

Help Wanted

Findings from the

2002 Louisiana Job Vacancy Survey

Statewide brochure

For more information, call the
Louisiana Department of Labor's
Research & Statistics Division at
(225) 342-3141,
or visit our Web site at

www.LAWORKS.net/qm_vacancyfaq.asp

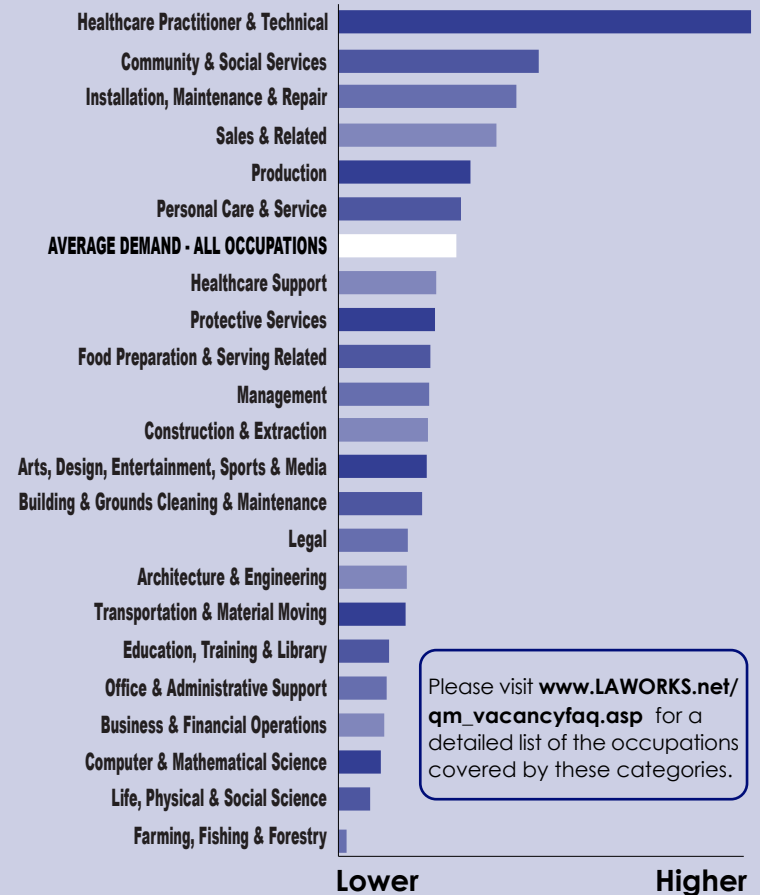


LOUISIANA WORKS

DEPARTMENT OF LABOR

www.LAWORKS.net

Turnover-adjusted **demand** for workers*



Please visit www.LAWORKS.net/qm_vacancyfaq.asp for a detailed list of the occupations covered by these categories.

*The **number of job vacancies** in an occupation is sometimes used to gauge the existence of a labor shortage in that occupation. However, occupations with high turnover will usually have the most vacancies, *whether or not a shortage exists*. "**Turnover adjusted demand**" is a better indicator of workforce shortages. This measure shows which occupations have the highest demand for workers once turnover levels have been factored out.

The measure is computed as: (job vacancy rate in the occupation/job vacancy rate in all occupations) divided by (turnover rate in the occupation/turnover rate in all occupations). Job vacancy rates are calculated as the number of vacancies in an occupation from the Louisiana Job Vacancy Survey divided by the number of people employed in the occupation. National turnover rates were provided by the Minnesota Department of Economic Security, and were calculated using the Current Population Survey's Job Tenure Supplement microdata.

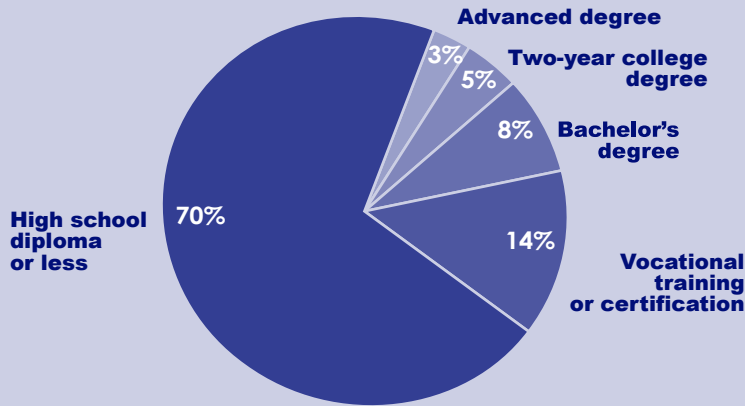
Where are the job vacancies in Louisiana?

