School of Leadership & Human Resource Development
College of Human Sciences & Education

2026 edition

The State of Work in Louisiana

2026

Artificial Intelligence, Data Centers, and the State's Jobs

An annual report on Louisiana's workforce, built on public data for the state's fifteen workforce development areas and its 64 parishes.



LSU School of Leadership & Human Resource Development

College of Human Sciences & Education, Louisiana State University

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FOREWORD

From the Director



Petra A. Robinson, PhD

Professor and Director,
School of Leadership &
Human Resource
Development

Louisiana's workforce is discussed every day, in the legislature, in company boardrooms, in school board meetings, and around kitchen tables, and much of that discussion rests on numbers that sit on different websites, at different geographies, and in different years. *The State of Work in Louisiana* brings those numbers together in one place, area by area and year by year, providing a shared foundation for understanding the opportunities and challenges facing Louisiana's workforce.

At the School of Leadership & Human Resource Development at Louisiana State University, our work is grounded in understanding how people learn, develop, lead, and contribute throughout their working lives. We recognize that a strong workforce is shaped not only by jobs, wages, and credentials, but also by opportunities for lifelong learning, effective leadership, and organizational development. Our faculty study Louisiana's workplaces, our students come from its parishes, and our graduates lead its organizations, agencies, and schools. This annual report reflects our commitment to producing meaningful scholarship that serves the people and communities of Louisiana.

Readers will find two kinds of material here. The first is a fixed set of indicators, drawn from public federal and state sources and repeated each year in the same form, so that a workforce board director, a legislator, an employer, a superintendent, or a reporter can compare each edition with the last. The second is a theme chosen each year from the questions Louisiana is asking. This year's theme is artificial intelligence and the data center investments announced across the state, examined with the evidence that exists today rather than with forecasts.

The report is intentionally descriptive rather than prescriptive. Its findings are grounded in identifiable public sources, with transparent methods that allow readers to examine the evidence and build upon it. Our hope is that this work will inform meaningful conversations, encourage further inquiry, and strengthen our collective understanding of Louisiana's evolving workforce.

I am grateful to Dr. Oliver Crocco for his leadership of this important initiative and to the colleagues whose expertise and contributions made this inaugural edition possible. We are pleased to share this work with the people of Louisiana and look forward to building on it in the years ahead.

Petra A. Robinson, PhD
Professor and Director
School of Leadership & Human Resource Development
Louisiana State University

A MESSAGE FROM THE DEAN

From the Dean of the College



Roland W. Mitchell, PhD

Dean and E.B. "Ted" Robert Endowed Professor, College of Human Sciences & Education

The College of Human Sciences & Education exists to improve the lives of the people of Louisiana, across the lifespan, through what we teach, what we study, and how we serve. Our five schools prepare the teachers, social workers, health professionals, information specialists, and leaders who keep this state working, while our faculty study the systems in which those professionals work. Central to that mission is translational research: moving discovery beyond the university, translating knowledge into practice, and putting it to work in ways that inform behavior, policy, and decision-making across Louisiana. Ultimately, we measure our success not simply by the knowledge we produce, but by the difference that knowledge makes in people's lives.

Work is one of those systems. How Louisianans find jobs, what those jobs pay, how people are trained and credentialed, who leaves the state and who arrives, and what new technologies mean for the work ahead are questions that reach every family and every community we serve. They also speak directly to our College's commitment to developing tomorrow's workforce and helping Louisiana's people and communities thrive.

The State of Work in Louisiana, produced by our School of Leadership & Human Resource Development, reflects that translational mission. It brings research and public data together in an accessible form that Louisiana's leaders, employers, educators, communities, and citizens can use, and repeats that work each year so that change can be measured. It is an example of discovery translated into knowledge that can shape decisions, strengthen organizations, and ultimately improve workforce and population outcomes.

This report is the kind of engagement our College is committed to: sharing knowledge, ideas, and resources with more people in service to the state. Our strategic plan calls on us to translate discovery into practice, strengthen partnerships, and put faculty research in the hands of policymakers, community leaders, and the general public. It also challenges us to maintain an ongoing dialogue with the people who make decisions for Louisiana. A report that anyone can read, question, and cite is one of the most direct ways to do that.

I am proud of the report's faculty authors and of the School for this work, and grateful to the state agencies and colleges whose public data made it possible. I invite legislators, employers, educators, workforce boards, and the people of Louisiana to read it, to question it, and to use it. The true impact of our work is not confined to what happens on our campus, but is realized when discovery informs action, strengthens our workforce, and improves quality of life across Louisiana. This report is meant to reach that far.

Geaux Tigers,

Roland W. Mitchell, PhD
Dean and E.B. "Ted" Robert Endowed Professor
College of Human Sciences & Education
Louisiana State University

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Introduction

This is the first edition of *The State of Work in Louisiana*, an annual report from the LSU School of Leadership & Human Resource Development in the College of Human Sciences & Education. Most of what it draws on is published by federal and state agencies on a regular schedule, so the same figures can be updated each year and compared with the year before. The one exception in this edition is the comparison in Panel 10 of college completers with projected job openings, which comes from a single published study.

The report is in two parts. Part one holds twelve core indicators, which we plan to repeat in every edition. They start with jobs, pay, hiring, and turnover in Louisiana's fifteen workforce areas and its parishes, and with how pay in the state's largest occupations compares with the nation. They then follow people through the systems that prepare them for work: the public workforce programs, registered apprenticeship, the high schools, and the colleges, along with what graduates go on to earn. The last indicators cover who moves into and out of the state, hiring demand and the state's projections, layoff notices, and the people who work for state and federal government. Part two takes up a theme chosen each year from the state's public conversation. In 2026 that theme is artificial intelligence (AI) and the data centers announced across the state.

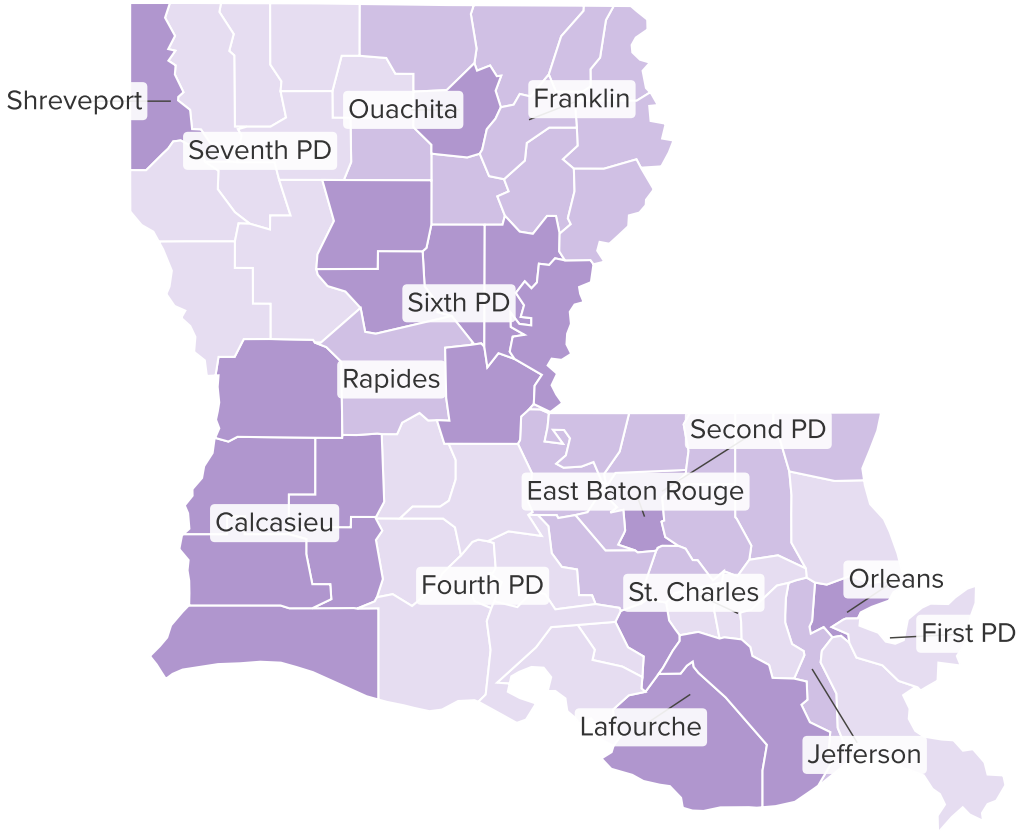
Most of these indicators go a step beyond their source, by joining two data sets, by comparing areas, states, or years, or by computing a measure the agency does not publish. The figures people cite most often, such as the unemployment rate, nonfarm jobs, the average weekly wage, and the population, are gathered on one page after the map, Louisiana at a glance, with links to the agencies that publish them.

Much of the report is organized by local workforce development area. Louisiana runs its federally funded workforce programs through fifteen of these areas, shown in Figure 1 and listed by parish in Table 1. Five are single parishes, one is the City of Shreveport, and nine are groups of parishes. The short names used here follow the Census Bureau and Department of Labor files; the consortium listed as Franklin calls itself the Union Parish Consortium. We build each area from its parishes, so the report can follow the map if the state redraws it, as Act 313 of the 2026 Regular Session (House Bill 680; Louisiana Legislature, 2026) allows. Each area has had its own local board. In July 2026 the US Department of Labor approved a waiver that lets the State Workforce Development Board carry out the local boards' roles through June 2028, and the state plans to consolidate the fifteen boards over 18 months. For now, the areas remain the units through which federal funds are allocated and results are reported.

We do not make recommendations in this report. Every number comes from a named public source, and the methods section at the end lists each source with the version we used. The code that builds the tables and charts is available from the lead author on request. Where experts

disagree about how to measure something, as they do for AI exposure, we show more than one measure and explain what each one captures.

A few limits apply throughout. Dollar figures are in the dollars of their own year, not adjusted for inflation, except graduate earnings, which are in 2023 dollars. Nor are they adjusted for differences in prices between places, except in the section on what jobs pay, which says where it does so. This edition does not report labor force participation or results by race or sex. Job counts are payroll jobs and leave out the self-employed, except in the state's projections. We do not measure why things changed. We make no forecasts of our own, and the state's projections are labeled as the state's. Environmental effects, including those of the data center campuses, are outside the report's scope. Two data sets the lead author holds, the state's incentive-program job records and the foreign labor certification data, are also left out of this edition, since each needs the fuller analysis and peer review of a journal article.



Boundaries: Census Bureau cartographic county file, 2024. Areas: Louisiana Workforce Innovation and Opportunity Act (WIOA) State Plan, 2024 to 2027, and the parish-to-area crosswalk.

Figure 1. The fifteen local workforce development areas. PD stands for planning district. The map is built from whole parishes and places all of Caddo Parish in Shreveport; the Shreveport area is the part of Caddo inside the city limits, and the rest of Caddo belongs to the Seventh PD. (Louisiana Works, 2024; U.S. Census Bureau, 2024)

Table 1. The fifteen workforce development areas: the short names used in this report, the areas' official names, and their parishes. The map draws all of Caddo Parish with Shreveport; the Shreveport area is the part of Caddo inside the city limits, and the rest of Caddo belongs to the Seventh Planning District.

SHORT NAME	OFFICIAL NAME	PARISHES
Calcasieu	Calcasieu Parish Consortium	Allen, Beauregard, Calcasieu, Cameron, Jefferson Davis, Vernon
East Baton Rouge	East Baton Rouge Parish	East Baton Rouge
First PD	First Planning District Consortium	Plaquemines, St. Bernard, St. Tammany
Fourth PD	Fourth Planning District Consortium	Acadia, Evangeline, Iberia, Lafayette, St. Landry, St. Martin, St. Mary, Vermilion
Franklin	Franklin Parish Consortium	Caldwell, East Carroll, Franklin, Jackson, Madison, Morehouse, Richland, Tensas, Union, West Carroll
Jefferson	Jefferson Parish	Jefferson
Lafourche	Lafourche Parish	Assumption, Lafourche, Terrebonne
Orleans	Orleans Parish	Orleans
Ouachita	Ouachita Parish	Ouachita
Rapides	Rapides Parish	Rapides
Second PD	Second Planning District Consortium	Ascension, East Feliciana, Iberville, Livingston, Pointe Coupee, St. Helena, Tangipahoa, Washington, West Baton Rouge, West Feliciana
Seventh PD	Seventh Planning District Consortium	Bienville, Bossier, Claiborne, De Soto, Lincoln, Natchitoches, Red River, Sabine, Webster
Shreveport	City of Shreveport	Caddo
Sixth PD	Sixth Planning District Consortium	Avoyelles, Catahoula, Concordia, Grant, LaSalle, Winn
St. Charles	St. Charles Parish Consortium	St. Charles, St. James, St. John the Baptist

Louisiana at a glance, 2025

The figures below are the ones most often cited. Each shows the latest value beside an earlier value for comparison, and the list below the table gives the agency page for each.

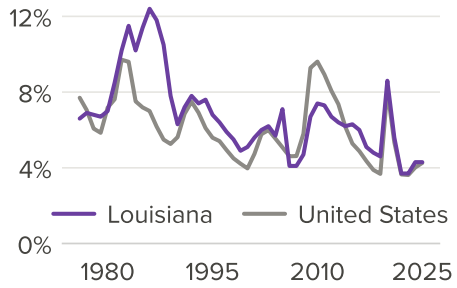
Unemployment rate, 2025 average	**4.3%**	4.6% in 2019	Eleven-month average; October 2025 not collected
Labor force, 2025 average	**2,095,308**	2,097,350 in 2019	Residents working or looking for work; eleven-month average
Nonfarm jobs, 2025 average	**1,993,500**	1,993,600 in 2019	Payroll jobs by place of work
Average weekly wage, 2025	**$1,213**	$948 in 2019, up 28% (nominal)	All covered employment
Population, 1 July 2025	**4,618,189**	4,652,145 in 2020, down 33,956	Census Bureau vintage 2025
Net domestic migration, 2025	**-14,387**	-48,131 at the 2022 peak	Movers to and from other states
Net international migration, 2025	**+14,900**	+29,740 at the 2024 peak	Arrivals from abroad, net
Businesses using AI, August 2026	**21.4%**	13.3% in November 2025	Used in the prior two weeks; US 22.4%

Sources

- Unemployment rate and labor force: Bureau of Labor Statistics (BLS) Local Area Unemployment Statistics, Louisiana: https://www.bls.gov/lau/
- Nonfarm jobs: BLS Current Employment Statistics, state and metro: https://www.bls.gov/sae/
- Average weekly wage: BLS Quarterly Census of Employment and Wages: https://www.bls.gov/cew/
- Population and migration: Census Bureau Population Estimates Program: https://www.census.gov/programs-surveys/popest.html
- Business use of AI: Census Bureau Business Trends and Outlook Survey: https://www.census.gov/data/experimental-data-products/business-trends-and-outlook-survey.html
- The state's own labor market pages: Louisiana Works, Labor Market Information: https://www.laworks.net/labormarketinfo/lmi_mainmenu.asp

Unemployment rate, 1976 to 2025

Louisiana and the United States, annual average, percent (2025 covers eleven months)

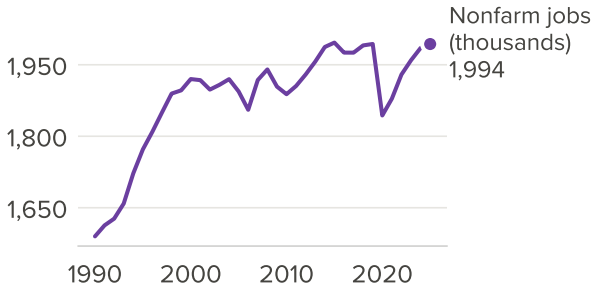


Sources: BLS Local Area Unemployment Statistics (Louisiana); BLS Current Population Survey (United States).

Figure 2. Louisiana's unemployment rate averaged 4.3 percent in 2025, level with the nation; its high was 12.4 percent in 1986. (Bureau of Labor Statistics, 2026b, 2026c)

Nonfarm jobs in Louisiana, 1990 to 2025

Annual average, thousands of payroll jobs



Source: BLS Current Employment Statistics, statewide, not seasonally adjusted.

Figure 3. Nonfarm jobs averaged 1,993,500 in 2025, level with 2019 (1,993,600) and just under the 2015 peak of 1,996,500. (Bureau of Labor Statistics, 2026a)

Figure 2 shows the unemployment rate since 1976, when the state series begins, and Figure 3 shows nonfarm jobs since 1990. The labor force is the residents who are working or looking for work, and the unemployment rate is the share of them who have no job and are looking for one. Louisiana, in purple, ran well above the nation, in gray, from 1983 to 1989 and above it by a smaller margin from 1990 to 2005. It ran below the nation from 2006 to 2013 and has been at or above it since 2014. Nonfarm jobs count payroll jobs by place of work. At the state level, on both measures, the labor market of 2025 resembles the labor market of 2019.

Summary of findings

If you live and work in Louisiana, you have a general sense of some of the findings of this report. For example, you probably know (or can feel) that none of the 25 largest occupations in the state pays at or above the national median for those jobs. As a whole, employment rose by only 0.1 percent between 2019 and 2025 across the state. What you might not know, however, is that some workforce areas are growing while others are shrinking. Most of the losses in employment are concentrated in the workforce areas of Calcasieu and Orleans, which lost a total of over 30,000 jobs between 2019 and 2024. The other thirteen workforce areas together gained 15,886 jobs during that period. If we look at parishes, between 2019 and 2025 Lafayette and St. Tammany parishes added over 7,000 jobs each and East Baton Rouge added nearly 5,000, whereas Orleans lost 13,560 and Calcasieu lost 12,396. The data analyses in this report cannot explain the "why" behind the numbers, but they can help readers from all backgrounds understand "what" is going on in the world of work in Louisiana.

All 25 of Louisiana's largest occupations pay below the national median. But do lower prices and cost of living offset the pay gap? In 2024, prices in Louisiana were 11.8 percent below the national average according to the Bureau of Economic Analysis's regional price parities. For all occupations across the state, the median pay was $45,520 in May 2025 compared to $50,980 in the United States as a whole. So, in 2025, median pay in Louisiana was 89 percent of the national median. The silver lining is that it was only 87 percent in 2020. Once lower prices are taken into account, that overall gap disappears. Adjusted for prices, the Louisiana median comes to about $51,600, roughly the national level. Those are still big-picture numbers. Part of the rise from 87 to 89 percent comes from changes in which jobs Louisiana has rather than from pay catching up. If we look at the 25 largest occupations in the state, 10 got closer to the national median but 14 moved further away. The typical job of these 25 top occupations pays only 82 percent of the national median. Across all occupations, weighted by how many people hold each job, Louisiana pays 84 percent of the national median for the same job in dollars and 95 percent once prices are taken into account, so lower prices narrow the job-by-job gap but do not close it. Elementary school teachers have closed most of the gap and now make over 90 percent of the national median. But registered nurses, which make up the second largest occupation in the state, fell from 88 percent of the national median to 82 percent.

The state also runs four federally funded workforce programs under the Workforce Innovation and Opportunity Act (WIOA), through Louisiana Works and its American Job Centers. Title I pays for training for adults, for workers who lost a job in a layoff or closing, and for young people aged 14 to 24. Vocational rehabilitation serves people with disabilities. Adult education serves adults who are building basic skills. The Employment Service matches job seekers with employers and is open to anyone. Between program years 2018 and 2024 (a program year runs from July to June), these programs did not move together. The three Title I programs served half as many

people, 4,407 against 8,826, yet the results they report improved. Among adults who left the program, 73 percent were employed two quarters later, up from 68 percent, and 85 percent had earned a credential, up from 63 percent. The data cannot tell us why; funding, who enrolls, the job market, and changes in how states report all play a part. Vocational rehabilitation went the other way, growing 21 percent to 10,232 people, well ahead of the 5 percent rise nationally. Adult education fell to 8,961 people in 2020 and has since recovered to 14,904, still 20 percent below 2018. The Employment Service served 25,710 people in 2024, about half its 2018 count, a steeper drop than the nation's.

In the high schools, the four-year graduation rate rose from 64.8 percent for the class of 2006 to 85.0 percent for the class of 2025. What graduates leave with has changed even faster. Louisiana counts industry credentials and early college credit earned in high school and sorts them into advanced and basic levels. The share of graduates leaving with an advanced credential rose from 7.1 percent in the class of 2015 to 28.8 percent in the class of 2025, while the share leaving with a diploma alone fell from 36.2 to 20.5 percent. The state also surveys students with Individualized Education Programs a year after they leave school. In the latest survey, about a third (34.3 percent) had enrolled in college, and about 64 percent were in college or working. Registered apprenticeship grew 35 percent between fiscal 2021 and 2026, from 3,522 to 4,757 apprentices, after five slow years. That growth was slower than in any of Louisiana's four neighbors; Texas more than doubled. At the public colleges, half of the one-to-two-year certificates awarded in 2024 (4,541 of 9,024) were in General Studies, a general academic program rather than training for a particular occupation.

Looking ahead, the state's own projections expect Louisiana to add 59,988 jobs between 2024 and 2034, a gain of 2.9 percent. Health care and social assistance accounts for the largest share of that growth, 19,027 jobs. A study from the Kathleen Blanco Public Policy Center at the University of Louisiana at Lafayette (Habans et al., 2026) sets projected openings beside the number of people the public colleges train each year. Associate degree programs in registered nursing produced about 962 completers a year, against about 2,264 projected annual openings in the jobs their graduates go into. Several skilled-trades programs show the same shortfall on a smaller scale. General Studies runs the other way, with more completers than openings, although its graduates spread across so many occupations that openings are a weak yardstick for them.

Fewer people are leaving. Counting workers who move to an employer across the state line, Louisiana has lost more than it gained in every year since 2010. That net loss peaked at 15,291 in 2019 and fell to 1,030 in 2024. Texas accounts for 41 percent of these moves out of the state, but it sends almost as many workers back. The Census Bureau's population estimates point the same way for residents. Net domestic out-migration fell from 48,131 in 2022 to 14,387 in 2025. Net international migration, 14,900 in 2025, was half the year before and only just covered that loss, leaving net migration of 513.

This year's theme is artificial intelligence and the data center build-out. On both of the exposure measures we use, Louisiana's mix of jobs is less exposed to AI than the nation's, because the state has more construction, extraction, transportation, and repair jobs and fewer business, financial, management, and computer jobs. These measures describe the kinds of jobs Louisiana has, not whether employers use the tools. On use, the Census Bureau's business survey shows the share of Louisiana businesses using AI rising from 13 percent in November 2025 to 21 percent in August 2026, now within sampling error of the national 22 percent. The industry that includes data centers employed 3,163 people in 2025. The four projects Louisiana Economic Development has announced since December 2024 add up to about $81.6 billion in investment and about 2,000 operating jobs, none of them in the employment count yet. The larger number in the announcements is construction jobs, about 11,750 if each project's peak workforce is added up, although those peaks need not come at the same time.

The State of Work in Louisiana: The core indicators in 2026

Part one repeats each year in the same form, so each edition can be read against the last. Its twelve indicators, all from public federal and state sources, cover jobs and pay by workforce area and parish, pay against the nation, the training and credential systems, graduate earnings, migration, hiring demand, layoff notices, and the public workforce.

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Six areas gained jobs since 2019 and nine lost 15

None of the 25 largest occupations pays the national median 21

Jobs are shifting from manufacturing to health care, and from Orleans and Calcasieu to Lafayette and St. Tammany 25

The Title I training programs serve half as many people and report higher outcome rates, while vocational rehabilitation serves more 31

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Graduation rates rose twenty points since 2006, and credentials rose faster 47

Colleges award more credentials than in 2004, and half of public colleges' one-to-two-year certificates are in General Studies 52

A bachelor's degree earns $60,291 five years out, and its lead over a one-to-two-year certificate widens with time 56

The net loss of job changers to other states narrowed from 15,291 to 1,030 59

Job postings peaked in 2022 and have run above the nation since 2023 63

About 18 layoff notices are filed in a typical year; 2020 brought 108 73

The classified state workforce is more than a third smaller than in 2010, and turns over at about half the private rate 76

PART ONE · PANEL 1

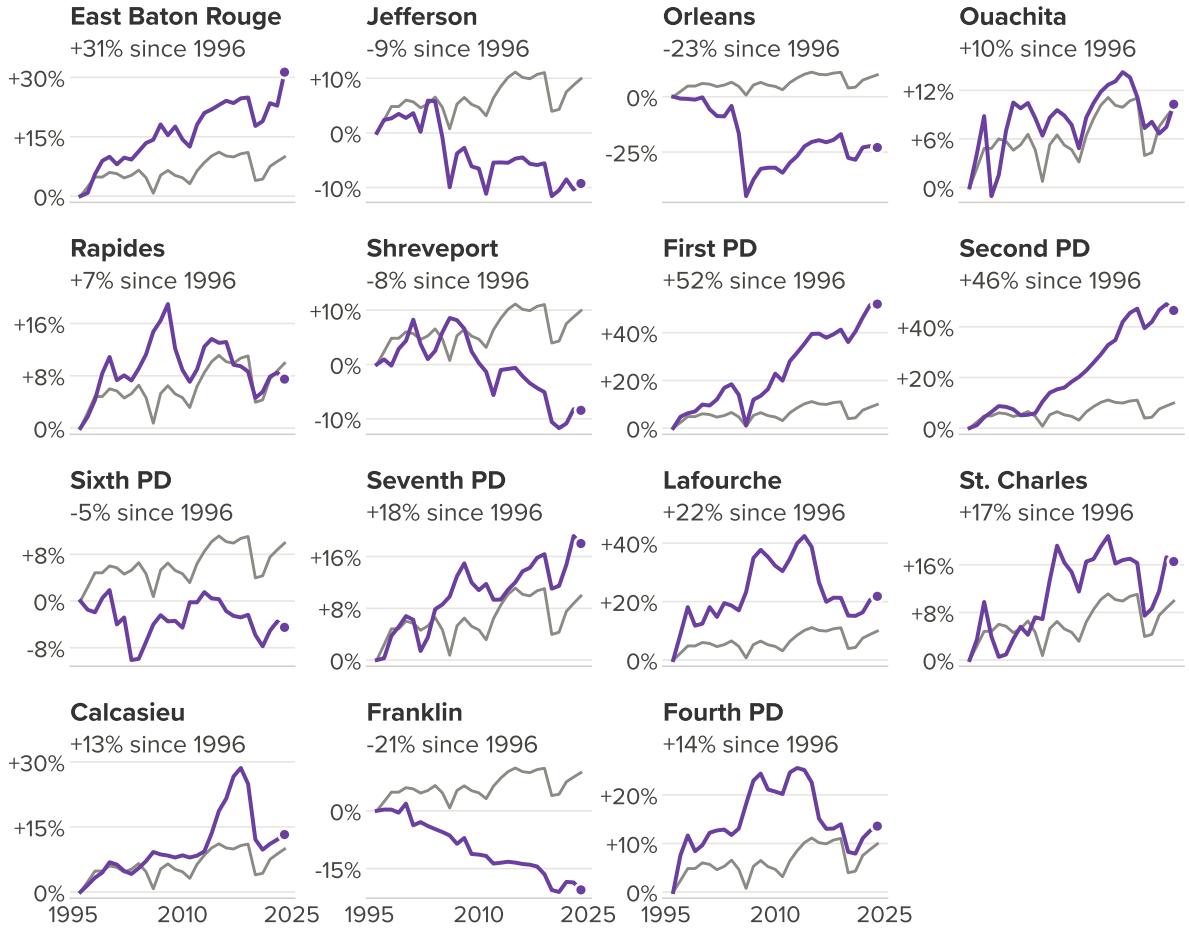
Six areas gained jobs since 2019 and nine lost

Jobs and pay in the fifteen workforce areas

The Census Bureau's Quarterly Workforce Indicators (QWI) cover Louisiana's fifteen local workforce development areas since 1995. Job change from 2019 to 2024 comes from the Quarterly Census of Employment and Wages (QCEW): the first figure shows the long-run trend from the QWI, and the second the recent change from the QCEW, because the QWI records have reporting breaks in 2023 and 2024 (see Methods).

Jobs in the fifteen workforce areas since 1996

Percent change in each area's jobs since 1996 (1996 = 0); the figure under each name is the change to 2024. Gray line: Louisiana average.



Source: Census Bureau, Longitudinal Employer-Household Dynamics (LEHD), Quarterly Workforce Indicators, release R2026Q3; state and local government plus private employers; annual averages of quarters.

Figure 4. Each panel traces the percent change in an area's jobs since 1996; the figure under each name is the change from 1996 to 2024. The Capital region (East Baton Rouge, up 31 percent, and the Second Planning District, up 46) and the First Planning District (St. Tammany, St. Bernard, and Plaquemines, up 52) grew fastest. Orleans (down 23) and Jefferson (down 9) have not regained their 1996 level; Franklin and Shreveport have declined. (U.S. Census Bureau, 2026e)

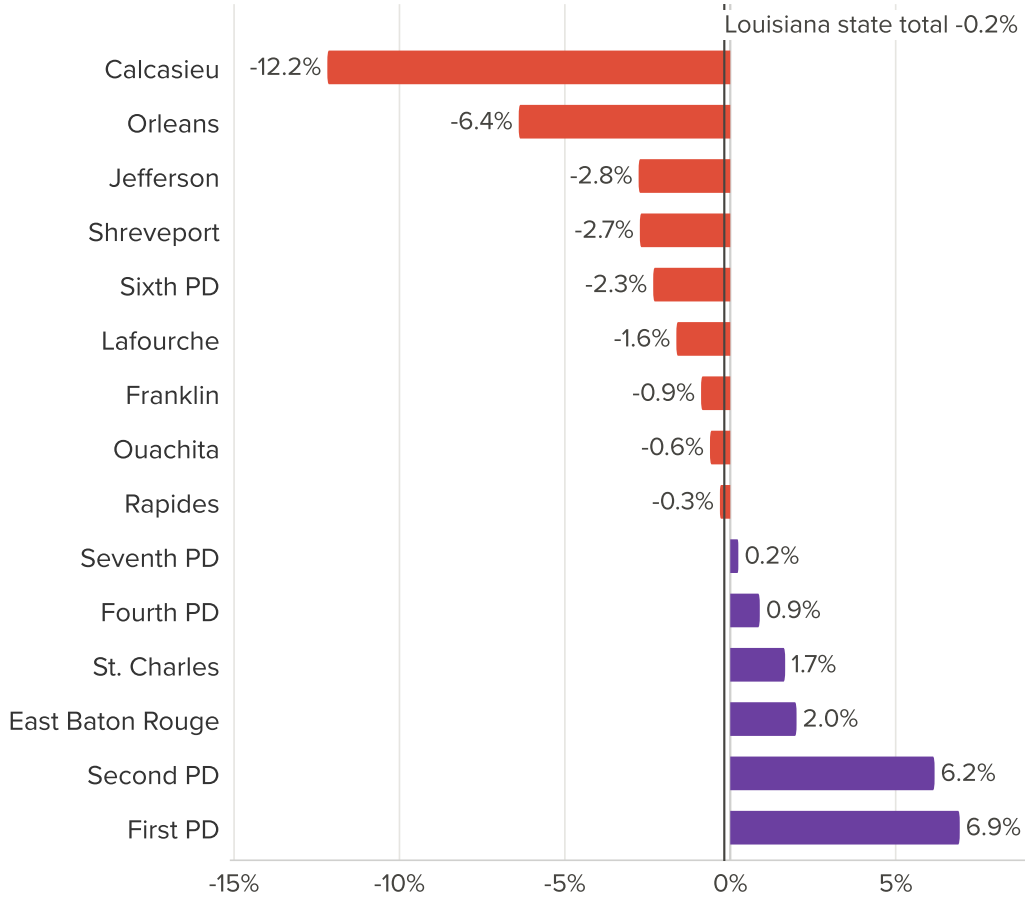
In Figure 4, East Baton Rouge at +31% had 31 percent more jobs in 2024 than in 1996. The gray line in every panel is the Louisiana average; a purple line above it marks an area that grew faster than the state. Each panel has its own vertical scale, so the panels compare shapes, not sizes.

The Second Planning District, the ten parishes around Baton Rouge, grew strongly through 2019 and has held level since, and the First Planning District has grown more than any other area. East Baton Rouge stood 23 percent above its 1996 level in both 2015 and 2023 and reached 31 percent above it in 2024, a jump the QCEW count does not show (see the note at the end of this section). Orleans fell from 17 percent below its 1996 level in 2005 to 45 percent below it in 2006, the year after Hurricane Katrina, and returned to about its 2005 level by 2019. In the north,

Franklin's ten-parish consortium (down 21 percent since 1996) and Shreveport (down 8 percent) were losing jobs before the COVID-19 pandemic and remain below their 2019 levels, though Shreveport has gained since 2021.

Jobs gained and lost by workforce area, 2019 to 2024

Percent change in annual average covered employment, all ownerships



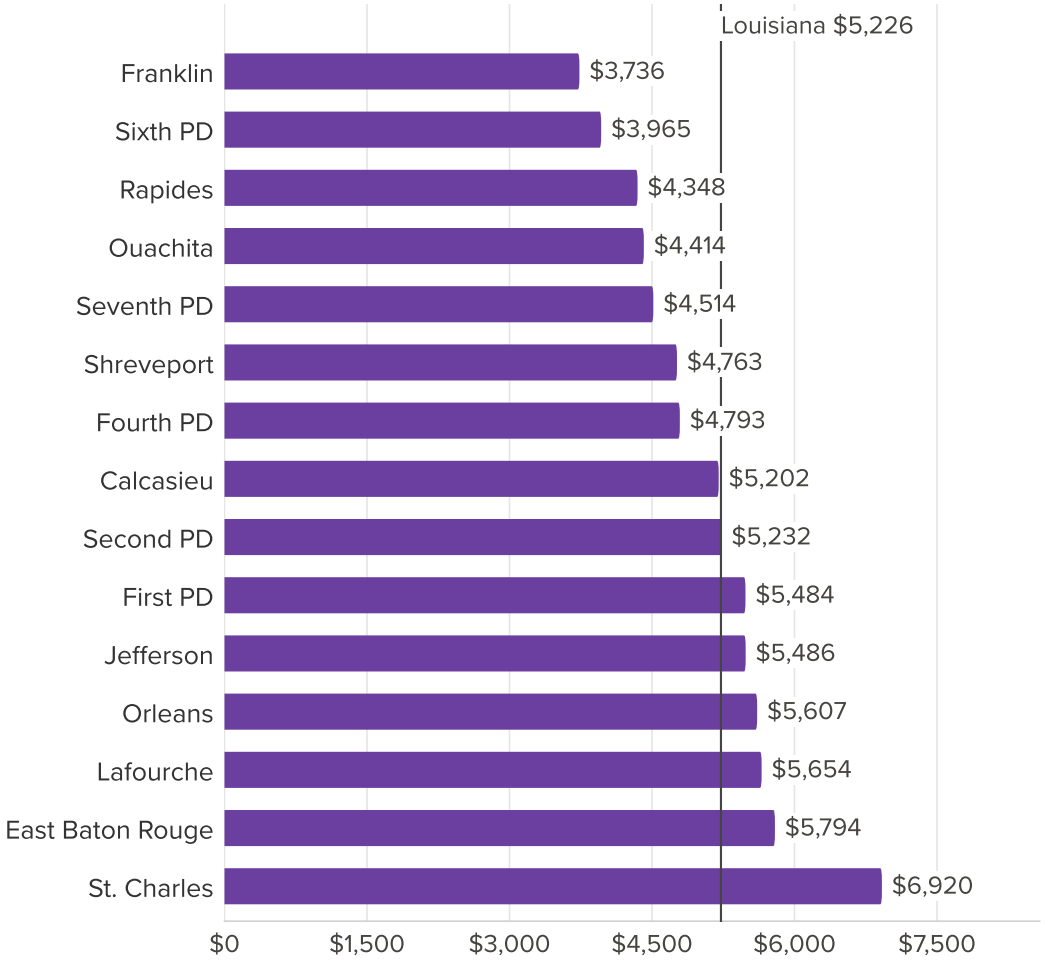
Source: BLS Quarterly Census of Employment and Wages, parish annual averages summed to the fifteen areas, all ownerships. The areas are built from whole parishes, so all of Caddo is counted with Shreveport. Jobs not assigned to a parish (31,273 in 2019, 42,796 in 2024) are in the state total only.

