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occupational requirements for vocational education

**annual report
iowa employment security commission**

fiscal year 1974

spencer



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ANNUAL REPORT ON STATE AND AREA
OCCUPATIONAL REQUIREMENTS FOR VOCATIONAL EDUCATION

Spencer, Iowa

FISCAL YEAR 1974

Developed by

IOWA EMPLOYMENT SECURITY COMMISSION

This report is submitted in accordance with Section 123 (a) (8) of the Vocational Amendments of 1968 and represents findings with respect to the needs for Vocational Education in the Spencer, Iowa area (Clay County).

	<u>July</u>	<u>Aug.</u>	<u>Sept.</u>	<u>Oct.</u>	<u>Nov.</u>	<u>Dec.</u>
Workforce	9,020	8,570	8,440	8,300	8,010	7,860
Unemployment	320	280	200	240	250	240
Rate	3.6	3.2	2.4	2.9	3.1	3.0
Employment	8,700	8,300	8,240	8,060	7,760	7,620

1972

	<u>Jan.</u>	<u>Feb.</u>	<u>Mar.</u>	<u>Apr.</u>	<u>May</u>	<u>June</u>
Workforce	7,900	7,820	7,820	7,930	8,370	8,830
Unemployment	280	270	400	340	300	380
Rate	3.5	3.4	5.2	4.3	3.6	4.3
Employment	7,620	7,550	7,410	7,590	8,070	8,500

	<u>July</u>	<u>Aug.</u>	<u>Sept.</u>
Workforce	8,710	8,280	8,320
Unemployment	360	330	250
Rate	4.2	3.9	3.0
Employment	8,340	7,960	8,070

II. APPLICATION AND ANALYSIS OF STATISTICAL INFORMATION

A. Labor Demand in Hard-to-fill Job Openings (Based on Table 1)

1. Description and analysis of current demand -

0-1 Professional, Technical and Managerial Occupations

Demand is expected to remain fairly moderate in this area. The lack of qualified applicants and the experience requirements of some employers makes it difficult to fill some positions.

20-24 Clerical Occupations

Supply is abundant as the area has four schools which offer clerical courses. Experience is usually required, so many job ready applicants must leave the area for jobs which require none.

25-29 Sales Occupations

Demand outweighs supply in these occupations. Job ready applicants find some jobs unattractive due to the method of payment, long hours and possible easy discouragement of entering a very competitive section of the economy. Other reasons may stem from the fact that requirements for the better positions are too stringent for the apprentice salesperson.

3 Domestic

Demand is low in these areas although occasional openings are accompanied by unappealing conditions such as long hours and low pay and the prospect of living away from home.

31-39 Other Service

Demand is expected to be rapid in these areas. High turnover coupled with seasonal influences make demands high during the resort area boom and weak during the off season.

4 Farm

Very little growth expected.

5 Processing

Little demand as these jobs remain easy to fill due to above average wages.

6 Machine Trades

Moderate demand for future needs. Majority of openings furnish on-the-job training. Experienced persons are preferred and usually find employment relatively easy to obtain.

7 Bench Work Occupations

Demand will expand as new industries move into the area. Expansion on the part of the established businesses will add to the demand.

8 Structural Occupations

Demand is moderate for semi-skilled workers, but skilled workers are filling the demand at present. A slight increase is expected.

9 Miscellaneous Occupations

Demand will be negligible as supply of unskilled applicants will fill needed jobs.

2. Outlook Information

- a. The overall outlook shows no large expected needs anticipated in Fiscal 1974.
- b. No serious deviations from national norms considering the surveyed area to be mostly rural.

3. Qualifications and limitations of data

- a. The information on Table 1 is based on job openings which could not be filled within 30 days and are considered hard-to-fill jobs.
- b, c. Certain problems arise to put limitations on the interpretation of hard-to-fill jobs data. For instance, an employer may have unusually high requirements or, in an area of highly seasonal employment, the demand outweighs the supply for a short time.

However, in most cases the unfilled opening of 30 days may be a good indication of need for training in a specific skill.

B. Labor Supply Summary (Based on Table 4)

1. Employment Service job applicants

- a. Table 4 consists of all occupations where there were 5 or more applicants. The labor supply data is based on an active file count as of August 30, 1972.

In the professional occupations a surplus can be found in the educational and accounting fields.

The clerical field represents an over-abundant supply of inexperienced workers. The supply is constantly replenished as four institutions of advanced training are in or near the area.

In the service area an abundance of workers are available as little experience is required and many choose this profession for that reason.

The lack of applicants in the sales profession is relative to the number of jobs which appear attractive to job seeking applicants.

In the machine trade industries the number of applicants is quite small while in Table 1 the unfilled job openings remains relatively high. However, as mentioned before, the low wage offered here together with the experience requirements make these jobs unattractive to the applicant.

In the structural occupations there is an abundance of semi-skilled workers. As a result these are the first to feel the seasonal pinch during layoff. The more skilled find work of a more permanent nature due to their knowledge.

Within the miscellaneous occupations group we again find an abundance in the more common openings. Here again little experience is required.

- b. The number of applicants in Table 4 represent 27% of all individuals in the active file. The active file represents 80 - 100 percent of total unemployment in the area.
- c. The active file has decreased in recent years due in many instances to the continued expansion and absorption by new and established local industry.

2. Limitations of data - Active applications are carried for 60 days or more causing the actual count to be less than the computer printout indicates. Many of these actual applicants will be leaving the labor market if their job hunts are unsuccessful. In addition, many students will be in school by this time further deleting the number in the active file.

Occupations in which further training might be contemplated center around

the machine trade occupations but keep in mind that this area offers a lower wage scale as does the state wide average.

