



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.	53	27.5
We have been unable to find qualified applicants and/or applicants with experience.	33	17.1
We have been unable to find applicants with the specific experience, training, skills and/or certification that we are seeking.	21	10.9
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.	21	10.9
Finding people that want to work. Not enough applications submitted.	20	10.4
Finding people to pass a drug test or background check (such as driving record or credit check) or pre-employment testing and screening.	10	5.2
Turnover—keeping people once they have been hired is the biggest problem.	8	4.2
Qualified applicants will not work for the compensation package we offer. Low paying job and/or competitive rates based on supply and demand.	8	4.2
Some other difficulty mentioned.	7	3.6
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.)	4	2.1
Applicants availability or location of job (may not have housing and/or transportation).	4	2.1
There is a shortage of people in the occupation.	4	2.1
Total Responding to the Open-ended Question	193	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.

Monroe (Northeast) Job Vacancy Survey

Second Quarter 2008, RLMA 8

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 8 (RLMA 8) is made up of Caldwell, East Carroll, Franklin, Jackson, Madison, Morehouse, Ouachita, Richland, Tensas, Union, and West Carroll parishes.

There were approximately 4,000 job vacancies in RLMA 8 during the second quarter of 2008 resulting in a vacancy rate of 3.6 percent. This means that for every 100 jobs, approximately 4 jobs were vacant. The number of job vacancies increased by approximately 1,700 since the second quarter of 2007, a 76 percent increase.

The largest number of job vacancies was found in **Transportation and Material Moving** (approximately 800) while the largest vacancy rate (9.3 percent) was found in the **Installation, Maintenance and Repair** occupational group. When looking at the results by Industry Group, **Trade, Transportation and Utilities** had both the largest number of job

vacancies (approximately 1,450) as well as the highest vacancy rate of 6.5 percent.

Overall, RLMA 8 employers were seeking employees with experience in 63 percent of the job vacancies. Over 24 percent of the job vacancies required more than a high school education with 17 percent requiring vocational training, certification, or a two-year college degree.

Approximately 39 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 20 percent of vacancies. In addition, 21 percent of vacancies were paying \$7.56-\$10.55; 2 percent of vacancies were paying \$10.56-\$13.00; 15 percent of vacancies were paying \$13.01-\$18.00; and 3 percent of vacancies were paying more than \$18.00 per hour.

The number of job vacancies in RLMA 8 for 2008 was approximately three-quarters more than the number of vacancies in 2007. Job vacancies in RLMA 8 accounted for 5 percent of all vacancies in the state.

Industry Group	Number of Vacancies	Industry Employment ¹	Median Hourly Wage	Vacancy Rate, Percent
Trade, Transportation & Utilities	1,453	22,233	9.50	6.5
Educational & Health Services	1,050	34,455	12.47	3.0
Leisure & Hospitality	399	9,701	5.93	4.1
Construction	350	5,628	13.58	6.2
Professional & Business Services	230	9,806	7.00	2.3
Public Administration	184	6,211	NA	3.0
Other Services	160	2,892	16.00	5.5
Financial Activities	98	6,344	NA	1.5
Manufacturing	54	10,305	NA	0.5
Natural Resources & Mining	33	2,403	14.42	1.4
Information	NA	1,965	NA	NA
Unclassified ²	NA	136	NA	NA
Total:	4,011	112,079	\$7.00	3.6%

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

This public document is published at a total cost of \$35,381.350 copies of this public document were published in this first printing at a cost of \$35,381.35. The total cost of all printing of this document including reprints is \$35,381.35. This document was published by Louisiana Workforce Commission, P.O. Box 94094, Baton Rouge, LA 70804-9094. This material was printed in accordance with standards for printing by state agencies established pursuant to R.S. 43:31. Printing of this material was purchased in accordance with the provisions of Title 43 of the Louisiana Revised Statutes.

