



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.

Opportunities for Employment

Safety Services Manitoba

Sales & Service Safety Association

Swampy Cree Tribal Council

Project Update

The Aging Manitoba Workforce (AMW) project is in the Development Phase. Milestones completed to date in this project phase include:

- **Project Wireframe Diagram** – A wireframe diagram has been completed and posted on the project website (<https://www.agingworkforce.ca/>). This diagram provides a visual overview of the structure of the E-Learning Centre and its components.
- **Resource Component** – Populating the Resources component of the site has involved identifying, reviewing, and cataloging over 100 resources. These resources are grouped into 8 categories which are identified on the Wireframe Diagram. They are also able to be filtered by media type, including publications, podcasts, videos, info graphics, presentations, reports, webinars, and fact sheets.
- **E-Learning Modules Component** – Custom E-Learning modules are planned for eight user groups. These user groups include Employers, Workers, Industry-Based Safety Programs, Human Resource Professionals, Supervisors, Unions, Worker Safety and Health Committees/ Representatives, and Safety and Health Practitioners. A demonstration module has

been developed with input from the Resource Development Committee. This module is being tested with selected users and will be used as the template for the development of the seven remaining modules.

- **Project Communications and Sustainability Planning** – Additional communications and Knowledge Transfer activities will increase as the project develops; with a project launch for November 2022. Manitoba Building Trades will maintain the website after project completion which is set for December 2022. A sustainability framework has been developed with Manitoba Building Trades for this purpose.
- **Communications and Knowledge Transfer** – Rack cards were designed and printed to create awareness of and interest in the project. They provide core information about the project and encourage people to visit the website.

Richard Nordrum

Project Manager

For more information visit our website at agingworkforce.ca

Project Partners



Working Safely from Home

Since the COVID-19 pandemic, more employees may find themselves working from home. While working from home has clear advantages, it's important to remember that home work spaces can pose concerns. Where you work and how you work is important to your health and safety. SAFE Work Manitoba offers these tips:

1) Check your posture regularly.

Maintain proper posture, paying careful attention to positioning of head, neck, spine, arms, wrists, hips, thighs and feet. Basically, ensure the small of your back is supported, your shoulders are relaxed (not slumped and not elevated), and that there is no pressure under your thighs. Sure, you can do everything from your laptop while sitting on the wooden chair at your kitchen table, but you can't do it without putting yourself at risk.

2) Don't ignore discomfort!

There are many reasons why computer users experience discomfort. At best, discomfort is an annoyance and can inhibit productivity. At worst, it can lead to injuries and/or disabilities. It's important to address discomfort and the possible causes of it as soon as possible.

3) Take your breaks in full.

Take frequent mini-breaks throughout the day to give muscles and joints a chance to rest and recover. Your body wants you to move! Also be sure to take breaks in their entirety. Don't short-change yourself, especially during your lunch hour. You can use a simple clock or timer on the screen when you take a break. If you return to your desk after only 40 minutes, walk for another 20.



4) Avoid distractions.

If possible, work in a quiet room with the door closed. If there are distracting noises, try headphones, ear plugs, soft music or a quiet fan to reduce or mask the sounds.

5) Avoid glare.

Reduce or eliminate glare by using window shades, diffusers on overhead lighting and anti-glare filters for computers.

6) Continue to socialize.

Don't forget that not all stress is physical. To help fill the socializing gap while working remotely, find a colleague you can call when you're feeling the need to chat. Alternatively, buddy up with a friend who works elsewhere and is going through the same experience. Hopping on a social video call instead isn't a bad idea, either.

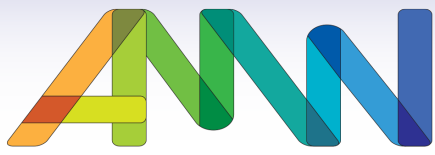
7) Exercise.

We all know that exercise is essential for overall health. You might be getting less of it when working at home. You may be walking less because you are not commuting to and from an office, going to meetings, and so on. Make sure that you make time to exercise when working at home.

With a little planning, we can ensure our health and wellness when working away from the office.



Visit www.safemanitoba.com for more information on workplace safety and health and ergonomics.



