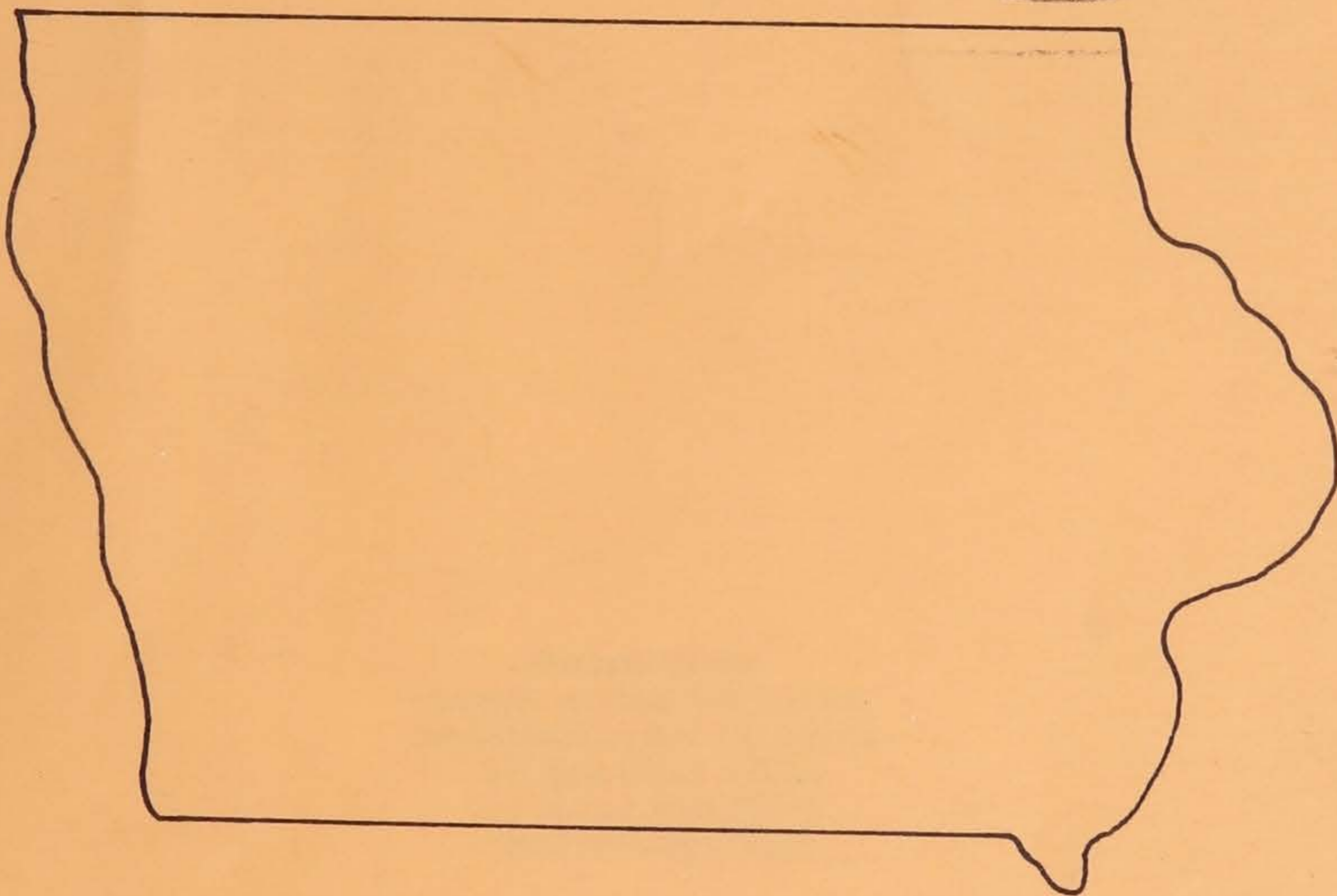
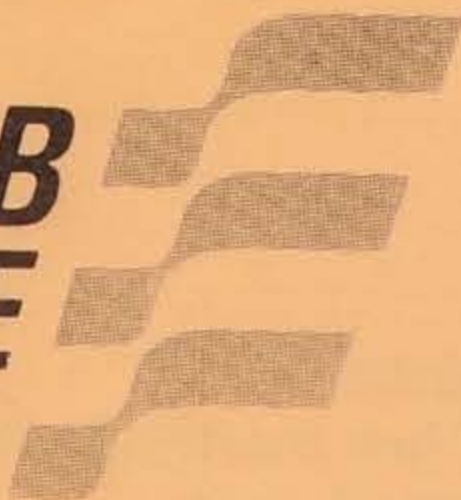


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# IOWA MANPOWER REVIEW

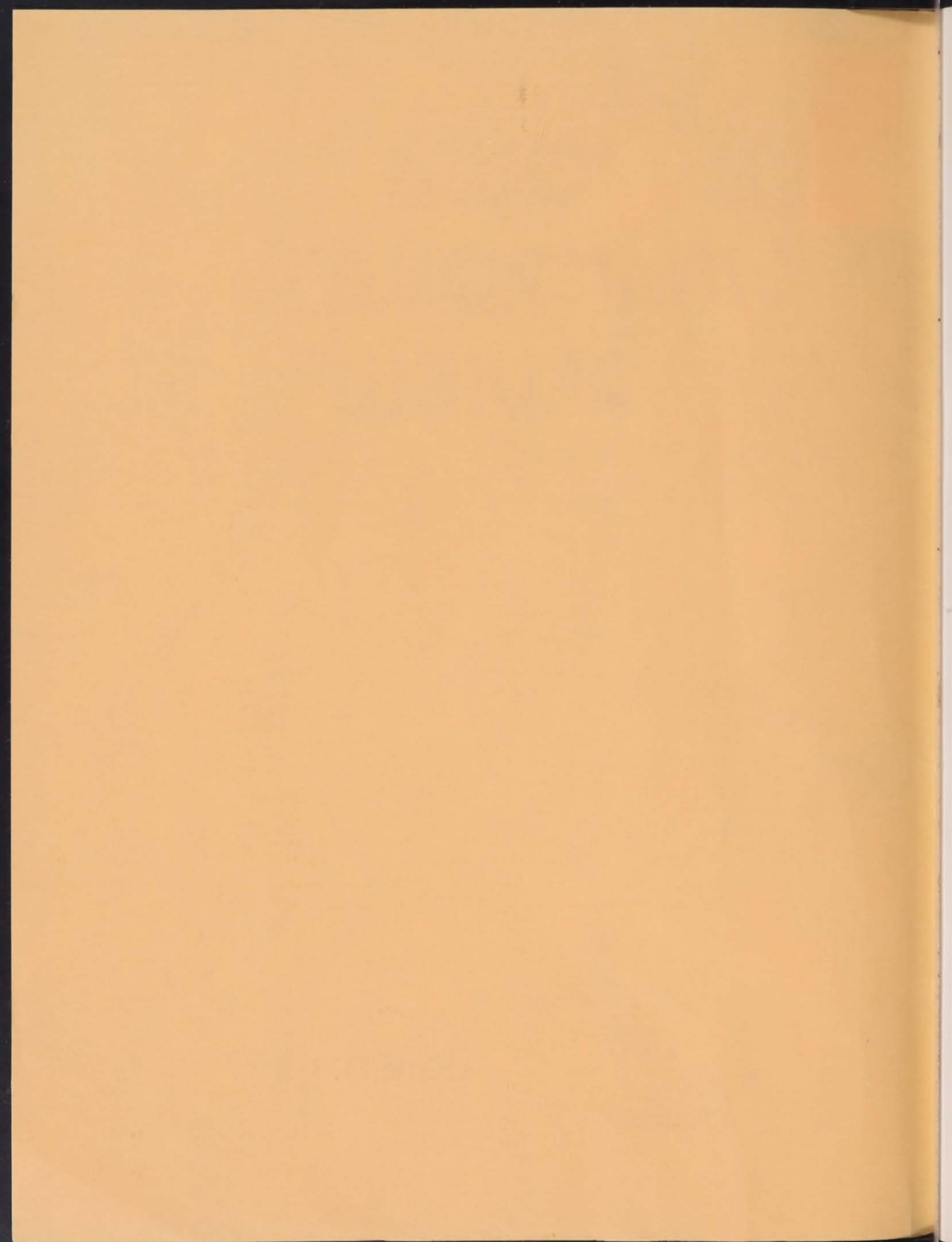


**JOB  
SERVICE  
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**January 1977**

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**IOWA MANPOWER REVIEW**

**Data through October, 1976**

**Volume II**

**Publication Date, January, 1977**

Prepared by the  
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### Preface

The purpose of this publication is to present the existing economic situation in Iowa as it relates to the state's manpower trends and the services provided individuals and the firms through the Job Service of Iowa. Increased business activity, fewer layoffs, recall of idle workers and the prospects of improved conditions in manufacturing lend support to the feeling that Iowa's economy is on the upswing following 1975's lows. The basis for this optimism is evident in the analysis of economic indicators developed for Iowa. Also, this optimism is noted by the increased activity by Job Service of Iowa in providing services to those seeking employment and those seeking qualified employees.

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## Summary

Iowa's economy has slowly risen from the economic depths of 1975. Several principle indicators show that the state's economy is growing stronger but at a slow, cautious pace. Although the economy appears to be improving the state's unemployed continue to number above pre-1975 levels. Employment has grown but not enough to absorb a significant portion of those in the labor force who are not working.

Manpower program activities continue to grow. The effectiveness of these activities are shown in the growth in the number of persons served by the offices of the Job Service of Iowa.

Stability and optimism keynote the manpower outlook for Iowa. Iowa's unemployment rate has stabilized near the 5.0% level with signs that this will decline slightly by 1977. Other indicators show signs of improving and if conditions continue to be favorable, the state's economy should remain strong.



## Iowa's Economy

The need to more effectively analyze the status of Iowa's economy became acute during the 1974-1975 economic recession. The public as well as government officials and businesses wanted to know what had happened to Iowa's economy. In response to this need a set of economic indicators have been developed to monitor the state's economy. At the present time this list is abbreviated to allow for expansion at a later date.

To monitor the current situation and the future economic picture, economists utilize three types of economic indicators—leading, coincident and lagging indicators. Leading indicators present a picture of future economic activity; coincident indicators appear at the same time or coincident with the leading indicators; and lagging indicators show the effects of what previous economic activity had on an area's economy.

Although Iowa has an agriculturally based economy, the industrial configuration of the state is quite diverse. Approximately 25 percent of those employed in nonagricultural wage and salary jobs are in manufacturing; 75 percent in nonmanufacturing jobs. Of those employed in manufacturing industries a significant proportion are in agriculturally related areas such as the manufacturing of farm machinery, chemicals, food processing and other supportive industries. Considering seasonal fluctuations in contract construction, trade (retail and wholesale), services, government and the very stable financial and real estate industries in Iowa, nonmanufacturing employment has continued to grow.

Consequently any set of economic indicators for Iowa should reflect this diversity plus monitor key "bellwether" segments. This present list is composed of four leading indicators, six coincident indicators and two lagging indicators. The leading indicators are the average work week for production workers in manufacturing, the layoff rate of manufacturing workers, average weekly initial claims (state unemployment insurance program) and the number of construction projects. The coincident indicators include the number employed in nonagricultural wage and salary jobs, industrial production, taxable retail sales, personal income, the indexes of prices paid and received by farmers. The lagging indicators are the rate of bank debits to turnover of demand deposit accounts and the total unemployment rate. Additional indicators included are the consumer and wholesale price indexes, average hourly earnings by manufacturing production workers, spendable earnings of manufacturing production workers, the number in the labor force (total labor force, total employment and total unemployed), and turnover rates in manufacturing.

## Iowa Economic Developments

Business indicators for Iowa continue to demonstrate a relatively strong recovery from the 1974-1975 recession. Six indicators (personal income, manufacturing quit rate, taxable retail sales, manufacturing production, the rate of bank debits to demand deposit accounts, and wage and salary employment) registered advances over a year-ago. Insured unemployed initial claims and the total unemployment rate are below year-ago levels.

TABLE 1

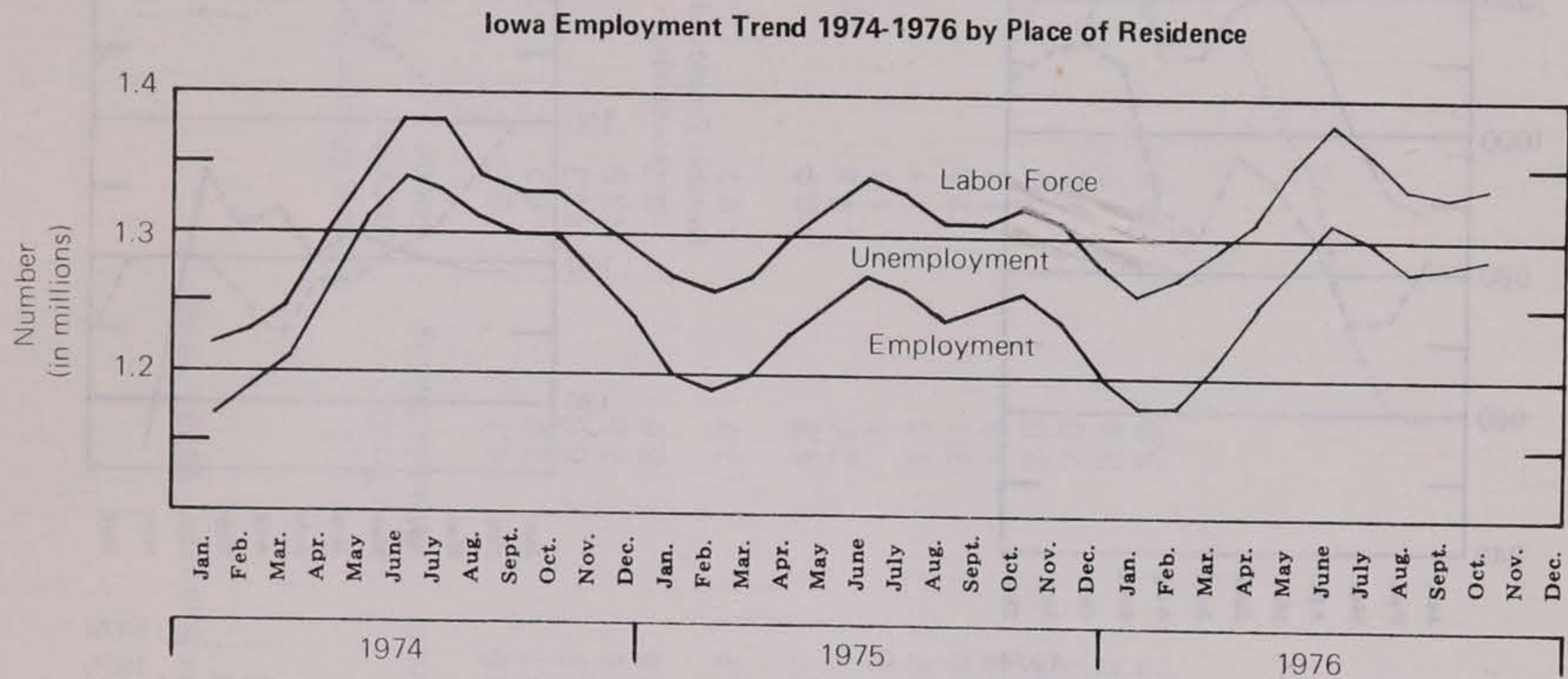
## Iowa Labor Force Summary by Place of Residence 1970 - 1976

Period	Labor Force	Employment	Unemployment	Percent Unemployed		Percent Change From Previous Period		
				Unadjusted	Seasonally Adjusted	Labor Force	Employment	Unemployment
1970	1,200,200	1,155,700	44,500	3.7		0.5	- *	33.3
1971	1,218,400	1,167,300	51,100	4.2		1.5	1.1	14.7
1972	1,258,200	1,213,400	44,900	3.6		3.3	3.9	- 12.2
1973	1,289,900	1,253,000	36,800	2.9		2.5	3.3	- 17.9
1974	1,309,600	1,270,400	39,200	3.0		1.5	1.4	6.4
1975	1,301,700	1,230,900	70,800	5.4		- 0.6	- 3.1	80.6
1976								
Jan.	1,261,400	1,177,600	83,800	6.6	4.9	- 1.5	- 2.2	9.3
Feb.	1,267,100	1,183,800	83,200	6.6	4.9	0.5	0.5	- 0.6
Mar.	1,289,700	1,210,200	79,500	6.2	5.1	1.8	2.2	- 4.5
Apr.	1,312,600	1,247,600	65,100	5.0	4.8	1.8	3.1	- 18.1
May	1,345,200	1,284,600	60,600	4.5	5.2	2.5	3.0	- 6.7
June	1,378,900	1,307,100	71,800	5.2	5.0	2.5	1.8	18.4
July	1,365,600	1,298,400	67,200	4.9	4.9	- 1.0	- 0.7	- 6.5
Aug.	1,332,000	1,274,300	57,600	4.3	5.1	- 2.5	- 1.9	- 14.2
Sept.	1,328,200	1,277,800	50,400	3.8	5.0	- *	*	- 12.6
Oct.	1,335,400	1,284,400	51,100	3.8	5.1	0.5	0.5	1.4

\* Less than 0.5%.

Source: Research and Statistics, Iowa Department of Job Service

ILLUSTRATION 1



**Resident Civilian Labor Force.** During 1976 Iowa's resident civilian labor force recovered from the 1975 recessionary drop to continue the steady increase noted since the labor force series began. The first ten months of 1976 showed a 1.4% increase over the same period in 1975. Employment appears to have recovered from the 1975 lows to register a 1.8% growth over January to October 1975 levels. More persons are finding employment in the state than in 1975. Another factor to be considered is the more than five percent (5.1%) decline in the number of unemployed as compared to 1975.

Employment conditions in Iowa have continued to show improvement over 1975 levels. Although seasonal drops occurred between June and July, the number of employed is well above 1975 levels.

**Wage and Salary Employment.** The economic recovery that started during the later half of 1975

continued to be reflected in employment of wage and salary followed by strong growth through May and June. The drop in employment during July reflected major labor disputes (particularly in electrical equipment and rubber industries). Seasonal patterns in the reduction of agricultural workers and labor-management disputes (the largest between Deere and Company and the UAW) resulted in a 10.4% drop in manufacturing employment. October 1976 employment of 1,014,400 was down 17,400 from September 1976 but up 1,100 from October 1975. January through October 1976 showed a 2.1% increase over the same period in 1975. If the labor disputes had not occurred during October 1976 these figures would probably be much higher. Significant over-the-year increases were noted in fabricated metal products (up 1,100) and transportation equipment (up 1,300). Labor disputes and their secondary affects were primarily responsible for the decline in machinery producing industries of 16,000 workers.

