



# Sustainable Workforce with Work Ability Index (WAI)

**2 april 2009**

**Age Management Network**

**Paul Staal Ambassador WAI**

# Program



- **Context and Concept WAI**
- **Involvement Ministry Social Affairs**
- **Coördination Implementation**
- **Nationwide learning**

Foundat

- ✓ “View on V
  - ✓ Unions & C
  - ✓ Small
  - ✓ Not for Pro
  - ✓ Tasks:
- Transparency  
Providers

# Context & Concept



# Why focus on

# sustainability?



## Trends:

- **Demographic development (aging, less young entrance workforce later, longer life-expectancy)**
- **Economic changes; globalisation / recessions**
- **Changes in working life demands / work-life balance**
- **Social Security Changes: from collective arrangements to individualisation, liberalisation**

# Why focus on sustainability?



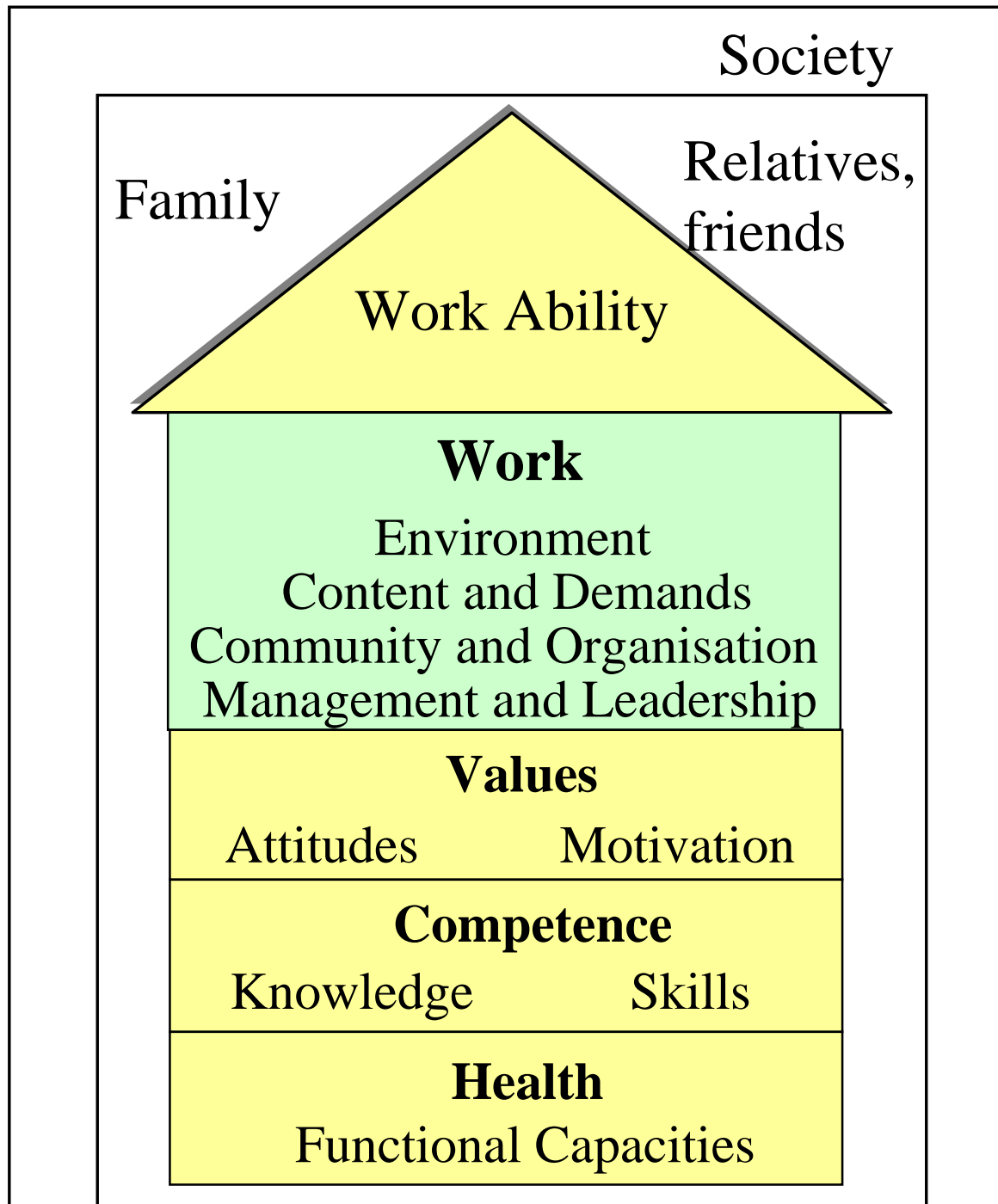
## Important consequences:

