



News Release

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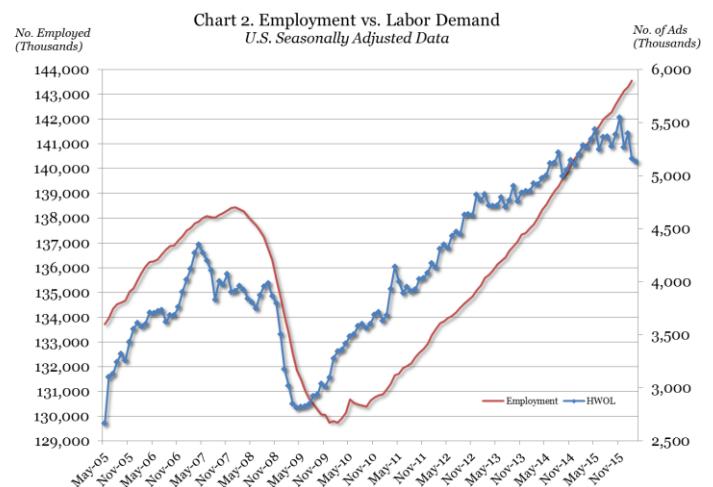
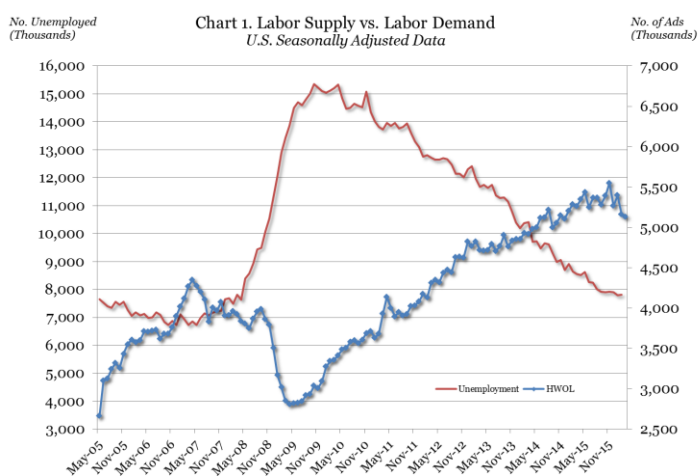
Online Labor Demand Decreased 31,500 in March

- The first quarter of 2016 showed a decrease of 137,000
- The Northeast and Midwest showed losses with South and West regions showing small gains
- Note: March data incorporates the HWOL annual revision (see Program Notes on page 7)

NEW YORK, March 30, 2016...Online advertised vacancies decreased 31,500 to 5,130,500 in March, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The February Supply/Demand rate stands at 1.51 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 7.8 million in February.

“The last three quarters of revised data for 2015 were essentially flat, with the first quarter of 2016 showing a loss of 137,000,” said Gad Levanon, Chief Economist, North America, at The Conference Board. “For about the past year, employer demand has been in a hold pattern, but the most recent quarter’s data indicates some additional weakness in demand.”

In March, the Professional category saw widespread small losses with the largest loss in Healthcare Practitioners (-39.2). The Services/Production category generally saw small gains with the exception of losses in Transportation (-19.0) and Healthcare Support (-3.8).



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, 6 rose, 13 posted losses, and constant in 1
- Among the 50 States, 14 rose, 34 States declined, and constant in 2

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
	Total Ads ¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate ²	Recent Trend ³
Location	Mar-16	Mar-Feb 16	Feb-16	
United States	5,130.5	-31.5	1.51	→ 3/15
NORTHEAST	955.6	-19.7	1.53	
Massachusetts	157.3	-2.8	0.99	→ 6/15
New Jersey	157.4	-2.4	1.24	→ 10/15
New York	290.9	-4.6	1.60	→ 3/15
Pennsylvania	212.4	-5.2	1.38	→ 6/15
SOUTH	1,688.8	1.8	1.78	
Florida	264.8	-4.6	1.80	→ 9/14
Georgia	152.5	2.7	1.74	→ 2/15
Maryland	109.0	-3.9	1.32	→ 10/15
North Carolina	140.3	-0.2	1.90	→ 4/15
Texas	370.8	6.7	1.58	↓ 4/15
Virginia	161.3	6.0	1.11	↑ 1/15
MIDWEST	1,170.4	-14.3	1.40	
Illinois	195.2	-4.0	2.11	→ 11/14
Michigan	163.4	-12.9	1.32	→ 2/15
Minnesota	141.2	-0.4	0.79	↑ 6/15
Missouri	94.3	-3.5	1.35	→ 8/15
Ohio	186.0	-3.2	1.50	→ 4/15
Wisconsin	118.0	8.4	1.32	→ 2/15
WEST	1,293.7	5.2	1.64	
Arizona	104.7	0.0	1.68	→ 3/15
California	615.0	-0.3	1.71	→ 4/15
Colorado	123.9	0.1	0.69	→ 10/14
Washington	134.7	4.1	1.60	↓ 8/15

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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) .

March Changes for States

In March, online labor demand was up in 14 States (see Table 3), down in 34, and constant in 2. Two regions experienced increases while the other two had decreases.

The **Midwest** experienced a decrease of 14,300 in March (Table A). **Michigan** decreased 12,900 to 163,400 and **Ohio** declined 3,200 to 186,000. **Illinois** declined 4,000 to 195,200. **Minnesota** fell 400 to 141,200. **Missouri** decreased 3,500 to 94,300. **Wisconsin** increased 8,400 to 118,000. Among the smaller States in the region, **Indiana** decreased 3,200 to 87,700, and **Kansas** decreased 2,000 to 43,900. **Iowa** remained constant at 65,500, **Nebraska** fell 300 to 35,900, and **North Dakota** decreased 600 to 17,200 (Table 3).

The **Northeast** declined 19,700 in March. **Pennsylvania** decreased 5,200, to 212,400, the largest change in the region. **New York** fell 4,600 to 290,900 and **Massachusetts** decreased 2,800 to 157,300. **New Jersey** declined 2,400 to 157,400. In the smaller States, **Connecticut** lost 1,700 to 61,900. **Maine** decreased 700 to 21,400 and **New Hampshire** fell 1,800 to 26,500. **Rhode Island** fell 400 to 16,400 and **Vermont** inched up 200 to 10,400.

The **West** increased 5,200 in March. **Washington** increased 4,100 to 134,700. **California** decreased 300 to 615,000. **Colorado** increased 100 to 123,900 and **Arizona** remained constant at 104,700. Among the smaller States in the West, **Oregon** decreased 1,200 to 78,900 and **Utah** grew 2,400 to 64,100. **Nevada** decreased 600 to 47,500. **Idaho** decreased 700 to 25,300, and **New Mexico** decreased 1,100 to 29,000. **Montana** increased 100 to 21,900 while **Wyoming** decreased 400 to 9,500.