Figure 5. Six areas gained and nine lost covered jobs between 2019 and 2024, and the state total fell 0.2 percent. Calcasieu (-12.2 percent) and Orleans (-6.4 percent) together lost 30,870 jobs, while the other thirteen areas together gained 15,886. (Bureau of Labor Statistics, 2026e)

Figure 5 ranks the areas by their percent change in covered jobs between 2019, the last full year before the pandemic, and 2024. It uses the QCEW rather than the QWI, whose 2023 and 2024 figures have the breaks described at the end of this section. Coral bars to the left of zero are losses and purple bars to the right are gains; the vertical line marks the change in the state total. After Calcasieu and Orleans, Jefferson, Shreveport, and the Sixth Planning District lost the most, between 2.3 and 2.8 percent. The First Planning District gained 6.9 percent, the Second Planning District 6.2, and East Baton Rouge 2.0.

What a stable job pays, by workforce area, 2024

Average monthly earnings of full-quarter workers, nominal dollars



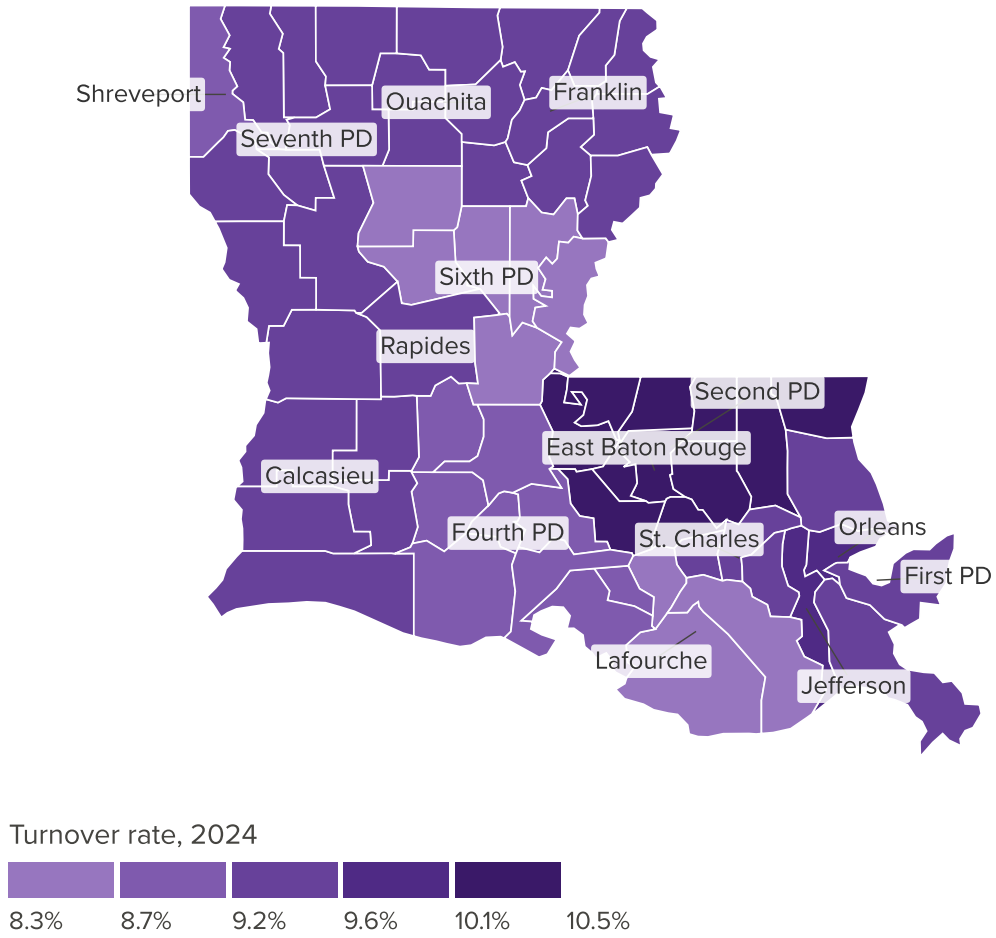
Source: Census Bureau, LEHD Quarterly Workforce Indicators R2026Q3, state and local government plus private employers; annual averages of quarters.

Figure 6. Average monthly earnings of full-quarter workers ranged from $3,736 in the Franklin consortium to $6,920 in the St. Charles consortium in 2024, a ratio of 1.85. Seven areas were at or above the state figure of $5,226 and eight below. (U.S. Census Bureau, 2026e)

Figure 6 ranks the areas by what a stable job paid in 2024. The measure is the average monthly earnings of workers who held the same job for a whole quarter, which leaves out people who started or left mid-quarter. Because it is monthly earnings rather than an hourly wage, it also reflects hours worked and the mix of jobs in each area. The vertical line is the state figure. The St. Charles consortium, whose parishes hold the chemical corridor along the river, tops the list at 132 percent of the state figure, and the Franklin consortium in the northeast delta is lowest at 71 percent. The order differs from the jobs ranking. Orleans lost jobs and still pays above the state figure.

Turnover by workforce area, 2024

Stable turnover rate, percent: stable hires plus stable separations, halved, over stable jobs



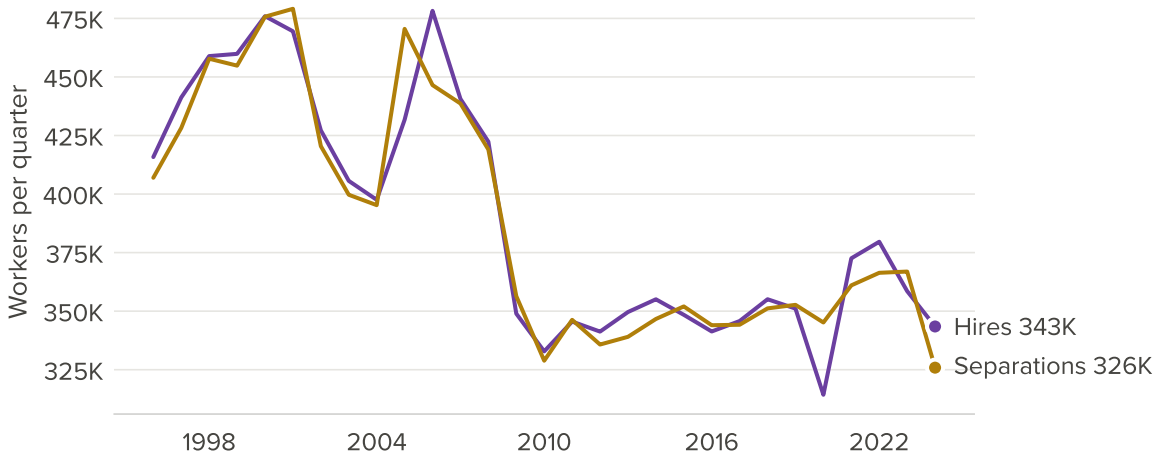
Source: Census Bureau, LEHD Quarterly Workforce Indicators R2026Q3, state and local government plus private employers; annual averages of quarters.

Figure 7. Stable turnover in 2024 was highest in East Baton Rouge (10.5 percent a quarter) and the Second Planning District (10.3) and lowest in Lafourche (8.3); the state rate was 9.6. As in Figure 1, all of Caddo Parish is drawn in the Shreveport area, which covers only the city part of Caddo. (U.S. Census Bureau, 2024, 2026e)

Turnover is how often jobs change hands. The QWI measure it with the stable turnover rate, which averages two quarterly rates for jobs that last a full quarter, called stable jobs. One is stable hires as a share of stable jobs, and the other is stable separations as a share of stable jobs. In a typical quarter of 2024, stable hires equaled about one in ten stable jobs and stable separations about one in eleven, which averages to the state rate of 9.6 percent. Figure 7 shades each area by its 2024 rate. A high rate is not good or bad on its own. It can mean a labor market with many openings or one where jobs do not last, and the series cannot tell the two apart.

Hires and separations in Louisiana, 1996 to 2024

All hires and all separations, quarterly average per year



Source: Census Bureau, LEHD Quarterly Workforce Indicators R2026Q3, state and local government plus private employers; annual averages of quarters.

Figure 8. Hires and separations move together; the gap between them is the state's net job change. Both ran above 400,000 a quarter in 1996 and near 340,000 in 2024. (U.S. Census Bureau, 2026e)

Figure 8 shows the state's hires and separations each quarter since 1996, averaged by year. A hire is a job that begins and a separation is a job that ends, for any reason. The series covers private employers and state and local government; federal jobs are excluded. The two lines track each other closely because most hires fill jobs that someone left; the small gap between them is the net change in the state's job count. The stable turnover rate shows the same decline, 10.7 percent a quarter in 1996 and 9.6 in 2024. Whether that means more stable jobs or fewer openings cannot be read from these series; the job postings section and the projections subsection of Panel 10 bear on the question.

Every chart in this section except Figure 5 uses the QWI, which leave out federal jobs, so their totals sit below the QCEW count. The QWI for Louisiana show breaks in 2023 and 2024 that the QCEW count does not show. About 31,700 health care jobs, most of them in Jefferson, the Fourth Planning District, and Orleans, drop out of the count from the third quarter of 2023 to the first quarter of 2024 and return in the second quarter of 2024. East Baton Rouge's health care count rises by about 12,000 over the same quarters and stays higher, and state and local government jobs in the Second Planning District are low from late 2023 to the third quarter of 2024. These breaks affect the 2024 figures for these areas and for the state, and the hires, separations, and turnover figures for 2023 and 2024. Figure 5 sums QCEW parish totals to the fifteen areas and places all of Caddo Parish in Shreveport; in the other charts the Shreveport figures cover the part of Caddo inside the city limits. Jobs the QCEW does not assign to a parish (31,273 in 2019, 42,796 in 2024) are in the state total only. Earnings are nominal monthly earnings of workers who held the same job for a full quarter. The 2025 figures are not yet complete for every measure, so the charts stop at 2024.

PART ONE · PANEL 2

None of the 25 largest occupations pays the national median

What jobs pay

In dollars, the same job pays less in Louisiana than in the country as a whole.

Louisiana's 25 largest occupations employ 757,950 people, 39 percent of the state's jobs. In May 2025 none of them paid at or above the national median for the same occupation. The median of the 25 ratios was 82 percent. General and operations managers came closest at 96 percent; stockers and elementary teachers were above 90; registered nurses, the state's second-largest occupation, earned 82 percent of the national median, down from 88 in 2020.

Across all occupations taken together, the gap narrowed a little. The all-occupations median rose 24.8 percent between 2020 and 2025 against 21.5 nationally, and the ratio moved from 87 to 89 percent. That ratio reflects the state's mix of jobs as well as what each job pays. Occupation by occupation, the gap did not close. Among the 24 large occupations with a 2020 twin, ten gained on the nation and fourteen lost. Waiters and waitresses fell furthest on reported wages, from 78 to 43 percent of the national median; their reported wage depends on how tips are recorded.

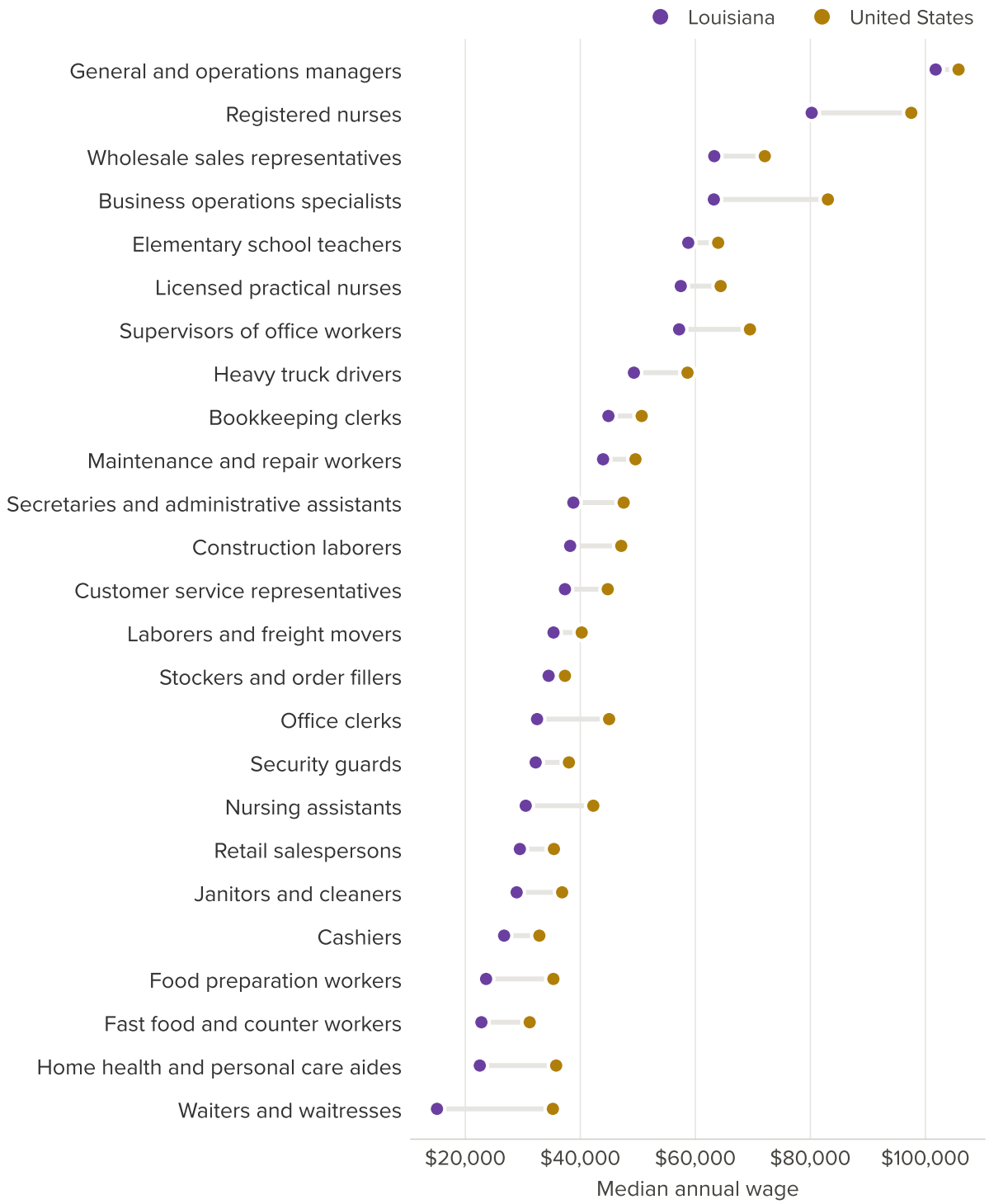
These comparisons are in dollars. In 2024, the latest year the Bureau of Economic Analysis has measured, its regional price parities put prices in Louisiana 11.8 percent below the national average, with housing rents 37 percent below and goods 6 percent below (Bureau of Economic Analysis, 2026). Occupation by occupation, weighted by Louisiana employment, the state's May 2025 medians averaged 84 percent of the national median for the same occupation in dollars and 95 percent after adjusting for the 2024 price difference. Adjusted the same way, the all-occupations median of $45,520 comes to about $51,600, 101 percent of the national median of $50,980. Once prices are taken into account, then, the statewide median is at the national level, while the occupation-by-occupation gap narrows but does not close. The price measure is a statewide average. Outside metro areas prices were 17.5 percent below the national average, and in the Slidell-Mandeville-Covington metro area, the highest-priced in the state, 7.3 percent below.

Figure 9 lists the 25 occupations, sorted by the Louisiana median from general and operations managers at the top to waiters and waitresses at the bottom, and shows two points for each, the national median wage in gold and the Louisiana median in purple. In every row the purple point sits to the left of the gold one. The bar between the points is the size of the gap in dollars, and its length does not follow the level of pay. The narrowest gaps are for stockers and order fillers ($2,840) and general and operations managers ($3,980), and among the widest are business

operations specialists ($19,830) and registered nurses ($17,320). As a share of the national median, the lower-paid occupations tend to sit further behind.

What Louisiana's 25 largest occupations pay against the national median, May 2025

Median annual wage, nominal dollars; sorted by the Louisiana median

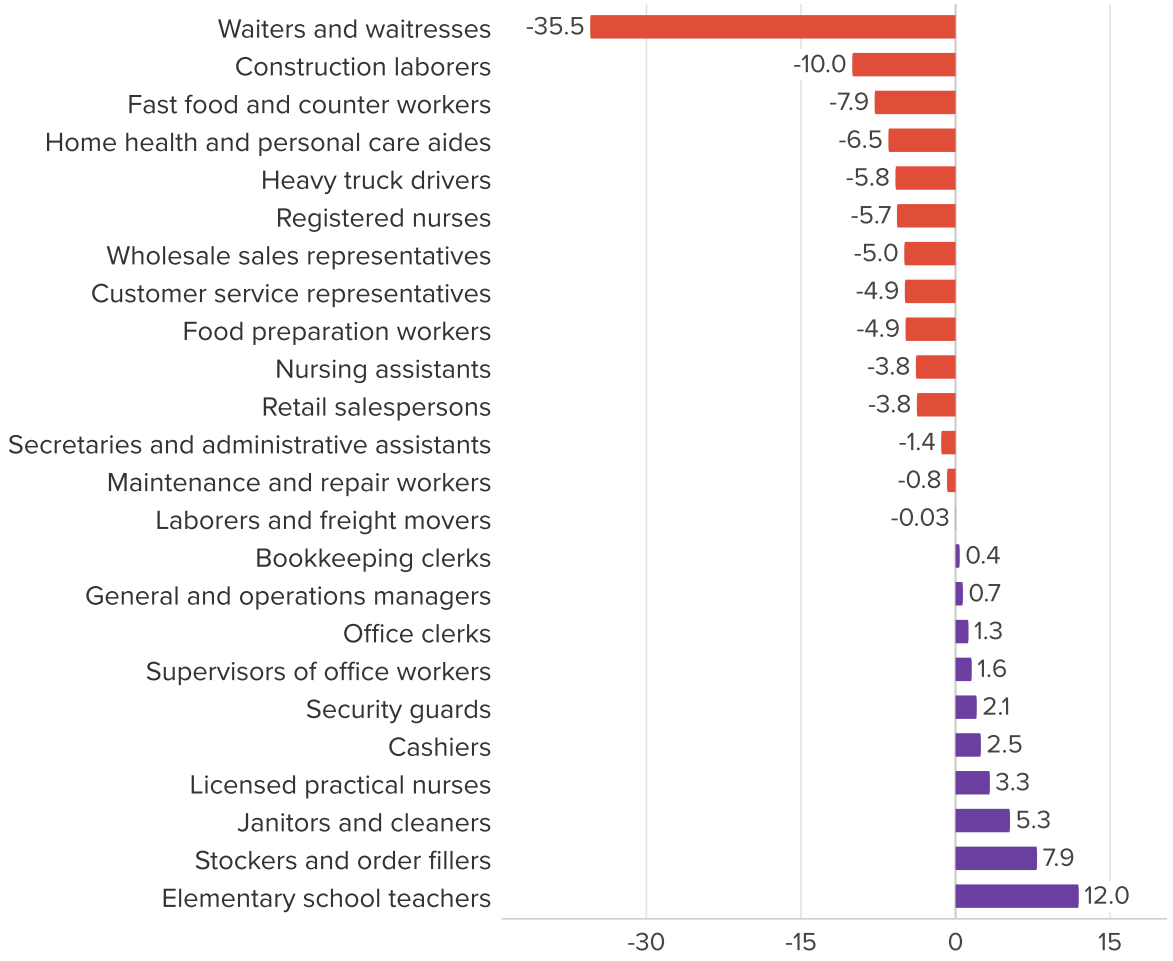


Source: BLS Occupational Employment and Wage Statistics, May 2025, Louisiana and national files; nominal annual medians, not adjusted for price differences between states.

Figure 9. None of Louisiana's 25 largest occupations pays at or above the US median. The all-occupations median was $45,520 against $50,980 nationally (89 percent). The reported median for waiters and waitresses was 43 percent of the national figure, the lowest ratio of the 25. (Bureau of Labor Statistics, 2026d)

Where the gap with the national median narrowed and widened, 2020 to 2025

Change in the Louisiana median as a percent of the US median, percentage points



Source: BLS Occupational Employment and Wage Statistics, May 2025 and May 2020, Louisiana and national files; nominal annual medians, not adjusted for price differences between states.

Figure 10. Between May 2020 and May 2025 the Louisiana median gained on the US median in 10 of the 24 matched occupations and lost ground in 14. Elementary school teachers gained the most (from 80 to 92 percent of the US median); waiters and waitresses lost the most on reported wages (from 78 to 43 percent), a figure that depends on how tips are reported. (Bureau of Labor Statistics, 2026d)

Figure 10 shows the change in the gap between May 2020 and May 2025. Each bar is the change in the Louisiana median as a percent of the national median, in percentage points, for the 24 large occupations that exist in both years. Purple bars to the right of zero are occupations where Louisiana gained ground on the nation; coral bars to the left are occupations where it lost ground. In the May 2025 Louisiana estimates, the 10th, 25th, and 50th percentile wages of waiters and waitresses, who lost the most ground, are all $7.25 an hour, the federal minimum wage, and no other state's median for the occupation sits at that level. The estimates count the wages employers report, and the published tables do not show whether the fall reflects what waiters are paid or how their pay is reported.

PART ONE · PANEL 3

Jobs are shifting from manufacturing to health care, and from Orleans and Calcasieu to Lafayette and St. Tammany

Jobs by parish

The parish is the base unit of this report. The QCEW counts every job covered by unemployment insurance, by parish and industry, and its parish series run from 2001.

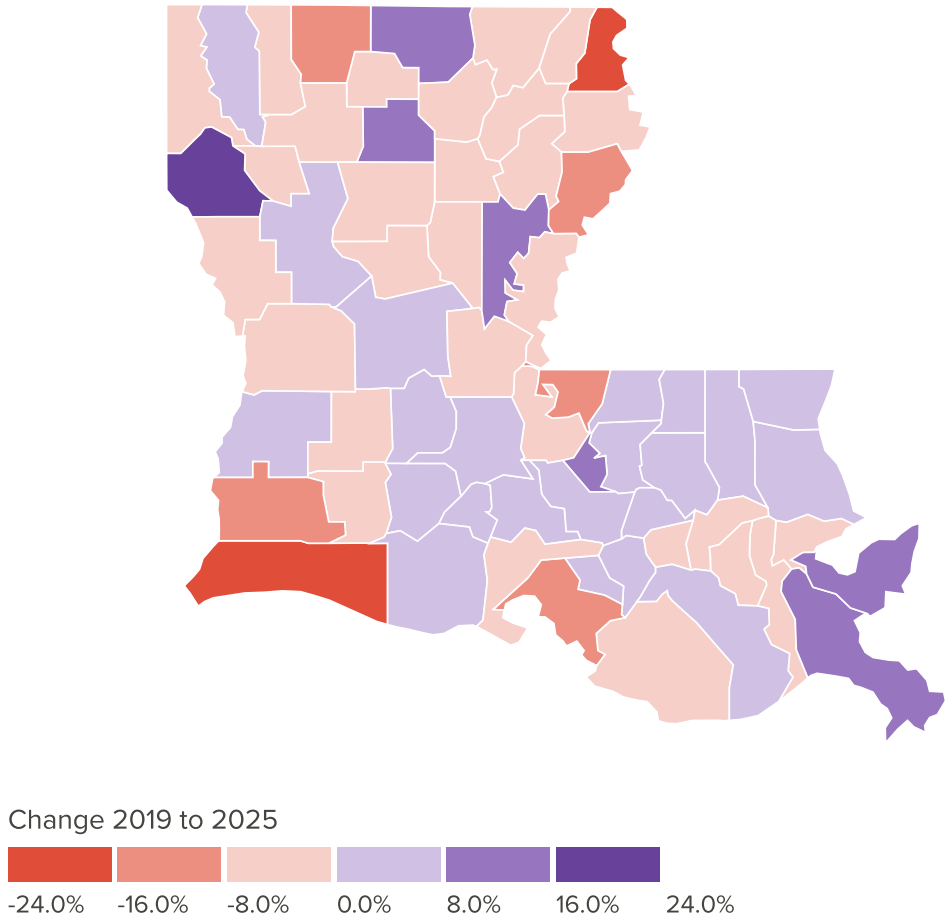
Between 2019 and 2025 covered employment grew 0.1 percent statewide, from 1,923,825 to 1,926,460. Lafayette added 7,451 jobs, St. Tammany 7,205, East Baton Rouge 4,911, Ascension 3,441, and Tangipahoa 3,359. Orleans lost 13,560 and Calcasieu 12,396. Calcasieu's covered employment fell by 15,410 in one year, from 101,706 in 2019 to 86,296 in 2020, more than its net loss over the six years; it stood at 89,310 in 2025. Cameron Parish's covered employment halved, from 9,117 to 4,600, and it carries the state's highest average weekly wage at $2,375; the two facts sit together in the data and the report does not assert a cause. Cameron's 2019 figure was itself high for the parish. Its covered employment rose from 2,630 in 2013 to a peak of 13,437 in 2017, and the 2025 figure of 4,600 is still above every year from 2001 to 2013.

Wages grew faster than jobs. The state's average weekly wage rose 28 percent, from $948 to $1,213, in nominal dollars, and 38 of 64 parishes grew faster than the state.

Over the longer run the industry mix has tilted toward health care and away from manufacturing (9.2 to 7.3 percent of jobs) and natural resources and mining (3.3 to 1.8). The federal classification sorts industries into broad groups called supersectors and places health care with education in one of them, education and health services, which grew from 22.3 to 25.9 percent of jobs between 2001 and 2024. All of that growth was in health care and social assistance, which rose from 245,106 jobs (13.1 percent) to 328,721 (17.1 percent). Educational services, which includes public schools and colleges, went from 171,336 jobs (9.2 percent) to 169,309 (8.8 percent). Nationally, health care and social assistance rose from about 11.3 to 15.6 percent of covered jobs over the same years. Louisiana's share has stayed above the nation's, but by less than in 2001. These counts place jobs where people work, and they do not show why health care employment grew. The 2025 state file withholds figures for four private supersectors, so the industry comparison stops at 2024.

Covered employment by parish, change 2019 to 2025

Percent change in annual average employment; the scale ends at 24 percent, and Cameron (-49.5) takes the darkest shade



Source: BLS Quarterly Census of Employment and Wages, annual averages, all ownerships. State totals include jobs the QCEW does not assign to a parish (41,150 in 2025).

Figure 11. Covered employment grew 0.1 percent statewide between 2019 and 2025. Most parishes around Baton Rouge, Lafayette, and the Northshore gained; Orleans (-6.7 percent), Calcasieu (-12.2), and Cameron (-49.5) lost. (Bureau of Labor Statistics, 2026e; U.S. Census Bureau, 2024)

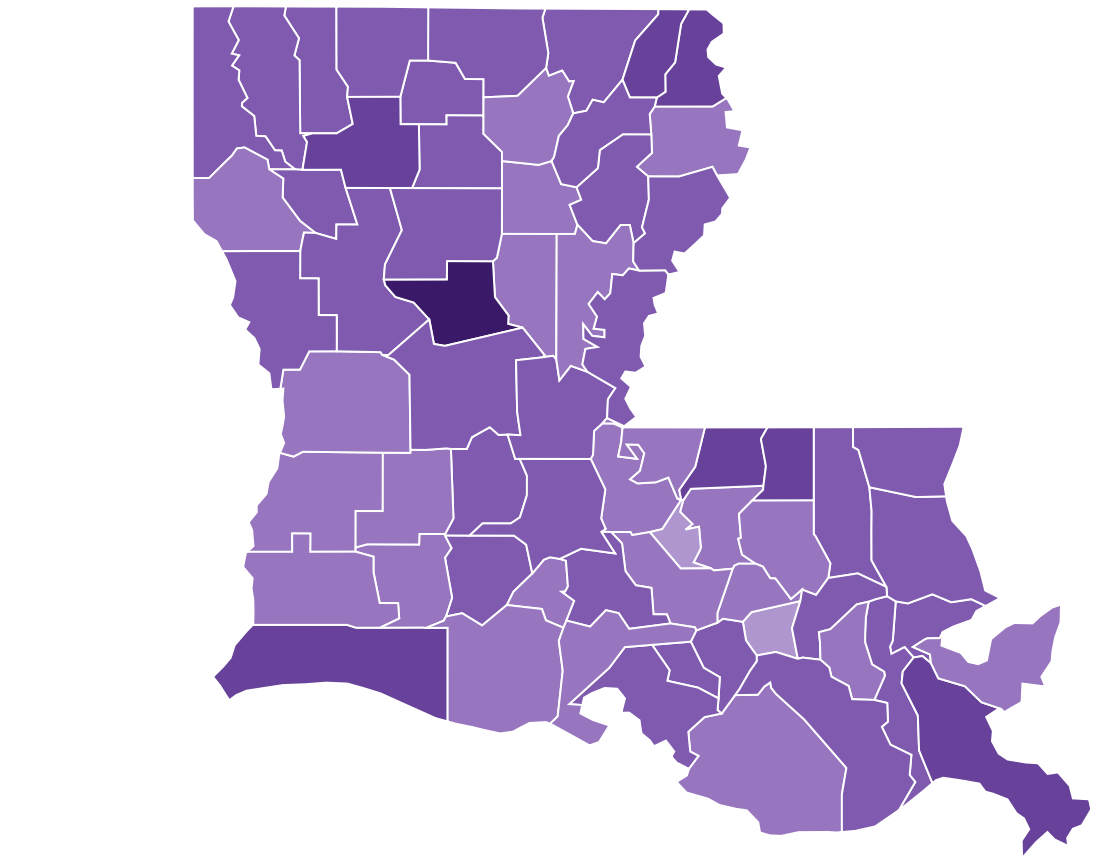
Figure 11 shades each of the 64 parishes by its percent change in covered employment between 2019 and 2025. Purple parishes gained jobs and coral parishes lost them, and the darker the shade, the larger the change. The scale ends at 24 percent so that Cameron Parish, at the southwest corner, does not flatten the rest of the map. Measured in jobs, the losses are concentrated in south Louisiana, in Orleans, Calcasieu, Cameron, and Jefferson. Measured in percent, most northern parishes also lost jobs, and East Carroll and Claiborne had the largest losses after Cameron.

In number of jobs, most of the largest gains are in south Louisiana too. All eight of the parishes with the largest job losses, and six of the eight with the largest gains, are among the 24 parishes profiled in the state's 2023 Coastal Master Plan (Coastal Protection and Restoration Authority,

2023). Together those 24 lost 13,849 jobs between 2019 and 2025, or 1.2 percent, while the other 40 gained 6,610, or 0.8 percent. Without Orleans, Calcasieu, and Cameron, the other 21 coastal parishes gained 2.1 percent. Counted parish by parish, 11 of the 24 lost jobs, against 25 of the other 40. This report does not measure land loss or storm damage, and a comparison across 64 parishes could not separate either from the other differences between coastal and inland parishes.

Average weekly wage by parish, growth 2019 to 2025

Percent change, nominal dollars; the state grew 28.0 percent



Source: BLS Quarterly Census of Employment and Wages, annual averages, all ownerships.

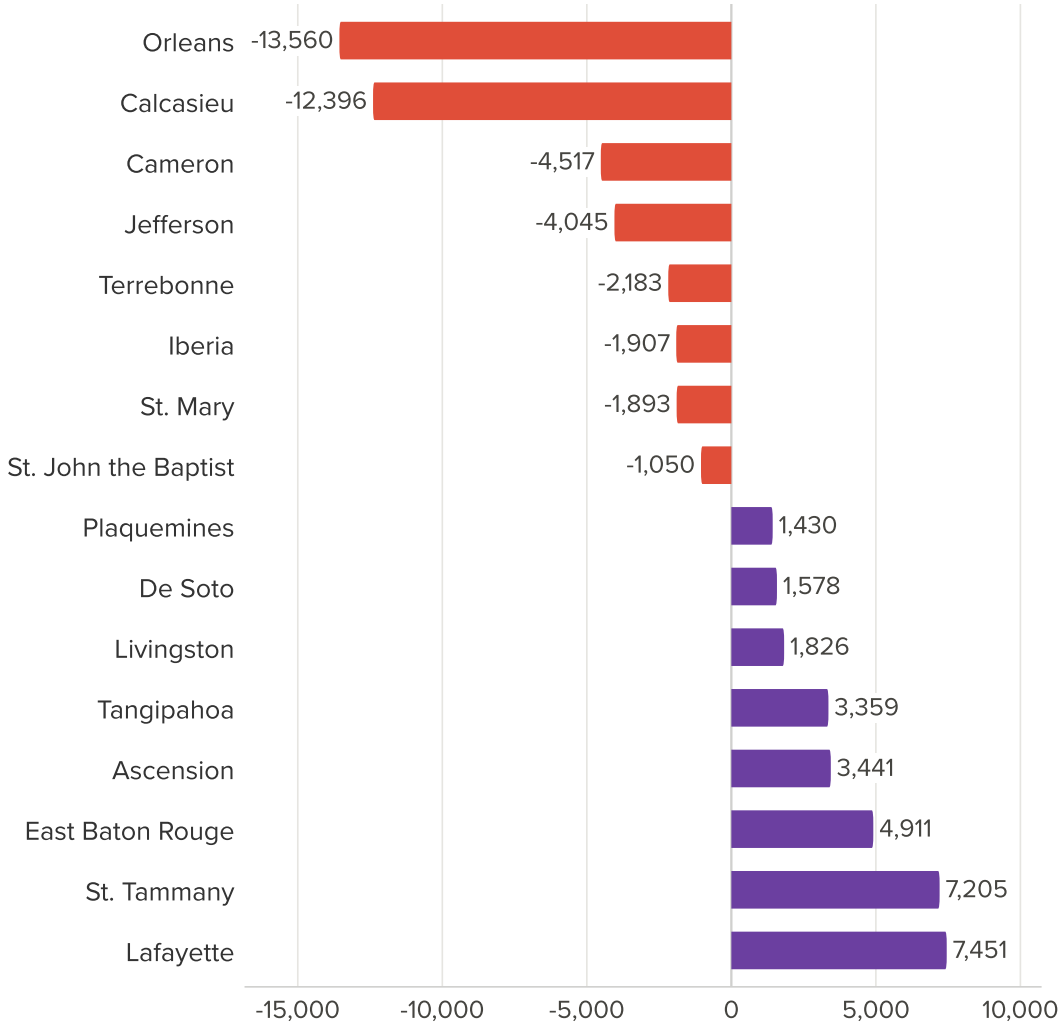
Figure 12. The average weekly wage rose 28.0 percent statewide from 2019 to 2025 ($948 to $1,213, nominal), and 38 of 64 parishes grew faster than the state; Grant grew fastest (62.2 percent) and St. James slowest (10.0). (Bureau of Labor Statistics, 2026e; U.S. Census Bureau, 2024)

Figure 12 shades the parishes by the growth of their average weekly wage over the same six years, in nominal dollars, which means before any adjustment for prices. The darker the shade,

the faster the growth. Grant, the fastest, grew from a small base. Because the measure is an average, a parish's figure moves when high-paid jobs arrive or leave as well as when pay rises, which is one reason the wage map and the jobs map differ.

