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Release #5903

For Immediate Release 10:00 AM ET, Wednesday, August 31, 2016

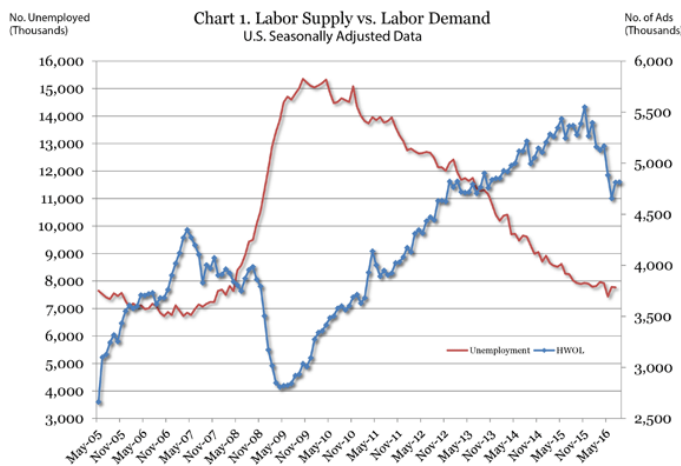
Online Labor Demand Increased 1,900 in August

- August was essentially unchanged following a July increase of 156,800
- States and MSAs saw little movement
- Professional occupation category saw gains while Services/Production saw losses

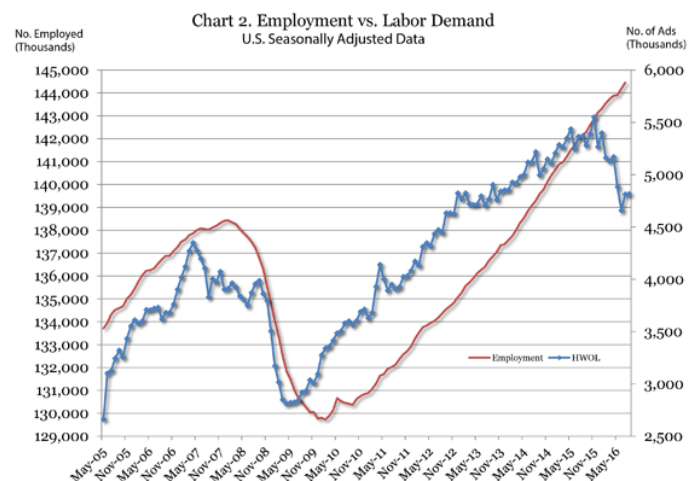
NEW YORK, August 31, 2016...Online advertised vacancies increased 1,900 to 4,816,100 in August, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The July Supply/Demand rate stands at 1.61 unemployed for each advertised vacancy with a total of 3.0 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 7.8 million in July.

“A flat August shows no sign of renewed strength in online advertised vacancies,” said Gad Levanon, Chief Economist, North America, at The Conference Board. “The large losses in the first half of 2016 still dominate the downward trend for advertised vacancies in 2016.”

The Professional category saw gains in Management (+10.2), Business/Finance (+13.3), and Computer/Math (+6.4) with a drop in Healthcare (-8.7) following a large gain in July. The Services/Production category showed losses in Food (-15.5), Sales (-10.1) and Transportation (-7.5).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

The release schedule, national historic table and technical notes to this series are available on The Conference Board website, <http://www.conference-board.org/data/helpwantedonline.cfm>. The historical series for the States and the 52 largest MSAs is available from Haver Analytics. The underlying data for The Conference Board HWOL is collected by Wanted Analytics, a CEB Company.

REGIONAL AND STATE HIGHLIGHTS

- Among the largest States, 7 rose, 11 posted a loss, 2 were constant
- Among the 50 States, 13 rose, 35 States declined, 2 were constant

	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²	Recent Trend³
Location	Aug-16	Aug-Jul 16	Jul-16	
United States	4,816.1	1.9	1.61	↓ 12/15
NORTHEAST	887.2	-12.3	1.66	
Massachusetts	145.7	-1.2	0.99	↓ 1/16
New Jersey	143.1	-4.6	1.61	↓ 1/16
New York	273.9	-1.6	1.64	↓ 1/16
Pennsylvania	196.4	2.1	1.89	↓ 1/16
SOUTH	1,551.3	-18.9	1.91	
Florida	248.8	-4.4	1.80	↓ 1/16
Georgia	144.7	-1.3	1.66	→ 2/15
Maryland	100.8	0.1	1.34	↓ 1/16
North Carolina	127.3	-1.9	1.75	↓ 1/16
Texas	330.7	-8.4	1.80	↓ 4/16
Virginia	153.0	0.0	1.03	→ 10/15
MIDWEST	1,079.7	-1.2	1.53	
Illinois	180.6	-1.0	2.11	↓ 1/16
Michigan	149.2	0.0	1.43	↓ 1/16
Minnesota	133.2	2.1	0.91	↓ 1/16
Missouri	101.8	2.2	1.49	↓ 1/16
Ohio	167.9	-0.9	1.65	↓ 1/16
Wisconsin	100.7	-0.5	1.28	↓ 4/16
WEST	1,230.4	-3.2	1.71	
Arizona	99.9	1.6	1.96	↓ 4/16
California	564.6	5.5	1.87	↓ 1/16
Colorado	122.6	1.2	0.91	↓ 1/16
Washington	160.0	-3.4	1.29	↑ 2/16

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1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.

2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

3. Recent trend is The Conference Board Economists' indication of the direction of the overall trend in online job demand from the date indicated (month/year) .

August Changes for States

In August, online labor demand was up in 13 States (see Table 3), down in 35, and remained constant in 2. All four regions experienced decreases.

The **Northeast** decreased 12,300 in August (Table A). **New York** fell 1,600 to 273,900. **Massachusetts** decreased 1,200 to 145,700. **Pennsylvania** increased 2,100 to 196,400. **New Jersey** decreased 4,600 to 143,100. In the smaller States, **Connecticut** fell 800 to 64,100. **Maine** decreased 4,200 to 17,800 and **New Hampshire** declined 800 to 23,400. **Rhode Island** decreased 100 to 15,000 and **Vermont** fell 500 to 10,400.

The **Midwest** experienced a decrease of 1,200 in August. **Missouri** increased 2,200 to 101,800. **Illinois** fell 1,000 to 180,600. **Michigan** remained constant at 149,200. **Ohio** decreased 900 to 167,900. **Wisconsin** decreased 500 to 100,700 and **Minnesota** grew 2,100 to 133,200. Among the smaller States in the region, **Indiana** decreased 1,100 to 79,300, and **Kansas** increased 700 to 38,800. **Iowa** decreased 800 to 59,700, **Nebraska** fell 900 to 34,500, and **North Dakota** decreased 400 to 15,100 (Table 3).

The **West** decreased 3,200 in August. **California** increased 5,500 to 564,600. **Colorado** increased 1,200 to 122,600. **Washington** decreased 3,400 to 160,000 and **Arizona** increased 1,600 to 99,900. Among the smaller States in the West, **Oregon** decreased 700 to 76,200. **Utah** increased 100 to 56,700. **Nevada** decreased 700 to 44,200. **Idaho** decreased 100 to 23,500, and **New Mexico** decreased 800 to 25,600. **Montana** decreased 900 to 19,500 and **Wyoming** decreased 400 to 7,100.

The **South** decreased 18,900 in August. Among the larger States in the region, **Texas** fell 8,400, to 330,700. **Florida** decreased 4,400 to 248,800. **Georgia** decreased 1,300 to 144,700. **North Carolina** decreased 1,900 to 127,300. **Virginia** remained constant at 53,000. **Maryland** grew 100 to 100,800. Among the smaller States, **Alabama** increased 200 to 45,900. **Tennessee** decreased 100 to 82,100 and **Kentucky** increased 700 to 48,400. **South Carolina** decreased 800 to 58,900 and **Oklahoma** decreased 1,400 to 36,900. **Louisiana** fell 400 to 42,300 and **Delaware** decreased 100 to 16,000.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for July 2016, the latest month for which State unemployment figures are available. There were 7 States in which the number of advertised vacancies exceeded the number of unemployed: South Dakota (0.71), North Dakota (0.85), Nebraska (0.88), Colorado (0.91), Minnesota (0.91), New Hampshire (0.91), and Massachusetts (0.99). The States with the highest Supply/Demand rates were Louisiana (3.15), which had more than three unemployed workers for every job opening, and Mississippi (2.95), Alabama (2.69) and Oklahoma (2.39), which had more than two unemployed workers for every job opening.

