

EVOLVE: Supporting confident returns after parental leave



All sessions are led by our industry experienced programme mentors.

Our vision: to build a world where everyone brings their true self to work.

Skills 4 is a multiple award-winning diversity and inclusion consultancy. Established in 2006, we have unrivalled expertise in the engineering & construction sectors, training over 12,500 people.

“After having 13 months out of the business on maternity leave, the thought of returning to work was more than a little daunting. Being able to complete the Skills 4 EVOLVE programme came at exactly the right time for me and gave me a real boost in confidence and equipped me with practical tools to help ensure my return to work is a success for myself, my family and AtkinsRéalis.”

Helen Regent,
HR Manager, AtkinsRéalis

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One of the key challenges faced by working parents, is achieving a healthy balance between the demands of work and family life.

Whether you are returning after your first child or have been balancing work and family life for some time, our EVOLVE programme will give you renewed confidence as well as practical tools and targeted support to help you focus on specific areas of your work and home life, enabling you to thrive in your professional, personal and family life.

The Programme

This seven-module, online return-to-work programme is designed to support parents transitioning back into the workplace with confidence, clarity, and sustainable success. The course takes approximately eight hours to complete, including self-study activities and personalised one-to-one support.

Upon enrolling, delegates are introduced to a dedicated coach and access to high-quality online learning materials. Throughout the programme, learners benefit from individual 1:2:1 support, culminating in a final coaching session to consolidate learning, address challenges, and ensure they feel equipped to take ownership of a confident and successful return to work.

For organisations, the programme offers a structured, supportive intervention that helps retain talent, accelerate reintegration, and enhance engagement among returning parents.

Participants will be supported to:

- Re-establish a strong and confident professional identity.
- Clarify personal motivations and goals for returning to work.
- Recognise and manage guilt and other challenging emotions effectively.
- Adjust practically and emotionally to the demands of working parenthood.
- Build confidence, self-belief, and professional resilience.
- Reassess values and priorities while strengthening time and energy management skills.

- Learn practical techniques to set boundaries and prepare for potentially difficult workplace conversations.
- Identify the right work/life fit through a structured gap analysis.
- Build and maintain effective support networks both at work and at home.
- Understand and enhance organisational and professional visibility to support long-term career progression.

Who is it for?

- Employees who are currently on parental leave and are preparing to return to work.
- Employees who have returned to work within the last six months who feel they need further support to adjust to life as a working parent.

"I returned to the business after 17 months out, to a promoted role and on a part-time basis, so I had many adjustments to make.

I completed the Skills 4 EVOLVE programme one month after returning to work, it has been fundamental to my adaptation to new working arrangements.

I have successfully used a number of tools, particularly with regards to prioritisation of tasks and effective time management."

Katy Barnes,
Market Director, Kent Global PLC



Free lifetime Alumni membership:

All delegates are invited to join the Skills 4 alumni group which provides a platform to network and share best practice across different businesses within the sector. We host free refresher training and expert talks for our alumni members.



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