



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.	36	25.7
We have been unable to find qualified applicants and/or applicants with experience.	23	16.4
We have been unable to find applicants with the specific experience, training, skills and/or certification that we are seeking.	19	13.6
Finding people that want to work. Not enough applications submitted.	17	12.1
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.	10	7.1
Qualified applicants will not work for the compensation package we offer. Low paying job and/or competitive rates based on supply and demand.	7	5.0
Some other difficulty mentioned.	6	4.3
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	3.6
Finding people to pass a drug test or background check (such as driving record or credit check) or pre-employment testing and screening.	5	3.6
Turnover—keeping people once they have been hired is the biggest problem.	5	3.6
There is a shortage of people in the occupation.	4	2.9
Applicants availability or location of job (may not have housing and/or transportation).	3	2.1
Total Responding to the Open-ended Question	140	100%

These answers are not necessarily verbatim responses, but a compilation of similar responses.

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.

Houma (Bayou) Job Vacancy Survey

Second Quarter 2008, RLMA 3

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 3 (RLMA 3) is made up of Assumption, Lafourche, and Terrebonne parishes.

There were approximately 6,300 job vacancies in RLMA 3 during the second quarter of 2008 resulting in a vacancy rate of 6.2 percent. This means that for every 100 jobs, approximately 6 jobs were vacant. The number of job vacancies increased by approximately 1,200 since the second quarter of 2007, a 22 percent increase.

The largest number of job vacancies was found in **Production** (approximately 900) while the largest vacancy rate (35.2 percent) was found in the **Healthcare Support** occupational group. When looking at the results by Industry Group, **Educational and Health Services** had the largest number of job vacancies (approximately 2,000). The highest vacancy rate of 10.3 percent was also found in the **Educational and Health Services** group.

Overall, RLMA 3 employers were seeking employees with experience in 58 percent of the job vacancies. Nearly 18 percent of the job vacancies required more than a high school education with 16 percent requiring vocational training, certification, or a two-year college degree.

Approximately 5 percent of all job vacancies offered a starting wage of \$6.55 per hour or less. Jobs paying \$6.56-\$7.55 accounted for less than 4 percent of vacancies; 21 percent of vacancies were paying \$7.56-\$10.55; 5 percent of vacancies were paying \$10.56-\$13.00; 42 percent of vacancies were paying \$13.01-\$18.00; and 23 percent of vacancies were paying more than \$18.00 per hour.

The number of job vacancies in RLMA 3 for 2008 was approximately one-fifth more than the number of vacancies in 2007. Job vacancies in RLMA 3 accounted for 8 percent of all vacancies in the state.

Industry Group	Number of Vacancies	Industry Employment ¹	Median Hourly Wage	Vacancy Rate, Percent
Educational & Health Services	2,013	19,541	18.62	10.3
Trade, Transportation & Utilities	1,397	25,917	12.02	5.4
Professional & Business Services	784	10,731	14.00	7.3
Leisure & Hospitality	622	8,239	16.88	7.5
Construction	520	6,528	15.00	8.0
Natural Resources & Mining	453	7,880	12.00	5.7
Manufacturing	352	10,602	13.00	3.3
Other Services	94	3,143	9.00	3.0
Financial Activities	56	5,412	13.62	1.0
Public Administration	36	3,110	8.00	1.2
Information	NA	813	NA	NA
Unclassified ²	NA	78	NA	NA
Total:	6,327	101,994	\$15.00	6.2%

