






ACE National
Action for Carers and
Employment

Policy into Practice


About Carers UK


- Improves carers' lives through
 - research
 - information provision
 - campaigning
- Lead partner in ACE National

What do carers want?

- Better recognition
- Financial security
- Real opportunities to work
- Support for their health
- Inclusion in society

= A REAL LIFE!

How many carers work and care?

- of the UK's 6 million carers 80% - nearly 4.8 million - are of working age
- over three million are in employment - that means that 1 in 8 people in the workforce is a carer
- 1.5 million are economically inactive



Squaring the circle

- 2 million people move in and out of caring each year
- recent Equal Opportunities Commission survey
 - 1 in 5 people give up work to care
 - a long-term impact on pensions and poverty



Squaring the circle

- a tight labour market means retention and recruitment issues for employers
- over the next 20 years
 - the economy will need an extra 2 million workers
 - society will need an extra 3 million carers



ACE National 1

1. Raise awareness in the widest possible forum of the issues facing carers who want to work
2. Develop and test support for carers to return to, or remain in, work
3. Mainstream that support and have the greatest possible impact on local and national policy on carers and work



Project design

- National lead partner - Carers UK
- Four local demonstration sites working directly with carers
- A national policy partnership to achieve maximum mainstreaming and long-term policy change
- Funded by the ESF EQUAL Community Initiative Programme



Delivery Partners

- ACE Ealing – Contact a Family
- ACE Kirklees – Local Authority
- ACE Sunderland – PRTC Carers Centre
- ACE Surrey – PRTC Carers Centre
- Carers Wales
- City & Guilds
- Sheffield Hallam University



Policy Partners

- Government departments
- Jobcentre Plus
- Voluntary sector organisations – Contact a Family, Crossroads, PRTC, Working Families
- Employers for Carers
- Equal Opportunities Commission
- Trades Unions



Key outcomes

- Carers (Equal Opportunities) Act 2004
 - Policy and Practice Guidance
 - ACE Resource Pack to support implementation
- All Party Parliamentary Group on Carers
- *Learning for Living*
 - The Certificate in Personal Development and Learning for Unpaid Carers



Key outcomes

- Employers for Carers
 - Website
 - benchmarking tool
 - case studies
- Employer of the Year Awards
 - Carers Award



Key outcomes

- Government commitment to extend the right to request flexible working to carers
 - Department for Trade and Industry consultation *Choice and Flexibility*
 - Work and Families Bill
- EOC Parents and Carers Coalition
- EOC General Formal Investigation into part-time and flexible working:
 - *Britain's Hidden Brain Drain*



Key outcomes 4

- Training resources for:
 - local authorities
 - employers
 - working carers
 - unions
 - Jobcentre Plus (including national training event)





Key outcomes 5

- *Carers and their Rights – the Law Relating to Carers*
- Research reports:
 - *Who Cares Wins: the Social and Business Benefits of Supporting Carers in the Workplace*
 - *Carers and Employment – a Longitudinal Study*





ACE Resource Pack
Who is it for?

- Staff in local and health authorities and other agencies who work with carers
- Employers – including local and health authorities as employers



ACE Resource Pack
What is in it?

- *Carers and their rights - the law relating to carers*
- Training programmes on CD-ROM (including PowerPoint presentations, facilitators notes and handouts)
 - *Supporting Working Carers - a Managers Guide*
 - *Supporting Working Carers - a Carers Guide*
 - *Supporting Working Carers - a Guide for Union Reps*
- DVD on carers and work: *Juggling Work and Care*



ACE Resource Pack
What is in it?

- Information booklets
 - *Juggling Work and Care – information for carers*
 - *Carers at Work – information for employers*
- Information on learning for carers
 - City&Guilds
 - Open University
 - National Extension College
 - Elizabeth Nuffield Foundation
- Carers UK's Training for professionals



ACE Resource Pack
How do I get it?

- Online at
 - www.carersuk.org
 - www.acecarers.org.uk
 - by phone
- Join Carers UK as an Associate Member to receive regular mailings and materials
- Contact Carers UK for details of training courses and consultancy services
 - training@carersuk.org



Next steps - ACE National 2

1. To identify and develop social care services that enable carers to work
2. To identify key issues for the social care sector
3. To work towards the establishment of a national care strategy

Management and policy leads

- Carers UK
- Carers Wales
- Carers Scotland
- European Institute of Social Services

Delivery partners

- Contact a Family
- Crossroads Caring for Carers
- Hertfordshire County Council
- Nestor Healthcare
- Surrey County Council
- West Sussex County Council



Research partners

- Leeds University
- Bridge Research and Development



Policy partners

- Carers and carers organisations
- Government departments
- CSCI, SCIE
- ADSS
- Skills for Care
- City & Guilds
- Trades Unions
- Employers/employers organisations
- Voluntary sector organisations – Working Families, Help the Hospices, Home Farm Trust



**What will ACE National
have achieved in the long
term?**

- care service development
and long term policy
underpinned by experience
and research
- carers supported to lead real
lives, including working lives