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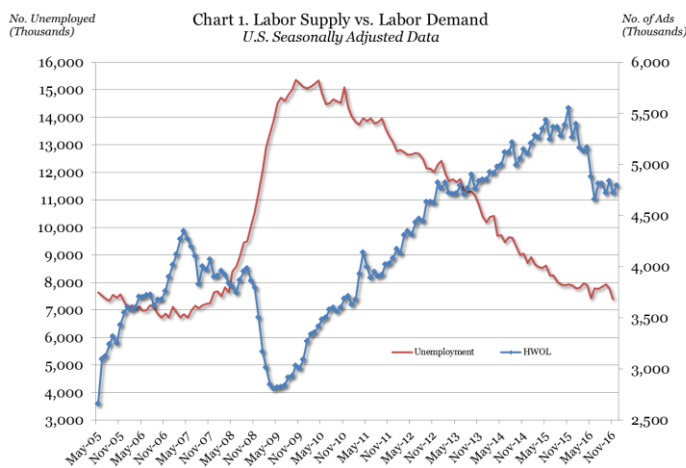
Online Job Ads Increased 74,000 in December

- The December gain followed a November decrease of 115,300
- Most States showed small gains
- Most occupations showed gains over the month

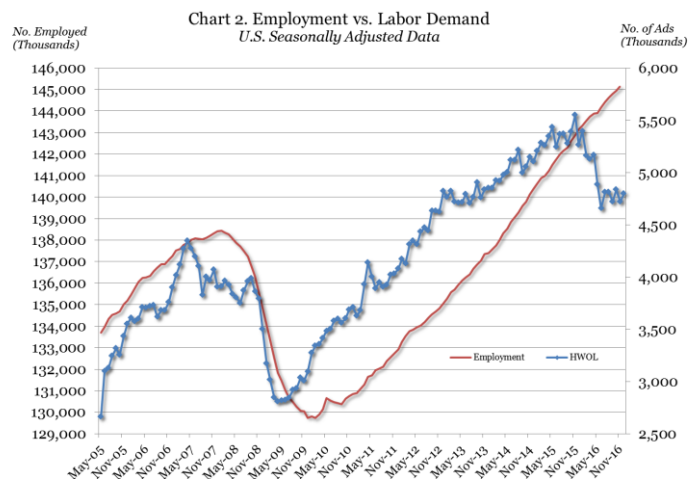
NEW YORK, January 4, 2017...Online advertised vacancies increased 74,000 to 4,797,000 in December, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The November Supply/Demand rate stands at 1.57 unemployed for each advertised vacancy with a total of 2.7 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 7.4 million in November.

“The HWOL series ended 2016 on a positive note, with a 74,000 increase,” said Gad Levanon, Chief Economist, North America, at The Conference Board. “The number of online job ads has been fluctuating around a steady trend in the second half of 2016.”

The Professional occupational category saw small losses in Management (-0.8), Business/Finance (-0.1), and gains Computer/Math (8.7) and Health (10.6). The Services/Production occupational category saw gains in most occupational groups led by Sales (14.6) and Office/Admin (21.3).



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, 19 rose and 1 declined
- Among the 50 States, 45 rose, 3 declined, and 2 was constant

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
	Total Ads ¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate ²	Recent Trend ³
Location	Dec-16	Dec-Nov 16	Nov-16	
United States	4,797.0	74.0	1.57	↓ 12/15
NORTHEAST	943.9	51.6	1.67	
Massachusetts	147.3	5.9	0.75	↓ 1/16
New Jersey	150.0	8.2	1.60	↓ 1/16
New York	293.7	10.4	1.73	↓ 1/16
Pennsylvania	203.5	10.7	1.93	↓ 1/16
SOUTH	1,561.4	40.1	1.97	
Florida	254.6	10.2	1.97	↓ 1/16
Georgia	149.3	3.2	1.81	→ 2/15
Maryland	102.4	0.6	1.32	↓ 1/16
North Carolina	131.4	3.4	1.90	↓ 1/16
Texas	322.2	0.7	1.91	↓ 4/16
Virginia	148.5	5.3	1.25	→ 10/15
MIDWEST	1,070.7	21.7	1.58	
Illinois	176.0	4.9	2.15	↓ 1/16
Michigan	150.7	4.4	1.64	↓ 1/16
Minnesota	128.6	2.4	0.91	↓ 1/16
Missouri	106.3	4.3	1.45	↓ 1/16
Ohio	170.3	3.4	1.67	↓ 1/16
Wisconsin	101.6	4.1	1.30	↓ 4/16
WEST	1,222.4	24.6	1.77	
Arizona	96.4	0.5	1.69	↓ 4/16
California	559.4	14.3	1.90	↓ 1/16
Colorado	119.7	-2.9	0.76	↓ 1/16
Washington	156.1	0.5	1.25	↑ 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) .

December Changes for States

In December, online labor demand was up in 45 States, down in 3, and constant in 2 (see Table 3). All four regions experienced increases.

The **Midwest** experienced an increase of 21,700 in December (Table A). **Illinois** grew 4,900 to 176,000. **Michigan** increased 4,400 to 150,700. **Minnesota** increased 2,400 to 128,600. **Ohio** increased 3,400 to 170,300. **Wisconsin** increased 4,100 to 101,600 and **Missouri** increased 4,300 to 106,300. Among the smaller States in the region, **Indiana** increased 2,200 to 76,500, **Iowa** increased 800 to 56,700, **Nebraska** grew 800 to 31,800, and **North Dakota** was constant at 16,400. **Kansas** increased 1,300 to 39,900 (Table 3).

The **Northeast** increased 51,600 in December. **New York** increased 10,400 to 293,700. **Pennsylvania** increased 10,700 to 203,500. **New Jersey** increased 8,200 to 150,000. **Massachusetts** increased 5,900 to 147,300. In the smaller States, **Connecticut** grew 3,400 to 68,700. **Maine** increased 5,900 to 22,700 and **New Hampshire** increased 3,500 to 27,000. **Rhode Island** increased 1,200 to 16,100 and **Vermont** grew 2,500 to 13,000.

The **West** increased 24,600 in December. **California** increased 14,300 to 559,400. **Colorado** decreased 2,900 to 119,700 and **Washington** increased 500 to 156,100. **Arizona** increased 500 to 96,400. Among the smaller States in the West, **Oregon** increased 1,600 to 75,500. **Utah** increased 1,300 to 54,600. **Nevada** increased 1,500 to 47,000. **Idaho** increased 1,400 to 24,100 and **New Mexico** increased 1,100 to 25,600. **Montana** decreased 600 to 18,700 and **Wyoming** increased 400 to 7,300.

