

This is Guthrie County

An Iowa Manpower Report

a report on the results of a manpower study conducted by the

Community Development Section
Iowa Employment Security Commission

February 1972

COMMISSIONERS

JAMES T. KLEIN, CHAIRMAN
GEORGE A. LUNDBERG
ABE D. CLAYMAN

FOREWORD

This report was prepared as a result of a Manpower study conducted by the Smaller Communities staff of the Iowa Employment Security Commission. Rather than a sampling, an actual survey was conducted through mailed questionnaires to approximately 4,907 households in the Guthrie County area. Survey questionnaires were mailed on May 13, 1971 and the study was concluded June 18, 1971. Sponsors of the study included the Guthrie Center Chamber of Commerce, Guthrie Center Industrial Development Committee, Guthrie County Rural Development Committee, Bayard Community Development Inc., Adair Development Corporation and the Adair Community Club.

The Smaller Communities Program is designed to provide economic development assistance to rural areas and to offer employment service assistance to residents. These services aid the community by:

1. Determining the current and potential manpower resources of the area.
2. Assisting in evaluating the overall economic resources of the area.
3. Assisting in developing a program of economic development.
4. Providing individuals with employment counseling and placement on jobs within and outside the area as well as making information available on training opportunities and on labor market conditions.

The mobile team of interviewers and counselors of the Smaller Communities Program will return to the county and offer any or all of the following services to a specific new or existing company:

1. Validate on a selective basis the availability of persons who participated in the county manpower study.
2. Assist with staffing needs by:
 - a. selecting and referring qualified workers
 - b. recruiting additional workers from within county besides those who took part in the original study
 - c. testing additional job seekers to determine their potential skills
 - d. providing technical services including test development for specific jobs, job analysis and recruitment of professional, technical and skilled workers
 - e. utilizing the provisions of the Manpower Development and Training Act to develop the skills required by industry.

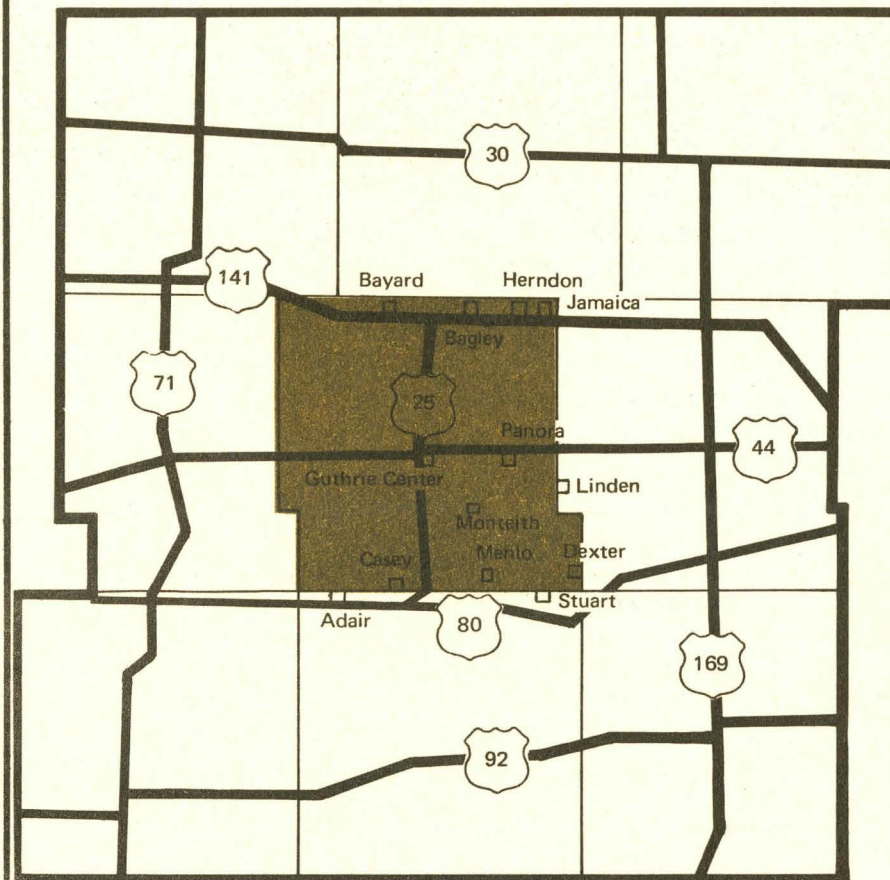
Interpretation of the results of the county manpower study and other unpublished data on the county is available to firms who contact the

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

LOCATION AND NUMBER OF RESIDENTS IN
GUTHRIE COUNTY AREA INTERESTED IN
EMPLOYMENT IN A NEW OR EXPANDING INDUSTRY

AREA		ADULTS		STUDENTS		TOTAL
		MEN	WOMEN	MEN	WOMEN	
I	Guthrie Center	138	211	55	47	451
II	Bayard, Bagley, Herndon, Jamaica	87	111	38	32	268
III	Panora, Monteith, Linden, Menlo, Stuart, Dexter, Casey, Adair	206	270	133	107	716
	TOTAL	431	592	226	186	1,435

