

Redirection Companion Guide

Redirection: Movers, Shakers and Shifters Documentary Film

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and Carpe Vitam



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TABLE OF CONTENTS

ABOUT THE AUTHOR	2
Redirection: Work and Later Life Career Development Project.....	2
PURPOSE AND OBJECTIVE	3
USING THE DOCUMENTARY WITH CLIENTS	4
REDIRECTION: THEORY AND PRACTICE	6
AN EXPANSION OF DONALD SUPER’S THEORY	6
<i>Figure 1: Traditional Career Pathway</i>	7
<i>Figure 2: Redirection as an Alternative to Retirement</i>	7
HOW TO STIMULATE DISCUSSION WITH CLIENTS	8
FACILITATION INSTRUCTIONS	8
<i>Broad theme/ Introductory questions:</i>	8
<i>Delving into the film:</i>	9
<i>Questions for personal reflection:</i>	10
<i>Meaning and importance of work:</i>	10
<i>Key takeaway:</i>	11
<i>Broad social themes:</i>	11
THE PARTICIPANTS.....	13
ADDITIONAL BIOGRAPHICAL INFORMATION	13
BUILDING ON KEY THEMES IN THE FILM	19
OCCUPATIONS AND ORGANIZATIONS.....	21
QUOTES AND CITED WORK IN THE FILM	22
REFERENCES	25
ACKNOWLEDGEMENTS	26
CONTACT INFORMATION	27

ABOUT THE AUTHOR

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Documentary film link: <https://www.youtube.com/watch?v=n2Tqt4-LhmA>

Redirection: Work and Later Life Career Development Project

The Redirection: Work and Later Life Career Development Project, a national CERIC-funded research initiative, examines career development, work and aging. The Redirection Project consisted of three components (with three respective outcomes). These were: 1) to conduct survey research about later life work and career development in Canada (to contribute to knowledge development), 2) to share knowledge and broadly increase awareness by enlightening Canadians about later life career and related issues (in order to shift the narrative surrounding later life) and 3) to build stronger connections between research, theory and practice (to enhance capacity within the field). More information about this project is available on the CERIC project page.

<http://ceric.ca/project/redirection-work-and-later-life-career-development/>

PURPOSE AND OBJECTIVE

This Companion Guide is for use with the documentary film **Redirection: Movers, Shakers and Shifters**. Both the film and the guide are to be used by career development professionals in their work with clients age 50 and older. This guide may also be helpful for educators using this documentary in the classroom.

The film **Redirection: Movers, Shakers and Shifters** was produced to draw attention to the emerging trend of later life career change in Canada, as more older adults embark on new directions and occupational pursuits. To accomplish this goal, narrative is used to describe some of the issues surrounding job change in later life. In other words, the film shares people's stories of later life work and career shifts into second or third careers.

The film highlights experiences through the voices of individuals who have successfully redirected and changed careers after age 50. The stories of these individuals are compelling and engaging; they themselves describe the issues and challenges faced during their transition into new work. The participants explain the obstacles as well as the decisions that they made and let the audience into their personal lives. The participants all redirect into new occupations. The stories help the viewer to understand that later life career shifts are common.

Furthermore, the film provides hope and inspiration to others regarding the transition into new occupations. The film provides ideas, insights and guidance to others in similar circumstances. People who have successfully found new work options are role models to those who are looking for work. It is important for those who are searching for employment to see someone they can identify with who has overcome challenges. In society, stories are missing that reflect ordinary people who have interesting experiences, face obstacles and do amazing everyday things, like search for a job despite barriers and setbacks. These stories often go untold. That is the great gift of this documentary; it helps the audience hear these previously unheard stories.

Overall, the film makes the viewer think about later life work differently. It also shines the spotlight on older workers and their real life experiences, demonstrating that some people can be forced into job change during later life; some people may want to work for personal fulfillment, whereas others may need to generate an income.

USING THE DOCUMENTARY WITH CLIENTS

The documentary film **Redirection: Movers, Shakers and Shifters** is about occupational shift, career extension and later life career development at age 50 and older. The film portrays the experiences of five individuals who have redirected into new work and employment.