The **South** increased 1,800. Among the larger States in the region, **Texas** grew 6,700, to 370,800. **Virginia** increased 6,000 to 161,300. **Florida** decreased 4,600 to 264,800 and **Georgia** increased 2,700 to 152,500. **North Carolina** decreased 200 to 140,300. **Maryland** fell 3,900 to 109,000. Among the smaller States, **Alabama** grew 300 to 53,400. **Tennessee** increased 2,200 to 89,100 and **Kentucky** declined 2,900 to 51,400. **South Carolina** fell 3,000 to 63,000 and **Oklahoma** decreased 1,800 to 43,300. **Louisiana** fell 1,500 to 47,100 and **Delaware** decreased 600 to 16,400.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for February 2016, 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: South Dakota (0.61), North Dakota (0.68), Colorado (0.69), New Hampshire (0.71), Minnesota (0.79), Utah (0.81), Nebraska (0.84), Iowa (0.96), and Massachusetts (0.99). The States with the highest Supply/Demand rates were Mississippi (2.76), Louisiana (2.63), West Virginia (2.62), and Alabama (2.53), 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 March, 17 rose, 34 metro areas declined, and constant in 1 (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads ¹ (Thousands) Mar-16	M-O-M Change (Thousands) Mar-Feb 16	Supply/ Demand Rate ² Feb-16 for U.S. and Regions; Jan-16 for MSA's
United States	5,130.5	-31.5	1.51
NORTHEAST	955.6	-19.7	1.53
Boston, MA	118.0	-2.2	0.84
New York, NY	283.6	-3.2	1.56
Philadelphia, PA	104.0	-2.0	1.25
SOUTH	1,688.8	1.8	1.78
Atlanta, GA	100.2	0.8	1.39
Baltimore, MD	57.1	-3.1	1.13
Dallas, TX	121.9	2.4	1.12
Houston, TX	77.5	-0.3	1.93
Miami, FL	75.0	-2.2	1.97
Washington, DC	160.8	-1.7	0.78
MIDWEST	1,170.4	-14.3	1.40
Chicago, IL	152.3	-2.0	1.85
Cleveland, OH	36.4	-1.6	1.07
Detroit, MI	77.0	-8.6	1.21
Minneapolis-St. Paul, MN	97.5	-1.3	0.67
WEST	1,293.7	5.2	1.64
Denver, CO	71.4	-0.6	0.54
Los Angeles, CA	187.6	2.6	1.82
Phoenix, AZ	74.5	0.5	1.33
San Diego, CA	52.0	0.4	1.36
San Francisco, CA	123.1	0.4	0.75
San Jose, CA	58.5	-1.6	0.64
Seattle-Tacoma, WA	87.3	2.8	1.24

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1. Total ads are all unduplicated ads appearing during the reference period. This includes ads from the previous months that have been reposted as well as new ads.
2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
3. MSA S/D rates will not be available until BLS issues the revised seasonally adjusted MSA unemployment data.

Metro Area Changes

In March, labor demand rose in 17 of the 52 largest metro areas, fell in 34, and 1 was constant. The MSAs with the largest changes in each of the regions were: **Detroit** (-8,600) and **Milwaukee** (2,600) in the **Midwest**; **Seattle-Tacoma** (2,800) and **Los Angeles** (2,600) in the **West**; **Baltimore** (-3,100) and **Dallas** (2,400) in the **South**; and **New York** (-3,200) and **Boston** (-2,200) in the **Northeast** (See Table B and Table 5).

The **West** gained 5,200. **Seattle-Tacoma** increased 2,800 to 87,300 and **Los Angeles** increased 2,600 to 187,600. **San Francisco** inched up 400 to 123,100. **Denver** fell 600 to 71,400. **San Jose** decreased 1,600 to 58,500. **Phoenix** gained 500 to 74,500. **San Diego** increased 400 to 52,000. **Portland** decreased 400 to 48,900. **Sacramento** increased 800 to 32,200 and **Salt Lake City** grew 1,700 to 35,600.

The **South** increased 1,800. **Baltimore** decreased 3,100 to 57,100 and **Dallas** increased 2,400 to 121,900. **Washington, DC** decreased 1,700 to 160,800. **Miami** fell 2,200 to 75,000. **Atlanta** increased 800 to 100,200 and **Houston** decreased 300 to 77,500. **San Antonio** fell 1,700 to 32,600. **Tampa** decreased 1,100 to 47,500 and **Charlotte** decreased 1,500 to 39,000. **Birmingham** decreased 500 to 14,900. **New Orleans** grew 300 to 16,400. **Louisville** decreased 300 to 21,100 and **Memphis** increased 300 to 16,900, respectively.

The **Northeast** decreased 19,700. **New York** declined 3,200 to 283,600 and **Boston** decreased 2,200 to 118,000. **Philadelphia** fell 2,000 to 104,000. **Pittsburgh** dropped 1,400 to 43,900. **Buffalo** decreased 200 to 17,100. **Hartford** fell 400 to 25,200 and **Rochester** decreased 500 to 14,800. **Providence** fell 600 to 22,600.

The **Midwest** decreased 14,300. **Detroit** declined 8,600 to 77,000 and **Milwaukee** increased 2,600 to 35,700. **Chicago** decreased 2,000 to 152,300. **Minneapolis-St. Paul** decreased 1,300 to 97,500. **St. Louis** decreased 1,700 to 46,500. **Columbus** fell 1,500 to 38,300 and **Cincinnati** increased 400 to 40,300. **Cleveland** declined 1,600 to 36,400. **Kansas City** decreased 1,800 to 41,200 and **Indianapolis** lost 1,000 to 32,900.

The number of postings does not, however, tell the entire story. A crucial factor is how many unemployed people are seeking jobs and how much competition there is for the jobs that are available. The Conference Board HWOL's Supply/Demand rate relates the number of unemployed workers to the number of advertised vacancies. Based on January data (the latest available unemployment data for metro areas), 10 major metro areas saw more job openings than unemployed workers: Denver (S/D rate of 0.54), Salt Lake City (0.57), San Jose (0.64), Minneapolis-St. Paul (0.67), San Francisco (0.75), Austin (0.78), Washington, DC (0.78), Boston (0.84), Honolulu (0.91), and Nashville (0.96) (Table 6). Other favorable markets for job-seekers included Columbus (1.00), Cleveland (1.07), Cincinnati (1.08), and Kansas City (1.08).

In contrast, unemployed workers face great competition for each advertised position in Riverside (almost 3 unemployed for every opening) as well as Las Vegas (over 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 March, five of the largest ten online job categories posted increases (Table C)

Table C: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted						
SOC ¹	Occupation	Total Ads (Thousands) Mar-16	M-O-M Change (Thousands) Mar-Feb 16	Unemployed (Thousands) Feb-16	Supply/ Demand Rate ² Feb-16	Average Hourly Wage ³
29	Healthcare practitioners and technical	614.2	-39.2	123.2	0.19	\$36.54
15	Computer and mathematical science	566.5	-6.5	121.3	0.21	\$40.37
41	Sales and related	556.9	10.2	721.1	1.32	\$18.59
43	Office and administrative support	548.0	4.6	996.8	1.83	\$17.08
11	Management	436.8	-4.2	377.2	0.86	\$54.08
53	Transportation and material moving	389.7	-19.0	571.9	1.40	\$16.57
13	Business and financial operations	307.6	-5.3	265.7	0.85	\$34.81
35	Food preparation and serving related	256.4	8.3	613.4	2.47	\$10.57
49	Installation, maintenance, and repair	206.4	2.5	224.2	1.10	\$21.74
25	Education, training, and library	162.0	7.9	225.2	1.46	\$25.10

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1. Standard Occupational Classification code (SOC)

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

3. BLS Occupational Employment Statistics - May 2014 estimates.

Occupational Changes for the Month of March

In March, five of the largest ten online job categories posted increases.

Healthcare practitioners and technical ads decreased 39,200 to 614,200. The supply/demand rate for these occupations lies at 0.19, i.e. about 5 advertised openings per unemployed job-seeker (see Table C and Table 7).

Business and financial operations ads decreased 5,300 to 307,600. The supply/demand rate lies at 0.85, i.e. over 1 advertised opening per unemployed job-seeker. **Computer and Mathematical Science** ads decreased 6,500 to 566,500. The supply/demand rate lies at 0.21, i.e. almost 5 advertised openings per unemployed job-seeker.

Transportation and material moving ads declined 19,000 to 389,700. The supply/demand rate lies at 1.40, i.e. over 1 unemployed job-seeker for every advertised available opening.

Sales and related ads increased 10,200 to 556,900. Their supply/demand rate is 1.32, i.e. over 1 unemployed per opening.

