

receive their degrees. These laudable efforts to attract youthful applicants of high calibre into government careers may bypass the older job applicant with equal educational achievement and good work experience in a professional field. Examinations for entry jobs such as Junior Staff Analyst, Junior Research Analyst, and Employment Security Trainee stress college graduation within the past five years, usually with some substitution of recent work experience for part of the educational requirement, and some extension of time limits for periods of military service. The type of qualifications pattern may rule out even a 35-year old, ten years out of college, with no military service, and whose experience in the stipulated fields dates back more than five years.

The announcement for an Employment Security Trainee examination scheduled for March 26, 1966, contains the following statement of entrance requirements:

"REQUIREMENTS: *Either I-*

"Education: Equivalent to graduation from college within the last five years with any major, but preferably with specialization in psychology, personnel administration, vocational guidance, public administration, business administration, education, sociology, economics, industrial relations, or political science. (This time limitation is extended for a period equivalent to that spent in recognized military service during the last ten years. Registration as a senior in a recognized educational institution will admit applicants to the examination, but they must produce evidence of graduation or its equivalent before they can be considered eligible for appointment.)

"Substitution Patterns:

- "1.*** Two years of experience within the last five years performing administrative or technical work in the fields of personnel management, employee relations, vocational counseling, employment interviewing, job placement, job analysis, or claims examination or adjustment under public or private insurance or health and welfare benefit plans may be substituted for two years of the required education on a year-for-year basis. *or*
- "2.*** Continuous full-time paid work experience in the California state service within the last five years may be substituted for the required education on a year-for-year basis by applicants who have completed at least 15 semester hours of college-level training in psychology, personnel administration, vocational guidance, public administration, business administration, education, sociology, economics, industrial relations, or political science.

"Or II-

"Experience: 3840 hours of experience within the last five years performing the duties of an Employment and Claims Assistant."

Although this is an open examination, substitute Pattern I, Paragraph 2, and Pattern II provide some opportunity for older state employees who meet the other qualifications. However, the requirements eliminate many well-qualified applicants from outside State