The focus of the film is transition and change during later life as individuals shift into second careers. The motivations for career shift vary among the people in the film.

The term redirection refers to a new stage of career that is emerging. Redirection is an alternative to retirement as working life is extended. This shift is occurring in our society due to social, demographic, economic and policy changes in Canada.

One benefit of the film is that individuals age 50 and older who are seeking a career shift can learn from and be inspired by others who have already changed jobs and embarked upon this occupational pathway. In fact, this documentary film can be used in several ways with older adult clients. The film is designed to stimulate dialogue and discussion about the themes and issues surrounding work, aging and later life career development. New insights can be shared. It is recommended that the film be used in one of the following ways:

1. With a group of older clients who are seeking work and are learning job search skills, the film can be screened to the group of clients. Afterward, a facilitated conversation about the film can be conducted using small and large group discussion techniques.
2. When working one-on-one with an older client in the process of job change who needs to take a broader perspective and see other people's redirection before moving forward in her or his own job search. The film can be used as the basis of one-on-one discussion with a client. Or it is possible to have clients view the film on their own first, and then invite them to a joint facilitated discussion session.
3. The film can be beneficial as part of a larger organizational/community event focused on later life work and career development. The film can complement stories about later life work and career transition shared by local clients. The film can be a magnet for discussion and community development. The film effectively highlights the fact of later life job change (including the value of older workers to employers and the community) and can be used for a large organizational event such as a promotional or educational panel. For example, when promoting your organization's career development services and the

broader issues around work and aging in our society, this film can be a valuable tool.

4. The film can be used as an audiovisual tool during a one- or two-day workshop focused on later life career development. It can be used to introduce the topic of later life career shifts and redirection.
5. Employees at organizations can watch the film to understand how later life career opens up possibilities and opportunities. Redirection shifts the discourse and narrative around later life work and this encourages older adults to reflect on ‘what comes next’. This topic may be particularly poignant for employees in their 50s and 60s.
6. Family members may want to share and discuss the film, to help older family members with ‘what comes next’.
7. Educators and professors may include the film as part of a course. The film can help students start a dialogue about issues related to employment and aging, labour force participation and the aging workforce. The film can help students examine the emerging stage of later life career and the discourse surrounding work, employment, aging and retirement.
8. Finally, the film can also be shown to career counsellors who are new to assisting older workers. This will help to enlighten them about the needs of older workers and the possibilities for later life job shifts and redirection. In other words, the film can help new career counsellors and career service professionals meet older clients where they are when they walk in the door.

REDIRECTION: THEORY AND PRACTICE

Redirection is the term that I coined to describe the emerging phase of later life career (Cook, 2011; 2015). In fact, redirection is a new stage of career. It builds on and extends Donald Super's (Super, Savickas & Super, 1996; Super, 1990) model of career development. The new expanded model is below.

As a new stage of later life career, redirection is an alternative to retirement (see Figures 1 and 2). With increased life spans and the aging of the workforce, it is predicted that this trend will continue and more people will be redirecting in the next few years. In fact, in the future, redirection will be expected, anticipated and planned for by younger generations.

An Expansion of Donald Super's Theory

The first four of five stages of Donald Super's (Super, Savickas & Super, 1996; Super, 1990) theory are:

- Growth, where the tasks are a growing interest in the future, increasing control in life, achievement in school and developing competent work habits;
- Exploration, with the tasks of crystallizing a socially recognized vocation, specifying the choice of vocation/occupation, and implementing that choice through training and education;
- Establishment, with the associated tasks of stabilizing (involving workplace-focused orientation and socialization and satisfactory job performance), consolidating (of the position through positive work attitudes and relationships with coworkers, and productive habits) and advancement (of career);
- Maintenance, deciding to hold onto the position, updating skills and keeping up, and innovating (to develop new ways of doing tasks and discovering new challenges);
- **Redirection** (Cook, 2011; 2015), the new emerging stage of this career development model, where redefinition, discovery, renewal and reintegration take place. This stage is based on recent research in the field. The stage of Redirection extends and expands upon Donald Super's theory.

