

AARP Career Change 2018

Conducted by NORC at the University of Chicago for AARP

Interviews: 11/19-11/28/2018

2,632 surveys of age 35+ adults who have worked 35+ hours per week and have changed full-time jobs at least once completed

Margin of error: 3.76 percentage points at the 95% confidence level

NOTE: All results show percentages among all respondents, unless otherwise labeled. Percentages may not always sum to 100%.

"" indicates less than 0.5%*

"-" indicates 0%

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EMPLOY1. What is your current employment status?

	Total
Working - as a paid employee	49
Working - self-employed	11
Not working - on temporary layoff from a job	*
Not working - looking for work	2
Not working - retired	26
Not working - disabled	8
Not working - other	3
DON'T KNOW/ SKIPPED ON WEB/ REFUSED	-

n=2632

Q1. Do you currently work for pay for at least 35 hours per week?

	Total
Yes	51
No	49
DON'T KNOW/ SKIPPED ON WEB/REFUSED	-

n=2632

If "Yes" in Q1.

Q1A. Do you work for someone else as an employee or are you self-employed?

[MULTIPLE RESPONSE]

	Total
I work for someone else as an employee	81
I am self-employed	12
Both	7
DON'T KNOW/ SKIPPED ON WEB/REFUSED	*

n=1449

If "I work for someone else as an employee" or "Both" in Q1A.

Q1B. How many different employers do you currently work for?

	Total
One employer	88
More than one employer	12
DON'T KNOW/ SKIPPED ON WEB/REFUSED	*

n=1300

If "No" in Q1.

Q2. Have you ever worked for pay at least 35 hours per week?

	Total
Yes	100
No	-
DON'T KNOW/ SKIPPED ON WEB/REFUSED	-

n=1183

If "Yes" in Q2.

Q2A. Thinking about the most recent time that you worked for pay at least 35 hours per week, were you working for someone else as an employee or were you self-employed?

[MULTIPLE RESPONSE]

	Total
I worked for someone else as an employee	84
I was self-employed	9
Both	7
DON'T KNOW/ SKIPPED ON WEB/REFUSED	-

n=1183

Q3. How many full-time jobs have you held during your working life, not including summer employment or other seasonal employment? This includes working for yourself, as well as for someone else as an employee.

	Total
2-3	23
4-5	29
6-7	19
8+	29
DON'T KNOW/ SKIPPED ON WEB/REFUSED	-

n=2632

Q4. Since the age of 25, how many times would you say you have changed full-time jobs?

	Total
1	13
2	20
3	20
4	14
5	11
6+	21
DON'T KNOW/ SKIPPED ON WEB/REFUSED	-

n=2632

Q5. Since the age of 25, how many times would you say you have changed careers?

	Total
0	22
1	27
2	24
3	15
4	6
5+	6
DON'T KNOW/ SKIPPED ON WEB/REFUSED	-

n=2632

If **Not** "0" or "DON'T KNOW" OR "SKIP ON WEB" OR "REFUSED" in Q5.

Q5A. Thinking about the [time/ first time] that you changed careers, how was your new career different from your previous career? [GRID ITEMS RANDOMIZED]

	Yes	No	DK/SKP/REF
New career meant a change in the type of work I performed	93	6	1
New career required me to learn new skills	89	9	2
New career required me to go back to school or have some other formal training	42	55	3
New career involved a significant pay increase	61	37	2
New career meant more responsibility	74	24	2
New career meant less responsibility	16	81	3
New career meant less pay	20	77	3
New career meant more pay	71	28	1
New career meant more flexibility	55	42	3
New career required me to work in a different sector or industry	85	14	1
New career gave me a higher employment status	66	31	3
New career gave me a lower employment status	18	79	3
Other - please specify:	6	59	35

n=2015

If **Not** "0" or "DON'T KNOW", "SKIPPED ON WEB", OR "REFUSED" in Q5 and at least two "Yes" in Q5A_1 – Q5A_13.

Q6. What is the main reason that you considered this to be a career change?

