



News Release

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

For further information:

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

Release #5882

For Immediate Release 10:00 AM ET, Wednesday, June 1, 2016

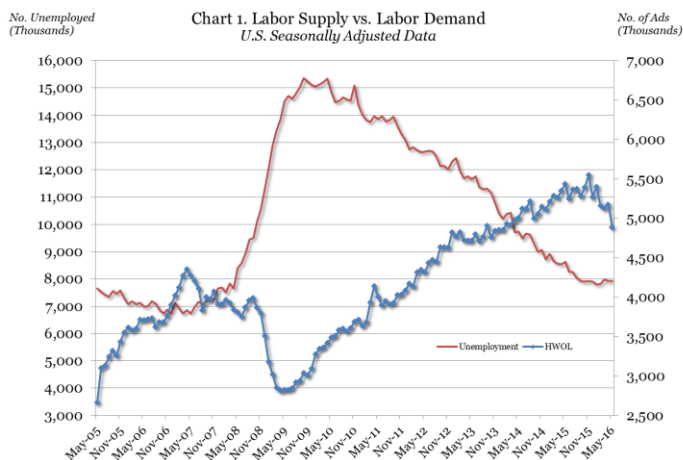
Online Labor Demand Decreased 285,800 in May

- May 2016 shows large drop following flat March and April
- Losses widespread across virtually all States and MSAs
- Special Note on the December 2015 large drop in demand (see page 7)

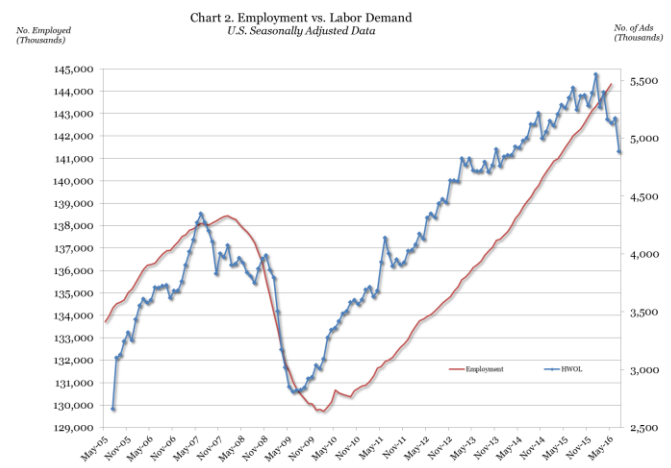
NEW YORK, June 1, 2016...Online advertised vacancies decreased 285,800 to 4,884,200 in May, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The April Supply/Demand rate stands at 1.53 unemployed for each advertised vacancy with a total of 2.7 million more unemployed workers than the number of advertised vacancies. The number of unemployed was around 7.9 million in April.

“The large May loss continues a pattern of weak employer demand in 2016,” said Gad Levanon, Chief Economist, North America, at The Conference Board. “Following relatively slow growth in 2014 and 2015, we are now seeing some clear signs of softness in labor demand in recent months.”

In May, the Professional category saw large losses in Business/Finance (-16.3), Computer (-21.5) and Architecture/Engineering (-11.1). The Services/Production category saw the bulk of the May losses with large drops in Food (-23.6), Sales (-31.5), Office/Admin (-38.4) Installation/Repair (-22.3) and Transportation (-60.6).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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.

REGIONAL AND STATE HIGHLIGHTS

- Among the largest States, 1 rose and 19 posted losses
- Among the 50 States, 1 rose, 49 States declined

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) May-16	M-O-M Change (Thousands) May-Apr 16	Supply/ Demand Rate ² Apr-16	Recent Trend ³
United States	4,884.2	-285.8	1.53	→ 3/15
NORTHEAST	907.1	-49.5	1.56	
Massachusetts	149.0	-4.3	1.02	→ 6/15
New Jersey	148.5	-9.8	1.27	→ 10/15
New York	278.3	-16.0	1.62	→ 3/15
Pennsylvania	202.6	-13.4	1.47	→ 6/15
SOUTH	1,594.1	-130.8	1.74	
Florida	257.4	-12.2	1.77	→ 9/14
Georgia	156.9	-8.5	1.61	→ 2/15
Maryland	102.4	-5.5	1.37	→ 10/15
North Carolina	130.7	-9.6	1.90	→ 4/15
Texas	340.1	-41.1	1.51	↓ 4/15
Virginia	154.4	-14.9	1.01	↑ 1/15
MIDWEST	1,091.1	-82.8	1.41	
Illinois	188.5	-12.3	2.14	→ 11/14
Michigan	150.6	-8.1	1.46	→ 2/15
Minnesota	133.0	-5.7	0.83	↑ 6/15
Missouri	88.4	-6.4	1.39	→ 8/15
Ohio	175.1	-11.9	1.57	→ 4/15
Wisconsin	103.3	-19.3	1.15	→ 2/15
WEST	1,254.9	-50.4	1.62	
Arizona	101.2	-5.7	1.62	→ 3/15
California	582.9	-33.9	1.65	→ 4/15
Colorado	118.2	-5.1	0.68	→ 10/14
Washington	154.9	18.1	1.52	↓ 8/15

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.

3. Recent trend is The Conference Board Economists' indication of the direction of the overall trend in online job demand from the date indicated (month/year) .

May Changes for States

In May, online labor demand was up in 1 State (see Table 3), and down in 49. All four regions experienced decreases.

The **Midwest** experienced a decrease of 82,800 in May (Table A). **Wisconsin** decreased 19,300 to 103,300. **Illinois** declined 12,300 to 188,500. **Ohio** declined 11,900 to 175,100. **Michigan** decreased 8,100 to 150,600 and **Minnesota** fell 5,700 to 133,000. **Missouri** decreased 6,400 to 88,400. Among the smaller States in the region, **Indiana** decreased 4,500 to 82,300, and **Kansas** decreased 3,500 to 40,600. **Iowa** declined 4,700 to 61,300, **Nebraska** fell 1,200 to 34,400, and **North Dakota** decreased 800 to 15,800 (Table 3).

The **Northeast** declined 49,500 in May. **New York** fell 16,000 to 278,300, the largest change in the region. **Pennsylvania** decreased 13,400 to 202,600 and **Massachusetts** decreased 4,300 to 149,000. **New Jersey** declined 9,800 to 148,500. In the smaller States, **Connecticut** lost 2,600 to 58,900. **Maine** decreased 300 to 20,100 and **New Hampshire** fell 1,700 to 23,700. **Rhode Island** fell 500 to 15,200 and **Vermont** dropped 400 to 10,200.

The **West** decreased 50,400 in May. **Washington** increased 18,100 to 154,900. **California** decreased 33,900 to 582,900. **Colorado** decreased 5,100 to 118,200 and **Arizona** fell 5,700 to 101,200. Among the smaller States in the West, **Oregon** decreased 3,100 to 77,100 and **Utah** declined 4,300 to 59,700. **Nevada** decreased 1,600 to 46,300. **Idaho** decreased 1,400 to 23,800, and **New Mexico** decreased 1,500 to 25,900. **Montana** decreased 2,000 to 20,300 and **Wyoming** decreased 3,800 to 7,800.

