

News Release

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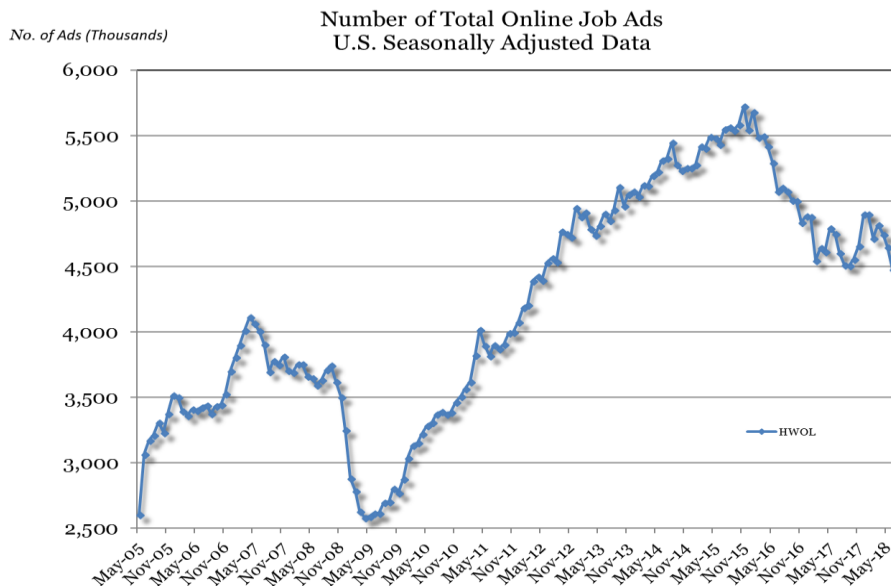
For Immediate Release 10:00 AM ET, Tuesday, July 3, 2018

Online Job Ads Decreased 171,600 in June

- Losses widespread across virtually all States and MSAs
- All occupations showed losses over the month
- **Note: Revisions occurred in the May 2018 data for Illinois, resulting in revisions to the Midwest Region, Occupational and National data. The revision did not have a significant impact on the National figure.**

NEW YORK, July 3, 2018...Online advertised vacancies decreased 171,600 to 4,480,700 in June, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The May Supply/Demand rate stands at 1.30 unemployed for each advertised vacancy, with a total of 1.4 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 6.07 million in May.

The Professional occupational category saw changes in Healthcare practitioners (-26.8), Business (-16.4) and Management (-13.0). The Services/Production occupational category saw changes in Transportation (-29.2), Sales (-24.5), and Office and admin (-13.9).



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, all decreased
- Among the 50 States, 5 increased, 42 declined, and 3 were constant

Table A: State Labor Demand, Selected States, Seasonally Adjusted			
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	Jun-18	Jun-May 18	May-18
United States	4,480.7	-171.6^(r)	1.30^(r)
NORTHEAST	870.3	-25.1	1.67
Massachusetts	139.8	0.9	0.94
New Jersey	136.9	-15.1	1.29
New York	275.0	-1.5	1.58
Pennsylvania	188.0	-12.8	1.41
SOUTH	1,462.5	-58.9	1.97
Florida	232.4	-10.2	1.61
Georgia	137.3	-2.8	1.54
Maryland	87.0	-6.2	1.49
North Carolina	127.5	-5.7	1.60
Texas	308.3	-20.1	1.70
Virginia	138.1	-5.9	0.97
MIDWEST	981.2	-46.1^(r)	1.61^(r)
Illinois	178.6	-5.8 ^(r)	1.5 ^(r)
Michigan	127.0	-7.2	1.67
Minnesota	128.0	-4.2	0.74
Missouri	83.7	-3.2	1.25
Ohio	148.3	-8.8	1.59
Wisconsin	96.4	-1.8	0.91
WEST	1,119.8	-16.5	1.86
Arizona	89.3	-1.4	1.76
California	514.7	-11.9	1.53
Colorado	113.0	-6.5	0.71
Washington	128.8	-5.1	1.33

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(r) revised May 2018 number

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.

June Changes for States

In June, online labor demand grew in 5 States, declined in 42 States, and 3 were constant. All four regions experienced decreases.

The **Northeast** decreased 25,100 in June (Table A). **New York** decreased 1,500 to 275,000. **New Jersey** decreased 15,100 to 136,900. **Massachusetts** increased 900 to 139,800. **Pennsylvania** decreased 12,800 to 188,000. In the smaller States, **Connecticut** decreased 1,300 to 62,400. **New Hampshire** decreased 1,300 to 21,600 and **Maine** decreased 200 to 17,200. **Rhode Island** remained constant at 14,900 and **Vermont** increased 100 to 11,100 (Table 3).

The **West** decreased 16,500 in June. **California** decreased 11,900 to 514,700 and **Colorado** decreased 6,500 to 113,000. **Washington** decreased 5,100 to 128,800. **Arizona** decreased 1,400 to 89,300. Among the smaller States in the West, **Oregon** decreased 400 to 69,200. **Utah** decreased 3,400 to 46,900. **Nevada** decreased 2,700 to 40,500. **Idaho** fell 200 to 21,700 and **New Mexico** decreased 100 to 24,600. **Montana** fell 100 to 18,000 and **Hawaii** decreased 100 to 20,500.

The **Midwest** experienced a decrease of 46,100 in June. **Illinois** decreased 5,800 to 178,600. **Michigan** decreased 7,200 to 127,000. **Missouri** decreased 3,200 to 83,700 and **Ohio** decreased 8,800 to 148,300. **Minnesota** decreased 4,200 to 128,000 and **Wisconsin** decreased 1,800 to 96,400. Among the smaller States in the region, **Indiana** decreased 4,300 to 75,800 and **Iowa** decreased 5,400 to 54,100. **Nebraska** decreased 200 to 28,300 and **South Dakota** decreased 300 to 13,100. **Kansas** decreased 2,600 to 35,000.

The **South** decreased 58,900 in June. Among the larger States in the region, **Texas** decreased 20,100 to 308,300. **Florida** decreased 10,200 to 232,400. **North Carolina** decreased 5,700 to 127,500. **Georgia** decreased 2,800 to 137,300. **Virginia** decreased 5,900 to 138,100. **Maryland** decreased 6,200 to 87,000. Among the smaller States, **Tennessee** decreased 4,100 to 74,900 and **South Carolina** decreased 3,600 to 54,600. **Alabama** fell 400 to 49,000. **Kentucky** decreased 2,400 to 44,100 and **Oklahoma** remained constant at 38,000. **Louisiana** decreased 1,500 to 38,800 and **Delaware** decreased 200 to 16,500.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for May 2018, the latest month for which State unemployment figures are available. There were 11 States in which the number of advertised vacancies exceeded the number of unemployed: Hawaii (0.68), North Dakota (0.68), Colorado (0.71), Minnesota (0.74), Iowa (0.77), New Hampshire (0.87), Vermont (0.88), Wisconsin (0.91), Massachusetts (0.94), Utah (0.95), and Virginia (0.97). The States with the highest Supply/Demand rates were Louisiana (2.42), Mississippi (2.27), and West Virginia (2.24), which had more than two unemployed workers for every job opening.

