

News Release

Follow The Conference Board
[twitter](#) [facebook](#) [Linked in](#)

For further information:

Carol Courter 212-339-0232 / courter@conference-board.org

Release #6029

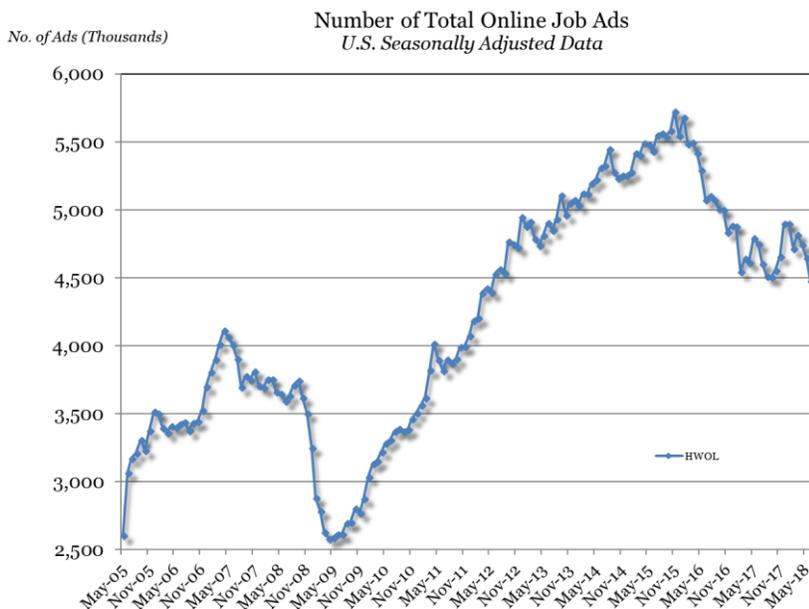
For Immediate Release 10:00 AM ET, Wednesday, August 1, 2018

Online Job Ads Increased 170,800 in July

- Increases widespread across virtually all States and MSAs
- Most occupations showed gains over the month

NEW YORK, August 1, 2018...Online advertised vacancies increased 170,800 to 4,651,500 in July, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The June Supply/Demand rate stands at 1.46 unemployed for each advertised vacancy, with a total of 2.1 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 6.6 million in June.

The Professional occupational category saw changes in Healthcare practitioners (23.9), Management (22.1), and Business (18.5). The Services/Production occupational category saw changes in Sales (28.2), Transportation (23.3), and Food prep (16.3).



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, 19 increased and 1 decreased
- Among the 50 States, 42 increased 7 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	Jul-18	Jul-Jun 18	Jun-18
United States	4,651.5	170.8	1.46
NORTHEAST	895.9	25.6	1.71
Massachusetts	144.0	4.2	0.95
New Jersey	147.0	10.1	1.40
New York	273.2	-1.8	1.57
Pennsylvania	206.4	18.4	1.46
SOUTH	1,533.5	71.0	2.05
Florida	238.9	6.6	1.66
Georgia	146.9	9.7	1.53
Maryland	94.1	7.2	1.59
North Carolina	134.6	7.1	1.64
Texas	317.2	8.9	1.81
Virginia	147.5	9.4	1.00
MIDWEST	1,041.4	60.2	1.69
Illinois	189.1	10.5	1.54
Michigan	136.2	9.2	1.72
Minnesota	130.8	2.9	0.74
Missouri	87.4	3.7	1.27
Ohio	157.5	9.1	1.75
Wisconsin	102.5	6.1	0.94
WEST	1,130.0	10.2	1.89
Arizona	92.4	3.2	1.76
California	530.1	15.3	1.58
Colorado	116.0	3.1	0.74
Washington	130.5	1.7	1.37

The Conference Board - All rights reserved.

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.

July Changes for States

In July, online labor demand grew in 42 States, declined in 7 States, and 1 was constant. All four regions experienced increases.

The **Northeast** increased 25,600 in July (Table A). **Pennsylvania** increased 18,400 to 206,400. **New Jersey** increased 10,100 to 147,000. **Massachusetts** increased 4,200 to 144,000. **New York** decreased 1,800 to 273,200. In the smaller States, **Connecticut** decreased 800 to 61,600. **New Hampshire** increased 500 to 22,100 and **Maine** decreased 200 to 17,000. **Rhode Island** increased 800 to 15,800 and **Vermont** increased 700 to 11,700 (Table 3).

The **West** increased 10,200 in July. **California** increased 15,300 to 530,100 and **Colorado** increased 3,100 to 116,000. **Washington** increased 1,700 to 130,500. **Arizona** increased 3,200 to 92,400. Among the smaller States in the West, **Oregon** decreased 800 to 68,400. **Utah** increased 1,100 to 48,000. **Nevada** increased 1,000 to 41,500. **Idaho** increased 100 to 21,800 and **New Mexico** decreased 200 to 24,400. **Montana** fell 600 to 17,400 and **Hawaii** decreased 600 to 19,900.

The **Midwest** experienced an increase of 60,200 in July. **Illinois** increased 10,500 to 189,100. **Michigan** increased 9,200 to 136,200. **Missouri** increased 3,700 to 87,400 and **Ohio** increased 9,100 to 157,500. **Minnesota** increased 2,900 to 130,800 and **Wisconsin** increased 6,100 to 102,500. Among the smaller States in the region, **Indiana** increased 7,800 to 83,700 and **Iowa** increased 3,000 to 57,100. **Nebraska** increased 800 to 29,200 and **South Dakota** increased 700 to 13,800. **Kansas** increased 2,500 to 37,600.

The **South** increased 71,000 in July. Among the larger States in the region, **Texas** increased 8,900 to 317,200. **Florida** increased 6,600 to 238,900. **North Carolina** increased 7,100 to 134,600. **Georgia** increased 9,700 to 146,900. **Virginia** increased 9,400 to 147,500. **Maryland** increased 7,200 to 94,100. Among the smaller States, **Tennessee** increased 8,000 to 82,900 and **South Carolina** increased 5,500 to 60,100. **Alabama** increased 2,500 to 51,500. **Kentucky** increased 2,200 to 46,400 and **Oklahoma** increased 2,000 to 39,900. **Louisiana** increased 1,900 to 40,800 and **Delaware** increased 800 to 17,300.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for June 2018, the latest month for which State unemployment figures are available. There were 9 States in which the number of advertised vacancies exceeded the number of unemployed: Hawaii (0.69), North Dakota (0.66), Colorado (0.74), Minnesota (0.74), Iowa (0.83), Vermont (0.88), New Hampshire (0.94), Wisconsin (0.94), and Massachusetts (0.95). The States with the highest Supply/Demand rates were Louisiana (2.61), Mississippi (2.39), and West Virginia (2.30), 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 July, 19 of the 20 largest metro areas rose and 1 declined
- Among the 52 metro areas, 43 rose, 8 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	Jul-18	Jul-Jun 18	May-18
United States	4,651.5	170.8	1.46
NORTHEAST	895.9	25.6	1.71
Boston, MA	112.5	4.3	0.81
New York, NY	283.5	5.8	1.35
Philadelphia, PA	102.6	7.8	1.18
SOUTH	1,533.5	71.0	2.05
Atlanta, GA	98.9	6.4	1.21
Baltimore, MD	50.0	3.5	1.26
Dallas, TX	103.4	5.8	1.35
Houston, TX	67.7	1.8	2.15
Miami, FL	65.6	1.5	1.77
Washington, DC	144.0	6.8	0.79
MIDWEST	1,041.4	60.2	1.69
Chicago, IL	149.5	8.6	1.21
Cleveland, OH	29.7	2.0	1.68
Detroit, MI	65.0	4.9	1.47
Minneapolis-St. Paul, MN	92.6	3.5	0.58
WEST	1,130.0	10.2	1.89
Denver, CO	68.9	2.2	0.57
Los Angeles, CA	161.0	8.3	1.75
Phoenix, AZ	66.7	3.4	1.33
San Diego, CA	45.3	0.4	1.13
San Francisco, CA	113.1	0.2	0.63
San Jose, CA	58.0	-0.2	0.48
Seattle-Tacoma, WA	86.2	2.0	0.94

The Conference Board - All rights reserved.

