The “40-Year-Old Intern”
Corporate Reentry Internships

Carol Fishman Cohen
CEO, iRelaunche
International Economic Development Council
2016 Leadership Summit
January 25, 2016
Importance of Reentry Initiatives
How Many?
Number of U.S. Relaunchers 2006

- Women ages 25-54, Children under 18, College grad or higher, Not in the labor force

= 2.3 million
almost 23% of demographic

- 70% to 93% Interested in returning

= 1.9 million

Number of U.S. Relaunchers 2013

Women ages 25-54, Children under 18, College grad or higher, Not in the labor force

= 2.6 million 2013

70% to 93% Interested in returning

= 2.3 million almost 23% of demographic

= 2.2 million 2013

= 1.9 million

Relaunch Your Career with Clarity, Confidence, Skills & Connections

See how your peers got back to work & how you can, too!
Learn from lawyers, financial managers, engineers, consultants and more who returned to work in various industries and capacities.

Read Success Stories

Return-To-Work Events

International Economic Development Council’s 2016 Leadership Summit
New Orleans, LA
01/25/2016

The latest trends and topics in economic development

Jobs, Internships & Programs

Consider multiple options for rewarding work
iRelaunch partner companies, paid return-to-work internships, fee-based career reentry programs & strategic volunteering
The 40-Year-Old Intern

“Returnships” let companies audition professionals who are resuming their careers. by Carol Fishman Cohen
The 40-Year-Old Intern

“Returnships” let companies audition professionals who are resuming their careers.

by Carol Fishman Cohen

Kathy Bayert has an MBA from Northwestern’s Kellogg School and a résumé that includes stints at IBM and PricewaterhouseCoopers. In 2003 she put her career on hold to stay home with her two children. Five years later, looking to return to work at age 42, she found that the gap on her résumé was the least of her problems: The economy was plummeting into recession. While scouring online job boards one day, she encountered an unfamiliar term: Sara Lee was advertising a “returnship.” It turned out that the opening was a short-term paid position designed for a professional who’d been out of the workforce for several years—basically, an internship for an experienced worker whose time off might scare recruiters away. Bayert applied, was accepted, and signed on. After her initial six-month assignment, she was hired as a senior manager of organizational effectiveness. The program, she says, was “critical as a springboard back into the workforce.”

The challenge of relaunching a career after a hiatus (most often for full-time...
2016 Return-to-Work Conference
September 29th at Columbia University, NYC
Sold out for the past six years.

"iRelaunch's Return to Work Conferences are a recruiting 'must-do.' The attendees are enthusiastic about returning to the workplace, and more importantly have the qualifications and credentials to match their interest."

Leadership, Learning & Diversity, Bloomberg

Become a Sponsor

Jennifer Preston
2016 presenter
Award-winning journalist, Senior editor & digital journalist, The New York Times
Now VP Journalism, Knight Foundation for Journalism & Media Innovation

Our Community
A unique demographic of highly-educated & eager professionals
93% female
100% college-educated
70% graduate degrees, mostly MBAs & JDs

Event Sponsorship
2015 Annual Conference:
Meet high-caliber, mostly female professionals ready to return to work at the only large-scale event targeting relaunchers.

FastTracks:
Sponsor your own iRelaunch half-day event in any city or over the web.
Helping Women Get Back in the Game

By JENNIFER PRESTON  MARCH 17, 2014

Kristen Marx of Morgan Stanley, lower left, Andrea Chermayeff and Hope Tully of JPMorgan and Ariene Houston of Goldman Sachs all utilized workforce re-entry programs offered by their companies. Erica Fitzgerald, lower right, of

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

by Carol Fishman Cohen

FEBRUARY 24, 2014

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 return-to-work professionals. The Onramp Fellowship for returning lawyers, backed by four major law firms in 15 cities, opened for applications last month, and MetLife just announced a similar program to commence this spring.

