

News Release

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For further information:

Carol Courter 212-339-0232 / courter@conference-board.org

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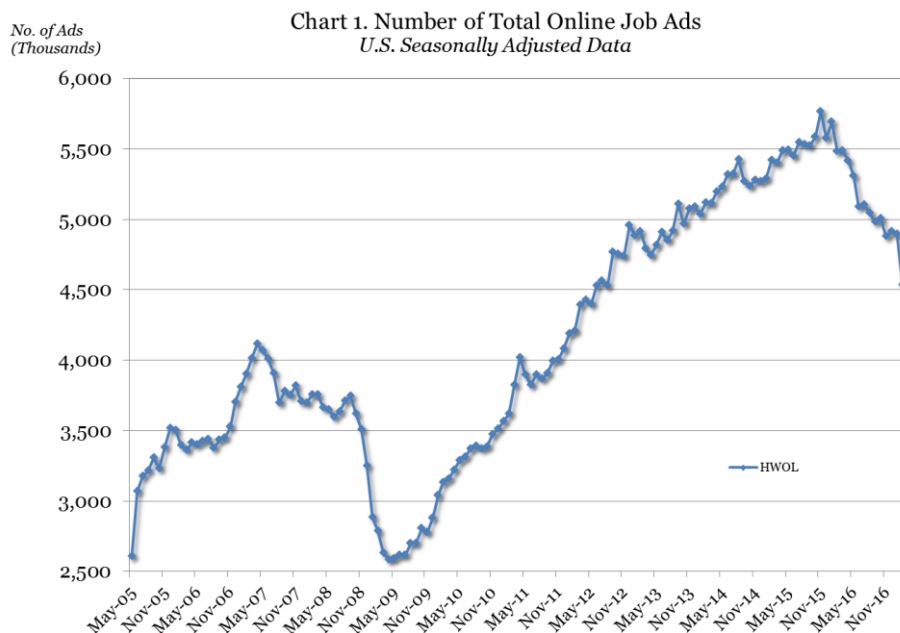
For Immediate Release 10:00 AM ET, Wednesday, April 5, 2017

Online Job Ads Increased 102,000 in March

- The small gain in March follows the February decrease
- Most States showed small gains
- Most occupations showed gains over the month

NEW YORK, April 5, 2017...Online advertised vacancies increased 102,000 to 4,639,700 in March, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The February Supply/Demand rate stands at 1.66 unemployed for each advertised vacancy with a total of 2.9 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 7.5 million in February.

The Professional occupational category saw gains in Computer/Math (16.9), Business and Finance (12.4), and Healthcare Practitioners (7.7). The Services/Production occupational category saw gains in Sales (21.7), and losses in Transportation (-9.3).



Source: The Conference Board

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, 18 increased and 2 declined
- Among the 50 States, 32 increased, 15 declined, and 3 remained constant

Table A: State Labor Demand, Selected States, Seasonally Adjusted			
	Total Ads¹	M-O-M	Supply/
	(Thousands)	Change	Demand Rate²
Location	Mar-17	Mar-Feb 17	Feb-17
United States	4,639.7	102.0	1.66
NORTHEAST	911.8	9.3	1.65
Massachusetts	142.6	4.0	0.89
New Jersey	146.3	1.3	1.39
New York	281.1	0.7	1.51
Pennsylvania	200.5	1.2	1.61
SOUTH	1,520.0	22.9	2.00
Florida	242.6	6.6	2.12
Georgia	146.3	1.6	1.85
Maryland	98.3	-2.1	1.35
North Carolina	136.7	5.6	1.93
Texas	313.6	14.0	2.20
Virginia	149.9	5.2	1.14
MIDWEST	1,043.7	12.9	1.61
Illinois	175.9	3.3	2.04
Michigan	141.6	-3.4	1.79
Minnesota	126.9	1.8	0.96
Missouri	100.1	0.9	1.29
Ohio	161.9	6.1	1.89
Wisconsin	100.5	2.5	1.20
WEST	1,156.9	30.1	1.88
Arizona	92.5	2.0	1.86
California	529.7	17.1	1.88
Colorado	117.3	2.0	0.73
Washington	150.0	3.6	1.23

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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 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.

March Changes for States

In March, online labor demand grew in 32 States, declined in 15 States, and 3 remained constant. All four regions experienced increases.

The **Midwest** experienced an increase of 12,900 in March (Table A). **Ohio** increased 6,100 to 161,900. **Minnesota** increased 1,800 to 126,900. **Michigan** decreased 3,400 to 141,600 and **Illinois** grew 3,300 to 175,900. **Wisconsin** increased 2,500 to 100,500. **Missouri** increased 900 to 100,100. Among the smaller States in the region, **Indiana** increased 3,300 to 78,600 and **Iowa** decreased 1,500 to 54,700. **Nebraska** declined 500 to 30,400 and **South Dakota** grew 200 to 16,900. **Kansas** decreased 200 to 39,100 (Table 3).

The **Northeast** increased 9,300 in March. **Massachusetts** increased 4,000 to 142,600. **Pennsylvania** increased 1,200 to 200,500. **New Jersey** increased 1,300 to 146,300. **New York** increased 700 to 281,100. In the smaller States, **Connecticut** grew 1,700 to 72,500. **Maine** decreased 200 to 17,300 and **New Hampshire** decreased 200 to 23,700. **Rhode Island** increased 200 to 14,800 and **Vermont** declined 100 to 11,000.

The **West** increased 30,100 in March. **California** increased 17,100 to 529,700 and **Washington** increased 3,600 to 150,000. **Colorado** increased 2,000 to 117,300. **Arizona** increased 2,000 to 92,500. Among the smaller States in the West, **Oregon** increased 2,100 to 67,600. **Utah** increased 500 to 45,600. **Nevada** remained constant at 46,400. **Idaho** increased 900 to 22,800 and **New Mexico** increased 600 to 25,600. **Montana** grew 800 to 19,000 and **Hawaii** decreased 300 to 18,800.

