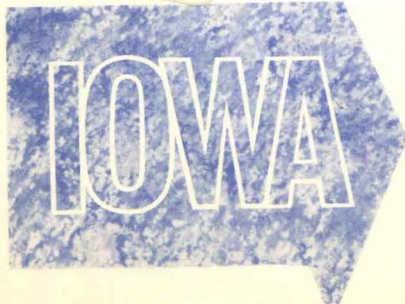


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*cooperative area manpower plan*

Section 1



**IOWA STATE MANPOWER DEVELOPMENT COUNCIL**

HAROLD E. HUGHES  
Governor

JOHN M. ROPES  
Director

JAMES A. SOCKNAT  
Deputy Director

500 EAST LOCUST STREET

DES MOINES, IOWA 50319

TELEPHONE 515 / 281-5965

To The Regional CAMPS Committee:

Gentlemen:

*On behalf of the State and Area CAMPS Committees I herein submit the approved report for the State of Iowa.*

*While our state had operational Area Manpower Coordinating Districts six months prior to the CAMPS issuance we experienced serious difficulties in developing area plans along the suggested lines. The System has several faults that prevent a truly workable cooperative plan. A few of these are:*

- 1. All Federal and State Agencies have not placed the same degree of priority on this program. Some Agencies gave only token assistance, others responded well.*
- 2. Vertical dissemination of information. Each Agency interpreted to its state and local counterparts their version of the program and its ultimate goals. This resulted in confusion and mis-interpretation of each agency's responsibility and, ultimately, their contribution.*
- 3. The criticalness of timing in preparing coordinated plans. Many Federal-State programs are based on grant-in-aid formulas. In many cases a State Agency cannot make realistic commitments until state appropriations are acted upon by the local legislature.*
- 4. The almost complete lack of guidelines from the Regional CAMPS Committee resulted in a "play it by ear" type of operation. In lieu of prescribed guidelines we devised our own. Whether they are compatible with guidelines that have subsequently evolved remains to be seen.*

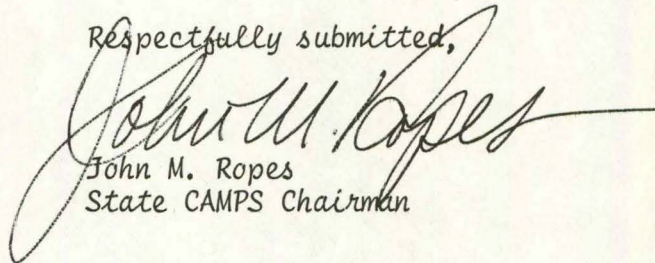
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Des Moines, Iowa 50319

In view of the above, I believe the report submitted constitutes the best possible presentation of our State's resources and needs.

The Committee wishes to acknowledge and commend the efforts of Mrs. Mary Louise Filk, who compiled and edited this report.

We are now developing plans to conduct training programs for CAMPS Chairmen and seminars for the Area Committees. Perhaps by the time the next CAMPS Report is due all Agencies will be able to make a greater and more meaningful contribution.

Respectfully submitted,



John M. Ropes  
State CAMPS Chairman

JMR/ss

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Section II

Appendix

## INTRODUCTION TO IOWA'S COOPERATIVE AREA MANPOWER PLANNING SYSTEM

To facilitate the transmitting of the information needed according to Interagency Issuances 1 and 2, a report form was designed and sent to each Area CAMPS Committee. To the best of their ability, the Areas tried to understand and implement the goals of CAMPS with the issuances as the only resource material.

Iowa's legislature was in session, Agency budgeting was taking place, Area Community Colleges were struggling for existence and resistance to "another committee" were competing forces to the development of effective Area Committees. However, acceptance gained momentum that eventually grew to enthusiastic support in nearly all of the Areas.

In Iowa, it was suggested that the initial efforts of the Committees should be directed to a real understanding of each Agency's function. This understanding, of itself, would be sufficient to justify the effort spent on CAMPS. Indifference blossomed into cooperative support as the budget, staff, salary and responsibility problems clarified the need in many Agencies to develop priorities in services offered. Knowledge of the intake or acceptance process of the Agencies, as well as criteria limiting acceptance into programs, made it evident a great deal of Agency time could be saved by sharing such helpful information.

The most active CAMPS Committees have found one CAMPS meetings a month eliminates the need of many other less fruitful meetings. While we recognize that sophisticated plans, in most Areas, have not been developed, a planning system has been started.

Budgeting for the local Area Agencies depends on local, county, state and Federal financing with few exceptions. Even those Agencies with direct Federal funding are so interrelated with agencies that are not, that their plans evolve only after appropriations are made at local, county, and state levels. This factor was another element in the reluctance of some Agencies to take needed time to develop plans since the goals specified in the Issuances were for Fiscal 1968 realizing that little could be changed or implemented that soon.

Recognizing the adverse factors affecting local and state committees, we are well pleased with the response from the Areas and believe these reports have served a developmental and educational start for CAMPS. The Area Committees are to be commended for their efforts and we sincerely urge the Federal and Regional Members of CAMPS to carry through with the Planning Guidelines referred to in the Interagency Issuances.

The Iowa committee will hold CAMPS Workshops in September to clarify the philosophy and goals of CAMPS, membership of committees, definition of terms, quarterly evaluation, and amendment procedures.

We, the members of the Iowa State CAMPS Committee, pledge full support to the Cooperative Manpower Plan as outlined in the attached document. Under this cooperative arrangement, overall coordinated plans of operation for the upcoming year will be developed by each agency in concert with the other participating agencies. This cooperative concept is not only pledged at the state level, but is further pledged at the local level by all participating agencies.

Concurrence in and approval of this plan in no way deprives any agency of its statutory or administrative responsibilities or of its exercise of internal procedures for approval of operating plans, control over commitment of funds or use of other management techniques.

John W. Lopez  
(Director)  
State CAMPS Chairman

Iowa Manpower Development Council  
Office of Economic Opportunity

Wendell M. Patton  
Acting Director

Department of Public Instruction  
Division of Vocational Education

Arnold W. Corbett  
Director

Iowa Employment Security Commission  
Employment Service Division

Russell V. Kels  
State Supervisor

U.S. Department of Labor  
Bureau of Apprenticeship & Training

James H. Harrison  
Director

Department of Public Instruction  
Division of Vocational Rehabilitation

J.V. Donnelly  
Supervisor Policy and  
Procedure Sections

Department of Social Welfare

W.A. Anderson  
Assistant Director

Board of Control  
Division of Corrections

Stanley R. Hendricks  
Chairman *M.H.L.*

State Department of Health  
Education and Training Committee

James R. [unclear]  
Admin. Assistant

U.S. Department of Agriculture  
A.S.C.S.

Joseph Veehoff  
Director

Department of Social Welfare  
Work Experience Program

C.J. Johnston  
Chief

Department of Public Instruction  
Adult Education

John E. Mackey  
Director

Comprehensive Alcoholism Program



Thomas J. Krwathy  
Executive Officer *M.H.F.*

U.S. Civil Service Commission  
Interagency Board of Examiners

Dr. Marvin Anderson  
Dean of University *M.H.F.*  
Extension

Extension Service  
Iowa State University

A. Harris  
Director (Asst.)

MATURA Action Cooperation (CAP)

Leuby Brown\*  
Representative

Office of Economic Opportunity  
Kansas City Region

CONSULTING AGENCIES

Mr. Charles M. Banks

State Manpower Training Coordinator  
Iowa Employment Security Commission

Mr. George M. Boswell

Director, Progressive Action for  
the Retarded

Dr. Marvin Anderson

Extension Service  
Iowa State University

Mr. Merlin Lee

Department of Personnel Officer  
State Department of Health

Mr. William O. Schuermann

Chief, MDTA Section  
Department of Public Instruction

Mr. James Thomas

Director, Iowa Civil Rights Commission

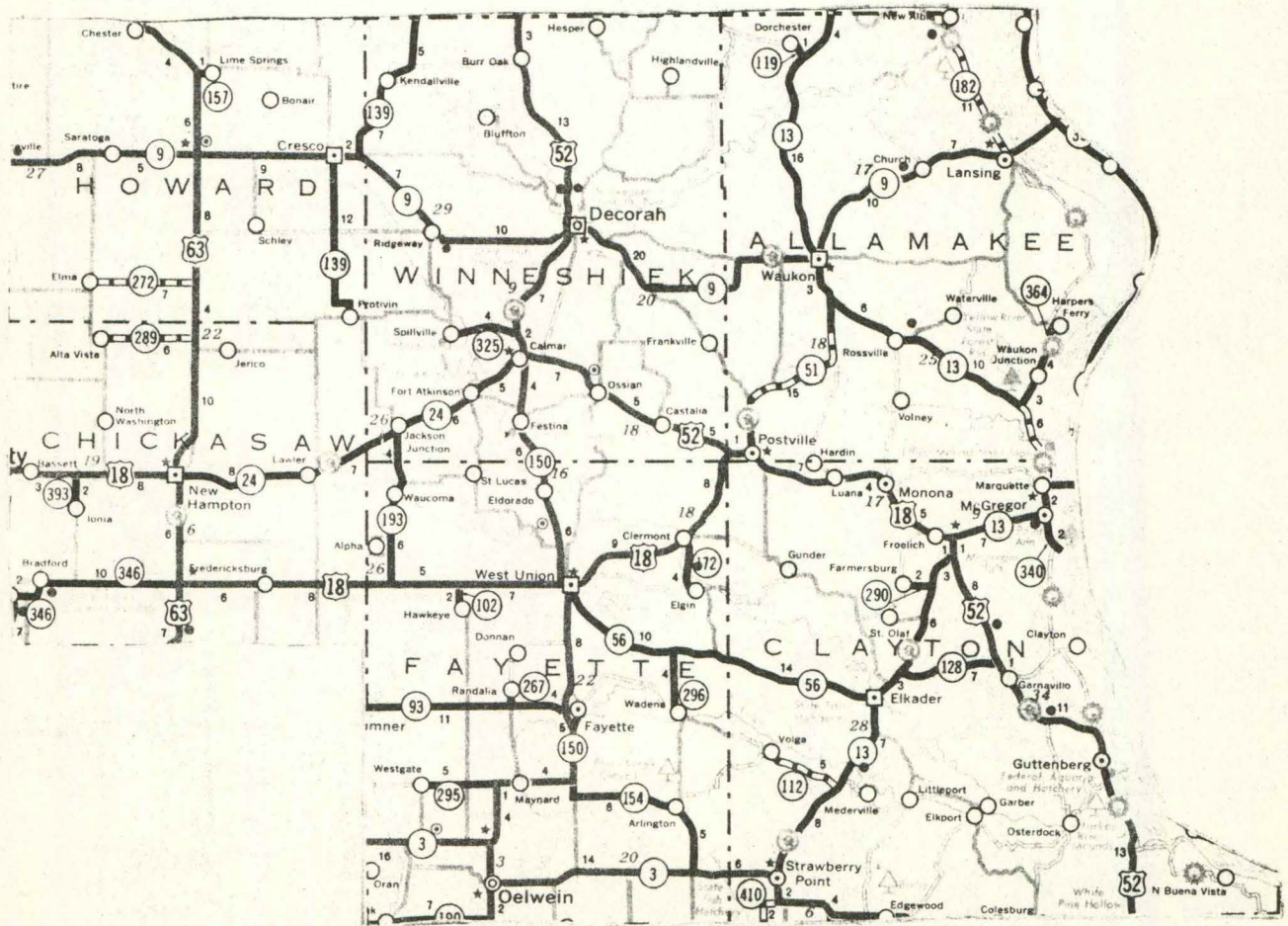
Mr. Les Nummela

LEAP Community Action Program

\* See letter of explanation Section II of this report.

IOWA  
CAMPS AREA

I



AREA I

|                      |   |
|----------------------|---|
| Neal Wiedenman       | Northeast Iowa Community Action Program   |
| Mary Rocamora        | BCDJ Economic Opportunity Agency  |
| Fred E. Brown        | Chickasaw-Bremer-Fayette Economic<br>Opportunity Program, Inc.                    |
| Richard Alberhasky   | Iowa Employment Security Commission<br>Iowa State Employment Service              |
| Carl Bradshaw        | Iowa Employment Security Commission<br>Iowa State Employment Service              |
| Freda Roggen         | Allamakee County Department of Social<br>Welfare                                  |
| Julian Natvig        | Chickasaw County Department of Social<br>Welfare                                  |
| Alva Edwards         | Clayton County Department of Social<br>Welfare                                    |
| Zaida McLaury        | Fayette County Department of Social<br>Welfare                                    |
| Baird Lomas          | Howard County Department of Social<br>Welfare                                     |
| Janice Sivesind      | Winneshiek County Department of Social<br>Welfare                                 |
| Max R. Clark         | Area I Vocational School  |
| Abner A. Hendrickson | Tri-County Superintendents Office<br>(Allamakee, Howard, Winneshiek)              |
| Don Potter           | Clayton County School Superintendent  |
| R. L. Hansen         | Chickasaw and Fayette County School<br>Systems                                    |
| Eugene C. Kreger     | Department of Public Instruction, Division<br>Vocational Rehab. Waterloo District |
| Elizabeth Dunbar     | On-the-Job Training, Iowa Manpower<br>Development Council                         |

CONSULTING AGENCIES

|                    |  |
|--------------------|--|
| E. Lee Gruenhaupt  | Allamakee County Extension Service       |
| Gerald K. Anderson | Chickasaw County Extension Service       |
| James C. Hosch     | Clayton County Extension Service         |
| Mel Wangness       | Fayette County Extension Service         |
| Harold Alert       | Howard County Extension Service          |
| E. J. Weigle       | Winneshiek County Extension Service      |
| Carol Lothringer   | Northeast Iowa Mental Health Authority   |
| Bill Griffie       | Iowa Comprehensive Alcoholism Project    |
| Mary Ellingson     | Allamakee County Relief Office           |
| John Amdahl        | Winneshiek County Relief Office          |
| Laura Amdahl       | Winneshiek County Soldiers Relief        |
| Father R. Maichen  | Notre Dame High School                   |
| Fred Wessendorf    | Starmont Community School                |
| Bertha Riemath     | Starmont Community School                |
| George Kampert     | Tri County Director of Special Education |
| Dorothy Hastings   | Winneshiek County Public Health          |
| Margaret Kapler    | Howard County Public Health              |
| Arlene Ingles      | Allamakee County Public Health           |
| Sara Smerud        | Kee High School                          |



AREA II

Lawrence Sogard  
Charles Schultz  
William McKeown  
E. McFarland  
T. Henderson  
Robert Young  
Eugene Kreger  
M. Peter Hart  
S. Sandage  
Elizabeth Dunbar

Iowa Department of Social Welfare  
North Iowa Area Community College (Adult Educ.)  
Vocational Technical Education  
Iowa State Employment Service  
Iowa State Employment Service  
North Iowa Community Action  
Iowa Dept. of Vocational Rehabilitation  
Upper Des Moines Opportunity, Inc.  
Migrant Action Program  
Iowa Manpower Development Council

CONSULTING AGENCIES

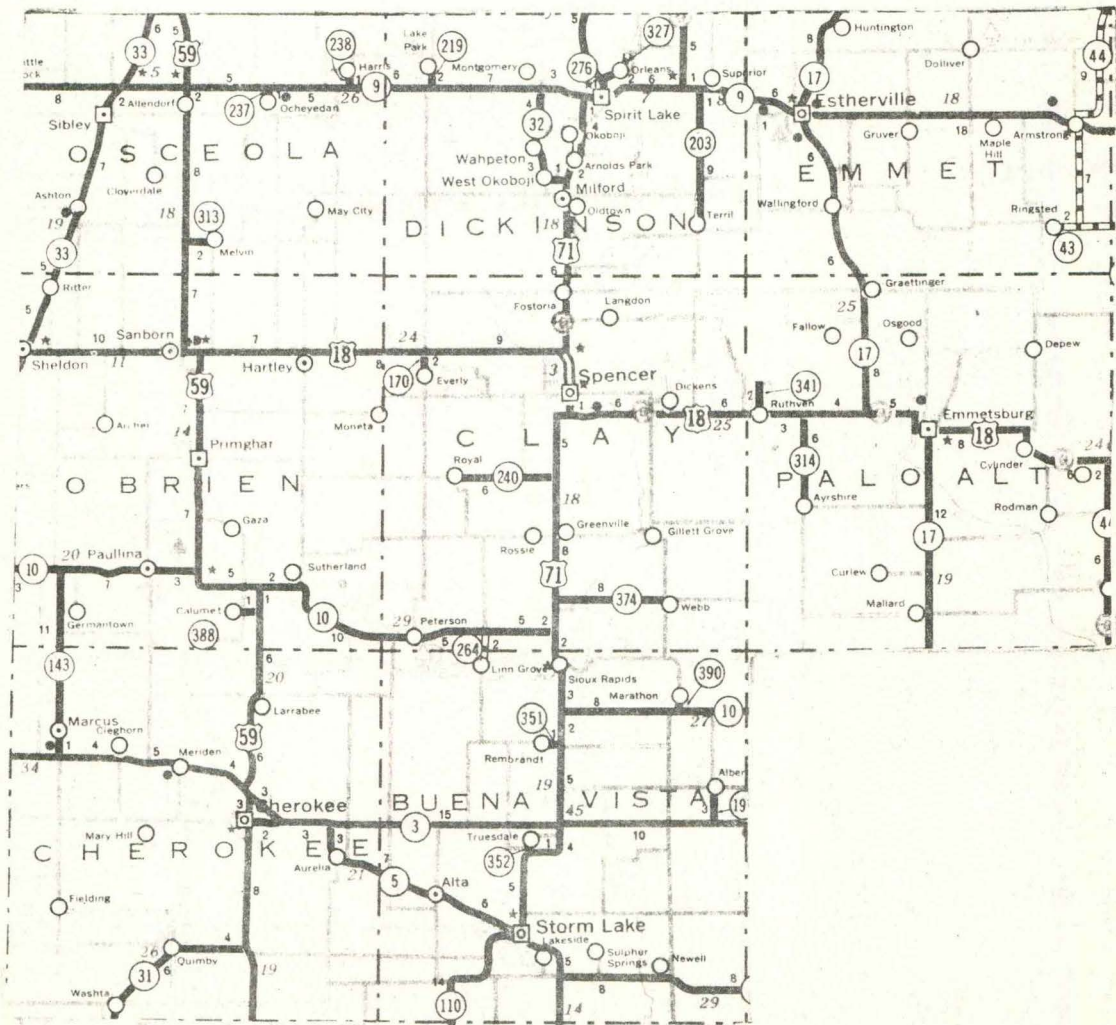
William Otterman  
Leigh Curran  
H. Edward Hunt  
Carl Grosland  
Martin Poe  
Lawrence H. Copley  
Dr. Gerrish Severson  
George Mendon  
Robert Jackson  
Ted Kochevar  
Dennis Orvis  
Larry Welch  
Bill Roeming  
Carl A. Hanson  
Boyd Harmon  
Roy Schram  
Lee Albaugh  
V. I. Lunning  
Roger Sawyer  
Warren G. Davidson  
Ralph McCartney  
James Klien  
John L. Buren  
D. Stromer  
Jerry Allen  
John Shannon  
Delbert Floy  
Russell Foell  
Grant Hunt  
Donald Grotvold  
Francis Sherman  
Spence Williams

Easter Seal Workshop  
State Legislature  
State Department of Social Welfare  
City of Mason City  
North Iowa Area Development  
Cerro Gordo County ASCS  
Waldorf College  
City Hall (Mason City)  
J.E. Decker & Sons  
St. Joseph Mercy Hospital  
Mason City Chamber of Commerce  
Goodyear Service Store (Charles City)  
Oliver Corporation  
Worth County ASCS  
Worth County Court House  
City Hall (Forest City)  
City Hall (Charles City)  
City Hall (Hampton)  
KGLO Radio and TV  
Cerro Gordo County Court House  
State Legislature  
State Legislature  
State Legislature  
State Legislature  
Cerro Gordo County Court House  
Federation of Labor Council  
State Legislature  
Construction Laborers  
Carpenters Local #1313  
Winnebago County  
Floyd County  
Cerro Gordo County Extension Office

IOWA

CAMPS AREA

III



ARLA IV

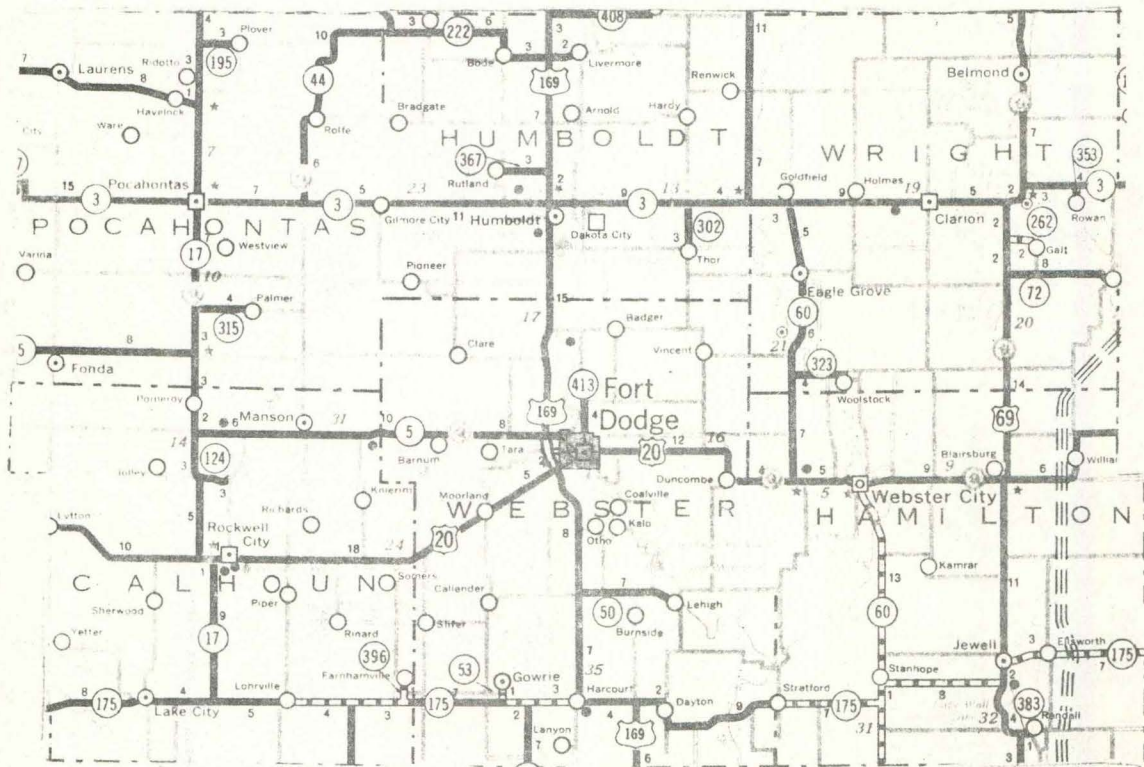
|                      |  |
|----------------------|--|
| Harold Van Der Weide | Iowa State Employment Service (Carroll)          |
| Val Norcott          | Sioux City Division of Vocational Rehabilitation |
| Ruth Evans           | Carroll County Department of Welfare             |
| Ralph Bachmann       | Crawford County Department of Welfare            |
| Buelah Westbrook     | Greene County Department of Welfare              |
| Coelo Shoemaker      | Audubon County Department of Welfare             |
| Michael Springer     | Sac County Department of Welfare                 |
| Sylvia Cox           | Shelby County Department of Welfare              |
| John Dulin           | Audubon County Superintendent of Schools         |
| Victor O. Draheim    | Carroll County Superintendent of Schools         |
| Steven O'Donnell     | Crawford County Superintendent of Schools        |
| Cliff Evans          | Greene County Superintendent of Schools          |
| Forrest Doouhard     | Shelby County Superintendent of Schools          |
| Robert Franren       | Sac County Guidance Consultant (Schools)         |

CONSULTING AGENCIES

Farmers Home Administration of Greene County  
Soil Conservation Service of Carroll County  
Soil Conservation Service of Audubon County  
Farmers Home Administration of Crawford County  
Farmers Home Administration of Shelby County  
Agricultural Stabilization and Conservation Service of Sac County

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CAMPS AREA

V





AREA V

|                     |                                       |
|---------------------|---------------------------------------|
| Ewald Trost         | Neighborhood Youth Corps              |
| Robert Tarbox       | YOUR, Inc.                            |
| Dave Babbe          |                                       |
| Arthur Anderson     | Work Experience Program               |
| Kenneth C. White    | Iowa State Employment Service         |
| Richard Voellinger  | Iowa State Employment Service         |
| Gary Greve          | Iowa State Vocational Rehabilitation  |
| W. Richard Hammans  | Iowa Central Community College        |
| Roger Ditzenberger  |                                       |
| M. Peter Hart       | Upper Des Moines Opportunity, Inc.    |
| CONSULTING AGENCIES |                                       |
| Lyman Laws          | Iowa Comprehensive Alcoholism Project |
| James Almquist      | Farm Extension Service                |