The **South** increased 40,100 in December. Among the larger States in the region, **Florida** increased 10,200 to 254,600. **Texas** increased 700 to 322,200. **Georgia** increased 3,200 to 149,300. **Virginia** grew 5,300 to 148,500. **North Carolina** increased 3,400 to 131,400. **Maryland** increased 600 to 102,400. Among the smaller States, **Alabama** grew 3,400 to 49,900. **Tennessee** increased 1,600 to 82,500 and **South Carolina** increased 3,900 to 62,900. **Kentucky** increased 500 to 44,100 and **Oklahoma** increased 2,400 to 39,300. **Louisiana** grew 1,700 to 44,700 and **Delaware** increased 600 to 16,500.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for November 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), Massachusetts (0.75), Colorado (0.76), North Dakota (0.77), New Hampshire (0.85), Utah (0.87), and Minnesota (0.91). The States with the highest Supply/Demand rates were Louisiana (3.04), Mississippi (2.87), and Alabama (2.77), 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 December, among the 20 largest metro areas, 17 gained, 2 declined, and 1 remained constant
- Among the 52 metro areas, 47 rose, 4 declined, and 1 remained 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	Dec-16	Dec-Nov 16	Oct-16
United States	4,797.0	74.0	1.57
NORTHEAST	943.9	51.6	1.67
Boston, MA	112.3	4.3	0.68
New York, NY	291.8	10.1	1.83
Philadelphia, PA	99.9	3.6	1.68
SOUTH	1,561.4	40.1	1.97
Atlanta, GA	98.6	1.8	1.46
Baltimore, MD	52.7	0.5	1.27
Dallas, TX	109.1	0.0	1.28
Houston, TX	60.1	-0.6	2.69
Miami, FL	68.7	2.4	2.31
Washington, DC	153.2	3.5	0.88
MIDWEST	1,070.7	21.7	1.58
Chicago, IL	137.7	3.9	2.10
Cleveland, OH	32.2	1.8	1.77
Detroit, MI	72.7	2.5	1.51
Minneapolis-St. Paul, MN	91.5	3.0	0.74
WEST	1,222.4	24.6	1.77
Denver, CO	71.0	-2.7	0.69
Los Angeles, CA	171.7	4.8	1.94
Phoenix, AZ	68.4	1.2	1.44
San Diego, CA	50.2	1.3	1.52
San Francisco, CA	110.8	1.3	0.91
San Jose, CA	53.7	1.8	0.79
Seattle-Tacoma, WA	103.9	2.4	0.89

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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.

Metro Area Changes

In December, labor demand rose in 47 metro areas, 4 declined, and 1 remained constant. The MSAs with the largest changes in each of the regions were: **Chicago** (3,900) and **Minneapolis-St Paul** (3,000) in the **Midwest**; **Los Angeles** (4,800) and **Denver** (-2,700) in the **West**; **Washington D.C.** (3,500) and **Tampa** (3,100) in the **South**; and **New York** (10,100) and **Boston** (4,300) in the **Northeast** (See Table B and Table 5).

The **West** increased 24,600 in December. **Los Angeles** increased 4,800 to 171,700. **Denver** decreased 2,700 to 71,000. **Phoenix** increased 1,200 to 68,400 and **San Francisco** increased 1,300 to 110,800. **Seattle-Tacoma** increased 2,400 to 103,900 and **San Jose** increased 1,800 to 53,700. **Salt Lake City** increased 900 to 31,400. **San Diego** increased 1,300 to 50,200. **Portland** increased 400 to 47,900 and **Sacramento** decreased 200 to 28,500. **Honolulu** decreased 400 to 13,900 and **Las Vegas** grew 1,100 to 31,400.

The **South** increased 40,100 in December. **Washington DC** grew 3,500 to 153,200 and **Tampa** increased 3,100 to 48,700. **Houston** decreased 600 to 60,100 and **Atlanta** increased 1,800 to 98,600. **Dallas** was constant at 109,100. **Miami** increased 2,400 to 68,700. **Baltimore** increased 500 to 52,700 and **Austin** increased 200 to 40,500. **Charlotte** increased 2,400 to 39,300. **San Antonio** increased 1,300 to 31,500 and **Nashville** increased 1,500 to 34,300. **Birmingham** grew 1,300 to 15,300. **New Orleans** grew 1,100 to 16,800. **Louisville** increased 500 to 17,400.

The **Northeast** increased 51,600 in December. **New York** increased 10,100 to 291,800 and **Boston** grew 4,300 to 112,300. **Philadelphia** increased 3,600 to 99,900. **Pittsburgh** increased 1,200 to 40,000 and **Providence** increased 1,300 to 22,400. **Buffalo** increased 1,100 to 16,700. **Hartford** increased 1,600 to 27,500 and **Rochester** increased 800 to 14,400.

The **Midwest** experienced an increase of 21,700 in December. **Chicago** increased 3,900 to 137,700 and **Minneapolis-St. Paul** increased 3,000 to 91,500. **Detroit** increased 2,500 to 72,700 and **St. Louis** grew 2,100 to 50,600. **Columbus** increased 900 to 36,500 and **Cincinnati** increased 1,600 to 36,300. **Kansas City** increased 1,800 to 44,000 and **Cleveland** grew 1,800 to 32,200. **Milwaukee** increased 2,200 to 29,600. **Indianapolis** increased 1,100 to 28,900.

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 October'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 0.59), Boston (0.68), Denver (0.69), Minneapolis-St. Paul (0.74), San Jose (0.79), Austin (0.87), Washington, DC (0.88), Seattle-Tacoma (0.89), and San Francisco (0.91) (Table 6). Other favorable markets for job-seekers included Honolulu (1.01), Nashville (1.12), Hartford, (1.16), and Kansas City (1.19).

In contrast, unemployed workers face great competition for each advertised position in Riverside (almost 4 unemployed for every opening) as well as Houston and Birmingham (over 2 unemployed for every opening). In 45 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 December, seven of the largest ten online occupational categories posted increases (Table C)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Dec-16	Dec-Nov 16	Nov-16	Nov-16	
29	Healthcare practitioners and technical	621.2	10.6	115.5	0.19	\$37.40
15	Computer and mathematical science	509.8	8.7	156.4	0.31	\$41.43
43	Office and administrative support	507.8	21.3	743.3	1.53	\$17.47
41	Sales and related	476.4	14.6	790.9	1.71	\$18.90
11	Management	406.1	-0.8	403.6	0.99	\$55.30
53	Transportation and material moving	338.0	6.5	588.2	1.77	\$16.90
13	Business and financial operations	276.6	-0.1	215.6	0.78	\$35.48
35	Food preparation and serving related	236.8	-9.5	680.8	2.76	\$10.98
49	Installation, maintenance, and repair	207.7	8.8	167.5	0.84	\$22.11
25	Education, training, and library	163.5	6.8	217.2	1.39	\$25.48

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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 December

In December, seven of the ten largest online occupational categories posted increases.

Healthcare practitioners and technical ads increased 10,600 to 621,200. The supply/demand rate for these occupations lies at 0.19, i.e. over 5 advertised openings per unemployed job-seeker (see Table C and Table 7).

Computer and mathematical science ads increased 8,700 to 509,800. The supply/demand rate lies at 0.31, i.e. over 3 advertised openings per unemployed job-seeker.

Management ads decreased 800 to 406,100. The supply/demand rate lies at 0.99 i.e. 1 unemployed job-seeker for every advertised available opening.

Sales and related ads increased 14,600 to 476,400. The supply/demand rate for these occupations lies at 1.71, more than 1 unemployed job-seeker for every advertised available opening.

Office and administrative support ads increased 21,300 to 507,800. The supply/demand rate lies at 1.53, i.e. over 1 unemployed job-seeker for every advertised available opening.