The **South** increased 22,900 in March. Among the larger States in the region, **Texas** increased 14,000 to 313,600. **Florida** increased 6,600 to 242,600. **North Carolina** grew 5,600 to 136,700. **Virginia** grew 5,200 to 149,900. **Maryland** decreased 2,100 to 98,300. **Georgia** increased 1,600 to 146,300. Among the smaller States, **Tennessee** increased 1,500 to 78,200 and **South Carolina** increased 300 to 61,400. **Alabama** declined 300 to 47,500. **Kentucky** decreased 1,000 to 42,500 and **Oklahoma** decreased 100 to 38,000. **Louisiana** declined 1,300 to 41,800 and **Delaware** decreased 300 to 15,900.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for February 2017, the latest month for which State unemployment figures are available. There were 8 States in which the number of advertised vacancies exceeded the number of unemployed: Colorado (0.73), South Dakota (0.77), North Dakota (0.77), New Hampshire (0.86), Massachusetts (0.89), Iowa (.95), Vermont (0.95), and Minnesota (0.96). The States with the highest Supply/Demand rates were Alabama (2.86), Louisiana (2.82), and Mississippi (2.71), 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 March, among the 20 largest metro areas, 16 rose and 4 declined
- Among the 52 metro areas, 39 rose and 13 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	Mar-17	Mar-Feb 17	Jan-17
United States	4,639.7	102.0	1.66
NORTHEAST	911.8	9.3	1.65
Boston, MA	109.5	2.3	0.71
New York, NY	285.5	-2.5	1.42
Philadelphia, PA	98.4	0.4	1.34
SOUTH	1,520.0	22.9	2.00
Atlanta, GA	98.3	1.5	1.52
Baltimore, MD	52.4	-0.6	1.16
Dallas, TX	107.7	4.9	1.33
Houston, TX	60.5	2.6	3.06
Miami, FL	67.1	2.3	2.31
Washington, DC	145.1	-2.0	0.79
MIDWEST	1,043.7	12.9	1.61
Chicago, IL	139.4	2.6	1.87
Cleveland, OH	29.5	0.1	1.89
Detroit, MI	69.9	-0.9	1.60
Minneapolis-St. Paul, MN	90.1	0.2	0.76
WEST	1,156.9	30.1	1.88
Denver, CO	68.2	0.5	0.61
Los Angeles, CA	160.8	3.1	1.77
Phoenix, AZ	65.4	0.3	1.46
San Diego, CA	47.5	0.6	1.34
San Francisco, CA	102.3	1.2	0.84
San Jose, CA	51.3	2.0	0.72
Seattle-Tacoma, WA	102.6	2.1	0.80

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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 March, labor demand rose in 39 metro areas and declined in 13 metro areas. The MSAs with the largest changes in each of the regions were: **Chicago** (2,600) and **Cincinnati** (1,400) in the **Midwest**; **Los Angeles** (3,100) and **Seattle-Tacoma** (2,100) in the **West**; **Dallas** (4,900) and **Houston** (2,600) in the **South**; and **New York** (-2,500) and **Boston** (2,300) in the **Northeast** (See Table B and Table 5).

The **West** increased 30,100 in March. **Los Angeles** increased 3,100 to 160,800 and **Seattle-Tacoma** grew 2,100 to 102,600. **San Francisco** increased 1,200 to 102,300. **Denver** increased 500 to 68,200 and **San Jose** increased 2,000 to 51,300. **Phoenix** increased 300 to 65,400 and **Portland** increased 800 to 43,500. **Sacramento** grew 900 to 28,200 and **Salt Lake City** increased 200 to 24,400. **Honolulu** decreased 300 to 12,600 and **Las Vegas** declined 900 to 30,100.

The **South** increased 22,900 in March. **Dallas** grew 4,900 to 107,700. **Houston** increased 2,600 to 60,500. **Atlanta** increased 1,500 to 98,300. **Miami** increased 2,300 to 67,100 and **Washington DC** declined 2,000 to 145,100. **Tampa** increased 700 to 44,400 and **Austin** decreased 600 to 37,600. **Baltimore** decreased 600 to 52,400. **Charlotte** increased 1,900 to 43,400 and **San Antonio** increased 200 to 29,700. **Nashville** increased 1,200 to 32,600. **Birmingham** decreased 500 to 13,400. **New Orleans** declined 1,200 to 15,300. **Louisville** increased 100 to 17,400.

The **Northeast** increased 9,300 in March. **New York** decreased 2,500 to 285,500 and **Boston** grew 2,300 to 109,500. **Philadelphia** increased 400 to 98,400 and **Pittsburgh** increased 900 to 39,000. **Providence** decreased 300 to 20,400. **Buffalo** grew 200 to 16,000. **Hartford** increased 500 to 28,100 and **Rochester** increased 200 to 14,000.

The **Midwest** experienced an increase of 12,900 in March. **Chicago** increased 2,600 to 139,400. **Minneapolis-St. Paul** increased 200 to 90,100. **Columbus** increased 1,400 to 35,200 and **Cincinnati** increased 1,400 to 35,300. **Detroit** decreased 900 to 69,900 and **St. Louis** declined 200 to 47,200. **Kansas City** increased 600 to 42,000 and **Cleveland** grew 100 to 29,500. **Milwaukee** increased 400 to 30,100. **Indianapolis** increased 1,200 to 30,600.

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 January's data (the latest available unemployment data for metro areas), 10 major metro areas saw more job openings than unemployed workers: Denver (S/D rate of 0.61), Salt Lake City (0.70), Boston (0.71), San Jose (0.72), Minneapolis-St. Paul (0.76), Washington, DC (0.79), Seattle-Tacoma (0.80), San Francisco (0.84), Honolulu (0.90), and Austin (0.91) (Table 6). Other favorable markets for job-seekers included Hartford (1.05) and Portland (1.07).

In contrast, unemployed workers face great competition for each advertised position in Riverside (over 3 unemployed for every opening) as well as Houston (more than 3 unemployed for every opening) 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 March, eight 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
		Mar-17	Mar-Feb 17	Feb-17	Feb-17	
29	Healthcare practitioners and technical	591.8	7.7	143.9	0.25	\$37.40
15	Computer and mathematical science	524.8	16.9	134.3	0.26	\$41.43
43	Office and administrative support	485.5	3.9	877.1	1.82	\$17.47
41	Sales and related	473.4	21.7	714.4	1.58	\$18.90
11	Management	392.4	6.1	371.5	0.96	\$55.30
53	Transportation and material moving	298.5	-9.3	659.2	2.14	\$16.90
13	Business and financial operations	285.5	12.4	205.7	0.75	\$35.48
35	Food preparation and serving related	208.6	-5.7	614.4	2.87	\$10.98
49	Installation, maintenance, and repair	199.1	6.5	182.6	0.95	\$22.11
25	Education, training, and library	162.1	10.8	236.2	1.56	\$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 March

In March, eight of the ten largest online occupational categories posted increases.

Computer and mathematical science ads increased 16,900 to 524,800. The supply/demand rate lies at 0.26, i.e. almost 4 advertised openings per unemployed job-seeker (see Table C and Table 7).

Business and Financial ads increased 12,400 to 285,500. The supply/demand rate lies at 0.75, more than 1 advertised opening per unemployed job-seeker.

Healthcare practitioners and technical ads increased 7,700 to 591,800. The supply/demand rate lies at 0.25, i.e. over 4 advertised opening per unemployed job-seeker.

Sales and related ads increased 21,700 to 473,400. The supply/demand rate for these occupations lies at 1.58, more than 1 unemployed job-seeker for every advertised available opening.

Education, training, and library ads increased 10,800 to 162,100. The supply/demand rate lies at 1.56, i.e. over 1 unemployed job-seeker for every advertised available opening.

