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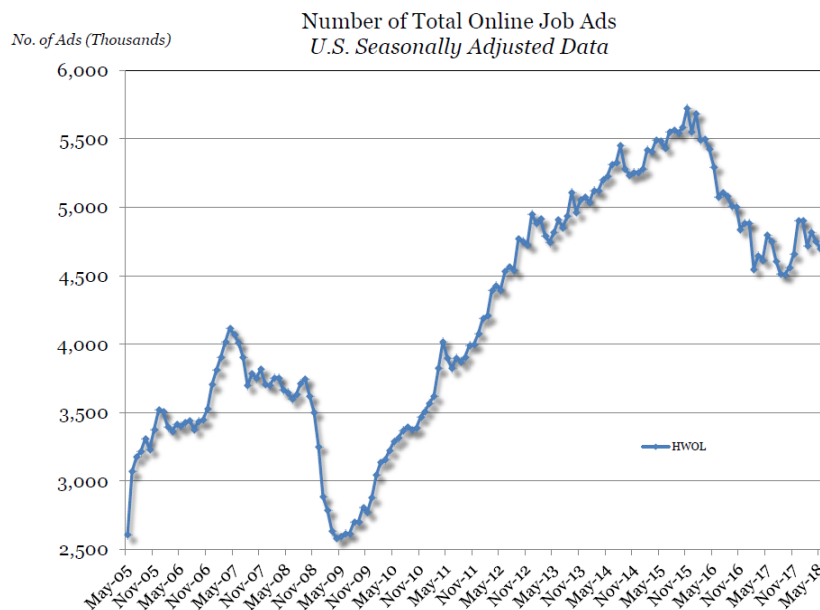
For Immediate Release 10:00 AM ET, Wednesday, May 30, 2018

Online Job Ads Decreased 51,000 in May

- Losses widespread across virtually all States and MSAs
- Most occupations showed losses over the month
- Note: June 2018 data will be released on July 3, 2018

NEW YORK, May 30, 2018...Online advertised vacancies decreased 51,000 to 4,699,500 in May, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The April Supply/Demand rate stands at 1.34 unemployed for each advertised vacancy, with a total of 1.6 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 6.35 million in April.

The Professional occupational category saw changes in Education (-8.4), Computer and math (+5.0) and Management (-5.9). The Services/Production occupational category saw changes in Transportation (-27.2), Protective service (+5.1), and Construction (-4.8).



Source: The Conference Board

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

REGIONAL AND STATE HIGHLIGHTS

- Among the 20 largest States, 2 increased and 18 decreased
- Among the 50 States, 3 increased, 46 declined, and 1 was constant

Table A: State Labor Demand, Selected States, Seasonally Adjusted			
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	May-18	May-Apr 18	Apr-18
United States	4,699.5	-51.0	1.34
NORTHEAST	895.4	-8.5	1.70
Massachusetts	138.9	-2.5	0.92
New Jersey	152.0	11.7	1.45
New York	276.4	-4.8	1.60
Pennsylvania	200.7	-5.3	1.44
SOUTH	1,521.4	-40.6	1.90
Florida	242.5	-1.7	1.63
Georgia	140.1	-12.6	1.46
Maryland	93.2	-0.2	1.49
North Carolina	133.2	-3.1	1.61
Texas	328.4	-8.7	1.66
Virginia	144.0	-3.2	0.98
MIDWEST	1,074.2	11.8	1.60
Illinois	231.1	43.7	1.53
Michigan	134.2	-6.0	1.63
Minnesota	132.2	-2.2	0.74
Missouri	87.0	-1.2	1.24
Ohio	157.1	-12.7	1.47
Wisconsin	98.2	-4.5	0.87
WEST	1,136.3	-39.7	1.80
Arizona	90.7	-1.7	1.77
California	526.6	-13.5	1.51
Colorado	119.5	-1.7	0.73
Washington	133.9	-5.9	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 website, <http://www.conference-board.org/data/helpwantedonline.cfm>. The historical series for the States and the 52 largest MSAs is available from Haver Analytics. The underlying data for The Conference Board HWOL is collected by Wanted Analytics, a CEB Company.

May Changes for States

In May, online labor demand grew in 3 States, declined in 46 States, and 1 was constant. Three regions experienced decreases and one increased.

The **Northeast** decreased 8,500 in May (Table A). **New York** decreased 4,800 to 276,400. **New Jersey** increased 11,700 to 152,000. **Massachusetts** decreased 2,500 to 138,900. **Pennsylvania** decreased 5,300 to 200,700. In the smaller States, **Connecticut** decreased 1,700 to 63,700. **New Hampshire** decreased 1,200 to 22,800 and **Maine** decreased 800 to 17,300. **Rhode Island** decreased 900 to 15,000 and **Vermont** decreased 700 to 10,900 (Table 3).

The **West** decreased 39,700 in May. **California** decreased 13,500 to 526,600 and **Colorado** decreased 1,700 to 119,500. **Washington** decreased 5,900 to 133,900. **Arizona** decreased 1,700 to 90,700. Among the smaller States in the West, **Oregon** decreased 4,200 to 69,600. **Utah** decreased 2,500 to 50,300. **Nevada** decreased 1,500 to 43,300. **Idaho** fell 1,300 to 21,900 and **New Mexico** decreased 1,300 to 24,700. **Montana** fell 500 to 18,000 and **Hawaii** decreased 800 to 20,600.

The **Midwest** experienced an increase of 11,800 in May. **Illinois** grew 43,700 to 231,100 and **Michigan** decreased 6,000 to 134,200. **Missouri** decreased 1,200 to 87,000 and **Ohio** decreased 12,700 to 157,100. **Minnesota** decreased 2,200 to 132,200 and **Wisconsin** decreased 4,500 to 98,200. Among the smaller States in the region, **Indiana** decreased 3,400 to 80,200 and **Iowa** decreased 100 to 59,600. **Nebraska** decreased 1,200 to 28,500 and **South Dakota** decreased 200 to 13,400. **Kansas** increased 300 to 37,600.

The **South** decreased 40,600 in May. Among the larger States in the region, **Texas** decreased 8,700 to 328,400. **Florida** decreased 1,700 to 242,500. **North Carolina** decreased 3,100 to 133,200. **Georgia** decreased 12,600 to 140,100. **Virginia** decreased 3,200 to 144,000. **Maryland** decreased 200 to 93,200. Among the smaller States, **Tennessee** decreased 2,200 to 79,100 and **South Carolina** decreased 2,900 to 58,300. **Alabama** fell 2,400 to 49,400. **Kentucky** remained constant at 46,500 and **Oklahoma** decreased 1,900 to 38,000. **Louisiana** decreased 600 to 40,300 and **Delaware** decreased 200 to 16,700.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for April 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 (0.65), North Dakota (0.66), Colorado (0.73), Minnesota (0.74), Iowa (0.79), New Hampshire (0.82), Vermont (0.83), Wisconsin (0.87), Massachusetts (0.92), Utah (0.92), Nebraska (0.96), and Virginia (0.98). The States with the highest Supply/Demand rates were Louisiana (2.34), Mississippi (2.14), and West Virginia (2.09), which had more than two unemployed workers for every job opening.

