

# Working Carers

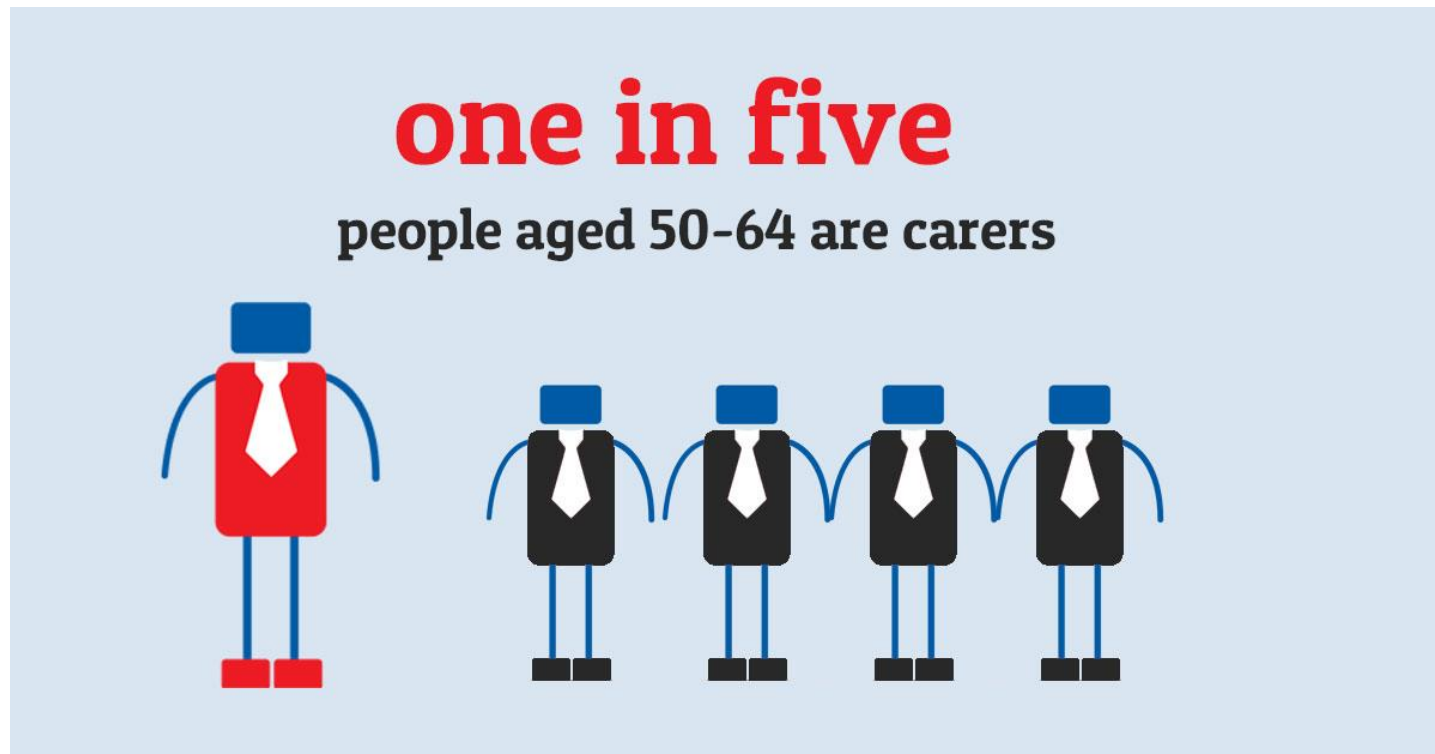
Helping carers gets into work, and stay in work



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# Why carers?

