

2. That the 1965 Legislature appropriate funds for a comprehensive and scientific study of the actual costs incurred in the hiring of older workers to be conducted by the University of California in cooperation with representatives of agriculture, industry, labor, the Department of Employment, and other interested groups. Such a study should expressly explore ways and means to reduce any additional costs that might be established, especially in the case of smaller employers and firms.
3. That the Legislature adopt legislation similar to that in other states which would regulate and establish standards for private pension plans sold in California relative to their administration, funding, and public reporting and accountability.

D. TRAINING AND RETRAINING

1. We are convinced of the need that training and retraining opportunities must be opened as fully as possible to older workers including the provision for on-the-job training in advance of layoffs or to maintain present older employees and recommend that:
 - a. Local school districts be encouraged to provide full-time adult vocational schools in urban districts, day-time vocational courses for adults in smaller districts, vocational counseling for adults throughout the Adult Education system and make special efforts to compress into the shortest possible time the vocational training for adults.
 - b. In recognition of the obvious need for improved adjustments to such trends as frequent job changes, need for training, gradual retirement, and the use of leisure time upon retirement, the Legislature requests the Bureau of Adult Education, the State Department of Education, the Department of Employment, the Citizens' Advisory Committee on Aging, and other appropriate agencies to jointly develop curriculum that can be utilized by the public adult education schools, labor, government, management, and others in the planning and offering of courses and programs in pre-retirement planning and post-retirement activities.
 - c. The Legislature memorialize the Congress to increase the present funds allocated to the Manpower Development and Training Act in order to expand the present opportunities for training of older adults and to increase the present level of training allowances for persons enrolled in such programs and to continue with the 100 percent federal financing of this program.