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

METRO AREA HIGHLIGHTS

- In May, three of the 20 largest metro areas rose and 17 declined
- Among the 52 metro areas, 7 rose and 45 declined (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	May-18	May-Apr 18	Mar-18
United States	4,699.5	-51.0	1.34
NORTHEAST	895.4	-8.5	1.70
Boston, MA	108.4	-2.0	0.81
New York, NY	288.9	6.9	1.45
Philadelphia, PA	101.9	3.4	1.34
SOUTH	1,521.4	-40.6	1.90
Atlanta, GA	93.7	-8.4	1.26
Baltimore, MD	49.6	-0.4	1.32
Dallas, TX	103.6	-4.9	1.30
Houston, TX	70.4	-2.4	2.21
Miami, FL	67.3	-0.2	1.90
Washington, DC	142.5	-3.1	0.83
MIDWEST	1,074.2	11.8	1.60
Chicago, IL	187.2	38.7	1.41
Cleveland, OH	29.5	-2.6	1.53
Detroit, MI	63.9	-3.9	1.45
Minneapolis-St. Paul, MN	92.9	-2.8	0.60
WEST	1,136.3	-39.7	1.80
Denver, CO	71.8	-1.2	0.58
Los Angeles, CA	155.7	-5.5	1.61
Phoenix, AZ	65.2	-1.3	1.49
San Diego, CA	45.6	-1.7	1.06
San Francisco, CA	108.1	-3.8	0.59
San Jose, CA	59.0	-2.5	0.46
Seattle-Tacoma, WA	87.0	-6.3	0.86

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

Metro Area Changes

In May, labor demand rose in 7 metro areas and declined in 45. The MSAs with the largest changes in each of the regions were: **Chicago** (38,700) and **Detroit** (-3,900) in the **Midwest**; **Seattle-Tacoma** (-6,300) and **Los Angeles** (-5,500) in the **West**; **Atlanta** (-8,400) and **Dallas** (-4,900) in the **South**; and **New York** (6,900) and **Philadelphia** (3,400) in the **Northeast** (See Table B and Table 5).

The **West** decreased 39,700 in May. **Seattle-Tacoma** fell 6,300 to 87,000 and **Phoenix** decreased 1,300 to 65,200. **San Francisco** decreased 3,800 to 108,100. **Los Angeles** decreased 5,500 to 155,700. **Denver** decreased 1,200 to 71,800 and **San Jose** fell 2,500 to 59,000. **Riverside** decreased 500 to 31,400. **Portland** fell 3,700 to 43,200. **Sacramento** decreased 200 to 26,800 and **Salt Lake City** decreased 900 to 27,600. **Honolulu** fell 500 to 13,700 and **Las Vegas** fell 900 to 27,300.

The **South** decreased 40,600 in May. **Houston** decreased 2,400 to 70,400 and **Dallas** decreased 4,900 to 103,600. **Miami** decreased 200 to 67,300 and **Washington, DC** decreased 3,100 to 142,500. **Austin** fell 1,300 to 39,200 and **Atlanta** decreased 8,400 to 93,700. **Orlando** increased 1,000 to 35,800. **Charlotte** decreased 1,400 to 41,900. **Tampa** fell 400 to 41,200 and **Baltimore** decreased 400 to 49,600. **San Antonio** fell 1,200 to 27,200. **Nashville** decreased 500 to 34,200. **New Orleans** fell 400 to 14,600 and **Birmingham** decreased 1,100 to 13,100. **Louisville** increased 200 to 17,000.

The **Northeast** decreased 8,500 in May. **New York** increased 6,900 to 288,900 and **Pittsburgh** decreased 600 to 43,300. **Philadelphia** increased 3,400 to 101,900. **Boston** fell 2,000 to 108,400. **Providence** decreased 1,400 to 19,600. **Buffalo** decreased 1,200 to 16,200. **Hartford** fell 1,000 to 25,400 and **Rochester** decreased 500 to 14,000.

The **Midwest** experienced an increase of 11,800 in May. **Detroit** decreased 3,900 to 63,900 and **Chicago** increased 38,700 to 187,200. **Minneapolis-St. Paul** decreased 2,800 to 92,900 and **St. Louis** grew 1,200 to 48,400. **Indianapolis** fell 900 to 30,600. **Columbus** decreased 2,700 to 34,100 and **Cincinnati** decreased 3,500 to 33,400. **Kansas City** increased 700 to 38,200 and **Cleveland** decreased 2,600 to 29,500. **Milwaukee** decreased 900 to 29,900.

The number of postings does not, however, tell the entire story. A crucial factor is how many unemployed people are seeking jobs and how much competition there is for the jobs that are available. The Conference Board HWOL's Supply/Demand rate relates the number of unemployed workers to the number of advertised vacancies. Based on March's data (the latest available unemployment data for metro areas), 14 major metro areas saw more job openings than unemployed workers: San Jose (S/D rate of 0.46), Denver (0.58), San Francisco (0.59), Minneapolis-St. Paul (0.60), Honolulu (0.66), Salt Lake City (0.71), Milwaukee (0.77), Nashville (0.79), Boston (0.81), Washington, DC (0.83), Seattle-Tacoma (0.86), Austin (0.91), Indianapolis (0.92), and Columbus (0.96) (Table 6). Other favorable markets for job-seekers included Cincinnati (1.01) and Kansas City (1.05).

In contrast, unemployed workers face great competition for each advertised position in Riverside (over 2 unemployed for every opening) as well as Houston and Las Vegas (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 May, three of the largest ten online occupational categories posted increases and seven declined (Table C)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		May-18	May-Apr 18	Apr-18	Apr-18	
15	Computer and mathematical science	566.5	5.0	98.9	0.18	\$43.18
29	Healthcare practitioners and technical	528.8	3.4	109.5	0.21	\$38.83
43	Office and administrative support	474.5	-3.4	575.9	1.21	\$18.24
41	Sales and related	445.2	-4.5	680.8	1.51	\$19.56
11	Management	426.9	-5.9	280.1	0.65	\$57.65
53	Transportation and material moving	357.0	-27.2	469.3	1.22	\$17.82
13	Business and financial operations	304.2	-0.7	198.0	0.65	\$36.70
35	Food preparation and serving related	214.5	2.8	560.3	2.65	\$11.88
49	Installation, maintenance, and repair	191.4	-4.5	137.8	0.70	\$23.02
25	Education, training, and library	168.8	-8.4	319.5	1.80	\$26.67

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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 2017 estimates.

Occupational Changes for the Month of May

In May, three of the largest ten online occupational categories posted increases and seven declined.

Computer and math ads increased 5,000 to 566,500. The supply/demand rate lies at 0.18, i.e. 5 advertised openings per unemployed job-seeker (see Table C and Table 7).

Management ads decreased 5,900 to 426,900. The supply/demand rate lies at 0.65, i.e. 1 advertised opening per unemployed job-seeker.

Education, training, and library ads decreased 8,400 to 168,800. The supply/demand rate lies at 1.80, i.e. over 1 unemployed job-seeker for every advertised available opening.

Sales and related ads decreased 4,500 to 445,200. The supply/demand rate lies at 1.51, i.e. over 1 unemployed job-seeker for every advertised available opening.

Protective service ads increased 5,100 to 58,000. The supply/demand rate lies at 1.52, i.e. over 1 unemployed job-seeker for every advertised available opening.

Transportation ads decreased 27,200 to 357,000. The supply/demand rate lies at 1.22, i.e. 1 unemployed job-seeker 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 or navigate to <http://www.haver.com/contact.html>. For HWOL data for detailed geographic areas and occupations not in the press release, please contact Jeanne.Shu@conference-board.org.