Note that Super (1996) lists Disengagement as the last stage of his model, which involves deceleration, retirement lifestyle planning and retirement living. The choice of this term reflects the socio-cultural expectations and attitudes at the time Super's theory was developed. Older individuals may fully retire as they age. More research needs to be conducted to understand how the stage of redirection transitions into retirement.

Work is intertwined with our social construction of retirement. Later life work is undergoing a transformation at the same time that expectations around work and

retirement have shifted. Canadians need to discuss these issues. “Life expectancy at age 65 is 20.2 years in Canada” (Statistics Canada, 2012). Longer life expectancy is part of the shift towards **redirection**. In addition, there is great need to shift the narrative surrounding later life work and older workers. The concept of redirection helps practitioners to meet this objective.

This is a timely issue. The labour force participation of men and women age 55 and older is increasing (NSC, 2011). In fact, workers aged 55 and over represented 15.5% of total employment in the 2006 Census. In 2013, they represented 19% of the labour force (Service Canada, 2014). This increased labour force participation is seen among both women and men aged 55 to 69 and it is expected to continue (Bélanger, Carrière, and Sabourin, 2016). The greater labour force participation of older workers represents a new work and labour trend in Canada. Therefore, a new later life career trajectory is emerging. Redirection creates awareness of this shift and changes the discourse surrounding later life work.

Figure 1:
Traditional Career Pathway

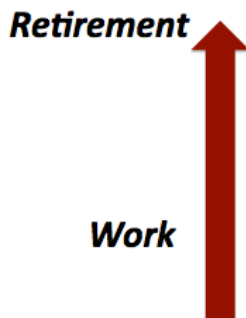
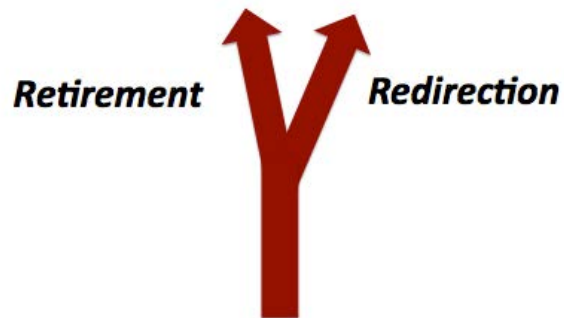


Figure 2:
Redirection as an Alternative to Retirement



HOW TO STIMULATE DISCUSSION WITH CLIENTS

The film is recommended as a catalyst for discussion and dialogue about later life career shifts, work options and transition pathways. The film will help individuals and small or large groups explore and discuss key issues and topics related to later life job change and transition.

Sharing later life work experiences helps to enlighten and create awareness about issues surrounding later life career change. In fact, if working with small or large groups of older adults, discussion about the film can take place over more than one learning session in order to fully explore ideas, issues and themes in the film with clients.

It is critical that a discussion take place in an open and supportive environment where trust can be established. Recommended discussion questions are below.

Facilitation Instructions

The film is designed for discussion and dialogue about issues related to work, aging, career development and retirement. The following questions are recommended to help generate dialogue with people following a viewing or screening of the film. For a full discussion, choose one question from each of the categories below.

NOTE: Time permitting, more than one question from each category can be selected for discussion. ‘Personal reflection’ questions and ‘Delving into the film’ questions are good categories for additional discussion with clients.

Broad theme/Introductory questions:

What is your first reaction to the film?

What stands out to you from the film? (e.g. what idea, issue or theme?)

What comes to mind when you view this film?

What surprises you after viewing the film?

Delving into the film:

What themes or issues can you identify in the film? (Taking this further: How many different themes or issues can you find in the film?)

What are some of the struggles, challenges and barriers faced by the people in the film?

After viewing the film, what do you think are the top struggles faced by mature workers?

In the film, which individuals faced their redirection by choice? Which ones were in circumstances that were not their choice? (see page 6 for more on Redirection)

What supports or advice did the participants in the film use or follow to find later life work?

What did later life work provide to the people in the film? (e.g. What benefits do they gain?)

Are there some common elements within stories about successful redirection?

What helps the people in the film to be successful in their search for new work? What assisted these individuals as they sought 'redirection'?