ILLUSTRATION 2

Iowa Total Nonagricultural Wage and Salary 1974-1976  
By Place of Work

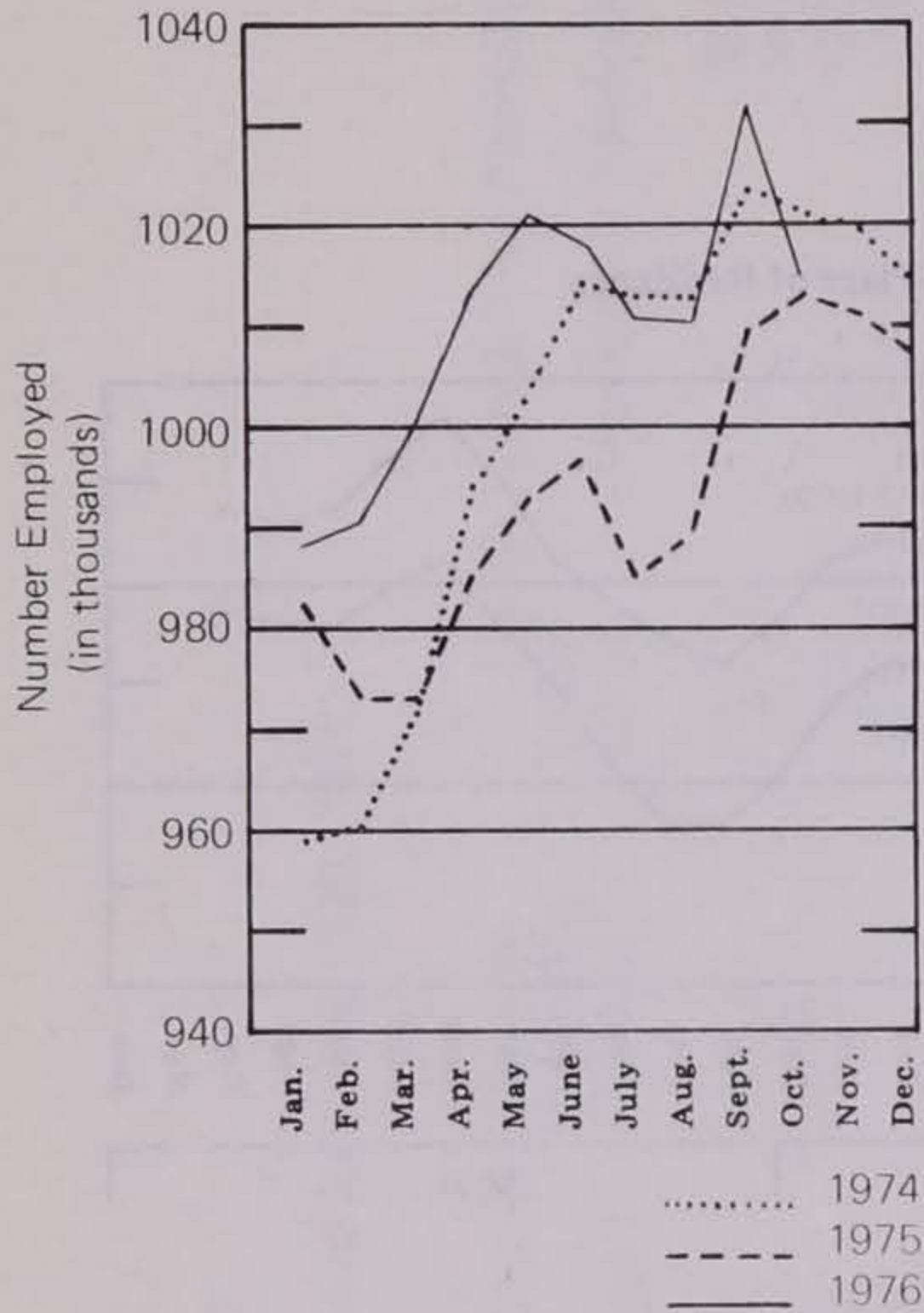


ILLUSTRATION 4

Iowa Employment in Durable Goods Industries 1974-1976  
By Place of Work

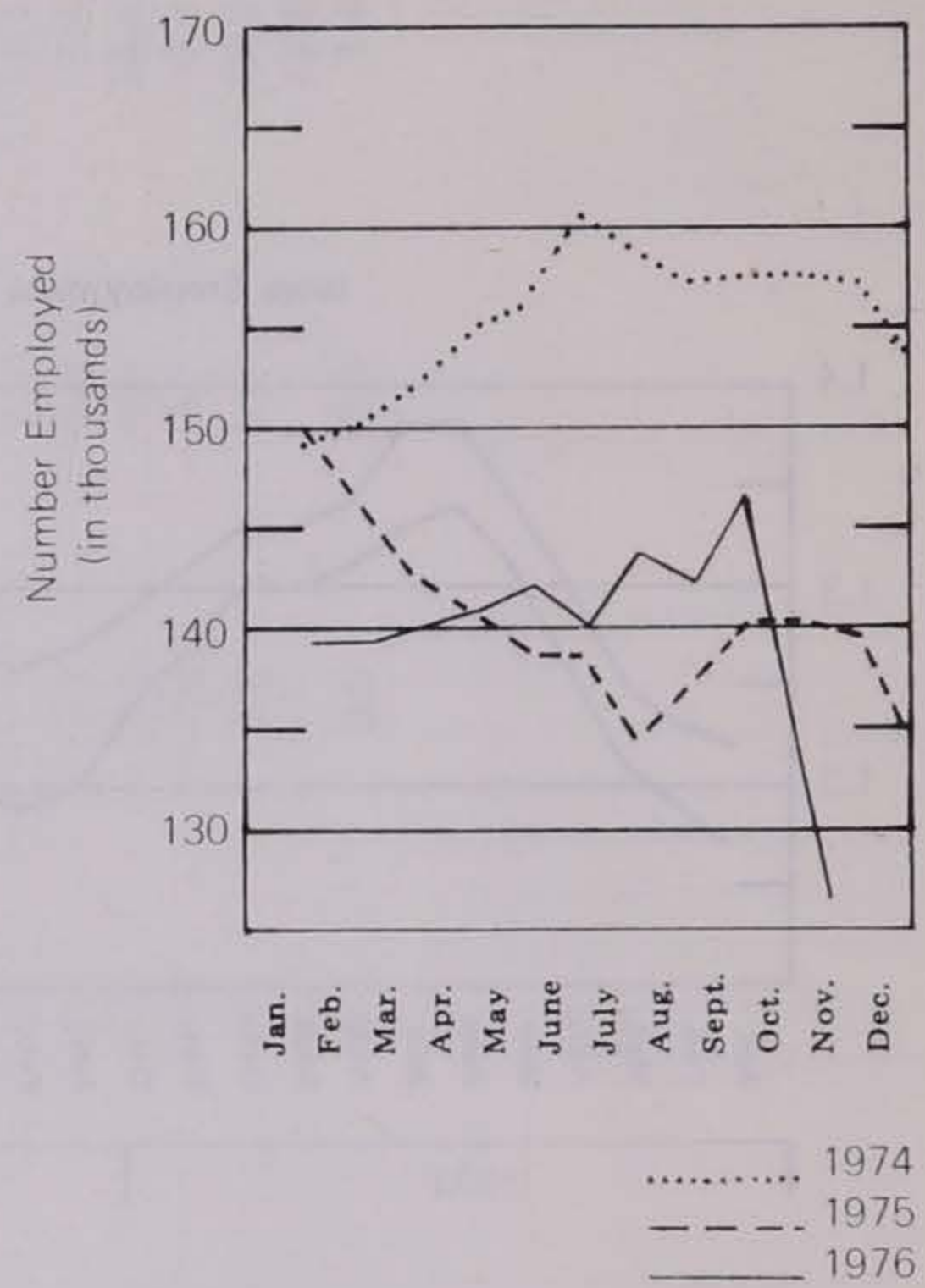
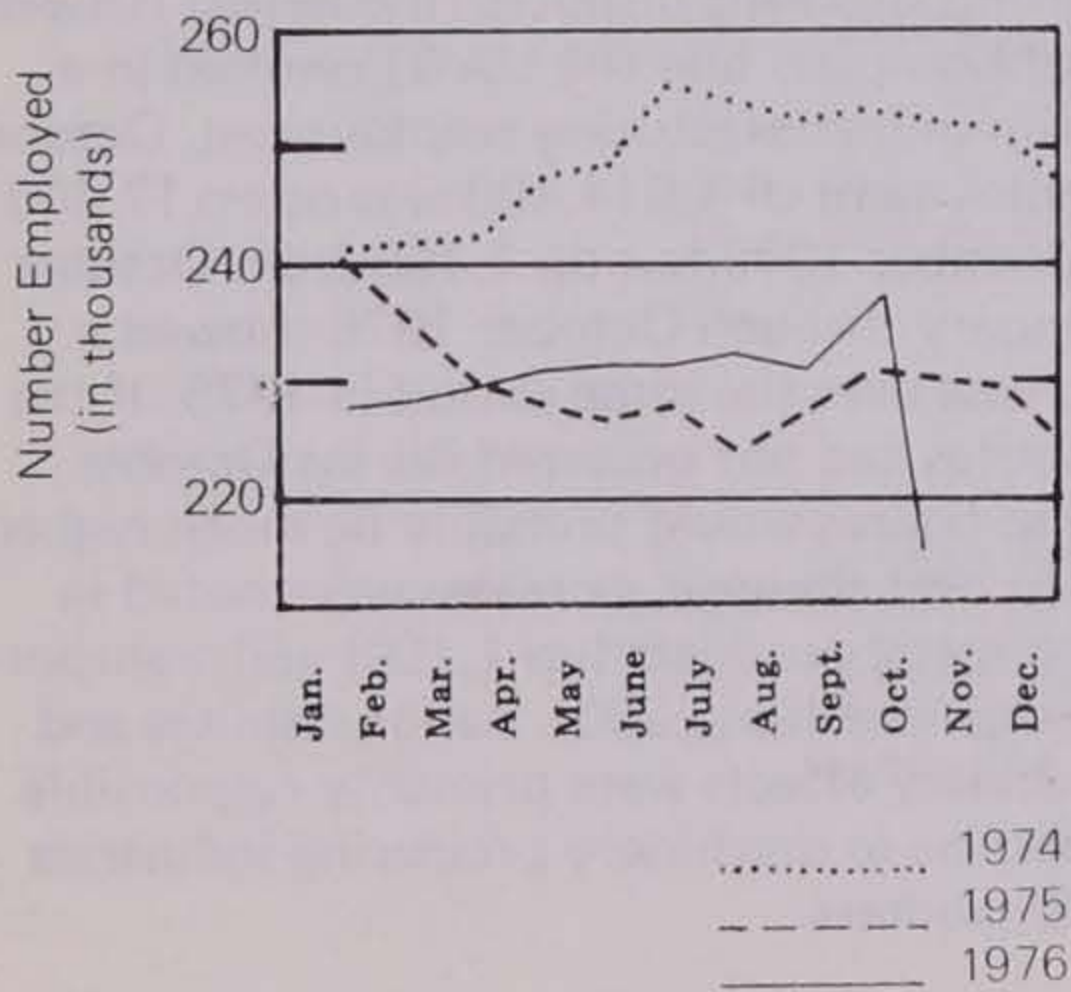


ILLUSTRATION 3

Iowa Manufacturing Employment 1974-1976  
By Place of Work



Employment in nondurable goods manufacturing industries increased over 1975 levels. The major increases in this sector were seen in industries involved in food processing, up 2,000 from October 1975 levels. Overall, manufacturing industries in Iowa appear to be gaining strength after the 1975 lows. Nineteen seventy-six employment levels are above 1975 but are still lagging behind the 1974 levels.

ILLUSTRATION 5

Iowa Employment in Nondurable Goods Industries 1974-1976  
By Place of Work

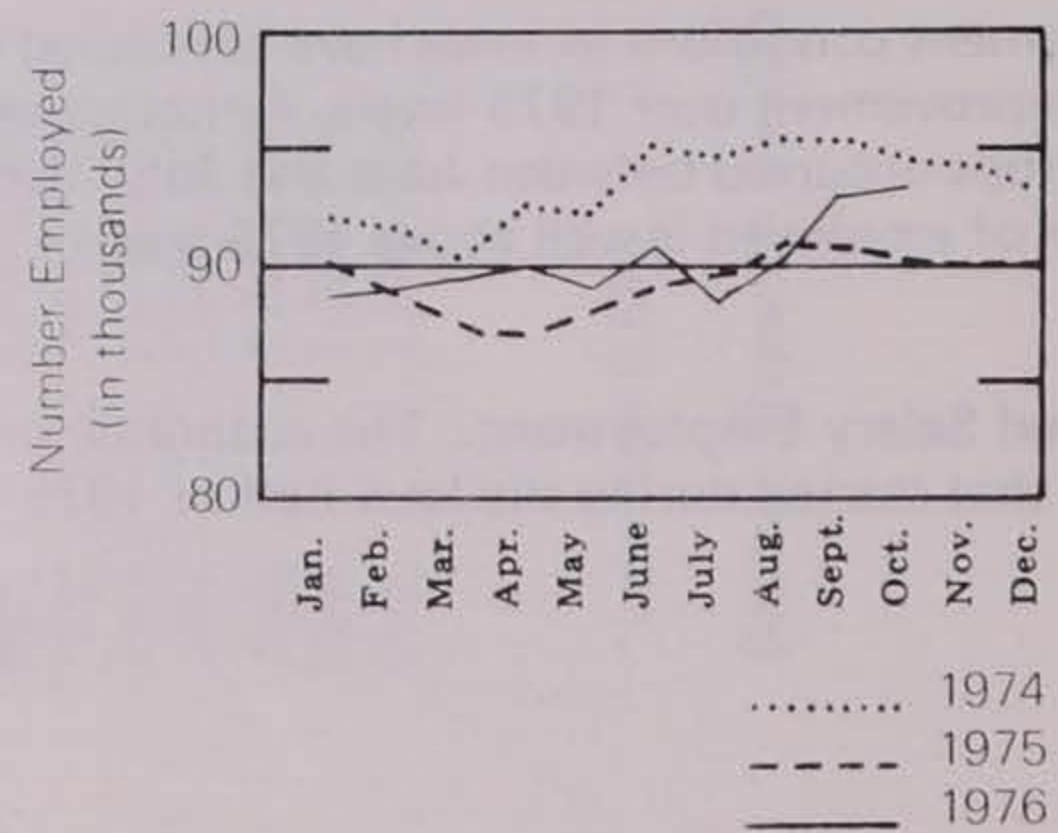


TABLE 2

## Iowa Nonagricultural Wages and Salary Employment Summary 1970 - 1976

Period	Total Employment	Manufacturing			Nonmanufacturing		Percent Change from Previous Year		
		Total	Durable Goods	Nondurable Goods	Total	Total	Durable Goods	Nondurable Goods	Nonmanufacturing
1970	882,800	215,500	122,800	92,700	667,300	0.5	-6.6	-0.6	2.1
1971	889,100	209,200	115,800	93,400	679,800	0.7	-5.7	0.8	1.9
1972	932,300	223,400	128,900	94,500	708,800	4.9	11.3	1.1	4.3
1973	975,100	240,200	146,900	93,300	735,000	4.6	13.9	-1.2	3.7
1974	1,000,400	248,700	155,300	93,400	751,700	2.6	5.7	*	2.3
1975	993,100	229,600	140,200	89,300	763,500	0.7	-9.7	-4.4	1.6
1976									
Jan.	989,300	228,600	139,600	89,000	760,700	0.7	-6.9	-1.4	2.5
Feb.	990,700	228,800	139,600	89,300	761,900	1.8	-4.6	0.6	3.2
Mar.	999,900	229,800	140,600	89,700	770,100	2.8	-1.7	2.5	3.7
Apr.	1,014,100	231,000	140,900	90,000	783,200	3.0	*	3.3	3.5
May	1,021,600	231,400	142,200	89,200	790,200	3.0	2.6	1.3	3.2
June	1,019,600	231,400	140,400	90,900	788,200	2.3	1.4	1.9	2.6
July	1,012,500	232,200	143,700	88,500	780,300	2.8	6.9	1.3	2.6
Aug.	1,010,100	232,300	142,300	90,000	777,800	2.1	4.0	-0.9	2.1
Sept.	1,031,800	238,600	146,100	92,500	793,200	2.2	4.2	2.0	1.9
Oct.	1,014,400	218,700	125,700	93,000	795,700	*	10.4	4.9	1.6

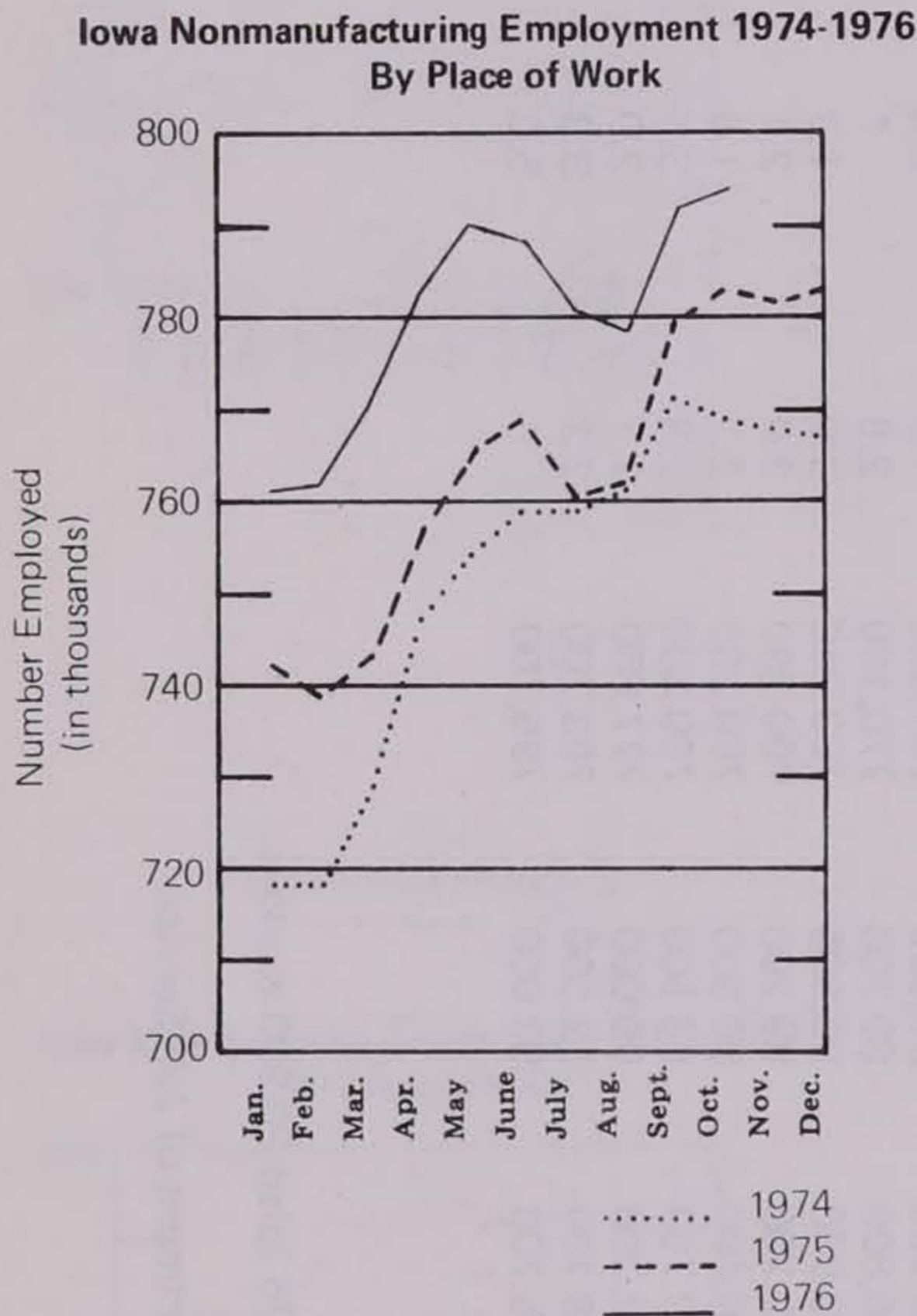
\* Less than 0.5%

1/ Major labor disputes during October, 1976 idled 20,900 workers.

Source: Research and Statistics, Iowa Department of Job Service.

Nonmanufacturing employment continues to show strength. This follows a long established trend of growth in employment in this sector. During 1975 nonmanufacturing employment averaged 751,700, a 1.6 percent increase over 1974. For the first ten months of 1976 the average employment was 781,144, a 2.8 percent increase over the same period of 1975. Retail trade and service industries are areas that have shown significant growth.

ILLUSTRATION 6



**Unemployment.** Unemployment during 1976 has been below the 1975 levels. However, the 1976 levels are well above the pre-recession period. The seasonally adjusted unemployment rate for Iowa has remained stable during the first ten months of 1976, averaging 5.0 percent. This is compared to a national rate that has averaged 7.7 percent. January through October, 1976 Iowa unemployment dropped 5.1% below unemployment levels for the same period in 1975.

While other indicators are showing an improvement in the state's economy, Iowa continues to have a large proportion of the labor force unemployed. Fifty-one thousand one hundred workers were idled during October 1976. This is below the October 1975 level of 62,700. However, only 30,100 workers were unemployed in October 1974. This large number of workers unemployed indicates that even though business has been gaining strength in the state it has not been great enough to absorb all those persons who are willing to work and seeking employment.

A significant portion of the unemployed 1/ have been characterized as being under 25 years of age, male, and employed in either contract construction or manufacturing. Due to the industrial configuration of Iowa and the growing number of young people in the labor market it was expected that the insured unemployed worker would have these characteristics.

1/ This group is composed of workers who were covered by state unemployment insurance laws.

ILLUSTRATION 7

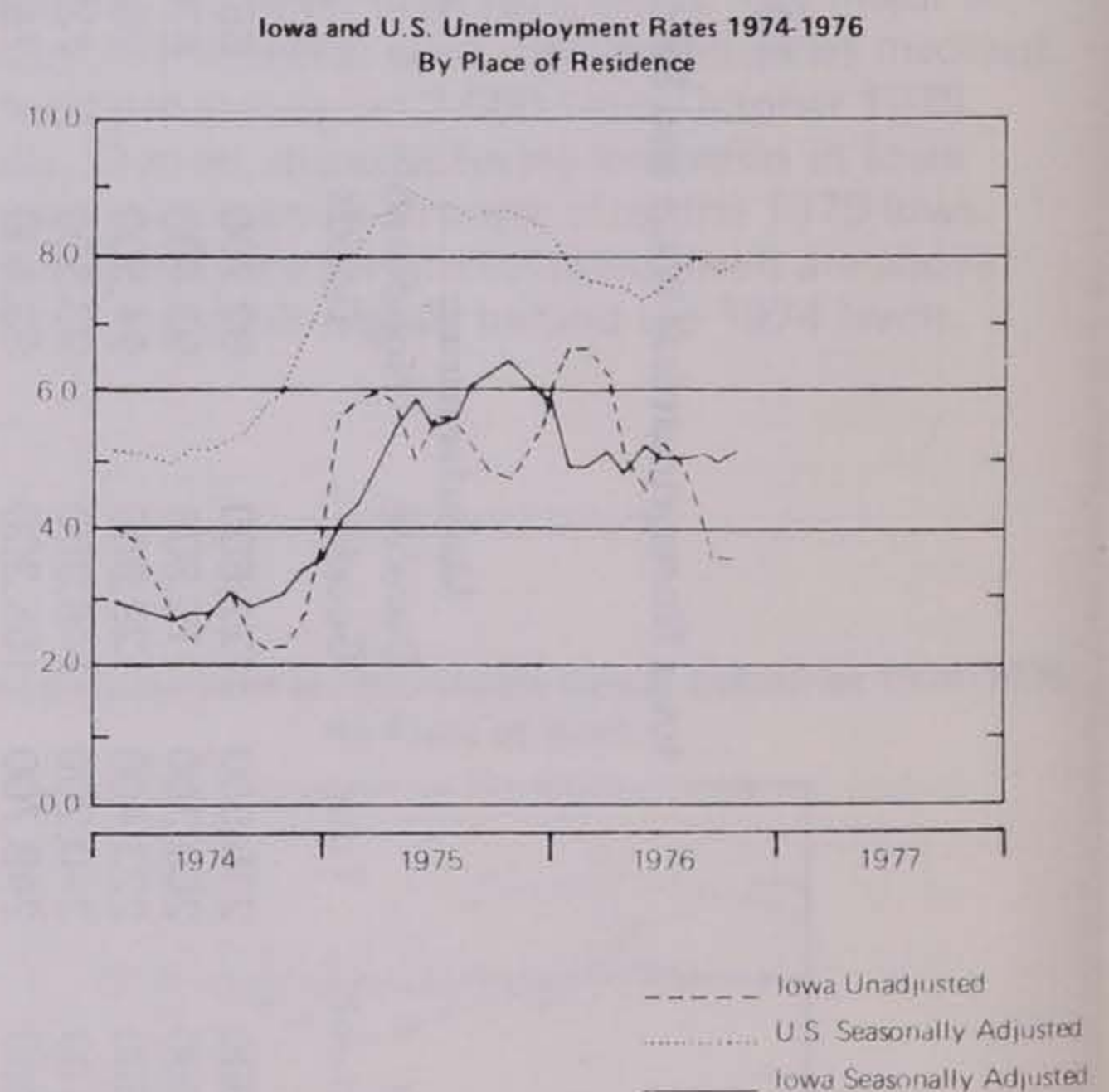


TABLE 3

United States and Iowa Unemployment Rates, 1970-1976

	Unadjusted		Seasonally Adjusted 1/	
	U.S.	Iowa	U.S.	Iowa
1970	4.9	3.7		
1971	5.9	4.2		
1972	5.6	3.6		
1973	4.9	2.9		
1974	5.6	3.0		
1975	8.5	5.4		
1976:				
Jan.	8.8	6.6	7.8	4.9
Feb.	8.7	6.6	7.6	4.9
Mar.	8.1	6.2	7.5	5.1
Apr.	7.4	5.0	7.5	4.7
May	6.7	4.5	7.3	5.2
June	8.0	5.2	7.5	5.0
July	7.8	4.9	7.8	4.9
Aug.	7.6	4.3	7.9	5.1
Sept.	7.4	3.8	7.8	5.0
Oct.	7.2	3.8	7.9	5.1

1/ The seasonally adjusted annual average is the same as the unadjusted annual average.