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

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

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

Additional information on the **Bureau of Labor Statistics** data used in this release can be found on the BLS website, www.bls.gov.

The Conference Board

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Publication Schedule, Help Wanted OnLine Data Series	
<u>Data for the Month</u>	<u>Release Date</u>
June 2018	July 3, 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

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)
	May-17	Apr-18	May-18	May-Apr 18	May-17	Apr-18	May-18	May-Apr 18
United States	4,797.9	4,750.5	4,699.5	-51.0	2,005.2	2,007.2	1,866.5	-140.7
New England	280.4	277.3	266.5	-10.8	111.7	115.2	103.3	-11.9
Middle Atlantic	640.1	626.6	628.9	2.3	264.3	257.2	253.7	-3.5
South Atlantic	927.8	910.4	884.5	-26.0	387.3	385.9	348.8	-37.1
East North Central	679.6	683.0	700.7	17.7	269.0	273.2	259.5	-13.7
East South Central	198.5	205.7	201.2	-4.4	78.3	83.4	74.8	-8.6
West North Central	386.3	379.4	373.5	-5.9	149.4	153.0	142.1	-10.9
West South Central	431.9	445.9	435.7	-10.2	180.3	188.4	168.4	-19.9
Mountain	385.4	386.4	376.3	-10.1	170.3	173.1	156.9	-16.2
Pacific	802.2	789.6	760.0	-29.6	373.9	363.8	331.2	-32.6

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)		
	May-17	Apr-18	May-18	May-17	Apr-18	May-18
United States	3.00	2.94	2.91	1.26	1.24	1.16
New England	3.54	3.48	3.35	1.41	1.45	1.30
Middle Atlantic	3.10	3.05	3.06	1.28	1.25	1.24
South Atlantic	2.94	2.86	2.77	1.23	1.21	1.09
East North Central	2.88	2.88	2.96	1.14	1.15	1.10
East South Central	2.28	2.36	2.31	0.90	0.96	0.86
West North Central	3.47	3.40	3.34	1.34	1.37	1.27
West South Central	2.30	2.34	2.28	0.96	0.99	0.88
Mountain	3.25	3.19	3.11	1.44	1.43	1.30
Pacific	3.07	3.00	2.89	1.43	1.38	1.26

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)
	May-17	Apr-18	May-18	May-Apr 18	May-17	Apr-18	May-18	May-Apr 18
United States	4,797.9	4,750.5	4,699.5	-51.0	2,005.2	2,007.2	1,866.5	-140.7
Alabama	48.5	51.8	49.4	-2.4	18.8	20.2	17.0	-3.2
Alaska	14.3	13.5	13.3	-0.2	6.5	6.4	5.6	-0.8
Arizona	96.0	92.4	90.7	-1.7	42.8	41.4	38.8	-2.6
Arkansas	27.5	28.8	28.0	-0.9	11.2	11.6	10.0	-1.5
California	546.3	540.1	526.6	-13.5	255.6	244.2	228.7	-15.5
Colorado	121.4	121.2	119.5	-1.7	56.1	56.3	51.9	-4.4
Connecticut	70.2	65.4	63.7	-1.7	26.2	25.1	23.2	-1.8
Delaware	16.2	16.9	16.7	-0.2	5.9	6.7	6.2	-0.5
Florida	254.8	244.3	242.5	-1.7	119.1	112.3	105.8	-6.6
Georgia	148.9	152.7	140.1	-12.6	59.8	64.0	52.9	-11.1
Hawaii	19.9	21.4	20.6	-0.8	10.2	10.6	9.6	-1.0
Idaho	22.5	23.2	21.9	-1.3	10.2	10.4	9.0	-1.4
Illinois	182.6	187.4	231.1	43.7	70.0	75.1	81.9	6.8
Indiana	81.3	83.6	80.2	-3.4	30.8	31.8	29.3	-2.5
Iowa	56.9	59.7	59.6	-0.1	20.7	23.1	21.8	-1.3
Kansas	39.2	37.3	37.6	0.3	14.7	14.8	13.5	-1.3
Kentucky	43.1	46.5	46.5	0.0	16.4	19.0	17.5	-1.5
Louisiana	41.4	40.9	40.3	-0.6	16.2	17.1	15.6	-1.5
Maine	17.1	18.1	17.3	-0.8	6.7	7.4	7.0	-0.4
Maryland	99.1	93.4	93.2	-0.2	37.1	34.9	33.1	-1.9
Massachusetts	143.8	141.4	138.9	-2.5	57.6	59.5	54.7	-4.7
Michigan	146.7	140.2	134.2	-6.0	59.3	55.5	50.6	-4.8
Minnesota	131.3	134.3	132.2	-2.2	51.7	54.8	51.2	-3.6
Mississippi	26.2	27.2	26.3	-1.0	9.8	10.6	9.1	-1.5
Missouri	103.4	88.2	87.0	-1.2	40.6	37.0	34.4	-2.6
Montana	19.6	18.6	18.0	-0.5	8.5	8.2	8.0	-0.2
Nebraska	29.3	29.7	28.5	-1.2	11.6	12.1	10.7	-1.4
Nevada	46.7	44.7	43.3	-1.5	21.0	21.4	18.2	-3.2
New Hampshire	24.3	24.0	22.8	-1.2	10.1	10.4	8.9	-1.5
New Jersey	152.5	140.3	152.0	11.7	63.8	55.3	66.1	10.9
New Mexico	24.7	26.0	24.7	-1.3	9.5	11.0	9.7	-1.3
New York	285.6	281.2	276.4	-4.8	122.6	120.8	113.4	-7.4
North Carolina	139.7	136.3	133.2	-3.1	58.6	57.4	52.9	-4.5
North Dakota	15.2	16.4	15.6	-0.8	5.6	6.4	5.7	-0.7
Ohio	165.4	169.8	157.1	-12.7	66.6	68.7	61.3	-7.4
Oklahoma	39.1	40.0	38.0	-1.9	16.8	16.8	14.1	-2.7
Oregon	70.9	73.8	69.6	-4.2	37.3	38.6	33.4	-5.2
Pennsylvania	202.2	206.0	200.7	-5.3	77.6	81.7	74.0	-7.7
Rhode Island	15.8	15.8	15.0	-0.9	7.0	7.5	6.3	-1.2
South Carolina	62.1	61.2	58.3	-2.9	26.0	27.1	22.7	-4.4
South Dakota	11.5	13.5	13.4	-0.2	4.3	4.8	4.6	-0.2
Tennessee	80.6	81.3	79.1	-2.2	33.2	33.9	31.2	-2.7
Texas	322.9	337.1	328.4	-8.7	136.4	143.6	129.0	-14.7
Utah	46.4	52.8	50.3	-2.5	18.4	21.0	18.1	-2.9
Vermont	11.4	11.6	10.9	-0.7	5.3	5.3	4.4	-0.9
Virginia	151.4	147.2	144.0	-3.2	56.5	56.3	50.8	-5.5
Washington	154.6	139.8	133.9	-5.9	67.6	63.4	57.0	-6.4
West Virginia	19.2	20.2	18.9	-1.3	7.1	7.7	6.3	-1.4
Wisconsin	104.1	102.7	98.2	-4.5	42.8	40.7	36.9	-3.7
Wyoming	8.3	8.5	8.1	-0.4	3.3	3.3	2.7	-0.5

