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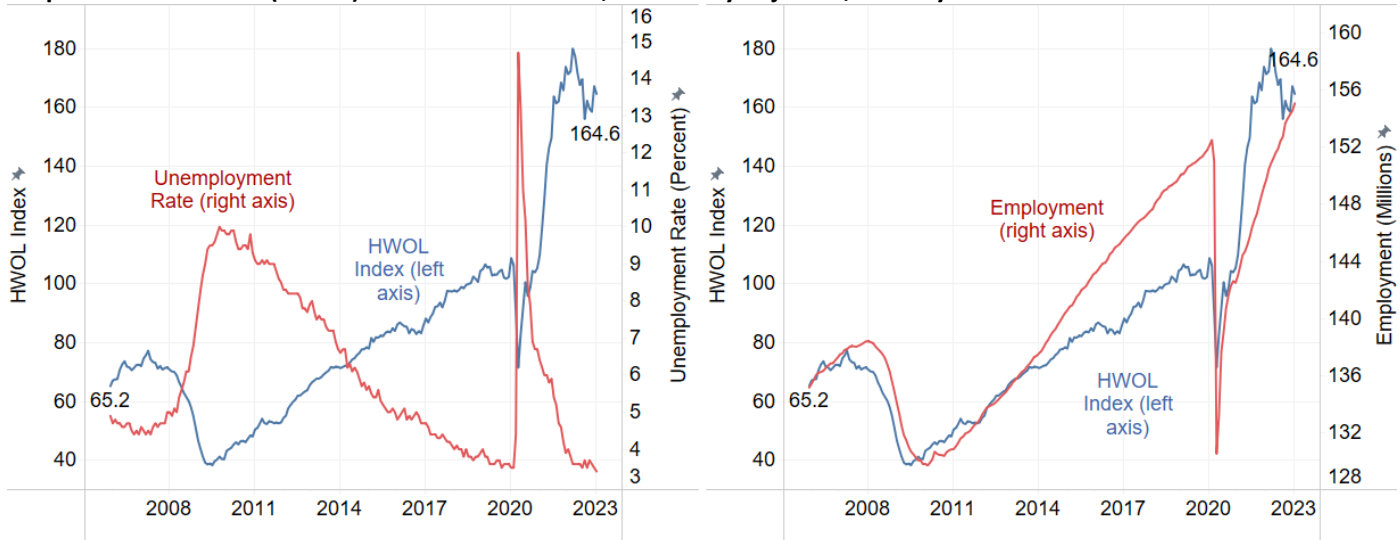
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Online Labor Demand Falls in January

NEW YORK, February 15, 2023...*The Conference Board–Lightcast Help Wanted OnLine® (HWOL) Index* fell in January to 164.6 (July 2018=100), down from 167.2 in December. The 1.6 percent decline between December and January follows a 5.5 percent increase between November and December. Overall, the Index is down 3.9 percent from a year ago.

The Conference Board–Lightcast Help Wanted OnLine® (HWOL) Index measures the change in advertised online job vacancies over time, reflecting monthly trends in employment opportunities across the US. The Help Wanted OnLine® Index is produced in collaboration with Lightcast (formerly Emsi Burning Glass), the global pioneer in real-time labor market data and analysis. This 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, January 2023



[July 2018=100]

Sources: The Conference Board, Lightcast, 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 Lightcast.

Table 1. HWOL Data Series: Total ads by Census Division, seasonally adjusted, January 2023

Area ¹	Total Ads ² (Thousands)	Area ¹	Total Ads ² (Thousands)
United States	6,113.8	South Atlantic	1,241.2
New England	383.6	East South Central	337.8
Middle Atlantic	577.2	West South Central	706.1
East North Central	906.0	Mountain	529.6
West North Central	513.9	Pacific	911.2

