

**MINNESOTA  
DEPARTMENT  
OF  
EMPLOYMENT  
SECURITY  
ANNUAL REPORT  
1968**



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 1968 were:

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Chairman, Industrial Relations Department  
University of Minnesota

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Director, Labor Education  
Industrial Relations Center  
University of Minnesota

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Professor of Economics and  
Business Administration  
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School of Business  
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Dr. Robert E. Will, Northfield  
Professor of Economics  
Assistant Dean of the College  
Carleton College

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Personnel, Red Wing Shoe Co.

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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  
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Harry D. Peterson, St. Paul  
Unemployment Compensation  
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Minnesota Association of  
Commerce and Industry

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Chm., Building Trades Council

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

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President and Business Manager  
Laborers District Council of Minn.

Mrs. Helen Laschinger, No. St. Paul

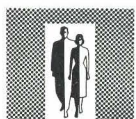
Joseph Prifrel, Jr., St. Paul  
Secretary-Treasurer, Mail Order,  
Retail Department Store and  
Warehouse Local 149

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

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



# ANNUAL REPORT 1968



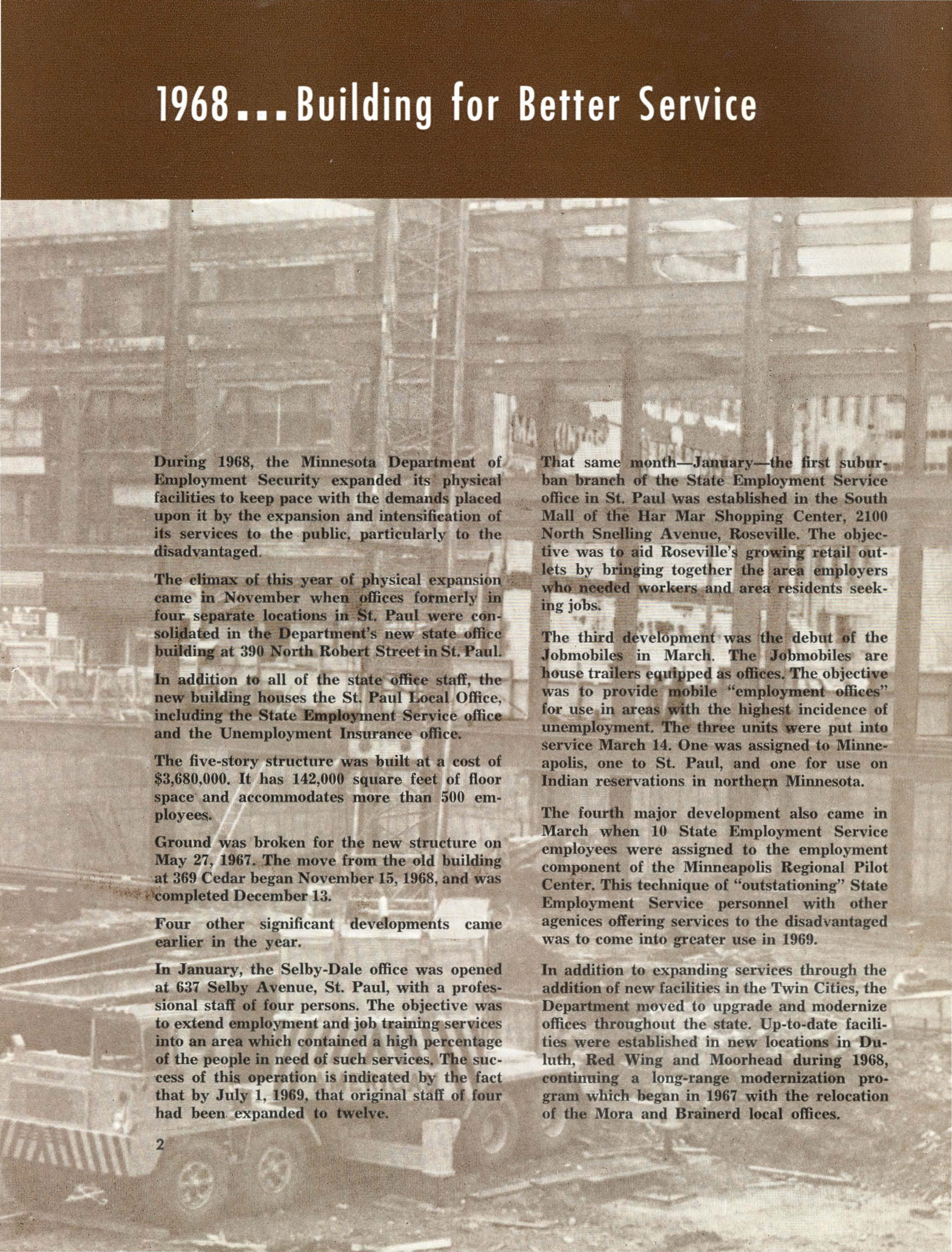
**MINNESOTA DEPARTMENT  
OF EMPLOYMENT SECURITY**

**ST. PAUL, MINNESOTA**





# 1968... Building for Better Service



During 1968, the Minnesota Department of Employment Security expanded its physical facilities to keep pace with the demands placed upon it by the expansion and intensification of its services to the public, particularly to the disadvantaged.

The climax of this year of physical expansion came in November when offices formerly in four separate locations in St. Paul were consolidated in the Department's new state office building at 390 North Robert Street in St. Paul.

In addition to all of the state office staff, the new building houses the St. Paul Local Office, including the State Employment Service office and the Unemployment Insurance office.

The five-story structure was built at a cost of \$3,680,000. It has 142,000 square feet of floor space and accommodates more than 500 employees.

Ground was broken for the new structure on May 27, 1967. The move from the old building at 369 Cedar began November 15, 1968, and was completed December 13.

Four other significant developments came earlier in the year.

In January, the Selby-Dale office was opened at 637 Selby Avenue, St. Paul, with a professional staff of four persons. The objective was to extend employment and job training services into an area which contained a high percentage of the people in need of such services. The success of this operation is indicated by the fact that by July 1, 1969, that original staff of four had been expanded to twelve.

That same month—January—the first suburban branch of the State Employment Service office in St. Paul was established in the South Mall of the Har Mar Shopping Center, 2100 North Snelling Avenue, Roseville. The objective was to aid Roseville's growing retail outlets by bringing together the area employers who needed workers and area residents seeking jobs.

The third development was the debut of the Jobmobiles in March. The Jobmobiles are house trailers equipped as offices. The objective was to provide mobile "employment offices" for use in areas with the highest incidence of unemployment. The three units were put into service March 14. One was assigned to Minneapolis, one to St. Paul, and one for use on Indian reservations in northern Minnesota.

The fourth major development also came in March when 10 State Employment Service employees were assigned to the employment component of the Minneapolis Regional Pilot Center. This technique of "outstationing" State Employment Service personnel with other agencies offering services to the disadvantaged was to come into greater use in 1969.

In addition to expanding services through the addition of new facilities in the Twin Cities, the Department moved to upgrade and modernize offices throughout the state. Up-to-date facilities were established in new locations in Duluth, Red Wing and Moorhead during 1968, continuing a long-range modernization program which began in 1967 with the relocation of the Mora and Brainerd local offices.





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**COVER DESIGN AND TITLE  
PAGE PHOTO:** Distinctive visual  
patterns are formed by the archi-  
tectural design of the new Em-  
ployment Security Building in the  
heart of the capitol center devel-  
opment area in downtown St. Paul.



# 1968 Highlights

## Employment Service

New Jobseekers Registered .....	195,799
Job Openings Received .....	134,701
Job Openings Filled .....	123,171
Nonfarm .....	99,764
Females .....	33,085
Veterans .....	29,975
Older Workers .....	22,004
Youth .....	35,880
Farm .....	23,407
Nonfarm Employers Served .....	18,002
Nonfarm Employers Visited .....	15,354
Counseling Interviews .....	37,330
Jobseekers Tested .....	51,070

## Unemployment Compensation

Persons Receiving Payments .....	65,693
Amount Paid .....	\$26,825,181
Federal Employees .....	963
Amount .....	\$ 430,954
Ex-Servicemen .....	3,054
Amount .....	\$1,313,620
Unemployment Compensation Fund	
Balance Dec. 31, 1968 .....	\$92,169,603
Balance Dec. 31, 1967 .....	\$72,314,534

# 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.



Much of the success of manpower programs depends upon the information the public has about the programs, who is eligible for them, and how they operate.

Similarly, the evaluation by the public of the worth of a program depends upon the information available about its aims, objectives and results achieved.

People within the Department also need information about programs, particularly as to aims and objectives and policy matters relating to the achievement of those aims and objectives.

With the increase in the number of manpower programs, the job of disseminating needed information has become more complex and much more demanding than it was when the Department was concerned with essentially two functions—administering unemployment compensation and finding jobs for people receiving such compensation.

Moreover, the emphasis the new programs place on the development of human resources has changed dramatically the thrust of Department activities and its clientele.

These factors—and others such as the labor shortage, changing employer attitudes, social unrest—have created many areas of need in the public information sector.

Generally speaking, there are three main channels of communication.

1. Word-of-mouth among the disadvantaged (the “grapevine”).
2. Person-to-person contact between employment service personnel and the disadvantaged and/or the agencies whose prime purpose is to serve the disadvantaged.
3. Use of news and advertising media and other methods for mass distribution of the spoken and printed word.

Of the three, word-of-mouth among the disadvantaged probably is the most effective. A satisfied client who tells his friends and relatives about his own experience is the Department’s best “public relations man.”

A form of “word-of-mouth” is the testimonial. Testimonials are used on the *Jobs Now* television show over WCCO-TV. *Jobs Now* is a weekly show which features interviews with disadvantaged people who have been placed in jobs through the show and the Minnesota State Employment Service (MSES). The show also publicizes job openings in Minneapolis and St. Paul and various aspects of the employment and employment training programs available through federal and state agencies and private business.

Person-to-person contact is being achieved in a number of ways.

1. Neighborhood Workers employed by MSES to contact the disadvantaged in their home neighborhoods.
2. Reservation Representatives employed by MSES to serve American Indians living on or near reservations.
3. Registrations programs in high schools.
4. Use of volunteers.
5. Stationing Jobmobiles (house trailers equipped as offices) in neighborhoods which have a high percentage of disadvantaged in their population.
6. Outstationing MSES personnel in the offices of cooperating agencies—both governmental and private.

## **‘Telling Story’ Vital Aid to New Programs**



Neighborhood Workers, indigenous to the areas in which they work, contact people at home, on the streets and where they congregate—such places as churches, bars, pool halls, social gatherings. Twelve to 20 of these workers have been employed at one time, primarily in the Twin Cities, to contact the disadvantaged.

Five Reservation Representatives, all of Indian descent, work among the people living on the state's 10 reservations. In Minneapolis, St. Paul and Duluth additional persons of Indian descent maintain contact with Indian-oriented organizations and potential employees, as well as the Indian people themselves.

As a part of the personal contact program, MSES has established outstations in the target areas in the Twin Cities. Five such locations have full-time MSES staffs. Itinerant service (including Jobmobiles which are moved periodically) is offered at housing projects and in cooperation with various other agencies working with members of minorities and the disadvantaged.

In addition, members of the staffs of other agencies (Neighborhood Houses are an example) are trained in "outreach" by MSES staff members. Welfare workers, probation officers, vocational rehabilitation workers and other federal, state and county employees who come in contact with the disadvantaged are contacted continuously for names of individuals who could benefit from services being offered under the Human Resources Development concept.

More recently, a volunteer program was initiated. Although not primarily outreach, it does result in personal contact and the volunteers are encouraged to put part of their time into outreach activities.

Two special programs are being conducted at the Minnesota State Prison in Stillwater. One is a pre-parole project in which men who are eligible for parole are provided with counseling and job development services. The second is an MDTA program through which 200 prisoners are given vocational training. This includes training outside of the prison, both in institutions and on-the-job, under the Huber Law provisions which allow a prisoner to leave the prison during the day for work or job training.

The St. Paul Human Resources Development unit also has worked with welfare boards in neighboring counties. This liaison has been particularly successful in providing Job Corps applicants.

The best method for reaching young people on the person-to-person basis has been the high school programs. The St. Paul Youth Opportunity Center had a full-time school coordinator who supervised programs in 41 high schools. Working principally with the school counselors, the coordinator concentrated his efforts on dropouts and noncollege-bound seniors.

In connection with the summer youth employment program, the St. Paul YOC also conducted registration programs in seven high schools with the highest concentration of disadvantaged.

As would be anticipated, the high school registration program has been extremely successful in obtaining job applications from disadvantaged youngsters. It is also invaluable as a means of disseminating public information about the manpower services available through the Minnesota Department of Employment Security. Besides the educational opportunities inherent in person-to-person contact, this program provides a basis for widespread word-of-mouth publicity which reaches a broad cross-section of the public.



The *Jobs Now* television show is effective not only in reaching a segment of the disadvantaged but as an educational tool as well. Generally speaking, the emphasis in the program has been on current opportunities for the disadvantaged. Two Negroes are employed on the program—one to display a “job board” and to interview program participants, the other strictly as an interviewer. Interviewees are often people from minority groups.

Flyers have been an important part of the public information program at target area offices. They are used to publicize job openings, training opportunities, and special events such as interviews by company representatives. Neighborhood Workers—and others—distribute them in the target area pool halls, bars, supermarkets, churches and other public places.

Flyers have been used in other ways, too—for example, to publicize the arrival of Jobmobiles at a particular location and to publicize the opening of a new MSES office in St. Paul’s prime target area.

In addition to all of the foregoing activities, the Department has a continuing publicity program which includes the usual news releases, public service radio spot announcements and radio and TV appearances ranging from short interviews on news shows through longer interviews on “talk” shows to half-hour segments on television.

The Department also is pursuing the “community relations” aspect of public information through the varied activities of staff members as committee workers, speakers, etc. For instance, Department staff members are involved in community self-help programs such as Citizens Community Centers and the Concentrated Employment Program. An MSES representative has been assigned to Minneapolis Model City to assist in manpower program planning.

In addition, Department staff members head Cooperative Area Manpower Planning System (CAMPS) committees at the state level and in the Twin Cities Metropolitan, Duluth and north central Minnesota areas. Permanent CAMPS committees were set up in 1968 to provide a system for coordinating federally financed manpower and human resources development programs. Representatives of federal, state and local government agencies work together to plan and implement manpower programs in particular areas so that individuals will receive complete services without duplication of effort.

For the second consecutive year, the Department sponsored a Human Resources Development Conference, attended this year by more than 300 persons representing federal, state and local government, business and industry, and public and private social agencies.

