



**MYTIME**

**YOUNG CARERS**

**EMPLOYABILITY  
PROGRAMME**

**IMPACT REPORT  
2021-2022**

June 2022

**“BECAUSE OF THE EMPLOYABILITY PROGRAMME I NOW HAVE A GREAT CV THAT REPRESENTS ME, I KNOW HOW TO TACKLE DIFFICULT INTERVIEW QUESTIONS AND I HAVE GAINED SO MUCH CONFIDENCE IN MYSELF”**

Kierney- Young adult carer



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## CONTEXT AND BACKGROUND

Meet Daniel. Daniel's mum has multiple sclerosis and depression, and Daniel has been caring for her since he was just five years old. For as long as he can remember, Daniel has wanted to study medicine. More than anything in the world, he wants to know how to fix his mum.

But Daniel's falling behind in school. He worries about leaving his mum on her own, so his attendance is poor, his concentration too and his teachers don't know how to help him, because they have no idea what Daniel has to contend with at home. His caring responsibilities take up so much of his time that he has no hobbies, no social life and it's taking its toll on his mental health. His confidence and aspirations are low, he's almost always tired and stressed, he lacks any real sense of identity outside of his identity as carer and he feels totally alone.

Daniel is a remarkable young man but when he grows up, he's not likely to study medicine. In fact, he's twice as likely as his peers to find himself out of employment altogether. A young carer is a child, just like any other. The only difference is that young carers are responsible for the care of at least one member of their family, though they may be as young as 5 years old themselves. These children work incredibly hard to take care of their loved ones, yet they represent a largely forgotten community, and often face enormous disadvantage as a result.

Founded when former Trustee Matthew Barker was gifted an accommodation centre in the Purbecks, **MYTIME** Young Carers was established with the goal of providing young carers with much-needed breaks from their caring responsibilities, and with opportunities to build an all-important support network. Now, our mission and aims have broadened and developed to meet a wider range of the needs young carers present, and today, their futures are very much at the forefront of our thinking.

## MYTIME'S EMPLOYABILITY PROGRAMME

### NEED

Young carers develop a unique skillset at a very early age. They represent an incredibly helpful, committed, responsible and compassionate community, yet a survey created by the University of Nottingham found that 49.6% of young adult carers are NEET. The same survey also found that 87% felt that they had not received good career advice at school, and that the advice that they did receive did not take into account their caring role.

**MYTIME's** Employability Programme exists to address this issue and to provide these remarkable young people with the uniquely tailored support they need and deserve in order to access work or further education, and achieve their full potential.

When designing our Employability Programme, we wanted to better understand the complex barriers that young carers face in accessing further education, training or employment. Over the course of 3 separate forum events held in October 2020, we heard from 20 young carers ranging from 8 to 18. In these conversations, we noted that:

- Many young carers did not know what they would do post-16 and appeared to lack the time, clarity of thought or motivation to make plans. Several stated that they were “trying not to think about it, because it’s just too overwhelming.”
- Many seemed unaware of the skillsets they had developed as carers, and demonstrated low self-worth and confidence. It was noted that these young people would be ill-equipped to sell themselves to employers.
- Many young carers showed signs of experiencing bounded agency – perceived limitations on their freedom of choice. Instead of making choices based on their own ambitions and interests, many of the young carers we spoke to appeared to be basing major life decisions on the needs of the individual for whom they were providing care. Several stated that they had been “born into” their caring roles, and appeared to consider care to be their primary purpose in life. This tallies with the results of the survey created by Nottingham University, which found that 44% of working respondents had chosen their job because it was not far to travel and would allow them to continue to care.
- Many expressed concerns over enrolling in training courses, committing to employment or applying to universities, particularly far from home, as they were nervous about leaving the person for whom they care unsupervised for too long or about increasing the responsibility placed on younger siblings.



## MYTIME'S EMPLOYABILITY PROGRAMME CONT.

- Many felt that they were falling behind in school and, thus, were unlikely to achieve strong GCSE results. Indeed, a report conducted by The Children's Society (2013) found that young carers achieve 9 grades lower overall at GCSE than their peers.

These findings informed the design and development of our Employability Programme, and we continue to consult our service-users regularly so as to be able to assess, evaluate and improve the service.

**YOUNG ADULT CARERS ARE FOUR TIMES MORE LIKELY TO DROP OUT OF COLLEGE OR UNIVERSITY THAN STUDENTS WHO ARE NOT YOUNG ADULT CARERS.**



The survey created by the University of Nottingham also demonstrated that on average, young adult carers are absent from work for the equivalent of 17 days per year, and are late or have to leave early on approximately 79 days per year because of their caring responsibilities. Young adult carers, therefore, often require flexible working conditions, yet of the working young adult carers surveyed who had informed their managers of their caring role, 41% reported that their managers are not supportive. There is also, therefore, a need for employers to be better educated about the challenges that young carers faces and the support they may need in the workplace.

