



# 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

19<sup>th</sup> c. ~ Childhood



20<sup>th</sup> 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”



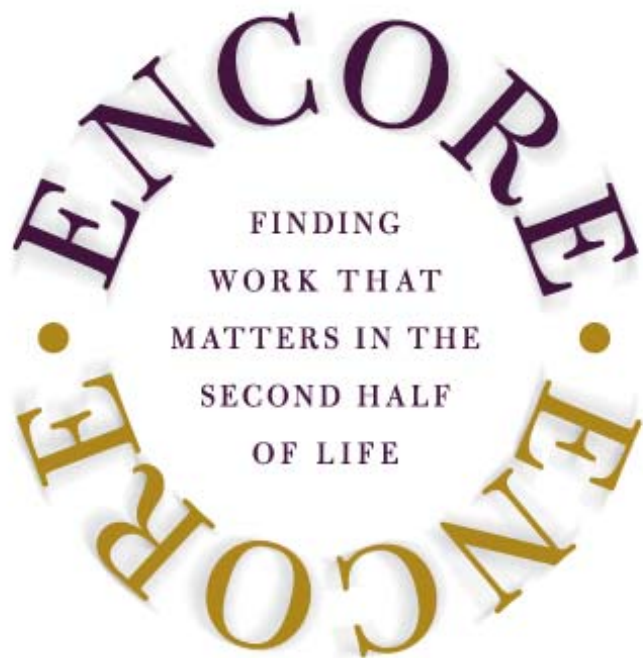


# A Pessimistic View





# An Alternative View

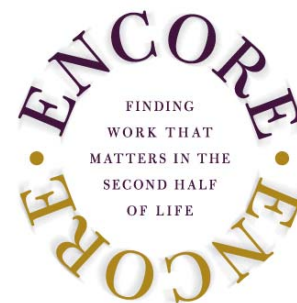


**Finding Work That Matters in the Second Half of Life**



## 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





# Baby Boomer Work Plans

70% plan to work

## Why?

Connection w. people

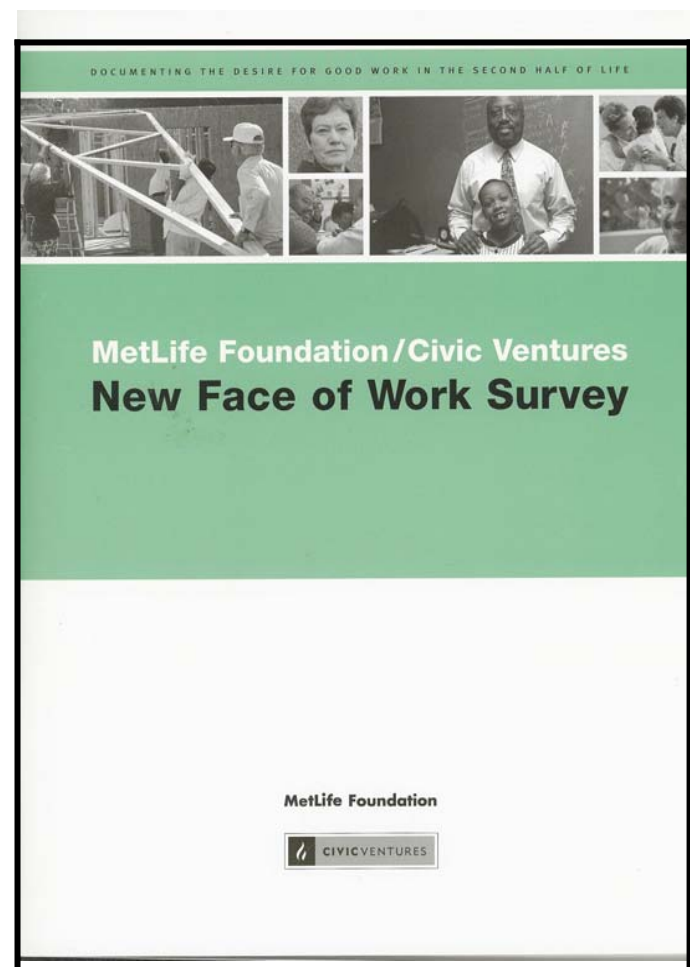
59%

Sense of purpose

57%

Additional income

52%





# THE NEXT CHAPTER: REAPING THE EXPERIENCE DIVIDEND

## THE SPECTRUM OF SERVICE AND WORK OPTIONS

OCCASIONAL, UNPAID  
COMMUNITY VOLUNTEERING

ONGOING, PAID  
COMMUNITY SERVICE WORK



Options	Episodic, informal volunteering	Episodic formal volunteering	Ongoing formal volunteering	Sustained intensive service	Part-time public service employment	Fulltime public service employment
<b>Commitment &amp; Compensation</b>	Occasional Low level commitment No organized volunteer structure	Intermittent One-time commitment Organized volunteer structure	Regular 2-5 hrs/week over 6-12 months/year Possible expense reimbursement	Ongoing 10-15 hrs/week 9-12 months/yr Stipend Transportation or meal expenses Insurance	Part-time 16-32 hrs/week Wages or salary Possible employee benefits	Full-time 40 hrs/week Salary or wages Health benefits Other employee benefits
<b>Examples</b>	Helping neighbors Friendly visiting	Special events Short-term projects	Mentor Tutor Coach Hospital aid Museum docent	Stipended service programs in: •Education •Caregiving •Youth services	Nonprofit or public agency worker Childcare worker	Teacher Nurse Nonprofit manager Social entrepreneur



