

The job analysis approach to the establishment of true performance requirements might provide answers to such questions as:

- . Are we maintaining people on welfare who could perform successfully and support themselves if physical demands for their jobs were modified?
- . Are we retraining workers needlessly when with small changes in job requirements they continue to perform their present jobs or be moved to related jobs in the same plant or industry where further training is not necessary?

These studies could also explore job relationships and lines of transfer which would make it possible to utilize the skills and abilities of older workers being displaced by automation or who can no longer function on their former jobs. At the State level, industrywide committees enlisting both management and unions could lend essential support to these efforts and could encourage employers to find alternate employment within the plant, when possible, for older workers facing layoff because their skills are no longer in demand. They could also give needed impetus for on-the-job retraining.

F. TRAINING

1. California Retraining Benefits Programs (SB-20)

This allows claimants for unemployment insurance who are in declining occupations to enroll in approved courses of training, if the training will make them able to compete again in the labor market. The Department of Employment determines the eligibility of the trainee. The claimant may receive the unemployment insurance benefits for which he is eligible during the training period.

With additional financing for counseling, testing, selection and referral activities, this program could be extended to additional claimants. During 1963, only 2,746 individuals were trained statewide under this program, of whom 512 or 18.6 percent were older workers.^{8/}

A wide variety of training is available through adult education divisions, offering the trainee many vocational goals. However, training under this legislation has been spotty throughout the State. Some local offices reported only one or two trainees. In San Bernardino during May, four persons aged 45 or over were taking training under SB-20. Their changing occupational goals illustrate the movement out of aircraft and aerospace production line employment: