



Aging Manitoba Workforce

a health and safety initiative



Project Supporters

- Canadian Society of Safety Engineering
- Chartered Professionals in Human Resources Manitoba
- Construction Safety Association of Manitoba
- Immigrant Centre
- International Brotherhood of Electrical Workers
- Made Safe
- Manitoba Construction Sector Council
- Manitoba Federation of Labour
- Manitoba Trucking Association
- Northern Manitoba Sector Council
- Operating Engineers Training Institute of Manitoba Inc.
- Safety Services Manitoba
- Sales & Service Safety Association
- Swampy Cree Tribal Council

Project Update

The Aging Manitoba Workforce (AMW) project was launched June 1, 2021. The first phase of the project focused on Planning & Research; a detailed project plan and project systems were developed. A Project Advisory Committee was formed, consisting of 14 members representing a broad range of sectors and stakeholder groups. The Committee held its first meeting on October 15, 2021.

Progress on Phase 1 project milestones include:

- **Planning and completing the secondary research. This includes a review of existing literature, resources and programs related to health and safety and the aging workforce. The secondary research findings will be available in early November and posted on the website at www.agingworkforce.ca.**
- **Planning and completing the primary research. Primary research included a survey, interviews and focus groups, and is targeted for completion in November. Primary research results and findings will be posted to the website.**

- **Developing a communications/ knowledge transfer plan. This plan included the development of the project website. Newsletters are planned quarterly and will continue to provide updated information as the project develops. Knowledge transfer activities will increase as the project develops.**
- **Drafting a sustainability model for the project.**

Manitoba Building Trades and the project team thank the workers, employers, human resource professionals, unions, industry-based safety associations and health and safety practitioners for their participation. We also thank the growing number of individuals and organizations that are supporting the project. The AMW project will continue to reach out and engage additional individuals and organizations as the project continues to develop.

Richard Nordrum
Project Manager

For more information
visit our website at
agingworkforce.ca

**Project
Partners**



Online Survey

At the heart of the Aging Manitoba Workforce project is our commitment to hearing from stakeholders about issues and concerns as well as best practices facing an aging workforce. We are conducting both primary and secondary research.

The primary research began with an e-survey which has just recently closed. While we have not yet completed an in-depth analysis, we are eager to share with you a few interesting findings.

Preliminary Survey Findings

There appears to be a great deal of interest in the topic of an aging workforce from workers themselves with 64% of responses coming from them. 14.5% of responses are from employers and the remainder evenly distributed among safety and health practitioners, human resource professionals and others.

Some major findings include:

- **People in a broad range of age categories responded with an almost even distribution between 26 and 64. 96% state that they have workers that are 45 and older.**
- **77% of responses came primarily from males.**

There is an excellent range of sizes of workplaces represented in the survey.

78% think that consideration needs to be given specifically to the health and safety needs of workers 45 years and older.

The majority (68%) of respondents are either unsure or state their workplace does not consider the age of the workforce in human resource planning.

There appears to be a great deal of support for developing resources to address issues facing various stakeholders.

Nearly 90% are not aware of any resources for use by employers, workers and others to address issues in an aging workforce.

88% tell us it would be helpful to have online safety and health resources relating to aging workers.

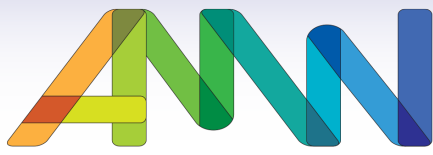
Of interest as well, over two-thirds of respondents feel there is a lack of awareness about the issue of ageism in the workplace and 78% feel it should be addressed in the resource material that is developed.

Results of the survey and other research will help shape the safety and health resources that we will develop as the project moves forward.

Judy Fraser

Content Developer, Health and Safety Consultant





RESOURCES

Follow our **RESOURCES** section for interesting supporting material from organizations and studies around the world. We will have something interesting and new with each newsletter.

Safer and healthier work at any age:

Final overall analysis report.

This European Union report examines the results from a three-year study conducted to determine what health and safety challenges stem from the workforce rapidly aging. The report builds on past policy which aids to ensure the safety and health of aging people at work. It clearly states that avoiding long term exposures and sicknesses is the most important piece of ensuring the health and safety of aging workers.

