

Designing the Age Friendly Workplace

Steven Hecker
University of Oregon
Occupational Health Psychology
Summer Institute
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The Aging Healthcare Workforce



Demographics, Safety and Health,
and Job Performance

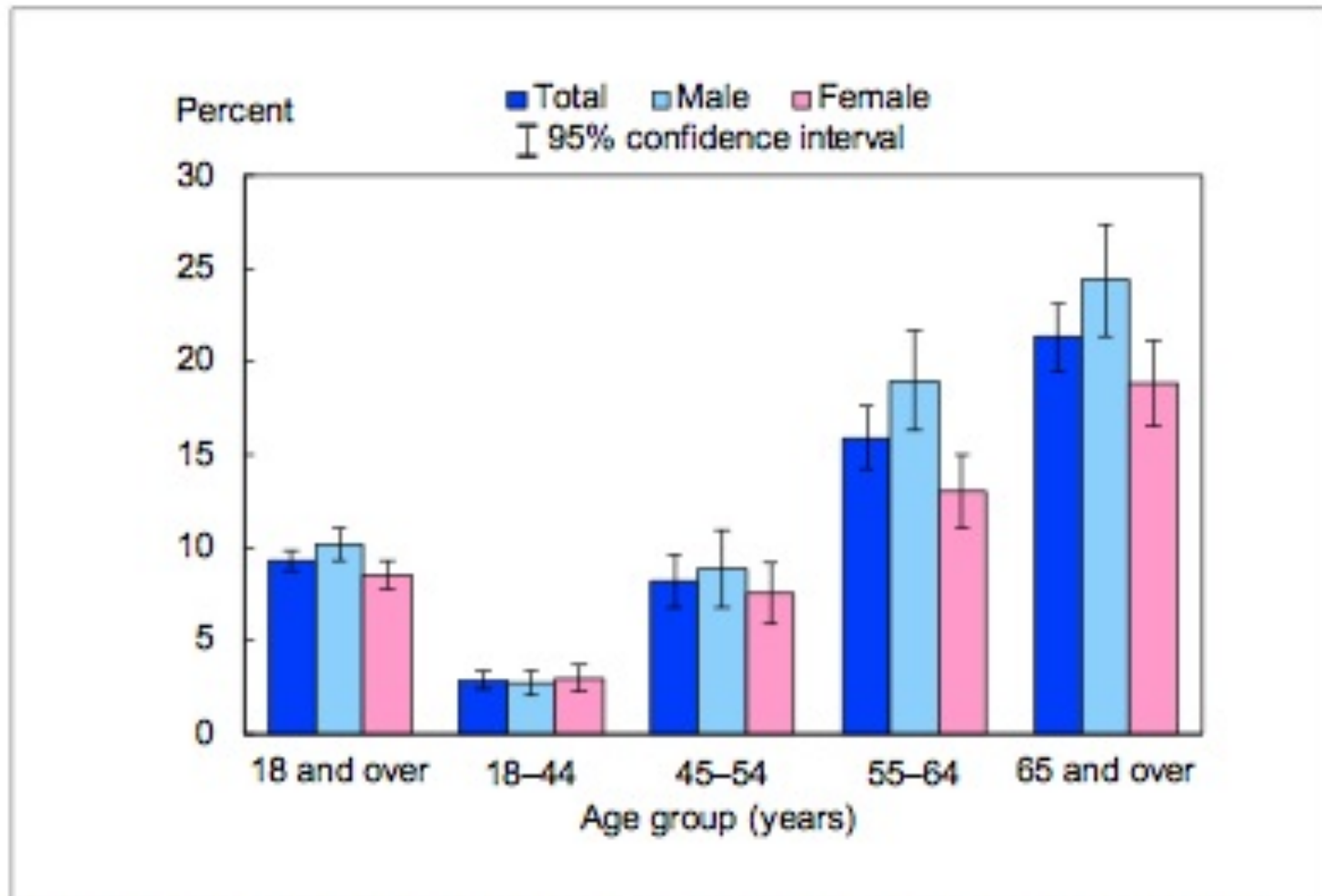
Acknowledgements

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- James Grosch, PhD, NIOSH
- Center for Digital Storytelling, Denver
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Today's themes

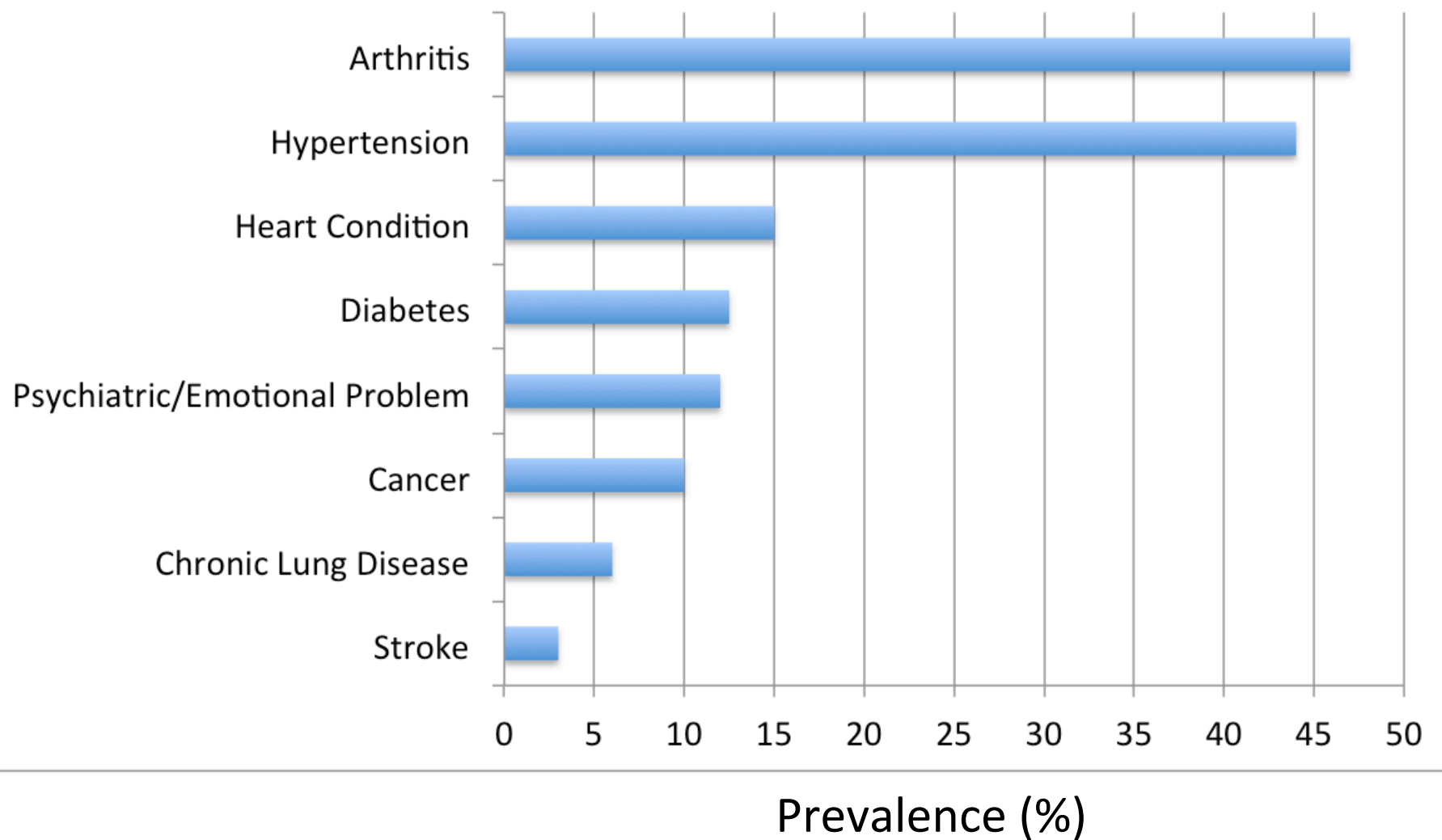
- Data exist for action on aging at work
- Brief outline of training intervention
 - Glimpse of materials and formats
- How the aging workforce is an ideal TWH topic
- Why is it so hard for the Age Friendly Workplace to gain traction

Prevalence of diagnosed diabetes by age group 2013



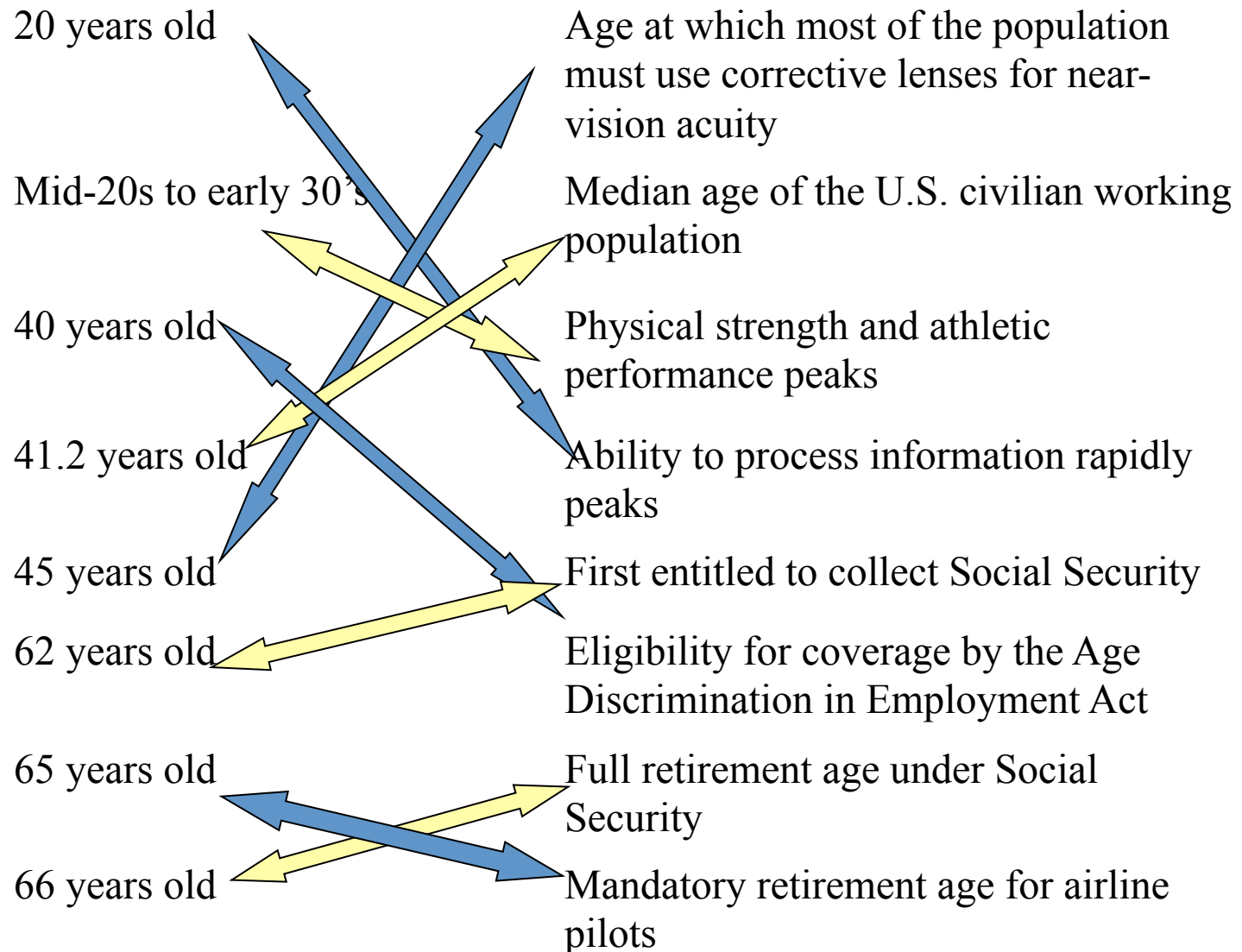
DATA SOURCE: CDC/NCHS, National Health Interview Survey, January-June 2013, Sample Adult Core component.