- (structural) shortage on labor market
- Longer working life necessary
- Corporate social responsibility
- Individual workers responsibility
- Focus from absenteeism to employability, productivity and
- Sustainable Society
- **GOAL: 80 % PARTICIPATION 2015 !!!!**

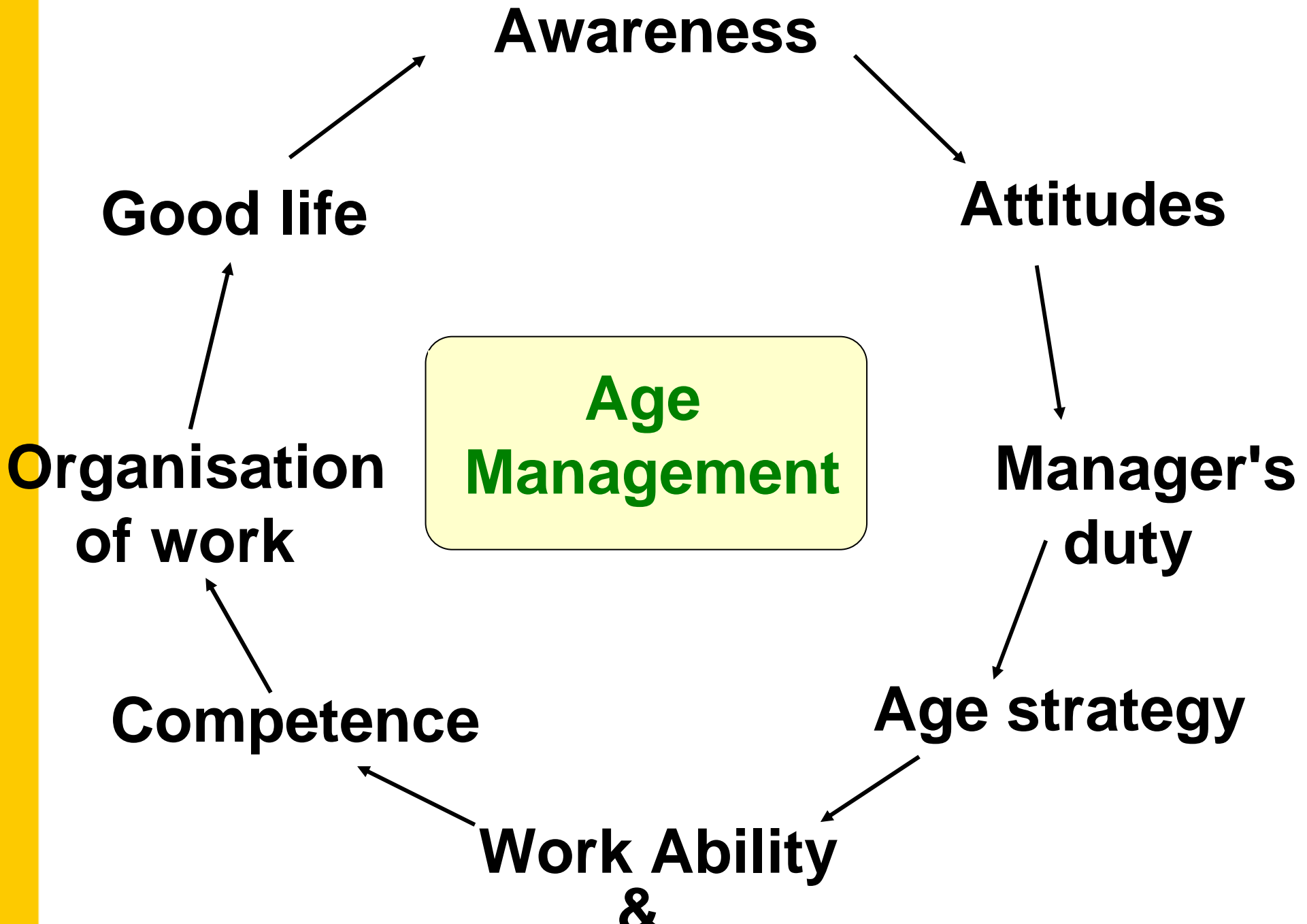
- **Eighties:** Awareness, National Program, Promotion
- **Nineties:** WAI concept and
- **21e:** Dialog Program & Lifelong Learning
  