It also highlights that some of the concepts necessary in developing innovative approaches to the aging workforce are active and healthy aging, rehabilitation, diversity management,

work ability, and sustainable work. The European Union states that taking a 'life course perspective' is important to understand the barriers that stand between aging workers and a safe and healthy work life.

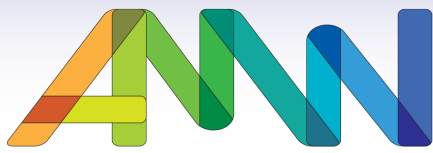
The outlined policy frameworks needed to address an aging population include socioeconomic measures, employment measures, occupational safety and health measures, public health measures, social justice measures, and lastly, education measures. Development in these areas creates a multidisciplinary approach to ensuring the workforce is well balanced.

This report found that some of the important drivers which can spark organizations to create change are avoiding the loss of skills in aging workers, avoiding labour shortages, and promoting the well-being of aging workers. Further to this, national legislation by government organisations are important drivers of change in workplace safety and health.

The screenshot shows the website interface for the European Agency for Safety and Health at Work. At the top left is the agency logo and the European Union flag. On the right, there are social media icons and a language dropdown menu set to 'English'. A navigation bar contains links for Home, Themes, Emerging risks, Publications, Facts & Figures, Legislation, Campaigns & Awards, Tools & Resources, and About EU-OSHA. The main content area shows a breadcrumb trail: Home > Publications > Safer and healthier work at any age: Final overall analysis report. Below this, there is a 'Back to publications and filter' link. The report details include the date '26/10/2016', the type 'Reports', and '166 pages'. The title is 'Safer and healthier work at any age: Final overall analysis report'. The keywords are 'Ageing and OSH, Campaign 2016-2017'. A small thumbnail image of the report cover is visible on the left. The main text describes the report's basis on a three-year pilot project and its findings on ageing and OSH, rehabilitation, and return to work.

<https://osha.europa.eu/en/publications/safer-and-healthier-work-any-age-final-overall-analysis-report/view>
Author: Belin, A., Dupont C., Oulès, L., & Kuipers, Y. (2016). European Agency for Safety and Health at Work. Luxembourg: Publications Office of the European Union





Safety Services Manitoba



Safety Services Manitoba (SSM) is pleased to be an advisor to the Manitoba Aging Workforce Health and Safety Initiative. As our Manitoba population demographic and our average workforce membership becomes older, it is essential for SSM to understand and service the changing occupational safety needs implied by this. Understanding the barriers faced by an aging workforce, along with the unique safety needs of older workers and the strategies to prevent illness and injury, is incumbent upon our provincial employers and essential for the safety of their employees.

The objectives of this important project aim, in part, to equip employers and employees to address this need. What will a provincial E-Learning Resource Centre look like to effectively address the unique needs of older workers, their employers, and other stakeholders? How may a non-profit occupational safety consultant and trainer, like SSM, align itself with such a Centre and partner with it? These are critical strategic questions and clarifying them will be vital to the successful outcomes of the project. SSM is so pleased to be at the advisory table to engage in the process.

Nearly 1 in 4 workers in Canada are currently 55 years old or over. We tend to think about the risks and challenges

this creates. However, do we also realize that older workers tend to have lower turnover, emotional maturity, workplace loyalty, less need for supervision, and lower absenteeism? Compared to younger workers, older workers suffer fewer job-related injuries, but their accidents can be more severe with a longer recovery period. Older workers may work slower or make decisions less quickly, but their work tends to be more accurate. A common workplace myth about older workers is that they have resistance to change and learning. Studies show that older workers embrace mentorship, coaching, education, and training. Also, that older workers are motivated and retained through career development and opportunity to improve their skills and advance.

If the evidence tells us this about older workers, what is the most effective way to support this? This important project will advise on an appropriate approach and methodology to develop one way (E-Learning) to support learning and development. SSM will be alongside this process to engage, advise, and learn. It's all a vital part of creating and supporting a workplace safety culture, for a changing workforce in Manitoba.



Ron Janzen
President & CEO