Health Conditions Among Workers Age 55 and Over: 2002



Source: Health and Retirement Study, U. of Michigan

At what age are you aging?



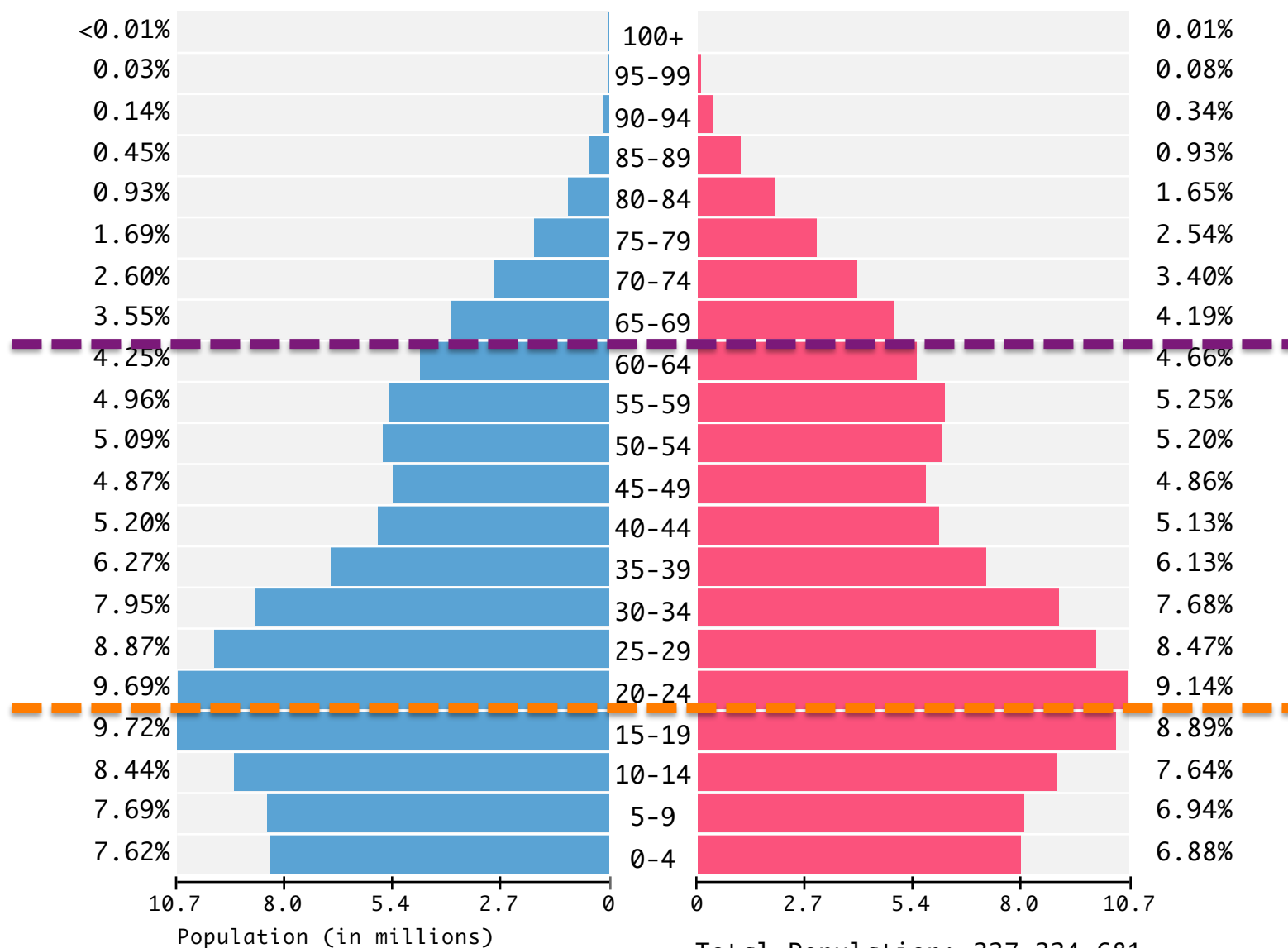
United States 1980 Midyear Population

by Age and Sex

Males: 110,398,730

Sex Ratio (m/f): 0.945

Females: 116,825,951



Source: US Census Bureau

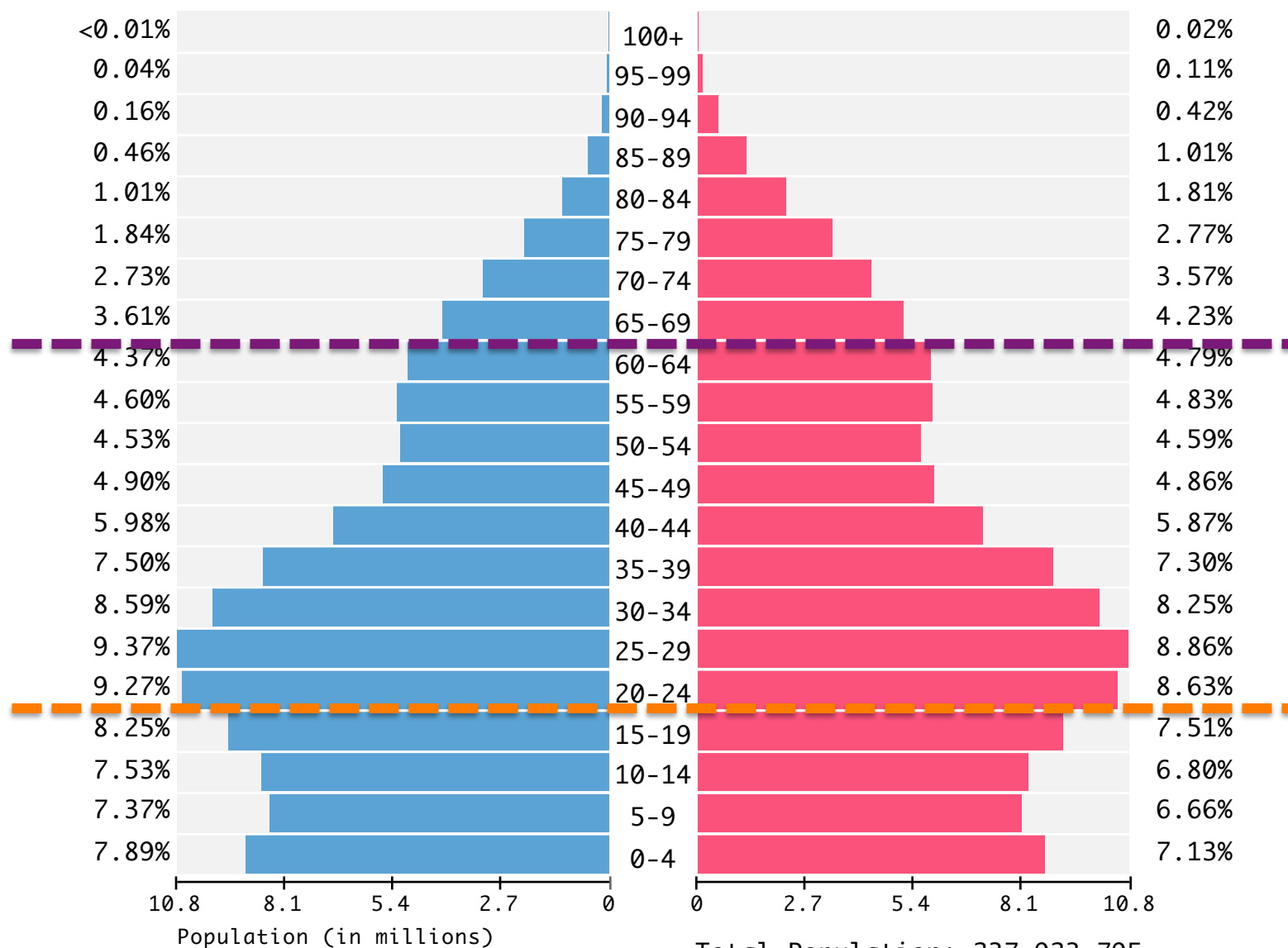
United States 1985 Midyear Population

by Age and Sex

Males: 115,729,534

Sex Ratio (m/f): 0.947

Females: 122,194,261



Source: US Census Bureau

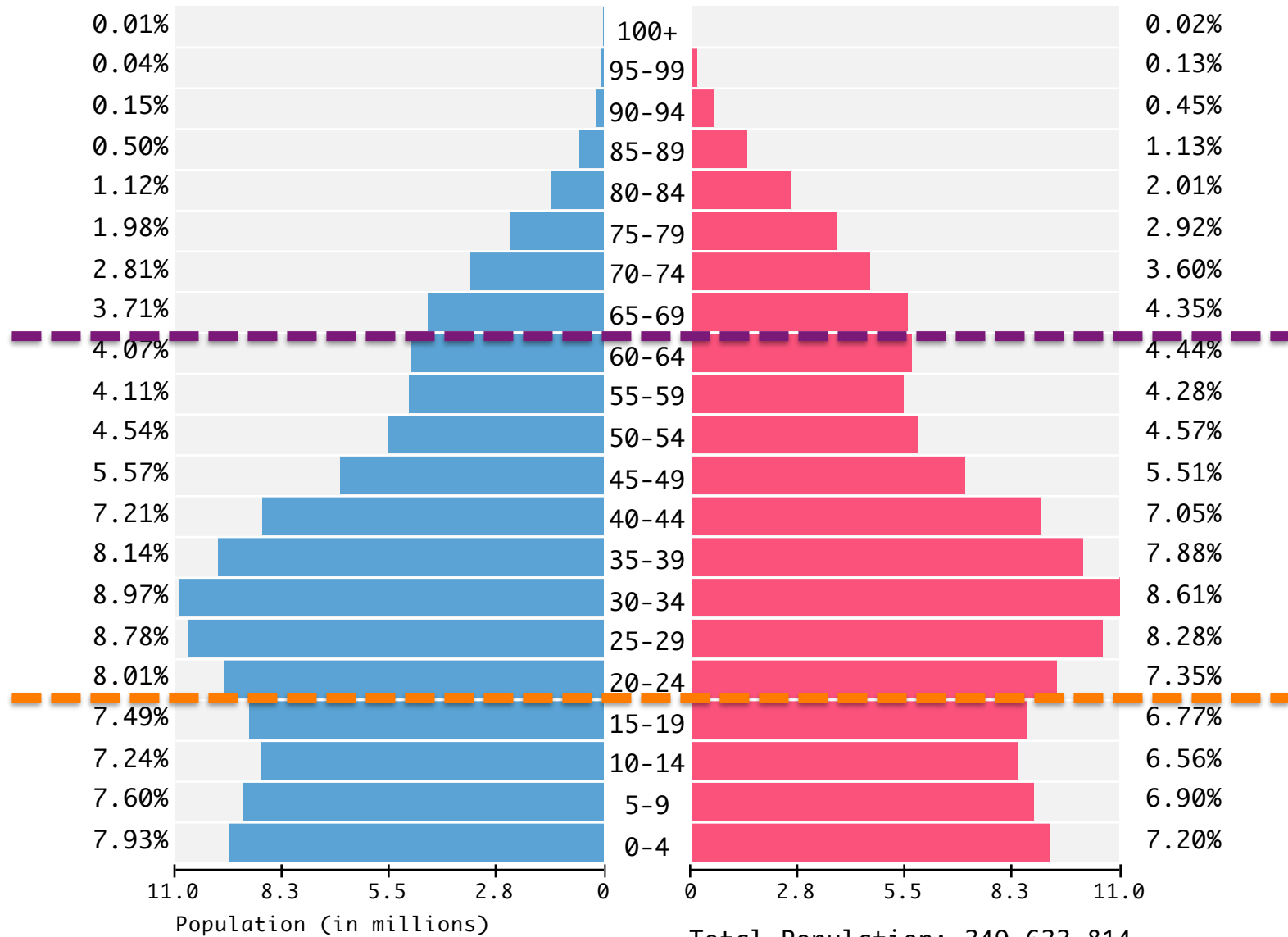
