



# 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

As we enter a new year, the Aging Manitoba Workforce Initiative has completed the Research Phase and produced the final research report. This report reflects the extensive input provided by a broad range of individuals and stakeholder groups. The project team thanks all who participated in the research: including employers, workers, health and safety organizations and all others.

With the research complete, the project has entered the Design and Development Phase which will develop the Resources and Learning Centre (RLC). This Center will have 2 main components. A resources section which will house a broad range of content organized into eight categories. The learning module component section will house interactive learning modules which will be customized to 8 stakeholder groups.

Development of the Centre will take place during April and May. User testing of the centre and its components will be completed between May and June 2022. The project continues to benefit from the support and direction of the Project Advisory Committee and the Resource Development Committee. Additional individuals and organizations will be engaged as the project further develops.

**Richard Nordrum**  
Project Manager

For more information  
visit our website at  
[agingworkforce.ca](http://agingworkforce.ca)

**Project  
Partners**



# Research Report

The Aging Manitoba Workforce research report is now available on-line on our website at [www.agingworkforce.ca](http://www.agingworkforce.ca)

Both primary and secondary research was conducted, internationally, nationally and locally in Manitoba. Of interest is that the issues around an aging workforce are global. The world's population and thus the workforce is aging. Workplaces must begin preparing for what some have called the "silver tsunami" which will have a significant impact on the province's labour force and economy in the long term.

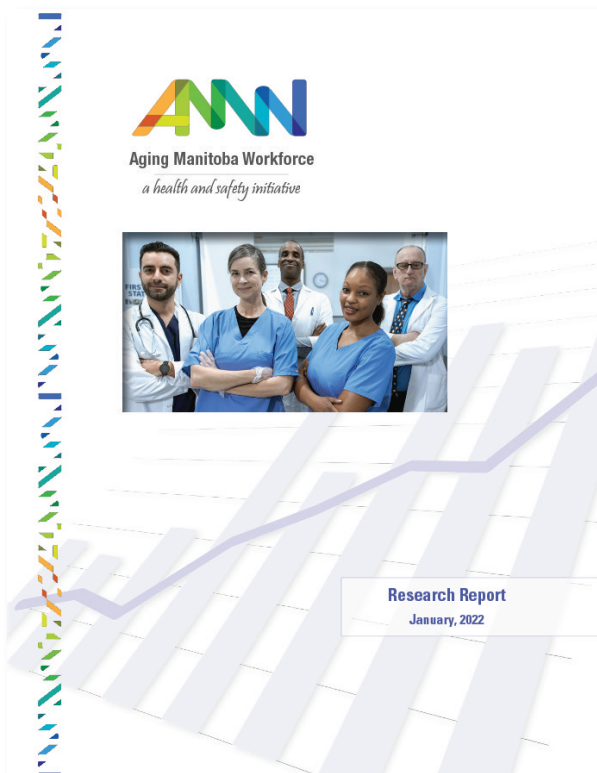
Small and medium sized business, which make up a large proportion of Manitoba's economy, may be particularly affected. As a recent Free Press article put it "Canada's 1.2 million small and medium sized enterprises have been bracing for the departure of nearly three quarters of its owners in the next decade". Manitoba's population is aging rapidly in all sectors of employment due to lower birth rates, higher life expectancies, longer working careers, and baby boomers aging.

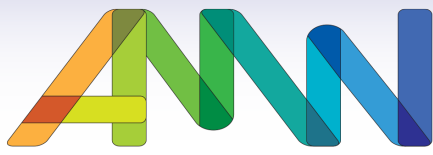
Through a combination of literature/study reviews, focus groups, interviews and a survey, a number of findings emerged; the highlights are summarized below.

