HELP WANTED:

Highlights from the Fourth Quarter, 2004 Louisiana Job Vacancy Survey

Shreveport Regional Findings

Louisiana Department of Labor
Developed by the Research & Statistics Division
for the Office of Workforce Development

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WHERE are the vacancies?

Shreveport Vacancies by Occupational Group

Occupational Group	Number of Vacancies	Employment in Occupation	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage Offered
Transportation & Material Moving	573	16,180	75.6%	93.3%	$15.00
Food Preparation & Serving Related	475	18,710	1.0%	69.5%	$6.00
Healthcare Practitioner & Technical	429	13,100	96.4%	55.9%	$15.00
Sales & Related	413	22,030	40.2%	66.6%	$5.15
Office & Administrative Support	372	36,230	2.0%	79.0%	$7.00
Construction & Extraction	335	12,830	28.6%	100.0%	$8.00
Arts, Design, Entertainment, Sports & Media	244	1,630	89.1%	100.0%	$11.45
Building & Grounds Cleaning & Maintenance	229	8,600	0.0%	49.6%	$8.29
Production	217	17,170	13.0%	100.0%	$11.00
Farming, Fishing & Forestry	164	1,300	33.3%	100.0%	$14.12
Management	159	12,330	100.0%	100.0%	$14.42
Architecture & Engineering	140	2,190	100.0%	100.0%	$25.63
Personal Care & Service	133	7,930	6.7%	100.0%	$6.50
Healthcare Support	100	7,610	69.4%	30.6%	$6.25
Education, Training & Library	82	15,510	100.0%	0.0%	$10.00
Computer & Mathematical Science	53	1,460	100.0%	100.0%	$10.50
Community & Social Services	46	2,790	100.0%	100.0%	$11.06
Installation, Maintenance & Repair	28	10,960	100.0%	100.0%	$12.00
Legal	8	1,260	0.0%	100.0%	$9.00
Business & Financial Operations	7	5,050	0.0%	100.0%	$24.04
Protective Service	7	5,960	0.0%	28.6%	$8.00
Life, Physical & Social Science	3	980	0.0%	0.0%	$5.78
Non-Classifiable Occupations	1	NA	0.0%	100.0%	$9.00
Total, All Occupational Groups	**4,216**	**221,810**	**45.8%**	**81.0%**	**$10.00**

Job titles with many openings

Truck Drivers, Heavy and Tractor-Trailer – 479 openings
Food Preparation and Serving Related Workers, All Other – 373 openings
Registered Nurses – 193 openings
Licensed Practical and Licensed Vocational Nurses – 174 openings
Construction Laborers – 168 openings
Retail Salespersons – 164 openings
Insurance Sales Agents – 159 openings
Welders, Cutters, Solderers, and Brazers – 154 openings
Maids and Housekeeping Cleaners – 149 openings
Farmworkers, Farm and Ranch Animals – 123 openings

Shreveport Vacancies by Industry Group

Industry Group	Number of Vacancies	Industry Employment	Vacancy Rate	Median Hourly Wage Offered
Education & Health Services	817	63,166	1.3%	$11.06
Trade, Transportation & Utilities	764	45,197	1.7%	$10.50
Leisure & Hospitality	735	29,513	2.5%	$6.00
Natural Resources & Mining	408	5,752	7.1%	$11.36
Financial Activities	342	10,130	3.4%	$5.15
Construction	342	12,149	2.8%	$12.00
Information	254	3,788	6.7%	$10.82
Professional & Business Services	247	17,497	1.4%	$12.02
Manufacturing	157	22,789	0.7%	$8.00
Other Services	151	5,832	2.6%	$11.50
Total, All Industry Groups	**4,216**	**215,813**	**2.0%**	**$10.00**

WHAT do these numbers mean?

There were 4,216 job vacancies in the Shreveport Regional Labor Market Area (RLMA 7), for a vacancy rate of 2.0 percent. This means that for every 100 jobs, two were vacant at the time of the survey. The Transportation & Material Moving occupational group had the highest number of vacancies (573), comprising approximately 14 percent of all reported openings. The Food Preparation & Servicing Related occupational group took second place in the number of vacancies (475) for the 4th quarter 2004 survey.

