

However, interviewers feel there is a tendency to evade the provisions of the law at the point of hire. Some screening requirements, such as a stringent physical examination, the possession of a high school diploma, or recent college training, may limit the older worker's job prospects.

6. Local employment offices report there is no general tendency to offer older workers wages lower than the prevailing rate for the occupation. However, some low paid occupations, such as watchman and janitor, are often considered by employers and interviewers to be "older worker jobs". Some domestic employers occasionally try to place orders for household workers at such unrealistic wage rates as 50¢ an hour, or to offer a "good home with board to a pensioner". Employment Service policy permits cancellation of job orders when wages or conditions of employment are below prevailing standards in the community, and this policy is explained to employers who attempt to place such job orders.
7. The cost of retirement and group insurance plans is cited by employment interviewers as one of the most frequent objections on the part of employers to hiring older workers. Employment Service staff feel that these costs are not fully understood and that factual material on such costs, as well as on workmen's compensation experience with older workers, is greatly needed.
8. Job placement services provided to older workers by the Department of Employment are generally in the "mainstream" of office operations. The individual may be referred to the Older Worker Specialist in the local office when he appears to have an employment problem connected with age. Although each Employment Service office has at least one individual designated as an Older Worker Specialist, the current budget for those services is limited. Among 32 local offices visited during the field survey, full-time Specialists were active in only 5 local offices; part-time Specialists were spending from about 3 to 10 hours per week in older worker services outside the "mainstream".
9. The Older Worker Specialists' standard duty statement would provide a well-rounded program of activities to improve employment opportunities and strengthen individual services for older workers. However, many of the Specialists are performing only a portion of the job because of their various other assignments and because of budgetary limitations.
10. Employment counseling is one of the most important services provided to older workers facing the problem of changing occupations or adjusting to different conditions in the kinds of work they know best. However, the volume of counseling interviews with older workers dropped in 1964, even though a recent study shows a large unmet need. The Employment Service is in the process of upgrading the standards for its