Food Preparation and serving related ads increased 8,300 to 256,400. The supply/demand rate for these occupations lies at 2.47, more than 2 unemployed job-seekers for every advertised available opening.

Construction ads increased 7,200 to 134,900. The supply/demand rate lies at 5.15, i.e. about five unemployed job-seekers for every advertised available opening.

PROGRAM NOTES

HWOL 2016 Annual Revision

With the March 2016 press release, the HWOL program has incorporated its annual revision, which helps ensure the accuracy and consistency of the HWOL time series. This year's annual revision includes updates to the job board coverage, a revision of the historical data from September 2014 forward, and the annual update of the seasonal adjustment factors. The 2016 revision has resulted in smoother seasonally adjusted series with most levels and trends relatively consistent with the prior series.

HWOL available on Haver Analytics

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

For more information about the Help Wanted OnLine database delivered via Haver Analytics, please email sales@haver.com or navigate to <http://www.haver.com/contact.html>. For HWOL data for detailed geographic areas and occupations not in the press release, please contact Jeanne.Shu@conference-board.org.

The Conference Board Help Wanted OnLine® Data Series (HWOL) measures the number of new, first-time online jobs and jobs reposted from the previous month for over 16,000 Internet job boards, corporate boards and smaller job sites that serve niche markets and smaller geographic areas.

Like The Conference Board's long-running Help Wanted Advertising Index of print ads (which was published for over 55 years and discontinued in July 2008), the HWOL series measures help wanted advertising, i.e. labor demand. The HWOL data series began in May 2005. With the September 2008 release, HWOL began providing seasonally adjusted data for the U.S., the nine Census regions and the 50 States. Seasonally adjusted data for occupations were provided beginning with the May 2009 release, and seasonally adjusted data for the 52 largest metropolitan areas began with the February 2012 release.

People using this data are urged to review the information on the database and methodology available on The Conference Board website and contact us with questions and comments. Background information and technical notes and discussion of revisions to the series are available at: <http://www.conference-board.org/data/helpwantedonline.cfm>.

Additional information on the **Bureau of Labor Statistics** data used in this release can be found on the BLS website, www.bls.gov.

The Conference Board

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Publication Schedule, Help Wanted OnLine Data Series

<u>Data for the Month</u>	<u>Release Date</u>
March 2016	March 30, 2016
April 2016	May 4, 2016
May 2016	June 1, 2016
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)
	Mar-15	Feb-16	Mar-16	Mar-Feb 16	Mar-15	Feb-16	Mar-16	Mar-Feb 16
United States	5,261.0	5,162.0	5,130.5	-31.5	2,616.2	2,329.5	2,343.5	14.1
New England	326.2	301.8	294.5	-7.3	165.4	134.3	129.4	-4.9
Middle Atlantic	664.7	673.5	661.1	-12.4	326.9	302.7	299.8	-2.9
South Atlantic	968.1	972.4	971.3	-1.1	480.5	440.1	450.1	10.0
East North Central	791.5	763.8	752.1	-11.7	377.8	319.8	318.3	-1.5
East South Central	217.1	225.3	224.7	-0.6	106.0	95.0	95.1	0.1
West North Central	426.9	420.9	418.3	-2.5	199.2	174.5	181.3	6.7
West South Central	524.8	489.3	492.8	3.6	250.5	220.4	216.0	-4.4
Mountain	438.3	425.0	425.8	0.8	229.3	200.7	202.3	1.6
Pacific	863.7	863.5	867.9	4.3	462.8	429.7	439.0	9.2

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.
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)		
	Mar-15	Feb-16	Mar-16	Mar-15	Feb-16	Mar-16
United States	3.35	3.25	3.23	1.67	1.47	1.47
New England	4.19	3.88	3.79	2.12	1.73	1.66
Middle Atlantic	3.23	3.24	3.18	1.59	1.45	1.44
South Atlantic	3.18	3.16	3.16	1.58	1.43	1.46
East North Central	3.40	3.23	3.19	1.62	1.35	1.35
East South Central	2.58	2.64	2.64	1.26	1.11	1.12
West North Central	3.82	3.72	3.70	1.78	1.54	1.60
West South Central	2.86	2.63	2.65	1.36	1.19	1.16
Mountain	3.85	3.69	3.70	2.01	1.74	1.76
Pacific	3.39	3.36	3.38	1.82	1.67	1.71

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.

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Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted									
Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)		New Ads ² (Thousands)			M-O-M Change (Thousands)
	Mar-15	Feb-16	Mar-16	Mar-Feb 16		Mar-15	Feb-16	Mar-16	Mar-Feb 16
United States	5,261.0	5,162.0	5,130.5	-31.5		2,616.2	2,329.5	2,343.5	14.1
Alabama	53.7	53.1	53.4	0.3		27.1	21.3	22.4	1.1
Alaska	18.8	15.1	15.8	0.7		9.4	6.8	6.6	-0.2
Arizona	104.8	104.6	104.7	0.0		55.8	50.3	51.7	1.4
Arkansas	32.1	32.1	31.0	-1.0		15.2	13.0	12.6	-0.4
California	605.2	615.3	615.0	-0.3		322.0	305.7	310.3	4.6
Colorado	128.5	123.8	123.9	0.1		69.6	60.5	62.4	2.0
Connecticut	74.2	63.7	61.9	-1.7		36.3	26.9	26.3	-0.6
Delaware	18.7	17.0	16.4	-0.6		9.2	7.2	7.1	-0.2
Florida	279.6	269.4	264.8	-4.6		155.2	135.5	133.4	-2.1
Georgia	153.6	149.7	152.5	2.7		72.0	64.1	76.4	12.3
Hawaii	18.0	21.2	21.3	0.1		9.9	11.2	11.4	0.2
Idaho	27.7	25.9	25.3	-0.7		16.0	12.5	12.5	0.0
Illinois	206.8	199.2	195.2	-4.0		94.3	83.7	83.1	-0.6
Indiana	86.5	90.9	87.7	-3.2		38.6	36.0	35.6	-0.4
Iowa	72.2	65.5	65.5	0.0		32.5	25.6	27.6	2.0
Kansas	46.3	45.9	43.9	-2.0		22.1	18.8	18.2	-0.6
Kentucky	50.0	54.3	51.4	-2.9		24.4	21.9	21.7	-0.1
Louisiana	58.6	48.5	47.1	-1.5		30.2	21.8	21.2	-0.6
Maine	29.1	22.1	21.4	-0.7		13.9	10.1	8.6	-1.5
Maryland	102.7	112.9	109.0	-3.9		44.7	47.3	45.3	-2.0
Massachusetts	160.1	160.1	157.3	-2.8		81.7	72.2	69.7	-2.5
Michigan	185.4	176.3	163.4	-12.9		93.0	71.6	67.2	-4.5
Minnesota	132.4	141.6	141.2	-0.4		60.7	61.5	62.3	0.8
Mississippi	27.3	30.9	30.3	-0.6		12.5	12.7	12.5	-0.2
Missouri	89.1	97.7	94.3	-3.5		43.4	41.5	42.4	1.0
Montana	23.7	21.8	21.9	0.1		11.5	9.9	10.3	0.4
Nebraska	43.7	36.2	35.9	-0.3		21.2	14.0	15.0	1.0
Nevada	49.3	48.1	47.5	-0.6		25.4	23.2	22.7	-0.6
New Hampshire	26.6	28.4	26.5	-1.8		12.2	12.9	11.9	-1.0
New Jersey	144.0	159.8	157.4	-2.4		67.4	72.3	71.8	-0.5
New Mexico	31.2	30.1	29.0	-1.1		15.7	12.8	12.2	-0.6
New York	309.2	295.5	290.9	-4.6		162.3	139.0	139.4	0.4
North Carolina	135.0	140.4	140.3	-0.2		69.2	64.3	65.3	0.9
North Dakota	21.7	17.8	17.2	-0.6		10.1	7.4	7.2	-0.2
Ohio	193.6	189.2	186.0	-3.2		93.7	82.1	83.1	1.0
Oklahoma	45.1	45.2	43.3	-1.8		20.1	19.7	18.7	-1.1
Oregon	80.9	80.1	78.9	-1.2		47.1	43.6	44.0	0.4
Pennsylvania	210.9	217.6	212.4	-5.2		97.4	90.5	88.8	-1.7
Rhode Island	21.6	16.8	16.4	-0.4		12.9	7.9	7.7	-0.2
South Carolina	65.8	66.0	63.0	-3.0		36.8	28.7	28.2	-0.5
South Dakota	20.2	20.1	19.5	-0.6		8.2	7.5	7.7	0.2
Tennessee	85.6	86.9	89.1	2.2		42.2	39.2	38.6	-0.6
Texas	388.6	364.1	370.8	6.7		184.2	165.8	162.8	-3.0
Utah	62.1	61.7	64.1	2.4		28.5	28.4	25.4	-3.0
Vermont	14.0	10.2	10.4	0.2		7.7	4.6	4.7	0.1
Virginia	147.9	155.4	161.3	6.0		63.4	65.6	65.7	0.1
Washington	138.8	130.6	134.7	4.1		74.0	65.7	66.2	0.5
West Virginia	20.7	19.4	21.2	1.9		9.4	8.4	9.1	0.6
Wisconsin	117.3	109.5	118.0	8.4		58.1	48.7	49.8	1.1
Wyoming	11.3	9.9	9.5	-0.4		5.1	4.3	3.5	-0.8

