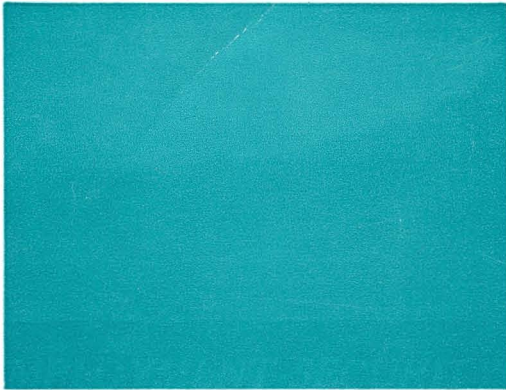




PROGRESS
1967

developing our
human resources



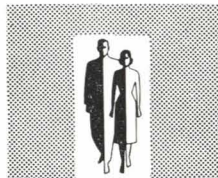
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MINNESOTA DEPARTMENT OF EMPLOYMENT SECURITY

1967

ANNUAL
REPORT

**Minnesota Department of
Employment Security**



ST. PAUL, MINNESOTA 55101

1967... A Year of Progress

Minnesota's economy continued to grow at a creditable rate in 1967 with the size of the work force and the number of persons employed increasing significantly.

New all-time employment records were set each month for five consecutive months—May, June, July, August and September.

Even more striking progress, however, came about in the development of our state's human resources—the expansion of job opportunity for the undereducated, the underemployed, the disadvantaged and those handicapped in the job market by race, national origin or age.

Several factors were at work to bring about this program in "Human Resources Development"—three words which became part of the official language of the U.S. Bureau of Employment Security in 1967 and which were translated into action by the Minnesota State Employment Service through an intensified program of assistance to all persons at a disadvantage in the job market.

One factor was the greater awareness in the business community of the need for increasing the opportunities for members of minority groups and others who, historically, have had problems finding and holding jobs.

Another was the shortage of skilled labor.

A third was the emphasis by the Minnesota State Employment Service on Human Resources Development (HRD).

In one sense, the HRD program is not new. Many of the HRD services and functions have been performed in the past. However, under the HRD concept, the existing services have been augmented, expanded and intensified to provide more adequate service to a greater number of people.

Under the HRD concept, the Minnesota State Employment Service has been seeking out those who formerly were considered unemployable and, through training and development of the entire person, preparing them for jobs.

Many employers are cooperating by deliberately opening up or creating job opportunities for types of people who once were "screened out" of the job market.

The impetus in Human Resources Development generated in 1967 has carried over into 1968. Two important developments early in 1968 were the Governor's Youth Employment program—which resulted in 1,800 pledges of jobs for young people—and the National Alliance of Businessmen (NAB), a national job development program conducted by businessmen in 50 cities.

The main thrust of both programs—and the exclusive thrust of the NAB program—was to create job opportunities for the disadvantaged and the chronically unemployed.

To reach the unemployed, the Minnesota State Employment Service established offices in the areas in which poverty is concentrated and sent out Jobmobiles—house trailers equipped as offices—to seek out the disadvantaged in their home areas. One Jobmobile was assigned to Minneapolis, one to St. Paul, one to the Indian reservations.

Further efforts to match the man to the job developed in 1968 through special public information programs which included a television program, JOBS NOW, over WCCO-TV, Channel 4; the use of donated billboards to advertise for job openings; a special "situations wanted" type newspaper advertising campaign sponsored by the St. Paul Dispatch and Pioneer Press; and numerous newspaper articles and feature stories.

More than 25 state radio stations joined in the effort, promoting the Governor's Youth Employment program in particular and job openings in general.

As a result of these community efforts—and the efforts of the many interested agencies and groups—1967 can be characterized as a year of great progress in human resources development.

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1967 Highlights

Employment Service

New Jobseekers Registered	210,024
Job Openings Received	138,504
Job Openings Filled	124,998
Nonfarm	101,248
Females	34,765
Veterans	28,419
Older Workers	22,168
Youth	36,534
Farm	23,750
Nonfarm Employers Served	19,148
Nonfarm Employers Visited	16,195
Counseling Interviews	42,177
Jobseekers Tested	58,676

Unemployment Compensation

Persons Receiving Payments	64,246
Amount Paid	\$24,852,340
Federal Employees	678
Amount	\$384,581
Ex-Servicemen	2,338
Amount	\$840,266
Unemployment Compensation Fund	
Balance Dec. 31, 1967	\$72,314,534
Balance Dec. 31, 1966	\$51,285,977

Administrative Expense

Personal Services	\$6,475,508
Personal Benefits	736,777
(includes Retirement)	
Supplies	168,029
Communications	113,452
Travel	173,995
Printing and Binding	20,022
Rents, Premises	355,794
Rents, Equipment	122,573
Repairs and Alterations	19,001
Heat, Light and Water	59,860
Equipment Purchases	76,879
Other	195,494
Total	<u>\$8,517,384</u>

During the past five years, legislative mandates on both the federal and state levels have enlarged the responsibilities of the Minnesota State Employment Service (MSES), resulting in a gradual transition from a simple job placement service to a broadly-based, far-ranging and complex manpower service.

Through 40 permanent offices and a number of part-time facilities, the MSES provides a wide variety of manpower services to jobseekers, employers, community organizations and other government agencies.

The goals are to provide a meaningful job for any youth or adult who wants to work and to maintain and promote economic growth. Legislation specifically designed to foster these goals includes the Manpower Development and Training Act (MDTA) and the Economic Opportunity Act (EOA). These laws have broadened MSES activities and provided additional tools to enable the economy to approach the goals of minimum unemployment, employment stability and optimum use of manpower resources.

The many new manpower services now being offered rest on an administrative structure designed to implement the traditional responsibilities, which include: placement of jobready applicants through assisting employers in recruiting, selecting and retaining employees; registration of those applying for unemployment insurance benefits; and the dissemination of job market information.

Recent legislation has affected primarily the services to applicants who are not equipped to successfully enter the labor force without some degree of special assistance. The Human Resources Development (HRD) program is designed to free culturally and economically depressed individuals from the yoke of enforced idleness.

To accomplish this goal, traditional activities such as counseling, training and special placement programs have been intensified and supplemented by increases of specialized staff and facilities to assist non-jobready applicants. Additionally, new methods are being used to reach such individuals and to encourage them to take advantage of the new opportunities. All activities, new and old, are drawn together administratively under the concept of Human Resources Development.

In the smaller outstate offices, the services are offered within a single administrative framework. The metropolitan centers of Minneapolis, St. Paul and Duluth have separate HRD facilities.

The Human Resources Development program is concerned with improving the entire person, even helping him with his personal problems, as a means of increasing his employability. This added consideration of the multiplicity of problems related to and affecting employment has necessitated closer working relationships with the entire community, particularly with social service agencies. The Minnesota State Employment Service is aware that meaningful employment or training may be only a part of the answer and that all possible resources must be used in tackling the total problem.

To enable non-jobready applicants to take full advantage of the specialized services offered, staff members are outstationed in Community Action centers, Indian reservations, ghetto areas and the State Prison, to name a few.

The four basic elements of the HRD program are *Outreach*, *Employability Development*, *Job Development and Placement* and *Job Market Information*.

Outreach is person-to-person seeking out of individuals in need of MSES services. The Employment Service realizes that it can not wait for them to ask for assistance but must, through indigenous staff who can relate to them, seek them out and offer assistance.

HRD Concept Enlarges ES Responsibility

HRD Concerned With Developing Whole Person

A characteristic common to many of the individuals MSES wishes to serve is a lack of skills necessary to obtain and hold a job. A wide range of training in job skills is offered under the MDT Act with additional vocational and adjustment training being offered through the Economic Opportunity Act and other community resources.

The next step is job development and placement. It is often necessary to develop jobs on the basis of an individual's potential rather than on already acquired skills and motivations. The cooperation of the employer is needed in order that internal training and staff attitudes help motivate individuals to acquire the skills and habits necessary to progress in their jobs once they are employed.

HRD involves providing job market information in more than the traditional sense. Non-jobready individuals and the community organizations that serve them must be informed of job possibilities, training and related supporting services.

Manpower Development and Training classes and on-the-job training help unemployed and underemployed people of all ages overcome a variety of barriers to full-time, gainful employment.



Minnesota employment and unemployment both increased in 1967, a paradox made possible by a substantial increase in the civilian work force.

The average number of persons employed was 1,549,600, an increase of 36,800 over 1966. The average number of unemployed was 49,300, up 1,600 from the previous year.

The civilian work force—the total of the numbers of persons employed, unemployed and on strike—increased 39,500 to an average of 1,601,000.

Employment in industries, businesses and services classified as Nonagricultural increased during 1967, indicating a high level of economic activity.

The number of persons in wage and salary employment increased 51,200 or 4.5 per cent during the year, from 1,149,500 to 1,200,700. The growth rate was smaller than in 1966 and 1965 (see table on page 8).

Of the 15,900 additional jobs in Manufacturing, the Durable Goods classification contributed 13,700, increasing from a total of 156,400 to 170,100. Contributing to this advance were gains in the following categories: Nonelectrical Machinery, 5,700; Electrical Machinery, 2,800; and Other Durables, 4,900. Included in the Other Durables category are scientific instruments, ordnance and miscellaneous manufacturing industries.

In the Nonmanufacturing category, the number employed was up 35,200 from 1966 with the largest advances occurring in Retail Trade, 8,300; Services, 9,600; and Government, 9,900.

In 1967, the nonagricultural segment of the Minnesota labor market was marked by a shortage of jobready applicants and a decline in the number of new hires by employers.

As a result of these two factors, the total number of placements by the 40 separate Minnesota State Employment Service facilities declined slightly despite increased agricultural employment activity.



NONAGRICULTURAL PLACEMENTS

BY INDUSTRY

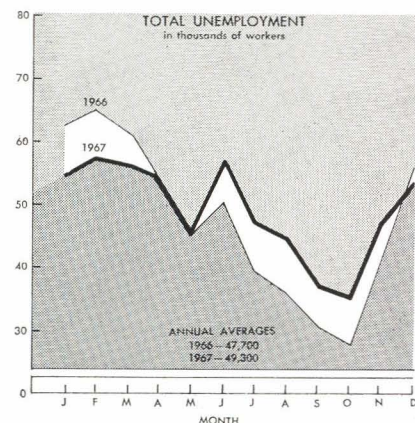
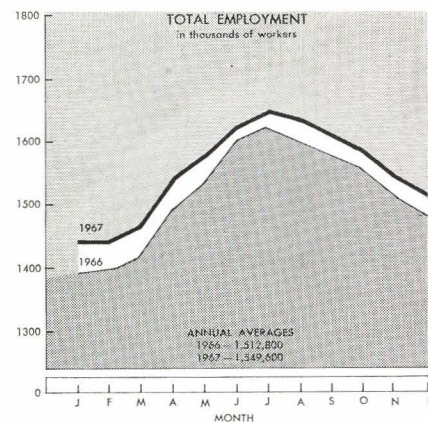
	1967	1966
Mining	756	574
Contract Construction	4,284	4,556
Manufacturing	35,061	38,729
Transportation and Utilities	7,793	8,187
Trade	20,503	21,465
Finance, Insurance and Real Estate	2,594	2,512
Services	23,486	24,530
Government and Other	6,771	6,529

BY OCCUPATIONAL GROUPS

Professional and Managerial	2,195	2,061
Clerical and Sales	18,890	19,689
Service	18,957	18,893
Other	61,206	66,439



Employment, Unemployment Increase



Total placements, agricultural and nonagricultural, were 122,960—a decrease of only 2,583. Nonagricultural placements were down 5,835, however, with declines of 3,670 in the manufacturing category, 1,050 in services and 960 in the trades classification.

The number of nonagricultural placements was 101,250—reflecting fewer job opportunities and a shortage of applicants who could be assimilated readily by employers.

Applications by persons seeking one or more of the MSES services totaled 210,025, an increase of 3,390 over 1966. The number of job openings listed decreased approximately 13,000 but still were in excess of 138,500. This decline in job openings was paralleled by a drop of 4.2 per cent in the number of new hires in manufacturing industries.

