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About this Report

The Monster Employment Index Quarterly Outlook offers insight on key employment trends in the marketplace by providing context and perspective on Monster Worldwide's Index data released each month. The following outlook analyzes the employment situation both from online recruitment activity measured and actual hiring that took place during the last three months of the year, providing recruiters, hiring managers, human resources professionals, and other labor market watchers with a detailed understanding of online hiring trends within the broader labor market.

The research and analysis described in this report was conducted by Monster Worldwide. The views expressed herein are those of the authors and do not reflect or carry any endorsement from the U.S. Department of Labor.

Executive Summary

The Monster Employment Index continued an upward trend during the fourth quarter, increasing five points (or 3.6 percent) between September and December to 145. While the Index did dip four points in December, its current level is still only four points below its all-time high of 149 recorded in November and represents a 32-point (or 28 percent) increase for the year.

The dip in December can be attributed, in part, to a seasonal slowdown in hiring demand in the agriculture, sales, business/professional services, and other sectors. Recruitment activity is typically reduced during the last months of the year, when employers have already filled holiday-related temporary positions and are awaiting the following year's finalized budget. After beefing up payroll through the fourth quarter, budget conscious employers often hold off hiring for the new year.

Even with the seasonal slowdown, the Index grew nine points (or 6.4 percent) from the end of the third quarter through November; by comparison, it increased only three points (or 2.6 percent) for the same period in 2004. Also in November, the Index registered its highest year-over-year rate of increase for any month since its inception.

The Monster Employment Index results are consistent with other employment indices and data from the past three months—including an increase in non-farm payroll employment by 140,000 in December, followed by job gains of 354,000 in November and 37,000 in October. The national unemployment rate remained little changed in December, at 4.9 percent; however, this is a slight dip from its rate of 5.1 percent in September.¹

A number of key trends contributed to the Monster Employment Index results:

- A mild slowdown in job postings at the end of the year was anticipated and can be attributed to seasonal-specific behavior; yet, still, a strong buildup was seen during the fall.
- Online job availability surged in areas affected by last year's devastating hurricanes, as rebuilding efforts continued.



- With the U.S. armed forces struggling to achieve critical recruiting goals, military recruiting remained at a high level during the fourth quarter. To help meet increased needs, recruiters are armed with additional incentives, as well as a higher maximum age for recruits.
- Manufacturing jobs continued a downward trend, suggesting a lack of long-term growth for manufacturing workers.
- A surge in accommodation and food services online job postings—which can be attributed, in part, to winter vacation expectations—reflects a continued strengthening in the U.S. hotel and accommodations industry.

Industries that showed the greatest rate of increase during the quarter included retail trade; construction; and professional, scientific, and technical services. Overall, eight of 20 industries tracked by the Monster Employment Index increased during the fourth quarter of 2005, with 12 industries declining. For the year, however, 18 of 20 industries showed increases, with only manufacturing and administration/support/waste management/remediation declining slightly.

Occupations registering significant increases in the fourth quarter included architecture and engineering, computer and mathematical, and healthcare support. Overall, online demand for workers rose in 13 of 24 occupational categories during the fourth quarter, with 10 occupational categories declining, and one category, production, remaining unchanged. All occupational categories increased from their levels at the beginning of the year.

Eight of nine U.S. Census Bureau regions rose in the fourth quarter, led by a surging West South Central, which was fueled by reconstruction efforts in areas affected by last year's devastating hurricanes. The only region to decline during the quarter was West North Central. Among states, 32 saw increases in the quarter, led by Louisiana, Alaska, Mississippi, and Texas. Eighteen states, including Washington, D.C., saw declines over the quarter, and one state, Kansas, remained unchanged. All regions and states were well above their levels from a year ago.

Online job demand increased during the fourth quarter in 12 of the top 28 U.S. metropolitan markets tracked by the Monster Local Employment Index, while seven markets remained unchanged and nine decreased. The Monster Local Employment Index provides a broad, comprehensive monthly analysis of online job demand in the top 28 U.S. metro markets and is an extension of the national Monster Employment Index. The Houston and Phoenix metro areas saw the sharpest quarterly increases in online job availability, closely followed by Dallas and Indianapolis. Other areas with solid growth include Baltimore, Philadelphia, Portland, Sacramento, San Diego, San Francisco, Tampa, and Los Angeles.