	Total
New career meant a change in the type of work I performed	15
New career required me to learn new skills	12
New career required me to go back to school or have some other formal training	6
New career involved a significant pay increase	11
New career meant more responsibility	2
New career meant less responsibility	*
New career meant less pay	*
New career meant more pay	13
New career meant more flexibility	7
New career required me to work in a different sector or industry	22
New career gave me a higher employment status	7
New career gave me a lower employment status	1
[INSERT TEXTBOX RESPONSE FROM Q5A_13]	3
DON'T KNOW/ SKIPPED ON WEB/REFUSED	*

n=2007

If **NOT** "0" or "DON'T KNOW", "SKIPPED ON WEB", or "REFUSED" in Q5.

Q7. What would you say is the main reason you made this career change? Please provide a detailed response.

[OPEN-END]

If **Not** "0" or "DON'T KNOW", "SKIPPED ON WEB", or "REFUSED" in Q5

Q8. At what age did you make this [career change/first career change]? Your best guess is fine.

	Total
18-25	26
26-33	43
34-41	18
42-49	9
50-57	4
58-65	1
66-73	*
74+	-
DON'T KNOW/ SKIPPED ON WEB/REFUSED	*

n=2015

If "Greater than or equal to 2" and **Not** "DON'T KNOW" or "SKIPPED ON Web" or "REFUSED" in Q5.
Q9_1. Thinking about the second time that you changed careers, how was your new career different from your previous career? [GRID ITEMS RANDOMIZED]

	Yes	No	DK/SKP/REF
New career meant a change in the type of work I performed	89	10	1
New career required me to learn new skills	82	16	2
New career required me to go back to school or have some other formal training	34	63	3
New career involved a significant pay increase	56	42	2
New career meant more responsibility	68	30	3
New career meant less responsibility	20	76	4
New career meant less pay	23	74	4
New career meant more pay	68	30	2
New career meant more flexibility	55	43	2
New career required me to work in a different sector or industry	79	19	2
New career gave me a higher employment status	59	39	3
New career gave me a lower employment status	19	77	4
Other, please specify:	7	56	38

n=1308

If "Greater than or equal to 2" and **Not** "DON'T KNOW" or "SKIPPED ON Web" or "REFUSED" in Q5.
Q9_2. Thinking about the third time that you changed careers, how was your new career different from your previous career? [GRID ITEMS RANDOMIZED]

	Yes	No	DK/SKP/REF
New career meant a change in the type of work I performed	84	14	3
New career required me to learn new skills	75	23	2
New career required me to go back to school or have some other formal training	33	64	3
New career involved a significant pay increase	55	42	3
New career meant more responsibility	65	32	3
New career meant less responsibility	23	74	3
New career meant less pay	23	74	4
New career meant more pay	63	34	3
New career meant more flexibility	59	39	2
New career required me to work in a different sector or industry	77	22	1
New career gave me a higher employment status	57	39	4
New career gave me a lower employment status	21	76	4
Other, please specify:	5	57	38

n=667

If “Greater than or equal to 2” and **Not** “DON’T KNOW” or “SKIPPED ON Web” or “REFUSED” in Q5.
Q9_3. Thinking about the fourth time that you changed careers, how was your new career different from your previous career? [GRID ITEMS RANDOMIZED]

	Yes	No	DK/SKP/REF
New career meant a change in the type of work I performed	73	24	3
New career required me to learn new skills	71	27	3
New career required me to go back to school or have some other formal training	37	60	4
New career involved a significant pay increase	51	46	3
New career meant more responsibility	59	38	2
New career meant less responsibility	21	73	6
New career meant less pay	18	77	5
New career meant more pay	63	33	4
New career meant more flexibility	53	45	3
New career required me to work in a different sector or industry	71	29	1
New career gave me a higher employment status	55	41	5
New career gave me a lower employment status	19	76	5
Other, please specify:	5	62	33

n=261

If “Greater than or equal to 2” and **Not** “DON’T KNOW” or “SKIPPED ON Web” or “REFUSED” in Q5.
Q9_4. Thinking about the fifth time that you changed careers, how was your new career different from your previous career? [GRID ITEMS RANDOMIZED]

	Yes	No	DK/SKP/REF
New career meant a change in the type of work I performed	77	18	5
New career required me to learn new skills	67	30	3
New career required me to go back to school or have some other formal training	34	62	4
New career involved a significant pay increase	55	39	6
New career meant more responsibility	63	35	2
New career meant less responsibility	27	67	6
New career meant less pay	22	73	5
New career meant more pay	64	32	4
New career meant more flexibility	56	42	2
New career required me to work in a different sector or industry	63	32	5
New career gave me a higher employment status	53	45	3
New career gave me a lower employment status	26	68	6
Other, please specify:	7	61	32

n=131

If “Greater than or equal to 2” in Q5 and at least two “Yes” in Q9A – Q9M.