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

METRO AREA HIGHLIGHTS

- In June, one of the 20 largest metro areas rose and 19 declined
- Among the 52 metro areas, 3 rose, 48 declined and 1 was constant (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	Jun-18	Jun-May 18	May-18
United States	4,480.7	-171.6^(r)	1.30^(r)
NORTHEAST	870.3	-25.1	1.67
Boston, MA	108.2	-0.2	0.80
New York, NY	277.8	-11.2	1.39
Philadelphia, PA	94.8	-7.2	1.22
SOUTH	1,462.5	-58.9	1.97
Atlanta, GA	92.5	-1.2	1.11
Baltimore, MD	46.5	-3.2	1.25
Dallas, TX	97.6	-5.9	1.28
Houston, TX	65.9	-4.5	2.08
Miami, FL	64.1	-3.2	1.76
Washington, DC	137.2	-5.2	0.78
MIDWEST	981.2	-46.1^(r)	1.61^(r)
Chicago, IL	140.9	-5.0 ^(r)	1.19 ^(r)
Cleveland, OH	27.7	-1.8	1.54
Detroit, MI	60.2	-3.7	1.38
Minneapolis-St. Paul, MN	89.1	-3.8	0.56
WEST	1,119.8	-16.5	1.86
Denver, CO	66.7	-5.1	0.56
Los Angeles, CA	152.7	-3.0	1.69
Phoenix, AZ	63.3	-1.9	1.31
San Diego, CA	44.8	-0.8	1.09
San Francisco, CA	112.9	4.8	0.61
San Jose, CA	58.1	-0.9	0.46
Seattle-Tacoma, WA	84.2	-2.7	0.88

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

2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

Metro Area Changes

In June, labor demand rose in 3 metro areas, declined in 48, and 1 was constant. The MSAs with the largest changes in each of the regions were: **Chicago** (-5,000) and **Detroit** (-3,700) in the **Midwest**; **Denver** (-5,100) and **San Francisco** (4,800) in the **West**; **Dallas** (-5,900) and **Washington DC** (-5,200) in the **South**; and **New York** (-11,200) and **Philadelphia** (-7,200) in the **Northeast** (See Table B and Table 5).

The **West** decreased 16,500 in June. **Seattle-Tacoma** fell 2,700 to 84,200 and **Phoenix** decreased 1,900 to 63,300. **San Francisco** increased 4,800 to 112,900. **Los Angeles** decreased 3,000 to 152,700. **Denver** decreased 5,100 to 66,700 and **San Jose** fell 900 to 58,100. **Riverside** decreased 1,700 to 29,600. **Portland** fell 1,100 to 42,100. **Sacramento** decreased 1,000 to 25,800 and **Salt Lake City** decreased 2,300 to 25,300. **Honolulu** fell 100 to 13,600 and **Las Vegas** fell 2,100 to 25,200.

The **South** decreased 58,900 in June. **Houston** decreased 4,500 to 65,900 and **Dallas** decreased 5,900 to 97,600. **Miami** decreased 3,200 to 64,100 and **Washington, DC** decreased 5,200 to 137,200. **Austin** grew 700 to 39,800 and **Atlanta** decreased 1,200 to 92,500. **Orlando** decreased 2,100 to 33,700. **Charlotte** decreased 2,000 to 40,000. **Tampa** fell 1,100 to 40,100 and **Baltimore** decreased 3,200 to 46,500. **San Antonio** fell 1,300 to 25,900. **Nashville** decreased 1,600 to 32,600. **New Orleans** fell 200 to 14,500 and **Birmingham** decreased 400 to 12,800. **Louisville** decreased 1,300 to 15,700.

The **Northeast** decreased 25,100 in June. **New York** decreased 11,200 to 277,800 and **Pittsburgh** decreased 1,900 to 41,300. **Philadelphia** decreased 7,200 to 94,800. **Boston** fell 200 to 108,200. **Providence** decreased 100 to 19,600. **Buffalo** was constant at 16,200. **Hartford** fell 600 to 24,800 and **Rochester** increased 100 to 14,100.

The **Midwest** experienced a decrease of 46,100 in June. **Detroit** decreased 3,700 to 60,200 and **Chicago** decreased 5,000 to 140,900. **Minneapolis-St. Paul** decreased 3,800 to 89,100 and **St. Louis** fell 2,200 to 44,900. **Indianapolis** fell 2,100 to 28,400. **Columbus** decreased 2,400 to 31,700 and **Cincinnati** decreased 1,600 to 31,800. **Kansas City** decreased 2,400 to 35,800 and **Cleveland** decreased 1,800 to 27,700. **Milwaukee** decreased 1,000 to 28,900.

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 May's data (the latest available unemployment data for metro areas), 12 major metro areas saw more job openings than unemployed workers: San Jose (S/D rate of 0.46), Denver (0.56), Minneapolis-St. Paul (0.56), San Francisco (0.61), Honolulu (0.67), Salt Lake City (0.68), Nashville (0.76), Washington, DC (0.78), Boston (0.80), Milwaukee (0.80), Austin (0.87), and Seattle-Tacoma (0.88) (Table 6). Other favorable markets for job-seekers included Richmond (1.02) and Hartford (1.04).

In contrast, unemployed workers face great competition for each advertised position in Riverside (over 2 unemployed for every opening) as well as Houston (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 June, all of the largest ten online occupational categories posted decreases (Table C)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Jun-18	Jun-May 18 ^(r)	May-18	May-18 ^(r)	
15	Computer and mathematical science	554.4	-7.6	149.3	0.27	\$43.18
29	Healthcare practitioners and technical	497.3	-26.8	96.5	0.18	\$38.83
43	Office and administrative support	455.0	-13.9	624.3	1.33	\$18.24
41	Sales and related	414.0	-24.5	652.4	1.49	\$19.56
11	Management	408.9	-13.0	231.5	0.55	\$57.65
53	Transportation and material moving	325.5	-29.2	547.9	1.54	\$17.82
13	Business and financial operations	282.9	-16.4	195.0	0.65	\$36.70
35	Food preparation and serving related	204.6	-6.5	469.6	2.22	\$11.88
49	Installation, maintenance, and repair	184.1	-6.0	128.6	0.68	\$23.02
25	Education, training, and library	166.3	-1.9	249.4	1.48	\$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 June

In June, all of the largest ten online occupational categories posted decreases:

Healthcare practitioner ads decreased 26,800 to 497,300. The supply/demand rate lies at 0.18, i.e. 5 advertised openings per unemployed job-seeker (see Table C and Table 7).

Business and financial operations ads decreased 16,400 to 282,900. The supply/demand rate lies at 0.65, i.e. 1 advertised opening per unemployed job-seeker.

Management ads decreased 13,000 to 408,900. The supply/demand rate lies at 0.55, i.e. 1 advertised opening per unemployed job-seeker.

Transportation ads decreased 29,200 to 325,500. The supply/demand rate lies at 1.54, i.e. 1 unemployed job-seeker for every advertised available opening.

Sales and related ads decreased 24,500 to 414,000. The supply/demand rate lies at 1.49, i.e. over 1 unemployed job-seeker for every advertised available opening.

Office and administrative support decreased 13,900 to 455,000. The supply/demand rate lies at 1.33, i.e. over 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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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.

HAYER ANALYTICS®

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>.

