

News Release

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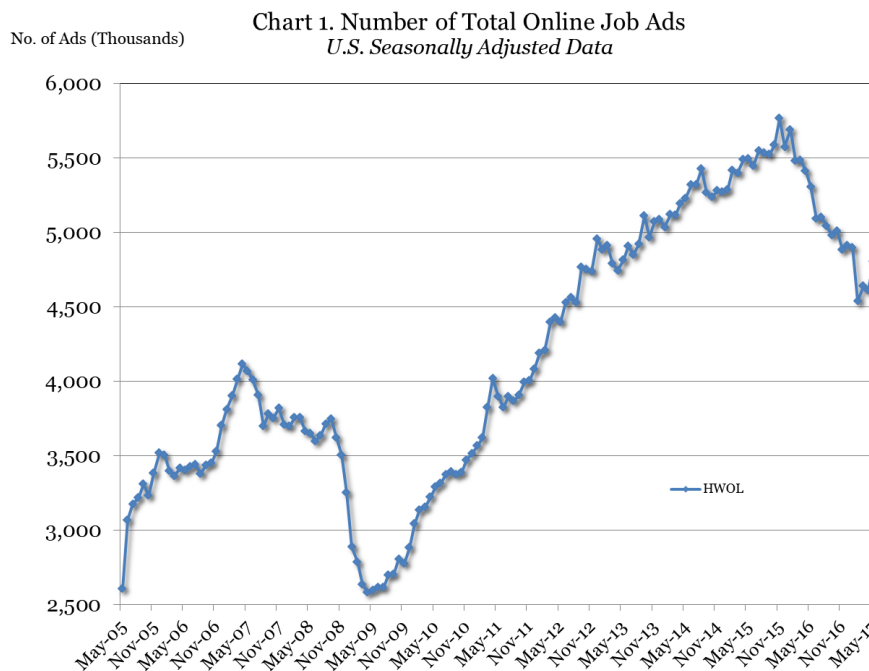
For Immediate Release 10:00 AM ET, Wednesday, July 5, 2017

Online Job Ads Decreased 45,800 in June

- Following the May increase, HWOL registered a small loss in June
- All four regions showed losses
- Most occupations showed losses over the month

NEW YORK, July 5, 2017...Online advertised vacancies decreased 45,800 to 4,763,400 in June, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The May Supply/Demand rate stands at 1.43 unemployed for each advertised vacancy, with a total of 2.1 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 6.9 million in May.

The Professional occupational category saw losses in Healthcare Practitioners (-27.7), Business and Financial Operations (-16.3), and Computer and Math (-11.5). The Services/Production occupational category saw gains in Food Preparation (23.3) and Transportation (6.3) and losses in Office and Administrative Support (-8.8).



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, 4 of the 20 States increased
- Among the 50 States, 12 increased, 34 declined, and 4 were constant

Table A: State Labor Demand, Selected States, Seasonally Adjusted			
	Total Ads¹	M-O-M	Supply/
	(Thousands)	Change	Demand Rate²
Location	Jun-17	Jun-May 17	May-17
United States	4,763.4	-45.8	1.43
NORTHEAST	918.0	-11.5	1.60
Massachusetts	144.1	-1.2	1.07
New Jersey	153.5	-0.2	1.20
New York	281.2	-6.5	1.49
Pennsylvania	201.0	-2.1	1.59
SOUTH	1,550.8	-16.3	1.91
Florida	248.3	-7.5	1.70
Georgia	150.3	-1.6	1.62
Maryland	99.9	0.6	1.36
North Carolina	138.4	-2.3	1.58
Texas	314.4	-8.8	2.03
Virginia	151.2	-1.4	1.06
MIDWEST	1,064.7	-5.9	1.55
Illinois	184.4	-0.8	1.61
Michigan	144.3	-3.4	1.40
Minnesota	133.8	2.0	0.86
Missouri	101.2	-1.7	1.17
Ohio	165.3	-0.4	1.73
Wisconsin	106.1	1.0	0.92
WEST	1,193.5	-3.1	1.77
Arizona	96.3	-0.6	1.74
California	549.7	0.4	1.63
Colorado	119.2	-2.5	0.55
Washington	152.1	-3.9	1.07

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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.

June Changes for States

In June, online labor demand grew in 12 States and declined in 34 States, while 4 remained constant. All four regions experienced decreases.

The **Midwest** experienced a decrease of 5,900 in June (Table A). **Illinois** fell 800 to 184,400 and **Michigan** decreased 3,400 to 144,300. **Ohio** decreased 400 to 165,300. **Minnesota** increased 2,000 to 133,800. **Wisconsin** increased 1,000 to 106,100 and **Missouri** decreased 1,700 to 101,200. Among the smaller States in the region, **Indiana** decreased 700 to 81,500 and **Iowa** decreased 200 to 57,200. **Nebraska** remained constant at 29,300 and **South Dakota** fell 200 to 11,200. **Kansas** decreased 500 to 39,000 (Table 3).

The **Northeast** decreased 11,500 in June. **New Jersey** decreased 200 to 153,500. **New York** decreased 6,500 to 281,200. **Massachusetts** decreased 1,200 to 144,100. **Pennsylvania** decreased 2,100 to 201,000. In the smaller States, **Connecticut** fell 1,700 to 70,700. **Maine** increased 400 to 17,300 and **New Hampshire** decreased 500 to 24,000. **Rhode Island** decreased 200 to 15,700 and **Vermont** fell 600 to 10,800.

The **West** decreased 3,100 in June. **California** increased 400 to 549,700 and **Washington** decreased 3,900 to 152,100. **Colorado** decreased 2,500 to 119,200. **Arizona** decreased 600 to 96,300. Among the smaller States in the West, **Oregon** increased 1,800 to 72,600. **Utah** increased 700 to 47,100. **Nevada** decreased 1,000 to 46,300. **Idaho** grew 100 to 22,600 and **New Mexico** remained constant at 24,800. **Montana** remained constant at 19,700 and **Hawaii** decreased 200 to 19,800.