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VI



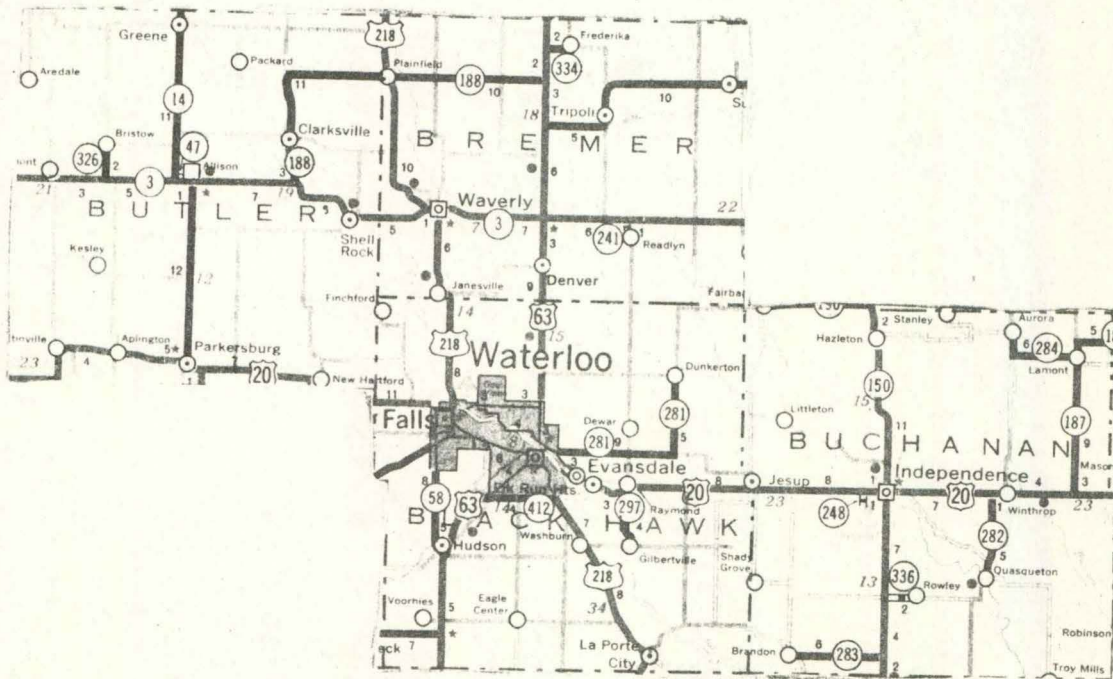
AREA VI

|                      |  |
|----------------------|--|
| Bernard E. Boerger   | Iowa State Employment Service                                    |
| James R. Stolz       | Iowa State Employment Service                                    |
| Richard Voridenberg  | Tama County Department of Social Welfare                         |
| Victor W. Neilsen    | Division of Vocational Rehabilitation                            |
| George K. Pettengill | Benton, Tama, Poweshiek, Iowa County Community<br>Action Program |
| Ardell Weele         | Jasper County Department of Social Welfare                       |
| Robert E. Horsecall  | Area Six Community College and Vocational<br>Technical School    |

CONSULTING AGENCIES

|                     |   |
|---------------------|---|
| William Ketch       | Marshall County Department of Social Welfare  |
| William H. Bartlett | United Campaign                               |
| Alltho C. McNeal    | Poweshiek County Department of Social Welfare |
| Francis H. Burnham  | Marshalltown Community School District        |
| Leland C. Reece     | Hardin County Department of Welfare           |
| William B. Pepper   |   |

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VII



AREA VII

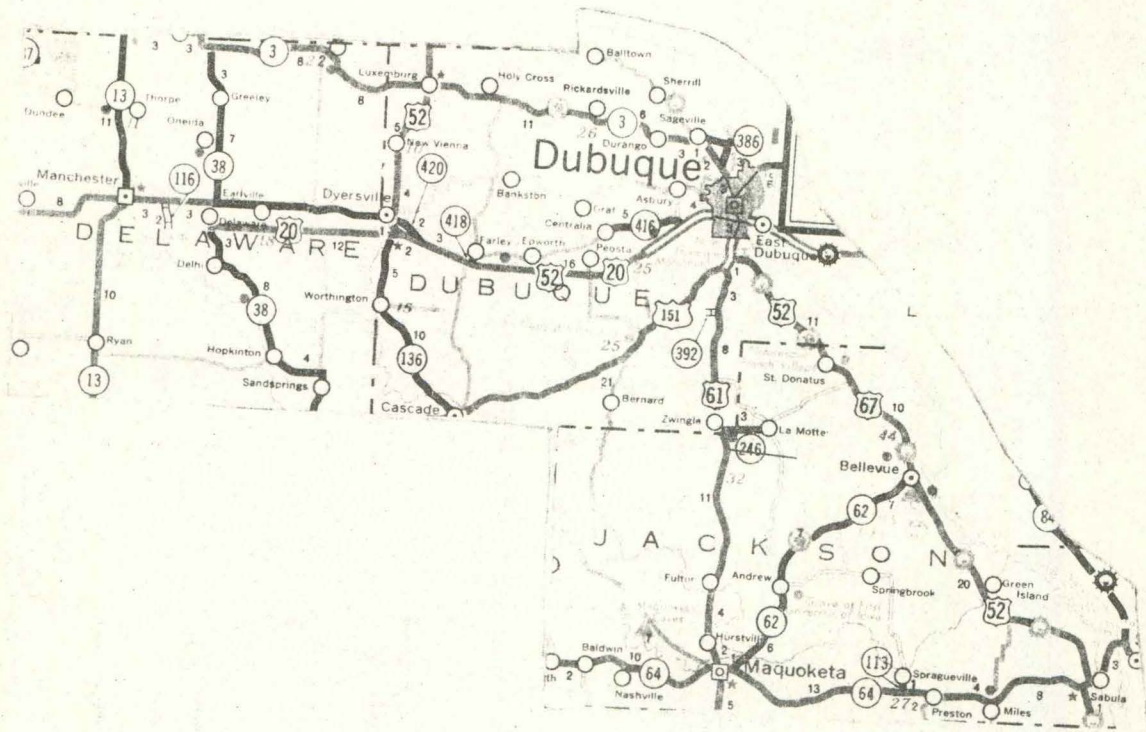
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|-------------------|---|
| Robart Young      | Community Action Program                |
| F. L. Brown       | Community Action Program                |
| Pat Mullen        | Community Action Program                |
| Margaret Hanna    | Department of Social Welfare            |
| Maurice Hover     | Department of Social Welfare            |
| Gene Kreger       | Department of Vocational Rehabilitation |
| Loren P. McEnany  | Iowa State Employment Service           |
| Ellis May         | Community Action Program                |
| Ruth B. McKinnis  | Department of Social Welfare            |
| William Powell    | Department of Social Welfare            |
| Beverly Stubbee   | Work Experience Program                 |
| Loren Reese       | Neighborhood Youth Corps                |
| Elizabeth Dunbar  | Manpower Development Council            |
| Donald L. Lippold | Hawkeye Institute of Technology         |

CONSULTING AGENCIES

(None)

IOWA  
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VIII



ARLA VIII

|                   |   |
|-------------------|---|
| Gordon G.         | Dubuque County Department of Social Welfare   |
| Donald H. Danssen | Delaware County Department of Social Welfare  |
| Lucille Reynolds  | Jackson County Department of Social Welfare   |
| Gerald H. Doyle   | Division of Vocational Rehabilitation         |
| Gary Lear         | Dubuque Area Economic Opportunity Agency      |
| Cletus H. Koppen  | Dubuque County Board of Education             |
| Paul McNamara     | Clinton-Jackson Community Action Organization |
| Gary Kempthorne   | Iowa State Employment Service                 |
| Earl Mauhart      | Adult Education                               |

CONSULTING AGENCIES

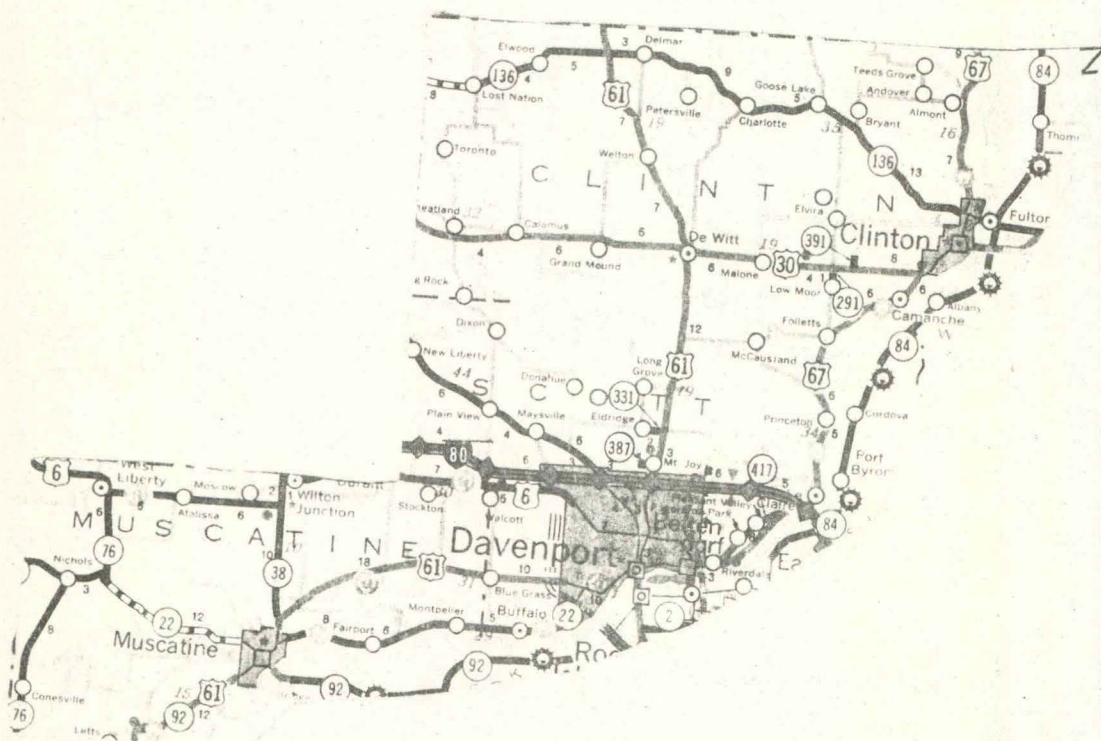
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| James R. Gran                                    | Jackson County Board of Education |
| Dubuque Probation Office                         |                                   |
| Catholic Charities                               |                                   |
| Dubuque County Association for Retarded Children |                                   |
| Dubuque County Agriculture Extension Office      |                                   |
| Edwin D. Blinks                                  | Dubuque Community School District |

OTHER AGENCIES HELPED IN PLANNING

Bureau of Apprenticeship and Training  
Vocational Rehabilitation  
BCDJ Community Action Agency

IOWA  
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IX



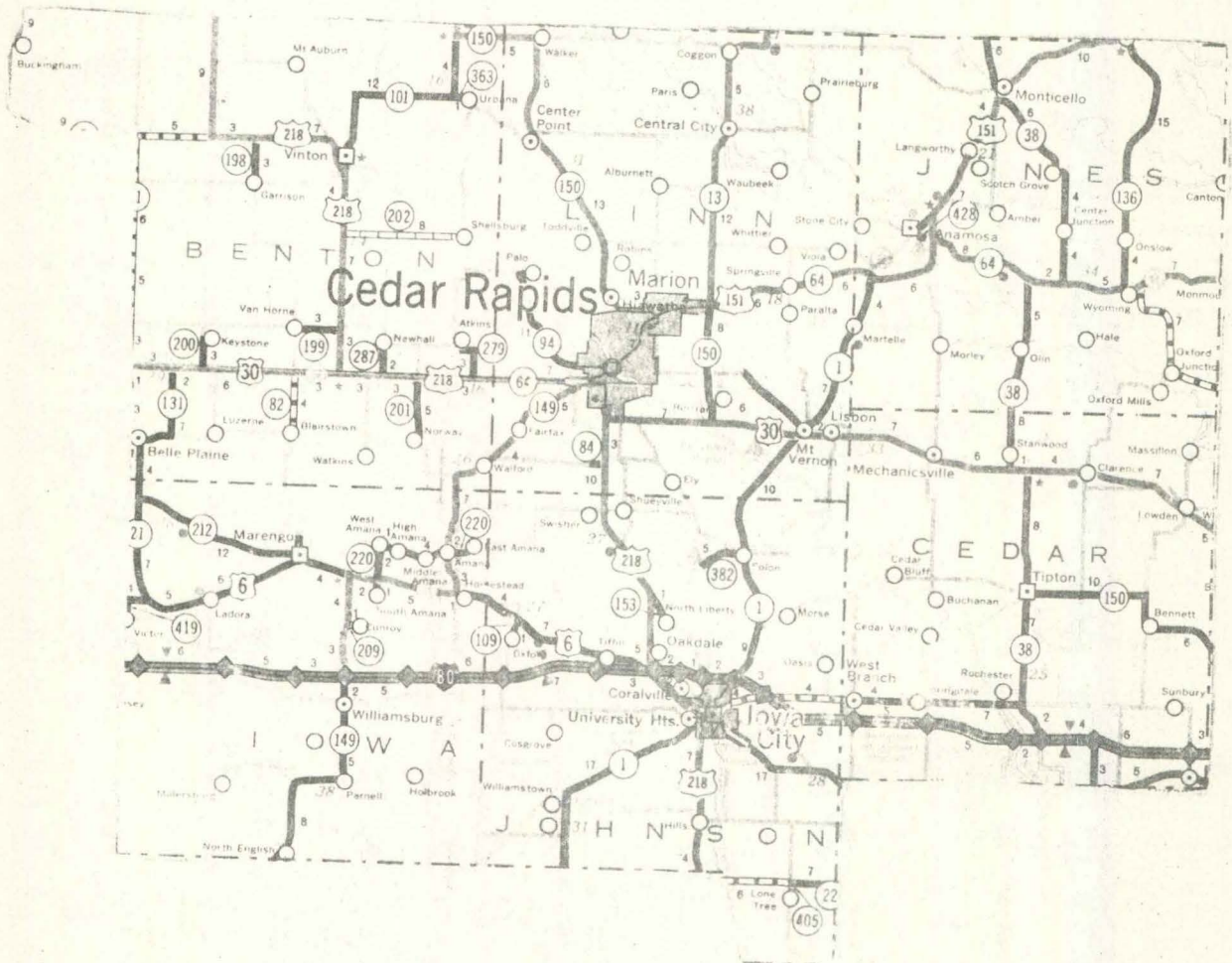


AREA IX

|                     |   |
|---------------------|---|
| Ilene Robinson      | Work Experience Program   |
| C. Mack Hall        | Scott County Economic Opportunity Council -<br>Community Action Program |
| Richard Schultz     | Eastern Iowa Community College<br>Vocational Technical Education        |
| George Moehlenhof   | Iowa State Employment Service (Davenport)                               |
| Clifford Newton     | Bureau of Apprenticeship and Training                                   |
| Keith D. Mattke     | Davenport Community School District - Industrial<br>and Adult Education |
| Donald Southwood    | Bureau of Apprenticeship and Training                                   |
| Kenneth R. Miner    | Division of Vocational Rehabilitation                                   |
| Donald Kassar       | Scott County Department of Social Welfare                               |
| Donald Olson        | Scott County Extension Service  |
| Harold McGee        | Scott County Association for Retarded Children                          |
| John Collins        | Scott County Sheltered Workshop   |
| Charles Buck        | Iowa Comprehensive Alcoholism Project                                   |
| Edward McGee        | Iowa State Employment Service (Clinton)                                 |
| Paul McNamara       | Community Action Program (Clinton)                                      |
| Wilfred McDonald    | Community Action Program (Clinton)                                      |
| Jane Law            | Clinton County Department of Social Welfare                             |
| Cloyce Rudolph      | Iowa State Employment Service (Muscatine)                               |
| Elizabeth Masterson | Muscatine County Department of Social Welfare                           |
| Doreen Hyde         | Muscatine County Department of Social Welfare                           |
| James Glass         | Office of Economic Opportunity (T.R.A.I.N.)<br>Muscatine                |
| Lawrence Gordon     | Office of Economic Opportunity (T.R.A.I.N.)<br>Muscatine                |
| CONSULTING AGENCIES |   |
| James Loper         | Eastern Iowa Community College (Muscatine)                              |
| Norman Goodwin      | Clinton County Extension Service  |
| Gene Mathern        | Muscatine County Extension Service                                      |
| James R. Law        | Clinton Community Schools Adult and Voc. Educ.                          |

IOWA  
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X

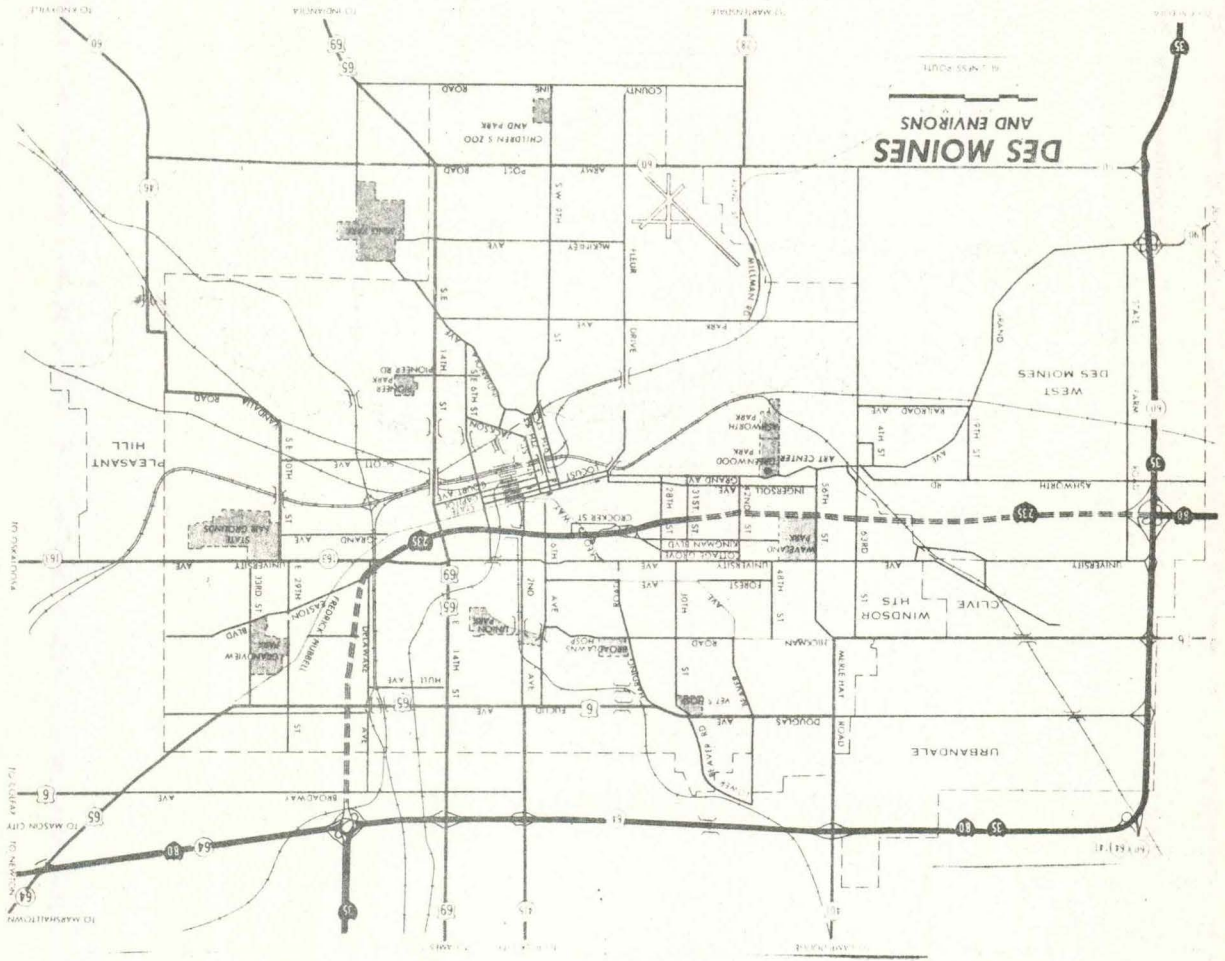


AREA X

|                       |   |
|-----------------------|---|
| Tom Mickerson         | Iowa Employment Security Commission                 |
| Clifford J. Newton    | Bureau of Apprenticeship                            |
| Bernard C. Barger     | Iowa State Employment Service (Iowa City)           |
| Mary Louise Filk      | Iowa State Manpower Development Council             |
| John A. Scorpil       | Iowa State Employment Service (Cedar Rapids)        |
| Warren L. Van Eschen  | Division of Vocational Rehabilitation               |
| Dr. Selby Ballantyne  | Area Ten Community College                          |
| Mrs. Gwendolyn Adams  | Benton County Department of Social Welfare          |
| Miss Dorothy Scofield | Cedar County Department of Social Welfare           |
| Miss Janet Wilkens    | Iowa County Department of Social Welfare            |
| Mrs. Cleo Marsolais   | Johnson County Department of Social Welfare         |
| Edward Roustion       | Jones County Department of Social Welfare           |
| James F. Nisley       | Linn County Department of Social Welfare            |
| George Case           | YMCA-YWCA Neighborhood Youth Corps                  |
| Larry Gordon          | Neighborhood Youth Corps (Ia. Central TRAIN - East) |
| Leslie Nummela        | Linn Economic Action Project                        |
| George Pettengill     | Community Action Program, Inc. (BIPT)               |
| Mary Rocamora         | B.C.D.J. Economic Opportunity Agency                |
| Dwaine Schaffner      | Hawkeye Area Community Action Program               |

CONSULTING AGENCIES

|                    |                                  |
|--------------------|----------------------------------|
| Eldon J. Hans      | Benton County Extension Service  |
| Kenneth Muller     | Cedar County Extension Service   |
| Don Goering        | Iowa County Extension Service    |
| Clair Hein         | Johnson County Extension Service |
| Joe Legg           | Jones County Extension Service   |
| C. E. Herriott     | Linn County Extension Service    |
| Frank Mulhern      | Linn County Industries, Inc.     |
| Raymond Hogue      | Goodwill Industries of S.E. Iowa |
| Russell L. Collins | N.A.A.C.P.                       |



DES MOINES METROPOLITAN

DES MOINES METROPOLITAN

|                  |  |
|------------------|--|
| Don McKenzie     | Polk County Community Action Council - CAP                               |
| Charles Lee      | Iowa State Employment Service  |
| Phil Langerman   | Area XI Community College  |
| Victor Neilsen   | Des Moines District of the Iowa Division<br>of Vocational Rehabilitation |
| Richard Wilkey   | City of Des Moines - Demonstration<br>Cities Project                     |
| Russell Saunders | Polk County Welfare Department   |

CONSULTING AGENCIES

|                        |   |
|------------------------|---|
| Frederick R. Schneider | Farmers Home Administration                               |
| George R. Selser       | Human Resources Development Program                       |
| James Underwood        | Work Experience and Training Project                      |
| James Bowman           | Des Moines School District                                |
| John Bell              | Des Moines School District                                |
| Walter Ramey           | Institutional MDTA - Education                            |
| Cliff Makohoniuk       | Polk County Schools & Neighborhood<br>Youth Corps Project |
| Robert Jackson         | CAP Manpower Project                                      |
| Russell Kelso          | Bureau of Apprenticeship and Training                     |
| Phil Langerman         | High School Equivalence Certificate Program               |
| James Sheldon          | Adult Basic Education Program                             |
| Richard Wilkey         | City of Des Moines - Mayor's Office                       |
| Richard Wilkey         | City of Des Moines - Demonstration Cities<br>Project      |
| Captain Harold Fryman  | City of Des Moines - Police Department                    |
| Jack Weideman          | On-the-Job Training Program                               |
| Louis F. Heger         | Drake University - National Teacher<br>Corps Project      |
| Edward Thomsen         | Iowa Union Rehabilitation Project                         |
| Allen Christiansen     | Board of Control - State of Iowa                          |
| Al From                | OEO - Legal Aid Project                                   |
| Rhoda Kreamer          | OEO - Head Start Project                                  |
| Larry TeKolste         | Division of Vocational Rehabilitation                     |
| Paul Lowery            | Area XI Community College                                 |
| John Wymore            | Polk County Conservation Board                            |
| Carl Gavin             | Polk County Board of Supervisors                          |
| James Quigley          | Veterans Administration                                   |
| Ken Eaton              | Iowa Comprehensive Alcoholism Project                     |
| Keith Fenton           | American Institute of Business                            |
| Marguerite Cothorn     | Community Planning Council                                |
| Eleonor Karris         | Des Moines Health Center                                  |
|                        | United Electronic Institute                               |
| Bert Millis            | Iowa Barber College                                       |



AREA XI

|                  |  |
|------------------|--|
| George Selser    | Manpower Services Center and Youth Opportunity Center  |
| Philip Langerman | Director of Adult Education, Area XI Community College |
| Charles Lee      | Area Manpower - Iowa State Employment Services         |
| Lyle Couture     | Iowa State Employment Service (Ames)                   |
| Ralph Cushatt    | Iowa State Employment Service (Perry)                  |
| Victor Neilsen   | Department of Vocational Rehabilitation                |
| Ken Norem        | MICA (Nevada)  |
| Michael Walters  | Iowa State Employment Service (Boone)                  |
| Donald McKenzie  | Polk County Community Action Council                   |
| Richard Wilkey   | Assistant City Manager - Des Moines                    |
| Frank Woods      | Regional Representative - Regional Welfare Office      |
| Edwin Hurley     | Regional Representative - Regional Welfare Office      |





AREA XII

|                  |  |
|------------------|--|
| D.W. "Gus" Hahn  | Employment Security Commission                 |
| James Pearce     | Woodbury County Office of Economic Opportunity |
| Robert Groom     | Solo, Inc.                                     |
| Dr. Robert Kiser | Division of Vocational Education               |
| Robert Haley     | Mid-Sioux Opportunity, Inc.                    |
| Wilbur Peters    | West-Central Development Corp.                 |
| Harry S. White   | State Department of Social Welfare             |
| Dale Becker      | Manpower Development Council                   |
| Jack Harvey      | Woodbury County Social Welfare                 |
| Jane Sellon      | Adult Basic Education                          |

CONSULTING AGENCIES

|                   |                                       |
|-------------------|---------------------------------------|
| Charles Vorwaller | Woodbury County Mental Health         |
| Robert Heglund    | Woodbury County Extension Service     |
| John Mantla       | Goodwill Industries                   |
| Ed Sperling       | Iowa Comprehensive Alcoholism Project |
| Louis Garland     | N.A.A.C.P.                            |
| Helen Momson      | City Health Department                |

