

News Release

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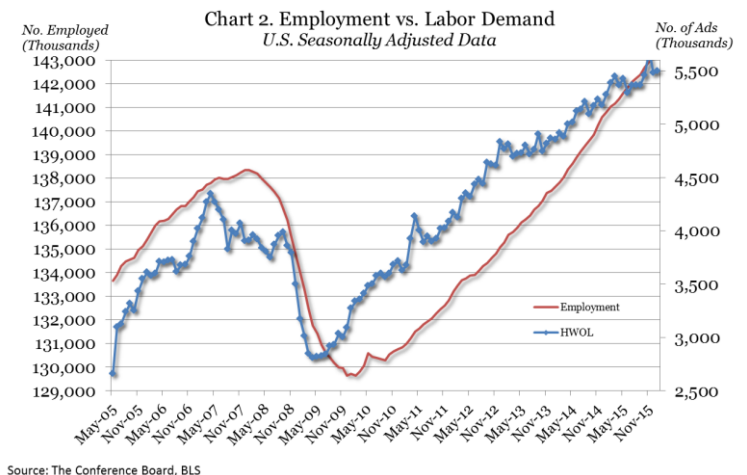
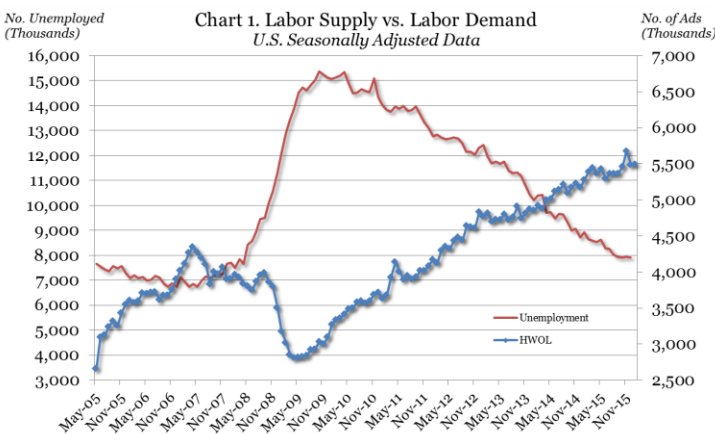
Online Labor Demand Increased 13,500 in January

- January starts 2016 essentially flat
- Regions and States also show little change
- **Note: January data incorporate updated seasonal adjustment factors; February data will incorporate the HWOL annual revisions.**

NEW YORK, February 3, 2016 ...Online advertised vacancies increased 13,500 to 5,496,500 in January, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The December Supply/Demand rate stands at 1.44 unemployed for each advertised vacancy with a total of 2.4 million more unemployed workers than the number of advertised vacancies. The number of unemployed was around 7.9 million in December.

“January showed a disappointing start for 2016,” said Gad Levanon, Managing Director of Macroeconomic and Labor Market Research at The Conference Board. “Labor demand levels remain very high but growth has continued to be slow since 2013.”

In January, the Professional category saw large gains in Computer/Math (+29.0) and Healthcare (+24.2) with small gains in most other categories. The Services/Production category saw large losses in Sales (-20.5) and Food (-7.7) with a mixture of small gains/losses in the other categories.



1 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, 13 rose and 7 posted losses in January
- Among the 50 States, 27 rose and 23 States declined

	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²	Recent Trend³
Location	Jan-16	Jan 16 - Dec 15	Dec-15	
United States	5,496.5	13.5	1.44	→ 3/15
NORTHEAST	1,030.2	-18.2	1.42	
Massachusetts	164.6	-3.2	1.00	→ 3/15
New Jersey	169.7	5.0	1.43	→ 3/15
New York	314.3	-10.6	1.45	↑ 4/14
Pennsylvania	231.6	-3.2	1.31	→ 2/15
SOUTH	1,771.8	4.3	1.70	
Florida	287.7	1.9	1.70	↓ 2/15
Georgia	162.0	1.8	1.64	→ 2/15
Maryland	119.6	6.3	1.43	→ 5/14
North Carolina	149.0	0.7	1.82	→ 2/15
Texas	374.0	-11.3	1.58	↓ 2/15
Virginia	164.1	2.8	1.09	→ 2/15
MIDWEST	1,281.1	8.4	1.30	
Illinois	214.9	5.5	1.86	→ 8/14
Michigan	203.4	7.1	1.25	→ 2/15
Minnesota	144.8	5.4	0.77	→ 4/15
Missouri	103.2	4.2	1.40	→ 2/15
Ohio	218.1	-9.1	1.18	→ 4/15
Wisconsin	109.4	-9.2	1.14	→ 2/15
WEST	1,346.6	15.1	1.59	
Arizona	107.4	3.0	1.76	→ 3/15
California	653.0	13.6	1.71	→ 3/15
Colorado	134.1	1.7	0.75	→ 2/15
Washington	134.6	-2.1	1.41	→ 3/15

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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) .

January Changes for States

In January, online labor demand was up in 23 States (see Table 3), and down in 27. Three regions experienced increases and one decreased.

The **Midwest** experienced an increase of 8,400 in January (Table A). **Illinois** grew 5,500 to 214,900. **Ohio** declined 9,100 to 218,100. **Wisconsin** decreased 9,200 to 109,400. **Michigan** increased 7,100 to 203,400 and **Minnesota** increased 5,400 to 144,800. **Missouri** grew 4,200 to 103,200. Among the smaller States in the region, **Indiana** rose 1,700 to 95,900, and **Kansas** declined 100 to 47,300. **Iowa** increased 1,500 to 69,200, **Nebraska** fell 1,500 to 38,700, and **North Dakota** increased 600 to 17,500 (Table 3).

The **Northeast** declined 18,200 in January. **New York** fell 10,600 to 314,300, the largest change in the region. **Pennsylvania** decreased 3,200, to 231,600. **Massachusetts** decreased 3,200 to 164,600. **New Jersey** grew 5,000 to 169,700. In the smaller States, **Connecticut** lost 4,800 to 71,100. **Maine** and **Rhode Island** fell 600 to 20,800 and 18,800. **Vermont** declined 1,100 to 10,600 and **New Hampshire** rose 800 to 28,300.

The **West** increased 15,100 in January. **California** increased 13,600 to 653,000. **Colorado** increased 1,700 to 134,100 and **Arizona** rose 3,000 to 107,400. **Washington** decreased 2,100 to 134,600. Among the smaller States in the West, **Oregon** declined 900 to 81,400 and **Utah** fell 2,400 to 61,600. **Idaho** gained 600 to 26,600, and **New Mexico** increased 800 to 31,400. **Nevada** increased 900 to 49,000 and **Montana** increased 400 to 22,400. **Wyoming** declined 400 to 9,500.

