



video transcript

# returnship program

**Graphic:**

**human energy®**

a returnship is a program designed to bring talent back into the workforce who left for family or other personal reasons

**Ruth Fernandez**  
**Performance Measurement Advisor**

At the time when I was working, my boyfriend decided he wanted to go back to school. We went back to school abroad.

**Amy Henry**  
**Sr. Process Engineer**

For one thing, had the program not existed, I wouldn't have taken the step.

**Ruth Fernandez**  
**Performance Measurement Advisor**

It all came in as the gap in my resumé, so I was really scared that I wasn't going to be able to find a job in engineering. People mentioned to you, you know, if you're away, you cannot come back. It's very competitive. If you're a woman, it's worse.

**Amy Henry**  
**Sr. Process Engineer**

Before I left the workforce, I worked at Chevron Pascagoula for 22 years, in refining for 23 years and the last 22 of those in the Pascagoula Refinery. I worked in process engineering and several other roles such as planning and operations. So, I left the workforce for several reasons. I had children that were in middle school starting to grow concerned about childcare options. I had aging parents that were reaching the point of no longer being able to live independently. After I left Chevron, I taught high school chemistry for nine years and I really enjoyed that; so, I really wasn't thinking about it.

**Ruth Fernandez**  
**Performance Measurement Advisor**

Yeah, it was a coincidence. I met somebody who worked for Chevron. She said, oh, Chevron has a program for people like you who have been out of the workforce for some time.

**Amy Henry**  
**Sr. Process Engineer**

My husband worked for Chevron, and he's since retired. But, one day, he came home, and he brought some information home about a returnship program. I thought, well, maybe this is the right time.

**Graphic:**

about half of returners have graduate degrees

**Craig Vinson**  
**Machinery Engineering Chapter Manager**

Ruth is very positive. An intellectually curious person. She wasn't the, like, the typical person that we might seek out on a recruiting search. But with her background in petroleum engineering and then she had a degree in energy systems, and understanding the use of data and analytics, I felt like all those things would be able to be pulled together and help us and in ways that maybe we didn't know we needed help.

**Allan Zieber**  
**Process Engineering Manager**

My intern was Amy Henry. Amy came in as a respected engineer because of her background – what she had done in the refinery previously – but she fit right into the team and was viewed as somebody that was adding value. She had had extensive experience previously on certain technologies in the refinery. Process technology such as hydrogen and crude units. But then, she also had worked in oils planning; and so, that's kind of a unique combination at a senior engineer level.

**Graphic:**

returnship participants have an average of 11 years of experience prior to leaving the workforce

**Amy Henry**  
**Sr. Process Engineer**

I felt very supported. The management was very willing to offer training, uh, allow me to do any training that I needed. It was a steep learning curve on some things, but I had the support that I needed to do that coming in.

**Allan Zieber**  
**Process Engineering Manager**

As a process engineering manager, I get involved with a lot of hiring. If they have gaps, sometimes I'll – I'll be honest that, that may be a bias that, that I've had in the past to think, well, you know, I'm not going to consider this person because they did something different. The success with Amy really has helped me understand that, you know, individuals in their lives, may go different paths and then come back and that they could still be successful.

**Craig Vinson**  
**Machinery Engineering Chapter Manager**

You have to look past the resumé. There are subtleties in a resumé that can give you different ideas about how somebody might help your team.

**Graphic:**

about 85% of returners convert to full-time hires at the end of their returnships

**Ruth Fernandez**  
**Performance Measurement Advisor**

I just wanted to say thank you, Chevron, for the opportunity because it is a great company to work for.