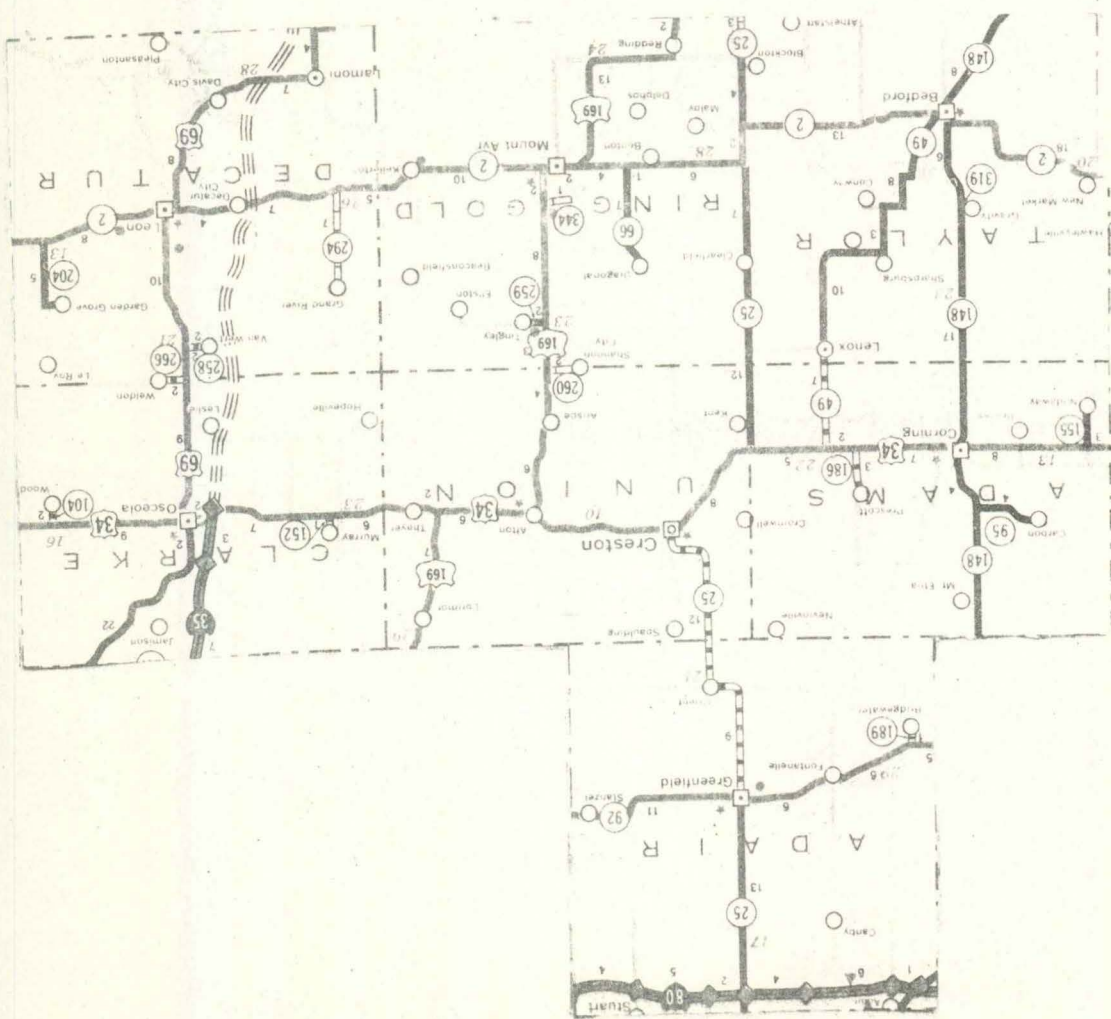


AREA XIII

|                        |                                       |
|------------------------|---------------------------------------|
| Alfred H. Blumanhourst | Iowa State Employment Service         |
| William H. Bennett     | Iowa State Employment Service         |
| Richard L. Palmer      | Iowa State Employment Service         |
| Richard A. Morris      | Division of Vocational Rehabilitation |
| Jack R. Kneckt         | Work Experience                       |
| Dale Becker            | On-the-Job Training                   |
| Brian A. Reilly Jr.    | Bureau of Apprenticeship & Training   |
| Frances Burrett        | Neighborhood Youth Corps              |
| Gail Holmes            | Community Action Program (Pott. Co.)  |
| Peter Voitenko         | Southwest Iowa Progress Inc.          |
| William F. Peters      | West Central Development              |

CONSULTING AGENCIES

|                    |                                     |
|--------------------|-------------------------------------|
| Pat Kelly          | Pottawattamie County Welfare Office |
| Max R. Clark       | State Dept. of Social Welfare       |
| Mary Pat Gregerson | CAP Pottawattamie                   |
| Oran H. Beatz      | Iowa Western Community College      |



XIV

CAMPS AREA

IOWA

AREA XIV

|                     |   |
|---------------------|---|
| Joe Pals            | O.E.O. (Matura Action Corp.)                            |
| Harry Green         | Social Welfare  |
| Tom Bullington      | Iowa Employment Commission                              |
| Russell Booth       | Department of Agriculture                               |
| Alex Kennedy        | Division of Vocational Education and Adult<br>Education |
| Vic Nielsen         | Division of Vocational Rehabilitation                   |
| Dick Dreyer         | On-the-Job Training                                     |
| CONSULTING AGENCIES |   |
| Martha Smith        | Association for the Retarded                            |
| Ron Faas            | Area Extension Leader                                   |
| Judith Carlson      | Area Extension Leader                                   |
| Arvid Miller        | S.C.I.C.A.P. (O.E.O.)                                   |
| Capt. Riggs         | Salvation Army  |
| Herb Kayser         | Soil Conservation Service                               |
| Steve Evans         | County Extension  |
| Eddie Peak          | Chamber of Commerce                                     |

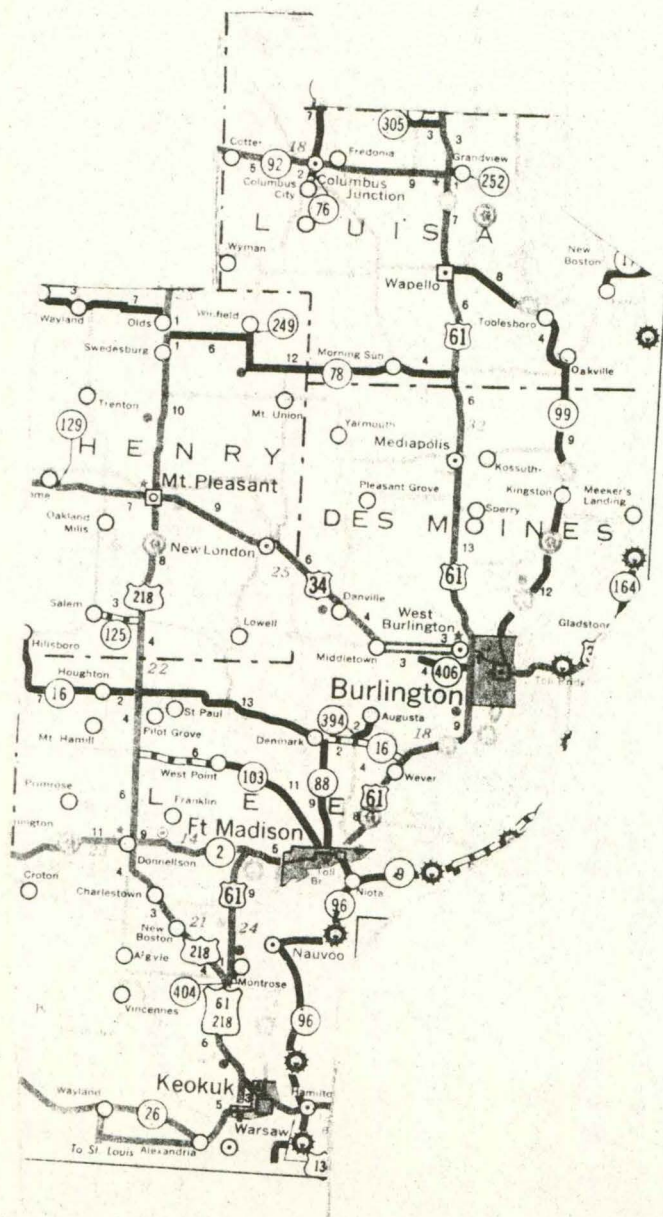


AREA XV

|                         |                                       |
|-------------------------|---------------------------------------|
| Demetre Vignovich       | Office of Economic Opportunity        |
| Clyde Taff              | Office of Economic Opportunity        |
| Donald J. McCurnin      | Office of Economic Opportunity        |
| Joe Mondenero           | Office of Economic Opportunity        |
| Violet Lundquist        | Office of Economic Opportunity        |
| Guy Evans               | Iowa State Employment Service         |
| Wyllard Stone           | Iowa State Employment Service         |
| Richard Thompson        | Iowa State Employment Service         |
| Don Menke               | Iowa State Employment Service         |
| Gordon Bennett          | South Iowa Manpower Center            |
| Harold Norris           | Area XV Vocational Technical          |
| Dow Armstrong           | Division of Vocational Rehabilitation |
| Carroll R. Anderson     | Marion County Social Welfare          |
| Mrs. Shirley Robinson   | Mahaska County Social Welfare         |
| John Cassidy            | Keokuk County Social Welfare          |
| Milan K. Thompson       | Washington County Social Welfare ,    |
| William Gottner         | Lucas County Social Welfare           |
| Mrs. Vera Newman        | Monroe County Social Welfare          |
| D. B. Arnold            | Wapello County Social Welfare         |
| Robert E. Wright        | Jefferson County Social Welfare       |
| Mrs. Hildreth M. Murphy | Wayne County Social Welfare           |
| R. P. Denman            | Appanoose County Social Welfare       |
| Robert Drake            | Davis County Social Welfare           |
| Mrs. Marilyn G. Boley   | Van Buren County Social Welfare       |

IOWA  
CAMPS AREA

XVI





AREA XVI

|                  |  |
|------------------|--|
| Violet Lundquist | Office of Economic Opportunity                 |
| Dick Duperly     | Neighborhood Youth Corps                       |
| Paul Radda       | Des Moines County Department of Social Welfare |
| John Owens       | Henry County Department of Social Welfare      |
| Margaret Roost   | Lee County Department of Social Welfare        |
| Pauline Fuller   | Louisa County Department of Social Welfare     |
| Ray Lastin       | Burlington Community School District           |
| Howard Ortmeyer  | Des Moines County School System                |
| Milton Kokjohn   | Ft. Madison Public School District             |
| Art McCullough   | Burlington Community College                   |
| Roby Fretwell    | Keokuk Community School                        |
| Robert Formenak  | Mt. Pleasant Public Schools                    |
| Gerald Carlson   | Wapello Community School District              |
| Donald Southwood | Bureau of Apprenticeship and Training          |
| Robert Allen     | Vocational Rehabilitation                      |
| Robert Birkhimer | Southeastern Iowa Community College            |
| George Harms     | OJT Program                                    |
| J. T. Jamison    | Iowa State Employment Service (Burlington)     |
| Art Hedrick      | Iowa State Employment Service (Keokuk)         |
| Larry Gordon     | Office of Economic Opportunity                 |

CONSULTING AGENCIES

|                 |                                     |
|-----------------|-------------------------------------|
| Roy Wise        | Productions, Inc.                   |
| James Hodges    | Des Moines County Extension Service |
| Robert Dowling  | Lee County Extension Service        |
| Gaylord Elliott | Louisa County Extension Service     |
| Richard Thuma   | Henry County Extension Service      |

## DESCRIPTION OF THE STATE OF IOWA

Iowa ranks twenty-fifth among the fifty states, with 56,290 square miles. It has a projected 1967 population of something slightly in excess of 2,800,000 citizens and ranks twenty-fourth among the several states in population.

Iowa has a reputation as an agricultural state. The major industries in the state are still related to food production, processing and packaging.

The movement from the farm started about 1920, but after 1930 there was a rather sharp downward turn in rural farm population, while rural non-farm population increased only slightly. In this same period of time, urban population nearly doubled, so that today, urban population is greater than rural and rural non-farm populations combined.

Iowa has attracted some of the largest industries in the nation and over one hundred of the nation's 500 largest manufacturers operate something in excess of 250 plants in the state of Iowa.

Iowans, like the citizens of any state are proud of their state and there are always things that they can refer to when pointing out the merits of living here. The citizens have the highest functional literacy rate in the nation; unemployment tends to be somewhat lower than most of the other states in the union and tends to always be slightly less than the national average.

That doesn't help the man who is unemployed or underemployed, but it apparently makes those that are employed feel good, because it is quite frequently announced.

It has been estimated that Iowa's manufactured products exports are equal to about three times in dollar value its agricultural exports. Iowa has many assets, however, the nature of this report will perhaps cause the reader to believe that all Iowa possesses are an unending list of problems.

Iowa, like all the states has many problems, some of which may be unique to the area, most however, are not and as solutions are found to solve these problems all the states will benefit, since the health of the nation's states will improve the health of the entire nation.

## II ECONOMIC BACKGROUND\*

Iowa's Economy is changing from a producer of agricultural products to an exporter of processed farm products, farm machinery, insurance and related goods and services. This change is influencing employment patterns, manufacturing and population.

### A. The Trends and Projections for Iowa's Economic Base and Employment Patterns.

There is a sharp overall shift in employment among Iowa's industries. While 19 percent of the employed labor force depended on farming as a major source of income in 1964, by 1974 this percentage will drop to 14 percent. On the other hand, the expected increase in manufacturing employment will be from 18 to 19 percent, while service employment is expected to increase from 63 to 67 percent of the total employment. Behind this shift are two powerful forces shaping Iowa's economic progress:

- (1) Technological progress and Productivity increases
- (2) Expanding market demands.

Because agricultural productivity per worker is rising more rapidly than demand for Iowa agricultural products, agricultural employment is expected to decline from 199,000 to 150,000 persons by 1974.

As a consequence of the decline in agricultural employment, the total number of workers in nonagricultural industries must

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\*The content of this section relies heavily on the following report. Wilbur R. Maki, Projections of Iowa's Economy and People in 1974, Special Report No. 41. Agricultural and Home Economics Experiment Station, Iowa State University of Science and Technology, Ames, Iowa: January, 1965.

increase by nearly 6000 each year merely to maintain the current level of employment in Iowa.

Iowa manufacturing productivity per worker is also increasing by more than 2 percent per year. But total manufacturing jobs will increase from an estimated 182,100 in 1964 to 198,700 or more by 1974. Iowa factory output is increasing more rapidly than productivity, therefore, total manufacturing employment is increasing.

The service industries, on the other hand, show only small increases in productivity per worker. Except in the transportation, communications and public utilities industries, output per worker is increasing by less than 2 percent per year. But demand is increasing faster. Largely as a result of growth in per capita incomes, demand for the output of Iowa service industries is growing by about 2.6 percent per year. Thus, total employment in the service industries is estimated to increase from 642,900 persons employed in 1964 to 717,400 workers by 1974. The service industries therefore, offer the major new job opportunities in Iowa over the next decade.

## B. Future Employment Opportunities for the Male and Female Labor Force.

The labor force relative to population in Iowa has remained quite stable, showing only slight increases in the proportion of the population in the labor force. The female labor force, is increasing substantially. On the other hand, the male labor force is declining slightly because of compulsory education and earlier retirement.

Analysis of historical trends of industrial employment shows the consequences of the recent labor force changes. Growth in employment in the service industries will be accompanied by a rapid expansion in female employment. In addition to the service industries, the electrical machinery industry -- also a rapidly growing industry -- is expected to provide additional job opportunities for women.

Future opportunities in industry for males will be mainly in such industries as chemicals, nondurable manufactured goods, machinery and equipment, communications and utilities, retail trade, and construction. In most of the other industries listed in Table I, only small increases or decreases are expected in male employment.

## C. Major Determinants of Iowa's Economic Growth Potential.

First among the factors accounting for Iowa's prospective growth is the availability of its natural resources -- primarily its agricultural land. Iowa's agricultural land is the most important natural resource; it accounts for an increasingly larger agricultural output, particularly of feed grains and livestock.

Geographical specialization in agriculture is a manifestation of Iowa's agricultural advantages.

A second factor accounting for Iowa's economic growth (as distinct from the population growth rate, which is lower relative to the national growth rate) is the productivity of its primary inputs -- labor, management, and capital. In addition, the large reduction in farm employment, the high level of disguised unemployment or underemployment on farms and in many rural communities, and the large number of females who are readily attracted into Iowa's labor force, offer new business a potential supply of skilled clerical and professional workers.

Finally, the accessibility of Iowa businesses to consumer and producer markets ranks high in terms of both "local" and "export" outlets. The local markets, for example, are of two forms -- (a) the agricultural and related industrial market and (b) the consumer market. Because of the high degree of agricultural mechanization and specialization, Iowa farms are substantial buyers of producer goods; they attract machinery and equipment manufacturers, as well as farm supply businesses into the state. Relatively high per-capita incomes also make the local consumer market profitable for many consumer-oriented business activities.

With reference to "export" outlets, several industries, other than agriculture, can be cited as maintaining a relatively favorable competitive position; these include meat packing, grain mills, fertilizer and other chemicals, rubber products (for farm machinery), farm machinery and equipment, electrical machinery and insurance. Each of the dominantly export businesses are advantageously lo-

cated with reference to raw material supplies, farm markets and labor. For the Iowa insurance companies, an early start, plus proximity to a prosperous agricultural economy with opportunity for profitable investment of insurance receipts, must be included among the important location factors.

D. Agricultural Adjustments and Shifts in the Location of the States Population.

Since the beginning of the century, Iowa's rural population has been declining, but its urban population has been increasing. This trend has involved two types of changes - a decline in the number of farm people and a shift of rural towns (those having less than 2,500 population) into the urban classification. Meanwhile, many rural communities have experienced gradual losses as social and trade centers for the surrounding countryside. Further, the larger urban centers have continued to expand in size and variety of services for their own residents and for the outlying towns and villages.

Farm consolidation and mechanization:

Farm consolidation and mechanization are major sources of Iowa's economic and demographic changes. The number of farms declined from the 1934 peak level of 223,000 to the current level of approximately 175,000. Farm population increased to a 1922 peak of 1,005,000 and then declined to its present level of 603,000. Farm employment also declined from a 1934 peak level of 368,000 workers to the current level of 286,000 workers.

Iowa's total agricultural output kept increasing, despite the reduction in labor inputs, due to increasing agricultural



productivity. But the latter was possible because of rapid farm mechanization, which has led, finally, to larger units that realize the economies of size under a more mechanized system of agriculture. At the local level, the agricultural change has forced corresponding adjustments in the off-farm businesses that handle farm inputs and outputs and that cater to the needs of farm households.

#### Community reorganization:

Off-farm business adjustments have generated a series of local "shocks" or disturbances in the established patterns of trade and population in Iowa. Because the farm purchases greatly exceed in value the household purchases in Iowa agriculture, a proportionate change in farm purchases is substantially larger in an absolute sense than it is in household purchases. In 1960, for example, the average Iowa farm used \$17,000 worth of purchased goods and services for production purposes. However, the average farm household purchased \$4,200 worth of food, clothing, shelter, and amenities. Of the \$21,000 of farm products sold per farm, many were processed in manufacturing plants within the state. When farm population declines, therefore, the farm household purchases decline also, but, at the same time, purchases of farm production items increase more than enough to make up for the population decline.

For many communities the decline in farm population has resulted in a decline in local business. Farm people, moreover, travel greater distances now than they did a half-century ago to obtain even the daily necessities of life. Food stores in the larger towns, for example, compete with the grocery store in rural

villages because of the wide choices of products, lower prices and the ease of transportation. Two different forces, therefore, are impinging upon the business activities of rural communities in areas of declining farm population -- the contraction in its economic base and the competition from larger trade centers that cater more effectively and thoroughly to the needs of both rural and urban residents.

With fewer people in the open country and rural communities the expanding "reach" of the family car and the increasing specialization of personnel within each of the social institutions of rural and urban society encourage the attainment of various economies of size. As a consequence, many businesses and institutions shift more and more to the larger trade centers.

#### E. Changes in Population Characteristics

The total number of children and adults in the various age groups in 1950 and 1970 are summarized in Table 2. It is apparent from this table that the proportion of children in the Iowa population is increasing and that the proportion of both males and females in the 25 to 44 year-old age bracket is decreasing. There have been large losses of Iowa population through out-migration particularly in the age groups from 24 to 44. During the two intercensal periods with the largest migration, the age group 15 to 44 accounted for 75 to 80 percent of the total migration.

F. Pressures in Governmental and Social Institutions from Changing Employment Patterns and Population Characteristics.

The people of Iowa face an increasingly severe problem in educating their young and caring for their old because of the out migration of the economically most productive age groups.

As the farm-oriented trade centers respond to the agricultural change, problems arise in the government sector of those communities. Whether or not the community is expanding, the local tax base typically is inadequate to support the needed complement of governmental services, including education. The demand for streets, schools and related governmental services increases more rapidly than the tax base in growing communities. In declining communities, the cost of government remains high, while the tax base deteriorates. In either case, local governmental receipts are inadequate to cover expenditures. Thus, political and economic pressures develop for governmental reorganization.

Finally, social institutions -- the church, the voluntary civic groups and related organizations -- undergo change as the rural communities attempt to reorganize their business and municipal activities.

G. Iowa's Hidden Poverty.

Iowa's productivity and per capita incomes are increasing. Iowa's Gross State Product is continuing to increase. However, gross figures make Iowa's increasing poverty, both relative and obsolete, less visible to the casual observer.

Because low income farms are not concentrated geographically, they are usually not noted. Furthermore, the underemployment on

farms is difficult to observe even tho it is one of Iowa's major economic problems.

43.9 percent of Iowa's farmers sold less than \$10,000 worth of gross products in 1964. This coincides with a \$3,000 annual net income - and does not present an adequate level of living.

In addition, retail sales are declining in many Iowa counties causing economic hardships in terms of low incomes of small business operators and underemployment in non-farm jobs resulting in low wages.

The small farm and the small town have an underemployment problem of such significance that it overshadows the unemployment problems in the state.

Iowa has poverty - but it is less visible than in some other states.

TABLE I

Estimated number of persons employed in specified industries,  
Iowa, 1954-74.

|                               | 1954                  | 1964                  | 1974                  |
|-------------------------------|-----------------------|-----------------------|-----------------------|
| Sector                        | Total em-<br>ployment | Total em-<br>ployment | Total em-<br>ployment |
| Agriculture                   | 266.0                 | 199.0                 | 150.5                 |
| Manufacturing                 |                       |                       |                       |
| Mining                        | 3.2                   | 2.7                   | 2.2                   |
| Meat products                 | 28.1                  | 26.1                  | 23.9                  |
| Dairy & grain mill products   | 12.2                  | 11.6                  | 10.8                  |
| Other food & kindred products | 11.8                  | 12.1                  | 12.3                  |
| Printing & allied             | 11.9                  | 13.6                  | 15.4                  |
| Chemicals & allied            | 6.2                   | 7.3                   | 8.5                   |
| Other nondurables             | 10.9                  | 12.3                  | 13.6                  |
| Building materials            | 13.7                  | 13.4                  | 13.0                  |
| Primary & fabricated metals   | 11.8                  | 14.9                  | 18.5                  |
| Farm machinery & equipment    | 16.1                  | 20.4                  | 25.6                  |
| Other machinery               | 17.4                  | 18.4                  | 19.1                  |
| Electrical machinery          | 9.2                   | 14.0                  | 21.2                  |
| Other durable goods           | 15.9                  | 15.3                  | 14.6                  |
| Total                         | 165.2                 | 182.1                 | 198.7                 |
| Service industries            |                       |                       |                       |
| Transportation                | 44.2                  | 38.4                  | 32.9                  |
| Communications & utilities    | 24.9                  | 29.5                  | 34.3                  |
| Wholesale trade               | 41.4                  | 42.5                  | 42.9                  |
| Retail trade                  | 154.0                 | 174.8                 | 195.2                 |
| Finance, real estate & ins.   | 31.3                  | 36.9                  | 42.9                  |
| Services                      | 169.4                 | 211.2                 | 259.3                 |
| Construction                  | 50.8                  | 57.4                  | 64.1                  |
| Public administration         | 58.6                  | 52.2                  | 45.8                  |
| Total                         | 574.6                 | 642.9                 | 717.4                 |
| TOTAL                         | 1,009.0               | 1,024.0               | 1,066.6               |

TABLE II

Table 2 Estimated population in specified age and sex class and annual change in proportion of total population in each class, Iowa and United States, 1950-70.

| Sex and age class | IOWA             |                   |                     |                   | UNITED STATES       |                   |
|-------------------|------------------|-------------------|---------------------|-------------------|---------------------|-------------------|
|                   | Total Population |                   | Proportion of total |                   | Proportion of total |                   |
|                   | 1950             | Projected<br>1970 | 1950                | Projected<br>1970 | 1950                | Projected<br>1970 |
| Male              | (thousand)       |                   | (percent)           |                   | (percent)           |                   |
| Under 10.....     | 259.4            | 317.4             | 9.8                 | 11.1              | 9.9                 | 11.0              |
| 10 - 14.....      | 101.9            | 144.4             | 3.9                 | 5.0               | 3.7                 | 5.0               |
| 15 - 24.....      | 185.4            | 225.8             | 7.0                 | 7.9               | 7.4                 | 8.7               |
| 25 - 44.....      | 353.9            | 285.0             | 13.4                | 9.9               | 14.9                | 11.2              |
| 45 - 64.....      | 279.0            | 274.1             | 10.6                | 9.6               | 10.1                | 9.5               |
| 65 & over.....    | 137.4            | 151.1             | 5.2                 | 5.3               | 3.8                 | 3.9               |
| Total.....        | 1,317.0          | 1,397.8           | 49.9                | 48.8              | 49.8                | 49.3              |
| Female            | (thousand)       |                   | (percent)           |                   | (percent)           |                   |
| Under 10.....     | 247.2            | 304.3             | 9.4                 | 10.6              | 9.6                 | 10.6              |
| 10 - 14.....      | 97.3             | 139.3             | 3.7                 | 4.9               | 3.6                 | 4.8               |
| 15 - 24.....      | 188.6            | 237.7             | 7.2                 | 8.3               | 7.3                 | 8.4               |
| 25 - 44.....      | 356.2            | 301.7             | 13.5                | 10.5              | 15.3                | 11.4              |
| 45 - 64.....      | 279.2            | 290.0             | 10.6                | 10.1              | 10.1                | 10.3              |
| 65 & over.....    | 151.2            | 193.9             | 5.7                 | 6.8               | 4.3                 | 5.2               |
| Total.....        | 1,319.7          | 1,466.9           | 50.1                | 51.2              | 50.2                | 50.7              |

## INDUSTRIAL OUTLOOK

Summary report based entirely on information contained in Area Reports

The following section will seek to give a picture of the state's industrial base as well as its potential for industrial expansion on an area basis. The section will deal with such topics as the number and types of industry within the area, a description of new firms entering the area, the exit of established firms from the area, the potential growth industries, and report on the area's future industrial outlook. As with other sections in this report, this section makes no claim for completeness of data. It is hoped however, that this section will shed some light on Iowa's industrial development, an area vital to Iowa's economy.