Source: The Conference Board

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

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

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
	May-17	Apr-18	May-18	Apr-18	Apr-18	Apr-18	Apr-18
United States	3.00	2.94	2.91	3.9	6,346.00	4,750.5	1.34
Alabama	2.24	2.39	2.28	3.8	83.21	51.8	1.60
Alaska	3.94	3.72	3.67	7.3	26.44	13.5	1.96
Arizona	2.91	2.74	2.69	4.9	163.87	92.4	1.77
Arkansas	2.03	2.13	2.07	3.8	51.66	28.8	1.79
California	2.83	2.79	2.72	4.2	815.27	540.1	1.51
Colorado	4.08	3.97	3.91	2.9	88.06	121.2	0.73
Connecticut	3.65	3.44	3.35	4.5	85.76	65.4	1.31
Delaware	3.39	3.52	3.47	4.2	20.11	16.9	1.19
Florida	2.52	2.39	2.38	3.9	397.59	244.3	1.63
Georgia	2.95	2.97	2.73	4.3	222.27	152.7	1.46
Hawaii	2.90	3.12	3.00	2.0	14.00	21.4	0.65
Idaho	2.71	2.73	2.58	2.9	24.56	23.2	1.06
Illinois	2.82	2.89	3.56	4.4	287.17	187.4	1.53
Indiana	2.45	2.51	2.40	3.2	105.81	83.6	1.27
Iowa	3.39	3.56	3.56	2.8	46.97	59.7	0.79
Kansas	2.65	2.53	2.55	3.4	50.05	37.3	1.34
Kentucky	2.10	2.27	2.26	4.0	82.98	46.5	1.78
Louisiana	1.96	1.91	1.89	4.5	95.73	40.9	2.34
Maine	2.44	2.58	2.47	2.7	19.17	18.1	1.06
Maryland	3.08	2.89	2.89	4.3	138.80	93.4	1.49
Massachusetts	3.93	3.82	3.75	3.5	130.02	141.4	0.92
Michigan	3.01	2.86	2.74	4.7	228.16	140.2	1.63
Minnesota	4.29	4.33	4.26	3.2	99.06	134.3	0.74
Mississippi	2.04	2.14	2.06	4.6	58.22	27.2	2.14
Missouri	3.39	2.90	2.86	3.6	109.42	88.2	1.24
Montana	3.73	3.54	3.44	4.0	21.23	18.6	1.14
Nebraska	2.91	2.93	2.82	2.8	28.49	29.7	0.96
Nevada	3.21	3.01	2.91	4.9	73.09	44.7	1.63
New Hampshire	3.26	3.20	3.04	2.6	19.64	24.0	0.82
New Jersey	3.37	3.13	3.39	4.5	203.42	140.3	1.45
New Mexico	2.67	2.78	2.64	5.4	50.57	26.0	1.94
New York	2.94	2.91	2.86	4.6	448.87	281.2	1.60
North Carolina	2.83	2.74	2.67	4.4	219.56	136.3	1.61
North Dakota	3.65	3.98	3.79	2.6	10.78	16.4	0.66
Ohio	2.86	2.94	2.72	4.3	248.96	169.8	1.47
Oklahoma	2.14	2.16	2.05	4.0	74.68	40.0	1.87
Oregon	3.38	3.47	3.27	4.1	87.97	73.8	1.19
Pennsylvania	3.15	3.23	3.15	4.7	297.49	206.0	1.44
Rhode Island	2.85	2.83	2.68	4.5	25.14	15.8	1.59
South Carolina	2.69	2.63	2.51	4.2	97.92	61.2	1.60
South Dakota	2.53	2.95	2.91	3.4	15.52	13.5	1.15
Tennessee	2.53	2.51	2.45	3.4	110.97	81.3	1.37
Texas	2.39	2.45	2.39	4.1	558.52	337.1	1.66
Utah	2.98	3.33	3.17	3.1	48.58	52.8	0.92
Vermont	3.31	3.34	3.14	2.8	9.60	11.6	0.83
Virginia	3.52	3.40	3.32	3.3	143.99	147.2	0.98
Washington	4.16	3.72	3.56	4.8	178.92	139.8	1.28
West Virginia	2.47	2.57	2.40	5.4	42.20	20.2	2.09
Wisconsin	3.30	3.24	3.09	2.8	89.49	102.7	0.87
Wyoming	2.84	2.94	2.80	3.8	10.97	8.5	1.28

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)
	May-17	Apr-18	May-18	May-Apr 18	May-17	Apr-18	May-18	May-Apr 18
Birmingham, AL	13.9	14.3	13.1	-1.1	5.5	5.8	4.4	-1.4
Phoenix, AZ	66.9	66.5	65.2	-1.3	30.4	30.1	28.3	-1.8
Tucson, AZ	12.2	11.7	11.4	-0.3	5.1	5.0	4.5	-0.5
Los Angeles, CA	167.4	161.2	155.7	-5.5	79.1	73.7	68.7	-4.9
Riverside, CA	31.5	31.9	31.4	-0.5	14.3	14.1	13.8	-0.4
Sacramento, CA	28.5	27.0	26.8	-0.2	14.1	12.6	12.4	-0.2
San Diego, CA	48.5	47.3	45.6	-1.7	23.8	23.2	21.2	-2.0
San Francisco, CA	106.3	111.9	108.1	-3.8	50.0	47.1	44.0	-3.1
San Jose, CA	54.0	61.5	59.0	-2.5	22.4	24.9	22.4	-2.5
Denver, CO	72.0	73.0	71.8	-1.2	33.4	34.1	30.9	-3.3
Hartford, CT	27.8	26.3	25.4	-1.0	10.3	9.8	9.3	-0.5
Washington, DC	146.9	145.6	142.5	-3.1	55.1	56.7	52.0	-4.7
Jacksonville, FL	19.2	18.8	17.4	-1.3	9.3	8.8	7.4	-1.4
Miami, FL	68.9	67.5	67.3	-0.2	32.4	31.3	29.9	-1.3
Orlando, FL	36.5	34.9	35.8	1.0	16.2	14.9	15.0	0.1
Tampa, FL	46.2	41.6	41.2	-0.4	21.0	18.7	17.5	-1.2
Atlanta, GA	100.6	102.1	93.7	-8.4	41.3	43.7	35.9	-7.9
Honolulu, HI	13.1	14.2	13.7	-0.5	7.2	7.2	6.6	-0.6
Chicago, IL	147.0	148.6	187.2	38.7	56.8	59.1	64.4	5.3
Indianapolis, IN	32.6	31.5	30.6	-0.9	13.6	12.4	11.5	-0.9
Louisville, KY	17.1	16.9	17.0	0.2	6.8	7.1	6.6	-0.5
New Orleans, LA	15.9	15.1	14.6	-0.4	6.2	6.3	5.7	-0.6
Baltimore, MD	52.9	50.0	49.6	-0.4	20.2	18.9	17.7	-1.2
Boston, MA	111.4	110.4	108.4	-2.0	44.3	45.3	41.5	-3.8
Detroit, MI	72.7	67.8	63.9	-3.9	29.1	25.8	23.8	-1.9
Minneapolis-St. Paul, MN	93.0	95.6	92.9	-2.8	37.4	39.8	36.3	-3.5
Kansas City, MO	43.4	37.5	38.2	0.7	16.9	16.1	15.1	-1.1
St. Louis, MO	50.9	47.2	48.4	1.2	19.4	18.8	18.1	-0.7
Las Vegas, NV	29.5	28.2	27.3	-0.9	13.2	13.6	11.2	-2.4
Buffalo, NY	16.8	17.4	16.2	-1.2	7.1	7.2	6.3	-0.9
New York, NY	292.3	282.0	288.9	6.9	124.9	116.5	121.9	5.4
Rochester, NY	14.4	14.6	14.0	-0.5	5.9	5.9	5.3	-0.6
Charlotte, NC	45.9	43.4	41.9	-1.4	19.3	18.7	16.6	-2.1
Cincinnati, OH	35.4	36.9	33.4	-3.5	13.7	14.1	12.9	-1.2
Cleveland, OH	31.3	32.2	29.5	-2.6	12.5	12.4	11.0	-1.4
Columbus, OH	36.2	36.7	34.1	-2.7	15.3	15.2	13.6	-1.6
Oklahoma City, OK	17.3	17.5	17.1	-0.4	7.1	7.2	6.2	-1.0
Portland, OR	46.2	46.9	43.2	-3.7	23.9	24.0	19.3	-4.7
Philadelphia, PA	100.5	98.5	101.9	3.4	39.1	39.0	39.1	0.0
Pittsburgh, PA	40.5	43.9	43.3	-0.6	15.5	17.5	15.6	-2.0
Providence, RI	20.9	21.0	19.6	-1.4	9.0	9.4	8.1	-1.4
Memphis, TN	15.5	16.7	16.2	-0.5	5.8	7.0	6.1	-0.9
Nashville, TN	35.2	34.7	34.2	-0.5	15.1	14.2	13.6	-0.6
Austin, TX	38.2	40.5	39.2	-1.3	18.1	17.9	16.6	-1.3
Dallas, TX	108.7	108.5	103.6	-4.9	45.3	44.7	40.4	-4.4
Houston, TX	62.9	72.8	70.4	-2.4	27.6	30.8	29.3	-1.5
San Antonio, TX	29.0	28.5	27.2	-1.2	12.3	12.3	10.7	-1.6
Salt Lake City, UT	24.6	28.5	27.6	-0.9	9.6	11.2	10.1	-1.1
Richmond, VA	20.9	20.9	20.4	-0.4	8.9	9.0	8.6	-0.5
Virginia Beach, VA	23.2	22.0	20.4	-1.7	9.8	9.5	7.7	-1.8
Seattle-Tacoma, WA	104.0	93.2	87.0	-6.3	43.6	40.5	36.2	-4.3
Milwaukee, WI	32.1	30.8	29.9	-0.9	13.2	12.3	11.3	-1.0

