

Carers Association Southern Staffordshire

Carers On The Workforce



WHY SUPPORT CARERS?

Future workforce predictions tell us that the economy will need an additional 2 million people in the next 20 years, only a quarter of whom will be school or college leavers. Employers will need to widen their recruitment pools at exactly the same time that society will see an increase in the need for care. Carers save the economy an incredible £57 billion a year - the equivalent of a second National Health Service - so it makes economic sense to support carers to work and care.

Businesses benefit when they succeed in recruiting and retaining the best talent. Many carers are forced to give up work because of the difficulties in combining their roles. In addition, people with caring responsibilities are often overlooked as a pool of resource.

Developing and promoting support for carers in the workplace makes good business sense. In an increasingly tight and competitive labour market, it is crucial to business performance and service delivery to be an employer of choice. Developing support to enable carers to remain in - or return to - work will enhance retention and recruitment strategies and ensure that valuable skills are not lost to the workplace.

The peak age for caring is currently 45 - 64 and many carers will be experienced employees in senior positions. Losing them means losing their knowledge and skills, in addition to the costs of recruiting and training to fill the gap they leave.



Carers Association
Southern Staffordshire

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Supporting Carers
to Care

FACTS

Caring is an issue which faces everyone. Changing demographics - an ageing population, smaller families and different family structures - mean that 3 in 5 people will end up caring for someone at some point in their lives.

The number of carers in the UK is set to grow from 6 million to 9 million in the next 30 years. For someone aged 24 now, their chances of becoming a carer will have trebled by the time they are 59.

Caring is different from mainstream childcare, and needs a different response from employers. Caring for a sick or disabled relative or friend - for example as a result of accident or stroke - can happen overnight, and can be unpredictable. There are 3 million working carers in the UK. Of these 1.4 million are men and 1.7 million are women.

Carers are not a static group - more than 2.3 million people move in and out of caring situations each year.

Research tells us that 3 out of 5 people will care at some stage in their working lives.

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The 2001 Census identified- that, in Staffordshire, there were just under 90,000 unpaid carers. Nearly 22,000 households contained someone who was working and caring and well over half were working full-time outside the home

Of particular note is the fact that there were 2,065 people caring for someone under retirement age and at the same time, working full-time outside the home.

Sources: 2001 Census
Action for Carers
Carers UK

WANT TO FIND OUT MORE?

Carers Association Southern Staffordshire - CASS

For more information, or for any help & advice in supporting carers on your workforce contact us on 01785 606675 or gill.wyatt@carersinformation.org.uk or visit our website www.carersinformation.org.uk The site contains national & local information on Carers issues & links to other useful sites.

Employers for Carers

The site contains very useful information on how to support and retain carers on your workforce and the economic reasons for doing so. Also available to download is a self-assessment tool to see how well you are doing in supporting carers and to help you improve www.carersuk.org/employersforcarers

Action for Carers & Employment - ACE

A national partnership led by Carers UK working to support the inclusion of carers in training and work, funded by the European Social Fund's 'Equal' Programme.

www.acecarers.org.uk