The **South** increased 4,300. Among the larger States in the region, **Texas** fell 11,300, to 374,000, the largest change in the region. **Florida** increase 1,900 to 287,700 and **Georgia** grew 1,800 to 162,000. **North Carolina** increased 700 to 149,000. **Virginia** increased 2,800 to 164,100. **Maryland** grew 6,300 to 119,600. Among the smaller States, **Alabama** fell 1,200 to 54,500. **Tennessee** decreased 4,600 to 90,600; and **Kentucky** declined 100 to 55,600. **South Carolina** fell 200 to 68,200 and **Oklahoma** increased 2,100 to 45,300. **Louisiana** fell 1,100 to 51,300 and **Delaware** decreased 400 to 17,200.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for December 2015, 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: North Dakota (0.67), South Dakota (0.70), Nebraska (0.74), Colorado (0.75), Minnesota (0.77), Utah (0.79), New Hampshire (0.84), Iowa (0.86), and Montana (0.96). The States with the highest Supply/Demand rates were Mississippi (2.76), Louisiana (2.48), West Virginia (2.39), and Alabama (2.39), 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 November, 31 rose and 21 metro areas declined (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads¹ (Thousands) Jan-16	M-O-M Change (Thousands) Jan 16 - Dec 15	Supply/ Demand Rate² Dec-15 for U.S. and Regions; Nov-15 for MSA's
United States	5,496.5	13.5	1.44
NORTHEAST	1,030.2	-18.2	1.42
Boston, MA	128.4	0.6	0.88
New York, NY	308.2	-0.1	1.58
Philadelphia, PA	111.1	1.5	1.34
SOUTH	1,771.8	4.3	1.70
Atlanta, GA	108.0	1.7	1.36
Baltimore, MD	65.1	3.4	1.28
Dallas, TX	121.9	-2.8	1.15
Houston, TX	80.0	-0.7	1.93
Miami, FL	83.2	2.5	1.88
Washington, DC	172.0	4.0	0.85
MIDWEST	1,281.1	8.4	1.30
Chicago, IL	167.6	3.9	1.70
Cleveland, OH	41.6	-1.5	1.07
Detroit, MI	102.5	6.5	1.25
Minneapolis-St. Paul, MN	100.8	3.1	0.63
WEST	1,346.6	15.1	1.59
Denver, CO	78.8	2.5	0.66
Los Angeles, CA	196.0	6.6	1.86
Phoenix, AZ	76.1	2.0	1.48
San Diego, CA	54.2	1.7	1.42
San Francisco, CA	134.4	2.8	0.76
San Jose, CA	65.9	3.1	0.68
Seattle-Tacoma, WA	88.2	-3.6	1.01

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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 November, labor demand rose in 31 of the 52 largest metro areas and fell in 21. The MSAs with the largest changes in each of the regions were: **Detroit** (6,500) and **Chicago** (3,900) in the **Midwest**; **Los Angeles** (6,600) and **Seattle-Tacoma** (-3,600) in the **West**; **Washington, DC** (4,000) and **Baltimore** (3,400) in the **South**; and **Hartford** (-2,100) and **Buffalo** (-2,000) in the **Northeast** (See Table B and Table 5).

The **West** increased 15,100. **Los Angeles** increased 6,600 to 196,000. **Seattle-Tacoma** declined 3,600 to 88,200. **San Jose** increased 3,100 to 65,900. **San Francisco** increased 2,800 to 134,400. **Denver** rose 2,500 to 78,800. **Phoenix** increased 2,000 to 76,100. **San Diego** increased 1,700 to 54,200. **Sacramento** increased 1,400 to 32,700. **Portland** increased 700 to 49,400 and **Salt Lake City** fell 1,600 to 35,200.

The **South** increased 4,300. **Washington, DC** increased 4,000 to 172,000. **Baltimore** increased 3,400 to 65,100 and **Miami** grew 2,500 to 83,200. **Dallas** fell 2,800 to 121,900. **Atlanta** increased 1,700 to 108,000 and **Houston** decreased 700 to 80,000. **Birmingham** lost 1,000 to 15,300. **San Antonio** grew 600 to 35,000. **Tampa** inched up 400 to 50,500 and **Charlotte** inched up 300 to 43,400. **New Orleans** lost 600 to 17,000. Both **Louisville** and **Memphis** fell 400 to 22,200 and 18,000 respectively.

The **Northeast** decreased 18,200. **Hartford** fell 2,100 to 28,600. **Buffalo** decreased 2,000 to 19,500 and **Rochester** decreased 1,600 to 17,400. **New York** inched down 100 to 308,200 and **Boston** increased 600 to 128,400. **Philadelphia** rose 1,500 to 111,100. **Providence** fell 1,400 to 25,800. **Pittsburgh** dropped 200 to 46,700.

The **Midwest** increased 8,400. **Detroit** added 6,500 to 102,500. **Chicago** increased 3,900 to 167,600 and **St. Louis** gained 3,400 to 52,000. **Minneapolis-St. Paul** increased 3,100 to 100,800. **Indianapolis** added 2,000 to 36,600. **Kansas City** grew 1,000 to 43,200. **Columbus** fell 300 to 45,600 and **Cincinnati** decreased 400 to 46,100. **Cleveland** declined 1,500 to 41,600 and **Milwaukee** declined 2,200 to 31,800.

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 November data (the latest available unemployment data for metro areas), 11 major metro areas saw more job openings than unemployed workers: Salt Lake City (S/D rate of 0.56), Minneapolis-St. Paul (0.63), Denver (0.66), San Jose (0.68), San Francisco (0.76), Austin (0.78), Washington, DC (0.85), Boston (0.88), Columbus (0.92), Hartford (0.97) and Honolulu (0.98) (Table 6). Other favorable markets for job-seekers included Seattle-Tacoma (1.01) Cincinnati (1.01), Cleveland (1.07), and Louisville (1.10).

In contrast, unemployed workers face great competition for each advertised position in Riverside (over 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 January, five of the largest ten online job categories posted increases (Table C)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Jan-16	Jan 16-Dec 15	Dec-15	Dec-15	
29	Healthcare practitioners and technical	674.1	24.2	133.2	0.20	\$36.54
15	Computer and mathematical science	627.1	29.0	109.2	0.18	\$40.37
43	Office and administrative support	602.4	7.1	766.0	1.29	\$17.08
41	Sales and related	570.9	-20.5	865.3	1.46	\$18.59
11	Management	472.4	-8.3	337.8	0.70	\$54.08
53	Transportation and material moving	441.0	-1.1	668.9	1.51	\$16.57
13	Business and financial operations	334.6	0.2	164.6	0.49	\$34.81
35	Food preparation and serving related	261.6	-7.7	711.2	2.64	\$10.57
49	Installation, maintenance, and repair	214.9	-2.1	184.5	0.85	\$21.74
25	Education, training, and library	162.5	5.1	200.1	1.27	\$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 January

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

Computer and Mathematical Science ads added 29,000 to 627,100. The supply/demand rate lies at 0.18, i.e. over 5 advertised openings per unemployed job-seeker. **Healthcare practitioners and technical** ads increased 24,200 to 674,100. The supply/demand rate for these occupations lies at 0.20, i.e. about 5 advertised openings per unemployed job-seeker (see Table C and Table 7).

Sales and related ads declined 20,500 to 570,900. The supply/demand rate lies at 1.46, i.e. over one unemployed job-seeker for every advertised available opening. **Management** ads decreased 8,300 to 472,400. The supply/demand rate lies at 0.70, i.e. over 1 advertised opening per unemployed job-seeker.

