

# The “40-Year-Old Intern” Employer Reentry Internships

**Carol Fishman Cohen**

CEO, iRelaunch

NCWIT Summit

May 17, 2016

# Importance of Reentry Initiatives

CASE (FIELD) CASE STUDY

# Carol Fishman Cohen: Professional Career Reentry (A)



SAVE



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## AUTHORS

Myra M. Hart, Robin J. Ely, and Susan Wojewoda

## MAIN TOPICS

**INNOVATION & ENTREPRENEURSHIP**

## DESCRIPTION

Explores the career challenges facing highly successful women who leave the full-time workforce for several years to manage family commitments. Carol...

**MORE**

## ACCESS

Access to case studies expires six months after purchase date.



IN STOCK

## FORMATS ?

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- ☐ English Hardcopy Black & White \$8.95

## QUANTITY

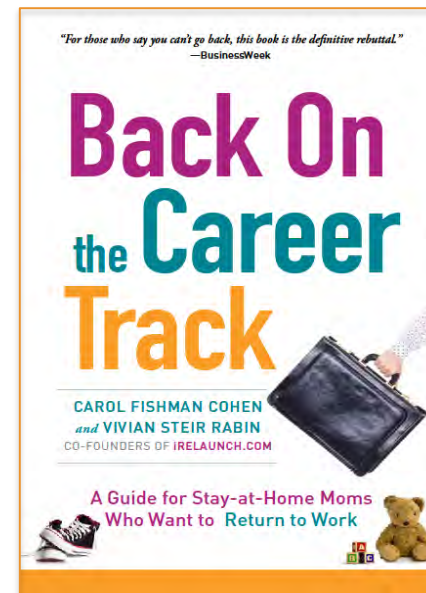
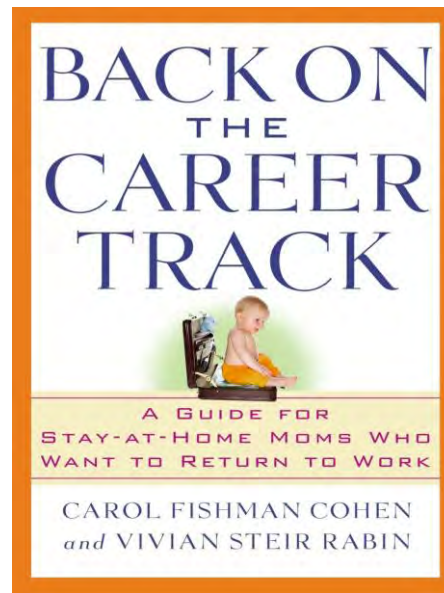
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ADD TO CART









# Internships for relaunchers.

Companies offering internships for recent grads should also offer them for relaunchers.

A progressive strategy to hire the best & brightest to rise in your ranks. It's smart business.

*Carol*

Carol Fishman Cohen

iRelaunch CEO & Co-Founder

Author, Back on the Career Track, Harvard Business Review "40-Year-Old Intern,"

Returning Professionals Internship Research Report

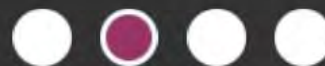
Honoree, 2014, "40 Over 40"

Internships and Consulting



WALL STREET JOURNAL

The  
New York  
Times





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# Relaunchers: A Gem of the Workforce!



# Return to Work Challenges



## Returning Professional “Internships” A New Strategy for Employers to Access High Caliber Talent and for Professionals to Reenter the Workforce

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by Carol Fishman Cohen  
Co-founder, iRelaunch, Co-author, *Back on the Career Track*

An iRelaunch Research Report

**iRelaunch**  
THE RETURN TO WORK EXPERTS™

HBR.ORG

# Harvard Business Review



NOVEMBER 2012  
REPRINT F1211A

**IDEA WATCH**

## The 40-Year-Old Intern

**“Returnships” let companies audition professionals who are resuming their careers.** *by Carol Fishman Cohen*





TALENT

## The 40-Year-Old Intern

"Returnships" let

**V**athy Bayert has an MBA from North-  
western University. She had a short-term paid position designed for  
returnships, which is a type of internship for people who have previously worked for the company.

# Employer Benefits of Internships

[CAREERS](#) > [EXPERIENCED PROFESSIONALS](#) >


▶ [VIEW VIDEO](#) RETURNSHIP [4:01]

## GOLDMAN SACHS RETURNSHIP PROGRAM

### Start Your Journey Back to Work with the Goldman Sachs Returnship® Program

The Goldman Sachs Returnship program helps to develop talented professionals who are looking to restart their careers after an extended absence from the workforce.

At Goldman Sachs, we value diverse perspectives and experiences, and we aspire to see the potential in every professional. Research shows that individuals



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### CHOOSE YOUR PATH, START YOUR CAREER

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# 5 Global Financial Services Companies with Reentry Internship Programs

CREDIT SUISSE 

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JPMORGAN CHASE & CO.

