Transforming Life After 50 Institute

Work, Civic Engagement & Lifelong Learning

Pasadena, CA
November 28, 2007
Civic Ventures

A think-tank & program incubator working to help society achieve the greatest return on experience
We Invent A New Life Stage Once/Century

19th c.  ~  Childhood

20th c.  ~  Adolescence
A New Life Stage is Emerging

?  Old Age
Existing Language Is Inadequate

LIFELONG LEARNING

age "Old"

“Work”

“Retirement Jobs”

“Volunteering”

“Older Workers”

“Retirement”

“Civic Engagement”
A Pessimistic View

The work of America's future...

FEED ME! CHANGE MY DIAPERS! NOW!

Social Security

MEDICAL CARE
Finding Work That Matters in the Second Half of Life
Encore Careers

...work with a social purpose

...after one’s earlier work life

...compensated in traditional or non-traditional ways

...long enough to produce a significant body of work
Replacing The Freedom *From* Work
With the Freedom *To* Work
**Fundamental Trends**

Leading-edge boomers are likely to work longer.

“Giving back” is a strong motivator for many.

Employers are not ready for the coming workforce changes.

There are few pathways to paid and unpaid encore careers.
Baby Boomer Volunteer Plans

71% plan to volunteer

However

7 out of 10 report dissatisfaction with volunteer experience
70% plan to work

**Why?**
Connection w. people 59%
Sense of purpose 57%
Additional income 52%
### THE NEXT CHAPTER: REAPING THE EXPERIENCE DIVIDEND

#### THE SPECTRUM OF SERVICE AND WORK OPTIONS

<table>
<thead>
<tr>
<th>Options</th>
<th>Episodic, informal volunteering</th>
<th>Episodic formal volunteering</th>
<th>Ongoing formal volunteering</th>
<th>Sustained intensive service</th>
<th>Part-time public service employment</th>
<th>Full-time public service employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commitment &amp; Compensation</td>
<td>Occasional Low level commitment</td>
<td>Intermittent One-time commitment Organized volunteer structure</td>
<td>Regular 2-5 hrs/week over 6-12 months/yr Possible expense reimbursement</td>
<td>Ongoing 10-15 hrs/week 9-12 months/yr Stipend Transportation or meal expenses Insurance</td>
<td>Part-time 16-32 hrs/week Wages or salary Possible employee benefits</td>
<td>Full-time 40 hrs/week Salary or wages Health benefits Possible employee benefits</td>
</tr>
<tr>
<td>Examples</td>
<td>Helping neighbors Friendly visiting</td>
<td>Special events Short-term projects</td>
<td>Mentor Tutor Coach Hospital aid Museum docent</td>
<td>Stipended service programs in: Education Caregiving Youth services</td>
<td>Nonprofit or public agency worker Childcare worker</td>
<td>Teacher Nurse Nonprofit manager Social entrepreneur</td>
</tr>
</tbody>
</table>
What Boomers Say They Want

Tackle new challenges
Work on my own terms
Find meaningful roles
Implications for Lifelong Learning

Generational differences in the 50+ cohort will require a variety of new approaches.

Demand will increase for training and education leading to new roles and new careers.

Online learning will increase, calling for more support for technology training.

Traditional “senior” programs will need to expand beyond enrichment and hobby classes.
Implications: Connectors & Employers

Create better pathways to encore careers

Design new recruitment and retention strategies

Restructure the workforce system
Create New Pathways

• Explore ~ Plan ~ Test it out
• Learn ~ Train ~ Re-tool
• Connect to Meaningful Work

Next Chapter
Encore Colleges
ReServe
Transition to Teaching
Mature Worker Connection
Next Chapter Initiative

Links to:

• Life Planning
• Learning Pathways
• Encore Careers
• Meaningful Service
• Places and Spaces

Tempe Connections Cafe

Boomerang
Chandler, AZ
Community College Encore Career Project

Pathways for re-tooling

- Innovative educational approaches

- Focused on careers in
  - healthcare,
  - education
  - & social services

Resources: www.civicventures.org/communitycolleges
New Recruitment & Retention Strategies

• Options & choices
• Tap Experience
• Creative compensation

UC Berkeley Retirement Center

Allied Coordinated Transportation Services
Restructure the Workforce System

- Flexibility
- Training
- Leadership opportunity
- New roles
- Creative compensation

Experience Corps

YMCA of Rochester
Taking Matters Into Their Own Hands

Robert Chambers ~ Conchie Bretos

...and many more

Purpose Prize Fellows

www.leadwithexperience.org
Opportunities for Libraries

Rethink labels, categories

Redefine lifelong learning programs and services

Become an Encore pathway organization

Become an Encore employer

Tempe Connections Cafe
Websites

www.encore.org

www.civicventures.org

www.experiencecorps.org
The magnitude of what is occurring is so great that only big thinking and bold action will do the trick.
Are You Ready to Help?

“The best way to predict the future is to create it.”

Peter Drucker
Judy Goggin
Vice President, Civic Ventures
jgoggin@civicventures.org
(617) 522-1587
7 Harris Avenue
Boston, MA 02130