

Q **How can I change careers later in life?** 

SWITCH things up

**HOW TO LAND
A NEW JOB AT
ANY AGE**

After working in a bank for 40 years, in 2020, Joanne Alderton decided she needed a change.

"But I thought at my age, I can't get a job anywhere else," says Joanne, 61.

That was until she watched her elderly parents in aged care, and realised a job in community support was the switch she needed.

"I had a lot of life experience, understanding and empathy," she says. "I thought, 'I get on really well with people. I need to be with people and working for the bank didn't suit me anymore'."

Now, Joanne works three days a week providing domestic, social and personal care for Whiddon aged-care services – but what does it take to change careers later in life? New Idea asks the experts...

KNOW YOUR SKILLS

While Joanne had a slew

of transferable skills from her previous job, such as interpersonal and secretarial expertise, she still needed to upskill at TAFE, obtaining a Certificate III in aged care.

Roxanne Calder, founder of recruitment agency EST10, explains a self-assessment will determine your wants, needs, skills, experience and qualifications when choosing a new career. This will also help you decide if you need to upskill.

"More importantly, consider your 'why'," Roxanne advises. "You might be perfectly skilled for one job but desire the challenge of a new industry, learning a different skill set, or you are seeking a job that is social."

BE INDUSTRY SAVVY

Whether you're looking for a slower-paced job to beat career burnout, or a more active occupation to get you away from a desk, Roxanne explains there are plenty

of sectors looking to hire mature workers, including:

- Health care and social assistance sectors (general and specialist medical services, pathology, dental and allied health care, childcare, and aged care)
- Retail (hardware and gardening stores like Bunnings, supermarkets and department stores)
- Hospitality

For those who want to leverage their knowledge or don't want to ditch their industry entirely, workplace expert Michelle Gibbings suggests the following jobs:

- Consulting
- Tutoring, training or mentoring (offered online or face to face)
- Fundraising, event planning, or other tasks such as grant writing for non-profit organisations
- Freelance and contract work (including

writing, graphic design, bookkeeping, project management, or virtual assistants)

CREATE A SAFETY NET

While Joanne admits she was financially stable before moving into her community support job, Michelle explains this isn't always a requirement before taking the plunge with a new role.

"It depends on the level of risk attached to the career change and whether the shift negatively impacts a person's salary," she says.

However, if money is getting in the way of you achieving your career



Joanne (pictured with her client Barbara) is fulfilled in her new role at Whiddon aged care.

Visit the Department of Employment and Workplace Relations Mature Age Hub for more resources to assist you in switching jobs: dewr.gov.au/mature-age-hub

goals, Michelle advises creating a budget that considers current expenses and projected income from your new career.

“This step helps determine the affordability of the transition and if there are budgetary adjustments they should make,” she notes.

“If a person cannot immediately enter a new full-time career, consider taking on part-time or freelance work in their desired field. Doing this gains the person valuable experience and builds their network while providing a source of income as

they transition.”
Finally, you can also build a financial buffer by setting aside a portion of income into savings and exploring ways to reduce expenses to help adjust to the change.



MAKING THE MOVE

**WORKPLACE EXPERT
MICHELLE GIBBINGS'
SIMPLE STEPS TO
SECURING A NEW JOB**

- Emphasise your experience and the value you bring to an organisation.
- Stay updated with the latest technology, tools and processes to help you remain competitive in the job market.
- Continue your education and training to demonstrate your commitment to professional development.
- Networking is crucial in landing a new job. Attend

- industry events, join professional organisations, or contact former colleagues.
- Stay involved in your field through professional organisations, industry events, or volunteer work, which also helps you keep up to date on trends and developments.
- Be flexible and open to part-time or contract work, and opportunities that may require travel or relocation.

5 of the best herbal teas

Whether you're looking for a morning brew or a calming cuppa before bed, here are our favourite drops...

Higher Living
Ginger Kick,
\$3.50,
coles.com.au



Mood Tea
Happy Days
Hibiscus,
Apple &
Ginger, \$7,
woolworths.com.au



Planet
Organic
Female
Balance,
\$5.95,
buyorganicsonline.com.au



Pukka Night
Time Tea,
\$8.25,
woolworths.com.au



T2 Tummy
Tea Teabag
Icon Tin, \$25,
t2tea.com

