

JOB1 Business Solutions

in partnership with the City of New Orleans & Louisiana Workforce Commission



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What is JOB1?

- JOB1 is a Part of the Mayor's Office of Workforce Development
- Our Goal in Business Services is to Develop a Strong Partnership with the Business Community to Establish a Highly Competitive Workforce
- Our Goal with Each Employer is to Make His or Her Business More Successful by Providing Services & Programs to Help Recruit, Train & Retain the Best Employees



JOB1, Louisiana Workforce Commission and Regional Products & Services

- Recruitment & Placement Services
- Business Outreach
- Website – Online Resources & Services
- Asset Protection
- Training Programs



1. Recruitment & Placement Services

- Website Recruitment & Management
 - Individual managed company account
 - Post job vacancies
 - Candidate search
- Business & Career Solution Center – Recruitment & Placement Staff support
 - Candidate screening
 - Referrals
 - On-site job fairs
- Use of Center Resources
 - Fax, copy, conference rooms, office




Find Qualified Job Seekers

- Create & Post Job Vacancies Any Time
 - Thousands of visitors each day
 - Target job seekers with specific qualifications
- Manage Your Job Postings Instantly
- Receive Automatic Notification of Candidate Matches
- Review Submitted Resumes & Applications
- Recruit qualified job candidates



Find Qualified Job Seekers



Please choose one of the methods below to view available candidate resumés in the area you selected.

[Quick Resume Search](#) [Advanced Resume Search](#) [Resumé Number Search](#) [External Resume Search](#)

For help click the question mark.

You may enter any combination of search criteria below. When you have completed entering your search criteria information, click the *Search* button.

Search Criteria

Area (click to change): [Louisiana](#)

Keywords (e.g. Accountant):

Occupation Group: [Select Specific Occupation](#)

Minimum Education Level:

Maximum Acceptable Salary:

Resumé Modification Date:

[Advanced Resumé Search](#) [Reset Criteria](#)

Search



2. Business Outreach

A Source for Marketing & Outreach of Your Business

- Job Fairs
- Business Networking & Educational Events
- Business Advisory Councils – Employer Forums
- Collaboration & Partnerships with Regional, State & Local Business & Economic Development Organizations
- WIA-Regional Initiatives & Resources – Sector Initiatives



3. Website

Online Services, Resources & Information

Free Online Services Available at www.laworks.net

The screenshot shows the homepage of the Louisiana Workforce Commission's website. At the top left is the logo for the Louisiana Workforce Commission with the tagline "Solutions that work." To the right is a search bar and a "GET INVOLVED" button. Below the search bar is a navigation menu with links for Online Services, Career Solutions, Louisiana Virtual One Stop, Louisiana Youth Works, Services By Region, News, Labor Market Information, Downloads, Unemployment Insurance, Workforce Development, Workers' Compensation, and Business & Career Solutions Ctr. A main navigation bar includes links for HOME, ABOUT US, WORKERS, BUSINESSES, DOWNLOADS, CONTACT, and FAQs. The main content area is divided into two columns: "WORKERS" and "BUSINESSES". The "WORKERS" column lists "Find a Job", "Post Your Résumé", and "File for Unemployment" with a "+ MORE" link. The "BUSINESSES" column lists "Incumbent Worker Training", "Post a Job", and "Workers' Compensation" with a "+ MORE" link. A large banner image shows a person wearing a headset, with the text "Go From Help Wanted to Help Found" and "Our online resources connect trained workers with available jobs + Learn More". Below this are three sections: "SOLUTIONS" with links for "Federal Stimulus Info", "ProgressReports", "JOB FAIRS & EVENTS", and "PROCUREMENT OPPORTUNITIES"; "i WORKFORCE PARTNERS" with the text "Teaming up with businesses across the state to create and deploy a 'job ready' workforce throughout Louisiana. + MORE"; and "NEWS" with links for "Public Comments Now Open Concerning 2009 Louisiana Waiver Plan", "La. Workforce Commission to Hold Trade Adjustment Assistance Orientation Session for Innertech - Shreveport Workers", and "Unemployment Insurance Claims Report" with a "+ MORE NEWS" link.



Access Our Online Resource Center

- Find information on a variety of workforce topics
 - Workers' Compensation
 - Incumbent Worker Training
 - Unemployment Insurance
 - Labor Laws
 - Youth Employment
 - Occupational Licensing
 - File Quarterly Wage Reports
 - Form 77/Separation Notice
 - Links to Other Resources such as ONET

The screenshot shows the Louisiana Workforce Commission website. At the top, there is a logo for the Louisiana Workforce Commission with the tagline 'Solutions that work.' To the right of the logo is a search bar with the text 'Search laworks.net' and a 'SEARCH' button. Below the logo is a navigation menu with links for 'Online Services', 'Services By Region', 'Unemployment Insurance', 'Career Solutions', 'News', 'Workforce Development', 'Louisiana Mutual One Stop', 'Labor Market Information', 'Workers' Compensation', 'Louisiana Youth Works', 'Downloads', and 'Business & Career Solutions Ctr'. Below the navigation menu is a horizontal menu with links for 'HOME', 'ABOUT US', 'WORKERS', 'BUSINESSES', 'DOWNLOADS', 'CONTACT', and 'FAQs'. The main content area is titled 'Businesses' and contains several sections: 'WORKERS' COMPENSATION' with a description of services, 'UNEMPLOYMENT INSURANCE' with a description of the law and services, 'WORKFORCE DEVELOPMENT' with a description of training opportunities, 'WORKFORCE PARTNERS' with a description of the program, and 'MINORS & APPRENTICES' with a description of forms and information.