Please note that the Supply/Demand rate only provides a measure of relative tightness of the individual State labor markets and does not suggest that the occupations of the unemployed directly align with the occupations of the advertised vacancies.

METRO AREA HIGHLIGHTS

- In August, 13 rose, 36 metro areas declined, and 3 were constant (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	Aug-16	Aug-Jul 16	Jun-16
United States	4,816.1	1.9	1.61
NORTHEAST	887.2	-12.3	1.66
Boston, MA	111.8	-1.0	0.88
New York, NY	267.2	-4.9	1.79
Philadelphia, PA	97.6	0.7	1.70
SOUTH	1,551.3	-18.9	1.91
Atlanta, GA	95.8	-0.5	1.43
Baltimore, MD	52.1	-0.3	1.29
Dallas, TX	111.0	-3.2	1.25
Houston, TX	65.3	-1.2	2.55
Miami, FL	70.6	0.6	2.09
Washington, DC	154.0	0.4	0.81
MIDWEST	1,079.7	-1.2	1.53
Chicago, IL	140.4	-1.3	2.03
Cleveland, OH	31.4	-0.4	1.78
Detroit, MI	71.2	1.0	1.55
Minneapolis-St. Paul, MN	93.3	1.5	0.77
WEST	1,230.4	-3.2	1.71
Denver, CO	72.7	0.6	0.81
Los Angeles, CA	169.1	1.4	1.98
Phoenix, AZ	69.2	-0.3	1.69
San Diego, CA	48.7	-0.9	1.62
San Francisco, CA	116.5	4.6	0.90
San Jose, CA	54.7	0.2	0.80
Seattle-Tacoma, WA	103.1	-2.7	0.91

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1. Total ads are all unduplicated ads appearing during the reference period. This includes ads from the previous months that have been reposted as well as new ads.
2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
3. MSA S/D rates will not be available until BLS issues the revised seasonally adjusted MSA unemployment data.

Metro Area Changes

In August, labor demand rose in 13 metro areas, 36 fell, and 3 were constant. The MSAs with the largest changes in each of the regions were: **St. Louis** (1,500) and **Minneapolis-St. Paul** (1,500) in the **Midwest**; **San Francisco** (4,600) and **Seattle** (-2,700) in the **West**; **Dallas** (-3,200) and **San Antonio** (-1,300) in the **South**; and **New York** (-4,900) and **Boston** (-1,000) in the **Northeast** (See Table B and Table 5).

The **West** decreased 3,200 in August. **San Francisco** grew 4,600 to 116,500 and **Seattle-Tacoma** decreased 2,700 to 103,100. **Los Angeles** increased 1,400 to 169,100 and **Denver** increased 600 to 72,700. **San Jose** increased 200 to 54,700. **Phoenix** decreased 300 to 69,200. **San Diego** decreased 900 to 48,700. **Portland** decreased 600 to 47,200. **Sacramento** decreased 200 to 28,500 and **Salt Lake City** decreased 500 to 32,600. **Honolulu** decreased 400 to 13,700. **Las Vegas** fell 1,000 to 29,300.

The **South** decreased 18,900 in August. **Dallas** decreased 3,200 to 111,000 and **San Antonio** fell 1,300 to 30,000. **Miami** grew 600 to 70,600. **Washington, DC** increased 400 to 154,000. **Baltimore** decreased 300 to 52,100 and **Atlanta** decreased 500 to 95,800. **Houston** decreased 1,200 to 65,300 and **Austin** fell 1,100 to 38,200. **Tampa** decreased 700 to 46,900 and **Charlotte** decreased 700 to 35,300. **Birmingham** decreased 200 to 13,800. **New Orleans** fell 200 to 15,900. **Louisville** decreased 300 to 18,600 and **Nashville** decreased 200 to 32,800.

The **Northeast** decreased 12,300 in August. **New York** decreased 4,900 to 267,200 and **Boston** fell 1,000 to 111,800. **Philadelphia** grew 700 to 97,600. **Pittsburgh** and **Providence** remained constant at 38,700 and 21,100, respectively. **Buffalo** decreased 500 to 16,700. **Hartford** increased 200 to 25,500 and **Rochester** decreased 400 to 13,500.

The **Midwest** experienced a decrease of 1,200 in August. **Minneapolis-St. Paul** increased 1,500 to 93,300. **St. Louis** grew 1,500 to 49,400. **Chicago** decreased 1,300 to 140,400 and **Detroit** increased 1,000 to 71,200. **Milwaukee** decreased 300 to 29,100. **Columbus** fell 900 to 34,600 and **Cincinnati** decreased 300 to 36,500. **Kansas City** decreased 400 to 41,700 and **Indianapolis** decreased 1,000 to 29,800. **Cleveland** fell 400 to 31,400.

The number of postings does not, however, tell the entire story. A crucial factor is how many unemployed people are seeking jobs and how much competition there is for the jobs that are available. The Conference Board HWOL's Supply/Demand rate relates the number of unemployed workers to the number of advertised vacancies. Based on June's data (the latest available unemployment data for metro areas), 9 major metro areas saw more job openings than unemployed workers: Salt Lake City (S/D rate of 0.71), Minneapolis-St. Paul (0.77), San Jose (0.80), Washington, DC (0.81), Denver (0.81), Boston (0.88), San Francisco (0.90), Austin (0.91), and Seattle-Tacoma (.91) (Table 6). Other favorable markets for job-seekers included Honolulu (1.08), Nashville (1.08), Columbus (1.18), Kansas City (1.25), and Dallas (1.25).

In contrast, unemployed workers face great competition for each advertised position in Riverside (over 4 unemployed for every opening) as well as Houston and Las Vegas (over 2 unemployed for every opening). In 42 of the 52 metro areas, however, there are now fewer than 2 unemployed per advertised opening. (See Table 6 for complete metro area Supply/Demand rates.)

OCCUPATIONAL HIGHLIGHTS

- In August, 5 of the largest ten online job categories posted increases and 5 posted decreases (Table C)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²
		Aug-16	Aug - Jul 16	Jul-16	Jul-16
29	Healthcare practitioners and technical	643.3	-8.7	133.0	0.20
15	Computer and mathematical science	535.1	6.4	147.2	0.28
43	Office and administrative support	504.8	5.2	862.1	1.73
41	Sales and related	487.4	-10.1	803.3	1.61
11	Management	422.0	10.2	426.6	1.04
53	Transportation and material moving	317.5	-7.5	734.2	2.26
13	Business and financial operations	291.9	13.3	213.9	0.77
35	Food preparation and serving related	237.5	-15.5	589.8	2.33
49	Installation, maintenance, and repair	189.8	1.4	201.3	1.07
25	Education, training, and library	160.0	-3.6	305.7	1.87

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1. Standard Occupational Classification code (SOC)
2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
3. BLS Occupational Employment Statistics - May 2015 estimates.

Occupational Changes for the Month of August

In August, all of the largest five online job categories posted increases.

Business and finance ads increased 13,300 to 291,900. The supply/demand rate lies at 0.77, i.e. more than 1 advertised opening per unemployed job-seeker (see Table C and Table 7). **Management** ads increased 10,200 to 422,000. The supply/demand rate lies at 1.04, i.e. 1 advertised opening per unemployed job-seeker.

Computer and mathematical science ads increased 6,400 to 535,100. The supply/demand rate lies at 0.28, i.e. over 3 advertised openings per unemployed job-seeker. **Healthcare practitioners and technical** ads decreased 8,700 to 643,300. The supply/demand rate for these occupations lies at 0.20, i.e. 4 advertised openings per unemployed job-seeker.