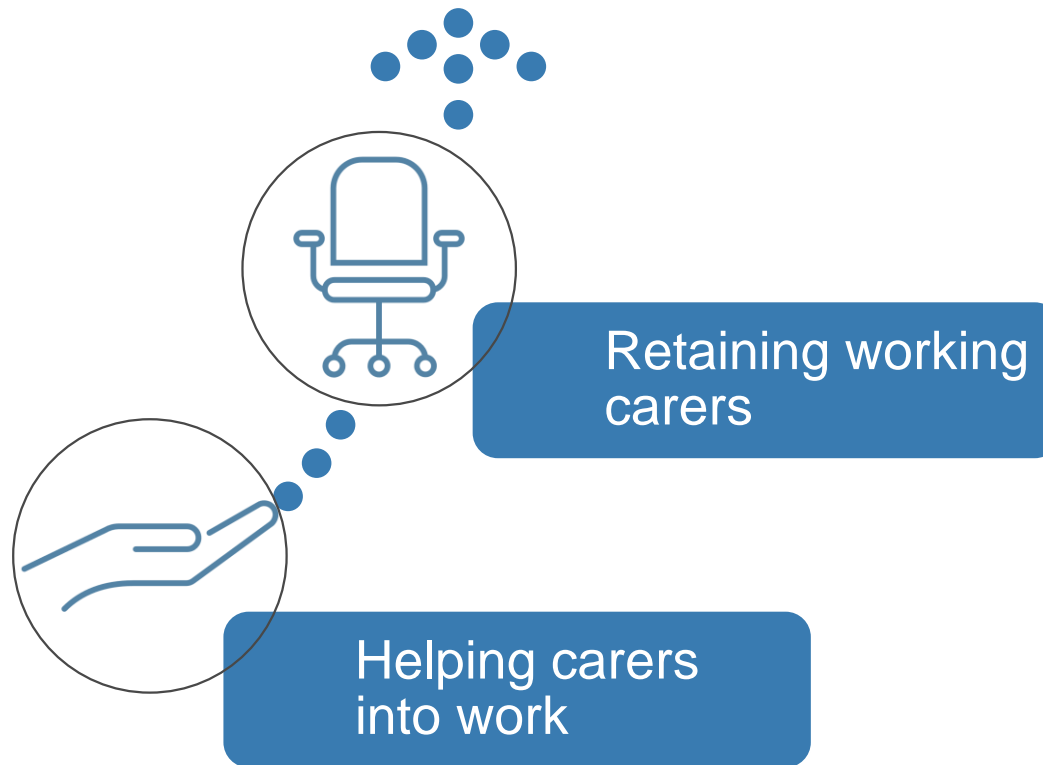


An ageing UK population and a combination of other socio-demographic factors have resulted in unpaid carers being one of the fastest growing demographics within the UK working age population (Pickard et al., 2015)

# About Restart and this study

- The Restart Scheme launched in June 2021 in England and Wales aiming to provide tailored and intensive support to unemployed people looking for work, to help them achieve sustained work. 540,000 people (participants) have 12 months of support on the scheme by October 2024.
- Given the rise in number of carers and the **difficulty combining work with care**, employment support services have an important role to play in supporting this group into employment. This programme of research aims to better understand the experiences of carers, highlight good practice and improve support by taking a multi-stakeholder approach to examining current activity within the Restart programme and amongst employers.

# About Restart and this study



# Data – triangulating findings across stakeholders

Evidence review

Employment  
support adviser  
interviews

Carer interviews

Employer  
interviews

Analysis of  
300,000+  
programme  
records



# Poorer outcomes for this group

We know carers are less likely to be in paid employment and less likely to work. It is also difficult to re-enter the workforce once caring has finished.

