

present and projected manpower requirements seem to impose severe penalties on those with low adaptability to changing occupational requirements.

5. With over 1/4 of California's annual timber cut, your Humboldt County area leads the State in this activity. Expansion of lumber manufacturing, such as that contemplated by one of your leading establishments and its feeder plants and subcontractors, seems to provide somewhat brighter job prospects for this area than has been the case in the past. Perhaps California's growth and that of the Pacific slope states will provide markets and construction activities which will give you steadily increasing levels of employment.

This then is a brief glimpse of the job opportunity picture in our expanding economy both in the State and here in the Northwest; jobs, many of which will require increasing levels of training and skill.

Whether there are and will be enough jobs to go around I can't say. But I would observe that (1) a competent, well-trained and efficient work force increases production and the opportunity to forge new markets, (2) there is machinery for providing needed skills through training and retraining, and I would observe that (3) there is need, community by community, to assess the job picture and plan to meet job needs now and in the future.

On our part, we in the Department of Employment need to:

1. Develop new techniques which will cut the lapse of time between the vacated job and the providing of a competent replacement. We are now experimenting with Telex and EDP storage and retrieval equipment which holds great promise for greatly increasing our recruitment and screening services without commensurate increases in budget expenditures.
2. Improve our counseling and guidance services to enable us to understand and motivate the older worker to a sensible course of action which will result in full use of his skills. That is why we are now engaged in substantially raising the academic and experience qualifications of our vocational counselors.
3. Extend the successful group guidance clinic approach, such as the job clinic for middle-aged women who wish to re-enter the labor market when their family responsibilities permit them to work. They need pointers on how to look for a job, pointers on personal appearance, attitude and how to overcome lack of confidence. These clinics have been especially successful when jointly sponsored by the Business and Professional Women's Clubs, Altrusa, Soroptimists and YWCA; or the Job Clinic for men called "Experience Unlimited" where executives and managers caught in plant mergers and other displacements get together and hammer out solutions to their job problems.