



## Diversity Project: Cross-Company Returner Programme 2020 – Case Study

Women Returners partnered with the Diversity Project to launch a new pilot cross-company returnship programme within the Investment and Savings Sector in 2020. There were 5 participating organisations: BNY Mellon, BlackRock, Fidelity International, Schroders and Willis Towers Watson. Each employer hired between 1-5 returners on a 6-month (virtual) returnship placement.

### Programme Success:

- 82% of programme participants were offered on-going roles within their organisation
- 11 returners participated in the programme
  - o 91% women
  - o 36% from black, Asian or minority ethnic backgrounds
  - o Length of career breaks ranged from 2 to 14 years with an average of 6 years
- Predominantly front-office roles at Analyst, Manager, VP and Director level
- Programme is re-running in 2021, with 60% increase in employer participation. 4 out of 5 of initial employers are participating, with new employers Aviva Investors, Janus Henderson, LGIM and Standard Life Aberdeen.

### Feedback from participating employers:

100% of the employers stated that the programme has been a success. *“We are delighted to offer all of our returners ongoing roles within Fidelity International. This programme confirms that the breadth and depth of talent in the returner space is rich and diverse. It is exactly this diversity of thought that is pivotal to understanding and delivering on the needs of our clients so we can continue to work together to build better financial futures. We look forward to participating in the 2021 programme and benefitting from this exceptional talent pool of individuals.”* Stephanie Marshall, Director Talent Acquisition, Fidelity International

### Feedback from returner participants:

*“Forever grateful that I chanced upon the Women Returners - Diversity Project programme. The support from Women Returners and the returner cohorts have been most invaluable in supporting this exciting yet daunting return to work journey. If anyone is thinking of returning to work after a career break, regardless of how long the break is, I can’t recommend this programme enough.”*

100% of the returners stated that the coaching support from Women Returners improved their experience on the programme and was very supportive and useful. *“Women Returners were an invaluable part of the returner programme for me and, I believe, all of our group. It was so helpful to have an outside party (i.e. not our employers) to convene us at milestones along the course of the programme, so that we could all touch base and receive relevant coaching/”*

Read [Sophie’s story](#) of returning to work with BlackRock and [Laverne’s story](#) of returning to work with Willis Towers Watson.