Source: Research and Statistics, Iowa Department of Job Service.

TABLE 4

## Characteristics of Iowa's Insured Unemployed 1/

Characteristics	Number		Percent Change From October 1976 to		
	October 1976	September 1976	October 1975	September 1976	October 1975
Total	15,489	15,021	21,161	3.1	-26.8
Sex:					
Male	9,164	8,893	12,693	3.0	-27.8
Female	6,325	6,127	8,469	3.2	-25.3
Age:					
Under 25	4,859	4,504	6,940	7.9	-30.0
25-34	4,574	4,608	6,007	-0.7	-23.9
35-44	2,239	2,124	3,211	5.4	-30.3
45-54	1,987	1,868	2,685	6.4	-26.0
55-64	1,462	1,470	1,961	-0.5	-25.4
65 & Over	368	448	358	-17.9	2.8
Industry:					
Contract Construction	1,895	1,684	1,558	12.5	21.6
Manufacturing	5,514	5,506	10,785	0.1	-48.9
Durable Goods	3,832	3,661	7,800	4.7	-50.9
Nondurable Goods	1,683	1,845	2,985	-8.9	-43.6
Trade	4,015	3,787	4,084	6.0	-1.7
Services	2,505	2,582	2,074	-3.0	20.8
State Government	165	156	*	5.8	*
Local Government	7	0	*	-	*
Other 2/	1,387	1,304	2,660	6.4	4.8

\* Information not available.

1/ Information on the insured unemployed is based on a sample of continued claims filed for Job Insurance under the state programs during a selected week near mid-month.

2/ Includes the following industry division: mining, public utilities, finance, insurance and real estate, and all others.

Source. Research and Statistics, Iowa Department of Job Service.



**Additional Indicators.** Personal income in Iowa continues to increase as does the amount of spendable earnings workers bring home. This is significant due to the slowing of the rate of inflation to 6% annually for 1976 as compared to an annual rate of 6.8% in 1975. With more money available retail sales have shown significant increases over 1974-1975 even with seasonal declines. The availability of money is also seen in the rate of bank debits to turnover of demand deposit accounts at Iowa banks. Contract construction picked up somewhat over the 1975 levels but continues below pre-1975 levels. Manufacturing production is still below 1973 but has increased slowly since the beginning of 1976.

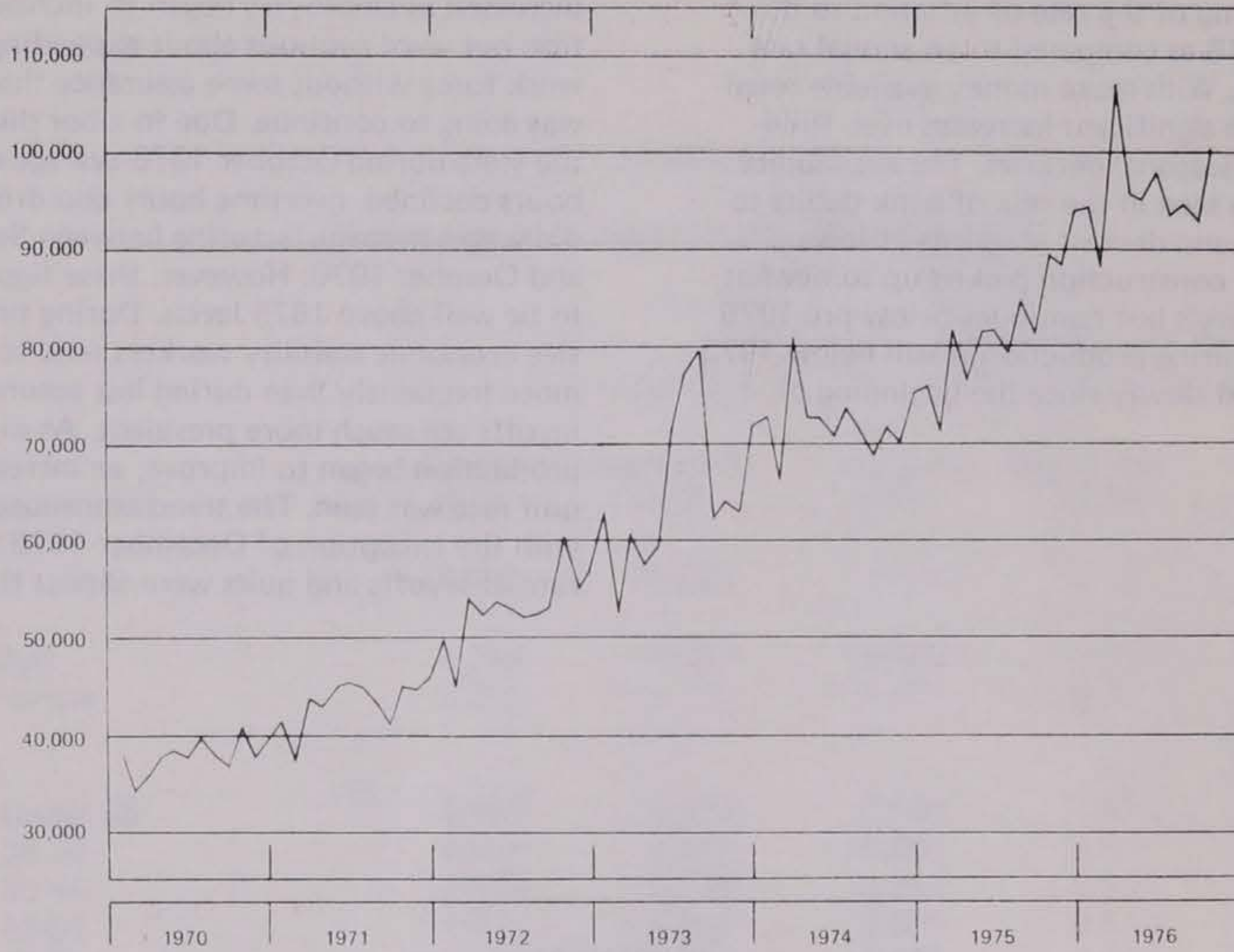
Other indications of this increased activity in manufacturing are in the number of overtime hours worked and labor turnover rates. Overtime hours increased as employers began to increase production but were cautious about expanding their work force without some assurance that recovery was going to continue. Due to labor disputes in the state during October 1976 average weekly hours declined, overtime hours also dropped as did wages in manufacturing between September and October 1976. However, these figures tend to be well above 1975 levels. During times of relative economic stability workers tend to change jobs more frequently than during less secure times when layoffs are much more prevalent. As manufacturing production began to improve, an increase in the quit rate was seen. The trend continued into 1976 with the exception of December 1975 when the rate of layoffs and quits were almost the same.

ILLUSTRATION 8  
Iowa Taxable Retail Sales



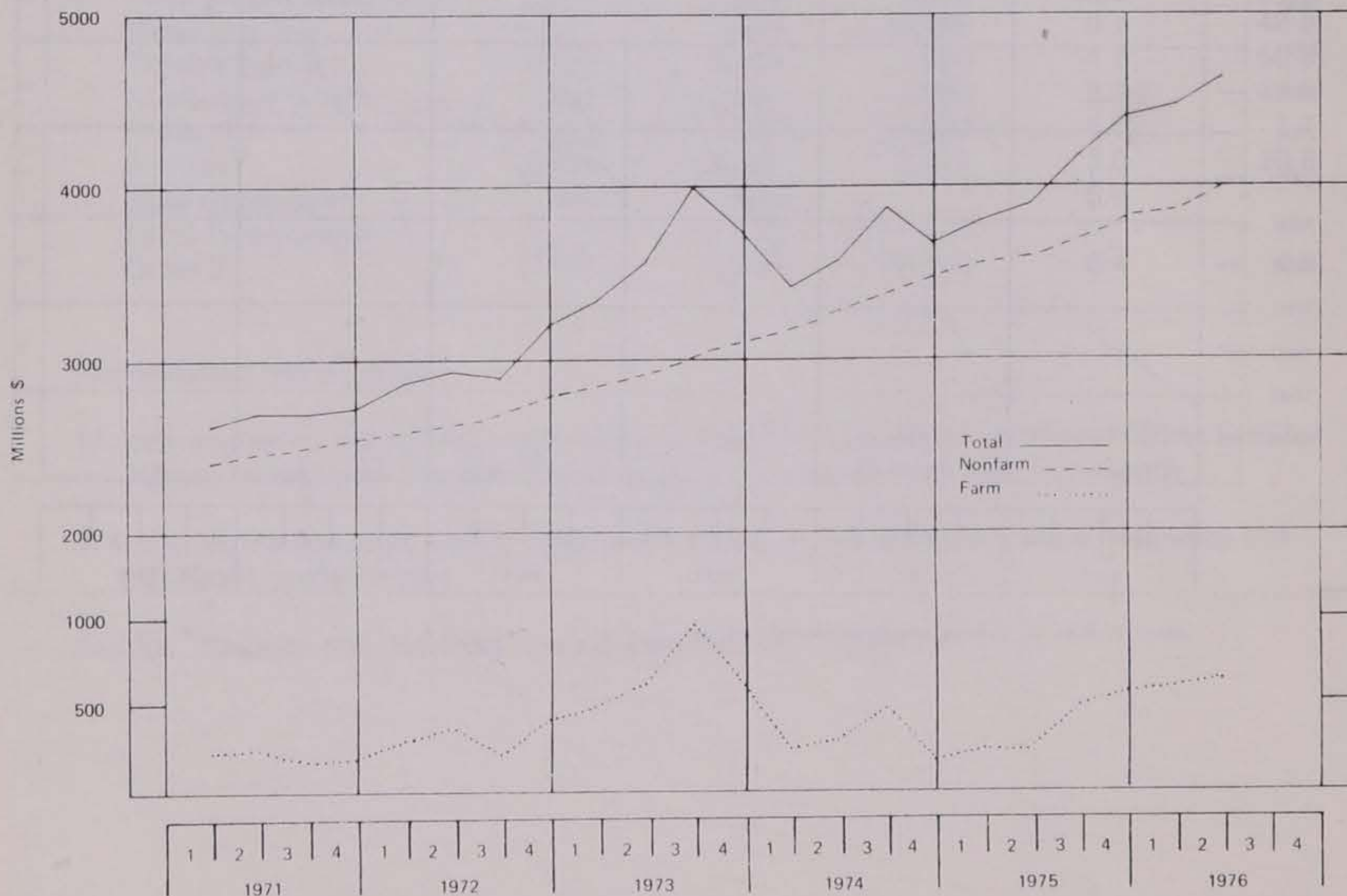
Source: Research and Statistics, Iowa Department of Revenue

ILLUSTRATION 9  
 Rate of Bank Debits to Demand Deposit Accounts  
 By Month, 1970 to July 1976  
 State of Iowa  
 (Unadjusted)



Source: Research Department, Federal Reserve Bank of Chicago

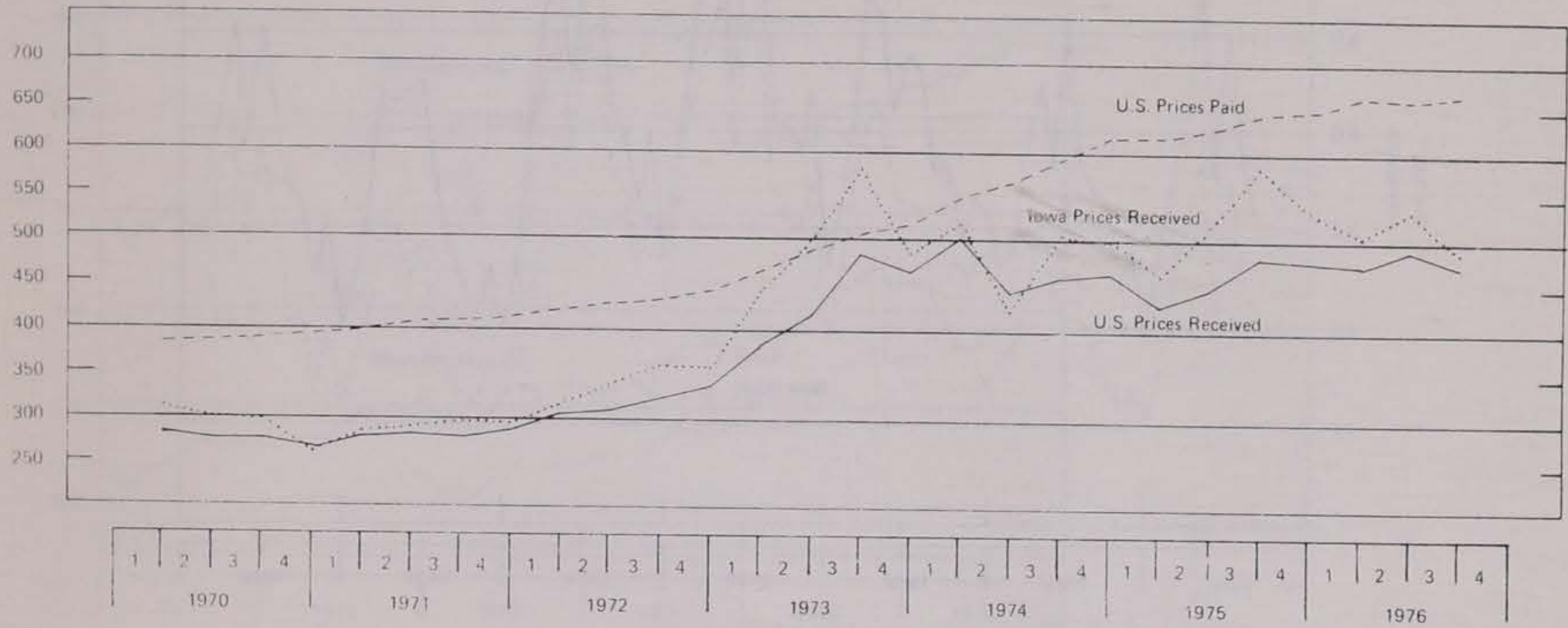
ILLUSTRATION 10  
 Personal Income



Source: Bureau of Economic Analysis, U.S. Department of Commerce

ILLUSTRATION 11

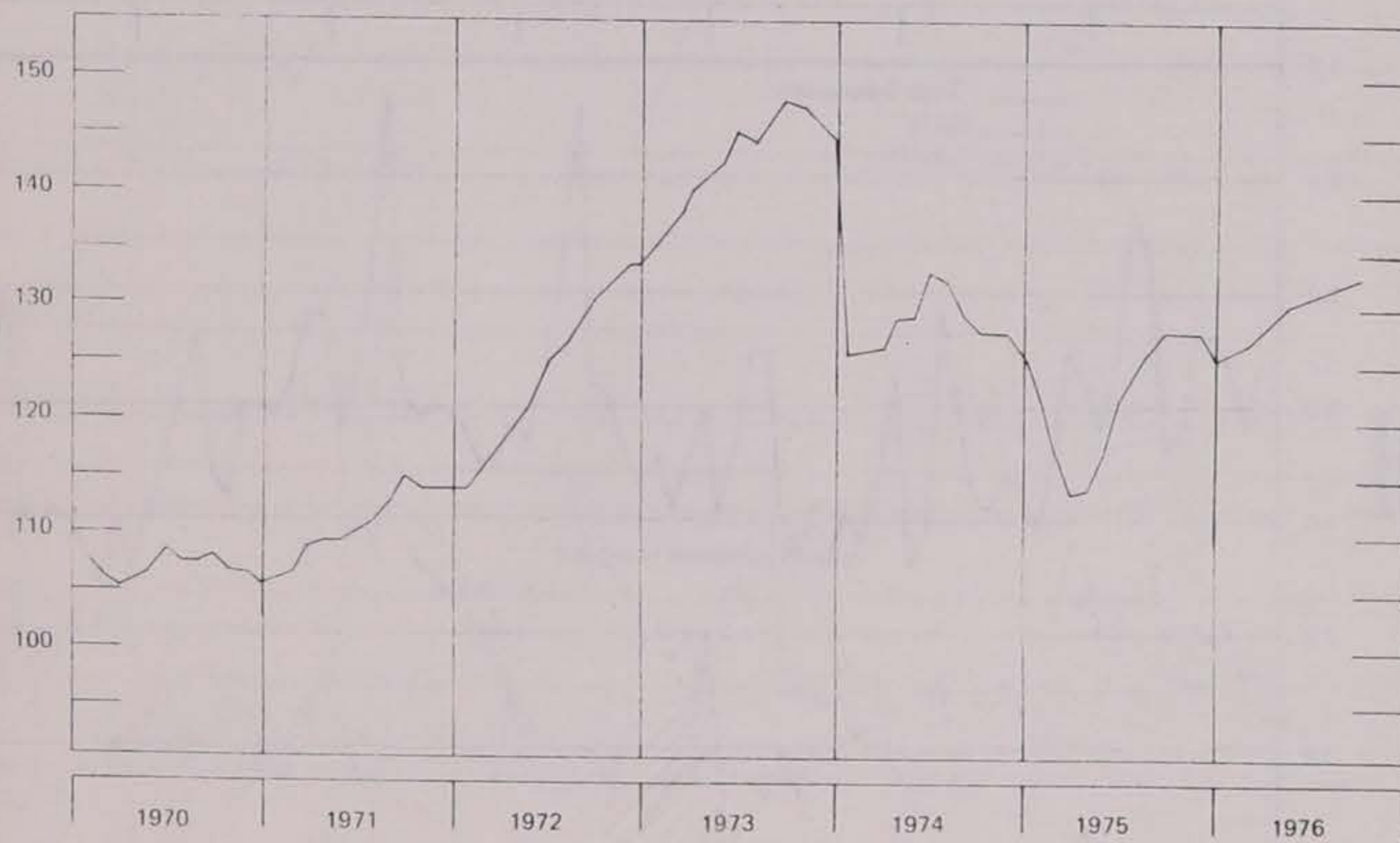
Index of Prices Paid and Received by Farmers, U.S. and Iowa 1970-1976



