

and insurance costs employers face in hiring older persons. Also, there was concern expressed in a session on "Counseling and Retraining" on the need to reexamine present retraining programs as there is some likelihood that we might be training people for some jobs that will not exist by the time retraining is completed.

Another proposal called for new ways to employ older people in such fields as health, recreation, and welfare, since traditional types of work are declining, but great needs exist in these fields. Business and labor participants also called for an accelerated education program on the problems of the older worker directed towards both employers and employees.

In, perhaps, the most provocative summary of the entire workshop session, Dr. Kaplan presented some sweeping new concepts in dealing with unemployment. He stated that the problem, as it applied to all age groups, should be approached by developing immediate, short-range, and long-range objectives. He predicted that the long-range objectives might have to be based on such future possibilities as a workweek of from 10 to 15 hours, a much smaller work force than exists now, perhaps made up of only ten percent of the potential labor force but capable of producing all the goods and services needed by the economy. If these future conditions emerged, it was felt that society should be prepared to change its present concepts of work and create new jobs that would engage most people in jobs of "services to society", many of which would include services that either could be performed by or are needed by older people.

D. PROPOSALS FOR ACTION

The following proposals are a composite of the major themes which emerged from the entire series of workshops. In presenting them, no effort is made to suggest that there was unanimous consent of individual proposals by workshop participants. Yet, there was general agreement that the areas described below are the crucial areas for future study and action if any realistic expansion of employment opportunities for older workers in California is to occur. Workshop participants felt that it is feasible to undertake immediate changes in both current policies and programs affecting employment of older workers.

Among the major areas given consideration in workshop discussion were:

1. The Effects of Public and Private Pension and Insurance Programs

A persistent theme in nearly every workshop was that certain aspects of public and private pension and insurance programs are militating against the employment of older persons.