Q10_1. What is the main reason that you considered this to be a career change? [FOR THOSE WITH 2ND CAREER CHANGE]

	Total
New career meant a change in the type of work I performed	15
New career required me to learn new skills	20
New career required me to go back to school or have some other formal training	2
New career involved a significant pay increase	7
New career meant more responsibility	3
New career meant less responsibility	2
New career meant less pay	2
New career meant more pay	23
New career meant more flexibility	10
New career required me to work in a different sector or industry	9
New career gave me a higher employment status	3
New career gave me a lower employment status	1
INSERT TEXTBOX RESPONSE FROM Q9M	2
DON'T KNOW/ SKIPPED ON WEB/REFUSED	1

n=1310

If “Greater than or equal to 2” in Q5 and at least two “Yes” in Q9A – Q9M.

Q10_2. What is the main reason that you considered this to be a career change? [FOR THOSE WITH 3RD CAREER CHANGE]

	Total
New career meant a change in the type of work I performed	18
New career required me to learn new skills	19
New career required me to go back to school or have some other formal training	2
New career involved a significant pay increase	7
New career meant more responsibility	4
New career meant less responsibility	3
New career meant less pay	1
New career meant more pay	20
New career meant more flexibility	10
New career required me to work in a different sector or industry	8
New career gave me a higher employment status	2
New career gave me a lower employment status	2
INSERT TEXTBOX RESPONSE FROM Q9M	4
DON'T KNOW/ SKIPPED ON WEB/REFUSED	2

n=670

If “Greater than or equal to 2” in Q5 and at least two “Yes” in Q9A – Q9M.

Q10_3. What is the main reason that you considered this to be a career change? [FOR THOSE WITH 4TH CAREER CHANGE]

	Total
New career meant a change in the type of work I performed	16
New career required me to learn new skills	17
New career required me to go back to school or have some other formal training	*
New career involved a significant pay increase	2
New career meant more responsibility	6
New career meant less responsibility	2
New career meant less pay	1
New career meant more pay	25
New career meant more flexibility	7
New career required me to work in a different sector or industry	11
New career gave me a higher employment status	5
New career gave me a lower employment status	2
INSERT TEXTBOX RESPONSE FROM Q9M	5
DON'T KNOW/ SKIPPED ON WEB/REFUSED	1

n=261

If “Greater than or equal to 2” in Q5 and at least two “Yes” in Q9A – Q9M.

Q10_4. What is the main reason that you considered this to be a career change? [FOR THOSE WITH 5TH CAREER CHANGE]

	Total
New career meant a change in the type of work I performed	18
New career required me to learn new skills	10
New career required me to go back to school or have some other formal training	3
New career involved a significant pay increase	3
New career meant more responsibility	1
New career meant less responsibility	7
New career meant less pay	1
New career meant more pay	30
New career meant more flexibility	13
New career required me to work in a different sector or industry	6
New career gave me a higher employment status	3
New career gave me a lower employment status	1
INSERT TEXTBOX RESPONSE FROM Q9M	5
DON'T KNOW/ SKIPPED ON WEB/REFUSED	1

n=131

If "Greater than or equal to 2" in Q5 AND **Not** "DON'T KNOW" or "SKIPPED ON WEB" or "REFUSED" in Q5.

Q11_1. What would you say is the main reason you made this career change? Please provide a detailed response.

[OPEN-END]

If "Greater than or equal to 2" in Q5 AND **Not** "DON'T KNOW" or "SKIPPED ON WEB" or "REFUSED" in Q5.

Q11_2. What would you say is the main reason you made this career change? Please provide a detailed response.

[OPEN-END]

If "Greater than or equal to 2" in Q5 AND **Not** "DON'T KNOW" or "SKIPPED ON WEB" or "REFUSED" in Q5.

