

Em 17/

ES



employment and unemployment  
 hours and earnings  
 labor turnover  
 unemployment insurance  
 employment security activities

February 1975

**IOWA  
 EMPLOYMENT  
 SECURITY  
 COMMISSION**

Research & Statistics Department

**1000 East Grand Avenue  
 Des Moines, Iowa 50319**

Commissioners

Abe D. Clayman  
 George A. Lundberg  
 Colleen P. Shearer

Since this publication now covers the broad spectrum of the labor market, its title has been changed from *Iowa Employment and Earnings* to *Iowa Labor Market*.

# Iowa's Valuable Source of Manpower

March 9-15 will be observed nationwide as Employ the Older Worker Week. Iowa will participate in the observance, emphasizing that older workers are one of the state's more valuable sources of manpower. Iowa boasts that 38.3% of its citizens are 40 years of age and older. Indeed, the percentages of senior workers in Iowa's labor force are even greater: 61.2% of the men are past 40 as are 50.4% of the women.

These senior workers are in every segment of employment, esteemed by employers because of their years of experience, skills, dependability and good judgment.

In fact, take away the older workers and Iowa's labor market would be in big trouble. The labor market's preponderance of older workers presents a basic truth: they are substantially important to the state's economy.

Nearly 37 million workers between the ages of 40 and 64 were counted in the national labor force in 1972. This group had a below average unemployment rate. Yet when older workers lost their jobs, they often faced above average difficulty in finding new employment. Almost overnight, they became "employment risks."

There was no rhyme or reason to explain the altered image between the employed and unemployed older worker. Although protected under the Age Discrimination in Employment Act, the stigma of long periods of looking for work remained.

And remains today.

### Remedial Action

To help combat the dilemma facing unemployed workers, several forces are at work. One is Employ the Older Worker Week, recognizing that these workers are conscientious, loyal and hard-working. They show a minimum of absenteeism and are not prone to job hopping. And contrary to popular belief, they are readily trainable, learning new skills easily and quickly. These are qualities no employer can afford to overlook.

Employ the Older Worker Week stresses the importance of senior employees in every economic level and strongly

urges employers to recognize their worth and hire them.

### Other Forces

Across Iowa, special programs are aiding in the employment of older workers. Many are affiliated with the State Employment Service (ES) and are funded at federal, state or local levels or a combination of these. Some of the programs include:

A Department of Labor (DOL) contract with the American Association of Retired Persons and the National Retired Teachers Association in Iowa (AARP/NRTA) that is employing Iowans 55 and older to do statewide preparatory work to implement the federal Environmental Pesticide Control Act. All Iowa ES offices are participating in this program.

A demonstration project is under way at **Fort Dodge** to improve ES services to older workers. Iowa was one of 10 states selected for the project. The program was contracted between the National Council on Aging (NCOA) and DOL.

In **Cedar Rapids**, a special program concentrates on finding jobs for older workers. A retired ES interviewer, hired by the Lynn County Board of Health through the Iowa Council on the Aging, is successfully placing these workers, particularly in part-time work . . . And in **Davenport**, ES interviewers each "adopt" an older worker until that worker is placed.

Project Concern in **Dubuque** has been active at the ES office for several years. The program is funded by city, county and state as a service of the area office of the Council on Aging and uses volunteers part-time to help place older workers on jobs.

And there are others—several others. Each emphasizing the basic truth that it pays to hire older workers. In each program—as during Employ the Older Worker Week—special characteristics are stressed: experience, skills, dependability, good judgment, low absenteeism and trainability.

And employers wanting these characteristics in their employees are hiring older workers . . .



