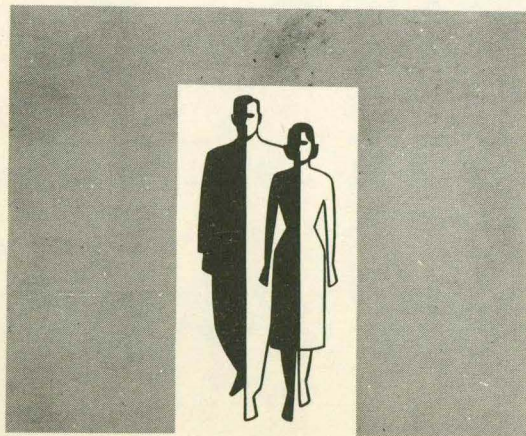


**PREVIEW
OF
FUTURE NEEDS**

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A SPECIAL REPORT FOR HAMILTON COUNTY COMPILED BY THE
WEBSTER CITY OFFICE OF THE IOWA STATE EMPLOYMENT SERVICE.

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INTRODUCTION:

The Iowa State Employment Service and the Hamilton County Extension Service, with the assistance and cooperation of local organizations and employers, have concentrated their efforts on supplying labor market, occupational trend, educational requirement, and counseling and employment service information for all youth of this county.

A review of the needs for informational facilities and data for all youth, both rural and urban, in Hamilton County prompted the development of this booklet.

The need for specific information, which could be of value to all persons, is necessitated by the industrial and manpower changes taking place nationally and in this county. The number of workers by occupational groups, levels of educational attainment and requirements, occupational skills, localized patterns of youth, and industrial growth and demands is essential labor market information.

This phase of the project required the services of the local office of the Iowa State Employment Service. The survey and information was compiled by the Webster City Office to assist other agencies dealing with youth. The changing labor requirements for farm labor and migration of rural families and youth to urban areas makes information such as this vital for adjustment. The Hamilton County Extension Service is primarily interested in rural youth and rural families who must be given guidance and information so that an insight into making a vocational choice will bear more on sound logic than a trial-by-error choice.

The data furnished in this booklet will, in many instances, broaden the scope of planning, both educationally and occupationally, for the youth and rural families of Hamilton County. The occupational, wage, educational, work patterns, and charts are compiled to assist community leaders, organizations, and other agencies in their planning for guidance of youth in order to provide industry with an adequate supply of trained manpower and to assist youth in choosing a vocation.

GENERAL PURPOSE OF SURVEY AND STUDY:

1. To gather information and data that will be of most value to the youth of Hamilton County in making a vocational choice.
2. To supply occupational, educational, population, and wage information and trends to other agencies, community organizations, and community leaders who deal with the guidance, counseling, and placement of youth.
3. To provide rural youth and their families knowledge of information necessary to focus their insight in planning for and choosing a vocational career commensurate with future needs.
4. Avail to the leaders and other people of Hamilton County the technical knowledge with respect to the changing manpower and occupational requirements projected for the 1960's.
5. To build a better working relationship between agencies, community groups, and organizations so that those persons desiring such information may readily have it accessible.

SPECIFIC PURPOSE OF SURVEY AND STUDY:

1. To analyze the changing manpower, occupational, and educational requirements in agriculture, business, industries, professions, and technological units.
2. To analyze the changes predicted for the 1960's in the nation, state, and county.
3. To analyze the trends of youth in the county with regard to their vocational goal and how local, social, economic, and other factors will affect that goal.
4. To gather specific occupational and wage information which may be used in guidance and counseling of the youth in Hamilton County.
5. To determine the type of information needed most frequently and recommend action for planning, coordinating, and disseminating this information.
6. To project the possible changes in local areas which would affect youth as a whole and, in particular, the rural youth and his family.

POPULATION GROWTH--MORE FACT THAN FANTASY

During the 1960's, our population growth is expected to follow the same pattern of increase of the 1950's with a yearly increase of three million and an approximate population increase of twenty-eight million by 1970.

Our population growth, a result of several factors, will be affected by the nearly forty million new babies that the Bureau of the Census predicts will arrive during the 1960's. With our declining death rate and increasing life span due to continued advances in medicine, the average life span for the American male is expected to increase from 66.7 years in 1955 to 69 years in 1970.

The number of young people reaching 18 each year--young people planning to enter the labor market or continue their education--will show a substantial increase. This large growth is a direct result of the high birth rates during the early part of World War II and years immediately following it. The entire 14-24 age group will show a large increase during the 1960's. For example, by 1970, the United States will have sixteen million young people 14-17 years old compared to our eleven million in 1960. The 18-21 age group will expand by five million by 1970.

Hamilton County shows a gain in population of 371 from 1950 to 1960. Anticipated growth predictions show an increase to 21,160 in 1970 from the 20,032 figure for 1960. The labor force for Hamilton County will increase more rapidly than the population, a pattern similar to that predicted nationally. A larger group of workers will be entering or able to work in the county labor force.

Comparing the birth and death figures for Hamilton County for 1950 and 1960 reveals the following figures:

Births in 1950 totalled 310

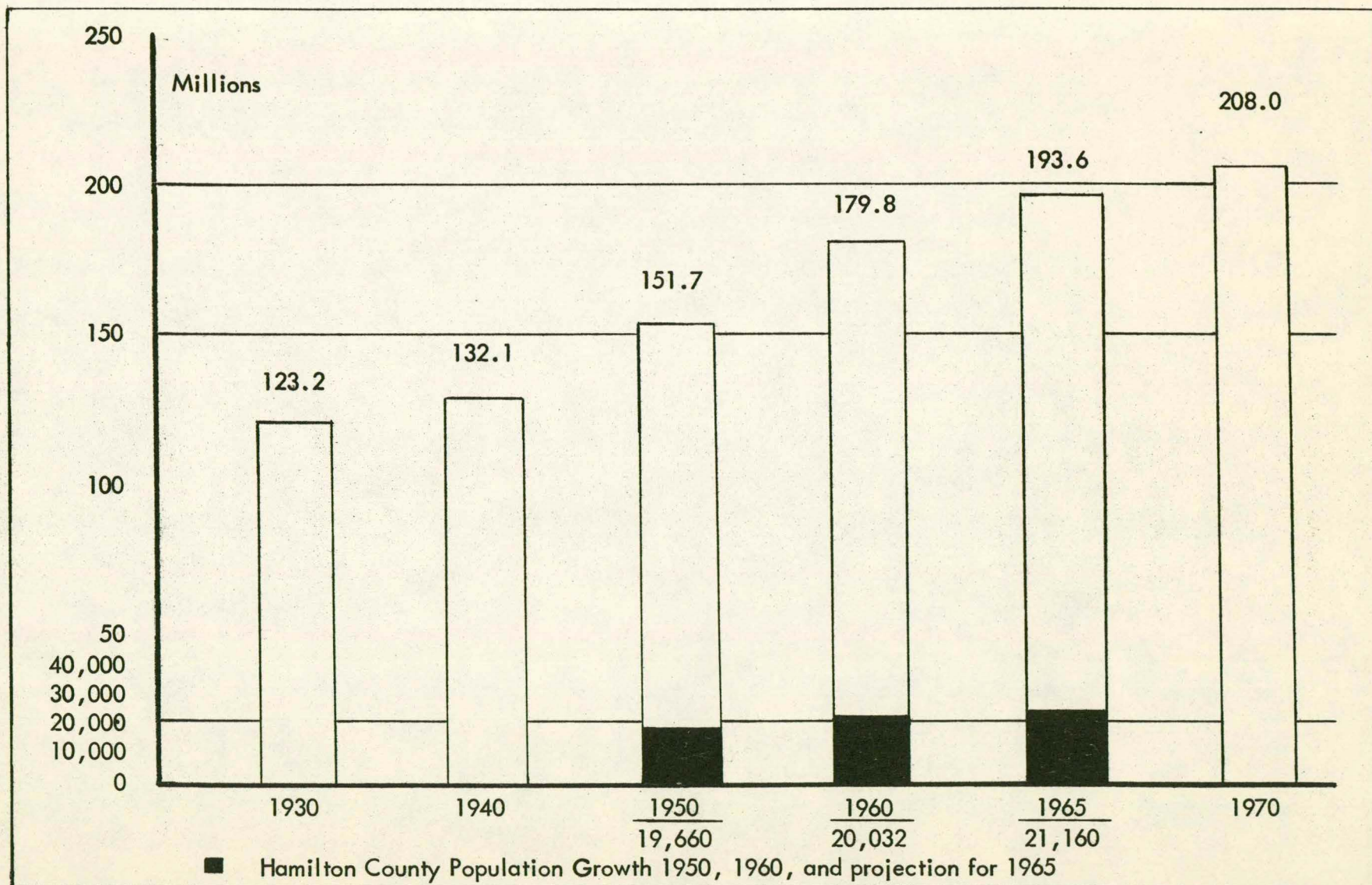
Deaths in 1950 totalled 164

Births in 1960 totalled 448

Deaths in 1960 totalled 161

What does this indicate? The higher birth rates mean that more younger workers will be available during the latter 1960's. Although the population of Hamilton County increased, the death rate dropped by three. The increased life span of both men and women plus the increased active years of older workers means that more older people will be in our work force.

NATIONAL POPULATION GROWTH 1930 to 1970



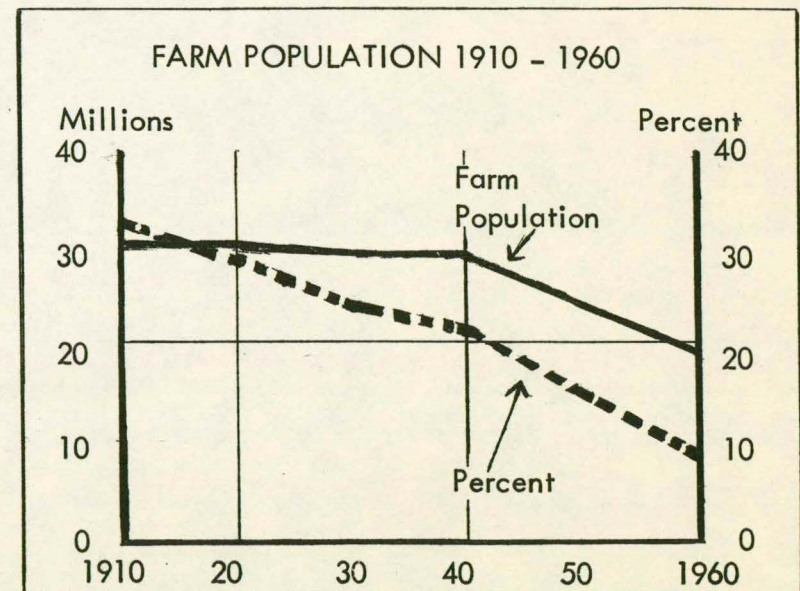
FARM POPULATION 1910-1960

Farm population has declined despite the rapid increase in total population and greatly rising demands for food, feed, and fibre. One out of every ten persons in the United States lives on a farm compared to one out of every three in 1910. The estimated figure for 1970 is one person out of every fourteen.

The movement of farm people to urban areas is one of the major trends in our national history. Total movement from farm to non-farm population totalled six million in the 1920's and nearly nine million in the 1940's. In the first seven years of the 1950's, an average of one million persons moved from rural to urban areas. The out-migration rate has been the highest among young people in the 10-24 age group.

Indications point to a continuing farm population decline. Many farm residents today are underemployed and have low incomes. The young people will especially flow into the cities and create an important need for education, guidance, training, and occupational information to prepare them for non-farm jobs.

The migration of farm people to urban areas has been under constant surveillance. Although young people moving to urban areas must learn to adjust and compete for non-farm jobs, those who remain on the farm will need better education and training. Farming today is a business that requires knowledge and education if it is to operate efficiently and profitably. More and more of our farm population will depend on non-farm jobs to supplement their incomes. Almost one-third of all the income of farm residents comes from non-agricultural jobs.