Area I, located in the northeastern quadrant of the state, is characterized as a relatively rural area with a number of small towns which serve primarily as trading centers. As a result, the major types of industries which presently exist are those of retailing (1036), service (503), and 186 manufacturing concerns.

Industrial growth in the area appears to be quite limited. A commercial printing firm employing 30 employees is expected to locate in Clayton County, and a feed manufacturing firm employing 20 is expected to begin operations in Winneshiek County. The result of these firms entry into the area is a net increase of only 50 people employed. This is a crucial figure because the area does expect the loss of a large employer and must find some means of attracting industry in order to maintain a viable economy.

Growth industries include feed manufacturing, electronics, mobile homes, and seed corn processing. All of the above are expected to expand their operations in the future.

With the exception of the loss of the large employer mentioned above, no firms are expected to leave the area. However, three food processing plants have combined and the resulting specialization has caused a loss of 15 jobs for the area. This was offset by a farm equipment manufacturing firm which moved to the area and is employing 25 people.

In regard to the industrial outlook for Area I, it is predicted that light manufacturing will increase moderately. The food processing industries are likely to decline in other industries; the end result is an area where the economy is stable, but without any real rapid industrial growth.

#### AREA II

Area II is also a relatively rural area although 2,722 industries are listed in the area report. It should be pointed out however, that 1,050 of these "industries" are retail trade and most of the remaining industries are not large employers. The industry that does exist is quite dispersed, so there is no real concentration of industry in Area II.

No existing firms are leaving Area II and several new firms are expected to locate in this area. These include an electronics manufacturer, three large wholesale and retail trade firms, two metal products manufacturers, and an area college.

Growth industries listed include manufacturing, service, finance, insurance, real estate, construction, and government.



This growth was exhibited when two manufacturing and two service organizations began operations in the area during the past few years.

It is reported that the industrial outlook in Area III is very good. Industrial growth in the next 10 years should exceed the growth of the past 30 years. As a result, migration from Area II should be slowed considerably because of greater job opportunities for its citizens.

#### AREA III

Area III also lacks any large population center and industry is likewise decentralized. The area has some light industry particularly in the farm equipment, food processing, printing, and small construction firms. However, the largest single number of firms are involved in retail trade.

Information is not available on the total number of new firms which are expected to enter the area. It is expected that a firm manufacturing ice-making equipment will locate in Dickinson County, but the extent of its operations is unknown at present.

The information available on potential growth industries is also poor. In most of the counties of the area, the information is not available. The area report indicates that both Buena Vista and Cherokee Counties see no growth industries, while it is expected that the farm equipment and sporting goods industries will expand in Palo Alto County.

While Area III sees little expansion among its present industries, it also sees little decline. All of the counties report no knowledge of firms leaving the area.

During the past five years, both sports and farm equipment firms have begun operations in the area. The major shift however, involved the food processing industry in Buena Vista and Cherokee Counties where expansion is likely to result in approximately 450 new jobs.

Despite the above statistic, industrial growth is likely to increase at only a moderate pace in Area III.

Area IV lists 165 manufacturing plants, although as with the preceding areas, the major type of industry appears to be retail trade.

Several new firms are expected to locate in the area in the near future. In Carroll County, a metal fabricating firm is expected to employ 150, while a fertilizer plant and a metal container manufacturer will both set up operations in Crawford County. The employment figures for the latter two firms are now known at the time of this writing.

A number of industries are listed as having growth potential. These include feed and fertilizer, meat slaughter, farm equipment, metal fabricating, and construction, as well as retail trade, finance, and real estate.

In short, the industrial picture is reported to be optimistic for Area IV. However, it is critical for this growth to occur or the area is likely to lose more of its population through migration.\*

The industrial outlook section in Area V's report lists 178 manufacturing plants, nearly one-third of which are located in Webster County. Retail trade again dominates with Webster County hav-

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\* Information on firms leaving the area and shifts in industrial plants was not available in the area report.

ing 388 firms. This is to be expected because the largest city in the area, Fort Dodge, is located in that county.

Retail trade is expected to further expand in Area V. It is reported that a large shopping center containing some 20 shops will soon open in Webster City. Furthermore, the area vocational college is expected to create employment in addition to upgrading the skills of the area's labor force.

Major growth industries are expected to be those of retail trade and service which are in turn closely tied to the prosperity or poverty of the surrounding rural area.

Few firms appear to be leaving the area. In fact, the only firms known to be leaving Area V are two automobile dealers.

In general, it is reported that the industrial outlook is good. Many of the existing firms have expanded recently and further expansion is expected. However, with the exception of Webster County, where much of the industry is located, the remainder of the area is involved in retail trade and service industries which flourish during periods of agricultural prosperity and decline drastically giving a decrease in farm income.

In Area VI, a total of 230 manufacturing plans are listed, with the bulk of these being located in Jasper and Marshall Counties.

Three new firms are expected to begin operations in Area VI shortly. These are a meat processing plant in Tama County, a firm making packing materials in Jasper County, and a farm equipment manufacturer in Poweshiek County.

Industries having growth potential include appliances, valve control equipment, and possibly farm equipment.

No firms are expected to leave the area in the near future. This factor in combination with the expansion occurring in a number of existing firms, particularly in Marshall County, points to an increase in employment and earnings for the area's citizens.

Area VI is likely to see a steady expansion of its industrial base in the next several years.

Area VII, like several of the other areas can be described as having one county where industry is concentrated and several counties where there is little industry. The one county referred to is Black Hawk County and it is likely that it is this area in particular which will witness the bulk of the area's industrial growth.

The data collected shows there are 217 manufacturing establishments, many of which are involved in food processing, although the farm equipment, printing, stone, clay and glass, and metal fabrication industries are also well represented.

No new industries are expected to locate in this area at this time, although industries such as farm equipment, stone, clay and glass products, and possibly food processing are listed as potential growth industries.

No existing industries are reported to be leaving the area, but a significant expansion in the number of firms engaged in metal fabrication has occurred in recent years.

Overall, it is expected that the durable goods and printing industries will show continued growth particularly in Black Hawk County. In the remaining counties, much of the industry involves food processing which, like in many of the other areas, is closely tied to the economic picture in agriculture. Given the assump-

tion that food processing operations increase, employment is unlikely to increase rapidly because of the rapid technological advancement in this industry.

The information related to industrial development for Area VIII is not complete. According to the information received, there are 150 industries located in this area. Of these, the majority appear to be concentrated in the food processing industries, although some metal fabrication and lumbering do take place.

One new firm, a chemical company, is expected to locate within the area in the near future and several industries are cited as having growth potential. These include machinery, wood, apparel, printing and miscellaneous plastics.

No existing firms are expected to leave the area, and the report lists no major shifts in industrial plants in recent years.

To summarize, it can be said that only a slight industrial growth is likely for Area VIII.

Area IX, located along the Mississippi River, contains as much industry as any other area in the state. The area lists 219 plants, many of which are, by Iowa Standards, quite large employers.

The industry mix in the area includes among its larger firms, manufacturers of aluminum, heavy equipment, electrical equipment, chemicals, and food processing, as well as a number of smaller manufacturers.

A tannery in Muscatine County as well as a chemical plant in Clinton County are expected to start operations in the future. No existing firms are expected to leave the area, thereby further increasing the area's industrial base.

Within the past five years, significant expansion has occurred in all the counties of the area and particularly in the chemical, heavy equipment, and furniture industries. Because of this expansion, it is predicted that the industrial outlook for this area ranges from very good to excellent.

Much industry is also concentrated in Area X and especially in Linn County, which contains many of the larger employers in an area which lists 351 manufacturing firms. It is to Linn County, and specifically to Cedar Rapids, that many of the area's residents commute to work.

Major industries include food products, furniture, textiles, fabricated metals, paper and plastics, and machinery. To this existing industry no new firms are expected to be added in the near future, nor are any firms expected to leave Area X.

Of the existing industry, the machinery, electrical equipment, and fabricated metals industries are expected to grow in the next few years.

Looking at the past five years, the area has seen a substantial increase in the manufacture of electrical equipment in Iowa and Linn Counties, an increase in the manufacture of chemicals in Johnson County, and a rapid expansion in the machinery industry in Linn County.

Area X has enjoyed a rapid increase in its industrial growth during recent years and it is predicted that this growth will continue at a rapid rate in the future.

Area XI includes the Des Moines metropolitan area, as well as several more sparsely populated counties where the industrial out-

look differs significantly from that of Polk County. All told, Area XI lists 422 manufacturing firms of which, 382 are located in Polk County. Major industries include food processing, printing, fabricated metals, machinery, rubber products, in addition to significant employment in government at Des Moines and Iowa State University at Ames.

Several new firms are expected to locate in Area XI. These include a seed corn processor, a feed and fertilizer manufacturer, and a firm specializing in land development.

A major firm left the area during the past year. This was a meat packing firm in Polk County which closed its doors as of June 1967. Whether the unemployment resulting from this move can be absorbed is unknown at this time, although it is likely that some workers will require retraining in order to remain in the labor market.

Growth industries include farm machinery, printing, and rubber manufacturing in Polk County; meat packing and foundry operations in Dallas and Guthrie Counties; water analysis equipment and electronics in Story County; and wire and refrigeration in Boone County.

Complete information is not available on major industrial shifts from four of the five counties. In Polk County, five new plants have been established while 22 plants have left the area. No information was available on the number of workers affected by this shift.

Despite the above information, the Area XI Committee reports a slight increase in manufacturing in Polk County, an above average outlook for Dallas and Guthrie Counties, and good potential for Boone County.

Area XII, located in the northwestern section of the state, is similar to Area XI in that much of the area's industry is concentrated in one county. All told, the area lists 259 manufacturing plants, 145 of which are located in Sioux City. Major industries include farm and electrical equipment, food processing and transportation, as well as a variety of light manufacturing industries. No firms appear to be leaving the area, nor are any firms locating in Area XII.

Growth industries include aircraft assembly, paint, farm equipment, radio, and fertilizer.

Woodbury County suffered a severe blow in 1963 when Armour closed its operations and laid off 1,100 employees. This blow has been softened somewhat in recent years with the expansion of a chemical firm and a radio manufacturer which added 700 employees to the payroll. None of the remaining counties in the area saw any significant industrial shifts during the past five years.

The industrial outlook for Area XII is mixed. Woodbury County expects that industrial expansion will mean 600 new jobs and a \$9,000,000 increase in personal income in the next two years. The remaining counties of the area are declining in population and there is little industrial expansion in these counties. This means that a further population loss for these counties is likely.

The reader will recall from earlier in the report, that Area XIII reported a number of social and economic problems. One factor related to these problems was the lack of industry in this area. For example, the report indicates that there are 128 manufacturing firms in Area XIII. Of these, over one-half are located in Pottawattamie County. Moreover, many of the area's industries



are relatively small, employing few persons. The report further indicates that the bulk of the industry is that of retail trade, a traditionally low wage industry.

New firms are expected to locate in the area. These include metal fabrication and poultry processing plants in Cass County, and equipment manufacturing firm in Montgomery County, a packing plant and garment factory in Page County, and a vocational college and chemical plant in Pottawattamie County.

Growth industries listed are farm equipment, household products, medical facilities, and food processing.

Fortunately, no firms are expected to leave the area, although layoffs in the packing plants in Omaha coupled with the loss of a mail terminal in Council Bluffs, have resulted in some loss of employment in Pottawattamie County and the surrounding area.

It is reported in the Area XIII CAMPS report that industrial outlook for this area is rather dim. About the best to be hoped for is a very slight increase in industrial growth for the area.

Area XIV is reported to have 47 manufacturing firms which according to the 1960 census accounted for only five percent of the area's employment. In fact, only nine of the 47 firms listed employed 25 or more people. Furthermore, five of the nine "larger" employers were located in Union County, leaving the remaining counties of the area with little to no major industry.

Two new firms are reported planning to locate in the area. A cap manufacturer will soon set up operations in Ringgold County and a lingerie manufacturer is expected to locate in Taylor County. The amount of employment this new industry will provide is not known at the time of this writing, hopefully, it will attract other related industries, although this may be a bit optimistic.

Some additional expansion is expected from within the area. An aluminum foundry will soon provide employment for additional 100-150 workers and another manufacturer through an expansion of his facilities will be hiring a number of sewing machine operators.

Within the past five years, a foundry employing 300 workers was established in Union County, thereby greatly increasing opportunities for citizens in that area. Unfortunately, this was the only major industrial shift which has occurred in Area XIV during the past five years.

One would have to conclude that the industrial outlook for Area XIV does not appear to be exceptionally bright. However, no firms are leaving the area while two firms are beginning operations. This, coupled with the expansion of present facilities does represent some progress, although additional new industry must be attracted to the area if it is to maintain its economy, as well as providing opportunities for its youth.

In reporting on Area XV, it is difficult to generalize to any extent because the area includes some of the most rural counties of the state, in addition to one or two counties which have a rather substantial industrial base. While the area lists 244 Manufacturing firms, it should be pointed out that several counties list as few as ten firms and one county lists only seven manufacturing firms. Thus it would appear that these latter counties represent only agricultural areas and a few small retail trade and service centers.

As was implied above, much of the area's industry is small and closely tied to agriculture, construction, hospital services

and the local school system. This is not to say that industry does not exist in the area. Wapello County lists several large employers and studies have shown that a number of workers commute to that county from the outlying counties.

Few new firms are expected to locate in the area. In fact, only Washington County reports having a new firm slated to begin operations in the near future.

Likewise, few counties have listed any industries having any potential growth. Those which do, point out that the industries which are growing involve primarily services. Such "industries" as education and hospital services, particularly care for the elderly do appear to have potential in Area XV.

While one firm is entering the area it is reported that a meat packing plant is considering leaving Wapello County. This would make further problems for an area where industry is already sparse.

During the past five years, six counties (Marion, Mahaska, Jefferson, Lucas, Wapello, and Wayne), report an increase in manufacturing and employment. This is at least partially offset by four counties (Keokuk, Monroe, Van Buren, and Washington), which report a decline in employment in manufacturing.

The outlook for Area XV does not appear to be one of expansive growth. Indeed, based on present projections, the best that can be hoped for is a very slight growth. The end result may be that of migration for many of its citizens accompanied by all the attendant social problems.

Area XVI lists 93 manufacturing plants, many of which involve

electronics, fabricated metals, machinery, and printing, in addition to several firms manufacturing chemicals, paper products and furniture.

No existing firms are expected to leave the area while Lee County reports the addition of chemical and food processing plants.

Additional industrialization occurred through existing firms undergoing expansion. Louisa County reports an increase in food processing jobs, Henry County saw an increase in electronics, paper products, and fabricated metals, while Lee County reports an increase of jobs in the transportation and the chemical industries, which, it is hoped, will offset the loss of jobs incurred because of the departure of food and leather products firms.

Other growth industries include steel wire drawing in Henry County, transportation equipment, rubber processing, and steel foundries in Lee County, and electronics in Des Moines County.

The industrial outlook for this area appears favorable at least for the near future. Most of the area has experienced a significant increase in employment and shortages exist in a number of skills. The lone exception to this is Louisa County, a primarily rural area, where continued out-migration is expected, because of a lack of employment opportunities.

To summarize this section, it appears that there are some areas in the state where the industrial outlook appears to be very bright. Industry has located in these areas and this seems to attract more industry which in turn provides additional income and employment for the area's citizens. In other areas the situation appears rather dim. With employment steadily decreasing on the farm,

these areas must attract industry to fill the gap or see much of its skilled work force leave the area; thus leaving the area even less to attract industry in the future. It is to these areas that increased attention must be directed in order to avoid that type of economic stagnation.

### III - Manpower Problems

#### A. Target Groups Requiring Manpower Services

This section of this Report will be concerned with pointing out some of the more significant bits of information that were obtained from the seventeen CAMPS reports and an Iowa Business Digest report published by the University of Iowa.\*

The criteria used by the seventeen CAMP Areas in collecting data on the manpower problems of unemployment, underemployment, potential school dropouts and on membership in the non-work force were not consistent across the state and the faithful use of these figures in the main body of this report would not clearly define the problems that do exist. However, to eliminate these data completely would be unfair to the area CAMPS committees, so that data was compiled and placed in Appendix A.

Seven of the fifteen areas that reported their unemployment totals have unemployment figures of less than 1,000 with Area XIV reporting the smallest unemployment figure of 215. It might be significant to point out that the area report for Area XIV listed only 35 of its citizens as underemployed; but a 1964 census of agriculture listed 4,561 in this seven county area as underemployed on the farm sales of less than \$10,000 as the criterion for determining underemployment.

If the data provided on underemployment is valid, Area XIII has a very severe problems since it lists 44,745 of its citizens as underemployed, which is a large part of the state total in this category which was listed at 65,098. While Area XIII is an

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\* "Labor Force and Occupational Trends in Iowa" edited by Edward B. Jakubauskas.

extreme case, the majority of the areas listed underemployment as a problem that affected more citizens than does unemployment, if you exclude from consideration the families that would be affected by the unemployed parent.

The potential high school dropout problem is greatest in the areas that have the larger cities in the state and the metropolitan area of Des Moines, which has approximately ten per cent of the students in the state, has approximately one-third of the potential high school dropouts. This may be related to employment possibilities in the larger cities however, it is probably more closely related to the ghetto that forms in the inner city.

Data from the 1960 census would indicate that high school dropouts from the urban areas, while greater than the rural farm and slightly less than the rural non-farm, are about average for the state as a whole and include about 15 per cent of the 14 to 24 year old age group.

The information conflicts slightly with the data furnished by the area CAMPS reports concerning the potential high school dropout. However, the 1960 census figures were not concerned with identifying potential dropouts, but actual high school dropouts.

Age appears to be a major factor in the area of employment or unemployment. It is most difficult for the young and more specifically for those between the ages of 16 to 21 to obtain gainful employment. The least amount of unemployment appears to be in the years between 26 and 35, but generally unemployment in Iowa is low and rather evenly distributed among the different age groups.

It is apparent from the chart in Appendix A that unemployment appears to be higher for those in the age bracket of 45 to 65, but when you consider that this covers two decades of life instead of the one decade covered by the two younger brackets and that Iowa has almost as many citizens that 45 to 65 years of age as it does those that are 25 to 45 it is apparent that the problem of unemployment does not appear to have favorites in this state.

There are areas where the problem of unemployment and being classified as a non-white citizen are highly related. Area VII which includes Buchanan, Black Hawk, Bremer, and Butler counties list 35 per cent of their unemployed as nonwhite (primarily Negro) and Area XII in the northwest corner of the state lists 15 per cent of its unemployed as non-white (primarily Indian.)

For the state as a whole, approximately ten per cent of the unemployed are among those classified as non-white and this figure is very high in a state where the non-white population is approximately 2 per cent of the total population for the state.

Education undoubtedly has a greater impact on the employment picture today than at any time in the state history; and this will no doubt continue to be an important part of the employment and unemployment problem. Two-thirds of those presently unemployed in the state have failed to complete their high school requirements for graduation. As farms grow larger and more of the young men and women are forced to take jobs in industry, education through high school and beyond will take on a greater significance. This can be detected in the attitude the citizens in the state have toward education. The



educational attainment level of the average citizen in the age group of 14 to 25 increased almost a full year from 1950 to 1960. Average education attainment changed in this decade from 10.3 to 11.2 for those in the 14 to 25 year old age groups and the educational attainment of the citizen over 25 increased from 9.2 in 1950 to 11.1 in 1960.

The type of skill needed in today's labor market, in many cases, is not well developed by the formal education that the students receive in high school, but industrial training programs are not always opened to those who have not completed high school. The area vocational schools that are being established will provide limited programs for the high school dropouts leading to employment in industry, however, the competition in these training programs is likely to be rather difficult for students who already know how to fail. The high school equivalency programs are serving an excellent purpose, because of the attitudes that are formed as well as the knowledge and skills that are enhanced in these programs.

The inverse relationships that exists between education and employment that is high today will predictably go higher as automation and cybernetics create new employment patterns in the future.

The female is taking a more important role in areas of employment and consequently more of them are finding themselves, not only employed, but also unemployed. The females still make up the largest segment of those classified in the non-work force, but in a couple areas of the state there are more females unemployed than males un-

employed, and using state totals from the fourteen areas who reported data there is a much larger number of females underemployed than is true for the males. Although female unemployment is high in certain areas of the state and underemployment takes on the appearance of being a chronic problem for the females, it should be noted that in the decade between 1950 and 1960 it was the larger number of women moving into the labor force that caused the slight increase in the size of the total labor force in Iowa. During the decade of the 1950's, there was an actual decline in the size of the male work force in Iowa, but this was offset by the increase in the number of women employed. In 1960 the number of females employed was listed as 318,117 in a total work force of 1,054,322 compared to 1950 when the number of females working was listed as 249,524 in a total work force of 1,021,810.

The employment picture will continue to improve for the female and deteriorate for male in the years ahead without some type of remedial action. The projections published in the Iowa Business Digest at the University of Iowa would indicate a projected decrease for male employment of slightly more than 100,000 between 1950 and 1980 and a projected increase of female employment of slightly more than 250,000 during that same period.

In summing up this section it is well to keep in mind that the problems of unemployment, underemployment and education or lack of education, are likely to have a different impact in different areas of the state. This is also true when considering other

factors such as color, sex, and age.

As the young females leave the farms to seek city employment, unemployment among this group will go up even while employment opportunities are increased. The out-migration of the young men will continue and sociological problems caused by an imbalance between male and female in the large towns and cities of Iowa will increase.

As industry and job skills become more complex the young with their better education will more nearly meet the requirements called for by the employers and unemployment will become a greater threat to those in the older age brackets. This has been largely offset in the past because of the advantages of having experienced and reliable workers. The needs of the future are more likely to be met by innovative and adaptable workers.

The problems faced by the non-white employee or potential employee are not likely to diminish to a great extent in the near future. When Negroes come together to find a sense of identity they often create or are forced to create a ghetto type living situation and bring to the surface prejudices in the white community that block advancement in the world of work. There are counties in the state where the number of non-white citizens are as small as two and there are cities in the state where there are large numbers of non-white citizens, many of them unemployed. Color, of all the factors considered in this section tends to be a local rather than a statewide problem because of the demographic makeup of the state.

The handicapped are increasingly being brought into the job market due in a large part to the State Commission for the Employment of the Handicapped and Division of Vocational Rehabilitation. Representatives of this Commission will be urged to become active in all CAMPS Committees in the future.

This Commission has developed Committees statewide specifically attacking the problem of educating Employers to the advantages of hiring handicapped people in those skill areas within their capabilities.

The excellent development within the Division of Vocational Rehabilitation has resulted in expansion of service and facilities.

The extension of Division of Vocational Rehabilitation to the correctional institutions in 1966 is an extension of services badly needed in Iowa.