# 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



*Tempe Connections Cafe*

## Links to:

- **Life Planning**
- **Learning Pathways**
- **Encore Careers**
- **Meaningful Service**
- **Places and Spaces**



**BOOMERANG**  
Chandler, AZ



LEADING WITH EXPERIENCE



# 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](http://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



LEADING WITH EXPERIENCE



# Taking Matters Into Their Own Hands



Robert Chambers ~Conchie Bretos

...and many more

*Purpose Prize Fellows*  
[www.leadwithexperience.org](http://www.leadwithexperience.org)



LEADING WITH EXPERIENCE



# Opportunities for Libraries

Rethink labels, categories

Redefine lifelong learning programs and services

Become an Encore pathway organization

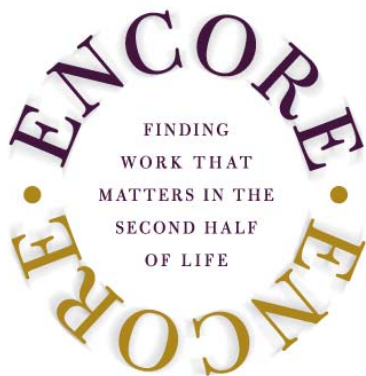
Become an Encore employer



Tempe Connections  
Cafe



# Websites



[www.encore.org](http://www.encore.org)



**CIVIC VENTURES**

[www.civicventures.org](http://www.civicventures.org)



[www.experiencecorps.org](http://www.experiencecorps.org)



LEADING WITH EXPERIENCE



# Capture the Experience Dividend

*The magnitude of what is occurring is so great that only big thinking and bold action will do the trick.*

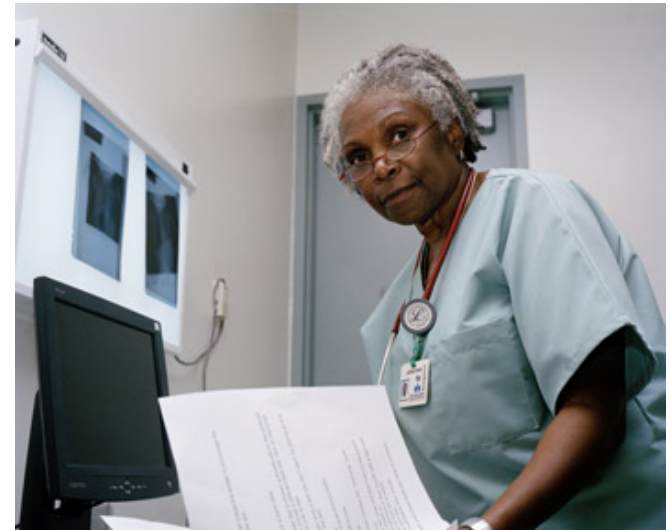




# Are You Ready to Help?

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

*Peter Drucker*







## Contact Information

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