The **South** decreased 130,800. Among the larger States in the region, **Texas** fell 41,100, to 340,100. **Virginia** decreased 14,900 to 154,400. **Florida** decreased 12,200 to 257,400 and **Georgia** decreased 8,500 to 156,900. **North Carolina** decreased 9,600 to 130,700. **Maryland** fell 5,500 to 102,400. Among the smaller States, **Alabama** decreased 4,500 to 46,800. **Tennessee** decreased 8,900 to 81,800 and **Kentucky** declined 3,700 to 48,600. **South Carolina** fell 3,600 to 60,200 and **Oklahoma** decreased 7,100 to 39,200. **Louisiana** fell 3,000 to 44,400 and **Delaware** decreased 600 to 15,900.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for April 2016, the latest month for which State unemployment figures are available. There were 8 States in which the number of advertised vacancies exceeded the number of unemployed: South Dakota (0.58), Colorado (0.68), New Hampshire (0.76), North Dakota (0.78), Utah (0.80), Minnesota (0.83), Nebraska (0.86), and Iowa (0.99). The States with the highest Supply/Demand rates were Louisiana (2.78), Mississippi (2.73), Alabama (2.62), and West Virginia (2.35), which had more than two unemployed workers for every job opening.

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

METRO AREA HIGHLIGHTS

- In May, 1 rose, and 51 metro areas declined (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads ¹ (Thousands) May-16	M-O-M Change (Thousands) May-Apr 16	Supply/ Demand Rate ² Apr-16 for U.S. and Regions; March-16 for MSA's
United States	4,884.2	-285.8	1.53
NORTHEAST	907.1	-49.5	1.56
Boston, MA	115.5	-1.1	0.89
New York, NY	272.9	-10.1	1.73
Philadelphia, PA	100.1	-6.8	1.44
SOUTH	1,594.1	-130.8	1.74
Atlanta, GA	103.4	-5.0	1.52
Baltimore, MD	53.5	-3.7	1.27
Dallas, TX	114.1	-11.8	1.14
Houston, TX	68.2	-11.5	2.11
Miami, FL	72.2	-4.7	2.04
Washington, DC	153.1	-9.3	0.82
MIDWEST	1,091.1	-82.8	1.41
Chicago, IL	146.1	-10.4	2.10
Cleveland, OH	32.3	-3.1	1.38
Detroit, MI	70.8	-3.9	1.51
Minneapolis-St. Paul, MN	92.9	-3.6	0.71
WEST	1,254.9	-50.4	1.62
Denver, CO	69.9	-2.6	0.62
Los Angeles, CA	176.1	-9.8	1.73
Phoenix, AZ	71.6	-4.2	1.39
San Diego, CA	50.2	-1.6	1.39
San Francisco, CA	121.8	-1.0	0.75
San Jose, CA	56.0	-3.0	0.67
Seattle-Tacoma, WA	100.9	11.6	1.15

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 May, labor demand rose in 1 of the 52 largest metro areas and fell in 51. The MSAs with the largest changes in each of the regions were: **Chicago** (-10,400) and **Milwaukee** (-6,500) in the **Midwest**; **Seattle-Tacoma** (11,600) and **Los Angeles** (-9,800) in the **West**; **Dallas** (-11,800) and **Houston** (-11,500) in the **South**; and **New York** (-10,100) and **Philadelphia** (-6,800) in the **Northeast** (See Table B and Table 5).

The **West** decreased 50,400 in May. **Seattle-Tacoma** increased 11,600 to 100,900 and **Los Angeles** decreased 9,800 to 176,100. **San Francisco** fell 1,000 to 121,800. **Denver** fell 2,600 to 69,900. **San Jose** decreased 3,000 to 56,000. **Phoenix** decreased 4,200 to 71,600. **San Diego** decreased 1,600 to 50,200. **Portland** decreased 400 to 48,500. **Sacramento** decreased 1,900 to 30,900 and **Salt Lake City** decreased 2,000 to 34,400. **Honolulu** decreased 900 to 13,900.

The **South** decreased 130,800. **Dallas** decreased 11,800 to 114,100 and **Houston** decreased 11,500 to 68,200. **Washington, DC** decreased 9,300 to 153,100. **Baltimore** decreased 3,700 to 53,500 and **Miami** fell 4,700 to 72,200. **Atlanta** decreased 5,000 to 103,400 and **San Antonio** fell 2,400 to 31,100. **Tampa** decreased 100 to 47,700 and **Charlotte** decreased 2,400 to 37,400. **Birmingham** decreased 100 to 13,600. **New Orleans** fell 600 to 15,900. **Louisville** decreased 1,500 to 20,200 and **Nashville** decreased 2,900 to 32,900.

The **Northeast** declined 49,500 in May. **New York** declined 10,100 to 272,900 and **Philadelphia** fell 6,800 to 100,100. **Pittsburgh** dropped 3,100 to 40,300. **Boston** decreased 1,100 to 115,500 and **Buffalo** decreased 800 to 17,100. **Hartford** fell 800 to 23,800 and **Rochester** decreased 1,600 to 13,700. **Providence** fell 1,100 to 20,900.

The **Midwest** experienced a decrease of 82,800. **Chicago** decreased 10,400 to 146,100. **Detroit** declined 3,900 to 70,800 and **Milwaukee** decreased 6,500 to 30,400. **Minneapolis-St. Paul** decreased 3,600 to 92,900. **St. Louis** decreased 2,300 to 44,600. **Columbus** fell 1,500 to 37,700 and **Cincinnati** decreased 2,400 to 38,400. **Cleveland** declined 3,100 to 32,300. **Kansas City** decreased 2,700 to 39,400 and **Indianapolis** lost 1,600 to 31,000.

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 January data (the latest available unemployment data for metro areas), 10 major metro areas saw more job openings than unemployed workers: Salt Lake City (S/D rate of 0.58), Denver (0.62), San Jose (0.67), Minneapolis-St. Paul (0.71), San Francisco (0.75), Washington, DC (0.82), Austin (0.83), Boston (0.89), Nashville (0.91) and Honolulu (0.95) (Table 6). Other favorable markets for job-seekers included Portland (1.09), Milwaukee (1.09), Kansas City (1.12), and Dallas (1.14).

In contrast, unemployed workers face great competition for each advertised position in Riverside (about 3 unemployed for every opening) as well as New Orleans (over 2 unemployed for every opening). In 45 of the 52 metro areas, however, there are now fewer than 2 unemployed per advertised opening. (See Table 6 for complete metro area Supply/Demand rates.)

OCCUPATIONAL HIGHLIGHTS

- In May, two of the largest ten online job categories posted increases (Table C)

SOC ¹	Occupation	Total Ads (Thousands) May-16	M-O-M Change (Thousands) May-Apr 16	Unemployed (Thousands) Apr-16	Supply/ Demand Rate ² Apr-16	Average Hourly Wage ³
29	Healthcare practitioners and technical	628.1	3.6	109.4	0.18	\$37.40
15	Computer and mathematical science	547.7	-21.5	107.9	0.19	\$41.43
43	Office and administrative support	521.4	-38.4	908.8	1.62	\$17.47
41	Sales and related	509.8	-31.5	909.4	1.68	\$18.90
11	Management	429.8	-7.8	426.4	0.97	\$55.30
53	Transportation and material moving	317.1	-60.6	675.5	1.79	\$16.90
13	Business and financial operations	292.2	-16.3	177.5	0.58	\$35.48
35	Food preparation and serving related	244.8	-23.6	626.3	2.33	\$10.98
49	Installation, maintenance, and repair	186.6	-22.3	261.6	1.25	\$22.11
25	Education, training, and library	169.7	3.3	231.5	1.39	\$25.48

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 2015 estimates.

Occupational Changes for the Month of May

In May, two of the largest ten online job categories posted increases.

Healthcare practitioners and technical ads increased 3,600 to 628,100. The supply/demand rate for these occupations lies at 0.18, i.e. over 5 advertised openings per unemployed job-seeker (see Table C and Table 7).

