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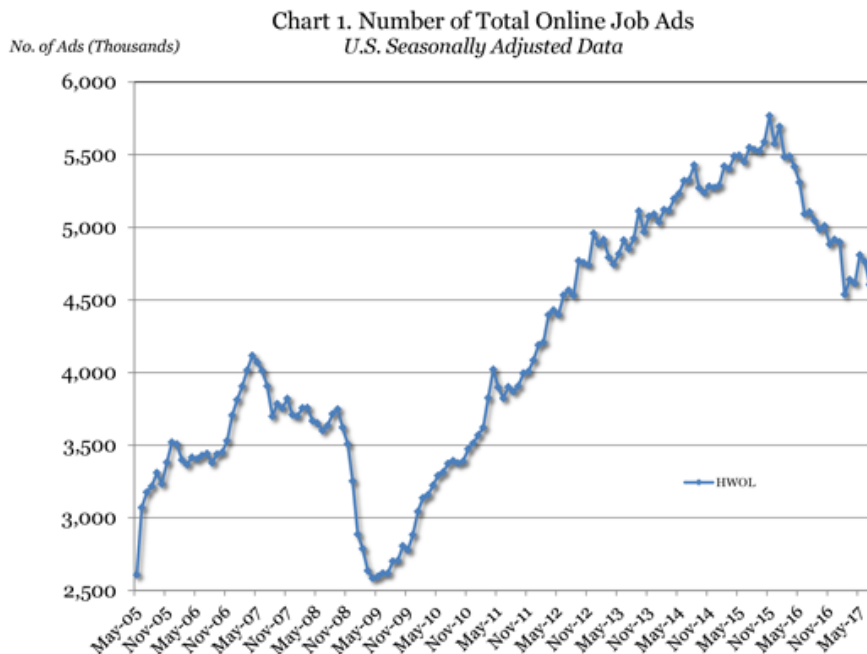
For Immediate Release 10:00 AM ET, Wednesday, August 30, 2017

Online Job Ads Decreased 125,900 in August

- Loss widespread across most States and MSAs
- Majority of occupations showed losses over the month

NEW YORK, August 30, 2017...Online advertised vacancies decreased 125,900 to 4,479,800 in August, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The July Supply/Demand rate stands at 1.52 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 7.0 million in July.

The Professional occupational category saw losses in Education (-13.9) and Computer and Math (-11.3). The Services/Production occupational category saw losses in Sales (-33.7), Office and Administrative Support (-29.3), and Installation (-11.5).



Source: The Conference Board, BLS

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 decreased
- Among the 50 States, 4 increased and 46 declined

Table A: State Labor Demand, Selected States, Seasonally Adjusted			
	Total Ads¹	M-O-M	Supply/
	(Thousands)	Change	Demand Rate²
Location	Aug-16	Aug-Jul 17	Jul-17
United States	4,479.8	-125.9	1.52
NORTHEAST	862.8	-27.4	1.68
Massachusetts	132.0	-7.8	1.15
New Jersey	141.9	-6.3	1.28
New York	270.5	-3.8	1.65
Pennsylvania	190.9	-5.5	1.65
SOUTH	1,454.6	-42.9	2.00
Florida	232.0	-8.5	1.71
Georgia	140.7	-4.8	1.63
Maryland	94.4	-3.8	1.32
North Carolina	124.0	-7.2	1.53
Texas	300.2	-7.5	1.87
Virginia	145.4	-1.0	1.11
MIDWEST	991.3	-41.5	1.60
Illinois	172.4	-6.0	1.73
Michigan	132.9	-3.9	1.32
Minnesota	126.2	-3.5	0.87
Missouri	77.3	-16.0	1.26
Ohio	156.4	-8.9	1.82
Wisconsin	99.3	-3.2	0.98
WEST	1,122.3	-28.8	1.84
Arizona	89.2	-2.7	1.84
California	517.9	-11.3	1.75
Colorado	111.0	-5.6	0.61
Washington	141.3	-4.6	1.15

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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.

August Changes for States

In August, online labor demand grew in 4 States and declined in 46 States. All four regions experienced decreases.

The **Midwest** experienced a decrease of 41,500 in August (Table A). **Missouri** decreased 16,000 to 77,300 and **Illinois** fell 6,000 to 172,400. **Ohio** decreased 8,900 to 156,400. **Michigan** decreased 3,900 to 132,900. **Minnesota** decreased 3,500 to 126,200 and **Wisconsin** decreased 3,200 to 99,300. Among the smaller States in the region, **Indiana** increased 700 to 79,200 and **Iowa** decreased 200 to 55,800. **Nebraska** fell 1,300 to 27,200 and **South Dakota** decreased 100 to 11,300. **Kansas** increased 400 to 37,400 (Table 3).

The **Northeast** decreased 27,400 in August. **New Jersey** decreased 6,300 to 141,900. **Massachusetts** decreased 7,800 to 132,000. **New York** decreased 3,800 to 270,500. **Pennsylvania** decreased 5,500 to 190,900. In the smaller States, **Connecticut** fell 900 to 65,400. **Maine** increased 300 to 17,700 and **New Hampshire** decreased 1,700 to 22,200. **Rhode Island** decreased 1,200 to 14,300 and **Vermont** fell 200 to 10,400.

The **West** decreased 28,800 in August. **California** decreased 11,300 to 517,900 and **Washington** decreased 4,600 to 141,300. **Colorado** decreased 5,600 to 111,000. **Arizona** decreased 2,700 to 89,200. Among the smaller States in the West, **Oregon** decreased 1,700 to 69,100. **Utah** decreased 500 to 44,700. **Nevada** decreased 1,000 to 43,400. **Idaho** fell 400 to 21,700 and **New Mexico** decreased 600 to 23,300. **Montana** fell 300 to 19,100 and **Hawaii** decreased 1,100 to 18,700.

The **South** decreased 42,900 in August. Among the larger States in the region, **Florida** decreased 8,500 to 232,000. **Texas** decreased 7,500 to 300,200. **North Carolina** fell 7,200 to 124,000. **Virginia** fell 1,000 to 145,400. **Georgia** decreased 4,800 to 140,700. **Maryland** decreased 3,800 to 94,400. Among the smaller States, **Tennessee** decreased 2,000 to 76,000 and **South Carolina** decreased 2,900 to 57,000. **Alabama** fell 100 to 47,200. **Kentucky** decreased 1,700 to 41,100 and **Oklahoma** decreased 800 to 37,500. **Louisiana** fell 2,100 to 37,500 and **Delaware** decreased 800 to 15,300.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for July 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: North Dakota (0.59), Colorado (0.61), Minnesota (0.87), New Hampshire (0.87), Hawaii (0.94), Iowa (0.97), Wisconsin (0.98), and Nebraska (0.98). The States with the highest Supply/Demand rates were Louisiana (2.77), Mississippi (2.67), and Kentucky (2.58) 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 August, 19 of the 20 largest metro areas declined; one remained constant
- Among the 52 metro areas, 4 rose, 47 declined, and 1 was constant (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	Aug-17	Aug-Jul 17	June-17
United States	4,479.8	-125.9	1.52
NORTHEAST	862.8	-27.4	1.68
Boston, MA	101.4	-5.9	0.93
New York, NY	273.6	-5.4	1.48
Philadelphia, PA	91.9	-5.4	1.45
SOUTH	1,454.6	-42.9	2.00
Atlanta, GA	93.1	-5.3	1.36
Baltimore, MD	49.9	-2.9	1.17
Dallas, TX	101.3	-4.5	1.31
Houston, TX	60.3	-0.7	2.66
Miami, FL	62.5	-2.0	2.01
Washington, DC	136.5	-5.1	0.85
MIDWEST	991.3	-41.5	1.60
Chicago, IL	136.2	-5.9	1.45
Cleveland, OH	29.0	-2.3	1.99
Detroit, MI	64.0	-2.8	1.11
Minneapolis-St. Paul, MN	88.5	-2.0	0.71
WEST	1,122.3	-28.8	1.84
Denver, CO	64.7	-4.1	0.53
Los Angeles, CA	157.0	-2.9	1.71
Phoenix, AZ	61.8	-2.7	1.50
San Diego, CA	45.0	-1.5	1.34
San Francisco, CA	101.7	-4.5	0.79
San Jose, CA	53.8	0.0	0.64
Seattle-Tacoma, WA	93.5	-4.4	0.76