Publication Schedule, Help Wanted OnLine Data Series	
<u>Data for the Month</u>	<u>Release Date</u>
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)
	Jun-17	May-18	Jun-18	Jun-May 18	Jun-17	May-18	Jun-18	Jun-May 18
United States	4,753.6	4,652.3^(r)	4,480.7	-171.6^(r)	1,995.2	1,854.1^(r)	1,903.3	49.1^(r)
New England	282.0	266.5	267.6	1.0	110.6	103.3	110.7	7.4
Middle Atlantic	636.8	628.9	602.7	-26.2	263.8	253.7	250.1	-3.7
South Atlantic	930.7	884.5	856.0	-28.4	382.2	348.8	353.1	4.3
East North Central	677.2	653.9 ^(r)	622.6	-31.3 ^(r)	268.9	247.4 ^(r)	244.2	-3.3 ^(r)
East South Central	198.1	201.2	193.1	-8.1	77.5	74.8	77.6	2.8
West North Central	388.5	373.4	358.6	-14.8	150.7	142.1	142.6	0.5
West South Central	423.4	435.7	413.4	-22.3	177.4	168.4	173.0	4.5
Mountain	383.3	376.3	362.3	-14.0	168.8	156.9	160.4	3.5
Pacific	806.7	760.0	757.5	-2.5	378.4	331.2	357.0	25.7

Source: The Conference Board

(r) revised May 2018 number

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Jun-17	May-18	Jun-18	Jun-17	May-18	Jun-18
United States	2.97	2.88^(r)	2.77	1.25	1.15^(r)	1.18
New England	3.56	3.33	3.35	1.39	1.29	1.38
Middle Atlantic	3.08	3.07	2.94	1.28	1.24	1.22
South Atlantic	2.95	2.77	2.68	1.21	1.09	1.11
East North Central	2.87	2.76 ^(r)	2.63	1.14	1.04 ^(r)	1.03
East South Central	2.28	2.30	2.21	0.89	0.85	0.89
West North Central	3.48	3.34	3.21	1.35	1.27	1.27
West South Central	2.25	2.28	2.16	0.94	0.88	0.90
Mountain	3.22	3.10	2.99	1.42	1.29	1.32
Pacific	3.08	2.89	2.88	1.45	1.26	1.36

Source: The Conference Board

(r) revised May 2018 number

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

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

Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Jun-17	May-18	Jun-18	Jun-May 18	Jun-17	May-18	Jun-18	Jun-May 18
United States	4,753.6	4,652.3^(r)	4,480.7	-171.6^(r)	1,995.2	1,854.1^(r)	1,903.3	49.1^(r)
Alabama	48.6	49.4	49.0	-0.4	18.5	17.0	19.3	2.3
Alaska	13.7	13.3	13.3	0.0	5.5	5.6	6.1	0.5
Arizona	96.3	90.7	89.3	-1.4	42.9	38.8	40.3	1.5
Arkansas	27.4	28.0	28.2	0.3	10.7	10.0	11.4	1.3
California	538.5	526.6	514.7	-11.9	260.5	228.7	244.4	15.6
Colorado	119.1	119.5	113.0	-6.5	55.8	51.9	51.9	0.0
Connecticut	68.3	63.7	62.4	-1.3	25.0	23.2	26.1	2.8
Delaware	16.1	16.7	16.5	-0.2	6.2	6.2	6.6	0.4
Florida	249.4	242.5	232.4	-10.2	116.6	105.8	109.2	3.5
Georgia	150.3	140.1	137.3	-2.8	58.9	52.9	54.9	2.1
Hawaii	19.7	20.6	20.5	-0.1	10.0	9.6	10.5	0.9
Idaho	22.6	21.9	21.7	-0.2	10.1	9.0	9.5	0.6
Illinois	184.5	184.4 ^(r)	178.6	-5.8 ^(r)	70.9	69.8 ^(r)	67.7	-2.0 ^(r)
Indiana	81.4	80.2	75.8	-4.3	30.5	29.3	28.6	-0.7
Iowa	57.1	59.6	54.1	-5.4	21.1	21.8	20.3	-1.4
Kansas	39.0	37.6	35.0	-2.6	14.7	13.5	13.2	-0.3
Kentucky	43.3	46.5	44.1	-2.4	16.8	17.5	17.1	-0.4
Louisiana	41.8	40.3	38.8	-1.5	16.4	15.6	15.0	-0.5
Maine	17.3	17.3	17.2	-0.2	6.9	7.0	7.3	0.3
Maryland	99.5	93.2	87.0	-6.2	37.8	33.1	31.8	-1.3
Massachusetts	145.2	138.9	139.8	0.9	57.3	54.7	57.1	2.3
Michigan	144.2	134.2	127.0	-7.2	57.5	50.6	50.6	0.0
Minnesota	134.1	132.2	128.0	-4.2	53.2	51.2	51.7	0.5
Mississippi	26.0	26.3	25.4	-0.9	9.2	9.1	9.9	0.9
Missouri	102.0	86.9	83.7	-3.2	39.2	34.4	34.4	0.0
Montana	19.7	18.0	18.0	-0.1	8.4	8.0	7.9	-0.1
Nebraska	29.1	28.5	28.3	-0.2	11.5	10.7	11.3	0.6
Nevada	46.2	43.3	40.5	-2.7	20.6	18.2	18.3	0.1
New Hampshire	24.0	22.8	21.6	-1.3	10.1	8.9	8.9	0.0
New Jersey	152.7	152.0	136.9	-15.1	63.0	66.1	57.0	-9.2
New Mexico	24.7	24.7	24.6	-0.1	9.5	9.7	10.3	0.6
New York	281.3	276.4	275.0	-1.5	122.6	113.4	120.0	6.6
North Carolina	138.8	133.2	127.5	-5.7	56.8	52.9	52.6	-0.3
North Dakota	15.6	15.6	16.2	0.5	6.2	5.7	6.4	0.7
Ohio	165.5	157.1	148.3	-8.8	68.2	61.3	59.8	-1.5
Oklahoma	39.5	38.0	38.0	0.0	15.9	14.1	15.3	1.2
Oregon	73.0	69.6	69.2	-0.4	37.8	33.4	36.3	2.9
Pennsylvania	199.7	200.7	188.0	-12.8	77.4	74.0	72.3	-1.7
Rhode Island	15.7	15.0	14.9	0.0	6.7	6.3	6.6	0.4
South Carolina	63.4	58.3	54.6	-3.6	25.8	22.7	22.0	-0.8
South Dakota	11.4	13.4	13.1	-0.3	4.4	4.6	5.0	0.4
Tennessee	80.5	79.1	74.9	-4.1	32.9	31.2	31.2	-0.1
Texas	314.6	328.4	308.3	-20.1	135.0	129.0	131.8	2.9
Utah	46.7	50.3	46.9	-3.4	18.0	18.1	18.5	0.4
Vermont	10.8	10.9	11.1	0.1	4.7	4.4	4.9	0.5
Virginia	150.7	144.0	138.1	-5.9	56.7	50.8	50.5	-0.4
Washington	150.4	133.9	128.8	-5.1	63.8	57.0	58.8	1.8
West Virginia	18.7	18.9	18.2	-0.6	6.8	6.3	6.9	0.5
Wisconsin	105.4	98.2	96.4	-1.8	42.3	36.9	37.9	0.9
Wyoming	7.9	8.1	8.2	0.1	2.9	2.7	3.2	0.4

