

Jobsbank[®]

Creating Flexible Employment Roles suitable for Carers

October 2022



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JobsBank acknowledges Aboriginal and Torres Strait Islander people as the Traditional Owners of the land on which we work. We pay our respects to their culture, their connections to Country and community, and to Elders past, present and emerging.

Jobbank in partnership with the Victorian Government is supporting carers to access employment and training pathways. This project is part of the Department of Families Fairness and Housing, Career Pathways into Employment for **Unpaid Carers Initiative**.

Carers come from all walks and stages of life. They are mothers, fathers, children, sisters, brothers, partners, relatives, and friends. Across Victoria, more than 700,000 carers give their time and effort to looking after a family member or friend who needs them - whether due to chronic disease, mental illness, disability, or old age. And while they may not be able to commit to full-time employment, they want to use their skills to support market shortages in part-time or shared roles that are mutually beneficial.

People who are carers are different in the number of hours and type of employment they often seek. Carers are a diverse group of people and may seek a variety of full time, part time and casual roles depending on their current caring situation -which may often change without notice.

Recent research found that 92% of Victoria's carers are interested in finding up to 15 hours of work per week on a regular basis. Often this is due to systemic issues; for example, in some cases, if they work more than 15 hours, they may lose carer entitlements, such as carer payments, their carer allowance or healthcare card.

Carers have a lot of skills to contribute but can require some support in getting there; this is why we are creating flexible employment roles.

At Jobbank, we are passionate about inclusion and the difference it makes – not just to one person but to teams and whole organisations. We believe in an Australia where everybody belongs. That's why we're helping to build more inclusive workplaces one business at a time.

Did you know

Carers are diverse

70% of primary carers are female

52% of carers also work

10% of carers in VIC are under 25 years of age

45% care for their partner

24% care for their children

21% care for their parents

10% care for a relative. Or a friend.

Carers often experience discrimination in accessing education, housing, employment and health care, and significant financial loss in lost wages and superannuation due to their caring role.

Carers value every service, support & opportunity. From mentoring, study support, and from social groups to sports programs, research shows that carers value every opportunity to connect with their community.

Your business will become stronger and more adaptive to change.

Australia has low unemployment figures and high job creation numbers; right now, businesses are struggling to fill positions. According to the Australian Bureau of Statistics, in June 2022, nearly a third (31%) of Australian organisations reported having difficulty finding suitable staff to fill jobs – the most common reason was the lack of job applicants.

The last two years have shown us that hiring in a *different* way is the way to move forward. Employers that diversify their workforce experience fewer labour shortages.

Diversity is good for your business

Diverse teams are smarter: they are more likely to re-examine facts and remain objective.

Diverse teams drive growth: they are proven to be better at understanding patterns and anticipating shifts in consumer needs.

Diverse teams are adaptive: they are six times more likely to innovate and six times more likely to anticipate change effectively.

Creating diverse teams give you access to talent you haven't considered

Think about your business needs.

An unpaid carer may not have been on your recruitment radar until now

But, through their carer experience, many carers may have unique skills that can help your business improve its economic performance; this could lead to mutual benefits.

Usually, people who are carers

- are loyal & responsible. They show up for the job
- understand tasks & are quick learners
- are experienced to risk manage, self-manage & work under pressure
- know how to respond to competing priorities
- know how to engage with difficult stakeholders; they know how to negotiate and have strategies to bring down tension
- know how to operate in complex situations; they are problem solvers
- are great team members! They are non-judgemental and open-minded. They have empathy, compassion & resilience



What do I need to do to participate in this program?

Connect with our team! Send an email to info@jobbank.org.au, and we will organise a meeting to understand your current needs and the type of jobs you offer.



Inclusive Employer Readiness Check

We will conduct a short confidential review to understand if your workplace is ready to hire or the type of adjustments you will need to make to become a carer-friendly workplace. Our team will check your business's procedures, review practices, training, recruitment and retention, and guide you on the next steps.

Access to the Inclusion Hub

Jobbank and the social enterprise Refugee Talent have developed the Inclusion Hub, a secure, closed (invite-only) digital platform accessible only to employers and employment service providers. Designed to capture candidates' skills, experience, and aspirations, the Inclusion Hub helps employers committed to inclusive employment and specific cohorts who have difficulty accessing employment. Using AI and leveraging leading recruitment practices, this marketplace helps match hidden talent to jobs suited to their skills.

Business Insights

Our team offer business insights into programs, such as wage subsidies and other types of available support. We also work with preferred candidates and upskill them to support your business needs.



Be loud & proud!

You can promote this program to your customers, suppliers, community, and general network and be part of the diversity & inclusion conversation.

We have prepared social media tiles for your platforms and some suggestions for social media copy.

Example #1

Caring is a shared responsibility of family, community and government.

That's why our business is creating career pathways for carers.

We want to support carers better and give them opportunities for meaningful employment.

Example #2

Our business values and supports all carers.

We are offering flexible work arrangements to allow employees to combine paid work with their caring role.

Example #3

Anyone at any time could find themselves in a caring role. That's why our workplace is carer friendly. We offer flexible job arrangements and shared roles for carers to allow them to combine paid work with their caring role.

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Download social media files



Is there a deadline to participate?

The pilot is running until December 2022

What is a flexi-job?

A flexi-job is a role with changes to hours, patterns or locations of work. In practice, that can mean changes to start and finish times, splitting shifts or sharing a role between two employees and working from home.

Example:

Paul wants to start work at 10 am instead of 9 am so he can drop off his son at his special school. He can only work from Monday to Thursday, as he must take his son for therapy sessions on Fridays.

Nora is 21 years old and is caring for her older sister. She is also studying part-time. She has access to a respite service three times a week for 5 hours and would like to use her free time to work.

What is job share?

Job share is an arrangement in which two people share the work and pay of a single full-time job.

Example:

Daniel is looking to hire someone for a full-time admin role. He has been recruiting for over a month but hasn't found a good fit. He is now considering offering the role as a job share.

Leda and Adam are professionals with backgrounds in admin support. They used to work full time before becoming carers. They would consider the job, as it is in their neighbourhood and it looks exciting and convenient; however, they are not in a position to offer 38 hours per week.

Creating a job share not only gives Daniel access to talent; it provides Leda and Adam with the flexibility to work with less stress, as they know that if something unexpected comes up in their caring role, they will have support from their colleague.



Can you help me with wage subsidies?

Our team identifies available employee support programs and guides you on accessing the services.

Where can I find more information about carers?

Support for Carers Program

Victorian Carer Strategy 2018-2022

What is the benefit of becoming an inclusive employer?

We now have proven records showing that diversity and inclusion

- Attract talent
- Increase employment satisfaction
- Make team six times more likely to be innovative
- Make team as likely to meet or exceed financial targets
- Make businesses 20% more profitable
- Help business retain talent: people in diverse org are three times less likely to leave their jobs as they experience high levels of job satisfaction.



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