

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.	612	23.9
We have been unable to find qualified applicants and/or applicants with experience.	559	21.9
We have been unable to find applicants with the specific experience, training, skills and/or certification that we are seeking.	295	11.5
Finding people who want to work. Not enough applications submitted.	274	10.7
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.	271	10.6
Some other difficulty mentioned.	131	5.1
Turnover—keeping people once they have been hired is the biggest problem.	92	3.6
Qualified applicants will not work for the compensation package we offer. Low-paying job and/or competitive rates based on supply and demand.	89	3.5
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.)	85	3.3
Finding people to pass a drug test or background check (such as driving record or credit check) or pre-employment testing and screening.	62	2.4
Applicants' availability or location of job (may not have housing and/or transportation).	53	2.1
There is a shortage of people in the occupation.	34	1.3
Total Responding to the Open-ended Question	2,557	100%

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

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.	11	63	23	3
Possess the basic skills required for the job.	11	72	15	2
Possess the occupational skills required for the job.	9	63	26	2
Have an interest in work shifts .	8	44	40	8
Take into consideration the location of a business (commute).	19	60	17	4

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.

Louisiana Job Vacancy Survey

Second Quarter 2008, Statewide

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.

There were approximately 77,500 job vacancies in Louisiana during the second quarter of 2008 resulting in a vacancy rate of 4.1 percent. This means that for every 100 jobs, approximately 4 jobs were vacant. The number of job vacancies decreased by approximately 18,000 since the second quarter of 2007, a 19 percent decrease.

The largest number of job vacancies was found in **Office and Administrative Support** (approximately 9,500) while the largest vacancy rate (8.3 percent) was found in the **Installation, Maintenance and Repair** occupational group. When looking at the results by Industry Group, **Trade, Transportation and Utilities** had the largest number of job vacancies (approximately 17,800). The highest vacancy rate of 9.6 percent was found in the **Other Services**

group. **Other Services** consists of repair and maintenance, personal and laundry services, membership associations and organizations, and private households.

Overall, Louisiana employers were seeking employees with experience in 65 percent of the job vacancies. Less than 32 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 14 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 12 percent of vacancies. However, 28 percent of vacancies were paying \$7.56-\$10.55; 12 percent of vacancies were paying \$10.56-\$13.00; 20 percent of vacancies were paying \$13.01-\$18.00; and 14 percent of vacancies were paying more than \$18.00 per hour.

The number of job vacancies in Louisiana for 2008 was approximately four-fifths of the number of vacancies in 2007. Nearly a third (29 percent) of the job vacancies were found in Regional Labor Market Area (RLMA 1), down from 35 percent in 2007.

Industry Group	Number of Vacancies	Industry Employment ¹	Median Hourly Wage	Vacancy Rate, Percent
Trade, Transportation & Utilities	17,819	397,141	10.00	4.5
Educational & Health Services	12,466	443,290	12.00	2.8
Professional & Business Services	10,901	210,643	11.00	5.2
Leisure & Hospitality	8,525	209,922	6.50	4.1
Construction	7,997	145,805	13.82	5.5
Financial Activities	6,328	92,681	11.50	6.8
Other Services	4,708	49,084	10.75	9.6
Manufacturing	3,806	153,336	13.00	2.5
Public Administration	2,221	100,327	12.18	2.2
Natural Resources & Mining	1,523	61,491	12.75	2.5
Information	926	33,400	10.05	2.8
Unclassified ²	353	3,824	13.00	9.2
Total:	77,574	1,900,944	\$10.00	4.1%

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

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Louisiana Job Vacancy Survey, Second Quarter 2008

