

News Release

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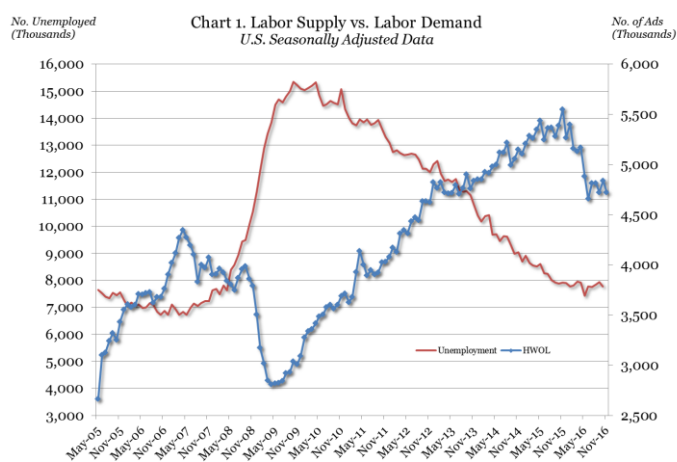
Online Labor Demand Decreased 115,300 in November

- The November loss followed an October gain of 116,100
- Most States showed losses with only a few showing small gains
- The Professional occupations were all down while the Services/Production occupations were mixed

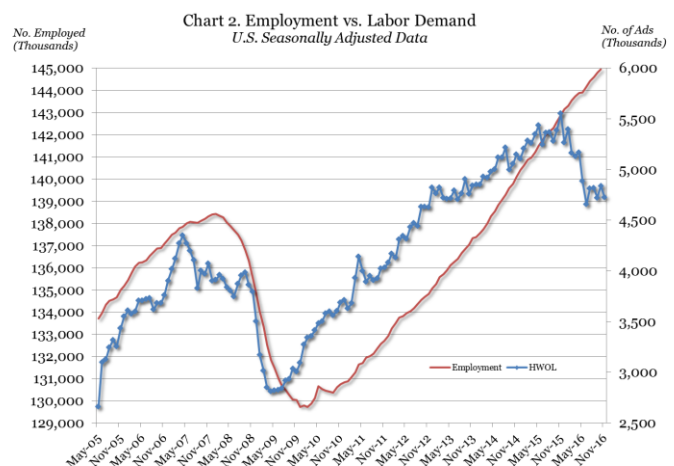
NEW YORK, November 30, 2016...Online advertised vacancies decreased 115,300 to 4,723,000 in November, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The October Supply/Demand rate stands at 1.61 unemployed for each advertised vacancy with a total of 2.9 million more unemployed workers than the number of advertised vacancies. The number of unemployed was approximately 7.8 million in October.

“With a pattern of monthly gains followed by losses, online demand has shown little movement in the second half of 2016,” said Gad Levanon, Chief Economist, North America, at The Conference Board. “The current data clearly indicate that 2016 will end with a large loss for the year.”

The Professional occupational category saw large losses in Management (-16.6), Business/Finance (-15.1), Computer/Math (-27.7) and Health (-21.2). The Services/Production category saw small gains in several occupational groups but large losses in Sales (-24.3) and Office/Admin (-21.5).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

The release schedule, national historic table and technical notes to this series are available on The Conference Board website, <http://www.conference-board.org/data/helpwantedonline.cfm>. The historical series for the States and the 52 largest MSAs is available from Haver Analytics. The underlying data for The Conference Board HWOL is collected by Wanted Analytics, a CEB Company.

REGIONAL AND STATE HIGHLIGHTS

- Among the largest States, 1 rose and 19 declined
- Among the 50 States, 4 rose, 45 declined, and 1 was constant

	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²	Recent Trend³
Location	Nov-16	Nov-Oct 16	Oct-16	
United States	4,723.0	-115.3	1.61	↓ 12/15
NORTHEAST	892.3	-19.6	1.64	
Massachusetts	141.3	-2.6	0.82	↓ 1/16
New Jersey	141.8	-6.3	1.62	↓ 1/16
New York	283.3	-5.7	1.71	↓ 1/16
Pennsylvania	192.8	-5.1	1.90	↓ 1/16
SOUTH	1,521.3	-40.2	1.92	
Florida	244.4	1.2	1.94	↓ 1/16
Georgia	146.2	-5.8	1.68	→ 2/15
Maryland	101.8	-1.7	1.30	↓ 1/16
North Carolina	128.1	-0.3	1.85	↓ 1/16
Texas	321.5	-13.6	1.88	↓ 4/16
Virginia	143.2	-6.9	1.18	→ 10/15
MIDWEST	1,049.0	-40.0	1.52	
Illinois	171.1	-9.0	2.04	↓ 1/16
Michigan	146.3	-6.6	1.49	↓ 1/16
Minnesota	126.2	-6.1	0.89	↓ 1/16
Missouri	102.1	-2.1	1.53	↓ 1/16
Ohio	166.9	-4.7	1.63	↓ 1/16
Wisconsin	97.5	-3.3	1.28	↓ 4/16
WEST	1,197.8	-31.6	1.72	
Arizona	95.9	-4.1	1.69	↓ 4/16
California	545.1	-13.1	1.92	↓ 1/16
Colorado	122.6	-0.9	0.82	↓ 1/16
Washington	155.6	-3.7	1.25	↑ 2/16

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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) .

November Changes for States

In November, online labor demand was up in 4 States, down in 45, and constant in 1 (see Table 3). All four regions experienced decreases.

The **Midwest** experienced a decrease of 40,000 in November (Table A). **Illinois** fell 9,000 to 171,100. **Michigan** decreased 6,600 to 146,300. **Minnesota** decreased 6,100 to 126,200. **Ohio** decreased 4,700 to 166,900. **Wisconsin** decreased 3,300 to 97,500 and **Missouri** decreased 2,100 to 102,100. Among the smaller States in the region, **Indiana** decreased 4,500 to 74,400, **Iowa** decreased 3,200 to 55,900, **Nebraska** fell 1,500 to 31,000, and **North Dakota** decreased 200 to 16,400. **Kansas** decreased 2,500 to 38,600 (Table 3).

The **Northeast** decreased 19,600 in November. **New Jersey** decreased 6,300 to 141,800. **New York** decreased 5,700 to 283,300. **Pennsylvania** decreased 5,100 to 192,800. **Massachusetts** decreased 2,600 to 141,300. In the smaller States, **Connecticut** fell 400 to 65,300. **Maine** remained constant at 16,700 and **New Hampshire** increased 200 to 23,500. **Rhode Island** decreased 300 to 14,900 and **Vermont** fell 700 to 10,500.

The **West** decreased 31,600 in November. **California** decreased 13,100 to 545,100. **Washington** decreased 3,700 to 155,600 and **Colorado** decreased 900 to 122,600. **Arizona** decreased 4,100 to 95,900. Among the smaller States in the West, **Oregon** decreased 1,500 to 73,900. **Utah** decreased 4,200 to 53,300. **Nevada** decreased 700 to 45,500. **Idaho** decreased 1,100 to 22,700 and **New Mexico** decreased 1,400 to 24,500. **Montana** decreased 500 to 19,300 and **Wyoming** decreased 300 to 6,900.