Source: Manpower Study



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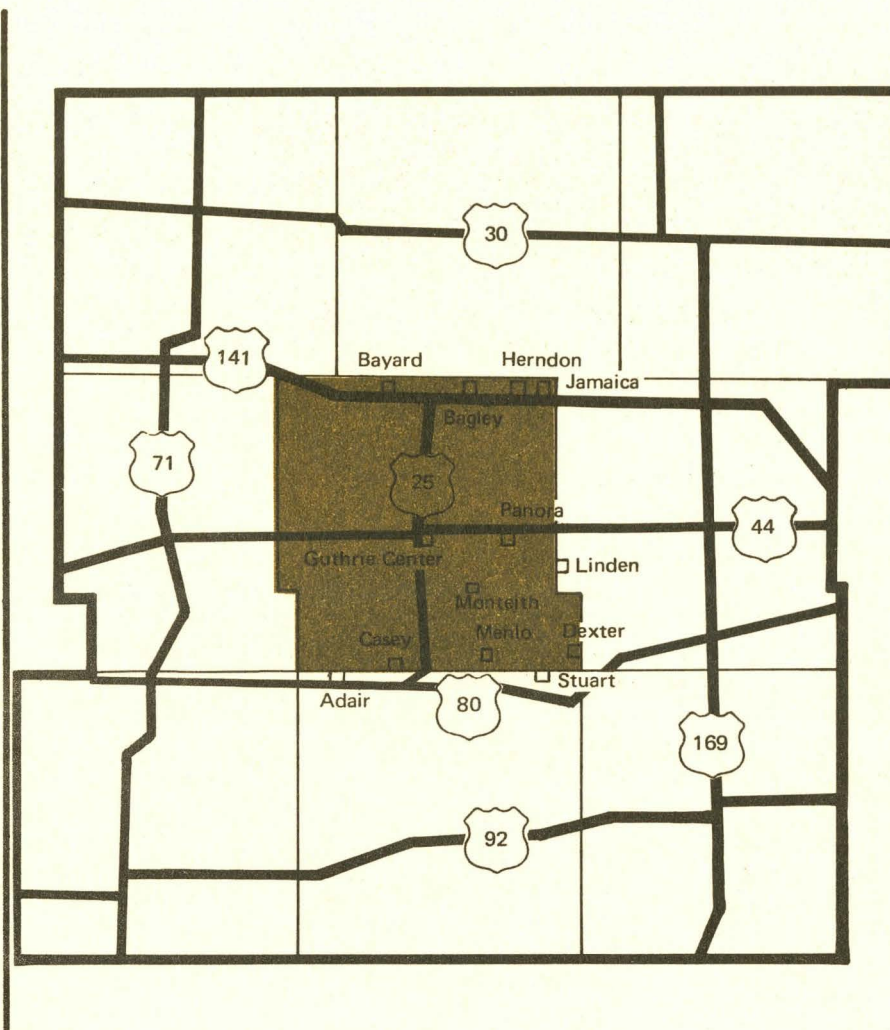
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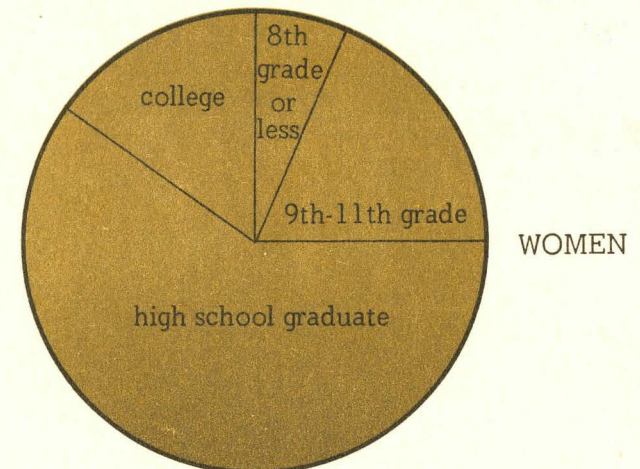
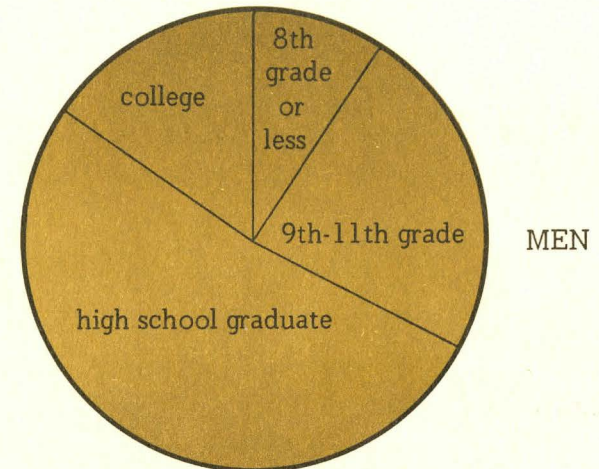


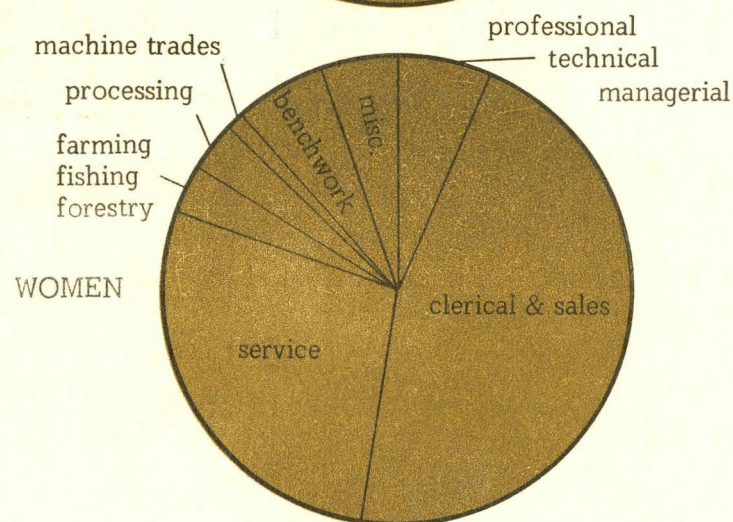
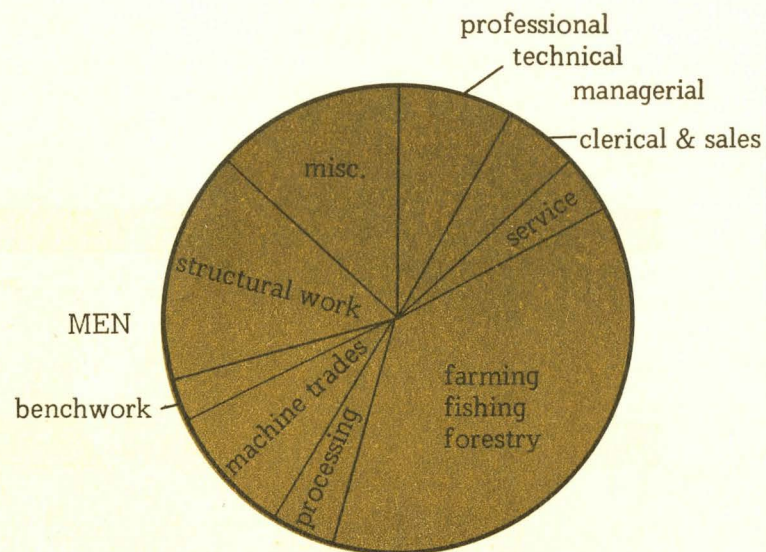
NEARLY THREE FOURTHS ARE HIGH SCHOOL GRADUATES

Of the 657 men interested in employment in new or expanding industry, 447 were high school graduates. Some college education had been obtained by 107 men. One to three years of high school had been achieved by 152 of the men while only 32 had an eighth grade education or less.

There were 593 high school graduates among the 778 women interested in new jobs. Some college education was reported by 124 of the women. From one to three years of high school had been completed by 138 women while 47 had an eighth grade education or less.

Source: Manpower Study





FARM WORK BACKGROUND REPORTED BY 37 PERCENT OF THE MEN

Among the 657 men interested in employment in a new or expanding industry, 241 or 37 percent had work backgrounds in farm, fish and forestry occupations. Structural work backgrounds were reported by 113 men and 85 had miscellaneous work experience. Other work backgrounds for men were machine trades-58, professional, technical and managerial-55, clerical and sales-31, processing-30, service work-30, and benchwork occupations-14.

Of the 778 women interested in employment in a new or expanding industry, 357 had backgrounds in clerical and sales work. Service backgrounds were reported by 215 women. Other work experience for women included benchwork-65, professional, technical and managerial-49, miscellaneous-39, processing-26, farm, fish and forestry-21, and machine trades-6.

Source: Manpower Study

LESS THAN ONE-HALF OF THE WOMEN ARE HOMEMAKERS

Employment Status	Men	Women
Employed	269	184
Not Currently Employed	40	31
Self-employed	120	16
Homemakers	-----	360
Students*	226	186
Retired	2	1
TOTAL	657	778

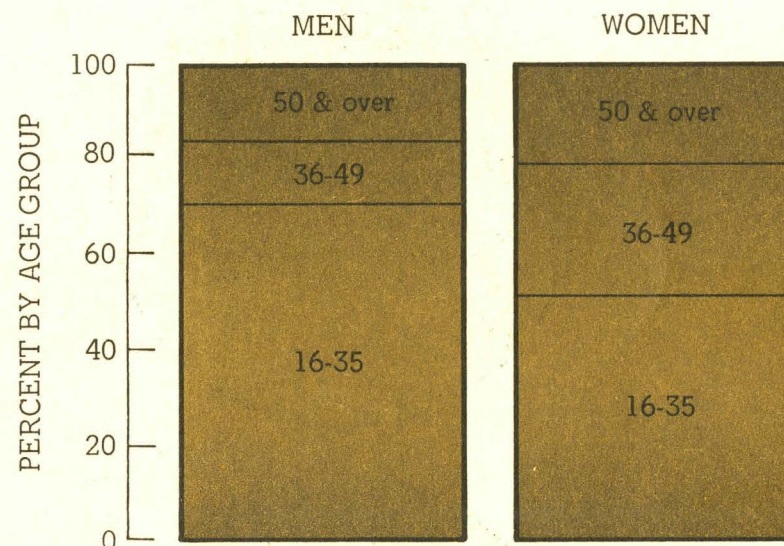
Of those responding to the survey, 846 or 59 percent indicated they were not working. The remaining 589 persons were employed or self-employed but indicated an interest in employment with new or expanding industry.

