



Retaining Skills Within the Workforce: The Motivation and Adaptability of Retirees Reengaging with Career.

Jennifer Luke and Peter McIlveen, *The Australian Collaboratory for Career, Employability & Learning for Living (ACCELL) - University of Southern Queensland*

The Organisation for Economic Co-operation and Development (OECD, 2002), the International Labour Organisation (ILO, 2015) and successive Australian Governments' Intergenerational Reports (2010, 2015) are alarmed by an ageing society with workforce productivity needing an injection of skills from older workers such as retirees. Retirees' delaying a disengagement from the workforce has yet to be adequately conceptualised in career development research and practice. This presentation reports on research (Luke, McIlveen & Perera, 2016) into understanding the re-engagement of retirees into the workforce through the lens of the Career Construction Theory (Savickas, 2005). The research investigated the relevance of this theory's career adaptability constructs to retirees' career experiences. The main objective was to explore the psychological factors that may contribute to a retiree deciding to become actively reengaged within the workforce. Findings of research that involved interviews with N = 22 retirees will be presented. These interviews explored their motivations to return to work as well as the linkage to the required adaptive behaviours needed to be employable in today's workforce. An understanding from this presentation will be that the notion of career adaptability can be an important focus of research and development in fostering a retiree's healthy re-engagement in the world of work. With professional standards regarding career development theory and diversity upheld, this presentation will additionally outline how the research integrates well with the Sustainable Development Goal (United Nations, 2015) of promoting inclusive sustainable economic growth, productive employment and decent work for all.