



2011

**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. / Have not filled a vacancy recently.	186	29.4
We have been unable to find qualified applicants and/or applicants with experience.	144	22.7
We have been unable to find applicants with the specific experience, training, skills and/or certification that we are seeking.	65	10.3
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.	64	10.1
Finding people who want to work. Not enough applications submitted.	32	5.1
Some other difficulty mentioned.	30	4.7
Qualified applicants will not work for the compensation package we offer. Low-paying job and/or competitive rates based on supply and demand.	30	4.7
Finding people to pass a drug test or background check (such as driving record or credit check) or pre-employment testing and screening.	25	3.9
Applicants' availability or location of job (may not have housing and/or transportation).	23	3.6
Turnover—keeping people once they have been hired is the biggest problem.	20	3.2
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.)	11	1.7
There is a shortage of people in the occupation.	3	0.5
<b>Total</b>	<b>633</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).

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# Baton Rouge (Capital) Job Vacancy Survey

## Second Quarter 2011, RLMA 2

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. This information assists educational institutions, employment and training providers, and local workforce councils in responding to industry needs. Regional Labor Market Area 2 (RLMA 2) is made up of Ascension, East Baton Rouge, East Feliciana, Iberville, Livingston, Pointe Coupee, St. Helena, Tangipahoa, Washington, West Baton Rouge, and West Feliciana parishes.

There were approximately 4,780 job vacancies in RLMA 2 during the second quarter of 2011 resulting in a vacancy rate of 1.2 percent. This means that for every 100 jobs, approximately one job was vacant. The number of job vacancies decreased by approximately 3,370 since the second quarter of 2010, a 41 percent decrease.

When looking at the results by Industry Group, **Education & Health Services** had the largest number of job vacancies (approximately 1,190). **Other Services** had the highest vacancy rate (4.1 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 **Production** (approximately 790), which also carried the highest vacancy rate (3.4 percent).

Overall, RLMA 2 employers were seeking employees with experience in 68 percent of the job vacancies. In addition, 48 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 1 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, 42 percent of vacancies were paying \$7.56 – \$10.55; 9 percent of vacancies were paying \$10.56 – \$13.00; 13 percent of vacancies were paying \$13.01 – \$18.00; and 25 percent of vacancies were paying over \$18.00 per hour. In addition, employers offered supplemented health insurance for 55 percent of all job vacancies.

The number of job vacancies in RLMA 2 for 2011 was approximately three-fifths of the number of vacancies in 2010. Almost a quarter (23 percent) of all job vacancies in the state were found in RLMA 2.

Industry Group	Number of Vacancies	Industry Employment <sup>1</sup>	Median Hourly Wage <sup>3</sup> (\$)	Vacancy Rate, Percent
Education & Health Services	1,190	104,072	15.86	1.1
Trade, Transportation & Utilities	1,186	79,230	9.00	1.5
Professional & Business Services	579	44,670	21.01	1.3
Other Services	454	11,173	9.67	4.1
Leisure & Hospitality	445	37,256	8.00	1.2
Construction	360	41,886	14.00	0.9
Public Administration	236	30,363	14.37	0.8
Manufacturing	163	28,163	22.32	0.6
Financial Activities	144	19,007	15.00	0.8
Information	26	6,721	8.50	0.4
Natural Resources & Mining	NR	3,089	NR	NR
Unclassified <sup>2</sup>	NR	355	NR	NR
<b>Total</b>	<b>4,782</b>	<b>405,985</b>	<b>\$10.00</b>	<b>1.2</b>

