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## CIVIC VENTURES

### *Online Survey of Americans in or Interested in Encore Careers*

Topline Results

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## METHODOLOGY OVERVIEW: ONLINE SURVEY OF AMERICANS IN OR INTERESTED IN ENCORE CAREERS

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From September 21 to October 5, 2011, Penn Schoen Berland conducted 1,408 online interviews with adults between ages 44 and 70 who live in the United States. The sample was provided by Authentic Response, a widely used online survey vendor with a database of more than 4 million respondents, and included people in encore careers and those expressing moderate to high interest in encore careers. The margin of error for the total sample is  $\pm 2.61$  percent at the 95 percent confidence level and larger for subgroups. This online survey is a follow-up to a nationally representative [telephone survey](#) of Americans from 44 to 70. (See [www.encore.org/research](http://www.encore.org/research) for more information.)

All respondents were classified as one of three audiences, according to the following criteria:

### **Currently in Encore Careers (CEC):**

Those respondents who are currently working for pay, stipend or other form of compensation; volunteering; or are self-employed. They are also working an average of at least 15 hours per week and one of the following:

1. Say they are retired and currently work in education, health care, nonprofit organizations, the government or primarily to serve the social good.
2. Say they made a major job change at age 40 or older and currently work in education, health care, nonprofit organizations, the government or primarily to serve the social good.

Alternatively, respondents who indicated that the description of an encore career described their current situations were also included in the CEC pool.

### **Interested in Encore Careers/Potential Encores (PE):**

Those respondents who are currently not in an encore career and one of the following:

1. Rate the appeal of the encore career description as at least an eight on a 10-point scale.
2. Say they are retired and think there is a chance they will go back to work, and one of the following:
  - a. Say they would be motivated by a desire to help others.
  - b. Say they are extremely or very interested in working in education, health care, nonprofit organizations or the government.
3. Say they are not retired and think they will work in retirement, and one of the following:
  - a. Say they would be motivated by a desire to help others.
  - b. Say they are extremely or very interested in working in education, health care, nonprofit organizations or the government.

Alternatively, respondents in the 2011 research who rated the appeal of the encore career description as a six or seven and chose the “Encore Vision” over three other post-midlife visions were also included in the pool. The “Encore Vision” is the stage of life after midlife that is the beginning a new chapter in which people can be active and involved, start new activities, and use their skills and experience to help others in a paid or volunteer position. This additional coding resulted in a small discrepancy between the total population and the newly defined classifications, as 26 people answered “don’t know” to the question on post-midlife visions and were not coded into these new groups.

### **Moderately Interested in Encore Careers (MEC):**

Those who rated the appeal of an encore career between six and seven, minus those who chose the “Encore Vision” described above.

## TOPLINE RESULTS: ONLINE SURVEY OF AMERICANS IN OR INTERESTED IN ENCORE CAREERS

Audience	Sample Size	Margin of Error
<b>All respondents:</b>	<b>1,408</b>	<b>±2.61%</b>
Currently in Encore Careers (CECs)	253	±6.16%
Potential Encores (PEs)	836	±3.39%
Moderately interested in Encore Careers (MECs)	296	±5.70%

To be sure we are interviewing a wide range of people, could you please enter your age?	CEC (%)	PE (%)	MEC (%)
44-50	19	33	27
51-55	22	22	31
56-60	30	28	17
61-62	7	5	6
63-65	11	8	12
66-70	10	4	7
<i>Average</i>	56.9 years	54.2 years	55.0 years

Questions about work and retirement have gotten more complicated. For example it would not be unusual for someone to say they are retired but also working two jobs. Do you consider yourself retired, or not?	CEC (%)	PE (%)	MEC (%)
Yes, retired	34	22	20
No, not retired	65	77	78
Don't know	0	1	2

IF NOT RETIRED: Have you ever retired from your main job or type of work?	CEC (%) (N=166)	PE (%) (N=647)	MEC (%) (N=230)
Yes, retired from main job	39	3	4
No, never retired from main job	58	89	90
Never worked for pay	0	1	0
Homemaker	1	7	6
Don't know	2	1	1

IF NOT RETIRED: Have you ever made a major change in your work late in your career to do something different or work in a different type of company or organization?	CEC (%) (N=99)	PE (%) (N=579)	MEC (%) (N=209)
Yes, made major change	84	32	29
No, have not made major change	15	65	69
Don't know	1	3	2

<b>IF MADE MAJOR CHANGE: How old were you when you made that major change in work? If you have made several changes, please answer in regard to either your most recent or most significant change.</b>	<b>CEC (%) (N=83)</b>	<b>PE (%) (N=186)</b>	<b>MEC (%) (N=60)</b>
Under 40	4	22	30
40-44	19	22	22
45-49	25	23	23
50-59	47	31	23
60 or older	3	2	1
Don't know	0	0	0

<b>Are you currently working for pay, as a volunteer, for a stipend, for some other compensation such as housing or health care benefits, or are you self-employed?</b>	<b>CEC (%)</b>	<b>PE (%)</b>	<b>MEC (%)</b>
For pay	58	49	47
Self-employed	21	11	8
As a volunteer without pay	13	9	4
Not working or homemaker	4	29	39
For other compensation	3	2	1
Don't know	0	1	2

<b>IF WORKING: Which one of these, if any, best describes the area in which you work?</b>	<b>CEC (%) (N=243)</b>	<b>PE (%) (N=588)</b>	<b>MEC (%) (N=174)</b>
For-profit business	22	46	46
Nonprofit organization	20	11	8
Education	19	11	7
Health care	15	8	6
Government agency	6	4	7
Other	17	18	26
Don't know	1	1	0

<b>Which, if any, of the following industries have you worked in prior to your current position?</b>	<b>CEC (%) (N=10)</b>	<b>PE (%) (N=248)</b>	<b>MEC (%) (N=122)</b>
Education	15	14	9
Health care	17	13	11
For-profit business	37	50	47
Nonprofit organization	9	9	6
Government agency	15	12	8
Other	23	20	24
Don't know	2	4	7

<b>IF OTHER: Is the primary motivation of the company or organization you work for to make a profit or serve a social good such as educating people, taking care of people, or improving the community?</b>	<b>CEC (%) (N=42)</b>	<b>PE (%) (N=106)</b>	<b>MEC (%) (N=46)</b>
Mission primarily to make a profit	62	78	74
Mission primarily to serve social good	34	19	11
Don't know	4	3	15

