



WEBINAR

Returning to Work After Taking a Career Break to Care for a Parent or Spouse

Presented by Path Forward | May 18, 2022 at 1 p.m. ET



Tricia Sandiego
AARP



Heather Tinsely-Fix
AARP



Barbara Miller
Trimble



James Faith
Audible



Tami Forman
Path Forward

FEATURING

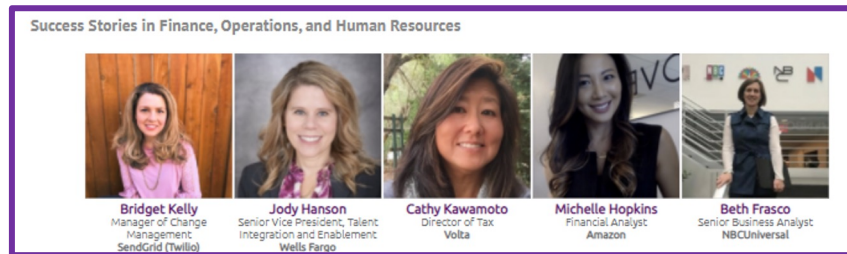




Path Forward

Path Forward Return to Work Resources

- Weekly Newsletter: Jobs, Advice, Curated News
- Career Advice (Have a question? [Ask now!](#))
- Success Stories: Get inspired!
- Webinars
- Latest updates on social:
 - LinkedIn: [Path Forward.ORG](#)
 - Facebook, Twitter, Instagram: [@PathFWD](#)



Featured Return to Work Opportunities

COMCAST
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.](#)

twilio
Technical Support Engineer
(Multiple locations + openings)

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

T.RowePrice
Intermediary Sales Consultant (SF, CO Springs, Baltimore)

blend
Prod. Mgr. Mortgage Svs (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.](#)

amazon
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.](#)

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

Path Forward
Empowering you to restart your career after unemployment

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 resumetips 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

- [Returnships 101](#)
- [Creating a Career Restart Strategy](#)
- [Restarting Your Career with Confidence](#)
- [Revamping Your Resume](#)
- [Leveraging Your LinkedIn](#)
- [Strategies for Making a Career Pivot](#)
- [A Returner's Guide to Updating Your Skills](#)
- [Restarting Your Technical Career After Caregiving](#)

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



Support Our Mission to Empower Caregivers



“Path Forward has offered me so much support and encouragement. This organization has taken care of me in many unexpected ways. I’ll be eternally grateful to Path Forward for helping me find my path and a new sense of purpose.”

RACHNA P.

2021 Allstate Returner



We are so grateful for your support!



Returning to Work After a Career Break to Care for a Parent or Spouse



May 18th, 2022
Path Forward



Heather Tinsley-Fix

Senior Advisor, Employer Engagement
AARP

Htinsley-fix@aarp.org

202-434-3690

Speakers



Tricia Sandiego

Senior Advisor, Caregiving & Health
AARP

Tsandiego@aarp.org

202-434-2258

Agenda



- Caregiving Background
- AARP's Employer Outreach work
- Transferable Skills
- Tips and Resources

“There are only four kinds of people in the world. Those who have been caregivers. Those who are currently caregivers. Those who will be caregivers, and those who will need a caregiver.”

- ROSALYN CARTER



Who are Caregivers?



48 million Americans are caring for an adult (18 years and older)

Provide on average 24 hours of unpaid care each week

Care tasks include:

- Personal care
- Managing medication
- Transportation
- Preparing meals
- Housekeeping
- Organizing finances

Working Caregivers



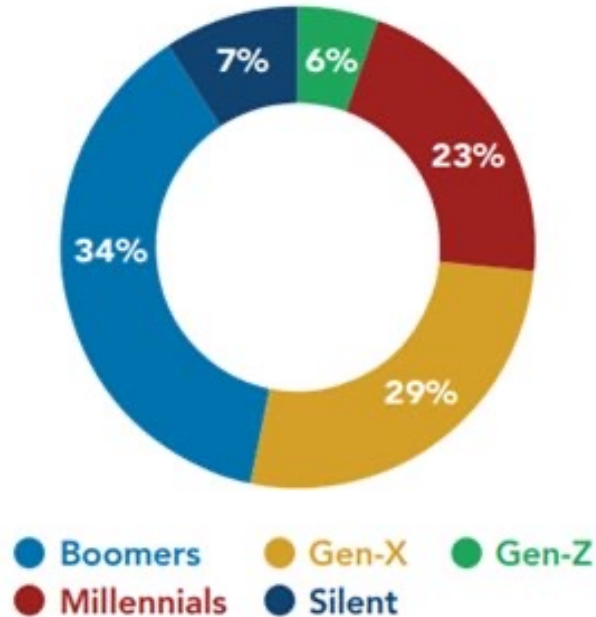
Today, 73% of US workers are also caregivers.

