

REVISED

2:22 pm, Jan 29, 2009

AHS – AMHB priority-setting session

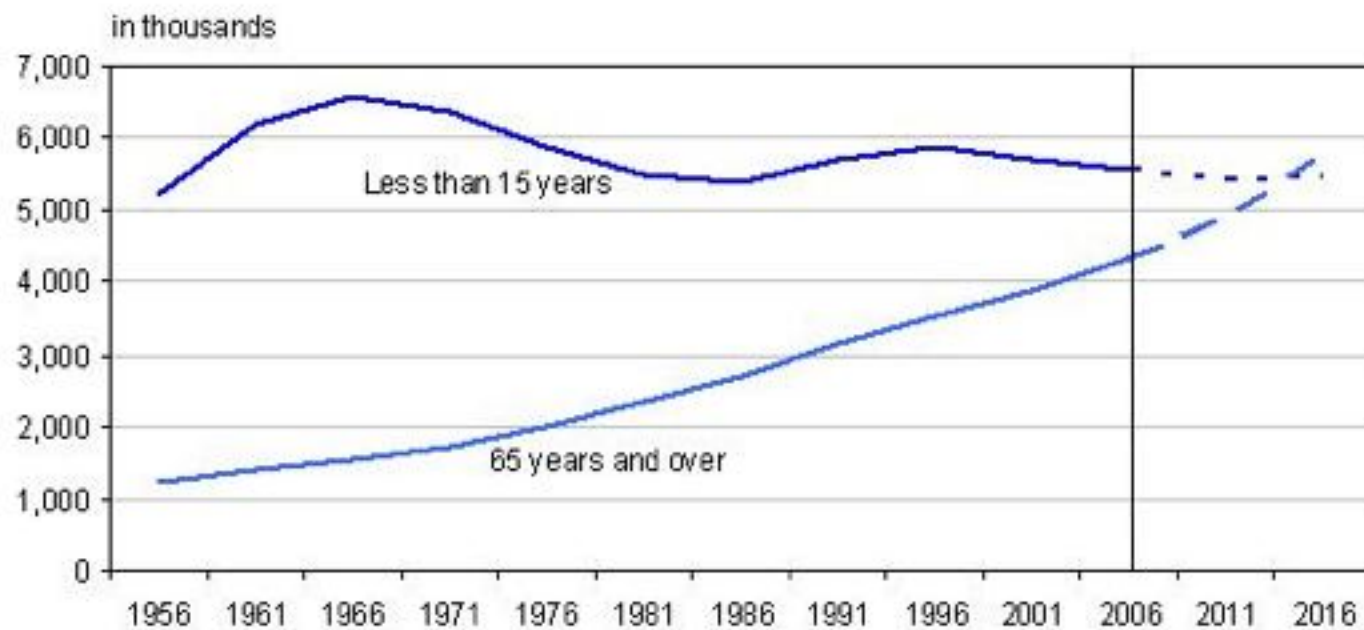
Employment: Aging, Disabilities and Mental Health

January 27, 2008

Lili Liu, PhD
Department of Occupational Therapy
Faculty of Rehabilitation Medicine



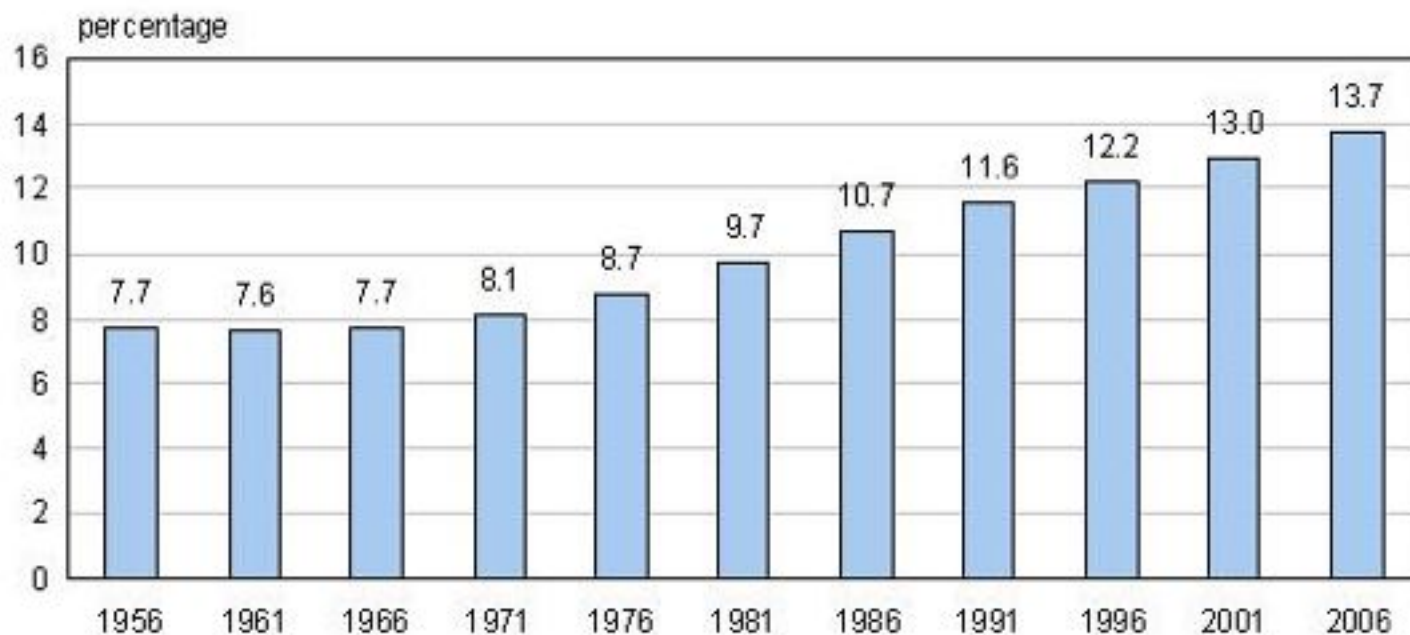
Number of persons aged 65 years and over and number of children aged less than 15 years, 1956 to 2016