This conference had a dual purpose: to disseminate information about Department programs and to provide an exchange of information and ideas among the various groups and persons concerned with the employment of the disadvantaged and the handicapped.

An innovation during the year was the seminar for representatives of the news media. The first was held October 21 with a group of editorial writers, reporters and news executives from the staffs of the *St. Paul Dispatch* and the *St. Paul Pioneer Press*. Objective of the seminars is to acquaint the people who handle the news with the many programs and opportunities available to the disadvantaged through the Minnesota State Employment Service.

WCCO-TV provides public service time to publicize current job openings available through the State Employment Service and the National Alliance of Businessmen. In addition to a regularly scheduled half-hour show, *Jobs Now*, short “commercials” were made for use when other programming preempted the *Jobs Now* time.





# Work Force, Employment Rise in State

Minnesota's civilian work force continued to grow in 1968, resulting in a substantial increase in average employment during the year and a slight increase in unemployment.

Nonfarm wage and salary employment in Minnesota in 1968 averaged 1,243,100 to set a new all-time record. This is the seventh consecutive year the State's nonfarm employment has risen.

Total employment averaged 1,583,100, an increase of 33,500 over 1967. Unemployment, averaging 50,700, was up 1,400.

The civilian work force, which includes employed, unemployed and striking workers, reached an average of 1,634,300—32,800 more than the 1967 average. The pace of employment growth, at 3.5 per cent, was slower than during the three previous years. Rates were 4.5 per cent in 1967, 6.3 per cent in 1966 and 5.1 per cent in 1965. The average growth rate from 1963 through 1967 was 4.0 per cent.

Manufacturing employment rose 3.3 per cent to 312,800 from a level of 302,800 in 1967, chiefly the result of a gain of 8,900 in the Durable Goods classification. The largest gains were 3,200 in nonelectrical machinery and 2,700 in electrical machinery.

The net advance of 1,100 in the number employed in the Nondurable Goods category was led by paper and allied products, up 1,200, and printing and publishing, up 1,100.

A 32,000, or 3.6 per cent, increase in the nonmanufacturing sector resulted in average employment of 930,300. Retail trade employment moved from 208,900 in 1967 to 219,700, with department and mail order stores up 2,700 and eating and drinking places adding 3,400 workers.

In the services industries, major contributions to the rise of 11,300 in the average number employed occurred in hospitals and medical services (3,900), miscellaneous business services (1,900) and nonprofit organizations (1,800). The only drop was in the agricultural, forestry and fisheries groupings.

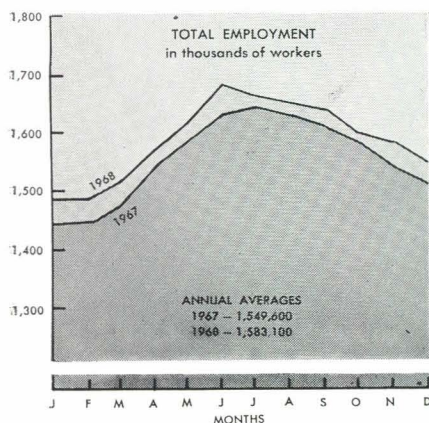
No change in hiring activity and a slight decrease in separations as compared to 1967 marked labor turnover. Quits, at a record high, outnumbered layoffs for the fourth consecutive year. A decline in worker recalls was the prime factor in cancelling out the increase in new hires by employers.

Although agricultural employment fell from an average 199,900 in 1967 to 192,800 in 1968, the 3.6 per cent decline was considerably less than the 6.1 per cent drop recorded in 1967.

Total placements by the 45 separate Minnesota State Employment Service facilities remained stable for 1968 despite a shortage of jobready applicants and fewer job opportunities. MSES found 123,171 jobs for persons looking for work, compared to 122,960 in 1967.

The number of nonagricultural placements by MSES totaled 99,764, a moderate decline of 1,484. The decrease of slightly more than 2,000 placements in the manufacturing category was partly offset by a gain of 832 in transportation and utilities. Placements in other nonmanufacturing industry groupings were very nearly the same as in 1967.

New registrations by persons seeking MSES services totaled 195,799, or 14,225 less than in 1967. Almost 9,000 fewer applicants were registered by the Smaller Communities Program team, which emphasized accelerated manpower surveys and employability services to disadvantaged persons during 1968 (see page 31). Other factors which contributed to the decline in new applications were the high level of employment and an almost 15 per cent drop in initial filings of claims for unemployment insurance benefits.





The number of job openings listed decreased nearly 4,000 to 134,700, compared to 138,500 in 1967 and 152,000 in 1966.

Approximately 17,600 visits to employers, including 2,200 to employers of agricultural workers, were made to develop jobs, offer manpower services and promote the hiring of individuals on the basis of potential performance on the job. In addition, approximately 20,500 job development contacts with employers of nonfarm workers were made by telephone.

### Nonagricultural Placements

#### By Industry

	1968	1967
Mining .....	781	756
Contract Construction .....	4,242	4,284
Manufacturing .....	33,033	35,061
Transportation and Utilities .....	8,625	7,793
Trade .....	20,647	20,503
Finance, Insurance and Real Estate .....	2,428	2,594
Services .....	23,160	23,486
Government and Other .....	6,848	6,771

#### By Occupational Groups

Professional and Managerial .....	2,448	2,195
Clerical and Sales .....	19,779	18,890
Service .....	18,540	18,957
Other .....	58,997	61,206

Over 60 per cent of the 1,243,100 persons on nonagricultural payrolls in 1968 were employed in the five-county Metropolitan Area which includes Minneapolis and St. Paul.

To serve the needs of jobseekers in this urban center, MSES provided services on a full-time basis at 13 locations in 1968.

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Administration of the Employment Security program requires continuous attention to the promotion and coordination of training for both new and experienced employees. During 1968, the Department conducted 28,939 man-hours of training.





# Unemployment Insurance 30 Years Old

January 3, 1968, marked the 30th anniversary of the first day when claims for unemployment insurance were filed in offices of the Department in Minnesota. On January 3, 1938, the offices opened to receive an avalanche of claims. It is estimated that about 20 per cent of the labor force was unemployed at the time. The average number of workers employed and covered by the law was only a little over one-third of the number now covered. During the first year of operations under the new law, which had been passed by a special session of the Legislature in December 1936, about 180,000 initial claims were filed.

During the year, some 793,000 weeks of benefits were claimed. The average weekly benefit amount of \$10.41 represented about 43 per cent of the average weekly wage in covered employment of \$24. Total benefit payments during the year were a little over \$8 million.

During the ensuing 30 years, the Department has paid out over \$564 million in benefits under the state law and over \$100 million in unemployment compensation benefits to veterans of World War II, the Korean conflict and, as an agent of the federal government, under federal laws, to ex-servicemen since November 1958 and to federal employees since January 1955.

Twice during that period—in 1958 and in 1961—the Department, under federal laws administered by the Department, was called on to make extended unemployment compensation benefits to persons who had exhausted their regular benefits because of recessionary unemployment. Over \$18 million in benefits were paid out during the two periods during which these laws were in effect.

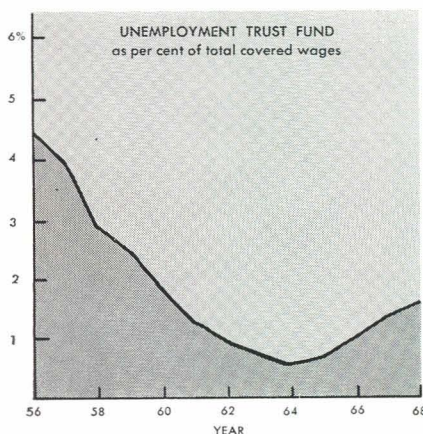
When benefits first became payable, taxes paid by Minnesota employers on 1936 and 1937 payrolls had established an unemployment compensation (UC) fund at a level of about \$11.8 million. During the next 15 years, the fund rose steadily. A rapid rise occurred during World War II, when unemployment declined and special war risk rates were imposed to prepare for an expected rise in unemployment after the war. For example, in 1944 benefits paid were only a little over \$500,000 and contributions rose to \$19.5 million. As a result, the fund increased more than \$20 million, including interest.

The UC fund reached an all-time high of almost \$134 million at the end of 1953. The following year, however, post-Korean readjustment raised benefit payments to more than double the 1953 levels. The experience rating system (amended in 1949) was not capable of recovering decreases in the fund caused by continuing high rates of unemployment. As a result, the fund continued to decline until it reached a low of \$12 million at the end of March 1965.

The 1965 Legislature took steps to correct the contribution rate structure and the experience rating system so that the fund could recover the benefit drains and provide reserves for future needs. The taxable wage base was also increased from \$3000, which represented only about one-half of total wages, to \$4800. These measures, combined with declining unemployment rates in a steadily rising economy, showed immediate results. By the end of 1967, the fund level had reached over \$72 million.

Through calendar year 1967, the Department collected over \$583.5 million in contributions from employers. The fund has earned over \$52 million in interest.

These funds have exerted a powerful stabilizing force in Minnesota's economy by providing a dependable source of short-term income through which unemployed workers could replace part of their wage loss. Benefit payments represent "high velocity" dollars since they are immediately spent, for the most part, for necessities. The beneficial effect on thousands of unemployed





workers and their families reaches the grocery stores, the clothing stores and other businesses which depend on the spending power of workers. These payments are still the first line of defense against the spreading effects of unemployment.

During 1968, the Department presented to the Subcommittees on Unemployment Compensation of the State Senate and House of Representatives a resumé of its experience with the extensive changes in the Employment Security Law enacted by the 1967 Legislature.

The change having the most widespread effect was request reporting, which went into effect October 1, 1967, and placed responsibility for keeping employment records on employees as well as on employers. The Department has made numerous changes to accommodate request reporting and improve the efficiency of the unemployment insurance program.

A major change is the planned total separation of Employment Service and Unemployment Compensation staff. This separation had previously been accomplished in the Minneapolis and St. Paul offices resulting in more efficient management and better service and convenience to the public.

During 1968, MSES and UC services were separated at the Duluth and Hopkins local offices. This separation will gradually be extended statewide to those offices in which it is feasible.

### Separation of ES, UC Set for Local Offices

Wages and Contributions			
	1967	1968	Change
Total Wages .....	\$5,170,570,568	\$5,722,354,826	\$551,784,258
Taxable Wages .....	3,465,455,510	3,692,287,787	226,832,377
Total Contributions			
Received .....	44,079,630	43,455,716	- 623,914

Total wages paid in 1968 to workers in private industry who were covered by the Minnesota Employment Security Law were \$5,722,354,826, an increase of 11 per cent over 1967.

Since 1960, when the total wages were \$3,252,330,339, there has been an increase of \$2,470,024,487 or 76 per cent. Wages paid to state and local government employees covered by the MES Law are not included in the above figures. In 1968, wages paid to these employees amounted to \$223,644,672.

The total wages of all covered employees amounted to \$5,945,999,498. The average monthly covered employment increased from 894,402 in 1967 to 935,944 in 1968.

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.

The proportion of taxable wages to total wages has been steadily decreasing over the years (for comparison by years, see table). In 1966, an increase occurred because of a change in the taxable base from \$3,000 to \$4,800. In 1967 and 1968, the percentage again declined.

Total contributions received from covered employers in 1968 decreased two per cent from 1967. Voluntary contributions in 1968 amounted to \$487,200 or 48.3 per cent less than in 1967.

### Taxable Wages

1950	85%
1951	77%
1952	74%
1953	71%
1954	68%
1955	68%
1956	67%
1957	65%
1958	63%
1959	61%
1960	59%
1961	58%
1962	57%
1963	55%
1964	54%
1965	53%
1966	69%
1967	67%
1968	65%



For calendar year 1968, 45,663 employers were assigned contribution rates, compared to 45,453 employers assigned rates for 1967.

For calendar year 1968, 42,351 employers were assigned experience rates; 3,312 were assigned the standard rate of 2.70 per cent, the rate assigned to new firms or firms with unpaid predecessor charges.

Of the employers receiving experience rates, 31,676 or 75 per cent were assigned the lowest contribution rate, 0.70 per cent; 7,870 or 18 per cent were assigned rates from 0.80 to 4.40 per cent; and 2,805 or 7 per cent were assigned the highest experience rate, 4.50 per cent.

As of December 31, 1968, the total in the unemployment compensation fund was \$92,169,603. This represents an increase of \$19,855,069 from the \$72,-314,534 balance on December 31, 1967.

A net total of \$26,760,332 was paid out in benefits in 1968; \$46,469,024 were received from contributions and interest earned during the year.

Programs which provide unemployment benefits to persons who have been employed by the federal government (UCFE) or in military service (UCX) are administered under agreements with the Bureau of Employment Security.

### Unemployment Compensation

	1968	1967		Change
Initial Claims .....	105,338	123,476	—	18,138
New .....	66,493	79,006	—	12,513
Additional .....	34,385	39,183	—	4,798
Interstate .....	4,460	5,287	—	827
Continued Claims .....	642,387	661,886	—	19,499
Interstate .....	23,953	27,632	—	3,679
Weeks Paid .....	641,426	637,280	+	4,146
Net Benefits Paid .....	\$26,760,332	\$24,758,870	+	\$2,001,462
Average Weekly				
Amount .....	\$41.72	\$38.85	+	\$2.87
First Payments .....	53,650	49,074	+	4,576
Benefit Exhaustees ....	13,613	11,297	+	2,316
Benefit Recipients .....	65,693	64,246	+	1,447

### 1968 UCFE and UCX Activity

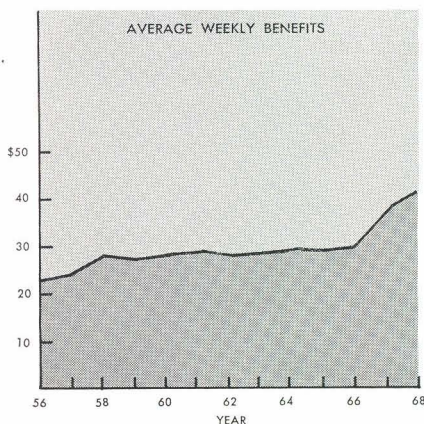
	UCFE Only	Joint UCFE-UI <sup>1</sup>	UCX Only
Initial Claims Filed.....	880	—	3,713
Weeks Paid .....	9,619	2,147	30,553
Amount Paid .....	\$407,294	\$23,660 <sup>2</sup>	\$1,313,620
Average Weekly Amount..	\$42.34	\$11.02 <sup>2</sup>	\$42.99
First Payments .....	963	—	3,054
Exhaustions .....	251	42	249

<sup>1</sup>Federal portion only

<sup>2</sup>Federal funds only

Initial unemployment compensation claims filed in 1968 at Minnesota State Employment Service offices were down 14.7 per cent over the previous year. Continued claims filed in 1968 were down 2.9 per cent from 1967.

