

who may lack the needed degree or certificate to remain in their occupation. The possibilities of modifying existing legislation, or providing other legislative means to finance such training, should be considered. In spite of continuing demands for teachers and social workers, the files of the Department of Employment contain hundreds of applications from individuals with long experience in these occupations who do not have a Master of Arts, Master of Social Work, or other advanced degrees essential to their continued employment in these fields.

- g. Tailor a short course for retired military personnel as Parole Officers or in work connected with the prevention of juvenile delinquency. Set up a program through the State colleges to prepare qualified military retirees for teaching.
- h. Provide daylight training classes for older women at adult education facilities, as many of them will not go out alone at night. This has been successfully accomplished in a number of locations, such as Berkeley and other schools in the Bay Area.
- i. The CSES should cooperate with local schools in developing "work exploratory" programs for older workers, to help them identify occupations and industries where they might find a place. Many older people know little about jobs outside the fields in which they have had experience or training. Such courses should be short term and should constitute an orientation to the current labor market in terms of wages, hours, working conditions, and potential locations of employment.

G. REFERENCES

- 1/ Page 69: President's Council on Aging, Report to the President, Washington, D. C., 1964.
- 2/ Page 69: Appendix A.
- 3/ Page 72: Appendix B.
- 4/ Page 73: Appendix A.
- 5/ Page 74: Appendix A.
- 6/ Page 77: Transcript of Proceedings of the Assembly Interim Committee on Industrial Relations, Los Angeles, California, September 19-20, 1963.
- 7/ Page 89: The Older Workers' Workshop held in Bakersfield, March 14, 1964, is reported in Chapter Four.