Sources: Statistics Canada, censuses of population, 1956 to 2006; and [Alain Bélanger](#), Laurent Martel and Éric Caron-Malerfant. 2005. *Population Projections for Canada, Provinces and Territories 2005-2031*, Statistics Canada Catalogue no. 91-520, scenario 3.



Proportion of persons aged 65 years and over in the Canadian population, 1956 to 2006



Sources: Statistics Canada, censuses of population, 1956 to 2006.



Proportion of seniors & definition of “old”

- 19% will be 65 or older by 2021
- Baby boomer generation reaches 65 in 2012
- Baby boomer forms 32.4% of Canadian population
- 65 years in 1951 = 68.5 in 1991;
for women:
67.5 years in '51 = 73.5 in 1991



Definitions of “old”

- Young-old (55-75)¹
- Old-old (76 and older)¹
- Middle-old (76 to 84)²
- Oldest-old (85 years or older)²
- If 65 = “old” for males (and 68.5 for females) in 1951, should be 68.5 for males, and 73.5 for females in 1991³
- Chronological old age vs function

¹Neugarten, 1978, ²Velkoff et al., 2006, Bonder, 2009 (pg. 8)

³Denton, 1999



Aging of working-age population (15-64)

- 55 to 64 year olds grew fastest between 2001 & 2006 (+28%)
- Make up 16.9% of working-age population, or one in six workers
- Projected to increase to 20% in 2016
- Current job entry/job exit – 1.1
- In 10 years, may be <1

Statistics Canada, 2007

<http://www12.statcan.ca/english/census06.cfm>



Search Strategy

Databases

- Scopus
- Cochrane
- Ageline (AARP Ovid)
- PsycINFO
- Scirus
- Web of Science
- Proquest Dissertation



Search Limits & Terms

Limit: Within last 10-12 years
Peer-reviewed journals

Keywords:

- Employment
 - Return to work
 - Supported employment
 - Mental health
 - Aging workforce
 - Disability
-
- Total: 248 articles (SCOPUS)



Definitions for Priority-Setting

- Target population
- Disability
- Mental Health
- Employment



Target Population

- Young-middle adults
- Older adults in the workforce
- Adults aging with a disability (post-polio syndrome)



Disability

- Physical injury - back injuries, traumatic head injuries
- Physical condition aggravated by stress
- Developmental disability
- Intellectual disability
- Psychiatric conditions (chronic & acute)



Mental Health

- Stress management
- Workplace wellness
- Population specific?
- Physically disabled population
- Disability from psychiatric condition



Employment

- Vocational rehabilitation
- Barriers to employment
- Return to work
- Early retirement
- Intention to retire
- Volunteer (unpaid work)?



Topics in the Literature

Barriers to employment

- Interest and obstacles to pursuing work among unemployed individuals with dual diagnosis
- Perceptions on preparedness for the workforce and factors that limit employment in disabled persons
- Facilitators and barriers to employment among people with psychiatric disabilities



Supported Employment

- Middle-aged and older people with schizophrenia
- Stress, coping and the job search process: experience with psychiatric disabilities in supported employment



Vocational Rehabilitation

- Work hardening
- Vocational rehab and older adults
- Employment and retirement concerns for person with dev. dis.
- Vocational rehab after traumatic brain injury



Return to work

- Factors that predict return to work in people with poor mental health
- Job strain and return to work after surgery
- Determinants of return to work in SCI patients
- Social support and return to work



Return to work

- Following curative cancer treatment
- With HIV
- Women with lupus
- Women with fibromyalgia
- Back injury
- Head injury



Mental Health in the Workplace

- Suicide risk and mobbing (psychological harassment)
- Mental distress among adults with disabilities
- Psychological well-being – relation to work personality, vocational identity and career thoughts



Aging Workforce

- Physical work capacity
- Aging with a disability (Post-polio)
- Challenges of an aging workforce



Early Retirement

- Job demands and thoughts of early retirement
- Relationship between work status and leisure lifestyle



Client-Professional Interaction

- Occupational physician compared to GP
- Patient-clinician disagreement in back pain
- Occupational physicians and patients with common mental health problems



Workplace Interventions & policies

- Considering the needs of employees who provide informal care for seniors, disabled children
- Elder care and women's labour supply
- Disclosure of mental health (stigma?)
- Benefits counseling services
- Perceived need for workplace accommodation in Canadian adults with activity limitations

