

Reboot

Re-Entry Program




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October 5, 2020

**CDM
Smith**

Re-Entry Programs

HBR.ORG Harvard Business Review

 NOVEMBER 2012
REPRINT F1211A

IDEA WATCH

The 40-Year-Old Intern

“Returnships” let companies audition professionals who are resuming their careers. *by Carol Fishman Cohen*



Program Overview

How did CDM Smith get involved?

- We are always looking at new ways to attract talent.
- In 2018 we were contacted by the Society of Women Engineers and iRelaunch who invited CDM Smith to join their re-entry task force
- It took about 6 months for us to build and structure our program “Reboot”
- Reboot launched January of 2019 with our first cohort – 2 hires in Boston



Program Overview

We joined a long list of excellent companies officially participating in this task force – and we are the first in our industry to take part!



New 2019 Participating Partners

CDM
Smith



Raytheon



Booz | Allen | Hamilton

Johnson & Johnson

CATERPILLAR®



Re-Entry Program Goals



*Although a STEM initiative other non-STEM jobs are welcome to participate in this program



Participate as industry leaders in an important task force to establish a positive and reinforcing entryway back into careers



Increase our own pipeline of STEM* candidates who wish to return to work after a career break



Convert program participants into new careers with our firm

Eligibility

To be considered for CDM Smith's Career Reboot Re-Entry program applicants must meet the following criteria:

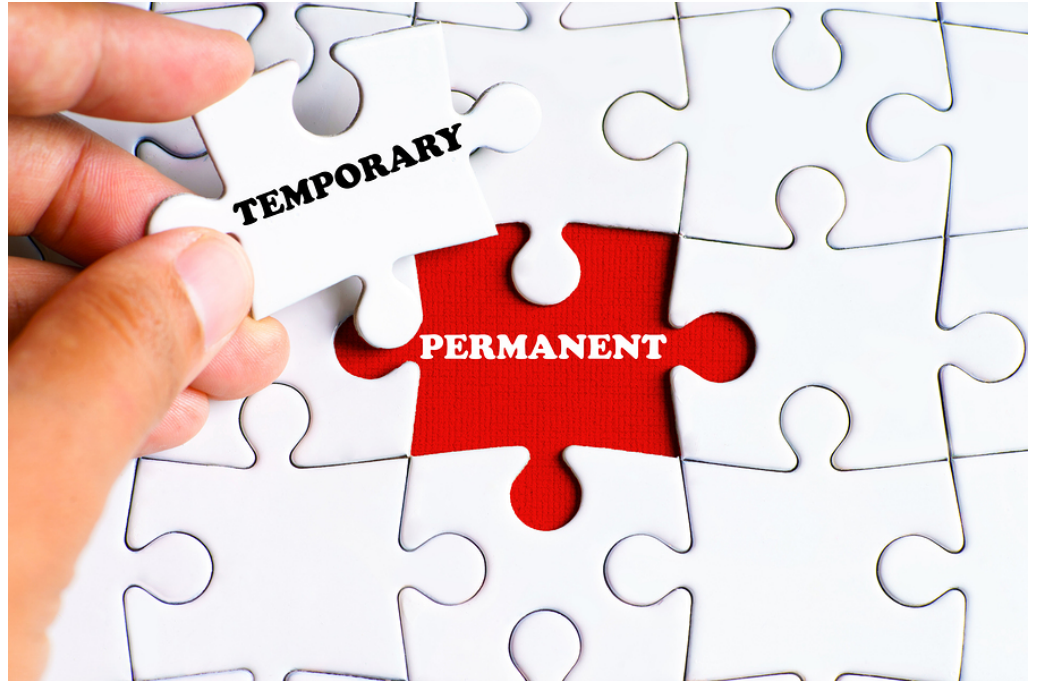
- Currently on career break of 2 years or more with enthusiasm to return to their field (they can be currently working, just not in the field they are returning to)
- Bachelors degree in related field required
- Minimum of 3 years experience in their field post degree
- Any additional requirements or certifications posted for discipline
- Commitment to full time 40 hours for duration of 16 week internship from January through May



Conversion

- Factors that are considered:
 - Workload
 - Performance

Reboot positions should only be opened with the mindset of conversion



Reboot Re-Entry Program

Program:

