

vocational guidance. The young person starting out in life today should know that he may have to make a dozen or more major occupational changes during his working years.

Many older workers do not need counseling in terms of the usual definition--choice of an occupation, adjustment to their occupation or job, or change of occupation. An unemployed older worker may need considerable reassurance about applying for work even in his usual occupation. He may find it hard to accept the fact that he may not command the same rate of pay on a new job. He may need intensive briefing on the labor market--the kinds of jobs available, where they are located, what they pay. Helping an older worker regain his place in the labor force may involve a great deal of time and the use of counseling techniques, but the activity may not fall into the present definition of counseling. The amount of time required for these services may be obscured in the morass of "services not elsewhere classified", or it may add to the placement unit time if indeed a placement does result. In any event, it is an expenditure of hours which present budget methods tend to bury.

E. COMMUNITY ORGANIZATION

1. Community Involvement

There is a dearth of community organizations with active programs to improve employment opportunities for older workers. Community advisory committees on employment problems of the aging were active in three large local offices; similar groups in several other communities were inactive. Older Worker Specialists have found it difficult to organize community groups or keep them going. One problem is to find specific local projects within the resources of the committee, where accomplishments can be seen. Lack of funds is generally a problem. Local groups need help in formulating projects for which funds could be obtained from government or foundation sources.

Several women's organizations--such as Altrusa, the Business and Professional Women's Club, the Soroptimists, and the YWCA--have cooperated in programs to help mature women re-enter the labor market. However, the activity varies from one community to another. "Job clinics" have been among the programs which these organizations helped to sponsor. Adult education authorities have been cooperative in providing staff and facilities for such projects and in setting up a variety of short-term training classes.

Senior Citizens' groups tend to be interested in recreation or problems of health insurance and pensions, rather than employment. Community Welfare Councils and similar organizations concerned with older people's problems have not