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.

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Mar-15	Feb-16	Mar-16	Feb-16	Feb-16	Feb-16	Feb-16
United States	3.35	3.25	3.23	4.9	7,815.00	5,162.0	1.51
Alabama	2.51	2.45	2.46	6.2	134.34	53.1	2.53
Alaska	5.15	4.16	4.35	6.6	23.92	15.1	1.58
Arizona	3.34	3.26	3.26	5.5	176.31	104.6	1.68
Arkansas	2.42	2.37	2.30	4.2	57.17	32.1	1.78
California	3.20	3.23	3.23	5.5	1,052.98	615.3	1.71
Colorado	4.55	4.33	4.33	3.0	85.01	123.8	0.69
Connecticut	3.91	3.36	3.27	5.5	104.58	63.7	1.64
Delaware	4.04	3.56	3.43	4.6	21.84	17.0	1.29
Florida	2.91	2.75	2.70	4.9	484.09	269.4	1.80
Georgia	3.23	3.11	3.16	5.4	261.20	149.7	1.74
Hawaii	2.66	3.09	3.10	3.1	21.17	21.2	1.00
Idaho	3.50	3.21	3.13	3.9	31.08	25.9	1.20
Illinois	3.18	3.02	2.95	6.4	420.26	199.2	2.11
Indiana	2.66	2.73	2.64	4.7	157.43	90.9	1.73
Iowa	4.24	3.82	3.82	3.7	63.00	65.5	0.96
Kansas	3.10	3.03	2.90	4.0	60.66	45.9	1.32
Kentucky	2.56	2.75	2.60	5.8	114.43	54.3	2.11
Louisiana	2.69	2.26	2.19	5.9	127.56	48.5	2.63
Maine	4.26	3.28	3.18	3.6	24.04	22.1	1.09
Maryland	3.27	3.56	3.44	4.7	149.46	112.9	1.32
Massachusetts	4.46	4.48	4.41	4.5	158.97	160.1	0.99
Michigan	3.91	3.65	3.38	4.8	232.97	176.3	1.32
Minnesota	4.41	4.63	4.62	3.7	112.55	141.6	0.79
Mississippi	2.17	2.37	2.32	6.5	85.46	30.9	2.76
Missouri	2.87	3.10	2.99	4.2	132.00	97.7	1.35
Montana	4.55	4.16	4.17	4.2	22.04	21.8	1.01
Nebraska	4.33	3.56	3.53	3.0	30.53	36.2	0.84
Nevada	3.48	3.36	3.32	5.9	84.97	48.1	1.77
New Hampshire	3.58	3.82	3.57	2.7	20.20	28.4	0.71
New Jersey	3.17	3.50	3.45	4.3	198.23	159.8	1.24
New Mexico	3.39	3.29	3.16	6.4	58.38	30.1	1.94
New York	3.19	3.02	2.98	4.8	472.61	295.5	1.60
North Carolina	2.85	2.91	2.91	5.5	266.24	140.4	1.90
North Dakota	5.21	4.28	4.12	2.9	12.10	17.8	0.68
Ohio	3.39	3.29	3.23	4.9	284.61	189.2	1.50
Oklahoma	2.46	2.43	2.33	4.2	77.72	45.2	1.72
Oregon	4.15	3.97	3.91	4.8	96.63	80.1	1.21
Pennsylvania	3.29	3.36	3.28	4.6	300.07	217.6	1.38
Rhode Island	3.88	3.04	2.96	5.4	29.69	16.8	1.77
South Carolina	2.93	2.88	2.75	5.5	125.53	66.0	1.90
South Dakota	4.48	4.43	4.29	2.7	12.28	20.1	0.61
Tennessee	2.80	2.78	2.85	4.9	153.85	86.9	1.77
Texas	2.98	2.75	2.81	4.4	574.97	364.1	1.58
Utah	4.27	4.17	4.33	3.4	50.09	61.7	0.81
Vermont	4.06	2.97	3.02	3.4	11.60	10.2	1.14
Virginia	3.50	3.66	3.80	4.1	172.55	155.4	1.11
Washington	3.94	3.62	3.74	5.8	208.98	130.6	1.60
West Virginia	2.65	2.46	2.70	6.5	50.79	19.4	2.62
Wisconsin	3.80	3.49	3.76	4.6	144.81	109.5	1.32
Wyoming	3.69	3.29	3.15	5.0	14.96	9.9	1.51

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.