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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 August, labor demand rose in 2 metro areas, declined in 49 metro areas, and 1 remained constant. The MSAs with the largest changes in each of the regions were: **St. Louis** (-6,500) and **Chicago** (-5,900) in the **Midwest**; **San Francisco** (-4,500) and **Seattle-Tacoma** (-4,400) in the **West**; **Atlanta** (-5,300) and **Washington D.C.** (-5,100) in the **South**; and **Boston** (-5,900) and **New York** (-5,400) in the **Northeast** (See Table B and Table 5).

The **West** decreased 28,800 in August. **San Francisco** decreased 4,500 to 101,700. **Los Angeles** decreased 2,900 to 157,000 and **Seattle-Tacoma** fell 4,400 to 93,500. **Denver** decreased 4,100 to 64,700 and **San Jose** remained constant at 53,800. **Riverside** grew 500 to 31,000. **Phoenix** decreased 2,700 to 61,800 and **Portland** fell 2,100 to 43,300. **Sacramento** fell 600 to 27,200 and **Salt Lake City** decreased 500 to 23,700. **Honolulu** decreased 200 to 12,700 and **Las Vegas** fell 1,000 to 27,300.

The **South** decreased 42,900 in August. **Washington DC** fell 5,100 to 136,500. **Dallas** fell 4,500 to 101,300 and **Atlanta** decreased 5,300 to 93,100. **Miami** decreased 2,000 to 62,500 and **Charlotte** decreased 2,600 to 40,300. **Houston** decreased 700 to 60,300. **Orlando** decreased 1,200 to 32,600. **Tampa** decreased 2,400 to 40,400 and **Birmingham** grew 400 to 13,300. **Baltimore** decreased 2,900 to 49,900 **San Antonio** fell 800 to 26,700. **Nashville** decreased 2,500 to 32,000. **New Orleans** fell 900 to 14,000. **Louisville** decreased 500 to 16,600.

The **Northeast** decreased 27,400 in August. **New York** decreased 5,400 to 273,600 and **Boston** fell 5,900 to 101,400. **Philadelphia** decreased 5,400 to 91,900. **Pittsburgh** decreased 1,200 to 38,700. **Providence** decreased 1,500 to 18,800. **Buffalo** decreased 400 to 16,000. **Hartford** decreased 1,000 to 25,700 and **Rochester** decreased 600 to 13,300.

The **Midwest** experienced a decrease of 41,500 in August. **Chicago** decreased 5,900 to 136,200 and **St. Louis** fell 6,500 to 39,500. **Detroit** decreased 2,800 to 64,000. **Minneapolis-St. Paul** decreased 2,000 to 88,500. **Columbus** decreased 1,900 to 33,900 and **Cincinnati** decreased 1,700 to 33,600. **Kansas City** decreased 5,300 to 34,700 and **Cleveland** fell 2,300 to 29,000. **Milwaukee** decreased 900 to 31,800. **Indianapolis** decreased 900 to 30,200.

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 June's data (the latest available unemployment data for metro areas), 12 major metro areas saw more job openings than unemployed workers: Denver (S/D rate of 0.53), San Jose (0.64), Minneapolis-St. Paul (0.71), Seattle-Tacoma (0.76), San Francisco (0.79), Nashville (0.80), Milwaukee (0.83), Washington, DC (0.85), Indianapolis (0.91), Salt Lake City (0.92), Boston (0.93), and Honolulu (0.97), Kansas City (0.98), and Austin (0.98) (Table 6). Other favorable markets for job-seekers included Portland (1.04) and Charlotte (1.09).

In contrast, unemployed workers face great competition for each advertised position in Riverside (over 3 unemployed for every opening) as well as Houston and Miami (over 2 unemployed for every opening). In 49 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 August, nine of the largest ten online occupational categories posted decreases (Table C)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Aug-17	Aug-Jul 17	Jul-17	Jul-17	
29	Healthcare practitioners and technical	605.5	-4.5	148.8	0.24	\$38.06
15	Computer and mathematical science	498.7	-11.3	98.1	0.19	\$42.25
43	Office and administrative support	452.8	-29.3	749.0	1.55	\$17.91
41	Sales and related	427.7	-33.7	667.9	1.45	\$19.50
11	Management	399.0	-2.4	383.9	0.96	\$56.74
53	Transportation and material moving	299.9	-4.7	603.6	1.98	\$17.34
13	Business and financial operations	281.6	3.1	144.1	0.52	\$36.09
35	Food preparation and serving related	213.8	-9.4	551.5	2.47	\$11.47
49	Installation, maintenance, and repair	182.7	-11.5	138.4	0.71	\$22.45
25	Education, training, and library	154.9	-13.9	289.8	1.72	\$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 August

In August, nine of the largest ten online occupational categories posted decreases.

Computer and mathematical science ads decreased 11,300 to 498,700. The supply/demand rate lies at 0.19, i.e. over 5 advertised openings per unemployed job-seeker (see Table C and Table 7).

Education, training, and Library ads decreased 13,900 to 154,900. The supply/demand rate lies at 1.72, i.e. over 1 job-seeker for every advertised available opening.

Sales and related ads decreased 33,700 to 427,700. The supply/demand rate lies at 1.45, i.e. over 1 unemployed job-seeker for every advertised available opening.

Office and administrative support ads decreased 29,300 to 452,800. The supply/demand rate lies at 1.55, i.e. over 1 unemployed job-seeker for every advertised available opening.

Food preparation and serving related ads decreased 9,400 to 213,800. The supply/demand rate for these occupations lies at 2.47, more than 2 unemployed job-seekers for every advertised available opening.

