

News Release

For further information:

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

For Immediate Release 10:00 AM ET, Wednesday, December 11, 2019

Release #6143

Online Labor Demand Rose in November

- **HWOL Index edged up in November, following a decline in October**
- **Most States and Occupations experienced a small increase**

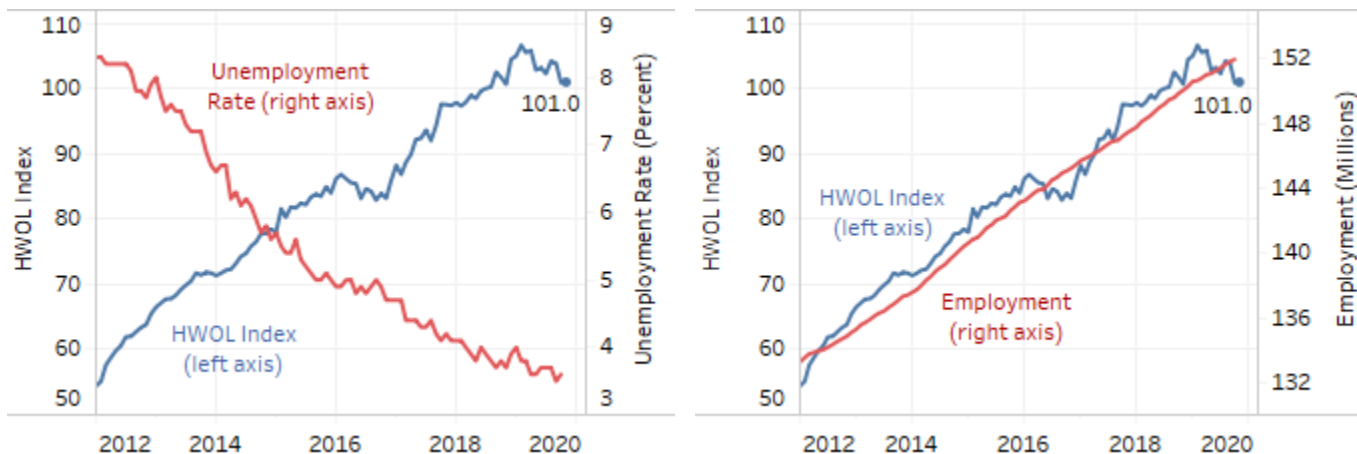
NEW YORK, December 11, 2019...The Conference Board Help Wanted OnLine® (HWOL) Index edged up in November and now stands at 101.0 (July 2018=100), up from 100.9 in October. The Index declined 2.9 percent from the prior month (Sept-Oct) and is up 0.3 percent from a year ago.

In the Midwest, Wisconsin increased 2.2 percent and Nebraska grew 1.8 percent. In the Northeast, New Jersey grew 3.1 percent and Rhode Island increased 2.5 percent. In the South, Oklahoma increased 3.2 percent and Louisiana increased 2.0 percent. In the West, Hawaii grew 3.5 percent and Nevada increased 2.5 percent.

The Professional occupational category experienced increases in Legal (4.7 percent), Arts, design, entertainment, sports, and media (1.5 percent), Computer and math (0.7 percent), and Education (0.7). The Services/ Production occupational category experienced declines in Farming, fishing, and forestry (-5.2 percent), and increases in Protective Services (1.8), Building and grounds (1.5) and Sales (1.3).

Help Wanted OnLine™ (HWOL) Index: United States, seasonally adjusted, November 2019

[July 2018=100]



Sources: The Conference Board, Bureau of Labor Statistics

© 2019 The Conference Board. All rights reserved.