In 1968, the number of benefit recipients (persons who received one or more benefit payments) increased 2.3 per cent from the 1967 figure. The number of persons exhausting their benefit entitlement was 20.5 per cent more than a year ago.





In 1968 a massive attack was launched on the annual problem of jobs for youth. Under the banner of the Governor's Youth Employment Program, business and industry leaders, labor unions, local, state and federal agencies and private individuals united to uncover every possible work opportunity for young people.

The focus in 1968 was not exclusively on temporary or summer work. Entry-level jobs that would lead to permanent, satisfactory employment were sought for those who would not be returning to school in the fall. Job development was stepped up, specifically aimed at increasing the number of jobs open to less qualified youth.

Various forms of outreach were employed to seek out those who had become skeptical and given up on ever being accepted in entry-level work which was not a "dead end."

The Minneapolis and St. Paul committees of the National Alliance of Businessmen tied their youth drive in with the Governor's Youth Employment Program.

With substantial numbers of job openings pledged to the hard-core unemployed by large employers who traditionally offer experience to the young, many communities around the state conducted concerted efforts to open up new opportunities.

The Minnesota State Employment Service spearheaded the campaign and served as the central agency through which job opportunities were channeled. The variety of activities at the local office level demonstrated that MSES personnel combined ingenuity with intensive efforts to increase the number of jobs available.

Planning for the 1968 Governor's Youth Employment Program got an early start in February with a statewide conference in St. Paul which was followed up by contacts with all community agencies serving youth—contacts which were kept up on a continuous basis during the campaign.

To promote interest in the Governor's Youth Employment Program, the Lieutenant Governor and the Employment Security Commissioner met with businessmen throughout the state.

Three Jobmobiles—house trailers specially equipped as MSES offices—were dedicated in ceremonies at the State Capitol in March. Shortly thereafter, they were in service in North Minneapolis, at the Fond du Lac Reservation near Cloquet and at Our Lady of Guadalupe Church in St. Paul.

During the months which followed, the Jobmobiles were stationed at various locations to facilitate the registration of young jobseekers.

Job Opportunity "hot lines" were established in the Twin Cities, Duluth and St. Cloud and publicized on billboards. The "hot line" numbers and advertisements were directed at employers to expedite job orders.

The weekly "Jobs Now" program on WCCO-TV, the "Opportunity Equalizers" columns in the want ad section of the *St. Paul Dispatch*, radio spot announcements and periodic news releases publicized the program.

The Lieutenant Governor and MSES staff members made personal calls on Twin Cities agencies to explain the Governor's Youth Employment Program and to solicit their cooperation in making it a success.

From April through August, 36,000 Minnesota youth under 22 years of age were placed in jobs developed through the Governor's program and the National Alliance of Businessmen—a significantly larger number than the 27,000 placed during the 1967 Summer Jobs for Youth promotion.

## Communitywide Efforts Provide Jobs for Youth



## ES Aids Transition From School to Work

Students attending the Minneapolis Careers Fair received information about job and training opportunities available through MSES.



More than 18,000 of the placements were in nonagricultural jobs as a result of the Governor's Youth Employment Program. Most of the agricultural placements were in temporary or short-term jobs. In the nonfarm classification, 10,309 placements were in permanent jobs.

Applicants under 22 who registered with MSES in 1968 totaled 107,460, compared to 107,940 in 1967. Of these, 55,354 were placed in jobs. Those in non-farm employment totaled 35,880; in agricultural or agriculture-related jobs, 19,474.

During the April-through-August period of the youth employment survey, nonagricultural placements of youth numbered 3,811 in Minneapolis and 3,435 in St. Paul. Agricultural placements were 37 in Minneapolis and 356 in St. Paul.

Of those placed in the Twin Cities, 1,262 were classified as disadvantaged; i.e., hindered in finding jobs because of personal or other factors. The total youth placements reported by all MSES offices during the five-month period included 2,556 disadvantaged young people.

Through the cooperative school program, MSES helps public and parochial high school seniors make the transition from school to work. During the 1967-68 school year, 14,710 students in 393 public and parochial schools received MSES services, including vocational counseling, aptitude and proficiency testing, information on occupations and employment opportunities and referral to jobs. Counseling interviews were conducted with more than 75 per cent of the students registered. Over 3,000 full-time permanent jobs were found for graduating seniors who participated in the program.

A three-year experimental pilot project conducted by MSES and the St. Cloud schools at the St. Cloud Technical High School began its second year in September, 1968. The program is second of its kind in the nation, having previously been conducted on an experimental basis in New York.

The ES Counselor in the St. Cloud MSES office, one-half of whose salary is being paid by the St. Cloud public school system, is in charge of the project.

Students who are planning to enter vocational training or immediate employment after graduation are matched with educational and employment opportunities according to ability. The project also is open to Cathedral High School students.

The project is an attempt to bridge the gap between education and the reality of the working world, and includes conferences with parents who believe high grades indicate their child should go to college or who are not cognizant of their child's ability. In the last four months of 1968, the counselor tested more than 500 students.

Statewide, increased emphasis was placed on working with potential dropouts. They were encouraged to stay in school. In addition MSES provided followup on students who actually dropped out.

Services to 1968 graduates and dropouts by the Minneapolis Local Office and Youth Opportunity Center provide a sidelight on what MSES is called on to do in a large metropolitan city which attracts many young jobseekers.

In Minneapolis, 2,500 high school graduates were registered—1,315 from local schools and 1,185 from outstate and out-of-state schools. Permanent jobs were found for 211 local, 244 outstate and 104 out-of-state graduates. Of the 581 1968 dropouts who registered, 106 of the 358 local applicants were placed in permanent jobs. Thirty-nine outstate and 16 out-of-state youth were located in full-time jobs.



Outstate 1968 graduates came from every Local Office area except Ely and New Ulm. Heaviest in-migration was from MSES District III (northwestern and central Minnesota).

Out-of-state applicants from the four adjacent states got the most placements. California led the other 19 states. Other far-away sources of young applicants were the states of Washington, Florida and Pennsylvania.

Each year many young men fail induction into military service because they can not pass the education tests. An MSES representative stationed at the examining station refers these young men to the MSES office nearest their home and explains the services available to them there. Often these young men need basic education or remedial reading instruction, and they are encouraged to seek the assistance of an MSES counselor in finding a remedy for their educational deficiencies.

The Minneapolis, St. Paul and Duluth Youth Opportunity Centers were important factors in the large numbers of youth placements made in 1968. The Youth Opportunity Centers offer the same services which are available to youth at any of the MSES offices throughout the state. They are geared, however, to youth 16 through 21 years of age, with particular emphasis being placed on reaching and helping those at a disadvantage in entering the labor force.

### **Urban Youth Centers Increase Opportunities**

In 1968, 7,430 jobs were found for youth by these three offices.

The Apprenticeship Information Center interviewers stationed in the Minneapolis and St. Paul Youth Opportunity Centers provide information about and access to apprenticeable occupations. The apprenticeship program referred 628 applicants to job training, resulting in 244 placements.

During the period from April 15 to August 15, 1968, a somewhat shorter period than that included in the survey of youth employment, a total of 316 persons—271 white and 45 nonwhite—applied for apprenticeship training. During this four-month period, 199 white persons and 40 nonwhites were referred to apprenticeship training. In both groups, 55 per cent of those referred were accepted for apprenticeship training.

A special survey was made to evaluate the effect of the Governor's Youth Employment Program in the Twin Cities with relation to nonwhite applicants.

During the four months from April 15 to August 15, about 25 per cent of the persons placed in permanent employment were members of minority groups. The total number of persons placed in the Twin Cities during this period was 17,705 with 5,500 placements on jobs of short duration.

The median placement wage in Minneapolis was \$2.09 an hour for minority members and \$2.01 for white. Indians received an average of \$2.14 an hour, Negroes \$2.07, and applicants from other minority groups \$2.07. Wages of \$1.85 an hour or more went to 60.1 per cent of the whites and 73.9 per cent of the nonwhites.

In December, the U.S. Department of Labor announced that St. Paul was selected as one of eight cities in the nation in which a new program, STARTING A GENERATION ALLIANCE, would be demonstrated in 1969. The pilot projects will determine the feasibility of using volunteer college students on a person-to-person basis in assisting disadvantaged youth in their efforts to become employed.



## Programs for Youth Offer Jobs, Training

Among the Economic Opportunity Act programs for improving the employability of young people are the Job Corps and the Neighborhood Youth Corps.

Courses under the MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) offer young people individual and class training for a wide range of vocations and, if the youngster is not prepared for a vocational training course, basic and prevocational training as well.

During 1968, 40 per cent of those enrolled by MSES in MDTA courses were under 22 years of age. A report of MDTA activities appears on page 22.

The JOB CORPS is a residential training program designed to provide disadvantaged youth 16 through 21 years of age with the academic and vocational skills necessary to obtain and hold a job.

During 1968, MSES offices conducted initial screening interviews with 718 young men and 235 young women. Applications for 192 male and 68 female candidates were submitted to the Job Corps for review. Of these, 252 were accepted for enrollment. The average length of enrollment for Minnesota corpsmen is five months.

MSES provides job development and placement to all former corpsmen. The average starting salary for those who complete the program and graduate is \$1.82 an hour compared to \$1.50 an hour for nongraduates. In the Twin Cities area the average salary for graduates is somewhat higher, \$2.10 an hour.

The NEIGHBORHOOD YOUTH CORPS (NYC) provides on-the-job training and work experience for youth 16 through 21 years of age. In Hennepin County, Youth 14 and 15 years old may enroll on a part-time basis while they are attending school.

Services provided by MSES to NYC projects include recruitment, referral, counseling, testing, job development and placement. During 1968, more than 1,500 Minnesota youth were referred to NYC projects by MSES and 1,376 were enrolled.

Seasonal farm workers in corn detasseling, raspberry picking and mixed vegetable work, as well as temporary farm hands, were almost exclusively youth under 22 years of age. Youth also were employed in food processing.

Of the 25,402 persons placed by MSES in agricultural and agriculture related jobs, 19,983 were youth.

Youth were recruited for work in sugar beets again in 1968. In the seven years since 1961, young people have earned approximately \$343,300 in the Youth Sugar Beet Program.

In 1968, a total of 28 sugar beet crews employing 761 youth earned \$52,365 thinning 2,626 acres and hoeing 1,819 acres. Their earnings were almost \$13,000 more than in 1967, and made 1968 the third highest year since 1960.

The 1968 average hourly earnings of \$1.10 set a new high. A young lady, 17 years old, working in the Crookston area, averaged top hourly earnings, of \$2.93, 47 cents more than her closest male competition.

The growth of the Youth Sugar Beet Program in 1968 is largely attributable to efforts in the Crookston area which resulted in extension of the program to 18 new growers in addition to the 12 previously served.

Traffic is heavy in the early morning hours during July and August in the small towns adjacent to Olivia, where the fields of the Trojan Seed Corn Com-





pany are located. Crews of young people, recruited through the Willmar MSES office, are being picked up by school buses in Bird Island, Olivia, Danube, Renville, Sacred Heart, Willmar and Hector and driven to the hybrid seed corn fields to snap the corn tassels which grow out daily. If the tassels are not snapped, the crop would be lost as seed corn.

Youth come from surrounding communities to the pickup points. For example, at Willmar detasslers were from Willmar, Atwater, Benson, Blomkest, Clara City, Grove City, Kandiyohi, Kerkhoven, Lake Lillian, Madison, New London, Pennock, Prinsburg, Raymond and Spicer.

The 550 youth working in the fields in 1968 earned over \$60,000 during 24 days of employment. Individual earnings for several exceeded \$200, with most earning from \$100 to \$150.

A community-developed vegetable market garden project provided 175 Benson youngsters between the ages of 8 and 15 with jobs and total earnings of \$1,825 in 1965.

The project began in 1966 on several acres of land rented from the city of Benson by a group of local citizens incorporated as the nonprofit Benson Youth Council. Local implement dealers provided machinery. Among those tilling the ground were the sheriff and his deputies. A local teacher donated his time as counselor, employment representative and general supervisor of field operations. The first year, 125 workers earned \$850.

The project broadened in scope, and in 1968 MSES hired the volunteer supervisor as a seasonal farm labor representative so he could devote more time to it and to other Farm Labor Service programs in the area. A Neighborhood Youth Corps enrollee was put in charge of keeping records, making out the payroll and helping out with field supervision.

Outstanding employment counseling and vocational test development in 1968 won two national Department of Labor awards for the Minnesota State Employment Service.

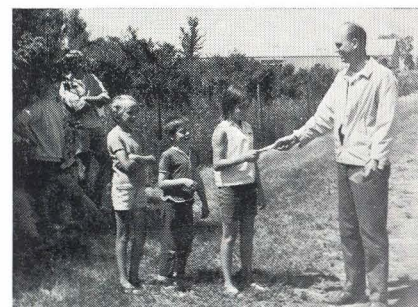
During the past three years, in accordance with standards set by the U.S. Employment Service to provide vocational guidance to the chronically unemployed and underemployed, the MSES employment counseling staff was increased from 14 to 120.

MSES recognized that adding counselors to the employment service staff, by itself, would neither solve the employment problems of the poor and disadvantaged nor improve its traditional counseling programs for applicants faced with choosing vocations, changing occupations or having difficulties in securing jobs.

The program planning and continuous training of counselors, which resulted from recognition of the fact that increased personnel was not enough, merited a national award.

To provide employment counseling to persons unlikely to seek assistance in spite of their need, MSES counselors are outstationed in such places as Community Action Program offices, the Minnesota State Prison, Armed Forces recruiting stations and public high schools.

During 1968, a total of 17,392 individuals received MSES counseling.



The fun and rewards of labor are apparent to youngsters who work in the community-developed vegetable market garden in Benson.

## MSES Testing, Counseling Outstanding



The national award for test development resulted from significant contributions to the improvement of tests used to determine which people are most likely to be successful in various occupations. Such tests are valuable in helping jobseekers find suitable employment and in guiding persons needing training or a job change or adjustment.

Minnesota's employment testing program includes one of approximately 30 test research units in the nation which cooperate with the United States Employment Service in finding new and improved ways of testing vocational aptitudes and other applicant qualifications.

During 1968, a total of 51,070 persons were tested in MSES offices, a decrease of 13 per cent from 1967.

One factor in the decline was the high employment rate. Another was a change in national policy which permits the use of the General Aptitude Test Battery (GATB) under contract by schools and other agencies. MSES entered into a GATB contract with the Office of Pupil Services, State Department of Education, authorizing testing in high schools and area vocational-technical schools. MSES trained more than 200 counselors in more than 50 high schools and 12 area vocational-technical school counselors during the year. Training sessions for the remainder were scheduled for early 1969.

