

Older workers (1954)

# OLDER APPLICANTS

*at Public Employment Offices.*

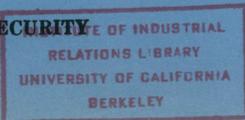
Special Survey,  
November 1954.

UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, Secretary

U.S. BUREAU OF EMPLOYMENT SECURITY

Robert C. Goodwin, Director



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OLDER APPLICANTS AT PUBLIC EMPLOYMENT OFFICES  
Special Survey, November 1954

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## OLDER APPLICANTS AT PUBLIC EMPLOYMENT OFFICES

### Introduction

"Life begins at 40," they say. But if you can't find a job after 45, this promise loses its punch. Unless, of course, you have an independent income. However, very few people are fortunate enough to be independent of their earnings at 45, and 45 is the point at which most job seekers begin to encounter discrimination because of age. It starts earlier for women--at 35 a woman is said to be "too old" for many jobs. If you have a job on your forty-fifth birthday and work in an establishment that has a seniority policy, chances are you can hang on to that job until you are 65. But if for any reason you lose your job after 45 and have to look for a new one, the cards are stacked against you.

These are the cruel facts substantiated by numerous surveys and by much unhappy individual experience. For some years, now, people have been aware that the span of life was lengthening--in 1900 the average life was 47.3 years; today it is nearly 69 years. But only recently are people realizing with grave concern that at the same time that the total life span is lengthening, the work-life span is shortening.

The length of time that a worker can expect to spend in retirement, either voluntarily or involuntarily, has increased since 1900. In 1900 the average white male who was 40 years old could expect to live almost 28 years, only  $3\frac{1}{2}$  of which would be spent in retirement. Today the span of retirement has practically doubled; the average man of 40 can expect to live more than 31 years, of which about 6 years will be spent in retirement. The gap between total-life and working-life spans continues to widen. It is estimated that by the year 2000 the average man will spend nearly 9 years in retirement. One of the sobering aspects of this fact is that either directly or indirectly the younger workers have to support a larger and larger population that is economically nonproductive.

The reasons for this are complex and are the subject of a growing number of economic and sociological studies. Advanced medical knowledge and improved standards of living contribute to the lengthening life span. Increased mechanization and the operation of pension systems

are factors in the contracting work life. But it cannot be argued that the healthier and generally better educated worker of today is less able to work at 46 than was his counterpart of 50 years ago.

When you realize that more than one-third of the labor force is over 45 years old, the magnitude of the problem is apparent.

Older Workers in the Labor Force, Unemployed, and Registered for Jobs at Public Employment Offices  
November 1954

	Labor Force <sup>1/</sup>		Unemployed <sup>1/</sup>		Active File <sup>2/</sup>	
	(000's)	% of Total	(000's)	% of Total	(000's)	% of Total
Both sexes	64,624	100.0	2,893	100.0	2,832	100.0
Over 45 years	23,178	36.0	870	30.1	816	28.8
Male	44,180	68.4	1,875	64.8	1,833	64.8
Over 45 years	16,588	25.7	613	21.2	571	20.2
Female	20,445	31.6	1,018	35.2	999	35.2
Over 45 years	6,591	10.3	258	8.9	244	8.6

<sup>1/</sup> Census, Current Population Reports, Labor Force, Series P-57, No. 149. Age intervals adjusted to fit BES special survey data.

<sup>2/</sup> Job applicants registered at public employment offices in November 1954.

Nearly one-third of the Nation's unemployed are more than 45 years old, and well over one-

fourth of all job applicants at public employment offices are in that older group.

### BES Special Survey

The U. S. Employment Service (a part of the Federal-State employment security system) has for years had a program of service to older workers, attempting to break down employer resistance to hiring more mature workers and making a special effort to aid older job applicants in obtaining work. In order to furnish benchmarks for further work in this direction, the Bureau of Employment Security in November 1954 gathered special information by age on its regular monthly State reports on local office activities (Form ES-209) and placement activities (Form ES-212). Data were collected on age and sex of job applicants at all public employment offices; on initial counseling interviews by age; and on employment service placements, by age, sex, and major occupational group.

No material was gathered on personal characteristics of applicants other than age and sex, nor was any information collected on job orders by occupation or industry, or according to specified age. This places serious limitations on the conclusions that can be drawn from the special survey data. For instance, without

knowing the occupational characteristics of applicants, it is impossible to determine how nearly the active file is representative of total unemployment; and without also knowing something about the kinds of job orders that public employment offices receive, it is impossible to measure Employment Service effectiveness in making placements.

Inherent limitations of the data must also be borne in mind in interpreting the experience of job applicants at public employment offices as it applies to the total labor force. These qualifications are discussed in context in the analysis that follows.

In spite of the limitations of the special survey data, they do shed some light on the plight of older workers, corroborating the findings of earlier Bureau of Employment Security surveys (February 1949 and April 1950). Detailed tabulations in the appendix, especially the State tabulations, supply more precise data than are available from any other source. The material of this special survey should be valuable as background for more intensive studies of problems of older workers.

Some of the findings of the survey are:

1) By broad categories, the age distribution as well as sex distribution of job applicants at

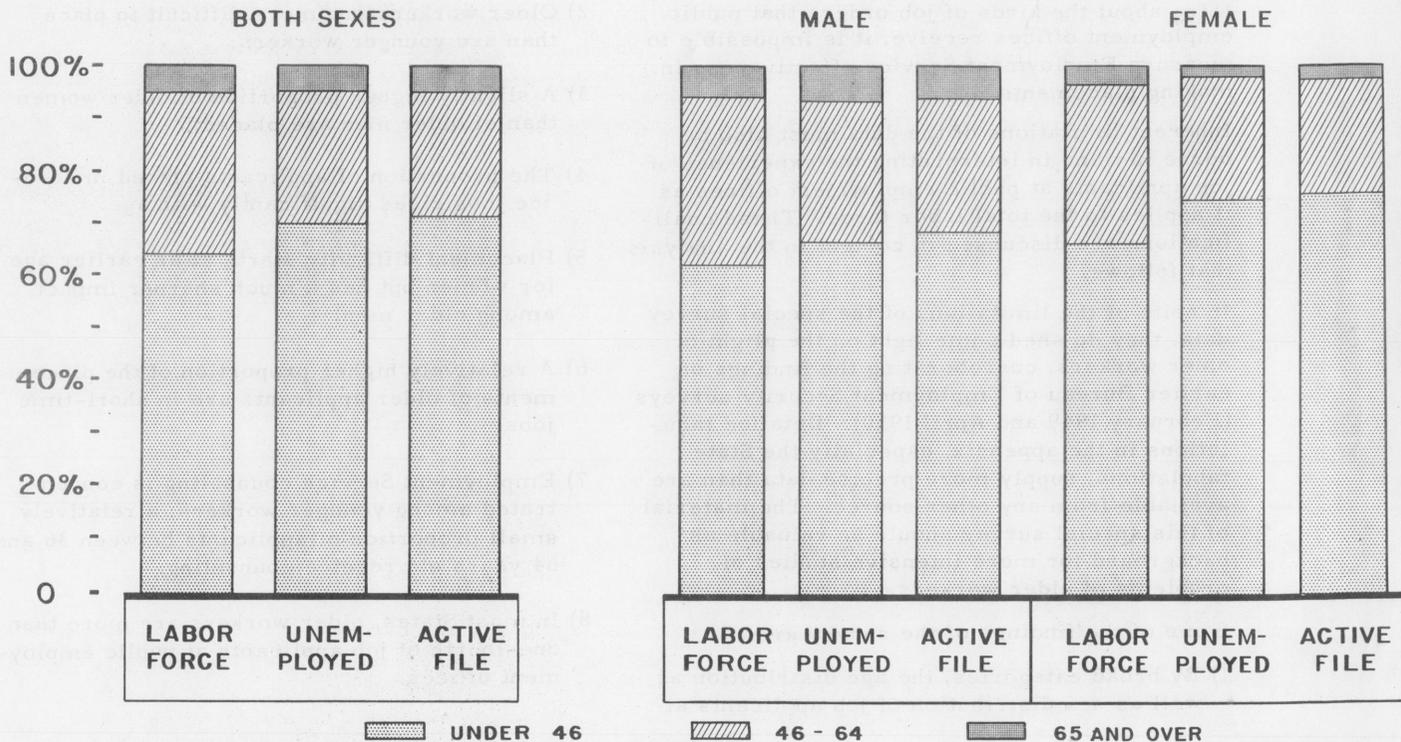
public employment offices corresponds to that of all unemployed according to the Census estimates.