Of the women interested in employment, 360 or 46 percent were homemakers. A total of 412 college and terminal high school students indicated they were entering the labor market.

*Includes college and terminal high school students who indicated availability for employment in a new or expanding industry. Student figures, however, should be interpreted with caution as the group is highly mobile.

Source: Manpower Study

SIXTY FOUR PERCENT OF THE MEN IN THE 16 TO 35 AGE GROUP



Of the 657 available men, 422 or 64 percent are in the 16 to 35 age groups, 117 are from 36 to 49 years of age, and 118 are fifty years of age or older.

Of the 778 available women, 392 are from 16 to 35 years old, 226 are in the 36 to 49 age group, and 160 are fifty years of age or older.

Source: Manpower Study

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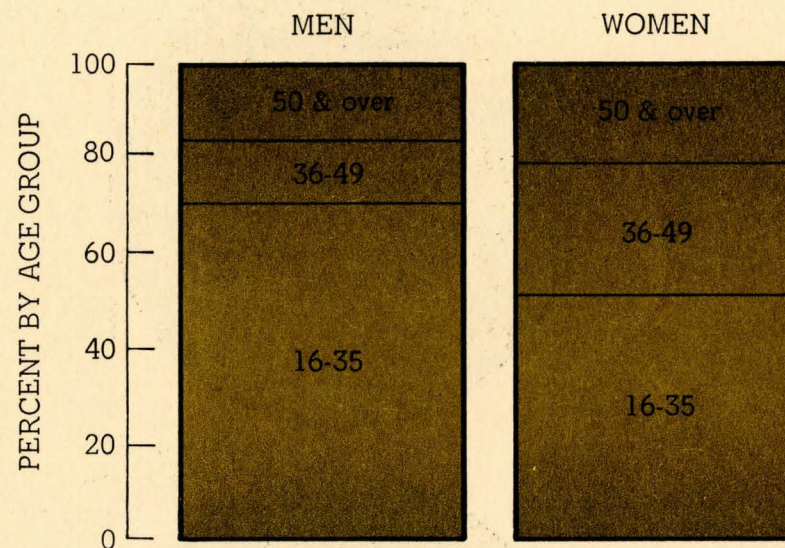
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Source: Manpower Study

GUTHRIE COUNTY WAGE SURVEY

Occupation	Men	Women	Hourly	Hourly
			Minimum	Maximum
Professional, Technical & Managerial.....	28	34	\$1.60	\$3.50
Clerical & Sales.....	25	40	1.40	3.77
Service.....	8	106	1.60	2.50
Farm, Fish & Forestry.....	28	8	1.65	3.50
Processing.....	7	---	2.00	4.30
Machine Trades.....	6	---	2.75	4.00
Benchwork.....	2	---	-----	-----
Structural Work.....	19	---	2.47	5.48
Miscellaneous.....	16	2	1.50	4.01
Total.....	139	190	\$1.40	\$5.48

MAJOR INDUSTRIES IN GUTHRIE COUNTY

Industrial Groupings	Firms	Total	Men	Women
Agriculture Forestry & Fisheries.....	1	27	9	18
Manufacturing.....	4	37	11	26
Transportation, Communi- cation & Public Utilities.....	2	32	5	27
Wholesale & Retail Trade.....	4	34	11	23
Finance, Insurance & Real Estate.....	2	56	16	40
Service.....	3	143	138	5
Total.....	15	329	190	139

The above employment data and wage rates were determined from a survey of major employers in the county. Since experience and job requirements varied, caution should be used in utilizing the results.

1969 Income

(1) Effective Buying Income \$8,525,775,000 \$29,887,000

Per Household 9,617 6,793

*Per Capita (estimate) 3,018 2,441

(2) Percent Of Families With:

Income under \$3,000 28.1% 35.2%

\$3,000 to \$9,000 41.0% 45.5%

Income \$9,000 and over 30.9% 19.3%

Sources:

(1) Sales Management, Survey of Buying Power, June 1970.
(Estimate including net cash income, income in kind, and
and imputed income.)

* Per Capita Income estimate based on 1970 Census of
Population and Estimated Buying Income.

(2) State of Iowa, Department of Internal Revenue.

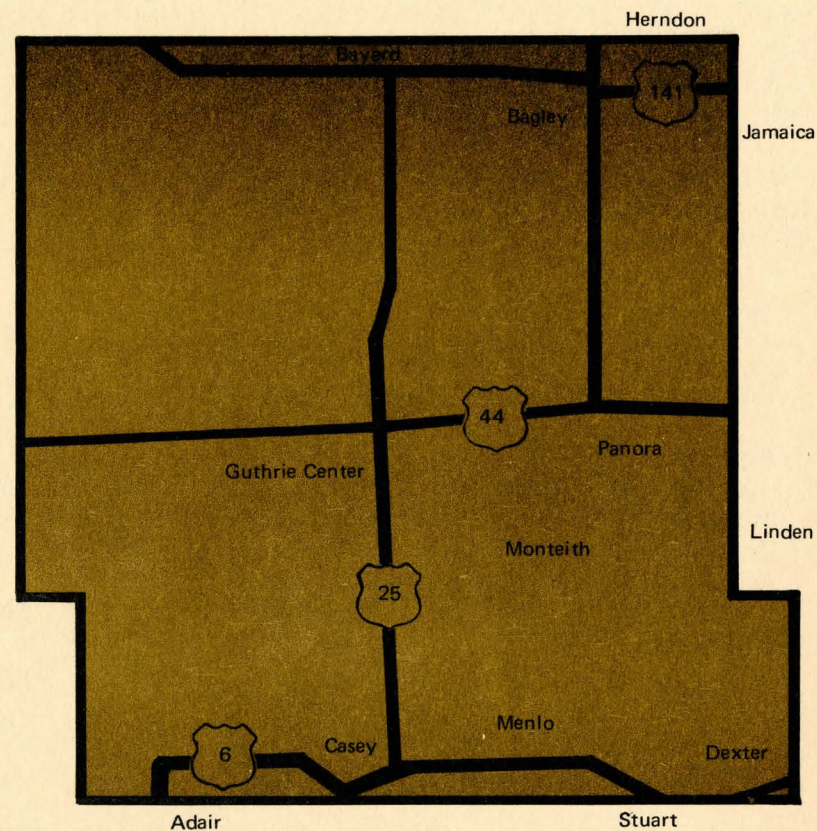
GUTHRIE COUNTY POPULATION

In addition to the current labor market conditions presented in the survey results, it is important to consider the population characteristics of the area.

