

The National Institute of Disability Management and Research (NIDMAR)

in collaboration with the

Canadian Centre for Occupational Health and Safety (CCOHS)

and the

Mental Health Commission of Canada (MHCC)

# ADVANCE NOTICE

# Summer Institute 2013

Hosted at the campus of the

Pacific Coast University for Workplace Health Sciences, Port Alberni, BC



## The key to unlocking the potential of older workers

Creating a more integrated workplace health approach  
to age, disability, job retention and return to work



## July 23-25, 2013

This year, **Summer Institute 2013** will explore the potential for an integrated approach to workplace health to provide sustainable and cost effective solutions to the increasing social and economic challenges of an aging workforce.

In all developed economies, the number of workers aged 35 to 44 is declining while the proportion of the workforce aged between 45 and 64 is increasing rapidly. The proportion of people with disabilities in the 50 to 64 year age range is between 25 and 30 percent, which is double the disability rate for people aged between 35 and 44 years. Economic inactivity rates for people over the age of 45 years are almost 40 percent higher than for those within the 35 to 44 year age group. Some estimates suggest that about 24 percent of the Canadian workforce will be over the age of 55 years by 2021.

Occupational Health and Safety, Human Resources, and Disability Management professionals are on the front line in responding to these individual and system challenges which arise when age and disability intersect to threaten a person's working life. A systematic and integrated approach to workplace policy and practice can reduce the risk that older workers will acquire or develop health conditions that jeopardize their workability, maintain them in employment for longer, reduce unsustainable increases in social protection costs and minimize the impact of the costs of absence on the productivity of industry.

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**Summer Institute 2013** will provide participants with key insights into the roles that coordinated OH&S, HR and DM approaches can play in extending the healthy working life of older workers.

## July 23-25, 2013

### 1. Understanding the context

- Mapping the scope and scale of the challenges
- Understanding the dynamics of age, health and extended working life
- Legal and regulatory constraints on job retention and return to work for older workers

### 4. Exploring a multi-stakeholder approach to DM and age

- Employer strategies for maintaining the workability and productivity of older workers and achieving more successful return to work outcomes
- The role of worker representatives in supporting job retention and return to work in older workers

### 2. Extending healthy working lives through prevention and job retention policies and practice

- Age related occupational health and safety issues
- Implementing the national standards for Psychological Health and Safety in the Workplace

- Strategic imperatives in developing more effective age sensitive workers compensation programs
- Redesigning social protection and pension systems to create active return to work interventions for older workers at an earlier stage in collaboration with employers

### 3. Responding to health-related absence and work withdrawal

- Age-sensitive DM and HR policies and practice
- Case management strategies to respond to age related occupational and non-occupational injuries and health conditions
- Mechanisms to acknowledge and support the crucial role that co-workers can play in the return to work of older workers

### 5. The multi-disciplinary knowledge and skill requirements of workplace health professionals when dealing with older workers



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