The Education & Health Services industry group had the largest number of vacancies (817), accounting for 19 percent of the vacancies in this survey. One of the occupational groups with a large number of vacancies that can be found in this industry group is Healthcare Practitioner & Technical.

Education and experience requirements varied widely across occupational groups. Food Preparation & Serving Related, Office & Administrative Support, Building & Grounds Cleaning & Maintenance, and Personal Care & Service occupational groups had the smallest number of job vacancies requiring more than a high school diploma, while Healthcare Practitioner & Technical, and Arts, Design, Entertainment, Sports & Media occupational groups had the largest number of job vacancies requiring more than a high school diploma. The occupational groups of Management; Architecture & Engineering; Computer & Mathematical Science; Education, Training & Library; Community & Social Services; and Installation, Maintenance & Repair all reported 100% of their vacancies required more than a high school diploma. Approximately 80 percent of the job vacancies require at least some work experience. Wages varied by occupation from a median wage of $5.15 per hour for Sales & Related to a median wage of $25.63 for Architecture & Engineering. Median hourly wage for all occupational groups was $10.00.

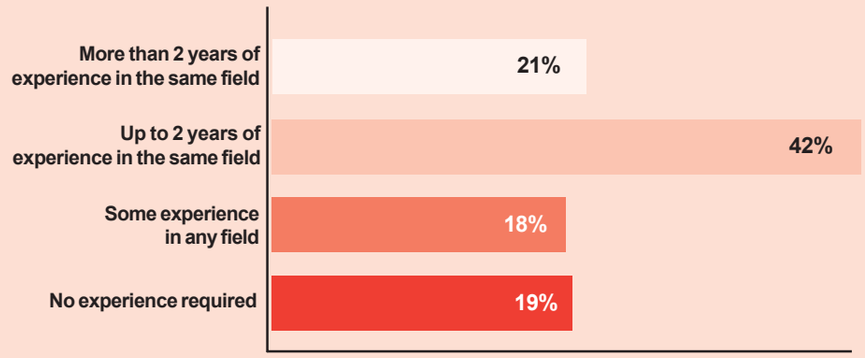
A SNAPSHOT of Shreveport job vacancies

Overall, Shreveport area employers were seeking experienced workers for the 4th quarter 2004. Just over 80 percent of all reported vacancies required at least some previous work experience. Approximately one in five vacancies required some experience in any field, 42 percent required up to two years experience in the same field, and approximately one in five vacancies required more than two years of experience in the same field.

Shreveport area job vacancies required a four-year college degree or higher for 28 percent of the job vacancies. Twenty-four percent required a bachelor's degree, while four percent required an advanced degree. Educational attainment of a high school diploma or less was required by 54 percent of the job vacancies reported. Two percent of the vacancies required a two-year college degree and 15 percent of the vacancies required vocational training or certification.

The majority of the job vacancies paid from $5.16 to $13.00 per hour, with the two largest share of job vacancies paying $7.01 to $10.00 (22%) and $10.01 to $13.00 (22%). Ten out of 100 job vacancies paid $5.15 or less, while 16 out of 100 job vacancies paid over $16.00 per hour.

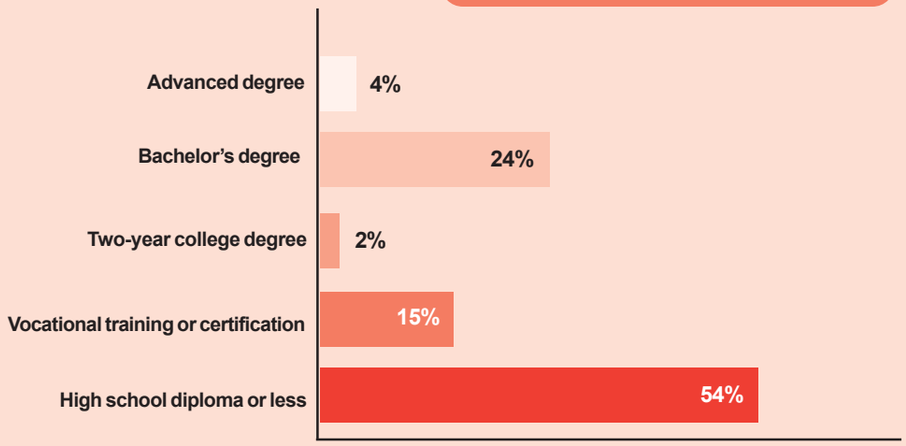
How much experience do Shreveport job vacancies require?