Approximately 16,200 visits to employers were made to promote jobs, to offer manpower services and to “sell” the concept of hiring for potential rather than existing skills. The visits were complemented by 25,640 telephone contacts.

Agricultural Employment

Employment in agriculture declined from 213,100 in 1966 to 199,900 in 1967. The 6.2 per cent decline compares with drops of 7.1 per cent in 1966 and 7.2 per cent in 1965.

Wage and Salary Payroll

Average annual earnings for wage and salary workers increased from \$5,546 in 1966 to \$5,774 in 1967. Minnesota employers in nonagricultural industries paid out 6.9 billion dollars in wages and salaries, an 8.8 per cent gain over 1966.

Approximately 57 per cent of the total nonagricultural employment in Minnesota is in the five-county Twin Cities Metropolitan Area. Correspondingly, a major part of the responsibilities of the Minnesota State Employment Service are in this area. Eight separate MSES facilities are maintained to provide suitable services to the varied needs of urban residents. The two largest areas, St. Paul and Minneapolis, have separate facilities to offer specialized service to the youth (Youth Opportunity Centers) and to adults (HRD offices) who need special assistance or training in order to find and hold jobs.

In 1967, 57,964 individuals searching for employment were assisted by the Metropolitan Area offices. Although this is 1,800 applicants less than in 1966, the decline is deceptive. The number of jobseekers equipped to go to work is also down from 1966. The public employment service has become increasingly involved in employment counseling, training, supportive community services and other services designed to enable those who are not jobready to become employable. When both the paucity of jobready persons and the necessarily long-range services which must precede placement of those who are not ready for employment are considered, the slight decline in placements is seen in its proper perspective.

Separate Human Resources Development offices were established in Minneapolis and St. Paul in 1967 to provide intensive services to jobseeking disadvantaged persons. The opening of the Northside Opportunity Center in Minneapolis further extended MSES services, and an additional office of this type is anticipated for St. Paul's Summit-University area in early 1968. Staff members are also outstationed at Office of Economic Opportunity agencies in the area and at the State Prison at Bayport.

Eight Offices Service Twin Cities Metro Area

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT

Year	1000's	Growth
1960	959.8	2.9%
1961	958.0	-0.2%
1962	985.6	2.9%
1963	1002.8	1.7%
1964	1029.1	2.6%
1965	1081.7	5.1%
1966	1149.5	6.3%
1967	1200.7	4.5%

Changes in the unemployment compensation provisions of the Minnesota Employment Security Law as a result of amendments passed by the 1967 Legislature are the broadest revisions of the MES Law since it was passed in December 1936.

Some of the new provisions — particularly those relating to unemployment benefits, disqualifications for misconduct, contribution rates and voluntary contributions — went into effect July 1.

The change having the most ostensible effect on both employees and employers, a system of “request” reporting, went into effect October 1, 1967. As a result of this amendment, the Minnesota Department of Employment Security no longer keeps the quarterly records of the wages of the more than 800,000 covered workers in the state, which were formerly used when any of them filed claims. Instead, when a claim is filed under the new law, the Department requests information on the claimant’s wages and other related facts from all employers for whom the claimant worked during the preceding 52 weeks.

For employers, this means it is no longer necessary for them to submit quarterly listings of all their covered workers. These listings were eliminated beginning with the contribution and wage report for the second calendar quarter of 1967.

Under the new provisions, however, whenever a worker is laid off—regardless of cause—employers are required to furnish a “separation notice” to the Department and to the employee involved.

The separation notices are used by claimants to identify the employers for whom they worked during the base period. This period is now the 52 calendar weeks immediately preceding the calendar week during which the claim for unemployment benefits is filed. Previously the base period was the first four of the last five completed calendar quarters.

Another change in the law is the provision for paying benefits on the basis of calendar weeks, rather than flexible weeks, as formerly provided. A calendar week is defined as beginning at 12:01 a.m. Sunday and ending at midnight on Saturday. This provision permits better understanding on the part of both employers and claimants with regard to the period for which benefits are claimed, since it is a uniform period prescribed by law. Under the prior law, a week for which a claimant sought benefits could end on any day of the week, depending on the date on which he first filed the claim.

Among the changes affecting unemployment benefits which went into effect July 1 are:

The number of weeks during the base period (the period in which a worker must have earned \$26 or more per week to qualify for benefits) was increased from 17 to 18. This is called a “credit week.”

The weekly benefit was established at 50 per cent of the claimant’s average weekly wage for the time he worked in his base period, subject to a maximum of \$50 (up from \$47).

Where an employee was discharged for gross misconduct, the maximum benefits he can collect are substantially reduced. This

Compensation Law Revised Extensively

section of the law also eliminates charges from an employer's account for a claimant disqualified for misconduct.

Unemployment compensation was established in the depth of the great depression of the Thirties as a means of reducing the hardship resulting from the loss of wage income by workers who became unemployed involuntarily and who were able and willing to accept suitable jobs when such jobs were available.

The legislation establishing unemployment compensation was based on the premise that unemployment was a normal and natural result of the complex processes by which goods and services are produced and, therefore, the cost of providing for persons who became unemployed through no fault of their own should be considered part of the cost of production.

Acting upon this philosophy, Congress placed the responsibility for the full cost of unemployment compensation upon the employer, who is required to pay into the unemployment compensation fund at a rate based, in part, upon the unemployment rate among his employees. Thus, within limits, an employer with a higher rate of unemployment among his workers pays a higher rate than an employer with lower unemployment rate.

During times of widespread unemployment, the unemployment insurance payments help to maintain the economy and to prevent further unemployment which would result if the wages lost through unemployment were completely removed from circulation.

From the employers' standpoint unemployment insurance has additional advantages, since the weekly insurance payments tend to hold the labor force together during short spells of unemployment, such as seasonal layoffs.

**Wages and Contributions
Increase 9.1% over 1966**

Total wages paid in 1967 to workers in private industry who were covered by the Minnesota Employment Security Law were \$5,170,570,568, an increase of 9.1 per cent over 1966.

Since 1960, when the total wages were \$3,252,330,339, there has been an increase of \$1,918,240,229 or 59 per cent. Wages paid to State and local government employees covered by the MES Law are not included in the above figures. In 1967, wages paid to these employees amounted to \$193,825,377.

The total wages of all covered employees amounted to \$5,364,395,945. The average monthly covered employment increased from 856,764 in 1966 to 894,402 in 1967.

Taxable wages are less than total wages because private employers pay contributions only on the first \$4,800 of wages earned by an employee in a calendar year.

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WAGES AND CONTRIBUTIONS

	1966	1967	Change
Total Wages	\$4,738,705,463	\$5,170,570,568	\$431,865,105
Taxable Wages	3,265,317,115	3,465,455,510	200,138,395
Total Contributions Rec'd	42,829,327	44,079,630	1,250,303

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claims which reactivate claims within the unexpired benefit year and interstate initial claims filed in Minnesota are considered initial claims.)

Continued claims filed in 1967 were down 1.9 per cent from 1966. (A continued claim is a request for waiting-period credit or benefit payment subsequent to the filing of an initial claim.)

Net benefits paid in 1967 increased 22.4 per cent from 1966.

The average weekly benefit amount increased 29.3 per cent in 1967.

First payments were made to 5.7 per cent fewer persons in 1967 than in 1966.

In 1967, the number of benefit recipients (persons who received one or more benefit payments) decreased 27.3 per cent from the 1966 figure. The number of persons exhausting their benefit entitlement was 34.1 per cent more than a year ago.

U.C. For Federal Employees (UCFE)

An unemployment compensation program is administered under an agreement with the Bureau of Employment Security which provides unemployment benefits to individuals who have been employed by the Federal government.

Wages earned in Federal employment are used in determining the validity of a claim for benefits in the same way as wages earned in private industry. UCFE claimants are subject to the same benefit conditions which apply to claimants filing under the State unemployment compensation program.

Wage credits earned in Federal employment can be combined with other credits, forming a "joint" claim.

U.C. For Ex-Servicemen (UCX)

An unemployment compensation program is also administered under an agreement with the Bureau of Employment Security which provides unemployment benefits to unemployed individuals who have been in the military service.

Military service and wages of eligible ex-servicemen are treated as employment and wages under the law of the State in which UCX claim is filed. If military service wage credits are combined with other wage credits, the claim is reported as an UCFE-UI joint claim.

Benefits are paid under the same terms and conditions specified in the State law. The cost of the benefits and the administration of the UCFE and UCX programs are paid by the Federal government.

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1967 UCFE AND UCX ACTIVITY

	UCFE Only	Joint UCFE-UI ¹	UCX Only
Initial Claims Filed	959	—	3,155
Weeks Paid	9,370	1,733	20,652
Amount Paid	\$361,626	\$22,955 ²	\$840,266
Average Weekly Amount	\$38.59	\$13.25 ²	\$40.69
First Payments	678	—	2,338
Exhaustions	238	50	148

¹Federal portion only
²Federal funds only

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Improving the employability of youth and placing them in meaningful jobs is an important part of Human Resources Development. To provide services to youth, the Minnesota State Employment Service operates three Youth Opportunity Centers—in Minneapolis, St. Paul and Duluth—which offer a full range of MSES services.

The same services are available to youth at any of the MSES offices throughout the state. The difference is that the Youth Opportunity Centers are geared to youth 16 through 21 years of age, with particular emphasis being placed on reaching and helping disadvantaged youth. To provide optimum service to such youth, the Centers maintain working relationships with other youth-serving agencies.

In 1967, more than 17,000 youth applied to the Twin Cities Youth Opportunity Centers. The Duluth center, which serves that city and a 40-mile radius, served more than 5,200 applicants.

One of the services offered is vocational counseling. To ensure adequate counseling services for the great numbers of youth who flock to the State Employment Service during the summer, high school counselors were employed temporarily during the school vacation period. These counselors were stationed at the three Youth Opportunity Centers and the local offices in Rochester, Mankato, Virginia and St. Cloud.

Tests are used in all MSES offices as a tool to help educationally deprived and disadvantaged youth understand themselves and where their talents lie. Part of the testing program is the General Aptitude Test Battery (GATB) which helps young people determine their abilities. Other tests determine a person's proficiency in typing, spelling, taking dictation, finger dexterity, etc. Good counseling combined with the recognition of individual differences established through the testing program can help a young person decide what areas he may wish to consider when choosing his life work.

Apprenticeship Information Centers located in the Youth Opportunity Centers in Minneapolis and St. Paul provide information about and access to apprenticeable occupations.

Programs to Improve Employability

Among the resources available for improving the employability of young people are the Job Corps, the Neighborhood Youth Corps and the courses offered under the Manpower Development and Training Act (MDTA). Through MDTA, young people are offered individual and class training for a wide range of vocations—and basic and prevocational training as well when needed to prepare a youngster for a vocational training course.

The Job Corps Centers provide an opportunity for disadvantaged young men and women (16-22 years of age) to acquire skills needed to become useful and productive members of the community.

MSES is the sole screening agency for male Job Corps candidates in Minnesota. In April 1967, MSES was given authorization to recruit and screen female applicants. During 1967, MSES offices conducted initial screening interviews with 1,200 males and 300 females who expressed interest in the Job Corps program. Applications for 374 males and 121 female candidates were submitted to the Job Corps for review. Of these, 435 were accepted for enrollment and offered assignment to a Job Corps center. Many who expressed interest were ineligible for the program because they did not meet the social and economic criteria established by the Job Corps.

MSES also is responsible for job development and placement of all former corpsmen. Experience has demonstrated a direct correlation between the length of enrollment and the probability of acquiring employment. The average

Opportunity For Youth Wide, Varied

YOUTH EMPLOYMENT

Registered	107,941
Placed in Jobs	49,001
Counseled	13,267

COMPARISON: JOB CORPS GRADUATES, NON-GRADS

	Grads	Non-Grads
Employed	61%	37%
Unemployed	13%	22%
Returned to H.S.	2%	6%
Armed Forces	7%	5%
Add'l Training	8%	14%
Unable to Locate	9%	16%

salary of Job Corps graduates is \$1.78 an hour, compared with an average of \$1.48 an hour for those who did not graduate.

