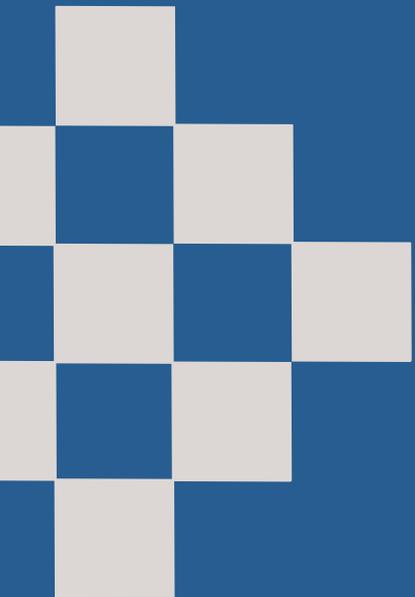
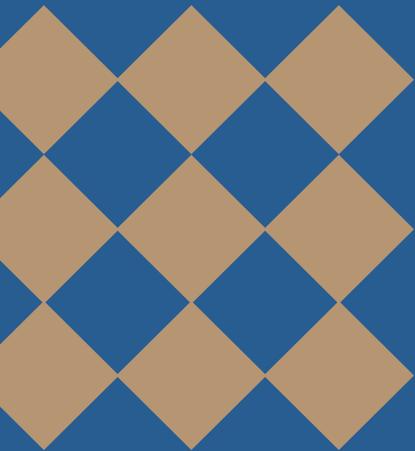
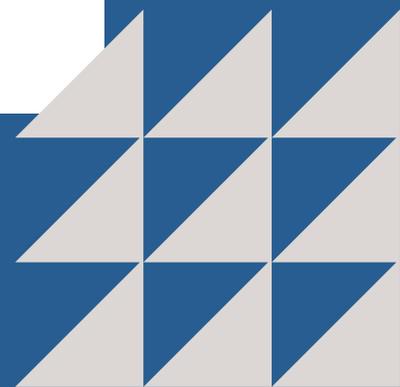


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Returnship Program Support

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What Are Returnship Programs?

A returnship is an internship for adults who have been away from the traditional workforce for a while. It's essentially a back-to-work program where people can return to their careers without having to start from the bottom of the career ladder. Returnship programs help returners reconnect with their chosen profession and improve the skills needed to successfully perform in today's job market.

Returnships are useful for companies because they can hire from a larger pool of candidates with diverse experiences.

Returnships offer many advantages for adults looking to reenter the workforce. Some of those advantages include:

- Catching up on changes in the industry (i.e. best practices, laws/regulations, technology, etc.)
- Learning new skills
- Finding a support system to make the reentry transition easier
- Obtaining exposure to a possible new career/industry
- Building/growing a robust professional network
- Possibly transitioning into a full-time role

Typically, there are certain qualifications to join a returnship program. These might include a certain amount of work experience, a minimum career gap, or certain foundational skills.

Once accepted, these programs typically provide participants with work experience, training, and coaching to help them transition into a full-time role. Returnships are typically 4-12 weeks long and are paid.

Returnship support programs and a list of major employers that offer returnship programs.

- [Path Forward](#)
- [reachIRE](#)
- [Women Back to Work](#)
- [The Mom Project](#)
- [iRelaunch](#)
- [Major Organizations Offering Returnship Programs](#)

Returnship Program Support - Path Forward

Path Forward is a nonprofit organization dedicated to empowering people to restart their careers after time spent focused on caregiving. They fulfill this mission by partnering with employers to create returnships and other programs that give professionals a jump start back to paid work, while giving these companies access to skilled, but often overlooked, talent.

Since 2016, they've collaborated with more than 100 companies to launch return-to-work programs. Their partners range in size from global corporations like Amazon, Walmart, Netflix, and Apple to small start-ups.

Through job opportunities at their employer partners and the resources they provide to returning caregivers at no charge, they've helped thousands of talented individuals return to paid employment. More than 80 percent of caregivers who complete a returnship powered by Path Forward convert to full-time positions.

Path Forward offers returning professionals the opportunity to restart their careers through returnships at companies that appreciate the skills they offer, the perspective they provide, and the contributions they can make.

A Path Forward return to work program is a temporary job placement with a specific company that is geared toward professionals looking to restart their careers after they took time to focus on caregiving or other family obligations. Returnships are paid, 16-week, mid-career, return-to-work opportunities open to individuals with at least 5 years of professional experience who have been out of the paid workforce for two or more years for caregiving purposes.

Returnship Program Support - reachHIRE

reachHIRE goes above and beyond by providing end-to-end support, training, and resources you need for a successful return-to-work experience. Unlike job boards with few resources to support you, reachHIRE is invested in your success throughout the journey.

reachHIRE has a decade of experience walking alongside returning professionals and partnering with top companies like Fidelity, T-Mobile, and Wayfair to offer impactful job opportunities that will inspire and empower you to confidently propel your career forward.

reachHIRE's team of career experts inspire you and help make your journey back to work successful beginning on day one with resumé and interview prep, ongoing training, and support from a dedicated Program Manager. Once accepted in a program, training is provided at no cost to you and focused on professional growth in three key areas: Technical, Business, and Personal.

