

Monroe Regional (RLMA 8) Job Vacancy Survey, 2007 Second Quarter



| Employers' Responses to the Open-ended Question: In trying to fill this position, what is the greatest difficulty you have faced, if any? | | |
|--|---------------------|----------------------|
| Difficulty | Number of Responses | Percent of Responses |
| We have been unable to find qualified applicants and/or applicants with experience. | 11 | 16.4% |
| Finding people that want to work. Not enough applications submitted. | 10 | 14.9 |
| We have been unable to find applicants with the specific experience, training, skills and/or certification that we are seeking. | 9 | 13.4 |
| 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. | 7 | 10.4 |
| Qualified applicants will not work for the compensation package we offer. Low paying job and/or competitive rates based on supply and demand. | 6 | 9.0 |
| There is a shortage of people in the occupation. | 6 | 9.0 |
| Applicants availability or location of job (may not have housing and/or transportation). | 5 | 7.5 |
| No reported difficulty in filling vacancy. | 4 | 6.0 |
| Turnover—keeping people once they have been hired is the biggest problem. | 4 | 6.0 |
| Finding people to pass a drug test or background check (such as driving record or credit check) or pre-employment testing and screening. | 3 | 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.) | 2 | 3.0 |
| Some other difficulty mentioned. | 0 | 0.0 |
| Total Responding to the Open-ended Question | 67 | 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 purposes of this study, many of the industry sectors 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 what they do on the job. 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 Healthcare Services (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 2007, a Job Vacancy Survey was conducted based on a random sample of Louisiana establishments covered by the Louisiana unemployment insurance tax laws. The sample was stratified by firm size, RLMA, and industry. The total sample size was 7,933 with an overall response rate of 39 percent. The Second Quarter 2007 Job Vacancy Survey reports for the state and eight RLMAs can be found on the Louisiana Department of Labor's Web site: www.LAWORKS.net/LaborMarketInfo/LMI_JVS.asp.

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 units, employment and training providers, and local workforce councils in responding to industry needs. Regional Labor Market Area 8 (RLMA 8) is made up of Caldwell, East Carroll, Franklin, Jackson, Madison, Morehouse, Ouachita, Richland, Tensas, Union, and West Carroll parishes.

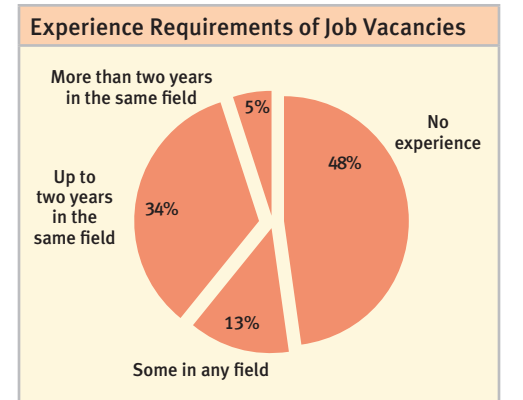
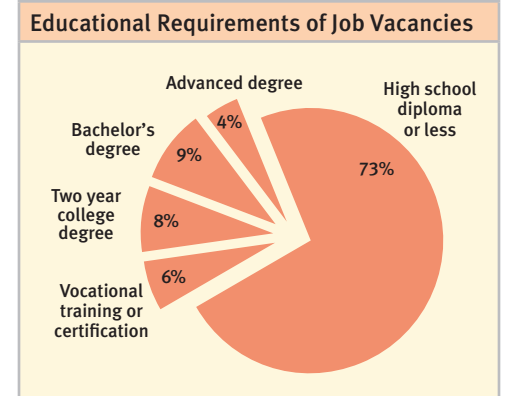
There were about 2,000 job vacancies in RLMA 8 during the 2nd quarter 2007 resulting in a vacancy rate of 2 percent. This means that for every 100 jobs, about 2 jobs were vacant. The number of job vacancies decreased by slightly more than 650 from the 2nd quarter of 2006, a 23 percent decrease.

