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	IOWA			LABOR MARKET		

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

January 1976

**IOWA
EMPLOYMENT
SECURITY
COMMISSION**

Research & Statistics Department

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

Commissioners

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OLDER WORKERS' SPRINGBOARD TO EMPLOYMENT



Recognizing that Iowa ranks third in the nation in the percentage of population aged 65 and over, the first session of the 66th General Assembly moved to give added support to providing job opportunities for the state's workers 55 years of age and over.

Funds were appropriated—through Senate File 573—to set in motion the Retired Iowan Community Employment Program (RICEP), a unique plan to help retired men and women seeking work to find it. The Iowa lawmakers specified that the new program would be a prime responsibility of the Iowa Commission on the Aging with the cooperation of the Iowa Employment Security Commission. To these agencies went the task of encouraging and promoting the gainful and meaningful employment of retired workers.

To help accomplish this goal, the support of the National Retired Teachers Association/American Association of Retired Persons (NRTA/AARP) was solicited to coordinate the employment and training of qualified older worker specialists to carry out the program statewide. The specialists selected were certainly qualified to understand the employment problems of older workers. They were all retirees themselves, in the same age group as the job seekers they would serve. An additional requirement was that they would work in the communities where they lived, giving the advantage of personal knowledge of the areas in which they were serving.

Began in October

Following initial training in employment interviewing techniques, the older worker specialists began operating the Retired Iowan Community Employment Program early in October 1975.

Stationed at State Employment Service offices in Burlington, Cedar Rapids, Centerville, Council Bluffs, Des Moines, Dubuque, Fort Dodge, Iowa City, Marshalltown, Mason City, Sioux City and Waterloo, the specialists went to work. They interviewed older worker applicants, called on employers, conducted job developments, referred older workers to jobs and carried out followup investigations after placements were made. They recruited older workers to take advantage of the program. They referred applicants to other agencies for other needed services.

And at the year's end—after less than three months' operation—the program had found jobs for 263 older workers. This amounted to 33% of the applicants referred by the older worker specialists getting hired. An additional 111 were referred to other services according to their needs.

Another Phase Opening

The older worker specialists are now opening another phase of the Retired Iowan Community Employment Program, encouraging the support of local service organizations in the drive to employ Iowa's senior citizens. Kiwanis Clubs, Lions Clubs and other service groups around the state are being contacted for their help. Reports from these contacts indicate the program is being well received.

Although the older worker specialists have done an excellent job in the employment of older workers—and will continue to do so—they'll welcome all the help they can get.

For when older workers 55 years of age and over seek jobs, they frequently face above average difficulty. In spite of the fact that older workers are daily proving their worth in the labor market—over 50% of Iowa's labor force is made up of middle-age and older workers—once unemployed they have the odds of getting another job stacked against them.

There is neither rhyme nor reason to explain the different images projected by the employed and unemployed older worker—except possibly one day he's employed, the next day he's not . . . and the stigma of long periods of looking for work prevails.

As a general rule, older workers are recognized—while employed—as conscientious, loyal and hard working. They show a minimum of absenteeism and are not prone to job hopping. They are as productive on the job as their younger counterparts—in many cases, more productive. And contrary to popular belief, they are readily trainable, learning new skills easily and quickly.

These are qualities no employer can afford to overlook.

These are qualities the Retired Iowan Community Employment Program is offering Iowa's business and industrial sector.