The **South** decreased 40,200 in November. Among the larger States in the region, **Texas** decreased 13,600, to 321,500. **Florida** increased 1,200 to 244,400. **Georgia** decreased 5,800 to 146,200. **Virginia** fell 6,900 to 143,200. **North Carolina** decreased 300 to 128,100. **Maryland** decreased 1,700 to 101,800. Among the smaller States, **Alabama** fell 300 to 46,500. **Tennessee** decreased 1,600 to 80,900 and **South Carolina** decreased 100 to 59,000. **Kentucky** decreased 2,900 to 43,600 and **Oklahoma** decreased 1,400 to 36,900. **Louisiana** fell 2,600 to 43,000 and **Delaware** decreased 900 to 15,900.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for October 2016, the latest month for which State unemployment figures are available. There were 7 States in which the number of advertised vacancies exceeded the number of unemployed: South Dakota (0.71), North Dakota (0.77), Colorado (0.82), Massachusetts (0.82), Utah (0.84), Minnesota (0.89), and New Hampshire (0.90). The States with the highest Supply/Demand rates were Louisiana (2.94), Mississippi (2.84), and Alabama (2.64), 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, among the 20 largest metro areas, 1 gained and 19 declined
- Among the 52 metro areas, 8 rose, 42 declined, and 2 remained 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	Nov-16	Nov-Oct 16	Sep-16
United States	4,723.0	-115.3	1.61
NORTHEAST	892.3	-19.6	1.64
Boston, MA	108.0	-2.2	0.76
New York, NY	281.7	-2.0	1.99
Philadelphia, PA	96.3	-3.8	1.77
SOUTH	1,521.3	-40.2	1.92
Atlanta, GA	96.8	-3.9	1.48
Baltimore, MD	52.2	-0.2	1.25
Dallas, TX	109.1	-1.8	1.38
Houston, TX	60.8	-4.1	2.98
Miami, FL	66.3	-0.1	2.14
Washington, DC	149.7	-3.4	0.87
MIDWEST	1,049.0	-40.0	1.52
Chicago, IL	133.8	-6.4	2.04
Cleveland, OH	30.4	-1.0	1.72
Detroit, MI	70.2	-1.7	1.54
Minneapolis-St. Paul, MN	88.5	-2.7	0.75
WEST	1,197.8	-31.6	1.72
Denver, CO	73.7	0.4	0.70
Los Angeles, CA	167.0	-2.2	1.98
Phoenix, AZ	67.2	-2.6	1.50
San Diego, CA	48.9	-0.5	1.56
San Francisco, CA	109.5	-2.5	0.91
San Jose, CA	51.9	-2.1	0.80
Seattle-Tacoma, WA	101.4	-0.2	0.94

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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.

Metro Area Changes

In November, labor demand rose in 8 metro areas, 42 declined, and 2 remained constant. The MSAs with the largest changes in each of the regions were: **Chicago** (-6,400) and **Minneapolis-St Paul** (-2,700) in the **Midwest**; **Phoenix** (-2,600) and **San Francisco** (-2,500) in the **West**; **Houston** (-4,100) and **Atlanta** (-3,900) in the **South**; and **Philadelphia** (-3,800) and **Boston** (-2,200) in the **Northeast** (See Table B and Table 5).

The **West** decreased 31,600 in November. **Phoenix** decreased 2,600 to 67,200 and **San Francisco** decreased 2,500 to 109,500. **Los Angeles** decreased 2,200 to 167,000. **Salt Lake City** decreased 2,500 to 30,400. **Denver** increased 400 to 73,700. **Seattle-Tacoma** decreased 200 to 101,400 and **San Jose** decreased 2,100 to 51,900. **San Diego** decreased 500 to 48,900. **Portland** increased 400 to 47,500 and **Sacramento** remained constant at 28,700. **Honolulu** increased 600 to 14,300 and **Las Vegas** fell 400 to 30,300.

The **South** decreased 40,200 in November. **Houston** decreased 4,100 to 60,800 and **Atlanta** decreased 3,900 to 96,800. **Washington DC** fell 3,400 to 149,700 and **Dallas** decreased 1,800 to 109,100. **Miami** decreased 100 to 66,300. **Baltimore** decreased 200 to 52,200 and **Austin** decreased 1,200 to 40,300. **Tampa** decreased 400 to 45,600 and **Charlotte** increased 200 to 36,900. **San Antonio** decreased 500 to 30,200 and **Nashville** decreased 1,100 to 32,700. **Birmingham** grew 500 to 14,000. **New Orleans** fell 900 to 15,700. **Louisville** decreased 600 to 16,900.

The **Northeast** decreased 19,600 in November. **Philadelphia** decreased 3,800 to 96,300 and **Boston** fell 2,200 to 108,000. **New York** decreased 2,000 to 281,700. **Pittsburgh** remained constant at 38,800 and **Providence** decreased 200 to 21,000. **Buffalo** decreased 1,500 to 15,600. **Hartford** decreased 200 to 26,000 and **Rochester** decreased 700 to 13,500.

The **Midwest** experienced a decrease of 40,000 in November. **Chicago** decreased 6,400 to 133,800 and **Minneapolis-St. Paul** decreased 2,700 to 88,500. **Detroit** decreased 1,700 to 70,200 and **St. Louis** fell 1,500 to 48,500. **Columbus** decreased 600 to 35,600 and **Cincinnati** decreased 1,300 to 34,700. **Kansas City** decreased 600 to 42,200 and **Cleveland** fell 1,000 to 30,400. **Milwaukee** decreased 1,100 to 27,400. **Indianapolis** decreased 1,400 to 27,800.

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 September'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 0.57), Denver (0.70), Minneapolis-St. Paul (0.75), Boston (0.76), San Jose (0.80), Washington, DC (0.87), San Francisco (0.91), Seattle-Tacoma (.94), and Austin (0.98) (Table 6). Other favorable markets for job-seekers included Honolulu (1.01), Nashville (1.15), Kansas City (1.25), and Baltimore (1.25).

In contrast, unemployed workers face great competition for each advertised position in Riverside (4 unemployed for every opening) as well as Houston and Memphis (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 November, nine of the largest ten online occupational categories posted decreases (Table C)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Nov-16	Nov-Oct 16	Oct-16	Oct-16	
29	Healthcare practitioners and technical	610.6	-21.2	132.9	0.21	\$37.40
15	Computer and mathematical science	501.1	-27.7	131.5	0.25	\$41.43
43	Office and administrative support	486.5	-21.5	735.7	1.45	\$17.47
41	Sales and related	461.8	-24.3	755.4	1.55	\$18.90
11	Management	407.0	-16.6	432.0	1.02	\$55.30
53	Transportation and material moving	331.5	-2.0	630.4	1.89	\$16.90
13	Business and financial operations	276.6	-15.1	220.7	0.76	\$35.48
35	Food preparation and serving related	246.3	1.0	650.5	2.65	\$10.98
49	Installation, maintenance, and repair	198.9	-4.5	218.1	1.07	\$22.11
25	Education, training, and library	156.7	-3.1	275.2	1.72	\$25.48

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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 2015 estimates.

Occupational Changes for the Month of November

In November, nine of the ten largest online occupational categories posted decreases.

Computer and mathematical science ads decreased 27,700 to 501,100. The supply/demand rate lies at 0.25, i.e. 4 advertised openings per unemployed job-seeker.

Healthcare practitioners and technical ads decreased 21,200 to 610,600. The supply/demand rate for these occupations lies at 0.21, i.e. over 4 advertised openings per unemployed job-seeker (see Table C and Table 7).

Management ads decreased 16,600 to 407,000. The supply/demand rate lies at 1.02 i.e. 1 unemployed job-seekers for every advertised available opening.

Sales and related ads decreased 24,300 to 461,800. The supply/demand rate for these occupations lies at 1.55, more than 1 unemployed job-seeker for every advertised available opening.

