



Tearing Down Barriers to Employment and Education for Young Black and Minority Ethnic Carers

IARS 5th Annual International Conference: Youth-led Solutions to Unemployment: The Voices of Young Marginalised Carers

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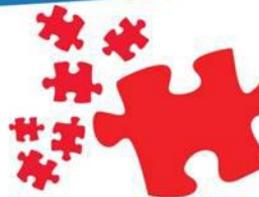
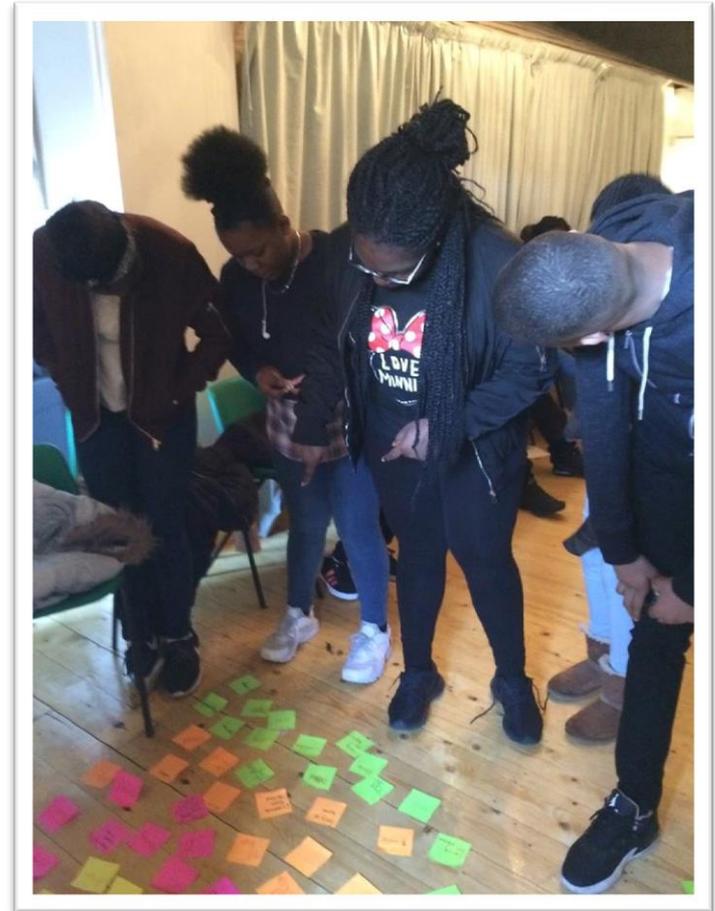
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Care 2 Work: Young Carers in the UK

- Figures from the Office of National Statistics (ONS) suggest *166,000* people 5 - 17 are carers.
- About *23,000* of those are as young as 9 years old.
- A BBC survey suggests that there are almost *700,000* children under 18 in the UK that may be acting as carers for parents or other relatives.

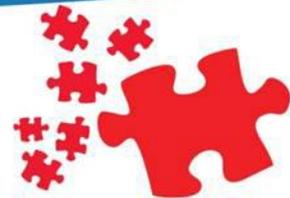


Care 2 Work: Findings from the Research

- *Methodology in the UK*

	Interviews	Participant Observation	Total
<i>Young BAME Carers</i>	4	25	29
<i>Professionals</i>	3	31	34
<i>Total</i>			63

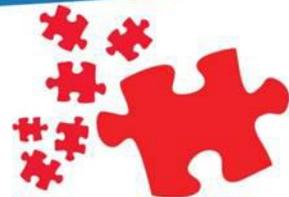
- All young carers who participated in the research were identified as of Black Asian and minority ethnic backgrounds aged 13-25.



Care 2 Work: Findings from the Research

Type of assistance provided:

- Young carers may take up various roles and degrees of responsibility in order to care for a family member including:
 - *Physical care*, including helping someone out of bed.
 - Emotional support, including talking to someone who is distressed.
 - Personal care, including helping someone dress.
 - Practical tasks, including cooking, housework and shopping, managing the family budget and collecting prescriptions, helping to give medicine, helping someone to communicate, looking after siblings.



Care 2 Work: Findings from the Research

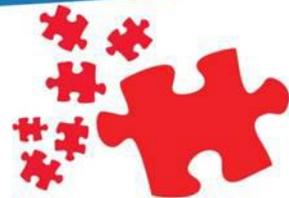
Reason of becoming a young carer:

- Young carers reported various reasons for undertaking caring responsibilities including:
 - Financial difficulties (conflicting)
 - Inability to access the welfare system associated with migration status.
 - Moral obligation to take care of their families.
 - Not having anybody else around.
 - Breakdown in relationships between the parents.



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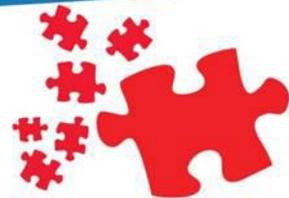


Care 2 Work: Findings from the Research

Obstacles in relation to personal development:

- Social isolation.
- Fewer possibilities for personal development.
- Compromised educational outcomes.
- Suppress of own social and emotional needs.