**MetLife**

Morgan Stanley



HIRING

# The “40-Year-Old Intern” Goes to Wall Street

by Carol Fishman Cohen

FEBRUARY 24, 2014



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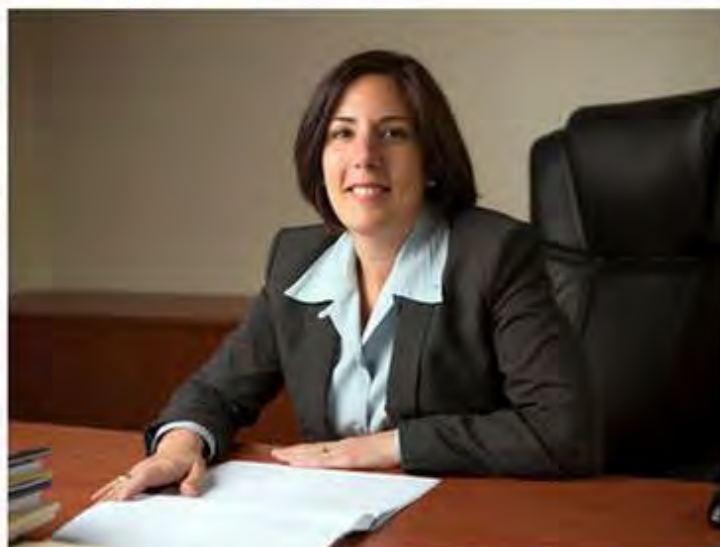


In mid-September 2013, 10 professionals returning from multi-year career breaks walked into 270 Park Avenue in New York City to begin the J.P. Morgan ReEntry Program. Elsewhere on Wall Street, Morgan Stanley and Credit Suisse have recently initiated internship programs for



# *Helping Women Get Back in the Game*

By JENNIFER PRESTON   MARCH 17, 2014





# Returning Professional Internship Program Panel 17<sup>th</sup> iRelaunch Return to Work Conference



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## STEM RE-ENTRY TASK FORCE



Founding Members



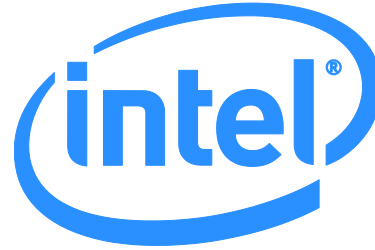
Booz | Allen | Hamilton



SWE has teamed up with re-entry firm iRelaunch to create opportunities for engineers, who are interested in getting back to their technical careers, through a new initiative called the **STEM Re-entry Task Force**.



## 7 Global Engineering-based Companies Piloting Reentry Internship Programs



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# The STEM Reentry Task Force Mission

- Increase the pipeline of female STEM sector talent by including women with technical degrees who are returning from career break.
- Create structural change in the STEM sector by introducing the reentry internship as a vehicle for engaging with returning technical women.



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## Reignite Your Career with Our Return to Work Internship Program

**PUT YOUR PASSION BACK TO WORK! AS PART OF BOOZ ALLEN'S TEAM YOU CAN BRING YOUR SKILLS TO BEAR HELPING TO SOLVE TODAY'S MOST COMPLEX CHALLENGES WITH BRILLIANT IDEAS AND INNOVATIVE EXPERTISE.**

Our Return to Work Internship Program, debuting in 2016, re-engages professionals who are ready to transition back into the workforce after an extended absence. In partnership with the Society of Women Engineers (SWE)—the world's largest advocate for women in engineering and technology—we are seeking 50+ professionals to join our team.

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You always take care of business—no matter what. Are you eager to bring that passion and dedication back to the office? General Motors is ready and willing to help you re-enter the workforce and transition into a career aligned with your unique talent and ambition.

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Take advantage of comprehensive training, technical and professional development opportunities, company-wide networking, and personalized mentoring/coaching. "Take 2" will prepare you for a full-time career in highly competitive STEM fields at GM, a global leader in the automotive industry. Your comeback story begins **now**.

Want to learn more? Explore below and check back often as opportunities will be available soon.



*Jessica, a Vehicle-to-Vehicle Security Credential Management program manager, is helping to shape the technology cars use to talk to each other when avoiding crashes and other unwanted situations on the road.*



Diversity Recognition and Awards

Affinity Groups and Local Diversity Councils

Veterans

Individuals with Disabilities

LGBT

NSBE - National Society of Black Engineers

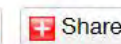
SWE - Society of Women Engineers

SHPE - Society of Hispanic Engineers

HENAAC - Great Minds in STEM

RePower Return-to-Work Program

## RePower Return-to-Work Program



### Cummins RePower Return-to-Work Program

We're proud to co-sponsor the Engineering-specific iRelaunch program and invite you to learn more about **RePower**, our return-to-work program. As an experienced professional who has taken a break from the workforce, this is your opportunity to re-engage your skills and re-power your career.