United States 1990 Midyear Population

by Age and Sex

Males: 121,713,764

Sex Ratio (m/f): 0.952

Females: 127,909,050



Source: US Census Bureau

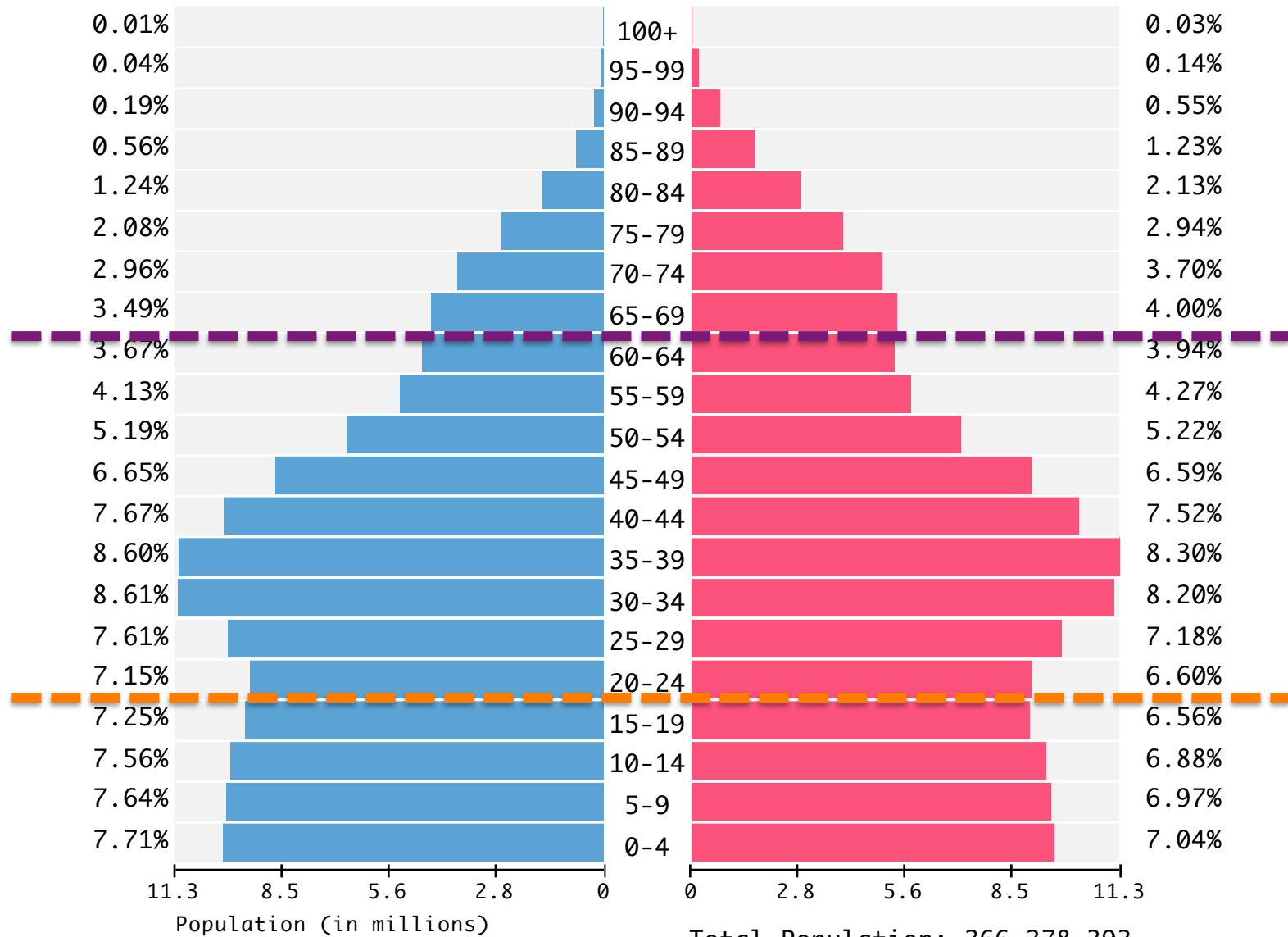
United States 1995 Midyear Population

by Age and Sex

Males: 130,215,371

Sex Ratio (m/f): 0.957

Females: 136,063,022



Source: US Census Bureau

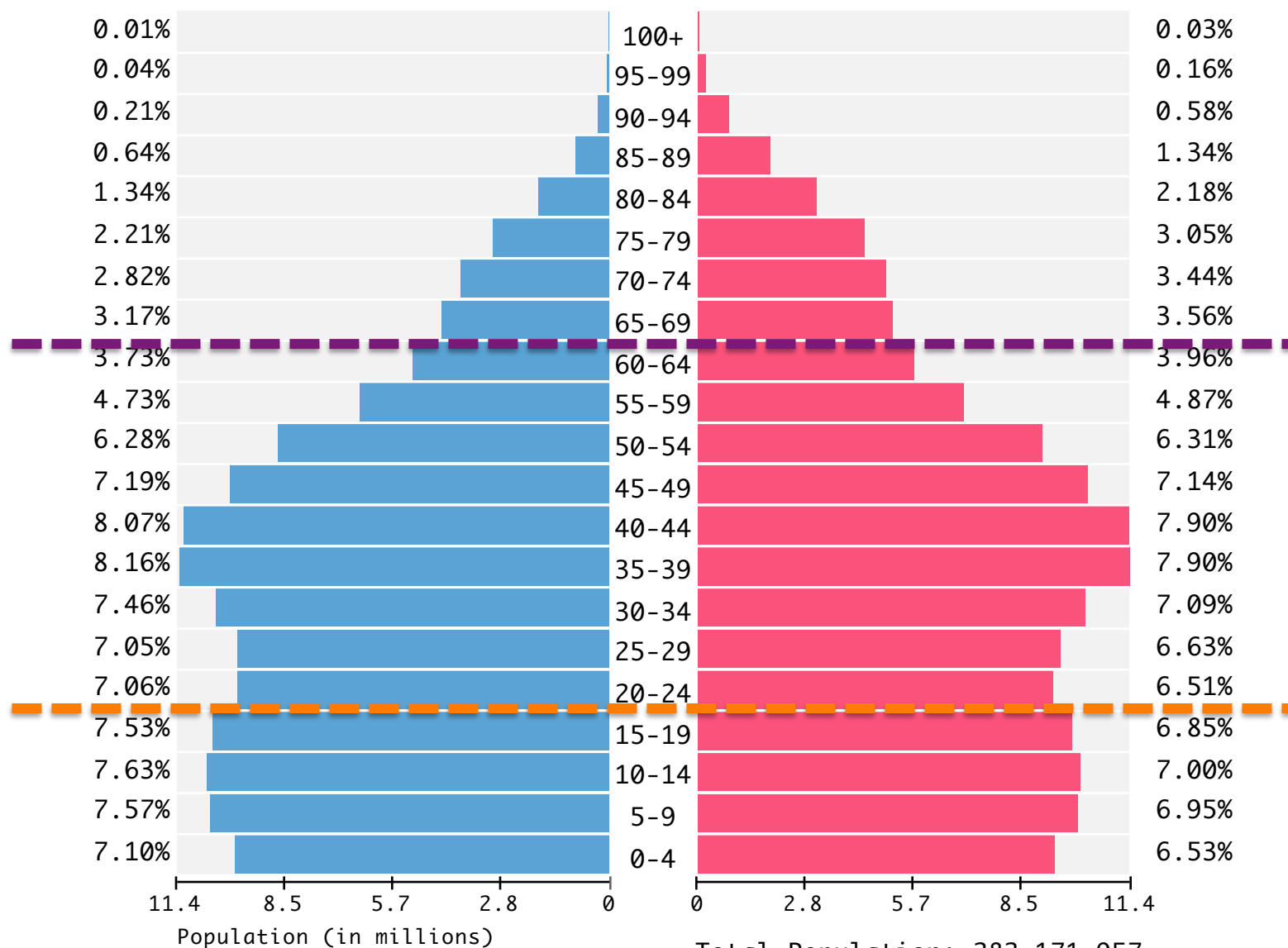
United States 2000 Midyear Population

by Age and Sex

Males: 138,458,548

Sex Ratio (m/f): 0.963

Females: 143,713,409



Source: US Census Bureau