Construction and extraction ads increased 7,800 to 134,600. The supply/demand rate lies at 4.82, i.e. almost 5 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>
January 2017	February 1, 2017
February 2017	March 8, 2017
March 2017	April 5, 2017
April 2017	May 3, 2017
May 2017	May 31, 2017
June 2017	July 5, 2017
July 2017	August 2, 2017
August 2017	August 30, 2017
September, 2017	October 4, 2017
October 2017	November 1, 2017
November 2017	December 6, 2017

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)
	Dec-15	Nov-16	Dec-16	Dec-Nov 16	Dec-15	Nov-16	Dec-16	Dec-Nov 16
United States	5,266.9	4,723.0	4,797.0	74.0	2,403.5	2,118.5	2,170.6	52.1
New England	311.9	271.9	294.7	22.7	138.6	116.7	126.1	9.5
Middle Atlantic	703.7	620.4	649.2	28.9	318.0	272.6	295.8	23.2
South Atlantic	994.0	899.2	925.9	26.8	466.2	402.3	425.2	23.0
East North Central	821.2	659.4	674.1	14.7	359.1	276.4	291.5	15.1
East South Central	232.9	196.8	202.3	5.4	103.5	83.0	84.7	1.7
West North Central	422.6	389.6	396.6	6.9	181.2	161.6	167.3	5.6
West South Central	490.9	425.3	433.2	7.9	224.4	189.4	197.6	8.2
Mountain	425.6	389.4	394.6	5.2	201.2	182.7	184.9	2.2
Pacific	859.9	808.4	827.8	19.3	433.6	406.0	421.5	15.5

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)		
	Dec-15	Nov-16	Dec-16	Dec-15	Nov-16	Dec-16
United States	3.34	2.96	3.01	1.52	1.33	1.36
New England	4.02	3.47	3.76	1.79	1.49	1.61
Middle Atlantic	3.40	3.00	3.14	1.53	1.32	1.43
South Atlantic	3.25	2.89	2.97	1.52	1.29	1.37
East North Central	3.51	2.79	2.85	1.53	1.17	1.23
East South Central	2.75	2.27	2.33	1.22	0.96	0.98
West North Central	3.76	3.47	3.53	1.61	1.44	1.49
West South Central	2.66	2.28	2.32	1.22	1.01	1.06
Mountain	3.71	3.33	3.38	1.76	1.56	1.58
Pacific	3.36	3.08	3.15	1.69	1.55	1.61

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)
	Dec-15	Nov-16	Dec-16	Dec-Nov 16	Dec-15	Nov-16	Dec-16	Dec-Nov 16
United States	5,266.9	4,723.0	4,797.0	74.0	2,403.5	2,118.5	2,170.6	52.1
Alabama	55.8	46.5	49.9	3.4	23.9	19.9	20.5	0.6
Alaska	15.3	13.5	14.4	0.9	7.5	6.0	6.3	0.3
Arizona	102.7	95.9	96.4	0.5	48.4	45.6	46.7	1.0
Arkansas	32.4	25.6	27.8	2.1	14.3	10.7	12.0	1.3
California	614.3	545.1	559.4	14.3	306.3	276.1	289.5	13.4
Colorado	127.1	122.6	119.7	-2.9	62.9	59.7	58.3	-1.4
Connecticut	73.3	65.3	68.7	3.4	31.0	25.6	27.0	1.4
Delaware	17.5	15.9	16.5	0.6	7.5	6.3	7.0	0.7
Florida	279.8	244.4	254.6	10.2	144.8	122.8	132.4	9.6
Georgia	153.3	146.2	149.3	3.2	68.9	62.3	64.1	1.8
Hawaii	19.3	20.5	20.5	0.0	9.9	11.1	10.5	-0.6
Idaho	26.1	22.7	24.1	1.4	13.4	11.6	12.0	0.4
Illinois	200.8	171.1	176.0	4.9	86.1	71.4	77.1	5.8
Indiana	92.6	74.4	76.5	2.2	36.6	29.5	30.6	1.1
Iowa	67.0	55.9	56.7	0.8	28.6	23.2	22.8	-0.5
Kansas	46.5	38.6	39.9	1.3	19.9	15.5	16.2	0.7
Kentucky	55.4	43.6	44.1	0.5	25.1	17.2	17.2	0.0
Louisiana	51.8	43.0	44.7	1.7	25.6	19.8	20.8	1.0
Maine	21.3	16.7	22.7	5.9	9.7	7.1	8.9	1.9
Maryland	112.9	101.8	102.4	0.6	48.0	41.4	42.9	1.5
Massachusetts	161.0	141.3	147.3	5.9	72.4	63.3	65.8	2.5
Michigan	193.3	146.3	150.7	4.4	89.6	63.4	62.8	-0.6
Minnesota	136.9	126.2	128.6	2.4	58.7	52.5	55.0	2.5
Mississippi	30.0	25.6	25.7	0.1	12.4	10.5	10.1	-0.4
Missouri	97.3	102.1	106.3	4.3	43.8	44.5	47.6	3.1
Montana	21.7	19.3	18.7	-0.6	10.2	9.2	8.3	-0.9
Nebraska	39.3	31.0	31.8	0.8	15.7	12.4	12.7	0.2
Nevada	47.6	45.5	47.0	1.5	22.3	21.1	22.9	1.8
New Hampshire	27.1	23.5	27.0	3.5	11.5	10.3	12.0	1.7
New Jersey	159.7	141.8	150.0	8.2	71.0	62.4	68.9	6.5
New Mexico	30.4	24.5	25.6	1.1	14.0	10.7	10.8	0.0
New York	312.0	283.3	293.7	10.4	149.3	131.2	139.5	8.3
North Carolina	142.9	128.1	131.4	3.4	69.0	60.8	62.5	1.7
North Dakota	17.0	16.4	16.4	0.0	6.9	7.2	6.2	-1.0
Ohio	222.3	166.9	170.3	3.4	95.0	73.2	75.4	2.2
Oklahoma	43.3	36.9	39.3	2.4	17.9	15.8	16.8	1.0
Oregon	78.1	73.9	75.5	1.6	43.4	41.4	42.2	0.8
Pennsylvania	229.8	192.8	203.5	10.7	99.6	79.5	88.9	9.5
Rhode Island	18.2	14.9	16.1	1.2	9.5	7.0	7.4	0.4
South Carolina	68.1	59.0	62.9	3.9	34.2	27.0	28.4	1.4
South Dakota	19.3	17.6	17.8	0.2	7.0	6.6	6.4	-0.2
Tennessee	91.5	80.9	82.5	1.6	41.6	35.4	36.6	1.2
Texas	364.3	321.5	322.2	0.7	167.9	144.7	149.3	4.6
Utah	59.0	53.3	54.6	1.3	25.7	22.1	22.9	0.8
Vermont	11.1	10.5	13.0	2.5	5.2	4.4	5.6	1.2
Virginia	154.8	143.2	148.5	5.3	65.3	58.9	62.0	3.1
Washington	130.6	155.6	156.1	0.5	64.9	72.0	71.4	-0.6
West Virginia	19.9	19.2	18.9	-0.3	8.8	8.4	6.8	-1.6
Wisconsin	113.8	97.5	101.6	4.1	50.4	41.7	43.9	2.2
Wyoming	9.6	6.9	7.3	0.4	4.3	2.8	3.0	0.2

