Governor's Industrial Safety and Health Conference
September 25, 2008
Mel McLaughlin, Risk Manager
Department of Personnel

Making the Most of an Aging Workforce

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

Making the Most of an Aging Workforce

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

Making the Most of an Aging Workforce

Mitigating impacts of aging:
1. Ergonomic program.
2. Reasonable Accommodation.
3. Succession planning.

Making the Most of an Aging Workforce

Ergonomics
- Simple, cheap, effective.
- Daily difference in employees’ work experience.
- Regularly evaluate employee ergonomics.
Reasonable Accommodation
- Changing an employee’s work environment.
- Traditional examples.
- Non-traditional examples.

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

Thank you.