Source: Statistical Reporting Service, U.S. Department of Agriculture

ILLUSTRATION 12

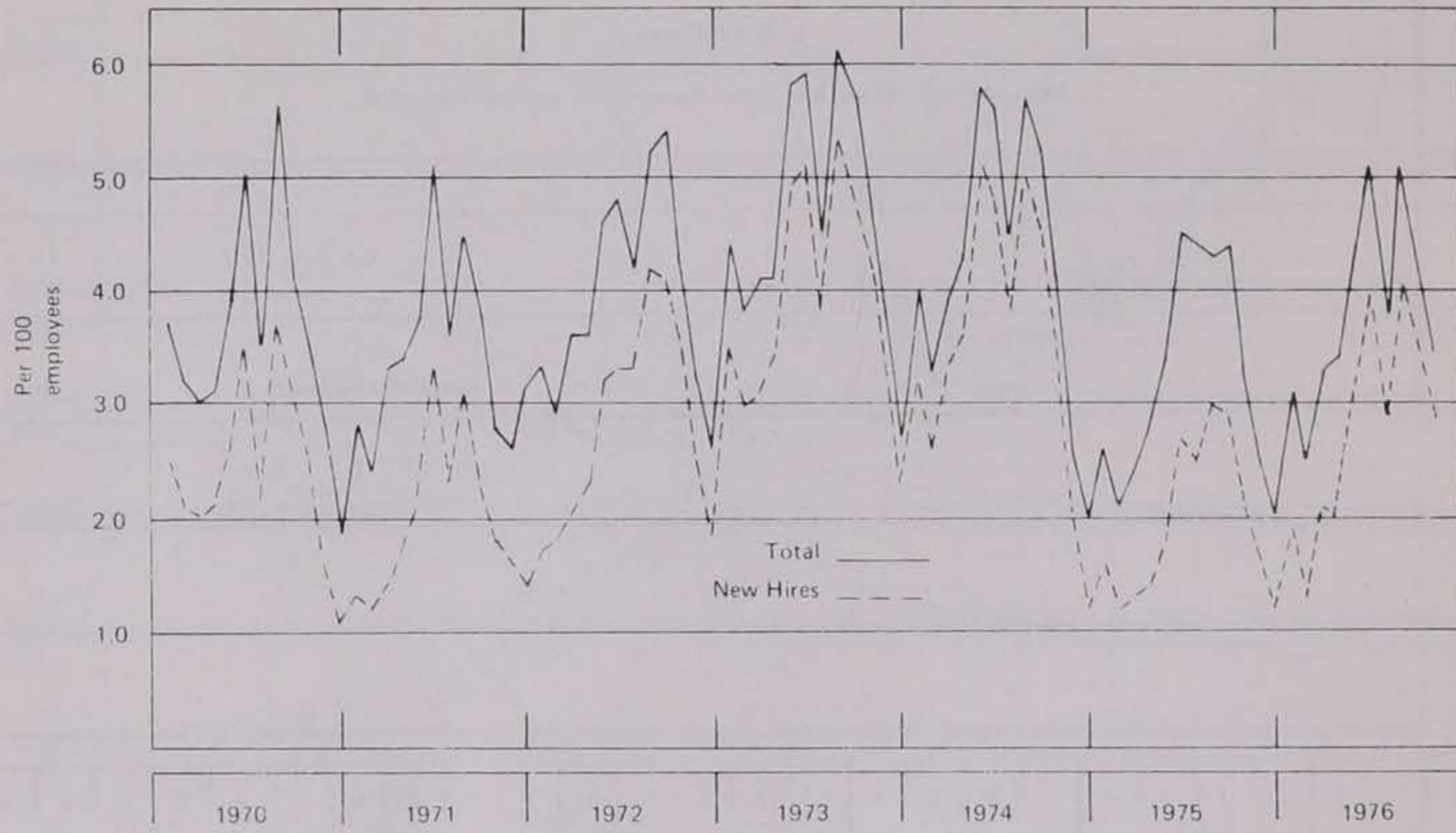
Iowa Manufacturing Production



Source: Iowa Development Commission

ILLUSTRATION 13

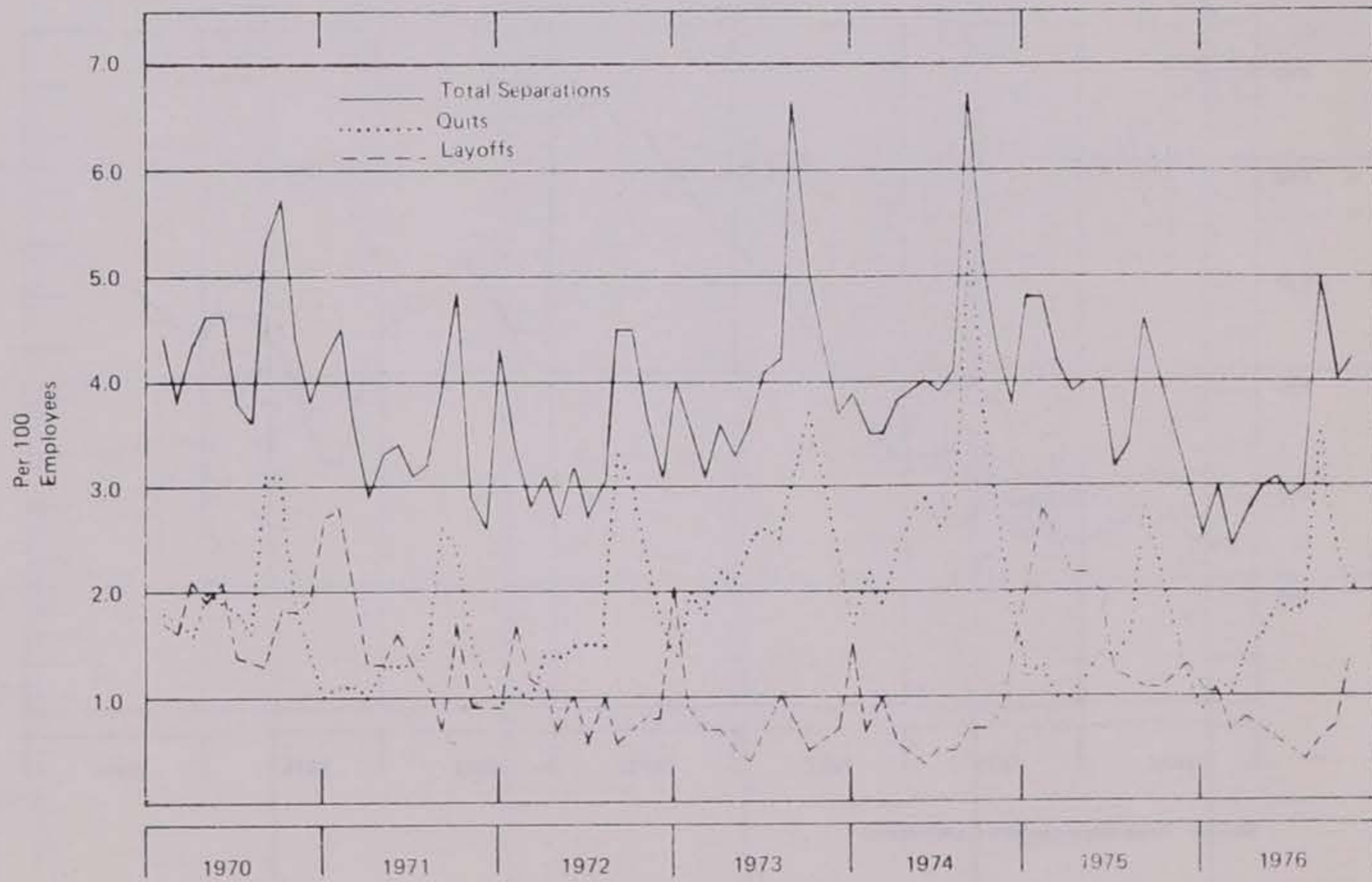
Iowa Manufacturing Accession Rates, 1970-1976



Source: Research and Statistics, Iowa Department of Job Service

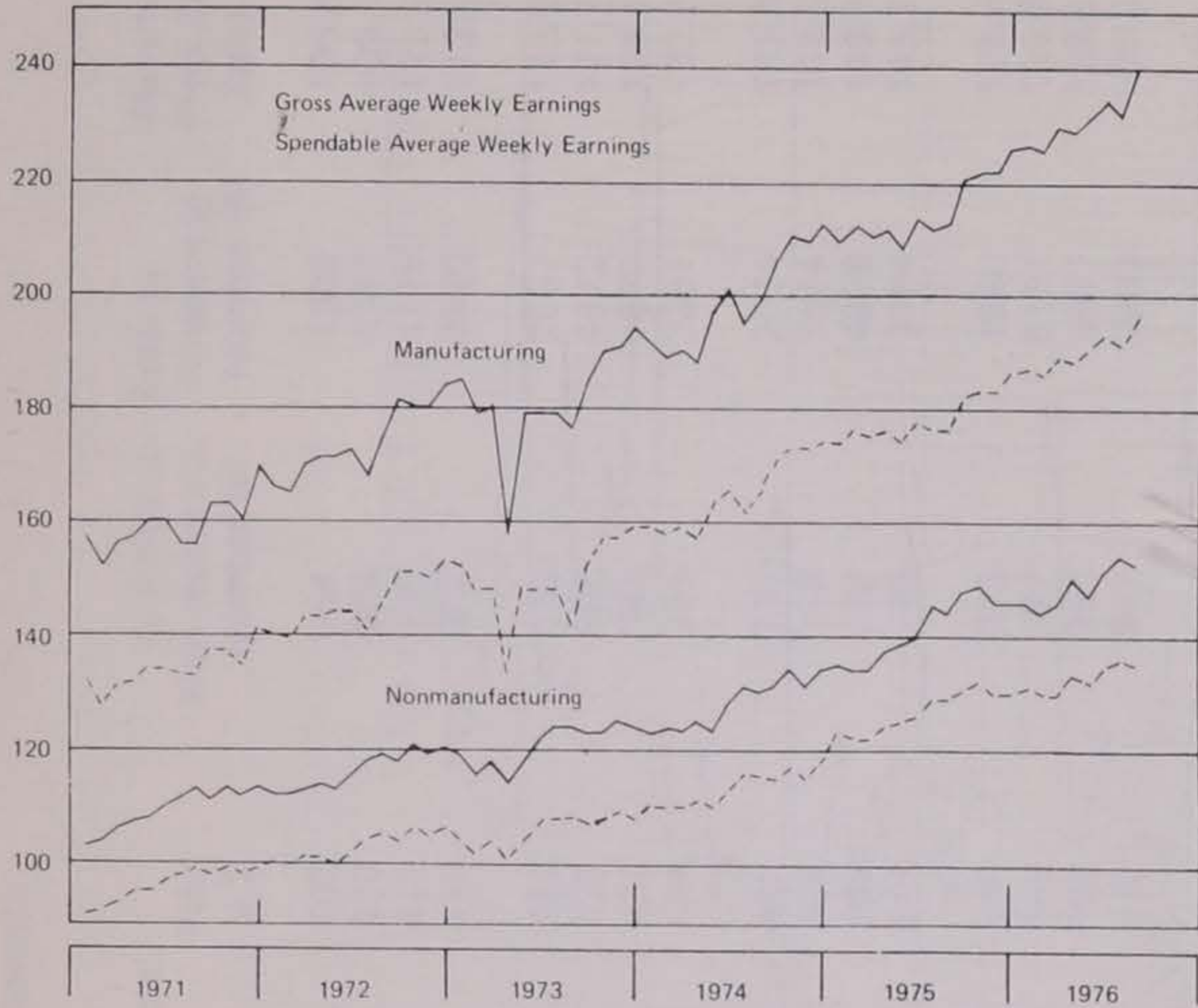
ILLUSTRATION 14

Manufacturing Separation Rates 1970-1976



Source: Research and Statistics, Iowa Department of Job Service

ILLUSTRATION 15  
 Gross and Spendable\* Average Weekly Earnings of Production or  
 Nonsupervisory Workers in Iowa, 1971-1976



\* Spendable weekly earnings represent earnings of workers claiming three dependents.  
 Source: Research and Statistics, Iowa Department of Job Service.

ILLUSTRATION 16  
 Iowa Construction Activity

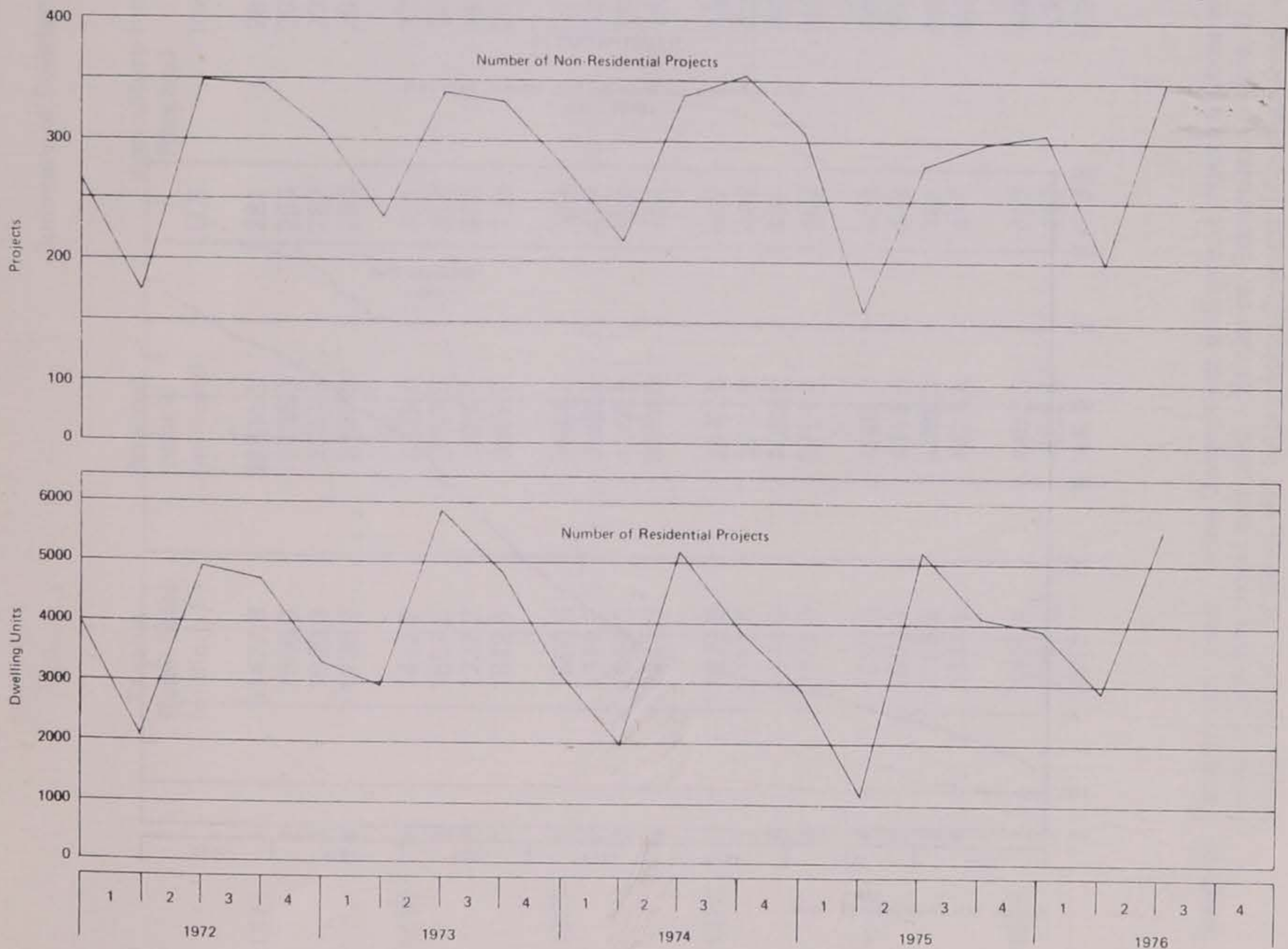
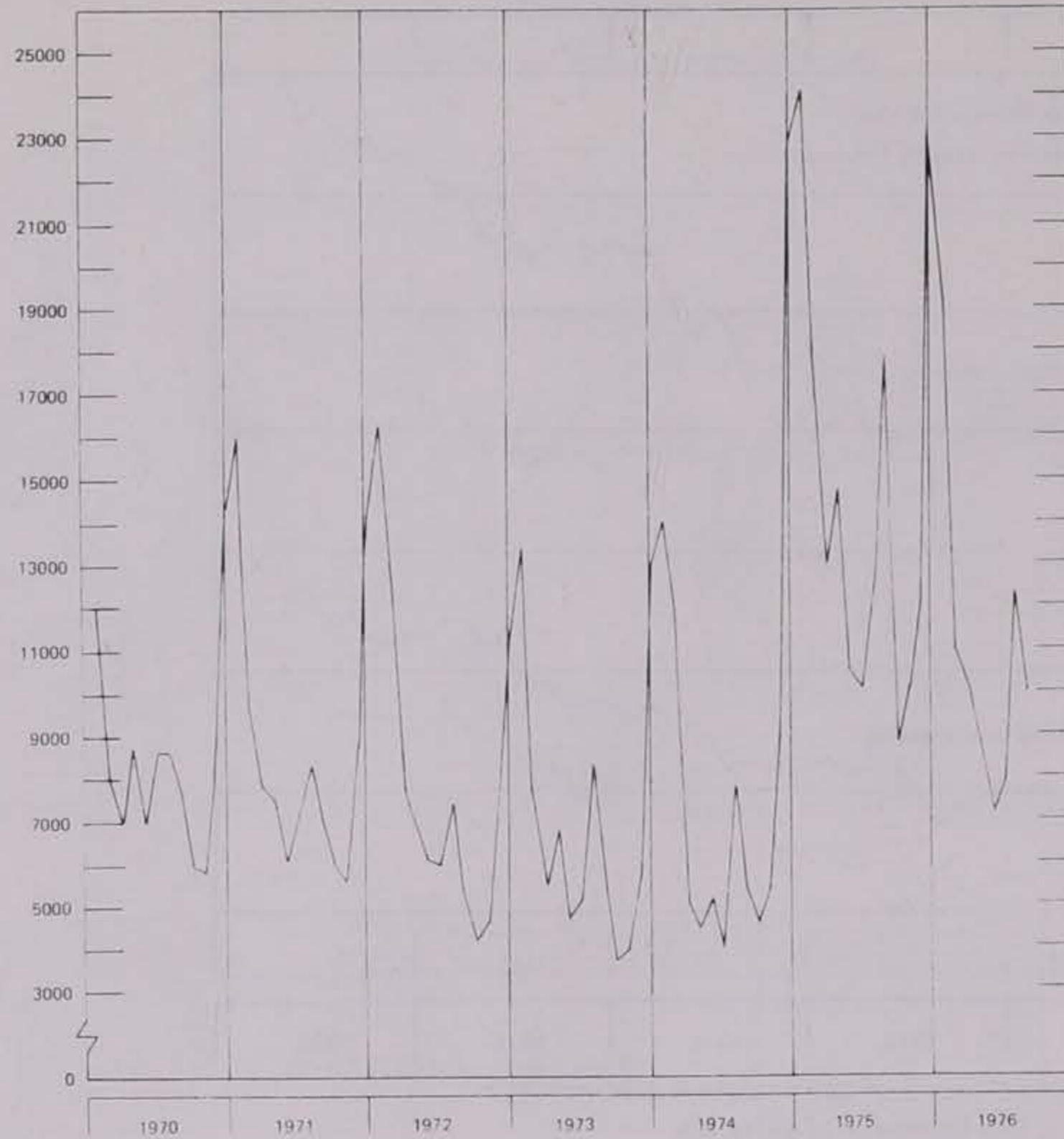


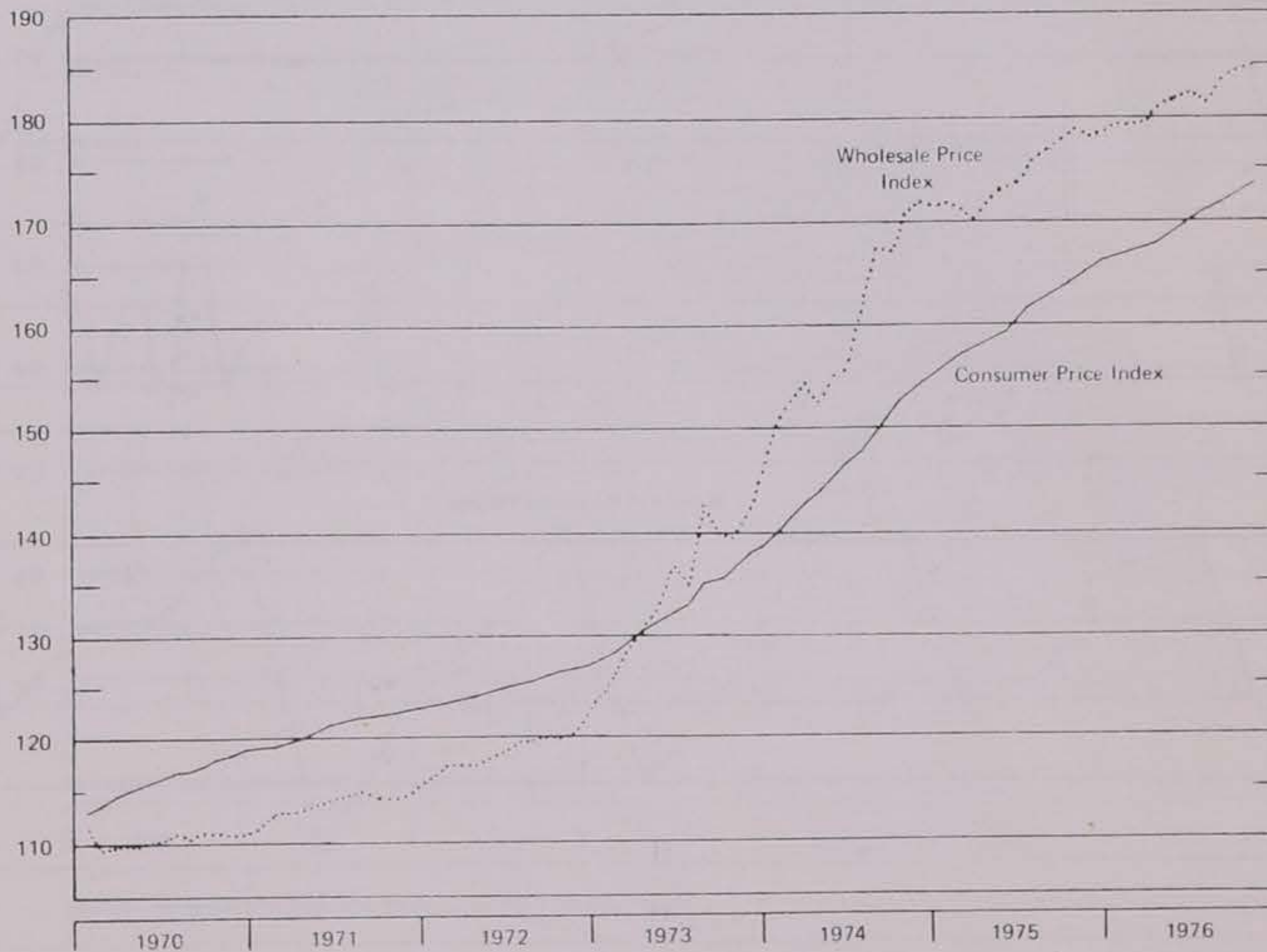
ILLUSTRATION 17  
Initial Claims — Iowa Job Insurance Program 1970-1976



Source: Research and Statistics, Iowa Department of Job Service

ILLUSTRATION 18

U.S. Consumer and Wholesale Price Indexes, 1970-1976  
(1967 = 100)



Source: U.S. Department of Labor

TABLE 5

## Summary of Selected Iowa Indicators

		Taxable Retail Sales (millions \$)	Personal Income (millions)	Agriculture-Index of Prices			Construction Activity		Manufacturing Production Index
				Received U.S.	Iowa	Paid U.S.	Non-residential Number (a)	Residential Number (b)	
1971	1	\$1477.8	\$2714.5	281	288	402	154	1508	106.8
	2	1556.9	2788.3	284	293	410	284	4267	109.4
	3	1620.3	2751.3	282	299	412	292	4178	112.5
	4	1735.2	2797.0	290	297	415	262	3920	113.6
1972	1	1472.7	2975.8	307	329	422	174	2057	115.5
	2	1637.5	3057.8	312	340	429	348	4872	121.7
	3	1727.2	2991.3	325	361	434	345	4679	128.1
	4	1942.1	3367.8	338	359	444	308	3361	132.7
1973	1	1666.6	3444.3	384	445	465	235	2954	133.9
	2	1849.2	3666.5	418	500	489	338	5844	142.5
	3	1999.0	4168.5	484	581	509	332	4938	145.9
	4	2244.3	3869.0	467	488	514	278	3164	145.7
1974	1	1929.8	3545.0	502	520	548	216	1980	125.8
	2	2172.0	3712.0	442	423	564	337	5181	130.0
	3	1974.0	4058.5	459	508	588	354	3892	129.6
	4	2177.3	3754.8	462	502	612	307	2903	126.8
1975	1	1717.6	4002.8	428	463	615	160	1612	117.5
	2	2039.9	4115.8	449	517	624	281	5223	117.6
	3	2155.9	4388.3	481	582	640	299	4111	126.0
	4	2407.8	4424.5	478	533	645	307	3927	126.9
1976	1	2004.4	4482.3	472	505	661	203	2923	126.7
	2	2581.0	4652.8	479	534	658	347	5554	130.1
	3	NA	NA	475	490	663	NA	NA	132.0

Sources: Taxable retail sales — Iowa Department of Revenue; Personal income — Bureau of Economic Analysis, U. S. Department of Commerce, Index of prices received and paid — Statistical Reporting Services, U. S. Department of Agriculture; Construction activity — F. W. Dodge Division, McGraw Hill Information Systems; Manufacturing production index — Iowa Development Commission.