- 2) Older workers are more difficult to place than are younger workers.
- 3) A slightly higher proportion of older women than of older men are placed.
- 4) The proportion of applicants placed in service jobs rises significantly with age.
- 5) Placement difficulty starts at an earlier age for women but has a much sharper impact among older men.
- 6) A relatively higher proportion of the placements of older applicants are in short-time jobs.
- 7) Employment Service counseling is concentrated among younger workers; a relatively small proportion of applicants between 36 and 64 years old receive counseling.
- 8) In most States, older workers are more than one-fourth of job applicants at public employment offices.

# AGE AND SEX OF LABOR FORCE

**MORE THAN 1/3 OF LABOR FORCE IS OVER 45 YEARS OLD**

**MEN ARE OLDER THAN WOMEN  
UNEMPLOYMENT IS HEAVIER AMONG OLDER MEN**



NOTE: LABOR FORCE AND UNEMPLOYMENT DATA ARE CENSUS DATA ADJUSTED TO AGE INTERVALS USED IN BES SPECIAL SURVEY.

U. S. DEPARTMENT OF LABOR  
Bureau of Employment Security  
Division of Reports and Analysis  
FEBRUARY 1955

How Many Older Workers Do We Have?

Of the 65 million people in this country's labor force, 23 million (more than one-third) have passed their forty-fifth birthday. Only 5 percent are past the generally accepted retirement age of 65.

Slightly less than one-third of the labor force are women. They enter the labor market earlier than men, and generally withdraw earlier, too. Consequently a smaller proportion of the female labor force than of the male labor force is over 45--the figures are 32.2 percent and 37.6 percent, respectively.

Age Distribution, by Sex, of Job Applicants and Labor Force, November 1954

Age and Sex	Labor Force <sup>1/</sup>	Unemployed <sup>1/</sup>	Job Applicants in Active File
Both sexes	100.0%	100.0%	100.0%
Under 46	64.0	69.9	71.2
46-64	31.0	25.4	24.1
65 & over	5.0	4.7	4.7
Male	100.0	100.0	100.0
Under 46	62.4	67.3	68.8
46-64	31.8	26.4	25.2
65 & over	5.8	6.3	6.0
Female	100.0	100.0	100.0
Under 46	67.8	74.7	75.5
46-64	28.9	23.4	22.2
65 & over	3.3	1.9	2.3

As of November 1954, there were 2.9 million unemployed; 1.9 million of them were men and 1.0 million were women. Older workers--those over 45--represented a somewhat smaller proportion of total unemployment than their share of the labor force, in spite of the well established fact that older workers have more difficulty than do younger workers in finding jobs. This seeming contradiction is accounted for by the fact that among the younger members of the labor force are those who have newly entered the market and have not yet found their first job, and also by the fact that older workers are likely to lose or leave their jobs less frequently than younger workers. In other words, younger workers change jobs more readily than older workers and have more frequent but shorter periods of unemployment.

<sup>1/</sup> Census, Current Population Reports, Labor Force, Series P-57, No. 149. Age intervals adjusted to fit BES special survey data.

Among the unemployed there are proportionately more old men than old women, which in part reflects the composition of the labor force.

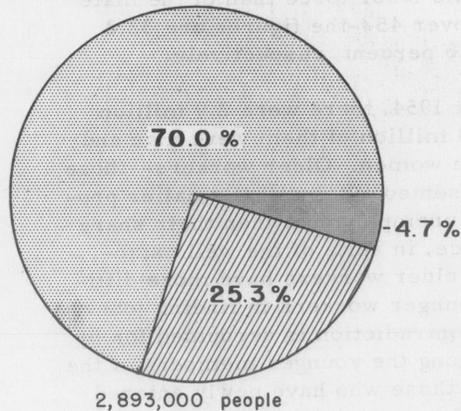
(For greater detail, see Appendix Table 1.)

# OLDER WORKERS ARE HARD TO PLACE

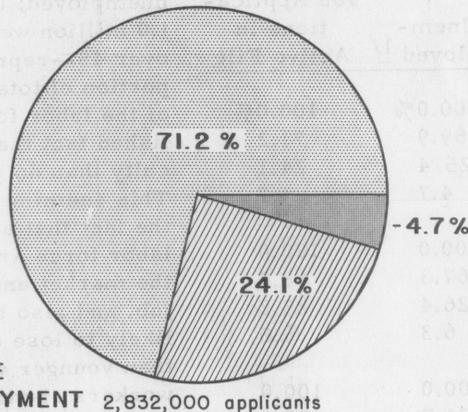
NEARLY 1/3 OF JOB APPLICANTS ARE OVER 45 YEARS OLD

BUT ONLY 18% OF EMPLOYMENT SERVICE PLACEMENTS ARE AMONG THESE OLDER WORKERS

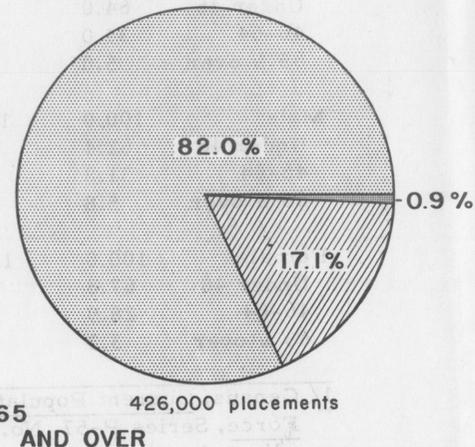
TOTAL UNEMPLOYMENT-U.S.



JOB APPLICANTS  
at Public Employment Offices



EMPLOYMENT SERVICE  
PLACEMENTS  
(Non-agricultural)



AGE COMPOSITION OF ACTIVE FILE  
CORRESPONDS TO TOTAL UNEMPLOYMENT

 UNDER 46

 46-64

 65

AND OVER

NOTE: UNEMPLOYMENT DATA ARE CENSUS DATA ADJUSTED TO AGE INTERVALS USED IN BES SPECIAL SURVEY.

U. S. DEPARTMENT OF LABOR  
Bureau of Employment Security  
Division of Reports and Analysis

FEBRUARY 1955

Age Affects Placements

The relation of Employment Service placements to number of applicants shows that it is harder for older workers to find jobs. Though nearly one-third of all job applicants at public employment offices are over 45 years old, only 18 percent of nonagricultural placements are among this group. This experience can be accepted as typical of all unemployed older workers.

The chart at the left shows that, by broad categories, the age distribution of job applicants at public employment offices corresponds to that of total unemployment. The proportion of older workers (over 45) in both groups is almost precisely the same. The age distribution of younger workers, however, is quite dissimilar (see Appendix Table 1); there are proportionately more junior workers (under 21) among the unemployed than among job applicants at public employment offices, and conversely, a larger proportion of job applicants at public employment offices are between the ages of 21 and 45 than is true of total unemployment. This reflects in part the fact that younger workers lack wage credits under unemployment insurance programs and do not use the Employment Service to the same extent as more experienced workers.

This discrepancy does not affect the proportion of older job applicants in the employment office

file. When all workers under 46 are grouped together; the proportionately smaller representation of junior workers at the public employment office is balanced by the proportionately larger representation of workers between 21 and 45 years old, resulting in the almost exactly comparable age distribution, by broad categories, of total unemployment and job applicants that is illustrated in the chart.

The adverse effect of age on ability to land a job is clear.

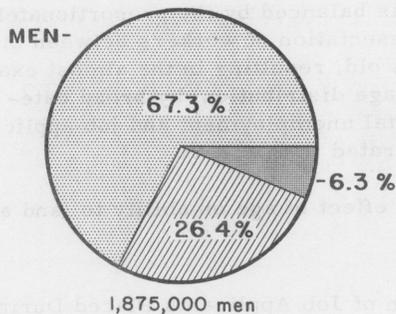
Proportion of Job Applicants Placed During November 1954

Age	Job Ap- plicants (000's)	Nonag. Plac'ts. (000's)	Proportion of Applic. Placed
All ages	2,832	426	15.1%
Under 46 years	2,016	349	17.3
46-64 years	682	73	10.6
65 & over	133	4	3.1

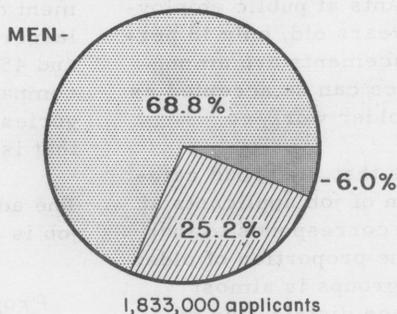
While 17.3 percent of job applicants under 46 years old were placed during November, only 10.6 percent of those between 46 and 64 and 3.1 percent of those over 65 got a job.