Source: The Conference Board

(r) revised May 2018 number

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

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

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jun-17	May-18	Jun-18	May-18	May-18	May-18	May-18
United States	2.97	2.88^(r)	2.77	3.8	6,065.00	4,652.3^(r)	1.3^(r)
Alabama	2.24	2.27	2.25	3.9	85.63	49.4	1.73
Alaska	3.77	3.67	3.66	7.2	26.25	13.3	1.97
Arizona	2.91	2.69	2.65	4.7	159.57	90.7	1.76
Arkansas	2.02	2.07	2.09	3.8	51.22	28.0	1.83
California	2.79	2.72	2.66	4.2	808.08	526.6	1.53
Colorado	3.99	3.90	3.69	2.8	85.10	119.5	0.71
Connecticut	3.55	3.36	3.28	4.5	84.91	63.7	1.33
Delaware	3.38	3.46	3.42	4.0	19.51	16.7	1.17
Florida	2.47	2.37	2.27	3.8	391.10	242.5	1.61
Georgia	2.97	2.72	2.67	4.2	215.54	140.1	1.54
Hawaii	2.88	3.00	2.98	2.0	13.97	20.6	0.68
Idaho	2.72	2.57	2.55	2.9	24.58	21.9	1.12
Illinois	2.85	2.84 ^(r)	2.75	4.3	278.84	184.4 ^(r)	1.51 ^(r)
Indiana	2.45	2.39	2.26	3.2	108.46	80.2	1.35
Iowa	3.40	3.55	3.23	2.7	46.04	59.6	0.77
Kansas	2.64	2.55	2.37	3.4	49.99	37.6	1.33
Kentucky	2.10	2.26	2.14	4.1	84.12	46.5	1.81
Louisiana	1.98	1.89	1.81	4.6	97.56	40.3	2.42
Maine	2.46	2.47	2.44	2.8	19.55	17.3	1.13
Maryland	3.09	2.89	2.69	4.3	138.48	93.2	1.49
Massachusetts	3.97	3.72	3.75	3.5	131.04	138.9	0.94
Michigan	2.96	2.73	2.59	4.6	223.49	134.2	1.67
Minnesota	4.38	4.25	4.12	3.1	97.38	132.2	0.74
Mississippi	2.03	2.05	1.99	4.7	59.54	26.3	2.27
Missouri	3.34	2.85	2.75	3.6	108.29	86.9	1.25
Montana	3.75	3.44	3.43	3.9	20.54	18.0	1.14
Nebraska	2.89	2.81	2.80	2.8	28.82	28.5	1.01
Nevada	3.16	2.90	2.72	4.8	71.76	43.3	1.66
New Hampshire	3.21	3.03	2.86	2.7	19.98	22.8	0.87
New Jersey	3.38	3.39	3.06	4.4	195.50	152.0	1.29
New Mexico	2.67	2.63	2.63	5.1	48.09	24.7	1.95
New York	2.89	2.86	2.85	4.5	437.54	276.4	1.58
North Carolina	2.81	2.67	2.56	4.3	213.61	133.2	1.60
North Dakota	3.75	3.80	3.93	2.6	10.67	15.6	0.68
Ohio	2.86	2.71	2.56	4.3	249.96	157.1	1.59
Oklahoma	2.16	2.05	2.05	4.0	73.78	38.0	1.94
Oregon	3.47	3.27	3.26	4.1	86.67	69.6	1.25
Pennsylvania	3.11	3.15	2.95	4.5	283.19	200.7	1.41
Rhode Island	2.84	2.67	2.67	4.4	24.77	15.0	1.65
South Carolina	2.75	2.51	2.36	4.0	92.50	58.3	1.59
South Dakota	2.51	2.91	2.85	3.3	15.18	13.4	1.14
Tennessee	2.52	2.44	2.31	3.5	111.82	79.1	1.41
Texas	2.33	2.38	2.24	4.1	559.68	328.4	1.70
Utah	3.00	3.17	2.95	3.0	48.07	50.3	0.95
Vermont	3.13	3.13	3.17	2.8	9.67	10.9	0.88
Virginia	3.50	3.32	3.18	3.2	140.07	144.0	0.97
Washington	4.04	3.56	3.43	4.7	178.13	133.9	1.33
West Virginia	2.40	2.40	2.32	5.4	42.27	18.9	2.24
Wisconsin	3.34	3.09	3.03	2.8	89.19	98.2	0.91
Wyoming	2.71	2.81	2.85	3.7	10.83	8.1	1.33

Source: The Conference Board

(r) revised May 2018 number

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.

2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.

3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

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

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Jun-17	May-18	Jun-18	Jun-May 18	Jun-17	May-18	Jun-18	Jun-May 18
Birmingham, AL	13.8	13.1	12.8	-0.4	5.3	4.4	5.2	0.8
Phoenix, AZ	66.6	65.2	63.3	-1.9	30.5	28.3	29.1	0.8
Tucson, AZ	12.4	11.4	10.9	-0.5	5.2	4.5	4.6	0.1
Los Angeles, CA	164.7	155.7	152.7	-3.0	79.9	68.7	74.3	5.6
Riverside, CA	31.6	31.4	29.6	-1.7	14.9	13.8	13.5	-0.2
Sacramento, CA	28.8	26.8	25.8	-1.0	14.3	12.4	12.2	-0.2
San Diego, CA	48.0	45.6	44.8	-0.8	24.0	21.2	22.2	1.0
San Francisco, CA	108.2	108.1	112.9	4.8	50.6	44.0	49.6	5.6
San Jose, CA	55.3	59.0	58.1	-0.9	23.3	22.4	23.8	1.4
Denver, CO	69.9	71.8	66.7	-5.1	32.9	30.9	30.6	-0.3
Hartford, CT	27.0	25.4	24.8	-0.6	10.0	9.3	10.3	1.0
Washington, DC	146.0	142.5	137.2	-5.2	55.3	52.0	51.8	-0.2
Jacksonville, FL	18.3	17.4	16.7	-0.7	8.7	7.4	8.1	0.7
Miami, FL	68.4	67.3	64.1	-3.2	32.0	29.9	29.9	-0.1
Orlando, FL	35.0	35.8	33.7	-2.1	15.6	15.0	14.9	-0.1
Tampa, FL	45.3	41.2	40.1	-1.1	20.5	17.5	18.8	1.3
Atlanta, GA	102.4	93.7	92.5	-1.2	40.4	35.9	37.7	1.8
Honolulu, HI	12.8	13.7	13.6	-0.1	6.9	6.6	7.1	0.5
Chicago, IL	148.0	145.8 ^(r)	140.9	-5.0 ^(r)	56.4	53.6 ^(r)	53.0	-0.6 ^(r)
Indianapolis, IN	31.8	30.6	28.4	-2.1	12.5	11.5	11.2	-0.3
Louisville, KY	17.7	17.0	15.7	-1.3	7.0	6.6	5.9	-0.7
New Orleans, LA	15.9	14.6	14.5	-0.2	6.1	5.7	5.7	0.0
Baltimore, MD	52.9	49.6	46.5	-3.2	20.2	17.7	17.7	0.0
Boston, MA	111.5	108.4	108.2	-0.2	43.7	41.5	43.9	2.3
Detroit, MI	71.2	63.9	60.2	-3.7	27.6	23.8	23.5	-0.3
Minneapolis-St. Paul, MN	93.5	92.9	89.1	-3.8	37.9	36.3	37.2	0.9
Kansas City, MO	43.3	38.2	35.8	-2.4	16.5	15.1	14.4	-0.7
St. Louis, MO	49.3	47.0	44.9	-2.2	18.5	17.8	17.4	-0.4
Las Vegas, NV	29.3	27.3	25.2	-2.1	13.3	11.2	11.0	-0.1
Buffalo, NY	16.8	16.2	16.2	0.0	6.9	6.3	6.8	0.5
New York, NY	291.0	288.9	277.8	-11.2	125.7	121.9	120.5	-1.4
Rochester, NY	14.2	14.0	14.1	0.1	5.8	5.3	5.8	0.5
Charlotte, NC	46.8	41.9	40.0	-2.0	18.9	16.6	16.4	-0.2
Cincinnati, OH	35.0	33.4	31.8	-1.6	14.1	12.9	12.6	-0.3
Cleveland, OH	31.2	29.5	27.7	-1.8	12.4	11.0	10.6	-0.4
Columbus, OH	36.2	34.1	31.7	-2.4	15.5	13.6	13.4	-0.2
Oklahoma City, OK	17.7	17.1	16.9	-0.2	7.3	6.2	6.9	0.6
Portland, OR	47.6	43.2	42.1	-1.1	24.3	19.3	21.6	2.3
Philadelphia, PA	99.7	101.9	94.8	-7.2	38.5	39.1	36.8	-2.3
Pittsburgh, PA	39.8	43.3	41.3	-1.9	15.3	15.6	15.3	-0.3
Providence, RI	20.8	19.6	19.6	-0.1	8.7	8.1	8.5	0.5
Memphis, TN	15.5	16.2	15.5	-0.7	5.8	6.1	6.0	-0.1
Nashville, TN	35.5	34.2	32.6	-1.6	14.6	13.6	13.3	-0.3
Austin, TX	37.3	39.2	39.8	0.7	17.5	16.6	18.3	1.7
Dallas, TX	108.6	103.6	97.6	-5.9	45.4	40.4	40.9	0.6
Houston, TX	63.0	70.4	65.9	-4.5	27.5	29.3	28.0	-1.3
San Antonio, TX	28.4	27.2	25.9	-1.3	12.0	10.7	11.0	0.4
Salt Lake City, UT	24.7	27.6	25.3	-2.3	9.4	10.1	10.1	0.1
Richmond, VA	21.3	20.4	19.3	-1.2	9.1	8.6	8.3	-0.3
Virginia Beach, VA	23.8	20.4	19.4	-0.9	9.6	7.7	7.8	0.0
Seattle-Tacoma, WA	101.5	87.0	84.2	-2.7	41.6	36.2	37.6	1.4
Milwaukee, WI	33.2	29.9	28.9	-1.0	13.3	11.3	11.3	0.0

