



# **Kaleidoscope: Guiding Family Carers Back to Employment**

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# Project Objectives & Outputs

- Deliver a time-limited project focussing on supporting family carers return to the paid labour market.
  - 12-week sessional training course for 3 groups of 20 family carers,
  - limited 1-2-1 support to the family carer participants throughout their involvement in the project over three separate 3-4 month time frames.
  - Online seminar (early 2022) to engage with HR professionals/employers around family carers in the paid labour market.

# Unique Aspects of the Project

- Replacement Care Costs available
- Job Coaches (*and counselling*) – 1-2 1 Sessions
- Brokerage Service – Jobs4FamilyCarers
- Training Materials – Individual budget (*expanded*)
- Strong Family Carer Input – Experts by experience
- Online – Accessible
- Iterative – content (cohort 1, 2, 3) has evolved based on experience and feedback
- Ongoing Follow Up/Virtual Cafe

# Pre-course preparation

- Screening call
- Equipment sent
- Welcome box sent
- Replacement care requirements organised



# Session Plan

1. Introductions & outline of the course
2. Lifeline, Values and Passions
3. All About Me
4. Family Carer & Jobs For Family Carers presentations
5. Building Confidence
6. Self-care and wellness
7. CV Preparation
8. Dealing with your Inner Critic
9. Interview preparation
10. Getting Out There and Developing a Plan
11. Mock interviews
12. Presenting your Back to Work Plan

# Update on Cohorts 1-3 (September 2022)

- 19 participants have secured paid employment
- 5 participants have or plan to set up their own business
- 7 participants have returned or are planning to return to education
- 3 are volunteering in the community

# What Did We Evaluate?

## Demographics

Age, Gender, Location, Length of Caring, etc

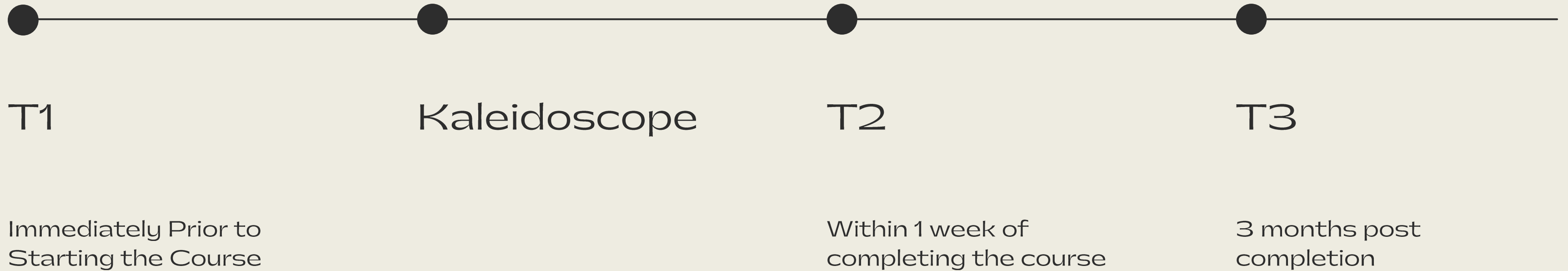
## Tested Scales

UCLA Loneliness Scale (2004); Medical Outcomes Study:  
Measures of Quality of Life Core Survey (MOS) (1989);  
Psychological Well-Being Scale (PWB) (2009)

