

to employers are estimated at \$8,000 per employee.

We also need to employ people in a dramatic expansion of health care services. Medical equipment is one of our fastest growing industries, and nursing is a growth occupation of the future. More important, we will need primary care and geriatric specialists and a whole variety of "alternative" approaches to wellness.

An alternative agriculture based on organic diversity and sustainability is beginning to develop in California. According to the National Academy of Sciences, the loss of genetic diversity in our food system represents the single greatest threat to our food supply, a repetition on a global scale of the 19th century Irish potato famine that propelled my ancestors to this country. The narrow band of favored hybrid seed stocks favored by traditional agribusiness relies on high inputs of petrochemical fertilizers which have radically degraded the "ecological capitol" of our soil and water. Turning to organic gardening, organic farming and the promotion of genetic diversity are necessary to our survival and sustainability.

Tourism employs ten percent of the global workforce. California can no longer assume that its position as a global tourism magnet will go unchallenged. Without restoring our environment and turning our diversity into a strength, however, we will continue to see travelers choosing other destinations, as long as they hear reports of California's polluted coastlines.

The transition to the Ecological Era is beginning. There are 70,000 new environmental businesses in America, largely without support from government or the tax structure. Our entire tax structure needs to be overhauled in the direction