

News Release

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

For further information:

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

Release #5908

For Immediate Release 10:00 AM ET, Wednesday, October 5, 2016

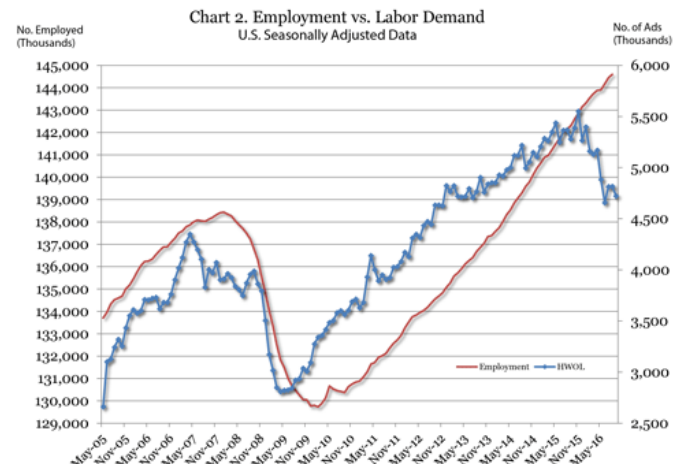
Online Labor Demand Decreased 93,800 in September

- The September loss followed little change in August
- The majority of the loss was concentrated in the West and Midwest regions
- The Professional category showed larger losses with Services/Production showing a mixture of gains and losses

NEW YORK, October 5, 2016...Online advertised vacancies decreased 93,800 to 4,722,300 in September, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The August Supply/Demand rate stands at 1.63 unemployed for each advertised vacancy with a total of 3.0 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 7.8 million in August.

“The third quarter showed a small gain of 64,800 following large losses in the second quarter,” said Gad Levanon, Chief Economist, North America, at The Conference Board. “There has been no sign of a bounceback from the sudden steep losses in May and June.”

The Professional category saw large losses in Computer/Math (-17.8) and Healthcare (-23.7) with the other areas primarily also showing losses. The Services/Production category saw large losses in Sales (-22.1) and Transportation (-12.0) with a mixture of smaller gains and losses in other areas.



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, 2 rose and 18 posted a loss
- Among the 50 States, 8 rose, 41 States declined, and 1 was constant

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	Sep-16	Sep-Aug 16	Aug-16	
United States	4,722.3	-93.8	1.63	↓ 12/15
NORTHEAST	868.8	-18.4	1.68	
Massachusetts	139.8	-5.9	0.97	↓ 1/16
New Jersey	143.0	-0.1	1.69	↓ 1/16
New York	271.3	-2.5	1.68	↓ 1/16
Pennsylvania	192.3	-4.1	1.88	↓ 1/16
SOUTH	1,531.9	-19.4	1.93	
Florida	247.7	-1.1	1.82	↓ 1/16
Georgia	149.5	4.8	1.67	→ 2/15
Maryland	99.6	-1.2	1.34	↓ 1/16
North Carolina	127.4	0.2	1.74	↓ 1/16
Texas	320.9	-9.8	1.88	↓ 4/16
Virginia	149.1	-4.0	1.06	→ 10/15
MIDWEST	1,040.6	-39.1	1.53	
Illinois	175.3	-5.3	2.01	↓ 1/16
Michigan	145.5	-3.8	1.45	↓ 1/16
Minnesota	128.8	-4.4	0.91	↓ 1/16
Missouri	100.4	-1.5	1.55	↓ 1/16
Ohio	162.0	-5.9	1.62	↓ 1/16
Wisconsin	98.6	-2.1	1.30	↓ 4/16
WEST	1,193.8	-36.6	1.72	
Arizona	97.7	-2.2	1.87	↓ 4/16
California	547.0	-17.6	1.88	↓ 1/16
Colorado	120.3	-2.3	0.89	↓ 1/16
Washington	150.0	-10.1	1.30	↑ 2/16

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) .

September Changes for States

In September, online labor demand was up in 8 States (see Table 3), down in 41, and remained constant in 1. All four regions experienced decreases.

The **Midwest** experienced a decrease of 39,100 in September (Table A). **Ohio** decreased 5,900 to 162,000. **Illinois** fell 5,300 to 175,300. **Michigan** fell 3,800 to 145,400. **Minnesota** decreased 4,400 to 128,800. **Wisconsin** decreased 2,100 to 98,600 and **Missouri** decreased 1,500 to 100,400. Among the smaller States in the region, **Indiana** decreased 2,700 to 76,600, and **Iowa** decreased 3,700 to 56,000, **Nebraska** fell 2,600 to 31,900, and **North Dakota** increased 400 to 15,500. **Kansas** increased 600 to 39,400 (Table 3).

The **Northeast** decreased 18,400 in September. **Massachusetts** decreased 5,900 to 139,800. **Pennsylvania** decreased 4,100 to 192,300. **New York** fell 2,500 to 271,300. **New Jersey** decreased 100 to 143,000. In the smaller States, **Connecticut** fell 1,800 to 62,200. **Maine** decreased 1,000 to 16,800 and **New Hampshire** declined 1,000 to 22,400. **Rhode Island** decreased 500 to 14,500 and **Vermont** fell 100 to 10,300.

The **West** decreased 36,600 in September. **California** decreased 17,600 to 547,000. **Washington** decreased 10,100 to 150,000 and **Colorado** decreased 2,300 to 120,300. **Arizona** decreased 2,200 to 97,700. Among the smaller States in the West, **Oregon** decreased 1,400 to 74,800. **Utah** decreased 300 to 56,400. **Nevada** increased 400 to 44,700. **Idaho** increased 300 to 23,800 and **New Mexico** decreased 600 to 25,000. **Montana** decreased 100 to 19,400 and **Wyoming** decreased 100 to 6,900.

The **South** decreased 19,400 in September. Among the larger States in the region, **Texas** fell 9,800, to 320,900. **Florida** decreased 1,100 to 247,700. **Georgia** increased 4,800 to 149,500. **Virginia** fell 4,000 to 149,100. **North Carolina** increased 200 to 127,400. **Maryland** decreased 1,200 to 99,600. Among the smaller States, **Alabama** remained constant at 45,900. **Tennessee** decreased 2,800 to 79,300 and **Kentucky** decreased 1,800 to 46,500. **South Carolina** decreased 800 to 58,100 and **Oklahoma** increased 300 to 37,100. **Louisiana** grew 200 to 42,500 and **Delaware** decreased 200 to 15,800.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for August 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 (0.73), North Dakota (0.86), Colorado (0.89), Minnesota (0.91), Nebraska (0.94), New Hampshire (0.96), Utah (0.97) and Massachusetts (0.97). The States with the highest Supply/Demand rates were Louisiana (3.17), which had more than three unemployed workers for every job opening, and Mississippi (2.93), Alabama (2.54) and Oklahoma (2.50), 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 September, 11 rose, 39 metro areas declined, and 2 were constant (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	Sep-16	Sep-Aug 16	Jul-16
United States	4,722.3	-93.8	1.63
NORTHEAST	868.8	-18.4	1.68
Boston, MA	107.6	-4.2	0.81
New York, NY	266.5	-0.7	1.77
Philadelphia, PA	95.5	-2.1	1.69
SOUTH	1,531.9	-19.4	1.93
Atlanta, GA	98.6	2.8	1.46
Baltimore, MD	51.4	-0.7	1.25
Dallas, TX	107.5	-3.5	1.22
Houston, TX	62.7	-2.6	2.62
Miami, FL	68.8	-1.8	2.03
Washington, DC	148.0	-6.0	0.81
MIDWEST	1,040.6	-39.1	1.53
Chicago, IL	135.6	-4.8	1.84
Cleveland, OH	31.1	-0.4	1.65
Detroit, MI	68.8	-2.4	1.42
Minneapolis-St. Paul, MN	89.4	-3.9	0.74
WEST	1,193.8	-36.6	1.72
Denver, CO	71.0	-1.7	0.73
Los Angeles, CA	165.7	-3.3	1.85
Phoenix, AZ	68.2	-1.1	1.60
San Diego, CA	48.9	0.1	1.54
San Francisco, CA	111.1	-5.3	0.91
San Jose, CA	53.5	-1.2	0.79
Seattle-Tacoma, WA	97.7	-5.4	0.90

