

of age on specific abilities; and that efforts be made to get the findings of such studies translated into enlightened personnel policies and into conditions of work related to the changing capacities of the older worker.

(4) That the NES maintain a check on applicant qualifications as specified by employers, such as age and education, in an effort to ensure that these are realistically related to the requirements for successful performance in the jobs to be filled.

(5) (a) That studies be made by the Federal Department of Labour of experience with gradual retirement programs now in effect in private business and the public service and that the findings of these studies be used to stimulate wider interest in such programs on the part of management and labour; and

(b) That programs of counselling and planning in preparation for retirement be more widely adopted by private business and the public service, and that Federal and Provincial Departments of Labour provide to interested employers and unions the technical consultation necessary for their successful operation.

### Worker Deficiencies

Limited schooling is a large factor here, and, while its importance can be exaggerated in relation to particular jobs, there is no doubt that in a technologically advancing society younger workers with more formal education are in a preferred position. Figures for the male labour force (Census 1961) indicate that 63 per cent of the group aged 55 to 64, and 66 per cent of the group aged 65 and over, as compared with 36 per cent of the age group 15 to 34, had elementary school education or less.

There is the further consideration that vocational skills adequate at one period of life may become obsolete under changing conditions and that the interest and opportunity necessary for older workers to acquire new skills may not always be present. In this context the submissions made to us by Dr. Roby Kidd and the Canadian Association of Adult Education are suggestive.<sup>12</sup> Both stress the need to adapt the content and methods of training courses to the interests, attitudes and background of older trainees.

Finally, among factors which have to be taken into account in efforts to help older workers improve their positions, is their aversion to being uprooted. The brief of the Federal Department of Labour referred to studies in the Maritimes which suggest "that when job opportunities in a community decline it is the younger and better educated who leave . . . the strings that bind people to a community grow

<sup>12</sup> Dr. Roby Kidd, Evidence submitted to the Special Committee of the Senate on Aging, Proceedings No. 5, November 21, 1963. Canadian Association for Adult Education, brief submitted to the Special Committee of the Senate on Aging No. 18, October 22, 1964.