Advocating for Safe and Healthy Trucking

The Manitoba Trucking Association exists to advocate, support and educate to ensure a safe and healthy business environment for the trucking industry.



We are, first and foremost, an advocacy group working on behalf of the trucking industry. The Manitoba Trucking Association is the voice of the trucking industry in Manitoba. We are comprised of carrier members (trucking companies) and our associated trades members (suppliers to the trucking industry). We have over 300 member companies that represent over 10,000 employees. Those member companies represent about 25% of the for-hire trucking companies in Manitoba, whose fleets represent over 75% of the trucks licensed in Manitoba. Our carrier members range in size from one-truck operators to companies with over a thousand trucks. Some of these carrier members stay within city and provincial limits; others are involved in cross-border trade and international shipping.

The trucking industry has an aging workforce. One-third of the truck driver workforce is over the age of fifty-five years old. Furthermore, truck driver is the number one occupation in Manitoba for injuries. From slips and trips getting in and out of the cab, loading and unloading trailers, and “one-off” type incidents, like trailer doors catching the wind and causing injury or cranking dolly legs, there are many ways Manitoba’s professional drivers can be injured on the job.



These are a couple reasons why RPM: Trucking Industry Safety was created. The RPM Trucking Industry Safety Program was established in 2015 to provide workplace health and safety services to the trucking industry in Manitoba. The program is hosted by the Manitoba Trucking Association and funded by a levy paid by the industry and administered by SAFE Work Manitoba.

These factors – an aging workforce and holding top spot for injuries among workers in the province –mean that safety for older workers, especially related to musculoskeletal injuries, are going to continue to be a challenge to our industry for several years to come. This is a topic that will be on the front-burner for awhile, which is both a challenge and an opportunity.

As an industry, we continue to seek ways to ensure our aging workforce is safe. We have recently introduced new courses including Fleet Safety Managers, designed to identify, assess, and mitigate fleet safety management risks. We also offer training on hazard identification and risk control, incident reporting & investigations, as well as course specifically designed to address slips, trips, and falls. All of these courses help create a safe work environment for all workers, including aging workers.

Furthermore, we are always interested in being able to offer more resources and opportunities for those in the RPM program to support their aging workers. We look forward to expanding upon current initiatives that will ensure all workers, including aging workers, are safe workers.

Aaron Dolyniuk
Executive Director





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.



Opportunities for Employment

Opportunities for Employment (OFE) offers a range of free services for Winnipeg job seekers and employers. Established in 1996, OFE has assisted over 27,500 individuals in finding employment. Our goal is connecting job seekers with employers.

At OFE, we offer programming specifically for mature workers, who are over the age of 50, and are looking for employment.

A mature worker may have a range of reasons to look for employment; starting a new career, deciding to work after retiring or facing job loss late in their career. It is a good thing that maturity does tend to have its benefits. As a mature employee, you bring with you many attractive attributes such as loyalty, perspective and experience.

However, an employer may also wonder if the mature applicant has been keeping up with the latest knowledge and techniques in their field, if they will cost more than a younger worker in terms of salary and benefits, be more set in their ways or take more time off for sick leave or elder care.

At OFE, we will address these concerns and how to present yourself in the best possible light, while minimizing the employers concerns or fears of hiring a mature worker.

We offer the following workshops related directly to the Mature Job Seeker:

Interview Preparation for Mature Workers (3 hours)

- Learn how to use your accomplishments and experience to your advantage in an interview.
- Learn how to present yourself to an employer as a confident and vibrant potential employee.
- Learn how to handle mature worker related barriers and interview questions.

Job Search Skills for Mature Workers (3 hours)

- Learn about current job searching trends and methods
- Network and connect with others in your cohort looking for work
- Learn how to transition to a new position/career after working in the same field for many years.

In addition, mature workers have access to other programming we offer such as career exploration (if changing careers), computer upgrading, various certificates and our job-specific training.

If you or someone you know are a mature worker looking for employment, register with OFE to become a participant and use our services. You can register online at www.ofe.ca or by calling 204-925-3490. We are located in downtown Winnipeg, beside the Canada Life Centre on Portage Avenue. We look forward to working with you.

Nikolina Zimbakova
Program Manager, OFE