Transportation ads decreased 9,300 to 298,500. The supply/demand rate lies at 2.14, i.e. over 2 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>
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)
	Mar-16	Feb-17	Mar-17	Mar-Feb 17	Mar-16	Feb-17	Mar-17	Mar-Feb 17
United States	5,487.8	4,537.6	4,639.7	102.0	2,439.9	1,919.7	2,024.7	105.0
New England	330.5	277.8	283.8	6.0	139.8	113.0	117.2	4.2
Middle Atlantic	715.8	624.7	628.0	3.2	316.9	265.2	266.1	0.9
South Atlantic	1,035.7	895.7	905.4	9.7	466.7	377.0	394.8	17.8
East North Central	799.0	648.1	659.0	11.0	331.2	258.3	272.1	13.8
East South Central	240.9	194.0	193.7	-0.3	98.6	76.8	79.1	2.4
West North Central	444.7	382.7	384.7	2.1	186.1	150.6	154.4	3.8
West South Central	524.5	407.4	420.9	13.5	226.6	175.1	186.0	10.9
Mountain	446.5	369.6	376.6	7.0	208.2	164.1	171.7	7.6
Pacific	908.7	757.2	780.3	23.0	447.8	352.3	377.2	24.9

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)		
	Mar-16	Feb-17	Mar-17	Mar-16	Feb-17	Mar-17
United States	3.45	2.84	2.90	1.53	1.20	1.26
New England	4.23	3.53	3.60	1.79	1.44	1.49
Middle Atlantic	3.48	3.05	3.07	1.54	1.29	1.30
South Atlantic	3.37	2.85	2.88	1.52	1.20	1.25
East North Central	3.39	2.75	2.80	1.41	1.10	1.15
East South Central	2.83	2.23	2.22	1.16	0.88	0.91
West North Central	3.99	3.43	3.45	1.67	1.35	1.38
West South Central	2.84	2.18	2.25	1.23	0.93	0.99
Mountain	3.86	3.14	3.19	1.80	1.39	1.46
Pacific	3.54	2.92	3.00	1.74	1.36	1.45

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)
	Mar-16	Feb-17	Mar-17	Mar-Feb 17	Mar-16	Feb-17	Mar-17	Mar-Feb 17
United States	5,487.8	4,537.6	4,639.7	102.0	2,439.9	1,919.7	2,024.7	105.0
Alabama	56.7	47.8	47.5	-0.3	22.8	18.8	18.6	-0.2
Alaska	16.3	13.5	13.9	0.4	6.9	5.6	5.9	0.3
Arizona	110.6	90.5	92.5	2.0	52.4	41.5	42.4	0.9
Arkansas	34.5	27.3	27.0	-0.3	13.6	11.2	11.0	-0.2
California	641.4	512.6	529.7	17.1	313.4	243.2	258.1	14.9
Colorado	130.6	115.4	117.3	2.0	64.3	53.5	57.2	3.7
Connecticut	68.6	70.8	72.5	1.7	27.9	24.8	26.4	1.6
Delaware	18.0	15.7	15.9	0.3	7.3	6.5	6.2	-0.2
Florida	283.4	235.9	242.6	6.6	137.3	114.9	118.9	4.1
Georgia	163.1	144.6	146.3	1.6	77.1	58.3	60.1	1.8
Hawaii	22.6	19.1	18.8	-0.3	11.5	10.2	9.8	-0.4
Idaho	27.1	21.9	22.8	0.9	13.0	10.1	11.4	1.3
Illinois	208.4	172.6	175.9	3.3	85.9	69.5	71.7	2.2
Indiana	95.7	75.2	78.6	3.3	37.5	28.6	31.3	2.6
Iowa	69.8	56.2	54.7	-1.5	28.2	20.4	20.1	-0.4
Kansas	46.7	39.4	39.1	-0.2	18.5	14.7	14.8	0.1
Kentucky	56.1	43.5	42.5	-1.0	22.6	16.5	16.9	0.4
Louisiana	51.1	43.1	41.8	-1.3	22.4	17.9	17.9	0.0
Maine	30.8	17.5	17.3	-0.2	11.7	7.2	6.9	-0.2
Maryland	114.7	100.4	98.3	-2.1	47.0	38.2	38.2	0.0
Massachusetts	168.5	138.7	142.6	4.0	72.4	58.8	60.5	1.6
Michigan	176.3	145.0	141.6	-3.4	69.1	59.1	57.1	-2.0
Minnesota	147.0	125.1	126.9	1.8	63.4	51.0	53.0	2.0
Mississippi	32.5	25.1	25.1	0.0	12.7	8.9	9.8	0.9
Missouri	101.9	99.2	100.1	0.9	44.2	41.3	41.8	0.5
Montana	23.1	18.1	19.0	0.8	10.7	7.7	8.2	0.5
Nebraska	38.7	30.9	30.4	-0.5	15.6	11.8	12.3	0.4
Nevada	49.6	46.4	46.4	0.0	22.9	21.3	21.2	-0.1
New Hampshire	30.5	23.9	23.7	-0.2	13.1	9.8	10.5	0.7
New Jersey	167.8	145.0	146.3	1.3	74.2	62.5	62.8	0.3
New Mexico	30.9	24.9	25.6	0.6	12.8	9.9	10.4	0.5
New York	316.8	280.3	281.1	0.7	147.6	125.4	124.6	-0.8
North Carolina	151.1	131.1	136.7	5.6	68.1	58.9	60.9	2.0
North Dakota	19.2	16.1	15.9	-0.2	7.6	6.0	5.9	0.0
Ohio	200.3	155.9	161.9	6.1	86.7	65.8	69.3	3.5
Oklahoma	47.8	38.1	38.0	-0.1	19.6	15.8	16.0	0.2
Oregon	83.9	65.4	67.6	2.1	45.5	33.5	36.9	3.5
Pennsylvania	231.0	199.3	200.5	1.2	95.2	76.6	78.8	2.3
Rhode Island	17.7	14.6	14.8	0.2	8.3	6.8	7.0	0.2
South Carolina	68.8	61.1	61.4	0.3	29.9	26.6	27.5	0.9
South Dakota	20.4	16.7	16.9	0.2	7.9	5.5	6.0	0.5
Tennessee	95.1	76.7	78.2	1.5	40.6	32.5	34.0	1.5
Texas	390.4	299.6	313.6	14.0	170.6	130.1	140.8	10.6
Utah	63.1	45.1	45.6	0.5	25.5	17.7	17.8	0.1
Vermont	12.8	11.1	11.0	-0.1	5.5	4.5	4.9	0.5
Virginia	171.0	144.6	149.9	5.2	70.3	55.1	59.7	4.6
Washington	143.8	146.5	150.0	3.6	69.4	59.2	65.7	6.6
West Virginia	21.9	18.5	18.7	0.2	9.1	7.1	6.9	-0.1
Wisconsin	117.4	97.9	100.5	2.5	51.1	39.6	42.1	2.4
Wyoming	11.8	7.7	7.7	0.0	5.8	2.9	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
	Mar-16	Feb-17	Mar-17	Feb-17	Feb-17	Feb-17	Feb-17
United States	3.45	2.84	2.90	4.7	7,528.00	4,537.6	1.66
Alabama	2.62	2.17	2.15	6.2	136.83	47.8	2.86
Alaska	4.52	3.73	3.84	6.4	23.30	13.5	1.72
Arizona	3.44	2.74	2.80	5.1	168.04	90.5	1.86
Arkansas	2.56	2.04	2.02	3.7	49.67	27.3	1.82
California	3.37	2.68	2.77	5.0	965.94	512.6	1.88
Colorado	4.54	3.95	4.02	2.9	84.73	115.4	0.73
Connecticut	3.63	3.72	3.81	4.7	89.50	70.8	1.26
Delaware	3.79	3.32	3.37	4.5	21.15	15.7	1.35
Florida	2.90	2.35	2.41	5.0	500.67	235.9	2.12
Georgia	3.34	2.89	2.92	5.3	267.37	144.6	1.85
Hawaii	3.31	2.75	2.71	2.8	19.35	19.1	1.01
Idaho	3.34	2.65	2.76	3.6	29.65	21.9	1.35
Illinois	3.18	2.64	2.69	5.4	352.38	172.6	2.04
Indiana	2.88	2.26	2.36	4.1	135.11	75.2	1.80
Iowa	4.10	3.32	3.23	3.2	53.63	56.2	0.95
Kansas	3.14	2.66	2.64	4.0	59.03	39.4	1.50
Kentucky	2.82	2.13	2.08	4.9	101.03	43.5	2.32
Louisiana	2.39	2.05	1.99	5.8	121.68	43.1	2.82
Maine	4.49	2.50	2.48	3.2	22.36	17.5	1.28
Maryland	3.63	3.13	3.07	4.2	135.70	100.4	1.35
Massachusetts	4.70	3.82	3.93	3.4	123.46	138.7	0.89
Michigan	3.67	2.96	2.89	5.3	258.99	145.0	1.79
Minnesota	4.91	4.15	4.21	4.0	120.39	125.1	0.96
Mississippi	2.54	1.93	1.93	5.2	68.10	25.1	2.71
Missouri	3.29	3.19	3.22	4.1	128.40	99.2	1.29
Montana	4.39	3.44	3.61	3.8	20.22	18.1	1.11
Nebraska	3.83	3.05	3.01	3.2	32.51	30.9	1.05
Nevada	3.49	3.23	3.22	4.9	70.62	46.4	1.52
New Hampshire	4.09	3.18	3.15	2.7	20.53	23.9	0.86
New Jersey	3.71	3.21	3.23	4.4	201.06	145.0	1.39
New Mexico	3.34	2.67	2.74	6.8	63.18	24.9	2.54
New York	3.32	2.93	2.94	4.4	424.06	280.3	1.51
North Carolina	3.12	2.65	2.76	5.1	252.45	131.1	1.93
North Dakota	4.63	3.84	3.78	2.9	12.37	16.1	0.77
Ohio	3.51	2.72	2.82	5.1	293.91	155.9	1.89
Oklahoma	2.61	2.08	2.07	4.6	84.37	38.1	2.22
Oregon	4.11	3.16	3.26	4.0	82.35	65.4	1.26
Pennsylvania	3.59	3.10	3.12	5.0	320.54	199.3	1.61
Rhode Island	3.21	2.65	2.69	4.5	24.98	14.6	1.71
South Carolina	3.00	2.63	2.64	4.4	103.19	61.1	1.69
South Dakota	4.53	3.67	3.70	2.8	12.93	16.7	0.77
Tennessee	3.05	2.40	2.45	5.3	169.67	76.7	2.21
Texas	2.96	2.23	2.33	4.9	660.61	299.6	2.20
Utah	4.22	2.92	2.95	3.1	47.48	45.1	1.05
Vermont	3.72	3.21	3.17	3.0	10.51	11.1	0.95
Virginia	4.06	3.38	3.50	3.9	165.38	144.6	1.14
Washington	3.98	3.97	4.07	4.9	180.83	146.5	1.23
West Virginia	2.80	2.37	2.40	5.2	40.33	18.5	2.17
Wisconsin	3.77	3.13	3.21	3.7	117.25	97.9	1.20
Wyoming	3.89	2.53	2.54	4.7	14.32	7.7	1.87

