

The ChAnGING Workforce

The U.S. workforce is changing. The Bureau of Labor Statistics (BLS) reports a higher percentage of workers are over 55 and that more people over 65 are staying active in the workforce. Older workers offer knowledge and experience, which make them highly valued, whether staying in their existing careers or starting a new one. While the physical impacts of aging vary from person to person, apply the principles below to keep this (and all) sectors of the workforce safe.

Change It Up

Reduce overexertion and overuse:

- Rotate work assignments
- Redesign tasks that require heavy lifts, overhead work or elevated work from ladders
- Reduce the strain of prolonged standing, possibly with a sit/stand chair or anti-fatigue mat
- Modify tasks that require awkward postures or excess bending, twisting or reaching
- Ensure adequate rest breaks, especially if the work is strenuous in nature or done in humid, hot or cold climates

63%

The 65+ workforce has grown by 63% from 2009 to 2019, and is expected to grow another 50% by 2029¹



One in four U.S. workers is 55 or older



Safety Culture Begins at the Top!

Demonstrate safety as a corporate value for all age groups:

Incorporate wellness campaigns to promote physical and mental health

- Healthy workers are happier and recover faster

Adapt training/orientation methods for all learning styles

- New workers at any age are more likely to get injured

Purposely engage mixed age groups in safety activities

- Diversity builds better solutions

The Top Work-Related Injuries for Employees 65 and Over¹



Watch Your Step

Minimize Slip, Trip and Fall Hazards:

- Install slip-resistant flooring and stairs
- Keep work floors dry, clean, clear and well-maintained
- Improve lighting and color contrast
- Incorporate a slip-resistant shoe program
- Eliminate elevation changes over 1/4 inch



Know Your Limits

- Use a job safety analysis and ergonomic assessments to identify potential work hazards and to develop safety improvements
- Include physical demands in job descriptions
- Develop modified and transitional duty tasks to promote recovery at work



Safety is Ageless: Well-designed workplaces and work practices benefit everyone

¹ Based on data from [Bureau of Labor Statistics](https://www.bls.gov)