Community Population in Guthrie County 1960-1970

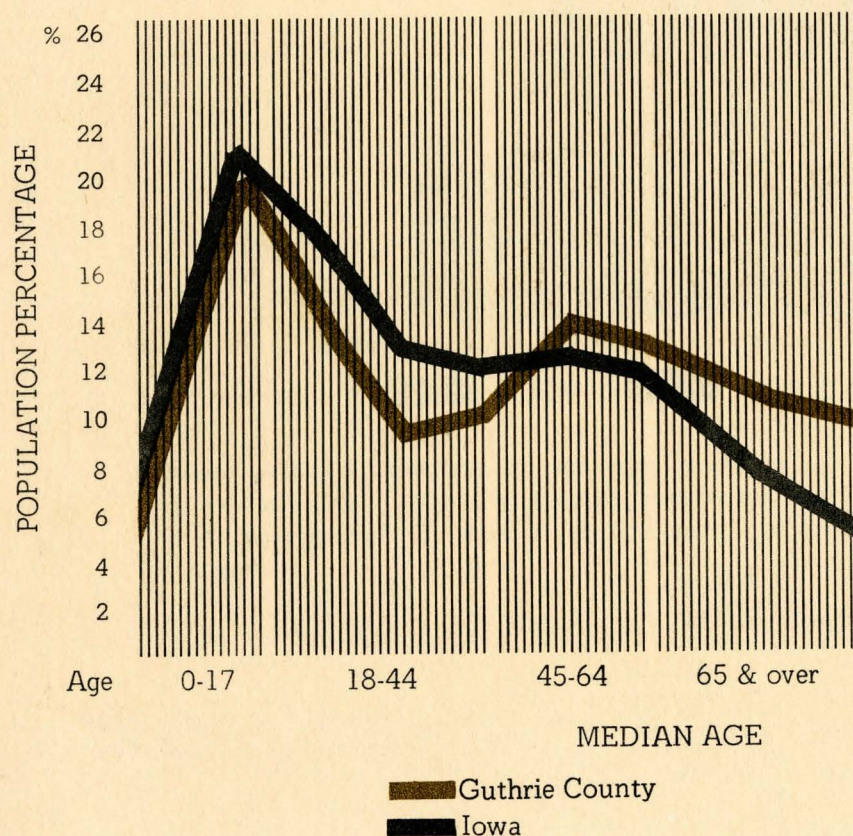
<u>Community</u>	<u>1960</u>	<u>1970</u>	<u>Percent Change</u>
Adair	742	750	1.1
Bayard	597	628	5.2
Bagley	406	365	- 10.1
Casey	589	561	- 4.8
Dexter	670	652	- 2.7
Guthrie Center	2,071	1,834	- 11.4
Herndon	---	---	---
Jamaica	256	271	5.9
Linden	258	278	7.8
Menlo	421	391	- 7.1
Monteith	---	---	---
Panora	1,019	982	- 3.6
Stuart	1,486	1,354	- 8.9
Yale	260	301	15.8

Source: U.S. Census of Population, 1970



GUTHRIE COUNTY AGE DISTRIBUTION

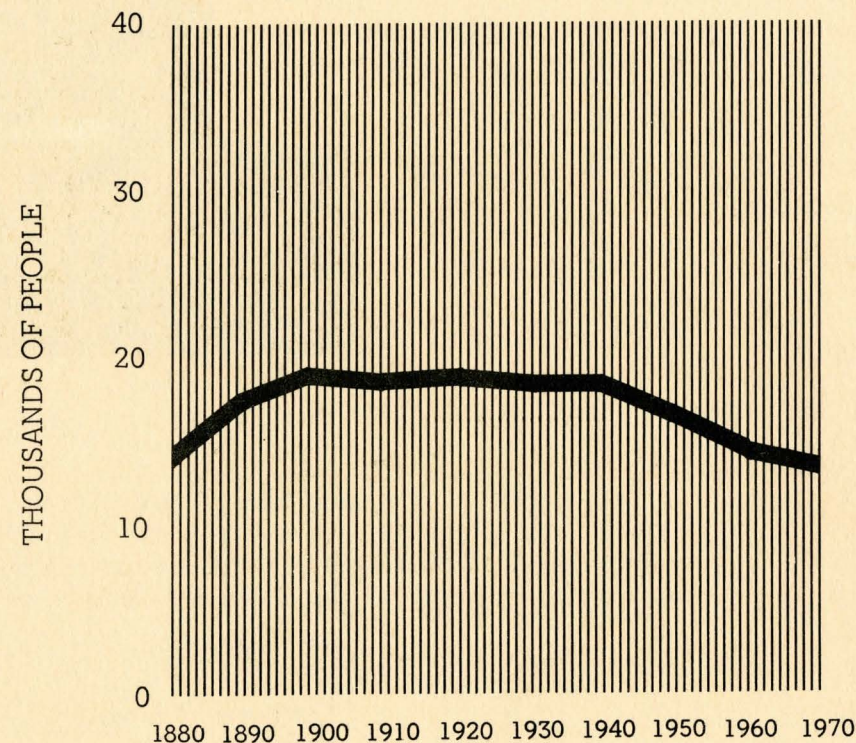
In Guthrie County, the proportion of population in the 15-to-44 age group is less than for the state percentage. For age groups over 45 the percent of county population is greater than the state percentage.



Source: U.S. Census of Population, 1970

POPULATION DECLINES

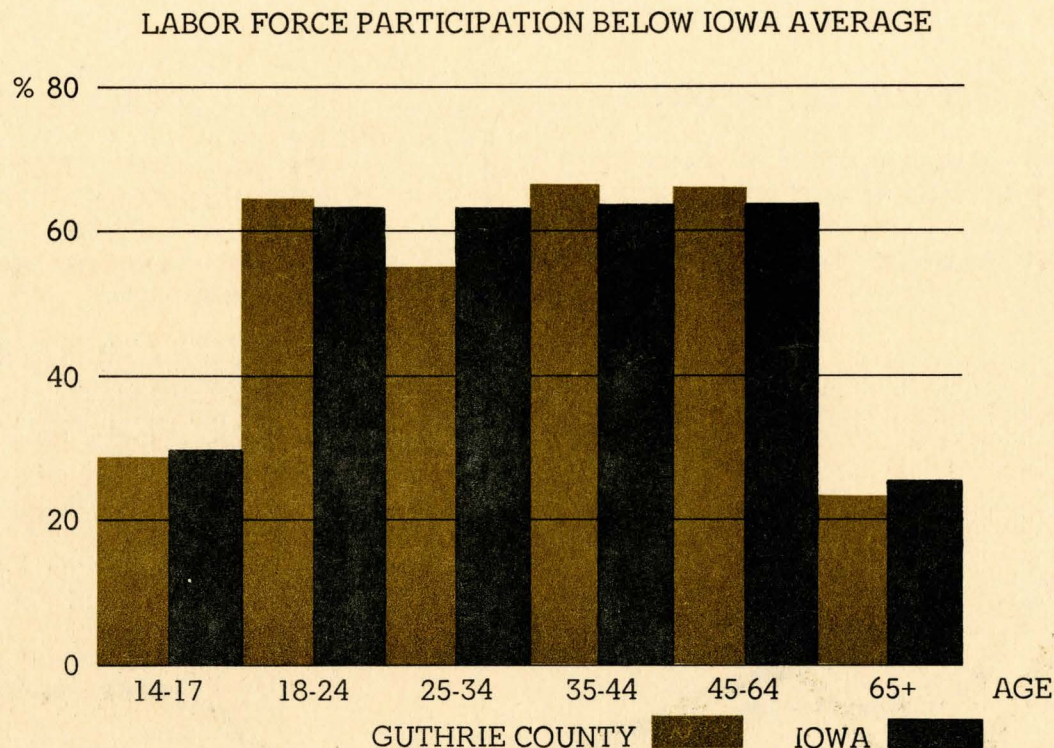
The population of Guthrie County decreased by 1,364 or -10% between 1960 and 1970. Outmigration amounted to 1,679 for the decade or -12.3% of the population. These are common trends for rural counties in the state.