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
	Dec-15	Nov-16	Dec-16	Nov-16	Nov-16	Nov-16	Nov-16
United States	3.34	2.96	3.01	4.6	7,400.00	4,723.0	1.57
Alabama	2.60	2.12	2.27	5.9	128.79	46.5	2.77
Alaska	4.20	3.76	4.01	6.8	24.40	13.5	1.81
Arizona	3.24	2.95	2.96	5.0	161.80	95.9	1.69
Arkansas	2.43	1.90	2.06	4.0	53.52	25.6	2.09
California	3.23	2.80	2.88	5.3	1,037.74	545.1	1.90
Colorado	4.49	4.20	4.10	3.2	93.52	122.6	0.76
Connecticut	3.89	3.44	3.62	4.7	88.35	65.3	1.35
Delaware	3.70	3.36	3.49	4.3	20.44	15.9	1.28
Florida	2.88	2.47	2.58	4.9	481.76	244.4	1.97
Georgia	3.20	2.94	3.00	5.3	264.10	146.2	1.81
Hawaii	2.84	2.94	2.94	3.0	20.64	20.5	1.01
Idaho	3.24	2.79	2.96	3.8	30.56	22.7	1.35
Illinois	3.07	2.61	2.68	5.6	368.46	171.1	2.15
Indiana	2.82	2.22	2.29	4.2	139.45	74.4	1.87
Iowa	3.93	3.25	3.30	3.8	65.04	55.9	1.16
Kansas	3.08	2.60	2.69	4.3	64.01	38.6	1.66
Kentucky	2.84	2.17	2.20	4.8	96.58	43.6	2.22
Louisiana	2.43	2.03	2.11	6.2	130.99	43.0	3.04
Maine	3.15	2.41	3.27	4.0	27.52	16.7	1.65
Maryland	3.57	3.19	3.21	4.2	134.34	101.8	1.32
Massachusetts	4.52	3.92	4.09	2.9	105.35	141.3	0.75
Michigan	4.05	3.00	3.09	4.9	239.88	146.3	1.64
Minnesota	4.53	4.23	4.31	3.8	114.36	126.2	0.91
Mississippi	2.33	1.99	2.00	5.7	73.43	25.6	2.87
Missouri	3.11	3.25	3.38	4.7	147.85	102.1	1.45
Montana	4.13	3.68	3.57	4.0	21.17	19.3	1.09
Nebraska	3.86	3.05	3.13	3.4	34.35	31.0	1.11
Nevada	3.33	3.18	3.28	5.2	74.76	45.5	1.64
New Hampshire	3.66	3.12	3.58	2.7	20.07	23.5	0.85
New Jersey	3.50	3.12	3.30	5.0	226.27	141.8	1.60
New Mexico	3.32	2.64	2.75	6.7	61.93	24.5	2.53
New York	3.21	2.94	3.05	5.1	490.97	283.3	1.73
North Carolina	2.99	2.62	2.69	5.0	242.99	128.1	1.90
North Dakota	4.10	3.82	3.81	2.9	12.67	16.4	0.77
Ohio	3.90	2.92	2.98	4.9	278.22	166.9	1.67
Oklahoma	2.34	2.03	2.16	5.1	93.06	36.9	2.52
Oregon	3.92	3.56	3.63	5.0	103.99	73.9	1.41
Pennsylvania	3.57	2.95	3.12	5.7	373.05	192.8	1.93
Rhode Island	3.30	2.69	2.91	5.3	29.23	14.9	1.96
South Carolina	3.01	2.56	2.73	4.4	102.08	59.0	1.73
South Dakota	4.26	3.85	3.90	2.7	12.54	17.6	0.71
Tennessee	2.98	2.54	2.59	4.8	151.91	80.9	1.88
Texas	2.77	2.40	2.40	4.6	615.09	321.5	1.91
Utah	4.01	3.52	3.61	3.1	46.55	53.3	0.87
Vermont	3.24	3.05	3.78	3.2	10.89	10.5	1.04
Virginia	3.65	3.36	3.49	4.2	178.73	143.2	1.25
Washington	3.66	4.22	4.23	5.3	194.43	155.6	1.25
West Virginia	2.55	2.42	2.38	6.0	47.94	19.2	2.49
Wisconsin	3.66	3.11	3.24	4.1	127.12	97.5	1.30
Wyoming	3.17	2.28	2.40	4.9	14.71	6.9	2.14

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)
	Dec-15	Nov-16	Dec-16	Dec-Nov 16	Dec-15	Nov-16	Dec-16	Dec-Nov 16
Birmingham, AL	16.1	14.0	15.3	1.3	6.8	5.8	6.1	0.4
Phoenix, AZ	72.4	67.2	68.4	1.2	34.6	32.5	34.9	2.3
Tucson, AZ	13.3	12.0	12.1	0.1	6.5	5.5	5.5	0.0
Los Angeles, CA	183.6	167.0	171.7	4.8	93.2	85.5	92.1	6.6
Riverside, CA	37.7	30.8	31.4	0.6	18.4	14.5	14.9	0.3
Sacramento, CA	30.4	28.7	28.5	-0.2	15.8	15.4	16.0	0.6
San Diego, CA	50.9	48.9	50.2	1.3	27.2	26.2	28.0	1.8
San Francisco, CA	122.8	109.5	110.8	1.3	61.5	56.7	58.2	1.5
San Jose, CA	59.5	51.9	53.7	1.8	23.9	22.7	23.6	0.9
Denver, CO	72.8	73.7	71.0	-2.7	35.6	35.4	35.5	0.1
Hartford, CT	29.5	26.0	27.5	1.6	12.3	10.1	10.9	0.8
Washington, DC	162.4	149.7	153.2	3.5	69.9	61.3	65.0	3.7
Jacksonville, FL	20.6	19.0	20.2	1.1	10.7	10.4	11.2	0.8
Miami, FL	78.0	66.3	68.7	2.4	40.5	33.6	36.9	3.3
Orlando, FL	37.9	33.7	35.7	2.0	18.7	16.8	19.2	2.4
Tampa, FL	49.1	45.6	48.7	3.1	24.6	21.8	24.4	2.5
Atlanta, GA	100.8	96.8	98.6	1.8	44.4	40.6	43.8	3.2
Honolulu, HI	14.2	14.3	13.9	-0.4	7.4	8.2	7.6	-0.7
Chicago, IL	156.0	133.8	137.7	3.9	66.5	55.6	61.6	6.0
Indianapolis, IN	33.6	27.8	28.9	1.1	13.2	10.9	12.5	1.6
Louisville, KY	22.7	16.9	17.4	0.5	10.4	6.8	7.3	0.5
New Orleans, LA	17.3	15.7	16.8	1.1	8.7	6.9	7.6	0.8
Baltimore, MD	60.3	52.2	52.7	0.5	25.5	21.8	22.8	0.9
Boston, MA	121.6	108.0	112.3	4.3	53.8	48.8	50.6	1.8
Detroit, MI	93.1	70.2	72.7	2.5	41.6	28.9	30.0	1.1
Minneapolis-St. Paul, MN	95.0	88.5	91.5	3.0	41.4	37.5	41.4	3.8
Kansas City, MO	41.0	42.2	44.0	1.8	18.0	18.3	20.3	2.0
St. Louis, MO	47.5	48.5	50.6	2.1	20.6	20.1	22.6	2.5
Las Vegas, NV	30.4	30.3	31.4	1.1	14.2	14.2	15.5	1.2
Buffalo, NY	21.4	15.6	16.7	1.1	11.1	6.8	7.8	1.0
New York, NY	298.3	281.7	291.8	10.1	134.0	128.1	138.4	10.3
Rochester, NY	18.5	13.5	14.4	0.8	9.1	6.0	6.4	0.4
Charlotte, NC	41.3	36.9	39.3	2.4	19.3	17.5	19.1	1.6
Cincinnati, OH	45.4	34.7	36.3	1.6	18.5	14.6	15.9	1.3
Cleveland, OH	42.0	30.4	32.2	1.8	17.3	12.5	14.2	1.7
Columbus, OH	44.8	35.6	36.5	0.9	20.0	16.7	17.4	0.7
Oklahoma City, OK	17.5	17.3	18.5	1.2	7.3	7.1	8.1	1.0
Portland, OR	46.5	47.5	47.9	0.4	25.1	26.3	26.7	0.3
Philadelphia, PA	106.9	96.3	99.9	3.6	45.2	39.4	43.7	4.3
Pittsburgh, PA	46.7	38.8	40.0	1.2	19.9	15.6	18.1	2.6
Providence, RI	25.8	21.0	22.4	1.3	13.4	9.7	10.3	0.5
Memphis, TN	17.5	15.5	16.0	0.5	7.7	6.2	6.7	0.6
Nashville, TN	36.2	32.7	34.3	1.5	16.3	14.5	16.4	1.9
Austin, TX	42.2	40.3	40.5	0.2	21.5	20.0	21.7	1.6
Dallas, TX	117.0	109.1	109.1	0.0	52.5	48.3	50.4	2.0
Houston, TX	76.8	60.8	60.1	-0.6	34.3	26.9	28.5	1.6
San Antonio, TX	33.0	30.2	31.5	1.3	15.9	13.9	14.6	0.7
Salt Lake City, UT	33.7	30.4	31.4	0.9	14.7	12.4	13.2	0.8
Richmond, VA	20.0	19.5	20.1	0.7	8.6	8.8	9.7	0.9
Virginia Beach, VA	22.7	20.5	21.9	1.4	10.0	9.5	10.4	0.9
Seattle-Tacoma, WA	86.9	101.4	103.9	2.4	41.6	46.0	46.8	0.8
Milwaukee, WI	32.1	27.4	29.6	2.2	12.6	11.4	12.8	1.4