Office and administrative support ads decreased 21,500 to 486,500. The supply/demand rate lies at 1.45, i.e. over 1 unemployed job-seeker for every advertised available opening.

Construction and extraction ads increased 6,400 to 126,800. The supply/demand rate lies at 5.66, i.e. over 5 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

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Publication Schedule, Help Wanted OnLine Data Series	
<u>Data for the Month</u>	<u>Release Date</u>
December 2016	January 4, 2017
January 2017	February 1, 2017
February 2017	March 8, 2017
March 2017	April 5, 2017
April 2017	May 3, 2017
May 2017	May 31, 2017
June 2017	July 5, 2017
July 2017	August 2, 2017
August 2017	August 30, 2017
September, 2017	October 4, 2017
October 2017	November 1, 2017
November 2017	December 6, 2017

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)
	Nov-15	Oct-16	Nov-16	Nov-Oct 16	Nov-15	Oct-16	Nov-16	Nov-Oct 16
United States	5,550.9	4,838.4	4,723.0	-115.3	2,677.6	2,217.9	2,118.5	-99.5
New England	331.0	276.1	271.9	-4.1	160.3	119.4	116.7	-2.7
Middle Atlantic	727.8	635.8	620.4	-15.4	345.9	286.1	272.6	-13.5
South Atlantic	1,037.9	912.9	899.2	-13.7	501.5	412.9	402.3	-10.6
East North Central	860.1	684.7	659.4	-25.3	387.0	296.3	276.4	-20.0
East South Central	249.3	202.3	196.8	-5.4	118.7	86.1	83.0	-3.1
West North Central	434.8	404.3	389.6	-14.6	193.6	175.3	161.6	-13.6
West South Central	513.9	446.3	425.3	-21.0	241.1	206.0	189.4	-16.6
Mountain	441.2	403.7	389.4	-14.4	222.8	193.2	182.7	-10.5
Pacific	882.9	825.7	808.4	-17.3	465.4	417.6	406.0	-11.6

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. 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)		
	Nov-15	Oct-16	Nov-16	Nov-15	Oct-16	Nov-16
United States	3.53	3.03	2.96	1.70	1.39	1.33
New England	4.27	3.51	3.46	2.07	1.52	1.48
Middle Atlantic	3.52	3.07	2.99	1.67	1.38	1.32
South Atlantic	3.39	2.94	2.90	1.64	1.33	1.30
East North Central	3.68	2.89	2.79	1.66	1.25	1.17
East South Central	2.95	2.33	2.27	1.40	0.99	0.96
West North Central	3.87	3.59	3.46	1.72	1.56	1.44
West South Central	2.79	2.39	2.28	1.31	1.10	1.01
Mountain	3.85	3.47	3.34	1.95	1.66	1.57
Pacific	3.45	3.15	3.08	1.82	1.59	1.55

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)
	Nov-15	Oct-16	Nov-16	Nov-Oct 16	Nov-15	Oct-16	Nov-16	Nov-Oct 16
United States	5,550.9	4,838.4	4,723.0	-115.3	2,677.6	2,217.9	2,118.5	-99.5
Alabama	60.6	46.8	46.5	-0.3	29.9	19.7	19.9	0.2
Alaska	16.0	13.1	13.5	0.4	7.7	5.8	6.0	0.1
Arizona	109.6	100.0	95.9	-4.1	55.9	48.3	45.6	-2.7
Arkansas	33.8	27.2	25.6	-1.5	15.9	11.2	10.7	-0.6
California	630.3	558.2	545.1	-13.1	332.4	285.3	276.1	-9.2
Colorado	132.9	123.5	122.6	-0.9	70.5	61.5	59.7	-1.7
Connecticut	78.4	65.7	65.3	-0.4	36.7	26.5	25.6	-0.9
Delaware	18.9	16.9	15.9	-0.9	8.6	7.0	6.3	-0.8
Florida	294.3	243.2	244.4	1.2	158.2	119.3	122.8	3.5
Georgia	159.0	151.9	146.2	-5.8	72.9	67.0	62.3	-4.6
Hawaii	19.5	19.9	20.5	0.6	10.3	10.6	11.1	0.5
Idaho	27.4	23.8	22.7	-1.1	15.4	12.1	11.6	-0.5
Illinois	209.3	180.1	171.1	-9.0	90.8	76.6	71.4	-5.2
Indiana	94.9	78.8	74.4	-4.5	39.9	32.3	29.5	-2.8
Iowa	68.2	59.1	55.9	-3.2	29.7	25.9	23.2	-2.7
Kansas	47.8	41.0	38.6	-2.5	21.3	17.1	15.5	-1.6
Kentucky	59.8	46.5	43.6	-2.9	28.3	19.0	17.2	-1.8
Louisiana	53.4	45.6	43.0	-2.6	27.4	21.7	19.8	-1.9
Maine	24.0	16.7	16.7	0.0	11.5	6.7	7.1	0.4
Maryland	117.5	103.5	101.8	-1.7	51.7	44.9	41.4	-3.5
Massachusetts	169.5	143.9	141.3	-2.6	83.1	63.3	63.3	0.0
Michigan	197.0	152.9	146.3	-6.6	90.4	66.8	63.4	-3.4
Minnesota	139.6	132.2	126.2	-6.1	62.4	57.2	52.5	-4.7
Mississippi	30.6	26.4	25.6	-0.8	13.1	11.7	10.5	-1.2
Missouri	96.7	104.1	102.1	-2.1	44.8	46.6	44.5	-2.2
Montana	22.3	19.8	19.3	-0.5	11.1	9.9	9.2	-0.7
Nebraska	42.1	32.5	31.0	-1.5	20.0	13.6	12.4	-1.2
Nevada	49.1	46.2	45.5	-0.7	24.4	22.2	21.1	-1.1
New Hampshire	26.7	23.3	23.5	0.2	11.7	10.2	10.3	0.1
New Jersey	159.9	148.2	141.8	-6.3	74.4	65.7	62.4	-3.3
New Mexico	31.0	25.8	24.5	-1.4	14.8	11.4	10.7	-0.7
New York	326.7	289.1	283.3	-5.7	163.8	136.5	131.2	-5.3
North Carolina	150.6	128.3	128.1	-0.3	75.8	58.4	60.8	2.4
North Dakota	18.1	16.6	16.4	-0.2	7.8	7.3	7.2	-0.1
Ohio	232.7	171.6	166.9	-4.7	111.6	75.5	73.2	-2.3
Oklahoma	43.5	38.3	36.9	-1.4	18.9	16.2	15.8	-0.4
Oregon	80.1	75.4	73.9	-1.5	45.6	41.3	41.4	0.1
Pennsylvania	238.5	197.9	192.8	-5.1	108.3	84.0	79.5	-4.5
Rhode Island	20.7	15.3	14.9	-0.3	12.1	7.3	7.0	-0.2
South Carolina	71.9	59.1	59.0	-0.1	38.8	25.4	27.0	1.6
South Dakota	20.3	18.2	17.6	-0.7	7.9	7.2	6.6	-0.6
Tennessee	97.8	82.5	80.9	-1.6	47.4	35.7	35.4	-0.3
Texas	385.2	335.1	321.5	-13.6	180.7	156.7	144.7	-12.0
Utah	60.3	57.5	53.3	-4.2	26.8	24.6	22.1	-2.6
Vermont	12.4	11.2	10.5	-0.7	6.7	5.1	4.4	-0.6
Virginia	157.2	150.1	143.2	-6.9	69.0	63.2	58.9	-4.3
Washington	136.2	159.4	155.6	-3.7	69.6	74.7	72.0	-2.6
West Virginia	20.9	19.4	19.2	-0.1	9.6	8.3	8.4	0.1
Wisconsin	122.6	100.8	97.5	-3.3	58.2	45.8	41.7	-4.1
Wyoming	9.9	7.2	6.9	-0.3	4.1	2.9	2.8	-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.

