

Older Worker Specialists in each of its local employment offices. The job of the local office Older Worker Specialist was outlined in a duties statement released to the field by Division Notice 2080 Q, dated March 11, 1959. A copy of this statement appears on page 84.

An older worker may be referred to the Older Worker Specialist from any point in the office, including the claims section, when the interviewer recognizes an employment problem connected with age. The "Older Worker" Guide Card, DE 4751A, is available as a source of clues to the need for special services. (A replica appears below.)

"OLDER WORKER" GUIDE CARD

DEFINITION:

An older worker is a person who is encountering, or may be expected to encounter, difficulty in getting or keeping a job principally because of his age.

Clues for Identifying His Need for Special Services

1. Long, specialized experience-suitable job opportunities are lacking because:
 - a. Technological changes.
 - b. Industry declined or left area.
 - c. Job does not exist in small establishments.
 - d. His experience is no longer required.
 - e. Lack of job orders in his occupation.
2. Unrealistic demands-wages, working conditions, etc.
 - a. No longer qualifies for previous position.
 - b. Relates demands to needs rather than abilities.
 - c. Long, unsuccessful search for employment.
3. Type of work too heavy, too fast, or makes excessive physical demands.
 - a. Lost last job for one of these reasons.
 - b. VQ'd last job for reasons of health.
 - c. Cannot meet production standards for this work.
4. Lacks marketable skills or skills rusty.
 - a. Re-entering labor market after long absence, or no previous work experience.
 - b. Retired, or out of labor market for long time.
5. Unusual difficulty in getting or keeping job.
 - a. Unemployed three months before registering.
 - b. Repeatedly rejected by employers.
 - c. Several recent short-term jobs.
6. No successful referral by L.O. within reasonable time.
 - a. Three months in L.O. without referral.
 - b. Repeated unsuccessful referrals.
7. Does not understand reasons for unemployment.
 - a. Furloughed, not rehired with others.
 - b. Not rehired after accident or illness.
 - c. Rejected for jobs without plausible reasons.
8. Seriously discouraged, lost confidence, low morale.
9. Appearance and attitude make him a poor referral.
10. Referred for assistance by another agency.

DE 4751A (4-61)