<b>Major Change</b>	<b>CEC (%)</b>	<b>PE (%)</b>	<b>MEC (%)</b>
Major Change after 40 for social good	29	1	0
No major change after 40 for social good	71	99	100

<b>IF NOT WORKING OR HOMEMAKER: Are you retired, a homemaker, a student, unemployed and looking for work, disabled, or something else?</b>	<b>CEC (%) (N=9)</b>	<b>PE (%) (N=242)</b>	<b>MEC (%) (N=117)</b>
Retired	56	31	25
Disabled	24	19	20
Unemployed and looking for work	16	23	38
Homemaker	0	22	17
Student	0	2	0
Something else	4	2	1
Don't know	0	1	0

<b>On average, how many hours per week are you working? <i>Showing Mean</i></b>	<b>CEC (%)</b>	<b>PE (%)</b>	<b>MEC (%)</b>
	30.50	32.80	34.50

<b>Retiree</b>	<b>CEC (%)</b>	<b>PE (%)</b>	<b>MEC (%)</b>
Currently retired	34	22	20
Retired from main job	25	2	3
Not working and retired	2	9	10
Not retired	40	76	77

<b>IF NOT WORKING AND RETIRED: Even though you have retired from your main job or type of work, do you think there is any chance that you will go back to work for pay at another job, that is, a job other than the one that you retired from?</b>	<b>CEC (%) (N=5)</b>	<b>PE (%) (N=76)</b>	<b>MEC (%) (N=30)</b>
Yes	6	73	13
No	86	11	32
Don't know	8	17	55

IF YES: Which two or three of the following best describe the main reason why you might go back to work for pay?	PE (%) (N=55)	MEC (%) (N=4)
I want to stay active and productive	66	100
I need the income	53	100
I want to stay involved with other people	33	53
I want to do something I would enjoy	33	0
I want to help others, help my community, or make a difference	20	0
I want to pursue a new challenge	11	47
I need to maintain benefits	9	0

After you retire from your main job or type of work, do you plan to work for pay at another job, that is, a job other than the one that you retire from?	CEC (%)	PE (%)	MEC (%)
Yes	42	53	18
No	27	18	31
Don't know	31	29	51

Which two or three of the following best describe the main reason why you plan to continue to work for pay after changing from your main job or type of work?	CEC (%)	PE (%)	MEC (%)
I need the income	69	63	89
I want to stay active and productive	58	56	49
I want to help others, help my community, or make a difference	35	27	0
I want to do something I would enjoy	31	35	41
I need to maintain benefits	30	25	46
I want to stay involved with other people	19	24	23
I want to pursue a new challenge	6	10	8
Other	2	1	0
Don't know	0	0	0

Please indicate how interested you are or would be in working in each of the following types of places.	CEC (%)		PE (%)		MEC (%)	
	Extremely interested	Interested /Not interested	Extremely interested	Interested /Not interested	Extremely interested	Interested /Not interested
Not-for-profit organizations	17	76/22	20	85/13	5	81/17
Education	16	65/33	13	74/24	7	57/41
Faith-based organizations	14	47/52	15	58/39	6	46/50
Health care	11	57/41	13	66/32	4	53/45
Government	9	52/46	12	61/36	5	51/47

Next, you will see four different views that might describe the stage of life after midlife, when many people have been in the workforce for 20 or 30 years. Please indicate which description (A, B, C, or D) comes closest to the way you are thinking about this period of life.	CEC (%)	PE (%)	MEC (%)
Description A: It's a time to retire and enjoy a well-deserved rest, take it easy, pursue leisure activities and take care of myself.	10	5	15
Description B: It's the beginning of a new chapter in my life in which I can be active and involved, start new activities, and use my skills and experience to help others in a paid or volunteer position.	44	52	0
Description C: It's a time to keep working or continue what I am doing as long as I am physically and mentally able, in order to cover my expenses and/or maintain my health coverage.	34	32	62
Description D: It's a time to retire from work, watch my budget, and adjust my lifestyle to live within my means.	8	6	23
Don't know	3	4	0

Do you see your vision for this stage of life being realized primarily through:	CEC (%)	PE (%)
Volunteering or contributing pro-bono work	45	43
Working for pay	55	57

Please indicate how interested you would be in taking this route using a scale from zero to 10, on which a 10 means you would be very likely to consider this route for yourself, and zero means you would have no interest in doing this. You may use any number from zero to 10. If what you just read sounds like what you are doing now, please indicate this.	CEC (%)	PE (%)	MEC (%)
10: very likely to consider	16	29	0
9	8	11	0
8	11	28	0
7	13	18	56
6	4	9	44
5	8	3	0
4	3	1	0
3	2	0	0
2	3	0	0
1	1	0	0
0: no interest at all	2	1	0
Sounds like what I am doing now	27	0	0
Don't know	2	0	0

CEC (%)s	CEC (%)	PE (%)	MEC (%)
Currently in Encore Careers	100	0	0
Other	0	100	100

Over the past three years, have you become more or less interested in pursuing this type of path?	PE (%)	MEC (%)
Much more interested	21	4
Somewhat more interested	41	31
No change	32	52
Somewhat less interested	2	6
Much less interested	2	4
Don't know	1	4

Which is closer to your view?	CEC (%)	PE (%)	MEC (%)
This type of path sounds like a non-paid, volunteer position that is unlikely to increase lifetime financial security	40	33	32
This type of path sounds like a fully paid job that is likely to increase lifetime financial security	39	45	41
Don't know	21	22	28

Have you heard the term "encore career" used before to describe this kind of work, have you heard the term before but in some other context, or is this a new term to you?	CEC (%)	PE (%)	MEC (%)
Yes, heard used to describe this kind of work	10	10	6
Yes, heard in some other context	8	8	6
No, term is completely new to me	81	78	82
Don't know	1	4	7

IF NOT RETIRED: At what age do you currently expect to retire and not work for pay at all? <i>Showing Mean</i>	CEC (N=99)	PE (N=510)	MEC (N=160)
	68.8	67.7	67.4

IF NOT RETIRED: Thinking back to 3 years ago, at what age did you think you would retire and stop working for pay? <i>Showing Mean</i>	CEC (N=99)	PE (N=510)	MEC (N=160)
	64.9	64.6	64.3

