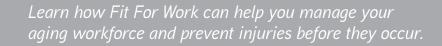
A Fit For Work Guide to

Protecting Your Aging Workforce

As America's workforce ages, employers are looking for ways to keep this valuable demographic on the job. Check out the timeline below for a better understanding of the **benefits** and **challenges** of aging employees—along with **solutions** to ensure that they are protected. 60 20 **50** 30 Benefit **Longer Recovery Times** Post Offer Testing More senior workers serve as excellent mentors for younger workers. Even though older workers have fewer Post Offer testing allows you to injuries, those that occur are often more assess a job candidate's physical severe and involve a longer recovery period. ability—providing the right workers for you right from the start. Muscle Weakness Issues with balance, vision problems, **Early Intervention** and side effects from medicines may all Maximum contribute to make falls more likely. Preventing an injury before Strength it occurs is key to making Decreases sure your older workers Maximum strength never become patients. typically plateaus and **Eraonomics** begins to decrease at Awareness of ergonomic factors will ensure your older workers 30 years of age. are working in environments that are optimal for their bodies. Benefit Years of real-world experience bring a Musculoskeletal Disorders Job Hazard Analysis wealth of wisdom and leadership to your workplace, making them excellent Lower back pain, carpal tunnel syndrome, and A Job Hazard Analysis brings mentors for younger workers. tendinitis, are common in older workers, so comprehensive safety solutions to maintaining musculoskeletal health is important. protect all employees from injury.



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