

RETURN TO WORK PROGRAMME

Welcoming talent back to the workforce

We know that more work needs to be done to improve the number of women in senior roles in Finance. One way we are addressing the imbalance is to remove any barriers when returning to work after an extended break.

That's why in 2018, we launched our official Return to Work programme. This provides a supported transition back to work for professionals who have taken time out for family reasons - for example to look after children, or care for a relative.

Simply stepping back into work can be a challenge, despite having the right skills and experience. The standard recruitment process rarely accounts for the time required for candidates to resolve family commitments and childcare - both during the interview process and before starting a new role.

"The support for learning and development is impressive - I've definitely made the right choice in joining Aviva Investors. So far things have been better than I could have expected!"

Amber Rabinov | Aviva Investors

Many who have taken a career break may also benefit from skills refreshers or mentoring to help them get back up to speed. However, there are expectations that new joiners will be able to hit the ground running.

We believe a better approach is to tailor support to the individual. By creating more opportunities when people rejoin the

workforce, we open up a new talent pool of focused and committed professionals.

More about our Return to Work programme...

- Open to people with relevant industry experience after a career break of two years or more
- Tailored training and coaching, helping them through each stage of their transition back
- Peer cohort and pairing with a buddy and mentor to help them with their day-to-day transition and experiences
- Facilitated networking and sessions with senior executives and board to give them profile and visibility

As they rejoin the workforce, employees on the programme refresh their professional skills, and re-build their professional identity in a way that is still compatible with family life.

Ensuring skilled, experienced professionals can thrive at work after a career break presents a huge opportunity not just to Aviva Investors, but to the whole industry. We are proud to offer this fully supported programme, and will always welcome talent back with open arms.