Parishes with the largest job losses and gains, 2019 to 2025

Change in annual average covered employment; the eight largest losses and eight largest gains



Source: BLS Quarterly Census of Employment and Wages, annual averages, all ownerships. State totals include jobs the QCEW does not assign to a parish (41,150 in 2025).

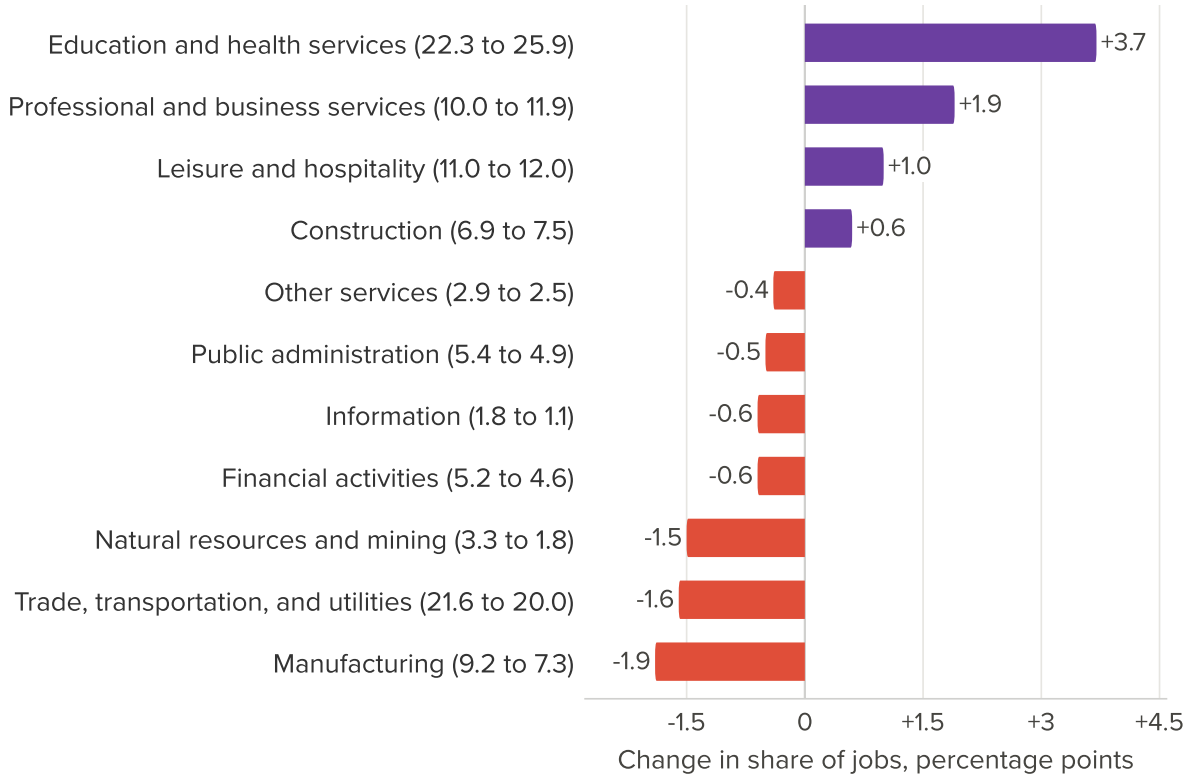
Figure 13. The two largest parish losses, Orleans (-13,560 jobs) and Calcasieu (-12,396), were offset by gains in Lafayette (+7,451), St. Tammany (+7,205), East Baton Rouge, Ascension, and Tangipahoa. (Bureau of Labor Statistics, 2026e)

Figure 13 shows, in number of jobs rather than percent, the eight parishes that lost the most jobs over the same six years and the eight that gained the most, so the largest parishes dominate. The eight largest losses total about 41,600 jobs and the eight largest gains about 31,200. Taken together, the 64 parishes lost about 7,200 covered jobs, or 0.4 percent. The state total, which also counts jobs the QCEW does not assign to any parish, still rose by 2,635; those unassigned jobs rose from 31,273 to 41,150.

Hurricane Laura in August 2020 and Hurricane Delta in October 2020 both came ashore in Cameron Parish, just south of Calcasieu, in the first year of the COVID-19 pandemic. Calcasieu's one-year fall of 15,410 jobs came in that year. Cameron lost 2,058 jobs in 2020, and its largest one-year fall, 3,153 jobs, came between 2021 and 2022. The annual counts cannot separate the effects of the storms and the pandemic from one another or from other changes in the two parishes.

How Louisiana's job mix shifted between 2001 and 2024

Change in each supersector's share of covered employment, percentage points; the shares in 2001 and 2024 follow each name



Source: BLS Quarterly Census of Employment and Wages, annual averages, all ownerships. 2025 is omitted because the state file withholds four private supersectors.

Figure 14. Education and health services grew from 22.3 to 25.9 percent of jobs between 2001 and 2024 (81,588 more jobs), all of it in health care and social assistance. Manufacturing fell from 9.2 to 7.3 percent and natural resources and mining from 3.3 to 1.8. (Bureau of Labor Statistics, 2026e)

Figure 14 compares the shape of Louisiana's economy in 2001 and 2024. Each row is a supersector, one of the broad industry groups in the federal classification, and the bar is the change in its share of all covered jobs between the two years, in percentage points, with the two shares beside its name; purple bars grew as a share of the whole and coral bars shrank. Natural resources and mining includes oil and gas extraction. Education and health services is one supersector made of two sectors, educational services (schools, colleges, and training) and health care and social assistance (hospitals, clinics, nursing homes, home health, and social

services). Shown separately, health care and social assistance rose from 13.1 to 17.1 percent of jobs and educational services fell from 9.2 to 8.8.

PART ONE · PANEL 4

The Title I training programs serve half as many people and report higher outcome rates, while vocational rehabilitation serves more

The public workforce programs

Louisiana's federally funded workforce programs report their results to Washington every year, and beginning in February 2027 the state will report them by parish under Act 313. This panel covers the four sets of programs under the Workforce Innovation and Opportunity Act: the Title I training programs, vocational rehabilitation, adult education, and the Employment Service. The federal reports run from program year 2018 to 2024, and the first local-area release covers program year 2024.

The Title I training programs

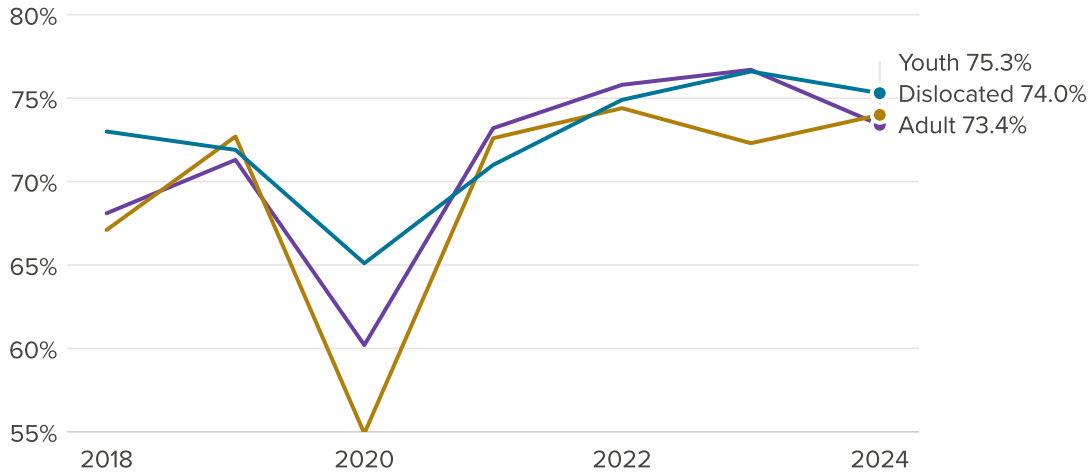
Title I of WIOA funds three programs for individuals. The Adult program serves adults, with priority to people with low income or few skills. The Dislocated Worker program serves people who lost a job through a layoff or a closing and are unlikely to return to their industry. The Youth program serves people aged 14 to 24 who face barriers to work or school. The act also covers vocational rehabilitation, adult education, and the Employment Service, each taken up later in this panel. Each program reports by program year, which runs from July to June. Most outcome measures follow people after they leave, called exiters, and look back one to two years. The rate of employment two quarters after exit for program year 2024 (PY2024), for example, covers people who left between July 2023 and June 2024. Measurable skill gains count the share of participants in an education or training program leading to a credential or a job who show documented progress during the program year, such as a gain in educational functioning level, a diploma, or a passed occupational exam (20 C.F.R. § 677.155, 2024), and for youth the employment measures also count those in school or training.

Summed across the three programs, the number of participants fell from 8,826 in program year 2018 to 4,407 in 2024; the Adult program alone went from 5,578 to 2,314. The reported outcome rates, the shares employed after exit, their earnings, the credential rate, and measurable skill gains, rose over the same years. For adults, employment two quarters after exit rose from 68 to 73 percent, median quarterly earnings from $6,009 to $7,763, the credential rate from 63 to 85 percent, and measurable skill gains from 54 to 83 percent. Youth outcomes moved the same way. The PY2018 adult and dislocated worker measures cover exit groups two to nearly five times the

size of any later year's, so that year is not a like-for-like base. Measured from PY2019, fourteen of the fifteen outcome measures across the three programs rose, and dislocated workers' employment four quarters after exit fell from 72.0 to 68.9 percent. The rates describe people who left in earlier years, and the public reports cannot show whether the change reflects funding, eligibility, the labor market, or who enrolls.

Employed two quarters after leaving a WIOA program, PY2018 to PY2024

Percent of people who left each program and were employed two quarters later (youth: employed, in education, or in training)



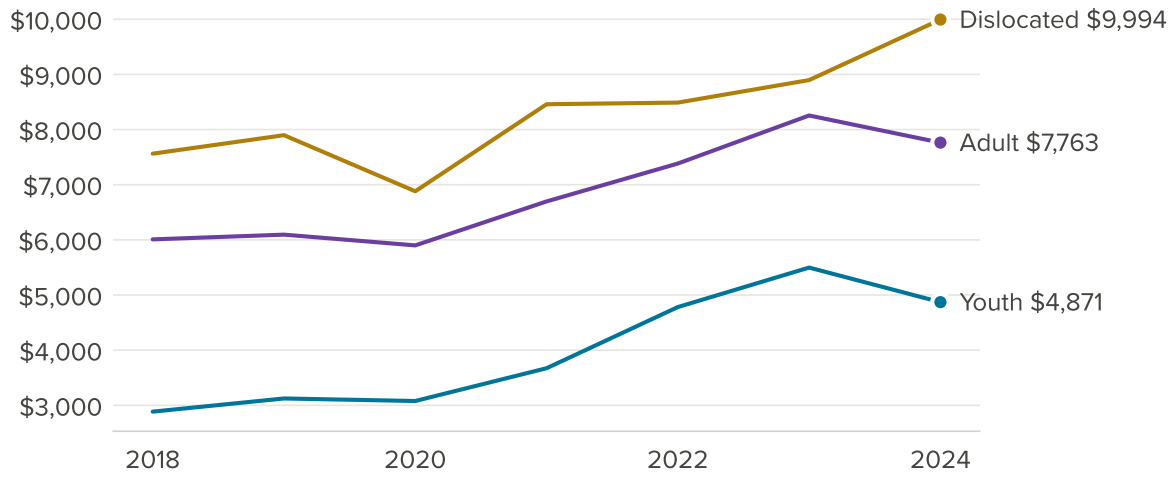
Source: US Department of Labor, ETA-9169 statewide performance reports for Louisiana, PY2018 to PY2024.

Figure 15. Employment two quarters after leaving a program rose from 68 to 73 percent for adults over seven program years, with a dip in PY2020; youth (75) and dislocated workers (74) ended slightly higher. (Employment and Training Administration, 2025)

Figure 15 shows, for each program and program year, the share of exiters who were employed two quarters after they left. For youth it also counts those in school or training. All three lines rose over the period. The vertical axis runs from 55 to 80 percent so that the differences between programs and years are visible.

Median earnings two quarters after leaving a WIOA program, PY2018 to PY2024

Median earnings in the second quarter after exit, nominal dollars for the quarter



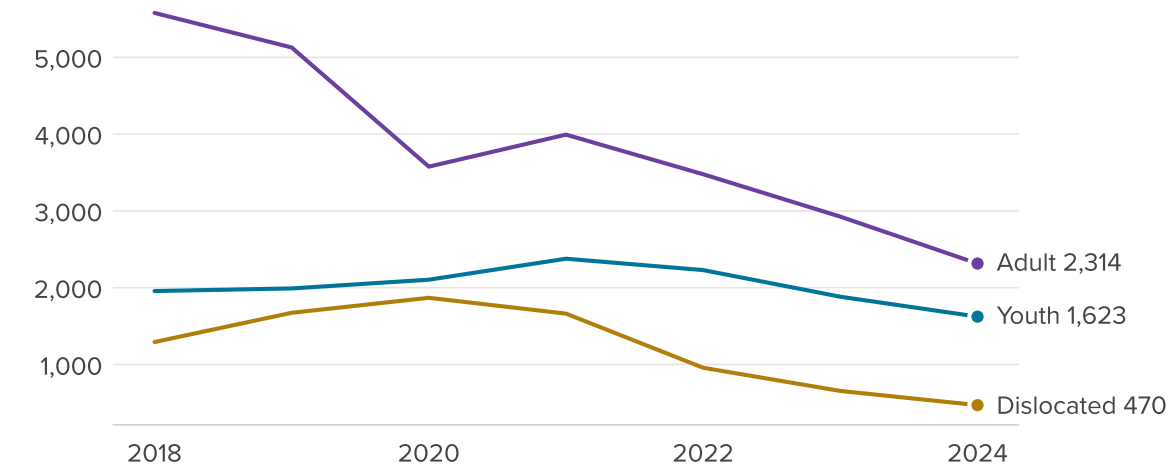
Source: US Department of Labor, ETA-9169 statewide performance reports for Louisiana, PY2018 to PY2024.

Figure 16. Median quarterly earnings after exit rose from $6,009 to $7,763 for adults (nominal, +29 percent) and from $2,886 to $4,871 for youth. (Employment and Training Administration, 2025)

Figure 16 shows the median earnings of exiters in the second quarter after they left, in the dollars of the day. Dislocated workers earn the most after exit, at $9,994, as might be expected of a group that was employed before entering the program. Multiplying a quarterly figure by four gives a rough estimate of annual pay, so $7,763 a quarter is about $31,000 a year.

Participants served in Louisiana's WIOA programs

Program year (July to June)



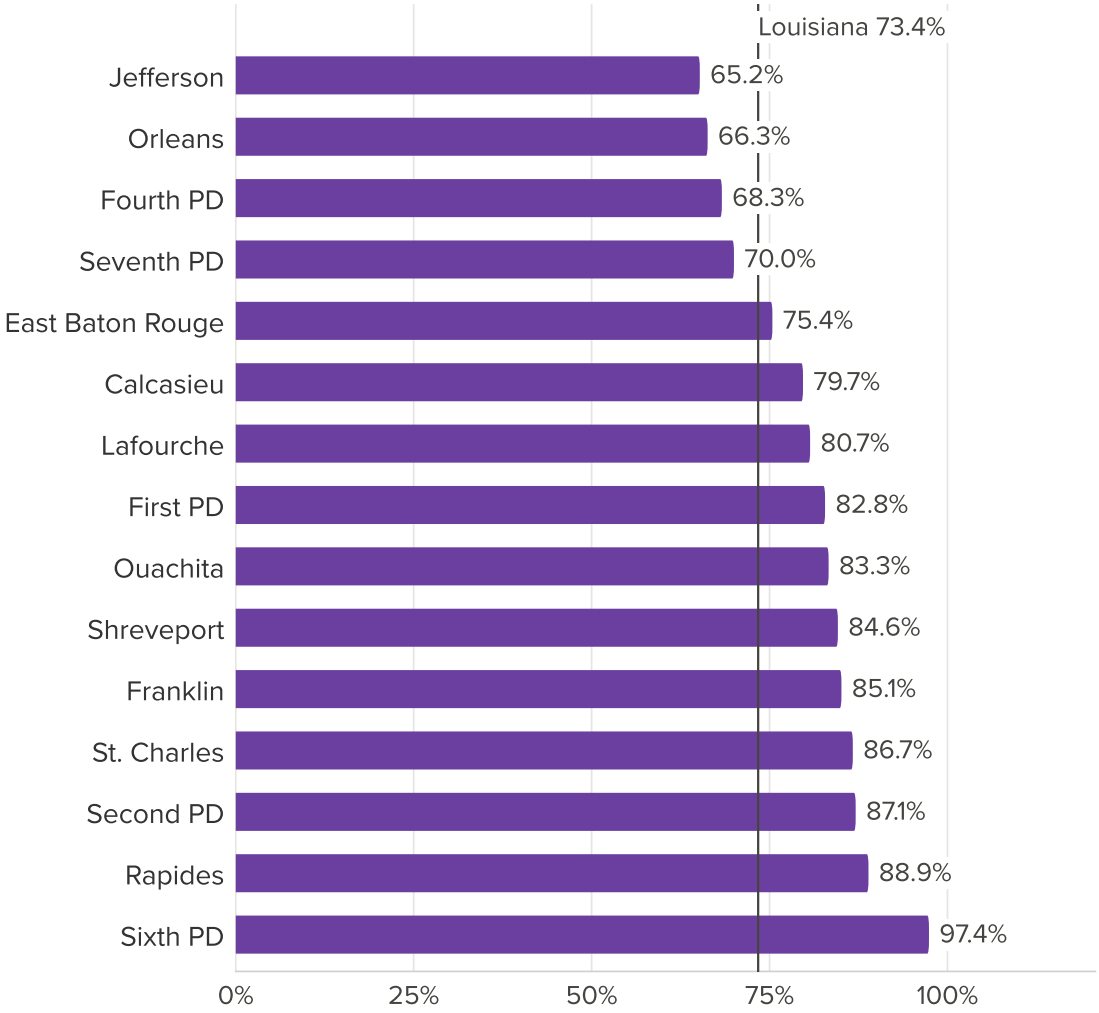
Source: US Department of Labor, ETA-9169 statewide performance reports for Louisiana, PY2018 to PY2024.

Figure 17. Participants served fell from 8,826 across the three programs in PY2018 to 4,407 in PY2024; adults from 5,578 to 2,314. Fewer people are served, and the reported rates of employment, earnings, and credentials after exit are higher. (Employment and Training Administration, 2025)

Figure 17 counts the participants the three programs served each program year. Parish reporting under Act 313, due beginning in February 2027, may add local detail.

Adult program: employed two quarters after exit, by workforce area, PY2024

Percent of exiters



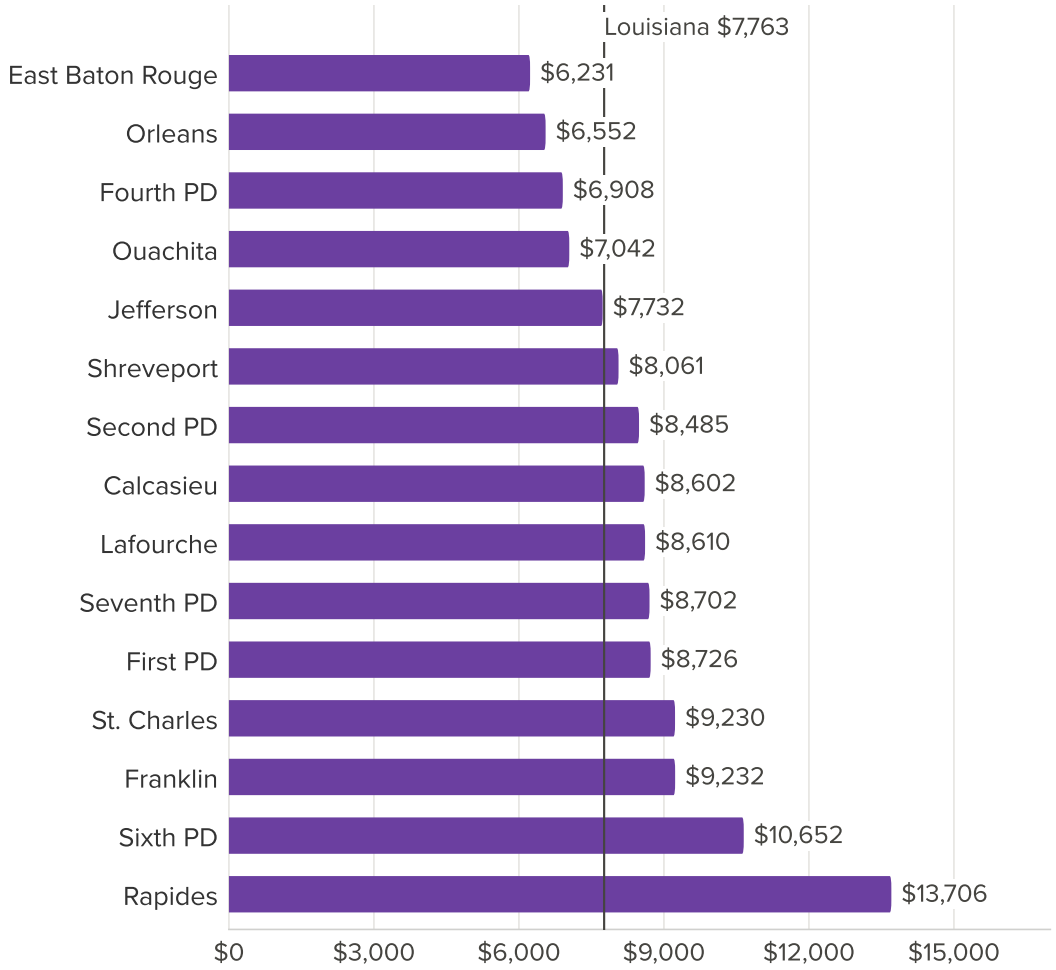
Source: US Department of Labor, WIOA Local Board Performance Annual Report, PY2024, Louisiana areas; suppressed cells omitted.

Figure 18. Adult employment after exit ranged from 65 percent in Jefferson to 97 percent in the Sixth Planning District in PY2024, against a state average of 73. (Employment and Training Administration, 2025)

Figure 18 ranks the fifteen areas by the share of Adult exiters employed two quarters after exit in program year 2024, the first year the Department of Labor published local figures. The vertical line is the statewide rate. Eleven of the fifteen areas are above it, because the statewide rate is weighted toward the three largest Adult programs, Orleans, the Fourth Planning District, and Jefferson; together they served more than half of Adult participants, and all three are below it. Rates for areas with few exiters can shift by several points when a few people's outcomes change. One year of local data cannot separate a program's effect from the labor market it works in.

Adult program: median earnings two quarters after exit, by workforce area, PY2024

Nominal dollars for the quarter



Source: US Department of Labor, WIOA Local Board Performance Annual Report, PY2024, Louisiana areas; suppressed cells omitted.

Figure 19. Adult median earnings after exit ranged from $6,231 in East Baton Rouge to $13,706 in Rapides in PY2024. (Employment and Training Administration, 2025)

Figure 19 ranks the same areas by the median quarterly earnings of Adult exiters, with the statewide median as the vertical line. Rapides stands well apart from the other areas. The order does not follow the employment ranking above, and the largest urban areas sit in the lower half on both measures. A second year of local data will allow a comparison over time.

Vocational rehabilitation

Title IV of the act funds vocational rehabilitation, which helps people with disabilities prepare for, find, and keep work. Louisiana Rehabilitation Services, part of Louisiana Works, runs the program, and the federal Rehabilitation Services Administration oversees it. Eligibility depends on a disability that is a barrier to employment, so the program serves a different group from the Title I

programs, and its outcome rates cannot be set against theirs. It reports the same indicators, by program year, and the federal reports cover PY2018 to PY2024.

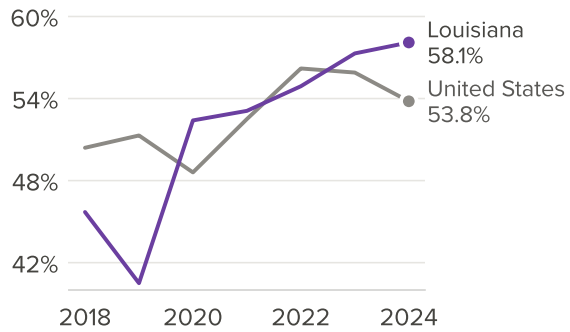
Unlike the Title I programs, vocational rehabilitation grew. Louisiana served 8,475 participants in PY2018 and 10,232 in PY2024, 21 percent more, while the national count rose 5 percent after falling about 10 percent between PY2018 and PY2021. Much of the state's growth was among young people. Participants aged 16 to 18 rose from 12 to 19 percent of the total and those aged 16 to 24 from 34 to 41 percent; nationally the two shares slipped, from 29 to 27 and from 49 to 47 percent.

Louisiana's results rose over the period. Employment two quarters after exit was 45.7 percent in PY2018, 52.4 in PY2020, and 58.1 in PY2024, against 50.4, 48.6, and 53.8 percent nationally. Median quarterly earnings rose from $3,579 to $6,760 (nominal, 89 percent), against $3,875 to $5,331 nationally (38 percent). Louisiana was below the national figure on both measures in PY2018 and above it in PY2023 and PY2024. The PY2024 median of $6,760 a quarter is about $27,000 a year if work continued all year, against about $21,000 nationally; the median describes exiters who were in unsubsidized employment in the second quarter after exit, not all exiters. Measured from PY2020, the first year with all five measures reported in usable form, employment four quarters after exit rose from 47.2 to 53.4 percent and measurable skill gains from 42.0 to 58.1 percent. The credential rate peaked at 46.2 percent in PY2022 and was 40.1 percent in PY2024, against 38.0 nationally. Among the fifty states and the District of Columbia, Louisiana ranked 35th on employment two quarters after exit in PY2018 and 16th in PY2024, and moved from 27th to 13th on median earnings; on the credential rate it moved from 12th in PY2020 to 30th in PY2024, tied with Maine. The data cannot show why: funding, who enrolls, the labor market, and changes in how states report all move these rates.

In PY2024, participants aged 16 to 18 had an employment rate two quarters after exit of 62.3 percent, against 55.1 nationally, and median quarterly earnings of $5,910 against $4,847; for ages 19 to 24 the figures were 56.9 percent and $5,149, against 53.8 percent and $4,322. These age bands are the closest the federal reports come to a school-to-work measure for young people with disabilities. Exits in Louisiana rose to 4,064 in PY2024 from 2,284 the year before while participants rose 6 percent, so the ratio of exits to participants, 24 to 32 percent in earlier years and about 30 percent nationally, reached 40 percent; the reports do not say whether case-closure practice changed.

Vocational rehabilitation: employed two quarters after exit

Percent of exiters, PY2018 to PY2024

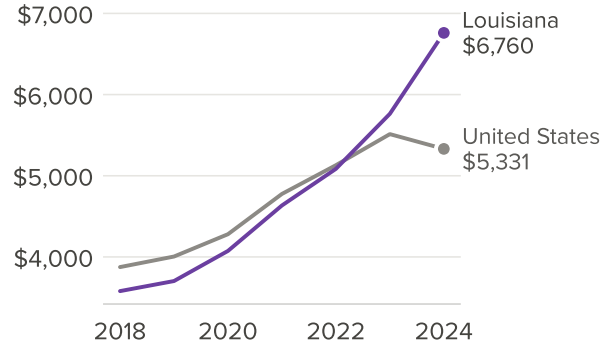


Source: Rehabilitation Services Administration, WIOA Title IV statewide performance reports, Louisiana and national, PY2018 to PY2024.

Figure 20. Employment two quarters after exit rose from 46 to 58 percent for Louisiana's vocational rehabilitation exiters between PY2018 and PY2024, above the national rate in four of the seven years. (Rehabilitation Services Administration, 2025)

Vocational rehabilitation: median earnings two quarters after exit

Nominal dollars for the quarter, PY2018 to PY2024



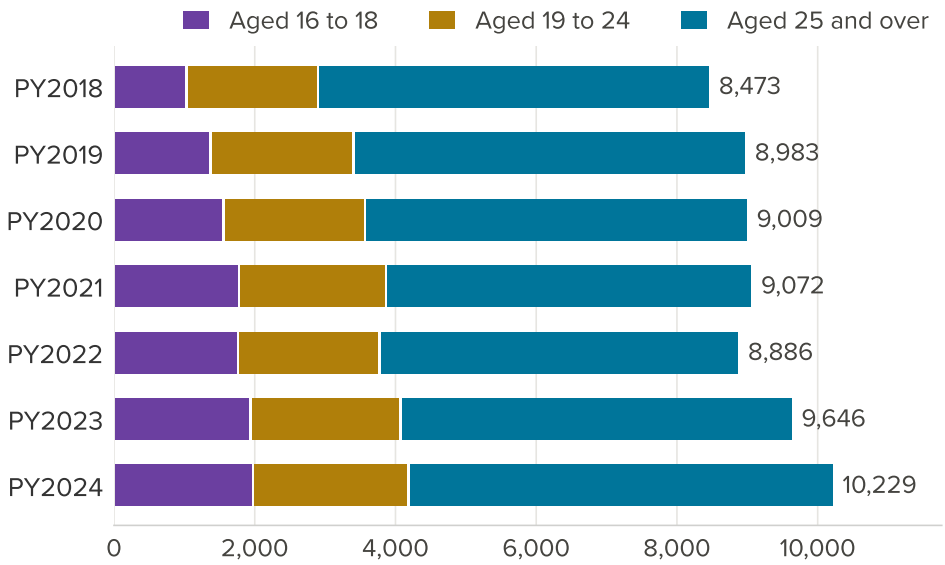
Source: Rehabilitation Services Administration, WIOA Title IV statewide performance reports, Louisiana and national, PY2018 to PY2024.

Figure 21. Median quarterly earnings after exit rose from $3,579 to $6,760 in Louisiana (nominal, 89 percent) and from $3,875 to $5,331 nationally (38 percent). (Rehabilitation Services Administration, 2025)

Figure 20 shows the share of vocational rehabilitation exiters employed two quarters after exit, Louisiana in purple and the nation in gray, from PY2018 to PY2024. Louisiana was below the national rate in PY2018, PY2019, and PY2022 and above it in the other four years. Figure 21 shows median quarterly earnings in the same quarter, in the dollars of the day; the national figure fell between PY2023 and PY2024.

Louisiana's vocational rehabilitation participants, by age

Participants served in each program year; participants under 16 (one to three a year) are suppressed in the reports and left out



Source: Rehabilitation Services Administration, WIOA Title IV statewide performance reports, Louisiana and national, PY2018 to PY2024.

Figure 22. Louisiana's vocational rehabilitation program served 10,232 people in PY2024, up from 8,475 in PY2018 (21 percent); participants aged 16 to 18 nearly doubled, from 1,034 to 1,979. (Rehabilitation Services Administration, 2025)

Figure 22 counts the participants Louisiana's program served each year, divided into three age bands. Participants aged 16 to 18 nearly doubled, from 1,034 to 1,979, and those aged 19 to 24 rose from 1,861 to 2,209, while participants aged 25 and over held about level. The national count rose 5 percent over the same years.

Adult education

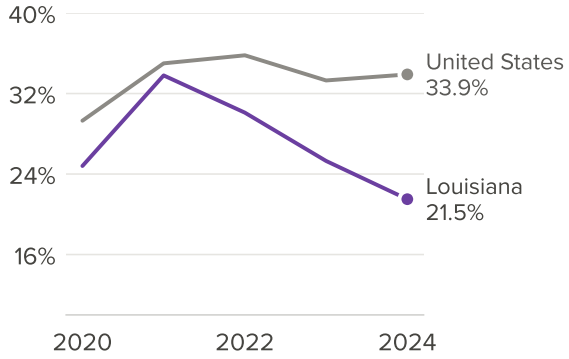
Title II funds adult education: basic reading, writing, and mathematics; English for speakers of other languages; and preparation for a high school equivalency diploma, for adults who left school without a diploma or who need basic skills. In Louisiana the Louisiana Community and Technical College System runs it, and the US Department of Education oversees it. The program's aim is skills and credentials rather than immediate employment, so its employment rates are not comparable with the Title I programs'. It reports the same indicators, by program year, for PY2018 to PY2024.

Participation fell sharply and then recovered. Louisiana reported 18,741 participants in PY2018, 8,961 in PY2020, and 14,904 in PY2024, 20 percent below PY2018 and 66 percent above the PY2020 low. The national count was 1.31 million in PY2018 and 1.32 million in PY2024, with a low of 725,000 in PY2020.

