



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.	73	33.3
We have been unable to find qualified applicants and/or applicants with experience.	49	22.4
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.	21	9.6
We have been unable to find applicants with the specific experience, training, skills and/or certification that we are seeking.	17	7.8
Some other difficulty mentioned.	12	5.5
Finding people who want to work. Not enough applications submitted.	12	5.5
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.)	9	4.1
Applicants' availability or location of job (may not have housing and/or transportation).	9	4.1
Qualified applicants will not work for the compensation package we offer. Low-paying job and/or competitive rates based on supply and demand.	6	2.7
Finding people to pass a drug test or background check (such as driving record or credit check) or pre-employment testing and screening.	6	2.7
Turnover—keeping people once they have been hired is the biggest problem.	4	1.8
There is a shortage of people in the occupation.	1	0.5
Total	219	100%

Monroe (Northeast) Job Vacancy Survey

Second Quarter 2011, 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. This information assists 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 850 job vacancies in RLMA 8 during the second quarter of 2011 resulting in a vacancy rate of 0.8 percent. This means that for every 100 jobs, approximately one job was vacant. The number of job vacancies decreased by approximately 980 since the second quarter of 2010, a 54 percent decrease.

When looking at the results by Industry Group, **Education & Health Services** had the largest number of job vacancies (approximately 320), while **Other Services** had the highest vacancy rate (4.0 percent). The largest number of job vacancies by Occupational Group was found in **Healthcare Practitioner & Technical** (approximately 170) while the highest vacancy rate

(4.6 percent) was found in the **Community & Social Services** occupational group.

Overall, RLMA 8 employers were seeking employees with experience in 56 percent of the job vacancies. Approximately 59 percent of the job vacancies required more than a high school education with 34 percent requiring vocational training, certification, or a two-year college degree.

Approximately 4 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 19 percent of vacancies. Additionally, 28 percent of vacancies were paying \$7.56 – \$10.55; 8 percent of vacancies were paying \$10.56 – \$13.00; 22 percent of vacancies were paying \$13.01 – \$18.00; and 20 percent of vacancies were paying over \$18.00 per hour. In addition, employers offered supplemented health insurance for 47 percent of all job vacancies.

The number of job vacancies in RLMA 8 for 2011 was nearly half (46 percent) of the number of vacancies in 2010. Job vacancies for RLMA 8 accounted for 4 percent of all vacancies in the state.

Industry Group	Number of Vacancies	Industry Employment ¹	Median Hourly Wage ³ (\$)	Vacancy Rate, Percent
Education & Health Services	324	34,625	16.04	0.9
Other Services	108	2,694	7.25	4.0
Manufacturing	90	8,869	7.71	1.0
Natural Resources & Mining	78	2,328	9.00	3.4
Trade, Transportation & Utilities	76	21,218	13.33	0.4
Construction	63	5,027	25.00	1.3
Leisure & Hospitality	39	8,809	6.55	0.4
Public Administration	28	6,185	14.90	0.5
Professional & Business Services	25	8,755	15.38	0.3
Financial Activities	14	6,597	10.58	0.2
Information	NR	1,826	NR	NR
Unclassified ²	NR	133	NR	NR
Total	845	107,066	\$10.15	0.8

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.

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

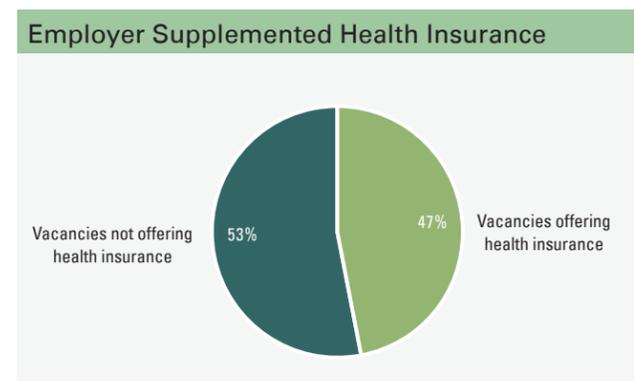
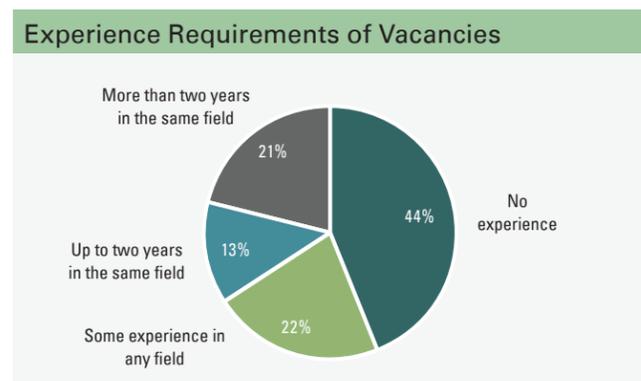
3 Wage does not include tips
NR Not Reported

Monroe (Northeast) Job Vacancy Survey, Second Quarter 2011



Occupational Group	Number of Vacancies	Employment in Occupation ¹	Percent Requiring at Least Some Work Experience	Percent Requiring More Than a High School Diploma	Median Length of Vacancy, Months	Median Hourly Wage ³ (\$)	Vacancy Rate, Percent
Healthcare Practitioner & Technical	173	7,640	52.7	100.0	< 1 month	16.20	2.3
Construction & Extraction	141	4,310	44.9	39.6	1 – 3 months	9.00	3.3
Community & Social Services	106	2,290	82.5	100.0	< 1 month	7.25	4.6
Production	73	5,090	24.4	0.0	< 1 month	7.71	1.4
Transportation & Material Moving	55	7,890	91.2	40.3	< 1 month	11.50	0.7
Healthcare Support	52	4,570	32.7	88.9	< 1 month	7.92	1.1
Food Preparation & Serving Related	38	8,910	49.1	0.0	< 1 month	6.55	0.4
Management	34	4,660	100.0	40.3	1 – 3 months	15.38	0.7
Office & Administrative Support	29	18,410	25.0	33.9	< 1 month	8.95	0.2
Education, Training & Library	26	7,800	0.0	100.0	< 1 month	18.13	0.3
Protective Service	24	3,590	73.3	32.4	< 1 month	7.30	0.7
Installation, Maintenance & Repair	21	4,780	88.8	10.9	3 – 6 months	10.00	0.4
Personal Care & Service	19	3,780	46.1	0.0	< 1 month	7.25	0.5
Sales & Related	18	13,520	0.0	0.0	1 – 3 months	10.58	0.1
Business & Financial Operations	14	2,700	74.0	100.0	3 – 6 months	20.89	0.5
Military	8	NR	100.0	100.0	1 – 3 months	14.90	NR
Building & Grounds Cleaning & Maintenance	5	3,500	0.0	0.0	< 1 month	8.19	0.1
Computer & Mathematical Science	5	890	100.0	100.0	> 6 months	17.63	0.6
Architecture & Engineering	4	1,100	100.0	100.0	> 6 months	35.14	0.4
Arts, Design, Entertainment, Sports & Media	1	670	100.0	100.0	> 6 months	22.64	0.1
Farming, Fishing, & Forestry Occupations	NR	850	NR	NR	NR	NR	NR
Legal Occupations	NR	440	NR	NR	NR	NR	NR
Life, Physical, & Social Science Occupations	NR	330	NR	NR	NR	NR	NR
Total	845	107,720	55.8	58.8	< 1 month	\$10.15	0.8

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
Registered Nurses	98
Social and Human Service Assistants	87
Construction Laborers	78
Electricians	48
Meat, Poultry and Fish Cutters and Trimmers	46

