How Resilience can Enhance Careers for Reentry Women

Anne Rouh-Ling Chen
Global Career System, CEO

• Global Talent Views
• Work & Family Styles in Taiwan
• Profile of Women Returners in Taiwan
• Women Resilience Program
• Steps to a new routine for women career development plan ahead
• Social Enterprises Awards
• Love Project

Cost of career break

• Family income decrease
• Less support of family members
• Low self-esteem
• Loss track of the changing business
• Confused life goal
• Unhappy mother & unhappy family

Reentry Women Support Service Model

• A pilot project sponsored by the Workforce Development Agency, Ministry of Labor, Taiwan, from May to Nov. 2018.

• Reentry Women Support Service Model:
  1. The Resilience Enhancement Workshop for the Women Returners
  2. Self-Learning Plan Awards
  3. Business executive forum
  4. HR seminar
  5. Learning groups

• Five-module “Resilience Workshop for Reentry Women”
• Integration of Career Development Theory, Resilience and Mindfulness
**Women Life-long**

Career Change and challenges

- Educated girl
- Office lady
- Forced to leave work due to pregnancy
- Full-time mother
- Taking care of sick & elders
- ---how to have family and work

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**New Empowerment for Reentry Women**

Objectives of the Resilience Workshop to empower the reentry women:

- to understand and accept self as a person
- to explore inner strengths & resilience
- to manage time & resources more efficiently
- to set clear career goal
- to re-learn profession
- ......and how to flourish in next career

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**Resilience**

- to have the ability to spring back from life change events to live a better quality life
- Resilience is an important characteristic and also a learned behavior.

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**To Cultivate Resilience**

- Our Ability to adapt to challenges how resilient we can be.
- Mentally stronger is more important than resume writing skill.
- The power is in you to not only bounce back but to surpass heights you never thought you could achieve before.

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**To build Resilience Muscle**

Resilience is an important psychological capital.
1. Face and accept current individual & family status
2. Be responsible and committed for your own life & family
3. Face future challenges with flexibility
4. Not to embrace past failure in job interview as a setback and move on
5. Review what you are passionate about and make it as next career goal
Pioneer Survey for Reentry Women

• Nationwide survey for the Reentry Women initiated by the “Seek & Find Company” (a social enterprise company) in March, 2019

• Respondents: 2321, including out of job females, career women, business managers

Profile of Reentry Women in Taiwan

want to return to work:

• 30-49 yrs.: 81%
• 35-44 yrs.: 53%
• Had 5-15 yrs. Working experience: 50%
• 50%, Left former work within 5 yrs

Why return to work?

1. 64% Self growth and profession
2. 58% Independent of finance
3. 46% Meaningful life
4. 40% Prepare for Retirement
5. 32% Enlarge social network
6. 29% Contribute to society
7. 29% Set good example to children
8. 24% Burden of tuition fee
9. 22% My saving is running out
10. 11% Buy own house, not to stay with in-laws
11. 6% Improve relationship with husband

Results & Impact

• More than 50% women return to work

• Gain more support from companies / HR and offer flexible job opportunities


Balance of Career & Family

• Striking balance between career and family is not just personal issues of mothers, single mothers/ladies, family having disabled children, sick elders etc.
• Attract new comers & retain talents
• Better employee relationship
• Build up high-quality of female manpower pool
• CSR

Better Integration of Family and Work

Better Society

Anne Rouh-Ling Chen
wechat: rouhlingchen
annerl.chen@gmail.com