

Navigating Unplanned Career Changes

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CWDC Workshop

5 January 2010





The Letter

As you may know, recent changes in the economy have forced us to make some difficult decisions here at AEROSPACE COMPANY XYZ. In order for the company to succeed in the future, we must streamline our organization today.

We regret to inform you that we are eliminating your position and terminating your employment, effective today, January 5, 2010. We will provide severance in the amount of...An exit interview is scheduled for... You will receive information regarding benefits and unemployment at that time...

We have been pleased with the work that you've accomplished during your employment here. We will be sorry to see you go.

Sincerely,

Overview

- **The Economic Climate**
- **U.S. Aerospace Industry Outlook**
- **Career Exploration –
Understanding Its Value**
- **Career Exploration Strategies**

One Year Ago...



Recurring

Over the past two years, our nation, indeed the world, has endured the most severe financial crisis since the Great Depression, a crisis which in turn triggered a sharp contraction in global economic activity.

Chairman Ben S. Bernanke

Confirmation hearing

Before the Committee on Banking, Housing, and Urban Affairs, U.S.

Senate, Washington, D.C.

December 3, 2009

U.S. National Debt

- [U.S. National Debt Clock : Real Time](#)



U.S. Unemployment Rate (Monthly)

Labor Force Statistics from the Current Population Survey

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1999	4.3	4.4	4.2	4.3	4.2	4.3	4.3	4.2	4.2	4.1	4.1	4.0
2000	4.0	4.1	4.0	3.8	4.0	4.0	4.0	4.1	3.9	3.9	3.9	3.9
2001	4.2	4.2	4.3	4.4	4.3	4.5	4.6	4.9	5.0	5.3	5.5	5.7
2002	5.7	5.7	5.7	5.9	5.8	5.8	5.8	5.7	5.7	5.7	5.9	6.0
2003	5.8	5.9	5.9	6.0	6.1	6.3	6.2	6.1	6.1	6.0	5.8	5.7
2004	5.7	5.6	5.8	5.6	5.6	5.6	5.5	5.4	5.4	5.5	5.4	5.4
2005	5.2	5.4	5.2	5.2	5.1	5.1	5.0	4.9	5.0	5.0	5.0	4.8
2006	4.7	4.8	4.7	4.7	4.7	4.6	4.7	4.7	4.5	4.4	4.5	4.4
2007	4.6	4.5	4.4	4.5	4.5	4.6	4.7	4.7	4.7	4.8	4.7	4.9
2008	4.9	4.8	5.1	5.0	5.5	5.6	5.8	6.2	6.2	6.6	6.8	7.2
2009	7.6	8.1	8.5	8.9	9.4	9.5	9.4	9.7	9.8	10.2	10.0	

U.S. Unemployment Situation

The number of long-term unemployed (those jobless for 27 weeks and over) rose by 293,000 to 5.9 million. The percentage of unemployed persons jobless for 27 weeks or more increased by 2.7 percentage points to 38.3 percent.

-United States Department of Labor – Bureau of Labor Statistics

-Data extracted on: January 3, 2010 (7:39:53 AM)



UNEMPLOYMENT

sucks when your job gets blow'd up

U.S. Economic Outlook



Today, most indicators suggest that financial markets are stabilizing and that the economy is emerging from the recession. Yet our task is far from complete. Far too many Americans are without jobs, and unemployment could remain high for some time even if, as we anticipate, moderate economic growth continues.

-Chairman Ben S. Bernanke

Confirmation hearing, Before the Committee on Banking, Housing, and Urban Affairs, U.S. Senate, Washington, D.C.

December 3, 2009

Aerospace Industry Outlook - 2010

Credit quality in the U.S. commercial aerospace industry will remain under pressure in 2010, while the U.S. defense sector is likely to experience more stability.

Key risks for the sector include the weak global economic recovery, exogenous shocks (terrorism, disease pandemic, etc.), large U.S. government deficits, and execution on new programs.

Fitch Ratings: U.S. Aerospace & Defense Outlook Steadying But Downside Risks Remain

Business Wire 2009
2009-12-09 16:57:36

Aerospace Industry Outlook – AIA Statement

AIA News 2009

Aerospace Industry Remains Strong Through Downturn

December 15, 2009

Arlington, VA - Aerospace industry sales will increase in 2009 and 2010 demonstrating the strength of the U.S. aerospace industry in today's weak economy, AIA announced at its 45th Year-end Review and Forecast Luncheon.