The **South** decreased 16,300 in June. Among the larger States in the region, **Florida** decreased 7,500 to 248,300. **Texas** decreased 8,800 to 314,400. **Virginia** fell 1,400 to 151,200. **Georgia** decreased 1,600 to 150,300. **Maryland** increased 600 to 99,900. **North Carolina** fell 2,300 to 138,400. Among the smaller States, **Tennessee** decreased 500 to 80,900 and **South Carolina** increased 600 to 63,400. **Alabama** remained constant at 48,700. **Kentucky** increased 100 to 43,400 and **Oklahoma** increased 100 to 39,800. **Louisiana** fell 100 to 41,800 and **Delaware** decreased 100 to 16,200.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for May 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 (0.55), North Dakota (0.69), Minnesota (0.86), New Hampshire (0.90), Iowa (0.92), Wisconsin (0.92), Hawaii (0.96), and Vermont (0.96). The States with the highest Supply/Demand rates were Louisiana (2.89), New Mexico (2.49) and Mississippi (2.43) 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 June, 3 of the 20 largest metro areas rose
- Among the 52 metro areas, 13 rose, 37 declined, and 2 was constant (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
	Total Ads ¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate ²
Location	Jun-17	Jun-May 17	Apr-17
United States	4,763.4	-45.8	1.43
NORTHEAST	918.0	-11.5	1.60
Boston, MA	110.9	-1.4	0.92
New York, NY	289.9	-4.7	1.48
Philadelphia, PA	99.3	-1.8	1.51
SOUTH	1,550.8	-16.3	1.91
Atlanta, GA	101.9	-0.3	1.48
Baltimore, MD	53.0	-0.1	1.33
Dallas, TX	108.5	-0.8	1.51
Houston, TX	62.9	-0.9	3.09
Miami, FL	67.3	-2.1	2.23
Washington, DC	146.0	-1.5	0.87
MIDWEST	1,064.7	-5.9	1.55
Chicago, IL	147.7	-0.4	1.48
Cleveland, OH	31.0	-0.4	2.14
Detroit, MI	71.4	-2.2	1.57
Minneapolis-St. Paul, MN	93.6	0.3	0.73
WEST	1,193.5	-3.1	1.77
Denver, CO	69.8	-2.2	0.48
Los Angeles, CA	164.8	-4.2	1.79
Phoenix, AZ	66.9	-0.6	1.48
San Diego, CA	48.0	-0.6	1.33
San Francisco, CA	108.5	1.0	0.83
San Jose, CA	55.5	1.1	0.69
Seattle-Tacoma, WA	102.4	-3.1	0.74

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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 June, 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: **Detroit** (-2,200) and **St. Louis** (-1,700) in the **Midwest**; **Los Angeles** (-4,200) and **Seattle-Tacoma** (-3,100) in the **West**; **Miami** (-2,100) and **Orlando** (-1,600) in the **South**; and **New York** (-4,700) and **Philadelphia** (-1,800) in the **Northeast** (See Table B and Table 5).

The **West** decreased 3,100 in June. **Los Angeles** decreased 4,200 to 164,800 and **Seattle-Tacoma** fell 3,100 to 102,400. **San Francisco** increased 1,000 to 108,500. **Denver** decreased 2,200 to 69,800 and **San Jose** increased 1,100 to 55,500. **Phoenix** decreased 600 to 66,900 and **Portland** grew 900 to 47,200. **Sacramento** fell 200 to 28,900 and **Salt Lake City** increased 300 to 24,800. **Honolulu** decreased 500 to 12,600 and **Las Vegas** fell 400 to 29,300.

The **South** decreased 16,300 in June. **Miami** decreased 2,100 to 67,300 and **Orlando** decreased 1,600 to 35,000. **Washington DC** fell 1,500 to 146,000. **Dallas** fell 800 to 108,500 and **Atlanta** decreased 300 to 101,900. **Houston** decreased 900 to 62,900. **Tampa** decreased 1,400 to 44,900 and **Birmingham** fell 100 to 13,900. **Baltimore** decreased 100 to 53,000. **Charlotte** increased 200 to 46,700 and **San Antonio** fell 700 to 28,200. **Nashville** decreased 100 to 35,600. **New Orleans** fell 200 to 15,800. **Louisville** increased 400 to 17,900.

The **Northeast** decreased 11,500 in June. **New York** decreased 4,700 to 289,900 and **Boston** fell 1,400 to 110,900. **Philadelphia** decreased 1,800 to 99,300. **Pittsburgh** decreased 1,000 to 39,700. **Providence** decreased 500 to 20,700. **Buffalo** remained constant at 17,000. **Hartford** decreased 1,300 to 27,400 and **Rochester** decreased 400 to 14,100.

The **Midwest** experienced a decrease of 5,900 in June. **Detroit** decreased 2,200 to 71,400 and **St. Louis** fell 1,700 to 49,000. **Chicago** decreased 400 to 147,700. **Minneapolis-St. Paul** increased 300 to 93,600. **Columbus** decreased 300 to 36,200 and **Cincinnati** decreased 700 to 34,900. **Kansas City** decreased 600 to 43,000 and **Cleveland** fell 400 to 31,000. **Milwaukee** increased 700 to 33,400. **Indianapolis** decreased 700 to 32,100.

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 April'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 0.48), San Jose (0.69), Minneapolis-St. Paul (0.73), Seattle-Tacoma (0.74), San Francisco (0.83), Washington, DC (0.87), Salt Lake City (0.88), Milwaukee (0.90), Boston (0.92), and Honolulu (0.97) (Table 6). Other favorable markets for job-seekers included Indianapolis (1.00) and Nashville (1.01).

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 44 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 June, seven of the largest ten online occupational categories posted decreases (Table C)

SOC ¹	Occupation	Total Ads (Thousands) Jun-17	M-O-M Change (Thousands) Jun-May 17	Unemployed (Thousands) May-17	Supply/ Demand Rate ² May-17	Average Hourly Wage ³
29	Healthcare practitioners and technical	614.7	-27.7	144.9	0.23	\$38.06
15	Computer and mathematical science	530.6	-11.5	102.2	0.19	\$42.25
43	Office and administrative support	498.6	-8.8	668.5	1.32	\$17.91
41	Sales and related	488.7	-0.9	685.7	1.40	\$19.50
11	Management	407.4	-5.3	235.9	0.57	\$56.74
53	Transportation and material moving	305.6	6.3	567.6	1.90	\$17.34
13	Business and financial operations	282.3	-16.3	180.3	0.60	\$36.09
35	Food preparation and serving related	231.0	23.3	627.1	3.02	\$11.47
49	Installation, maintenance, and repair	201.2	-1.2	220.3	1.09	\$22.45
25	Education, training, and library	170.5	0.7	236.1	1.39	\$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 June

In June, seven of the largest ten online occupational categories posted decreases.

Healthcare practitioners and technical ads decreased 27,700 to 614,700. The supply/demand rate lies at 0.23, i.e. over 4 advertised openings per unemployed job-seeker (see Table C and Table 7).

Computer and mathematical science ads decreased 11,500 to 530,600. The supply/demand rate lies at 0.19, i.e. over 5 advertised openings per unemployed job-seeker.

Business and finance ads decreased 16,300 to 282,300. The supply/demand rate lies at 0.60, i.e. over 1 advertised opening per unemployed job-seeker.

Food preparation and serving related ads increased 23,300 to 231,000. The supply/demand rate for these occupations lies at 3.02, more than 3 unemployed job-seekers for every advertised available opening.

Office and administrative support ads decreased 8,800 to 498,600. The supply/demand rate lies at 1.32, i.e. over 1 unemployed job-seeker for every advertised available opening.

Transportation and material moving ads increased 6,300 to 305,600. The supply/demand rate lies at 1.90, more than 1 advertised opening per unemployed job-seeker.

