Path Forward

# Restarting Your Career After Caregiving

# Social Media Posts

- Hashtag: #MyPathFWD20
- Remember to tag us!
  - Twitter and Facebook: @PathFWD
  - LinkedIn: @Path Forward.org

2020

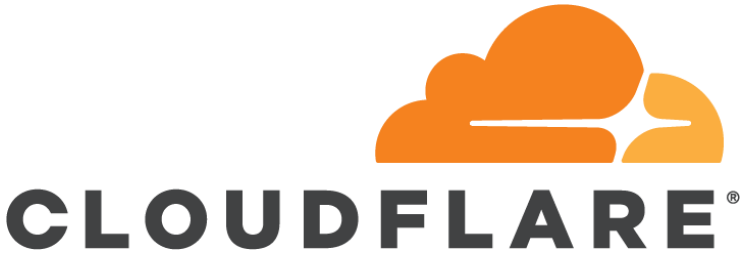
# Path Forward

# Path Forward Partners

amazon

blend

Handshake


CLOUDFLARE®

OSIsoft.

amazon pay

# 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

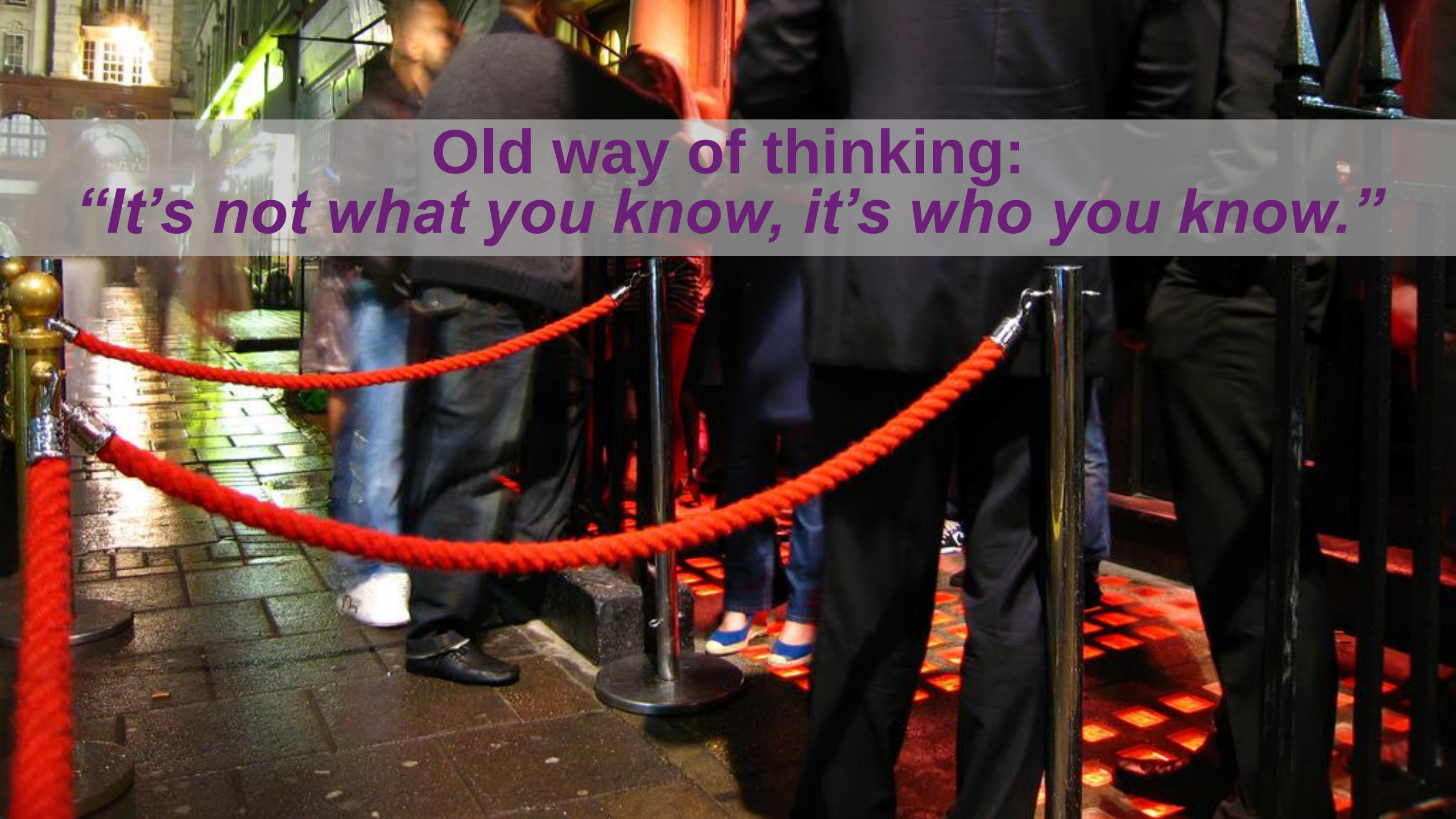
Path Forward FAQ

# 3 Steps to Restart Success in Tech

1. Leverage Your Network
2. Write Your Resume
3. Prepare for Interviews

# *Leverage Your Network*

# Why You Hate Networking



# 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.”*

# 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
- ❑ How can you acquire new skills
- ❑ 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

Should I Take A Class?

