ATA
Alabama Trucking Association
Workers Compensation Fund

alliance
An OSHA Cooperative Program

A Newsletter For Our Members Where Safety Is Our Primary Concern!

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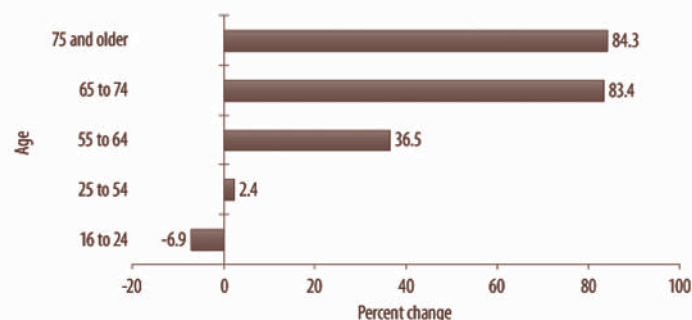kedwards@atacompfund.org

The Aging Workforce

For years, the number of older workers on the job has been increasing and that number is expected to continue to rise in the near future. Workers 55 and older are expected to comprise one-quarter of the U.S. workforce within the next six years. Here at the ATAWCSIF, the majority of accidents we see are from drivers/employees ages 50-59. Our Fund Members need to develop and implement effective orientation programs that address driver/employee exposures as well as provide on-site and on-going safety training to keep safety awareness at its highest level. Ensure that policy/procedure training is completed and that drivers/employees sign off on the training.

Older workers bring with them a wealth of knowledge from their years of experience, but they also bring increased risk of on-the-job fatalities and severe injuries. If employers want to stem the potential tide of life-threatening and costly incidents among aging workers, the time to act is now. According to the Bureau of Labor Statistics, transportation incidents top the list on fatalities for workers 55 and over.

The demographics are changing!!! With increased prevalence of older workers, most employers do realize this reality is not going away. What might cause only a sprain in a 25-year-old may cause a break in a 65-year old. Employers have to consider the following:

- Older workers experience fewer nonfatal injuries than other workers, but take a longer time to recover from their injuries.
- The number of deaths among workers older than 64 has been increasing for several years, and the fatality rate has recently spiked.
- Employers should take steps now to make the workplace safer for older employees and instill positive safety behaviors in younger workers.

Projected percentage change in labor force by age, 2006-2016

Age	Percent change
75 and older	84.3
65 to 74	83.4
55 to 64	36.5
25 to 54	2.4
16 to 24	-6.9

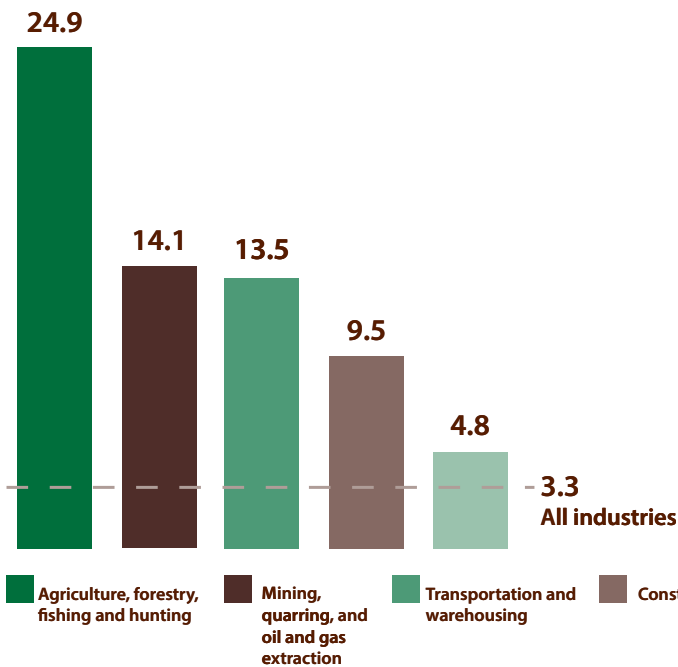Source: U.S. Bureau of Labor Statistics   www.bls.gov

TRANSPORTATION - A Deadly Industry

The transportation industry continues to be one of the deadliest industries. In 2014, transportation fatality incidents accounted for nearly 34% of total fatalities and drivers/employees over the age of 55 also had the highest incident rate of any other industry coming in at just over 36%. More than 3 million people drive trucks for a living and the biggest challenge is that companies are not utilizing appropriate hiring standards and think that just because they have 1-2 million road miles under their belt, that the driver knows safety. Owners must have an effective Driver Selection & Qualification procedure as well as a Training (Orientation) process. Even experienced drivers need on-going and hands-on training such as: properly throwing straps/chains, tarping, safe lifting techniques, no jumping from cab/trailer, enter/exiting trailer, 3-point contact, PPE usage, no use of cell phone/no texting, defensive driving and mandatory use of seat belts.
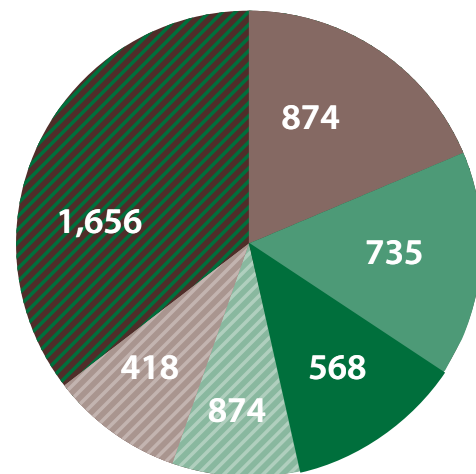
It is imperative that Fund Members impart best safety practices for "aging-friendly" workers and use multiple apporaches to reach a broad range of learning styles. You must be able to evalute their ability to do their jobs and determine whether appropriate precautions are being taken to keep them safe. The sooner you can instill safe working behaviors into drivers, the longer it stays with them as they move into an older age.

Have your driver managers stay in regular communication with your drivers. <u>DON'T LET THEM BE ONE OF THE BELOW STATISTICS!!!</u>

Top 5 deadliest industries among all age groups, 2014* (by rate†)

24.9
14.1
13.5
9.5
4.8
- - - 3.3
All industries

Top 5 deadliest industries, 2014* (by number)

874
735
568
874
418
1,656

| ■ Agriculture, forestry, fishing and hunting | ■ Mining, quarring, and oil and gas extraction | ■ Transportation and warehousing | ■ Construction | ■ Wholesale trade | ▨ Government | ▨ Professional and business service | ▨ Other |

*Preliminary data
†Per 100,000 full-time equivalent workers
Source: Bureau of Labor Statistics