

together with the help of a number of universities what we consider a useful kind of preretirement education program, and we have attempted to secure the cooperation of the companies in jointly operating this kind of a retirement education program for the older worker and providing a program during the working hours, providing some released time on a periodic basis for older workers so that one does not face the problem of how he is going to bring back an older worker at the end of a long day's work. Its applicability to the problem of employment of older workers is that as the older worker on the job has the benefit of preretirement education or preparation, he frequently will begin not to fear retirement. He will begin to have a realistic and hopefully - if we provide the proper income and services surrounding retirement - a positive attitude toward impending retirement and this, of course, is quite an encouragement to voluntary retirement.

Another important way to make retirement more desirable is to take an interest in making the community a place that will accept and find a place for the older worker and the retired worker. Labor and management both have a long way to go in this field of activity. For, while we are proud of our participation in the voluntary giving and fundraising activities and the money it provides for community services, we too often have not seen to it that a fair share of the money raised goes into services to those groups who are among the most in need of services - the older people who are living in poverty or on its edge, who are isolated, and as they grow older cannot shop effectively for the health and welfare services which they need and too frequently don't get.

In addition to these basic steps, there also is a role of responsibility in the public sector which requires attention. Certainly, the efforts of the public employment service in the field of job counseling, job development and selective placement need to be accelerated and this costs money for staff and the training of staff. Certainly, much more can be done in adult vocational education and under the Manpower Development and Training Act to retrain and refurbish the skills of the middle-aged and older workers who have been displaced by technology, by mergers or by the closing of plants, who are too old to work by employers' standards but who are too young to retire. Certainly, much needs to be done through meetings of this sort to change public and employer attitudes toward the older worker and toward the unemployed in general.

To bring about public awareness and concern to stimulate education and a change of attitudes we frequently need controversial discussions of legislative issues which will affect the status quo. This is one reason why we have favored anti-age discrimination legislation which would provide strong penalties against employers and unions that arbitrarily bar people from employment on the basis of age. States with such laws, and New York and California are among them; are doing a better job of placing older workers because age discrimination is no longer overtly practiced and because the very consideration of the law itself and the passage of the law by the Legislature caused discussion and a reconsideration of present and past policies and