

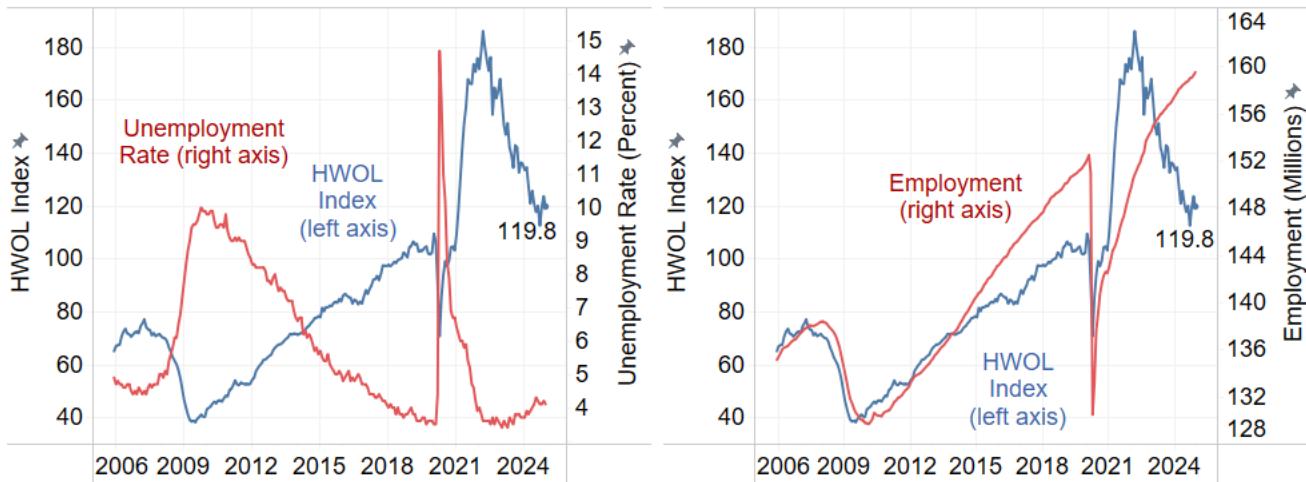
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Online Labor Demand Decreased in December

NEW YORK, January 15, 2025...*The Conference Board–Lightcast Help Wanted OnLine® (HWOL) Index* decreased in December 2024 to 119.8 (July 2018=100), down from an upwardly revised 123.7 in November. The –3.1% decline between December and November followed a 3.3% increase between November and October. Overall, the Index is down 11.8% from one year ago.

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

Help Wanted OnLine® (HWOL) Index: United States, seasonally adjusted, December 2024



[July 2018=100]

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

Table 1. HWOL Data Series: Total ads by Census Division, seasonally adjusted, December 2024

Area ¹	Total Ads ² (Thousands)	Area ¹	Total Ads ² (Thousands)
United States	6,306.2	South Atlantic	1,296.8
New England	368.8	East South Central	317.3
Middle Atlantic	713.4	West South Central	712.6
East North Central	881.2	Mountain	559.9
West North Central	472.4	Pacific	984.9

Source: The Conference Board, Lightcast

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

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Table 2. HWOL Data Series: Total ads by State, seasonally adjusted, December 2024

State	Total Ads ¹ (Thousands)	State	Total Ads ¹ (Thousands)
Alabama	80.7	Montana	26.5
Alaska	22.0	Nebraska	42.1
Arizona	144.6	Nevada	68.8
Arkansas	42.6	New Hampshire	39.1
California	661.4	New Jersey	167.4
Colorado	164.6	New Mexico	41.9
Connecticut	77.8	New York	317.8
Delaware	19.9	North Carolina	213.8
Florida	418.9	North Dakota	23.3
Georgia	190.0	Ohio	221.9
Hawaii	31.5	Oklahoma	66.1
Idaho	35.7	Oregon	104.2
Illinois	231.7	Pennsylvania	229.4
Indiana	122.4	Rhode Island	23.7
Iowa	64.0	South Carolina	92.8
Kansas	68.7	South Dakota	23.9
Kentucky	68.2	Tennessee	132.8
Louisiana	70.2	Texas	541.3
Maine	27.9	Utah	66.7
Maryland	108.8	Vermont	17.4
Massachusetts	181.4	Virginia	193.1
Michigan	175.9	Washington	167.1
Minnesota	129.3	West Virginia	22.1
Mississippi	35.6	Wisconsin	127.3
Missouri	119.5	Wyoming	10.7

