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IOWA'S YOUTH EMPLOYMENT SERVICE
SUMMER---1969

A report by the

Iowa State Employment Service

Iowa Employment Security Commission
1000 East Grand Avenue
Des Moines, Iowa 50319

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INTRODUCTION

The problems young Iowans face in finding summer jobs is not a new problem. For many years, the number of young high school and college students seeking summer work has far outnumbered the available jobs.

Since the passage of the Wagner-Peyser Act in 1935, the public employment service has had the responsibility for helping youth in their search for work. As the number of youth have grown and the Iowa economy began changing from rural to urban, the problems of youth employment have become more difficult to solve. To call attention to these problems and to enlist community and employer support, the Iowa State Employment Service began strengthening its summer youth employment service program in 1966 by fully cooperating with the national Youth Opportunity Campaign.

Although these efforts were successful in many ways, additional resources were obviously needed. A major breakthrough was made during 1969 when Governor Robert D. Ray initiated and actively supported a new plan to improve summer employment opportunities for young Iowa men and women. This report briefly outlines the role of the Iowa State Employment Service in carrying out this new approach to serving youth inspired by Governor Ray.

THE SUMMER JOB SEEKERS IN IOWA

Iowa has approximately 340,000 young people between the ages of 14 and 22. An estimated 65 per cent or 221,000 of them normally seek summer jobs. The number of jobs available is far below this figure.

Yet the benefits and their need for jobs can not be overlooked. As Iowa's greatest manpower resource in the future, these young people are important to our economy and their early job experience will mold their opinion of the state's ability to offer them career opportunities in their adult years.

Summer work experience also aids them in developing work skills and job attitudes that can affect their whole life. Through actual work experience, these young people also learn firsthand what jobs best suit their abilities and aspirations.

To many of these young people, a summer job is an economic necessity. Young people from middle and lower economic groups often must work to finance their schooling and related expenses.

At the same time, Iowa employers benefit from the addition of these young people to their workforce. Their youthful enthusiasm, their ability to learn and their ability to be trained make them a valuable asset to employers in temporarily filling worker shortages and in completing extra workloads.

Many of these young people find jobs through relatives or friends. Some of them work part-time during the school year and then are hired full-time for the summer months. However, for the vast majority, the search for a summer job is a difficult task with little hope of success.

In the last few years, young people from the lower economic level have been offered additional job opportunities through the Neighborhood Youth Corps, NAB-JOBS or other work-experience programs. Still the number of youths in need of jobs--many of them who don't quite meet the eligibility criteria or other poverty guidelines--are left jobless during the summer months.

Many community agencies and individual citizens have joined with the Iowa State Employment Service in carrying out summer youth employment services. Even in smaller towns and rural areas where finding a summer job is most difficult and where no full-time office of the Iowa State Employment Service is located, efforts have been made to help the youthful job seekers. Unfortunately, these efforts have often been severely hampered by the lack of funds or no funds at all as well as by the lack of personnel to handle the details of running such a service.

Taking applications

Summer jobs for youths purpose of new program

A new service designed to assist young people of the Otumwa area find summer jobs is now functioning at the Iowa State Employment Service office, 119 N. Washington St.

Special volunteer manpower representatives also are located throughout the county, offering help in arranging farm work.

Wyllard G. Stone, local manager for the state employment service said that two teen-agers, Janice Bailey and Jimmy Bresnee, have been assigned to coordinate the project under Bennett of the office staff.

Persons 14 through 21 desiring summer jobs may visit the employment office and fill out application forms for a variety of work assignments. No fee is charged for the service. The service is available to all youths regard-

less of economic status, Stone said.

Miss Bailey and Bresnee have been trained for the project by the Neighborhood Youth Corps operated by Southern Iowa Economic Development Association. They are paid by that organization.

The program continues for 10 weeks. Youths hired will be expected to work up to 26 hours a week.

Stone explained that young people placed in jobs will be paid either by the job or by the hour. No minimum wage is specified. Stone suggested that the employer and employee reach an agreement on a pay plan before work begins.

