

An effective part of the local committee program has been a Speaker's Bureau. Experienced public speakers who were members of the committee volunteered to appear before community groups in support of services to older workers. Letters were sent to community groups, offering the speakers. Although this activity is not currently being conducted, it might be revived.

Members of the committee have felt that a film could be useful.

The local committee is interested in sponsoring something like the "Little House" project currently active in Palo Alto.

Programs such as the "Family Aide" project and "Senior Repairman" program have been brought to the committee's attention with the reaction that there was no need in this community for such programs. The OWS feels that these projects might be again presented to the local committee.

Problems related to retirement and pension plans might be of interest to the local committee as a long-term project. The OWS planned to bring these problems to the attention of his group.

3. Employer Policy Statement

An "employer policy statement" on the employment of older workers was suggested by some local office staff members as a means of strengthening the efforts of a Community Advisory Committee. Such a statement should include a declaration that the company makes every effort to build a balanced work force and seeks to recruit individuals qualified for specific jobs with full consideration for their skills and abilities, and without regard to arbitrary factors such as age.

The statement might cover:

- . The company's willingness to assume its share of the total community responsibility for providing work consistent with efficient and profitable production.
- . The company's agreement to consider older workers on an individual basis and to hire mature workers when they meet the full requirements of the job.
- . The company's policy to assemble a work force of qualified persons who perform their individual jobs competently and who can maintain high quality and efficient production.

A statement of this nature, prepared for statewide use, should be promulgated by the Citizens' Advisory Committee on Aging,