

older people to be found. It is included almost in its entirety elsewhere in this report. Mr. Gallenbeck listed, for workshop participants, the fundamental problems concerning employment of older workers and described several specific steps which any community could take in maintaining and increasing employment opportunities for their older work force.

The Oakland workshop also featured five group sessions asking:

- "What the Community Can Do?"
- "What Can Employers Do?"
- "What Can Organized Labor and Individual Workers Do?"
- "What Employment Services and Labor Market Information Is Needed?"
- "What Basic and Vocational Education Is Needed?"

Due to the breadth of proposals developed in these workshops, the excellent summary made during the final session of the workshop by Dr. Margaret S. Gordon, Associate Director, University of California, Berkeley, is included in its entirety in the Appendix.

5. Pasadena

Held under the auspices of the Jobs Over Forty Committee of Pasadena, this workshop's main highlights were an excellent keynote address by Mr. R. N. Rives, General Personnel Manager, Northern Area, Pacific Telephone and Telegraph, and four group sessions on "What Is the Local Experience in Hiring the Older Worker", "The Qualified Older Worker", "Are There Cost Factors That Militate Against Hiring the Over 40 Worker", "Is There a Need for Community Programs to Promote the Acceptance of the Older Worker", and "What Changes or New Legislation Should Be Recommended to Encourage Older Worker Employment, or Is Education and Research the Answer?".

The keynote address spotlighted four problem areas which industry needs to give attention in employing older workers:

- a. Overcoming management resistance to hiring the older worker;
- b. Recognizing the older employee's need for training and retraining;
- c. Supporting counseling services by community agencies when there is a conflict between the job and the applicant's domestic situation; and