WORKERS WILL INCREASE FASTER THAN POPULATION:

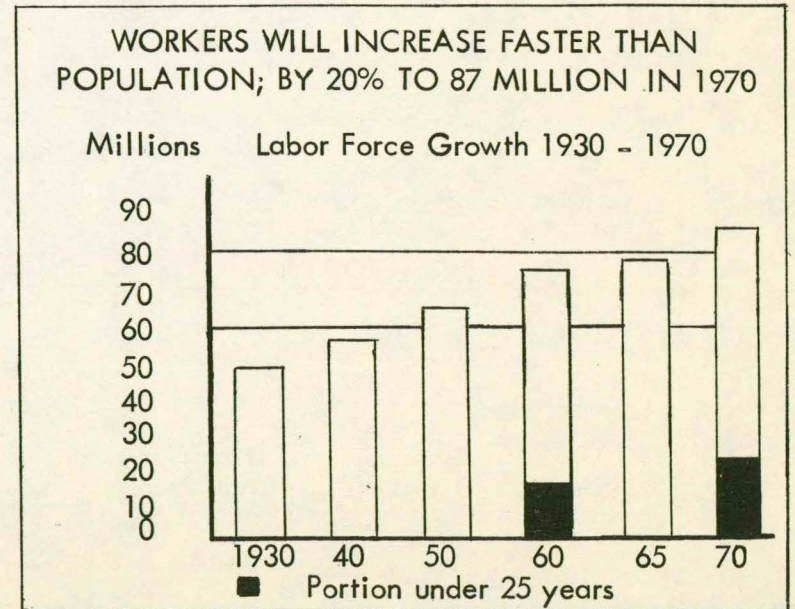
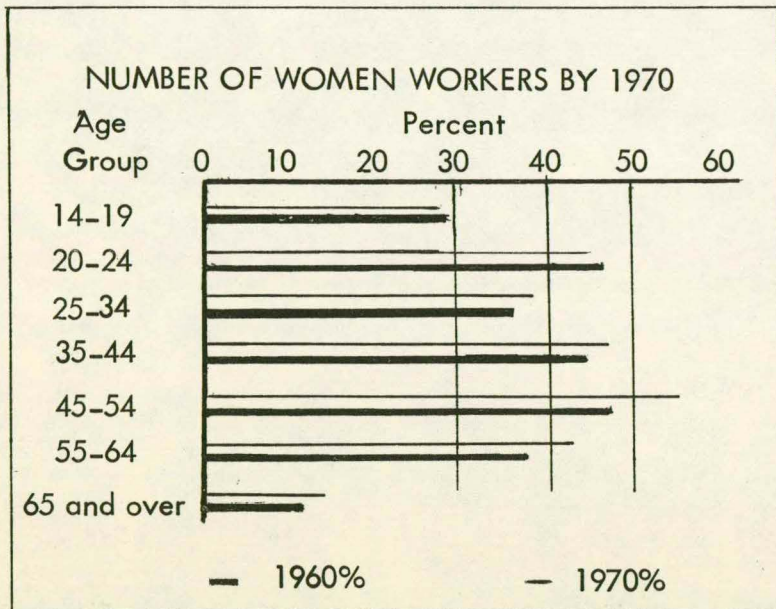
The number of workers will increase about 13.5 million by 1970. The labor force increase during the 1960's will be about fifty percent greater than in the 1950's.

The two principal factors in the growth of the labor force are:

1. The great number of children born in the immediate postwar period entering the labor force.
2. The increased number of women, specifically those over 35, participating in the labor work force.

Young workers will account for the major share of changes in working population from 1960 to 1970. Young workers under 25 and workers 45 and over will account for almost ninety percent of the total increase in the number of workers. Young workers under 25 will comprise nearly one-half of the labor force growth in the 1960's--up to this time, they made up about one-fifth of our labor force. This will mean that during the sixties, the young workers under 25 will bolster the working population by about forty-six percent more than in the year 1960.

Despite the expected increase in the total labor force, the number of workers 25 to 44 will show only a relatively small increase of about a million and a half in the decade to 1970. In the 35 to 44 age group there will be fewer male workers in 1970 than in 1960; this is due primarily to low birth rates during the 1930's. This decrease will occur in the age group which normally supplies a large portion of our executives, managers, foremen, and most highly skilled workers.



IOWA FACES CHANGING MANPOWER REQUIREMENTS

POPULATION AND EMPLOYMENT TRENDS

Iowa's decline in the percentage of the nation's population has declined steadily for the last 60 years. In 1900 Iowa's population was 2.93% of the total population, but in 1959 with a total population of 2,761,668 Iowa had only 1.56% of the total population of the United States.

Iowa's transition from an agricultural to a predominantly business and industrial economy has been made. The income from business and industry in 1959 was more than double the income from agriculture.

Between 1950 and 1959, non-agricultural employment increased from 603,200 to 668,360, or 10.8%. During September, 1960, the estimated non-agricultural employment was approximately 697,600. The number of people living on farms declined from 754,000 to 697,000 during the last 10 year period. Yet agricultural production increased from 2.1 billion dollars to 2.36 billion dollars. Industrial production increased from 2.5 billion dollars to 4.96 billion dollars in the last 10 years.

The Iowa non-farm labor force increases by 10,800 each year while the non-farm labor supply increases by about 8,800. This leaves 2,000 jobs for workers leaving the farm. We have a surplus of almost 12,700 farm workers each year. Since we have only 2,000 non-farm job opportunities available each year, Iowa presently has an annual surplus of 10,700 workers who must seek employment in other states.

Of the one million workers in Iowa during 1950, about one-half were in the following six categories: professional, technical and kindred workers; farmers and farm managers; managers, officials, and proprietors; clerical and kindred workers; sales workers; craftsmen, foremen, and kindred workers.

The United States Bureau of Labor predicts that the greatest percentage in employment in the 1960's will be in the following order: professional and technical occupations; service workers; clerical and sales workers; proprietors; managers; skilled and semi-skilled. No change in the number of unskilled workers and a decrease in the number of farms and farm workers is predicted. Major employment opportunities during this coming decade will be in occupations requiring education beyond high school.

Iowa will have an estimated surplus labor force of 160,070 by 1965. Our state will face a great economic loss when thousands of Iowa young people will be forced to leave each year to find jobs elsewhere.

CHANGING MANPOWER REQUIREMENTS ANTICIPATED FOR HAMILTON COUNTY

The total employment in Hamilton County in 1950 was about 7331 with 5873 male workers and 1458 female workers. The 1960 estimated employment was 7735 with 5903 male workers and 1832 female workers. By 1965, the estimated total employment may reach 8125 with 6099 male workers and 2026 female workers.

The 1960 Bureau of the Census estimate of workers 14 years of age and older for Hamilton County was 14,517 which includes 7217 female and a civilian work force of 7790, which included 1580 female (as of July, 1960).

ANTICIPATED EMPLOYMENT TRENDS--HAMILTON COUNTY

The trends in employment have been changing rapidly towards mechanization and industrialization indicating more need for skilled, semi-skilled, and technical workers. In the 1960's and the future in general, more jobs will require technical and other specialized knowledge. Now, and in the future, the migration of agricultural workers into other types of work will be the most significant change. These changing educational and technical requirements mean more advanced education and/or technical schooling.

The greatest changes anticipated in occupations during the next decade will be greater requirements of skill and training in machine trades, professional, technical, and managerial jobs. The four occupational groups predicted to show the most considerable rise in employment are professional and technical, service, clerical, and sales workers, and skilled jobs--a person will need training and education beyond high school. Young people skilled or trained in the crafts will have a far better opportunity to secure and hold employment than those without it. Consideration should be given to setting up trade schools, on the same basis as our present grade and high schools.

The demands for higher education are evident and especially important to those people forced to change occupations. The fact that Iowa workers are moving from farm to business and industry changes our educational requirements. Demands in particular occupations have changed and will continue to change, and people must be informed of the opportunities available, educational opportunities, and the community services available to them. The demand for workers with limited education is decreasing rapidly.

How can these needs be met on the local level? Elementary and secondary schools provide formal education received by the majority of Iowa citizens. Although secondary schools must continue to offer college preparatory courses, students and the local community economy will need a plan for improving opportunities for study in the vocational trades. Vocational courses may include machine shop, auto mechanics, carpentry, building trades, cabinet making, secretarial science, and agricultural business.

A review of research on the distribution of manpower indicates certain ratios between different levels of workers. The Vocational Educational Division of the U. S. Department of Education has predicted that by 1965 there may be ten technical specialists, five industrial technicians, and three engineering technicians for one scientist and one engineer in the labor force. This team may be supported by as many as 150 skilled craftsmen.

Among the leaders in business, industry, agriculture, and education in Iowa, 1557 were selected to give their opinions on the same questions about higher education. These leaders agreed on the following conclusions:

Liberal arts courses are the foundation of all education beyond high school. All college students should learn to express their ideas in writing and speaking. They should develop skills and habits of critical thinking. They should learn to be active and effective citizens of the community.

Higher education should prepare students to work in industry, business, and government. It should be responsible to the needs and interests of students as well as all categories of work. Higher education is closely related to success in life and is very important for sons and daughters regardless of vocational choice.

All people should be concerned with informing these young people of the changing manpower requirements and educational levels required by occupations available in the community.

Education and training programs, carefully designed for Iowa's needs, can reduce unemployment. The availability of technicians and skilled workers enhances further business and industrial development. This development increases the economic base necessary for the support of education and other social services.

Full employment at any time in the future will depend upon the level and type of education completed. The professional and technical fields nationally use sixteen percent of the work force. Although the demands in these areas will increase by forty percent during the 1960's, these fields will still use less than twenty percent of the total available manpower.

Training in industry will continue to play an important role which will need to be supplemented by in-service training made available to adult groups through research, planning, and education. Dynamic vocational educational programs and technical institute training could increase industrial investments and job opportunities in Iowa.

PERCENTAGE CHANGE IN EMPLOYMENT 1960-1970:

By far the greatest growth will be in the professional and technical group--about a 41% increase nationally and an expected 13.8% increase for the county--particularly engineers, scientists, and technicians. A larger number of teachers, nurses, and accountants will be needed.

The greatest growth in the managerial, official, and proprietor group--24% nationally and an expected 3.6% for the county--will be in executive and managerial positions in business.

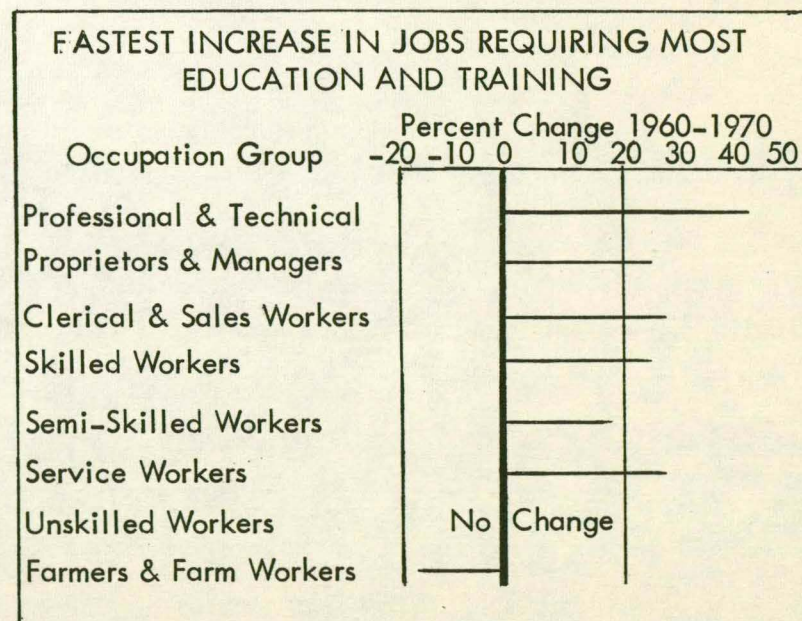
Increased volume of paper work will result in an increased demand for clerical workers. The national increase is expected to be about 27% for clerical and sales workers while this county may expect a more moderate rise of about 8.5%.

