

News Release

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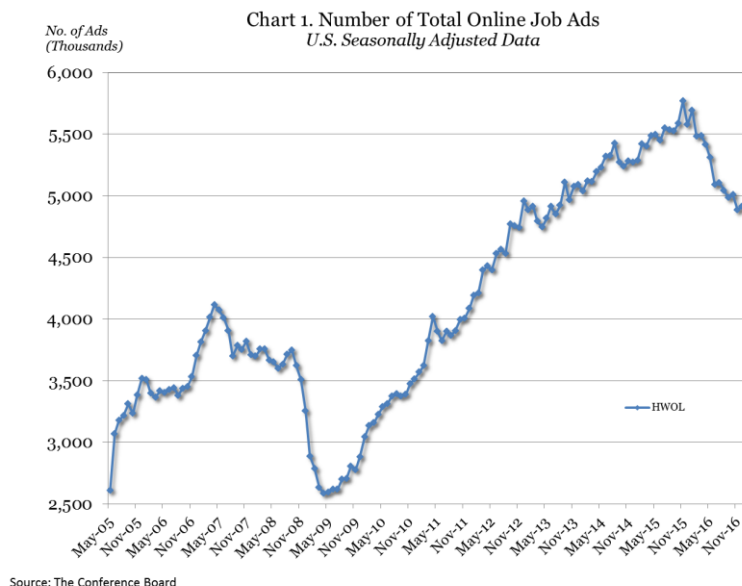
For Immediate Release 10:00 AM ET, Wednesday, March 8, 2017

Online Job Ads Decreased 360,200 in February

- In February, the number of online job ads dropped in all States
- 11 percent of all online job ads are for mathematical and computer occupations
- Note: February data incorporates the HWOL annual revision (see Program Notes on page 7)

NEW YORK, March 8, 2017...Online advertised vacancies decreased 360,200 to 4,537,600 in February, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The January Supply/Demand rate stands at 1.56 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 7.6 million in January.

The Professional occupational category saw losses in Healthcare Practitioners (-48.6), Computer/Math (-28.3) and Management (-24.7). The Services/Production occupational category saw losses in Office/Admin (-43.8), Transportation (-41.7), and Sales (-22.5).



NOTE: Recently, the HWOL Data Series has experienced a declining trend in the number of online job ads that may not reflect broader trends in the U.S. labor market. Based on changes in how job postings appear online, The Conference Board is reviewing its HWOL methodology to ensure accuracy and alignment with market trends.

REGIONAL AND STATE HIGHLIGHTS

- Among the largest States, all declined
- Among the 50 States, all declined

Table A: State Labor Demand, Selected States, Seasonally Adjusted			
	Total Ads¹	M-O-M	Supply/
	(Thousands)	Change	Demand Rate²
Location	Feb-17	Feb-Jan 17	Jan-17
United States	4,537.6	-360.2	1.56
NORTHEAST	902.5	-55.7	1.56
Massachusetts	138.7	-8.3	0.69
New Jersey	145.0	-8.2	1.40
New York	280.3	-15.4	1.60
Pennsylvania	199.3	-13.3	1.72
SOUTH	1,497.1	-90.6	1.89
Florida	235.9	-19.7	1.92
Georgia	144.6	-7.9	1.78
Maryland	100.4	-5.0	1.27
North Carolina	131.1	-1.6	1.90
Texas	299.6	-27.1	1.91
Virginia	144.6	-9.8	1.15
MIDWEST	1,030.8	-85.0	1.48
Illinois	172.6	-10.8	2.04
Michigan	145.0	-11.6	1.56
Minnesota	125.1	-8.2	0.86
Missouri	99.2	-8.7	1.29
Ohio	155.9	-15.2	1.65
Wisconsin	97.9	-8.2	1.18
WEST	1,126.8	-94.2	1.73
Arizona	90.5	-6.8	1.62
California	512.6	-45.2	1.81
Colorado	115.4	-7.8	0.71
Washington	146.5	-15.0	1.18

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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.

The release schedule, national historic table and technical notes to this series are available on The Conference Board web site, <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.

February Changes for States

In February, online labor demand was down in all 50 States (see Table 3). All four regions experienced decreases.

The **Midwest** experienced a decrease of 85,000 in February (Table A). **Ohio** decreased 15,200 to 155,900. **Michigan** decreased 11,600 to 145,000 and **Illinois** declined 10,800 to 172,600. **Minnesota** decreased 8,200 to 125,100. **Missouri** decreased 8,700 to 99,200. **Wisconsin** decreased 8,200 to 97,900. Among the smaller States in the region, **Indiana** decreased 8,100 to 75,200 and **Iowa** decreased 4,800 to 56,200. **Nebraska** declined 1,800 to 30,900 and **South Dakota** declined 1,400 to 16,700. **Kansas** decreased 1,700 to 39,400 (Table 3).

The **Northeast** decreased 55,700 in February. **New York** decreased 15,400 to 280,300. **Pennsylvania** decreased 13,300 to 199,300. **New Jersey** decreased 8,200 to 145,000. **Massachusetts** decreased 8,300 to 138,700. In the smaller States, **Connecticut** declined 5,700 to 70,800. **Maine** decreased 300 to 17,500 and **New Hampshire** decreased 2,200 to 23,900. **Rhode Island** decreased 1,900 to 14,600 and **Vermont** declined 1,200 to 11,100.

The **West** decreased 94,200 in February. **California** decreased 45,200 to 512,600 and **Washington** decreased 15,000 to 146,500. **Colorado** decreased 7,800 to 115,400. **Arizona** decreased 6,800 to 90,500. Among the smaller States in the West, **Oregon** decreased 6,100 to 65,400. **Utah** decreased 2,600 to 45,100. **Nevada** decreased 2,000 to 46,400. **Idaho** decreased 2,300 to 21,900 and **New Mexico** decreased 2,300 to 24,900. **Montana** fell 1,200 to 18,100 and **Wyoming** decreased 100 to 7,700.

The **South** decreased 90,600 in February. Among the larger States in the region, **Texas** decreased 27,100 to 299,600. **Florida** decreased 19,700 to 235,900. **Virginia** declined 9,800 to 144,600. **Maryland** decreased 5,000 to 100,400. **Georgia** decreased 7,900 to 144,600. **North Carolina** fell 1,600 to 131,100. Among the smaller States, **Tennessee** decreased 5,200 to 76,700 and **South Carolina** decreased 3,200 to 61,100. **Alabama** declined 2,900 to 47,800. **Kentucky** decreased 2,600 to 43,500 and **Oklahoma** decreased 2,900 to 38,100. **Louisiana** declined 3,400 to 43,100 and **Delaware** decreased 800 to 15,700.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for January 2017, the latest month for which State unemployment figures are available. There were 9 States in which the number of advertised vacancies exceeded the number of unemployed: Massachusetts (0.69), South Dakota (0.69), Colorado (0.71), New Hampshire (0.75), North Dakota (0.75), Vermont (0.86), Minnesota (0.86), Hawaii (0.98), and Utah (0.99). The States with the highest Supply/Demand rates were Louisiana (2.78), Alabama (2.69), and Mississippi (2.67), 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 February, among the 20 largest metro areas, all 20 declined
- Among the 52 metro areas, all 52 declined (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	Feb-17	Feb-Jan 17	Dec-16
United States	4,537.6	-360.2	1.56
NORTHEAST	902.5	-55.7	1.56
Boston, MA	107.2	-5.4	0.64
New York, NY	288.0	-11.9	1.50
Philadelphia, PA	98.1	-5.7	1.46
SOUTH	1,497.1	-90.6	1.89
Atlanta, GA	96.8	-4.6	1.47
Baltimore, MD	53.0	-2.4	1.17
Dallas, TX	102.8	-7.8	1.29
Houston, TX	57.9	-2.9	2.93
Miami, FL	64.8	-3.8	2.23
Washington, DC	147.1	-9.2	0.79
MIDWEST	1,030.8	-85.0	1.48
Chicago, IL	136.8	-7.8	1.97
Cleveland, OH	29.4	-2.2	1.75
Detroit, MI	70.8	-4.6	1.62
Minneapolis-St. Paul, MN	89.9	-5.0	0.76
WEST	1,126.8	-94.2	1.73
Denver, CO	67.8	-4.7	0.57
Los Angeles, CA	157.7	-14.5	1.75
Phoenix, AZ	65.2	-4.7	1.38
San Diego, CA	46.8	-4.7	1.36
San Francisco, CA	101.1	-6.9	0.82
San Jose, CA	49.3	-3.9	0.71
Seattle-Tacoma, WA	100.5	-8.0	0.81