For each of the following, please indicate how important a factor it was/would be for you personally: very important, somewhat important, not too important, or not at all important?	CEC (%)		PE (%)		MEC (%)	
	Very important	Important/ Not important	Very important	Important/ Not important	Very important	Important/ Not important
It allows you to stay active and productive	59	94/6	67	95/4	48	94/4
It provides a sense of meaning and a feeling of accomplishment	55	90/9	57	93/6	38	88/11

It allows you greater control over your time, including the flexibility to take time off when you need to	48	87/11	54	90/9	43	91/9
It provides an opportunity to help others	48	83/16	53	89/9	31	85/14
It leaves free time for things you want to do, such as travel, take courses or other activities you enjoy	46	80/18	51	88/11	40	81/18
It provides you with the level of income you want or need	46	80/17	54	85/13	49	85/12
It allows you to keep learning, stay challenged, have new experiences or develop new skills	45	89/10	57	92/7	36	84/15
It allows you to add continued income to your pension or Social Security benefits	42	72/25	51	83/15	46	83/14
It provides an opportunity to work and be engaged with other people	40	83/18	51	91/8	28	82/16
It allows you to use your skills and experience in new ways or in a new and interesting field	39	85/14	50	90/8	28	84/14
It provides you with employer-provided benefits, such as health insurance	38	59/37	45	75/22	44	83/17
It allows you to have a positive impact on your community	37	76/24	48	86/13	27	76/24
It gives you a chance to do a kind of work you've always wanted to do	37	79/19	50	87/11	30	81/16
It allows you to be your own boss	32	59/38	31	66/31	27	65/33
It allows you to delay taking Social Security or drawing down other retirement assets	26	53/41	31	61/34	21	59/36
It answers a spiritual calling	20	44/53	27	54/43	19	40/54

<b>Apart from financial compensation, which of the following is the best reason for people to continue working after retiring from their main job?</b>	<b>CEC (%)</b>	<b>PE (%)</b>	<b>MEC (%)</b>
Staying active and healthy	44	49	57
Feeling a sense of personal fulfillment	25	25	19
Delaying collecting your Social Security or drawing down other retirement assets.	14	9	14
Contributing to the common good of society	9	11	6
Contributing to my local community	6	4	2
Don't know	3	2	2

<b>At what age do you expect to start collecting your Social Security retirement benefits or have you already started collecting these benefits?</b>	<b>CEC (%)</b>	<b>PE (%)</b>	<b>MEC (%)</b>
62	17	17	11
63	3	1	1
64	2	1	2
65	15	19	22
66	9	7	5
67	6	9	8
68	3	4	3
69	0	1	1

70	12	14	13
Already collecting my Social Security	21	13	19
Don't know	13	14	16

IF ALREADY COLLECTING: At what age did you start to collect your Social Security retirement benefits?	CEC (%) (N=52)	PE (%) (N=105)	MEC (%) (N=55)
62	39	34	43
63	12	7	10
64	7	2	4
65	3	5	9
66	4	4	2
67	3	2	0
68	2	0	0
69	0	0	0
70	1	0	0
Other	30	43	32
Don't know	0	4	0

IF CEC AND COLLECTING: Even though you are already collecting your Social Security benefits now while you are currently working, did you postpone collecting these benefits due to the continued income from this work?	CEC (%) (N=52)
Yes	13
No	84
Don't know	4

IF CEC AND NOT COLLECTING: Do you expect to delay collecting your Social Security retirement benefits due to working past the traditional retirement age?	CEC (%) (N=201)
Yes	35
No	42
Don't know	23

IF PE/MEC AND NOT COLLECTING: Would you consider working for pay longer than you anticipated to provide yourself with an "income bridge" that would allow you to postpone collecting Social Security until a later age? Postponing the collection of Social Security retirement benefits, up to age 70, allows you to receive a larger monthly Social Security check for life.	PE (%) (N=731)	MEC (%) (N=241)
Yes	62	60
No	16	16
Don't know	22	24

IF YES: Until what age would you consider delay taking Social Security retirement benefits?	PE (%) (N=455)	MEC (%) (N=145)
62	2	1
63	0	0
64	1	0
65	9	9
66	4	3
67	7	11
68	10	9
69	3	5
70	49	53
Don't know	13	10

If you were to continue working after retiring, would that be primarily because you would want to give back, improve your community and address social challenges, or primarily because you would want the financial security of still earning a paycheck?	PE (%)	MEC (%)
Want the financial security of still earning a paycheck	60	77
Want to give back, improve your community and address social challenges	31	15
Don't know	9	9

Is it or will it be necessary to continue working after you retire from your main job to get by financially?	CEC (%)	PE (%)	MEC (%)
Yes	45	48	43
No	32	23	17
Don't know	24	29	40

If you were to choose this type of path, how many years would you want to work in an encore career? <i>Showing Mean</i>	PE	MEC
	8.51	7.28

If you were to choose this type of path, how many hours per week would you want to work in an encore career? <i>Showing Mean</i>	PE	MEC
	23.40	22.30

Which specific issue area or areas would you want to work on if you were to pursue this type of path?	PE (%)	MEC (%)
Social services	28	18

Healthcare	25	18
Religious or faith-based	24	18
Human rights or social justice	21	13
Environment	20	25
Arts and culture	20	16
At-risk youth	20	10
K-12 education	18	12
Other education	15	13
Poverty alleviation	15	8
Economic development	14	6
Philanthropy or foundations	12	8
Medical research	10	10
Other	8	5
Don't know	11	22

Would you see this work being local to your community, state or regional, national, or international?	PE (%)	MEC (%)
Local to your community	62	60
State or regional	12	13
National	5	3
International	3	2
Don't know	18	22

How believable is this statement?	PE (%)		MEC (%)	
	Very believable	Believable/Not believable	Very believable	Believable/Not believable
Encore careers are a win-win for both you and your community in your post-midlife years. These jobs are personally fulfilling and rewarding and make a difference in your community and the world. Furthermore, many encore careers allow you to continue to bring home a paycheck and receive benefits	46	90/7	28	87/8
Encore careers are the beginning of a new chapter in your life in which you can be active and involved, start new activities, and use your skills and experience to help others in a paid or volunteer position. Encore careers also allow you the flexibility to enjoy your later-life years that you may not currently have in your career	46	91/6	24	87/8
The income from encore careers can be an excellent source of greater financial security in your post-midlife years. Encore careers allow you to reduce your dependence on your Social Security benefits and other retirement benefits while giving you an opportunity to stay active and help your community	45	88/7	28	84/9
Encore careers combine continued income with personal fulfillment and social impact	45	92/5	26	90/5