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

Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	May-17	Apr-18	May-18	Mar-18	Mar-18	Mar-18	Mar-18
Birmingham, AL	2.60	2.66	2.45	3.4	18.5	13.8	1.34
Phoenix, AZ	2.93	2.80	2.75	4.2	99.8	66.9	1.49
Tucson, AZ	2.57	2.43	2.36	4.6	22.0	12.1	1.81
Los Angeles, CA	2.49	2.38	2.30	4.0	269.8	167.9	1.61
Riverside, CA	1.56	1.56	1.54	4.2	84.9	32.8	2.59
Sacramento, CA	2.64	2.49	2.48	3.7	39.7	28.4	1.40
San Diego, CA	3.06	2.98	2.88	3.2	51.4	48.3	1.06
San Francisco, CA	4.14	4.35	4.20	2.6	67.8	114.4	0.59
San Jose, CA	5.08	5.70	5.47	2.6	28.4	61.6	0.46
Denver, CO	4.57	4.47	4.40	2.6	42.5	72.8	0.58
Hartford, CT	4.43	4.22	4.07	4.5	27.9	26.2	1.06
Washington, DC	4.34	4.24	4.15	3.6	122.6	147.4	0.83
Jacksonville, FL	2.54	2.42	2.25	3.6	28.1	20.0	1.41
Miami, FL	2.20	2.13	2.12	4.3	134.8	70.8	1.90
Orlando, FL	2.81	2.60	2.67	3.5	46.4	37.1	1.25
Tampa, FL	3.07	2.70	2.67	3.7	56.9	43.4	1.31
Atlanta, GA	3.32	3.29	3.02	4.1	127.7	101.2	1.26
Honolulu, HI	2.78	2.98	2.88	2.0	9.5	14.3	0.66
Chicago, IL	3.00	3.03	3.81	4.3	209.6	148.8	1.41
Indianapolis, IN	3.12	2.96	2.88	2.8	29.8	32.4	0.92
Louisville, KY	2.60	2.52	2.54	3.4	22.7	16.8	1.36
New Orleans, LA	2.66	2.49	2.41	4.2	25.2	15.1	1.67
Baltimore, MD	3.53	3.30	3.28	4.6	68.9	52.2	1.32
Boston, MA	4.12	4.02	3.95	3.2	88.9	110.3	0.81
Detroit, MI	3.46	3.21	3.02	4.5	94.2	64.9	1.45
Minneapolis-St. Paul, MN	4.69	4.73	4.60	2.9	57.8	96.2	0.60
Kansas City, MO	3.86	3.32	3.38	3.4	38.9	36.9	1.05
St. Louis, MO	3.49	3.23	3.31	3.4	50.4	47.5	1.06
Las Vegas, NV	2.77	2.57	2.49	5.2	56.6	27.1	2.09
Buffalo, NY	3.05	3.19	2.96	5.4	29.6	18.5	1.60
New York, NY	2.89	2.80	2.87	4.3	433.8	298.6	1.45
Rochester, NY	2.75	2.80	2.69	5.1	26.5	15.8	1.68
Charlotte, NC	3.52	3.23	3.13	4.2	55.9	43.5	1.29
Cincinnati, OH	3.21	3.31	2.99	3.6	39.6	39.3	1.01
Cleveland, OH	3.03	3.14	2.88	4.9	50.5	33.0	1.53
Columbus, OH	3.37	3.37	3.12	3.3	36.5	37.8	0.96
Oklahoma City, OK	2.59	2.56	2.50	3.6	24.6	17.4	1.42
Portland, OR	3.55	3.55	3.27	3.7	49.3	46.3	1.07
Philadelphia, PA	3.25	3.21	3.32	4.5	137.6	102.9	1.34
Pittsburgh, PA	3.34	3.67	3.61	4.5	53.7	46.7	1.15
Providence, RI	3.07	3.03	2.83	4.3	30.0	20.3	1.48
Memphis, TN	2.46	2.61	2.53	3.9	25.2	16.7	1.51
Nashville, TN	3.51	3.36	3.31	2.7	28.0	35.5	0.79
Austin, TX	3.33	3.41	3.30	3.1	36.7	40.4	0.91
Dallas, TX	2.88	2.78	2.66	3.7	142.9	109.7	1.30
Houston, TX	1.90	2.15	2.08	4.7	159.0	72.1	2.21
San Antonio, TX	2.49	2.40	2.29	3.5	41.5	28.4	1.46
Salt Lake City, UT	3.78	4.29	4.14	3.0	20.0	28.3	0.71
Richmond, VA	3.09	3.07	3.00	3.4	23.1	21.5	1.07
Virginia Beach, VA	2.72	2.59	2.39	3.5	29.8	22.2	1.34
Seattle-Tacoma, WA	5.06	4.42	4.12	3.9	81.4	95.2	0.86
Milwaukee, WI	3.86	3.66	3.55	2.8	23.9	31.0	0.77

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.