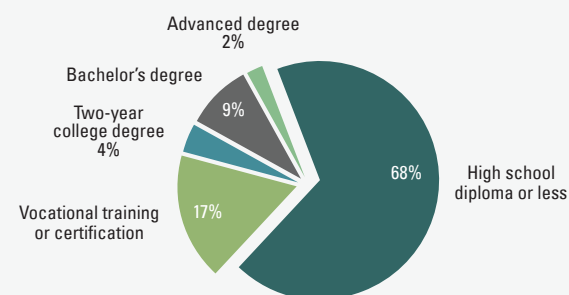
Occupational Group	Number of Vacancies	Employment in Occupation	Percent Requiring at Least Some Work Experience	Percent Requiring More Than a High School Diploma	Median Length of Vacancy, Months	Median Hourly Wage	Vacancy Rate, Percent
Office & Administrative Support	9,537	295,240	59.8	23.0	< 1 month	10.00	3.2
Installation, Maintenance & Repair	8,054	96,790	79.2	29.9	1-3 months	12.55	8.3
Sales & Related	7,446	199,650	49.5	19.8	< 1 month	8.00	3.7
Food Preparation & Serving Related	6,838	156,800	43.5	NA	< 1 month	6.50	4.4
Production	6,430	124,980	71.0	20.9	1-3 months	10.25	5.1
Transportation & Material Moving	6,059	166,540	73.6	24.8	< 1 month	11.25	3.6
Construction & Extraction	5,563	123,090	79.7	26.9	< 1 month	12.50	4.5
Healthcare Support	3,902	52,250	60.0	49.0	1-3 months	8.60	7.5
Healthcare Practitioner & Technical	3,700	108,040	66.1	96.5	1-3 months	18.02	3.4
Management	3,521	88,640	88.6	48.1	1-3 months	11.75	4.0
Non-Classifiable Occupations ³	3,229	NA	51.0	13.4	< 1 month	10.00	NA
Personal Care & Service	3,193	45,630	67.8	31.3	1-3 months	7.00	7.0
Business & Financial Operations	2,433	59,760	82.0	67.3	1-3 months	17.79	4.1
Building & Grounds Cleaning & Maintenance	1,707	56,920	48.3	NA	< 1 month	8.46	3.0
Protective Service	1,378	52,820	13.4	4.8	1-3 months	10.30	2.6
Education, Training & Library	1,118	100,890	63.6	63.7	1-3 months	15.00	1.1
Architecture & Engineering	994	30,180	45.5	79.7	3-6 months	21.63	3.3
Computer & Mathematical Science	615	16,390	65.8	99.1	< 1 month	24.04	3.7
Arts, Design, Entertainment, Sports & Media	586	17,590	70.1	79.7	1-3 months	18.62	3.3
Life, Physical & Social Science	467	11,930	63.0	59.0	1-3 months	14.40	3.9
Community & Social Services	369	25,310	100.0	100.0	1-3 months	14.99	1.5
Legal	348	12,930	100.0	67.1	1-3 months	16.83	2.7
Farming, Fishing & Forestry	88	4,870	84.0	NA	< 1 month	7.00	1.8
Total:	77,574	1,847,240	65.0%	31.7%	1-3 months	\$10.00	4.2%

³ Occupational Code could not be determined
NA Not Available

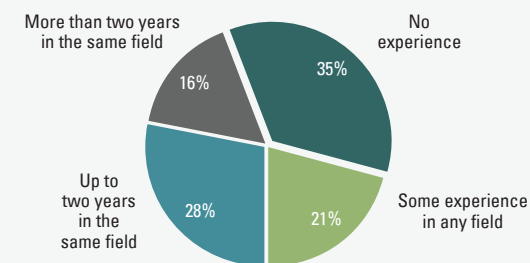
Top 20 Job Openings

Job Title	Vacancies
Truck Drivers, Heavy and Tractor-Trailer	2,653
Retail Salespersons	2,467
Stock Clerks and Order Fillers	1,987
Welders, Cutters, Solderers, and Brazers	1,782
Automotive Service Technicians and Mechanics	1,741
Nursing Aides, Orderlies, and Attendants	1,529
Waiters and Waitresses	1,486
Cashiers	1,465
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,325
Personal and Home Care Aides	1,313
Home Health Aides	1,280
Dining Room and Cafeteria Attendants and Bartender Helpers	1,269
Child Care Workers	1,219
Office Clerks, General	1,213
Registered Nurses	1,166
Electricians	1,145
Accountants and Auditors	1,115
Combined Food Preparation and Serving Workers, Including Fast Food	1,022
Licensed Practical and Licensed Vocational Nurses	967
Laborers and Freight, Stock, and Material Movers, Hand	952

Educational Requirements of Vacancies



Experience Requirements of Vacancies



Hourly Wage of Vacancies

