

**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.	1,024	32.1
We have been unable to find qualified applicants and/or applicants with experience.	746	23.4
We have been unable to find applicants with the specific experience, training, skills and/or certification that we are seeking.	338	10.6
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.	288	9.0
Finding people who want to work. Not enough applications submitted.	182	5.7
Some other difficulty mentioned.	117	3.7
Finding people to pass a drug test or background check (such as driving record or credit check) or pre-employment testing and screening.	116	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.	110	3.4
Applicants' availability or location of job (may not have housing and/or transportation).	100	3.1
Turnover—keeping people once they have been hired is the biggest problem.	85	2.7
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.)	66	2.1
There is a shortage of people in the occupation.	19	0.6
<b>Total</b>	<b>3,191</b>	<b>100%</b>

*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 **Education 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 of 2011, a Job Vacancy Survey was conducted based on a probability proportional to size sample of Louisiana establishments covered by Louisiana unemployment insurance tax laws. The sample was stratified by RLMA and industry. The total sample size was 8,938 with an overall response rate of 41 percent. The Second Quarter 2011 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\\_20112.asp](http://www.laworks.net/LaborMarketInfo/LMI_JVS_20112.asp).

# Louisiana Job Vacancy Survey

## Second Quarter 2011, 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 20,410 job vacancies in Louisiana during the second quarter of 2011 resulting in a vacancy rate of 1.1 percent. This means that for every 100 jobs, approximately one job was vacant. The number of job vacancies decreased by approximately 9,770 since the second quarter of 2010, a 32 percent decrease.

When looking at the results by Industry Group, **Education & Health Services** had the largest number of job vacancies (approximately 6,360). The Industry Group with the highest vacancy rate was **Other Services** with a rate of 2.0 percent. **Other Services** consists of repair and maintenance, personal and laundry services, membership associations and organizations, and private households. The largest number of job vacancies by Occupational Group was found in **Construction & Extraction** (approximately 2,400), which also carried the highest vacancy rate (2.1 percent).

Overall, Louisiana employers were seeking employees with experience in 73 percent of the job vacancies. Approximately 47 percent of the job vacancies required more than a high school education with 20 percent requiring vocational training, certification, or a two-year college degree.

Approximately 2 percent of all job vacancies offered a starting wage of \$6.55 per hour or less. Jobs paying \$6.56 – \$7.55 accounted for 11 percent of vacancies. Additionally, 31 percent of vacancies were paying \$7.56 – \$10.55; 11 percent of vacancies were paying \$10.56 – \$13.00; 22 percent of vacancies were paying \$13.01 – \$18.00; and 24 percent of vacancies were paying more than \$18.00 per hour. In addition, employers offered supplemented health insurance for 63.2 percent of all job vacancies.

The number of job vacancies in Louisiana for 2011 was approximately seven-tenths of the number of vacancies in 2010. Almost half (48 percent) of the job vacancies were found in Regional Labor Market Areas (RLMA) 1 and 2, down from 55 percent in 2010.

Industry Group	Number of Vacancies	Industry Employment <sup>1</sup>	Median Hourly Wage <sup>3</sup> (\$)	Vacancy Rate, Percent
Education & Health Services	6,358	462,480	\$14.42	1.4
Trade, Transportation & Utilities	3,984	385,179	9.50	1.0
Construction	2,373	131,338	14.00	1.8
Professional & Business Services	1,918	199,856	14.46	1.0
Leisure & Hospitality	1,880	204,053	8.00	0.9
Manufacturing	1,167	137,212	16.86	0.9
Other Services	951	48,035	9.67	2.0
Financial Activities	559	89,637	16.92	0.6
Natural Resources & Mining	527	59,127	15.00	0.9
Public Administration	512	101,441	13.30	0.5
Information	155	26,748	8.42	0.6
Unclassified <sup>2</sup>	26	2,529	8.00	1.0
<b>Total</b>	<b>20,411</b>	<b>1,847,635</b>	<b>\$12.00</b>	<b>1.1</b>

