

GRACE HOPPER CELEBRATION



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Innovating Talent Acquisition with Returnships

Thousands of women leave the workforce due to caregiving and many of them struggle to return to their professions. Yet, companies claim difficulty in recruiting mid-career technical women, citing a lack of qualified candidates. In this session, you'll hear from leaders responsible for diversity initiatives who implemented returnship programs to find technical women who were hiding in plain sight.

Innovating Talent Acquisition with Returnships



Tracy Stone

Global Leader, Tech Women

Intuit

@tracystone1030



Bobbie Grafeld

VP of People

Walmart Labs

@WalmartLabs



Tami Forman

Founding Executive Director

Path Forward

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Janet van Huysse

Head of People

Cloudflare

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MJ Austin

Sr. Director, Tech

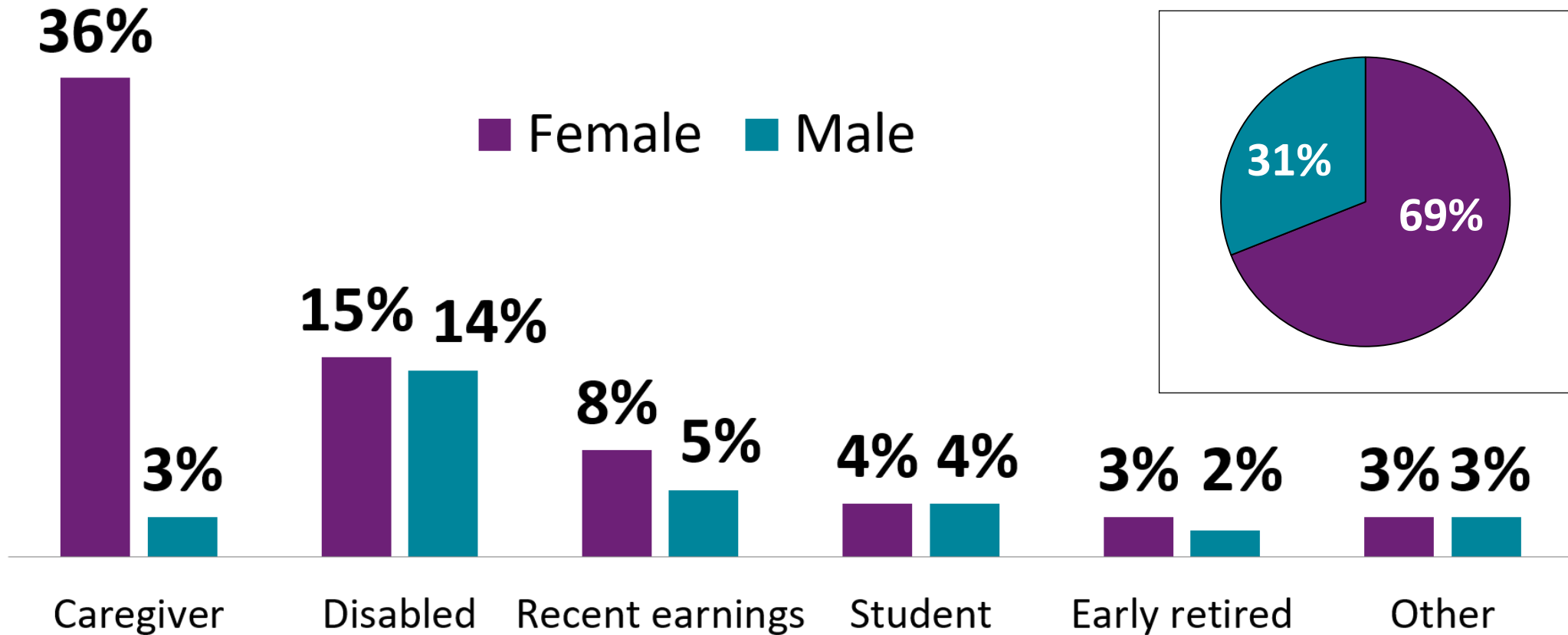
Product Management

PayPal

@AustinMJ

Women Are 12x More Likely To Be Out For Caregiving

Reasons Prime-Age Men and Women Give for Nonparticipation in the Paid Labor Force



Source: [The Hamilton Project/The Brookings Institute](#)

54,000

*women with computer science and engineering degrees
have left their jobs for caregiving*

Source: Society for Women Engineers

#GHC19

Path Forward Audience Snapshot



11 years of prior professional experience (on average)