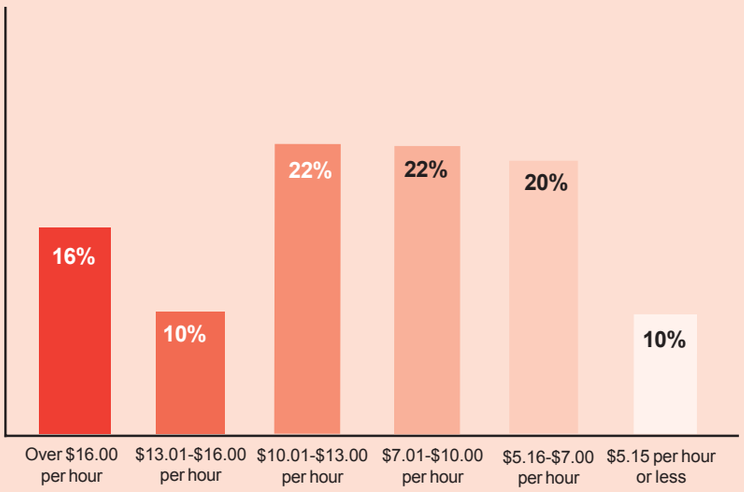
How are experience, education and pay related?

Tenure is a way of identifying how experience, education and pay relate to one another. Employees with higher years of tenure usually have higher levels of education, more experience, and are paid more, while employees with less education and experience find themselves in low paying jobs that have more turnover. Based on the Bureau of Labor Statistics 2004 Employee Tenure report, jobs with noticeably high employee tenure included management occupations (6.0 years), architecture and engineering occupations (5.8 years), protection service occupations (5.5 years), education, training, and library occupations (5.1 years), production occupations (5.0 years), and healthcare practitioner and technical occupations (4.5 years). Jobs with somewhat low employee tenure included food preparation and serving related occupations (1.8 years), personal care and service occupations (2.7 years), sales and related occupations (2.8 years), and healthcare support occupations (2.9 years).

How much education do Shreveport job vacancies require?



How much do Shreveport job vacancies pay?



What is the difference between an *industry* and an *occupation*?

An industry is a group of establishments, categorized according to the goods or services they provide. For purposes of this study, many of the industry sectors 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 & Utilities.

An occupational group is a group of workers, categorized according to the skills they have and what they do on the job. 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 Healthcare Services (part of the summary industry group of Education & 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.

What did EMPLOYERS say?

Employers' Responses to the Open-Ended Question:
"In trying to fill this position, what is the greatest difficulty you have faced, if any?"*

Reported Difficulty	Number of Responses	Percent of Responses
"We have been unable to find qualified applicants and/or qualified applicants with experience."	18	14.9%
"Qualified applicants will not work for the compensation package we offer."	3	2.5%
"We have been unable to find applicants with the specific experience/training/skills that we are seeking."	34	28.1%
"There is a shortage of people in the occupation."	8	6.6%
"Some aspect of the job is undesirable to applicants (such as shifts, weekends, heavy lifting)."	8	6.6%
"The work ethic of people, once they are hired is unacceptable." This included comments on appearance, social skills, attitude, maturity, and dependability.	6	5.0%
"Finding people that want to work. Not enough applications submitted."	7	5.8%
Some other difficulty mentioned.	17	14.0%
"No reported difficulty in filling vacancy."	20	16.5%
Total Responding to this Question	**121**	**100.0%**

* Confidentiality concerns precluded publishing employers' verbatim responses. However, an LDOL analyst reviewed all responses to the question above, grouped similar responses together, then re-worded the similar responses into one representative sentence or phrase, as shown above. Data shown in this table are unweighted. Percentages may not total to 100 percent due to rounding.