Installation, maintenance, and repair ads decreased 11,500 to 182,700. The supply/demand rate lies at 0.71, i.e. over 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

September, 2017

October 2017

November 2017

Release Date

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)
	Aug-16	Jul-17	Aug-17	Aug-Jul 17	Aug-16	Jul-17	Aug-17	Aug-Jul 17
United States	5,045.0	4,605.7	4,479.8	-125.9	2,170.0	1,897.3	1,872.2	-25.1
New England	300.5	273.9	262.7	-11.2	118.7	105.7	102.6	-3.1
Middle Atlantic	645.4	616.3	600.1	-16.2	275.1	252.5	248.7	-3.8
South Atlantic	963.9	891.6	863.8	-27.8	416.2	362.9	356.6	-6.4
East North Central	714.2	661.1	641.5	-19.6	286.6	255.6	251.0	-4.6
East South Central	212.9	193.3	189.3	-4.0	85.1	72.1	75.5	3.4
West North Central	419.4	371.7	349.8	-21.9	167.0	138.2	138.5	0.3
West South Central	466.4	412.6	401.5	-11.1	199.0	167.6	166.4	-1.2
Mountain	416.3	371.4	363.0	-8.4	185.0	160.9	156.0	-4.9
Pacific	851.1	779.7	759.3	-20.4	403.0	359.8	351.8	-8.0

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)		
	Aug-16	Jul-17	Aug-17	Aug-16	Jul-17	Aug-17
United States	3.16	2.87	2.79	1.36	1.18	1.17
New England	3.85	3.42	3.28	1.52	1.32	1.28
Middle Atlantic	3.14	2.98	2.90	1.34	1.22	1.20
South Atlantic	3.11	2.82	2.73	1.34	1.15	1.13
East North Central	3.04	2.80	2.72	1.22	1.08	1.06
East South Central	2.48	2.22	2.18	0.99	0.83	0.87
West North Central	3.75	3.33	3.14	1.49	1.24	1.24
West South Central	2.51	2.20	2.15	1.07	0.90	0.89
Mountain	3.57	3.12	3.05	1.59	1.35	1.31
Pacific	3.29	2.99	2.91	1.56	1.38	1.35

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)
	Aug-16	Jul-17	Aug-17	Aug-Jul 17	Aug-16	Jul-17	Aug-17	Aug-Jul 17
United States	5,045.0	4,605.7	4,479.8	-125.9	2,170.0	1,897.3	1,872.2	-25.1
Alabama	48.6	47.3	47.2	-0.1	19.0	17.2	18.4	1.2
Alaska	13.9	13.6	13.0	-0.6	6.1	5.7	5.5	-0.2
Arizona	104.8	91.9	89.2	-2.7	48.0	40.1	39.2	-1.0
Arkansas	30.3	26.8	26.3	-0.5	11.7	10.3	10.2	-0.1
California	577.0	529.2	517.9	-11.3	275.3	245.6	242.3	-3.3
Colorado	124.2	116.7	111.0	-5.6	58.0	53.8	50.7	-3.0
Connecticut	69.7	66.3	65.4	-0.9	25.4	24.1	24.1	0.0
Delaware	16.3	16.1	15.3	-0.8	6.2	6.3	5.7	-0.7
Florida	266.5	240.4	232.0	-8.5	124.1	109.8	106.5	-3.3
Georgia	151.3	145.5	140.7	-4.8	68.9	56.5	54.5	-2.0
Hawaii	20.3	19.8	18.7	-1.1	10.2	10.3	9.5	-0.8
Idaho	24.4	22.1	21.7	-0.4	11.5	9.7	9.6	-0.1
Illinois	188.9	178.4	172.4	-6.0	73.2	67.3	64.3	-3.0
Indiana	84.8	78.5	79.2	0.7	31.6	28.1	30.7	2.6
Iowa	62.8	56.1	55.8	-0.2	24.2	20.0	20.6	0.6
Kansas	41.2	36.9	37.4	0.4	15.9	13.4	14.2	0.7
Kentucky	50.3	42.8	41.1	-1.7	19.0	16.5	16.3	-0.2
Louisiana	43.7	39.7	37.5	-2.1	19.1	14.9	15.3	0.4
Maine	25.5	17.4	17.7	0.3	9.1	6.9	7.1	0.2
Maryland	105.6	98.2	94.4	-3.8	41.9	35.5	35.1	-0.5
Massachusetts	149.8	139.9	132.0	-7.8	61.2	54.2	51.4	-2.8
Michigan	156.3	136.8	132.9	-3.9	65.9	53.9	52.6	-1.3
Minnesota	138.5	129.7	126.2	-3.5	56.2	50.9	50.0	-0.9
Mississippi	27.6	25.2	25.1	-0.1	11.0	8.5	9.2	0.8
Missouri	106.2	93.4	77.3	-16.0	43.0	33.7	32.0	-1.7
Montana	20.6	19.4	19.1	-0.3	9.4	8.2	7.8	-0.4
Nebraska	36.0	28.5	27.2	-1.3	13.6	10.7	10.6	-0.1
Nevada	46.5	44.3	43.4	-1.0	21.0	19.3	19.6	0.3
New Hampshire	26.5	23.9	22.2	-1.7	10.8	10.0	8.8	-1.2
New Jersey	151.0	148.2	141.9	-6.3	62.2	61.3	58.5	-2.7
New Mexico	27.5	23.9	23.3	-0.6	11.2	9.5	9.1	-0.4
New York	288.6	274.4	270.5	-3.8	129.6	117.8	117.8	0.0
North Carolina	135.8	131.3	124.0	-7.2	58.7	53.1	51.5	-1.6
North Dakota	16.4	15.8	15.0	-0.8	6.4	6.3	6.0	-0.3
Ohio	178.8	165.3	156.4	-8.9	73.6	65.7	63.7	-2.0
Oklahoma	41.4	38.3	37.5	-0.8	16.0	15.4	15.0	-0.4
Oregon	78.6	70.8	69.1	-1.7	40.9	36.7	35.4	-1.2
Pennsylvania	209.4	196.4	190.9	-5.5	83.3	73.4	72.3	-1.2
Rhode Island	15.6	15.5	14.3	-1.2	7.0	6.6	6.4	-0.2
South Carolina	62.1	59.9	57.0	-2.9	25.1	23.5	22.9	-0.6
South Dakota	18.9	11.5	11.3	-0.1	6.9	4.6	4.2	-0.3
Tennessee	86.6	78.0	76.0	-2.0	35.9	30.1	31.3	1.2
Texas	351.0	307.7	300.2	-7.5	152.2	127.4	125.9	-1.4
Utah	58.0	45.2	44.7	-0.5	24.2	17.7	18.0	0.3
Vermont	12.6	10.6	10.4	-0.2	5.0	4.6	4.7	0.0
Virginia	162.5	146.4	145.4	-1.0	64.1	54.0	57.5	3.5
Washington	162.3	145.9	141.3	-4.6	71.0	61.1	59.5	-1.6
West Virginia	20.8	18.2	19.3	1.1	8.1	6.7	7.7	0.9
Wisconsin	104.5	102.5	99.3	-3.2	43.2	40.1	40.1	0.0
Wyoming	7.6	8.1	8.0	-0.1	2.8	3.0	3.0	0.0

