

ES placement staff also suggest concentrated effort at State and Area levels to encourage Federal, State, county and municipal public agencies to modify physical and age-hiring requirements. County and municipal civil service and government agencies are considered by some local offices to be the most restrictive, some having upper age limits of age 50 for clerical and other jobs. Recruitment for some Government classifications tends to emphasize recency of education and age, regardless of actual job requirements.

2. Employer Objections

Some employer objections to hiring workers over age 60 were reported by a Bay Area office:

- a. Promotion from within--employers do not wish to hire and train an experienced person at the entry level.
- b. They do not want to train workers for "just a few years".
- c. Recency of experience: Some professional jobs require a college degree, and there is a local tendency to demand three to five years of recent experience. There are many highly technical jobs in this area, where earlier experience or training may not be related to the immediate job requirements.
- d. Some employers do not want "heavy nonrelated experience." Some comments of employers on the "over-qualified" applicant are reported by the same office:
 - (1) "Applicants with too much experience can be 'trouble makers'."
 - (2) "They want to tell you how to do it."
 - (3) "We want individuals who can be hired at a job comparable to the one which they have had during the past 5 years."

The employer's desire for trainees who will remain with the firm and are promotable was frequently mentioned:

"In one occupation, Management Trainee, you know there is an age limit but the employer does not mention it. They want people who will stay with them for a long time, and they just do not hire people over a certain age. They don't put the age specification on the order. If we refer 6 or 7, they know they don't have to hire the one that may be the older worker."

Even so, some local offices report successful placements of older workers as Management Trainees.