

developed the art of "contemplation", who have, in short, wrapped themselves around their work and careers, to suddenly change all this as a result of a "programme", however well that programme in isolation may have been developed.

This thought is not just idle speculation, for it is attested to by many who have contemplated the subject and who have had considerable experience in dealing with the problem. At a symposium set up by the National Industrial Conference Board in New York earlier this year, about 100 executives met to consider the problem from all angles. They were from industry, from the church, from universities, from educational establishments and from the press. Before embarking on any long-range policy decisions in this field, the article summarizing the symposium's discussions should be read and considered most carefully. The views expressed by the discussion leaders therein are supported by much of the literature on the subject that is available both in the United States and in Britain. Some quotes are particularly relevant:

1. The problem of the aged and those who are retiring is the problem of society. The initiative must come from those who want to benefit from it (education for those over 60). The idea that it is all going to come on a tray and be provided for people who are retired strikes me as dangerous nonsense. (James A. Perkins, President, International Council for Educational Development)
2. We control staff time....We can help people become accustomed to being exposed to new ideas often. If we freed time for...the pursuit of interests that happen to be...important to the individual, I suspect that we'd get back more than two or three times our investment....We can develop training resources...to continue education on an individualized basis right through to retirement. Preparation can't begin in the last few years before retirement. Men and women who are physically, intellectually, culturally, spiritually and possibly financially bankrupt after a lifetime of work-oriented, single-purpose living are unlikely candidates for a successful post-retirement resurgence. (Verne S. Atwater, President, Central Savings Bank, New York City)