

employment counselors and is endeavoring to improve both the quality and volume of this service.

11. Although there are many organizations of older persons throughout the State, few have active programs to improve employment opportunities for older workers. Three local offices have established community advisory committees who are concerned with the problem, but similar groups in other communities have become inactive. Community support is needed to explore community needs for services, develop new jobs, extend such successful older worker programs as Family Aides, Senior Repairmen, and support job clinics and pre-retirement planning for older workers.
12. Hiring requirements for some jobs include physical and educational qualifications in excess of the actual job performance requirements. A job analysis approach to establish the true performance requirements of such jobs might permit minor modifications which would open them to older workers or the handicapped. This approach might provide answers to such questions as: (1) Are we maintaining people on welfare who could be self-supporting if physical demands for their occupations were modified? (2) Are workers being retrained needlessly, when with small changes in job requirements they could continue to perform their present jobs or related jobs in the same plant or industry where further training is not necessary?
13. Many retirees and other older workers are in need of part-time employment to supplement their other sources of income. Since self-employment is desired by some older workers, there is a need for better channels of information to acquaint them with the requirements for setting up an independent enterprise.
14. Vocational Education
 - a. Older workers are sometimes reluctant to enter training, particularly if it is lengthy, when they are not sure of employment at its termination.
 - b. Training allowances are sometimes inadequate to maintain a family while the head is undergoing training.
 - c. More flexibility is needed in developing suitable vocational training for adults, particularly as to length of the course and the kinds of teaching methods used. By taking advantage of the older person's experience and abilities, the length and content of some vocational training courses could be reduced.