Source: The Conference Board, Lightcast

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

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Table 3. HWOL Data Series: Total ads by selected MSAs, seasonally adjusted, December 2024

MSA ¹	Total Ads ² (Thousands)	MSA ¹	Total Ads ² (Thousands)
Birmingham, AL	20.7	Kansas City, MO	59.2
Phoenix, AZ	110.6	St. Louis, MO	54.4
Tucson, AZ	20.1	Las Vegas, NV	44.9
Los Angeles, CA	216.5	Buffalo, NY	22.0
Riverside, CA	55.0	New York, NY	313.1
Sacramento, CA	43.4	Rochester, NY	24.7
San Diego, CA	68.2	Charlotte, NC	58.6
San Francisco, CA	103.5	Cincinnati, OH	47.1
San Jose, CA	51.4	Cleveland, OH	44.0
Denver, CO	99.2	Columbus, OH	48.8
Hartford, CT	32.7	Oklahoma City, OK	30.6
Washington, DC	155.1	Portland, OR	64.8
Jacksonville, FL	33.0	Philadelphia, PA	118.9
Miami, FL	119.2	Pittsburgh, PA	52.2
Orlando, FL	51.6	Providence, RI	31.8
Tampa, FL	70.8	Memphis, TN	21.0
Atlanta, GA	120.5	Nashville, TN	59.6
Honolulu, HI	21.5	Austin, TX	70.2
Chicago, IL	181.4	Dallas, TX	170.0
Indianapolis, IN	48.4	Houston, TX	114.2
Louisville, KY	25.8	San Antonio, TX	43.6
New Orleans, LA	24.2	Salt Lake City, UT	36.7
Baltimore, MD	59.9	Richmond, VA	36.7
Boston, MA	141.4	Virginia Beach, VA	45.3
Detroit, MI	78.1	Seattle-Tacoma, WA	106.5
Minneapolis, MN	94.2	Milwaukee, WI	39.7

Source: The Conference Board, Lightcast

1. Metropolitan areas are based on 2013 OMB county-based Metropolitan Statistical Area (MSA) definitions
2. Ad levels are seasonally adjusted and may not add up to the total US count

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PROGRAM NOTES

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

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

HWOL Annual Revision. With the May 2024 press release, the HWOL program has incorporated its annual revision, which helps ensure the accuracy and consistency of the HWOL Data Series. This year's annual revision includes updates to the Occupational coding, the Industry coding, and the Geography coding for the HWOL Data Series from January 2015-forward. The HWOL Index has also been updated from January 2020-forward.

In August 2024, Lightcast and The Conference Board identified a technical coding error in the HWOL Data Series. The HWOL Data Series was historically revised from March 2024-present with the release of the July 2024 data.

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

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

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

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

About The Conference Board

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About Lightcast

As the global leader in labor market analytics, Lightcast illuminates the future of work with data-driven talent strategies. Formerly Emsi Burning Glass, Lightcast finds purpose in sharing the insights that build communities, educators, and companies, and takes pride in knowing our work helps others find fulfillment, too. Headquartered in Boston, Massachusetts, and Moscow, Idaho, Lightcast is active in more than 30 countries and has offices in the United Kingdom, Italy, New Zealand, and India. Lightcast is backed by global private equity leader KKR. <https://lightcast.io/>

Help Wanted OnLine® Publication Schedule

<u>Data for the Month</u>	<u>Release Date</u>
January 2025	February 12, 2025
February	March 12, 2025
March	April 9, 2025
April	May 7, 2025
May	June 16, 2025
June	July 14, 2025
July	August 11, 2025
August	September 10, 2025
September	October 8, 2025
October	November 12, 2025
November	December 10, 2025

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