Skilled workers will be in demand by about 24% more nationally and an expected rise for the county about 9%. Semi-skilled workers will not advance so rapidly as skilled on the national level--about 18%, but expectations for the county are increases to 11%. The increase will be mainly in semi-skilled machine operators in manufacturing, construction, and utilities.

Service workers will increase about 25% nationally and locally, in this county, about a 12.5% increase is expected.

Unskilled workers will show no change nationally, but locally it is anticipated that a small decline may occur--primarily in manufacturing units.

Farmers and farm labor nationally is expected to decline by 17%; locally it will decline about 12% with only a small increase to be noted for day laborers and part-time labor.



INDUSTRIES RATE OF GROWTH COMPARED TO 20% RISE IN TOTAL EMPLOYMENT:

CONSTRUCTION:

Employment will rise much faster nationally than average because of growing households, increasing expenditures for schools and highways, rising volume of business activity, and higher levels of personal and corporate incomes.

Hamilton County employment in construction is expected to rise faster than average but not up to the national expectations. The rise will be due directly to school, highway, commercial, and business building during the sixties. Home building will continue to rise but at a slower pace during the sixties. The need locally for workers will be in skilled, semi-skilled, craftsmen, and operators occupations.

FINANCE, INSURANCE, REAL ESTATE:

Employment will expand rapidly due to increasing complexity of financial activities, rising levels of incomes, and the growth of industrial and urban society.

Hamilton County employment in finance, insurance, and real estate will rise but not as rapidly as the national percentage increase. The increase will probably be confined to loan companies, banks, finance companies, and some insurance agencies. The need locally will be for salesmen, managerial, executive, and clerical workers.

TRADE--RETAIL AND WHOLESALE:

Employment nationally will rise as our rapidly growing population reaches higher standards of living. The rise in Hamilton County will be mostly in retail trade units which will reflect the increases in incomes and consumer buying power of the larger population. Demands for sales clerks, clerical workers, and managerial workers will be heavy in the sixties.

GOVERNMENT SERVICES:

The increased growth in all branches of government service, both nationally and locally, will be due mainly to increased education, public health, sanitation, welfare, and other public, county, state, and city units. This growth locally will be primarily in state, county, and city offices--public and social welfare units. The demands in these areas will be for professional, managerial, and clerical workers.

ALL OTHER SERVICES:

This industrial category includes all services rendered in units as hotels, motels, restaurants, soda fountains, drive-ins, night clubs, janitorial service, etc. The demands for these types of workers will increase with more and more people depending upon such establishments. Increased incomes and more people desiring recreational facilities will increase the local demands.

MANUFACTURING:

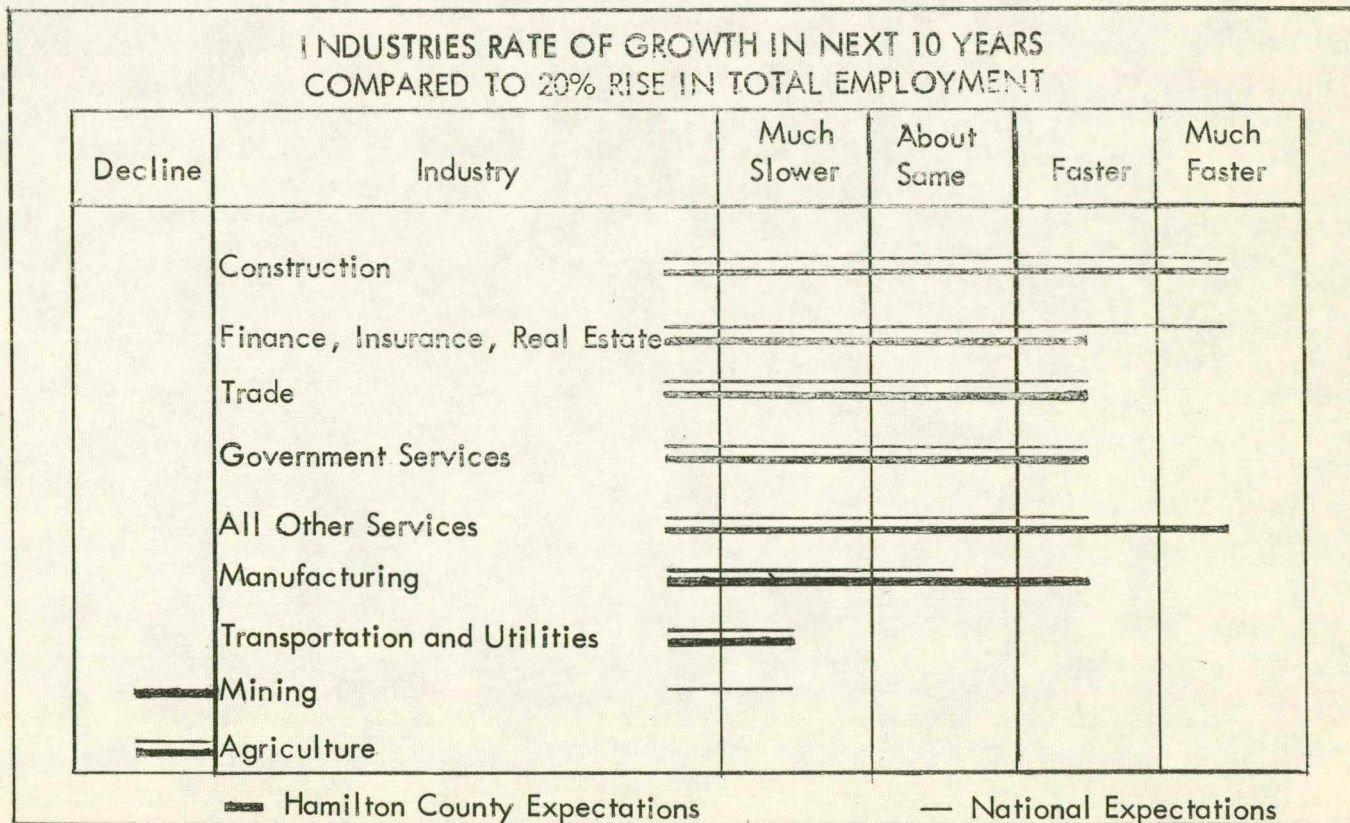
New products and processes will cause the growth of national employment. The shift in unemployment from non-durable goods to durable goods is expected to continue. Hamilton County growth in manufacturing industries will show a faster gain as new industrial units are expected to locate in the area and new products are developed and processed. Demands in this industry will be basically in the skilled, semi-skilled, and unskilled categories. Most of the demands in manufacturing will be for machine operators, tradesmen, clerical workers, and managerial workers.

TRANSPORTATION AND UTILITIES:

Increases in trucking and warehousing will offset a decline in railroad employment. Employment in gas, electric, and water utilities will increase about as fast as the labor force. Hamilton County will be much slower than the national increase in the labor force. Demands will not be large, but these will be in the managerial, clerical, and skilled and semi-skilled categories.

AGRICULTURE:

Employment will continue to decline as output per farm worker increases. Farm employment will decline due to more mechanization and increased farm acreage. New and improved machinery will account for less man-hour need regardless of acreage cultivated. Demands for day laborers, balers, weeders, and married farmhands will continue to be steady.



Much Faster means rise of 30% or more; Faster means rise of 25-29%; About Same means rise of 15-24%; Much Slower means rise of 5-14%.

TOTAL ESTIMATED EMPLOYMENT BY OCCUPATIONAL GROUPS FOR HAMILTON COUNTY

OCCUPATIONAL GROUPS	1950			1960			1965 Projection		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Professional, Technical, & Kindred Workers	234	234	468	263	242	505	303	272	575
Farmers and Farm Managers	2,190	16	2,206	1,905	15	1,920	1,632	5	1,637
Managers, Officials, & Proprietors	486	59	545	530	65	595	580	75	655
Clerical and Kindred Workers	183	328	511	195	375	570	225	425	650
Sales Workers	286	169	455	297	193	490	340	230	570
Craftsmen, Foremen, & Kindred Workers	793	27	320	773	77	850	870	105	975
Operatives and Kindred Workers	678	117	795	716	134	850	776	179	955
Private Household Workers	6	109	115	8	142	150	10	145	155
Service Workers(except private household)	165	256	421	179	311	490	200	375	575
Farm Laborers(unpaid family members)	118	45	163	155	65	220	130	60	190
Farm Laborers(except unpaid and foremen)	467	12	479	470	10	480	490	10	500
Laborers, General-not elsewhere classified	276	9	285	285	115	400	280	95	375
Occupations Unclassified	90	78	168	130	90	220	175	125	300
TOTAL EMPLOYED	5,972	1,459	7,431	5,906	1,834	7,740	6,011	2,101	8,112

Total employed has increased approximately 404 from 1950, and the number of female workers has shown almost all the gain. Male workers in farming decreased and are expected to continue to decline. Craftsmen, operatives, and service workers reflect a rise. Female workers increased by 373 over the 10 year period while total male workers increased only 31, but the occupational patterns of male workers were changing throughout this period. The 1960 census estimates that Hamilton County had about 14,517 (7,217 female) persons 14 years and over. The civilian labor force estimated and based on these census figures would be about 7,790 (1,610 female) as of July, 1960. The total civilian labor force projected by 1965 is 8,350 persons.

Based on these figures and the outlook for the 1965 projection, the following percentage increases or decreases may be expected for Hamilton County:

Professional, Technical, & Kindred Workers	+13.8%	Operatives & Kindred Workers	+12.3%
Farmers & Farm Managers	-12.1%	Private Household Workers	+ 3.3%
Managers, Officials, & Proprietors	+ 9.5%	Service Workers	+17.3%
Clerical & Kindred Workers	+14.1%	Farm Laborers (unpaid workers)	-12.5%
Sales Workers	+14.2%	Farm Laborers (day and general)	+ 4.0%
Craftsmen, Foremen, & Kindred Workers	+14.7%	Laborers (unskilled-day)	- 6.0%

The increase in female workers in all categories will become more evident due to the number of women who will return to the labor market after having left it for home responsibilities and child care.

The occupational categories which will show the greatest increases in Hamilton County by 1965 are expected to be: Service Workers; Craftsmen; Foremen & Kindred Workers; Sales Workers; Clerical Workers; Professional & Technical; Operatives-skilled and semi-skilled; and Managers & Officials, in that order. A decrease will be expected in farmers, farm managers, general unpaid farm laborers, and all categories of unskilled laborers. Construction industry will still need unskilled workers but the potential for these workers will be far below the number in supply.

EDUCATIONAL LEVELS AND EMPLOYMENT BY OCCUPATIONS:

The trend both nationally and locally will be for more professional, technical, skilled and semi-skilled, clerical, and sales and service workers.

What may the young worker expect in the sixties in regards to occupational changes as compared to the fifties? What may the young worker expect to find in educational requirements in the sixties?

The largest percentage change in any occupational group will be in the professional and technical group. This group is actually projected as being 3.3 million by 1970 as compared to 2.1 million in 1950. Clerical and sales workers will be more in demand by 1970 by about 4 million persons as compared to 1950. Managerial, official, proprietor, and semi-skilled occupations will be next with an estimated increase of about 3 million by 1970 as compared to the fifties. Unskilled workers will remain unchanged. Skilled workers and craftsmen will be more in demand by about 2.2 million by 1970. Farmers and farm workers will experience a decided decline of about 1 million by 1970.

Once again the young person with the highest educational level will be able to obtain job opportunities more readily than those without proper education or training. The requirements for all occupational categories are expected to increase from the professional workers to the unskilled workers.