TOTAL POPULATION IN THE 16 CAMPS AREAS REQUIRING MANPOWER SERVICES

| AREA  | Unemployed | Under-<br>employed | Potential<br>Dropouts | Non-Work<br>Force |
|-------|------------|--------------------|-----------------------|-------------------|
| I     | 582        | 160                | 69                    | 600               |
| II    | 1367       | 917                | 340                   | 1650              |
| III   | 230        | 20                 | 105                   | 300               |
| IV    |            |                    |                       |                   |
| V     | 1000       | 400                | 225                   | 800               |
| VI    | 543        | 230                | 65                    | 260               |
| VII   | 2518       | 3690               | 370                   | 1355              |
| VIII  | 285        | 600                | 265                   |                   |
| IX    | 1598       | 2379               | 593                   | 579               |
| X     | 1950       | 2100               | 670                   | 9500*             |
| XI    | 3956       | 1587               | 2408                  | 7626              |
| XII   | 563        | 1689               | 499                   | 5981*             |
| XIII  | 2050       | 44745              | 569                   | 4500              |
| XIV   | 215        | 4561*              | 150                   | 1063              |
| XV    | 1315       | 1470               | 263                   | 530               |
| XVI   | 456        | 550                | 315                   | 620               |
| TOTAL | 19628      | 65098              | 2200                  | 75716             |

POPULATION OF THE 16 CAMPS AREAS GROUPS REQUIRING MANPOWER SERVICES  
( BY SEX)

| Area |                    | Unemployed | Under-<br>employed | Potential<br>Dropouts | Non-Work<br>Force |
|------|--------------------|------------|--------------------|-----------------------|-------------------|
| I    | Male               | 408        | 112                | 25                    | 125               |
|      | Female             | 174        | 48                 | 44                    | 475               |
| II   | Male               | 792        | 663                | 190                   | 825               |
|      | Female             | 575        | 254                | 150                   | 825               |
| III  | Male               | 140        | 15                 | 51                    | 62                |
|      | Female             | 90         | 5                  | 54                    | 238               |
| IV   | Data Not Available |            |                    |                       |                   |
| V    | Male               | 700        | 150                | 150                   | 350               |
|      | Female             | 300        | 250                | 75                    | 450               |
| VI   | Male               | 239        | 120                | 52                    | 190               |
|      | Female             | 304        | 110                | 13                    | 70                |
| VII  | Male               | 1443       | 2078               | 245                   | 678               |
|      | Female             | 1075       | 1612               | 125                   | 677               |
| VIII | Male               | 300        | 75                 | 191                   |                   |
|      | Female             | 100        | 25                 | 74                    |                   |
| IX   | Male               | 741        | 922                | 326                   | 308               |
|      | Female             | 707        | 1457               | 267                   | 271               |
| X    | Male               | 1300       | 1300               | 340                   | 1500              |
|      | Female             | 650        | 800                | 330                   | 8000              |
| XI   | Male               | 2918       | 750                | 125                   | 15829             |
|      | Female             | 1128       | 837                | 63                    | 60437             |
| XII  | Male               | 415        | 1245               | 302                   | 13540             |
|      | Female             | 148        | 444                | 197                   | 46276             |
| XIII | Male               | 950        | 11000              | 321                   | 1000              |
|      | Female             | 1100       | 33745              | 248                   | 3500              |
| XIV  | Male               | 145        | 5                  | 67                    | 11                |
|      | Female             | 70         | 30                 | 83                    | 17                |
| XV   | Male               | 847        | 1049               | 158                   | 340               |
|      | Female             | 468        | 421                | 105                   | 190               |
| XVI  | Data Not Available |            |                    |                       |                   |

POPULATION OF THE 16 CAMPS AREAS GROUPS REQUIRING MANPOWER SERVICES  
(BY COLOR)

| Area |                    | Unemployed | Under-<br>employed | Potential<br>Dropouts | Non-Work<br>Force |
|------|--------------------|------------|--------------------|-----------------------|-------------------|
| I    | White              | 580        | 160                | 69                    | 595               |
|      | Non-White          | 2          | 0                  | 0                     | 5                 |
| II   | White              | 1355       | 908                | 337                   | 1645              |
|      | Non-White          | 12         | 9                  | 3                     | 5                 |
| III  | White              | 230        | 20                 | 105                   | 300               |
|      | Non-white          | 0          | 0                  | 0                     | 0                 |
| IV   | Data Not Available |            |                    |                       |                   |
| V    | White              | 900        | 325                | 175                   | 775               |
|      | Non-White          | 100        | 75                 | 40                    | 25                |
| VI   | White              | 495        | 220                | 63                    | 236               |
|      | Non-White          | 48         | 28                 | 2                     | 24                |
| VII  | White              | 1634       | 3098               | 75                    | 1256              |
|      | Non-White          | 884        | 592                | 295                   | 99                |
| VIII | Data Not Available |            |                    |                       |                   |
| IX   | White*             | 216        | 1745               | 333                   | 461               |
|      | Non-White          | 2          | 34                 | 10                    | 18                |
| X    | White              | 1920       | 2050               | 660                   | 9430              |
|      | Non-White          | 30         | 50                 | 10                    | 70                |
| XI   | White              | 3608       | 1547               | 243                   | 73156             |
|      | Non-White          | 348        | 40                 | 5                     | 3110              |
| XII  | White              | 478        | 1434               | 461                   | 59158             |
|      | Non-White          | 85         | 255                | 38                    | 658               |
| XIII | White              | 1975       | 44345              | 59                    | 4300              |
|      | Non-White          | 75         | 400                | 50                    | 20                |
| XIV  | White              | 215        | 4561               | 150                   | 1065              |
|      | Non-White          | 0          | 0                  | 0                     | 0                 |
| XV   | White              | 1300       | 1440               | 262                   | 514               |
|      | Non-White          | 15         | 30                 | 1                     | 16                |
| XVI  | Data Not Available |            |                    |                       |                   |

\*Data for Scott County is not included in Area IX

UNEMPLOYMENT IN THE 16 CAMPS AREAS BY AGE

| Age   | 16-21       | 22-25       | 26-35       | 36-45       | 45 & Over   |
|-------|-------------|-------------|-------------|-------------|-------------|
| Area  |             |             |             |             |             |
| I     | 178         | 56          | 91          | 142         | 125         |
| II    | 311         | 168         | 180         | 168         | 540         |
| III   | 83          | 31          | 25          | 40          | 51          |
| IV    |             |             |             |             |             |
| V     | 400         | 100         | 100         | 150         | 250         |
| VI    | 173         | 67          | 85          | 107         | 112         |
| VII   | 696         | 554         | 315         | 414         | 539         |
| VIII  | 88          | 16          | 30          | 69          | 82          |
| IX    | 419         | 224         | 244         | 216         | 345         |
| X     | 460         | 320         | 380         | 320         | 470         |
| XI    | 234         | 107         | 90          | 133         | 232         |
| XII   | 177         | 77          | 63          | 109         | 137         |
| XIII  | 480         | 350         | 190         | 250         | 780         |
| XIV   | 115         | 30          | 35          | 15          | 20          |
| XV    | 506         | 113         | 139         | 120         | 437         |
| XVI   | 190         | 53          | 57          | 63          | 93          |
| TOTAL | <u>4509</u> | <u>2266</u> | <u>2024</u> | <u>2316</u> | <u>4213</u> |



UNEMPLOYMENT IN THE 16 CAMPS AREAS BY EDUCATION

| Education | 8th and under      | 8th-11th    | High School Graduate | More than High School |
|-----------|--------------------|-------------|----------------------|-----------------------|
| Area I    | 197                | 301         | 80                   | 6                     |
| II        | 245                | 465         | 477                  | 180                   |
| III       | 12                 | 92          | 102                  | 24                    |
| IV        | Data Not Available |             |                      |                       |
| V         | 200                | 550         | 200                  | 50                    |
| VI        | 196                | 124         | 151                  | 72                    |
| VII       | 738                | 1066        | 639                  | 75                    |
| VIII      | 121                | 110         | 42                   | 12                    |
| IX        | 248                | 520         | 498                  | 192                   |
| X         | 340                | 610         | 640                  | 360                   |
| XI        | 425                | 191         | 145                  | 39                    |
| XII       | 128                | 151         | 198                  | 87                    |
| XIII      | 1080               | 492         | 411                  | 67                    |
| XIV       | 95                 | 70          | 45                   | 5                     |
| XV        | 509                | 512         | 244                  | 50                    |
| XVI       | 123                | 204         | 90                   | 39                    |
| TOTAL     | <u>4657</u>        | <u>5458</u> | <u>3962</u>          | <u>1258</u>           |

INVENTORY OF FUNDED STATE MANPOWER AND RELATED PROGRAMS  
ON THE JOB TRAINING

The Iowa Manpower Development Council has a funded program for \$614,000 to develop on-the-job training programs on a state-wide basis. Of this amount, \$179,480 is to be used to develop 278 straight on-the-job training slots with private and public employers on a state-wide basis. \$225,000 of the total has been used to develop coupled-OJT programs in cooperation with the Division of Vocational Education and the Iowa State Employment Service. Classroom courses in Alteration Tailoring, Farm Equipment Mechanic, Meat Cutter, Bricklayer and Job Printer are operative now. These courses will be followed by OJT. These programs are planned for 145 trainees.

Work Preparation courses consisting of four weeks of classroom work in basic education and occupational orientation followed by OJT are ready for approval in the Council Bluffs, Creston, Fort Dodge, and Manchester areas. These are planned for 90 trainees.

In addition, 50 straight OJT slots and a Work Preparation Program followed by OJT for 50 trainees is operative in Waterloo. A similar program for the clients of the 12 county area served by the South Iowa Manpower Center is now operative.

The Manpower Council's current prime contract expires December 28, 1967. At the present time, all monies for coupled OJT programs has been committed. The straight OJT program is approximately 55% completed at this time.

## THE MDTA TRAINING PLAN

The MDTA Training Plan for institutional training will be found in Appendix B. The first table includes the carry-over referrals from Fiscal 1966 and Fiscal 1967. Other tables include the training classes planned listing the numbers to be trained and location where training will be given, distribution of trainees by categories, and the percent of trainees in certain categories.

All MDTA classes, with the exception of the multi-occupational training to be given in Des Moines, will be operated through the Area Vocational Technical Schools. The less than class group referrals will be referred to training given by Area Schools and private training facilities. Included in the tables is a listing of the courses offered by Area Schools. All of the classes where MDTA training is planned, on a class group basis, are designated. It is felt that the remaining classes offered by the Area Schools represent a broad variety to which we can refer trainees on a less than class group basis.

Because Area Schools are offering part-time training in most areas, we feel that the need for that type of training is being met. It is for that reason that no part-time classes are being proposed.

STATE HEALTH DEPARTMENT

PURPOSE OF PROPOSED CONTRACT FOR NURSE COORDINATOR

Upon activation of the contract, the contractor shall designate a nurse coordinator who shall, along with the contractor, carry out the project as follows.

1. Work with community, area, and State organizations, agencies, and groups to assist with the identification, contact and follow up of inactive professional nurses and other health discipline personnel (i.e., medical technologists, x-ray technologists, occupational and physical therapists, etc.)
2. Develop the details of employment opportunities by category of personnel in a variety of health care facilities including hospitals, nursing homes and home health agencies by geographical area.
3. Promote new and/or expand existing training programs to provide refresher training courses in light of available trainees and employment opportunities.
4. Provide consultation and assistance in the development of course content and teaching methods for retraining courses.
5. Assist in the securing of funds for retraining programs.
6. Assist in the scheduling of the training programs in selected, regionally based facilities close to where trainees are available.
7. Assist in the placement of skilled personnel in facilities and agencies.
8. Evaluate the effectiveness of the program.
9. Determine and define the problems and obstacles currently faced in expanding the availability of health manpower and offer recommendations for their solution.
10. Provide progress and final reports to the Division of Nursing.

DEPARTMENT OF PUBLIC INSTRUCTION

Division of Vocational Education - Area Vocational Schools

The educational programs now offered in the Community Colleges and Area Vocational Schools in Iowa are the result of decisions made

in the Area Schools, in the State Department of Public Instruction and by the State Board of Public Instruction as the result of many weeks of planning. The planning itself is a rather involved process requiring the acquisition of data from a variety of sources so that intelligent decisions can be made.

Although the Community Colleges in Iowa offer college transfer programs as well as vocational, adult and other services, and although the necessary planning is quite similar for all of these services, it is desirable for the moment to consider the planning process for occupationally oriented programs.

When considering a new program in an Area School or Community College, the topics for investigation may be considered from three directions - from the point of view of the student, from the point of view of industry or the employer, and from the point of view of the educational institution.

An instructional program which fails to interest people to enroll in appropriate programs, to that degree, fails in its service to its area. It is therefore readily apparent that the individual area school has a responsibility for determining the potential number of students having the necessary qualifications who would enter any particular proposed program. Data for this type of decision is obtained by local surveys of graduating seniors in high school, from surveys of adults in the community and from population trends as determined by local or national census. Not only is it necessary to determine whether the students are interested in particular programs but it is also equally necessary to determine whether they have the background and aptitudes for probably success

in the program and the availability of transportation and tuition for entry into the Area school.

A second view of the appropriateness of any particular program is acquired through surveys of industry and employment trends within the local area and within the State. Trends within the region and the nation are also considered. Such predictions must be made on both the short term and on the long term basis. Recognizing that at times it can take up to two or three years to institute some programs, there would ordinarily need to be a predicted requirement for training in that particular area for several years before a program would be instituted. Similarly one must consider the supply of graduates being produced by other vocational type schools and by On-the-Job Training. When it becomes evident that there is a decided need for a specific type of trained personnel and that other sources of supply are grossly inadequate, the Area Community College or vocational school will consider that particular program more thoroughly.

An institution which has unused laboratory classroom space and instructors in appropriate curriculum areas with open instructional time is in a much better position for instituting new programs than is a school without these resources. Before it can accept a program into its school, it must be certain that appropriate space is obtainable, that qualified instructors will be available, and that the equipment and supplies will be delivered. Underlying each of these requirements is the assumption that the school has an adequate budget to supply these aspects of the programs.

Recognizing that each program and each institution is to be

administered in an economical manner, it is much more likely, as suggested above, that a program will be instituted if there is the possibility of a common utilization of equipment, personnel and space rather than the need for additional expenditures.

At such time as an area school, with the assistance of advisory personnel, has completed its evaluation of need in terms of students and in terms of the employers and after deciding that the proposed program is appropriate and desirable for its institution and that it can be offered either with facilities which are presently available or which can become available, the area submits its proposal to the State Board of Public Instruction through the Iowa Department of Public Instruction.

The appropriate consultants in the Department of Public Instruction are usually quite aware of the trends in program planning in each area school. An individual school is encouraged to investigate a curriculum which would be particularly appropriate to its geographic area and is discouraged from an extensive study of those which appear to be inappropriate and which would result in unnecessary duplication. Thus, when a proposal is submitted through the Department of Public Instruction, additional data is acquired and recommendations made which are submitted with the proposal to the State Board of Education for consideration. The Board can then review the proposal in terms of availability of funds and facilities, in terms of possible duplication, and as part of a balanced program throughout the State.

It should be recognized that initial consideration of an occupational program can be the result of inquiries from high

schools, industry, parents, employment services, professional associations and others.

Because the Community Colleges and Area Vocational Schools are locally controlled and view themselves as community oriented educational institutions, each school welcomes suggestions so that it can most effectively meet the needs of its area.

U.S. DEPARTMENT OF AGRICULTURE

A.S.C.S.

The continuing concentration of more people in urban areas and a depopulation of rural areas are happening without a national plan for orderly population distribution.

There is beginning to be a national awareness of the relationship between urban and rural problems and a growing commitment to find an effective solution recognizing that one of our greatest assets, in an increasingly crowded world, is space. Rural America continues to have many underdeveloped natural, human, economic and social resources. Full development of these resources will provide new strength for rural communities and the nation.

The Federal government offers many programs and services to help rural people achieve parity of opportunity. However, many of these programs and services are not known or fully used in rural areas.

President Johnson has directed the Secretary of Agriculture to (a) provide an "outreach" function by utilizing all the facilities of the Department of Agriculture field offices in the task of assisting other Federal agencies in making their programs effective in rural areas and (b) take the initiative in identifying problems



of the rural communities which require the coordinated effort of various departments and agencies for their effective solution.

To implement this "outreach" responsibility, USDA agencies will (a) assist other Federal, State, and local agencies in making their programs and services effective in local areas and (b) help rural people and rural communities in learning about and using, where appropriate, all the programs and services provided by Federal, State, and local agencies outside the Department of Agriculture.

The effective operation of State, Area, and County Technical Action Panels is the responsibility of all USDA agencies and all U.S.D.A. agencies budget time and provide staff to help develop and carry out this "outreach" function.

#### IOWA COMPREHENSIVE ALCOHOLISM PROJECT

The Iowa Comprehensive Alcoholism Project, established by the Office of the Governor, takes the view that problem drinking is a disability which can and must be prevented and treated through a close integration of multi-disciplinary and total community resources. It is designed to stimulate, develop and coordinate necessary services to make a broad-sweeping attack upon the devastation created by Iowa's 50,000 problem drinkers and prevent the "stockpiling" of otherwise predictable future tragedies. Educational programs, in cooperation with other state and local agencies, are conducted to (1) inform the public, (2) form healthy and realistic attitudes among school children about the use of alcohol and (3) provide in-service and other training experience for persons in state or local service agencies. Active cooperation and support for in-service

training conferences are readily provided. Research will be conducted to explore (1) the phenomenon of problem drinking, (2) factors related to successes and/or failures of providing services to alleviate the tragedies of problem drinking, and (3) the relationship between problem drinking and poverty. Consultative services are available for agencies and industry in the development of expanded preventative, treatment and rehabilitative services for problem drinkers. A "linkage system" at state and local levels is operated to coordinate and develop full utilization of existing resources. Eight Community Service Centers are the heart of the local linkage system. Each center is staffed by a community coordinator and necessary aides to locate indigent persons with drinking problems, and to provide hand-to-hand support in obtaining required services. The community service centers play a vital role in all aspects of the project but their primary functions are ones of community education and coordination of community services. They will provide continuous follow-through support and individual contact to assure that the problem drinker benefits from all possible services necessary to a plan of total rehabilitation. They will supplement other existing services rather than substitute for them, but it is possible for community service centers to directly provide for immediate emergency needs including medical care, board and lodging when necessary and appropriate to a long-range plan of rehabilitation.

Special emphasis is placed upon poverty and its relationship to problem drinking. Services to prevent problem drinking are especially emphasized in an attempt to disrupt the apparent chain-

reaction between poverty and problem drinking. Three residential rehabilitation centers are the only new facilities created by the project. They offer group living arrangements and social and personal support required for persons involved in a program of rehabilitation but who have not yet developed the skills necessary to cope with independent community living. These facilities are often referred to as "halfway" houses and they provide support during the crucial transitional periods following dismissal from a treatment center before returning to independent community living. Their purpose is to assist in the rehabilitation of problem drinkers. Admittance is voluntary. Residents will also be clients of the local community service centers and the Division of Vocational Rehabilitation.

#### PROGRESSIVE ACTION FOR THE RETARDED (P.A.R.)

In Iowa P.A.R. stands for Progressive Action for the Retarded. P.A.R. is an outgrowth of Iowa's Comprehensive Plan to Combat Mental Retardation and is charged with implementing the comprehensive plan. P.A.R. is financed by State and Federal money. P.A.R. has a policy Board composed of representatives from 19 governmental and non-governmental agencies.

#### WHAT DOES P.A.R. DO?

P.A.R. has three charges given it by the Governor, and these are:

"The development of comprehensive services to the mentally retarded on a community, regional and State basis."

"The coordination of state agencies to facilitate the establishment of comprehensive services to

the mentally retarded on a state, regional and local level."

"The dissemination of information throughout the state which will increase the public understanding of mental retardation and the need for the availability of a complete range of services throughout the state."

P.A.R. attempts to accomplish these goals through its 9 committees made up of lay and professional people from throughout the state and its 3 member professional staff. The P.A.R. staff assists communities to develop services through consultation with community leaders and appropriate state and federal agencies. During the past year, consultation services were provided to 59 of Iowa's 99 counties. P.A.R. will assist communities in assessing their needs, program planning, and securing funds for needed programs. P.A.R. staff meets regularly with members of state agencies having programs effecting the mentally retarded, and its staff is available to assist the agencies in coordinated program development, and also makes legislative recommendations.

DEPARTMENT OF PUBLIC INSTRUCTION - Division of Vocational Rehabilitation

A brief summary of Program Unit activities:

The Division of Vocational Rehabilitation has had a very successful first year of operation since the State Board re-organized their Division. They ended the fiscal year June 30, 1967, with a 52% increase in the number of rehabilitations of one year ago -- 2216 this year compared to 1462 one year ago. Other caseload figures are just as impressive:

|  | <u>6-30-66</u> | <u>6-30-67</u> | <u>Increase</u> |
|--|----------------|----------------|-----------------|
| Active (Cases actually receiving services) | 3597           | 6098           | 69.5%           |
| Referrals                                  | 5262           | 9229           | 75.4%           |
| Accepted (Cases accepted for services)     | 2483           | 5095           | 106 %           |

Their Facilities and Workshop Unit has also done a tremendous amount of work, not only in further developing their own four state-operated centers but also providing many hours of technical assistance and consultation to communities throughout the state who were interested in either expanding or establishing facilities. This unit, through its efforts in conjunction with other public and private facilities, was able to assist these communities in obtaining financial assistance in either establishing or improving facilities or workshops to provide better services for people within those communities.

The Institutional and Homebound Unit, while having some difficulty in locating qualified staff, is now beginning to roll. They either presently have personnel or have hired personnel to begin in the near future in the following state institutions: Glenwood, Woodward, Anamosa, Fort Madison, Eldora, Cherokee, Mount

Pleasant and Independence. This is a good start.

Their Disability Determinations Unit is continuing to do an excellent job and is generally looked to as one of the better units in the country by the Social Security Administration.

Area Reports of Employment Requirements Refer to Appendix A



SECTIONS III D - IV AND V

This section will summarize the unmet manpower problems toward which program efforts will be directed in Fiscal Year 1968; listing of estimated program resources; program goals that have become evident as essential to inter-agency cooperation necessary for the highest utilization of programs directed to serve the target groups.

AREA I - COMMUNITY ACTION AGENCIES

In Area I, the data includes a agency and institutional breakdown statement of their program goals. The Community Action Agencies intend to initiate an Outreach Program for the counties in the Area to discover those hard-to-find disadvantaged citizens and expose them to the services needed and available. They also intend to sponsor the Homemaker Health Aid Program as an assistance to the aged in Allamakee, Howard, Winneshiek, Chickasaw, Fayette counties. The 20 to 25 homemakers to be trained would be ADC mothers or those meeting OEO guidelines. In this respect, the programs serves two areas of poverty within the counties mentioned.

The CAA will improve its ability to provide Outreach Services through a consolidation of the Northeast Iowa Community Action Program that has served Allamakee, Howard and Winneshiek counties and the Economic Opportunity Program that has served Chickasaw, Bremer and Fayette counties. This consolidation was to be completed by May 15, 1967 with tentative plans to develop an Outreach staff of 20. Hopefully this will be the beginning of a chain of services involving all pertinent agencies for five of the six counties in Area I. Clayton County is served by the BCDJ Community Action



Agency operating out of Monticello, Iowa. This agency will provide a Neighborhood Center for Delaware and Clayton counties and will provide Outreach Services. A pilot project scheduled to start August, 1967 as a year-round Head Start Program in Allamakee county will include elements of Outreach because of the stress on parental participation, in effect, getting to the parents through the children.

#### EMPLOYMENT SERVICE

The Employment Services in this Area will work actively with all agencies in the six-county area. The specific target groups to be served in order of priority will be: (a) the unemployed, (b) the underemployed, (c) dropout, (d) non-work force, this service will be provided for those primarily between the ages of 16 to 21 and 36 and over.

Employment Service Offices in Area I must rely on other agencies to achieve its program goals, specifically that of outreach and they will rely most heavily on the CAA agencies to provide such services. Employment Service referrals to other agencies such as CAP, Division of Vocational Rehabilitation, and On-the-Job Training will include follow-ups to avoid unnecessary duplication of service.

#### DIVISION OF VOCATIONAL REHABILITATION

It is the intention of the Division of Vocational Rehabilitation to continue their on-going program of services to the disabled citizen of the state of Iowa. These services will include the entire rehabilitation process such as diagnostic work, of physical restoration, ambulation training, center evaluation, counseling, training (both on-the-job training and formalized training),

placement and follow up.

The Division remains hopeful that they will be able to acquire additional personnel in order to increase their service and reach more people. They shall continue their cooperative actions with the other agencies and institutions in the Area.

#### AREA VOCATIONAL SCHOOLS

The Area I school will develop a program of Adult Basic Education utilizing whatever funds are available after July 1, 1967. Also, the Vocational Education program in Area I will include the following:

|                               | <u>Total Expected Enrollment</u> |
|-------------------------------|----------------------------------|
| Accounting                    | 20                               |
| Auto Body Mechanics           | 16                               |
| Mechanic                      | 32                               |
| Building Material Management  | 16-20                            |
| Carpentry and Building Trades | 16                               |
| Farm Implement Mechanics      | 16                               |
| Farm Management               | 16-20                            |
| General Clerical              | 16-20                            |
| Interior Decoration           | 16                               |
| Practical Nurse Education     | 16                               |
| Secretarial                   | 40                               |
| Welding                       | 16                               |

And any emergency program will be developed to fill specialized needs on a short time basis.

#### SOCIAL WELFARE

It would appear that the Social Welfare Agencies in Area I tend to be somewhat pessimistic when they report that they will continue to provide services within the framework of categorical aid programs and supportive casework services. Area I has no Title V Work Experience Program, although there is an expressed need for it. The Welfare Agencies will endeavor to meet their goals by more effective use of limited staff and carefully referring clients to

other manpower agencies.

### ON-THE-JOB TRAINING

On-the-Job Training goals in Area I will be dependent upon the activities of other agencies in regard to their utilization of this resource. Close and continued cooperation with CAP, Division of Vocational Rehabilitation, Employment Service, NYC, and Social Welfare in the Area will be maintained.

### AREA II COMMUNITY ACTION AGENCIES

The two Community Action Agencies in Area II, North Iowa Community Action, and the Upper Des Moines Opportunity, Inc., list the following services that will be provided to the target population in their respective locals and note that the extent of these programs will be based on the agency's financial resources for the operation of these programs.

1. Neighborhood Youth Corp
  - A. Employability training
  - B. Preparation for other more formal training programs
2. Community Centers
  - A. Job Information - outreach for clients
  - B. Recreation
  - C. Legal Services
  - D. Homemaking Services
  - E. Other Agency referrals (Miscellaneous services)
  - F. Secondary Education tutoring services
  - G. Information on SBA loan
  - H. Basic Education (to be provided by other agencies)

3. Headstart

- A. Social preparation for school
- B. Cultural exposure

These two CAP agencies, will achieve their goals through complete use of existing programs including Neighborhood Youth Centers and through continued cooperative efforts with other organizations involved in Manpower programs.

SOCIAL WELFARE

The Social Welfare Agencies in the area have as their program goals that of providing categorical aid including medical assistance, supportive casework services, and referrals to other agencies. They shall meet this goal to the degree that the agency resources are sufficient to the task to be done. Welfare programs are dependent on other agencies for many other resources.

