



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

The image features the year '2020' rendered in a highly decorative, celebratory style. Each digit is composed of multiple parallel, glowing golden-yellow lines that resemble the trails of a sparkler. The lines are slightly irregular and have a soft, fuzzy texture, giving the impression of light captured in motion. The background is a solid, deep black, which makes the bright, shimmering lines of the numbers stand out prominently. The overall effect is one of festivity and joy, typical of a New Year's Eve celebration.

Walmart.com

ISD



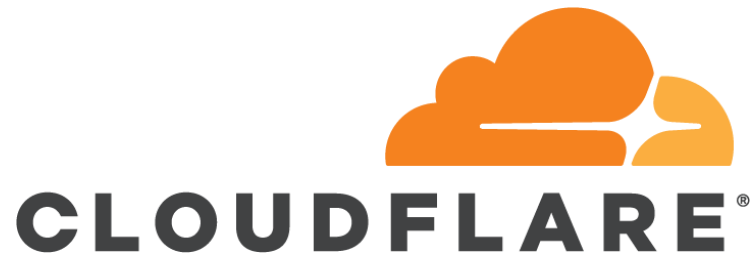
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What is a returnship?

- 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

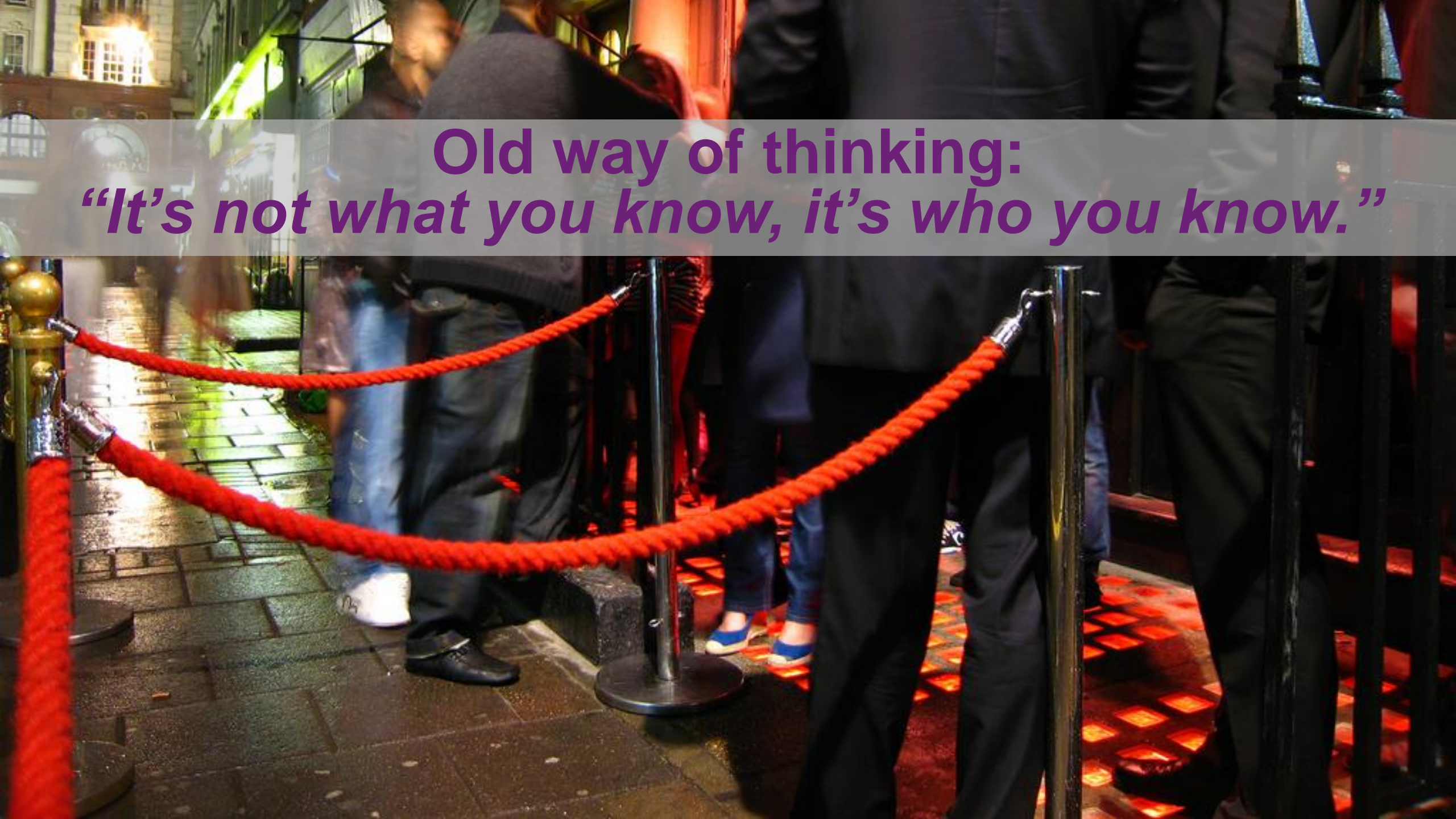
Leverage Your Network



Why You Hate Networking

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A photograph of a red carpet event at night. The scene is filled with people, some in formal attire, standing behind a red rope barrier. The ground is a mix of dark pavement and a red carpet. In the background, there are buildings and bright lights, creating a glamorous atmosphere. A semi-transparent grey box is overlaid on the top half of the image, containing purple text.

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

