

# News Release

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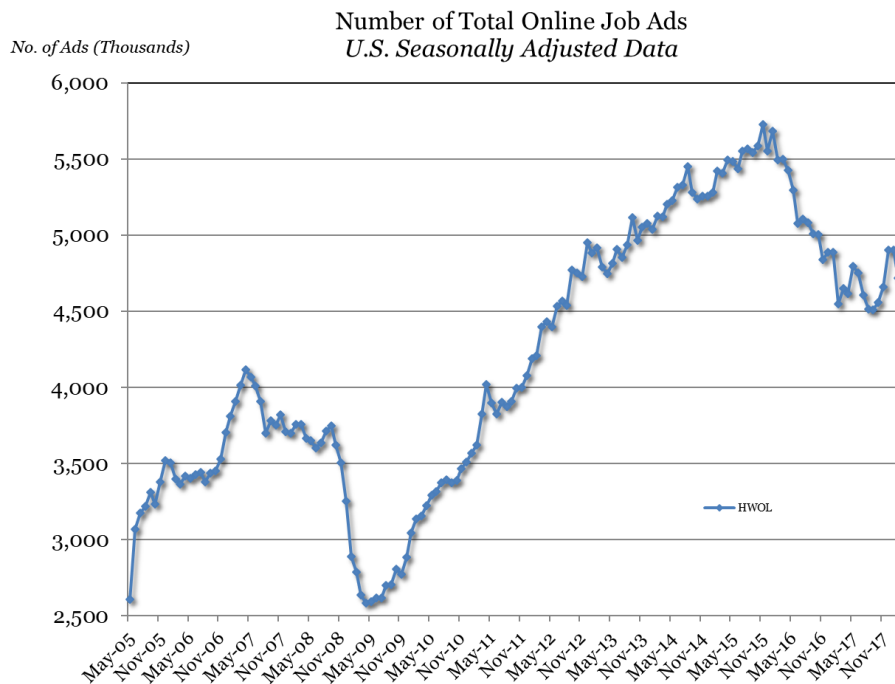
**For Immediate Release 10:00 AM ET, Wednesday, April 4, 2018**

## Online Job Ads Increased 102,100 in March

- Most States showed small gains
- Most occupations showed gains over the month

**NEW YORK, April 4, 2018...**Online advertised vacancies increased 102,100 to 4,819,700 in March, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The February Supply/Demand rate stands at 1.42 unemployed for each advertised vacancy, with a total of 2.0 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 6.7 million in February.

The Professional occupational category saw gains in Management (14.4) and Healthcare practitioners and technical (11.7). The Services/Production occupational category saw changes in Sales (21.2), Transportation (14.6), and Food prep (-11.7).



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, 13 increased, 6 decreased, and 1 was constant
- Among the 50 States, 27 increased, 20 declined, and 3 were constant

<b>Table A: State Labor Demand, Selected States, Seasonally Adjusted</b>			
	<b>Total Ads<sup>1</sup></b> (Thousands)	<b>M-O-M Change</b> (Thousands)	<b>Supply/ Demand Rate<sup>2</sup></b>
Location	Mar-18	Mar-Feb 18	Feb-18
<b>United States</b>	<b>4,819.7</b>	<b>102.1</b>	<b>1.42</b>
<b>NORTHEAST</b>	<b>934.2</b>	<b>4.8</b>	<b>1.61</b>
Massachusetts	141.4	0.8	0.91
New Jersey	147.6	-1.9	1.40
New York	298.9	3.2	1.52
Pennsylvania	209.6	5.1	1.52
<b>SOUTH</b>	<b>1,576.4</b>	<b>21.7</b>	<b>1.93</b>
Florida	255.3	5.2	1.59
Georgia	152.1	-1.6	1.48
Maryland	95.7	-0.3	1.39
North Carolina	138.4	3.6	1.65
Texas	335.3	15.3	1.70
Virginia	147.8	0.0	1.01
<b>MIDWEST</b>	<b>1,064.6</b>	<b>11.9</b>	<b>1.57</b>
Illinois	187.2	3.5	1.66
Michigan	135.9	-6.4	1.64
Minnesota	135.1	5.1	0.77
Missouri	88.7	1.3	1.27
Ohio	176.3	7.3	1.55
Wisconsin	102.5	-0.1	0.90
<b>WEST</b>	<b>1,195.8</b>	<b>15.7</b>	<b>1.79</b>
Arizona	93.0	-1.5	1.73
California	559.3	11.1	1.54
Colorado	122.2	1.2	0.76
Washington	143.7	4.3	1.28

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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.

## March Changes for States

In March, online labor demand grew in 27 States, declined in 20 States, and 3 were constant. All four regions experienced increases.

The **Northeast** increased 4,800 in March (Table A). **New York** increased 3,200 to 298,900. **New Jersey** decreased 1,900 to 147,600. **Massachusetts** increased 800 to 141,400. **Pennsylvania** increased 5,100 to 209,600. In the smaller States, **Connecticut** decreased 3,100 to 65,500. **New Hampshire** decreased 100 to 23,600 and **Maine** decreased 1,400 to 18,700. **Rhode Island** decreased 100 to 15,100 and **Vermont** grew 400 to 11,600 (Table 3).

The **West** increased 15,700 in March. **California** increased 11,100 to 559,300 and **Colorado** decreased 1,200 to 122,200. **Washington** increased 4,300 to 143,700. **Arizona** decreased 1,500 to 93,000. Among the smaller States in the West, **Oregon** decreased 500 to 72,500. **Utah** increased 1,800 to 52,100. **Nevada** remained constant at 43,700. **Idaho** fell 1,100 to 22,700 and **New Mexico** increased 1,100 to 25,900. **Montana** fell 1,200 to 18,700 and **Hawaii** decreased 600 to 21,500.

The **Midwest** experienced an increase of 11,900 in March. **Illinois** grew 3,500 to 187,200 and **Michigan** decreased 6,400 to 135,900. **Missouri** increased 1,300 to 88,700 and **Ohio** increased 7,300 to 176,300. **Minnesota** increased 5,100 to 135,100 and **Wisconsin** decreased 100 to 102,500. Among the smaller States in the region, **Indiana** increased 3,200 to 85,000 and **Iowa** decreased 500 to 57,600. **Nebraska** grew 300 to 29,700 and **South Dakota** decreased 100 to 13,300. **Kansas** decreased 100 to 36,700.

The **South** increased 21,700 in March. Among the larger States in the region, **Texas** increased 15,300 to 335,300. **Florida** increased 5,200 to 255,300. **North Carolina** increased 3,600 to 138,400. **Georgia** decreased 1,600 to 152,100. **Virginia** remained constant at 147,800. **Maryland** decreased 300 to 95,700. Among the smaller States, **Tennessee** increased 2,000 to 81,800 and **South Carolina** decreased 700 to 60,300. **Alabama** grew 2,200 to 50,800. **Kentucky** grew 1,600 to 45,500 and **Oklahoma** decreased 100 to 39,500. **Louisiana** increased 1,500 to 40,200 and **Delaware** increased 700 to 16,600.

**Supply/Demand Rates:** Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for February 2018, the latest month for which State unemployment figures are available.

There were 12 States in which the number of advertised vacancies exceeded the number of unemployed: Hawaii (0.63), North Dakota (0.72), Colorado (0.76), Minnesota (0.77), New Hampshire (0.81), Iowa (0.83), Vermont (0.86), Wisconsin (0.90), Massachusetts (0.91), Nebraska (0.96), Utah (0.97) and Maine (1.0). The States with the highest Supply/Demand rates were Louisiana (2.45), New Mexico (2.18), Mississippi (2.15) and West Virginia (2.13), which had more than two unemployed workers for every job opening.

Please note that the Supply/Demand rate only provides a measure of relative tightness of the individual State labor markets and does not suggest that the occupations of the unemployed directly align with the occupations of the advertised vacancies.