EMPLOYMENT SERVICE

The Employment Service Offices in Area II intend to provide a comprehensive service and referral program limited only by available resources. Many will be referred to potential employers in the area. Some of the services to be provided to the target group are as follows:

1. Vocational Guidance Counseling
2. Employability Information & Guidance. (ex: How to write resumes, how to interview for a job, etc.)
3. Occupational Information
  - (a) Inter-Area Information
  - (b) Occupational Structure Information
4. Placement
5. Testing
6. MDTA Training referral
  - (a) Institutional (classroom)
  - (b) Slot-in
  - (c) OJT (Manpower Council)

7. Job Development
8. Follow-up
9. Community Participation
10. Job Corps Recruitment

To achieve these goals the Employment Service Offices in Mason City and Charles City will make full use of their combined, in-office services. Emphasis will be placed on the unemployed, under-employed, handicapped and school drop-out. In order to give more effective service to all clients these offices will work closely with all other organizations involved in the development of human resources.

#### DIVISION OF VOCATIONAL REHABILITATION

In Area II the Division of Vocational Rehabilitation has as its goal that of providing the target population the following services, based on the Agency's resources to provide these services.

1. Diagnostic Work-Up
  - A. Medical
  - B. Psychological
2. Physical Restoration
3. Ambulation Training
4. Center Evaluation
5. Counseling
6. Training
  - A. On-the-Job
  - B. Formalized
7. Job Placement
8. Follow-up on Completed Cases

The Division will attempt to attain these goals through more

efficient utilization of staff, program resources, and through cooperation with other agencies and community organizations.

#### AREA VOCATIONAL SCHOOLS

The Area Vocational School now offers the following courses:

|  |  |
|--|--|
| Practical Nurse  | Automotive technology  |
| Refrigeration & Air-conditioning                                   | Farm Equipment Mechanic  |
| Drafting   | Electronic Technology  |
| Quality Food Service<br>(which is essentially a<br>cooking course) | Secretarial training (which<br>includes general training<br>as well as legal and<br>gramatical training) |

In addition, two more courses will be offered to the now existing curriculum when funds are made available and skill shortages are determined.

The Adult Education Program in the Area has as its goal that of maintaining present programming which includes vocational education, business education, general interest courses, homemaking courses, high school credit classes, General Education Development testing program, and the Adult Basic Education program. These services will continue to be provided to various agencies for MDTA and tuition paying students.

#### MIGRANT ACTION PROGRAM

Also in Area II the Migrant Action Program will continue to provide day-care, summer school, adult education, social activities, health services, and social services to those migrant workers in need and this program will be limited only by available resources.

The Iowa Manpower Development Council in Area II will direct

its attention to the writing of On-the-Job Training subcontracts. Trainees for the project will depend on referrals from other agencies and the amount of funds available.

The Migrant Action Program, the Vocational Educational Program, the Adult Education Program will achieve their goals through utilization of present resources and cooperation with other agencies in the manpower field. The Iowa Manpower Development Council will meet its goals related to OJT through adequate referral from other agencies and the further development of cooperation between agencies.

There are no quarterly schedules for initiation of new projects by any of the agencies or institutions in Area II with the exception of the North Iowa Community Action and the Upper Des Moines Opportunity Community Action Program. They both have Neighborhood Centers funded from 6-1-67, summer NYC Programs starting 6-12-67, year-around NYC starting 9-12-67, and year-around Head Start Programs starting 9-15-67.

#### AREA III - COMMUNITY ACTION AGENCIES

Area III is primarily served by three Community Action Agencies, Solo, Inc., Upper Des Moines Opportunity, Inc., and Mid-Sioux Opportunity, Inc.

Solo, Inc., will cooperate with the Iowa State Employment Service to provide Outreach Services and in Job Development for students, senior citizens and the underemployed. The SOLO sponsored NYC program will provide full-time summer employment for 27, full-time year long employment for 6, and part-time year-long employment for 20. Mid-Sioux Opportunity Incorporated, a Community Action Program, has as its goal a Multi-purpose Center in each county to aid employment agencies in out-reach under the Comprehensive Manpower Program.

A proposal to fund the center has been submitted to OEO. The Upper Des Moines Opportunity, Inc., a Community Action Program, will provide outreach services for other agencies to bring the unemployed or underemployed to the Community Action Agency Center where representatives from the Manpower Agencies (E.S. and MDC-OJT) may interview and provide professional services needed.

SOLO in order to meet its goal of servicing the NYC program has formed local area committees to select and supervise the various enrollees. Mid-Sioux Opportunity, Inc. indicated that its program goals would best be met by teaching young people to hold a job, and how to dress and groom themselves. They also intend to take advantage of training programs under MDTA including MDC-OJT. The Upper Des Moines Opportunity, Inc., indicates that its program goals will best be achieved through a coordinated effort with all agencies in the area. This Community Action Agency will provide the outreach work in each country served, to locate the disadvantaged residents. The outreach worker will obtain the basic information on the disadvantaged and bring the unemployed and underemployed to the Community Action Agency Center where the representatives of other manpower agencies will provide professional services.

#### AREA III - SOCIAL WELFARE

In Area III, the Department of Social Welfare will continue to provide constructive Work Experience and Training opportunities to those eligible with the goal in mind that this will reduce dependency and increase opportunities for self support. The Department will also direct their energies toward providing supportive casework



services and employment counseling to participants as needed. They will also utilize MDTA classroom and OJT programs as follow up programs for WEP trainees.

Recognizing the financial and staff limitations of Welfare Programs the resources of other agencies will be fully utilized with cooperative referral arrangements.

### AREA III - EMPLOYMENT SERVICE

The Employment Service Offices in Area III located at Spencer and Storm Lake, shall have as their primary goal that of finding employment for the unemployed citizens in their area. These Offices estimate that unemployment in Area III is approximately 230 and that approximately one-third of those unemployed are between the ages of 16 and 21 and twenty per cent of the unemployed group are 46 years of age or over. They shall direct their attention to securing employment for these groups and helping them to adjust to work situations, where it is deemed advisable, they shall provide counseling and testing. To help alleviate the problems of school dropouts, they will work with the school, through cooperative arrangements, and attempt to find part-time employment for those who may be faced with leaving school because of financial need. They shall also work with those presently in the work force who may be motivated to seek employment more suitable to their particular abilities. To more effectively carry through with their program, they shall be dependent upon, and cooperate with, all the manpower agencies concerned with manpower problems.

### AREA III - DIVISION OF VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation will provide all necessary services to any resident of the Area who is disabled physically, mentally, (including those with mental retardation), as well as those with behavior disorders. These services are only limited by the amount of resources available to the program.

### AREA III - ON THE JOB TRAINING

The Iowa Manpower Development Council's On-the-Job Training Program will be available as a resource to all agencies in Area III. The extent to which the program is used will depend upon the number of referrals made to Job Developers serving that local.

### AREA III - AREA VOCATIONAL SCHOOL

The Area Vocational School in Area III was in the organizational stage when the Area CAMPS committee submitted its report. For this reason, nothing has been included in this section on course offerings or programs presently being developed by this facility. It, however, will undoubtedly increase the training and educational resources available to the existing agencies.

In Area III the Quarterly Schedule for the initiation of project is limited to a summer NYC program for 27 starting July 1st sponsored by the SOLO Cap Agency and a year long NYC Program for six youth on a full time basis and 20 on a part time basis, and this program starts September 1st.

#### AREA IV - COMMUNITY ACTION AGENCIES

Area IV is primarily served by two Community Action Agencies, Community Opportunities, Inc., and the West Central Development Corp.

Community Opportunities, Inc. has as its goal that of providing health services for those counties that lack the necessary professional county nurses to provide this service. Efforts are being made in coordinating local, state and federal agencies providing service to the target group. This CAP agency also attempts to gather information, update surveys on, and provide transportation to, needy people. It also has as its goal that of having an Outreach Employment Specialist to act as a liaison between the outreach worker and Employment Service. With this program they hopefully will provide referral service to all agencies concerned with manpower problems. Their Outreach Workers will also provide coordination between the Commission on the Aging and the proposed Foster Grandparent Program at Woodward State Institution. In addition this CAP agency will administer an NYC program during fiscal '68.

The West Central Development Corp., a Community Action Agency, has a highly developed human resource development program, including a manpower coordinating component, located in the two western most counties of Area IV (Shelby and Crawford). This agency has visitation services to the elderly poor, shut-ins and other disadvantaged. The BEE Public Works will hire low-income and chronically unemployed, provide counseling and encourage them to enter training programs to become self-supporting assets to the community. A Summer Head Start Program was designed in such a way to accustom and train

children of low-income families and disadvantaged families to benefit from further schooling. The West Central Development Corporation's Youth Corp program will recruit youth 16 to 22 for job positions in city offices, highway commission garages, schools and non-profit organizations. Out-of-school enrollees will be processed through the Multi-Purpose Center for MDTA-OJT or other training programs or for employment where they may learn skills and become productive members of society.

Community Opportunities, Inc., and the West Central Development Corp. goals will be achieved through an efficient utilization of staff and program resources and through operation with other existing agencies, community organizations and interested citizens.

#### AREA IV EMPLOYMENT SERVICE

In Area IV the Iowa State Employment Service Office located at Carroll, Iowa, has as its goal that of job development and placement and providing occupational and labor market information to the unemployed and underemployed as well as information on other manpower agencies. They shall also provide vocational or employment counseling. To meet its goals, future efforts will be directed towards the human resource development concept in cooperation with Community Action Agencies in the area.

The Carroll Office does not have the full compliment of professional staff necessary to offer the client total service. For this reason, they will be dependent upon other agencies to make up these deficiencies unless staff is forthcoming.

#### AREA IV - DIVISION OF VOCATIONAL REHABILITATION

For the Division of Vocational Rehabilitation, the goals in this Area, as is true of the other Areas, will be directed toward determining rehabilitation potential, developing parental independence and promoting the vocational rehabilitation of disabled persons whose handicap limits their employment opportunities. At the present time, resources make it impossible to meet the needs of all the disabled in this Area and which would likewise apply to other Areas in the State. However, the Department of Public Instruction, Division of Vocational Rehabilitation, is conducting a comprehensive statewide planning study covering all aspects of vocational rehabilitation, including the development of services and resources both public and private non-profit, with the objective of making vocational rehabilitation services available to all handicapped individuals in the state by July 1, 1975 or sooner.

#### AREA IV - SOCIAL WELFARE

The Welfare Agencies in Area IV have as their continuing goals, providing supportive casework services, making referrals to other agencies for testing and services, developing categorical assistance plans for those in need and providing follow-up services on trainees in Work Experience Programs (Title V). It is the latter program that offers the most promising hope for disadvantaged people. The contributions made by Welfare Agencies in this area will largely depend upon the availability of funds to continue (or expand) Work Experience (Title V) Programs.

#### AREA IV - ON THE JOB TRAINING

The Iowa Manpower Development Council's On-the-Job Training Program will be available as a resource to all agencies in Area IV. The extent to which the program is used will depend upon the number of referrals made to the Job Developer serving that local.

#### AREA IV - AREA VOCATIONAL SCHOOL

The Area Vocational School Program in Area IV was in the organizational stage at the time this report was submitted. At this time, no information is available on vocational training programs being developed in this area.

#### AREA V - COMMUNITY ACTION AGENCIES

Area V is primarily served by two Community Action Agencies, Your, Inc., and Upper Des Moines Opportunity, Inc.

YOUR, Inc., has as its goal that of maintaining programs that are now funded and implementing new programs that have been proposed to provide assistance for the target populations in the four county area of Webster, Wright, Hamilton, and Humboldt. It is the goal of the Upper Des Moines Opportunity, Inc. to work for greater coordination of state, local and federal agencies to increase opportunities for the disadvantaged. It is also the hope of the Community Action Agencies that outreach services can be developed in their respective areas that will be able to identify and reach the disadvantaged persons to provide them with needed and necessary professional services.

These two CAP agencies will meet their program goals through an efficient use of staff and program resources and through continued

cooperation with other existing agencies and community organizations.

AREA V - SOCIAL WELFARE

In this Area, the Social Welfare Department with the Work Experience Program under Title V will provide intake and counseling, development of individual employability plans, supportive casework services, provide vocational training and group counseling sessions for trainees. They also will provide the usual Welfare Services such as developing budgets and financial assistance plans, supportive casework services, and make referrals to other agencies for testing and placement services.

The Work Experience and Training Program goals will be achieved through the continued effort of the Project Staff to give service to trainees and job sponsors. In addition, the Work Experience and Training Program will continue to cooperate fully with other agencies and organizations which can give needed services to its clients.

AREA V - EMPLOYMENT SERVICE

The goal of the Iowa State Employment Service in Area V shall be to provide services as needed to the target population based on that agency's resources. These services shall include the following:

1. Vocational Guidance Counseling
2. Aptitude Testing
3. MDTA Training (Referral)
4. Employability Information and guidance
5. Occupational Information

6. Placement
7. Job Development
8. Follow-Up Services
9. Job Corps Recruitment

In order to meet its program goals, the State Employment Service of Area V plans to direct major efforts in 1968 towards the human resource development concept. The success of their effort will depend, to a large extent, upon the availability of personnel and the demands made upon their time by other Employment Service functions. It is hoped that with greater cooperation, essentially with YOUR, Inc. who can provide auxiliary services, that the quantity and quality of service to the disadvantaged can be improved. It has been estimated that only 20% of the individuals requiring manpower services listed in III-A receive the needed services. It is hoped that closer coordination between the various agencies involved in providing the Manpower Services will enable the Employment Services in Area V to serve a larger number of individuals than was true in the past.

#### AREA V - DIVISION OF VOCATIONAL REHABILITATION

In Area V, the Division of Vocational Rehabilitation shall follow the state program, as is true in the other Areas, and provide services and assistance, as needed, on an individual basis to those that are disabled physically, mentally, or through behavioral disorder. The goal shall be to help each disabled person become remuneratively employed to his highest potential.



AREA V - AREA VOCATIONAL SCHOOLS

In Area V the educational program goals are largely taken care of by Iowa Central Community College at Ft. Dodge. There are a number of vocational technical education programs including:

1. Clerical-receptionist training
2. Farm elevator and supply
3. Supervisory Management
4. Executive Secretary Training
5. Food Marketing Management
6. Associate Degree Nursing
7. Medical Assistants
8. Practical Nursing
9. Auto Mechanics
10. Electronics
11. Printing
12. Welding

Admissions to these programs is open to anyone. Iowa Central Community College also has a vocational technical education program at Eagle Grove, Iowa in clerical office occupations, and a program at Webster City in secretarial office occupations. Additional offerings in the future will depend upon completion of their new campus. Iowa Central Community College also has a program in adult basic education with evening offerings. Such classes as business education, distributive education, electronic technology and industrial trades are some of their programs being offered. The courses listed above are planned and funded for the 1967-1968 school year.

Iowa Central Community College will meet its goal in providing vocational technical education by adding new programs as the labor market demands and as funds become available and by maintaining and offering courses now planned and funded.

#### AREA V - ON-THE-JOB TRAINING

The Iowa Manpower Development Council's On-the-Job Training Program will develop a pre-vocational Work Preparation Program for 20 potential OJT trainees in the Fort Dodge area. This program will provide four (4) weeks of work orientation and basic education courses for clients prior to placing them in an on-the-job training situation.

Recruitment for this program will be done by the YOUR, Inc., and the Work Experience (Title V) Program in the area. In addition, some trainees may be referred by the local Employment Service.

Additional On-the-Job Training services (straight OJT) are available as a resource to all agencies in Area V.

#### AREA VI - COMMUNITY ACTION AGENCIES

Area VI is served primarily by the two Community Action Agencies. The Benton, Iowa, Poweshiek and Tama County Community Action Program, Inc., and Mid Iowa Community Action, Inc.

The Community Action agencies in Area VI have as their first goal that of helping youth who need financial aid in order to remain in school. In serving the youth between the ages of 16 and 21, the CAA will provide pre-vocational manpower training and make referrals to other agencies including Job Corp. They shall

also sponsor the Neighborhood Youth Corp project in the Area. For the adults in the 21 to 65 year old age bracket, their primary service will be that of training them to obtain and hold employment including that of acquainting them with basic work habits. The primary goal in serving those over 65 will come through the centers where health services and referral to other agencies are possible. The Tama Nurses Program will provide pre-professional training for 10 Home-Health Aides who will in turn provide visiting nurse care, bedside care, and other services provided under Medicare.

The VISTA workers in the area will make their contribution to the programs of the Community Action Program by identifying and providing counseling to the disadvantaged youth and adults in their Area. A part of their role will be that of directing the disadvantaged to appropriate agencies and providing necessary supportive services.

For the community action programs in this area, new projects include a Multi-Purpose Center in Benton and Iowa counties and a Health Program in Poweshiek county. These programs were funded for July 1, 1967. Scheduled for September 1, 1967 is a Work-Study Program under the Elementary and Secondary Education Act and Neighborhood Youth Corps sponsored by BIPT Community Action Agency. A Nurses Program in Tama settlement as well as Adult Basic Education Program. Starting December 1, 1967 a new program that is listed as a Special Title III Project under the Elementary and Secondary Education Act encompassing training in

graphic arts is planned. The Community Action Agencies in Area VI will achieve their goals best by providing maximum outreach and supportive services. There will be an attempt to fit the programs to the individual and where this is impossible, they will refer the individual to a program that fits his need.

#### AREA VI - SOCIAL WELFARE

The County Departments of Social Welfare in Area VI will contribute the usual Welfare services such as categorical aid supportive casework services, medical assistance. They shall help meet the goals of CAMPS by fully utilizing all resources in the community on a referral basis.

#### AREA VI - EMPLOYMENT SERVICE

The Iowa State Employment Service in Area VI with offices in Marshalltown and Newton shall have as their primary goal that of alleviating unemployment and underemployment with particular attention given to the hard-core unemployed and handicapped. They shall attempt to achieve this goal by selecting, referring, and placing applicants in employment. In addition, they shall screen, select and refer applicants to MDTA training classes. Job Corp, OJT and Neighborhood Youth Corps programs. They shall also cooperate with other agencies to find other ways and means of alleviating the problems of the hard-core unemployed or disadvantaged.

#### AREA VI - DIVISION OF VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation will provide services to all eligible clients within the limitation of funds made available

for the program. The Division hopes to reach its goals through an increase in staff and funds. In Area VI, the Area Vocational School will attempt to make its contribution towards meeting program goals in the Area by serving 800 regular daytime students and 125 young adults in evening classes. In addition to the above, this institution will serve 200 daytime students in vocational technical education and 200 adults, both young and old, in evening classes. The Area VI Vocational School will also provide an Adult Basic Education program to serve approximately 2,000 citizens who need upgrading, retraining, as well as certain short courses or recreational programs.

The Vocational School will achieve its goals best by gathering all possible data and planning educational programs to meet the needs in their particular area.

In this Area the Vocational School will have a quarterly schedule for the initiation of projects that include adult classes starting September, 1967 and January, 1968 and college course work starting in June, 1967 and September, 1967. They also have machine shop practices course starting July 15, 1967, a dental assistants program scheduled for September 5, 1967 and an automotive mechanics course scheduled for September 5, 1967.

#### AREA VI - ON-THE-JOB TRAINING

On-the-Job Training goals in Area VI will be dependent upon the activities of other agencies in regard to their utilization of this resource. Close and continued cooperation with CAP's, Vocational Rehabilitation, Employment Service, NYC, and Social

Welfare in the Area will be maintained.

#### AREA VII

Area VII program goals are based on two sets of need criteria, urban and rural. The counties of Bremer, Butler, and Buchanan are primarily agricultural areas while Black Hawk county is primarily an industrial area with a rather large non-white population.

Although the area shares many common problems, quite naturally the needs of Black Hawk county will be more complex and acute.

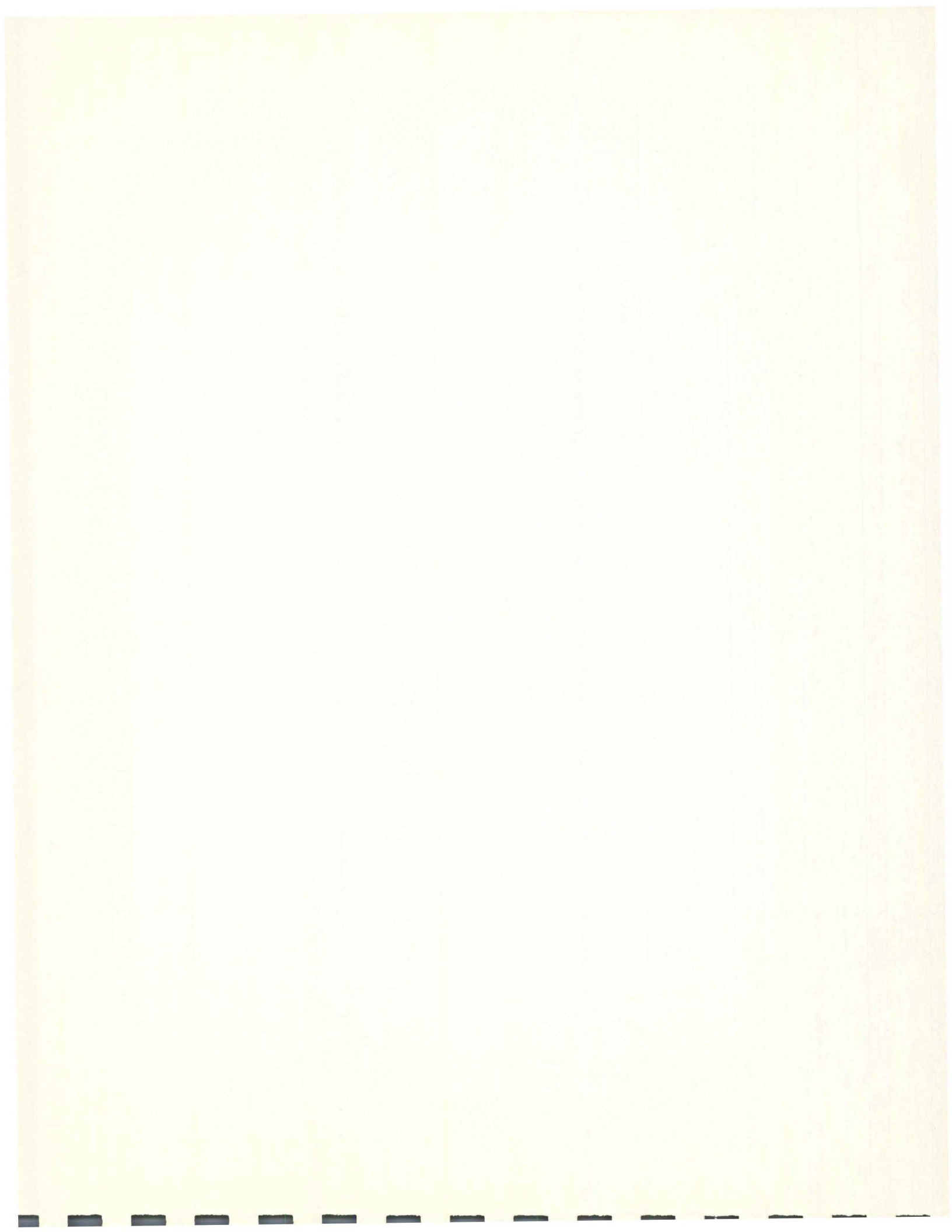
#### AREA VII - COMMUNITY ACTION AGENCIES

Area VII is served by four Community Action Agencies. The Black Hawk County Community Action Council, the North Iowa Community Action Organization (Butler county), the BCDJ Economic Opportunity Agency (Buchanan county), and the Northeast Iowa Community Action Program (Bremer county).

The Black Hawk County Community Action Agency has a well organized Multi-Purpose Neighborhood Center (Jesse Cosby Center) presently providing a wide range of services, directly or through the resources of other agencies, to the north section of Waterloo.

Another Multi-Purpose Center will soon open to serve another geographical area. Both Centers will provide outreach services so vital in identifying and reaching the disadvantaged persons.

The Jesse Cosby Center is a first rate facility, professionally staffed and very adequately housed. The goals of the CAA programs should be met in this Area if sufficient funds are made available



to expand the services of the Cosby Center and to establish the new Center along similar lines.

The Neighborhood Youth Corps program for Waterloo is handled by a delegate agency, the Black Hawk County Conservation Commission. The out-of-school program is designed for 16 youths and the summer program for 128 youths. Requests were made to the Bureau of Works Program to increase this number, but at the time of this writing, it is not known whether favorable action was taken. The NYC program, as presently operated, is not adequate to meet the need of the community nor the youth to be served. The delegate agency has made no effort to tie the program into other manpower programs so that the youth can advance to higher skill levels. It is recommended that the Black Hawk Community Action Council assume future responsibility for the program.

The Head Start Program in Black Hawk county is operated by a delegate agency known as Exceptional Persons, Inc. It presently is designed to serve 320 children.

The Community Action Programs in the rural areas of Area VII are likewise attempting to reach the disadvantaged residents of their respective jurisdictions. The Northeast Iowa CAA has a Head Start program funded for 36 children operated by a delegate agency, the Bremer County Board of Education.

The number of trainees in the outlying counties NYC programs is: North Iowa Community Action Organization 15, BCDJ Economic Opportunity Agency 16, and the Northeast Iowa CAP 25.

The Community Action Agencies serving the rural areas of Area VII will attempt to reach their goals through maximum use of relatively



small staffs and referrals to other agencies for resources not available in their immediate area.

#### AREA VII - SOCIAL WELFARE

The Department of Social Welfare in Black Hawk County is departmentalized with well trained professionals heading each Division. The usual programs such as categorical aid, child welfare, and medical assistance are administered as well as a highly successful Work Experience Program (Title V). The latter program reaches a large percentage of the County's disadvantaged and also serves as a referral center to other agencies offering manpower training programs. At the time this Report was being prepared, the program was funded for 150 clients and was halfway toward completing their goal.

While it would be hard to improve upon the operation of the Welfare (and Title V) program in Black Hawk County, the staff is consistently trying to upgrade their services to clients and will no doubt make an even greater contribution toward human resources development in the coming year.