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
	Aug-16	Jul-17	Aug-17	Jul-17	Jul-17	Jul-17	Jul-17
United States	3.16	2.87	2.79	4.3	6,981.00	4,605.7	1.52
Alabama	2.24	2.19	2.19	4.5	96.25	47.3	2.04
Alaska	3.87	3.71	3.54	7.0	25.75	13.6	1.90
Arizona	3.23	2.78	2.70	5.1	169.50	91.9	1.84
Arkansas	2.26	1.95	1.92	3.4	46.50	26.8	1.73
California	3.02	2.77	2.71	4.8	924.65	529.2	1.75
Colorado	4.29	3.91	3.72	2.4	70.80	116.7	0.61
Connecticut	3.69	3.43	3.38	5.0	96.53	66.3	1.45
Delaware	3.45	3.37	3.20	4.8	22.94	16.1	1.43
Florida	2.71	2.38	2.29	4.1	410.93	240.4	1.71
Georgia	3.07	2.89	2.79	4.7	236.92	145.5	1.63
Hawaii	2.95	2.85	2.70	2.7	18.64	19.8	0.94
Idaho	2.98	2.70	2.65	3.0	24.60	22.1	1.11
Illinois	2.90	2.77	2.68	4.8	308.20	178.4	1.73
Indiana	2.55	2.36	2.38	3.1	104.09	78.5	1.33
Iowa	3.69	3.33	3.32	3.2	54.36	56.1	0.97
Kansas	2.79	2.49	2.52	3.7	55.60	36.9	1.51
Kentucky	2.51	2.07	1.99	5.3	110.54	42.8	2.58
Louisiana	2.07	1.90	1.79	5.3	109.97	39.7	2.77
Maine	3.68	2.47	2.51	3.7	26.23	17.4	1.50
Maryland	3.33	3.03	2.91	4.0	129.56	98.2	1.32
Massachusetts	4.18	3.78	3.57	4.3	160.69	139.9	1.15
Michigan	3.23	2.83	2.74	3.7	180.07	136.8	1.32
Minnesota	4.62	4.26	4.14	3.7	112.49	129.7	0.87
Mississippi	2.15	1.96	1.95	5.2	67.30	25.2	2.67
Missouri	3.42	3.07	2.54	3.8	117.19	93.4	1.26
Montana	3.92	3.70	3.64	3.9	20.41	19.4	1.05
Nebraska	3.56	2.83	2.70	2.8	28.03	28.5	0.98
Nevada	3.26	3.07	3.01	4.8	69.25	44.3	1.56
New Hampshire	3.53	3.18	2.94	2.8	20.80	23.9	0.87
New Jersey	3.35	3.28	3.14	4.2	189.69	148.2	1.28
New Mexico	2.97	2.57	2.51	6.3	58.88	23.9	2.46
New York	3.03	2.83	2.79	4.7	453.16	274.4	1.65
North Carolina	2.78	2.68	2.53	4.1	200.75	131.3	1.53
North Dakota	3.94	3.76	3.58	2.2	9.36	15.8	0.59
Ohio	3.14	2.87	2.71	5.2	300.21	165.3	1.82
Oklahoma	2.27	2.11	2.06	4.4	79.16	38.3	2.07
Oregon	3.81	3.33	3.25	3.8	81.71	70.8	1.15
Pennsylvania	3.25	3.04	2.96	5.0	323.97	196.4	1.65
Rhode Island	2.82	2.79	2.57	4.3	24.13	15.5	1.55
South Carolina	2.70	2.58	2.46	3.9	91.49	59.9	1.53
South Dakota	4.17	2.51	2.48	3.1	14.38	11.5	1.25
Tennessee	2.75	2.48	2.41	3.4	108.07	78.0	1.39
Texas	2.64	2.30	2.24	4.3	574.44	307.7	1.87
Utah	3.83	2.87	2.84	3.5	54.46	45.2	1.20
Vermont	3.65	3.08	3.02	3.1	10.64	10.6	1.01
Virginia	3.83	3.39	3.37	3.8	162.24	146.4	1.11
Washington	4.44	3.93	3.81	4.5	167.95	145.9	1.15
West Virginia	2.66	2.33	2.48	4.7	36.89	18.2	2.03
Wisconsin	3.35	3.24	3.14	3.2	100.13	102.5	0.98
Wyoming	2.51	2.74	2.72	4.0	11.72	8.1	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)
	Aug-16	Jul-17	Aug-17	Aug-Jul 17	Aug-16	Jul-17	Aug-17	Aug-Jul 17
Birmingham, AL	14.1	12.9	13.3	0.4	5.2	4.7	5.5	0.8
Phoenix, AZ	72.8	64.5	61.8	-2.7	33.2	28.8	27.7	-1.0
Tucson, AZ	12.5	12.0	11.5	-0.5	5.4	5.1	4.7	-0.4
Los Angeles, CA	175.4	159.9	157.0	-2.9	84.1	74.1	75.0	0.9
Riverside, CA	32.5	30.5	31.0	0.5	14.9	13.6	14.9	1.3
Sacramento, CA	29.8	27.8	27.2	-0.6	14.8	13.5	13.0	-0.5
San Diego, CA	50.0	46.5	45.0	-1.5	25.4	22.8	21.9	-0.9
San Francisco, CA	115.4	106.2	101.7	-4.5	55.9	49.1	46.1	-3.0
San Jose, CA	56.0	53.8	53.8	0.0	23.6	22.9	22.4	-0.5
Denver, CO	74.2	68.8	64.7	-4.1	33.9	31.6	28.9	-2.7
Hartford, CT	27.9	26.7	25.7	-1.0	10.2	9.6	9.3	-0.3
Washington, DC	160.7	141.6	136.5	-5.1	63.8	52.9	51.6	-1.4
Jacksonville, FL	19.2	18.0	17.9	-0.1	8.9	8.4	8.1	-0.3
Miami, FL	74.2	64.5	62.5	-2.0	35.6	29.8	29.2	-0.6
Orlando, FL	35.5	33.9	32.6	-1.2	16.2	14.6	14.5	0.0
Tampa, FL	49.9	42.8	40.4	-2.4	22.8	19.3	18.2	-1.0
Atlanta, GA	100.1	98.4	93.1	-5.3	44.7	38.2	35.8	-2.4
Honolulu, HI	14.1	12.9	12.7	-0.2	7.4	7.2	6.7	-0.4
Chicago, IL	146.3	142.1	136.2	-5.9	56.9	53.6	51.1	-2.6
Indianapolis, IN	32.6	31.1	30.2	-0.9	12.5	11.8	11.7	-0.1
Louisville, KY	19.4	17.2	16.6	-0.5	7.4	6.6	6.7	0.2
New Orleans, LA	15.9	14.9	14.0	-0.9	6.5	5.5	5.6	0.1
Baltimore, MD	54.4	52.8	49.9	-2.9	21.3	19.2	18.3	-0.9
Boston, MA	115.4	107.3	101.4	-5.9	47.1	41.5	39.4	-2.1
Detroit, MI	74.0	66.7	64.0	-2.8	29.2	25.3	24.2	-1.1
Minneapolis-St. Paul, MN	97.6	90.5	88.5	-2.0	39.8	36.5	35.8	-0.7
Kansas City, MO	43.4	39.9	34.7	-5.3	17.1	14.3	13.7	-0.6
St. Louis, MO	51.1	46.0	39.5	-6.5	19.9	16.8	15.2	-1.6
Las Vegas, NV	31.3	28.3	27.3	-1.0	13.9	12.5	12.1	-0.4
Buffalo, NY	17.2	16.5	16.0	-0.4	7.0	6.5	6.6	0.1
New York, NY	290.6	279.0	273.6	-5.4	125.4	117.7	116.5	-1.2
Rochester, NY	14.1	13.9	13.3	-0.6	6.1	5.6	5.5	-0.1
Charlotte, NC	41.8	43.0	40.3	-2.6	18.1	17.1	16.5	-0.5
Cincinnati, OH	38.1	35.3	33.6	-1.7	14.9	14.1	13.5	-0.6
Cleveland, OH	33.7	31.3	29.0	-2.3	12.8	11.8	11.3	-0.5
Columbus, OH	37.6	35.8	33.9	-1.9	15.9	14.9	14.1	-0.8
Oklahoma City, OK	17.3	17.1	15.9	-1.2	6.9	6.9	6.4	-0.5
Portland, OR	48.1	45.4	43.3	-2.1	24.6	22.9	22.0	-1.0
Philadelphia, PA	101.5	97.3	91.9	-5.4	40.1	37.1	34.5	-2.6
Pittsburgh, PA	41.6	39.9	38.7	-1.2	15.9	14.9	14.1	-0.7
Providence, RI	21.6	20.3	18.8	-1.5	9.7	8.4	8.2	-0.2
Memphis, TN	16.5	15.0	14.7	-0.2	6.3	5.5	5.8	0.2
Nashville, TN	35.4	34.5	32.0	-2.5	14.9	13.7	13.0	-0.7
Austin, TX	40.1	36.8	36.3	-0.5	19.6	17.1	16.9	-0.3
Dallas, TX	118.3	105.9	101.3	-4.5	49.9	42.4	40.6	-1.8
Houston, TX	69.2	61.1	60.3	-0.7	29.1	25.9	25.7	-0.2
San Antonio, TX	32.1	27.5	26.7	-0.8	14.3	11.3	11.2	-0.1
Salt Lake City, UT	31.6	24.2	23.7	-0.5	13.1	9.5	9.6	0.1
Richmond, VA	20.7	21.1	20.1	-1.0	8.9	9.1	8.6	-0.5
Virginia Beach, VA	23.4	22.7	22.1	-0.6	9.2	8.4	9.3	0.9
Seattle-Tacoma, WA	104.6	97.9	93.5	-4.4	43.7	39.1	37.4	-1.7
Milwaukee, WI	30.5	32.8	31.8	-0.9	12.1	12.7	12.0	-0.7