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)
	Mar-16	Feb-17	Mar-17	Mar-Feb 17	Mar-16	Feb-17	Mar-17	Mar-Feb 17
Birmingham, AL	16.1	13.9	13.4	-0.5	6.1	5.4	5.4	0.0
Phoenix, AZ	78.6	65.2	65.4	0.3	37.7	30.9	31.0	0.1
Tucson, AZ	14.0	11.7	12.2	0.5	6.1	5.3	5.4	0.1
Los Angeles, CA	196.1	157.7	160.8	3.1	98.4	77.0	80.0	2.9
Riverside, CA	37.2	29.1	30.5	1.4	17.4	13.0	14.4	1.4
Sacramento, CA	34.0	27.3	28.2	0.9	17.2	13.8	14.5	0.7
San Diego, CA	55.2	46.8	47.5	0.6	28.9	23.6	24.8	1.2
San Francisco, CA	125.2	101.1	102.3	1.2	59.5	49.1	49.7	0.6
San Jose, CA	61.4	49.3	51.3	2.0	25.4	20.0	22.3	2.3
Denver, CO	76.5	67.8	68.2	0.5	36.9	31.8	32.8	0.9
Hartford, CT	27.8	27.6	28.1	0.5	11.5	10.8	10.7	-0.1
Washington, DC	169.4	147.1	145.1	-2.0	70.2	55.7	56.7	1.0
Jacksonville, FL	22.1	19.1	18.7	-0.3	11.0	9.6	9.5	-0.1
Miami, FL	79.3	64.8	67.1	2.3	39.2	32.5	33.5	1.0
Orlando, FL	37.7	32.9	33.6	0.7	17.8	15.2	16.3	1.1
Tampa, FL	51.6	43.7	44.4	0.7	24.9	21.0	21.5	0.5
Atlanta, GA	107.5	96.8	98.3	1.5	49.0	40.9	41.2	0.3
Honolulu, HI	16.3	12.9	12.6	-0.3	8.4	7.3	7.0	-0.3
Chicago, IL	161.6	136.8	139.4	2.6	65.6	55.5	56.9	1.4
Indianapolis, IN	37.0	29.4	30.6	1.2	15.1	11.9	12.9	1.0
Louisville, KY	22.8	17.3	17.4	0.1	9.4	7.1	7.2	0.1
New Orleans, LA	17.6	16.5	15.3	-1.2	7.6	7.2	6.5	-0.7
Baltimore, MD	59.8	53.0	52.4	-0.6	24.2	21.5	20.9	-0.6
Boston, MA	128.4	107.2	109.5	2.3	56.0	45.7	46.4	0.7
Detroit, MI	83.7	70.8	69.9	-0.9	30.9	28.3	28.0	-0.3
Minneapolis-St. Paul, MN	102.3	89.9	90.1	0.2	44.3	38.0	38.8	0.8
Kansas City, MO	44.1	41.4	42.0	0.6	18.8	17.2	17.2	0.0
St. Louis, MO	49.8	47.4	47.2	-0.2	20.6	19.2	19.4	0.2
Las Vegas, NV	32.6	31.0	30.1	-0.9	15.3	15.0	13.9	-1.1
Buffalo, NY	18.6	15.8	16.0	0.2	8.4	7.1	7.0	-0.2
New York, NY	320.1	288.0	285.5	-2.5	146.7	129.4	125.5	-3.9
Rochester, NY	15.6	13.7	14.0	0.2	6.9	6.1	6.0	-0.1
Charlotte, NC	46.5	41.5	43.4	1.9	20.9	19.0	19.4	0.4
Cincinnati, OH	42.3	33.9	35.3	1.4	18.1	13.6	14.9	1.3
Cleveland, OH	38.4	29.4	29.5	0.1	15.9	11.8	12.1	0.3
Columbus, OH	41.3	33.8	35.2	1.4	18.7	15.1	16.3	1.2
Oklahoma City, OK	19.2	17.6	17.3	-0.3	8.1	7.4	7.4	0.0
Portland, OR	51.0	42.8	43.5	0.8	27.3	22.0	23.8	1.8
Philadelphia, PA	112.2	98.1	98.4	0.4	46.9	39.6	39.2	-0.4
Pittsburgh, PA	46.6	38.1	39.0	0.9	18.7	15.3	15.8	0.6
Providence, RI	24.2	20.7	20.4	-0.3	11.2	9.4	9.6	0.2
Memphis, TN	17.8	15.0	15.5	0.5	7.1	6.3	6.7	0.4
Nashville, TN	38.1	31.4	32.6	1.2	16.8	13.6	14.8	1.3
Austin, TX	43.9	38.1	37.6	-0.6	21.5	18.3	18.5	0.1
Dallas, TX	129.9	102.8	107.7	4.9	56.5	44.5	48.0	3.5
Houston, TX	81.0	57.9	60.5	2.6	34.0	26.3	27.5	1.2
San Antonio, TX	34.0	29.4	29.7	0.2	15.2	13.4	13.5	0.1
Salt Lake City, UT	33.9	24.2	24.4	0.2	13.8	9.6	9.5	-0.2
Richmond, VA	22.9	20.0	20.8	0.8	10.3	9.0	9.5	0.5
Virginia Beach, VA	25.5	20.8	22.4	1.6	11.4	9.3	10.4	1.1
Seattle-Tacoma, WA	94.6	100.5	102.6	2.1	44.4	40.9	43.1	2.2
Milwaukee, WI	34.6	29.7	30.1	0.4	14.6	12.4	12.7	0.3

