

News Release

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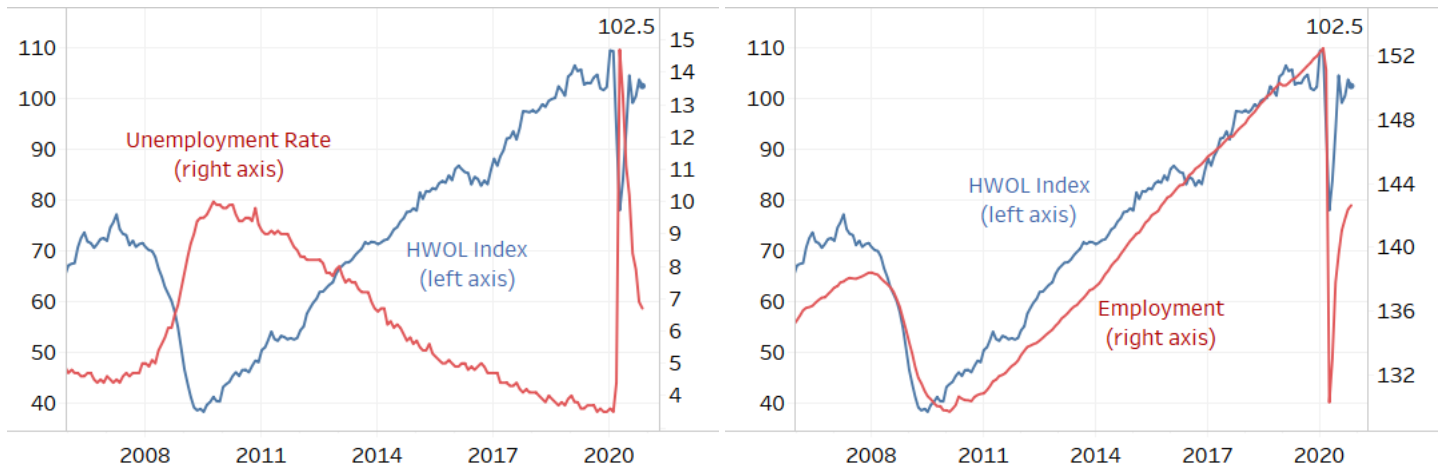
Online Labor Demand Falls in November

NEW YORK, December 9, 2020...*The Conference Board®-Burning Glass® Help Wanted OnLine® (HWOL) Index* fell in November and now stands at 102.5 (July 2018=100), down from 103.8 in October. The Index rose 3.3 percent from September to October and is up 0.8 percent from a year ago.

The Help Wanted OnLine® Index is produced in collaboration with Burning Glass Technologies, the global pioneer in real-time labor market data and analysis. This recent collaboration enhances the Help Wanted OnLine® program by providing additional insights into important labor market trends.

Help Wanted OnLine® (HWOL) Index: United States, seasonally adjusted, November 2020

[July 2018=100]



Sources: The Conference Board, Burning Glass Technologies, Bureau of Labor Statistics

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The release schedule, national historic table and technical note are available on The Conference Board website, <http://www.conference-board.org/data/helpwantedonline.cfm>. The underlying data for The Conference Board HWOL is collected by Burning Glass Technologies, Inc.

Table 1. HWOL Data Series: Total ads by Census Division, seasonally adjusted, November 2020

Area ¹	Total Ads ² (Thousands)	Area ¹	Total Ads ² (Thousands)
United States	5,839.0	South Atlantic	1,161.0
New England	285.1	East South Central	301.3
Middle Atlantic	605.0	West South Central	696.8
East North Central	844.8	Mountain	549.7
West North Central	415.6	Pacific	981.1

Source: The Conference Board, Burning Glass Technologies

1. Census Divisions defined by the U.S. Census Bureau
2. Ad levels are seasonally adjusted and may not add up to the total US count

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Table 2. HWOL Data Series: Total ads by State, seasonally adjusted, November 2020

State	Total Ads ¹ (Thousands)	State	Total Ads ¹ (Thousands)
Alabama	67.8	Montana	14.4
Alaska	15.0	Nebraska	45.1
Arizona	165.8	Nevada	66.6
Arkansas	30.6	New Hampshire	22.5
California	734.0	New Jersey	154.6
Colorado	164.7	New Mexico	32.8
Connecticut	53.6	New York	247.1
Delaware	13.0	North Carolina	211.8
Florida	359.2	North Dakota	9.8
Georgia	174.3	Ohio	229.4
Hawaii	19.6	Oklahoma	70.0
Idaho	36.5	Oregon	76.7
Illinois	202.2	Pennsylvania	203.0
Indiana	120.8	Rhode Island	17.8
Iowa	49.8	South Carolina	61.2
Kansas	58.9	South Dakota	12.7
Kentucky	71.1	Tennessee	130.2
Louisiana	61.9	Texas	533.0
Maine	13.5	Utah	63.0
Maryland	106.3	Vermont	8.5
Massachusetts	170.1	Virginia	184.5
Michigan	179.2	Washington	135.2
Minnesota	126.5	West Virginia	13.0
Mississippi	32.0	Wisconsin	114.8
Missouri	113.4	Wyoming	5.9