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

Table 1. HWOL Index: Selected areas, seasonally adjusted, November 2019

[July 2018=100]

Area	HWOL Index ¹			Percent Change		
	Sep. 2019 ^r	Oct. 2019 ^r	Nov. 2019 ^p	1-month		12-month
				Sep. 2019- Oct. 2019	Oct. 2019- Nov. 2019	Nov. 2018- Nov. 2019
United States.....	103.9	100.9	101.0	-2.9	0.1	0.3
Census Divisions²						
New England.....	109.4	105.7	106.4	-3.3	0.7	4.4
Middle Atlantic.....	103.0	100.8	101.7	-2.1	0.9	0.8
East North Central.....	101.8	98.9	98.8	-2.8	-0.1	-1.5
West North Central.....	104.1	100.4	100.4	-3.5	0.0	-0.6
South Atlantic.....	105.5	103.4	103.6	-1.9	0.2	2.7
East South Central.....	103.9	100.6	101.7	-3.1	1.0	1.3
West South Central.....	100.7	97.8	98.9	-2.9	1.1	-0.6
Mountain.....	103.0	100.8	101.7	-2.1	0.9	0.8
Pacific.....	103.7	99.9	100.2	-3.7	0.3	-0.9
States and MSAs³						
Alabama.....	104.9	102.8	103.7	-2.0	0.9	3.1
Birmingham.....	106.4	102.5	107.3	-3.6	4.7	4.3
Alaska.....	103.2	100.9	101.7	-2.3	0.9	-1.5
Arizona.....	103.4	100.6	101.4	-2.7	0.8	-0.1
Phoenix.....	107.7	104.2	105.1	-3.2	0.8	1.0
Tucson.....	101.5	99.0	101.0	-2.5	2.0	2.7
Arkansas.....	96.3	93.9	93.4	-2.5	-0.6	-6.0
California.....	99.3	96.0	96.6	-3.2	0.6	-3.6
Los Angeles.....	102.4	99.7	99.9	-2.6	0.1	0.2
Riverside.....	93.9	92.5	93.7	-1.5	1.4	-5.2
Sacramento.....	100.2	97.1	97.9	-3.1	0.7	-3.9
San Diego.....	100.4	97.7	97.9	-2.6	0.2	-0.3
San Francisco.....	97.2	94.3	95.4	-2.9	1.1	-6.5
San Jose.....	102.5	96.8	96.8	-5.5	-0.1	-6.2
Colorado.....	108.4	105.3	106.3	-2.8	0.9	3.7
Denver.....	108.6	105.9	107.0	-2.5	1.1	5.3
Connecticut.....	111.9	106.4	106.7	-4.9	0.3	5.6
Hartford.....	114.2	108.4	108.6	-5.1	0.1	6.8
Washington, DC.....	108.3	106.0	106.7	-2.2	0.7	4.5
Delaware.....	97.9	94.5	94.1	-3.5	-0.4	-6.9
Florida.....	103.2	101.1	101.6	-2.0	0.5	3.3
Jacksonville.....	104.6	103.4	104.3	-1.1	0.9	4.8
Miami.....	101.0	98.9	99.5	-2.1	0.6	2.1
Orlando.....	105.5	102.1	101.2	-3.2	-0.9	1.3
Tampa.....	105.1	102.3	101.0	-2.6	-1.3	3.0
Georgia.....	106.7	103.3	103.1	-3.2	-0.2	0.9
Atlanta.....	104.4	101.5	101.5	-2.8	0.1	0.6
Hawaii.....	100.6	95.6	98.9	-5.0	3.5	-2.0

