



Employers' Responses to the Open-ended Question: In general, what is the greatest difficulty you have faced in filling job positions?

Difficulty	Number of Responses	Percent of Responses
No reported difficulty in filling vacancy.	44	26.4
Finding people that want to work. Not enough applications submitted.	34	20.4
We have been unable to find qualified applicants and/or applicants with experience.	33	19.8
The work ethic of people, once they are hired, is unacceptable. Comments included social skills, appearance, trustworthy, attitude, maturity, able to fit in with existing culture, and dependability.	18	10.8
We have been unable to find applicants with the specific experience, training, skills and/or certification that we are seeking.	13	7.8
Qualified applicants will not work for the compensation package we offer. Low paying job and/or competitive rates based on supply and demand.	7	4.2
Finding people to pass a drug test or background check (such as driving record or credit check) or pre-employment testing and screening.	5	3.0
Some aspect of the job is undesirable to applicants (such as shifts, weekends, nights, holidays, overtime, travel, environment, schedule changes, heavy lifting, on call, etc.)	5	3.0
Some other difficulty mentioned.	4	2.4
Turnover—keeping people once they have been hired is the biggest problem.	2	1.2
There is a shortage of people in the occupation.	1	0.6
Applicants availability or location of job (may not have housing and/or transportation).	1	0.6
Total Responding to the Open-ended Question	167	100%

Alexandria (Central) Job Vacancy Survey

Second Quarter 2008, RLMA 6

The purpose of a Job Vacancy Survey (JVS) is to identify the number and types of jobs available in specific industries and regions of the state. The survey results provide a unique snapshot of the conditions in a given region and/or occupational labor market. The results of the survey assist educational institutions, employment and training providers, and local workforce councils in responding to industry needs. Regional Labor Market Area 6 (RLMA 6) is made up of Avoyelles, Catahoula, Concordia, Grant, LaSalle, Rapides, Vernon, and Winn parishes.

There were approximately 5,700 job vacancies in RLMA 6 during the second quarter of 2008 resulting in a vacancy rate of 5.2 percent. This means that for every 100 jobs, approximately 5 jobs were vacant. The number of job vacancies increased by approximately 150 since the second quarter of 2007, a 3 percent increase.

The largest number of job vacancies (approximately 1,500) as well as the largest vacancy rate (18.1) was found in the **Food Preparation and Serving Related** occupational group. When looking at the results by Industry Group, **Professional and Business Services** had the largest number of job vacancies (approximately 1,300). The highest vacancy rate of 31.1 percent was found in the **Information**

group.

Overall, RLMA 6 employers were seeking employees with experience in 27 percent of the job vacancies. Over 20 percent of the job vacancies required more than a high school education with 4 percent requiring vocational training, certification, or a two-year college degree.

Approximately 34 percent of all job vacancies offered a starting wage of \$6.55 per hour or less. Jobs paying \$6.56-\$7.55 accounted for nearly 37 percent of vacancies; 11 percent of vacancies were paying \$7.56-\$10.55; 1 percent of vacancies were paying \$10.56-\$13.00; 16 percent of vacancies were paying \$13.01-\$18.00; and 1 percent of vacancies were paying more than \$18.00 per hour.

The number of job vacancies in RLMA 6 for 2008 was approximately the same as the number of vacancies in 2007. Job vacancies in RLMA 6 accounted for 7 percent of all vacancies in the state.

Industry Group	Number of Vacancies	Industry Employment ¹	Median Hourly Wage	Vacancy Rate, Percent
Professional & Business Services	1,347	9,471	9.25	14.2
Leisure & Hospitality	1,174	10,076	6.55	11.7
Trade, Transportation & Utilities	1,134	20,575	6.75	5.5
Educational & Health Services	772	34,118	9.38	2.3
Information	446	1,435	16.83	31.1
Financial Activities	258	4,471	14.42	5.8
Manufacturing	224	6,784	7.00	3.3
Construction	165	9,150	11.50	1.8
Other Services	114	2,431	11.57	4.7
Natural Resources & Mining	51	3,054	NA	1.7
Public Administration	5	8,260	NA	0.1
Unclassified ²	NA	109	NA	NA
Total:	5,690	109,934	\$7.50	5.2%

Industry Group vs. Occupational Group Explanation

An industry is a group of establishments categorized according to the goods or services they provide. For the purposes of this study, many of the industry sectors defined by the North American Industry Classification System (NAICS) are grouped together to provide summary information. For instance, the industry sectors of **Wholesale Trade, Retail Trade, Transportation and Warehousing**, and **Utilities** are combined to form a summary industry group called **Trade, Transportation, and Utilities**.

An occupational group is a group of workers categorized according to the skills they have and the duties they perform. For example, **Healthcare Practitioner and Technical Occupations** is one occupational group that includes many different types of occupations such as **Dentists, Optometrists, Therapists, Veterinarians, Diagnostic-related Technologists and Technicians**, and **Medical Records and Health Information Technicians**. These are just a few of the occupations you can find in this occupational group.

Each industry contains a variety of occupations, and many occupations may be found in every industry. Using **Health Care and Social Assistance** (part of the summary industry group of **Educational and Health Services**) as an example, you may find the following occupations in a hospital: doctors, therapists, office managers, medical records clerks, housekeepers, nurses, food preparation workers and maintenance workers.

