



UNIQUE SAFETY RISKS FOR THE AGING WORKFORCE



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WHY ARE WE HERE ????



What Is Driving This Change

- Injury history in facilities today
- Demographic make-up of today's employees
- Significant need to control healthcare and WC cost



Workplace Injuries – Overall good news

- Since 1970, workplace fatalities have been reduced by more than 65 percent. Occupational injury and illness rates have declined by 67 percent. At the same time, U.S. employment has almost doubled
- Worker deaths in America are down — from about 38 worker deaths a day in 1970 to 13 a day in 2011
- Worker injuries and illnesses are down — from 10.9 incidents per 100 workers in 1972 to fewer than 4 per 100

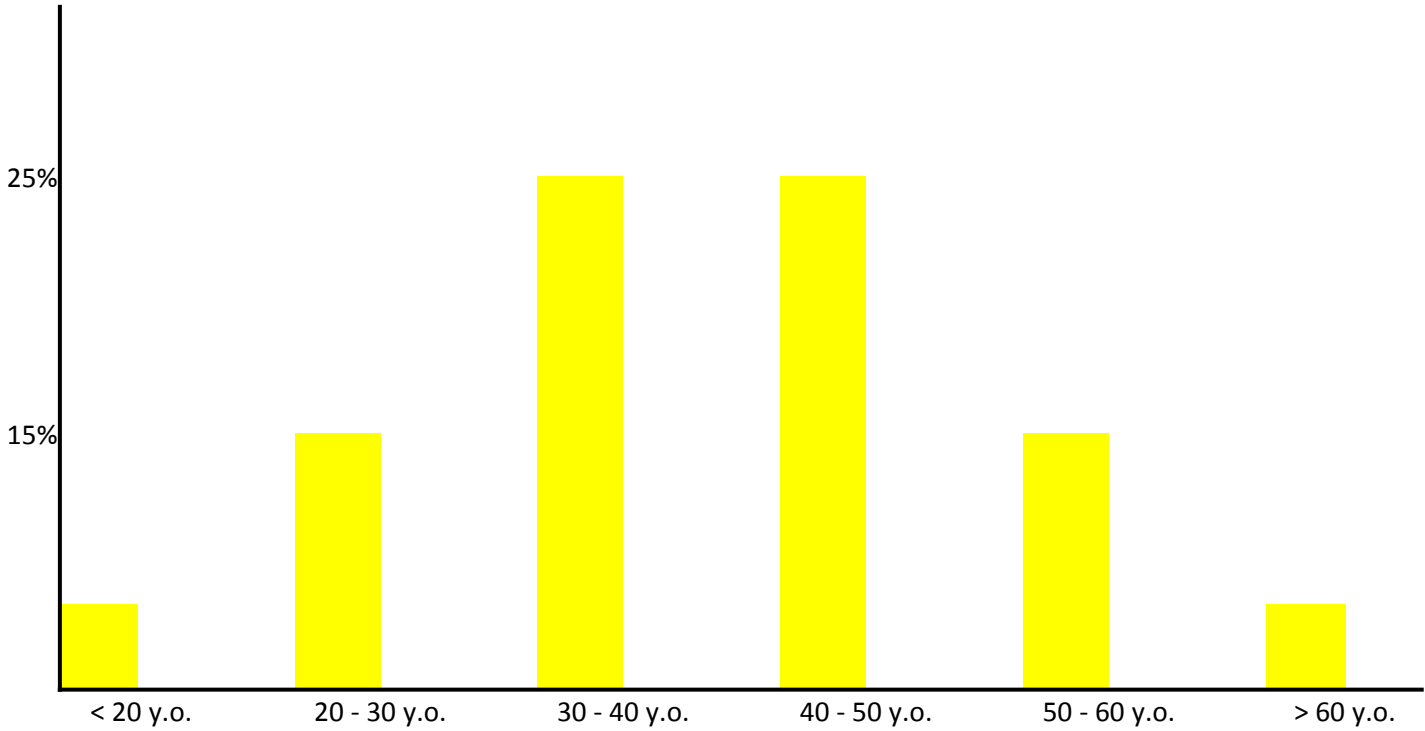


Injuries Today

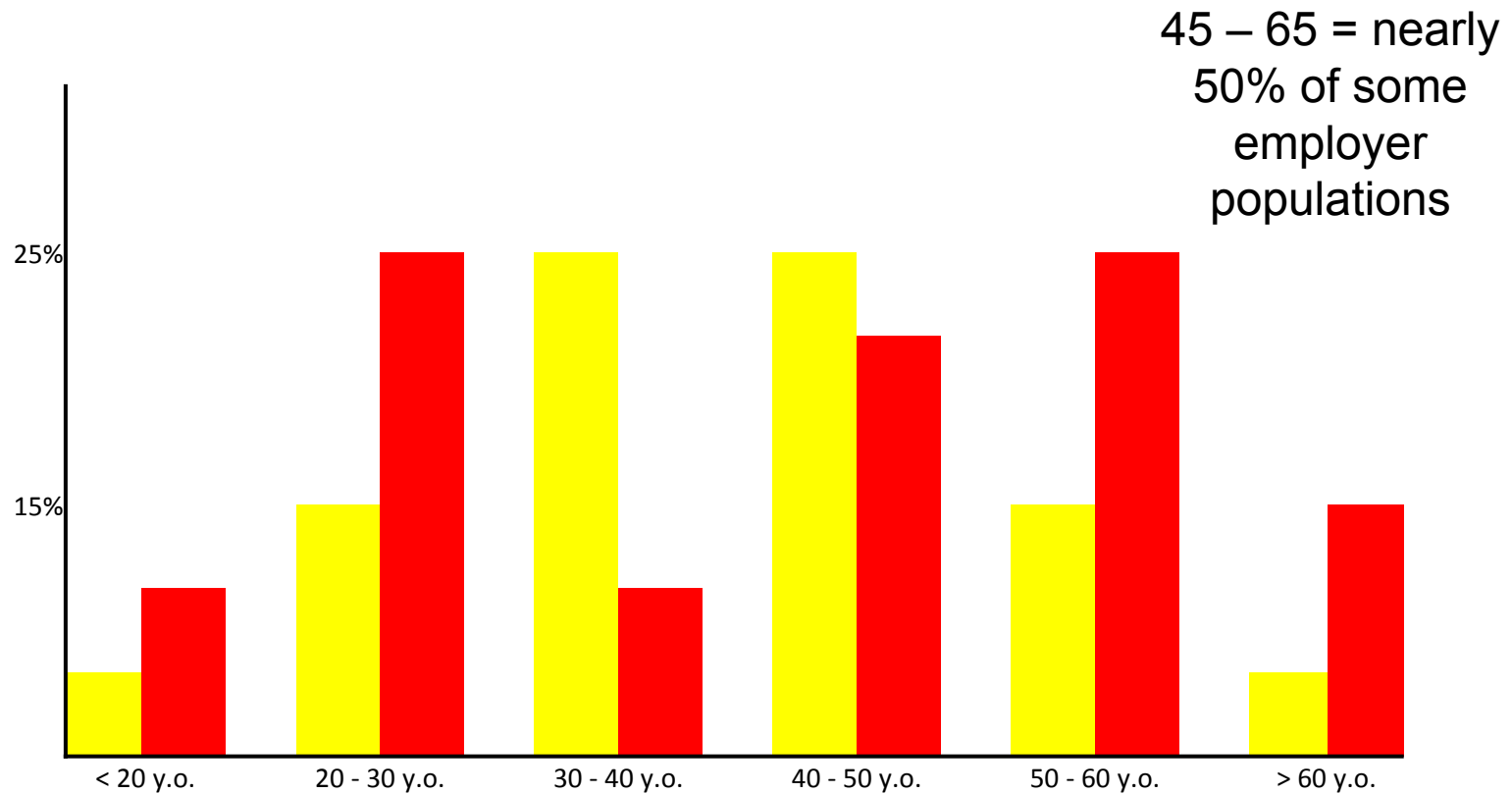
- #1 Sprains/Strains
 - Backs
 - Shoulders
- #2 Slips, Trips and Falls
 - Backs
 - Shoulders
 - Knees/ankles



Snapshot of your workforce - 1995



Snapshot of your workforce - 2016



Who IS the aging worker?

- ^ ~50 or above
- ^ Between 1990-2005 number of working men between age 55-64 increased 43%, women 65%
- ^ Called to be productive later in life, and in more strenuous positions
- ^ Integral part of our current workforce-
 - **workers 65 and older will increase 7 times as fast as that of the total labor force.**

In 2008 – 28 million workers over 55 y.o.

