



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.	90	22.5
We have been unable to find qualified applicants and/or applicants with experience.	80	20.0
Finding people that want to work. Not enough applications submitted.	51	12.8
We have been unable to find applicants with the specific experience, training, skills and/or certification that we are seeking.	50	12.5
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.	45	11.3
Some other difficulty mentioned.	22	5.5
Turnover—keeping people once they have been hired is the biggest problem.	18	4.5
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.)	16	4.0
Qualified applicants will not work for the compensation package we offer. Low paying job and/or competitive rates based on supply and demand.	10	2.5
Applicants availability or location of job (may not have housing and/or transportation).	8	2.0
Finding people to pass a drug test or background check (such as driving record or credit check) or pre-employment testing and screening.	7	1.8
There is a shortage of people in the occupation.	3	0.8
Total Responding to the Open-ended Question	400	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.

Lafayette (Acadiana) Job Vacancy Survey

Second Quarter 2008, RLMA 4

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 4 (RLMA 4) is made up of Acadia, Evangeline, Iberia, Lafayette, St. Landry, St. Martin, St. Mary, and Vermilion parishes.

There were approximately 11,400 job vacancies in RLMA 4 during the second quarter of 2008 resulting in a vacancy rate of 4.2 percent. This means that for every 100 jobs, approximately 4 jobs were vacant. The number of job vacancies decreased by approximately 3,900 since the second quarter of 2007, a 25 percent decrease.

The largest number of job vacancies was found in **Production** (approximately 2,250) while the largest vacancy rate (9.6 percent) was found in the **Installation, Maintenance and Repair** occupational group. When looking at the results by Industry Group, **Professional and Business Services** had the largest number of job vacancies (approximately 3,200). Other than the **Unclassified**

group, the highest vacancy rate of 12.2 percent was also found in the **Professional and Business Services** group.

Overall, RLMA 4 employers were seeking employees with experience in 65 percent of the job vacancies. Nearly 36 percent of the job vacancies required more than a high school education with 23 percent requiring vocational training, certification, or a two-year college degree.

Approximately 7 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 14 percent of vacancies; 29 percent of vacancies were paying \$7.56-\$10.55; 12 percent of vacancies were paying \$10.56-\$13.00; 14 percent of vacancies were paying \$13.01-\$18.00; and 24 percent of vacancies were paying more than \$18.00 per hour.

The number of job vacancies in RLMA 4 for 2008 was approximately three-fourths of the number of vacancies in 2007. Job vacancies in RLMA 4 accounted for 15 percent of all vacancies in the state.

Industry Group	Number of Vacancies	Industry Employment ¹	Median Hourly Wage	Vacancy Rate, Percent
Professional & Business Services	3,173	26,085	9.38	12.2
Trade, Transportation & Utilities	2,271	59,408	10.75	3.8
Educational & Health Services	1,403	57,723	11.00	2.4
Construction	1,220	17,098	8.67	7.1
Financial Activities	894	14,745	9.00	6.1
Leisure & Hospitality	602	26,020	7.00	2.3
Other Services	547	6,721	6.43	8.1
Manufacturing	531	24,243	10.00	2.2
Natural Resources & Mining	448	26,394	12.00	1.7
Public Administration	252	8,783	NA	2.9
Unclassified ²	96	301	13.00	31.9
Information	NA	4,607	NA	NA
Total:	11,437	272,128	\$11.00	4.2%