# PLACEMENT SUCCESS IS SLIGHTLY GREATER FOR OLDER WOMEN THAN FOR OLDER MEN

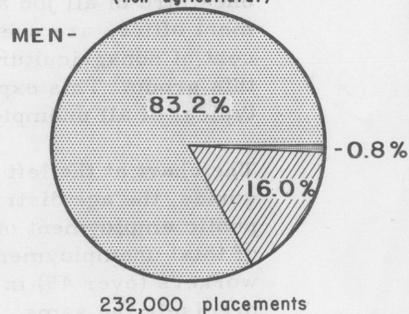
**TOTAL UNEMPLOYMENT**



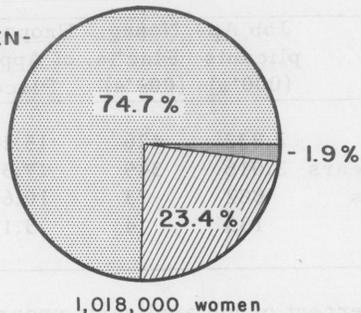
**JOB APPLICANTS**  
at Public Employment Offices



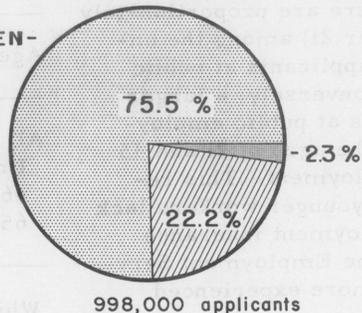
**EMPLOYMENT SERVICE PLACEMENTS**  
(non-agricultural)



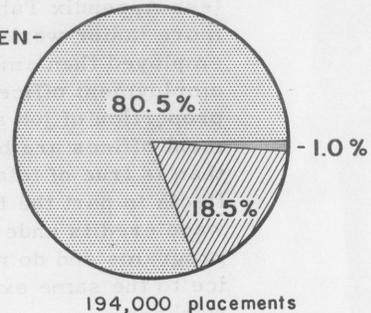
**WOMEN-**



**WOMEN-**



**WOMEN-**



UNDER 46

46-64

65 AND OVER

### Sex Also Affects Placements

The close correspondence of age distribution of unemployment and job applicants at public employment offices holds for men and women as well as for total. This lends some weight to interpreting the experience of job applicants as being more or less typical of all unemployed men and women.

Caution is necessary, however. Placement success, naturally, is influenced by the qualifications of the applicants and by the kind of job orders received by the local offices. No current information on a national basis is available on either of these subjects. But it is known that the proportion of Employment Service placements in domestic service is high. In November 1954, of all nonagricultural placements, 22.1 percent were in domestic service in private households. The proportion was much

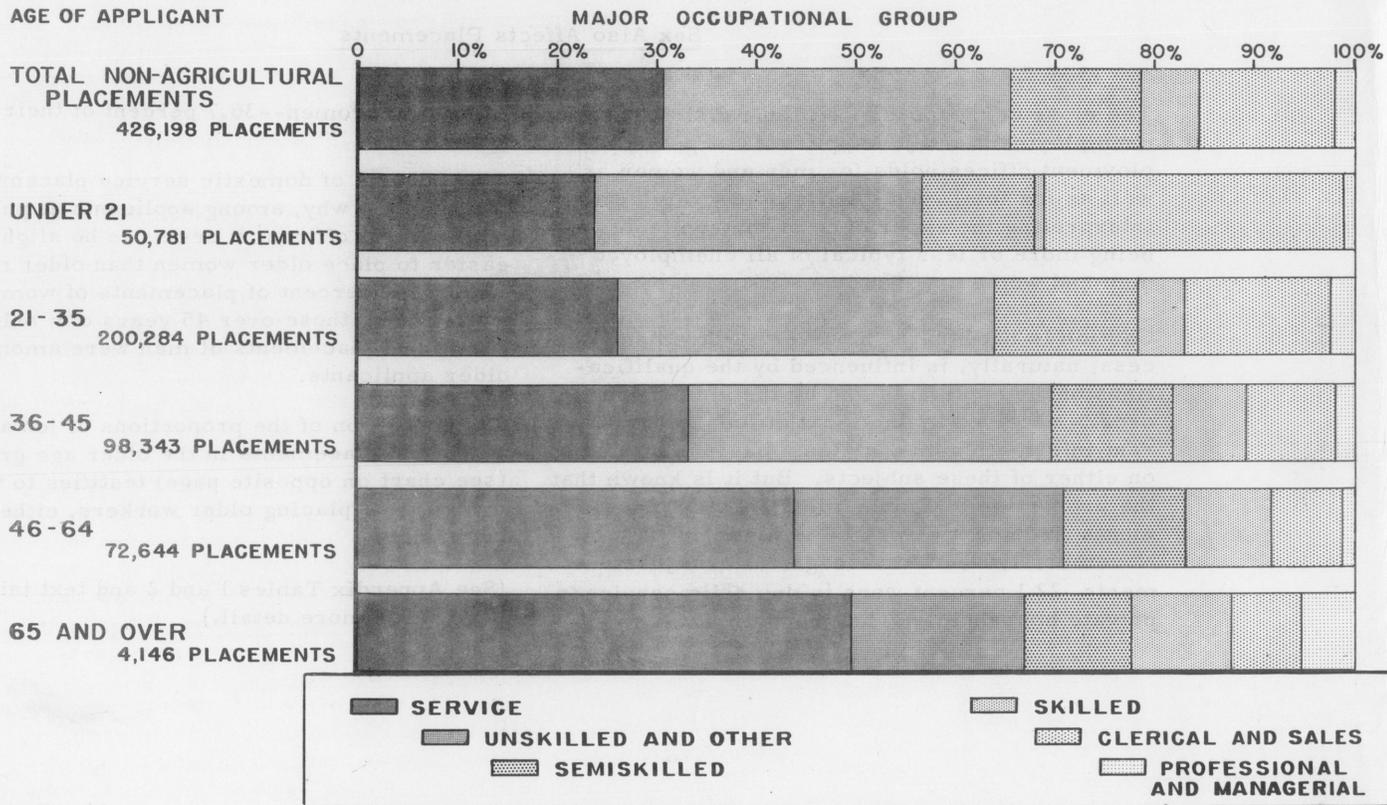
higher for women--36.7 percent of their total placements.

This volume of domestic service placements may explain why, among applicants at public employment offices, it seems to be slightly easier to place older women than older men. While 19.5 percent of placements of women were among those over 45 years old, only 16.8 percent of placements of men were among these older applicants.

A comparison of the proportions of job applicants and placements in the older age groups (see chart on opposite page) testifies to the difficulty of placing older workers, either men or women.

(See Appendix Tables 1 and 2 and text table on page 11 for more detail.)

# 2 OF EVERY 5 OLDER WORKER PLACEMENTS ARE IN *SERVICE JOBS*



Many Older Workers Get Service Jobs

A large proportion of all Employment Service nonagricultural placements is in service jobs; the proportion is even higher among older workers. In November 1954, 30.5 percent of all non-agricultural placements were in service jobs, but 43.4 percent of the jobs found for workers 46-64 years old and 49.4 percent of those found for workers 65 and over were in service occupations where turnover is characteristically heavy. More than two out of five older workers who got jobs were placed as household help or in other service occupations. Many of these placements, of course, were short-time. The high proportions of service placements and of short-time placements of older workers no doubt explain each other. (See table below and Appendix Table 3 for greater detail.) Without

knowing the qualifications and preferences of applicants, it is not possible to determine whether a relatively high proportion of the job seekers at public employment offices apply primarily for service work or whether they are placed in service jobs because no others are available to them.

One encouraging conclusion that may be drawn from placement data is that the skill gained by long experience often overcomes the obstacle of age. While only 5.7 percent of all placements were in skilled occupations, 8.6 percent of the jobs in which workers between 46 and 64 were placed were skilled, and 9.3 percent of those in which workers 65 and over were placed were skilled.

Though the number of applicants 65 and over is so small that conclusions based on statistics for that group for only one month may be open to question, nevertheless, it is gratifying to note that while only 2 percent of all placements were in professional and managerial jobs, 5.4 percent of applicants 65 and older were placed in such occupations.

In the semiskilled placements, there is some drop-off with age beginning at 35, and in the unskilled a distinct drop at age 46.