What does the title of the film represent to you? (Redirection: Movers, Shakers and Shifters)

Questions for personal reflection:

Do you view your occupation or work differently after seeing this film?

Which individual in the film did you identify with the most? Explain how you relate to her or him or what resonates with you.

What ideas or insights did you gain from watching the film?

What wisdom did the people in the film share that resonated most with you?

Is there a quote from someone in the film that stood out to you?

In what ways does the film reflect your experience with work and working? In what ways does it not reflect your experience?

What do you think will be your biggest challenge during your later life career?

What was the mood or overall feeling of the film? Does it match the way you feel about later life work? If there is a mismatch, what will have to happen before you feel hope, inspiration and positive emotions about finding work?

What drives you forward and gives you purpose?

Meaning and importance of work:

Why is later life work important? (e.g. Generally, in society? Specifically, to you?)

What is the meaning of later life work for older adults? To you personally?

Key takeaway:

After viewing the film, what will be your next step as you search for redirection?
(NOTE: rewording for student viewers: After viewing the film, if you wanted to redirect into new employment, what is the first step you would take?)

After viewing the film, what did you learn that you can take away from the documentary?

Have you thought about occupation, work and career as a pursuit that lasts into later life? Have your ideas changed after viewing this film? What is your next challenge?

Does the film make you feel more compelled to find an avenue to continue paid work?

If work or occupation provides purpose in life, how can people find purpose in later life? How will you consciously cultivate purpose in the future?

Broad social themes:

Later life work, retirement and redirection are social issues. Furthermore, these issues require a discussion about policy, service and practice across the life course. In society, there is a reconstruction of social structures surrounding work and retirement. The questions below may be useful for large group discussion, particularly in educational and learning settings. Additional materials and resources can be used to complement the film for this broader social discussion. For example, the theoretical framework in the next section may be useful during this discussion.

Describe the current social discourse and debate surrounding work, retirement and aging. What are some of the debates that are commonly heard?

How large of a social issue do you think later life work and job search is? What Canadian statistics can you find?

How do age and health impact later life work?

What social structures in Canadian society help people find later life work and occupation? What social structures hinder finding later life work? (OR: How do social structures help and hinder mature adults and their participation in society through work and occupation?)

What programs and services can help older workers find work?

What would you like to see as a possible solution or method to help more people who are seeking redirection?

How is later life work good for healthy aging?

THE PARTICIPANTS

The participants in the film are five individuals who have found renewal by redirecting into new careers. In brief, the individuals are:

- Noel, a York University professor emeritus who struggled with heart disease, who finds meaning and fulfillment as well as a sense of social ‘stability and permanence’ in the antique refinishing and reselling business.
- Heather, a chic older woman, out of work when her family aircraft business closed, who finds meaningful work in a clothing boutique.
- Louise, a 60-year-old woman call centre worker who experiences significant loss accompanied by prolonged depression and unemployment after an illness. She wipes out her savings. She is hired by the CAA.
- Barbara, a woman who worked as a computer network trainer in the technology industry. She transitions into dual careers, teaching yin yoga and dog agility training.
- Irfan, a 50-year-old-plus electrical engineer from Pakistan. He finds a business partner and leverages his technical skills and programming experience while embracing Canada’s entrepreneurial spirit. He co-founds a business in software development.

Additional Biographical Information

Clients might like to hear biographies of the film participants. Moreover, the process of redirection may be particularly interesting to individuals going through a similar transition. Therefore, the following section describes additional background information about each participant that is not necessarily conveyed in the film.

Noel

Noel retired from York University in 2002. As a retired professor, Noel has a pension plan. His approach to this transition took the form of ‘mind/body/spirit’ after his heart attack. He has changed his lifestyle in order to look after his health. For advice about his transition, Noel received some assistance and guidance. He attended several seminars at the hospital on nutrition and exercise. This helped him learn how to develop a healthier lifestyle. Also, following the heart attack, he participated in six months of rehabilitation with a monitored exercise program. Importantly and fortuitously, he took part in retirement planning courses through the university for about a decade prior to his formal retirement. Noel says, “On retirement preparation,

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I started attending the seminars offered by York's Retirement Planning Centre as early as 1991. They are a great resource". These sessions provided good advice and insights regarding the transition into retirement. From these seminars, the advice that resonated with him is the fact that it is good to start off with a healthy pension, as fixed income and inflation keep eating away at your purchasing power. This is further reason to find new employment and generate an income during 'retirement'.