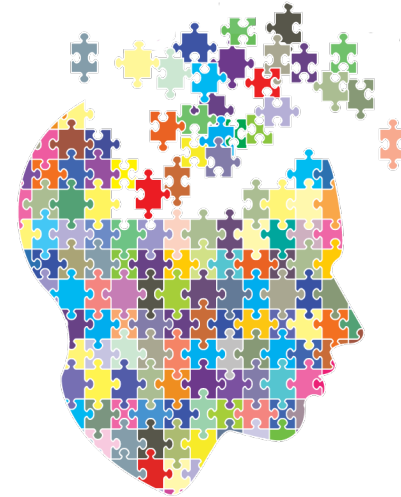
- January through May (16 weeks)
- Full Time 40 Hours
- CDM Smith Temporary
 - Eligible for Service time, Holiday pay
- Paid – in line with Job and YOE
- Temporary Benefits include:
 - Service time
 - Paid Holidays
 - Access to building amenities
 - Perks at Work Program
 - Commuter Program
 - Student Loan Program

Components:

- Challenging Projects
- Company adaptation
- Knowledge exchange
- Peer advisors and mentors
- Networking Opportunities
- Professional Development Opportunities
 - Reboot Pathway in Degreeed
 - Access to ContinUum Content
- End of cycle Performance Evaluation
- End of cycle Presentation from Participants
- Conversion Goal (based on performance and full time opportunity)

Bi-weekly Lunch and Learns

- **Past sessions include:**
 - R&D Program
 - CDM Smith Cares
 - Info-Center
 - BT – New Technology
 - Women in Leadership
 - CDM Smith U: Continuum Training
 - LIFT presentations
 - Benefits Orientation



Program Success

- Reboot Conversions since 2019
- Over 100 candidates have expressed interest in our program
- Featured article in Engineering, Inc. Spring 2020



BY GERRY DONOHUE

Career Reboot

CDM SMITH LAUNCHES INNOVATIVE PROGRAM TO REHIRE MID-CAREER PROFESSIONALS WHO HAVE TAKEN LEAVE FROM THE INDUSTRY

In the summer of 2018, CDM Smith Chairman and CEO Tim Wall lamented to one of his board members about the difficulty of finding and hiring top talent. Though this is a common problem discussed in many engineering firm board meetings, the board member's response still caught him by surprise. "She said there is a huge talent pool of mid-career people out there that the industry was not tapping," says Wall. "Professionals who have taken a break from the industry for various reasons, maybe to raise a family, help with elderly family members, or just to try something else. She suggested that we develop a program to bring them back in."

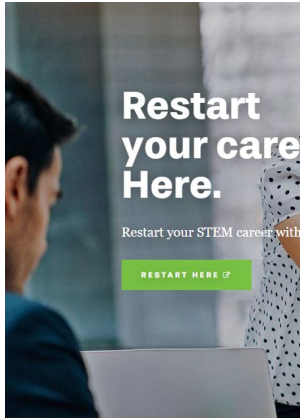


2021 Program

Engaging Candidates for January 2021 Cycle

- CDM Smith will partner with SWE and iRelaunch to market program opportunities and they will be giving us access to their database of resumes.
- CDM Smith uses social media to help produce interest in the program.
- Candidates can apply directly if there is an open Reboot opportunity or join our talent community to be considered if there is not an open role that fits their background.

www.cdmsmith.com/reboot



HOME / CAREERS AT CDM SMI

CAREERS AT CDM SMITH

- Careers at CDM Smith
- Benefits at CDM Smith
- Students and Recent Graduates
- Scholarship Program
- Reboot Re-Entry Program

Reboot
Re-Entry Program



FIND YOUR OPPORTUNITY



Thank you for your interest in CDM Smith's Reboot Re-Entry program! To learn more about our program visit www.cdmsmith.com/reboot.

If you do not see an opening currently that coincides with your interest or location, please complete the form below to be considered for future opportunities.

First Name *

Last Name *

Email Address *

Phone Number *

Do you have at least 3 years of post graduate, technical experience? *

Have you been on a career break from your technical field for at least 2 years or more? *

Area of Interest 1 *



Thank you!