# Should I Pivot?

# Where To Find Your People

# Online …

# IRL …

- Alumni Groups (school, work)
- Classes
- Networking events
- Volunteer events
- In the course of your job search … (recruiters, hiring managers …)

# *Write Your Resume*

MIND THE GAP

# Resume Basics

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

# Presenting Recent Skill Training

# 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

# When You're Making A Career Change

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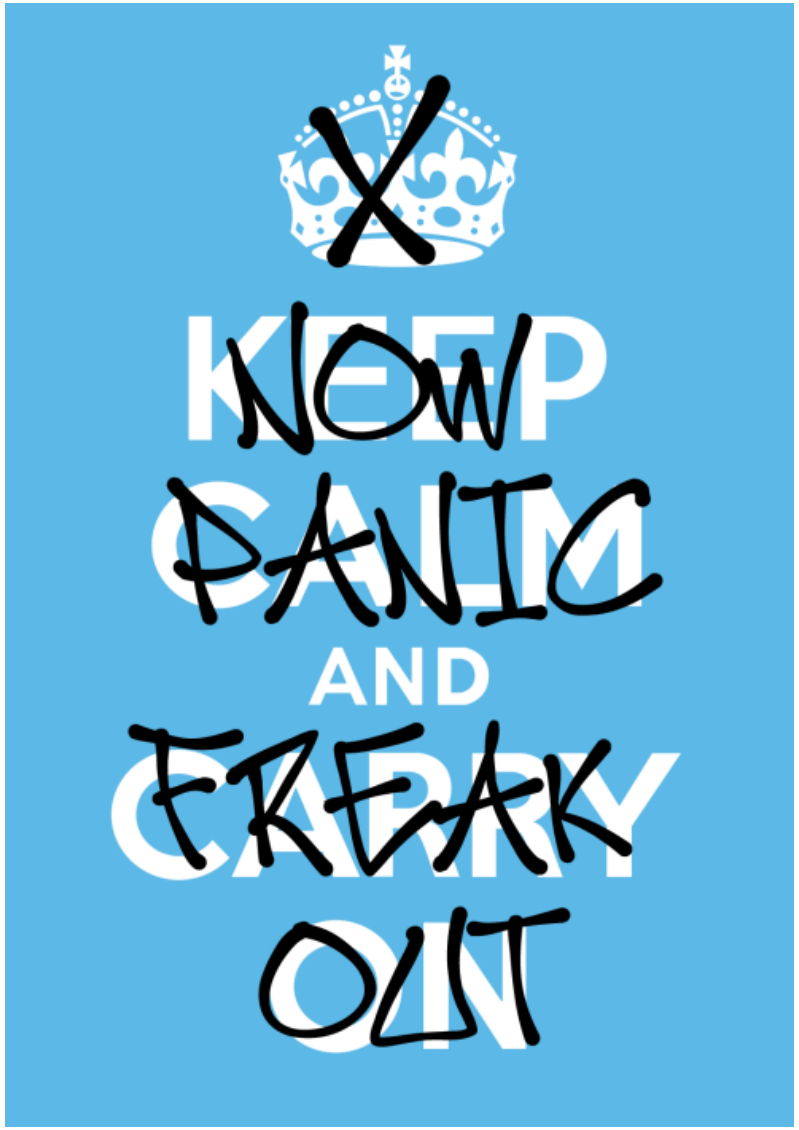
# *Prepare For Interviews*

# Interviews May Include:

- Phone Screen
- In person interviews
- Technical Assessments
    - Online: HackerRank, etc.
    - Onsite Whiteboard Challenge