Pre-Pandemic:

- **61%** of working caregivers experienced at least 1 work related impact due to caregiving responsibilities
- Most reported going in late, leaving early, or taking time off
- **1 in 10** working caregivers had to give up work entirely or retire early



Caregivers are Diverse



- 4 in 10 are Male
- 17% are Hispanic/Latino
- 14% are African American/Black
- 5% are Asian American/Pacific Islander

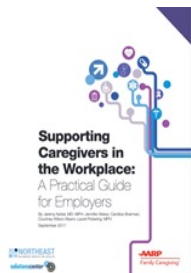
Why Caregiving Supports Matter to Employers

- Central to diversity, inclusion, and equity (DEI)
- A key retention and recruitment tool
- When working family caregivers are supported, they are healthier, more engaged, more productive, and loyal
- Without support, working caregivers can cost their employers \$2,721 per caregiver, per year

AARP's Work Influencing and Equipping Employers

1. Employer Caregiving Outreach
2. Multigen Workforce and Age Diversity
3. Employer Pledge Program

1. Employer Caregiving



Resources

- Small Business Caregiving Guide
- Employer Landing Page
- Supporting Caregivers in the Workplace
- ERG Toolkit

Programming/Outreach

- Webinars
- Manager Training

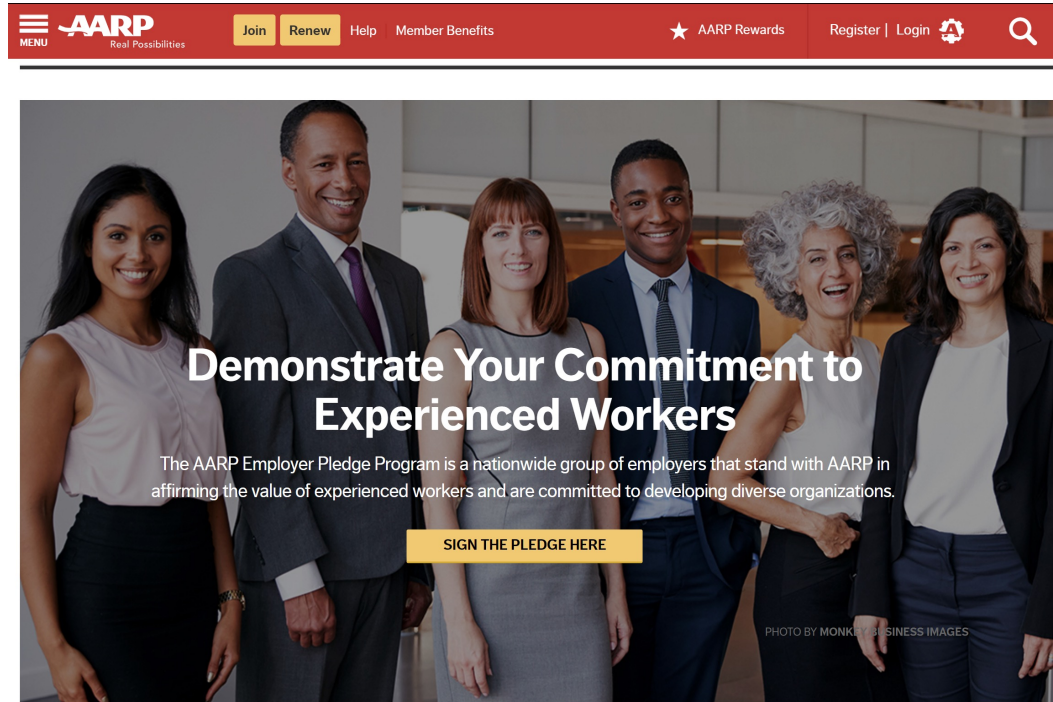
www.aarp.org/employercaregiving

2. Multigen Workforce and Age Diversity

- Engage HR and DEI professionals on the value of older workers
- Age diversity is good for business
- Age should be part of your diversity, equity, and inclusion strategies



3. Employer Pledge Program



Current Labor Market



- Unemployment is at a near-50-year low – 3.6%
- Resignations are at their highest point in 20 years, and fewer people are “un-retiring”
- The workforce is increasingly diverse, especially at younger ages

Soft Skills



- The top in-demand skills aren't technical, they're HUMAN
 - Analytical thinking
 - Active learning
 - Complex problem-solving
 - Creativity, originality & initiative
 - Emotional intelligence
- However, most jobs now involve some interaction with technology, and the jobs of the future will be increasingly hybrid (humans:machines:algorithms)

Transferable Skills: Know your skillset



Caregivers bring a unique skillset....