Office and Administrative Support ads increased 7,100, to 602,400. Their supply/demand rate is 1.29, i.e. over one unemployed per opening. **Food and preparation and serving related** ads decreased 7,700 to 261,600. The supply/demand rate for these occupations lies at 2.64, i.e. over two unemployed job-seekers 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

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Help Wanted OnLine Data Series Publication Schedule

Data for the Month	Release Date
February 2016	March 2, 2016
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)
	Jan-15	Dec-15	Jan-16	Jan 16-Dec 15	Jan-15	Dec-15	Jan-16	Jan 16-Dec 15
United States	5,277.7	5,482.9	5,496.5	13.5	2,618.2	2,450.7	2,631.0	180.3
New England	323.2	322.7	314.4	-8.3	159.6	139.1	144.0	4.9
Middle Atlantic	668.5	725.7	715.8	-9.9	324.3	321.7	334.3	12.6
South Atlantic	966.7	1,019.0	1,036.4	17.3	486.6	467.8	504.6	36.8
East North Central	781.1	844.4	840.5	-4.0	368.5	357.2	372.6	15.4
East South Central	219.2	236.7	231.4	-5.3	111.6	102.9	104.1	1.2
West North Central	425.6	428.3	440.6	12.3	197.5	179.7	193.8	14.1
West South Central	550.5	511.8	504.0	-7.8	264.7	229.2	244.4	15.2
Mountain	440.8	438.8	441.4	2.5	227.1	204.1	217.6	13.5
Pacific	846.1	892.7	905.2	12.5	456.5	435.4	476.4	41.0

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. 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)		
	Jan-15	Dec-15	Jan-16	Jan-15	Dec-15	Jan-16
United States	3.36	3.47	3.48	1.67	1.55	1.67
New England	4.13	4.16	4.05	2.04	1.79	1.86
Middle Atlantic	3.27	3.51	3.46	1.58	1.56	1.62
South Atlantic	3.19	3.35	3.40	1.61	1.54	1.66
East North Central	3.34	3.61	3.59	1.57	1.53	1.59
East South Central	2.63	2.80	2.74	1.34	1.22	1.23
West North Central	3.80	3.82	3.93	1.76	1.60	1.73
West South Central	2.97	2.78	2.74	1.43	1.25	1.33
Mountain	3.89	3.85	3.87	2.00	1.79	1.91
Pacific	3.32	3.50	3.55	1.79	1.71	1.87

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)
	Jan-15	Dec-15	Jan-16	Jan 16-Dec 15	Jan-15	Dec-15	Jan-16	Jan 16-Dec 15
United States	5,277.7	5,482.9	5,496.5	13.5	2,618.2	2,450.7	2,631.0	180.3
Alabama	53.2	55.7	54.5	-1.2	27.8	23.6	23.6	-0.1
Alaska	18.2	15.7	14.9	-0.7	9.2	7.5	6.7	-0.8
Arizona	105.0	104.3	107.4	3.0	54.1	48.4	54.9	6.4
Arkansas	34.3	32.6	32.7	0.1	15.5	14.2	13.9	-0.3
California	597.7	639.4	653.0	13.6	319.5	307.8	341.8	33.9
Colorado	130.7	132.4	134.1	1.7	70.0	63.6	67.7	4.2
Connecticut	73.4	75.8	71.1	-4.8	35.1	31.4	30.2	-1.2
Delaware	19.4	17.7	17.2	-0.4	9.1	7.4	7.7	0.3
Florida	278.6	285.7	287.7	1.9	152.4	144.8	151.3	6.5
Georgia	152.6	160.2	162.0	1.8	74.3	70.7	79.2	8.5
Hawaii	16.3	19.3	21.2	2.0	8.4	9.9	11.7	1.9
Idaho	28.8	26.0	26.6	0.6	16.9	13.4	13.8	0.4
Illinois	212.8	209.4	214.9	5.5	97.1	86.9	97.0	10.1
Indiana	85.6	94.2	95.9	1.7	38.0	36.3	40.1	3.8
Iowa	70.4	67.6	69.2	1.5	31.4	28.4	29.1	0.7
Kansas	46.7	47.4	47.3	-0.1	22.1	19.8	20.5	0.7
Kentucky	51.2	55.7	55.6	-0.1	25.6	24.7	24.3	-0.4
Louisiana	58.4	52.4	51.3	-1.1	30.5	25.6	24.7	-0.9
Maine	28.4	21.4	20.8	-0.6	13.2	9.5	9.8	0.2
Maryland	103.8	113.4	119.6	6.3	45.5	47.5	54.3	6.7
Massachusetts	159.7	167.8	164.6	-3.2	79.9	72.7	77.6	4.9
Michigan	172.9	196.3	203.4	7.1	83.6	89.5	94.2	4.8
Minnesota	131.5	139.4	144.8	5.4	59.7	58.5	65.9	7.4
Mississippi	26.6	30.0	31.0	1.0	12.6	12.3	13.4	1.1
Missouri	89.9	99.0	103.2	4.2	44.2	43.7	47.4	3.8
Montana	23.8	22.1	22.4	0.4	12.4	10.1	11.3	1.2
Nebraska	44.4	40.2	38.7	-1.5	21.5	15.9	15.7	-0.1
Nevada	49.1	48.1	49.0	0.9	24.5	21.9	23.3	1.4
New Hampshire	26.1	27.4	28.3	0.8	11.2	11.3	12.6	1.2
New Jersey	145.0	164.7	169.7	5.0	67.2	70.3	79.4	9.1
New Mexico	31.3	30.7	31.4	0.8	15.4	13.9	14.5	0.6
New York	310.5	324.9	314.3	-10.6	161.1	153.5	152.2	-1.4
North Carolina	136.5	148.3	149.0	0.7	71.1	68.9	72.5	3.6
North Dakota	22.9	16.8	17.5	0.6	10.6	6.7	7.5	0.7
Ohio	197.4	227.2	218.1	-9.1	96.2	94.6	94.4	-0.1
Oklahoma	48.5	43.2	45.3	2.1	21.0	17.7	19.5	1.9
Oregon	80.1	80.5	81.4	0.9	47.3	43.5	45.3	1.8
Pennsylvania	212.8	234.8	231.6	-3.2	96.6	100.0	103.4	3.4
Rhode Island	21.8	19.4	18.8	-0.6	12.7	9.5	8.7	-0.8
South Carolina	64.2	68.4	68.2	-0.2	35.9	33.7	32.1	-1.6
South Dakota	19.9	19.2	20.1	0.9	8.2	7.0	8.3	1.3
Tennessee	88.8	95.2	90.6	-4.6	45.4	42.4	42.8	0.3
Texas	408.7	385.3	374.0	-11.3	196.0	172.9	184.8	11.9
Utah	61.7	64.0	61.6	-2.4	29.0	26.9	28.1	1.2
Vermont	13.8	11.8	10.6	-1.1	7.3	5.3	4.8	-0.4
Virginia	145.5	161.2	164.1	2.8	65.9	66.0	74.7	8.7
Washington	134.2	136.7	134.6	-2.1	72.8	66.1	70.9	4.7
West Virginia	21.1	20.7	19.5	-1.1	9.9	8.9	9.1	0.2
Wisconsin	113.4	118.7	109.4	-9.2	54.7	52.0	48.1	-3.9
Wyoming	11.4	10.0	9.5	-0.4	4.9	4.4	3.9	-0.5