A photograph of a classroom. A teacher in a light blue shirt is on the left, gesturing with her hands. Students are seated at desks with laptops. A name tag on the desk reads "Vannessa (Jinglin)". The text "Should I Take A Class?" is overlaid in purple on a semi-transparent grey banner across the middle of the image.

Should I Take A Class?



Should I Pivot?

Where To Find Your People



Online ...

Linked 



GitHub



stackoverflow

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

A woman with long dark hair is seen from the side, sitting at a wooden desk and typing on a laptop. The scene is lit with warm, low-key light, likely from a window behind her, creating a soft glow on her hair and the desk. On the desk, there is a pair of glasses, a white coffee cup on a saucer, and a dark folder or tablet. The background shows a window with a view of a bright outdoor area, possibly a balcony or a view of a building.

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

A photograph of a dirt path in a forest. The path starts as a single line from the bottom center and splits into two paths that lead into the woods. The trees are lush green, and the ground is covered with grass and small plants.

When You're Making A Career Change

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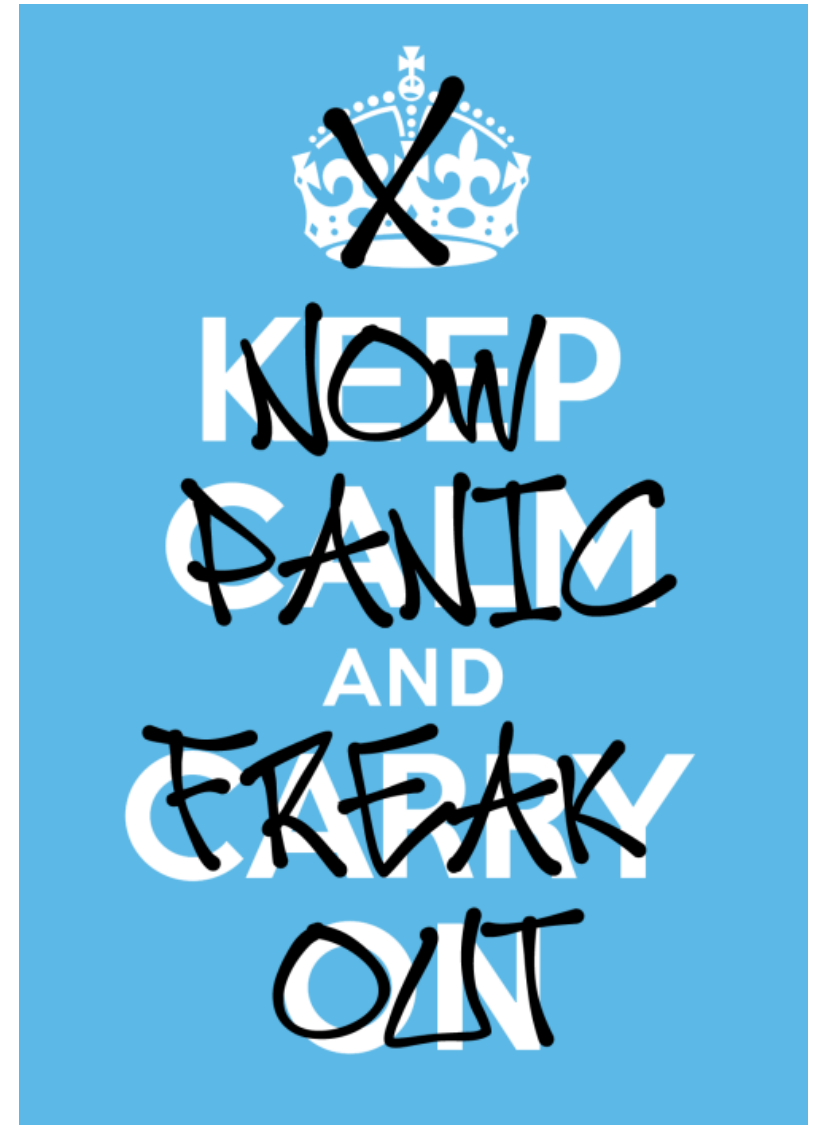
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Prepare For Interviews