III. FINDINGS AND INTERPRETATIONS

- A. There appears to be a surplus of clerical workers even though there were positions left unfilled on Table 1. The explanation centers around the employers' requirements for experienced workers. However, the trend in this area may change from experienced workers to those with high academic achievements.

Another area showing a demand shortage occurred in the machine trades. The combination of low wages and a lack of applicants would seem to indicate a need for possible training. However most employers offer on-the-job training in the semi-skilled occupations which are the most common type offered.

- B. Chances for employment will remain good for individuals possessing skills in the machine trades, and for individuals who have good experience in the clerical field. Applicants that follow the sales and service profession will find a variety of jobs. Some may be more seasonal than desirable causing a high turnover rate. Other occupations will experience moderate growth depending upon the economy and the progress that is made in local industrial expansion.

EMPLOYMENT OPPORTUNITIES RELATED TO VOCATIONAL EDUCATION PROGRAMS
TABLE 1: LABOR DEMAND IN HARD-TO-FILL JOB OPENINGS - UNFILLED OPENINGS APPROACH

1. State Iowa	2. Date Report Prepared Mo. Day Yr. 11 6 72	3. Unfilled Openings Data Refer to 12 Months Ending Mo. Day Yr. 8 31 72	4. Geographic Coverage (Check one) <input type="checkbox"/> a. Entire State <input checked="" type="checkbox"/> b. Area Only	5. Area Name if Area Only Spencer Local Office
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6. Political Subdivision(s) Within Area (Use reverse side if additional space is necessary.) Clay County	7. Type of Data (Check one) <input checked="" type="checkbox"/> a. Actual ES unfilled openings <input type="checkbox"/> b. ES unfilled openings inflated to total current job opportunities <input type="checkbox"/> c. All current job opportunities (From sample survey of employer job vacancies)
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Dictionary of Occupational Titles			Unfilled Openings 90 Days or More				National Growth to 1980 a. Rapid b. Moderate c. Slow d. None e. Decline	Comments
Code	Title (Abbreviate if necessary)	Vocational Education Instructional Program Code	Annual Range In Number	Annual Average		Number Range Anticipated in Next FY		
A	B	C	D	Number	Percent of Total	G	I	
0 & 2 Digit Occupational Codes			1-28			1-28		
0 - 1	Prof. Tech. Mgr.		0-1	0	0	0	M	
20 - 24	Clerical		0-2	0	0	0	M	
25-29	Sales		0-21	5	24	1-5	M Often Comm., No Guaran.	
3	Domestic		0-1	0	0	0	S	
31-39	Other Service		0-2	0	0	0-2	R Resort Area - Seasonal	
4	Farm, F & F		0-3	1	33	0	S	
5	Processing		0	0	-	0	M	
6	Machine Trades		0-11	3	27	0-10	M Local Wage Low Compared to State Average	
7	Bench Work		0-4	1	25	0-5	R	
8	Structural		0-1	0	-	0-6	S-M	
90-91	Motor Frt. & Trans.		0	0	-	0	M	
92	Pkg., Mtrl. Hndl.		0	0	-	0	M	
93-97	Other		0	0	-	0	M	

EMPLOYMENT OPPORTUNITIES RELATED TO VOCATIONAL EDUCATION PROGRAMS
TABLE 4: LABOR SUPPLY SUMMARY

1. State Iowa	2. Data Report Prepared Mo. Day Yr. 11 6 72	3. Currently Available Labor Supply Date Refer to Mo. Day Yr. 8 30 72	4. Geographic Coverage (Check one) <input type="checkbox"/> a. Entire State <input checked="" type="checkbox"/> b. Area Only	5. Area Name if Area Only Spencer Local Office
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6. Political Subdivision(s) With Area (Use reverse side if additional space is necessary.)
Clay County

Dictionary of Occupational Titles		Vocational Education Instructional Program Code	Currently Available Labor Supply (ES Job Applicants)	Training Output				Comments
Code	Title (Abbreviate if necessary)			Vocational Education Training		Training by Other Sectors		
				1 Year Hence	5 Years Hence	1 Year Hence	5 Years Hence	
A	B	C	D	E	F	G	H	I
0-1	Prof., Tech, Mgmt.							
091.228	Teacher, Secondary		6					
161.188	Accountant		5					
2	Clerical & Sales							
209.588	Gen. Office Clerk		14					
210.388	Bookkeeper I		6					
219.338	Clerk, Gen. Office		13					
223.387	Auto Parts Man		5					
237.368	Appointment Clerk		6					
289.358	Salesman, General		5					
289.458	Salesperson, Gen.		6					
290.478	Sales Clerk		12					
299.468	Cashier Checker		9					
3	Service Occupations							
311.878	Foodserver		17					
313.381	Cook		9					
318.887	Dishwasher		8					
355.878	Nurse Aid		14					
368.999	Enlisted Man		19					
375.268	Patrolman		5					

-7-

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				1 Year Hence	5 Years Hence	1 Year Hence	5 Years Hence	
A	B	C	D	E	F	G	H	I
4	Farming & Rel. Occ.							
421.883	Farm Hand, Gen. I		20					
421.887	Farm Hand, Gen. II		6					
5	Processing Occ.							
525.887	Hide Handler		7					
529.687	Egg Candler		6					
7	Benchwork Occup.							
732.884	Fishing Reel Asmblt		8					
732.887	Laborer, Sports Eq		20					
8	Structural Occ.							
859.883	Heavy Equip. Opr.		6					
860.381	Carpenter		5					
869.884	Const. Worker I		17					
869.887	Const. Worker II		25					
9	Miscellaneous Occ.							
905.883	Truck Dvr., Hvy.		25					

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