Nonagricultural Placements, by Major Occupational Group Within Each Age Group, November 1954

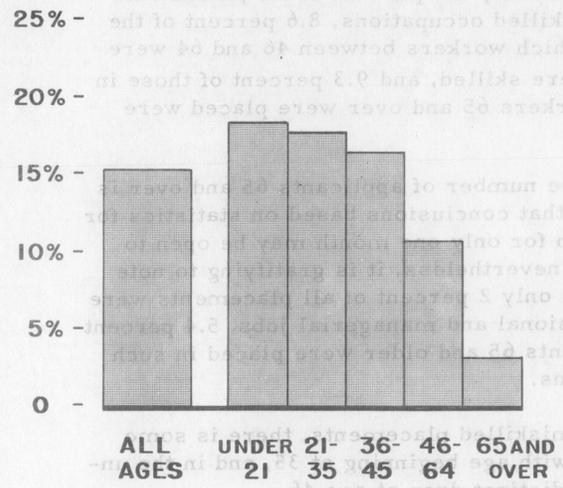
Age	Short-time Placements	Total Placements	Ratio: Short-time to Total Placements	Major Occupational Group						Unskilled & Other
				Total	Prof. & Managerial	Clerical & Sales	Serv.-Skilled	Semi-skilled	Other	
Total	132,708	426,198	31.0%	100.0	2.0	13.8	30.5	5.7	13.1	34.9
Under 21	9,098	50,781	17.7	100.0	.8	30.3	23.6	1.3	11.4	32.6
21-35	54,697	200,294	27.3	100.0	2.4	14.8	25.9	4.9	14.2	37.8
36-45	37,540	98,343	38.2	100.0	2.0	9.0	32.9	7.3	12.2	36.6
46-64	29,834	72,644	41.8	100.0	1.7	6.7	43.4	8.6	12.4	27.2
65 & over	1,539	4,146	37.1	100.0	5.4	7.0	49.4	9.3	10.7	18.2

✓ Excludes 209 clearance placements not classified by age for D. C.

# PLACEMENT DIFFICULTY STARTS EARLIER FOR WOMEN BUT IS MORE SEVERE FOR OLDER MEN

**TOTAL PLACEMENTS**

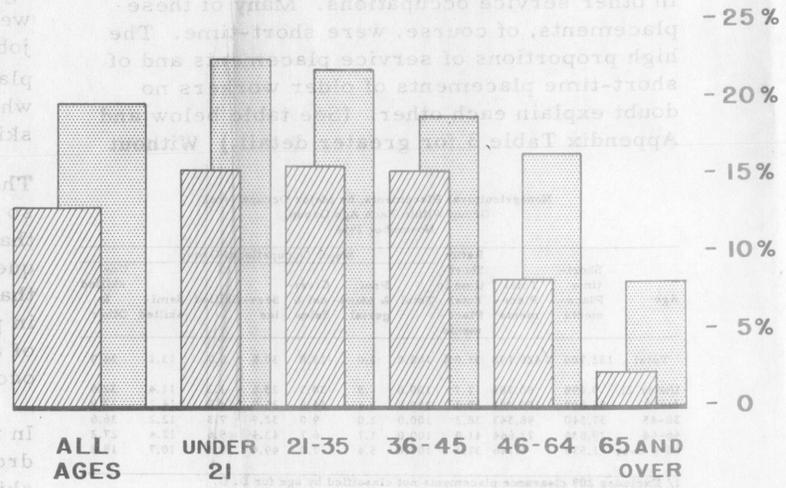
**PERCENTAGES OF APPLICANTS WHO GET JOBS**



**PLACEMENTS OF MEN**

**AND OF WOMEN**

**PERCENTAGES OF APPLICANTS WHO GET JOBS**



Women Get Jobs More Easily Than Men

During November 1954, 15.1 percent of all job applicants at public employment offices got jobs. Placement success was much lower among older applicants.

In every age bracket, placement success for women was greater than that for men. Again, this is partly a reflection of the substantial proportion of Employment Service placements in service occupations, where many placements are short-time and opportunities for women outnumber those for men.

However, discrimination because of age starts earlier for women. A woman's thirty-fifth birthday is the critical one in her working life. From that point she encounters increasing employer resistance. Up to age 35, more than 20 percent of female applicants at public employment offices get jobs. In the decade from 36 to 45 years the placement ratio drops to 18.6 percent, and from 46 to 64 years the ratio sags to 16.2 percent. By the time a woman reaches 65 her chances of getting a job through the public employment office are only one in 12.

Men, on the other hand, have about equal likelihood of getting a job from the time they enter the job market until they are 45. At 45, however, the placement ratio drops sharply; in the

20 years from 46 to 64, their chances of getting a job are only half as good as before 45. After 65 their chances are only 1 in 50.

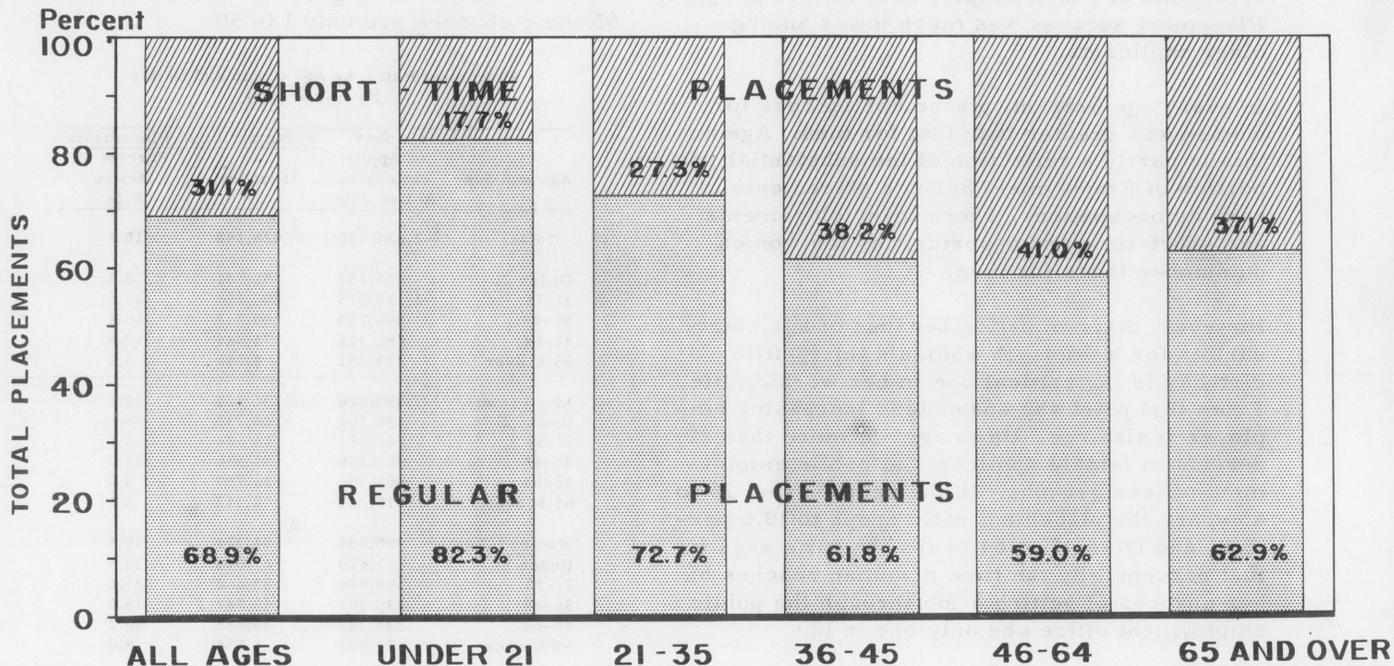
Placement Ratio, by Age Group and by Sex  
November 1954

Age and Sex	Number of Applications in Active File	Nonagricultural Placements	
		Number	Percent of Active File
<b>Total</b>	<sup>1/</sup> 2,831,580	<sup>2/</sup> 426,198	15.1
Under 21	278,187	50,781	18.3
21-35	1,139,075	200,284	17.6
36-45	598,723	98,343	16.4
46-64	682,344	72,644	10.6
65 & over	133,251	4,146	3.1
<b>Men (Total)</b>	<sup>1/</sup> 1,833,026	<sup>2/</sup> 231,824	12.6
Under 21	156,708	23,733	15.1
21-35	742,231	114,624	15.4
36-45	362,736	54,396	15.0
46-64	461,102	36,759	8.0
65 & over	110,249	2,312	2.1
<b>Women (Total)</b>	<sup>1/</sup> 998,554	<sup>2/</sup> 194,374	19.5
Under 21	121,479	27,048	22.3
21-35	396,844	85,660	21.6
36-45	235,987	43,947	18.6
46-64	221,242	35,885	16.2
65 & over	23,002	1,834	8.0

<sup>1/</sup> Excludes applications on file for California not classified by age: 547 total, 525 men, 22 women.

<sup>2/</sup> Excludes clearance placements for District of Columbia not classified by age: 209 total, 92 men, 117 women.

# OLDER WORKERS GET FEWER *PERMANENT* PLACEMENTS



The Older the Applicant, the Less Permanent the Placement

Even though older workers change jobs less readily than younger workers, fewer of them are hired as permanent employees.