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.

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
	Dec-15	Nov-16	Dec-16	Oct-16	Oct-16	Oct-16	Oct-16
Birmingham, AL	3.03	2.57	2.80	5.8	31.4	13.5	2.32
Phoenix, AZ	3.31	3.00	3.06	4.5	100.3	69.8	1.44
Tucson, AZ	2.85	2.52	2.54	4.8	22.9	12.5	1.83
Los Angeles, CA	2.78	2.46	2.53	4.9	328.6	169.2	1.94
Riverside, CA	1.91	1.54	1.57	6.0	120.6	31.9	3.78
Sacramento, CA	2.86	2.63	2.61	5.3	58.2	28.7	2.03
San Diego, CA	3.25	3.06	3.14	4.7	75.1	49.4	1.52
San Francisco, CA	4.86	4.24	4.29	3.9	101.4	112.0	0.91
San Jose, CA	5.61	4.77	4.94	3.9	42.5	54.0	0.79
Denver, CO	4.84	4.72	4.55	3.2	50.6	73.3	0.69
Hartford, CT	4.79	4.19	4.44	4.9	30.4	26.2	1.16
Washington, DC	4.92	4.50	4.60	4.0	134.1	153.0	0.88
Jacksonville, FL	2.82	2.54	2.70	4.8	35.7	18.2	1.96
Miami, FL	2.56	2.17	2.25	5.0	153.5	66.4	2.31
Orlando, FL	3.06	2.66	2.81	4.6	57.8	33.3	1.73
Tampa, FL	3.36	3.09	3.30	4.8	70.3	46.0	1.53
Atlanta, GA	3.54	3.28	3.34	5.0	146.5	100.7	1.46
Honolulu, HI	3.01	2.96	2.88	2.9	13.8	13.7	1.01
Chicago, IL	3.17	2.70	2.78	5.9	294.0	140.2	2.10
Indianapolis, IN	3.31	2.69	2.79	4.0	41.3	29.2	1.42
Louisville, KY	3.61	2.62	2.70	4.3	27.5	17.5	1.57
New Orleans, LA	2.91	2.65	2.82	5.5	32.8	16.6	1.98
Baltimore, MD	4.09	3.51	3.54	4.5	66.5	52.4	1.27
Boston, MA	4.64	4.07	4.24	2.8	75.5	110.3	0.68
Detroit, MI	4.65	3.39	3.51	5.3	108.8	72.0	1.51
Minneapolis-St. Paul, MN	4.88	4.61	4.77	3.5	67.6	91.2	0.74
Kansas City, MO	3.63	3.73	3.89	4.5	50.7	42.8	1.19
St. Louis, MO	3.19	3.20	3.34	4.7	71.5	50.0	1.43
Las Vegas, NV	2.90	2.88	2.98	5.5	58.0	30.7	1.89
Buffalo, NY	3.88	2.84	3.04	5.4	29.8	17.1	1.75
New York, NY	2.94	2.80	2.90	5.2	519.1	283.7	1.83
Rochester, NY	3.53	2.59	2.76	5.0	26.2	14.2	1.85
Charlotte, NC	3.31	2.90	3.08	4.7	59.5	36.8	1.62
Cincinnati, OH	4.22	3.19	3.34	4.4	48.2	36.0	1.34
Cleveland, OH	4.13	2.95	3.13	5.4	55.4	31.4	1.77
Columbus, OH	4.29	3.41	3.50	4.2	44.1	36.2	1.22
Oklahoma City, OK	2.61	2.61	2.80	4.4	29.4	17.7	1.66
Portland, OR	3.74	3.66	3.69	5.0	64.3	47.1	1.37
Philadelphia, PA	3.48	3.09	3.20	5.4	168.6	100.1	1.68
Pittsburgh, PA	3.84	3.16	3.25	6.0	74.3	38.8	1.92
Providence, RI	3.79	3.09	3.29	5.0	34.0	21.2	1.61
Memphis, TN	2.84	2.45	2.53	5.6	35.1	16.2	2.16
Nashville, TN	3.84	3.35	3.51	3.9	38.1	33.9	1.12
Austin, TX	3.88	3.64	3.65	3.3	36.0	41.5	0.87
Dallas, TX	3.22	2.93	2.93	3.8	141.6	110.8	1.28
Houston, TX	2.35	1.84	1.82	5.3	174.4	64.9	2.69
San Antonio, TX	2.98	2.69	2.80	3.8	42.6	30.7	1.39
Salt Lake City, UT	5.43	4.80	4.94	3.1	19.6	32.9	0.59
Richmond, VA	2.98	2.89	2.99	4.3	29.1	19.4	1.50
Virginia Beach, VA	2.69	2.46	2.63	4.8	40.1	20.7	1.94
Seattle-Tacoma, WA	4.38	4.93	5.05	4.4	90.1	101.6	0.89
Milwaukee, WI	3.90	3.30	3.57	4.5	37.3	28.5	1.31