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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)
	Mar-15	Feb-16	Mar-16	Mar-Feb 16	Mar-15	Feb-16	Mar-16	Mar-Feb 16
Birmingham, AL	15.8	15.4	14.9	-0.5	8.0	6.3	5.9	-0.4
Phoenix, AZ	70.1	74.0	74.5	0.5	35.6	36.0	37.7	1.8
Tucson, AZ	14.9	12.9	13.1	0.1	8.9	5.9	5.9	0.0
Los Angeles, CA	181.8	185.0	187.6	2.6	97.6	94.7	97.2	2.5
Riverside, CA	35.9	38.2	37.4	-0.8	19.5	17.7	18.8	1.1
Sacramento, CA	30.5	31.4	32.2	0.8	16.0	16.3	17.1	0.8
San Diego, CA	48.8	51.6	52.0	0.4	27.0	27.4	27.9	0.5
San Francisco, CA	120.9	122.8	123.1	0.4	59.4	60.6	62.1	1.5
San Jose, CA	51.9	60.1	58.5	-1.6	21.6	24.9	23.8	-1.1
Denver, CO	71.2	72.0	71.4	-0.6	37.1	35.2	36.2	1.0
Hartford, CT	29.2	25.7	25.2	-0.4	14.2	11.0	10.7	-0.4
Washington, DC	151.5	162.5	160.8	-1.7	64.3	67.9	66.3	-1.6
Jacksonville, FL	19.9	21.1	21.1	-0.1	10.4	10.7	11.1	0.3
Miami, FL	75.9	77.2	75.0	-2.2	40.6	39.6	38.7	-0.9
Orlando, FL	35.6	37.3	35.3	-2.0	18.2	18.1	17.6	-0.5
Tampa, FL	47.1	48.6	47.5	-1.1	24.2	24.3	23.7	-0.7
Atlanta, GA	99.5	99.4	100.2	0.8	44.0	42.6	48.3	5.8
Honolulu, HI	12.9	15.2	15.2	0.1	7.3	8.1	8.3	0.2
Chicago, IL	158.2	154.2	152.3	-2.0	70.5	64.0	64.3	0.4
Indianapolis, IN	30.1	33.8	32.9	-1.0	13.0	13.9	13.7	-0.2
Louisville, KY	21.9	21.4	21.1	-0.3	11.4	8.9	9.2	0.3
New Orleans, LA	21.2	16.1	16.4	0.3	11.7	7.2	7.5	0.3
Baltimore, MD	53.9	60.2	57.1	-3.1	23.8	25.3	23.3	-2.0
Boston, MA	120.4	120.2	118.0	-2.2	58.7	53.3	53.7	0.4
Detroit, MI	84.4	85.5	77.0	-8.6	39.8	32.3	30.1	-2.2
Minneapolis-St. Paul, MN	89.0	98.8	97.5	-1.3	40.5	43.3	42.8	-0.5
Kansas City, MO	40.3	43.0	41.2	-1.8	18.2	18.7	18.5	-0.2
St. Louis, MO	41.4	48.3	46.5	-1.7	18.6	19.8	20.2	0.3
Las Vegas, NV	32.2	31.6	31.0	-0.6	16.2	16.0	15.4	-0.6
Buffalo, NY	22.0	17.3	17.1	-0.2	12.7	7.4	7.9	0.5
New York, NY	279.1	286.8	283.6	-3.2	132.3	131.8	133.3	1.4
Rochester, NY	17.7	15.2	14.8	-0.5	10.4	6.9	6.8	-0.1
Charlotte, NC	35.1	40.5	39.0	-1.5	16.8	18.3	18.8	0.4
Cincinnati, OH	36.0	39.9	40.3	0.4	15.6	16.3	17.7	1.3
Cleveland, OH	36.3	37.9	36.4	-1.6	16.0	16.2	15.6	-0.6
Columbus, OH	38.6	39.8	38.3	-1.5	17.7	17.6	17.9	0.3
Oklahoma City, OK	19.0	17.5	16.7	-0.8	8.1	7.8	7.4	-0.4
Portland, OR	49.5	49.3	48.9	-0.4	27.3	27.0	27.0	0.0
Philadelphia, PA	99.3	106.0	104.0	-2.0	44.3	44.6	45.4	0.7
Pittsburgh, PA	42.8	45.3	43.9	-1.4	18.1	18.6	18.2	-0.3
Providence, RI	28.7	23.2	22.6	-0.6	17.3	10.7	10.7	0.0
Memphis, TN	17.0	16.7	16.9	0.3	8.0	6.6	6.8	0.2
Nashville, TN	31.8	35.6	35.2	-0.4	14.1	16.7	15.7	-1.0
Austin, TX	42.3	41.8	41.9	0.0	22.7	21.6	20.9	-0.8
Dallas, TX	118.2	119.5	121.9	2.4	52.4	54.8	52.5	-2.3
Houston, TX	90.3	77.8	77.5	-0.3	40.3	34.2	33.0	-1.2
San Antonio, TX	31.8	34.2	32.6	-1.7	15.8	16.2	14.8	-1.4
Salt Lake City, UT	36.1	33.9	35.6	1.7	16.6	15.3	14.3	-1.0
Richmond, VA	20.2	21.2	21.8	0.6	8.8	10.0	9.9	-0.1
Virginia Beach, VA	21.8	22.7	24.2	1.5	9.7	10.4	11.0	0.6
Seattle-Tacoma, WA	87.9	84.4	87.3	2.8	44.9	41.4	41.9	0.5
Milwaukee, WI	32.8	33.1	35.7	2.6	14.2	14.6	14.6	0.0

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.

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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
	Mar-15	Feb-16	Mar-16	Jan-16	Jan-16	Jan-16	Jan-16
Birmingham, AL	2.96	2.91	2.82	5.5	29.3	15.4	1.90
Phoenix, AZ	3.25	3.37	3.40	4.6	99.9	75.3	1.33
Tucson, AZ	3.19	2.76	2.78	4.9	22.8	13.4	1.70
Los Angeles, CA	2.74	2.81	2.85	5.3	347.0	190.9	1.82
Riverside, CA	1.86	1.94	1.91	5.8	113.3	39.2	2.89
Sacramento, CA	2.92	2.97	3.05	5.2	55.3	31.5	1.76
San Diego, CA	3.15	3.29	3.32	4.7	73.1	53.8	1.36
San Francisco, CA	4.89	4.87	4.89	3.8	96.2	127.9	0.75
San Jose, CA	4.96	5.68	5.52	3.8	40.0	62.9	0.64
Denver, CO	4.73	4.79	4.75	2.7	40.6	75.9	0.54
Hartford, CT	4.65	4.14	4.06	5.6	34.5	27.9	1.24
Washington, DC	4.63	4.91	4.86	4.0	132.8	169.7	0.78
Jacksonville, FL	2.80	2.89	2.89	4.7	34.4	21.8	1.58
Miami, FL	2.53	2.54	2.47	5.2	158.9	80.8	1.97
Orlando, FL	2.93	3.01	2.85	4.5	56.2	38.5	1.46
Tampa, FL	3.29	3.33	3.25	4.6	67.6	50.4	1.34
Atlanta, GA	3.55	3.49	3.52	5.0	142.6	102.6	1.39
Honolulu, HI	2.74	3.19	3.20	3.0	14.0	15.5	0.91
Chicago, IL	3.25	3.13	3.09	6.1	301.6	162.9	1.85
Indianapolis, IN	3.02	3.30	3.20	4.1	42.4	36.5	1.16
Louisville, KY	3.47	3.41	3.37	4.6	28.6	22.3	1.28
New Orleans, LA	3.49	2.70	2.75	5.5	32.8	16.8	1.95
Baltimore, MD	3.69	4.08	3.87	4.8	71.4	63.3	1.13
Boston, MA	4.52	4.59	4.50	4.0	104.7	125.1	0.84
Detroit, MI	4.22	4.24	3.82	5.9	119.8	99.3	1.21
Minneapolis-St. Paul, MN	4.59	5.04	4.97	3.4	66.7	99.8	0.67
Kansas City, MO	3.60	3.81	3.65	4.1	46.4	42.8	1.08
St. Louis, MO	2.84	3.24	3.13	4.7	70.5	51.3	1.37
Las Vegas, NV	3.13	3.02	2.96	6.2	65.3	31.4	2.08
Buffalo, NY	4.01	3.13	3.10	4.8	26.7	20.0	1.33
New York, NY	2.80	2.83	2.80	4.7	472.5	302.6	1.56
Rochester, NY	3.40	2.89	2.80	4.5	24.0	17.1	1.40
Charlotte, NC	2.89	3.24	3.12	5.1	63.9	42.0	1.52
Cincinnati, OH	3.35	3.72	3.76	4.6	49.2	45.6	1.08
Cleveland, OH	3.52	3.72	3.56	4.3	44.4	41.3	1.07
Columbus, OH	3.75	3.81	3.66	4.3	44.7	44.8	1.00
Oklahoma City, OK	2.85	2.58	2.46	3.4	23.2	18.5	1.26
Portland, OR	4.10	3.95	3.92	4.4	55.3	47.9	1.16
Philadelphia, PA	3.28	3.44	3.38	4.5	137.1	109.8	1.25
Pittsburgh, PA	3.56	3.71	3.59	4.8	58.5	47.2	1.24
Providence, RI	4.20	3.43	3.34	5.3	35.9	24.9	1.44
Memphis, TN	2.78	2.69	2.74	5.4	33.6	17.6	1.91
Nashville, TN	3.46	3.75	3.71	3.7	35.4	36.9	0.96
Austin, TX	4.02	3.88	3.88	3.1	33.4	42.8	0.78
Dallas, TX	3.30	3.31	3.37	3.7	134.8	120.7	1.12
Houston, TX	2.76	2.39	2.38	4.7	153.1	79.2	1.93
San Antonio, TX	2.89	3.08	2.93	3.6	39.5	35.1	1.13
Salt Lake City, UT	5.86	5.51	5.79	3.1	19.3	33.9	0.57
Richmond, VA	3.10	3.18	3.27	4.2	27.9	21.3	1.31
Virginia Beach, VA	2.59	2.71	2.89	4.7	39.1	23.6	1.66
Seattle-Tacoma, WA	4.45	4.23	4.37	5.4	107.7	86.7	1.24
Milwaukee, WI	4.01	4.01	4.32	5.0	41.3	32.7	1.26

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.