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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 February, labor demand declined in all 52 metro areas. The MSAs with the largest changes in each of the regions were: **Chicago** (-7,800) and **Minneapolis-St. Paul** (-5,000) in the **Midwest**; **Los Angeles** (-14,500) and **Seattle-Tacoma** (-8,000) in the **West**; **Washington, DC** (-9,200) and **Dallas** (-7,800) in the **South**; and **New York** (-11,900) and **Philadelphia** (-5,700) in the **Northeast** (See Table B and Table 5).

The **West** decreased 94,200 in February. **Los Angeles** fell 14,500 to 157,700 and **Seattle-Tacoma** declined 8,000 to 100,500. **San Francisco** decreased 6,900 to 101,100. **Denver** decreased 4,700 to 67,800 and **San Jose** decreased 3,900 to 49,300. **Phoenix** decreased 4,700 to 65,200 and **Portland** decreased 3,900 to 42,800. **Sacramento** declined 2,300 to 27,300 and **Salt Lake City** decreased 1,900 to 24,200. **Honolulu** decreased 1,700 to 12,900 and **Las Vegas** declined 1,300 to 31,000.

The **South** decreased 90,600 in February. **Washington DC** declined 9,200 to 147,100 and **Dallas** fell 7,800 to 102,800. **Atlanta** decreased 4,600 to 96,800 and **Tampa** decreased 4,100 to 43,700. **Houston** decreased 2,900 to 57,900 and **Austin** decreased 3,400 to 38,100. **Miami** decreased 3,800 to 64,800 and **Baltimore** decreased 2,400 to 53,000. **Charlotte** decreased 800 to 41,500 and **San Antonio** decreased 2,100 to 29,400. **Nashville** decreased 3,100 to 31,400. **Birmingham** decreased 500 to 13,900. **New Orleans** declined 1,500 to 16,500. **Louisville** decreased 1,200 to 17,300.

The **Northeast** decreased 55,700 in February. **New York** decreased 11,900 to 288,000. **Philadelphia** decreased 5,700 to 98,100 and **Boston** declined 5,400 to 107,200. **Pittsburgh** decreased 2,500 to 38,100 and **Providence** decreased 2,900 to 20,700. **Buffalo** fell 1,400 to 15,800. **Hartford** decreased 1,400 to 27,600 and **Rochester** decreased 1,500 to 13,700.

The **Midwest** experienced a decrease of 85,000 in February. **Chicago** decreased 7,800 to 136,800 and **Detroit** decreased 4,600 to 70,800. **Minneapolis-St. Paul** decreased 5,000 to 89,900 and **St. Louis** declined 3,600 to 47,400. **Columbus** decreased 2,700 to 33,800 and **Cincinnati** decreased 2,700 to 33,900. **Kansas City** decreased 3,100 to 41,400 and **Cleveland** fell 2,200 to 29,400. **Milwaukee** decreased 900 to 29,700. **Indianapolis** decreased 3,600 to 29,400.

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 December's data (the latest available unemployment data for metro areas), 11 major metro areas saw more job openings than unemployed workers: Denver (S/D rate of 0.57), Salt Lake City (0.63), Boston (0.64), San Jose (0.71), Minneapolis-St. Paul (0.76), Washington, DC (0.79), Seattle-Tacoma (0.81), San Francisco (0.82), Honolulu (0.88), Austin (0.91), and Hartford (0.95) (Table 6). Other favorable markets for job-seekers included Kansas City (1.08), Nashville (1.10), and Portland (1.11).

In contrast, unemployed workers face great competition for each advertised position in Riverside (almost 4 unemployed for every opening) as well as Houston and Miami (over 2 unemployed for every opening). In 47 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 February, all of the largest ten online occupational categories posted decreases (Table C)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Feb-17	Feb-Jan 17	Jan-17	Jan-17	
29	Healthcare practitioners and technical	584.1	-48.6	88.8	0.14	\$37.40
15	Computer and mathematical science	507.8	-28.3	134.9	0.25	\$41.43
43	Office and administrative support	481.6	-43.8	840.2	1.60	\$17.47
41	Sales and related	451.7	-22.5	843.3	1.78	\$18.90
11	Management	386.3	-24.7	361.9	0.88	\$55.30
53	Transportation and material moving	307.8	-41.7	606.4	1.74	\$16.90
13	Business and financial operations	273.0	-9.6	238.9	0.85	\$35.48
35	Food preparation and serving related	214.3	-22.4	641.7	2.71	\$10.98
49	Installation, maintenance, and repair	192.7	-19.4	163.7	0.77	\$22.11
25	Education, training, and library	151.3	-16.0	232.3	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 February

In February, all of the ten largest online occupational categories posted decreases.

Computer and mathematical science ads decreased 28,300 to 507,800. The supply/demand rate lies at 0.25, i.e. 4 advertised openings per unemployed job-seeker (see Table C and Table 7).

Healthcare practitioners and technical ads decreased 48,600 to 584,100. The supply/demand rate lies at 0.14, i.e. over 7 advertised opening per unemployed job-seeker.

Management ads decreased 24,700 to 386,300. The supply/demand rate lies at 0.88, more than 1 advertised opening per unemployed job-seeker.

Sales and related ads decreased 22,500 to 451,700. The supply/demand rate for these occupations lies at 1.78, more than 1 unemployed job-seeker for every advertised available opening.

Office and administrative support ads decreased 43,800 to 481,600. The supply/demand rate lies at 1.60, i.e. over 1 unemployed job-seeker for every advertised available opening.

Transportation ads decreased 41,700 to 307,800. The supply/demand rate lies at 1.74, i.e. over 1 unemployed job-seeker for every advertised available opening.

PROGRAM NOTES

HWOL 2017 Annual Revision

With the February 2017 press release, the HWOL program has incorporated its annual revision, which helps ensure the accuracy and consistency of the HWOL time series. This year's annual revision includes updates to the job board coverage, a revision of the historical data from May 2005 forward, an update of the Metropolitan Statistical area definitions to 2015 Office of Management and Budget (OMB) county-based MSA definitions, and the annual update of the seasonal adjustment factors.