The stage of life after midlife and before true old age is a time to reset your priorities and devote more attention to your purpose and your passions. This may take the form of paid or unpaid work, but the important thing in this period is to give back, make a difference and leave the world a better place for future generations	43	85/10	16	81/13
Encore careers combine purpose, passion, and a paycheck	42	90/8	25	83/13
Community service is a pillar of encore careers. This type of work is worthwhile, regardless if it results in a large paycheck or full benefits because it provides you with an opportunity to help others and make a difference in your community	41	88/10	20	76/16
Many encore careers originate with spiritual or faith-based organizations that work within their communities to meet unmet needs. Encore careers allow you to help people in need and causes you care about while also giving you an opportunity to answer your spiritual calling	39	86/8	22	85/9
Encore careers provide you with the opportunity to make the career switch you always wanted to make but for various reasons never did. With the variety of transition resources that are in place (e.g. career advisors, civic nonprofit organizations, spiritual organizations, and education and training), you now have a chance to make that change and make a difference at the same time	35	87/9	20	82/15
Some encore careers offer an annual salary at or above typical Social Security benefits allowing you to postpone claiming Social Security and thus to later receive a larger monthly Social Security check for life	33	84/10	22	82/11
Encore careers are a great way to maintain your individual healthcare benefits. Many encore careers provide employees with health benefits, helping to maintain the level of healthcare you prefer	32	79/17	23	80/16
Despite this economic climate, the transition into an encore career is more manageable than you might expect due to new resources from community colleges, volunteer organizations, spiritual organizations and other groups. Many of the financial and lifestyle barriers to entering encore careers can be overcome by these and other resources to make your transition as seamless as possible	24	77/17	16	81/16

How much more or less likely does reading this statement make you to pursue an encore career?	PE (%)		MEC (%)	
	Much more likely	More likely/Less likely	Much more likely	More likely/Less likely
Encore careers are a win-win for both you and your community in your post-midlife years. These jobs are personally fulfilling and rewarding and make a difference in your community and the world. Furthermore, many encore careers allow you to continue to bring home a paycheck and receive benefits	40	86/7	16	70/10
Encore careers combine purpose, passion, and a paycheck	37	85/6	17	70/12
Encore careers are a great way to maintain your individual healthcare benefits. Many encore careers provide employees with health benefits, helping to maintain the level of healthcare you prefer	36	81/10	20	72/11
Encore careers combine continued income with personal fulfillment and social impact	36	84/6	15	73/9
The income from encore careers can be an excellent source of greater financial security in your post-midlife years. Encore careers allow you to reduce your dependence on your Social Security benefits and other retirement benefits while giving you an opportunity to stay active and help your community	35	81/8	13	71/10
Encore careers are the beginning of a new chapter in your life in which you can be active and involved, start new activities, and use your skills and experience to help others in a paid or volunteer position. Encore careers also allow you the flexibility to enjoy your later-life years that you may not currently have in your career	35	84/6	13	68/14
Some encore careers offer an annual salary at or above typical Social Security benefits, allowing you to postpone claiming Social Security and thus to later receive a larger monthly Social Security check for life	32	79/9	18	65/15
Despite this economic climate, the transition into an encore career is more manageable than you might expect due to new resources from community colleges, volunteer organizations, spiritual organizations and other groups. Many of the financial and lifestyle barriers to entering encore careers can be overcome by these and other resources to make your transition as seamless as possible	29	75/12	14	60/17
The stage of life after midlife and before true old age is a time to reset your priorities and devote more attention to your purpose and your passions. This may take the form of paid or unpaid work, but the important thing in this period is to give back, make a difference and leave the world a better place for future generations	26	75/12	8	63/16

Community service is a pillar of encore careers. This type of work is worthwhile, regardless if it results in a large paycheck or full benefits because it provides you with an opportunity to help others and make a difference in your community	26	73/16	8	45/23
Encore careers provide you with the opportunity to make the career switch you always wanted to make but for various reasons never did. With the variety of transition resources that are in place (e.g. career advisors, civic nonprofit organizations, spiritual organizations, and education and training), you now have a chance to make that change and make a difference at the same time	26	76/9	9	56/16
Many encore careers originate with spiritual or faith-based organizations that work within their communities to meet unmet needs. Encore careers allow you to help people in need and causes you care about while also giving you an opportunity to answer your spiritual calling	23	67/16	12	56/20

Given everything you have just read, please indicate how interested you would be in pursuing an encore career using a scale from zero to 10, on which a 10 means you would be very likely to consider this route for yourself, and zero means you would have no interest in doing this. You may use any number from zero to 10.	PE (%)	MEC (%)
10: very likely to consider	33	7
9	16	10
8	23	20
7	13	33
6	5	16
5	4	6
4	1	2
3	1	1
2	1	0
1	0	0
0: no interest at all	2	2
Don't know	3	3

How concerned are you about each of the following?	PE (%)		MEC (%)	
	Very concerned	Concerned/Not concerned	Very concerned	Concerned/Not concerned
It will be hard to find this type of work	40	75/23	39	72/24
The state of the economy makes this a bad time for this type of job or career change	34	68/30	33	76/19
Your Social Security or retirement benefits will be reduced	34	62/35	36	67/28

You won't receive adequate employer-provided benefits, such as health insurance	33	63/34	41	73/24
You will be subject to age discrimination in hiring or in the workplace	33	63/37	29	66/30
You do not have enough financial security to be primarily concerned with the well-being of anyone besides yourself and your family	29	62/35	36	73/25
You can't afford the time or money needed for the necessary training or education	28	59/39	28	58/36
You don't have the level of financial security necessary to make this type of job or career change	27	63/34	36	65/32
You won't have the flexibility to take time off to care for family members or meet other responsibilities	26	61/37	25	58/39
This kind of work won't provide the level of income you need	25	60/38	35	76/22
Your health or physical condition will make it difficult to do this type of work	21	49/51	21	54/44
You do not have enough information to make this type of job or career change	21	59/37	20	62/31
Making this type of job or career change will negatively affect your financial security	21	51/46	25	56/38
The benefits of helping others would not outweigh the financial costs you may have to undertake	20	55/40	28	67/28
You will not have the same level of job security as you are accustomed to	20	48/48	21	51/45
You won't have time for things you want to do, like travel, take courses or other enrichment activities	17	52/47	20	53/45
It is too risky to make this type of job or career change at this point in your career	17	45/51	26	52/43
You will not have enough time to volunteer with other organizations/causes you are associated with	8	33/65	14	41/55

