



Path Forward



Restarting Your Career After Caregiving

Walmart.com

ISD



Path Forward

#MyPathFWD19

 Path Forward

Path Forward Partners



What is a returnship?

- Temporary
- Full-time
- Paid
- Mid-level
- Specific qualifications vary
- Mentoring vs. training
- Require a gap for caregiving
- Employers manage the application process

[Path Forward FAQ](#)

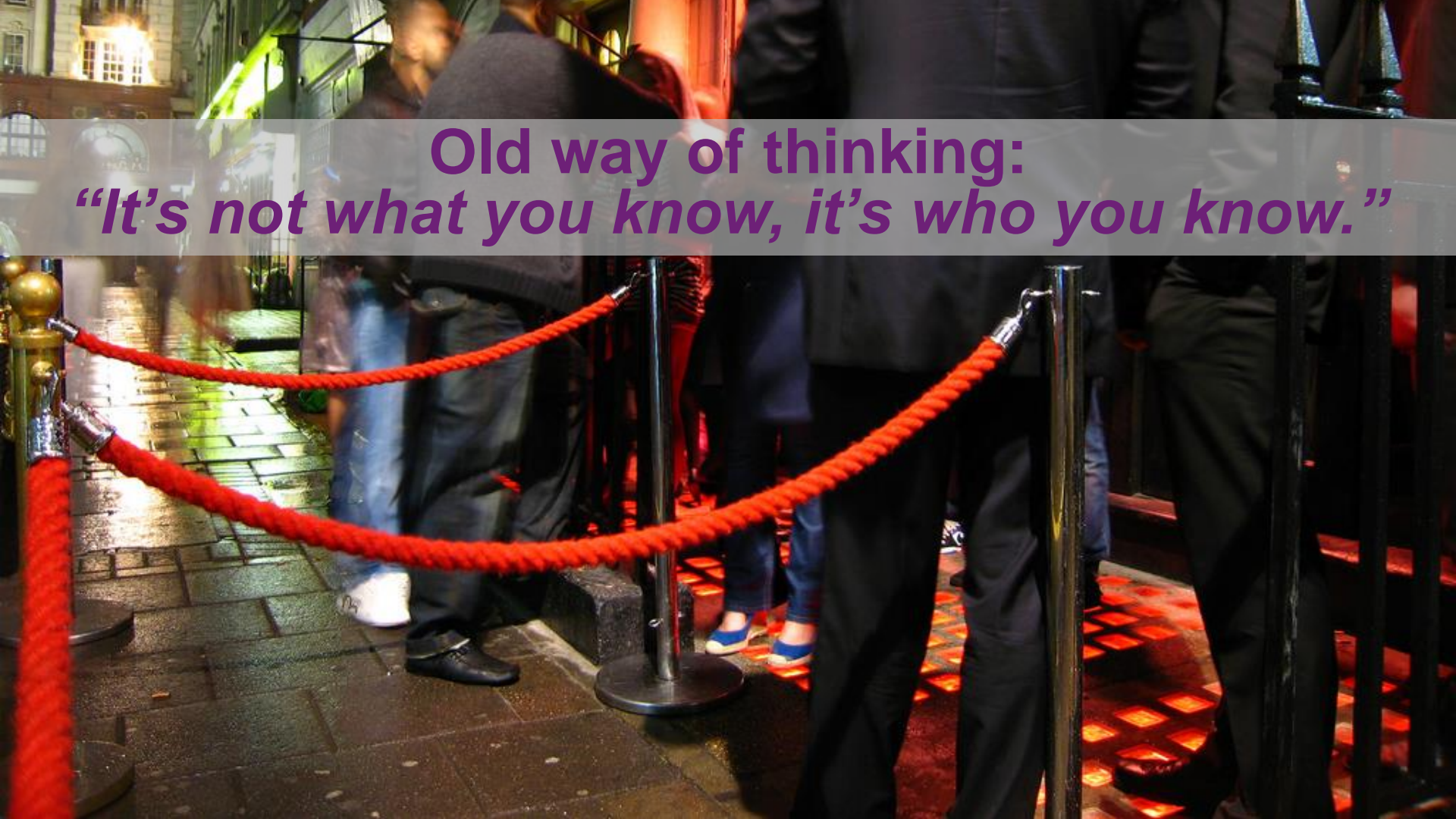


3 Steps To Restart Success

1. Find Your People (Or, Build Your Network)
2. Analyze Your Career Assets
3. Tell Your Story

A photograph of four women from the waist down, standing on a wooden floor covered with purple confetti. They are wearing different styles of floral-patterned skirts and various types of shoes, including wedge sandals and loafers. A semi-transparent grey banner with purple text is overlaid across the middle of the image. A white balloon is visible on the right side.