## METRO AREA HIGHLIGHTS

- In March, thirteen of the 20 largest metro areas rose and seven declined
- Among the 52 metro areas, 26 rose, 25 declined, and 1 was constant (Table 5)

<b>Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted</b>			
	<b>Total Ads<sup>1</sup></b> (Thousands)	<b>M-O-M Change</b> (Thousands)	<b>Supply/ Demand Rate<sup>2</sup></b>
Location	Mar-18	Mar-Feb 18	Jan-18
<b>United States</b>	<b>4,819.7</b>	<b>102.1</b>	<b>1.42</b>
<b>NORTHEAST</b>	<b>934.2</b>	<b>4.8</b>	<b>1.61</b>
Boston, MA	110.3	-0.5	0.78
New York, NY	298.6	-2.1	1.46
Philadelphia, PA	102.9	1.5	1.39
<b>SOUTH</b>	<b>1,576.4</b>	<b>21.7</b>	<b>1.93</b>
Atlanta, GA	101.2	-0.9	1.27
Baltimore, MD	52.2	0.1	1.27
Dallas, TX	109.7	3.9	1.22
Houston, TX	72.1	2.7	2.16
Miami, FL	70.8	0.3	1.83
Washington, DC	147.4	-2.1	0.85
<b>MIDWEST</b>	<b>1,064.6</b>	<b>11.9</b>	<b>1.57</b>
Chicago, IL	148.8	2.2	1.58
Cleveland, OH	33.0	1.2	1.77
Detroit, MI	64.9	-3.7	1.26
Minneapolis-St. Paul, MN	96.2	3.3	0.61
<b>WEST</b>	<b>1,195.8</b>	<b>15.7</b>	<b>1.79</b>
Denver, CO	72.8	0.7	0.62
Los Angeles, CA	167.9	1.3	1.64
Phoenix, AZ	66.9	-2.5	1.47
San Diego, CA	48.3	-1.1	1.04
San Francisco, CA	114.4	1.5	0.64
San Jose, CA	61.6	1.8	0.52
Seattle-Tacoma, WA	95.2	1.9	1.01

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1. Total ads are all unduplicated ads appearing during the reference period. This includes ads from the previous months that have been reposted as well as new ads.
2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

## Metro Area Changes

In March, labor demand rose in 26 metro areas, declined in 25, and 1 was constant. The MSAs with the largest changes in each of the regions were: **Detroit** (-3,700) and **Minneapolis-St. Paul** (3,300) in the **Midwest**; **Phoenix** (-2,500) and **Seattle-Tacoma** (1,900) in the **West**; **Dallas** (3,900) and **Houston** (2,700) in the **South**; and **New York** (-2,100) and **Pittsburgh** (1,600) in the **Northeast** (See Table B and Table 5).

The **West** increased 15,700 in March. **Seattle-Tacoma** grew 1,900 to 95,200 and **Phoenix** decreased 2,500 to 66,900. **San Francisco** increased 1,500 to 114,400. **Los Angeles** increased 1,300 to 167,900. **Denver** increased 700 to 72,800 and **San Jose** grew 1,800 to 61,600. **Riverside** increased 600 to 32,800. **Portland** fell 700 to 46,300. **Sacramento** decreased 400 to 28,400 and **Salt Lake City** increased 300 to 28,300. **Honolulu** fell 700 to 14,300 and **Las Vegas** fell 700 to 27,100.

The **South** increased 21,700 in March. **Houston** increased 2,700 to 72,100 and **Dallas** increased 3,900 to 109,700. **Miami** increased 300 to 70,800 and **Washington, DC** decreased 2,100 to 147,400. **Austin** remained constant at 40,400 and **Atlanta** decreased 900 to 101,200. **Orlando** increased 300 to 37,100. **Charlotte** decreased 600 to 43,500. **Tampa** grew 700 to 43,400 and **Baltimore** increased 100 to 52,200. **San Antonio** fell 900 to 28,400. **Nashville** increased 1,700 to 35,500. **New Orleans** grew 200 to 15,100 and **Birmingham** decreased 100 to 13,800. **Louisville** increased 300 to 16,800.

The **Northeast** increased 4,800 in March. **New York** decreased 2,100 to 298,600 and **Pittsburgh** increased 1,600 to 46,700. **Philadelphia** increased 1,500 to 102,900. **Boston** fell 500 to 110,300. **Providence** decreased 400 to 20,300. **Buffalo** decreased 100 to 18,500. **Hartford** fell 1,100 to 26,200 and **Rochester** increased 200 to 15,800.

The **Midwest** experienced an increase of 11,900 in March. **Detroit** decreased 3,700 to 64,900 and **Chicago** increased 2,200 to 148,800. **Minneapolis-St. Paul** increased 3,300 to 96,200 and **St. Louis** grew 300 to 47,500. **Indianapolis** grew 400 to 32,400. **Columbus** decreased 400 to 37,800 and **Cincinnati** increased 3,200 to 39,300. **Kansas City** decreased 1,100 to 36,900 and **Cleveland** increased 1,200 to 33,000. **Milwaukee** decreased 400 to 31,000.

The number of postings does not, however, tell the entire story. A crucial factor is how many unemployed people are seeking jobs and how much competition there is for the jobs that are available. The Conference Board HWOL's Supply/Demand rate relates the number of unemployed workers to the number of advertised vacancies. Based on January's data (the latest available unemployment data for metro areas), 13 major metro areas saw more job openings than unemployed workers: San Jose (S/D rate of 0.52), Minneapolis-St. Paul (0.61), Honolulu (0.61), Denver (0.62), San Francisco (0.64), Salt Lake City (0.66), Milwaukee (0.74), Nashville (0.76), Boston (0.78), Austin (0.81), Washington, DC (0.85), Indianapolis (0.87), and Portland (0.99). (Table 6). Other favorable markets for job-seekers included Seattle-Tacoma (1.01) and Columbus (1.02).

In contrast, unemployed workers face great competition for each advertised position in Riverside (over 2 unemployed for every opening) as well as Houston (over 2 unemployed for every opening). In 50 of the 52 metro areas, however, there are now fewer than 2 unemployed per advertised opening. (See Table 6 for complete metro area Supply/Demand rates.)

## OCCUPATIONAL HIGHLIGHTS

- In March, nine of the largest ten online occupational categories posted increases and one declined (Table C)

SOC <sup>1</sup>	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate <sup>2</sup>	Average Hourly Wage <sup>3</sup>
		Mar-18	Mar-Feb 18	Feb-18	Feb-18	
15	Computer and mathematical science	542.4	3.0	133.5	0.25	\$42.25
29	Healthcare practitioners and technical	529.9	11.7	146.1	0.28	\$38.06
43	Office and administrative support	487.5	3.2	758.4	1.57	\$17.91
41	Sales and related	470.5	21.2	774.9	1.72	\$19.50
11	Management	426.8	14.4	293.2	0.71	\$56.74
53	Transportation and material moving	383.2	14.6	552.9	1.50	\$17.34
13	Business and financial operations	305.7	4.5	206.3	0.69	\$36.09
35	Food preparation and serving related	219.5	-11.7	593.2	2.57	\$11.47
49	Installation, maintenance, and repair	203.0	1.3	120.2	0.60	\$22.45
25	Education, training, and library	174.3	6.9	327.1	1.95	\$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 March

In March, nine of the largest ten online occupational categories posted increases and one declined.

**Management** ads increased 14,400 to 426,800. The supply/demand rate lies at 0.71, i.e. 1 advertised openings per unemployed job-seeker (see Table C and Table 7).

**Healthcare practitioners and technical** ads increased 11,700 to 529,900. The supply/demand rate lies at 0.28, i.e. 3 advertised opening per unemployed job-seeker.

**Education** ads increased 6,900 to 174,300. The supply/demand rate lies at 1.95, i.e. over 1 unemployed job-seekers for every advertised available opening.

**Sales and related** ads increased 21,200 to 470,500. The supply/demand rate lies at 1.72, i.e. over 1 unemployed job-seekers for every advertised available opening.

**Transportation** ads increased 14,600 to 383,200. The supply/demand rate lies at 1.50, i.e. over 1 unemployed job-seekers for every advertised available opening.

**Food and prep** ads decreased 11,700 to 219,500. The supply/demand rate lies at 2.57, i.e. 2 unemployed job-seekers for every advertised available opening.

## PROGRAM NOTES

### Special Note

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

### HWOL available on Haver Analytics

Over 3,000 of the key HWOL press release time series are exclusively available on Haver Analytics. The available time series include the geographic and occupational series for levels and rates for both Total Ads and New Ads. In addition to the seasonally adjusted series, many of the unadjusted series are also available. The geographic detail includes: U.S., 9 Regions, 50 States, 52 MSAs (largest metro areas). The occupational detail includes: U.S. (2-digit SOC), States (1-digit SOC) and MSAs (1-digit SOC).