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
	Jan-15	Dec-15	Jan-16	Dec-15	Dec-15	Dec-15	Dec-15
United States	3.36	3.47	3.48	5.0	7,904.00	5,482.9	1.44
Alabama	2.49	2.59	2.54	6.2	132.91	55.7	2.39
Alaska	4.96	4.31	4.11	6.5	23.67	15.7	1.51
Arizona	3.34	3.30	3.40	5.8	184.13	104.3	1.76
Arkansas	2.59	2.44	2.45	4.8	64.55	32.6	1.98
California	3.16	3.37	3.44	5.8	1,096.08	639.4	1.71
Colorado	4.62	4.71	4.77	3.5	99.35	132.4	0.75
Connecticut	3.85	4.01	3.75	5.2	99.05	75.8	1.31
Delaware	4.25	3.77	3.68	5.0	23.34	17.7	1.32
Florida	2.87	2.97	2.99	5.0	486.70	285.7	1.70
Georgia	3.21	3.37	3.41	5.5	262.09	160.2	1.64
Hawaii	2.42	2.84	3.12	3.2	22.16	19.3	1.15
Idaho	3.70	3.24	3.31	3.9	31.46	26.0	1.21
Illinois	3.26	3.20	3.29	5.9	389.97	209.4	1.86
Indiana	2.62	2.87	2.92	4.4	145.98	94.2	1.55
Iowa	4.10	3.96	4.05	3.4	58.27	67.6	0.86
Kansas	3.10	3.16	3.15	3.9	59.06	47.4	1.25
Kentucky	2.58	2.88	2.87	5.3	104.30	55.7	1.87
Louisiana	2.65	2.44	2.39	6.1	129.85	52.4	2.48
Maine	4.11	3.15	3.06	4.0	26.83	21.4	1.26
Maryland	3.34	3.58	3.78	5.1	162.14	113.4	1.43
Massachusetts	4.45	4.72	4.63	4.7	168.48	167.8	1.00
Michigan	3.63	4.12	4.27	5.1	246.01	196.3	1.25
Minnesota	4.40	4.64	4.81	3.5	107.46	139.4	0.77
Mississippi	2.16	2.33	2.41	6.4	82.71	30.0	2.76
Missouri	2.90	3.19	3.33	4.4	138.82	99.0	1.40
Montana	4.59	4.21	4.28	4.0	21.12	22.1	0.96
Nebraska	4.35	3.97	3.82	2.9	29.72	40.2	0.74
Nevada	3.51	3.36	3.42	6.4	91.78	48.1	1.91
New Hampshire	3.52	3.72	3.83	3.1	23.14	27.4	0.84
New Jersey	3.19	3.62	3.74	5.1	235.10	164.7	1.43
New Mexico	3.40	3.35	3.44	6.7	61.14	30.7	1.99
New York	3.25	3.36	3.25	4.8	470.63	324.9	1.45
North Carolina	2.94	3.11	3.12	5.6	269.83	148.3	1.82
North Dakota	5.43	4.10	4.25	2.7	11.28	16.8	0.67
Ohio	3.44	3.98	3.82	4.7	268.96	227.2	1.18
Oklahoma	2.70	2.34	2.45	4.1	76.83	43.2	1.78
Oregon	4.08	4.08	4.12	5.4	107.82	80.5	1.34
Pennsylvania	3.34	3.65	3.60	4.8	306.48	234.8	1.31
Rhode Island	3.97	3.50	3.39	5.1	28.37	19.4	1.46
South Carolina	2.88	3.03	3.02	5.5	124.02	68.4	1.81
South Dakota	4.43	4.23	4.43	2.9	13.44	19.2	0.70
Tennessee	2.95	3.11	2.96	5.6	173.08	95.2	1.82
Texas	3.10	2.95	2.86	4.7	610.25	385.3	1.58
Utah	4.26	4.36	4.20	3.5	50.71	64.0	0.79
Vermont	3.95	3.42	3.09	3.6	12.24	11.8	1.04
Virginia	3.43	3.82	3.89	4.2	176.43	161.2	1.09
Washington	3.80	3.87	3.81	5.5	193.21	136.7	1.41
West Virginia	2.72	2.62	2.48	6.3	49.29	20.7	2.39
Wisconsin	3.63	3.83	3.53	4.3	134.97	118.7	1.14
Wyoming	3.71	3.24	3.10	4.3	13.07	10.0	1.31

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)
	Jan-15	Dec-15	Jan-16	Jan 16-Dec 15	Jan-15	Dec-15	Jan-16	Jan 16-Dec 15
Birmingham, AL	16.5	16.3	15.3	-1.0	8.4	6.8	6.2	-0.6
Phoenix, AZ	70.5	74.0	76.1	2.0	35.6	34.8	39.0	4.1
Tucson, AZ	14.7	13.6	13.7	0.1	8.5	6.6	6.7	0.1
Los Angeles, CA	180.0	189.4	196.0	6.6	97.5	94.4	104.3	9.9
Riverside, CA	34.4	38.3	38.8	0.4	17.8	18.3	20.0	1.7
Sacramento, CA	30.0	31.4	32.7	1.4	16.4	16.0	17.8	1.8
San Diego, CA	48.5	52.5	54.2	1.7	27.1	27.3	30.6	3.3
San Francisco, CA	122.6	131.6	134.4	2.8	61.2	62.2	69.8	7.6
San Jose, CA	54.0	62.8	65.9	3.1	23.5	24.3	28.7	4.4
Denver, CO	74.1	76.3	78.8	2.5	38.6	36.0	40.2	4.2
Hartford, CT	29.0	30.7	28.6	-2.1	14.0	12.6	12.0	-0.6
Washington, DC	151.0	168.0	172.0	4.0	69.0	70.1	78.5	8.4
Jacksonville, FL	20.6	21.5	22.9	1.3	10.5	11.0	12.5	1.5
Miami, FL	78.7	80.8	83.2	2.5	42.0	41.0	45.2	4.2
Orlando, FL	34.5	38.5	39.3	0.9	16.9	18.6	20.1	1.5
Tampa, FL	46.9	50.1	50.5	0.4	24.0	24.2	26.6	2.4
Atlanta, GA	100.5	106.3	108.0	1.7	47.1	45.6	53.3	7.6
Honolulu, HI	11.6	14.2	15.6	1.4	6.3	7.4	8.6	1.2
Chicago, IL	162.0	163.7	167.6	3.9	72.8	67.5	75.2	7.7
Indianapolis, IN	31.3	34.5	36.6	2.0	13.9	13.1	15.6	2.5
Louisville, KY	22.8	22.6	22.2	-0.4	11.4	10.1	9.5	-0.7
New Orleans, LA	20.8	17.6	17.0	-0.6	11.5	8.6	7.9	-0.7
Baltimore, MD	55.6	61.7	65.1	3.4	24.2	25.5	29.6	4.1
Boston, MA	123.6	127.8	128.4	0.6	59.4	54.0	61.0	7.0
Detroit, MI	79.2	96.0	102.5	6.5	34.0	41.7	46.0	4.3
Minneapolis-St. Paul, MN	89.3	97.7	100.8	3.1	39.5	41.3	45.8	4.5
Kansas City, MO	41.4	42.1	43.2	1.0	18.8	17.9	19.4	1.5
St. Louis, MO	42.9	48.6	52.0	3.4	19.5	20.5	22.6	2.1
Las Vegas, NV	32.3	30.7	31.2	0.5	15.5	14.0	15.1	1.1
Buffalo, NY	21.9	21.5	19.5	-2.0	12.5	11.1	8.6	-2.5
New York, NY	288.9	308.2	308.2	-0.1	139.2	135.4	146.1	10.6
Rochester, NY	17.3	19.0	17.4	-1.6	10.2	9.1	7.8	-1.4
Charlotte, NC	38.8	43.1	43.4	0.3	18.6	19.6	20.6	1.0
Cincinnati, OH	36.0	46.6	46.1	-0.4	16.2	18.6	19.6	1.0
Cleveland, OH	37.0	43.1	41.6	-1.5	16.6	17.2	17.4	0.2
Columbus, OH	39.6	45.9	45.6	-0.3	18.6	19.7	20.8	1.1
Oklahoma City, OK	20.8	17.6	18.1	0.5	9.0	7.3	7.9	0.7
Portland, OR	49.0	48.7	49.4	0.7	26.9	25.3	27.3	2.0
Philadelphia, PA	101.2	109.7	111.1	1.5	45.7	45.2	50.9	5.7
Pittsburgh, PA	44.9	46.9	46.7	-0.2	18.4	19.9	21.5	1.7
Providence, RI	27.8	27.2	25.8	-1.4	16.4	13.4	12.0	-1.3
Memphis, TN	17.8	18.3	18.0	-0.4	8.6	7.9	7.8	-0.1
Nashville, TN	34.7	37.5	36.6	-0.9	16.3	16.3	17.6	1.3
Austin, TX	43.0	45.2	43.3	-1.8	22.9	22.0	23.2	1.3
Dallas, TX	125.1	124.6	121.9	-2.8	57.4	53.9	59.9	6.0
Houston, TX	101.3	80.7	80.0	-0.7	45.1	35.4	38.8	3.4
San Antonio, TX	33.6	34.5	35.0	0.6	17.2	16.2	18.2	2.0
Salt Lake City, UT	36.1	36.8	35.2	-1.6	16.7	15.4	15.6	0.3
Richmond, VA	21.3	21.2	21.9	0.7	9.2	8.7	10.0	1.2
Virginia Beach, VA	22.2	23.8	23.7	-0.1	10.1	10.4	11.1	0.8
Seattle-Tacoma, WA	86.2	91.9	88.2	-3.6	44.6	42.5	44.1	1.6
Milwaukee, WI	31.2	34.0	31.8	-2.2	12.9	13.2	13.1	-0.1