Louisiana's reported employment rate has been below the national rate in every year since PY2020. The gap nearly closed in PY2021 (33.8 against 35.0 percent) and has widened since: employment two quarters after exit was 21.5 percent in PY2024 against 33.9 nationally, and employment four quarters after exit fell from 28.3 percent in PY2023 to 15.9 in PY2024, against 33.8 nationally. A fall that large and that abrupt may reflect who was counted or how participants were matched to wage records rather than a change in what happened to them; the public reports cannot tell the two apart. Median quarterly earnings after exit rose from $3,063 in PY2020 to $4,628 in PY2024 while the national figure rose from $4,899 to $7,096, so Louisiana's median stayed at about two-thirds of the national one. The credential rate was 23.1 percent in PY2024 (58 of 251 people in the measured group) against 29.6 nationally. Measurable skill gains, the measure closest to what the program does, were 46.9 percent against 50.1 nationally. Louisiana's PY2018 and PY2019 outcome figures are not comparable with later years (the PY2018 credential rate of 70.6 percent is nearly three times the national rate and the PY2019 rate is 9.8 percent), so the comparisons here start in PY2020.

Adult education: employed two quarters after exit

Percent of exiters, PY2020 to PY2024 (Louisiana's PY2018 and PY2019 figures are not comparable)

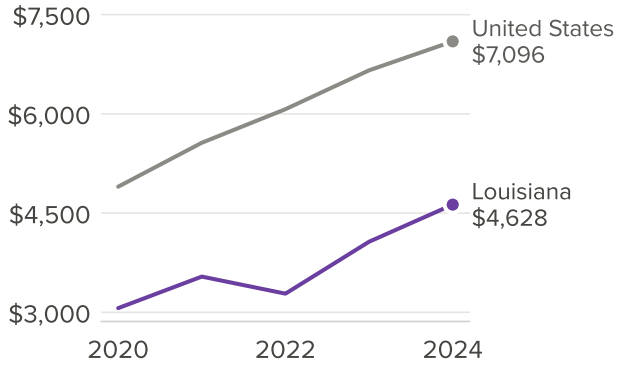


Source: National Reporting System for Adult Education, WIOA Title II statewide performance reports, all-states workbooks, PY2018 to PY2024.

Figure 23. Employment two quarters after exit for Louisiana's adult education participants peaked at 33.8 percent in PY2021 and fell to 21.5 percent by PY2024, against 33.9 percent nationally. (Office of Career, Technical, and Adult Education, 2025)

Adult education: median earnings two quarters after exit

Nominal dollars for the quarter, PY2020 to PY2024



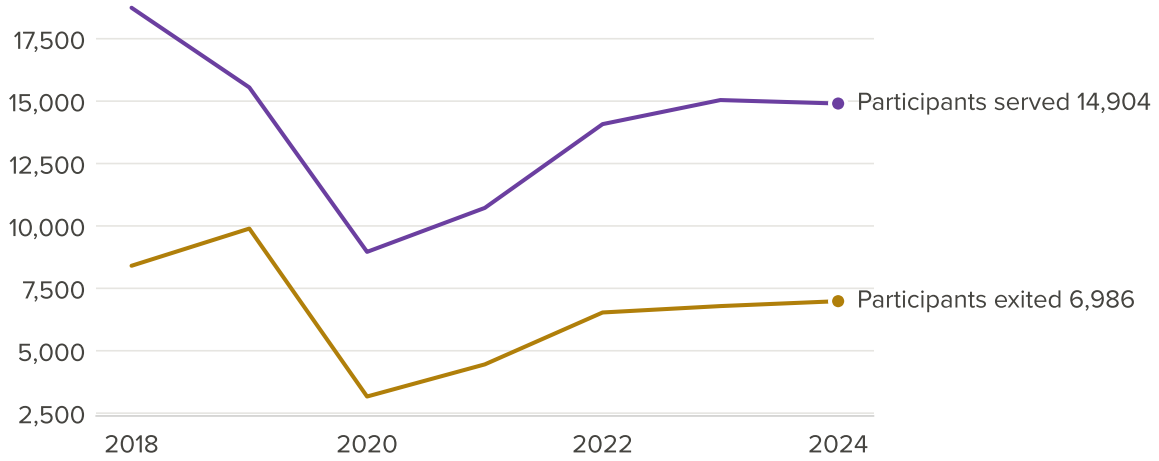
Source: National Reporting System for Adult Education, WIOA Title II statewide performance reports, all-states workbooks, PY2018 to PY2024.

Figure 24. Median quarterly earnings after exit rose from $3,063 in PY2020 to $4,628 in PY2024 in Louisiana and from $4,899 to $7,096 nationally, so Louisiana's median stayed at about two-thirds of the nation's. (Office of Career, Technical, and Adult Education, 2025)

Figure 23 shows the share of adult education participants employed two quarters after exit, Louisiana against the nation, from PY2020. Louisiana's rate peaked at 33.8 percent in PY2021 and fell to 21.5 by PY2024. Figure 24 shows median quarterly earnings in the same quarter; the national figure rose faster.

Louisiana's adult education participants and exits, PY2018 to PY2024

Participants served in the program year (July to June) and exits counted April to March



Source: National Reporting System for Adult Education, WIOA Title II statewide performance reports, all-states workbooks, PY2018 to PY2024.

Figure 25. Adult education participants fell from 18,741 in PY2018 to 8,961 in PY2020 and recovered to 14,904 in PY2024; exits were 6,986 in PY2024. (Office of Career, Technical, and Adult Education, 2025)

Figure 25 counts Louisiana's adult education participants and exits each program year. Exits fell from 9,894 in PY2019 to 3,166 in PY2020 and were 6,986 in PY2024; adult education counts them from April to March, a different window from the Title I programs'.

The Employment Service

Title III funds the Employment Service, also called Wagner-Peyser after the 1933 act that created it, which matches job seekers with employers. It is open to anyone looking for work, and employers use it to post openings. Louisiana Works runs it through the American Job Centers. It reports employment and earnings after exit; credential and skill-gain measures do not apply. Because it serves everyone who comes in, its rates describe a different group from the Title I programs'.

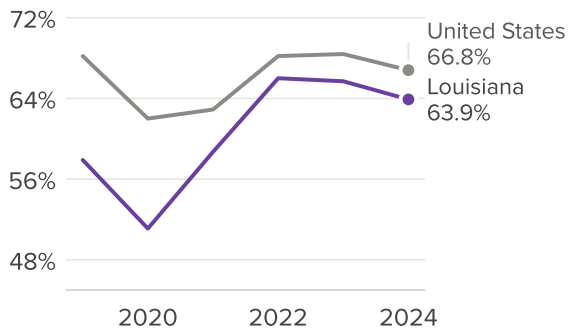
Participation has fallen by about half. The Employment Service served 50,823 people in Louisiana in PY2018 and 25,710 in PY2024, a decline of 49 percent, against a national decline of 33 percent, from 3.81 million to 2.56 million. Most of the drop came in PY2020, when Louisiana's count fell from 47,279 to 30,870; it reached a low of 23,301 in PY2022 and has since stayed near 26,000.

Louisiana's employment rate has been below the national rate in every year since PY2019. PY2018's exit groups are much larger than any later year's, so the comparison starts in PY2019. Employment two quarters after exit was 57.9 percent in PY2019, 51.1 in PY2020, and 63.9 in PY2024, against 66.8 nationally, a gap of 2.9 points; the gap was widest in PY2019 and PY2020, at 10.3 and 10.9 points, and narrowest in PY2022, at 2.2. Employment four quarters after exit was 64.6 percent in PY2024 against 67.5. Median quarterly earnings after exit rose from $4,835 in

PY2019 to $6,921 in PY2024, 43 percent, and the national figure rose by the same proportion, from $6,000 to $8,558, so Louisiana's median stayed at about 81 percent of the nation's. Multiplied by four, $6,921 a quarter is about $27,700 a year, against about $34,200 nationally. Among the fifty states and the District of Columbia, Louisiana ranked 49th on employment two quarters after exit in PY2019 and PY2020, 31st in PY2022, and 36th in PY2024, and 47th on median earnings in PY2024. Among its neighbors in PY2024, Louisiana's employment rate (63.9 percent) was below Texas (66.7), Arkansas (69.4), Alabama (75.0), and Mississippi (77.2); its median earnings ($6,921) were above Mississippi's ($6,042) and below Alabama's ($7,344), Arkansas's ($7,403), and Texas's ($7,570). The reports cannot show whether the gap reflects the program, who uses it, or the state's labor market, and employment after exit does not mean the service found the job.

Employment Service: employed two quarters after exit

Percent of exiters, PY2019 to PY2024 (PY2018's exit groups are not comparable)

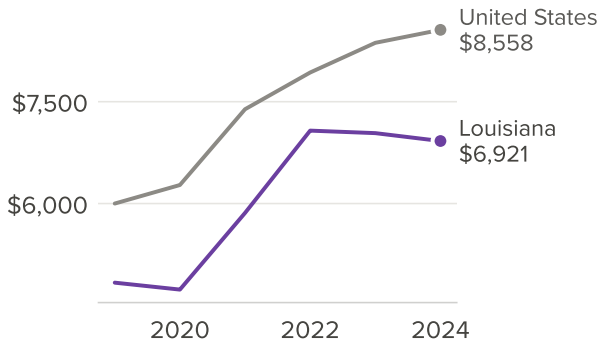


Source: US Department of Labor, ETA national annual report accessible files, Wagner-Peyser Employment Service, PY2018 to PY2024.

Figure 26. Employment two quarters after exit for Louisiana's Employment Service users was 58 percent in PY2019, 51 in PY2020, and 64 in PY2024, below the national rate in every year shown. (Employment and Training Administration, 2025)

Employment Service: median earnings two quarters after exit

Nominal dollars for the quarter, PY2019 to PY2024



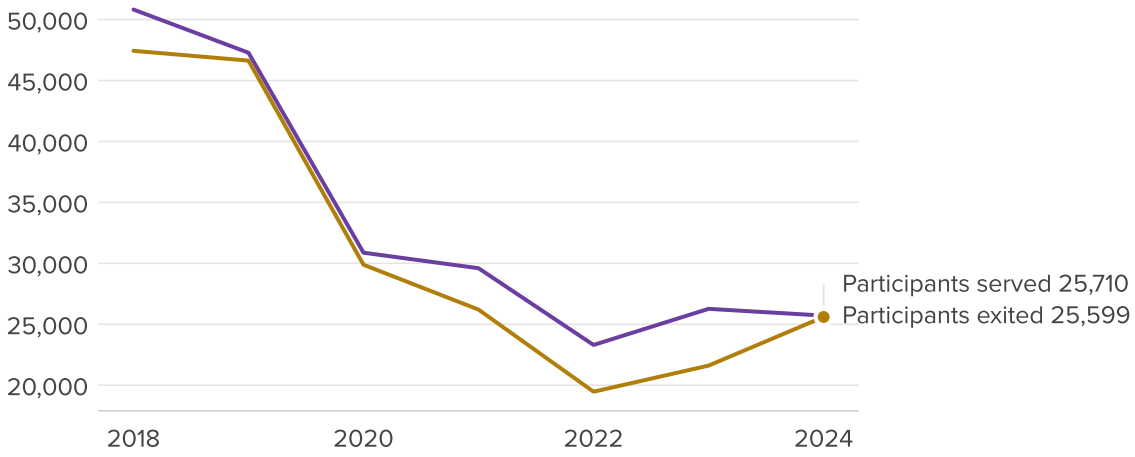
Source: US Department of Labor, ETA national annual report accessible files, Wagner-Peyser Employment Service, PY2018 to PY2024.

Figure 27. Median quarterly earnings after exit rose from $4,835 to $6,921 in Louisiana and from $6,000 to $8,558 nationally between PY2019 and PY2024, both by 43 percent. (Employment and Training Administration, 2025)

Figure 26 shows the share of Employment Service exiters employed two quarters after exit, Louisiana against the nation, from PY2019 to PY2024; Louisiana is below the national rate in every year shown. Figure 27 shows median quarterly earnings in the same quarter. Some national earnings values are rounded in the source, so small national year-to-year changes carry little weight.

Louisiana's Employment Service participants and exits, PY2018 to PY2024

Participants served and participants exited in each program year



Source: US Department of Labor, ETA national annual report accessible files, Wagner-Peyser Employment Service, PY2018 to PY2024.

Figure 28. Employment Service participants fell from 50,823 in PY2018 to 25,710 in PY2024, with most of the drop in PY2020; in PY2024 nearly all participants (25,599) were counted as exited. (Employment and Training Administration, 2025)

Figure 28 counts Louisiana's Employment Service participants and exits each program year. In PY2024 nearly all participants (25,599 of 25,710) were counted as exited; in PY2021 to PY2023 the share was 82 to 88 percent, and the reports do not explain the variation.

The measures in this panel (participation, credentials, skill gains, and employment and earnings after exit) describe publicly funded programs. They leave out most of the learning through which adults keep and build occupational skills over a working life: training paid for by employers, learning on the job, continuing education, and the upskilling and reskilling that workers pursue on their own. Adult learning and human resource development treat these forms of learning as part of workforce development, alongside formal programs, and workforce readiness depends on both. Future editions could look for data on this wider learning that can be compared across years, to give a fuller account of how Louisiana's workforce develops and responds to changing occupational demands.

PART ONE · PANEL 5

Louisiana's registered apprentices grew 35 percent from 2021 to 2026, after five slow years, and more slowly than in each of its four neighbors

Registered apprenticeship

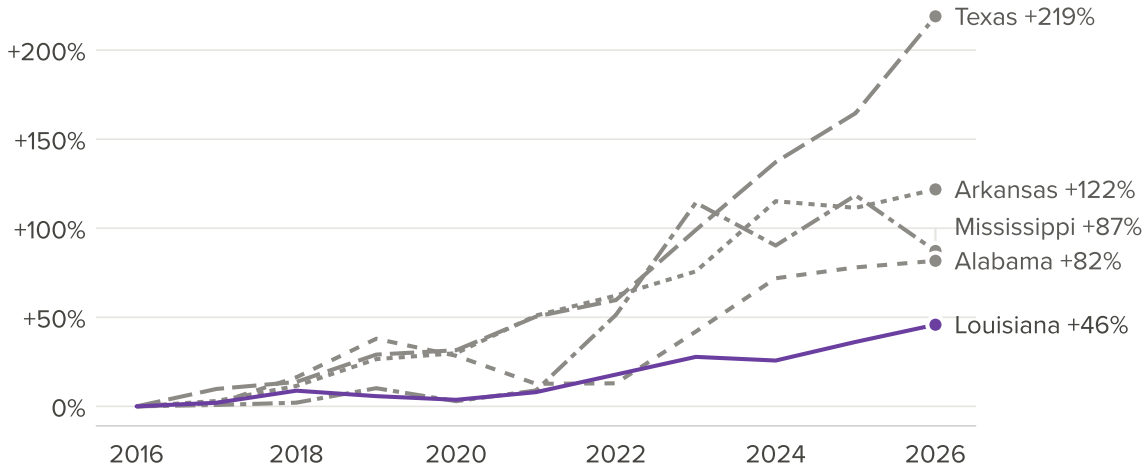
The Department of Labor's downloadable state tables for registered apprenticeship end in fiscal 2021. This edition uses the department's apprenticeship.gov dashboard, which carries every fiscal year from 2016 to 2026 and breaks the counts down by state, industry, and occupation.

Registered apprenticeship is paid on-the-job training with related classroom instruction, registered with the US Department of Labor. The dashboard and the department's downloadable state tables do not agree for some states in the fiscal years (FY) they share, 2016 to 2021, so the panel does not combine them; every figure here is from the dashboard. The dashboard counts apprentices by the state that administers their program, its FY2026 figures are a count at the time of publication rather than a year-end total, and programs with fewer than 10 apprentices are suppressed and appear as zero, so small industries and occupations are undercounted.

Louisiana had 3,262 active apprentices in FY2016 and 3,522 in FY2021, a gain of 8 percent over five years. The count then rose to 4,757 in FY2026, up 35 percent from 2021 and 46 percent from 2016. Texas, Arkansas, Alabama, and Mississippi all grew more between 2021 and 2026: Texas 112 percent, Mississippi 72, Alabama 61, and Arkansas 47. Relative to population, Louisiana had about 76 active apprentices per 100,000 residents in FY2021, more than Texas (70), Mississippi (66), and Alabama (53), and about 103 in FY2026, against 149 in Texas, 114 in Mississippi, 86 in Alabama, and 310 in Arkansas (Table 2). Arkansas has the highest rate in both years.

Registered apprentices, Louisiana and its neighbors, FY2016 to FY2026

Percent change in active apprentices since FY2016 (FY2016 = 0); the lines compare growth, not size



Source: US Department of Labor, Office of Apprenticeship, apprenticeship.gov Apprentices by State dashboard, state workload basis, data through 3 September 2026; FY2026 is a count at publication.

Figure 29. By FY2026 Louisiana's active apprentices were up 46 percent on FY2016, Alabama's 82, Mississippi's 87, Arkansas's 122, and Texas's 219; Louisiana's growth came after five slow years, 35 percent between FY2021 and FY2026. (Office of Apprenticeship, 2026; U.S. Census Bureau, 2026c)

Figure 29 compares Louisiana's registered apprentices with its neighbors' by setting each state's FY2016 count at zero and tracing the percent change since, so the lines compare growth, not size. By FY2026 Louisiana, in purple, was up 46 percent, Alabama 82, Mississippi 87, Arkansas 122, and Texas 219. The last point in each line, FY2026, is a count at publication.

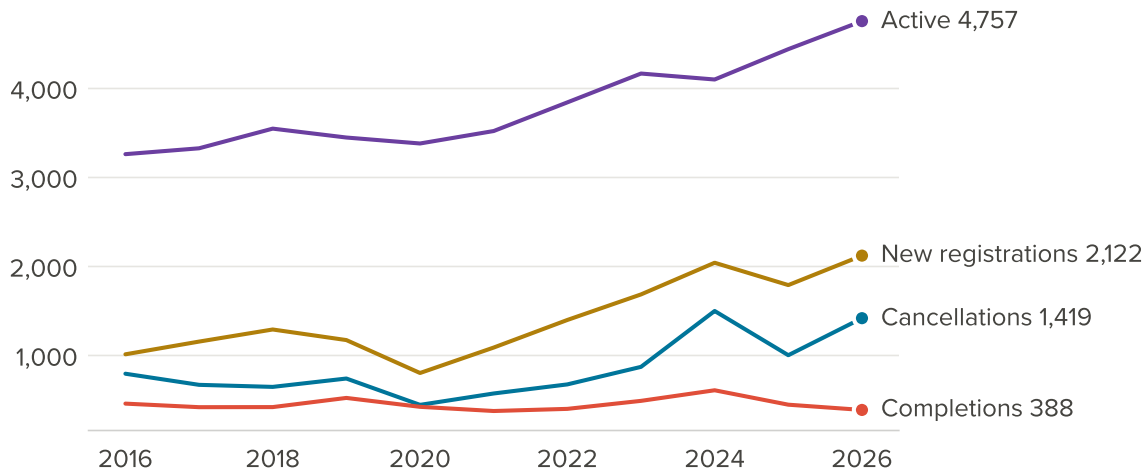
Table 2. Active registered apprentices in Louisiana and its neighbors, and apprentices per 100,000 residents, FY2016, FY2021, and FY2026 (state workload basis). Rates use Census Bureau vintage 2025 resident population estimates for July 1, 2025, for both years, so the FY2021 rates are relative to a later population (Office of Apprenticeship, 2026; U.S. Census Bureau, 2026c).

STATE	FY2016	FY2021	FY2026	PER 100,000, FY2021	PER 100,000, FY2026
Louisiana	3,262	3,522	4,757	76	103
Texas	14,851	22,335	47,371	70	149
Arkansas	4,357	6,579	9,664	211	310
Alabama	2,466	2,778	4,481	53	86
Mississippi	1,794	1,954	3,359	66	114

Louisiana's apprentices flow in and out in large numbers. New registrations rose from 1,013 in FY2016 to 2,122 in FY2026, and the active count rose with them. Completions did not rise: 459 in FY2016, a low of 376 in FY2021, a peak of 609 in FY2024, and 388 in FY2026. Cancellations exceeded completions in every year, 1,419 against 388 in FY2026, and peaked at 1,500 in FY2024. The public data do not say why apprentices cancel.

Louisiana's registered apprentices, FY2016 to FY2026

Active apprentices, new registrations, cancellations, and completions in each fiscal year



Source: US Department of Labor, Office of Apprenticeship, apprenticeship.gov Apprentices by State dashboard, state workload basis, data through 3 September 2026; FY2026 is a count at publication.

Figure 30. New registrations rose from 1,013 in FY2016 to 2,122 in FY2026 while completions stayed between 376 and 609; cancellations exceeded completions in every year, 1,419 against 388 in FY2026. (Office of Apprenticeship, 2026)

Figure 30 shows Louisiana's active apprentices, new registrations, cancellations, and completions in each fiscal year. Each year's active count equals the prior year's count plus new registrations, less completions and cancellations; the identity holds exactly from FY2021 and within nine apprentices in the earlier years. In FY2026, 2,122 apprentices entered, 388 completed, and 1,419 left without completing.

Which industries and occupations

Growth since 2021 has been concentrated in construction. Construction accounted for 3,027 of Louisiana's 4,757 apprentices in FY2026 (64 percent), up from 2,173 of 3,522 (62 percent) in FY2021, and about seven in ten of the 1,235 apprentices added. Other services, mostly barbers, held 867 (18 percent); manufacturing 385; health care and social assistance 181, up from 46; and educational services 165, down from 231. Electricians are the largest occupation, with 1,411 apprentices (30 percent), followed by plumbers (570), barbers (405), sheet metal workers (334), refinery operators (288), pipe fitters (204), structural steel workers and ironworkers (177 across two occupation titles, up from 55), carpenters (138), and early childhood educators (121). Plumbers and barbers were flat between 2021 and 2026. Construction is also the largest industry for apprentices in Texas (67 percent) and Arkansas (84 percent), so Louisiana's concentration is not unusual. The subsection on projected demand at the end of Panel 10 sets these counts beside the industries the state projects to grow.

Table 3. Louisiana's active registered apprentices by industry and selected occupation, FY2021 and FY2026 (state workload basis). About 3 percent of apprentices in FY2026 are in occupations with fewer than 10 apprentices, which the dashboard suppresses (Office of Apprenticeship, 2026).

INDUSTRY OR OCCUPATION	FY2021	FY2026
All industries	3,522	4,757
Construction	2,173	3,027
Other services	736	867
Manufacturing	281	385
Educational services	231	165
Health care and social assistance	46	181
Electricians	1,022	1,411
Plumbers	593	570
Barbers	420	405
Sheet metal workers	237	334
Refinery operators	223	288
Pipe fitters (construction)	124	204
Structural steel workers and ironworkers (two titles)	55	177

PART ONE · PANEL 6

Graduation rates rose twenty points since 2006, and credentials rose faster

High schools

Louisiana counts the industry credentials and early college credit that students earn in high school, and the count is part of how schools are graded. The figures here come from the state's own summary, with one correction to a column misalignment in its published workbook.

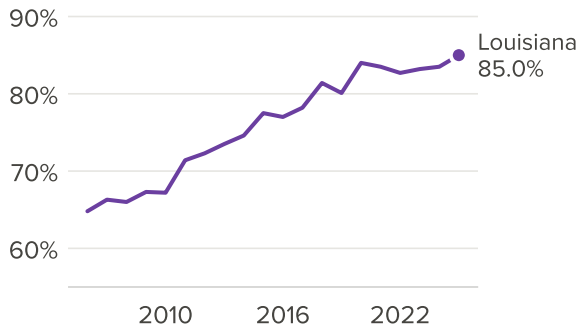
The four-year graduation rate is the share of students who entered ninth grade together and earned a diploma within four years. It rose from 64.8 percent for the class of 2006 to 85.0 for the class of 2025, about twenty points, and 1.0 point in the last five years. The Louisiana Department of Education reports no cohort results for six hurricane-affected systems for the classes of 2006 to 2009, and none for Orleans Parish until the class of 2011. Jefferson's results begin with the class of 2007, so the early statewide rates cover fewer systems. From the class of 2011, the first in which Orleans appears, the rate rose 13.6 points.

What graduates leave with has changed faster. The state's credential measure combines industry-based credentials earned through its Jump Start pathways with early college credit. The department sorts them into advanced and basic credentials in its Strength of Diploma index, which gives a school 150 points for a graduate with an advanced credential, 110 for one with a basic credential, and 100 for a diploma alone. Its public summary does not separate industry credentials from college credit. The share of each cohort that graduated with an advanced credential rose from 7.1 percent in 2015 to 28.8 in 2025, and the share that graduated with a diploma and no credential fell from 36.2 to 20.5 percent. Counted as shares of graduates rather than of the whole cohort, 9 percent of the class of 2015 and 34 percent of the class of 2025 graduated with an advanced credential, and 47 and 24 percent with a diploma alone. Across 69 school systems the class of 2025 ranged from 21.4 percent with a credential in the City of Baker to 93.5 percent in East Carroll, with the median system at 68.4.

The correction is this. In the state's published workbook, the last six columns are shifted three positions against their headers, so that the statewide graduation rate for 2024-25 reads 20.2 where the true value is 85.0. The report's code tests the arithmetic relationships among the columns on every row and realigns them where the test holds; the methods section at the end of the report records the check.

Four-year cohort graduation rate, classes of 2006 to 2025

Percent of the cohort

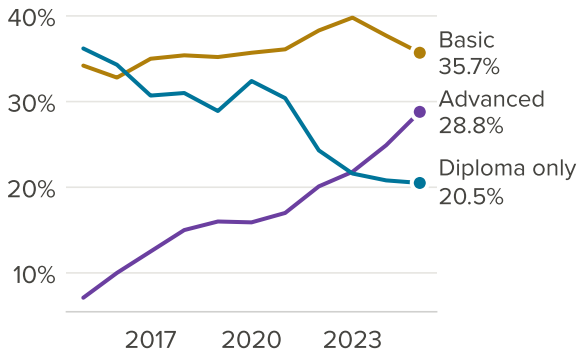


Source: Louisiana Department of Education, cohort graduation and credential rate summary, 2005 to 2025 (columns realigned; see methods). The department reports no cohort results for six hurricane-affected systems for the classes of 2006 to 2009, and none for Orleans Parish until the class of 2011; Jefferson's results begin with the class of 2007, so the early statewide rates cover fewer systems.

Figure 31. The four-year graduation rate rose from 64.8 percent for the class of 2006 to 85.0 for the class of 2025. (Louisiana Department of Education, 2025)

What Louisiana's high school cohorts graduate with, 2015 to 2025

Percent of each cohort earning an advanced or basic credential (an industry credential or early college credit), or a diploma only



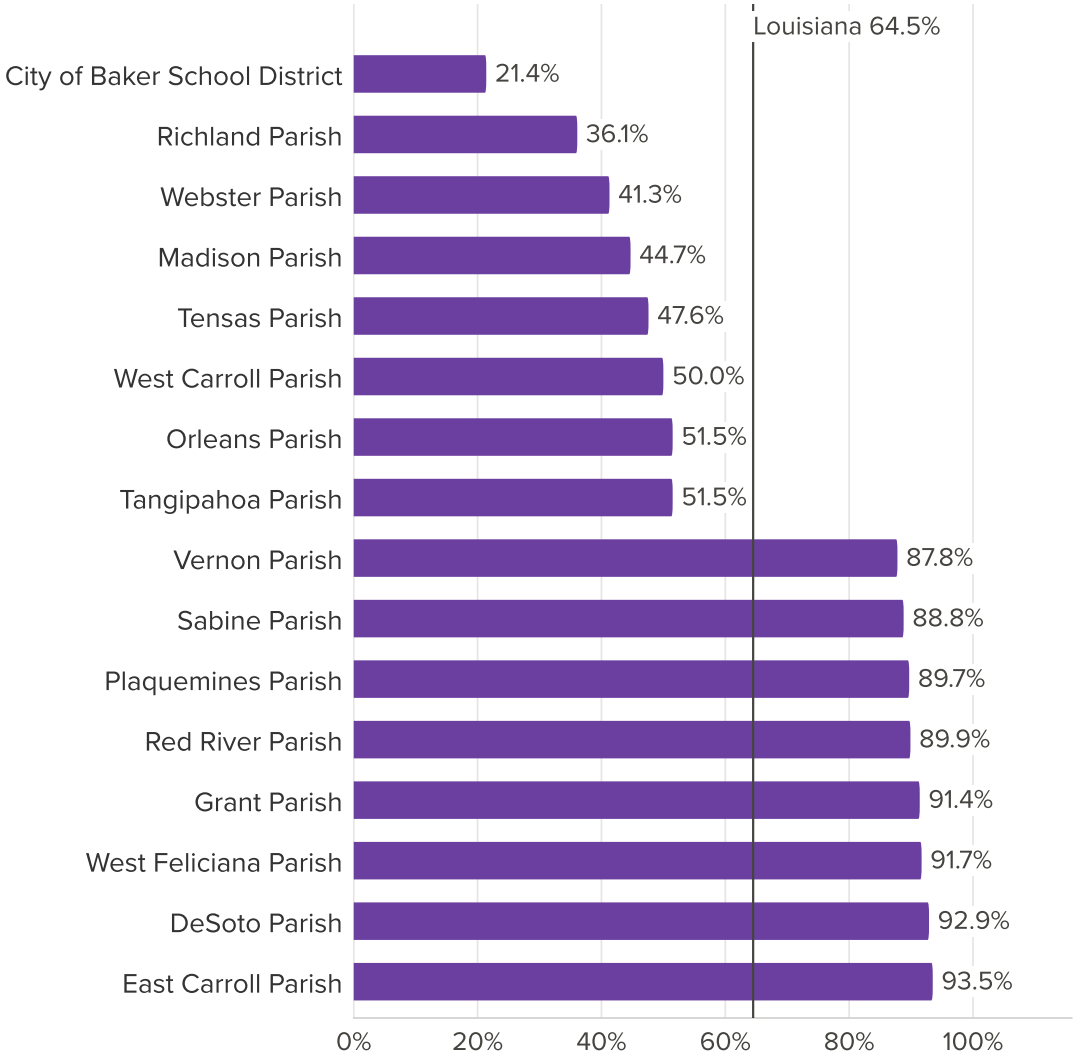
Source: Louisiana Department of Education, cohort graduation and credential rate summary, 2005 to 2025 (columns realigned; see methods).

Figure 32. The share of each cohort graduating with an advanced credential rose from 7.1 percent in 2015 to 28.8 in 2025; the share graduating with a diploma and no credential fell from 36.2 to 20.5 percent. (Louisiana Department of Education, 2025)

Figure 31 is the four-year graduation rate for each class since 2006. Figure 32 divides each cohort since the class of 2015 by how its graduates finished, with an advanced credential, a basic one, or a diploma alone. The three shares add up to the graduation rate; the rest of the cohort, 15.0 percent of the class of 2025, did not graduate in four years. The basic share ended at 35.7 percent of the class of 2025. More students finish, and what they finish with has changed faster than whether they finish.

Advanced or basic credentials by school system, class of 2025: the eight lowest and eight highest

Percent of the cohort earning an advanced or basic credential (an industry credential or early college credit); 69 systems reporting, median system 68.4



Source: Louisiana Department of Education, cohort graduation and credential rate summary, 2005 to 2025 (columns realigned; see methods).

Figure 33. The share of the class of 2025 earning an advanced or basic credential ranged from 21.4 percent (City of Baker) to 93.5 (East Carroll) across 69 systems; the state rate was 64.5 and the median system 68.4. (Louisiana Department of Education, 2025)

Figure 33 shows the eight school systems with the lowest share of the class of 2025 earning an advanced or basic credential and the eight with the highest, out of 69 systems reporting. The vertical line is the state rate. East Baton Rouge Parish, one of the largest systems, was at 61.7 percent, below the state rate and between the two groups. These rates describe what students left school with. They do not show whether those students later found work, in their home parish or elsewhere, and the class of 2025 left school only in 2025. This panel does not link credentials to employment; the one group of leavers the state follows is described next.

After high school: students with Individualized Education Programs

Every state must report, under the Individuals with Disabilities Education Act, what happens to students with Individualized Education Programs (IEPs) after they leave high school. The Louisiana Department of Education surveys these former students about one year after they leave and reports the percent who were enrolled in higher education and the percent who were enrolled in higher education or competitively employed. Higher education means at least one complete term at a two-year or four-year college. Competitive employment means work for pay at least 20 hours a week for at least 90 days, under the federal definition of competitive integrated employment. The measures cover only young people who answered the survey, and only students with IEPs; students with Section 504 plans are not part of this indicator.

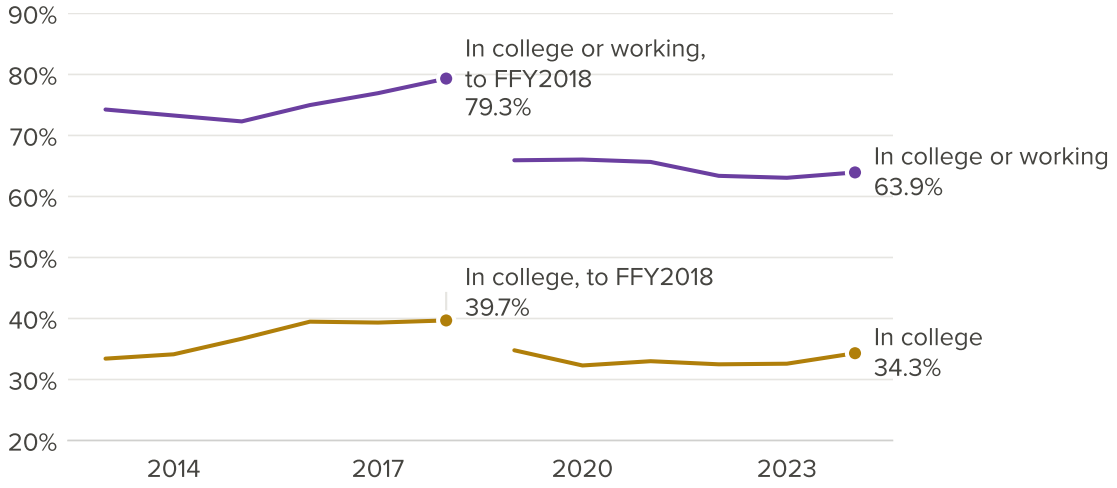
In the report filed for federal fiscal year (FFY) 2024, which covers students who left school in 2023-24, 34.3 percent of respondents had enrolled in higher education and 63.9 percent had enrolled or found competitive employment (3,838 respondents of 6,431 youth surveyed, a 59.7 percent response rate).

The series has two parts. Through FFY2018, enrollment in higher education rose from 33.4 to 39.7 percent and the combined measure from 74.3 to 79.3 percent. Since FFY2019 the figures sit lower and are flat: enrollment in higher education has stayed between 32.3 and 34.8 percent and the combined measure between 63.1 and 66.1, with its lowest value in FFY2023. The break between the two parts is not evidence of a decline. In FFY2019 Louisiana adopted the federal definition of competitive integrated employment, began a new version of the survey, and surveyed students in 2020, after schools had closed for the pandemic; in its FFY2019 report the state attributed the drop to the pandemic, because school systems had little access to former students. The state's reports do not separate the effects of the new definition, the new survey, and the pandemic year.