(a) Number of non-residential projects; (b) Number of residential dwelling units.

TABLE 6

Bank Debits to Demand Deposit Accounts by Months, 1970 to Date  
 State of Iowa  
 (Unadjusted)

	1970	1971	1972	1973	1974	1975	1976
January	37,798	41,299	49,966	62,639	72,731	76,974	94,327
February	34,233	37,325	44,903	52,657	66,834	71,113	88,165
March	35,755	43,612	53,999	60,514	80,802	81,464	106,987
April	37,493	42,945	52,395	57,504	72,707	76,609	95,881
May	38,227	44,887	53,755	59,132	72,719	81,507	95,448
June	37,715	45,072	53,040	71,212	70,985	81,620	98,116
July	39,742	44,937	52,298	76,990	73,809	79,340	93,203
August	37,979	43,235	52,324	79,227	71,275	84,906	94,948
September	36,775	41,109	52,978	62,128	68,948	81,402	93,275
October	40,666	44,932	60,367	68,983	71,902	89,346	100,195
November	37,803	44,653	55,170	68,071	70,297	88,458	
December	39,562	45,705	56,874	71,679	76,034	94,014	

Source: Research Department, Federal Reserve Bank of Chicago.



TABLE 7

Iowa Labor Turnover Rates for Manufacturing, 1970 - 1976  
(Per 100 Employees)

Year	Total Accessions	New Hires	Recalls	Total Separations	Quits	Lay-Offs
1970	3.6	2.4	*	4.4	1.9	1.8
1971	3.4	2.0	*	3.5	1.4	1.6
1972	4.0	2.8	*	3.4	1.8	1.0
1973	4.7	3.9	*	4.1	2.6	0.8
1974	4.3	3.6	*	4.3	2.7	0.9
1975	3.2	2.0	*	3.8	1.5	1.7
1976						
Jan.	3.1	1.9	1.0	3.0	1.3	1.1
Feb.	2.5	1.5	0.8	2.4	1.1	0.7
Mar.	3.3	2.1	1.0	2.8	1.5	0.8
Apr.	3.4	2.0	1.2	3.0	1.6	0.7
May	4.4	3.1	1.0	3.1	1.9	0.6
June	5.1	4.0	0.9	2.9	1.8	0.5
July	3.8	2.9	0.7	3.0	1.9	0.4
Aug.	5.2	4.3	0.7	5.0	3.6	0.6
Sept.	4.3	3.5	0.6	4.0	2.5	0.7
Oct.	3.4	2.8	0.4	4.2	2.0	1.3

\* Information not available.

Source: Research and Statistics, Iowa Department of Job Service.

TABLE 8

Gross and Spendable Average Weekly Earnings of  
Production or Nonsupervisory Workers in Iowa

	Gross Average Weekly Earnings			Spendable Average Weekly Earnings					
	Oct. 1976	Sept. 1976	Oct. 1975	Worker With No Dependents			Married Worker With Three Dependents		
				Oct. 1976	Sept. 1976	Oct. 1975	Oct. 1976	Sept. 1976	Oct. 1975
TOTAL PRIVATE	\$169.81	\$173.76	\$165.53	\$135.12	\$137.89	\$130.03	\$147.43	\$150.30	\$143.33
MANUFACTURING	229.82	243.01	221.35	176.32	185.24	167.83	189.71	199.06	182.78
Durable Goods	221.92	247.66	226.95	170.93	188.37	171.69	184.22	202.38	186.67
Nondurable Goods	239.59	235.62	212.61	182.93	180.25	161.81	196.62	193.79	176.71
NONMANUFACTURING	153.42	152.93	148.90	123.60	123.25	118.60	135.52	135.20	131.66
Mining	247.84	239.00	248.50	188.49	182.53	186.24	202.51	196.20	202.22
Contract Construction	314.20	315.48	312.03	232.04	232.88	228.74	250.51	251.48	249.14
Transportation & Public Utilities	247.38	247.78	237.72	188.18	188.45	178.99	202.18	202.47	194.43
Wholesale and Retail Trade	133.06	131.14	126.75	109.04	107.67	103.18	122.38	120.84	116.90
Finance and Real Estate	129.79	128.98	122.68	106.71	106.13	100.35	119.63	118.90	113.25
Services	118.67	118.13	109.88	98.65	98.26	91.20	109.66	109.17	101.78

Source: Research and Statistics, Iowa Department of Job Service.

TABLE 9

## Average Weekly Hours and Earnings of Iowa Production or Nonsupervisory Workers

Period	Average Weekly Hours			Average Hourly Earnings			Average Weekly Earnings			Average Weekly Overtime Hours		
	Total Private Nonfarm	Manu- facturing	Nonmanu- facturing	Total Private Nonfarm	Manu- facturing	Nonmanu- facturing	Total Private Nonfarm	Manu- facturing	Nonmanu- facturing	Total Private Nonfarm	Manu- facturing	Nonmanu- facturing
1970	*	39.7	*	\$ *	\$3.70	\$ *	\$ *	\$146.89	\$ *	*	2.9	*
1971	36.7	39.9	35.7	3.32	4.00	3.06	121.84	159.60	109.24	*	3.0	*
1972	36.9	40.5	35.6	3.55	4.30	3.26	131.00	174.15	116.06	*	3.9	*
1973	36.3	40.3	34.9	3.75	4.49	3.46	136.13	180.95	120.75	*	3.7	*
1974	36.1	40.5	34.6	4.05	4.91	3.70	146.21	198.86	128.02	*	3.4	*
1975	36.1	39.7	34.9	4.40	5.40	4.05	158.84	214.38	141.35	*	2.7	*
1975:												
Aug.	36.4	39.3	35.5	4.40	5.39	4.07	160.16	211.83	144.49	*	2.9	*
Sept.	36.6	40.2	35.5	4.50	5.48	4.18	164.70	220.30	148.39	*	3.2	*
Oct.	36.3	40.1	35.2	4.56	5.52	4.23	165.53	221.35	148.90	*	2.8	*
Nov.	36.0	40.1	34.8	4.54	5.52	4.20	163.44	221.35	146.16	*	2.8	*
Dec.	36.2	40.3	35.0	4.52	5.59	4.17	163.62	225.28	145.95	*	2.9	*
1976:												
Jan.	36.0	40.2	34.7	4.57	5.63	4.20	164.52	226.33	145.74	*	2.7	*
Feb.	35.6	39.7	34.3	4.60	5.67	4.21	163.76	225.10	144.40	*	2.5	*
Mar.	35.7	40.0	34.4	4.63	5.72	4.23	165.29	228.80	145.51	*	2.6	*
Apr.	35.8	39.7	34.6	4.68	5.73	4.31	167.54	227.88	149.56	*	2.5	*
May	35.7	40.0	34.4	4.68	5.78	4.30	167.08	231.20	147.92	*	2.8	*
June	36.5	40.2	35.3	4.67	5.81	4.29	170.46	234.14	151.44	*	3.0	*
July	36.3	39.7	35.4	4.72	5.82	4.35	171.34	231.05	153.99	*	2.8	*
Aug.	36.6	41.3	35.3	4.77	5.86	4.39	174.58	242.02	154.97	*	3.2	*
Sept.	35.9	40.3	34.6	4.84	6.03	4.42	173.76	243.01	152.93	*	3.9	*
Oct.	35.6	39.9	34.4	4.77	5.76	4.46	169.81	229.82	153.42	*	3.5	*

\* Information not available.

Source: Research and Statistics, Iowa Department of Job Service.

TABLE 10

## Initial Claims — Iowa Job Insurance Program 1970 - 1976 \*

	1970	1971	1972	1973	1974	1975	1976
January	12,056	16,141	16,341	13,436	13,980	24,138	19,170
February	8,207	9,699	10,658	7,815	11,897	17,855	10,993
March	7,295	7,915	7,742	5,538	5,135	12,988	10,081
April	8,792	7,621	6,864	6,848	4,500	14,661	9,027
May	7,069	6,105	6,126	4,807	5,179	10,465	7,235
June	8,747	7,127	6,024	5,089	4,237	10,124	7,996
July	8,712	8,426	7,355	8,266	7,838	12,610	12,298
August	7,682	7,081	5,365	5,714	5,495	17,784	9,980
September	5,997	6,052	4,186	3,754	4,633	8,761	8,430
October	5,912	5,715	4,636	3,975	5,440	10,142	11,013
November	8,345	8,820	7,782	5,767	8,867	12,183	
December	14,383	14,194	11,443	12,779	22,877	22,671	

\* Initial Job Insurance claims for the month.

Source: Research and Statistics Department, Iowa Department of Job Service.

## Iowa Manpower Resources

In conducting its referral and placement activity, the Job Service of Iowa collects data on applicants registered, job openings and placements made by area offices throughout the state. Information on applicants includes the age, sex, race, occupational attachment, educational achievement, and employment status of job seekers (See Table 11). The "type of applicant" based on these characteristics varies during the year. This is particularly true during the summer months when a large number

of young workers are seeking summer employment. Job order records provide data on the industry, occupations, wage rates, and working conditions pertaining to each job an employer seeks to have filled. Information from these records can be developed to study changes in the supply/demand relationships for different occupational groups and geographic areas. These supply/demand ratios will vary from month-to-month and between occupations and areas due to variations in labor market conditions; generally rising when the market or economy is recessive and falling when job opportunities abound.

TABLE 11

Characteristics of Job Service of Iowa Applicants 1/

Characteristics	Number		Change From September 1975 (Percent)
	October 1976	September 1975	
Total	65,152	63,287	2.9
Sex:			
Male	32,538	30,439	6.9
Female	32,614	32,848	- 0.7
Age:			
Under 22	17,157	18,375	- 6.6
45 and Older	9,367	9,280	0.9
Veteran	11,029	9,892	11.5
Minority	5,223	4,914	6.3
Economically Disadvantaged	15,154	13,983	8.4
Occupation:			
Professional, Technical & Managerial	5,602	5,844	- 4.1
Clerical & Sales Service	13,066	12,858	1.6
Farm, Fishery & Forestry Processing	9,740	9,838	- 1.0
Machine Trades	1,346	1,745	- 22.9
Benchwork	2,857	2,470	15.7
Structural Work	3,606	3,193	12.9
Transportation, Packaging, Misc.	3,681	3,218	14.4
	5,867	5,292	10.9
	8,658	8,076	7.2

1/ Taken from the active applicant file of the Job Service of Iowa.

Table 12 gives an occupational breakdown of applicants and job openings registered with the Job Service of Iowa offices. The data is based on end-of-month counts of "active applicants on file" and "unfilled non-agricultural job openings". The ratio of these two provides a rough estimate of variances in current supply/demand conditions among occupations. The comparison of the supply/demand

ratio for September and October 1976 reveals that for all occupational categories there has been an increase in the ratio. This indicated that the supply of applicants has increased while the demand for workers has decreased. This can be attributed to seasonal factors and the secondary affects of labor disputes during October.

TABLE 12

## Labor Supply and Demand by Occupation Groups 1/

Occupation	Supply of Active Applicants		Nonagricultural Openings		Supply/Demand Ratio	
	October 1976	September 1976	October 1976	September 1976	October 1976	September 1976
Total	65,152	63,287	6,865	8,251	9.5	7.7
Professional, Technical & Managerial	5,602	5,844	666	755	8.4	7.7
Clerical & Sales	13,066	12,858	1,709	1,895	7.6	6.8
Service	9,740	9,838	1,359	1,676	7.2	5.9
Farm, Fisheries & Forestry	1,346	1,745	171	393	7.9	4.4
Processing	2,857	2,470	576	594	5.0	4.2
Machine Trades	3,606	3,193	460	562	7.8	5.7
Bench Work	3,681	3,218	418	498	8.8	6.5
Structural Work	5,867	5,292	846	1,100	6.9	4.8
Miscellaneous 3/	8,658	8,076	658	774	13.2	10.4

1/ Taken from the active applicant file and Job Bank of the Job Service of Iowa. Data are monthly year-to-date figures for the end of the month.

2/ Professional, technical and managerial occupations.

3/ Includes transportation, packaging and other occupations.

4/ This ratio is inordinately large because the job openings demand figure does not include agricultural jobs.

### Future Outlook 1977 - 1978

Iowa's occupational employment distribution is dominated by the operative, service and clerical worker groups. These three areas will employ a significant number of workers due to their concentration in the three high employment industries of the state: services, trade and manufacturing.

These major industrial groups will show substantial increases in employment between 1977 and 1978. These employment increases will help create over 7500 new job openings for clerical and service workers. Employment gains in other Iowa industries, such as finance, construction and government, will provide over 2000 new jobs each for professional, managerial and crafts workers. Slightly under 2000 new jobs will be available for operatives.

Projected to be the largest industrial area of employment in 1978, the service industries (including public education) will also have the greatest number of new jobs and the greatest percent increase in employment. Approximately 35% of employment in the service industries is found in the service occupations: cleaning, food, health, personal and protective service workers. Job openings for these occupations will be created by the above em-

ployment increase and by similar increases in other industries employing service workers, notably the trade industries.

Opportunities for clerical workers will be affected by employment levels in manufacturing, trade, service and government. Clerical workers will find the greatest number of new jobs available in 1978, over 4000.

Over 15,000 total job openings will be available for service workers. This includes both new jobs plus job openings due to currently employed workers leaving the labor force. These replacement needs account for over 75% of the total openings for service workers. Replacement needs are great for both service and clerical workers due to the number of workers who leave the labor force from those occupations. Replacement needs will be significant for most occupational groups.

Agriculture, forestry and fisheries will continue to be a large employer in Iowa, over 170,000 in 1978. However, this represents a decline of almost 5000 from the year before. No new job openings will be available for farmers and farm workers and only 20% of those leaving such occupations will be replaced.

TABLE 13

## Projected Occupational Employment Needs for Iowa, 1977-1978

	Estimated 1977 Employment	Estimated 1978 Employment	Job Openings (1977-78)		
			Expansion	Replacement	Total
Total	1,327,868	1,341,678	13,810	54,684	68,494
Professional, Technical	164,573	167,508	2,935	6,951	9,886
Managers, Officials, Proprietors	143,231	145,570	2,339	4,930	7,269
Sales Workers	73,173	74,322	1,149	3,205	4,354
Clerical Workers	181,874	186,101	4,227	10,958	15,185
Crafts Workers	158,037	160,354	2,317	3,583	5,900
Operatives	194,803	196,685	1,882	5,338	7,220
Service Workers	182,397	185,938	3,541	12,230	15,771
Laborers, excluding Farm	56,693	57,006	313	1,326	1,639
Farmers & Farm Workers	173,087	168,194	-4,893	6,163	1,270

Source. Research and Statistics, Iowa Department of Job Service.



## Iowa Manpower Problems

Overall Iowa's manpower picture has remained strong in 1976 when compared to other parts of the country. The state's unemployment rate is one of the lowest in the nation and employment in the state is growing steadily. However, there exists within the state "pockets" of unemployment where the areas may qualify for certain types of federal assistance. This assistance may be in the form of job training or grants for public projects. Illustration 17 shows the areas in the state where unemployment averaged 6.0% or more during 1975. These areas of "substantial" unemployment qualify for matching federal funds for public works projects for the area. In Illustration 18 the shaded areas and designated cities qualify for funding under the Comprehensive Employment and Training Act of 1973. (For a further explanation of CETA see Iowa Job Placement Activities section of this report.) All of the areas of substantial unemployment are also among those areas qualifying for CETA funded projects.

Those areas qualifying for CETA projects are:

### Title I Areas:

Central Iowa Regional Association of Local Governments (CIRALG)—Des Moines, Iowa SMSA (Des Moines City, Balance of Polk and Warren Counties), Boone County, Dallas County, Jasper County, Madison County, Marion County, and Story County

Linn County Manpower Consortium—Cedar Rapids, Iowa SMSA  
Black Hawk County—Waterloo-Cedar Falls,

Iowa SMSA  
Scott County (Iowa portion of Davenport, Rock Island-Moline, Iowa-Illinois SMSA)  
Woodbury County (Iowa portion of Sioux City, Iowa-Nebraska SMSA)  
Balance of Iowa

### Title II Areas:

- \* Black Hawk County Prime Sponsor—Waterloo-Cedar Falls, Iowa SMSA
- Appanoose-Davis-Mahaska-Monroe-Wapello Consortium
- Humboldt-Palo Alto-Pocahontas Consortium
- North Central Iowa Consortium—Bremer, Butler, Cerro Gordo, Floyd, Franklin, Hancock, Kossuth, Mitchell, Winnebago, Worth, Wright Counties
- Northeast Iowa Consortium—Allamakee, Chickasaw, Clayton, Delaware, Dubuque, Iowa SMSA 1/, Fayette, Howard, Jackson, Winneshie Counties
- Northwest Iowa Consortium—Buena Vista, Clay, Dickinson, Osceola Counties
- South Central Iowa Consortium—Adams, Clarke, Decatur, Lucas, Ringgold, Taylor, Union, Wayne Counties
- Southeast Iowa Consortium—Des Moines, Henry, Jefferson, Keokuk, Lee, Van Buren Counties
- West Central Iowa Consortium—Adair, Audubon, Carroll, Cass, Crawford, Greene, Guthrie, Hamilton, Harrison, Monona, Pottawattamie 2/, Shelby, Webster Counties
- Emmet County
- \* Jasper County
- Boone City
- Clinton City
- Council Bluffs City
- Marshalltown City

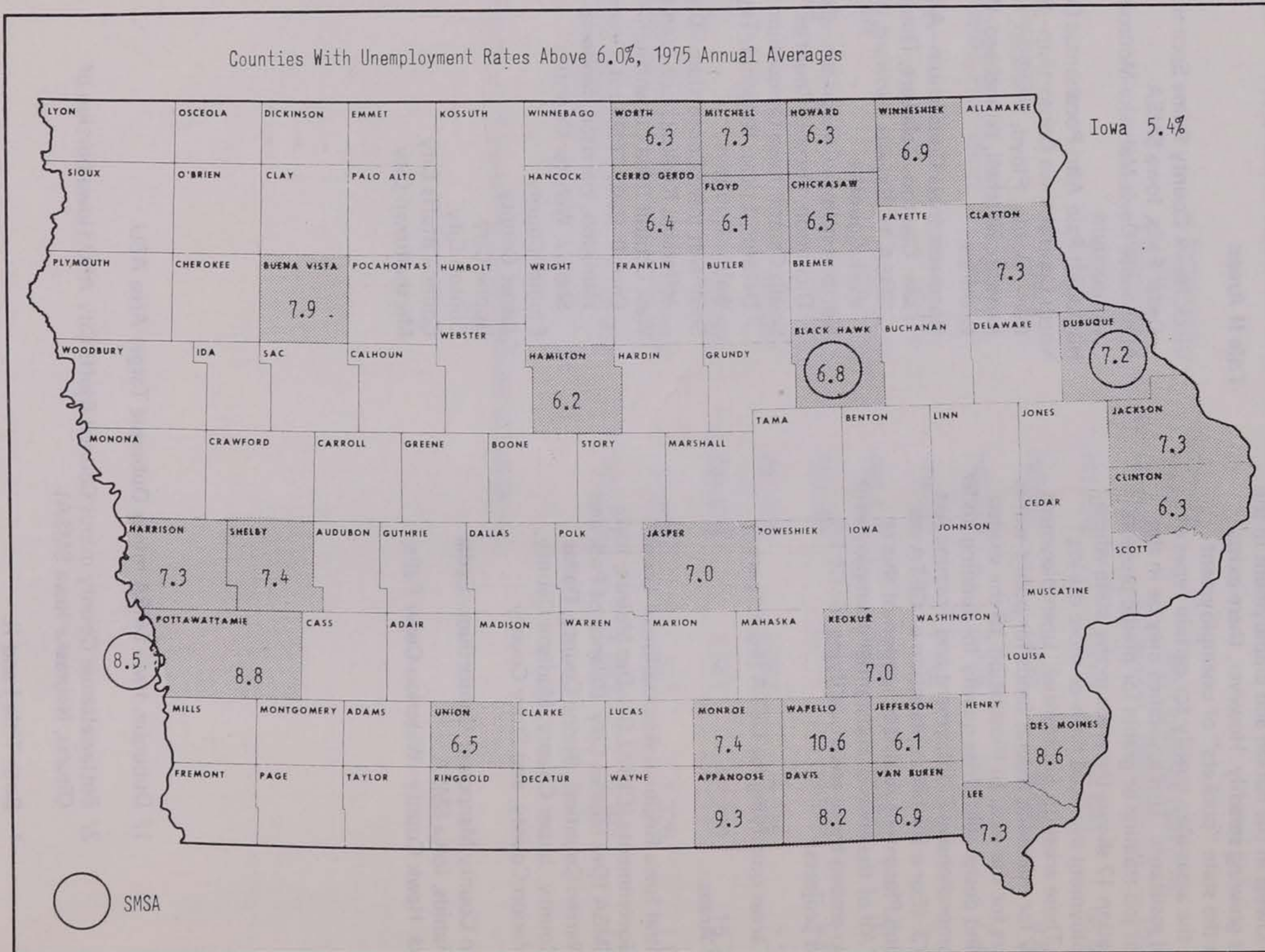
1/ Dubuque, Iowa SMSA minus Dubuque Target Area ASU.

