




<http://www.itv.com/thismorning/hot-topics/do-you-think-housewives-are-lazy>






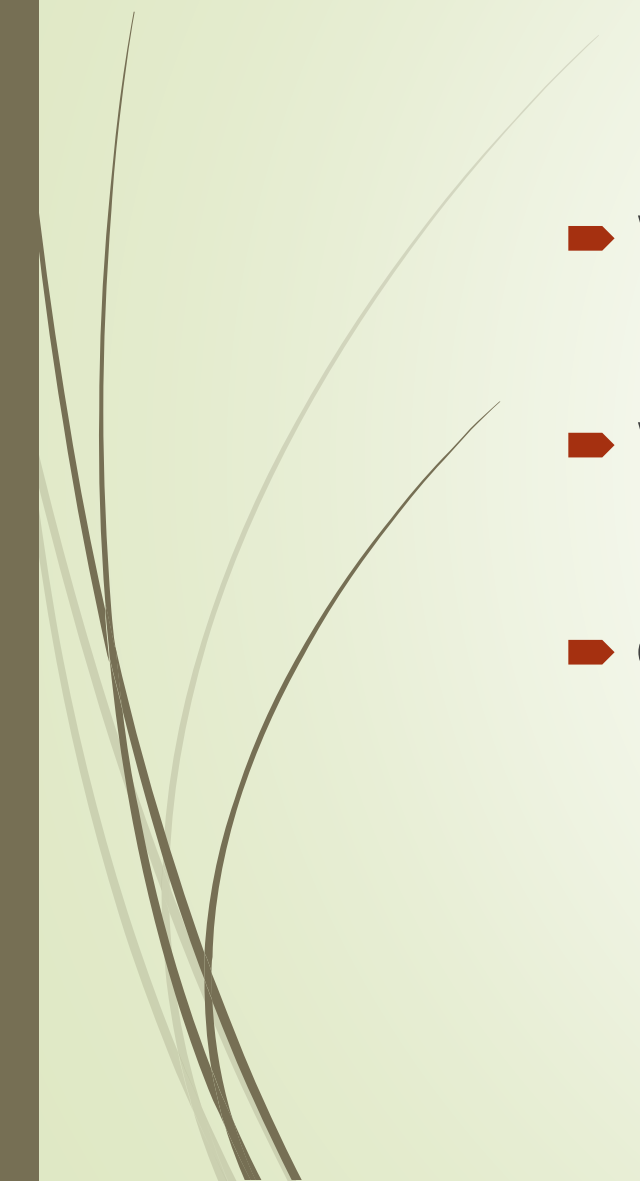
Elevating and Evaluating Career Breaks

Career *Break*
People

Ronnie Cloke Browne



CBp

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- What is it like to be a mother on a career break today?
 - Why did I start *CareerBreak People*?
 - Can career breaks be valued?

Starting a family



Dung Beetle Reading
Scheme 1b: We learn
at home

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Perceptions of motherhood

- ▶ Google results: Enjoying motherhood
 - ▶ 1) Secret to Enjoying Motherhood (book)
 - ▶ 2) “Anyone else hate motherhood?” Mumsnet discussion
 - ▶ 3) Not enjoying motherhood? What do you think?
 - ▶ 4) Feeling guilty – copying but not enjoying motherhood: Netmums chat
 - ▶ 5) 21 Ways to enjoy being a Mum: Parenting
- ▶ Google results: Starting a career break
 - ▶ 1) Returning to work after a long career break: Telegraph
 - ▶ 2) Career Break CV Template
 - ▶ 3) How to turn a career break or sabbatical into job success
 - ▶ 4) 12 things you should never do when returning to work after a career break
 - ▶ 5) How to go back to work after a career break: Total Jobs



In reality who is saying that it is okay to take a career break?