labor market briefs

Table I - Iowa Nonagricultural Employment 1/

	Thousands			Change From:	
	Dec.	Nov.	Dec.	Nov.	Dec.
	1975	1975	1974	1975	1975
TOTAL NONAGRICULTURAL.....	1,023.0	1,026.7	1,015.9	-3,700	7,100
MANUFACTURING.....	229.2	233.9	248.0	-4,700	-18,800
Durable Goods	137.7	143.1	156.2	-5,400	-18,500
Lumber & furniture.....	9.1	9.0	9.3	100	-200
Stone, clay & glass products.....	6.6	6.9	6.7	-300	-100
Primary metal industries.....	7.4*	7.3*	9.4	100	-2,000
Fabricated metal products.....	15.7	16.0	18.1	-300	-2,400
Machinery (except electrical).....	58.0	59.4	66.0	-1,400	-8,000
Farm machinery.....	27.3	28.6	32.4*	-1,300	-5,100
Construction & related machinery	17.7	17.7	19.7*	0	-2,000
Electrical equipment & supplies.....	22.2	25.5	26.7	-3,300	-4,500
Transportation equipment.....	8.1*	8.1	9.2	0	-1,100
Other durable goods 2/	10.7	10.9	10.7*	-200	0
Nondurable Goods	91.4	90.8	91.8	600	-400
Food & kindred products.....	50.4	50.1	50.7	300	-300
Meat products	25.8*	25.4*	25.9	400	-100
Grain mill products	11.0	11.0	11.2	0	-200
Bakery products.....	2.9	2.9	2.9	0	0
Apparel & other textile products....	4.2	4.1	4.1	100	100
Paper & allied products	3.9	3.8*	3.7	100	200
Printing & publishing.....	14.9	14.8	14.7	100	200
Newspapers	6.6	6.5	6.6	100	0
Chemicals & allied products	6.7	6.7	6.8	0	-100
Rubber & plastics products, nec.....	9.1	9.0	9.6	100	-500
Other nondurable goods 3/.....	2.2	2.2	2.4	0	-100
NONMANUFACTURING	793.8	792.8	767.9	1,000	25,900
Nonmetallic mining	3.0	3.1	2.9	-100	100
Contract construction.....	49.1	53.1	48.7	-4,000	400
Transportation & public utilities.....	55.2	55.3	55.8	-100	-600
Railroad transportation	8.4	8.6	9.4	-200	-1,000
Communication.....	13.0	13.0	13.2	0	-200
Electric, gas & sanitary services...	10.5	10.6	10.5	-100	0
Wholesale & retail trade.....	261.0	257.6	251.4	3,400	9,600
Wholesale trade	52.0	52.0	50.3*	0	1,700
Retail trade	209.1	205.6	201.1	3,500	8,000
Retail general merchandise	33.7	31.9	33.7	1,800	0
Finance, insurance & real estate.....	47.2	47.0	46.7	200	500
Banking	15.9	15.9	15.5	0	400
Insurance carriers & agents	18.3	18.2	18.5	100	-200
Services.....	179.1	178.7	171.8	400	7,300
Medical & other health services...	57.3	57.1	54.3	200	3,000
Government.....	199.2	198.0	190.6	1,200	8,600
Federal government.....	20.2	20.1	20.4	100	-200
State government	48.5	48.0	46.2	500	2,300
Local government.....	130.5	129.9	124.0	600	6,500
Persons Involved in Labor- Management Disputes.....	415	368	2,035	47	-1,620

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

Sizeable layoffs in two industries overrode small to moderate **EMPLOYMENT** gains in several sectors and decreased manufacturing workers 4,700 over the month. With machinery and electrical equipment alone dropping 4,700 workers, the small increases in other groups were readily overshadowed. By capitalizing on seasonal employment boosts in retail trade and schools, nonmanufacturing managed an upswing of 1,000 workers. Weather-oriented forces brought another downturn to contract construction . . . the only major decrease in nonmanufacturing employment. The only strike activity reported in December was in the food products area . . . not significant enough to cause employment downturns. Iowa's December employment count showed 1,250,200 workers on the job . . . down 39,500 from the November level of 1,289,700 . . . but up 2,200 from the December 1974 mark of 1,248,000

The state's seasonally adjusted **JOBLESS RATE** for December was 5.9% of the labor force . . . compared to the seasonally adjusted national rate of 8.3%. Iowa's adjusted rate for November was 6.4% . . . and for December a year ago was 3.4%. The unadjusted rate for December was 6.3% . . . for November, 5.5% . . . and for December 1974, 3.7%. Seasonal factors strongly influenced the upturn of **UNEMPLOYMENT** over the month. Substantial among these were a decline in agricultural of 30,200 workers . . . construction layoffs . . . and holiday and inventory layoffs in other sectors. Nonseasonal layoffs in manufacturing's durable goods also helped raise unemployment in December.

The **CIVILIAN LABOR FORCE** in Iowa stood at 1,334,900 in December . . . 1,364,700 in November . . . and 1,296,100 in December 1974.

UNEMPLOYMENT INSURANCE (UI) payments increased to \$10,119,869 . . . 71.9% greater than the \$5,886,349 paid in November. The program's disbursements for December of last year totaled \$3,497,614. The average weekly payment rose to \$82.55 this December . . . representing 122,598 weeks of insured unemployment . . . up from November's level of \$80.52 for 73,105 weeks . . . and last December's \$65.49 for 53,403 weeks. During the survey week, 31,905 persons filed claims for unemployment insurance payments . . . 8,752 more than in the November survey week . . . and 14,230 more than in the survey week of December 1974.