Area	HWOL Index ¹			Percent Change		
				1-month		12-month
	Sep. 2019 ^r	Oct. 2019 ^r	Nov. 2019 ^p	Sep. 2019- Oct. 2019	Oct. 2019- Nov. 2019	Nov. 2018- Nov. 2019
Honolulu	101.8	96.9	100.5	-4.9	3.7	0.8
Idaho	103.0	105.9	104.1	2.7	-1.7	3.4
Illinois	102.3	99.1	98.7	-3.2	-0.3	-1.5
Chicago.....	103.3	100.2	99.9	-3.0	-0.4	-0.4
Indiana	99.1	95.5	96.5	-3.7	1.1	-2.0
Indianapolis.....	101.3	98.7	99.9	-2.5	1.2	0.4
Iowa	105.8	102.6	104.4	-3.0	1.8	2.5
Kansas	99.8	96.8	96.6	-3.0	-0.2	-2.9
Kentucky.....	103.9	98.4	100.0	-5.3	1.6	1.6
Louisville	103.6	100.7	102.9	-2.8	2.1	4.0
Louisiana	101.5	98.6	100.6	-2.8	2.0	-0.2
New Orleans.....	105.8	103.7	106.2	-2.0	2.4	5.4
Maine	110.7	108.3	109.2	-2.2	0.8	7.6
Maryland.....	104.9	103.7	103.3	-1.2	-0.3	4.5
Baltimore	105.3	105.3	105.8	0.1	0.4	6.1
Massachusetts.....	107.3	104.8	105.3	-2.4	0.5	3.5
Boston.....	108.2	105.4	106.5	-2.6	1.0	4.2
Michigan.....	98.0	96.0	95.1	-2.0	-0.9	-3.5
Detroit.....	97.6	96.1	95.7	-1.5	-0.5	-2.8
Minnesota	102.1	98.9	98.1	-3.1	-0.8	-2.1
Minneapolis-St. Paul.....	102.8	98.9	99.6	-3.8	0.7	-2.6
Mississippi	101.4	98.6	98.9	-2.7	0.2	2.6
Missouri.....	106.7	102.3	102.7	-4.1	0.3	0.1
Kansas City	106.1	102.6	102.9	-3.3	0.3	1.7
St. Louis.....	105.6	103.0	103.0	-2.4	0.0	0.3
Montana.....	89.9	90.9	91.1	1.2	0.1	-8.5
Nebraska	100.9	98.1	99.9	-2.8	1.8	1.0
Nevada	99.9	98.3	100.8	-1.5	2.5	-1.5
Las Vegas.....	106.1	103.4	106.9	-2.5	3.3	1.5
New Hampshire	107.5	104.1	105.3	-3.2	1.1	2.2
New Jersey	103.0	101.2	104.3	-1.8	3.1	2.1
New Mexico.....	109.0	106.0	104.8	-2.7	-1.2	2.5
New York	100.6	98.1	97.6	-2.5	-0.5	-2.7
Buffalo.....	99.0	94.1	94.5	-5.0	0.4	-4.9
New York.....	99.8	97.9	99.0	-1.9	1.1	-2.0
Rochester	117.3	115.6	116.7	-1.5	1.0	19.3
North Carolina	106.7	105.1	106.1	-1.6	1.0	3.0
Charlotte	113.1	110.9	112.2	-1.9	1.2	4.9
North Dakota	96.4	92.7	92.8	-3.8	0.1	-5.7
Ohio.....	102.5	99.1	99.6	-3.3	0.5	0.1
Cincinnati	103.4	100.5	100.9	-2.8	0.4	-0.3
Cleveland.....	104.4	102.2	101.5	-2.0	-0.8	3.1
Columbus	102.2	99.6	99.4	-2.6	-0.1	2.3
Oklahoma.....	95.0	92.0	94.9	-3.2	3.2	-2.3

Area	HWOL Index ¹			Percent Change		
				1-month		12-month
	Sep. 2019 ^r	Oct. 2019 ^r	Nov. 2019 ^p	Sep. 2019- Oct. 2019	Oct. 2019- Nov. 2019	Nov. 2018- Nov. 2019
Oklahoma City.....	91.4	88.8	90.4	-2.8	1.7	-5.9
Oregon	102.9	99.4	99.2	-3.5	-0.2	-1.3
Portland	103.8	99.2	100.2	-4.5	1.0	-1.2
Pennsylvania.....	104.7	102.8	104.0	-1.7	1.1	3.1
Philadelphia.....	107.7	105.5	106.6	-2.0	1.1	5.1
Pittsburgh.....	100.6	98.6	100.3	-2.0	1.8	0.0
Rhode Island.....	105.8	101.5	104.1	-4.1	2.5	-0.7
Providence	108.9	104.4	106.5	-4.2	2.0	2.8
South Carolina	102.6	100.8	100.8	-1.7	0.0	-1.8
South Dakota	98.8	97.1	97.3	-1.7	0.2	-1.0
Tennessee	104.7	102.1	103.3	-2.5	1.2	0.9
Memphis.....	102.2	99.6	98.7	-2.5	-0.9	-0.7
Nashville.....	106.1	102.7	104.7	-3.1	1.9	1.5
Texas	102.1	99.0	99.8	-3.1	0.8	0.2
Austin.....	105.0	103.1	104.7	-1.8	1.5	3.3
Dallas	107.1	103.9	105.2	-2.9	1.2	4.9
Houston	105.9	101.5	102.2	-4.2	0.7	-0.4
San Antonio.....	103.7	100.8	100.8	-2.8	0.0	2.9
Utah	102.4	102.6	104.2	0.2	1.6	3.3
Salt Lake City	106.9	105.8	107.0	-1.1	1.2	5.1
Vermont	122.5	121.5	122.9	-0.9	1.2	16.5
Virginia	107.5	105.5	105.7	-1.9	0.2	2.6
Richmond.....	105.6	100.8	99.9	-4.5	-0.9	-0.2
Virginia Beach.....	103.1	103.2	102.5	0.1	-0.6	0.5
Washington	118.2	112.1	111.9	-5.2	-0.2	8.5
Seattle-Tacoma	124.9	117.0	116.7	-6.3	-0.3	11.0
West Virginia	106.2	104.6	105.8	-1.5	1.2	9.9
Wisconsin	104.5	102.5	104.8	-1.9	2.2	0.2
Milwaukee.....	98.7	97.5	99.1	-1.3	1.7	-3.9
Wyoming	93.1	93.0	92.0	-0.1	-1.1	-8.1

