

## News Release

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**For Immediate Release 10:00 AM ET, Wednesday, May 31, 2017**

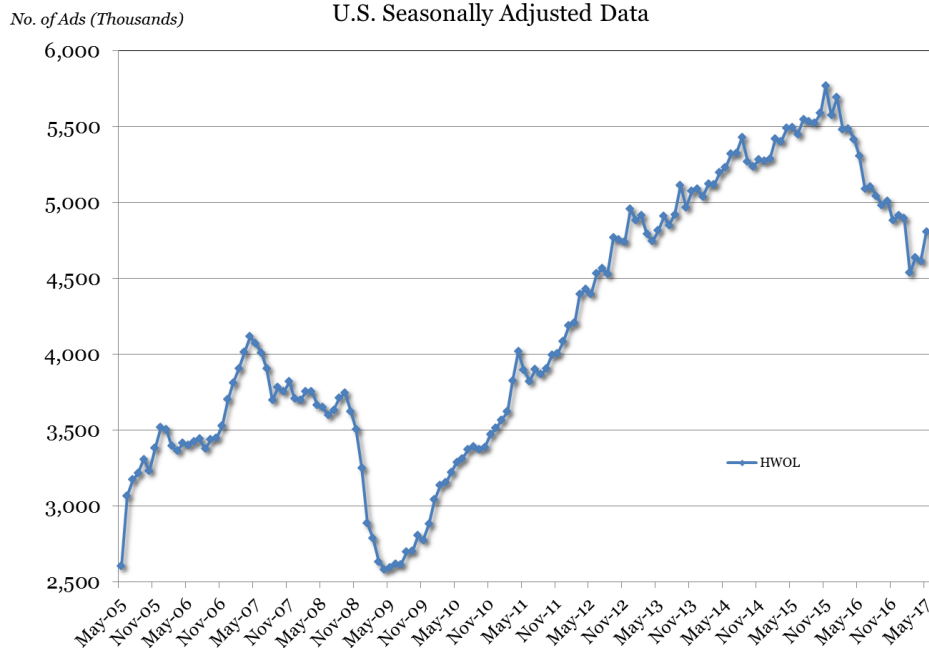
### Online Job Ads Increased 195,600 in May

- **Following the April decrease, HWOL registered a gain in May**
- **All four regions showed gains**
- **Most occupations showed gains over the month**

**NEW YORK, May 31, 2017...**Online advertised vacancies increased 195,600 to 4,809,200 in May, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The April Supply/Demand rate stands at 1.53 unemployed for each advertised vacancy, with a total of 2.4 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 7.1 million in April.

The Professional occupational category saw gains in Healthcare Practitioners (46.4), Computer/Math (25.2), and Management (23.8). The Services/Production occupational category saw gains in Sales (31.8) and Office and Administrative Support (30.6).

Chart 1. Number of Total Online Job Ads  
U.S. Seasonally Adjusted Data



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, all 20 States increased
- Among the 50 States, 45 increased and 5 declined

<b>Table A: State Labor Demand, Selected States, Seasonally Adjusted</b>			
	<b>Total Ads<sup>1</sup></b>	<b>M-O-M</b>	<b>Supply/</b>
	<b>(Thousands)</b>	<b>Change</b>	<b>Demand Rate<sup>2</sup></b>
Location	May-17	May-Apr 17	Apr-17
<b>United States</b>	<b>4,809.2</b>	<b>195.6</b>	<b>1.53</b>
<b>NORTHEAST</b>	<b>929.5</b>	<b>26.1</b>	<b>1.65</b>
Massachusetts	145.3	5.2	1.02
New Jersey	153.7	7.6	1.27
New York	287.6	6.6	1.48
Pennsylvania	203.1	5.8	1.60
<b>SOUTH</b>	<b>1,567.1</b>	<b>59.4</b>	<b>1.99</b>
Florida	255.9	11.1	1.88
Georgia	151.9	5.4	1.72
Maryland	99.3	3.0	1.43
North Carolina	140.7	4.6	1.73
Texas	323.2	8.9	2.15
Virginia	152.7	4.6	1.09
<b>MIDWEST</b>	<b>1,070.6</b>	<b>27.7</b>	<b>1.59</b>
Illinois	185.3	7.7	1.73
Michigan	147.7	6.1	1.63
Minnesota	131.9	2.9	0.88
Missouri	102.9	3.1	1.20
Ohio	165.7	6.1	1.81
Wisconsin	105.1	3.3	0.99
<b>WEST</b>	<b>1,196.6</b>	<b>32.4</b>	<b>1.82</b>
Arizona	96.9	2.6	1.75
California	549.3	15.1	1.73
Colorado	121.7	3.7	0.58
Washington	156.0	6.1	1.14

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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.

## May Changes for States

In May, online labor demand grew in 45 States and declined in 5 States. All four regions experienced increases.

The **Midwest** experienced an increase of 27,700 in May (Table A). **Illinois** grew 7,700 to 185,300 and **Michigan** increased 6,100 to 147,700. **Ohio** increased 6,100 to 165,700. **Minnesota** increased 2,900 to 131,900. **Wisconsin** increased 3,300 to 105,100 and **Missouri** increased 3,100 to 102,900. Among the smaller States in the region, **Indiana** increased 4,500 to 82,200 and **Iowa** increased 1,600 to 57,400. **Nebraska** grew 100 to 29,200 and **South Dakota** fell 5,000 to 11,400. **Kansas** increased 1,100 to 39,500 (Table 3).

The **Northeast** increased 26,100 in May. **New Jersey** increased 7,600 to 153,700. **New York** increased 6,600 to 287,600. **Massachusetts** increased 5,200 to 145,300. **Pennsylvania** increased 5,800 to 203,100. In the smaller States, **Connecticut** fell 600 to 71,700. **Maine** decreased 100 to 16,900 and **New Hampshire** increased 600 to 24,500. **Rhode Island** increased 1,200 to 15,900 and **Vermont** grew 1,100 to 11,400.

The **West** increased 32,400 in May. **California** increased 15,100 to 549,300 and **Washington** increased 6,100 to 156,000. **Colorado** increased 3,700 to 121,700. **Arizona** increased 2,600 to 96,900. Among the smaller States in the West, **Oregon** increased 3,100 to 70,700. **Utah** increased 1,100 to 46,400. **Nevada** increased 400 to 47,300. **Idaho** fell 200 to 22,500 and **New Mexico** increased 200 to 24,800. **Montana** grew 200 to 19,700 and **Hawaii** increased 800 to 20,000.

The **South** increased 59,400 in May. Among the larger States in the region, **Florida** increased 11,100 to 255,900. **Texas** increased 8,900 to 323,200. **Virginia** grew 4,600 to 152,700. **Georgia** increased 5,400 to 151,900. **Maryland** increased 3,000 to 99,300. **North Carolina** grew 4,600 to 140,700. Among the smaller States, **Tennessee** increased 4,000 to 81,400 and **South Carolina** increased 2,300 to 62,900. **Alabama** grew 2,100 to 48,700. **Kentucky** increased 2,200 to 43,300 and **Oklahoma** increased 1,700 to 39,600. **Louisiana** grew 900 to 41,900 and **Delaware** increased 800 to 16,300.