<b>At what age did you begin to seriously consider this type of job or career change? <i>Showing Mean Age</i></b>	<b>CEC</b>
	49.6

<b>At what age did you make the actual change in your job or career? <i>Showing Mean Age</i></b>	<b>CEC</b>
	51.1

<b>Which of the following, if any, contributed to your decision to make this type of career or job change? Please select all that apply.</b>	<b>CEC (%)</b>
Insufficient income	28
Realizing that some of your lifetime goals were yet to be fulfilled	28
Economic recession	25
Insufficient savings	22

The desire to make a bigger difference in the world	21
An illness, personal or in your family	15
The new job was a natural transition from my previous job	15
Turning 50	12
A spiritual calling	12
An empty nest at home	11
Access to healthcare, regardless of employment status	11
Decline in retirement funds	10
Death of a family member	8
A divorce, personal or in your family	5
Turning 60	5
Turning 65	3
Don't know	4
Other	15

Which of the following activities did you participate in, if any, in preparation for your career or job change? Please select all that apply.	CEC (%)
Participated in local volunteer programs	23
Enrolled in education or training courses at a local school, college, or university	20
Volunteered at your church, synagogue, mosque, or temple	13
Enrolled in online education or training courses	8
Received help from nonprofit organizations aimed at promoting social sector work	6
Participated in national service programs like AmeriCorps or Senior Corps	1
Don't know	29
Other	20

What outside resources, if any, did you turn to for advice in making the decision to make a career or job change? Please select all that apply.	CEC (%)
Your spouse	25
Your children/ family members	13
Someone who already made a similar transition	13
Your neighbor / friends	11
Your spiritual advisor	6
A program with a nonprofit organization	5
A program through local schools, colleges, or universities	5
Your financial advisor	4
A community workshop	4
Online social networks	4
A career life coach	2
Your teacher/professor	1
Your volunteer manager	1
None	31
Other	4
Don't know	11

<b>IF SELECTED MORE THAN ONE: Which, if any, of the following outside resources was most helpful in making the decision to make a career or job change?</b>	<b>CEC (%) (N=358)</b>
Your spouse	22
Someone who has already made a similar transition	8
Your children/ family members	7
Your neighbor / friends	5
Your spiritual advisor	3
A program with a nonprofit organization	2
A program through local schools, colleges, or universities	2
Your financial advisor	1
Your volunteer manager	1
A community workshop	1
Online social networks	1
A career life coach	1
Your teacher/professor	0
None	28
Other	3
Don't know	14

<b>How difficult would you say the transition was to this type of work from your previous job or career?</b>	<b>CEC (%)</b>
Very difficult	9
Somewhat difficult	23
Not very difficult	29
Not at all difficult	34
Don't know	5

<b>IF CEC AND DIFFICULT: What was the most difficult aspect of the transition?</b>	<b>CEC (%) (N=129)</b>
The financial cost of making the change	19
The availability of jobs	13
The loss of my identity that I attached to my previous career	13
Learning a new skillset	11
The age discrimination I encountered	11
The unfamiliarity of taking a new job or a career	9
Figuring out what I wanted to do with my life	7
The difficulty to decide whether to make the change	6
The change in lifestyle associated with a new job	6
Other	6
Don't know	0

<b>During your transition from one job/career to another, did you experience a temporary gap in your personal income because you were earning a significantly lower amount or not earning any money at all?</b>	<b>CEC (%)</b>
Yes: a significantly lower amount of money	43
Yes: not earning any money at all	24
No	32
Don't know	1

<b>IF CEC AND GAP: While you were experiencing a gap in income during your transition, did you use your savings to make up for the difference in income, other means, or both?</b>	<b>CEC (%) (N=270)</b>
Personal savings	57
Other means	20
Both	11
Don't know	12

<b>IF CEC AND GAP: How long, if at all, did this income gap last during your transition?</b>	<b>CEC (%) (N=270)</b>
Less than 6 months	20
6-12 months	23
12-18 months	12
18-24 months	6
2+ years	34
Don't know	5

<b>How seriously have you considered pursuing this type of work?</b>	<b>PE (%)</b>	<b>MEC (%)</b>
Very seriously	20	6
Somewhat seriously	47	39
Not very seriously	20	33
Not at all seriously	7	11
Don't know	5	11

<b>How difficult do you think the transition to a new career or job would be for you personally?</b>	<b>PE (%)</b>	<b>MEC (%)</b>
Very difficult	14	13
Somewhat difficult	36	38
Not very difficult	35	34
Not at all difficult	9	5
Don't know	6	9

<b>IF NOT CEC AND DIFFICULT: Do you think the main obstacles in making the transition would be primarily:</b>	<b>PE (%) (N=417)</b>	<b>MEC (%) (N=152)</b>
Financial obstacles	59	62
Broader lifestyle obstacles	26	27
Don't know	16	11

<b>Why do you think you have not already made this type of career or job change? Please select all that apply.</b>	<b>PE (%)</b>	<b>MEC (%)</b>
Do not feel secure enough financially to make a career or job change in this economy	40	44
Do not know which type of job or career I would want to join in this new path	29	29
Do not have the proper information to make the change	27	24

Do not have the appropriate advice/ support system	18	13
Do not have the time to explore a new career at this time	16	14
Do not have enough interest to consider the change seriously	10	16
Other	14	12
Don't know	8	11

How helpful do you think this activity/program would be in this type of change? Would it be very helpful, somewhat helpful, not very helpful or not at all helpful?	PE (%)		MEC (%)	
	Very helpful	Helpful/Not helpful	Very helpful	Helpful/Not helpful
Grants and scholarships for additional training and education	44	80/17	37	70/25
Volunteering programs that give hands-on experience in the field in which you want to work	40	79/16	26	77/17
National service programs like AmeriCorps or Senior Corps that give hands-on experience in the fields in which you want to work	36	72/21	22	70/20
Additional training and education through community colleges or other schools	34	77/18	18	70/22
Nonprofit organizations aimed at promoting social sector work	30	78/17	18	63/23
An international service program through faith-based organizations or programs like Peace Corps that give hands-on experience in the field in which you want to work	24	61/31	17	52/37
Spiritual organization missions/programs	23	53/37	15	45/47
A career or life coach	22	64/30	17	54/37