- Finnish Institute of Occupational Health (concept development, research, experiments, training)
- **2006** Social Innovation Price Bertelsmann
  
- **WAI: Concept and Questionnaire.**  
**Workability is Measurable!!**
- **Workability:** ability of a worker to realise the job demands, physically as well as mentally.
- **NOW and in the FUTURE**
- **Concept in 24 countries**

# The WAI Concept





## Visions

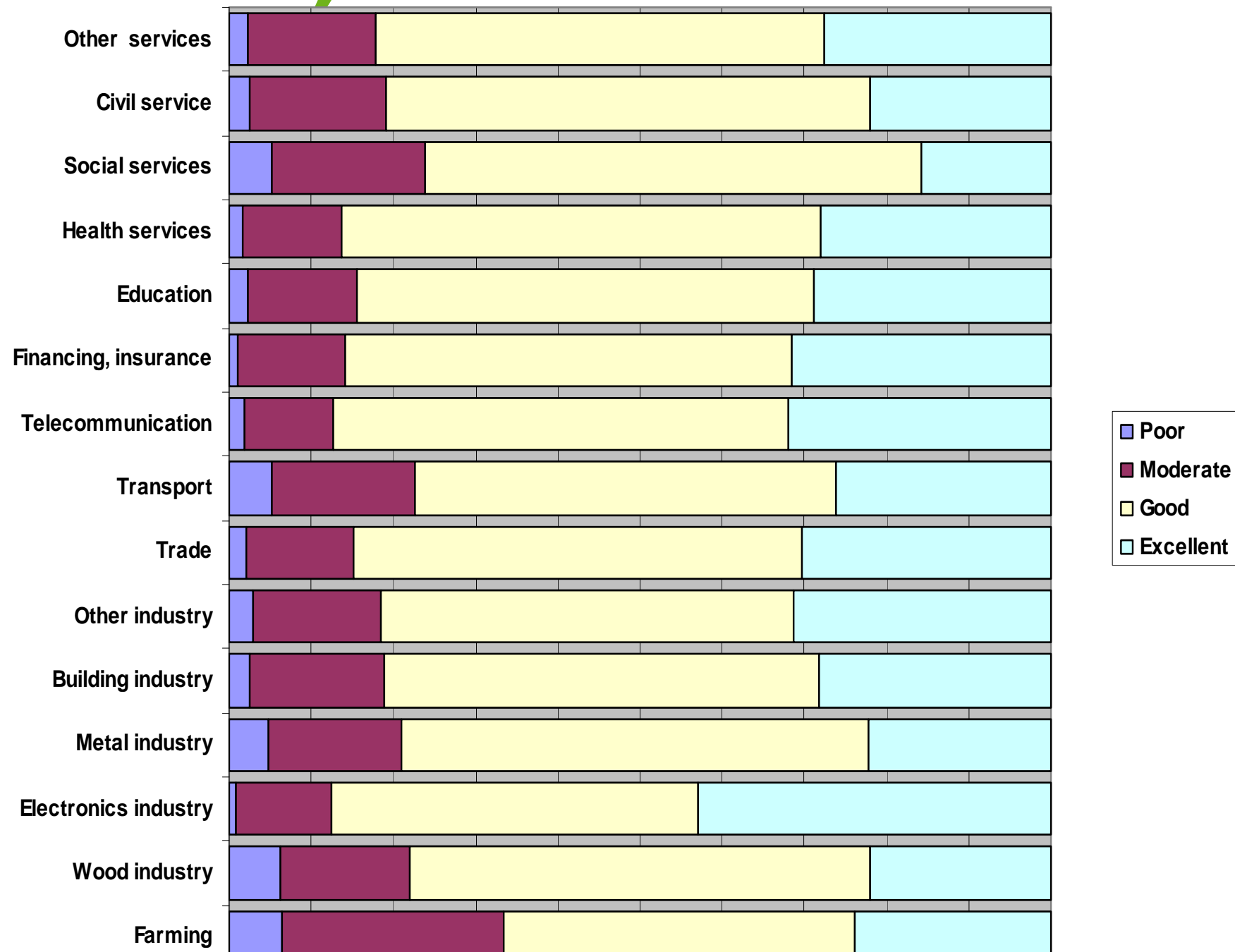


- 1. Current Workability in relation to lifetime best**
- 2. Workability in relation to job demands**
- 3. Number of current diseases diagnosed by physician**
- 4. Disability in relation with illnesses**
- 5. Absenteism last year**
- 6. Prognosis workability next 2 years**
- 7. Mental vitality**