Food preparation and serving related ads decreased 15,500 to 237,500. The supply/demand rate lies at 2.33, i.e. over 2 unemployed job-seeker for every advertised available opening. **Sales and related** ads decreased 10,100 to 487,400. The supply/demand rate for these occupations lies at 1.61, more than 1 unemployed job-seeker for every advertised available opening.

Transportation and material moving ads decreased 7,500 to 317,500. The supply/demand rate lies at 2.26, i.e. over 2 unemployed job-seekers for every advertised available opening. **Office and administrative support** ads grew 5,200 to 504,800. The supply/demand rate lies at 1.73, i.e. over 1 unemployed job-seeker for every advertised available opening.

PROGRAM NOTES

HWOL available on Haver Analytics

Over 3,000 of the key HWOL press release time series are exclusively available on Haver Analytics. The available time series include the geographic and occupational series for levels and rates for both Total Ads and New Ads. In addition to the seasonally adjusted series, many of the unadjusted series are also available. The geographic detail includes: U.S., 9 Regions, 50 States, 52 MSAs (largest metro areas). The occupational detail includes: U.S. (2-digit SOC), States (1-digit SOC) and MSAs (1-digit SOC).

For more information about the Help Wanted OnLine database delivered via Haver Analytics, please email sales@haver.com or navigate to <http://www.haver.com/contact.html>. For HWOL data for detailed geographic areas and occupations not in the press release, please contact Jeanne.Shu@conference-board.org.

The Conference Board Help Wanted OnLine® Data Series (HWOL) measures the number of new, first-time online jobs and jobs reposted from the previous month for over 16,000 Internet job boards, corporate boards and smaller job sites that serve niche markets and smaller geographic areas.

Like The Conference Board's long-running Help Wanted Advertising Index of print ads (which was published for over 55 years and discontinued in July 2008), the HWOL series measures help wanted advertising, i.e. labor demand. The HWOL data series began in May 2005. With the September 2008 release, HWOL began providing seasonally adjusted data for the U.S., the nine Census regions and the 50 States. Seasonally adjusted data for occupations were provided beginning with the May 2009 release, and seasonally adjusted data for the 52 largest metropolitan areas began with the February 2012 release.

People using this data are urged to review the information on the database and methodology available on The Conference Board website and contact us with questions and comments. Background information and technical notes and discussion of revisions to the series are available at: <http://www.conference-board.org/data/helpwantedonline.cfm>.

Additional information on the **Bureau of Labor Statistics** data used in this release can be found on the BLS website, www.bls.gov.

The Conference Board

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Publication Schedule, Help Wanted OnLine Data Series

<u>Data for the Month</u>	<u>Release Date</u>
September, 2016	October 5, 2016
October 2016	November 2, 2016
November 2016	November 30, 2016

Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Aug-15	Jul-16	Aug-16	Aug-Jul 16	Aug-15	Jul-16	Aug-16	Aug-Jul 16
United States	5,369.4	4,814.3	4,816.1	1.9	2,586.2	2,218.0	2,135.8	-82.2
New England	327.3	284.4	274.6	-9.8	159.6	126.1	114.6	-11.4
Middle Atlantic	690.6	615.1	612.6	-2.5	333.3	280.5	269.3	-11.2
South Atlantic	990.6	919.5	910.9	-8.7	477.3	415.9	409.9	-6.0
East North Central	806.9	682.2	679.1	-3.0	367.4	301.2	282.9	-18.3
East South Central	236.9	201.0	202.4	1.3	114.9	85.4	84.8	-0.6
West North Central	425.5	398.7	400.6	1.9	193.0	176.0	163.5	-12.6
West South Central	519.0	449.7	438.0	-11.7	245.0	205.1	194.5	-10.6
Mountain	442.3	398.7	399.5	0.8	222.2	189.9	182.1	-7.8
Pacific	876.3	834.9	830.9	-4.0	459.3	423.2	406.8	-16.5

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. Regions are as defined by the U.S. Census Bureau.

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Aug-15	Jul-16	Aug-16	Aug-15	Jul-16	Aug-16
United States	3.42	3.02	3.02	1.65	1.39	1.34
New England	4.21	3.62	3.50	2.05	1.60	1.46
Middle Atlantic	3.35	2.97	2.96	1.62	1.35	1.30
South Atlantic	3.25	2.99	2.96	1.57	1.35	1.33
East North Central	3.46	2.87	2.86	1.58	1.27	1.19
East South Central	2.81	2.35	2.36	1.36	1.00	0.99
West North Central	3.80	3.54	3.56	1.72	1.56	1.45
West South Central	2.82	2.41	2.35	1.33	1.10	1.04
Mountain	3.87	3.43	3.43	1.94	1.63	1.57
Pacific	3.43	3.22	3.21	1.80	1.63	1.57

Source: The Conference Board

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

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Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted

Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Aug-15	Jul-16	Aug-16	Aug-Jul 16	Aug-15	Jul-16	Aug-16	Aug-Jul 16
United States	5,369.4	4,814.3	4,816.1	1.9	2,586.2	2,218.0	2,135.8	-82.2
Alabama	57.2	45.7	45.9	0.2	28.0	19.0	18.9	-0.1
Alaska	16.9	14.3	13.3	-1.0	8.4	6.2	6.1	-0.1
Arizona	104.6	98.3	99.9	1.6	53.5	47.6	46.9	-0.8
Arkansas	33.5	29.5	28.4	-1.1	16.3	12.4	11.2	-1.2
California	623.1	559.1	564.6	5.5	321.8	287.1	278.0	-9.1
Colorado	135.6	121.4	122.6	1.2	70.4	60.6	57.6	-3.0
Connecticut	76.7	64.8	64.1	-0.8	35.4	29.2	25.3	-3.8
Delaware	19.6	16.0	16.0	-0.1	8.7	6.3	6.3	-0.1
Florida	274.8	253.1	248.8	-4.4	146.7	128.1	121.5	-6.6
Georgia	160.6	146.0	144.7	-1.3	73.8	60.8	69.4	8.6
Hawaii	19.0	20.7	20.0	-0.7	10.3	11.4	10.5	-0.9
Idaho	28.6	23.6	23.5	-0.1	16.5	11.1	11.6	0.5
Illinois	210.7	181.6	180.6	-1.0	93.8	77.6	72.6	-5.0
Indiana	91.1	80.4	79.3	-1.1	39.3	33.7	31.3	-2.4
Iowa	70.0	60.5	59.7	-0.8	31.7	25.3	23.9	-1.4
Kansas	46.6	38.1	38.8	0.7	20.8	15.8	15.3	-0.5
Kentucky	57.0	47.7	48.4	0.7	27.8	19.8	19.3	-0.4
Louisiana	55.4	42.8	42.3	-0.4	28.5	18.9	19.3	0.4
Maine	25.1	22.0	17.8	-4.2	12.4	9.9	6.9	-2.9
Maryland	106.0	100.7	100.8	0.1	45.9	43.4	41.4	-2.0
Massachusetts	167.7	146.9	145.7	-1.2	80.7	64.4	60.8	-3.6
Michigan	185.7	149.2	149.2	0.0	85.7	69.4	65.1	-4.2
Minnesota	133.7	131.0	133.2	2.1	59.6	57.2	55.4	-1.8
Mississippi	29.5	25.7	25.9	0.2	13.0	10.3	10.7	0.5
Missouri	94.0	99.6	101.8	2.2	43.7	49.8	42.3	-7.5
Montana	22.0	20.4	19.5	-0.9	11.0	9.9	9.0	-0.9
Nebraska	42.5	35.4	34.5	-0.9	19.9	14.5	13.2	-1.3
Nevada	46.5	44.9	44.2	-0.7	23.2	21.0	20.3	-0.7
New Hampshire	25.5	24.2	23.4	-0.8	11.5	10.7	10.0	-0.7
New Jersey	151.0	147.7	143.1	-4.6	69.3	65.8	60.6	-5.2
New Mexico	30.9	26.4	25.6	-0.8	15.3	12.0	11.1	-0.9
New York	320.1	275.5	273.9	-1.6	162.2	131.5	127.6	-3.9
North Carolina	141.4	129.2	127.3	-1.9	70.5	59.5	57.9	-1.6
North Dakota	19.8	15.5	15.1	-0.4	8.9	6.5	6.2	-0.3
Ohio	200.8	168.8	167.9	-0.9	94.4	74.3	72.9	-1.4
Oklahoma	43.1	38.2	36.9	-1.4	18.8	16.4	15.0	-1.4
Oregon	81.3	76.9	76.2	-0.7	46.7	41.9	40.7	-1.1
Pennsylvania	220.7	194.3	196.4	2.1	101.6	82.9	80.8	-2.0
Rhode Island	21.0	15.2	15.0	-0.1	12.2	7.2	7.1	-0.1
South Carolina	69.1	59.7	58.9	-0.8	37.1	26.4	25.1	-1.3
South Dakota	19.5	18.1	18.0	-0.1	7.9	7.0	6.6	-0.4
Tennessee	93.0	82.1	82.1	-0.1	45.4	36.5	35.3	-1.2
Texas	387.2	339.1	330.7	-8.4	182.5	158.5	149.8	-8.7
Utah	62.8	56.6	56.7	0.1	28.9	25.1	24.2	-0.9
Vermont	13.4	10.9	10.4	-0.5	7.3	4.7	4.4	-0.2
Virginia	152.6	153.1	153.0	0.0	65.1	63.2	62.6	-0.5
Washington	139.5	163.4	160.0	-3.4	72.3	75.6	71.6	-4.0
West Virginia	20.8	18.9	19.5	0.6	9.5	8.1	8.1	0.0
Wisconsin	117.0	101.2	100.7	-0.5	57.3	45.8	43.3	-2.4
Wyoming	10.7	7.4	7.1	-0.4	4.6	2.8	2.7	-0.1

