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)
How does Utah resolve workforce concerns?
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)

18% left for childcare purposes

Youngest state in the nation (57% of participants left careers for childcare)
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?
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 \textsc{Utah} benefit government?
return UTAH

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?
returnUTAH
Program Benefits for Returnees:

Opportunity is guaranteed
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
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
Thank You

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