Access Our Online Resource Center

- Research Labor Market Information for Your Industry
 - Wage trends
 - Skills information

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	812	25.8
We have been unable to find qualified applicants and/or applicants with experience.	629	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, since they are hired, is unacceptable. Comments included social skills, appearance, timeliness, attitude, maturity, able to fit in with working 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.)	86	3.3
Finding people to pass a drug test or background check (such as driving record or credit check) or an 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.

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 reveal educational/information, employment and training providers, and local workforce councils in responding to industry needs.

There were approximately 77,574 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 highest number of job vacancies was found in Office and Administrative Support (approximately 4,500) 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 highest number of job vacancies (approximately 17,819). The highest vacancy rate of 8.6 percent was found in the Other Services

Employers' Perceptions of Job Applicant: Employees 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	28	2
Have an interest in work skills .	8	44	40	8
Take into consideration the location of a business (commuter).	19	60	17	4

Industry Group vs. Occupational Group Explanation

An industry is a group of establishments comprised 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 use the 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 nine different types of occupations such as Dietetics, Occupational Therapists, Veterinarians, Diagnostic-related Technicians and Technicians, and Medical Records and Health Information Technicians. There 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** as an example, you may find the following occupations in hospitals, doctors' thoughts, 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 laws. The survey was stratified by location, NAICS and industry. The total sample size was 6,011 with an overall response rate of 42 percent. The Second Quarter 2008 Job Vacancy Survey reports for the state and eight FEMA disaster areas based on the Louisiana Workforce Commission's web site: www.laworks.net/employmentandtraining/jvs.asp

The public documents published at a cost of \$5.00. 100 copies of the public document were published for the first time at a cost of \$5.00. The number of printing of the document is open to \$5.00. The number of copies of the public document is open to \$5.00. The number of copies of the public document is open to \$5.00. The number of copies of the public document is open to \$5.00.

As of 04/20/08, the public document is available at the following URL: www.laworks.net/employmentandtraining/jvs.asp

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	146,905	13.82	5.5
Financial Activities	6,328	92,681	11.50	6.8
Other Services	4,708	49,094	10.75	9.6
Manufacturing	3,808	153,309	13.00	2.5
Public Administration	2,221	100,267	12.18	2.2
Natural Resources & Mining	1,523	61,491	12.75	2.5
Information	928	33,420	10.05	2.8
Unclassified ²	353	3,824	13.00	9.2
Total	77,574	1,905,444	\$10.00	4.1%

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



4. Asset Protection

- **OSHA Consultation**
 - Work site safety and review available to businesses to ensure they meet federal guidelines
- **Work Opportunity Tax Credit**
 - Tax credit offered to businesses that hire from targeted populations
- **Rapid Response**
 - Provides transitional assistance to businesses and workers targeted for significant lay offs
- **Trade Adjustment Assistance**
 - provides assistance to workers who have lost their jobs to foreign competition



- The Work Opportunity Tax Credit (WOTC) is designed to help move people into gainful employment and obtain on-the-job experience. It joins other tax credits, education, and workforce training and development programs that help American workers with barriers to employment prepare for good jobs; ease their transition from job to job; benefit from the creation of effective regional economic development strategies; and create high performance workplaces. All new adult employees must work a minimum of 120 or 400 hours; The ETA form 9061 and the IRS form 8850 with original signatures must be completed and mailed with a postmark date no later than 28 days after the start date, to the Louisiana Workforce Commission – WOTC Unit, P. O. Box 94094 Baton Rouge, LA, 70804. The new employee must belong to one of the nine target groups listed below:
- **A. IV-A (TANF) Recipient** – A member of a family that is receiving or recently received Temporary Assistance to Needy Families (TANF), or benefits under a successor program for any 9 months during the 18-month period ending on the hire date. The Louisiana Workforce Commission WOTC Unit is currently able to verify this information.
- **B. Veteran** – A veteran who is a member of a family that is receiving or recently received Food Stamps for at least a 3-month period during the past 15 months; and for "disabled veterans" who are *entitled* to compensation for a service-connected disability and who, during the one-year ending on the hiring date, were: a) discharged or released from active duty in the U.S Armed Forces, or b) unemployed for a period or periods totaling at least 6 months. A copy of the applicant's DD-214 or Official Discharge Papers that contain the dates and proof of military service and a service connected disability (if applicable) is required to certify the applicant for this target group.
- **C. Ex-Felon** – An ex-felon is an individual who has been convicted of a felony under any statute of the United States or any state; and has a hire date which is not more than one (1) year after the last date on which the applicant was so convicted or was released from prison or is a convicted felon who is participating in a prerelease program. The Louisiana Workforce Commission can access information for individuals who have been sentenced to a prison term as a result of a felony conviction by a parish judge in Louisiana. If the conviction was committed in a state other than Louisiana, documentation of that conviction, including the date of conviction/release must be submitted with the application.