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.

2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Aug-15	Jul-16	Aug-16	Jul-16	Jul-16	Jul-16	Jul-16
United States	3.42	3.02	3.02	4.9	7,770.00	4,814.3	1.61
Alabama	2.67	2.12	2.12	5.7	123.10	45.7	2.69
Alaska	4.64	3.97	3.70	6.7	24.24	14.3	1.70
Arizona	3.32	3.05	3.10	6.0	192.26	98.3	1.96
Arkansas	2.51	2.18	2.09	3.9	52.71	29.5	1.79
California	3.29	2.92	2.95	5.5	1,047.75	559.1	1.87
Colorado	4.81	4.19	4.24	3.8	110.47	121.4	0.91
Connecticut	4.07	3.41	3.37	5.7	108.60	64.8	1.68
Delaware	4.19	3.33	3.32	4.3	20.61	16.0	1.29
Florida	2.85	2.60	2.56	4.7	455.77	253.1	1.80
Georgia	3.38	2.99	2.96	5.0	242.89	146.0	1.66
Hawaii	2.79	3.02	2.92	3.5	23.63	20.7	1.14
Idaho	3.58	2.91	2.89	3.8	30.83	23.6	1.31
Illinois	3.24	2.75	2.74	5.8	383.05	181.6	2.11
Indiana	2.79	2.38	2.35	4.6	155.56	80.4	1.93
Iowa	4.12	3.54	3.49	4.1	70.63	60.5	1.17
Kansas	3.11	2.55	2.60	4.1	60.36	38.1	1.59
Kentucky	2.93	2.42	2.46	4.9	97.33	47.7	2.04
Louisiana	2.58	1.99	1.97	6.3	134.76	42.8	3.15
Maine	3.70	3.21	2.59	3.9	26.65	22.0	1.21
Maryland	3.37	3.18	3.18	4.3	135.17	100.7	1.34
Massachusetts	4.70	4.08	4.04	4.1	146.13	146.9	0.99
Michigan	3.92	3.10	3.10	4.5	214.10	149.2	1.43
Minnesota	4.44	4.34	4.41	3.9	118.61	131.0	0.91
Mississippi	2.31	2.02	2.04	6.0	75.72	25.7	2.95
Missouri	3.02	3.19	3.26	4.7	148.03	99.6	1.49
Montana	4.21	3.90	3.72	4.2	22.15	20.4	1.08
Nebraska	4.19	3.48	3.38	3.1	31.24	35.4	0.88
Nevada	3.25	3.13	3.08	6.5	92.75	44.9	2.06
New Hampshire	3.44	3.20	3.10	2.9	21.97	24.2	0.91
New Jersey	3.33	3.23	3.13	5.2	238.29	147.7	1.61
New Mexico	3.37	2.85	2.76	6.4	59.29	26.4	2.25
New York	3.31	2.87	2.85	4.7	452.49	275.5	1.64
North Carolina	2.97	2.68	2.64	4.7	225.93	129.2	1.75
North Dakota	4.79	3.69	3.59	3.1	13.16	15.5	0.85
Ohio	3.53	2.92	2.90	4.8	278.31	168.8	1.65
Oklahoma	2.34	2.08	2.01	5.0	91.45	38.2	2.39
Oregon	4.12	3.74	3.70	5.2	106.86	76.9	1.39
Pennsylvania	3.43	2.98	3.01	5.6	366.88	194.3	1.89
Rhode Island	3.79	2.74	2.71	5.5	30.45	15.2	2.00
South Carolina	3.07	2.59	2.56	5.2	120.79	59.7	2.02
South Dakota	4.32	3.95	3.93	2.8	12.80	18.1	0.71
Tennessee	3.05	2.63	2.63	4.3	133.49	82.1	1.63
Texas	2.96	2.55	2.49	4.6	609.16	339.1	1.80
Utah	4.28	3.77	3.78	3.9	58.57	56.6	1.03
Vermont	3.91	3.14	3.00	3.2	11.23	10.9	1.03
Virginia	3.61	3.65	3.65	3.7	157.01	153.1	1.03
Washington	3.94	4.51	4.42	5.8	210.44	163.4	1.29
West Virginia	2.65	2.41	2.48	5.7	45.01	18.9	2.38
Wisconsin	3.78	3.24	3.22	4.2	129.90	101.2	1.28
Wyoming	3.49	2.49	2.36	5.7	16.93	7.4	2.28

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.
2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