Source: The Conference Board

(r) revised May 2018 number

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
	Jun-17	May-18	Jun-18	May-18	May-18	May-18	May-18
Birmingham, AL	2.59	2.43	2.36	3.7	20.1	14.3	1.41
Phoenix, AZ	2.89	2.77	2.68	3.7	87.0	66.5	1.31
Tucson, AZ	2.61	2.37	2.27	4.0	19.3	11.7	1.65
Los Angeles, CA	2.45	2.30	2.26	4.0	272.0	161.2	1.69
Riverside, CA	1.56	1.55	1.46	4.2	84.9	31.9	2.66
Sacramento, CA	2.66	2.49	2.40	3.7	39.8	27.0	1.47
San Diego, CA	3.03	2.88	2.83	3.2	51.4	47.3	1.09
San Francisco, CA	4.21	4.21	4.40	2.7	68.0	111.9	0.61
San Jose, CA	5.17	5.48	5.39	2.6	28.3	61.5	0.46
Denver, CO	4.40	4.39	4.08	2.5	40.9	73.0	0.56
Hartford, CT	4.31	4.08	3.99	4.4	27.3	26.3	1.04
Washington, DC	4.30	4.16	4.01	3.3	113.3	145.6	0.78
Jacksonville, FL	2.41	2.24	2.15	3.3	26.0	18.8	1.39
Miami, FL	2.18	2.12	2.02	3.8	118.9	67.5	1.76
Orlando, FL	2.69	2.68	2.52	3.2	43.0	34.9	1.23
Tampa, FL	3.01	2.68	2.61	3.4	52.8	41.6	1.27
Atlanta, GA	3.38	3.03	2.99	3.7	113.1	102.1	1.11
Honolulu, HI	2.73	2.89	2.87	2.0	9.5	14.2	0.67
Chicago, IL	3.02	3.00 ^(r)	2.90	3.6	176.5	148.6 ^(r)	1.19 ^(r)
Indianapolis, IN	3.06	2.86	2.66	3.2	33.9	31.5	1.08
Louisville, KY	2.68	2.54	2.35	3.8	25.8	16.9	1.53
New Orleans, LA	2.67	2.42	2.39	4.5	27.0	15.1	1.79
Baltimore, MD	3.52	3.29	3.08	4.1	62.5	50.0	1.25
Boston, MA	4.13	3.87	3.87	3.1	87.9	110.4	0.80
Detroit, MI	3.38	3.02	2.84	4.4	93.7	67.8	1.38
Minneapolis-St. Paul, MN	4.70	4.60	4.42	2.7	53.8	95.6	0.56
Kansas City, MO	3.85	3.36	3.15	3.7	41.7	37.5	1.11
St. Louis, MO	3.38	3.20	3.05	3.5	52.0	47.2	1.10
Las Vegas, NV	2.74	2.49	2.29	4.7	51.4	28.2	1.82
Buffalo, NY	3.05	2.95	2.95	4.8	26.5	17.4	1.52
New York, NY	2.87	2.88	2.77	3.9	391.0	282.0	1.39
Rochester, NY	2.70	2.68	2.69	4.5	23.5	14.6	1.62
Charlotte, NC	3.56	3.13	2.98	3.7	49.0	43.4	1.13
Cincinnati, OH	3.15	2.98	2.84	3.8	43.0	36.9	1.16
Cleveland, OH	3.02	2.88	2.70	4.8	49.5	32.2	1.54
Columbus, OH	3.36	3.12	2.90	3.7	40.0	36.7	1.09
Oklahoma City, OK	2.64	2.50	2.47	3.6	24.7	17.5	1.41
Portland, OR	3.63	3.28	3.20	3.7	48.7	46.9	1.04
Philadelphia, PA	3.23	3.32	3.09	3.9	120.7	98.5	1.22
Pittsburgh, PA	3.31	3.63	3.47	3.9	46.8	43.9	1.07
Providence, RI	3.05	2.81	2.80	4.2	29.4	21.0	1.40
Memphis, TN	2.47	2.53	2.42	4.1	26.1	16.7	1.57
Nashville, TN	3.52	3.29	3.14	2.5	26.4	34.7	0.76
Austin, TX	3.24	3.29	3.35	3.0	35.2	40.5	0.87
Dallas, TX	2.87	2.65	2.50	3.6	139.3	108.5	1.28
Houston, TX	1.90	2.07	1.94	4.4	151.2	72.8	2.08
San Antonio, TX	2.45	2.29	2.18	3.4	40.0	28.5	1.41
Salt Lake City, UT	3.78	4.12	3.78	2.9	19.3	28.5	0.68
Richmond, VA	3.15	2.99	2.82	3.1	21.4	20.9	1.02
Virginia Beach, VA	2.79	2.39	2.28	3.3	27.7	22.0	1.26
Seattle-Tacoma, WA	4.92	4.15	4.01	3.9	82.2	93.2	0.88
Milwaukee, WI	3.99	3.58	3.46	3.0	24.7	30.8	0.80