Returnships



- ▶ Returnships were started by Goldman Sachs in the US in 2008
- ▶ Returnships are higher-level internships which act as a bridge back to work for those who have taken an extended career break
- ▶ Professionally-paid short-term employment contracts, typically of 3-6 months
- ▶ Commercially significant work that enables a supported route back to a professional role
- ▶ Best practices see coaching or training and mentoring support provided to the returner
- ▶ In 2014 Returnships were brought to the UK by Women Returners
- ▶ In 2017 the Government established a £5m fund to support Returnships



Career*Break* People

Career*Break* People provides support, activities and guidance throughout an extended career break to help people maintain the confidence, skills and knowledge that will make life transitions easier

- Qualifying career breaks and retaining a talent pool for the future
- Enabling people to fulfil their potential and contribute to society in all aspects of their lives

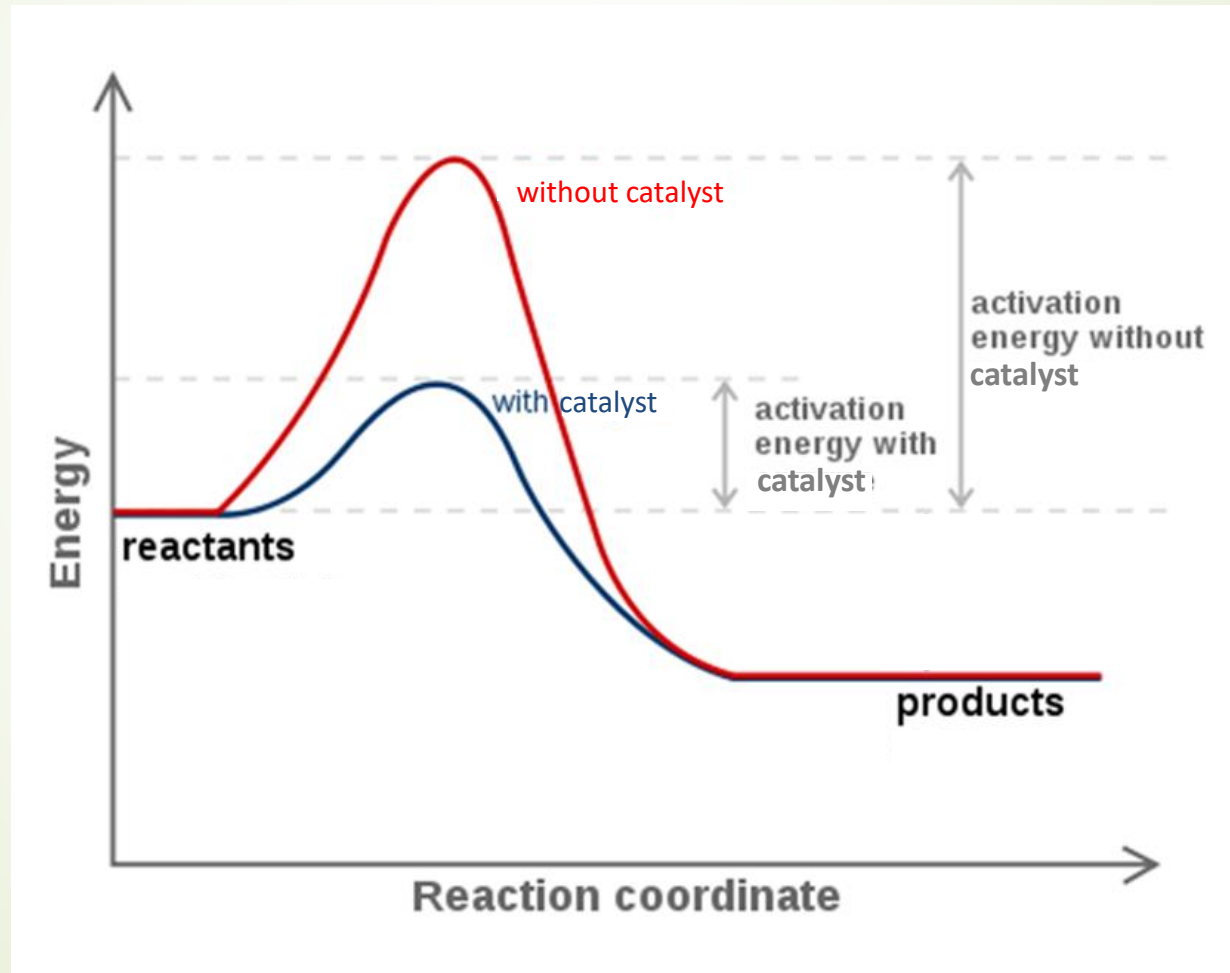
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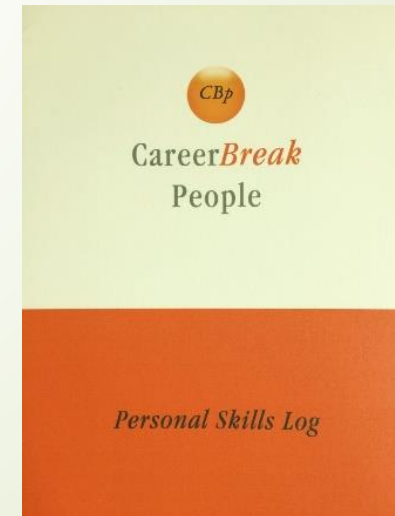
The Confidence Boost