For more information about the Help Wanted OnLine database delivered via Haver Analytics, please email [sales@haver.com](mailto:sales@haver.com) or navigate to <http://www.haver.com/contact.html>. For HWOL data for detailed geographic areas and occupations not in the press release, please contact [Jeanne.Shu@conference-board.org](mailto:Jeanne.Shu@conference-board.org).

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*The Conference Board Help Wanted OnLine*® Data Series (HWOL) measures the number of new, first-time online jobs and jobs reposted from the previous month for over 16,000 Internet job boards, corporate boards and smaller job sites that serve niche markets and smaller geographic areas.

Like The Conference Board's long-running Help Wanted Advertising Index of print ads (which was published for over 55 years and discontinued in July 2008), the HWOL series measures help wanted advertising, i.e. labor demand. The HWOL data series began in May 2005. With the September 2008 release, HWOL began providing seasonally adjusted data for the U.S., the nine Census regions and the 50 States. Seasonally adjusted data for occupations were provided beginning with the May 2009 release, and seasonally adjusted data for the 52 largest metropolitan areas began with the February 2012 release.

People using this data are urged to review the information on the database and methodology available on The Conference Board website and contact us with questions and comments. Background information and technical notes and discussion of revisions to the series are available at: <http://www.conference-board.org/data/helpwantedonline.cfm>.

Additional information on the **Bureau of Labor Statistics** data used in this release can be found on the BLS website, [www.bls.gov](http://www.bls.gov).

### The Conference Board

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**WANTED** is a leading supplier of real-time business intelligence solutions for the talent marketplace. Using technology to gather data from corporate career sites and online job boards, **WANTED** builds products to help our users make better human capital decisions faster. Users of our products include corporate human resources departments, market analysts and employment services firms as well as the federal, state and local labor market analysts that use HWOL. For more information, please visit: [www.wantedanalytics.com](http://www.wantedanalytics.com).

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Haver Analytics is the premier provider of time series data for the Global Strategy and Research community. Haver Analytics was founded in 1978 as a consulting firm and today provides the highest quality data and software for industry professionals. Haver provides products and services to clients in financial services, government, academia and various industry groups from consulting to manufacturing. For more information please see: <http://www.haver.com/contact.html>.

<b>Publication Schedule, Help Wanted OnLine Data Series</b>	
<b><u>Data for the Month</u></b>	<b><u>Release Date</u></b>
April 2018	May 2, 2018
May 2018	May 30, 2018
June 2018	July 2, 2018
July 2018	August 1, 2018
August 2018	September 5, 2018
September 2018	October 3, 2018
October 2018	October 31, 2018
November 2018	December 5, 2018



<b>Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted</b>								
Location <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Mar-17	Feb-18	Mar-18	Mar-Feb 18	Mar-17	Feb-18	Mar-18	Mar-Feb 18
<b>United States</b>	<b>4,648.8</b>	<b>4,717.6</b>	<b>4,819.7</b>	<b>102.1</b>	<b>2,022.6</b>	<b>2,019.9</b>	<b>2,027.4</b>	<b>7.5</b>
New England	284.0	280.2	278.2	-2.0	116.4	121.4	110.6	-10.7
Middle Atlantic	627.0	649.2	656.0	6.7	265.9	277.4	269.7	-7.6
South Atlantic	904.9	929.1	927.8	-1.3	393.2	397.6	388.2	-9.4
East North Central	659.3	681.7	687.1	5.4	270.4	275.3	272.5	-2.8
East South Central	194.9	200.7	205.6	4.9	79.1	81.2	81.1	-0.1
West North Central	384.5	371.0	377.5	6.5	153.7	149.1	150.8	1.7
West South Central	421.9	424.9	443.0	18.0	186.0	178.9	189.5	10.6
Mountain	378.3	385.6	386.3	0.7	171.8	169.8	165.3	-4.5
Pacific	783.7	794.5	809.5	15.0	378.3	372.4	373.6	1.3

Source: The Conference Board

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

<b>Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted</b>						
Location <sup>2</sup>	Total Ads Rate <sup>1</sup> (Percent)			New Ads Rate <sup>1</sup> (Percent)		
	Mar-17	Feb-18	Mar-18	Mar-17	Feb-18	Mar-18
<b>United States</b>	<b>2.90</b>	<b>2.91</b>	<b>2.98</b>	<b>1.26</b>	<b>1.25</b>	<b>1.25</b>
New England	3.58	3.53	3.51	1.47	1.53	1.40
Middle Atlantic	3.04	3.15	3.18	1.29	1.35	1.31
South Atlantic	2.87	2.92	2.92	1.25	1.25	1.22
East North Central	2.80	2.88	2.91	1.15	1.17	1.15
East South Central	2.25	2.30	2.36	0.91	0.93	0.93
West North Central	3.45	3.33	3.38	1.38	1.34	1.35
West South Central	2.25	2.24	2.33	0.99	0.94	1.00
Mountain	3.20	3.20	3.20	1.46	1.41	1.37
Pacific	3.01	3.02	3.07	1.45	1.41	1.42

Source: The Conference Board

1. Ads rates are calculated as a percent of the most currently available BLS civilian labor force data. Ads rates represent the number of ads per 100 participants in the civilian labor force.
2. Regions are as defined by the U.S. Census Bureau.

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**Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted**

Location	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Mar-17	Feb-18	Mar-18	Mar-Feb 18	Mar-17	Feb-18	Mar-18	Mar-Feb 18
<b>United States</b>	<b>4,648.8</b>	<b>4,717.6</b>	<b>4,819.7</b>	<b>102.1</b>	<b>2,022.6</b>	<b>2,019.9</b>	<b>2,027.4</b>	<b>7.5</b>
Alabama	47.7	48.5	50.8	2.2	18.7	19.1	19.7	0.5
Alaska	13.8	13.0	13.3	0.4	5.8	5.8	6.1	0.3
Arizona	93.0	94.5	93.0	-1.5	42.5	43.2	39.1	-4.1
Arkansas	27.0	27.4	27.3	-0.1	11.1	11.2	10.8	-0.4
California	531.8	548.2	559.3	11.1	258.7	252.8	255.1	2.3
Colorado	118.6	121.0	122.2	1.2	57.1	54.5	55.4	0.8
Connecticut	72.3	68.5	65.5	-3.1	26.6	27.0	24.4	-2.6
Delaware	16.0	15.9	16.6	0.7	6.2	6.6	6.7	0.1
Florida	243.1	250.1	255.3	5.2	118.9	118.4	117.9	-0.4
Georgia	146.6	153.7	152.1	-1.6	60.0	62.4	59.9	-2.5
Hawaii	18.8	22.2	21.5	-0.6	9.9	11.1	10.2	-0.9
Idaho	22.8	23.8	22.7	-1.1	11.3	10.8	9.6	-1.3
Illinois	176.4	183.7	187.2	3.5	71.1	72.4	72.6	0.2
Indiana	78.5	81.8	85.0	3.2	30.9	31.4	31.8	0.4
Iowa	54.5	58.1	57.6	-0.5	19.9	22.1	21.6	-0.4
Kansas	39.0	36.8	36.7	-0.1	14.8	13.8	13.4	-0.4
Kentucky	42.9	43.9	45.5	1.6	16.9	17.8	17.9	0.1
Louisiana	41.7	38.8	40.2	1.5	17.8	16.0	16.8	0.8
Maine	17.6	20.1	18.7	-1.4	7.0	8.4	7.1	-1.3
Maryland	98.5	96.0	95.7	-0.3	38.4	37.1	35.4	-1.7
Massachusetts	142.0	140.6	141.4	0.8	59.8	61.1	56.7	-4.5
Michigan	141.9	142.2	135.9	-6.4	58.4	57.0	54.5	-2.5
Minnesota	127.1	130.1	135.1	5.1	52.7	53.1	55.6	2.5
Mississippi	25.1	26.8	26.8	0.0	9.8	10.1	9.4	-0.7
Missouri	100.5	87.4	88.7	1.3	41.9	38.0	37.2	-0.8
Montana	19.0	19.9	18.7	-1.2	8.3	8.7	8.0	-0.7
Nebraska	30.4	29.5	29.7	0.3	12.1	11.8	12.0	0.1
Nevada	46.2	43.7	43.7	0.0	21.1	19.9	19.6	-0.4
New Hampshire	23.7	23.8	23.6	-0.1	10.4	10.8	9.7	-1.1
New Jersey	146.2	149.5	147.6	-1.9	62.5	64.9	61.6	-3.3
New Mexico	25.4	24.8	25.9	1.1	10.3	10.7	10.6	-0.1
New York	281.1	295.7	298.9	3.2	124.6	131.4	125.4	-6.0
North Carolina	135.4	134.8	138.4	3.6	60.3	57.0	59.8	2.8
North Dakota	15.8	15.2	15.8	0.6	6.0	5.9	6.1	0.2
Ohio	162.2	169.0	176.3	7.3	68.8	73.2	73.4	0.2
Oklahoma	38.0	39.6	39.5	-0.1	16.0	16.7	16.2	-0.6
Oregon	68.1	73.0	72.5	-0.5	37.1	38.2	37.0	-1.2
Pennsylvania	200.1	204.5	209.6	5.1	78.7	81.0	82.5	1.6
Rhode Island	14.9	15.1	15.1	0.1	7.0	7.9	7.1	-0.9
South Carolina	61.1	61.1	60.3	-0.7	27.0	27.6	24.9	-2.7
South Dakota	16.7	13.4	13.3	-0.1	6.0	4.8	4.8	0.0
Tennessee	78.5	79.8	81.8	2.0	33.8	33.7	34.1	0.4
Texas	314.6	320.0	335.3	15.3	141.0	135.0	145.6	10.5
Utah	46.1	50.4	52.1	1.8	18.4	19.7	19.9	0.1
Vermont	11.2	11.2	11.6	0.4	4.9	5.4	5.2	-0.2
Virginia	149.9	147.8	147.8	0.0	59.0	57.7	55.2	-2.6
Washington	152.3	139.4	143.7	4.3	66.1	64.4	64.5	0.1
West Virginia	18.8	19.8	20.3	0.5	7.0	7.7	7.8	0.1
Wisconsin	100.2	102.6	102.5	-0.1	41.8	40.7	40.7	0.0
Wyoming	7.6	8.6	8.3	-0.4	2.8	3.2	3.1	-0.1