Special Note

Recently, the HWOL Data Series has experienced a declining trend in the number of online job ads that may not reflect broader trends in the U.S. labor market. Based on changes in how job postings appear online, The Conference Board is reviewing its HWOL methodology to ensure accuracy and alignment with market trends.

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>
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)
	Feb-16	Jan-17	Feb-17	Feb-Jan 17	Feb-16	Jan-17	Feb-17	Feb-Jan 17
United States	5,483.4	4,897.8	4,537.6	-360.2	2,377.7	2,283.9	1,919.7	-364.2
New England	333.1	296.4	277.8	-18.6	141.9	133.9	113.0	-20.9
Middle Atlantic	719.6	661.8	624.7	-37.1	315.6	299.8	265.2	-34.6
South Atlantic	1,039.1	938.8	895.7	-43.1	445.0	429.7	377.0	-52.6
East North Central	809.1	703.4	648.1	-55.4	326.6	313.8	258.3	-55.6
East South Central	244.6	205.8	194.0	-11.7	98.6	87.5	76.8	-10.7
West North Central	442.0	412.4	382.7	-29.8	180.9	172.5	150.6	-22.0
West South Central	531.4	443.1	407.4	-35.7	227.5	207.6	175.1	-32.5
Mountain	445.2	395.2	369.6	-25.6	204.2	189.4	164.1	-25.3
Pacific	898.1	825.8	757.2	-68.6	436.3	416.4	352.3	-64.2

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.

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)		
	Feb-16	Jan-17	Feb-17	Feb-16	Jan-17	Feb-17
United States	3.45	3.07	2.84	1.50	1.43	1.20
New England	4.28	3.78	3.54	1.83	1.71	1.44
Middle Atlantic	3.46	3.20	3.02	1.52	1.45	1.28
South Atlantic	3.38	3.00	2.86	1.45	1.37	1.20
East North Central	3.43	2.98	2.74	1.38	1.33	1.09
East South Central	2.87	2.37	2.23	1.16	1.01	0.88
West North Central	3.91	3.67	3.41	1.60	1.54	1.34
West South Central	2.86	2.37	2.18	1.22	1.11	0.94
Mountain	3.86	3.38	3.16	1.77	1.62	1.40
Pacific	3.49	3.15	2.89	1.70	1.59	1.34

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)
	Feb-16	Jan-17	Feb-17	Feb-Jan 17	Feb-16	Jan-17	Feb-17	Feb-Jan 17
United States	5,483.4	4,897.8	4,537.6	-360.2	2,377.7	2,283.9	1,919.7	-364.2
Alabama	55.9	50.7	47.8	-2.9	22.5	20.8	18.8	-2.0
Alaska	16.4	14.3	13.5	-0.7	7.0	6.3	5.6	-0.7
Arizona	109.7	97.3	90.5	-6.8	51.8	47.8	41.5	-6.3
Arkansas	35.1	27.6	27.3	-0.3	14.0	11.4	11.2	-0.2
California	633.6	557.8	512.6	-45.2	306.3	287.2	243.2	-44.0
Colorado	129.4	123.2	115.4	-7.8	62.0	61.4	53.5	-7.9
Connecticut	69.2	76.5	70.8	-5.7	27.6	34.1	24.8	-9.3
Delaware	18.2	16.5	15.7	-0.8	7.4	6.8	6.5	-0.4
Florida	284.5	255.7	235.9	-19.7	139.0	130.0	114.9	-15.2
Georgia	157.2	152.5	144.6	-7.9	64.8	67.1	58.3	-8.9
Hawaii	22.2	20.3	19.1	-1.2	11.5	10.9	10.2	-0.7
Idaho	27.3	24.2	21.9	-2.3	13.1	12.2	10.1	-2.1
Illinois	210.1	183.4	172.6	-10.8	85.9	79.6	69.5	-10.1
Indiana	96.5	83.3	75.2	-8.1	37.3	36.5	28.6	-7.8
Iowa	69.4	61.0	56.2	-4.8	26.2	25.9	20.4	-5.5
Kansas	48.1	41.1	39.4	-1.7	19.0	16.5	14.7	-1.8
Kentucky	57.8	46.1	43.5	-2.6	22.6	19.2	16.5	-2.7
Louisiana	52.2	46.5	43.1	-3.4	22.9	21.3	17.9	-3.4
Maine	30.9	17.8	17.5	-0.3	12.7	8.0	7.2	-0.9
Maryland	115.1	105.5	100.4	-5.0	46.2	45.2	38.2	-7.0
Massachusetts	169.7	147.0	138.7	-8.3	73.1	65.8	58.8	-7.0
Michigan	185.4	156.6	145.0	-11.6	72.7	70.7	59.1	-11.6
Minnesota	144.4	133.3	125.1	-8.2	61.9	58.0	51.0	-6.9
Mississippi	32.8	27.1	25.1	-2.0	12.6	10.9	8.9	-1.9
Missouri	102.6	107.9	99.2	-8.7	43.7	47.7	41.3	-6.4
Montana	22.9	19.4	18.1	-1.2	10.4	8.6	7.7	-0.9
Nebraska	38.7	32.6	30.9	-1.8	14.7	13.6	11.8	-1.8
Nevada	49.7	48.4	46.4	-2.0	23.2	24.3	21.3	-3.0
New Hampshire	31.5	26.1	23.9	-2.2	13.8	11.7	9.8	-1.9
New Jersey	167.4	153.2	145.0	-8.2	73.2	68.7	62.5	-6.2
New Mexico	31.3	27.2	24.9	-2.3	13.1	11.7	9.9	-1.8
New York	318.6	295.8	280.3	-15.4	148.0	140.2	125.4	-14.9
North Carolina	150.3	132.7	131.1	-1.6	66.0	61.3	58.9	-2.3
North Dakota	19.4	17.2	16.1	-1.1	7.8	6.9	6.0	-0.9
Ohio	198.2	171.0	155.9	-15.2	85.8	76.3	65.8	-10.5
Oklahoma	48.8	40.9	38.1	-2.9	20.1	17.7	15.8	-1.8
Oregon	83.9	71.5	65.4	-6.1	45.4	38.2	33.5	-4.8
Pennsylvania	233.4	212.6	199.3	-13.3	93.0	90.6	76.6	-14.0
Rhode Island	18.0	16.5	14.6	-1.9	8.5	7.9	6.8	-1.1
South Carolina	70.6	64.3	61.1	-3.2	30.3	29.5	26.6	-2.9
South Dakota	20.7	18.1	16.7	-1.4	7.7	6.4	5.5	-0.9
Tennessee	97.2	81.9	76.7	-5.2	40.9	36.7	32.5	-4.2
Texas	396.0	326.7	299.6	-27.1	170.5	155.3	130.1	-25.2
Utah	65.0	47.8	45.1	-2.6	27.4	20.1	17.7	-2.4
Vermont	12.9	12.3	11.1	-1.2	5.5	5.5	4.5	-1.0
Virginia	168.5	154.4	144.6	-9.8	67.1	64.7	55.1	-9.6
Washington	141.2	161.5	146.5	-15.0	65.5	72.8	59.2	-13.7
West Virginia	21.8	18.7	18.5	-0.2	8.7	7.0	7.1	0.0
Wisconsin	117.1	106.2	97.9	-8.2	50.4	48.2	39.6	-8.6
Wyoming	10.3	7.8	7.7	-0.1	4.2	3.0	2.9	-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
	Feb-16	Jan-17	Feb-17	Jan-17	Jan-17	Jan-17	Jan-17
United States	3.45	3.07	2.84	4.8	7,635.00	4,897.8	1.56
Alabama	2.58	2.30	2.17	6.2	136.41	50.7	2.69
Alaska	4.53	3.99	3.78	6.7	23.98	14.3	1.68
Arizona	3.42	2.98	2.77	4.8	157.93	97.3	1.62
Arkansas	2.59	2.06	2.03	3.9	52.29	27.6	1.89
California	3.33	2.88	2.64	5.2	1,008.97	557.8	1.81
Colorado	4.52	4.21	3.94	3.0	87.53	123.2	0.71
Connecticut	3.65	4.03	3.73	4.4	83.45	76.5	1.09
Delaware	3.82	3.49	3.33	4.3	20.26	16.5	1.23
Florida	2.90	2.57	2.37	4.9	490.62	255.7	1.92
Georgia	3.26	3.05	2.90	5.4	270.89	152.5	1.78
Hawaii	3.23	2.90	2.73	2.9	20.01	20.3	0.98
Idaho	3.38	2.97	2.69	3.7	30.05	24.2	1.24
Illinois	3.18	2.80	2.63	5.7	374.51	183.4	2.04
Indiana	2.90	2.50	2.26	4.0	134.35	83.3	1.61
Iowa	4.05	3.56	3.28	3.6	61.22	61.0	1.00
Kansas	3.18	2.77	2.65	4.2	62.75	41.1	1.53
Kentucky	2.92	2.28	2.16	4.8	97.18	46.1	2.11
Louisiana	2.43	2.20	2.04	6.1	129.35	46.5	2.78
Maine	4.59	2.57	2.52	3.8	26.16	17.8	1.47
Maryland	3.63	3.30	3.14	4.2	133.40	105.5	1.27
Massachusetts	4.75	4.08	3.85	2.8	101.35	147.0	0.69
Michigan	3.84	3.20	2.97	5.0	244.91	156.6	1.56
Minnesota	4.73	4.47	4.19	3.9	115.24	133.3	0.86
Mississippi	2.51	2.10	1.95	5.6	72.21	27.1	2.67
Missouri	3.25	3.44	3.16	4.4	139.27	107.9	1.29
Montana	4.36	3.69	3.45	4.0	20.82	19.4	1.07
Nebraska	3.81	3.21	3.04	3.4	34.05	32.6	1.04
Nevada	3.47	3.38	3.24	5.1	72.49	48.4	1.50
New Hampshire	4.24	3.47	3.17	2.6	19.57	26.1	0.75
New Jersey	3.67	3.38	3.20	4.7	215.11	153.2	1.40
New Mexico	3.41	2.93	2.68	6.6	61.63	27.2	2.26
New York	3.26	3.07	2.91	4.9	473.85	295.8	1.60
North Carolina	3.12	2.70	2.66	5.1	251.61	132.7	1.90
North Dakota	4.65	3.99	3.73	3.0	12.86	17.2	0.75
Ohio	3.44	3.00	2.73	4.9	281.90	171.0	1.65
Oklahoma	2.62	2.23	2.08	5.0	91.54	40.9	2.24
Oregon	4.15	3.45	3.16	4.6	95.90	71.5	1.34
Pennsylvania	3.61	3.27	3.06	5.6	365.70	212.6	1.72
Rhode Island	3.26	2.99	2.64	5.0	27.84	16.5	1.68
South Carolina	3.08	2.78	2.65	4.3	98.96	64.3	1.54
South Dakota	4.56	3.98	3.67	2.8	12.57	18.1	0.69
Tennessee	3.11	2.57	2.40	4.9	157.63	81.9	1.92
Texas	3.00	2.43	2.23	4.6	624.33	326.7	1.91
Utah	4.40	3.14	2.96	3.1	47.22	47.8	0.99
Vermont	3.76	3.58	3.22	3.1	10.58	12.3	0.86
Virginia	3.97	3.61	3.38	4.1	177.26	154.4	1.15
Washington	3.92	4.38	3.97	5.2	190.74	161.5	1.18
West Virginia	2.77	2.36	2.34	5.9	46.84	18.7	2.50
Wisconsin	3.73	3.39	3.13	4.0	125.02	106.2	1.18
Wyoming	3.42	2.57	2.52	4.8	14.67	7.8	1.88

