



THE WHOLE-LIFE CAREER

*A modern way of understanding work lives
in a longevity economy.*

- Design skills-based development pathways (upskilling, reskilling and cross-training) for employees at every age and life stage.
- Normalize off-ramps and on-ramps.
- Implement and promote return-to-work pathways, phased transitions, and sabbatical policies.
- Support work-life integration for employees of all ages and life stages.
- Flexible schedules, caregiving support and hybrid options reduce burnout and increase retention.
- Promote mutual mentoring.
- Use surveys, talent data, and employee insights to identify where expectations differ, where alignment is strong and where culture needs attention.

These are the foundations for today's whole life career and an longevity-aligned talent strategy.

Want to learn more? Age Equity Alliance is here to help.

AgeEquityAlliance.org