Source: The Conference Board

p=Preliminary

r=Revised

1. Data are preliminary and subject to monthly revisions
2. Census Divisions defined by the U.S. Census Bureau
3. Metropolitan areas are based on 2005 OMB county-based MSA definitions

© 2019 The Conference Board. All rights reserved.

Table 2. HWOL Index: Occupations, seasonally adjusted, November 2019

[July 2018=100]

SOC ²	Occupation ³	HWOL Index ¹			Percent Change		
		Sep. 2019 ^f	Oct. 2019 ^f	Nov. 2019 ^p	1-month		12-month
					Sep. 2019- Oct. 2019	Oct. 2019- Nov. 2019	
	Total	103.9	100.9	101.0	-2.9	0.1	0.3
11	Management.....	102.0	98.8	99.3	-3.1	0.6	-2.2
13	Business and financial operations.....	100.6	97.5	97.9	-3.2	0.4	-3.2
15	Computer and mathematical science	114.4	110.7	111.5	-3.3	0.7	4.1
17	Architecture and engineering	104.9	101.1	101.2	-3.6	0.1	-3.1
19	Life, physical, and social science	103.5	104.2	104.0	0.7	-0.2	2.0
21	Community and social services.....	103.8	102.2	102.5	-1.5	0.4	1.7
23	Legal	101.2	99.2	103.9	-2.0	4.7	-0.1
25	Education, training, and library	98.9	100.3	101.0	1.4	0.7	3.0
27	Arts, design, entertainment, sports, and media.....	98.1	93.7	95.1	-4.4	1.5	-3.5
29	Healthcare practitioners and technical	106.6	102.9	102.8	-3.4	-0.1	2.4
31	Healthcare support	107.8	103.3	104.5	-4.2	1.2	2.2
33	Protective service.....	97.2	98.6	100.4	1.5	1.8	4.8
35	Food preparation and serving related	107.2	105.0	104.0	-2.1	-0.9	2.5
37	Building and grounds cleaning and maintenance	98.8	96.0	97.4	-2.9	1.5	-1.6
39	Personal care and service.....	96.9	94.7	95.5	-2.3	0.9	-2.6
41	Sales and related.....	102.2	100.7	102.0	-1.5	1.3	2.8
43	Office and administrative support	100.6	97.2	98.1	-3.4	1.0	-0.1
45	Farming, fishing, and forestry	92.4	93.7	88.8	1.3	-5.2	-11.4
47	Construction and extraction	98.4	98.0	98.0	-0.4	0.0	-5.2
49	Installation, maintenance, and repair	98.2	95.5	96.0	-2.7	0.5	-5.2
51	Production	93.9	89.9	89.7	-4.3	-0.3	-10.2
53	Transportation and material moving	93.3	91.9	91.9	-1.5	-1.5	-7.3

Source: The Conference Board

p=Preliminary

r=Revised

1. Data are preliminary and subject to monthly revisions.

2. Ads are coded to the 6-digit Standard Occupational Classification code (SOC) level

3. Occupational categories are based on 2010 OMB Standard Occupational Classification system (SOC definitions)

© 2019 The Conference Board. All rights reserved.

