



## **YOUTH VOICE:**

Bringing young adult carers and employers together



In partnership with

**CARERS  
TRUST**



# Introduction



## ABOUT MOVEMENT TO WORK

Founded in 2013, Movement to Work helps employers deliver high quality employability opportunities for young people aged 16-30 who face barriers to work. We are a registered UK charity offering 100% no-cost support to businesses interested in youth employment. Our mission is to help young people gain access to great work experiences and expose organisations to fresh, untapped talent.



## YOUTH VOICE WORKSHOPS

For Movement to Work to offer meaningful guidance to employers and help deliver high quality programmes, we must understand the lived experiences of young people. Held multiple times per year, our Youth Voice workshops are just one way we collect data and insights direct from young people to help inform our strategy and approach.



## COLLABORATION WITH CARERS TRUST

On Monday 20th November 2023, Movement to Work held our fourth Youth Voice Session with Youth Engagement Partner, Carers Trust. For the first time we brought together young adult carers and employer representatives from across our networks into the same room, to discuss the challenges and the solutions around young adult carers accessing, gaining and sustaining employment. The young adult carers brought their raw lived experiences and shared the realities of life as a carer directly with the employer representatives.

The two hour session was generously hosted at Quilter plc in London and the group discussions centred around two core topics:

### TOPIC 1:

**Raising aspirations and access to work**

### TOPIC 2:

**Remaining and thriving in work**

The following pages detail some of the key insights gathered during the session alongside some suggestions for what inclusive recruitment and supportive employment could look like for young carers.



# TOPIC 1: Raising aspirations and access to work



This topic was about understanding the challenges young adult carers face whilst looking for and gaining employment.

In the session the young adult carers raised concerns of lack of understanding from employers. Primarily they are worried about disclosing their caring role in the recruitment process, potentially leading to unconscious bias around reliability and thus not securing employment.

Moreover, due to their caring roles and the additional financial pressure this can have by being required to contribute to the household income, an unpaid internship isn't a viable option and therefore limits opportunities to enter certain industries.

Some young adult carers voiced that they felt 'stuck' between apprenticeships and their 'next' role, or are no longer eligible for certain initiatives because they are aged 24 and over. Like a lot of young people, they are looking for stable roles with progression opportunities.

*"There's a real detachment from employers - they need to understand who we are and what our lives are like" - Young Adult Carer*

## How we can help raise the aspirations of young adult carers:

- Host introduction workshops and insight days, ensuring you are promoting your organisation's inclusive culture
- Case studies of current staff who are carers and the steps your organisation has taken to support them throughout their employment

## Practical steps for improving access to employment:

- 1 Promote a carer inclusive work culture on job adverts and actively encourage those with caring responsibilities to apply, demonstrating adjustments can be considered similar to disability confidence.
- 2 Include a section at application stage to declare caring responsibilities and stating the process that is followed when a declaration is made e.g. 1:1 meeting to discuss adjustments upon successful appointment to the role.
- 3 Bear in mind that adjustments may need to be made for recruitment stages post application, e.g. may not be able to online interview at home and inability to commit to a full day assessment centre.
- 4 Educate staff on what it means to be a carer, what their rights are and the benefits their role brings in terms of transferable soft and practical skills, with the aim of combating unconscious bias in the recruitment process and beyond.

*"A young adult carer can handle high pressure environments better than most people at work!" - Young Adult Carer*

## TOPIC 2: Remaining and thriving in work



This topic was about supporting young adult carers once they are in the workplace to not only sustain but also thrive in their new roles. The following are suggestions of practical interventions businesses can implement:

- 1 Adopt a person centred approach for support, ensuring adjustments and considerations are unique to the individual's circumstances and are documented via a personalised plan that is reviewed regularly.
- 2 Having true flexibility within roles, which looks like:
  - **Flexible working hours** and a culture of trust, using short disclaimers of working patterns in email signatures and use of Out Of Office functions.
  - **Flexible places of work** to suit the individual's situation. Hybrid will work for some but not all, so having an office or 'WeWork' style offices so individuals always have somewhere to work, whilst also having the flexibility to work at home when required, e.g. to support family and/or friends with medical appointments.
  - **Job share** options, potentially with other carers.
- 3 Specific line manager training on supporting carers within their team. Ensuring they are fully equipped to deal with caring leave requests in a supportive and sympathetic manner.
- 4 Implement a mentor or buddy system, giving individuals someone additional to speak to outside of their immediate line manager.
- 5 Set-up a peer to peer support network for those with caring responsibilities to share their experiences.
- 6 Ensure social events are accessible to all, e.g. hosting social events during working hours.
- 7 Delivering company wide 'Carer Awareness' training, highlighting cultural differences when parents expect their adult children to care for them in old age/ill health.
- 8 Regularly survey staff to understand whether there are any new and changed caring responsibilities, and action accordingly.
- 9 Implement a carer specific policy and/or toolkit outlining your internal processes and procedures in light of the Carers Leave Act 2023.

Although the interventions above are specific for carers, they can be adopted and adapted to various other personal situations such as mental health, disabilities, physical health conditions, becoming a parent and many more.

*"If an employer is flexible and trusts me, it's going to make me want to work for them even more!" - Young Adult Carer*

*"This event enabled open and honest sharing by young adult carers about their caring responsibilities and how they have felt this has impacted on their ability to access and remain in quality work opportunities, as well as the support they feel is required to help them be successful in employment.*

*The discussions have resulted in helpful guidance – which is grounded in reality – for employers to consider with regards to how they can best support young adult carers into work. Flexibility and education of what it means to be a carer were just two of the most significant and potentially game-changing themes.*

*By listening to young adult carers and learning from their experience, we can ensure they are supported in the best possible way to fulfil their true potential; something that Movement to Work believes all young people should be afforded."*



**Gillian Churchill**  
CEO  
**Movement to Work**

## Acknowledgements

We would like to thank our host **Quilter plc**, and our employers, **BT Group**, **ISG**, **Marriott**, **NRS Healthcare**, **Strive Development** and **WTW** for attending, as well as community organisations **Camden Carers**, **Harrow Carers**, **Brighton & Hove Carers Centre**, **Carers of Barking & Dagenham**, **Carers Trust Solihull** and **Carers First (Medway)** for supporting the young adult carers at the session.

## Thank you for reading!

Want to help us grow our impact and help even more young people into work?  
**Speak to a member of the team today.**

### Website

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