Sources: U.S. Census of Population, 1970

Department of Sociology, Iowa State University

PERCENT OF PERSONS IN LABOR FORCE -



The Guthrie County labor force participation was substantially below the state average in the 25-to-34 age group in 1960. Within this age group, women accounted for most of the difference since their

participation rate was 8.9 percentage points lower than the state average for women. The rate for men in this age group was very close to the Iowa average.

LABOR FORCE	Iowa	Guthrie County
Total, age 14 & up.....	54.3%	51.0%
Men, age 14 & up.....	78.1%	77.0%
Women, age 14 & up.....	31.9%	26.2%
Married Women.....	28.0%	25.4%

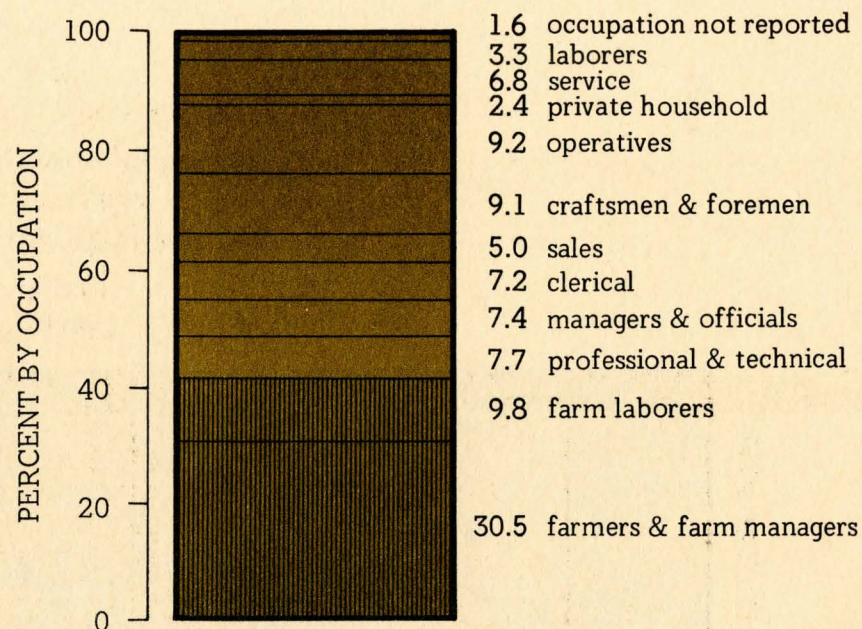
Source: U.S. Census of Population, 1960
(1970 figures not yet available)

PERCENT BY OCCUPATION

EMPLOYED PERSONS	Iowa	Guthrie County
Agriculture.....	20.6%	41.6%
Manufacturing.....	18.6%	5.7%
Professional, Managerial, Clerical & Sales	36.8%	27.9%
Working Outside County of Residence.....	7.5%	10.2%

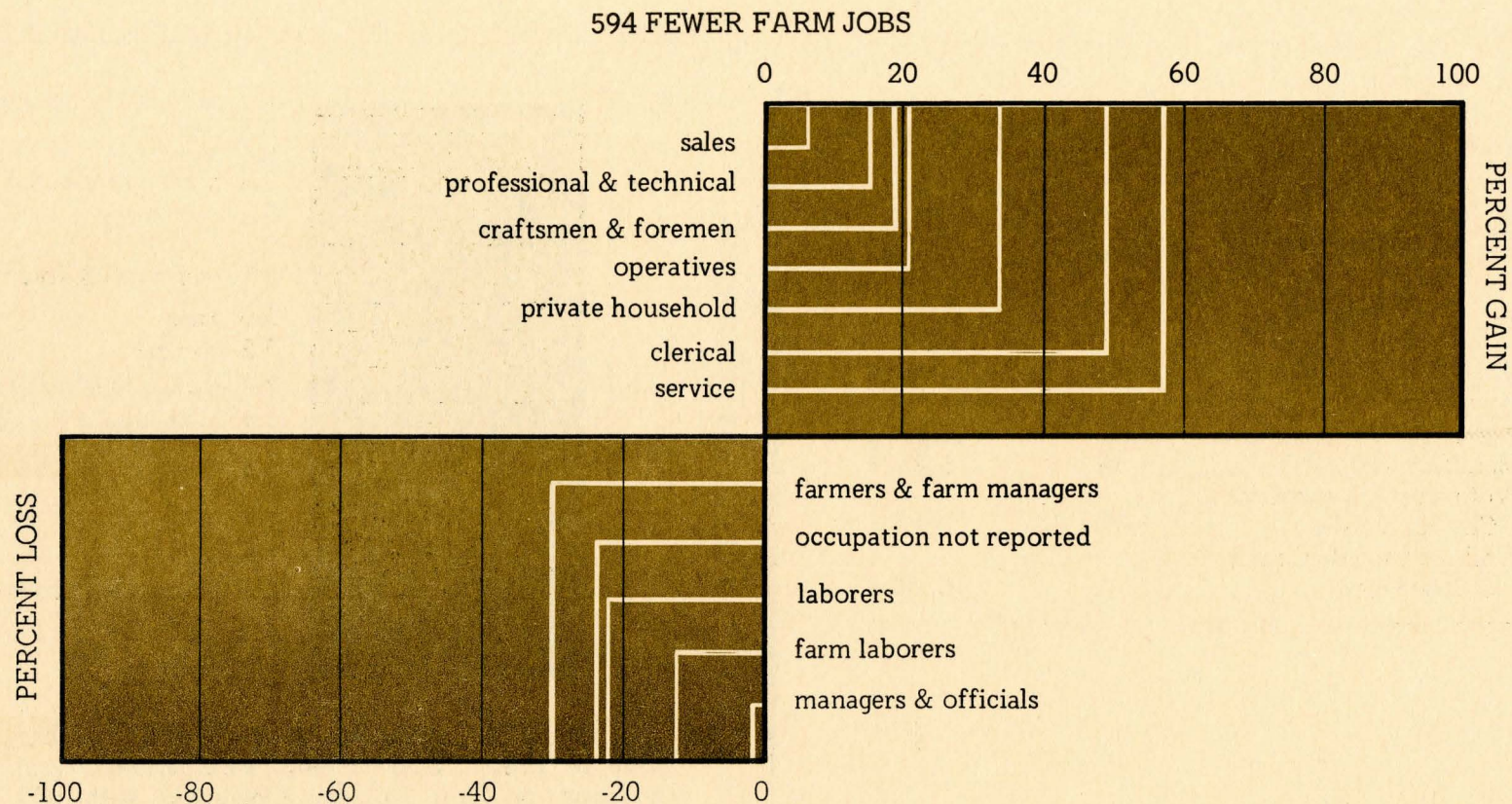
Source: U.S. Census of Population, 1960
(1970 figures not yet available)

FORTY PERCENT OF THE LABOR FORCE IN FARMING



Of the 5,050 Guthrie County residents in the labor force in 1960, 2,038 or 40% were farmers, farm managers or farm laborers. Operatives with 464 persons was the next largest group. A total of 460 persons were craftsmen and foremen, 391 were professional and technical workers and 374 were managers and officials. The clerical group included 364 persons, service work 342 and sales 254. All other occupations each contained less than 200 persons.