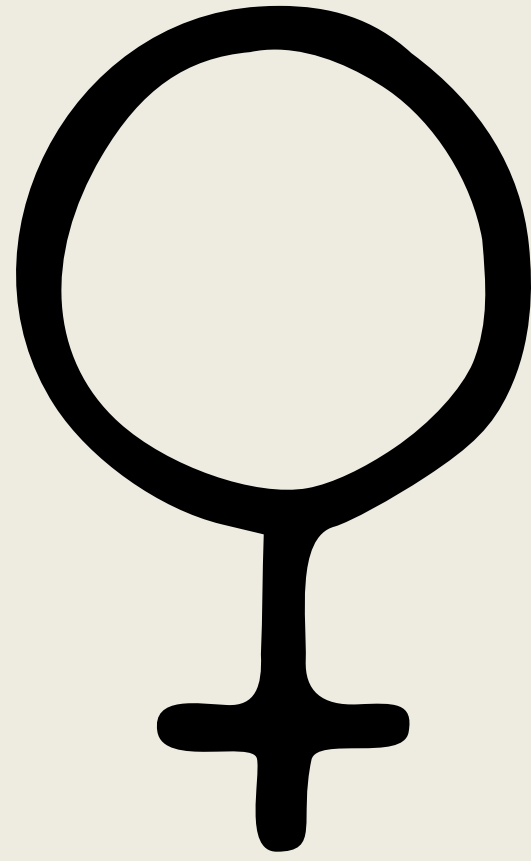
## Work Readiness

Knowledge of employment opportunities; feelings of readiness to  
join the paid workforce, etc

