

Making the Most of an Aging Workforce

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Making the Most of an Aging Workforce

- A healthy, safe and engaged workplace.
- A quality Safety and Health program.


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Importance of leadership:

- Safety and Health policies and support.
- Developing good leadership skills.
- Open dialogue with employees.


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Aging workforce in Washington:

- 76% over age 40.
- Of those, 47% over 50.
- Many eligible to retire.
- Trend: employees choosing not to retire.


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Mitigating impacts of aging:

1. Ergonomic program.
2. Reasonable Accommodation.
3. Succession planning.


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Ergonomics

- Simple, cheap, effective.
- Daily difference in employees' work experience.
- Regularly evaluate employee ergonomics.


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Reasonable Accommodation

- Changing an employee's work environment.
- Traditional examples.
- Non-traditional examples.



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Succession Planning

- All will leave eventually.
- Tools for identifying organizational needs.
- Other succession planning strategies.



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Thank you.



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