**'LOTS OF THE YOUNG CARERS I'VE WORKED WITH PREVIOUSLY ARE NOW EITHER UNEMPLOYED OR DOING A JOB THAT FITS AROUND THEIR CARING RESPONSIBILITIES.'** YOUNG CARER SUPPORT WORKER

\*Young Adult Carers and Employment; Dr Joe Sempik and Professor Saul Becker; 2014.

## OUR WORK

Through our Employability Programme, we:

**SUPPORT YOUNG CARERS TO EXPLORE CAREER OPPORTUNITIES THAT MIGHT INTEREST THEM, TO CONCEPTUALISE HOW THESE COULD FIT AROUND THEIR CARING ROLES AND TO BUILD PLANS FOR THE FUTURE**

**HELP YOUNG CARERS TO RECOGNISE THE ENORMOUS VALUE THAT THE SKILLS THEY HAVE DEVELOPED AS CARERS MAY HAVE IN THE WORKPLACE, AND TO DEVELOP A STRONGER SENSE OF THEIR IDENTITY AND STRENGTHS, THUS INCREASING THEIR SELF-WORTH AND SELF-CONFIDENCE**

**EQUIP YOUNG CARERS WITH THE TOOLS, STRATEGIES AND SKILLS THEY NEED TO ACCESS EMPLOYMENT**

**RAISE ASPIRATIONS AMONG YOUNG CARERS**







**RAISE AWARENESS AMONG EMPLOYERS OF THE CHALLENGES THAT YOUNG CARERS FACE, OF THE INCREDIBLE SKILLSETS THAT THEY MAY BRING TO A TEAM AND OF HOW BEST TO CREATE SUPPORTIVE WORKPLACES FOR YOUNG ADULT CARERS**

The programme takes place over the duration of an 8-week course; and is for young carers of ages 15-25. Courses are led by award winning Careers and Employability Advisor, Emma Fry. It was in Emma's previous role as Head of Year at a local secondary school that she first launched and ran the young carers' support group. Since then, Emma has been determined to dismantle the barriers that young carers often face.

In the design and delivery of the Employability Programme, Emma continues to demonstrate innovation, a profound belief in the potential of young carers and enormous dedication to her vision. It is Emma's view that no child's destiny should be defined by their beginning, and it is this belief that drives her. She works tirelessly to provide young adult carers with the support and opportunities they need to thrive and fulfil their ambitions. It is due to Emma's endless compassion and commitment that she won the UK Career Development Award for Careers Coach of the Year 2022.

## OUR WORK

### Each course includes:

-  a CV-writing workshop;
-  an interview skills workshop;
-  mock interviews;
-  1:1 mentoring with a professional relevant to each young carer's career aspirations;
-  personality profiling with the Colour Works Foundation;
-  presentations from motivational speakers, successful entrepreneurs and former young carers.

After completing the course, alumni participants receive regular, continued support from **MYTIME** in achieving their goals, this includes help finding or applying to courses, work experience placements or jobs as and when it is needed until their 26th birthday. We hold an annual Celebration Event where participants receive certificates, which further increases their self-worth and self-confidence. We also run an online zoom youth group called TEMPO, where young carers can continue to meet regularly and support each other.



## MONITORING AND EVALUATION

At present, we distribute surveys to participants for completion both before and after their Employability course. This allows us to measure the difference that the programme makes to each individual. In addition to this, we hold small focus groups or 1:1 interviews with participants to obtain more qualitative feedback, and to identify how we might be able to develop the programme to better meet the needs of beneficiaries moving forwards.

Moving forwards, we plan to maintain a formal record of the training, education or employment that alumni participants access following the programme, so that we are able to monitor the long-term impact of the programme.

**“I WOULD RECOMMEND THIS COURSE BECAUSE YOU GET TO DEVELOP SOME REALLY USEFUL NEW SKILLS AS WELL AS MEET SOME AMAZING PEOPLE”**

Kelsey- Young adult carer

**‘YOUNG ADULT CARERS WOULD BENEFIT FROM TAKING PART IN THE MYTIME EMPLOYABILITY PROGRAMME, AS IT WILL HELP THEM REALISE THE WIDE RANGE OF SKILLS SUCH AS TIME MANAGEMENT, RESILIENCE AND EMPATHY THAT THEY DEVELOP WHILST CARING.’ YOUNG CARER SUPPORT WORKER**