Source: The Conference Board, Lightcast

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, January 2023

State	Total Ads ¹ (Thousands)	State	Total Ads ¹ (Thousands)
Alabama	97.9	Montana	17.3
Alaska	18.2	Nebraska	51.9
Arizona	135.5	Nevada	70.5
Arkansas	48.8	New Hampshire	49.1
California	628.5	New Jersey	127.8
Colorado	155.0	New Mexico	35.1
Connecticut	77.6	New York	265.3
Delaware	16.0	North Carolina	217.3
Florida	396.0	North Dakota	30.5
Georgia	182.5	Ohio	231.5
Hawaii	25.9	Oklahoma	67.6
Idaho	40.2	Oregon	97.6
Illinois	216.3	Pennsylvania	184.5
Indiana	135.1	Rhode Island	32.4
Iowa	70.6	South Carolina	97.5
Kansas	67.6	South Dakota	26.8
Kentucky	71.3	Tennessee	133.1
Louisiana	82.9	Texas	507.3
Maine	24.4	Utah	64.2
Maryland	106.0	Vermont	19.7
Massachusetts	179.6	Virginia	172.6
Michigan	194.9	Washington	143.9
Minnesota	121.9	West Virginia	18.3
Mississippi	35.9	Wisconsin	128.0
Missouri	144.9	Wyoming	12.0

Source: The Conference Board, Lightcast

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, January 2023

MSA ¹	Total Ads ² (Thousands)	MSA ¹	Total Ads ² (Thousands)
Birmingham, AL	28.3	Kansas City, MO	66.4
Phoenix, AZ	100.0	St. Louis, MO	68.6
Tucson, AZ	21.2	Las Vegas, NV	47.1
Los Angeles, CA	200.6	Buffalo, NY	22.6
Riverside, CA	51.6	New York, NY	259.4
Sacramento, CA	40.1	Rochester, NY	22.4
San Diego, CA	65.8	Charlotte, NC	65.6
San Francisco, CA	108.8	Cincinnati, OH	50.4
San Jose, CA	48.0	Cleveland, OH	44.5
Denver, CO	91.3	Columbus, OH	48.1
Hartford, CT	26.5	Oklahoma City, OK	29.4
Washington, DC	146.5	Portland, OR	64.7
Jacksonville, FL	37.7	Philadelphia, PA	103.2
Miami, FL	108.0	Pittsburgh, PA	49.6
Orlando, FL	54.8	Providence, RI	27.9
Tampa, FL	67.7	Memphis, TN	27.9
Atlanta, GA	109.7	Nashville, TN	52.9
Honolulu, HI	17.5	Austin, TX	65.2
Chicago, IL	166.7	Dallas, TX	158.6
Indianapolis, IN	50.3	Houston, TX	103.9
Louisville, KY	29.7	San Antonio, TX	44.7
New Orleans, LA	29.6	Salt Lake City, UT	30.9
Baltimore, MD	55.6	Richmond, VA	33.5
Boston, MA	137.5	Virginia Beach, VA	42.2
Detroit, MI	89.4	Seattle-Tacoma, WA	96.3
Minneapolis, MN	86.6	Milwaukee, WI	39.9

Source: The Conference Board, Lightcast

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-Lightcast 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, Lightcast joined the **Help Wanted OnLine®** program as the new sole provider of online job ad data for HWOL. With this 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 note and discussion of revisions to the series are available at: <http://www.conference-board.org/data/helpwantedonline.cfm>.

About The Conference Board

The Conference Board is the member-driven think tank that delivers trusted insights for what's ahead. Founded in 1916, we are a non-partisan, not-for-profit entity holding 501 (c) (3) tax-exempt status in the United States. www.conference-board.org.

About Lightcast

As the global leader in labor market analytics, Lightcast illuminates the future of work with data-driven talent strategies. Formerly Emsi Burning Glass, Lightcast finds purpose in sharing the insights that build communities, educators, and companies, and takes pride in knowing our work helps others find fulfillment, too. Headquartered in Boston, Massachusetts, and Moscow, Idaho, Lightcast is active in more than 30 countries and has offices in the United Kingdom, Italy, New Zealand, and India. Lightcast is backed by global private equity leader KKR. <https://lightcast.io/>

Help Wanted OnLine® Publication Schedule

<u>Data for the Month</u>	<u>Release Date</u>
January 2023	February 15, 2023
February 2023	March 15, 2023
March 2023	April 12, 2023
April 2023	May 10, 2023
May 2023	June 07, 2023
June 2023	July 12, 2023
July 2023	August 09, 2023
August 2023	September 08, 2023
September 2023	October 11, 2023
October 2023	November 08, 2023
November 2023	December 13, 2023

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