

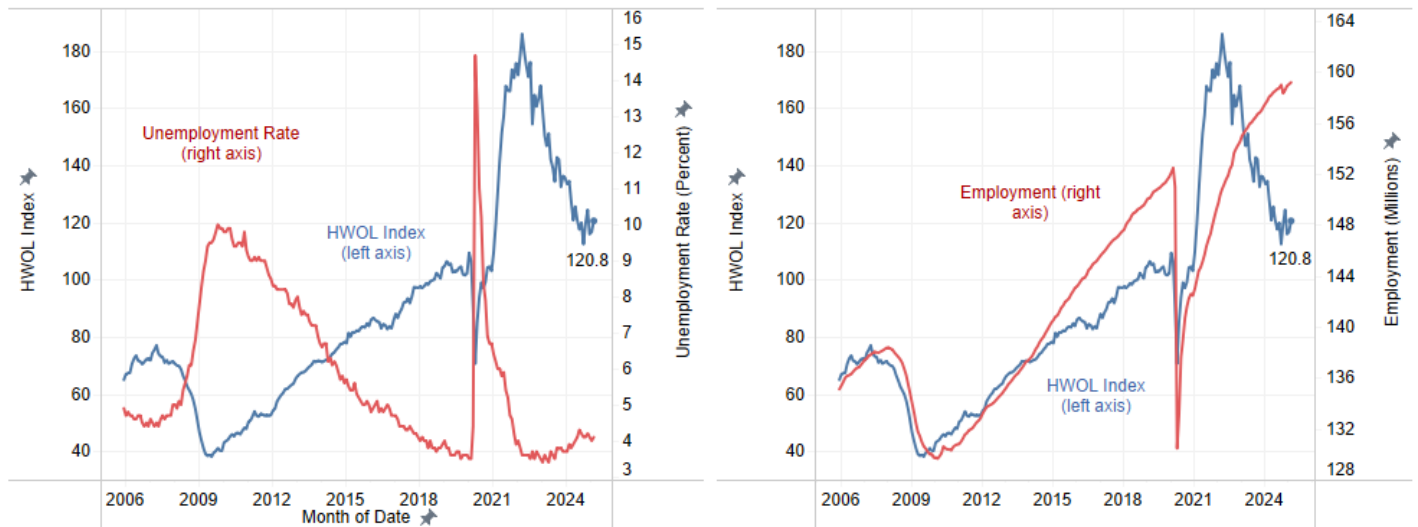
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Online Labor Demand Increased in February

NEW YORK, March 12, 2025...*The Conference Board–Lightcast Help Wanted OnLine® (HWOL) Index* increased in February 2025 to 120.8 (July 2018=100), up from an upwardly revised 116.9 in January. The 3.3% increase between February and January followed a 0.7% increase between January and December. Overall, the Index is down 10.3% 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, February 2025



[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, February 2025

Area ¹	Total Ads ² (Thousands)	Area ¹	Total Ads ² (Thousands)
United States	6,653.0	South Atlantic	1,367.2
New England	389.0	East South Central	350.9
Middle Atlantic	747.7	West South Central	755.9
East North Central	961.0	Mountain	592.0
West North Central	514.1	Pacific	974.9

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, February 2025

State	Total Ads ¹ (Thousands)	State	Total Ads ¹ (Thousands)
Alabama	90.7	Montana	27.5
Alaska	24.6	Nebraska	45.1
Arizona	151.2	Nevada	74.0
Arkansas	45.2	New Hampshire	42.8
California	650.7	New Jersey	168.2
Colorado	169.2	New Mexico	46.2
Connecticut	86.3	New York	331.8
Delaware	22.0	North Carolina	224.2
Florida	444.7	North Dakota	27.1
Georgia	207.0	Ohio	241.9
Hawaii	34.7	Oklahoma	69.2
Idaho	39.7	Oregon	98.7
Illinois	258.7	Pennsylvania	249.7
Indiana	132.1	Rhode Island	26.6
Iowa	71.6	South Carolina	101.0
Kansas	71.3	South Dakota	29.4
Kentucky	78.2	Tennessee	143.7
Louisiana	73.9	Texas	568.1
Maine	28.7	Utah	75.6
Maryland	107.4	Vermont	17.7
Massachusetts	187.1	Virginia	195.8
Michigan	189.9	Washington	166.6
Minnesota	139.9	West Virginia	21.6
Mississippi	38.9	Wisconsin	138.7
Missouri	130.5	Wyoming	12.2

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, February 2025

MSA ¹	Total Ads ² (Thousands)	MSA ¹	Total Ads ² (Thousands)
Birmingham, AL	24.7	Kansas City, MO	62.6
Phoenix, AZ	116.1	St. Louis, MO	62.2
Tucson, AZ	21.0	Las Vegas, NV	48.0
Los Angeles, CA	208.1	Buffalo, NY	23.7
Riverside, CA	56.5	New York, NY	321.7
Sacramento, CA	43.5	Rochester, NY	26.8
San Diego, CA	64.7	Charlotte, NC	62.2
San Francisco, CA	99.8	Cincinnati, OH	52.9
San Jose, CA	51.4	Cleveland, OH	47.0
Denver, CO	100.9	Columbus, OH	55.2
Hartford, CT	34.5	Oklahoma City, OK	33.1
Washington, DC	148.9	Portland, OR	64.1
Jacksonville, FL	36.4	Philadelphia, PA	125.2
Miami, FL	125.2	Pittsburgh, PA	60.0
Orlando, FL	56.3	Providence, RI	35.4
Tampa, FL	75.5	Memphis, TN	23.4
Atlanta, GA	129.2	Nashville, TN	62.9
Honolulu, HI	23.6	Austin, TX	69.0
Chicago, IL	197.8	Dallas, TX	173.2
Indianapolis, IN	52.3	Houston, TX	117.2
Louisville, KY	28.9	San Antonio, TX	48.3
New Orleans, LA	25.4	Salt Lake City, UT	41.7
Baltimore, MD	60.0	Richmond, VA	40.5
Boston, MA	146.4	Virginia Beach, VA	48.9
Detroit, MI	85.1	Seattle-Tacoma, WA	104.8
Minneapolis, MN	99.6	Milwaukee, WI	43.5

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>
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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