Among the occupational groups, Healthcare Support had both the highest vacancy rate (12 percent) and number of vacancies (534). Among the industry groups, Information had the highest vacancy rate (5.7 percent), and Education and Health Services had the highest number of vacancies (1,023).

Overall, RLMA 8 employers were seeking employees with experience in 52 percent of the job vacancies. The number of job vacancies requiring a high school diploma or less was 73 percent of all vacancies. Less than 30 percent of the job vacancies required training past high school with 14 percent requiring vocational training, certificate, or two year college degree.

For jobs paying \$5.15 or less, there were 130 vacancies. However, for jobs paying \$5.15–\$7.00 there were more than 850 vacancies; for \$7.01–\$10.00 there were more than 650 vacancies; for \$10.01–\$13.00 there were more than 250 vacancies; for \$13.01–\$16.00 there were 80 vacancies; and for job vacancies over \$16.00 per hour there were 275 vacancies.

The number of job vacancies in RLMA 8 for 2007 was approximately three fourths of the number of vacancies in 2006. Job vacancies in RLMA 8 accounted for only 2 percent of all vacancies in the state.



| Industry Group | Number of Vacancies | Industry Employment ¹ | Median Hourly Wage | Vacancy Rate, Percent | | |
|------------------------------------|---------------------|----------------------------------|--------------------|-----------------------|-------------|-------------|
| | | | | 2007Q2 | 2006Q2 | 2005Q2 |
| Education & Health Services | 1,023 | 33,397 | \$8.69 | 3.1% | 1.7% | 1.9% |
| Trade, Transportation, & Utilities | 276 | 22,519 | 10.50 | 1.2 | 5.2 | 2.3 |
| Leisure & Hospitality | 224 | 9,899 | 5.50 | 2.3 | 0.5 | 0.5 |
| Manufacturing | 163 | 11,069 | 12.00 | 1.5 | 1.5 | 0.7 |
| Public Administration | 143 | 6,171 | 11.57 | 2.3 | 0.0 | 0.2 |
| Professional & Business Services | 135 | 8,975 | 10.00 | 1.5 | 1.2 | 3.2 |
| Information | 116 | 2,016 | 13.19 | 5.7 | 1.4 | 0.0 |
| Natural Resources & Mining | 111 | 2,341 | 7.50 | 4.8 | 0.0 | 1.1 |
| Other Services | 82 | 2,928 | 7.00 | 2.8 | 17.5 | 7.7 |
| Construction | 1 | 5,720 | 0.00 | 0.0 | 2.4 | 2.4 |
| Financial Activities | 0 | 6,254 | NA | 0.0 | 2.2 | 3.0 |
| Unclassified | NA | 106 | NA | NA | NA | NA |
| Total | 2,273 | 111,395 | \$7.50 | 2.0% | 2.6% | 2.0% |

¹ 2007 Q2

Unclassified for Employment: Industry NAICS could not be determined
Unclassified for Job Vacancy: Occupational Code could not be determined
NA: Not Available

Monroe Regional (RLMA 8)

