



Path Forward



Returnships 101



Path Forward



Join our
movement

Nov 30, 2021



Path Forward



I support
Path Forward because...

"When all the traditional ways of getting a job failed,
Path Forward came in as a much-needed light in the
darkness! Thank you for giving us HOPE."

—Poonam, 2021 Returner

[Donate](#)

GIVINGTUESDAY

Returns 101:

***Everything you wanted to know about
returns, but didn't know who to
ask ...***





What is a returnship?

- ☐ Temporary (12 – 24 weeks)
- ☐ Paid
- ☐ Mid-level (5+ years of exp)
- ☐ Include specific functional qualifications
- ☐ Require a career gap

Successful Programs at 100 Companies



The many different “ships” ...

College Internships

- Require demonstration of interest, but little experience
- No training, on-the-job learning
- Little expectation of immediate conversion to full time
- Valuable for developing skills, interest and expanding network

Apprenticeships

- Require demonstrated interest; desire to be trained
- Include training alongside on-the-job learning; may include credentials
- Associated with trades but expanding with the new economy
- High conversion to full-time

Returnships

- Require relevant skills in the job function
- Mentoring and on-the-job experience but not training
- Convert to full-time jobs at a high rate
- Aimed at specific people like caregivers





What does a gap for caregiving mean?

What skills are required?





Can I use a returnship to pivot?

A photograph of three women sitting at a wooden table in a cafe or office setting, laughing and smiling. The woman on the left has curly hair and is wearing a light-colored blazer. The woman in the middle has blonde hair and glasses, also wearing a light-colored blazer. The woman on the right has dark curly hair and is wearing a dark blazer. On the table are two smartphones, a notebook, and a white mug. A semi-transparent grey banner with purple text is overlaid across the middle of the image.

What support can I expect?

A group of four diverse professionals in a modern office setting. A man in a brown sweater and glasses is shaking hands with a woman in a light beige blazer and glasses. A woman in a light beige blouse is smiling in the background, and a man in a brown shirt is smiling behind her. The background features a white wall, a potted plant, and a wooden shelf.

What are the interviews like?

A close-up photograph of a clear glass jar lying on its side, with its mouth open. A large number of coins, including copper pennies and silver dimes, are spilling out from the jar onto a dark, textured surface. The coins are scattered in a pile, with some in sharp focus and others blurred in the foreground and background. A semi-transparent grey horizontal band is overlaid across the middle of the image, containing the text "How do they pay?".

How do they pay?

A woman with long brown hair and black-rimmed glasses is seated at a kitchen counter, focused on a silver laptop. She is wearing a light-colored blouse with a dark floral pattern. In the foreground, a tall glass of orange juice sits on the counter. The background features wooden kitchen cabinets and a window showing green foliage outside. A semi-transparent grey banner with purple text is overlaid across the middle of the image.

Are returnships flexible?

Will it lead to a full-time job?

**NOW
HIRING**



Is a returnship right for me?

A close-up photograph of a person's hands typing on a silver laptop keyboard. The person is wearing a grey long-sleeved shirt. The laptop screen is open and shows a blurred webpage. In the background, another monitor is visible but out of focus. A semi-transparent grey rectangular box is centered over the image, containing the text "Where do I sign up?" in a bold, purple, sans-serif font.

Where do I sign up?

READY TO RESTART YOUR CAREER AFTER CAREGIVING?

Welcome to Path Forward! We're on a mission to help people return to their careers after a break for caregiving. We do this by partnering with companies to create paid return to work opportunities for mid-career professionals.

Are you planning to return to work and looking for advice, inspiration, and job opportunities? **Fill out the form** on this page to join the Path Forward community and take advantage of everything we have to offer, including:

- Job alerts whenever new return to work programs and positions open
- Content to help you get ready and inspired to return to work
- Free events featuring recruiters from our hiring partners, successful returners, and other experts to help you navigate your career restart

Then, **explore all of the current opportunities by geography or job function in our menu.**

Have questions about how the Path Forward program works? [Check out our Q&A](#) for the answers.

Need help getting started? Sign up for our [free Career Restart Kit](#) for tips on networking, interviewing, writing resumes and cover letters, and more.

SIGN UP TO RECEIVE OUR NEWSLETTER:

Be the first to know when we announce new return to work positions and get helpful career advice as you begin your search. Information entered here is used to better target our job programs and will not be shared with any third party. [View our privacy policy here.](#)

* indicates required

Email Address *

First Name *

Last Name *

Zip Code *

Years of Professional Experience *

Path Forward Returnship Programs

<https://www.pathforward.org/participant/>



Featured Program: The Expedia Group 'Return Ticket' Returnship Program



The Expedia Group "Return Ticket" Returnship program is a 16-week paid returnship for experienced professionals returning to the workforce after taking time off for caregiving. At Expedia Group we are excited to partner with Path Forward because we appreciate the skills you can offer, the perspective you provide, and the contributions you will make. This program offers you a chance to revamp your skills, update your resume with new experience, and make connections with others transitioning back to the workforce. **[Learn more and apply here.](#)**

Other Return to Work Programs

Below is a list of other companies that have US-based return to work programs that are not affiliated with or verified by Path Forward. Timing, frequency, length, and the experience in these programs may vary, and some links are only live during active recruiting period. Know of a return to work program in the US that is not listed here? Email us at hello@pathforward.org.