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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
	Nov-15	Oct-16	Nov-16	Oct-16	Oct-16	Oct-16	Oct-16
United States	3.53	3.03	2.96	4.9	7,787.00	4,838.4	1.61
Alabama	2.83	2.15	2.13	5.7	123.89	46.8	2.64
Alaska	4.42	3.64	3.75	6.8	24.63	13.1	1.88
Arizona	3.47	3.09	2.96	5.2	169.44	100.0	1.69
Arkansas	2.53	2.01	1.89	4.0	54.56	27.2	2.01
California	3.32	2.87	2.80	5.5	1,069.27	558.2	1.92
Colorado	4.70	4.24	4.21	3.5	100.71	123.5	0.82
Connecticut	4.16	3.45	3.43	5.1	97.86	65.7	1.49
Delaware	4.01	3.54	3.35	4.3	20.64	16.9	1.22
Florida	3.03	2.48	2.49	4.8	472.82	243.2	1.94
Georgia	3.33	3.07	2.96	5.2	254.79	151.9	1.68
Hawaii	2.87	2.87	2.96	3.2	21.84	19.9	1.10
Idaho	3.41	2.92	2.79	3.8	30.92	23.8	1.30
Illinois	3.20	2.74	2.61	5.6	366.65	180.1	2.04
Indiana	2.89	2.35	2.22	4.4	146.18	78.8	1.85
Iowa	4.00	3.43	3.24	4.1	70.33	59.1	1.19
Kansas	3.17	2.77	2.60	4.4	65.44	41.0	1.59
Kentucky	3.07	2.33	2.18	5.1	101.29	46.5	2.18
Louisiana	2.50	2.15	2.03	6.3	134.20	45.6	2.94
Maine	3.56	2.41	2.41	4.0	27.94	16.7	1.67
Maryland	3.72	3.26	3.20	4.2	134.54	103.5	1.30
Massachusetts	4.76	3.99	3.92	3.3	117.29	143.9	0.82
Michigan	4.14	3.16	3.02	4.7	227.80	152.9	1.49
Minnesota	4.62	4.43	4.22	4.0	118.05	132.2	0.89
Mississippi	2.38	2.07	2.00	5.9	74.95	26.4	2.84
Missouri	3.09	3.32	3.25	5.1	158.99	104.1	1.53
Montana	4.26	3.78	3.69	4.3	22.30	19.8	1.12
Nebraska	4.15	3.20	3.05	3.3	34.03	32.5	1.05
Nevada	3.43	3.23	3.18	5.5	78.97	46.2	1.71
New Hampshire	3.61	3.09	3.11	2.8	21.09	23.3	0.90
New Jersey	3.51	3.25	3.11	5.2	239.33	148.2	1.62
New Mexico	3.39	2.78	2.63	6.7	62.36	25.8	2.42
New York	3.37	3.01	2.95	5.2	495.16	289.1	1.71
North Carolina	3.15	2.64	2.64	4.9	237.21	128.3	1.85
North Dakota	4.38	3.88	3.83	3.0	12.78	16.6	0.77
Ohio	4.09	3.00	2.91	4.9	279.86	171.6	1.63
Oklahoma	2.35	2.11	2.03	5.2	94.98	38.3	2.48
Oregon	4.02	3.62	3.55	5.3	110.96	75.4	1.47
Pennsylvania	3.71	3.03	2.95	5.8	375.91	197.9	1.90
Rhode Island	3.75	2.74	2.68	5.5	30.62	15.3	2.01
South Carolina	3.18	2.57	2.56	4.7	108.51	59.1	1.84
South Dakota	4.47	3.99	3.84	2.8	12.90	18.2	0.71
Tennessee	3.19	2.60	2.55	4.8	151.22	82.5	1.83
Texas	2.93	2.50	2.40	4.7	631.51	335.1	1.88
Utah	4.10	3.82	3.54	3.2	48.56	57.5	0.84
Vermont	3.60	3.24	3.05	3.3	11.32	11.2	1.01
Virginia	3.71	3.53	3.37	4.2	176.50	150.1	1.18
Washington	3.82	4.33	4.23	5.4	199.00	159.4	1.25
West Virginia	2.67	2.44	2.42	6.0	47.93	19.4	2.48
Wisconsin	3.95	3.21	3.11	4.1	129.30	100.8	1.28
Wyoming	3.24	2.38	2.29	5.1	15.50	7.2	2.16