The Neighborhood Youth Corps provides work-training and job experience for youth 16 through 21 years of age who might not otherwise be afforded the opportunity. In 1967, however, the Neighborhood Youth Corps in Hennepin County was allowed to enroll 14- and 15-year-old youths in their in-school program.

Services provided out-of-school NYC projects by MSES offices include recruitment, referral, employment counseling, testing and job development.

During 1967, more than 2,000 Minnesota youth were referred to NYC projects by MSES and nearly 1,700 were enrolled.

Youth in Agriculture

Due to the seasonal nature of agricultural and agriculture-related jobs, this type of employment is particularly suitable for youth. Youth were successfully employed in corn detasseling, berry picking, sugar beet thinning and weeding, soybean weeding, vegetable harvest, general farm work and food processing.

Of the 25,488 agricultural placements in all categories, 19,606 (76 per cent) were youth, an increase of 11.5 per cent over 1966.

Youth were recruited for work in sugar beets again in 1967. A total of 20 sugar beet crews, including 649 youth, earned \$39,525.78 thinning 1,989 acres and weeding 1,756 acres.

Summer Jobs for Youth

For the third year, the State Employment Service participated in the President's Youth Opportunity Campaign, organized to stimulate summer work and training opportunities for youth in government and industry. One objective is to provide disadvantaged youth with an opportunity to earn money which will allow them to continue their educations in the fall.

During the period May 10 to August 30, 1967, the State Employment Service filled 27,278 job openings of all types with workers under the age of 22. During the same period, 43,832 applications were taken from persons in the same age group.

Cooperative Programs for Youth

THE COOPERATIVE SCHOOL PROGRAM—Through this program, the MSES helps public and parochial high schools prepare their students for the world of work. The program provides aptitude and proficiency testing, employment counseling, information on occupations and employment opportunities and referral to jobs.

During the 1966-67 school year, 17,853 seniors in 375 Minnesota high schools participated in the program and 2,672 graduating seniors were placed in non-agricultural jobs. In addition, the MSES offices registered 1,121 school dropouts, many of whom received counseling and referrals to job openings.

As part of this cooperative program, MSES continued to machine-score tests and to provide test information to its offices for use in employment counseling and placement. In addition to saving time and money, machine-scoring makes data available for research and test-standardization purposes.

COOPERATION WITH SELECTIVE SERVICE—In another cooperative program with the Selective Service System, young men who fail the SSS educational tests are interviewed by MSES staff at the Armed Forces examining stations. Services available are explained and the men are referred to the MSES office nearest their homes. In 1967, this program was expanded to include youth rejected at the Armed Forces recruiting offices.

Auto body repair training, popular under the MDTA program, is available to any eligible person in the state, no matter where he lives, through a "slotting" program under which a trainee can go to any accredited trade school in the state and be provided with maintenance payments while he learns.



Although weather and growing conditions were less favorable during the 1967 agricultural season, agricultural placements rose well above the level of 1966, a year when nearly ideal weather and growing conditions prevailed. Placements increased from 21,952 to 23,750 (11 per cent), primarily as the result of an increase of 4,279 placements in corn detasseling activities.

The seasonal Farm Labor Service office in Hollandale, which serves the large number of growers and workers in the area, was reopened March 7. This placement service provided fuller employment, higher yearly earnings and fewer periods of unemployment for both local and migrant agricultural workers. Approximately 400 migrant workers supplemented the local work force in the cultivation and harvest of asparagus, potatoes, onions and sugar beets.

Effective utilization of the seasonal work force among the various growers and job assignments resulted in 3,513 placements by the seasonal office. Nevertheless, placements in 1967 were down slightly from the 3,730 reported in 1966 and 3,735 reported in 1965, primarily due to spring floods which resulted in an estimated loss of 4,800 acres of crops.

The seasonal nature of agricultural and agriculture-related jobs makes them particularly suitable for youth seeking summer jobs. A report on youth in agriculture is included in the section on services to youth.

Migrant Workers

During 1967, Minnesota's migrant population numbered approximately 9,500, of whom 6,600 were workers. The remainder were children under 14 years of age and other nonworkers. The majority of the migrants are of Spanish descent and maintain permanent homes in Texas.

Approximately 6,000 were employed in the thinning and weeding of the sugar beet crop. Others were employed in asparagus transplanting, weeding and snapping; nursery field activities; onion weeding and topping; sweet corn snapping; and the sugar beet, potato, and mixed vegetable harvest. They were also employed in the food processing industry.

The Employment Service program for employment of migrants after completion of the field activities was conducted through field contracts with family heads after their arrival in Minnesota. The primary objective was to develop a full work schedule, increasing the number of days employed by shortening the gap between jobs in Minnesota and jobs in other states. The migrant worker also was better informed about his next job commitment and subsequent employment opportunities. The program eliminates any necessity for the workers to leave primary job commitments prior to completion to search for subsequent employment.

On October 1, the Minnesota State Employment Service and the Minnesota Department of Health, Division of Environmental Health, established joint inspection of housing intended to be used by interstate workers. Thirty-eight housing facilities, ranging from single family units to barracks-type camps, were inspected.

Revised standards for determining the availability, adequacy, capacity and safety of housing for agricultural and woods workers recruited through interstate clearance procedures became effective July 1, 1967. The revisions in the regulations of the Secretary of Labor, 20 CFR 602.9(d), require that, prior to extending interstate recruitment assistance to an employer, state Employment Security agencies determine that the agricultural, woods or related workers recruited will be provided housing that meets the standards prescribed by the President's Committee on Migratory Labor.

**Agricultural
Placements
Increase 11%**

**ES Contracts Provide
Full Migrant Schedules**

Job Services To Veterans Personalized

In September, a new program was launched to provide recently separated veterans with more personalized services to increase their employability.

Each veteran is contacted by phone or a personal visit from a representative of the Minnesota State Employment Service. Each is offered highly individual assistance in finding work, including employment counseling, testing and referral to training or to other services that will help him (or her) obtain suitable employment as quickly as possible.

During the period September through December, MSES local offices offered job assistance to about 5,000 recently separated veterans.

Returning veterans are a major source of manpower. More than 80 per cent of these young people have at least a high school education. Many have learned, in the service, job skills which are greatly needed.

In addition to the personalized service provided the recently separated veterans, the MSES local offices provide job counseling and job placement assistance to veterans of World War I, World War II and the Korean conflict.

Each MSES local office has a veterans employment representative whose primary responsibility is to ensure that veterans receive the effective employment counseling and placement service to which they are entitled. This includes priority in referral to training and job openings for qualified veterans, and priority of service to disabled veterans over other veterans.

During 1967, veterans filed 37,233 applications for work, or 29.9 per cent of all new male applicants (an increase of 7,004 over 1966); 3,121 received initial counseling interviews, or 23.8 per cent of all males counseled (an increase of 668 over 1966); and 28,419 were placed, or 42.7 per cent of all males placed (an increase of 2,138 over 1966).

In 1967, disabled veterans filed 3,345 applications for work (an increase of 296 over 1966); 985 received initial counseling interviews (an increase of 213 over 1966); and 2,642 were placed in nonagricultural positions (a decrease of 135 from 1966).

During 1967, 1,359 veterans were referred to training under MDTA. This was an increase of 135 over 1966.

In carrying out its responsibilities to veterans, the MSES operates in close cooperation with the Veterans Employment Service of the U.S. Department of Labor.

Despite an increased workload, emphasis continues to be on finding not only a job—but the right job—for the unemployed or underemployed veteran.



American Legion Honors ES Head

On behalf of the American Legion, a national citation for significant contributions to veterans employment was presented to Clinton R. Boo, Assistant Commissioner, Employment Service.

Mr. Boo was one of several long-time Department employees scheduled to retire January 2, 1968, under new retirement provisions in the Minnesota Civil Service Law, as amended by the 1967 State Legislature. He was with the public employment system 34 years.



Although programs to provide specialized services to youth, veterans, handicapped persons and older workers have been carried on for some years, the Human Resources Development program has intensified efforts to improve and expand employability development and assistance in finding jobs for applicants in these groups.

In carrying out these responsibilities, close cooperation and liaison is maintained with other agencies and committees which are concerned with promoting employment opportunities for special applicant groups.

In accordance with directives from the United States Employment Service and MSES policy, special priority has been given to increasing employment services for minority groups in Minnesota. The principal minority groups in Minnesota are American Indians, Negroes and Spanish-Americans.

Of Minnesota's 30,000 American Indians, approximately 10,000 are located in the Twin Cities area. Most of the others are on reservations. In 1967, five reservation representatives—new outreach positions at the interviewer level open only to persons of Indian descent—were outstationed on Indian reservations. They are not only responsible for arranging for HRD services, but also conduct job development and make employer contacts in an effort to provide employment for persons residing on the reservations.

The need for emphasis on employment and Human Resources Development services to Negroes living in the Metropolitan Area is demonstrated by the growing minority population in the Twin Cities. According to the 1960 census, there were 8,240 Negroes in St. Paul and 12,000 in Minneapolis. According to estimates made by other organizations involved in serving and planning for this population group, the 1967 St. Paul Negro population was between 10,000 and 12,000; the Minneapolis population, 16,000 to 18,000.

Smaller numbers of Negroes are located in Duluth, Worthington, Rochester and other areas of the state. The permanent Spanish-American population in Minnesota is about 3,400.

In an effort to bring MSES services to an area of critical need in Minneapolis, an auxiliary office was established in a neighborhood area where there is a heavy concentration of unemployed and underemployed minority group people and other disadvantaged persons. In addition to professional staff, the office is staffed with neighborhood workers—residents or former residents of the area in which they serve—whose principal duty is to seek out potential applicants in this environment and bring them to the auxiliary office for referral to jobs.

To more effectively coordinate all services available to minority groups, a State Employability Development Specialist was appointed in August 1967. Incorporated into the functions of this position were the duties of the Human Rights Consultant, a post vacant since last year. Close liaison is maintained with other agencies and organizations interested in developing the employability of minority groups.

Employment problems of handicapped people must be solved on an individual basis. One person in each MSES office is designated as a handicap specialist, responsible for service to handicapped persons at the local level. Through special training these individuals are equipped to develop a well-rounded program of job readiness, job development and promotion for handicapped applicants, as well as placement and follow-up.

A special study, *Characteristics of Handicapped Persons Seeking Work*, was conducted during 1967 by MSES at the request of the Governor's Commission on Employment of Handicapped Persons. The President's Committee on Employment of the Handicapped has recommended the Minnesota study to other

Individualized Aid Provided Disadvantaged

State Employment Service Neighborhood Workers actually knock on doors and interview people on the street to make training and job opportunities known to people who would benefit.



The passage of the Manpower Development and Training Act (MDTA) in 1962 opened up vocational training opportunities for unemployed and underemployed persons and members of low-income farm families (a net family income of less than \$1,200 per year). Basic education, prevocational services and occupational training were made available to enable them to secure appropriate full-time employment. Since the inception of MDTA in Minnesota, through 1967, 677 training projects have been approved to train 18,842 persons in 310 different occupations.

During 1967, 105 projects to train 4,103 persons were approved. A total of 7,955 persons were in training at some time during the year.

Of the 4,294 persons who completed training during 1967, 85 per cent of those remaining in the labor force were employed shortly after they completed training. Of those employed, nine out of 10 obtained training-related employment.

Another 1,520 terminated their training before completing the course work. On December 31, 2,141 trainees were still enrolled in the 103 MDTA projects in process.

The Minnesota State Employment Service is responsible for identifying occupational training needs, counseling, testing and selecting persons for training; paying allowances to eligible trainees; providing placement services after training; assisting in establishing on-the-job training programs; and conducting follow-up studies to determine if the training has actually met the occupational needs of the trainees and employers.