The results describe those who responded. Response rates ran from 52 to 63 percent between FFY2019 and FFY2024. The state reports that the FFY2024 respondents differed from all leavers in several characteristics, including disability category and race, and concluded that nonresponse bias exists for some groups; the report does not say in which direction the bias runs.

What became of students with IEPs a year after leaving school, FFY2013 to FFY2024

Percent of survey respondents enrolled in higher education (gold), and enrolled or competitively employed (purple); the break between FFY2018 and FFY2019 marks a new definition, a new survey, and the 2020 collection year



Source: Louisiana Department of Education, Part B State Performance Plan and Annual Performance Reports, Indicator 14, FFY2014 to FFY2024 reports.

Figure 34. About one third of Louisiana respondents with IEPs enrolled in higher education within a year of leaving school (34.3 percent in FFY2024), and about 64 percent were enrolled or competitively employed; the definition, the survey, and the collection year all changed between FFY2018 and FFY2019, so the two parts of the series are not directly comparable. (Louisiana Department of Education, 2026)

Figure 34 traces the two measures from FFY2013 to FFY2024, with the series broken between FFY2018 and FFY2019 where the definition, the survey, and the collection year all changed; the two parts are not directly comparable. About one third of respondents with IEPs enrolled in higher education within a year of leaving school, and about two in three were enrolled or competitively employed.

PART ONE · PANEL 7

Colleges award more credentials than in 2004, and half of public colleges' one-to-two-year certificates are in General Studies

Colleges

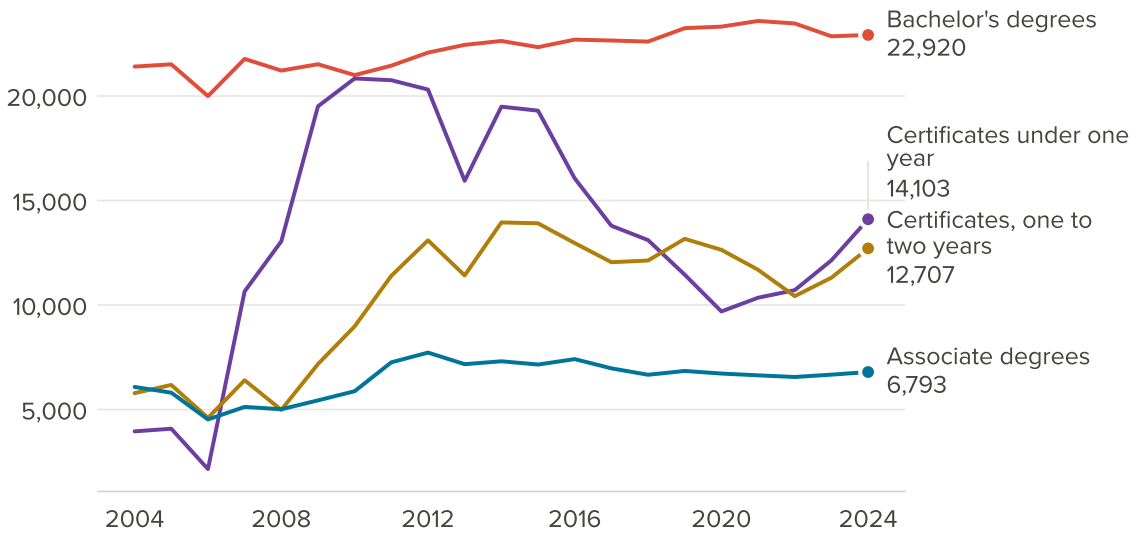
Two sources count Louisiana's certificates and degrees: the federal Integrated Postsecondary Education Data System (IPEDS) since 2004 and the Board of Regents' completions files since 1986. Together they show a system that awards more credentials than it did twenty years ago, and a shift in what those credentials are.

Total awards, meaning certificates and degrees of every level, rose from 46,294 in 2004 to 71,102 in 2024, below the high of 74,013 in 2014. Public institutions as a whole reported almost no certificates under one year before 2007 (31 in 2004) and 7,904 in 2007, so part of the rise since 2004 may reflect reporting rather than growth. Since 2004, bachelor's degrees grew 7 percent and master's degrees 63 percent. Just over half of the growth since 2007, 9,759 of 18,232 awards, is in the two short certificate levels, the certificates below an associate degree. Certificates under one year rose from 10,650 in 2007 to 14,103 in 2024, after a peak of 20,839 in 2010, and one-to-two-year certificates from 6,401 to 12,707. The Board of Regents' files, which cover public institutions only, count 20,068 awards in 1986-87 and 63,532 in 2025-26, a provisional figure, but their coverage grew from 19 institutions to 30 and added diplomas in 2001-02 and short CareerTech awards in 2018-19. Leaving out the CareerTech awards, awards in those files rose from 31,545 in 2004-05, when the files first covered 30 institutions, to 55,386 in 2025-26.

One computation qualifies the certificate numbers. Of the 9,024 one-to-two-year certificates that public institutions awarded in 2024, 4,541 were in General Studies (code 24.0102 in the federal Classification of Instructional Programs, or CIP), a general academic program rather than an occupational one. The share was zero before 2007, 31 percent in 2014, and 50 percent in 2024, across eleven institutions. The Board of Regents' completions files, the second source, count the same number of General Studies certificates (4,541 in 2023-24). Award counts do not show whether a certificate was a step toward an associate degree or a credential earned on its own.

Certificates and degrees awarded in Louisiana, 2004 to 2024

Certificates and degrees by level, all institutions



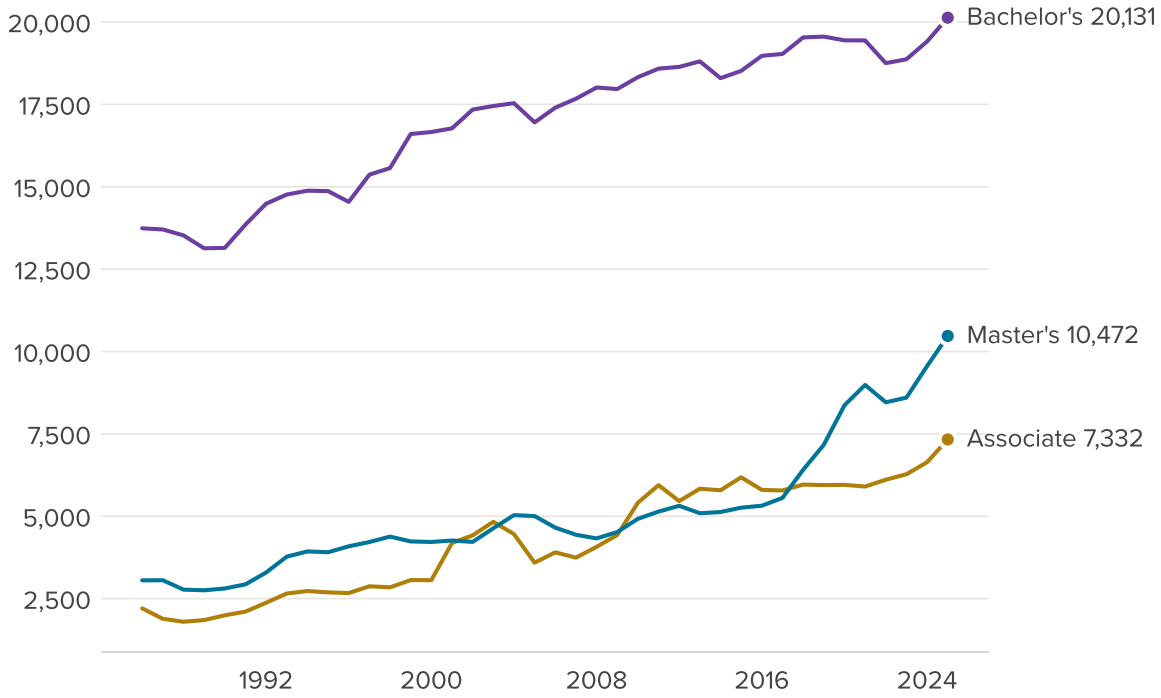
Source: IPEDS completions surveys 2004 to 2024, Louisiana institutions, all controls; first majors. Louisiana Technical College campuses reported almost no awards under one year before the 2007 IPEDS collection (31 in 2004 and none in 2005 or 2006), then 6,625 in 2007, 3,942 of them at the Young Memorial Campus. The Board of Regents' count for the same colleges shows no such jump.

Figure 35. Total certificates and degrees rose from 46,294 in 2004 to 71,102 in 2024, and bachelor's degrees grew 7 percent. Certificates under one year rose from 10,650 in 2007, the first year the public technical colleges reported many of them, to 14,103, after a peak of 20,839 in 2010, and one-to-two-year certificates from 6,401 to 12,707 over the same years. Part of the rise in the total since 2004 may reflect that reporting rather than growth. (National Center for Education Statistics, 2025)

Figure 35 counts the certificates and degrees awarded by every Louisiana institution that reports to IPEDS, by level since 2004. Associate degrees, the lowest line, changed least.

Forty years of degrees and certificates at Louisiana's public institutions, 1986-87 to 2025-26

Degrees and certificates by level, Board of Regents completions files



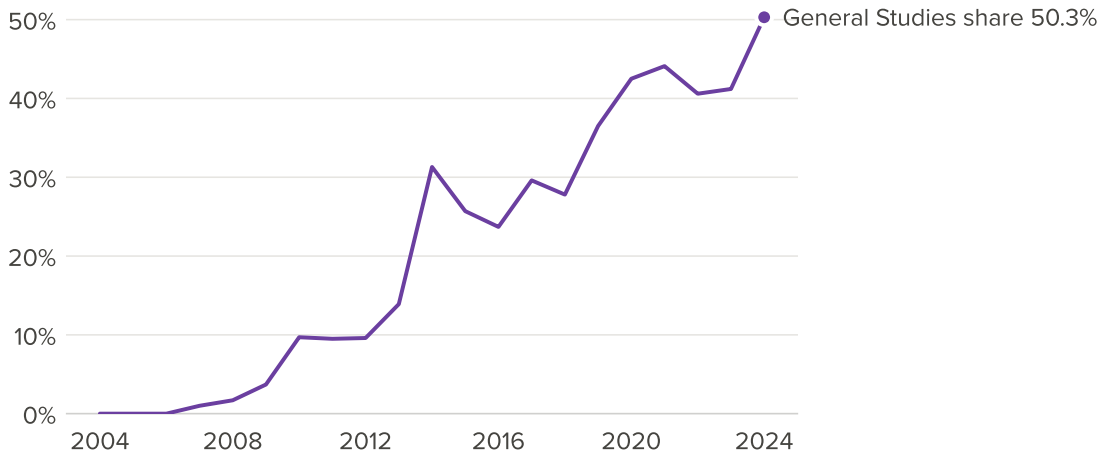
Source: Louisiana Board of Regents completions files (the count column holds awards). Nineteen institutions reported in 1986-87 and 30 in 2025-26; the count varied between. Diplomas enter the files in 2001-02 and CareerTech awards in 2018-19; 2025-26 is provisional.

Figure 36. Awards in the Board of Regents' files for public institutions rose from 20,068 in 1986-87 (19 institutions) to 63,532 in 2025-26 (30 institutions; provisional); bachelor's degrees from 13,739 to 20,131. (Louisiana Board of Regents, 2026)

Figure 36 covers the public institutions only, from the Board of Regents' completions files, back to 1986; the files cover more institutions and award types over time, and the 2025-26 figure is provisional. Master's degrees grew faster than bachelor's degrees, to 10,472. The associate line rises mostly because colleges entered the files; at the 19 institutions present in 1986-87, associate awards went from 2,205 to 2,645. In the Regents' files the column that holds these counts is headed Enrollment, although it counts awards; the methods section at the end of the report explains the check.

Half of the one-to-two-year certificates are in General Studies

Share of public institutions' one-to-two-year certificates awarded in General Studies (program code 24.0102), percent



Source: IPEDS completions, public Louisiana institutions, certificates of at least one but less than two years.

Figure 37. Half of the one-to-two-year certificates awarded by public institutions in 2024 (4,541 of 9,024) were in General Studies, a general academic program rather than an occupational one. The share was zero before 2007 and 31 percent in 2014. (National Center for Education Statistics, 2025)

Figure 37 shows, of the one-to-two-year certificates that public institutions award, the share whose field is General Studies.

PART ONE · PANEL 8

A bachelor's degree earns $60,291 five years out, and its lead over a one-to-two-year certificate widens with time

Graduate earnings

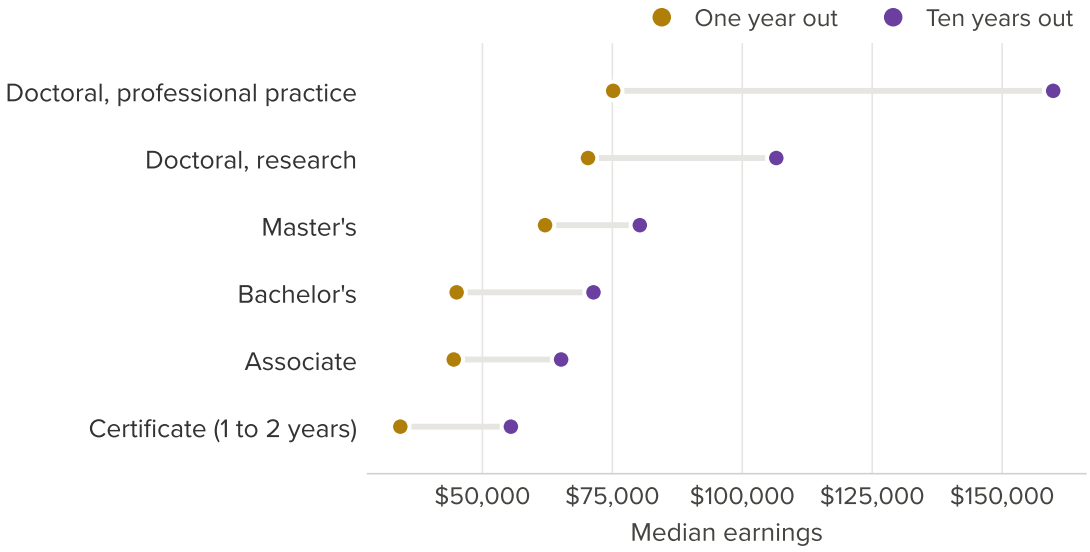
The Census Bureau links the Board of Regents' records for graduates of Louisiana's public colleges and universities to earnings reported to unemployment insurance in every state, so the figures include graduates who work in other states, though not the self-employed or the military. The partnership covered 74 percent of the state's graduates on the Census Bureau's 2015 estimate. The figures count graduates who worked through most of the year and are in 2023 dollars.

Five years after graduation, the median bachelor's graduate of a Louisiana public institution earned $60,291. The spread across the 16 institutions with published figures ran from $45,304 at Grambling to $75,129 at LSU Health New Orleans, with LSU's main campus at $69,689 and Louisiana Tech at $64,312. Institution medians can reflect the fields graduates study, who enrolls, and where graduates go on to work; they do not measure what an institution adds.

Earnings rise with the credential and with time. One year after graduation, the median holder of a one-to-two-year certificate earned $34,204 and a bachelor's graduate $45,043; ten years after, the figures were $55,478 and $71,370. A research doctorate reached $106,544 at ten years and a professional-practice doctorate $159,822. Each horizon uses the most recent graduating classes with published figures, so the one-year and ten-year figures describe different graduates. For bachelor's degrees, they are the classes of 2019 to 2021 and of 2010 to 2012. The same graduates followed over time show the same rise. Bachelor's graduates of 2010 to 2012 earned $40,993 one year out and $71,370 ten years out. Because the classes are pooled, each release revises the whole picture.

Earnings by credential level, one and ten years after graduation

Median annual earnings of graduates of Louisiana public institutions who worked most of the year, 2023 dollars



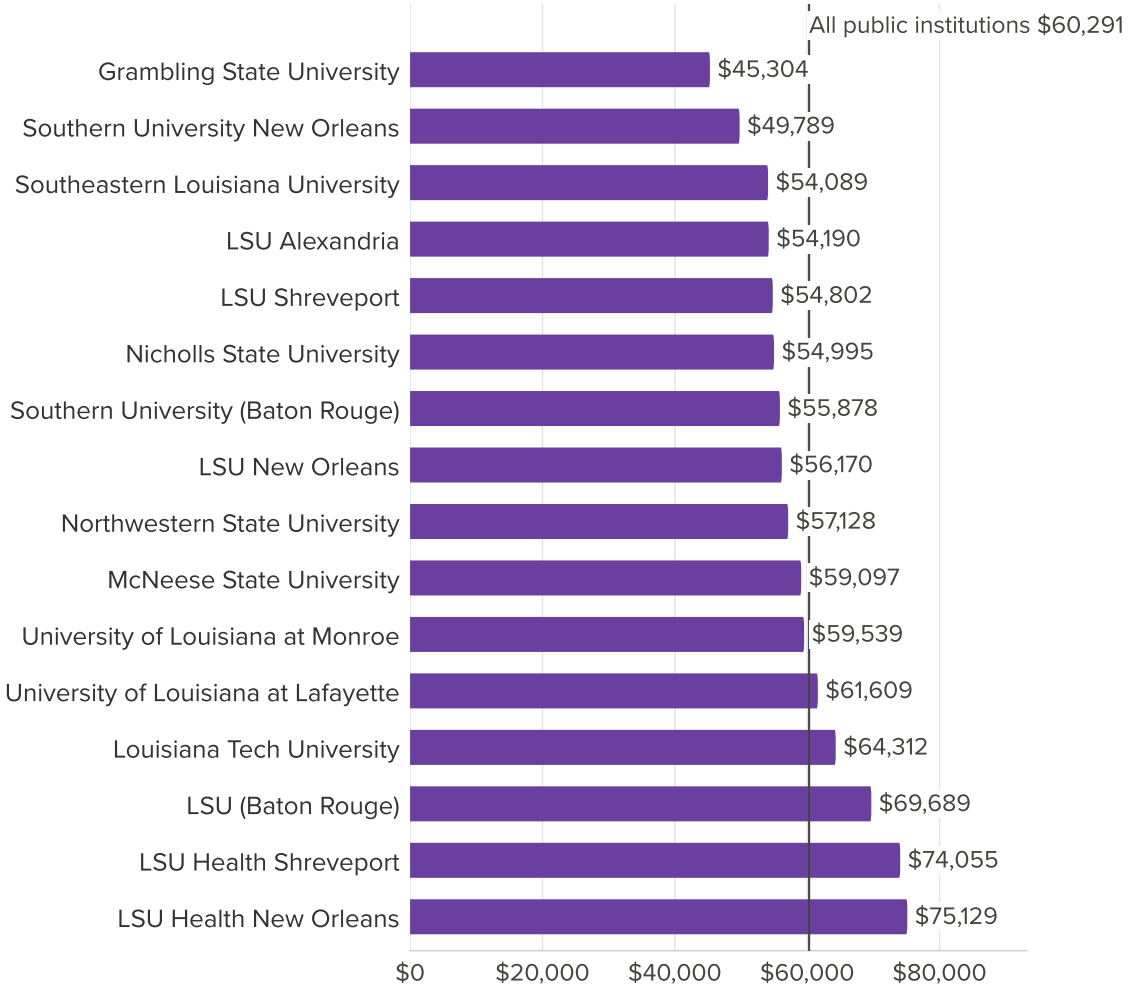
Source: Census Bureau Post-Secondary Employment Outcomes, Louisiana Board of Regents partnership; 2023 dollars. One year out: classes of 2016 to 2020 (bachelor's 2019 to 2021); ten years out: classes of 2006 to 2010 (bachelor's 2010 to 2012).

Figure 38. Earnings rise with the credential and are higher ten years out than one: a bachelor's graduate's median was $45,043 one year out and $71,370 ten years out, and a professional-practice doctorate's $75,164 and $159,822. The two horizons describe different graduating classes. (U.S. Census Bureau, 2026d)

Figure 38 shows what graduates of Louisiana public institutions earn by credential, one year after graduation in gold and ten years after in purple, in 2023 dollars. The gap between a one-to-two-year certificate and a bachelor's degree is about $11,000 at one year and about $16,000 at ten, and the gap between a bachelor's and a master's degree narrows, from about $17,000 to about $9,000. The figures are medians for graduates who worked through most of the year.

What bachelor's graduates earn five years out, by institution

Median annual earnings of graduates who worked most of the year, 2023 dollars, graduating classes of 2016 to 2018



Source: Census Bureau Post-Secondary Employment Outcomes, Louisiana Board of Regents partnership (public institutions); 2023 dollars; pooled graduating classes as labeled.

Figure 39. Five years after graduation, bachelor's graduates' median earnings ranged from $45,304 (Grambling) to $75,129 (LSU Health New Orleans) across 16 institutions; the figure for all public institutions in the partnership was $60,291. (U.S. Census Bureau, 2026d)

Figure 39 ranks the sixteen institutions with published figures by the median earnings of their bachelor's graduates five years after graduation. The vertical line is the figure for all public institutions in the partnership. The graduates of LSU Health New Orleans, at the top, enter the health professions. LSU New Orleans was named the University of New Orleans until 1 July 2026, so the graduates shown finished under that name.

PART ONE · PANEL 9

The net loss of job changers to other states narrowed from 15,291 to 1,030

Who leaves and who arrives

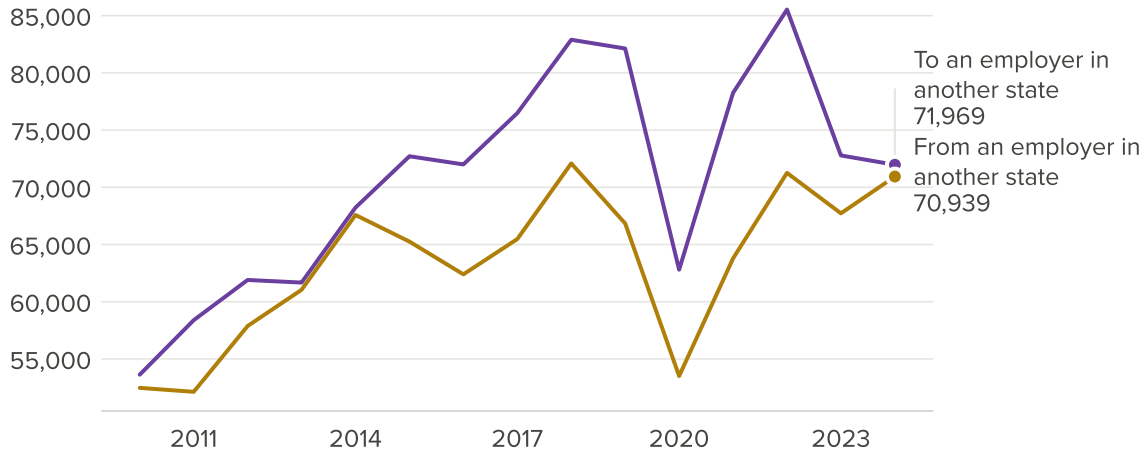
Two federal series track movement across the state line and answer different questions: the Census Bureau's job-to-job flows count moves between employers in different states, and its population estimates measure the net movement of residents in and out.

Moves between Louisiana employers and employers in other states nearly balanced in 2024, about 72,000 out and 71,000 in. The count is by place of work, so a worker who takes a job across the state line without moving house is included, and a worker can be counted more than once a year. Louisiana has lost job changers on net in every year since 2010, but the loss peaked at 15,291 in 2019 and narrowed to 1,030 in 2024. Texas takes 41 percent of the moves out and sends almost as many back: 29,449 out and 29,309 in. The Census Bureau reports education only for workers aged 25 and over. Among them, workers with a bachelor's degree or more made up 20.2 percent of the moves out of Louisiana in 2024 and 19.4 percent of the moves in. Of the net loss, about 550 moves were by workers with a bachelor's degree or more and about 460 by workers under 25; moves by other workers were close to even.

The population estimates tell a wider story. Net domestic out-migration peaked at 48,131 in 2022 and narrowed every year since, to 14,387 in 2025. Net international migration peaked at 29,740 in 2024 and halved to 14,900 in 2025. Between July 2020 and July 2025 the state's population fell 33,956, to 4,618,189, because the net loss of 138,644 residents to other states outweighed net international migration and a small natural increase (births minus deaths). The population fell by 51,253 in 2021 and 2022, held nearly level in 2023, and grew by 16,101 in 2024 and 3,311 in 2025.

Job changes across the state line, 2010 to 2024

Job-to-job moves out of and into Louisiana, per year



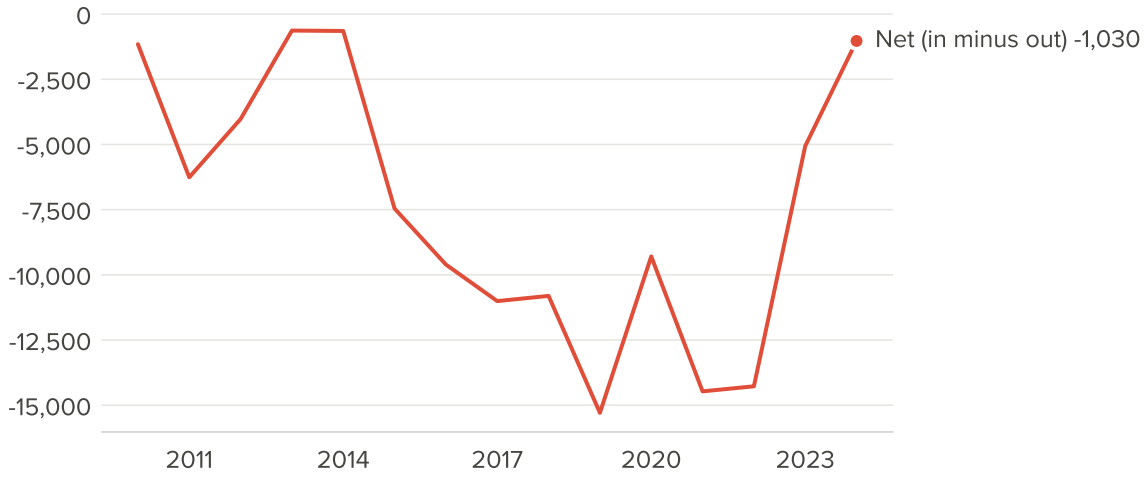
Source: Census Bureau, LEHD Job-to-Job Flows origin-destination file for Louisiana; moves between employers in different states, by place of work, all education levels, four quarters summed; sums cover the partner states published for each year.

Figure 40. About 72,000 job changes in 2024 went from a Louisiana employer to one in another state, and about 71,000 went the other way. Louisiana has lost job changers on net in every year since 2010. (U.S. Census Bureau, 2026b)

Figure 40 counts job changes across the state line each year: in purple, moves from a Louisiana employer to one in another state, and in gold, moves the other way. The distance between the lines is the state's net loss.

Louisiana's net loss of job changers to other states

Interstate job-to-job moves in minus out, per year



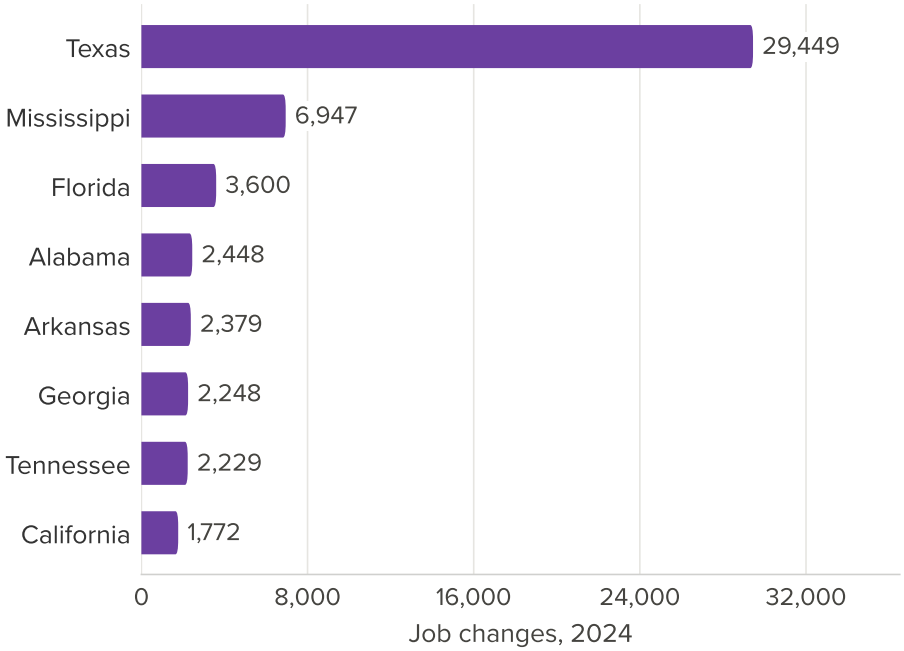
Source: Census Bureau, LEHD Job-to-Job Flows origin-destination file for Louisiana; moves between employers in different states, by place of work, all education levels, four quarters summed; sums cover the partner states published for each year.

Figure 41. The net loss peaked at 15,291 in 2019 and about 14,400 in 2021 and 2022, then narrowed to 1,030 in 2024. (U.S. Census Bureau, 2026b)

Figure 41 shows moves into Louisiana minus moves out, so a negative number means more moves out than in.

Where job changes out of Louisiana go, 2024

Job-to-job moves from a Louisiana employer to an employer in another state, eight largest destination states



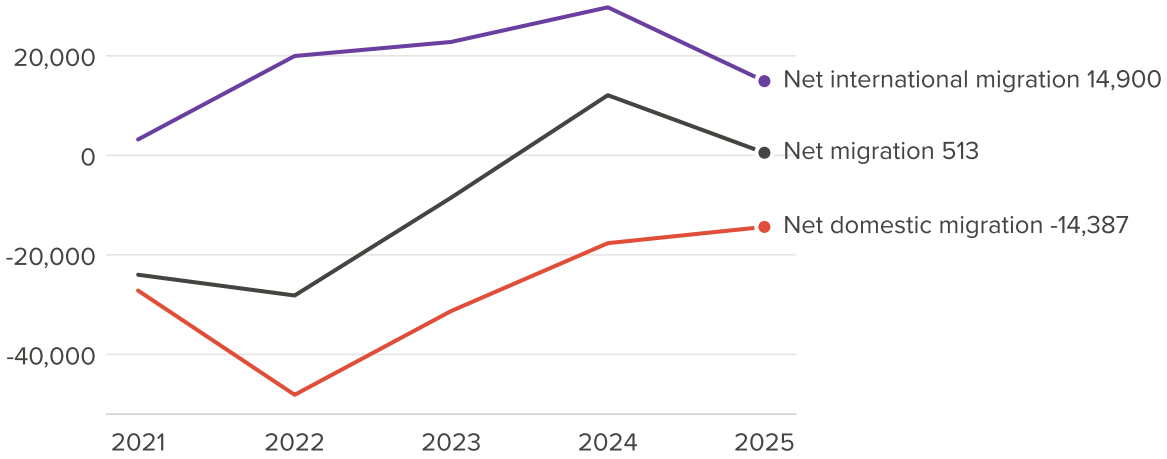
Source: Census Bureau, LEHD Job-to-Job Flows origin-destination file for Louisiana; moves between employers in different states, by place of work, all education levels, four quarters summed; sums cover the partner states published for each year.

Figure 42. Texas takes 41 percent of the moves out of Louisiana (29,449 in 2024), far more than any other state; Mississippi is second. (U.S. Census Bureau, 2026b)

Figure 42 shows where the 2024 job changers went, for the eight largest destination states. Texas dominates: 29,449 moves went from a Louisiana employer to one in Texas, 41 percent of all moves out. Mississippi is second, and the rest are far behind. The flows run both ways, and Texas is also the largest source of arrivals: 29,309 moves came from a Texas employer to one in Louisiana, so the exchange with Texas was close to even.

Net migration to and from Louisiana, 2021 to 2025

Net movers per estimate year (1 July to 30 June), Census Bureau vintage 2025



Source: Census Bureau Population Estimates Program, vintage 2025, Louisiana components of change.

Figure 43. Net domestic out-migration has narrowed every year since its 2022 peak of 48,131. In 2025 net international migration halved from its 2024 peak, and net migration as a whole fell to 513. (U.S. Census Bureau, 2026c)

Figure 43 shows net migration from the Census Bureau's population estimates, which cover all residents, not only workers. Domestic migration, in coral, is people moving in from other states minus people moving out. International migration, in purple, is arrivals from abroad minus departures. Net migration, the gray line, is the sum of the two.

PART ONE · PANEL 10

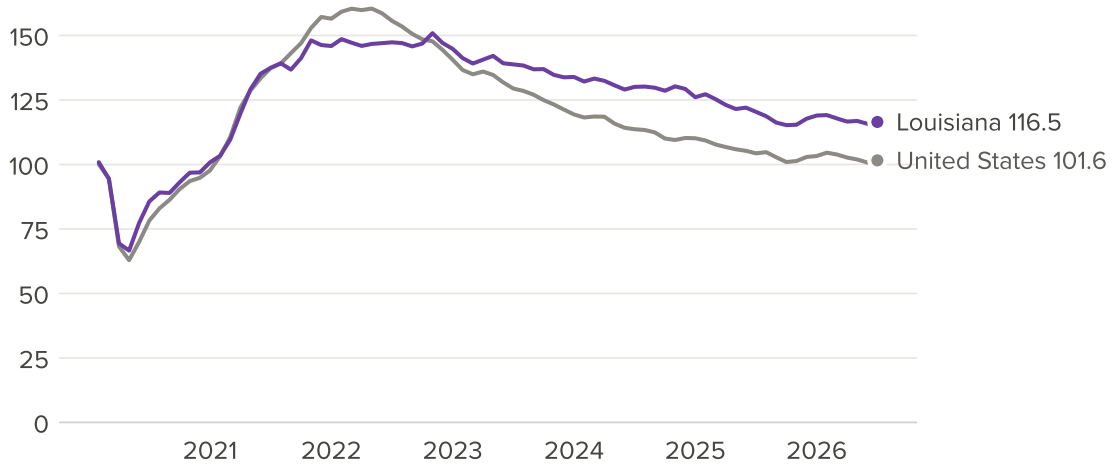
Job postings peaked in 2022 and have run above the nation since 2023

Hiring demand and projected demand

Job postings are the fastest public signal of demand for workers. Indeed publishes a daily index for every state and 593 metropolitan and micropolitan areas, seasonally adjusted and indexed to the first day of February 2020. The second half of this panel turns from current demand to projected demand: the state's own ten-year projections, and what the training systems described in Panels 4 to 7 produce against them.