2/ Pottawattamie County minus Council Bluffs City ASU (Iowa portion of Omaha, Nebraska-Iowa SMSA).

\* Both Title I and II.

ILLUSTRATION 19

Counties With Unemployment Rates Above 6.0%, 1975 Annual Averages





## Public Works Employment Act of 1976

The Public Works Employment Act (PWEA) was enacted into law on July 22, 1976 through Congressional override of a Presidential veto. The purpose of this legislation is to provide (a) employment opportunities in areas of high unemployment through the expeditions construction or renovation of useful public facilities and (b) a countercyclical stimulus to the national economy.

The Act is in three parts: Title I - Local Public Works, Title II - Anti-recession Provisions, and Title III - Federal Water Pollution Control Act Amendments. Title I will be covered in detail later.

Title II authorizes \$1.25 billion for a program of emergency support grants to state and local governments to coordinate state and local budget related actions with federal economic recovery efforts. Funds are to be used to maintain basic services and not for the acquisition of supplies and materials or for construction unless necessary to maintain basic services. Title III authorizes an additional \$700 million to wastewater treatment construction authorizations.

Title I - Local Public Works - authorizes \$2 billion through September 30, 1977 in grants to state and local government for construction (including demolition), renovation, repair or other improvements of local public works projects. The Economic Development Administration (EDA) will administer this program. The Iowa EDA representative is Forrest E. Koch, Economic Development Administration, 201 Crestwood Bank Building, 9707 Highway 66, St. Louis, Missouri 63126, Phone (314) 425-3309.

The categories of public works projects are:

- (1) Projects for which funding is authorized under other federal laws (e.g., waste water treatment plants), but which have not received federal assistance. Federal share: 100 percent of project costs.
- (2) Projects authorized under other federal laws, for which federal assistance is immediately available (e.g., through EPA in the case of waste water treatment plants), but which have not been started because of lack of funding for the nonfederal share. Title I funds may be granted to cover the entire nonfederal share.
- (3) Projects authorized under state or local law that require a state or local share. Title I funds may be granted to cover either the state or

local share (not both) in cases where funds **other** than the state or local share are immediately available, and where construction has been started.

- (4) Other public works projects. Federal share: 100 percent of project costs.

Eligible projects include but are not limited to: municipal offices, court houses, libraries, schools, police and fire stations, water and sewage treatment facilities, water and sewer lines, streets and roads (including curbs), sidewalks, lighting, recreational facilities, convention centers, civic centers, museums, and health, education and social service facilities. The only projects specifically excluded are ones involving work on natural water courses or canals.

The \$2 billion appropriations will be distributed to the state based on volume and severity of unemployment. Within the state, 70% of the funds will be distributed to areas with an average unemployment rate at or above the national average for the most recent three consecutive months. The remaining 30% will go to areas with an average unemployment rate between 6.5% and the national average for the same period.

The areas that may qualify for funding include Standard Metropolitan Statistical Areas, counties, cities over 2,500 population, townships and census tracts. Unemployment data for towns under 2,500 population are not readily available. However, data for the township in which the town is located is available and, in most instances, would suffice. Counties, townships and census tracts may be combined to form consortia to qualify for funding.

In Iowa, the following areas meet the unemployment criteria for Title I of the Public Works Employment Act.

Standard Metropolitan Statistics Areas:

Dubuque, Iowa SMSA (Dubuque County)

Omaha, Nebraska - Iowa SMSA (Douglas and Sarpy Counties, Nebraska and Pottawattamie County, Iowa)

Waterloo - Cedar Falls, Iowa SMSA (Black Hawk County)

Counties:

Appanoose  
Black Hawk (above)  
Chickasaw  
Davis  
Des Moines

Dubuque (above)  
 Floyd  
 Jackson  
 Pottawattamie (above)  
 Union  
 Wapello

Waterloo (Black Hawk County)  
 West Burlington (Des Moines County)

For areas that meet the unemployment criteria, the order of priority will be determined by the following:

Number of unemployed	30%
Severity of unemployment (unemployment rate)	25%
Labor intensity of project	30%
Income of area	15%
	<hr/> 100%

Cities over 2,500 population:

- Bloomfield (Davis County)
- Burlington (Des Moines County)
- Carter Lake (Pottawattamie County)
- Chariton (Lucas County)
- Charles City (Floyd County)
- Council Bluffs (Pottawattamie County)
- Cresco (Howard County)
- Creston (Union County)
- Dubuque (Dubuque County)
- Dyersville (Dubuque County)
- Evansdale (Black Hawk County)
- Fort Madison (Lee County)
- Harlan (Shelby County)
- Hawarden (Sioux County)
- Keokuk (Lee County)
- Manchester (Delaware County)
- Maquoketa (Jackson County)
- Newton (Jasper County)
- Ottumwa (Wapello County)
- Shenandoah (Page County)

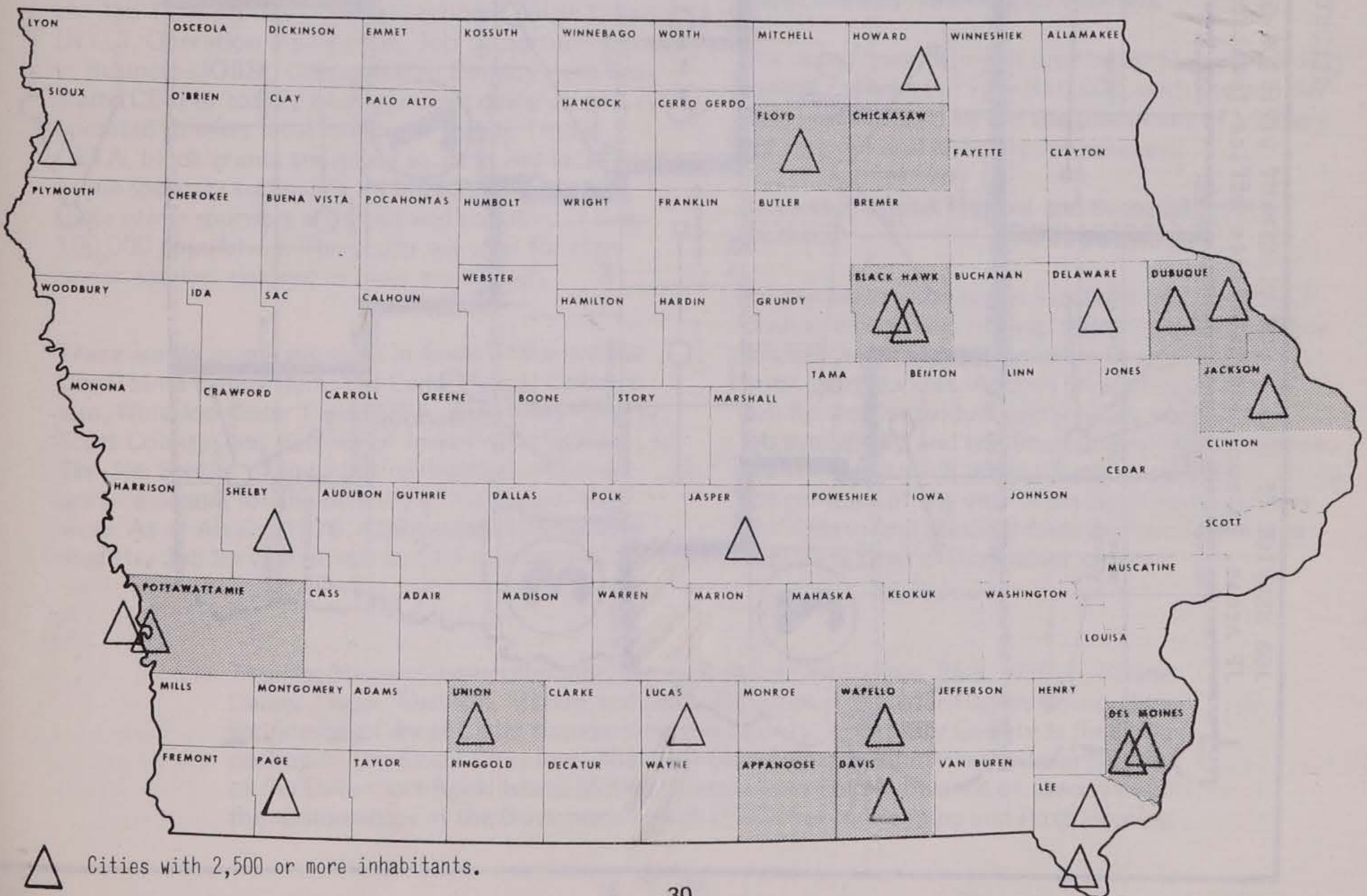
In addition, the following will also be considered in ranking projects:

1. Long-term benefit of the project
2. Meeting the priorities of a comprehensive plan
3. Preference of a general purpose governmental unit (county, city, etc.) over a special purpose governmental unit (school district, fire district, etc.)

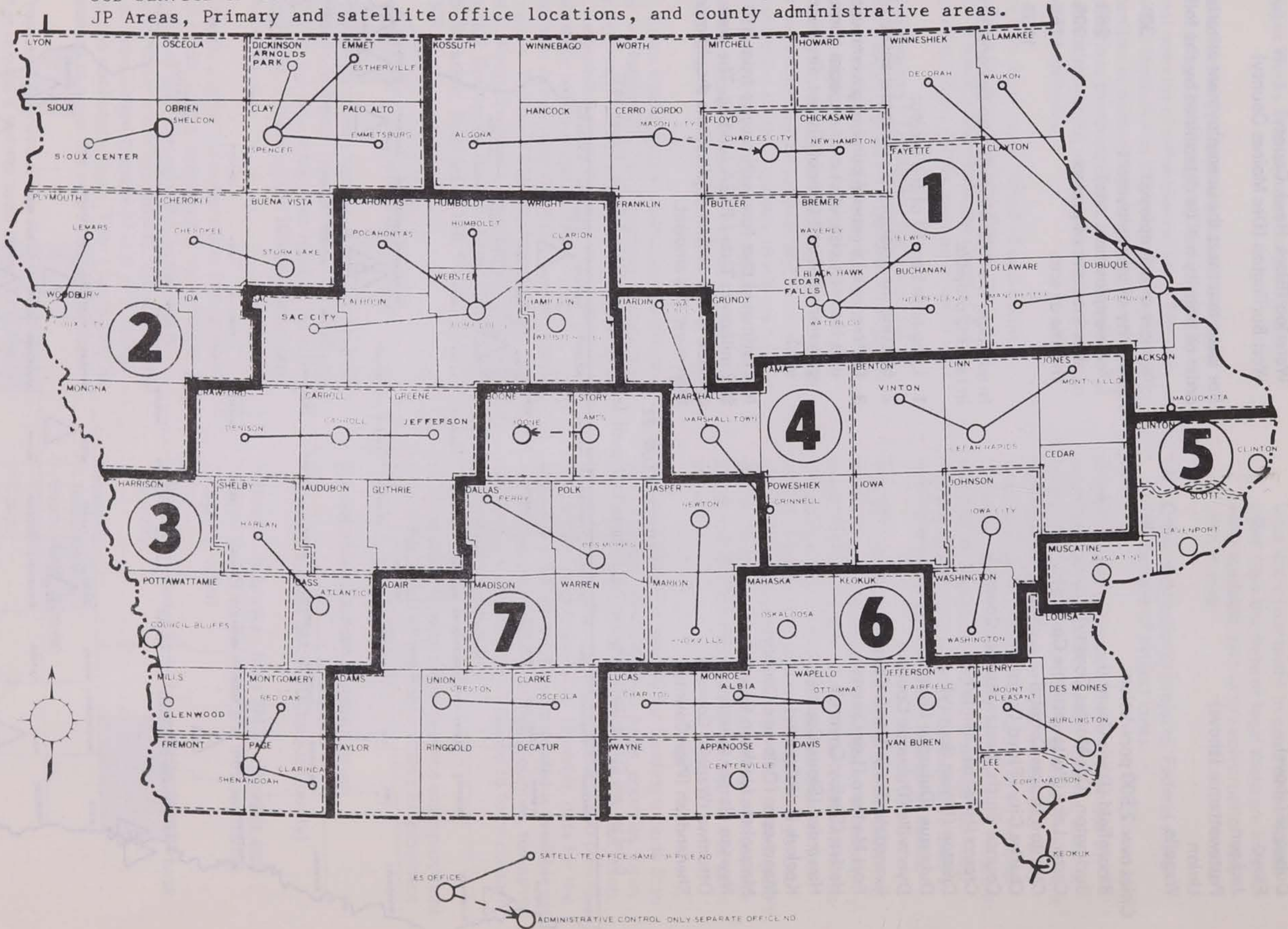
It is estimated that Iowa will receive from \$10 to \$12 million in Title I PSEA funding. The present outlook is that project applications should more than cover this amount.

ILLUSTRATION 21

Counties and Cities Qualifying for Public Works Employment Act, 1976 (PWEA) Title I Funds, August 1976.



JOB SERVICE OF IOWA - JOB PLACEMENT DIVISION OPERATIONS - September 1976  
JP Areas, Primary and satellite office locations, and county administrative areas.



## Selected Job Placement Activities

The purpose of this section is to discuss selected manpower activities of the Job Service of Iowa.

The Job Service of Iowa has continued to stress service to those seeking employment and employers. Job placement for those in the labor market, for those whose job skills need upgrading, for those skilled workers who need jobs to match their skills, testing, job counseling and the provision of labor market information are all integral parts of the placement process. These activities have resulted in 73,890 workers being placed in jobs during FY 1976 from 32 local offices and 38 satellite offices.

This compares to the FY 1975 placement of 63,200 individuals when the state had unemployment rates at exceptionally high levels.

### Comprehensive Employment and Training Act

The Comprehensive Employment and Training Act (CETA) was signed into law in December 1973.

The purpose of CETA was to decentralize various existing manpower related programs. Under CETA local manpower needs are assessed and programs initiated to meet these needs by local officials.

These programs may be existing or former programs such as manpower development and training, On-the-Job Training (OJT), Neighborhood Youth Corps (NYC), Operation Mainstream, Job Opportunities in Business (JOBS), Concentrated Employment Program (CEP) or totally new programs designed and operated to meet local manpower needs. Under CETA, block grants are issued to state and local prime sponsors to finance these programs. Usually these prime sponsors are cities and counties of over 100,000 population. The grants are used for manpower services tailored to meet local needs.

There are six prime sponsors in Iowa. These are the Des Moines Consortium, the Cedar Rapids Consortium, Waterloo-Cedar Falls SMSA, Woodbury County, Scott County, and Balance of Iowa Prime Sponsor. 1/ The Job Service of Iowa has contracted with these prime sponsors for the delivery of manpower services. As of August 1976, 4,993 referrals have been made by Job Service offices to CETA programs.

1/ The Des Moines Consortium includes the City of Des Moines, Polk, Warren, Boone, Dallas, Jasper, Madison, Marion and Story Counties. The Cedar Rapids Consortium includes the City of Cedar Rapids and Linn County. Woodbury County is the Iowa portion of the Sioux City, Iowa-Nebraska SMSA. Scott County is the Iowa portion of the Davenport-Rock Island-Moline, Illinois-Iowa SMSA. Balance of Iowa is under the sponsorships of the Governor through the Office of Planning and Programming.

## Job Corps

The Job Corps program is designed to provide training for underprivileged youth 16-22 years of age. The objectives of the program are to develop responsible, employable and productive citizens through training in residence centers away from their normal environment. Basic education, vocational training combined with work experience, personal and cultural development and recreation are included in the program.

Young men are enrolled at the Pine Ridge Civilian Conservation Center near Chadron, Nebraska or the Boxelder Civilian Conservation Center at Nemo, South Dakota. Both young men and women are enrolled at the Excelsior Springs Job Corps Center at Excelsior Springs, Missouri.

During the 1975 fiscal year 338 men and 116 women enrolled in the Job Corps program from all parts of the state. During the 1976 fiscal year 431 young Iowans were enrolled in the program.

### Special Services to Veterans and Mandatory Listings

Under federal law, Job Service extends to veterans priority in referrals to available job openings. As a result of the vigorous program in Iowa veterans were placed in 18,327 jobs during FY 1976. Of these plus 2,909 went to handicapped veterans.

The mandatory listing of jobs by employers, holding federal contracts of over \$10,000, with the Job Service, was designed to aid the placement of Vietnam era veterans and handicapped veterans.

### Services Provided Migrant and Seasonal Farm Workers

All manpower services, protections and benefits including counseling, testing, training and job referral services must be made available to migrant and seasonal farm workers. As with all applicants with the Job Service, individual preferences, needs and skills, job availability and training opportunities are made available. Outreach programs are in operation during the portions of the year when significant numbers of migrants and seasonal farm workers in the area may be in need of manpower services.

In an effort to accomplish the priority objectives of integrating regular Job Service and rural manpower services to employers and rural workers, Iowa has established a network of satellite offices in 38 rural areas of the state. These satellites are part of the larger network of 32 Job Service offices operating in Iowa. Three hundred and eighty-eight individuals, seasonal and/or migrant, have been placed as a result of these efforts.

### **Work Incentive (WIN) Program**

WIN's goal is the achievement of independence for able-bodied persons 16 years of age and older in families receiving ADC payments. This objective is attained through training and employment.

Early placement of WIN trainees is encouraged in three ways: (1) WIN participants' liberal access to On-the-Job Training (OJT) opportunities, (2) 20% tax credit for employers on wages paid WIN trainees hired under the program, and (3) the subsidization of WIN trainees for public service jobs.

The Iowa WIN program has served 5,167 trainees in FY 1976. Unsubsidized employment was provided for 2,877 of the trainees and an additional 377 were placed in subsidized OJT/PSE jobs. After leaving the program 2,436 were successfully employed and 939 of this number were receiving no welfare payments.

### **Handicapped Workers**

Serving the handicapped has always been a chief concern of the Iowa Department of Job Service. The agency assists these workers through job counseling, selective placement, job development and job referral services.

In FY 1976 the Job Service found jobs for 4,148 handicapped Iowans compared to 4,782 in FY 1975.

Job openings and labor market information were regularly made available to other agencies serving the handicapped to aid their placement programs. The Job Service cooperated with the Rehabilitation, Education and Services Branch of the Department of Public Instruction, affording counseling and placement services. A continuous public relations program was conducted to help make employers and the general public aware of the strong manpower potential of handicapped workers.

### **Older Workers**

The Job Service provides special assistance to middle-age and older workers, due to hiring resistance this group encounters. Once leaving the labor market—

regardless of the reason—older workers frequently encounter difficulty re-entering it. To help them overcome their unemployment problems, individual and group counseling, job development, retraining directives and special placement services are available.

The Job Service placed 6,011 middle-age and older workers—45 years of age and older—in competitive jobs during FY 1976. In addition, workers in this category were enrolled in training and 1,040 were referred to supportive services.

The Iowa Department of Job Service coordinated its older worker services with those of other agencies and organizations serving this group. Various state programs were afforded Job Service office space, labor market information and other facilities. The strong potential of middle-age and older workers as employees was emphasized by Iowa Department of Job Service year round through the news media, including the observance of National Hire the Older Worker Week.

### **Affirmative Action Information for Employers**

Employers in Iowa may be assisted by the Iowa Department of Job Service in the preparation of their Affirmative Action plans. This may be done in two ways. Some employers, particularly those in larger metropolitan areas, may prefer to call upon the local Job Service of Iowa office for appropriate assistance. Others may obtain the necessary employment data for their Affirmative Action planning from the Iowa Department of Job Service Research and Statistics Department, 1000 East Grand Avenue, Des Moines 50319.

Employers experienced in Equal Employment Opportunity (EEO) work consider the formulation of Affirmative Action plans as the initial step in EEO action.

### **Counseling**

Job counseling is an essential service to many workers, including those who are entering the labor market for the first time, workers permanently separated from their jobs and others. This is particularly true in a tight labor market where jobs are scarce. The counseling assistance provided through Job Service identifies work skills, training needs, interests and potentials. The findings are related to the job market to help affected applicants find jobs for which they are best suited.

Counseling is given either through individual contacts or group sessions. A total of 5,783 Iowans received Job Service counseling during FY 76 with 1,735 of this number placed in employment.



## Testing

A testing program is provided by the Iowa Department of Job Service for workers to better understand their capabilities and career potentials. Several test batteries are available to seek out individual worker attitude, interest, achievement and proficiency levels. The results of these tests offer insight capable of predicting probable occupational success. Such testing aids in the selection of trainees for manpower programs, in staffing new businesses and helps solve employers' selection and turnover problems.