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Table 7: National Labor Supply/Labor Demand by Occupation¹, 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
		Mar-15	Feb-16	Mar-16	Mar-Feb 16	Feb-16	Feb-16	
	Total	5,261.0	5,162.0	5,130.5	-31.5	7,815.0	1.51	\$22.71
11	Management	455.9	441.0	436.8	-4.2	377.2	0.86	\$54.08
13	Business and financial operations	325.8	312.9	307.6	-5.3	265.7	0.85	\$34.81
15	Computer and mathematical science	566.1	572.9	566.5	-6.5	121.3	0.21	\$40.37
17	Architecture and engineering	166.8	154.4	151.5	-2.9	103.1	0.67	\$39.19
19	Life, physical, and social science	53.0	61.7	59.2	-2.5	36.6	0.59	\$33.69
21	Community and social services	94.1	97.2	96.0	-1.1	95.6	0.98	\$21.79
23	Legal	25.9	25.5	25.3	-0.2	19.8	0.78	\$48.61
25	Education, training, and library	163.4	154.1	162.0	7.9	225.2	1.46	\$25.10
27	Arts, design, entertainment, sports, and media	137.0	126.7	126.8	0.1	112.8	0.89	\$26.82
29	Healthcare practitioners and technical	591.7	653.3	614.2	-39.2	123.2	0.19	\$36.54
31	Healthcare support	126.8	123.2	119.3	-3.8	138.2	1.12	\$13.86
33	Protective service	52.6	56.5	57.5	1.1	134.9	2.39	\$21.14
35	Food preparation and serving related	240.5	248.0	256.4	8.3	613.4	2.47	\$10.57
37	Building and grounds cleaning and maintenance	112.5	103.9	110.0	6.2	458.8	4.42	\$12.68
39	Personal care and service	78.9	66.3	70.0	3.7	310.3	4.68	\$12.01
41	Sales and related	571.9	546.7	556.9	10.2	721.1	1.32	\$18.59
43	Office and administrative support	589.7	543.4	548.0	4.6	996.8	1.83	\$17.08
45	Farming, fishing, and forestry	9.5	8.0	8.0	0.0	125.8	15.76	\$12.09
47	Construction and extraction	143.8	127.6	134.9	7.2	657.8	5.15	\$22.40
49	Installation, maintenance, and repair	229.2	203.9	206.4	2.5	224.2	1.10	\$21.74
51	Production	162.2	142.2	141.6	-0.5	520.5	3.66	\$17.06
53	Transportation and material moving	379.9	408.7	389.7	-19.0	571.9	1.40	\$16.57

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 2014 estimates.

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Table 8: State Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-16	Wage ²	Mar-16	Wage ²	Mar-16	Wage ²
United States	724,709	\$44.38	1,746,562	\$32.61	604,386	\$12.82
Alabama	4,940	\$42.10	15,770	\$29.00	5,591	\$11.13
Alaska	1,342	\$44.39	6,105	\$34.97	2,184	\$15.58
Arizona	13,245	\$39.74	36,160	\$30.51	15,027	\$13.03
Arkansas	3,505	\$36.48	9,056	\$26.83	3,520	\$10.47
California	97,692	\$49.42	222,853	\$33.99	68,706	\$14.21
Colorado	15,632	\$43.89	39,972	\$33.71	17,694	\$13.16
Connecticut	11,110	\$51.17	24,234	\$34.91	5,051	\$14.62
Delaware	2,894	\$47.27	5,831	\$34.25	1,578	\$12.99
Florida	34,811	\$40.22	79,516	\$29.97	41,446	\$12.44
Georgia	24,241	\$43.24	53,920	\$30.59	15,075	\$11.35
Hawaii	2,301	\$37.94	5,105	\$30.99	4,006	\$14.80
Idaho	2,250	\$35.00	7,249	\$26.85	3,625	\$11.46
Illinois	35,308	\$43.90	65,558	\$31.77	18,795	\$13.44
Indiana	9,755	\$38.08	26,026	\$27.44	9,957	\$9.66
Iowa	6,479	\$36.38	20,456	\$27.26	8,041	\$11.66
Kansas	4,950	\$39.06	13,443	\$27.54	5,194	\$11.49
Kentucky	5,331	\$36.52	16,094	\$27.45	5,864	\$11.06
Louisiana	4,812	\$37.57	13,080	\$27.52	6,447	\$11.09
Maine	2,126	\$36.91	7,650	\$28.90	2,862	\$12.22
Maryland	15,379	\$47.46	43,939	\$36.73	11,036	\$13.62
Massachusetts	26,549	\$50.22	60,124	\$36.95	16,268	\$15.01
Michigan	20,002	\$41.15	56,162	\$31.61	19,205	\$12.16
Minnesota	19,042	\$42.78	47,929	\$32.06	17,083	\$12.46
Mississippi	2,640	\$35.13	8,263	\$25.28	4,331	\$10.61
Missouri	11,491	\$39.67	32,139	\$28.70	11,604	\$11.53
Montana	1,759	\$32.71	6,411	\$26.15	3,359	\$11.80
Nebraska	4,240	\$38.50	12,336	\$27.26	4,460	\$11.62
Nevada	5,735	\$39.51	13,395	\$31.92	7,989	\$13.51
New Hampshire	2,499	\$43.93	8,664	\$31.27	3,026	\$13.04
New Jersey	27,802	\$51.60	57,409	\$35.93	14,832	\$15.07
New Mexico	2,748	\$37.59	12,206	\$29.95	3,274	\$11.80
New York	56,748	\$22.11	98,553	\$36.29	30,470	\$14.98
North Carolina	18,900	\$44.60	50,622	\$29.92	15,836	\$11.35
North Dakota	1,597	\$37.69	5,205	\$27.23	1,646	\$12.70
Ohio	24,484	\$39.87	58,301	\$30.71	21,833	\$12.03
Oklahoma	4,095	\$37.22	13,430	\$27.31	5,764	\$11.17
Oregon	9,408	\$39.74	26,076	\$32.58	11,121	\$13.33
Pennsylvania	29,329	\$43.42	67,721	\$31.27	26,434	\$12.49
Rhode Island	2,420	\$46.93	5,431	\$34.32	1,905	\$13.54
South Carolina	6,091	\$37.63	21,207	\$27.92	8,492	\$11.15
South Dakota	1,785	\$35.54	5,608	\$25.08	2,689	\$10.97
Tennessee	11,237	\$38.36	26,220	\$28.05	10,439	\$11.28
Texas	52,123	\$44.79	122,396	\$32.21	45,021	\$11.77
Utah	6,631	\$37.69	16,770	\$29.36	8,342	\$11.86
Vermont	1,109	\$38.28	3,586	\$27.61	1,347	\$13.82
Virginia	24,544	\$47.38	68,224	\$34.84	16,125	\$12.88
Washington	19,435	\$44.24	51,068	\$35.48	15,890	\$14.71
West Virginia	1,736	\$33.96	6,557	\$26.34	2,426	\$10.69
Wisconsin	14,408	\$38.46	35,460	\$29.37	13,904	\$11.88
Wyoming	843	\$38.96	3,410	\$27.64	1,105	\$12.60