Job Vacancy Survey, 2007 Second Quarter



| Occupational Group | Number of Vacancies | Employment in Occupation | Percent Requiring at Least Some Work Experience | Percent Requiring More Than a High School Diploma | Median Number of Days Position Was Vacant | Median Hourly Wage | Vacancy Rate, Percent | | |
|---|---------------------|--------------------------|---|---|---|--------------------|-----------------------|-------------|-------------|
| | | | | | | | 2007Q2 | 2006Q2 | 2005Q2 |
| Architecture & Engineering | 0 | 1,140 | NA | NA | NA | NA | 0.0% | 1.9% | 5.5% |
| Arts, Design, Entertainment, Sports & Media | 3 | 850 | 100% | 100% | 7 | \$10.75 | 0.3 | 2.7 | 1.5 |
| Building & Grounds Cleaning & Maintenance | 9 | 3,550 | 100 | 0.0 | 30 | NA | 0.3 | 0.2 | 0.5 |
| Business & Financial Operations | 5 | 2,800 | 100 | 100 | 5 | 21.63 | 0.2 | 0.4 | 4.2 |
| Community & Social Services | 121 | 1,970 | 69.3 | 100 | 0 | 13.99 | 6.1 | 0.0 | 0.4 |
| Computer & Mathematical Science | 62 | 1,030 | 85.6 | 30.5 | 120 | 17.00 | 6.0 | 0.1 | 0.4 |
| Construction & Extraction | 1 | 4,700 | 100 | 0.0 | 7 | NA | 0.0 | 3.3 | 3.2 |
| Education, Training & Library | 53 | 7,530 | 54.7 | 100 | 16 | 13.46 | 0.7 | 0.6 | 1.1 |
| Farming, Fishing & Forestry | 111 | 1,070 | 100 | 0.0 | 0 | 7.50 | 10.4 | 0.0 | 3.4 |
| Food Preparation & Serving Related | 251 | 8,660 | 14.1 | 0.0 | 18 | 5.50 | 2.9 | 0.1 | 1.2 |
| Healthcare Practitioner & Technical | 266 | 8,440 | 22.3 | 66.2 | 94 | 14.00 | 3.2 | 6.7 | 3.3 |
| Healthcare Support | 534 | 4,620 | 24.5 | 9.2 | 49 | 7.00 | 11.6 | 4.7 | 3.1 |
| Installation, Maintenance & Repair | 51 | 5,670 | 100 | 26.6 | 367 | 14.50 | 0.9 | 6.3 | 4.5 |
| Legal | 0 | 650 | NA | NA | NA | NA | 0.0 | 0.0 | 0.0 |
| Life, Physical & Social Science | 0 | 310 | NA | NA | NA | NA | 0.0 | 0.3 | 0.0 |
| Management | 11 | 4,840 | 100 | 100 | 7 | NA | 0.2 | 0.0 | 2.3 |
| Military | 0 | NA | NA | NA | NA | NA | NA | NA | NA |
| Non-Classifiable Occupations | 3 | NA | 100 | 100 | 60 | 15.63 | NA | NA | NA |
| Office & Administrative Support | 157 | 18,780 | 98.1 | 67.5 | 14 | 9.69 | 0.8 | 0.9 | 1.2 |
| Personal Care & Service | 81 | 3,040 | 12.4 | 0.0 | 14 | 5.58 | 2.7 | 13.7 | 4.3 |
| Production | 114 | 7,700 | 92.1 | 49.0 | 10 | 12.00 | 1.5 | 2.7 | 0.7 |
| Protective Service | 132 | 3,650 | 84.8 | 0.0 | 360 | 10.20 | 3.6 | 0.8 | 0.4 |
| Sales & Related | 113 | 11,440 | 100 | 2.2 | 19 | 12.14 | 1.0 | 1.0 | 1.4 |
| Transportation & Material Moving | 196 | 9,370 | 47.5 | 0.0 | 14 | 12.00 | 2.1 | 0.7 | 2.5 |
| Total | 2,273 | 111,810 | 51.7% | 27.1% | 14 | \$7.50 | 2.0% | 2.6% | 1.9% |

NA: Not Available

| Top 10 Job Openings | |
|---|-----------|
| Title | Vacancies |
| Nursing Aides, Orderlies, & Attendants | 534 |
| Industrial Truck & Tractor Operators | 129 |
| Registered Nurses | 123 |
| Farmworkers & Laborers, Crop, Nursery, & Greenhouse | 111 |
| Bookkeeping, Accounting, & Auditing Clerks | 100 |
| Social & Human Service Assistants | 83 |
| Dietetic Technicians | 82 |
| Fish & Game Wardens | 79 |
| Sales Representatives | 71 |
| Child Care Workers | 71 |