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
	Aug-16	Jul-17	Aug-17	Jun-17	Jun-17	Jun-17	Jun-17
Birmingham, AL	2.63	2.41	2.49	4.3	23.2	13.9	1.67
Phoenix, AZ	3.24	2.81	2.69	4.4	100.6	66.9	1.50
Tucson, AZ	2.64	2.53	2.41	4.7	22.6	12.4	1.83
Los Angeles, CA	2.63	2.38	2.34	4.2	282.4	164.8	1.71
Riverside, CA	1.63	1.53	1.56	5.2	104.1	31.8	3.27
Sacramento, CA	2.77	2.60	2.54	4.7	50.0	28.9	1.73
San Diego, CA	3.18	2.98	2.88	4.1	64.1	48.0	1.34
San Francisco, CA	4.52	4.18	4.00	3.4	85.9	108.5	0.79
San Jose, CA	5.27	5.12	5.12	3.4	35.8	55.5	0.64
Denver, CO	4.80	4.33	4.08	2.3	36.8	69.8	0.53
Hartford, CT	4.53	4.23	4.08	4.9	31.2	27.4	1.14
Washington, DC	4.84	4.17	4.02	3.6	123.4	146.0	0.85
Jacksonville, FL	2.60	2.38	2.37	3.9	29.8	18.0	1.65
Miami, FL	2.42	2.05	1.99	4.3	135.3	67.3	2.01
Orlando, FL	2.82	2.61	2.51	3.8	48.8	35.0	1.39
Tampa, FL	3.38	2.81	2.66	3.9	59.3	44.9	1.32
Atlanta, GA	3.39	3.25	3.07	4.6	138.4	101.9	1.36
Honolulu, HI	2.98	2.71	2.68	2.6	12.2	12.6	0.97
Chicago, IL	2.97	2.92	2.80	4.4	214.6	147.7	1.45
Indianapolis, IN	3.14	2.97	2.89	2.8	29.1	32.1	0.91
Louisville, KY	2.99	2.59	2.51	4.2	28.1	17.9	1.57
New Orleans, LA	2.65	2.51	2.36	5.0	29.6	15.8	1.87
Baltimore, MD	3.66	3.51	3.31	4.1	62.2	53.0	1.17
Boston, MA	4.36	3.93	3.72	3.8	103.4	110.9	0.93
Detroit, MI	3.57	3.20	3.06	3.8	79.7	71.4	1.11
Minneapolis-St. Paul, MN	5.01	4.56	4.45	3.3	66.5	93.6	0.71
Kansas City, MO	3.84	3.55	3.08	3.7	42.1	43.0	0.98
St. Louis, MO	3.45	3.17	2.72	3.9	56.3	49.0	1.15
Las Vegas, NV	2.97	2.66	2.57	4.9	52.4	29.3	1.79
Buffalo, NY	3.16	3.03	2.95	5.2	28.4	17.0	1.67
New York, NY	2.90	2.77	2.71	4.3	429.1	289.9	1.48
Rochester, NY	2.71	2.69	2.57	4.8	25.0	14.1	1.77
Charlotte, NC	3.25	3.29	3.09	3.9	50.8	46.7	1.09
Cincinnati, OH	3.51	3.16	3.01	4.3	48.4	34.9	1.38
Cleveland, OH	3.28	3.01	2.79	5.9	61.8	31.0	1.99
Columbus, OH	3.56	3.35	3.17	4.1	43.7	36.2	1.21
Oklahoma City, OK	2.60	2.56	2.38	4.0	26.6	17.8	1.50
Portland, OR	3.74	3.45	3.29	3.7	48.9	47.2	1.04
Philadelphia, PA	3.28	3.14	2.96	4.6	143.6	99.3	1.45
Pittsburgh, PA	3.43	3.31	3.21	5.1	61.4	39.7	1.54
Providence, RI	3.19	2.95	2.73	4.5	30.9	20.7	1.49
Memphis, TN	2.64	2.37	2.34	4.3	27.2	15.6	1.75
Nashville, TN	3.62	3.46	3.20	2.8	28.3	35.6	0.80
Austin, TX	3.60	3.25	3.20	3.2	36.2	36.8	0.98
Dallas, TX	3.20	2.81	2.69	3.8	142.2	108.5	1.31
Houston, TX	2.10	1.84	1.82	5.0	167.0	62.9	2.66
San Antonio, TX	2.81	2.39	2.32	3.6	41.5	28.2	1.47
Salt Lake City, UT	4.94	3.65	3.57	3.4	22.8	24.8	0.92
Richmond, VA	3.12	3.09	2.94	3.8	26.1	21.3	1.23
Virginia Beach, VA	2.81	2.70	2.63	4.2	35.6	24.0	1.48
Seattle-Tacoma, WA	5.14	4.77	4.56	3.8	78.1	102.4	0.76
Milwaukee, WI	3.67	3.95	3.84	3.4	27.8	33.4	0.83

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.
2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
4. The Conference Board uses the 2015 OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