*Supply/Demand Rates:* Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for April 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 (0.58), North Dakota (0.71), South Dakota (0.80), Minnesota (0.88), New Hampshire (0.90), New Hampshire (0.90), Iowa (.93), Hawaii (0.98), and Wisconsin (0.99). The States with the highest Supply/Demand rates were Louisiana (3.00), Mississippi (2.58), and Kentucky (2.57) 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 May, all of the 20 largest metro areas rose
- Among the 52 metro areas, 48 rose, 3 declined, and one was constant (Table 5)

<b>Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted</b>			
	<b>Total Ads<sup>1</sup></b> <b>(Thousands)</b>	<b>M-O-M</b> <b>Change</b> <b>(Thousands)</b>	<b>Supply/</b> <b>Demand Rate<sup>2</sup></b>
Location	May-17	May-Apr 17	Mar-17
<b>United States</b>	<b>4,809.2</b>	<b>195.6</b>	<b>1.53</b>
<b>NORTHEAST</b>	<b>929.5</b>	<b>26.1</b>	<b>1.65</b>
Boston, MA	112.3	4.8	0.84
New York, NY	294.6	10.5	1.42
Philadelphia, PA	101.0	4.8	1.41
<b>SOUTH</b>	<b>1,567.1</b>	<b>59.4</b>	<b>1.99</b>
Atlanta, GA	102.3	4.5	1.46
Baltimore, MD	53.1	2.5	1.28
Dallas, TX	109.4	3.2	1.51
Houston, TX	63.7	2.1	3.23
Miami, FL	69.4	3.3	2.24
Washington, DC	147.5	3.8	0.85
<b>MIDWEST</b>	<b>1,070.6</b>	<b>27.7</b>	<b>1.59</b>
Chicago, IL	148.1	6.7	1.52
Cleveland, OH	31.4	1.6	2.19
Detroit, MI	73.7	3.2	1.69
Minneapolis-St. Paul, MN	93.3	2.6	0.74
<b>WEST</b>	<b>1,196.6</b>	<b>32.4</b>	<b>1.82</b>
Denver, CO	72.0	3.5	0.49
Los Angeles, CA	168.9	5.7	1.80
Phoenix, AZ	67.5	1.7	1.52
San Diego, CA	48.6	0.0	1.38
San Francisco, CA	107.5	5.7	0.84
San Jose, CA	54.4	3.0	0.70
Seattle-Tacoma, WA	105.6	1.8	0.71

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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 May, labor demand rose in 26 metro areas, declined in 23 metro areas, and 3 remained constant. The MSAs with the largest changes in each of the regions were: **Chicago** (6,700) and **Detroit** (3,200) in the **Midwest**; **Los Angeles** (5,700) and **San Francisco** (5,700) in the **West**; **Atlanta** (4,500) and **Washington DC** (3,800) in the **South**; and **New York** (10,500) and **Philadelphia** (4,800) in the **Northeast** (See Table B and Table 5).

The **West** increased 32,400 in May. **San Francisco** increased 5,700 to 107,500. **Los Angeles** increased 5,700 to 168,900 and **Denver** increased 3,500 to 72,000. **Seattle-Tacoma** grew 1,800 to 105,600 and **San Jose** increased 3,000 to 54,400. **Phoenix** increased 1,700 to 67,500 and **Portland** grew 2,600 to 46,200. **Sacramento** grew 1,200 to 29,000 and **Salt Lake City** increased 500 to 24,500. **Honolulu** increased 500 to 13,100 and **Las Vegas** fell 600 to 29,700.

The **South** increased 59,400 in May. **Washington DC** grew 3,800 to 147,500 and **Atlanta** increased 4,500 to 102,300. **Dallas** grew 3,200 to 109,400. **Houston** increased 2,100 to 63,700. **Miami** increased 3,300 to 69,400. **Tampa** increased 800 to 46,300 and **Austin** increased 600 to 38,200. **Baltimore** increased 2,500 to 53,100. **Charlotte** increased 2,300 to 46,400 and **San Antonio** fell 800 to 28,900. **Nashville** increased 2,800 to 35,700. **Birmingham** increased 900 to 14,000. **New Orleans** grew 700 to 16,000. **Louisville** increased 1,100 to 17,400.

The **Northeast** increased 26,100 in May. **New York** increased 10,500 to 294,600 and **Boston** grew 4,800 to 112,300. **Philadelphia** increased 4,800 to 101,000. **Pittsburgh** increased 1,200 to 40,700. **Providence** increased 1,000 to 21,200. **Buffalo** grew 900 to 17,000. **Hartford** increased 1,500 to 28,600 and **Rochester** increased 300 to 14,500.

The **Midwest** experienced an increase of 27,700 in May. **Chicago** increased 6,700 to 148,100. **Detroit** increased 3,200 to 73,700 and **St. Louis** grew 2,600 to 50,700. **Minneapolis-St. Paul** increased 2,600 to 93,300. **Columbus** increased 1,800 to 36,400 and **Cincinnati** increased 1,000 to 35,700. **Kansas City** increased 1,800 to 43,600 and **Cleveland** grew 1,600 to 31,400. **Milwaukee** increased 2,400 to 32,700. **Indianapolis** increased 3,100 to 32,800.

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 March'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 0.49), San Jose (0.70), Seattle-Tacoma (0.71), Minneapolis-St. Paul (0.74), Salt Lake City (0.80), Boston (0.84), San Francisco (0.84), Washington, DC (0.85), Milwaukee (0.95) and Honolulu (0.98) (Table 6). Other favorable markets for job-seekers included Portland (1.03) and Hartford (1.08).

In contrast, unemployed workers face great competition for each advertised position in Riverside (over 3 unemployed for every opening) as well as Houston (over 3 unemployed for every opening). In 50 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 May, all of the largest ten online occupational categories posted increases (Table C)

SOC <sup>1</sup>	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate <sup>2</sup>	Average Hourly Wage <sup>3</sup>
		May-17	May-Apr 17	Apr-17	Apr-17	
29	Healthcare practitioners and technical	642.4	46.4	89.5	0.15	\$38.06
15	Computer and mathematical science	542.1	25.2	148.1	0.29	\$42.25
43	Office and administrative support	507.4	30.6	651.5	1.37	\$17.91
41	Sales and related	489.5	31.8	719.0	1.57	\$19.50
11	Management	412.7	23.8	305.2	0.78	\$56.74
53	Transportation and material moving	299.4	2.8	564.6	1.90	\$17.34
13	Business and financial operations	298.6	15.7	281.6	1.00	\$36.09
35	Food preparation and serving related	207.6	1.8	567.4	2.76	\$11.47
49	Installation, maintenance, and repair	202.4	1.2	149.8	0.74	\$22.45
25	Education, training, and library	169.8	1.9	260.2	1.55	\$26.21

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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 May

In May, all of the ten largest online occupational categories posted increases.

**Healthcare practitioners and technical** ads increased 46,400 to 642,400. The supply/demand rate lies at 0.15, i.e. over 6 advertised openings per unemployed job-seeker (see Table C and Table 7).

**Computer and mathematical science** ads increased 25,200 to 542,100. The supply/demand rate lies at 0.29, i.e. over 3 advertised openings per unemployed job-seeker.

**Management** ads increased 23,800 to 412,700. The supply/demand rate lies at 0.78, more than 1 advertised opening per unemployed job-seeker.

**Business and finance** ads increased 15,700 to 298,600. The supply/demand rate lies at 1.00, i.e. 1 unemployed job-seeker for every advertised available opening.

**Sales and related** ads increased 31,800 to 489,500. The supply/demand rate for these occupations lies at 1.57, more than 1 unemployed job-seeker for every advertised available opening.

**Office and administrative support** ads increased 30,600 to 507,400. The supply/demand rate lies at 1.37, 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](mailto: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](mailto:Jeanne.Shu@conference-board.org).

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*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](http://www.bls.gov).