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
	Mar-16	Feb-17	Mar-17	Jan-17	Jan-17	Jan-17	Jan-17
Birmingham, AL	3.00	2.57	2.48	5.8	31.6	14.4	2.19
Phoenix, AZ	3.53	2.86	2.87	4.5	101.9	69.9	1.46
Tucson, AZ	2.94	2.45	2.56	4.7	22.6	13.1	1.72
Los Angeles, CA	2.96	2.37	2.42	4.6	304.8	172.2	1.77
Riverside, CA	1.89	1.45	1.52	5.6	111.7	31.4	3.55
Sacramento, CA	3.20	2.54	2.63	5.0	53.6	29.6	1.81
San Diego, CA	3.52	2.97	3.01	4.4	69.2	51.5	1.34
San Francisco, CA	4.96	3.97	4.02	3.6	90.8	108.0	0.84
San Jose, CA	5.80	4.65	4.83	3.6	38.3	53.3	0.72
Denver, CO	4.99	4.35	4.38	2.8	43.8	72.4	0.61
Hartford, CT	4.49	4.44	4.52	4.9	30.6	29.1	1.05
Washington, DC	5.12	4.38	4.32	3.7	123.9	156.3	0.79
Jacksonville, FL	3.01	2.55	2.50	4.9	36.8	20.8	1.77
Miami, FL	2.61	2.09	2.16	5.1	158.8	68.7	2.31
Orlando, FL	3.02	2.55	2.60	4.6	59.8	35.4	1.69
Tampa, FL	3.51	2.91	2.96	4.9	72.8	47.8	1.52
Atlanta, GA	3.73	3.24	3.29	5.2	154.0	101.4	1.52
Honolulu, HI	3.41	2.67	2.61	2.7	13.2	14.6	0.90
Chicago, IL	3.23	2.78	2.83	5.5	271.1	144.6	1.87
Indianapolis, IN	3.58	2.82	2.93	3.7	38.9	33.1	1.17
Louisville, KY	3.60	2.65	2.66	4.2	27.6	18.6	1.49
New Orleans, LA	2.92	2.78	2.57	5.3	31.4	18.0	1.74
Baltimore, MD	4.03	3.54	3.50	4.3	64.5	55.4	1.16
Boston, MA	4.87	4.00	4.09	3.0	80.5	112.6	0.71
Detroit, MI	4.07	3.39	3.35	5.8	120.9	75.4	1.60
Minneapolis-St. Paul, MN	5.17	4.64	4.65	3.7	72.4	94.9	0.76
Kansas City, MO	3.90	3.66	3.71	4.3	48.2	44.5	1.08
St. Louis, MO	3.32	3.20	3.19	4.3	63.2	51.0	1.24
Las Vegas, NV	3.11	2.94	2.86	4.9	51.6	32.3	1.60
Buffalo, NY	3.36	2.89	2.93	5.0	27.1	17.1	1.58
New York, NY	3.14	2.89	2.86	4.3	426.1	299.9	1.42
Rochester, NY	2.96	2.67	2.71	4.6	23.6	15.2	1.55
Charlotte, NC	3.67	3.19	3.33	4.8	62.4	42.3	1.48
Cincinnati, OH	3.91	3.10	3.23	4.4	48.3	36.6	1.32
Cleveland, OH	3.73	2.86	2.87	5.8	59.7	31.5	1.89
Columbus, OH	3.92	3.20	3.33	4.3	45.3	36.5	1.24
Oklahoma City, OK	2.81	2.63	2.59	3.9	26.3	19.0	1.39
Portland, OR	4.03	3.33	3.39	3.9	50.2	46.7	1.07
Philadelphia, PA	3.60	3.18	3.19	4.5	138.7	103.7	1.34
Pittsburgh, PA	3.80	3.15	3.22	5.3	63.7	40.6	1.57
Providence, RI	3.56	3.05	3.01	4.6	31.0	23.6	1.31
Memphis, TN	2.88	2.38	2.46	5.6	35.2	16.1	2.19
Nashville, TN	3.95	3.17	3.29	4.2	41.3	34.5	1.20
Austin, TX	4.01	3.40	3.35	3.4	37.9	41.5	0.91
Dallas, TX	3.54	2.73	2.86	3.9	146.9	110.6	1.33
Houston, TX	2.47	1.75	1.83	5.6	186.1	60.8	3.06
San Antonio, TX	3.03	2.57	2.60	3.8	44.0	31.5	1.40
Salt Lake City, UT	5.48	3.75	3.79	2.8	18.2	26.1	0.70
Richmond, VA	3.41	2.99	3.11	4.0	26.9	21.5	1.25
Virginia Beach, VA	3.06	2.48	2.68	4.3	36.3	22.4	1.62
Seattle-Tacoma, WA	4.70	4.88	4.98	4.2	87.0	108.6	0.80
Milwaukee, WI	4.16	3.62	3.67	4.0	32.9	30.6	1.08