- 2008 Q2
 - Industry NAICS could not be determined
- NA Not Available

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Houma (Bayou) 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
Production	921	10,270	42.9	1.0	> 6 months	10.00	9.0
Construction & Extraction	890	7,600	78.5	17.6	< 1 month	14.00	11.7
Healthcare Practitioner & Technical	826	4,120	37.2	99.0	1-3 months	25.67	20.0
Healthcare Support	771	2,190	53.3	53.3	NA	NA	35.2
Food Preparation & Serving Related	747	7,050	42.2	NA	1-3 months	8.50	10.6
Installation, Maintenance & Repair	531	5,990	95.4	8.8	1-3 months	13.50	8.9
Transportation & Material Moving	443	16,620	86.2	59.6	3-6 months	33.20	2.7
Personal Care & Service	350	1,570	NA	NA	NA	NA	22.3
Office & Administrative Support	173	13,460	NA	NA	< 1 month	5.85	1.3
Protective Service	139	1,230	2.5	NA	< 1 month	NA	11.3
Building & Grounds Cleaning & Maintenance	118	2,400	NA	NA	NA	NA	4.9
Sales & Related	117	10,140	NA	NA	1-3 months	6.00	1.2
Business & Financial Operations	90	2,030	100.0	100.0	1-3 months	19.23	4.4
Architecture & Engineering	86	1,000	NA	NA	NA	NA	8.6
Management	47	4,330	100.0	10.6	< 1 month	19.52	1.1
Legal	41	200	NA	NA	NA	NA	20.7
Non-Classifiable Occupations ³	25	NA	100.0	NA	> 6 months	48.08	NA
Education, Training & Library	6	4,840	100.0	100.0	< 1 month	NA	0.1
Farming, Fishing & Forestry	5	200	NA	NA	NA	6.50	2.5
Arts, Design, Entertainment, Sports & Media	1	390	NA	100.0	< 1 month	18.62	0.3
Community & Social Services	NA	1,090	NA	NA	NA	NA	NA
Computer & Mathematical Science	NA	320	NA	NA	NA	NA	NA
Life, Physical & Social Science	NA	170	NA	NA	NA	NA	NA
Total:	6,327	97,210	57.7%	17.6%	1-3 months	\$15.00	6.5%

³ Occupational Code could not be determined
NA Not Available

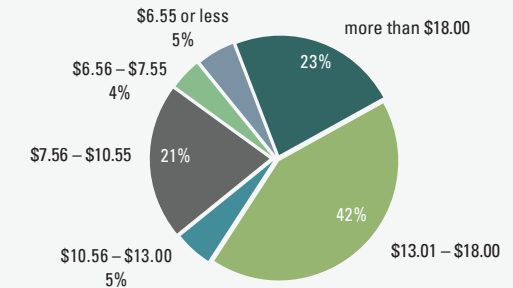
Employers' Perceptions of Job Applicants: Employers were asked to rank how strongly they agree or disagree with the following statements.

Statement	Percent of Responses			
	Strongly Agree	Agree	Disagree	Strongly Disagree
Possess the soft skills required for the job.	7	63	28	2
Possess the basic skills required for the job.	8	72	19	1
Possess the occupational skills required for the job.	10	58	30	2
Have an interest in work shifts .	6	47	40	7
Take into consideration the location of a business (commute).	14	71	13	2

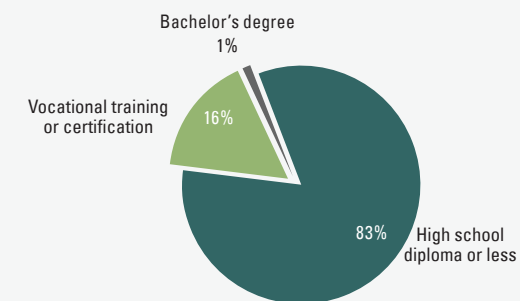
Top 10 Job Openings

Job Title	Vacancies
Home Health Aides	1,123
Welders, Cutters, Solderers, and Brazers	424
Electricians	381
Child Care Workers	350
Machinists	335
Food Preparation and Serving Related Workers, All Other	270
Captains, Mates, and Pilots of Water Vessels	220
Precision Instrument and Equipment Repairers, All Other	213
Cooks, Restaurant	162
Security Guards	139

Hourly Wage of Vacancies



Educational Requirements of Vacancies



Experience Requirements of Vacancies

