



division of  
**Human Resource  
Management**

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return **UTAH**

Presented by ShayAnn Baker  
CSG West Annual Meeting, July 2022

# What is the return**UTAH** program?

The first public  
career reentry program  
in the country



**Launched**  
**by Utah Lt. Governor**  
**Deidre Henderson,**  
**a former “returnee”**



# Not a New Concept

Private sector financial firms  
pioneered the return-to-work  
movement

**Goldman  
Sachs**

Trademarked the term  
“returnship” in 2008



# Not a New Concept

In 2021, 40% of Fortune 50 companies had career reentry programs in place ([I-Relaunch](#))

*Johnson & Johnson*

Walmart 



amazon 



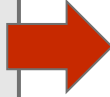
PEPSICO

How does  
return **UTAH**  
resolve workforce  
concerns?



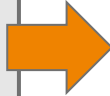
# returnUTAH

Tight Labor Market



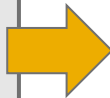
Provides access to a new pool of candidates

120k Utah jobs lost



Provides an innovative solution to state agencies in need

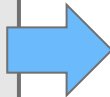
16% of Utah women left careers



Returnships appeal to women  
(65% of participants female)

[Utah Women and Leadership Project](#)

18% left for childcare purposes



Youngest state in the nation  
(57% of participants left careers for childcare)

[Utah Women and Leadership Project](#)



How did  
return **UTAH**  
get started?





Launched via  
Executive Order 2021-8 by  
Governor Spencer Cox



## Important Points from Executive Order 2021-8:

- Life experience relevant to pay/opportunity
- The state has an interest in equalizing opportunity
- Connection to skills, training, and education is vital



Helping Utahns return to work benefits all

Therefore in  
Executive Order 2021-8  
continued:

State agencies are required  
to provide “returnships”



# What is a Returnship?

A returnship is a paid, mid-level internship for experienced professionals returning to the workforce



How do  
return **UTAH**  
returnships  
work?



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## Specifics:

- For Utah residents
- Career break of 2 years or more
- Career break reasoning is irrelevant
- Returnships span 16 weeks
- The state sets the standard
- The state assumes the cost
- Returnees participate in a cohort
- Transitional support provided to all parties



**How does  
return UTAH  
benefit government?**



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## Program Benefits for State Government:

- Fill hiring needs
- Hiring flexibility
- Quality Candidates ([iRelaunch](#))
  - Educated
  - Experienced
  - Highly motivated
  - Innovative strategy/perspective
- Cultural Rejuvenation
- Diversity, Diversity, Diversity ([SHRM](#))
- Transitional Support Provided





**How does  
return **UTAH**  
benefit Utahns?**



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## Program Benefits for Returnees:

Opportunity is guaranteed



# returnUTAH

## Program Benefits for Returnees:

- Opportunity is guaranteed
- Varied, flexible jobs
- Leave the ladder at home
- Competitive pay
- Transitional Support
  - Technological training/resources
  - Career development/coaching
- Cohort connection and coaching
- Access to executive level mentors



# returnUTAH

## Statistics

57% participants hired in temporary roles



92% converted to long term employment

100% of participants report:

Greater confidence

Skill set expansion

Long-term mentors

Job market readiness



return **UTAH**

**Truly**

**Transformative**





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# Thank You

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