“the main barrier was time; time to myself became a luxury...” “It (caring) was a barrier to my education, employment and social life just because I had to prioritise my mum. At the time I didn’t care about anything apart from caring for my mum...”

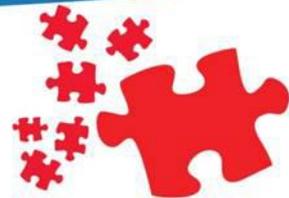


Care 2 Work: Findings from the Research

Obstacles in relation to professional development:

- Compromised career opportunities and outcomes.
- Frustration caused by fewer opportunities to improve their living standards.
- Suppress of their own economic needs.

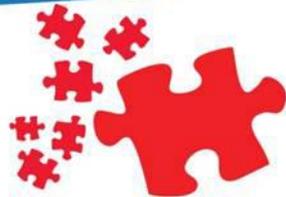
“There were times where my brother would have to come back from work because a carer hadn’t turned up, my brother made sure he worked locally, he was an IT developer so a high-flying career but he actually sourced a job so that at the drop of a hat he could come back home”.



Care 2 Work: Findings from the Research

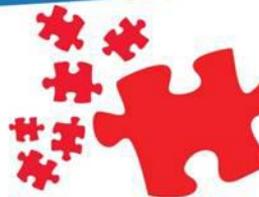
Obstacles in relation to roles as carers:

- Lack of training or knowledge on how to take care of their people in need.
- No or limited access to relevant information.
- Lack of psychological support.



Care 2 Work: Young BAME Carers in the UK

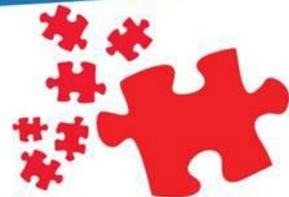
- Young people of Black, Asian and minority ethnic descent are more likely to be materially disadvantaged which makes it more likely for them to undertake caring responsibilities within the family.
- A study conducted by Children's Society revealed that young BAME people were **twice as likely** to be young carers (the Children's Society, 2013).



Are these support barriers different for Young BAME Carers?

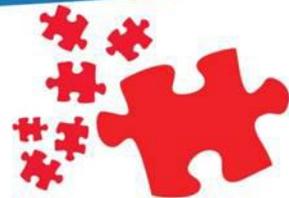
- Young BAME people may have to face an additional set of barriers in their personal and professional development.
- Intersectionality.
- Racial bullying.
- Perception of privacy and role of familial obligation.
- Perceptions towards mental health and fear of stigma within the communities.

“...in my family it’s really common that once you reach a particular age, you are expected to look after family members. I looked after my mum. It was an honour as my mum went to great efforts to look after me and raise me



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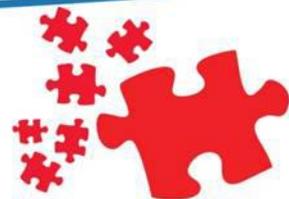
- Young BAME people may have to face an additional set of barriers in their personal and professional development.
- Lack of culturally appropriate services (e.g cross vs same gender services).
- Increased lack of awareness of services available to them e.g language barriers).
- Professionals' misconceptions and stereotypical beliefs towards BAME communities.



Care 2 Work: Findings from the Research

“...in my family it’s really common that once you reach a particular age, you are expected to look after family members. I looked after my mum. It was an honour as my mum went to great efforts to look after me and raise me...” A young carer.

“If you have a member of your family that is experiencing illness or disability, within BAME communities there is a greater emphasis on the family unit, it’s very unlikely that if you had a disabled or ill member of your family that actually a young person would not take an active role in looking after them, it’s the norm”. A young carer.

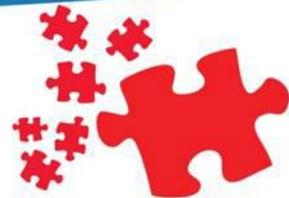


A Positive Perspective: Soft Skills

Through caring, young carers develop a set of **soft skills** that help them to become more resilient and in the long term help them to secure employment or access education and training:

- Empathy: the ability to comprehend the cognitive or affective status of another.

- Resilience: resilience seen as our ability to adapt successfully despite challenging or threatening circumstances that we may face.

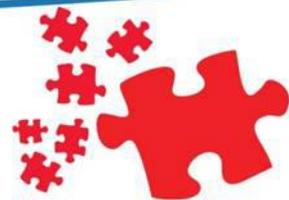


Findings from the Implementation

Development of 2 face-to-face courses for professionals and young people:

”Empowering Professionals to work with BAME young Carers”

- *Piloted with 12 youth professionals in the UK*
- A strengths based approach can be of immense value for young carers when they figure out their employment or career opportunities.
- Need of understanding additional needs of young BAME carers in the wider context discrimination and racial abuse these young people may face.
- Need of increased advocacy and grass roots BAME-led campaigns.