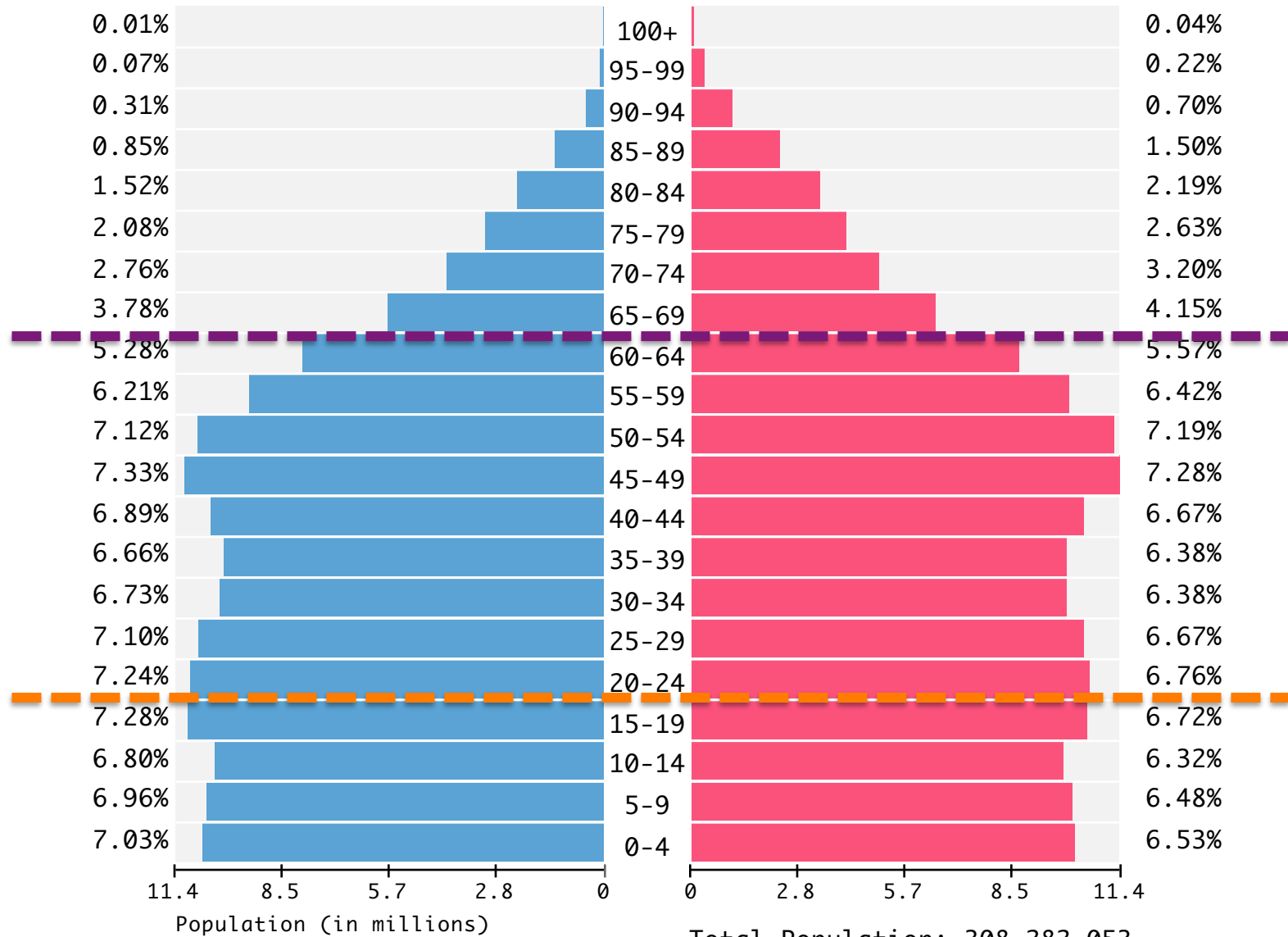
United States 2010 Midyear Population

by Age and Sex

Males: 151,820,886

Sex Ratio (m/f): 0.970

Females: 156,461,167



Source: US Census Bureau

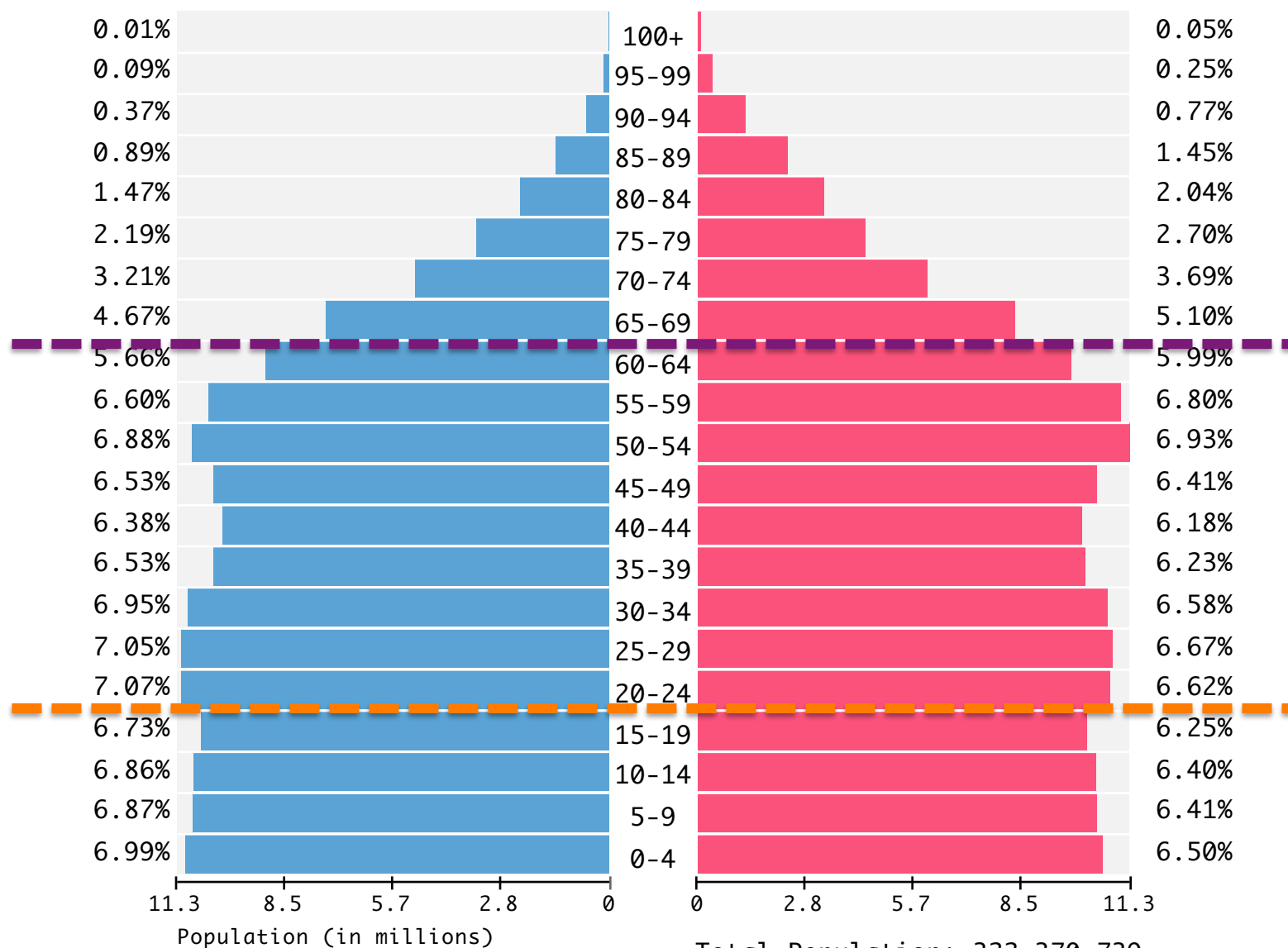
United States 2015 Midyear Population

by Age and Sex

Males: 158,906,988

Sex Ratio (m/f): 0.972

Females: 163,463,751



Source: US Census Bureau

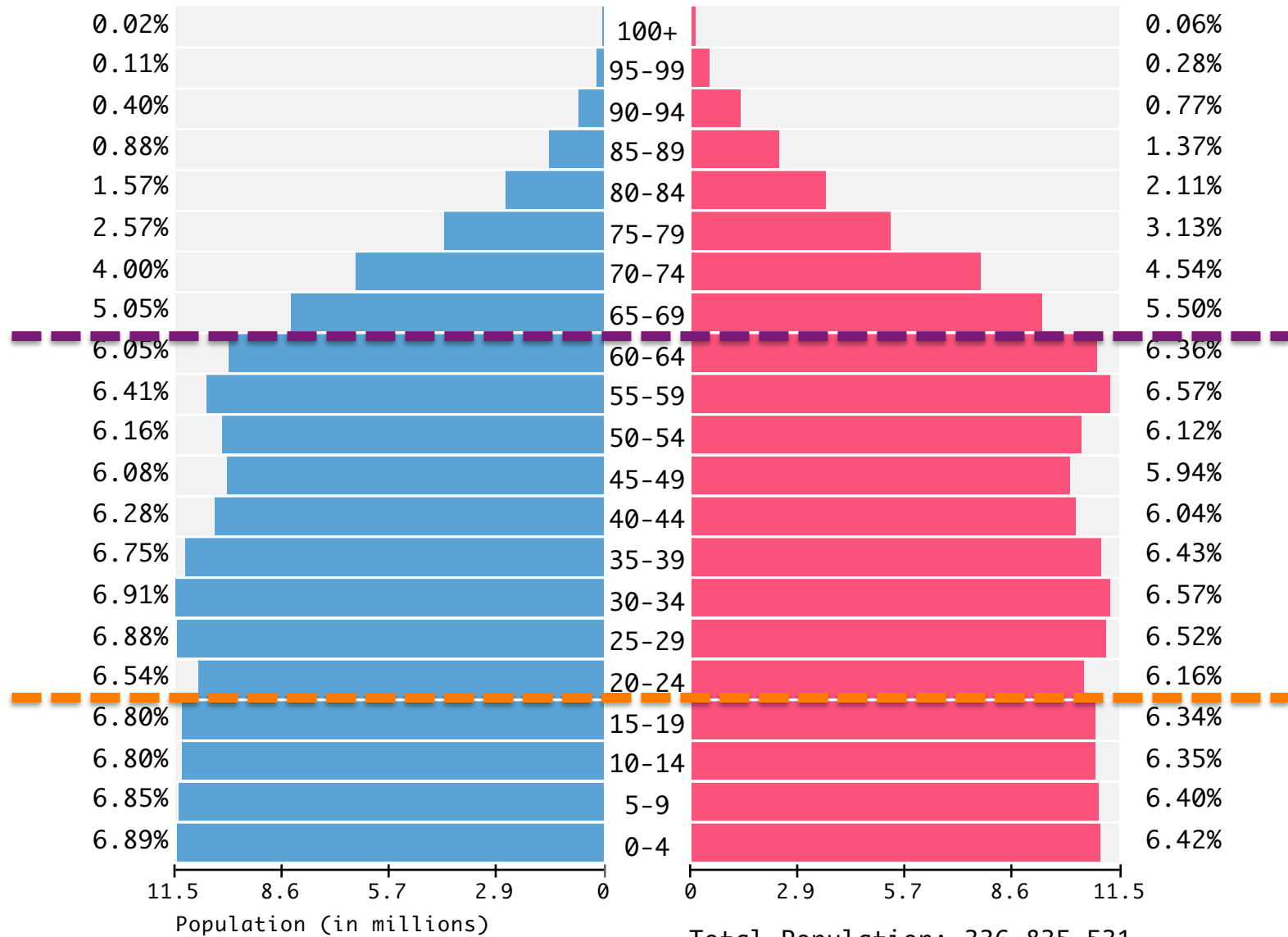
United States 2020 Midyear Population

by Age and Sex

Males: 166,078,754

Sex Ratio (m/f): 0.973

Females: 170,756,777



Source: US Census Bureau