Type of Placement in Relation to Age

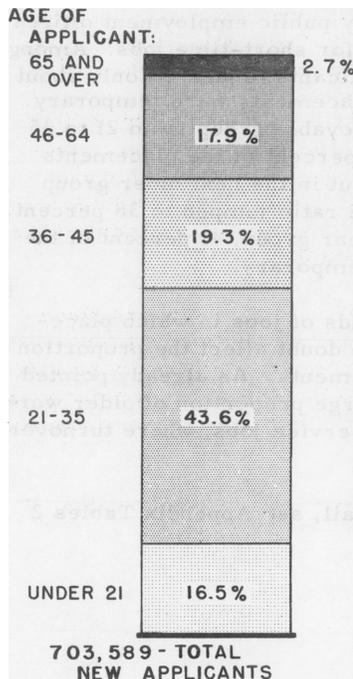
Age	Job Applica- tions in Active File	Nonagricultural Placements			Ratio: Short- Time to Total
		Total	Regular	Short- Time	
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>31.1%</b>
Under 21	9.8	11.9	14.2	6.9	17.7
21-35	40.3	47.0	49.6	41.1	27.3
36-45	21.1	23.1	20.7	28.3	38.2
46-64	24.1	17.0	14.6	22.5	41.0
65 & over	4.7	1.0	0.9	1.2	37.1

Nearly one-third of all the nonagricultural placements made by public employment offices in November were for short-time jobs. Among the very young applicants (under 21) only about 18 percent of the placements were temporary. In the readily employable group from 21 to 35 years old, only 27 percent of the placements were short-time, but in the next older group (36 to 45 years) the ratio jumped to 38 percent. And in the 46-64 year group, 41 percent of the placements were temporary.

Once more, the kinds of jobs in which placements are made no doubt affect the proportion of temporary placements. As already pointed out, a relatively large proportion of older workers are placed in service jobs, where turnover is heavy.

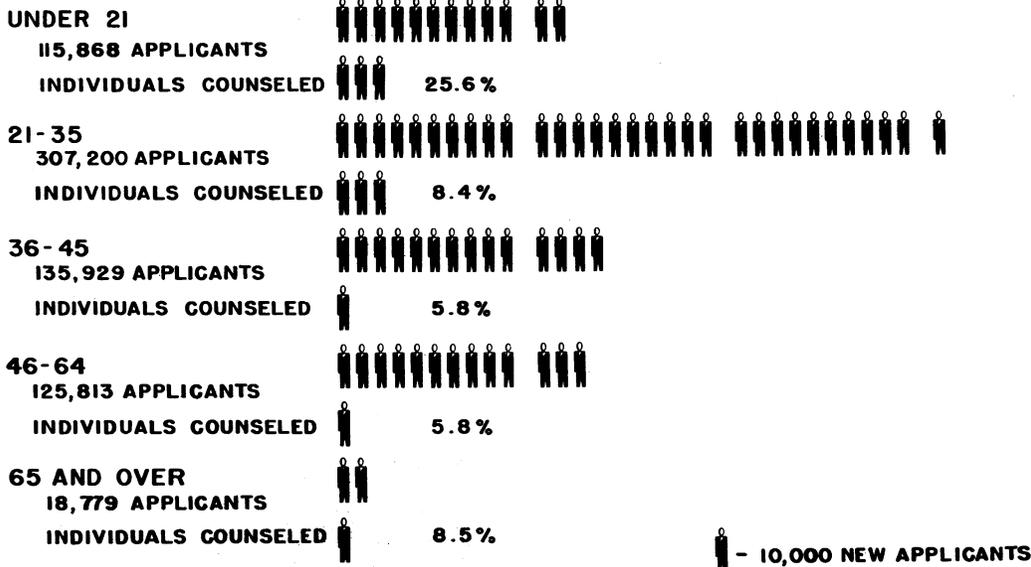
(For additional detail, see Appendix Tables 2 and 3.)

# FEWER OLDER WORKERS ARE *COUNSELED*



THE EMPLOYMENT SERVICE COUNSELS 1/10 OF ALL NEW APPLICANTS:  
 11% OF THOSE UNDER 46 YEAR OLD  
 BUT ONLY 6% OF THOSE WHO ARE OLDER

TOTAL NEW APPLICANTS: 703,589  
 INDIVIDUALS COUNSELED: 72,324



Older Workers Need Counseling, Too

The Employment Service tries to guide an applicant into the kind of job that will prove most satisfactory, both economically and personally. Sometimes this entails a counseling interview to advise the applicant of the kind of job for which he is best qualified, what kind of training he would need to qualify for something else more desirable, and what are the job opportunities available in the community or elsewhere.

Junior applicants (under 21), especially, need advice in planning their careers, and it is among this group that the highest proportion of applicants receive Employment Service counseling. In the age group 21-35 years old, which comprises 40.3 percent of all applicants in the active file, there are many who have not yet got their bearings in the work-a-day world and who seek advice on choosing or changing a field of endeavor. More than one-third of all initial counseling interviews during November were in this age group.

Older workers sometimes need a special type of counseling. They must be led to face their changed situation squarely and to take constructive action to overcome new obstacles. A change of occupation may be necessary. Sometimes very difficult adjustments must be made when an older worker seeks a new job. Utmost tact and understanding are required in explaining the situation and bolstering the applicant's morale while he struggles with new frustrations.

In all age groups there are applicants who need counseling in their search for a job. However, with limited resources, the Employment Service must distribute its counseling budget in the way most productive for the Employment Service operation as a whole. Proportionately, older workers receive only a little less counseling than the younger ones (except for the junior applicants); in November 6.1 percent of new applicants over 45 years old received counseling, as compared with 7.6 percent of new applicants between the ages of 21 and 45.

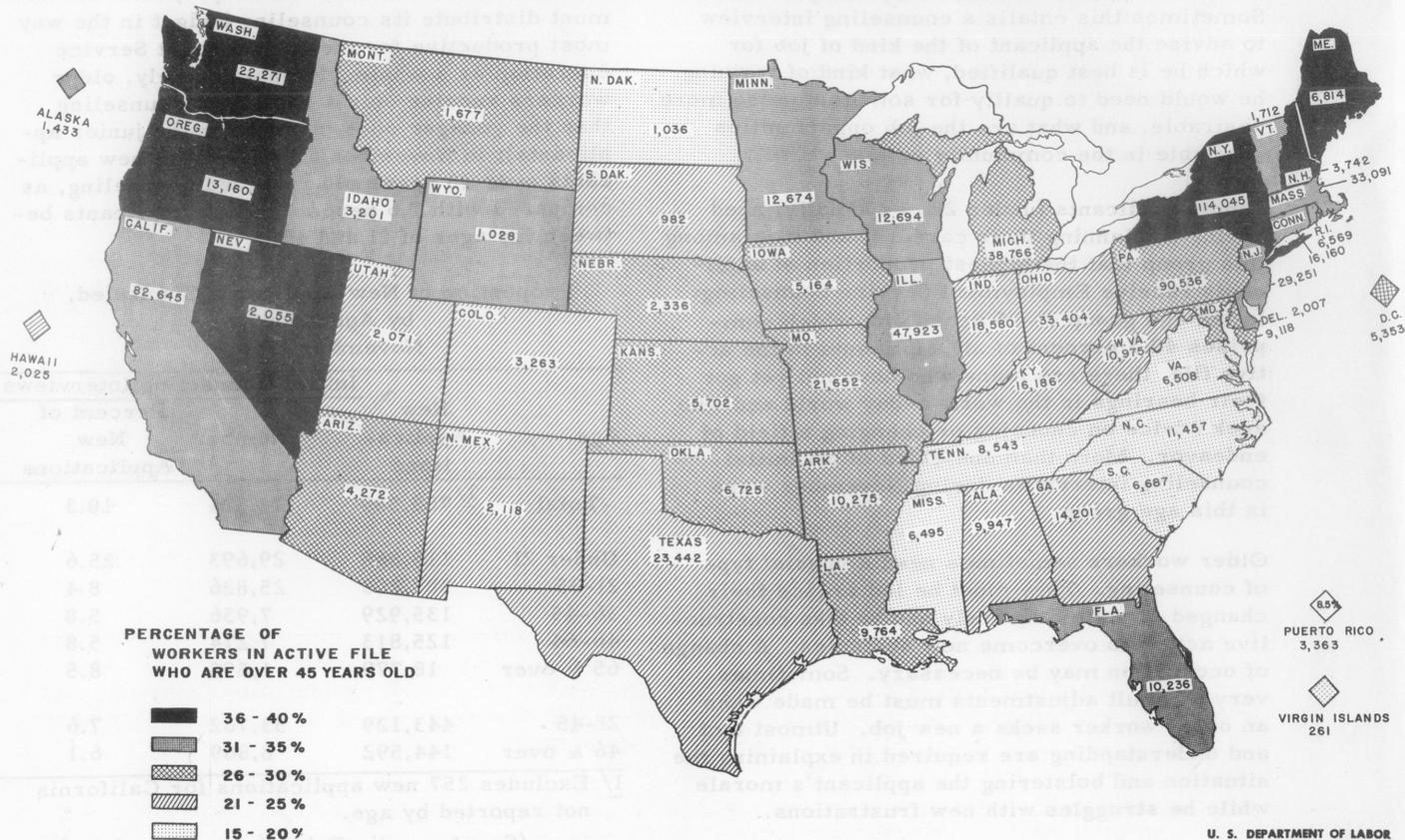
Proportion of New Applicants Counseled,  
by Age Group,  
November 1954

Age	New Applica- tions	Initial Counseling Interviews	
		Number	Percent of New Applications
Total	<sup>1/</sup> 703,589	72,324	10.3
Under 21	115,868	29,693	25.6
21-35	307,200	25,826	8.4
36-45	135,929	7,936	5.8
46-64	125,813	7,274	5.8
65 & over	18,779	1,595	8.5
21-45	443,129	33,762	7.6
46 & over	144,592	8,869	6.1

<sup>1/</sup> Excludes 257 new applications for California not reported by age.