Table 3. HWOL Data Series: Total ads by Census Division, seasonally adjusted, November 2019

Area ¹	Total Ads ² (Thousands)	Area ¹	Total Ads ² (Thousands)
United States	5,233.8	South Atlantic	1,088.7
New England	306.9	East South Central	249.0
Middle Atlantic	650.1	West South Central	508.8
East North Central	727.7	Mountain	405.0
West North Central	390.9	Pacific	835.1

Source: The Conference Board

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

© 2019 The Conference Board. All rights reserved.

Table 4. HWOL Data Series: Total ads by State, seasonally adjusted, November 2019

State	Total Ads ¹ (Thousands)	State	Total Ads ¹ (Thousands)
Alabama	60.2	Montana	19.1
Alaska	14.4	Nebraska	30.8
Arizona	99.4	Nevada	46.9
Arkansas	31.6	New Hampshire	27.5
California	575.0	New Jersey	151.9
Colorado	127.8	New Mexico	28.9
Connecticut	61.2	New York	257.3
Delaware	16.9	North Carolina	160.3
Florida	284.8	North Dakota	15.2
Georgia	179.4	Ohio	184.2
Hawaii	22.3	Oklahoma	44.9
Idaho	23.3	Oregon	71.3
Illinois	199.8	Pennsylvania	240.8
Indiana	94.4	Rhode Island	16.5
Iowa	50.3	South Carolina	68.2
Kansas	43.9	South Dakota	13.7
Kentucky	58.9	Tennessee	97.4
Louisiana	53.5	Texas	379.2
Maine	25.0	Utah	51.5
Maryland	120.7	Vermont	14.8
Massachusetts	162.5	Virginia	183.7
Michigan	145.9	Washington	151.1
Minnesota	134.9	West Virginia	25.9
Mississippi	31.3	Wisconsin	105.0
Missouri	100.0	Wyoming	8.6

Source: The Conference Board

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

© 2019 The Conference Board. All rights reserved.

Table 5. HWOL Data Series: Total ads by selected MSAs, seasonally adjusted, November 2019

MSA ¹	Total Ads ² (Thousands)	MSA ¹	Total Ads ² (Thousands)
Birmingham, AL	17.3	Kansas City, MO	42.6
Phoenix, AZ	71.1	St. Louis, MO	52.9
Tucson, AZ	12.6	Las Vegas, NV	31.1
Los Angeles, CA	174.0	Buffalo, NY	14.5
Riverside, CA	36.1	New York, NY	276.8
Sacramento, CA	28.5	Rochester, NY	12.1
San Diego, CA	51.8	Charlotte, NC	48.6
San Francisco, CA	118.9	Cincinnati, OH	39.5
San Jose, CA	61.0	Cleveland, OH	36.2
Denver, CO	74.9	Columbus, OH	37.0
Hartford, CT	24.2	Oklahoma City, OK	18.2
Washington, DC	178.0	Portland, OR	45.2
Jacksonville, FL	21.8	Philadelphia, PA	118.3
Miami, FL	76.2	Pittsburgh, PA	47.7
Orlando, FL	43.3	Providence, RI	23.6
Tampa, FL	47.2	Memphis, TN	19.2
Atlanta, GA	116.8	Nashville, TN	40.1
Honolulu, HI	15.3	Austin, TX	45.9
Chicago, IL	159.0	Dallas, TX	123.0
Indianapolis, IN	34.2	Houston, TX	83.0
Louisville, KY	22.5	San Antonio, TX	30.6
New Orleans, LA	19.7	Salt Lake City, UT	26.6
Baltimore, MD	65.2	Richmond, VA	23.5
Boston, MA	128.5	Virginia Beach, VA	26.7
Detroit, MI	67.8	Seattle-Tacoma, WA	102.7
Minneapolis, MN	91.5	Milwaukee, WI	32.2

Source: The Conference Board

1. Metropolitan areas are based on 2005 OMB county-based Metropolitan Statistical Area (MSA) definitions
2. Ad levels are seasonally adjusted and may not add up to the total US count

© 2019 The Conference Board. All rights reserved.