Computer and mathematical science ads decreased 21,500 to 547,700. The supply/demand rate lies at 0.19, i.e. over 5 advertised openings per unemployed job-seeker. **Business and finance** ads decreased 16,300 to 292,200. The supply/demand rate lies at 0.58, i.e. over 1 advertised opening per unemployed job-seeker.

Transportation and material moving ads declined 60,600 to 317,100. The supply/demand rate lies at 1.79, i.e. over 1 unemployed job-seeker for every advertised available opening. **Food Preparation and serving related** ads decreased 23,600 to 244,800. The supply/demand rate for these occupations lies at 2.33, more than 2 unemployed job-seekers for every advertised available opening.

Office and administrative support ads declined 38,400 to 521,400. The supply/demand rate lies at 1.62, i.e. over 1 unemployed job-seeker for every advertised available opening. **Sales and related** ads decreased 31,500 to 509,800. Their supply/demand rate is 1.68, i.e. over 1 unemployed per opening.

PROGRAM NOTES

Special Note on the December 2015 drop of -284,000

The HWOL seasonally adjusted over-the-month change for December 2015 shows a drop in employer demand of 284,000. However about 220,000 of this drop has been traced to a single event which resulted in about a 200,000 drop in level for December and a residual drop of about 20,000 in January 2016. While all of the job board data was accurately reported, users of trend data may want to consider this as a non-economic event for analysis purposes.

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.

HAVER 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>
June 2016	July 6, 2016
July 2016	August 3, 2016
August 2016	August 31, 2016
September, 2016	October 5, 2016
October 2016	November 2, 2016
November 2016	November 30, 2016

Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	May-15	Apr-16	May-16	May-Apr 16	May-15	Apr-16	May-16	May-Apr 16
United States	5,436.1	5,170.1	4,884.2	-285.8	2,805.3	2,411.6	2,289.6	-121.9
New England	348.6	287.4	277.6	-9.8	179.8	128.1	123.2	-4.9
Middle Atlantic	694.2	669.2	629.5	-39.7	352.6	308.2	281.1	-27.1
South Atlantic	1,000.1	995.8	936.2	-59.5	516.5	473.3	436.3	-37.0
East North Central	809.3	756.3	698.8	-57.5	398.3	340.4	309.8	-30.6
East South Central	235.9	223.3	204.4	-18.9	124.0	95.8	90.8	-5.1
West North Central	426.3	417.6	392.3	-25.3	202.1	181.7	167.6	-14.1
West South Central	537.3	505.8	453.5	-52.3	269.6	228.4	208.9	-19.5
Mountain	449.3	432.1	402.9	-29.2	234.3	208.4	189.7	-18.7
Pacific	892.6	873.2	852.0	-21.3	490.8	451.0	449.1	-1.9

Source: The Conference Board

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	May-15	Apr-16	May-16	May-15	Apr-16	May-16
United States	3.45	3.25	3.07	1.78	1.52	1.44
New England	4.48	3.69	3.56	2.31	1.64	1.58
Middle Atlantic	3.37	3.20	3.01	1.71	1.48	1.35
South Atlantic	3.28	3.23	3.03	1.70	1.53	1.41
East North Central	3.47	3.19	2.95	1.71	1.43	1.31
East South Central	2.80	2.61	2.39	1.47	1.12	1.06
West North Central	3.81	3.69	3.46	1.81	1.60	1.48
West South Central	2.92	2.71	2.43	1.47	1.22	1.12
Mountain	3.94	3.74	3.48	2.05	1.80	1.64
Pacific	3.50	3.39	3.31	1.92	1.75	1.74

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.

© 2016 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)
	May-15	Apr-16	May-16	May-Apr 16	May-15	Apr-16	May-16	May-Apr 16
United States	5,436.1	5,170.1	4,884.2	-285.8	2,805.3	2,411.6	2,289.6	-121.9
Alabama	56.3	51.2	46.8	-4.5	29.8	22.3	20.8	-1.4
Alaska	19.0	16.6	15.0	-1.5	9.9	7.5	6.7	-0.8
Arizona	105.5	106.9	101.2	-5.7	56.3	53.4	49.0	-4.4
Arkansas	34.5	31.2	29.9	-1.3	17.2	13.2	12.8	-0.4
California	628.1	616.8	582.9	-33.9	343.5	319.2	299.1	-20.0
Colorado	135.3	123.3	118.2	-5.1	73.8	62.4	58.1	-4.3
Connecticut	80.1	61.5	58.9	-2.6	40.2	26.0	25.0	-0.9
Delaware	19.7	16.5	15.9	-0.6	9.9	7.0	7.0	-0.1
Florida	284.1	269.5	257.4	-12.2	158.6	142.6	130.2	-12.4
Georgia	158.7	165.4	156.9	-8.5	76.5	78.7	71.0	-7.8
Hawaii	18.9	20.8	20.3	-0.5	10.9	11.1	11.1	0.0
Idaho	28.9	25.2	23.8	-1.4	17.1	13.2	12.4	-0.8
Illinois	210.4	200.8	188.5	-12.3	97.7	89.4	79.6	-9.8
Indiana	89.2	86.8	82.3	-4.5	40.3	36.7	33.9	-2.8
Iowa	72.3	66.0	61.3	-4.7	33.5	27.9	25.2	-2.7
Kansas	46.2	44.2	40.6	-3.5	22.2	19.2	16.8	-2.3
Kentucky	56.3	52.3	48.6	-3.7	30.1	23.1	20.5	-2.5
Louisiana	59.6	47.5	44.4	-3.0	31.5	21.7	20.2	-1.5
Maine	32.0	20.5	20.1	-0.3	16.0	8.6	8.3	-0.3
Maryland	106.2	108.0	102.4	-5.5	48.3	47.7	43.5	-4.3
Massachusetts	171.4	153.4	149.0	-4.3	88.0	69.1	66.7	-2.4
Michigan	191.6	158.7	150.6	-8.1	95.0	76.8	70.0	-6.8
Minnesota	131.8	138.6	133.0	-5.7	62.2	61.9	59.1	-2.8
Mississippi	28.5	29.9	27.4	-2.5	13.1	12.4	11.5	-0.9
Missouri	92.2	94.9	88.4	-6.4	45.3	43.8	39.1	-4.8
Montana	24.3	22.3	20.3	-2.0	11.8	10.7	9.8	-1.0
Nebraska	42.5	35.6	34.4	-1.2	20.4	14.7	13.9	-0.8
Nevada	49.3	47.9	46.3	-1.6	25.4	23.1	22.0	-1.1
New Hampshire	27.6	25.4	23.7	-1.7	13.1	11.9	10.7	-1.2
New Jersey	148.5	158.3	148.5	-9.8	71.2	71.1	65.0	-6.1
New Mexico	31.4	27.5	25.9	-1.5	16.0	12.0	11.4	-0.6
New York	325.4	294.3	278.3	-16.0	174.5	144.3	132.0	-12.2
North Carolina	142.4	140.2	130.7	-9.6	74.8	67.9	60.1	-7.7
North Dakota	20.8	16.6	15.8	-0.8	10.0	7.1	6.9	-0.2
Ohio	199.6	187.0	175.1	-11.9	98.8	87.0	77.2	-9.7
Oklahoma	43.7	46.3	39.2	-7.1	19.4	22.0	16.3	-5.6
Oregon	82.5	80.2	77.1	-3.1	48.7	44.7	43.9	-0.8
Pennsylvania	220.0	216.1	202.6	-13.4	108.6	92.9	85.3	-7.6
Rhode Island	22.6	15.7	15.2	-0.5	14.3	7.7	7.6	-0.1
South Carolina	69.1	63.8	60.2	-3.6	39.8	29.7	26.3	-3.3
South Dakota	20.1	20.1	18.5	-1.6	8.4	7.6	6.7	-0.9
Tennessee	94.9	90.7	81.8	-8.9	50.1	39.3	37.2	-2.1
Texas	399.8	381.3	340.1	-41.1	200.1	171.4	158.5	-12.9
Utah	63.8	64.0	59.7	-4.3	30.0	27.1	25.2	-1.9
Vermont	14.1	10.7	10.2	-0.4	7.7	4.9	4.6	-0.2
Virginia	152.3	169.2	154.4	-14.9	69.6	71.1	65.9	-5.3
Washington	142.6	136.8	154.9	18.1	77.1	68.0	87.5	19.5
West Virginia	21.4	21.8	18.8	-3.1	10.4	9.2	8.0	-1.2
Wisconsin	119.5	122.6	103.3	-19.3	61.9	50.4	45.4	-5.0
Wyoming	11.2	11.6	7.8	-3.8	5.4	3.6	3.2	-0.4

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.

