

for retired persons; broader community-based programs of counseling and training and retraining for the unemployed older worker; and a more concerted effort to inform employers of the desirability of employing qualified mature older workers.

2. Eureka

Principal speakers were Mr. Samuel S. Johnson, President, Jefferson Plywood Company, Redmond, Oregon; and Mr. Paul W. Little, Chief, Public Employment Offices and Benefit Payments, California Department of Employment. Mrs. A. M. G. Russell, Chairman, Citizens' Advisory Committee on Aging, summarized the results of four group discussions in a final address.

Mr. Johnson's keynote address was provocative and stimulating since he cautioned against the development of large-scale programs to assist the older worker operated by government but, instead, encouraged government to request both labor and management to remove existing obstacles that discriminate against the older worker such as arbitrary upper-age restrictions, misconceptions about the work characteristics of older people, and inflexible public insurance and private pension plans that mitigate against employing older people.

Mr. Little's address was a clear description regarding the problems faced by workers 45 and over in California's labor force and the role of the Department of Employment in meeting these problems throughout California. To improve the Department's ability to meet its present responsibilities to older workers, he mentioned the need for industry to develop some system for "early warning" when jobs are to be eliminated and reduced, improved counseling and guidance services to the older worker by the Department, and improved surveys of labor market areas in the State that provide clearer current and projected information on job trends, job obsolescence, new jobs, and skill requirements, so that manpower needs can be merged with economic development.

Several worthwhile proposals emerged from the discussion groups of the workshop. Among these were possible legislation to make apprenticeship programs available to older workers needing to enter new occupations and for relocation allowances of workers involved in retraining programs with relocation to be a choice of the individual and not by force of law. In addition, there were general recommendations for more realistic physical examinations with respect to older employees rather than one fixed standard of physical capacity that prevents selective placement of new employees according to physical ability and the need for a local skill survey of the Eureka labor market area which could be a useful base in finding solutions to the employment problems of older workers. It was also suggested that a community committee be established to work with the Eureka Employment Service Office in an effort to educate and encourage hiring of older people.