

us with the professional and technical classes as about the only **major** categories with a shortage of applicants. And that shortage will probably always exist.

The fiscal year ended July 1, 1949 saw 7700 appointments and 6500 separations, for a turn-over of 57%, including seasonal, temporary and emergency employees. Doubtless, we'll **never** see another high turnover like that in state employment in Oregon. We're now in a competitive situation—where birth, death, retirement and possibly marriage will be the main factors in the future rate of turnover. It would be my opinion, too, that Oregon's record peak for state employment—12,155 as of last June—will not be exceeded for several years to come.

We are now staffed pretty well, and it seems that more employees will not be needed until, and unless, new departments are created, or new buildings are erected at institutions. However, we can't discount Oregon's steady population growth, nearly 60% since 1940, and that might necessitate a gradual expansion of the total of state employees in keeping with the population-increase rate.

It is interesting to note that, proportionately, the increase in the number of state employees has stayed somewhat in ratio with Oregon's population-increase, although lagging slightly behind.

The Growing Problem of Age

I personally, am particularly interested in the future of old and "nearly old" individuals in relation to the job market—both public and private employment. I have some most interesting figures on this subject from the United States Bureau of Labor statistics. I'll highlight the report as briefly as possible. But I think you should hear about it, because you might want to take it into formal consideration at this meeting.

A. Population Trends

1. Nationally

The rapid growth in the size of the aged and "nearly-old" population, evidenced by the data in the following table, is a by-product of our development as a great industrial nation.

Nationally—U. S. Population

45 Years and Over

Year	No.	Pct. of Total Population
1900	13,480	17.8
1940	35,100	26.5
2000	64,840	39.7

65 Years and Over

Year	No.	Pct. of Total Population
1900	3,080	4.1
1940	9,020	6.8
2000	21,510	13.2

Its causes are closely interwoven with those which resulted in the rapid technological progress of recent decades and in our progressively higher standard of living. It is specifically accounted for by the following factors.

1. **Increase in life expectancy**—Average life expectancy at birth for white men rose from 48.2 years in 1900 to 65.1 years in 1946. (In 1900, only 2 out of every 5 white males born alive could expect to live to age 65; in 1946, this ratio had risen to three out of five).

2. **Decline in birth rate**—At the same time, there has been a long-term decline in the birth rate, so that youngsters have constituted a smaller percentage of the population.

2. **Pacific Coast**—It is significant that the proportion of aged (65 years and over) is higher at present in the West Coast states than in the country as a whole. Moreover, as the rate of immigration slows down, this difference may increase as indicated by the following table.

	% of population	65 yrs. & over	
		Low	High
	1948	1960	
United States	7.5%	9.0	9.3
California	8.1	9.4	10.8
Oregon	10.3	11.9	13.9
Washington	8.0	8.1	9.6

Political Implications—The increase in the aged population has tremendous political implications. Pressure for measures to assist the aged is already strong and will inevitably increase. Persons 50 years and over at present constitute one-third of population of