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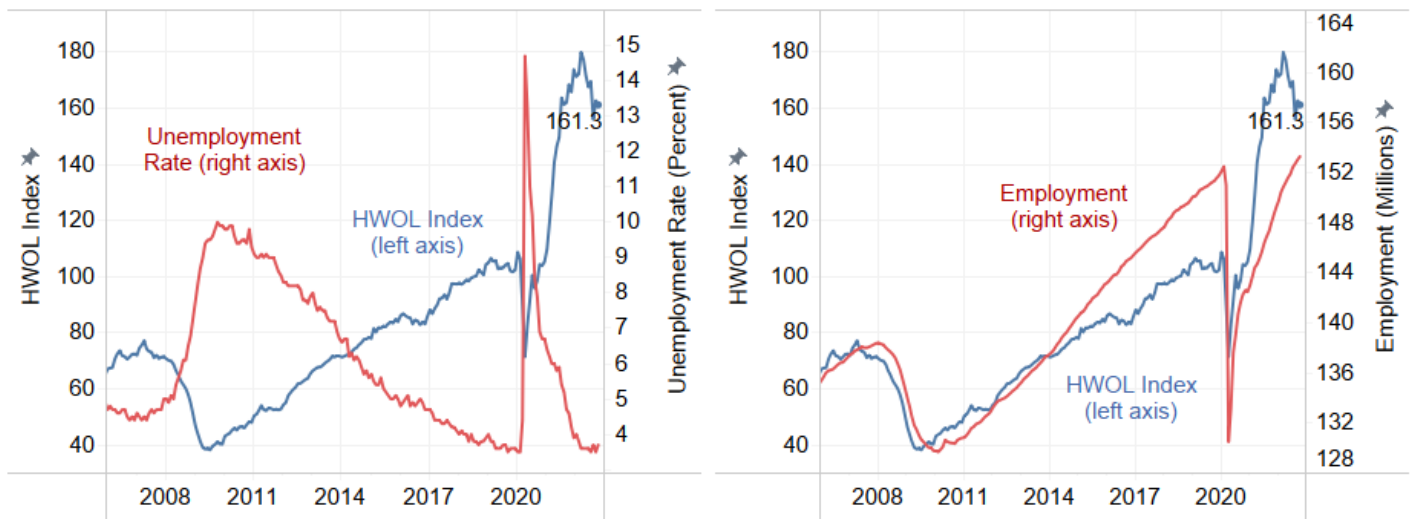
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Online Labor Demand Edges Down in October

NEW YORK, November 9, 2022...*The Conference Board®-Emsi Burning Glass® Help Wanted OnLine® (HWOL) Index* fell in October to 161.3 (July 2018=100), down from 162.7 in September. The 0.9 percent decrease between October and September follows a 4.3 percent increase between August and September. Overall, the Index is down 4.3 percent from a year ago.

The Conference Board®-Emsi Burning Glass® Help Wanted OnLine® (HWOL) Index measures the change in advertised online job vacancies over time, reflecting monthly trends in employment opportunities across the US. The Help Wanted OnLine® Index is produced in collaboration with Emsi Burning Glass, the global pioneer in real-time labor market data and analysis. This recent collaboration enhances the Help Wanted OnLine® program by providing additional insights into important labor market trends.

Help Wanted OnLine® (HWOL) Index: United States, seasonally adjusted, October 2022



[July 2018=100]

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

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

Table 1. HWOL Data Series: Total ads by Census Division, seasonally adjusted, October 2022

Area ¹	Total Ads ² (Thousands)	Area ¹	Total Ads ² (Thousands)
United States	6,792.1	South Atlantic	1,368.8
New England	418.7	East South Central	363.2
Middle Atlantic	666.5	West South Central	810.7
East North Central	953.1	Mountain	609.7
West North Central	559.3	Pacific	1,047.9

Source: The Conference Board, Emsi Burning Glass

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

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Table 2. HWOL Data Series: Total ads by State, seasonally adjusted, October 2022