MSES administered the GATB to 15,654 persons in 1968, a slight increase (106) over 1967. In 1968, the Specific Aptitude Test Battery (SATB) covering 201 occupations was used in MSES offices to test 21,532 applicants. Specific aptitude tests in the battery (SATB) are tailored to particular occupations to determine whether an individual has the potential to successfully perform the major requirements of a job.

Proficiency and skills tests were given to 13,884 persons, 16 per cent fewer than in 1967.

New clerical skills tests, standardized nationally on the basis of a study of characteristics of successfully employed workers in which the MSES test research unit participated, were introduced in most employment service offices during 1968. The tests measure typing, statistical typing, dictation and spelling proficiency, and provide an indication of the skill level of persons seeking to enter the job force.

More accurate ways of measuring the potential of educationally deprived and disadvantaged persons are being sought. A booklet, *How to Take Tests*, is designed to take the scare out of testing. On a limited basis, experiments in work-sample techniques are being conducted in cooperation with private agencies and universities.

The MSES test research unit, in cooperation with a St. Paul computer firm, completed a study which resulted in considerable improvement locally in selecting trainees for computer technology. A report of the study, which utilized a number of new techniques which should prove useful in other studies, was presented to the U.S. Employment Service. The methods are now being applied and evaluated in the other 49 states.

A followup study on the test battery used by the employment service, for the occupation of lineman, in cooperation with the Minnesota Power and Light Company, indicated the SATB was doing an excellent job of selecting applicants who possessed the ability to become good linemen.

The need for new criterion techniques and measuring devices other than aptitude tests in conjunction with testing is being emphasized by the U.S. Employment Service. During 1968, the MSES testing unit aided in the development of experimental measures and in 1969 will assist with their standardization.



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 and they have had at least two years—two hard, long and trying years—of honorable work experience.

During 1968, MSES local offices offered personalized services to more than 12,000 recently separated Vietnam era veterans. "Vietnam era" veterans are those in the service after August 5, 1964.

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

Each MSES local office has a veterans' employment representative whose primary responsibility is to ensure that all veterans receive employment counseling and placement service. At the MSES local office, a veteran receives priority in selection and referral to job opportunities for which he qualifies.

If a suitable job opportunity is not available, the MSES attempts to develop one through its employer contacts. If the veteran does not know what he wants to do or what he can do best, he will receive employment counseling or aptitude testing.

Disabled veterans receive priority over other veterans. Veterans employment representatives from the Minneapolis, St. Paul and St. Cloud local offices spend a day each week at the Veterans Administration hospitals in Minneapolis and St. Cloud.

During 1968, 33,577 veterans (3,646 fewer than in 1967) filed applications for work and 29,975 (an increase of 1,556 over the previous year) were placed in jobs by MSES.

Veterans represented 29.3 per cent of all new male applicants and 45 per cent of MSES placements. Counseling interviews with veterans (2,726 compared to 3,121 in 1967) were slightly more than one-fourth of the total of men counseled.

New applications from disabled veterans numbered 3,100, down 245, yet 3,247 were placed in nonfarm jobs—605 more than in 1967. More than 800 received initial counseling interviews.

A program of increased assistance to Vietnam era veterans interested in federal employment was initiated by the federal government in 1968. In addition to the five and ten point veterans preference for federal jobs, which applies to all veterans, the following new provisions are designed especially for Vietnam era veterans:

- (1) Use of transitional appointments, combining work with additional education or training for those with less than 13 years of education;
- (2) special handling of the applications of those interested in regular Civil Service examinations; and
- (3) increased counseling at Veterans Assistance Centers and at the U.S. Civil Service Commission's Interagency Board of Examiners.

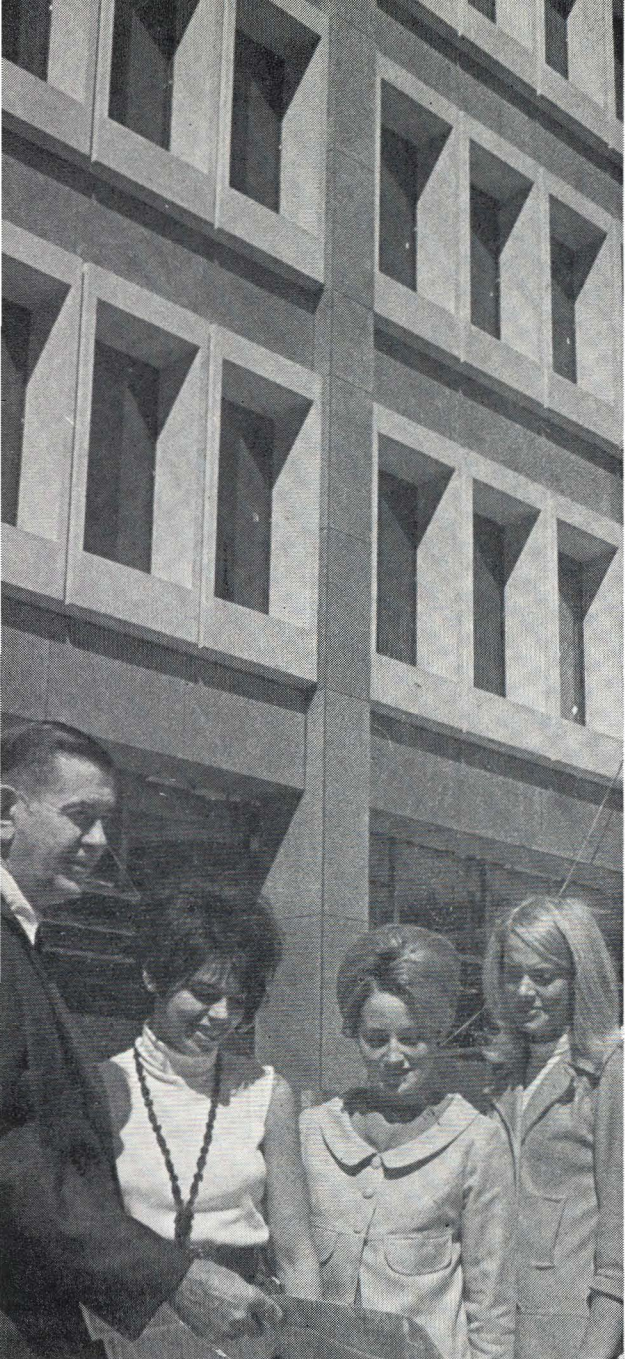
In carrying out its responsibilities to veterans, MSES cooperates with the Veterans Employment Service of the U.S. Department of Labor in an effort to provide effective service for all veterans. Their goals are the same: maximum job opportunity and gainful employment for every veteran.

## Veterans Are Prime Source Of Manpower

Two State Employment Service offices were honored by veterans organizations in 1968. The Duluth office received (below) the 1968 Minnesota Department of the American Legion award for "outstanding service to veterans." The Department of Minnesota Veterans of Foreign Wars award, given annually for "outstanding service to disabled veterans," was presented to the Minneapolis office.

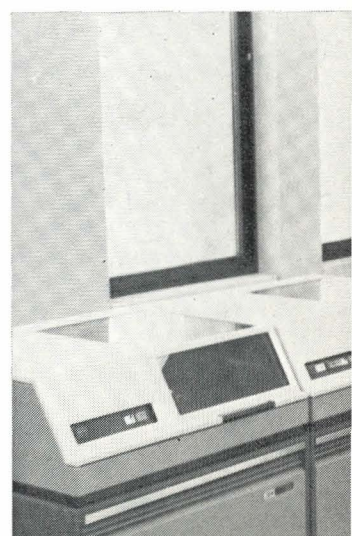




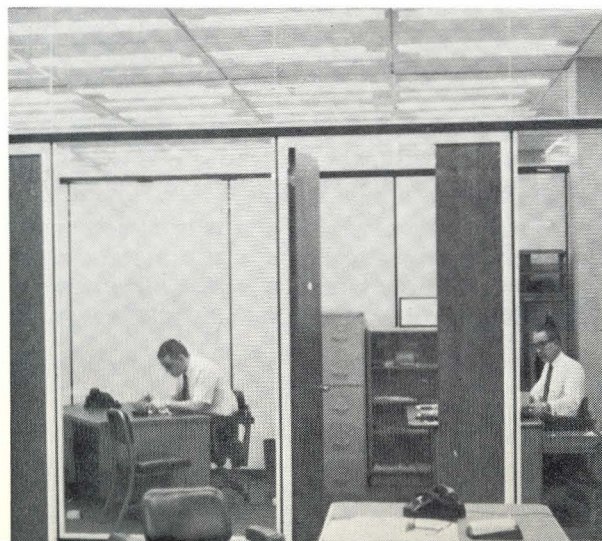
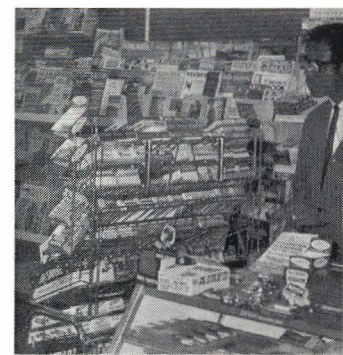
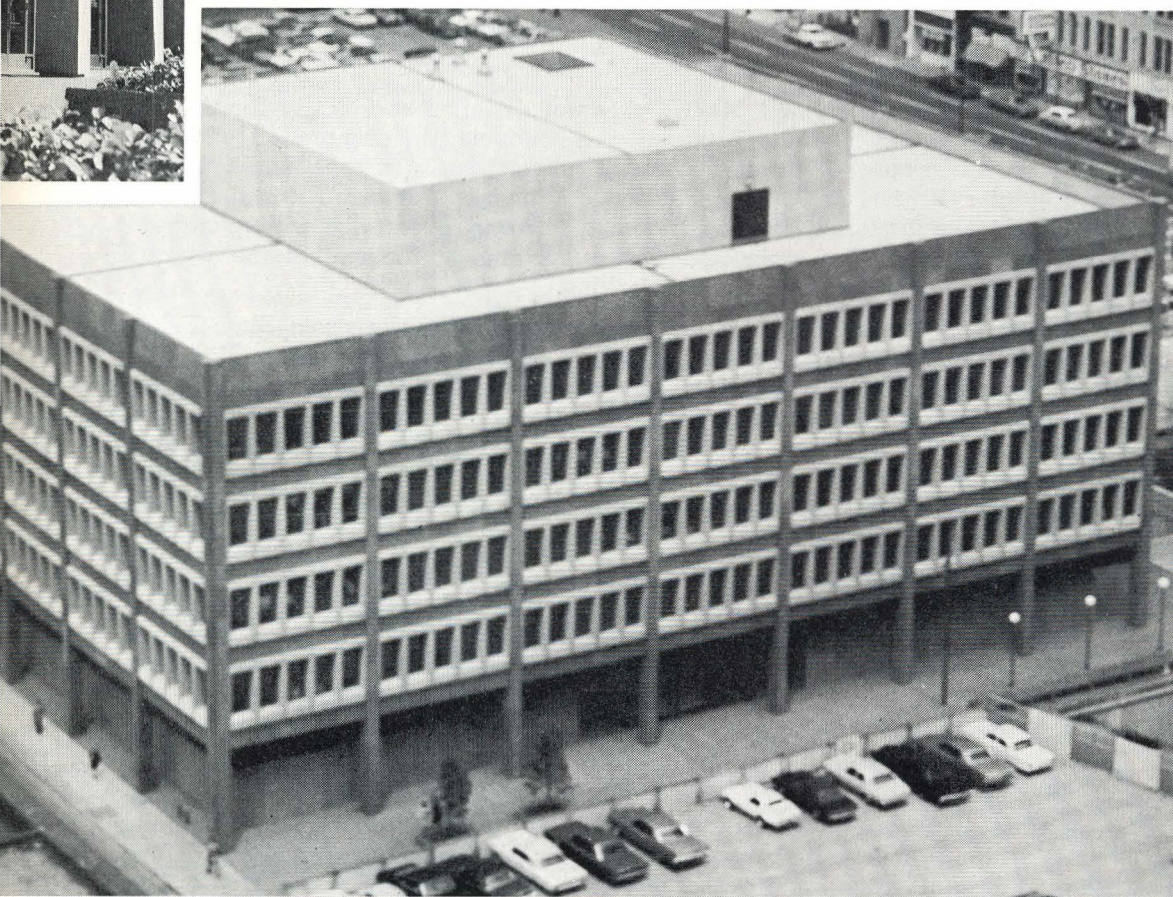
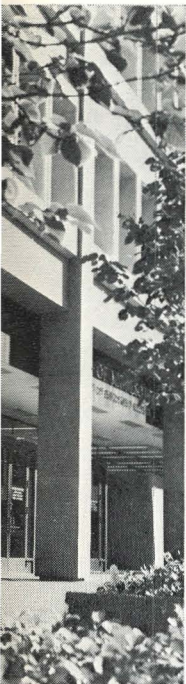


## Presenting...

the new five-story Employment Security Building. State and civic officials and the public joined employees in dedicating the modern facilities equipped to meet the manpower problems of the 70's. The St. Paul State Employment Service and Unemployment Insurance offices are on the first two floors. The Department's central administrative offices are located on upper floors.









# Job Training Emphasis on Disadvantaged

The Manpower Development and Training Act (MDTA) has provided occupational training and basic educational services for thousands of unemployed or underemployed Minnesotans since it was passed in 1962. By the end of 1968, 20,800 persons either had enrolled in courses at public and private schools or were taking on-the-job training for more than 300 different occupations.

The training aims at bringing those without marketable skills into areas of the labor force in which skill shortages exist. Training is tuition-free and most trainees qualify for weekly allowances to enable them to support themselves and their dependents during training.

The goals of the program have undergone significant change. At first applicants who seemed most likely to adjust quickly and easily to the working world were given preference for training. With the advent of emphasis on human resources development, priority has shifted to the most seriously disadvantaged.

In 1968, 40 per cent of those enrolled were under 22 years of age, 13 per cent were 45 or over and 48 per cent were school dropouts.

In 1968, Minnesota's first MDTA program designed specifically for the non-institutionalized mentally retarded was conducted in cooperation with Economic Laboratories, Inc., the St. Paul Public Schools and the St. Paul Rehabilitation Center. Thirty-six mentally retarded persons enrolled in the course, which trained them to be kitchen helpers. They proved to be willing and able workers. Thirty-five completed the course and, at the end of the year, 80 per cent of the graduates were working.

Late in 1968, an MDTA project was started at the Minnesota State Prison, Stillwater. Since 1965, MDTA has been conducting training at the Red Wing Training School, another State correctional institution, with impressive results. Although the rate of return to correctional institutions for participants in non-MDTA programs is between 50 and 60 per cent, those who have received some MDTA training have a return rate of 16 per cent. The program is designed to deal with personal adjustment problems as well as with academic and vocational skills.