Source: U.S. Census of Population, 1960
(1970 figures not yet available)



Between 1950 and 1960, Guthrie County experienced a total decrease of 281 jobs. The largest decrease of 594 was in farm jobs while nonfarm laborers lost 47.

Several occupations increased during the decade but not by enough to accommodate the loss in farm work. Occupational gains included clerical - 118, service work - 111, operatives - 79, craftsmen and foremen - 76, professional and technical - 51, private household workers - 31, and sales work - 11.

Source: U.S. Census of Population, 1950, 1960 (1970 figures not yet available)

GUTHRIE COUNTY RURAL TRENDS

Rural Population: Percent of Total Population

Year	Iowa		Guthrie County	
	Rural Pop.	% of Total	Rural Pop.	% of Total
1960	1,295,025	47.0%	13,607	100%
1970	1,207,971	42.8%	12,243	100%

Source: U.S. Census of Population, 1970

Farmers Interested in Employment in New Industry:

A total of 241 men have farm work backgrounds. Of these, 76 currently farm 200 acres or less.

Source: Manpower Study

Guthrie County (1)

Year	Number of Farms	Average Acres	(2) Total Farm Workers (Annual Average)
1959	1,800	193	2,333
1965	1,574	236	2,095
1969	1,425	254	1,823

Sources: (1) Iowa Assessors, Annual Farm Census for 1959, 1965, and 1969. Iowa Department of Agriculture.

(2) R & S Department, Iowa Employment Security Commission. (Includes hired workers, self-employed and unpaid family workers.)

Consolidation and mechanization of agriculture is expected to continue for some time. Surplus farm labor offers an excellent source of versatile and industrious workers for new industry.

COMMERCIAL RESOURCES

Several industrial development groups are active in the county. The following section describes available plant sites and reviews related community information. Supportive services such as educational facilities and government activities are also included.

For information or assistance concerning industrial locations please contact:

Guthrie Center Industrial Development Committee
Guthrie Center, Iowa 50115
Wayne Clark
G. M. Barnett
R. Y. Taylor
Telephone No.: 515-747-2236

Guthrie County Rural Development Committee
Guthrie Center, Iowa 50115
Dave May, President
Lee Neal, Secretary-Treasurer
Ken Saltgaver, Vice-President
Telephone No.: 515-747-2276

Bayard Development Corporation
Bayard, Iowa 50029
Kenneth Robinson
Telephone No.: 712-651-2321

Adair Development Corporation
321 Audubon Street
Adair, Iowa 50002
William Crane
Telephone No.: 515-742-3726

Adair Community Club
307 Audubon Street
Adair, Iowa 50002
Mel Fairfield
Telephone No.: 515-742-5542

Panora Commercial Club
Box 98
Panora, Iowa 50216
Edwin Clark
Telephone No.: 515-755-2152

Stuart Service Club
Stuart, Iowa 50250

Additional assistance and information may be obtained from:

Iowa Development Commission
250 Jewett Building
Des Moines, Iowa 50309

Industrial Development and Real Estate Sales
Department
Chicago, Rock Island and Pacific Railroad
Fourth and Vine Streets
Des Moines, Iowa 50309

Industrial Development Division
Iowa Electric Light and Power
P.O. Box 351
Cedar Rapids, Iowa 52406

Director of Area Development
Iowa Public Service Company
502 Sixth
Sioux City, Iowa 51102

Manager
Industrial Development
Chicago, Milwaukee, St. Paul and Pacific Railroad
516 West Jackson Boulevard
Chicago, Illinois 60606

COMMERCIAL UTILITIES

Community	Daily Peak Demand	Capacity
GUTHRIE CENTER		
Electricity:	2,502 KW	3,500 KW
Gas:	1,125 MCF	1,125 MCF
Water:	300,000 gallons	460,000 gallons
Sewerage:	190,000 gallons	200,000 gallons
BAYARD		
Electricity:	781 KW	1,000 KW
Gas:	300 MCF	Not Established
Water:	100,000 gallons	Unlimited from Wells
Sewerage:	System under Construction	— — —

FIRE PROTECTION AND CLASSIFICATION

GUTHRIE CENTER: 30 volunteer firemen

Equipment: 2 - 500 gpm pumpers with 700 gallon tanks
 1 - 750 gpm pumper with 750 gallon tank
 1 - 800 gallon tanker with 500 gpm pump
 1 - Equipment carrier
 1 - Ambulance

Fire Insurance Class: 7

BAYARD: 22 volunteer firemen

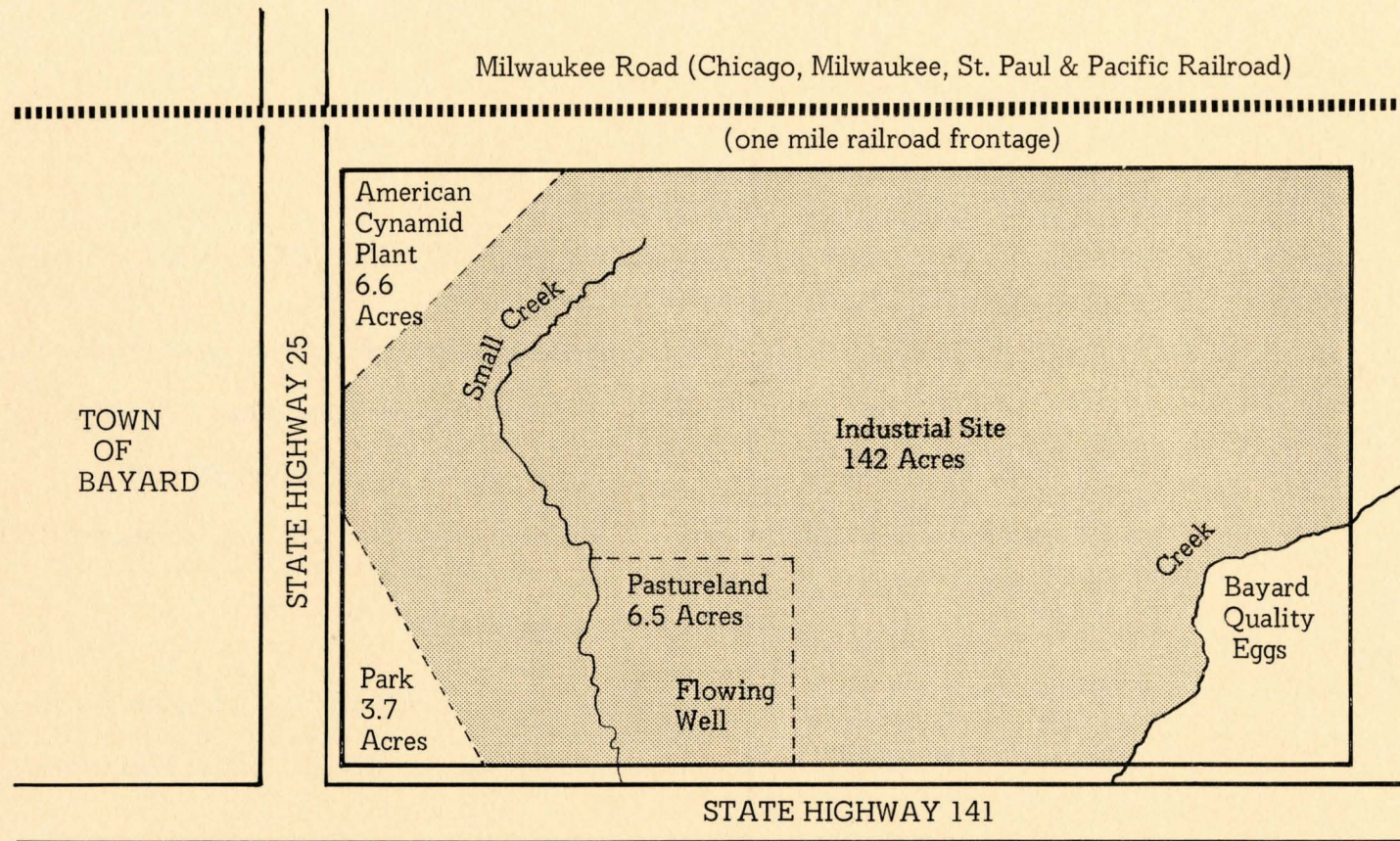
Equipment: 1 - 1,000 gpm pumper with 1,000 gallon tank
 1 - 750 gpm pumper with 750 gallon tank
 1 - 1,000 gallon tanker