Find Your People (Or, Build Your Network)



Old way of thinking:
“It’s not what you know, it’s who you know.”

New way of thinking :
“Who you know, is what you know.”



Ask For Information, Not A Job



What You Can Learn From Your Network

- ❑ How your skills can be applied to new areas
- ❑ What skills are most desired in a given field
- ❑ The language of a particular industry or company
- ❑ What companies are hiring and in what areas
- ❑ The hidden hierarchy in a company
- ❑ The culture and values of a company

Online ...



IRL ...

- Reunions
- Classes
- Networking events
- Volunteer events

A photograph of a classroom or workshop. A teacher in a light blue shirt is on the left, gesturing with their hands while speaking to a group of students. The students are seated at desks with laptops. In the foreground, a name tag for 'Vanessa (Jinglin)' is visible on a desk. The background is slightly blurred, showing more students and a bright window.

Classes: Skills + Networking = Win!



www.catchafire.org

A close-up photograph of a person's hands writing in a notebook. The person is wearing a white long-sleeved shirt. The notebook is open and filled with handwritten notes and diagrams. A silver pen is held in the right hand. In the background, a laptop is open on a wooden desk, and a pen holder with several pens is visible. To the left of the laptop, there are small figurines of Mickey Mouse and Minnie Mouse. The text "Analyze Your Career Assets" is overlaid in a purple font across the center of the image.

Analyze Your Career Assets

Things I LOVE To Do

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Things I Want To Learn

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Things I Don't Love To Do

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Don't Overlook Community Service

Job Title: Head of the Town Little League

Skills:

- Persuades using influence vs. authority
- Collaborates with different personalities, manages competing agendas
- Maintains financial viability
- Willingness to lead



How nonpaid work translates into the workforce

Running a volunteer project (PTA, religious org, community org)	<ul style="list-style-type: none">• Ability to persuade using influence vs. authority• Ability to collaborate with different personalities, manage competing agendas• Focus on goals and accomplishments• Raise funds and maintain financial viability• Ability and willingness to lead
Participating in a volunteer project	<ul style="list-style-type: none">• Maintain commitment to a cause despite ambiguity of roles and responsibilities• Ability to collaborate with different personalities, manage competing agendas• Manage your own performance to accomplish team's goals• Demonstrate passion and drive
Managing your child's special needs case	<ul style="list-style-type: none">• Navigating complex bureaucracies and rules• Adhering to deadlines and schedules• Processing complex information and making decisions with limited information
Coordinating an international move	<ul style="list-style-type: none">• Navigating complex bureaucracies and rules• Adhering to deadlines and schedules• Adapting to differing culture and supporting family in their adaptation• Learning a foreign language



Tell Your Story

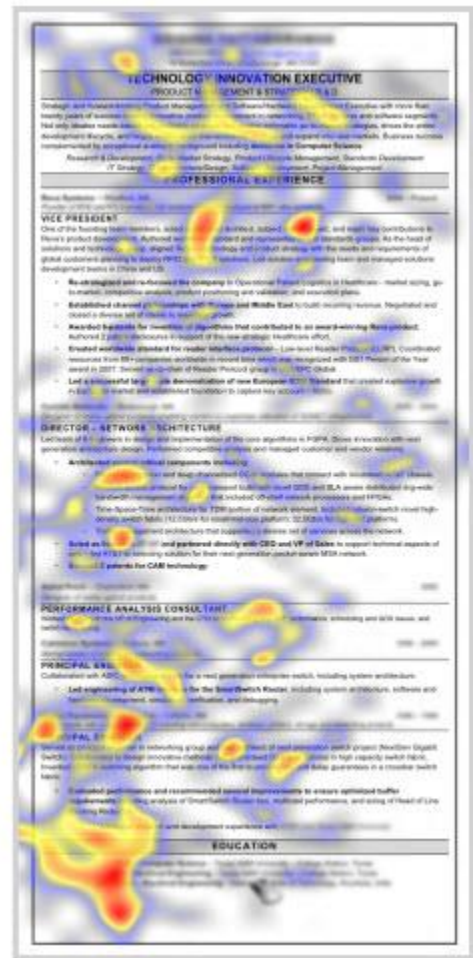
The (Dreaded) Resume



A 2012 study by The Ladders found recruiters spend 6 seconds determining “fit”

Source:

<http://cdn.theladders.net/static/images/basicSite/pdfs/TheLadders-EyeTracking-StudyC2.pdf>



80% of the time recruiters spend with your resume is looking at ...