© 2016 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
	May-15	Apr-16	May-16	Apr-16	Apr-16	Apr-16	Apr-16
United States	3.45	3.25	3.07	5.0	7,920.00	5,170.1	1.53
Alabama	2.63	2.35	2.15	6.2	134.28	51.2	2.62
Alaska	5.23	4.58	4.15	6.6	23.88	16.6	1.44
Arizona	3.36	3.31	3.13	5.4	173.17	106.9	1.62
Arkansas	2.60	2.30	2.20	4.0	55.01	31.2	1.76
California	3.32	3.24	3.06	5.4	1,020.02	616.8	1.65
Colorado	4.80	4.29	4.11	2.9	83.66	123.3	0.68
Connecticut	4.23	3.23	3.10	5.7	107.58	61.5	1.75
Delaware	4.24	3.44	3.32	4.4	21.08	16.5	1.28
Florida	2.96	2.75	2.62	4.9	477.69	269.5	1.77
Georgia	3.34	3.42	3.24	5.5	265.85	165.4	1.61
Hawaii	2.80	3.01	2.94	3.1	21.53	20.8	1.04
Idaho	3.63	3.13	2.96	3.8	30.56	25.2	1.21
Illinois	3.24	3.02	2.84	6.5	429.63	200.8	2.14
Indiana	2.74	2.60	2.46	5.0	166.16	86.8	1.91
Iowa	4.26	3.85	3.58	3.8	65.29	66.0	0.99
Kansas	3.09	2.92	2.69	3.9	59.72	44.2	1.35
Kentucky	2.89	2.64	2.45	5.6	111.56	52.3	2.13
Louisiana	2.75	2.20	2.06	6.1	131.94	47.5	2.78
Maine	4.69	3.03	2.98	3.4	23.00	20.5	1.12
Maryland	3.38	3.40	3.23	4.7	148.10	108.0	1.37
Massachusetts	4.79	4.28	4.16	4.4	155.80	153.4	1.02
Michigan	4.05	3.27	3.10	4.8	232.26	158.7	1.46
Minnesota	4.38	4.52	4.33	3.7	114.86	138.6	0.83
Mississippi	2.25	2.29	2.10	6.3	81.51	29.9	2.73
Missouri	2.97	3.00	2.79	4.2	132.30	94.9	1.39
Montana	4.65	4.24	3.87	4.3	22.41	22.3	1.01
Nebraska	4.20	3.49	3.38	3.0	30.50	35.6	0.86
Nevada	3.46	3.34	3.23	5.8	83.19	47.9	1.74
New Hampshire	3.72	3.41	3.18	2.6	19.30	25.4	0.76
New Jersey	3.27	3.46	3.24	4.4	200.60	158.3	1.27
New Mexico	3.41	2.99	2.82	6.2	57.36	27.5	2.09
New York	3.36	3.00	2.84	4.8	475.43	294.3	1.62
North Carolina	3.00	2.89	2.69	5.5	265.92	140.2	1.90
North Dakota	5.03	3.98	3.79	3.1	12.95	16.6	0.78
Ohio	3.50	3.23	3.02	5.1	294.09	187.0	1.57
Oklahoma	2.38	2.48	2.09	4.4	81.75	46.3	1.77
Oregon	4.22	3.95	3.80	4.5	91.95	80.2	1.15
Pennsylvania	3.43	3.32	3.12	4.9	316.70	216.1	1.47
Rhode Island	4.07	2.84	2.75	5.4	29.91	15.7	1.90
South Carolina	3.07	2.77	2.61	5.7	131.35	63.8	2.06
South Dakota	4.44	4.42	4.06	2.5	11.57	20.1	0.58
Tennessee	3.10	2.89	2.61	4.5	141.92	90.7	1.56
Texas	3.07	2.87	2.56	4.3	577.21	381.3	1.51
Utah	4.37	4.32	4.03	3.5	51.38	64.0	0.80
Vermont	4.09	3.10	2.97	3.3	11.42	10.7	1.07
Virginia	3.60	3.99	3.64	4.0	171.47	169.2	1.01
Washington	4.04	3.78	4.28	5.8	208.62	136.8	1.52
West Virginia	2.73	2.78	2.39	6.5	51.41	21.8	2.35
Wisconsin	3.87	3.90	3.29	4.5	140.49	122.6	1.15
Wyoming	3.65	3.86	2.60	5.2	15.69	11.6	1.35

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.

© 2016 The Conference Board. All rights reserved.

