

What are returnships, and why are they needed?



A returnship is a type of work placement that helps people return to work after a long gap in their career.

There are lots of reasons why people sometimes have a long time away from work – such as caring for family or a relative, or due to their own health or disability.

Returners have lots to offer – but it can be hard to get a job interview with a long gap on your CV. Some returners also feel less confident after a period away from work.

Returnships help returners rebuild their confidence and put their skills to good use.

Are you a smaller employer in Suffolk/Norfolk?



Book your **free returnship information session** with local social enterprise myworkhive. We'd love to speak with you – even if you don't have a suitable placement opportunity just now. Talk to us about **free support** to help you run a returnship (now or in the future), including coaching and support for returners.

Get in touch via lucy@myworkhive.com

What are the benefits of returnships for your organisation?

- ▶ **Save time and money on recruitment** myworkhive can help your organisation to develop a job description and advertise your returnship placement, free of charge.
- ▶ **Low-risk recruitment.** A returnship can act like a probationary period, letting you work with a returner and really get to know them.
- ▶ **Access to skills that are in short supply.** Returners have previous skills and life experience. Offering a returnship can be a great way to unlock this hidden talent.
- ▶ **Improved diversity.** Returnships can attract people who may be under-represented in your organisation – a more diverse workforce can bring new ideas and skills.
- ▶ **Good PR** Offering a returnship shows that your organisation is a supportive employer who values returners – which could potentially bring some positive PR.

Many businesses already offer returnships, including Lloyds Bank, British Telecom and O2.