



## New survey finds millions now work in encore careers that combine money, meaning and social impact.

T E N S   O F   M I L L I O N S   M O R E   W A N T   S I M I L A R   W O R K

“Successful social movements become invisible. By this I mean that their objectives (women’s suffrage, for example) become taken for granted, accepted as the way things are and the way things should be. This, I believe, is the future of the encore career idea: It will become a major transformation in the adult life course that is seen as normal.”

**PHYLLIS MOEN**  
PROFESSOR OF SOCIOLOGY,  
UNIVERSITY OF MINNESOTA

“The millions now in encore careers constitute a new social phenomenon with promise for individuals and society. The tens of millions interested in joining them could add up to one of the most unexpected and significant consequences of an aging America.”

**PETER D. HART RESEARCH ASSOCIATES, INC.**

“This is the first national survey to uncover evidence that the encore career is more than an appealing idea. Unexpectedly large numbers of boomers are looking for purpose-driven jobs that provide them with both means and meaning. That’s great for them and great for the rest of us, too. As this research shows, they are applying their skills and passions to the very public interest fields that need them most.”

**MARC FREEDMAN, FOUNDER AND CEO OF CIVIC VENTURES**

“The people who are pursuing encore careers are true pioneers. They are blazing not only their own path but also one for those just behind them—workers who share their aspirations but have not yet taken the plunge. Their message is clear: social purpose careers are fulfilling and worthwhile.”

**SIBYL JACOBSON, PRESIDENT AND CEO OF METLIFE FOUNDATION**

“This survey provides confirmation of the enormous potential for baby boomers to meet significant needs in our society through encore careers in education, health care, government service, and the nonprofit sector.”

**U.S. REP. JOHN S. SARBANES (Maryland)**

# Three fast facts

An excerpt from the *MetLife Foundation/Civic Ventures Encore Career Survey* · June 2008

## 1 Millions of Americans have already launched encore careers combining income and personal meaning with social impact.

**A surprisingly large number of people between the ages of 44 and 70—a total of 5.3 to 8.4 million people, or 6 to 9.5 percent of this population group—have already launched encore careers.**

- A majority of Americans age 44 to 70 want work with meaning. More than half of those in encore careers (55%) and two-thirds of people interested in encore careers (64%) say they are motivated by a desire to use their skills and experience to help others.
- Of those who are in encore careers, more are women than men (56% vs. 44%, respectively) and most are highly educated (67% with college/technical or graduate degrees). Still, almost one-third (30%) of those in encore careers do not have college degrees.

## 2 The number of people in encore careers could grow rapidly in coming years, creating a new workforce for social change.

**Of those between age 44 and 70 not already in encore careers, HALF say they are interested in moving into jobs in such fields as education, health care, government, and the nonprofit sector.**

- People interested in encore careers are a more diverse group than those currently in encore careers. Those interested reflect a more equal distribution of women and men (52% and 48%, respectively), are less well-educated, and slightly more blue-collar.
- Those most interested in encore careers are the youngest: 50 percent of trailing-edge boomers, age 44 to 50, say they want to join the 7 percent of their group already in encore careers.
- Most of those interested in encore careers express concerns about flexibility, time off, pay, health insurance and pensions, and difficulty in finding a job. Most in encore careers say these issues haven't been serious problems.

## 3 Those currently in encore careers express deep satisfaction with their work.

**Eighty-four percent of those in encore careers say they get either a “tremendous amount of satisfaction” (38%) or “quite a bit of satisfaction” (46%) from their encore careers.**

- Commitment and flexibility come together in encore careers. Although most (59%) in encore careers work full time, 73 percent say they have “been given the flexibility” they need to work when they want to and take time off when they need to.
- Three-quarters (76%) of those in encore careers say they are earning the income or benefits they need.
- Nine in 10 of those in encore careers say it is “definitely true” (54%) or “somewhat true” (40%) that they have seen the positive results of their work and know they are making a difference.