# labor market briefs

**Table I - Iowa Nonagricultural Employment 1/**

	(by place of work)			Change From:	
	Thousands			Dec.	Jan.
	Jan. 1975	Dec. 1974	Jan. 1974	to Jan. 1975	to Jan. 1975
TOTAL NONAGRICULTURAL.....	992.1	1,015.9	958.9	-23,800	33,200
MANUFACTURING.....	243.1	248.0	241.1	-4,900	2,000
Durable Goods.....	153.2	156.2	149.1	-3,000	4,100
Lumber & furniture.....	9.1	9.3	9.6	-200	-500
Stone, clay & glass products.....	6.2	6.7	5.8	-500	400
Primary metal industries.....	9.0	9.4	9.0	-400	0
Fabricated metal products.....	17.7	18.1	17.2	-400	500
Machinery (except electrical).....	65.4	66.0	61.5*	-600	3,900
Farm machinery.....	31.9*	32.4*	30.2	-500	1,700
Construction & related machinery.....	19.8*	19.7*	17.5	100	2,300
Electrical equipment & supplies.....	26.4	26.7	26.3	-300	100
Transportation equipment.....	8.9	9.2	7.2	-300	1,700
Other durable goods 2/.....	10.5*	10.7*	12.4	-200	-1,900
Nondurable Goods.....	89.8	91.8	92.0	-2,000	-2,200
Food & kindred products.....	49.2	50.7	50.6	-1,500	-1,400
Meat products.....	24.6	25.9	25.8*	-1,300	-1,200
Grain mill products.....	11.1	11.2	11.2	-100	-100
Bakery products.....	2.9	2.9	3.1	0	-200
Apparel & other textile products.....	3.9	4.1	4.0	-200	-100
Paper & allied products.....	3.6	3.7	4.2	-100	-600
Printing & publishing.....	14.6	14.7	14.6	-100	0
Newspapers.....	6.6	6.6	6.5	0	100
Chemicals & allied products.....	6.8	6.8	6.5	0	300
Rubber & plastics products, nec.....	9.5	9.6	9.9	-100	-400
Other nondurable goods 3/.....	2.3	2.4	2.2	-100	100
NONMANUFACTURING.....	749.0	767.9	717.8	-18,900	31,200
Nonmetallic mining.....	2.5	2.9	2.4	-400	100
Contract construction.....	43.0	48.7	36.8	-5,700	6,200
Transportation & public utilities.....	55.0	55.8	54.1	-800	900
Railroad transportation.....	9.3	9.4	9.1	-100	200
Communication.....	13.2	13.2	13.1	0	100
Electric, gas & sanitary services.....	10.4	10.5	10.2	-100	200
Wholesale & retail trade.....	242.5	251.4	230.9	-8,900	11,600
Wholesale trade.....	50.7	50.3*	47.5	400	3,200
Retail trade.....	191.9	201.1	183.4	-9,200	8,500
Retail general merchandise.....	29.7	33.7	28.7	-4,000	1,000
Finance, insurance & real estate.....	46.5	46.7	45.3	-200	1,200
Banking.....	15.5	15.5	14.9	0	600
Insurance carriers & agents.....	18.4	18.5	18.1	-100	300
Services.....	169.7	171.8	163.1	-2,100	6,600
Medical & other health services.....	54.3	54.3	51.1	0	3,200
Government.....	189.9	190.6	185.1	-700	4,800
Federal government.....	20.3	20.4	19.6	-100	700
State government.....	45.8	46.2	44.2	-400	1,600
Local government.....	123.7	124.0	121.3	-300	2,400
Persons Involved in Labor- Management Disputes.....	1,600	2,000	200	-400	1,400

1/ Revised to most current information available at publication. Data include all full and part-time wage and salary workers employed during the week containing the 12th of the month. Proprietors, self-employed, domestic workers and the armed forces are excluded. Detail may not add up to total due to rounding. (March, 1974 benchmark levels)

2/ Includes ordnance & accessories, instruments & related products and miscellaneous manufacturing.

3/ Includes textile mill products, petroleum & coal products and leather & leather products.

\* Strike

**EMPLOYMENT** in Iowa fell over the month . . . spurred by seasonal decreases and economic conditions . . . dropping 23,800 under the December level. December to January is historically a time of seasonal employment decline . . . but the magnitude of the current decline is clearly beyond that of more stable times. Downturns in manufacturing employment stemmed from economic layoffs and seasonal decreases. Primary metals' employment losses were almost solely caused by economic separations . . . fabricated metals, electrical equipment and transportation combined layoffs and seasonal cutbacks . . . while lumber and furniture and stone, clay and glass were affected only by seasonal drops. Strike activity hampered other durable goods. Nonmanufacturing fell 18,900 below the December employment count . . . with two of the largest losses—in trade and services—seasonal but greater than normal. Contract construction decreases were not unusually massive for the time of year.