How well is MDTA working? A study conducted by the U.S. Department of Labor indicates that graduates of MDTA training projects conducted at vocational schools achieve hourly earnings that average 20 per cent more than the wage received on their last job before training. Before training, 32 per cent were paid below the minimum wage while only 12 per cent were paid marginal wages after training. All groups studied (black and white, men and women) in all major fields of training had increased earnings. Heads of families showed a greater increase than those who were not family heads.

The majority of trainees are unemployed at the time they apply for training. A sizable proportion, about 29 per cent, are hard-core unemployed—defined as those who have been out of work 15 weeks or more.

By contrast, as of December 31, 1968, only 12 per cent of MDTA graduates still in the labor force three months after training (and for whom information was available) are unemployed. Although this rate is considerably higher than the average overall unemployment rate for Minnesota, it is far lower than the rate for the untrained.

The MDTA program in Minnesota is administered jointly by the Department of Employment Security, the Bureau of Work Training Programs (BWTP) and the Division of Vocational Education.

The Department of Employment Security is responsible for identifying occupational training needs, developing institutional training proposals, counseling and selecting persons for training, paying allowances to eligible trainees, providing placement services and conducting followup studies on graduates.

## MDTA Training in 1968

### Classroom Training

Enrolled	2,313
Terminated	758
Completed	1,965
In Training	883

### On-the-Job Training

Enrolled	1,564
Terminated	441
Completed	1,136
In Training	790



The Employment Service concept—Human Resources Development—which had been gathering momentum in 1967, took shape as tangible programs in 1968.

With the opening of new avenues for solving employment problems, MSES moved to improve services to applicants who otherwise would be unlikely to succeed in the labor force.

These applicants are at a disadvantage in the job market. They are unemployed or underemployed and poor because of race or national origin, lack of education or marketable skills, age, and/or limited opportunities as the result of physical or mental handicaps.

Almost 25,000 applicants for MSES services in 1968 were classified as disadvantaged. MSES outreach personnel brought in 5,228 and 1,989 were referred by various community groups. Supportive services were secured for 1,500 in order to develop their employment potential and 2,715 were enrolled in various types of training. Of the 7,144 applicants placed on jobs through the MSES Human Resources Development program in 1968, 6,823 were in non-farm occupations.

More than half the new applications received in MSES offices are from young people under 22 years of age. Serving this large group of jobseekers has always been a major program of MSES, particularly in the spring and early summer when they leave the classrooms.

Early in 1968 an accelerated program of developing jobs for youth, known as the GOVERNOR'S YOUTH EMPLOYMENT PROGRAM, got under way. The objective was to provide more jobs for all youth with emphasis on creating job opportunities for the disadvantaged and chronically unemployed. A full report of the outcome of this program and other MSES special efforts on behalf of young people begins on page 13.

New methods and programs used to meet employment problems in rural Minnesota are also reported in a special section (see page 28).

The new emphasis became apparent in existing programs. Earlier special efforts to provide augmented assistance to the needy, such as MANPOWER DEVELOPMENT AND TRAINING and Economic Opportunity Act (EOA) projects, also offered valuable guidelines and experience for concerted efforts to help the disadvantaged.

MSES continued to provide services to Economic Opportunity Act programs operating in Minnesota during 1968. These programs include the Job Corps, Neighborhood Youth Corps (NYC), New Careers, Operation Mainstream, Green Thumb, Foster Grandparents, Work Study, Volunteers in Service to America (VISTA) and Community Action programs.

EOA programs are designed to meet the individual needs of different types of applicants. For example, the Job Corps and Neighborhood Youth Corps are directed toward youth. Green Thumb and Foster Grandparents provide supplemental income for needy older workers. Operation Mainstream and New Careers are for individuals 22 years of age and older.

MSES recruits, refers, tests, counsels and provides job development and placement for EOA programs in operation throughout the state.

MSES staff members serve on each of the Community Action committees formed in Minnesota to coordinate the efforts of all groups within a community interested in helping the needy and as members of or consultants to the Community Action agencies incorporated to conduct programs administered by the Office of Economic Opportunity.

## Special Jobs, Services Widen Opportunities



The NEW CAREERS program offers unemployed adults work experience in pre-professional positions and the opportunity to receive academic training needed to become professional employees of social service agencies.

MSES assists in the identification of New Careers candidates for the three projects now operating in Minnesota.

Twenty-one of the state's 500 New Careers enrollees are employed in MSES offices as neighborhood workers and interviewer aides.

New Careers enrollees are also employed in other agencies as teacher aides, conservation aides, case aides, highway technicians, psychiatric technicians and homemaker trainees.

OPERATION MAINSTREAM was designed to provide employment for needy adults with a history of chronic unemployment who have poor employment prospects because of education, age or other barriers to jobs. The program enables such persons to participate in projects which improve the social and physical environment of the community.

Enrollees work 40 hours per week and earn \$1.60 per hour for a period of up to two years. Sixteen Operation Mainstream projects were funded in Minnesota during 1968, with a total of 711 positions in 42 outstate counties.

## **Minnesota ES Prepares For Work Incentive**

Title V of the Economic Opportunity Act provides work experience and job training for welfare clients and other unemployed persons unable to support themselves or their families.

In preparation for the cessation of Title V programs—which were to be supplanted by the Work Incentive (WIN) program on June 30, 1969—six of the nine projects in Minnesota ceased operation during the last half of 1968.

In Minnesota Title V programs are administered by the Minnesota Department of Public Welfare. In 1968, six MSES local offices provided manpower services to five projects. During the last half of the year, MSES counselors and interviewers continued these services on direct assignment to Hennepin, Ramsey and St. Louis counties. These counties are slated for initial WIN projects.

In preparation for WIN, during the last few months of operation the Title V programs will deal mainly with recipients of Aid to Families with Dependent Children (AFDC). WIN, enacted by 1967 amendments to the Social Security Act, is designed to assist in returning members of AFDC families to financial independence.

The phasing out of Title V is being coordinated by the federal Departments of Labor and Health, Education and Welfare with their State counterparts—the Department of Employment Security and the Department of Public Welfare—working together to accomplish a smooth transition which will not disrupt services to participants.

A fourth WIN project is slated for the 10-County Minne-CEP area in north central Minnesota (see page 33).

The Work Incentive program is designed to move people out of welfare and into jobs, training, or work experience. It will function locally through MSES offices. Services such as counseling, education and skill training help AFDC recipients get and hold good jobs at decent wages.

Not all family heads and youth in the approximately 16,500 AFDC families in Minnesota are considered appropriate for WIN. Fulltime students, family heads who are needed at home, and the sick, disabled or elderly are considered inappropriate for referral to WIN. Welfare caseworkers must review all family cases to determine who should be referred. From 1,500 to 2,000 AFDC recipients are expected to be served by WIN during its first year.



## Retraining, New Jobs For Older Workers

A prime source of workers is the age group 45 through 65. Individuals in this category represent a reservoir of skills and good work habits which can be acquired only through experience. While on the job, they are considered valuable employees. However, when unemployed, they often have great difficulty securing employment.

To make sure older job applicants receive maximum assistance in finding new employment, each MSES office serving adults now has at least one interviewer who has received special training in the problems of older jobseekers.

In addition, during 1968 several innovations were aimed at reemployment of displaced workers.

In March, in cooperation with the Minneapolis Rehabilitation Center, MSES began an experimental employability development program—the first of its kind in the nation—with financing under the Manpower Development and Training Act. During the year, 60 older workers with particularly difficult employment problems were able to reassess their skills and regain their job-seeking abilities. Techniques developed in this program will provide guidelines for older worker programs in other states.

In cooperation with the YWCA in Duluth, Rochester and St. Paul, MSES conducted job seminars for mature women in these communities. Information on job opportunities, training facilities and assistance available through agencies was designed for women considering returning to work either by choice or necessity. The increasing attendance at these seminars indicates a need for more such informational programs.

The 280 men employed on GREEN THUMB crews during 1968 were paid \$1.60 an hour for an average of 20 hours during a four-day week. Their average age was 67. Most were farmers, construction workers or laborers from rural areas or small communities, although a few have worked in offices and shops.

The Minnesota Highway Department sets up the work program. In addition to planting thousands of trees and shrubs, the men sowed and sodded many acres of grass, protected lakeshores with retaining walls and grass slopes, cleared acres of brush, trimmed right-of-way grass and bushes, cleaned up debris in river drainage areas and headwaters of streams and rivers—and even planted wild flowers.

Several federally-funded programs for which MSES recruits workers provide employment for low-income older workers in performing community services which might not otherwise be possible because of lack of local funds.

Senior citizens over 60 years of age are hired as FOSTER GRANDPARENTS to spend two hours a day at the state hospitals for retarded children in Brainerd, Faribault and Cambridge. Through this program, individual care and training is provided for children who have few or no visitors.

MSES recruits the "Grandparents" for the program which is carried on jointly with the Minnesota Department of Public Welfare and the hospitals. Fifty-one per cent of the 120 Minnesota Foster Grandparents were 70 and over. Their "grandchildren" are all under 16 years of age and half of them are nonambulatory.

The Minnesota Farmers Union sponsored the GREEN THUMB program in 18 counties during 1968. The green-helmeted oldsters, whose average annual income was approximately \$800 before the program was inaugurated, beautify the state's highway landscapes and earn income which helps them enjoy their retirement years.

In addition to recruiting qualified applicants, MSES local offices—at the request of the sponsor—may provide counseling, testing and other services.



In mid-year, the Minneapolis Older Worker Special Service unit began recruiting 40 persons, aged 55 or older, for a new demonstration SENIOR CITIZENS PROJECT financed by the Department of Labor and sponsored locally by the Minneapolis Central Labor Union Council.

Besides augmenting the income of older persons whose family income is below the poverty level, the program is designed to lead to fuller employment and provide needed services in the community.

By December, 37 "senior aides" were engaged in such diverse work as reading to patients in nursing homes, assisting librarians, providing instruction to the mentally retarded in craftwork intended for sale, and guiding tours of the Minneapolis Institute of Art.

Other senior citizens, who may not be eligible for EOA and other federally funded programs but who wish to supplement social security or pension incomes, have been helped back into the labor force by MSES older worker specialists. MSES staff members are stationed at Senior Citizen Centers in Minneapolis and St. Paul. MSES offices in smaller communities maintain close working relationships with the local Senior Citizens Centers. During 1968, jobs were found for a number of men and women in their seventies and a few in their eighties.

In cooperation with area vocational technical schools, a special sales training-placement program for senior citizens was conducted in St. Paul and Duluth. After completing specially designed classroom training, the "graduates" were placed in public contact jobs which offered on-call employment opportunities throughout the year.

In 1968, 22,000 applicants in the over-45 group were placed in jobs through MSES—almost 92 per cent of the 24,000 new applicants who registered during the year. While the number of placements was about the same, the number of new applications was 5,800 less than in 1967.

Placements of handicapped persons in 1968 jumped 20.3 per cent, the best percentage increase in the 18 years in which records of such placements have been kept by MSES. During the last half of the year, each consecutive month set an all-time high when compared with the same month in prior years. A total of 7,577 handicapped persons were placed in nonfarm jobs in 1968.

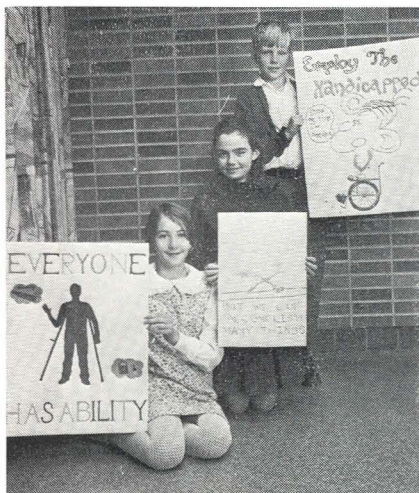
Cooperation with the Governor's Commission on Employment of the Handicapped in publicizing the abilities and employment needs of disabled persons, intensive training of MSES interviewers and counselors as specialists in serving the handicapped, and expanded and new efforts to improve employability contributed to this growth.

A breakthrough in special services was accomplished in the St. Paul Human Resources Development office with the appointment of full-time alcoholism counselor, the first in any state employment service. His responsibilities are to find jobs for recovered alcoholics and "pill addicts" with understanding employers and to demonstrate to other employers that hiring former alcoholics is profitable.

During the first six months of concentrating on serving former alcoholics, he placed 250 in jobs. At the end of October, followup showed 75 per cent still on the job and doing well.

The pioneering efforts of this MSES employee in St. Paul led to the training of MSES employment counselors and interviewers from each of the Metropolitan Area offices in ways to help these handicapped persons become useful and productive workers and responsible citizens. During the last half of 1968, these staff members also were given two weeks of resident training in the Alcohol and Drug Unit at Willmar State Hospital.

State Employment Service offices cooperate with other groups in encouraging the hiring of the handicapped. The Rochester office, the Hiawatha Valley Chapter of the National Paraplegia Foundation, the Division of Vocational Rehabilitation and the Ability Building Center, a sheltered workshop, sponsored a poster contest for junior high school students. Winners display their handiwork (below).





Minnesota's nonwhite population is predominantly Negro, American Indian and Mexican-American, although there are small groups of others for whom race constitutes a barrier to employment.

In the last nine months of 1968, a total of 9,234 minority group members were employed through MSES, 5,608 in regular jobs and 3,626 in short-term employment. Approximately 84 per cent of the minority group workers filing new applications obtained regular jobs. (New MSES programs in 1968 for Indians residing on reservations are reported on page 33.)

From July through December, 662 such persons were referred to training under the Manpower Development and Training Act. The Apprenticeship Information Center referred 39 Negroes and 11 Indians to apprenticeship training programs; 12 Negroes and 4 Indians were apprenticed as bricklayers, painters, carpenters, printers, sprinkler fitters, machinists, auto machinists and auto body repairmen.

Eighty per cent of the persons who come into the Selby-Dale MSES office in St. Paul are members of minority groups. During the year, a minority group person hired by MSES as a Neighborhood Advisor became supervisor. Since the office was opened early in 1968, 1,543 individuals registered with MSES for the first time; 2,553 job referrals, resulting in 763 placements, were made.

The MSES office in the Pilot City Employment Center in north Minneapolis served 682 new applicants during the last six months of 1968 and made 877 referrals to jobs resulting in 500 placements. The supervisor is a minority group person who was first employed by MSES in 1967 as an employment counselor in the Minneapolis Human Resources Development office. Most of the staff are members of minority groups and residents of the area served by the Center.