State	Total Ads ¹ (Thousands)	State	Total Ads ¹ (Thousands)
Alabama	100.0	Montana	20.2
Alaska	18.1	Nebraska	63.8
Arizona	160.7	Nevada	78.9
Arkansas	63.7	New Hampshire	35.9
California	715.8	New Jersey	152.4
Colorado	175.9	New Mexico	36.5
Connecticut	80.3	New York	317.1
Delaware	17.8	North Carolina	232.0
Florida	430.6	North Dakota	25.8
Georgia	209.1	Ohio	231.1
Hawaii	29.9	Oklahoma	75.7
Idaho	50.5	Oregon	119.1
Illinois	238.4	Pennsylvania	197.0
Indiana	147.3	Rhode Island	23.5
Iowa	78.0	South Carolina	102.4
Kansas	93.1	South Dakota	26.4
Kentucky	75.1	Tennessee	149.5
Louisiana	95.9	Texas	572.3
Maine	29.2	Utah	76.8
Maryland	124.9	Vermont	21.9
Massachusetts	228.7	Virginia	197.8
Michigan	200.4	Washington	166.2
Minnesota	127.2	West Virginia	14.0
Mississippi	39.4	Wisconsin	137.7
Missouri	147.2	Wyoming	11.0

Source: The Conference Board, Emsi Burning Glass

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

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Table 3. HWOL Data Series: Total ads by selected MSAs, seasonally adjusted, October 2022

MSA ¹	Total Ads ² (Thousands)	MSA ¹	Total Ads ² (Thousands)
Birmingham, AL	28.2	Kansas City, MO	69.4
Phoenix, AZ	115.6	St. Louis, MO	67.6
Tucson, AZ	22.7	Las Vegas, NV	50.9
Los Angeles, CA	227.1	Buffalo, NY	25.5
Riverside, CA	55.7	New York, NY	323.4
Sacramento, CA	43.6	Rochester, NY	23.2
San Diego, CA	78.7	Charlotte, NC	70.7
San Francisco, CA	120.5	Cincinnati, OH	53.7
San Jose, CA	58.6	Cleveland, OH	43.0
Denver, CO	99.9	Columbus, OH	49.2
Hartford, CT	26.9	Oklahoma City, OK	32.1
Washington, DC	169.5	Portland, OR	76.7
Jacksonville, FL	40.4	Philadelphia, PA	110.6
Miami, FL	119.0	Pittsburgh, PA	52.7
Orlando, FL	63.4	Providence, RI	22.2
Tampa, FL	76.4	Memphis, TN	33.5
Atlanta, GA	126.5	Nashville, TN	58.8
Honolulu, HI	18.3	Austin, TX	72.1
Chicago, IL	183.7	Dallas, TX	183.2
Indianapolis, IN	54.2	Houston, TX	115.6
Louisville, KY	31.4	San Antonio, TX	47.8
New Orleans, LA	33.6	Salt Lake City, UT	34.0
Baltimore, MD	65.5	Richmond, VA	37.6
Boston, MA	172.5	Virginia Beach, VA	46.1
Detroit, MI	89.4	Seattle-Tacoma, WA	110.4
Minneapolis, MN	90.1	Milwaukee, WI	43.4

Source: The Conference Board, Emsi Burning Glass

1. Metropolitan areas are based on 2013 OMB county-based Metropolitan Statistical Area (MSA) definitions

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

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PROGRAM NOTES

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

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

The Conference Board®-Emsi Burning Glass® Help Wanted OnLine® (HWOL) Index measures changes over time in advertised online job vacancies, reflecting monthly trends in employment opportunities across the US. The HWOL Data Series aggregates the total number of ads available by month from the HWOL universe of online job ads. Ads in the HWOL universe are collected in real-time from over 50,000 online job domains including traditional job boards, corporate boards, social media sites, and smaller job sites that serve niche markets and smaller geographic areas.

Like The Conference Board's long-running Help Wanted Advertising Index of print ads (which was published for over 55 years and discontinued in July 2008), **Help Wanted OnLine®** measures help wanted advertising, i.e. labor demand. The HWOL Data Series began in May 2005 and was revised in December 2018. With the December 2018 revision, The Conference Board released the HWOL Index, improving upon the HWOL Data Series' ability to assess local labor market trends by reducing volatility and non-economic noise and improving correlation with local labor market conditions.

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

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

About The Conference Board

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About Emsi Burning Glass

Emsi Burning Glass is the world's leading authority on job skills, workforce talent, and labor market dynamics, providing expertise that empowers businesses, education providers, and governments to find the skills and talent they need and enables workers to unlock new career opportunities. Headquartered in Boston, Massachusetts, and Moscow, Idaho, Emsi Burning Glass is active in more than 30 countries and has offices in the United Kingdom, Italy, New Zealand, and India. The company is backed by global private equity leader KKR. <https://lightcast.io/>

Help Wanted OnLine® Publication Schedule

Data for the Month

November 2022

Release Date

December 7, 2022

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