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

Data for the Month

July 2017

August 2017

September, 2017

October 2017

November 2017

Release Date

August 2, 2017

August 30, 2017

October 4, 2017

November 1, 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)
	Jun-16	May-17	Jun-17	Jun-May 17	Jun-16	May-17	Jun-17	Jun-May 17
United States	5,091.4	4,809.2	4,763.4	-45.8	2,203.4	2,020.5	1,983.2	-37.3
New England	315.3	284.9	280.8	-4.0	119.6	114.4	110.3	-4.1
Middle Atlantic	667.4	644.6	637.2	-7.3	286.3	265.0	261.3	-3.8
South Atlantic	977.9	934.3	927.8	-6.6	424.9	390.8	381.0	-9.8
East North Central	717.6	683.7	677.0	-6.7	298.1	271.8	268.3	-3.5
East South Central	214.5	200.1	199.1	-1.0	86.9	79.3	77.4	-1.9
West North Central	414.6	386.9	387.7	0.7	169.3	149.3	152.1	2.8
West South Central	474.9	432.7	423.9	-8.8	204.1	181.7	175.8	-5.9
Mountain	418.2	387.6	384.8	-2.8	190.9	169.9	167.6	-2.3
Pacific	862.9	809.0	808.7	-0.3	411.4	376.0	374.8	-1.2

Source: The Conference Board

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Jun-16	May-17	Jun-17	Jun-16	May-17	Jun-17
United States	3.20	3.01	2.98	1.39	1.26	1.24
New England	4.04	3.56	3.51	1.53	1.43	1.38
Middle Atlantic	3.25	3.12	3.09	1.39	1.28	1.27
South Atlantic	3.17	2.96	2.94	1.38	1.24	1.21
East North Central	3.05	2.90	2.87	1.27	1.15	1.14
East South Central	2.51	2.29	2.28	1.02	0.91	0.89
West North Central	3.71	3.47	3.48	1.52	1.34	1.36
West South Central	2.56	2.30	2.25	1.10	0.96	0.93
Mountain	3.60	3.26	3.24	1.64	1.43	1.41
Pacific	3.34	3.11	3.11	1.59	1.45	1.44

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)
	Jun-16	May-17	Jun-17	Jun-May 17		Jun-16	May-17	Jun-17	Jun-May 17
United States	5,091.4	4,809.2	4,763.4	-45.8		2,203.4	2,020.5	1,983.2	-37.3
Alabama	50.3	48.7	48.7	0.0		19.7	19.3	18.5	-0.8
Alaska	15.2	14.6	13.7	-0.9		6.6	6.6	5.4	-1.2
Arizona	104.3	96.9	96.3	-0.6		48.6	43.0	42.9	-0.1
Arkansas	32.2	28.0	27.7	-0.2		12.7	11.5	10.9	-0.6
California	584.7	549.3	549.7	0.4		278.3	256.0	257.4	1.4
Colorado	122.6	121.7	119.2	-2.5		58.4	56.1	55.4	-0.7
Connecticut	79.6	71.7	70.0	-1.7		21.2	27.4	25.1	-2.3
Delaware	16.7	16.3	16.2	-0.1		6.4	5.8	6.2	0.4
Florida	265.0	255.9	248.3	-7.5		126.0	120.6	115.1	-5.5
Georgia	160.3	151.9	150.3	-1.6		68.7	60.6	59.0	-1.6
Hawaii	20.2	20.0	19.8	-0.2		10.2	10.3	9.9	-0.4
Idaho	25.3	22.5	22.6	0.1		12.1	10.1	10.2	0.1
Illinois	192.5	185.3	184.4	-0.8		77.0	70.4	70.5	0.1
Indiana	84.9	82.2	81.5	-0.7		32.6	31.4	30.2	-1.1
Iowa	63.7	57.4	57.2	-0.2		25.2	20.6	21.1	0.4
Kansas	42.8	39.5	39.0	-0.5		17.0	14.8	14.8	0.0
Kentucky	50.3	43.3	43.4	0.1		19.9	16.5	16.9	0.4
Louisiana	47.1	41.9	41.8	-0.1		20.5	16.2	16.4	0.2
Maine	27.9	16.9	17.3	0.4		10.2	6.7	6.9	0.2
Maryland	105.0	99.3	99.9	0.6		43.0	37.2	37.7	0.5
Massachusetts	151.9	145.3	144.1	-1.2		63.9	57.8	56.8	-1.0
Michigan	157.1	147.7	144.3	-3.4		67.5	60.0	57.3	-2.7
Minnesota	139.5	131.9	133.8	2.0		56.8	51.6	52.8	1.2
Mississippi	28.4	26.4	26.0	-0.4		11.1	9.9	9.1	-0.8
Missouri	94.0	102.9	101.2	-1.7		38.8	40.4	38.8	-1.6
Montana	20.7	19.7	19.7	0.0		9.9	8.6	8.4	-0.2
Nebraska	37.1	29.2	29.3	0.0		14.3	11.7	11.5	-0.2
Nevada	47.6	47.3	46.3	-1.0		21.8	21.2	20.4	-0.8
New Hampshire	27.7	24.5	24.0	-0.5		11.5	10.2	10.0	-0.2
New Jersey	156.1	153.7	153.5	-0.2		65.6	64.4	62.5	-1.8
New Mexico	28.4	24.8	24.8	0.0		12.0	9.4	9.4	-0.1
New York	299.2	287.6	281.2	-6.5		134.7	122.6	120.6	-1.9
North Carolina	137.2	140.7	138.4	-2.3		60.8	59.1	56.4	-2.7
North Dakota	17.5	15.1	15.4	0.3		6.9	5.6	6.2	0.6
Ohio	182.2	165.7	165.3	-0.4		75.8	66.4	67.7	1.3
Oklahoma	44.4	39.6	39.8	0.1		17.4	17.1	16.1	-1.0
Oregon	79.5	70.7	72.6	1.8		42.1	37.1	37.5	0.4
Pennsylvania	210.7	203.1	201.0	-2.1		84.8	78.2	76.9	-1.3
Rhode Island	16.1	15.9	15.7	-0.2		7.1	7.2	6.6	-0.6
South Carolina	63.8	62.9	63.4	0.6		26.7	26.4	26.2	-0.2
South Dakota	19.2	11.4	11.2	-0.2		7.5	4.2	4.2	0.0
Tennessee	85.6	81.4	80.9	-0.5		36.0	33.5	32.7	-0.8
Texas	351.0	323.2	314.4	-8.8		153.8	137.0	132.7	-4.4
Utah	60.2	46.4	47.1	0.7		24.8	18.5	17.8	-0.7
Vermont	13.1	11.4	10.8	-0.6		5.4	5.3	4.7	-0.6
Virginia	164.3	152.7	151.2	-1.4		65.4	56.8	56.4	-0.3
Washington	162.4	156.0	152.1	-3.9		73.1	69.0	63.8	-5.3
West Virginia	20.4	19.3	18.6	-0.7		8.4	7.1	6.8	-0.3
Wisconsin	105.4	105.1	106.1	1.0		44.3	43.4	42.0	-1.4
Wyoming	8.3	8.4	7.8	-0.6		3.2	3.5	2.9	-0.5

