

"EMPLOYMENT OPPORTUNITIES FOR OLDER PERSONS  
IN THE CONTEXT OF THE EXPANDING ECONOMY  
OF THE STATE OF CALIFORNIA"

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Discussion of job opportunities and the economy as related to older workers is an opportunity to give out with the statistics which in this field are voluminous.

I am included, however, to weave my remarks around people as people, not as statistics. To me the percentages, parabolic curves, trends and tabulations mean something only when they focus attention on a worker who:

1. Has been laid off and finds he needs training to compete in the labor market, yet has a fear of returning to the classroom and a fear of tests.

Or a worker who:

2. Has retired and wants again to re-enter the labor market but only on a part-time basis.

Or a worker who:

3. Is faced with layoff unless he can receive training which will upgrade him in his skill, yet who has resisted opportunities to take training after hours or declined to make himself available to take training provided by the foreman.

Or a worker who:

4. Is unemployed but unwilling to work under a younger supervisor or to accept a job at less pay after an extended period of joblessness.

Or a worker who:

5. Receives notice of possible impending layoff with possible transfer to another firm but refuses to believe the layoff will actually happen or who is laid off but declines to relocate, grimly holding on to the hope he will be recalled.

Statistically these are numbers of workers, broken down by age, who are displaced by technological change. They are percents of our labor force who are unemployed. They are the number of potential trainees for OJT or institutional training under MDTA, ARA or some other retraining program. Or they are those who push the curve of period of joblessness to its peak because once they're unemployed they have a tougher time getting another job than do younger segments of the work force. They are disabled veterans, parolees, military retirees, handicapped, members of minorities and others who have been on this earth a half century or so.