



3169.0 - Building a Sustainable Construction Workforce



 Monday, November 12, 2018

 2:10 PM - 2:30 PM

Abstract

Background: The average construction worker is now aged 42.5 years and plans to work to age 64.5. Delayed retirement is largely driven by a decline in defined pension benefits, but construction workers face considerable challenges remaining on the job. They experience worse self-rated health and functional capacity, often the result of workplace exposures, when compared with other workers, and the construction industry continues to present safety, biomechanical, noise and respiratory hazards. Union membership provides some protection from adverse outcomes. **Objectives:** To explore trade-specific age trends within construction occupations and the experiences of building trade unions with aging membership, and to identify the responses unions have developed and implemented. **Methods:** This mixed-methods study used the U.S. Bureau of Labor Statistics Current Population Survey to explore available trade-specific age information and qualitative results from key informant interviews of 17 union experts, including research, occupational safety and health, or training directors for North America Building Trades Unions, to identify union experiences and interventions. **Results** include the age distribution of selected construction occupations; reports of age discrimination and union contract language to combat it; contract language to limit lifting requirements; information about career pathways for training and safety, with their attendant limitations; the loss of previously available light tasks with current just in time practices; and the potential opportunities for site management and the training that would be required. **Primary prevention** of workplace injury and illness through reduction in ergonomic and noise hazards and the need to prevent workplace injuries from resulting in long term disability speak to the need for better enforcement and for workers compensation reform, respectively.

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Learning Areas

Occupational health and safety Public health or related public policy

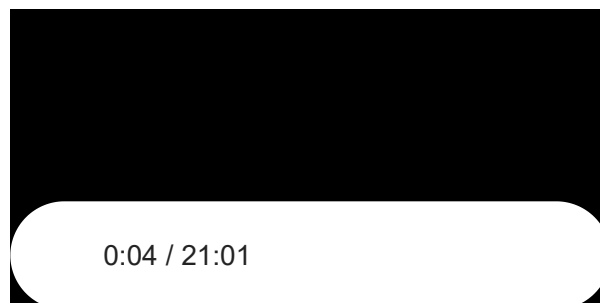
Learning Objectives

Identify three factors contributing to increased injury outcomes among older construction workers. Compare two approaches to improving job safety for older workers.

Keyword(s)

Aging, Union

Downloads





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