The educational levels of workers in all occupational groups will rise due to the increased demands for more educated persons even in low-level jobs. The comparison of average educations for the nation and Hamilton County indicates that more of the service, semi-skilled, and unskilled workers of this county obtained an education above the average. By 1970, the educational level for all groups will be much higher; professional and technical will show more increase than managerial. Clerical, sales, and skilled workers will have to have more education than in the past.

The educational and training requirements of farmers and operators and farm workers will have to be based upon this assumption of higher education. Farming is rapidly becoming more mechanized and a business enterprise which will require more education and training to efficiently and profitably operate.

RELATIONSHIP BETWEEN KIND OF JOBS HELD AND EDUCATION -- 1959

<u>Occupation Group</u>	<u>Percent</u>	
	<u>1959</u>	<u>1960</u>
Professional & Technical	16.2	15.7
Managerial & Proprietors	12.4	12.6
Clerical & Sales Workers	12.5	11.8
Skilled - Craftsmen	11.0	10.8
Operatives - Machines	9.9	11.1
Service Workers	9.7	10.1
Unskilled Workers	8.6	9.2
Farmers & Farm Workers	8.6	9.0

Hamilton County Local Office Records -- ES

MAJOR OCCUPATIONAL GROUP INFORMATION--EDUCATIONAL, WORKER TRAITS AND WAGE INFORMATION

MAJOR OCCUPATIONAL GROUPS:

1. PROFESSIONAL, TECHNICAL AND KINDRED WORKERS
2. MANAGERS, OFFICIALS AND PROPRIETORS (EXCEPT FARM)
3. CLERICAL AND KINDRED WORKERS
4. FARMERS AND FARM MANAGERS
5. SALES WORKERS
6. CRAFTSMEN, FOREMEN AND KINDRED WORKERS
7. OPERATIVES AND KINDRED WORKERS
8. PRIVATE HOUSEHOLD WORKERS
9. SERVICE WORKERS (EXCEPT PRIVATE HOUSEHOLD)
10. LABORERS, FARM, GENERAL, AND UNCLASSIFIED

PROFESSIONAL, TECHNICAL, AND KINDRED WORKERS

Iowa had 66,125 professional and kindred workers in 1950. Hamilton County had about 470 persons in this category in 1950 compared to a 1960 total of 495--a significant increase of 25.

This group includes: accountants, chemists, draftsmen, optometrists, surveyors, architects, dieticians, nurses, photographers, medical doctors, etc. Educational requirements of this group are high--it emphasizes college graduation plus graduate study.

The most predominant high school course was college preparatory with a direct goal of completing a professional or liberal arts course in college.

The professional and technical worker must possess practically all of the abilities and skills mentioned in other occupations plus the skills, knowledge, and abilities for that particular profession.

SPECIAL TALENT GROUPS:

Artistic Work: Persons with an occupationally significant combination of traits as:
Creative imagination as applied to pictorial representation and design.
Visual memory, space perception, color discrimination, form and design perception, and dexterity and muscular control.

Literary Work: Persons with an occupationally significant combination of traits as:
Creative imagination as applied to the translation of ideas, events, and experiences into verbal forms.
Lucidity of expression, understanding abstract ideas, interpretative and an analytical attitude toward people and things, facility with language and knowledge of good usage, and an extensive vocabulary.

ORGANIZED KNOWLEDGE GROUP:

Public Service Work: Persons with an occupationally significant combination of traits as:
Interest in people and welfare, idea of service, tolerance, patience,
tact, poise, respect for law, order and governmental processes.

Technical Work: Persons with an occupationally significant combination of traits as:
Intellectual capacity to absorb advanced training.
Ability to relate abstract ideas, to reason analytically, and to
organize facts, and perseverance.

Managerial Work: Persons with an occupationally significant combination of traits as:
Ability to plan, organize, coordinate the activities of others and
to give necessary training and instructions.
Leadership, responsibility, tolerance, tact, self-confidence, and
persuasiveness.

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
PROFESSIONAL AND KINDRED WORKERS				
Nurses, Registered	1.55	2.55 p/h		
Medical Technologists	300.00	425.00 p/m	300.00	425.00 p/m
X-Ray Technicians	300.00	425.00 p/m	300.00	425.00 p/m
Laboratory Technician	265.00	345.00 p/m	290.00	375.00 p/m
Teachers:				
2 years training--no experience	3,500.00 p/a			4,250.00 p/a
3 years training--no experience	3,650.00 p/a			4,600.00 p/a
B.A. Degree--no experience	4,250.00 p/a			5,800.00 p/a
M.A. Degree--no experience	4,500.00 p/a			6,250.00 p/a
NOTE: All teachers hired in the State of Iowa for 1961-62 school year and thereafter are required to have a minimum of 4 years college training.				
Accountant, General-Public	65.00	80.00 p/w	75.00	110.00 p/w
Purchasing Agent--Buyers	55.00	67.50 p/w	65.00	100.00 p/w
Draftsmen			60.00	90.00 p/w
Pharmacists			85.00	125.00 p/w
Social Workers	270.00	385.00 p/m	310.00	415.00 p/m
Engineers, Civil			395.00	510.00 p/m
Geologist			400.00	550.00 p/m
Doctors, Medical	Approximately 8,000.00 p/a		12,000.00	15,000.00 p/a
Lawyers	5,000.00	12,000.00 p/a	6,000.00 p/a	
Engineer, Radio			350.00	500.00 p/m
Announcer, Radio			75.00	110.00 p/w
Engineer, County			6,800.00	9,200.00 p/a

Symbols: p/h=per hour; p/w=per week; p/m= per month; p/a=per annum

FARM OWNERS AND FARM MANAGERS

The education of farm owners and managers has been increasing with the advent of mechanization and controlled crop planting and rotations. There were 199,718 farmers and farm managers in Iowa in 1950, and Hamilton County had approximately 2,206 of this total. By 1960, the farm owner and manager had decreased in number throughout Iowa and had dropped by approximately 200 within Hamilton County since 1950.

The sample for this study included 155 farm owners and farm managers throughout Iowa. The largest portion of those 155 persons indicated that, at the time of this study in 1959, college graduation was a main requirement, and next, the sample indicated that high school graduation was a must. These requirements follow closely the actual educational level completed by the group; 85 had attended college from one to more than four years and 49 had graduated from college.

The most significant high school courses were: general, agriculture, college preparatory, and commercial or business.

Most farm owners and managers regard a college education as important for their sons and daughters regardless of their vocational choice. The farm owner and manager needs to possess the following skills and abilities to be successful: ability to adjust to changes; work under stress; perform repetitious tasks; work in isolation; work with other people; skill in using the hands; reading of various kinds of materials; use of simple arithmetic; keep accurate records; use of sound judgement and to make intelligent decisions; and to plan actions and execute the plan.

Personal traits significant to workers in the farm and outdoor group:

Farming and Forestry Work: Persons with an occupationally significant combination of traits such as:
Good health, physical stamina, agility, liking outdoors, interest in plant and animal life, ability to adjust to hours of work required, ability to plan and execute activities, responsibility, good observational ability, interest in trees and forest life, ability to adjust to camp and outdoor life.

Agriculture related occupations are: research, industry, business, education, communication and conservation services, poultry blood tester, caponizer, agricultural aide, biological aide (except feed), process-control, quality control, veterinarian, dietician, nutritionist, research contract co-ordinator, moisture control, feed assistant, chemical laboratory assistant, soil tester, and poultry technical advisor.

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
FARM LABORERS, EXCEPT UNPAID FAMILY MEMBERS				
Farmhand, Married			165.00	240.00 p/m
Farmhand, Single (Live-in)			125.00	175.00 p/m
Farmhand, Day and General			1.00	1.50 p/h
Weeders, 14 Years and Older	.65	1.00 p/h	.75	1.25 p/h
Balers, 16 Years and Older			1.25	1.50 p/h
Tractor Operators			1.25	1.50 p/h
Detassellers	.80	1.00 p/h	1.00	1.25 p/h

Symbols: p/h=per hour; p/w=per week; p/m=per month; p/a=per annum

MANAGERS, OFFICIALS, AND PROPRIETORS

Managers, officials, and proprietors include a variety of occupations such as: buyers, store managers, restaurant managers, city officials, hotel managers, credit managers, and other general managerial classifications.

In 1950 there were 84,045 individuals in this classification in Iowa with approximately 545 in Hamilton County. Hamilton County has added approximately 10 to this number while, over the state, the increase was more rapid.

The general educational requirement for employment in this field is high school, but many indications are that one year of graduate college study is required. The high school courses which had the greatest influence were college preparatory, general and commercial, or business. Major courses of study followed in college were business, commerce, professional, and liberal arts.

The following abilities and skills are regarded as very important and significant to these fields of occupation: to work with people; to work under stress; to accept supervision and criticism; to adjust to variety and change; to influence the opinions and judgement of others; to make intelligent decisions; to speak and converse with people; to keep accurate records using simple arithmetic; supervise people; follow written and oral instructions; and make plans to execute primary duties.

Personal traits significant to workers in managerial, official, and proprietor groups:

Clerical, administrative, fiscal, personal service, farm supervision, industrial management, construction management, processing and related managerial and transportation management.

Persons having the qualifications and traits for entry into work involving:

Planning, supervision, co-ordinating and directing of people of offices, organizations, and public or private enterprises; personal services for others; organization, planning, and supervision of farm operations; organization, co-ordination, and supervision of industrial manufacturing units, construction units, processing units, and transportation and community service units.

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
MANAGERS, OFFICIALS, AND PROPRIETORS				
Manager, Retail, General	260.00	350.00 p/m	320.00	625.00 p/m
Manager, Manufacturing Unit			500.00	750.00 p/m
Managers, Other Industries	220.00	510.00 p/m	375.00	600.00 p/m
Manager, Office	60.00	90.00 p/w	75.00	120.00 p/w
County Assessor				4,500.00 p/a
County Auditor				4,450.00 p/a
County Recorder				4,450.00 p/a
County Treasurer				4,450.00 p/a
Manager, City			550.00	775.00 p/m
Steward, Chief, County Home			3,000.00	3,430.00 p/a
Administrator, Hospital			6,000.00	7,200.00 p/a

Symbols: p/h = per hour; p/w = per week; p/m = per month; p/a = per annum

CLERICAL AND KINDRED WORKERS

Clerical and kindred workers are required to have at least a high school education and, in many cases, it was indicated that college preparatory courses were required to secure positions. The typical clerical worker has completed a high school educational program and about one out of three workers has completed one or more years of college work.

Commercial and business education was by far the most important course at the secondary level with the general and college preparatory courses close behind.

The local requirements for specific clerical jobs are listed below:

Typist: Person who does mostly typing all the work--week--may do some filing and other routine duties.
Types 40 WPM minimum with good accuracy; able to do some simple arithmetic; and legible handwriting.

Stenographer: Person who takes and transcribes dictation from various sources within an office. Types 50-60 WPM minimum with good accuracy and takes shorthand at speeds from 80-100 WPM.

Secretary: Person who takes and transcribes dictation from one particular individual in an office. Types 50-60 WPM minimum with good accuracy and takes shorthand at speeds from 60-100 WPM.

Personal traits significant to workers in clerical and kindred groups:

Computing, recording, general clerical work - Persons with traits significantly and occupationally adaptable to this work such as:

Speed and accuracy in mathematical calculations; memory for detail; ability to concentrate; proficiency in spelling, punctuation, and grammar; good usage of language; reading comprehension; legible handwriting; neatness and orderliness; ability to sort, classify, and file alphabetical records; ability to follow instructions and directions of supervisors.