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Table 5: MSA Total Ads and New Ads (Levels), Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Aug-15	Jul-16	Aug-16	Aug-Jul 16	Aug-15	Jul-16	Aug-16	Aug-Jul 16
Birmingham, AL	17.7	14.1	13.8	-0.2	8.6	5.7	5.2	-0.5
Phoenix, AZ	70.8	69.6	69.2	-0.3	35.4	34.5	32.4	-2.1
Tucson, AZ	14.9	11.8	11.9	0.1	8.6	5.2	5.5	0.3
Los Angeles, CA	182.9	167.6	169.1	1.4	95.3	86.8	84.0	-2.8
Riverside, CA	41.1	30.7	30.8	0.1	22.1	14.8	14.5	-0.3
Sacramento, CA	30.2	28.7	28.5	-0.2	16.0	15.0	14.8	-0.2
San Diego, CA	51.1	49.6	48.7	-0.9	27.6	26.8	25.1	-1.7
San Francisco, CA	126.5	111.9	116.5	4.6	64.1	58.4	59.8	1.4
San Jose, CA	56.7	54.4	54.7	0.2	23.9	24.6	23.8	-0.8
Denver, CO	76.9	72.2	72.7	0.6	38.0	36.0	33.8	-2.2
Hartford, CT	30.5	25.2	25.5	0.2	14.2	11.3	10.1	-1.2
Washington, DC	156.3	153.6	154.0	0.4	66.1	64.6	62.4	-2.2
Jacksonville, FL	19.2	18.1	17.7	-0.4	9.7	9.5	8.9	-0.6
Miami, FL	76.2	70.0	70.6	0.6	39.9	35.9	34.6	-1.3
Orlando, FL	35.2	33.2	33.1	-0.1	17.5	15.9	15.6	-0.3
Tampa, FL	48.8	47.6	46.9	-0.7	23.2	23.3	22.0	-1.3
Atlanta, GA	104.6	96.3	95.8	-0.5	46.0	39.0	44.9	5.9
Honolulu, HI	13.8	14.1	13.7	-0.4	7.7	8.0	7.4	-0.5
Chicago, IL	161.1	141.8	140.4	-1.3	70.6	60.5	55.8	-4.8
Indianapolis, IN	32.1	30.7	29.8	-1.0	13.4	13.2	12.0	-1.2
Louisville, KY	23.1	18.9	18.6	-0.3	11.7	7.8	7.5	-0.3
New Orleans, LA	20.5	16.0	15.9	-0.2	10.7	6.6	6.8	0.2
Baltimore, MD	56.0	52.4	52.1	-0.3	23.9	22.4	21.1	-1.3
Boston, MA	126.4	112.8	111.8	-1.0	58.0	49.6	46.2	-3.4
Detroit, MI	86.8	70.2	71.2	1.0	36.0	30.4	28.8	-1.7
Minneapolis-St. Paul, MN	90.5	91.7	93.3	1.5	39.9	40.4	38.8	-1.6
Kansas City, MO	40.7	42.1	41.7	-0.4	17.4	19.6	16.8	-2.8
St. Louis, MO	45.1	47.8	49.4	1.5	19.1	22.4	19.8	-2.6
Las Vegas, NV	29.0	30.3	29.3	-1.0	13.9	14.5	13.5	-1.1
Buffalo, NY	23.5	17.2	16.7	-0.5	12.8	7.9	7.1	-0.8
New York, NY	294.5	272.1	267.2	-4.9	136.9	127.1	118.9	-8.2
Rochester, NY	20.2	14.0	13.5	-0.4	11.2	6.4	6.1	-0.3
Charlotte, NC	37.5	36.0	35.3	-0.7	17.1	16.6	16.5	-0.1
Cincinnati, OH	40.5	36.8	36.5	-0.3	18.1	15.6	15.2	-0.4
Cleveland, OH	36.5	31.8	31.4	-0.4	15.3	13.8	12.3	-1.5
Columbus, OH	39.3	35.5	34.6	-0.9	18.0	15.8	15.6	-0.2
Oklahoma City, OK	17.8	16.6	16.2	-0.3	7.8	7.2	6.8	-0.4
Portland, OR	48.3	47.8	47.2	-0.6	26.9	25.8	24.8	-1.0
Philadelphia, PA	107.0	96.9	97.6	0.7	48.0	41.8	39.8	-2.0
Pittsburgh, PA	42.4	38.7	38.7	0.0	17.4	16.2	15.3	-0.8
Providence, RI	28.4	21.1	21.1	0.0	16.7	9.9	9.7	-0.1
Memphis, TN	18.2	15.9	15.8	0.0	8.7	6.4	6.3	0.0
Nashville, TN	34.2	33.0	32.8	-0.2	15.6	15.1	14.4	-0.7
Austin, TX	43.6	39.3	38.2	-1.1	22.3	20.0	19.3	-0.7
Dallas, TX	124.7	114.2	111.0	-3.2	57.2	53.8	49.5	-4.3
Houston, TX	83.8	66.5	65.3	-1.2	36.8	30.0	28.7	-1.3
San Antonio, TX	32.1	31.3	30.0	-1.3	15.2	15.3	13.6	-1.7
Salt Lake City, UT	36.6	33.2	32.6	-0.5	16.6	14.6	13.9	-0.7
Richmond, VA	19.9	19.3	19.1	-0.2	9.0	8.6	8.7	0.1
Virginia Beach, VA	22.6	23.4	22.3	-1.1	10.3	10.5	9.1	-1.4
Seattle-Tacoma, WA	91.4	105.8	103.1	-2.7	46.0	46.8	44.4	-2.5
Milwaukee, WI	31.4	29.4	29.1	-0.3	13.3	13.1	12.1	-1.0

Source: The Conference Board

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

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Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Aug-15	Jul-16	Aug-16	Jun-16	Jun-16	Jun-16	Jun-16
Birmingham, AL	3.33	2.60	2.55	5.5	29.8	13.3	2.24
Phoenix, AZ	3.26	3.13	3.12	5.1	112.2	66.4	1.69
Tucson, AZ	3.21	2.48	2.51	5.3	25.4	11.5	2.22
Los Angeles, CA	2.78	2.51	2.54	4.8	317.2	160.3	1.98
Riverside, CA	2.09	1.55	1.56	6.2	123.1	30.1	4.09
Sacramento, CA	2.85	2.69	2.67	5.4	58.0	28.4	2.04
San Diego, CA	3.27	3.15	3.10	4.9	76.6	47.3	1.62
San Francisco, CA	5.04	4.44	4.62	3.9	98.5	109.4	0.90
San Jose, CA	5.40	5.10	5.12	3.9	41.9	52.3	0.80
Denver, CO	5.10	4.67	4.71	3.6	55.3	68.0	0.81
Hartford, CT	4.96	4.07	4.11	5.9	36.3	22.5	1.61
Washington, DC	4.76	4.66	4.67	3.6	119.8	148.1	0.81
Jacksonville, FL	2.65	2.46	2.41	4.4	32.1	17.0	1.88
Miami, FL	2.53	2.33	2.35	4.7	142.9	68.3	2.09
Orlando, FL	2.88	2.65	2.64	4.3	53.5	32.4	1.65
Tampa, FL	3.38	3.25	3.20	4.4	64.0	45.2	1.42
Atlanta, GA	3.69	3.31	3.29	4.9	141.3	98.9	1.43
Honolulu, HI	2.95	3.01	2.92	3.1	14.6	13.5	1.08
Chicago, IL	3.30	2.85	2.82	5.6	277.7	136.7	2.03
Indianapolis, IN	3.18	2.95	2.86	4.1	42.4	29.1	1.46
Louisville, KY	3.71	2.98	2.92	4.3	27.7	18.3	1.51
New Orleans, LA	3.41	2.67	2.64	5.7	34.1	15.9	2.15
Baltimore, MD	3.80	3.54	3.52	4.4	64.5	50.0	1.29
Boston, MA	4.82	4.26	4.22	3.6	94.8	107.6	0.88
Detroit, MI	4.36	3.41	3.46	5.1	105.5	68.1	1.55
Minneapolis-St. Paul, MN	4.65	4.67	4.75	3.5	68.6	89.1	0.77
Kansas City, MO	3.62	3.74	3.71	4.2	47.5	38.0	1.25
St. Louis, MO	3.05	3.20	3.30	4.6	68.7	42.6	1.61
Las Vegas, NV	2.75	2.86	2.76	6.8	71.7	29.8	2.41
Buffalo, NY	4.26	3.12	3.03	4.7	25.6	16.6	1.54
New York, NY	2.93	2.71	2.66	4.6	463.6	259.0	1.79
Rochester, NY	3.84	2.68	2.59	4.4	22.8	13.7	1.67
Charlotte, NC	3.03	2.84	2.79	4.6	58.8	35.0	1.68
Cincinnati, OH	3.78	3.37	3.35	4.2	45.4	35.6	1.27
Cleveland, OH	3.58	3.06	3.03	5.2	54.1	30.4	1.78
Columbus, OH	3.78	3.35	3.27	3.9	41.5	35.3	1.18
Oklahoma City, OK	2.66	2.46	2.41	4.2	28.3	16.0	1.76
Portland, OR	3.93	3.75	3.70	4.9	63.1	46.4	1.36
Philadelphia, PA	3.50	3.10	3.12	5.0	157.2	92.4	1.70
Pittsburgh, PA	3.51	3.17	3.17	5.5	67.4	37.3	1.81
Providence, RI	4.18	3.10	3.11	5.2	35.7	20.0	1.78
Memphis, TN	2.95	2.55	2.54	5.2	32.2	15.3	2.11
Nashville, TN	3.66	3.40	3.38	3.5	33.6	31.0	1.08
Austin, TX	4.06	3.56	3.46	3.0	33.5	36.9	0.91
Dallas, TX	3.47	3.10	3.02	3.6	134.0	107.0	1.25
Houston, TX	2.58	2.03	1.99	5.1	165.8	64.9	2.55
San Antonio, TX	2.92	2.79	2.68	3.6	40.0	29.1	1.38
Salt Lake City, UT	5.92	5.27	5.19	3.7	23.1	32.6	0.71
Richmond, VA	3.01	2.90	2.87	3.8	25.3	19.3	1.31
Virginia Beach, VA	2.70	2.83	2.69	4.3	35.6	23.1	1.54
Seattle-Tacoma, WA	4.63	5.29	5.15	4.7	93.1	101.9	0.91
Milwaukee, WI	3.81	3.54	3.51	4.4	36.5	28.0	1.30

