



PROFESSIONAL DEVELOPMENT FOR WOMEN

Returning to Work After a Career Break

2 day course

Classroom, online or in-house

Course overview

A career break is treated by many employers as a gap requiring explanation rather than a period in which a person continued to be capable, and the returner is often asked to accept less than they left. This programme prepares for that negotiation. Delegates work through auditing current capability honestly, separating what genuinely needs updating from what only feels dated. Closing real gaps efficiently is covered, including what can be learned quickly and what cannot. Presenting the break without apology follows, along with answering the question directly and moving the conversation on. Targeting employers and roles where a return is realistic is addressed. Returnship and phased return arrangements are covered. Negotiating terms, hours and the review point that protects a phased arrangement follows. The first ninety days back are addressed, including confidence, pace and asking questions without feeling diminished. The programme closes on rebuilding networks and on planning the next step.

What you will learn

- Audit current capability and separate real gaps from perceived ones
- Close genuine gaps efficiently before applying
- Present a career break without apology or over explanation
- Target employers and roles where a return is realistic
- Use returnship and phased return arrangements
- Negotiate terms, hours and a protective review point
- Manage the first ninety days and rebuild professional networks

Who should attend

- Women returning after parental or caring responsibilities
- Professionals returning after illness or relocation
- People re entering work after further study
- Managers supporting returning team members
- Human resources staff designing return to work programmes

Course outline

- 01 A gap requiring explanation
- 02 Auditing capability honestly
- 03 Real gaps against perceived ones
- 04 Closing gaps efficiently
- 05 Presenting the break without apology
- 06 Targeting realistic employers and roles
- 07 Returnships, phased return and negotiating terms
- 08 The first ninety days, networks and the next step

Upcoming dates



Dates	Venue	Format	Fee per delegate
23 to 24 November 2026	Pretoria, South Africa	Classroom	R11,950
10 to 11 December 2026	Kampala, Uganda	Classroom	USD 795
24 to 25 December 2026	Maseru, Lesotho	Classroom	R11,950
6 to 7 January 2027	Online	Online	R6,500

Fees and how to register

This 2 day course is **R6,500** per delegate online, **R11,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 795** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriScience.co.za, or WhatsApp us on **+27 63 479 1136**.

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