The office coordinators will follow up on assignments, including investigation of the ~~quality or work performed~~

Youths desiring farm jobs should contact any of the following manpower representatives in rural sections of Wapello County:

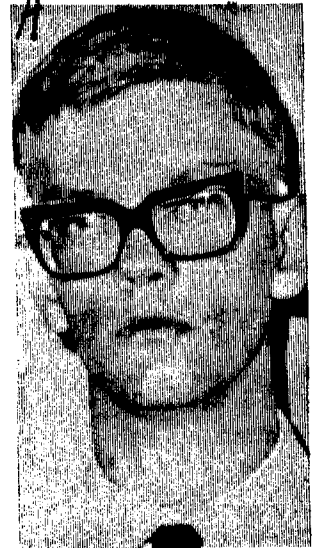
Grover Elsensohn, Agency, telephone number 937-5241; Mrs. Joy Peck, Blakesburg, 938-2210; Eugene Mills, Chillicothe, 935-2221; Frank May, Eddyville, 723-4762; Clarence Hughes,

Eldon, 652-3216; Harry Sterling, Farson, 655-2121; Gary Sterling, Highland Center, 653-3982, and Patricia Waggoner at the general store in Kirksville.

The employment service and the Youth Corps are joining in advancing this year's project.

Iowa Gov. Robert Ray has launched a Summer Employment Opportunity Program in an effort to utilize young talent to its greatest possible extent, functioning through the Iowa State Employment Service. The local program is tied in with the state-wide effort.

Local youth hired for summer project



JERRY VANDER WAL

A 16-year-old Oskaloosa youth, Jerry Vander Wal, has been hired by the local Iowa State Employment Service office as a "governor's youth employment representative."

THE HIRING of the Oskaloosa youth is part of a concentrated program, announced last week by Gov. Robert Ray, to secure summer employment for the state's young people.

A volunteer worker for the Mahaska County Neighborhood Center, Vander Wal was hired under the Neighborhood Youth Corps project sponsored by the Southern Iowa Economic Development Association in Otumwa.

HIS DUTIES will include taking summer applications for young people, follow-ups on job referrals, conducting promotional telephone calls to business people, distributing public information to businesses, and making personal visits to prospective employers of young persons.

He will be available during the normal office hours of the local ISES, 8 a.m. to noon and 1 to 5 p.m.

1969 EMPLOYMENT SECURITY COMMISSION'S SUMMER YOUTH PLACEMENT SERVICE

The growing number of young people, the scarcity of job opportunities for them and the increased emphasis on helping disadvantaged adult job seekers have strongly taxed the resources of the Iowa State Employment Service. Recognizing the need to strengthen the employment service's summer job placement program, Governor Robert D. Ray asked the employment service to demonstrate the feasibility of a summer job placement program for students, staffed and operated by students under the direction and guidance of regular professional personnel.

To carry out the program, one professional staff member in each of the 34 Iowa State Employment offices throughout the state was appointed by Governor Ray to serve as a summer youth employment representative. Assisting this staff member was a young person from the community who worked full-time at summer employment job efforts. Except for two communities, these students were selected from participants in the Neighborhood Youth Corps, a work-experience program of the U. S. Department of Labor or from other work-experience programs.

The duties of these young people were varied. Basically these duties included:

1. Interviewing and taking job applications from students who came to the ISES seeking summer employment.
2. Maintaining accurate files on all students seeking summer employment.
3. Obtaining job openings from employers and keeping an up-to-date list of these openings.
4. Referring students to prospective employers.
5. Assisting employers and students in meeting special needs.
6. Initiating publicity efforts to encourage maximum community support and participation such as radio interviews and promotional spots, newspaper stories, direct mail to community organizations, posters in local businesses and speeches before various business organizations.

Office space, telephone service and records were kept at the Iowa State Employment Service offices. The supervisory costs of the program were considered part of the normal operational expenses of the Iowa Employment Security Commission. Communication and equipment costs were paid for by the U. S. Department of Labor. Salaries for the Governor's Youth Representatives were paid from Neighborhood Youth Corps funds except in the two communities where these program resources were not available. In these communities, the young people's salaries came from funds appropriated by the 1969 General Assembly.

The use of young people to help other young people proved to be valuable in several ways. Employer acceptance of young workers increased considerably. Employers were impressed when the Governor's Youth Representative followed up on each job referral to make certain the employer was satisfied with the performance of the youth he had hired. Every day working relationships between employers and Governor's Youth Representatives clearly demonstrated to employers that many young people are capable and dedicated employees. The overall program also showed the community in no uncertain terms that most young people are good employees when given a chance to work.

Employers also received more employment assistance than in the past. They soon found out that they could call at anytime and receive employment assistance and that a constant labor pool of young workers would be available to them. Home-owners and other part-time employers also discovered they could call and receive immediate referral of a young person to do a multitude of temporary or casual jobs. These jobs ranged from washing a car to sitting with wedding gifts while the wedding party attended a reception.