**Source: The Conference Board**

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

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

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Mar-17	Feb-18	Mar-18	Feb-18	Feb-18	Feb-18	Feb-18
<b>United States</b>	<b>2.90</b>	<b>2.91</b>	<b>2.98</b>	<b>4.1</b>	<b>6,706.00</b>	<b>4,717.6</b>	<b>1.42</b>
Alabama	2.20	2.25	2.35	3.7	80.69	48.5	1.66
Alaska	3.79	3.57	3.68	7.3	26.39	13.0	2.04
Arizona	2.83	2.81	2.77	4.9	163.81	94.5	1.73
Arkansas	2.00	2.02	2.02	3.8	50.79	27.4	1.85
California	2.77	2.83	2.88	4.3	843.44	548.2	1.54
Colorado	4.02	3.98	4.02	3.0	92.23	121.0	0.76
Connecticut	3.75	3.59	3.43	4.6	86.95	68.5	1.27
Delaware	3.35	3.31	3.46	4.4	21.14	15.9	1.33
Florida	2.42	2.46	2.51	3.9	398.45	250.1	1.59
Georgia	2.91	3.00	2.97	4.5	227.68	153.7	1.48
Hawaii	2.73	3.24	3.15	2.1	14.06	22.2	0.63
Idaho	2.76	2.81	2.68	3.0	25.00	23.8	1.05
Illinois	2.72	2.83	2.88	4.7	305.32	183.7	1.66
Indiana	2.37	2.47	2.56	3.2	107.12	81.8	1.31
Iowa	3.24	3.47	3.44	2.9	47.92	58.1	0.83
Kansas	2.64	2.49	2.49	3.4	50.52	36.8	1.37
Kentucky	2.09	2.14	2.22	4.1	84.66	43.9	1.93
Louisiana	1.98	1.82	1.89	4.5	95.10	38.8	2.45
Maine	2.52	2.87	2.67	2.9	20.01	20.1	1.00
Maryland	3.06	2.98	2.97	4.2	133.82	96.0	1.39
Massachusetts	3.88	3.83	3.85	3.5	127.62	140.6	0.91
Michigan	2.92	2.90	2.77	4.8	232.67	142.2	1.64
Minnesota	4.16	4.21	4.38	3.2	99.74	130.1	0.77
Mississippi	1.96	2.11	2.11	4.5	57.67	26.8	2.15
Missouri	3.29	2.87	2.92	3.7	111.13	87.4	1.27
Montana	3.62	3.78	3.56	4.1	21.68	19.9	1.09
Nebraska	3.02	2.92	2.94	2.8	28.38	29.5	0.96
Nevada	3.18	2.95	2.96	4.9	72.52	43.7	1.66
New Hampshire	3.17	3.18	3.16	2.6	19.18	23.8	0.81
New Jersey	3.23	3.32	3.28	4.6	209.10	149.5	1.40
New Mexico	2.73	2.65	2.77	5.8	53.93	24.8	2.18
New York	2.90	3.05	3.08	4.6	450.13	295.7	1.52
North Carolina	2.75	2.71	2.78	4.5	222.55	134.8	1.65
North Dakota	3.81	3.67	3.82	2.6	10.94	15.2	0.72
Ohio	2.81	2.93	3.06	4.5	261.59	169.0	1.55
Oklahoma	2.08	2.15	2.14	4.1	75.13	39.6	1.90
Oregon	3.26	3.43	3.40	4.1	87.91	73.0	1.21
Pennsylvania	3.11	3.19	3.27	4.8	309.98	204.5	1.52
Rhode Island	2.69	2.70	2.71	4.5	25.33	15.1	1.68
South Carolina	2.65	2.63	2.60	4.4	101.42	61.1	1.66
South Dakota	3.68	2.93	2.91	3.4	15.64	13.4	1.16
Tennessee	2.47	2.48	2.54	3.4	108.51	79.8	1.36
Texas	2.33	2.34	2.46	4.0	544.12	320.0	1.70
Utah	2.98	3.19	3.30	3.1	48.64	50.4	0.97
Vermont	3.24	3.25	3.35	2.8	9.72	11.2	0.86
Virginia	3.49	3.42	3.42	3.5	149.72	147.8	1.01
Washington	4.13	3.71	3.82	4.7	177.88	139.4	1.28
West Virginia	2.42	2.52	2.58	5.4	42.22	19.8	2.13
Wisconsin	3.19	3.25	3.24	2.9	92.79	102.6	0.90
Wyoming	2.57	2.96	2.84	4.0	11.55	8.6	1.34

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.
2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