Our 6 month paid returnship provides you with projects that match your specialist expertise, interests, and abilities. A focus of our program is training, coaching and development, as well as networking events. For successful participants, we are prepared to offer full-time employment at our world headquarters.



*I feel very strongly that those who have chosen to take a break from their careers are a valuable source of seasoned, talented engineers.*



*The RePower program will allow a new hire to assimilate back into the fast-*



*An internship with Cummins will give a RePower hire technical, career and personal growth. They will*



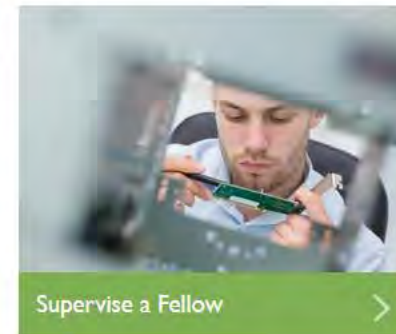


# Path Forward

Since last Summit:

- Ran Return to Work program for 6 companies (Colorado and Seattle)
  - 39 interns placed, 33 offered a job or an extended contract (85%)
  - 2 without offers found jobs within 30 days
  - Total employed rate now stands at nearly 90%
- February: added PayPal –9 software engineers
- April: gained nonprofit status
- October: will run Return to Work program in New York and northern California with up to 20 companies in each location

We are the UK's leading organisation dedicated to realising the potential of scientists and engineers returning to research following a career break



## Latest News

### Nine more STEM researchers return with a Daphne Jackson Fellowship

It has been a busy start to the year at the Daphne Jackson Trust and we are delighted to announce that a further nine individuals will return to research in STEM disciplines ranging from astrophysics to plant science to biomedicine at universities around the UK. They join over 300 individuals who have returned to their careers with a Daphne Jackson Fellowship.

[Read more](#)

New year, new sponsored Fellowship at the John Innes

## What we do

### The aims of the Daphne Jackson Trust are:

- to enable women and men to return to research with confidence after a career break
- to maintain a talented STEM workforce by offering flexible fellowships
- to support equality and diversity in the workplace
- to develop partnerships that extend the reach and increase the impact of the work of the Trust



Last updated: 01 March 2016

## TIDEWAY RETURNERS



THE TIDEWAY RETURNERS APPLICATION WINDOW IS NOW CLOSED.

*Want to get back to work? Tideway is on the look-out for more talented professionals wanting to restart their careers after an extended career break, following the successful launch of the Tideway Returner Programme last year.*

*With a variety of challenging and exciting roles based across London, more opportunities have become available for a full-time paid 12-week internship starting on 19 April, 2016 for people who have voluntarily been out of the workforce for 2 years or more.*



*Rachel Tomkins is now a permanent employee at Tideway having joined with the Tideway Returner*

## QUICK LINKS



Women Returners



## WOMEN AT TIDEWAY

'The opportunity to work with a highly skilled and motivated team of people on an iconic project which will leave a lasting legacy for London.'

[Read more](#)

'Championing the ultimate benefit of the Thames Tideway Tunnel, ensuring a safe and effective system at handover, acceptance and beyond.'

[Read more](#)

'It's great for the project and for my own professional development to have an opportunity to share ideas and perspectives with such a large variety of people.'

[Read more](#)

## JOBS & OPPORTUNITIES



*Current positions available within the Thames Tideway Tunnel project include:*

London Subagent for Civil Works	Permanent
Paddington Sharepoint Developer	Permanent
East London Marine Logistics Coordinator	Permanent
Paddington Assistant Commissioning Engineer	Permanent



An experiential learning and advancement opportunity for experienced women re-entering the legal and financial services professions.

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### Hot News

January 19, 2016

**Fellowship is Expanding to Include Additional Legal Departments & Law Firms in the U.S., Australia, and London this Summer 2016 — Stay Tuned for More Details!**

December 20, 2015

**Next Round of Applications Due May 13, 2016**

November 27, 2015

**OnRamp Fellowship Featured on FOX News**

November 17, 2015

**Learn More About Amazon's Legal Fellowship Positions**

October 26, 2015

**More Than 225 Fellowship Positions Offered in 32 U.S. Cities!**

October 8, 2015

**Learn More About Barclays' Compliance**

## What is the Fellowship?

*The Fellowship is a re-entry platform that matches experienced women returning to the workforce after a hiatus with law firms, legal departments, and financial services firms for six to twelve month paid positions.*







TEDxBeaconStreet

Mar 22 · 3 min read



## The New Age of Internships

by Carol Fishman Cohen, CEO of iRelaunch

Returning to the working world after a career break can feel like the first day of college: There's a huge system to navigate, new rules to follow, and lots of people to impress. How can competent professionals facing this situation get past the break and show prospective employers the continued value of their talent?

Carol Fishman Cohen:

# How to get back to work after a career break

TEDxBeaconStreet · 12:01 · Filmed Nov 2015

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If you've taken a career break and are now looking to return to the

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