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Table 7: National Labor Supply/Labor Demand by Occupation ¹ , Seasonally Adjusted								
SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		Aug-16	Jul-17	Aug-17	Aug-Jul 17	Jul-17	Jul-17	
	Total	5,045.0	4,605.7	4,479.8	-125.9	6,981.0	1.52	\$23.86
11	Management	432.6	401.4	399.0	-2.4	383.9	0.96	\$56.74
13	Business and financial operations	299.9	278.5	281.6	3.1	144.1	0.52	\$36.09
15	Computer and mathematical science	551.0	510.0	498.7	-11.3	98.1	0.19	\$42.25
17	Architecture and engineering	140.0	146.4	138.8	-7.6	75.0	0.51	\$40.53
19	Life, physical, and social science	58.7	59.0	58.8	-0.2	29.4	0.50	\$35.06
21	Community and social services	97.7	90.5	89.5	-1.0	46.6	0.52	\$22.69
23	Legal	24.5	20.2	21.5	1.3	22.8	1.13	\$50.95
25	Education, training, and library	162.4	168.8	154.9	-13.9	289.8	1.72	\$26.21
27	Arts, design, entertainment, sports, and media	108.5	92.7	91.1	-1.5	173.1	1.87	\$28.07
29	Healthcare practitioners and technical	719.7	610.1	605.5	-4.5	148.8	0.24	\$38.06
31	Healthcare support	128.2	117.4	112.4	-5.1	172.9	1.47	\$14.65
33	Protective service	59.6	60.8	54.0	-6.8	96.8	1.59	\$22.03
35	Food preparation and serving related	246.5	223.2	213.8	-9.4	551.5	2.47	\$11.47
37	Building and grounds cleaning and maintenance	103.7	94.0	92.8	-1.2	343.2	3.65	\$13.47
39	Personal care and service	68.2	54.8	52.2	-2.5	285.5	5.21	\$12.74
41	Sales and related	516.5	461.4	427.7	-33.7	667.9	1.45	\$19.50
43	Office and administrative support	528.3	482.1	452.8	-29.3	749.0	1.55	\$17.91
45	Farming, fishing, and forestry	7.6	7.6	7.5	-0.2	151.0	19.75	\$13.37
47	Construction and extraction	113.5	106.8	102.5	-4.2	667.3	6.25	\$23.51
49	Installation, maintenance, and repair	200.9	194.3	182.7	-11.5	138.4	0.71	\$22.45
51	Production	133.1	136.1	129.1	-7.0	407.0	2.99	\$17.88
53	Transportation and material moving	332.8	304.6	299.9	-4.7	603.6	1.98	\$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
	Aug-17	Wage ²	Aug-17	Wage ²	Aug-17	Wage ²
United States	716,677	\$46.28	1,761,145	\$34.08	571,299	\$13.62
Alabama	5,338	\$43.14	17,723	\$30.62	5,038	\$11.50
Alaska	1,509	\$45.62	6,555	\$37.10	1,905	\$16.87
Arizona	12,530	\$40.48	32,981	\$31.82	12,177	\$13.48
Arkansas	3,253	\$36.63	9,012	\$27.17	3,003	\$11.26
California	95,308	\$51.12	210,733	\$39.97	68,138	\$15.76
Colorado	15,923	\$46.41	41,080	\$35.55	19,836	\$13.98
Connecticut	12,169	\$53.22	29,665	\$31.59	5,911	\$15.52
Delaware	3,611	\$48.23	5,856	\$35.92	1,236	\$13.46
Florida	33,433	\$42.10	77,850	\$31.47	34,455	\$13.21
Georgia	23,588	\$44.86	56,140	\$31.88	15,278	\$11.85
Hawaii	2,531	\$40.62	5,164	\$32.45	4,487	\$16.01
Idaho	2,236	\$36.16	7,782	\$27.91	3,553	\$12.15
Illinois	30,784	\$45.67	69,584	\$33.64	18,732	\$14.20
Indiana	10,182	\$38.21	30,021	\$29.59	9,509	\$11.98
Iowa	6,427	\$38.62	19,111	\$28.99	7,247	\$12.33
Kansas	5,103	\$40.20	13,927	\$28.69	4,284	\$11.99
Kentucky	5,244	\$37.96	14,399	\$28.75	4,947	\$11.70
Louisiana	5,159	\$13.44	13,142	\$28.21	5,023	\$11.22
Maine	2,172	\$38.50	7,716	\$30.32	2,751	\$12.90
Maryland	16,115	\$49.12	44,326	\$38.21	10,056	\$14.58
Massachusetts	24,673	\$52.66	59,043	\$38.61	15,107	\$16.19
Michigan	16,920	\$43.45	54,151	\$28.46	17,359	\$12.80
Minnesota	18,473	\$44.87	48,965	\$33.60	17,453	\$13.65
Mississippi	2,868	\$35.34	7,803	\$26.54	3,410	\$11.02
Missouri	11,448	\$41.60	30,543	\$30.02	9,745	\$12.08
Montana	1,675	\$34.83	6,571	\$27.20	3,941	\$12.44
Nebraska	3,534	\$39.43	9,782	\$22.32	3,628	\$12.73
Nevada	6,155	\$41.28	13,815	\$33.08	8,131	\$14.07
New Hampshire	2,742	\$46.62	9,399	\$33.78	2,765	\$13.86
New Jersey	27,702	\$54.35	59,749	\$37.07	15,723	\$15.53
New Mexico	2,859	\$38.01	11,846	\$32.27	2,759	\$12.18
New York	58,188	\$57.43	107,876	\$38.01	32,882	\$15.72