**Table 5: MSA Total Ads and New Ads (Levels), Seasonally Adjusted**

Location <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Mar-17	Feb-18	Mar-18	Mar-Feb 18	Mar-17	Feb-18	Mar-18	Mar-Feb 18
Birmingham, AL	13.6	13.9	13.8	-0.1	5.5	5.3	5.5	0.2
Phoenix, AZ	65.4	69.4	66.9	-2.5	30.8	32.2	29.0	-3.2
Tucson, AZ	12.1	12.8	12.1	-0.7	5.3	5.4	4.8	-0.6
Los Angeles, CA	161.1	166.6	167.9	1.3	79.8	80.2	79.4	-0.8
Riverside, CA	30.5	32.3	32.8	0.6	14.3	14.7	14.6	-0.2
Sacramento, CA	28.0	28.8	28.4	-0.4	14.4	14.1	13.4	-0.7
San Diego, CA	47.6	49.4	48.3	-1.1	24.7	24.0	23.3	-0.6
San Francisco, CA	103.1	112.9	114.4	1.5	50.5	50.5	49.3	-1.2
San Jose, CA	51.6	59.8	61.6	1.8	22.4	23.8	25.2	1.5
Denver, CO	68.9	72.1	72.8	0.7	33.0	32.9	33.1	0.1
Hartford, CT	28.2	27.3	26.2	-1.1	10.7	10.6	9.8	-0.8
Washington, DC	145.8	149.5	147.4	-2.1	56.9	59.2	56.6	-2.6
Jacksonville, FL	18.6	20.4	20.0	-0.4	9.4	9.5	9.2	-0.3
Miami, FL	66.9	70.5	70.8	0.3	33.2	33.9	33.1	-0.7
Orlando, FL	33.7	36.7	37.1	0.3	16.1	15.8	15.8	0.0
Tampa, FL	44.7	42.7	43.4	0.7	21.4	20.1	20.5	0.4
Atlanta, GA	98.3	102.2	101.2	-0.9	41.1	42.7	40.7	-2.0
Honolulu, HI	12.5	15.0	14.3	-0.7	7.1	8.1	7.2	-0.8
Chicago, IL	139.4	146.5	148.8	2.2	56.5	57.7	57.2	-0.6
Indianapolis, IN	30.5	32.0	32.4	0.4	12.7	12.8	12.3	-0.5
Louisville, KY	17.3	16.4	16.8	0.3	7.1	7.0	6.7	-0.3
New Orleans, LA	15.2	14.8	15.1	0.2	6.4	6.2	6.4	0.1
Baltimore, MD	52.4	52.1	52.2	0.1	20.7	20.8	19.8	-1.0
Boston, MA	109.0	110.8	110.3	-0.5	45.9	47.7	43.6	-4.1
Detroit, MI	69.8	68.5	64.9	-3.7	28.4	27.6	25.5	-2.1
Minneapolis-St. Paul, MN	90.2	92.9	96.2	3.3	38.4	38.7	41.0	2.3
Kansas City, MO	41.9	37.9	36.9	-1.1	17.2	16.0	14.8	-1.2
St. Louis, MO	47.6	47.2	47.5	0.3	19.5	20.1	18.9	-1.2
Las Vegas, NV	30.0	27.8	27.1	-0.7	13.8	12.7	12.3	-0.4
Buffalo, NY	16.2	18.6	18.5	-0.1	7.0	8.2	7.4	-0.8
New York, NY	285.6	300.7	298.6	-2.1	125.3	134.7	126.1	-8.6
Rochester, NY	14.1	15.5	15.8	0.2	6.1	6.6	6.4	-0.2
Charlotte, NC	43.3	44.1	43.5	-0.6	19.3	18.9	18.3	-0.6
Cincinnati, OH	35.2	36.1	39.3	3.2	14.6	15.4	16.7	1.3
Cleveland, OH	29.7	31.8	33.0	1.2	12.1	13.1	13.2	0.1
Columbus, OH	35.3	38.2	37.8	-0.4	16.0	17.0	16.2	-0.8
Oklahoma City, OK	17.3	17.7	17.4	-0.3	7.3	7.7	7.2	-0.5
Portland, OR	43.7	47.0	46.3	-0.7	23.8	23.9	23.2	-0.6
Philadelphia, PA	98.5	101.3	102.9	1.5	39.4	42.4	40.3	-2.1
Pittsburgh, PA	39.0	45.2	46.7	1.6	15.7	17.4	19.1	1.7
Providence, RI	20.5	20.7	20.3	-0.4	9.5	10.5	9.2	-1.3
Memphis, TN	15.4	16.3	16.7	0.4	6.5	7.0	6.5	-0.4
Nashville, TN	33.1	33.8	35.5	1.7	14.9	14.0	14.9	0.9
Austin, TX	37.7	40.4	40.4	0.0	18.5	18.7	18.4	-0.3
Dallas, TX	107.9	105.8	109.7	3.9	47.7	44.9	46.8	1.9
Houston, TX	60.6	69.4	72.1	2.7	27.5	29.8	31.9	2.1
San Antonio, TX	29.7	29.3	28.4	-0.9	13.4	12.2	12.1	-0.1
Salt Lake City, UT	24.7	28.0	28.3	0.3	9.8	11.6	10.7	-0.8
Richmond, VA	20.6	21.8	21.5	-0.2	9.3	10.0	9.3	-0.7
Virginia Beach, VA	22.3	24.2	22.2	-2.0	10.1	10.4	9.5	-0.9
Seattle-Tacoma, WA	103.7	93.3	95.2	1.9	43.3	43.4	42.8	-0.6
Milwaukee, WI	30.0	31.4	31.0	-0.4	12.5	12.1	11.9	-0.2

**Source: The Conference Board**

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

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

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

Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted							
Location <sup>4</sup>	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Mar-17	Feb-18	Mar-18	Jan-18	Jan-18	Jan-18	Jan-18
Birmingham, AL	2.52	2.61	2.59	3.2	17.2	14.7	1.17
Phoenix, AZ	2.84	2.97	2.86	4.4	102.2	69.7	1.47
Tucson, AZ	2.54	2.67	2.53	4.6	22.2	13.2	1.68
Los Angeles, CA	2.42	2.47	2.49	4.1	279.2	170.7	1.64
Riverside, CA	1.52	1.58	1.61	4.5	91.7	33.5	2.74
Sacramento, CA	2.62	2.66	2.61	3.8	41.5	30.7	1.35
San Diego, CA	3.03	3.12	3.05	3.5	55.0	52.9	1.04
San Francisco, CA	4.05	4.37	4.43	2.8	73.0	113.8	0.64
San Jose, CA	4.91	5.55	5.72	2.9	30.9	58.8	0.52
Denver, CO	4.40	4.46	4.50	2.9	46.3	74.3	0.62
Hartford, CT	4.52	4.38	4.20	4.7	29.5	28.1	1.05
Washington, DC	4.32	4.39	4.33	3.6	121.4	142.9	0.85
Jacksonville, FL	2.46	2.65	2.59	3.7	28.2	21.8	1.30
Miami, FL	2.15	2.24	2.25	4.2	132.3	72.3	1.83
Orlando, FL	2.60	2.78	2.80	3.5	46.5	37.5	1.24
Tampa, FL	2.96	2.79	2.84	3.7	56.5	43.9	1.29
Atlanta, GA	3.28	3.34	3.31	4.2	127.9	100.5	1.27
Honolulu, HI	2.59	3.18	3.03	2.0	9.3	15.1	0.61
Chicago, IL	2.85	3.00	3.04	4.8	236.6	149.6	1.58
Indianapolis, IN	2.92	3.08	3.12	2.8	28.9	33.4	0.87
Louisville, KY	2.62	2.49	2.54	3.3	21.8	17.2	1.27
New Orleans, LA	2.54	2.45	2.49	4.0	24.3	15.9	1.53
Baltimore, MD	3.49	3.46	3.47	4.4	65.7	51.8	1.27
Boston, MA	4.05	4.09	4.08	3.1	84.4	108.4	0.78
Detroit, MI	3.31	3.24	3.06	4.4	94.2	75.0	1.26
Minneapolis-St. Paul, MN	4.64	4.61	4.78	2.9	58.7	95.9	0.61
Kansas City, MO	3.70	3.38	3.28	3.7	41.0	38.2	1.07
St. Louis, MO	3.22	3.28	3.29	3.6	51.5	46.9	1.10
Las Vegas, NV	2.84	2.56	2.50	5.2	56.2	28.4	1.97
Buffalo, NY	2.99	3.40	3.39	5.4	29.5	18.7	1.57
New York, NY	2.86	2.99	2.97	4.3	433.6	296.6	1.46
Rochester, NY	2.74	2.98	3.02	5.0	26.1	15.9	1.64
Charlotte, NC	3.32	3.32	3.28	4.2	55.4	44.3	1.25
Cincinnati, OH	3.20	3.27	3.56	3.7	40.8	36.2	1.13
Cleveland, OH	2.87	3.10	3.21	5.3	54.5	30.8	1.77
Columbus, OH	3.31	3.57	3.53	3.6	38.4	37.7	1.02
Oklahoma City, OK	2.58	2.62	2.57	3.7	24.8	18.9	1.31
Portland, OR	3.40	3.55	3.50	3.7	48.7	49.2	0.99
Philadelphia, PA	3.18	3.29	3.34	4.5	140.0	100.9	1.39
Pittsburgh, PA	3.21	3.75	3.88	4.9	58.8	45.7	1.29
Providence, RI	3.01	3.01	2.96	4.4	30.5	20.5	1.49
Memphis, TN	2.46	2.59	2.66	3.8	24.0	15.9	1.51
Nashville, TN	3.32	3.31	3.48	2.6	26.6	34.7	0.76
Austin, TX	3.34	3.46	3.46	2.9	33.6	41.4	0.81
Dallas, TX	2.86	2.76	2.86	3.4	132.2	108.5	1.22
Houston, TX	1.83	2.07	2.15	4.6	155.5	72.1	2.16
San Antonio, TX	2.58	2.49	2.41	3.3	38.5	30.0	1.28
Salt Lake City, UT	3.80	4.24	4.28	2.8	18.8	28.3	0.66
Richmond, VA	3.08	3.22	3.19	3.6	24.4	21.9	1.12
Virginia Beach, VA	2.65	2.89	2.65	3.7	31.4	24.8	1.27
Seattle-Tacoma, WA	5.04	4.42	4.51	4.5	94.2	92.8	1.01
Milwaukee, WI	3.64	3.78	3.72	2.9	24.1	32.7	0.74

