

Redirection: Movers, Shakers and Shifters

(A documentary by Dr. Suzanne Cook)

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More than ever before, people over 55 are not retiring after a major career or life change but doing something remarkable. Dr. Suzanne Cook, Professor at York University, calls it “Redirection”. It’s a term to describe paving a new path, shifting careers, transferring skills and experiences into new occupations and redirecting into new work and employment.

Cook has developed an insightful 30 minute documentary chronicling the careers of 5 Canadians who have entered into successful *Redirection* after the age of 55. How it happened, why, what they are doing now and the feelings behind it all are expanded upon and illustrated in the documentary. It’s a must see project for anyone struggling with career dilemmas and the future.

The film is emotionally charged and thought provoking as it brings to light feelings we will all be in the position to explore sooner or later in our lives. How will we handle a layoff, an illness, restructure or change once we become a certain age and need to reassess our career and life? Stereotypically retirement should kick in at 65 yet, realistically more and more individuals are finding retirement at 65 very difficult because they can’t afford it. Maybe they have no company pension, the labour market has shifted, or they are just not interested in not working. They might be working well into their 70s.

Some individuals might want a change after doing the same thing for over 30 years or more. Some might want to explore another side of themselves or try on another skill or the labour market might dictate a change. Careers held 30-40 years ago are now becoming obsolete and current trends emphasize a youth oriented society.

The good news is that the baby boomers, born from 1945 to 1965 (the largest population due to the post war boom in the birth rate) are now of retirement age. The bad news is that they have to deal with the technology age and the latest inventions from the transition from typewriter, to computer, and to smart phone. The Boomers have faced the steepest learning curve. They have been forced to be resilient. Baby boomers are more adaptable than any other generation because they have had to be. Employers love this quality and *Redirection* is a film about them.

However, for the first time in history, all four generations are employed in the workforce at the same time. There should be a need for everyone: veterans, (born 1925-1945) baby boomers, (born 1945-1965) generation Xers (born 1965- 1980), and *Generation Ys* or *Millenniums* who were born after 1980 and useful information in this documentary would benefit all generations. Though younger workers can contribute for a longer period of time, older workers have a wealth of experience and skills that are invaluable. This documentary reminds us that job change can happen at any age.

So, how do you transition into a new occupation? The main themes in the film help to collect valuable information on ideas for how to search for employment and you will hear individual stories of how

others overcame obstacles at a later age. It will help you make informed life changing decisions about your own life.

Older workers need to start early to determine what they can do as an alternative to the career they were in and this means career exploration becomes imperative later in life. One thing is for sure, Redirection takes time, and all the more reason to watch the documentary or enlist a Career Specialist for assistance.

Find the documentary on Youtube at the following link: <https://youtu.be/n2Tqt4-LhmA>