Interviews May Include:

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



The Phone Screen



A photograph of two men sitting at a table in an office or meeting room. The man on the left is wearing glasses and a dark polo shirt, looking towards the other man. The man on the right is wearing a grey sweater and is writing in a notebook. On the table are water bottles and a cup. A semi-transparent purple banner is overlaid across the middle of the image with the text 'In Person Interviews' in white. The background shows a window with blinds and a filing cabinet.

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





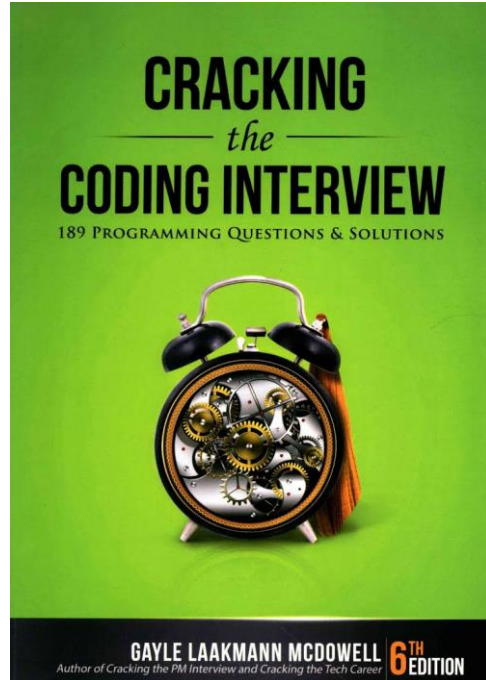


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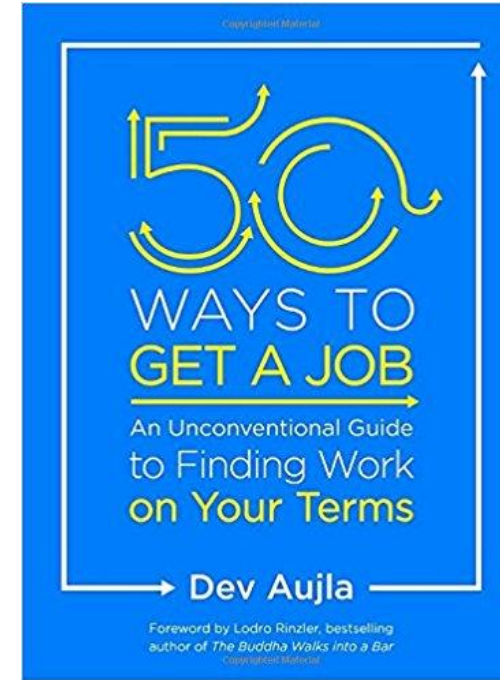
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Book Recommendations



<http://www.crackingthecodinginterview.com/>



<http://50waystogetajob.com/>

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](#)



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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 bullet 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