2016 – there are > 40 million



WHO is this growing group

- “Screw retirement, I need to work”
- Older workers are competing with people much younger and stronger, and there are less younger workers willing to do these jobs.
- Why people continue to work –
 - loss of retirement income, cost of health insurance, mortgage payment, medical bills, multi-generational household



Silver Tsunami – Metabolic Diseases

- ^ 79 million people are pre-diabetic
 - Less than 7% are aware of this
- ^ 26 million have diabetes
 - ONLY 5 million know this AND have it controlled
- ^ 75% of healthcare costs stems from PREVENTABLE diseases
- ^ 49% of Americans either have HTN, high LDL's and/or are smokers
- ^ Heart Disease is the leading cause of death in the US



Silver Tsunami – WC costs

- ^ The 45-55 y.o. claimants average claim cost is 52 percent higher than the 25 – 35 y.o!
 - Mean average age in manufacturing = 44.7
 - AGE is the most critical factor in determining length of disability
 - Medical severity is 50 percent higher in those over 50
 - Most common injuries are rotator cuff, knee injuries and low back – disc ruptures

-reference source: The Leader journal, VI 2, Issue 1, Winter 2015



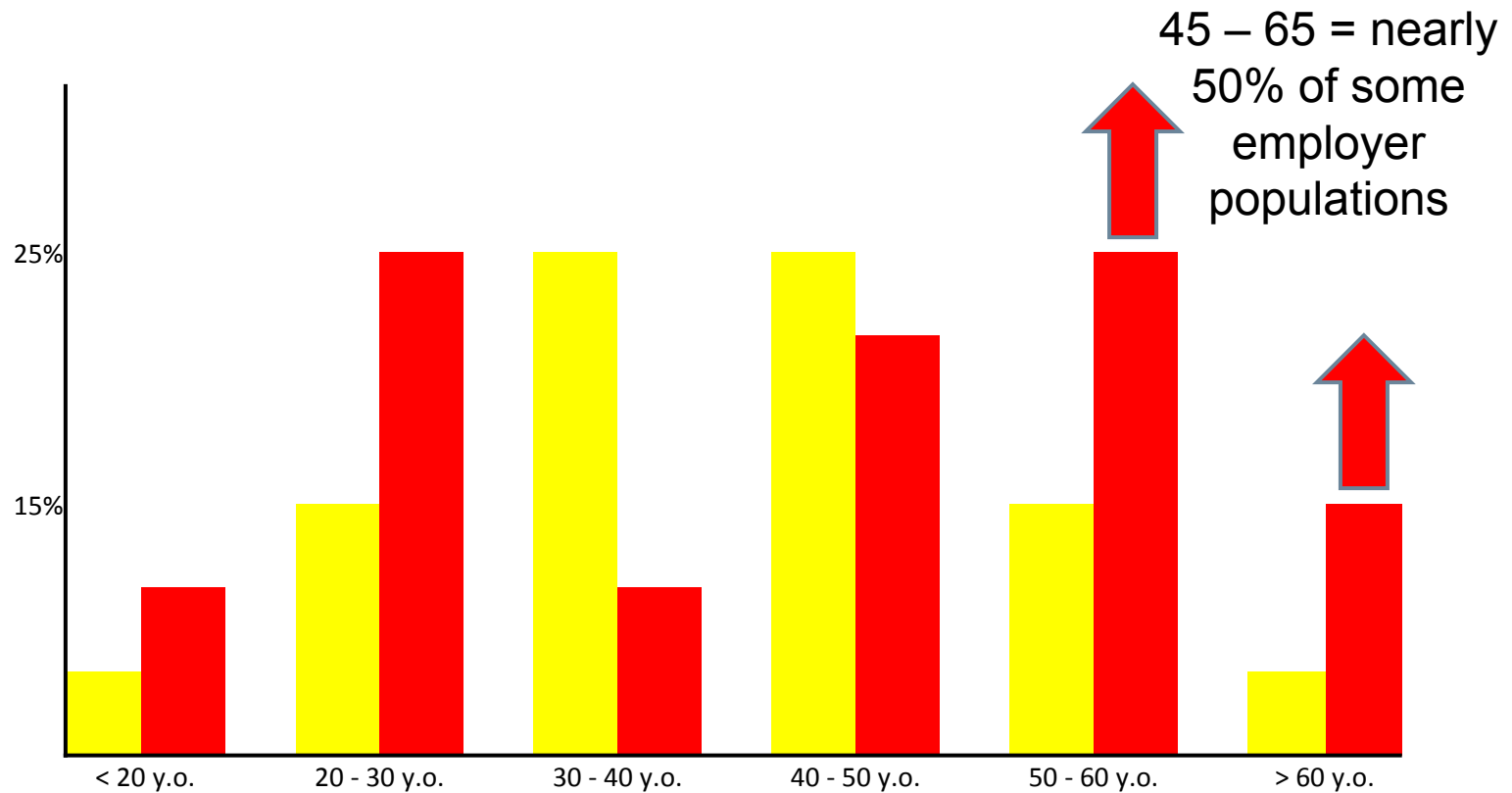
- Those with a chronic disease (HTN, DM) AND/OR are obese are
 - 2 times more likely to have a WR injury
 - 5 times more likely to NOT RTW



