



Lanarkshire
Carers

Young Adult Carers Employability Event

Funded by Carers Trust Scotland

Delivered by Lanarkshire Carers

March 2021

Background

Lanarkshire Carers works with carers aged 18 years plus. We currently have 278 Young Adult Carers know to the organisation. We have targeted Young Adult Carers work led by two members of the Carer Support team who work closely with Young Carers, Voluntary and Statutory Partners and other stakeholders to help raise awareness, identify, inform and support Young Adult Carers.

Recently, the Young Adult Carer staff have linked with Social Worker, Nicole Wilson (SLC) and linked to Action for Children South Lanarkshire, to help support the transition of Young Carers support services to Young Adult Carer support services provided by Lanarkshire Carers. Becoming an adult and accessing Adult services can often be a daunting time for Young Carers. Many fall through the cracks and often decide for various reasons not to access services after leaving children and young people's services. Speaking and getting to know young carers/young adult carers has shown that the reluctance to contact adult services has mainly been down to not knowing what they do, anxiety around working with new people and lack of confidence in making the initial contact. Working closely with Action for Children (covering Lanarkshire wide) allows for young carers to get to know Lanarkshire Carers and the staff/volunteer team long before they move on to adult services. It has proven beneficial for Young Adult Carers to get to know a friendly face and has helped promote a smooth transition between children's and adult carer services.

Through discussions with Young Adult Carers it was identified that there was a need for ongoing support to access information and advice on seeking employment, further education and modern apprenticeships.

Funding and Event Planning

Highlighting the identified gap in services regarding employment, Lanarkshire Carers researched funding opportunities and applied to the Carers Trust Scotland who were working in partnership with Bloom & Wild to offer 20 grants of up to £500. This was to be used to run a specific activity for young people, a training event for professionals or general young carer awareness raising event. Staff from Lanarkshire Carers who led our Young Adult Carers work identified this as an opportunity to apply with the idea to develop an event in line with Young Carer Action Day on the 16th March 2021.

The main aim of the event would be to bridge the gap between being a Young Adult Carer and accessing meaningful employment. This was a good fit with the theme of the fund- **Protect Young Carers' Futures** and would also enable Lanarkshire Carers to promote and raise awareness of Young Carer Action Day.

Throughout the planning of the event and with our extensive links to partners, we identified Remploy and Skills Development Scotland as the appropriate, local organisations to achieve the outcomes of the event. Following numerous planning meetings and correspondence, we established 2 workshops, one per organisation which would take place in the morning and afternoon equating to a full day session.

Carer Identification

Young Adult Carers were identified through partnership working with Action for Children, South Lanarkshire, Social Work and Young Adult Carers presently registered with Lanarkshire Carers. The event was promoted on our social media, website and meetings with our partners to promote. We

received support from the full Lanarkshire Carers team and utilised our fantastic volunteers to support us in promoting the event through individual phone calls and emails.

We had included places for 10 Young Adult Carers and were pleased to be able to register 9 Young Adult Carers on the course. Young Adult Carers were called the week before the event to get dietary requirements and were also contacted the day before as a reminder and given an opportunity to access any support they may need logging on.

How was the Funding used?

The £500 funding that was successfully secured and awarded to support our event was used to purchase individual employment starter packs and posted to 9 Young Adult Carers. Included in these packs were note pads and pens, highlighters, revision notes, packet of sweets, chocolate, hand sanitiser, mints and a £15 gift card for George, Asda for the Young Adult Carers to use towards purchasing job interview attire. The contents of the job starter pack were chosen as we know from Young Adult Carers that these are appropriate items to help when seeking a job interview.

From experience we have often found that Young Adult Carers along with many other roles are often the cooks of the family helping to prepare most, if not all the meals for the person they care for. Recognising that it was very important for the Young Carers not to have to worry about lunch and to really get time out to take in the information on offer, we used the fund to deliver an afternoon lunch to the homes of the Young Adult Carers. This was very well received and there was enough food for all the family to enjoy, if participants felt like sharing.