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 September, labor demand rose in 11 metro areas, 39 fell, and 2 were constant. The MSAs with the largest changes in each of the regions were: **Chicago** (-4,800) and **Minneapolis-St. Paul** (-3,900) in the **Midwest**; **Seattle-Tacoma** (-5,400) and **San Francisco** (-5,300) in the **West**; **Washington DC** (-6,000) and **Dallas** (-3,500) in the **South**; and **Boston** (-4,200) and **Philadelphia** (-2,100) in the **Northeast** (See Table B and Table 5).

The **West** decreased 36,600 in September. **Seattle-Tacoma** decreased 5,400 to 97,700 and **San Francisco** fell 5,300 to 111,100. **Los Angeles** decreased 3,300 to 165,700 and **Denver** decreased 1,700 to 71,000. **San Jose** decreased 1,200 to 53,500. **Phoenix** decreased 1,100 to 68,200. **San Diego** increased 100 to 48,900. **Portland** decreased 1,100 to 46,100. **Sacramento** decreased 1,200 to 27,300 and **Honolulu** decreased 300 to 13,400. **Las Vegas** and **Tucson** both remained constant at 29,300 and 11,900, respectively.

The **South** decreased 19,400 in September. **Washington DC** fell 6,000 to 148,000 and **Dallas** decreased 3,500 to 107,500. **Miami** decreased 1,800 to 68,800. **Baltimore** decreased 700 to 51,400 and **Atlanta** increased 2,800 to 98,600. **Houston** decreased 2,600 to 62,700 and **Austin** added 400 to 38,600. **Tampa** decreased 800 to 46,100 and **Charlotte** increased 1,200 to 36,500. **San Antonio** fell 500 to 29,500 and **Nashville** increased 400 to 33,200. **Birmingham** decreased 400 to 13,500. **New Orleans** gained 200 to 16,000. **Louisville** decreased 1,600 to 17,000.

The **Northeast** decreased 18,400 in September. **Boston** fell 4,200 to 107,600. **Philadelphia** decreased 2,100 to 95,500 and **New York** decreased 700 to 266,500. **Pittsburgh** fell 600 to 38,100 and **Providence** decreased 700 to 20,400. **Buffalo** decreased 400 to 16,300. **Hartford** decreased 700 to 24,800 and **Rochester** increased 100 to 13,600.

The **Midwest** experienced a decrease of 39,100 in September. **Chicago** decreased 4,800 to 135,600 and **Minneapolis-St. Paul** decreased 3,900 to 89,400. **St. Louis** fell 800 to 48,600 and **Detroit** decreased 2,400 to 68,800. **Milwaukee** decreased 1,000 to 28,100. **Columbus** gained 400 to 35,000 and **Cincinnati** decreased 1,200 to 35,300. **Kansas City** decreased 800 to 40,900 and **Indianapolis** decreased 1,100 to 28,600. **Cleveland** fell 400 to 31,100.

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 July's data (the latest available unemployment data for metro areas), 9 major metro areas saw more job openings than unemployed workers: Salt Lake City (S/D rate of 0.66), Denver (0.73), Minneapolis-St. Paul (0.74), San Jose (0.79), Washington, DC (0.81), Boston (0.81), Austin (0.90), Seattle-Tacoma (.90), and San Francisco (0.91) (Table 6). Other favorable markets for job-seekers included Honolulu (1.02), Nashville (1.02), Columbus (1.13), Kansas City (1.20), Cincinnati (1.20), and Dallas (1.22).

In contrast, unemployed workers face great competition for each advertised position in Riverside (over 4 unemployed for every opening) as well as Houston and Las Vegas (over 2 unemployed for every opening). In 44 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 September, 2 of the largest ten online job categories posted increases and 8 posted decreases (Table C)

SOC ¹	Occupation	Total Ads (Thousands) Sep-16	M-O-M Change (Thousands) Sep-Aug 16	Unemployed (Thousands) Aug-16	Supply/ Demand Rate ² Aug-16	Average Hourly Wage ³
29	Healthcare practitioners and technical	619.6	-23.7	153.4	0.24	\$37.40
15	Computer and mathematical science	517.4	-17.8	109.9	0.21	\$41.43
43	Office and administrative support	499.0	-5.8	718.3	1.42	\$17.47
41	Sales and related	465.2	-22.1	809.2	1.66	\$18.90
11	Management	414.8	-7.2	423.2	1.00	\$55.30
53	Transportation and material moving	305.6	-12.0	756.3	2.38	\$16.90
13	Business and financial operations	283.0	-9.0	249.2	0.85	\$35.48
35	Food preparation and serving related	241.2	3.7	620.8	2.61	\$10.98
49	Installation, maintenance, and repair	191.2	1.4	183.2	0.97	\$22.11
25	Education, training, and library	157.0	-2.9	325.8	2.04	\$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 September

In September, of all the largest online job boards, two online job board categories posted increases.

Healthcare practitioners and technical ads decreased 23,700 to 619,600. The supply/demand rate for these occupations lies at 0.24, i.e. 4 advertised openings per unemployed job-seeker (see Table C and Table 7).

Computer and mathematical science ads decreased 17,800 to 517,400. The supply/demand rate lies at 0.21, i.e. over 4 advertised openings per unemployed job-seeker.

Business and finance ads decreased 9,000 to 283,000. The supply/demand rate lies at 0.85, i.e. more than 1 advertised opening per unemployed job-seeker.

Management ads decreased 7,200 to 414,800. The supply/demand rate lies at 1.00, i.e. 1 advertised opening per unemployed job-seeker.

Sales and related ads decreased 22,100 to 465,200. The supply/demand rate for these occupations lies at 1.66, more than 1 unemployed job-seeker for every advertised available opening.

Transportation and material moving ads decreased 12,000 to 305,600. The supply/demand rate lies at 2.38, i.e. over 2 unemployed job-seekers for every advertised available opening.

Food preparation and serving related ads increased 3,700 to 241,200. The supply/demand rate lies at 2.61, i.e. over 2 unemployed job-seeker for every advertised available opening.