(See Appendix Table 6 for State data.)

# IN MOST STATES, OLDER WORKERS ARE MORE THAN *ONE FOURTH* OF JOB APPLICANTS AT PUBLIC EMPLOYMENT OFFICES



State Data on Older Workers

More than one-fourth of all workers who have applications in the active files of public employment offices across the country are over 45 years old. This proportion varies considerably from State to State, ranging from less than 20 percent in 6 States (mostly southern) to more than 35 percent in 6 other States (mostly northern). In half the States, however, the ratio is between 26 percent and 35 percent, and in 11 more States it is between 21 percent and 25 percent. (See Appendix Table 4.)

Appendix Tables 4, 5, and 6 present State data on new applications, active file, placements, and counseling. These data should be used with caution when State comparisons are made. Administrative practices, for instance, vary from State to State. In most States the files are cleared of all inactive applications each month; in some States this is done only every second month; and in other States the files may be cleared less frequently. This may have a significant effect on individual State data.

The industrial composition of an individual State also has a great influence on statistics on the age of applicants and placement experience,

Very few agricultural applicants, for instance, are handled in such a way that their applications go into the file and would be enumerated in the active file count. As far as can be determined, the number of agricultural workers in the active file has no significance on a national basis. But in a highly agricultural State there might be enough agricultural workers on file so that conclusions based upon a comparison of nonagricultural placements with total active file would be seriously biased. Also, the type and extent of industrial development in a State have a very significant effect on the proportion of older applicants at the public employment office and on success in placing them. For instance, in the highly industrialized New England States where most of the industries are long established, one-third or more of the active file is made up of applicants over 45 years old, while in some of the less industrialized southern States the ratio is less than 20 percent.

Climatic, demographic, and social characteristics also influence the statistics for individual States. All of these considerations must be kept in mind when arriving at conclusions based upon State data.

A P P E N D I X

Table 1. Age Distribution, by Sex, of Job Applicants and Labor Force  
November 1954

Age and Sex	Percent of New Job Applica- tions	Percent of Job Appli- cations in Active File	Percent of Labor Force <sup>1/</sup>	Percent of Unem- ployed <sup>1/</sup>
Total	100.0	100.0	100.0	100.0
Under 21 years	16.5	9.8	8.3	16.1
21-35 years	43.6	40.3	32.3	35.3
36-45 years	19.3	21.1	23.4	18.5
46-64 years	17.9	24.1	31.0	25.4
65 & over	2.7	4.7	5.0	4.7
21-45 years	63.0	61.4	55.7	53.8
46 & over	20.6	28.8	36.0	30.1
Men	100.0	100.0	100.0	100.0
Under 21 years	13.6	8.5	7.0	16.4
21-35 years	44.5	40.5	32.0	34.0
36-45 years	19.0	19.8	23.4	16.9
46-64 years	19.4	25.2	31.8	26.4
65 & over	3.5	6.0	5.8	6.3
Women	100.0	100.0	100.0	100.0
Under 21 years	21.0	12.2	11.3	15.8
21-35 years	42.3	39.7	33.0	37.7
36-45 years	19.9	23.6	23.5	21.1
46-64 years	15.5	22.2	28.9	23.5
65 & over	1.3	2.3	3.3	1.9
Veterans	100.0	100.0	100.0	100.0
Under 21 years	3.4	2.4	INA	INA
21-35 years	69.3	65.6	INA	INA
36-45 years	17.4	18.8	INA	INA
46-64 years	9.1	12.0	INA	INA
65 & over	.8	1.2	INA	INA

<sup>1/</sup> Bureau of the Census, Current Population Reports, Labor Force, Series P-57,  
No. 149. Age intervals adjusted to fit BES special survey data.  
INA - Information not available.

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Table 2. - Age Distribution of Placements as Compared with New Applications and Active File, by Sex  
November 1954

Age and Sex	New Applications		Active File		Nonagricultural Placements			
	Number	% of Total	Number	% of Total	Total		Short-time	
					Number	% of Total	Number	% of Total
Total	1/703,589	100.0	2/2,831,580	100.0	3/426,198	100.0	132,708	100.0
Under 21	115,868	16.5	278,187	9.8	50,781	11.9	9,098	6.9
21-35	307,200	43.6	1,139,075	40.3	200,284	47.0	54,697	41.1
36-45	135,929	19.3	598,723	21.1	98,343	23.1	37,540	28.3
46-64	125,813	17.9	682,344	24.1	72,644	17.0	29,834	22.5
65 and over	18,779	2.7	133,251	4.7	4,146	1.0	1,539	1.2
Men (total)	1/434,396	100.0	2/1,833,026	100.0	3/231,824	100.0		
Under 21	59,013	13.6	156,708	8.5	23,733	10.2		
21-35	193,549	44.5	742,231	40.5	114,624	49.4		
36-45	82,470	19.0	362,736	19.8	54,396	23.5		
46-64	84,108	19.4	461,102	25.2	36,759	15.9		
65 and over	15,256	3.5	110,249	6.0	2,312	1.0		
Women (total)	1/269,193	100.0	2/998,554	100.0	3/194,374	100.0		
Under 21	56,855	21.0	121,479	12.2	27,048	13.9		
21-35	113,651	42.3	396,844	39.7	85,660	44.1		
36-45	53,459	19.9	235,987	23.6	43,947	22.6		
46-64	41,705	15.5	221,242	22.2	35,885	18.5		
65 and over	3,523	1.3	23,002	2.3	1,834	.9		

No information

No information

1/ Excludes new applications for California not classified by age: 257 total, 256 men, 1 woman.

2/ Excludes applications in active file for California not classified by age: 547 total, 525 men, 22 women.

3/ Excludes clearance placements for District of Columbia not classified by age: 209 total, 92 men, 117 women.

Table 3. - Nonagricultural Placements, by Age Group and Major Occupational Group  
November 1954

Age	Total Non- agricultural Placements	Short-time Placements	Major Occupational Group <sup>1/</sup>					
			Prof. & Managerial	Clerical & Sales	Service	Skilled	Semi- skilled	Unskilled & Other
Total: Number	<sup>1/</sup> 426,198	132,708	8,658	58,980	129,876	24,191	55,676	148,817
Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Under 21	11.9	6.9	4.8	26.1	9.2	2.7	10.4	11.1
21-35	47.0	41.1	56.3	50.2	40.0	40.5	51.1	50.9
36-45	23.1	28.3	22.5	15.0	24.9	29.5	21.5	24.2
46-64	17.0	22.5	13.8	8.2	24.3	25.7	16.2	13.3
65 and over	1.0	1.2	2.6	.5	1.6	1.6	.8	.5
21-45	70.1	69.5	78.8	65.2	64.9	70.0	72.6	75.1
46 and over	18.0	23.6	16.4	8.7	25.9	27.3	17.0	13.8

<sup>1/</sup> Excludes clearance placements for D. C. not reported by age: 209 total, 92 men, 117 women & 65 veterans.

