Recareering Redefined: Unexpected Game Changers

Not everyone follows a linear career path. Some plan out new career opportunities.

- Retraining: Learning new skills, going back to school
- Maximizing status: Seeking increase in pay, flexibility

But unforeseen circumstances may also change one’s career path.

- Money 23%
  Need higher pay, support self/family
- Dissatisfaction 20%
  Unengaged, unfulfilled, not the right fit
- Layoffs 17%
  Bankruptcy, downsizing
- Health 9%
  Injuries, chronic illness, caregiving
- Relationships 5%
  Cohabiting, marriage, divorce
- Conflicts 4%
  Personalities, team dynamics, management
- Other 10%
  Recession, going back to school, more flexibility

Majority of workers change careers at least one time.

- No career changes: 22%
- 1 or more career changes: 78%

Career changes differ by age group.

- Respondents ages 35-54 are more intentional about changing careers.
- Respondents ages 55-74 seek stability in their career but seek change later in life to follow their passion.

How people define Job vs. Career

- JOB: Jobs are perceived to be traditional work days, task driven, and simply a means to a weekly paycheck.
- CAREER: Careers are viewed as lifelong occupations that allow an individual to grow professionally and advance within the hierarchy of a company and/or industry.

Job Changes happen many times and across many industries. Career Changes occur less frequently and each time with the intention to remain and advance.

Source: AARP Research: Recareering Redefined: Unexpected Game Changers, March 2020 (www.aarp.org/careerchange)
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References