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
CLERICAL AND KINDRED WORKERS				
Accounting Clerks	.90	1.20 p/h	50.00	75.00 p/w
Billing Clerks (Accounts Receivable)	.75	1.25 p/h	50.00	75.00 p/w
Bookkeeper	1.00	1.60 p/h	60.00	90.00 p/w
Bookkeeping Machine Operator	1.00	1.25 p/h		
Clerk, General Office	.75	1.50 p/h	60.00	80.00 p/w
Dental-Medical Assistant	1.00	1.50 p/h		
File Clerk, Routine	.75	1.15 p/h	1.00	1.40 p/h
Payroll Clerk	1.00	1.75 p/h	55.00	90.00 p/w
PBX-Receptionist	.75	1.40 p/h		
Typist, General	.85	1.52 p/h	45.00	65.00 p/w
Bank Tellers	1.00	1.40 p/h	275.00	410.00 p/m
Personnel Clerks	.80	1.35 p/h		
Secretaries	1.00	1.80 p/h		
Stenographers	1.00	1.75 p/h		
Clerk, Credit and Collection	1.00	1.35 p/h	55.00	75.00 p/w
Cashier and Related Clerical	.85	1.35 p/h		
Proof Readers, Printing and Publishing	1.00	1.35 p/h		
Catalogers, Magazine	1.00	1.15 p/h		
Clerk of the Courts	195.00	208.00 p/m		

Symbols: p/h = per hour; p/w = per week; p/m = per month; p/a = per annum

SALES WORKERS

Sales workers demand and need a better education to fulfill their obligations to this occupation. Iowa had 70,945 sales workers in 1950. Hamilton County had approximately 455 in 1950. Today this county has increased its number of sales workers to about 490 with the largest increase in salesmen, general and insurance realtors.

The typical educational requirement for employment is high school graduation but, in some cases, college work, ranging from one year to graduate work is required. The most important secondary school education for this group of workers was the commercial and business, general, and college preparatory courses. This high school preparation was important in developing habits and appreciation and personal qualities and traits. The goals of a college education afford the necessary tools for expression of one's thoughts in speaking and writing plus sound judgement in decisive matters.

Personal traits significant to workers in the sales fields:

Public Contact Work: Persons with an occupationally significant combination of traits such as:
Attractive appearance, pleasant speaking voice; language facility and fluency; sensitiveness to the attitudes and reactions of others; tact; poise; persuasiveness; initiative; mental alertness; like and associate with people; mental ability to develop techniques of approach and conversation in order to secure desired responses.

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
SALES WORKERS				
Sales Clerks, General	.75	1.15 p/h	55.00	80.00 p/w
Salesmen, General			75.00	150.00 p/w
Salesperson, Clothes	.80	1.15 p/h	55.00	75.00 p/w
Salesperson, Auto Parts			55.00	75.00 p/w
Salesperson, Farm Implements			60.00	85.00 p/w
Salesperson, Furniture	42.50	57.50 p/w	50.00	80.00 p/w
Salesperson, Hardware	40.00	55.00 p/w	50.00	75.00 p/w
Salesperson, Sporting Goods			50.00	65.00 p/w
Salesman, Foundry Products			75.00	120.00 p/w
Salesman, Radio Broadcasting			75.00	110.00 p/w
Salesman, Advertising	45.00	67.50 p/w	60.00	100.00 p/w
Salesman, Investment			80.00	150.00 p/w
Salesman, Insurance			60.00	Unlimited %
Salesman, House to House	30.00	65.00 p/w	45.00	Unlimited %
Demonstrator, Food and Drink	1.00	1.25 p/h		
Auctioneer			75.00	150.00 p/w
Checkers, Grocery	.75	1.35 p/h	50.00	65.00 p/w
Salesman, Real Estate		5 to 7 percent of property sold		

Symbols: p/h = per hour; p/w = per week; p/m = per month; p/a = per annum

CRAFTSMEN, FOREMEN, AND KINDRED WORKERS

What does the craftsman demand of education, and what does the local economy demand of a craftsman?

The craftsmen include foremen, jewelers, opticians, toolmakers, printers, mechanics, machinists, and electricians plus many more occupations. The educational level completed by most craftsmen is typically high school graduation, with a considerable number having attended a college or trade school.

Questioned on the high school courses that they believed were best for craftsmen, the reply was: vocational industrial arts; college preparatory; commercial, or business; and general.

The craftsman believes that additional education would help toward his success and that high school helped his citizenship more than his ability to work. He regards on-the-job training, journeymen, and apprenticeship training as very helpful. The most important goals of college education for him, regardless of vocational choice, are ability to express his thoughts in drawing, writing, and speaking.

Personal traits significant to workers in crafts learner groups:

Persons with an occupationally significant combination of traits such as:

Craftsmanship; perseverance; patience, accuracy; respect for tools, equipment, and others; good judgement; ability to read or learn to read complicated blueprints and specifications; ability to plan sequences of operations and best methods of doing work; ability to learn operation and care of portable tools and stationary equipment; like to work with hands; manual and finger dexterity; eye-hand co-ordination; spatial discrimination; color vision; physical agility; mathematical ability to calculate quantities of material needed, allowances, and other characteristics of finished product.

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
CRAFTSMEN, FOREMEN AND KINDRED WORKERS				
Foremen, Any Occupation	44.00	62.50 p/w	65.00	110.00 p/w
Linemen, Apprentice and Junior Electrician, Power			285.00	375.00 p/m
Electrician, Building and Power			310.00	440.00 p/m
Lineman, Telegraph and Telephone			1.50	3.10 p/h
Serviceman, Electrical Appliances			1.58	2.98 p/h
Serviceman, Radio and Television			1.35	2.50 p/h
Powerhouse, Engineer (Light, heat, and power)			55.00	80.00 p/w
Farm Mechanic-Repairman			410.00	550.00 p/m
Furance Installer			55.00	75.00 p/w
Auto Body Repairman			60.00	85.00 p/w
Structural Steel Workers			60.00	90.00 p/w
Pipefitters, Learner to Journeyman			1.50	3.70 p/h
Plumbers, Learner to Journeyman			1.35	3.00 p/h
Carpenter, Rough and Helpers			1.40	3.00 p/h
Carpenters, Finish (Journeymen)			1.40	2.25 p/h
Cabinet Makers, Wood			2.00	3.25 p/h
Form Builders, Wood			1.50	3.00 p/h
Roofer, Wood and Asphalt			1.50	2.50 p/h
Bricklayer, Helper and Apprentice			1.25	2.50 p/h
Bricklayer, Journeymen			1.40	2.60 p/h
Tile Setter, Terrazzo			2.25	4.10 p/h
Cement-Concrete Finisher				4.50 p/h
Cement-Concrete Finisher, Helper			2.00	2.75 p/h
Plasterer, Journeymen			1.40	2.00 p/h
Plasterer's Helper			1.50	2.90 p/h
Chief Inspector, County Engineer			1.25	2.00 p/h
				4,800.00 p/a

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
CRAFTSMEN, FOREMEN AND KINDRED WORKERS				
Instrument Man, Surveying				4,500.00 p/a
Painter, Hand			1.50	1.75 p/h
Painter, Spray			1.50	1.90 p/h
Welder, Combination			1.40	2.95 p/h
Welder, Arc			1.45	2.50 p/h
Welder, Spot			1.58	1.90 p/h
Welder, Gas, Cutter			1.40	1.75 p/h
Sheetmetal Worker, Learner-Journeyman			1.25	2.10 p/h
Tool and Die Maker			1.50	3.00 p/h
Patternmaker, Wood and Metal			1.40	2.60 p/h
Molder, Floor, Gray Iron			1.40	1.95 p/h
Molder, Floor, Aluminum			1.55	2.10 p/h
Coremaker, Foundry			1.40	1.95 p/h
Bone Dresser, Meat Slaughtering	1.05	1.51 p/h	1.40	1.90 p/h
Meat Cutter, Retail Trade			60.00	100.00 p/w
Butcher, General Locker Plant			75.00	100.00 p/w
Inspector, Final Line	1.34	1.79 p/h	1.58	2.25 p/h
Linotype Operator, Journeyman			2.10	2.76 p/h
Job-Pressman, Kelly			1.40	2.45 p/h
Printer Helper	1.00	1.25 p/h	1.25	1.65 p/h
Cupola Tender, Foundry			1.40	1.95 p/h
Mixman, Helper, Ice Cream			1.00	1.40 p/h
Buttermaker, Dairy Products			65.00	85.00 p/w
Baker			60.00	110.00 p/w
Baker, Apprentice			55.00	75.00 p/w
Mechanic, Automobile			60.00	85.00 p/w
Mechanic, Truck			60.00	85.00 p/w

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
CRAFTSMEN, FOREMEN AND KINDRED WORKERS				
Mechanic, Diesel			75.00	100.00 p/w
Mechanic, Tractor (Farm)			60.00	85.00 p/w
Mechanic, Construction Equipment			75.00	100.00 p/w
Mechanic, Refrigeration			65.00	90.00 p/w
Cylinder Press Man			60.00	80.00 p/w
Inspector, Any Industry	1.00	1.61 p/h	1.50	2.30 p/h

Symbols: p/h = per hour; p/w = per week; p/m = per month; p/a = per annum

OPERATIVES AND KINDRED WORKERS

This group includes all types of machine operators from simple to very complex and heavy duty equipment operators.

The change in the make-up of the Iowa labor demands has been showing an ever increasing need for more machine operators. Mechanization in practically all types of industrial units has brought about a manpower requirement change. This requirement change points out the need for more trained machine tradesmen.

The training may in most cases come from enrollment in vocational trade schools, very few of which in Iowa teach the whole trade unit. The need is recognized for more vocational training schools to be established in all areas, either in conjunction with existing high schools or operated independently.

More and more industrial companies are moving or establishing in Iowa for the reason that land and transportation are more readily available. With this up-surge in manufacturing units migrating to Iowa and changing the whole labor outlook, it is apparent that young people should be supplied with information on machine trades and occupations for the future.

Personal traits significant to workers in machine trades learner groups:

Persons with an occupationally significant combination of traits as:

Ability to understand the functional nature of machines and to visualize how a part will function by observation of it.

Interest in mechanics, ability to read or learn to read complicated blueprints and to follow detailed specifications.

Ability to understand mathematics of angles and solids, respect for tools and equipment; accuracy, precision workmanship, manual and finger dexterity, eye-hand co-ordination, memory for details, alertness in attending many items simultaneously, spatial perception, judgement of speed and motion, ability to select and plan best operations and methods of performing work.

The higher paying jobs in machine trades are held by those who have had a good education, most generally high school, plus some actual trade school or apprenticeship training.

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
OPERATORS, MACHINES, MANUFACTURING INDUSTRY				
Machinist, Maintenance			1.70	3.00 p/h
Machinist, Machine Shop			1.50	2.90 p/h
Machinist, Helper			1.40	2.50 p/h
Tool and Die Maker, Machine Shop			1.50	2.97 p/h
Lay Out Man, Foundry			1.40	1.95 p/h
Patternmaker, Metal (Foundry)			1.40	2.20 p/h
Engine Lathe Operator			1.40	2.10 p/h
Screw Machine Operator			1.45	2.15 p/h
Turret-Lathe Operator			1.40	2.10 p/h
Milling Machine Operator			1.50	2.60 p/h
Tool Grinder, Machine Shop			1.50	2.60 p/h
Extruder Operator, Aluminum			1.60	2.50 p/h
Drop Hammer Operator, Forging			1.50	2.40 p/h
Power Shear Operator			1.60	2.35 p/h
Press Brake Operator			1.50	2.30 p/h
Forming Press Operator			1.50	2.25 p/h
Floor Assembler, Foundry			1.40	1.70 p/h
Punch Press Operator			1.57	1.82 p/h
Riveter, Hydraulic			1.40	1.70 p/h
Labeler, Machine			1.51	1.75 p/h
Assembler, Electrical Units			1.40	1.81 p/h
Progressive Assembler and Fitter (Agricultural Equipment)			1.51	1.90 p/h
Welder, Spot			1.57	1.87 p/h
Welder, Flash-Aluminum			1.45	1.65 p/h
Die Cast Machine Operator I			1.70	1.90 p/h
Die Cast Machine Operator II			1.60	1.75 p/h
Machine Operators, Unclassified			1.60	1.85 p/h
Permanent Mold Operators			1.60	2.50 p/h

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
OPERATORS, MACHINE-CONSTRUCTION INDUSTRY				
Truck Driver, General			1.25	2.00 p/h
Dump-truck Driver			1.25	2.25 p/h
Crane Operator			1.50	3.00 p/h
Dragline Operator			1.50	2.95 p/h
Bulldozer Operator			1.50	3.10 p/h
Patrol Operator			1.35	2.90 p/h
Truck Driver, Delivery, Light			1.00	1.50 p/h
Batch Mixing Driver, Concrete			1.40	1.75 p/h
Road Roller Operator			1.35	1.75 p/h
Motor Grader Operator			1.40	2.10 p/h
Scraper Operator			1.50	1.95 p/h
Concrete Mixer Operator			1.70	2.50 p/h
Back-Hoe Operator			1.40	1.90 p/h

Symbols: p/h = per hour; p/w = per week; p/m = per month; p/a = per annum

SERVICE WORKERS

Service occupations, which include cooks, waitresses, nurses aides, barbers, beauticians, etc., have steadily increased in Iowa and Hamilton County.

