



NETWORK

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**P.O.W.E.R. Collaborative Network
Meeting Announcement**

From: Al Washington / Dean Jones

Monday, May 9, 2005 10:00 AM—Noon

LOCATION:

LOS ANGELES URBAN LEAGUE

Work Source Business & Career Center

12700 South Avalon Boulevard, Los Angeles, CA 90061

(just north of El Segundo Blvd.)

AGENDA:

9:15 AM - WELCOME & BREAKFAST

10:00 AM - MEETING

Elainea Robbins

LA Urban League

Michael Richardson

We 'Build' Program

Los Angeles Unified School District

Marilyn Johnson

JobStarts, Inc.

Employment & Micro-Enterprise Training

Clifford Graves, General Manager

City of Los Angeles

Workforce Investment Act

Community Development Department

ANNOUNCEMENTS/NETWORK

P.O.W.E.R. Collaborative Members

Please direct any questions to Dean Jones at, (310) 637-7248

P.O.W.E.R. Collaborative Network (PCN)-- Partnership Opportunities With Economic/Educational Resources. A nonprofit business group that empowers business and community residents through quality education and training resources. Offering industry vital support services and growth opportunities in order to empower people with self-sustaining employment opportunities. The PCN stimulates workforce preparation programs to create a more coherent, comprehensive, accountable, and customer-focused business product. The PCN monthly meetnigs discuss job recruitment, funding, training, workforce projects, and other related topics.

Keeping the Connection When Female Employees Take Leave

One-third of professional women drop out of the workforce at some point, most commonly for child care responsibilities. Booz Allen Hamilton is trying to change this by offering ex-employees a chance to work on a contract basis.

Not losing talented women is only half the battle. Leaders at Booz Allen Hamilton have recently taken steps to reconnect with lost talent by offering recently departed employees--generally women at home with young children--short-term projects on a contract basis. Depending upon the project, the woman may work a couple days a week, during school hours or longer, says DeAnne Aguirre, a senior vice president and managing partner of the global organization and change leadership practice. "We have a tie to that person," she says. "We are hoping what will happen is that five or six years from now, when they are looking to re-enter the workplace, they don't even look anyplace else."

Booz Allen Hamilton is one of 19 U.S. and U.K. companies involved with the Hidden Brain Drain task force, formed last year in partnership with the nonprofit Center for Work-Life Policy. The group's overall goal is to retain and nurture gifted female and minority employees. But that can't be done effectively, Aguirre and other task force participants say, unless companies become better skilled at helping women manage pregnancies and other periodic timeouts that are likely to punctuate female careers.

One-third of professional women drop out of the workforce at some point, most commonly for child care responsibilities, according to a survey of 2,443 women and 653 men sponsored by several members of the Hidden Brain Drain task force. They don't stop working for long. The average departure is 2.2 years, but the evidence of bad blood is clear-cut.

Just 5 percent of women surveyed--and none of those working in banking or finance--wanted to return to their previous employer. "They felt quite unsupported," says Sylvia Ann Hewlett, president of the Center for Work-Life Policy and co-author of the survey's results, published March in the Harvard Business Review. "They felt like they weren't offered any flexibility. They felt like they weren't valued as they left."

To both retain and rehire talented women, more companies need to offer some compromise between quitting and working on hyper-drive, says Hewlett, citing task force participant Ernst & Young as one role model. Since the mid-1990s, the accounting firm has offered a variety of flexible schedules, including reduced hours. By 2004, 24 percent of the firm's managers and senior managers were boomerang employees--men and women who had left and rejoined the company--compared with 20 percent just five years before.

Since the early 1990s, Eli Lilly also has left the door open wider behind some departing employees, offering three years of dependent-care leave. The leave isn't just offered for new moms, but for any parent with a childcare issue. One father requested the leave so his daughter could pursue Olympic training in another state.

This pharmaceutical company also offers a variety of flexible work arrangements, but it doesn't guarantee a job. Officials strongly encourage former employees to reapply within the three-year window, and to keep your skills up, and stay in touch.

Companies also can reach out to talented alums in other ways by pairing former employees with a mentor so that they hear about networking and training opportunities. Employees are absolutely willing to put some of their own dollars into this because they have access to the company and do not feel so isolated.

Extract from an article By Charlotte Huff, *Workforce Management Magazine*.