Job postings, Louisiana and the United States, February 2020 to July 2026

Indeed Job Postings Index, monthly mean, 1 February 2020 = 100



Source: Indeed Hiring Lab Job Postings Index (open data, commit bfcb73a), seasonally adjusted daily index averaged by month; 1 February 2020 = 100.

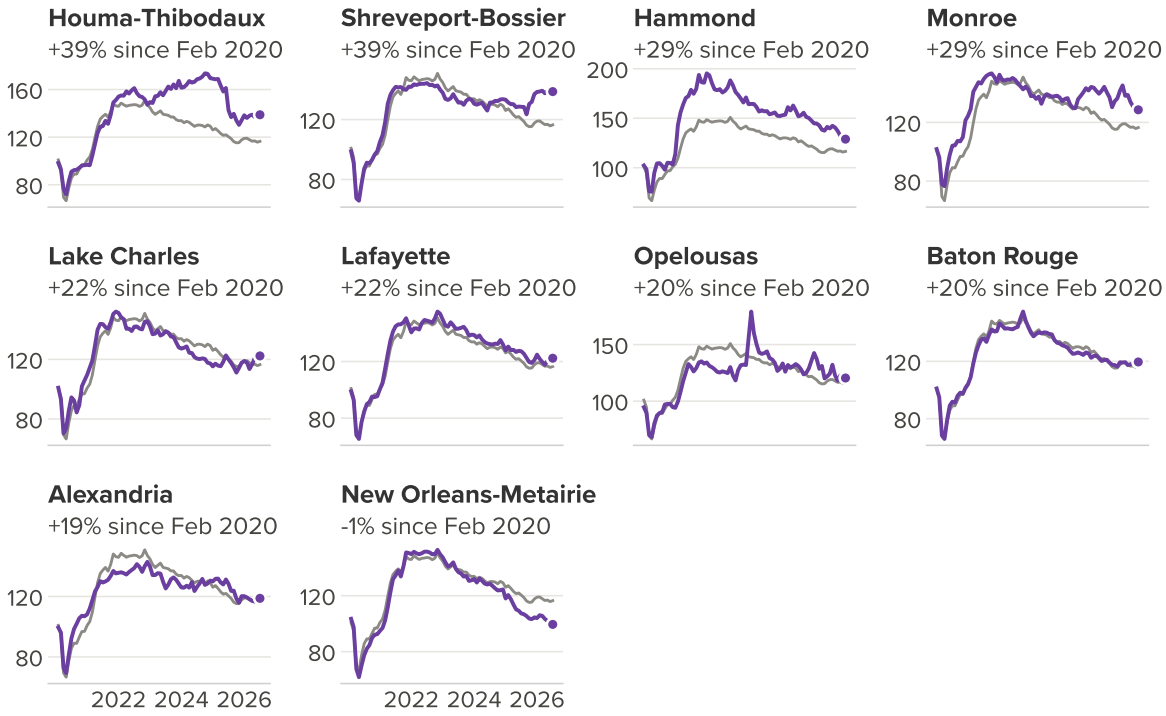
Figure 44. Louisiana's postings peaked in November 2022 at 151 percent of the February 2020 level and stood at 116 in July 2026, against 102 nationally; Louisiana has run above the nation since 2023. (Indeed Hiring Lab, 2026)

Figure 44 is Indeed's job postings index for Louisiana, in purple, and the United States, in gray. The index sets each series at 100 on 1 February 2020, so Louisiana's 116 in July 2026 means 16 percent more postings than on that day. Louisiana's postings ran above the nation's for most of 2020 and close to them through August 2021, below them from September 2021 to October 2022, and above them in every month since November 2022. Each series is measured against its own February 2020 level, so running above the nation means Louisiana's postings have stayed further above their pre-pandemic level than the nation's have, not that Louisiana has more

postings. Postings held up in Louisiana as the national boom faded. The index is revised in place each week, so the report records the data version it used.

Job postings in ten Louisiana metropolitan and micropolitan areas since February 2020

Each area's postings relative to its own level on 1 February 2020 (= 100); the figure under each name is the change since then. Each panel has its own vertical scale. Gray line: Louisiana statewide index.



Source: Indeed Hiring Lab Job Postings Index (open data, commit bfcb73a), seasonally adjusted daily index averaged by month; 1 February 2020 = 100. Indeed uses older area definitions; the Slidell-Mandeville-Covington metro area is not shown.

Figure 45. The figure under each area's name is the change in postings since 1 February 2020. Houma-Thibodaux and Shreveport-Bossier hold the most postings relative to 2020 (up 39 percent); New Orleans-Metairie (down 1 percent) is the only area below its February 2020 level. (Indeed Hiring Lab, 2026)

Figure 45 breaks the same index out for the ten Louisiana areas Indeed publishes, nine metropolitan areas and the Opelousas micropolitan area. Each panel sets the area's own postings at 100 on 1 February 2020, so the panels compare shapes rather than sizes. The figure under each name is the change since then, so Houma-Thibodaux at +39% had 39 percent more postings in July 2026 than in February 2020. The gray line in every panel is Louisiana's statewide index.

Projected jobs, 2024 to 2034

Louisiana Works publishes long-term employment projections every two years, by industry and occupation, for the state and for its eight regional labor market areas (Louisiana Works, 2025a). The current set runs from a 2024 base to 2034. The projections are the state's official forecast of where jobs will be; this report makes no forecasts of its own and shows the state's, labeled as

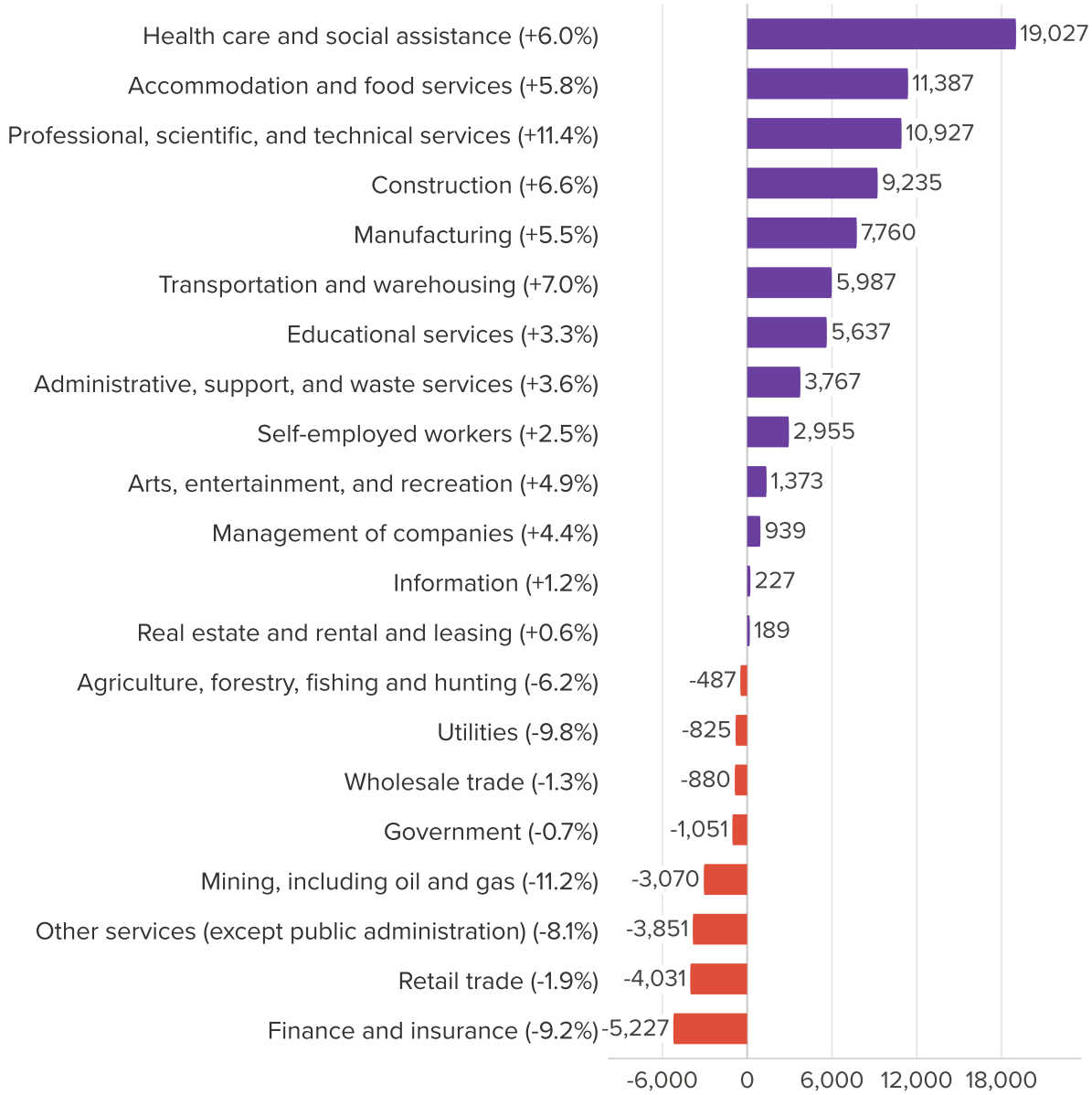
such. They count jobs by place of work and include the self-employed, so their total of 2,046,564 for 2024 runs above the covered-employment counts used elsewhere in this report.

The state projects a net gain of 59,988 jobs by 2034, 2.9 percent over ten years. Health care and social assistance accounts for the largest share of the gain, 19,027 jobs, followed by accommodation and food services (11,387), professional, scientific, and technical services (10,927, the fastest-growing large sector at 11.4 percent), construction (9,235), manufacturing (7,760), and transportation and warehousing (5,987). Eight sectors are projected to lose jobs: finance and insurance (5,227), retail trade (4,031), other services (3,851), mining including oil and gas (3,070), government (1,051), wholesale trade (880), utilities (825), and agriculture, forestry, fishing and hunting (487). By occupation, home health and personal care aides add the most jobs (6,673, on a base of 44,275), followed by construction laborers, fast food and counter workers, stockers and order fillers, and registered nurses (2,636, on 49,294). Openings are a different measure. The occupations with the most projected annual openings, cashiers (8,510 a year), fast food and counter workers (8,413), and retail salespersons (7,517), are flat or shrinking, because openings count the replacement of workers who leave as well as growth.

The eight regions are not the fifteen workforce development areas (the New Orleans region, for example, spans the Orleans, Jefferson, St. Charles, and First Planning District areas), and the report uses them only here. Seven of the eight are projected to add jobs. The Lake Charles region grows fastest, 8.0 percent, and the Baton Rouge region adds the most jobs, 20,928. The New Orleans region, the largest, is projected to lose 2,253 jobs, 0.4 percent. Per 1,000 residents aged 20 to 64 in 2024, the projected change runs from a loss of 3 in New Orleans to a gain of 58 in Lake Charles (Table 4).

Projected change in jobs by industry, 2024 to 2034

Louisiana Works long-term projections, statewide; the percent change follows each name



Source: Louisiana Works, long-term employment projections by industry, 2024 to 2034, statewide file. Other services is counted as its four sub-industries and self-employed workers as their own row (see Methods).

Figure 46. The state projects a net gain of 59,988 jobs (2.9 percent) from 2024 to 2034; health care and social assistance adds the most (19,027) and finance and insurance loses the most (5,227). (Louisiana Works, 2025a)

Figure 46 shows the projected change in jobs from 2024 to 2034 for each sector, with the sectors that add jobs in purple and those that lose jobs in coral. The label on each bar is the projected change in jobs; the percent change is given beside the sector name. Health care and social assistance, the state's largest sector, adds the most; finance and insurance loses the most. Self-employed workers are a row in the state's file and are shown as one.

Table 4. Projected change in jobs, 2024 to 2034, by regional labor market area, with the change per 1,000 residents aged 20 to 64. Population is the Census Bureau's estimate for July 1, 2024 (vintage 2024), as printed in the 2025 Workforce Development Report, the only regional age breakdown available (Louisiana Works, 2025a, 2025b).

REGION	JOBS, 2024	JOBS, 2034	CHANGE	PERCENT	RESIDENTS AGED 20 TO 64, 2024	CHANGE PER 1,000 RESIDENTS AGED 20 TO 64
New Orleans	589,692	587,439	-2,253	-0.4	706,885	-3
Baton Rouge	501,886	522,814	20,928	4.2	601,404	35
Houma	95,457	99,838	4,381	4.6	124,003	35
Lafayette	271,120	278,073	6,953	2.6	362,617	19
Lake Charles	141,980	153,334	11,354	8.0	195,863	58
Alexandria	97,293	100,799	3,506	3.6	135,157	26
Shreveport	236,943	246,305	9,362	4.0	309,197	30
Monroe	112,193	117,950	5,757	5.1	163,143	35
Louisiana	2,046,564	2,106,552	59,988	2.9	2,598,269	23

Training supply against projected demand

The industry projections show where jobs are expected to grow. They do not say what workers will do in those jobs or whether Louisiana is training people for them. The 2026 report *Louisiana's Employment Outcomes* from the Kathleen Blanco Public Policy Center at the University of Louisiana at Lafayette (Habans et al., 2026) takes a step in that direction. It follows people who complete programs at Louisiana's public colleges and universities into the jobs they hold one to three years later, using the state's linked records in the Louisiana Foundational Integrated Research System for Transformation (LA FIRST), and applies the Louisiana Works occupational projections for 2022 to 2032 to those jobs. The result, for each program, is an estimate of how fast employment is projected to grow in the occupations its graduates enter and how many openings those occupations are projected to have each year. The comparison covers public postsecondary programs only, not apprenticeship, Title I training, adult education, or vocational rehabilitation; it is for the state as a whole; and it uses the 2022 to 2032 occupational projections rather than the 2024 to 2034 industry projections above, so the two sets of numbers should not be combined.

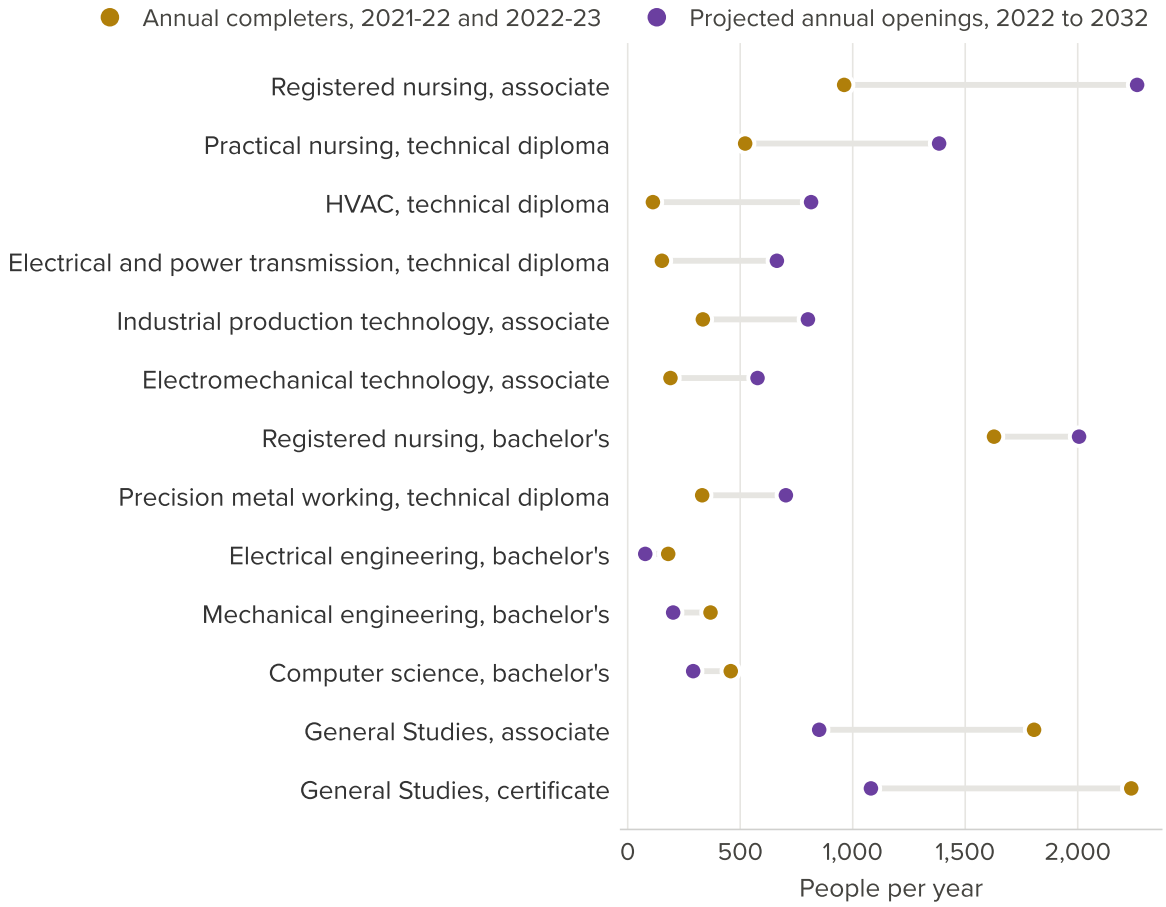
Health care programs line up most clearly with projected demand. Associate-degree registered nursing produced an average of 962 completers a year and is linked to occupations projected to grow 7.5 percent over ten years, with about 2,264 projected openings a year. Bachelor's-degree registered nursing produced 1,628 completers a year against about 2,006 projected openings,

and the technical diploma in practical nursing 522 against 1,384. Completers in associate registered nursing rose 43 percent between the years before the pandemic and 2023-24 and 2024-25, while those in the practical nursing diploma fell 28.5 percent, a drop the report links to the growth of practical nursing associate programs. Several skilled-trades programs show the same pattern on a smaller scale: the associate in industrial production technology produced 334 completers a year against about 801 openings, the associate in electromechanical technology 190 against 577, the HVAC technical diploma 112 against 815, the electrical and power transmission diploma 152 against 663, and the precision metal working diploma 331 against 703.

In a few fields completers outnumber projected openings. General Studies programs, the largest, produced about 1,806 associate and 2,238 certificate completers a year against about 851 and 1,081 projected openings, the largest programs by far in which completers exceed openings. Among bachelor's programs the same holds for computer science (458 against 291), mechanical engineering (368 against 202), and electrical engineering (180 against 78), and for several of the largest majors, including business administration and psychology. These comparisons need care. General Studies completers spread across many occupations, so openings in one set of occupations are a weak benchmark for them. Openings include the replacement of workers who leave, so a program can show many openings while its occupations are projected to shrink; the associate in business is linked to a projected decline of 0.8 percent and about 1,101 openings a year. Higher-wage occupations tend to grow faster, and lower-wage occupations have more openings because of turnover. Taken together, the analysis does not show a general shortage or surplus of trained workers. For the programs closest to the fastest-growing occupations, nursing and the skilled trades, projected openings exceed annual completers; for a small number of large programs the reverse holds; and neither measure counts workers who train outside the public colleges, through apprenticeship, employers, or out-of-state institutions.

People trained each year against projected openings, thirteen programs

Average annual completers at Louisiana's public colleges and universities (gold) and projected annual openings in the occupations those completers entered (purple)



Source: Habans, Losh, Hartwell, and Barnes (2026), Figures 4.60 and 4.61; Louisiana Works 2022 to 2032 occupational projections as applied in that report. Openings are shared across programs and are not reserved for any one program's graduates.

Figure 47. For nursing and the skilled trades, projected annual openings in the occupations graduates enter run well above annual completers (associate nursing: 962 completers, 2,264 openings); for General Studies and several bachelor's programs the reverse holds. (Habans et al., 2026)

Figure 47 sets, for thirteen programs, the average number of completers a year in 2021-22 and 2022-23 (gold) beside the projected annual openings for 2022 to 2032 in the occupations where those completers were working one to three years later (purple). Openings are not reserved for that program's graduates; the same occupations draw workers from many programs. Nursing and the skilled trades sit to the right of their completer counts; General Studies and three engineering and computing degrees sit to the left.

Career and technical education enrollment

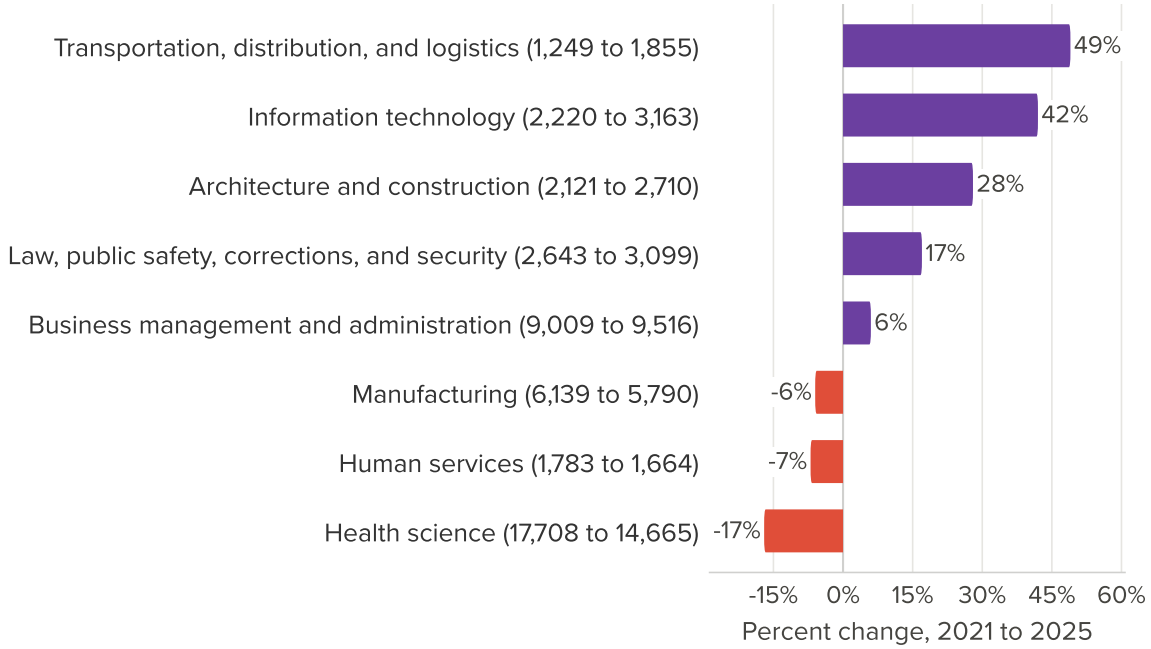
The Louisiana Community and Technical College System (LCTCS) publishes enrollment in career and technical education (CTE) programs at its colleges by federal career cluster (Louisiana Community and Technical College System, 2026). Total enrollment rose 16 percent between

academic years 2021 and 2025, from 73,345 to 84,872 students, but almost all of the growth was outside CTE majors. Students in a CTE program were about flat (47,136 to 46,445, down 1.5 percent) while students not in one rose 47 percent (26,209 to 38,427); students who took at least one CTE course, a wider measure, rose 16 percent (38,366 to 44,361). Within CTE, the clusters moved in different directions. Transportation, distribution, and logistics grew 49 percent (1,249 to 1,855 students), information technology 42 percent (2,220 to 3,163), architecture and construction 28 percent (2,121 to 2,710), and law, public safety, corrections, and security 17 percent (2,643 to 3,099). Business management and administration rose 6 percent (9,009 to 9,516), and manufacturing fell 6 percent (6,139 to 5,790) after a dip to 5,131 in 2023. Health science, the largest cluster, fell 17 percent (17,708 to 14,665) from a peak of 17,821 in 2023.

These movements line up with some demand signals and not others. The growth in construction and transportation enrollment is in industries with projected gains. The health science decline runs against the projections, which give health care and social assistance the largest gain of any sector, and against the Blanco Center's finding that projected nursing openings exceed annual completers. Enrollment is not completion, and the dashboard does not show why enrollment in a cluster rose or fell. Each student is counted in one cluster: the clusters sum exactly to CTE enrollment in every year.

Enrollment in career and technical education by cluster, change from 2021 to 2025

Percent change in enrollment at the community and technical colleges, academic years 2021 to 2025, the eight largest clusters; enrollment in the two years follows each name



Source: Louisiana Community and Technical College System, Career and Technical Education Dashboard (Perkins CTE Enrollment), Student Information Systems data, read 5 November 2026.

Figure 48. Between academic years 2021 and 2025, enrollment at the community and technical colleges grew in transportation (49 percent), information technology (42), and construction (28) and fell 17 percent in health science, the largest cluster. (Louisiana Community and Technical College System, 2026)

Figure 48 shows the percent change in enrollment from academic year 2021 to 2025 for the eight largest career clusters at the community and technical colleges, with each cluster's enrollment in the two years beside its name. The dashboard also shows academic year 2026, which looks like a partial count and is not used. Four-year institutions, private colleges, apprenticeship, and high school CTE are not included.

Apprenticeship against projected demand

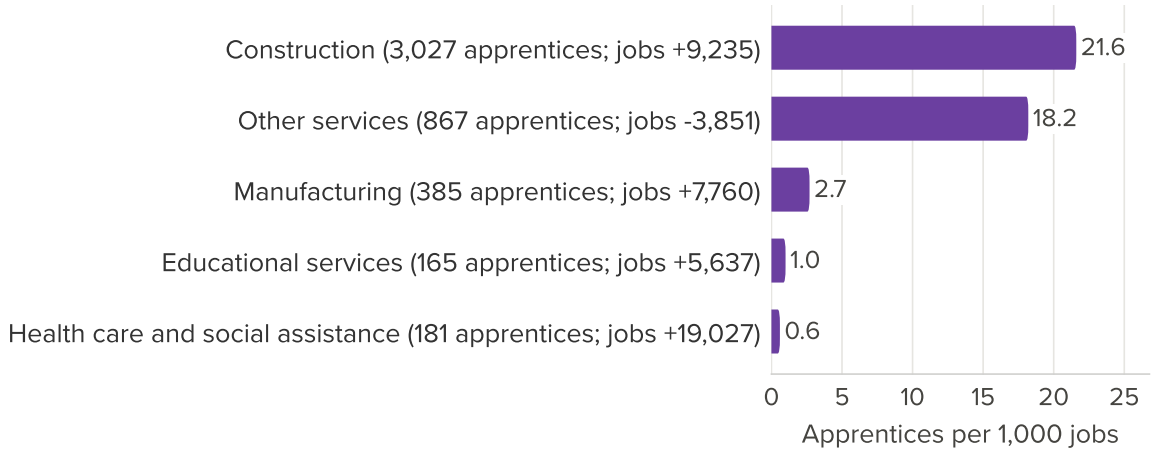
Registered apprenticeship is the one training route in this report that is employer-sponsored and paid. Louisiana's 4,757 active apprentices in FY2026 (Panel 5) are about 1.8 per 1,000 residents aged 20 to 64, and their distribution across industries is uneven. Construction holds 3,027 (64 percent), other services 867 (18 percent, largely the 405 barbers), manufacturing 385 (8 percent), health care and social assistance 181 (4 percent), and educational services 165 (3 percent). Relative to the size of each industry in 2024, construction has about 22 apprentices per 1,000 jobs, other services about 18, manufacturing under 3, and health care under 1. The projections point the other way for several industries with few apprentices: health care and social assistance is projected to add 19,027 jobs, professional, scientific, and technical services 10,927, and manufacturing 7,760, against 9,235 for construction, and other services is projected to lose 3,851.

Apprenticeship's footprint matches construction's projected growth and not that of the other three. It is one pathway among several; in health care, much of the training runs through the public colleges described above.

The pipeline is small next to projected need, even in construction. Louisiana's registered apprenticeships produced between 376 and 609 completers a year from FY2021 to FY2025, an average of 464 across all industries, while construction alone is projected to add about 920 jobs a year over the decade before counting replacements for workers who leave. Net growth is not openings, and not every construction worker trains through an apprenticeship, so these figures bound the question without answering it. Apprentices are a stock at one point in time, jobs are 2024 annual employment, and the projected change is a ten-year net change, so the per-1,000 figures compare scale, not the share of workers trained. Programs with fewer than 10 apprentices are suppressed, so small industries are undercounted; transportation and warehousing fell from 21 apprentices to zero between FY2021 and FY2026, which is almost certainly suppression.

Registered apprentices per 1,000 jobs, by industry

Active apprentices in FY2026 per 1,000 jobs in the industry in 2024, the five industries with the most apprentices; the apprentice count and the projected change in jobs, 2024 to 2034, follow each name



Sources: US Department of Labor apprenticeship.gov dashboard (state workload basis, FY2026 count at publication); Louisiana Works 2024 to 2034 industry projections, 2024 base employment.

Figure 49. Construction has about 22 registered apprentices per 1,000 jobs, manufacturing under 3, and health care under 1; health care is the sector projected to add the most jobs. (Louisiana Works, 2025a; Office of Apprenticeship, 2026)

Figure 49 shows active registered apprentices in FY2026 per 1,000 jobs in each industry in 2024, for the five industries with the most apprentices, with each industry's apprentice count and projected change in jobs beside its name. Construction stands apart; health care, the sector projected to add the most jobs, has the fewest apprentices relative to its size.

PART ONE · PANEL 11

About 18 layoff notices are filed in a typical year; 2020 brought 108

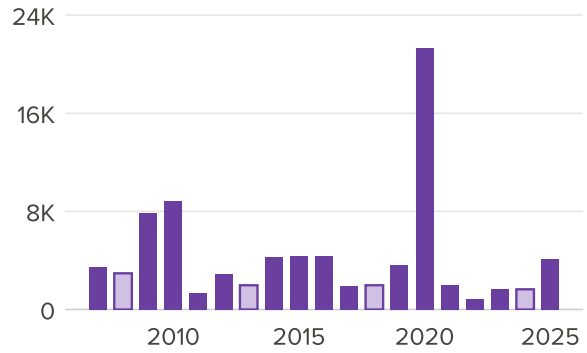
Layoff notices

Employers with 100 or more workers must give sixty days' notice of a plant closing or mass layoff under the federal Worker Adjustment and Retraining Notification (WARN) Act. Louisiana Works posts the notices as a list each year; the report turns twenty years of lists into a series.

Between 2007 and August 2026, 601 notices named 83,014 workers. The year 2020 accounted for 108 notices and 21,290 workers, about a quarter of the total, led by Waitr's statewide notice of 2,300 and the Bossier City casino's 978. The next largest years were 2010, when Northrop Grumman's Avondale shipyard notice alone named 4,703, and 2009. Ordinary recent years (2019 and 2021 to 2023) averaged about 18 notices a year. The 20 notices of 2025 named 4,083 workers, the most since 2020, and the largest was Sodexo's notice for 881 workers in New Orleans. Orleans holds 19 percent of the workers named since 2007, then Jefferson and East Baton Rouge. The notices record announced layoffs, and neither the number who were in fact let go nor the distinction between a closing and a layoff can be read from them.

Workers named in layoff notices, 2007 to 2025

Employees affected in WARN notices filed with the state, by calendar year

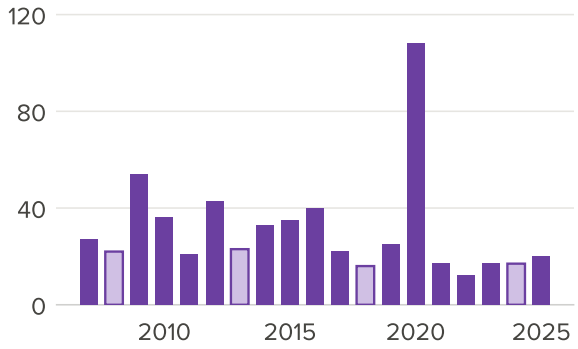


Source: Louisiana Works WARN notice lists 2007 to 2026, parsed; employee counts as printed; rescinded notices, duplicate listings, and update rows left out. Light bars: the 2008, 2013, 2018, and 2024 lists end on 12 August, 29 October, 19 October, and 31 July.

Figure 50. Notices filed from 2007 to 2025 named 81,326 workers; 2020 alone accounted for 21,290 (26 percent). The 4,083 named in 2025 was the most since 2020. (Louisiana Works, 2026)

Layoff notices filed, 2007 to 2025

WARN notices by calendar year



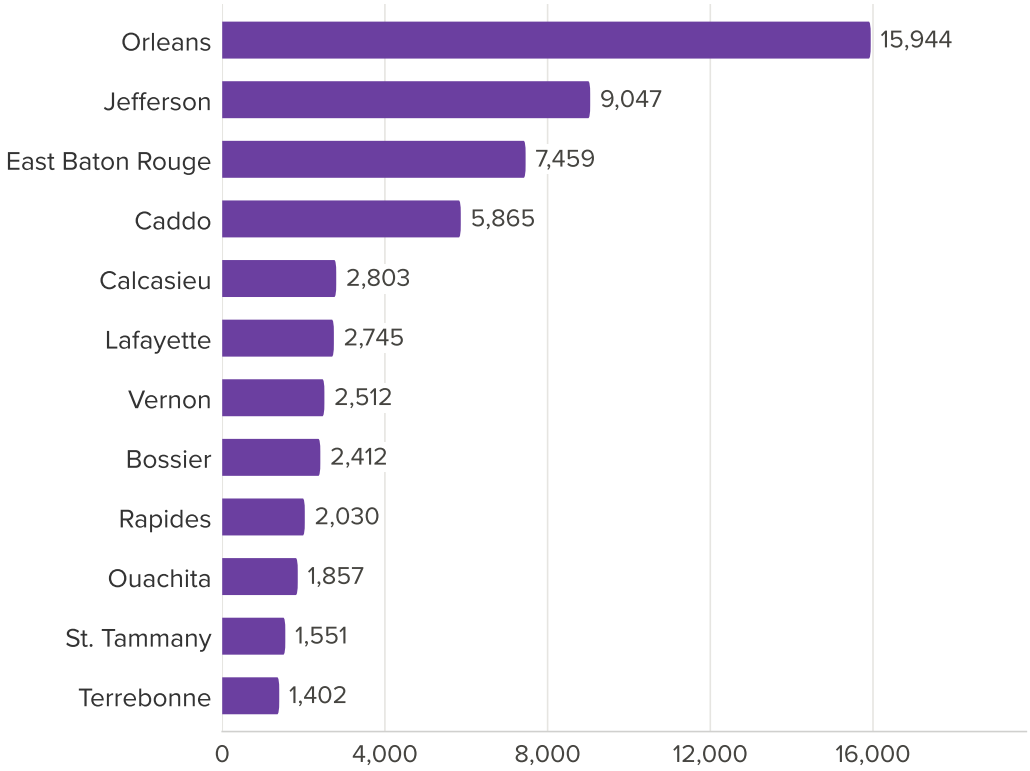
Source: Louisiana Works WARN notice lists 2007 to 2026, parsed; employee counts as printed; rescinded notices, duplicate listings, and update rows left out. Light bars: the 2008, 2013, 2018, and 2024 lists end on 12 August, 29 October, 19 October, and 31 July.