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.

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)
	Feb-16	Jan-17	Feb-17	Feb-Jan 17	Feb-16	Jan-17	Feb-17	Feb-Jan 17
Birmingham, AL	16.4	14.4	13.9	-0.5	6.7	5.9	5.4	-0.5
Phoenix, AZ	78.7	69.9	65.2	-4.7	37.5	36.1	30.9	-5.1
Tucson, AZ	13.9	13.1	11.7	-1.4	6.3	6.2	5.3	-0.9
Los Angeles, CA	194.7	172.2	157.7	-14.5	98.1	91.0	77.0	-14.0
Riverside, CA	37.0	31.4	29.1	-2.4	16.6	15.1	13.0	-2.1
Sacramento, CA	33.0	29.6	27.3	-2.3	16.6	16.1	13.8	-2.4
San Diego, CA	55.8	51.5	46.8	-4.7	29.5	28.6	23.6	-5.0
San Francisco, CA	125.8	108.0	101.1	-6.9	59.6	58.1	49.1	-9.0
San Jose, CA	62.1	53.3	49.3	-3.9	25.5	24.1	20.0	-4.1
Denver, CO	75.7	72.4	67.8	-4.7	36.5	37.1	31.8	-5.2
Hartford, CT	28.0	29.1	27.6	-1.4	11.7	11.6	10.8	-0.8
Washington, DC	170.0	156.3	147.1	-9.2	68.1	63.5	55.7	-7.9
Jacksonville, FL	22.3	20.8	19.1	-1.7	11.2	11.7	9.6	-2.1
Miami, FL	81.2	68.7	64.8	-3.8	41.0	36.0	32.5	-3.5
Orlando, FL	39.1	35.4	32.9	-2.5	18.0	17.9	15.2	-2.6
Tampa, FL	52.2	47.8	43.7	-4.1	25.7	24.1	21.0	-3.1
Atlanta, GA	105.4	101.4	96.8	-4.6	43.7	46.4	40.9	-5.5
Honolulu, HI	16.1	14.6	12.9	-1.7	8.7	8.3	7.3	-1.0
Chicago, IL	163.6	144.6	136.8	-7.8	66.3	66.5	55.5	-11.0
Indianapolis, IN	37.6	33.1	29.4	-3.6	15.1	16.0	11.9	-4.1
Louisville, KY	22.8	18.6	17.3	-1.2	9.4	8.7	7.1	-1.5
New Orleans, LA	17.7	18.0	16.5	-1.5	7.7	8.5	7.2	-1.3
Baltimore, MD	60.4	55.4	53.0	-2.4	24.8	24.5	21.5	-3.0
Boston, MA	130.2	112.6	107.2	-5.4	56.6	51.8	45.7	-6.1
Detroit, MI	90.4	75.4	70.8	-4.6	33.1	33.2	28.3	-4.9
Minneapolis-St. Paul, MN	102.4	94.9	89.9	-5.0	44.7	41.9	38.0	-3.9
Kansas City, MO	44.3	44.5	41.4	-3.1	18.9	19.9	17.2	-2.7
St. Louis, MO	50.8	51.0	47.4	-3.6	20.9	22.4	19.2	-3.1
Las Vegas, NV	33.4	32.3	31.0	-1.3	16.1	16.7	15.0	-1.8
Buffalo, NY	18.8	17.1	15.8	-1.4	8.1	7.8	7.1	-0.6
New York, NY	324.5	299.9	288.0	-11.9	149.4	142.6	129.4	-13.2
Rochester, NY	16.0	15.2	13.7	-1.5	7.3	6.9	6.1	-0.8
Charlotte, NC	47.1	42.3	41.5	-0.8	20.9	20.1	19.0	-1.1
Cincinnati, OH	41.2	36.6	33.9	-2.7	16.6	16.7	13.6	-3.1
Cleveland, OH	39.4	31.5	29.4	-2.2	16.3	13.4	11.8	-1.6
Columbus, OH	42.5	36.5	33.8	-2.7	18.6	17.3	15.1	-2.2
Oklahoma City, OK	19.7	19.0	17.6	-1.4	8.6	8.5	7.4	-1.1
Portland, OR	51.3	46.7	42.8	-3.9	27.6	25.9	22.0	-3.8
Philadelphia, PA	113.8	103.7	98.1	-5.7	47.0	45.7	39.6	-6.1
Pittsburgh, PA	47.7	40.6	38.1	-2.5	19.2	17.7	15.3	-2.4
Providence, RI	24.9	23.6	20.7	-2.9	11.7	11.5	9.4	-2.0
Memphis, TN	18.3	16.1	15.0	-1.1	6.9	6.9	6.3	-0.6
Nashville, TN	39.4	34.5	31.4	-3.1	17.4	16.2	13.6	-2.6
Austin, TX	45.9	41.5	38.1	-3.4	22.4	22.3	18.3	-3.9
Dallas, TX	131.0	110.6	102.8	-7.8	56.8	51.9	44.5	-7.4
Houston, TX	84.0	60.8	57.9	-2.9	35.1	29.9	26.3	-3.6
San Antonio, TX	36.7	31.5	29.4	-2.1	16.5	15.3	13.4	-1.9
Salt Lake City, UT	35.1	26.1	24.2	-1.9	15.0	11.5	9.6	-1.9
Richmond, VA	22.9	21.5	20.0	-1.5	10.4	10.4	9.0	-1.4
Virginia Beach, VA	25.2	22.4	20.8	-1.6	11.0	10.3	9.3	-1.0
Seattle-Tacoma, WA	93.7	108.6	100.5	-8.0	43.7	48.6	40.9	-7.7
Milwaukee, WI	35.1	30.6	29.7	-0.9	14.7	13.7	12.4	-1.3