1 2010 4th quarter QCEW  
2 Industry NAICS could not be determined

3 Wage does not include tips  
NR Not Reported

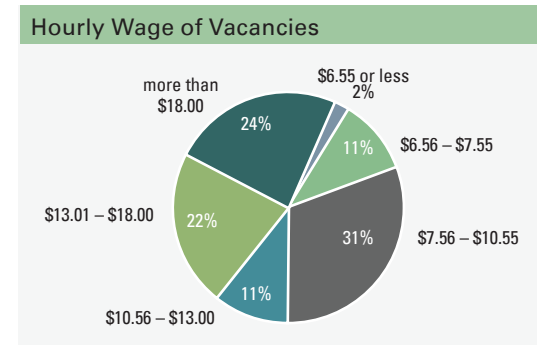
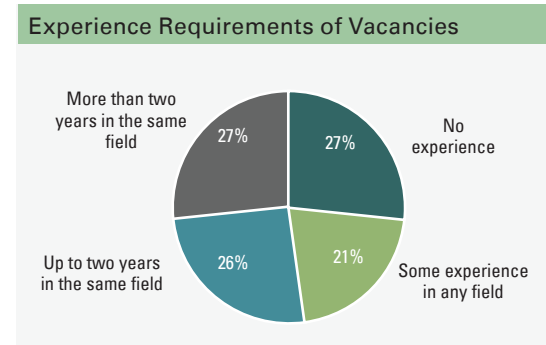
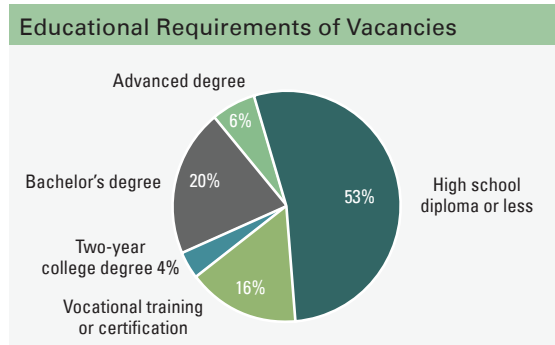
# Louisiana Job Vacancy Survey, Second Quarter 2011



Occupational Group	Number of Vacancies	Employment in Occupation <sup>1</sup>	Percent Requiring at Least Some Work Experience	Percent Requiring More Than a High School Diploma	Median Length of Vacancy, Months	Median Hourly Wage <sup>3</sup> (\$)	Vacancy Rate, Percent
Construction & Extraction	2,405	112,430	82.4	31.3	< 1 month	12.00	2.1
Healthcare Practitioner & Technical	2,339	117,510	79.5	92.1	1–3 months	18.74	2.0
Sales & Related	2,011	198,990	34.9	15.2	1–3 months	9.62	1.0
Production	1,932	110,730	84.8	40.8	< 1 month	12.00	1.7
Food Preparation & Serving Related	1,526	160,260	52.7	4.3	< 1 month	7.50	1.0
Office & Administrative Support	1,494	290,970	77.0	29.1	1–3 months	10.00	0.5
Healthcare Support	1,171	58,010	52.2	66.2	< 1 month	8.25	2.0
Transportation & Material Moving	1,040	146,280	73.1	17.6	< 1 month	11.50	0.7
Installation, Maintenance & Repair	951	100,660	91.7	31.8	3–6 months	15.00	0.9
Education, Training & Library	903	109,660	81.6	89.8	1–3 months	18.74	0.8
Management	813	82,130	95.6	78.8	1–3 months	22.47	1.0
Personal Care & Service	704	53,580	81.2	46.5	1–3 months	9.04	1.3
Business & Financial Operations	649	56,670	95.5	72.6	1–3 months	18.00	1.1
Community & Social Services	487	27,580	65.4	49.9	< 1 month	8.00	1.8
Architecture & Engineering	448	32,880	90.1	90.7	< 1 month	31.25	1.4
Protective Service	387	55,860	52.9	15.7	< 1 month	10.24	0.7
Computer & Mathematical Science	320	18,060	99.5	93.0	1–3 months	27.88	1.8
Building & Grounds Cleaning & Maintenance	308	55,630	57.3	4.7	< 1 month	8.00	0.6
Arts, Design, Entertainment, Sports & Media	212	15,760	85.7	88.2	< 1 month	13.00	1.3
Life, Physical & Social Science	149	11,150	84.9	78.2	1–3 months	18.31	1.3
Non-Classifiable Occupations <sup>2</sup>	65	NR	97.6	0.0	> 6 months	7.25	NR
Legal	61	14,200	95.9	61.1	< 1 month	15.92	0.4
Farming, Fishing & Forestry	25	3,830	51.0	28.5	< 1 month	13.42	0.7
Military	14	NR	89.8	95.9	1–3 months	14.90	NR
<b>Total</b>	<b>20,411</b>	<b>1,832,830</b>	<b>73.9</b>	<b>47.2</b>	<b>1–3 months</b>	<b>\$12.00</b>	<b>1.1</b>

1 2011 Occupational Employment  
2 Occupational Code could not be determined

3 Wage does not include tips  
NR Not Reported



## Top 10 Job Openings

Job Title	Vacancies
Retail Salespersons	969
Registered Nurses	949
Nursing Assistants	634
Electricians	619
Welders, Cutters, Solderers and Brazers	540
Waiters and Waitresses	482
Cashiers	458
Construction and Related Workers	440
Licensed Practical and Licensed Vocational Nurses	427
Truck Drivers, Heavy and Tractor-Trailer	303

## Vacancies Offering Employer Supplemented Health Insurance

Industry Group	Percent of Vacancies
Public Administration	95.5
Manufacturing	88.6
Financial Activities	82.6
Information	79.6
Construction	78.4
Natural Resources & Mining	77.0
Education & Health Services	63.9
Professional & Business Services	62.5
Trade, Transportation & Utilities	51.7
Unclassified	44.6
Other Services	39.8
Leisure & Hospitality	38.4
<b>Total</b>	<b>63.2</b>