PROGRAM NOTES

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>
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)
	Sep-15	Aug-16	Sep-16	Sep-Aug 16	Sep-15	Aug-16	Sep-16	Sep-Aug 16
United States	5,279.5	4,816.1	4,722.3	-93.8	2,540.4	2,135.8	2,145.3	9.5
New England	322.8	274.6	266.1	-8.4	155.1	114.6	111.1	-3.5
Middle Atlantic	686.8	612.6	602.7	-9.9	335.2	269.3	276.1	6.8
South Atlantic	980.3	910.9	905.2	-5.7	470.3	409.9	417.0	7.0
East North Central	780.8	679.1	652.6	-26.6	357.7	282.9	282.1	-0.8
East South Central	228.3	202.4	196.6	-5.8	107.0	84.8	83.9	-0.9
West North Central	411.5	400.6	388.0	-12.6	176.7	163.5	161.4	-2.1
West South Central	502.4	438.0	430.1	-7.9	235.7	194.5	196.4	1.9
Mountain	428.7	399.5	393.8	-5.7	212.8	182.1	185.3	3.1
Pacific	857.5	830.9	800.0	-30.9	450.3	406.8	394.8	-11.9

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)		
	Sep-15	Aug-16	Sep-16	Sep-15	Aug-16	Sep-16
United States	3.37	3.02	2.96	1.62	1.34	1.35
New England	4.16	3.49	3.38	2.00	1.46	1.41
Middle Atlantic	3.33	2.96	2.92	1.62	1.30	1.34
South Atlantic	3.21	2.96	2.94	1.54	1.33	1.35
East North Central	3.35	2.86	2.75	1.53	1.19	1.19
East South Central	2.71	2.36	2.29	1.27	0.99	0.98
West North Central	3.67	3.56	3.45	1.58	1.45	1.43
West South Central	2.73	2.35	2.31	1.28	1.04	1.05
Mountain	3.75	3.44	3.39	1.86	1.57	1.59
Pacific	3.36	3.20	3.08	1.76	1.56	1.52

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)
	Sep-15	Aug-16	Sep-16	Sep-Aug 16	Sep-15	Aug-16	Sep-16	Sep-Aug 16
United States	5,279.5	4,816.1	4,722.3	-93.8	2,540.4	2,135.8	2,145.3	9.5
Alabama	56.0	45.9	45.9	0.0	26.2	18.9	19.0	0.0
Alaska	17.7	13.3	13.2	-0.1	9.6	6.1	5.7	-0.4
Arizona	102.0	99.9	97.7	-2.2	52.2	46.9	46.8	-0.1
Arkansas	30.9	28.4	26.7	-1.7	13.6	11.2	10.9	-0.3
California	613.5	564.6	547.0	-17.6	320.1	278.0	272.8	-5.2
Colorado	132.0	122.6	120.3	-2.3	68.6	57.6	58.7	1.1
Connecticut	75.4	64.1	62.2	-1.8	34.9	25.3	24.5	-0.8
Delaware	18.9	16.0	15.8	-0.2	8.5	6.3	6.6	0.3
Florida	273.3	248.8	247.7	-1.1	145.0	121.5	124.7	3.2
Georgia	156.0	144.7	149.5	4.8	70.9	69.4	73.4	4.1
Hawaii	18.8	20.0	19.3	-0.7	9.9	10.5	9.9	-0.5
Idaho	27.5	23.5	23.8	0.3	15.0	11.6	11.5	-0.1
Illinois	207.2	180.6	175.3	-5.3	89.6	72.6	72.0	-0.6
Indiana	90.8	79.3	76.6	-2.7	38.1	31.3	30.9	-0.4
Iowa	65.8	59.7	56.0	-3.7	26.9	23.9	22.6	-1.3
Kansas	45.8	38.8	39.4	0.6	20.0	15.3	16.3	1.0
Kentucky	55.3	48.4	46.5	-1.8	26.6	19.3	18.7	-0.6
Louisiana	51.5	42.3	42.5	0.2	25.6	19.3	19.5	0.2
Maine	24.2	17.8	16.8	-1.0	11.6	6.9	6.7	-0.2
Maryland	108.8	100.8	99.6	-1.2	46.8	41.4	40.6	-0.8
Massachusetts	165.6	145.7	139.8	-5.9	79.9	60.8	59.2	-1.6
Michigan	181.8	149.2	145.5	-3.8	85.4	65.1	63.5	-1.6
Minnesota	132.3	133.2	128.8	-4.4	58.1	55.4	54.9	-0.5
Mississippi	27.0	25.9	25.3	-0.5	10.9	10.7	10.9	0.2
Missouri	91.6	101.8	100.4	-1.5	40.7	42.3	42.3	0.0
Montana	20.8	19.5	19.4	-0.1	10.1	9.0	9.6	0.6
Nebraska	39.7	34.5	31.9	-2.6	17.5	13.2	13.1	-0.1
Nevada	46.2	44.2	44.7	0.4	23.0	20.3	21.0	0.7
New Hampshire	25.1	23.4	22.4	-1.0	11.0	10.0	9.3	-0.6
New Jersey	155.2	143.1	143.0	-0.1	69.6	60.6	61.8	1.2
New Mexico	29.4	25.6	25.0	-0.6	13.4	11.1	10.8	-0.3
New York	314.8	273.9	271.3	-2.5	157.9	127.6	127.1	-0.5
North Carolina	140.5	127.3	127.4	0.2	68.6	57.9	59.2	1.2
North Dakota	18.6	15.1	15.5	0.4	7.8	6.2	7.0	0.9
Ohio	194.8	167.9	162.0	-5.9	88.7	72.9	70.5	-2.4
Oklahoma	42.0	36.9	37.1	0.3	17.3	15.0	15.2	0.2
Oregon	79.2	76.2	74.8	-1.4	44.7	40.7	40.6	-0.1
Pennsylvania	220.9	196.4	192.3	-4.1	101.6	80.8	82.2	1.4
Rhode Island	19.9	15.0	14.5	-0.5	11.2	7.1	6.7	-0.4
South Carolina	65.6	58.9	58.1	-0.8	34.6	25.1	25.7	0.6
South Dakota	19.2	18.0	17.6	-0.4	7.6	6.6	6.8	0.2
Tennessee	90.5	82.1	79.3	-2.8	43.8	35.3	35.8	0.5
Texas	374.7	330.7	320.9	-9.8	176.5	149.8	148.5	-1.3
Utah	61.0	56.7	56.4	-0.3	26.6	24.2	24.4	0.2
Vermont	12.5	10.4	10.3	-0.1	6.5	4.4	4.6	0.1
Virginia	152.6	153.0	149.1	-4.0	65.1	62.6	60.9	-1.7
Washington	133.1	160.0	150.0	-10.1	67.3	71.6	67.1	-4.5
West Virginia	19.9	19.5	19.4	-0.1	8.1	8.1	7.7	-0.4
Wisconsin	112.2	100.7	98.6	-2.1	52.7	43.3	42.6	-0.8
Wyoming	10.2	7.1	6.9	-0.1	4.1	2.7	2.7	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.