PHOTO: NORM SETTS/BLOOMBERG VIA GETTY IMAGES



Snapshot of your workforce - 2016



Generational Differences

^ 18 – 25 year olds

- Entitled
- Lazy
- “ME” attitude
- ?? Priorities
- Always looking to automate
- KNOW IT ALLS

^ Over 50 year olds

- Hard workers
- Loyal
- Appreciative
- “Family”
- Stubborn
- Prideful
- Resentful to change



Work related injuries within the two groups

^ 18- 25 year olds

- HIGH frequency
- Lower severity
- Short duration
- More common to have “incidents”

^ Over 50 year olds

- Lower frequency
- HIGHER Severity
- Higher DART rate
- > % RTW with restrictions
- Carryover to ADA cases



What IS Aging

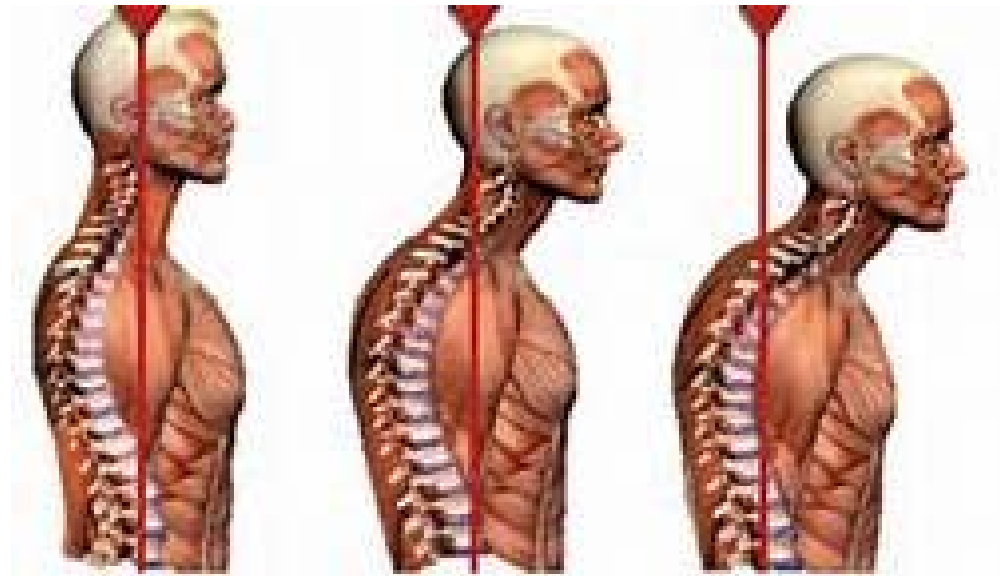


Motor Control

- 10 – 25% decline in strength by age 65
 - POWER muscle groups (quads, deltoids etc) decline the fastest
- Muscle elasticity reduces
 - Losing 25% of flexibility by age 65



Posture as we age



12 lbs

32 lbs

42 lbs

Relative Weight of the Head

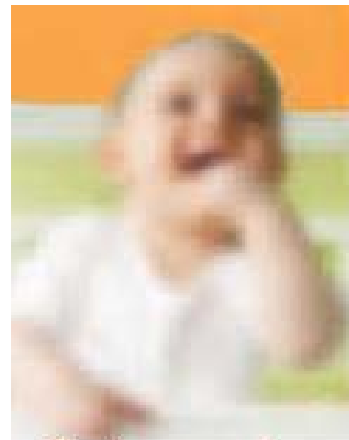
Cardiovascular



- ^ 50% decline in heart filling capacity between age 20 – 80
- ^ 10 percent decline in aerobic capacity every decade
 - up to 40 percent loss between 20 and 65
 - Every 43 seconds someone dies of a heart attack
 - = 735,000 Americans
 - 71% are a FIRST heart attack