The Minnesota Department of Education, Division of Vocational-Technical Education, develops training curricula and provides instructors, facilities and equipment.

MDTA activities are jointly administered at state and federal levels by the U. S. Department of Labor and the U. S. Department of Health, Education and Welfare. The Bureau of Apprenticeship and Training of the Labor Department works with employers, training groups, organizations and agencies in stimulating, developing and conducting on-the-job training projects. Program review and project approval are responsibilities of both U.S. Departments.

Advising the federal, state and local agencies are manpower advisory committees which include representatives from labor, management, agriculture and the public. The Advisory Council for the Department of Employment Security has been assigned the state advisory function in Minnesota.

Rural Area Redevelopment (RAR)—Training provisions under the Area Redevelopment Act of 1961 have been incorporated into the MDTA training program and are referred to as projects approved and funded under Section 241 of the Manpower Act of 1965. These projects provide occupational training and retraining for unemployed and underemployed residents of redevelopment areas. All enrollees are eligible for training allowances while in training and may receive subsistence and transportation allowances if qualified. Administration is identical to that of the MDTA program.

During 1967, 13 projects to train 280 residents of RAR counties were approved; 378 persons were enrolled in the 15 projects which started during the year; 140 completed their training; and 74 were in training on December 31. (These figures are included in the above MDTA totals.)

The Cooperative Area Manpower Planning System (CAMPS)—In 1967 agencies responsible for the administration of federally sponsored manpower programs formed affiliations under CAMPS to promote coordination of these programs at all levels of administrative responsibility. Through the joint

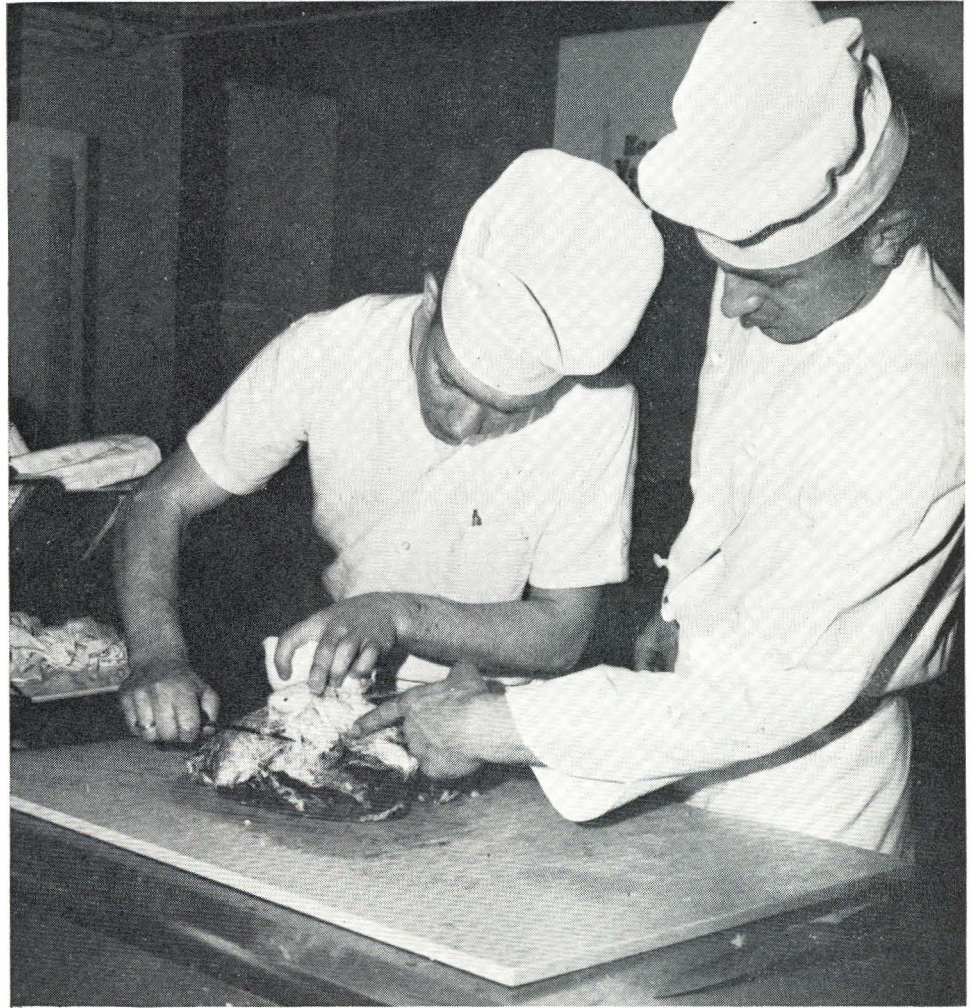
Job Training Available in Many Areas

MDTA TRAINING ACCOMPLISHMENTS

Through Dec. 1967

Enrolled	16,853
Terminated	3,807
Completed	10,905
In Training	2,141

Training programs benefit employers, too, particularly in occupations in which the supply of qualified workers is extremely short. Training programs for cooks are a good example. Qualified chefs are rare and they command good wages.



efforts of the agencies affiliated with the State CAMPS, the *Minnesota Cooperative Manpower Plan, Fiscal Year 1968* was developed, including a detailed inventory of all ongoing and anticipated MDTA programs.

Following the guidelines issued in 1966, the MDTA program has continued to emphasize training in two problem areas: (1) training of the hard-core disadvantaged; and (2) meeting the nation's most urgent skill shortage needs.

Current emphasis is on the development of the following kinds of training to meet the needs of the disadvantaged unemployed:

INSTITUTIONAL GROUP PROJECTS train persons on the basis of statewide availability of trainees and job opportunities rather than on trainees and jobs available in one smaller area.

INDIVIDUAL REFERRAL permits referral, on an individual basis, to existing training programs in either public or approved private institutions. Training for each person is recommended on the individual merits of the case.

BASIC EDUCATION AND PREVOCATIONAL SERVICES qualify persons for regular occupational training by providing (1) basic education in the general areas of reading, writing, language skills and arithmetic; and (2) prevocational services, stimulating development of basic work skills and adjustment to work and social situations. Job orientation, motivation, work habits and attitudes are stressed in prevocational training.

During 1967, MSES experienced increased involvement in programs authorized by the Economic Opportunity Act (EOA) of 1964: Job Corps (see page 13), Work Experience and Training (Title V) and Community Action Programs, including the Neighborhood Youth Corps (see page 14), Operation Mainstream, New Careers and Foster Grandparents.

Most of these programs have been in operation for three years and have developed continuity and increasing community awareness.

MSES furnishes manpower services and occupational information for EOA projects in the proposal stages and assists in the recruitment, referral, vocational counseling, testing and job development phases of the projects. Literature describing the EOA programs is available at all MSES offices.

The EOA provides financial and technical assistance to both urban and rural communities for the development and administration of localized programs called Community Action Programs (CAP). The purpose of CAP is to mobilize and coordinate agencies which provide public services and to involve the poor in a concerted attack on poverty.

Minnesota has 37 Community Action agencies. Programs proposed by CAP ultimately must be approved by the Governor and the State Office of Economic Opportunity. Examples of CAP programs in which MSES is involved are:

OPERATION MAINSTREAM, a work experience program for chronically unemployed adults (22 years of age and older) living in rural areas. Enrollees work at projects designed to develop public lands and facilities. MSES provides counseling, testing and job development services in addition to identifying potential enrollees.

NEW CAREERS, which offers unemployed adults the work experience and academic training needed to become professional staff members of social service agencies. Enrollees are hired in pre-professional positions. Through promotions they eventually may become members of the professional staff. MSES assisted in the identification of New Careers candidates for Hennepin County, which conducted the only Minnesota New Careers project in 1967.

FOSTER GRANDPARENTS, a program which provides employment for senior citizens with low incomes. For a special story, see page 22.

At least one MSES staff member is on the board of each Community Action Committee to serve as Manpower Advisor; to assist the committee in the determination of needed programs; and to keep MSES informed.

MSES responsibility in projects carried out under Title V of the Economic Opportunity Act changed substantially in 1967.

During the year, the Department of Health, Education and Welfare conducted nine Title V projects, serving 2,200 persons. The MSES provided employment counseling and testing, referral to vocational training, job development and placement and other services to all of these projects without special funding for MSES participation.

On the basis of a 1966 review of the projects, however, Congress enlarged the MSES role in five of the nine projects, increasing employment service responsibilities in the manpower aspects and providing funds to MSES to implement the new responsibilities.

Although the MSES budget provided for Title V activity during the last half of 1967, implementation was not to get under way until early 1968.

The objective of Title V projects was to provide work experience and job training for welfare clients and persons unable to support themselves or

ES Facilities Utilized by EOA Projects

Work Experience Training Offered Under Title V

Work Incentive Program New ES Responsibility

their families. Title V participants include unemployed persons, low income families, recipients of general relief and recipients of aid through federally supported welfare programs (e.g., Aid to Families With Dependent Children).

All Title V projects are scheduled to be phased out by June 30, 1969.

During the first half of 1969, the Work Incentive program (WIN) will be established in selected areas to carry on activities similar to those now being conducted under Title V.

Authorized by Title IV of the 1967 Amendments to the Social Security Act, the goal of WIN is to move men, women and out-of-school youth (16 years of age or older) off the welfare rolls and into productive employment.

Congress assigned responsibility for the program to the Secretary of Labor. At the state and local levels, WIN will be administered by the Manpower Administration through the Employment Service. MSES will utilize the resources of a variety of federal, state and local agencies in developing the necessary manpower services.

Preliminary estimates indicate approximately 14,000 persons in Minnesota are eligible for services through WIN. A large number of the eligible persons are mothers who are the heads of families receiving welfare aid. Day Care Centers will be established for the children of mothers who enter the program.



Remembering the Forgotten Ones

A Foster Grandparent wrote her Minnesota Congressman: "It is a great satisfaction to me to see a child walking because of the efforts of a Foster Grandparent . . . to hear what sounds like a new word . . . to have the privilege of loving and being loved . . . Danny has changed from a destructive . . . creature to a lovable little boy . . . I believe . . . through the efforts of Foster Grandparents, people are becoming more aware that something can be done . . . that they won't always be the forgotten ones."

The "forgotten ones" to whom she refers are the children in the state hospitals for retarded children at Brainerd, Faribault and Cambridge. Some of these children see their parents only one or two times a year.

Under the Foster Grandparent program, senior citizens over 60 years of age with incomes of less than \$1,500 for a single person or \$2,000 for a couple are hired to spend two hours a day (Monday through Friday) with each of two children. They are paid \$1.50 an hour. Forty "Grandparents" were authorized for each of the three hospitals.

Funded by a federal grant, the program is based upon the premise that the children and the foster grandparents need each other and that individual care and training will be provided for the children.

The Minnesota State Employment Service recruited the "Grandparents" for the program which was carried on jointly with the State Department of Welfare and the hospitals.



For many years, employment counseling has been provided for applicants who must choose a vocation, change occupations or who are having difficulty adjusting to a job. With the emphasis on total manpower services, employment counseling has even greater significance. Several steps were taken in 1967 to strengthen the counseling program.

During the early part of the year a Counseling Services Section was established and staffed with a chief and four district counseling supervisors to provide direction to counselors stationed in the employment service offices. This supervisory system is unique to Minnesota and other state Employment Security agencies have expressed their interest.

Increased emphasis on working with the chronically unemployed or underemployed in both rural and urban settings has made it imperative that MSES counselors be well trained. All counselors in the agency have bachelor's degrees and most are actively pursuing graduate work. Many have completed their work for the Master's degree or will do so in the near future. In addition, in-service training is conducted on a continuing basis.

Outstationing of Counselors

MSES counselors are outstationed in such places as the Northside Opportunity Center in Minneapolis, the Twin Cities Opportunities Industrialization Center, the Minnesota State Prison, the Armed Forces Recruiting Station, and in various Community Action Program offices and other public agencies to provide employment counseling and vocational guidance to persons who might otherwise not take advantage of it.