Entry jobs in service occupations generally require some high school, preferably graduation. High school curricula for these jobs may include: salesmanship; home economics; sciences, and some college preparatory courses.

Service workers can expect job opportunities by 1965 to be about 10-15% greater than in 1960.

According to statistics about one-third of all wage earners in the United States are women. About 30% of all married women in the United States are wage earners. There is no immediate indication that this situation will change. Therefore, many young girls will be wage earners even after marriage and raising a family.

Many of these young girls will train or should train for occupations as: beauticians, secretaries, typists, nurses aides, practical nurses, etc.

Personal traits significant to workers in the service group:

Cooking and Personal Service: Persons with an occupationally significant combination of traits such as: Ability to read and follow recipes; judgement and accuracy in measurements; ability to organize and plan work; memory for details, willingness to work in service environment; cleanliness; good health; manual dexterity; cheerful disposition; courtesy and alertness to the wishes of others.

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
SERVICE WORKERS				
Waitress(Counter and Club)	.75	1.00 p/h		
Cooks, Chefs	.80	1.25 p/h	1.25	2.00 p/h
Kitchen Helpers	.75	1.00 p/h	1.00	1.25 p/h
Dishwashers	.65	1.00 p/h	.75	1.05 p/h
Bartenders, Barmaids	.75	1.25 p/h	60.00	75.00 p/w
Barbers			60.00	90.00 p/w
Beauticians	50.00	80.00 p/w(some on %)		
Day Worker	.75	1.10 p/h	1.00	1.25 p/h
Laundress	.80	1.00 p/h		
Maid, Hotel and Motel	.60	1.10 p/h		
Maid, Ward, Medical Services	.75	1.00 p/h		
Soda Dispensers	.65	.90 p/h		
Car Hop, Curb Service Units	.60	.75 p/h		
Nurse, Practical	.75	1.10 p/h		
Orderly, Medical Service			.80	1.10 p/h
Nurses Aide, Medical Service	.80	1.00 p/h		
Fireman			285.00	395.00 p/m
Policeman			320.00	395.00 p/m
Patrolmen, Highway				4,450.00 p/a
Sheriff, County				600.00 rent
Sheriff, Deputy				4,292.50 p/a
Janitors	.75	1.25 p/h	1.00	1.65 p/h
Janitors, County and Municipal Buildings			3,000.00	3,900.00 p/a

Symbols: p/h = per hour; p/w = per week; p/m = per month; p/a = per annum

LABORERS GENERAL: UNSKILLED AND MANUAL LABOR GROUP

The manual and unskilled labor group includes many persons who were school drop-outs. By not completing their high school, they have been "pushed" into a group of workers where advancements and pay scales are low.

By 1970 the number of unskilled workers in the labor force will far exceed the demands since more and higher educational requirements will be demanded in all types of industries. There will be a steady decline during the 1960's for persons in this occupational group.

Many unskilled job opportunities are being replaced by machines which require less manpower but have increased productivity. The construction industry will probably change the least in the 1960's since it does require about the same number of unskilled workers for manual labor from year to year.

Personal traits of workers in the unskilled and manual labor groups:

Persons with an occupationally significant combination of traits as:

Limited education; physical agility and endurance; ability to do routine and simple work; manual and finger dexterity; ability to follow simple instructions and supervisor criticism; capacity for sustained work.

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
LABORERS, UNSKILLED WORKERS				
Laborers, Bake Products	1.00	1.54 p/h	1.25	1.67 p/h
Batter-mixer helpers				
Conveyor Beltman				
Dough Feeder				
Dough-mixer Helper				
Dough Weigher				
Rack Puller				
Tray Laborer				
Pan Cleaner, Hand				
Pan Racker				
Pie Filler				
Pie Labeler				
Utensil Washer, Hand				
Weigher				
				(Pay recorded above inclusive to this line)
Laborers, Can and Preserving	1.00	1.54 p/h	1.25	1.67 p/h
Cook Helpers				
Cooler Laborer				
Cutter, Hand				
Filling-Machine Operator				
Meat Trimmer, Hand				
Packer, Hand				
				(Pay recorded above inclusive to this line)

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
LABORERS, UNSKILLED WORKERS				
Laborers, Dairy Products	.75	1.35 p/h	1.00	1.40 p/h
Can Washer				
Cooler-man Helper				
Freezer-man Helper				
Bottle-filler Helper				
Bottle Washer, Hand				
Dumper Can				
Pipe Washer				
				(Pay recorded above inclusive to this line)
Laborers, Grain-mill Products			1.00	1.50 p/h
Batch-mixer Helper				
Bin Cleaner				
Conveyor Man				
Grain Elevator-man Helper				
Loader and Unloader				
Sacker				
Weight Checker				
Sack Stitcher				
				(Pay recorded above inclusive to this line)

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM

LABORERS, UNSKILLED WORKERS

Laborers, Meat Products	1.00	1.35 p/h	1.00	1.50 p/h
Laborers, Poultry				
Chicken Cleaner				
Live Poultry Cleaner				
Poultry Dresser				
Poultry Killer				
Poultry Packer				
Poultry Picker				
Turkey Cropper				
Turkey Racker				
Eviscerator				

(Pay recorded above inclusive to this line)

Laborers, Slaughter and Meat Packing	1.00	1.35 p/h	1.00	1.50 p/h
Beef Grader				
Meat Pusher				
Beef-Pork Weigher				
Chute Man				
Cooler Man				
Meat Hanger				
Meat Packer and Wrappers				
Pan Washer				
Scaler, Packing Floor				
Skinner, Beef and Pork				

(Pay recorded above inclusive to this line)

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
LABORERS, UNSKILLED WORKERS				
Laborers, Slaughter and Meat Packing	1.00	1.35 p/h	1.00	1.50 p/h
Bacon Wrapper				
Bologna Lacer				
Bone Sawyer				
Casing Flusher				
Cellophane Wrapper, Machine				
Chopping Machine Operator				
Cooker, General				
Ham Bagger				
Hide Salter				
Hide Trimmer				
Hoof Trimmer				
Lard Machine Operator				
Linker, Sausage				
Grinding Machine Operator				
Sausage Maker Helper				
Sausage Mixer				
Soaker, Hides				
Scalder, Pork				
Shackler, Pork				
Freezer Man				
		(Pay recorded above inclusive to this line)		
Laborers, Printing and Publishing	1.00	1.35 p/h	1.00	1.40 p/h
Binder, Hand				
Mailer				
Trimmer, Hand				
Take-off Man				
Folding Machine Operator				
		(Pay recorded above inclusive to this line)		

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM

LABORERS, UNSKILLED WORKERS

<ul style="list-style-type: none"> Laborers, Metal Working and Foundry Portable Grinder Operator Wire Brush Buffer Casting, Cleaner Chipper, Castings Shake-out Man Machinist Helper Drill Press Operator II Core Buster Coremaker Helper Foundry Laborer, General Ladle Man Molder Helper Pourer, Hand Ladle Sand Screener Sandblast Helper Drop Hammer Operator Furnace Man Laborer, Agriculture, Machinery Flame Cutting Machine Operator Painter Helper Masker, Paint Shop 			1.25	1.60 p/h
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(Pay recorded above inclusive to this line)

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
LABORERS, UNSKILLED WORKERS				
Laborers, Construction			1.25	1.60 p/h
Roofer, Helper, Asphalt				
Roofer, Helper, Asbestos				
Bricklayer, Helper				
Cement Handler				
Concrete Puddler				
Ditch Digger				
Flagman				
Grubber				
Jackhammer Operator				
Kettleman				
Laborer, Asphalt Paving				
Laborer, Concrete Mixing				
Plasterer, Helper				
Rigger, Helper				
Trackman, Section Hand				
				(Pay recorded above inclusive to this line)
Truck Driver, Helper			1.00	1.25 p/h
Laborer, Light, Power and Heat			1.00	1.45 p/h
Meter Installer				
Gas-meter Shopman				
Groundman-grunt				
Laborer, Gas Plant				
Lamp Cleaner, Street Lights				
Street Light Repairman				
				(Pay recorded above inclusive to this line)

OCCUPATIONAL GROUP	FEMALE		MALE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
LABORERS, UNSKILLED WORKERS				
Wireman, Helper			1.00	1.45 p/h
Street Cleaners				
Laborer, Waterworks				
Laborer, Sewage Disposal				
		(Pay recorded above inclusive to this line)		
Laborer, Retail Trades	.75	1.00 p/h	1.00	1.25 p/h
Stock Girl				
Stock Boy				
Package Carrier				
Furniture Packer				
		(Pay recorded above inclusive to this line)		
Laborer, Public Service			1.00	1.40 p/h
Laborer, Park Service				
Garbage Collector				
Snow Fence Erector				
Snow Removers				
Street Cleaners				
		(Pay recorded above inclusive to this line)		

YOUTH SURVEY SECTION

1. Counseling, Guidance, and Employment Services
 2. Summary of Findings from Follow-up Questionnaires
 3. Summary of Findings on Student Plans after Graduation
 4. Report of 1959 and 1960 Graduates of Webster City High School

COUNSELING AND EMPLOYMENT SERVICES FOR YOUTH:

The Iowa State Employment Service recognizes the need for planned and organized counseling and placement service for youth. Especially directed toward the youth who is not contemplating further educational training, this program provides a means through which the youth may choose a suitable vocational goal, plan for that goal, and can be given aid in exploration of occupational data, demand areas and occupations, types of requirements, and numerous other factors.

YOUTH NEEDS A VOCATIONAL PLAN:

Young people leaving school rarely know what jobs for which they are suited and have had little help in planning a career. While they find a job easily enough, a number of studies show that many change jobs eight times in the first year out of school, and that left to their own resources, they do not seek help from outside sources. The Employment Service objectives are to provide counseling and placement service to all those youths who are leaving school to enter the labor market and who have not already made vocational decisions and arranged for employment.

With the future so uncertain for most young people, they need an accurate idea of the kinds of work they can do best and a plan for getting into a suitable occupational field. The complexity of modern living necessitates planned programs of vocational counseling. Vocational guidance is a normal need of the average person. Many persons are dependent upon relatives and friends in securing assistance in choosing and obtaining suitable work. Increasingly this assistance requires professional knowledge.

The fact that people or individuals differ requires attention and technical knowledge of personal traits, abilities, skills, and occupational opportunities. Ability alone does not spell success in any one given position. The individual must also possess a certain amount of motivation which will ultimately measure to some extent his accomplishments in a specific field.

One of the difficulties most people face choosing life's work is insufficient exposure to the variety of opportunities open to them. A trial-by-error method of job choice is not the best method since there can be no true comparison or compatibility of the worker's skills, knowledge, and abilities with those required by the occupation.