© 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
	Sep-15	Aug-16	Sep-16	Aug-16	Aug-16	Aug-16	Aug-16
United States	3.37	3.02	2.96	4.9	7,849.00	4,816.1	1.63
Alabama	2.61	2.13	2.13	5.4	116.36	45.9	2.54
Alaska	4.87	3.70	3.67	6.8	24.37	13.3	1.83
Arizona	3.24	3.11	3.04	5.8	187.00	99.9	1.87
Arkansas	2.32	2.09	1.97	3.9	53.17	28.4	1.87
California	3.23	2.94	2.84	5.5	1,060.64	564.6	1.88
Colorado	4.68	4.24	4.16	3.8	109.10	122.6	0.89
Connecticut	4.00	3.37	3.27	5.6	106.14	64.1	1.66
Delaware	4.01	3.33	3.29	4.3	20.70	16.0	1.30
Florida	2.83	2.56	2.55	4.7	453.77	248.8	1.82
Georgia	3.28	2.96	3.06	4.9	241.74	144.7	1.67
Hawaii	2.77	2.92	2.82	3.4	23.55	20.0	1.18
Idaho	3.43	2.89	2.93	3.8	30.97	23.5	1.32
Illinois	3.18	2.75	2.67	5.5	363.67	180.6	2.01
Indiana	2.78	2.35	2.27	4.5	152.91	79.3	1.93
Iowa	3.87	3.48	3.26	4.2	72.70	59.7	1.22
Kansas	3.05	2.61	2.65	4.3	63.72	38.8	1.64
Kentucky	2.84	2.46	2.36	4.9	97.00	48.4	2.01
Louisiana	2.40	1.98	1.99	6.3	134.32	42.3	3.17
Maine	3.58	2.58	2.44	4.0	27.84	17.8	1.57
Maryland	3.45	3.19	3.15	4.3	135.25	100.8	1.34
Massachusetts	4.64	4.04	3.87	3.9	141.72	145.7	0.97
Michigan	3.83	3.11	3.03	4.5	216.40	149.2	1.45
Minnesota	4.39	4.44	4.29	4.0	121.42	133.2	0.91
Mississippi	2.11	2.04	2.00	6.0	75.96	25.9	2.93
Missouri	2.94	3.26	3.22	5.1	157.95	101.8	1.55
Montana	3.98	3.73	3.72	4.3	22.56	19.5	1.16
Nebraska	3.92	3.39	3.13	3.2	32.29	34.5	0.94
Nevada	3.23	3.08	3.11	6.3	90.12	44.2	2.04
New Hampshire	3.38	3.09	2.96	3.0	22.49	23.4	0.96
New Jersey	3.42	3.14	3.14	5.3	242.50	143.1	1.69
New Mexico	3.21	2.76	2.69	6.6	61.29	25.6	2.39
New York	3.25	2.87	2.84	4.8	461.37	273.9	1.68
North Carolina	2.95	2.65	2.65	4.6	221.75	127.3	1.74
North Dakota	4.50	3.56	3.67	3.1	13.02	15.1	0.86
Ohio	3.43	2.91	2.81	4.7	271.59	167.9	1.62
Oklahoma	2.28	2.02	2.04	5.1	92.20	36.9	2.50
Oregon	4.00	3.69	3.62	5.4	111.89	76.2	1.47
Pennsylvania	3.44	3.01	2.95	5.7	369.72	196.4	1.88
Rhode Island	3.59	2.70	2.61	5.6	30.95	15.0	2.06
South Carolina	2.91	2.56	2.53	5.1	117.00	58.9	1.99
South Dakota	4.24	3.93	3.84	2.9	13.13	18.0	0.73
Tennessee	2.96	2.62	2.53	4.4	138.28	82.1	1.68
Texas	2.86	2.48	2.41	4.7	621.81	330.7	1.88
Utah	4.15	3.78	3.76	3.7	54.83	56.7	0.97
Vermont	3.64	3.00	2.97	3.3	11.45	10.4	1.10
Virginia	3.61	3.64	3.55	3.9	162.55	153.0	1.06
Washington	3.75	4.41	4.13	5.7	207.96	160.0	1.30
West Virginia	2.54	2.47	2.46	5.7	44.75	19.5	2.30
Wisconsin	3.62	3.22	3.15	4.2	131.14	100.7	1.30
Wyoming	3.34	2.36	2.32	5.5	16.57	7.1	2.35

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)
	Sep-15	Aug-16	Sep-16	Sep-Aug 16	Sep-15	Aug-16	Sep-16	Sep-Aug 16
Birmingham, AL	17.2	13.8	13.5	-0.4	8.2	5.2	5.1	-0.1
Phoenix, AZ	70.0	69.2	68.2	-1.1	35.2	32.4	32.7	0.4
Tucson, AZ	14.5	11.9	11.9	0.0	8.1	5.5	5.2	-0.2
Los Angeles, CA	183.4	169.1	165.7	-3.3	97.3	84.0	83.7	-0.3
Riverside, CA	38.3	30.8	30.8	0.1	18.4	14.5	14.4	-0.1
Sacramento, CA	29.7	28.5	27.3	-1.2	15.6	14.8	14.4	-0.4
San Diego, CA	50.6	48.7	48.9	0.1	27.4	25.1	26.0	0.9
San Francisco, CA	126.0	116.5	111.1	-5.3	64.9	59.8	55.1	-4.7
San Jose, CA	57.6	54.7	53.5	-1.2	24.0	23.8	22.2	-1.6
Denver, CO	76.0	72.7	71.0	-1.7	37.7	33.8	33.9	0.2
Hartford, CT	30.0	25.5	24.8	-0.7	13.6	10.1	9.6	-0.5
Washington, DC	156.9	154.0	148.0	-6.0	67.6	62.4	59.4	-3.0
Jacksonville, FL	19.3	17.7	18.2	0.5	9.7	8.9	9.3	0.5
Miami, FL	75.8	70.6	68.8	-1.8	39.4	34.6	34.6	0.0
Orlando, FL	34.5	33.1	32.1	-1.0	16.3	15.6	15.4	-0.2
Tampa, FL	47.2	46.9	46.1	-0.8	22.7	22.0	22.0	0.0
Atlanta, GA	102.0	95.8	98.6	2.8	44.2	44.9	46.2	1.2
Honolulu, HI	13.7	13.7	13.4	-0.3	7.5	7.4	7.2	-0.2
Chicago, IL	159.6	140.4	135.6	-4.8	68.3	55.8	55.5	-0.3
Indianapolis, IN	31.4	29.8	28.6	-1.1	13.0	12.0	11.7	-0.3
Louisville, KY	22.0	18.6	17.0	-1.6	11.2	7.5	7.0	-0.5
New Orleans, LA	18.8	15.9	16.0	0.2	9.7	6.8	6.7	-0.1
Baltimore, MD	57.7	52.1	51.4	-0.7	24.9	21.1	20.8	-0.2
Boston, MA	124.5	111.8	107.6	-4.2	57.3	46.2	45.8	-0.4
Detroit, MI	85.0	71.2	68.8	-2.4	36.3	28.8	27.8	-1.0
Minneapolis-St. Paul, MN	89.7	93.3	89.4	-3.9	39.6	38.8	38.1	-0.7
Kansas City, MO	39.7	41.7	40.9	-0.8	16.9	16.8	17.4	0.7
St. Louis, MO	44.1	49.4	48.6	-0.8	18.0	19.8	19.2	-0.6
Las Vegas, NV	28.7	29.3	29.3	0.0	13.5	13.5	13.6	0.1
Buffalo, NY	23.3	16.7	16.3	-0.4	12.9	7.1	7.1	0.0
New York, NY	295.5	267.2	266.5	-0.7	142.5	118.9	126.9	8.0
Rochester, NY	19.2	13.5	13.6	0.1	10.1	6.1	6.0	-0.1
Charlotte, NC	37.8	35.3	36.5	1.2	17.3	16.5	17.1	0.6
Cincinnati, OH	39.2	36.5	35.3	-1.2	15.8	15.2	13.7	-1.4
Cleveland, OH	37.4	31.4	31.1	-0.4	15.6	12.3	12.7	0.4
Columbus, OH	40.4	34.6	35.0	0.4	18.2	15.6	15.8	0.2
Oklahoma City, OK	17.4	16.2	16.7	0.5	7.4	6.8	7.1	0.3
Portland, OR	47.2	47.2	46.1	-1.1	26.3	24.8	24.5	-0.4
Philadelphia, PA	107.4	97.6	95.5	-2.1	47.1	39.8	40.1	0.3
Pittsburgh, PA	42.7	38.7	38.1	-0.6	17.9	15.3	15.8	0.5
Providence, RI	27.6	21.1	20.4	-0.7	15.9	9.7	9.3	-0.4
Memphis, TN	17.6	15.8	15.7	-0.1	8.0	6.3	6.5	0.1
Nashville, TN	34.5	32.8	33.2	0.4	15.2	14.4	14.7	0.4
Austin, TX	43.6	38.2	38.6	0.4	21.8	19.3	19.4	0.1
Dallas, TX	122.5	111.0	107.5	-3.5	54.7	49.5	47.7	-1.7
Houston, TX	80.0	65.3	62.7	-2.6	34.9	28.7	27.9	-0.8
San Antonio, TX	31.3	30.0	29.5	-0.5	14.8	13.6	13.3	-0.3
Salt Lake City, UT	35.9	32.6	32.6	-0.1	15.7	13.9	13.9	0.0
Richmond, VA	19.8	19.1	19.0	-0.1	9.2	8.7	8.8	0.2
Virginia Beach, VA	22.2	22.3	20.4	-1.9	10.1	9.1	9.0	-0.1
Seattle-Tacoma, WA	89.1	103.1	97.7	-5.4	44.1	44.4	42.1	-2.3
Milwaukee, WI	30.6	29.1	28.1	-1.0	12.7	12.1	11.5	-0.6