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 Occupation¹, 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
		Mar-16	Feb-17	Mar-17	Mar-Feb 17	Feb-17	Feb-17	
	Total	5,487.8	4,537.6	4,639.7	102.1	7,528.0	1.66	\$23.23
11	Management	464.3	386.3	392.4	6.1	371.5	0.96	\$55.30
13	Business and financial operations	328.2	273.0	285.5	12.4	205.7	0.75	\$35.48
15	Computer and mathematical science	613.7	507.8	524.8	16.9	134.3	0.26	\$41.43
17	Architecture and engineering	162.1	141.4	141.4	0.0	46.2	0.33	\$39.89
19	Life, physical, and social science	63.4	54.0	55.5	1.4	28.5	0.53	\$34.24
21	Community and social services	104.5	91.7	92.4	0.7	34.2	0.37	\$22.19
23	Legal	26.3	21.1	21.5	0.4	27.7	1.31	\$49.74
25	Education, training, and library	173.0	151.3	162.1	10.8	236.2	1.56	\$25.48
27	Arts, design, entertainment, sports, and media	131.5	99.2	98.2	-1.1	92.7	0.93	\$27.39
29	Healthcare practitioners and technical	673.9	584.1	591.8	7.7	143.9	0.25	\$37.40
31	Healthcare support	131.6	111.4	116.3	4.9	201.3	1.81	\$14.19
33	Protective service	61.6	60.2	56.1	-4.1	142.7	2.37	\$21.45
35	Food preparation and serving related	265.9	214.3	208.6	-5.7	614.4	2.87	\$10.98
37	Building and grounds cleaning and maintenance	115.0	102.3	103.6	1.3	470.8	4.60	\$13.02
39	Personal care and service	75.8	60.2	62.8	2.6	319.7	5.31	\$12.33
41	Sales and related	575.6	451.7	473.4	21.7	714.4	1.58	\$18.90
43	Office and administrative support	583.5	481.6	485.5	3.9	877.1	1.82	\$17.47
45	Farming, fishing, and forestry	8.5	7.8	8.2	0.4	93.8	12.05	\$12.67
47	Construction and extraction	137.5	118.8	123.5	4.7	628.0	5.29	\$22.88
49	Installation, maintenance, and repair	221.8	192.7	199.1	6.5	182.6	0.95	\$22.11
51	Production	150.8	130.1	134.1	4.0	504.1	3.87	\$17.41
53	Transportation and material moving	417.9	307.8	298.5	-9.3	659.2	2.14	\$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
	Mar-17	Wage ²	Mar-17	Wage ²	Mar-17	Wage ²
United States	662,363	\$45.32	1,636,847	\$33.32	540,741	\$13.17
Alabama	4,914	\$43.06	15,728	\$30.21	4,686	\$11.32
Alaska	1,374	\$45.48	5,899	\$36.72	1,635	\$16.14
Arizona	12,235	\$40.27	33,650	\$30.99	13,179	\$13.21
Arkansas	2,978	\$36.04	8,203	\$19.92	2,816	\$10.80
California	84,397	\$50.39	195,422	\$39.46	59,671	\$14.95
Colorado	14,630	\$45.28	38,936	\$34.50	16,496	\$13.40
Connecticut	11,719	\$51.72	28,537	\$35.98	5,646	\$15.00
Delaware	3,144	\$47.97	5,993	\$28.31	1,370	\$13.13
Florida	31,710	\$41.26	75,067	\$30.57	38,425	\$12.83
Georgia	23,050	\$43.92	53,882	\$31.10	14,542	\$11.62
Hawaii	1,941	\$39.04	5,104	\$32.01	3,607	\$15.23
Idaho	2,024	\$35.80	7,350	\$27.03	3,033	\$11.72
Illinois	30,841	\$44.54	64,099	\$32.77	17,126	\$13.81
Indiana	8,104	\$13.89	26,036	\$28.96	9,450	\$11.65
Iowa	5,801	\$36.93	17,454	\$27.80	6,540	\$11.89
Kansas	4,595	\$39.68	13,434	\$27.98	4,164	\$11.81
Kentucky	4,686	\$37.05	13,009	\$28.30	4,814	\$11.33
Louisiana	4,325	\$38.02	12,069	\$27.97	5,528	\$11.08
Maine	1,597	\$37.77	6,181	\$29.76	2,322	\$12.50
Maryland	14,407	\$47.92	42,227	\$37.33	9,714	\$14.16
Massachusetts	24,376	\$51.39	55,186	\$37.75	15,173	\$15.50
Michigan	16,796	\$42.47	52,097	\$27.95	17,594	\$12.57
Minnesota	17,487	\$43.99	46,300	\$32.65	15,021	\$12.99
Mississippi	2,341	\$35.20	7,262	\$26.15	3,320	\$10.78
Missouri	12,801	\$41.02	35,842	\$29.30	12,194	\$11.73
Montana	1,607	\$33.63	5,888	\$26.68	2,918	\$11.95
Nebraska	3,486	\$39.58	10,283	\$28.05	3,525	\$12.16
Nevada	5,632	\$40.30	13,447	\$32.48	8,289	\$13.63
New Hampshire	2,134	\$30.34	8,266	\$32.67	2,646	\$13.43
New Jersey	26,211	\$52.77	52,776	\$36.62	14,299	\$15.27
New Mexico	2,595	\$37.70	11,589	\$30.86	2,753	\$11.95
New York	54,216	\$55.65	100,394	\$37.08	29,073	\$15.26
North Carolina	19,117	\$45.27	51,975	\$30.67	15,290	\$11.57
North Dakota	1,490	\$38.87	5,057	\$28.15	1,566	\$13.19
Ohio	21,648	\$40.65	50,107	\$31.09	19,946	\$12.26
Oklahoma	3,608	\$38.07	11,761	\$26.84	4,365	\$11.54
Oregon	7,854	\$40.91	22,468	\$33.47	9,387	\$13.69
Pennsylvania	28,304	\$44.43	66,442	\$31.75	23,850	\$12.69
Rhode Island	2,269	\$47.63	4,964	\$34.98	1,722	\$13.98
South Carolina	6,099	\$37.88	20,750	\$28.93	8,540	\$11.32
South Dakota	1,742	\$36.83	5,170	\$26.01	2,290	\$11.60
Tennessee	9,789	\$38.77	24,576	\$28.38	9,211	\$11.44
Texas	44,800	\$20.04	106,095	\$32.77	36,829	\$12.14
Utah	4,857	\$38.05	14,108	\$29.58	5,708	\$12.01
Vermont	1,306	\$39.05	4,024	\$28.98	1,399	\$14.28
Virginia	23,527	\$48.22	66,950	\$35.59	14,236	\$6.94
Washington	24,079	\$45.51	56,363	\$36.48	16,162	\$15.35
West Virginia	1,638	\$35.06	6,446	\$27.16	2,182	\$11.26
Wisconsin	12,415	\$39.21	31,431	\$29.80	12,085	\$12.12