## IMPACT

**MYTIME's** Employability Programme formally launched in late 2020. To date, we have run 5 online Employability courses. In total, we have supported 34 young adult carers of ages 15-25 through this programme so far. The table and bullet points below demonstrate the impact that the programme has had on participants to date:

<b>Before Completing the Programme</b>	<b>After Completing the Programme</b>
59% had a clear plan for the future	97% have a clear plan for the future
19% had a CV	93% have a CV
55% felt confident in answering interview questions	87% feel confident in answering interview questions
44% felt confident that they could present themselves effectively in interview	93% feel confident that they could present themselves effectively in interview
55% understood and could articulate how the skills they have developed as a carer could be useful in the workplace	91% understood and could articulate how the skills they have developed as a carer could be useful in the workplace

### **In addition to this:**

- 100% of participants have reported enjoying the course;
- 100% of participants have reported feeling more confident in applying for sixth form/college, university, or employment after completing our programme;
- 100% of participants state that they would recommend the course to another young adult carer.

One particular success story of the Employability Programme presents itself in 17-year-old, Owen, who was so inspired by motivational speaker and former young carer, Rochelle Bugg, that he took it upon himself the next month to present in a series of school assemblies to over 750 students about what it means to be a young carer. By doing so, Owen demonstrated enormous courage and confidence, honed his public speaking skills and helped to foster a more supportive, inclusive and respectful culture towards young carers in his school.

Another success story presents itself in a young man named Aral, who, after completing the Employability Programme and securing a place at University, reached out to Emma stating that he was considering dropping out due to the pressures he was experiencing as student and carer. Since then, Aral has received weekly 1:1 mentoring from MYTIME and has decided to continue the course.



## TESTIMONIALS

**EMILY, AGE 15:**

“THIS EXPERIENCE HAS BEEN AMAZING THANK YOU, ALL THE PEOPLE INVOLVED WERE AMAZING AND SPEAKING TO AN ECOLOGIST WAS AMAZING AS WELL”

**CODY, AGE 16:**

“THANK YOU FOR OFFERING THIS COURSE TO ME. I HAVE FOUND IT REALLY USEFUL AND I HOPE MORE PEOPLE WILL HAVE ACCESS TO IT IN THE FUTURE”

**HANNAH, AGE 19:**

“THE EMPLOYABILITY PROGRAMME ALLOWED ME TO GAIN CONFIDENCE AND AN IN-DEPTH KNOWLEDGE ABOUT MYSELF”

**HARDY, AGE 19:**

“THE EMPLOYABILITY PROGRAMME ALLOWED ME TO RECOGNISE ALL THE SKILLS WITHIN MYSELF. I CAN USE THE SKILLS AND CONFIDENCE I HAVE GAINED TO MOVE FORWARD IN LIFE”

**FREYA, AGE 15:**

“I HAD A LOT OF FUN AND LEARNT A LOT DURING MY TIME ON THE EMPLOYABILITY COURSE, I ALSO MET NEW FRIENDS WHO I TALK TO DAILY”

**KIERNEY, AGE 22:**

“AS A YOUNG CARER YOU OFTEN FEEL ALONE IN YOUR SITUATION, THIS IS DEFINITELY NOT THE CASE SINCE I HAVE BEEN DOING THIS PROGRAMME, I HAVE HAD A GREAT TIME AND MET SOME LOVELY PEOPLE”

**SCARLET, AGE 16:**

(SINCE COMPLETING THE COURSE)  
“I AM CURRENTLY WAITING FOR INTERVIEWS FOR TWO JOBS AND AM IN THE PROCESS OF GETTING VOLUNTEER AND WORK EXPERIENCE”

**PARIS, AGE 16:**

(SINCE COMPLETING THE COURSE) “I HAVE BEEN OFFERED BOTH COLLEGE AND SIXTH FORM PLACEMENTS”



## CASE STUDY

Kierney is 21, and has been caring for her younger sister since she was just 9 years old. Due to a global learning delay, Kierney's sister demonstrates the mental age of a 3 year old. Kierney has taken part in our Employability Programme and says the following:

*"The Employability Programme made me feel really included... it's easy to feel isolated and alone, but having the Employability Programme gave us something to look forward to each week, and the group of people on my course were really great - we bonded really well.*

*One of the reasons the Employability Programme is so great is because of Emma: she is so motivating, so fun and really makes you want to get involved in the programme.*

*Before I started the Employability Programme I wasn't sure what I was going to do... now, I feel ready to conquer everything that's going to be thrown at me.*

*I would definitely recommend the programme to another young carer because of the confidence I have gained from doing the sessions.*

*I now have a great CV that I know is a really good representation of me and my strengths, and I know how to tackle difficult interview questions."*

After completing the 8-week Employability Programme, Kierney took a work experience placement in **MYTIME's** communications department. She is now in full time employment.