Major Occupational Group	Number of vacancies	Percent part-time	Percent temporary	Percent requiring more than a high school diploma	Percent requiring at least some work experience	Median hourly wage offered*
Sales & Related	14,727	17.9%	1.7%	4.3%	35.9%	\$5.50
Food Preparation & Serving Related	12,489	26.1%	4.3%	3.5%	33.8%	\$5.40
Healthcare Practitioner & Technical	9,159	7.7%	0.4%	97.0%	79.4%	\$20.00
Production	5,316	1.5%	3.0%	15.3%	86.6%	\$12.65
Office & Administrative Support	5,103	32.0%	10.5%	18.3%	78.3%	\$7.50
Construction & Extraction	5,008	0.0%	5.3%	14.4%	81.4%	\$10.00
Transportation & Material Moving	4,951	13.7%	8.8%	15.4%	59.6%	\$7.00
Installation, Maintenance & Repair	4,043	2.5%	3.2%	37.8%	89.6%	\$9.62
Personal Care & Service	2,911	43.5%	19.6%	12.3%	54.6%	\$6.00
Building & Grounds Maintenance	2,230	48.8%	35.9%	1.1%	50.2%	\$6.00
Healthcare Support	2,177	16.5%	1.9%	52.0%	43.6%	\$6.00
Management	2,022	0.1%	0.0%	96.1%	94.8%	\$19.23
Education, Training & Library	1,530	12.4%	0.0%	91.0%	97.6%	\$9.62
Community & Social Services	756	4.9%	4.4%	59.7%	89.7%	\$9.62
Protective Services	580	34.8%	16.7%	16.7%	68.4%	\$6.00
Business & Financial Operations	557	5.6%	0.0%	75.4%	80.6%	\$14.42
Arts, Entertainment, Sports & Media	530	18.7%	0.0%	73.2%	100.0%	\$9.50
Architecture & Engineering	427	0.7%	2.1%	97.0%	96.0%	\$19.23
Computer & Mathematical Science	201	0.0%	0.0%	70.1%	69.7%	\$13.50
Legal	175	0.0%	0.0%	100.0%	100.0%	\$19.23
Life, Physical & Social Science	82	2.4%	0.0%	76.8%	100.0%	\$11.00
Farming, Fishing & Forestry	16	0.0%	0.0%	87.5%	100.0%	\$8.50
Non-Classifiable Occupations	300	9.3%	7.3%	53.7%	66.0%	\$14.00
Total	75,290	16.5%	5.2%	29.1%	61.3%	\$7.00

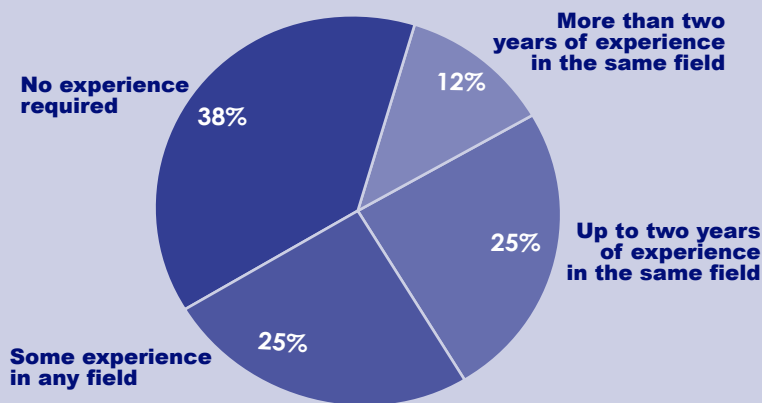
*Median hourly wages are from employers' reports of starting wage offers. Many employers reported annual salaries; analysts converted these into hourly wages, resulting in some of the same hourly wage values across occupations. (For example, a full-time annual salary of \$40,000 translates into an hourly wage of \$40,000/2080 = \$19.23.)

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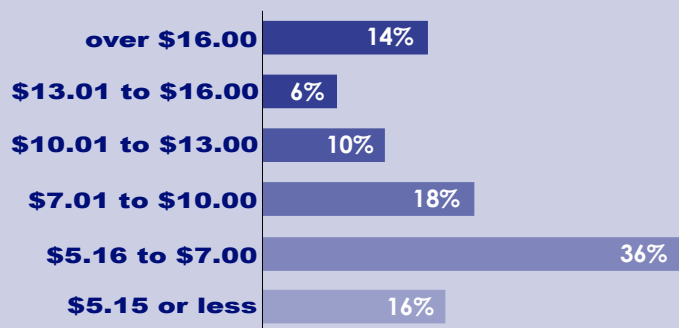
What do
employers think?
Turn to the back side to find out...



Educational requirements of job vacancies



Experience requirements of job vacancies



Median hourly wages of job vacancies

What employers said...

For every job opening they reported, we asked employers,

“What is the greatest difficulty you have faced in filling this position?”

Here are some of the common responses:*

“We have had a hard time finding people who have the right combination of skills for the position.”

“We have a lot of turnover. The problem isn't finding people; it's retaining people once they've been hired.”

“Lack of applicants.”

“Our business is in a remote location and it's hard finding people willing to relocate.”

“It's hard to find someone who will work and show up for work each day.”

“Finding a self-starter with discipline.”

“The wage we offer is not competitive with other businesses in the area.”

“No one wants to work evenings and weekends.”

“Lack of trained RNs and LPNs.”

“Getting people who can pass a drug screen.”

“Finding qualified applicants.”

* Analysts edited some of these responses (e.g., added punctuation and corrected spelling) for readability.