

Employee

1. Motivation -- insufficient felt need for, or fear of, retraining.
2. Inflexibility regarding geographical location of job.
3. Fear of change in status accompanying change in type of job -- shelter and security of one skill difficult to leave.
4. Lack of imagination about other types of work.
5. Physical disabilities of older years.

Employee

Through individual counseling by State Employment, employer, union, and self-help clubs (covering all levels of employment).

1. Interpretation of realistic need for retraining.
2. Education on the geographic forecast of the need for specialized skills.
3. Exploration of the meaning to the individual of the proposed change of employment.
4. Suggestions of other types of employment; descriptions of jobs and skills needed.
5. Consideration of jobs that can be filled within physical limitations.