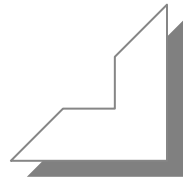


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## Readings & Resources

**Note:** The following are resources that we've come across in preparing for this conference. It is not meant to be a complete list; we will continue to update it. Your input is valuable, and we welcome your contributions to help it grow. Please do send your suggestions to Kristen Pavle at [KPavle@hmprg.org](mailto:KPavle@hmprg.org). If you have questions or comments about the current listings, please contact Marsha Love ([lovem@uic.edu](mailto:lovem@uic.edu)) or Martha Holstein ([mholstein360@yahoo.com](mailto:mholstein360@yahoo.com)). Thank you!

### **The Aging Workforce (General)**

#### **Demographics & Employment Issues**

Experience Works (September 2009) *Overlooked and Underserved: The Crisis Facing America's Older Workers*. Available from:  
[http://www.experienceworks.org/site/DocServer/EW-ExecSummary\\_09-Final.pdf?docID=10381](http://www.experienceworks.org/site/DocServer/EW-ExecSummary_09-Final.pdf?docID=10381)

Kemper, P., Heier, B., Barry, T., Brannon, D., Angelelli, J., Vasey, J., et al. (2008). What do direct care worker say would improve their jobs? Differences Across settings. *The Gerontologist*, 48(1), 17-25. Available from:  
[http://gerontologist.gerontologyjournals.org/cgi/reprint/48/suppl\\_1/17.pdf](http://gerontologist.gerontologyjournals.org/cgi/reprint/48/suppl_1/17.pdf)

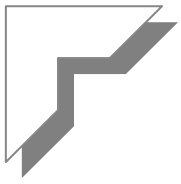
National Institute on Aging/ National Institutes of Health (March 2007) *Growing older in America: The Health & Retirement Study*. Ch. 1&2.  
NIH Publication No. 07-5757. Available from:  
Available from: [www.nia.nih.gov/ResearchInformation/HRS.htm](http://www.nia.nih.gov/ResearchInformation/HRS.htm)

Purcell, P. (September 18, 2009) *Older workers: Employment and retirement trends*. Congressional Research Service. Available from:  
[http://assets.opencrs.com/rpts/RL30629\\_20090916.pdf](http://assets.opencrs.com/rpts/RL30629_20090916.pdf)

#### **Worker Health & Safety Issues**

Silverstein, M. (2008). Meeting the challenges of an aging workforce. *American Journal of Industrial Medicine*. 51:269-280

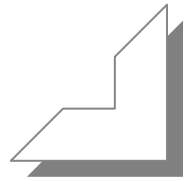
Wegman, D. & McGee, J. (eds). (2004) Health and Safety Needs of Older Workers. *Committee on Health and Safety Needs of Older Workers, National Research Council, National Institute of Medicine*. National Academy Press  
Available from: [http://books.nap.edu/Openbook.php?record\\_id=10884](http://books.nap.edu/Openbook.php?record_id=10884)



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### **Older Health Care Workers**

#### **Recruitment, Retention, Training**

Ferguson, C., & Sobeco, M. (2004, March 31) Workforce management objective C: Phased retirement (enablers and barriers) and other programs for the retention of older health care workers. Canadian Nurses Association. Available from: [http://www.cna-nurses.ca/CNA/documents/pdf/publications/Retention\\_Older\\_Health\\_Care\\_Workers\\_e.pdf](http://www.cna-nurses.ca/CNA/documents/pdf/publications/Retention_Older_Health_Care_Workers_e.pdf)

Hwalek, M., Straub, V., & Kosniewski, K. Older workers: An opportunity to expand the long-term care/direct care labor force. *The Gerontologist*, 48(1), 90-103. Available from: [http://gerontologist.gerontologyjournals.org/cgi/reprint/48/suppl\\_1/90.pdf](http://gerontologist.gerontologyjournals.org/cgi/reprint/48/suppl_1/90.pdf)

Institute of Medicine of the National Academies (2008) *Retooling for an aging America: Building the health care workforce*. Chapter 5: The Direct-Care Workforce. (Washington, DC: National Academies Press, National Academy of Sciences). Available from: <http://www.iom.edu/CMS/3809/40113/53452.aspx>

NGA Center for Best Practices. (2007, July 12). Issue Brief. Engaging mature adults in the workforce. Available from: [www.nga.org/Files/pdf/0707MATUROWORKFORCE.PDF](http://www.nga.org/Files/pdf/0707MATUROWORKFORCE.PDF)