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
	Jan-15	Dec-15	Jan-16	Nov-15	Nov-15	Nov-15	Nov-15
Birmingham, AL	3.12	3.06	2.87	5.5	29.6	18.4	1.61
Phoenix, AZ	3.27	3.49	3.36	5.2	112.3	75.8	1.48
Tucson, AZ	3.15	2.87	2.90	5.5	25.8	15.6	1.65
Los Angeles, CA	2.71	2.94	2.85	5.5	359.9	193.1	1.86
Riverside, CA	1.78	1.96	1.99	6.1	119.8	38.6	3.11
Sacramento, CA	2.86	2.96	3.09	5.5	58.4	32.5	1.80
San Diego, CA	3.12	3.40	3.27	4.8	75.3	52.9	1.42
San Francisco, CA	4.94	5.37	5.18	4.0	101.1	132.7	0.76
San Jose, CA	5.18	5.94	5.85	4.0	42.6	62.3	0.68
Denver, CO	4.93	5.25	5.03	3.4	51.6	78.2	0.66
Hartford, CT	4.67	4.96	4.61	5.1	31.8	32.7	0.97
Washington, DC	4.61	5.07	5.06	4.3	142.7	168.0	0.85
Jacksonville, FL	2.85	3.02	3.21	4.8	34.4	21.9	1.57
Miami, FL	2.60	2.79	2.64	5.2	157.6	84.0	1.88
Orlando, FL	2.84	3.14	3.22	4.5	55.6	39.0	1.42
Tampa, FL	3.25	3.47	3.50	4.7	67.3	50.2	1.34
Atlanta, GA	3.58	3.87	3.70	5.2	148.2	109.0	1.36
Honolulu, HI	2.46	2.98	3.28	3.0	14.2	14.5	0.98
Chicago, IL	3.30	3.43	3.30	5.8	283.8	166.7	1.70
Indianapolis, IN	3.11	3.39	3.59	4.4	44.4	34.6	1.28
Louisville, KY	3.62	3.63	3.57	4.4	27.5	24.9	1.10
New Orleans, LA	3.42	2.98	2.88	6.0	35.2	18.6	1.89
Baltimore, MD	3.82	4.24	4.08	5.5	81.8	63.7	1.28
Boston, MA	4.70	5.03	4.84	4.4	114.5	130.4	0.88
Detroit, MI	3.92	4.73	4.75	5.9	118.6	94.8	1.25
Minneapolis-St. Paul, MN	4.65	5.12	5.06	3.2	61.9	98.3	0.63
Kansas City, MO	3.70	3.76	3.85	4.5	50.7	42.6	1.19
St. Louis, MO	2.96	3.29	3.52	5.0	73.8	48.1	1.53
Las Vegas, NV	3.15	2.92	2.97	6.4	67.7	31.0	2.18
Buffalo, NY	4.02	3.87	3.51	5.3	29.6	23.3	1.27
New York, NY	2.90	3.12	3.01	4.9	495.8	314.7	1.58
Rochester, NY	3.34	3.58	3.28	4.9	26.2	20.5	1.28
Charlotte, NC	3.24	3.47	3.49	5.3	65.9	43.2	1.53
Cincinnati, OH	3.35	4.33	4.29	4.4	47.4	46.7	1.01
Cleveland, OH	3.52	4.17	4.16	4.4	46.0	43.1	1.07
Columbus, OH	3.80	4.42	4.38	4.1	42.6	46.1	0.92
Oklahoma City, OK	3.19	2.61	2.69	3.7	24.9	17.9	1.38
Portland, OR	4.03	3.95	4.01	5.1	62.2	49.6	1.26
Philadelphia, PA	3.34	3.72	3.57	5.0	151.7	113.5	1.34
Pittsburgh, PA	3.72	3.83	3.81	5.0	61.7	49.4	1.25
Providence, RI	4.11	4.01	3.80	5.3	36.3	31.0	1.17
Memphis, TN	2.94	2.98	2.92	6.3	38.5	19.4	1.99
Nashville, TN	3.82	4.01	3.92	4.6	43.2	38.1	1.13
Austin, TX	4.07	4.26	4.09	3.4	36.3	46.4	0.78
Dallas, TX	3.47	3.60	3.43	4.1	147.8	128.3	1.15
Houston, TX	3.09	2.59	2.47	5.0	161.9	84.1	1.93
San Antonio, TX	3.05	3.12	3.17	3.9	42.9	34.3	1.25
Salt Lake City, UT	5.92	5.92	5.66	3.3	20.6	37.0	0.56
Richmond, VA	3.25	3.28	3.38	4.5	29.2	22.5	1.30
Virginia Beach, VA	2.63	2.85	2.84	4.8	40.1	24.0	1.67
Seattle-Tacoma, WA	4.40	4.74	4.55	4.8	95.1	93.8	1.01
Milwaukee, WI	3.77	4.13	3.87	4.8	39.8	34.0	1.17