The Monster Employment Index Europe rose five points in the fourth quarter, increasing to 112 from 107 at the end of the third quarter. Online job demand recruitment for the quarter increased in four of five countries tracked by the Index, led by the United Kingdom. Only Germany showed a slight decline over the quarter.



Overview of Online Recruitment – Fourth Quarter 2005

U.S. online recruitment activity increased during the fourth quarter of 2005 according to the findings of the Monster Employment Index, reaching a level of 145 in December, a four-point dip from November when it reached its all-time high of 149. This still represents a five-point (or 3.6 percent) increase since the end of the third quarter and a 32-point (or 28 percent) increase for 2005, reflecting a strong upward growth trend in the overall U.S. online job market.

“The Monster Employment Index has shown strong, steady, upward growth throughout most of 2005, with a noteworthy growth trend over the past quarter, ending in an expected seasonal dip in December. The decline indicates the slowdown in online hiring registered in December of 2003 and 2004, as employers typically wrap up their seasonal hiring activity and await approval on 2006 budgets,” said Steve Pogorzelski, Group President, International at Monster Worldwide.

Despite this anticipated seasonal dip, almost all industries, occupations, regions, and states show much higher levels of online job availability than a year ago, demonstrating solid growth over the course of 2005 and suggesting a positive outlook for job seekers in 2006. In addition, prior to December’s seasonal slowdown, the Index had registered a 32-point year-over-year growth in November, which is its highest year-over-year rate of increase ever for any month.

The Index’s results for the past 13 months are as follows:

DEC 04	JAN 05	FEB 05	MAR 05	APR 05	MAY 05	JUN 05	JUL 05	AUG 05	SEP 05	OCT 05	NOV 05	DEC 05
113	120	122	130	131	134	136	134	142	140	143	149	145





These results are consistent with other indices and data showing a continued strong labor market. Note that:

- Non-farm payrolls grew by a healthy 531,000 new jobs during the fourth quarter, with an increase of 140,000 in December, which followed job gains of 354,000 in November and 37,000 in October (as revised), showing increased overall strength in the labor market over the quarter. Over the year, payroll employment increased by 1.85 million (as revised).¹
- The unemployment rate dipped to 4.9 percent in the fourth quarter, down from 5.1 percent at the end of the third quarter, and down from 5.4 percent a year earlier. The number of unemployed persons, at 7.4 million in December, was down from 8.0 million a year earlier.¹
- The employment to population ratio was unchanged over the month at 62.8 percent. After trending up earlier in the year, the ratio has been 62.8 percent for five of the past six months, but is still up 0.4 percent for the year. The labor force participation rate, at 66.0 percent in December, was unchanged from a year earlier.¹

The latest employment statistics suggest a solid rebound in payroll growth, as initial claims for unemployment insurance is slowly finding its way back to pre-hurricane numbers. Most leading economic indicators point to continued expansion in the first part of 2006, while strong end-of-year online recruitment demand suggests continued employment growth in 2006.

Key Trends

- Seasonal slowdown in job postings; yet still strong build-up during the fall
- Growth of online jobs in hurricane-stricken areas
- Military recruiters armed with additional incentives to help better meet critical recruiting goals in 2006
- Manufacturing jobs continue downward trend
- Accommodation and food services online job postings surge

Seasonal Slowdown in Job Postings Follows Strong Fall Buildup

While the Monster Employment Index was up four points for the quarter due to a strong buildup in the fall, overall online recruitment for the final month of the year was down four points. This mild downturn in the Index primarily reflects recurrent, season-specific behavior.

Economic activity as well as private employment numbers typically peak in November and December due to intense commerce around the holidays. Hence, this month's decrease does not contradict the underlying expansionary trend of the U.S. economy. Between September and November 2005, the Index actually grew by nine points; by comparison, in 2004, the Index increased only three points during the same period, before dipping in December.