**UNEMPLOYMENT** gained substantially in January . . . up 18,800 from December . . . leveling at 64,800 jobless Iowans. The state's **UNEMPLOYMENT RATE** for January was projected early in February as 5.1% of the labor force . . . and remained unchanged with the later addition of labor market factors. At this writing, Iowa's January rate of 5.1% will clearly be one of the lowest in the nation . . . with only Kansas showing a lower rate: 4.2%. Noteworthy is the fact that from April through December 1974 Iowa has consistently had the nation's lowest jobless rate . . . counting a tie with Wyoming (3.2%) in July.

**UNEMPLOYMENT INSURANCE** payments broke all existing records . . . reaching a grand total of \$7,297,457 . . . of which \$6,875,879 came from the state UI program . . . and \$421,578 from federal programs UCX and UCFE. The state UI program alone represented 101,439 weeks of insured unemployment . . . compared to a higher total of 101,960 weeks registered in March 1971 . . . when \$5,416,242 was paid to Iowa's jobless. January's weekly average payment was \$67.78 . . . and in March 1971 the average weekly payment was \$53.12. The current UI payments had 39% going to manufacturing workers . . . 30% to construction workers . . . 16% to trade workers . . . with the remainder widely distributed. During the survey week, a count of 31,418 claims were filed . . . an increase of 13,743 over the previous month . . . with all industries and occupations sharing in the gain.

In **HOURS and EARNINGS**, total private weekly earnings average fell . . . influenced by manufacturing industries . . . while nonmanufacturing remained unchanged. Durable goods lost hours . . . due in part to less overtime . . . but cuts in the workweek went beyond overtime. In particular, on a weekly basis, lumber and furniture was off 3 hours . . . stone, clay and glass was down an hour and 24 minutes . . . primary metals down 3 hours and 6 minutes . . . and fabricated metals reported 54 minutes less work. In nondurables, some increases . . . food and kindred products added hours and upped hourly earnings to boost average weekly earnings to \$235.76.

Compared to a year ago, **TURNOVER** rates reflect the current economic situation . . . total accessions, including new hires, down and total separation rate up . . . quits are off and layoffs rising to 4 times the year ago figure. Essentially no change from December . . . with a real indicator of a worsening condition stemming from comparisons with last year's figures.

**WHAT'S UP AHEAD?** . . . Iowa is in relatively "good shape" compared to the bulk of the nation . . . despite a marked increase in the unemployment rate from December, a generally optimistic long range outlook prevails . . . predicting a "leveling off," an improved situation come spring. However, we have no crystal ball—and strongly suggest a careful check daily on economic developments.



**Table II - Civilian Labor Force by Place of Residence  
(Thousands)**

	Iowa			Cedar Rapids			Council Bluffs			Davenport			Des Moines			Dubuque			Sioux City			Waterloo - Cedar Falls		
	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974
Resident Civilian Labor Force 1/.....	1,279.8	1,294.0	1,219.4	77.6	78.8	74.6	37.6	40.1	38.8	68.6	69.2	66.0	162.3	163.8	155.3	42.1	42.7	40.2	54.0	54.5	52.4	60.5	61.9	58.4
Resident Unemployed.....	64.8	46.0	45.5	3.0	2.1	1.7	2.6	1.9	1.4	3.2	2.3	2.0	7.4	5.6	5.6	2.1	1.6	1.4	2.8	1.7	1.7	2.6	1.9	1.7
Percent Unemployed.....	5.1	3.6	3.7	3.8	2.7	2.2	6.9	4.8	3.5	4.7	3.3	3.0	4.5	3.4	3.6	4.9	3.8	3.4	5.3	3.1	3.2	4.3	3.1	2.9
Resident Total Employment 2/1.....	1,214.9	1,248.0	1,173.9	74.6	76.7	72.9	35.0	38.2	37.4	65.3	66.9	64.0	155.0	158.2	149.7	40.1	41.1	38.9	51.1	52.8	50.7	57.9	59.9	56.8
Nonagricultural Wage and Salary 3/.....	961.8	985.4	929.4	67.4	69.2	65.8	29.9	32.7	32.2	59.1	60.5	57.9	140.3	143.2	135.6	35.3	36.1	34.2	43.8	45.2	43.4	51.9	53.7	50.9
Self-employed, unpaid family and domestic workers 4/.....	132.9	135.8	127.1	5.4	5.5	5.2	3.1	3.4	3.3	5.0	5.1	4.8	12.4	12.6	11.8	3.0	3.1	2.9	5.3	5.6	5.3	4.7	4.9	4.6
Agriculture.....	118.6	124.8	117.1	1.9	2.0	1.8	2.0	2.1	2.0	1.3	1.3	1.2	2.3	2.4	2.3	1.8	1.9	1.8	2.0	2.1	1.9	1.3	1.4	1.3