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 July, labor demand rose in 43 metro areas, declined in 8, and 1 was constant. The MSAs with the largest changes in each of the regions were: **Chicago** (8,600) and **Detroit** (4,900) in the **Midwest**; **Los Angeles** (8,300) and **Phoenix** (3,400) in the **West**; **Washington DC** (6,800) and **Atlanta** (6,400) in the **South**; and **Philadelphia** (7,800) and **New York** (5,800) in the **Northeast** (See Table B and Table 5).

The **West** increased 10,200 in July. **Los Angeles** increased 8,300 to 161,000. **Seattle-Tacoma** added 2,000 to 86,200 and **Phoenix** increased 3,400 to 66,700. **San Francisco** increased 200 to 113,100. **Denver** increased 2,200 to 68,900 and **San Jose** fell 200 to 58,000. **Riverside** increased 1,900 to 31,600. **Portland** fell 200 to 41,900. **Sacramento** decreased 500 to 25,300 and **Salt Lake City** was constant at 25,300. **Honolulu** fell 600 to 13,000 and **Las Vegas** grew 1,100 to 26,300.

The **South** increased 71,000 in July. **Washington, DC** increased 6,800 to 144,000 and **Dallas** increased 5,800 to 103,400. **Atlanta** increased 6,400 to 98,900. **Houston** increased 1,800 to 67,700 and **Miami** increased 1,500 to 65,600. **Austin** fell 400 to 39,400 and **Orlando** increased 2,200 to 35,900. **Charlotte** increased 1,400 to 41,300. **Tampa** grew 700 to 40,800 and **Baltimore** increased 3,500 to 50,000. **San Antonio** grew 1,000 to 26,900. **Nashville** increased 4,400 to 37,000. **New Orleans** fell 100 to 14,300 and **Birmingham** increased 900 to 13,700. **Louisville** increased 900 to 16,600.

The **Northeast** increased 25,600 in July. **Philadelphia** increased 7,800 to 102,600. **New York** increased 5,800 to 283,500 and **Pittsburgh** increased 3,000 to 44,300. **Boston** grew 4,300 to 112,500. **Providence** increased 700 to 20,300. **Hartford** grew 1,100 to 25,900 and **Rochester** decreased 400 to 13,700. **Buffalo** decreased 100 to 16,100.

The **Midwest** experienced an increase of 60,200 in July. **Chicago** increased 8,600 to 149,500 and **Detroit** increased 4,900 to 65,000. **Minneapolis-St. Paul** increased 3,500 to 92,600 and **St. Louis** grew 1,700 to 46,600. **Indianapolis** increased 2,800 to 31,200. **Columbus** increased 2,100 to 33,800 and **Cincinnati** increased 2,900 to 34,700. **Kansas City** increased 3,000 to 38,800 and **Cleveland** increased 2,000 to 29,700. **Milwaukee** increased 2,400 to 31,300.

The number of postings does not, however, tell the entire story. A crucial factor is how many unemployed people are seeking jobs and how much competition there is for the jobs that are available. The Conference Board HWOL's Supply/Demand rate relates the number of unemployed workers to the number of advertised vacancies. Based on June's data (the latest available unemployment data for metro areas), 12 major metro areas saw more job openings than unemployed workers: San Jose (S/D rate of 0.48), Denver (0.57), Minneapolis-St. Paul (0.58), San Francisco (0.63), Honolulu (0.69), Salt Lake City (0.70), Nashville (0.77), Washington, DC (0.79), Boston (0.81), Milwaukee (0.83), Austin (0.90), and Seattle-Tacoma (0.94) (Table 6). Other favorable markets for job-seekers included Richmond (1.04), Pittsburgh (1.08), and Hartford (1.08).

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 July, all of the largest ten online occupational categories posted increases (Table C)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Jul-18	Jul-Jun 18	Jun-18	Jun-18	
15	Computer and mathematical science	565.8	11.4	99.9	0.18	\$43.18
29	Healthcare practitioners and technical	521.1	23.9	125.2	0.25	\$38.83
43	Office and administrative support	470.0	15.1	638.1	1.40	\$18.24
41	Sales and related	442.2	28.2	727.8	1.76	\$19.56
11	Management	431.0	22.1	358.5	0.88	\$57.65
53	Transportation and material moving	348.8	23.3	550.9	1.69	\$17.82
13	Business and financial operations	301.4	18.5	194.6	0.69	\$36.70
35	Food preparation and serving related	220.9	16.3	603.7	2.95	\$11.88
49	Installation, maintenance, and repair	198.1	14.1	154.4	0.84	\$23.02
17	Architecture and engineering	173.5	10.5	34.6	0.21	\$41.44

The Conference Board - All rights reserved.

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 July

In July, all of the largest ten online occupational categories posted increases.

Healthcare practitioner ads increased 23,900 to 521,100. The supply/demand rate lies at 0.25, i.e. 4 advertised openings per unemployed job-seeker (see Table C and Table 7).

Management ads increased 22,100 to 431,000. The supply/demand rate lies at 0.88, i.e. 1 advertised opening per unemployed job-seeker.

Business and financial operations ads increased 18,500 to 301,400. The supply/demand rate lies at 0.69, i.e. 1 advertised opening per unemployed job-seeker.

Sales and related ads increased 28,200 to 442,200. The supply/demand rate lies at 1.76, i.e. over 1 unemployed job-seeker for every advertised available opening.

Transportation ads increased 23,300 to 348,800. The supply/demand rate lies at 1.69, i.e. 1 unemployed job-seeker for every advertised available opening.

Food preparation and service increased 16,300 to 220,900. The supply/demand rate lies at 2.95 i.e. over 2 unemployed job-seekers for every advertised available opening.

PROGRAM NOTES

Special Note

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

HWOL available on Haver Analytics

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

For more information about the Help Wanted OnLine database delivered via Haver Analytics, please email sales@haver.com 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

The Conference Board is a global, independent business membership and research association working in the public interest. Our mission is unique: To provide the world's leading organizations with the practical knowledge they need to improve their performance and better serve society. The Conference Board is a non-advocacy, not-for-profit entity holding 501 (c) (3) tax-exempt status in the United States.