- Empathy
- Communication
- Problem-solving
- Advocacy
- Negotiation/Persuasion
- Project management
- Organizational and multi-tasking
- Interpersonal
- Care management

Transferable Skills (cont'd)



Reference these skills in your resumé and interview

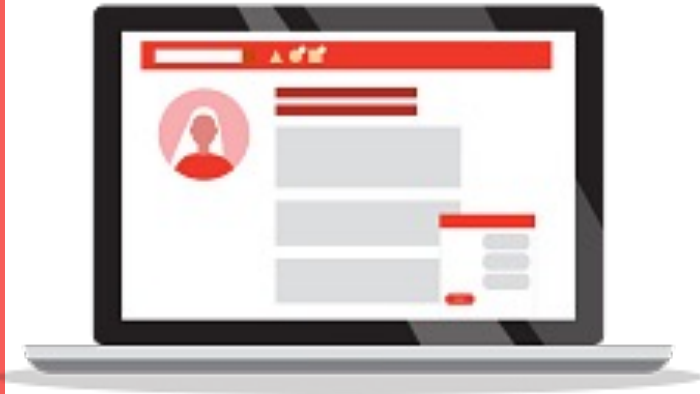
- Gaps in resumé
 - Be honest and transparent
 - Consider a functional resumé format or add caregiving experience chronologically
 - Explain in cover letter
 - Use job description language in your resumé
- Pull some examples from caregiving experience to answer interview questions

Self-Assess- What do you look for in an Employer?



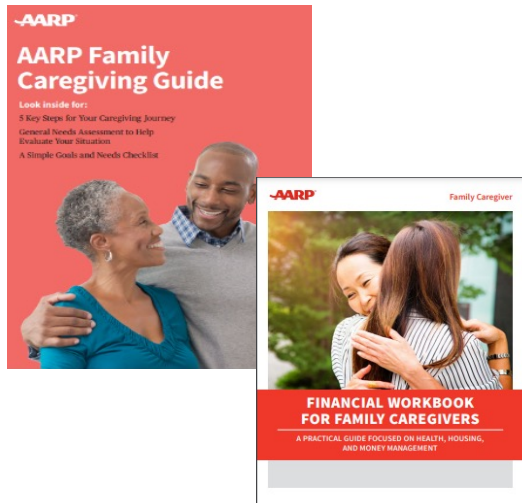
1. Type of Work
 - Industry
 - Volunteer
 - Part-time
 - Self-employed
2. Flexibility/Benefits
3. Culture

Job Search, Reskilling, Application, and Interview Tips

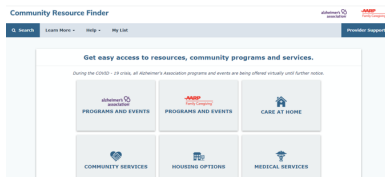


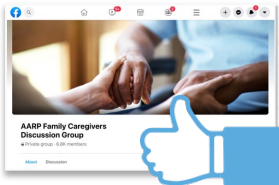
- Job Board www.aarp.org/jobs
- Résumé Advisor www.aarp.org/resume
- Skills Builder www.aarp.org/workskills
- Webinars www.aarp.org/learnat50plus
- Small Business Resource Center
www.smallbizrc.org/
- AARP Small Business Site
<https://www.aarp.org/work/small-business/>

Caregiving Consumer Resources



- AARP Family Caregiving Guide
www.aarp.org/workandcare
- Financial Workbook for Family Caregivers
www.aarp.org/caremoneyguide
- Community Resource Finder
www.aarp.org/crf
- Live and Recorded Webinars|
www.aarp.org/caregivingemployer





AARP Family Caregiving Facebook Group

<https://www.facebook.com/groups/aarpfamilycaregivers>



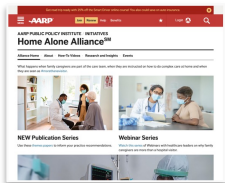
Caregiving Resource Center

www.aarp.org/caregiving or www.aarp.org/cuidar in Spanish



Online Community

www.aarp.org/caregivingcommunity



Medical/Nursing Task Tutorials for Family Caregivers

www.aarp.org/nolongeralone



Caregiving Resource Line

1-877-333-5885

**AARP Community
Resources**