Source: The Conference Board

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

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

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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
	Jun-16	May-17	Jun-17	May-17	May-17	May-17	May-17
United States	3.20	3.01	2.98	4.3	6,861.00	4,809.2	1.43
Alabama	2.32	2.22	2.22	4.9	107.36	48.7	2.20
Alaska	4.23	3.98	3.73	6.7	24.64	14.6	1.69
Arizona	3.23	2.91	2.89	5.1	168.32	96.9	1.74
Arkansas	2.39	2.06	2.05	3.4	46.63	28.0	1.67
California	3.06	2.87	2.87	4.7	897.83	549.3	1.63
Colorado	4.25	4.11	4.03	2.3	67.38	121.7	0.55
Connecticut	4.20	3.71	3.63	4.9	95.15	71.7	1.33
Delaware	3.53	3.41	3.39	4.7	22.19	16.3	1.37
Florida	2.70	2.52	2.45	4.3	435.13	255.9	1.70
Georgia	3.27	3.02	2.98	4.9	246.35	151.9	1.62
Hawaii	2.95	2.87	2.84	2.7	19.15	20.0	0.96
Idaho	3.11	2.74	2.76	3.2	26.63	22.5	1.18
Illinois	2.95	2.86	2.85	4.6	298.14	185.3	1.61
Indiana	2.55	2.46	2.44	3.2	107.66	82.2	1.31
Iowa	3.74	3.40	3.39	3.1	52.92	57.4	0.92
Kansas	2.89	2.66	2.63	3.7	54.54	39.5	1.38
Kentucky	2.52	2.08	2.08	5.0	103.93	43.3	2.40
Louisiana	2.22	1.98	1.97	5.7	121.17	41.9	2.89
Maine	4.03	2.41	2.46	3.2	22.59	16.9	1.33
Maryland	3.32	3.07	3.09	4.2	135.08	99.3	1.36
Massachusetts	4.23	3.91	3.88	4.2	155.35	145.3	1.07
Michigan	3.26	3.02	2.95	4.2	207.33	147.7	1.40
Minnesota	4.66	4.35	4.42	3.7	112.80	131.9	0.86
Mississippi	2.22	2.02	2.00	4.9	64.14	26.4	2.43
Missouri	3.03	3.35	3.29	3.9	120.38	102.9	1.17
Montana	3.93	3.76	3.76	3.9	20.43	19.7	1.04
Nebraska	3.67	2.91	2.91	2.9	29.37	29.2	1.01
Nevada	3.34	3.28	3.22	4.7	67.86	47.3	1.43
New Hampshire	3.70	3.25	3.18	2.9	21.92	24.5	0.90
New Jersey	3.46	3.40	3.39	4.1	184.90	153.7	1.20
New Mexico	3.07	2.65	2.65	6.6	61.63	24.8	2.49
New York	3.14	2.97	2.90	4.4	428.46	287.6	1.49
North Carolina	2.83	2.86	2.81	4.5	222.99	140.7	1.58
North Dakota	4.21	3.59	3.66	2.5	10.40	15.1	0.69
Ohio	3.19	2.86	2.86	4.9	286.23	165.7	1.73
Oklahoma	2.43	2.16	2.17	4.3	78.98	39.6	1.99
Oregon	3.86	3.36	3.45	3.6	75.33	70.7	1.07
Pennsylvania	3.27	3.14	3.10	5.0	322.89	203.1	1.59
Rhode Island	2.91	2.86	2.83	4.1	22.86	15.9	1.44
South Carolina	2.78	2.70	2.72	4.1	96.53	62.9	1.54
South Dakota	4.25	2.49	2.45	2.9	13.27	11.4	1.17
Tennessee	2.73	2.56	2.54	4.0	128.21	81.4	1.57
Texas	2.65	2.39	2.32	4.8	655.96	323.2	2.03
Utah	3.99	2.96	3.00	3.2	50.82	46.4	1.09
Vermont	3.80	3.28	3.12	3.1	10.90	11.4	0.96
Virginia	3.89	3.55	3.51	3.8	161.87	152.7	1.06
Washington	4.46	4.23	4.12	4.5	167.22	156.0	1.07
West Virginia	2.61	2.47	2.38	4.5	35.19	19.3	1.83
Wisconsin	3.38	3.33	3.36	3.1	96.28	105.1	0.92
Wyoming	2.76	2.82	2.61	4.1	12.24	8.4	1.45

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)
	Jun-16	May-17	Jun-17	Jun-May 17	Jun-16	May-17	Jun-17	Jun-May 17
Birmingham, AL	14.6	14.0	13.9	-0.1	5.3	5.8	5.2	-0.6
Phoenix, AZ	72.1	67.5	66.9	-0.6	33.0	30.4	30.3	0.4
Tucson, AZ	12.5	12.2	12.4	0.2	5.4	5.0	5.1	0.2
Los Angeles, CA	172.6	168.9	164.8	-4.2	83.6	79.1	78.0	0.9
Riverside, CA	32.9	31.7	31.8	0.1	14.8	14.3	14.8	0.1
Sacramento, CA	30.8	29.0	28.9	-0.2	14.8	14.4	14.2	-0.2
San Diego, CA	49.8	48.6	48.0	-0.6	25.4	23.7	23.5	0.2
San Francisco, CA	117.1	107.5	108.5	1.0	55.3	50.7	50.0	-0.2
San Jose, CA	56.6	54.4	55.5	1.1	23.0	22.5	23.2	-0.7
Denver, CO	71.5	72.0	69.8	-2.2	33.6	33.3	32.5	0.1
Hartford, CT	30.8	28.6	27.4	-1.3	8.3	10.6	10.0	-1.3
Washington, DC	160.0	147.5	146.0	-1.5	64.6	54.9	54.7	-0.5
Jacksonville, FL	18.6	19.5	18.0	-1.5	8.7	9.7	8.3	0.1
Miami, FL	73.4	69.4	67.3	-2.1	35.5	32.6	31.6	-1.2
Orlando, FL	34.9	36.6	35.0	-1.6	16.0	16.4	15.4	0.1
Tampa, FL	49.0	46.3	44.9	-1.4	22.6	21.3	20.4	0.1
Atlanta, GA	105.5	102.3	101.9	-0.3	43.8	41.9	40.1	0.7
Honolulu, HI	13.9	13.1	12.6	-0.5	7.1	7.2	6.6	0.0
Chicago, IL	149.1	148.1	147.7	-0.4	58.4	57.3	55.5	0.4
Indianapolis, IN	32.4	32.8	32.1	-0.7	12.4	13.8	12.4	-0.9
Louisville, KY	19.9	17.4	17.9	0.4	7.8	6.8	7.0	-0.7
New Orleans, LA	16.6	16.0	15.8	-0.2	6.8	6.2	6.0	0.3
Baltimore, MD	53.7	53.1	53.0	-0.1	21.5	20.4	20.2	-1.4
Boston, MA	117.6	112.3	110.9	-1.4	49.0	44.6	43.1	-1.8
Detroit, MI	73.8	73.7	71.4	-2.2	29.3	29.8	27.5	1.2
Minneapolis-St. Paul, MN	96.7	93.3	93.6	0.3	39.4	37.3	37.3	0.9
Kansas City, MO	40.8	43.6	43.0	-0.6	16.4	17.0	16.5	0.3
St. Louis, MO	45.8	50.7	49.0	-1.7	17.7	19.4	18.2	0.8
Las Vegas, NV	31.5	29.7	29.3	-0.4	14.4	13.2	13.1	1.2
Buffalo, NY	17.7	17.0	17.0	0.0	7.5	7.2	6.9	-0.1
New York, NY	298.2	294.6	289.9	-4.7	129.6	125.5	124.0	0.5
Rochester, NY	14.7	14.5	14.1	-0.4	6.6	5.9	5.8	0.3
Charlotte, NC	42.7	46.4	46.7	0.2	18.5	20.0	18.8	0.0
Cincinnati, OH	38.1	35.7	34.9	-0.7	15.2	13.7	13.9	-0.5
Cleveland, OH	33.4	31.4	31.0	-0.4	13.4	12.6	12.5	0.1
Columbus, OH	38.6	36.4	36.2	-0.3	16.3	15.3	15.3	-1.3
Oklahoma City, OK	17.9	17.3	17.8	0.4	7.2	7.1	7.3	-0.3
Portland, OR	48.6	46.2	47.2	0.9	24.9	24.3	24.1	-0.4
Philadelphia, PA	101.2	101.0	99.3	-1.8	40.2	38.9	38.3	-0.5
Pittsburgh, PA	41.4	40.7	39.7	-1.0	16.2	15.6	15.0	0.3
Providence, RI	21.6	21.2	20.7	-0.5	9.5	9.1	8.4	-0.5
Memphis, TN	16.5	15.6	15.6	0.0	6.4	5.7	5.8	-0.6
Nashville, TN	34.2	35.7	35.6	-0.1	14.2	15.4	14.2	0.1
Austin, TX	39.8	38.2	36.8	-1.4	19.1	18.0	16.9	-0.4
Dallas, TX	116.9	109.4	108.5	-0.8	50.3	45.6	44.8	-2.5
Houston, TX	70.6	63.7	62.9	-0.9	29.5	27.9	27.2	-0.2
San Antonio, TX	31.1	28.9	28.2	-0.7	13.3	12.2	11.6	-0.1
Salt Lake City, UT	32.6	24.5	24.8	0.3	13.1	9.5	9.2	0.1
Richmond, VA	21.0	20.9	21.3	0.4	8.9	8.8	9.0	-0.4
Virginia Beach, VA	24.7	23.6	24.0	0.4	10.0	10.1	9.6	-0.9
Seattle-Tacoma, WA	105.0	105.6	102.4	-3.1	44.4	44.6	41.3	-0.9
Milwaukee, WI	30.0	32.7	33.4	0.7	12.1	13.5	13.2	-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.