Analogy of a chemical reaction being return to work and the catalyst being confidence



Qualifying Career Breaks

- There is increasing focus on Lifelong Learning
 - Professional Institutions now require evidence of CPD
 - Maternity Teacher Project offers CPD for teachers on career breaks
 - Online learning opportunities
 - CareerBreak People has developed a Personal Skills Log



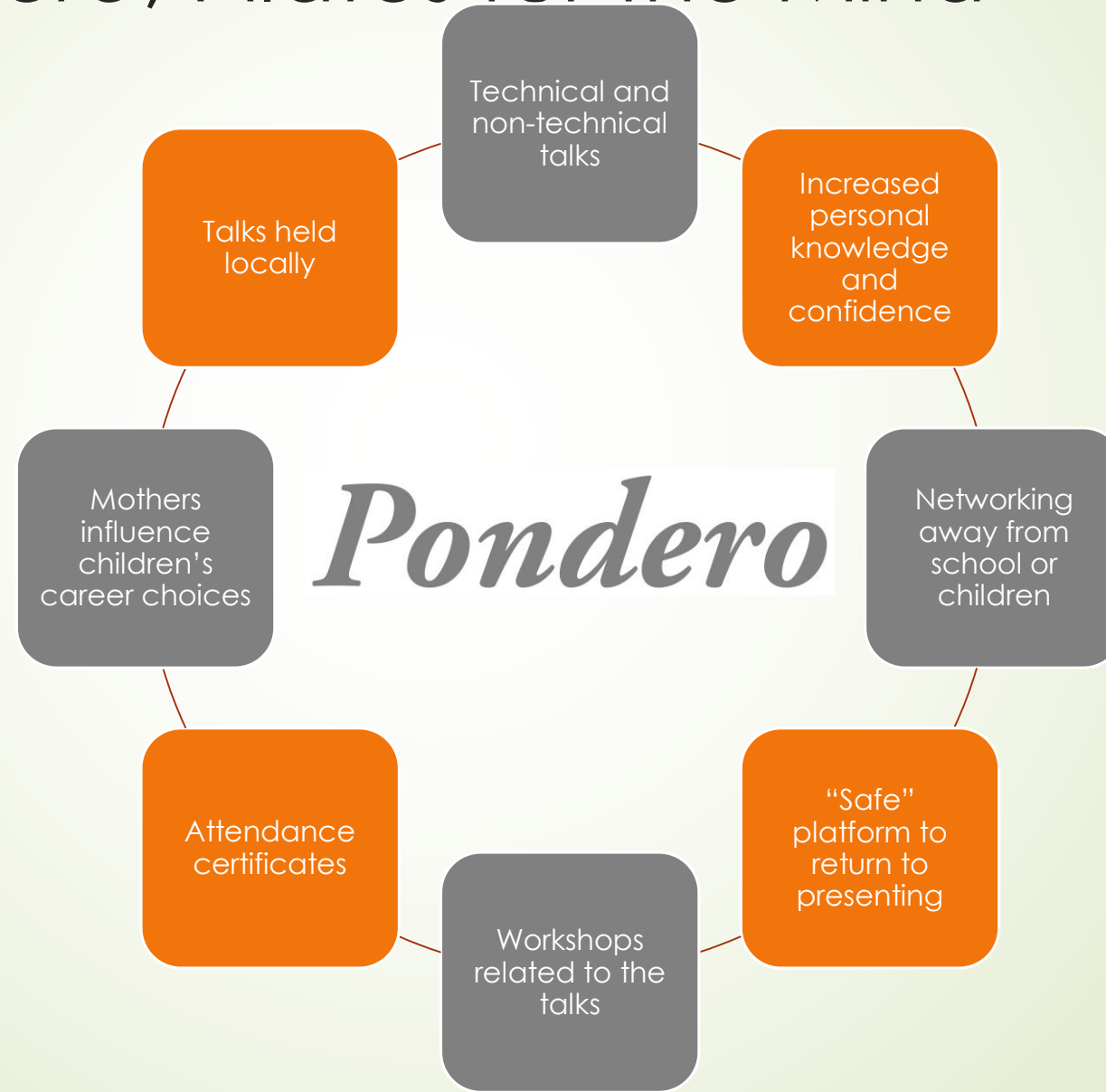
Volunteering during a Career Break


- Playgroups
- Schools
- Children's Sports Clubs

- Charities
- Fundraising

- Citizens Advice
- Nightshelters
- Samaritans
- Magistrates

Pondero, Pilates for the Mind





CareerBreak People during a career break

- ▶ CareerBreak People collaborates with LifeForward Coaching and offers
 - ▶ Focus – Accelerate - Succeed Workshops aimed at encouraging people to consider their own goals and aspirations
 - ▶ Local workshops to help with skills development – for confidence, technical training, presentation skills and more
 - ▶ Development using our Personal Skills Log

