

urgency. Workers should make direct application to employers where possible -- also should use such channels as mass media advertising, State Employment Service, and private employment agencies. Must be tenacious.

POSSIBLE SOLUTIONS FOR IMPROVING THE  
EMPLOYMENT PROSPECTS FOR OLDER WORKERS

In conclusion, (1) let us reaffirm the importance of management's appraising a worker's adaptability on the basis of individual capacity and aptitudes rather than on age. The potentialities of each individual applicant must be evaluated on the basis of the job opening that is to be filled. (2) let us be prepared to revise some of our hiring practices and policies where rigid limitations now exist. (3) let us consider redesigning some of our jobs to make them more suitable for older people who are still productive employees. And finally, (4) let us examine critically the whole area of retirement. Retirement on a mass scale is a relatively new phenomenon in American life. It is the by-product of an industrial society with social insurance and industrial pensions. It could perhaps well stand some refinements and modifications.

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