelphia-Wilmington-Atlantic City</b>	Healthcare & Medical	Sales & Sales Management	Healthcare & Medical
<b>Phoenix-Mesa</b>	Healthcare & Medical	Information Technology	Healthcare & Medical
<b>San Francisco-Oakland-San Jose</b>	Healthcare & Medical	Information Technology	Healthcare & Medical
<b>Seattle-Tacoma-Bremerton</b>	Healthcare & Medical	Information Technology	Healthcare & Medical
<b>Washington-Baltimore</b>	Healthcare & Medical	Information Technology	Healthcare & Medical

## D) Top Two Metropolitan Regions by Industry

Industry	Metro Region #1	Metro Region #2
<b>Accounting &amp; Finance</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Arts, Entertainment &amp; Gaming</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Clerical &amp; Administrative</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Construction &amp; Extraction</b>	Houston-Galveston-Brazoria	New York-Northern New Jersey-Long Island
<b>Customer Service</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Education, Training, &amp; Library</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Engineering &amp; Architecture</b>	Los Angeles-Riverside-Orange County	San Francisco-Oakland-San Jose
<b>Healthcare &amp; Medical</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Human Resources</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Information Technology</b>	San Francisco-Oakland-San Jose	New York-Northern New Jersey-Long Island
<b>Insurance</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Legal Services</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Management &amp; Business</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Manufacturing &amp; Production</b>	Chicago-Gary-Kenosha	Los Angeles-Riverside-Orange County
<b>Marketing &amp; Advertising</b>	New York-Northern New Jersey-Long Island	San Francisco-Oakland-San Jose
<b>Media &amp; Communication</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Merchandising, Purchasing &amp; Retail</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Military &amp; Government</b>	Washington-Baltimore	New York-Northern New Jersey-Long Island
<b>Other</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Personal &amp; Home Services</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Public Relations</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Public Utilities &amp; Services</b>	Houston-Galveston-Brazoria	New York-Northern New Jersey-Long Island
<b>Real Estate &amp; Building Maintenance</b>	Los Angeles-Riverside-Orange County	Chicago-Gary-Kenosha
<b>Research</b>	Houston-Galveston-Brazoria	San Francisco-Oakland-San Jose
<b>Sales &amp; Sales Management</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Science &amp; Biotech</b>	Houston-Galveston-Brazoria	New York-Northern New Jersey-Long Island
<b>Transportation &amp; Logistics</b>	Chicago-Gary-Kenosha	New York-Northern New Jersey-Long Island
<b>Travel, Hospitality &amp; Restaurant</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County

## VIII. METROPOLITAN Regional Resume Data

### A) Top Metropolitan Regions for Resumes for Third Quarter

Metro Region	% of Resumes Across Regions
Los Angeles-Riverside-Orange County	13.57
New York-Northern New Jersey-Long Island	12.71
Chicago-Gary-Kenosha	9.99
Atlanta	9.64
Dallas-Fort Worth	8.50
Houston-Galveston-Brazoria	7.34
Miami-Fort Lauderdale	6.93
San Francisco-Oakland-San Jose	5.09
Boston-Worcester-Lawrence	4.84
Detroit-Ann Arbor-Flint	4.45
Phoenix-Mesa	4.07
Philadelphia-Wilmington-Atlantic City	3.92
Washington-Baltimore	4.29
Seattle-Tacoma-Bremerton	2.43
Minneapolis-St. Paul	2.24

### B) Top Metropolitan Regions for Resumes over the past 12 months (10/01/2010 – 10/01/2011)

Metro Region	% of Resumes Across Regions
Los Angeles-Riverside-Orange County	13.67
New York-Northern New Jersey-Long Island	13.24
Chicago-Gary-Kenosha	10.20
Atlanta	8.95
Dallas-Fort Worth	8.35
Houston-Galveston-Brazoria	6.64
Miami-Fort Lauderdale	5.91
San Francisco-Oakland-San Jose	5.15
Boston-Worcester-Lawrence	4.92
Detroit-Ann Arbor-Flint	4.78
Phoenix-Mesa	4.34
Philadelphia-Wilmington-Atlantic City	4.24
Washington-Baltimore	4.11
Seattle-Tacoma-Bremerton	2.90
Minneapolis-St. Paul	2.59

