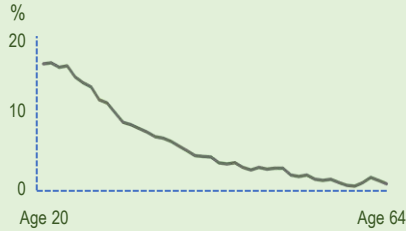


Infographic 1. Key facts and figures

Rising longevity and technological change are reshaping workers' careers

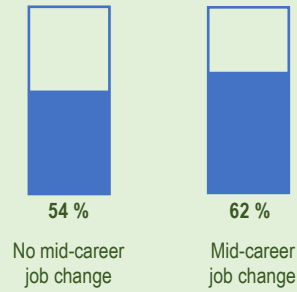
Job mobility declines with age, **6%** of 45–64-year-olds change jobs annually compared to **17%** under the age of 30



However, in the future older workers are likely to change jobs more often than in the past

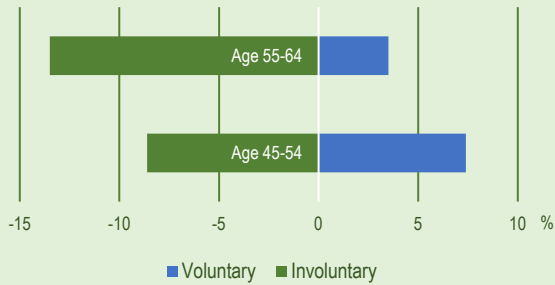
Better career choices at mid-career can promote longer working lives

Likelihood to be working at age 60



Voluntary job moves can improve wages and working conditions

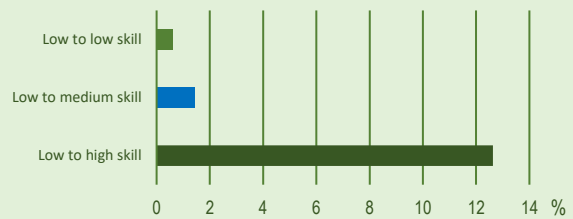
Wages rise for those who voluntarily change jobs and fall for those who are forced to change jobs (on average between 2010-2020).



Low-skilled workers need help to move to better jobs

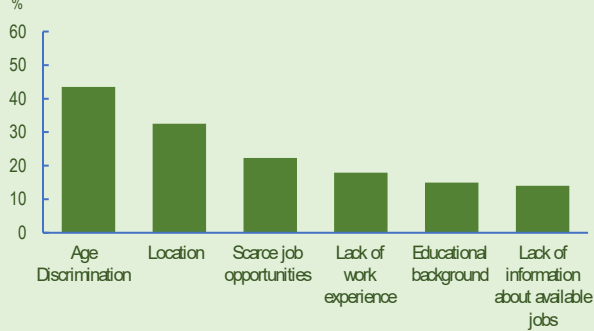
60% of low-skilled workers aged 45-64 who change occupations will change to another low-skilled job

These low skilled workers experience little **wage progression**.



Government and employer policies can lower barriers to career mobility

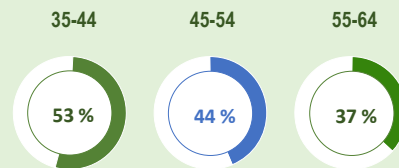
The **most common barriers** for workers aged 45-65 who changed jobs



Policies such as **work experience, apprenticeships, and age-blind hiring processes** can enable voluntary mobility

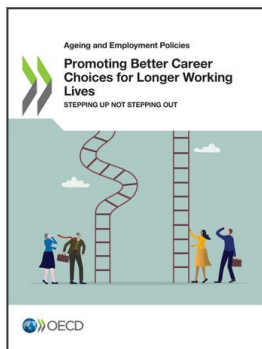
Workers need help to build confidence and skills to change jobs

% of workers who regularly review career options



Older workers are **16 % points** less likely than younger workers to review their career options

Mid-career reviews and targeted training programmes equip older workers with the skills needed to change jobs



From:
Promoting Better Career Choices for Longer Working Lives
Stepping Up Not Stepping Out

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