Table 5: MSA Total Ads and New Ads (Levels), Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	May-15	Apr-16	May-16	May 15-16	May-15	Apr-16	May-16	May 15-16
Birmingham, AL	17.1	13.7	13.6	-0.1	9.2	5.6	6.1	0.5
Phoenix, AZ	72.2	75.7	71.6	-4.2	37.1	38.1	34.8	-3.4
Tucson, AZ	15.1	13.1	12.0	-1.0	9.1	5.9	5.2	-0.7
Los Angeles, CA	185.9	185.9	176.1	-9.8	101.6	98.4	91.5	-6.8
Riverside, CA	37.6	38.0	33.4	-4.6	20.6	19.4	16.2	-3.3
Sacramento, CA	32.7	32.8	30.9	-1.9	18.2	17.3	16.1	-1.2
San Diego, CA	51.5	51.8	50.2	-1.6	29.0	28.0	27.3	-0.7
San Francisco, CA	132.7	122.8	121.8	-1.0	70.7	61.7	64.7	2.9
San Jose, CA	55.4	59.0	56.0	-3.0	25.0	25.1	24.9	-0.2
Denver, CO	77.2	72.5	69.9	-2.6	39.8	36.9	33.7	-3.2
Hartford, CT	32.2	24.6	23.8	-0.8	16.2	10.2	10.1	-0.1
Washington, DC	158.7	162.4	153.1	-9.3	71.8	69.0	65.8	-3.1
Jacksonville, FL	20.7	21.4	19.3	-2.1	11.4	11.7	9.8	-1.9
Miami, FL	78.2	76.9	72.2	-4.7	43.4	41.8	38.0	-3.8
Orlando, FL	35.9	36.5	35.1	-1.3	18.2	19.1	17.0	-2.0
Tampa, FL	49.3	47.8	47.7	-0.1	25.3	24.9	24.4	-0.4
Atlanta, GA	103.1	108.5	103.4	-5.0	46.8	50.9	45.5	-5.4
Honolulu, HI	13.8	14.9	13.9	-0.9	8.3	8.1	7.8	-0.3
Chicago, IL	159.4	156.5	146.1	-10.4	72.2	68.9	62.2	-6.7
Indianapolis, IN	31.7	32.6	31.0	-1.6	13.8	14.2	12.8	-1.4
Louisville, KY	25.0	21.7	20.2	-1.5	13.7	9.5	8.4	-1.1
New Orleans, LA	21.7	16.5	15.9	-0.6	12.1	7.4	6.9	-0.4
Baltimore, MD	56.3	57.2	53.5	-3.7	26.5	25.2	22.8	-2.4
Boston, MA	129.5	116.5	115.5	-1.1	63.8	53.2	52.9	-0.3
Detroit, MI	88.5	74.7	70.8	-3.9	38.2	33.8	30.7	-3.2
Minneapolis-St. Paul, MN	89.1	96.5	92.9	-3.6	41.8	44.0	41.4	-2.6
Kansas City, MO	41.0	42.0	39.4	-2.7	18.5	19.5	17.1	-2.4
St. Louis, MO	43.9	46.9	44.6	-2.3	19.9	20.8	18.9	-1.8
Las Vegas, NV	31.8	31.5	31.2	-0.3	16.0	15.7	15.2	-0.5
Buffalo, NY	23.4	17.9	17.1	-0.8	13.8	8.3	7.5	-0.8
New York, NY	295.2	283.0	272.9	-10.1	146.7	133.6	127.7	-5.8
Rochester, NY	19.3	15.3	13.7	-1.6	11.9	7.2	6.3	-1.0
Charlotte, NC	38.2	39.8	37.4	-2.4	18.3	19.3	17.3	-2.1
Cincinnati, OH	39.1	40.8	38.4	-2.4	17.9	18.6	16.0	-2.6
Cleveland, OH	36.6	35.4	32.3	-3.1	16.5	15.5	13.9	-1.7
Columbus, OH	40.5	39.2	37.7	-1.5	19.4	19.1	17.7	-1.3
Oklahoma City, OK	18.4	18.8	16.7	-2.1	7.9	9.5	7.1	-2.4
Portland, OR	50.0	48.9	48.5	-0.4	28.5	26.4	27.9	1.5
Philadelphia, PA	102.6	106.8	100.1	-6.8	47.7	47.0	41.5	-5.5
Pittsburgh, PA	43.7	43.4	40.3	-3.1	18.9	18.3	16.2	-2.0
Providence, RI	30.9	22.0	20.9	-1.1	19.3	10.7	10.0	-0.7
Memphis, TN	18.8	17.3	15.8	-1.5	10.0	6.8	7.1	0.3
Nashville, TN	35.3	35.9	32.9	-2.9	17.2	16.1	15.1	-1.0
Austin, TX	44.2	42.7	38.3	-4.4	23.8	21.5	19.9	-1.6
Dallas, TX	125.3	125.9	114.1	-11.8	60.7	55.9	52.7	-3.2
Houston, TX	89.2	79.6	68.2	-11.5	41.0	34.0	29.4	-4.6
San Antonio, TX	33.2	33.5	31.1	-2.4	16.5	15.3	14.7	-0.6
Salt Lake City, UT	36.6	36.4	34.4	-2.0	16.9	15.3	14.6	-0.7
Richmond, VA	20.4	23.5	19.8	-3.7	9.8	11.2	9.0	-2.3
Virginia Beach, VA	22.6	24.6	23.6	-1.0	10.7	11.2	10.6	-0.6
Seattle-Tacoma, WA	91.7	89.3	100.9	11.6	47.7	43.5	54.8	11.3
Milwaukee, WI	33.3	36.9	30.4	-6.5	15.1	14.4	13.0	-1.4

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 2005 OMB county-based MSA definitions.

© 2016 The Conference Board. All rights reserved.

Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted							
Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	May-15	Apr-16	May-16	Mar-16	Mar-16	Mar-16	Mar-16
Birmingham, AL	3.22	2.56	2.54	5.8	30.8	14.9	2.06
Phoenix, AZ	3.35	3.40	3.21	4.6	103.3	74.5	1.39
Tucson, AZ	3.26	2.75	2.53	5.0	23.5	13.1	1.80
Los Angeles, CA	2.81	2.81	2.66	4.9	323.7	187.6	1.73
Riverside, CA	1.92	1.93	1.70	5.8	113.4	37.4	3.03
Sacramento, CA	3.08	3.10	2.92	5.1	54.2	32.2	1.68
San Diego, CA	3.29	3.30	3.20	4.6	72.5	52.0	1.39
San Francisco, CA	5.30	4.87	4.83	3.7	92.7	123.1	0.75
San Jose, CA	5.29	5.58	5.30	3.7	39.1	58.5	0.67
Denver, CO	5.13	4.72	4.56	2.9	44.0	71.4	0.62
Hartford, CT	5.23	3.97	3.84	5.9	36.6	25.2	1.45
Washington, DC	4.82	4.90	4.62	4.0	132.5	160.8	0.82
Jacksonville, FL	2.85	2.91	2.62	4.6	33.5	21.1	1.59
Miami, FL	2.59	2.53	2.38	5.0	153.2	75.0	2.04
Orlando, FL	2.93	2.92	2.82	4.4	55.0	35.3	1.56
Tampa, FL	3.40	3.25	3.25	4.6	66.8	47.5	1.41
Atlanta, GA	3.62	3.76	3.59	5.3	152.4	100.2	1.52
Honolulu, HI	2.95	3.12	2.92	3.1	14.6	15.2	0.95
Chicago, IL	3.26	3.13	2.92	6.4	320.5	152.3	2.10
Indianapolis, IN	3.14	3.16	3.01	4.7	48.2	32.9	1.47
Louisville, KY	4.02	3.43	3.20	4.6	29.2	21.1	1.38
New Orleans, LA	3.58	2.74	2.64	5.8	34.8	16.4	2.12
Baltimore, MD	3.82	3.86	3.61	4.9	72.4	57.1	1.27
Boston, MA	4.93	4.41	4.37	4.0	104.7	118.0	0.89
Detroit, MI	4.43	3.64	3.45	5.7	116.2	77.0	1.51
Minneapolis-St. Paul, MN	4.57	4.88	4.70	3.5	68.7	97.5	0.71
Kansas City, MO	3.66	3.71	3.48	4.1	46.1	41.2	1.12
St. Louis, MO	2.96	3.13	2.98	4.7	71.0	46.5	1.53
Las Vegas, NV	3.04	3.01	2.98	5.9	61.9	31.0	2.00
Buffalo, NY	4.24	3.24	3.09	4.7	26.2	17.1	1.53
New York, NY	2.93	2.78	2.68	4.8	492.0	283.6	1.73
Rochester, NY	3.66	2.91	2.59	4.5	23.7	14.8	1.60
Charlotte, NC	3.09	3.14	2.95	5.2	65.7	39.0	1.68
Cincinnati, OH	3.64	3.77	3.55	4.6	49.3	40.3	1.22
Cleveland, OH	3.55	3.43	3.14	4.9	50.2	36.4	1.38
Columbus, OH	3.90	3.71	3.57	4.2	44.8	38.3	1.17
Oklahoma City, OK	2.76	2.76	2.45	3.9	26.5	16.7	1.59
Portland, OR	4.11	3.86	3.83	4.2	53.1	48.9	1.09
Philadelphia, PA	3.35	3.43	3.21	4.8	150.2	104.0	1.44
Pittsburgh, PA	3.59	3.55	3.29	5.5	66.9	43.9	1.53
Providence, RI	4.53	3.23	3.07	5.3	36.2	22.6	1.60
Memphis, TN	3.05	2.78	2.55	4.7	29.4	16.9	1.74
Nashville, TN	3.78	3.72	3.42	3.3	32.2	35.2	0.91
Austin, TX	4.14	3.90	3.50	3.2	34.8	41.9	0.83
Dallas, TX	3.51	3.43	3.11	3.8	138.9	121.9	1.14
Houston, TX	2.75	2.43	2.08	5.0	163.2	77.5	2.11
San Antonio, TX	3.02	2.99	2.78	3.7	41.8	32.6	1.28
Salt Lake City, UT	5.95	5.88	5.56	3.3	20.6	35.6	0.58
Richmond, VA	3.09	3.51	2.96	4.1	27.3	21.8	1.25
Virginia Beach, VA	2.69	2.94	2.82	4.7	39.3	24.2	1.63
Seattle-Tacoma, WA	4.66	4.43	5.01	5.0	100.5	87.3	1.15
Milwaukee, WI	4.05	4.43	3.65	4.7	38.9	35.7	1.09

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 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.