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Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted							
Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jun-16	May-17	Jun-17	Apr-17	Apr-17	Apr-17	Apr-17
Birmingham, AL	2.73	2.59	2.57	4.8	26.1	13.1	1.99
Phoenix, AZ	3.23	2.93	2.90	4.2	97.3	65.8	1.48
Tucson, AZ	2.66	2.56	2.59	4.6	21.8	12.3	1.77
Los Angeles, CA	2.60	2.52	2.46	4.4	291.9	163.3	1.79
Riverside, CA	1.66	1.59	1.59	5.2	104.7	30.8	3.40
Sacramento, CA	2.87	2.72	2.70	4.7	50.5	27.8	1.82
San Diego, CA	3.17	3.11	3.07	4.1	64.5	48.6	1.33
San Francisco, CA	4.61	4.23	4.26	3.3	84.6	101.8	0.83
San Jose, CA	5.36	5.17	5.28	3.4	35.6	51.4	0.69
Denver, CO	4.65	4.57	4.43	2.1	32.8	68.5	0.48
Hartford, CT	4.98	4.56	4.36	4.9	30.6	27.2	1.13
Washington, DC	4.84	4.36	4.32	3.7	125.5	143.7	0.87
Jacksonville, FL	2.53	2.58	2.38	4.2	31.5	18.8	1.68
Miami, FL	2.41	2.20	2.14	4.7	147.2	66.1	2.23
Orlando, FL	2.79	2.82	2.70	3.9	50.9	34.2	1.49
Tampa, FL	3.33	3.05	2.96	4.1	62.7	45.5	1.38
Atlanta, GA	3.60	3.39	3.38	4.8	144.9	97.7	1.48
Honolulu, HI	2.94	2.72	2.61	2.5	12.1	12.6	0.97
Chicago, IL	3.03	3.06	3.05	4.3	209.9	141.4	1.48
Indianapolis, IN	3.13	3.15	3.08	2.8	29.7	29.8	1.00
Louisville, KY	3.10	2.61	2.68	4.2	28.0	16.3	1.72
New Orleans, LA	2.77	2.68	2.64	5.5	32.8	15.4	2.14
Baltimore, MD	3.63	3.53	3.52	4.5	67.3	50.6	1.33
Boston, MA	4.44	4.11	4.06	3.6	99.3	107.5	0.92
Detroit, MI	3.58	3.50	3.40	5.3	110.9	70.5	1.57
Minneapolis-St. Paul, MN	5.00	4.76	4.77	3.4	66.1	90.7	0.73
Kansas City, MO	3.62	3.85	3.80	3.9	44.6	41.8	1.07
St. Louis, MO	3.09	3.47	3.36	4.1	60.0	48.0	1.25
Las Vegas, NV	3.01	2.81	2.77	4.9	51.5	30.3	1.70
Buffalo, NY	3.23	3.12	3.12	5.0	27.4	16.1	1.70
New York, NY	2.98	2.92	2.88	4.2	420.4	284.1	1.48
Rochester, NY	2.81	2.80	2.72	4.7	24.3	14.2	1.71
Charlotte, NC	3.34	3.56	3.57	4.4	57.9	44.2	1.31
Cincinnati, OH	3.52	3.22	3.16	4.0	44.4	34.6	1.28
Cleveland, OH	3.25	3.04	3.00	6.2	63.8	29.8	2.14
Columbus, OH	3.67	3.41	3.38	3.7	39.5	34.6	1.14
Oklahoma City, OK	2.69	2.58	2.64	3.9	26.3	16.8	1.56
Portland, OR	3.81	3.57	3.64	3.5	45.4	43.6	1.04
Philadelphia, PA	3.28	3.25	3.20	4.7	145.2	96.3	1.51
Pittsburgh, PA	3.41	3.34	3.26	5.3	64.1	39.5	1.62
Providence, RI	3.17	3.09	3.02	4.5	31.1	20.2	1.54
Memphis, TN	2.66	2.46	2.46	4.8	30.1	15.3	1.97
Nashville, TN	3.52	3.56	3.55	3.3	33.2	32.9	1.01
Austin, TX	3.59	3.36	3.24	3.6	40.5	37.6	1.08
Dallas, TX	3.18	2.89	2.87	4.2	159.8	106.1	1.51
Houston, TX	2.15	1.91	1.88	5.7	190.1	61.6	3.09
San Antonio, TX	2.74	2.50	2.44	4.0	46.6	29.8	1.56
Salt Lake City, UT	5.13	3.72	3.76	3.2	21.1	24.0	0.88
Richmond, VA	3.17	3.11	3.17	4.0	27.2	20.5	1.32
Virginia Beach, VA	2.96	2.81	2.86	4.3	36.2	21.9	1.65
Seattle-Tacoma, WA	5.19	5.14	4.99	3.7	76.6	103.7	0.74
Milwaukee, WI	3.63	3.97	4.05	3.3	27.4	30.3	0.90