During 1967 a total of 20,380 individuals—13,270 under 22 years of age—were counseled in MSES offices. Special counseling programs for young people are reported in detail in the section on services to youth.

Employment tests supply information about applicants which staff members use in helping jobseekers find suitable employment and in guiding those faced with a vocational choice, change or adjustment.

During 1967, 55,450 persons were tested, a decline of 16 per cent from the previous year. The release of the General Aptitude Test Battery (GATB) under contract to a number of community agencies accounted for some of the decline in testing in MSES offices.

Specific Aptitude Test Batteries (SATB), utilized as part of worker selection for jobs, were used to test 26,830 persons. Proficiency tests, measures of job skill and training, continued at the same rate (16,260 persons tested) as last year.

Worker Characteristics Studied

The MSES test development unit, one of a limited number in the nation, conducts a study which provides information on the characteristics of successfully employed workers as a basis for comparison of the potential of persons seeking to enter the job force for the first time.

It also participates in the United States Employment Service programs for developing more appropriate and better tests. When new developmental information is completed, the new testing devices are released by the USES with instructions for use in local offices.

In 1967 the MSES test development unit contributed to the standardization of a new type of dictation and spelling tests and conducted research on tests to be used in determining job readiness. Also in 1967, a promising new research technique was worked out for use in developing tests, which holds considerable promise for better prediction and better assessment.

Counsel Aids Job Choice, Adjustment

Aptitude Tests Help Find Skill Levels

Nationwide Network Recruits for Employers

Many employers request help from MSES in solving manpower problems. Staff members with additional training in employer relations and job analysts assist or instruct these employers in the application of management manpower tools, such as job analysis techniques, staffing patterns and job descriptions.

Occupational Analysis

MSES cooperates with the United States Employment Service in gathering occupational information for the purpose of keeping the Dictionary of Occupational Titles up to date. This is particularly important because rapid technological changes are constantly creating new jobs and making some obsolete, while others are undergoing change. The major studies conducted by MSES during 1967 were in the foundry industry.

The public employment service offers a nationwide network of employment offices through which employers may recruit workers and jobseekers may apply for work in other areas of the nation.

MSES operates a clearance and interarea recruitment program which enables employers to seek workers from any area of Minnesota or from any of the other 49 states. Similarly, workers may have their applications sent to any or all MSES offices or to any states they select.

In 1967, MSES made nearly 8,100 referrals on clearance orders and submitted 1,875 orders for extension statewide or to other states. Of the orders, 520 were extended to states outside of Minnesota. Nearly 1,300 referrals were made on Minnesota orders by other states and 1,700 orders were received from other states.

Through cooperative arrangements, job openings are received from the University of Minnesota and the Minnesota Civil Service Department. These orders are distributed to all MSES offices and are listed in a monthly publication, *Current Job Opportunities, Civil Service, State of Minnesota and University of Minnesota*.

Also issued monthly are *Employment Opportunities*, an inventory of Minnesota job openings based on selected current job orders, and *Labor Supply and Demand*, a narrative report of the shortages or surpluses of workers reported by MSES offices and a listing of occupations in which such conditions are significant.

Through a cooperative agreement with the American Camping Association, MSES assists the Minnesota Camping Association in recruiting personnel for the camping season.

Immigration of Alien Workers

Under 1965 amendments to the Immigration and Nationality Act, MSES and its counterparts in other states were charged with the responsibility of protecting the job opportunities, wages and working conditions of legal resident workers. MSES investigates the local job market for each job offer submitted by employers seeking the admission of alien workers.

Applications for U. S. Department of Labor certification of job offers to prospective alien workers are submitted through MSES offices. When the job market investigation is completed, the applications are submitted to the U. S. Department of Labor for final approval or disapproval.

During 1967, MSES offices submitted a total of 342 job offers for the employment of aliens in a variety of occupations. Nearly 80 per cent of these job offers were certified by the U. S. Department of Labor.

The acute need for the development of employment opportunities and economic expansion in the State's rural areas has stimulated statewide demands for county manpower inventories and studies of county resources through the Department's Smaller Communities Program.

Interest shown by new industry in the availability of plant sites and facilities shows a marked increase in those counties whose manpower was inventoried by the Department's mobile team in previous years. These counties were Pine, Aitkin, Redwood, Yellow Medicine and Todd.

In 1967 the mobile team completed manpower inventories of Becker, Morrison, Chippewa and Lac qui Parle counties, registering 13,822 rural residents and cataloging each in terms of skills, age, educational attainment, availability and work experience.

Before the year was out, requests for surveys had been received from an additional eight rural Minnesota counties.

The detailed studies of manpower resources, which are published for each county surveyed, have proven to be valuable tools in economic development. Not only do the reports serve to interest outside industry, they also are an incentive to expansion in local industries. An example is the Morrison County manpower study, which included specific questions for specific employers. As a result, data was accumulated which encouraged several large Little Falls employers to announce sizeable increases in their facilities and, consequently, increases in their manpower requirements.

A further result of the manpower surveys has been the development of economic development leadership in communities being surveyed. Local groups originally organized to promote the manpower registration—since the Smaller Communities Program has no funds of its own for advertising and other promotional material—are continuing as the nucleus for formal manpower advisory and economic development groups after the survey is completed.

The 1967 experience pointed up the value of a responsible local leadership which can recognize a community's manpower problems and the assistance available through governmental resources. The Smaller Communities Program, initiated in May 1964, will expend even more effort in fostering, developing and training leaders in rural Minnesota.

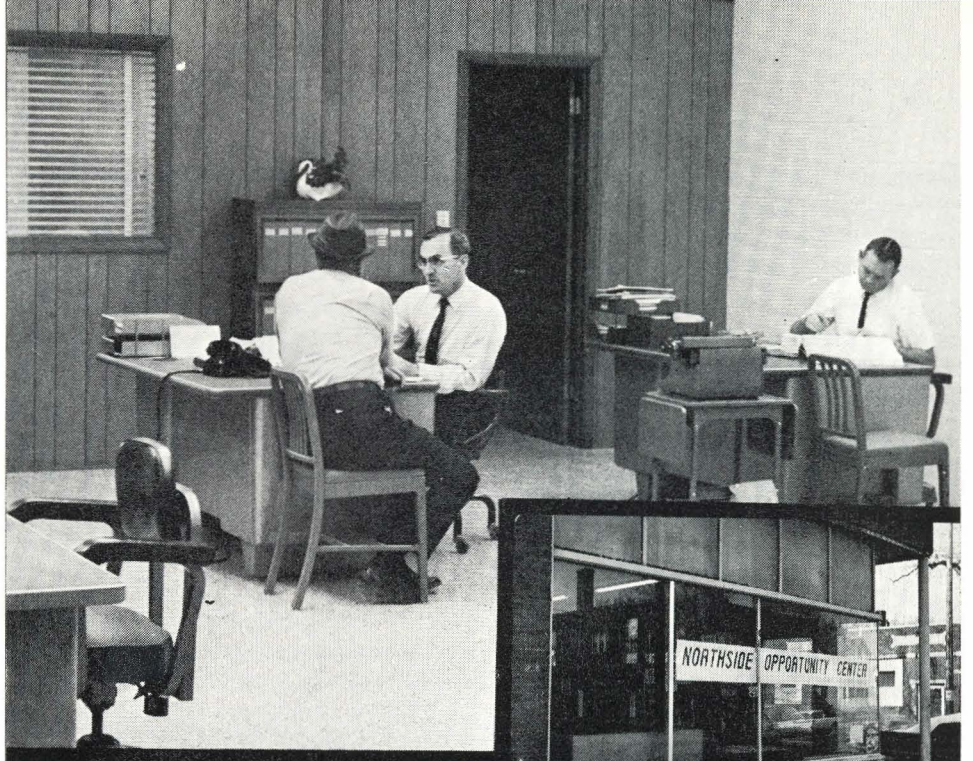
Close liaison has been established with the Minnesota Department of Economic Development, the Agricultural Extension Service of the University of Minnesota and other state and federal agencies.

In 1967 the Smaller Communities Program began consideration of the regional approach, in which economic areas or multi-county units, rather than individual counties, will be used as the basis for manpower studies. The Economic planners now feel the greatest success in stemming the almost mass exodus from rural areas to urban centers can best be accomplished by attracting new business to suitable area centers. Such centers would necessarily have a readily available, mobile labor force and local leadership with the economic resources and financial know-how to provide plant sites, training facilities, cultural attractions and modern educational facilities and curricula.

The Smaller Communities Program, through its staff of trained counselors and interviewers, offers placement, testing and counseling service to individual applicants who live in areas not regularly served by regular, full-time offices of the Minnesota State Employment Service. Many persons, usually those working in occupations which provide less than full-time employment, are assisted by training to upgrade their skills and are able to move into full-time employment.

Manpower Surveys Aid Rural Growth

Physical Plants Improved And Expanded in '67



Local Offices of the State Employment Service moved to new quarters at Mora (top) and Brainerd (middle) during the year. A new office (inset) was established as an "outreach" center at 1723 Plymouth Ave. No. in North Minneapolis. Later the operation was moved to Pilot Center at 1143 Dupont Ave. No. Biggest event of the year from the construction standpoint came on May 26, 1967, when ground was broken (bottom) for the Department's new office building at 390 No. Robert, St. Paul. The building was to be ready for occupancy by November, 1968.

The court actions, fraud prosecutions, collections and general legal business of the Department are conducted by the Assistant Attorney General (assigned to the Department of Employment Security), who is also the Chief of the Legal Section.

During 1967, 237 Proofs of Claim involving a total of \$71,710.95 were filed in bankruptcy, probate, receivership and other dissolution proceedings.

The following cases were handled in district court:

- 740 delinquent accounts were referred by Accounting Section to the Legal Section for collection.
- 368 suits were commenced in the District Court to enforce collection of delinquent contributions for a total of \$150,268.21.
- 23 delinquent accounts were collected without commencing suit for a total of \$3,966.66.
- 591 judgments were docketed in the District Courts.
- 637 items of delinquent contributions were collected for a total of \$75,463.59.
- 29 contested District Court collection cases were disposed of.
- 65 suits were paid prior to entry of judgment.
- 85 judgments were written off upon expiration of the statute of limitations.
- 71 judgments were satisfied directly by the Assistant Attorney General on behalf of the Department.
- 35 referrals for collection were canceled—reasons: more than four years past due; no liability; employer deceased or unable to locate.

Legal Section Collects Funds, Acts in Fraud

State Supreme Court Proceedings

In the Matter of the Determination of Employer Liability of Harry W. Wickstrom, dba Harry's Barber Shop, Supreme Court No. 40669. On February 18, 1966, the District Court, Hennepin County, rendered Findings of Fact, Conclusions of Law and Order for Judgment in favor of the employer. Thereafter, the State filed motion for amended findings of fact and motion for new trial. On November 10, 1966, the district court issued its order denying the State's motion for amended findings. On December 12, 1966, the State appealed to the Minnesota Supreme Court from said order. On April 14, 1967, stipulation for dismissal of State's appeal was filed with Supreme Court. On April 17, 1967, the Supreme Court issued an order dismissing the appeal.

The legal question involved was whether during 1961, 1962, 1963 and 1964, the barbers in Wickstrom's shop were his employees and their services constituted employment and whether Wickstrom should pay contributions (taxes) to the Minnesota unemployment compensation fund on remuneration paid to them during said years.

Tyner v. Vavoulis, Supreme Court No. 41062. A writ of certiorari was issued in this case and served upon the Commissioner of Employment Security on September 12, 1967, to review decision of the Commissioner filed and mailed August 11, 1967. On December 22, 1967, the Supreme Court issued its order discharging the writ because relator was in default for more than 30 days in the service and filing of record and brief.

Butterfield Foods, Inc. v. George J. Vavoulis, Supreme Court No. 40937. On June 2, 1967, a writ of certiorari was issued by the Supreme Court to review decision of Commissioner filed and mailed May 12, 1967. This case not set for oral argument before the Supreme Court as of December 31, 1967. The issues involved are whether the transfer of a predecessor's employment experience is elective or mandatory and the revocability of such an election.