## The Conference Board

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### Publication Schedule, Help Wanted OnLine Data Series

#### Data for the Month

June 2017

July 2017

August 2017

September, 2017

October 2017

November 2017

#### Release Date

July 5, 2017

August 2, 2017

August 30, 2017

October 4, 2017

November 1, 2017

December 6, 2017



<b>Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted</b>								
Location <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	May-16	Apr-17	May-17	May-Apr 17	May-16	Apr-17	May-17	May-Apr 17
<b>United States</b>	<b>5,308.6</b>	<b>4,613.6</b>	<b>4,809.2</b>	<b>195.6</b>	<b>2,351.8</b>	<b>1,997.8</b>	<b>2,020.5</b>	<b>22.7</b>
New England	330.2	278.0	284.9	6.9	142.6	112.1	114.4	2.4
Middle Atlantic	688.9	625.4	644.6	19.2	299.2	266.0	265.0	-1.0
South Atlantic	1,013.4	898.9	934.3	35.4	446.8	395.9	390.8	-5.1
East North Central	758.9	657.0	683.7	26.7	317.6	270.7	271.8	1.1
East South Central	228.7	189.9	200.1	10.2	93.8	76.1	79.3	3.2
West North Central	427.4	385.9	386.9	1.0	176.5	156.2	149.3	-6.9
West South Central	501.7	418.9	432.7	13.8	215.0	182.3	181.7	-0.6
Mountain	431.4	377.4	387.6	10.2	197.5	175.1	169.9	-5.3
Pacific	894.5	786.8	809.0	22.2	445.5	380.3	376.0	-4.2

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.

<b>Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted</b>						
Location <sup>2</sup>	Total Ads Rate <sup>1</sup> (Percent)			New Ads Rate <sup>1</sup> (Percent)		
	May-16	Apr-17	May-17	May-16	Apr-17	May-17
<b>United States</b>	<b>3.35</b>	<b>2.88</b>	<b>3.00</b>	<b>1.48</b>	<b>1.25</b>	<b>1.26</b>
New England	4.23	3.49	3.58	1.83	1.41	1.44
Middle Atlantic	3.35	3.03	3.13	1.46	1.29	1.29
South Atlantic	3.29	2.84	2.96	1.45	1.25	1.24
East North Central	3.23	2.78	2.89	1.35	1.15	1.15
East South Central	2.68	2.17	2.28	1.10	0.87	0.91
West North Central	3.83	3.46	3.47	1.58	1.40	1.34
West South Central	2.71	2.22	2.30	1.16	0.97	0.96
Mountain	3.72	3.18	3.27	1.70	1.48	1.43
Pacific	3.47	3.03	3.11	1.73	1.46	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 <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	May-16	Apr-17	May-17	May-Apr 17	May-16	Apr-17	May-17	May-Apr 17
<b>United States</b>	<b>5,308.6</b>	<b>4,613.6</b>	<b>4,809.2</b>	<b>195.6</b>	<b>2,351.8</b>	<b>1,997.8</b>	<b>2,020.5</b>	<b>22.7</b>
Alabama	52.9	46.6	48.7	2.1	22.0	18.2	19.3	1.1
Alaska	15.7	13.3	14.6	1.3	6.7	5.8	6.6	0.8
Arizona	108.7	94.2	96.9	2.6	50.8	43.9	43.0	-0.9
Arkansas	33.6	26.4	28.0	1.5	13.6	10.2	11.5	1.3
California	614.7	534.2	549.3	15.1	298.8	261.4	256.0	-5.4
Colorado	126.4	118.0	121.7	3.7	60.2	56.3	56.1	-0.2
Connecticut	85.7	72.2	71.7	-0.6	39.7	25.1	27.4	2.2
Delaware	17.4	15.5	16.3	0.8	7.0	6.0	5.8	-0.2
Florida	278.6	244.8	255.9	11.1	135.2	121.0	120.6	-0.4
Georgia	167.8	146.5	151.9	5.4	73.0	61.4	60.6	-0.7
Hawaii	21.1	19.2	20.0	0.8	11.0	10.3	10.3	0.0
Idaho	25.8	22.7	22.5	-0.2	12.8	11.0	10.1	-0.9
Illinois	204.3	177.6	185.3	7.7	82.7	71.7	70.4	-1.3
Indiana	90.9	77.7	82.2	4.5	35.6	29.6	31.4	1.7
Iowa	66.7	55.8	57.4	1.6	26.3	21.3	20.6	-0.7
Kansas	45.0	38.4	39.5	1.1	17.8	14.8	14.8	0.0
Kentucky	53.5	41.1	43.3	2.2	21.1	16.1	16.5	0.4
Louisiana	49.0	41.0	41.9	0.9	21.2	17.3	16.2	-1.1
Maine	28.6	17.0	16.9	-0.1	10.5	6.8	6.7	-0.2
Maryland	110.4	96.3	99.3	3.0	44.9	36.9	37.2	0.3
Massachusetts	158.9	140.1	145.3	5.2	67.5	58.6	57.8	-0.8
Michigan	163.3	141.6	147.7	6.1	71.3	60.8	60.0	-0.8
Minnesota	141.8	129.0	131.9	2.9	60.7	55.1	51.6	-3.5
Mississippi	30.7	25.1	26.4	1.3	12.0	9.0	9.9	0.9
Missouri	98.8	99.9	102.9	3.1	41.7	41.8	40.4	-1.4
Montana	21.6	19.5	19.7	0.2	10.4	8.4	8.6	0.2
Nebraska	37.6	29.1	29.2	0.1	14.9	11.5	11.7	0.2
Nevada	49.4	46.9	47.3	0.4	22.7	23.3	21.2	-2.1
New Hampshire	28.1	23.8	24.5	0.6	11.9	10.5	10.2	-0.3
New Jersey	160.6	146.1	153.7	7.6	68.8	63.7	64.4	0.7
New Mexico	29.2	24.6	24.8	0.2	12.3	9.5	9.4	-0.1
New York	306.9	281.0	287.6	6.6	140.8	125.3	122.6	-2.8
North Carolina	143.2	136.1	140.7	4.6	62.8	61.2	59.1	-2.1
North Dakota	17.9	15.9	15.1	-0.8	7.3	6.2	5.6	-0.6
Ohio	192.3	159.6	165.7	6.1	80.6	67.5	66.4	-1.2
Oklahoma	46.5	37.9	39.6	1.7	18.4	16.1	17.1	1.1
Oregon	81.8	67.7	70.7	3.1	44.3	36.8	37.1	0.4
Pennsylvania	221.4	197.3	203.1	5.8	89.8	77.9	78.2	0.3
Rhode Island	16.6	14.7	15.9	1.2	7.6	6.9	7.2	0.3
South Carolina	66.2	60.6	62.9	2.3	27.7	25.8	26.4	0.5
South Dakota	19.7	16.4	11.4	-5.0	7.2	5.4	4.2	-1.2
Tennessee	91.4	77.4	81.4	4.0	38.7	33.1	33.5	0.4
Texas	372.5	314.3	323.2	8.9	162.0	138.4	137.0	-1.4
Utah	61.8	45.3	46.4	1.1	25.7	18.4	18.5	0.0
Vermont	12.9	10.3	11.4	1.1	5.5	4.4	5.3	0.9
Virginia	168.7	148.1	152.7	4.6	68.0	57.4	56.8	-0.6
Washington	162.9	149.9	156.0	6.1	88.1	65.0	69.0	4.0
West Virginia	20.9	19.0	19.3	0.3	8.5	7.4	7.1	-0.3
Wisconsin	110.6	101.8	105.1	3.3	46.8	41.2	43.4	2.2
Wyoming	8.5	7.9	8.4	0.5	3.2	3.0	3.5	0.4

