

supervision to local office services to older workers." However, it did not appear in any of the local offices visited that the Older Worker Specialist was actually giving functional supervision to the program, either by coordinating efforts of other staff members, by training other local office personnel in the program of services to older workers, or by assisting line supervisors in conducting periodic reviews of these services to determine improvements needed. Most Older Worker Specialists have so many other assignments in addition to their OWS duties, that the amount of time available to them for these activities would be very limited.

### 3. Employment Counseling

Employment Counseling is one of the most pressing needs of older workers who are out of a job, when faced with the problem of changing occupations or adjusting to different conditions in the kinds of work they know best. It is one of the most important services that local offices can provide older workers.

Despite the need and importance of counseling for older workers, it appears that the volume of service is decreasing. In Fiscal 1964, older workers constituted 12.7 per cent of the employment service initial counseling load, a drop from 14.2 per cent during the preceding fiscal year. This drop undoubtedly is due to budgetary restrictions. We presently have about 270 counselors; we estimate that almost 550 are required to meet total counseling needs, including older workers.

Local office personnel believe that the older worker should be brought into counseling earlier, before he has exhausted his unemployment insurance and other resources, and that the counseling should be more intensive. His problem should be more fully explored: Does he want full-time employment, or part-time employment to supplement retirement income? What additional skills and interests does he have which can be built upon if he must make a change of occupation? How can he be motivated to take training, if it is needed? What information does he need on other jobs and on labor market conditions in general?

Pre-retirement counseling is greatly needed but few communities have active programs, according to Older Worker Specialists. They believe the California State Employment Service should work with educational authorities to develop and extend facilities for this type of counseling. An examination of successful programs should help to identify essential content and effective methods so that the programs can be extended into communities not now providing this service. Many OWS's remarked on the need to approach pre-retirement counseling even at the high school level, in connection with