- Name
- Current title and company
- Previous title and company
- Current position start and end date
- Previous position start and end date
- Education

MIND THE GAP

Resume Basics

- Create custom versions for different career options
- Follow directions!
- Use a chronological format
- Don't agonize

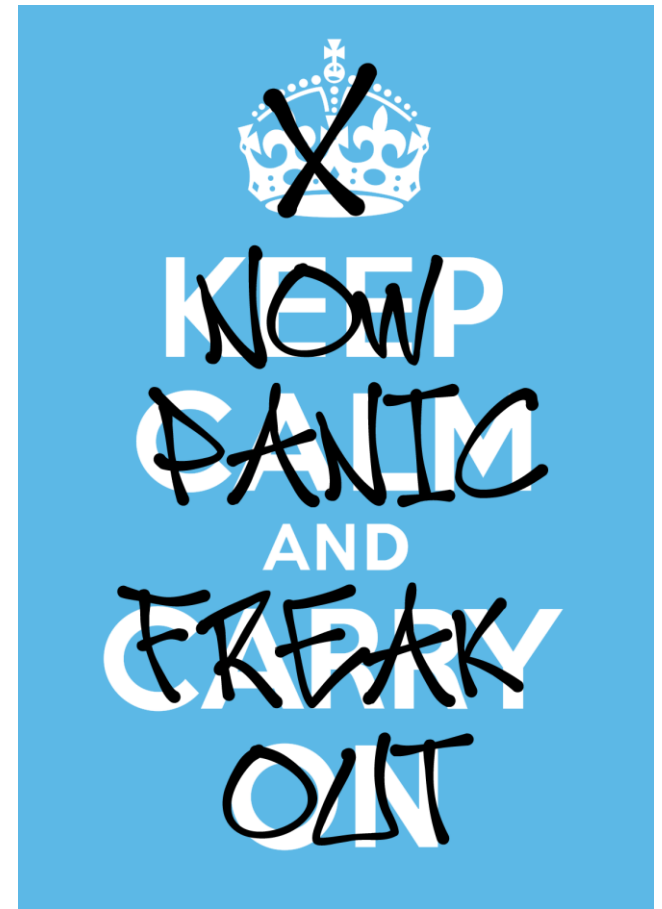
Formatting Your Resume

- Understand how resumes get submitted
 - Formatted resumes, with centering, bullet points, tabs etc., are fine for printing and for submitting as a PDF
 - Applicant tracking systems (ATS) sometimes requiring filling in a form
 - Resumes submitted to an ATS need to be plain text: flush left, no special characters, no bullets, no tabs no formatting
- Always email PDF versions – never send anything that can be edited
- Be careful with cutting and pasting a resume into an online application!
- Double check that it didn't reformat or add wonky formatting

**Does anyone read cover letters? No.
Do I still need to write a cover letter? Yes.
Because cover letters can ...**

- Tell the story your resume can't
- Convey the specific value you bring to the position
- Articulate that you've done your research and want to work for that company
- Show (a little) personality

**You got the
interview!!!**





How Do You Get To Carnegie Hall?



A photograph of two men sitting at a table in a brightly lit room, possibly a meeting or interview. The man on the left is wearing glasses and a dark polo shirt, looking towards the man on the right. The man on the right is wearing a grey sweater and is looking back at the first man. On the table between them are a water bottle, a cup, and an open notebook. The background features large windows with blinds and a set of lockers.

The Elements To Practice

For Situation/Task = Why?	For Action = How/?	For Result = Effect?
Describe a situation when...	Exactly what did you do?	What was the result?
Why did you ?	Describe specifically how you did that?	How did it work out
What were the circumstances surrounding?	What did you do first? Second?	What happened as a result?
What were you reacting to?	Describe your specific role?	What feedback have you gotten?