# The Phone Screen

# In Person Interviews

# The Online Assessment

# Whiteboard Challenge

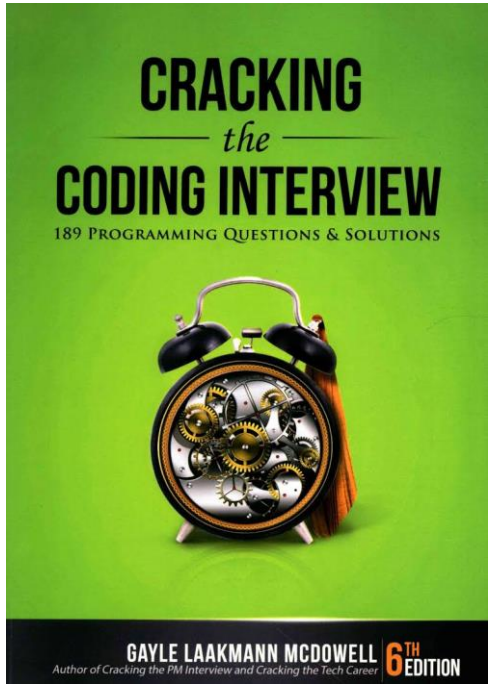
# Ace The Whiteboard Test

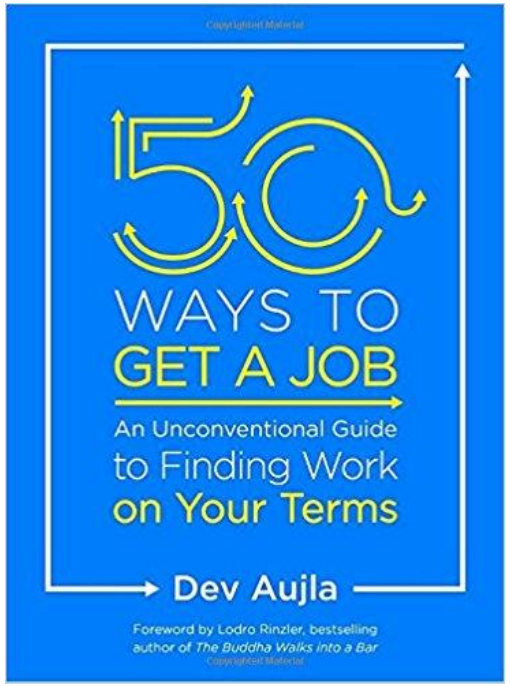
- Ask questions
- Think out loud
- Show curiosity
- Demonstrate soft skills

# *Lather, rinse, repeat*

BRIE LARSON
SAMUEL L. JACKSON
BEN MENDELSOHN
DJIMON HOUNSOU
LEE PACE
LASHANA LYNCH
GEMMA CHAN
ANNETTE BENING
CLARK GREGG
JUDE LAW
MARVEL STUDIOS
CAPTAIN MARVEL
IN REAL 3D MARCH 8 AND IMAX

# Book Recommendations




http://www.crackingthecodinginterview.com/

http://50waystogetajob.com/

# Connect With Us

Web: www.pathforward.org
Email: 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

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# 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?

Other questions? Email hello@pathforward.org

# 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

# Technical Skill Resources

Whether you simply want to practice your skills online or you are thinking about taking a certificate program or course, these links are a great place to start.

- Coursera
- Udacity
- Udemy
- HackerRank
- LeetCode
- Pramp

# Path Forward Career Restart Kit

- You have questions, we have answers. Sign up here to gain access to our free 4-part series on preparing to return to work. Topics include:
  - Crafting a Career Restart Strategy
  - Networking for People Who Hate Networking (And Everyone Else, Too)
  - Telling Your Story with Resumes and Cover Letters
  - Secrets to (Mostly) Stress-free Interviews
- While you're at it, take a moment to subscribe to our newsletter. You'll be the first to know when opportunities open in a city near you.
- We'll be announcing our Spring 2020 program soon, so stay tuned!

# The Technical Resume

- List your programming languages and technical skills at the top of your resume.
  - Be specific as to what language(s) you used in each of your experiences.
  - Provide data and metrics to indicate your contributions.
- Keep it concise. Most tech recruiters advise resumes should be between 1-2 pages, in reverse chronological order, with bullets points, not paragraphs.
- Have a separate section to highlight your freelance, consulting and extracurricular projects on open source platforms, participation in hackathons, mobile app or web development, etc.
  - *Caution:* be sure anything you link to is representing you well and contains no errors or broken code.
- Consider a cover letter to communicate what your resume can't.
- Update your LinkedIn profile to match your resume. Recruiters often look there immediately after reading your application. Be sure you're telling the same story on your resume and on LinkedIn.

# Connecting Previous Experiences to Present Jobs

- **How should I address my gap and prove my skills are relevant?**
  - Previous experiences matter. Be able to discuss the key projects on your resume thoroughly, using the STAR method.
  - Discuss any freelance, open source projects, consulting work, or courses you completed during your career break.
  - Show that while your career had a pause, your curiosity and passion didn't. Keep yourself immersed in the industry by reading journals, listening to podcasts, and staying aware of new trends.
- **What if my programming or technical language is outdated?**
  - Past success is the greatest indicator of future success. In your career, you've learned new languages before. Be able to discuss relevant projects from your past.
  - Tech changes quickly. Recruiters are looking for people to address future needs they don't even know about yet. Emphasize the skills you have that are never obsolete. Problem-solving, collaboration and curiosity never go out of fashion.
- **How can I best discuss online courses, bootcamps and other reskilling efforts I've done?**
  - Clearly communicate how the course is addressing a gap you may have had and is relevant to today's business needs.
  - If there was a capstone project or you learned a new skill, discuss, and if possible, demonstrate that. Show off your finished projects on an online portfolio, such as GitHub.
- **If you're making a career pivot:**
  - Make the case that your previous experience has transferrable skills.
  - Update your resume to showcase skills that are relevant to your desired role.
  - Show passion in your cover letter and explain why you want to make the switch.
  - Highlight any work you've done to learn more about your desired function.

# Thank you