Source: The Conference Board

(r) revised May 2018 number

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
		Jun-17	May-18 ^(r)	Jun-18	Jun-May 18 ^(r)	May-18	May 18 ^(r)	
	Total	4,753.6	4,652.3	4,480.7	-171.6	6,065.0	1.30	\$24.34
11	Management	407.3	421.9	408.9	-13.0	231.5	0.55	\$57.65
13	Business and financial operations	283.5	299.3	282.9	-16.4	195.0	0.65	\$36.70
15	Computer and mathematical science	526.3	562.0	554.4	-7.6	149.3	0.27	\$43.18
17	Architecture and engineering	150.8	166.8	163.1	-3.7	58.0	0.35	\$41.44
19	Life, physical, and social science	59.1	62.7	63.9	1.2	24.1	0.38	\$35.76
21	Community and social services	93.4	95.2	93.2	-2.0	53.0	0.56	\$23.10
23	Legal	20.7	25.5	24.3	-1.2	48.2	1.89	\$51.62
25	Education, training, and library	170.2	168.2	166.3	-1.9	249.4	1.48	\$26.67
27	Arts, design, entertainment, sports, and media	96.0	96.8	91.2	-5.6	86.6	0.90	\$28.34
29	Healthcare practitioners and technical	611.5	524.1	497.3	-26.8	96.5	0.18	\$38.83
31	Healthcare support	120.5	109.9	105.6	-4.3	139.1	1.27	\$15.05
33	Protective service	68.4	57.4	60.2	2.8	91.9	1.60	\$22.69
35	Food preparation and serving related	229.8	211.1	204.6	-6.5	469.6	2.22	\$11.88
37	Building and grounds cleaning and maintenance	100.4	94.7	93.6	-1.1	321.2	3.39	\$13.91
39	Personal care and service	59.3	52.8	49.4	-3.4	282.8	5.35	\$13.11
41	Sales and related	488.2	438.5	414.0	-24.5	652.4	1.49	\$19.56
43	Office and administrative support	498.2	468.9	455.0	-13.9	624.3	1.33	\$18.24
45	Farming, fishing, and forestry	7.6	8.6	8.2	-0.5	111.9	12.99	\$13.87
47	Construction and extraction	114.1	98.8	99.4	0.6	531.6	5.38	\$24.01
49	Installation, maintenance, and repair	201.3	190.0	184.1	-6.0	128.6	0.68	\$23.02
51	Production	141.4	139.9	135.7	-4.1	378.6	2.71	\$18.30
53	Transportation and material moving	306.8	354.7	325.5	-29.2	547.9	1.54	\$17.82

Source: The Conference Board

(r) revised May 2018 number

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
	Jun-18	Wage ²	Jun-18	Wage ²	Jun-18	Wage ²
United States	714,282	\$47.04	1,713,587	\$34.74	547,403	\$14.03
Alabama	5,119	\$43.67	16,927	\$31.26	5,382	\$11.77
Alaska	1,588	\$46.02	5,798	\$37.70	1,926	\$17.13
Arizona	12,636	\$41.29	33,062	\$33.15	11,270	\$14.24
Arkansas	3,734	\$36.98	10,125	\$27.52	2,690	\$10.21
California	95,136	\$51.64	208,858	\$40.56	70,872	\$15.88
Colorado	16,926	\$46.73	41,758	\$36.28	16,951	\$14.59
Connecticut	11,444	\$54.76	28,812	\$38.05	5,726	\$10.86
Delaware	3,502	\$49.02	6,607	\$24.31	1,555	\$13.90
Florida	31,868	\$42.07	76,945	\$31.49	34,600	\$13.56
Georgia	23,291	\$45.49	53,441	\$32.26	14,391	\$12.20
Hawaii	2,410	\$42.66	5,291	\$31.05	5,153	\$17.85
Idaho	2,539	\$35.80	7,907	\$28.23	3,106	\$12.41
Illinois	34,292	\$46.34	67,540	\$34.18	20,112	\$14.50
Indiana	9,301	\$39.11	26,860	\$30.14	8,532	\$12.30
Iowa	6,277	\$39.65	17,347	\$29.45	6,762	\$10.72
Kansas	4,558	\$40.88	12,424	\$28.65	3,824	\$12.34
Kentucky	4,943	\$38.10	15,073	\$29.36	4,687	\$12.00
Louisiana	4,245	\$38.60	12,311	\$28.03	4,522	\$11.43
Maine	2,095	\$39.95	7,162	\$30.74	2,592	\$13.56
Maryland	14,440	\$50.07	42,176	\$38.80	8,783	\$14.93
Massachusetts	27,794	\$53.81	61,508	\$39.42	14,725	\$16.81
Michigan	16,262	\$44.45	47,039	\$33.08	16,364	\$13.14
Minnesota	18,908	\$45.77	47,752	\$34.72	16,193	\$14.35
Mississippi	2,705	\$35.80	7,439	\$26.91	3,169	\$11.33
Missouri	12,173	\$42.01	32,413	\$30.78	9,435	\$12.46
Montana	1,765	\$35.39	5,750	\$27.36	3,318	\$12.86
Nebraska	3,839	\$39.24	9,864	\$30.16	3,521	\$13.31
Nevada	5,433	\$43.99	14,403	\$33.69	7,034	\$14.25
New Hampshire	2,537	\$47.04	8,119	\$34.85	2,604	\$14.26
New Jersey	26,930	\$22.15	56,035	\$38.02	13,988	\$15.78
New Mexico	3,180	\$39.22	11,188	\$32.77	2,757	\$12.52
New York	60,752	\$58.44	106,094	\$38.94	33,460	\$16.18