### C) Top Industries by Metropolitan Region

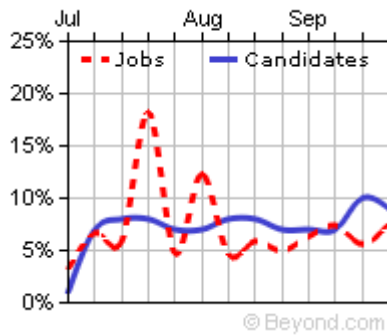
Metro Region Q3 - '11	Industry #1	Industry #2	Industry #3
<b>Atlanta</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>Boston-Worcester-Lawrence</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>Chicago-Gary-Kenosha</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>Dallas-Fort Worth</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>Detroit-Ann Arbor-Flint</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>Houston-Galveston-Brazoria</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>Los Angeles-Riverside-Orange County</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>Miami-Fort Lauderdale</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Travel, Hospitality & Restaurant
<b>Minneapolis-St. Paul</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>New York-Northern New Jersey-Long Island</b>	Healthcare & Medical	Clerical & Administrative	Accounting & Finance
<b>Philadelphia-Wilmington-Atlantic City</b>	Healthcare & Medical	Clerical & Administrative	Merchandising, Purchasing & Retail
<b>Phoenix-Mesa</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>San Francisco-Oakland-San Jose</b>	Healthcare & Medical	Information Technology	Clerical & Administrative
<b>Seattle-Tacoma-Bremerton</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Clerical & Administrative
<b>Washington-Baltimore</b>	Healthcare & Medical	Clerical & Administrative	Customer Service

## D) Top Two Metropolitan Regions by Industry

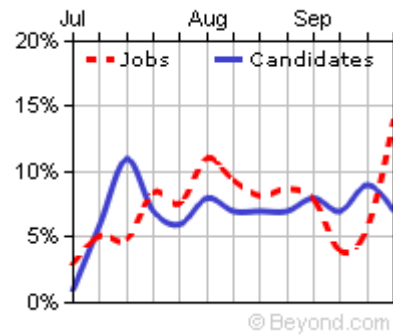
Industry	Metro Region #1	Metro Region #2
<b>Accounting &amp; Finance</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Arts, Entertainment &amp; Gaming</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Clerical &amp; Administrative</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Construction &amp; Extraction</b>	Los Angeles-Riverside-Orange County	Houston-Galveston-Brazoria
<b>Customer Service</b>	Los Angeles-Riverside-Orange County	Atlanta
<b>Education, Training, &amp; Library</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Engineering &amp; Architecture</b>	Los Angeles-Riverside-Orange County	Houston-Galveston-Brazoria
<b>Healthcare &amp; Medical</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Human Resources</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Information Technology</b>	Atlanta	Los Angeles-Riverside-Orange County
<b>Insurance</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Legal Services</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Management &amp; Business</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Manufacturing &amp; Production</b>	Los Angeles-Riverside-Orange County	Atlanta
<b>Marketing &amp; Advertising</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Media &amp; Communication</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Merchandising, Purchasing &amp; Retail</b>	Los Angeles-Riverside-Orange County	Atlanta
<b>Military &amp; Government</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Other</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Personal &amp; Home Services</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Public Relations</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Public Utilities &amp; Services</b>	Los Angeles-Riverside-Orange County	Houston-Galveston-Brazoria
<b>Real Estate &amp; Building Maintenance</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Research</b>	New York-Northern New Jersey-Long Island	San Francisco-Oakland-San Jose
<b>Sales &amp; Sales Management</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Science &amp; Biotech</b>	Houston-Galveston-Brazoria	New York-Northern New Jersey-Long Island
<b>Transportation &amp; Logistics</b>	Atlanta	Los Angeles-Riverside-Orange County
<b>Travel, Hospitality &amp; Restaurant</b>	Los Angeles-Riverside-Orange County	Miami-Fort Lauderdale