“Your workshop was a transformation for me ... finding that confidence ... you are the first person that has made it okay for me not to have been at work for ages...I always carried a sense of guilt and you made me realise that it’s fine...”

Career *Break*
People

Life *Forward*
Coaching



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Returning to Work

- ▶ Increasing number of organisations promoting and supporting return to work
 - ▶ Women Returners, Women in the City, The Return Hub, She's Back, Talented Ladies Club ...
- ▶ Recruitment agencies specialising in part-time opportunities
 - ▶ Ten2two, Working Mums, Capability Jane, Women Like Us ...
- ▶ Growing trend for mumpreneurs
 - ▶ Mums Enterprise Roadshows ...
- ▶ Social Media Marketing training companies
 - ▶ TechPixies, Digital Mums ...
- ▶ CareerBreak People offers **“Your Return to Work”** workshops

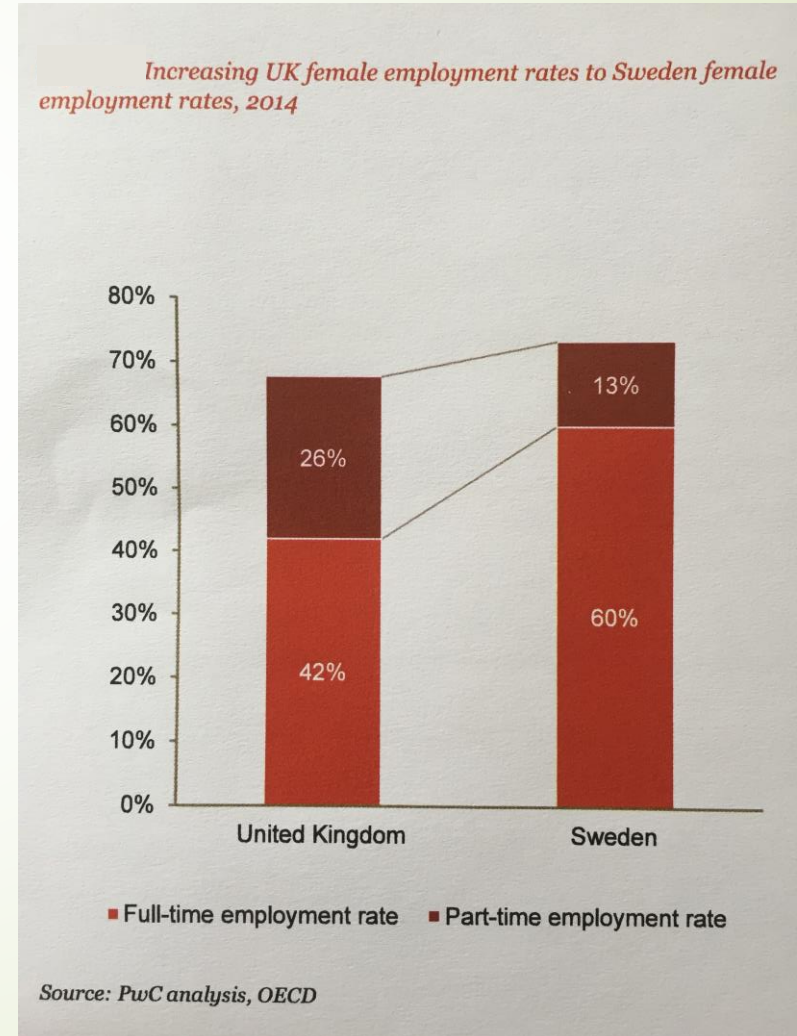
“Whilst it would be easy to fall back into similar types of work, Your Return to Work workshop highlighted to me that this is a fantastic opportunity to do something different and perhaps more rewarding.”