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)
	Nov-15	Oct-16	Nov-16	Nov-Oct 16	Nov-15	Oct-16	Nov-16	Nov-Oct 16
Birmingham, AL	17.6	13.5	14.0	0.5	8.2	5.4	5.8	0.4
Phoenix, AZ	74.7	69.8	67.2	-2.6	37.1	33.9	32.5	-1.3
Tucson, AZ	15.3	12.5	12.0	-0.5	8.7	5.5	5.5	-0.1
Los Angeles, CA	188.5	169.2	167.0	-2.2	99.2	86.9	85.5	-1.4
Riverside, CA	39.2	31.9	30.8	-1.1	20.5	15.6	14.5	-1.1
Sacramento, CA	31.7	28.7	28.7	0.0	17.8	15.5	15.4	-0.1
San Diego, CA	51.9	49.4	48.9	-0.5	28.6	26.5	26.2	-0.2
San Francisco, CA	125.8	112.0	109.5	-2.5	64.7	57.6	56.7	-0.9
San Jose, CA	59.8	54.0	51.9	-2.1	27.4	23.3	22.7	-0.6
Denver, CO	75.2	73.3	73.7	0.4	37.9	36.1	35.4	-0.8
Hartford, CT	31.8	26.2	26.0	-0.2	14.8	10.9	10.1	-0.8
Washington, DC	164.2	153.0	149.7	-3.4	72.1	65.8	61.3	-4.5
Jacksonville, FL	20.8	18.2	19.0	0.8	10.8	9.2	10.4	1.2
Miami, FL	81.2	66.4	66.3	-0.1	43.0	32.0	33.6	1.6
Orlando, FL	38.2	33.3	33.7	0.4	19.3	16.6	16.8	0.2
Tampa, FL	49.1	46.0	45.6	-0.4	24.8	22.1	21.8	-0.2
Atlanta, GA	104.9	100.7	96.8	-3.9	46.9	43.9	40.6	-3.2
Honolulu, HI	14.6	13.7	14.3	0.6	7.9	7.6	8.2	0.7
Chicago, IL	160.8	140.2	133.8	-6.4	68.7	59.4	55.6	-3.9
Indianapolis, IN	33.8	29.2	27.8	-1.4	13.8	12.0	10.9	-1.1
Louisville, KY	24.8	17.5	16.9	-0.6	12.1	7.5	6.8	-0.8
New Orleans, LA	18.4	16.6	15.7	-0.9	9.9	7.4	6.9	-0.5
Baltimore, MD	62.9	52.4	52.2	-0.2	28.3	22.0	21.8	-0.2
Boston, MA	125.0	110.3	108.0	-2.2	59.1	49.1	48.8	-0.2
Detroit, MI	92.6	72.0	70.2	-1.7	38.8	29.0	28.9	-0.1
Minneapolis-St. Paul, MN	95.9	91.2	88.5	-2.7	42.9	40.0	37.5	-2.5
Kansas City, MO	41.3	42.8	42.2	-0.6	18.5	18.8	18.3	-0.5
St. Louis, MO	47.1	50.0	48.5	-1.5	20.6	21.2	20.1	-1.1
Las Vegas, NV	30.6	30.7	30.3	-0.4	15.2	14.7	14.2	-0.5
Buffalo, NY	23.2	17.1	15.6	-1.5	12.9	7.6	6.8	-0.8
New York, NY	307.5	283.7	281.7	-2.0	143.3	130.8	128.1	-2.7
Rochester, NY	19.8	14.2	13.5	-0.7	11.1	6.5	6.0	-0.4
Charlotte, NC	41.5	36.8	36.9	0.2	19.5	16.5	17.5	1.0
Cincinnati, OH	45.7	36.0	34.7	-1.3	20.5	14.5	14.6	0.1
Cleveland, OH	42.2	31.4	30.4	-1.0	18.5	13.2	12.5	-0.7
Columbus, OH	44.8	36.2	35.6	-0.6	21.1	16.7	16.7	0.0
Oklahoma City, OK	17.9	17.7	17.3	-0.4	7.8	7.5	7.1	-0.3
Portland, OR	47.6	47.1	47.5	0.4	26.3	25.3	26.3	1.1
Philadelphia, PA	110.9	100.1	96.3	-3.8	47.6	42.2	39.4	-2.8
Pittsburgh, PA	48.9	38.8	38.8	0.0	21.1	16.5	15.6	-1.0
Providence, RI	29.5	21.2	21.0	-0.2	17.3	9.9	9.7	-0.2
Memphis, TN	18.4	16.2	15.5	-0.7	8.5	6.8	6.2	-0.6
Nashville, TN	36.4	33.9	32.7	-1.1	16.8	14.4	14.5	0.1
Austin, TX	44.4	41.5	40.3	-1.2	22.9	21.4	20.0	-1.4
Dallas, TX	123.1	110.8	109.1	-1.8	56.0	51.0	48.3	-2.7
Houston, TX	81.5	64.9	60.8	-4.1	36.2	29.8	26.9	-2.9
San Antonio, TX	33.1	30.7	30.2	-0.5	16.3	14.1	13.9	-0.2
Salt Lake City, UT	34.8	32.9	30.4	-2.5	15.1	13.9	12.4	-1.5
Richmond, VA	21.4	19.4	19.5	0.1	9.8	9.1	8.8	-0.3
Virginia Beach, VA	23.3	20.7	20.5	-0.1	10.6	9.1	9.5	0.3
Seattle-Tacoma, WA	89.8	101.6	101.4	-0.2	43.9	45.3	46.0	0.7
Milwaukee, WI	32.7	28.5	27.4	-1.1	13.8	12.4	11.4	-1.1

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
	Nov-15	Oct-16	Nov-16	Sep-16	Sep-16	Sep-16	Sep-16
Birmingham, AL	3.31	2.49	2.58	5.4	29.3	13.5	2.18
Phoenix, AZ	3.42	3.14	3.02	4.6	102.1	68.2	1.50
Tucson, AZ	3.29	2.64	2.53	4.9	23.4	11.9	1.96
Los Angeles, CA	2.86	2.50	2.46	4.8	328.7	165.7	1.98
Riverside, CA	1.99	1.59	1.54	6.2	123.3	30.8	4.00
Sacramento, CA	2.99	2.64	2.64	5.4	58.8	27.3	2.15
San Diego, CA	3.31	3.10	3.07	4.8	76.3	48.9	1.56
San Francisco, CA	4.99	4.35	4.25	3.9	101.0	111.1	0.91
San Jose, CA	5.66	4.97	4.78	3.9	42.7	53.5	0.80
Denver, CO	5.00	4.72	4.74	3.2	49.7	71.0	0.70
Hartford, CT	5.17	4.21	4.18	5.4	33.3	24.8	1.34
Washington, DC	4.98	4.63	4.53	3.9	128.3	148.0	0.87
Jacksonville, FL	2.86	2.44	2.55	4.6	34.1	18.2	1.87
Miami, FL	2.68	2.18	2.18	4.9	147.6	68.8	2.14
Orlando, FL	3.10	2.63	2.66	4.4	55.2	32.1	1.72
Tampa, FL	3.38	3.14	3.11	4.6	66.8	46.1	1.45
Atlanta, GA	3.69	3.42	3.29	5.0	146.4	98.6	1.48
Honolulu, HI	3.11	2.88	3.00	2.8	13.5	13.4	1.01
Chicago, IL	3.28	2.83	2.70	5.6	277.0	135.6	2.04
Indianapolis, IN	3.34	2.78	2.64	4.3	44.8	28.6	1.56
Louisville, KY	3.97	2.72	2.62	4.3	27.7	17.0	1.63
New Orleans, LA	3.08	2.78	2.63	5.9	35.1	16.0	2.19
Baltimore, MD	4.27	3.54	3.53	4.3	64.3	51.4	1.25
Boston, MA	4.77	4.14	4.05	3.1	81.9	107.6	0.76
Detroit, MI	4.63	3.48	3.40	5.1	105.8	68.8	1.54
Minneapolis-St. Paul, MN	4.94	4.70	4.57	3.5	66.9	89.4	0.75
Kansas City, MO	3.67	3.80	3.74	4.5	51.1	40.9	1.25
St. Louis, MO	3.16	3.30	3.20	5.0	75.1	48.6	1.55
Las Vegas, NV	2.92	2.92	2.89	5.5	58.1	29.3	1.99
Buffalo, NY	4.22	3.10	2.83	5.2	28.7	16.3	1.76
New York, NY	3.04	2.81	2.79	5.3	530.4	266.5	1.99
Rochester, NY	3.79	2.71	2.59	4.9	25.4	13.6	1.86
Charlotte, NC	3.34	2.92	2.93	4.7	59.7	36.5	1.64
Cincinnati, OH	4.26	3.30	3.18	4.4	47.8	35.3	1.35
Cleveland, OH	4.15	3.04	2.95	5.2	53.4	31.1	1.72
Columbus, OH	4.30	3.44	3.39	4.2	44.2	35.0	1.26
Oklahoma City, OK	2.66	2.67	2.61	4.7	31.4	16.7	1.88
Portland, OR	3.84	3.64	3.67	5.2	66.7	46.1	1.45
Philadelphia, PA	3.61	3.20	3.08	5.4	169.2	95.5	1.77
Pittsburgh, PA	4.03	3.16	3.17	6.0	73.3	38.1	1.93
Providence, RI	4.34	3.11	3.08	5.2	35.8	20.4	1.75
Memphis, TN	2.99	2.58	2.46	5.5	34.9	15.7	2.22
Nashville, TN	3.88	3.46	3.34	3.9	38.1	33.2	1.15
Austin, TX	4.09	3.73	3.62	3.4	37.8	38.6	0.98
Dallas, TX	3.40	2.97	2.92	4.0	148.6	107.5	1.38
Houston, TX	2.50	1.96	1.83	5.6	186.9	62.7	2.98
San Antonio, TX	2.99	2.72	2.67	4.0	44.7	29.5	1.51
Salt Lake City, UT	5.61	5.22	4.83	2.9	18.5	32.6	0.57
Richmond, VA	3.19	2.89	2.90	4.1	27.6	19.0	1.45
Virginia Beach, VA	2.77	2.50	2.48	4.7	38.5	20.4	1.89
Seattle-Tacoma, WA	4.53	4.96	4.95	4.5	91.8	97.7	0.94
Milwaukee, WI	3.96	3.42	3.30	4.5	37.3	28.1	1.33