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
		Jun-16	May-17	Jun-17	Jun-May 17	May-17	May-17	
	Total	5,091.4	4,809.2	4,763.4	-45.8	6,861.0	1.43	\$23.86
11	Management	439.9	412.7	407.4	-5.3	235.9	0.57	\$56.74
13	Business and financial operations	292.7	298.6	282.3	-16.3	180.3	0.60	\$36.09
15	Computer and mathematical science	556.5	542.1	530.6	-11.5	102.2	0.19	\$42.25
17	Architecture and engineering	143.5	153.4	150.7	-2.7	97.8	0.64	\$40.53
19	Life, physical, and social science	59.6	58.2	58.9	0.6	41.0	0.70	\$35.06
21	Community and social services	99.0	92.5	93.0	0.5	52.6	0.57	\$22.69
23	Legal	24.3	20.6	20.4	-0.3	20.4	0.99	\$50.95
25	Education, training, and library	169.3	169.8	170.5	0.7	236.1	1.39	\$26.21
27	Arts, design, entertainment, sports, and media	111.7	99.3	95.8	-3.5	167.0	1.68	\$28.07
29	Healthcare practitioners and technical	703.1	642.4	614.7	-27.7	144.9	0.23	\$38.06
31	Healthcare support	127.8	123.3	121.4	-2.0	173.2	1.40	\$14.65
33	Protective service	58.7	65.9	68.1	2.2	116.4	1.77	\$22.03
35	Food preparation and serving related	263.7	207.6	231.0	23.3	627.1	3.02	\$11.47
37	Building and grounds cleaning and maintenance	103.0	101.5	100.0	-1.6	387.1	3.81	\$13.47
39	Personal care and service	71.4	62.0	59.9	-2.1	308.1	4.97	\$12.74
41	Sales and related	534.8	489.5	488.7	-0.9	685.7	1.40	\$19.50
43	Office and administrative support	535.3	507.4	498.6	-8.8	668.5	1.32	\$17.91
45	Farming, fishing, and forestry	8.7	7.7	7.6	0.0	98.4	12.85	\$13.37
47	Construction and extraction	115.2	116.8	111.7	-5.1	621.1	5.32	\$23.51
49	Installation, maintenance, and repair	194.8	202.4	201.2	-1.2	220.3	1.09	\$22.45
51	Production	133.3	141.2	141.0	-0.2	397.2	2.81	\$17.88
53	Transportation and material moving	343.3	299.4	305.6	6.3	567.6	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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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
	Jun-17	Wage ²	Jun-17	Wage ²	Jun-17	Wage ²
United States	713,654	\$46.28	1,790,778	\$34.08	616,667	\$13.62
Alabama	5,047	\$43.14	17,261	\$30.62	5,346	\$11.50
Alaska	1,383	\$45.62	6,758	\$37.10	1,992	\$16.87
Arizona	13,153	\$40.48	34,956	\$31.82	12,624	\$13.48
Arkansas	3,123	\$36.63	9,043	\$27.17	3,361	\$11.26
California	92,511	\$51.12	212,294	\$39.97	72,483	\$15.76
Colorado	16,416	\$46.41	42,745	\$35.55	19,706	\$13.98
Connecticut	12,132	\$53.22	30,901	\$31.59	6,602	\$15.52
Delaware	3,489	\$48.23	5,999	\$35.92	1,579	\$13.46
Florida	34,221	\$42.10	79,416	\$31.47	37,980	\$13.21
Georgia	24,429	\$44.86	58,368	\$31.88	15,946	\$11.85
Hawaii	2,154	\$40.62	5,133	\$32.45	4,751	\$16.01
Idaho	2,118	\$36.16	8,120	\$27.91	3,622	\$12.15
Illinois	32,497	\$45.67	69,974	\$33.64	20,242	\$14.20
Indiana	8,716	\$38.21	28,890	\$29.59	10,571	\$11.98
Iowa	5,926	\$38.62	19,489	\$28.99	7,625	\$12.33
Kansas	4,788	\$40.20	14,321	\$28.69	4,419	\$11.99
Kentucky	4,599	\$37.96	14,222	\$28.75	5,427	\$11.70
Louisiana	4,446	\$13.44	12,835	\$28.21	5,691	\$11.22
Maine	1,631	\$38.50	7,517	\$30.32	3,097	\$12.90
Maryland	15,341	\$49.12	44,450	\$38.21	10,957	\$14.58
Massachusetts	25,987	\$52.66	61,445	\$38.61	16,671	\$16.19
Michigan	17,842	\$43.45	55,466	\$28.46	19,117	\$12.80
Minnesota	18,804	\$44.87	50,047	\$33.60	17,628	\$13.65
Mississippi	2,462	\$35.34	7,723	\$26.54	3,791	\$11.02
Missouri	13,278	\$41.60	38,400	\$30.02	13,043	\$12.08
Montana	1,578	\$34.83	6,529	\$27.20	4,171	\$12.44
Nebraska	3,668	\$39.43	10,217	\$22.32	3,703	\$12.73
Nevada	5,906	\$41.28	14,820	\$33.08	8,812	\$14.07
New Hampshire	2,488	\$46.62	9,392	\$33.78	2,899	\$13.86
New Jersey	28,357	\$54.35	60,697	\$37.07	17,537	\$15.53
New Mexico	2,484	\$38.01	12,491	\$32.27	2,802	\$12.18
New York	57,958	\$57.43	104,965	\$38.01	36,036	\$15.72
North Carolina	20,441	\$45.81	56,065	\$31.55	16,569	\$11.92
North Dakota	1,520	\$39.34	5,415	\$28.92	1,697	\$13.92
Ohio	22,179	\$41.52	51,931	\$31.75	22,961	\$12.65
Oklahoma	4,004	\$38.99	13,014	\$28.09	4,988	\$7.11
Oregon	8,801	\$42.39	25,969	\$34.55	11,847	\$14.29
Pennsylvania	29,122	\$45.43	69,640	\$32.34	26,540	\$13.02
Rhode Island	2,573	\$48.06	5,822	\$35.24	2,261	\$14.46
South Carolina	6,656	\$38.65	23,686	\$29.69	8,954	\$11.66
South Dakota	1,384	\$38.16	3,968	\$26.84	1,541	\$11.96
Tennessee	10,450	\$39.54	26,603	\$29.09	10,128	\$11.83
Texas	47,845	\$47.18	116,071	\$33.41	38,402	\$12.63
Utah	5,131	\$38.58	15,024	\$30.41	6,522	\$12.37
Vermont	1,232	\$39.52	4,496	\$30.16	1,801	\$14.84
Virginia	24,907	\$49.34	69,310	\$36.53	16,588	\$13.61
Washington	25,883	\$46.56	63,793	\$37.48	20,592	\$15.83
West Virginia	1,663	\$35.61	7,174	\$27.86	2,471	\$11.66
Wisconsin	12,821	\$40.18	34,702	\$30.40	14,313	\$12.53
Wyoming	687	\$41.32	3,007	\$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 Pay¹, 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 ²	May-17	Wage ²	May-17	Wage ²
