

severely limited by lack of staff time. Two of the four Area Coordinators were performing other duties in addition to their older worker assignments. One resigned in mid-1964, and the position remained unfilled for several months. Only one Area Coordinator was attempting to make full-scale evaluations of the older worker program in individual local offices.

Of the 32 local offices surveyed, nine had a "full-time" Older Worker Specialist but four of these also performed other duties, mainly in counseling applicants other than older workers, in regular job development and placement, or in contacting employers to promote the use of the Employment Service. One local office had no individual designated as OWS, because of recent personnel transfers. Among the offices with part-time specialists, there were various combinations of duties with the OWS assignment. Some typical combinations were OWS-Counselor-placement, OWS-Employer Relations Representative (ERR)-placement, and OWS-ERR-Veterans Employment Representative (VER).

Others were:

- . Counseling, employer relations, assistance to parolees, and regular placement.
- . Counseling, selective placement, regular placement.
- . Placement, employer relations, parolees, completion; occasionally collects material for industrial and occupational briefs.
- . Claims supervisor (one office only).
- . Counseling, youth program, selective placement, employer relations, placement.

Combinations of duties which seemed to be most compatible were OWS-VER, OWS-Counseling if the individual is a trained counselor, and OWS-ERR with emphasis on contacts with community organizations and promotion of older worker employment. One OWS suggested a "one out--one in" team of combination OWS-ERR's, so that one individual would continue developing job prospects in the field without interrupting full-time older worker services in the office. The OWS-ERR combination, when there is no other part-time OWS in the office, cuts down the amount of time available for older worker activities within the local office.

The OWS duties statement contains in the Job Summary section the wording, "responsible for giving functional