

At the Conference Board seminar, the British Consul General did report that personal counselling was used by many of the larger firms in Britain. Whether or not personal counselling is general in the large corporations in Britain, it appears as if the use of courses outside the establishments, generally based on day-long sessions, is much more general there than is the case in the United States or Canada. Also, there are several residential courses available where the discussion among groups led by speakers is supplemented by the informal discussions held "out of school".

In Appendix E, there are some notes concerning what the Civil Service, various municipal and educational organizations and some companies are doing in Britain.

(H) BY THE UNITED STATES:

In Appendices F, G and H, there are some notes concerning what is being done in that country. In Government, the overall watch-dog seems to be "The White House Conference on Aging" which has a separate section on "Retirement Roles and Activities". This section in its 1971 Conference recommended increased responsibility of "society" for pre-retirement preparation, but also emphasized that the employer has a major responsibility for providing "programmes". In addition, it stressed that counselling should be provided locally "throughout the Nation" starting at least five years before retirement, and that there should be special courses for those nearing retirement.

In Government, the Civil Service Commission has established policy supporting pre-retirement training within the Departments of Government - a Bulletin announcing the policy is attached to the Appendix. In any event, most departments have "courses" and a few, including the State Department have a section exclusively devoted to looking after people about to retire and keeping track of those who have. A feature of their courses is that they are given for relatively large numbers, sometimes up to 300. The State Department usually deals with 200 each course. These are all given during the working day, and usually wives are encouraged to attend.