



## CAREER **RESTART** AND **RETURNSHIP** PROGRAMS FOR WOMEN

The Federal Home Loan Bank of Dallas (FHLB Dallas) has two new programs to support women re-entering the workforce after a career break: ReStart and Returnship.

Both programs are designed for women who took a significant break from the workforce of two years or more and may find barriers to re-entry without upskilling, development and mentoring. These programs could appeal to women who took a career break due to the pandemic, key life changes or other factors.

**Read on to learn more about how they work.**





# RESTART

**A job offer for full-time employment with benefits**

- A professional development plan
- Mentoring
- External coaching

# RETURNSHIP

**A one-year paid internship designed to equip women for a return to the workforce**

- Full-time paid training for up to 12 months
- No guarantee of employment upon completing the program
- Training in multiple areas of a department including technical skills and leadership
- Mentoring, professional development and coaching





# FREQUENTLY ASKED QUESTIONS

## **How do you choose the program that is right for you?**

The key difference is that ReStart includes a job offer with benefits, and Returnship is a paid internship with no guarantee of a job after the internship. Returnship is best suited for women who have taken a significant break from the workforce.

## **What development will I get in the program?**

A development plan, internal mentoring and external coaching will be part of a tailored program to get you up to speed on the latest developments in your specific career.

## **What else can I expect?**

Returnship interns can expect a great culture that includes employee appreciation and a hybrid work schedule while ReStart hires will receive full health benefits along with all other benefits offered to full-time employees such as a 401(k) with a company match.

## **Are there cases in which a Returnship intern can be hired?**

Yes, if a full-time position becomes available for which the person is qualified.

## **HOW TO FIND OPENINGS**

Jobs that are posted to *fhlb.com* should indicate if they are open to the ReStart or Returnship programs. Applicants will apply through the website to be considered.