PROGRAM NOTES

HWOL available on Haver Analytics

A number of the key HWOL Data Series are exclusively available on Haver Analytics. The available HWOL Data 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 data series 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® (HWOL) Index measures changes over time in advertised online job vacancies, reflecting monthly trends in employment opportunities across the US. The HWOL Data Series aggregates the total number of ads available by month from the HWOL universe of online job ads. Ads in the HWOL universe are collected in real-time from over 28,000 different online job boards including traditional job boards, corporate boards, social media sites, and smaller job sites that serve niche markets and smaller geographic areas.

Like The Conference Board's long-running Help Wanted Advertising Index of print ads (which was published for over 55 years and discontinued in July 2008), **Help Wanted OnLine™** measures help wanted advertising, i.e. labor demand. The HWOL Data Series began in May 2005 and was revised in December 2018 to reflect a new universe and methodology of online job advertisements and therefore cannot be used in conjunction with the pre-revised HWOL Data Series. With the December 2018 release, The Conference Board released the experimental HWOL Index for the specific purpose of providing a robust time series for measuring changes in labor demand over time. It improves upon the HWOL Data Series' ability to assess local labor market trends by reducing volatility and non-economic noise and improving correlation with local labor market conditions. Both the HWOL Data Series and the experimental HWOL Index begin in January 2012.

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.

About The Conference Board

The Conference Board is the member-driven think tank that delivers trusted insights for what's ahead. Founded in 1916, we are a non-partisan, not-for-profit entity holding 501 (c) (3) tax-exempt status in the United States. www.conference-board.org.

About CEB, Inc.

CEB, Inc. is a leading supplier of real-time business intelligence solutions for the talent marketplace. Using technology to gather data from corporate career sites and online job boards, CEB, Inc. builds products to help our users make better human capital decisions faster. Users of our products include corporate human resources departments, market analysts and employment services firms as well as the federal, state and local labor market analysts that use HWOL. For more information, please visit: www.wantedanalytics.com.

HAVER ANALYTICS®

Haver Analytics is the premier provider of time series data for the Global Strategy and Research community. Haver Analytics was founded in 1978 as a consulting firm and today provides the highest quality data and software for industry professionals. Haver provides products and services to clients in financial services, government, academia and various industry groups from consulting to manufacturing. For more information please see: <http://www.haver.com/contact.html>.

Publication Schedule, The Conference Board Help Wanted OnLine®

<u>Data for the Month</u>	<u>Release Date</u>
December 2019	January 15, 2020
January 2020	February 12, 2020
February 2020	March 11, 2020
March 2020	April 15, 2020
April 2020	May 13, 2020
May 2020	June 10, 2020

© The Conference Board 2019. All data contained in this press release are protected by United States and international copyright laws. The data displayed are provided for informational purposes only and may only be accessed, reviewed, and/or used in accordance with, and the permission of, The Conference Board consistent with a subscriber or license agreement and the Terms of Use displayed on our website at www.conference-board.org. The data and analysis contained herein may not be used, redistributed, published, or posted by any means without express written permission from The Conference Board.

COPYRIGHT TERMS OF USE. All material in this press release and on Our Sites is protected by United States and international copyright laws. You must abide by all copyright notices and restrictions contained in Our Sites. You may not reproduce, distribute (in any form including over any local area or other network or service), display, perform, create derivative works of, sell, license, extract for use in a database, or otherwise use any materials (including computer programs and other code) in this press release or on Our Sites (collectively, "Site Material"), except that you may download Site Material in the form of one machine-readable copy that you will use only for personal, noncommercial purposes, and only if you do not alter Site Material or remove any trademark, copyright or other notice displayed on the Site Material. If you are a subscriber to any of the services offered on Our Sites, you may be permitted to use Site Material, according to the terms of your subscription agreement.

TRADEMARKS. "THE CONFERENCE BOARD", the TORCH LOGO, "THE CONFERENCE BOARD HELP WANTED ONLINE", and any other logos, indicia and trademarks featured in this press release or on Our Sites are trademarks owned by The Conference Board, Inc. in the United States and other countries ("Our Trademarks"). You may not use Our Trademarks in connection with any product or service that does not belong to us nor in any manner that is likely to cause confusion among users about whether The Conference Board is the source, sponsor, or endorser of the product or service, nor in any manner that disparages or discredits us.

Violators of these rights will be prosecuted to the full extent of the law. Nothing herein shall restrict the use of the information by news journalists using