Latest month's data is preliminary. Detail may not add up to total due to rounding. Council Bluffs and Davenport areas include Iowa portions only. \* Data not available in time of publication. (March, 1974 benchmark levels)

- 1/ Includes unemployed and employed individuals. Establishment employment data is adjusted to commuting, multiple job-holding, and unpaid absence patterns.  
2/ Includes nonagricultural wage and salary; self-employed, unpaid family, and domestic workers; and agriculture.

- 3/ Includes all full and part-time wage and salary workers, excluding domestics, who were employed or involved in a labor-management dispute during the week including the 12th of the month.  
4/ Includes nonagricultural self-employed persons, unpaid family workers, and domestic workers in private households.

**Table III - Employment Security Activities**

	January 1975		December 1974		January 1974	
	Total	Women	Total	Women	Total	Women
<b>EMPLOYMENT SERVICE</b>						
New applicants.....	11,927	*	16,487	*	14,636	5,843
Total placements.....	5,303	*	5,142	*	5,442	1,939
Nonagricultural.....	5,223	*	5,019	*	5,377	1,936
Agricultural.....	69	*	110	*	65	3
New job openings 1/.....	7,314	*	6,148	*	7,601	
Active applicants.....	82,108	36,474	78,884	35,485	67,873	29,142
<b>UNEMPLOYMENT INSURANCE</b>						
Initial claims.....	25,770	5,716	24,198	8,589	14,927	3,494
Continued claims.....	102,249	31,067	70,642	24,212	79,548	21,233
First payments issued.....	14,500	3,236	6,590	1,944	9,344	2,175
Total weeks paid.....	101,439	28,830	53,403	18,574	74,484	19,710
Total payments.....	\$6,875,879	\$1,644,926	\$3,497,614	\$1,044,651	\$4,725,382	\$1,064,787
Average weekly payment.....	\$67.78	\$57.06	\$65.49	\$56.24	\$63.44	\$54.02
Average weekly payment - total unemployment.....	\$69.29	\$58.21	\$67.65	\$59.33	\$65.22	\$56.65

- 1/ Limited to nonagricultural activities. 2/ Revised Figure \* Data not available.  
2/ October placements revised.