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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SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		Dec-15	Nov-16	Dec-16	Dec-Nov 16	Nov-16	Nov-16	
	Total	5,266.9	4,723.0	4,797.0	74.0	7,400.0	1.57	\$23.23
11	Management	435.2	407.0	406.1	-0.8	403.6	0.99	\$55.30
13	Business and financial operations	308.1	276.6	276.6	-0.1	215.6	0.78	\$35.48
15	Computer and mathematical science	547.7	501.1	509.8	8.7	156.4	0.31	\$41.43
17	Architecture and engineering	155.3	137.5	142.3	4.8	57.2	0.42	\$39.89
19	Life, physical, and social science	59.0	57.7	62.2	4.4	13.7	0.24	\$34.24
21	Community and social services	99.2	93.3	98.8	5.5	59.9	0.64	\$22.19
23	Legal	24.7	21.6	22.2	0.5	28.5	1.32	\$49.74
25	Education, training, and library	152.8	156.7	163.5	6.8	217.2	1.39	\$25.48
27	Arts, design, entertainment, sports, and media	123.2	101.4	106.4	5.0	222.7	2.20	\$27.39
29	Healthcare practitioners and technical	650.0	610.6	621.2	10.6	115.5	0.19	\$37.40
31	Healthcare support	133.1	117.1	121.1	4.0	170.6	1.46	\$14.19
33	Protective service	56.6	61.0	66.3	5.4	97.5	1.60	\$21.45
35	Food preparation and serving related	264.7	246.3	236.8	-9.5	680.8	2.76	\$10.98
37	Building and grounds cleaning and maintenance	114.4	116.0	119.9	3.9	372.9	3.21	\$13.02
39	Personal care and service	71.9	66.8	69.9	3.0	315.2	4.72	\$12.33
41	Sales and related	573.5	461.8	476.4	14.6	790.9	1.71	\$18.90
43	Office and administrative support	581.4	486.5	507.8	21.3	743.3	1.53	\$17.47
45	Farming, fishing, and forestry	7.7	8.2	8.3	0.2	129.5	15.87	\$12.67
47	Construction and extraction	139.3	126.8	134.6	7.8	611.0	4.82	\$22.88
49	Installation, maintenance, and repair	216.1	198.9	207.7	8.8	167.5	0.84	\$22.11
51	Production	149.7	127.9	133.0	5.1	458.3	3.58	\$17.41
53	Transportation and material moving	436.8	331.5	338.0	6.5	588.2	1.77	\$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
	Dec-16	Wage ²	Dec-16	Wage ²	Dec-16	Wage ²
United States	646,784	\$45.32	1,629,186	\$33.32	514,915	\$13.17
Alabama	5,057	\$43.06	16,459	\$30.21	4,434	\$11.32
Alaska	1,322	\$45.48	6,388	\$36.72	1,552	\$16.14
Arizona	11,523	\$40.27	33,115	\$30.99	11,909	\$13.21
Arkansas	2,795	\$36.04	8,560	\$19.92	3,013	\$10.80
California	82,394	\$50.39	197,724	\$39.46	60,087	\$14.95
Colorado	14,079	\$45.28	36,889	\$34.50	16,124	\$13.40
Connecticut	10,223	\$51.72	26,074	\$35.98	5,145	\$15.00
Delaware	2,865	\$47.97	6,010	\$28.31	1,361	\$13.13
Florida	29,544	\$41.26	74,592	\$30.57	35,434	\$12.83
Georgia	21,646	\$43.92	51,984	\$31.10	13,350	\$11.62
Hawaii	2,086	\$39.04	5,009	\$32.01	3,929	\$15.23
Idaho	2,114	\$35.80	7,123	\$27.03	2,804	\$11.72
Illinois	29,562	\$44.54	59,868	\$32.77	15,460	\$13.81
Indiana	7,760	\$13.89	23,626	\$28.96	8,696	\$11.65
Iowa	5,689	\$36.93	17,301	\$27.80	6,258	\$11.89
Kansas	4,354	\$39.68	12,784	\$27.98	4,192	\$11.81
Kentucky	4,532	\$37.05	13,362	\$28.30	4,747	\$11.33
Louisiana	4,567	\$38.02	12,662	\$27.97	5,754	\$11.08
Maine	2,003	\$37.77	8,855	\$29.76	2,979	\$12.50
Maryland	14,297	\$47.92	42,967	\$37.33	9,030	\$14.16
Massachusetts	23,145	\$51.39	56,269	\$37.75	13,290	\$15.50
Michigan	16,889	\$42.47	52,117	\$27.95	16,242	\$12.57
Minnesota	17,371	\$43.99	43,901	\$32.65	14,660	\$12.99
Mississippi	2,479	\$35.20	7,073	\$26.15	3,061	\$10.78
Missouri	12,452	\$41.02	35,132	\$29.30	11,900	\$11.73
Montana	1,477	\$33.63	5,795	\$26.68	2,487	\$11.95
Nebraska	3,379	\$39.58	10,140	\$28.05	3,242	\$12.16
Nevada	5,345	\$40.30	12,235	\$32.48	7,727	\$13.63
New Hampshire	2,445	\$30.34	9,177	\$32.67	2,726	\$13.43
New Jersey	24,609	\$52.77	52,059	\$36.62	13,743	\$15.27
New Mexico	2,387	\$37.70	11,447	\$30.86	2,386	\$11.95
New York	53,319	\$55.65	98,259	\$37.08	28,105	\$15.26
North Carolina	16,452	\$45.27	46,866	\$30.67	12,901	\$11.57
North Dakota	1,492	\$38.87	5,464	\$28.15	1,681	\$13.19
Ohio	21,038	\$40.65	48,945	\$31.09	18,888	\$12.26
Oklahoma	3,654	\$38.07	12,479	\$26.84	4,166	\$11.54
Oregon	7,949	\$40.91	24,241	\$33.47	8,566	\$13.69
Pennsylvania	27,068	\$44.43	63,428	\$31.75	22,457	\$12.69
Rhode Island	2,227	\$47.63	5,355	\$34.98	1,465	\$13.98
South Carolina	5,973	\$37.88	20,288	\$28.93	6,296	\$11.32
South Dakota	1,700	\$36.83	5,100	\$26.01	2,214	\$11.60
Tennessee	9,754	\$38.77	24,040	\$28.38	8,916	\$11.44
Texas	43,031	\$20.04	104,028	\$32.77	33,983	\$12.14
Utah	5,565	\$38.05	15,175	\$29.58	6,788	\$12.01
Vermont	1,272	\$39.05	4,869	\$28.98	1,617	\$14.28
Virginia	22,105	\$48.22	64,141	\$35.59	13,015	\$6.94
Washington	23,324	\$45.51	55,622	\$36.48	15,596	\$15.35
West Virginia	1,704	\$35.06	6,566	\$27.16	1,998	\$11.26
Wisconsin	11,836	\$39.21	29,596	\$29.80	11,424	\$12.12