The Welfare agencies in the rural areas, Bremer, Butler and Buchanan counties likewise offer the usual welfare services but are limited by professional staff to give supportive casework services. Also, none of the above counties have Work Experience (Title V) Training programs. They can best serve clients in need of additional services by referring them to other agencies. They will reach their goals by carrying out prescribed functions efficiently and through the aforementioned referral technique.

## AREA VII - EMPLOYMENT SERVICE

The Employment Service Office in Waterloo is the only one located in Area VII. This Office is well staffed with professionals capable of giving full service to the client. It will place special priority on (a) the unemployed, (b) underemployed, (c) school dropout, (d) the non-work force, and (e) handicapped.

Some of the services provided by this Office are:

1. Vocational Guidance Counseling
2. Testing
3. Employability Information
4. Occupational Information
5. Placement services
6. MDTA Training (referral)
  - (a) MDT - Institutional
  - (b) MDT - private on slot-in basis
  - (c) OJT - Through Manpower Development Council
7. Job Development
8. Community participation
9. Job Corps Recruitment

The Employment Service Office will also work closely with all other agencies to utilize resources needed by the various clients.

## AREA VII - VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation will continue their ongoing program of service to the disabled. Operating under broader definitions of disabled, this agency can now serve more people. They will achieve their goals by reaching potential clients through their own operation and by serving as a resource agency to Employment

Service, Welfare, OJT and others.

AREA VII - AREA VOCATIONAL SCHOOL

One of the greatest resources available in Area VII is Hawkeye Institute of Technology, the Area Vocational School.

During the present fiscal year, the following courses will be offered:

October, 1967, thru December, 1967

Ag Power & Equipment Tech - 6 quarters in length  
Aircraft Mech. - 6 quarters in length  
Auto Mechanic - 4 quarters in length  
Auto Body Repair - 4 quarters in length  
Commercial Arts and Design - 6 quarters  
Drafting - 4 quarters  
Electronic Tech. -  
Fashion & Textile Tech.  
Business Office Clerical - 2 quarters  
Interior Decor. and Design - 6 quarters  
Practical Nurse - 4 quarters  
Police Science -  
Machine Shop - 2 quarters  
Tool & Die - 6 quarters  
Machinist - 4 quarters  
Mech. Tech. - 8 quarters  
Med. Lab. Assistant -  
Radio - TV Repair  
Welding - 2 quarters

March, 1968 thru June, 1968

Business Office Clerical - 2 quarters  
Practical Nurse - 4 quarters  
Machine Shop - 2 quarters  
Welding - 2 quarters

Undoubtedly, other courses are being designed for the period of January through March but were not available at the time of preparing this Report.

In addition, the Hawkeye Institute is administering Adult Education Classes and cultural enrichment programs at the Jesse Cosby Center during the present fiscal year.

Under MDTA, the Institute will offer a Machine Operator (general) course, referred to in the State Employment Service Section of this Report.

The goals of the Area Vocational School are unquestionably being met based on the financial capabilities of the School at this time.

#### AREA VII - ON-THE-JOB TRAINING

The Iowa Manpower Development Council's On-the-Job Training Program has a field office located in Waterloo serving the North-East and North Central quadrants of Iowa. This program depends upon other agencies such as the Employment Service, Work Experience, and Neighborhood Youth Corps for referrals.

One function of the OJT program is a pre-vocational work preparation program for 50 trainees. It will provide four (4) weeks of work orientation and basic adult education courses prior to placement in an on-the-job training situation. This phase of the program is administered by the Hawkeye Institute of Technology.

The degree to which this program will achieve its goals will depend upon the use made of such a resource by other agencies.

## AREA VIII - COMMUNITY ACTION AGENCIES

Area VIII is served by three CAA's. The Dubuque Area Economic Opportunity Agency, Inc. (Dubuque County) and Clinton-Jackson CAP Organization (Clinton Jackson), BCDJ, (Delaware).

Dubuque County youths are served by Neighborhood Youth Corp programs sponsored by the Public Schools and a Union Organization. A new Multi-purpose Service Center will be offering a variety of services to the target groups.

The Clinton-Jackson CAA also has a Neighborhood Youth Corp program. Clinton-Jackson CAA has two Outreach Workers and an excellent staff for counseling and referrals.

BCDJ, CAA will provide a Neighborhood Center for Delaware and Clayton Counties and will provide Outreach Services.

## AREA VIII - EMPLOYMENT SERVICE

The Employment Service Offices located in Dubuque and Clinton will offer the following services:

1. Employment Counseling
2. Apptitatal testing
3. Job Placement
4. Job Development
5. Labor Market Information
6. Referral to MDTA
  - (a) Institutional
  - (b) OJT
7. Screening and referral to other agencies able to provide needed services such as Division of Vocational Rehabilitation, Catholic Charities, etc.

AREA VIII - DIVISION OF VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation has shown exceptional cooperation in this area and assigned a counselor in Area VIII. All of the services previously mentioned will be available.

AREA VIII - WELFARE SERVICES

The County Welfare Departments offer the usual categorical aid programs, supportive casework services, medical assistance and referral service to other agencies.

AREA VIII - ON-THE-JOB TRAINING

There is neither an Area Vocational School nor a Work Experience Program in Area VIII, so they will rely heavily upon the On-the-Job Training Program. Delaware County will be served by an OJT Work Preparation Course offering four (4) weeks of Work Orientation and Basic Education prior to placing the trainee in a work-training situation.

Fiscal year 1968 program efforts will be achieved as follows:

1. Increase attractiveness of area for potential industry by working with Industrial Bureaus and by providing Area vocational technical training programs.
2. Expand OJT by minimum of 100 slots and adequate staff. Expand NYC by 200 slots. Increase unassigned MDTA funds for slot in institutional training. Establish Area Vocation Training Center. Increase funds for Adult Basic Programs to at least \$40,000. Development of community work and training programs.
3. Encourage an adequate referral system among agencies. Train outreach workers as to the supporting services available

and refer individuals to the correct agency. Increase number of professional family counselors, welfare workers, psychologists, nurses within existing agencies.

4. Community Action Agencies need a minimum of (6) six additional outreach workers within area and the Employment Service needs one outreach interviewer and one outreach counselor to work with the CAA's.

5. Realign agencies and organizations in common boundaries on an Area Basis.

#### AREA IX - COMMUNITY ACTION AGENCIES

Area IX is served by three Community Action Agencies, Scott County Economic Opportunity Council, Clinton-Jackson Community Action Organization, and Iowa East Central Train (Cedar, Muscatine, and Louisa counties).

These three CAP's are rapidly expanding their services to the whole community. Neighborhood Multi-service centers are being developed to reach and service the target group.

Specific programs operated in the Manpower field are the NYC projects. Train has a program to serve 30 youth in Muscatine County, the Clinton-Jackson Agency will serve 52 youths, and the Davenport Public Works Department (as a delegate agency) will provide work stations for 100 youths in Scott County.

Headstart programs were on the planning board or had been applied for in these areas when the area report was being prepared.

The C.A.A.'s are likewise trying to reach disadvantaged in the area who could benefit from remedial education programs and/or

vocational training. While they are presently doing so with limited outreach staff, they could do a much more effective job if additional funds and staff were made available. The HRD concept could be better implemented if E.S. counselors were out stationed in the Multi-service centers.

#### AREA IX - SOCIAL WELFARE

The usual public welfare services such as categorical aid, child welfare protective and supportive casework services, and Medical assistance are available in Area IX. In fact, the three county welfare departments (Clinton, Scott, and Muscatine) are all large enough to be somewhat departmentalized and therefore able to give more specialized service. For the most part, caseworkers in these agencies would be well informed of available community resources and how to utilize them. Like other county welfare agencies, they need additional funds for staff and to expand categorical aid grants.

Scott and Muscatine counties have Work Experience (Title V) training programs. It is not known at this time whether the Muscatine County program has been funded beyond June 30, 1967. Scott County's program extends to June 30, 1968 and is designed to reach 120 eligible trainees.

The total goals of Work Experience are usually reached. Hopefully, Muscatine County will be refunded for the present fiscal year.

Title V trainees are ideally referred to MDTA (including OJT) for further training and ultimate placement.



#### AREA IX - EMPLOYMENT SERVICE

Area IX has three Employment Service Offices in the area, in Clinton, Davenport, and Muscatine.

The Davenport Office will endeavor to give services along the HRD line, but will be short of some professional staff to fully develop the concept. All three of the offices offer the usual Employment Service services to varying degrees and staff limitations. The Clinton Office will be unable to provide employment and job counseling to all in need, and outreach services because of staff shortages. Likewise, the Muscatine Employment Service Office reports they will be short of staff to give necessary counseling and outreach services (for disadvantaged). That office also pointed up the need for more training slots on an individual referral basis for that area.

In summation, the goals of the E.S. will be to offer all available resources within the framework of their present budget. They will serve as a resource for other agencies and also utilize the resources of such agencies.

#### AREA IX - DIVISION OF VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation expects over 400 referrals from the Area this present year. They will provide the usual rehabilitation services to all eligible clients with present resources. The agency expressed a need for more staff, outreach services, on-the-job training, and employment placement services. The Division also pointed out that the Area needs more work study programs, better employer education, and comprehensive workshops

for work adjustments programs.

Vocational Rehabilitation will attempt to reach its goal by utilizing all available resources in serving their clients.

AREA IX - AREA VOCATIONAL SCHOOL

The Area Vocational School has prepared vocational training courses and adult basic education courses. These will be designed to meet a variety of needs including the needs of disadvantaged and needs of industry. Some of the programs thus scheduled are:

1. Mechanical technology
2. Electronic technology
3. Drafting (arch)
4. Drafting (machine)
5. Radio and T.V. Repair
6. Auto Body Repair
7. General Machine operator
8. Air conditioning and Refrigeration
9. Auto Mechanics
10. Practical Nursing
11. Medical Laboratory Assistant
12. Surgical Technician
13. Data Programming
14. Secretarial Office Education
15. Clerical Office Education
16. Interior Decorating Assistant
17. Agriculture-Business

Additional courses will no doubt be developed by the Area School as various needs are surveyed.

#### AREA IX - ON-THE-JOB TRAINING

The Iowa Manpower Development Council's OJT program will be available as a resource to all agencies in the Area. Trainees will be accepted on a referral basis as this program does not provide outreach or recruitment services.

The goals of the OJT program in the Area will be met if other agencies recognize and use the resource.

#### AREA X - COMMUNITY ACTION AGENCIES

Area X is served by five different Community Action Agencies. Two of these are single county CAA's; Linn Economic Action Project in Linn County, and Hawkeye Community Action Program in Johnson County. Iowa East Central Train serves Cedar County, BCDJ Economic Opportunity Action, Jones County, and Community Action Program, Inc. (BIPT) serving Benton and Iowa counties.

The Area X CAMPS Committee recommended the continued funding of Multi-purpose Centers through the Community Action Agencies. Outreach workers and Neighborhood and Multi-purpose Center will be a major portion of the CAA's activities during the Fiscal Year 1968. Identification of individuals in the target group has been identified as an activity in which cooperation can be immediately achieved.

There will be a Neighborhood Youth Corps program available in all of the counties in this Area. All of these NYC projects except the program in Linn County is sponsored by a Community Action Agency. In Linn County the sponsor is the YMCA and YWCA. The stated goals of the NYC programs are to help youth stay in school, receive vocational counseling and receive pre-vocational training.

The Community Action Agencies include in their goals the use of Multi-purpose Centers to provide outreach and referred to health, counseling and training services for adults. Consultant services to be provided to schools and communities to plan and prepare programs is also included in their goals for FY 1968.

#### AREA X - SOCIAL WELFARE

Obtaining additional Family Service Workers for each of the county welfare departments in Area X is stated as a primary goal of the Social Welfare agencies.

For individuals receiving training or seeking employment, the social welfare departments major emphasis will be directed toward home management, financial management, work attitudes, grooming and family problems. They will also assist individuals in good child care arrangements and transportation.

The Social Welfare agencies also provide the categorical assistance and play a major role in referring individuals to OJT, NYC, Job Corps and other training programs.

There are Work Experience (Title V) projects in Linn, Johnson, and Cedar counties. The CAMPS committee believes there is a need for an additional 180 WEP slots for the area. Also that a placement counselor and an interviewer should be made available for the Work Experience Program. The target group for 1968 by the Linn County WEP is 20 men and 40 women at any one time.

#### AREA X - EMPLOYMENT SERVICE

The Human Resource Development Program for the Cedar Rapids office of the Employment Service was begun in April, 1967. The goal of this program is to serve an estimated 3000 disadvantaged individuals in a year. Specific goals as to kinds of services to be provided have been developed by this Employment Service Office. These goals take into account whether the individual is unemployed, underemployed or a school dropout. Also the education of the individuals and the nature of a handicapping situation is taken into account in this formulation of goals by the Cedar Rapids Employment Service office.

Types of services listed are counseling, testing, placement, Job Corps, MDTA, OJT, and referral to NYC, DVR, Social Welfare, completing education, other training, other services.

#### AREA X - DIVISION OF VOCATIONAL REHABILITATION

In addition to provision of its normal broad range of services to the handicapped the DVR personnel in Area X present the goal of expanding the Work Study Program in the area to

serve the mentally retarded. Further development of evaluation and adjustment services is needed for the area. Additional staff is being trained and secured for this planned expansion of activities by DVR.

#### AREA X - AREA VOCATIONAL SCHOOLS

The Area X Community College plans to provide vocational education programs to 195 youth and adults on a full time basis during fiscal year 1968 and 875 on a part time basis.

Adult basic education programs are to serve 188 individuals during the fiscal year 1968.

The Area Vocational School has prepared a detailed set of goals of kinds of services to be provided to different age groups, education levels and handicapped as to whether they are unemployed, underemployed, school dropouts or non-work force. An example of this is the following goal as to the kinds of services and the number to be served of the school dropouts.

#### School Dropouts

By Age Groups 16-21

#### Services

|     |                     |     |
|-----|---------------------|-----|
| 5%  | Academic Training   | 34  |
| 58% | Pre-vocational Tng. | 335 |
| 50% | Vocational Training | 335 |
| 20% | Commercial Training | 134 |
| 80% | Counseling          | 536 |
| 80% | Selective Testing   | 536 |
| 1%  | Placement           | 7   |

#### AREA X - ON-THE-JOB TRAINING

The Iowa Manpower Development Council's OJT program is being utilized in the area as straight OJT and as coupled programs.

Additional OJT slots are requested by the Area CAMPS committee.

#### AREA XI

Area XI made up of seven central Iowa Counties includes Polk County, the State's most populous county and largest urban center (Des Moines).

Polk County, or more especially Des Moines, has been designated as a separate CAMPS unit. The State Report therefore contains two reports from Area XI, one covering the rural area outside of Polk County and one primarily focusing on Des Moines.

The following summary deals with Area XI although many references can and have been made to the Des Moines Area.

#### AREA XI - COMMUNITY ACTION AGENCIES

Area XI is served by three community action agencies. Mid Iowa Community Action, Inc., serving Boone and Story Counties, Economic Development Corporation serving Madison and Warren, and Tri County OEO, Inc. serving Guthrie and Dallas Counties.

These agencies are working toward the development of multi-service centers to provide a variety of services in areas easily accessible to the disadvantaged.

The Area report did not elaborate on the developmental status of these centers. Hopefully, they could provide the outreach services essentially needed by the manpower development programs. Ideally, they should be manned by Employment Service Counsels.

The area report shows that the Mid Iowa CAP and the Tri County CAP both have NYC programs to serve a total of 137 youths in the

different in-school, out-of-school, and summer programs.

It would appear that the goals of the C.A.A.'s in this area could be met as they do not appear overly ambitious. However, it likewise would appear that much more could be done by the C.A.A.'s especially in Madison and Warren Counties.

#### AREA XI - SOCIAL WELFARE

The County Departments of Social Welfare in the rural portion of Area XI offer the usual welfare services; categorical aid, supportive casework services, and medical assistance. These offices follow the usual pattern of staffing found in the rural counties throughout the State.

Dallas, Boone, and Madison Counties are served by a Work Experience (Title V) Program funded to serve 50 eligible clients. The program to date has been highly successful in these counties and based on past experience, should continue to be. Referrals are made from this program to other MDTA programs, including OJT, and such cooperative arrangements appear to work well.

#### AREA XI - EMPLOYMENT SERVICE

Area XI outside of Des Moines is served by three small Employment Service Offices located in Perry, Boone, and Ames, Iowa.

These offices are primarily oriented to serve the needs of employers and qualified job-seekers due to staff limitations. Referrals are made from these offices to the various resource agencies in the Area and the Des Moines HRD Center provides additional services to clients in need of special attention.



AREA XI - DIVISION OF VOCATIONAL REHABILITATION

The target population is the physically, mentally, and emotionally disabled of employable age who are vocationally handicapped and who would be able to benefit from DVR services. This group includes the behavior disorders and alcoholism.

Goal for next Fiscal Year is to increase number of individuals served by about 25% by addition of staff, primarily (if they can be found).

Program services are available as needed by the individual.

Services are as listed:

1. Complete medical diagnosis
2. Medical, surgical, psychiatric and/or hospital services
3. Prosthetic devices such as artificial limbs, braces, hearing aids
4. Training in physical self-sufficiency, despite impairment
5. Complete vocational evaluation; vocational guidance and counseling
6. Training for the right job in schools, rehabilitation centers, workshops, on-the-job, by correspondence or tutor
7. Maintenance and transportation during vocational rehabilitation
8. Occupational tools, equipment or license
9. Training in personal and social adjustment
10. Assistance in obtaining an appropriate job and follow-up to assure satisfaction.

Program goals achieved primarily by additional staff (if they can be found) plus continued refinement of our mode of operation (3 units: intake, case services and placement). Bolstering up existing cooperative agreements could also help reach the goal of increasing number of people served.

AREA XI - AREA VOCATIONAL SCHOOLS

Area XI is served by one of Iowa's most advanced (developed) area vocational schools. The programs to be offered by the school, taken directly from the area report are as follows:

1. Tool & Die Making
2. Welding
3. Industrial Electronics
4. Electrical Drafting
5. Data Processing
6. Key Punch Operator
7. Mechanical Technology
8. Auto Mechanics
9. Diesel Mechanics
10. Distributical Education
11. Secretarial
12. Clerical
13. Practical Nursing
14. Operating Room Technician
15. Medical Assistant
16. Dental Assistant
17. Nurse Aide
18. Machine Operators Training

- A. Lathe
  - B. Milling
  - C. Drill Press
  - D. Shaper
  - E. Grinding
19. Auto Mechanics
  20. Auto Body Repair
  21. Welding
  22. Building Maintenance
  23. Shoe Repair
  24. Alteration and Tailoring
  25. Office Machine Repair
  26. Radio and T.V. Repair
  27. Apprentice Radio & T.V. Repair
  28. Machine Shop
  29. Business Occupation Education
  30. Clerk Typist
  31. Food Service
  32. Distributical Occupations Ed.

The goal of Adult Basic Education program is to provide realistic basic education to as many adults as possible during any given period of time. Classes are established on the basis of 2 class sessions per week, usually 2 hours per session. Classes are taken to neighborhood centers or other facilities as close to the under-educated adult as possible. It is believed classes should be offered at the convenience of the adult. Classes must be taught around practical every day problems and usually are related to

math and English first but not limited to these two areas alone.

It is the goal of the ABE program to provide educational services to all undereducated adults that can be recruited by CAP agencies. Also it is desired to provide ABE classes for all Title V - Work Experience and Training adults who are in need. Funds have not made this possible. MDTA students all should be provided basic education through high school completion. However, funds have prevented this goal from being met.

High School Equivalency Certificate classes would be similar. The H.S. Equivalency Certificate program will be undertaken effective June 1, 1967, if funding is available. Adult basic education programs will be offered effective July 1, 1967. Classes can be offered in the H.S. Equivalency Certificate Program to approximately 500 adults upon funding. Adult Basic Education classes can be offered to approximately 400 in Polk County with sufficient funds from the 1966 Adult Education Act.

The Area XI Vocational School stands ready to offer educational programs in ABE, H.S. Equivalency, A.H.S. Diploma and in all MDTA training programs.

The quarterly schedule for the Area Vocational School is as follows:

The High School Equivalency Certificate program will be undertaken effective June 1, 1967 if funding is available. Adult Basic Education programs will be offered effective July, 1967. Classes can be offered in the High School Equivalency Certificate program to approximately 420 adults upon funding. Adult Basic Education classes can be offered to approximately 400 in Polk

County with sufficient funds from the 1966 Adult Education Act. The Area XI Vocational School stands ready to offer educational programs in ABE, H.S. Equivalency, A.H.S. Diploma and in all MDTA training programs.

#### AREA XI - ON-THE-JOB TRAINING

The Iowa Manpower Development Council's OJT Program will offer its resources to all agencies in Area XI. The goals of this program are to provide meaningful training in a work situation which will lead to employment. The goals of the program are dependent upon referrals made by the other agencies.

#### DES MOINES (POLK COUNTY)

The Federal issuances dealing with the Cooperative Area Manpower Planning System specifically listed Iowa's largest metropolitan center as a planning area. While Des Moines (Polk County) is located within Area XI and shares many problems and resources with surrounding counties, it has many unique and complex situations that require specific and special attention.

The Des Moines CAMPS Report is included in its entirety in Section II of this report. The document is most complete in listing economic data, resource, goals, and unmet needs. For this reason, this report will depart from the proceeding format, summarizing such items, and refer the reader to Section II.

One simple conclusion can be drawn from the well prepared Des Moines CAMPS report. While this area has the greatest resource of any local in Iowa, it likewise has some of the most difficult problems.

Whether the goals of the Des Moines CAMPS plan will be met, will, for the most part, depend upon the availability of program funds and the development of a comprehensive approach by all agencies concerned.

### AREA XII - COMMUNITY ACTION AGENCIES

Area XII is served by four Community Action Agencies. Solo Community Action Association, Inc., (Lyon and Sioux Counties) Mid-Sioux Opportunity, Inc., (Plymouth and Ida Counties) West Central Development Corporation., (Monona County), and the Sioux City Community Action Agency (Sioux City Area).

These agencies offer a variety of programs including the establishment of Multi-purpose centers throughout the Area, NYC programs, Visitation Services to the elderly, Head Start Programs, and a comprehensive Manpower training (pre-vocational) program in conjunction with Goodwill Industries. The CAP's are becoming well established in this Area and should be able to provide informational and outreach services to the target group.

### AREA XII - SOCIAL WELFARE

The Social Welfare Agencies in the Area will provide the usual welfare services such as categorical aid, supportive casework services, medical assistance and referral service to other agencies. The Woodbury County Department of Social Welfare is a large, well staffed agency with a skilled specialized staff. The Welfare agencies located in the rural counties function as a single complete unit and are not as well equipped to give the range of service offered by the Woodbury County Agency.

### AREA XII - EMPLOYMENT SERVICE

The Sioux City Employment Service Office is the only one serving this area. It is one of the States' largest offices in terms of staff, volume of business and programs. This office offers

complete range of services including:

1. Vocational Guidance Counseling
2. Employability Information
3. Occupational Information
4. Placement Service
5. Testing
6. MDTA (referred)
  - (a) Institutional
  - (b) OJT
7. Job Development
8. Industrial personnel Services
9. Community development
10. Marriage Counseling (by Mgr.)
11. Job Corps Recruitment

The Office is also responsible for handling the trainee needs for a large number of MDTA trainees attending classes now offered by Western Iowa Tech.

The Office will also make referrals to other agencies in many instances, for services needed by clients. It will likewise receive and process referrals made by other agencies or manpower programs.

#### AREA XII - DIVISION OF VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation in Area XII has indicated that the ultimate objective of all vocational rehabilitation efforts are directed toward suitable, gainful employment for each



disabled person served, but it is recognized that many of the severely handicapped, the attainment of a lesser goal may reduce dependency and constitute a very substantial achievement in the Vocational Rehabilitation process. The Division will welcome referrals from other agencies and likewise cooperate by making referrals to appropriate agencies able to serve the clients.

#### AREA XII - AREA VOCATIONAL SCHOOL

In Area XII, Western Iowa Tech will operate an adult basic education program concerned with those that have less than a ninth grade achievement in the literacy skills of reading, writing, arithmetic and spelling. The goal of this program is simple one of taking each individual and ascertaining his attainment level, then creating those skills that are needed as far, and as quickly, as possible. Everything possible will be done to make the target population aware of this cost free opportunity. Western Iowa Tech will also offer programs in vocational and technical training, programs for in-service training and retraining of workers, and programs for high school completion for students of post high school age. In addition the school will provide student personnel services and vocational education for persons who have academic or socio-economic or other handicaps which prevent their succeeding in regular vocational educational programs. In essence they shall provide training, retraining and all necessary preparations for productive employment of all the citizens in the Area.

The quarterly schedule for the initiation of MDTA classes offered by Western Iowa Tech are:

|                               |                       |
|-------------------------------|-----------------------|
| Welder, combination           | July & August         |
| Meat cutter                   | July & August         |
| New training needs            | September to December |
| Farm Equipment Mechanic       | January - March       |
| Auto Mechanic                 | January - March       |
| Household appliance repair    | January - March       |
| Office Machine repair         | May to June           |
| Practical Nurse               | May to June           |
| TV Repairman                  | May to June           |
| Machine Operator              | May to June           |
| Medical Laboratory ASsistants | September to November |
| Dental Assistants             | September to November |
| Physician Assistants          | September to November |
| Auto Body Repair              | June or later         |

Adult Basic Education courses are also offered by the Area School

#### AREA XII - ON-THE-JOB TRAINING

The Iowa Manpower Development Council's OJT program will be available to the Area's agencies on a trainee referral basis. In addition the OJT program is making funds available to train 20 Nurses Aides. This Program has been delegated to the Mid-Sioux Opportunity Community Action Program who have developed the OJT training sites, recruited the trainees and will provide follow-up services. The formal classroom training (of one month) will be administered by Western Iowa Tech.

### AREA XIII - COMMUNITY ACTION AGENCIES

Area XIII is served primarily by three community action agencies. The West Central Development Corporation, Inc. (Harrison county) Southwest Iowa Progress, Inc. (Mills, Montgomery, Page, Cass and Fremont Counties) and Pottawattamie CAP, Inc.

