



# SUPPORTING WORKING CARERS NAVIGATE THEIR CAREER AND FAMILY RESPONSIBILITIES

**Being a working carer brings a unique set of pressures that often go unrecognised in organisations. However, with millions of people combining work and caring, it is clear there is a real need to ensure support is in place to help carers integrate their careers with managing their responsibilities at home.**

Based upon first-hand experience of the challenges involved, our practical group coaching programme, delivered virtually or in person is tailored specifically to the needs of carers within the workplace. We place emphasis on strategies to help carers focus upon their own well-being and tips to help prioritisation and the management of time, resources and energy.

**44%**

of Australian carers feel unable to combine work with caring

## WHY SPECIFIC SUPPORT FOR CARERS MATTERS

Parents and carers both face challenges in terms of managing significant responsibilities in addition to their career, but the nature of those responsibilities can be very different.

Carers are often managing care needs that become more intense over time or are highly unpredictable in nature, whilst often also dealing with the emotional complexity of caring for a dependent adult who may have clear opinions about how they would like to be helped.

Becoming a parent is an event that is celebrated and there are similar milestones and experiences that are common to all parents. Being a carer is not celebrated or often even acknowledged and each situation is unique, increasing the sense of isolation many carers feel.

Over **3 million** working carers in the UK

## RESULTS FOR WORKING CARERS

Our sessions enable working carers to:

- Benefit from a rare opportunity to talk openly about the challenges of combining caring and career.
- Share and be offered strategies to address these challenges constructively.
- Develop additional strategies and options as well as greater confidence to make things work as effectively as possible for their circumstances.
- Meet a relevant support network of other working carers.



*“The peer to peer discussions were really useful for seeing how other people have handled situations.”*



## CARERS SPOTLIGHT

### Carolyn Ley

EMEA ASSOCIATE, HOW DO YOU DO IT

I was already a busy working mother to three young children when I committed to helping care for an elderly relative, joining the sandwich generation. All of our How Do You Do It strategies and approaches were invaluable in helping me integrate my new caring role with my career and my family commitments.

Nonetheless, it was a learning curve and there were new challenges to navigate – both practical and emotional. Such as diary management and unpredictability on anything medically-related. Or ensuring I still prioritised quality time with my loved one, as well helping them with (often time-consuming) support on practical matters such as finances or property.

For me, taking on caring responsibilities was not carefully planned, scoped and researched, whereas I had more sense of the road ahead when I became a parent. The parenthood road is well-trodden and I had the benefit of How Do You Do Its programmes and coaching as a client before I joined the team. So it's important to me to now help pave the way for working carers.

Our carers' programme will provide much-needed support and validation for working carers, with the opportunity to share and swap experiences and tips. The headspace and framework we provide will enable carers to reflect on their priorities and the choices they make on how they can best use their time, energy and resources at work and at home, based on their particular circumstances. As per all our workshops, our focus will be on developing practical strategies and greater confidence to make it work for individuals, along with deepening their support network in their organisation.

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