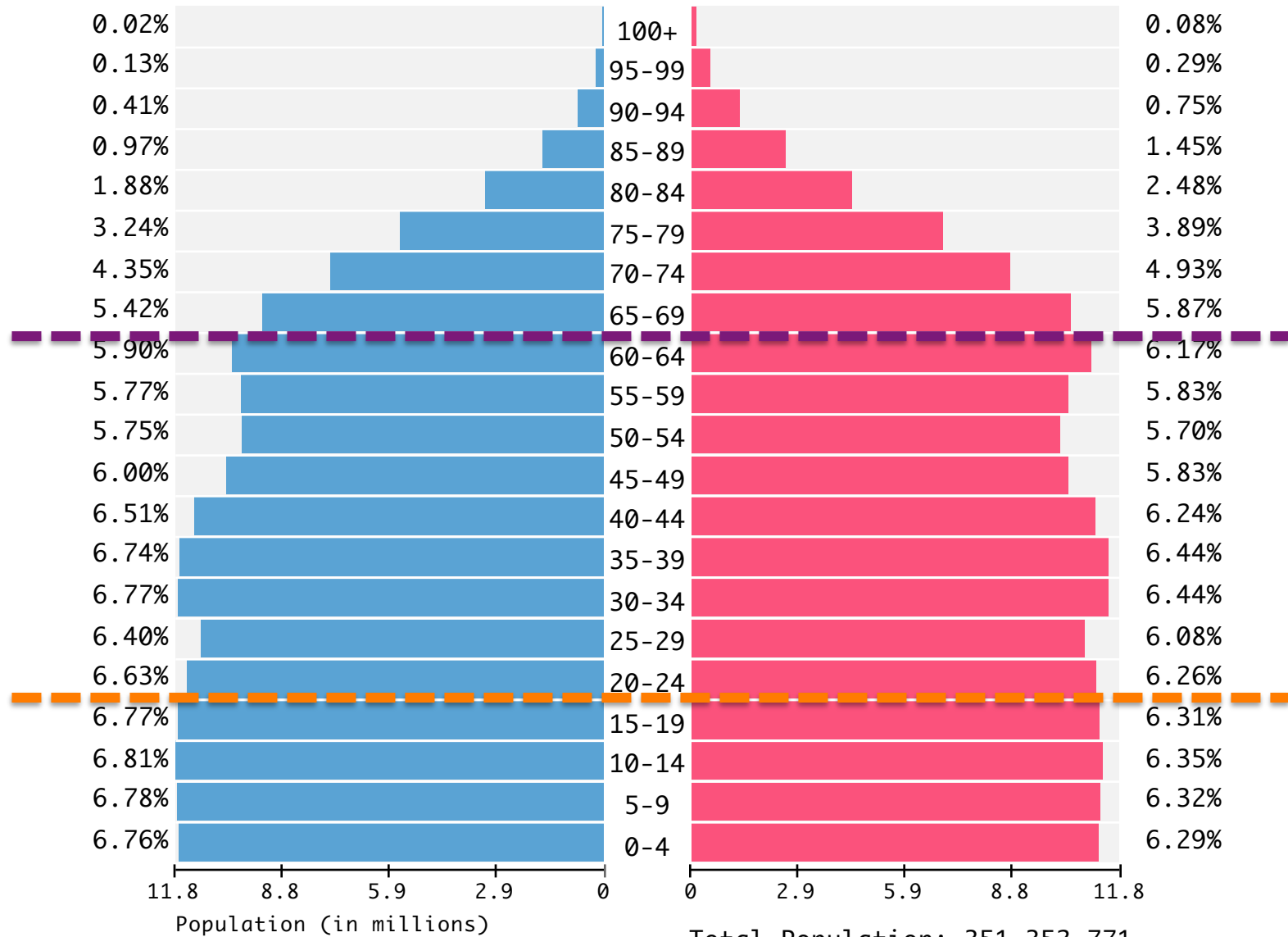
United States 2025 Midyear Population

by Age and Sex

Males: 173,179,960

Sex Ratio (m/f): 0.972

Females: 178,172,811



Source: US Census Bureau

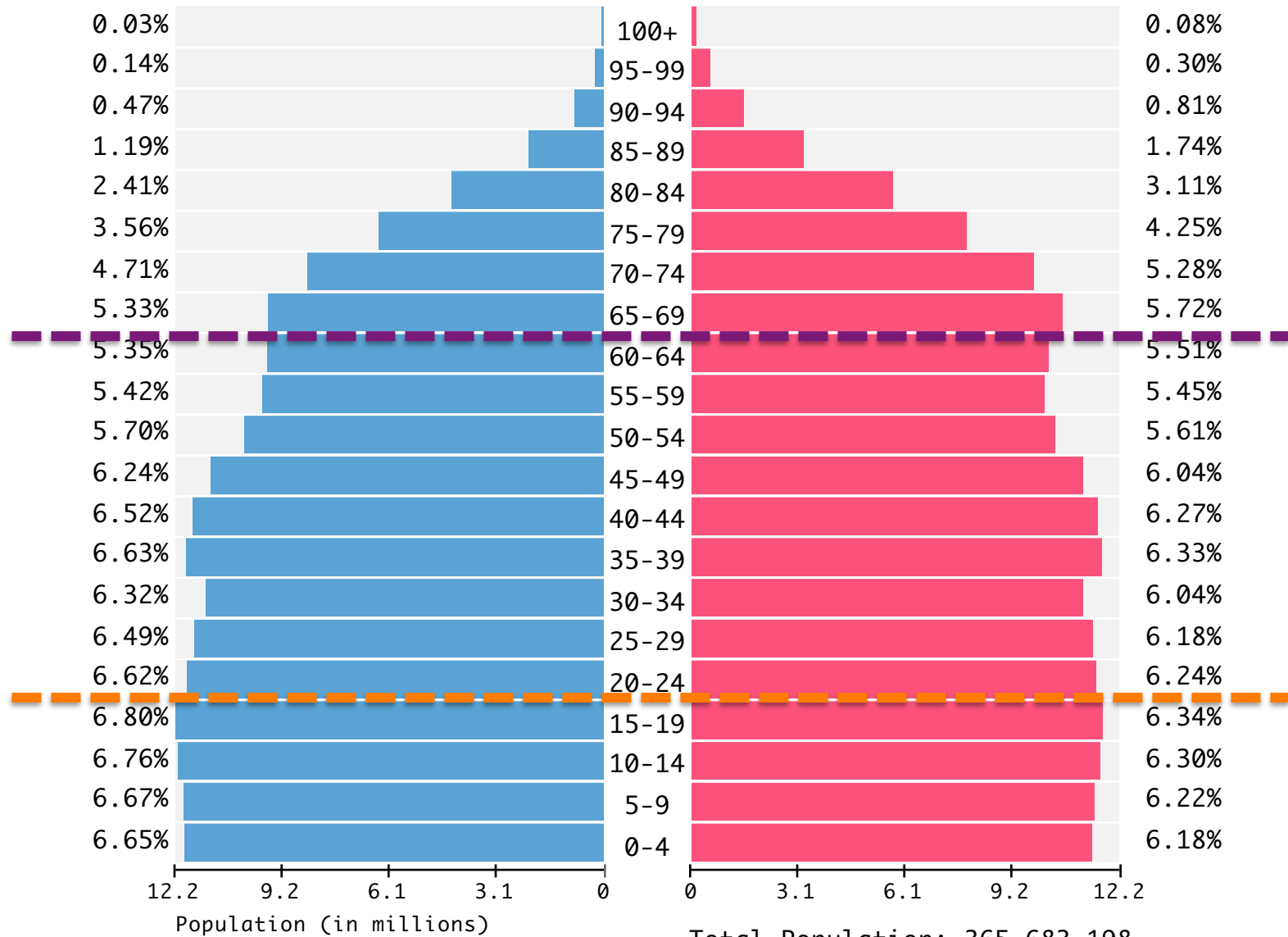
United States 2030 Midyear Population

by Age and Sex

Males: 180,120,667

Sex Ratio (m/f): 0.971

Females: 185,562,531



Source: US Census Bureau

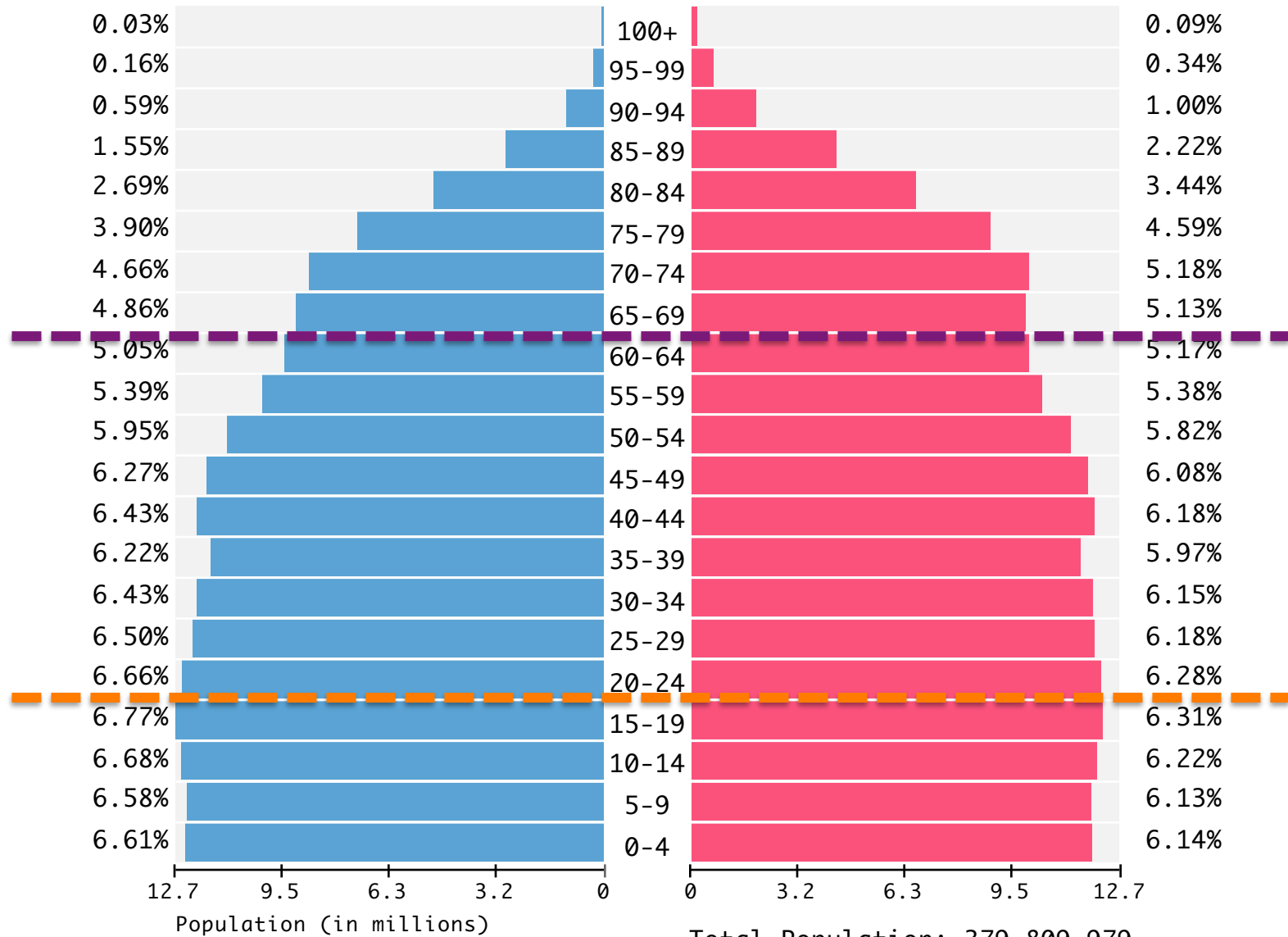
United States 2035 Midyear Population

by Age and Sex

Males: 186,946,002

Sex Ratio (m/f): 0.969

Females: 192,863,977