Wyoming	713	\$40.26	2,918	\$28.38	995	\$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
	Mar-17	Wage ¹	Mar-17	Wage ¹	Mar-17	Wage ¹
United States	919,538	\$18.04	304,248	\$22.10	406,829	\$17.15
Alabama	9,919	\$15.73	4,073	\$20.16	5,953	\$15.97
Alaska	2,203	\$19.28	938	\$29.93	678	\$23.82
Arizona	20,696	\$17.13	6,581	\$20.18	6,656	\$17.00
Arkansas	5,567	\$14.98	2,540	\$8.63	3,859	\$15.28
California	108,275	\$19.64	26,307	\$23.11	34,706	\$17.17
Colorado	22,755	\$19.25	9,626	\$22.14	8,955	\$18.41
Connecticut	14,184	\$20.62	3,019	\$24.87	6,201	\$18.74
Delaware	2,903	\$17.99	977	\$23.23	1,188	\$16.86
Florida	58,855	\$16.80	21,290	\$18.68	17,486	\$15.57
Georgia	27,472	\$17.15	9,933	\$19.71	14,430	\$15.93
Hawaii	4,593	\$17.47	1,323	\$27.49	1,204	\$20.18
Idaho	4,246	\$15.78	2,363	\$19.26	2,732	\$16.25
Illinois	35,154	\$18.64	8,055	\$25.95	15,728	\$17.54
Indiana	15,605	\$16.60	5,404	\$22.24	11,033	\$16.71
Iowa	11,185	\$16.26	4,660	\$20.73	7,563	\$16.35
Kansas	7,824	\$16.78	3,154	\$20.93	4,451	\$17.30
Kentucky	9,276	\$15.84	3,086	\$20.55	5,766	\$16.79
Louisiana	9,527	\$15.19	4,318	\$20.38	4,409	\$19.39
Maine	3,118	\$16.01	1,197	\$20.30	1,411	\$16.92
Maryland	16,724	\$18.75	5,646	\$23.10	6,066	\$18.04
Massachusetts	25,664	\$20.96	6,511	\$27.04	9,032	\$18.38
Michigan	26,589	\$17.40	9,581	\$22.30	14,491	\$17.20
Minnesota	23,236	\$18.96	7,571	\$24.24	12,143	\$17.81
Mississippi	5,709	\$14.58	2,360	\$18.52	3,699	\$15.71
Missouri	19,753	\$16.61	6,714	\$22.16	10,100	\$16.59
Montana	3,439	\$15.77	2,054	\$21.67	1,731	\$17.96
Nebraska	5,926	\$16.39	2,722	\$20.12	3,430	\$16.87
Nevada	9,935	\$16.52	3,553	\$23.60	3,888	\$17.08
New Hampshire	4,926	\$18.69	1,421	\$22.48	2,333	\$17.35
New Jersey	28,421	\$19.67	7,010	\$26.16	10,690	\$17.16
New Mexico	4,004	\$15.52	1,671	\$19.80	1,823	\$17.46
New York	56,540	\$21.27	12,394	\$26.98	15,528	\$18.58
North Carolina	23,770	\$17.25	10,862	\$19.49	11,798	\$15.58
North Dakota	2,895	\$17.51	2,111	\$16.46	2,019	\$21.07
Ohio	34,458	\$17.14	10,782	\$21.62	19,770	\$16.78
Oklahoma	8,386	\$15.94	3,635	\$19.79	4,906	\$17.18
Oregon	13,552	\$17.63	5,358	\$22.41	7,128	\$17.22
Pennsylvania	41,333	\$17.84	11,929	\$22.45	20,408	\$17.40
Rhode Island	3,020	\$19.26	895	\$23.27	1,264	\$17.29
South Carolina	11,688	\$15.66	6,132	\$19.34	6,607	\$16.44
South Dakota	3,390	\$15.62	1,680	\$18.98	1,916	\$15.46
Tennessee	16,709	\$16.28	6,096	\$19.75	9,613	\$15.77
Texas	65,783	\$18.03	23,878	\$20.38	28,909	\$17.53
Utah	10,127	\$16.82	3,700	\$20.70	5,332	\$17.02
Vermont	1,777	\$17.81	591	\$20.97	923	\$17.88
Virginia	23,208	\$18.01	8,039	\$21.34	8,029	\$17.45
Washington	25,512	\$19.31	9,424	\$25.20	11,269	\$19.72
West Virginia	3,630	\$14.35	1,548	\$20.06	2,139	\$16.95
Wisconsin	20,085	\$17.49	7,186	\$22.63	13,836	\$16.93
Wyoming	1,199	\$16.72	868	\$24.30	857	\$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 Mar-17	Average Hourly Wage ^{2*}	Total Ads Mar-17	Average Hourly Wage ^{2*}	Total Ads Mar-17	Average Hourly Wage ^{2*}
United States	662,363	\$45.32	1,636,847	\$33.32	540,741	\$13.17
Birmingham, AL	1,603	\$28.19	4,281	\$31.89	1,384	\$11.73
Phoenix, AZ	9,653	\$41.47	21,759	\$31.91	9,160	\$13.16
Tucson, AZ	1,334	\$36.83	4,784	\$29.30	1,714	\$13.01
Los Angeles, CA	28,374	\$49.28	54,156	\$38.67	18,300	\$14.65
Riverside, CA	3,247	\$42.16	8,794	\$32.88	4,302	\$13.81
Sacramento, CA	4,111	\$42.06	9,565	\$37.37	3,259	\$14.72
San Diego, CA	6,869	\$48.29	17,598	\$38.18	6,524	\$14.94
San Francisco, CA	20,945	\$57.45	37,825	\$43.86	10,380	\$16.29
San Jose, CA	9,535	\$65.23	26,096	\$51.90	3,467	\$15.68
Denver, CO	10,199	\$47.15	22,442	\$36.52	9,075	\$13.42
Hartford, CT	4,725	\$48.92	11,754	\$35.85	2,040	\$14.68
Washington, DC	28,486	\$53.56	69,455	\$42.88	12,570	\$15.28
Jacksonville, FL	2,488	\$40.47	5,425	\$30.04	2,515	\$12.40
Miami, FL	10,107	\$44.27	18,717	\$32.14	11,361	\$13.51
Orlando, FL	4,676	\$40.39	9,924	\$30.28	5,346	\$12.44
Tampa, FL	6,921	\$41.26	14,616	\$29.73	5,930	\$12.46
Atlanta, GA	18,422	\$46.31	37,052	\$33.18	9,024	\$11.94
Honolulu, HI	1,426	\$39.84	3,114	\$32.45	2,319	\$14.80
Chicago, IL	26,969	\$46.41	48,722	\$33.83	13,904	\$13.97
Indianapolis, IN	4,167	\$39.82	9,773	\$31.60	3,333	\$12.02
Louisville, KY	2,245	\$38.74	4,876	\$29.97	2,121	\$11.75
New Orleans, LA	1,763	\$39.58	4,097	\$26.22	2,775	\$11.46
Baltimore, MD	7,460	\$46.68	22,455	\$36.36	5,091	\$14.11
Boston, MA	20,634	\$53.26	42,591	\$38.65	10,922	\$15.78
Detroit, MI	9,561	\$45.34	28,422	\$32.81	7,989	\$12.54
Minneapolis-St. Paul, MN	14,400	\$46.10	32,609	\$34.49	9,852	\$13.31
Kansas City, MO	5,802	\$42.72	14,543	\$31.02	4,791	\$10.61
St. Louis, MO	6,848	\$43.72	17,902	\$30.98	5,422	\$12.18
