

could benefit from this valuable program. At present, this training is directed principally towards persons under age 25, ignoring the potential of those aged 45 and older who may still be able to perform in the occupation for 20 years or more. In view of the limited number of apprentices now being trained to meet anticipated needs, the possibilities of this program for older workers should be re-examined.

6. Local Office Suggestions on Training

Local office and other CSES staff made a number of suggestions on training for older workers, related to problems mentioned in the preceding paragraphs, and to recommendations elsewhere in this report. Their suggestions are summarized as follows:

- a. Education authorities should develop and use training methods suited to older workers' needs. Courses should be kept as short as possible to reduce the period of time in which an older person must subsist on his retraining allowance, and also in recognition of the fact that many mature individuals learn rapidly and can build on a background of experience which could reduce the length of the training.
- b. Structure more training for older people under MDTA, taking into account not only course content but also problems of personality and attitude including the older worker's difficulties in adapting to an unfamiliar school situation.
- c. Provide adequate training allowances to encourage older workers to enter retraining, particularly in cases where the training may be lengthy and may involve extra expense, such as transportation, child or nursing care for the family members, and moving costs. Relocation allowances should be made available when necessary to encourage the movement of unemployed defense workers caught in mass layoffs to areas where employment opportunities exist.
- d. For older workers with limited literacy, short-term training in basic reading, writing and arithmetic should be made available under MDTA or California retraining. Such training should not be tied in with training for a specific occupation.
- e. The California State Employment Service should endeavor to develop part-time supportive jobs, when possible, to help finance the trainees.
- f. Some means should be found to finance advance academic training of more than 52 weeks' duration for professional workers such as engineers, social workers, and others