Source: US Census Bureau

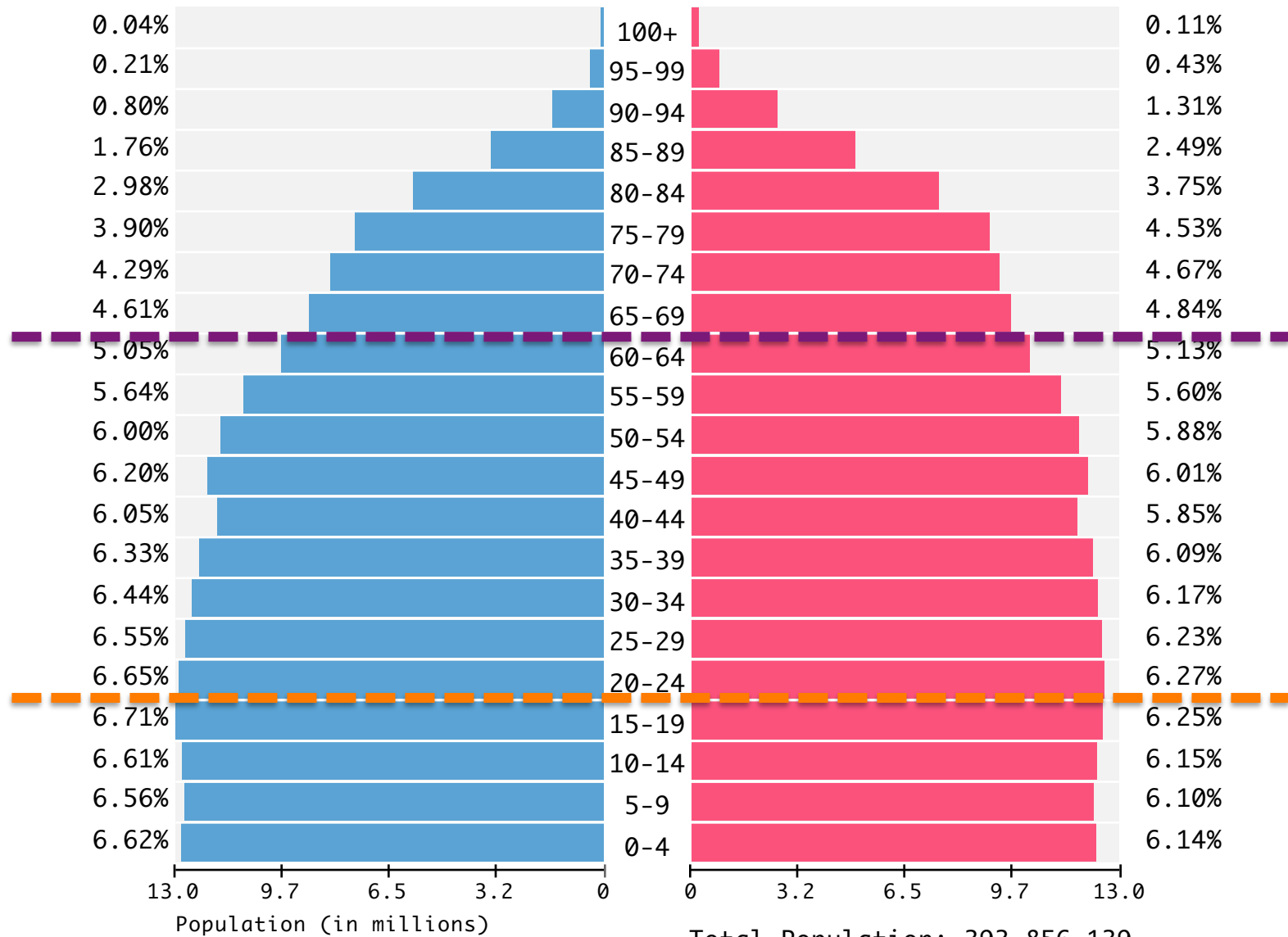
United States 2040 Midyear Population

by Age and Sex

Males: 193,771,477

Sex Ratio (m/f): 0.968

Females: 200,084,662



Source: US Census Bureau

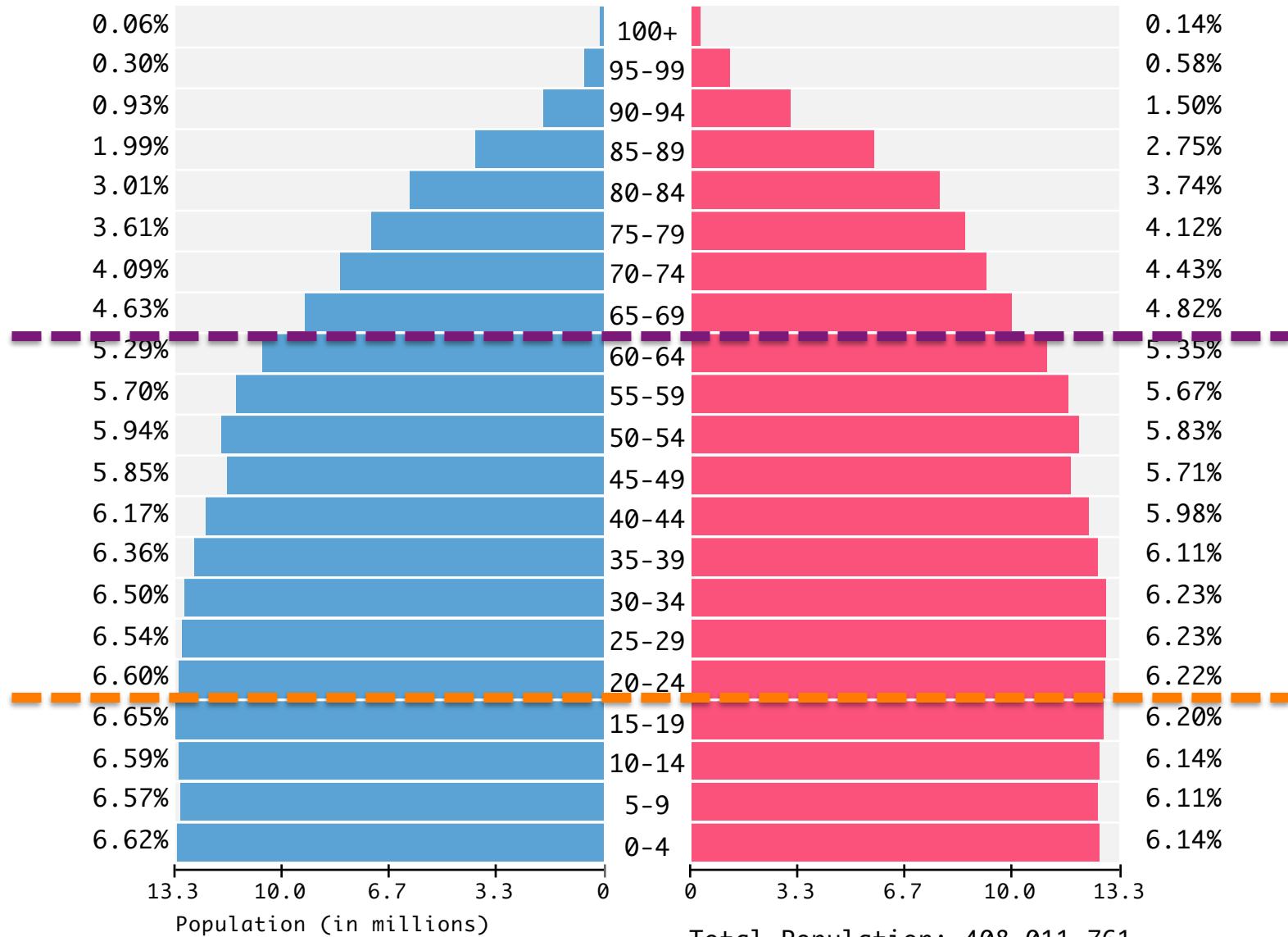
United States 2045 Midyear Population

by Age and Sex

Males: 200,718,938

Sex Ratio (m/f): 0.968

Females: 207,292,823



Source: US Census Bureau

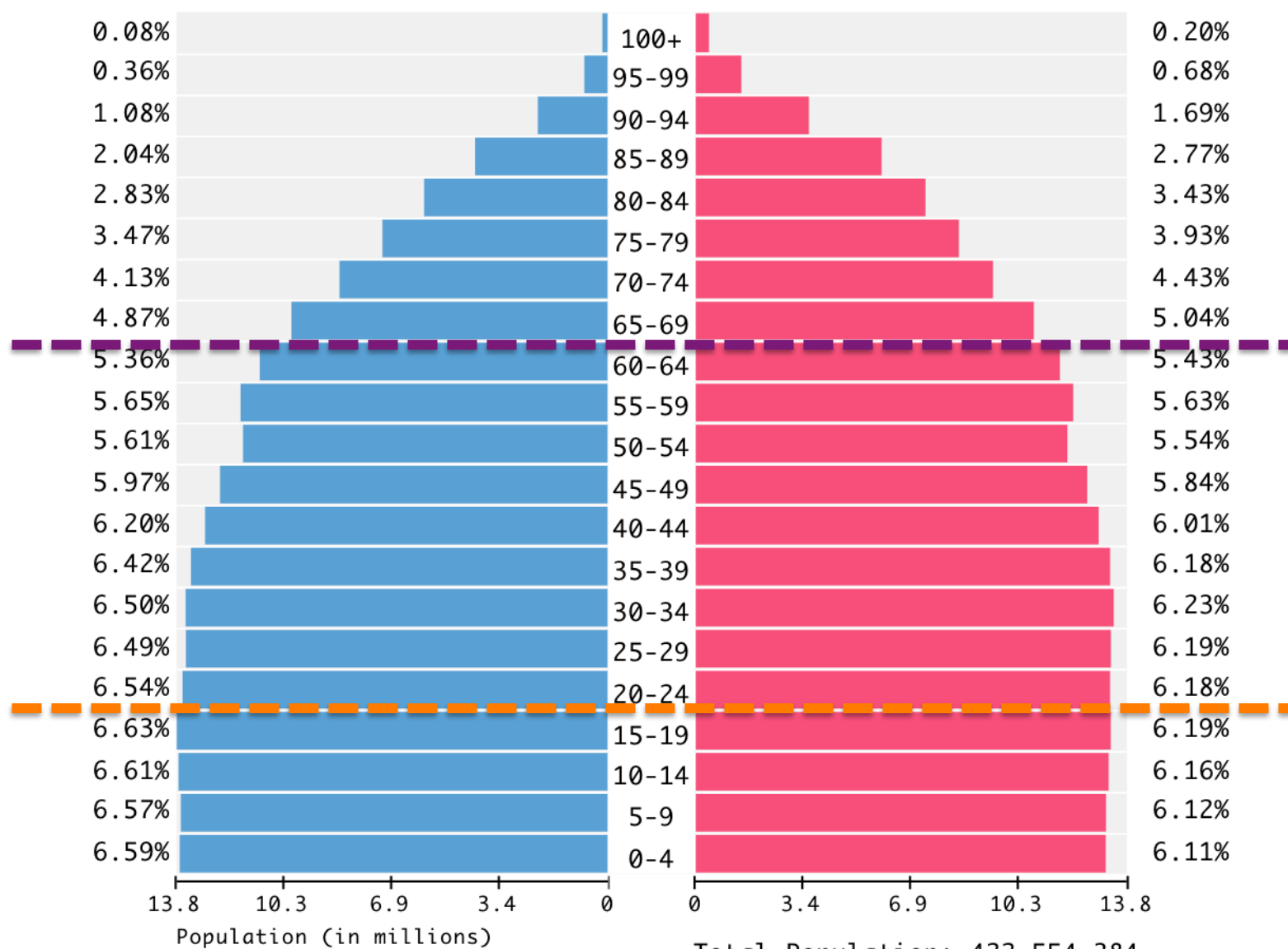
United States 2050 Midyear Population

by Age and Sex

Males: 207,917,904

Sex Ratio (m/f): 0.969