For his redirection, Noel refinishes antiques. He also continues his scholarly research and writing. From October to April, he does linguistic research at the computer keyboard, studying the relationships that connect the Indo-European languages to one another. From May to September, he restores early Canadiana Country Furniture. Therefore, his schedule is consistent: six months indoors learning about our linguistic history, six months outdoors giving new life to part of our vanishing cultural heritage. Noel states: "It's important to have purposes and goals in life. At the same time, it's useful to recall the past, because we are the sum of all our experiences. My retirement is about both continuity and reorientation. Continuity relates to my longstanding interest in language change, language diversity and language history. Reorientation relates to my interest in antiques. This focus is surely connected to the loss of my grandparents, parents, aunts and uncles, leaving the "remembrance of things past" in the hands of those that remain behind."

Noel sells the antiques that he refinishes at an annual York University sale and also through his website. Noel says, "I enjoy the personal contacts that come with acquiring and selling antiques. Buyers of antique furniture are a special breed, generally thoughtful, well-educated folks with an eye for the unusual. My home is partially furnished with antiques, many of which I refinished myself. Like most people, I appreciate a mix of the ancient and the modern, visual reminders of times past keeping company with the latest technology". Noel's professional site is: <http://dill.yorku.ca/corbett/home.html>. To view some photos of his restoration work, go to: <http://ncorbett.apps01.yorku.ca/pine-treasure-chest/>

Noel says, "In retirement, you get to rediscover the freedom of your youth. While there was never enough time to live while working, when you retire your time seems to expand, even as it grows shorter. With a little luck, you once again get to enjoy the freedom of your childhood, and that of your grandchildren. And as the saying goes, 'If I'd known I was going to live this long, I would have taken better care of myself.'"

Heather

Heather had a huge shock when she lost the business due to her uncle's decision to close it down. The closing of the business left her financially insecure. Heather explained that she needed to work and generate an income. At the time, she had recently purchased a home and had a mortgage to pay. Rather than rushing into something, she took some time off to consider her employment options. Her friends and family were very supportive as she embarked on a new path. She found career resources and used networking techniques. She also did a lot of reflecting, self-discovery and exploration. This is how she describes how she got started on the path to her redirection:

“After the company closed I was out with a friend for lunch and we were discussing what I should do next. The waiter overheard our conversation and told me I had to read the book *What Colour is Your Parachute*. So I bought the book and read it. The book helped me find where I wanted to go next with my career. Then, I did a lot of networking with people in the business that I wanted to go into. I started helping a friend with her fashion line, promoting it at different buying shows. I also helped out a friend who was an interior designer. This is because at the beginning I thought that I might want to get into that.” She changed her mind. After exploring it, Heather realized it was not the direction for her. It was a learning experience.

“I finally decided to start my own fashion styling business (HFLifestyle - after my initials). I found a graphic artist to design my business cards and she was also a photographer. She helped with putting my website together as well as assisted with taking before and after pictures of my clients. I went to the Port Credit BIA breakfasts to network and pass my business cards around. I donated one free hour fashion styling sessions to silent auctions in the neighbourhood as well as displaying my business cards at dry cleaners, spas and coffee shops. My fashion styling business is all about going into ladies' homes and helping them declutter their existing wardrobe. Or help them put new outfits together with what they have. Or even going shopping with them to find basic pieces that best fit their body type and finding pieces that they were missing in their wardrobe.

I did have a good word of mouth business but not enough to keep me busy during the week. That's when I put in job alerts with Kijiji and Indeed for fashion retail. I also went out with my resume to certain stores I wanted to work at. Kijiji, is where I saw the ad for Zahara's Boutique and got the job.

Louise

Louise faced many obstacles and challenges to find her redirection. It is no wonder that she explains that she feels like she is beginning all over again. Her family and friends were great supports throughout her transition to new employment.