Factors contributing to this strong buildup during the quarter may include employers hiring for temporary positions as they staffed up for the busy holiday shopping period, as well as the rebuilding of areas affected by the season's devastating hurricanes—including Katrina, Rita, and Wilma—which has contributed to the growth of the construction industry, as well.

Growth of Online Job Availability in Hurricane-stricken Areas

The West South Central region, which includes the Louisiana and Southern Texas labor markets that were affected by Hurricanes Katrina and Rita, saw a 19-point increase in the Monster Employment Index during the fourth quarter, up to 163 from 142 in September. Louisiana was also among the few states that saw an upturn in the Monster Employment Index in December.

The large increase in the region can be directly attributed to rebuilding efforts, including construction, which, as an industry, was up seven points in the fourth quarter. In addition to specialty trade contractors, industries posting the largest volumes of online job ads in the New Orleans area include hospitals and ambulatory services.

According to the Department of Labor, more than a third of all jobs in the New Orleans area were washed away by Hurricane Katrina. However, despite online job recruitment picking up, the region is struggling with finding workers to fill the many positions available, as many people still have not yet returned to the region.

Hurricane Wilma, which struck Florida's southwest coast in October, had less of an impact on online job postings; although the Monster Local Employment Index for Miami, an area that suffered severe damage at the hands of Wilma, did decline two points from October to November.

Military Recruiters Armed with Additional Incentives

The Monster Employment Index for military specific occupations increased three points in the fourth quarter and 45 points for the year, rising to 154. The U.S. armed forces continued to struggle in meeting critical recruiting goals, falling 7,000 recruits short of its 2005 goal of 80,000 troops. Army recruiters, however, are confident they'll meet goals for 2006, as they're now armed with new incentives.

In December, Congress approved new signing bonuses in which a new recruit could earn as much as \$40,000 just for signing on the dotted line. Such bonuses, however, will be used judiciously, with top-scale bonuses used selectively to bring in new recruits for hard-to-get skills. Bonuses will also vary depending on the length of enlistment.

Other new recruiting incentives expected to have a positive impact include a new referral program and an increase in the maximum age for recruits, from 35 to 40.

While such incentives are expected to help with 2006 recruiting efforts, Army recruiters did meet their goals for the final seven straight months of 2005. In addition, the number of recruits who have signed an enlistment contract to date is almost 25 percent higher than it was at the same point last year. Also, a record number of

current soldiers are re-enlisting, and the Army is on track to meet its re-enlistment rates this year in both the active duty and National Guard components.²

The Index for military specific occupations did experience a slight drop of two points during the month of December. This can be attributed, in part, to the planned closings of several military bases. For example, Fort McPherson, Fort Gillem, and the Atlanta Naval Air Station are expected to cause the elimination of thousands of military jobs in the Atlanta metro area.

Manufacturing Jobs Continue Downward Trend

Online demand for manufacturing jobs remained lower, as the Monster Employment Index showed a five point decline in the fourth quarter. While some of the downturn seen in recent months could be attributed to seasonality, the industry index finished 2005 at 120, two points lower than when the year started. Such results suggest a lack of long-term growth in demand for manufacturing workers in the United States.

Manufacturers typically hire additional resources in the fourth quarter to temporarily increase production capacity for the holiday season. This year's high energy prices, however, may be putting additional pressure on energy-intensive producers. In addition, a stronger dollar in recent months has helped to intensify the industry's struggle with increased international competition.

Another factor is the troubled domestic automobile industry, where General Motors has announced it will eliminate up to 30,000 positions by 2008 as part of an effort to get production in line with demand; and bankrupt auto supplier, Delphi Corp., announced it will cut up to 24,000 hourly jobs over the next three years.³ In addition, the Ford Motor Company said it plans to eliminate up to 30,000 jobs over the next six years.⁴

While overall demand for production workers is slowing, manufacturers are increasingly looking for candidates with specialized and technical skills. A recent survey showed a shortfall of workers in skilled trades, such as welders and specialized machinists.⁵

Accommodation and Food Services Online Job Postings Surge

While online demand for jobs in the accommodations and food services industry was down a point over the fourth quarter, the industry still surged eight points to 129 during the final month of the year. This increase likely reflects continued recruitment for seasonal staff based on winter vacation expectations and a continued strengthening in the restaurant and hotel industry.