© 2016 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
		May-15	Apr-16	May-16	May-Apr 16	Apr-16	Apr-16	
	Total	5,436.1	5,170.1	4,884.2	-285.9	7,920.0	1.53	\$23.23
11	Management	459.5	437.5	429.8	-7.8	426.4	0.97	\$55.30
13	Business and financial operations	326.4	308.5	292.2	-16.3	177.5	0.58	\$35.48
15	Computer and mathematical science	579.7	569.2	547.7	-21.5	107.9	0.19	\$41.43
17	Architecture and engineering	164.6	152.6	141.5	-11.1	69.0	0.45	\$39.89
19	Life, physical, and social science	53.5	60.3	56.3	-3.9	59.3	0.98	\$34.24
21	Community and social services	96.7	98.6	95.1	-3.5	43.3	0.44	\$22.19
23	Legal	25.8	25.7	23.6	-2.1	9.6	0.37	\$49.74
25	Education, training, and library	163.4	166.4	169.7	3.3	231.5	1.39	\$25.48
27	Arts, design, entertainment, sports, and media	134.1	117.6	110.8	-6.8	125.9	1.07	\$27.39
29	Healthcare practitioners and technical	618.4	624.5	628.1	3.6	109.4	0.18	\$37.40
31	Healthcare support	131.8	127.3	120.1	-7.1	186.4	1.47	\$14.19
33	Protective service	56.3	57.9	58.3	0.5	167.0	2.89	\$21.45
35	Food preparation and serving related	251.0	268.4	244.8	-23.6	626.3	2.33	\$10.98
37	Building and grounds cleaning and maintenance	120.1	108.3	99.1	-9.1	444.6	4.11	\$13.02
39	Personal care and service	81.0	71.3	64.7	-6.6	248.0	3.48	\$12.33
41	Sales and related	586.9	541.3	509.8	-31.5	909.4	1.68	\$18.90
43	Office and administrative support	611.2	559.8	521.4	-38.4	908.8	1.62	\$17.47
45	Farming, fishing, and forestry	10.1	8.3	8.2	-0.1	123.3	14.83	\$12.67
47	Construction and extraction	150.1	131.8	114.8	-17.0	592.2	4.49	\$22.88
49	Installation, maintenance, and repair	234.2	208.9	186.6	-22.3	261.6	1.25	\$22.11
51	Production	162.6	146.4	130.7	-15.7	593.1	4.05	\$17.41
53	Transportation and material moving	396.9	377.7	317.1	-60.6	675.5	1.79	\$16.90

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 2015 estimates.

© 2016 The Conference Board. All rights reserved.

Table 8: State Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-16	Wage ²	May-16	Wage ²	May-16	Wage ²
United States	742,881	\$45.32	1,814,745	\$33.32	647,914	\$13.17
Alabama	5,173	\$43.06	15,566	\$30.21	5,767	\$11.32
Alaska	1,571	\$45.48	6,337	\$36.72	2,507	\$16.14
Arizona	13,779	\$40.27	38,171	\$30.99	14,560	\$13.21
Arkansas	3,780	\$36.04	9,895	\$19.92	3,774	\$10.80
California	97,437	\$50.39	228,892	\$39.46	74,500	\$14.95
Colorado	16,600	\$45.28	42,558	\$34.50	19,293	\$13.40
Connecticut	11,091	\$51.72	24,760	\$35.98	5,418	\$15.00
Delaware	3,286	\$47.97	6,042	\$28.31	1,885	\$13.13
Florida	34,337	\$41.26	83,986	\$30.57	39,909	\$12.83
Georgia	26,570	\$43.92	59,957	\$31.10	17,153	\$11.62
Hawaii	2,379	\$39.04	5,219	\$32.01	4,553	\$15.23
Idaho	2,388	\$35.80	8,060	\$27.03	4,320	\$11.72
Illinois	36,041	\$44.54	69,070	\$32.77	21,133	\$13.81
Indiana	9,780	\$13.89	27,226	\$28.96	10,323	\$11.65
Iowa	6,809	\$36.93	21,436	\$27.80	8,330	\$11.89
Kansas	4,948	\$39.68	13,917	\$27.98	5,279	\$11.81
Kentucky	5,456	\$37.05	16,284	\$28.30	6,063	\$11.33
Louisiana	5,248	\$38.02	13,495	\$27.97	6,758	\$11.08
Maine	2,348	\$37.77	7,445	\$29.76	3,640	\$12.50
Maryland	16,047	\$47.92	45,169	\$37.33	11,822	\$14.16
Massachusetts	27,695	\$51.39	62,023	\$37.75	17,708	\$15.50
Michigan	19,036	\$42.47	56,469	\$27.95	21,303	\$12.57
Minnesota	20,216	\$43.99	50,135	\$32.65	18,298	\$12.99
Mississippi	2,846	\$35.20	7,912	\$26.15	4,172	\$10.78
Missouri	11,801	\$41.02	33,712	\$29.30	12,061	\$11.73
Montana	1,863	\$33.63	6,441	\$26.68	4,165	\$11.95
Nebraska	4,337	\$39.58	13,110	\$28.05	4,614	\$12.16
Nevada	6,070	\$40.30	15,318	\$32.48	7,878	\$13.63
New Hampshire	2,717	\$30.34	9,159	\$32.67	3,393	\$13.43
New Jersey	28,838	\$52.77	59,627	\$36.62	16,490	\$15.27
New Mexico	2,931	\$37.70	12,252	\$30.86	3,303	\$11.95
New York	58,366	\$55.65	100,464	\$37.08	35,957	\$15.26
North Carolina	19,703	\$45.27	51,772	\$30.67	16,408	\$11.57
North Dakota	1,704	\$38.87	5,372	\$28.15	1,934	\$13.19
Ohio	24,002	\$40.65	57,463	\$31.09	23,388	\$12.26
Oklahoma	4,132	\$38.07	13,525	\$26.84	5,713	\$11.54
Oregon	9,879	\$40.91	28,327	\$33.47	12,710	\$13.69
Pennsylvania	29,720	\$44.43	70,078	\$31.75	27,868	\$12.69
Rhode Island	2,536	\$47.63	5,381	\$34.98	2,289	\$13.98
South Carolina	6,353	\$37.88	22,321	\$28.93	8,993	\$11.32
South Dakota	1,964	\$36.83	5,848	\$26.01	2,960	\$11.60
Tennessee	10,865	\$38.77	26,187	\$28.38	10,700	\$11.44
Texas	50,356	\$20.04	125,744	\$32.77	42,964	\$12.14
Utah	6,482	\$38.05	17,122	\$29.58	9,297	\$12.01
Vermont	1,346	\$39.05	4,208	\$28.98	1,640	\$14.28
Virginia	25,120	\$48.22	71,266	\$35.59	17,336	\$6.94
Washington	23,712	\$45.51	62,109	\$36.48	21,462	\$15.35
West Virginia	2,035	\$35.06	6,657	\$27.16	2,712	\$11.26
Wisconsin	13,263	\$39.21	32,759	\$29.80	14,833	\$12.12
Wyoming	897	\$40.26	3,067	\$28.38	901	\$12.97

