

A New Generation Is Reinventing Retirement

Advice For Extending A Career Or Reentering The Workforce As A Mature Worker

(NAPSA)—Age 65. For many years, this magic number was the sign for people to say goodbye to the workforce and hello to a leisurely life of retirement. This is hardly the case today. The average American is living longer and that trend is prompting a retirement revolution. Those in their 50s, 60s and beyond aren't ready to settle into a traditional retirement lifestyle. They desire new challenges, social connections or extra income, all of which they can find through employment.

While employment certainly delivers many of the benefits the 50+ population seeks, it is not without challenges. Mature workers face a host of decisions when considering employment prospects. Before beginning a job search, those interested in work during their retirement years should conduct a brief personal assessment to determine exactly what it is they need and want from a work experience. By clarifying the kind of work experience desired, a mature worker greatly increases the odds of finding the right job. Following are some important areas to consider and questions to ask before applying for jobs and interviewing:

Schedule

- Are you seeking a steady job or seasonal employment?
- Is part- or full-time work best for your lifestyle?



- Do you want to work occasionally, when the timing suits you, or do you want to commit to a regular schedule?

Area of Interest/Skill Set

- Do you want to continue working in a field where you already have experience?
- Is there a profession or industry you have always wanted to explore?
- Would you need on-the-job training or more intensive preparation to pursue a job in your desired field?
- Is a large or small business a more attractive work setting?
- Would you prefer to take on a specific role with a single employer, or would you like the option to move around to different jobs and employers?

Benefits

- Is health insurance a requirement?
- Do you need a regular paycheck, or are there just certain times when you would like to earn

extra income?

- Are paid holidays and vacations important?

- Would you like the opportunity to pursue free training to enhance and build your skill set?

Finding the Right Employer

For those who decide working in retirement is the right choice, the next step is to begin the job search. A great place to start is AARP. The group recently launched a Workforce Initiative Program and named 13 Featured Employers that offer attractive career options for 50+ job seekers. Included in that group is Manpower, a staffing company that can help qualified applicants hone in on the qualities that define their ideal job, provide any necessary training and secure employment opportunities, all at no cost to the job seeker. It's a direct link to a variety of jobs with both large and small businesses.

More and more people are facing the task of deciding if working in retirement is right for them. If the answer is yes, a small investment of thought and planning can yield big rewards in the area of job satisfaction. If you're facing this decision, taking the time to evaluate your employment preferences can lead to a job that's right for you.

For more information, visit www.us.manpower.com/reinvent or a Manpower office.