Source: The Conference Board

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

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Table 7: National Labor Supply/Labor Demand by Occupation <sup>1</sup> , Seasonally Adjusted								
SOC <sup>2</sup>	Occupation <sup>3</sup>	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed <sup>4</sup> (Thousands)	Supply/ Demand Rate <sup>5</sup>	Average Hourly Wage <sup>6</sup>
		Mar-17	Feb-18	Mar-18	Mar-Feb 18	Feb-18	Feb-18	
	Total	4,648.8	4,717.6	4,819.7	102.1	6,706.0	1.42	\$23.86
11	Management	394.8	412.4	426.8	14.4	293.2	0.71	\$56.74
13	Business and financial operations	282.7	301.2	305.7	4.5	206.3	0.69	\$36.09
15	Computer and mathematical science	521.4	539.4	542.4	3.0	133.5	0.25	\$42.25
17	Architecture and engineering	141.0	159.2	163.4	4.2	37.7	0.24	\$40.53
19	Life, physical, and social science	55.7	62.2	63.2	1.0	31.3	0.50	\$35.06
21	Community and social services	92.7	92.9	94.1	1.2	57.0	0.61	\$22.69
23	Legal	21.5	26.4	26.7	0.3	22.2	0.84	\$50.95
25	Education, training, and library	161.6	167.3	174.3	6.9	327.1	1.95	\$26.21
27	Arts, design, entertainment, sports, and media	97.3	107.8	107.3	-0.5	113.2	1.05	\$28.07
29	Healthcare practitioners and technical	605.3	518.2	529.9	11.7	146.1	0.28	\$38.06
31	Healthcare support	117.6	109.1	111.0	1.8	114.3	1.05	\$14.65
33	Protective service	56.0	62.3	59.0	-3.3	82.4	1.32	\$22.03
35	Food preparation and serving related	210.9	231.2	219.5	-11.7	593.2	2.57	\$11.47
37	Building and grounds cleaning and maintenance	103.2	111.0	109.3	-1.6	362.8	3.27	\$13.47
39	Personal care and service	62.8	58.7	59.7	1.0	243.9	4.15	\$12.74
41	Sales and related	470.3	449.3	470.5	21.2	774.9	1.72	\$19.50
43	Office and administrative support	486.3	484.3	487.5	3.2	758.4	1.57	\$17.91
45	Farming, fishing, and forestry	8.1	10.2	9.5	-0.7	150.6	14.72	\$13.37
47	Construction and extraction	120.9	124.9	121.3	-3.5	599.8	4.80	\$23.51
49	Installation, maintenance, and repair	199.5	201.8	203.0	1.3	120.2	0.60	\$22.45
51	Production	133.8	146.2	146.8	0.5	348.5	2.38	\$17.88
53	Transportation and material moving	299.2	368.6	383.2	14.6	552.9	1.50	\$17.34

Source: The Conference Board

1. All ads are coded to the 6-digit SOC level.
2. Standard Occupational Classification code (SOC)
3. Occupational categories use the 2010 OMB Standard Occupational Classification system (SOC definitions).
4. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.
5. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
6. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2015 estimates.

