

in prestige." The individual who has had a job with some supervisory authority may develop emotional problems when faced with the prospect of having to accept a subordinate job if he expects to continue working.

c. Unrealistic Goals

The desire to maintain an accustomed standard of living may result in unrealistic financial demands. A worker who has reached the top of his pay bracket when he loses his job may not realize that the going rate of pay for most jobs in his occupation is far lower. A legal secretary who retired while making \$650 per month but is willing to come back at \$550 per month may still be priced out of the labor market.

Older workers sometimes have unrealistic occupational goals. A man who worked 30 years for the same company may think of the labor market as it was when he began his career, and assess his own capacities as they were at that time. A construction laborer, who has worked around engineers for 35 years, and whose back is beginning to trouble him, may decide that he wants to be a construction engineer, even though he lacks a high school diploma.

d. Attachment to the Labor Market

Older workers continue to work for three main reasons:

- (1) They need full-time work to support themselves and their families;
- (2) they need to supplement retirement income; and
- (3) they "want to have something to do."

The first group is generally determined to remain in the labor market, but workers in the other two groups may come and go.

A task force assembled by the Bureau of Employment Security in 1961 to consider older worker problems made this recommendation which can still serve as a goal:

"Techniques are needed to distinguish those older applicants, particularly those at or near retirement age, who genuinely want work from those who are really searching for an activity which will keep them busy. Such techniques would help the ES identify those individuals desiring remunerative jobs and those whose needs could be met by non-vocational community services."