Q11_3. What would you say is the main reason you made this career change? Please provide a detailed response.

[OPEN-END]

If "Greater than or equal to 2" in Q5 AND **Not** "DON'T KNOW" or "SKIPPED ON WEB" or "REFUSED" in Q5.

Q11_4. What would you say is the main reason you made this career change? Please provide a detailed response.

[OPEN-END]

If "Greater than or equal to 2" in Q5 AND **Not** "DON'T KNOW" or "SKIPPED ON WEB" or "REFUSED" in Q5.

Q12_1. At what age did you make this career change? Your best guess is fine. [FOR THOSE WITH 2ND CAREER CHANGE]

	Total
18-25	14
26-33	32
34-41	31
42-49	12
50-57	8
58-65	2
66-73	1
74+	-
DON'T KNOW/ SKIPPED ON WEB/REFUSED	*

n=1325

If "Greater than or equal to 2" in Q5 AND **Not** "DON'T KNOW" or "SKIPPED ON WEB" or "REFUSED" in Q5.

Q12_2. At what age did you make this career change? Your best guess is fine. [FOR THOSE WITH 3RD CAREER CHANGE]

	Total
18-25	9
26-33	27
34-41	28
42-49	20
50-57	10
58-65	4
66-73	1
74+	*
DON'T KNOW/ SKIPPED ON WEB/REFUSED	1

n=698

If "Greater than or equal to 2" in Q5 AND **Not** "DON'T KNOW" or "SKIPPED ON WEB" or "REFUSED" in Q5.

Q12_3. At what age did you make this career change? Your best guess is fine. [FOR THOSE WITH 4TH CAREER CHANGE]

	Total
18-25	6
26-33	29
34-41	27
42-49	15
50-57	11
58-65	7
66-73	1
74+	1
DON'T KNOW/ SKIPPED ON WEB/REFUSED	3

n=287

If "Greater than or equal to 2" in Q5 AND **Not** "DON'T KNOW" or "SKIPPED ON WEB" or "REFUSED" in Q5.

Q12_4. At what age did you make this career change? Your best guess is fine.

	Total
18-25	11
26-33	17
34-41	32
42-49	16
50-57	11
58-65	6
66-73	2
74+	-
DON'T KNOW/ SKIPPED ON WEB/REFUSED	5

n=149

If "Not working – disabled" or "Not working -- other" in EMPLOY1.

Q12A. How likely do you think it is that you will work for pay again at some point in the future?

	Total
Very likely	15
Somewhat likely	24
Not too likely	18
Not at all likely	42
DON'T KNOW/ SKIPPED ON WEB/REFUSED	*

n=312

If ["Greater than or equal to 1" in Q5 and "Working - as a paid employee" or "Working - self-employed" or "Not working - on temporary layoff from a job" OR "Not working - looking for work" in EMPLOY1] or ["Very likely" or "Somewhat likely" in Q12A.]

Q13. How likely do you think it is that you will work for pay again at some point in the future?

	Total
Yes	18
No	56
Don't know	25
SKIPPED ON WEB/REFUSED	*

n=1476

If “Greater than or equal to 1” in Q5 and “Yes” to Q13.

Q14. Why do you anticipate making another career change? [GRID ITEMS RANDOMIZED]

Total

	Yes	No	DK/SKP/REF
Want to change the type of work I perform	83	15	2
Want to learn new skills	75	23	2
Want to train or prepare for a new career	63	35	2
Want a significant pay increase	77	22	1
Want more responsibility	42	57	2
Want less responsibility	35	63	2
Want less pay	5	93	2
Want more pay	84	15	1
Want more flexibility	71	28	1
Want to work in a different sector or industry	74	24	2
Want higher employment status	63	36	1
Other, please specify:	13	67	20

n=288

If “Greater than or equal to 1” in Q5 and “Yes” in Q13..

Q15. What would you consider to be the main reason that you anticipate making a future career change? Please provide a detailed response.

[OPEN-END]

If “Greater than or equal to 1” in Q5 and **not** “Yes” in Q13.