**Source: The Conference Board**

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

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

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**Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted**

Location	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	May-16	Apr-17	May-17	Apr-17	Apr-17	Apr-17	Apr-17
<b>United States</b>	<b>3.35</b>	<b>2.88</b>	<b>3.00</b>	<b>4.4</b>	<b>7,056.00</b>	<b>4,613.6</b>	<b>1.53</b>
Alabama	2.45	2.11	2.21	5.4	119.26	46.6	2.56
Alaska	4.36	3.63	3.98	6.6	24.03	13.3	1.81
Arizona	3.37	2.83	2.91	5.0	165.32	94.2	1.75
Arkansas	2.50	1.96	2.07	3.5	47.70	26.4	1.81
California	3.23	2.79	2.86	4.8	923.23	534.2	1.73
Colorado	4.39	4.01	4.13	2.3	68.34	118.0	0.58
Connecticut	4.53	3.76	3.73	4.9	93.65	72.2	1.30
Delaware	3.66	3.25	3.41	4.6	21.97	15.5	1.42
Florida	2.85	2.41	2.52	4.5	460.29	244.8	1.88
Georgia	3.43	2.91	3.02	5.0	252.64	146.5	1.72
Hawaii	3.10	2.75	2.87	2.7	18.87	19.2	0.98
Idaho	3.18	2.76	2.73	3.4	27.58	22.7	1.21
Illinois	3.12	2.73	2.85	4.7	307.03	177.6	1.73
Indiana	2.73	2.33	2.46	3.6	118.64	77.7	1.53
Iowa	3.92	3.30	3.39	3.1	52.09	55.8	0.93
Kansas	3.04	2.58	2.66	3.7	54.84	38.4	1.43
Kentucky	2.69	1.97	2.08	5.1	105.42	41.1	2.57
Louisiana	2.30	1.93	1.97	5.8	123.02	41.0	3.00
Maine	4.14	2.42	2.41	3.0	20.94	17.0	1.23
Maryland	3.49	2.98	3.07	4.3	137.66	96.3	1.43
Massachusetts	4.43	3.79	3.93	3.9	143.10	140.1	1.02
Michigan	3.39	2.88	3.01	4.7	231.46	141.6	1.63
Minnesota	4.74	4.26	4.36	3.8	113.75	129.0	0.88
Mississippi	2.40	1.92	2.02	5.0	64.69	25.1	2.58
Missouri	3.19	3.23	3.33	3.9	119.47	99.9	1.20
Montana	4.11	3.72	3.76	3.8	19.92	19.5	1.02
Nebraska	3.72	2.90	2.90	3.0	30.05	29.1	1.03
Nevada	3.47	3.26	3.28	4.7	67.34	46.9	1.44
New Hampshire	3.76	3.17	3.25	2.8	21.41	23.8	0.90
New Jersey	3.56	3.23	3.39	4.1	185.09	146.1	1.27
New Mexico	3.16	2.63	2.65	6.7	62.74	24.6	2.55
New York	3.22	2.91	2.98	4.3	416.85	281.0	1.48
North Carolina	2.95	2.75	2.85	4.7	234.77	136.1	1.73
North Dakota	4.31	3.78	3.58	2.7	11.35	15.9	0.71
Ohio	3.37	2.76	2.86	5.0	288.28	159.6	1.81
Oklahoma	2.55	2.07	2.16	4.3	78.31	37.9	2.06
Oregon	3.98	3.24	3.38	3.7	76.71	67.7	1.13
Pennsylvania	3.44	3.05	3.14	4.9	314.79	197.3	1.60
Rhode Island	3.01	2.65	2.86	4.3	23.93	14.7	1.63
South Carolina	2.88	2.60	2.69	4.3	101.51	60.6	1.67
South Dakota	4.36	3.57	2.49	2.8	13.01	16.4	0.80
Tennessee	2.92	2.42	2.54	4.7	151.32	77.4	1.96
Texas	2.82	2.32	2.39	5.0	676.31	314.3	2.15
Utah	4.11	2.90	2.97	3.1	49.23	45.3	1.09
Vermont	3.75	2.96	3.27	3.1	10.75	10.3	1.05
Virginia	4.00	3.44	3.55	3.8	161.86	148.1	1.09
Washington	4.49	4.06	4.23	4.6	171.00	149.9	1.14
West Virginia	2.67	2.43	2.47	4.8	37.17	19.0	1.96
Wisconsin	3.55	3.23	3.34	3.2	100.46	101.8	0.99
Wyoming	2.81	2.62	2.80	4.3	12.87	7.9	1.62

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 <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	May-16	Apr-17	May-17	May-Apr 17	May-16	Apr-17	May-17	May-Apr 17
Birmingham, AL	15.1	13.1	14.0	0.9	6.2	5.0	5.8	0.7
Phoenix, AZ	76.3	65.8	67.5	1.7	35.3	31.4	30.4	0.4
Tucson, AZ	13.0	12.3	12.2	-0.1	5.4	5.5	5.0	0.2
Los Angeles, CA	187.0	163.3	168.9	5.7	91.3	80.9	79.1	0.9
Riverside, CA	35.6	30.8	31.7	1.0	16.3	14.6	14.3	0.1
Sacramento, CA	32.7	27.8	29.0	1.2	16.3	14.2	14.4	-0.2
San Diego, CA	52.6	48.6	48.6	0.0	27.3	25.0	23.7	0.2
San Francisco, CA	121.7	101.8	107.5	5.7	59.4	49.5	50.7	-0.2
San Jose, CA	59.4	51.4	54.4	3.0	24.9	21.6	22.5	-0.7
Denver, CO	74.1	68.5	72.0	3.5	34.5	32.9	33.3	0.1
Hartford, CT	33.7	27.2	28.6	1.5	15.0	9.5	10.6	-1.3
Washington, DC	165.0	143.7	147.5	3.8	67.3	56.2	54.9	-0.5
Jacksonville, FL	20.6	18.8	19.5	0.7	10.0	9.6	9.7	0.1
Miami, FL	77.3	66.1	69.4	3.3	37.8	32.3	32.6	-1.2
Orlando, FL	37.6	34.2	36.6	2.4	17.4	16.4	16.4	0.1
Tampa, FL	51.1	45.5	46.3	0.8	24.8	21.6	21.3	0.1
Atlanta, GA	109.8	97.7	102.3	4.5	46.8	41.9	41.9	0.7
Honolulu, HI	14.6	12.6	13.1	0.5	7.8	7.1	7.2	0.0
Chicago, IL	156.9	141.4	148.1	6.7	63.7	57.4	57.3	0.4
Indianapolis, IN	34.6	29.8	32.8	3.1	13.7	11.9	13.8	-0.9
Louisville, KY	21.4	16.3	17.4	1.1	8.4	6.5	6.8	-0.7
New Orleans, LA	16.9	15.4	16.0	0.7	6.9	6.8	6.2	0.3
Baltimore, MD	57.3	50.6	53.1	2.5	22.7	19.5	20.4	-1.4
Boston, MA	123.1	107.5	112.3	4.8	52.6	44.7	44.6	-1.8
Detroit, MI	76.6	70.5	73.7	3.2	31.8	29.3	29.8	1.2
Minneapolis-St. Paul, MN	98.8	90.7	93.3	2.6	42.4	39.7	37.3	0.9
Kansas City, MO	42.9	41.8	43.6	1.8	17.5	17.5	17.0	0.3
St. Louis, MO	48.6	48.0	50.7	2.6	19.5	20.2	19.4	0.8
Las Vegas, NV	32.9	30.3	29.7	-0.6	15.3	15.1	13.2	1.2
Buffalo, NY	18.2	16.1	17.0	0.9	7.7	6.8	7.2	-0.1
New York, NY	309.1	284.1	294.6	10.5	138.3	126.0	125.5	0.5
Rochester, NY	14.9	14.2	14.5	0.3	6.4	6.3	5.9	0.3
Charlotte, NC	44.6	44.2	46.4	2.3	19.4	19.5	20.0	0.0
Cincinnati, OH	41.1	34.6	35.7	1.0	16.2	14.5	13.7	-0.5
Cleveland, OH	35.9	29.8	31.4	1.6	14.4	12.2	12.6	0.1
Columbus, OH	40.6	34.6	36.4	1.8	17.6	15.0	15.3	-1.3
Oklahoma City, OK	18.5	16.8	17.3	0.5	7.5	7.1	7.1	-0.3
Portland, OR	50.5	43.6	46.2	2.6	27.3	23.4	24.3	-0.4
Philadelphia, PA	108.3	96.3	101.0	4.8	43.3	38.7	38.9	-0.5
Pittsburgh, PA	43.7	39.5	40.7	1.2	17.4	16.1	15.6	0.3
Providence, RI	22.4	20.2	21.2	1.0	9.8	9.1	9.1	-0.5
Memphis, TN	17.1	15.3	15.6	0.3	6.9	6.1	5.7	-0.6
Nashville, TN	36.8	32.9	35.7	2.8	15.6	14.9	15.4	0.1
Austin, TX	41.3	37.6	38.2	0.6	20.1	18.0	18.0	-0.4
Dallas, TX	123.6	106.1	109.4	3.2	53.3	45.5	45.6	-2.5
Houston, TX	74.9	61.6	63.7	2.1	30.9	27.3	27.9	-0.2
San Antonio, TX	33.2	29.8	28.9	-0.8	15.0	13.4	12.2	-0.1
Salt Lake City, UT	33.8	24.0	24.5	0.5	14.1	9.6	9.5	0.1
Richmond, VA	21.6	20.5	20.9	0.4	9.2	9.1	8.8	-0.4
Virginia Beach, VA	25.3	21.9	23.6	1.7	10.8	9.5	10.1	-0.9
Seattle-Tacoma, WA	107.0	103.7	105.6	1.8	54.8	42.1	44.6	-0.9
Milwaukee, WI	32.1	30.3	32.7	2.4	13.3	12.5	13.5	-0.2