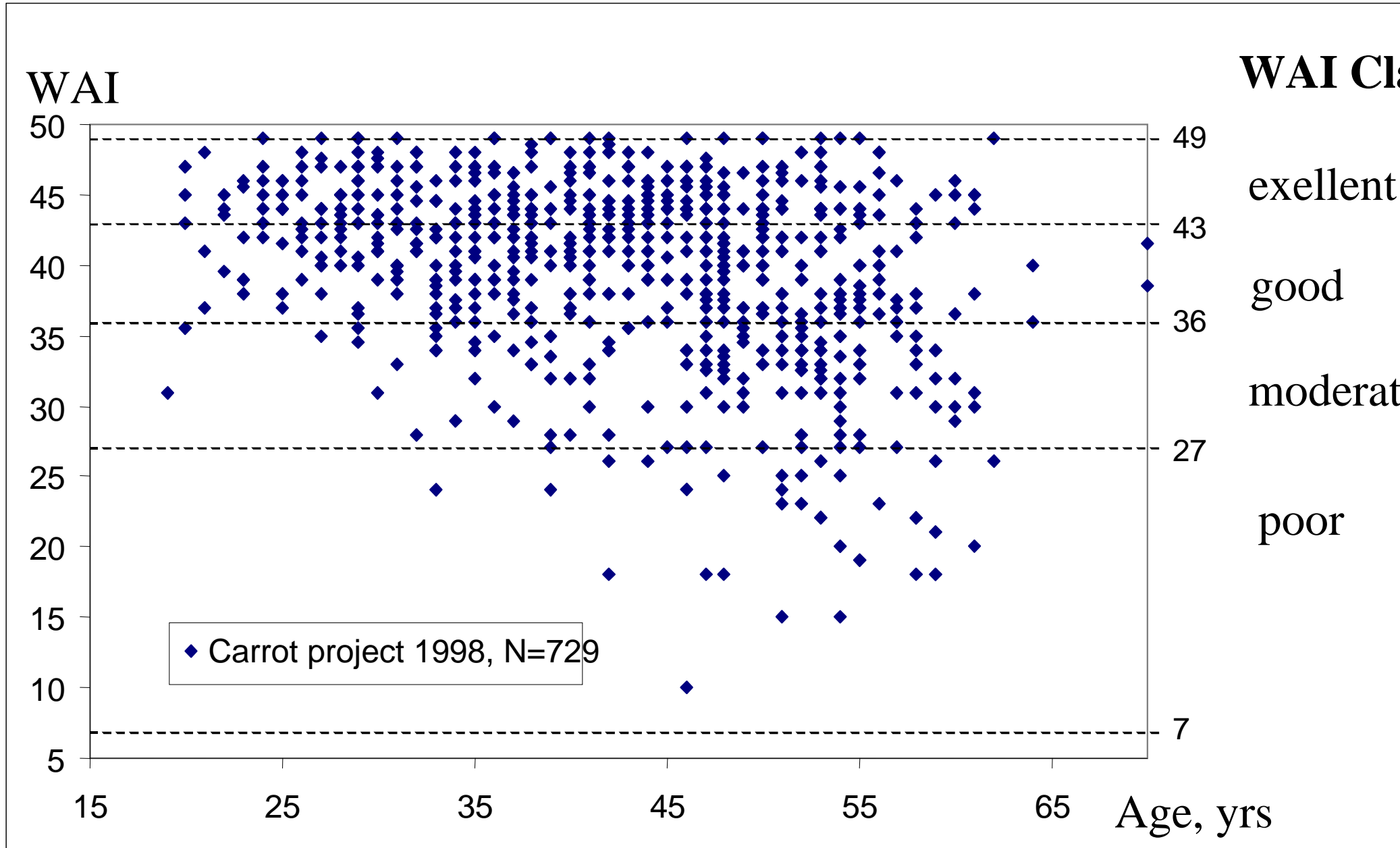
## WAI-score: number between 7 en 49

WAI-score	Qualification workability	Result Interventions
7 - 27	Poor	Restore
28 - 36	Moderate	Improve
37 - 43	Good	Support
44 - 49	Excellent	Maintain