HOURS and EARNINGS: Total private weekly hours were up 6 minutes in December while hourly earnings were a penny lower. The increase in the workweek was largely attributed to more overtime in the manufacturing sector. Earnings in durable goods were influenced by two major layoffs . . . one, in electrical equipment, served to lower earnings . . . the other, in farm machinery, boosted earnings . . . the opposite effects stemming from the rate at which laid off workers were paid. In nondurables, meat products rose 10¢ an hour while grain mill products worked 2 hours, 6 minutes longer . . . accounting for the sector's increases. In nonmanufacturing, the only significant hours and earnings upturns were in contract construction and services.

LABOR TURNOVER statistics show the demand for manufacturing labor down in December . . . with new hires lower in virtually all industries . . . a seasonal trend. Total accessions mirror the same decline . . . and separations were under both the month and year ago figures. The big difference in year ago comparisons is the less frequent rate layoffs occurred. Quits were also a little under the year ago level.

WHAT'S UP AHEAD? . . . Unusually good weather conditions bolstered contract construction through December . . . better than in the average year. Otherwise, employment circumstances were unfavorable. Manufacturing continued to experience layoffs . . . but at a lesser pace. The demand for workers remained low with relatively little hiring . . . partly due to seasonal effects. Some sections of Iowa look for upturns after the first of the year. Recommend that every phase of the economy be closely observed in the months ahead, both local and national . . . carefully noting trends as they develop.

State Employment Service Offices

- Ames
- Atlantic
- Harlan
- Boone
- *Burlington
- Mount Pleasant
- Carroll
- Denison
- *Cedar Rapids
- Monticello
- Centerville
- Charles City
- New Hampton
- Clinton
- *Council Bluffs
- Creston
- Osceola
- *Davenport
- *Des Moines
- Indianola
- Perry
- *Dubuque
- Decorah
- Maquoketa
- Manchester
- Waukon
- Fairfield
- *Fort Dodge
- Clarion
- Humboldt
- Pocahontas
- Fort Madison
- Iowa City
- Washington
- Keokuk
- Marshalltown
- Iowa Falls
- Grinnell
- *Mason City
- Algona
- Muscatine
- Newton
- Knoxville
- Oskaloosa
- *Ottumwa
- Chariton
- Sheldon
- Primghar
- Sibley
- Shenandoah
- Clarinda
- Red Oak
- *Sioux City
- Cherokee
- LeMars
- Spencer
- Emmetsburg
- Estherville
- Storm Lake
- *Waterloo
- Waverly
- Independence
- Oelwein
- Webster City

*Area Claims Offices
Italics: Satellite Offices

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

	Gross Average Weekly Earnings			Spendable Average Weekly Earnings					
				Worker With No Dependents			Married Worker With Three Dependents		
	Dec. 1975	Nov. 1975	Dec. 1974	Dec. 1975	Nov. 1975	Dec. 1974	Dec. 1975	Nov. 1975	Dec. 1974
TOTAL PRIVATE	\$163.53	\$163.44	\$153.24	\$128.45	\$128.39	\$121.59	\$141.63	\$141.57	\$131.75
MANUFACTURING	224.22	221.35	211.64	169.57	167.59	162.71	184.54	182.54	174.19
Durable Goods	226.24	224.72	216.36	170.96	169.92	166.03	185.94	184.89	177.67
Nondurable Goods	219.89	216.80	203.92	166.59	164.46	157.29	181.53	179.38	168.49
NONMANUFACTURING	145.81	146.16	134.43	116.20	116.44	108.39	128.62	128.88	117.96
Mining	229.83	239.11	222.50	173.41	179.69	170.31	188.48	195.19	182.19
Contract Construction	299.11	294.86	273.73	219.97	217.17	205.13	239.11	235.89	220.14
Transportation & Public Utilities	240.12	239.71	220.04	180.37	180.09	168.60	195.92	195.63	180.38
Wholesale & Retail Trade	124.96	125.25	114.58	101.69	101.89	94.62	113.04	113.25	103.22
Finance & Real Estate	123.91	123.26	125.29	100.96	100.50	102.06	112.25	111.76	111.20
Services	112.85	110.86	105.23	93.08	91.66	87.96	103.91	102.39	96.22

