

specialist program. The question was raised as to whether the present staff of older worker specialists -- I think there are 48 in the State as a whole -- was large enough to meet the problem. The point was made that in a small office the person assigned the duty would not usually have enough time. However, the general feeling was that there were enough older worker specialists, but that they did not have enough community support. One of the essential features of this particular assignment is the creating of a climate of understanding on the part of management and labor of the problems facing older workers. There was much discussion of the problem of counseling, with division of opinion as to whether all counselors needed special training for their role. The general consensus here was that counseling should be conducted by persons with special training and that further efforts should be made to increase the training available.

There was also discussion of whether the Manpower Development and Training Act was geared to help older workers, with emphasis on the fact that the program is demand oriented, i.e., oriented toward training people for occupations in which there is a scarcity of workers. Another difficulty is that many jobs require more than 52 weeks of training. It was felt that we really don't have a program that is geared toward the needs of the unemployed and it was suggested that the MDTA be re-examined in terms of improved possibilities for older workers.

If I may take just a moment, I would like to comment on this because it is something that interests me very deeply at this point. I have been engaged for the last 16 months in a comparative study of remaining programs in the United States and Europe, and I think we should not dismiss the possibility of retraining older workers too quickly. There have been some successful programs for training older workers in a few of the European countries. It is also interesting to note that in Sweden they are beginning to feel that special retraining programs for older workers may not be desirable because there is too much frustration involved when the entire group consists of older workers. The Swedes are now trying to include older workers in a more normal training situation with younger trainees. Another question raised was whether there should be a special division in the employment service for part-time and temporary jobs, and apparently it was felt that it was desirable to investigate the feasibility of establishing a nonprofit agency that would work on this problem, which is so important for the older person seeking work. It was pointed out that the wage level needed to be protected in this connection.

Now we come to Group V, which had some very interesting discussions with respect to the role of adult education. There was a great deal of emphasis on the inadequacy of our provision for vocational counseling and on the fact that very few people get access to good vocational counseling. It must be more individually oriented if it is to be effective. I was interested in a suggestion made by a teacher from Contra Costa Junior College who is recommending to the State Department of Social Welfare that the college be authorized to provide two counselors who would go out into the deprived neighborhoods in old clothes, making themselves part of the neighborhood, and trying to