Ochsner, M; Leana, C.; Appelbaum, E. (July 29, 2009) *Improving direct care work: Integrating theory, research and practice*. An Alfred P. Sloan Foundation White Paper. Available from: <http://healthcare-ic.lerablog.org/wp-content/uploads/2009/09/ochsner-leana-appelbaum-improving-direct-care-work-2009.pdf>

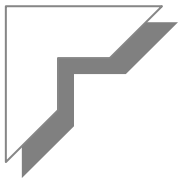
#### **Worker Health & Safety Issues**

Society of Occupational & Environmental Health (February, 2009). *Anticipating the Health & Safety Needs of an Aging Workforce*. (Conference Proceedings: Health Care Worker Workshop) Washington, DC. Will be available from [www.soeh.org](http://www.soeh.org)

#### **Safe Patient Handling/Ergonomics**

Collins, J.; Nelson, A., & Sublet, V. (March 2005). *Safe lifting and movement of nursing home residents*. NIOSH publication 2004-176 (US Dept. of Health & Human Services, Centers for Disease Control, NIOSH) Available from: <http://www.cdc.gov/niosh/docs/2006-117/pdfs/2006-117.pdf>

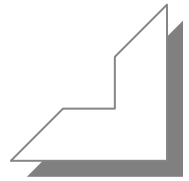
Collins, J., Wolf, L. Bell. J. & Evanoff, B (2004) An evaluation of a “best practices” musculoskeletal injury prevention program in nursing homes. *Injury Prevention* 10: 206-211



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Koppelaar, E.; Knibbe, J.; Miedema, H. & Burdorf, A. (2009) Determinants of implementation of primary preventive interventions on patient handling in health care: A systematic review. *Occup. Environ. Med.* 2009 (66) 353-360

### **Dealing with Hazards in Homecare Work**

Great Lakes Centers for Occupational Safety & Health, UIC School of Public Health.  
*Selection of health and safety training materials for homecare workers.*  
Available from: [jlmcgow@uic](mailto:jlmcgow@uic)

### **Policy**

#### **H.R. 468 (intro. 01/13/09) (Cong. Schakowsky, IL)**

##### **Retooling the Health Care Workforce for an Aging America Act**

**Title IV, Sec.401:** Training programs to build home health care aide competence re: their roles, consumer rights, cultural sensitivity, personal care skills, health care support, nutrition support, infection control, safety & emergencies, consumer's health status (e.g. dementia training), palliative care, injury prevention, medication management, prevention & reporting abuse.

<http://www.govtrack.us/congress/bill.xpd?bill=h111-468>

#### **H.R. 2381 (intro. 05/13/09) (Cong. Conyers, MI & Woolsey, CA)**

##### **Nurse and Health Care Worker Protection Act**

Directs OSHA to set a standard for safe patient handling for nurses and other health care workers; financial assistance to employers to purchase safe patient handling equipment.

<http://www.govtrack.us/congress/bill.xpd?bill=h111-2381>

#### **S.502 (intro. 02/27/09) (Sen. Kohl, WI; Durbin, IL; Lincoln, AR)**

##### **Older Worker Opportunity Act**

Employer tax credits for older workers in flexible work programs, with no change in health benefits and no reduction in pension benefits.

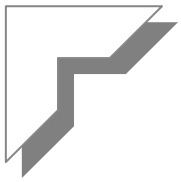
<http://www.govtrack.us/congress/bill.xpd?bill=s111-502>

#### **S. 281 (intro 01/16/09) (Sen. Kohl, WI)**

##### **Health Care and Training for Older Workers Act**

Extended COBRA coverage, state grants to enhance workforce development, clearinghouse of best practices for hiring & retaining older workers.

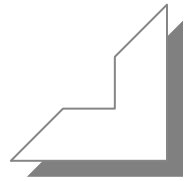
<http://www.govtrack.us/congress/bill.xpd?bill=s111-281>



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## **Organizations**

### **Recruitment & Retention**

National ABLE Network  
<http://nationalable.org>

### **Workplace Design**

Center for Universal Design  
North Carolina State University  
<http://www.design.ncsu.edu/cud/>

### **Accommodating Injured Workers & Workers with Disabilities**

Great Lakes ADA Center  
<http://www.adagreatlakes.org>

Interagency Committee on Employees with Disabilities  
<http://www.state.il.us/iced>

National Organization of Nurses with Disabilities  
<http://nond.org>

Work Injured Nurses' Group (WING USA)  
<http://wingusa.org>

### **Health Promotion in the Workplace**

US Dept. of Health & Human Services, Centers for Disease Control  
NIOSH Worklife Initiative  
<http://www.cdc.gov/niosh/worklife>

### **Policy**

Health & Medicine Policy Research Group  
Center for Long-Term Care Reform  
[www.hmprg.org](http://www.hmprg.org)