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 Occupation ¹ , Seasonally Adjusted								
SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		Nov-15	Oct-16	Nov-16	Nov-Oct 16	Oct-16	Oct-16	
	Total	5,550.9	4,838.4	4,723.0	-115.3	7,787.0	1.61	\$23.23
11	Management	460.6	423.6	407.0	-16.6	432.0	1.02	\$55.30
13	Business and financial operations	330.7	291.8	276.6	-15.1	220.7	0.76	\$35.48
15	Computer and mathematical science	573.7	528.8	501.1	-27.7	131.5	0.25	\$41.43
17	Architecture and engineering	165.6	142.9	137.5	-5.3	81.2	0.57	\$39.89
19	Life, physical, and social science	59.9	57.9	57.7	-0.2	19.0	0.33	\$34.24
21	Community and social services	101.6	93.6	93.3	-0.3	54.8	0.59	\$22.19
23	Legal	26.9	22.9	21.6	-1.3	31.2	1.36	\$49.74
25	Education, training, and library	154.9	159.9	156.7	-3.1	275.2	1.72	\$25.48
27	Arts, design, entertainment, sports, and media	125.9	107.0	101.4	-5.6	213.6	2.00	\$27.39
29	Healthcare practitioners and technical	659.9	631.9	610.6	-21.2	132.9	0.21	\$37.40
31	Healthcare support	139.6	121.0	117.1	-3.9	195.8	1.62	\$14.19
33	Protective service	59.1	59.1	61.0	1.8	136.9	2.32	\$21.45
35	Food preparation and serving related	274.6	245.3	246.3	1.0	650.5	2.65	\$10.98
37	Building and grounds cleaning and maintenance	121.5	112.0	116.0	4.0	426.3	3.81	\$13.02
39	Personal care and service	77.5	66.8	66.8	0.0	350.0	5.24	\$12.33
41	Sales and related	584.9	486.1	461.8	-24.3	755.4	1.55	\$18.90
43	Office and administrative support	604.0	508.0	486.5	-21.5	735.7	1.45	\$17.47
45	Farming, fishing, and forestry	8.6	7.9	8.2	0.3	77.5	9.83	\$12.67
47	Construction and extraction	145.2	120.3	126.8	6.4	680.6	5.66	\$22.88
49	Installation, maintenance, and repair	232.0	203.4	198.9	-4.5	218.1	1.07	\$22.11
51	Production	162.5	133.6	127.9	-5.8	514.8	3.85	\$17.41
53	Transportation and material moving	463.6	333.5	331.5	-2.0	630.4	1.89	\$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.

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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
	Nov-16	Wage ²	Nov-16	Wage ²	Nov-16	Wage ²
United States	694,101	\$45.32	1,723,683	\$33.32	595,254	\$13.17
Alabama	5,187	\$43.06	16,841	\$30.21	5,157	\$11.32
Alaska	1,417	\$45.48	6,510	\$36.72	1,684	\$16.14
Arizona	12,711	\$40.27	34,559	\$30.99	13,907	\$13.21
Arkansas	2,853	\$36.04	8,767	\$19.92	3,199	\$10.80
California	90,023	\$50.39	213,668	\$39.46	71,190	\$14.95
Colorado	16,137	\$45.28	41,564	\$34.50	20,014	\$13.40
Connecticut	11,199	\$51.72	28,065	\$35.98	5,673	\$15.00
Delaware	3,199	\$47.97	6,379	\$28.31	1,544	\$13.13
Florida	31,417	\$41.26	78,693	\$30.57	39,369	\$12.83
Georgia	23,629	\$43.92	54,833	\$31.10	15,451	\$11.62
Hawaii	2,248	\$39.04	5,391	\$32.01	4,518	\$15.23
Idaho	2,242	\$35.80	7,257	\$27.03	3,229	\$11.72
Illinois	31,500	\$44.54	61,726	\$32.77	17,985	\$13.81
Indiana	8,471	\$13.89	25,091	\$28.96	9,734	\$11.65
Iowa	6,324	\$36.93	18,701	\$27.80	7,157	\$11.89
Kansas	4,663	\$39.68	13,360	\$27.98	4,704	\$11.81
Kentucky	4,918	\$37.05	14,466	\$28.30	5,463	\$11.33
Louisiana	5,020	\$38.02	13,329	\$27.97	6,616	\$11.08
Maine	1,605	\$37.77	6,853	\$29.76	2,410	\$12.50
Maryland	15,245	\$47.92	45,155	\$37.33	10,197	\$14.16
Massachusetts	24,796	\$51.39	59,197	\$37.75	15,609	\$15.50
Michigan	18,305	\$42.47	55,764	\$27.95	18,717	\$12.57
Minnesota	18,717	\$43.99	45,928	\$32.65	16,902	\$12.99
Mississippi	2,613	\$35.20	7,376	\$26.15	3,589	\$10.78
Missouri	13,364	\$41.02	37,529	\$29.30	13,452	\$11.73
Montana	1,589	\$33.63	6,174	\$26.68	3,100	\$11.95
Nebraska	3,703	\$39.58	10,960	\$28.05	3,778	\$12.16
Nevada	5,744	\$40.30	13,554	\$32.48	8,139	\$13.63
New Hampshire	2,437	\$30.34	9,273	\$32.67	3,051	\$13.43
New Jersey	25,789	\$52.77	54,319	\$36.62	15,824	\$15.27
New Mexico	2,593	\$37.70	11,916	\$30.86	2,896	\$11.95
New York	57,143	\$55.65	103,711	\$37.08	33,090	\$15.26
North Carolina	17,583	\$45.27	48,641	\$30.67	15,017	\$11.57
North Dakota	1,688	\$38.87	5,956	\$28.15	1,913	\$13.19
Ohio	22,187	\$40.65	51,820	\$31.09	20,879	\$12.26
Oklahoma	3,846	\$38.07	12,980	\$26.84	4,745	\$11.54
Oregon	8,658	\$40.91	25,388	\$33.47	11,125	\$13.69
Pennsylvania	28,214	\$44.43	66,176	\$31.75	25,368	\$12.69
Rhode Island	2,252	\$47.63	5,567	\$34.98	1,739	\$13.98
South Carolina	6,270	\$37.88	20,708	\$28.93	7,510	\$11.32
South Dakota	1,773	\$36.83	5,321	\$26.01	2,582	\$11.60
Tennessee	10,522	\$38.77	25,230	\$28.38	10,307	\$11.44
Texas	46,680	\$20.04	112,491	\$32.77	39,775	\$12.14
Utah	5,986	\$38.05	16,254	\$29.58	7,895	\$12.01
Vermont	1,174	\$39.05	4,345	\$28.98	1,556	\$14.28
Virginia	23,835	\$48.22	67,386	\$35.59	15,224	\$6.94
Washington	24,622	\$45.51	60,397	\$36.48	18,846	\$15.35
West Virginia	1,826	\$35.06	7,036	\$27.16	2,274	\$11.26
Wisconsin	12,588	\$39.21	30,817	\$29.80	13,096	\$12.12
Wyoming	741	\$40.26	2,893	\$28.38	750	\$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.