In the six years I have been tracking return-to-work programs, I have never seen five, new, big-employer returning professional internship programs debut in such a short span. And last week J.P. Morgan Asset Management’s Head of Diversity Gordon Cooper told me his firm is now introducing a Legal ReEntry Program. (In full disclosure, Credit Suisse, Goldman Sachs, J.P. Morgan, MetLife, Morgan Stanley, and Onramp Fellowship have all worked with my firm.)

In November 2012, I wrote an article for HBR about the emergence of returning professional internship programs across a wide range of sectors: for-profit, non-profit, government, and education. Since then, the landscape of returning professional internship programs has widened and deepened.
5 Global Financial Services Companies with Reentry Internship Programs

Credit Suisse  Goldman Sachs  JPMorgan Chase & Co.

MetLife  Morgan Stanley
Returning Professional Internship Program Panel
17th iRelaunch Return to Work Conference
## Returning Professional Internship Programs

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<td>Morgan Stanley</td>
<td>Return to Work</td>
<td>Kristen Marx</td>
<td>9 years</td>
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**Real Returns**
- Carrie Hart, Vice President, Investment Bank Global Controls, 8 year career break

**Returnship®**
- Susan Cramer, Vice President, Strategy and Compliance Officer, 7 year career break

**ReEntry**
- Hope Tully, Vice President, J.P. Morgan Asset Management, 12 year career break

**Act2**
- Julie Russo, Program Manager, Group, Voluntary & Worksite Benefits, 14 year career break

**Return to Work**
- Kristen Marx, Vice President, Investment Management Global Distribution, 9 year career break
Employer Benefits of Internships

• Low-risk mechanism for assessing potential employee
• Evaluate intern based on meaningful work sample
• No obligation to hire at end of work period
• Broadens candidate pipeline to include returning professionals

“I wish we could hire all of our employees this way!” --hiring manager
Relauncher Benefits of Internships

• Opportunity to produce a legitimate work sample
• Opportunity to gain resume-worthy experience
• Evaluate fit of the work environment
• Get “foot in the door” at employer
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 with a gap in their work history often have the skills and experience that make them uniquely qualified for new opportunities.

Learn more about our experience and how Goldman Sachs can help you return to work.

Choose Your Path

Choose Your Path, Start Your Career

A career at Goldman Sachs could take you anywhere, all you have to decide is where to start. Meet some of our people, read about our passions.

Our People Making a Difference

There are a number of ways our people seek to make a difference: through financial support, volunteering endeavors, and partnerships with nonprofit organizations worldwide. Learn how our Office of Corporate Engagement advances the firm’s objectives to make a difference in its philanthropy.
Relaunchers: A Gem of the Workforce!

- Fewer Maternity Leaves
- Fewer Spousal/Partner Relocations
- Experience
- A More Mature Perspective
- Energy and Enthusiasm about Returning to Work
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.
LIFE'S VARIABLE: SWE'S YOUR CONSTANT

SIGN-UP TO BE NOTIFIED WHEN REGISTRATION IS OPEN

Your First Name

Your Last Name

Your Email Address

Notify Me!

OCTOBER / 27-29
PHILADELPHIA, PA, USA
#WE16
7 Global Engineering-based Companies Piloting Reentry Internship Programs

IB	|	intel

GM |	CATERPILLAR

Booz | Allen | Hamilton

Johnson Controls

Cummins

Working Right.
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—and career re-entry firm iRelaunch, Booz Allen is one of 7 founding member companies providing specialized re-entry internships in 2016 for individuals with specialized skills and experience.

Return to Work is a paid employment program that runs for nine weeks starting June 6, 2016. You'll work alongside exceptional colleagues providing innovative ideas and solutions that are changing and enabling modern services for government, businesses, and ultimately, citizens like yourself.

This unparalleled program is designed to provide participants with:

- challenging projects that align to your skillsets
- an engaging onboarding program that will bring you up to speed on the firm, your team, our leadership, and clients
- critical skills training with additional technical training where needed
- a mentor who will help you navigate Booz Allen during the Return to Work experience
- a supportive environment throughout the program built to contribute to your success

The application process ends February 28, 2016.