How can Society value those who are on career breaks and not describe them as “economically inactive”?

Government incentives to increase female employment rates

- ▶ 2016 OECD data reported £170bn benefit to UK GDP (9% of GDP)
 - ▶ if all women worked as much as they do in Sweden by 2030

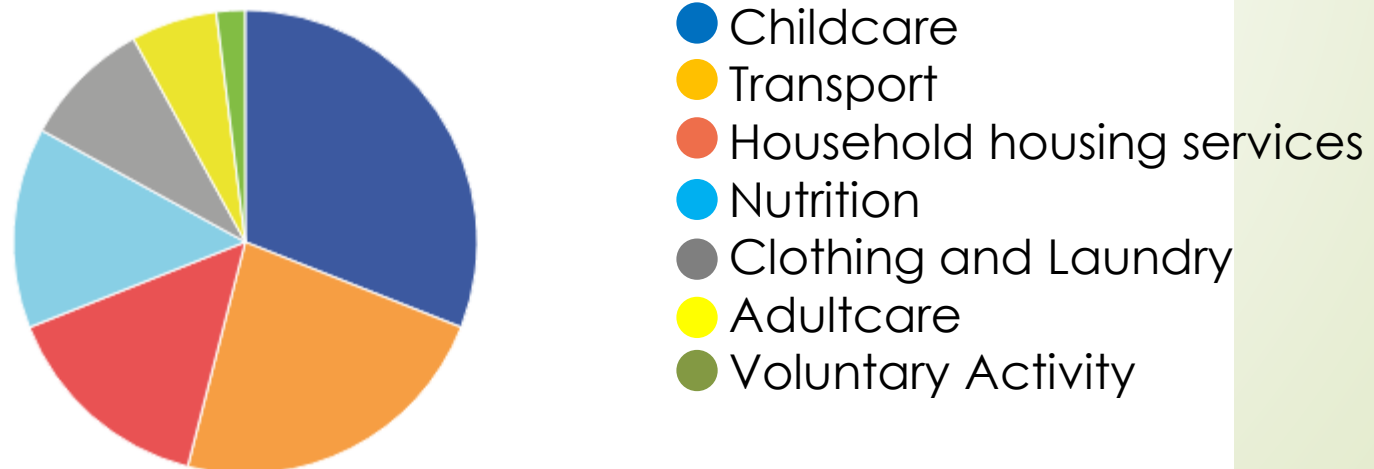


Value of work in the Home

- Stay-at-home mothers should get personal satisfaction in the ONS report in 2014 that the value associated with the unpaid work done in the home is

£1 trillion/year

ONS: Share of total non-market household GVA by activity, 2014





What is the cost of mothers returning to work?