WANTED Analytics, a CEB Company

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>
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)
	Jul-17	Jun-18	Jul-18	Jul-Jun 18	Jul-17	Jun-18	Jul-18	Jul-Jun 18
United States	4,607.5	4,480.7	4,651.5	170.8	1,903.6	1,903.3	1,893.2	-10.1
New England	271.5	267.6	271.0	3.5	106.3	110.7	105.5	-5.3
Middle Atlantic	620.7	602.7	624.9	22.2	255.0	250.1	254.1	4.1
South Atlantic	891.2	856.0	898.4	42.3	363.9	353.1	371.0	17.9
East North Central	662.3	622.6	669.1	46.5	255.7	244.2	256.6	12.5
East South Central	192.5	193.1	207.8	14.6	72.4	77.6	76.0	-1.6
West North Central	371.5	358.6	372.3	13.7	139.0	142.6	139.8	-2.8
West South Central	412.4	413.4	427.3	13.9	168.3	173.0	171.0	-1.9
Mountain	371.3	362.3	369.2	7.0	161.4	160.4	153.5	-6.9
Pacific	780.4	757.5	760.8	3.3	362.4	357.0	343.4	-13.6

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)		
	Jul-17	Jun-18	Jul-18	Jul-17	Jun-18	Jul-18
United States	2.87	2.76	2.87	1.19	1.17	1.17
New England	3.43	3.33	3.38	1.34	1.38	1.31
Middle Atlantic	3.00	2.94	3.05	1.23	1.22	1.24
South Atlantic	2.82	2.68	2.81	1.15	1.10	1.16
East North Central	2.80	2.62	2.82	1.08	1.03	1.08
East South Central	2.21	2.20	2.37	0.83	0.88	0.87
West North Central	3.33	3.20	3.32	1.25	1.27	1.25
West South Central	2.19	2.16	2.23	0.89	0.90	0.89
Mountain	3.11	2.99	3.04	1.35	1.32	1.26
Pacific	2.98	2.88	2.90	1.38	1.36	1.31

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.

© 2018 The Conference Board. All rights reserved.

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)
	Jul-17	Jun-18	Jul-18	Jul-Jun 18	Jul-17	Jun-18	Jul-18	Jul-Jun 18
United States	4,607.5	4,480.7	4,651.5	170.8	1,903.6	1,903.3	1,893.2	-10.1
Alabama	47.5	49.0	51.5	2.5	17.5	19.3	17.9	-1.4
Alaska	13.6	13.3	13.2	0.0	5.7	6.1	5.7	-0.4
Arizona	91.9	89.3	92.4	3.2	40.3	40.3	40.3	0.0
Arkansas	26.7	28.2	29.1	0.9	10.1	11.4	10.0	-1.4
California	532.9	514.7	530.1	15.3	248.3	244.4	237.9	-6.5
Colorado	116.7	113.0	116.0	3.1	53.8	51.9	50.3	-1.6
Connecticut	65.9	62.4	61.6	-0.8	24.2	26.1	22.3	-3.7
Delaware	15.9	16.5	17.3	0.8	6.1	6.6	6.0	-0.5
Florida	240.0	232.4	238.9	6.6	110.6	109.2	111.2	1.9
Georgia	145.3	137.3	146.9	9.7	57.0	54.9	59.0	4.1
Hawaii	19.7	20.5	19.9	-0.6	10.1	10.5	9.3	-1.2
Idaho	22.1	21.7	21.8	0.1	9.8	9.5	8.9	-0.6
Illinois	178.2	178.6	189.1	10.5	67.4	67.7	72.1	4.3
Indiana	78.7	75.8	83.7	7.8	28.6	28.6	31.2	2.6
Iowa	56.0	54.1	57.1	3.0	20.1	20.3	20.6	0.3
Kansas	37.6	35.0	37.6	2.5	13.6	13.2	13.6	0.3
Kentucky	42.4	44.1	46.4	2.2	16.3	17.1	16.3	-0.8
Louisiana	39.8	38.8	40.8	1.9	15.2	15.0	15.4	0.3
Maine	17.2	17.2	17.0	-0.2	6.9	7.3	6.6	-0.7
Maryland	98.3	87.0	94.1	7.2	35.8	31.8	34.1	2.3
Massachusetts	139.7	139.8	144.0	4.2	54.5	57.1	57.1	0.1
Michigan	137.9	127.0	136.2	9.2	54.3	50.6	53.6	3.0
Minnesota	129.5	128.0	130.8	2.9	51.2	51.7	50.3	-1.4
Mississippi	25.2	25.4	27.6	2.3	8.7	9.9	9.4	-0.5
Missouri	93.0	83.7	87.4	3.7	34.0	34.4	35.5	1.1
Montana	19.4	18.0	17.4	-0.6	8.1	7.9	6.5	-1.4
Nebraska	28.1	28.3	29.2	0.8	10.9	11.3	10.8	-0.6
Nevada	44.6	40.5	41.5	1.0	19.6	18.3	18.3	0.0
New Hampshire	23.7	21.6	22.1	0.5	9.8	8.9	8.6	-0.3
New Jersey	149.2	136.9	147.0	10.1	61.7	57.0	61.0	4.1
New Mexico	23.9	24.6	24.4	-0.2	9.4	10.3	9.0	-1.4
New York	276.0	275.0	273.2	-1.8	119.1	120.0	113.2	-6.9
North Carolina	131.5	127.5	134.6	7.1	53.8	52.6	54.9	2.3
North Dakota	15.8	16.2	16.8	0.6	6.3	6.4	6.1	-0.3
Ohio	165.3	148.3	157.5	9.1	66.0	59.8	62.8	3.0
Oklahoma	37.9	38.0	39.9	2.0	15.0	15.3	15.3	0.1
Oregon	70.6	69.2	68.4	-0.8	36.8	36.3	32.9	-3.4
Pennsylvania	197.1	188.0	206.4	18.4	73.9	72.3	79.6	7.3
Rhode Island	15.3	14.9	15.8	0.8	6.6	6.6	6.3	-0.4
South Carolina	59.7	54.6	60.1	5.5	23.7	22.0	25.3	3.3
South Dakota	11.7	13.1	13.8	0.7	4.6	5.0	4.7	-0.3
Tennessee	78.0	74.9	82.9	8.0	30.3	31.2	32.7	1.5
Texas	307.7	308.3	317.2	8.9	127.8	131.8	130.1	-1.7
Utah	45.4	46.9	48.0	1.1	17.6	18.5	17.7	-0.8
Vermont	10.5	11.1	11.7	0.7	4.6	4.9	4.9	0.0
Virginia	146.4	138.1	147.5	9.4	55.0	50.5	55.2	4.8
Washington	144.6	128.8	130.5	1.7	60.8	58.8	57.2	-1.7
West Virginia	18.3	18.2	20.1	1.9	6.8	6.9	7.0	0.2
Wisconsin	102.2	96.4	102.5	6.1	40.1	37.9	37.7	-0.1
Wyoming	8.1	8.2	8.7	0.5	3.0	3.2	3.0	-0.2

Source: The Conference Board

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

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

© 2018 The Conference Board. All rights reserved.