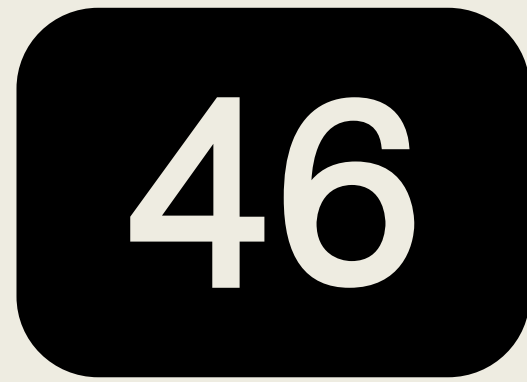
# Evaluation Timeline







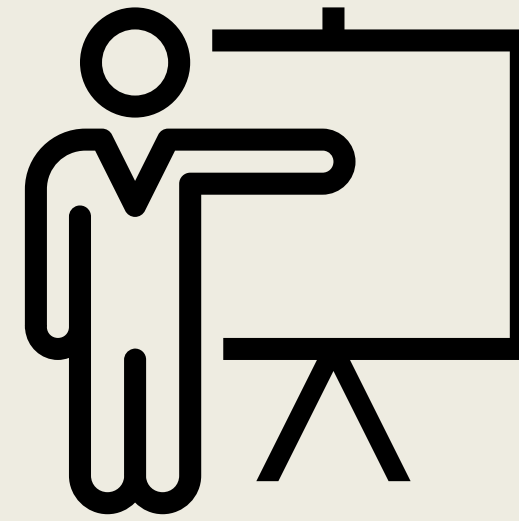
Predominately female



Aged 30 - 61;  
average age  
46



Mix of rural  
and urban



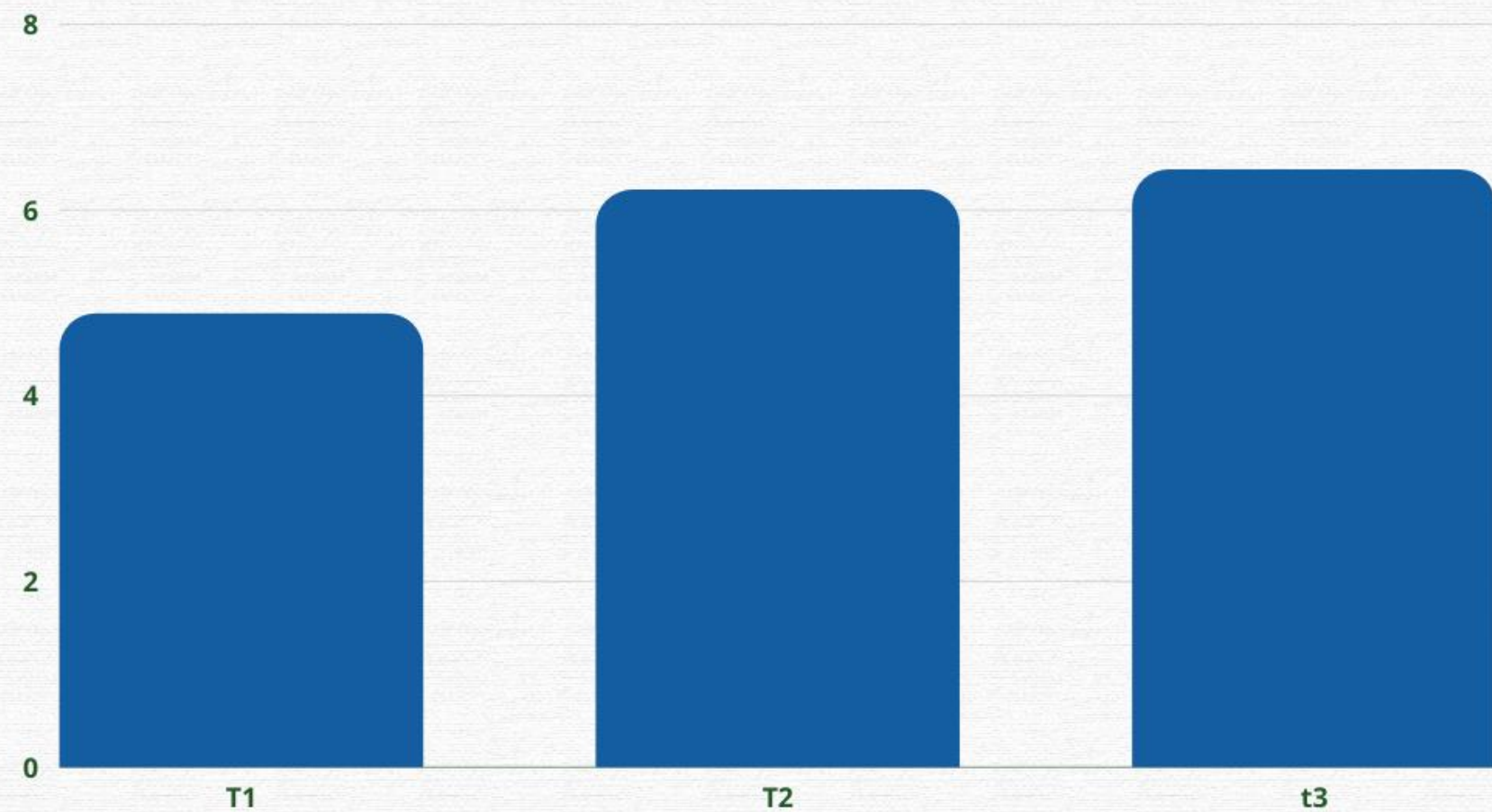
Broad mix of  
education &  
training



Out of  
employment  
up to 25 years