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

Monroe (Northeast) 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
Transportation & Material Moving	800	10,360	49.5	26.3	< 1 month	8.00	7.7
Healthcare Practitioner & Technical	519	8,750	60.8	100.0	1-3 months	16.45	5.9
Installation, Maintenance & Repair	496	5,340	68.0	22.7	1-3 months	14.42	9.3
Non-Classifiable Occupations ³	394	NA	NA	NA	1-3 months	NA	NA
Office & Administrative Support	313	18,480	75.9	1.0	< 1 month	9.75	1.7
Food Preparation & Serving Related	285	8,320	100.0	NA	< 1 month	5.85	3.4
Production	227	7,360	NA	NA	3-6 months	6.63	3.1
Sales & Related	212	12,180	46.2	NA	< 1 month	21.00	1.7
Personal Care & Service	167	3,250	100.0	0.6	1-3 months	7.83	5.1
Education, Training & Library	152	7,030	27.0	76.6	1-3 months	15.67	2.2
Construction & Extraction	108	4,320	100.0	NA	1-3 months	10.00	2.5
Management	62	4,770	100.0	100.0	3-6 months	12.50	1.3
Protective Service	61	3,470	100.0	NA	NA	NA	1.8
Healthcare Support	58	5,350	12.8	15.4	> 6 months	7.50	1.1
Building & Grounds Cleaning & Maintenance	45	3,620	100.0	NA	NA	NA	1.2
Architecture & Engineering	44	1,480	NA	100.0	3-6 months	21.63	3.0
Legal	30	580	100.0	100.0	1-3 months	9.62	5.2
Business & Financial Operations	28	3,080	NA	NA	NA	NA	0.9
Computer & Mathematical Science	9	1,080	33.3	100.0	NA	NA	0.8
Arts, Design, Entertainment, Sports & Media	NA	900	NA	NA	NA	NA	NA
Community & Social Services	NA	2,160	NA	NA	NA	NA	NA
Farming, Fishing & Forestry	NA	910	NA	NA	NA	NA	NA
Life, Physical & Social Science	NA	370	NA	NA	NA	NA	NA
Total:	4,010	113,160	62.7%	24.4%	1-3 months	\$7.00	3.5%

³ Occupational Code could not be determined
 NA Not Available

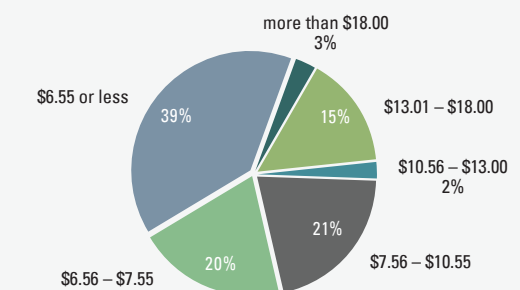
Employers' Perceptions of Job Applicants: Employers were asked to rank how strongly they agree or disagree with the following statements.

Statement	Percent of Responses			
	Strongly Agree	Agree	Disagree	Strongly Disagree
Possess the soft skills required for the job.	15	56	27	2
Possess the basic skills required for the job.	14	62	22	2
Possess the occupational skills required for the job.	11	58	28	3
Have an interest in work shifts .	8	38	43	11
Take into consideration the location of a business (commute).	22	56	20	2

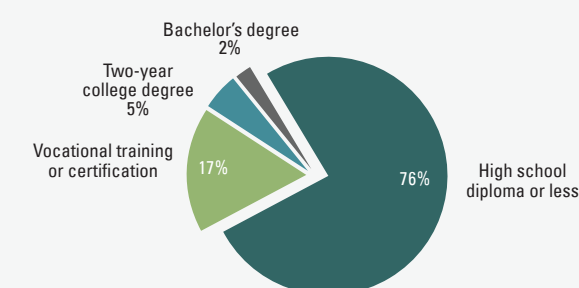
Top 10 Job Openings

Job Title	Vacancies
Truck Drivers, Heavy and Tractor-Trailer	390
Emergency Medical Technicians and Paramedics	260
Automotive Service Technicians and Mechanics	256
Laborers and Freight, Stock, and Material Movers, Hand	207
Packers and Packagers, Hand	192
Registered Nurses	156
Teachers	123
Personal and Home Care Aides	118
Cooks, Restaurant	114
Cashiers	114

Hourly Wage of Vacancies



Educational Requirements of Vacancies



Experience Requirements of Vacancies