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Table 4. Comparative Placement Experience of Older Applicants  
(46 Years and Older) and Younger Applicants, by State  
November 1954

Region and State	Total Active File	No. of Applicants in Active File			Placements 1/ of Applicants		Placements Per 100 Ap- plicants in Active File	
		Under 46 Years Old	46 Years & Older		Under 46 Years Old	46 Years & Older	Under 46 Years Old	46 Years & Older
			Number	% of Active File				
Total U. S.	22,831,580	2,015,985	815,595	28.8	349,408	76,790	17.3	9.4
REGION I								
Connecticut	46,625	30,465	16,160	34.7	6,887	1,489	22.6	9.2
Maine	17,029	10,215	6,814	40.0	1,164	289	11.4	4.2
Massachusetts	98,594	65,503	33,091	33.6	11,108	3,681	17.0	11.1
New Hampshire	9,703	5,961	3,742	38.6	1,002	210	16.8	5.6
Rhode Island	19,386	12,817	6,569	33.9	1,431	603	10.4	10.8
Vermont	5,281	3,569	1,712	32.4	765	146	21.4	8.5
REGION II								
New Jersey	95,495	66,244	29,251	30.6	7,764	1,586	11.7	5.4
New York	301,982	187,937	114,045	37.8	44,237	16,187	23.5	14.2
Puerto Rico	39,341	35,978	3,363	8.5	2,600	105	7.2	3.1
Virgin Islands	1,498	1,237	261	17.4	147	88	11.9	33.7
REGION III								
Delaware	5,897	3,890	2,007	34.0	688	108	17.7	5.4
District of Columbia	20,698	15,345	5,353	25.9	2,049	457	13.4	8.5
Maryland	34,082	24,964	9,118	26.8	3,898	586	15.6	6.4
North Carolina	56,080	44,623	11,457	20.4	9,809	1,194	22.0	10.4
Pennsylvania	296,378	205,842	90,536	30.5	12,812	2,430	6.2	2.7
Virginia	34,833	28,325	6,508	18.7	5,306	847	18.7	13.0
West Virginia	49,107	38,132	10,975	22.3	1,245	138	3.3	1.3
REGION IV								
Alabama	47,159	37,212	9,947	21.1	7,142	956	19.2	9.6
Florida	30,410	20,174	10,236	33.7	14,200	2,902	70.4	28.4
Georgia	68,602	54,401	14,201	20.7	8,307	1,220	15.3	8.6
Mississippi	32,159	25,664	6,495	20.2	5,936	923	23.1	14.2
South Carolina	38,467	31,780	6,687	17.4	4,737	836	14.9	12.5
Tennessee	49,983	41,440	8,543	17.1	6,921	1,019	16.7	11.9

Table 4. - Continued

Region and State	Total Active File	No. of Applicants in Active File		% of Active File	Placements 1/ of Applicants		Placements Per 100 Ap- plicants in Active File	
		Under 46 Years Old	46 Years & Older Number		Under 46 Years Old & Older	46 Years & Older	Under 46 Years Old & Older	46 Years & Older
<b>REGION V</b>								
Kentucky	63,603	47,417	16,186	25.4	5,172	910	10.9	5.6
Michigan	137,753	98,987	38,766	28.1	13,593	2,150	13.7	5.5
Ohio	134,275	100,871	33,404	24.9	17,415	4,116	17.3	12.3
<b>REGION VI</b>								
Illinois	152,412	104,489	47,923	31.4	12,145	1,848	11.6	3.9
Indiana	75,674	57,094	18,580	24.6	4,655	1,207	8.2	6.5
Minnesota	40,913	28,239	12,674	31.0	5,159	1,441	18.3	11.3
Wisconsin	41,283	28,589	12,694	30.7	4,882	965	17.1	7.6
<b>REGION VII</b>								
Iowa	17,919	12,755	5,164	28.8	4,801	1,171	37.6	22.7
Kansas	19,921	14,219	5,702	28.6	5,694	1,324	40.0	23.2
Missouri	82,500	60,848	21,652	26.2	5,192	1,146	8.5	5.3
Nebraska	8,487	6,151	2,336	27.5	3,848	846	62.6	36.2
North Dakota	5,269	4,233	1,036	19.7	1,547	317	36.5	30.6
South Dakota	4,213	3,231	982	23.3	1,103	232	34.1	23.6
<b>REGION VIII</b>								
Arkansas	40,183	29,908	10,275	25.6	5,143	1,150	17.2	11.2
Louisiana	36,971	27,207	9,764	26.4	6,522	1,052	24.0	10.8
Oklahoma	25,698	18,973	6,725	26.2	9,285	2,628	48.9	39.1
Texas	102,233	78,791	23,442	22.9	32,793	5,946	41.6	25.4
<b>REGION IX</b>								
Colorado	14,374	11,111	3,263	22.7	4,412	862	39.7	26.4
Montana	5,670	3,993	1,677	29.6	2,123	462	53.2	27.5
New Mexico	9,334	7,216	2,118	22.7	2,245	381	31.1	18.0
Utah	8,268	6,197	2,071	25.0	2,118	240	34.2	11.6
Wyoming	3,321	2,293	1,028	31.0	786	214	34.3	20.8

Table 4. - Continued

Region and State	Total Active File	No. of Applicants in Active File			Placements 1/ of Applicants		Placements Per 100 Ap- plicants in Active File	
		Under 46 Years Old	46 Years & Older Number	% of Active File	Under 46 Years Old & Older	46 Years & Older	Under 46 Years Old & Older	46 Years & Older
<b>REGION X</b>								
Arizona	15,832	11,560	4,272	27.0	3,547	782	30.7	18.3
California	<u>2/262,672</u>	180,027	82,645	31.5	23,226	4,617	12.9	5.6
Hawaii	10,059	8,034	2,025	20.1	559	84	7.0	4.1
Nevada	5,239	3,184	2,055	39.2	1,642	180	51.6	8.8
<b>REGION XI</b>								
Alaska	4,629	3,196	1,433	31.0	474	133	14.8	9.3
Idaho	10,265	7,064	3,201	31.2	1,654	373	23.4	11.7
Oregon	33,572	20,412	13,160	39.2	3,230	910	15.8	6.9
Washington	60,249	37,978	22,271	37.0	4,288	1,103	11.3	5.0

1/ Excludes 209 clearance placements not classified by age for District of Columbia.

2/ Excludes 547 active file applicants not classified by age for California.

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Table 5. - Proportion of Older Applicants (46 and Over) Placed, by State and by Major Occupational Group, November 1954

Region and State	Number of New Applicants 46 and Over	Number in Active File 46 and Over	Proportion of Older Workers (46 and Over) in Active File Who were Placed, by Major Occupational Group						
			Total	Prof. & Manag.	Clerical & Sales	Service	Semi-skilled	Unskilled & Other	
Total U. S.	144,592	815,595	9.4%	0.2%	0.6%	4.1%	0.8%	1.2%	2.5%
REGION I									
Connecticut	2,587	16,160	9.2	.1	.9	4.7	.6	1.3	1.6
Maine	853	6,814	4.2	--	.3	1.7	.7	.6	.9
Massachusetts	4,530	33,091	11.1	.1	.7	6.8	1.6	1.1	.8
New Hampshire	536	3,742	5.6	--	.6	1.3	.8	1.4	1.5
Rhode Island	1,325	6,569	9.2	--	.2	7.6	.3	.6	.5
Vermont	331	1,712	8.5	.1	.5	3.1	1.4	1.8	1.6
REGION II									
New Jersey	5,029	29,251	5.4	(1/)	.3	3.2	.7	.8	.4
New York	20,105	114,045	14.2	.6	.7	6.2	1.2	4.3	1.3
Puerto Rico	230	3,363	3.1	--	.1	.6	.6	.7	1.2
Virgin Islands	7	261	33.7	.4	--	3.4	.8	1.5	27.6
REGION III									
Delaware	250	2,007	5.4	--	.3	3.9	.2	.9	.1
District of Columbia	653	5,353	8.5	.3	.7	6.2	.7	.1	.5
Maryland	1,920	9,118	6.4	(1/)	.8	2.3	1.2	.7	1.4
North Carolina	1,865	11,457	10.4	.1	.6	3.7	1.6	1.0	3.4
Pennsylvania	9,670	90,536	2.7	(1/)	.2	1.6	.2	.4	.3
Virginia	1,409	6,508	13.0	.1	.7	7.3	1.4	.6	3.0
West Virginia	1,059	10,975	1.3	--	.2	.8	.1	(1/)	.2
REGION IV									
Alabama	1,683	9,947	9.6	.1	.5	3.1	1.1	1.1	3.7
Florida	2,772	10,236	28.4	.8	1.7	10.9	2.7	2.7	9.6
Georgia	2,002	14,201	8.6	(1/)	.4	3.4	.7	.6	3.5
Mississippi	1,515	6,495	14.2	(1/)	.8	5.7	.9	1.5	5.3
South Carolina	1,025	6,687	12.5	(1/)	.3	5.8	1.2	1.2	4.0
Tennessee	1,309	8,543	11.9	.1	.7	6.5	.9	.8	2.9