North Carolina	20,121	\$46.61	52,644	\$31.87	13,674	\$12.30
North Dakota	1,813	\$40.04	6,051	\$29.72	1,550	\$14.42
Ohio	19,392	\$42.44	50,836	\$32.38	17,364	\$12.94
Oklahoma	4,057	\$39.44	12,345	\$28.25	4,094	\$12.11
Oregon	9,115	\$43.47	24,999	\$35.33	10,627	\$14.78
Pennsylvania	28,988	\$46.39	68,073	\$33.19	23,311	\$13.45
Rhode Island	2,689	\$49.01	5,542	\$36.27	2,047	\$14.98
South Carolina	6,554	\$40.00	19,135	\$30.17	6,833	\$11.85
South Dakota	1,742	\$38.05	4,550	\$27.22	1,657	\$12.35
Tennessee	10,070	\$40.26	24,528	\$29.88	9,596	\$12.17
Texas	48,373	\$47.94	113,107	\$27.92	35,551	\$13.01
Utah	6,017	\$39.18	16,572	\$30.98	5,807	\$12.68
Vermont	1,268	\$38.99	4,755	\$30.86	1,665	\$15.32
Virginia	23,795	\$50.30	67,428	\$37.29	12,746	\$13.84
Washington	21,923	\$47.78	51,285	\$38.40	17,630	\$16.64
West Virginia	1,810	\$36.73	7,504	\$28.15	2,053	\$11.94
Wisconsin	11,671	\$41.28	30,367	\$31.06	11,924	\$13.00
Wyoming	1,034	\$42.06	2,951	\$27.79	759	\$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
	Jun-18	Wage ¹	Jun-18	Wage ¹	Jun-18	Wage ¹
United States	880,048	\$18.77	320,360	\$23.14	487,093	\$18.05
Alabama	10,149	\$16.40	4,590	\$20.85	8,507	\$16.29
Alaska	2,596	\$20.03	1,407	\$30.69	1,069	\$25.22
Arizona	19,251	\$17.79	7,091	\$21.05	7,815	\$17.97
Arkansas	5,898	\$15.87	2,374	\$18.97	4,608	\$16.00
California	103,458	\$20.43	27,012	\$24.42	36,886	\$18.35
Colorado	22,669	\$20.34	10,435	\$23.30	10,463	\$19.44
Connecticut	12,287	\$21.66	3,270	\$26.72	5,905	\$19.96
Delaware	3,002	\$18.48	1,068	\$24.01	1,441	\$17.08
Florida	52,156	\$17.41	21,451	\$19.52	18,732	\$16.70
Georgia	25,669	\$17.47	10,035	\$20.77	17,254	\$16.60
Hawaii	5,208	\$18.53	1,516	\$29.71	1,302	\$21.79
Idaho	4,677	\$16.43	2,520	\$20.00	2,902	\$16.94
Illinois	33,893	\$19.07	7,920	\$27.17	19,821	\$18.15
Indiana	14,991	\$17.33	5,615	\$22.44	12,601	\$17.57
Iowa	11,291	\$17.28	5,340	\$21.81	9,021	\$17.65
Kansas	7,414	\$17.26	2,714	\$21.73	5,261	\$18.51
Kentucky	8,912	\$16.24	3,091	\$21.77	8,726	\$17.77
Louisiana	8,316	\$15.46	4,226	\$21.44	5,479	\$19.34
Maine	3,452	\$16.92	1,319	\$20.87	2,023	\$17.71
Maryland	14,534	\$19.71	5,100	\$24.21	5,776	\$19.11
Massachusetts	24,191	\$21.83	6,768	\$28.13	9,549	\$19.48
Michigan	25,637	\$18.16	10,178	\$12.83	16,061	\$11.59
Minnesota	23,982	\$19.98	7,999	\$25.70	15,050	\$19.02
Mississippi	5,431	\$14.89	2,276	\$19.62	5,044	\$16.17
Missouri	16,586	\$17.32	5,453	\$23.28	10,087	\$17.40
Montana	3,797	\$16.52	2,290	\$22.69	3,104	\$18.78
Nebraska	5,947	\$17.32	2,845	\$21.32	3,517	\$18.11
Nevada	9,210	\$17.27	3,196	\$24.23	3,800	\$17.96
New Hampshire	4,812	\$19.11	1,844	\$23.54	2,820	\$18.30
New Jersey	26,935	\$20.44	7,996	\$27.02	11,658	\$18.22
New Mexico	4,219	\$16.15	2,037	\$20.72	2,145	\$17.61
New York	54,488	\$22.30	14,560	\$28.14	19,042	\$19.62
North Carolina	21,698	\$17.84	10,037	\$20.40	13,878	\$16.15
North Dakota	2,967	\$18.45	1,927	\$25.70	2,246	\$21.36
Ohio	28,943	\$17.98	11,568	\$22.63	23,601	\$17.61
Oklahoma	8,184	\$16.76	3,843	\$21.02	6,330	\$17.59
Oregon	14,133	\$18.53	6,275	\$23.59	8,520	\$18.40
Pennsylvania	36,617	\$18.57	13,324	\$23.37	25,297	\$18.04
Rhode Island	2,856	\$20.19	1,072	\$24.88	1,606	\$17.76
South Carolina	11,071	\$16.24	5,891	\$20.13	7,706	\$17.11
South Dakota	2,697	\$16.25	1,198	\$20.00	1,817	\$16.31
Tennessee	15,695	\$17.18	5,768	\$20.59	12,473	\$16.66
Texas	63,334	\$18.63	26,899	\$21.31	34,783	\$18.65
Utah	10,440	\$17.27	3,656	\$21.54	6,180	\$17.67
Vermont	1,880	\$18.79	952	\$21.92	1,265	\$18.52
Virginia	20,896	\$18.60	7,801	\$22.47	9,265	\$18.16
Washington	25,919	\$20.67	10,365	\$26.44	13,303	\$21.33
West Virginia	3,428	\$15.01	1,596	\$21.46	2,565	\$17.60
Wisconsin	19,922	\$18.14	7,351	\$23.59	17,878	\$17.94
Wyoming	1,395	\$17.33	1,115	\$25.38	1,115	\$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.