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
	Jul-17	Jun-18	Jul-18	Jun-18	Jun-18	Jun-18	Jun-18
United States	2.87	2.76	2.87	4.0	6,564.00	4,480.7	1.46
Alabama	2.19	2.24	2.36	4.1	89.35	49.0	1.82
Alaska	3.74	3.68	3.66	7.1	25.70	13.3	1.94
Arizona	2.77	2.65	2.74	4.7	157.06	89.3	1.76
Arkansas	1.97	2.09	2.16	3.8	50.85	28.2	1.80
California	2.76	2.66	2.74	4.2	814.06	514.7	1.58
Colorado	3.89	3.67	3.77	2.7	84.08	113.0	0.74
Connecticut	3.44	3.29	3.25	4.4	83.98	62.4	1.35
Delaware	3.33	3.41	3.57	3.9	19.03	16.5	1.15
Florida	2.37	2.27	2.33	3.8	386.74	232.4	1.66
Georgia	2.87	2.66	2.85	4.1	210.61	137.3	1.53
Hawaii	2.88	2.98	2.89	2.1	14.16	20.5	0.69
Idaho	2.65	2.54	2.56	2.9	24.52	21.7	1.13
Illinois	2.75	2.75	2.91	4.3	275.75	178.6	1.54
Indiana	2.37	2.25	2.49	3.3	112.25	75.8	1.48
Iowa	3.33	3.22	3.40	2.7	44.91	54.1	0.83
Kansas	2.54	2.37	2.54	3.4	49.85	35.0	1.42
Kentucky	2.06	2.14	2.25	4.2	86.97	44.1	1.97
Louisiana	1.89	1.82	1.91	4.7	101.38	38.8	2.61
Maine	2.46	2.44	2.41	2.9	20.39	17.2	1.19
Maryland	3.05	2.69	2.91	4.3	138.58	87.0	1.59
Massachusetts	3.82	3.72	3.83	3.5	133.41	139.8	0.95
Michigan	2.82	2.59	2.77	4.5	218.54	127.0	1.72
Minnesota	4.22	4.11	4.20	3.1	95.33	128.0	0.74
Mississippi	1.97	1.98	2.16	4.7	60.62	25.4	2.39
Missouri	3.05	2.74	2.86	3.5	106.31	83.7	1.27
Montana	3.68	3.44	3.32	3.8	19.91	18.0	1.11
Nebraska	2.80	2.80	2.88	2.9	28.94	28.3	1.02
Nevada	3.05	2.71	2.78	4.7	70.00	40.5	1.73
New Hampshire	3.17	2.85	2.92	2.7	20.18	21.6	0.94
New Jersey	3.30	3.06	3.28	4.3	191.74	136.9	1.40
New Mexico	2.57	2.62	2.60	4.9	46.04	24.6	1.87
New York	2.84	2.84	2.83	4.5	430.47	275.0	1.57
North Carolina	2.66	2.55	2.69	4.2	209.55	127.5	1.64
North Dakota	3.80	3.94	4.10	2.6	10.64	16.2	0.66
Ohio	2.85	2.56	2.72	4.5	259.38	148.3	1.75
Oklahoma	2.07	2.04	2.15	3.9	72.16	38.0	1.90
Oregon	3.35	3.26	3.23	4.0	84.77	69.2	1.23
Pennsylvania	3.07	2.95	3.24	4.3	275.24	188.0	1.46
Rhode Island	2.77	2.67	2.82	4.3	24.00	14.9	1.61
South Carolina	2.58	2.36	2.60	3.8	87.08	54.6	1.59
South Dakota	2.56	2.85	3.00	3.2	14.83	13.1	1.13
Tennessee	2.44	2.31	2.55	3.5	113.69	74.9	1.52
Texas	2.27	2.23	2.30	4.0	557.78	308.3	1.81
Utah	2.90	2.95	3.02	3.0	48.39	46.9	1.03
Vermont	3.06	3.17	3.36	2.8	9.77	11.1	0.88
Virginia	3.39	3.18	3.39	3.2	137.73	138.1	1.00
Washington	3.87	3.43	3.47	4.7	176.84	128.8	1.37
West Virginia	2.35	2.32	2.57	5.3	41.98	18.2	2.30
Wisconsin	3.24	3.03	3.22	2.9	91.00	96.4	0.94
Wyoming	2.76	2.86	3.03	3.7	10.79	8.2	1.31

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)
	Jul-17	Jun-18	Jul-18	Jul-Jun 18	Jul-17	Jun-18	Jul-18	Jul-Jun 18
Birmingham, AL	13.0	12.8	13.7	0.9	4.7	5.2	4.9	-0.3
Phoenix, AZ	64.8	63.3	66.7	3.4	29.3	29.1	29.7	0.6
Tucson, AZ	12.0	10.9	11.7	0.7	5.1	4.6	5.0	0.4
Los Angeles, CA	161.6	152.7	161.0	8.3	75.9	74.3	75.3	1.0
Riverside, CA	30.9	29.6	31.6	1.9	13.8	13.5	14.4	0.9
Sacramento, CA	28.0	25.8	25.3	-0.5	13.8	12.2	12.0	-0.2
San Diego, CA	47.1	44.8	45.3	0.4	23.2	22.2	21.8	-0.4
San Francisco, CA	106.4	112.9	113.1	0.2	49.4	49.6	46.4	-3.2
San Jose, CA	54.0	58.1	58.0	-0.2	22.7	23.8	22.8	-1.0
Denver, CO	68.9	66.7	68.9	2.2	32.0	30.6	30.3	-0.3
Hartford, CT	26.5	24.8	25.9	1.1	9.7	10.3	9.9	-0.3
Washington, DC	142.1	137.2	144.0	6.8	53.4	51.8	55.1	3.2
Jacksonville, FL	18.5	16.7	18.3	1.6	8.8	8.1	8.6	0.4
Miami, FL	64.7	64.1	65.6	1.5	30.3	29.9	31.7	1.8
Orlando, FL	34.3	33.7	35.9	2.2	14.9	14.9	15.8	0.9
Tampa, FL	42.7	40.1	40.8	0.7	19.4	18.8	18.8	0.0
Atlanta, GA	98.6	92.5	98.9	6.4	38.4	37.7	40.2	2.5
Honolulu, HI	13.0	13.6	13.0	-0.6	7.3	7.1	6.3	-0.9
Chicago, IL	142.5	140.9	149.5	8.6	54.1	53.0	57.1	4.1
Indianapolis, IN	31.1	28.4	31.2	2.8	11.9	11.2	12.3	1.1
Louisville, KY	17.1	15.7	16.6	0.9	6.6	5.9	6.4	0.5
New Orleans, LA	15.0	14.5	14.3	-0.1	5.7	5.7	5.7	0.0
Baltimore, MD	52.8	46.5	50.0	3.5	19.4	17.7	18.5	0.9
Boston, MA	107.2	108.2	112.5	4.3	42.0	43.9	45.1	1.2
Detroit, MI	67.7	60.2	65.0	4.9	25.7	23.5	25.7	2.2
Minneapolis-St. Paul, MN	90.9	89.1	92.6	3.5	36.9	37.2	37.2	0.0
Kansas City, MO	40.0	35.8	38.8	3.0	14.7	14.4	15.7	1.3
St. Louis, MO	46.0	44.9	46.6	1.7	17.2	17.4	18.7	1.2
Las Vegas, NV	28.5	25.2	26.3	1.1	12.7	11.0	11.8	0.8
Buffalo, NY	16.4	16.2	16.1	-0.1	6.6	6.8	6.9	0.1
New York, NY	282.7	277.8	283.5	5.8	120.5	120.5	118.1	-2.5
Rochester, NY	13.9	14.1	13.7	-0.4	5.6	5.8	5.2	-0.6
Charlotte, NC	43.5	40.0	41.3	1.4	17.5	16.4	17.2	0.8
Cincinnati, OH	35.2	31.8	34.7	2.9	14.1	12.6	13.8	1.2
Cleveland, OH	31.4	27.7	29.7	2.0	12.0	10.6	11.4	0.8
Columbus, OH	36.1	31.7	33.8	2.1	15.2	13.4	14.9	1.5
Oklahoma City, OK	17.1	16.9	17.8	0.9	6.9	6.9	7.0	0.1
Portland, OR	45.5	42.1	41.9	-0.2	23.3	21.6	19.8	-1.8
Philadelphia, PA	98.0	94.8	102.6	7.8	37.6	36.8	40.1	3.3
Pittsburgh, PA	40.1	41.3	44.3	3.0	15.1	15.3	16.6	1.3
Providence, RI	20.3	19.6	20.3	0.7	8.5	8.5	8.1	-0.4
Memphis, TN	15.0	15.5	16.3	0.9	5.6	6.0	6.3	0.3
Nashville, TN	34.6	32.6	37.0	4.4	13.9	13.3	15.3	2.0
Austin, TX	37.1	39.8	39.4	-0.4	17.5	18.3	16.9	-1.4
Dallas, TX	105.7	97.6	103.4	5.8	42.6	40.9	43.2	2.2
Houston, TX	61.2	65.9	67.7	1.8	26.2	28.0	28.4	0.4
San Antonio, TX	27.8	25.9	26.9	1.0	11.6	11.0	11.5	0.4
Salt Lake City, UT	24.2	25.3	25.3	0.0	9.5	10.1	9.6	-0.6
Richmond, VA	21.1	19.3	20.8	1.5	9.1	8.3	8.9	0.7
Virginia Beach, VA	22.4	19.4	21.4	1.9	8.5	7.8	8.9	1.1
Seattle-Tacoma, WA	97.2	84.2	86.2	2.0	39.3	37.6	37.5	-0.1
Milwaukee, WI	32.8	28.9	31.3	2.4	12.7	11.3	11.8	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.

