

- J. Conducts educational institutes, forums, demonstrations, and other types of meetings to increase management, labor and community acceptance of qualifications of older workers.
- K. Serves as liaison representative with all cooperating agencies and organizations providing services to older workers.
- L. Stimulates the development of refresher, educational, and skill broadening training courses for older workers.
- M. Performs related duties as required to facilitate suitable employment of older workers.

a. Budgetary Limitations

Since 1959, automation and changes in the economy have greatly increased the number of older workers who need intensive help in finding employment. There is an immediate and pressing need to improve the quality and expand the volume of special employment services to these workers. In its proposed budget for Fiscal Year 1965, the Department of Employment requested 44 positions for older worker services, of which only 20 were approved. This request included positions for one State Supervisor of the program and four full-time Area Coordinators, with the balance for local office use. The staffing pattern would have provided a full-time specialist in large offices and at least part-time service in all offices. The budget request proposed to finance program improvements along the following lines:

- (1) A change in the concept of the job of the Older Worker Specialist from primary responsibility for direct services to individual applicants, to one in which the major portion of the time is spent on developmental, community and analytical work.
- (2) Extension of special programs such as Homemaker-Family Aide, Experience Unlimited, Maintenance Gardener, Senior Repairman into additional local offices, and development of other special placement programs designed for older workers.
- (3) Regular analyses by the Older Worker Specialist of the applicant file, daily intake, and closed orders.
- (4) Follow up on orders closed because an employer refused to lift an age restriction, with a personal call on the employer by the Older Worker Specialist.

b. Present Status of Program

At the time of the field survey, attempts to extend and improve the program along the foregoing lines were