

Transitions in a Nontraditional World: Second Career, Military to Civilian, Ex-offenders, and Returning Mothers

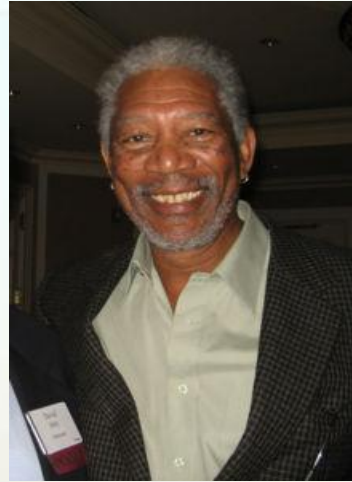
Beth Lulgjuraj, M.S., Ed.S.
Ashley Chason, M.S., Ed.S.
Shawn Utecht, M.S.

Florida State University, The Career Center
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Background

- **Progression of career choice**
- **Number of people in transition**
- **Knowing about resources**
- **Metacognitions**

Second Careers



Definition of Second Career

- **Taken a second job after retiring**
- **Worked in field for an extended period and would like to change profession**

(ex., lawyer, teacher, executive)

Sometimes searching for a second career is not voluntary!

Because there is no clear definition of "career change", accurate counting of career changers is difficult, if not impossible.

(Terkanian, D. Summer 2006)

What do we know?

- **About 1/3 of our workforce changes jobs yearly** (Bureau of Labor Statistics, 2005)
- **44 – 70 years of age: half who are not yet in second careers want to be**
(Princeton Survey Research Associates International, 2005)
- **45% of workers age 45-54 are content with their current jobs**
- **Nearly 50% of workers 55+ are satisfied with their employment situation** (The Conference Board, 2007)

A More Experienced Workforce

- **In 2000, 18.4 million persons over age 55, were in the labor force**
- **31.8 million older labor force participants in 2015**
- **33.3 million older persons will be in the labor force in 2025**

(Bureau of Labor Statistics,2005)

- **4 million more jobs than workers by 2011**

(Employment Policy Foundation)

What is Important ?

- **59%: staying involved with other people**
- **57%: job giving them a sense of purpose**
- **52%: job providing additional income**
- **48%: job providing the opportunity to help improve the quality of life in their community**

(Peter D. Hart Research Associates, Inc., 2008)

Challenges

- **Everyday job search difficulties**
- **Values-interest**
- **Identification of transferable skills**
- **Upgrading skills**
- **Finances**
- **Pensions**
- **Health Care**
- **Age discrimination**

Strengths

- **Time to look**
- **Experience**
- **Networking**
- **Volunteering**
- **Flexibility**
- **Consider consulting/small business**
- **Demographics**

Second Career Policy

- **Age Discrimination in Employment Act (ADEA)**
- **The Older Worker Opportunity Act**
- **The Workforce Investment Act of 1998 (WIA)**

Advocacy Resources

- **Websites Specifically for Workers 40+**
- **AARP- National Employer Team**
- **Maturity Works Alliance – National Council on Aging**
- **The Senior Community Service Employment Program (SCSEP)**
- **State Resources**
- **Local or Regional Resource**

Military to Civilian



Significance

- **1.4 million service personnel** (Office of Army Demographics, 2004a, 2004b, 2004c, 2004d)
- **Majority will transition into the civilian workforce** (Clemens & Milsom, 2008)
- **Military Transition Services** (Military and Veterans' Benefits, 2002)
 - **Limited data available on effectiveness of programs**
 - **Many enlisted service members don't use the services**

Challenges

- **Readjusting to civilian life**
- **Deciphering benefits**
- **Health Issues**
- **Aptitudes not values interests and skills**
- **Limited process/content career knowledge**
- **Translating skills and accomplishments**
- **Networking**

Strengths

- **Veterans Employment, Education, and Training Programs**
- **Veterans Preference**
- **State Veteran's Benefit Programs**
- **State Employment Services**
- **Documented Evaluations/Recruited skills**
- **Networking**
- **Websites/Job boards**
- **GI Jobs – To 50 Companies**
- **Nonprofit Organizations**