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 2014 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
	Mar-16	Wage ¹	Mar-16	Wage ¹	Mar-16	Wage ¹
United States	1,054,703	\$17.68	318,342	\$21.67	496,313	\$16.81
Alabama	11,096	\$15.45	4,004	\$19.57	9,485	\$15.85
Alaska	2,890	\$18.93	1,106	\$29.13	791	\$23.22
Arizona	24,635	\$16.90	6,905	\$20.00	7,799	\$16.85
Arkansas	6,397	\$14.65	2,278	\$17.71	5,220	\$14.96
California	126,378	\$19.30	29,110	\$22.48	40,274	\$16.87
Colorado	25,149	\$18.75	9,090	\$21.67	10,051	\$18.03
Connecticut	11,338	\$20.36	2,906	\$24.65	5,242	\$18.56
Delaware	3,059	\$17.92	924	\$22.60	1,787	\$16.42
Florida	65,471	\$16.36	23,166	\$17.99	20,237	\$15.44
Georgia	29,017	\$16.89	9,996	\$19.45	17,435	\$16.05
Hawaii	5,551	\$16.96	1,523	\$26.61	1,463	\$19.32
Idaho	5,347	\$15.35	2,387	\$18.77	3,145	\$15.64
Illinois	41,162	\$18.42	8,625	\$25.90	19,882	\$17.04
Indiana	18,191	\$16.30	5,619	\$22.07	14,813	\$16.38
Iowa	12,937	\$16.06	5,093	\$20.27	9,898	\$16.24
Kansas	9,289	\$16.52	3,332	\$20.55	6,101	\$17.05
Kentucky	10,849	\$15.56	3,390	\$20.28	8,299	\$16.55
Louisiana	11,027	\$14.99	3,814	\$19.87	5,940	\$18.98
Maine	4,038	\$15.65	1,239	\$19.82	1,971	\$16.93
Maryland	20,642	\$18.34	6,284	\$22.57	8,022	\$17.47
Massachusetts	29,072	\$20.61	6,961	\$26.31	10,685	\$18.14
Michigan	33,512	\$16.82	10,347	\$21.71	18,790	\$16.82
Minnesota	26,933	\$18.26	7,661	\$23.61	13,965	\$17.56
Mississippi	6,153	\$14.33	2,469	\$18.15	5,750	\$15.33
Missouri	18,717	\$16.32	6,303	\$21.71	11,084	\$16.28
Montana	4,330	\$15.42	2,112	\$21.09	2,031	\$17.57
Nebraska	7,199	\$15.79	2,625	\$19.57	3,895	\$16.30
Nevada	11,315	\$16.36	3,220	\$23.88	3,687	\$16.87
New Hampshire	5,654	\$17.98	1,380	\$12.56	3,085	\$17.10
New Jersey	31,644	\$19.38	7,225	\$25.80	10,657	\$16.89
New Mexico	5,224	\$15.08	1,563	\$19.54	2,417	\$16.95
New York	61,630	\$20.96	13,218	\$26.28	18,688	\$18.27
North Carolina	25,619	\$16.90	10,512	\$19.19	14,741	\$8.52
North Dakota	3,406	\$16.77	2,162	\$24.10	2,143	\$20.27
Ohio	40,429	\$16.77	12,056	\$21.35	24,651	\$16.38
Oklahoma	9,271	\$15.63	3,433	\$19.32	6,008	\$16.73
Oregon	16,135	\$17.42	5,588	\$22.16	7,712	\$16.87
Pennsylvania	44,315	\$17.56	12,290	\$22.00	23,880	\$17.15
Rhode Island	3,517	\$18.72	871	\$22.68	1,500	\$16.63
South Carolina	12,025	\$15.22	5,912	\$11.22	8,153	\$16.10
South Dakota	4,144	\$15.00	1,900	\$18.44	2,275	\$14.97
Tennessee	19,985	\$16.03	6,099	\$19.37	12,952	\$15.59
Texas	79,967	\$17.53	25,955	\$19.83	36,558	\$16.73
Utah	16,562	\$16.68	5,340	\$20.43	7,458	\$16.90
Vermont	2,060	\$17.20	542	\$20.56	968	\$17.57
Virginia	27,181	\$17.73	8,475	\$10.98	10,179	\$16.95
Washington	24,745	\$18.86	7,975	\$24.67	10,357	\$19.23
West Virginia	4,238	\$13.76	1,440	\$8.01	3,322	\$16.65
Wisconsin	23,878	\$17.00	7,761	\$22.28	17,389	\$16.54
Wyoming	1,575	\$16.31	913	\$23.92	1,225	\$21.68

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2014 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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Table 9: MSA Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-16	Wage ^{2*}	Mar-16	Wage ^{2*}	Mar-16	Wage ^{2*}
United States	724,709	\$44.38	1,746,562	\$32.61	604,386	\$12.82
Birmingham, AL	1,673	\$43.36	4,616	\$29.73	1,599	\$11.66
Phoenix, AZ	10,439	\$40.81	24,436	\$31.37	10,060	\$12.90
Tucson, AZ	1,393	\$36.70	4,908	\$29.18	2,022	\$13.26
Los Angeles, CA	32,578	\$48.64	62,583	\$37.96	20,697	\$13.83
Riverside, CA	3,705	\$42.10	10,239	\$32.78	5,555	\$13.26
Sacramento, CA	4,622	\$41.70	10,838	\$36.54	3,341	\$14.08
San Diego, CA	7,740	\$47.18	18,614	\$37.27	6,625	\$13.90
San Francisco, CA	25,562	\$56.06	45,308	\$42.61	12,674	\$11.04
San Jose, CA	10,782	\$62.77	30,721	\$49.91	3,796	\$14.78
Denver, CO	11,337	\$45.74	23,486	\$35.67	9,399	\$13.26
Hartford, CT	4,901	\$48.03	10,168	\$34.67	1,669	\$14.40
Washington, DC	31,735	\$52.43	72,430	\$42.26	14,098	\$14.86
Jacksonville, FL	2,920	\$39.55	5,576	\$30.88	2,938	\$12.09
Miami, FL	11,923	\$42.88	20,070	\$31.44	11,623	\$13.26
Orlando, FL	5,216	\$39.70	10,365	\$29.59	5,493	\$11.73
Tampa, FL	6,670	\$40.72	15,868	\$30.13	6,251	\$12.09
Atlanta, GA	19,050	\$45.62	37,707	\$32.61	8,783	\$11.63
Honolulu, HI	1,758	\$38.83	3,504	\$31.48	2,537	\$14.37
Chicago, IL	30,898	\$45.62	49,668	\$32.76	14,219	\$13.58
Indianapolis, IN	5,070	\$39.66	9,534	\$31.28	3,379	\$12.03
Louisville, KY	2,672	\$38.07	6,159	\$28.74	2,479	\$11.51
New Orleans, LA	1,991	\$38.98	4,444	\$29.94	2,850	\$11.54
Baltimore, MD	8,047	\$46.52	23,096	\$35.63	5,504	\$10.34
Boston, MA	22,409	\$33.40	44,301	\$38.25	11,397	\$15.22
Detroit, MI	11,496	\$44.07	30,223	\$34.24	8,007	\$12.38
Minneapolis-St. Paul, MN	15,521	\$44.77	33,511	\$34.03	11,048	\$12.80
Kansas City, MO	5,666	\$41.33	12,158	\$31.04	4,665	\$7.54
St. Louis, MO	6,695	\$42.59	17,781	\$30.32	5,264	\$11.96
Las Vegas, NV	4,031	\$39.80	8,592	\$32.46	5,576	\$13.81
Buffalo, NY	2,419	\$40.36	5,342	\$27.37	1,929	\$13.02
New York, NY	62,984	\$56.87	100,985	\$38.59	26,140	\$15.51
Rochester, NY	1,848	\$42.70	4,857	\$29.71	1,854	\$13.10
Charlotte, NC	7,110	\$47.52	13,832	\$31.79	3,773	\$11.82
Cincinnati, OH	6,561	\$41.16	12,215	\$31.69	4,221	\$12.04
Cleveland, OH	5,685	\$40.90	12,108	\$31.99	4,450	\$12.34
Columbus, OH	5,851	\$40.81	12,258	\$32.39	4,211	\$12.62
Oklahoma City, OK	1,899	\$38.35	5,008	\$28.83	2,123	\$11.41
Portland, OR	7,090	\$42.32	16,069	\$34.25	5,754	\$13.84
Philadelphia, PA	18,585	\$48.18	36,753	\$34.23	10,905	\$13.45
Pittsburgh, PA	6,629	\$41.99	13,412	\$30.69	5,608	\$12.12
Providence, RI	2,974	\$45.95	7,364	\$33.37	2,695	\$13.59
Memphis, TN	2,425	\$39.41	4,900	\$29.38	1,897	\$11.50
Nashville, TN	5,688	\$40.25	9,864	\$29.14	3,980	\$11.73
Austin, TX	6,237	\$43.37	15,208	\$32.48	5,722	\$12.29
Dallas, TX	20,842	\$45.79	41,287	\$33.63	12,312	\$12.22
Houston, TX	12,269	\$50.43	24,748	\$36.58	8,950	\$11.89
San Antonio, TX	4,594	\$40.52	10,699	\$30.28	4,522	\$11.21
Salt Lake City, UT	4,385	\$39.73	9,439	\$31.81	4,472	\$12.31
Richmond, VA	3,254	\$43.01	7,700	\$30.91	2,194	\$12.41
Virginia Beach, VA	2,731	\$41.06	8,671	\$30.70	2,867	\$12.25
Seattle-Tacoma, WA	14,766	\$46.78	33,326	\$38.63	9,250	\$15.18
Milwaukee, WI	5,613	\$42.29	11,684	\$31.96	3,597	\$11.95