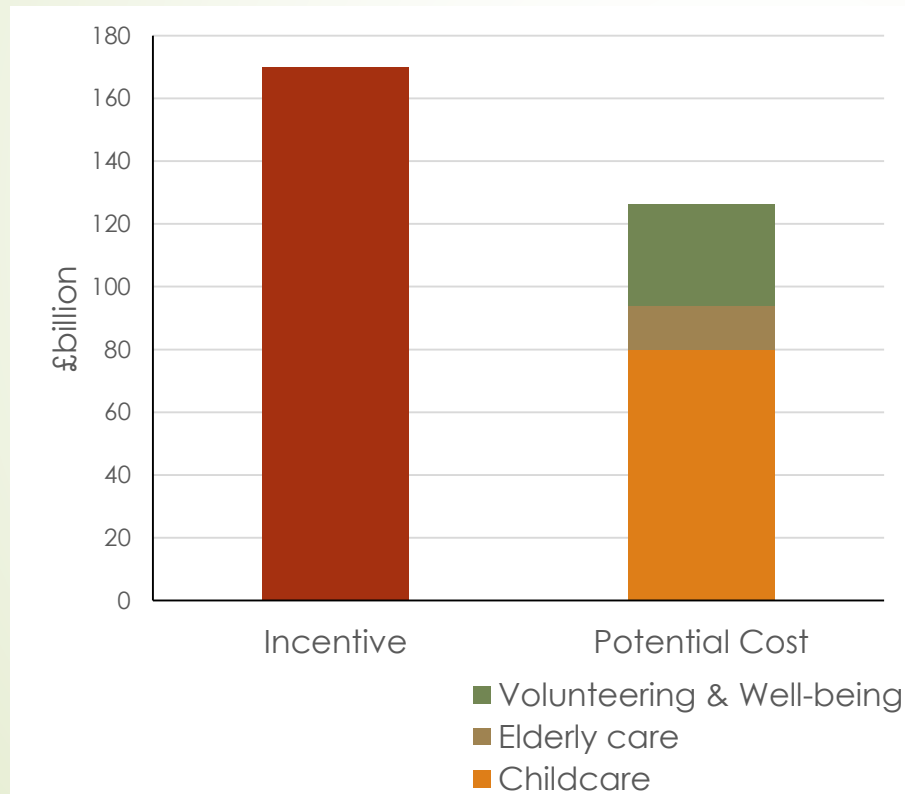
- ▶ Is there an economic cost if stay-at-home mothers return to work?
- ▶ Data is not easy to find
- ▶ Let's have some fun

Government incentive for women returning to paid work



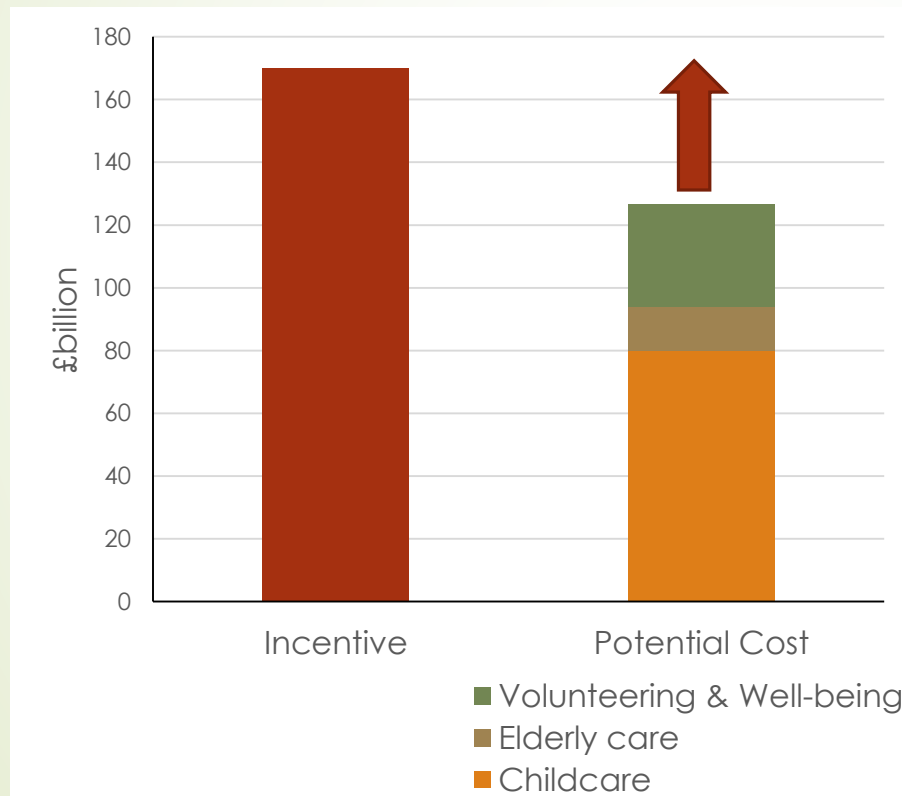
- OECD data £170bn/year to GDP by 2030
- PwC report doesn't specify the proportion of women being stay-at-home mothers
- Treasury Committee Childcare Inquiry Jan18, Liz Truss said that we can only expect half of mothers to want to return to work
- So realistic incentive target could be £85bn, but let's leave a challenge

