

So now we come to grips with a key question. Are we truly losing 2 million jobs to automation and technological change in this nation each year? Are there and will there be enough jobs to go around? Is it true that unemployment is essentially one of economic growth? Well I'll leave that question up to Dr. Walter Heller and his School of Economists. Must we look forward to a society in which we must break the link between job and income? I'll leave that question up to our English friend Dr. Robert Theobald and his School of Economists.

Right now I am impressed by a number of considerations which bear, I believe, a bit more realistically on jobs for older workers:

1. First our semimonthly statewide job inventory carries from 1500 to 2000 job openings. Occupationally these are heavily weighted in professional, scientific and technical pursuits, coupled with shortages in nurses, clerks, skilled craftsmen, and machine operators. I would observe that a vacant job is one of the most wasteful circumstances in our society. Wasteful to the employer in terms of lost production and services, and wasteful to the worker in terms of lost income. And our inventory covers only those jobs which employers are seeking to fill by out of town or area recruitment. Goodness knows what the inventory of vacant local jobs is at any point of time.
2. Workable machinery is now in effect which can train and retrain workers, bringing to them either new skills or upgrading them in old. These retraining programs are no longer a dream of manpower experts. They are a proven fact. More and more jobs are emerging in business, commerce and industry which require a worker to go through frequent training and retraining periods. Training facilities are being made available where the course is sharply job oriented and where subsistence, transportation and relocation allowances are available. In California about 60.7% of our population 45 years or older has had less than 12 years of schooling and on the average the education was acquired 28 or more years ago. Studies also indicate that 21.6% of the 45-plus workers have less than an eighth grade education. A large segment of unemployed older workers is composed of individuals who lack such education.
3. One of the fastest growing job opportunities in our labor markets is that of the part-time job. Careful appraisal should be made of the extent to which these opportunities can meet the job needs of some of our older workers.
4. California employers have assembled a labor force of tremendous professional and technical competence. There is an awareness in business, commerce and industry that our future growth must be based on diversification and the development of new markets and products. It is a reasonable assumption to make, that job opportunities of the future will be rooted in this type of growth and will require a higher level of education, knowledge and technical competence. Many of these jobs will require the worker to undertake frequent training experiences during his job life. In the converse,