

Women Returning To The Workforce After A Career Break: Barriers And Bridges To Reentry In The 21st Century

Kerri A. Monroe, Master of Arts Candidate

OVERVIEW

Companies are challenged with hiring, retaining, and promoting women to increase female representation in the workforce and in leadership positions.

Women with non-linear career paths due to motherhood face barriers upon reentry to the workforce.



METHODS

Review Literature

Research company programs and women's employment support organizations

Interview successful returners

LITERATURE CITED:

- Zimmerman, L. M., & Clark, M. A. (2016). Opting-out and opting-in: A review and agenda for future research. *Career Development International*
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- Hewlett, S. A., & Luce, C. B. (2008). Off-ramps and On-ramps: Keeping Talented Women on the Road to Success. *Human Resource Management International Digest*
- Harris, E. C., & Estevez, M. L. (2017). The Role Of Gender And Motherhood Ideologies In Perpetuating Workplace Inequality. *Journal of Research in Gender Studies*

BARRIERS

Physical	Sociological	Psychological
Resume	Family Roles and Responsibilities	Identity
Work History	Male Construct of Leadership	Values
Work Gaps	Perception of Motherhood	Authenticity
Industry or Sector	View of Unemployment	Confidence
Geography		Imposter Syndrome



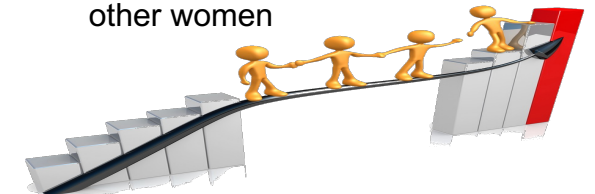
BRIDGES

Companies

- Set goals for equitable gender representation
- Invest in reentry initiatives
- Commit to fair hiring practices
- View the resume as only part of the story - Respect non-linear career paths
- Promote more female leaders

Female Returners

- Network - Be Involved
- Stay current with industry and market information
- Take classes – Get licenses and certifications
- Find the right industry and organizational fit
- Share positive reentry experiences and stories with other women



For Further Information
Contact
Kerri.Monroe01@gmail.com