# Cantrill's Ladder

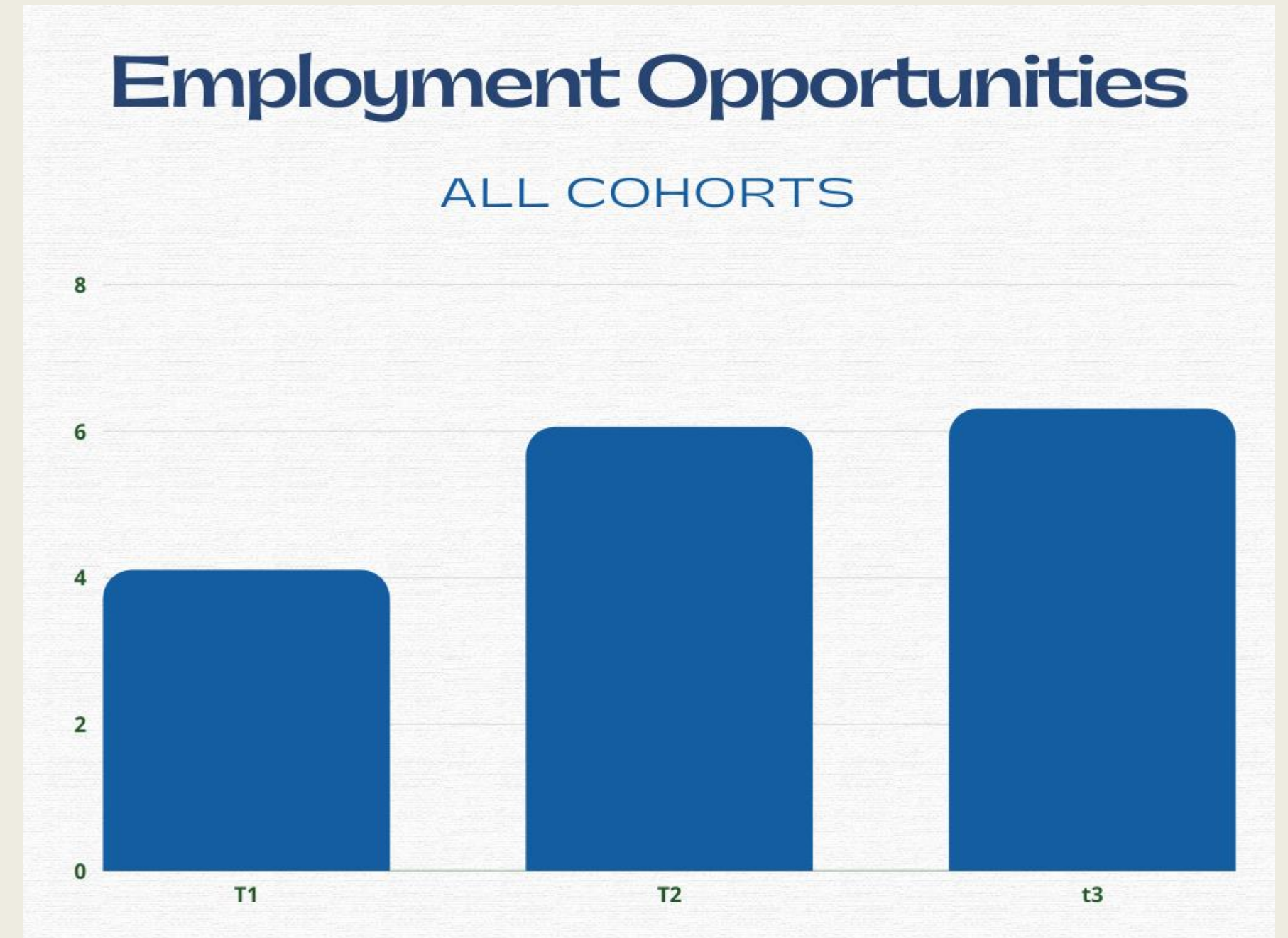
ALL COHORTS



Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. Suppose we say that the top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you. If the top step is 10 and the bottom step is 0, on which step of the ladder do you feel you personally stand at the present time?