**“I AM SO INCREDIBLY PROUD OF HOW FAR THE YOUNG ADULT CARERS HAVE COME SINCE STARTING THE PROGRAMME, I HAVE WATCHED THEM ALL BLOSSOM IN SELF-CONFIDENCE AND SELF-BELIEF.”**

Emma Fry- Employability Programme Manager



## FUTURE PLANS

The Employability Programme has only been live for 1 year so far. It is, therefore, still in its developmental stages, but we have huge ambitions for it. Some of the areas that we intend to explore further over the coming years are listed below:

- From September 2022 we will be launching face to face delivery of the Employability Programme, this will take place during the day in schools and colleges.
- We intend to offer Parent Information Sessions, so that we are not only raising awareness among young carers of the options that they have available to them post-16 and 18, but also among parents and guardians. We consider this vital, as the bond between young carers and their parents can be extraordinarily strong and we know that the attitudes of parents can significantly influence the attitudes of the young carers we serve.
- The young carers we work with currently are all at risk of becoming NEET by virtue of their familial and domestic situations and of the resulting, unique barriers to employment that they face. At present, we recruit Employability Programme participants mostly through our partner schools or through the local councils. However, we intend to do more moving forwards to access those young carers who have already left school and are already NEET. We are currently working to establish relationships with We Are With You (a support service for people who misuse substances or live with mental health conditions), MIND Dorset and local GP surgeries, as these types of services are likely to be aware of young carers who may never have registered as such with local authorities. In addition to this, we intend to work more closely with local council NEET Teams and police in order to reach these individuals. It may be that we need to look at tailoring the programme to better meet the specific needs of this group, for example by offering more 1:1 support for these young people.
- We intend to do more to encourage employers to create more flexible, supportive and inclusive workplaces for young adult carers. We already maintain a close working relationship with Caring Together and are aware of their Carer Friendly Tick Award aimed at employers. We plan to work with them to develop this Award further and to promote it to our network of 1400 employers and beyond.

## FUTURE PLANS CONT.

- In March 2022, we held our first ever Young Carers' Careers Convention. Over 20 employers and Higher Education providers attended, and every young carer across Dorset and Hampshire was invited to come along and find out some more information about the next steps available to them. The event was very well-received by the young carers and school staff who attended, but also created a vital opportunity to educate the employers and Higher Education providers present about the challenges that young carers face, and about the support that they need. We intend to run this Careers Convention annually moving forwards.
- We would like to extend the Employability Programme to a slightly younger age range. We are conscious that young people make their GCSE choices in year 9, and believe that young carers of ages 14+ would benefit from improved and uniquely tailored career support too, although we are currently doing more research into this.
- We would like to expand the geographic reach of the programme. At present, we work mostly with young carers in Dorset but believe that young carers everywhere should be able to access this support.

## CHARITY PARTNERSHIPS

We are the chosen Charity Partner of the Year for AFC Bournemouth; David Lloyd, Poole; BH2 Leisure; Frettons Solicitors; Ellis Jones JLD; Greendale Construction; and Bishop Aldhelm's CE Primary School.

In addition to this, over the course of the last year, we have received donations, sponsorship, volunteered time or pro bono support from corporate organisations including Bates Wells; Harold G Walker Solicitors; NFU Mutual; Tesco; LV=; Finch Group; ASDA; Simplify Consulting; Waitrose; John Lewis; and Hall & Woodhouse.

We work in partnership with both Dorset and BCP councils, with organisations including Worth-It Positive Education; The Colour Works Foundation; The Leonardo Trust; Create Arts; and with a total of 64 partner schools to deliver high quality and holistic provision for young carers. We also maintain a database of over 1400 employers who we are able to draw upon for support with the Employability Programme when necessary.

Finally, we are also part of the Young Carers National Voice, a collective of 18 young carer charities and organisations from all across the UK. Both staff and young carer ambassadors meet online approximately 12 times a year to share best practice and to campaign collaboratively for young carers' rights.





## STATEMENT OF CHARITY ETHICS AND PRINCIPLES

We confirm that we work carefully to abide by the Charity Ethical Principles laid out by the NCVO. We always put our beneficiaries first; we act with integrity in everything we do; we are open, honest and transparent with all stakeholders and we recognise and prioritise the right to safety of all staff, volunteers, beneficiaries, charity partners, suppliers and supporters.


In addition to this, we take care to operate within the boundaries of the Code of Fundraising Practice as laid out by Fundraising Regulator. Finally, MYTIME is proud to represent a Living Wage Employer.





# MYTIME

## YOUNG CARERS

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