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

3 Wage does not include tips  
NR Not Reported

# Baton Rouge (Capital) Job Vacancy Survey, Second Quarter 2011

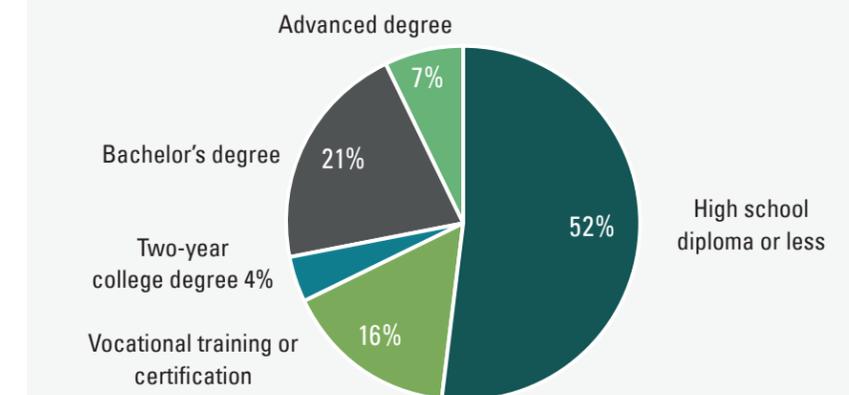
Occupational Group	Number of Vacancies	Employment in Occupation <sup>1</sup>	Percent Requiring at Least Some Work Experience	Percent Requiring More Than a High School Diploma	Median Length of Vacancy, Months	Median Hourly Wage <sup>3</sup> (\$)	Vacancy Rate, Percent
Production	792	23,300	95.2	68.5	<1 month	9.00	3.4
Food Preparation & Serving Related	540	33,390	30.6	0.0	<1 month	8.00	1.6
Construction & Extraction	355	29,630	38.8	0.9	<1 month	12.00	1.2
Healthcare Practitioner & Technical	313	24,300	87.9	93.4	<1 month	18.74	1.3
Sales & Related	299	41,030	31.8	12.0	<1 month	7.50	0.7
Office & Administrative Support	296	66,920	76.0	25.0	1–3 months	10.18	0.4
Personal Care & Service	291	12,980	92.2	86.8	3–6 months	9.67	2.2
Management	276	19,330	87.7	67.3	3–6 months	24.04	1.4
Healthcare Support	264	11,230	59.5	55.0	<1 month	8.00	2.4
Architecture & Engineering	250	9,840	99.4	97.6	<1 month	36.63	2.5
Transportation & Material Moving	218	28,480	63.1	22.5	1-3 months	11.68	0.8
Education, Training & Library	194	24,060	80.1	93.9	<1 month	20.16	0.8
Business & Financial Operations	124	14,270	83.1	95.2	1–3 months	19.23	0.9
Installation, Maintenance & Repair	123	21,320	63.2	35.7	1–3 months	14.00	0.6
Computer & Mathematical Science	112	5,870	100.0	92.7	3–6 months	26.39	1.9
Community & Social Services	89	6,580	33.9	31.2	<1 month	8.17	1.4
Protective Service	84	13,080	35.0	6.0	<1 month	11.71	0.6
Building & Grounds Cleaning & Maintenance	62	11,680	71.2	4.7	<1 month	8.00	0.5
Arts, Design, Entertainment, Sports & Media	51	4,130	42.0	70.2	1–3 months	11.62	1.2
Life, Physical & Social Science	33	3,420	90.8	100.0	<1 month	18.31	1.0
Legal	6	2,780	100.0	23.7	<1 month	13.00	0.2
Military	6	NR	76.0	100.0	<1 month	14.33	NR
Farming, Fishing & Forestry	6	420	100.0	0.0	<1 month	13.42	1.4
<b>Total</b>	<b>4,782</b>	<b>408,040</b>	<b>68.1</b>	<b>48.2</b>	<b>&lt;1 month</b>	<b>\$10.00</b>	<b>1.2</b>

1 2011 Occupational Employment  
2 Occupational Code could not be determined

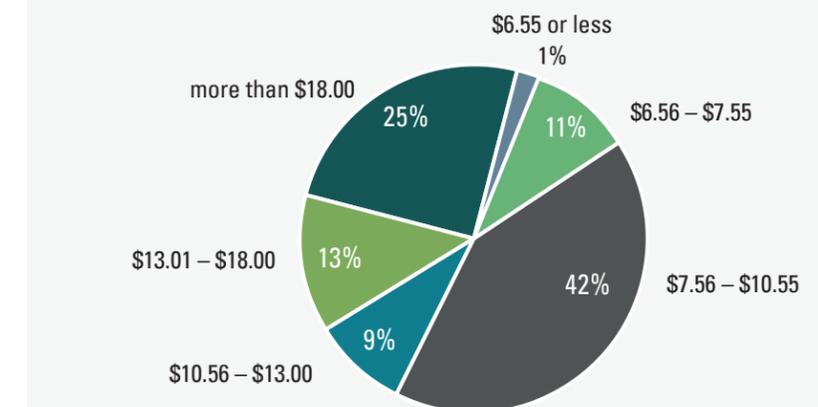
3 Wage does not include tips  
NR Not Reported

Top 5 Job Openings Job Title	Vacancies
Welders, Cutters, Solderers and Brazers	309
Metal Workers and Plastic Workers, All Other	221
Cashiers	181
Hairdressers, Hairstylists and Cosmetologists	164
Civil Engineers	158

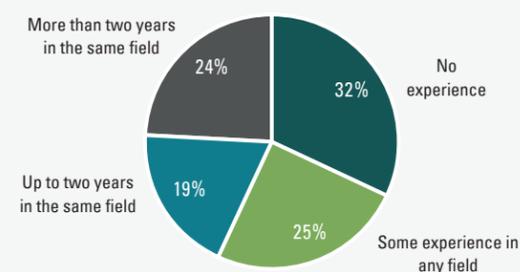
## Educational Requirements of Vacancies



## Hourly Wage of Vacancies



## Experience Requirements of Vacancies



## Employer Supplemented Health Insurance