State v. Zroker, Supreme Court No. 40765. On February 27, 1967, a writ of certiorari was issued by the Supreme Court to review decision of Commissioner filed and mailed February 10, 1967. This case is set for oral argument before the Supreme Court on March 27, 1968.

The issues involved are whether the Department of Employment Security is estopped from bringing an action to recover unemployment compensation benefits notwithstanding the advice of Industrial Commission attorney to the effect that acceptance of a lump sum award of the Industrial Commission would not require restitution; the effect of a lump sum settlement for Workmen's Compensation as applied to the Employment Security Law to bar unemployment compensation; and the constitutionality of a provision of the Minnesota Employment Security Law which permits the recovery of unemployment compensation benefits paid through error.

Attorney General's Opinions

July 21, 1967. 885a-1 EMPLOYMENT SECURITY—Definition of "Credit Week"—L. 1967, C. 573, prevails over L. 1967, C. 439.

District Court Cases

First Heartland Investment Co. v. City of Winona, et al. An action was commenced in the District Court, Winona County, to quiet title to certain real property situated in said county and owned at one time by Vulcan Manufacturing Co., Inc. An answer was interposed alleging the interest of the State of Minnesota through this Department by reason of a judgment against Vulcan Manufacturing Co., Inc., docketed on October 5, 1966. Investigation subsequently revealed that the interest of the State to the subject real estate through said judgment was inferior to that of plaintiff, and in view thereof, no personal appearance was made in this matter which was heard on April 4, 1967.

Employer Liability Cases

One hundred fourteen orders for hearing to determine liability were prepared and submitted to the Assistant Commissioner for approval and signature during 1967. One hundred seven cases regarding employer liability were disposed of by decision, dismissal or remand during 1967.

Pervin v. Commissioner of Department of Employment Security. Involved the question of employer liability for truckers during 1953 and 1954 under the provisions of the Minnesota Employment Security Law. Upon review, the District Court, Olmsted County, affirmed the decision of the Commissioner. On January 24, 1967, the District Court denied defendant's motion for amended findings, thus disposing of the matter.

The American Board of Psychiatry & Neurology, Inc. Involved the question of employer liability for the years 1958 through 1962. A writ of certiorari was issued on June 30, 1965, by the District Court, Olmsted County, to review the decision of the Commissioner holding said Board to be an employer. Prior to trial, said Board applied for a compromise of its alleged indebtedness for the years 1958 through the second quarter of 1965 under Minn. Stat. 268.16, Subdivision 4, which application was approved on November 13, 1967.

Horton v. Goodman, dba Westwood Barber Shop. Involved the question of employer liability for barbers for 1961, 1962, 1963 and 1964. On March 25, 1966, the District Court, Hennepin County, issued its writ of certiorari to review the decision of the Commissioner holding certain barbers to be employees. In view of the similarity of facts to the Wickstrom case hereinbefore referred to, a stipulation for judgment in favor of Goodman was entered into on July 18, 1967.

Determination of Employer Liability of *William T. Hunt, et al.*, is pending review by the District Court, Nobles County.

Other activities included advising Commissioner and section heads of the Department, checking various leases to premises occupied by the Department throughout the State, drafting of legislation, amendment of Department's regulations, certification to the Secretary of Labor of various documents such as Supreme Court decisions, Attorney General's opinions and laws passed by the Legislature, and legal services in connection with the erection of the new Employment Security building.

Fraudulent Claims and Prosecutions

Sixty-six fraudulent overpayment prosecutions were prepared in the Legal Section during 1967 and forwarded to the local office managers for presentation to the prosecuting authorities throughout the State. Legal action was completed on 74 cases. Twenty-one cases were pending as of December 31.

The Investigation Section, under the direct supervision of the Assistant Commissioner, Unemployment Compensation, is responsible for fraud prevention and detection in the administration of the Employment Security program. All cases involving overpayment of benefits clear through the Investigation Section. Flagrant cases of fraud are reported to the Assistant Attorney General assigned to the Department for further review. He initiates necessary action through various city and county attorneys in cases he believes warrant prosecution.

In 1967, 66 claimants were convicted of fraudulently obtaining benefits. In most cases repayment and fines, jail sentences or probationary periods were ordered. Not all cases determined fraudulent by the Department are prosecuted. In some cases the claimant has disappeared, has died, is in the armed forces or cannot be extradited. In many other cases the amount involved is too small or the evidence is insufficient to warrant prosecution.

Investigation Section Prevents, Detects Fraud



Summary of 1967 Overpayments and Recoveries

	<i>Number</i>	<i>Amount Involved</i>
New Cases Handled.....	12,214	
Determined No Overpayment.....	8,865	
Overpayment Cases	<u>3,349</u>	

Unemployment Compensation Program

Overpayments:		
Fraudulent	597	\$ 45,580.00
Nonfraudulent	2,201	<u>102,373.49</u>
Total		<u>\$147,953.49</u>
Recoveries:		
Fraudulent		\$ 41,486.79
Nonfraudulent		<u>84,757.59</u>
Total		<u>\$126,244.38</u>



Training Staff Expands Role; Shifts Emphasis

The role and responsibility of the staff training section has been greatly expanded with the introduction of new programs, greater emphasis on certain existing programs and the accompanying increases in operating personnel.

The Department conducted 30,643 man hours of training in 1967. This was 6,605 hours fewer than in 1966. The reduction occurred because of the large amount of training conducted in 1966 to install the third edition of the Dictionary of Occupational Titles.

In-service training of personnel was supplemented by special out-service training at accredited educational institutions. Out-service training included: pursuit of Master's degrees by employment counselors; a seminar for unemployment compensation personnel; and courses in claims adjudication, fraud investigation, field auditors' work, appeals referees' functions, management analysis, management and communications, financial management, labor market analysis and automatic data processing.

The Department also negotiated with the Training Center for Community Programs at the University of Minnesota for two one-week sessions of residence training in the Human Resources Development (HRD) concept including attitudinal training, exposure to ghetto environments, communication training, sociological and psychological aspects of poverty, and an overview of new programs of the Employment Service and of other agencies. Additional training in the HRD concept was continued in the Twin Cities area and Duluth.

Statewide training sessions were conducted on the 1967 amendments to the Minnesota Employment Security Law.



Declaration of Public Policy

THE FOLLOWING STATEMENT OF POLICY
CONSTITUTES THE INTRODUCTORY PARAGRAPH OF THE
MINNESOTA EMPLOYMENT SECURITY LAW

As a guide to the interpretation and application of Section 268.03 to 268.24, the public policy of this State is declared to be as follows: Economic insecurity due to unemployment is a serious menace to the health, morals, and welfare of the people of this State. Involuntary unemployment is therefore a subject of general interest and concern which requires appropriate action by the Legislature to prevent its spread and to lighten its burdens. This can be provided by encouraging employers to provide more stable employment and by the systematic accumulation of funds during periods of employment to provide benefits for periods of unemployment, thus maintaining purchasing power and limiting the serious social consequences of poor relief assistance. The Legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this State will be promoted by providing, under the police powers of the State, for the compulsory setting aside of unemployment reserves to be used for the benefit of persons unemployed through no fault of their own.



Informing the public of the services and opportunities available through the Department and securing public understanding of the Department's responsibilities, programs and objectives are the prime functions of the Public Information Officer.

News stories concerning employment and unemployment trends, training programs and other items of general interest are issued regularly to all newspapers and radio and television newsrooms in Minnesota. News stories of regional interest also are originated and distributed and assistance in local information activities is made available to State Employment Service office managers throughout the state.

Each month the Public Information and Research Sections cooperate in publishing *Minnesota Employment Trends* and aid local offices in publishing *Area Employment Trends*. In addition to local distribution in each area, compilations of the *Trends* are made available to economists, schools and other interested persons and agencies. The Department's *Annual Report* also is a responsibility of the Public Information Section.

New statistical data or information from surveys that are of public interest are made available. The Public Information Section also prepares brochures and pamphlets designed to inform jobseekers and employers, to aid staff members in their work, and to provide vocational education materials for young people about to enter the job force. As part of the vocational educational program, films are loaned to schools and other organizations. In 1967, 78 schools or groups made use of these films.

In May, *Minnesota Manpower*, a 14-minute colored motion picture documenting the services of the Department, was completed. Written and directed by Public Information Section and Training Section personnel, the film is used in the orientation of new employees and is available for public showing. This film, and others in the film library, were also shown by a television station as a public service.

Exhibits are prepared to provide visual presentations of Department functions. A State Fair exhibit, manned by experienced State Employment Service interviewers and counselors, is developed each year. New exhibits in 1967 included an employment growth display for an area fair held in St. Cloud in October.

The Public Information Section also produces a weekly internal publication, *The Employment Security Bulletin*, which is distributed to each employee. This publication keeps employees up to date on Department activities, operations and programs and provides an interchange of ideas between the various sections and offices.

With the advent of the Human Resources Development program the need for public understanding of the programs increased. More dramatic ways of "telling the story" were needed.

As the first step in this direction, the first statewide Conference on Human Resources Development was held in St. Paul in the fall of 1967.

Arrangements were made throughout the state for Department representatives to speak before a variety of groups of interested citizens and answer questions. Advance publicity and the cooperation of the state's newspapers and radio and television stations contributed much to the success of these meetings.

In the closing months of the year, the foundation was laid for carrying out a program of public interpretation of Human Resources Development and for seeking community advice on and understanding of the new goals.

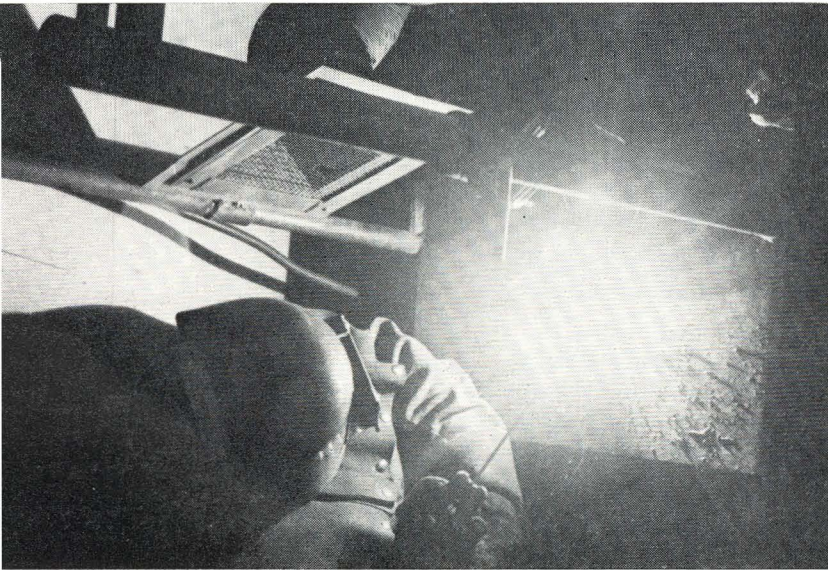
New Programs Increase Need For Information

As the bulletin board at the Apprenticeship Information Center indicates, all sorts of job market information is available through the Minnesota State Employment Service.





Employment Service interviewers and counselors, left, help applicants—particularly young people seeking their first job—find the right job, the one best suited to their interests and talents. Some of the young people (below) choose the Job Corps as a means of improving their skills. More than 1,000 Minnesotans have been sworn into the Job Corps since its inception in 1965.



Through the Minnesota State Employment Service offices throughout the state, young people are placed in training courses, such as welding (above), or in summer jobs (right) which provide them with cash to be applied toward college expenses.



Statistical Tables

Status of Unemployment Compensation Fund, 1937-1967	35
Benefit Claims and Payment Activity, 1966 and 1967	35
Persons in Covered Employment by Months, 1938-1967	36
Claims Received from Interstate Workers, 1966 and 1967	36

A statistical supplement to the 1967 Annual Report can be obtained by writing the Research and Planning Section, Department of Employment Security, St. Paul, Minnesota 55101.