North Carolina	18,579	\$45.81	53,923	\$31.55	15,254	\$11.92
North Dakota	1,686	\$39.34	5,629	\$28.92	1,714	\$13.92
Ohio	23,506	\$41.52	54,256	\$31.75	19,604	\$12.65
Oklahoma	4,060	\$38.99	13,631	\$28.09	4,831	\$7.11
Oregon	8,259	\$42.39	25,302	\$34.55	11,352	\$14.29
Pennsylvania	28,343	\$45.43	69,497	\$32.34	24,964	\$13.02
Rhode Island	2,660	\$48.06	5,406	\$35.24	1,889	\$14.46
South Carolina	6,313	\$38.65	21,915	\$29.69	7,676	\$11.66
South Dakota	1,524	\$38.16	4,062	\$26.84	1,541	\$11.96
Tennessee	10,928	\$39.54	26,928	\$29.09	9,383	\$11.83
Texas	47,506	\$47.18	114,482	\$33.41	36,201	\$12.63
Utah	5,433	\$38.58	14,917	\$30.41	6,152	\$12.37
Vermont	1,474	\$39.52	4,480	\$30.16	1,887	\$14.84
Virginia	29,599	\$49.34	70,071	\$36.53	15,268	\$13.61
Washington	24,267	\$46.56	60,067	\$37.48	19,348	\$15.83
West Virginia	2,117	\$35.61	8,035	\$27.86	2,442	\$11.66
Wisconsin	13,028	\$40.18	34,322	\$30.40	13,421	\$12.53
Wyoming	964	\$41.32	3,166	\$28.97	893	\$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
	Aug-17	Wage ¹	Aug-17	Wage ¹	Aug-17	Wage ¹
United States	933,389	\$18.54	334,729	\$22.60	468,723	\$17.60
Alabama	10,265	\$7.20	4,754	\$20.52	7,429	\$16.16
Alaska	2,492	\$19.87	1,017	\$30.72	738	\$24.18
Arizona	19,933	\$17.33	7,195	\$20.63	6,999	\$17.35
Arkansas	5,602	\$15.52	2,411	\$18.34	4,543	\$15.74
California	112,982	\$20.19	30,755	\$23.82	39,398	\$17.79
Colorado	23,973	\$19.99	10,731	\$22.54	10,913	\$18.87
Connecticut	13,241	\$21.28	3,211	\$25.68	5,329	\$19.26
Delaware	3,033	\$18.22	1,007	\$23.62	1,360	\$16.51
Florida	54,923	\$17.24	22,401	\$19.19	17,728	\$16.24
Georgia	27,352	\$17.57	10,737	\$20.36	16,535	\$16.16
Hawaii	5,342	\$18.02	1,449	\$28.73	1,379	\$20.85
Idaho	4,590	\$16.19	2,795	\$19.61	3,033	\$16.84
Illinois	37,022	\$18.96	9,288	\$26.75	19,429	\$17.78
Indiana	15,697	\$17.04	5,730	\$21.97	13,334	\$17.17
Iowa	12,669	\$16.86	4,909	\$21.13	8,671	\$16.99
Kansas	8,228	\$17.10	3,144	\$21.38	4,959	\$17.82
Kentucky	8,935	\$16.17	3,189	\$21.08	7,171	\$17.42
Louisiana	8,571	\$15.47	3,856	\$20.97	5,061	\$19.29
Maine	3,429	\$16.53	1,288	\$20.46	1,741	\$17.16
Maryland	16,741	\$19.36	5,730	\$23.63	7,724	\$18.61
Massachusetts	26,002	\$21.51	6,910	\$27.63	10,135	\$18.75
Michigan	26,796	\$17.93	10,657	\$22.63	15,896	\$17.55
Minnesota	25,989	\$19.60	8,664	\$24.89	15,519	\$18.35
Mississippi	5,568	\$14.86	2,470	\$19.10	4,373	\$15.99
Missouri	16,726	\$17.08	5,689	\$22.63	9,485	\$16.90
Montana	4,183	\$16.25	2,521	\$21.79	2,352	\$18.18
Nebraska	6,038	\$16.85	2,774	\$20.61	3,576	\$17.49
Nevada	10,412	\$17.21	4,043	\$23.82	4,249	\$17.53
New Hampshire	5,226	\$19.30	1,677	\$23.00	2,766	\$17.81
New Jersey	29,905	\$20.18	7,934	\$26.58	12,933	\$17.92
New Mexico	3,879	\$16.07	1,855	\$20.14	1,934	\$17.62
New York	57,691	\$22.00	14,943	\$27.50	18,585	\$19.00
North Carolina	22,302	\$17.70	10,470	\$19.49	13,254	\$15.86
North Dakota	2,872	\$18.22	1,915	\$25.33	2,253	\$21.37
Ohio	34,394	\$17.73	12,324	\$22.08	22,474	\$17.24
Oklahoma	8,124	\$16.49	3,786	\$20.66	5,749	\$17.28
Oregon	14,548	\$7.52	6,613	\$22.91	8,954	\$17.78
Pennsylvania	40,957	\$18.33	13,771	\$22.76	25,633	\$17.69
Rhode Island	3,056	\$20.03	1,095	\$24.25	1,569	\$17.56
South Carolina	11,825	\$15.98	6,255	\$19.61	7,843	\$16.79
South Dakota	2,389	\$16.11	1,168	\$19.46	1,437	\$15.84
Tennessee	16,363	\$16.76	6,091	\$20.21	11,558	\$16.07
Texas	64,394	\$18.56	26,796	\$20.77	30,145	\$18.21
Utah	10,492	\$17.20	4,130	\$21.19	6,094	\$17.43
Vermont	1,912	\$18.45	727	\$21.58	1,166	\$18.35
Virginia	23,550	\$18.52	8,520	\$21.83	9,090	\$17.81
Washington	26,633	\$19.98	10,804	\$25.75	12,839	\$20.68
West Virginia	3,789	\$14.78	1,684	\$20.51	2,520	\$17.29
Wisconsin	21,234	\$17.89	7,935	\$23.08	16,521	\$17.56
Wyoming	1,268	\$17.23	1,034	\$25.04	1,076	\$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.