The types given during FY 1976 include the General Aptitude Test Battery (GATB) and nonreading Aptitude Test Battery (NATB), to measure aptitudes for employment counseling. The specific Aptitude Test Battery (SATB) - used to measure aptitudes for single occupations - and proficiency tests - to determine the ability to use work skills and knowledge already acquired - were also included.

## Job Service Improvement Program (JSIP)

This program consists of a coordinated effort by local employer committees and local office staffs to improve the services available to employers and

job applicants. These improvements may include changes in procedures, methods of handling job orders, modernization of offices, and use of classified advertising to recruit applicants.

The program was begun in Fiscal Year 1975 in Ames, Davenport, and Des Moines, and in FY 1976 was implemented in the Job Service offices in Burlington, Cedar Rapids, Dubuque, Fort Dodge, and Sioux City. It is anticipated that it will be extended to two additional offices during FY 1977.

The employer committees are a mix of users and non-users, members of different industrial groups, and different size firms. The employees' committee sometimes consists of eight or ten members but is sometimes the entire local office staff functioning as a committee on the whole.

Ordinarily the procedure followed is for the employer committee to point up problems, the employee committee will devise solutions, which are then taken back to the employer committee, which usually ratifies the proposal of the employee committee. The local office manager then implements the changes proposed and monitors the continuation of the modified procedures.

## Iowa Manpower Outlook

Keeping in mind that Iowa's economy tends to lag behind changes in the national economy, continued improvement in the state's economy is seen in the picture for the next few months. Although some national indicators are showing signs of weakening somewhat, significant sectors of Iowa's economic picture show signs of growing strength or stability over last year. In Iowa retail sales, contract construction, availability of money for investment and consumer spending, and turnover rates of production workers in manufacturing point to continued strength. Manufacturing production has slowed in recent months but continues above a year-ago.

Another indicator of an improving economic situation is the drop in the number of persons filing initial job insurance claims as compared to 1975. This is a highly seasonal indicator in Iowa which normally peaks during December and January each year due to layoffs in contract construction and retail trade. However, after two years (1974-1975 and 1975-1976) of abnormally high initial claims during the December through February period indications are that this will not be the case for the 1976-1977 months. (See Note.)

Another indicator of the strength of the state's economy has been the unemployment rate. Under "normal" conditions the unemployment rates for November, December, January and February are among the highest during the year. This is due to seasonal cutbacks in construction, manufacturing and retail trade (particularly after the holiday season). The employment outlook for the next few months is one of no significant increases expected. The outlook in these two areas tend to follow this "normal" pattern as far as non-seasonally adjusted figures indicate. However, with seasonal influences removed slight improvement is foreseen in the state's unemployment rate, possibly reaching 4.7% by spring of 1977.

As far as nonagricultural wage and salary employment is concerned continued growth is foreseen. Manufacturing employment will maintain a stable level with seasonal layoffs. Nonmanufacturing employment will remain strong during the later months of 1976 and into 1977, except for the seasonal declines in construction and some retail trade. The combined affect of these indicators on Iowa's economy is a picture of stability. One of the best indications of this is the stable unemployment rate the state has had during 1976—averaging 5.0%. Even with seasonal fluctuations Iowa's outlook is one of a stable or slowly improving economy into 1977.

### NOTE:

It should be noted, however, that the high benefits pay-out during the recessive period resulted in severe drains on the Job Insurance trust fund. Even emergency measures passed by the General Assembly in 1975 were not sufficient to keep the fund at a safe level. To safeguard the fund against possible depletion, Job Service of Iowa activated a 1976 legislative provision (House File 1593)—a requirement for employers to make advance payments for the quarter beginning January 1, 1977, in addition to the fourth quarter, 1976 payments normally due in January. Fourth quarter taxes paid by employers to the trust fund are the lowest of any quarter in the year while the Job Insurance benefits paid out during the first quarter are among the highest. The advance payment of trust fund taxes therefore brought substantial protection to the fund during a low income-high payout period.

## Iowa Wage Surveys

### Introduction

Information on wages has become more important over the last few years consideration of the types of jobs people enter, employers' costs and the problem of attracting new and qualified employees, the selection of wage scales for labor contracts have increased the demand for accurate area wage information. Recently pay scales have been changing so quickly that up-to-date wage information is hard to gather and maintain. This demand for up-to-date, accurate wage information for all areas of Iowa has resulted in the expansion of the Iowa Department of Job Service area wage surveys. The following is an explanation of how these wage surveys are conducted and a brief review of the last statewide survey.

### Methodology

Before any wage survey is conducted researchers determine what occupations are to be surveyed. There are several factors to take into consideration. First, wage surveys conducted by the Bureau of Labor Statistics (BLS) <sup>1/</sup> are examined. Occupations included in these surveys are common to a variety of manufacturing and nonmanufacturing industries. Second, what types of industries are found in the different areas of the state. It is important to include occupations found in each of these industries. Third, what occupations are of interest to other state agencies such as development commissions, public instruction, state planning units, etc. Fourth, some occupations, such as secretary, have such a wide range of responsibilities that they need to be classified according to different levels of responsibility; such as secretary I, secretary II, secretary III, etc. For each level a separate definition of responsibilities must be written based on the Dictionary of Occupational Titles and the definitions used by the Bureau of Labor Statistics in their wage surveys.

Once the occupations to be surveyed have been determined they are arranged in questionnaire form. For each occupation the job title, occupation code, and the job definition are specified. Questions on wage rates paid workers on the job and the number of employees being paid each wage rate are included. Entry level wage information is also requested. Employers are asked whether the rate of pay for each occupation is an hourly rate, monthly rate, biweekly rate, etc. Similar occupations are grouped together in the questionnaire to provide easy reference and comparability.

After determining the jobs to be surveyed, the next step is to select employers to survey. The sample of employers for each county is selected from all employers covered under the unemployment insurance law. <sup>2/</sup> Generally, wage surveys are conducted on the county (or combination of counties) level. By referring to the Standard Industrial Classification (SIC) Handbook it can be determined what type of jobs would be found in a particular industry. Once occupations are identified by industry the sample of employers is selected. The sample of employers should include the major firms and represent all industries found in the area being studied. The sample of employers should represent approximately 80% of the employers in the area.

For each employer selected to be surveyed a questionnaire is prepared. Based upon previous surveys and the type of industry, the questionnaire packet is prepared containing occupations believed to be included in a firm's operating structure. The questionnaires are then mailed to employers. However, in the case of larger firms personal visits by area economist may be made. A second mailing is made to those employers who have not returned the first questionnaire within a specified period of time. The return rate for the questionnaires has been approximately 55% of those surveyed.

Once the questionnaires are returned, the data is analyzed. For each occupation, hourly wage rates, range, entry level average wage and entry level wage ranges are obtained. The occupations are grouped into four broad categories — (1) professional, technical and managerial occupations, (2) clerical and sales occupations, (3) service occupations and (4) production and related occupations. It takes approximately two months to complete an area wage survey.

Copies of the publication are sent out to all the employers who responded to the survey, high schools, colleges, libraries, Chambers of Commerce, etc., and to anyone who requests the information. This information is particularly in demand by employers considering locating new business in the state.

#### **1975 Iowa Statewide Metropolitan Wage Survey**

Each year an Iowa Statewide Metropolitan Wage Survey is published. Data obtained through the area wage surveys are combined into a statewide survey. The metropolitan areas included in the 1975 statewide survey were Burlington, Cedar Rapids, Clinton, Council Bluffs, Davenport, Des Moines, Fairfield,

Fort Dodge, Fort Madison, Keokuk, Mason City, Mount Pleasant, Muscatine, Ottumwa, Sioux City and Wapello. The information contained in the 1975 report provided wage information for the State of Iowa. Table 14 contains the results of the 1975 survey.

As shown in Table 14, a large number of occupations in the survey were in production and related areas. Clerical and sales occupations followed by professional, technical and managerial occupations constitute the bulk of the remaining occupations surveyed. With the increased number of persons employed in service occupations, it is expected that future wage surveys will include more service oriented occupations.

- 1/ At the present time the Bureau of Labor Statistics (BLS) conducts wage surveys in the seven major metropolitan areas in the state; Davenport-Rock Island-Moline SMSA and Omaha-Council Bluffs SMSA yearly; Cedar Rapids, Des Moines, Dubuque, Sioux City and Waterloo every three years.
- 2/ Employers are selected using two-digit SIC codes and are in nonagricultural industries.

TABLE 14

## 1975 Iowa Statewide Metropolitan Area Wage Survey by Occupation

Professional, Technical and Managerial	Employees In Sample	Average Hourly Wage	Wage Range	Entry Level Average Wage	Entry Level Wage Range
Accountant	372	\$6.20	\$2.14-13.27	\$4.77	\$2.88-7.82
Administrative Secretary	389	4.17	2.13-11.20	3.41	2.00-5.50
Cost Accountant	96	5.76	2.75-11.54	4.68	2.90-8.60
Cost Estimator	136	8.14	3.10-14.65	6.02	2.50-9.75
Dietetic Technician	130	3.37	2.32-10.00	2.97	2.00-5.00
Draftsman, Architectural	112	5.10	2.80-14.00	4.14	3.00-5.77
Draftsman, Civil	43	4.24	2.90- 9.09	3.32	2.75-4.33
Draftsman, Mechanical	244	5.43	2.50-10.25	4.04	2.25-9.33
Electronic Technician	245	5.01	2.40- 8.66	4.20	3.00-5.48
Industrial Engineer	136	6.60	3.65-12.26	5.20	2.65-7.19
Inhalation Therapist	90	3.53	2.00- 8.20	3.08	2.00-4.44
Manager, Traffic	54	6.43	3.00-12.21	5.04	2.50-7.96
Market Research Analyst	24	6.68	4.34-10.51	5.25	3.46-7.79
Mechanical Engineering Technician	58	6.29	3.80-11.01	4.89	3.78-6.60
Medical Assistant	69	2.92	2.00- 5.77	2.66	2.16-3.70
Medical Laboratory Assistant	204	3.99	2.31- 7.51	3.13	2.31-5.00
Nurse, Licensed Practical	1433	3.57	2.12- 5.07	2.97	2.12-4.10
Nurse, Registered	2819	4.81	2.12- 6.88	3.99	2.75-5.64
Occupational Therapy Aide	43	3.23	2.25- 4.45	2.97	2.20-4.53
Office Manager	586	5.45	2.20-13.85	4.24	2.00-7.45
Operating Room Technician	163	3.40	2.35- 5.36	2.97	2.20-4.53
Programmer	255	5.59	2.75- 9.82	4.54	2.50-6.88
Quality Control Technician	744	5.23	2.35-11.14	4.14	2.35-6.93
Retail Store Manager	252	5.19	2.00-12.02	4.16	2.00-7.40
Systems Analyst	112	7.08	5.05-14.42	6.05	4.03-9.00
Tracer	37	3.19	2.10- 5.32	2.79	2.10-3.43

TABLE 14 (Cont'd.)

## 1975 Iowa Statewide Metropolitan Area Wage Survey by Occupation

Clerical and Sales Occupations	Employees In Sample	Average Hourly Wage	Wage Range	Entry Level Average Wage	Entry Level Wage Range
Accounting Clerk	900	\$3.45	\$1.79-9.51	\$ *	\$ *
Billing Machine Operator	101	3.36	2.10-5.35	2.59	2.00-3.25
Bookkeeper	994	3.38	1.50-9.21	2.88	2.00-5.50
Bookkeeping Machine Operator	156	2.87	2.00-5.11	2.53	2.00-3.63
Cashier	833	2.60	1.05-6.16	2.37	1.45-5.38
Cashier-Checker	1379	2.70	1.60-6.25	2.30	1.70-4.99
Clerk, General Office	2388	3.14	1.55-8.25	2.86	1.75-6.09
Clerk-Typist	1612	2.94	1.50-6.74	2.62	2.00-6.72
Computer Operator	352	4.12	2.10-8.24	3.41	2.25-6.28
Duplicating Machine Operator	97	3.22	2.20-6.21	2.71	2.10-5.15
File Clerk	568	2.64	1.65-5.64	2.42	2.00-5.15
Inventory Clerk	431	3.70	2.00-8.13	2.97	1.90-5.93
Key-Punch Operator	591	3.29	2.20-6.51	2.84	2.16-5.26
Mail Clerk	361	2.85	1.90-6.32	2.60	1.90-5.25
Medical Record Clerk	131	2.92	2.10-5.77	2.51	2.10-3.26
Medical Secretary	153	3.17	2.27-4.71	2.73	2.17-3.30
Messenger	59	2.63	2.11-4.04	2.38	2.00-2.83
Order Clerk	419	3.67	2.00-7.50	2.98	2.00-6.06
Payroll Clerk	306	3.70	2.00-7.70	2.99	1.75-5.53
Production Clerk	286	4.64	2.30-8.40	3.55	1.80-6.56
Receptionist	522	2.89	1.75-5.50	2.56	1.75-5.38
Salesman - Driver	391	4.41	1.70-7.88	3.08	2.25-5.77
Salesman, General	643	4.26	1.40-14.42	3.34	1.60-7.19
Salesperson, General	2622	2.60	1.50-7.50	2.49	1.55-4.50
Secretary	1928	3.51	1.50-7.52	2.94	1.73-5.77
Shipping and Receiving Clerk	909	3.66	1.60-7.18	3.16	2.00-5.97
Statistical Clerk	214	3.43	2.00-9.63	3.05	2.00-5.77
Stenographer	273	3.38	2.00-6.50	2.86	2.10-6.50
Tabulating Machine Operator	37	3.24	2.10-5.88	2.95	2.10-3.84
Telephone Operator	488	3.02	1.75-9.02	2.57	1.75-5.19
Transcribing Machine Operator	236	3.11	2.01-4.99	2.71	2.01-3.36

TABLE 14 (Cont'd.)

1975 Iowa Statewide Metropolitan Area Wage Survey by Occupation

Service Occupations	Employees In Sample	Average Hourly Wage	Wage Range	Entry Level Average Wage	Entry Level Wage Range
Admitting Clerk	191	\$2.95	\$2.10- 4.00	\$2.53	\$2.00-3.15
Baker, Institutional	47	4.00	1.75- 6.90	2.82	1.90-3.74
Cook, Institutional	359	2.55	1.90- 5.19	2.47	1.80-3.39
Dry Cleaner	34	2.52	1.90- 5.00	2.29	2.00-3.25
Janitor	1651	3.14	1.50- 5.76	2.84	1.50-5.73
Meat Cutter	181	5.74	2.00- 8.21	4.59	2.00-6.37
Nurse Aide/Orderly	3024	2.58	1.90- 4.42	2.28	1.85-3.73
Physical Therapy Aide	75	2.88	2.10- 9.91	2.50	2.00-3.50
Watchman	361	4.02	2.00- 6.49	3.33	2.00-5.91
Production and Related Occupations					
Air Conditioning Refrigeration Mechanic	50	5.36	2.90-10.89	4.01	2.90-5.20
All-round Butcher	137	5.71	2.10- 7.18	4.68	2.10-6.87
Assembly Line Foreman (Electronic)	150	5.75	3.25- 7.33	4.20	2.45-5.50
Auto Body Repairman	367	4.84	2.20- 7.50	3.88	2.00-5.98
Automobile Mechanic	740	4.82	2.00- 7.10	3.60	2.00-6.96
Bag Machine Operator	58	3.43	2.10- 5.75	3.12	2.10-4.50
Brazer, Induction	15	5.29	4.03- 5.46	*	*
Bricklayer	122	8.56	4.00-10.48	6.63	4.00-9.69
Building Maintenance Man	809	4.54	1.75-10.70	3.58	2.00-6.89
Carpenter	583	7.57	2.60-10.89	5.57	2.25-9.99
Cement Mason	103	7.62	4.00-10.11	6.55	3.50-9.36
Construction Equipment Mechanic	218	5.05	3.40- 8.95	4.19	2.75-7.30
Cook, Kettle	54	2.40	2.00- 5.00	2.25	1.80-3.13
Coremaker	40	4.58	3.63- 6.65	3.83	3.33-5.33
Cut-off Saw Operator, Metal	95	4.67	2.80- 7.00	3.76	2.37-5.91
Dairy Helper	163	4.69	3.00- 5.83	3.75	2.50-5.59
Dairy Processing Equipment Operator	65	4.89	3.25- 5.83	4.02	2.65-5.59
Die Casting Machine Operator	28	3.44	2.99- 5.28	3.57	2.99-4.16
Die Cutter	20	4.09	2.25- 6.50	3.08	2.25-4.45
Die Setter	9	5.71	4.33- 6.99	5.48	4.12-6.99

TABLE 14 (Cont'd.)

## 1975 Iowa Statewide Metropolitan Area Wage Survey by Occupation

Production and Related Occupations (Cont'd.)	Employees In Sample	Average Hourly Wage	Wage Range	Entry Level Average Wage	Entry Level Wage Range
Diesel Mechanic	339	\$5.23	\$2.75- 7.57	\$4.41	\$2.25-7.32
Drill Press Operator	484	4.96	2.00- 6.25	3.57	2.00-5.81
Dry Wall Applicator	16	8.51	3.50- 9.50	6.40	3.75-9.06
Electrician	446	8.07	2.75-11.25	4.64	2.25-8.89
Electric-Sealing Machine Operator	8	2.78	2.10- 4.40	2.69	2.10-3.00
Electronics Assembler	2577	3.51	2.25- 5.03	3.08	2.25-4.32
Extruder Operator (Plastics)	29	4.70	2.60- 5.05	4.44	4.27-4.62
Fabricator-Assembler Metal Products	251	4.52	2.20- 6.40	3.70	2.00-5.66
Final Inspector (Rubber or Plastic Goods)	66	4.19	2.43- 5.63	3.53	2.10-4.87
Flame Cutting Machine Operator	57	5.23	3.94- 6.36	4.88	3.95-5.88
Foreman (Rubber Goods)	63	6.12	4.33- 7.13	5.15	5.15-5.15
Form Builder	143	6.13	3.00- 9.18	4.21	2.00-8.34
Foundry Molder	94	4.42	3.49- 6.75	4.01	2.85-5.63
Foundry Workers, General	493	4.14	3.40- 6.25	3.53	2.85-4.81
Gasoline Engine Repairman	16	4.65	2.20- 5.90	3.34	2.10-5.00
Gear Cutter (Machine Shop)	47	5.73	3.95- 6.41	4.39	2.75-6.12
Gear Grinder (Machine Shop)	8	4.82	3.73- 5.66	*	*
General Inspector	905	4.85	2.35- 7.75	3.84	2.10-6.24
General Machinist	645	5.43	2.85- 7.75	4.12	2.10-6.25
Glazier	19	6.79	3.50- 8.05	5.52	3.00-8.05
Grain Elevator Man	120	3.45	1.93- 5.70	3.07	1.68-5.60
Honing Machine Operator	25	5.40	3.17- 6.41	4.13	2.85-6.01
Household Appliance Repairman	46	4.16	2.00- 9.80	2.66	2.00-3.50
Industrial Maintenance Mechanic	450	5.52	3.09- 9.66	4.69	2.73-7.25
Industrial Truck Operator	1380	4.89	2.25- 9.75	3.96	1.88-8.90
Inspector & Sorter (Leather Mfg.)	8	4.22	3.70- 4.44	3.64	3.43-3.86
Instrument Maker	11	3.63	2.10- 5.26	2.55	2.10-3.00
Kick Press Operator	64	4.83	2.77- 5.47	3.01	2.30-3.97
Laborer (Slaughter & Meat Packing)	171	5.36	3.43- 7.18	4.62	3.13-6.87
Lineman	227	6.38	3.00- 7.31	4.30	2.75-7.31
Linotype	53	5.44	3.95- 7.89	3.40	2.50-5.00
Machine Helper	80	4.13	2.50- 6.74	3.81	2.50-5.99
Machine Set-Up Operator	500	5.06	3.00- 7.15	3.81	2.00-6.12



TABLE 14 (Cont'd.)

## 1975 Iowa Statewide Metropolitan Area Wage Survey by Occupation

Production and Related Occupations (Cont'd.)	Employees In Sample	Average Hourly Wage	Wage Range	Entry Level Average Wage	Entry Level Wage Range
Maintenance Electrician	262	\$6.06	\$3.00-10.00	\$4.72	\$2.94-7.16
Material Handler	2076	4.13	2.00- 8.11	3.54	2.00-7.06
Meat Boner	61	5.72	3.00- 7.18	*	*
Metal Sprayer (Production)	79	3.96	2.65- 5.50	3.39	2.25-4.90
Milling Machine Set-Up Operator	285	5.53	2.95- 6.64	4.42	2.50-4.91
Millwright	92	6.30	4.24- 7.48	4.70	2.85-6.41
Motor Vehicle Dispatcher	55	5.15	1.80- 8.75	4.12	1.80-6.25
Offset Pressman	206	5.78	2.00- 8.52	3.48	2.00-6.44
Operating Engineer	497	7.11	2.50- 9.95	5.34	2.25-9.45
Order Filler	842	4.91	2.00- 9.25	3.44	2.00-5.91
Packager	800	4.05	2.10- 7.30	3.34	2.10-7.30
Painter	141	7.73	2.95- 9.58	5.15	2.75-8.47
Paint Foreman	21	5.86	2.50- 9.61	5.12	3.75-8.00
Patternmaker, Metal	76	8.00	2.75-10.04	5.29	3.12-7.40
Photographer, Lithographic	65	5.54	2.25- 8.49	3.85	2.10-7.20
Phototypesetter Operator	69	4.24	2.20- 7.10	2.97	1.60-5.00
Pipe Fitter	499	8.23	3.00-11.70	5.11	2.70-8.05
Plastics Fabricator	21	3.75	2.00- 4.55	*	*
Platen-Letter Pressman	49	5.15	2.25- 6.99	3.27	2.40-4.24
Press Operator, Heavy Duty	115	4.19	2.25- 6.23	4.04	2.00-6.23
Print Shop Foreman	72	7.14	3.90- 9.50	4.82	2.50-6.23
Processing Foreman (Dairy Products)	18	5.66	4.11- 9.23	4.49	3.50-5.05
Production Foreman	499	6.31	3.50-11.14	4.92	2.50-6.82
Production Grinder	293	4.53	2.99- 6.41	3.86	2.50-5.91
Production Lathe Operator	379	5.66	2.90- 6.64	4.11	2.75-6.01
Production Machine Operator	958	4.49	2.40- 7.00	3.72	2.00-5.73
Punch Press Operator	519	4.49	2.00- 6.22	3.57	2.00-5.88
Quality Control Technician (Food Processing)	78	5.11	3.17- 6.14	3.90	2.00-5.04
Riveting Machine Operator	114	2.78	2.30- 5.17	2.77	2.10-3.74
Roofer	113	6.23	3.00-10.65	4.50	2.25-7.65

TABLE 14 (Cont'd.)