Recent Bureau of Labor Statistics also show continued growth in this area. Within leisure and hospitality, food services—which include restaurants and drinking places—added 36,000 jobs in December and 39,000 jobs in November. Despite faltering in September and October, employment growth in the industry averaged 18,000 per month in 2005.¹

In addition, the strong comeback for U.S. hotels shows no sign of slowing, as the lodging industry prepares to reap record profits next year on higher room rates, the tight supply of rooms, and the return of business travel. Revenue per available room—a key



industry indicator—is expected to grow 8.1 percent and occupancy is projected to reach 64.7 percent from 61.3 percent in 2004. Luxury and mid-scale hotels are expected to continue to be the industry’s strongest businesses.⁶

Industry Overview

Eight of 20 industries tracked by the Monster Employment Index increased during the fourth quarter of 2005, with 12 industries declining, an anticipated result that’s consistent with the seasonal slowdown of job recruitment. Industries that showed the greatest rate of increase during the quarter included retail trade; construction; and professional, scientific, and technical services.

Industries that showed the greatest decline over the fourth quarter included management of companies and enterprises, administrative/support/waste management/remediation, and other services. For the year, however, 18 of 20 industries showed increases, with only manufacturing and administration/support/waste management/remediation declining slightly.

Top Industries Looking for Employees in Fourth Quarter 2005

Industries showing the greatest rate of increase in job availability during the fourth quarter of 2005 included:

INDUSTRY	DEC 05	NOV 05	OCT 05	SEP 05
Retail Trade	150	147	143	140
Construction	186	191	186	179
Professional, Scientific, and Technical Services	133	134	129	127
Utilities	136	135	126	132

Construction showed a seven-point increase in the fourth quarter, up to 186, continuing its upward trend. For the year, the construction industry was up 69 points, with employment rising by 246,000 jobs. Employment in residential building construction continued to increase during the quarter, while in heavy construction, it declined in December, following a large gain in November.¹

While the Index for construction was up for the quarter, it did dip five points in December. The mild shift can likely be explained to a large extent by seasonality, as winter conditions hinder building, construction, and development activity in many parts of the country. Also, budgetary uncertainty towards the end of the year may caution some recruiters. In addition, while the rebuilding and cleanup efforts following Hurricane Katrina may have contributed to the upward trend in October and November, the dip in December could reflect a normalization of recruitment activity from the heightened level immediately following the disasters.



The **retail trade** industry was up 10 points for the quarter, to 150, extending a four-month upward trend in online job availability. For the year, retail trade was up 38 points. With gas prices coming back down, retailers and consumers nationwide again have reason for optimism.

Another contributing factor is that, in December, the consumer confidence index rose to its highest level since August to a seasonably adjusted 103.6. The resiliency of the economy, recent declines in prices at the pump, and job growth have consumers feeling more confident at year-end than they did at the start of 2005.⁷

The **professional, scientific, and technical services** industry increased six points during the fourth quarter to 133 and remained 16 points higher for the year. During 2005 the industry consistently added jobs, demonstrating broadly increased employer demand for technically skilled workers.¹

Utilities grew four points in the fourth quarter, to 136, and increased 31 points for the year. The fourth quarter surge may be the result, in part, of utilities actively looking for additional resources to cope with increased demand during the cold winter season. In addition, as oil and gas prices soared, energy companies stepped up exploration and drilling, creating more openings for experienced professionals, such as geologists, geophysicists, and drilling and production engineers, as well as “landmen” responsible for securing leases.⁸

Demand for utilities-related jobs is expected to remain strong, as a substantial number of mission-critical employees in the utilities industry from the executive suite down to the lineman are rapidly approaching retirement age in the next four years. Likely retirees are in key roles, including management, senior engineers, operations, nuclear operators, gas transmission specialists, and control supervisors.⁹

Occupational Comparison

Online demand for workers rose in 13 of 24 occupational categories during the fourth quarter, indicating moderate growth of online job availability across a wide spectrum of positions. Occupations registering significant increases in the fourth quarter included architecture and engineering, computer and mathematical, and healthcare support.

