

Since then, the U.S. Civil Service Commission, commissioned Dr. Daniel Sinick of George Washington University to do a survey of "Retirement Planning Programs" within the Federal Service. This was published in 1969. It is an in-depth study of the attitudes of individuals toward pre-retirement training. As a result of this survey the U.S. Civil Service Commission put out a "Guide Lines Bulletin" (attached), which recommended that retirement planning programmes should be increased, and made several recommendations concerning the nature of the programmes and how they should be organized. In addition, the Civil Service Commission every two to three years sets up courses for training counsellors for the different departments and agencies.

It is difficult to say precisely which United States Government Departments or Agencies now have programmes, but probably most have. Specifically, the State Department has its own courses and also a division that is exclusively concerned with retiring employees. The CIA is said to have one of the most comprehensive programmes, starting with people in their fifties, which includes direct personal counselling. The Social Security Administration also has a most elaborate system of group counselling that is operated by a separate division. This programme started 15 years ago. They conduct a series of courses throughout the United States that consist of 11 sessions from 9:30 a.m. to 11:30 a.m. and spread over about two months. Anyone over 45 is eligible, but because of the numbers involved, those nearest retirement are given preference (they have some 55,000 employees with about 5,000 retiring each year). The average age of attendees is 53 years. (Compulsory retirement in the Federal Service is 70, for State Department 60, except for Ambassadors or the Minister level which is 65.) The classes run to 100 people including wives. They also have prepared a booklet "Planning for the Later Years".

Other Agencies or Departments conducting programmes which involve some sort of group counselling include the following (but