**Source: The Conference Board**

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

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

3. Metropolitan areas use the 2015 OMB county-based MSA definitions.

Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted							
Location <sup>4</sup>	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	May-16	Apr-17	May-17	Mar-17	Mar-17	Mar-17	Mar-17
Birmingham, AL	2.82	2.43	2.59	5.1	27.5	13.4	2.05
Phoenix, AZ	3.43	2.85	2.92	4.3	99.5	65.4	1.52
Tucson, AZ	2.75	2.57	2.55	4.7	22.3	12.2	1.83
Los Angeles, CA	2.82	2.44	2.52	4.3	290.0	160.8	1.80
Riverside, CA	1.80	1.54	1.58	5.4	107.5	30.5	3.53
Sacramento, CA	3.05	2.60	2.72	4.8	51.1	28.2	1.81
San Diego, CA	3.35	3.10	3.10	4.2	65.5	47.5	1.38
San Francisco, CA	4.79	4.00	4.23	3.4	85.6	102.3	0.84
San Jose, CA	5.63	4.88	5.16	3.4	36.0	51.3	0.70
Denver, CO	4.83	4.37	4.59	2.1	33.6	68.2	0.49
Hartford, CT	5.46	4.34	4.58	4.9	30.4	28.1	1.08
Washington, DC	5.00	4.26	4.37	3.7	124.0	145.1	0.85
Jacksonville, FL	2.81	2.48	2.57	4.3	32.8	18.7	1.75
Miami, FL	2.55	2.12	2.22	4.8	150.6	67.1	2.24
Orlando, FL	3.01	2.63	2.82	4.1	53.1	33.6	1.58
Tampa, FL	3.48	2.99	3.05	4.3	65.2	44.4	1.47
Atlanta, GA	3.75	3.25	3.40	4.8	143.6	98.3	1.46
Honolulu, HI	3.10	2.60	2.71	2.6	12.3	12.6	0.98
Chicago, IL	3.18	2.90	3.04	4.4	212.3	139.4	1.52
Indianapolis, IN	3.34	2.86	3.16	3.3	34.8	30.6	1.14
Louisville, KY	3.35	2.46	2.63	4.1	27.1	17.4	1.56
New Orleans, LA	2.82	2.57	2.68	5.1	30.7	15.3	2.01
Baltimore, MD	3.87	3.36	3.53	4.5	67.0	52.4	1.28
Boston, MA	4.65	3.96	4.14	3.4	92.2	109.5	0.84
Detroit, MI	3.72	3.36	3.51	5.6	117.8	69.9	1.69
Minneapolis-St. Paul, MN	5.10	4.63	4.76	3.4	66.4	90.1	0.74
Kansas City, MO	3.81	3.69	3.84	4.0	45.6	42.0	1.09
St. Louis, MO	3.28	3.28	3.46	3.8	56.3	47.2	1.19
Las Vegas, NV	3.16	2.88	2.82	4.9	51.5	30.1	1.71
Buffalo, NY	3.32	2.96	3.12	4.8	26.4	16.0	1.65
New York, NY	3.09	2.83	2.93	4.0	405.6	285.5	1.42
Rochester, NY	2.85	2.75	2.81	4.5	23.2	14.0	1.66
Charlotte, NC	3.50	3.37	3.54	4.5	59.2	43.4	1.36
Cincinnati, OH	3.80	3.13	3.23	4.1	45.4	35.3	1.28
Cleveland, OH	3.49	2.89	3.05	6.3	64.5	29.5	2.19
Columbus, OH	3.87	3.24	3.41	3.9	41.8	35.2	1.19
Oklahoma City, OK	2.78	2.50	2.57	3.8	25.9	17.3	1.50
Portland, OR	3.97	3.38	3.59	3.5	44.7	43.5	1.03
Philadelphia, PA	3.51	3.11	3.26	4.5	138.8	98.4	1.41
Pittsburgh, PA	3.59	3.25	3.35	5.1	62.1	39.0	1.59
Providence, RI	3.30	2.95	3.10	4.3	29.2	20.4	1.43
Memphis, TN	2.74	2.42	2.47	5.0	31.8	15.5	2.05
Nashville, TN	3.81	3.28	3.56	3.7	36.8	32.6	1.13
Austin, TX	3.74	3.31	3.37	3.7	42.1	37.6	1.12
Dallas, TX	3.37	2.80	2.89	4.3	162.9	107.7	1.51
Houston, TX	2.28	1.85	1.92	5.9	195.2	60.5	3.23
San Antonio, TX	2.94	2.58	2.50	4.2	48.2	29.7	1.62
Salt Lake City, UT	5.34	3.66	3.74	3.0	19.5	24.4	0.80
Richmond, VA	3.27	3.06	3.12	3.8	25.9	20.8	1.25
Virginia Beach, VA	3.03	2.61	2.81	4.1	34.6	22.4	1.54
Seattle-Tacoma, WA	5.30	5.04	5.13	3.5	73.0	102.6	0.71
Milwaukee, WI	3.88	3.68	3.97	3.5	28.6	30.1	0.95

