



Life Sciences Returnship Initiative

Innovate your workforce and expand your talent channels by considering returners.

Returners are experienced professionals, typically mid- to senior-level, who have elected to take an extended absence from employment for personal reasons and are seeking to re-enter the workforce.



They are **educated**. **98%** have a bachelor's degree; **63%** have a graduate degree.¹



They bring **unique background** and **valuable soft skills** developed through associations and experiences during their absence.



They are **accustomed to the workplace** and are poised for immediate contribution.



They are **motivated to learn** and advance their professional development.

Hiring Returners can elevate your...

Branding & Reputation

By strengthening your commitment to social responsibility and investing in community engagement.

Company Culture

By fostering employee fidelity, enhancing employee engagement and retention.

Performance & Operations

By expanding thought diversity, spurring innovation and growth.

Talent Acquisition & Mobilization

By lowering hiring risk, onboarding effort and expense, and optimizing skill deployment.



Returners are an asset that can advance your leadership pipeline and help propel industry forward.

At any given time, about **25 million people** of prime working age (25-54) are **not participating in the workforce**. Top reason cited was caregiving (44%) **by women**, by a ratio of 12:1.¹

Women comprise **1/3** of the **U.S. STEM** workforce, and **1/5** of the **Utah STEM** workforce.

TWO director-level female leaders leave for every **ONE** promoted.²

Women in STEM are **more than twice as likely** to leave.³

A study examining 21,980 firms from 91 countries, found that **companies with at least 30% female leaders could expect to be 15% more profitable** than those comparable with no women in leadership.⁴

1. Path Forward (2025), citing Bureau of Labor Statistics data

2. McKinsey & Company (2023)

3. MetLife (2024)

4. Peterson Institute for International Economics (2016)