Ten occupational categories declined during the quarter, including farming, fishing, and forestry; construction; and installation, maintenance, and repair. One category, production, remained unchanged. For the year, all occupational categories increased.

Most Wanted Occupational Experience

Occupations that registered significant increases in online job demand during the fourth quarter included:

OCCUPATIONS	DEC 05	NOV 05	OCT 05	SEP 05
Architecture and Engineering	174	180	162	155
Computer and Mathematical	132	139	147	144
Healthcare Support	135	130	131	122
Personal Care and Service	115	107	103	106
Art, Design, Entertainment, Sports and Media	123	126	124	117
Sales and Related	131	133	128	125

Architecture and engineering was up 19 points for the quarter, reaching an all-time high of 180 in November, before dipping six points to 174. This occupational category has now posted 12 consecutive months of growth and was up 57 points for the year, suggesting strong demand for technically-skilled workers and inadequate supply of qualified engineers.

Many companies are facing an increasingly severe shortage of engineers. Amid rapidly changing technology, the engineers employers want aren't necessarily the engineers who are available.¹⁰ Meanwhile, the number of U.S. students entering electrical and computer engineering fields is shrinking, as engineering programs fill up with students from overseas, who then return home once they graduate.¹¹

Computer and mathematical occupations increased 12 points during the fourth quarter and was up 30 points for the year. A significant number of IT professionals are employed outside of IT-specific industries; therefore an increase or decline in employment within these sectors can impact overall IT employment. The recent surge in this occupational category suggests that IT professionals are sought across a number of different sectors of the economy, as the information technology industry showed few signs of expanding.¹²

Demand for **healthcare support** occupations increased 13 points during the fourth quarter and 22 points for the year. Healthcare has added nearly 600,000 workers since the labor market began improving, with a mix of both lower-paying and better-paid jobs that should continue to multiply as aging Baby Boomers drive demand.¹³ Nurses remain in high demand, as do medical technicians, pharmacists and home care specialists. The biggest demand in 2006 and beyond could be for physical therapists, whose entry-level starting salaries range from \$42,000 to \$50,000.¹⁴

Online Job Demand Rose in Eight of Nine U.S. Regions

Eight of nine U.S. Census Bureau regions rose in the fourth quarter, led by a surging West South Central, where the Louisiana and Southern Texas labor markets are recovering from the devastating effects of Hurricane Katrina. The only region to decline during the quarter was West North Central. All nine regions were well above their levels from a year ago. All regions, however, did decline for the month of December, which is consistent with the seasonal downturn noted in other areas of this report.

Thirty-two U.S. states saw increases in the quarter, led by Louisiana, as expected. Mississippi and Texas, which are also recovering from the effects of hurricanes, showed strong surges as well. Eighteen states, including Washington, D.C., saw declines over the quarter, and one state, Kansas, remained unchanged. All states increased for the year.

U.S. CENSUS BUREAU REGIONS	DEC 05	NOV 05	OCT 05	SEP 05
Mountain	154	157	153	150
West South Central	163	165	149	142
South Atlantic	143	146	146	143
Pacific	155	159	153	149
Mid-Atlantic	140	145	142	136
New England	139	143	139	134
East North Central	134	138	135	132
East South Central	139	144	141	134
West North Central	142	147	150	144

States in the Gulf Coast region continue to boast significant online job availability as compared to a year ago. Boosted by hiring needs for reconstruction purposes following the devastating hurricane season, the area is struggling with matching returning workers with battered business employers. According to the Federal Reserve's Beige Book, while demolition, cleanup, and repair work along the Gulf Coast is continuing, full-scale rebuilding is not expected to be underway until early next year.¹⁵

In New Orleans, first-time online job ads have increased significantly, as many people still haven't returned to the area, creating labor shortages. Two industries posting the largest volume of new ads were hospitals and ambulatory healthcare services, followed by specialty trade contractors. Ads included those for doctors, nurses, and technicians as well as the full range of support personnel from top executives and management jobs to records clerks, secretaries, food services, and general administrative support. Reconstruction workers of all sorts are also increasingly sought after in the hurricane-stricken coastal areas.