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 <sup>1</sup> , Seasonally Adjusted								
SOC <sup>2</sup>	Occupation <sup>3</sup>	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed <sup>4</sup> (Thousands)	Supply/ Demand Rate <sup>5</sup>	Average Hourly Wage <sup>6</sup>
		May-16	Apr-17	May-17	May-Apr 17	Apr-17	Apr-17	
	Total	5,308.6	4,613.6	4,809.2	195.6	7,056.0	1.53	\$23.86
11	Management	461.8	388.8	412.7	23.8	305.2	0.78	\$56.74
13	Business and financial operations	313.3	282.9	298.6	15.7	281.6	1.00	\$36.09
15	Computer and mathematical science	591.2	516.9	542.1	25.2	148.1	0.29	\$42.25
17	Architecture and engineering	152.1	143.7	153.4	9.7	83.6	0.58	\$40.53
19	Life, physical, and social science	60.8	54.3	58.2	4.0	32.2	0.59	\$35.06
21	Community and social services	102.8	94.3	92.5	-1.8	25.7	0.27	\$22.69
23	Legal	25.2	21.0	20.6	-0.3	18.7	0.89	\$50.95
25	Education, training, and library	177.6	167.9	169.8	1.9	260.2	1.55	\$26.21
27	Arts, design, entertainment, sports, and media	120.7	96.3	99.3	3.1	158.6	1.65	\$28.07
29	Healthcare practitioners and technical	694.9	596.1	642.4	46.4	89.5	0.15	\$38.06
31	Healthcare support	131.1	117.1	123.3	6.2	172.9	1.48	\$14.65
33	Protective service	60.4	59.8	65.9	6.0	114.8	1.92	\$22.03
35	Food preparation and serving related	263.6	205.8	207.6	1.8	567.4	2.76	\$11.47
37	Building and grounds cleaning and maintenance	106.3	96.9	101.5	4.6	390.3	4.03	\$13.47
39	Personal care and service	72.2	63.1	62.0	-1.1	326.0	5.17	\$12.74
41	Sales and related	557.9	457.7	489.5	31.8	719.0	1.57	\$19.50
43	Office and administrative support	559.9	476.8	507.4	30.6	651.5	1.37	\$17.91
45	Farming, fishing, and forestry	8.6	8.0	7.7	-0.4	119.4	14.84	\$13.37
47	Construction and extraction	122.7	121.0	116.8	-4.3	667.4	5.51	\$23.51
49	Installation, maintenance, and repair	209.9	201.2	202.4	1.2	149.8	0.74	\$22.45
51	Production	142.5	135.5	141.2	5.7	420.8	3.11	\$17.88
53	Transportation and material moving	378.3	296.6	299.4	2.8	564.6	1.90	\$17.34

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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<b>Table 8: State Occupational Demand and Pay<sup>1</sup>, Not Seasonally Adjusted</b>						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-17	Wage <sup>2</sup>	May-17	Wage <sup>2</sup>	May-17	Wage <sup>2</sup>
<b>United States</b>	<b>727,455</b>	<b>\$46.28</b>	<b>1,808,808</b>	<b>\$34.08</b>	<b>614,116</b>	<b>\$13.62</b>
Alabama	5,201	\$43.14	17,551	\$30.62	5,337	\$11.50
Alaska	1,512	\$45.62	6,766	\$37.10	2,045	\$16.87
Arizona	13,396	\$40.48	35,904	\$31.82	13,033	\$13.48
Arkansas	3,315	\$36.63	9,223	\$27.17	3,379	\$11.26
California	92,919	\$51.12	212,330	\$39.97	69,498	\$15.76
Colorado	16,565	\$46.41	43,904	\$35.55	19,279	\$13.98
Connecticut	12,184	\$53.22	31,706	\$31.59	6,445	\$15.52
Delaware	3,515	\$48.23	6,216	\$35.92	1,615	\$13.46
Florida	35,379	\$42.10	82,484	\$31.47	39,320	\$13.21
Georgia	24,710	\$44.86	59,183	\$31.88	16,338	\$11.85
Hawaii	2,231	\$40.62	5,212	\$32.45	4,492	\$16.01
Idaho	2,121	\$36.16	7,859	\$27.91	3,543	\$12.15
Illinois	33,603	\$45.67	71,683	\$33.64	19,810	\$14.20
Indiana	8,741	\$38.21	29,430	\$29.59	10,435	\$11.98
Iowa	6,234	\$38.62	19,550	\$28.99	7,634	\$12.33
Kansas	4,951	\$40.20	14,601	\$28.69	4,490	\$11.99
Kentucky	4,761	\$37.96	13,994	\$28.75	5,376	\$11.70
Louisiana	4,603	\$13.44	12,897	\$28.21	5,896	\$11.22
Maine	1,716	\$38.50	6,986	\$30.32	3,136	\$12.90
Maryland	15,346	\$49.12	44,298	\$38.21	10,763	\$14.58
Massachusetts	26,293	\$52.66	61,948	\$38.61	17,018	\$16.19
Michigan	18,170	\$43.45	57,260	\$28.46	20,114	\$12.80
Minnesota	18,845	\$44.87	50,296	\$33.60	18,134	\$13.65
Mississippi	2,534	\$35.34	7,973	\$26.54	3,824	\$11.02
Missouri	14,270	\$41.60	39,328	\$30.02	12,913	\$12.08
Montana	1,652	\$34.83	6,355	\$27.20	3,883	\$12.44
Nebraska	3,679	\$39.43	10,265	\$22.32	3,894	\$12.73
Nevada	6,106	\$41.28	14,646	\$33.08	8,713	\$14.07
New Hampshire	2,484	\$46.62	9,443	\$33.78	3,042	\$13.86
New Jersey	28,911	\$54.35	59,388	\$37.07	17,465	\$15.53
New Mexico	2,483	\$38.01	12,363	\$32.27	2,640	\$12.18
New York	59,654	\$57.43	106,979	\$38.01	36,212	\$15.72
North Carolina	20,838	\$45.81	56,592	\$31.55	17,025	\$11.92
North Dakota	1,511	\$39.34	5,203	\$28.92	1,671	\$13.92
Ohio	23,189	\$41.52	53,258	\$31.75	21,570	\$12.65
Oklahoma	4,001	\$38.99	13,345	\$28.09	4,931	\$7.11
Oregon	8,772	\$42.39	25,167	\$34.55	11,353	\$14.29
Pennsylvania	29,979	\$45.43	70,485	\$32.34	26,680	\$13.02
Rhode Island	2,661	\$48.06	5,840	\$35.24	2,268	\$14.46
South Carolina	6,587	\$38.65	22,609	\$29.69	9,197	\$11.66
South Dakota	1,487	\$38.16	3,882	\$26.84	1,492	\$11.96
Tennessee	10,867	\$39.54	26,789	\$29.09	10,391	\$11.83
Texas	48,310	\$47.18	117,089	\$33.41	38,186	\$12.63
Utah	5,166	\$38.58	15,023	\$30.41	6,444	\$12.37
Vermont	1,291	\$39.52	4,586	\$30.16	1,918	\$14.84
Virginia	24,934	\$49.34	70,673	\$36.53	16,380	\$13.61
Washington	26,322	\$46.56	63,868	\$37.48	19,888	\$15.83
West Virginia	1,846	\$35.61	7,092	\$27.86	2,538	\$11.66
Wisconsin	13,312	\$40.18	34,482	\$30.40	13,969	\$12.53
Wyoming	891	\$41.32	3,031	\$28.97	1,039	\$11.81