Wyoming	659	\$40.26	2,830	\$28.38	831	\$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
	Dec-16	Wage ¹	Dec-16	Wage ¹	Dec-16	Wage ¹
United States	898,285	\$18.04	287,805	\$22.10	416,310	\$17.15
Alabama	9,554	\$15.73	3,859	\$20.16	5,838	\$15.97
Alaska	2,089	\$19.28	866	\$29.93	621	\$23.82
Arizona	19,462	\$17.13	5,996	\$20.18	6,921	\$17.00
Arkansas	5,356	\$14.98	2,061	\$8.63	3,791	\$15.28
California	106,059	\$19.64	25,290	\$23.11	35,103	\$17.17
Colorado	22,115	\$19.25	8,931	\$22.14	9,330	\$18.41
Connecticut	13,501	\$20.62	3,238	\$24.87	5,367	\$18.74
Delaware	2,699	\$17.99	951	\$23.23	1,316	\$16.86
Florida	53,772	\$16.80	19,434	\$18.68	17,206	\$15.57
Georgia	26,670	\$17.15	9,155	\$19.71	14,000	\$15.93
Hawaii	5,080	\$17.47	1,408	\$27.49	1,548	\$20.18
Idaho	4,187	\$15.78	1,844	\$19.26	2,623	\$16.25
Illinois	33,290	\$18.64	7,923	\$25.95	16,819	\$17.54
Indiana	14,942	\$16.60	5,098	\$22.24	10,771	\$16.71
Iowa	10,969	\$16.26	4,505	\$20.73	7,871	\$16.35
Kansas	7,772	\$16.78	2,865	\$20.93	4,518	\$17.30
Kentucky	9,429	\$15.84	2,964	\$20.55	6,692	\$16.79
Louisiana	9,356	\$15.19	4,133	\$20.38	4,511	\$19.39
Maine	3,817	\$16.01	1,394	\$20.30	2,061	\$16.92
Maryland	16,417	\$18.75	5,567	\$23.10	6,487	\$18.04
Massachusetts	24,459	\$20.96	6,507	\$27.04	10,729	\$18.38
Michigan	26,027	\$17.40	9,104	\$22.30	14,681	\$17.20
Minnesota	24,398	\$18.96	6,728	\$24.24	12,813	\$17.81
Mississippi	5,301	\$14.58	2,216	\$18.52	3,738	\$15.71
Missouri	18,677	\$16.61	6,581	\$22.16	10,623	\$16.59
Montana	3,354	\$15.77	1,651	\$21.67	1,690	\$17.96
Nebraska	5,796	\$16.39	2,485	\$20.12	3,502	\$16.87
Nevada	9,730	\$16.52	3,080	\$23.60	3,615	\$17.08
New Hampshire	5,360	\$18.69	1,660	\$22.48	2,831	\$17.35
New Jersey	27,591	\$19.67	7,215	\$26.16	11,425	\$17.16
New Mexico	3,802	\$15.52	1,499	\$19.80	1,840	\$17.46
New York	56,703	\$21.27	12,838	\$26.98	16,393	\$18.58
North Carolina	21,635	\$17.25	9,319	\$19.49	11,568	\$15.58
North Dakota	2,935	\$17.51	1,733	\$16.46	1,866	\$21.07
Ohio	34,713	\$17.14	10,545	\$21.62	19,906	\$16.78
Oklahoma	7,519	\$15.94	3,208	\$19.79	4,713	\$17.18
Oregon	13,009	\$17.63	4,924	\$22.41	6,820	\$17.22
Pennsylvania	39,932	\$17.84	11,513	\$22.45	20,829	\$17.40
Rhode Island	2,884	\$19.26	854	\$23.27	1,578	\$17.29
South Carolina	10,979	\$15.66	5,453	\$19.34	6,431	\$16.44
South Dakota	3,590	\$15.62	1,401	\$18.98	2,082	\$15.46
Tennessee	16,753	\$16.28	5,397	\$19.75	9,951	\$15.77
Texas	61,611	\$18.03	20,834	\$20.38	27,876	\$17.53
Utah	12,368	\$16.82	4,371	\$20.70	5,657	\$17.02
Vermont	2,065	\$17.81	686	\$20.97	1,122	\$17.88
Virginia	22,113	\$18.01	7,591	\$21.34	8,176	\$17.45
Washington	24,770	\$19.31	8,576	\$25.20	10,953	\$19.72
West Virginia	3,627	\$14.35	1,449	\$20.06	2,289	\$16.95
Wisconsin	19,299	\$17.49	6,928	\$22.63	13,415	\$16.93
Wyoming	1,078	\$16.72	667	\$24.30	778	\$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 Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Dec-16	Wage ^{2*}	Dec-16	Wage ^{2*}	Dec-16	Wage ^{2*}
United States	646,784	\$45.32	1,629,186	\$33.32	514,915	\$13.17
Birmingham, AL	1,722	\$28.19	5,260	\$31.89	1,427	\$11.73
Phoenix, AZ	9,205	\$41.47	21,304	\$31.91	8,492	\$13.16
Tucson, AZ	1,113	\$36.83	4,571	\$29.30	1,575	\$13.01
Los Angeles, CA	27,106	\$49.28	55,781	\$38.67	18,542	\$14.65
Riverside, CA	3,041	\$42.16	9,038	\$32.88	4,367	\$13.81
Sacramento, CA	3,914	\$42.06	9,152	\$37.37	3,070	\$14.72
San Diego, CA	6,560	\$48.29	17,445	\$38.18	5,995	\$14.94
San Francisco, CA	21,330	\$57.45	38,951	\$43.86	10,669	\$16.29
San Jose, CA	9,481	\$65.23	26,216	\$51.90	3,879	\$15.68
Denver, CO	10,102	\$47.15	21,646	\$36.52	8,738	\$13.42
Hartford, CT	4,349	\$48.92	10,598	\$35.85	1,850	\$14.68
Washington, DC	28,757	\$53.56	68,605	\$42.88	12,444	\$15.28
Jacksonville, FL	2,412	\$40.47	5,460	\$30.04	2,142	\$12.40
Miami, FL	9,449	\$44.27	18,192	\$32.14	10,837	\$13.51
Orlando, FL	4,188	\$40.39	9,518	\$30.28	4,987	\$12.44
Tampa, FL	6,486	\$41.26	15,825	\$29.73	5,730	\$12.46
Atlanta, GA	17,118	\$46.31	34,873	\$33.18	8,290	\$11.94
Honolulu, HI	1,523	\$39.84	3,099	\$32.45	2,560	\$14.80
Chicago, IL	25,660	\$46.41	43,866	\$33.83	12,332	\$13.97
Indianapolis, IN	3,914	\$39.82	8,298	\$31.60	2,882	\$12.02
Louisville, KY	2,220	\$38.74	4,668	\$29.97	2,022	\$11.75
New Orleans, LA	1,919	\$39.58	4,662	\$26.22	2,818	\$11.46
Baltimore, MD	7,197	\$46.68	22,115	\$36.36	4,695	\$14.11
Boston, MA	19,767	\$53.26	42,325	\$38.65	9,887	\$15.78
Detroit, MI	9,523	\$45.34	27,358	\$32.81	6,968	\$12.54
Minneapolis-St. Paul, MN	14,214	\$46.10	30,727	\$34.49	9,643	\$13.31
Kansas City, MO	5,512	\$42.72	13,984	\$31.02	4,876	\$10.61
St. Louis, MO	6,969	\$43.72	18,111	\$30.98	5,324	\$12.18