The Texas economy is showing increasing signs of pulling ahead of the nation in economic growth, according to the Dallas Fed's Beige Book and other indexes of economic activity in the state. While the impact of the Texas economy from the recent hurricanes is likely to be minimal, Texas's refineries have picked up some oil and gas supply that would have been processed in Louisiana or Mississippi.¹⁶



Hurricane rebuilding is expected to swing into full gear next year and propel the South temporarily ahead of the West in the rate of job creation. As the rebuilding impetus fades, the West will resume its preeminent position by 2008. Over the long run, the South is expected to continue to draw migrants from the Midwest and the Northeast, as businesses seek to relocate and Baby Boomers see the South as a retirement destination.¹⁷

In Silicon Valley, the four-county northern region of California, jobs were up for the first time in five years. Companies in the region grabbed an increasing share of venture capital investment, generated a rising percentage of U.S. patents, and experienced productivity gains that outpaced the rest of the nation. The 1,500-square-mile region gained 2,000 jobs in 2005 and its unemployment rate fell to the lowest since June 2001. Job gains were driven by hiring at software companies and firms specializing in “creative and innovative services,” such as legal work, graphic design, marketing, and advertising.¹⁸

Online Job Demand Increased or Stayed the Same in 19 of 28 U.S. Metro Markets

Online job recruitment increased in 12 of the top 28 U.S. metropolitan areas during the fourth quarter, while seven remained unchanged and nine decreased, according to results of the Monster Local Employment Index.

The Houston and Phoenix metro areas saw the sharpest quarterly increases in online job availability, with demand rising five points in each market over the quarter. They were closely followed by Dallas (up four points) and Indianapolis (up three points). Other areas with solid growth include Baltimore, Philadelphia, Portland, Sacramento, San Diego, San Francisco, Tampa, and Los Angeles.

Overall, though, the Monster Local Employment Index showed a moderate slowdown during the final month of the year, as online job demand declined in 21 of 28 markets, reflecting a year-end seasonal slowdown. All but one market ended the year at higher levels than at the inception of the index in May (only Cleveland was lower, by one point).

Production, sales, and construction-related occupations all saw a broad slowdown in online recruitment across markets, as the manufacturing sector continued to struggle and winter weather set in throughout much of the country. Demand for installation, maintenance, and repair also fell in most markets, except in Miami, which saw a sharp rise in online opportunities, likely spurred by continued reconstruction and repair efforts following Hurricane Wilma.

Most metro areas have seen relatively moderate growth in online recruitment demand for construction-related jobs, with San Diego skyrocketing, suggesting that the housing boom is still creating job opportunities in southern California. Online job availability for workers in education, training and library occupations also rose in a majority of markets tracked by the Index, likely due in part to academic institutions' efforts to fill spring-semester openings for teachers, librarians, and other staff.



Monster Local Employment Index reports for each of the top 28 markets, with additional information on occupational demand in each area, are available at http://www.monsterworldwide.com/Public_Relations/index_DMA.html.

Monster Employment Index Europe Edges Higher

The Monster Employment Index Europe rose five points in the fourth quarter, increasing to 112 from 107 in September. Since its inception in December 2004, the Index has maintained a generally upward trend, rising 29 points year-over-year and demonstrating a steady growth of online job availability across the five European countries it tracks.

Results for the past 13 months are as follows:

Dec 05	Nov 05	Oct 05	Sep 05	Aug 05	Jul 05	Jun 05	May 05	Apr 05	Mar 05	Feb 05	Jan 05	Dec 04
112	111	112	107	106	106	104	100	98	97	93	82	83

Online job demand recruitment for the quarter increased in four of five countries tracked by the Index, led by the United Kingdom, which had an 18-point surge. Only Germany showed a slight decline over the quarter.

“At the end of 2005, all of the countries tracked by the Index showed strong year-on-year growth in online recruitment activity, suggesting slow but steady improvement in their respective labor markets. The potential for building on this positive momentum looks strong, as the Organisation for Economic Cooperation and Development (OECD) predicts growth of 2.1 percent in 2006,” said Peter Dolphin, CEO, Monster Worldwide Europe. “According to a recent report from the European Commission, domestic demand is strengthening, with a marked recovery in business confidence contributing to strong acceleration in investment growth. The majority of governments across Europe are putting strong policies in place to boost employment this year, and hopefully these measures will contribute to the reduction in unemployment across the Eurozone.”