Source: The Conference Board, Burning Glass Technologies

1. Ad levels are seasonally adjusted and may not add up to the total US count

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Table 3. HWOL Data Series: Total ads by selected MSAs, seasonally adjusted, November 2020

MSA ¹	Total Ads ² (Thousands)	MSA ¹	Total Ads ² (Thousands)
Birmingham, AL	22.0	Kansas City, MO	62.1
Phoenix, AZ	126.6	St. Louis, MO	61.4
Tucson, AZ	22.1	Las Vegas, NV	45.2
Los Angeles, CA	227.2	Buffalo, NY	25.8
Riverside, CA	60.6	New York, NY	276.5
Sacramento, CA	49.8	Rochester, NY	19.3
San Diego, CA	79.6	Charlotte, NC	69.5
San Francisco, CA	127.7	Cincinnati, OH	49.0
San Jose, CA	61.6	Cleveland, OH	48.8
Denver, CO	99.9	Columbus, OH	51.1
Hartford, CT	21.4	Oklahoma City, OK	30.6
Washington, DC	152.3	Portland, OR	56.5
Jacksonville, FL	38.3	Philadelphia, PA	117.6
Miami, FL	109.9	Pittsburgh, PA	53.5
Orlando, FL	50.1	Providence, RI	20.9
Tampa, FL	69.6	Memphis, TN	34.5
Atlanta, GA	115.1	Nashville, TN	52.7
Honolulu, HI	15.8	Austin, TX	66.4
Chicago, IL	173.6	Dallas, TX	200.6
Indianapolis, IN	53.2	Houston, TX	102.2
Louisville, KY	33.4	San Antonio, TX	54.0
New Orleans, LA	25.5	Salt Lake City, UT	32.1
Baltimore, MD	61.8	Richmond, VA	35.5
Boston, MA	133.3	Virginia Beach, VA	50.7
Detroit, MI	95.1	Seattle-Tacoma, WA	95.6
Minneapolis, MN	95.8	Milwaukee, WI	44.1

Source: The Conference Board, Burning Glass Technologies

1. Metropolitan areas are based on 2013 OMB county-based Metropolitan Statistical Area (MSA) definitions
2. Ad levels are seasonally adjusted and may not add up to the total US count

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PROGRAM NOTES

Prior to 2020, The Conference Board constructed the HWOL Index based solely on online job ads over time. Using a methodology designed to reduce non-economic volatility contributed by online job sources, the HWOL Index served an effective measure of changes in labor demand over time.

Beginning January 2020, the HWOL Index was refined as an estimate of change in job openings (based on BLS JOLTS), using a series of econometric models which incorporate job ads with other macroeconomic indicators such as employment and aggregate hours worked. By adopting a modeled approach which combines other data sources with data on online job ads, the HWOL Index more accurately tracks important movements in the labor market.

The Conference Board®-Burning Glass® Help Wanted OnLine® (HWOL) Index measures changes over time in advertised online job vacancies, reflecting monthly trends in employment opportunities across the US. The HWOL Data Series aggregates the total number of ads available by month from the HWOL universe of online job ads. Ads in the HWOL universe are collected in real-time from over 50,000 online job domains including traditional job boards, corporate boards, social media sites, 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), **Help Wanted OnLine®** measures help wanted advertising, i.e. labor demand. The HWOL Data Series began in May 2005 and was revised in December 2018. With the December 2018 revision, The Conference Board released the HWOL Index, improving upon the HWOL Data Series' ability to assess local labor market trends by reducing volatility and non-economic noise and improving correlation with local labor market conditions.

In 2019, the **Help Wanted OnLine®** program partnered with Burning Glass Technologies, Inc., the new sole provider of online job ad data for HWOL. With the partnership, the HWOL Data Series has been revised historically to reflect a new universe and methodology of online job advertisements and therefore cannot be used in conjunction with the pre-revised HWOL Data Series. The HWOL Data Series begins in January 2015 and the HWOL Index begins in December 2005. HWOL Index values prior to 2020 are based on job ads collected by CEB, Inc.

Those 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>.

About The Conference Board

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About Burning Glass Technologies, Inc.

Burning Glass Technologies delivers job market analytics that empower employers, workers, and educators to make data-driven decisions. Powered by the world's largest and most sophisticated database of labor market data and talent, Burning Glass Technologies analyzes hundreds of millions of job postings and real-life career transitions to provide insight into labor market patterns. 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.burning-glass.com

Help Wanted OnLine® Publication Schedule

<u>Data for the Month</u>	<u>Release Date</u>
December 2020	January 13, 2021
January 2021	February 10, 2021
February 2021	March 10, 2021
March 2021	April 07, 2021
April 2021	May 12, 2021
May 2021	June 09, 2021
June 2021	July 07, 2021
July 2021	August 11, 2021
August 2021	September 08, 2021
September 2021	October 13, 2021
October 2021	November 10, 2021
November 2021	December 08, 2021

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