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<b>Table 8: State Occupational Demand and Pay<sup>1</sup>, Not Seasonally Adjusted</b>						
Location	<b>Management and Business/Financial</b>		<b>Professional &amp; Related</b>		<b>Service</b>	
	<b>Total Ads</b>	<b>Average Hourly</b>	<b>Total Ads</b>	<b>Average Hourly</b>	<b>Total Ads</b>	<b>Average Hourly</b>
	Mar-18	Wage <sup>2</sup>	Mar-18	Wage <sup>2</sup>	Mar-18	Wage <sup>2</sup>
<b>United States</b>	<b>716,304</b>	<b>\$46.28</b>	<b>1,642,802</b>	<b>\$34.08</b>	<b>548,720</b>	<b>\$13.62</b>
Alabama	5,180	\$43.14	15,717	\$30.62	4,666	\$11.50
Alaska	1,654	\$45.62	5,265	\$37.10	1,519	\$16.87
Arizona	12,631	\$40.48	32,261	\$31.82	12,957	\$13.48
Arkansas	3,296	\$36.63	8,410	\$27.17	2,366	\$11.26
California	94,111	\$51.12	199,920	\$39.97	66,761	\$15.76
Colorado	16,543	\$46.41	39,644	\$35.55	16,968	\$13.98
Connecticut	11,421	\$53.22	24,979	\$31.59	5,029	\$15.52
Delaware	3,398	\$48.23	5,887	\$35.92	1,216	\$13.46
Florida	32,988	\$42.10	78,331	\$31.47	41,555	\$13.21
Georgia	23,742	\$44.86	52,808	\$31.88	15,830	\$11.85
Hawaii	2,493	\$40.62	5,153	\$32.45	5,017	\$16.01
Idaho	2,472	\$36.16	7,198	\$27.91	2,739	\$12.15
Illinois	34,183	\$45.67	63,662	\$33.64	19,197	\$14.20
Indiana	9,468	\$38.21	26,870	\$29.59	9,280	\$11.98
Iowa	6,293	\$38.62	16,707	\$28.99	7,390	\$12.33
Kansas	4,468	\$40.20	11,946	\$28.69	3,688	\$11.99
Kentucky	4,824	\$37.96	13,536	\$28.75	4,198	\$11.70
Louisiana	4,464	\$13.44	11,390	\$28.21	5,027	\$11.22
Maine	2,005	\$38.50	6,560	\$30.32	2,164	\$12.90
Maryland	14,729	\$49.12	41,757	\$38.21	9,114	\$14.58
Massachusetts	25,914	\$52.66	54,962	\$38.61	13,813	\$16.19
Michigan	16,851	\$43.45	46,554	\$28.46	15,231	\$12.80
Minnesota	19,186	\$44.87	45,763	\$33.60	15,766	\$13.65
Mississippi	2,968	\$35.34	7,573	\$26.54	3,044	\$11.02
Missouri	12,258	\$41.60	30,802	\$30.02	9,969	\$12.08
Montana	1,763	\$34.83	5,522	\$27.20	2,802	\$12.44
Nebraska	3,699	\$39.43	9,201	\$22.32	3,393	\$12.73
Nevada	5,386	\$41.28	13,447	\$33.08	7,100	\$14.07
New Hampshire	2,570	\$46.62	7,748	\$33.78	2,277	\$13.86
New Jersey	26,945	\$54.35	52,304	\$37.07	13,867	\$15.53
New Mexico	3,049	\$38.01	10,755	\$32.27	2,622	\$12.18
New York	61,118	\$57.43	103,481	\$38.01	31,253	\$15.72
North Carolina	20,550	\$45.81	51,911	\$31.55	14,119	\$11.92
North Dakota	1,768	\$39.34	5,455	\$28.92	1,307	\$13.92
Ohio	22,108	\$41.52	55,208	\$31.75	20,091	\$12.65
Oklahoma	4,200	\$38.99	12,142	\$28.09	4,174	\$7.11
Oregon	9,494	\$42.39	23,266	\$34.55	9,132	\$14.29
Pennsylvania	30,898	\$45.43	67,636	\$32.34	24,252	\$13.02
Rhode Island	2,542	\$48.06	4,862	\$35.24	1,581	\$14.46
South Carolina	6,506	\$38.65	19,032	\$29.69	7,360	\$11.66
South Dakota	1,861	\$38.16	4,115	\$26.84	1,414	\$11.96
Tennessee	10,324	\$39.54	24,679	\$29.09	9,748	\$11.83
Texas	48,434	\$47.18	106,701	\$33.41	37,523	\$12.63
Utah	6,039	\$38.58	16,903	\$30.41	5,919	\$12.37
Vermont	1,371	\$39.52	3,920	\$30.16	1,443	\$14.84
Virginia	23,849	\$49.34	65,447	\$36.53	13,289	\$13.61
Washington	21,276	\$46.56	50,001	\$37.48	16,367	\$15.83
West Virginia	1,890	\$35.61	7,216	\$27.86	1,897	\$11.66
Wisconsin	12,055	\$40.18	29,844	\$30.40	11,673	\$12.53
Wyoming	1,119	\$41.32	2,927	\$28.97	793	\$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
	Mar-18	Wage <sup>1</sup>	Mar-18	Wage <sup>1</sup>	Mar-18	Wage <sup>1</sup>
<b>United States</b>	<b>921,177</b>	<b>\$18.54</b>	<b>309,597</b>	<b>\$22.60</b>	<b>497,339</b>	<b>\$17.60</b>
Alabama	10,056	\$7.20	4,265	\$20.52	8,305	\$16.16
Alaska	2,279	\$19.87	867	\$30.72	749	\$24.18
Arizona	20,341	\$17.33	6,783	\$20.63	7,996	\$17.35
Arkansas	5,381	\$15.52	2,070	\$18.34	4,827	\$15.74
California	107,737	\$20.19	27,423	\$23.82	39,188	\$17.79
Colorado	21,898	\$19.99	9,516	\$22.54	10,163	\$18.87
Connecticut	12,675	\$21.28	2,882	\$25.68	5,779	\$19.26
Delaware	3,132	\$18.22	964	\$23.62	1,579	\$16.51
Florida	57,927	\$17.24	23,351	\$19.19	20,898	\$16.24
Georgia	27,656	\$17.57	10,399	\$20.36	18,309	\$16.16
Hawaii	5,002	\$18.02	1,378	\$28.73	1,354	\$20.85
Idaho	4,263	\$16.19	2,161	\$19.61	2,874	\$16.84
Illinois	35,509	\$18.96	8,361	\$26.75	20,432	\$17.78
Indiana	16,126	\$17.04	5,634	\$21.97	14,622	\$17.17
Iowa	11,312	\$16.86	4,718	\$21.13	9,842	\$16.99
Kansas	7,542	\$17.10	2,691	\$21.38	5,145	\$17.82
Kentucky	9,383	\$16.17	2,836	\$21.08	8,365	\$17.42
Louisiana	8,851	\$15.47	3,787	\$20.97	5,257	\$19.29
Maine	3,293	\$16.53	1,027	\$20.46	1,704	\$17.16
Maryland	15,262	\$19.36	5,120	\$23.63	6,042	\$18.61
Massachusetts	24,354	\$21.51	5,939	\$27.63	10,494	\$18.75
Michigan	25,718	\$17.93	9,443	\$22.63	17,530	\$17.55
Minnesota	25,580	\$19.60	7,962	\$24.89	15,367	\$18.35
Mississippi	5,739	\$14.86	2,072	\$19.10	5,022	\$15.99
Missouri	17,318	\$17.08	5,337	\$22.63	10,341	\$16.90
Montana	3,506	\$16.25	1,821	\$21.79	2,015	\$18.18
Nebraska	6,045	\$16.85	2,626	\$20.61	3,833	\$17.49
Nevada	9,553	\$17.21	3,062	\$23.82	3,882	\$17.53
New Hampshire	4,988	\$19.30	1,464	\$23.00	2,670	\$17.81
New Jersey	27,984	\$20.18	7,321	\$26.58	12,425	\$17.92
New Mexico	4,393	\$16.07	1,919	\$20.14	2,187	\$17.62
New York	56,566	\$22.00	13,205	\$27.50	19,518	\$19.00
North Carolina	24,222	\$17.70	10,145	\$19.49	14,915	\$15.86
North Dakota	2,893	\$18.22	1,622	\$25.33	2,082	\$21.37
Ohio	34,627	\$17.73	12,056	\$22.08	26,128	\$17.24
Oklahoma	8,346	\$16.49	3,396	\$20.66	5,825	\$17.28
Oregon	13,894	\$7.52	5,833	\$22.91	8,433	\$17.78
Pennsylvania	39,866	\$18.33	12,917	\$22.76	25,957	\$17.69
Rhode Island	2,984	\$20.03	876	\$24.25	1,531	\$17.56
South Carolina	11,710	\$15.98	6,106	\$19.61	8,383	\$16.79
South Dakota	2,667	\$16.11	1,146	\$19.46	1,743	\$15.84
Tennessee	17,353	\$16.76	5,251	\$20.21	11,838	\$16.07
Texas	70,172	\$18.56	26,740	\$20.77	36,673	\$18.21
Utah	10,828	\$17.20	3,588	\$21.19	6,329	\$17.43
Vermont	1,835	\$18.45	673	\$21.58	1,180	\$18.35
Virginia	21,851	\$18.52	7,821	\$21.83	9,766	\$17.81
Washington	25,230	\$19.98	9,297	\$25.75	12,481	\$20.68
West Virginia	3,601	\$14.78	1,502	\$20.51	2,872	\$17.29
Wisconsin	19,686	\$17.89	7,395	\$23.08	18,747	\$17.56
Wyoming	1,440	\$17.23	967	\$25.04	1,063	\$22.47

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2015 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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Table 9: MSA Occupational Demand and Pay <sup>1</sup> , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads Mar-18	Average Hourly Wage <sup>2*</sup>	Total Ads Mar-18	Average Hourly Wage <sup>2*</sup>	Total Ads Mar-18	Average Hourly Wage <sup>2*</sup>
<b>United States</b>	<b>716,304</b>	<b>\$46.28</b>	<b>1,642,802</b>	<b>\$34.08</b>	<b>548,720</b>	<b>\$13.62</b>
Birmingham, AL	1,524	\$44.34	3,736	\$32.77	1,441	\$11.93
Phoenix, AZ	10,051	\$41.61	21,706	\$32.52	9,186	\$13.40
Tucson, AZ	1,373	\$37.52	4,869	\$31.33	1,795	\$13.43
Los Angeles, CA	30,026	\$49.93	54,953	\$39.29	22,016	\$15.41
Riverside, CA	3,291	\$42.62	9,201	\$34.16	5,013	\$14.71
Sacramento, CA	4,004	\$42.97	9,264	\$30.70	3,188	\$15.52
San Diego, CA	7,100	\$48.78	17,046	\$37.05	7,002	\$13.42
San Francisco, CA	26,915	\$58.62	41,975	\$44.78	11,632	\$17.31
San Jose, CA	12,142	\$65.33	31,414	\$51.00	4,607	\$16.68
Denver, CO	11,839	\$48.18	24,167	\$37.57	9,136	\$14.03
Hartford, CT	4,684	\$49.75	10,210	\$36.81	1,739	\$15.39
Washington, DC	30,444	\$54.84	68,141	\$42.70	13,247	\$15.84
Jacksonville, FL	2,563	\$41.29	5,803	\$24.90	2,977	\$12.90
Miami, FL	10,561	\$45.04	19,637	\$32.37	12,736	\$13.73
Orlando, FL	5,153	\$41.63	11,656	\$31.75	6,124	\$12.90
Tampa, FL	6,727	\$41.78	13,997	\$32.33	5,736	\$13.01
Atlanta, GA	19,045	\$47.32	36,348	\$24.84	10,076	\$12.17
Honolulu, HI	1,888	\$41.44	3,524	\$31.14	2,786	\$15.50
Chicago, IL	29,631	\$47.29	49,538	\$34.93	16,181	\$14.36
Indianapolis, IN	4,491	\$39.80	10,074	\$32.47	3,371	\$12.41
Louisville, KY	1,998	\$39.68	4,586	\$30.58	1,770	\$12.13
New Orleans, LA	1,716	\$39.69	4,365	\$30.35	2,962	\$11.55
Baltimore, MD	7,791	\$47.65	22,542	\$37.02	5,162	\$14.46
Boston, MA	22,439	\$54.85	43,145	\$39.62	9,915	\$16.46
Detroit, MI	9,205	\$46.36	24,397	\$34.76	6,960	\$12.88
Minneapolis-St. Paul, MN	15,954	\$46.98	32,341	\$35.41	10,679	\$10.90
Kansas City, MO	5,004	\$43.18	11,776	\$30.99	4,525	\$12.79
St. Louis, MO	7,828	\$44.58	17,941	\$30.96	4,726	\$12.52
Las Vegas, NV	3,544	\$41.28	8,624	\$33.51	4,704	\$14.37
Buffalo, NY	2,646	\$43.09	5,261	\$30.25	1,820	\$13.80
New York, NY	68,460	\$60.10	105,727	\$40.04	28,936	\$16.12
Rochester, NY	1,859	\$46.10	5,301	\$31.08	1,850	\$14.09
Charlotte, NC	8,360	\$47.74	15,588	\$33.28	4,044	\$12.24
Cincinnati, OH	5,484	\$43.21	12,253	\$32.54	4,230	\$12.56
Cleveland, OH	4,902	\$42.70	10,194	\$32.36	3,895	\$11.18
Columbus, OH	5,936	\$42.21	12,280	\$33.78	3,825	\$13.27
Oklahoma City, OK	2,191	\$39.77	5,301	\$29.40	1,859	\$12.46
Portland, OR	7,172	\$45.18	14,334	\$36.16	5,486	\$14.70
Philadelphia, PA	19,548	\$49.81	35,652	\$35.17	10,931	\$13.94
Pittsburgh, PA	7,001	\$44.08	14,795	\$31.72	5,480	\$12.57
Providence, RI	3,059	\$46.81	6,412	\$30.43	2,130	\$14.50
Memphis, TN	2,557	\$40.33	4,877	\$30.89	1,583	\$12.20
Nashville, TN	5,060	\$41.44	10,343	\$30.65	5,043	\$12.14
Austin, TX	6,811	\$45.51	15,136	\$34.03	4,978	\$13.33
Dallas, TX	19,104	\$48.38	35,604	\$35.24	11,318	\$13.09
Houston, TX	11,756	\$52.45	21,844	\$37.12	7,912	\$12.85
San Antonio, TX	3,567	\$43.12	9,068	\$32.14	3,861	\$12.32
Salt Lake City, UT	4,134	\$40.90	9,787	\$33.02	2,589	\$12.78
Richmond, VA	3,355	\$44.40	8,230	\$32.54	1,989	\$13.13
Virginia Beach, VA	2,760	\$43.06	7,654	\$32.37	2,469	\$12.99
Seattle-Tacoma, WA	16,057	\$49.08	34,241	\$41.02	10,357	\$16.48
Milwaukee, WI	4,653	\$44.50	10,195	\$32.54	3,335	\$12.58