Methodology

During the second quarter 2008, a Job Vacancy Survey was conducted based on a random sample of Louisiana establishments covered by Louisiana unemployment insurance tax laws. The sample was stratified by firm size, RLMA and industry. The total sample size was 8,811 with an overall response rate of 42 percent. The Second Quarter 2008 Job Vacancy Survey reports for the state and eight RLMAs can be found on the Louisiana Workforce Commission's Web site: www.LAWORKS.net/LaborMarketInfo/LMI_JVS.asp.

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1 2008 Q2
2 Industry NAICS could not be determined
NA Not Available

Alexandria (Central) Job Vacancy Survey, Second Quarter 2008

Occupational Group	Number of Vacancies	Employment in Occupation	Percent Requiring at Least Some Work Experience	Percent Requiring More Than a High School Diploma	Median Length of Vacancy, Months	Median Hourly Wage	Vacancy Rate, Percent
Food Preparation & Serving Related	1,522	8,420	14.8	NA	< 1 month	6.55	18.1
Office & Administrative Support	1,328	16,560	3.2	3.2	< 1 month	8.75	8.0
Sales & Related	623	10,370	37.5	NA	< 1 month	6.50	6.0
Management	528	4,160	100.0	100.0	< 1 month	12.79	12.7
Healthcare Support	366	4,170	20.8	3.4	< 1 month	8.75	8.8
Transportation & Material Moving	330	7,980	24.0	NA	< 1 month	7.50	4.1
Healthcare Practitioner & Technical	261	7,950	NA	100.0	3-6 months	28.85	3.3
Construction & Extraction	174	5,150	62.3	60.5	< 1 month	12.00	3.4
Production	142	4,560	6.7	NA	3-6 months	6.50	3.1
Building & Grounds Cleaning & Maintenance	129	3,670	1.4	NA	1-3 months	8.46	3.5
Installation, Maintenance & Repair	109	4,870	72.5	70.6	3-6 months	12.00	2.2
Personal Care & Service	99	3,270	NA	NA	1-3 months	5.50	3.0
Business & Financial Operations	33	3,190	6.1	100.0	1-3 months	14.42	1.0
Education, Training & Library	27	7,830	24.0	100.0	< 1 month	15.38	0.3
Farming, Fishing & Forestry	8	850	NA	NA	NA	NA	0.9
Protective Service	8	4,910	NA	NA	NA	NA	0.2
Community & Social Services	2	2,150	100.0	100.0	NA	NA	0.1
Life, Physical & Social Science	1	680	NA	NA	NA	NA	0.1
Architecture & Engineering	NA	1,280	NA	NA	NA	NA	NA
Arts, Design, Entertainment, Sports & Media	NA	1,030	NA	NA	NA	NA	NA
Computer & Mathematical Science	NA	420	NA	NA	NA	NA	NA
Legal	NA	600	NA	NA	NA	NA	NA
Non-Classifiable Occupations ³	NA	NA	NA	NA	NA	NA	NA
Total:	5,690	104,070	26.9%	20.4%	< 1 month	\$7.50	5.5%

³ Occupational Code could not be determined
NA Not Available

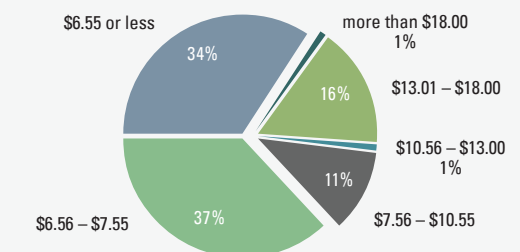
Employers' Perceptions of Job Applicants: Employers were asked to rank how strongly they agree or disagree with the following statements.

Statement	Percent of Responses			
	Strongly Agree	Agree	Disagree	Strongly Disagree
Possess the soft skills required for the job.	9	65	23	3
Possess the basic skills required for the job.	11	73	15	1
Possess the occupational skills required for the job.	7	64	27	2
Have an interest in work shifts .	5	48	35	12
Take into consideration the location of a business (commute).	22	54	21	3

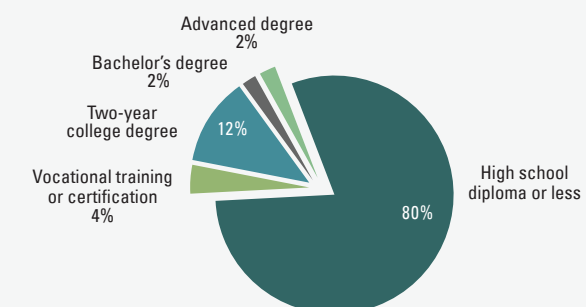
Top 10 Job Openings

Job Title	Vacancies
Stock Clerks and Order Fillers	1,114
Dining Room and Cafeteria Attendants and Bartender Helpers	868
Sales Managers	446
Combined Food Preparation and Serving Workers, Including Fast Food	344
Nursing Aides, Orderlies, and Attendants	280
Retail Salespersons	269
First-Line Supervisors/Managers of Food Preparation and Serving Workers	174
Waiters and Waitresses	130
Landscaping and Groundskeeping Workers	127
Truck Drivers, Heavy and Tractor-Trailer	126

Hourly Wage of Vacancies



Educational Requirements of Vacancies



Experience Requirements of Vacancies