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
	Aug-17	Wage ^{2*}	Aug-17	Wage ^{2*}	Aug-17	Wage ^{2*}
United States	716,677	\$46.28	1,761,145	\$34.08	571,299	\$13.62
Birmingham, AL	1,728	\$44.34	4,940	\$32.77	1,497	\$11.93
Phoenix, AZ	9,635	\$41.61	21,120	\$32.52	8,265	\$13.40
Tucson, AZ	1,534	\$37.52	4,751	\$31.33	1,713	\$13.43
Los Angeles, CA	32,290	\$49.93	57,146	\$39.29	22,025	\$15.41
Riverside, CA	4,504	\$42.62	9,964	\$34.16	4,306	\$14.71
Sacramento, CA	4,550	\$42.97	10,184	\$30.70	3,626	\$15.52
San Diego, CA	6,849	\$48.78	18,371	\$37.05	7,555	\$13.42
San Francisco, CA	23,513	\$58.62	40,915	\$44.78	11,596	\$17.31
San Jose, CA	11,047	\$65.33	30,824	\$51.00	4,132	\$16.68
Denver, CO	11,145	\$48.18	23,460	\$37.57	10,430	\$14.03
Hartford, CT	5,091	\$49.75	11,406	\$36.81	2,046	\$15.39
Washington, DC	30,845	\$54.84	69,018	\$42.70	13,093	\$15.84
Jacksonville, FL	2,681	\$41.29	6,193	\$24.90	2,700	\$12.90
Miami, FL	10,701	\$45.04	19,218	\$32.37	9,490	\$13.73
Orlando, FL	4,949	\$41.63	10,184	\$31.75	4,979	\$12.90
Tampa, FL	6,811	\$41.78	14,525	\$32.33	5,238	\$13.01
Atlanta, GA	17,974	\$47.32	37,612	\$24.84	9,577	\$12.17
Honolulu, HI	1,912	\$41.44	3,325	\$31.14	2,753	\$15.50
Chicago, IL	27,118	\$47.29	53,792	\$34.93	15,189	\$14.36
Indianapolis, IN	4,778	\$39.80	10,973	\$32.47	3,394	\$12.41
Louisville, KY	2,497	\$39.68	5,504	\$30.58	2,033	\$12.13
New Orleans, LA	1,860	\$39.69	4,955	\$30.35	2,423	\$11.55
Baltimore, MD	8,653	\$47.65	23,752	\$37.02	5,434	\$14.46
Boston, MA	21,224	\$54.85	44,713	\$39.62	11,117	\$16.46
Detroit, MI	9,336	\$46.36	27,941	\$34.76	7,770	\$12.88
Minneapolis-St. Paul, MN	14,879	\$46.98	33,420	\$35.41	11,410	\$10.90
Kansas City, MO	5,503	\$43.18	12,542	\$30.99	4,446	\$12.79
St. Louis, MO	6,150	\$44.58	16,753	\$30.96	4,970	\$12.52
Las Vegas, NV	4,246	\$41.28	8,781	\$33.51	5,270	\$14.37
Buffalo, NY	2,656	\$43.09	5,203	\$30.25	2,352	\$13.80
New York, NY	64,591	\$60.10	112,858	\$40.04	31,158	\$16.12
Rochester, NY	1,687	\$46.10	5,119	\$31.08	1,596	\$14.09
Charlotte, NC	7,612	\$47.74	17,649	\$33.28	4,434	\$12.24
Cincinnati, OH	5,762	\$43.21	11,454	\$32.54	4,035	\$12.56
Cleveland, OH	4,908	\$42.70	9,919	\$32.36	3,993	\$11.18
Columbus, OH	5,830	\$42.21	12,042	\$33.78	3,829	\$13.27
Oklahoma City, OK	2,109	\$39.77	5,719	\$29.40	2,045	\$12.46
Portland, OR	6,185	\$45.18	15,117	\$36.16	6,953	\$14.70
Philadelphia, PA	18,260	\$49.81	35,199	\$35.17	10,395	\$13.94
Pittsburgh, PA	6,189	\$44.08	13,789	\$31.72	5,695	\$12.57
Providence, RI	3,127	\$46.81	7,065	\$30.43	2,574	\$14.50
Memphis, TN	2,301	\$40.33	4,677	\$30.89	1,470	\$12.20
Nashville, TN	5,196	\$41.44	11,265	\$30.65	4,281	\$12.14
Austin, TX	6,159	\$45.51	15,404	\$34.03	4,808	\$13.33
Dallas, TX	18,343	\$48.38	38,283	\$35.24	11,053	\$13.09
Houston, TX	10,368	\$52.45	22,331	\$37.12	6,858	\$12.85
San Antonio, TX	3,853	\$43.12	10,035	\$32.14	3,820	\$12.32
Salt Lake City, UT	3,678	\$40.90	8,237	\$33.02	2,748	\$12.78
Richmond, VA	3,749	\$44.40	8,796	\$32.54	2,145	\$13.13
Virginia Beach, VA	3,974	\$43.06	9,026	\$32.37	2,732	\$12.99
Seattle-Tacoma, WA	18,784	\$49.08	41,407	\$41.02	11,738	\$16.48
Milwaukee, WI	5,322	\$44.50	11,969	\$32.54	4,046	\$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 Aug-17	Average Hourly Wage ^{2*}	Total Ads Aug-17	Average Hourly Wage ^{2*}	Total Ads Aug-17	Average Hourly Wage ^{2*}
United States	933,389	\$18.54	334,729	\$22.60	468,723	\$17.60
Birmingham, AL	3,315	\$18.09	1,197	\$21.64	1,857	\$8.22
Phoenix, AZ	15,142	\$17.87	4,888	\$21.34	5,034	\$17.59
Tucson, AZ	2,339	\$16.21	1,125	\$20.33	777	\$16.18
Los Angeles, CA	37,123	\$20.03	7,949	\$25.46	11,454	\$16.96
Riverside, CA	7,716	\$17.82	2,309	\$23.73	4,008	\$17.11
Sacramento, CA	6,414	\$19.31	2,302	\$24.99	2,556	\$17.76
San Diego, CA	10,502	\$19.39	3,113	\$24.93	2,727	\$17.31
San Francisco, CA	22,387	\$23.76	5,138	\$30.51	6,225	\$21.50
San Jose, CA	7,637	\$25.09	1,788	\$28.57	1,990	\$19.52
Denver, CO	14,320	\$21.13	5,741	\$23.15	5,762	\$19.56
Hartford, CT	4,797	\$7.86	1,391	\$25.51	2,078	\$19.29
Washington, DC	20,435	\$21.37	6,183	\$24.55	5,471	\$19.71
Jacksonville, FL	4,205	\$17.74	2,136	\$19.77	1,783	\$17.47
Miami, FL	16,678	\$18.15	4,447	\$20.15	3,906	\$16.86
Orlando, FL	8,157	\$16.78	3,138	\$19.25	2,751	\$15.98
Tampa, FL	9,074	\$17.62	3,894	\$18.81	3,119	\$15.61
Atlanta, GA	18,521	\$18.95	6,297	\$21.50	8,736	\$16.69
Honolulu, HI	3,966	\$18.20	1,026	\$29.52	957	\$21.81
Chicago, IL	30,092	\$19.65	6,863	\$27.99	13,726	\$17.89
Indianapolis, IN	6,555	\$18.63	2,399	\$22.44	4,227	\$16.72
Louisville, KY	3,860	\$17.51	1,388	\$21.90	2,546	\$18.57
New Orleans, LA	3,292	\$7.44	1,300	\$21.08	1,273	\$19.93
Baltimore, MD	8,800	\$19.41	3,043	\$23.46	4,017	\$6.04
Boston, MA	20,124	\$22.52	4,787	\$28.56	6,781	\$19.07
Detroit, MI	12,495	\$18.90	4,557	\$24.23	6,058	\$18.83
Minneapolis-St. Paul, MN	19,032	\$20.95	5,641	\$26.34	10,023	\$18.73
Kansas City, MO	8,293	\$18.43	2,555	\$23.43	4,328	\$18.07
St. Louis, MO	8,822	\$18.32	2,354	\$11.29	3,712	\$17.86
Las Vegas, NV	6,797	\$17.11	2,108	\$23.71	2,093	\$17.44
Buffalo, NY	4,011	\$18.10	1,237	\$22.96	1,971	\$17.80
New York, NY	57,907	\$22.65	12,098	\$28.92	16,265	\$19.04
Rochester, NY	3,086	\$18.70	1,269	\$22.64	1,723	\$17.50
Charlotte, NC	7,196	\$19.55	2,954	\$20.70	3,933	\$17.06
Cincinnati, OH	7,499	\$10.85	2,383	\$22.29	4,412	\$17.67
Cleveland, OH	6,746	\$18.96	2,113	\$23.40	3,524	\$17.65
Columbus, OH	7,371	\$18.24	2,604	\$22.09	4,096	\$16.95
Oklahoma City, OK	3,700	\$17.49	1,724	\$20.93	2,082	\$16.76
Portland, OR	9,890	\$19.38	3,699	\$24.71	5,609	\$18.62
Philadelphia, PA	20,059	\$19.98	5,444	\$25.58	8,078	\$18.32
Pittsburgh, PA	9,114	\$18.11	2,753	\$22.69	4,194	\$17.73
Providence, RI	4,356	\$19.25	1,524	\$24.23	2,192	\$17.34
Memphis, TN	3,242	\$17.32	1,095	\$20.24	2,570	\$15.95
Nashville, TN	7,123	\$18.06	2,484	\$21.21	4,075	\$16.69
Austin, TX	7,277	\$20.26	2,981	\$19.66	2,442	\$16.29
Dallas, TX	22,272	\$19.87	7,342	\$20.73	9,629	\$18.10
Houston, TX	13,767	\$19.74	5,122	\$22.31	5,632	\$20.09
San Antonio, TX	5,671	\$17.59	2,670	\$19.73	2,629	\$16.53
Salt Lake City, UT	5,821	\$7.30	1,820	\$21.95	2,826	\$17.72
Richmond, VA	3,830	\$18.59	1,635	\$21.73	1,668	\$17.40
Virginia Beach, VA	4,531	\$16.68	2,087	\$21.31	1,849	\$18.46
Seattle-Tacoma, WA	17,088	\$21.19	5,848	\$27.50	7,514	\$22.01
Milwaukee, WI	6,436	\$19.76	1,967	\$24.77	3,962	\$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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