Vision Changes

Vision: changes accelerate after 40. Reduced night vision, near vision, Cataracts, Diabetic Retinopathy, Glaucoma



Cataracts



Healthy Eyes

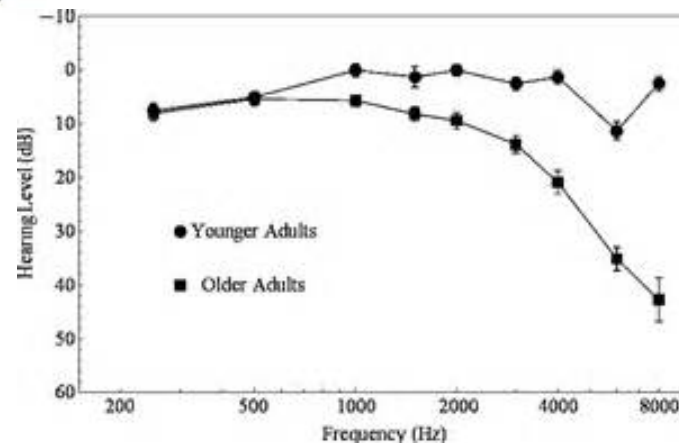
Other Issues

- Inability to adapt to changing light levels
- Inability to transmit light
- Processing of visual information greatly reduces – moving objects are harder to see!



Hearing

- ⚡ Hearing: changes accelerate after 55. High tones and speech hard to hear

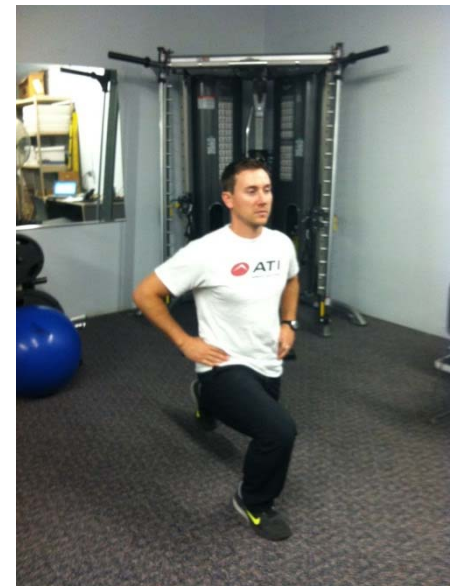
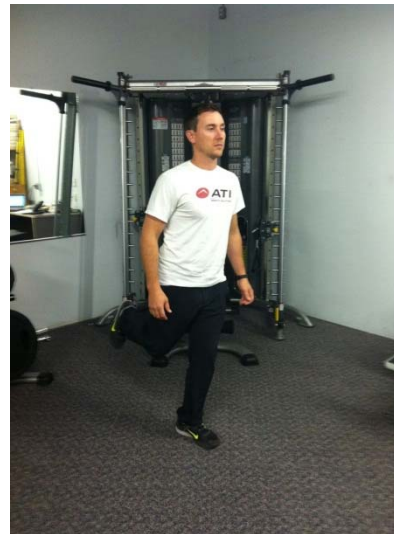


Nervous System

- Nervous system (brain): changes accelerate after 60. Short term memory reduces
 - Reflexes – significantly slow with age



Balance Training



Other Changes

⤵ Sleep: reduced in total, and reduced deep sleep

⤵ Metabolism reduces = weight gain



⤵ Greater susceptibility to temperature extremes

Other Changes

- ⤴ Kidneys: reduce in size and function. Tolerance to toxins reduces, risk of dehydration increases
- ⤴ Bone: reduced density
- ⤴ Learning capability reduces



Considerations

- Vision: increase lighting, mandate annual exams, use larger print
- Hearing: use flashing lights for warnings instead of sounds, communicate key messages away from the work floor, have workers repeat messages to ensure they hear everything
- Balance: do balance training, limit stairs/steps, mandate hand rail use



Considerations

- Eliminate or limit:
 - Mandatory overtime
 - Rotating shifts
- Increase job rotation
- Adhere to basic ergonomic recommendations
 - Safe work zones
 - Postural / body mechanics
 - Job specific stretching
- Offer general wellness services





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