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
	May-17	Wage <sup>1</sup>	May-17	Wage <sup>1</sup>	May-17	Wage <sup>1</sup>
<b>United States</b>	<b>1,021,132</b>	<b>\$18.54</b>	<b>355,785</b>	<b>\$22.60</b>	<b>461,431</b>	<b>\$17.60</b>
Alabama	10,852	\$7.20	4,691	\$20.52	6,884	\$16.16
Alaska	3,039	\$19.87	1,194	\$30.72	971	\$24.18
Arizona	23,282	\$17.33	8,082	\$20.63	7,543	\$17.35
Arkansas	6,472	\$15.52	2,426	\$18.34	4,109	\$15.74
California	118,679	\$20.19	30,670	\$23.82	39,260	\$17.79
Colorado	25,419	\$19.99	11,505	\$22.54	10,431	\$18.87
Connecticut	14,549	\$21.28	3,799	\$25.68	5,156	\$19.26
Delaware	3,321	\$18.22	1,082	\$23.62	1,314	\$16.51
Florida	63,168	\$17.24	23,451	\$19.19	19,010	\$16.24
Georgia	30,556	\$17.57	11,711	\$20.36	16,041	\$16.16
Hawaii	5,597	\$18.02	1,544	\$28.73	1,352	\$20.85
Idaho	4,810	\$16.19	2,948	\$19.61	3,117	\$16.84
Illinois	39,084	\$18.96	9,473	\$26.75	17,153	\$17.78
Indiana	17,484	\$17.04	6,178	\$21.97	11,760	\$17.17
Iowa	12,588	\$16.86	5,302	\$21.13	7,941	\$16.99
Kansas	8,501	\$17.10	3,344	\$21.38	4,860	\$17.82
Kentucky	9,946	\$16.17	3,440	\$21.08	6,380	\$17.42
Louisiana	10,140	\$15.47	4,167	\$20.97	4,673	\$19.29
Maine	3,365	\$16.53	1,378	\$20.46	1,614	\$17.16
Maryland	18,770	\$19.36	6,381	\$23.63	7,451	\$18.61
Massachusetts	28,464	\$21.51	7,826	\$27.63	10,206	\$18.75
Michigan	29,285	\$17.93	11,981	\$22.63	16,164	\$17.55
Minnesota	26,216	\$19.60	8,885	\$24.89	14,455	\$18.35
Mississippi	6,183	\$14.86	2,532	\$19.10	4,166	\$15.99
Missouri	22,149	\$17.08	7,300	\$22.63	11,171	\$16.90
Montana	4,409	\$16.25	2,706	\$21.79	2,419	\$18.18
Nebraska	6,401	\$16.85	2,877	\$20.61	3,760	\$17.49
Nevada	11,150	\$17.21	4,249	\$23.82	4,361	\$17.53
New Hampshire	5,647	\$19.30	1,960	\$23.00	2,782	\$17.81
New Jersey	32,224	\$20.18	8,912	\$26.58	12,344	\$17.92
New Mexico	4,104	\$16.07	1,800	\$20.14	1,894	\$17.62
New York	62,810	\$22.00	15,783	\$27.50	19,279	\$19.00
North Carolina	25,972	\$17.70	12,000	\$19.49	13,372	\$15.86
North Dakota	3,114	\$18.22	2,179	\$25.33	2,347	\$21.37
Ohio	38,080	\$17.73	13,032	\$22.08	22,115	\$17.24
Oklahoma	9,070	\$16.49	3,806	\$20.66	5,578	\$17.28
Oregon	15,373	\$7.52	6,548	\$22.91	8,506	\$17.78
Pennsylvania	43,648	\$18.33	14,535	\$22.76	23,775	\$17.69
Rhode Island	3,532	\$20.03	1,111	\$24.25	1,558	\$17.56
South Carolina	13,204	\$15.98	6,977	\$19.61	7,341	\$16.79
South Dakota	2,570	\$16.11	1,189	\$19.46	1,547	\$15.84
Tennessee	18,438	\$16.76	6,615	\$20.21	10,978	\$16.07
Texas	70,424	\$18.56	26,690	\$20.77	31,774	\$18.21
Utah	11,407	\$17.20	4,417	\$21.19	6,341	\$17.43
Vermont	2,302	\$18.45	830	\$21.58	1,121	\$18.35
Virginia	26,475	\$18.52	8,823	\$21.83	9,485	\$17.81
Washington	28,742	\$19.98	12,024	\$25.75	12,530	\$20.68
West Virginia	4,404	\$14.78	1,690	\$20.51	2,459	\$17.29
Wisconsin	23,081	\$17.89	8,522	\$23.08	16,138	\$17.56
Wyoming	1,697	\$17.23	1,050	\$25.04	1,107	\$22.47

**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 <sup>1</sup> , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-17	Wage <sup>2*</sup>	May-17	Wage <sup>2*</sup>	May-17	Wage <sup>2*</sup>
<b>United States</b>	<b>727,455</b>	<b>\$46.28</b>	<b>1,808,808</b>	<b>\$34.08</b>	<b>614,116</b>	<b>\$13.62</b>
Birmingham, AL	1,653	\$44.34	4,845	\$32.77	1,559	\$11.93
Phoenix, AZ	10,383	\$41.61	23,211	\$32.52	8,871	\$13.40
Tucson, AZ	1,471	\$37.52	5,251	\$31.33	1,753	\$13.43
Los Angeles, CA	30,881	\$49.93	59,352	\$39.29	22,280	\$15.41
Riverside, CA	3,668	\$42.62	9,107	\$34.16	4,485	\$14.71
Sacramento, CA	4,390	\$42.97	10,665	\$30.70	3,671	\$15.52
San Diego, CA	7,273	\$48.78	18,735	\$37.05	7,927	\$13.42
San Francisco, CA	24,084	\$58.62	42,768	\$44.78	11,747	\$17.31
San Jose, CA	10,441	\$65.33	29,042	\$51.00	4,002	\$16.68
Denver, CO	11,740	\$48.18	25,838	\$37.57	10,470	\$14.03
Hartford, CT	5,266	\$49.75	12,964	\$36.81	2,195	\$15.39
Washington, DC	30,312	\$54.84	73,138	\$42.70	14,200	\$15.84
Jacksonville, FL	2,866	\$41.29	6,233	\$24.90	2,872	\$12.90
Miami, FL	11,172	\$45.04	20,151	\$32.37	10,929	\$13.73
Orlando, FL	5,561	\$41.63	11,145	\$31.75	5,761	\$12.90
Tampa, FL	7,582	\$41.78	16,074	\$32.33	6,102	\$13.01
Atlanta, GA	19,762	\$47.32	41,103	\$24.84	10,268	\$12.17
Honolulu, HI	1,674	\$41.44	3,294	\$31.14	2,729	\$15.50
Chicago, IL	29,705	\$47.29	55,868	\$34.93	16,388	\$14.36
Indianapolis, IN	4,590	\$39.80	11,558	\$32.47	3,724	\$12.41
Louisville, KY	2,271	\$39.68	4,976	\$30.58	2,416	\$12.13
New Orleans, LA	1,972	\$39.69	4,981	\$30.35	3,098	\$11.55
Baltimore, MD	8,343	\$47.65	24,095	\$37.02	5,846	\$14.46
Boston, MA	22,493	\$54.85	48,435	\$39.62	12,259	\$16.46
Detroit, MI	10,434	\$46.36	31,362	\$34.76	9,219	\$12.88
Minneapolis-St. Paul, MN	15,492	\$46.98	35,121	\$35.41	11,961	\$10.90
Kansas City, MO	6,581	\$43.18	15,964	\$30.99	5,195	\$12.79
St. Louis, MO	7,916	\$44.58	20,273	\$30.96	5,815	\$12.52
Las Vegas, NV	4,309	\$41.28	9,610	\$33.51	5,623	\$14.37
Buffalo, NY	2,610	\$43.09	5,309	\$30.25	2,320	\$13.80
New York, NY	67,795	\$60.10	113,603	\$40.04	34,590	\$16.12
Rochester, NY	1,894	\$46.10	5,080	\$31.08	1,846	\$14.09
Charlotte, NC	8,632	\$47.74	18,451	\$33.28	4,752	\$12.24
Cincinnati, OH	5,947	\$43.21	11,248	\$32.54	4,190	\$12.56
Cleveland, OH	5,251	\$42.70	9,700	\$32.36	4,254	\$11.18
Columbus, OH	6,227	\$42.21	12,323	\$33.78	4,310	\$13.27
Oklahoma City, OK	2,019	\$39.77	6,067	\$29.40	2,143	\$12.46
Portland, OR	6,785	\$45.18	15,499	\$36.16	6,907	\$14.70
Philadelphia, PA	19,539	\$49.81	36,819	\$35.17	11,295	\$13.94
Pittsburgh, PA	6,350	\$44.08	13,304	\$31.72	5,914	\$12.57
Providence, RI	3,200	\$46.81	7,555	\$30.43	3,075	\$14.50
Memphis, TN	2,281	\$40.33	4,992	\$30.89	1,665	\$12.20
Nashville, TN	5,706	\$41.44	11,386	\$30.65	4,794	\$12.14
Austin, TX	6,160	\$45.51	15,797	\$34.03	5,155	\$13.33
Dallas, TX	19,946	\$48.38	40,507	\$35.24	11,727	\$13.09
Houston, TX	10,788	\$52.45	21,840	\$37.12	7,016	\$12.85
San Antonio, TX	4,027	\$43.12	10,240	\$32.14	4,256	\$12.32
Salt Lake City, UT	3,276	\$40.90	8,549	\$33.02	2,812	\$12.78
Richmond, VA	3,300	\$44.40	8,455	\$32.54	2,239	\$13.13
Virginia Beach, VA	3,051	\$43.06	8,808	\$32.37	3,287	\$12.99
Seattle-Tacoma, WA	20,993	\$49.08	45,092	\$41.02	11,952	\$16.48
Milwaukee, WI	5,479	\$44.50	11,420	\$32.54	3,824	\$12.58