How much would you be willing to pay for additional training and education through community colleges or other schools, with the understanding that this education or training may help you to transition into an encore career?	PE (N=836)	MEC (N=296)
Nothing	31	39
\$0 - \$149	10	14
\$150 - \$499	13	7
\$500 - \$999	8	6
\$1, 000 - \$1, 999	6	2
\$2, 000 - \$4, 999	5	1
\$5, 000 - \$9, 999	1	1
\$10, 000+	1	0
Don't know	25	30

<b>If you were to enroll in continued education or training at a community college or other school, what types of course arrangements would you be interested in taking? Please select all that apply.</b>	<b>PE (N=836)</b>	<b>MEC (N=296)</b>
Online courses with flexible schedules	56	58
Courses that mix online and in-classroom work	32	23
Daytime courses in the classroom	18	16
Weekend courses in the classroom	17	10
Nighttime courses in the classroom	16	16
Don't know	17	22

<b>How interested would you be in participating in this program or activity, as a way to help you transition to an encore career?</b>	<b>PE (%)</b>		<b>MEC (%)</b>	
	<b>Very interested</b>	<b>Interested/N of interested</b>	<b>Very interested</b>	<b>Interested/N of interested</b>
You enroll in additional training or education through an online program in order to earn a certificate or degree in a field of interest, or to enroll in a career exploration course. Course schedules tend to be more flexible when taking an online program and are often short-term and fast-tracked. This online program may be offered by your local community college, another school that is located in a different region, a school with an online-only presence or other local and national organizations	31	72/22	13	56/37
You work part- or full-time for one year in a service program for a cause you care about and receive a modest salary or living allowance. At the completion of some year-long service programs such as AmeriCorps or VISTA, you also earn approximately a \$5,000 voucher to go towards future education for you, your child or grandchild. This program would provide you with skills, experience and new networks in a field in which you might like to work	25	62/32	15	47/43
You enroll in short-term or fast-tracked training or education at your local community college. Through this education or training you can earn a certificate or degree in a field of interest. Courses may be held during the weekday, at night or on the weekend. This additional training or education is likely to be offered in fields that reflect employers' needs in your local community	23	70/24	11	63/28
You become a volunteer or board member for a nonprofit or social service agency that will take advantage of your skills and expertise. By volunteering, you would gain valuable hands-on experience, find out if these kinds of jobs are something you'd want to pursue, learn about the social sector, make contacts, expand your network and add to your resume, making you a more	22	68/25	10	53/37

attractive hire				
You join a fellowship program that places you in a nonprofit organization that works on a cause you care about and pays you a moderate stipend for a solid work experience that ranges from full-time for six months to half-time for one year. This program would help to build your understanding of the nonprofit sector, how your skills can transfer to specific encore career roles, and could lead to employment at the nonprofit organization where you completed the fellowship or in a similar organization	22	66/27	7	49/40
You join a local support group, facilitated by a local nonprofit, college or faith group, for people who want to seek encore careers. You will have the opportunity to meet others with similar hopes and experiences, share tips and get support as you make this transition. Some groups might be for women or men only, or might be composed of members of an alumni association or faith group. You can take workshops to guide you through an exploration of your future, looking at what excites you, how your skills can apply to work that makes a difference and giving you practical help on achieving your goals	22	64/30	8	47/44
You enroll in a graduate or certificate program at a university to develop nonprofit leadership or management skills and/or to pursue a particular field of interest. The program, often held outside daytime working hours, helps people to hone their leadership skills, learn how to apply existing knowledge to the nonprofit sector, and build new networks in a field of interest. You would earn a certificate or a degree, depending on the type of program	20	55/38	13	48/44
You enroll in online courses to help you learn how to write your resume and cover letter and how to submit them electronically through websites that post job openings. You can also take online courses that teach you how to use social networks like LinkedIn, Twitter, and Facebook to build your network or take courses that help you with interviewing skills	20	54/40	6	46/47
You take a program offered for alumni of your college or graduate school to help you explore options for your encore career. These may include online courses or webinars, course work at the college, access to faculty and advisors, peer networking, nonprofit internships or similar experiences	20	59/32	10	46/46
You learn how to start your own business or nonprofit venture. To help with the planning and start-up, you can enroll in courses at a college or nonprofit organization that teach you some pointers on how to write a business plan, conduct a market analysis, and obtain loans. You can become part of a business incubator or intern with a start-up organization	19	55/40	6	41/51
You enroll in additional training or education at your local four-year college or university extension, or graduate school to earn a certificate or degree in a	16	58/36	4	46/47

field of interest. Courses may be held during the weekday, at night or on the weekend				
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What is more important to you at this point in your life?	CEC (%)	PE (%)	MEC (%)
Feeling financially secure	71	71	83
Making a difference	24	23	10
Don't know	5	6	7

Thinking about people your age making a career or job change, would you say they are primarily driven by:	CEC (%)	PE (%)	MEC (%)
A need for more financial security	72	69	79
Wanting to make a difference	19	21	10
Don't know	9	10	11

Now thinking about the current economic climate, would you say it is a very good time to make a career or job change, a somewhat good time, not a very good time, or not at all a good time to make a career or job change?	CEC (%)	PE (%)	MEC (%)
A very good time	6	7	5
Somewhat a good time	16	20	15
Not a very good time	33	34	38
Not at all a good time	35	32	35
Don't know	10	8	7

Considering the current economic climate, would you say people your age are more or less likely to make a career or job change than they were in the past?	CEC (%)	PE (%)	MEC (%)
More likely	19	22	15
Less likely	73	68	75
Don't know	8	10	11

Looking ahead one year, do you expect your personal financial situation to get...?	CEC (%)	PE (%)	MEC (%)
Much better	11	7	2
Somewhat better	23	27	22
Stay about the same	43	38	45
Somewhat worse	13	15	18
Much worse	6	7	7
Don't know	4	5	5

Do you feel that your current household income is sufficient for the amount of expenses you have, including any payments on debt and mortgages?	CEC (%)	PE (%)	MEC (%)
Yes	49	38	43
No	47	54	51
Don't know	3	8	7