## IX. Candidate and Job Trends by Industry Channel (Percentage of Network: July 2011 – September 2011)

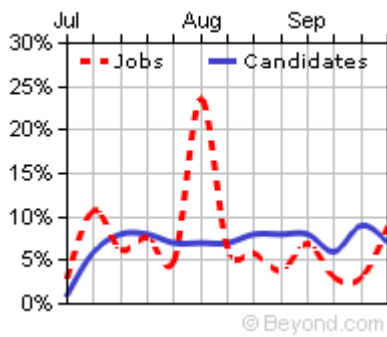
### Accounting & Finance



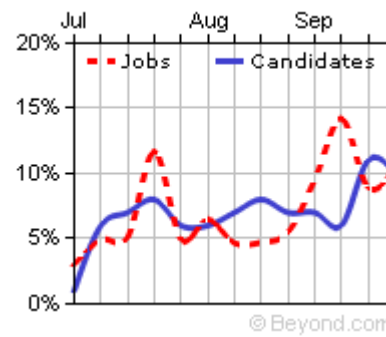
### Arts, Entertainment & Gaming



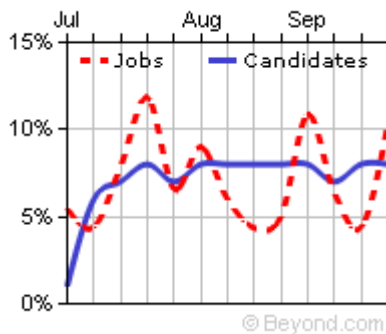
### Clerical & Administrative



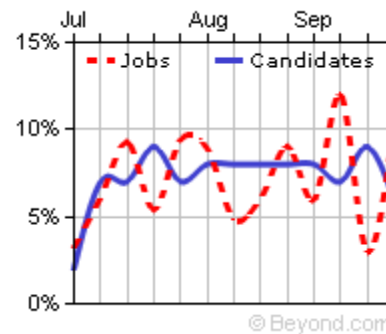
### Construction & Extraction



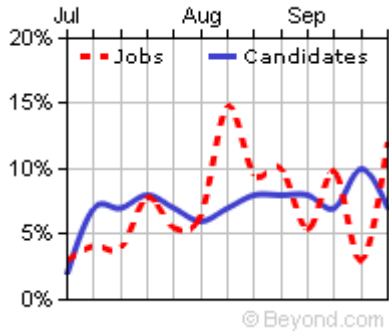
### Customer Service



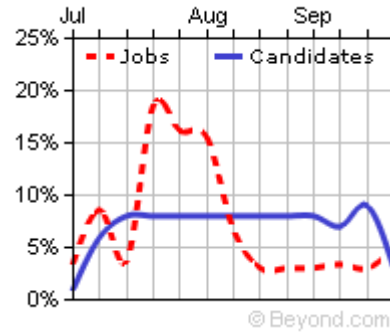
### Education, Training & Library



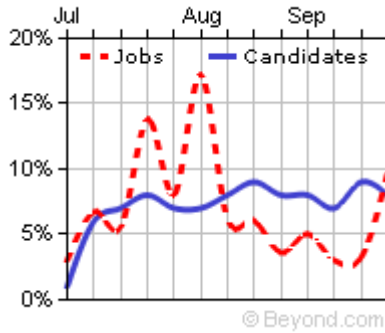
### Engineering & Architecture



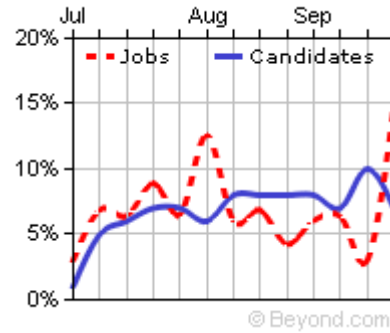
### Healthcare & Medical



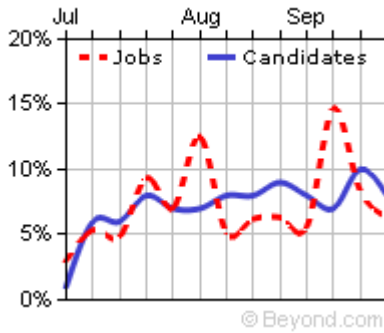
### Human Resources



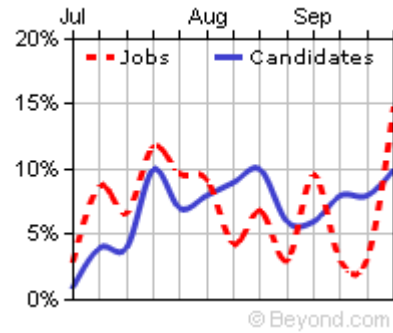
### Information Technology



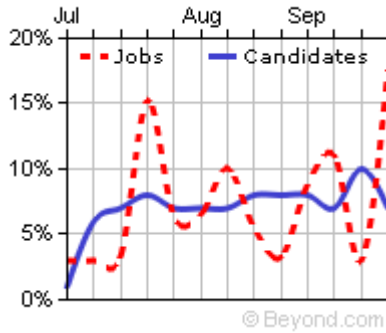
### Insurance



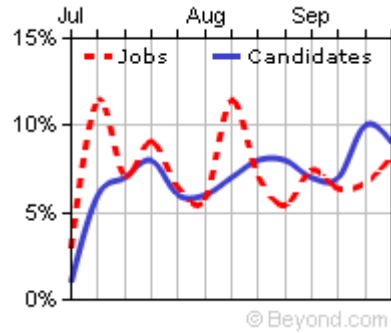
### Legal Services



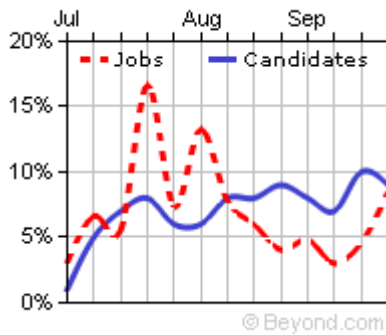
### Management & Business



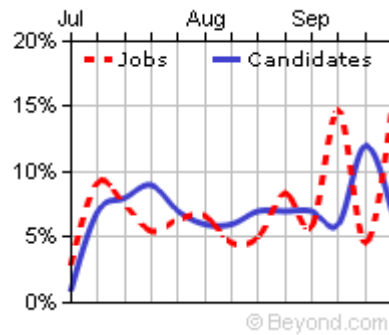
### Manufacturing & Production



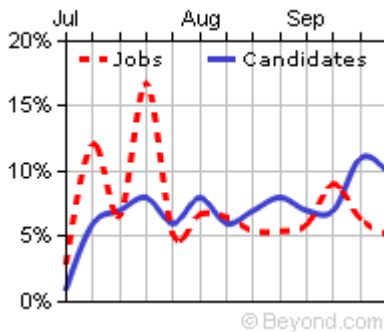