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
		May-17	Apr-18	May-18	May-Apr 18	Apr-18	Apr-18	
	Total	4,797.9	4,750.5	4,699.5	-51.0	6,346.0	1.34	\$24.34
11	Management	407.5	432.8	426.9	-5.9	280.1	0.65	\$57.65
13	Business and financial operations	297.2	304.8	304.2	-0.7	198.0	0.65	\$36.70
15	Computer and mathematical science	536.5	561.5	566.5	5.0	98.9	0.18	\$43.18
17	Architecture and engineering	152.4	167.6	168.2	0.6	61.5	0.37	\$41.44
19	Life, physical, and social science	58.4	63.6	63.4	-0.2	36.1	0.57	\$35.76
21	Community and social services	92.7	96.7	96.0	-0.7	84.7	0.88	\$23.10
23	Legal	20.8	25.5	25.8	0.3	77.5	3.04	\$51.62
25	Education, training, and library	166.3	177.2	168.8	-8.4	319.5	1.80	\$26.67
27	Arts, design, entertainment, sports, and media	98.5	99.3	97.5	-1.8	78.2	0.79	\$28.34
29	Healthcare practitioners and technical	643.9	525.4	528.8	3.4	109.5	0.21	\$38.83
31	Healthcare support	123.5	108.7	111.3	2.6	115.9	1.07	\$15.05
33	Protective service	65.6	52.9	58.0	5.1	80.3	1.52	\$22.69
35	Food preparation and serving related	209.9	211.7	214.5	2.8	560.3	2.65	\$11.88
37	Building and grounds cleaning and maintenance	102.0	97.0	95.3	-1.7	352.7	3.64	\$13.91
39	Personal care and service	61.4	55.6	53.1	-2.5	255.7	4.60	\$13.11
41	Sales and related	485.9	449.7	445.2	-4.5	680.8	1.51	\$19.56
43	Office and administrative support	501.1	477.9	474.5	-3.4	575.9	1.21	\$18.24
45	Farming, fishing, and forestry	7.6	8.7	8.6	-0.1	124.5	14.34	\$13.87
47	Construction and extraction	116.8	103.8	99.0	-4.8	668.2	6.44	\$24.01
49	Installation, maintenance, and repair	202.3	195.8	191.4	-4.5	137.8	0.70	\$23.02
51	Production	140.0	142.3	141.3	-1.0	385.6	2.71	\$18.30
53	Transportation and material moving	302.5	384.2	357.0	-27.2	469.3	1.22	\$17.82

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 2017 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
	May-18	Wage ²	May-18	Wage ²	May-18	Wage ²
United States	755,040	\$47.04	1,756,813	\$34.74	581,017	\$14.03
Alabama	5,409	\$43.67	16,822	\$31.26	4,998	\$11.77
Alaska	1,575	\$46.02	5,727	\$37.70	2,103	\$17.13
Arizona	13,425	\$41.29	34,384	\$33.15	12,552	\$14.24
Arkansas	3,700	\$36.98	9,850	\$27.52	2,692	\$10.21
California	95,647	\$51.64	206,814	\$40.56	70,327	\$15.88
Colorado	17,886	\$46.73	44,369	\$36.28	17,863	\$14.59
Connecticut	11,924	\$54.76	26,849	\$38.05	5,667	\$10.86
Delaware	3,751	\$49.02	6,601	\$24.31	1,550	\$13.90
Florida	34,077	\$42.07	80,743	\$31.49	37,696	\$13.56
Georgia	24,203	\$45.49	53,979	\$32.26	15,415	\$12.20
Hawaii	2,551	\$42.66	5,280	\$31.05	5,268	\$17.85
Idaho	2,569	\$35.80	7,898	\$28.23	3,188	\$12.41
Illinois	46,872	\$46.34	81,882	\$34.18	27,491	\$14.50
Indiana	9,652	\$39.11	27,461	\$30.14	9,229	\$12.30
Iowa	6,724	\$39.65	18,347	\$29.45	8,307	\$10.72
Kansas	4,984	\$40.88	13,297	\$28.65	4,187	\$12.34
Kentucky	5,223	\$38.10	15,232	\$29.36	4,927	\$12.00
Louisiana	4,729	\$38.60	12,473	\$28.03	5,036	\$11.43
Maine	2,074	\$39.95	7,044	\$30.74	2,674	\$13.56
Maryland	15,306	\$50.07	44,204	\$38.80	9,373	\$14.93
Massachusetts	28,464	\$53.81	61,274	\$39.42	15,104	\$16.81
Michigan	17,623	\$44.45	49,713	\$33.08	17,140	\$13.14
Minnesota	19,998	\$45.77	49,478	\$34.72	17,188	\$14.35
Mississippi	2,918	\$35.80	7,948	\$26.91	3,213	\$11.33
Missouri	12,745	\$42.01	32,939	\$30.78	10,395	\$12.46
Montana	1,773	\$35.39	5,640	\$27.36	3,464	\$12.86
Nebraska	3,916	\$39.24	9,526	\$30.16	3,664	\$13.31
Nevada	5,929	\$43.99	15,381	\$33.69	7,447	\$14.25
New Hampshire	2,776	\$47.04	8,470	\$34.85	2,715	\$14.26
New Jersey	29,988	\$22.15	61,192	\$38.02	15,782	\$15.78
New Mexico	2,990	\$39.22	10,783	\$32.77	2,812	\$12.52
New York	62,011	\$58.44	105,525	\$38.94	34,085	\$16.18
North Carolina	21,401	\$46.61	54,636	\$31.87	14,489	\$12.30
North Dakota	1,817	\$40.04	5,837	\$29.72	1,551	\$14.42
Ohio	21,229	\$42.44	52,824	\$32.38	18,968	\$12.94
Oklahoma	4,286	\$39.44	12,479	\$28.25	4,255	\$12.11
Oregon	9,733	\$43.47	24,668	\$35.33	10,524	\$14.78
Pennsylvania	30,945	\$46.39	70,776	\$33.19	25,167	\$13.45
Rhode Island	2,968	\$49.01	5,490	\$36.27	2,072	\$14.98
South Carolina	7,204	\$40.00	20,056	\$30.17	7,442	\$11.85
South Dakota	1,891	\$38.05	4,538	\$27.22	1,634	\$12.35
Tennessee	10,801	\$40.26	25,484	\$29.88	10,195	\$12.17
Texas	50,322	\$47.94	116,194	\$27.92	38,026	\$13.01
Utah	6,520	\$39.18	18,519	\$30.98	6,388	\$12.68
Vermont	1,335	\$38.99	4,606	\$30.86	1,688	\$15.32
Virginia	25,009	\$50.30	69,904	\$37.29	13,696	\$13.84
Washington	22,053	\$47.78	51,891	\$38.40	17,553	\$16.64
West Virginia	1,977	\$36.73	7,654	\$28.15	2,058	\$11.94
Wisconsin	12,526	\$41.28	30,931	\$31.06	12,376	\$13.00
Wyoming	1,093	\$42.06	3,020	\$27.79	839	\$13.88

