

Recareering Redefined: Unexpected Game Changers



Not everyone follows a linear career path.

Some plan out new career opportunities



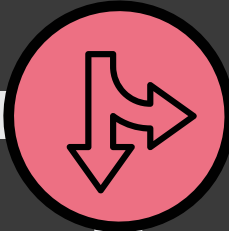
Retraining

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



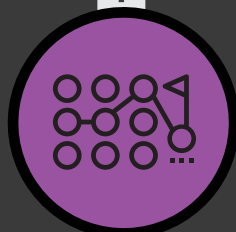
Career changes differ by age group.



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.

References

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