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

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Lafayette (Acadiana) 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	2,246	24,880	60.8	11.4	< 1 month	7.50	9.0
Installation, Maintenance & Repair	1,620	16,870	57.6	51.1	1-3 months	11.00	9.6
Construction & Extraction	1,560	19,020	76.7	36.3	< 1 month	12.00	8.2
Transportation & Material Moving	967	28,330	65.3	19.2	< 1 month	10.00	3.4
Sales & Related	809	28,620	84.5	52.1	1-3 months	13.94	2.8
Office & Administrative Support	641	42,920	93.5	10.1	< 1 month	7.75	1.5
Non-Classifiable Occupations ³	628	NA	NA	NA	< 1 month	7.50	NA
Healthcare Support	551	7,350	55.9	11.5	1-3 months	7.50	7.5
Business & Financial Operations	530	7,460	86.5	99.4	1-3 months	17.07	7.1
Personal Care & Service	443	5,170	38.8	NA	< 1 month	7.25	8.6
Healthcare Practitioner & Technical	340	15,320	41.6	89.2	3-6 months	14.00	2.2
Food Preparation & Serving Related	268	20,900	31.6	NA	< 1 month	6.94	1.3
Building & Grounds Cleaning & Maintenance	220	6,150	NA	NA	1-3 months	8.00	3.6
Management	173	12,920	100.0	8.8	< 1 month	10.19	1.3
Architecture & Engineering	148	4,450	48.7	47.0	> 6 months	20.19	3.3
Arts, Design, Entertainment, Sports & Media	87	1,380	NA	NA	NA	NA	6.3
Life, Physical & Social Science	80	1,470	NA	91.6	NA	NA	5.4
Computer & Mathematical Science	73	1,620	NA	78.6	NA	10.00	4.5
Protective Service	38	4,480	NA	NA	NA	NA	0.8
Education, Training & Library	13	13,600	NA	100.0	NA	NA	0.1
Community & Social Services	3	2,910	NA	100.0	NA	NA	0.1
Farming, Fishing & Forestry	NA	470	NA	NA	NA	NA	NA
Legal	NA	1,800	NA	NA	NA	NA	NA
Total:	11,438	268,090	64.9%	35.6%	< 1 month	\$11.00	4.3%

³ Occupational Code could not be determined
NA Not Available

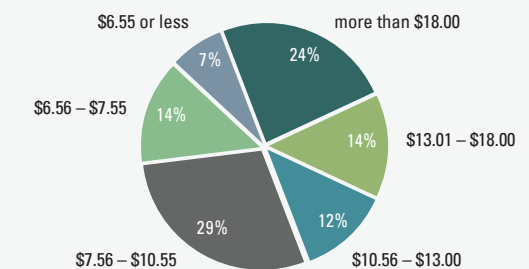
Employers' Perceptions of Job Applicants: Employers were asked to rank how strongly they agree or disagree with the following statements.

Statement	Percent of Responses			
	Strongly Agree	Agree	Disagree	Strongly Disagree
Possess the soft skills required for the job.	9	65	24	2
Possess the basic skills required for the job.	10	75	14	1
Possess the occupational skills required for the job.	9	64	25	2
Have an interest in work shifts .	10	43	40	7
Take into consideration the location of a business (commute).	16	60	19	5

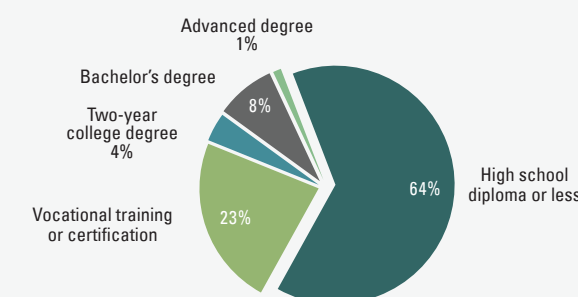
Top 10 Job Openings

Job Title	Vacancies
Welders, Cutters, Solderers, and Brazers	703
Structural Metal Fabricators and Fitters	621
Automotive Service Technicians and Mechanics	483
Truck Drivers, Heavy and Tractor-Trailer	464
Personal and Home Care Aides	393
Accountants and Auditors	384
Packaging and Filling Machine Operators and Tenders	375
Nursing Aides, Orderlies, and Attendants	370
Commercial Divers	296
Construction and Building Inspectors	295

Hourly Wage of Vacancies



Educational Requirements of Vacancies



Experience Requirements of Vacancies