Monster Employment Index Europe findings for the five countries tracked from December 2004 through December 2005 are as follows:

Country	Dec 05	Nov 05	Oct 05	Sep 05	Aug 05	Jul 05	Jun 05	May 05	Apr 05	Mar 05	Feb 05	Jan 05	Dec 04
France	112	110	111	91	99	114	105	106	102	99	96	84	84
Germany	109	111	112	111	108	104	103	99	96	95	91	87	83
Netherlands	119	113	111	105	105	109	103	102	98	98	88	81	87
Sweden	109	101	100	97	86	97	111	114	105	108	107	80	95
United Kingdom	118	108	108	100	102	108	105	102	102	103	100	73	88

The Monster Employment Index Europe is a monthly research analysis of millions of online job opportunities culled from more than 1,400 Web sites, including Monster.® The complete report is available online at http://www.monsterworldwide.com/Public_Relations/index_EU_over.html.



Monster Employment Index – Methodology

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. (NASDAQ: MNST), the parent company of the leading global online careers property, Monster.® Based on a real-time review of millions of employer job opportunities culled from more than 1,500 Web sites, including a variety of corporate career sites, job boards and Monster, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide. The Index counts job postings as an indicator of employer demand for employees or, in other words, job availability. Job postings are online advertisements placed by an employer looking to fill one or more vacant job positions. The Monster Employment Index reports results on a monthly basis.

All of the data and findings in the Monster Employment Index have been validated for their accuracy through independent, third-party auditing conducted on a monthly basis by ARC Research, a Cranford, New Jersey-based provider of innovative click and brick market research solutions. The audit validates the accuracy of the online job recruitment activity measured for the last six months within a margin of error of +/- 1.05%. Additional information on the Monster Employment Index, including all charts and tables, is available online at <http://eIndex.monsterworldwide.com>.

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Appendix I -- Regional Data

	2005												2004
	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec
New England	139	143	139	134	137	131	134	132	128	124	121	114	114
Mid-Atlantic	140	145	142	136	140	131	135	135	131	126	121	115	113
East North Central	134	138	135	132	134	128	129	129	127	127	122	117	114
West North Central	142	147	150	144	146	138	136	137	135	129	124	116	114
South Atlantic	143	146	146	143	143	134	135	134	129	126	122	117	116
East South Central	139	144	141	134	136	130	131	132	129	124	121	116	112
West South Central	163	165	149	142	150	142	145	144	139	135	128	120	117
Mountain	154	157	153	150	150	140	141	139	133	126	122	115	114
Pacific	155	159	153	149	150	140	140	140	134	129	123	118	115

Appendix II -- Industry Data

	2005												2004
	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec
Agriculture, Forestry, Fishing and Hunting	170	176	175	173	167	154	160	160	147	130	134	124	119
Mining	158	155	160	155	148	141	141	140	139	137	128	123	121
Utilities	136	135	126	132	131	135	129	128	123	124	119	111	105
Construction	186	191	186	179	161	156	144	138	138	132	125	122	117
Manufacturing	120	125	128	125	130	131	133	136	138	136	135	129	123
Wholesale Trade	150	150	147	146	147	137	135	134	131	127	124	124	125
Retail Trade	150	147	143	140	132	134	132	129	128	131	123	118	111
Transportation and Warehousing	121	116	115	125	122	117	118	114	115	116	117	112	114
Information	124	124	124	123	120	117	119	115	120	117	114	105	108
Finance and Insurance	136	138	137	141	143	142	144	133	130	125	122	113	114
Real Estate and Rental and Leasing	121	123	125	124	122	118	119	119	115	112	112	111	109
Professional, Scientific, and Technical Services	133	134	129	127	129	125	126	122	122	113	113	119	116
Management of Companies and Enterprises	122	123	133	138	132	128	128	128	115	118	109	104	95
Administrative, Support, Waste Management, Remediation	96	98	104	102	104	103	106	105	103	104	102	101	97
Educational Services	111	104	114	114	114	113	113	113	111	110	105	107	110
Healthcare and Social Assistance	122	121	121	125	125	123	124	124	120	117	114	112	111
Arts, Entertainment, and Recreation	148	147	149	145	145	145	147	140	137	122	118	115	111
Accommodation and Food Services	129	121	126	130	129	123	125	128	128	124	116	112	109
Public Administration	107	108	105	110	103	101	100	102	105	108	113	97	91
Other Services	181	192	198	196	201	189	190	186	141	113	110	104	108