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
	May-17	Wage <sup>2*</sup>	May-17	Wage <sup>2*</sup>	May-17	Wage <sup>2*</sup>
<b>United States</b>	<b>1,021,132</b>	<b>\$18.54</b>	<b>355,785</b>	<b>\$22.60</b>	<b>461,431</b>	<b>\$17.60</b>
Birmingham, AL	3,465	\$18.09	1,227	\$21.64	1,767	\$8.22
Phoenix, AZ	17,507	\$17.87	5,614	\$21.34	5,486	\$17.59
Tucson, AZ	2,571	\$16.21	1,098	\$20.33	807	\$16.18
Los Angeles, CA	41,066	\$20.03	8,149	\$25.46	11,806	\$16.96
Riverside, CA	8,183	\$17.82	2,322	\$23.73	3,773	\$17.11
Sacramento, CA	6,412	\$19.31	2,307	\$24.99	2,343	\$17.76
San Diego, CA	10,862	\$19.39	3,092	\$24.93	2,902	\$17.31
San Francisco, CA	22,162	\$23.76	5,149	\$30.51	6,175	\$21.50
San Jose, CA	8,150	\$25.09	1,762	\$28.57	2,048	\$19.52
Denver, CO	15,694	\$21.13	6,118	\$23.15	5,678	\$19.56
Hartford, CT	5,536	\$7.86	1,669	\$25.51	2,175	\$19.29
Washington, DC	22,782	\$21.37	6,702	\$24.55	5,662	\$19.71
Jacksonville, FL	4,560	\$17.74	2,192	\$19.77	1,891	\$17.47
Miami, FL	19,285	\$18.15	4,909	\$20.15	4,451	\$16.86
Orlando, FL	9,499	\$16.78	3,384	\$19.25	2,851	\$15.98
Tampa, FL	10,795	\$17.62	4,058	\$18.81	3,425	\$15.61
Atlanta, GA	21,114	\$18.95	6,861	\$21.50	8,738	\$16.69
Honolulu, HI	3,828	\$18.20	1,074	\$29.52	1,015	\$21.81
Chicago, IL	32,362	\$19.65	7,169	\$27.99	12,610	\$17.89
Indianapolis, IN	7,460	\$18.63	2,482	\$22.44	3,969	\$16.72
Louisville, KY	4,226	\$17.51	1,519	\$21.90	2,321	\$18.57
New Orleans, LA	3,908	\$7.44	1,391	\$21.08	1,290	\$19.93
Baltimore, MD	9,928	\$19.41	3,477	\$23.46	4,031	\$6.04
Boston, MA	22,116	\$22.52	5,363	\$28.56	6,961	\$19.07
Detroit, MI	13,735	\$18.90	5,206	\$24.23	6,312	\$18.83
Minneapolis-St. Paul, MN	19,193	\$20.95	5,715	\$26.34	9,093	\$18.73
Kansas City, MO	9,687	\$18.43	3,108	\$23.43	4,681	\$18.07
St. Louis, MO	11,054	\$18.32	2,940	\$11.29	4,049	\$17.86
Las Vegas, NV	7,553	\$17.11	2,225	\$23.71	2,161	\$17.44
Buffalo, NY	4,560	\$18.10	1,327	\$22.96	1,966	\$17.80
New York, NY	62,840	\$22.65	13,168	\$28.92	16,491	\$19.04
Rochester, NY	3,280	\$18.70	1,353	\$22.64	1,641	\$17.50
Charlotte, NC	8,531	\$19.55	3,518	\$20.70	4,242	\$17.06
Cincinnati, OH	8,545	\$10.85	2,637	\$22.29	4,199	\$17.67
Cleveland, OH	7,372	\$18.96	2,249	\$23.40	3,595	\$17.65
Columbus, OH	8,164	\$18.24	2,848	\$22.09	4,032	\$16.95
Oklahoma City, OK	4,047	\$17.49	1,704	\$20.93	2,096	\$16.76
Portland, OR	10,411	\$19.38	3,974	\$24.71	5,354	\$18.62
Philadelphia, PA	21,803	\$19.98	6,183	\$25.58	8,091	\$18.32
Pittsburgh, PA	9,279	\$18.11	2,778	\$22.69	3,987	\$17.73
Providence, RI	4,958	\$19.25	1,688	\$24.23	2,269	\$17.34
Memphis, TN	3,637	\$17.32	1,213	\$20.24	2,467	\$15.95
Nashville, TN	8,149	\$18.06	2,733	\$21.21	3,988	\$16.69
Austin, TX	7,916	\$20.26	2,979	\$19.66	2,606	\$16.29
Dallas, TX	24,828	\$19.87	7,685	\$20.73	9,906	\$18.10
Houston, TX	14,735	\$19.74	5,035	\$22.31	5,948	\$20.09
San Antonio, TX	6,201	\$17.59	2,693	\$19.73	2,848	\$16.53
Salt Lake City, UT	6,066	\$7.30	1,968	\$21.95	2,953	\$17.72
Richmond, VA	4,010	\$18.59	1,680	\$21.73	1,695	\$17.40
Virginia Beach, VA	5,302	\$16.68	2,240	\$21.31	2,031	\$18.46
Seattle-Tacoma, WA	18,664	\$21.19	6,517	\$27.50	7,044	\$22.01
Milwaukee, WI	6,993	\$19.76	2,143	\$24.77	3,921	\$18.12

**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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