Louise worked in a call centre using her French language skills. She became ill and had to find work closer to home. She struggled with her health and felt like she was spiraling downward. She could not keep a job for even the 3 months' probation, becoming ill over and over again. She sought out several doctors and tried several medications and special diets. In addition, her brother died suddenly and this sent her into a depression. It took several months to emerge and recover her life.

Unfortunately, she used all her savings and had no more money to pay the bills. She did not know where to turn. Then, she discovered the Targeted Initiative for Older Workers (TIOW) program. This federal-provincial/territorial government-funded program assists older workers with job search and training (Note: the TIOW program is scheduled to end in Canada in 2017).

Louise explains her journey in her own words:

“Once again reinventing myself. The TIOW program provided me with an energy surge. I was now not alone. There were many of us older workers looking for work. The case workers were able to provide tools to assist with uncovering valuable information about later life work, and better understand and accept occupational shift and career changes. It helped me identify my hidden qualifications and doing what I really wanted. Within a few months I was feeling good again about myself and I knew I had more years of work to offer. I believe that my skills and strong professionalism and work ethic make me employable; not to forget the maturity and, of course, loyalty. These are all assets to an employer.”

Louise found a part time job that helps her to manage her health. She is employed at the CAA and she loves her work; however, it is a minimum wage job. She says, “I remain optimistic about the work force and keep upgrading my skills. Redirection I guess you can say keeps me young and makes me a lifelong learner.”

Barbara

Barbara retired from her full time job in July 2015. In 2011, she started thinking about what she would like to do when she retired from her full time career. At that time she had worked teaching adults computer networking for over 30 years.

The process she went through may be informative to others also trying to redirect into new occupation. Barbara is very self-aware. She thought about what she wanted in her retirement. She started to be more aware of her likes and dislikes in whatever she was doing. This would help her decide what she would like to do when she retired. She explains, “My retiree requirements: keep busy with something(s) that I enjoy doing as opposed to having to focus on what would bring me a good salary and have career growth potential. I was also aware that whatever I would be interested in would require time and money to become trained. My plan was to continue working full time while slowly becoming trained on “something”. The expense of whatever I would decide to get trained on would be easier to support while still working full time.

Barbara found multiple avenues for career fulfillment. In other words, she has a portfolio of careers that are her redirection. As a retiree, she currently teaches puppy/dog classes, teaches various types of yoga classes, and works part time at a veterinary clinic. She also volunteers with the St. John Ambulance Therapy Dog program. She explains, “Although I was enjoying the dog training, I knew that it would not keep me sufficiently busy nor provide me with the income I was looking to have when retired. Thus I continued searching.” Taking yoga classes, yin yoga and restorative yoga resonated with her. In 2012, she was introduced to restorative yoga. At this point, she thought “This I do want to teach.” She researched the requirements to teach Restorative yoga and started along that training path. Along the way, she also discovered ‘Yoga for seniors’, ‘Laughter Yoga’ and renewed her interest in ‘Yin Yoga’ and became certified in those too. Barbara says, “Good thing I was still working fulltime, as I certainly needed the salary to help with the expenses for training.”

Barbara says the training on top of her regular full time job made her very busy. She stated, “At this point, I was either using my vacation or weekends to attend training – suffice it to say that my personal life was impacted. I have an incredible family and friend support structure – they supported me without really understanding why I was doing all of this, but they knew and respected that it was important to me.”

She continues, “In March of 2015, our local newspaper had a job posting for a part time receptionist at a local veterinary clinic. This, I decided could be the regular stable income that I would be requiring whenever I did decide to retire from my full time job. By the middle of 2015, I realized that I was losing track of what life was all about and forgetting to enjoy it. I was too busy working part time, teaching dogs, teaching yoga, volunteering as well as my full time job. Thus, I decided that it was

time to take that BIG step and retire. Although I had been planning this for many years, it was still a hard to take that final leap into the unknown.”

Irfan

Irfan came to Canada from Pakistan in 2014. His educational credentials were in electrical engineering and he had already worked in Pakistan for several decades. Irfan is skilled in information technology and software development. Age discrimination and recent immigration to Canada are part of his story.