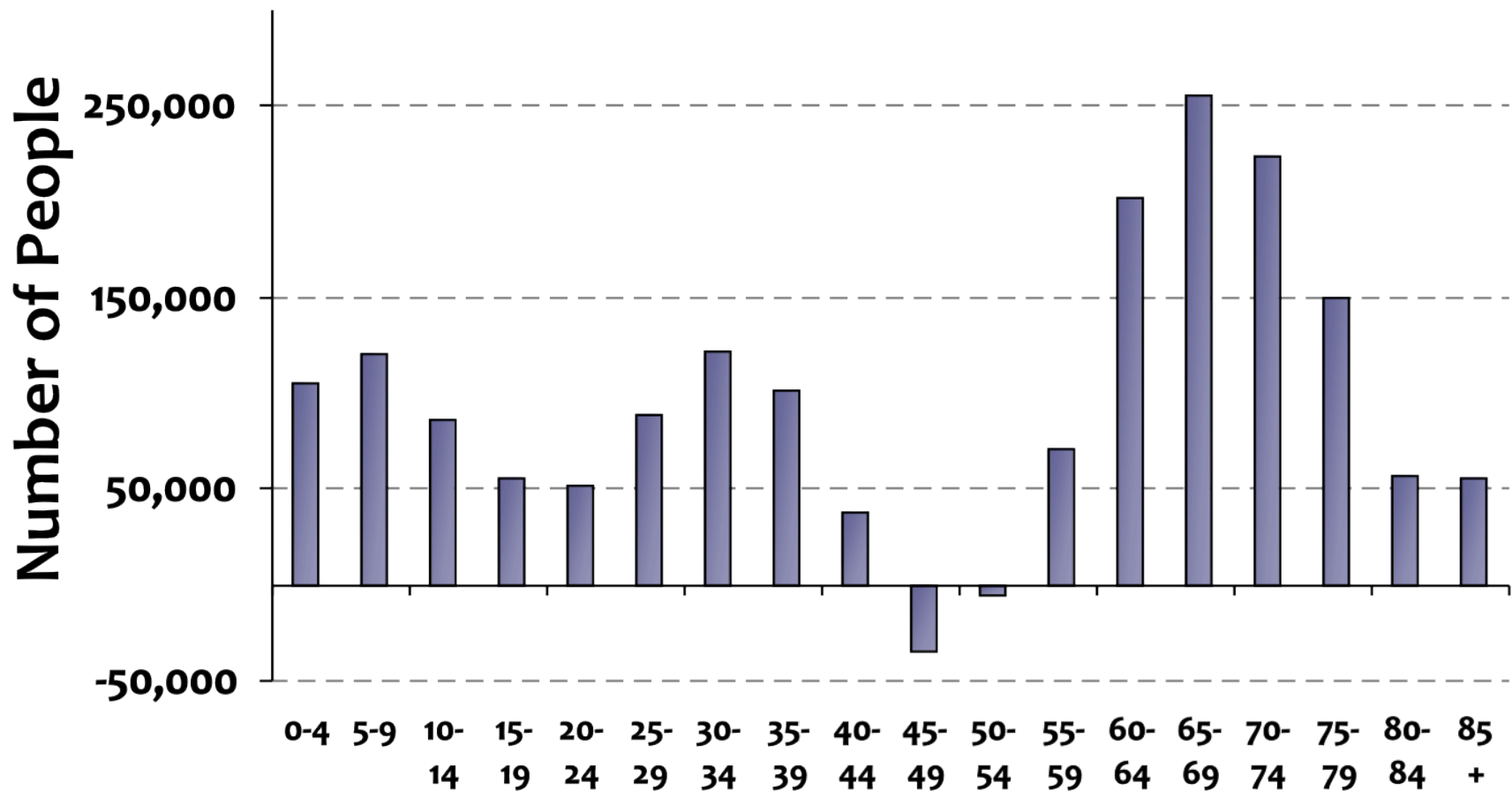
Females: 214,636,480



Source: US Census Bureau

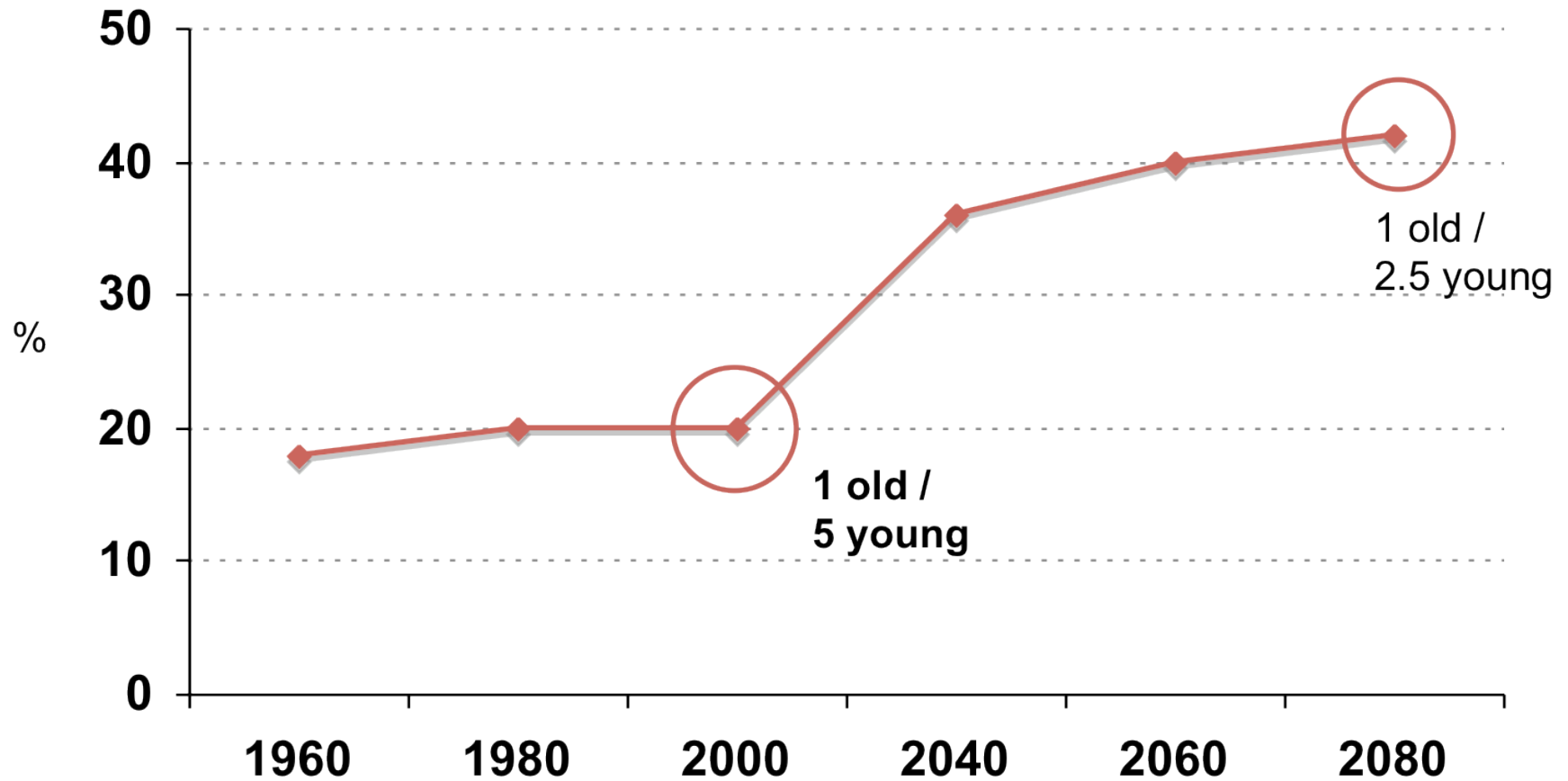
Supply and Demand: Baby Boom, Baby Bust

Change in Population by Age Group, 2005-2025



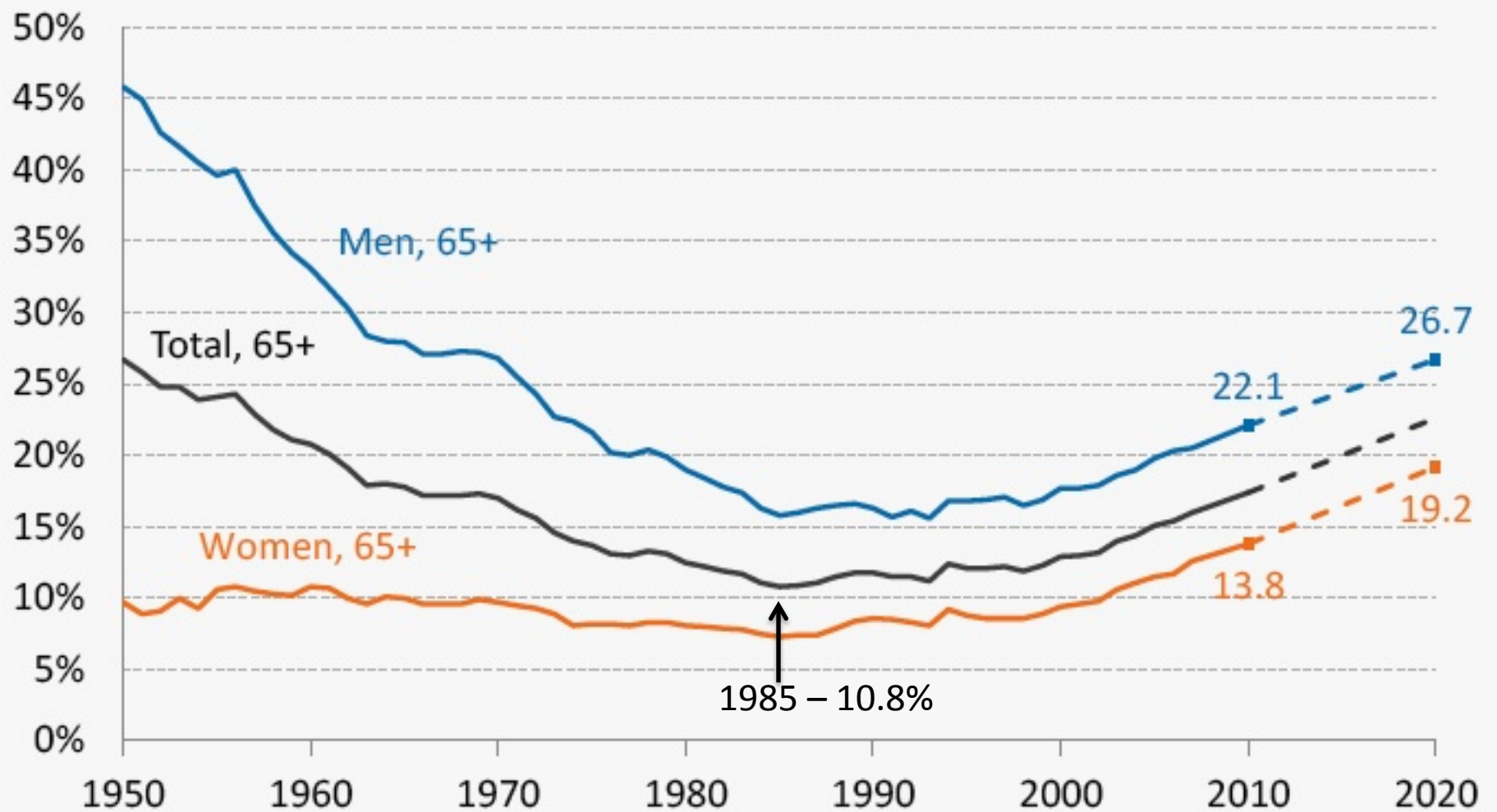
Source: WA Office of Financial Management

The Old-Age Dependency Ratio



Source: Stephen Goss, Chief Actuary Social Security Administration
Presentation to Senate Finance Committee 2/2/2005

Labor force participation rate, men and women 65+, 1950-2020



Analysis: Stanford Center on Longevity.
Source: BLS.