Another Negro, employed by MSES in 1967 as a Neighborhood Worker in the Minneapolis Human Resources Development office, was promoted in June, 1968, and placed in charge of the MSES office in the South Side Citizens Community Center, Minneapolis. When he advanced to the MSES employment component of the Concentrated Employment Program of the Southside Minneapolis Model Neighborhood, he was succeeded by an American Indian who came to MSES as a Neighborhood Advisor at the Pilot City Employment Center. Others of Indian descent are employed by MSES to serve the needs of their people who live in the Twin Cities.

When the Jobmobiles (house trailers) were put into service early in 1968, priority was given the west side of St. Paul where the highest percentage of Minnesota's Mexican-Americans live. In addition, a Neighborhood Worker was assigned to the area to seek out the unemployed and underemployed and refer them to MSES offices.

The Department has a favorable record of hiring minority group persons for its staff at all levels. Of the total number of employees (1,115) as of December 31, 1968, 65—or 5.6 per cent—were minority group persons, some of them longtime employees in responsible positions. Less than two per cent of Minnesota's population are members of minority groups.

Upgrading and recognition of all employees is on a basis of merit and, when required, Civil Service examinations. Late in 1968, an Unemployment Compensation Representative in the St. Paul local office was promoted Unemployment Compensation Specialist. Andrew Owens, staff member in the Investigation Section, was one of 11 Department of Employment Security employees who received State Service Awards from the Governor for 30 years of service to Minnesota in 1968. Evelyn Brent of the Office Services Section received a 25-year State Service Award in 1967.



# Rural Projects Strive Toward Stable Economy

Although agriculture, including production and processing, remains Minnesota's leading industry, rural Minnesota is not isolated from the effects of the national economic shift created by automation and the complexities of technology. Several MSES programs were introduced and others strengthened in 1968 to bring about more effective alignments of commerce and population.

Each year more rural communities recognize the need for improving their economic stability and creating ways to curb the high rate of outmigration of the younger, more productive members of the labor force.

The trend toward more highly capitalized units continues to characterize agriculture in terms of capital investment per farm and per farm worker.

In 1935, the number of farms in Minnesota reached a high of 204,000. The decline which began then apparently has not run its course. In 1968, there were approximately 131,000 farms averaging 247 acres in size, with the greatest drop over the years occurring in the north central and northeastern districts. Total farm acreage has remained relatively constant at approximately 32.4 of the 51 million acres of land in the State.

The Department is determined that its resources and services be utilized to the advantage of all of Minnesota. In 1968:

- Ways were found to speed up county manpower surveys, a vital tool for community planners seeking new industry and economic expansion, and to place the employment service know-how at the service of the individual rural poor.
- Three local MSES offices and the Farm Labor Service cooperated in a pilot project effort to streamline recruiting in-plant workers for food processors when crops mature.
- A Jobmobile (house trailer equipped as an employment office) was used in the LaCrescent apple harvest, resulting in greater use of the local labor supply to fill the job openings.
- Contacts with migrant workers to provide information on additional work opportunities were substantially increased.
- MSES representatives were assisted by State Health Department sanitarians in inspecting migrant housing, important to maintaining this seasonal work force in Minnesota.
- MSES personnel in north central Minnesota worked closely with the area's new Concentrated Employment Program which aims at developing new industries and jobs in an area of persistent high unemployment.

During 1968, MSES filled 23,407 farm job openings. Compared with 1967, seasonal employment in the major labor-using crop activities, with the exception of sugar beets, showed a general decrease. For many crops, heavy rains throughout May, June and July delayed field activities and extended the season.

In effect, peak employment in one region of the State was often offset by the opposite trend in the same crop in another area.

The estimated 6,000 local workers employed at the end of July—when top seasonal farm employment was reached—included approximately 2,250 nursery workers, 1,850 corn detassellers, 1,000 green pea field equipment operators, 450 raspberry pickers and several hundred mixed vegetable workers. Workers in corn detasseling, raspberry picking, mixed vegetable work and employed as temporary farm hands were almost exclusively youth under 22 years of age.



## **Recruiting Steadies Seasonal Work Force**

Making use of Minnesota residents in food processing is one of the challenges in recruiting workers for an industry which, overall, requires large numbers of seasonal workers but which fluctuates from day to day in the specific number required.

The corn pack presents unique problems—since it extends into October. Students return to school early in September. Sweet corn is harvested on a tight schedule, as it matures, and recruiting of in-plant workers available throughout the corn pack is of critical importance to a first-quality product.

In 1968, a special effort was made to more effectively meet this challenge. A food processor with six plants located in areas served by three local MSES offices agreed to be the “pilot” subject. The company gave MSES hiring authority within certain limits. Its main office regularly notified the Farm Labor Service of its worker needs for all plants. Where possible, the three MSES offices referred local workers directly to the plants in their administrative areas, while the Farm Labor Service served as a clearing house.

The system—mainly one of simplified communications—enabled other local offices with qualified applicants to obtain current referral information by making a single call.

The emphasis in recruiting seasonal workers is shifting from short-term temporary workers to adults living within commuting distance of the plants and able to continue their employment through the peak season.

It was still necessary, however, to supplement the local work force with interstate workers. For example, the Mankato MSES office placed 370 local residents with food processors, but shortages developed. Interstate clearance orders brought more than 200 additional workers from Texas, California and South Dakota. The Dakotans included 132 American Indians.

Seven MSES offices—Mankato, Hopkins, Fairmont, Owatonna, Faribault, Winona and Willmar—ultimately secured 950 workers for the corn pack and turkey processing through interstate recruitment, enabling the processors to continue production at maximum capacity to the end of the season.

The seasonal Farm Labor Office in Hollandale was open from April 1 to November 15 to serve the large number of growers and workers in the area. Almost 350 interstate migrant workers, somewhat fewer intrastate workers and all interested local workers received concentrated placement services which resulted in fuller employment, higher yearly earnings and fewer periods of unemployment.

Effective distribution of the seasonal work force among the various growers and the numerous job assignments resulted in 3,704 placements.

Since the seasonal office in Hollandale was first opened in 1965, a relatively stable placement total has been recorded: 3,735 in 1965; 3,730 in 1966; and 3,513 in 1967. The lower number of placements in 1967 was mainly the result of acreage losses due to spring floods.

In addition to providing placement service, the Hollandale staff assisted state and federal agencies in housing inspections and educational, health and social welfare programs.

An MSES Jobmobile (house trailer) moved into the La Crescent area to help with special recruiting for the apple harvest, marking the first time one of these units was used to facilitate recruitment in a small community. The Jobmobile served as a labor clearing house for growers in the adjacent area



from August 19 to October 17, and the MSES seasonal Farm Labor representative placed 206 apple harvest workers.

Immediate assistance in filling job openings—an important factor in maintaining reasonable work force stability—was available at the Jobmobile.

Good preseason registration resulted in more local labor being employed than in previous years, when labor had to be extensively recruited from outside the area.

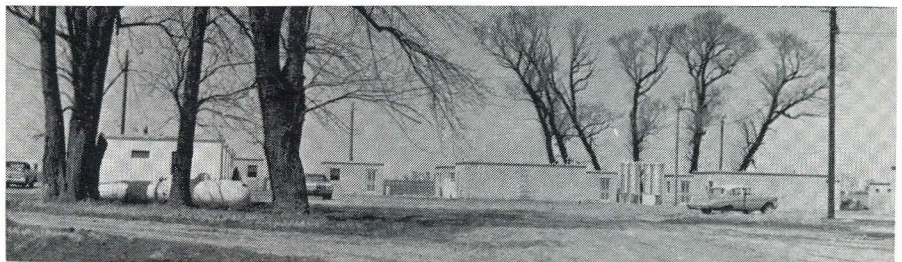
During 1968, Minnesota's total migrant population was approximately 11,300, of whom about 7,600 were workers. The others were children under 14 and other nonworkers. Historically the majority are of Spanish descent and maintain permanent homes in Texas. They usually travel in family groups with mother, father, and children over 14 years of age working.

Prior to the start of recruitment, 25 clearance orders were received from other states for approximately 3,275 seasonal workers. Two states, Ohio and Wisconsin, supplemented their job orders by sending recruiters to Minnesota.

Once the workers were on the job in Minnesota, MSES representatives contacted family heads in the field, particularly those without subsequent employment arrangements, to help them develop continuous work schedules, including employment in other states. At the same time, migrants were offered the full range of MSES manpower services. Under this program, MSES representatives were able to contact 40 per cent more groups and workers than in 1967. Only 18 per cent of the groups left the area before contact could be established.

MSES participated in a number of programs which contribute to the welfare of migrant workers. For example, MSES cooperated with the State Department of Education in a program to notify schools of the arrival of school-age migrant children.

In mid-1967, under federal regulations, the State Employment Service became responsible for determining, by inspection, that acceptable housing is available before recruiting agricultural, woods, nursery and food processing workers from other states for an employer.



New housing is being provided for migrants.

Traditionally, in Minnesota the State Department of Health is responsible for migrant housing. To enable Minnesota employers to meet federal regulations prior to the 1968 spring recruitment, joint preliminary inspection by representatives of MSES and a Health Department sanitarian was arranged. Housing—ranging from single family units to large camps for several hundred workers—was again inspected prior to recruiting activities and while occupied by the workers.



During the first year—from July, 1967, to July, 1968—the federal regulations were revised to keep up with experience gained nationally, and were subsequently announced in final form. The Minnesota Department of Health proceeded with revising the State regulation to embody the federal requirements and, should their proposal clear all the necessary hearings, may develop a single regulation which will basically meet both federal and State requirements.

The spirit of cooperation with which Minnesota employers of migrants accepted the new regulations is noteworthy. MSES inspections revealed instances of disrespect for and damage to the equipment and units. In spite of this, the employers, as a group, have invested approximately a quarter of a million dollars in new construction, improvements and equipment additions since July 1, 1967.

In general, MSES relationships with both employers and workers have benefited from the housing program, and living conditions in Minnesota have improved for migrants recruited through the State Employment Service.

Through the Smaller Communities Program (SCP), the Department lends special assistance to remote rural areas through a comprehensive evaluation of their manpower resources.

A mobile team of seven experienced counselors and interviewers moves into those areas which appear to have the greatest immediate need and makes studies of manpower resources for industrial, business and job development.

Because of a sharp increase in 1968 in the demand for manpower surveys, the program was expanded to cover a broader geographic area than in any previous year.

The Wadena County survey, conducted early in 1968, demonstrated that a total skill inventory could be accomplished within a relatively short period of time. By enlisting the support of every industrial development group and civic organization and other state and local agencies, the county manpower survey committee successfully encouraged participation. Virtually every worker and potential worker was registered within a three-week period. The total response of 4,296 exceeded the statistically estimated Wadena County labor force for 1966 of 4,264. An additional 963 persons from bordering counties also were registered.

Manpower inventories were completed in seven rural counties: Lyon, Wadena, Polk, Murray, Stevens, Kanabec and Le Sueur.

The 27,829 responses obtained from these seven counties nearly equals the accomplishments in the nine counties served during the three and one-half preceding years of the program. Counties surveyed earlier were Pine, Aitkin, Redwood, Yellow Medicine, Todd, Becker, Morrison, Chippewa and Lac qui Parle.

The comprehensive report resulting from each of these studies serves to document the area's potential labor supply, information which is indispensable in promoting industrial expansion.

While in an area, the mobile team also provides employment counseling and referral to jobs or training to individuals in need of such assistance. Delivering employability services to the rural disadvantaged frequently means a staff counselor or interviewer must drive some distance to interview a client in his or her home. A number of rural residents, previously unaware of the vocational opportunities open to them, have taken aptitude tests on the kitchen table and have been successfully enrolled in training which resulted in a more satisfactory job for the individual and a better livelihood for the family.

## **Manpower Surveys Aid Rural Planning**



The Department's interest in an area's plan of action does not terminate when the manpower inventory is completed and the report of manpower resources is published. The Research and Planning Section furnishes up-to-date information on employment, unemployment and, where needed, makes special studies.

Staff members from the Smaller Communities Program, the Farm Labor Service and MSES offices work with area civic leaders and representatives of other interested agencies—including the Department of Economic Development, the Agricultural Extension Service and the Division of Vocational-Technical Education—in formulating plans for overall economic development. Managers of MSES offices, often serving on the boards, attend meetings of Rural Area Development committees and Technical Action Panels.

In planning its 1969 program, the Smaller Communities Program is seeking ways which will permit greater use of the mobile team staff in assisting individual applicants. Fuller use of SCP personnel in a technical capacity will also facilitate working in more than one area at a time on a regional basis.

The Martin County survey, scheduled to begin in February, 1969, will employ two interviewers, paid by the county, to do most of the information gathering. A number of unpaid volunteers—including organized groups of senior citizens eager to participate in this particular community endeavor—will promote the survey and assist the interviewers in gathering information from an anticipated 8,000 registrants.

### **Twenty Counties in Redevelopment Area**

Twenty northern Minnesota counties which show a continuing unemployment rate of six per cent or more participate in the Rural Area Redevelopment (RAR) program provided under the Manpower Development and Training Act (MDTA) and potentially are eligible for all federal assistance programs of the Public Works and Economic Development Act of 1965.

Institutional MDTA training projects, designed to meet the particular needs of the region, are open only to residents of the RAR counties—Aitkin, Becker, Beltrami, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Kittson, Lake of the Woods, Mahnommen, Marshall, Mille Lacs, Morrison, Norman, Pine, Red Lake, St. Louis and Wadena. All trainees are eligible for training allowances.

RAR projects during 1968 included four welding courses, a drafting course and two courses in improved farming techniques. Two RAR homebuilding projects and a basic education course were conducted on Indian reservations. In 1968, 129 persons enrolled in RAR courses, 207 were graduated and 49 were still in training at the end of the year.

### **Ten Counties Aided By Rural Minne-CEP**

In mid-1968, \$2 million in federal funds were authorized for a Concentrated Employment Program in a 10-county area of high unemployment in north central Minnesota.

The appropriations, under the Economic Opportunity Act (EOA) and the Manpower and Development Training Act (MDTA), were for developing industries and jobs and getting the unemployed and underemployed back into productive work in the private sector of the economy. Counties in the area are: Becker, Beltrami, Cass, Crow Wing, Hubbard, Mahnommen, Morrison, Otter Tail, Todd and Wadena.

These counties are served by MSES offices at Bemidji, Brainerd, Crookston, Fergus Falls, Little Falls and Moorhead, and the Detroit Lakes Employment Center which is staffed by personnel from the Moorhead MSES office.



The 10-county Cooperative Area Manpower Planning System (CAMPS) committee, with the manager of the Bemidji MSES office as its chairman, completed organization and moved ahead with its task of identifying area manpower problems and planning operating programs. First on its agenda was a survey of job vacancies in the area.