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
	Sep-15	Aug-16	Sep-16	Jul-16	Jul-16	Jul-16	Jul-16
Birmingham, AL	3.24	2.56	2.50	5.0	27.1	14.1	1.93
Phoenix, AZ	3.22	3.12	3.07	5.0	111.0	69.6	1.60
Tucson, AZ	3.14	2.51	2.50	5.3	25.2	11.8	2.13
Los Angeles, CA	2.79	2.52	2.47	4.6	310.7	167.6	1.85
Riverside, CA	1.95	1.55	1.55	6.2	122.9	30.7	4.01
Sacramento, CA	2.80	2.66	2.55	5.5	58.7	28.7	2.05
San Diego, CA	3.23	3.08	3.09	4.8	76.6	49.6	1.54
San Francisco, CA	5.02	4.57	4.36	4.0	101.5	111.9	0.91
San Jose, CA	5.48	5.09	4.98	4.0	42.8	54.4	0.79
Denver, CO	5.04	4.71	4.60	3.4	52.5	72.2	0.73
Hartford, CT	4.87	4.11	3.99	5.5	34.3	25.2	1.36
Washington, DC	4.78	4.68	4.50	3.8	123.9	153.6	0.81
Jacksonville, FL	2.67	2.40	2.47	4.5	33.0	18.1	1.82
Miami, FL	2.51	2.33	2.28	4.7	142.0	70.0	2.03
Orlando, FL	2.82	2.64	2.56	4.3	54.4	33.2	1.64
Tampa, FL	3.27	3.20	3.14	4.5	65.3	47.6	1.37
Atlanta, GA	3.60	3.27	3.36	4.8	140.6	96.3	1.46
Honolulu, HI	2.92	2.92	2.85	3.1	14.4	14.1	1.02
Chicago, IL	3.27	2.82	2.73	5.3	261.4	141.8	1.84
Indianapolis, IN	3.12	2.84	2.73	3.9	41.3	30.7	1.35
Louisville, KY	3.54	2.91	2.66	4.1	26.4	18.9	1.39
New Orleans, LA	3.14	2.63	2.66	5.8	34.7	16.0	2.16
Baltimore, MD	3.92	3.52	3.47	4.4	65.3	52.4	1.25
Boston, MA	4.75	4.20	4.04	3.4	91.6	112.8	0.81
Detroit, MI	4.26	3.47	3.35	4.9	100.1	70.2	1.42
Minneapolis-St. Paul, MN	4.63	4.77	4.57	3.5	68.0	91.7	0.74
Kansas City, MO	3.54	3.70	3.63	4.5	50.3	42.1	1.20
St. Louis, MO	2.97	3.30	3.25	4.6	68.8	47.8	1.44
Las Vegas, NV	2.72	2.76	2.76	6.5	69.1	30.3	2.28
Buffalo, NY	4.24	3.04	2.97	4.7	25.9	17.2	1.51
New York, NY	2.94	2.66	2.66	4.8	482.3	272.1	1.77
Rochester, NY	3.66	2.61	2.62	4.5	23.3	14.0	1.67
Charlotte, NC	3.05	2.80	2.89	4.5	56.3	36.0	1.57
Cincinnati, OH	3.67	3.33	3.23	4.0	44.3	36.8	1.20
Cleveland, OH	3.67	3.03	2.99	5.0	52.4	31.8	1.65
Columbus, OH	3.89	3.27	3.30	3.8	40.1	35.5	1.13
Oklahoma City, OK	2.59	2.43	2.49	4.4	29.4	16.6	1.77
Portland, OR	3.83	3.68	3.59	5.3	68.3	47.8	1.43
Philadelphia, PA	3.51	3.12	3.06	5.2	163.9	96.9	1.69
Pittsburgh, PA	3.52	3.17	3.12	5.7	69.5	38.7	1.80
Providence, RI	4.07	3.08	2.98	5.3	36.0	21.1	1.71
Memphis, TN	2.87	2.54	2.52	5.3	32.8	15.9	2.07
Nashville, TN	3.69	3.37	3.41	3.5	33.8	33.0	1.02
Austin, TX	4.06	3.44	3.48	3.2	35.2	39.3	0.90
Dallas, TX	3.40	3.00	2.91	3.8	139.2	114.2	1.22
Houston, TX	2.46	1.98	1.90	5.3	174.3	66.5	2.62
San Antonio, TX	2.84	2.68	2.64	3.7	41.7	31.3	1.33
Salt Lake City, UT	5.79	5.19	5.18	3.5	21.9	33.2	0.66
Richmond, VA	2.99	2.87	2.85	3.9	26.4	19.3	1.36
Virginia Beach, VA	2.66	2.68	2.46	4.4	36.9	23.4	1.58
Seattle-Tacoma, WA	4.51	5.13	4.86	4.7	95.4	105.8	0.90
Milwaukee, WI	3.71	3.49	3.37	4.4	36.6	29.4	1.25

