THE 55-YEAR-OLD INTERN

Hundreds of firms have launched their own returnship programs. Here's how they work:

Much like internships, the programs last several weeks to a few months and offer extra training and mentorship.

Most returnships are fulltime and pay relative to a person's qualifications and work experience.

Some programs are focused on individual roles, while others offer project-based work.

Returnships help

organizations tap into a unique—and oft ignored—talent pool, while returners get to explore their career options and build their networks.

A downside: not all returners are offered permanent positions once they complete the program, leaving them back at square one.



