

# Steven Hecker, MSPH

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Steven Hecker recently retired after a 35-year career in occupational safety and health at the University of Oregon and University of Washington. At UO he directed safety and health programs at the Labor Education and Research Center and managed federally funded research programs in construction safety and ergonomics and flight attendant health. At UW he directed continuing education programs for the Department of Environmental and Occupational Health Sciences. His projects addressed at-risk populations including direct care health care workers, young workers, day laborers, and older employees. He has served as co- director of Education and Outreach for the Oregon Healthy Workforce Center since 2011.

## **The Aging Workforce: An Ideal Application of TWH. So Why Has it been so Challenging?**

Since 2007 the NIOSH Education and Research Centers at the University of Washington and the Colorado School of Public Health have been developing and implementing an educational intervention called Designing the Age Friendly Workplace. Beginning with a curriculum for general industry based on then current research, and subsequently adapting this curriculum to the health care and retail sectors, the project had as its objectives to spur organizations to 1) understand their changing workforce demographics and implications for workplace safety and health, 2) select and implement achievable interventions to address identified risks, and 3) through an iterative process evaluate and modify these interventions to improve the chances of success. When the Total Worker Health concept was advanced by NIOSH we recognized that the aging workforce was an ideal issue to which it could be applied. This session will demonstrate materials developed in a variety of formats, describe successes and failures with organizational and ergonomic interventions, and engage the question of why a looming trend that is quite obvious statistically has not been addressed by many organizations.