Using The STAR Method To Answer Interview Questions

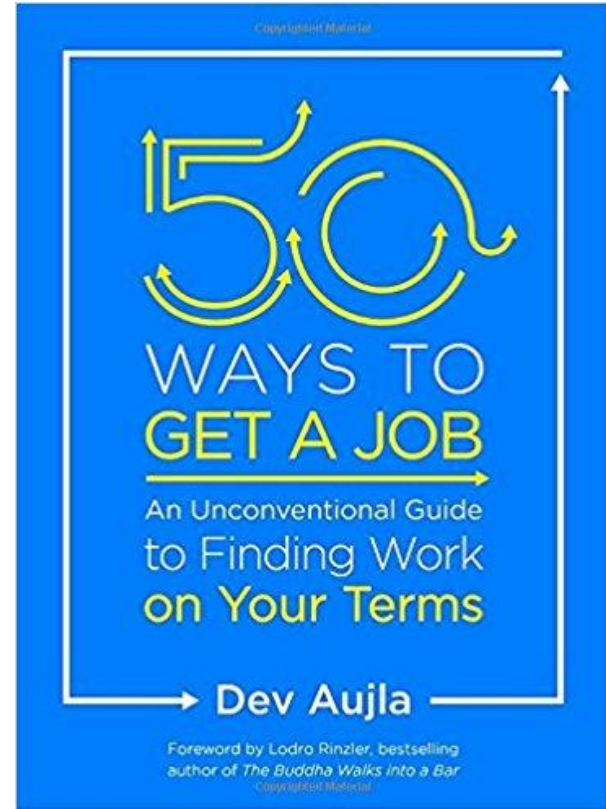
Situation	<ul style="list-style-type: none">• Set the scene with a situation that illustrates your skills and experience• Use the 5 W's: Who (Who was involved?), What (What was the challenge?), Where, When, and Why (Why did you have to overcome the challenge?)• Aim to sum up your situation in just a few sentences
Task	<ul style="list-style-type: none">• Describes what you needed to achieve or the task you had to complete• Explain any obstacles or constraints
Action	<ul style="list-style-type: none">• Explain the steps you took to achieve the task.• Speak specifically about what you did and use the word "I" when describing the action• If a team was involved describe your role and how you worked with others
Result	<ul style="list-style-type: none">• Share the outcome of the situation• Talk about what you learned during this experience• The results could be positive or negative—in fact be sure to prepare stories of situations where something didn't work out, since that's also a common question

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Book Recommendation

<http://50waystogetajob.com/>



***One last piece of
advice***



Connect With Us

[Web: www.pathforward.org](http://www.pathforward.org)

[Email: hello@pathforward.org](mailto:hello@pathforward.org)

[The Path Forward Career Restart Kit](#)

A four-part series with recordings, links and more

[Facebook](#) and [LinkedIn](#)

Twitter @PathFWD & @TamiMForman

[Forbes](#)



Path Forward Resources

- [Return to Work Programs Around the US](#)
- [Finding Your Way](#)
- [The Best Free Online Resources to Uplevel Your Coding Skills](#)
- [Translating Non-work Experience into Business Language](#)
- [Keep Going](#)
- [Catchafire: A Platform for Strategic Volunteering](#)
- [Write Your Next Job Description](#)
- [Doing Informational Interviews The Right Way](#)
- [Finding Your Tribe](#)
- [How To Make A Fabulous Introduction](#)
- [5 Ways To Take Your Job Search Out Into the World](#)
- [Does Anyone Bother With Cover Letters Anymore? \(Yes, And Here's How to Write a Good One\)](#)
- [Writing A Resume After \(More Than\) a Few Years Out of the Workforce](#)
- [Send Me Your Resume](#)
- [Successful Interviews: What to Do Before, After, and During an Interview](#)
- [The Importance of Doing an Interview Post-Mortem](#)
- [How To Find Professional References If You Don't Have Recent Work Experience](#)
- [Mastering Behavioral Job Interviews with the STAR Method](#)

Common Questions About Path Forward

Are these regular full-time jobs with benefits? Am I guaranteed a job offer at the end of the program?

**Why should I apply for an internship when I have great experience?
Should I focus on finding a full-time job?**

I signed up on the Path Forward site, now what?

I don't live in any of the cities where you have openings listed. When will you have opportunities in my city?

What are the criteria for being offered a Path Forward internship?

I meet the Path Forward criteria, does that mean I qualify for the job listed?

What if I don't meet ALL the job qualifications? Can I still apply?

What kind of support can I expect in the program?