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Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads Jun-18	Average Hourly Wage ^{2*}	Total Ads Jun-18	Average Hourly Wage ^{2*}	Total Ads Jun-18	Average Hourly Wage ^{2*}
United States	714,282	\$47.04	1,713,587	\$34.74	547,403	\$14.03
Birmingham, AL	1,459	\$45.16	3,836	\$33.49	1,691	\$12.39
Phoenix, AZ	10,249	\$42.25	22,529	\$33.95	7,748	\$14.17
Tucson, AZ	1,251	\$38.52	4,656	\$32.59	1,556	\$14.20
Los Angeles, CA	29,585	\$50.66	54,714	\$35.88	24,041	\$15.58
Riverside, CA	3,257	\$43.69	9,001	\$35.17	4,540	\$14.76
Sacramento, CA	3,930	\$43.61	9,785	\$38.66	3,370	\$13.46
San Diego, CA	7,082	\$49.12	17,897	\$39.67	7,180	\$15.80
San Francisco, CA	28,368	\$59.23	47,328	\$45.98	12,290	\$17.47
San Jose, CA	12,116	\$63.84	32,268	\$50.62	4,939	\$16.81
Denver, CO	11,952	\$48.29	25,314	\$38.30	8,968	\$14.68
Hartford, CT	5,015	\$50.93	11,336	\$38.38	1,932	\$15.81
Washington, DC	30,466	\$56.10	69,592	\$44.74	12,502	\$16.22
Jacksonville, FL	2,510	\$41.69	5,215	\$31.26	2,701	\$13.21
Miami, FL	10,051	\$44.84	18,552	\$32.19	9,924	\$14.10
Orlando, FL	5,166	\$41.85	11,211	\$32.86	5,207	\$13.28
Tampa, FL	6,470	\$41.82	14,991	\$31.69	4,750	\$13.41
Atlanta, GA	18,700	\$48.14	37,131	\$34.32	8,588	\$12.51
Honolulu, HI	1,815	\$43.32	3,548	\$34.79	2,829	\$15.68
Chicago, IL	29,780	\$48.00	52,009	\$35.32	16,712	\$14.74
Indianapolis, IN	4,413	\$41.22	9,506	\$33.11	3,012	\$12.71
Louisville, KY	2,082	\$40.02	5,015	\$31.46	1,843	\$12.46
New Orleans, LA	1,683	\$39.85	4,809	\$30.18	2,478	\$11.73
Baltimore, MD	7,468	\$48.71	22,967	\$38.11	4,983	\$14.79
Boston, MA	24,321	\$55.91	47,779	\$40.40	10,413	\$17.13
Detroit, MI	8,924	\$47.67	24,309	\$35.38	7,191	\$13.20
Minneapolis-St. Paul, MN	15,671	\$47.89	33,236	\$35.99	10,630	\$14.64
Kansas City, MO	5,032	\$43.87	13,074	\$32.18	4,395	\$13.16
St. Louis, MO	7,780	\$44.97	18,649	\$26.35	4,655	\$12.98
Las Vegas, NV	3,694	\$44.20	9,293	\$33.93	4,470	\$14.52
Buffalo, NY	2,440	\$44.64	5,416	\$31.81	2,115	\$12.00
New York, NY	68,456	\$61.08	111,630	\$39.05	30,355	\$16.51
Rochester, NY	1,680	\$46.41	5,270	\$31.52	1,865	\$14.50
Charlotte, NC	8,135	\$48.72	15,822	\$33.46	3,620	\$12.52
Cincinnati, OH	4,704	\$44.02	10,943	\$33.26	3,852	\$10.81
Cleveland, OH	4,272	\$43.66	9,311	\$32.42	3,286	\$13.36
Columbus, OH	5,243	\$43.26	11,378	\$34.62	3,118	\$13.54
Oklahoma City, OK	2,188	\$40.41	5,427	\$29.78	1,820	\$12.72
Portland, OR	6,608	\$46.37	14,680	\$37.31	5,916	\$15.14
Philadelphia, PA	18,647	\$50.81	37,147	\$36.55	10,416	\$14.40
Pittsburgh, PA	6,831	\$44.95	14,445	\$32.46	5,275	\$13.00
Providence, RI	3,183	\$47.78	7,199	\$36.05	2,618	\$15.02
Memphis, TN	2,342	\$41.45	4,924	\$31.15	1,471	\$12.62
Nashville, TN	5,098	\$42.08	10,379	\$31.48	4,861	\$12.46
Austin, TX	7,243	\$45.86	16,862	\$30.79	4,497	\$13.75
Dallas, TX	18,656	\$49.27	36,891	\$35.87	10,256	\$13.40
Houston, TX	11,550	\$53.06	22,236	\$38.26	7,748	\$13.32
San Antonio, TX	3,860	\$44.19	9,217	\$32.89	3,512	\$12.96
Salt Lake City, UT	4,128	\$41.22	9,273	\$33.11	2,489	\$13.06
Richmond, VA	3,226	\$45.21	7,919	\$33.79	1,935	\$13.29
Virginia Beach, VA	2,524	\$43.58	7,635	\$33.47	2,273	\$13.15
Seattle-Tacoma, WA	16,428	\$50.41	33,739	\$42.09	10,982	\$17.37
Milwaukee, WI	4,549	\$45.17	10,245	\$32.94	3,370	\$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
	Jun-18	Wage ^{2*}	Jun-18	Wage ^{2*}	Jun-18	Wage ^{2*}
United States	880,048	\$18.77	320,360	\$23.14	487,093	\$18.05
Birmingham, AL	3,082	\$18.33	1,188	\$21.93	2,103	\$16.29
Phoenix, AZ	14,861	\$18.39	4,944	\$21.65	5,740	\$18.27
Tucson, AZ	2,127	\$16.18	888	\$20.28	754	\$16.91
Los Angeles, CA	34,635	\$20.34	7,152	\$26.11	11,015	\$17.46
Riverside, CA	7,168	\$10.84	2,092	\$24.45	3,974	\$17.43
Sacramento, CA	5,699	\$19.36	1,971	\$25.87	2,315	\$18.04
San Diego, CA	9,517	\$19.80	2,839	\$25.44	2,992	\$17.85
San Francisco, CA	19,756	\$23.88	3,984	\$31.01	4,963	\$21.98
San Jose, CA	7,240	\$24.57	1,632	\$29.53	1,756	\$21.02
Denver, CO	13,507	\$21.62	5,563	\$24.08	5,629	\$20.22
Hartford, CT	4,879	\$21.42	1,375	\$26.58	2,449	\$19.82
Washington, DC	19,328	\$21.48	5,751	\$25.26	4,710	\$20.36
Jacksonville, FL	3,565	\$17.90	1,949	\$19.93	1,935	\$17.65
Miami, FL	16,351	\$18.21	4,448	\$20.39	4,297	\$15.76
Orlando, FL	7,979	\$17.06	3,027	\$19.73	2,786	\$16.28
Tampa, FL	8,499	\$17.71	3,526	\$19.43	3,065	\$16.31
Atlanta, GA	17,488	\$18.66	5,539	\$21.93	9,367	\$17.30
Honolulu, HI	3,633	\$18.76	1,033	\$30.44	935	\$23.03
Chicago, IL	27,251	\$19.79	5,726	\$28.40	14,002	\$18.15
Indianapolis, IN	6,309	\$18.91	2,191	\$22.85	4,288	\$17.17
Louisville, KY	3,462	\$17.38	1,252	\$22.49	2,692	\$18.64
New Orleans, LA	3,152	\$16.12	1,249	\$21.31	1,503	\$19.79
Baltimore, MD	7,875	\$19.84	2,908	\$23.89	2,993	\$19.42
Boston, MA	18,964	\$22.65	4,589	\$28.80	6,549	\$19.83
Detroit, MI	11,557	\$19.16	4,227	\$24.76	6,397	\$19.14
Minneapolis-St. Paul, MN	17,460	\$21.24	4,954	\$27.19	9,414	\$19.46
Kansas City, MO	7,708	\$18.49	2,303	\$24.09	4,458	\$18.50
St. Louis, MO	8,640	\$18.52	2,302	\$25.56	4,311	\$18.40
Las Vegas, NV	5,993	\$17.14	1,787	\$24.04	1,770	\$17.80
Buffalo, NY	3,887	\$18.42	1,245	\$23.63	2,165	\$18.25
New York, NY	54,098	\$22.92	11,631	\$29.48	15,804	\$19.55
Rochester, NY	3,029	\$18.76	1,200	\$22.79	1,758	\$17.87
Charlotte, NC	6,983	\$19.60	2,746	\$21.39	4,025	\$17.22
Cincinnati, OH	6,557	\$18.94	2,265	\$22.75	4,654	\$18.00
Cleveland, OH	5,807	\$19.01	2,158	\$23.95	3,752	\$17.95
Columbus, OH	6,341	\$18.50	2,301	\$22.42	4,401	\$17.21
Oklahoma City, OK	3,723	\$17.76	1,813	\$21.53	2,330	\$17.09
Portland, OR	9,136	\$19.81	3,308	\$25.48	5,126	\$19.28
Philadelphia, PA	18,711	\$20.34	5,345	\$26.02	8,153	\$18.53
Pittsburgh, PA	8,486	\$18.23	2,831	\$23.60	4,924	\$18.17
Providence, RI	4,070	\$19.50	1,519	\$25.12	2,272	\$17.71
Memphis, TN	3,235	\$17.78	1,118	\$20.53	2,621	\$16.28
Nashville, TN	7,000	\$18.45	2,424	\$21.49	4,243	\$17.34
Austin, TX	7,893	\$20.36	2,731	\$20.58	2,734	\$16.82
Dallas, TX	20,058	\$19.76	6,530	\$21.43	10,050	\$17.44
Houston, TX	14,263	\$19.73	5,660	\$22.92	7,042	\$20.32
San Antonio, TX	5,296	\$17.64	2,680	\$20.15	2,873	\$17.05
Salt Lake City, UT	5,710	\$18.36	1,778	\$22.29	2,775	\$17.93
Richmond, VA	3,442	\$18.66	1,613	\$22.06	1,600	\$17.02
Virginia Beach, VA	3,964	\$16.91	2,009	\$21.98	1,792	\$18.62
Seattle-Tacoma, WA	16,832	\$22.11	5,666	\$28.20	7,812	\$22.73
Milwaukee, WI	5,864	\$19.89	1,899	\$25.42	4,175	\$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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