The CAMPS committee includes persons in the area who represent national, state and local agencies involved in federally financed manpower programs. By working together, the agencies seek to provide more complete services to individuals and to avoid duplication of effort.

The four Community Action agencies in the area formed a corporation, Rural MINNE-CEP, Inc., with headquarters in Detroit Lakes, to act as the central body for handling the employment programs. The Mahube (Mahnomen, Hubbard and Becker counties), Bi-County (Beltrami, Cass), Tri-County (Todd, Morrison, Crow Wing) and Otter Tail-Wadena County Community Action Councils were the incorporators.

The area covered by the program—210,000 square miles—includes three Indian Reservations. In mid-July unemployed persons numbered over 6,200. At certain times of the year, unemployment rates go as high as 40 per cent.

The Department of Employment Security responsibilities in the program include: gathering job market information; assisting with seeking out and recruiting potential workers; screening applicants to determine eligibility; administering complete test batteries; counseling; selection and referral to training; job and placement.

MSES personnel serve on the four-member teams which assist each trainee in developing vocational plans in keeping with his interests, aptitudes and capabilities. The team usually consists of a counselor, an employment developer, a social worker and a coach familiar with problems of the poor. They will follow up on the trainee until he is permanently and successfully employed.

Training projects were developed jointly by the Department of Employment Security, the Minnesota Division of Vocational Education and Rural Minne-CEP, Inc.

Almost \$800,000 was allotted for the retraining of 320 unemployed residents of the area. The first group of trainees were individually referred to public and private schools for training—at no cost to the trainee—for a variety of occupations in which job opportunities are available.

The plight of unemployed Indians living on reservations has been the target of a number of special MSES programs. Three reservations—Leech Lake, Red Lake and White Earth—are located in the 10-county Concentrated Employment Program area. Each reservation has had a full-time MSES representative since 1967. At certain times of the year, unemployment on at least one of these reservations may run as high as 60 per cent.

The Fond du Lac Reservation is served from the Duluth MSES office by a reservation representative who also provides employment services to Nett Lake, Mille Lacs and Cyland Portage.

Four Indian communities located in southwestern Minnesota—Pipestone, Madelia, the Upper Sioux near Granite Falls and the Lower Sioux near Morton—are served by a reservation representative headquartered at the Marshall MSES office.

All MSES reservation representatives are of Indian descent and are persons who understand the difficulties faced by the people they serve.

A Manpower Development and Training Act project provided training in building occupations for residents of Red Lake and Leech Lake Indian reservations in 1967 and 1968. Trainees built new homes on the reservations.





# Employer, ES Cooperation Develops Jobs

MSES Employer Relations programs are characterized by new dimensions as the Department moves ahead in its vital role of providing a variety of manpower services to industry and the public.

All MSES programs are keyed toward developing cooperation with industry and dependent for success upon industry's acceptance. Thus, Employer Relations today encompasses much more than the traditional job order solicitation.

To coordinate the increasing responsibilities of this function, in mid-1968 a staff member was assigned as State Employer Relations Supervisor. Employer Relations units were established in the Minneapolis and St. Paul offices.

Field visits to employers and telephone contacts by the Employer Relations Representative in each local office continue to provide job development and labor market trends. Through coordination at the State level, closer working relationships and more effective staff training have been made possible.

Industry is increasingly aware of its role in providing opportunities for the poor, the unemployed and the underemployed to join the work force. Through its redirected Employer Relations programs, MSES will offer assistance on plans and programs to employers who wish to participate actively in upgrading the disadvantaged.

A new partnership between industry and government came into being early in 1968, when the President called on business to bring its resources to bear on the training and hiring of 500,000 hard-core unemployed persons by June, 1971, and to help find summer jobs for 200,000 youth.

To provide leadership for the proposed Job Opportunities in the Business Sector (JOBS) program, the National Alliance of Businessmen (N.A.B.) was organized.

Two Minnesota cities, Minneapolis and St. Paul, were among the 50 large metropolitan centers selected for N.A.B. committees in 1968. In each of the Twin Cities, the N.A.B. committee chairman is assisted by "volunteers," on loan from private industry, who serve as the director and the JOBS procurement manager. A manpower coordinator from the Minnesota State Employment Service, who is manager of recruitment and government programs, also is assigned to each team.

Funds were made available through the U.S. Department of Labor to pay the extraordinary expenses of hiring, training and retaining the workers. In 1968, contracts were awarded to 11 Twin Cities firms to train 878 workers at a total cost of \$1,946,474.

The N.A.B. set goals of 900 workers on the job in Minneapolis and 500 in St. Paul by June, 1969, and 4,000 and 2,500, respectively, on the job by June, 1971. Through December, 1968, the Minneapolis N.A.B. committee received 1,886 job pledges and 770 workers were on the job. In St. Paul, 1,074 jobs had been pledged and 758 persons were working December 31.

Youth employment goals for the 1968 N.A.B. summer program were 2,200 in Minneapolis and 1,300 in St. Paul. In Minneapolis, approximately 1,400 jobs were pledged and 1,350 hired. In St. Paul, 1,402 job pledges were made to the N.A.B. committee and 1,430 youth were hired.

The Employer Relations program also is involved in the Department's expanding labor market information program which provides industrial development groups with up-to-date data on labor market conditions and local economies throughout the state.

The National Alliance of Businessmen (N.A.B.) solicited many jobs for disadvantaged youth in Minneapolis and St. Paul. Billboard space donated as a public service by outdoor advertising firms was used to publicize the need for jobs. Minneapolis N.A.B. Chairman Donald C. Dayton (left, front) helped post the first billboard.





The Occupational Analysis—Industrial Services program is designed to assist MSES, employers, unions and other organizations with manpower or personnel problems.

Job analysts and employer relations representatives are trained to assist employers with or to instruct them in job analysis techniques and to prepare and discuss staffing patterns, organizational charts and job descriptions. Other problem areas in which the job analysts and employer relations representatives offer assistance include recruitment, selection, skill utilization, turnover and absenteeism.

With the advent of programs to help the unemployed and underemployed, job analysts have been called on, in a few instances, to “restructure” jobs. To do this, the analyst writes job descriptions of beginning jobs and then discusses the hiring requirements in detail with the employer to see if they can be modified to allow consideration of disadvantaged applicants.

In September, a new Industrial Relations Handbook was published by the U.S. Employment Service. The handbook explains many manpower and selection problems and gives examples of solutions, emphasizing the objective of optimum human resource utilization and development.

MSES participates in a nationwide system for the exchange of workers between states. Workers from other states are located, selected and referred to employers when they can not be found locally. Similarly, applicants can be referred to employment in other parts of Minnesota or any other state.

Through this system, Minnesota employers recruited workers in State Employment Service offices in North Dakota, South Dakota, Iowa, Wisconsin, Oregon, California, Texas and Georgia. The short supply of available workers, however, discouraged large-scale recruiting in Minnesota by employers from other states.

One Minnesota employer successfully recruited workers in other areas by using a large converted commercial passenger bus as a personnel office. Prospective employees were screened through the MSES offices before being referred to the personnel office bus.

In 1968, 790 job openings with the University of Minnesota and the Minnesota Civil Service Department were distributed to all MSES offices and listed in a monthly publication.

The monthly publication, *State Inventory of Job Openings*, lists current Minnesota job orders. The *Minnesota State Inventory of Labor Supply and Demand*, also issued monthly, reports shortages and surpluses of workers reported by MSES offices. Both publications are distributed to state Employment Service offices throughout the United States.

Changes in regulations governing the employment of alien workers in 1968 increased state Employment Service responsibilities in the immigration program. Revisions included a penalty clause for employers who violate immigration certification procedures and requirements for alien-employment contracts, employment and fee statements.

During the year, MSES processed 286 job offers, of which 96 were for domestics, 40 for temporary workers and 30 for entertainers. The Department of Labor certified 88 per cent.

MSES investigates the local labor supply to determine whether applications for alien employment certification will adversely affect similarly employed American workers.

## **Exchange System Links Jobs in State, Nation**



## **Legal Experts Aid MES Law Administration**

The Minnesota Employment Security Law provides for the compulsory, systematic accumulation of a reserve fund to which employers contribute through a payroll tax. The law stipulates the fund is to be used for the benefit of persons unemployed through no fault of their own.

To bring about effective and equitable administration of this law, provision is made within the structure of the Department for investigations, appeals, collection of delinquent accounts and control of benefits payments.

An Assistant Attorney General, who is also Chief of the Legal Section, is assigned to the Department of Employment Security to conduct its legal affairs and act as its legal advisor.

Court actions, such as fraud prosecutions and suits to enforce collection of delinquent accounts, are sometimes necessary.

During 1968, 194 proofs of claim totaling \$109,579.92 were filed in bankruptcy, probate, receivership and other dissolution proceedings.

A total of \$136,926.57 was collected on 1,014 items of delinquent contributions, including \$25,147.26 paid by 82 accounts without suit.

During the year, 805 delinquent accounts were referred to the Legal Section by the Accounting Section. In 503 cases, suits were commenced in District Court to collect \$208,681.31. Eight District Court cases which had been contested were disposed of; 67 were paid prior to entry of judgment; and 448 judgments were docketed. One judgment was satisfied by the sheriff upon execution; 85 were directly by the Assistant Attorney General; and 209 were written off upon expiration of the statute of limitations.

Another 162 referrals for collection were cancelled because they were more than four years past due or because the employer was not liable, was deceased, or could not be located.

On July 29, the Attorney General issued an opinion that the 1967 amendment to the Minnesota Employment Security Law which provided for paying benefits on the basis of calendar weeks, rather than flexible weeks as formerly provided, was not intended to result in a loss of benefits.

### **Fraud Investigations Show Few Law Abuses**

Overpayments of unemployment compensation benefits resulting from fraud were slightly more than one-tenth of one per cent (.0011) of all benefits paid in 1968. This is even less than the 1967 percentage, which was just under two-tenths of one per cent.

Investigators uncovered 423 cases of fraud among 3,355 overpayments in the 13,626 new cases handled during the year. The hundreds of other cases of overpayment of benefits were found to be the result of honest error or misunderstanding. Overpayment in new nonfraud cases amounted to \$155,062.85. In 1968, recoveries of nonfraud overpayments totaled \$118,617.24.

Bringing the more serious cases of fraud to trial is a deterrent to abuses of the Minnesota Employment Security Law.

During 1968, 24 fraudulent overpayment prosecutions were prepared and forwarded to MSES offices for presentation to city and county attorneys. Legal action was completed on 31 cases; 14 cases were pending at the end of the year.

In 1968, 24 claimants were convicted of fraudulently obtaining benefits, a misdemeanor. In most cases, repayment and fines, jail sentences or probationary periods were ordered. Other fraud cases were handled by administrative actions with disqualification penalties imposed on claimants.



Fraud recoveries in 1968 totaled \$32,948—which includes cash repayments and benefits withheld.

In order to protect the general welfare, the Department must make use of every means to detect fraud. This includes employer protests and “tips” from private citizens.

The low incidence of fraud in Minnesota is made possible by the constant vigilance of the public, employers, local office claims personnel and the Department’s Investigation Section. Control activities in the payment of benefits include crossmatching wage records and benefit payments and auditing local office claims records.

During 1968, orders were prepared for the hearing of 89 appeals from determinations of liability and submitted to the Assistant Commissioner. In 133 cases regarding employer liability, disposition was made by decision, dismissal or return to the Commissioner for further proceedings.

At the end of the year the following determinations of employer liability were pending review in District Courts: William T. Hunt, et al., in Nobles County; St. Paul College Club, Inc., in Ramsey County; and Raymond J. Knese, dba Weeres Pontoon Boat Co., in Stearns County.

The Minnesota Supreme Court heard oral argument in 1968 on three cases on which it had issued writs of certiorari to review decisions of the Commissioner (the Commissioner is deemed to be a party of any judicial action involving any decision under the Minnesota Employment Security Law).

*State v. Zroker* \_\_\_\_ Minn. \_\_\_\_, 159 N.W. 2d 90, (May 17, 1968), considered Minn. Stat. 268.08, subd. 3, (3) which provides that unemployment compensation shall not be available to an employee for any week during which he received workmen’s compensation. The court stated that the application of this statutory provision was dependent upon a showing that payments for unemployment compensation and payments for workmen’s compensation overlapped or were made for the same period of time. The court then held that there was no evidence in this case to establish that proposition and that the Department could not recover unemployment compensation benefits paid.

A new employer filed a report to determine liability under the Minnesota Employment Security Law and simultaneously elected and made application to succeed to its predecessor’s employment experience records. Thereafter, the employer sought to revoke its election on the grounds that it was made under a mistake of fact and that it was adversely affected by subsequent changes in the Law. In *Butterfield Foods v. Vavoulis*, \_\_\_\_ Minn. \_\_\_\_, 161 NW 2d 321, (August 23, 1968), the court held that there was no adequate evidentiary basis for revocation on the ground of material mistake, and that a subsequent change in the Law which increased the taxable payroll on which the tax was to be computed, but did not alter the rate, did not give the employer the right to withdraw its election.

The decision of the Supreme Court in the case of *Vavoulis v. Electronic Development Company* (Supreme Court No. 41271) was pending on December 31, 1968. Oral argument was held December 10. The issues involved are the finality of the assignment of a contribution rate in the absence of timely protest and whether the Commissioner lacks the authority to correct the contribution rate of an employer after the time for appeal has expired, except to correct errors in its computation.