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 2014 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
	Mar-16	Wage ^{2*}	Mar-16	Wage ^{2*}	Mar-16	Wage ^{2*}
United States	1,054,703	\$17.68	318,342	\$21.67	496,313	\$16.81
Birmingham, AL	3,590	\$17.19	962	\$20.47	2,107	\$16.44
Phoenix, AZ	18,505	\$17.48	4,813	\$20.69	5,234	\$17.18
Tucson, AZ	2,703	\$15.74	907	\$19.87	794	\$15.26
Los Angeles, CA	43,253	\$19.19	7,593	\$24.54	12,273	\$16.10
Riverside, CA	9,197	\$16.70	2,729	\$22.81	4,462	\$16.35
Sacramento, CA	6,986	\$18.77	2,061	\$23.56	2,300	\$17.06
San Diego, CA	11,720	\$18.60	2,897	\$24.28	2,781	\$16.74
San Francisco, CA	23,387	\$22.71	4,858	\$29.04	5,991	\$20.05
San Jose, CA	7,819	\$23.90	1,651	\$27.41	1,703	\$18.61
Denver, CO	15,277	\$19.84	4,919	\$22.40	5,195	\$18.49
Hartford, CT	4,415	\$20.11	1,235	\$24.25	2,040	\$18.66
Washington, DC	25,660	\$20.31	6,047	\$23.67	5,802	\$18.38
Jacksonville, FL	4,741	\$16.43	2,099	\$19.14	2,030	\$16.38
Miami, FL	21,525	\$17.16	5,112	\$19.36	4,591	\$15.70
Orlando, FL	8,885	\$15.74	3,062	\$18.44	2,585	\$15.29
Tampa, FL	11,097	\$17.21	3,933	\$17.96	3,248	\$14.98
Atlanta, GA	18,952	\$18.33	5,826	\$20.47	8,263	\$16.96
Honolulu, HI	4,053	\$17.14	1,156	\$11.39	1,103	\$20.25
Chicago, IL	32,785	\$8.55	6,204	\$27.34	13,534	\$17.14
Indianapolis, IN	7,401	\$18.06	2,122	\$22.38	4,200	\$16.18
Louisville, KY	4,752	\$17.02	1,449	\$21.15	2,836	\$17.60
New Orleans, LA	4,028	\$16.21	1,171	\$20.34	1,349	\$19.51
Baltimore, MD	10,786	\$18.38	3,395	\$22.17	4,006	\$17.63
Boston, MA	22,266	\$21.61	4,804	\$27.11	7,206	\$18.43
Detroit, MI	15,029	\$17.91	4,117	\$23.31	6,370	\$18.16
Minneapolis-St. Paul, MN	19,024	\$19.59	4,547	\$25.18	8,136	\$18.20
Kansas City, MO	9,172	\$17.86	2,935	\$22.69	5,059	\$17.28
St. Louis, MO	9,130	\$17.56	2,436	\$24.17	3,811	\$17.11
Las Vegas, NV	7,740	\$16.29	1,887	\$24.01	1,951	\$16.49
Buffalo, NY	4,057	\$16.86	1,107	\$21.91	1,836	\$17.23
New York, NY	58,188	\$21.87	10,068	\$27.80	12,811	\$18.22
Rochester, NY	3,160	\$17.35	983	\$22.01	1,802	\$16.30
Charlotte, NC	7,444	\$18.86	2,780	\$19.94	3,794	\$16.90
Cincinnati, OH	8,995	\$17.90	2,426	\$21.37	4,567	\$16.74
Cleveland, OH	7,891	\$17.97	1,899	\$22.53	3,617	\$16.81
Columbus, OH	8,617	\$17.20	2,427	\$21.81	3,938	\$15.81
Oklahoma City, OK	3,975	\$16.46	1,443	\$20.18	1,672	\$16.03
Portland, OR	9,986	\$18.71	3,142	\$24.17	4,472	\$17.48
Philadelphia, PA	22,239	\$19.38	5,250	\$24.68	7,293	\$17.64
Pittsburgh, PA	9,844	\$17.26	2,210	\$9.94	3,693	\$17.34
Providence, RI	4,970	\$18.08	1,277	\$22.72	2,203	\$16.63
Memphis, TN	3,857	\$17.06	1,033	\$19.62	2,621	\$15.84
Nashville, TN	8,302	\$17.26	2,447	\$20.07	4,107	\$16.14
Austin, TX	8,927	\$18.62	2,763	\$9.69	2,674	\$15.38
Dallas, TX	26,536	\$18.67	7,028	\$9.16	11,243	\$15.91
Houston, TX	17,973	\$19.17	5,744	\$21.18	6,565	\$18.62
San Antonio, TX	7,134	\$6.68	2,531	\$19.01	2,417	\$15.02
Salt Lake City, UT	9,334	\$17.93	2,701	\$21.09	3,429	\$17.22
Richmond, VA	4,182	\$18.06	1,663	\$20.87	1,664	\$9.08
Virginia Beach, VA	4,849	\$16.10	1,976	\$20.65	1,884	\$17.77
Seattle-Tacoma, WA	16,201	\$20.08	4,501	\$26.53	5,728	\$20.27
Milwaukee, WI	7,053	\$18.81	1,880	\$24.43	3,879	\$16.90

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2014 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

* indicates that a wage estimate either is not available or is greater than \$90.00 per hour or \$187,200 per year

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