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 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
		Sep-15	Aug-16	Sep-16	Sep-Aug 16	Aug-16	Aug-16	
	Total	5,279.5	4,816.1	4,722.3	-93.8	7,849.0	1.63	\$23.23
11	Management	448.9	422.0	414.8	-7.2	423.2	1.00	\$55.30
13	Business and financial operations	315.1	291.9	283.0	-9.0	249.2	0.85	\$35.48
15	Computer and mathematical science	570.3	535.1	517.4	-17.8	109.9	0.21	\$41.43
17	Architecture and engineering	162.0	133.4	134.9	1.5	69.1	0.52	\$39.89
19	Life, physical, and social science	56.1	57.2	56.7	-0.5	28.2	0.49	\$34.24
21	Community and social services	95.7	93.6	93.8	0.2	94.6	1.01	\$22.19
23	Legal	25.5	24.0	22.9	-1.1	20.3	0.85	\$49.74
25	Education, training, and library	153.1	160.0	157.0	-2.9	325.8	2.04	\$25.48
27	Arts, design, entertainment, sports, and media	121.0	105.4	106.9	1.6	201.5	1.91	\$27.39
29	Healthcare practitioners and technical	636.5	643.3	619.6	-23.7	153.4	0.24	\$37.40
31	Healthcare support	129.2	121.9	120.8	-1.1	182.1	1.49	\$14.19
33	Protective service	55.8	58.5	55.6	-3.0	108.9	1.86	\$21.45
35	Food preparation and serving related	240.3	237.5	241.2	3.7	620.8	2.61	\$10.98
37	Building and grounds cleaning and maintenance	113.4	101.7	108.6	7.0	415.3	4.08	\$13.02
39	Personal care and service	75.0	66.3	67.7	1.4	315.1	4.75	\$12.33
41	Sales and related	559.4	487.4	465.2	-22.1	809.2	1.66	\$18.90
43	Office and administrative support	573.0	504.8	499.0	-5.8	718.3	1.42	\$17.47
45	Farming, fishing, and forestry	9.1	7.5	8.3	0.8	76.4	10.17	\$12.67
47	Construction and extraction	134.8	110.9	114.7	3.8	581.7	5.24	\$22.88
49	Installation, maintenance, and repair	219.8	189.8	191.2	1.4	183.2	0.97	\$22.11
51	Production	157.3	126.5	130.1	3.5	477.1	3.77	\$17.41
53	Transportation and material moving	413.4	317.5	305.6	-12.0	756.3	2.38	\$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
	Sep-16	Wage ²	Sep-16	Wage ²	Sep-16	Wage ²
United States	714,674	\$45.32	1,753,403	\$33.32	627,321	\$13.17
Alabama	5,171	\$43.06	15,814	\$30.21	5,406	\$11.32
Alaska	1,468	\$45.48	6,287	\$36.72	2,051	\$16.14
Arizona	13,395	\$40.27	34,991	\$30.99	13,793	\$13.21
Arkansas	3,336	\$36.04	8,689	\$19.92	3,417	\$10.80
California	91,964	\$50.39	220,894	\$39.46	70,886	\$14.95
Colorado	16,336	\$45.28	41,620	\$34.50	20,140	\$13.40
Connecticut	10,823	\$51.72	26,603	\$35.98	5,930	\$15.00
Delaware	3,086	\$47.97	6,070	\$28.31	1,634	\$13.13
Florida	33,044	\$41.26	79,103	\$30.57	37,200	\$12.83
Georgia	24,731	\$43.92	56,130	\$31.10	15,795	\$11.62
Hawaii	2,315	\$39.04	5,014	\$32.01	4,607	\$15.23
Idaho	2,390	\$35.80	7,637	\$27.03	3,794	\$11.72
Illinois	33,074	\$44.54	65,574	\$32.77	19,616	\$13.81
Indiana	9,067	\$13.89	24,987	\$28.96	10,233	\$11.65
Iowa	6,620	\$36.93	18,753	\$27.80	7,489	\$11.89
Kansas	4,957	\$39.68	13,449	\$27.98	5,137	\$11.81
Kentucky	5,210	\$37.05	15,953	\$28.30	6,034	\$11.33
Louisiana	5,027	\$38.02	13,336	\$27.97	6,547	\$11.08
Maine	1,701	\$37.77	6,458	\$29.76	2,975	\$12.50
Maryland	15,251	\$47.92	44,358	\$37.33	10,831	\$14.16
Massachusetts	25,043	\$51.39	59,172	\$37.75	17,859	\$15.50
Michigan	19,042	\$42.47	57,624	\$27.95	20,598	\$12.57
Minnesota	19,768	\$43.99	47,338	\$32.65	18,426	\$12.99
Mississippi	2,646	\$35.20	7,217	\$26.15	3,916	\$10.78
Missouri	13,571	\$41.02	37,195	\$29.30	13,988	\$11.73
Montana	1,601	\$33.63	6,136	\$26.68	3,872	\$11.95
Nebraska	3,946	\$39.58	11,486	\$28.05	4,301	\$12.16
Nevada	5,704	\$40.30	13,610	\$32.48	8,443	\$13.63
New Hampshire	2,444	\$30.34	8,956	\$32.67	3,358	\$13.43
New Jersey	27,181	\$52.77	56,169	\$36.62	16,723	\$15.27
New Mexico	2,768	\$37.70	11,918	\$30.86	3,036	\$11.95
New York	56,442	\$55.65	100,760	\$37.08	35,414	\$15.26
North Carolina	18,627	\$45.27	49,146	\$30.67	16,130	\$11.57
North Dakota	1,511	\$38.87	5,067	\$28.15	1,878	\$13.19
Ohio	23,399	\$40.65	53,282	\$31.09	22,461	\$12.26
Oklahoma	3,865	\$38.07	12,666	\$26.84	5,047	\$11.54
Oregon	8,856	\$40.91	26,466	\$33.47	12,148	\$13.69
Pennsylvania	29,458	\$44.43	67,543	\$31.75	27,151	\$12.69
Rhode Island	2,170	\$47.63	5,566	\$34.98	2,081	\$13.98
South Carolina	6,450	\$37.88	21,293	\$28.93	8,204	\$11.32
South Dakota	1,872	\$36.83	5,468	\$26.01	2,933	\$11.60
Tennessee	10,856	\$38.77	25,717	\$28.38	10,449	\$11.44
Texas	47,940	\$20.04	117,199	\$32.77	41,181	\$12.14
Utah	6,251	\$38.05	16,820	\$29.58	9,075	\$12.01
Vermont	1,183	\$39.05	4,266	\$28.98	1,955	\$14.28
Virginia	24,296	\$48.22	69,199	\$35.59	16,756	\$6.94
Washington	24,624	\$45.51	60,758	\$36.48	20,175	\$15.35
West Virginia	1,833	\$35.06	6,643	\$27.16	2,555	\$11.26
Wisconsin	12,668	\$39.21	30,501	\$29.80	14,533	\$12.12
Wyoming	746	\$40.26	2,755	\$28.38	868	\$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.

© 2016 The Conference Board. All rights reserved.