### Marketing & Advertising



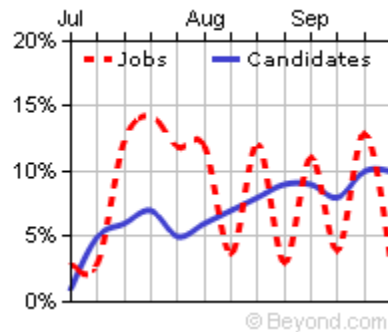
### Media & Communication



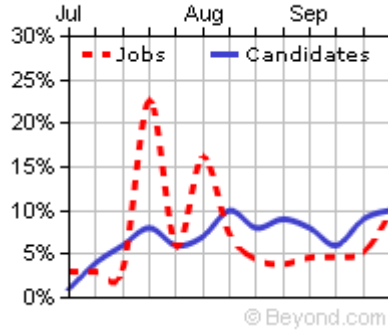
### Merchandising, Purchasing & Retail



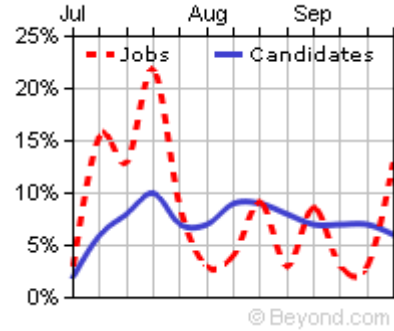
### Military & Government



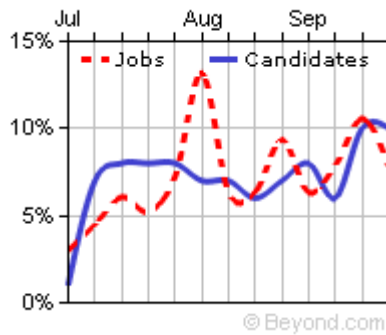
### Personal & Home Services



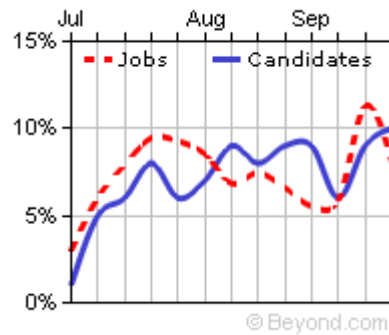
### Public Relations



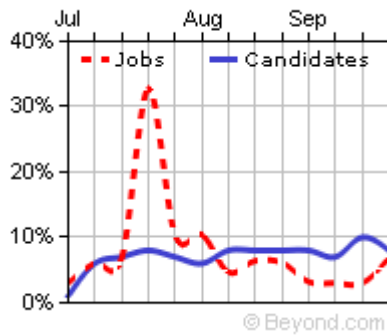
### Public Utilities & Services



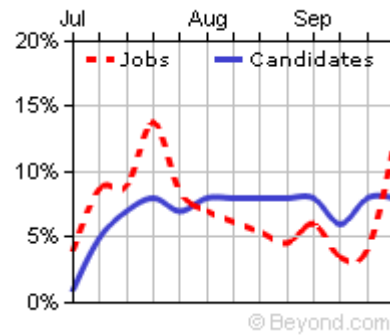
### Real Estate & Building Maint.



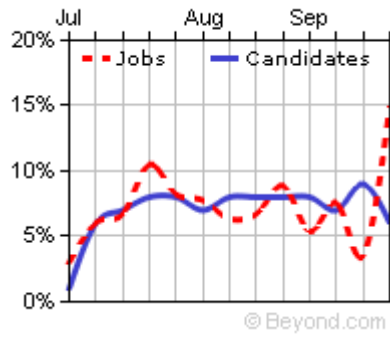
### Research



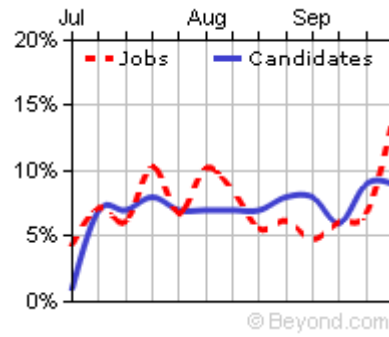
### Sales & Sales Management



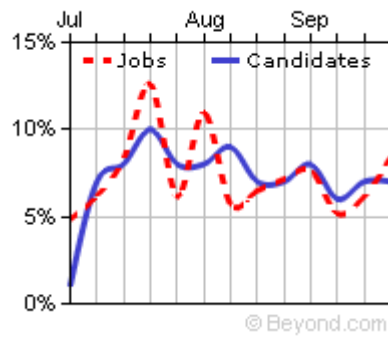
### Science & Biotech



### Transportation & Logistics



### Travel, Hospitality & Restaurant



## X. About This Report

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Beyond.com compiles information from its network of thousands of industry and local career communities to report online job posting and candidate resume data. This data serves as a foundation to identify nationwide employment activity and career trends.

The Career Trend Analysis Report for 3QT 2011 was developed as a result of data collected and displayed for a twelve month period based upon a quarterly breakdown. However, candidate length of job search information reflects data collected and analyzed in 3QT 2011 for new candidates only.

Please Note:

- Online job posting trends are based upon standard industry categories for job postings.
- Percentage of job postings per state was calculated and adjusted based upon state population to derive a percentage of job postings per capita.
- Ranking of the top states for an industry was adjusted by job postings per capita.
- Percentage of candidate resume postings per state was calculated and adjusted based upon state population to derive a percentage of candidate postings per capita.
- Online candidate resume posting trends are based upon standard industry categories for resume and job postings.

All information and analysis provided in this report is the sole property of Beyond.com.

