

Returnships: Solving Both Resume Gaps and Skills Gaps

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Carlton Fields Labor and Employment Shareholder Allison Oasis Kahn was quoted in an *HR Dive* article titled, “Returnships: Solving Both Resume Gaps and Skills Gaps,” regarding the rise in programs designed to help professionals return to their careers after time away. An increasing number of professional-level workers who have raised a family, acted as a caregiver, or served in the military looking to reenter the workforce are finding assistance from corporate training programs that reengage and retrain a valuable talent pipeline. In order to leverage the benefits of these types of courses and limit potential legal risks, it is recommended that employers ensure that programs are free from stereotypes and participants’ subsequent salaries are focused on experience and accomplishments. “Men are caregivers too. Employers should be careful not to target programs specifically to women as that might be considered discriminatory,” Kahn said. She added, “After a candidate completes a returnship program, employers should assure they’re being compensated at the same pay rate as colleagues performing the same work.” [Read the article.](#)

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Allison Oasis Kahn

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