Key Concerns

- There will be more older workers on the job than at any point in history
- Many baby boomers will be *eligible* to retire soon but they won't
- Having more older workers will affect most organizations
- *Older* workforce vs. *Aging* workforce

Age Friendly Workplace Training Intervention: Chronology

Develop and pilot Age Friendly
Workplace action workshop
curriculum- 2007-08

Train 12 trainers to deliver curriculum-
2008-09

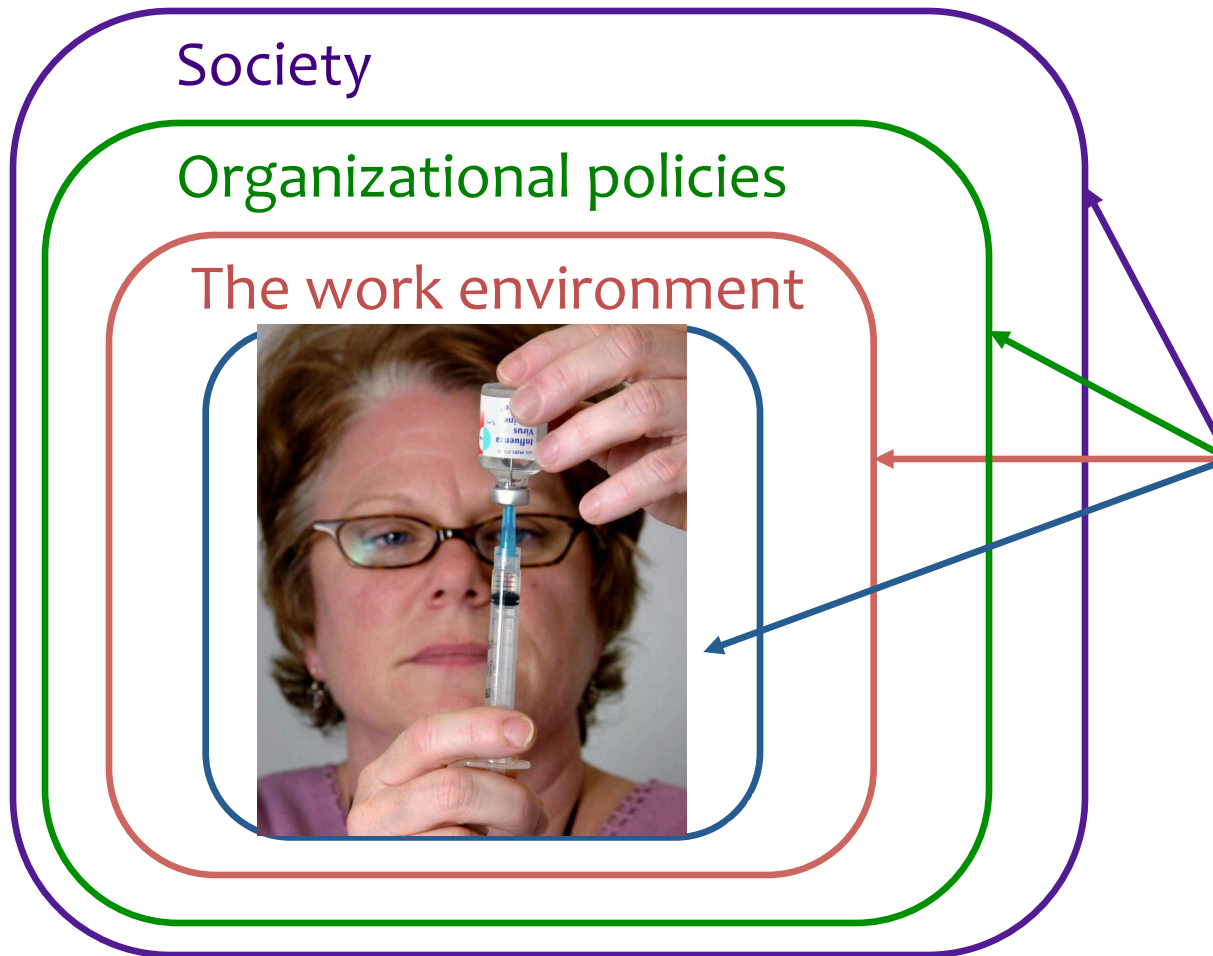
Adapt general AFW curriculum for
health care and wholesale/retail trade
sectors; pilot workshops- 2010-2013

Create online content from workshop
curriculum and prepare for delivery
through Colorado LMS- 2013-2015



The Aging Workforce

Levels of influence



An integrated approach to aging at work

The aging worker

Skills

Family

Genes

Stress

Knowledge



Health behaviors

Physical abilities

- Hearing
- Vision
- Strength
- Flexibility

An integrated approach to aging at work

The Work Environment

Distractions



Lighting

Noise

Infectious agents

Physical demands of work

- Lifting, repositioning
- Standing

Slippery walking surfaces

Psychosocial environment

An integrated approach to aging at work

Organizational policies

The Work Environment



- Retirement plans
- Health promotion programs
- Shift schedules
- Flexible work options
- Health insurance plans
- Continuing education
- Age discrimination policies
- Work-life balance

An integrated approach to aging at work

Larger society

Organization Policies

The Work Environment



Laws governing retirement
Age discrimination laws
Social Security
Cost of health care
Public transportation
Schools and colleges
Elder care availability

Potential targets of intervention

Aging Worker	Work Environment	Organization	Society
Skills	Lighting	Retirement plans	Retirement laws
Institutional knowledge	Noise	Health promotion programs	Social Security
Strength	Manual handling of patients/materials	Flexible work options	Health care costs
Vision	Stress/bullying	Health insurance	Public transportation
Hearing	Reaching	Continuing education	Schools and colleges
Chronic health conditions	Walking/working surfaces	Shiftwork and overtime	Elder care facilities

Action planning

Type of Goal	Goal	How It Will Happen	Who Will Ensure It Does	When It Will Finish	Challenges & Responses
The Work Environment					
Health Promotion					
<u>Work/Life Balance</u> - In the Workplace - In the Community					

Age Friendly Workplace: Tools

- **Training modules**

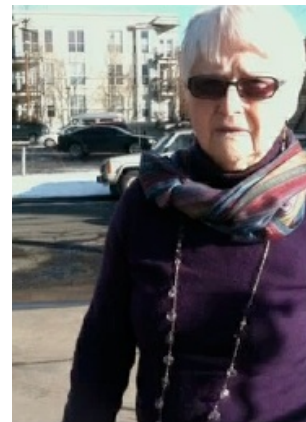
- Demographics/Why it matters
- Integrated approach to aging at work
- Safety, health, performance and aging
- Work environment interventions
- Health promotion/disease prevention interventions
- Work-Life balance/Community support
- Intergenerational issues

Age Friendly Workplace: Tools

- Short video “teasers” (Prezi)
- Digital stories from aging nurses (Center for Digital Storytelling)

Summary

1. Prevention reduces disabling pain and saves money.
2. Healthcare has high counts and high rates of work-related fall injuries
3. The population is aging



Online videos

- What Is Population Aging?
- Global Population Aging
- Workforce Aging
- Workforce Aging: Healthcare
- Layers of Influence
- Principles of Universal Design
- STF Prevention: Why Care?
- STF Prevention: What to Do
- Patient Handling & the Aging Workforce
- Arthritis & the Aging Workforce
- Flexible Work Options & the Aging Workforce
- Shift Work & the Aging Workforce
- Age Discrimination & the Aging Workforce
- Hypertension & the Aging Workforce
- Diabetes & the Aging Workforce

Website

DESIGNING THE AGE FRIENDLY WORKPLACE

[HOME](#) [HEALTHCARE](#) [STORIES](#) [ABOUT](#) [TAKE ACTION](#) [BLOG](#)

Countries around the globe, including the United States, are experiencing a quiet revolution. On average, people are living longer lives than they ever have and as a result, people are working past the "traditional" retirement age of 65. If you're interested in learning more about this unprecedented demographic shift and what employers can do to prepare, browse the links above. You'll find instructional videos, digital stories and practical tools.



What happened? What did we learn?

- The challenge is widely recognized
- Very large organizations volunteered for pilot workshops
- Hard to get decision-makers in the room
- Participants are frustrated that we don't give them "the answers"
- Economic crisis exacerbated other challenges
 - Made some aspects of aging workforce more dire, but gave temporary relief to others

What happened? What did we learn?

- Smaller and more informal solutions than large-scale organizational interventions
 - E.g. nurse managers
- Fear that employers won't do the right thing
- Signs that aging workforce is back on the agenda for large organizations



ADAPTING TO AN AGING WORKFORCE

April 18-19, 2013
Conference Proceedings

Stanford Center on Longevity
Financial Security Division



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LONGEVITY



MARSH & MCLENNAN
COMPANIES

longevity.stanford.edu/financial-security

Total Worker Health

Issues Relevant to Total Worker Health™ ★

EMPLOYMENT

New Employment Arrangements

Global Economy

- Competition for Workers, Products, Services, Knowledge

Benefits Systems

- Rising Health Care Costs
- Eroding Distinction Between Work-Related and Non-Work-Related Conditions

Health, Productivity, and Disability Management

- Presenteeism
- Absenteeism

Americans with Disabilities Act

- Requirements Related to Wellness & Health Promotion Programs

Changing Social Policies Related to Retirement

- Retirement Age
- Benefits

WORKPLACE

RISKS/CHALLENGES

Persistent and Emerging Hazards

Environmental Risk Assessment

- Root Cause Analyses
- Modify Work to Reduce Risks

Return to Work Issues

OPPORTUNITIES

Promote Safe Environment

- Safety Culture
- Safety Decision Making
- Increased Hazard Recognition

Promote Health and Wellness Culture

- Leadership Support
- Worker Involvement
- Health in All Decisions

Improve Organization of Work

WORKERS

Multigenerational Workforce

Older Workers

- Aging Productively
- Recareering

Younger Workers

- Education Levels
- Skills

Groups of Special Concern

- Differently Abled
- Military to Civilian Transition

Prevalent Chronic Health Conditions

- Obesity
- Arthritis
- Hypertension/CVD
- Diabetes
- Hyperlipidemia
- Depression/Anxiety
- Stress

Health Promotion

- Sleep & Fatigue Issues

Strategies for the Aging Workforce

THIS?...



OR THIS?

- “If employers are to reap the benefits of the work ethic and experience of older workers, they must design the workplace of the future to meet their needs.” (AARP)

Thank you!



shecker@uw.edu