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 2015 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
	Feb-16	Jan-17	Feb-17	Dec-16	Dec-16	Dec-16	Dec-16
Birmingham, AL	3.07	2.66	2.57	5.7	31.0	15.5	2.01
Phoenix, AZ	3.55	3.11	2.90	4.3	96.5	70.0	1.38
Tucson, AZ	2.95	2.74	2.44	4.5	21.7	12.6	1.72
Los Angeles, CA	2.95	2.57	2.36	4.7	312.0	177.9	1.75
Riverside, CA	1.88	1.57	1.45	5.6	111.6	32.1	3.48
Sacramento, CA	3.11	2.74	2.52	5.0	54.1	29.9	1.81
San Diego, CA	3.56	3.25	2.96	4.4	69.8	51.4	1.36
San Francisco, CA	4.99	4.23	3.96	3.7	94.0	114.3	0.82
San Jose, CA	5.87	4.92	4.56	3.6	39.0	55.2	0.71
Denver, CO	4.97	4.65	4.35	2.7	42.5	73.8	0.57
Hartford, CT	4.53	4.69	4.45	4.4	27.1	28.6	0.95
Washington, DC	5.14	4.65	4.38	3.7	124.8	158.0	0.79
Jacksonville, FL	3.03	2.76	2.53	4.7	35.4	20.6	1.72
Miami, FL	2.67	2.22	2.10	5.1	157.4	70.5	2.23
Orlando, FL	3.14	2.76	2.57	4.4	56.8	35.6	1.59
Tampa, FL	3.56	3.21	2.93	4.7	69.4	49.8	1.39
Atlanta, GA	3.68	3.41	3.26	5.1	152.1	103.5	1.47
Honolulu, HI	3.38	3.01	2.66	2.8	13.4	15.1	0.88
Chicago, IL	3.29	2.93	2.78	5.7	281.0	142.8	1.97
Indianapolis, IN	3.64	3.19	2.84	3.7	38.6	30.7	1.26
Louisville, KY	3.62	2.87	2.68	4.1	26.3	17.9	1.47
New Orleans, LA	2.94	3.04	2.78	5.5	32.5	17.2	1.88
Baltimore, MD	4.09	3.70	3.54	4.3	63.8	54.7	1.17
Boston, MA	4.95	4.24	4.04	2.7	72.6	114.0	0.64
Detroit, MI	4.45	3.61	3.39	5.6	117.3	72.6	1.62
Minneapolis-St. Paul, MN	5.17	4.93	4.67	3.7	71.9	94.8	0.76
Kansas City, MO	3.90	3.96	3.68	4.3	48.5	44.8	1.08
St. Louis, MO	3.39	3.40	3.16	4.3	65.0	51.6	1.26
Las Vegas, NV	3.20	3.07	2.95	5.1	54.0	31.8	1.69
Buffalo, NY	3.40	3.14	2.89	5.2	28.5	17.0	1.68
New York, NY	3.20	3.00	2.88	4.5	453.5	301.7	1.50
Rochester, NY	3.05	2.93	2.65	4.8	25.1	14.7	1.71
Charlotte, NC	3.76	3.29	3.23	4.7	61.0	43.3	1.41
Cincinnati, OH	3.83	3.38	3.13	4.3	46.6	36.1	1.29
Cleveland, OH	3.84	3.07	2.86	5.5	56.9	32.5	1.75
Columbus, OH	4.05	3.48	3.22	4.1	43.4	36.6	1.19
Oklahoma City, OK	2.90	2.84	2.63	4.2	28.0	18.9	1.49
Portland, OR	4.07	3.64	3.33	4.3	54.9	49.3	1.11
Philadelphia, PA	3.67	3.35	3.17	4.9	150.4	102.7	1.46
Pittsburgh, PA	3.90	3.33	3.13	5.7	69.9	40.5	1.73
Providence, RI	3.69	3.49	3.06	4.6	31.2	23.3	1.34
Memphis, TN	2.94	2.56	2.39	5.4	33.7	16.0	2.11
Nashville, TN	4.10	3.53	3.21	4.0	38.9	35.2	1.10
Austin, TX	4.20	3.73	3.43	3.4	37.8	41.7	0.91
Dallas, TX	3.59	2.95	2.74	3.9	146.1	113.0	1.29
Houston, TX	2.57	1.83	1.75	5.5	181.5	62.0	2.93
San Antonio, TX	3.29	2.78	2.59	3.9	44.3	31.6	1.40
Salt Lake City, UT	5.70	4.07	3.77	3.0	19.1	30.4	0.63
Richmond, VA	3.42	3.19	2.96	4.1	27.9	21.0	1.33
Virginia Beach, VA	3.02	2.68	2.49	4.6	38.2	22.3	1.71
Seattle-Tacoma, WA	4.67	5.29	4.90	4.3	87.3	108.0	0.81
Milwaukee, WI	4.22	3.73	3.62	4.4	36.0	30.0	1.20