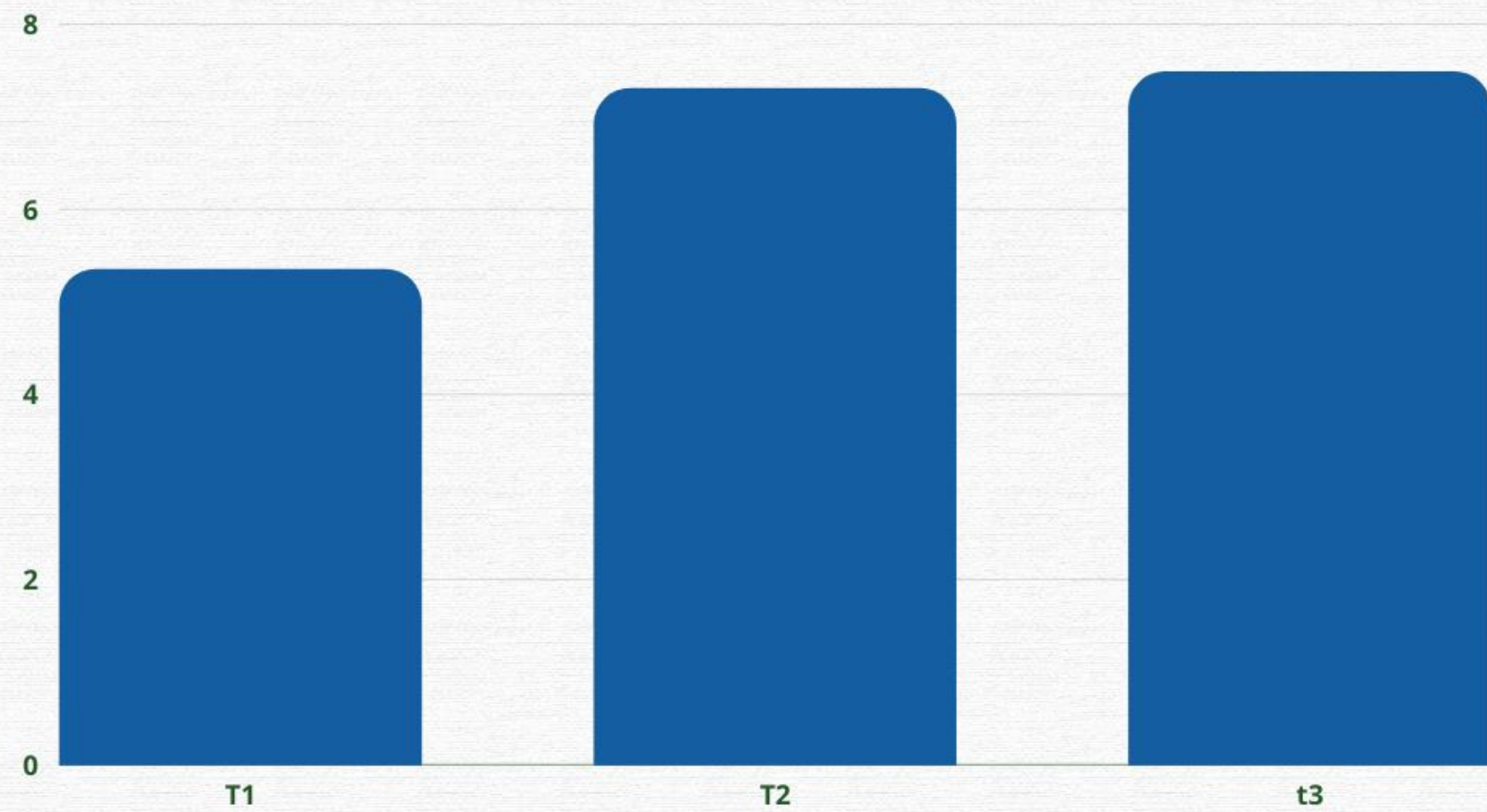
# Employment Opportunities

On a scale of 1 to 10, 10 being the highest, 1 being the lowest, how would you describe your current opportunities for employment?