Findings from the Implementation

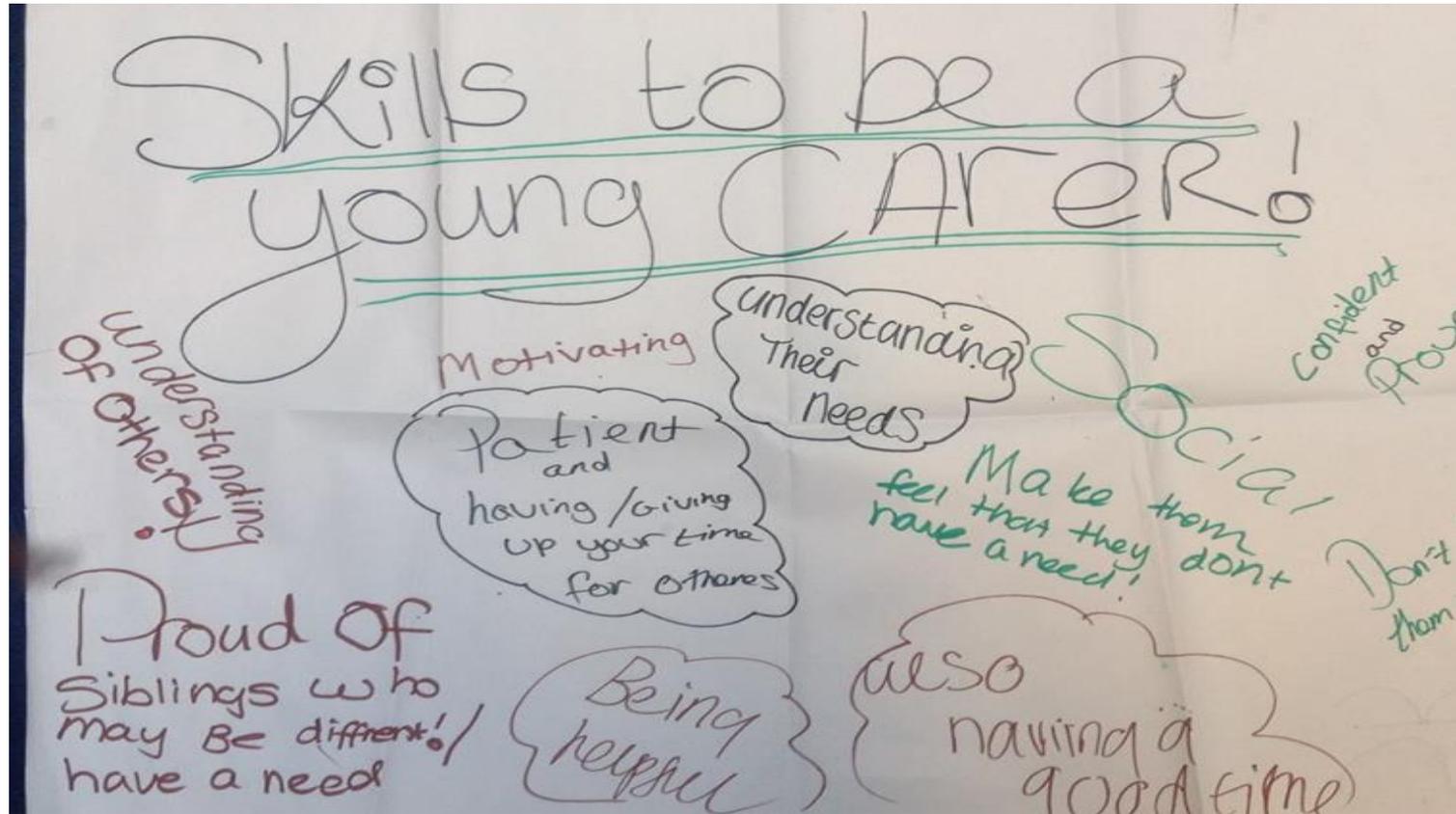
Development of 2 face-to-face skills development courses for young people:

”Empowering young people to access employment and education”.

- *Piloted with 29 young BAME carers.*
- Self-reflection and recognition of the skills: empathy, communication skills, patience, being caring, understanding, multitasking and altruism.
- Skills were regarded as a resource.
- Empowering experience.

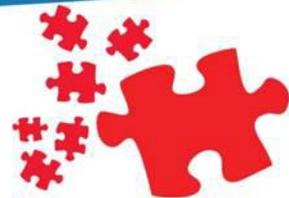


Findings from the Implementation



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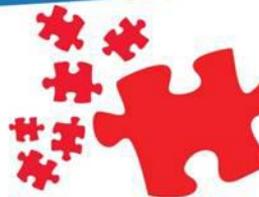
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Recommendations

Care2Work recommends:

- ✓ Cross-sector cooperation at local level with the active involvement of young carers.
- ✓ Provision of youth-led and strengths-based models of support for young carers.
- ✓ Provision of cultural awareness training for social care and educational professionals to tackle institutional racism and misconceptions towards young BAME people.
- ✓ Employers focused awareness campaigns to raise awareness of the strengths of young carers.



Thank You!

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