Major Occupational Group	Number of Vacancies	Vacancy Rate	Hiring Demand Index*	Median Number of Days Position was Vacant
Architecture & Engineering	140	6.39%	Low	120
Arts, Design, Entertainment, Sports & Media	82	5.03%	Average	7
Building & Grounds Cleaning & Maintenance	229	2.66%	High	7
Business & Financial Operations	7	0.14%	Average	30
Community & Social Services	46	1.65%	Low	28
Computer & Mathematical Science	53	3.62%	Average	14
Construction & Extraction	335	2.61%	Average	28
Education, Training & Library	82	0.53%	Average	42
Farming, Fishing & Forestry	164	12.59%	Average	30
Food Preparation & Serving Related	475	2.54%	High	7
Healthcare Practitioner & Technical	429	3.28%	Low	21
Healthcare Support	100	1.32%	High	30
Installation, Maintenance & Repair	108	0.99%	Low	28
Legal	8	0.62%	Low	4
Life, Physical & Social Science	3	0.26%	Average	60
Management	159	1.29%	Low	60
Non-Classifiable Occupations	1	NA	NA	30
Office & Administrative Support	454	1.25%	Average	7
Personal Care & Service	133	1.68%	High	30
Production	217	1.27%	Low	28
Protective Service	7	0.11%	Average	NA
Sales & Related	413	1.87%	High	7
Transportation & Material Moving	573	3.54%	High	60
Total, All Occupations	**4,216**	**1.90%**		**30**

Taking all of the labor shortage indicators together (vacancy rate, hiring demand index, and the length of time vacancies remained unfilled), there was no evidence of severe labor shortages in any occupational group. The overall vacancy rate for the Shreveport area for 4th quarter 2004 was 1.90 percent, and positions stayed vacant for a median of 30 days indicating that employers were able to fill a manageable number of vacancies in a reasonable amount of time. The Transportation & Material Moving occupational group appeared to be experiencing mild storages. It had a relatively high vacancy rate, high hiring demand index, and vacancies that stayed open for a period of time above the median time period.

*The Hiring Demand Index indicates whether demand for workers in an occupational group is more than what we would expect from turnover levels alone. A "high" score on the Hiring Demand Index means that, all else equal, a labor shortage is **likely**, because there are more openings than we would expect to see from normal turnover alone. A "low" score means that a labor shortage is **unlikely**, because there are **not** more openings than we would expect to see from turnover alone. See the back cover of this report for more details on this measure.

Are there

LABOR SHORTAGES

in Shreveport?

FOR MORE INFORMATION

Fourth Quarter 2004 Job Vacancy Survey Findings are available for the state of Louisiana as well as all eight regional labor market areas (RLMAs). To order copies, or for more information, please contact the Louisiana Department of Labor's Research and Statistics Unit at (225) 342-3141, or toll-free at (888) 302-7662. You may also download any Job Vacancy Survey product from our Web site: **www.LAWORKS.net/qm_JVS.asp**.

TECHNICAL NOTES

for the Fourth Quarter 2004
Job Vacancy Survey

THE SAMPLE

The Job Vacancy Survey was based on a random sample of Louisiana business establishments covered by Louisiana's unemployment insurance (UI) tax laws. The survey was conducted in a cooperative endeavor between Louisiana State University and Louisiana Department of Labor. The sample was stratified by firm size, region (including the eight regional labor market areas in Louisiana) and industry classification. This sample excludes certain types of establishments: small businesses with self-employed owners and some non-profit and religious organizations, which are not covered by UI tax laws. In addition, the sample is limited to **private employers only. The vacancies reported in this study do not include openings with any federal, state, or local government entities in Louisiana.** The total sample size was 8,139. The overall response rate for this survey was 38.7%.

JOB VACANCY RATES

Vacancy rates are computed as the number of vacancies in an occupation divided by the total employment in that occupation. A vacancy rate of five percent means that for every 100 jobs, five were vacant at the time of the survey.

HIRING DEMAND INDEX

The Hiring Demand Index presented in this report measures demand for labor over and above the normal demand due to turnover. This measure, first constructed by the Minnesota Department of Employment and Economic Development, is computed as follows:

(Job Vacancy Rate in the Occupation / Job Vacancy Rate in all occupations)

divided by

(Turnover rate in the occupation / Turnover rate in all occupations)

Job vacancy rates are calculated as discussed above, and national turnover rates were provided by the Minnesota Department of Employment and Economic Development. They were calculated using Current Population Survey (CPS) Job Tenure Supplement microdata.

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