Q16. Why do you not anticipate making another career change? [GRID ITEMS RANDOMIZED]

Total

	Yes	No	DK/SKP/REF
Like my current career	85	11	4
Do not want to retrain or learn new skills	34	60	6
Close to retirement	50	47	4
My benefits won’t transfer to a new job	24	68	7
Because of my age	60	38	3
No one would hire me	17	76	8
Other, please specify:	12	59	29

n=1147

If “Not working – disabled” or “Not working -- other” in EMPLOY1.

Q16A. How likely do you think it is that you will work for pay again at some point in the future?

	Total
Very likely	15
Somewhat likely	24
Not too likely	20
Not at all likely	39
DON'T KNOW/ SKIPPED ON WEB/REFUSED	2

n=312

If [“Greater than or equal to 1” in Q5 and “Working - as a paid employee” or “Working - self-employed” or “Not working - on temporary layoff from a job” or “Not working - looking for work” in EMPLOY1] or [“Very likely” or “Somewhat likely” in Q16A.]

Q17. Do you anticipate ever making a career change before you fully retire or stop working completely?

	Total
Yes	20
No	59
Don't know	21
SKIPPED ON WEB/REFUSED	*

n=527

If “Yes” in Q17.

Q18. Why do you anticipate making a career change? [GRID ITEMS RANDOMIZED]

Total

	Yes	No	DK/SKP/REF
Want to change the type of work I perform	82	17	1
Want to learn new skills	76	21	2
Want to train or prepare for a new career	63	34	3
Want a significant pay increase	69	30	2
Want more responsibility	42	57	1
Want less responsibility	28	69	3
Want less pay	1	96	3
Want more pay	72	27	2
Want more flexibility	72	23	5
Want to work in a different sector or industry	68	26	7
Want higher employment status	56	38	6
Other, please specify:	16	69	15

n=118

If "Yes" in Q17.

Q19. What would you consider to be the main reason that you anticipate making a future career change? Please provide a detailed response.

[OPEN-END]

DEMOGRAPHICS.

SURV_LANG. Survey interview language

	Total
English	100
Spanish	-

n=2632

SURV_MODE. Survey interview mode

	Total
Online	94
Phone	6

n=2632

DEVICE. Device

	Total
Desktop	47
Phone interview (not online)	6
Smartphone	40
Tablet	6

n=2632

GENDER. Gender

	Total
Male	49
Female	51

n=2632

AGE4. Age – 4 categories

	Total
18-29	-
30-44	21
45-59	38
60+	42

n=2632

AGE7. Age – 7 categories

	Total
18-24	-
25-34	-
35-44	21
45-54	23
55-64	26
65-74	23
75+	7

n=2632

RACETHNICITY. Combined race/ethnicity

	Total
White, non-Hispanic	68
Black, non-Hispanic	10
Other, non-Hispanic	2
Hispanic	14
2+, non-Hispanic	2
Asian, non-Hispanic	3

n=2632

EDUC. Education (highest degree received)

	Total
No formal education	-
1 st , 2 nd , 3 rd , or 4 th grade	*
5 th or 6 th grade	*
7 th or 8 th grade	*
9 th grade	1
10 th grade	2
11 th grade	2
12 th grade, no diploma	5
High school graduate – high school diploma or equivalent (GED)	27
Some college, no degree	18
Associate degree	9
Bachelor's degree	20
Master's degree	12
Professional or doctorate degree	4

n=2632

EDUC4. 4-level education

	Total
No high school diploma	10
High school graduate or equivalent	27
Some college	27
Bachelor's degree or above	36

n=2632

MARITAL. Marital status

	Total
Married	55
Widowed	7
Divorced	18
Separated	2
Never married	12
Living with partner	6

n=2632

EMPLOY. Current employment status

	Total
Working (NET)	56
Working – as a paid employee	45
Working – self-employed	11
Not working (NET)	44
Not working – on temporary layoff from a job	*
Not working – looking for work	4
Not working – retired	26
Not working – disabled	8
Not working – other	5

n=2632

INCOME. Household income

	Total
Less than \$50,000 (NET)	41
Less than \$5,000	1
\$5,000 to \$9,999	2
\$10,000 to \$14,999	4
\$15,000 to \$19,999	4
\$20,000 to \$24,999	6
\$25,000 to \$29,999	6
\$30,000 to \$34,999	5
\$35,000 to \$39,999	4
\$40,000 to \$49,999	9
\$50,000 or more (NET)	59
\$50,000 to \$59,999	8
\$60,000 to \$74,999	10
\$75,000 to \$84,999	5
\$85,000 to \$99,999	10
\$100,000 to \$124,999	9
\$125,000 to \$149,999	6
\$150,000 to \$174,999	4
\$175,000 to \$199,999	2
\$200,000 or more	5

