

# Aging Workforce



# Aging

- We're all getting older. Have you thought about how this natural process can affect safety.

# The World Turns Gray

- Next year, **FOR THE FIRST TIME**, people over 60 will outnumber kids 14 and younger

# What's On Line To Go

- Hearing
- Eyesight
- Strength
- Flexibility
- Reflexes
- Hand-Eye  
Coordination
- Fitness
- Endurance
- Stamina
- Agility
- Balance
- Reactions

# What Else Goes

- Lean Muscle Mass
- Metabolism
- Skin Thins
- Bone Density
- Healing
- Memory
- Thirst Sensation
- Hair

# Losing Grip .....

- **Left Hand**

- Age 30 – 64 lbs
- Age 50 – 58 lbs
- Age 60 – 48 lbs

- **Right Hand**

- Age 30 – 99 lbs
- Age 50 – 92 lbs
- Age 60 – 86 lbs

# But Look!!.....We Gain!!

- Weight
- Wrinkles
- Experience
- Gray Hair on Head, Ears, Nose and Eyebrows
- Blood Pressure
- Cholesterol & Health Risks (cancer/heart)
- Burnout Risks
- Bathroom Trips

# We Also Gain.....

- Wisdom
- Self Control
- Satisfaction
- Confidence
- Desire to Mentor/Instruct
- Stability
- Strong Values
- Convictions
- Experience



# Other Changes

- Sleep/Rest Cycle
- Medications
- Drug Effects
- Heat/Cold Sensitivity
- Thirst Sensation
- Joint Fluid Balance (Discs)
- Self Image/Ability Perception

# Common Myths

- To be old is to be sick
- You can't teach an old dog new tricks
- The horse is out of the barn
- The secret to successful aging is to choose your parents wisely
- The lights may be on but the voltage is low
- Older workers don't pull their weight

# Facts and Tidbits .....

- Between 2000 and 2010, the fastest growing age group will be those between 55 and 64
- In the age group of 70 to 74, 1 in 8 is employed full or part time.
- By 2010, a **severe labour shortage** will occur as “baby boomers” retire
- Extensive research has found no relationship between age and on the job performance

## More Tidbits .....

- By 2005, those 55 and older will be nearly 20% of the workforce.
- After reaching 5.1% in 1991, the unemployment rate for the age group 55-64 age group fell to 3% in 1997

# The Good, The Bad, etc.

- Older workers tend to take twice as long to recover from injuries
- Older workers are 1/3 less likely than younger workers to be hurt severely enough to miss work
- Older workers are more likely to die of their injuries than younger workers.

# Recommendations .....

- Annual Physical
- Exercise
- Diet
- Stay Active
- Challenge Your Mind and Body
- Share Experiences
- Equipment Design

# That's Enough of That

- Questions
- Comments
- Concerns