The secret to Irfan’s successful redirection was networking and finding an organization that was a good fit. He now does technology innovation through social enterprise working with Human Endeavour in Vaughan, Ontario. The social enterprise Irfan co-founded with another immigrant (Asrar ul Haq) is called Infiniaims Inc.

Irfan and his team are designing new products to help the aging population in Canada. They developed TeleHealth Technology, a system that tracks and monitors health indicators and may help improve health of older adults. The system is a preventative health tool and resource. Irfan explains the importance of his health monitoring system: “TeleHealth Technologies can be a valuable tool in addressing challenges of ageing Canadian population. Connecting patients to health support and management tools outside a medical facility using remote health care devices can revolutionize the healthcare industry.” Irfan can be reached at: irfan.ahmed@infiniaims.com

BUILDING ON KEY THEMES IN THE FILM

Redirection is the overall theme of the documentary film. In addition, there are several sub-themes in the film that can be the focus of further discussion as you work with one client or a group of clients. For example, older clients can be put into pairs (groups of two) and asked to discuss one of the sub-themes below. The discussion can begin with the sub-theme in the lives of the film participants, followed by a dialogue about what the term means to your clients and their career transition.

For example, several individuals in the film mention their goal to find fulfilling later life work opportunities. Older clients can discuss how and/or why the participants express this perspective and whether this is a goal that also motivates them. Also in the film, Louise is an excellent example of having balance in life. Older clients can be invited to discuss how Louise achieves balance during her difficult transition into new employment and currently in her life. After discussing Louise's balance in life, clients can make suggestions and recommendations for how to achieve this.

Note that the following list of themes is not meant to be exhaustive. It is a starting point to help work through some aspects (social and psychological) of career transition.

- Active and engaged
- Age advantage
- Age discrimination
- Balance in life
- Change
- Collaboration
- Community
- Confidence
- Cultivating a life
- Debt
- Education
- Encouragement
- Enthusiastic
- Experienced and mature
- Faith
- Family members
- Fear of failure
- Film title: its message to viewers and how this theme underlies the film
- Finances
- Financial security
- Friends
- Fulfillment

Full-time and part-time work
Gratitude
Happiness
Health (includes wellness and well-being)
Health issues
Hope
Human growth and development
Ideas and insight
Immigration
Income
Inspiration
Leisure and hobbies
Learning from experiences (including from setbacks, failure or mistakes)
Lifelong learning
Lifestyle
Life story/Life in context
Longevity (longer life spans)
Meaningful work
Mental stimulation
Mortgage
Narrative or story telling
Networking
Optimism
Pension
Portfolio careers (multiple activities for later life fulfillment)
Positive attitude
Probation
Reinvention
Retirement
Relocation
Satisfaction
Self-discovery
Self-employment
Skill upgrading
Social discourse or debate
Social interaction
Stability
Supports and services
Talents and skills
Time
Training
Work satisfaction
Workplace
Vital and energetic
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OCCUPATIONS AND ORGANIZATIONS

In the documentary film, the five participants shift into second or third careers. In other words, they transition from one occupation into another. Two issues can be discussed relating to this: Business sectors/occupations and transitions.

First, there are a range of occupations and business sectors represented in the film. The sectors described include: Retail and consumer services, travel and tourism, health and wellness, the creative economy, technology and self-employment.

A discussion about the selection of redirection into these occupations can include employment and broader labour force trends, local business and economic development and growth and local industry and business needs.

Second, transition is a process and time is involved to take steps that help individuals move forward into a new occupation or career. There is one obvious shift in time during the film. This occurs when Louise is filmed one month later regarding her certification (Note: the segment that corresponds to this is at 26:10 in the documentary).

A discussion about transition can include exploring options, gathering information, setting goals and objectives, planning, setting timelines and taking first and subsequent steps forward. Exploring options and gathering information are part of the Discovery task within Redirection (see page 6). It is possible to connect clients' discovery tasks to the experiences portrayed in the film. This may help some clients gain perspective and understand that many people take time to transition into new employment.

