

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 lowa 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.

Table I - Iowa Non	agricu	ltural	Emplo	yment	1/
		Thousa	nds	Change Nov. 1975	Dec. 1974
	Dec. 1975	Nov. 1975	Dec. 1974	to Dec. 1975	to Dec. 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	200
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	- 200
Wholesale & retail trade	261.0	257.6	251.4	3,400	9,600
Wholesale trade	52.0	52.0	50.3*	3,400	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	0,000
Finance, insurance & real estate	47.2	47.0	46.7	200	500
Banking	15.9	15.9	15.5	200	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
	130.5	129.9	124.0	600	6,500
Local government	130.5	125.5	124.0	000	0,000
Persons Involved in Labor-	445	200	0.005	1 15	1 000
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

Tables prepared in cooperation with the U.S. Department of Labor.

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 labor

briefs

market

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 lay-offs 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 lowa 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.

				Та	able I	I - Ci	vilia		or For			ace of	Reside	nce									
	lowa		Cec	lar Rap	oids	Coun	cil Blu	ffs 5/	Da	venpor	t 5/	D	es Moines	••		Jubuqu	e	Si	ioux Ci	ty		laterloc edar Fa	
Dec. 1975	Nov. 1975	Dec. 1974				Dec. 1975						Dec. 1975	Nov. 1975	Dec. 1974	Dec. 1975				Nov. 1975				Dec. 1974
Resident Civilian Labor Force 1/	1,364.7	1,296.1	81.3	81.6	78.8	40.1	40.5	40.3	69.7	70.4	69.7	167.4	167.8	163.8	42.5	42.9	42.8	55.5	55.7	54.4	63.8	64.1	62.2
Resident Unemployed	75.0 5.5	48.1 3.7	4.4	4.1 5.0	2.2 2.8		2.8 6.8	1079 C 10	4.6	4.5 6.5	2.5 3.6	9.9 5.9	9.5 5.7	5.9 3.6		3.0 7.1	1.7	3.2 5.7		1.8 3.3	4.8	4.6 7.2	
Seasonally Adjusted	6.4 1,2 <b>89</b> .7	3.4	* 76.9	* 77.6	* 76.5	* 37.1	* 37.7	* 38.3	* 65.2	* 65.9	* 67.2	* 157.5	* 158.3	* 157.9	39.4	*	41.0	52.3	* 53.1	* 52.6	58.9	* 59.5	• 60.1
Nonagricultural Wage and Salary 3/	995.1	987.4	69.4	69.4	69.1	31.7	31.8	32.9			-	142.5	142.3	143.0	and the		36.2	100		45.1	52.7	52.8	53.9
Self-employed, unpaid family and domestic workers 4/ 138.0	143.5	135.8	5.6	5.8	5.5	3.3	3.4	3.4	5.0	5.2	5.1	12.7	13.1	12.6				5.5	5.7	5.5	4.8		
Agriculture 120.9	151.1	124.8	1.9	2.4	1.9	2.0	2.6	2.0	1.3	1.6	1.3	2.3	2.9	2.3	1.8	2.3	1.8	2.0	2.5	2.0	1.3	1.7	1.3

Latest month's data is preliminary. Detail may not add up to total due to rounding. Council Bluffs and Davenport areas include lowa 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.

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.

2/ Includes nonagricultural wage and salary; self-employed, unpaid family, and domestic workers; and agriculture. 4/ Includes nonagricultural self-employed persons, unpaid family workers, and domestic workers in private households. 5/ Data for CETA programs in these areas are based on a "BLS census

