



A third career - a career in the third age

A paradigm shift of retirement patterns

- Continue working - and being part of the game
- Meaningful commitments - part of the entire life
- Encore career - Leisure for 30 years

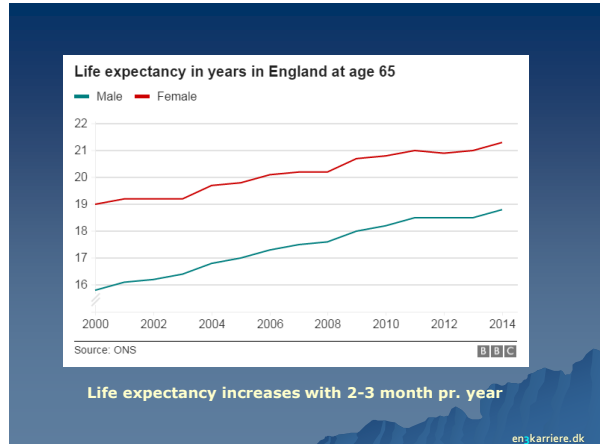
en3karriere.dk

Agenda

- Living longer - a new life phase
- End of working life - a difficult life transition
- Pre-retirement workshops - a shortcut to active ageing

www.en3karriere.dk/eng

en3karriere.dk



We're not only living longer - we have got a new life phase

YOUNG New life phase Young old ?
 Senior ?
 60 Plus ?
 ???

CHILD ADULT **FULL-GROWN** OLD

Development in life expectancy from 1900 - 2000

1900 = 52

2000 = 77 25-years Life Bonus

1. Age 2. Age 3. Age 4. Age

en3karriere.dk

The third age The fourth age

Independent - self-reliant Dependent - lack of health

60 years → 122 years

en3karriere.dk

Newspapers – can only 'see' the 4th age

Elvis Costello Sting Paul McCartney Cher Elton John

Information 141013

We're not only living longer – we have got a new life phase

en:karriere.dk

Agenda

- Living longer - a new life phase
- End of working life – a difficult life transition
- Pre-retirement workshops - a shortcut to active ageing

www.en3karriere.dk/eng

en:karriere.dk

Shall I stop now - or stay on the job ?

Retirement pension - can I afford living?

Time to repair the house...

My daughter needs me to take care of the grandchildren

It will be very difficult to say goodbye to my colleagues...

My husband has retired and ...

'She is far too old...'

I am happy with my job – and I don't want to stop right now

My company needs to cut down expenses – will I be fired?

Shall I join a voluntary group?

Maybe we have to find a smaller house?

A long long holiday will just be fine

I wonder if they can manage without me

A difficult decision process

Last day on the job

How lucky you are – now you don't have to work the rest of your life.

If you get bored it's your own fault - you're not smart enough

I'll miss my colleagues

Leisure is OK - but for 20-30 years?

How to find ways to do what I'm good at and enjoy

Maybe pretend it's easy – even when it's difficult

Most difficult transition in your lifetime - 41%

en:karriere.dk

Looking forward to retirement – don't forget looking back

Looking forward to retirement

To see what you 'get' Freedom and 40 hours for:

- Travel and leisure
- Partner – grandchildren – family
- Hobbies and gardening
- DIY - projects
- Relaxation

Don't forget looking back

To be aware of what you 'lose' Identity & engagement 40 years:

- Colleagues and important network
- Structure – daily - weekly
- Making a difference – challenges
- Less money to live for
- Meaning and goals

Prepare New life phase

Like a holiday

We will find out

No need planning

Finances

What is my goal ?

New network?

A good third age?

Structure-daily?

Make a difference?

Meaning with life?

en:karriere.dk

Agenda

- Living longer - a new life phase
- End of working life - a difficult life transition
- Pre-retirement workshops - a shortcut to active ageing

www.en3karriere.dk/eng

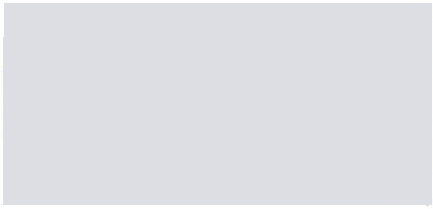
en3karriere.dk

The New Retirement Workspace

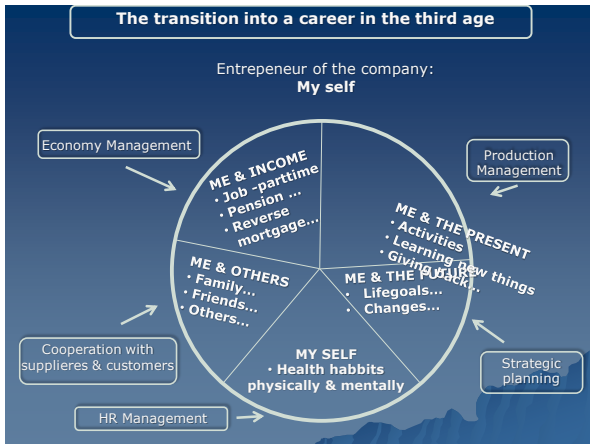
Yesterday's Retirement: Two Phases

PRE-RETIREMENT

LEISURE



Merrill Lynch: Work in Retirement, 2014



Pre-retirement workshops - a shortcut to active ageing

Results - 45 workshops - 800 participants:

- 90% - better prepared on transition - satisfied
- 65% - change their plans for the new life phase
- 33% - decide to stay longer on the job
- 40% - decide to improve health habits
- 45% - decide to contribute as volunteer

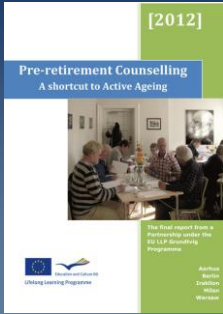
• The workshop model awarded by the EU-Commission in 2012

www.en3karriere.dk/eng

[2012]

Pre-retirement Counselling
A shortcut to Active Ageing

Download →




The first report from a Partnership under the EU LLP Learning Programme

Authors: Søren Nielsen, Trine Nielsen, Mette Worslev

en3karriere.dk

We have got a new phase in life - a 25 years life bonus

How to find your own way - in this phase ?



I wish I'd had the courage to live a life true to myself, not the life others expected of me.

Bronnie Ware

en3karriere.dk