Figure 51. Notices per year: 108 in 2020 against about 18 a year in 2019 and 2021 to 2023. (Louisiana Works, 2026)

Figure 50 counts the workers named in WARN notices each year and Figure 51 the notices themselves. A notice records a planned layoff, not the number of people finally let go, and an employer may file more than one.

Where the layoff notices fall, 2007 to 2026

Employees affected in WARN notices, the twelve parishes with the most; out-of-state, statewide, and unplaced notices left out



Source: Louisiana Works WARN notice lists 2007 to 2026, parsed; employee counts as printed; rescinded notices, duplicate listings, and update rows left out. The 2008, 2013, 2018, and 2024 lists end on 12 August, 29 October, 19 October, and 31 July.

Figure 52. Orleans accounts for 15,944 of the workers named since 2007 (19 percent), then Jefferson (9,047) and East Baton Rouge (7,459). (Louisiana Works, 2026)

Figure 52 places the notices by parish, using the employer's city as printed on the notice, and shows the twelve parishes with the most workers named since 2007. Notices with an out-of-state address (4,325 workers), statewide notices such as Waitr's in 2020 (3,124), and nine notices naming 671 workers that could not be placed are left out of the ranking.

PART ONE · PANEL 12

The classified state workforce is more than a third smaller than in 2010, and turns over at about half the private rate

The public workforce

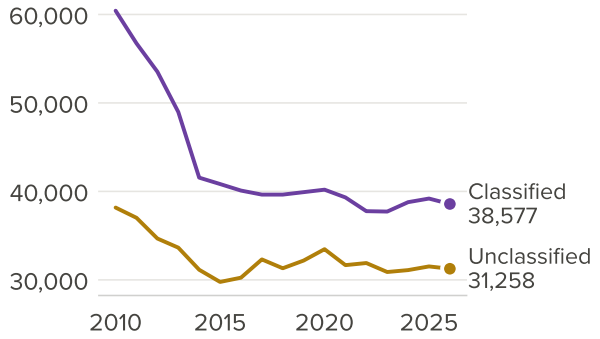
State government is one of Louisiana's largest employers, and the federal government one of its steadiest. Neither is separately visible in the labor market series; the state and federal personnel systems count them directly.

Classified employees are those hired and promoted under State Civil Service rules; unclassified employees, including faculty and appointees, are not. Classified state employment fell from 60,423 in fiscal 2010 to 38,577 in fiscal 2026. Classified staff in higher education and health care account for 63 percent of that fall, 13,779 of 21,846. Most of their decline came between fiscal 2013 and 2015, and higher education's classified count has kept falling since, from 6,055 in fiscal 2015 to 3,881 in fiscal 2026. The weekly reports do not say whether a position was abolished or moved out of the classified service. Excluding those two departments, the classified workforce fell 19 percent over sixteen years and 1.4 percent since fiscal 2020. Unclassified employees numbered 31,258 in fiscal 2026.

Turnover among classified employees, in the reports the Civil Service files under Act 879 of 2010, was 17.8 percent in fiscal 2025, and voluntary departures alone were 12.9 percent of employees, about seven in ten separations. Total turnover peaked at 31.8 percent in fiscal 2013, as the higher education and health care classified counts fell, and has run between 15.5 and 19.8 percent since 2015. Private employers' stable-job turnover from the QWI, summed over the same July 2024 to June 2025 year, was 38.5 percent, so classified state jobs turn over at about half the private rate. Federal civilian employment stood at 19,486 in September 2024 in FedScope, the public database of federal employees kept by the US Office of Personnel Management (OPM), 5 percent below 1998. OPM's newer summary tables count 22,830 for the same month; most of the difference is in law enforcement, corrections, and tax agencies whose staff FedScope does not place in a state, so the two counts are reported side by side and not spliced.

State government employees, FY2010 to FY2026

Fiscal-year average headcount, statewide series; classified counts in higher education and health care fell most in FY2013 to FY2015

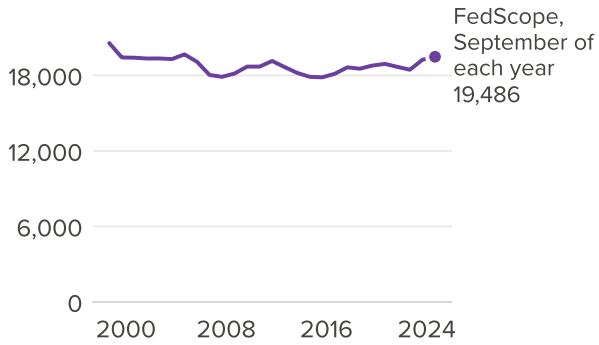


Source: Louisiana State Civil Service, Weekly Report on State Employment, fiscal-year means of weekly counts (statewide totals, all agencies).

Figure 53. Classified state employment is 36 percent below its FY2010 level, 38,577 in FY2026 against 60,423. Declines in higher education and health care account for 63 percent of the fall, most of their decline coming in FY2013 to FY2015; since FY2020 the classified count as a whole fell 4.0 percent. (Louisiana State Civil Service, 2026)

Federal civilian employees in Louisiana, 1998 to 2024

Headcount by duty station, September of each year (OPM FedScope, 1998 to 2024), without the law enforcement and corrections occupations the cubes place in Louisiana only in 2004 to 2011



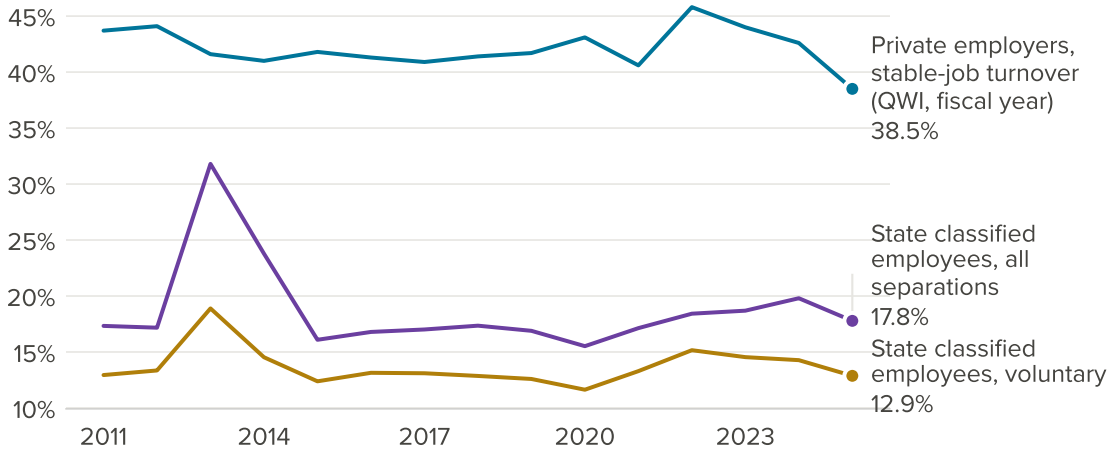
Source: OPM FedScope employment cubes, aggregated. OPM's newer summary tables count 22,830 for September 2024; most of the difference is in law enforcement, corrections, and tax agencies whose staff the cube does not place in a state, so the two counts are reported side by side and not spliced.

Figure 54. Federal civilian employment in Louisiana was 19,486 in September 2024 in FedScope, the Office of Personnel Management's database of federal employees, 5 percent below 1998. OPM's newer summary tables count 22,830 for the same month, a difference the text explains; the two counts are not spliced. (U.S. Office of Personnel Management, 2025)

Figure 53 shows classified state employees in purple and unclassified employees in gold, as fiscal-year averages of the Civil Service's weekly counts. Figure 54 shows federal civilian employees working in Louisiana in FedScope, whose series stops in September 2024.

Turnover in state government against the private sector, FY2011 to FY2025

Civil Service: separations in the fiscal year over employees at 30 June. QWI: stable-job turnover rate, the four quarters of each fiscal year summed



Sources: Louisiana State Civil Service turnover reports filed under Act 879 of 2010; Census Bureau QWI R2026Q3 (private employers, Louisiana, full-quarter jobs), summed over each July to June fiscal year. The two measures are built differently; see methods.

Figure 55. Turnover among classified state employees was 17.8 percent in FY2025 (voluntary 12.9) and peaked at 31.8 in FY2013, as higher education and health care classified counts fell. Private stable-job turnover over the same fiscal year was 38.5 percent, so classified state jobs turn over at about half the private rate, on measures built differently. (Louisiana State Civil Service, 2026; U.S. Census Bureau, 2026e)

Figure 55 sets state turnover beside the private sector's. For classified employees, turnover is separations during the fiscal year over employees at the end of it. For private employers the report uses the QWI stable turnover rate summed over the four quarters of the same fiscal year. The two measures are built differently, so the comparison is approximate, but the gap between them is wide.

Artificial Intelligence, Data Centers, and the State's Jobs

Coverage of these topics has grown quickly. In five Louisiana news outlets we scanned, stories mentioning data centers went from 22 in the year to September 2024 to 281 in the year to September 2026, and stories mentioning artificial intelligence went from 43 to 182. This part looks at which jobs in the state are exposed to AI, how many businesses use it, and how many people work in the industry that includes data centers, set against what has been announced.

0.12
STANDARD DEVIATIONS LESS EXPOSED THAN THE NATION, AMONG SCORED OCCUPATIONS

21.4%
OF BUSINESSES USED AI, AUGUST 2026

3,163
DATA PROCESSING AND HOSTING JOBS, 2025

$81.6B
ANNOUNCED DATA CENTER INVESTMENT

Exposure measures tasks, not job losses 80

Louisiana's jobs are, on average, less exposed to AI than the nation's 81

One in five Louisiana businesses uses AI, and the gap with the nation has narrowed 86

Data processing and hosting employed 3,163 people in 2025; four announced projects plan about 2,000 operating jobs 88

Summary of the theme 92

Exposure measures tasks, not job losses

What exposure means, and what it does not

The report uses two published measures of exposure, and neither is a forecast of job loss.

Every measure of an occupation's exposure to artificial intelligence starts from the same idea. An occupation is a bundle of tasks and abilities, cataloged for the United States in the Department of Labor's Occupational Information Network (O*NET) database, and a language model or an image model can do some of those tasks and not others. Researchers score the abilities or the tasks, weight them by how much of the occupation they make up, and arrive at a number per occupation. Two such measures are used in this report.

The first is the AI Occupational Exposure index built by Edward Felten, Manav Raj, and Robert Seamans (2021), which links ten applications of artificial intelligence, such as language modeling, image recognition, and translation, to the 52 abilities O*NET records for each occupation, and scores 774 occupations. The authors published the scores as a standardized index, so a value describes an occupation's position relative to all others. They also scored industries by their national mix of occupations, and counties by their 2019 mix of industries. The second is the measure built by Tyna Eloundou, Sam Manning, Pamela Mishkin, and Daniel Rock (2024). They had OpenAI's GPT-4 model and human annotators rate whether a large language model, alone or through software built on it, could cut the time each O*NET task takes by at least half. The version used here gives half weight to the tasks that would also need added software.

The two measures disagree in places, and the disagreement is informative. Felten and colleagues' index rises with abilities such as reading, writing, and reasoning, so it ranks clerical, financial, legal, and managerial occupations high and physical trades low. Eloundou and colleagues' measure does much the same but scores some occupations differently because tasks and abilities are not the same thing. Where they disagree, both numbers are shown.

Three things exposure does not mean. It is not a forecast of job loss. An exposed occupation is one whose abilities or tasks were rated as within reach of these tools. Whether an employer adopts the tools, redesigns the job, hires fewer people, or hires more people to do new work is a separate question that these measures do not answer, and the history of past technologies gives examples of every outcome. It is not a measure of quality or value. A high score describes the tasks, and the same occupations that score high on exposure include some of the best-paid in the state. It is not a measure of what has happened. The Census Bureau's Business Trends and Outlook Survey, reported later in this part, is the closest thing to a regular measure of actual use, and it shows a minority of businesses using these tools.

Louisiana's jobs are, on average, less exposed to AI than the nation's

Which of Louisiana's jobs are exposed

Joined to the May 2025 employment count from the BLS Occupational Employment and Wage Statistics (OEWS), the Felten index scores 35 of Louisiana's 40 largest occupations. Seventeen score above the average occupation: accountants and auditors (1.5, in the 99th percentile of all occupations), secondary school teachers (1.2), secretaries and administrative assistants (1.1), business operations specialists, bookkeeping clerks, and office supervisors (each 1.0), receptionists and office clerks (1.0 and 0.99), and customer service representatives (0.96). Eighteen score below: laborers and freight movers (-1.7), construction laborers (-1.6), maids (-1.5), janitors (-1.4), food preparation workers (-1.2), welders (-1.2), and heavy truck drivers (-1.1). Five of the 40, including fast food workers and home health aides, have no score because the index uses an older occupational classification.

Weighted by employment across the occupations each measure scores, Louisiana's job mix sits 0.12 standard deviations below the national mix on the Felten index, and below the nation on all six variants of the Eloundou measure. Each occupation carries the same score in every state, so the gap reflects the mix of jobs and says nothing about how much Louisiana's employers use these tools. In May 2025, construction and extraction occupations were 5.8 percent of Louisiana's jobs against 4.1 percent nationally, and installation and repair, transportation, and food preparation and serving occupations were each about a point higher. Business and financial occupations were 4.7 percent against 6.8, and computer and mathematical occupations 1.4 percent against 3.4. Among the occupations the Felten index scores, about a third of the gap comes from Louisiana's smaller share of business, financial, and management jobs and about a third from its larger share of construction, extraction, transportation, and repair jobs. The Felten index scores almost no computer occupations; on the Eloundou measure they are the largest single source of the gap.

AI exposure of Louisiana's largest occupations

The 40 largest occupations by employment (35 with a score), Felten AI Occupational Exposure index



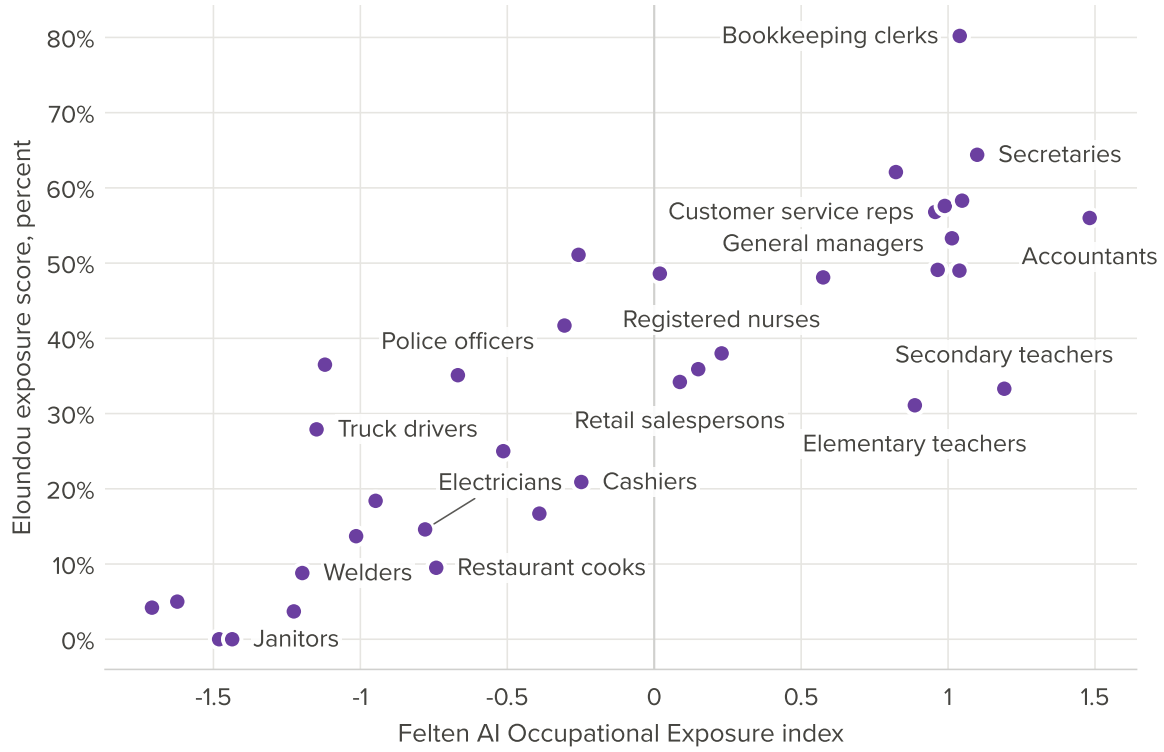
Sources: Felten, Raj, and Seamans (2021) AI Occupational Exposure scores; BLS OEWS May 2025 Louisiana employment. Scores are standardized: 0 is the average occupation, 1 is one standard deviation more exposed.

Figure 56. Of Louisiana's 40 largest occupations, 17 score above the average occupation on the Felten index and 18 below. Accountants (1.5), secondary teachers (1.2), and secretaries (1.1) are the most exposed; laborers (-1.7), construction laborers (-1.6), and maids (-1.5) the least. Weighted by employment across the occupations the index scores, Louisiana's job mix sits 0.12 standard deviations below the national mix. (Bureau of Labor Statistics, 2026d; Felten et al., 2021)

Figure 56 sorts the 40 occupations by their score on the Felten AI Occupational Exposure index. A score of zero is the average occupation; positive scores, in purple, are more exposed than average and negative scores, in coral, less, and a score of one is one standard deviation above the average.

Two exposure measures, side by side

Louisiana's largest occupations: Felten index (horizontal) against the Eloundou exposure score, GPT-4 rating (vertical)



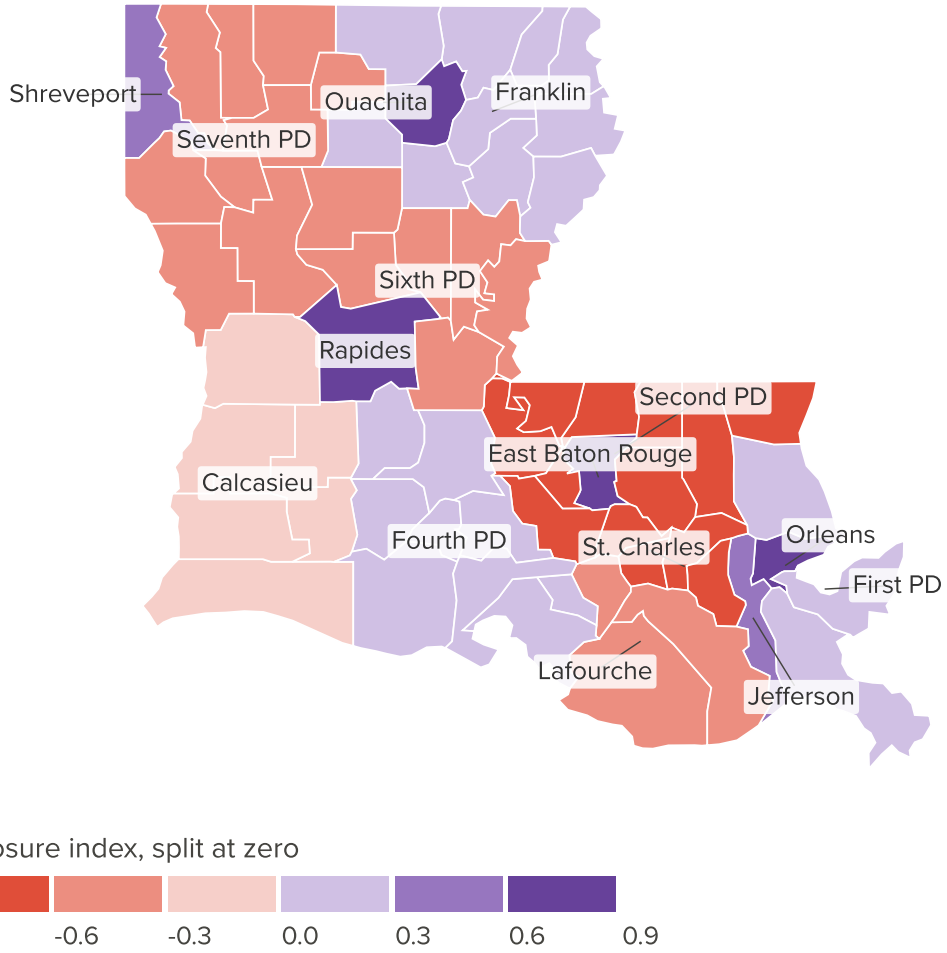
Sources: Felten, Raj, and Seamans (2021); Eloundou, Manning, Mishkin, and Rock (2024), GPT-4 beta measure; BLS OEWS May 2025.

Figure 57. The two measures agree on the office and accounting occupations at the top and the physical trades at the bottom, and disagree on teachers, which the Felten index rates high and the Eloundou measure rates in the middle. On the Eloundou measure, Louisiana sits below the nation on all six variants. (Bureau of Labor Statistics, 2026d; Eloundou et al., 2024; Felten et al., 2021; OpenAI, 2025)

Figure 57 puts the two measures side by side for the same occupations, with the Felten index across the bottom and the Eloundou exposure score up the side. The Eloundou score is the share of an occupation's tasks rated exposed to a language model, with tasks that need added software counted at half weight. Points in the upper right score high on both measures; points in the lower left score low on both. The Felten index rates teachers high because teaching draws on language and reasoning. The task-based measure places them in the middle, because GPT-4 rated few teaching tasks as ones a model alone could speed up, and more than a third as not exposed at all.

AI exposure by workforce area

Felten county scores (the 2019 industry mix of the jobs located in each parish), averaged over each area's parishes weighted by employed residents. Purple is above zero, coral below; zero is a fixed point on the authors' national scale.



Source: Felten, Raj, and Seamans (2021) county AI Geographic Exposure (AIGE) scores; area means weighted by 2023 employed residents from the Census Bureau's LEHD Origin-Destination Employment Statistics (LODES).

Figure 58. Exposure is highest in Orleans, East Baton Rouge, Ouachita, and Rapides. It is lowest in the industrial river parishes of the St. Charles consortium and the Second Planning District. As in Figure 1, all of Caddo Parish is drawn in the Shreveport area, which covers only the city part of Caddo. (Felten et al., 2021; U.S. Census Bureau, 2024, 2025)

Figure 58 shades the fifteen areas by the county scores of Felten and colleagues' AI Geographic Exposure (AIGE) index, which reflect the 2019 mix of industries among the jobs located in each parish. Each area's figure averages its parishes' scores, weighted by employed residents from the Census Bureau's LEHD Origin-Destination Employment Statistics (LODES). Purple areas score above zero on the index and coral areas below it; zero is a fixed point on the authors' national scale, not a Louisiana average. Franklin and the First and Fourth Planning Districts sit close to zero. The area figures are relative positions within the state.

For workforce development, these exposure scores are a starting point for examining how job tasks and skill requirements may change; they do not, by themselves, identify which workers need retraining or what that training should contain. Automation and augmentation can occur within the same job, shifting the balance between the activities a technology supports and the responsibilities that call for human judgment (Raisch & Krakowski, 2021), and the skills that change within exposed occupations reach beyond specialized technical expertise to broader capabilities (Green, 2024). Louisiana's lower average exposure is therefore not evidence of a smaller workforce-development need. The research points instead toward detailed task and training needs analyses, which ask which activities these tools could support, where human oversight remains necessary, and which capabilities workers need to develop or maintain, so that training follows actual workplace requirements rather than exposure scores; the OECD (2024) makes the same case for learning opportunities that are relevant and accessible through the transition.

Exposure scores also say nothing about how organizations and their workers will respond to these tools. How employees build and apply new capabilities may depend on leadership and on workplace conditions that support learning, experimentation, feedback, and the sharing of knowledge. The occupational indices in this section do not measure those conditions. Research that does could separate an occupation's exposure to the technology from an organization's readiness to adapt to it.

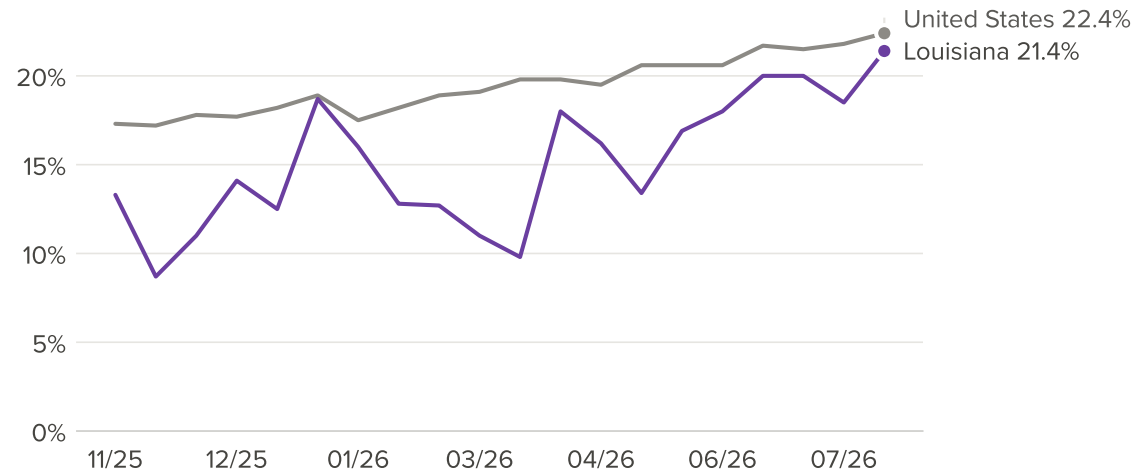
One in five Louisiana businesses uses AI, and the gap with the nation has narrowed

Who is using it

Exposure is a statement about tasks. Use is a statement about what businesses do. Every two weeks the Census Bureau's Business Trends and Outlook Survey (BTOS) asks a sample of businesses in every state whether they used artificial intelligence in any business function in the prior two weeks. In November 2025 the Bureau broadened the question, which since fall 2023 had asked about producing goods or services, and started a new series because the new wording raised reported use; these figures cannot be compared with earlier ones. Louisiana's share rose from 13.3 percent in November 2025 to 21.4 percent in August 2026, and the nation's from 17.3 to 22.4 percent. Louisiana trailed the nation in all twenty periods, by about four points on average, and the gap narrowed; in the latest period it was one point, within the Louisiana estimate's standard error of 2.1 points. Businesses' expectations run ahead of their practice: 26.5 percent of Louisiana businesses expected to use these tools in the next six months in the latest period.

Businesses using artificial intelligence in the last two weeks

Percent of businesses, Census Bureau Business Trends and Outlook Survey, by two-week reference period (month/year of period start)



Source: Census Bureau, Business Trends and Outlook Survey, state and national estimates, question 7, periods 202524 to 202617 (the series that began in November 2025), retrieved 6 September 2026.

Figure 59. Louisiana businesses using AI in the prior two weeks rose from 13 to 21 percent between November 2025 and August 2026, below the nation (17 to 22) in every period. (U.S. Census Bureau, 2026a)

Figure 59 plots the survey estimate for each two-week period; movements between periods reflect sampling noise. The survey counts use in any business function, so a business that uses a chatbot to draft emails counts the same as one that has rebuilt a process around these tools.

The rise in reported business use raises a further question: how are employees learning to use these tools well? Adoption alone does not establish whether workers receive guidance, whether the tools are built into everyday workflows, or whether performance improves. Among customer-support agents, assistance from a generative model raised productivity, with the largest gains among less experienced and lower-skilled workers (Brynjolfsson et al., 2025). The benefits depend on the task: in a field experiment with consultants, assistance improved performance on tasks within the model's capabilities and reduced correctness on tasks outside them (Dell'Acqua et al., 2026). Skill requirements are changing alongside, and the research on them stresses alignment between training and workplace demands, including capabilities beyond specialized AI expertise (Green, 2024; OECD, 2024). For Louisiana employers, these findings suggest that the value of adoption depends on pairing it with task-specific practice, feedback, and clear expectations for evaluating outputs, and on training that covers both the use of the tools and the occupational knowledge needed to judge their results.

The growth in adoption also raises a question that reaches past task-specific training: whether workers have critical AI literacy, meaning the technical skill to use these tools together with the capacity to evaluate what they produce, recognize their limits and risks, and exercise informed judgment in applying them at work. A business that adopts a tool has not by that step built this capability in its workforce. The adoption figures in this section count businesses that use the tools and say nothing about workers' competence with them, which leaves this part of Louisiana's workforce readiness for future study.

Data processing and hosting employed 3,163 people in 2025; four announced projects plan about 2,000 operating jobs

The data center build-out

The industry that includes data centers, code 518210 in the North American Industry Classification System (NAICS), employed 3,163 people in Louisiana in 2025, 0.16 percent of covered employment. Its full title is computing infrastructure providers, data processing, web hosting, and related services, shortened here to data processing and hosting. The industry also includes web hosting and data processing firms that do not run data centers, and a campus owned by a technology company may be counted under that company's own industry. Its employment rose from 2,400 in 2019 to a peak of 3,396 in 2023 and fell back. Establishments rose from 157 in 2001 to 579 in 2025. The industry pays well: its average weekly wage of $1,720 was 1.42 times the all-industry average.

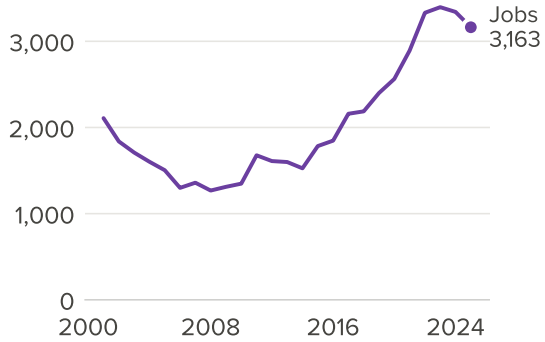
Against that measured base stand the announcements. Since December 2024, Louisiana Economic Development (LED) has announced four data center projects in its press releases (Louisiana Economic Development, 2026). For Meta's campus in Richland Parish, LED gives more than $50 billion of investment (raised in July 2026), 1,000 operating jobs, and 7,500 construction jobs. For Amazon's three campuses in Caddo and Bossier parishes, it gives $18 billion, up to 750 operating jobs across the three, and up to 2,250 construction jobs. For Hut 8's River Bend campus in West Feliciana Parish, it gives up to $10 billion in the first phase, at least 75 operating jobs, and about 1,000 construction workers at the Phase I peak. For Applied Digital's campus in Rapides Parish, it gives $3.6 billion, 200 operating jobs, and more than 1,000 construction jobs at peak. Table 5 sets out the same figures with the date of each project's latest release. Added at their headline figures, the four come to $81.6 billion of announced investment (Meta's figure is a floor and Hut 8's a ceiling), about 2,000 operating jobs, and about 11,750 construction jobs. Each construction figure is that project's own peak or maximum, and the peaks need not fall in the same year. These are projections at announcement, quoted as LED published them; none is a count of jobs that exist.

Two points follow. The operating employment of a data center is small relative to its investment, and the jobs are well paid. The construction phase is the large employment event, and it draws on the same electricians, pipefitters, and welders that the liquefied natural gas and petrochemical projects draw on. And the measured series will show the operating jobs only if the new establishments are coded to this industry. The statewide 2026 and 2027 files will show the first signs. For Richland and West Feliciana parishes, the Bureau of Labor Statistics withholds the

industry's figures in every year the industry has appeared there, as it does wherever a figure would reveal a single employer, and it withholds Rapides's in all but one year since 2015. In those parishes a new campus would show, if at all, in total parish employment rather than in the industry row.

Jobs in data processing and hosting in Louisiana, 2001 to 2025

Annual average employment, NAICS 518210, private employers

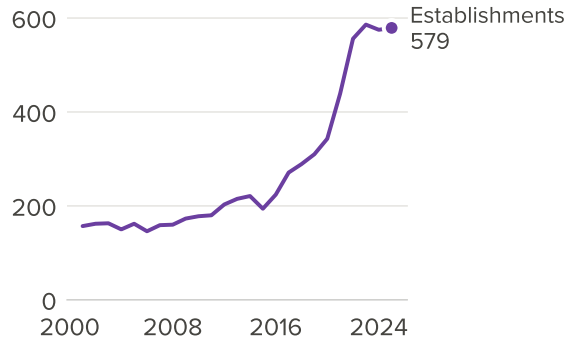


Source: BLS QCEW, NAICS 518210 (computing infrastructure providers, data processing, web hosting, and related services), private employers, Louisiana, annual averages.

Figure 60. Data processing and hosting employed 3,163 people in Louisiana in 2025, 0.16 percent of covered jobs; the count peaked at 3,396 in 2023. The four announced projects (Meta, Amazon, Hut 8, Applied Digital) total $81.6 billion of announced investment at their headline figures and about 2,000 announced operating jobs, none of which appears in this series yet. (Bureau of Labor Statistics, 2026e; Louisiana Economic Development, 2026)

Data processing and hosting establishments in Louisiana, 2001 to 2025

Annual average count of establishments, NAICS 518210, private

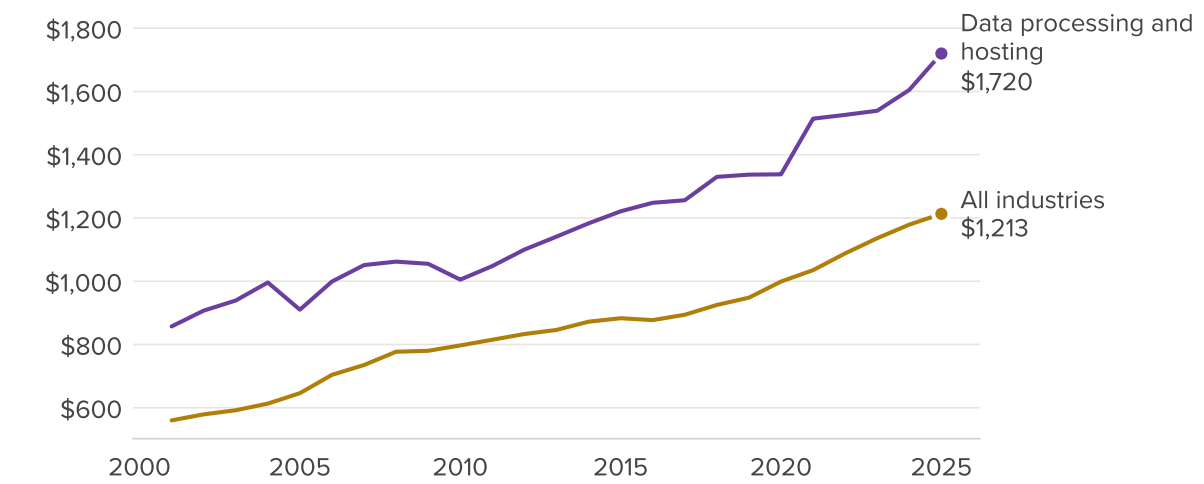


Source: BLS QCEW, NAICS 518210 (computing infrastructure providers, data processing, web hosting, and related services), private employers, Louisiana, annual averages.