Do you feel you have sufficient savings?	CEC (%)	PE (%)	MEC (%)
Yes	29	20	16
No	65	73	77
Don't know	5	7	7

Over the past three years, has your personal financial situation...?	CEC (%)	PE (%)	MEC (%)
Improved a great deal	4	4	2
Improved somewhat	17	16	15
Stayed about the same	24	27	27
Worsened somewhat	31	28	31
Worsened a great deal	24	23	24
Don't know	0	2	0

How concerned are you that you will not have enough income in retirement? Are you...?	CEC (%)	PE (%)	MEC (%)
Very concerned	37	46	51
Somewhat concerned	37	36	36
Not very concerned	17	12	9
Not at all concerned	6	4	3
Don't know	2	3	2

IF EMPLOYED: How concerned are you that you will lose your job in the next twelve months?	CEC (%) (N=243)	PE (%) (N=588)	MEC (%) (N=174)
Very concerned	8	14	11
Somewhat concerned	16	23	18
Not very concerned	25	25	33
Not at all concerned	48	31	31
Don't know	3	7	7

How important is it for you personally to leave the world a better place?	CEC (%)	PE (%)	MEC (%)
Very important	33	41	26
Somewhat important	50	46	58
Not very important	11	6	9

Not at all important	5	3	5
Don't know	1	3	3

How much do you agree or disagree that the country's current economic situation calls for ordinary citizens to step up to try to solve social problems?	CEC (%)	PE (%)	MEC (%)
Strongly Agree	44	46	30
Somewhat Agree	41	42	51
Somewhat Disagree	7	5	5
Strongly Disagree	4	3	5
Don't Know	4	6	8

Approximately how many more years do you expect to continue to work? <i>Showing Mean</i>	CEC	PE	MEC
	10.9	11.8	10.70

Approximately, how many years of work experience do you have? <i>Showing Mean</i>	CEC	PE	MEC
	34.30	30.70	30.00

Approximately, how many years of community involvement experience do you have? <i>Showing Mean</i>	CEC	PE	MEC
	10.90	8.90	6.86

In which, if any, of the following industries have you worked? Please select all that apply.	CEC (%)	PE (%)	MEC (%)
Education	29	21	14
Healthcare	25	18	14
Service	25	25	18
Nonprofit	22	15	8
Government	20	15	13
Manufacturing	18	19	25
Technology	13	9	10
Apparel	10	9	11
Financial services	10	8	10
Insurance	8	8	9
Banking	7	9	9
Construction	7	11	12
Telecommunications	7	6	10
Agriculture	5	5	7
Legal	5	5	7
Energy	2	1	1

Mining	1	0	1
Other	24	23	21
None of these	3	6	5
Don't know	0	1	1

Do you have any experience managing people?	CEC (%)	PE (%)	MEC (%)
Yes	80	73	64
No	19	26	34
Don't know	1	1	2

IF MANAGEMENT EXPERIENCE: Approximately, how many years of experience managing people do you have? <i>Showing Mean</i>	CEC (N=202)	PE (N=609)	MEC (N=190)
	16.70	15.00	13.20

IF MANAGEMENT EXPERIENCE: What was the largest number of employees you had working under your direct management? If you have had multiple management roles, please choose the response that represents the most employees you had under your direct management.	CEC (%) (N=202)	PE (%) (N=609)	MEC (%) (N=190)
1-2	4	4	6
3-5	19	18	24
6-10	20	22	25
11-15	15	12	16
16-20	12	9	11
21-25	5	4	3
25+	23	27	14
Don't know	2	3	1

Please rate your skill level in the following areas. Please indicate your highest proficiency level for each. Would you say you are...	CEC (%)		PE (%)		MEC (%)	
	Expert	Skilled/Unskilled	Expert	Skilled/Unskilled	Expert	Skilled/Unskilled
Team leadership and organizational management	31	71/30	22	62/38	13	54/46
Office administration	29	61/39	24	58/41	17	51/49
Human services (may include counseling, advising, teaching, life coaching)	22	63/37	14	51/50	6	28/72
Program or project management (may include planning and deploying a program or process, change initiative new venture, or expansion plan)	16	57/44	12	46/53	5	36/65
Sales/business development/fundraising	16	37/64	11	37/62	7	23/77
Operations (may include operations analysis, performance management, coordination, planning and management)	14	53/47	15	49/51	6	40/60
Process improvement	12	49/51	11	45/55	7	30/70

Strategy development and management	12	46/54	8	41/58	8	36/64
The arts (may include visual, written and spoken applied arts, as well as creative and performing arts)	12	33/67	9	34/66	7	28/71
Financial planning and management (may include accounting, business processes, cash flow forecasting)	10	32/68	9	37/63	5	33/66
Human resources (may include policies, systems and structures, staff development leadership coaching)	10	48/53	9	44/56	6	36/64
Information technology (may include hardware, software, network architecture, database design)	10	37/64	7	31/69	7	27/73
Technical specialist (engineering, statistics)	10	23/77	4	23/77	8	20/80
Marketing, communications and brand strategy (may include writing and creative design)	9	38/62	10	36/64	6	26/74
Research and evaluation (market research, program evaluation)	8	41/59	8	39/61	4	23/78
Construction and maintenance (may include carpentry, electrical wiring, custodial work and plumbing)	5	16/85	6	20/80	9	22/78
Manufacturing and processing (may include printing, metalworking, plant operation and welding)	5	26/74	8	22/78	9	25/75
Legal and risk management (may include contracts, tax, employment, structure, intellectual property)	2	21/79	5	21/79	3	15/85
Partner development and constituent outreach	2	23/76	6	26/74	2	15/84

What is your gender?	CEC (%)	PE (%)	MEC (%)
Male	40	42	46
Female	60	58	54

How would you describe the work you do?	CEC (%) (N=243)	PE (%) (N=588)	MEC (%) (N=174)
White collar professional, like a doctor, lawyer, nurse, IT/computer, marketing, realtor, clergy, or business person	27	33	28
Blue collar/trade worker, like carpenter, electrician, trucker, farming, fishing, manufacturing worker, retail, security guard, foodservice/waiter	21	22	29
White collar office or support person, like a secretary, assistant, receptionist	15	19	22
White collar government, law enforcement, or education	18	10	7
Fine arts, like artist, singer, dancer, actor	3	3	1
Military	0	1	1
Other	11	9	9
Don't know	4	3	3