Potential Costs associated with mothers returning to paid work instead of taking extended career break



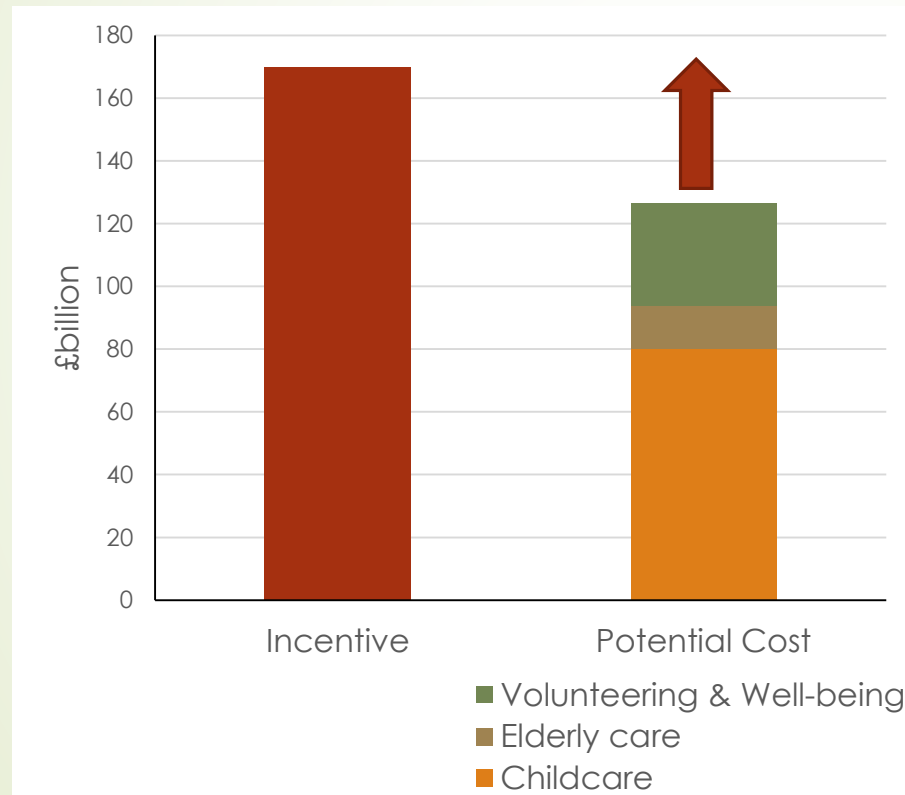
- ONS: Household Satellite accounts (2014)
- Carers UK and University of Sheffield: value of the economic contribution of carers in the home (2015)
- Cabinet Office and DWP: Wellbeing benefits associated with volunteering (2013)
- Volunteering England: value of formal and informal volunteering (2003)
- Made a rough estimate that of the women doing the unpaid work 50-70% are on career breaks

Potential Costs associated with mothers returning to paid work instead of taking extended career break - **Other factors**



- Mental health deterioration in childhood adolescence and adulthood
- Maternal mental health and loneliness
- Performance of children in schools
- Other ...

Challenge the Economists....



- From this first look, is the GDP incentive for 2030 a realistic one?
- Data often refers to mothers on maternity leave not career breaks
- The real costs of stay-at-home mothers returning to the workplace need to be quantified officially
- Then we will have a true quantitative understanding of the incentive to Society



Summary

- ▶ Help women maintain knowledge and confidence throughout their career breaks
- ▶ Returnships and re-entry to the workplace should give women the confidence to take longer career breaks

In today's modern world, only once the position of the stay-at-home parent is valued economically will it be recognised by society as a respected choice and therefore supported and elevated.