United States	727,455	\$46.28	1,808,808	\$34.08	614,116	\$13.62
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
	Jun-17	Wage ¹	Jun-17	Wage ¹	Jun-17	Wage ¹
United States	999,657	\$18.54	355,566	\$22.60	473,723	\$17.60
Alabama	10,554	\$7.20	4,760	\$20.52	7,291	\$16.16
Alaska	2,555	\$19.87	1,219	\$30.72	923	\$24.18
Arizona	22,187	\$17.33	8,108	\$20.63	7,345	\$17.35
Arkansas	5,992	\$15.52	2,492	\$18.34	4,496	\$15.74
California	118,506	\$20.19	31,524	\$23.82	40,114	\$17.79
Colorado	24,183	\$19.99	11,611	\$22.54	11,065	\$18.87
Connecticut	14,834	\$21.28	3,725	\$25.68	5,516	\$19.26
Delaware	3,305	\$18.22	1,117	\$23.62	1,296	\$16.51
Florida	59,881	\$17.24	23,350	\$19.19	18,502	\$16.24
Georgia	30,566	\$17.57	11,711	\$20.36	16,726	\$16.16
Hawaii	5,286	\$18.02	1,503	\$28.73	1,278	\$20.85
Idaho	4,734	\$16.19	2,981	\$19.61	3,104	\$16.84
Illinois	38,736	\$18.96	9,511	\$26.75	18,946	\$17.78
Indiana	16,850	\$17.04	6,085	\$21.97	12,511	\$17.17
Iowa	12,729	\$16.86	5,154	\$21.13	8,198	\$16.99
Kansas	8,578	\$17.10	3,315	\$21.38	4,956	\$17.82
Kentucky	9,705	\$16.17	3,666	\$21.08	6,980	\$17.42
Louisiana	9,857	\$15.47	4,184	\$20.97	5,147	\$19.29
Maine	3,428	\$16.53	1,286	\$20.46	1,774	\$17.16
Maryland	18,674	\$19.36	6,370	\$23.63	8,097	\$18.61
Massachusetts	28,052	\$21.51	7,505	\$27.63	10,726	\$18.75
Michigan	28,861	\$17.93	11,582	\$22.63	16,599	\$17.55
Minnesota	26,146	\$19.60	8,714	\$24.89	14,952	\$18.35
Mississippi	5,993	\$14.86	2,518	\$19.10	4,183	\$15.99
Missouri	21,316	\$17.08	7,417	\$22.63	11,589	\$16.90
Montana	4,441	\$16.25	2,764	\$21.79	2,464	\$18.18
Nebraska	6,330	\$16.85	2,817	\$20.61	3,572	\$17.49
Nevada	10,970	\$17.21	4,213	\$23.82	4,347	\$17.53
New Hampshire	5,645	\$19.30	1,893	\$23.00	2,967	\$17.81
New Jersey	32,221	\$20.18	8,887	\$26.58	12,569	\$17.92
New Mexico	4,087	\$16.07	1,894	\$20.14	1,895	\$17.62
New York	61,154	\$22.00	15,877	\$27.50	19,349	\$19.00
North Carolina	25,167	\$17.70	11,905	\$19.49	13,698	\$15.86
North Dakota	3,034	\$18.22	1,987	\$25.33	2,320	\$21.37
Ohio	36,766	\$17.73	13,120	\$22.08	22,483	\$17.24
Oklahoma	8,793	\$16.49	3,847	\$20.66	5,772	\$17.28
Oregon	15,795	\$7.52	6,871	\$22.91	8,545	\$17.78
Pennsylvania	43,355	\$18.33	14,323	\$22.76	24,955	\$17.69
Rhode Island	3,333	\$20.03	1,081	\$24.25	1,609	\$17.56
South Carolina	12,838	\$15.98	6,778	\$19.61	7,536	\$16.79
South Dakota	2,451	\$16.11	1,130	\$19.46	1,478	\$15.84
Tennessee	18,146	\$16.76	6,506	\$20.21	12,065	\$16.07
Texas	68,451	\$18.56	27,034	\$20.77	31,153	\$18.21
Utah	11,111	\$17.20	4,241	\$21.19	6,409	\$17.43
Vermont	2,052	\$18.45	763	\$21.58	1,136	\$18.35
Virginia	25,516	\$18.52	9,045	\$21.83	9,596	\$17.81
Washington	28,479	\$19.98	12,212	\$25.75	12,811	\$20.68
West Virginia	3,952	\$14.78	1,669	\$20.51	2,476	\$17.29
Wisconsin	22,046	\$17.89	8,369	\$23.08	16,187	\$17.56
Wyoming	1,279	\$17.23	1,009	\$25.04	1,044	\$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 ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jun-17	Wage ^{2*}	Jun-17	Wage ^{2*}	Jun-17	Wage ^{2*}
United States	713,654	\$46.28	1,790,778	\$34.08	616,667	\$13.62
Birmingham, AL	1,641	\$44.34	4,727	\$32.77	1,579	\$11.93
Phoenix, AZ	10,285	\$41.61	22,666	\$32.52	8,661	\$13.40
Tucson, AZ	1,477	\$37.52	5,131	\$31.33	1,720	\$13.43
Los Angeles, CA	30,914	\$49.93	58,589	\$39.29	23,912	\$15.41
Riverside, CA	3,701	\$42.62	9,118	\$34.16	4,771	\$14.71
Sacramento, CA	4,326	\$42.97	10,626	\$30.70	3,877	\$15.52
San Diego, CA	7,132	\$48.78	18,938	\$37.05	8,041	\$13.42
San Francisco, CA	23,820	\$58.62	41,865	\$44.78	12,016	\$17.31
San Jose, CA	10,649	\$65.33	30,363	\$51.00	4,141	\$16.68
Denver, CO	11,697	\$48.18	25,017	\$37.57	10,725	\$14.03
Hartford, CT	5,121	\$49.75	12,457	\$36.81	2,295	\$15.39
Washington, DC	30,285	\$54.84	71,510	\$42.70	14,512	\$15.84
Jacksonville, FL	2,720	\$41.29	5,874	\$24.90	2,681	\$12.90
Miami, FL	10,849	\$45.04	19,330	\$32.37	10,520	\$13.73
Orlando, FL	5,316	\$41.63	10,776	\$31.75	5,653	\$12.90
Tampa, FL	7,376	\$41.78	15,462	\$32.33	6,180	\$13.01
Atlanta, GA	19,588	\$47.32	40,495	\$24.84	10,111	\$12.17
Honolulu, HI	1,574	\$41.44	3,079	\$31.14	2,781	\$15.50
Chicago, IL	28,802	\$47.29	54,778	\$34.93	16,777	\$14.36
Indianapolis, IN	4,577	\$39.80	10,974	\$32.47	3,810	\$12.41
Louisville, KY	2,290	\$39.68	5,247	\$30.58	2,413	\$12.13
New Orleans, LA	1,969	\$39.69	5,028	\$30.35	2,832	\$11.55
Baltimore, MD	8,327	\$47.65	24,062	\$37.02	5,925	\$14.46
Boston, MA	22,335	\$54.85	47,438	\$39.62	12,144	\$16.46
Detroit, MI	10,264	\$46.36	30,037	\$34.76	8,785	\$12.88
Minneapolis-St. Paul, MN	15,378	\$46.98	34,816	\$35.41	11,565	\$10.90
Kansas City, MO	6,273	\$43.18	15,810	\$30.99	5,360	\$12.79