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
		Jan-15	Dec-15	Jan-16	Jan 16-Dec 15	Dec-15	Dec-15	
	Total	5,277.7	5,482.9	5,496.5	13.6	7,904.0	1.44	\$22.71
11	Management	480.0	480.7	472.4	-8.3	337.8	0.70	\$54.08
13	Business and financial operations	336.1	334.4	334.6	0.2	164.6	0.49	\$34.81
15	Computer and mathematical science	598.9	598.1	627.1	29.0	109.2	0.18	\$40.37
17	Architecture and engineering	175.4	162.6	159.5	-3.0	58.5	0.36	\$39.19
19	Life, physical, and social science	54.2	60.8	60.9	0.1	39.0	0.64	\$33.69
21	Community and social services	102.7	101.1	102.9	1.8	92.5	0.92	\$21.79
23	Legal	26.3	25.5	26.5	1.0	29.0	1.14	\$48.61
25	Education, training, and library	164.8	157.4	162.5	5.1	200.1	1.27	\$25.10
27	Arts, design, entertainment, sports, and media	142.6	129.0	132.9	4.0	138.9	1.08	\$26.82
29	Healthcare practitioners and technical	565.6	649.9	674.1	24.2	133.2	0.20	\$36.54
31	Healthcare support	123.8	134.3	134.4	0.1	174.0	1.30	\$13.86
33	Protective service	53.2	57.0	59.8	2.8	141.2	2.48	\$21.14
35	Food preparation and serving related	222.0	269.3	261.6	-7.7	711.2	2.64	\$10.57
37	Building and grounds cleaning and maintenance	112.2	114.1	112.7	-1.4	560.5	4.91	\$12.68
39	Personal care and service	76.1	71.7	70.2	-1.4	319.9	4.46	\$12.01
41	Sales and related	579.6	591.4	570.9	-20.5	865.3	1.46	\$18.59
43	Office and administrative support	586.7	595.3	602.4	7.1	766.0	1.29	\$17.08
45	Farming, fishing, and forestry	9.6	7.9	7.9	0.0	142.7	18.00	\$12.09
47	Construction and extraction	142.9	139.7	140.1	0.4	746.1	5.34	\$22.40
49	Installation, maintenance, and repair	231.4	217.0	214.9	-2.1	184.5	0.85	\$21.74
51	Production	165.1	150.8	152.0	1.2	455.6	3.02	\$17.06
53	Transportation and material moving	362.4	442.1	441.0	-1.1	668.9	1.51	\$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
	Jan-16	Wage ²	Jan-16	Wage ²	Jan-16	Wage ²
United States	719,271	\$44.38	1,704,041	\$32.61	511,634	\$12.82
Alabama	4,765	\$42.10	14,453	\$29.00	4,771	\$11.13
Alaska	1,157	\$44.39	5,517	\$34.97	1,798	\$15.58
Arizona	12,620	\$39.74	33,974	\$30.51	12,532	\$13.03
Arkansas	3,290	\$36.48	8,282	\$26.83	2,941	\$10.47
California	96,927	\$49.42	218,483	\$33.99	58,803	\$14.21
Colorado	16,361	\$43.89	38,359	\$33.71	15,531	\$13.16
Connecticut	11,454	\$51.17	24,665	\$34.91	4,617	\$14.62
Delaware	2,727	\$47.27	5,481	\$34.25	1,158	\$12.99
Florida	34,762	\$40.22	77,708	\$29.97	36,733	\$12.44
Georgia	24,103	\$43.24	52,120	\$30.59	12,558	\$11.35
Hawaii	2,225	\$37.94	4,980	\$30.99	3,848	\$14.80
Idaho	2,270	\$35.00	6,778	\$26.85	2,739	\$11.46
Illinois	35,762	\$43.90	64,015	\$31.77	15,719	\$13.44
Indiana	9,329	\$38.08	25,505	\$27.44	9,187	\$9.66
Iowa	6,189	\$36.38	19,638	\$27.26	6,718	\$11.66
Kansas	4,805	\$39.06	12,935	\$27.54	4,831	\$11.49
Kentucky	5,377	\$36.52	15,523	\$27.45	5,165	\$11.06
Louisiana	5,085	\$37.57	13,180	\$27.52	5,923	\$11.09
Maine	1,785	\$36.91	6,864	\$28.90	2,023	\$12.22
Maryland	15,624	\$47.46	44,813	\$36.73	9,712	\$13.62
Massachusetts	26,412	\$50.22	56,775	\$36.95	12,715	\$15.01
Michigan	22,356	\$41.15	61,614	\$31.61	17,479	\$12.16
Minnesota	19,013	\$42.78	44,359	\$32.06	14,448	\$12.46
Mississippi	2,356	\$35.13	7,570	\$25.28	3,702	\$10.61
Missouri	11,642	\$39.67	30,034	\$28.70	9,459	\$11.53
Montana	1,622	\$32.71	6,042	\$26.15	2,844	\$11.80
Nebraska	4,181	\$38.50	11,479	\$27.26	3,850	\$11.62
Nevada	5,239	\$39.51	12,708	\$31.92	6,753	\$13.51
New Hampshire	2,485	\$43.93	8,382	\$31.27	2,459	\$13.04
New Jersey	27,526	\$51.60	56,187	\$35.93	12,988	\$15.07
New Mexico	3,008	\$37.59	11,749	\$29.95	2,991	\$11.80
New York	56,977	\$22.11	97,704	\$36.29	23,935	\$14.98
North Carolina	19,232	\$44.60	47,870	\$29.92	13,146	\$11.35
North Dakota	1,469	\$37.69	4,786	\$27.23	1,437	\$12.70
Ohio	25,978	\$39.87	59,920	\$30.71	19,471	\$12.03
Oklahoma	3,736	\$37.22	12,000	\$27.31	5,077	\$11.17
Oregon	8,912	\$39.74	23,873	\$32.58	8,505	\$13.33
Pennsylvania	29,459	\$43.42	66,608	\$31.27	22,293	\$12.49
Rhode Island	2,830	\$46.93	5,585	\$34.32	1,279	\$13.54
South Carolina	5,857	\$37.63	20,503	\$27.92	6,519	\$11.15
South Dakota	1,720	\$35.54	5,087	\$25.08	2,327	\$10.97
Tennessee	10,284	\$38.36	24,498	\$28.05	8,463	\$11.28
Texas	48,713	\$44.79	112,970	\$32.21	36,614	\$11.77
Utah	6,196	\$37.69	14,755	\$29.36	6,863	\$11.86
Vermont	1,080	\$38.28	3,323	\$27.61	1,065	\$13.82
Virginia	23,721	\$47.38	63,686	\$34.84	13,539	\$12.88
Washington	17,812	\$44.24	47,512	\$35.48	12,581	\$14.71
West Virginia	1,594	\$33.96	5,457	\$26.34	2,012	\$10.69
Wisconsin	11,798	\$38.46	29,072	\$29.37	9,934	\$11.88
Wyoming	707	\$38.96	3,101	\$27.64	1,015	\$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.