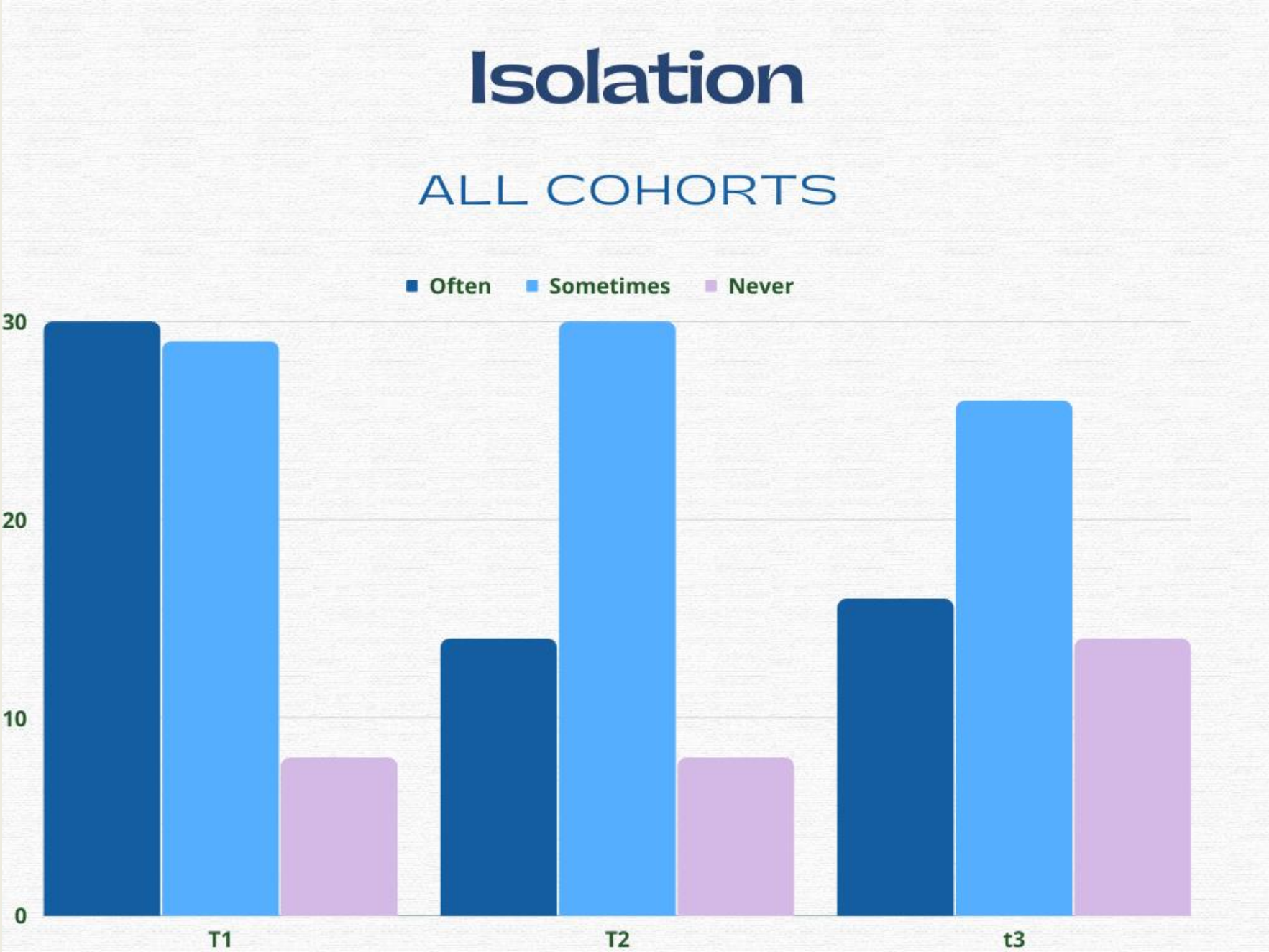
# Employment Knowledge & Skills

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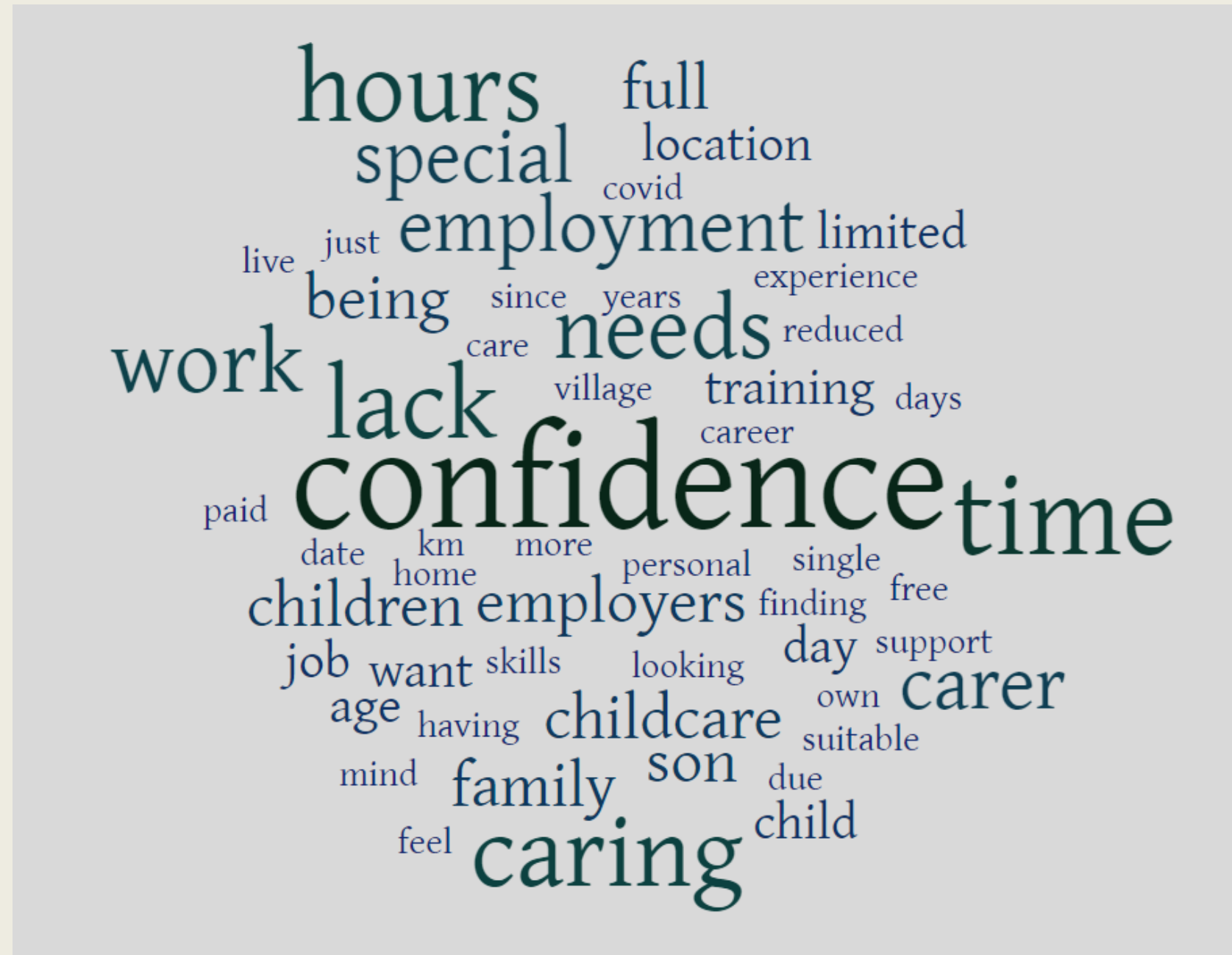


On a scale of 1 to 10, how would you rate your current employment knowledge and employment skills?

How often do you feel isolated from others?



# What are the factors effecting your employment opportunities?



# Key Takeaways

Carers  
Want To  
Work

Confidence  
is KEY

Positive  
Impacts of  
Kaleidoscope  
keep going



Being a full time carer to an adult child with profound special needs as well as carers allowance restrictions in terms of pay and hours makes it very difficult to figure out how to gain employment without support of employers.

This is not due to lack of skills or training.

If you go for an interview with all of these rules attached, ie cannot earn more than a certain amount or cannot work more than 18.5 hours an unaware employer is not going to consider you for the job.

This course is the first time i have felt there is hope this can be overcome.

