

Ability, Not Age, Most Important for Employes

Employers refusing to hire, or even to consider, qualified workers because they are past 40 years of age are cheating themselves of the maturity, judgment, ability, and skills that are the most valuable asset any employe can give to his job, according to Mrs. June Roper.

Mrs. Roper, manager of the Torrance office of the Public Employment Service, made her comments while discussing proclamations designating May as Senior Citizens Month.

More than 1,500 persons 45 and older are registered in the local employment office, she said. Many are skilled and nearly all have experience that could benefit any employer.

MRS. ROPER said one of the goals of Senior Citizens Month here has been to convince employers they are cheating themselves, and that ability, not age, is what really counts on the job.

"As a nation we must not overlook the special qualities of workers past 40," Mrs. Roper said. "Real achievements are being made every

day by relatively older people. Senior Citizens Month has given us an opportunity to draw attention to the qualities of imagination, persistence, and courage, and willingness to take on new ideas and new methods that are within the minds of men and women of all ages."

Mrs. Roper also said too many employers seem to

think that older workers cannot produce as much as younger ones, and that it is costly to hire anyone in the middle or later years in life. This point of view has created a real employment problem for the so-called "older workers."

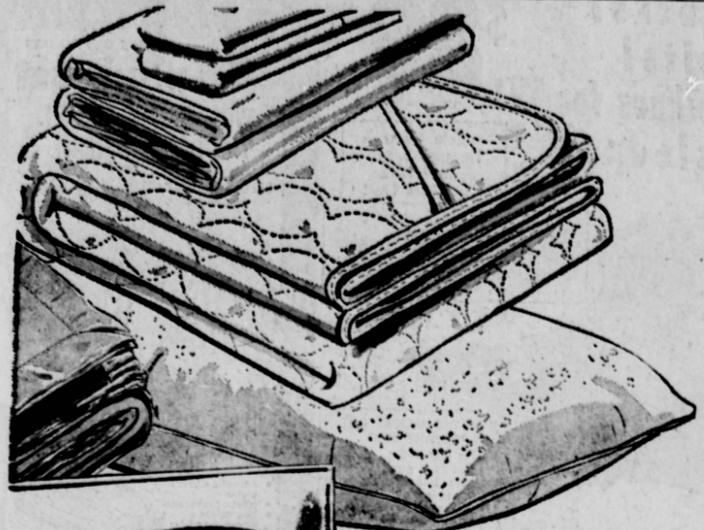
THE PROBLEM has become so acute, Mrs. Roper

said, that many local offices in the nationwide network of public employment offices have specialists in counseling, job development, and placement of older workers. The fact that there is a need for such specialists is in itself a paradox in today's expanding economy and rapidly growing job market.

One of the most common

complaints of employers is that they are unable to fill millions of potential producers on the shelf. We are treating birthdays as if they were a disease, and too often we treat disease as if it were a matter of birthdays.

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