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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
	Nov-16	Wage ¹	Nov-16	Wage ¹	Nov-16	Wage ¹
United States	1,008,575	\$18.04	332,395	\$22.10	477,432	\$17.15
Alabama	9,991	\$15.73	4,125	\$20.16	6,712	\$15.97
Alaska	2,322	\$19.28	961	\$29.93	677	\$23.82
Arizona	22,328	\$17.13	6,984	\$20.18	7,826	\$17.00
Arkansas	5,786	\$14.98	2,223	\$8.63	3,981	\$15.28
California	121,699	\$19.64	29,386	\$23.11	41,504	\$17.17
Colorado	25,913	\$19.25	10,794	\$22.14	11,218	\$18.41
Connecticut	14,485	\$20.62	3,455	\$24.87	5,381	\$18.74
Delaware	2,999	\$17.99	1,044	\$23.23	1,451	\$16.86
Florida	59,446	\$16.80	23,098	\$18.68	19,690	\$15.57
Georgia	29,665	\$17.15	10,507	\$19.71	16,281	\$15.93
Hawaii	5,877	\$17.47	1,538	\$27.49	1,831	\$20.18
Idaho	4,779	\$15.78	2,290	\$19.26	3,157	\$16.25
Illinois	36,954	\$18.64	8,885	\$25.95	19,308	\$17.54
Indiana	16,554	\$16.60	5,597	\$22.24	12,501	\$16.71
Iowa	12,397	\$16.26	5,277	\$20.73	8,759	\$16.35
Kansas	8,711	\$16.78	3,290	\$20.93	5,169	\$17.30
Kentucky	10,146	\$15.84	3,365	\$20.55	7,740	\$16.79
Louisiana	10,160	\$15.19	4,849	\$20.38	5,504	\$19.39
Maine	3,187	\$16.01	1,258	\$20.30	1,654	\$16.92
Maryland	18,881	\$18.75	6,224	\$23.10	7,707	\$18.04
Massachusetts	27,119	\$20.96	7,574	\$27.04	11,220	\$18.38
Michigan	30,006	\$17.40	11,134	\$22.30	18,134	\$17.20
Minnesota	28,242	\$18.96	7,940	\$24.24	14,776	\$17.81
Mississippi	5,938	\$14.58	2,566	\$18.52	4,299	\$15.71
Missouri	20,844	\$16.61	7,455	\$22.16	11,881	\$16.59
Montana	4,070	\$15.77	2,186	\$21.67	2,185	\$17.96
Nebraska	6,535	\$16.39	2,813	\$20.12	3,692	\$16.87
Nevada	10,983	\$16.52	3,406	\$23.60	4,219	\$17.08
New Hampshire	5,533	\$18.69	1,718	\$22.48	2,742	\$17.35
New Jersey	30,905	\$19.67	7,849	\$26.16	12,543	\$17.16
New Mexico	4,271	\$15.52	1,699	\$19.80	2,006	\$17.46
New York	63,728	\$21.27	14,850	\$26.98	18,492	\$18.58
North Carolina	24,061	\$17.25	11,135	\$19.49	13,080	\$15.58
North Dakota	3,314	\$17.51	1,977	\$16.46	2,190	\$21.07
Ohio	38,578	\$17.14	11,927	\$21.62	23,286	\$16.78
Oklahoma	8,370	\$15.94	3,601	\$19.79	4,986	\$17.18
Oregon	15,399	\$17.63	5,847	\$22.41	8,094	\$17.22
Pennsylvania	43,334	\$17.84	12,870	\$22.45	23,096	\$17.40
Rhode Island	3,022	\$19.26	935	\$23.27	1,614	\$17.29
South Carolina	11,568	\$15.66	6,115	\$19.34	7,284	\$16.44
South Dakota	4,010	\$15.62	1,689	\$18.98	2,383	\$15.46
Tennessee	18,273	\$16.28	6,048	\$19.75	11,941	\$15.77
Texas	70,017	\$18.03	24,663	\$20.38	32,582	\$17.53
Utah	14,192	\$16.82	4,960	\$20.70	6,237	\$17.02
Vermont	1,942	\$17.81	677	\$20.97	1,135	\$17.88
Virginia	25,259	\$18.01	8,721	\$21.34	9,395	\$17.45
Washington	29,511	\$19.31	10,455	\$25.20	13,233	\$19.72
West Virginia	4,199	\$14.35	1,679	\$20.06	2,784	\$16.95
Wisconsin	22,020	\$17.49	8,094	\$22.63	15,558	\$16.93
Wyoming	1,040	\$16.72	827	\$24.30	824	\$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.

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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 Nov-16	Average Hourly Wage ^{2*}	Total Ads Nov-16	Average Hourly Wage ^{2*}	Total Ads Nov-16	Average Hourly Wage ^{2*}
United States	694,101	\$45.32	1,723,683	\$33.32	595,254	\$13.17
Birmingham, AL	1,693	\$28.19	5,304	\$31.89	1,590	\$11.73
Phoenix, AZ	10,097	\$41.47	22,373	\$31.91	9,724	\$13.16
Tucson, AZ	1,286	\$36.83	4,766	\$29.30	1,825	\$13.01
Los Angeles, CA	29,843	\$49.28	59,999	\$38.67	21,525	\$14.65
Riverside, CA	3,400	\$42.16	10,049	\$32.88	4,987	\$13.81
Sacramento, CA	4,327	\$42.06	10,224	\$37.37	3,802	\$14.72
San Diego, CA	7,114	\$48.29	18,776	\$38.18	6,940	\$14.94
San Francisco, CA	23,456	\$57.45	43,081	\$43.86	13,149	\$16.29
San Jose, CA	10,123	\$65.23	27,379	\$51.90	4,484	\$15.68
Denver, CO	11,539	\$47.15	24,621	\$36.52	11,007	\$13.42
Hartford, CT	4,630	\$48.92	11,260	\$35.85	1,961	\$14.68
Washington, DC	30,417	\$53.56	72,038	\$42.88	14,154	\$15.28
Jacksonville, FL	2,695	\$40.47	5,645	\$30.04	2,376	\$12.40
Miami, FL	10,032	\$44.27	19,425	\$32.14	11,434	\$13.51
Orlando, FL	4,443	\$40.39	9,836	\$30.28	5,386	\$12.44
Tampa, FL	6,765	\$41.26	16,544	\$29.73	6,342	\$12.46
Atlanta, GA	18,506	\$46.31	37,016	\$33.18	9,324	\$11.94
Honolulu, HI	1,638	\$39.84	3,319	\$32.45	3,022	\$14.80
Chicago, IL	27,451	\$46.41	45,795	\$33.83	14,237	\$13.97
Indianapolis, IN	4,226	\$39.82	8,943	\$31.60	3,226	\$12.02
Louisville, KY	2,380	\$38.74	4,944	\$29.97	2,270	\$11.75
New Orleans, LA	2,020	\$39.58	5,044	\$26.22	3,168	\$11.46
Baltimore, MD	7,736	\$46.68	23,348	\$36.36	5,233	\$14.11
Boston, MA	21,180	\$53.26	44,656	\$38.65	11,888	\$15.78
Detroit, MI	10,247	\$45.34	29,480	\$32.81	7,797	\$12.54
Minneapolis-St. Paul, MN	15,400	\$46.10	32,193	\$34.49	11,014	\$13.31
Kansas City, MO	5,868	\$42.72	14,572	\$31.02	5,415	\$10.61
St. Louis, MO	7,551	\$43.72	19,699	\$30.98	5,934	\$12.18
Las Vegas, NV	4,102	\$40.30	9,125	\$32.90	5,846	\$13.89
Buffalo, NY	1,913	\$41.51	4,818	\$27.77	1,935	\$13.35
New York, NY	63,392	\$58.29	104,899	\$39.15	30,216	\$15.73
Rochester, NY	1,734	\$44.10	4,698	\$30.83	1,762	\$13.49
Charlotte, NC	7,004	\$47.35	13,406	\$31.97	3,834	\$11.91
Cincinnati, OH	5,543	\$41.94	10,635	\$32.20	4,178	\$12.24
Cleveland, OH	4,995	\$41.97	9,695	\$32.14	3,809	\$12.61
Columbus, OH	5,370	\$41.56	11,177	\$32.66	4,358	\$12.80
Oklahoma City, OK	1,987	\$38.79	6,474	\$29.23	2,074	\$12.14
Portland, OR	6,737	\$43.82	15,588	\$35.12	6,936	\$14.15
Philadelphia, PA	18,632	\$48.85	35,564	\$34.64	10,981	\$13.58
Pittsburgh, PA	6,041	\$43.12	12,864	\$31.18	5,474	\$12.32
Providence, RI	2,865	\$46.54	7,733	\$34.20	2,556	\$13.95
Memphis, TN	2,346	\$39.68	4,847	\$29.67	1,818	\$11.65
Nashville, TN	5,270	\$40.65	9,811	\$29.64	4,227	\$11.81
Austin, TX	5,990	\$44.61	14,671	\$33.40	5,627	\$12.73
Dallas, TX	19,460	\$47.46	38,276	\$34.32	11,831	\$12.64
Houston, TX	10,019	\$51.50	20,474	\$36.65	7,045	\$9.76
San Antonio, TX	4,008	\$42.18	10,505	\$31.18	4,339	\$11.92
Salt Lake City, UT	4,076	\$40.39	9,368	\$32.34	4,504	\$12.43
Richmond, VA	3,041	\$43.37	7,790	\$31.66	2,031	\$12.67
Virginia Beach, VA	2,627	\$42.14	7,720	\$31.60	2,460	\$12.55
Seattle-Tacoma, WA	18,914	\$48.11	40,325	\$39.72	11,341	\$15.93
Milwaukee, WI	4,851	\$43.80	9,458	\$32.16	3,409	\$12.08