“There are decreases in some aerospace categories,” said AIA President and CEO Marion Blakey, “however, our projection for continued overall sales growth is a solid barometer that the aerospace industry boosts trade and generates thousands of high-paying jobs across the country.”

Aerospace Industry Workforce Impact

AIA News 2009

Aerospace Workforce Imperiled by Funding Cuts

December 10, 2009

Arlington, VA - U.S. preeminence in aerospace is threatened by aging demographics and uncertainty over the future of the U.S. space program and adequate funding to support it, AIA President and CEO Marion Blakey said Thursday in testimony before the House Committee on Science and Technology.

According to an Aviation Week Survey, 13 percent of the aerospace workforce is eligible to retire. By 2013, retirement eligibility for some job functions like R&D program managers will be around 20 percent. In addition, NASA has already laid off some of their contractor workforce and could be forced into more layoffs depending on direction by the Administration and Congress.

Career Exploration

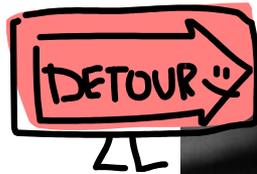


Career Exploration – What Is it?

- **Traditional view: School-to-work – critical stage in career development**
- **Modern approach: lifelong pursuit occurring across life roles and as a means to cope with a variety of career transitions.**
- **Serves as an adaptive mechanism to help you manage rapid changes in today's work environment.**

Change is Certain

Routines WILL change or be disrupted, either voluntarily or involuntarily... leading to another cycle of career exploration.



Career Exploration Constraints and Influences

National

Societal

- Immediate environment
- Parents
- Social and environmental context
- Age
- Gender
- Specific talents
- Interests
- Values
- Geography
- Political and economic climate

Cultural

Family

Career Exploration is...

...embedded in the current notions of complex, “chaotic”, nonlinear, and unplanned influences on an individual’s career.

Voluntary vs. Involuntary Career Exploration

- **Voluntary** – When you act as a proactive agent in your own career... when you are seeking to change some aspect of your current situation
- **Involuntary** – Chance events, Layoffs, Organizational Restructuring, Job Requirement Changes, etc. – Individual has minimal or no control

Preferred Career Exploration - Voluntary

- Shapes the way you think about yourself and shapes the way you think about the world of work.
- **Proactive and continuous career exploration, especially during employment, may also lead to discovering opportunities that will help you become more employable.**
- Allows you to move across boundaries more easily, and through repeated experience of career exploration and change, your adaptability will increase.
- Systematic, planning-oriented voluntary career exploration vs. random, haphazard, and unsystematic exploration.

Barriers to Voluntary Career Exploration

- Lack of Opportunities and/or Resources
- Lack of Confidence
- Lack of Skills
- Unaware of Opportunities
- Career Indecision
- Relationships and Networks



Desired Outcomes

- **Achieve a specific career goal- find a better or more challenging job**
- **Move to a different type of organization**
- **Find an option that leads to better work-life balance**
- **Improved work situation**
- **Increased satisfaction**

Strategies



Two Differing Approaches – Ibarra vs. Zikic

- **IBARRA**

- Act, then reflect
- Flirt with yourself
- Live the contradictions
- Make big change in small steps
- Experiment with new roles



Two Differing Approaches – Ibarra vs. Zikic

- **IBARRA**
 - Find people who are what you want to be
 - Don't wait for a catalyst
 - Step back periodically but not for too long
 - Seize windows of opportunity
 - Consider opportunities that may be horizontal and allow you to develop skills that will further advance you toward your end goal

Two Differing Approaches – Ibarra vs. Zikic (cont.)

- **ZIKIC**
 - Be proactive by developing a career plan
 - Be willing to explore and have an exploratory attitude
 - Appreciate complex nature of career exploration as a means for strategic posturing
 - Examine the total context in which you live
 - Understand how different aspects of your life are all part of your life and career
 - Deal open and honestly with barriers and factors that may limit your ability to explore and achieve desired outcomes

Two Differing Approaches – Ibarra vs. Zikic (cont.)