In addition to the tables included with this report, the supplement contains the following tables:

- Total Wages for Covered Employment, 1950-1967*
- Employment, Payroll and Benefits by Industry, 1967*
- Wages, Contributions and Tax Rates by Industry, 1967*
- Employment, Payroll and Benefits by Location¹, 1967*
- Wages, Contributions and Tax Rates by Location¹, 1967*
- Total, Partial and Part-Total Unemployment Payments, 1967*
- Employer Accounts by Contribution Rates, 1967*
- Effect of Voluntary Contributions on Rates, 1967*
- Appeals on Claim Determinations, 1967*
- Claims Filed in Minnesota, 1950-1967*
- Placements by Industry and Sex, 1967*

¹The 87 counties and cities of Minneapolis, St. Paul and Duluth.

Advisory Council

Members of the Advisory Council of the Department of Employment Security are appointed by the Governor to represent employers, employees and the public. The Council meets with the Commissioner and his staff to study proposals to amend the Minnesota Employment Security Law and to make recommendations to the Commissioner with respect to the administration of the Department. The members in 1967 were:

Representing the Public

Council Chairman: Dr. Herbert G. Heneman, Jr.
Chairman, Industrial Relations Department
University of Minnesota

Professor John J. Flagler
Director, Labor Education
Industrial Relations Center
University of Minnesota

Mr. Leonard Lindquist, Minneapolis
Attorney

Dr. Clair N. McRostie, St. Peter
Professor of Economics and
Business Administration
Gustavus Adolphus College

Clarence Nelson, Minneapolis
Director of Research
Federal Reserve Bank

Dr. George Seltzer
Associate Dean, Faculty Affairs
School of Business
University of Minnesota

Dr. John Turnbull
Associate Dean,
College of Liberal Arts
University of Minnesota

Dr. Robert E. Will, Northfield
Professor of Economics
Assistant Dean of the College
Carleton College

Representing Employers

George Bergwall, Red Wing
Personnel, Red Wing Shoe Co.

Lawrence Binger, St. Paul
Director, Personnel Services
Minnesota Mining & Mfg. Co.

John L. Brown, Sr., St. Paul
Brown's Office Machines, Inc.

Tony Downs, St. James
President, Tony Downs Food Co.

William Frenzel, Minneapolis
President, Minneapolis Terminal
Warehouse

Gerry E. Morse, Minneapolis
Vice President, Honeywell, Inc.

Harry D. Peterson, St. Paul
Unemployment Compensation
Consultant

Minnesota Employers Association
(now known as Minnesota Assn.
of Commerce and Industry)

Representing Labor

Harry Carlson, Duluth
Chm., Bldg. Trades Council

Walter Klement, Austin
United Packinghouse Workers of
America, AFL-CIO

Hollis W. Larsen, St. Paul
President and Business Manager
Laborers District Council of Minn.

Helen Laschinger, No. St. Paul

Joseph Prifrel, Jr., St. Paul
Secretary-Treasurer, Mail Order,
Retail Department Store and
Warehouse Local 149

Donald Savelkoul, St. Paul
Legal and Research Division
Minn. State Federation of Labor

Neil Sherburne, St. Paul
Secretary-Treasurer
Minn. State Federation of Labor

STATUS OF UNEMPLOYMENT COMPENSATION FUND CALENDAR YEARS 1937-1967

YEAR	Contributions Received Net ¹	Cumulative Contributions Net	Interest on Trust Fund ²	Cumulative Interest on Trust Fund	Cumulative Contributions and Interest	Benefits Paid Net ³	Cumulative Benefits Paid Net	Balance Available For Benefits ⁴
1937	\$11,800,721	\$11,800,721	\$ 67,400	\$ 67,400	\$11,868,121	—	—	\$11,868,121
1938	12,067,151	23,867,872	266,660	334,060	24,201,932	\$ 8,161,093	\$ 8,161,093	16,040,839
1939	14,285,196	38,153,068	408,206	742,266	38,895,334	7,597,683	15,758,776	23,136,558
1940	12,346,763	47,989,849 ⁵	579,958	1,322,224	49,305,073 ⁶	9,745,765	25,504,541	23,800,532
1941	11,045,718	59,028,567	590,342	1,912,566	60,941,133	7,082,326	32,586,867	28,354,266
1942	13,001,553	72,030,120	707,216	2,619,782	74,649,902	5,615,590	38,202,457	36,447,445
1943	18,125,035	90,155,155	849,335	3,469,117	93,624,272	1,342,962	39,545,420	54,078,852
1944	19,573,916	109,729,071	1,114,509	4,583,626	114,312,697	527,690	40,085,848 ⁸	74,926,849
1945	20,729,751	130,458,822	1,525,053	6,108,679	136,567,501	2,541,366	42,627,214	93,940,287
1946	14,368,783	144,827,605	1,787,413	7,896,092	152,723,697	9,639,544	52,264,869 ⁷	100,436,389
1947	14,952,127	159,779,732	2,008,955	9,905,047	169,684,779	4,585,276	56,850,317 ⁸	112,779,620
1948	13,004,185	172,806,213	2,358,912	12,263,959	185,070,172	165,070,172	62,409,212	122,558,053
1949	10,447,461	183,253,673	2,626,397	14,890,357	198,144,030	13,343,639	75,752,851	122,287,337
1950	9,812,977	193,066,650	2,546,686	17,437,043	210,503,693	15,599,232	91,352,087	118,997,222
1951	14,224,788	207,291,438	2,606,206	20,043,249	227,334,687	9,195,983	100,548,067	126,592,562
1952	11,697,856	218,989,294	2,769,269	22,812,519	241,801,813	11,613,209	112,161,275	129,413,252
1953	12,630,735	231,620,030	3,003,227	25,815,745	257,435,775	11,021,922	123,183,198	133,996,691
1954	11,568,350	243,188,380	3,062,962	28,878,707	272,067,087	26,698,183	149,881,382	121,905,148
1955	14,731,515	257,919,895	2,713,032	31,591,739	289,511,634	21,777,921	171,659,303	117,551,634
1956	17,821,157	275,741,053	2,736,381	34,328,120	310,069,173	20,261,997	191,921,300	118,360,106
1957	16,227,241	291,968,294	2,933,073	37,261,193	329,229,488	24,638,440	216,559,740	112,729,145
1958	14,703,476	306,671,770	2,692,929	39,954,122	346,625,892	48,095,933	264,655,673	82,535,376
1959	22,815,268	329,487,038	2,110,930	42,065,052	371,552,090	31,942,974	296,598,648	75,393,956
1960	22,631,162	352,118,200	2,046,771	44,111,823	396,230,023	36,784,027	333,382,675	63,227,801
1961	22,386,419	374,504,619	1,687,024	45,798,847	420,303,466	45,730,347	379,113,022	41,700,287
1962	30,923,483	405,428,101	1,166,291	46,965,138	452,393,239	36,650,252	415,763,274	37,166,812
1963	29,938,713	435,366,814	997,432	47,962,570	483,329,385	38,864,769	454,627,967	29,255,100
1964	28,932,847	464,299,661	817,033	48,779,603	513,079,264	36,763,503	491,391,470	22,825,052
1965	32,355,252	496,654,913	716,987	49,496,590	546,151,504	28,045,197	519,436,667	27,536,881
1966	42,829,327	539,484,240	1,093,647	50,595,238	590,079,478	20,234,080	539,670,747	51,285,977
1967								
First Quarter	7,743,950	547,228,190	467,412	51,062,650	598,290,840	11,310,455	550,981,202	48,066,999
Second Quarter	12,537,180	559,765,370	488,378	51,551,028	611,316,398	6,368,466	557,349,668	54,786,099
Third Quarter	13,034,144	572,799,514	510,551	52,061,579	624,861,093	2,733,451	560,083,119	65,314,710
Fourth Quarter	10,764,356	583,563,870	615,349	52,676,928	636,240,798	4,346,498	564,429,617	72,314,534
1967 Total	44,079,630	583,563,870	2,081,690	52,676,928	636,240,798	24,758,870	564,429,617	72,314,534

¹Adjusted for refunds on overpayments, erroneous collections, etc., in the year in which the refund was made.
²Interest credited to the account was earned during the prior quarter but is shown credited during quarter in which notice was received from the U.S. Treasury.
³Adjusted for erroneous payments, overpayments, etc., during year in which adjustment was made.
⁴Not adjusted for items in suspense. Adjusted for transfer to Contingent Fund and miscellaneous payments, etc.
⁵\$2,516,982 in contributions and interest transferred to Railroad Retirement Board.
⁶Adjusted by \$12,738 in unclaimed unpaid benefits.
⁷Adjusted for \$1,889 which was a reimbursement from the Railroad Retirement Fund.
⁸Adjusted for \$172 which was included as part of reimbursement from Railroad Retirement Fund in error May, 1946.

UNEMPLOYMENT COMPENSATION BENEFIT CLAIMS AND PAYMENT ACTIVITY CALENDAR YEARS 1966 AND 1967

MONTH	NEW CLAIMS ¹			Number of Benefit Checks Written	Number of Weeks Paid ²	Gross Amount of Benefit Payments	Number of First Payments Made ³	Number of Exhaustion Payments Made ⁴	Estimated Number of Individuals Receiving Benefits ⁵
	Received	Determined							
		Valid	Invalid						
1967 TOTAL	82,035	65,689	10,901	518,978	637,280	\$24,852,340	49,074	11,297	64,246
January	18,177	13,899	2,523	68,511	83,354	3,064,518	10,893	830	28,109
February	8,821	9,002	1,658	74,497	94,615	3,753,885	8,434	692	28,574
March	7,294	7,148	1,182	89,093	111,946	4,515,463	6,592	945	30,282
April	8,674	7,736	1,253	64,579	78,968	3,148,193	4,747	1,601	27,848
May	3,431	3,174	528	43,947	53,459	2,045,071	3,013	1,548	18,069
June	3,128	2,610	517	26,518	32,464	1,184,074	1,589	878	10,814
July	4,650	3,736	629	22,052	26,293	954,570	2,024	735	9,326
August	4,593	4,247	618	24,055	28,549	1,054,147	2,245	734	9,387
September	2,498	2,202	380	16,992	19,815	734,642	1,214	592	6,863
October	4,507	2,434	327	17,924	20,860	796,263	1,547	594	7,333
November	6,127	4,371	560	26,886	32,462	1,311,451	2,692	813	11,623
December	10,135	5,130	726	43,994	54,495	2,290,063	4,154	1,475	18,723
1966 TOTAL	72,701	63,202	8,312	556,899	673,395	\$20,341,080	52,023	8,422	88,402
January	19,891	17,931	1,688	82,138	96,928	2,947,024	14,361	1,095	33,448
February	8,375	8,116	909	93,653	114,996	3,513,412	9,644	804	35,556
March	5,867	5,527	653	102,728	126,605	3,831,236	5,979	947	34,799
April	5,730	5,407	470	70,196	86,153	2,543,982	4,372	747	27,949
May	2,925	2,360	225	45,487	55,870	1,570,153	2,427	809	19,230
June	2,493	2,225	281	28,269	33,953	915,281	1,616	953	11,488
July	3,213	2,473	501	19,315	22,952	616,677	1,410	585	9,385
August	3,964	3,596	508	20,066	23,447	676,069	2,594	467	9,097
September	2,333	2,031	400	13,402	15,909	466,291	1,042	371	5,682
October	2,806	2,157	490	10,578	12,318	378,470	983	300	4,559
November	5,670	3,773	794	22,108	25,834	842,193	2,053	467	10,240
December	9,834	7,606	1,393	48,959	58,360	2,040,292	5,542	877	20,439

¹The application for a determination of eligibility for benefits filed by a worker during a period of unemployment. Only one valid new claim for benefits may be filed in a benefit year.
²A week of unemployment with respect to which benefits have been paid.
³A payment issued to a claimant for his first compensable period of unemployment in a benefit year.
⁴A final payment which exhausts the maximum benefit amount during a given benefit year.
⁵The monthly count represents the estimated number of persons drawing benefits that month. An individual may draw benefits in more than one month; therefore, the yearly total shows estimated number of different persons who drew benefits during the year.

