

<u>PLACE</u>	<u>DATE</u>	<u>LOCAL SPONSORS</u>
OAKLAND	May 21, 1964	Industrial Development Commission, City of Oakland
PASADENA	June 10, 1964	Jobs After Forty Committee of Pasadena
SACRAMENTO	May 5, 1964	Sacramento City-County Chamber of Commerce
SAN DIEGO	May 8, 1964	San Diego Personnel Management Association, San Diego State College, Community Welfare Council of San Diego, San Diego County Labor Council, International Association of Machinists, University of California Extension, San Diego
VAN NUYS	April 15, 1964	San Fernando Valley Committee for the Mature Worker

C. WORKSHOP HIGHLIGHTS

1. Bakersfield

Mr. Karl Kunze, Personnel Director, Lockheed Aircraft Company, and Assemblyman Joseph M. Kennick were the principal workshop speakers. In his keynote address, Mr. Kunze presented a thoughtful summary of recent studies conducted on the employability of older people and described the experiences of the Lockheed Company as a major employer in employing and hiring the older person in various occupations. He emphasized that Lockheed's experience had not shown older workers to be inflexible to transferring to various jobs. He urged workshop participants to consider ways to develop more accurate information on the characteristics of older workers, improved vocational counseling of older displaced workers, and more specific information on occupations suitable for older workers within the community.

Assemblyman Kennick's address "Our Inescapable Duty to End Discrimination Against Older Workers" emphasized the interest of the Legislature to have a program of action developed from the study and included some specific proposals for attacking the problem of age discrimination in employment. (See Appendix).

Main proposals developed by discussion groups of the workshop stressed the importance of broader publicity and education of the general community regarding the qualifications of older workers; developing new fields of part-time employment