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 2015 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
		Feb-16	Jan-17	Feb-17	Feb-Jan 17	Jan-17	Jan-17	
	Total	5,483.4	4,897.8	4,537.6	-360.2	7,635.0	1.56	\$23.23
11	Management	467.2	411.0	386.3	-24.7	361.9	0.88	\$55.30
13	Business and financial operations	329.7	282.6	273.0	-9.6	238.9	0.85	\$35.48
15	Computer and mathematical science	615.7	536.1	507.8	-28.3	134.9	0.25	\$41.43
17	Architecture and engineering	164.3	149.2	141.4	-7.8	62.7	0.42	\$39.89
19	Life, physical, and social science	65.2	60.8	54.0	-6.8	45.2	0.74	\$34.24
21	Community and social services	104.3	100.8	91.7	-9.1	44.9	0.45	\$22.19
23	Legal	26.3	23.3	21.1	-2.2	43.1	1.84	\$49.74
25	Education, training, and library	165.0	167.3	151.3	-16.0	232.3	1.39	\$25.48
27	Arts, design, entertainment, sports, and media	131.7	106.8	99.2	-7.6	139.3	1.30	\$27.39
29	Healthcare practitioners and technical	697.7	632.7	584.1	-48.6	88.8	0.14	\$37.40
31	Healthcare support	134.3	122.8	111.4	-11.4	139.4	1.14	\$14.19
33	Protective service	60.1	63.8	60.2	-3.7	91.5	1.43	\$21.45
35	Food preparation and serving related	260.2	236.7	214.3	-22.4	641.7	2.71	\$10.98
37	Building and grounds cleaning and maintenance	111.5	113.7	102.3	-11.4	445.0	3.91	\$13.02
39	Personal care and service	72.7	67.3	60.2	-7.1	299.3	4.45	\$12.33
41	Sales and related	567.1	474.2	451.7	-22.5	843.3	1.78	\$18.90
43	Office and administrative support	579.0	525.4	481.6	-43.8	840.2	1.60	\$17.47
45	Farming, fishing, and forestry	8.4	9.1	7.8	-1.3	134.6	14.75	\$12.67
47	Construction and extraction	136.0	134.9	118.8	-16.1	698.7	5.18	\$22.88
49	Installation, maintenance, and repair	221.1	212.0	192.7	-19.4	163.7	0.77	\$22.11
51	Production	150.9	139.6	130.1	-9.5	522.8	3.75	\$17.41
53	Transportation and material moving	431.2	349.4	307.8	-41.7	606.4	1.74	\$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
	Feb-17	Wage ²	Feb-17	Wage ²	Feb-17	Wage ²
United States	656,979	\$45.32	1,639,199	\$33.32	517,144	\$13.17
Alabama	4,968	\$43.06	16,334	\$30.21	4,556	\$11.32
Alaska	1,389	\$45.48	5,979	\$36.72	1,568	\$16.14
Arizona	11,909	\$40.27	33,239	\$30.99	12,659	\$13.21
Arkansas	3,041	\$36.04	8,174	\$19.92	2,891	\$10.80
California	83,082	\$50.39	197,826	\$39.46	59,455	\$14.95
Colorado	14,747	\$45.28	38,148	\$34.50	15,594	\$13.40
Connecticut	11,084	\$51.72	27,888	\$35.98	5,252	\$15.00
Delaware	2,987	\$47.97	5,969	\$28.31	1,253	\$13.13
Florida	30,896	\$41.26	76,024	\$30.57	37,249	\$12.83
Georgia	22,464	\$43.92	52,248	\$31.10	13,777	\$11.62
Hawaii	1,929	\$39.04	5,034	\$32.01	3,906	\$15.23
Idaho	1,959	\$35.80	6,617	\$27.03	2,748	\$11.72
Illinois	30,268	\$44.54	63,444	\$32.77	15,842	\$13.81
Indiana	8,033	\$13.89	25,261	\$28.96	8,903	\$11.65
Iowa	6,101	\$36.93	17,498	\$27.80	6,573	\$11.89
Kansas	4,530	\$39.68	13,453	\$27.98	4,141	\$11.81
Kentucky	4,724	\$37.05	13,284	\$28.30	4,646	\$11.33
Louisiana	4,528	\$38.02	12,696	\$27.97	5,857	\$11.08
Maine	1,562	\$37.77	6,473	\$29.76	2,144	\$12.50
Maryland	14,703	\$47.92	42,860	\$37.33	9,571	\$14.16
Massachusetts	23,635	\$51.39	54,935	\$37.75	13,645	\$15.50
Michigan	16,958	\$42.47	52,816	\$27.95	17,279	\$12.57
Minnesota	17,889	\$43.99	45,333	\$32.65	14,879	\$12.99
Mississippi	2,421	\$35.20	7,299	\$26.15	3,140	\$10.78
Missouri	12,476	\$41.02	36,202	\$29.30	11,614	\$11.73
Montana	1,550	\$33.63	5,666	\$26.68	2,519	\$11.95
Nebraska	3,594	\$39.58	10,225	\$28.05	3,284	\$12.16
Nevada	5,626	\$40.30	13,502	\$32.48	8,481	\$13.63
New Hampshire	2,181	\$30.34	8,806	\$32.67	2,413	\$13.43
New Jersey	26,368	\$52.77	53,023	\$36.62	13,836	\$15.27
New Mexico	2,606	\$37.70	11,968	\$30.86	2,502	\$11.95
New York	53,820	\$55.65	101,911	\$37.08	27,378	\$15.26
North Carolina	18,455	\$45.27	50,895	\$30.67	13,633	\$11.57
North Dakota	1,570	\$38.87	5,238	\$28.15	1,696	\$13.19
Ohio	21,053	\$40.65	49,677	\$31.09	18,624	\$12.26
Oklahoma	3,650	\$38.07	12,087	\$26.84	4,408	\$11.54
Oregon	7,795	\$40.91	22,146	\$33.47	8,243	\$13.69
Pennsylvania	28,657	\$44.43	67,073	\$31.75	22,603	\$12.69
Rhode Island	2,212	\$47.63	5,172	\$34.98	1,495	\$13.98
South Carolina	6,230	\$37.88	20,639	\$28.93	7,123	\$11.32
South Dakota	1,804	\$36.83	4,865	\$26.01	2,144	\$11.60
Tennessee	9,557	\$38.77	24,104	\$28.38	8,651	\$11.44
Texas	44,523	\$20.04	106,563	\$32.77	34,862	\$12.14
Utah	4,790	\$38.05	14,149	\$29.58	5,571	\$12.01
Vermont	1,236	\$39.05	4,036	\$28.98	1,428	\$14.28
Virginia	23,195	\$48.22	67,153	\$35.59	13,585	\$6.94
Washington	24,058	\$45.51	56,909	\$36.48	15,634	\$15.35
West Virginia	1,734	\$35.06	6,583	\$27.16	2,116	\$11.26
Wisconsin	12,422	\$39.21	31,058	\$29.80	11,449	\$12.12
