

practices in regard to the hiring of older workers. But, in addition to this legislation we need a broad range of intensive and comprehensive efforts in the public sectors which need also the help of both labor and management if these efforts are to succeed. Such effort is especially needed, it seems to us, in the manpower development and training field, and in the job redesign field, the efforts to accommodate the work to the available unused or underused labor supply.

Here we would like to present simply as examples for your discussion a few broad areas for consideration. First, can we develop a comprehensive diagnostic testing and counseling program tied in with vocational schools where unemployed older workers can not only be tested and counseled but can also try on various kinds of training situations for size before they are actually committed to a long-term training and vocational objective? A second idea that you might want to discuss: can we develop extensive literacy training and other forms of prevocational education for those older persons who cannot learn new skills because they lack basic mastery tools such as reading, writing and arithmetic? Can we develop sheltered employment of a restorative nature or a rehabilitative nature, perhaps which will help to develop the work habits and tolerance of people who have fallen out of the labor market, in order to bring older workers along to a point where they can re-enter the competitive labor market? Can we develop extensive on-the-job training opportunities as an integral part of the manpower development program? The Canadians are doing this, by the way, in that the government provides a subsidy to an employer who will hire a worker 45 years or older as an on-the-job trainee and the payments are continued until such time as the worker reaches normal production on the job.

Another thought: is it possible to train middle-aged and older people to provide the many kinds of service, technical and semiprofessional jobs which are involved in serving older people themselves - jobs in nursing homes, homes for the aged, recreational and counseling programs, housing projects of various sorts for older people? These are jobs of which many do not get done because there are no qualified and trained people to fill these jobs. Might not older workers themselves provide a group of people who could be trained for this purpose? Is it possible to organize and develop the part-time and odd-job market for the middle-aged, older and even perhaps the retired worker who may feel it necessary to supplement his retirement income? Can we not develop a senior volunteer service corps in which older people can serve their community, getting some satisfaction and perhaps a small reimbursement of expenses or compensation for the services which they may give to others who may need the benefit of their wisdom, their experience and talent? Have we fully explored the potential of expanding the service occupations and training people to fill jobs in nursing, in home care, homemaker services and various other kinds of needs which are very ill met to a considerable extent because there is not a supply of trained personnel? Many of these kinds of jobs it seems to us could be filled by middle-aged and older people if they were properly trained. Now, these are a few of the possible ways in which we can extend ourselves to help middle-aged and older people to find work and opportunities for useful activities