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 2017 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 8: State Occupational Demand and Pay, Not Seasonally Adjusted - continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-18	Wage ¹	May-18	Wage ¹	May-18	Wage ¹
United States	952,799	\$18.77	325,157	\$23.14	518,574	\$18.05
Alabama	10,604	\$16.40	4,426	\$20.85	9,265	\$16.29
Alaska	2,778	\$20.03	1,266	\$30.69	1,036	\$25.22
Arizona	20,336	\$17.79	7,271	\$21.05	7,788	\$17.97
Arkansas	5,946	\$15.87	2,326	\$18.97	4,945	\$16.00
California	106,451	\$20.43	26,869	\$24.42	37,367	\$18.35
Colorado	24,051	\$20.34	10,367	\$23.30	10,480	\$19.44
Connecticut	13,008	\$21.66	3,323	\$26.72	6,402	\$19.96
Delaware	3,084	\$18.48	1,074	\$24.01	1,607	\$17.08
Florida	56,420	\$17.41	21,466	\$19.52	19,928	\$16.70
Georgia	27,278	\$17.47	9,883	\$20.77	18,704	\$16.60
Hawaii	5,293	\$18.53	1,489	\$29.71	1,288	\$21.79
Idaho	4,794	\$16.43	2,435	\$20.00	2,968	\$16.94
Illinois	49,338	\$19.07	9,980	\$27.17	26,123	\$18.15
Indiana	16,261	\$17.33	5,915	\$22.44	14,438	\$17.57
Iowa	12,786	\$17.28	5,705	\$21.81	10,184	\$17.65
Kansas	8,241	\$17.26	2,857	\$21.73	5,608	\$18.51
Kentucky	9,911	\$16.24	3,069	\$21.77	9,066	\$17.77
Louisiana	9,334	\$15.46	3,929	\$21.44	5,818	\$19.34
Maine	3,343	\$16.92	1,362	\$20.87	1,978	\$17.71
Maryland	15,841	\$19.71	5,386	\$24.21	6,800	\$19.11
Massachusetts	25,155	\$21.83	6,859	\$28.13	9,918	\$19.48
Michigan	27,399	\$18.16	10,387	\$12.83	17,737	\$11.59
Minnesota	26,325	\$19.98	8,513	\$25.70	16,304	\$19.02
Mississippi	5,856	\$14.89	2,199	\$19.62	5,230	\$16.17
Missouri	17,819	\$17.32	5,462	\$23.28	10,641	\$17.40
Montana	3,943	\$16.52	2,325	\$22.69	2,605	\$18.78
Nebraska	6,357	\$17.32	2,903	\$21.32	3,707	\$18.11
Nevada	9,781	\$17.27	3,264	\$24.23	3,790	\$17.96
New Hampshire	5,206	\$19.11	1,832	\$23.54	2,831	\$18.30
New Jersey	30,261	\$20.44	8,698	\$27.02	12,897	\$18.22
New Mexico	4,281	\$16.15	2,221	\$20.72	2,177	\$17.61
New York	55,912	\$22.30	14,474	\$28.14	19,338	\$19.62
North Carolina	23,736	\$17.84	10,091	\$20.40	14,832	\$16.15
North Dakota	3,033	\$18.45	1,922	\$25.70	2,356	\$21.36
Ohio	32,429	\$17.98	12,061	\$22.63	25,176	\$17.61
Oklahoma	8,582	\$16.76	3,773	\$21.02	6,300	\$17.59
Oregon	14,613	\$18.53	6,246	\$23.59	8,503	\$18.40
Pennsylvania	39,999	\$18.57	13,820	\$23.37	26,993	\$18.04
Rhode Island	2,969	\$20.19	1,029	\$24.88	1,619	\$17.76
South Carolina	12,550	\$16.24	6,107	\$20.13	8,573	\$17.11
South Dakota	2,976	\$16.25	1,276	\$20.00	1,792	\$16.31
Tennessee	17,901	\$17.18	5,509	\$20.59	12,650	\$16.66
Texas	69,604	\$18.63	27,184	\$21.31	36,951	\$18.65
Utah	11,709	\$17.27	3,796	\$21.54	6,126	\$17.67
Vermont	1,923	\$18.79	760	\$21.92	1,208	\$18.52
Virginia	23,011	\$18.60	8,008	\$22.47	9,611	\$18.16
Washington	26,734	\$20.67	10,007	\$26.44	13,426	\$21.33
West Virginia	3,754	\$15.01	1,570	\$21.46	2,705	\$17.60
Wisconsin	20,878	\$18.14	7,419	\$23.59	19,252	\$17.94
Wyoming	1,466	\$17.33	1,161	\$25.38	1,038	\$23.20

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2017 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
	May-18	Wage ^{2*}	May-18	Wage ^{2*}	May-18	Wage ^{2*}
United States	755,040	\$47.04	1,756,813	\$34.74	581,017	\$14.03
Birmingham, AL	1,591	\$45.16	3,897	\$33.49	1,480	\$12.39
Phoenix, AZ	10,868	\$42.25	23,465	\$33.95	8,635	\$14.17
Tucson, AZ	1,359	\$38.52	5,040	\$32.59	1,821	\$14.20
Los Angeles, CA	30,097	\$50.66	55,068	\$35.88	22,500	\$15.58
Riverside, CA	3,506	\$43.69	9,306	\$35.17	4,923	\$14.76
Sacramento, CA	4,101	\$43.61	10,284	\$38.66	3,482	\$13.46
San Diego, CA	7,150	\$49.12	17,880	\$39.67	7,246	\$15.80
San Francisco, CA	27,394	\$59.23	44,769	\$45.98	12,981	\$17.47
San Jose, CA	12,166	\$63.84	32,374	\$50.62	5,031	\$16.81
Denver, CO	12,855	\$48.29	27,339	\$38.30	9,475	\$14.68
Hartford, CT	5,025	\$50.93	11,115	\$38.38	1,984	\$15.81
Washington, DC	31,310	\$56.10	71,871	\$44.74	13,180	\$16.22
Jacksonville, FL	2,557	\$41.69	5,428	\$31.26	2,870	\$13.21
Miami, FL	11,097	\$44.84	20,225	\$32.19	11,229	\$14.10
Orlando, FL	5,517	\$41.85	11,933	\$32.86	5,664	\$13.28
Tampa, FL	6,793	\$41.82	15,190	\$31.69	5,141	\$13.41
Atlanta, GA	19,641	\$48.14	37,462	\$34.32	9,489	\$12.51
Honolulu, HI	1,969	\$43.32	3,623	\$34.79	2,985	\$15.68
Chicago, IL	41,429	\$48.00	64,710	\$35.32	23,180	\$14.74
Indianapolis, IN	4,671	\$41.22	10,152	\$33.11	3,305	\$12.71
Louisville, KY	2,283	\$40.02	5,176	\$31.46	2,051	\$12.46
New Orleans, LA	1,806	\$39.85	4,748	\$30.18	2,847	\$11.73
Baltimore, MD	7,923	\$48.71	23,927	\$38.11	5,417	\$14.79
Boston, MA	24,732	\$55.91	48,013	\$40.40	10,709	\$17.13
Detroit, MI	9,770	\$47.67	26,284	\$35.38	7,434	\$13.20
Minneapolis-St. Paul, MN	16,403	\$47.89	34,386	\$35.99	11,427	\$14.64
Kansas City, MO	5,521	\$43.87	13,829	\$32.18	4,914	\$13.16
St. Louis, MO	8,157	\$44.97	19,628	\$26.35	5,262	\$12.98
Las Vegas, NV	4,095	\$44.20	10,135	\$33.93	4,848	\$14.52
Buffalo, NY	2,654	\$44.64	5,358	\$31.81	2,166	\$12.00
New York, NY	71,425	\$61.08	115,823	\$39.05	31,876	\$16.51
Rochester, NY	1,815	\$46.41	5,003	\$31.52	1,884	\$14.50
Charlotte, NC	8,680	\$48.72	16,479	\$33.46	4,116	\$12.52
Cincinnati, OH	5,033	\$44.02	11,073	\$33.26	4,005	\$10.81
Cleveland, OH	4,807	\$43.66	9,583	\$32.42	3,640	\$13.36
Columbus, OH	5,941	\$43.26	12,303	\$34.62	3,507	\$13.54
Oklahoma City, OK	2,348	\$40.41	5,685	\$29.78	1,946	\$12.72
Portland, OR	7,157	\$46.37	14,695	\$37.31	6,104	\$15.14
Philadelphia, PA	20,092	\$50.81	38,729	\$36.55	11,302	\$14.40
Pittsburgh, PA	7,103	\$44.95	14,844	\$32.46	5,583	\$13.00
Providence, RI	3,553	\$47.78	7,204	\$36.05	2,617	\$15.02
Memphis, TN	2,472	\$41.45	5,328	\$31.15	1,652	\$12.62
Nashville, TN	5,376	\$42.08	10,600	\$31.48	5,288	\$12.46
Austin, TX	7,172	\$45.86	16,247	\$30.79	4,982	\$13.75
Dallas, TX	19,712	\$49.27	38,452	\$35.87	11,044	\$13.40
Houston, TX	12,115	\$53.06	23,757	\$38.26	8,001	\$13.32
San Antonio, TX	3,933	\$44.19	9,468	\$32.89	3,875	\$12.96
Salt Lake City, UT	4,492	\$41.22	10,720	\$33.11	2,715	\$13.06
Richmond, VA	3,438	\$45.21	8,409	\$33.79	1,989	\$13.29
Virginia Beach, VA	2,809	\$43.58	8,215	\$33.47	2,537	\$13.15
Seattle-Tacoma, WA	16,458	\$50.41	34,460	\$42.09	10,887	\$17.37
Milwaukee, WI	4,856	\$45.17	10,802	\$32.94	3,442	\$13.01