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.
2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
4. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

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Table 7: National Labor Supply/Labor Demand by Occupation ¹ , Seasonally Adjusted								
SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		Aug-15	Jul-16	Aug-16	Aug-Jul 16	Jul-16	Jul-16	
	Total	5,369.4	4,814.3	4,816.1	1.8	7,770.0	1.61	\$23.23
11	Management	456.4	411.8	422.0	10.2	426.6	1.04	\$55.30
13	Business and financial operations	320.5	278.6	291.9	13.3	213.9	0.77	\$35.48
15	Computer and mathematical science	577.9	528.7	535.1	6.4	147.2	0.28	\$41.43
17	Architecture and engineering	162.0	134.2	133.4	-0.8	54.9	0.41	\$39.89
19	Life, physical, and social science	56.9	55.2	57.2	2.0	39.3	0.71	\$34.24
21	Community and social services	94.8	92.1	93.6	1.5	73.4	0.80	\$22.19
23	Legal	26.0	23.3	24.0	0.6	17.0	0.73	\$49.74
25	Education, training, and library	156.8	163.5	160.0	-3.6	305.7	1.87	\$25.48
27	Arts, design, entertainment, sports, and media	124.7	107.9	105.4	-2.6	123.0	1.14	\$27.39
29	Healthcare practitioners and technical	630.8	652.0	643.3	-8.7	133.0	0.20	\$37.40
31	Healthcare support	131.6	123.6	121.9	-1.6	163.7	1.32	\$14.19
33	Protective service	58.1	56.7	58.5	1.8	116.8	2.06	\$21.45
35	Food preparation and serving related	248.2	253.0	237.5	-15.5	589.8	2.33	\$10.98
37	Building and grounds cleaning and maintenance	115.2	102.4	101.7	-0.7	384.9	3.76	\$13.02
39	Personal care and service	75.2	70.3	66.3	-4.0	305.7	4.35	\$12.33
41	Sales and related	562.9	497.4	487.4	-10.1	803.3	1.61	\$18.90
43	Office and administrative support	581.7	499.6	504.8	5.2	862.1	1.73	\$17.47
45	Farming, fishing, and forestry	9.2	7.7	7.5	-0.2	145.8	18.88	\$12.67
47	Construction and extraction	138.7	113.7	110.9	-2.7	533.9	4.70	\$22.88
49	Installation, maintenance, and repair	225.3	188.4	189.8	1.4	201.3	1.07	\$22.11
51	Production	160.3	125.7	126.5	0.9	459.1	3.65	\$17.41
53	Transportation and material moving	428.4	325.0	317.5	-7.5	734.2	2.26	\$16.90

Source: The Conference Board

1. All ads are coded to the 6-digit SOC level.
2. Standard Occupational Classification code (SOC)
3. Occupational categories use the 2010 OMB Standard Occupational Classification system (SOC definitions).
4. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.
5. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
6. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2015 estimates.

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Table 8: State Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-16	Wage ²	Aug-16	Wage ²	Aug-16	Wage ²
United States	742,109	\$45.32	1,846,430	\$33.32	641,001	\$13.17
Alabama	5,251	\$43.06	16,315	\$30.21	5,511	\$11.32
Alaska	1,480	\$45.48	6,324	\$36.72	2,283	\$16.14
Arizona	13,409	\$40.27	37,096	\$30.99	13,819	\$13.21
Arkansas	3,721	\$36.04	9,369	\$19.92	3,499	\$10.80
California	97,266	\$50.39	233,231	\$39.46	72,132	\$14.95
Colorado	17,173	\$45.28	44,357	\$34.50	20,665	\$13.40
Connecticut	11,597	\$51.72	29,467	\$35.98	5,766	\$15.00
Delaware	3,134	\$47.97	6,152	\$28.31	1,749	\$13.13
Florida	33,933	\$41.26	83,923	\$30.57	39,035	\$12.83
Georgia	23,891	\$43.92	56,970	\$31.10	15,629	\$11.62
Hawaii	2,504	\$39.04	5,350	\$32.01	4,832	\$15.23
Idaho	2,444	\$35.80	8,046	\$27.03	3,846	\$11.72
Illinois	34,358	\$44.54	68,880	\$32.77	20,141	\$13.81
Indiana	9,479	\$13.89	27,136	\$28.96	10,581	\$11.65
Iowa	6,899	\$36.93	20,719	\$27.80	8,137	\$11.89
Kansas	4,906	\$39.68	13,298	\$27.98	5,171	\$11.81
Kentucky	5,439	\$37.05	17,568	\$28.30	6,278	\$11.33
Louisiana	5,137	\$38.02	14,012	\$27.97	6,435	\$11.08
Maine	1,900	\$37.77	6,753	\$29.76	3,167	\$12.50
Maryland	15,621	\$47.92	46,461	\$37.33	11,050	\$14.16
Massachusetts	26,572	\$51.39	63,143	\$37.75	17,560	\$15.50
Michigan	19,728	\$42.47	59,225	\$27.95	21,129	\$12.57
Minnesota	20,751	\$43.99	50,392	\$32.65	18,653	\$12.99
Mississippi	2,703	\$35.20	7,718	\$26.15	4,030	\$10.78
Missouri	14,036	\$41.02	39,111	\$29.30	14,058	\$11.73
Montana	1,722	\$33.63	6,442	\$26.68	4,037	\$11.95
Nebraska	4,140	\$39.58	13,243	\$28.05	4,594	\$12.16
Nevada	5,845	\$40.30	14,278	\$32.48	8,595	\$13.63
New Hampshire	2,645	\$30.34	9,471	\$32.67	3,574	\$13.43
New Jersey	28,294	\$52.77	58,936	\$36.62	16,708	\$15.27
New Mexico	3,005	\$37.70	12,431	\$30.86	3,195	\$11.95
New York	58,511	\$55.65	104,288	\$37.08	34,482	\$15.26
North Carolina	19,474	\$45.27	51,549	\$30.67	16,693	\$11.57
North Dakota	1,524	\$38.87	4,918	\$28.15	1,765	\$13.19
Ohio	23,791	\$40.65	54,948	\$31.09	22,153	\$12.26
Oklahoma	3,950	\$38.07	12,718	\$26.84	5,052	\$11.54
Oregon	9,626	\$40.91	28,325	\$33.47	12,562	\$13.69
Pennsylvania	29,456	\$44.43	69,992	\$31.75	27,299	\$12.69
Rhode Island	2,325	\$47.63	5,742	\$34.98	2,147	\$13.98
South Carolina	6,492	\$37.88	22,203	\$28.93	8,826	\$11.32
South Dakota	1,890	\$36.83	5,681	\$26.01	3,069	\$11.60
Tennessee	11,179	\$38.77	27,664	\$28.38	11,375	\$11.44
Texas	49,414	\$20.04	124,942	\$32.77	42,027	\$12.14
Utah	6,221	\$38.05	16,726	\$29.58	8,933	\$12.01
Vermont	1,276	\$39.05	4,502	\$28.98	1,849	\$14.28
Virginia	25,399	\$48.22	73,444	\$35.59	17,593	\$6.94
Washington	26,158	\$45.51	66,436	\$36.48	21,547	\$15.35
West Virginia	1,998	\$35.06	7,178	\$27.16	2,654	\$11.26
Wisconsin	13,322	\$39.21	31,924	\$29.80	15,001	\$12.12
Wyoming	766	\$40.26	2,893	\$28.38	886	\$12.97