**Table V - Iowa Manufacturing Labor Turnover Rates 1/**

	ACCESSION RATES									SEPARATION RATES								
	Total			New Hires			Total			Quits			Layoffs					
	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974			
<b>MANUFACTURING.....</b>	2.4	2.0	4.1	1.5	1.2	3.2	4.9	4.8	3.6	1.4	1.2	2.2	2.8	3.1	0.8			
Durable Goods.....	2.0	1.4	3.8	1.3	1.0	3.1	4.9	3.6	3.2	1.2	1.0	1.9	2.9	2.1	0.6			
Stone, clay & glass products.....	2.1	2.2	2.7	1.6	1.9	2.5	5.4	5.9	4.3	2.1	1.4	1.9	2.5	3.8	2.0			
Primary metal industries.....	1.9	1.9	4.4	1.8	1.8	4.3	7.2	5.6	3.1	1.8	1.6	2.4	4.7	3.2	0.1			
Fabricated metal products.....	2.6	2.7	5.8	2.4	2.1	5.4	4.6	5.1	5.5	1.6	1.7	2.9	2.3	2.7	1.7			
Machinery except electrical.....	1.6	1.1	3.1	1.0	0.6	2.7	3.0	1.8	2.4	0.7	0.6	1.3	1.5	0.8	0.5			
Electrical equipment & supplies.....	1.9	0.8	5.0	0.7	0.7	2.7	7.1	3.9	3.1	1.4	0.9	2.2	5.2	2.6	0.2			
Other durable goods.....	2.7	1.3	3.2	1.9	1.0	3.0	6.6	5.6	3.5	1.7	1.4	2.3	4.0	3.4	0.5			
Non-durable Goods.....	3.1	3.0	4.4	1.7	1.5	3.3	4.9	6.7	4.2	1.6	1.5	2.6	2.7	4.7	1.0			
Food & kindred products.....	3.9	3.9	4.5	1.8	1.6	3.0	4.8	9.1	4.5	1.4	1.4	2.5	2.8	7.1	1.5			
Meat products.....	4.1	5.8	6.0	1.5	1.5	3.6	6.8	14.1	5.9	1.3	1.3	2.8	5.0	12.2	2.7			
Printing & publishing.....	2.9	2.2	3.8	2.5	1.7	3.2	2.7	4.4	3.0	2.2	1.7	2.1	0.3	2.3	0.4			
Rubber, plastics & leather prod.....	1.5	1.2	4.2	0.4	0.6	3.1	8.7	4.0	4.2	1.2	1.1	2.6	6.6	1.7	0.4			
Other nondurable goods.....	1.8	1.9	4.9	1.5	1.5	4.7	4.6	2.7	4.5	1.9	1.5	3.3	2.0	0.9	0.3			

- 1/ Figures presented are expressed as a rate per 100 employees. \* Less than .05.

**Table IV - Iowans Receiving Unemployment Insurance 1/**

	Total			Women			Unemployed 5 Weeks or Longer		
	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974
Total.....	31,418	17,675	19,297	8,591	5,625	4,957	13,880	6,714	8,173
Contract Construction.....	8,482	4,419	6,120	132*	68*	58*	3,736	1,068	2,256
Manufacturing.....	12,354	6,651	6,779	4,571	2,802	2,369	5,209	2,813	3,050
Durable Goods.....	7,488	4,255	4,429	2,433	1,669	1,369	3,430	1,723	2,024
Non-durable Goods.....	4,866	2,396	2,350	2,138	1,133	999	1,779	1,090	1,026
Trade.....	5,361	3,123	3,174	1,958	1,264	1,332	2,469	1,373	1,447
Services.....	2,466	1,797	1,501	1,293	1,032	883	1,270	827	833
All other industry.....	2,757	1,684	1,723	637	459	316	1,196	633	586

- 1/ The insured unemployed are counted during the week including the 12th and are based on a survey of claims filed during the week including the 19th. \* Less than 5 per cent of total insured unemployed.

**Table VI - Hours and Earnings for Manufacturing Production Workers in Selected Iowa Areas 1/**

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974	Jan. 1975	Dec. 1974	Jan. 1974
Cedar Rapids.....	\$214.66	\$215.04	\$202.02	41.6	42.0	42.0	\$5.16	\$5.12	\$4.81
Council Bluffs.....	*	*	*	*	*	*	*	*	*
Davenport.....	243.36	254.65	240.89	40.9	42.3	44.2	5.95	6.02	5.45
Des Moines.....	219.64	229.02	198.50	40.3	42.1	39.7	5.45	5.44	5.00
Dubuque.....	251.04	269.24	226.69	38.8	42.2	39.7	6.47	6.38	5.71
Sioux City.....	183.35	170.28	150.15	39.6	38.7	39.0	4.63	4.40	3.85
Waterloo.....	261.35	263.45	234.67	40.9	41.1	40.6	6.39	6.41	5.78

See footnote - Table VIII



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