

Older workers, working carers?

Katherine Wilson

Strategic Manager

Employers for Carers, Carers UK

Supporting carers at work makes business sense

1 in 9 in your workforce will be caring for someone who is ill, frail or has a disability. In the current economic climate it is an important time to retain skilled workers rather than recruiting and retraining new staff.



JOIN US
Get exclusive member benefits
Already a member? Login here

EFC launches e-learning



Working with embrace-learning, Carers UK and EFC launch new e-learning courses designed to support carers and their line managers; these courses will deliver our expertise directly to your PC/laptop, giving your employees direct access to on-line training.

Oxfordshire Employers Scheme



Employers Supporting Working Carers is a new membership hub for employers, large and small, across Oxfordshire. It is run by Oxfordshire County Council with support from EFC and Carers UK.

Resources



We produce a wide range of resources including practical guides, policy briefings, research, factsheets, toolkits and sample HR policies. Our publications can also be purchased by non-members and are available to download in the resources section for members.

Events



Our regular members' networking events give members the opportunity to share good practice and discuss any challenges or opportunities in an informal setting. Our next event will be in early Spring 2015.

Latest news

11th Nov Flexible working: one in three employees wants to change the way they work

Only a quarter of people feel that work is central...

04th Nov Annualised hours contracts: five key steps
Annual or annualised hours contracts can be beneficial for both...

04th Nov TAEN/ GFTU Project conference examines better support for working carers

A final conference of an EU funded project, Negotiating Improvements...

04th Nov Two in three 55 year-olds acting as carers

Middle-aged adults are cracking under the strain of balancing caring...

04th Nov Carers UK responds to new threshold for social care

The Government has published (on 23rd October) the statutory regulations...

21st Oct Carers UK responds to latest CQC State of Care report

Carers UK welcomes CQC's message that it is calling time...

Employers for Carers

Employers membership forum

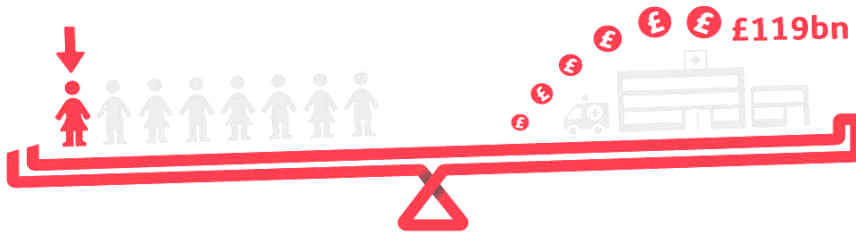
- Provides a **practical service** to employers seeking to develop carer friendly workplace policies and practices
- Identifies and promotes the **business benefits** of supporting carers in the workplace
- Influences employment **policy and practice** to create a culture which supports carers in and into work
- Maintains a **Leadership Group** committed to working with Government to inform policy and influence practice

Chaired by **British Gas** and supported by the specialist knowledge of **Carers UK**

The demographics

- An ageing **population**
 - 6.5 million people in the UK are currently caring, with an estimated 2.5 million more carers needed in the next 20 years
 - An ageing **workforce**
 - A dependency ratio set to fall from 4 to 2, meaning more people having to work, and work longer, to meet care and pensions bills
 - Changing **family structures**
 - beanpole families, blended families = sandwich caring
 - mobile families, for study or work = distance caring
- = **More people combining work and caring**

There are **6.5 million carers**
in the UK today. That's **1 in 8 adults**.



3 million carers combine paid work with care.

That's **1 in 9 people** in any workplace.



The workforce challenge

- Loss of **talent** in the workplace
 - Reflecting skills and experience
- Costs of **recruitment** and **productivity**
 - Employee's last salary
- Lost **potential**
 - Reducing hours of working/working below skills level
- **Absenteeism**
 - Caring identified as a factor by the UK Confederation of British Industry (CBI)

What employers are doing

■ Policies

Reviewing existing policies to include carers and older workers
Developing a specific carers policy

■ Promotion

Publicity and awareness raising activities
Identifying and supporting carers champions and role models

■ Practice

Flexible working and special leave arrangements
Return to work initiatives for carers and older workers
Tips, tools and training for managers
Advice and practical workplace support for employees

■ Peer support

Supporting workplace carers networks (including online)

Key emerging issues

- Relevant to **employers of all sizes**

This is not just an issue for large employers

- Signposting to **external care and support**

Employers can play a key role here as well as workplace support

- Role of **technology**

Facilitating employees to work *and* care remotely including through carers' networks

- Impact of our **ageing population**

Supporting 'distance caring', 'sandwich caring', and caring for loved ones with dementia

- Supporting **older workers**

Older workers are the most likely to be caring too

The care challenge

- Caring and Family Finances Inquiry UK Report 2014: **half of carers** cited problems with **accessing suitable care services** as a reason for **giving up work** or **reducing working hours**
- State of Caring Survey 2013: a **third of carers** had **given up work** or **reduced hours** because services were inadequate or too expensive
- ‘Sandwich caring’ Survey 2012: more families found that difficulties in accessing suitable **eldercare** affected their work than finding the right childcare
- Major research study (CES Report Series 2007): **only a quarter of working carers** had **adequate support** from care services to enable them to work and care

Next steps

HM Government/Employers for Carers/Carers UK Task and Finish Group report: ***Supporting Working Carers: The Benefits to Families, Business and the Economy (2013)***

Recommendations include:

- The Treasury should consider how **care market growth** can be embedded in ongoing and future strategies
- **Local authority pilots** to develop new and innovative measures to support carers in employment including:
 - incentivising growth in **local care markets**
 - promoting **technology enabled care services** to help both carers and their families live healthier and more independent lives

The business case

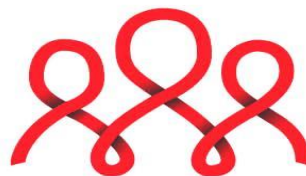
- **Recruitment**
 - Widening the workforce and talent pool
- **Retention**
 - Keeping skills and experience
- **Resilience**
 - Improving productivity and performance
- **Results**
 - Improved health and wellbeing for families, workplaces and the wider economy



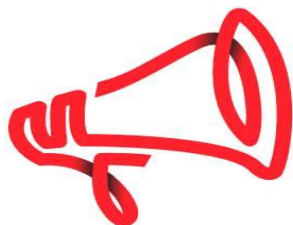
Carers UK is here to make life better for carers



We give expert advice,
information and support



We connect carers so
no-one has to care alone



We campaign together
for lasting change



We innovate to find new
ways to reach and
support carers

www.carersuk.org

www.employersforcarers.org

katherine.wilson@carersuk.org