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
	Jul-17	Jun-18	Jul-18	May-18	May-18	May-18	May-18
Birmingham, AL	2.44	2.36	2.53	3.7	20.1	13.1	1.53
Phoenix, AZ	2.82	2.68	2.83	3.7	87.0	65.2	1.33
Tucson, AZ	2.53	2.27	2.42	4.0	19.3	11.4	1.70
Los Angeles, CA	2.40	2.26	2.38	4.0	272.0	155.7	1.75
Riverside, CA	1.53	1.46	1.56	4.2	84.9	31.4	2.71
Sacramento, CA	2.59	2.40	2.35	3.7	39.8	26.8	1.48
San Diego, CA	2.97	2.83	2.85	3.2	51.4	45.6	1.13
San Francisco, CA	4.14	4.40	4.41	2.7	68.0	108.1	0.63
San Jose, CA	5.05	5.39	5.38	2.6	28.3	59.0	0.48
Denver, CO	4.34	4.08	4.21	2.5	40.9	71.8	0.57
Hartford, CT	4.22	3.99	4.17	4.4	27.3	25.4	1.08
Washington, DC	4.19	4.01	4.20	3.3	113.3	142.5	0.79
Jacksonville, FL	2.44	2.15	2.35	3.3	26.0	17.4	1.49
Miami, FL	2.06	2.02	2.07	3.8	118.9	67.3	1.77
Orlando, FL	2.64	2.52	2.68	3.2	43.0	35.8	1.20
Tampa, FL	2.84	2.61	2.66	3.4	52.8	41.2	1.28
Atlanta, GA	3.25	2.99	3.20	3.7	113.1	93.7	1.21
Honolulu, HI	2.77	2.87	2.76	2.0	9.5	13.7	0.69
Chicago, IL	2.91	2.90	3.08	3.6	176.5	145.8	1.21
Indianapolis, IN	2.98	2.66	2.92	3.2	33.9	30.6	1.11
Louisville, KY	2.59	2.35	2.48	3.8	25.8	17.0	1.51
New Orleans, LA	2.51	2.39	2.37	4.5	27.0	14.6	1.84
Baltimore, MD	3.51	3.08	3.31	4.1	62.5	49.6	1.26
Boston, MA	3.97	3.87	4.02	3.1	87.9	108.4	0.81
Detroit, MI	3.21	2.84	3.07	4.4	93.7	63.9	1.47
Minneapolis-St. Paul, MN	4.57	4.42	4.59	2.7	53.8	92.9	0.58
Kansas City, MO	3.55	3.15	3.42	3.7	41.7	38.2	1.09
St. Louis, MO	3.15	3.05	3.17	3.5	52.0	47.0	1.11
Las Vegas, NV	2.66	2.29	2.39	4.7	51.4	27.3	1.88
Buffalo, NY	2.97	2.95	2.94	4.8	26.5	16.2	1.64
New York, NY	2.79	2.77	2.83	3.9	391.0	288.9	1.35
Rochester, NY	2.65	2.69	2.61	4.5	23.5	14.0	1.68
Charlotte, NC	3.31	2.98	3.08	3.7	49.0	41.9	1.17
Cincinnati, OH	3.17	2.84	3.10	3.8	43.0	33.4	1.29
Cleveland, OH	3.04	2.70	2.89	4.8	49.5	29.5	1.68
Columbus, OH	3.34	2.90	3.10	3.7	40.0	34.1	1.17
Oklahoma City, OK	2.56	2.47	2.60	3.6	24.7	17.1	1.44
Portland, OR	3.47	3.20	3.18	3.7	48.7	43.2	1.13
Philadelphia, PA	3.18	3.09	3.34	3.9	120.7	101.9	1.18
Pittsburgh, PA	3.34	3.47	3.72	3.9	46.8	43.3	1.08
Providence, RI	2.98	2.80	2.90	4.2	29.4	19.6	1.50
Memphis, TN	2.38	2.42	2.55	4.1	26.1	16.2	1.61
Nashville, TN	3.42	3.14	3.57	2.5	26.4	34.2	0.77
Austin, TX	3.22	3.35	3.32	3.0	35.2	39.2	0.90
Dallas, TX	2.79	2.50	2.65	3.6	139.3	103.6	1.35
Houston, TX	1.84	1.94	1.99	4.4	151.2	70.4	2.15
San Antonio, TX	2.39	2.18	2.26	3.4	40.0	27.2	1.47
Salt Lake City, UT	3.70	3.78	3.77	2.9	19.3	27.6	0.70
Richmond, VA	3.11	2.82	3.04	3.1	21.4	20.4	1.04
Virginia Beach, VA	2.63	2.28	2.51	3.3	27.7	20.4	1.36
Seattle-Tacoma, WA	4.71	4.01	4.11	3.9	82.2	87.0	0.94
Milwaukee, WI	3.94	3.46	3.75	3.0	24.7	29.9	0.83

Source: The Conference Board

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

© 2018 The Conference Board. All rights reserved.

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
		Jul-17	Jun-18	Jul-18	Jul-Jun 18	Jun-18	Jun-18	
	Total	4,607.5	4,480.7	4,651.5	170.8	6,564.0	1.46	\$24.34
11	Management	402.7	408.9	431.0	22.1	358.5	0.88	\$57.65
13	Business and financial operations	280.9	282.9	301.4	18.5	194.6	0.69	\$36.70
15	Computer and mathematical science	512.5	554.4	565.8	11.4	99.9	0.18	\$43.18
17	Architecture and engineering	147.7	163.1	173.5	10.5	34.6	0.21	\$41.44
19	Life, physical, and social science	59.5	63.9	66.9	2.9	43.0	0.67	\$35.76
21	Community and social services	91.2	93.2	94.4	1.2	91.9	0.99	\$23.10
23	Legal	20.5	24.3	25.4	1.0	37.9	1.56	\$51.62
25	Education, training, and library	167.1	166.3	161.9	-4.4	316.2	1.90	\$26.67
27	Arts, design, entertainment, sports, and media	93.6	91.2	92.5	1.3	110.0	1.21	\$28.34
29	Healthcare practitioners and technical	606.3	497.3	521.1	23.9	125.2	0.25	\$38.83
31	Healthcare support	116.9	105.6	107.5	1.9	142.8	1.35	\$15.05
33	Protective service	59.9	60.2	65.9	5.7	143.0	2.37	\$22.69
35	Food preparation and serving related	221.5	204.6	220.9	16.3	603.7	2.95	\$11.88
37	Building and grounds cleaning and maintenance	96.0	93.6	91.6	-2.0	352.6	3.77	\$13.91
39	Personal care and service	55.1	49.4	48.2	-1.2	258.9	5.24	\$13.11
41	Sales and related	459.1	414.0	442.2	28.2	727.8	1.76	\$19.56
43	Office and administrative support	481.8	455.0	470.0	15.1	638.1	1.40	\$18.24
45	Farming, fishing, and forestry	7.7	8.2	7.7	-0.4	136.5	16.73	\$13.87
47	Construction and extraction	109.6	99.4	98.2	-1.2	546.4	5.50	\$24.01
49	Installation, maintenance, and repair	195.6	184.1	198.1	14.1	154.4	0.84	\$23.02
51	Production	136.6	135.7	140.5	4.8	363.8	2.68	\$18.30
53	Transportation and material moving	306.2	325.5	348.8	23.3	550.9	1.69	\$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.