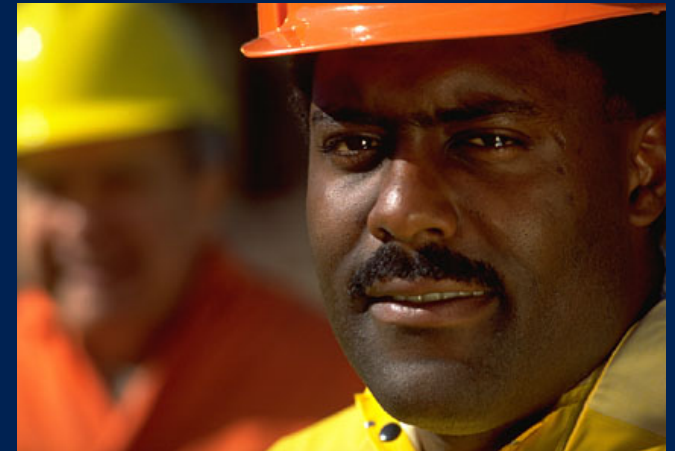


- **D. Empowerment Zone/Enterprise Community/Renewal Communities (EZ/EC/RC)** - An 18-39 year old resident of one of the federally designated Empowerment Zone (EZ), Enterprise Communities (EC) or Renewal Communities (RC) or Rural Renewal Empowerment Zone.
 - To check the address status, log on to: http://hud.esri.com/egis/cpd/rcezec/ezec_open.htm. Rural Renewal Parishes can be found on-line by visiting the following Web site at: www.usps.gov and following these simple steps:
 - 1. click on **Find a ZIP Code**;
 - 2. enter and submit the **Address and ZIP Code**; and The following documentation should be included with the certification request: a. Proof of Age (a copy of the employee's driver's license or birth certificate b. Proof of Address (a copy of the IRS W-4, utility bill or similar mailing, showing an address in an Empowerment Zone, Enterprise Community, Renewal Community or Rural Renewal Community). The address on the IRS 8850 and the proof of address documentation must match.
- **E. Vocational Rehabilitation Referral** - Applicant has a physical or mental disability which results in a substantial handicap to employment; and was referred to the employer upon completion of, or while receiving, rehabilitative services pursuant to an individualized written plan of employment (IWPE) under a state plan for vocational rehabilitation services approved under the Rehabilitation Act of 1973 (as amended, 1998), a vocational rehabilitation program for veterans or an employment network under the Ticket to Work program. Proof of participation in any of these programs is required.
- **F. Summer Youth-** A 16-17 year old EZ, EC or RC resident hired between May 1st and September 15th as a Summer Youth employee. The following documentation should be included with the certification request:
 - a. Proof of Age (a copy of the employee's driver's license or birth certificate b. Proof of Address (a copy of the IRS W-4, utility bill or similar mailing, showing an address in an Empowerment Zone, Enterprise Community, Renewal Community or Rural Renewal Community). The address on the IRS 8850 and the proof of address documentation must match.
- **G. Supplemental Nutritional Assistance Program Recipient-** A member of a family that is receiving or recently received SNAP benefits (Food Stamps), and is at least 18, but not yet 40 years old, on the hire date. Individual is a member of a family receiving assistance under a food stamp program for the 6-month period ending on the hire date; or receiving such assistance for at least 3 months of the 5-month period ending on the hire date. The Louisiana Workforce Commission can verify this information.
- **H. Supplemental Security Income (SSI) Recipient** - An individual receiving Supplemental Security Income (SSI) benefits for any month ending within the 60 day period ending on the hire date. Proof of benefits must be attached to the certification request.
- **I. Long-Term Family Assistance Recipient** - An individual who is a member of a family that received Temporary Assistance to Needy Families (TANF) or benefits under a successor program for at least 18 consecutive months ending on the hire date; or has received family assistance for a total of at least 18 months (whether or not consecutive) beginning after August 5, 1997 and has a hire date that is not more than two (2) years after the end of the earliest 18-month period; or whose TANF eligibility expired under a federal or state law after August 5, 1997, and who was hired within two years after their eligibility expired. The Louisiana Workforce Commission can verify this information if benefits were received in Louisiana.



5. Training Your Employees

- **Employer-Based Training**
 - On the Job Training provides wage reimbursement to businesses to offset the cost of training employees who lack specific job skills.





Get Involved

- **Become Engaged With Workforce Investment Board**
 - Business involvement is key to workforce development
- **Participate in Job Vacancy Surveys**
 - Data is critical to matching workforce supply with demand
- **Post All Job Vacancies on www.laworks.net**
 - Ensures real-time forecasting of workforce needs



How Can I Become a Business Partner?

- Contact a Business Services Representative for:
 - Assistance with recruiting
 - More information on training resources

Set up Appointment / Best Time to Call

Mid-City: 504.658.4500

Algiers: 504.658.4580