

demand. The men have worked as janitors, custodians, in the warehouse, and as construction laborers. Some of this work is available, but we have an oversupply of applicants. The women have mostly worked in the canneries, and as assemblers. Many have a low educational level and marginal skills and abilities.

"We also have a supply of female clerical workers with low skills, many of them in the older worker group. Although there is a need for General Office Clerks, these women do not qualify without further training. Sometimes, there are also problems of appearance and personality."

Major industrial changes, such as the cancellation of the Skybolt program and drastic reductions of airframe production in Southern California, have left thousands of production workers jobless--some of them with years of experience in performing one job which no longer exists. Geographic relocations of plants, such as the move of the Marchant Company from Oakland to North Carolina, have had the same effect. The worker with excellent but limited skills may find no market for them.

b. Problems of Training

Problems of skills and training are closely related. Many changes in entry requirements, especially academic requirements, have occurred since older workers began their careers. These changes have a great impact on older workers, particularly those in professional fields. One academic degree may not be enough. In social work, an unemployed individual with 25 years of responsible and well-paid experience, but without a Master of Social Work degree, may find it almost impossible to obtain a comparable job in her profession.

The arbitrary requirement of high school education which many employers now make hits particularly hard at older workers in many occupations where this was not a requirement when the individual first started to work. Older workers who do not recognize that lack of academic training may affect their prospects of continuing in employment may be little inclined to go back to school for further academic training which is not directly related to an occupation, and which may be of long duration.

Those whose basic education was even more limited are at a severe disadvantage. An office in an agricultural area reports: "Lots of the local people came here from other states and have a 3rd or 4th grade education. They're only semiliterate. Slow reading is probably the commonest difficulty in counseling and testing. Most of