Every young worker is faced with the decision of choosing life's work. Making this decision under changing times in Iowa calls for more active and dynamic consideration than might have been necessary when the scenes were changing less rapidly. Many rural youth will not find their places in farming. This does not mean that farming is something to be shunned. Farming operations have and will become more highly efficient, and fewer people are or will be needed to produce farm products. The present trend points toward ever expanding and larger operations by farmers. Mechanization of farm machinery to do more work in less man-hours with fewer workers has, and will in the future, bear directly on the cut-back in demands for farm labor.

This trend may astonish or bewilder many who are being reared on farms, enjoy farming, and want to remain on the farm. Many of the rural people will be seeking other off-the-farm jobs in farm-related occupations.

In most communities the P.T.A., service groups, churches, and youth organizations are interested in the placement and job adjustment problems of young workers. The counseling and placement of young people affects the community. Understanding, support, and participation of all interested community groups as needed are encouraged; providing a community with occupational and labor market information requires the combined efforts of all agencies. Neither the Iowa State Employment Service, the schools, nor any one civic group can do the job alone.

Counseling and placement serve a primary need for the youth who is leaving school, whether dropping out or graduating. Some high school graduates, particularly those with specialized training--for example, stenography or typing, need only direct placement service and labor market information.

The advantages of this service are:

1. A central location of job opportunities and current occupational and labor market information is available.
2. Employers contact the sources of labor supply. One source, the Employment Service, may encourage employers to take entry workers if they seem more suitable for openings when experienced workers are not available.
3. Young people may be exposed to more and better job opportunities through the local office where they have been assisted to develop a vocational goal and plan consistent with the results of counseling interviews and interest and aptitude testing.

The general purpose of the Cooperative School Program and the Employment Service Counseling and Testing Program is primarily to help and assist people choose, prepare for, enter upon, and progress in a suitable field of work based on abilities, skills, and knowledge on an individual basis.

Each year the Webster City Office of the Iowa State Employment Service conducts a cooperative counseling and testing program in school for seniors who indicate that they are entering the labor market immediately upon graduation. This program is primarily one of counseling and testing these youths to secure knowledge of their skills, abilities, and knowledge. Employment counseling, interpretation of test results, and supplying information is then continued until graduation--many times subsequent to graduation. This program does not take the place of a planned school guidance program but supplements the student's required information on manpower needs, shortage occupations, occupational outlook, and labor market information at the local, state, and national levels.

The student receiving this service can ascertain a vocational goal and plan for reaching that goal. The Employment Service Counselor provides occupational pattern information which is reflected by the individual's test scores. The student is given information on where to seek work and what type of work is most readily available in line with his or her skills and abilities. Of course, the ultimate goal is the satisfactory placement of youth in suitable work commensurate with his vocational goal and plan.

The type of information most frequently given in employment counseling interviews is:

1. Information on employment opportunities; trends by occupation, industry, and geographical areas; job duties; machines and tools used; physical, personal, aptitudinal, and skill and knowledge demands.
2. Training facilities information and services available through other agencies.
3. Interpretation of information derived from individual analysis; test results; relating education and experience to job requirements, etc.

A recent survey conducted by the Iowa Department of Public Instruction shows a total of 29,423 graduates for Iowa in 1960. Forty-seven percent of the 1960 graduates indicated enrollment in schools and colleges of higher education as compared to forty-four percent for 1959. More than thirty-five percent (10,398 students) indicated enrollment in a four-year college or junior college. More than twelve percent (3,413 students) enrolled in trade, business, technical, and nursing schools. Five percent (1,483 students) indicated enlistment in the military services.

The data is indicative of the need for supplying more occupational and guidance information to the youths of Hamilton County. The small percentage indicating attendance at a trade school shows the need for more specific information on machine trades, crafts, and the trends indicated for the sixties. The number of students indicating that they had "jobs" on farms after graduation is significant in relationship to the known fact that farm labor needs are declining each year.

The survey data accumulated for this report was compiled from local office records which included follow-up questionnaires mailed to all seniors included in our cooperative school program. The local office included a total of 118 seniors in Hamilton County, or 43% of the total seniors in its cooperative school program for 1960 graduates. This total included 63 girls. The schools represented in this survey include: Blairsburg, Kamrar, Williams, Ellsworth, Jewell, Randall, Stratford, Stanhope, and Webster City.

The follow-up questionnaires were mailed to all 118 students with 54 responding--37 female and 17 male students. The completed questionnaires indicated that, after some students had been informed of the labor market and the requirement outlook, they decided to take further training, although not in the trades area.

The survey indicated that more rural youths are leaving the farm to seek other employment each year. This group presents one of the largest problems in orientation and information on the needs of the area. The primary need recognized in this rural youth group is to provide more information to the youth and his family about the changing manpower requirement for the sixties. Occupational, labor market, and educational information must be provided these youths before they leave high school for insight into making a sound and logical vocational choice to be realized.

Many of these rural youths will take jobs which are farm-related occupations. These will not be actual jobs on the farms but will deal primarily with agriculture and agricultural products.

What are some of the farm-related occupations which are available with the commensurate skills, abilities, and training?

First of all, they may consider the direct-relationship jobs such as: farm machinery set-up men; grain and mill workers; fertilizer plant workers; produce workers; hatchery workers; egg and cream buying stations; livestock and machinery sale barns; and many more jobs in the semi-skilled and unskilled classifications.

The jobs may be in the more skilled or technical fields of work in agriculture-related industries such as: farm newsmen; farm managers; farm foremen; poultry blood testers and cullers; agricultural aides; biological aides; field and regional supervisors; soil conservation agents; extension service; and kindred workers.

In the professional field many related occupations may be available with proper educational training, skills, and abilities such as: chemists; chemical assistants; agricultural products buyer; county agents; home economists; veterinarians; agronomists; soil scientists; horticulturists; foresters; animal husbandrymen; dairy technologists; biologists; botanists; zoologists; entomologists; bacteriologists; pharmacologists; geneticists; agriculture economists; agriculture business relations men; market-research analysts; statisticians; and many more.

The survey indicated the magnitude of the problems confronting the student graduating from high school and seeking work in this fast changing labor market. Many indicated that they desired to stay on the farm or in their particular locale--this means manpower changes, requirements, etc., are needed. Many rural youths were placed in unskilled occupations where advancement, job security, and wages were unsatisfactory. The youth's incentive to achieve a vocational goal in direct line with his potential or accomplished abilities, skills, and knowledge has to be encouraged. This encouragement must come through proper informative materials, not only to the youth and schools, but to the general public and the rural families. Many rural youth still do not comprehend the vast necessity for advanced education and that farm labor needs are diminishing and will continue to diminish. The rural youth, even though he intends to remain on the farm as an operator, will certainly need diversified training to develop all his skills and abilities to function efficiently and profitably.

The survey is broken down into three definite categories to indicate the differences as indicated by the questionnaires depending upon rural or urban residence and knowledge of local labor market requirements.

1. **Rural Farm Youth** means those students located in Hamilton County with a rural route address from any town or city serviced under the school program by the Iowa State Employment Service.
2. **Rural Non-Farm Youth** means those students located in Hamilton County with an established residence in the corporate limits of another town or city other than Webster City.
3. **Urban Youth** means those residing within the corporate limits of Webster City only.

RURAL FARM FEMALE

Present Job	Date Started	Employer	Business	How Job Secured	Satisfied W/Job		Other Jobs	Name of School Attending	Date Entered	Type of Courses	Military	Date Entered
					Yes	No						
Typist	6-1-60	Look Mag.-Des Moines	Publishing	D		X						
Gen. Clerk	6-21-60	State Farm Ins-Jewell	Insurance	ES	X			Waldorf College	8-8-60	Journalism		
Typist	6-10-60	Quaker Oats-Ft. Dodge	Grain	D	X							
Bookkeeper	7-26-60	McComb Motors-Blairsburg	Car Sales	D	X							
Laborer	8-1-60	Coop Turkey-Ellsworth	Poultry	D		X		Got married				
--					--		Typist	" "				
Waitress	7-4-60	Cafe-Jewell	Cafe	FR	X		Typist					
--					--		Typist					
Wind Trim	6-8-60	Newberrys-Webster City	5 & 10	SC		X		AIB	6-13-60	Stenography		
Waitress	6-10-60	Hotel Willson-Webster City	Hotel	ES	X		Housework					
Waitress	8-1-60	Minute Cafe-Webster City	Cafe	ES	X		Baby Sitting					
Secretary	6-1-60	ISU Vet Lab-Ames	Government	ES	X		Typist					
Bookkeeper	6-1-60	Farmers Bank-Webster City	Finance	ES	X							
--							Housework	W.C. Junior College	8-29-60	Teaching		
Laborer	7-1-60	Coop Turkey-Ellsworth	Poultry	D	X		Waitress					

RURAL FARM MALE

Laborer	8-19-60	Coop Turkey-Ellsworth	Poultry	REL	X		Farming					
Laborer	7-15-60	ASC-Webster City	Government	REL	X		Farming	Morningside	9-14-60	Music		
Laborer	7-15-60	Coop Turkey-Ellsworth	Poultry	ES	X		Farming					
Laborer	8-8-60	Coop Turkey-Ellsworth	Poultry	ES	X		Farming					
Laborer	6-4-60	Forresters-Webster City	Dairy	ES	X		Farming					
Farmhand	5-1-60	Hemphill-Ellsworth	Farm	D	X		Farming					
--							Farming				Navy	6-10-60
--							Farming	Conservation School	5-30-60	Forestry		
--							Farming	la. St. University	9-12-60	Ag. Business		

RURAL NONFARM FEMALE

Present Job	Date Started	Employer	Business	How Job Secured	Satisfied W/Job		Other Jobs	Name of School Attending	Date Entered	Type of Courses	Military	Date Entered
					Yes	No						
Librarian	6-21-60	Library-Eagle Grove	Library	SC	X			E. Grove Jr. College	8-31-60	Home Ec		
--								Ia. Methodist Hospital	8-12-60	Nursing		
Secretary	5-30-60	Lumber Yard-Williams	Retail Lumber	REL	X			Mercy Hospital	9-11-60	Nursing		
--												
Bookkeeper	5-23-60	Forresters-Webster City	Dairy	ES	X			Ellsworth Jr. College	9-6-60	Bus. Adm.		
--								Iowa University	8-20-60	X-ray Tech.		
Sales Clerk	6-6-60	Grahams-Webster City	Dairy	ES	X							
Waitress	6-15-60	Morrison Cafe-Duncombe	Cafe	FR		X	Sales					
Assembler	6-6-60	Globe Union-Ft. Dodge	Factory	ES	X		Sales					
Nurses Aide	6-1-60	Clarion Hosp.-Clarion	Hospital	D	X		Aide					
--								Am. Sch. of Beauty	10-3-60	Beautician		
File Clerk	6-18-60	Farm Bureau-Des Moines	Insurance	Pvt. A			Typist					

RURAL NONFARM MALE

--							Laborer				Navy	7-15-60
--							Janitor					
Laborer	7-5-60	Coop Turkey-Ellsworth	Poultry	ES	X		Farming	Ellsworth Jr. College	9-6-60	Commerce		

URBAN FEMALE

Present Job	Date Started	Employer	Business	How Job Secured	Satisfied W/Job		Other Jobs	Name of School Attending	Date Entered	Type of Courses	Military	Date Entered
					Yes	No						
Stenographer	6-4-60	Crosley-Boeye-Webster City	Insurance	ES	X		Clerk					
Tele. Opr.	8-31-60	N W Bell-Webster City	Telephone	FR	X		Sales Clerk					
Rec. Wkr.	6-10-60	Wisconsin Dells	Recreation	D		X	Sales Work					
Sales Clerk	6-17-60	Davis Bakery-Webster City	Bakery	ES	X		Clerk					
Tele. Opr.	5-31-60	N W Bell-Webster City	Telephone	D	X		Waitress					
Waitress	P-T 1 yr.							Stephens College	9-12-60	Liberal Arts		
File Clerk	6-17-60	Rocky Mt. Bank-Denver	Bank	D	X		Sales Clerk					
<u>URBAN MALE</u>												
-- Laborer	5-23-60	Smith Const.-Webster City	Construction	ES	X		Laborer				Marines	6-20-60
-- Laborer	7-16-60	Freeman Journal-Webster City	Paper	ES	X		Laborer				Marines	6-20-60
--							Laborer				Marines	6-20-60

Survey taken 6 months after graduation; follow-up questionnaires sent to all students included in cooperative school program in Hamilton County (118 students). Total number responding to follow-up was 54 students. This survey is inclusive of seniors graduating in 1960 from the 9 schools in Hamilton County with a total senior enrollment of 291 for that year.