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## Carers

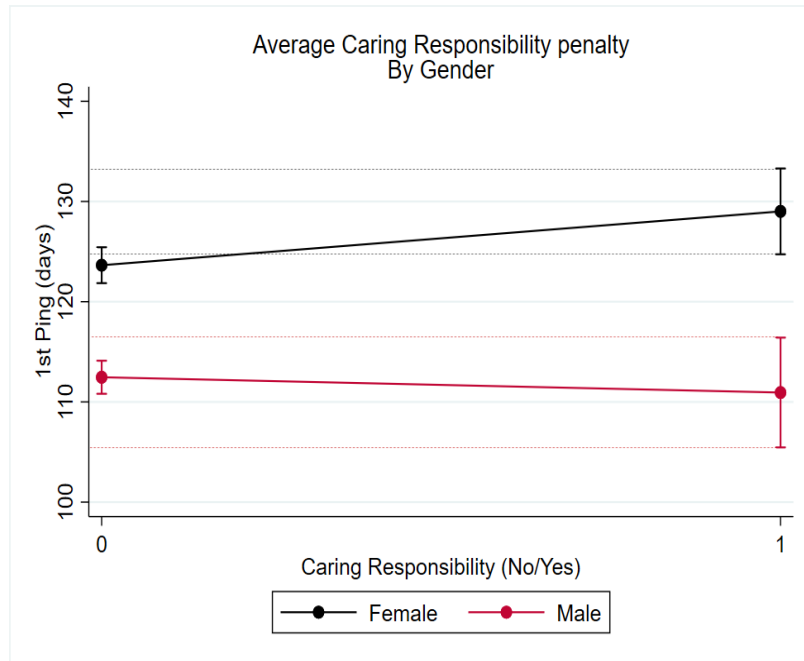
- 13% of participants who were carers were placed in their first job
- approximately 5% of carers achieved a sustained employment outcome

## All programme participants on average

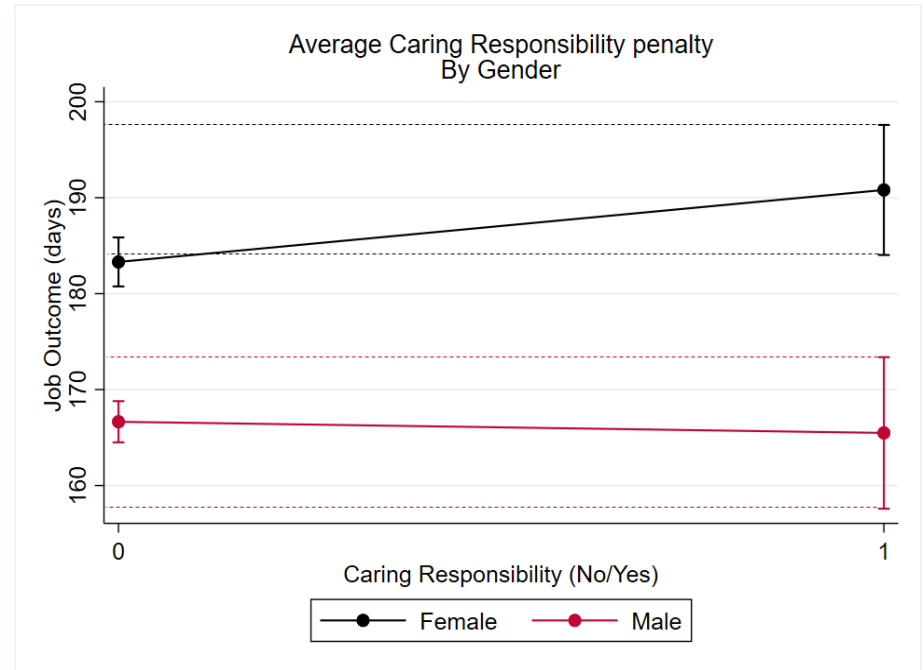
- compared to 43% on average within the scheme
- compared to 29% for all participants on average