© 2018 The Conference Board. All rights reserved.

Table 8: State 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
	Jul-18	Wage ²	Jul-18	Wage ²	Jul-18	Wage ²
United States	736,484	\$47.04	1,723,966	\$34.74	543,496	\$14.03
Alabama	5,412	\$43.67	17,507	\$31.26	5,605	\$11.77
Alaska	1,599	\$46.02	5,628	\$37.70	1,772	\$17.13
Arizona	13,410	\$41.29	33,536	\$33.15	11,023	\$14.24
Arkansas	3,754	\$36.98	9,580	\$27.52	2,821	\$10.21
California	95,996	\$51.64	205,157	\$40.56	68,842	\$15.88
Colorado	17,558	\$46.73	41,458	\$36.28	16,479	\$14.59
Connecticut	11,450	\$54.76	27,177	\$38.05	5,498	\$10.86
Delaware	3,584	\$49.02	6,481	\$24.31	1,567	\$13.90
Florida	32,603	\$42.07	75,749	\$31.49	33,417	\$13.56
Georgia	24,270	\$45.49	53,949	\$32.26	14,924	\$12.20
Hawaii	2,390	\$42.66	5,462	\$31.05	4,726	\$17.85
Idaho	2,470	\$35.80	7,356	\$28.23	2,781	\$12.41
Illinois	35,951	\$46.34	68,673	\$34.18	20,324	\$14.50
Indiana	9,920	\$39.11	28,489	\$30.14	10,175	\$12.30
Iowa	6,501	\$39.65	17,420	\$29.45	7,126	\$10.72
Kansas	4,945	\$40.88	13,444	\$28.65	4,355	\$12.34
Kentucky	5,146	\$38.10	15,364	\$29.36	5,325	\$12.00
Louisiana	4,681	\$38.60	13,017	\$28.03	4,606	\$11.43
Maine	2,049	\$39.95	6,860	\$30.74	2,312	\$13.56
Maryland	14,816	\$50.07	42,949	\$38.80	9,122	\$14.93
Massachusetts	28,441	\$53.81	62,225	\$39.42	14,125	\$16.81
Michigan	16,820	\$44.45	49,614	\$33.08	16,694	\$13.14
Minnesota	19,684	\$45.77	47,244	\$34.72	15,661	\$14.35
Mississippi	2,783	\$35.80	7,515	\$26.91	3,387	\$11.33
Missouri	12,785	\$42.01	33,060	\$30.78	9,976	\$12.46
Montana	1,721	\$35.39	5,553	\$27.36	2,903	\$12.86
Nebraska	3,899	\$39.24	9,939	\$30.16	3,425	\$13.31
Nevada	5,727	\$43.99	14,602	\$33.69	6,737	\$14.25
New Hampshire	2,651	\$47.04	7,998	\$34.85	2,585	\$14.26
New Jersey	28,397	\$22.15	56,473	\$38.02	14,080	\$15.78
New Mexico	2,977	\$39.22	11,134	\$32.77	2,679	\$12.52
New York	60,448	\$58.44	102,316	\$38.94	29,531	\$16.18
North Carolina	21,161	\$46.61	52,421	\$31.87	14,171	\$12.30
North Dakota	1,795	\$40.04	5,922	\$29.72	1,502	\$14.42
Ohio	20,129	\$42.44	51,432	\$32.38	17,898	\$12.94
Oklahoma	4,263	\$39.44	13,006	\$28.25	4,467	\$12.11
Oregon	9,037	\$43.47	24,665	\$35.33	9,800	\$14.78
Pennsylvania	30,451	\$46.39	71,875	\$33.19	24,427	\$13.45
Rhode Island	2,789	\$49.01	5,780	\$36.27	1,829	\$14.98
South Carolina	7,291	\$40.00	21,208	\$30.17	7,218	\$11.85
South Dakota	1,775	\$38.05	4,401	\$27.22	1,625	\$12.35
Tennessee	10,993	\$40.26	26,513	\$29.88	10,577	\$12.17
Texas	50,531	\$47.94	113,458	\$27.92	34,914	\$13.01
Utah	5,991	\$39.18	16,259	\$30.98	5,781	\$12.68
Vermont	1,412	\$38.99	4,602	\$30.86	1,624	\$15.32
Virginia	24,971	\$50.30	69,032	\$37.29	13,965	\$13.84
Washington	22,447	\$47.78	52,462	\$38.40	16,518	\$16.64
West Virginia	1,874	\$36.73	7,516	\$28.15	2,259	\$11.94
Wisconsin	12,106	\$41.28	31,348	\$31.06	11,880	\$13.00
Wyoming	1,110	\$42.06	3,005	\$27.79	758	\$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
	Jul-18	Wage ¹	Jul-18	Wage ¹	Jul-18	Wage ¹
United States	908,277	\$18.77	324,543	\$23.14	512,150	\$18.05
Alabama	10,457	\$16.40	4,776	\$20.85	9,005	\$16.29
Alaska	2,434	\$20.03	1,179	\$30.69	1,105	\$25.22
Arizona	19,343	\$17.79	7,054	\$21.05	7,915	\$17.97
Arkansas	6,365	\$15.87	2,443	\$18.97	5,345	\$16.00
California	103,461	\$20.43	26,539	\$24.42	36,148	\$18.35
Colorado	22,894	\$20.34	10,487	\$23.30	10,942	\$19.44
Connecticut	11,797	\$21.66	3,240	\$26.72	5,869	\$19.96
Delaware	3,071	\$18.48	1,092	\$24.01	1,861	\$17.08
Florida	52,495	\$17.41	21,813	\$19.52	19,299	\$16.70
Georgia	27,886	\$17.47	10,375	\$20.77	18,477	\$16.60
Hawaii	4,968	\$18.53	1,455	\$29.71	1,442	\$21.79
Idaho	4,647	\$16.43	2,496	\$20.00	3,307	\$16.94
Illinois	36,526	\$19.07	9,165	\$27.17	20,862	\$18.15
Indiana	16,881	\$17.33	6,034	\$22.44	13,426	\$17.57
Iowa	11,363	\$17.28	5,626	\$21.81	10,020	\$17.65
Kansas	8,065	\$17.26	2,842	\$21.73	5,160	\$18.51
Kentucky	9,855	\$16.24	3,106	\$21.77	9,293	\$17.77
Louisiana	9,244	\$15.46	4,158	\$21.44	5,628	\$19.34
Maine	3,314	\$16.92	1,262	\$20.87	2,176	\$17.71
Maryland	16,104	\$19.71	5,616	\$24.21	7,464	\$19.11
Massachusetts	24,602	\$21.83	6,792	\$28.13	9,861	\$19.48
Michigan	27,277	\$18.16	10,198	\$12.83	17,072	\$11.59
Minnesota	24,848	\$19.98	8,041	\$25.70	15,607	\$19.02
Mississippi	5,938	\$14.89	2,481	\$19.62	5,975	\$16.17
Missouri	17,689	\$17.32	5,587	\$23.28	11,244	\$17.40
Montana	3,596	\$16.52	2,194	\$22.69	2,709	\$18.78
Nebraska	6,025	\$17.32	3,025	\$21.32	4,175	\$18.11
Nevada	9,168	\$17.27	3,186	\$24.23	4,049	\$17.96
New Hampshire	4,880	\$19.11	1,590	\$23.54	3,119	\$18.30
New Jersey	28,459	\$20.44	8,038	\$27.02	14,598	\$18.22
New Mexico	4,352	\$16.15	1,998	\$20.72	2,516	\$17.61
New York	51,963	\$22.30	13,638	\$28.14	18,836	\$19.62
North Carolina	22,884	\$17.84	10,738	\$20.40	15,453	\$16.15
North Dakota	3,048	\$18.45	1,859	\$25.70	2,652	\$21.36
Ohio	31,891	\$17.98	11,633	\$22.63	24,347	\$17.61
Oklahoma	8,870	\$16.76	4,148	\$21.02	6,788	\$17.59
Oregon	13,963	\$18.53	6,109	\$23.59	8,306	\$18.40
Pennsylvania	39,807	\$18.57	14,027	\$23.37	27,450	\$18.04
Rhode Island	2,854	\$20.19	973	\$24.88	2,124	\$17.76
South Carolina	12,019	\$16.24	6,649	\$20.13	8,507	\$17.11
South Dakota	2,730	\$16.25	1,216	\$20.00	2,207	\$16.31
Tennessee	17,685	\$17.18	6,035	\$20.59	13,186	\$16.66
Texas	63,964	\$18.63	26,213	\$21.31	34,724	\$18.65
Utah	10,619	\$17.27	3,897	\$21.54	6,604	\$17.67
Vermont	1,952	\$18.79	908	\$21.92	1,605	\$18.52
Virginia	22,873	\$18.60	8,369	\$22.47	10,608	\$18.16
Washington	24,849	\$20.67	10,052	\$26.44	12,160	\$21.33
West Virginia	3,927	\$15.01	1,714	\$21.46	3,654	\$17.60
Wisconsin	20,561	\$18.14	7,567	\$23.59	19,298	\$17.94
Wyoming	1,542	\$17.33	1,067	\$25.38	1,460	\$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.