Figure 61. Establishments in the industry rose from 157 in 2001 to 579 in 2025. (Bureau of Labor Statistics, 2026e)

Figure 60 and Figure 61 count the industry that includes data centers, NAICS code 518210, from the QCEW. The first counts jobs and the second establishments, the individual workplaces. None of the announced projects appears in either series yet; when they open, their jobs will appear here only if the new establishments are coded to this industry.

Meta's 1,000 announced operating jobs would equal about 16 percent of the 6,389 jobs counted in Richland Parish in 2025 and, if they were coded to this industry, about a third of the industry's 2025 employment in the state. The operating jobs announced for each of the other three projects would be under 2 percent of the jobs in their parishes. Richland's average weekly wage was $899 in 2025, 74 percent of the state average. The annual figures cannot separate a campus from anything else happening in a parish.



Source: BLS QCEW, Louisiana, annual averages: NAICS 518210 (computing infrastructure providers, data processing, web hosting, and related services), private employers; all industries, all ownerships.

Figure 62. Data processing and hosting paid 1.42 times the all-industry average weekly wage in 2025, $1,720 against $1,213. (Bureau of Labor Statistics, 2026e)

Figure 62 compares the industry's average weekly wage with the all-industry average. Since 2001 the ratio has ranged from 1.26 (2010) to 1.62 (2004).

Table 5. Data center projects announced by Louisiana Economic Development, December 2024 to August 2026, as stated in its press releases (Louisiana Economic Development, 2026)

PROJECT	PARISH	ANNOUNCED INVESTMENT	ANNOUNCED OPERATING JOBS	ANNOUNCED CONSTRUCTION JOBS (AT PEAK WHERE STATED)	DATE OF LATEST RELEASE
Meta (Hyperion)	Richland	more than $50 billion	1,000	7,500	13 July 2026
Amazon (three campuses)	Caddo and Bossier	$18 billion	up to 750 (cumulative)	up to 2,250	18 August 2026
Hut 8 (River Bend, Phase I)	West Feliciana	up to $10 billion	at least 75	about 1,000 at Phase I peak	17 December 2025
Applied Digital (AI factory campus)	Rapides	$3.6 billion	200	more than 1,000 at peak	26 May 2026

From a workforce development perspective, the announced investments raise questions about preparation for the jobs and about the careers that follow. Construction and operating jobs call for different qualifications, experience, and training. Virginia's legislative audit of its data centers draws the same distinction between the economic benefits of construction and those of ongoing operations (Joint Legislative Audit and Review Commission, 2024). A skills-based approach,

which inventories existing capabilities, clarifies anticipated requirements, and targets development needs, is one way for organizations, practitioners, and workforce agencies to read the announcements (Harney & Gubbins, 2024). Whether the investment creates accessible development and career opportunities for Louisiana residents will show in local recruitment, training participation, placement, retention, and occupational wages, measures that later editions can add to the four named in the summary of this theme.

PART TWO · SUMMARY

Summary of the theme

On average, Louisiana's jobs are less exposed to artificial intelligence than the nation's. The difference comes from the mix of work. The state has more construction, extraction, transportation, and repair jobs than the nation, and fewer business, financial, management, and computer jobs. The exposure Louisiana does have is concentrated in office and professional work. Among the state's 40 largest occupations, accountants and auditors, secondary school teachers, and secretaries score highest on the Felten index. Teachers also show how much the choice of measure matters, since they rank high on that index but in the middle on the task-based measure. By workforce area, exposure is highest in Orleans, East Baton Rouge, Ouachita, and Rapides.

Business use of AI is rising. One in five Louisiana businesses reported using it in August 2026, up from 13 percent in November 2025 and now close to the national rate.

The data center announcements are large, but most of the jobs in them so far are in construction. The four projects list about 2,000 operating jobs and about 11,750 construction jobs at their peaks. The local effect depends on the parish. In Richland Parish, Meta's 1,000 announced operating jobs would equal about 16 percent of the 6,389 jobs counted there in 2025, in a parish where the average weekly wage is 74 percent of the state's. For each of the other three projects, the operating jobs would be under 2 percent of employment in its parish.

None of these figures predicts what will happen to a particular job. The research reviewed in those sections points to what will matter for workers: whether employers pair the tools with training and with the judgment to check what they produce, and whether residents can prepare for the operating jobs as well as the construction ones. Later editions will follow the same four series: the exposure of the state's job mix, business use against the nation, employment and pay in the industry that includes data centers, and total employment in the five parishes where projects are planned.

Methods and sources

Every figure in this report is computed by code from public data files, with four exceptions. The announced investment and job figures are quoted as printed in Louisiana Economic Development's press releases. The news story counts at the start of Part Two come from a news archive held by the lead author; the counting rule is given below, but the stories themselves are not shared. The completer and openings figures in Panel 10 are read from the Blanco Center's published report, and the apprenticeship and career and technical education figures are read from the Department of Labor's and LCTCS's published dashboards, which offer no file to download. The source, vintage, and definitions of each are listed here. The extracts, the code, and a notes file for each panel, with the checks run, are available from the lead author on request.

The geography. The parish is the base unit. The fifteen workforce development areas are the Census Bureau's Workforce Investment Board areas (codes 22220005 to 22220130), which match Louisiana's fifteen local areas under the WIOA State Plan for program years 2024 to 2027. The report's parish-to-area crosswalk was derived from four sources and reconciled. Caddo Parish, the one parish split between two areas, is assigned to the Shreveport area wherever the report builds areas from parishes. Where an agency publishes at another geography (the ten metropolitan and micropolitan areas in the job postings data, school systems, institutions, and the eight regional labor market areas of the state's employment projections) the report uses that geography and says so. Vocational rehabilitation, adult education, the Employment Service, registered apprenticeship, and the post-school outcomes of students with IEPs are published for the state as a whole only.

At a glance

BLS Local Area Unemployment Statistics, Louisiana series, not seasonally adjusted annual averages 1976 to 2025; the 2025 average excludes October, which was not collected. BLS Current Employment Statistics, total nonfarm, statewide, annual averages. BLS QCEW state total, all ownerships. Census Bureau Population Estimates, vintage 2025 only; vintages are not spliced, with one exception: the per-resident figures for the eight regions in Panel 10 use the Census Bureau's regional population aged 20 to 64 for July 1, 2024 (vintage 2024), as printed in the 2025 Workforce Development Report, the only regional age breakdown available. Census Bureau BTOS state and national estimates, question 7, period 202617. National comparison series from the BLS Current Population Survey, means of monthly seasonally adjusted values.

Panel 1. Quarterly Workforce Indicators

Census Bureau QWI from the LEHD program, release R2026Q3 (schema V4.14.0), Louisiana, workforce-area files for state and local government plus private employers (federal employers are published separately and are absent). All-industry, all-worker rows only, checked to leave exactly one row per area and quarter. Annual values are means of released quarters. The charts cover 1996 to 2024; 1995 and 2025 are incomplete in this release and are left out. Employment is beginning-of-quarter jobs; earnings are average monthly earnings of full-quarter workers; the stable turnover rate is stable hires plus stable separations, halved, over stable jobs. In the QWI files the fifteen areas' employment sums to the state within three jobs in every year.

The Quarterly Workforce Indicators for Louisiana show breaks in 2023 and 2024 that the QCEW count does not show. About 31,700 health care jobs, most of them in Jefferson, the Fourth Planning District, and Orleans, drop out of the count from the third quarter of 2023 to the first quarter of 2024 and return in the second quarter of 2024. East Baton Rouge's health care count rises by about 12,000 over the same quarters and stays higher, and state and local government jobs in the Second Planning District are low from late 2023 to the third quarter of 2024. These breaks affect the 2024 figures for these areas and for the state, and the hires, separations, and turnover figures for 2023 and 2024. For that reason the change in jobs by area from 2019 to 2024, in Figure 5, uses BLS QCEW annual averages for the 64 parishes, all ownerships, federal jobs included, summed to the fifteen areas. These sums place all of Caddo Parish in Shreveport, so their Shreveport and Seventh Planning District differ from the QWI's, and they leave out jobs the QCEW does not assign to a parish (31,273 in 2019 and 42,796 in 2024), which are in the state total only.

Panel 2. Occupational wages

BLS OEWS, Louisiana and national files for May 2025 and May 2020, annual medians, nominal. The 25 largest occupations by Louisiana employment in May 2025; ratios are the Louisiana median over the national median for the same occupation code. One occupation has no 2020 twin because of a classification change. Regional price parities are from the Bureau of Economic Analysis (2026), tables SARPP, PARPP, and MARPP, all items, for 2024, released 19 February 2026; the 2025 parities are due 10 December 2026. Price-adjusted figures divide the Louisiana median by the state's 2024 parity (88.2, against 100 for the nation), so they apply 2024 prices to May 2025 wages.

Panel 3. Covered employment and wages by parish

BLS QCEW annual averages 2001 to 2025, all ownerships, all industries, for the 64 parishes and the state. Parish totals carry no suppression. The state total includes jobs that cannot be assigned to a parish (31,273 in 2019 and 41,150 in 2025), so the parishes do not sum to it. Wages are nominal. Industry shares use the supersector level, which is continuous across the NAICS revisions of 2002, 2007, 2012, 2017, and 2022; the 2025 state file withholds four private

supersectors, so the industry comparison stops at 2024. Education and health services is also split into its two sectors, educational services and health care and social assistance, which sum to it exactly and are disclosed in every year. The national share of jobs in health care and social assistance is derived from the location quotients in the Louisiana QCEW files, computed for each ownership and summed; because the quotients are rounded to two decimals, it is accurate to about a tenth of a percentage point.

Panel 4. WIOA outcomes

US Department of Labor, Employment and Training Administration (ETA), ETA-9169 statewide performance reports for Louisiana, program years 2018 to 2024, Adult, Dislocated Worker and Youth, parsed from the certified PDFs and checked against ETA's national accessible files for 2021 to 2024 (all twelve Title I program-years match to the digit). Local areas from ETA's first Local Board Performance Annual Report, PY2024; suppressed and not-applicable cells left blank. Cohort periods differ by measure, as the forms print them. Vocational rehabilitation and adult education report on the same federal form but are published by the US Department of Education, not the Department of Labor. Vocational rehabilitation: the Rehabilitation Services Administration's Title IV statewide performance reports for Louisiana and the nation and its all-states files, PY2018 to PY2024, the Louisiana and national PDFs parsed and checked against the all-states files (served, employment, earnings, and credential rate match on all fourteen program-year rows); the form counts exits from July to June; PY2018 reports no fourth-quarter employment or credential rate for any state, PY2019 credential rates exist for 35 states, and Louisiana's PY2019 fourth-quarter employment (10.9 percent) and credential rate (5.3 percent, four people) are treated as unreliable, so like-for-like comparisons start at PY2020; participants under 16 are suppressed in Louisiana's reports, so the age bands sum to a few short of the total. Adult education: the National Reporting System's all-states workbooks for PY2018 to PY2024 (one sheet per state and an aggregate sheet, which equals the sum of the 57 state and territory sheets in every year); adult education counts exits from April to March, and Louisiana's PY2018 and PY2019 outcome rates are not comparable with later years. Employment Service: ETA's all-states accessible workbooks, PY2018 to PY2024; PY2018's exit groups are much larger than later years', so outcome comparisons start at PY2019. Rankings cover the 50 states and the District of Columbia with usable data (Oklahoma reports no PY2024 Employment Service figures). Each program's measures use its own cohort windows. Dollars are nominal.

Panel 5. Apprenticeship

US Department of Labor Office of Apprenticeship, apprenticeship.gov Apprentices by State dashboard, state workload basis, fiscal years 2016 to 2026, read from the published view; FY2026 is a count at publication, programs with fewer than 10 apprentices are suppressed to zero, and the flow identity (active equals prior active plus new registrations less completions and cancellations) was checked for Louisiana in every year and holds exactly from FY2021 and within nine apprentices before; the dashboard's data run through 3 September 2026. The department's

downloadable state tables end in FY2021. In that year, where the two series overlap, the dashboard counts 22,335 apprentices in Texas, 6,579 in Arkansas, and 2,778 in Alabama, against 21,909, 7,199, and 3,098 in the downloadable tables; Louisiana's counts agree in that year (3,522 and 3,519) but differ by 134 to 488 in FY2016 to FY2020. The reasons for the differences are not stated, so the series are not spliced and every figure in this edition is from the dashboard. State workload is one of three bases the dashboard offers: in FY2026 Louisiana administered 4,757 active apprentices, 5,493 lived in the state, and 4,711 were in programs located in it. Readings were checked against the percentages and totals the dashboard prints beside them. Rates per 100,000 use Census Bureau vintage 2025 population estimates for July 1, 2025.

Panel 6. Graduation and credential rates

Louisiana Department of Education (LDOE), state and school system cohort graduation and credential rate summary, 2005 to 2025. The workbook's last six graduation-rate columns are rotated against their headers; the code tests the identities between rates and percentage-point changes on every row (63 of 63 hold) and realigns the columns when they do. LDOE reports no cohort results for six hurricane-affected systems for the classes of 2006 to 2009, and none for Orleans Parish until the class of 2011; Jefferson's results begin with the class of 2007, so the early statewide rates cover fewer systems. Credential categories are LDOE's accountability categories, advanced and basic, which cover both statewide industry-based credentials and early college credit; the public summary does not separate the two kinds. Credential shares are percentages of the four-year cohort, so the advanced, basic, and diploma-only shares add to the graduation rate rather than to 100. The system ranking leaves out code R17, which combines East Baton Rouge Parish with its Recovery School District schools, so 69 systems are ranked. Post-school outcomes of students with IEPs: Louisiana's Part B State Performance Plan and Annual Performance Reports, Indicator 14, FFY2013 to FFY2024, as filed with the US Department of Education; the history table in the FFY2024 report and the FFY2018 and FFY2019 reports. The competitive-employment definition changed to the federal competitive integrated employment definition in the FFY2019 report, the survey instrument was new, and the FFY2019 collection ran in 2020; conclusions are drawn from FFY2019 onward only. Measure C, which reads 100 percent in FFY2022 to FFY2024, is not used. Response rates are published from FFY2019 (52.6, 55.9, 57.5, 52.3, 62.8 and 59.7 percent through FFY2024); FFY2024's fell while respondents rose because the group surveyed grew from 5,386 to 6,431. The FFY2013 values come from later reports' history tables, which agree with one another in every cell checked (90 cells across reports). The reports were obtained from the Department of Education's state pages and the Internet Archive's captures of the state's pages, since the department's own site refused automated requests.

Panel 7. Completions

IPEDS completions 2004 to 2024, Louisiana institutions identified from the institutional characteristics files, first majors, awards grouped by level across the 2008 to 2010 and 2020

recodes. General Studies is CIP code 24.0102; the share is of certificates of at least one but less than two years at public institutions. Board of Regents completions files 1986-87 to 2025-26 (the count column is labeled Enrollment but holds awards); duplicates and empty preliminary files removed. The two sources agree on LSU's 2024 bachelor's count (5,349).

Panel 8. Graduate earnings

Census Bureau Post-Secondary Employment Outcomes, Louisiana partner data, release 2026Q2, 32 public institutions, all majors; 2023 dollars. Each horizon uses the most recent graduating classes with published figures, three classes pooled for bachelor's degrees and five for other levels, so the one-, five-, and ten-year figures describe different graduates. For bachelor's degrees statewide, they are the classes of 2019 to 2021, 2016 to 2018, and 2010 to 2012. The rows that combine every graduating class are not used. The ten-year certificate figure rests on far fewer graduates than the one-year figure (4,645 with earnings, against 21,462). The partnership covered 74 percent of the state's graduates on the Census Bureau's 2015 estimate. Earnings count graduates who earned at least the annual equivalent of full-time work at the federal minimum wage and had earnings in at least three quarters; self-employment and military service are not covered. LSU's figures are treated the same way as every other institution's, and LSU's five-year bachelor's cell matches the national file.

Panel 9. Job changes across the state line and migration

Census Bureau LEHD Job-to-Job Flows origin-destination file for Louisiana, release R2026Q2, interstate moves (job-to-job plus moves through short nonemployment), four quarters summed, both sides filtered to state-level rows so that national rows do not double the sums. Geography is the place of work; a worker can be counted more than once a year. Alaska and Michigan stopped supplying data after the first quarter of 2016 and the third quarter of 2021, and Massachusetts pairs begin in the second quarter of 2010, so the yearly sums cover 48 to 50 partners (states and the District of Columbia). On a fixed set of partners the net loss was 15,243 in 2019 and 970 in 2024. Census Population Estimates vintage 2025 components of change.

Panel 10. Job postings and projected demand

Indeed Hiring Lab Job Postings Index, open data, commit bfcb73a, seasonally adjusted, 1 February 2020 = 100, daily values averaged by month for Louisiana, the United States, and the ten Louisiana metropolitan and micropolitan areas Indeed publishes, February 2020 to July 2026. The series is revised in place each week.

Louisiana Works long-term employment projections, 2024 to 2034, statewide and for the eight regional labor market areas, industry and occupation files as downloaded 29 August 2026. In every file the row for other services equals its four sub-industries plus the self-employed row printed beneath it; the report counts other services as its sub-industries (47,684 jobs in 2024) and self-employed workers separately, and the sectors then sum to the total in every file. The

statewide file's three government sub-rows carry 2034 values that do not match their own change columns, so only the government total is used. The eight regions sum to the state in both years. Annual openings for an occupation are annual exits plus annual transfers plus one tenth of the ten-year change. Regional population aged 20 to 64 is from the 2025 Workforce Development Report (Census Bureau estimates for July 1, 2024, vintage 2024).

Habans, Losh, Hartwell, and Barnes (2026), Table 4.3 and Figures 4.56 to 4.62: completers are the average of academic years 2021-22 and 2022-23 at the institutions of the four public systems; openings are the weighted average of projected annual openings (Louisiana Works 2022 to 2032 occupational projections) in the occupations where those completers were employed in 2024, counting stable annual wages only; completer trends compare the average of 2017-18 and 2018-19 with 2023-24 and 2024-25. Values are read from the report's figures and table, not computed by the report's code. LCTCS Career and Technical Education Dashboard (Power BI, report page Perkins CTE Enrollment), Student Information Systems data, academic years 2021 to 2025, read from the published view on 5 November 2026 (data refreshed 4 November 2026; the dashboard refreshes daily and counts can move by a few students); the sixteen clusters plus the non-CTE and blank rows sum exactly to all students in every year; the dashboard's concentrator measure reads zero and is not used, and academic year 2026 is left out as a partial count. Apprentices per 1,000 jobs divide the FY2026 dashboard count by 2024 projected-base employment in the same industry.

Panel 11. Layoff notices

Louisiana Works WARN notice lists 2007 to 2026, parsed; employee counts as printed, with 35 non-integer counts cleaned by a documented rule. Update rows, duplicate listings, the parts of combined listings, and notices the lists mark as rescinded are excluded. Cities are mapped to parishes by a hand-built table, with 9 notices (671 workers) left unplaced; out-of-state and statewide notices are kept in their own buckets and left out of the parish ranking. Four lists end before December, those for 2008 (12 August), 2013 (29 October), 2018 (19 October), and 2024 (31 July), and those years are counted as posted; the 2026 list runs to 26 August.

Panel 12. Public workforce

Louisiana State Civil Service Weekly Report on State Employment, statewide series, fiscal-year means of weekly counts, FY2010 to FY2026; turnover rate reports filed under Act 879 of 2010, FY2011 to FY2025 (separations in the fiscal year over employees at 30 June, quoted line by line). OPM FedScope employment cubes aggregated by duty station, September 1998 to September 2024, leaving out nineteen occupation codes, mostly law enforcement, corrections, investigative, and tax jobs, that the cubes place in Louisiana, apart from a handful of employees, only from September 2004 to September 2011. OPM's newer summary tables count 22,830 for September 2024; most of the difference is in law enforcement, corrections, and tax agencies whose staff the cube does not place in a state, so the two are reported side by side, not spliced. The private

turnover comparison is the QWI stable turnover rate for private employers, summed over the four quarters of each state fiscal year.

Theme panels

Felten, Raj, and Seamans (2021) AI Occupational Exposure scores by occupation and AI Geographic Exposure scores by county (built on 2019 county industry employment), from the authors' repository (commit adca5fc, retrieved 11 September 2026), joined to BLS OEWS May 2025 Louisiana and national employment. The occupation scores use the 2010 Standard Occupational Classification; 565 of 693 Louisiana detailed occupations matched, 83 percent of Louisiana employment, and 673 of 830 national occupations, 79 percent of national employment. Area figures are means of parish scores weighted by 2023 employed residents from LODES. Eloundou, Manning, Mishkin, and Rock (2024) occupation-level exposure from the authors' repository (commit 0471612, retrieved 27 September 2026), GPT-4 beta measure; the 923 detailed codes are averaged without weights to 798 six-digit occupation codes. The repository gives six variants, alpha, beta, and gamma scores from GPT-4 and from human annotators. Alpha counts the tasks a model alone could speed up, gamma adds the tasks that would need added software, and beta counts those added tasks at half weight.

Census BTOS state and national estimates, question 7, periods 202524 to 202617 (reference periods 3 November 2025 to 9 August 2026), retrieved 6 September 2026; the three cycles before them were not collected during the October and November 2025 funding lapse. BLS QCEW NAICS 518210, private, Louisiana, 2001 to 2025. Louisiana Economic Development press releases, 44 of which mention data centers, from a news archive held by the lead author; figures are quoted as printed, labeled as announcements, and taken from each project's latest release.

The news story counts at the start of Part Two cover stories in The Advocate, NOLA.com/The Times-Picayune, the Louisiana Illuminator, The Lens, and Verite News, held in the same archive, that contain "data center" or "data centers", and separately those that contain "artificial intelligence". Each story is counted once, in years that start on 25 September; the latest ends with the archive on 6 September 2026. The two dailies were collected by search term, so the counts compare years and are not complete counts of each outlet's coverage.

Glossary

Terms are listed in alphabetical order.

Adult education (WIOA Title II). Instruction in basic reading, writing, and mathematics, English for speakers of other languages, and preparation for a high school equivalency diploma, for adults who left school without a diploma or who need basic skills. In Louisiana the Louisiana Community and Technical College System runs it and the US Department of Education oversees it. It reports the same indicators as the Title I programs, with its own cohort windows.

Advanced and basic credentials. The Louisiana Department of Education's accountability categories for what a graduate earns beyond a diploma, either a statewide industry-based credential from the Jump Start pathways or early college credit. Advanced credentials earn a school more points than basic ones. In the department's Strength of Diploma index, a graduate with a diploma alone earns a school 100 points, one with a basic credential 110, and one with an advanced credential 150. The department's public summary does not separate industry credentials from college credit.

AI Geographic Exposure index. The county version of the Felten, Raj, and Seamans index, which averages industry exposure scores over a county's industries, weighted by their 2019 employment.

AI Occupational Exposure index. A score for each occupation, built by Felten, Raj, and Seamans, that links ten applications of artificial intelligence to the abilities each occupation uses. The scores are standardized: zero is the average occupation, and one is one standard deviation more exposed than average. The index describes the abilities an occupation uses, not whether employers use artificial intelligence.

Announced investment and announced jobs. Figures quoted from Louisiana Economic Development's press releases at the time of an announcement. They are projections, not counts of jobs or spending that exist.

Business Trends and Outlook Survey. A Census Bureau survey that asks a sample of businesses every two weeks whether they used artificial intelligence in any of their business functions in the prior two weeks (a series that began in November 2025, after a change in wording).

Career and technical education, and career cluster. Career and technical education (CTE) is instruction that prepares students for a particular occupation or field. The federal Perkins Act, which funds it, groups programs into career clusters such as health science, architecture and construction, and transportation, distribution, and logistics. The community and technical colleges report enrollment by cluster.

Certificates, degrees, and IPEDS. The Integrated Postsecondary Education Data System (IPEDS) is the federal survey every college files each year. Certificates under one year and certificates of one to two years are short credentials below an associate degree. General Studies (code 24.0102 in the federal Classification of Instructional Programs) is the category for a program of general arts, general science, or unstructured studies; the completions data count awards and do not show the courses behind them.

Classified and unclassified state employees. Classified employees are hired and promoted under State Civil Service rules; unclassified employees, including faculty and appointees, are not. Turnover here is separations in a fiscal year over employees at the end of it.

Cohort graduation rate. The share of students who entered ninth grade together and earned a diploma within four years.

Competitive integrated employment. Under the Rehabilitation Act (section 7(5); 34 C.F.R. § 361.5(c)(9)), work, full or part time and including self-employment, that pays at least the federal minimum wage and at least the customary rate paid to workers without disabilities doing similar work, comes with the same benefits, is typically found in the community, involves the same level of interaction with people without disabilities as comparable jobs, and offers similar chances for advancement where appropriate. The post-school outcome measure for students with IEPs has used this definition since the FFY2019 report; earlier reports used an older definition (work for pay at or above the minimum wage, in a setting with others who are nondisabled, 20 hours a week for at least 90 days), and the 20-hours, 90-days standard still applies.

Completer. A person who finished a program and received its credential in a given academic year. The Blanco Center's analysis counts completers by program and credential level at the public colleges and universities; a person who completes two programs is counted in each.

Covered employment. Jobs covered by state unemployment insurance, which is nearly every wage and salary job. The Quarterly Census of Employment and Wages counts them from employers' quarterly tax filings, by parish and industry.

Data processing and hosting industry. The industry, code 518210 (computing infrastructure providers, data processing, web hosting, and related services), that includes data centers along with web hosting and data processing firms; the closest measured count of data center jobs.

Eloundou exposure score. The share of an occupation's tasks that GPT-4 rated exposed to a large language model, counting in full the tasks a model alone could cut to half the time and at half weight the tasks that would need further software built on a model (the authors' beta measure).

Employment projections. Louisiana Works' ten-year forecast of jobs by industry and occupation, for the state and its eight regional labor market areas, issued every two years. The current set runs from 2024 to 2034. Projected openings for an occupation count the replacement of workers

who leave as well as net growth, so an occupation can have many openings while it shrinks. This report shows the state's projections, labeled as such, and makes none of its own.

Employment Service (Wagner-Peyser). The public labor exchange funded under Title III of WIOA and the Wagner-Peyser Act of 1933, which matches job seekers with employers and is open to anyone looking for work. Louisiana Works runs it through the American Job Centers. It reports employment and earnings after exit; credential and skill-gain measures do not apply.

Exiter, program year, and the outcome measures. An exiter is a participant who has left a program. Program years run from 1 July to 30 June. Employment two quarters after exit is the share of exiters with a job in the second quarter after they left (for youth, a job or a place in school or training). Median earnings are measured in that same quarter. The WIOA credential rate is the share of exiters who had been in education or training and earned a recognized credential during the program or within a year of leaving. Measurable skill gains are the share of participants in training who advanced during the year. Each measure has its own cohort period, printed on the federal form, and vocational rehabilitation, adult education, and the Employment Service each use their own windows; adult education, for example, counts exits from April to March.

FedScope. The federal Office of Personnel Management's public database of federal civilian employees, which counts them by the state where they work. The report uses its downloadable employment tables, which OPM calls cubes.

Hires and separations. A hire is a job that begins; a separation is a job that ends, for any reason. The two move together, and the gap between them is the net change in jobs.

Individualized Education Program (IEP). A written plan, required by the Individuals with Disabilities Education Act, for a student who qualifies for special education. It sets the student's goals and the services and supports the school will provide, and it is reviewed at least once a year. Federal law requires it to include transition planning toward work, education, and training by the time the student turns 16.

Job postings index. Indeed's count of job postings on its site, seasonally adjusted and expressed relative to 1 February 2020, which equals 100. A value of 116 means 16 percent more postings than on that day.

Job-to-job flows. Census Bureau counts of moves from one employer to another, by place of work, including across state lines, with at most a short gap between jobs.

Labor force and unemployment rate. Residents who are working or looking for work, counted by place of residence from the household survey; the unemployment rate is the share of them who have no job and are looking for one.

Median wage. The wage at the middle of an occupation: half of workers earn more and half earn less. The report compares Louisiana's median for an occupation with the national median for the

same occupation.

Migration. Net domestic migration is people moving in from other states minus people moving out; net international migration is people arriving from abroad minus people leaving; net migration is the sum of the two.

Nominal dollars. Dollars as paid in each year, with no adjustment for changes in prices.

Nonfarm jobs. Payroll jobs counted by place of work in the monthly employer survey, excluding farms, private households, and the self-employed. The headline jobs number in most news stories.

Parish and workforce development area. The parish is Louisiana's county and the base unit of this report. The fifteen workforce development areas are the units through which federal job training funds are allocated and results are reported; each is a parish, a group of parishes, or, for Shreveport, the city part of Caddo Parish.

Post-Secondary Employment Outcomes. Census Bureau earnings of college graduates, linked from graduate records to unemployment insurance earnings in every state and published one, five, and ten years after graduation. Each horizon uses the most recent graduating classes with published figures, three classes pooled for bachelor's degrees and five for other levels, so the one-year and ten-year figures describe different graduates. The earnings cover graduates of the public colleges and universities in the Board of Regents' partnership with the Census Bureau, counting those who worked through most of the year.

Quarterly Workforce Indicators. Census Bureau statistics built from the unemployment insurance records of every state, published for counties and workforce areas by quarter since the 1990s. Employment here is the count of jobs at the start of a quarter.

Regional labor market area. One of the eight regions, each a group of parishes around a principal city (New Orleans, Baton Rouge, Houma, Lafayette, Lake Charles, Alexandria, Shreveport, Monroe), for which Louisiana Works publishes its employment projections and labor market reports. They are not the fifteen workforce development areas, and this report uses them only for the projections.

Regional price parity. The Bureau of Economic Analysis's measure of price levels in a state or metro area against the national average, set at 100. Louisiana's was 88.2 in 2024, about 12 percent below the national average; housing rents were 37 percent below.

Registered apprenticeship. Paid on-the-job training with related classroom instruction, registered with the US Department of Labor or a state agency. Active apprentices are those registered in a program at the end of the federal fiscal year, 30 September, except that the dashboard's figures for fiscal year 2026 are a count at publication; new registrations are those who started during the

year; completers are those who finished; cancellations are those who left without completing. The dashboard counts apprentices by the state that administers their program.

Seasonally adjusted. Adjusted to remove the pattern that repeats at the same time every year, such as holiday hiring, so that one month can be compared with the next.

Section 504 plan. A plan under Section 504 of the Rehabilitation Act of 1973, a civil rights law, for a student whose physical or mental impairment substantially limits a major life activity but who may not need special education. It sets out accommodations in the regular classroom. Students with 504 plans are not covered by the post-school outcome survey that states report for students with IEPs.

Stable job, and stable turnover. A stable, or full-quarter, job is one the same worker held for a whole quarter. Earnings of full-quarter workers exclude people who started or left mid-quarter. The stable turnover rate averages two quarterly rates, stable hires over stable jobs and stable separations over stable jobs; equivalently, stable hires plus stable separations, halved, over stable jobs.

Standard deviation. The usual measure of how widely values spread around their average; on a standardized index, one unit is one standard deviation.

Supersector. One of the broad industry groups in the federal classification. Some are a single sector, such as manufacturing; others join two or more. Education and health services combines educational services (schools, colleges, and training) with health care and social assistance (hospitals, clinics, nursing homes, home health, and social services). The report follows this grouping in Figure 14 and gives the two sectors separately in the text.

Vocational rehabilitation (WIOA Title IV). Services that help people with disabilities prepare for, find, and keep work, funded under Title IV of WIOA and the Rehabilitation Act. Louisiana Rehabilitation Services, part of Louisiana Works, runs the program, and the federal Rehabilitation Services Administration oversees it. Eligibility depends on a disability that is a barrier to employment. It reports the same indicators as the Title I programs, with its own cohort windows.

WARN notice. A notice that the federal Worker Adjustment and Retraining Notification (WARN) Act requires from employers with 100 or more workers sixty days before a plant closing or mass layoff. It records planned layoffs, not the layoffs that occurred.

WIOA and its Title I programs. The Workforce Innovation and Opportunity Act funds the state's public job training system. Its Title I funds three programs for individuals, which this report follows. The Adult program serves adults, with priority to low-income and low-skilled people. The Dislocated Worker program serves people who lost a job through a layoff or a closing and are unlikely to return to their industry. The Youth program serves people aged 14 to 24 who face barriers to work or school. The act also covers adult education (Title II), the Employment Service (Title III), and vocational rehabilitation (Title IV), each defined in its own entry.

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Every figure caption names its sources in author-date form; the full entries follow, in the style of the American Psychological Association. Data sets are cited with the release or vintage the report used, since agencies revise them.

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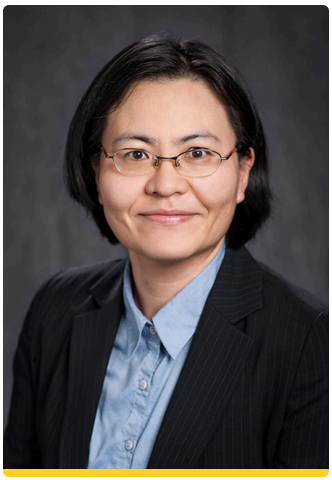


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About this report

The State of Work in Louisiana is published each year by the School of Leadership & Human Resource Development at Louisiana State University, in the College of Human Sciences & Education. The School studies how people are hired, trained, and developed at work, and how they learn to lead. This report is one way the School shares that knowledge with the state, drawn almost entirely from public data that anyone can check.

The annual cycle. The core indicators are refreshed each year as the agencies publish. From the 2027 edition, the theme will be chosen each June, after the regular legislative session adjourns, from a structured scan of four sources. The scan will draw on news coverage of workforce topics over the prior twelve months, the instruments filed and passed in the session, the Louisiana Survey's account of what residents name as the state's most important problems, and the agendas of the workforce, economic development, and education agencies. A theme must be current in Louisiana's public conversation that year and answerable with public data. The theme of this first edition was chosen in September 2026.

Data and code. The figures in this report are computed by code from public data, with four exceptions. The announced investment and job figures are quoted as printed in Louisiana Economic Development's press releases, and the news story counts at the start of Part Two come from a news archive held by the lead author. The Blanco Center figures in Panel 10 are read from a published report, and the apprenticeship and career and technical education figures from two dashboards. The methods section names the source and vintage of each. The extracts, the code, and the notes on each source are available from the lead author on request; the news stories themselves are not shared. Corrections are welcome and are recorded in the next edition.

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Artificial intelligence disclosure. Claude (Anthropic) helped draft and revise passages of this report and assisted with data extraction and layout. The draft was reviewed before release with AI assistance (Codex, OpenAI; Claude, Anthropic). This work was done under the direct supervision of the lead author, following the conventions in Egan et al. (2025). The numbers were computed by code from the named public sources, with the four exceptions described under Data and code. Each panel's notes record the checks made against the sources' own published figures. The authors are responsible for the content.

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