Military to Civilian and Policy

- **Update of GI Bill** (military.com)
- **Veteran's Preference for Federal Jobs**
- **Veterans' Workforce Investment Program Educational and Vocational Counseling Services**
- **Veterans' Employment Opportunities Act**

Advocacy Resources

- **Military Transition Services** (Veterans Education and Benefits Expansion Act, 2001; DD Form 2648, 2005; Military and Veterans' Benefits, 2002)
 - Pre-separation and Job Counseling
 - Transition Assistance Workshops
 - Placement Services
 - Financial Planning
 - Employment Campaign Assistance
- **Using CIP Theory**
 - Teach client to make career decisions while working on current gap
 - Discuss transferrable skills: DD Form 214 = report of separation



Ex-Offenders



Significance

- **630,000 people released from state and federal prisons every year** (Samuels & Mukamal, 2004)
- **In 2005, over 7 million people were under some form of correctional supervision** (James & Glaze, 2006)
- **Between 38%-47% of mentally ill inmates were not employed in the month before their arrest** (James & Glaze, 2006)

Recidivism Issue

- **67% of state inmates released in 1994 committed at least one serious new crime within 3 years** (Butterfield, 2002)
- **More education=increased chance of employment**
- **Work experience while in prison seems to reduce recidivism after release** (Jenkins, Steurer, and Pendry, 1995)
- **Recidivism more linked to employment (or lack of) than background characteristics** (Klein & Caggiano, 1986)

Factors Inhibiting Employment

- **Public Policy**
- **Corporate/Organizational Policy**
- **Discrimination**
- **Skill Deficiencies**
- **Social Factors**

Strengths

- **May be more willing to start in minimum-wage jobs**
- **Many have employment and training in UNICOR, and/or in vocational and occupational training programs**
- **Work Opportunity Tax Credit**
- **Job Training Partnership Act**

(BOP, 2008)

Advocacy Resources

- **Job placement services and employment contacts**
 - **supplemented with support services and skill development**
- **Example:**
 - **Project Reconnect**
 - **placement rate of 3,000 jobs a year with 50% retention rate**

Advocacy Resources cont.

- **Offenders average rating for a job skills training program's usefulness- 9/10**
- **At time of arrest, only 26% of these were working**
- **Increased to 92% after release and training**

(Sung, 2001)

Bottom Line

- **“Crime is unlikely among those who are well-trained and attractive to employers”** (Sung, 2001, p. 282)
- **“The public is best protected when criminal offenders are rehabilitated ...the ability to find meaningful employment is directly related to their normal functioning in the community”** (Section 46a-79)

Returning Mothers

Sandra Day O'Conner



Brenda Barnes

Chief Executive Officer, Sara Lee

Significance

- **5.6 million stay-at-home moms in 2006** (U.S. Census Bureau, a)
- **3/10 pregnant women quit job before baby's arrival** (Wellner, 2004)
- **~84% Generation X moms plan to return to workforce** (Armour, 2004)
- **> 1/2 of moms with young children work** (American Academy of Pediatrics, 2007)
- **70% of stay-at-home moms want to return part-time** (Armour, 2004)

Reasons Moms Return

- **Personal fulfillment**
- **Need income**
- **Many have husbands who earn <\$30,000/year**
- **> 1/4 are single-parent homes and moms provide most support**
- **Higher self-esteem**
- **Social contacts**
- **Intellectual stimulation**

(American Academy of Pediatrics, 2007)

Challenges

- **Feelings/self-confidence**
- **Balancing work, family, & self**
- **Child care**
- **Financial concerns**
- **Benefits**
- **Gaps in resume**
- **Current technology skills**
- **Need flexible schedule**

Strengths

- **Experience**
- **Transferrable skills**
- **Network**
- **Professional association memberships**
- **Current knowledge**
- **Employers are interested**

(Now Hiring, 2007)

Returning Mothers and Policy

- **Family Medical and Leave Act**
(U.S. Department of Labor, b)
- **Making sure moms don't permanently leave**
 - **Giving more maternity leave**
 - **Deloitte & Touche** (Armour, 2004)

Advocacy Resources

- **Websites**
- **Commissions**
- **Associations**
- **Summits**
- **Symposiums**
- **Books**

Schlossberg's Transition Framework

- *Situation*
- *Self*
- *Support*
- *Strategies*

(Schlossberg, 2006)

Discussion & Questions