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.

2. Wage data are from the BLS OES program's May 2015 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

\* indicates that a wage estimate either is not available or is greater than \$90.00 per hour or \$187,200 per year

**Table 9: MSA Occupational Demand and Pay, Not Seasonally Adjusted - continued**

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-18	Wage <sup>2*</sup>	Mar-18	Wage <sup>2*</sup>	Mar-18	Wage <sup>2*</sup>
<b>United States</b>	<b>921,177</b>	<b>\$18.54</b>	<b>309,597</b>	<b>\$22.60</b>	<b>497,339</b>	<b>\$17.60</b>
Birmingham, AL	3,073	\$18.09	1,109	\$21.64	2,079	\$8.22
Phoenix, AZ	15,583	\$17.87	4,738	\$21.34	5,746	\$17.59
Tucson, AZ	2,313	\$16.21	924	\$20.33	793	\$16.18
Los Angeles, CA	36,660	\$20.03	7,551	\$25.46	11,746	\$16.96
Riverside, CA	7,845	\$17.82	2,219	\$23.73	4,220	\$17.11
Sacramento, CA	6,214	\$19.31	1,881	\$24.99	2,484	\$17.76
San Diego, CA	10,041	\$19.39	2,839	\$24.93	2,888	\$17.31
San Francisco, CA	19,504	\$23.76	4,068	\$30.51	5,641	\$21.50
San Jose, CA	7,363	\$25.09	1,582	\$28.57	1,969	\$19.52
Denver, CO	13,378	\$21.13	5,217	\$23.15	5,273	\$19.56
Hartford, CT	4,848	\$7.86	1,283	\$25.51	2,391	\$19.29
Washington, DC	19,878	\$21.37	5,764	\$24.55	4,960	\$19.71
Jacksonville, FL	4,184	\$17.74	2,149	\$19.77	1,982	\$17.47
Miami, FL	18,150	\$18.15	4,884	\$20.15	4,983	\$16.86
Orlando, FL	8,273	\$16.78	3,333	\$19.25	2,878	\$15.98
Tampa, FL	9,198	\$17.62	3,800	\$18.81	3,372	\$15.61
Atlanta, GA	18,501	\$18.95	5,892	\$21.50	9,519	\$16.69
Honolulu, HI	3,488	\$18.20	957	\$29.52	979	\$21.81
Chicago, IL	28,699	\$19.65	6,164	\$27.99	14,493	\$17.89
Indianapolis, IN	6,689	\$18.63	2,252	\$22.44	4,602	\$16.72
Louisville, KY	3,666	\$17.51	1,209	\$21.90	2,795	\$18.57
New Orleans, LA	3,184	\$7.44	1,120	\$21.08	1,342	\$19.93
Baltimore, MD	8,270	\$19.41	2,888	\$23.46	3,249	\$6.04
Boston, MA	19,162	\$22.52	4,041	\$28.56	7,064	\$19.07
Detroit, MI	11,860	\$18.90	3,971	\$24.23	6,946	\$18.83
Minneapolis-St. Paul, MN	19,085	\$20.95	5,116	\$26.34	9,373	\$18.73
Kansas City, MO	7,819	\$18.43	2,252	\$23.43	4,561	\$18.07
St. Louis, MO	9,049	\$18.32	2,265	\$11.29	4,099	\$17.86
Las Vegas, NV	6,315	\$17.11	1,664	\$23.71	1,886	\$17.44
Buffalo, NY	4,270	\$18.10	1,150	\$22.96	2,112	\$17.80
New York, NY	55,574	\$22.65	10,906	\$28.92	16,516	\$19.04
Rochester, NY	3,100	\$18.70	1,086	\$22.64	1,708	\$17.50
Charlotte, NC	7,671	\$19.55	2,857	\$20.70	4,443	\$17.06
Cincinnati, OH	8,498	\$10.85	2,300	\$22.29	5,037	\$17.67
Cleveland, OH	6,748	\$18.96	2,212	\$23.40	4,309	\$17.65
Columbus, OH	7,311	\$18.24	2,395	\$22.09	4,582	\$16.95
Oklahoma City, OK	3,677	\$17.49	1,557	\$20.93	2,149	\$16.76
Portland, OR	9,258	\$19.38	3,126	\$24.71	5,237	\$18.62
Philadelphia, PA	20,323	\$19.98	5,247	\$25.58	8,086	\$18.32
Pittsburgh, PA	9,206	\$18.11	2,758	\$22.69	5,347	\$17.73
Providence, RI	4,181	\$19.25	1,231	\$24.23	2,195	\$17.34
Memphis, TN	3,581	\$17.32	1,076	\$20.24	2,696	\$15.95
Nashville, TN	7,460	\$18.06	2,217	\$21.21	3,831	\$16.69
Austin, TX	7,850	\$20.26	2,469	\$19.66	2,654	\$16.29
Dallas, TX	22,785	\$19.87	6,643	\$20.73	10,595	\$18.10
Houston, TX	15,951	\$19.74	6,010	\$22.31	7,723	\$20.09
San Antonio, TX	5,771	\$17.59	2,610	\$19.73	2,873	\$16.53
Salt Lake City, UT	5,878	\$7.30	1,661	\$21.95	2,722	\$17.72
Richmond, VA	3,883	\$18.59	1,580	\$21.73	1,754	\$17.40
Virginia Beach, VA	4,277	\$16.68	2,037	\$21.31	2,023	\$18.46
Seattle-Tacoma, WA	16,531	\$21.19	5,108	\$27.50	7,398	\$22.01
Milwaukee, WI	5,866	\$19.76	1,942	\$24.77	4,313	\$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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