

# GET THE JOB

## Returnships Offer Career Comebacks

### Programs Help Professionals Re-Enter The Workforce After Extended Breaks

After years away from the workplace, many professionals find themselves eager to restart their careers but unsure how to bridge the gap.

Enter the returnship, a concept gaining traction among employers and job seekers alike. These programs, designed for experienced professionals who have taken extended career breaks, offer a structured way to re-enter the workforce, update industry knowledge and rebuild professional networks.

#### UNDERSTANDING RETURNSHIPS

Returnships, a play on the word “internships,” are initiatives typically lasting a few months to a year. They offer participants a chance to refresh their skills, gain new experiences and potentially transition into full-time roles. Unlike traditional internships, returnships leverage the seasoned skills and maturity of mid-career professionals.

Stay-at-home parents, military veterans and those who took time off for health reasons or to care for family members often find returnships particularly valuable. Companies benefit from diverse perspectives and often discover valuable tal-



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ent they might have otherwise overlooked.

#### PREPARING FOR OPPORTUNITIES

Many Fortune 500 companies now offer returnship programs, but opportunities exist across various industries and company sizes. Job seekers can

search for terms like “return to work program” or “career re-entry” on job boards or company websites.

Before applying, candidates should update their skills through online courses or workshops, refresh their resume focusing on transferable skills, and prepare to dis-

cuss their career break honestly and positively. Networking with professionals in their target industry can also provide valuable insights and opportunities.

#### THE GROWING TREND AND ITS CHALLENGES

As businesses recognize the

value of experienced professionals and seek to diversify their workforce, returnships are becoming more common.

These programs not only benefit individuals looking to re-enter the job market but also help companies tap into a pool of skilled, motivated talent.

Returnships offer a unique opportunity to restart a career, but they also come with challenges.

Participants must be prepared to learn quickly, adapt to new technologies and possibly work alongside younger colleagues. However, for many, the rewards of re-entering the workforce and revitalizing their careers far outweigh these hurdles.

As the job market continues to evolve, returnships represent a win-win solution for both employers and professionals seeking to relaunch their careers. By providing a structured path back to the workforce, these programs are helping to close the gap between talent and opportunity in today’s dynamic employment landscape. For those considering a return to work after an extended break, a returnship could be the ideal bridge to a successful career comeback.