Las Vegas, NV	3,950	\$40.30	8,949	\$32.90	5,803	\$13.89
Buffalo, NY	2,222	\$41.51	4,553	\$27.77	1,849	\$13.35
New York, NY	61,115	\$58.29	104,085	\$39.15	27,675	\$15.73
Rochester, NY	1,806	\$44.10	4,926	\$30.83	1,561	\$13.49
Charlotte, NC	7,797	\$47.35	16,257	\$31.97	4,339	\$11.91
Cincinnati, OH	5,628	\$41.94	10,494	\$32.20	4,027	\$12.24
Cleveland, OH	4,689	\$41.97	8,994	\$32.14	3,797	\$12.61
Columbus, OH	5,475	\$41.56	11,078	\$32.66	3,956	\$12.80
Oklahoma City, OK	1,804	\$38.79	5,797	\$29.23	1,845	\$12.14
Portland, OR	5,961	\$43.82	13,483	\$35.12	5,733	\$14.15
Philadelphia, PA	18,109	\$48.85	35,064	\$34.64	10,339	\$13.58
Pittsburgh, PA	6,004	\$43.12	12,210	\$31.18	5,086	\$12.32
Providence, RI	2,761	\$46.54	6,584	\$34.20	2,417	\$13.95
Memphis, TN	2,096	\$39.68	4,715	\$29.67	1,634	\$11.65
Nashville, TN	4,860	\$40.65	9,748	\$29.64	3,932	\$11.81
Austin, TX	5,672	\$44.61	14,193	\$33.40	4,941	\$12.73
Dallas, TX	18,425	\$47.46	36,350	\$34.32	11,038	\$12.64
Houston, TX	10,004	\$51.50	19,472	\$36.65	6,635	\$9.76
San Antonio, TX	3,836	\$42.18	9,977	\$31.18	4,241	\$11.92
Salt Lake City, UT	3,170	\$40.39	7,993	\$32.34	2,530	\$12.43
Richmond, VA	3,181	\$43.37	7,895	\$31.66	2,083	\$12.67
Virginia Beach, VA	2,827	\$42.14	7,679	\$31.60	2,565	\$12.55
Seattle-Tacoma, WA	19,536	\$48.11	40,607	\$39.72	9,646	\$15.93
Milwaukee, WI	4,900	\$43.80	9,972	\$32.16	3,408	\$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
	Mar-17	Wage ^{2*}	Mar-17	Wage ^{2*}	Mar-17	Wage ^{2*}
United States	919,538	\$18.04	304,248	\$22.10	406,829	\$17.15
Birmingham, AL	3,092	\$17.61	988	\$21.18	1,462	\$16.31
Phoenix, AZ	15,739	\$17.70	4,515	\$20.87	4,666	\$17.24
Tucson, AZ	2,438	\$16.06	959	\$20.43	757	\$15.62
Los Angeles, CA	37,719	\$19.45	7,219	\$24.84	10,460	\$16.33
Riverside, CA	7,640	\$17.19	2,095	\$22.99	3,409	\$16.51
Sacramento, CA	5,952	\$18.97	1,789	\$24.61	2,028	\$17.54
San Diego, CA	9,983	\$11.15	2,688	\$24.28	2,574	\$16.77
San Francisco, CA	19,944	\$23.27	4,312	\$30.08	5,557	\$20.79
San Jose, CA	7,167	\$24.34	1,505	\$28.02	1,792	\$18.62
Denver, CO	13,975	\$20.34	5,016	\$22.79	4,690	\$18.97
Hartford, CT	5,283	\$20.53	1,203	\$24.58	2,060	\$18.86
Washington, DC	20,292	\$20.55	5,591	\$23.98	4,515	\$19.43
Jacksonville, FL	4,273	\$17.02	1,950	\$19.40	1,630	\$16.64
Miami, FL	18,422	\$17.61	4,367	\$19.54	4,111	\$15.72
Orlando, FL	8,507	\$16.39	2,986	\$18.90	2,552	\$15.65
Tampa, FL	9,930	\$17.48	3,684	\$18.27	3,052	\$15.33
Atlanta, GA	18,703	\$18.50	5,662	\$20.62	7,675	\$16.49
Honolulu, HI	3,173	\$17.70	914	\$28.41	921	\$21.13
Chicago, IL	28,708	\$19.33	5,815	\$27.32	11,446	\$17.66
Indianapolis, IN	6,507	\$18.18	2,156	\$22.50	3,703	\$16.32
Louisville, KY	3,861	\$17.23	1,372	\$21.48	2,079	\$17.95
New Orleans, LA	3,607	\$16.21	1,336	\$20.76	1,223	\$19.87
Baltimore, MD	8,815	\$18.96	3,071	\$22.86	3,149	\$18.37
Boston, MA	19,734	\$21.96	4,444	\$27.96	6,101	\$18.69
Detroit, MI	12,445	\$18.38	4,121	\$23.94	5,559	\$18.43
Minneapolis-St. Paul, MN	17,162	\$20.37	4,805	\$25.74	7,864	\$18.30
Kansas City, MO	8,681	\$17.96	2,913	\$22.99	4,078	\$17.57
St. Louis, MO	9,597	\$18.03	2,561	\$24.76	3,662	\$17.53
Las Vegas, NV	6,876	\$16.37	2,012	\$23.47	1,872	\$16.77
Buffalo, NY	3,861	\$17.57	1,103	\$22.54	1,559	\$17.56
New York, NY	56,704	\$21.95	10,346	\$28.39	13,818	\$18.39
Rochester, NY	2,890	\$18.15	903	\$11.46	1,283	\$16.87
Charlotte, NC	7,617	\$19.06	3,207	\$20.27	3,603	\$16.76
Cincinnati, OH	7,697	\$18.25	2,210	\$21.62	3,850	\$17.21
Cleveland, OH	6,571	\$18.38	1,801	\$22.86	3,213	\$17.13
Columbus, OH	7,430	\$6.54	2,381	\$21.98	3,612	\$16.47
Oklahoma City, OK	3,777	\$16.90	1,622	\$20.40	1,807	\$16.33
Portland, OR	9,057	\$18.99	3,292	\$24.28	4,539	\$17.94
Philadelphia, PA	20,056	\$19.49	5,201	\$25.25	6,791	\$18.01
Pittsburgh, PA	8,276	\$17.57	2,175	\$22.32	3,384	\$17.56
Providence, RI	4,399	\$18.51	1,350	\$23.45	1,887	\$17.10
Memphis, TN	3,417	\$17.02	1,085	\$19.98	2,155	\$15.95
Nashville, TN	7,207	\$17.54	2,544	\$20.68	3,408	\$16.66
Austin, TX	7,485	\$19.00	2,605	\$19.22	2,379	\$15.71
Dallas, TX	22,710	\$19.28	6,692	\$20.36	9,107	\$17.01
Houston, TX	13,780	\$19.61	4,694	\$21.97	5,299	\$19.50
San Antonio, TX	5,936	\$17.03	2,481	\$19.42	2,524	\$15.64
Salt Lake City, UT	5,632	\$18.03	1,713	\$21.42	2,410	\$17.21
Richmond, VA	3,621	\$18.31	1,611	\$21.12	1,489	\$16.92
Virginia Beach, VA	4,461	\$16.40	2,013	\$20.89	1,725	\$17.86
Seattle-Tacoma, WA	16,686	\$20.54	5,180	\$26.92	6,104	\$20.75
Milwaukee, WI	5,922	\$19.44	1,704	\$24.36	3,430	\$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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