

be a major tool in meeting the manpower needs of a community on a rational basis. Also, it would permit the redesigning of some jobs to make better use of the productive skills of the older worker and also permit clearer identification of training and retraining needs in individual companies or industries.

6. Expansion of Part-Time Employment Opportunities for Older Persons

In a majority of workshops, there was substantial support that increased job opportunities could and should be developed for older persons in the field of part-time employment. It was felt that a strong emphasis in this area alone could generate many additional job opportunities for older persons, especially those in or nearing retirement. This expansion was seen as possible in the service and sales trades, in household services, and in the fields of health, education, and recreation. As an example, it was held that training older persons for jobs of lesser skills in several fields of professional services could release professionals in these fields of certain nominal duties and allow them to use their full time on their professional duties and tasks. A specific suggestion was for training and employing older persons for part-time work in services needed by many older people themselves such as homemaker services, home health aides, nursing home aides, or recreation and crafts instructors. Another suggestion was part-time employment that would preserve the trades and skills of the past, but at the same time, meet a growing consumer demand for custom-made products.

This objective of increased part-time employment opportunities was related as appropriate to such possible factors as a possible shorter workweek or weekday in future years. This goal was based on the recognition that many persons either economically or psychologically need to work even after normal retirement; as a possible part of a planned program of "phased retirement"; and the increasing demands for personal, health, education, recreation, and welfare services by California's rapidly expanding population.

Among measures proposed to stimulate such a program in California were legislation and financing of a special project within the State Employment Service to specifically develop part-time employment opportunities for persons 60 and over; grants to nonprofit agencies to discover and develop part-time jobs in private business and industry, government, and educational institutions; reduction of unemployment insurance and other payroll taxes on employers hiring part-time workers aged 50 and over; and establishment by the State Employment Service of a statewide clearing house for part-time jobs to be made available to all interested communities and organizations.