	Decen	nber 1975	Nove	ember 1975	Dec	ember 1974
EMPLOYMENT SERVICE			11		A salar billion	
New applicants	11,084	4,491	8,175	3,822	16,487	
Total placements	8,737	3,927	6,638	2,571	5,142	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Nonagricultural	8,523	3,864	6,382	2,527	5,019	*
Agricultural	214	63	256	44	110	1155 C
New job openings 1/	7,845		9,205		6,148	and the particular
Active applicants	47,124	23,450	44,298	23.815	78,684	•
UNEMPLOYMENT			I manual de			
INSURANCE			1 1 1 1 1 1 1 1			
Initial claims	23,812	6,067	13,080	4,075	24,198	8,589
Continued claims	133,638	40,979	81,140	30,919	70,642	24,212
First payments issued	8,978	2,074	4,114	1.547	6,590	1,944
Total weeks paid	122,598	37,460	73,105	27,285	53,403	18,574
Total payments \$1	0.119.869	\$2,575,449	\$5,886,349	\$1,869,176	\$3,497,614	\$1,044,651
Average weekly payment.	\$82.55	\$68.75	\$80.52	\$68.51	\$65.49	\$56.24
Average weekly payment -				Internet and the second		
total unemployment	\$83.88	\$70.35	\$86.77	\$69.83	\$67.65	\$59.33

2/ Revised Figure

Table \	/ - 1	owa	a Ma	nufa	ctu	ring	Labo	or T	urno	over	Rat	es 1/	1		
	1	AC	CESSIC	N RAT	ES	4.96	N			SEPAR	ATION	RATE	S	( Sec.	S.T.
		Total		<b>N</b>	lew Hir	es [	]	Total	[	]	Quits		]	Layoff	s
	Dec. 1975	Nov. 1975	Dec. 1974												
MANUFACTURING	2.0	2.5	2.0	1.2	1.6	1.2	2.5	3.1	4.8	0.9	1.2	1.2	1.1	1.3	3.1
Durable Goods		1.9	1.4	0.8	1.1	1.0	2.2	3.2	3.6	0.7	1.0	1.0	1.1	1.6	2.1
Stone, clay & glass products		1.3	2.2	1.0	1.1	1.9	5.6	3.3	5.9	0.8	1.5	1.4	4.3	1.5	3.8
Primary metal industries		2.3	1.9	0.7	0.4	1.8	2.3	2.1	5.6	0.5	0.4	1.6	1.5	1.1	3.2
Fabricated metal products		2.1	2.7	1.1	1.2	2.1	3.9	5.3	5.1	0.8	1.2	1.7	2.6	3.6	2.7
Machinery except electrical		1.6	1.1	0.5	0.7	0.6	1.1	2.5	1.8	0.4	0.6	0.6	0.3	1.0	0.8
Electrical equipment & supplies		1.5	0.8	0.6	1.0	1.0	1.9	3.1 3.9	5.6	0.5	1.2	0.9	1.0	1.4	2.6
Other durable goods Nondurable Goods		3.5	3.0	1.5	2.0	1.5	2.8	2.8	6.7	1.2	1.5	1.4	1.1	0.9	4.7
Food & kindred products		3.5	3.9	1.5	2.0	1.6	3.0	3.3	9.1	1.2	1.4	1.4	1.5	1.4	7.1
Meat products		4.9	5.8	1.3	2.1	1.5	4.0	3.4	14.1	1.1	1.4	1.3	2.7	1.8	12.2
Printing & publishing		3.0	2.2	1.8	2.5	1.7	3.3	2.2	4.4	1.4	1.7	1.7	1.5	0.2	2.3
Rubber, plastics & leather prod.		2.6	1.2	1.3	1.6	0.6	2.3	2.6	4.0	0.8	1.1	1.1	0.6	0.4	1.7
Other nondurable goods		4.5	1.9	2.7	3.8	1.5	2.5	2.3	2.7	1.8	1.6	1.5	0.3	0.2	0.9

1/ Limited to nonagricultural activities.

2/ October placements revised.

