

and services. They are not necessarily applicable in all communities and perhaps some of them are not applicable anywhere. However, these are ideas which are projected to you which you may want to consider in the discussion groups. The point is that we really need to stretch our thinking to develop new methods and approaches to deal with the growing and the persistent problems of employment of the older worker.

In the years ahead, we have several alternatives. One is to ignore the problem and hope that it will go away, or we can look to the overall panaceas, or we can face up to the fact that the problem will not go away and will not be solved by panaceas. The problem is here to stay, and if anything, it is going to grow in size and complexity in the coming years and it will require vigorous and concerted action on a number of fronts.

In summary, we would like to suggest there are basically four component parts of a total program which ought to be developed. The first is in the area of training workers who are not employed so that they will be qualified for jobs which may become available. A second area is to eliminate discrimination against older workers, both in its overt and covert forms. A third major area is to help keep the older worker on the job, productively on that job, so that he does not need to be released; and, lastly, to make retirement more attractive and thereby take some of the pressures off the job market for the older worker.

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