Table 5. - Continued

Region and State	Number of New Appli- cants 46 and Over	Number in Active File 46 and Over	Proportion of Older Workers (46 and Over) in Active File Who were Placed, by Major Occupational Group						
			Total	Prof. & Manag.	Clerical & Sales	Service	Skilled	Semi- skilled	Unskilled & Other
<b>REGION V</b>									
Kentucky	1,757	16,186	5.6%	1.2%	.3%	2.2%	.4%	.3%	1.2%
Michigan	7,960	38,766	5.5	.1	.6	1.8	.5	.6	1.9
Ohio	7,814	33,404	12.3	.1	.7	4.7	.6	.4	5.8
<b>REGION VI</b>									
Illinois	7,201	47,923	3.9	.1	.3	1.3	.2	.5	1.3
Indiana	3,169	18,580	6.5	(1/)	.4	2.5	.3	.2	3.1
Minnesota	2,353	12,674	11.3	(1/)	.5	3.0	.5	.9	6.4
Wisconsin	2,298	12,694	7.6	.1	.5	3.4	.8	.4	2.5
<b>REGION VII</b>									
Iowa	1,270	5,164	22.7	.3	1.5	9.6	.5	1.1	9.5
Kansas	1,206	5,702	23.2	.2	.8	10.0	1.6	.5	10.1
Missouri	3,651	21,652	5.3	.1	.3	3.3	.3	.2	1.1
Nebraska	769	2,336	36.2	.2	1.5	11.3	1.1	.9	21.2
North Dakota	336	1,036	30.6	.3	.7	11.3	2.9	.2	15.2
South Dakota	262	982	23.6	.2	.9	6.9	1.8	.7	13.1
<b>REGION VIII</b>									
Arkansas	1,673	10,275	11.2	(1/)	.4	5.7	.7	.3	4.1
Louisiana	1,832	9,764	10.8	.1	1.3	3.6	1.4	.5	3.9
Oklahoma	1,583	6,725	39.1	.1	1.5	16.3	1.8	1.0	18.4
Texas	6,612	23,442	25.4	.1	1.5	12.1	2.1	1.5	8.1
<b>REGION IX</b>									
Colorado	925	3,263	26.4	.3	1.2	7.0	1.7	1.3	14.9
Montana	746	1,677	27.5	.1	1.0	7.5	6.0	1.8	11.1
New Mexico	525	2,118	18.0	.3	1.4	6.4	1.7	1.1	7.1
Utah	533	2,071	11.6	.1	2.8	2.9	1.7	.3	3.8
Wyoming	280	1,028	20.8	.1	1.0	5.6	1.8	.7	11.6

Table 5. - Continued

Region and State	Number of New Appli- cants 46 and Over	Number in Active File 46 and Over	Proportion of Older Workers (46 and Over) in Active File Who were Placed, by Major Occupational Group						
			Total	Prof. & Manag.	Clerical & Sales	Service	Skilled	Semi- skilled	Unskilled & Other
REGION X									
Arizona	1,239	4,272	18.3%	.4%	1.7%	8.3%	2.8%	1.1%	4.0%
California	18,302	82,645	5.6	.1	.9	2.4	.5	.6	1.1
Hawaii	230	2,025	4.1	(1/)	(1/)	2.1	.3	.3	1.3
Nevada	886	2,055	8.8	(1/)	.3	2.4	4.0	.5	1.6
REGION XI									
Alaska	145	1,433	9.3	.1	.8	3.8	2.1	1.0	1.5
Idaho	619	3,201	11.7	.1	.5	4.4	2.0	.8	3.9
Oregon	2,159	13,160	6.9	.1	1.1	2.7	.4	.4	2.2
Washington	3,592	22,271	5.0	.1	.3	1.8	.4	.3	2.1

1/ Less than 0.05 percent.

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Table 6. Proportion of Older (46 Years and Older) and Younger Applicants Counseled, by State  
November 1954

Region and State	Total New Applica- tions	New Applications of Workers			Initial Counseling Inter- views of Applicants		Initial Counseling Interviews Per 100 New Applications	
		Under 46 Years Old	46 Yrs. & Older		Under 46 Years Old	46 Years & Older	Under 46 Years Old	46 Years & Older
			Number	% of Total New Appli- cations				
Total U. S.	<sup>1/</sup> 703,589	558,997	144,592	20.6	63,455	8,869	11.4	6.1
REGION I								
Connecticut	12,200	9,613	2,587	21.2	761	141	7.9	5.5
Maine	2,797	1,944	853	30.5	665	355	34.2	41.6
Massachusetts	19,215	14,685	4,530	23.6	3,153	326	21.5	7.2
New Hampshire	2,149	1,613	536	24.9	260	20	16.1	3.7
Rhode Island	4,733	3,408	1,325	28.0	226	84	6.6	6.3
Vermont	1,396	1,065	331	23.7	319	17	30.0	5.1
REGION II								
New Jersey	20,235	15,206	5,029	24.9	1,062	190	7.0	3.8
New York	78,548	58,443	20,105	25.6	8,851	1,538	15.1	7.6
Puerto Rico	6,483	6,253	230	3.5	582	18	9.3	7.8
Virgin Islands	120	113	7	5.8	9	3	8.0	42.9
REGION III								
Delaware	1,194	944	250	20.9	65	0	6.9	0.0
District of Columbia	3,687	3,034	653	17.7	315	50	10.4	7.7
Maryland	10,144	8,224	1,920	18.9	1,012	28	12.3	1.5
North Carolina	14,264	12,399	1,865	13.1	1,120	99	9.0	5.3
Pennsylvania	43,381	33,711	9,670	22.3	4,401	575	13.1	5.9
Virginia	10,253	8,844	1,409	13.7	1,568	169	17.7	12.0
West Virginia	6,145	5,086	1,059	17.2	309	37	6.1	3.5
REGION IV								
Alabama	10,830	9,147	1,683	15.5	694	50	7.6	3.0
Florida	10,540	7,768	2,772	26.3	612	109	7.9	3.9
Georgia	13,438	11,436	2,002	14.9	917	100	8.0	5.0
Mississippi	9,977	8,462	1,515	15.2	643	132	7.6	8.7
South Carolina	7,467	6,442	1,025	13.7	567	37	8.8	3.6
Tennessee	9,722	8,413	1,309	13.5	1,142	123	13.6	9.4

Table 6. - Continued

Region and State	Total New Applica- tions	New Applications of Workers			Initial Counseling Inter- views of Applicants		Initial Counseling Interviews Per 100	
		Under 46 Years Old	46 Yrs. & Older		Under 46 Years Old	46 Years & Older	New Applications	
			Number	% of Total New Appli- cations			Under 46 Years Old	46 Years & Older
<b>REGION V</b>								
Kentucky	9,684	7,927	1,757	18.1	1,863	42	23.5	2.4
Michigan	36,717	28,757	7,960	21.7	3,287	915	11.4	11.5
Ohio	43,570	35,756	7,814	17.9	4,163	623	11.6	8.0
<b>REGION VI</b>								
Illinois	29,414	22,213	7,201	24.5	2,306	551	10.4	7.7
Indiana	15,341	12,172	3,169	20.7	660	111	5.4	3.5
Minnesota	11,897	9,544	2,353	19.8	914	50	9.6	2.1
Wisconsin	12,300	10,002	2,298	18.7	1,532	60	15.3	2.6
<b>REGION VII</b>								
Iowa	7,397	6,127	1,270	17.2	802	67	13.1	5.3
Kansas	6,727	5,521	1,206	17.9	441	102	8.0	8.5
Missouri	18,040	14,389	3,651	20.2	1,071	183	7.4	5.0
Nebraska	4,268	3,499	769	18.0	424	32	12.1	4.2
North Dakota	2,370	2,034	336	14.2	172	4	8.5	1.2
South Dakota	1,793	1,531	262	14.6	76	6	5.0	2.3
<b>REGION VIII</b>								
Arkansas	9,079	7,406	1,673	18.4	617	47	8.3	2.8
Louisiana	10,397	8,565	1,832	17.6	842	126	9.8	6.9
Oklahoma	8,267	6,684	1,583	19.1	880	92	13.2	5.8
Texas	40,788	34,176	6,612	16.2	3,471	467	10.2	7.1
<b>REGION IX</b>								
Colorado	6,272	5,347	925	14.7	965	58	18.0	6.3
Montana	3,421	2,675	746	21.8	370	22	13.8	2.9
New Mexico	3,313	2,788	525	15.8	263	40	9.4	7.6
Utah	3,783	3,250	533	14.1	747	36	23.0	6.8
Wyoming	1,310	1,030	280	21.4	154	19	15.0	6.8

Table 6. - Continued

Region and State	Total New Applica- tions	New Applications of Workers			Initial Counseling Inter- views of Applicants		Initial Counseling Interviews Per 100 New Applications	
		Under 46 Years Old	46 Yrs. & Older Number	% of Total New Appli- cations	Under 46 Years Old	46 Years & Older	Under 46 Years Old	46 Years & Older
<b>REGION X</b>								
Arizona	5,693	4,454	1,239	21.8	549	89	12.3	7.2
California	<sup>1/</sup> 79,643	61,341	18,302	23.0	4,308	712	7.0	3.9
Hawaii	1,790	1,560	230	12.8	102	16	6.5	7.0
Nevada	1,989	1,103	886	44.5	57	8	5.2	.9
<b>REGION XI</b>								
Alaska	902	757	145	16.1	82	6	10.8	4.1
Idaho	3,487	2,868	619	17.8	174	18	6.1	2.9
Oregon	9,414	7,255	2,159	22.9	862	95	11.9	4.4
Washington	15,605	12,013	3,592	23.0	2,048	71	17.0	2.0

<sup>1/</sup> Excludes 257 new applications not classified by age for California.

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