St. Louis, MO	7,453	\$44.58	19,680	\$30.96	5,774	\$12.52
Las Vegas, NV	4,175	\$41.28	9,756	\$33.51	5,673	\$14.37
Buffalo, NY	2,506	\$43.09	5,290	\$30.25	2,391	\$13.80
New York, NY	66,400	\$60.10	112,833	\$40.04	34,838	\$16.12
Rochester, NY	1,785	\$46.10	5,116	\$31.08	1,736	\$14.09
Charlotte, NC	8,642	\$47.74	18,943	\$33.28	4,800	\$12.24
Cincinnati, OH	5,543	\$43.21	10,896	\$32.54	4,403	\$12.56
Cleveland, OH	5,137	\$42.70	9,686	\$32.36	4,347	\$11.18
Columbus, OH	5,975	\$42.21	11,922	\$33.78	4,604	\$13.27
Oklahoma City, OK	2,022	\$39.77	5,941	\$29.40	2,243	\$12.46
Portland, OR	6,836	\$45.18	16,343	\$36.16	7,239	\$14.70
Philadelphia, PA	19,304	\$49.81	36,753	\$35.17	11,481	\$13.94
Pittsburgh, PA	5,987	\$44.08	13,103	\$31.72	5,881	\$12.57
Providence, RI	3,068	\$46.81	7,493	\$30.43	3,006	\$14.50
Memphis, TN	2,299	\$40.33	4,545	\$30.89	1,598	\$12.20
Nashville, TN	5,474	\$41.44	11,708	\$30.65	4,561	\$12.14
Austin, TX	5,988	\$45.51	15,410	\$34.03	5,120	\$13.33
Dallas, TX	19,898	\$48.38	40,143	\$35.24	11,840	\$13.09
Houston, TX	10,791	\$52.45	22,164	\$37.12	7,311	\$12.85
San Antonio, TX	3,898	\$43.12	10,232	\$32.14	4,349	\$12.32
Salt Lake City, UT	3,257	\$40.90	8,547	\$33.02	2,891	\$12.78
Richmond, VA	3,486	\$44.40	8,661	\$32.54	2,305	\$13.13
Virginia Beach, VA	3,074	\$43.06	8,886	\$32.37	3,391	\$12.99
Seattle-Tacoma, WA	20,772	\$49.08	44,660	\$41.02	12,346	\$16.48
Milwaukee, WI	5,299	\$44.50	12,081	\$32.54	4,297	\$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 Jun-17	Average Hourly Wage ^{2*}	Total Ads Jun-17	Average Hourly Wage ^{2*}	Total Ads Jun-17	Average Hourly Wage ^{2*}
United States	999,657	\$18.54	355,566	\$22.60	473,723	\$17.60
Birmingham, AL	3,423	\$18.09	1,253	\$21.64	1,837	\$8.22
Phoenix, AZ	17,000	\$17.87	5,670	\$21.34	5,241	\$17.59
Tucson, AZ	2,493	\$16.21	1,143	\$20.33	844	\$16.18
Los Angeles, CA	40,537	\$20.03	8,184	\$25.46	11,849	\$16.96
Riverside, CA	8,187	\$17.82	2,337	\$23.73	3,895	\$17.11
Sacramento, CA	6,439	\$19.31	2,407	\$24.99	2,545	\$17.76
San Diego, CA	10,878	\$19.39	3,066	\$24.93	2,881	\$17.31
San Francisco, CA	22,607	\$23.76	5,297	\$30.51	6,355	\$21.50
San Jose, CA	8,069	\$25.09	1,788	\$28.57	2,083	\$19.52
Denver, CO	14,788	\$21.13	6,283	\$23.15	5,878	\$19.56
Hartford, CT	5,575	\$7.86	1,621	\$25.51	2,293	\$19.29
Washington, DC	22,451	\$21.37	6,730	\$24.55	6,029	\$19.71
Jacksonville, FL	4,298	\$17.74	2,201	\$19.77	1,816	\$17.47
Miami, FL	18,303	\$18.15	4,722	\$20.15	4,236	\$16.86
Orlando, FL	8,925	\$16.78	3,266	\$19.25	2,809	\$15.98
Tampa, FL	10,260	\$17.62	4,108	\$18.81	3,330	\$15.61
Atlanta, GA	21,123	\$18.95	6,840	\$21.50	9,087	\$16.69
Honolulu, HI	3,575	\$18.20	1,044	\$29.52	953	\$21.81
Chicago, IL	32,062	\$19.65	7,204	\$27.99	13,398	\$17.89
Indianapolis, IN	7,157	\$18.63	2,525	\$22.44	4,223	\$16.72
Louisville, KY	4,286	\$17.51	1,610	\$21.90	2,590	\$18.57
New Orleans, LA	3,793	\$7.44	1,424	\$21.08	1,327	\$19.93
Baltimore, MD	9,949	\$19.41	3,437	\$23.46	4,320	\$6.04
Boston, MA	21,875	\$22.52	5,201	\$28.56	7,200	\$19.07
Detroit, MI	13,481	\$18.90	5,070	\$24.23	6,533	\$18.83
Minneapolis-St. Paul, MN	19,107	\$20.95	5,690	\$26.34	9,356	\$18.73
Kansas City, MO	9,590	\$18.43	3,135	\$23.43	4,630	\$18.07
St. Louis, MO	10,678	\$18.32	2,928	\$11.29	4,416	\$17.86
Las Vegas, NV	7,388	\$17.11	2,266	\$23.71	2,173	\$17.44
Buffalo, NY	4,305	\$18.10	1,363	\$22.96	2,065	\$17.80
New York, NY	62,245	\$22.65	13,287	\$28.92	16,530	\$19.04
Rochester, NY	3,231	\$18.70	1,290	\$22.64	1,702	\$17.50
Charlotte, NC	8,396	\$19.55	3,415	\$20.70	4,240	\$17.06
Cincinnati, OH	8,299	\$10.85	2,787	\$22.29	4,373	\$17.67
Cleveland, OH	7,135	\$18.96	2,285	\$23.40	3,605	\$17.65
Columbus, OH	7,903	\$18.24	2,874	\$22.09	4,251	\$16.95
Oklahoma City, OK	3,937	\$17.49	1,730	\$20.93	2,209	\$16.76
Portland, OR	10,844	\$19.38	3,966	\$24.71	5,434	\$18.62
Philadelphia, PA	21,781	\$19.98	6,020	\$25.58	8,276	\$18.32
Pittsburgh, PA	9,346	\$18.11	2,770	\$22.69	4,114	\$17.73
Providence, RI	4,739	\$19.25	1,588	\$24.23	2,373	\$17.34
Memphis, TN	3,549	\$17.32	1,129	\$20.24	2,629	\$15.95
Nashville, TN	8,051	\$18.06	2,802	\$21.21	4,495	\$16.69
Austin, TX	7,442	\$20.26	2,964	\$19.66	2,467	\$16.29
Dallas, TX	24,588	\$19.87	7,733	\$20.73	9,772	\$18.10
Houston, TX	14,373	\$19.74	5,097	\$22.31	5,749	\$20.09
San Antonio, TX	6,081	\$17.59	2,793	\$19.73	2,771	\$16.53
Salt Lake City, UT	5,990	\$7.30	1,874	\$21.95	2,971	\$17.72
Richmond, VA	3,979	\$18.59	1,765	\$21.73	1,665	\$17.40
Virginia Beach, VA	5,106	\$16.68	2,225	\$21.31	2,027	\$18.46
Seattle-Tacoma, WA	18,483	\$21.19	6,573	\$27.50	7,304	\$22.01
Milwaukee, WI	6,898	\$19.76	2,130	\$24.77	3,889	\$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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