QUOTES AND CITED WORK IN THE FILM

Canadians spend, on average, 21.9 years in retirement. A fairly lengthy time compared to retirement when life expectancy was only 68 years in the 1950s.

Lynn McDonald (2012). The evolution of retirement as systemic ageism, SEDAP Research Paper 292, p. 14. Hamilton, Canada: Social and Economic Dimensions of an Aging Population Research Program, McMaster University.

The current social construct of retirement may have outlived its usefulness as we move towards a new paradigm of lifelong work, leisure, and learning.

Jacqueline Peila-Shuster (2012). Introduction to this issue. Special Issue: The Interface between Career and Retirement. *Career Planning and Adult Development Journal*, 28(2), p. 5.

[In regard to a sustained period of leisure] Historians will look back and say “what a very odd period the second half of the 20th century and the first half of this century was when you had a couple of generations that really enjoyed themselves in retirement.” This happened before and it could never happen again.

David Blake (2016). Sixties and beyond series. (guest interview) Your money and your life. BBC Radio 4. <http://www.bbc.co.uk/programmes/b07pd34k>

We are entering a new era of longevity in terms of life expectancy. But it seems we’re also entering a transformational time in terms of the way work happens... what is there that a 50-year-old can’t do in most workplaces that 30 or 40-year-olds can?

Sarah Harper as quoted by Justin Parkinson (2015). Which jobs could a 100-year old do? BBC News Magazine. <http://www.bbc.com/news/magazine-34465190>

Nearly 80 percent of pre-retirees stated they plan to keep working and earning in retirement, but will do so by working part-time and cycling between periods of work and leisure, thus creating a new model of retirement.

Stephen F. Barnes (2007). Retiring Retirement. San Diego State University.
<http://interwork.sdsu.edu/clip/bve/documents/ArticleRetiringRetirement.pdf>

A greater proportion of older Canadians are working longer...The share of those aged 55 and above in the labour force who are working or looking for work is expected to continue to increase.

National Seniors Council (2013). Older Workers At Risk of Withdrawing from the Labour Force or Becoming Unemployed: Employers' views on how to retain and attract older workers. p. 3. Ottawa, Canada: Government Services Canada.

Half of Canadian couples between 55 and 64 have no employer pension between them.

Shawn McCarthy (Feb 16, 2016). Pensions: Many Canadians entering retirement with inadequate savings, study says. Globe Investor, Globe and Mail.

Given longer lives, rising health care costs and fewer defined benefits pensions, it is not surprising that older adults are retiring later. This need for a longer-lasting income, combined with a weak labour market has led many older workers to come up with creative strategies to earn. One such strategy is a later-in-life career change.

Nicole Kreisburg (2015). AIER Research Study: New careers for older workers. p. 7. Great Barrington, MA: American Institute for Economic Research.

...ageism in the organization is all the more glaring because the workers are actually younger, healthier and more educated than the older workers were in earlier times, when 70 was the accepted age for retirement.

Lynn McDonald (2012). The evolution of retirement as systemic ageism, SEDAP Research Paper 292, p. 14. Social and Economic Dimensions of an Aging Population Research Program, McMaster University.

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- 38% and 44%: Among surveyed Canadians who expect to work past age 65, the proportion of women and men, respectively, who said they plan to work because they want to, while 62% and 56% say it's because they need to

- 43%: Proportion of seniors who reported having any type of debt in 2012 – up from 27% in 1999

The Vanier Institute for the Family (2016). Seniors and family finances in Canada: Facts and Stats. Ottawa, Canada: The Vanier Institute of the Family. <http://vanierinstitute.ca/fact-sheet-seniors-family-finances-canada/>

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The documentary film is a Carpe Vitam production. Carpe Vitam is an organization that aims to increase awareness of later life work issues and healthy aging and views longevity and later life as an opportunity and great gift to society.

Using film as a medium, Carpe Vitam shares research and theory on aging and later life through real life stories. The purpose of the film is to create awareness within the broader community and share evidence-based knowledge with specific stakeholders such as gerontologists, educators, policy makers, financial planners and career development professionals, among other groups.



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Thank you for your work and interest in this field.

Sincerely,

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