The Employment Starter pack and
Afternoon tea delivered to all participants



Key information of the day

On the morning of the event 8 Young Adult Carers logged on to begin the first workshop. One carer couldn't attend due to feeling under the weather. Staff agreed to pick up with this carer when they were feeling better and hand over all the vital information from the day.

The morning session was delivered by Remploy.

Remploy delivered a presentation on giving the Young Adult Carers the opportunity to understand their skills they already have and how they can transfer these skills into meaningful employment. Remploy supported the Young Adult Carers to look at ways to improve their skills in order to support their own career aspirations and the steps they can take to achieve this.

Below is a photo of a skills identification form, one of the Young Adult Carers completed. It shows the amount of transferable skills carers have that would be extremely useful in the workplace.

Responsibility

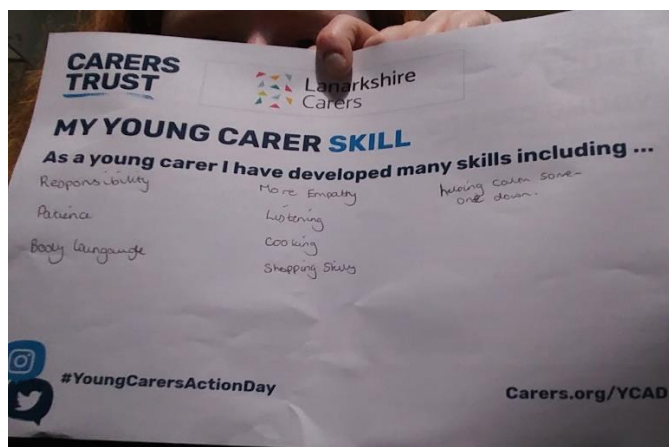
Patience

Body Language

Listening

Cooking

Helping someone calm down



The afternoon session was delivered by Skills Development Scotland

Skills Development Scotland delivered a presentation on supporting Young Adult Carers to identify their individual skills and strengths and provided wellbeing resources. Also included in this workshop was training opportunities, apprenticeships and employment landscapes. They discussed resources that Skills Development Scotland can help them to use including funding support.



Evaluation and Feedback

During both workshops, Young Adult Carers engaged well, participated in fun yet meaningful activities and asked questions. There was consistent engagement and both workshops appeared positively encouraging.

Feedback we received included:

“today was really informative and good. I enjoyed it very much”

“the strengths and weakness section was really good”

“the session was useful”

“that’s nice, that gift card will help out a lot when I go for interviews so thank you for that”

“the gluten free option was very nice, thank you”

“I found the session I attended helpful with regards to employability opportunities available to my age”

“it went alright; I might use it to get a job”

To date two Young Adult Carers have been in touch to say they are now working with Skills Development Scotland to access funding and Modern Apprenticeship opportunities.

Future Plans

Based on the success of this event, The Young Adult Carer staff would like to host similar events at least every 6 months.

A working group will be set up and include key team members, Young Adult Carers and our partners from Action for Children and other stakeholders. This will help to identify need and funding opportunities. It will be important to pick up review of Young Carers statements and begin the progression of an Adult Carers Support plan. We will make sure that Young Adult Carers rights are promoted through all aspects of this work.

They will also look at promotion of Lanarkshire Carers services amongst the Young Adult Carer Community, create a robust and friendly transition programme, referral routes and look at demand for peer/support groups, training opportunities and any other events or workshops Young Adult Carers identify as having the potential to help meet their personal outcomes.

The team have been in close communication with the newly established Action for Children South Lanarkshire service, which resulted in an influx of referrals. Meetings have now been held with the team in North Lanarkshire and again an increase in Young Adult Carer referrals is expected.

We plan on identifying keys members of the working group and hosting the first meeting in May 2021, with the expectation that a development session can be arranged for August 2021.

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