The Community Action programs perform a variety of services to the Area. All three operate Multi-purpose Neighborhood Centers which can provide Outreach Service to reach clients in need of training, employment and etc.

The West Central Development Corp. and the Southwest Iowa Progress Agency both operate the NYC programs in their areas. The Southwest Iowa NYC program is designed for 110 youths, the West Central Development Corp for 210 youths. The Pottawattamie CAA in conjunction with the Council Bluffs Community School District has developed NYC programs for 174 youths.

Head Start Programs have been developed by all three CAA's to serve a total of 490 children. Additional Head Start programs may have been approved in this Area since the material was prepared for this report.

The West Central Development Corporation has several other programs in various stages of development. One of these, a Visitation Service for the elderly has been most successful. In general, the goals of the CAA's in Area XIII will be to provide Multi-Service (and Self-Help\_ Centers as an auxiliary resource complimenting other community programs. They make an important contribution to manpower programs by operating the NYC projects.

### AREA XIII - SOCIAL WELFARE

The Social Welfare Agencies in Area XIII will provide the usual categorical aid, supportive casework service, and medical assistance programs. In Pottawattamie County, a Work Experience (Title V) program is presently designed to serve 60 eligible clients. As in other areas of the State, the Title V program is of great benefit to the disadvantaged population. It also serves as a referral source to other manpower training agencies.

### AREA XIII - EMPLOYMENT SERVICE

The Employment Service Offices in Area XIII are located in Council Bluffs and Shenandoah. The Council Bluffs Office is more fully staffed to offer a fairly complete range of Human Resource Development Services. The Shenandoah office offers placement and referral services and other components of the Employment Service program on a scheduled basis. Some of the services provided to Employment Service clients are:

1. Vocational Guidance Counseling
2. Employability Information
3. Occupational Information
4. Placement
5. Testing
6. MDTA (referral)
7. Job Development
8. Job Corps Recruitment

These offices will also work closely with other agencies to fully utilize all of the available resources in behalf of their clients.

AREA XIII - DIVISION OF VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation has as its goal that of providing the target population the following services, based on the Agency's resources to provide them.

1. Diagnostic Work-Up
  - (a) Medical
  - (b) Psychological
2. Physical Restoration
3. Ambulation Training
4. Center Evaluation
5. Counseling
6. Training
  - (a) On-the-Job
  - (b) Formal (Institutional)
7. Job Placement
8. Follow-Up Services

The Division Office in Council Bluffs serves 13 Southwest Iowa Counties including all counties in Area XIII. This Office estimates it will be able to serve approximately 23,000 people with a budget of approximately \$400,000.00.

AREA XIII - AREA VOCATIONAL SCHOOLS

The Area Vocational School did not participate in the CAMPS planning meetings. This particular Area School was not well organized at the time the area report was submitted. It will, however, be offering some Vocational and Adult Basic Education programs during the present year.

### AREA XIII - ON-THE-JOB TRAINING

The Iowa Manpower Development Council's OJT program operates a field office for Western Iowa out of Council Bluffs. The Job Developer in charge of this office has been allocated 132 training slots for a 17 county area. In addition, a Pre-vocational Work Preparation Training Program for 20 to 40 trainees is now being developed in the Area. This program will offer the trainees four weeks of work orientation and basic education prior to placement in a work-training situation.

The training phase of the program will be handled by the Area Vocational School.

The success of OJT depend upon the referrals made by other agencies who use it as a manpower training resource.

### AREA XIV - COMMUNITY ACTION AGENCIES

Area XIV is primarily served by two Community Action Agencies, the South Central Iowa CAP, (Clarke and Decatur counties) and the Matura Action Corp., (serving Adair, Madison, Adams, Union, Taylor, and Ringgold counties).

These Agencies offer a variety of community services including the operation of Neighborhood Centers or Multi-purpose Service Centers. One activity that could be of vital importance to manpower programs is to have Employment Service Counsels stationed (or on an itinerant basis) in these centers, as they are the obvious facility for Outreach Services.

Other programs operated by the C.A.A.'s in this Area are NYC for 402 trainees, Headstart for 175 children, and a Homemaker Health Aide Service in Clarke and Decatur Counties which will

serve 3,890 needy and elderly people. Since preparing this report, additional NYC and Headstart Programs could have been approved and started.

The C.A.A.'s will achieve their goals by full utilization of present staff and funds. They do need additional funds and resources to adequately serve their local. Such funds would permit establishing Neighborhood Centers, more Outreach Services, and auxiliary manpower personnel.

#### AREA XIV - WELFARE SERVICES

The County Welfare Departments offer the usual categorical aid programs, supportive casework services, medical assistance, and referral service to other agencies. In addition, this Area is funded for a Work Experience (Title V) Project to train 20 clients meeting program eligibility.

The Welfare Agencies feel that there are many people in the Area not being adequately served by existing programs. Some special programs would be necessary to alleviate the conditions resulting in the need for welfare.

Without these, the goals of the Welfare programs will have to be met within the present financial framework.

#### AREA XIV - EMPLOYMENT SERVICE

The Employment Service Office located in Creston, Iowa is the only office serving this Area. This Agency will offer services as follows:

1. Employment Counseling
2. Aptitude Testing

3. Job placement
4. Job development
5. Labor market information
6. Referral to MDTA
  - (a) Institutional
  - (b) OJT
7. Screening and referral to other agencies able to provide needed services such as vocational rehabilitation and Goodwill, and etc.

The Creston Office will meet its goals through cooperative arrangements with other resource Agencies.

#### AREA XIV - DIVISION OF VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation has established a cooperative working relationship with the C.A.A.'s in this Area. The Division hopes to serve 120 clients in need of, and eligible for their program.

#### AREA XIV - AREA VOCATIONAL SCHOOL

The Area Vocational School proposes to serve at least 150 potential trainees in a number of vocational areas. They likewise will administer adult basic education programs in the Area for approximately 120 people.

The area report gave no specific list of vocational courses nor detailed information on the Adult Basic Education programs. However, without question, the Area Vocational School will be a valuable resource to all agencies interested in the development of human resources.



#### AREA XIV - ON-THE-JOB TRAINING

The Iowa Manpower Development Council's OJT program will be available as a resource for all agencies in the Area to use.

Plans are presently being developed in conjunction with the Area Vocational School and the Matura C.A.A. to start an OJT Work Preparation Course for 20 to 30 eligible trainees. This program will offer four (4) weeks of work orientation and Basic Education prior to placing the trainee in a work-training situation.

The program is a prime example of cooperative manpower planning.

#### AREA XV

In Area XV, as in other areas, program goals are based upon rural and urban need criteria. The twelve counties composing this area are primarily agricultural with only two counties having an urban center population in excess of 10,000 - Wapello and Jefferson counties. Both Ottumwa (pop. 33,831) and Fairfield (pop. 11,587) have strong industrial economies but only Ottumwa can fairly be classified as an urban center for the area.

#### AREA XV - COMMUNITY ACTION AGENCIES

Area XV's twelve counties are served by four Community Action Agencies. Sixco Economic Development Corporation serves six counties all within Area XV - Mahaska, Keokuk, Wapello, Jefferson, Davis, and Van Buren; the Appanoose - Monroe Community Action Program with offices at Albia; SCICAP, Inc. of Leon, Iowa, serves Lucas and Wayne counties. Washington county is presently served by the Southeast Iowa CAP at Burlington. Marion county is a member of the Economic Development Corp. of Marion, Warren, and Jasper

counties CAA.

The Sixco Community Action Agency has a Multi-Purpose Neighborhood Center at Bloomfield which provides a wide range of services either directly or through cooperation with other agencies working in Davis County. Other multi-purpose centers are planned throughout the Sixco area.

Outreach services are to be provided so as to identify and reach the disadvantaged of the area. An ambitious community action program is under way in these six counties and with sufficient funds to allow the expansion of services and programs visible progress can be expected.

Neighborhood Youth Corps programs are funded and in operation throughout the Sixco CAA program area. Headstart programs both summer and year-round operate throughout the six counties.

The Appanoose-Monroe Community Action Program at Albia operates a comprehensive outreach program throughout the two county area. Community acceptance of both Neighborhood Youth Corps and Headstart programs is high. Cooperation among the various local agencies, public and private, county or state, has been good. Outreach and involvement in programs again is dependent to a large degree on the availability of funds. Accomplishments are encouraging, but much remains to be done.

The SCICAP Inc. Community Action Program encompasses four counties - Clark, Decatur, Lucas, and Wayne, with Lucas and Wayne counties lying within Area XV. Multi-Service Centers are operating in these counties - at Corydon in Wayne county; Chariton in Lucas county. Comprehensive services and outreach are available.

Neighborhood Youth Corps and Headstart Programs operate in both Lucas and Wayne counties. The NYC "out of school" program is not considered to be adequate to the need at its present enrollment level of 18.

The reception and effect of Headstart within the area has been good. Wayne county reports 30 children involved while Lucas lists 12.

#### AREA XV - WELFARE SERVICES

Throughout the twelve counties, respective departments of Social Welfare operate the usual programs of categorical assistance, i.e. child welfare, and medical assistance. Work Experience (Title V) is also offered in some counties.

The agencies operating in what is essentially a low population rural area are limited by small staff operations and are often unable to give adequate supportive casework services. Welfare agencies in these predominantly rural counties can best serve clients by functioning as referral agents for those agencies offering services in addition to those available through welfare.

#### AREA XV - EMPLOYMENT SERVICE

Iowa Employment Service Offices are operated at four locations in Area XV - Centerville, Fairfield, Ottumwa, and Oskaloosa. The professionally staffed offices offer comprehensive client service. The offices provide the following services to the area:

1. Vocational guidance and counseling
2. Aptitude testing
3. Employability information

4. Occupational counseling
5. MDTA information and referral
6. Job placement
7. Job Development
8. Job Corps recruitment

The Employment Service cooperates with area agencies so as to utilize all resources that will assist clients in acquiring training and/or employment.

#### AREA XV - VOCATIONAL REHABILITATION

The Iowa Division of Vocational Rehabilitation conducts throughout the twelve counties of Area XV their on-going program of services to the disabled and the handicapped. By using a broad definition of disability, they can now serve a larger clientele. Serving as an additional resource for such agencies as the Employment Service, Welfare, OJT, MDTA, and Community Action Council, the Vocational Rehabilitation Division serves to expand their effectiveness.

#### AREA XV - AREA VOCATIONAL SCHOOL

Iowa Institute of Technology at Ottumwa is a major resource. Iowa Tech offers to the area a comprehensive vocational program which includes the following:

1. Electronic Computer Technology
2. Practical Nursing
3. Cook Training
4. Welding
5. Auto Mechanics

6. Clerical
7. Electronic Technology
8. Keypunch
9. Data Processing Computer Programmer & Operator
10. Airframe and Power Plant Mechanics
11. Offset Printing
12. Auto Body
13. Truck Driver
14. Farm Machinery Maintenance and Repair
15. Air Traffic Control

#### AREA XV - ON-THE-JOB TRAINING

The Iowa Manpower Development Council's On-the-Job Training Program operates a field office at Ottumwa serving the twelve counties of Area XV. In conjunction with other agencies such as the Community Action agencies, the Employment Service, Neighborhood Youth Corps, and Work Experience Programs, this field office maintains a close working relationship with all available resources.

Prevocational work preparation is carried out for prospective placements providing them with work orientation, basic adult education and needed counseling prior to beginning their on-the-job training.

With excellent resources available for both recruitment and training, OJT should provide an effective program through Area XV.

#### AREA XVI

Area XVI is a four-county area consisting of Des Moines, Henry, Lee, and the southern part of Louisa counties. This area

has program goals based upon both urban and rural needs. The Urban Centers in the area are Burlington, Fort Madison, and Keokuk. The heaviest concentration of industry is to be found in Burlington and Fort Madison.

#### AREA XVI - COMMUNITY ACTION AGENCIES

Area XVI is served by Southeast Iowa's Community Action Agency with offices at Burlington. The Community Action Program operates Headstart programs throughout this four-county area. Along with Headstart, Neighborhood Youth Corps is in operation in Louisa county with 28 enrollees. One-hundred forty enrollees have been allotted to Henry, Lee, and Des Moines counties for fiscal 1968.

A Neighborhood Opportunity Center is in operation in Fort Madison providing a comprehensive Outreach Program. Along with Outreach Services, programs such as Health Services, Adult Education, and Job Recruitment are offered. Other Multi-Service Centers are to be opened throughout the area when sufficient funds are available.

#### AREA XVI - EMPLOYMENT SERVICE

The Iowa Employment Service operates offices at three locations in the area - Burlington, Fort Madison, and Keokuk. Those professionally staffed offices offer the comprehensive services, previously enumerated for other areas throughout the state. Employment Service personnel in Area XVI as in other areas are cooperating with various agencies and resources so as to provide clients with needed supportive services in order to procure

training and/or employment.

AREA XVI - VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation is presently serving 13 clients on a \$24,500 grant. This program supplements the department's on-going services to the vocationally handicapped throughout this area. The Vocational Division is a valuable resource for such agencies as Employment Service, the Community Action Agency, and the various County Welfare Offices. Referrals are constantly made by those agencies to the Vocational Rehabilitation Division.

AREA XVI - WELFARE SERVICE

The four counties are each served by respective Departments of Social Welfare. Each of these county offices operates the usual programs of categorical assistance -- ADC, OAA, MAA, along with other Child Welfare Programs. Unfortunately, there are at present, no Title V Work Experience Programs operating in any of the four counties. Neither are there Special Impact Programs (Title 1 D) or Adult Work Training Programs as provided for by the Economic Opportunity Act.

## SECTION VI

### Evaluation of Resources in Relation to Needs

This section pertains to such problems as unmet needs related to program resources, manpower demands and the quantity and types of resources which would be needed to fulfill those needs. Obviously, it is beyond the scope of this report to describe in detail each area's analysis of these needs. Instead, the object of this section is to summarize the information obtained from the area reports and attempt to point out the major unmet needs which still demand attention throughout the state in planning for fiscal 1969.

#### AREA I

Area I sees as needs unlikely to be met, those involving programs for the mentally retarded, and the emotionally and physically handicapped. Among their problems are the lack of special classes, more teachers and counselors, thereby easing the caseload and improving the service to these persons.

In terms of unmet manpower demands, Area I cites the extreme shortage of teachers, counselors, and other professional personnel stating that many of their programs are handicapped by this shortage.

Other programs unlikely to be met include OJT, Social Welfare, and Vocational Rehabilitation.

Area I recommends additional vocational training, more adult basic education and extended coverage by existing agencies which deal with manpower services. At the time of this writing, it is estimated that 1,019 persons needs are unlikely to be met.



## AREA II

In Area II, a number of needs are unlikely to be met. Speaking quantitatively, from 30 to 90 per cent of the needs are unlikely to be met. The programs dealing with these needs include all types of training, income maintenance and transportation, as well as counselling and other supportive services. While money is a constant problem for all public agencies, it appears that a major problem for Area II is the lack of staff to provide these supportive services.

Manpower demands will not be met in the professional and managerial occupations, the skilled trades and for a variety of semi-skilled jobs in Area II.

The Area II Committee feels that in order to meet the needs of the area, a minimum increase in professional staff of 14 persons is needed. Other programs which should be expanded include training and counselling especially for the older worker, a "halfway house" for institutionalized and disadvantaged, the establishment of a sheltered workshop, and a larger N.Y.C. Project.

## AREA III

Area III's unmet needs refer chiefly to the lack of employment counselling for Job Corps trainees and others involved in special education programs. As a result of this, it is estimated that over 300 people are not being served.

It is reported that the skilled trades people are much in demand, as are service and clerical workers and some unskilled jobs.

A major need includes a more extensive outreach program, to make individuals aware of the services available, more transportation allowances for those living a long distance from the office, and more professional services for those individuals once they

reach the agency involved. Other suggested programs are more N.Y.C. centers, Upward Bound projects, Day Care services and a sheltered workshop.

#### AREA IV

It is felt that in Area IV that many individuals could benefit from a W.E.P. project but such a project is handicapped by lack of funds. For example, it is believed that there are 15 persons in Carroll County alone who would benefit from such a program.

As in other areas, there are shortages in the skilled occupations in Area IV. There are also a surprising number of relatively unskilled jobs in the slaughtering and construction industries, however, many remain unfilled because of low pay or poor working conditions.

Area IV feels that additional emphasis should be placed on projects such as outreach, as well as more health services, and including care of the aged, which could be perhaps tied to a home-making service.

#### AREA V

A number of needs will be unmet in Area V, including an outreach project, basic education, vocational training, transportation, income maintenance and the WEP project in Pocahontas County. CAP also reports a number of unmet needs including NYC, Upward Bound and consumer education as well as some of the other programs mentioned above.

Manpower demands in the skilled occupations will not be met. In addition shortages are reported in the professional, managerial, clerical, sales and semi-skilled occupations.

Other programs and resources required to meet the needs of

the target groups are four counselors, additional caseworkers, and funds for approximately 200 slots in the H.R.D. program.

#### AREA VI

In Area VI, unmet needs involve vocational-technical training, additional employment services throughout the area, and transportation allowances for participants in these programs.

Machine operator set up men are in demand in Area VI as are service workers. As in the other areas, the skilled workers required in the building trades are also unavailable.

Additional programs and resources required for the area involve such programs as outreach, adult basic education, WEP projects, and a sheltered workshop.

#### AREA VII

Area VII reports that a number of their unmet needs center around adult basic education where nearly 1000 people will not be served. The lack of skilled training for females is particularly emphasized by Area VII as is the inability of the outreach program to serve 100 potential dropouts because of a lack of resources.

Insufficient manpower exists to fill the openings in sales, semi-skilled jobs in the metals industry and clerical and office jobs in Area VII.

It is believed that through additional training for high school dropouts, more employment offices in the area to provide their services, and programs related to the problems of the unemployed older worker, the major needs of the target groups could be fulfilled.

## AREA VIII

Professional health services as well as area vocational-technical training are specified as the needs which are unlikely to be met in Area VIII.

Two skilled occupations are listed as being unlikely to be met in the near future. These are machinists and toolmakers.

No information is available from Area VIII pertaining to the kinds of programs necessary to meet the needs of these target groups.

## AREA IX

Many of Area IX's unmet needs are closely related to the lack of professional staff which is reflected in outreach, counselling and other supportive services for the disadvantaged. Other unmet needs include training, transportation, income maintenance, family service, mental health as well as the numerous and varied services required in an industrialized metropolitan area.

A number of manpower demands are likely to be unmet in this area. Shortages exist in the skilled and semi-skilled occupations, as well as for service workers. In short, jobs are plentiful for all but the unskilled.

As was the case with unmet needs, Area IX reports a need for a number of additional programs involving a substantial quantity of resources. Some of the most frequently mentioned programs are: outreach, counselling, work-study, M.D.T.A., as well as a variety of other training programs.

## AREA X

Area X, like its predecessor in the report also presents a

number of needs which are unlikely to be met. Included among these are servicing the nonwork force group, training needs, especially M.D.T.A., basic education, programs for the handicapped who are unable to leave their homes, W.E.P. projects and counselling.

Unmet manpower needs are cited particularly in the services occupations. These occupations will continue to be difficult to fill because of the lower pay and lower prestige associated with them. Moreover, they face strong competition from the higher paying manufacturing jobs particularly in the Cedar Rapids area.

Recommendations involved such items as additional outreach programs, more M.D.T.A. slots, extended homemaker service, and continuing counselling and social casework with the overall goal being one of maximizing service through cooperation and coordination among agencies.

#### AREA XI

Area XI, includes the Des Moines metropolitan area which is the largest population center in the state. Because of this fact, a number of unmet needs are prevalent in the area. Included among these are 500 persons in need of the services of D.V.R., training particularly as it relates to W.E.P., as well as additional counseling and supportive services needed for the disadvantaged groups.

Numerous job openings exist for carpenters, bricklayers, foundry workers, sales personnel, and for all clerical and service occupations in Area XI.

Additional kinds of programs and resources are needed for several agencies. D.V.R. requires additional facilities, maintenance programs for those waiting for actual training, assistance

for housing, additional training and additional staff. I.S.E.S. recommends additional counseling, more basic adult education, as well as more extended outreach programs. CAP proposes additional programs for the aged as well as an extended Title I program.

#### AREA XII

The Area XII report cites a number of needs unlikely to be met. The report sees unmet needs related to N.Y.C. slots, Head Start slots, the W.E.P. project, homemaker services, and programs for emotionally disturbed children.

Several occupational shortages exist for Area XII. These include the health service occupations, welders, machine operators, sales, in addition to openings in the transportation, communication, public utilities, insurance, and real estate industries.

Additional programs include more neighborhood centers, Day Care centers, some type of sheltered workshop for those who have some type of handicap. A particular emphasis was placed on the Title V program which according to the Committee, needs to be expanded so as to service the needs of the large number of Indians in the area. All agencies recognize the need for Basic Education.

#### AREA XIII

Area XIII reports that a major problem lies in the area of job development and counseling services although the N.Y.C. slots are inadequate as are rehabilitation services, programs related to older citizens needs, and prevocational and vocational training.

Shortages are predicted in the medical services occupations and especially acute shortages are prevalent in those jobs demanding technical or craft skills. One factor creating these shortages is the low wage scale prevalent in this area. Wages do

not attract those from outside the area and those with these skills frequently leave the area.

The Area XIII Committee feels that additional staff is needed for job development and counseling. More rehabilitation services are also needed as are outreach projects if the disadvantaged target groups are to be effectively served in the future.

#### AREA XIV

Area XIV reports that the need for basic education as it applied to the mentally retarded and handicapped persons will not be met. Nor is the outreach program sufficient to meet the demand.

Insufficient manpower in Area XIV includes foundry workers, sewing machine operators, carpenters, farm hands, waitresses, cooks, nurses aides, and licensed practical nurses.

Additional programs and resources appear to be needed for additional training perhaps under M.D.T.A. combined with the area vocational-technical schools. To go with this training, additional employment counselors are needed. The area is also greatly concerned with school dropout in the 13-15 age bracket, the goal being to assist them educationally, emotionally and socially so they might become assets to the community. Finally, the area feels that as part of their manpower program, additional O.J.T. slots are needed.

#### AREA XV

In Area XV, the needs most likely to be met are those related to all types of training. Included in this category are such things as M.D.T.A. slots, basic education, training of disadvantaged youth, and older workers. A number of these needs are presently unmet through the inability of the outreach program to reach the target

group and by the lack of professional staff to provide supportive services.

Several manpower shortages are reported in the area. Included among these are unmet demands for professional and skilled workers, machine operators, welders, foundry workers, truck drivers, and service workers.

Additional programs and resources needed again involve training specifically, more M.D.T.A. slots, training facilities, income maintenance, and a larger staff are needed to provide the necessary supportive services to supplement that increased training.

#### AREA XVI

Area XVI sees unmet needs in three areas. In outreach they are handicapped in servicing the target group because of a lack of staff. It is reported five more non-professional personnel are needed. A second area of unmet needs refers to the need for more professional staff. Three counselors and three social workers are needed. Finally, the present number in training represents only 68% of those in need of the type training provided under M.D.T.A. or O.J.T.

As with a number of other areas, manpower shortages exist in the skilled occupations as well as for those relatively unskilled jobs in the service industries. The shortage in the latter industry may be at least partially related to the low level of wages presently paid in that industry.

Area XVI makes two major recommendations regarding future programs and resources. A primary need involves remedial training for adults. It is recommended that additional slots be made available



through M.D.T.A., B.A.V.E., or coupled O.J.T. to meet this problem. A second proposal is related to CAP and involves training for discharges of the state juvenile homes so that these young offenders have a greater opportunity to lead productive lives.

In combining these 16 area reports, many other projects were proposed including those involving the elderly, the retarded, the institutionalized and othermembers of the target group. Unfortunately, due to limits on space, all of these cannot be included in this report. For specific comments and details, it is suggested that the reader refer to the area report.

## CONCLUSION

Viewing the needs of the areas in relationship to present and anticipated resources, one (oversimplified) conclusion could be drawn - more money is needed to expand, implement, or inaugurate programs to meet identified needs.

Dollars, obviously, play the most vital role in determining the kind, quantity, and quality of programs available in the State and local areas.

Each area has highlighted the needs of their particular local. In many instances, some have been overlooked or given a lessor priority in relationship to others. It therefore would be erroneous to conclude that the area reports comprehensively cover all of the needs of the area. They do give a fairly consistent measure of common problems and unmet needs that will require attention in developing plans for fiscal 1969.

It would appear that several conclusions can be extracted from the area reports that quite generally apply to the entire State. These are:

- MDTA Training programs need to be extended in scope and number of trainees. Skilled tradesmen are in greatest demand with health occupations also in short supply.
- Basic or remedial type education programs for adults, need to be greatly expanded both in number of trainees and accessible locations, to prepare the clients for further vocational instruction, immediate on-the-job training, or employment.
- Outreach services, usually provided by the C.A.A.'s, need to be greatly increased to reach the disadvantaged target group. Transportation problems appear to hamper the disadvantaged in utilizing existing resources.
- Professional counseling services, usually provided by the Employment Service, need to be greatly increased and outstationed to service outreach programs.

- "Holding action" programs such as WEP and NYC (out of school) need to be expanded so as to be available as the initial step in a coordinated, structured, multi-agency approach program.

- Some Areas identified gaps in services to the older workers, the retarded, physically handicapped and the aged. It can be assumed that, to some degree, there is a need for expanded programs in these areas throughout the entire State.

In view of the above, a fair conclusion could be reached that Iowa has most of the components necessary for a complete human resource development program. However, it lacks some ingredients (and funds) to devise and carry out a comprehensive program. During the present fiscal year, the Area Committees hopefully will be able to remedy through resourcefulness and imagination, some of the voids in existing resources. Some needs will not be met until adequate funds are appropriated and made available.



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