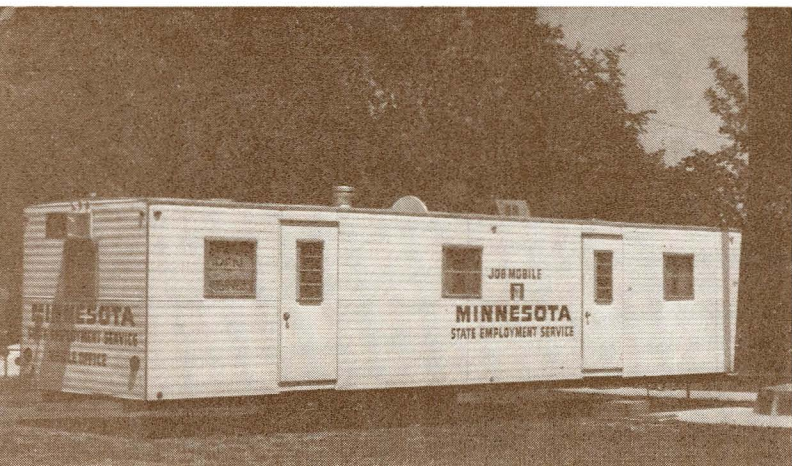
## **Court Decisions Clarify MES Law**



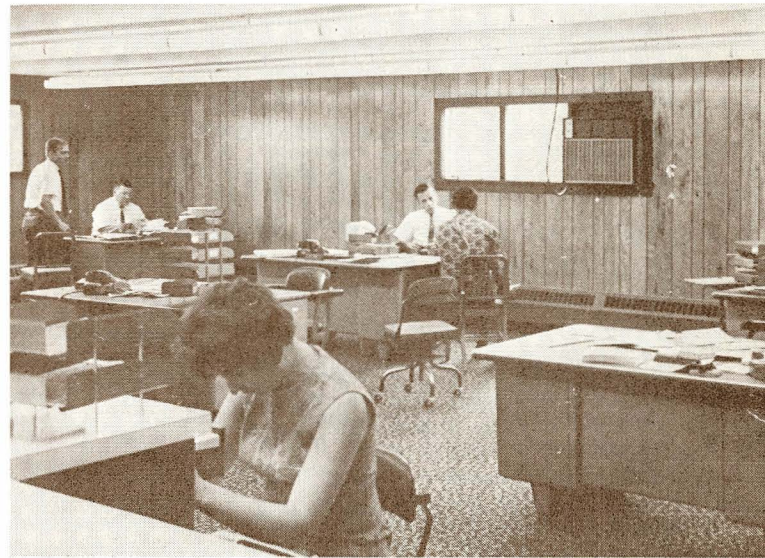
# New Offices Inviting, Efficient



Dedication ceremonies in May (above) marked the move of the Duluth office to new quarters in the KDAL Building. Below are interior and exterior views of a Jobmobile, one of three which bring employment services to areas where high percentages of the unemployed live.



Civic and neighborhood leaders gathered at the new Selby-Dale office (above) for the grand opening in January. The branch of the St. Paul State Employment Service extends employment services and job training opportunities into an area where many people can benefit from special assistance.



Persons seeking employment or job training are at ease in the up-to-date office at Moorhead (above) which became its new location in August.

In November, local and state visitors (below) came to ceremonies celebrating the relocation of the Red Wing office in a new building.





# Statistical Tables

## STATUS OF UNEMPLOYMENT COMPENSATION FUND CALENDAR YEARS 1937-1968

YEAR	Contributions Received Net <sup>1</sup>	Cumulative Contributions Net	Interest on Trust Fund <sup>2</sup>	Cumulative Interest on Trust Fund	Cumulative Contributions and Interest	Benefits Paid Net <sup>3</sup>	Cumulative Benefits Paid Net	Balance Available For Benefits <sup>4</sup>
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	47,982,849 <sup>5</sup>	579,958	1,322,224	49,305,073 <sup>5</sup>	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	1,342,963	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 <sup>6</sup>	74,226,849
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 <sup>7</sup>	100,426,389
1947	14,952,127	159,779,732	2,008,955	9,905,047	169,684,779	4,585,276	56,850,317 <sup>8</sup>	112,779,620
1948	13,004,185	172,806,213	2,358,912	12,263,959	185,070,172	5,558,895	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	91,352,083	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	276,067,087	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	44,079,630	583,563,870	2,081,690	52,676,928	636,240,798	24,758,870	564,429,617	72,314,534
1968								
First Quarter	7,059,305	590,623,175	700,644	53,377,572	644,000,747	12,940,029	577,369,647	67,303,820
Second Quarter	13,168,122	603,791,297	708,087	54,085,659	657,876,956	6,794,176	584,163,822	74,347,822
Third Quarter	12,944,828	616,736,125	724,252	54,809,911	671,546,035	2,808,101	586,971,923	85,331,143
Fourth Quarter	10,283,461	627,019,586	880,325	55,690,236	682,709,822	4,218,026	591,189,949	92,169,603
1968 Total	43,455,716	627,019,586	3,013,308	55,690,236	682,709,822	26,760,332	591,189,949	92,169,603

<sup>1</sup>Adjusted for refunds on overpayments, erroneous collections, etc., in the year in which the refund was made.

<sup>2</sup>Interest 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.

<sup>3</sup>Adjusted for erroneous payments, overpayments, etc., during year in which adjustment was made.

<sup>4</sup>Not adjusted for items in suspense. Adjusted for transfer to Contingent Fund and miscellaneous payments, etc.

<sup>5</sup>\$2,516,982 in contributions and interest transferred to Railroad Retirement Board.

<sup>6</sup>Adjusted by \$12,738 in unclaimed unpaid benefits.

<sup>7</sup>Adjusted for \$1,889 which was a reimbursement from the Railroad Retirement Fund.

<sup>8</sup>Adjusted 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 1967 AND 1968

MONTH	NEW CLAIMS <sup>1</sup>			Number of Benefit Checks Written	Number of Weeks Paid <sup>2</sup>	Gross Amount of Benefit Payments	Number of First Payments Made <sup>3</sup>	Number of Exhaustion Payments Made <sup>4</sup>	Estimated Number of Individuals Receiving Benefits <sup>5</sup>
	Received	Determined							
		Valid	Invalid						
1968 TOTAL .....	69,736	63,971	7,983	502,477	641,426	\$26,825,181	53,650	13,613	65,693
January .....	15,886	14,708	1,447	69,500	92,160	3,932,803	10,416	1,670	30,719
February .....	8,577	10,187	1,452	79,624	105,680	4,571,960	9,975	1,244	33,999
March .....	6,117	7,216	992	79,189	103,329	4,439,210	6,451	1,449	30,191
April .....	5,157	5,013	609	65,030	82,350	3,484,832	4,321	2,030	26,247
May .....	3,186	3,403	422	40,869	51,930	2,074,013	3,081	1,837	16,976
June .....	2,749	2,206	324	24,552	32,329	1,247,013	2,155	1,034	11,004
July .....	4,303	2,793	434	24,342	30,082	1,138,302	2,374	857	9,622
August .....	2,498	3,539	428	21,237	25,571	1,003,696	3,099	657	9,221
September .....	2,407	1,860	242	14,692	17,763	682,928	1,287	489	6,390
October .....	3,763	3,191	283	17,993	21,063	839,453	2,428	517	7,368
November .....	5,095	2,768	347	21,052	24,806	1,025,935	2,335	547	9,343
December .....	9,998	7,087	1,003	44,397	54,363	2,385,036	5,728	1,282	17,988
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	622	28,574
March .....	7,294	7,148	1,182	89,093	111,946	4,515,463	6,522	945	30,282
April .....	8,674	7,736	1,253	64,579	78,968	3,148,193	4,747	1,601	27,842
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	16,922	19,815	734,642	1,214	522	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

<sup>1</sup>The 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.

<sup>2</sup>A week of unemployment with respect to which benefits have been paid.

<sup>3</sup>A payment issued to a claimant for his first compensable period of unemployment in a benefit year.

<sup>4</sup>A final payment which exhausts the maximum benefit amount during a given benefit year.

<sup>5</sup>The 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 1938-1968**

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	539,824	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	589,022
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...	597,415	595,409	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...	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...	648,969	636,509	637,439	656,659	672,328	681,052	687,452	696,423	703,535	695,979	685,305	680,638	673,524
1959...	629,369	625,585	631,871	656,329	675,030	691,755	694,066	687,643	690,011	677,017	674,852	676,071	667,467
1959...	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...	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...	678,722	675,955	676,872	700,104	714,814	729,414	734,680	746,044	746,044	730,625	713,130	705,948	712,266
1961...	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...	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...	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...	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...	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...	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...	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...	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...	713,224	708,946	713,011	739,819	763,955	787,199	797,017	804,542	809,747	804,225	796,910	795,510	769,509
1965...	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...	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...	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...	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...	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
1968...	849,311	847,179	855,971	873,277	892,507	917,964	921,317	936,541	941,235	923,465	922,514	922,561	900,320
1968...	882,453	880,603	889,124	908,522	928,664	955,127	958,430	974,023	977,643	959,904	958,215	958,620	935,944

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

<sup>2</sup>Private industry coverage.

<sup>3</sup>Includes state and local government and private industry coverage, excludes federal government coverage.

## **1968 COMPROMISE SETTLEMENTS OF EMPLOYER ACCOUNTS**

Employer No.	Ownership	Contributions	Interest, Penalties	Court Costs, Sheriff Fees	Payment Received	Compromise Basis Regulation 16 (b)
7530-88-05370	Individual	\$ 318.54	\$ 128.18	—	\$ 100.00	(2)(aa)
2097-25-65918	Partnership	300.93	476.65	\$ 28.40	329.33	(3)(bb)
1721-19-14029	Individual	208.00	375.76	42.00	75.00	(3)(bb)
7340-88-82134	Individual	637.94	267.12	13.48	550.00	(3)(bb)
7240-88-37286	Individual	1,020.89	407.50	6.96	1,020.89	(2)(aa)
2711-88-96274	Corporation	1,219.04	476.64	—	1,219.04	(3)(bb)
5990-88-80741	Individual	67.87	17.34	—	12.00	(2)(aa)
7010-61-16325	Corporation	321.01	140.36	3.20	321.01	(2)(aa)
3442-28-69926	Individual	925.88	232.44	23.00	819.53	(3)(cc)
3442-28-35459	Partnership	260.93	89.97	25.00	180.47	(3)(bb)
4210-27-71248	Individual	1,292.34	628.11	75.72	839.00	(3)(bb)
4210-88-01265	Individual	81.97	115.70	14.96	81.99	(3)(bb)
5410-07-67934	Corporation	445.30	253.61	26.85	120.00	(3)(bb)
3851-88-68879	Corporation	699.32	418.10	23.68	699.32	(3)(bb)
2026-22-70337	Cooperative	3,433.24	1,371.00	—	2,905.64	(2)(aa)
5452-69-87614	Partnership	1,466.10	872.30	—	793.77	(3)(bb)
5060-50-34492	Corporation	366.88	199.38	5.30	100.00	(3)(bb)
Totals.....		\$13,096.18	\$6,470.16	\$288.55	\$10,166.99	

## **1968 ADMINISTRATIVE EXPENSE**

Personal Services	\$7,565,238
Personnel Benefits	867,998
Out-Service Training	48,100
Communications	118,635
Travel	225,957
Supplies	166,574
Advertising	27,495
Equipment—Rentals	146,524
Equipment—Purchases	38,890
Equipment—Maintenance	8,428
Occupancy Expense	458,477
Other	76,190
Total	\$9,748,506

A statistical supplement to the 1968 Annual Report can be obtained by writing the Research and Planning Section, Minnesota Department of Employment Security, 390 N. Robert Street, St. Paul, Minnesota 55101.





# Directory of Offices Minnesota Department of Employment Security

OFFICE	ADDRESS	TEL. NO.	COUNTIES SERVED
Albert Lea*	1617 W. Main St.	373-3951	Freeborn
Alexandria*	1118 Broadway	763-3188	Douglas, Pope, Stevens
Austin*	105 Eleventh Ave. N. E.	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
10-County WIN Project	209 Third St. N.	829-2856	Becker, Beltrami, Cass, Crow Wing, Hubbard, Mahnommen, Morrison, Otter Tail, Todd, Wadena
Crookston*	114 W. Second St.	281-3593	Norman, Polk, Mahnommen
Detroit Lakes	928 Lake Ave.	847-9205	Becker, Beltrami, Cass, Crow Wing, Hubbard, Mahnommen, Morrison, Otter Tail, Todd, Wadena
Rural Minne-CEP, Inc.			
Duluth			
Employment Service	407 W. Superior St.	722-7491	Carlton, Lake, Cook, S. St. Louis
Human Resources Development	223 W. First St.	722-7491	Carlton, Lake, Cook, S. St. Louis
Youth Opportunity Center	223 W. First St.	722-7491	Carlton, Lake, Cook, S. St. Louis
Concentrated Employment Program	302 W. Second St.	727-8973	(Central Hillside Area, Duluth)
St. Louis WIN Project	128 W. First St.	722-7491	St. Louis
Unemployment Insurance	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*	923 N. State 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			
Employment Service	135 Shady Oak Road S.	935-5521	Part of Hennepin, Carver, Anoka, Wright, McLeod, Scott
Anoka Jobmobile	Third and Main St.	421-9610	Anoka
Unemployment Insurance	135 Shady Oak Road S.	935-8268	Part of Hennepin, Carver, Anoka, Wright, McLeod, Scott
International Falls*	344 Third St.	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			
Employment Service	309 Second Ave. S.	333-0192	Hennepin
Human Resources Development	309 Second Ave. S.	333-0192	Hennepin
Youth Opportunity Center	1629 Hennepin Ave.	339-7061	Hennepin
Apprenticeship Information	1629 Hennepin Ave.	339-7061	Hennepin, Scott, Carver, Anoka
Hennepin WIN Project	605 4th Ave.	330-7611	Hennepin
Citizens Community Center	301 E. Lake St.	827-5821	(Southside Minneapolis)
Manpower Development and Training	2908 Colfax Ave. S.	339-9301	Hennepin
Pilot City Employment Center	917 Plymouth Ave. N.	529-9121	(Northside Minneapolis)
Unemployment Insurance	309 Second Ave. S.	333-0192	Hennepin
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
Employment Service Center	Detroit Lakes	847-9246	Mahnomen, Hubbard, Becker
Mora*	100 S. Park St.	679-3611	Kanabec, Isanti, Pine, Mille Lacs, Chisago
New Ulm*	1200 S. Broadway	354-3138	Brown, Sibley, N.W. Nicollet
Owatonna*	Highway 65 S.	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			
Employment Service	390 N. Robert St.	227-7301	Ramsey, Dakota, Washington
Human Resources Development	390 N. Robert St.	227-7301	Ramsey, Dakota, Washington
Merrick Community Center	715 Edgerton	771-8821	(East Side, St. Paul)
Roosevelt Housing Project	1562A E. Jessamine	776-2611	(East Side, St. Paul)
Jackson-Wheelock			
McDonough	167 D Bigelow Lane	488-9860	(East Side, St. Paul)
Capitol Community Center	124 E. Arch	222-6101	(East Side, St. Paul)
Daytons Bluff Multi-Service Center	725 Euclid	774-8605	(East Side, St. Paul)
West Side Branch Office	421 S. Robert St.	227-3571	(West Side, St. Paul)
Apprenticeship Information Center	637 Selby Ave.	221-6451	Ramsey, Dakota, Washington
Har Mar Branch Office	2100 N. Snelling Ave.	631-2566	(Village of Roseville and vicinity)
Selby-Dale Branch Office	637 Selby Ave.	221-6451	(Summit-University Area, St. Paul)
Ramsey WIN Project	333 Sibley St.	223-5283	Ramsey
Unemployment Insurance	390 N. Robert St.	227-7301	Ramsey, Dakota, Washington
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

\*Employment and Unemployment Insurance services.