© 2018 The Conference Board. All rights reserved.

Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads Jul-18	Average Hourly Wage ^{2*}	Total Ads Jul-18	Average Hourly Wage ^{2*}	Total Ads Jul-18	Average Hourly Wage ^{2*}
United States	736,484	\$47.04	1,723,966	\$34.74	543,496	\$14.03
Birmingham, AL	1,571	\$45.16	4,346	\$33.49	1,779	\$12.39
Phoenix, AZ	10,852	\$42.25	22,716	\$33.95	7,415	\$14.17
Tucson, AZ	1,349	\$38.52	4,830	\$32.59	1,597	\$14.20
Los Angeles, CA	30,200	\$50.66	54,448	\$35.88	24,029	\$15.58
Riverside, CA	3,483	\$43.69	9,466	\$35.17	4,654	\$14.76
Sacramento, CA	3,932	\$43.61	9,373	\$38.66	3,052	\$13.46
San Diego, CA	7,149	\$49.12	17,262	\$39.67	6,783	\$15.80
San Francisco, CA	28,548	\$59.23	46,457	\$45.98	11,764	\$17.47
San Jose, CA	11,905	\$63.84	31,082	\$50.62	4,754	\$16.81
Denver, CO	12,656	\$48.29	25,215	\$38.30	8,686	\$14.68
Hartford, CT	5,145	\$50.93	11,382	\$38.38	1,915	\$15.81
Washington, DC	31,848	\$56.10	69,953	\$44.74	12,924	\$16.22
Jacksonville, FL	2,592	\$41.69	5,753	\$31.26	2,622	\$13.21
Miami, FL	10,423	\$44.84	18,272	\$32.19	9,299	\$14.10
Orlando, FL	5,405	\$41.85	10,971	\$32.86	5,145	\$13.28
Tampa, FL	6,673	\$41.82	14,704	\$31.69	4,840	\$13.41
Atlanta, GA	19,657	\$48.14	37,644	\$34.32	8,806	\$12.51
Honolulu, HI	1,828	\$43.32	3,679	\$34.79	2,541	\$15.68
Chicago, IL	31,411	\$48.00	53,387	\$35.32	16,583	\$14.74
Indianapolis, IN	4,745	\$41.22	10,399	\$33.11	3,470	\$12.71
Louisville, KY	2,179	\$40.02	5,219	\$31.46	2,073	\$12.46
New Orleans, LA	1,709	\$39.85	4,845	\$30.18	2,293	\$11.73
Baltimore, MD	7,606	\$48.71	23,335	\$38.11	5,066	\$14.79
Boston, MA	25,060	\$55.91	48,414	\$40.40	10,205	\$17.13
Detroit, MI	9,191	\$47.67	25,694	\$35.38	7,389	\$13.20
Minneapolis-St. Paul, MN	16,446	\$47.89	33,259	\$35.99	10,392	\$14.64
Kansas City, MO	5,516	\$43.87	13,982	\$32.18	4,785	\$13.16
St. Louis, MO	7,976	\$44.97	18,911	\$26.35	4,876	\$12.98
Las Vegas, NV	3,891	\$44.20	9,470	\$33.93	4,285	\$14.52
Buffalo, NY	2,383	\$44.64	5,533	\$31.81	1,890	\$12.00
New York, NY	69,607	\$61.08	108,501	\$39.05	27,701	\$16.51
Rochester, NY	1,641	\$46.41	5,073	\$31.52	1,669	\$14.50
Charlotte, NC	8,726	\$48.72	15,358	\$33.46	3,646	\$12.52
Cincinnati, OH	4,846	\$44.02	11,387	\$33.26	4,192	\$10.81
Cleveland, OH	4,412	\$43.66	9,434	\$32.42	3,407	\$13.36
Columbus, OH	5,530	\$43.26	11,543	\$34.62	3,178	\$13.54
Oklahoma City, OK	2,302	\$40.41	5,847	\$29.78	2,048	\$12.72
Portland, OR	6,610	\$46.37	14,651	\$37.31	5,699	\$15.14
Philadelphia, PA	19,289	\$50.81	38,096	\$36.55	10,963	\$14.40
Pittsburgh, PA	7,139	\$44.95	14,872	\$32.46	5,302	\$13.00
Providence, RI	3,270	\$47.78	7,589	\$36.05	2,382	\$15.02
Memphis, TN	2,523	\$41.45	4,991	\$31.15	1,629	\$12.62
Nashville, TN	5,645	\$42.08	12,111	\$31.48	5,042	\$12.46
Austin, TX	7,420	\$45.86	16,680	\$30.79	4,107	\$13.75
Dallas, TX	19,373	\$49.27	37,397	\$35.87	10,200	\$13.40
Houston, TX	12,328	\$53.06	22,594	\$38.26	7,571	\$13.32
San Antonio, TX	3,997	\$44.19	9,299	\$32.89	3,546	\$12.96
Salt Lake City, UT	4,073	\$41.22	8,991	\$33.11	2,550	\$13.06
Richmond, VA	3,404	\$45.21	8,652	\$33.79	1,995	\$13.29
Virginia Beach, VA	2,779	\$43.58	8,270	\$33.47	2,538	\$13.15
Seattle-Tacoma, WA	17,088	\$50.41	34,535	\$42.09	10,336	\$17.37
Milwaukee, WI	4,703	\$45.17	10,876	\$32.94	3,513	\$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
	Jul-18	Wage ^{2*}	Jul-18	Wage ^{2*}	Jul-18	Wage ^{2*}
United States	908,277	\$18.77	324,543	\$23.14	512,150	\$18.05
Birmingham, AL	3,277	\$18.33	1,262	\$21.93	2,057	\$16.29
Phoenix, AZ	14,712	\$18.39	4,844	\$21.65	5,256	\$18.27
Tucson, AZ	2,271	\$16.18	954	\$20.28	761	\$16.91
Los Angeles, CA	34,598	\$20.34	7,381	\$26.11	10,852	\$17.46
Riverside, CA	7,586	\$10.84	2,091	\$24.45	3,905	\$17.43
Sacramento, CA	5,711	\$19.36	1,925	\$25.87	2,104	\$18.04
San Diego, CA	9,388	\$19.80	2,698	\$25.44	2,821	\$17.85
San Francisco, CA	19,345	\$23.88	3,653	\$31.01	4,668	\$21.98
San Jose, CA	7,238	\$24.57	1,560	\$29.53	1,675	\$21.02
Denver, CO	13,694	\$21.62	5,520	\$24.08	5,481	\$20.22
Hartford, CT	4,792	\$21.42	1,375	\$26.58	2,261	\$19.82
Washington, DC	20,175	\$21.48	5,848	\$25.26	5,402	\$20.36
Jacksonville, FL	3,747	\$17.90	2,075	\$19.93	1,854	\$17.65
Miami, FL	16,386	\$18.21	4,319	\$20.39	4,203	\$15.76
Orlando, FL	7,880	\$17.06	3,110	\$19.73	2,876	\$16.28
Tampa, FL	8,514	\$17.71	3,583	\$19.43	3,086	\$16.31
Atlanta, GA	18,747	\$18.66	5,918	\$21.93	9,424	\$17.30
Honolulu, HI	3,429	\$18.76	1,013	\$30.44	959	\$23.03