Table IV - Iowa	ans Re	ceivin	g Uner	nploy	ment	Insural	nce 1/	
	Total			Women		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ployed 5 Nor Longer	Neeks
Dec.	Nov.	Dec.	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.
1975	1975	1974	1975	1975	1974	1975	1975	1974
Total	23,153	17,675	9,359	8,706	5,625	17,005	14,525	6,714
Contract Construction 6,800	2,756	4,419	185*	78*	68*	2,106	1,375	1,068
Manufacturing13,400	10,404	6,651	4,108	3,795	2,802	7,690	6,245	2,813
Durable Goods 10,184	7,432	4,255	2,707	2,235	1,669	4,600	3,497	1,723
Nondurable Goods 3,216	2,972	2,396	1,401	1,560	1,133	3,090	2,748	1,090
Trade 5,743	4,816	3,123	2,499	2,200	1,264	3,557	3,486	1,373
Services 3.114	2,794	1,797	1,879	1,815	1,032	1,995	1,975	827
All other industry 2,848	2,383	1,684	688	818	459	1,657	1,444	633

\* Data not available.

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.

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

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

	-	Earnings		and the second se	age We Hours	ekly		rage Ho Earnings	
	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.
	1975	1975	1974	1975	1975	1974	1975	1975	1974
Cedar Rapids	\$248.60	\$211.74	\$215.04	45.2	39.8	42.0	\$5.50	\$5.32	\$5.12
Council Bluffs.	•								•
Davenport	287.73	270.82	254.65	41.7	40.3	42.3	6.90	6.72	6.02
Des Moines	228.15	231.26	229.02	39.0	39.6	42.1	5.85	5.84	5.44
Dubuque	263.14	269.06	262.03	39.1	40.4	41.2	6.73	6.66	6.36
Sioux City	193.94	188.65	170.28	39.1	38.5	38.7	4.96	4.90	4.40
Waterloo	275.12	278.47	263.45	40.4	40.3	41.1	6.81	6.91	6.41

See footnote - Table VIII

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Employment Service and Unemployment Insurance Service 1000 East Grand Avenue, Des Moines, Iowa 50319

Official Business

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

					Spe	ndable Averag	ge Weekly Ear	nings	-
	Average	Gross Weekly E	arnings		Vorker Wit Depende			ied Worke ree Depen	
	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 Transportation &	299.11	294.86	273.73	219.97	217.17	205.13	239.11	235.89	220.14
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

		Average W Earning		Ave	Hours	eekly		Earnings			age Wee	
	Dec. 1975	Nov. 1975	Dec. 1974	Dec. 1975	Nov. 1975	Dec. 1974	Dec. 1975	Nov. 1975	Dec. 1974	Dec. 1975	Nov. 1975	
TOTAL PRIVATE	\$163.53	\$163.44	\$153.24	36.1	36.0	36.4	\$4.53	\$4.54	\$4.21			
ANUFACTURING	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
umber & 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
abricated metal products		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		279.28	272.48	40.1	40.3	41.6	7.03	6.93	6.55	2.5	2.9	2.7
Construction & related machine		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		182.78	167.64	38.7	38.4	38.1	4.59	4.76	4.40	1.6	1.4	1.8
ransportation equipment		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		162.38	156.29	40.3	39.8	38.4	4.12	4.08	4.07	3.3	2.0	1.6
Nondurable goods		216.80	203.92	40.2	40.0	40.3	5.47	5.42	5.06	3.7	3.7	3.9
ood & kindred products		236.74	227.42	40.8	40.4	41.5	5.93	5.86	5.48	4.3	4.3	4.7
Meat products		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		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		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		191.75	173.89	40.4	40.2	41.7	4.80	4.77	4.17	4.1	4.1	3.5
Printing & publishing		209.71	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		146.16	134.43	34.8	34.8	35.1	4.19	4.20	3.83		*	
Aining		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	37.6	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			*
Vholesale and retail trade	124.96	125.25	114.58	33.5	33.4	33.8	3.73	3.75	3.39		*	*
inance, insurance & real estate	123.91	123.26	125.29	38.6	38.4	39.4	3.21	3.21	3.18		*	*

#### Table MIII II . . uning of Louis Dusdustia noun province ma Mandan . . . . . .

\*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

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. \* \* Not Comparable (March, 1974 benchmark levels) Data not available

State Employment Service Offices

> Ames Atlantic Harlan Boone

\*Area Claims Offices **Italics: Satellite Offices**