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 2015 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-16	Wage ¹	May-16	Wage ¹	May-16	Wage ¹
United States	1,052,939	\$18.04	336,971	\$22.10	474,932	\$17.15
Alabama	10,652	\$15.73	3,958	\$20.16	7,344	\$15.97
Alaska	3,345	\$19.28	1,242	\$29.93	878	\$23.82
Arizona	24,351	\$17.13	7,210	\$20.18	7,517	\$17.00
Arkansas	6,650	\$14.98	2,447	\$8.63	4,395	\$15.28
California	124,723	\$19.64	29,683	\$23.11	39,185	\$17.17
Colorado	25,817	\$19.25	10,606	\$22.14	9,708	\$18.41
Connecticut	10,826	\$20.62	2,933	\$24.87	4,791	\$18.74
Delaware	3,301	\$17.99	928	\$23.23	1,389	\$16.86
Florida	63,184	\$16.80	23,054	\$18.68	20,367	\$15.57
Georgia	30,931	\$17.15	11,018	\$19.71	17,626	\$15.93
Hawaii	5,611	\$17.47	1,519	\$27.49	1,422	\$20.18
Idaho	5,570	\$15.78	2,664	\$19.26	3,069	\$16.25
Illinois	40,728	\$18.64	8,913	\$25.95	19,633	\$17.54
Indiana	17,801	\$16.60	5,697	\$22.24	13,728	\$16.71
Iowa	13,225	\$16.26	5,177	\$20.73	8,764	\$16.35
Kansas	9,327	\$16.78	3,373	\$20.93	5,321	\$17.30
Kentucky	10,872	\$15.84	3,324	\$20.55	7,593	\$16.79
Louisiana	10,348	\$15.19	3,877	\$20.38	5,190	\$19.39
Maine	4,575	\$16.01	1,540	\$20.30	2,037	\$16.92
Maryland	19,877	\$18.75	6,322	\$23.10	7,354	\$18.04
Massachusetts	29,030	\$20.96	7,592	\$27.04	10,466	\$18.38
Michigan	30,758	\$17.40	11,474	\$22.30	18,503	\$17.20
Minnesota	27,598	\$18.96	8,418	\$24.24	14,199	\$17.81
Mississippi	6,280	\$14.58	2,421	\$18.52	4,653	\$15.71
Missouri	19,419	\$16.61	6,390	\$22.16	10,568	\$16.59
Montana	5,016	\$15.77	2,352	\$21.67	2,230	\$17.96
Nebraska	7,711	\$16.39	2,949	\$20.12	3,944	\$16.87
Nevada	11,698	\$16.52	3,386	\$23.60	3,663	\$17.08
New Hampshire	5,471	\$18.69	1,639	\$22.48	2,462	\$17.35
New Jersey	31,297	\$19.67	7,837	\$26.16	11,228	\$17.16
New Mexico	5,069	\$15.52	1,562	\$19.80	1,769	\$17.46
New York	63,398	\$21.27	14,699	\$26.98	18,445	\$18.58
North Carolina	24,258	\$17.25	10,576	\$19.49	13,377	\$15.58
North Dakota	3,654	\$17.51	2,171	\$16.46	2,147	\$21.07
Ohio	40,384	\$17.14	12,538	\$21.62	24,967	\$16.78
Oklahoma	8,719	\$15.94	3,475	\$19.79	4,997	\$17.18
Oregon	16,901	\$17.63	6,325	\$22.41	8,200	\$17.22
Pennsylvania	45,715	\$17.84	12,716	\$22.45	23,848	\$17.40
Rhode Island	3,503	\$19.26	935	\$23.27	1,429	\$17.29
South Carolina	12,030	\$15.66	6,035	\$19.34	7,383	\$16.44
South Dakota	4,685	\$15.62	1,969	\$18.98	2,449	\$15.46
Tennessee	18,839	\$16.28	6,308	\$19.75	12,123	\$15.77
Texas	75,298	\$18.03	26,493	\$20.38	30,770	\$17.53
Utah	16,381	\$16.82	6,072	\$20.70	7,190	\$17.02
Vermont	2,238	\$17.81	664	\$20.97	928	\$17.88
Virginia	26,370	\$18.01	8,950	\$21.34	9,496	\$17.45
Washington	29,533	\$19.31	11,180	\$25.20	13,361	\$19.72
West Virginia	4,183	\$14.35	1,287	\$20.06	2,782	\$16.95
Wisconsin	23,294	\$17.49	8,150	\$22.63	16,077	\$16.93
Wyoming	1,525	\$16.72	807	\$24.30	844	\$22.13

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2015 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

© 2016 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	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-16	Wage ^{2*}	May-16	Wage ^{2*}	May-16	Wage ^{2*}
United States	742,881	\$45.32	1,814,745	\$33.32	647,914	\$13.17
Birmingham, AL	1,755	\$28.19	4,845	\$31.89	1,654	\$11.73
Phoenix, AZ	10,923	\$41.47	25,808	\$31.91	9,464	\$13.16
Tucson, AZ	1,429	\$36.83	5,184	\$29.30	1,893	\$13.01
Los Angeles, CA	31,827	\$49.28	62,990	\$38.67	22,113	\$14.65
Riverside, CA	3,545	\$42.16	10,319	\$32.88	4,783	\$13.81
Sacramento, CA	4,660	\$42.06	11,595	\$37.37	3,581	\$14.72
San Diego, CA	7,637	\$48.29	19,262	\$38.18	7,507	\$14.94
San Francisco, CA	26,164	\$57.45	47,216	\$43.86	13,725	\$16.29
San Jose, CA	11,086	\$65.23	30,827	\$51.90	4,188	\$15.68
Denver, CO	11,871	\$47.15	24,724	\$36.52	10,141	\$13.42
Hartford, CT	4,867	\$48.92	10,377	\$35.85	1,756	\$14.68
Washington, DC	32,314	\$53.56	73,912	\$42.88	15,088	\$15.28
Jacksonville, FL	3,027	\$40.47	5,659	\$30.04	2,666	\$12.40
Miami, FL	11,645	\$44.27	21,885	\$32.14	10,704	\$13.51
Orlando, FL	5,123	\$40.39	10,949	\$30.28	5,701	\$12.44
Tampa, FL	6,696	\$41.26	17,497	\$29.73	6,551	\$12.46
Atlanta, GA	21,105	\$46.31	41,772	\$33.18	10,140	\$11.94
Honolulu, HI	1,839	\$39.84	3,513	\$32.45	2,722	\$14.80
Chicago, IL	31,493	\$46.41	52,656	\$33.83	16,281	\$13.97
Indianapolis, IN	5,037	\$39.82	10,155	\$31.60	3,308	\$12.02
Louisville, KY	2,800	\$38.74	6,187	\$29.97	2,482	\$11.75
New Orleans, LA	2,114	\$39.58	4,960	\$26.22	2,996	\$11.46
Baltimore, MD	8,490	\$46.68	24,571	\$36.36	5,766	\$14.11
Boston, MA	24,056	\$53.26	47,477	\$38.65	12,631	\$15.78
Detroit, MI	10,602	\$45.34	30,281	\$32.81	8,920	\$12.54
Minneapolis-St. Paul, MN	16,707	\$46.10	35,574	\$34.49	11,633	\$13.31
Kansas City, MO	5,679	\$42.72	13,319	\$31.02	4,918	\$10.61
St. Louis, MO	6,842	\$43.72	18,561	\$30.98	5,362	\$12.18
Las Vegas, NV	4,354	\$40.30	10,766	\$32.90	5,403	\$13.89
Buffalo, NY	2,636	\$41.51	5,679	\$27.77	2,337	\$13.35
New York, NY	65,479	\$58.29	104,980	\$39.15	31,105	\$15.73
Rochester, NY	1,790	\$44.10	4,805	\$30.83	1,925	\$13.49
Charlotte, NC	7,705	\$47.35	14,132	\$31.97	3,720	\$11.91
Cincinnati, OH	6,515	\$41.94	12,339	\$32.20	4,708	\$12.24
Cleveland, OH	4,952	\$41.97	11,421	\$32.14	4,357	\$12.61
Columbus, OH	5,984	\$41.56	12,856	\$32.66	4,600	\$12.80
Oklahoma City, OK	2,176	\$38.79	5,857	\$29.23	2,104	\$12.14
Portland, OR	7,528	\$43.82	17,063	\$35.12	6,841	\$14.15
Philadelphia, PA	18,968	\$48.85	38,384	\$34.64	11,668	\$13.58
Pittsburgh, PA	6,534	\$43.12	13,442	\$31.18	6,001	\$12.32
Providence, RI	3,105	\$46.54	7,373	\$34.20	3,111	\$13.95
Memphis, TN	2,279	\$39.68	5,033	\$29.67	1,806	\$11.65
Nashville, TN	5,477	\$40.65	9,930	\$29.64	4,281	\$11.81
Austin, TX	5,932	\$44.61	15,532	\$33.40	5,299	\$12.73
Dallas, TX	20,786	\$47.46	42,317	\$34.32	12,543	\$12.64
Houston, TX	11,188	\$51.50	24,353	\$36.65	8,421	\$9.76
San Antonio, TX	4,501	\$42.18	11,236	\$31.18	4,299	\$11.92
Salt Lake City, UT	4,345	\$40.39	10,146	\$32.34	4,941	\$12.43
Richmond, VA	3,152	\$43.37	7,917	\$31.66	2,139	\$12.67
Virginia Beach, VA	2,970	\$42.14	9,702	\$31.60	3,326	\$12.55
Seattle-Tacoma, WA	18,034	\$48.11	41,770	\$39.72	12,296	\$15.93
Milwaukee, WI	5,257	\$43.80	10,294	\$32.16	3,729	\$12.08