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
	Sep-16	Wage ¹	Sep-16	Wage ¹	Sep-16	Wage ¹
United States	1,018,175	\$18.04	342,605	\$22.10	475,556	\$17.15
Alabama	10,107	\$15.73	4,342	\$20.16	7,187	\$15.97
Alaska	2,652	\$19.28	1,066	\$29.93	754	\$23.82
Arizona	22,171	\$17.13	7,357	\$20.18	7,557	\$17.00
Arkansas	6,089	\$14.98	2,373	\$8.63	4,365	\$15.28
California	119,690	\$19.64	30,380	\$23.11	39,869	\$17.17
Colorado	26,137	\$19.25	11,069	\$22.14	11,047	\$18.41
Connecticut	13,151	\$20.62	3,203	\$24.87	5,260	\$18.74
Delaware	2,949	\$17.99	995	\$23.23	1,384	\$16.86
Florida	59,231	\$16.80	23,122	\$18.68	18,351	\$15.57
Georgia	30,086	\$17.15	11,179	\$19.71	16,373	\$15.93
Hawaii	5,631	\$17.47	1,466	\$27.49	1,522	\$20.18
Idaho	5,326	\$15.78	2,480	\$19.26	3,504	\$16.25
Illinois	37,782	\$18.64	9,114	\$25.95	19,438	\$17.54
Indiana	17,045	\$16.60	5,919	\$22.24	13,115	\$16.71
Iowa	12,425	\$16.26	5,387	\$20.73	8,920	\$16.35
Kansas	8,834	\$16.78	3,425	\$20.93	5,221	\$17.30
Kentucky	10,622	\$15.84	3,233	\$20.55	7,411	\$16.79
Louisiana	9,766	\$15.19	4,753	\$20.38	5,346	\$19.39
Maine	3,594	\$16.01	1,200	\$20.30	1,728	\$16.92
Maryland	18,746	\$18.75	6,542	\$23.10	7,688	\$18.04
Massachusetts	27,456	\$20.96	7,402	\$27.04	11,216	\$18.38
Michigan	30,442	\$17.40	11,096	\$22.30	17,925	\$17.20
Minnesota	28,581	\$18.96	8,398	\$24.24	14,610	\$17.81
Mississippi	5,871	\$14.58	2,466	\$18.52	4,303	\$15.71
Missouri	21,224	\$16.61	7,588	\$22.16	11,775	\$16.59
Montana	4,561	\$15.77	2,396	\$21.67	2,446	\$17.96
Nebraska	6,881	\$16.39	3,044	\$20.12	3,981	\$16.87
Nevada	11,028	\$16.52	3,538	\$23.60	4,232	\$17.08
New Hampshire	5,484	\$18.69	1,589	\$22.48	2,599	\$17.35
New Jersey	30,509	\$19.67	7,898	\$26.16	11,761	\$17.16
New Mexico	4,603	\$15.52	1,808	\$19.80	2,063	\$17.46
New York	62,497	\$21.27	14,231	\$26.98	18,529	\$18.58
North Carolina	23,811	\$17.25	11,108	\$19.49	13,374	\$15.58
North Dakota	3,314	\$17.51	2,180	\$16.46	2,217	\$21.07
Ohio	39,705	\$17.14	12,694	\$21.62	23,192	\$16.78
Oklahoma	8,416	\$15.94	3,814	\$19.79	5,086	\$17.18
Oregon	16,247	\$17.63	6,028	\$22.41	8,362	\$17.22
Pennsylvania	43,677	\$17.84	13,028	\$22.45	22,317	\$17.40
Rhode Island	3,235	\$19.26	982	\$23.27	1,568	\$17.29
South Carolina	12,140	\$15.66	6,107	\$19.34	7,287	\$16.44
South Dakota	4,201	\$15.62	1,857	\$18.98	2,428	\$15.46
Tennessee	18,516	\$16.28	6,447	\$19.75	11,311	\$15.77
Texas	70,996	\$18.03	26,592	\$20.38	31,073	\$17.53
Utah	14,982	\$16.82	5,835	\$20.70	7,049	\$17.02
Vermont	1,931	\$17.81	640	\$20.97	1,099	\$17.88
Virginia	25,545	\$18.01	9,037	\$21.34	9,770	\$17.45
Washington	29,708	\$19.31	11,100	\$25.20	13,783	\$19.72
West Virginia	4,549	\$14.35	1,605	\$20.06	2,902	\$16.95
Wisconsin	22,840	\$17.49	8,210	\$22.63	16,075	\$16.93
Wyoming	1,168	\$16.72	875	\$24.30	810	\$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
	Sep-16	Wage ^{2*}	Sep-16	Wage ^{2*}	Sep-16	Wage ^{2*}
United States	714,674	\$45.32	1,753,403	\$33.32	627,321	\$13.17
Birmingham, AL	1,720	\$28.19	4,826	\$31.89	1,631	\$11.73
Phoenix, AZ	10,580	\$41.47	23,117	\$31.91	9,241	\$13.16
Tucson, AZ	1,284	\$36.83	4,714	\$29.30	1,764	\$13.01
Los Angeles, CA	30,181	\$49.28	60,916	\$38.67	20,876	\$14.65
Riverside, CA	3,528	\$42.16	10,699	\$32.88	4,502	\$13.81
Sacramento, CA	4,303	\$42.06	10,649	\$37.37	3,646	\$14.72
San Diego, CA	7,416	\$48.29	19,338	\$38.18	6,941	\$14.94
San Francisco, CA	23,962	\$57.45	44,427	\$43.86	13,202	\$16.29
San Jose, CA	10,176	\$65.23	28,187	\$51.90	4,455	\$15.68
Denver, CO	11,652	\$47.15	24,382	\$36.52	10,742	\$13.42
Hartford, CT	4,563	\$48.92	10,641	\$35.85	1,882	\$14.68
Washington, DC	31,022	\$53.56	73,417	\$42.88	15,047	\$15.28
Jacksonville, FL	2,802	\$40.47	5,566	\$30.04	2,280	\$12.40
Miami, FL	11,031	\$44.27	20,800	\$32.14	10,617	\$13.51
Orlando, FL	4,740	\$40.39	9,557	\$30.28	5,144	\$12.44
Tampa, FL	6,867	\$41.26	16,543	\$29.73	6,341	\$12.46
Atlanta, GA	19,552	\$46.31	38,723	\$33.18	9,529	\$11.94
Honolulu, HI	1,738	\$39.84	3,342	\$32.45	2,940	\$14.80
Chicago, IL	28,659	\$46.41	49,261	\$33.83	15,071	\$13.97
Indianapolis, IN	4,443	\$39.82	9,184	\$31.60	3,558	\$12.02
Louisville, KY	2,427	\$38.74	5,086	\$29.97	2,363	\$11.75
New Orleans, LA	2,033	\$39.58	5,051	\$26.22	2,996	\$11.46
Baltimore, MD	7,894	\$46.68	23,705	\$36.36	5,442	\$14.11
Boston, MA	21,366	\$53.26	44,449	\$38.65	13,203	\$15.78
Detroit, MI	10,737	\$45.34	30,795	\$32.81	8,333	\$12.54
Minneapolis-St. Paul, MN	16,418	\$46.10	33,249	\$34.49	11,771	\$13.31
Kansas City, MO	6,173	\$42.72	14,456	\$31.02	5,349	\$10.61
St. Louis, MO	7,767	\$43.72	19,939	\$30.98	6,243	\$12.18
