

Submitter: C B

On Behalf Of:

Committee: House Committee On Business and Labor

Measure: HB2800

There is a significant amount of press devoted to the myth that older workers do not stay current in technology. Because of the way the focal review processes work, not only do most technical workers stay current, they **MUST** stay current to keep their successful ratings. Technical workers in high tech careers spend significant time increasing their skills and building on the strong "on the job" and higher education knowledge base they have accrued over the years. If they are not taking additional college classes, which many do, they attend in-house and vendor training courses.

An additional related myth is "we can't find qualified workers". Ask most over 40 highly technical workers who are out of work and searching for jobs what happens when they apply for multiple jobs for which they have all or most of the qualification. Silence. No response whatsoever. They are not the right demographic.

This is all about pay as well as what it costs for companies to pay health care for older workers. These older workers are replaced with younger workers and workers on H1-b visas.