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 2017 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-18	Wage ^{2*}	May-18	Wage ^{2*}	May-18	Wage ^{2*}
United States	952,799	\$18.77	325,157	\$23.14	518,574	\$18.05
Birmingham, AL	3,277	\$18.33	1,152	\$21.93	2,326	\$16.29
Phoenix, AZ	15,730	\$18.39	5,065	\$21.65	5,563	\$18.27
Tucson, AZ	2,241	\$16.18	897	\$20.28	771	\$16.91
Los Angeles, CA	35,758	\$20.34	7,131	\$26.11	11,015	\$17.46
Riverside, CA	7,453	\$10.84	2,036	\$24.45	4,206	\$17.43
Sacramento, CA	6,096	\$19.36	1,880	\$25.87	2,281	\$18.04
San Diego, CA	9,774	\$19.80	2,826	\$25.44	2,897	\$17.85
San Francisco, CA	19,809	\$23.88	4,073	\$31.01	5,171	\$21.98
San Jose, CA	7,447	\$24.57	1,737	\$29.53	1,802	\$21.02
Denver, CO	14,582	\$21.62	5,592	\$24.08	5,553	\$20.22
Hartford, CT	5,109	\$21.42	1,367	\$26.58	2,658	\$19.82
Washington, DC	20,660	\$21.48	6,028	\$25.26	5,330	\$20.36
Jacksonville, FL	4,063	\$17.90	1,898	\$19.93	1,906	\$17.65
Miami, FL	17,634	\$18.21	4,524	\$20.39	4,616	\$15.76
Orlando, FL	8,488	\$17.06	3,108	\$19.73	2,837	\$16.28
Tampa, FL	8,994	\$17.71	3,548	\$19.43	3,148	\$16.31
Atlanta, GA	18,511	\$18.66	5,504	\$21.93	9,978	\$17.30
Honolulu, HI	3,674	\$18.76	1,024	\$30.44	934	\$23.03
Chicago, IL	40,925	\$19.79	7,482	\$28.40	18,600	\$18.15
Indianapolis, IN	6,849	\$18.91	2,343	\$22.85	4,438	\$17.17
Louisville, KY	3,940	\$17.38	1,202	\$22.49	3,025	\$18.64
New Orleans, LA	3,346	\$16.12	1,164	\$21.31	1,478	\$19.79
Baltimore, MD	8,596	\$19.84	2,995	\$23.89	3,516	\$19.42
Boston, MA	19,832	\$22.65	4,668	\$28.80	6,652	\$19.83
Detroit, MI	12,346	\$19.16	4,252	\$24.76	7,027	\$19.14
Minneapolis-St. Paul, MN	19,053	\$21.24	5,342	\$27.19	9,827	\$19.46
Kansas City, MO	8,415	\$18.49	2,385	\$24.09	4,762	\$18.50
St. Louis, MO	9,569	\$18.52	2,395	\$25.56	4,497	\$18.40
Las Vegas, NV	6,445	\$17.14	1,822	\$24.04	1,797	\$17.80
Buffalo, NY	3,904	\$18.42	1,226	\$23.63	2,126	\$18.25
New York, NY	57,060	\$22.92	12,484	\$29.48	16,600	\$19.55
Rochester, NY	3,012	\$18.76	1,112	\$22.79	1,835	\$17.87
Charlotte, NC	7,560	\$19.60	2,840	\$21.39	4,366	\$17.22
Cincinnati, OH	7,551	\$18.94	2,337	\$22.75	4,680	\$18.00
Cleveland, OH	6,348	\$19.01	2,280	\$23.95	3,910	\$17.95
Columbus, OH	7,043	\$18.50	2,422	\$22.42	4,540	\$17.21
Oklahoma City, OK	3,873	\$17.76	1,760	\$21.53	2,276	\$17.09
Portland, OR	9,400	\$19.81	3,329	\$25.48	5,149	\$19.28
Philadelphia, PA	20,565	\$20.34	5,733	\$26.02	8,870	\$18.53
Pittsburgh, PA	9,324	\$18.23	2,949	\$23.60	4,686	\$18.17
Providence, RI	4,187	\$19.50	1,482	\$25.12	2,290	\$17.71
Memphis, TN	3,638	\$17.78	1,144	\$20.53	2,776	\$16.28
Nashville, TN	7,882	\$18.45	2,303	\$21.49	4,255	\$17.34
Austin, TX	8,092	\$20.36	2,534	\$20.58	2,592	\$16.82
Dallas, TX	22,479	\$19.76	6,718	\$21.43	10,799	\$17.44
Houston, TX	15,815	\$19.73	5,945	\$22.92	7,544	\$20.32
San Antonio, TX	5,713	\$17.64	2,600	\$20.15	2,897	\$17.05
Salt Lake City, UT	6,318	\$18.36	1,795	\$22.29	2,764	\$17.93
Richmond, VA	3,883	\$18.66	1,592	\$22.06	1,588	\$17.02
Virginia Beach, VA	4,248	\$16.91	2,071	\$21.98	1,884	\$18.62
Seattle-Tacoma, WA	17,334	\$22.11	5,438	\$28.20	7,781	\$22.73
Milwaukee, WI	5,927	\$19.89	1,949	\$25.42	4,508	\$18.21

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2017 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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