

older workers. Some employers feel a sense of loyalty to their older workers. They will put them on odd jobs if the worker cannot do the regular piece work.

"Employers don't care much about age for sewing machine operators, as long as they can do the work. But after age 45, it may be hard to place trimmers, folders, and floor girls (entry jobs).

"Tailors find no problems at any age, as long as they are physically able. Cutters do need physical strength, as some exertion is involved. There is no 'second line' outlet for them. The entry job to this occupation is spreader.

"Much of the work is piece work and if the employee is producing, the employer is not suffering. He has nothing to lose. Personal appearance and voice are not important in placing workers in garment occupations. These workers do not have to meet standards which might apply in commercial or other kinds of occupations. If they can still 'make production', employers have no objection. There is a great deal of pressure in this industry, and some workers become 'older workers' at an early age because of the pressure of the production line. Much of the work is on a piece-work basis."

D. ORGANIZATION OF OLDER WORKER SERVICES

1. "Mainstream" Services

Most services to older workers are provided in the "mainstream" of local employment office operations. Older workers who file their applications for work are interviewed, assigned occupational classifications, and considered for referral to job openings or individual job development warranted by their qualifications. They may be sent to the employment counselor for special help with job problems. They are given information about local job prospects and those in other areas, and briefed on wages, hours and working conditions in occupations for which they might qualify. When skills are rusty or job prospects in former occupations are poor, they may be considered for retraining under the Manpower Development and Training Act and State programs offering training allowances, and for possible referral to other job-related training (for sales work, as Family Aides, and similar local programs).

2. Special Services to Older Workers

The urgent and growing problems of employment for older workers have for years been a matter of grave concern to the Employment Service. In strengthening efforts to deal with these problems, the Employment Service in 1959 designated