Table VIII - Hours and Earnings of Iowa Production or Nonsupervisory Workers 1/

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings			Average Weekly Overtime Hours 1/		
	Dec. 1975	Nov. 1975	Dec. 1974	Dec. 1975	Nov. 1975	Dec. 1974	Dec. 1975	Nov. 1975	Dec. 1974	Dec. 1975	Nov. 1975	Dec. 1974
TOTAL PRIVATE.....	\$163.53	\$163.44	\$153.24	36.1	36.0	36.4	\$4.53	\$4.54	\$4.21	*	*	*
MANUFACTURING.....	224.22	221.35	211.64	40.4	40.1	40.7	5.55	5.52	5.20	2.9	2.8	3.3
Durable Goods.....	226.24	224.72	216.36	40.4	40.2	40.9	5.60	5.59	5.29	2.4	2.3	3.0
Lumber & furniture.....	181.97	178.10	160.65	38.8	38.3	37.8	4.69	4.65	4.25	1.5	1.2	1.2
Stone, clay & glass products.....	225.65	223.87	202.92	42.9	42.4	42.9	5.26	5.28	4.73	6.1	6.1	5.9
Primary metal industries.....	241.00	241.00	223.99	40.1	40.1	40.8	6.01	6.01	5.49	2.9	2.9	4.2
Fabricated metal products.....	201.38	200.79	192.98	40.6	40.4	41.5	4.96	4.97	4.65	2.0	2.3	3.0
Machinery except electrical.....	269.12	266.42	261.38	40.9	40.8	42.5	6.58	6.53	6.15	2.2	2.4	3.4
Farm machinery.....	281.90	279.28	272.48	40.1	40.3	41.6	7.03	6.93	6.55	2.5	2.9	2.7
Construction & related machinery.....	285.94	280.03	281.43	41.5	41.0	44.6	6.89	6.83	6.31	1.6	1.6	2.3
Electrical equipment & supplies.....	177.63	182.78	167.64	38.7	38.4	38.1	4.59	4.76	4.40	1.6	1.4	1.8
Transportation equipment.....	178.50	176.81	163.58	42.0	41.7	41.1	4.25	4.24	3.98	2.0	1.9	1.8
Other durable goods.....	166.04	162.38	156.29	40.3	39.8	38.4	4.12	4.08	4.07	3.3	2.0	1.6
Nondurable goods.....	219.89	216.80	203.92	40.2	40.0	40.3	5.47	5.42	5.06	3.7	3.7	3.9
Food & kindred products.....	241.94	236.74	227.42	40.8	40.4	41.5	5.93	5.86	5.48	4.3	4.3	4.7
Meat products.....	261.23	257.26	247.46	39.7	39.7	40.5	6.58	6.48	6.11	4.0	4.0	4.6
Grain mill products.....	258.87	249.06	239.02	44.1	42.0	44.1	5.87	5.93	5.42	5.1	4.8	5.4
Apparel & other textile products.....	104.54	105.56	102.75	36.3	36.4	35.8	2.88	2.90	2.87	0.8	0.9	0.7
Paper & allied products.....	193.92	191.75	173.89	40.4	40.2	41.7	4.80	4.77	4.17	4.1	4.1	3.5
Printing & publishing.....	209.09	209.71	183.26	40.6	40.8	38.5	5.15	5.14	4.76	3.4	3.4	3.9
Newspapers.....	175.55	174.73	159.08	34.9	34.6	32.4	5.03	5.05	4.91	2.4	2.3	1.8
Chemicals & allied products.....	223.41	225.59	213.00	40.4	40.5	41.2	5.53	5.57	5.17	2.4	2.7	2.2
Rubber & plastics products, nec.....	220.17	213.36	193.93	38.9	38.1	38.1	5.66	5.60	5.09	4.0	3.3	3.2
Other nondurable goods.....	105.20	105.07	91.98	40.0	39.8	36.5	2.63	2.64	2.52	1.4	1.3	1.1
NONMANUFACTURING.....	145.81	146.16	134.43	34.8	34.8	35.1	4.19	4.20	3.83	*	*	*
Mining.....	229.83	239.11	222.50	47.0	48.6	50.0	4.89	4.92	4.45	*	*	*
Contract construction.....	299.11	294.86	273.73	38.2	37.9	37.3	7.83	7.78	7.28	*	*	*
Transportation & public utilities.....	240.12	239.71	220.04	41.4	41.4	40.9	5.80	5.79	5.38	*	*	*
Wholesale and retail trade.....	124.96	125.25	114.58	33.5	33.4	33.8	3.73	3.75	3.39	*	*	*
Finance, insurance & real estate.....	123.91	123.26	125.29	38.6	38.4	39.4	3.21	3.21	3.18	*	*	*
Services.....	112.85	110.86	105.23	32.9	32.8	33.3	3.43	3.38	3.16	*	*	*

1/ Estimates are based upon a sample of full and part-time production and related employees, who worked during or received pay for the payroll period which includes the 12th of the month. Besides changes in basic hourly and incentive wage rates, average hourly earnings reflect such variable factors as overtime premium pay, late shift work, and changes in output of workers paid on an incentive basis. They also reflect changing employment of workers between relatively high-paid and low-paid work, and full-time and part-time status. Revised to most current information available at publication. (March, 1974 benchmark levels) * Data not available ** Not Comparable

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