Las Vegas, NV	4,162	\$40.30	9,096	\$32.90	5,930	\$13.89
Buffalo, NY	2,460	\$41.51	5,169	\$27.77	2,166	\$13.35
New York, NY	62,385	\$58.29	101,778	\$39.15	31,467	\$15.73
Rochester, NY	1,809	\$44.10	4,759	\$30.83	1,803	\$13.49
Charlotte, NC	7,399	\$47.35	13,466	\$31.97	3,893	\$11.91
Cincinnati, OH	6,060	\$41.94	10,856	\$32.20	4,614	\$12.24
Cleveland, OH	5,304	\$41.97	10,412	\$32.14	4,242	\$12.61
Columbus, OH	5,741	\$41.56	11,273	\$32.66	4,388	\$12.80
Oklahoma City, OK	2,004	\$38.79	5,959	\$29.23	2,130	\$12.14
Portland, OR	6,773	\$43.82	15,788	\$35.12	7,047	\$14.15
Philadelphia, PA	18,726	\$48.85	36,173	\$34.64	11,304	\$13.58
Pittsburgh, PA	6,779	\$43.12	13,330	\$31.18	5,766	\$12.32
Providence, RI	2,801	\$46.54	7,779	\$34.20	2,968	\$13.95
Memphis, TN	2,279	\$39.68	5,025	\$29.67	1,872	\$11.65
Nashville, TN	5,498	\$40.65	10,511	\$29.64	4,301	\$11.81
Austin, TX	5,929	\$44.61	14,959	\$33.40	5,509	\$12.73
Dallas, TX	19,633	\$47.46	38,609	\$34.32	11,851	\$12.64
Houston, TX	10,646	\$51.50	21,862	\$36.65	7,304	\$9.76
San Antonio, TX	4,102	\$42.18	10,852	\$31.18	4,583	\$11.92
Salt Lake City, UT	4,198	\$40.39	9,791	\$32.34	5,178	\$12.43
Richmond, VA	2,956	\$43.37	7,983	\$31.66	2,098	\$12.67
Virginia Beach, VA	2,745	\$42.14	7,970	\$31.60	2,669	\$12.55
Seattle-Tacoma, WA	18,506	\$48.11	40,352	\$39.72	11,629	\$15.93
Milwaukee, WI	4,787	\$43.80	9,337	\$32.16	3,726	\$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 Sep-16	Average Hourly Wage ^{2*}	Total Ads Sep-16	Average Hourly Wage ^{2*}	Total Ads Sep-16	Average Hourly Wage ^{2*}
United States	1,018,175	\$18.04	342,605	\$22.10	475,556	\$17.15
Birmingham, AL	3,349	\$17.61	1,058	\$21.18	1,500	\$16.31
Phoenix, AZ	16,538	\$17.70	4,938	\$20.87	5,107	\$17.24
Tucson, AZ	2,614	\$16.06	1,048	\$20.43	781	\$15.62
Los Angeles, CA	41,293	\$19.45	8,050	\$24.84	11,853	\$16.33
Riverside, CA	7,668	\$17.19	2,311	\$22.99	3,722	\$16.51
Sacramento, CA	6,394	\$18.97	2,118	\$24.61	2,331	\$17.54
San Diego, CA	11,073	\$11.15	2,956	\$24.28	2,851	\$16.77
San Francisco, CA	21,957	\$23.27	5,081	\$30.08	6,317	\$20.79
San Jose, CA	7,931	\$24.34	1,700	\$28.02	2,100	\$18.62
Denver, CO	15,823	\$20.34	5,831	\$22.79	5,744	\$18.97
Hartford, CT	4,976	\$20.53	1,344	\$24.58	2,233	\$18.86
Washington, DC	23,346	\$20.55	6,760	\$23.98	6,060	\$19.43
Jacksonville, FL	4,612	\$17.02	1,894	\$19.40	1,802	\$16.64
Miami, FL	18,745	\$17.61	4,772	\$19.54	4,109	\$15.72
Orlando, FL	7,990	\$16.39	3,272	\$18.90	2,474	\$15.65
Tampa, FL	10,113	\$17.48	4,208	\$18.27	3,059	\$15.33
Atlanta, GA	19,773	\$18.50	6,270	\$20.62	8,183	\$16.49
Honolulu, HI	4,100	\$17.70	1,061	\$28.41	1,169	\$21.13
Chicago, IL	30,654	\$19.33	6,726	\$27.32	13,110	\$17.66
Indianapolis, IN	7,063	\$18.18	2,138	\$22.50	3,685	\$16.32
Louisville, KY	4,348	\$17.23	1,308	\$21.48	2,452	\$17.95
New Orleans, LA	3,677	\$16.21	1,405	\$20.76	1,389	\$19.87
Baltimore, MD	9,495	\$18.96	3,312	\$22.86	3,948	\$18.37
Boston, MA	21,408	\$21.96	5,175	\$27.96	7,725	\$18.69
Detroit, MI	13,474	\$18.38	4,432	\$23.94	6,501	\$18.43
Minneapolis-St. Paul, MN	20,405	\$20.37	4,801	\$25.74	8,974	\$18.30
Kansas City, MO	9,638	\$17.96	3,113	\$22.99	4,809	\$17.57
St. Louis, MO	10,252	\$18.03	2,829	\$24.76	4,241	\$17.53
Las Vegas, NV	7,596	\$16.37	1,946	\$23.47	2,075	\$16.77
Buffalo, NY	4,558	\$17.57	1,195	\$22.54	1,693	\$17.56
New York, NY	58,455	\$21.95	11,332	\$28.39	15,024	\$18.39
Rochester, NY	3,452	\$18.15	1,008	\$11.46	1,373	\$16.87
Charlotte, NC	7,055	\$19.06	2,840	\$20.27	3,433	\$16.76
Cincinnati, OH	8,945	\$18.25	2,543	\$21.62	4,593	\$17.21
Cleveland, OH	7,280	\$18.38	2,205	\$22.86	3,358	\$17.13
Columbus, OH	8,522	\$6.54	2,670	\$21.98	4,216	\$16.47
Oklahoma City, OK	3,923	\$16.90	1,703	\$20.40	1,805	\$16.33
Portland, OR	10,458	\$18.99	3,363	\$24.28	5,004	\$17.94
Philadelphia, PA	20,808	\$19.49	5,485	\$25.25	7,258	\$18.01
Pittsburgh, PA	9,038	\$17.57	2,436	\$22.32	3,571	\$17.56
Providence, RI	4,594	\$18.51	1,449	\$23.45	2,302	\$17.10
Memphis, TN	3,437	\$17.02	1,190	\$19.98	2,257	\$15.95
Nashville, TN	8,033	\$17.54	2,564	\$20.68	3,938	\$16.66
Austin, TX	8,167	\$19.00	2,803	\$19.22	2,524	\$15.71
Dallas, TX	24,110	\$19.28	7,547	\$20.36	9,642	\$17.01
Houston, TX	14,744	\$19.61	5,359	\$21.97	5,244	\$19.50
San Antonio, TX	6,426	\$17.03	2,658	\$19.42	2,578	\$15.64
Salt Lake City, UT	8,913	\$18.03	2,909	\$21.42	3,423	\$17.21
Richmond, VA	3,849	\$18.31	1,701	\$21.12	1,578	\$16.92
Virginia Beach, VA	4,651	\$16.40	1,995	\$20.89	1,789	\$17.86
Seattle-Tacoma, WA	19,109	\$20.54	5,956	\$26.92	7,484	\$20.75
Milwaukee, WI	6,397	\$19.44	1,861	\$24.36	3,567	\$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.