- Accenture Return to Work Program
- Aerospace Reentry Program
- Allegheny Health Network RetuRN to Practice
- Asurion Back2Work
- Aurora Innovation, Inc
- Barclays Encore
- Boeing Return Flight
- Booz Allen Hamilton Return to Work
- Brown Brothers Harriman Restart@BBH
- Caterpillar Returning Professionals Development Program
- CDM Smith Reboot Re-Entry Program
- Chevron Welcome Back Returnship Program
- Credit Suisse Real Returns™
- Cummins RePower
- Dana Returnship Program
- Dell Career ReStart
- Deloitte Encore
- Dow Jones Returnship
- Eaton Vance Return to Work Program

Returnships Around the US

<https://www.pathforward.org/return-work-programs-around-us/>



More Resources for Returnships & Return to Work Opportunities



Path Forward Return to Work Resources

- [Weekly Newsletter](#): Job Listings, Advice, Curated News
- [Career Advice](#) (Have a question? [Ask now!](#))
- [Success Stories](#): Get inspired!
- [Free Webinars](#)

Success Stories in Finance, Operations, and Human Resources



Bridget Kelly
Manager of Change Management
SendGrid (Twilio)



Jody Hanson
Senior Vice President, Talent Integration and Enablement
Wells Fargo



Cathy Kawamoto
Director of Tax
Volta



Michelle Hopkins
Financial Analyst
Amazon



Beth Frasco
Senior Business Analyst
NBCUniversal

Featured Return to Work Opportunities



Technical Recruiter (Virtual, PA) **NEW**
Reporting Analyst (Philadelphia) **NEW**
Learn more [here](#).

NBCUniversal

Data Engineer (Multiple Locations)
Business Analyst (CA)
Service Delivery/Tech Line Analyst (Multiple Locations)
View all open roles [here](#).



Technical Support Engineer
(Multiple locations + openings)



Software Engineer (SF)
Learn more [here](#).



Intermediary Sales Consultant (SF, CO Springs, Baltimore)



Prod. Mgr, Mortgage Sys (SF) **NEW**
Prod. Mgr, Cons. Banking (SF) **NEW**
Prod. Mgr, Lender Mobile (SF)
Product Analyst (SF/NYC/Virtual) **NEW**
Customer Success Mgr (SF/NYC/Virtual)
Learn more [here](#).



Accountant (Boston) **NEW**
Business Intelligence Engineer (Seattle)
Data Engineer (Seattle)
Financial Analyst (Seattle)
View all open roles [here](#).



MOTOROLA SOLUTIONS

Project Manager (Virtual)
View all open roles [here](#).



Sr. Systems Analyst (Austin)
Learn more [here](#).



Home For Returners Events

Use Path Forward's Resource Roundup to Return to Work in 2021

February 5, 2021 | Anna Khomina



If you're starting 2021 with the goal of returning to work, you're in luck - because we've got all the resources and opportunities you need.

Path Forward posts new returnships all throughout the year. View our current opportunities [here](#), and make sure you're signed up for our [newsletter](#) to learn about new roles as soon as they open.

To help you hit the ground running, we've collected all of our most valuable tips and advice on returning to work into one definitive guide. No matter where you are in your job hunt, explore our trove of advice on everything from strategizing for your return to following up after a job interview.

Prepare for your career return:

- Finding Your Why
- Rethinking Your Career Path After Your Break
- Salary Expectations When Returning to Work
- How to Showcase Your Skills and Stand Out On Your Job Application
- Countering Ageism and The 'Overqualified' Label

Build a strong network, on LinkedIn and beyond:

- How To Reach Out to Old Colleagues
- How To Ask For Recommendations on LinkedIn
- 5 Ways to Connect and Grow Your Network Virtually
- What To Do When LinkedIn Requests Aren't Successful
- How To Network Without Feeling 'icky'

Path Forward Webinar Recordings and Resources

- [Creating a Career Restart Strategy](#)
- [Returner Toolkit: Revamping Your Resume](#)
- [Returner Toolkit: Leveraging Your LinkedIn](#)
- [A Returner's Guide to Updating Your Skills](#)
- [Pivot Potential: Is Changing Your Career the Best Way to Restart?](#)
- [You Can Ace the Returnship Interview](#)
- [Restarting Your Technical Career After Caregiving](#)

This is just the beginning! For more, visit us at www.pathforward.org/events



Returnship Alumni



[Neema Bollampally](#)
Twitter
Returned in 2019



[Hagit Katzenelson](#)
Facebook
Returned in 2018



[Nandhini Gunalan](#)
Audible
Returned in 2021