## 1975 Iowa Statewide Metropolitan Area Wage Survey by Occupation

Production and Related Occupations (Cont'd.)	Employees In Sample	Average Hourly Wage	Wage Range	Entry Level Average Wage	Entry Level Wage Range
Screw Machine Operator	71	\$5.12	\$3.20- 5.94	\$3.83	\$2.85-5.50
Sewing Machine Operator	432	2.96	2.00- 6.86	2.43	2.00-4.34
Sheet Metal Worker	591	8.79	2.94-10.38	4.84	2.94-9.25
Skinner (Slaughter & Meat Packing)	73	5.64	4.28- 7.18	5.65	4.08-6.87
Solderer, Production Line	184	2.90	2.32- 5.61	*	*
Stapling Machine Operator	19	2.95	2.20- 4.40	2.75	2.10-3.76
Stationary Engineer	134	5.22	2.75- 6.82	4.46	2.75-6.05
Stitching Machine Operator	37	4.86	2.27- 6.84	3.43	2.10-5.00
Stock Cutter	6	3.37	3.24- 3.44	*	*
Structural Steel Worker	147	8.38	2.75-11.50	6.33	3.60-9.99
Tape Control Machine Operator	168	5.71	2.94- 6.90	4.79	2.94-6.01
Tile Setter	11	7.90	6.00- 9.19	*	*
Tool & Die Maker	382	6.27	2.70- 9.62	4.83	2.50-7.08
Tool Grinder	145	5.29	3.39- 7.15	4.53	2.85-6.01
Tractor Trailer Truck Driver	1008	5.90	2.27-10.38	4.81	2.13-7.11
Transmission Mechanic	214	4.89	2.50- 6.90	3.59	3.00-5.00
Truck-Bus Body Builder	122	3.79	2.75- 6.69	3.34	2.75-3.75
Truck Driver, Heavy	702	5.47	2.50- 8.46	4.12	2.15-7.11
Truck Driver, Light	300	4.52	1.65- 7.11	3.51	1.96-7.11
Welder, Arc	881	5.26	2.56-10.00	4.52	2.52-8.55
Welder, Combination	374	4.86	2.00- 8.79	4.25	2.50-8.54
Welder, Gas	421	4.42	2.80- 8.79	3.97	2.50-6.23
Welder, Resistance Machine	71	5.01	2.49- 6.00	4.05	2.00-5.70
Weld Shop Foreman	79	6.69	4.62-11.01	5.49	4.04-8.75
Wireworker	26	3.13	2.25- 5.25	2.91	2.25-3.41

\*Information not available.

Professional, technical and managerial occupations had a higher average hourly wage than the other occupational groups. The average hourly wage ranged from \$2.92 to \$8.14 with the median average hourly wage of \$5.15. The range for production and related occupations was between \$2.40 and \$8.79 average hourly wage, median average hourly wage was \$5.09. The range and median for the average hourly wage for clerical and sales occupations and service occupations were much lower. These figures are for those occupations in the survey and not to be used as blanket figures for all occupations which could be grouped into the broader occupational categories.

Comparing the 1975 with previous statewide surveys it was found that occupations with significant increases in wages between the 1973 and 1975 were concentrated in the professional, technical and managerial occupations and in production and related occupations. Clerical and sales occupations in both surveys were lower paid and received smaller increases in wages compared to the other two groups. The 1975 and 1973 surveys are compared in the following table.

TABLE 15

## Comparison of the 1973 and 1975 Iowa Statewide Metropolitan Area Wage Surveys 1/

Occupation	Employees In Sample	1973 Average Hourly Wage	Entry Level Average Wage	Employees In Sample	1975 Average Hourly Wage	Entry Level Average Wage
Professional, Technical & Managerial						
Accountant	106	\$5.54	\$4.47	372	\$6.20	\$4.77
Cost Estimator	94	6.96	4.34	136	8.14	6.02
Dietetic Technician	38	2.80	2.18	130	3.37	2.97
Draftsman, Architectural	22	4.61	3.92	112	5.10	4.14
Draftsman, Mechanical	140	4.18	3.11	244	5.43	4.04
Inhalation Therapist	89	2.35	*	90	3.53	3.08
Mechanical Engineering Technician	45	4.51	4.14	58	6.29	4.89
Medical Laboratory Assistant	101	3.21	2.59	204	3.99	3.13
Nurse, Licensed Practical	914	2.88	2.53	1433	3.57	2.97
Nurse, Registered	1939	3.97	3.42	2819	4.81	3.99
Occupational Therapy Aide	24	2.21	2.02	43	3.23	2.97
Office Manager	487	4.85	3.37	586	5.45	4.24
Operating Room Technician	100	2.75	2.45	163	3.40	2.97
Programmer	247	4.68	3.79	255	5.59	4.54
Quality Control Technician	562	4.52	3.81	744	5.23	4.14
Retail Store Manager	167	4.61	3.51	252	5.19	4.16
Systems Analyst	117	5.81	4.87	112	7.08	6.05
Clerical and Sales						
Bookkeeper	668	3.02	2.36	994	3.34	2.88
Cashier	284	2.54	2.22	833	2.60	2.37
Cashier-Checker	488	2.21	1.86	1379	2.70	2.30
Clerk, General Office	2224	2.62	2.16	2388	3.14	2.88
Clerk Typist	943	2.51	2.13	1612	2.94	2.62
Computer Operator	336	3.62	2.46	352	4.12	3.41
Duplicating Machine Operator	108	2.74	2.29	97	3.22	2.71
File Clerk	468	2.29	1.96	568	2.64	2.42
Keypunch Operator	643	2.82	2.33	591	3.29	2.84

TABLE 15 (Cont'd.)

## Comparison of the 1973 and 1975 Iowa Statewide Metropolitan Area Wage Surveys 1/

Occupation	Employees In Sample	1973 Average Hourly Wage	Entry Level Average Wage	Employees In Sample	1975 Average Hourly Wage	Entry Level Average Wage
Clerical and Sales (Cont'd.)						
Mail Clerk	364	\$2.96	\$2.17	361	\$2.85	\$2.60
Medical Record Clerk	105	2.42	2.07	131	2.92	2.51
Medical Secretary	98	2.70	2.55	153	3.17	2.73
Receptionist	261	2.46	2.18	522	2.89	2.56
Salesperson, General	828	2.13	1.95	2622	2.60	2.49
Secretary	1093	3.08	2.46	1928	3.51	2.94
Shipping & Receiving Clerk	547	2.97	2.37	909	3.66	3.16
Statistical Clerk	179	2.86	2.42	214	3.43	3.05
Telephone Operator	317	2.45	2.15	488	3.02	2.57
Transcribing Machine Operator	137	2.64	2.27	236	3.11	2.71
Service						
Baker	56	3.35	2.46	47	4.00	2.82
Cook	420	2.33	1.88	359	2.55	2.47
Dry Cleaner	68	2.18	1.94	34	2.52	2.29
Janitor	818	2.07	*	1651	3.14	2.84
Meat Cutter	51	4.21	2.91	181	5.74	4.59
Nurse Aide/Orderly	2146	2.04	1.86	3024	2.58	2.28
Physical Therapy Aide	70	2.13	2.08	75	2.88	2.50
Production & Related Occupations						
Air-Conditioning Refrigeration Mechanic	40	5.37	3.59	50	5.36	4.01
Auto Body Repairman	183	4.14	3.07	367	4.84	3.88
Automobile Mechanic	88	3.13	2.23	740	4.82	3.60
Bricklayer	105	6.52	5.21	122	8.56	6.63
Carpenter	590	6.27	4.59	583	7.57	5.57
Cement Mason	134	6.31	5.12	103	7.62	6.55
Coremaker	42	4.19	3.34	40	4.58	3.83
Diesel Mechanic	113	4.30	3.08	339	5.23	4.41
Electrician	331	7.79	3.81	446	8.09	4.64

TABLE 15 (Cont'd.)

## Comparison of the 1973 and 1975 Iowa Statewide Metropolitan Area Wage Surveys 1/

Occupation	1973 Employees In Sample	1973 Average Hourly Wage	1973 Entry Level Average Wage	1975 Employees In Sample	1975 Average Hourly Wage	1975 Entry Level Average Wage
Production & Related Occupations (Cont'd.)						
Fabricator-Assembler Metal Products	772	\$4.55	\$3.07	251	\$4.52	\$3.70
Flame Cutting Machine Operator	96	4.18	3.87	57	5.23	4.88
Form Builder	55	6.26	*	143	6.13	4.21
Foundry Molder	106	4.19	3.42	94	4.42	4.01
General Inspector	1268	4.16	3.31	905	4.85	3.84
General Machinist	759	4.66	3.66	645	5.43	4.12
Industrial Maintenance Mechanic	719	4.69	3.69	450	5.52	4.69
Lineman	124	6.48	4.14	227	6.38	4.30
Linotype Operator	72	5.36	3.16	53	5.44	3.40
Machine Set-Up Operator	298	4.75	3.65	500	5.06	3.81
Maintenance Electrician	470	5.39	4.07	262	6.06	4.72
Material Handler	275	3.38	3.01	2076	4.13	3.54
Motor Vehicle Dispatcher	73	4.46	3.70	55	5.15	4.12
Offset Pressman	165	4.71	2.94	206	5.78	3.48
Operating Engineer	341	5.54	5.27	497	7.11	5.34
Painter	187	6.03	3.69	141	7.73	5.15
Patternmaker, Metal	76	5.64	3.81	76	8.00	5.29
Photographer, Lithographic	75	4.56	2.81	65	5.54	3.85
Phototypesetter Operator	32	3.51	2.56	69	4.24	2.97
Pipe Fitter	70	7.88	5.29	499	8.23	5.11
Press Operator, Heavy Duty	146	4.06	3.71	115	4.19	4.04
Print Shop Foreman	39	5.26	4.23	72	7.14	4.82
Production Machine Operator	3314	3.96	3.10	958	4.49	3.72
Punch Press Operator	562	4.08	3.11	519	4.49	3.57
Roofer	196	4.79	2.83	113	6.23	4.50
Sewing Machine Operator	393	2.64	2.37	432	2.96	2.43
Sheet Metal Worker	248	7.12	4.31	591	8.79	4.84
Structural Steel Worker	113	7.66	7.23	147	8.38	4.33

TABLE 15 (Cont'd.)

Comparison of the 1973 and 1975 Iowa Statewide Metropolitan Area Wage Surveys 1/

Occupation	Employees In Sample	1973 Average Hourly Wage	Entry Level Average Wage	Employees In Sample	1975 Average Hourly Wage	Entry Level Average Wage
Production and Related Occupations (Cont'd.)						
Tape Control Machine Operator	168	\$4.51	\$4.16	168	\$5.71	\$4.79
Tool and Die Maker	378	5.41	4.03	382	6.27	4.83
Truck Driver, Heavy	739	4.67	3.46	702	5.47	4.12
Truck Driver, Light	155	3.40	3.01	300	4.52	3.51
Welder, Combination	943	4.31	3.91	374	4.82	4.25

\* Information not available.

1/ Occupations included in this table are those comparable between the 1973 and 1975 surveys.

## Technical Notes and Explanatory Material

The employment and unemployment information in this Manpower Review was compiled by the Research and Statistics Department of the Iowa Department of Job Service, affiliated with the Employment and Training Administration, U.S. Department of Labor. It is based on data obtained in part from employer surveys conducted by the Bureau of Labor Statistics, records of the Iowa Department of Job Service and state unemployment insurance programs. These data were supplemented by other information from organizations and agencies which work cooperatively with the Iowa Department of Job Service to implement various manpower training, vocational education, anti-poverty, welfare programs and community development activities.

An explanation of some of the technical terminology and the sources of data for various items discussed in the Iowa Manpower Review is given below.

Under a directive from the Bureau of Labor Statistics of the U.S. Department of Labor Iowa and 22 other states have been directed to adjust their unemployment rates to conform with the national rate.

At the present time the national rate is estimated each month through survey method in which a sampling of households is used to gather employment and unemployment data (See below). This methodology is also used by 27 states in arriving at their monthly jobless rates. The 23 remaining states—including Iowa—use a different methodology in determining their unemployment rates. Essentially, the methodology used in Iowa involves utilizing sample reporting firms' employment data and unemployment estimates based on job insurance claims.

In making the adjustments required by the Bureau of Labor Statistics, the estimates for the nation and 27 states using the household survey were assumed to be correct. Employment and unemployment for these states were subtracted from the national figures. The balance that was left was compared to the sum of the remaining 23 states and a downward adjustment was mandated. The Bureau of Labor Statistics decided to treat the 23 states equally and apply the same adjustment to each state.

In addition to requiring that employment and unemployment estimates for the states add to the national total, the Bureau of Labor Statistics directed that the estimates for labor areas and counties in Iowa also be revised similar to the state and the labor areas must add to the state

total. Estimates for the state are computed separately from the counties rather than by adding county estimates together. Unemployment rates are available for every labor area and county in Iowa on a current basis.

Among other adjustments bringing changes to the labor force estimates were revisions in the number of new entrants—those coming into the labor market for the first time—and re-enterants—those returning to the labor market after having left it.

Updated and more complete information on agricultural and nonagricultural wage and salary workers also brought changes in the labor force estimates.

**Resident Employment:** Employment estimates are developed principally from a sample of establishments which report regularly on their employment to this agency. These estimates are periodically compared with comprehensive data on employment obtained from tax records, which provide benchmarks for various nonagricultural industries. Appropriate adjustments are made to compute resident employment from the total establishment employment in the state.

Nonagricultural wage and salary employment (Place of Work) refers only to employees on establishment payrolls during the sample week in each month (week including the 12th) and excludes self-employed, unpaid family workers, domestic workers, agricultural workers, and workers involved in labor management disputes. Payroll records may include an individual more than once in the event of multiple job holding during the payroll period. Payroll data also include commuters who live outside the area, but not residents of the area who commute to work outside of the area.

Nonagricultural wage and salary employment (Place of Residence) refers to employees in the area where they live regardless of the area where they work. Workers holding multiple jobs are counted only once, and the effects of substantial in-or-out-commuting in the area are negated. This figure represents the actual number of employees living in an area working for establishments both in or outside the area.

Self-employed, unpaid family and domestic workers include persons who work in non-farm industries in the area who are not on payrolls, such as the self-employed worker, domestic worker in private household, and unpaid family worker.

**Resident Unemployment:** Unemployment data included in this report for Iowa are conceptually comparable to those released by the U.S. Department



of Labor each month for the county as a whole. However, they are developed on the basis of a different procedure.

The national data are based on a sample of 47,000 households throughout the country. The area information starts with the count of persons eligible for unemployment insurance benefits. To this total are added appropriate estimates for unemployed persons who have exhausted their unemployment insurance benefits and are still unemployed; persons who applied for benefits but were not qualified to receive them; workers separated from industries not covered by unemployment insurance; and unemployed persons newly entering or re-entering the labor force. The state estimate thus includes all workers who were not at work but were actively seeking work in the sample week of each month or had made specific efforts to find a job during the preceding four weeks.

The unemployment data also include those who did not work during the week, but were waiting to be called back to a job, or would have looked for work except for illness, or were waiting to report to a new job to start within the following 30 days.

Unemployed workers are counted by their place of residence. The unemployment rate represents the number of unemployed as a percent of the civilian labor force.

**Civilian Labor Force:** The civilian labor force represents the sum of the employed (exclusive of the Armed Forces), the unemployed, and persons involved in labor-management disputes.

**Applicants:** Individuals registered at local Job Service of Iowa offices are reasonably representative of available worker supply in most occupational categories and for most sections of the state. These job seekers include an estimated 75 percent of all workers in the state suffering a period of unemployment each year, as well as labor force entrants and currently employed workers seeking a job change.

**Placement:** The hiring by an employer of an individual referred by the Job Service office for a job or an interview, providing that the Job Service office completed all of the following steps: (a) made prior arrangements with the employer for the referral of an individual or individuals; (b) referred an individual who had not been specifically designated by the employer; (c) verified from a reliable source, preferably the employer, that the individual had entered on a job; and (d) recorded the transaction on an employer order form and other appropriate ES forms.

# notes

The employment and unemployment statistics in this Review were prepared by the Bureau of Economic Analysis and Statistics Department of the U.S. Department of Labor. The data were compiled in part from surveys conducted by the Bureau of Labor Statistics, Bureau of Economic Analysis, and the Department of Labor. The data were compiled from various sources, including the Bureau of Economic Analysis, the Bureau of Labor Statistics, and the Department of Labor. The data were compiled from various sources, including the Bureau of Economic Analysis, the Bureau of Labor Statistics, and the Department of Labor.

An explanation of some of the changes in the data is given in the following table. The data were compiled from various sources, including the Bureau of Economic Analysis, the Bureau of Labor Statistics, and the Department of Labor.

Under a 1966 law, the Bureau of Economic Analysis and Statistics Department of the U.S. Department of Labor, the data were compiled from various sources, including the Bureau of Economic Analysis, the Bureau of Labor Statistics, and the Department of Labor.

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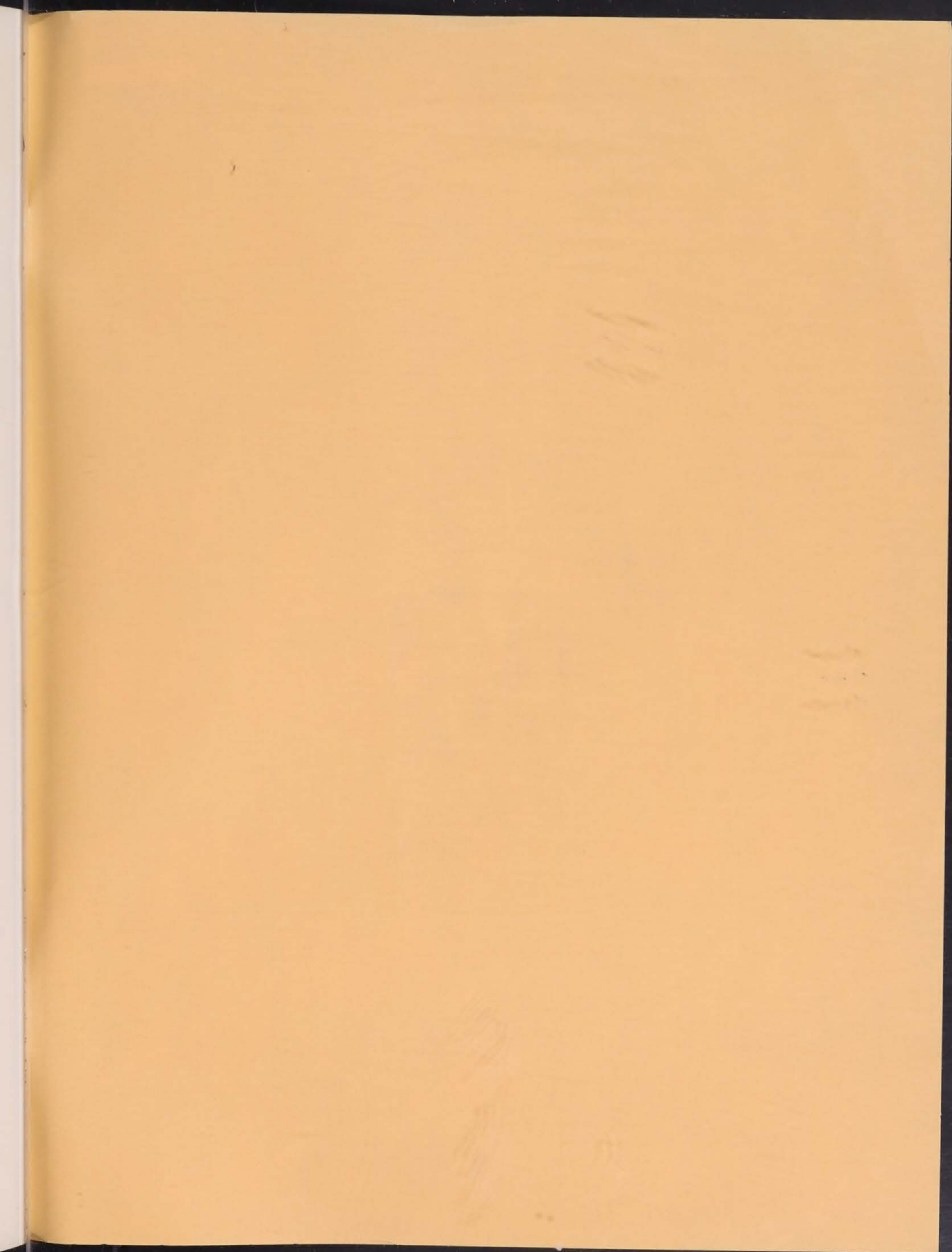
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