

But regardless of what statistical slot they fall into, they present themselves to us as whole individuals. Individuals with feelings of defeatism, insecurity, confusion and discouragement. Individuals with courage, determination and hope. Individuals who have been misinformed, and individuals with valuable skills underwritten by maturity and capacity for achievement.

And it is our mission, through our family of manpower services, including counseling, testing, retraining, job development and placement, to provide facts to these workers about the labor market, encourage and motivate them into a specific course of action, convince them to objectively appraise the marketability of their skills, and to provide these services on the basis that it is ability which counts and not the race, handicap, religion, age, or point of national origin of the worker.

Within the framework of this approach that services to older workers must be people oriented, perhaps we can briefly profile some basic facts which point to current and prospective labor force participation.

California's population has doubled every 20 years since 1860. By next year our population will reach 18 1/2 million, and our labor force 7.3 million. Currently our population is increasing by about 600,000 each year with 2/3 coming from immigration. These trends give us a population of 25 million by 1975 and almost 30 million by 1980.

Now as I give these projections I am moved to point out that I felt the Legislature showed great wisdom in drafting HR77. Certainly the information which will be gathered and analyzed will lead not only to decisions which must be made to meet the current needs of our older workers but to decisions which will be responsible to the needs of these workers in the foreseeable future. We in the Department of Employment are very pleased to join hands with Mrs. Russell and the Citizens' Advisory Committee on Aging in achieving the purpose of this Resolution.

To recall my life and experiences in 1955 seems to me to recall events of only yesterday. Certainly the prospective needs of our older workers in 1975 are only a few short moments away.

What about our older workers today and a few brief moments from now? Today workers over 45 in California number 2 1/4 million or 37% of our civilian labor force. A few brief moments from now in 1975 they will number 3.7 million or about a 65% increase in absolute numbers.

As it is with the State and the Nation, so is rapid growth characteristic of Eureka. In population, in the 50's, you've grown at a faster rate than that of the State. Older workers constitute almost the same proportion of your work force-36%-as that of the State as a whole, and surely your projections of growth are comparable to that of the State.

You, along with your State, are experiencing the paradox of our growing technology; namely, the existence of economic growth side by side with that of high rates of unemployment.