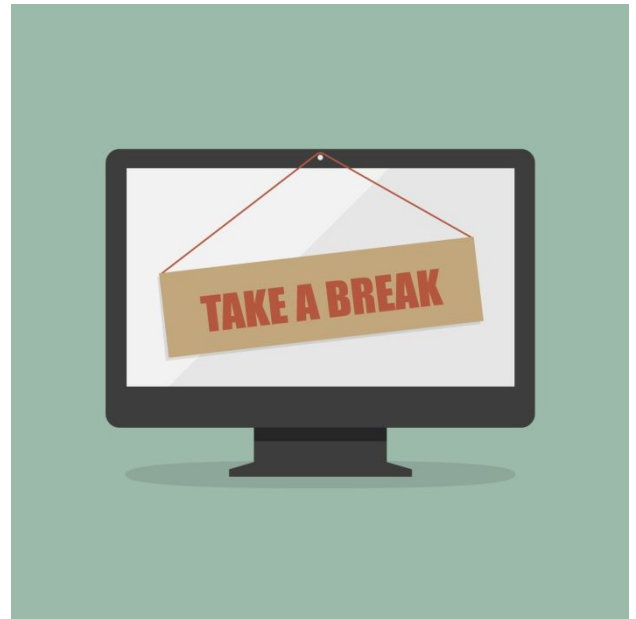


How to get back to work after a career break by Carol Fishman Cohen

WARM-UP

1. Discuss the questions:

- What's the idea of a gap year? Is it popular in your country?
- What about a career break for adults? Is it common?
- What are the reasons for career break?
- How do you think employers see people who take a career break?



VOCABULARY

2. Match words and phrases from the box with their meanings.

obsolete

disconnect

handful

diminish

keep up with

flip side

- 1) become less **diminish**
- 2) the negative aspects of an idea, plan, or situation **flip side**
- 3) a lack of connection or consistency **disconnect**
- 4) make progress or learn at the same speed as someone or something **keep up with**
- 5) a very small number of people or things **handful**
- 6) no longer produced or used; out of date **obsolete**

3. Complete the questions with some of the words from ex. 2.

- What can be the **FLIP SIDE** of a career break?
- Should a career breaker **KEEP UP WITH** the labour market and the latest developments in their industry?
- What kind of skills can **DIMINISH** when you are out of work for too long?
- Why can career breakers be viewed by employers as technologically **OBSOLETE** ?

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4. In pairs, answer the questions from ex. 3.

VIDEO & DISCUSSION

5. Watch the video and answer the questions:

- a) Who are relaunchers?
People returning to work after a career break.
- b) What reasons does the speaker give for taking career break?
Career breaks for elder care, for childcare reasons, pursuing a personal interest or a personal health issue. Closely related are career transitioners of all kinds: veterans, military spouses, retirees coming out of retirement or repatriating expats.
- c) Why can returning to work after a career break be difficult?
Returning to work after a career break is hard because of a disconnect between the employers and the relaunchers. Employers can view hiring people with a gap on their resume as a high-risk proposition, and individuals on career break can have doubts about their abilities to relaunch their careers, especially if they've been out for a long time.
- d) What is the longest career break that the speaker knows?
Mimi Kahn - a social worker in Orange County, California, who returned to work in a social services organization after a 25-year career break.
- e) What benefits can relaunchers bring for employers?
For those of us who took career breaks for childcare reasons, we have fewer or no maternity leaves. We have fewer spousal or partner job relocations. We're in a more settled time of life. We have great work experience. We have a more mature perspective. We're not trying to find ourselves at an employer's expense. Plus we have an energy, an enthusiasm about returning to work precisely because we've been away from it for a while.
- f) What concerns do employers have about hiring relaunchers?
Employers are worried that relaunchers are technologically obsolete. They are worried that relaunchers don't know what they want to do.
- g) What are reentry internship programs?
These are return to work programs - programs developed specifically with relaunchers in mind, but you can't even apply for these programs unless you have a gap on your résumé.

6. Agree or disagree? Discuss these sentences.

- A career break can give me a boost to think about my future work life.
- My company is not in favour of taking career breaks.
- During a career break I could rest and return to work with renewed enthusiasm.
- Most companies are reluctant to hire relaunchers.