Wyoming	742	\$40.26	2,890	\$28.38	990	\$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
	Feb-17	Wage ¹	Feb-17	Wage ¹	Feb-17	Wage ¹
United States	917,303	\$18.04	289,813	\$22.10	402,196	\$17.15
Alabama	10,529	\$15.73	4,017	\$20.16	6,051	\$15.97
Alaska	2,110	\$19.28	906	\$29.93	692	\$23.82
Arizona	20,704	\$17.13	6,167	\$20.18	6,607	\$17.00
Arkansas	5,597	\$14.98	2,407	\$8.63	3,912	\$15.28
California	109,284	\$19.64	25,572	\$23.11	34,791	\$17.17
Colorado	23,032	\$19.25	9,177	\$22.14	8,937	\$18.41
Connecticut	13,662	\$20.62	2,912	\$24.87	6,104	\$18.74
Delaware	2,876	\$17.99	893	\$23.23	1,170	\$16.86
Florida	59,019	\$16.80	20,682	\$18.68	17,316	\$15.57
Georgia	27,959	\$17.15	9,513	\$19.71	14,049	\$15.93
Hawaii	4,735	\$17.47	1,374	\$27.49	1,329	\$20.18
Idaho	4,133	\$15.78	2,078	\$19.26	2,630	\$16.25
Illinois	34,362	\$18.64	7,571	\$25.95	15,694	\$17.54
Indiana	15,083	\$16.60	5,038	\$22.24	10,587	\$16.71
Iowa	11,559	\$16.26	4,594	\$20.73	7,780	\$16.35
Kansas	8,023	\$16.78	2,937	\$20.93	4,356	\$17.30
Kentucky	9,260	\$15.84	3,055	\$20.55	5,893	\$16.79
Louisiana	10,071	\$15.19	4,513	\$20.38	4,552	\$19.39
Maine	2,961	\$16.01	1,030	\$20.30	1,417	\$16.92
Maryland	16,850	\$18.75	5,634	\$23.10	5,887	\$18.04
Massachusetts	24,885	\$20.96	5,920	\$27.04	9,056	\$18.38
Michigan	27,290	\$17.40	9,134	\$22.30	14,497	\$17.20
Minnesota	23,675	\$18.96	7,015	\$24.24	12,471	\$17.81
Mississippi	5,548	\$14.58	2,238	\$18.52	3,696	\$15.71
Missouri	19,405	\$16.61	6,332	\$22.16	9,984	\$16.59
Montana	3,347	\$15.77	1,873	\$21.67	1,607	\$17.96
Nebraska	6,039	\$16.39	2,526	\$20.12	3,473	\$16.87
Nevada	10,198	\$16.52	3,339	\$23.60	3,869	\$17.08
New Hampshire	4,943	\$18.69	1,316	\$22.48	2,353	\$17.35
New Jersey	27,917	\$19.67	6,517	\$26.16	10,409	\$17.16
New Mexico	4,124	\$15.52	1,461	\$19.80	1,696	\$17.46
New York	56,649	\$21.27	11,844	\$26.98	15,342	\$18.58
North Carolina	22,801	\$17.25	10,118	\$19.49	11,550	\$15.58
North Dakota	3,037	\$17.51	1,963	\$16.46	1,923	\$21.07
Ohio	33,878	\$17.14	10,435	\$21.62	19,294	\$16.78
Oklahoma	8,120	\$15.94	3,307	\$19.79	5,024	\$17.18
Oregon	13,204	\$17.63	4,990	\$22.41	6,980	\$17.22
Pennsylvania	41,699	\$17.84	11,735	\$22.45	19,693	\$17.40
Rhode Island	2,793	\$19.26	753	\$23.27	1,318	\$17.29
South Carolina	11,291	\$15.66	5,733	\$19.34	6,435	\$16.44
South Dakota	3,371	\$15.62	1,491	\$18.98	1,979	\$15.46
Tennessee	16,519	\$16.28	6,051	\$19.75	9,589	\$15.77
Texas	65,596	\$18.03	22,882	\$20.38	27,880	\$17.53
Utah	10,144	\$16.82	3,330	\$20.70	5,098	\$17.02
Vermont	1,799	\$17.81	501	\$20.97	1,133	\$17.88
Virginia	22,532	\$18.01	7,759	\$21.34	7,920	\$17.45
Washington	25,762	\$19.31	8,915	\$25.20	10,807	\$19.72
West Virginia	3,641	\$14.35	1,340	\$20.06	2,079	\$16.95
Wisconsin	19,178	\$17.49	6,704	\$22.63	13,554	\$16.93
Wyoming	1,137	\$16.72	801	\$24.30	858	\$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
	Feb-17	Wage ^{2*}	Feb-17	Wage ^{2*}	Feb-17	Wage ^{2*}
United States	656,979	\$45.32	1,639,199	\$33.32	517,144	\$13.17
Birmingham, AL	1,628	\$28.19	4,692	\$31.89	1,365	\$11.73
Phoenix, AZ	9,484	\$41.47	21,568	\$31.91	8,910	\$13.16
Tucson, AZ	1,237	\$36.83	4,613	\$29.30	1,687	\$13.01
Los Angeles, CA	27,629	\$49.28	55,505	\$38.67	18,547	\$14.65
Riverside, CA	3,162	\$42.16	8,966	\$32.88	4,147	\$13.81
Sacramento, CA	4,161	\$42.06	9,776	\$37.37	3,160	\$14.72
San Diego, CA	6,759	\$48.29	17,739	\$38.18	6,227	\$14.94
San Francisco, CA	20,785	\$57.45	37,435	\$43.86	10,772	\$16.29
San Jose, CA	9,350	\$65.23	25,858	\$51.90	3,547	\$15.68
Denver, CO	10,323	\$47.15	22,172	\$36.52	8,575	\$13.42
Hartford, CT	4,467	\$48.92	11,494	\$35.85	1,891	\$14.68
Washington, DC	28,758	\$53.56	69,910	\$42.88	12,655	\$15.28
Jacksonville, FL	2,539	\$40.47	5,642	\$30.04	2,351	\$12.40
Miami, FL	9,806	\$44.27	18,346	\$32.14	11,345	\$13.51
Orlando, FL	4,426	\$40.39	9,883	\$30.28	4,970	\$12.44
Tampa, FL	6,675	\$41.26	14,963	\$29.73	5,593	\$12.46
Atlanta, GA	17,854	\$46.31	35,691	\$33.18	8,454	\$11.94
Honolulu, HI	1,429	\$39.84	3,121	\$32.45	2,541	\$14.80
Chicago, IL	26,473	\$46.41	47,472	\$33.83	12,747	\$13.97
Indianapolis, IN	4,008	\$39.82	9,418	\$31.60	3,211	\$12.02
Louisville, KY	2,313	\$38.74	4,872	\$29.97	1,977	\$11.75
New Orleans, LA	1,874	\$39.58	4,359	\$26.22	2,955	\$11.46
Baltimore, MD	7,631	\$46.68	22,851	\$36.36	4,861	\$14.11
Boston, MA	19,971	\$53.26	42,120	\$38.65	9,892	\$15.78
Detroit, MI	9,396	\$45.34	28,132	\$32.81	7,711	\$12.54
Minneapolis-St. Paul, MN	14,619	\$46.10	32,026	\$34.49	9,818	\$13.31
Kansas City, MO	5,625	\$42.72	14,198	\$31.02	4,551	\$10.61
St. Louis, MO	6,754	\$43.72	18,512	\$30.98	5,224	\$12.18