Are you currently single and never married, married or in a domestic or civil union, separated, widowed, divorced, or have an unmarried partner?	CEC (%)	PE (%)	MEC (%)
Single and never married	11	13	13

Married or domestic/civil union	61	62	62
Separated	3	2	4
Widowed	4	4	4
Divorced	17	16	14
Unmarried partner	3	2	3
Don't know/refused	1	0	0

Which of the following is the best way to describe the area where you live: a city, a suburb, a small town, or a rural area?	CEC (%)	PE (%)	MEC (%)
City	25	25	26
Suburb	41	46	33
Small town	17	14	21
Rural area	17	14	20
Don't know	0	0	0

What is the last grade that you completed in school?	CEC (%)	PE (%)	MEC (%)
Less than high school	0	1	0
High school graduate	13	20	32
Some college	27	21	21
Technical school	5	7	5
College graduate	27	36	28
Post-college / Graduate school	28	16	12
Don't know	0	0	0

Since you left school, have you completed adult education or training courses?	CEC (%)	PE (%)	MEC (%)
Yes	56	52	38
No	43	47	61
Don't know	0	1	1

Do you consider yourself a strong Democrat, a strong Republican, do you lean towards Democrats, lean towards Republicans, or are you an Independent?	CEC (%)	PE (%)	MEC (%)
Strong Democrat	16	20	14
Lean Democrat	19	21	18
Lean Republican	13	17	21
Strong Republican	18	15	14
Independent	28	21	26
Don't know	6	7	6

For statistical purposes only, would you please indicate which of the following best describes your total household income from all sources in 2010?	CEC (%)	PE (%)	MEC (%)
Less than \$12, 500	4	5	4
\$12, 500 - \$19, 999	5	6	9
\$20, 000 - \$29, 999	11	11	10
\$30, 000 - \$37, 499	10	10	7
\$37, 500 - \$44, 999	9	8	12
\$45, 000 - \$59, 999	17	14	15
\$60, 000 - \$72, 499	12	10	13
\$72, 500 - \$89, 999	10	8	7
\$90, 000 - \$124, 999	11	13	12
\$125, 000 - \$149, 999	3	6	2
150, 000 - \$249, 999	4	5	5
\$250, 000 or more	2	0	1
Don't know	2	4	3

For statistical purposes only, which of the following best describes your total amount of household assets? Please include all investable assets like savings, stocks or bonds, and retirement accounts but do not include any property value, like your home.	CEC (%)	PE (%)	MEC (%)
Less than \$10, 000	27	26	30
\$10, 000 - \$24, 999	5	8	6
\$25, 000 - \$49, 999	9	7	10
\$50, 000 - \$74, 999	5	6	7
\$75, 000 - \$99, 999	5	5	6
\$100, 000 - \$149, 999	7	7	5
\$150, 000 - \$199, 999	4	5	4
\$200, 000 - \$299, 999	6	6	6
\$300, 000 - \$499, 999	9	8	8
\$500, 000 - \$749, 999	4	5	3
\$750, 000 - \$999, 999	3	3	2
\$1 million to \$2 million	4	2	1
\$2 million or more	3	1	0
Don't know	9	13	12

Do you rent or do you own the house or apartment where you currently live?	CEC (%)	PE (%)	MEC (%)
Rent	21	23	24
Own	78	77	75
Don't know	0	0	0

Would you say that your health is...?	CEC (%)	PE (%)	MEC (%)
Excellent	12	12	8
Very good	38	35	29
Good	32	35	37
Fair	16	13	19

Poor	3	4	6
Don't know / Refused	0	0	0

Do you currently have health insurance from a non-government provider?	CEC (%)	PE (%)	MEC (%)
Yes	59	63	69
No	41	36	30
Don't know	0	1	1

IF NO: Have you elected to participate in any of these programs for yourself and/or your family?	CEC (%) (N=103)	PE (%) (N=300)	MEC (%) (N=89)
Medicare	33	23	22
Medicaid	18	17	19
Another government- sponsored health program	14	7	10
None of the above	48	55	49
Don't know	1	6	4

From which of the following do you expect to obtain retirement benefits? Please indicate all that apply.	CEC (%)	PE (%)	MEC (%)
Social Security	78	76	77
My personal retirement savings obtained outside the work place	40	36	35
My employer's pension plan or my spouse's employer's pension plan	38	34	28
Employer-sponsored retirement plans, such as a 401k or 403b	35	37	36
Other	4	1	3
None	2	4	2
Don't know	2	4	3

In recent years, how often would you say you have been doing volunteer work?	CEC (%)	PE (%)	MEC (%)
At least once per week	22	16	6
A few times per month	18	13	9
A few times per year	20	22	21
Less often than that	18	22	26
Never	20	22	34
Don't know/refused	2	3	4

Did you immigrate to the United States from another country?	CEC (%)	PE (%)	MEC (%)
Yes	5	5	4
No	95	94	96
Don't know	0	1	1

What is your religion?	CEC (%)	PE (%)	MEC (%)
Protestant and other Christian non-Catholic (Baptist, Methodist, Episcopalian, Lutheran, Presbyterian, Pentecostal, Mormon/Latter-Day Saints, Greek Orthodox, Russian Orthodox, etc.)	53	46	44
Catholic, Roman Catholic	20	24	26
None, atheist, agnostic, don't believe in God, don't believe in organized religion	11	11	12
Jewish	4	6	3
Muslim	1	0	0
Hindu	0	0	0
Buddhist	0	1	0
Other	8	6	5
Don't know/refused	4	7	9

How important is your faith or general spirituality in guiding the decisions you make in your life?	CEC (%)	PE (%)	MEC (%)
Very important	46	45	34
Somewhat important	29	29	34
Not too important	11	13	16
Not at all important	13	11	14
Don't know	1	2	2

For statistical purposes only, would you please indicate whether you are from a Hispanic or Spanish-speaking background?	CEC (%)	PE (%)	MEC (%)
Yes	4	7	5
No	96	93	95
Don't know	0	1	0

IF NOT HISPANIC: For statistical purposes only, can you please indicate your race? White, black, Asian, or another race?	CEC (%) (N=242)	PE (%) (N=779)	MEC (%) (N=282)
White	87	87	89
Black	7	8	6
Asian	2	2	3
Mixed race	2	1	1
Other	2	1	1
Don't know	0	0	0