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.
2. Wage data are from the BLS Occupational Employment Statistics program's May 2015 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 8: State Occupational Demand and Pay, Not Seasonally Adjusted - continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-16	Wage ¹	Aug-16	Wage ¹	Aug-16	Wage ¹
United States	1,056,064	\$18.04	353,657	\$22.10	485,411	\$17.15
Alabama	10,459	\$15.73	4,305	\$20.16	7,270	\$15.97
Alaska	2,719	\$19.28	1,161	\$29.93	761	\$23.82
Arizona	22,912	\$17.13	7,722	\$20.18	7,608	\$17.00
Arkansas	6,432	\$14.98	2,556	\$8.63	4,393	\$15.28
California	125,630	\$19.64	31,587	\$23.11	41,500	\$17.17
Colorado	27,081	\$19.25	11,579	\$22.14	11,687	\$18.41
Connecticut	12,952	\$20.62	3,167	\$24.87	5,211	\$18.74
Delaware	3,103	\$17.99	985	\$23.23	1,431	\$16.86
Florida	61,404	\$16.80	23,768	\$18.68	18,988	\$15.57
Georgia	29,613	\$17.15	11,073	\$19.71	15,777	\$15.93
Hawaii	6,012	\$17.47	1,513	\$27.49	1,591	\$20.18
Idaho	5,438	\$15.78	2,628	\$19.26	3,532	\$16.25
Illinois	39,444	\$18.64	9,224	\$25.95	19,615	\$17.54
Indiana	17,853	\$16.60	6,081	\$22.24	13,167	\$16.71
Iowa	12,830	\$16.26	5,277	\$20.73	8,931	\$16.35
Kansas	9,168	\$16.78	3,418	\$20.93	5,295	\$17.30
Kentucky	11,062	\$15.84	3,476	\$20.55	7,169	\$16.79
Louisiana	10,310	\$15.19	4,264	\$20.38	5,384	\$19.39
Maine	3,839	\$16.01	1,240	\$20.30	1,912	\$16.92
Maryland	19,407	\$18.75	6,704	\$23.10	8,137	\$18.04
Massachusetts	28,476	\$20.96	7,298	\$27.04	11,940	\$18.38
Michigan	30,919	\$17.40	11,042	\$22.30	18,112	\$17.20
Minnesota	28,615	\$18.96	8,657	\$24.24	14,497	\$17.81
Mississippi	5,935	\$14.58	2,397	\$18.52	4,454	\$15.71
Missouri	22,532	\$16.61	7,802	\$22.16	11,933	\$16.59
Montana	4,694	\$15.77	2,466	\$21.67	2,417	\$17.96
Nebraska	7,301	\$16.39	3,197	\$20.12	4,193	\$16.87
Nevada	11,388	\$16.52	3,663	\$23.60	4,421	\$17.08
New Hampshire	5,694	\$18.69	1,645	\$22.48	2,720	\$17.35
New Jersey	31,828	\$19.67	7,850	\$26.16	12,103	\$17.16
New Mexico	4,825	\$15.52	2,016	\$19.80	2,179	\$17.46
New York	63,279	\$21.27	14,543	\$26.98	18,631	\$18.58
North Carolina	24,213	\$17.25	11,574	\$19.49	13,364	\$15.58
North Dakota	3,293	\$17.51	2,276	\$16.46	2,266	\$21.07
Ohio	42,079	\$17.14	12,769	\$21.62	23,467	\$16.78
Oklahoma	8,816	\$15.94	4,171	\$19.79	5,117	\$17.18
Oregon	17,051	\$17.63	6,460	\$22.41	8,890	\$17.22
Pennsylvania	45,116	\$17.84	12,972	\$22.45	22,992	\$17.40
Rhode Island	3,384	\$19.26	929	\$23.27	1,889	\$17.29
South Carolina	12,361	\$15.66	6,344	\$19.34	7,545	\$16.44
South Dakota	4,392	\$15.62	1,901	\$18.98	2,422	\$15.46
Tennessee	18,975	\$16.28	6,775	\$19.75	11,270	\$15.77
Texas	74,769	\$18.03	29,372	\$20.38	32,101	\$17.53
Utah	15,051	\$16.82	6,038	\$20.70	7,329	\$17.02
Vermont	2,090	\$17.81	650	\$20.97	1,148	\$17.88
Virginia	27,052	\$18.01	9,695	\$21.34	9,993	\$17.45
Washington	31,617	\$19.31	11,809	\$25.20	14,384	\$19.72
West Virginia	4,499	\$14.35	1,645	\$20.06	2,899	\$16.95
Wisconsin	23,434	\$17.49	8,367	\$22.63	15,834	\$16.93
Wyoming	1,171	\$16.72	857	\$24.30	912	\$22.13

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2015 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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Table 9: MSA Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-16	Wage ^{2*}	Aug-16	Wage ^{2*}	Aug-16	Wage ^{2*}
United States	742,109	\$45.32	1,846,430	\$33.32	641,001	\$13.17
Birmingham, AL	1,790	\$28.19	5,193	\$31.89	1,661	\$11.73
Phoenix, AZ	10,493	\$41.47	24,845	\$31.91	8,979	\$13.16
Tucson, AZ	1,405	\$36.83	4,880	\$29.30	1,794	\$13.01
Los Angeles, CA	31,788	\$49.28	63,515	\$38.67	21,197	\$14.65
Riverside, CA	3,626	\$42.16	10,908	\$32.88	4,322	\$13.81
Sacramento, CA	4,679	\$42.06	11,474	\$37.37	3,731	\$14.72
San Diego, CA	7,632	\$48.29	20,140	\$38.18	7,328	\$14.94
San Francisco, CA	25,925	\$57.45	47,532	\$43.86	13,304	\$16.29
San Jose, CA	10,688	\$65.23	29,930	\$51.90	4,276	\$15.68
Denver, CO	12,197	\$47.15	26,276	\$36.52	11,205	\$13.42
Hartford, CT	4,829	\$48.92	11,590	\$35.85	1,871	\$14.68
Washington, DC	32,360	\$53.56	77,128	\$42.88	15,361	\$15.28
Jacksonville, FL	2,928	\$40.47	5,721	\$30.04	2,500	\$12.40
Miami, FL	11,490	\$44.27	22,183	\$32.14	10,476	\$13.51
Orlando, FL	4,886	\$40.39	10,183	\$30.28	5,800	\$12.44
Tampa, FL	6,935	\$41.26	17,409	\$29.73	6,495	\$12.46
Atlanta, GA	18,976	\$46.31	38,865	\$33.18	9,331	\$11.94
Honolulu, HI	1,901	\$39.84	3,495	\$32.45	3,041	\$14.80
Chicago, IL	29,944	\$46.41	52,205	\$33.83	15,563	\$13.97
Indianapolis, IN	4,695	\$39.82	10,047	\$31.60	3,638	\$12.02
Louisville, KY	2,591	\$38.74	5,990	\$29.97	2,602	\$11.75
New Orleans, LA	2,056	\$39.58	5,227	\$26.22	2,958	\$11.46
Baltimore, MD	8,006	\$46.68	24,684	\$36.36	5,500	\$14.11
Boston, MA	22,754	\$53.26	46,947	\$38.65	12,768	\$15.78
Detroit, MI	10,978	\$45.34	31,614	\$32.81	8,520	\$12.54
Minneapolis-St. Paul, MN	17,269	\$46.10	35,689	\$34.49	11,709	\$13.31
Kansas City, MO	6,250	\$42.72	15,143	\$31.02	5,457	\$10.61
St. Louis, MO	8,098	\$43.72	20,831	\$30.98	6,126	\$12.18
Las Vegas, NV	4,278	\$40.30	9,493	\$32.90	6,016	\$13.89
Buffalo, NY	2,646	\$41.51	5,637	\$27.77	2,192	\$13.35
New York, NY	64,727	\$58.29	106,044	\$39.15	30,312	\$15.73
Rochester, NY	1,848	\$44.10	4,867	\$30.83	1,858	\$13.49
Charlotte, NC	7,692	\$47.35	13,675	\$31.97	3,813	\$11.91
Cincinnati, OH	6,212	\$41.94	11,608	\$32.20	4,584	\$12.24
Cleveland, OH	5,459	\$41.97	10,960	\$32.14	4,226	\$12.61
Columbus, OH	5,887	\$41.56	11,632	\$32.66	4,306	\$12.80
Oklahoma City, OK	2,029	\$38.79	5,777	\$29.23	2,038	\$12.14
Portland, OR	7,397	\$43.82	17,220	\$35.12	7,210	\$14.15
Philadelphia, PA	18,657	\$48.85	37,168	\$34.64	11,037	\$13.58
Pittsburgh, PA	6,723	\$43.12	13,816	\$31.18	5,952	\$12.32
Providence, RI	2,970	\$46.54	8,205	\$34.20	3,062	\$13.95
Memphis, TN	2,311	\$39.68	5,345	\$29.67	1,920	\$11.65
Nashville, TN	5,664	\$40.65	10,868	\$29.64	4,508	\$11.81
Austin, TX	6,039	\$44.61	15,600	\$33.40	5,535	\$12.73
Dallas, TX	20,168	\$47.46	41,042	\$34.32	11,893	\$12.64
Houston, TX	10,922	\$51.50	23,864	\$36.65	7,461	\$9.76
San Antonio, TX	4,234	\$42.18	11,280	\$31.18	4,638	\$11.92
Salt Lake City, UT	4,219	\$40.39	9,773	\$32.34	5,056	\$12.43
Richmond, VA	3,115	\$43.37	8,225	\$31.66	2,215	\$12.67
Virginia Beach, VA	2,857	\$42.14	9,462	\$31.60	3,058	\$12.55
Seattle-Tacoma, WA	19,581	\$48.11	44,071	\$39.72	12,341	\$15.93
Milwaukee, WI	5,087	\$43.80	10,166	\$32.16	3,843	\$12.08