# Gendered outcomes for this group

Time taken to first job by gender and caring responsibility



Time taken to sustained outcome by gender and caring responsibility





# Impact of caring – complexity & intersectionality

*“Caring has an impact on their life in a way they might not even realise.”*

## A lack of time

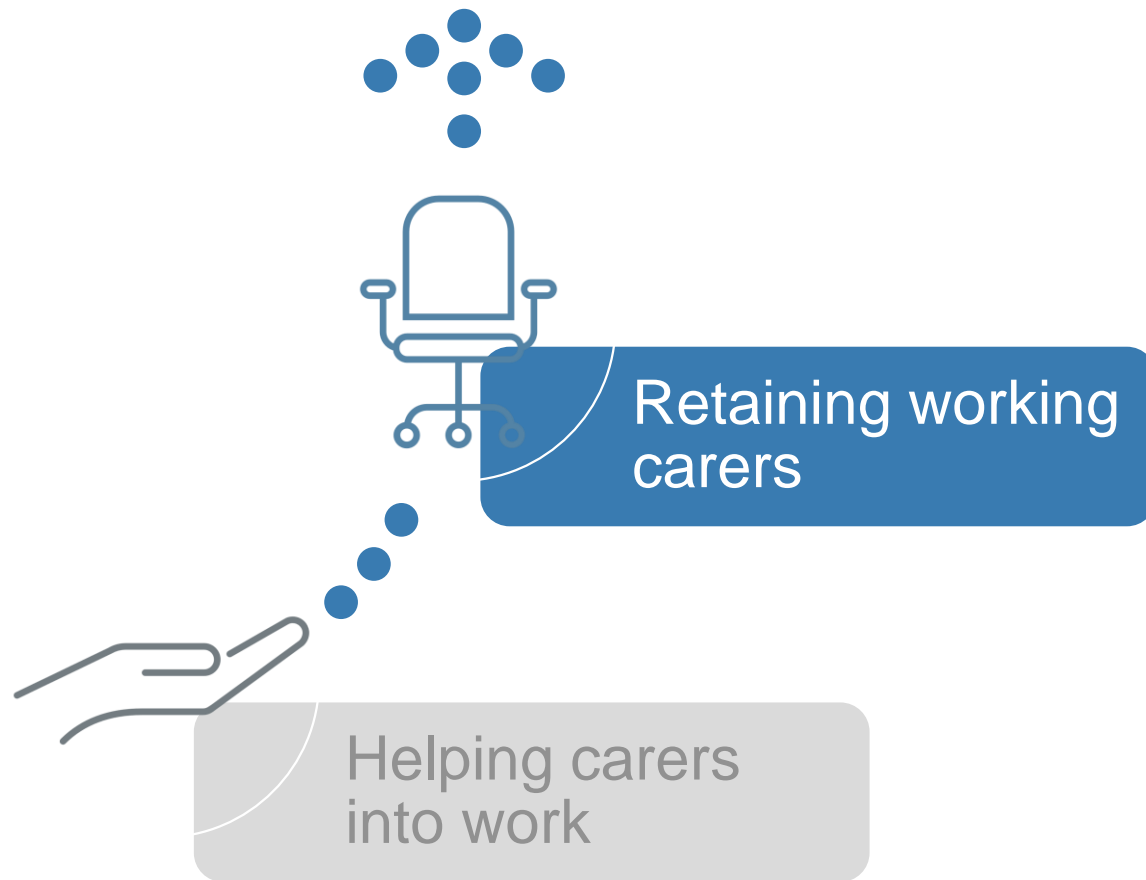
## Loss of confidence

*“When I finished [the job] last year, I lost a lot of confidence in myself because I felt like I was giving up on myself. I felt hopeless and pathetic, I was stressed with what was going on with my partner.”*

