

4. Study Areas Recommended

In the following areas studies in depth should be made to determine what action, if any, should be taken:

- Determine The Adequacy Of Present Teaching Methods And The Ability Of Older Persons To Learn New Concepts And Techniques
- Investigate The General Sentiment That Older Applicants Are Somehow Less Capable
- Study The Effect Of Age Status Upon Opportunities For Older Applicants

C. ANALYSIS OF THE OLDER WORKER PROGRAM IN 36 FIELD OFFICES OF THE CALIFORNIA STATE EMPLOYMENT SERVICE

1. Stereotyped thinking of older workers as "problems" may ignore their true capacities for employment. Employment Service staff believe that older workers can be placed in employment at almost any age, even in their 70's and 80's, if they have marketable, up-to-date skills and are able to work. But factors such as obsolescent skills, physical problems, lack of geographic mobility, or the individual's own attitudes, may combine with age to produce an "older worker syndrome" of employment problems.
2. Many employers have a high regard for their older employees because of their demonstrated productivity and dependability, but consider older job applicants as undesirable risks. The employed older worker has some advantage in retaining his job because of his experience and seniority, but if he loses his job he is apt to remain unemployed longer than a young person, and may find it more difficult to get another job.
3. Automation and increasing productivity have tended to keep the number of available jobs in California below the needs of a constantly growing labor force. Labor cut-backs in defense industries have left thousands of production workers jobless, including many aged 45 and over whose skills are no longer usable in the labor market.
4. An older person's attachment to the labor market may vary with his financial needs or his interests. The employment interviewer may find it hard to distinguish between applicants near retirement age who need work and those seeking an activity, paid or unpaid, which will give a sense of purpose to their lives.
5. Local office staff find that most employers are aware of the age discrimination provisions in the California Unemployment Insurance Code, Sections 2070-2078. Few discriminatory orders with age limits are being received by local offices.