

## Taskforce Questions on LA demand model

Q: How are the demand needs of local areas incorporated into the larger statewide job demand list (e.g. mining)?

LA Answer: LWC has a policy to accommodate demand needs of local areas through two avenues:

- There is a statewide demand list, which we define as 3, 4 and 5 star occupations, and a regional demand list also 3, 4 and 5 star occupations specific for each of the regional labor market areas. Regional demand list supersedes statewide demand list for all regional and local purposes as the rating is based on local demand (regional wages from OES-EDS system, regional growth and replacement employment rates for long-term and short-term projections, and regional number of job openings by occupations). Statewide demand list is used for all statewide activities of planning and allocation formulas in the workforce and education arenas.
- Through a separate policy the agency allows for regional and local demand not listed in the original demand list created by the rating system be moved to a demand occupation with a 3 star rating. This however makes sure there is a due process in place to allow the local workforce development boards to build a case that will justify the increase in demand for a certain occupation. Our experience is that each year after we define the demand occupations for the regions we have 10 – 12 occupations that the local boards have requested be added to the demand list and provided the documentation to back it and we have done so. (<http://www.laworks.net/Downloads/WFD/DefiningOccupations.pdf> )

Q: Does LA have any issues with employers hiring those who have attained the desired skills? Concern was expressed by the taskforce that employers will express the skill needs for employees, but they don't always hire the people who have acquired the desired skills.

LA Answer: We have not yet heard of any (either from job seekers or employers) who have rejected a candidate after showing interest in hiring candidates with certain skill level. Some macro-economic factors do come in play (like change in oil prices which Louisiana's economy is dependent upon) that could impact hiring needs. We are in the process of developing metrics based on people who we served through our one-stop centers and found a job vs who have not. This might provide better insights on how well aligned our systems are. One of the things that we do follow is that only training programs that promote high-demand jobs are the ones we allow to be on the Eligible Training Provider List (ETPL), which is refreshed annually based on performance metrics of the program and the provider.

Q: Has LA had any pushback from employers in executing the star system? If so, how do you address this pushback? What are the strategies for getting buy in from employers?

LA Answer: Actually employers were the stewards of the system. We engaged the state Workforce Investment Council (in which we have an active participation of all industry sectors) at the onset and let them drive and shape the system through continuous dialogue and recommendations from us and a group of economists (It is now formalized and called the Occupational Forecasting Conference which meets 6-8 times a year). Once ready they were the ones who promoted it statewide and with the state legislators to adopt it in all state workforce decisions.