Fire Insurance Class: 6

AVAILABLE INDUSTRIAL SITES

SITE A

SITE LOCATION	East Edge of Bayard
SIZE OF LOT	142 Acres
TOPOGRAPHY	Gently Rolling
ZONING	Unlimited
FIRE INSURANCE CLASS	6
WATER	Running well on property, city water adjacent, ample water supply available through additional wells at less than 100 feet depth.
ELECTRICITY	Accessible to both Rural Electric Cooperative and Iowa Electric Light and Power Company transmission lines. 3 phase, 7,200 volt service.
GAS	Accessible to city gas mains
SEWERAGE	City currently building 8" sewerage facility on site.
ACCESS ROAD	State Highways 141 and 25
RAILROAD	Adjacent to one mile of main line of Chicago, Milwaukee, St. Paul and Pacific Railroad



TRANSPORTATION

Rail

Chicago, Milwaukee, St. Paul
and Pacific Railroad: Freight service

BAYARD, BAGLEY,
HERNDON & JAMAICA..... 3 trains each, east and
west daily across northern
portion of Guthrie County

Bus

Continental Trailways - SMB Bus Line

BAYARD, BAGLEY
HERNDON & JAMAICA..... 2 buses each, east and west
daily across northern portion
of the county

Greyhound

ADAIR, CASEY,
MENLO & STUART..... 3 buses west and 2 buses
east daily across southern
portion of Guthrie County

Truck Service

Iowa Parcel
Roberts Truck Lines
Atwood Motor Transport
Downing Trucking
Haines Transport

Crouse Cartage
Rock Island Motor Transport
United Parcel Service
Miller and Miller Trucking
Reha Trucking

Air

GUTHRIE CENTER MUNICIPAL AIRPORT (1 mile NW
Guthrie Center)

Runway: 2,800 feet, NW-SE, turf, elevation 1,083 feet

Service: Runway lights, phone, fuel (80/87)

BAGLEY AIRPORT (1.25 miles S Bagley)

Runway: 2,200 feet, E-W, turf, elevation 1,100 feet,
pattern altitude 800 feet

Service: None

The nearest regularly scheduled passenger and air freight service
is available in Des Moines, 50 miles east of Guthrie County via
Interstate 80. United, Braniff and Ozark air lines serve Des Moines.

STATE LAWS AID IN IOWA ECONOMIC GROWTH

The Iowa Revenue Bond Law, passed by the 1963 General Assembly, allows cities and towns to construct and lease buildings for industrial firms and to pay for these facilities by issuing revenue bonds. Its purpose is to aid economic development of communities where local investment capital is lacking and to help provide employment opportunity in areas of declining population.

In 1965 the General Assembly passed another law that enabled municipalities to equip as well as build facilities for leasing to industry.

These two laws, with changes in 1967, and the decision of the Iowa Supreme Court in upholding the Revenue Bond Law are having and should continue to have a stimulating effect on Iowa's economy in the future. Top-caliber manufacturing firms will now have tangible evidence of community interest in their operations. Progressive Iowa cities and towns seeking growth, a healthier economy, and more job opportunities for their residents can use the provisions of these laws to their advantage.

The Iowa Employment Security Commission has offices conveniently located in these 34 Iowa cities:

Ames	Fort Madison
Atlantic	Iowa City
Boone	Keokuk
Burlington	Marshalltown
Carroll	Mason City
Cedar Rapids	Muscatine
Centerville	Newton
Charles City	Oelwein
Clinton	Oskaloosa
Council Bluffs	Ottumwa
Creston	Perry
Davenport	Shenandoah
Decorah	Sioux City
Des Moines	Spencer
Dubuque	Storm Lake
Fairfield	Waterloo
Fort Dodge	Webster City

Contact your nearest Iowa State Employment Service office for additional details on the Smaller Communities Program.

BUSINESS FACT SHEET

Labor Unions

International Brotherhood of Electrical Workers

(1) State Taxes	Fiscal Year 1962	Fiscal Year 1968
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Individual Taxes:

Returns	3,950	5,569
Adjusted Gross Income	\$13,556,893.60	\$25,410,438.21
Net Taxable Income	\$11,431,067.84	\$21,025,500.55
State Taxes Paid	\$ 110,914.56	\$ 348,521.47

Corporation Taxes:

Corporations Filing Returns	12	13
State Taxes Paid	\$ 1,316.79	\$ 3,867.51

Retail Sales Tax	\$ 237,211.92	\$ 427,469.00
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(2) State Unemployment Insurance Taxes:

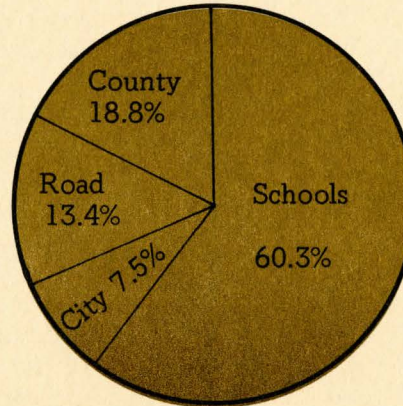
The 1969 average employer tax rate under state unemployment insurance tax laws was .78 percent for Iowa compared with 1.38 percent nationally.

Iowa ranked 42nd among the states for taxable payroll as a percent of total payroll with only 48.1 percent of total payroll taxed in 1969.

Iowa ranked 17th among the states in funds available for benefits as a percent of taxable payroll in 1969. This amounted to \$133,909,000 or 7.54 percent of the taxable payroll of \$3,686,676,000.

BUSINESS FACT SHEET (Continued)

- (3) 1969 State Taxes Levied for Guthrie County General Property Tax Fund: these figures do not include monies and credits.



Fund	Average Net Millage Rate	Amount Levied
Schools	47.628	\$1,834,179.04
City	5.978	230,199.79
Roads	10.580	407,446.74
County	<u>14.825</u>	<u>570,909.64</u>
TOTAL	79.011	\$3,042,735.21

Total net taxable valuations (less exemptions) \$35,510,226

- (4) 1970 County Debts Outstanding: Bonded \$235,282.00

Sources:

- (1) State of Iowa, Department of Revenue
- (2) Division of Research and Statistics, Ohio Bureau of Employment Service
- (3) Taxes Levied and Valuations of Property 1969, Taxes Collectible in 1970
Property Tax Division, Iowa Department of Revenue
- (4) Financial Report of Guthrie County 1970

EDUCATION

Since the 1800s, Iowa's functional literacy rate has been the nation's highest and this high quality of education is reflected in the school systems serving Guthrie County. Like all Iowa school systems the county's schools try constantly to meet the ever-changing needs of modern technology through vocational training and continuing education. Guthrie County's total enrollment of over 3,800 students are served by seven public school districts offering kindergarten through 12th grade.

