

OSC | 11
Ohio Safety Congress & Expo



#395 Exercise on your lunch break without looking like you did

Ashley Berberich, M.Ed., CHES, CPT

Wednesday, March 30, 2011
2:30 to 3:30 p.m.



Session #394:
**Revitalizing
The Aging
Workforce**

Ashley M. Berberich, M.Ed., CPT
Assistant Director of Fitness & Wellness,
University of Cincinnati

Wednesday, March 30, 2011 1:15-2:15pm

About Aging

- Aging is a natural process
- Aging results in changes in strength, size and stamina
- Aging associated with onset of diabetes, coronary artery disease, cancer, etc.

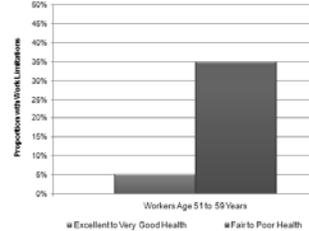
About Aging, Cont.

- Aging is associated with progressive decreases in
 - aerobic power
 - Thermoregulation
 - reaction speed
 - acuity of the special senses.
- These changes can reduce productivity, particularly in self-paced activities where the physical or mental input of the individual worker is the rate-limiting step in production.

Aging in the Workplace

- By the year 2015 - 40% or 55 million workers will be greater than age 60
- 30 % of the present workforce is 45 years of age
- Workers aged 55 and older will account for almost 50% of projected labor force growth between 2002 and 2012
- Health care claims for employees between the ages of 50 and 65 and their dependents are 1.4 to 2.2 times higher than for workers in their 30s and 40s

- Further, the majority of workers in their 50s work full-time regardless of health status.³
- These workers are often affected by health conditions that can limit their ability to work.
- For example, more than one-third (35%) of workers in their 50s who report being in fair to poor health indicated that a health condition limits the type or amount of work they can do



Proportion with that Limitation

Workers Age 51 to 59 Years

■ Excellent to Very Good Health ■ Fair to Poor Health

SOURCE: National Academy on an Aging Society

Work demands with age:

- Reserves become insufficient for recovery before the next day's work
- Work demands do not change with age

MAXIMAL OXYGEN UPTAKE NORMS FOR MEN (ml/kg/min)

	18-25 years old	26-35 years old	36-45 years old	46-55 years old	56-65 years old	65+ years old
excellent	>60	>56	>51	>45	>41	>37
good	52-60	49-56	43-51	39-45	36-41	33-37
average	47-51	43-48	39-42	35-38	32-35	29-32
average	42-46	40-42	35-38	32-35	30-31	26-28
average	37-41	35-39	31-34	29-31	26-29	22-25
poor	30-36	30-34	26-30	25-28	22-25	20-21
very poor	<30	<30	<26	<25	<22	<20

MAXIMAL OXYGEN UPTAKE NORMS FOR WOMEN (ml/kg/min)

	18-25 years old	26-35 years old	36-45 years old	46-55 years old	56-65 years old	65+ years old
excellent	56	52	45	40	37	32
good	47-56	45-52	38-45	34-40	32-37	28-32
average	42-46	39-44	34-37	31-33	28-31	25-27
average	38-41	35-38	31-33	28-30	25-27	22-24
average	33-37	31-34	27-30	25-27	22-24	19-22
poor	28-32	26-30	22-26	20-24	18-21	17-18
very poor	<28	<26	<22	<20	<18	<17

How to counteract?

- The cheapest and most effective way to mitigate the potential rising costs of an aging workforce – while continuing to exact the benefits of its skills and experience – **the adoption of ergonomic interventions**
- Chief among these ergonomic interventions is staging which, in turn, is a matter of effective planning. Staging involves the storage and positioning of materials and supplies, the location of work areas, the nature of work stations and the availability of equipment for moving materials

Wellness Programming

- Ideas and examples of wellness programming you can offer your staff
 - Classes
 - Workshops
 - Lunch and Learns
 - Time
 - Rewards

Questions?

- Please feel free to follow up with me via the following contact information:
 - Ashley M. Berberich
 - 513-290-0050 (cell)
 - 513-556-0510 (work)
 - AMBerberich@gmail.com
- Thank you for your attention!

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