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.

2. Wage data are from the BLS OES program's May 2015 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

* indicates that a wage estimate either is not available or is greater than \$90.00 per hour or \$187,200 per year

Table 9: MSA Occupational Demand and Pay, Not Seasonally Adjusted - continued						
Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads Aug-16	Average Hourly Wage ^{2*}	Total Ads Aug-16	Average Hourly Wage ^{2*}	Total Ads Aug-16	Average Hourly Wage ^{2*}
United States	1,056,064	\$18.04	353,657	\$22.10	485,411	\$17.15
Birmingham, AL	3,532	\$17.61	1,100	\$21.18	1,490	\$16.31
Phoenix, AZ	17,010	\$17.70	5,169	\$20.87	5,230	\$17.24
Tucson, AZ	2,623	\$16.06	1,066	\$20.43	780	\$15.62
Los Angeles, CA	42,836	\$19.45	8,240	\$24.84	12,475	\$16.33
Riverside, CA	7,980	\$17.19	2,382	\$22.99	3,812	\$16.51
Sacramento, CA	6,723	\$18.97	2,239	\$24.61	2,305	\$17.54
San Diego, CA	11,292	\$11.15	3,174	\$24.28	2,945	\$16.77
San Francisco, CA	23,457	\$23.27	5,368	\$30.08	6,671	\$20.79
San Jose, CA	8,451	\$24.34	1,737	\$28.02	2,217	\$18.62
Denver, CO	16,390	\$20.34	6,122	\$22.79	6,040	\$18.97
Hartford, CT	4,882	\$20.53	1,298	\$24.58	2,187	\$18.86
Washington, DC	24,365	\$20.55	7,104	\$23.98	5,902	\$19.43
Jacksonville, FL	4,728	\$17.02	2,028	\$19.40	1,877	\$16.64
Miami, FL	18,985	\$17.61	5,060	\$19.54	4,024	\$15.72
Orlando, FL	8,426	\$16.39	3,201	\$18.90	2,531	\$15.65
Tampa, FL	10,657	\$17.48	4,270	\$18.27	3,587	\$15.33
Atlanta, GA	19,506	\$18.50	6,243	\$20.62	7,660	\$16.49
Honolulu, HI	4,234	\$17.70	1,110	\$28.41	1,219	\$21.13
Chicago, IL	31,827	\$19.33	6,819	\$27.32	13,675	\$17.66
Indianapolis, IN	7,399	\$18.18	2,334	\$22.50	3,697	\$16.32
Louisville, KY	4,559	\$17.23	1,465	\$21.48	2,514	\$17.95
New Orleans, LA	3,872	\$16.21	1,372	\$20.76	1,360	\$19.87
Baltimore, MD	9,790	\$18.96	3,336	\$22.86	4,467	\$18.37
Boston, MA	21,985	\$21.96	5,165	\$27.96	8,278	\$18.69
Detroit, MI	13,690	\$18.38	4,448	\$23.94	6,612	\$18.43
Minneapolis-St. Paul, MN	20,325	\$20.37	5,131	\$25.74	9,031	\$18.30
Kansas City, MO	10,315	\$17.96	3,223	\$22.99	4,940	\$17.57
St. Louis, MO	10,667	\$18.03	2,875	\$24.76	4,150	\$17.53
Las Vegas, NV	7,859	\$16.37	2,078	\$23.47	2,236	\$16.77
Buffalo, NY	4,594	\$17.57	1,184	\$22.54	1,691	\$17.56
New York, NY	59,449	\$21.95	11,366	\$28.39	15,049	\$18.39
Rochester, NY	3,467	\$18.15	1,070	\$11.46	1,396	\$16.87
Charlotte, NC	6,962	\$19.06	2,960	\$20.27	3,355	\$16.76
Cincinnati, OH	9,173	\$18.25	2,567	\$21.62	4,431	\$17.21
Cleveland, OH	7,797	\$18.38	2,166	\$22.86	3,483	\$17.13
Columbus, OH	8,933	\$6.54	2,697	\$21.98	4,091	\$16.47
Oklahoma City, OK	4,062	\$16.90	1,843	\$20.40	1,929	\$16.33
Portland, OR	11,007	\$18.99	3,589	\$24.28	5,224	\$17.94
Philadelphia, PA	21,512	\$19.49	5,616	\$25.25	7,731	\$18.01
Pittsburgh, PA	9,508	\$17.57	2,352	\$22.32	3,637	\$17.56
Providence, RI	4,777	\$18.51	1,352	\$23.45	2,741	\$17.10
Memphis, TN	3,428	\$17.02	1,209	\$19.98	2,296	\$15.95
Nashville, TN	8,094	\$17.54	2,648	\$20.68	3,867	\$16.66
Austin, TX	8,362	\$19.00	3,211	\$19.22	2,528	\$15.71
Dallas, TX	25,464	\$19.28	8,405	\$20.36	10,363	\$17.01
Houston, TX	15,528	\$19.61	5,772	\$21.97	5,628	\$19.50
San Antonio, TX	6,810	\$17.03	2,979	\$19.42	2,652	\$15.64
Salt Lake City, UT	8,911	\$18.03	2,993	\$21.42	3,630	\$17.21
Richmond, VA	4,057	\$18.31	1,793	\$21.12	1,536	\$16.92
Virginia Beach, VA	4,875	\$16.40	2,203	\$20.89	1,865	\$17.86
Seattle-Tacoma, WA	20,032	\$20.54	6,333	\$26.92	7,845	\$20.75
Milwaukee, WI	6,626	\$19.44	1,944	\$24.36	3,530	\$17.36

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2015 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

* indicates that a wage estimate either is not available or is greater than \$90.00 per hour or \$187,200 per year

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