n=2632

REGION4. Region – 4 level

	Total
Northeast	18
Midwest	20
South	37
West	25

*n=2632***REGION9. Region – 9 level**

	Total
New England	5
Mid-Atlantic	12
East North Central	14
West North Central	7
South Atlantic	21
East South Central	5
West South Central	11
Mountain	8
Pacific	17

*n=2632***STATE. State of residence**

	Total
AK Alaska	*
AL Alabama	1
AR Arkansas	1
AZ Arizona	2
CA California	11
CO Colorado	3
CT Connecticut	1
DC District of Columbia	*
DE Delaware	1
FL Florida	8
GA Georgia	3
HI Hawaii	1
IA Iowa	1
ID Idaho	1
IL Illinois	3
IN Indiana	2

KS Kansas	1
KY Kentucky	1
LA Louisiana	2
MA Massachusetts	2
MD Maryland	2
ME Maine	1
MI Michigan	2
MN Minnesota	2
MO Missouri	2
MS Mississippi	1
MT Montana	*
NC North Carolina	3
ND North Dakota	*
NE Nebraska	1
NH New Hampshire	1
NJ New Jersey	3
NM New Mexico	1
NV Nevada	1
NY New York	5
OH Ohio	3
OK Oklahoma	1
OR Oregon	2
PA Pennsylvania	5
RI Rhode Island	1
SC South Carolina	1
SD South Dakota	1
TN Tennessee	3
TX Texas	7
UT Utah	1
VA Virginia	2
VT Vermont	*
WA Washington	3
WI Wisconsin	3
WV West Virginia	1
WY Wyoming	*

n=2632

METRO. Metropolitan area flag

	Total
Non-metro area	12
Metro area	88

n=2632

INTERNET. Household internet access

	Total
Non-internet household	11
Internet household	89

n=2632

HOUSING. Home ownership

	Total
Owned or being bought by you or someone in your household	76
Rented for cash	22
Occupied without payment of cash rent	2

n=2632

HOME_TYPE. Type of building of panelists' residence

	Total
A one-family house detached from any other house	70
A one-family house attached to one or more houses	10
A building with 2 or more apartments	16
A mobile home or trailer	4
Boat, RV, van, etc.	*

n=2632

PHONESERVICE. Telephone service for the household

	Total
Landline telephone only	6
Have a landline, but mostly use cellphone	32
Have a cellphone, but mostly use landline	16
Cellphone only	46
No telephone service	1

n=2632

HHSIZE. Household size (including children)

	Total
1	19
2	37
3	15
4	12
5	6
6+	11

n=2632

HH01. Number of HH members age 0-1

	Total
0	99
1	1
2	*
3	*

n=2632

HH25. Number of HH members age 2-5

	Total
0	92
1	5
2	3
3	*
4	*

n=2632

HH612. Number of HH members age 6-12

	Total
0	84
1	8
2	6
3	1
4	1
5	*
6	*
7	-
8	*

n=2632

HH1317. Number of HH members age 13-17

	Total
0	85
1	9
2	5
3	1
4	*
5	*
6	*

n=2632

HH18OV. Number of HH members age 18+

	Total
1	23
2	49
3	16
4	7
5	3
6	1
7	1
8	*
9	*
10	*
11	*
12	*

n=2632

AARP is the nation's largest nonprofit, nonpartisan organization dedicated to empowering Americans 50 and older to choose how they live as they age. With nearly 38 million members and offices in every state, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands, AARP works to strengthen communities and advocate for what matters most to families with a focus on health security, financial stability and personal fulfillment. AARP also works for individuals in the marketplace by sparking new solutions and allowing carefully chosen, high-quality products and services to carry the AARP name. As a trusted source for news and information, AARP produces the nation's largest circulation publications, AARP The Magazine and AARP Bulletin. To learn more, visit www.aarp.org or follow @AARP and @AARPadvocates on social media.



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