“Our iReturn program offers us a unique opportunity to find diverse, critical talent, especially women, who have left the workforce and are ready to return. We are proud to bring a program that offers careers in a variety of fields, including engineering, supply chain, mission assurance, business and finance programs, and operations. We are honored to continue to work with our partner, SWE, on such an important initiative to have women with engineering and other technical skills return to the workforce. “, says Sandra Evers-Manly, Vice President, Global Corporate Responsibility. “This program provides Northrop Grumman with the opportunity to connect with individuals who can bring their professional skills, combined with their life experiences and emotional intelligence, to add immediate value to the workplace. It’s a win-win-win all around!”

Sandra Evers-Manley, Vice President, Global Corporate Responsibility at the Northrop Grumman Corporation

“IBM said the company’s commitment to diversity and inclusion advanced under Rometty’s leadership. This includes extending parental leave and making it easier for women to return to work after taking time off to care for children.”


“At GM, we’re creating a culture, an energy and an attitude that says anything is possible, especially when we ensure that every employee has a chance to contribute to his or her full potential. That is why we will continue to drive diversity forward.”

Mary Barra, General Motors, Chairman and CEO
https://www.ceoaction.com/actions/take-2/

“For us, diversity is more than just women or underrepresented minorities but also men who had left the workforce, perhaps to care for family – this really embodied our commitment to diversity.”

Christina Baldwin, Director, Functional Talent Management, Cummins

In the war for talent, we must remain open to explore and draw from unexpected talent pools. One such pool is experienced female STEM talent—particularly women who have taken extended leaves of absence from employment to care for children, aging/disabled parents or other personal needs and are now ready, but uncertain, how to successfully return to the workforce.

CEO Action for Diversity & Inclusion™ Challenge

“One intangible benefit of the program is the message the re-entry program sends to our entire workforce. It sends a strong message to young individuals coming into the company, who may not have their entire career planned out, that even if your individual situation takes you away from the workforce for a period of time, we still value your experience and what you have been trained to do.”

Kristen Siemen, Executive Director - Global Validation Engineering, General Motors

**CONVERSION RATE OF RETURNERS TO EMPLOYEES**

- **BETWEEN**
  - 60%

- **AND**
  - 100%

- **RETURNERS HIRED**
Relaunchers: A Gem of the Workforce

Educated

Stable life stage

Work Experience

Mature Perspective

Energy and Enthusiasm

Accessing the Relauncher Talent Pool

Relauncher Talent Pool
- High quality
- Largely untapped
- Primarily female

3 Types of Return to Work Program
- Mid-career internships
- Direct hire with support
- Event-based

STEM Reentry Task Force Growth


Booz Allen Hamilton
Caterpillar
Ford
Johnston
Johnson
Medtronic
Nortrop Grumman
IBM
iRelaunch
SWE
General Motors
IBM
Life is On
Schneider Electric
United Technologies

Aerospace
asurion
Boeing
CDM Smith
Honeywell
Ingersoll Rand

Ameren
Chevron
FCA
Honeywell
Johnson

Intel
Medtronic
Millipore Sigma
Raytheon
P&G

Merck
Naval

Stantec