Las Vegas, NV	3,963	\$40.30	8,953	\$32.90	5,919	\$13.89
Buffalo, NY	2,214	\$41.51	4,519	\$27.77	1,723	\$13.35
New York, NY	61,272	\$58.29	105,966	\$39.15	26,801	\$15.73
Rochester, NY	1,797	\$44.10	4,808	\$30.83	1,498	\$13.49
Charlotte, NC	7,391	\$47.35	15,295	\$31.97	3,997	\$11.91
Cincinnati, OH	5,300	\$41.94	10,454	\$32.20	3,812	\$12.24
Cleveland, OH	4,648	\$41.97	9,045	\$32.14	3,425	\$12.61
Columbus, OH	5,273	\$41.56	10,673	\$32.66	3,686	\$12.80
Oklahoma City, OK	1,836	\$38.79	6,069	\$29.23	1,912	\$12.14
Portland, OR	6,014	\$43.82	13,342	\$35.12	5,261	\$14.15
Philadelphia, PA	18,136	\$48.85	35,071	\$34.64	9,712	\$13.58
Pittsburgh, PA	5,977	\$43.12	12,235	\$31.18	4,611	\$12.32
Providence, RI	2,724	\$46.54	6,992	\$34.20	2,254	\$13.95
Memphis, TN	2,045	\$39.68	4,447	\$29.67	1,603	\$11.65
Nashville, TN	4,668	\$40.65	9,420	\$29.64	3,657	\$11.81
Austin, TX	5,934	\$44.61	14,552	\$33.40	4,590	\$12.73
Dallas, TX	18,090	\$47.46	36,089	\$34.32	10,541	\$12.64
Houston, TX	9,866	\$51.50	19,009	\$36.65	6,316	\$9.76
San Antonio, TX	3,831	\$42.18	9,969	\$31.18	4,018	\$11.92
Salt Lake City, UT	3,174	\$40.39	8,116	\$32.34	2,472	\$12.43
Richmond, VA	3,194	\$43.37	7,896	\$31.66	1,896	\$12.67
Virginia Beach, VA	2,667	\$42.14	7,333	\$31.60	2,212	\$12.55
Seattle-Tacoma, WA	19,305	\$48.11	40,265	\$39.72	9,549	\$15.93
Milwaukee, WI	4,841	\$43.80	9,767	\$32.16	3,404	\$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
	Feb-17	Wage ^{2*}	Feb-17	Wage ^{2*}	Feb-17	Wage ^{2*}
United States	917,303	\$18.04	289,813	\$22.10	402,196	\$17.15
Birmingham, AL	3,150	\$17.61	937	\$21.18	1,389	\$16.31
Phoenix, AZ	15,638	\$17.70	4,320	\$20.87	4,631	\$17.24
Tucson, AZ	2,499	\$16.06	863	\$20.43	768	\$15.62
Los Angeles, CA	37,983	\$19.45	7,095	\$24.84	10,438	\$16.33
Riverside, CA	7,654	\$17.19	1,931	\$22.99	3,310	\$16.51
Sacramento, CA	5,959	\$18.97	1,737	\$24.61	2,020	\$17.54
San Diego, CA	10,075	\$11.15	2,586	\$24.28	2,570	\$16.77
San Francisco, CA	20,188	\$23.27	4,248	\$30.08	5,810	\$20.79
San Jose, CA	7,045	\$24.34	1,454	\$28.02	1,807	\$18.62
Denver, CO	14,191	\$20.34	4,860	\$22.79	4,685	\$18.97
Hartford, CT	5,133	\$20.53	1,194	\$24.58	2,014	\$18.86
Washington, DC	20,481	\$20.55	5,540	\$23.98	4,682	\$19.43
Jacksonville, FL	4,392	\$17.02	1,913	\$19.40	1,658	\$16.64
Miami, FL	18,324	\$17.61	4,229	\$19.54	4,148	\$15.72
Orlando, FL	8,432	\$16.39	2,876	\$18.90	2,489	\$15.65
Tampa, FL	10,150	\$17.48	3,601	\$18.27	2,987	\$15.33
Atlanta, GA	19,007	\$18.50	5,458	\$20.62	7,453	\$16.49
Honolulu, HI	3,351	\$17.70	970	\$28.41	962	\$21.13
Chicago, IL	27,910	\$19.33	5,533	\$27.32	11,570	\$17.66
Indianapolis, IN	6,389	\$18.18	1,993	\$22.50	3,514	\$16.32
Louisville, KY	3,871	\$17.23	1,309	\$21.48	2,075	\$17.95
New Orleans, LA	3,963	\$16.21	1,419	\$20.76	1,296	\$19.87
Baltimore, MD	8,783	\$18.96	3,041	\$22.86	2,987	\$18.37
Boston, MA	19,220	\$21.96	4,069	\$27.96	6,130	\$18.69
Detroit, MI	12,206	\$18.38	3,935	\$23.94	5,743	\$18.43
Minneapolis-St. Paul, MN	17,652	\$20.37	4,572	\$25.74	8,154	\$18.30
Kansas City, MO	8,839	\$17.96	2,767	\$22.99	4,023	\$17.57
St. Louis, MO	9,278	\$18.03	2,439	\$24.76	3,574	\$17.53
Las Vegas, NV	7,187	\$16.37	1,842	\$23.47	1,894	\$16.77
Buffalo, NY	3,820	\$17.57	1,010	\$22.54	1,520	\$17.56
New York, NY	55,992	\$21.95	9,989	\$28.39	13,814	\$18.39
Rochester, NY	2,859	\$18.15	820	\$11.46	1,276	\$16.87
Charlotte, NC	7,258	\$19.06	2,932	\$20.27	3,498	\$16.76
Cincinnati, OH	7,421	\$18.25	2,102	\$21.62	3,948	\$17.21
Cleveland, OH	6,430	\$18.38	1,796	\$22.86	3,158	\$17.13
Columbus, OH	7,162	\$6.54	2,186	\$21.98	3,285	\$16.47
Oklahoma City, OK	3,712	\$16.90	1,462	\$20.40	1,854	\$16.33
Portland, OR	8,947	\$18.99	2,960	\$24.28	4,461	\$17.94
Philadelphia, PA	20,340	\$19.49	5,035	\$25.25	6,645	\$18.01
Pittsburgh, PA	8,011	\$17.57	2,099	\$22.32	3,169	\$17.56
Providence, RI	4,158	\$18.51	1,134	\$23.45	1,899	\$17.10
Memphis, TN	3,294	\$17.02	1,179	\$19.98	2,243	\$15.95
Nashville, TN	7,163	\$17.54	2,544	\$20.68	3,318	\$16.66
Austin, TX	7,820	\$19.00	2,561	\$19.22	2,090	\$15.71
Dallas, TX	22,313	\$19.28	6,399	\$20.36	9,034	\$17.01
Houston, TX	13,739	\$19.61	4,458	\$21.97	5,125	\$19.50
San Antonio, TX	5,917	\$17.03	2,352	\$19.42	2,470	\$15.64
Salt Lake City, UT	5,727	\$18.03	1,563	\$21.42	2,296	\$17.21
Richmond, VA	3,573	\$18.31	1,470	\$21.12	1,492	\$16.92
Virginia Beach, VA	4,127	\$16.40	1,891	\$20.89	1,664	\$17.86
Seattle-Tacoma, WA	16,698	\$20.54	4,979	\$26.92	6,100	\$20.75
Milwaukee, WI	5,632	\$19.44	1,603	\$24.36	3,326	\$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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