

the men haven't had to use whatever reading skills they acquired in school, having worked at hard labor most of their lives. The women are a little better."

Many older workers are products of depression schooling. Some had to quit school to go to work, took the first available job, and "stayed with it". In the kind of work they are doing, they could see no reason to gain more education.

c. Problems of Mobility

The ability to "go where the jobs are" is at a premium in our rapidly shifting labor market. Some older workers have sacrificed mobility for other values--the establishment of roots in the community or retirement to a remote vacation area or a "Leisure Town". Others with marginal budgets cannot afford to move their household in pursuit of employment, or even to pay the costs of lengthy commuting. For the aged, health problems may rule out long drives to the job. Individuals who have established pension rights with an employer may hesitate to change jobs, although the effects of pensions on worker mobility are not fully known.^{3/}

Some communities have a magnetic power to draw and hold residents. A Los Angeles office comments:

"Los Angeles applicants are inclined to be immobile. Many individuals who have been attracted to this community because of its glamorous reputation want to stay. Working wives affect the situation--many husbands and wives are both in skilled or professional occupations. A move for one means a move for both. The best applicant supply, particularly for jobs in other parts of the State, is among workers coming into the community who have not yet established roots. In a recent recruitment for auditors, where travel was required, local applicants did not wish to travel."

Younger workers "follow the jobs" into such dynamic areas as the Peninsula and the San Fernando Valley, and older job applicants who are already there must compete with this influx of new blood. They have an advantage in being on the scene, even though economic competition is severe. A retiree in Redding or Carlsbad may find himself remote from job opportunities in his field.

In some areas, jobs continue to move farther away from the settled worker, as firms change their locations for low-cost land and plant space, cheaper taxes, or other advantages. For instance, some manufacturing firms have moved from Oakland, out of reach of workers in Vallejo who formerly commuted to Oakland.