As part of the reachHIRE Return-to-Work training experience, you will receive a skills refresh in a 360-degree support environment. Through the training program:

- Participate in a 1-week intensive training session with your community of peers during onboarding
- Join monthly training sessions
- Receive ongoing coaching, development, and mentorship
- Engage with managers and leaders of the organization
- Access expertly designed workshops, resources and tools via a powerful digital platform

reachHIRE believes in partnering with leading employers who recognize professionals' skills and experience – not their career breaks – and are committed to creating more career off-ramps and on-ramps, and building concrete paths to leadership for women.

Returnship Program Support - Women Back to Work

The Women Back to Work (WBW) program offers Returners the resources and guidance they need to assist with the often difficult task of reentering the workforce after a career break. We are committed to helping you land a job in the shortest time possible by making every effort to match you to existing roles at WBW participating partner companies. This is a place where you can connect with mentors, advisors, get tips and above all, get the support you need. The WBW program is always free for Returners.

Landing a new job can be a daunting task. But it can be even more overwhelming if you've taken a career break. You may wonder where to start or be worried about whether your skills are rusty. A lot may have changed in the workplace since you've been away. Where can you get the help you need?

Introducing "The WBW Return-to-Work Guide for Professionals with Career Break." With this guide, you can -

- Create a perfect returner resume
- Develop a custom elevator pitch
- Build a strong LinkedIn profile
- Prepare for interviews, and more

WBW holds a virtual Power Hour once per week on Tuesdays at 12 pm PDT to address any pressing questions from WBW candidates about their job search. The goal of Power Hour is to keep your job search moving forward by coming up with solutions for any job search-related issues you are facing.

They also have regularly scheduled WBW workshops and webinars include subjects like resume writing, social media, personal branding, interviewing, and much more.

Returnship Program Support - The Mom Project

The Mom Project is committed to helping women remain active in the workforce in every stage of their journey, and they are proud to work with employers who are committed to designing and supporting a better workplace.

They create opportunities for women to engage on their terms with incredible companies that need their talent and expertise. The Mom Project also facilitates connections and pushes for change at both the company and policy level.

Participation provides a community for working moms (a.k.a. all moms!) that allows women to support each other, connect to career goal support, and gain access to the resources needed to thrive in their personal working parenthood journey. #allmomswork

Joining the Mom Project allows you to search for career opportunities on their platform from vetted, family-friendly employers, and get access to job search tools, career development resources, and a thriving community of moms and allies.

You will have access to:

- Find career guidance in The Study
- Attend virtual workshops and expert sessions in Talent Community Events
- Check out a scholarship programs and certifications committed to accelerating equity for moms of color in Rise
- Get matched one-on-one with a fellow member to meet, teach, learn and grow in Rally
- Generate a beautifully formatted, downloadable resume from your completed Talent profile with Resume Rev.

Returnship Program Support - iRelaunch

iRelaunch provides tools, resources, events, outreach about career reentry programs and relauncher job opportunities and more to the iRelaunch community of 100,000 relaunchers.

Their mission is to eliminate the bias towards those who take an extended career break for any reason and at any season in their life by normalizing this choice and exposing this untapped talent pool for what it is: highly educated, uniquely experienced, and extremely motivated.

iRelaunch produces the iRelaunch Return to Work Conferences bringing together hundreds of relaunchers with employers looking to hire them and the iRelaunch Employer Summit, convening employers running career reentry programs and planning future programs in a private virtual setting to share ideas, ask questions and learn together with iRelaunch experts.

The iRelaunch Return to Work Conference is a three-day event full of education, inspiration and opportunity to connect with employers looking to hire professionals who have been on career break.

You can also purchase the iRelaunch Return to Work Roadmap, your step-by-step plan for returning to a rewarding career.

iRelaunch offers free downloadable sample resumes and cover letters as well as blogs and podcasts. They also offer paid resume services and relaunch and career coaching.

You also have the ability to register and upload your resume for free to connect with employers hiring qualified relaunchers and you can log in anytime to view job postings.

Check Out These Major Organizations That Offer Returnship Programs

Deloitte.

amazon



EATON
Powering Business Worldwide

Vanguard



SAP

asurion



Goldman Sachs

IBM

JPMORGAN CHASE & CO.

Morgan Stanley

BOEING

LOCKHEED MARTIN

 **Prudential**

NORTHROP GRUMMAN

Vanguard





 **amd docs**

wtw

RAYMOND JAMES

Johnson & Johnson

intel.

WELLS FARGO


Working Right.

ORACLE

This informative document is presented by The Career Experts Group which is a select group of Master Career Practitioners, Personal Branding Strategists, and Diversity, Equity, and Inclusion (DEI) Consultants. We share one mission: to guide and support individuals at all stages of their career journeys, from new college graduates to C-Suite Executives.

Our clients include neurodiverse workers, professionals of color, older workers, early-career professionals, career changers, and those returning to the workforce. Our own professional backgrounds are just as diverse: high-tech, education, counseling, marketing, human resources, recruiting, and entrepreneurship, to name a few.

Each member of the Career Experts Group is passionate about helping you get to work on your career. We've got you covered, no matter where you are in your career journey.

For a wealth of career-focused information, insights, and inspiration, visit the [Career Experts Group website](#).

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LET'S GET TO WORK ON YOUR CAREER!