95% have a Bachelor's degree or higher

Compared to about 33% of American workers overall



48% have a Master's degree or higher

Compared with less than 15% of American workers overall

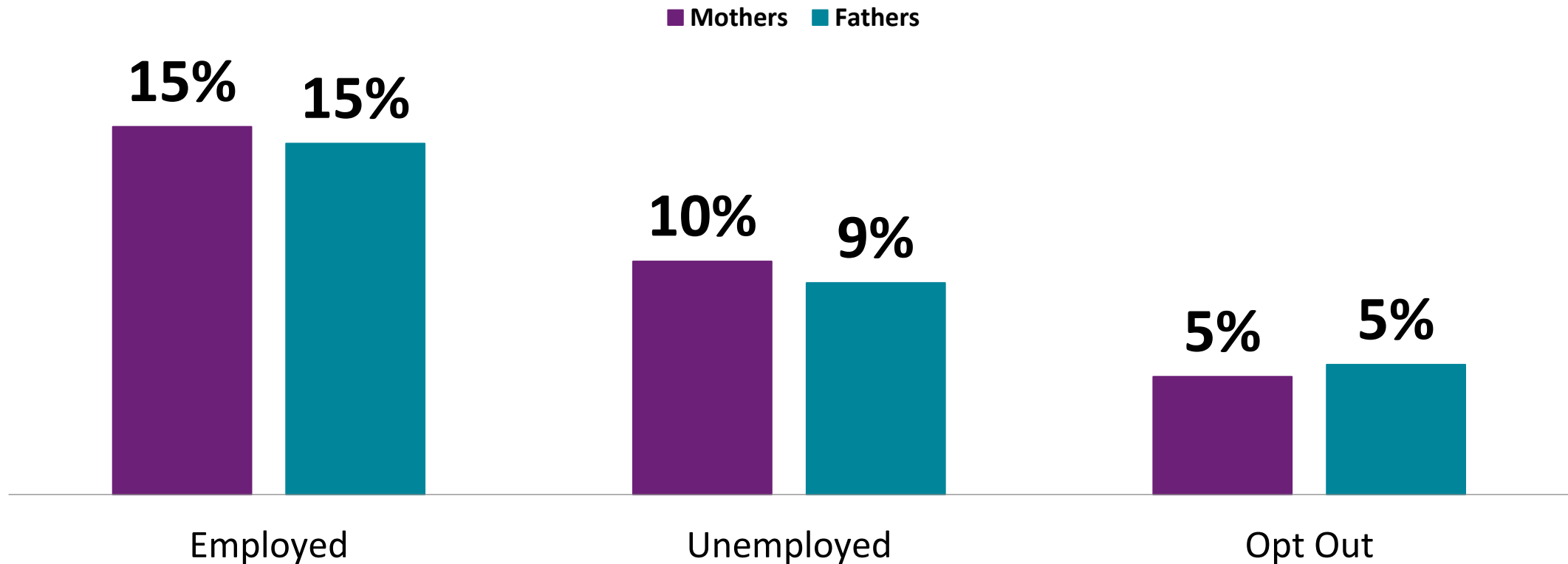


6 years out of the workforce (on average)

Source: Path Forward Email Newsletter Subscribers

Parents Face A Tough Road to Reentry

Differences In Callback Rates For Resumes from Employed, Unemployed and Opt Out Parents



Source: [From Opt Out to Blocked Out: The Challenges for Labor Market Re-entry after Family-Related Employment Lapses](#), Katherine Weisshaar, 2018

The “motherhood penalty”

Single, childless
woman earn

96¢

to a man's dollar

Married mothers
earn

76¢

to a man's dollar

Source: [*The Fatherhood Bonus and the Motherhood Penalty: Parenthood and the Gender Gap in Pay*](#) by Michelle J. Budig, PhD, 2014

What is a returnship?

A program designed for people who have left the professional workforce for years, usually for caregiving, who are looking to return to full-time, corporate work

- Temporary (12 – 24 weeks)
- Paid
- Mid-level (5+ years of experience)
- Specific qualifications vary by company and role
- Usually includes mentoring vs. training (returnship vs. apprenticeship)
- Require a gap for caregiving

How We Know They Work

80%

of program participants were offered ongoing employment at the company where they participated in the program

Tracy Stone, Intuit

@tracystone1030

About my passion and experience

- Bachelors of Science in Computer and Electrical Engineering
- Technologist in tech companies for 18 years
- Paused career, founder and director of STEM nonprofit
- Returned to workforce, now leading Tech Women @ Intuit
- www.linkedin.com/in/tracy-stone



**Global Leader
Tech Women @ Intuit**

TECH WOMEN @ INTUIT

Intuit Again

A supportive pathway back into the technology workforce after your career break.