Chicago, IL	29,091	\$19.79	6,339	\$28.40	14,283	\$18.15
Indianapolis, IN	6,757	\$18.91	2,353	\$22.85	4,214	\$17.17
Louisville, KY	3,727	\$17.38	1,281	\$22.49	2,612	\$18.64
New Orleans, LA	3,229	\$16.12	1,217	\$21.31	1,214	\$19.79
Baltimore, MD	8,686	\$19.84	3,172	\$23.89	3,486	\$19.42
Boston, MA	19,458	\$22.65	4,668	\$28.80	6,429	\$19.83
Detroit, MI	12,231	\$19.16	4,301	\$24.76	6,691	\$19.14
Minneapolis-St. Paul, MN	18,116	\$21.24	4,980	\$27.19	8,813	\$19.46
Kansas City, MO	8,178	\$18.49	2,378	\$24.09	4,909	\$18.50
St. Louis, MO	9,387	\$18.52	2,468	\$25.56	4,249	\$18.40
Las Vegas, NV	6,000	\$17.14	1,772	\$24.04	1,678	\$17.80
Buffalo, NY	3,704	\$18.42	1,134	\$23.63	2,102	\$18.25
New York, NY	53,898	\$22.92	11,369	\$29.48	17,215	\$19.55
Rochester, NY	2,741	\$18.76	1,113	\$22.79	1,542	\$17.87
Charlotte, NC	6,993	\$19.60	3,047	\$21.39	4,307	\$17.22
Cincinnati, OH	7,219	\$18.94	2,268	\$22.75	4,952	\$18.00
Cleveland, OH	6,363	\$19.01	2,166	\$23.95	3,769	\$17.95
Columbus, OH	6,782	\$18.50	2,411	\$22.42	4,106	\$17.21
Oklahoma City, OK	3,964	\$17.76	1,840	\$21.53	2,201	\$17.09
Portland, OR	8,958	\$19.81	3,231	\$25.48	4,774	\$19.28
Philadelphia, PA	20,076	\$20.34	5,480	\$26.02	8,611	\$18.53
Pittsburgh, PA	9,009	\$18.23	3,069	\$23.60	5,086	\$18.17
Providence, RI	4,020	\$19.50	1,434	\$25.12	2,466	\$17.71
Memphis, TN	3,468	\$17.78	1,206	\$20.53	2,653	\$16.28
Nashville, TN	7,750	\$18.45	2,578	\$21.49	4,226	\$17.34
Austin, TX	7,403	\$20.36	2,522	\$20.58	2,340	\$16.82
Dallas, TX	20,846	\$19.76	6,683	\$21.43	9,953	\$17.44
Houston, TX	14,221	\$19.73	5,478	\$22.92	6,787	\$20.32
San Antonio, TX	5,355	\$17.64	2,511	\$20.15	2,905	\$17.05
Salt Lake City, UT	5,754	\$18.36	1,836	\$22.29	2,732	\$17.93
Richmond, VA	3,808	\$18.66	1,640	\$22.06	1,605	\$17.02
Virginia Beach, VA	4,518	\$16.91	2,193	\$21.98	1,861	\$18.62
Seattle-Tacoma, WA	16,319	\$22.11	5,652	\$28.20	7,138	\$22.73
Milwaukee, WI	6,114	\$19.89	1,969	\$25.42	4,149	\$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

© The Conference Board 2018. All data contained in this press release are protected by United States and international copyright laws. The data displayed are provided for informational purposes only and may only be accessed, reviewed, and/or used in accordance with, and the permission of, The Conference Board consistent with a subscriber or license agreement and the Terms of Use displayed on our website at www.conference-board.org. The data and analysis contained herein may not be used, redistributed, published, or posted by any means without express written permission from The Conference Board.

COPYRIGHT TERMS OF USE. All material in this press release and on Our Sites is protected by United States and international copyright laws. You must abide by all copyright notices and restrictions contained in Our Sites. You may not reproduce, distribute (in any form including over any local area or other network or service), display, perform, create derivative works of, sell, license, extract for use in a database, or otherwise use any materials (including computer programs and other code) in this press release or on Our Sites (collectively, "Site Material"), except that you may download Site Material in the form of one machine-readable copy that you will use only for personal, noncommercial purposes, and only if you do not alter Site Material or remove any trademark, copyright or other notice displayed on the Site Material. If you are a subscriber to any of the services offered on Our Sites, you may be permitted to use Site Material, according to the terms of your subscription agreement.

TRADEMARKS. "THE CONFERENCE BOARD", the TORCH LOGO, "THE CONFERENCE BOARD HELP WANTED ONLINE", and any other logos, indicia and trademarks featured in this press release or on Our Sites are trademarks owned by The Conference Board, Inc. in the United States and other countries ("Our Trademarks"). You may not use Our Trademarks in connection with any product or service that does not belong to us nor in any manner that is likely to cause confusion among users about whether The Conference Board is the source, sponsor, or endorser of the product or service, nor in any manner that disparages or discredits us.

Violators of these rights will be prosecuted to the full extent of the law. Nothing herein shall restrict the use of the information by news journalists using the information in a legitimate news publication or periodical.