Appendix III -- Occupational Data

	2005												2004
	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec
Agriculture, Forestry, Fishing and Hunting	170	176	175	173	167	154	160	160	147	130	134	124	119
Mining	158	155	160	155	148	141	141	140	139	137	128	123	121
Utilities	136	135	126	132	131	135	129	128	123	124	119	111	105
Construction	186	191	186	179	161	156	144	138	138	132	125	122	117
Manufacturing	120	125	128	125	130	131	133	136	138	136	135	129	123
Wholesale Trade	150	150	147	146	147	137	135	134	131	127	124	124	125
Retail Trade	150	147	143	140	132	134	132	129	128	131	123	118	111
Transportation and Warehousing	121	116	115	125	122	117	118	114	115	116	117	112	114
Information	124	124	124	123	120	117	119	115	120	117	114	105	108
Finance and Insurance	136	138	137	141	143	142	144	133	130	125	122	113	114
Real Estate and Rental and Leasing	121	123	125	124	122	118	119	119	115	112	112	111	109
Professional, Scientific, and Technical Services	133	134	129	127	129	125	126	122	122	113	113	119	116
Management of Companies and Enterprises	122	123	133	138	132	128	128	128	115	118	109	104	95
Administrative, Support, Waste Management, Remediation	96	98	104	102	104	103	106	105	103	104	102	101	97
Educational Services	111	104	114	114	114	113	113	113	111	110	105	107	110
Healthcare and Social Assistance	122	121	121	125	125	123	124	124	120	117	114	112	111
Arts, Entertainment, and Recreation	148	147	149	145	145	145	147	140	137	122	118	115	111
Accommodation and Food Services	129	121	126	130	129	123	125	128	128	124	116	112	109
Public Administration	107	108	105	110	103	101	100	102	105	108	113	97	91
Other Services	181	192	198	196	201	189	190	186	141	113	110	104	108

Appendix IV – Local Market Data

Market	DEC 05	NOV 05	OCT 05	SEPT 05	AUG 05	JUL 05	JUN 05	MAY 05
Atlanta	104	105	106	104	103	101	100	100
Baltimore	105	107	105	103	101	100	101	99
Boston	103	104	105	104	101	100	100	100
Chicago	102	104	104	102	100	99	99	101
Cincinnati	103	106	106	106	104	102	101	99
Cleveland	99	101	101	103	102	99	100	100
Dallas	104	104	103	100	100	99	100	100
Denver	103	108	107	106	104	101	102	98
Detroit	102	108	108	107	103	104	101	99
Houston	105	105	102	100	100	100	100	100
Indianapolis	104	104	104	101	100	98	99	101
Kansas City	101	103	103	102	101	101	100	100
Los Angeles	104	107	105	103	102	100	101	99
Miami	103	101	103	103	101	98	102	98
Minneapolis	106	109	108	107	106	102	101	99
New York City	102	104	103	102	102	99	100	100
Orlando	98	100	98	100	100	99	104	96
Philadelphia	104	104	104	102	101	100	101	99
Phoenix	111	112	109	106	104	101	100	100
Pittsburgh	104	107	106	104	103	101	100	100
Portland	106	106	107	104	103	100	100	100
Sacramento	103	105	104	101	101	99	101	99
San Diego	108	109	108	106	104	100	101	99
San Francisco	105	105	105	103	102	100	101	99
Seattle	107	108	108	107	106	102	101	99
St. Louis	102	104	104	102	101	100	100	100
Tampa	104	105	105	102	102	99	100	100
Washington, D.C	102	104	105	103	102	102	101	99