Apply Now

Program benefits:

- One-on-one mentoring
- Development workshops
- Onboarding bootcamp
- Meaningful work on projects that make a real impact
- Supportive community of Intuit Again program team, returnees and leaders

www.careers.intuit.com/intuit-again

Bobbie Grafeld, Walmart

Bobbie Grafeld leads HR for the Walmart Labs organization, the U.S. technology arm for Walmart. Prior to Walmart she held a variety of HR roles at eBay, PayPal and Federated Department Stores.

Bobbie took a 6 year career break to stay at home with her two young daughters. She understands first hand how difficult it is to get back into the workforce from both a personal and professional perspective. Bobbie is the executive sponsor for the Walmart Labs Returnship program with the mission to empower people to restart their careers after time away for caregiving.

Bobbie is based in the Bay Area where she lives with her husband, two teenage daughters, Steve the cat and Gus the dog.





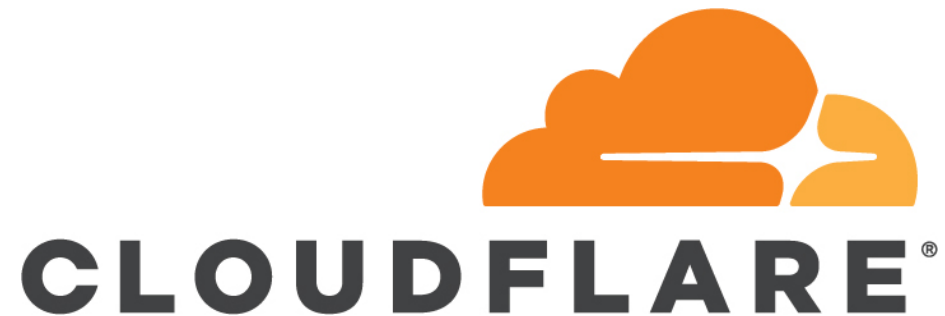
Walmart Labs Returnships

- 16 week Internship in Technology
 - Engineers
 - Data Science
 - Product
- 2018 Pilot Cohort (Sept-Dec)
 - 32 Interns in the Bay Area
 - 75% FTE conversion
- 2019 Cohort (Aug-Nov)
 - 58 Interns across the U.S.
 - Target 80% FTE conversion

Janet Van Huysse, Cloudflare

@janetvh

- Twenty+ years of HR Leadership in Silicon Valley
- Head of People at Cloudflare since December 2016
- VP of HR at Twitter from 2009-2016
- Co-founder of TendLab – venture seeking to transform the workplace by unleashing the power and potential of parenthood
- Mother to 3 girls



Cloudflare Returnships

- Cloudflare became one of the first companies to partner with Path Forward during its initial launch in California in August 2016
- Over 92% of returnee alumni have received a full-time offer from Cloudflare following the 16-week program
- Over 91% of those returnee alumni who have received an offer have accepted the position
- Placement in diverse roles:
 - Engineering
 - Network Engineering
 - Design
 - Security
 - Sales Engineering
 - Customer Support
 - and more



Path Forward event at Cloudflare Inc.



MJ Austin, PayPal

MJ Austin took three years off to raise her twin daughters before returning to work at eBay 15 years ago. MJ has publicly shared how difficult it was to integrate back into the workforce after being away for so long. MJ helped to found the Women in Technology group at eBay and at PayPal helped create Recharge, hoping other women would have more support returning to work and, therefore, be more likely to stay for the long term.

At PayPal we have a deep sense of obligation and commitment to making a positive difference in the world. At the heart of this commitment lies our inclusive mission, through which we seek to reimagine money and democratize financial services so that people around the world can live more financially healthy and secure lives. To achieve this mission we set out to create a culture at PayPal that is built around our four values of Collaboration, Innovation, Inclusion, and Wellness.

A background image showing two women in an office environment. One woman, wearing a green hijab and a dark blue long-sleeved shirt, is pointing at a document. The other woman, with brown hair and wearing a black sleeveless top, is looking down at the document. They are sitting at a table with a blue chair visible. A potted plant is on the right side of the frame.

Recharge

Keeping and supporting women in technology is important to us, so we're offering new ways to attract and train talent.

At PayPal, we are rethinking how to provide diverse solutions to real-world challenges. Through the Recharge program, we encourage skilled technologists who have taken a career break for personal or family reasons to feel equipped to return to the workforce. There are two ways to participate in Recharge. One path is through the 16 week paid program, and the second is through a bootcamp. Recharge is designed to increase our inclusive technology workforce, while also giving individuals who want to return to work an opportunity to expand their experience and network. All interested applicants are welcome to apply to PayPal's Recharge program. PayPal is committed to empowering talented people from every background and perspective to thrive. PayPal's Recharge program is built in partnership with [Path Forward](#).

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