# WAI Results sectors (n=3704)



# WAI results vs age



# Intervention Matrix



## PROBLEMS / POSSIBILITIES

## MEANS / SOLUTIONS

## RESULTS / AIMS

### INDIVIDUAL

- functional capacity
- health
- competence
- work motivation
- work ability
- work exhaustion
- unemployment

- **age management**
- promotion of physical, mental and social resources
- improving health
- developing competence
- coping with changes
- participating

- better functional capacities
- better health
- better competence
- better work ability
- less exhaustion
- lower unemployment risk
- better quality of life



### ENTERPRISE

- productivity
- competitiveness
- sickness absence
- tolerance for change
- work organization
- work environment
- recruitment

- **age-management**
- individual solutions
- co-operation between age groups
- age- ergonomics
- work-rest schedules
- flexible working times
- part-time work
- tailored competence -training

- better total productivity
- better competitiveness
- less sick leaves
- better management
- competent manpower
- better image
- lower work disability cost



### SOCIETY

- attitudes toward work and retirement
- age- discrimination
- early retirement
- work disability costs

- **age-management**
- changing attitudes
- preventing age-discrimination
- improving age-conscious work policy

- less age-discrimination
- later retirement
- lower unemployment cost
- lower health care costs
- better national economy

- **Predicts the workability**
- **Scientifically based**
- **Practical, simple, reproducible**
- **International: translated in 21 languages and used in 3 countries**

**And:**

- **Self evaluation and important start for carrierplanning**
- **SUPPORT PARADIME - SHIFT**
- **Return on investment (3 - 20 times!!!)**

# Dutch National WAI initiative !



- **2007 nationwide inventarisation on needs**  
**Support by Front-Runners**  
**(i.e. Siemens, IBM, Philips, KLM, Construction Sector)**
- **2008 licence agreement with Finland**  
**support Unions**  
**agreement on protocol and privacy**  
**Ministry Social Affairs Support for 3**  
**years ( € 800.000)**
- **2009 march 31 Start**
- **2009 start 10 Learning Communities, 150**  
**companies (i.e. Healthcare,**

## Independant platform

- Promotion WAI concept
- Support and coördination:  
    “**Learning Communities**”
- Evaluation users protocol
- National **WAI-Databank and Benchmark**
- **Goal: 80 % participation in 2015 !!!!**

- **[www. blikopwerk.nl/wai](http://www.blikopwerk.nl/wai) (DUTCH)**

- **Newsletter and Website (DUTCH)**

- **Questions: (+31)900 – 254 5679**

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- **Ambassador WAI**



Work Ability Index - Work Ability Index - Microsoft Internet Explorer provided by Raad voor Werk en Inkomen

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## HOE INZETBAAR BEN JIJ?

### WORK ABILITY INDEX

Een beleid gericht op gezond (blijven) werken is voordelig voor werknemer én werkgever. Zeker in tijden van vergrijzing, krapte op de arbeidsmarkt en langer doorwerken. De fysieke en mentale gezondheid van werknemers spelen een sleutelrol in hun inzetbaarheid. De Work Ability Index (WAI) helpt medewerkers – en eventueel hun leidinggevenden – zich bewust te worden van hun huidige en toekomstige werkvermogen. Stichting Blik op Werk stimuleert het gebruik van de WAI in Nederland. Ze krijgt hierbij ondersteuning van het ministerie van SZW.

<h4>IK BEN WERKNEMER</h4> <p>Als werknemer krijgt u met de Work Ability Index een goed inzicht in uw werkvermogen nu en in de toekomst.</p> <p><a href="#">Lees meer over WAI voor Werknemers</a></p>	<h4>IK BEN WERKGEVER</h4> <p>De Work Ability Index (WAI) biedt u als werkgever de mogelijkheid om het werkvermogen van uw medewerkers in kaart te brengen.</p> <p><a href="#">Lees meer over WAI voor Werkgevers</a></p>	<h4>IK BEN DIENSTVERLENER</h4> <p>Als dienstverleners kunt u de Work Ability Index gebruiken als nuttige aanvulling op gebruikelijke HR- en Arbo-instrumenten.</p> <p><a href="#">Lees meer over WAI voor Dienstverleners</a></p>
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