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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
	Jan-16	Wage ¹	Jan-16	Wage ¹	Jan-16	Wage ¹
United States	984,489	\$17.68	269,292	\$21.67	462,939	\$16.81
Alabama	10,349	\$15.45	3,261	\$19.57	8,606	\$15.85
Alaska	2,539	\$18.93	884	\$29.13	647	\$23.22
Arizona	22,299	\$16.90	5,313	\$20.00	6,538	\$16.85
Arkansas	6,066	\$14.65	2,052	\$17.71	5,467	\$14.96
California	117,926	\$19.30	25,088	\$22.48	36,031	\$16.87
Colorado	24,062	\$18.75	8,118	\$21.67	8,821	\$18.03
Connecticut	11,036	\$20.36	2,942	\$24.65	5,811	\$18.56
Delaware	2,746	\$17.92	768	\$22.60	1,722	\$16.42
Florida	60,931	\$16.36	19,157	\$17.99	18,376	\$15.44
Georgia	27,525	\$16.89	8,373	\$19.45	15,712	\$16.05
Hawaii	4,909	\$16.96	1,417	\$26.61	1,290	\$19.32
Idaho	4,793	\$15.35	1,723	\$18.77	2,864	\$15.64
Illinois	39,338	\$18.42	7,509	\$25.90	19,624	\$17.04
Indiana	17,056	\$16.30	4,885	\$22.07	14,606	\$16.38
Iowa	11,985	\$16.06	4,317	\$20.27	9,424	\$16.24
Kansas	8,732	\$16.52	2,915	\$20.55	6,309	\$17.05
Kentucky	10,551	\$15.56	2,777	\$20.28	8,291	\$16.55
Louisiana	10,398	\$14.99	3,651	\$19.87	6,248	\$18.98
Maine	3,686	\$15.65	1,199	\$19.82	1,911	\$16.93
Maryland	19,454	\$18.34	5,531	\$22.57	7,686	\$17.47
Massachusetts	27,020	\$20.61	6,037	\$26.31	10,214	\$18.14
Michigan	35,389	\$16.82	9,738	\$21.71	18,664	\$16.82
Minnesota	25,696	\$18.26	6,186	\$23.61	12,672	\$17.56
Mississippi	5,399	\$14.33	2,032	\$18.15	5,263	\$15.33
Missouri	17,744	\$16.32	5,302	\$21.71	11,136	\$16.28
Montana	3,893	\$15.42	1,715	\$21.09	2,014	\$17.57
Nebraska	6,975	\$15.79	2,161	\$19.57	3,834	\$16.30
Nevada	9,912	\$16.36	2,652	\$23.88	3,333	\$16.87
New Hampshire	5,209	\$17.98	1,338	\$12.56	2,931	\$17.10
New Jersey	28,714	\$19.38	6,328	\$25.80	10,867	\$16.89
New Mexico	4,939	\$15.08	1,426	\$19.54	2,380	\$16.95
New York	58,358	\$20.96	11,056	\$26.28	17,193	\$18.27
North Carolina	23,593	\$16.90	8,508	\$19.19	13,665	\$8.52
North Dakota	3,393	\$16.77	1,681	\$24.10	2,100	\$20.27
Ohio	41,036	\$16.77	11,017	\$21.35	25,079	\$16.38
Oklahoma	8,342	\$15.63	3,024	\$19.32	5,465	\$16.73
Oregon	14,363	\$17.42	4,387	\$22.16	6,897	\$16.87
Pennsylvania	43,328	\$17.56	11,049	\$22.00	23,834	\$17.15
Rhode Island	3,258	\$18.72	764	\$22.68	1,551	\$16.63
South Carolina	11,103	\$15.22	4,807	\$11.22	7,625	\$16.10
South Dakota	4,061	\$15.00	1,440	\$18.44	2,315	\$14.97
Tennessee	17,080	\$16.03	4,792	\$19.37	11,504	\$15.59
Texas	70,555	\$17.53	20,971	\$19.83	29,831	\$16.73
Utah	14,093	\$16.68	4,011	\$20.43	5,813	\$16.90
Vermont	1,934	\$17.20	366	\$20.56	895	\$17.57
Virginia	24,129	\$17.73	6,705	\$10.98	8,912	\$16.95
Washington	20,832	\$18.86	6,127	\$24.67	8,524	\$19.23
West Virginia	3,512	\$13.76	1,097	\$8.01	3,096	\$16.65
Wisconsin	19,478	\$17.00	5,964	\$22.28	14,510	\$16.54
Wyoming	1,570	\$16.31	753	\$23.92	1,116	\$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 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
	Jan-16	Wage ^{2*}	Jan-16	Wage ^{2*}	Jan-16	Wage ^{2*}
United States	719,271	\$44.38	1,704,041	\$32.61	511,634	\$12.82
Birmingham, AL	1,588	\$43.36	4,273	\$29.73	1,262	\$11.66
Phoenix, AZ	9,923	\$40.81	22,996	\$31.37	8,488	\$12.90
Tucson, AZ	1,439	\$36.70	4,486	\$29.18	1,723	\$13.26
Los Angeles, CA	31,878	\$48.64	60,051	\$37.96	17,486	\$13.83
Riverside, CA	3,419	\$42.10	10,618	\$32.78	4,884	\$13.26
Sacramento, CA	4,646	\$41.70	10,628	\$36.54	2,928	\$14.08
San Diego, CA	7,408	\$47.18	17,448	\$37.27	5,255	\$13.90
San Francisco, CA	26,446	\$56.06	44,567	\$42.61	11,129	\$11.04
San Jose, CA	11,164	\$62.77	31,031	\$49.91	3,495	\$14.78
Denver, CO	11,664	\$45.74	22,747	\$35.67	8,124	\$13.26
Hartford, CT	5,145	\$48.03	10,215	\$34.67	1,562	\$14.40
Washington, DC	31,412	\$52.43	69,823	\$42.26	12,679	\$14.86
Jacksonville, FL	3,009	\$39.55	5,454	\$30.88	2,378	\$12.09
Miami, FL	12,150	\$42.88	21,445	\$31.44	11,095	\$13.26
Orlando, FL	5,217	\$39.70	9,822	\$29.59	4,822	\$11.73
Tampa, FL	6,536	\$40.72	15,456	\$30.13	5,261	\$12.09
Atlanta, GA	19,703	\$45.62	37,605	\$32.61	7,381	\$11.63
Honolulu, HI	1,705	\$38.83	3,566	\$31.48	2,507	\$14.37
Chicago, IL	31,398	\$45.62	48,408	\$32.76	11,923	\$13.58
Indianapolis, IN	4,717	\$39.66	9,587	\$31.28	3,143	\$12.03
Louisville, KY	2,573	\$38.07	5,837	\$28.74	2,091	\$11.51
New Orleans, LA	1,896	\$38.98	4,322	\$29.94	2,459	\$11.54
Baltimore, MD	8,442	\$46.52	24,895	\$35.63	4,944	\$10.34
Boston, MA	22,704	\$33.40	43,869	\$38.25	9,440	\$15.22
Detroit, MI	13,332	\$44.07	34,992	\$34.24	7,673	\$12.38
Minneapolis-St. Paul, MN	15,537	\$44.77	31,094	\$34.03	9,054	\$12.80
Kansas City, MO	5,579	\$41.33	11,318	\$31.04	3,806	\$7.54