## Unpredictability of availability

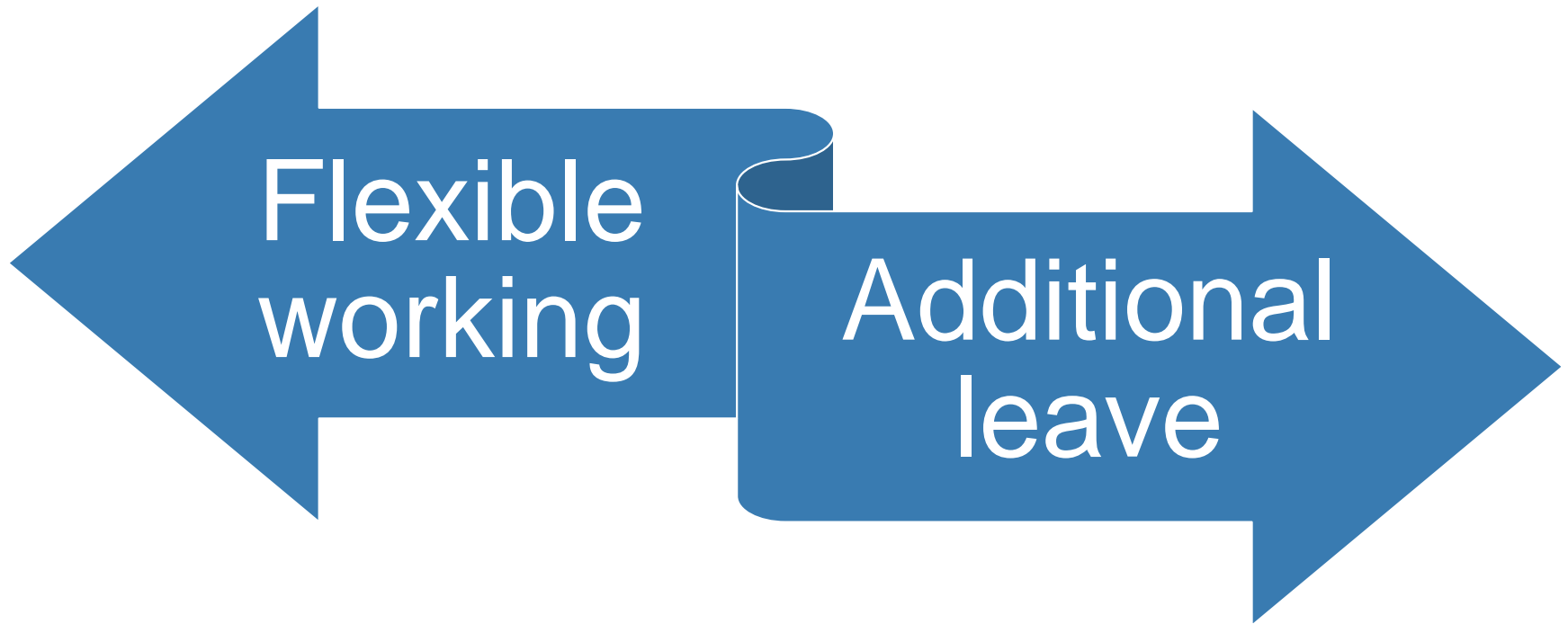
*“I need to be about for my dad, I need to be about when he wants me to do something... “*

## Practical challenges such as housing, transport, and geographical location



# Change levers – the role for employers

Most employers we spoke understood the importance of supporting carers



**Wide ranging support beyond policies**

*Peer support, carer networks, counselling, EAPs and manager resources*

# Effective practice – measuring carers

*'We cannot build a narrative about our colleagues with caring responsibilities without data to establish if our interventions support better outcomes'*

- A clear definition of who is a carer.
- Role modelling from senior leadership.
- Clear responsibility within an organisation.
- Self-categorisation may not work for carers. Not everyone will know they are a carer.
- Disaggregate data on parents and carers as they each have unique challenges that require support.
- Include questions on caring on an employee survey or via carer forum discussions/surveys.

# Effective practice – manager capability & other support

*“Being a carer doesn’t mean you can’t progress”*

- Some employers had webinars, **resources** and apps available e.g. *how to identify if you are a carer, how to give support if you are a manager, and individual case studies of how the organisation supported them as a colleague.*
- Use of a range of ‘tools’ specifically for carers including **carers passports** detailing agreements between a manager and staff member and a shared responsibility to make them work.
- One organisation described their ‘**Conference & Training Career Support Fund.**’ In their sector, you are not likely to get career progression without attending external events, so the support fund offers grants of up to £250 per employee to contribute to care costs while people are away.
- **Job adverts link to ‘carer benefits’** so job applicants can see what is offered to carers before applying.

# Effective practice – specialist support and accreditation

- Carers' charities such as Carers UK and Carers Trust can help employers with implementing a range of policies and measures to support carers in the workplace.
- Accreditations such as 'Carer Confident' can help employers signal benefits and values to this group while widening talent pools.
- Other support included training for line managers. Some charities also offer benefits to employers, including access to resources, training and consultancy, networking events, and research that would enable employers to improve their workplace support and retain working carers.

# Any questions?

# Thank you

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