

will frequently have less or little value for a new employer. This is particularly true when the older applicant tries to change vocation. Perhaps related to this circumstance is a mild suspicion, held by many respondents, that older applicants are somehow inherently inferior to older employees.

Specific Objections To Hiring Older Applicants

The specific reasons why employers frequently reject older applicants fundamentally reflect the fact that an employment decision is an economic judgment. These reasons, as stated by survey respondents, are grouped into several categories, as follows:

Experience

- Lack of specific experience in a required skill seriously hurts the older applicant.
- Overspecialized experience narrows the older applicant's opportunities.

Physical Strength And Endurance

- Heavy physical labor is performed better by the younger worker.
- Fast work pace is maintained better by the younger worker.

Mental Flexibility

- Older male applicants cannot be easily trained.
- Older female applicants cannot be trained for intricate work.
- Older clerical females seem to be problem employees.
- Older applicants do less well in aptitude tests.
- Older people resist change more than younger people.
- Older applicants are too rigid in their expectations.

Compensation Costs

- Very young female clerical workers are cheaper.
- Higher salary demands militate against the older applicant.