

the State Chamber of Commerce, State and local employment advisory committees, community groups, and all other available outlets.

4. Special "Action Projects"

Among numerous studies of older workers' employment problems, two "action projects"--one in operation, the other a proposal by CSES staff--deserve special mention. The first project, which is currently underway in San Francisco, is beamed toward improving techniques for helping the "60-plus" worker find and adjust to a job. The second is a proposal for identifying the actual performance requirements of jobs in which many older workers could be employed with some relaxation of hiring or performance requirements.

a. Project "60"

A research project in San Francisco was begun in 1964, to determine the employment needs and attachment to the labor market of "over 60" workers, and the special services, including training, which they require to "stay employable". About 2,000 job applicants registered in the San Francisco Employment Service offices are involved. Physical and mental examinations, needed social services, and job development will be provided through the cooperation of several community agencies, including the California State Employment Service. The project is expected to last about two years, and will be partially financed by OMAT and grants of funds from outside sources.

The research will go to such fundamental sociological questions as: What are the reasons for seeking work at this age? How willing are applicants to accept suitable jobs and how serious are their efforts to seek work? What are the employment opportunities for these older workers compared with their qualifications? How does the length and frequency of unemployment of older workers compare with that of younger workers? What health problems or handicapping conditions do these older workers have which are related to their employment potentials? For those who are seeking work to attain a satisfactory standard of living, what percentage of this desired living standard is currently being met by income from the Federal Social Security program, from private pension plans, and from other sources?

The program should develop tested techniques that are effective in finding employment for workers in the older age groups, particularly group counseling and job development and training for groups, experience in how to staff and organize effective employment service for older people, realistic data on the cost of providing the kind of