Source: The Conference Board

1.The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.

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

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

Table 9: MSA Occupational Demand and Pay, Not Seasonally Adjusted - continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Nov-16	Wage ^{2*}	Nov-16	Wage ^{2*}	Nov-16	Wage ^{2*}
United States	1,008,575	\$18.04	332,395	\$22.10	477,432	\$17.15
Birmingham, AL	3,246	\$17.61	981	\$21.18	1,439	\$16.31
Phoenix, AZ	16,987	\$17.70	4,747	\$20.87	5,420	\$17.24
Tucson, AZ	2,619	\$16.06	991	\$20.43	851	\$15.62
Los Angeles, CA	41,872	\$19.45	8,009	\$24.84	12,423	\$16.33
Riverside, CA	8,293	\$17.19	2,088	\$22.99	4,014	\$16.51
Sacramento, CA	6,455	\$18.97	1,972	\$24.61	2,502	\$17.54
San Diego, CA	11,124	\$11.15	2,912	\$24.28	2,905	\$16.77
San Francisco, CA	23,072	\$23.27	5,117	\$30.08	7,013	\$20.79
San Jose, CA	8,301	\$24.34	1,677	\$28.02	2,219	\$18.62
Denver, CO	15,795	\$20.34	5,805	\$22.79	5,918	\$18.97
Hartford, CT	5,534	\$20.53	1,444	\$24.58	2,252	\$18.86
Washington, DC	23,618	\$20.55	6,468	\$23.98	5,896	\$19.43
Jacksonville, FL	4,342	\$17.02	2,077	\$19.40	1,811	\$16.64
Miami, FL	19,024	\$17.61	4,910	\$19.54	4,565	\$15.72
Orlando, FL	8,145	\$16.39	3,092	\$18.90	2,674	\$15.65
Tampa, FL	10,153	\$17.48	3,863	\$18.27	3,291	\$15.33
Atlanta, GA	19,801	\$18.50	5,873	\$20.62	8,086	\$16.49
Honolulu, HI	4,385	\$17.70	1,132	\$28.41	1,408	\$21.13
Chicago, IL	30,351	\$19.33	6,359	\$27.32	13,128	\$17.66
Indianapolis, IN	6,949	\$18.18	2,050	\$22.50	3,854	\$16.32
Louisville, KY	4,281	\$17.23	1,321	\$21.48	2,640	\$17.95
New Orleans, LA	3,801	\$16.21	1,438	\$20.76	1,322	\$19.87
Baltimore, MD	9,502	\$18.96	3,225	\$22.86	3,981	\$18.37
Boston, MA	21,484	\$21.96	5,293	\$27.96	7,933	\$18.69
Detroit, MI	13,480	\$18.38	4,748	\$23.94	6,872	\$18.43
Minneapolis-St. Paul, MN	20,735	\$20.37	4,828	\$25.74	9,309	\$18.30
Kansas City, MO	9,557	\$17.96	3,095	\$22.99	4,945	\$17.57
St. Louis, MO	10,115	\$18.03	2,770	\$24.76	4,353	\$17.53
Las Vegas, NV	7,688	\$16.37	1,847	\$23.47	2,043	\$16.77
Buffalo, NY	4,277	\$17.57	1,232	\$22.54	1,770	\$17.56
New York, NY	60,827	\$21.95	11,371	\$28.39	15,414	\$18.39
Rochester, NY	3,396	\$18.15	1,079	\$11.46	1,492	\$16.87
Charlotte, NC	7,069	\$19.06	2,698	\$20.27	3,282	\$16.76
Cincinnati, OH	8,434	\$18.25	2,463	\$21.62	4,775	\$17.21
Cleveland, OH	7,125	\$18.38	2,047	\$22.86	3,113	\$17.13
Columbus, OH	8,752	\$6.54	2,562	\$21.98	4,654	\$16.47
Oklahoma City, OK	3,850	\$16.90	1,599	\$20.40	1,922	\$16.33
Portland, OR	10,757	\$18.99	3,375	\$24.28	5,023	\$17.94
Philadelphia, PA	21,464	\$19.49	5,622	\$25.25	7,643	\$18.01
Pittsburgh, PA	9,300	\$17.57	2,396	\$22.32	3,735	\$17.56
Providence, RI	4,441	\$18.51	1,390	\$23.45	2,247	\$17.10
Memphis, TN	3,555	\$17.02	1,100	\$19.98	2,510	\$15.95
Nashville, TN	7,939	\$17.54	2,414	\$20.68	4,151	\$16.66
Austin, TX	8,424	\$19.00	2,748	\$19.22	2,685	\$15.71
Dallas, TX	24,190	\$19.28	6,986	\$20.36	10,098	\$17.01
Houston, TX	14,424	\$19.61	4,617	\$21.97	5,223	\$19.50
San Antonio, TX	6,442	\$17.03	2,612	\$19.42	2,833	\$15.64
Salt Lake City, UT	8,621	\$18.03	2,523	\$21.42	3,114	\$17.21
Richmond, VA	3,765	\$18.31	1,653	\$21.12	1,643	\$16.92
Virginia Beach, VA	4,456	\$16.40	2,170	\$20.89	1,869	\$17.86
Seattle-Tacoma, WA	19,108	\$20.54	5,948	\$26.92	7,459	\$20.75
Milwaukee, WI	6,113	\$19.44	1,971	\$24.36	3,438	\$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

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