Just as important, increased services to individual young people were made possible. With more choices of jobs came more chances to work. Individual youth became more conscious of the basic requirements set by employers and of the basic and necessary attitudes and aptitudes they must have to compete in the job market. The setting up of a central headquarters for employers seeking young job seekers and young job seekers seeking work within a wide geographic area was beneficial to both employers as well as the young men and women. As one young person said as he left for a job interview, "The bigger a place gets, the less a kid knows where the jobs are."

Young applicants were able to relate well to the Governor's Youth Employment Representative. When a 17-year-old Youth Employment Representative told a 17-year-old applicant, when this employer said he wanted a really good man, I thought of you, the job seeker went out with more of a do-or-die attitude. If there is such a thing as youth mistrust of adults or a generation gap, a youth placement program staffed by young people apparently overcame it. Not a single incident was reported of young people feeling they had been slighted by being served by other young people.

Two of the Governor's summer youth employment aides had this to say about their experience working for the IESC:

"I am one of the several young people who have been helping out with the summer job program.

"The different types of work that I have tried to help out with consist of the following items:

- 1) taking summer job applications
- 2) typing
- 3) interviewing high school and college students for part-time and summer jobs
- 4) PTC's
- 5) Job Development
- 6) composed a form letter and sent them to approximately 200 employers in the Dubuque area inquiring of any job openings
- 7) composed an announcement broadcasted over local radio station regarding summer employment

"My twin sister, Ann, and I work together on all of those specific items.

"My supervisor, Mike Millard, and many of the other people in the office have helped my sister and I with any problems or questions we may have had.

"I enjoy the work very much and hate to see the summer end."

Arlynn Springer
Dubuque

"These past few months have really been a credit to me. I've enjoyed working for the Employment Service as a Governor's Aide very much, and I've found that the employees are very friendly and helpful when needed. The working standards are just wonderful. I have no complaints, but I do have a few wishes. I just wish that the summer months were a lot longer and that I could find people as nice and considerate as the people I have met and worked with this summer. I really do appreciate getting the privilege as being selected for a Governor's Aide. I do hope I will be able to work again next summer. I feel that this organization has been a great help to not only myself but to the youth all over the city of Des Moines."

Vicki Lee Palmer
Des Moines



CHRISTINE MOSER, 17, of Oelwein was selected to work in the office of the Iowa State Employment Service where she will be taking summer applications for young people, distributing information on job opportunities, and making personal visits to prospective employers of young people. Governor Ray announced the program May 27 to secure jobs for Iowa's young people, and \$100,000 was set up by the state for the project with the government adding \$300,000 to help the young Iowans.

Oelwein girl selected for Summer project

A 17-year-old Oelwein youth, Christine Moser, has been selected by the local Iowa State Employment Service as the "Governor's Youth Employment Representative."

The selection of the Oelwein youth is part of a concentrated program, announced by Governor Ray on May 27, to secure summer employment for young people.

A volunteer worker in the local high school guidance programs, Miss Moser, was hired under the Neighborhood Youth Corps Project sponsored by the Northeast Iowa Community Action Program.

Her duties will include taking summer applications for young people, follow-up on job referrals, making promotional telephone calls to employers, distributing information on job opportunities, and making personal visits to prospective employers of young people.

She will work at the Iowa State Employment Service office during the hours of 9 a.m. to noon and 1 to 3 p.m., Monday through Friday.

Miss Moser, a senior at OCHS, is the granddaughter of Herb Doudney, superintendent of the Water Department of the city of Oelwein.

EVALUATING THE PROGRAM

Although the advantages of using young people were obviously demonstrated, one all-important factor must be strongly pointed out. The same program could be a complete success in one area and an utter failure in another area. The all-important ingredient is the capability of the adults who serve the program as supervisors and resource persons. The managers and interviewers of the Iowa State Employment Service office who demonstrated their tremendous capacity for dealing effectively with eager young people provided the solid foundation on which the 1969 summer employment program was built.

SUMMARY OF SERVICES

April 1 - August 31, 1969

Job applications filed by youth (16-22) for employment - - - - -	40,502
Job applications filed by youth (16-22) for summer employment - - - -	30,251
Nonagricultural job placement of youth - - - - -	12,042
summer work - - - - -	6,188
Federal summer work - - - - -	158
State, County and Local	
Government work - - - - -	740
Agricultural job placements of youth for employment - - - - -	10,398
Telephone calls received by Youth Representatives from employers - -	1,609
Telephone calls received by Youth Representatives from young people	
inquiring about summer jobs - - - - -	1,625

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