- ***As the population is aging, an increase in injury and illness, specifically among the aging workforce, is occurring along with it***
- ***Injury and illness are unique in each sector of employment with construction and healthcare being the sectors with the highest and most severe injury rates in Manitoba in 2019 while also employing higher percentages of workers over the age of 45***
- ***Although aging workers are injured less often, they are spending more time away from work when injured***
- ***There is a recognition that preventing injuries among aging workers can play a significant role in promoting and maintaining a safe and healthy workplace***
- ***Many employers are either not aware or do not address issues specific to aging workers***
- ***The health effects of aging need to be better understood to prevent injuries, and these factors need to be considered to accommodate aging workers***
- ***Resources addressing the issues of an aging workforce have significant gaps; no participants were aware of available resources***
- ***Any resources developed should include information about other related areas and agencies that provide support to aging workers for example, ageism, age discrimination and health and wellness programs***

**Judy Fraser**

Content Developer, Health and Safety Consultant





The Construction Safety Association of Manitoba (CSAM) is YOUR premiere and trusted source for safety and health information, tools, resources, and training.

Established in 1989, CSAM has earned the reputation as a leader in the safety landscape of Manitoba, as well as within the Canadian Federation of Construction Safety Associations. This reputation has been fueled by the association's focus on providing exceptional customer service, quality, and value for its clients.

Safety is safety — it doesn't discriminate, and there are different hazards to any situation. A young worker might be at risk of injury from lack of experience, while an aging worker might be more prone to musculoskeletal injuries from years of repetitive motion. That's why it is critical to conduct hazard assessments before work begins and as the job changes to identify, communicate, and control the hazards. It's also important to follow a hierarchy of controls to best protect workers.

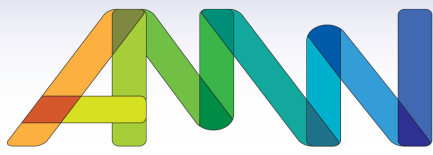
Currently, CSAM is working with stakeholders to develop resources for aging workers to help older Manitobans stay safe on the job by addressing the risk factors that affect them the most. CSAM works for its clients. Our diverse library of resources is available online at [constructionsafety.ca](http://constructionsafety.ca). If you would like these resources tailored to your workplace, or if you would like specific assistance for the risks and hazards at your jobsite, CSAM can help.

Whatever you need in terms of workplace safety, CSAM is here to find practical solutions for a safer workplace. Just give them a call at 204-775-3171 in Winnipeg or 204-728-3456 in Brandon, or visit [constructionsafety.ca](http://constructionsafety.ca).

**Sean Scott**

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.

## Age Smart Employee Awards - New York City

New York City has 700,000 workers are over 55 —18% of the workforce. Many will work well past traditional retirement age. The Age Smart Employer Awards – an initiative of the Robert N. Butler Columbia Aging Center and The New York Academy of Medicine aims to address this need by researching and identifying best practices, honouring employers who value workers of all ages, and supporting businesses looking to maximize the potential of their workers as they age. Age smart employers recognize the value of older workers.

The Age Smart Employer Awards project addresses the needs of both businesses and older workers by:

- **Researching best practices of NYC employers, especially small businesses**
- **Honouring employers who value workers of all ages through an awards program**
- **Supporting businesses interested in hiring and retaining older workers**

Age smart strategies directly support and utilize the talents of older workers, but these strategies benefit all workers. Age smart strategies have helped employers' lower costs, boost productivity, spark new business, and better align their products and services with New York City's booming older adult consumer market. It has also helped address the labour shortage experienced by businesses.

In addition to developing and hosting the Age Smart Employer-NYC Awards the have developed other resources.

Working longer, working Smarter Video available on YouTube.

<https://www.youtube.com/watch?v=gMGB6kLre0c>

Age Smart Industry Guides:

How NYC Small Businesses Use Older Workers to Solve their Staffing Challenges

<https://www.publichealth.columbia.edu/research/age-smart-employer/guides>

AGING WORKERS & THE MULTIGENERATIONAL WORKFORCE-Employer Fact Sheet

<http://www.publichealth.columbia.edu/sites/default/files/pdf/agesmartemployerfactsheets.pdf>

Compendium of Strategies and Practices

<http://www.publichealth.columbia.edu/research/age-smart-employer/compendium>