- **ZIKIC**

- Develop a deep understanding of your options in the broader context of life- taking into consideration national, cultural, societal, and family influences
- Recognize that career exploration does not lead to unqualified career success
- Do not over-focus or be a victim of constant exploration and assessment
- Do not bounce from job to job without a clear direction
- Establish and maintain a flexible path approach

Managing Your Career in Uncertain Times

Seven Survival Tips – Bruncha Milaszewski

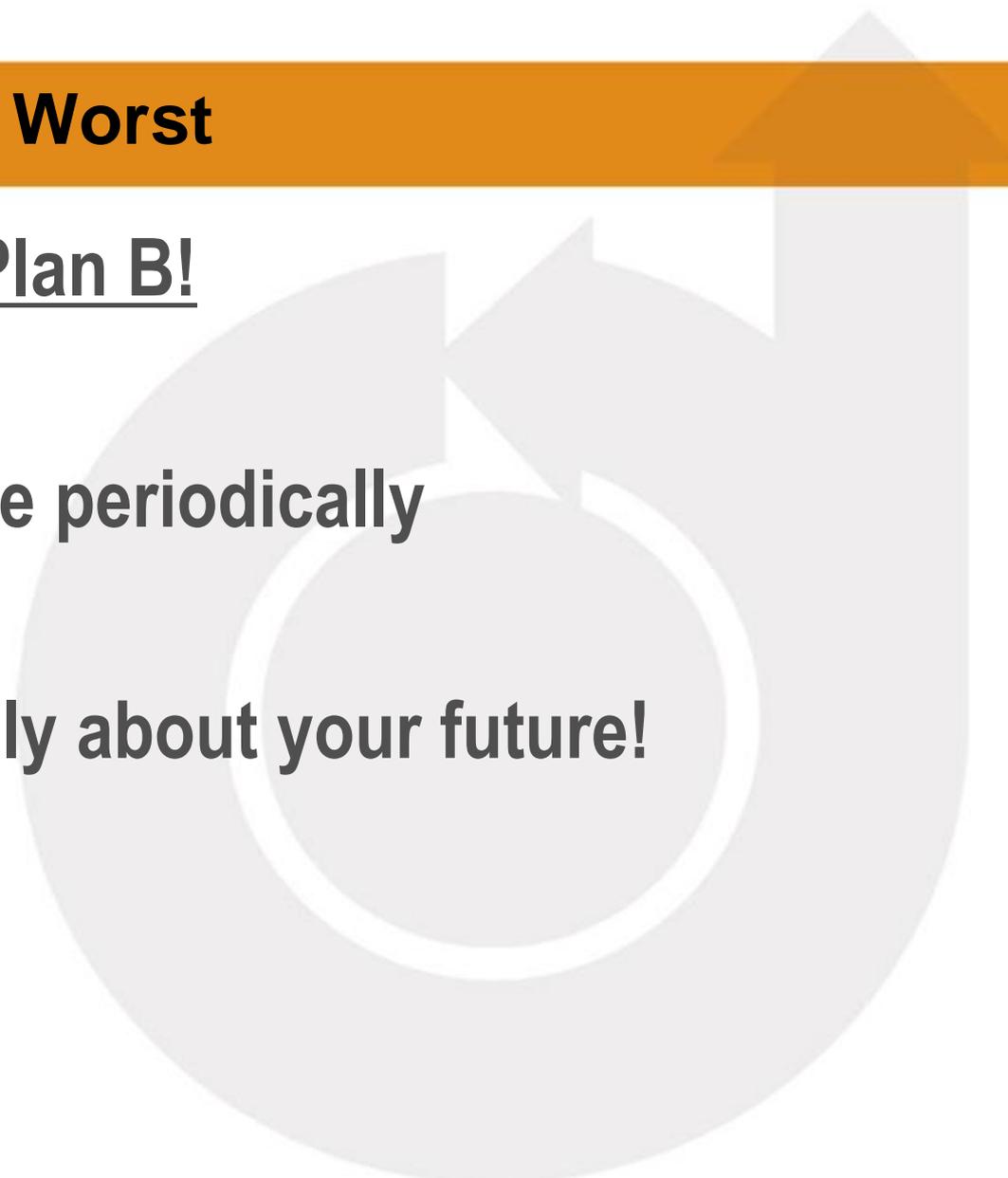
- Don't panic
- Do your job well
- Don't gossip
- Be visible
- Take stock
- Re-engage your contact network
- Be prepared

Strategies to Protect Your Job During Layoffs

- **Act like a survivor by demonstrating confidence and staying focused on the future.**
- **Give your boss hope by empathizing with him or her and inspiring your team to pull together.**
- **Become a corporate citizen by taking part in meetings, outings, and new projects designed to support a reorganization.**

Prepare for the Worst

Always Have a Plan B!

- **Be self aware**
 - **Update resume periodically**
 - **Network**
 - **Think creatively about your future!**
- 

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The World's Forum for Aerospace Leadership