Guthrie Center Community School District is the largest with an enrollment of 907 students, and graduates approximately 85 per year. Adair-Casey Community School District has an enrollment of 702 with 60 graduating annually; Stuart Community School District has 683 with 60 seniors; Panora-Linden Community School District has 543 with 50 seniors; Yale-Jamaica-Bagley Community School District, 482 with 35 seniors; Bayard Community School District, 319 with 20 seniors; and Menlo Community School District, 250 with about 25 graduating each year. In addition to the usual college preparatory curriculum, all schools offer extensive course work in clerical, general business, industrial arts and vocational agriculture.

Guthrie County's drop-out rate is almost non-existent—less than one percent of the total high school enrollment—and more than 50 percent of the graduating seniors in the county further their education at either the college or the vocational-technical school level. Advanced education in any preferred career field is easily accessible to county residents at several higher educational institutions in the area.

Two major universities offer course work for either basic or advanced study in business, science and technology. Publicly-operated Iowa State University, one of the midwest's leading science centers, is located at Ames, about 35 miles northeast of Guthrie County. One of the largest private universities west of the Mississippi River, Drake University, is in Des Moines, the capital city of Iowa. Des Moines is 50 miles east of Guthrie County via Interstate 80.

For advanced vocational and technical training in addition to a two-year college parallel course, Guthrie County is served by Des Moines Area Community College with campuses in Boone, 35 miles northeast of the county, and Ankeny, 50 miles east. The growth of community colleges, with two-year educational programs, has been impressive in Iowa both in terms of total number of students enrolled and the number of program opportunities offered. Much emphasis is placed on training which supplements the daily employment of workers. This training to be included in the school's curriculum, must increase either the skill or knowledge of the worker and improve the worker in his area of employment. These programs are part-time and of varying lengths and are usually offered during non-working hours through the Adult Education Division of the school.

A program, established by the Iowa State Board of Public Instruction, enables community colleges to add new course studies whenever the need is indicated by changes in business and industrial expansion.

NEBIT MEANS NEW AND EXPANDING BUSINESS AND INDUSTRY TRAINING

NEBIT is a cooperative endeavor between Area Vocational Schools or Area Community Colleges and businesses and industries within Iowa to implement training programs to prepare individuals for employment. Through this program, the training needs of new or expanding business and industry can be satisfied.

NEBIT planning encompasses several factors of vital concern to new or expanding business and industry. Types of training, curriculum and equipment considerations, financial support, availability of training consultants and many other areas of assistance are available upon request.

Companies planning to establish or expand in Guthrie County may obtain additional information by contacting the Superintendent, Area XI, Des Moines Area Community College, 2006 Ankeny Boulevard, Ankeny, Iowa 50021, or the Associate Superintendent, Vocational Educational Branch, State Department of Public Instruction, Grimes Building, East 14th and Grand Avenue, Des Moines, Iowa 50319.

MDTA HELPS DEVELOP TRAINED WORKERS

Under the Manpower Development and Training Act, training may be received by unskilled workers for jobs when other qualified workers are not available. Institutional or on-the-job training is possible depending upon the individual situation, the job skills to be learned and the available training opportunities.

Workers have been trained through institutional MDTA programs in some 200 occupations for such diverse jobs as auto mechanics, machine tool operating, welding, industrial electronics, stenography and computer programming. The length of training depends on the complexity of the skill to be learned.

Workers have been trained through MDTA on-the-job training programs in equally diverse occupations. This training is developed to fit the individual's need and is provided through a negotiated contract with an employer who is reimbursed to defray the costs of the additional time and effort required to provide over-the-shoulder instruction. Reimbursement is based on a percentage of the trainee's wages.

Companies planning to establish or expand a plant in Guthrie County may obtain additional information on MDTA from the Iowa State Employment Service office, 1218 Willis Avenue, Perry, Iowa 50220.

IOWA—A PLACE TO GROW

Late in June 1673, Pere Jacques Marquette noted in his journal: "To the right is a chain of very high mountains, and to the left are beautiful lands..." In the heart of this region "to the left," was the area that is now the State of Iowa, so named from the Indian word meaning "beautiful land." Today's Iowa embraces the best of both the past and the present, keeping pace with the technological advances of a contemporary society while retaining the natural beauty of Marquette's frontier era.

Iowa's people are healthy people who live long, productive lives. Invigorating outdoor recreation, in the form of summer and winter sports, is available at hundreds of clean, clear lakes and rivers, and the state boasts 88 well-equipped state parks. Superior medical facilities, including the University of Iowa's famed medical research center, contribute to the health and vitality of the people. Smog, air pollution and other irritants, commonly found in densely populated metropolitan areas, are virtually nonexistent in beautiful, scenic Iowa.

A fortunate mixture of sturdy, American pioneers and eager, ambitious immigrants, Iowans are noted throughout the nation for their ability, industry and intelligence. Although Iowa is still a leading agricultural state, rapid industrial development in the past decade has drawn an increasing number of workers into vocational occupations, resulting in a dependable, thoroughly-trained labor force. Some 4,000 industrial plants, producing a variety of consumer products, are presently located in Iowa.

The state's ideal central United States location is enhanced by excellent transportation facilities, including numerous commercial air terminals, convenient railway routes and a carefully-planned, well-maintained network of interstate and intra-state highways. Iowa is accessible within a few hours by plane from the most distant point in the continental United States, making it a preferred site for business and industry headquarters or branches.

Ever conscious of the need for education, the state long ago established one of the finest public school systems in the nation, a system so advanced that it often serves as a model for other states. Vocational high schools, schools for physically handicapped children and schools for the mentally retarded are among the many Iowa educational innovations. Nearly all Iowans live within 35 miles of one or more of the 52 colleges and universities and in addition to the traditional academic institutions, a number of regionally situated Area Community Colleges provide vocational and technical training above the high school level. Due largely to the continuing emphasis on education, Iowa has for many years retained the coveted honor as the state with the highest literacy rate. More than 99% of all Iowans can read and write.

Consistent with the high intellectual capacity of its people, the state's cultural advantages are numerous. Centers of art, music and science offer unlimited opportunities for entertainment and further study. Television and radio are available anywhere in Iowa, and more than 450 public libraries plus traveling "bookmobiles" supply reading material. Finally, Iowans have regular access to one or more of nearly 500 daily and weekly newspapers, including the Des Moines Register and Tribune, rated one of the ten best newspapers in the country.

Pride is deeply rooted in the people of Iowa—pride in the abundant produce from the rich, black earth, pride in the beauty of rolling prairies and rock-crusted hills, pride in the heritage of strength and courage that is Iowa. But above all, Iowans are proud of their dedication to the American principles of democracy. Since the first schoolhouse was built in 1830, no Iowa school has ever been segregated. Indeed, it was in an Iowa college that a young black man named George Washington Carver was at last able to fulfill his desire for a college education.

In all other areas—law, medicine, arts, education, business and industry—this same dedication to democratic principles has made Iowa a tranquil and productive haven for visionaries in all walks of life. And the compatible blend of all races and religions, colors and creeds in Iowa is proof of man's ability to live peacefully with his fellow man. Yes, Iowa is truly a place to grow.



COUNTIES SURVEYED BY COMMUNITY DEVELOPMENT SECTION