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 2015 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
	Apr-16	Wage ^{2*}	Apr-16	Wage ^{2*}	Apr-16	Wage ^{2*}
United States	1,052,939	\$18.04	336,971	\$22.10	474,932	\$17.15
Birmingham, AL	3,370	\$17.61	926	\$21.18	1,523	\$16.31
Phoenix, AZ	18,243	\$17.70	4,972	\$20.87	5,032	\$17.24
Tucson, AZ	2,488	\$16.06	931	\$20.43	749	\$15.62
Los Angeles, CA	42,349	\$19.45	7,525	\$24.84	11,753	\$16.33
Riverside, CA	8,182	\$17.19	2,262	\$22.99	3,710	\$16.51
Sacramento, CA	6,693	\$18.97	2,243	\$24.61	2,078	\$17.54
San Diego, CA	11,635	\$11.15	2,934	\$24.28	2,907	\$16.77
San Francisco, CA	23,357	\$23.27	5,096	\$30.08	5,864	\$20.79
San Jose, CA	8,200	\$24.34	1,741	\$28.02	1,909	\$18.62
Denver, CO	15,553	\$20.34	5,669	\$22.79	5,212	\$18.97
Hartford, CT	4,121	\$20.53	1,186	\$24.58	1,966	\$18.86
Washington, DC	24,879	\$20.55	6,534	\$23.98	5,473	\$19.43
Jacksonville, FL	4,620	\$17.02	2,104	\$19.40	1,956	\$16.64
Miami, FL	19,998	\$17.61	4,872	\$19.54	4,215	\$15.72
Orlando, FL	8,977	\$16.39	3,189	\$18.90	2,912	\$15.65
Tampa, FL	10,754	\$17.48	3,998	\$18.27	3,677	\$15.33
Atlanta, GA	19,857	\$18.50	6,274	\$20.62	8,379	\$16.49
Honolulu, HI	3,967	\$17.70	1,092	\$28.41	1,071	\$21.13
Chicago, IL	32,398	\$19.33	6,498	\$27.32	12,912	\$17.66
Indianapolis, IN	7,185	\$18.18	2,258	\$22.50	3,931	\$16.32
Louisville, KY	4,626	\$17.23	1,426	\$21.48	2,801	\$17.95
New Orleans, LA	3,803	\$16.21	1,247	\$20.76	1,211	\$19.87
Baltimore, MD	10,194	\$18.96	3,272	\$22.86	3,663	\$18.37
Boston, MA	22,686	\$21.96	5,343	\$27.96	7,038	\$18.69
Detroit, MI	13,559	\$18.38	4,462	\$23.94	6,277	\$18.43
Minneapolis-St. Paul, MN	19,083	\$20.37	4,959	\$25.74	8,404	\$18.30
Kansas City, MO	9,346	\$17.96	2,960	\$22.99	4,911	\$17.57
St. Louis, MO	9,195	\$18.03	2,489	\$24.76	3,730	\$17.53
Las Vegas, NV	7,990	\$16.37	1,969	\$23.47	1,941	\$16.77
Buffalo, NY	4,611	\$17.57	1,240	\$22.54	1,789	\$17.56
New York, NY	58,336	\$21.95	11,411	\$28.39	14,052	\$18.39
Rochester, NY	3,174	\$18.15	1,068	\$11.46	1,561	\$16.87
Charlotte, NC	6,923	\$19.06	2,814	\$20.27	3,414	\$16.76
Cincinnati, OH	8,917	\$18.25	2,436	\$21.62	4,566	\$17.21
Cleveland, OH	7,544	\$18.38	2,104	\$22.86	3,514	\$17.13
Columbus, OH	8,689	\$6.54	2,655	\$21.98	4,142	\$16.47
Oklahoma City, OK	3,946	\$16.90	1,517	\$20.40	1,721	\$16.33
Portland, OR	10,700	\$18.99	3,577	\$24.28	4,884	\$17.94
Philadelphia, PA	21,860	\$19.49	5,357	\$25.25	7,201	\$18.01
Pittsburgh, PA	9,512	\$17.57	2,227	\$22.32	3,814	\$17.56
Providence, RI	4,821	\$18.51	1,392	\$23.45	2,108	\$17.10
Memphis, TN	3,503	\$17.02	1,109	\$19.98	2,543	\$15.95
Nashville, TN	7,939	\$17.54	2,483	\$20.68	3,969	\$16.66
Austin, TX	8,426	\$19.00	2,895	\$19.22	2,575	\$15.71
Dallas, TX	25,821	\$19.28	7,637	\$20.36	10,065	\$17.01
Houston, TX	15,850	\$19.61	5,374	\$21.97	5,273	\$19.50
San Antonio, TX	6,967	\$17.03	2,736	\$19.42	2,407	\$15.64
Salt Lake City, UT	9,427	\$18.03	3,034	\$21.42	3,576	\$17.21
Richmond, VA	3,927	\$18.31	1,597	\$21.12	1,491	\$16.92
Virginia Beach, VA	4,679	\$16.40	1,963	\$20.89	1,793	\$17.86
Seattle-Tacoma, WA	18,799	\$20.54	6,054	\$26.92	7,297	\$20.75
Milwaukee, WI	6,667	\$19.44	1,941	\$24.36	3,564	\$17.36

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2015 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 2016. 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.