Las Vegas, NV	3,828	\$40.30	8,101	\$32.90	5,517	\$13.89
Buffalo, NY	1,932	\$41.51	4,431	\$27.77	1,814	\$13.35
New York, NY	59,451	\$58.29	100,039	\$39.15	26,280	\$15.73
Rochester, NY	1,656	\$44.10	4,435	\$30.83	1,455	\$13.49
Charlotte, NC	6,674	\$47.35	12,971	\$31.97	3,304	\$11.91
Cincinnati, OH	5,195	\$41.94	10,165	\$32.20	3,807	\$12.24
Cleveland, OH	4,766	\$41.97	9,098	\$32.14	3,386	\$12.61
Columbus, OH	5,185	\$41.56	10,259	\$32.66	3,895	\$12.80
Oklahoma City, OK	1,870	\$38.79	6,369	\$29.23	1,890	\$12.14
Portland, OR	6,126	\$43.82	14,519	\$35.12	5,535	\$14.15
Philadelphia, PA	17,621	\$48.85	33,678	\$34.64	9,609	\$13.58
Pittsburgh, PA	5,705	\$43.12	12,067	\$31.18	4,852	\$12.32
Providence, RI	2,763	\$46.54	7,308	\$34.20	2,210	\$13.95
Memphis, TN	2,146	\$39.68	4,553	\$29.67	1,699	\$11.65
Nashville, TN	4,891	\$40.65	9,273	\$29.64	3,721	\$11.81
Austin, TX	5,578	\$44.61	13,779	\$33.40	4,476	\$12.73
Dallas, TX	17,584	\$47.46	34,960	\$34.32	10,484	\$12.64
Houston, TX	9,393	\$51.50	18,532	\$36.65	5,972	\$9.76
San Antonio, TX	3,763	\$42.18	9,762	\$31.18	3,853	\$11.92
Salt Lake City, UT	3,803	\$40.39	8,710	\$32.34	3,992	\$12.43
Richmond, VA	2,808	\$43.37	7,566	\$31.66	1,773	\$12.67
Virginia Beach, VA	2,412	\$42.14	7,444	\$31.60	2,076	\$12.55
Seattle-Tacoma, WA	18,409	\$48.11	37,926	\$39.72	9,544	\$15.93
Milwaukee, WI	4,620	\$43.80	9,088	\$32.16	3,102	\$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	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Dec-16	Wage ^{2*}	Dec-16	Wage ^{2*}	Dec-16	Wage ^{2*}
United States	898,285	\$18.04	287,805	\$22.10	416,310	\$17.15
Birmingham, AL	3,059	\$17.61	932	\$21.18	1,333	\$16.31
Phoenix, AZ	14,934	\$17.70	4,076	\$20.87	4,841	\$17.24
Tucson, AZ	2,287	\$16.06	819	\$20.43	748	\$15.62
Los Angeles, CA	36,733	\$19.45	7,065	\$24.84	10,526	\$16.33
Riverside, CA	7,289	\$17.19	1,884	\$22.99	3,396	\$16.51
Sacramento, CA	5,776	\$18.97	1,664	\$24.61	2,109	\$17.54
San Diego, CA	9,713	\$11.15	2,485	\$24.28	2,572	\$16.77
San Francisco, CA	20,047	\$23.27	4,228	\$30.08	5,755	\$20.79
San Jose, CA	7,362	\$24.34	1,483	\$28.02	2,090	\$18.62
Denver, CO	13,449	\$20.34	4,829	\$22.79	4,954	\$18.97
Hartford, CT	5,262	\$20.53	1,376	\$24.58	2,239	\$18.86
Washington, DC	20,729	\$20.55	5,680	\$23.98	5,001	\$19.43
Jacksonville, FL	3,886	\$17.02	1,750	\$19.40	1,661	\$16.64
Miami, FL	17,024	\$17.61	4,271	\$19.54	4,171	\$15.72
Orlando, FL	7,543	\$16.39	2,720	\$18.90	2,374	\$15.65
Tampa, FL	9,181	\$17.48	3,214	\$18.27	2,885	\$15.33
Atlanta, GA	17,950	\$18.50	5,258	\$20.62	7,355	\$16.49
Honolulu, HI	3,766	\$17.70	995	\$28.41	1,113	\$21.13
Chicago, IL	27,247	\$19.33	5,689	\$27.32	11,695	\$17.66
Indianapolis, IN	6,406	\$18.18	1,923	\$22.50	3,459	\$16.32
Louisville, KY	4,010	\$17.23	1,187	\$21.48	2,320	\$17.95
New Orleans, LA	3,544	\$16.21	1,268	\$20.76	1,131	\$19.87
Baltimore, MD	8,375	\$18.96	2,822	\$22.86	3,356	\$18.37
Boston, MA	19,369	\$21.96	4,544	\$27.96	7,342	\$18.69
Detroit, MI	11,849	\$18.38	4,053	\$23.94	5,949	\$18.43
Minneapolis-St. Paul, MN	18,147	\$20.37	4,201	\$25.74	8,144	\$18.30
Kansas City, MO	8,655	\$17.96	2,702	\$22.99	4,421	\$17.57
St. Louis, MO	9,375	\$18.03	2,582	\$24.76	3,908	\$17.53
Las Vegas, NV	6,795	\$16.37	1,634	\$23.47	1,689	\$16.77
Buffalo, NY	3,836	\$17.57	1,002	\$22.54	1,593	\$17.56
New York, NY	54,721	\$21.95	10,332	\$28.39	14,104	\$18.39
Rochester, NY	2,994	\$18.15	922	\$11.46	1,310	\$16.87
Charlotte, NC	6,526	\$19.06	2,332	\$20.27	2,941	\$16.76
Cincinnati, OH	7,730	\$18.25	2,121	\$21.62	4,354	\$17.21
Cleveland, OH	6,535	\$18.38	1,941	\$22.86	2,880	\$17.13
Columbus, OH	7,746	\$6.54	2,233	\$21.98	3,812	\$16.47
Oklahoma City, OK	3,475	\$16.90	1,459	\$20.40	1,771	\$16.33
Portland, OR	9,054	\$18.99	2,854	\$24.28	4,354	\$17.94
Philadelphia, PA	19,619	\$19.49	5,092	\$25.25	7,113	\$18.01
Pittsburgh, PA	8,343	\$17.57	2,012	\$22.32	3,437	\$17.56
Providence, RI	4,208	\$18.51	1,266	\$23.45	2,180	\$17.10
Memphis, TN	3,276	\$17.02	1,008	\$19.98	2,267	\$15.95
Nashville, TN	7,295	\$17.54	2,126	\$20.68	3,399	\$16.66
Austin, TX	7,228	\$19.00	2,193	\$19.22	2,348	\$15.71
Dallas, TX	21,161	\$19.28	5,792	\$20.36	8,873	\$17.01
Houston, TX	12,777	\$19.61	3,990	\$21.97	4,494	\$19.50
San Antonio, TX	5,738	\$17.03	2,199	\$19.42	2,394	\$15.64
Salt Lake City, UT	7,449	\$18.03	2,265	\$21.42	2,838	\$17.21
Richmond, VA	3,465	\$18.31	1,418	\$21.12	1,483	\$16.92
Virginia Beach, VA	4,001	\$16.40	1,938	\$20.89	1,658	\$17.86
Seattle-Tacoma, WA	16,208	\$20.54	4,922	\$26.92	6,322	\$20.75
Milwaukee, WI	5,542	\$19.44	1,672	\$24.36	3,072	\$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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