Code to symbols under "How Job Secured": D--Direct Application; ES--Iowa State Employment Service; FR--Friend; REL--Relative; SC--School; Pvt. A--Private Employment Agency.

MILLIONS OF NEW WORKERS WILL LACK A HIGH SCHOOL EDUCATION:

It is estimated by the Bureau of Labor Statistics that about 7.5 million youths entering the labor force during the 1960's will not have completed high school. Hamilton County has a considerable number of drop-outs, but actual figures are not available. The Bureau's estimate of drop-outs is comparable to the whole mass of New York City.

One-third of the drop-outs quit school before completing the 8th grade; nearly 2 out of 3 never even entered high school (10th grade).

School drop-outs get the lowest level jobs and also experience more unemployment than high school graduates. Bureau of Labor statistics studies comparing the work experience of the two groups show that drop-outs tend to get lower paying service and laboring jobs, where graduates get office and sales jobs, as well as apprenticeships and other on-the-job training opportunities.

This points to the great need for persuading youngsters to stay in school and for schools and other agencies to provide vocational counseling even before the 8th grade.

As we move into the 1960's, drop-outs will be more and more handicapped in competing for more desirable jobs because of the greater availability of graduates and shrinking job opportunities for partially educated workers.

Drop-outs present a special challenge to communities, schools, and employers.

The percent of drop-outs by highest grade completed indicates about 39% in their 10th or 11th grade; 31% at the 8th grade or less; and 30% at the 9th grade.

The kind and amount of education young persons receive affects their life-time careers. Those with considerably less education fall into semi-skilled, unskilled, service, and farm workers. Those with high school and above fall into professional, technical, managerial, clerical, sales, and skilled categories.

Young workers will have challenges throughout the coming years. They will need to prepare themselves for a rapidly changing and more complex work world with keen competition for better jobs. This means more education and training and points out the need for even better guidance and counseling.

Although school enrollments will continue to increase significantly and 70% of the new young entrants in the labor force will be high school graduates or better, this still means that millions of young workers will not have had a high school education.

CAREER INDICATIONS OF HIGH SCHOOL SENIORS IN HAMILTON COUNTY:

<u>Year of Graduation</u>	<u>Total # of Seniors</u>	<u># of Labor Entrants</u>	<u>Business Schools</u>	<u>Technical Schools</u>	<u>Trade Schools</u>	<u>College</u>	<u>Have Job</u>	<u>Undecided</u>	<u>% Included in Coop Program</u>
June-1961	306-167	129-69	24	30	12	78	30	3	43%
June-1960	291-154	118-63	21	27	15	65	38	7	45%
June-1959	289-133	94-49	20	21	12	59	43	20	49%
June-1958	264-135	93-52	OTHER INFORMATION NOT AVAILABLE						

In columns "Total # of Seniors" and "# of Labor Entrants", the figure listed first indicates the total number, and the second figure indicates the number of female. The number of persons listed in the column "# of Labor Entrants" indicates the number of counselees included in our School Cooperative Counseling and Testing Program. In 1958 and 1959, this does not represent all of those who were entering the labor market.

The number of persons indicating college includes any 4-year college and junior colleges. The number indicating business schools represents those who had enrolled in any accredited school beyond high school which prepares a student for business or commercial work. Technical schools indicate those enrolled in any school which prepares students for technical work as: medical technicians; technologists; laboratory technicians; X-ray technicians; IBM schools; barbers; and beauticians. Trade schools include those enrolled primarily in a school which prepares a student for a craft or machine trade.

The number of students indicating that they have a job after graduation includes all who will not enter a college, trade, technical or business school and who will be employed without further placement assistance. Some of these students have indicated that they will live with their rural families and assist in farm work; others have already applied for and secured jobs commensurate with their skills, knowledge, and abilities.

The percentage shown in the last column as included in our Cooperative School Program represents the number given the General Aptitude Test Battery and Employment Counseling in agreement with each of the participating schools in Hamilton County.

The Webster City Office of the Iowa State Employment Service covers a 2-county area including Hamilton and Wright counties.

The total number of schools in both counties as of September, 1960, was 15, with 9 of those in Hamilton County. The local office, under the program and in cooperation with the participating schools, served 11 of these 2-county schools. The service is composed primarily of testing, employment counseling, and placement activities for those seniors who are actually entering the labor market upon graduation. The total number of seniors in the 9 Hamilton County schools served for 1960-61 was 306 with an anticipated increase to 360 by June, 1962. During the 1960-61 school year, 43% of the seniors in Hamilton County schools indicated entrance into the labor market and were included in the school program. By the 1960-61 school year, this is expected to rise to 45% or over. The number of students indicating further training will rise by 1961 to approximately 49% of the total number of seniors graduating.

The 2 charts immediately following this narrative are actual reports compiled by the officials of the Webster City High School for the graduates of 1959 and 1960.

The increase in total number of seniors is indicative of the rise in the rate of births in postwar years immediately following World War II.

The largest and most significant change from 1959 to 1960 was in the number of seniors who enrolled in a 4-year college. This number more than doubled in 1960. Junior college enrollments remained comparable in the 2 years.

Perhaps the most visible factor is the lack of enrollment by students in trade schools. Throughout these 2 years, it has been a known factor that more machine tradesmen have been in demand. Yet, from this report, the enrollment is practically nil-- the one student who did enroll in a trade school did so out of Iowa. This points out the need for more information to students on the occupational changes and the requirements by industries for more workers in machine trades. We may note that many of the unskilled workers and unemployed youngsters rank in the lower 50% of the class. This may be indicative that not enough information was supplied to these students, for those in this lower class may have been very suitable for training in machine trades.

Those enrolling in a technical school actually decreased from 1959 to 1960 which indicates a dire need for more information on occupations requiring technical training and skills.

It appears that apprenticeship programs for this county and the state of Iowa need to be expanded. Skilled craftsmen, according to the latest projection for the sixties, will be in short supply. More apprenticeship programs will enable young people to enter programs in bricklaying, carpentry, molding, patternmaking, masonry, electricity, etc.

An alarming factor is the number of students who ranked in the upper 50% of their class, but who were employed in unskilled jobs. Here again, the problem may be the lack of information and guidance for these young people to select a sound vocational goal.

Total number of graduating seniors in class of 1959-60: TOTAL 155 BOYS 73 GIRLS 82

The following number of graduating seniors enrolled in the following types of schools or other training.

TYPE	IN STATE		OUT OF STATE		TOTAL	RANK IN CLASS	
	BOYS	GIRLS	BOYS	GIRLS		UPPER 50%	LOWER 50%
4-Year College	12	11	7	5	35	26	9
Junior College	25	18	0	0	43	31	12
Business School	0	2	0	1	3	2	1
Trade School	0	0	0	0	0	0	0
Technical School	0	2	0	0	2	1	1
Apprenticeship	0	0	0	0	0	0	0
Nursing Education	0	8	0	0	8	6	2
Workers--Labor Entrants Skilled	0	0	0	0	0	0	0
Unskilled	14	28	0	1	43	11	32
Unemployed	0	6	1	0	7	1	6
Military	0	0	14	0	14	0	14
TOTAL	51	75	22	7	155	78	77

Total number of graduating seniors in class of 1958-59: TOTAL 130 BOYS 72 GIRLS 58

The following number of 1959 graduates enrolled in the following types of schools or other training.

TYPE	IN STATE		OUT OF STATE		TOTAL	RANK IN CLASS	
	BOYS	GIRLS	BOYS	GIRLS		UPPER 50%	LOWER 50%
4-Year College	9	2	2	2	15	13	2
Junior College	29	12	0	0	41	26	15
Business School	0	1	0	0	1	0	1
Trade School	0	0	1	0	1	0	1
Technical School	0	4	0	0	4	3	1
Apprenticeship	0	0	0	0	0	0	0
Nursing Education	0	1	0	0	1	1	0
Workers--Labor Entrants Skilled	0	3	1	0	4	2	2
Unskilled	19	15	3	0	37	11	26
Unemployed	1	15	0	1	17	9	8
Military	0	0	7	2	9	2	7
TOTAL	58	53	14	5	130	67	63

INFORMATION AND DISTRIBUTION

Young workers will be flooding the labor market during the sixties. They have an increasing need for information and knowledge of changing manpower requirements, occupational group demands, educational requirement changes, social-economic changes and numerous other data.

What type of information and how to distribute information for use by the youth of Hamilton County is a question requiring an answer.

A step in the right direction to provide material for youth is the pamphlet, "Are You Looking Into Your Future", which is published by the United States Department of Labor. This type of material is needed and should be made available, not just on a limited basis, but in such quantities that it could actually "saturate" the area of guidance for youth.

We need to prepare and publish more data on local area information concerning manpower changes, occupational and wage information, and other vital factors which may affect the youth's vocational choice. Rural youths' needs for informative materials are quite different from those of urban youth. The rural youth is not in direct contact, nor familiar, with the different types of work available in his area. The proper perspective and insight into the vast number of problems faced by all young people, especially rural youth, must be delivered to all persons concerned. Our agency must be able to work very closely with other youth organizations and agencies such as the Extension Service, P. T. A. groups, schools, etc.

It is recommended that agencies, community groups, and organizations interested in the welfare of youth form a better working relationship through which such information from all sources may be supplied to both adults and youth. Perhaps a definite and planned orientation with films, charts, and other devices can be developed for presentation.

The various organizations and agencies within a community should strive to inform the parents, teachers, and other interested leaders of the community of the problems which will face youth in the next decade. Perhaps regular adult group meetings can be held to propagate material essential to the changing requirements of this community as compared to state and national levels.

The distribution of this material will need planning, organization, and supervision. Distribution of informative material must have the magnitude to teach all people for whom it is intended. All material must be planned, written, and guided toward a single goal--that of properly informing people of the changes anticipated during the sixties. The material must be written on the readership level of those who will be receiving the material.

RECOMMENDATIONS FOR BETTER SERVICE TO ALL YOUTH:

1. Furnish more specific labor market, occupational and wage, and manpower requirement information.
2. Furnish information on specific educational requirements in all occupational groups and information on available training.
3. Plan separate units of information for rural and urban youth based on necessity indicated for planning a vocational goal. Urban youth are more abreast of the existing trends in the local labor market area.
4. Earlier orientation of students, perhaps in the freshman or sophomore year, with subsequent sessions scheduled for new information. Use of regular group guidance sessions primarily to inform youth.
5. Participation with other agencies, community groups, and organizations in promotional services for youth. Primarily, the need is indicated for more participation with agencies and groups with respect to migration of youth.
6. Plan a program designed specifically for the parents of youth both in the urban and rural areas. Informing the parent many times may strengthen the insight of youth into making a wiser vocational choice.
7. Inform community leaders and groups of the need for vocational training in high schools or establishment of trade schools. Secure better employer relations for cooperative on-the-job training.

SOURCES OF INFORMATION: Manpower Challenges of 1960's--Department of Labor
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Iowa State Employment Service, Webster City, Iowa