St. Louis, MO	6,876	\$42.59	17,288	\$30.32	4,467	\$11.96
Las Vegas, NV	3,455	\$39.80	7,910	\$32.46	4,576	\$13.81
Buffalo, NY	2,540	\$40.36	5,206	\$27.37	1,586	\$13.02
New York, NY	63,867	\$56.87	101,198	\$38.59	22,211	\$15.51
Rochester, NY	1,955	\$42.70	5,049	\$29.71	1,474	\$13.10
Charlotte, NC	7,273	\$47.52	13,162	\$31.79	3,297	\$11.82
Cincinnati, OH	6,918	\$41.16	12,028	\$31.69	3,983	\$12.04
Cleveland, OH	5,869	\$40.90	12,318	\$31.99	3,521	\$12.34
Columbus, OH	6,260	\$40.81	12,591	\$32.39	3,814	\$12.62
Oklahoma City, OK	1,842	\$38.35	4,775	\$28.83	1,862	\$11.41
Portland, OR	6,466	\$42.32	14,507	\$34.25	4,720	\$13.84
Philadelphia, PA	18,706	\$48.18	35,477	\$34.23	9,008	\$13.45
Pittsburgh, PA	6,117	\$41.99	12,803	\$30.69	4,837	\$12.12
Providence, RI	3,351	\$45.95	7,654	\$33.37	1,898	\$13.59
Memphis, TN	2,160	\$39.41	5,057	\$29.38	1,712	\$11.50
Nashville, TN	5,191	\$40.25	9,448	\$29.14	3,241	\$11.73
Austin, TX	5,820	\$43.37	13,979	\$32.48	4,179	\$12.29
Dallas, TX	19,390	\$45.79	37,602	\$33.63	9,873	\$12.22
Houston, TX	11,922	\$50.43	23,072	\$36.58	7,475	\$11.89
San Antonio, TX	4,154	\$40.52	10,624	\$30.28	3,825	\$11.21
Salt Lake City, UT	4,150	\$39.73	8,782	\$31.81	3,854	\$12.31
Richmond, VA	3,067	\$43.01	7,009	\$30.91	1,844	\$12.41
Virginia Beach, VA	2,529	\$41.06	7,470	\$30.70	2,239	\$12.25
Seattle-Tacoma, WA	13,838	\$46.78	31,811	\$38.63	7,540	\$15.18
Milwaukee, WI	4,644	\$42.29	9,220	\$31.96	2,577	\$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
	Jan-16	Wage ^{2*}	Jan-16	Wage ^{2*}	Jan-16	Wage ^{2*}
United States	984,489	\$17.68	269,292	\$21.67	462,939	\$16.81
Birmingham, AL	3,194	\$17.19	749	\$20.47	1,871	\$16.44
Phoenix, AZ	16,775	\$17.48	3,611	\$20.69	4,209	\$17.18
Tucson, AZ	2,575	\$15.74	710	\$19.87	639	\$15.26
Los Angeles, CA	39,490	\$19.19	6,674	\$24.54	10,683	\$16.10
Riverside, CA	8,213	\$16.70	2,199	\$22.81	3,949	\$16.35
Sacramento, CA	6,211	\$18.77	1,590	\$23.56	1,993	\$17.06
San Diego, CA	10,441	\$18.60	2,395	\$24.28	2,374	\$16.74
San Francisco, CA	23,126	\$22.71	4,361	\$29.04	5,746	\$20.05
San Jose, CA	8,252	\$23.90	1,423	\$27.41	1,639	\$18.61
Denver, CO	14,546	\$19.84	4,446	\$22.40	4,524	\$18.49
Hartford, CT	4,204	\$20.11	1,126	\$24.25	2,284	\$18.66
Washington, DC	24,208	\$20.31	5,216	\$23.67	5,294	\$18.38
Jacksonville, FL	4,440	\$16.43	1,782	\$19.14	1,692	\$16.38
Miami, FL	20,526	\$17.16	4,503	\$19.36	4,335	\$15.70
Orlando, FL	8,104	\$15.74	2,496	\$18.44	2,476	\$15.29
Tampa, FL	10,241	\$17.21	3,083	\$17.96	2,788	\$14.98
Atlanta, GA	18,169	\$18.33	4,627	\$20.47	7,299	\$16.96
Honolulu, HI	3,757	\$17.14	1,060	\$11.39	967	\$20.25
Chicago, IL	31,553	\$8.55	5,309	\$27.34	12,744	\$17.14
Indianapolis, IN	6,860	\$18.06	1,863	\$22.38	3,813	\$16.18
Louisville, KY	4,660	\$17.02	1,111	\$21.15	2,578	\$17.60
New Orleans, LA	3,610	\$16.21	1,101	\$20.34	1,346	\$19.51
Baltimore, MD	10,367	\$18.38	2,891	\$22.17	3,749	\$17.63
Boston, MA	21,492	\$21.61	4,271	\$27.11	6,971	\$18.43
Detroit, MI	16,460	\$17.91	4,113	\$23.31	6,657	\$18.16
Minneapolis-St. Paul, MN	18,266	\$19.59	3,804	\$25.18	7,302	\$18.20
Kansas City, MO	8,432	\$17.86	2,416	\$22.69	4,952	\$17.28
St. Louis, MO	8,868	\$17.56	2,034	\$24.17	3,552	\$17.11
Las Vegas, NV	6,653	\$16.29	1,549	\$24.01	1,610	\$16.49
Buffalo, NY	4,016	\$16.86	901	\$21.91	1,702	\$17.23
New York, NY	54,723	\$21.87	8,582	\$27.80	12,455	\$18.22
Rochester, NY	3,262	\$17.35	874	\$22.01	1,722	\$16.30
Charlotte, NC	6,723	\$18.86	2,246	\$19.94	3,255	\$16.90
Cincinnati, OH	8,899	\$17.90	2,185	\$21.37	4,703	\$16.74
Cleveland, OH	7,706	\$17.97	1,791	\$22.53	3,430	\$16.81
Columbus, OH	9,093	\$17.20	2,154	\$21.81	4,218	\$15.81
Oklahoma City, OK	3,743	\$16.46	1,273	\$20.18	1,526	\$16.03
Portland, OR	8,852	\$18.71	2,514	\$24.17	3,860	\$17.48
Philadelphia, PA	21,024	\$19.38	4,579	\$24.68	7,108	\$17.64
Pittsburgh, PA	9,539	\$17.26	1,921	\$9.94	3,875	\$17.34
Providence, RI	4,692	\$18.08	1,142	\$22.72	2,312	\$16.63
Memphis, TN	3,317	\$17.06	866	\$19.62	2,459	\$15.84
Nashville, TN	7,291	\$17.26	1,906	\$20.07	3,450	\$16.14
Austin, TX	7,727	\$18.62	2,131	\$9.69	2,078	\$15.38
Dallas, TX	23,302	\$18.67	5,630	\$9.16	8,642	\$15.91
Houston, TX	15,806	\$19.17	4,675	\$21.18	5,562	\$18.62
San Antonio, TX	6,476	\$6.68	1,993	\$19.01	2,091	\$15.02
Salt Lake City, UT	8,330	\$17.93	2,079	\$21.09	2,787	\$17.22
Richmond, VA	3,706	\$18.06	1,230	\$20.87	1,425	\$9.08
Virginia Beach, VA	4,099	\$16.10	1,539	\$20.65	1,599	\$17.77
Seattle-Tacoma, WA	13,862	\$20.08	3,646	\$26.53	4,712	\$20.27
Milwaukee, WI	5,561	\$18.81	1,566	\$24.43	3,086	\$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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