**NUMBER OF PERSONS IN COVERED EMPLOYMENT ALL INDUSTRIES, BY MONTHS
CALENDAR YEARS 1938-1967**

YEAR	January	February	March	April	May	June	July	August	September	October	November	December	Annual Averages
1938	365,853	359,232	370,183	398,082	400,846	411,902	410,939	421,903	420,434	406,991	402,185	397,151	397,142
1939	384,295	382,964	395,206	406,953	423,575	439,375	389,978	398,424	401,703	402,649	399,423	393,019	401,464
1940	345,650	340,056	345,616	360,740	372,631	386,938	385,168	394,294	393,707	387,837	385,937	380,325	373,242
1941	358,602	355,158	365,270	382,400	395,075	408,889	413,428	426,588	426,172	407,962	406,908	400,176	395,552
1942	394,639	389,924	401,432	414,383	426,300	441,346	447,962	459,204	469,425	458,836	451,290	447,980	433,560
1943	438,388	438,208	448,062	457,199	457,855	473,775	478,044	480,061	482,595	475,004	472,846	470,435	464,373
1944	453,931	446,063	449,131	455,465	455,610	468,019	465,819	469,941	474,524	462,408	465,861	468,421	461,266
1945	464,056	466,271	471,279	469,202	466,017	471,508	469,407	463,665	452,111	448,869	451,274	454,660	462,360
1946	455,075	456,780	464,057	475,136	483,398	498,645	515,898	525,979	534,625	516,771	519,420	517,612	496,950
1947	517,729	511,369	517,852	513,429	518,079	524,428	542,287	546,512	552,701	534,468	533,051	530,671	528,548
1948	525,239	520,786	521,747	522,563	532,679	552,431	563,022	563,795	572,024	559,799	557,642	550,491	545,185
1949	522,424	513,258	513,226	522,743	527,067	537,824	537,895	550,467	552,512	534,768	534,255	534,681	531,927
1950	508,744	505,046	511,340	526,484	541,404	561,482	570,628	581,757	592,906	583,052	576,390	570,954	552,516
1951	551,901	548,598	553,366	563,084	577,077	589,242	593,543	595,416	600,490	592,401	586,780	583,319	557,935
1952	558,800	554,617	554,433	566,205	582,737	574,154	585,033	608,648	617,233	604,541	599,578	598,804	583,732
1953	575,174	572,430	577,068	592,411	603,264	616,957	623,083	628,301	632,368	620,946	609,479	602,748	604,519
1954	571,241	562,803	562,779	576,425	584,642	595,776	605,523	609,801	616,515	603,989	592,240	586,532	589,092
1955	558,899	554,048	560,927	586,487	600,460	614,186	622,495	631,000	635,773	622,139	616,225	610,363	601,084
1956 ¹	597,415	595,049	601,331	626,081	643,388	662,263	650,491	676,268	682,543	671,634	663,931	657,966	644,030
1957	630,417	625,526	630,628	651,049	667,669	680,109	688,075	693,702	697,409	682,534	670,840	659,681	664,803
1958 ²	626,777	614,346	615,181	633,632	648,496	657,112	663,322	672,096	678,265	670,123	660,098	656,200	649,637
1958 ³	648,969	636,509	637,439	656,659	672,328	681,052	687,452	696,423	703,535	695,979	685,305	680,638	671,524
1959 ³	629,369	625,585	631,871	656,399	675,030	691,755	694,066	687,543	690,011	677,017	674,852	676,071	667,467
1959 ⁴	655,504	651,750	658,210	683,431	702,112	719,311	721,557	715,005	717,127	704,123	701,433	702,573	694,345
1960 ²	652,576	649,723	650,636	674,461	688,672	702,597	709,026	714,165	719,393	703,991	686,501	679,701	685,954
1960 ³	678,722	675,955	676,872	700,104	714,814	729,414	734,680	740,887	746,044	730,625	713,130	705,948	712,266
1961 ²	645,083	640,027	644,681	665,389	683,107	700,755	707,344	713,196	720,105	704,528	696,282	693,411	684,492
1961 ³	671,068	666,416	671,006	692,515	710,867	728,678	735,544	741,245	748,150	732,024	723,157	720,010	711,723
1962 ²	660,242	660,261	666,054	687,776	706,733	723,025	727,811	738,072	739,704	726,100	712,996	708,426	704,767
1962 ³	687,197	687,609	693,457	715,607	735,504	752,025	756,497	766,753	768,224	754,786	741,078	736,271	732,917
1963 ³	672,978	668,637	673,185	697,733	713,369	728,185	735,832	745,397	746,999	736,412	726,245	719,207	713,682
1963 ⁴	700,787	696,775	701,286	726,644	743,449	757,906	766,195	775,613	776,803	766,154	755,508	747,982	742,925
1964 ²	686,952	681,945	685,282	706,619	728,461	747,623	753,060	760,699	764,614	755,296	744,794	741,429	729,731
1964 ³	715,641	711,070	714,231	736,160	759,223	779,312	784,982	792,563	796,229	786,622	775,506	771,823	760,280
1965 ²	713,224	708,946	713,011	739,819	763,955	787,199	797,017	804,542	809,747	804,225	792,910	795,510	769,509
1965 ³	743,545	739,799	743,962	770,897	796,321	820,326	829,979	837,529	841,995	836,897	828,834	827,122	801,434
1966 ²	764,973	761,535	771,245	797,244	814,419	844,617	851,826	860,709	870,769	853,191	847,408	849,169	823,925
1966 ³	795,030	791,853	801,718	829,912	848,337	879,330	886,024	894,778	904,942	886,718	880,473	882,054	856,764
1967 ²	812,964	809,534	817,599	838,122	855,152	881,134	885,550	890,774	900,705	878,536	873,515	878,890	860,206
1967 ³	845,680	842,859	850,563	871,935	889,729	916,310	920,768	926,342	935,258	913,080	907,433	912,862	894,402

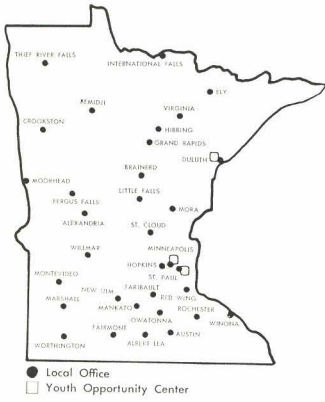
¹Expanding coverage down to four or more resulted in covered employment increases by the end of 1956.

²Private industry coverage.

³Includes state and local government and private industry coverage, excludes federal government coverage.

**UNEMPLOYMENT COMPENSATION CLAIMS RECEIVED FROM INTERSTATE WORKERS
WHERE MINNESOTA IS THE LIABLE STATE
CALENDAR YEARS 1966 AND 1967**

STATE	Initial Claims Received		STATE	Initial Claims Received	
	1966	1967		1966	1967
TOTAL	6,015	6,245	Montana	126	129
Alabama	23	15	Nebraska	48	35
Alaska	44	61	Nevada	56	36
Arizona	236	264	New Hampshire	5	3
Arkansas	66	68	New Jersey	22	10
California	1,016	998	New Mexico	22	22
Colorado	105	107	New York	51	37
Connecticut	6	10	North Carolina	22	18
Delaware	1	2	North Dakota	249	363
District of Columbia	8	4	Ohio	57	41
Florida	186	225	Oklahoma	119	77
Georgia	22	14	Oregon	207	217
Hawaii	19	24	Pennsylvania	52	43
Idaho	25	31	Rhode Island	5	9
Illinois	167	139	South Carolina	31	12
Indiana	46	24	South Dakota	205	220
Iowa	210	218	Tennessee	44	50
Kansas	47	37	Texas	143	150
Kentucky	15	27	Utah	18	21
Louisiana	18	30	Vermont	0	3
Maine	6	4	Virginia	34	18
Maryland	12	8	Washington	439	404
Massachusetts	19	14	West Virginia	15	32
Michigan	182	152	Wisconsin	1,371	1,619
Mississippi	21	22	Wyoming	13	34
Missouri	99	98	Canada	60	42
			Puerto Rico	2	4



Directory of Offices Minnesota State Employment Service

OFFICE	ADDRESS	TEL. NO.	COUNTIES SERVED
Albert Lea	410 Broadway	373-3951	Freeborn
Alexandria	1118 Broadway	763-3188	Douglas, Pope, Stevens
Austin	512 First Drive N.W.	433-3457	Mower
Bemidji	312 America Ave.	755-2936	Beltrami, Clearwater, Hubbard, N. Cass
Brainerd	224 W. Washington St.	829-2881	Crow Wing, Aitkin, S. Cass
Crookston	114 W. Second St.	281-3593	Norman, Polk, Mahnomon
Duluth	407 W. Superior St.	722-7491	Carlton, Lake, Cook, S. St. Louis
Ely	30 S. First Ave. E.	365-3177	N.E. St. Louis, N.W. Lake
Fairmont	111 S. Main St.	235-5518	Martin, Faribault, Jackson, Cottonwood
Faribault	218 Central Ave. N.	334-5531	Rice & Part of Goodhue
Fergus Falls	106 S. Union Ave.	736-2887	Otter Tail, Wilkin, Grant, Traverse
Grand Rapids	310 N.W. Third St.	326-6669	Itasca, Aitkin
Hibbing	505 E. Howard St.	263-3644	W. Central St. Louis, Itasca
Hopkins	1814 W. Excelsior Ave.	935-5521	Part of Hennepin, Carver, Anoka, Wright, McLeod, Scott
International Falls	344 Third Street	283-2641	Koochiching, Lake of the Woods
Little Falls	106 First Ave. S.E.	632-5427	Morrison, Todd, Wadena
Mankato	633 S. Front St.	389-6723	Blue Earth, E. Sibley, Waseca, Watonwan, LeSueur, Nicollet
Marshall	307 W. Lyon St.	532-4433	Lyon, Lincoln, Redwood, S. Renville
Minneapolis	309 Second Ave. S.	333-0192	Hennepin
Pilot Center	1143 Dupont Ave. N.	377-5273	
Citizens Comm. Center	301 E. Lake St.	827-5821	
Citizens Comm. Center	333 Hennepin Ave.	339-7537	
Montevideo	222 N. First St.	269-8819	Chippewa, Yellow Medicine, Lac qui Parle, Big Stone, W. Swift
Moorhead	1215 Center Ave.	236-2191	Clay, Becker
Mora	100 S. Park St.	679-3611	Kanabec, Isanti, Pine, Mille Lacs, Chisago
New Ulm	11 S. Minnesota St.	354-3138	Brown, Sibley, N.W. Nicollet
Owatonna	319 N. Cedar St.	451-5774	Steele
Red Wing	116 Broad St.	388-3526	Goodhue, Part of Wabasha
Rochester	107 Fourth St. S.E.	289-3368	Olmsted, Dodge, Part of Fillmore, Part of Goodhue
St. Cloud	115 S. Fifth Ave.	255-3266	Stearns, Benton, Sherburne
St. Paul	390 N. Robert	227-7301	Ramsey, Dakota, Washington
Selby-Dale	637 Selby Ave.	221-6451	
Thief River Falls	316 N. LaBree Ave.	681-1100	Pennington, Kittson, Red Lake, Roseau, Marshall
Virginia	214 N. Fifth Ave.	741-6996	N.W. & E. Central St. Louis
Willmar	324 W. Third St.	235-3222	Kandiyohi, Meeker, E. Swift, N. Renville
Winona	163 Walnut St.	2861	Winona, Houston, Wabasha, N.E. Fillmore
Worthington	321 Eleventh St.	376-3116	Nobles, Rock, Pipestone, Murray

YOUTH OPPORTUNITY CENTERS

Minneapolis	1629 Hennepin Ave.	339-7061	St. Paul	1058 University Ave.	645-0461
	Duluth	223 W. First St.		722-0571	

