



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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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

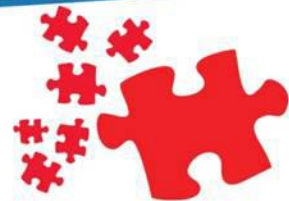
- All young carers who participated in the research were identified as of Black Asian and minority ethnic backgrounds aged 13-25.



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.

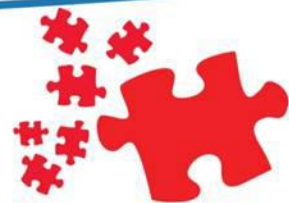


Care 2 Work: Findings from the Research

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.



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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



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.
- 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.

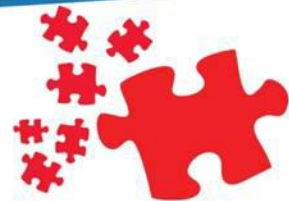


A Positive Perspective: Soft Skills

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

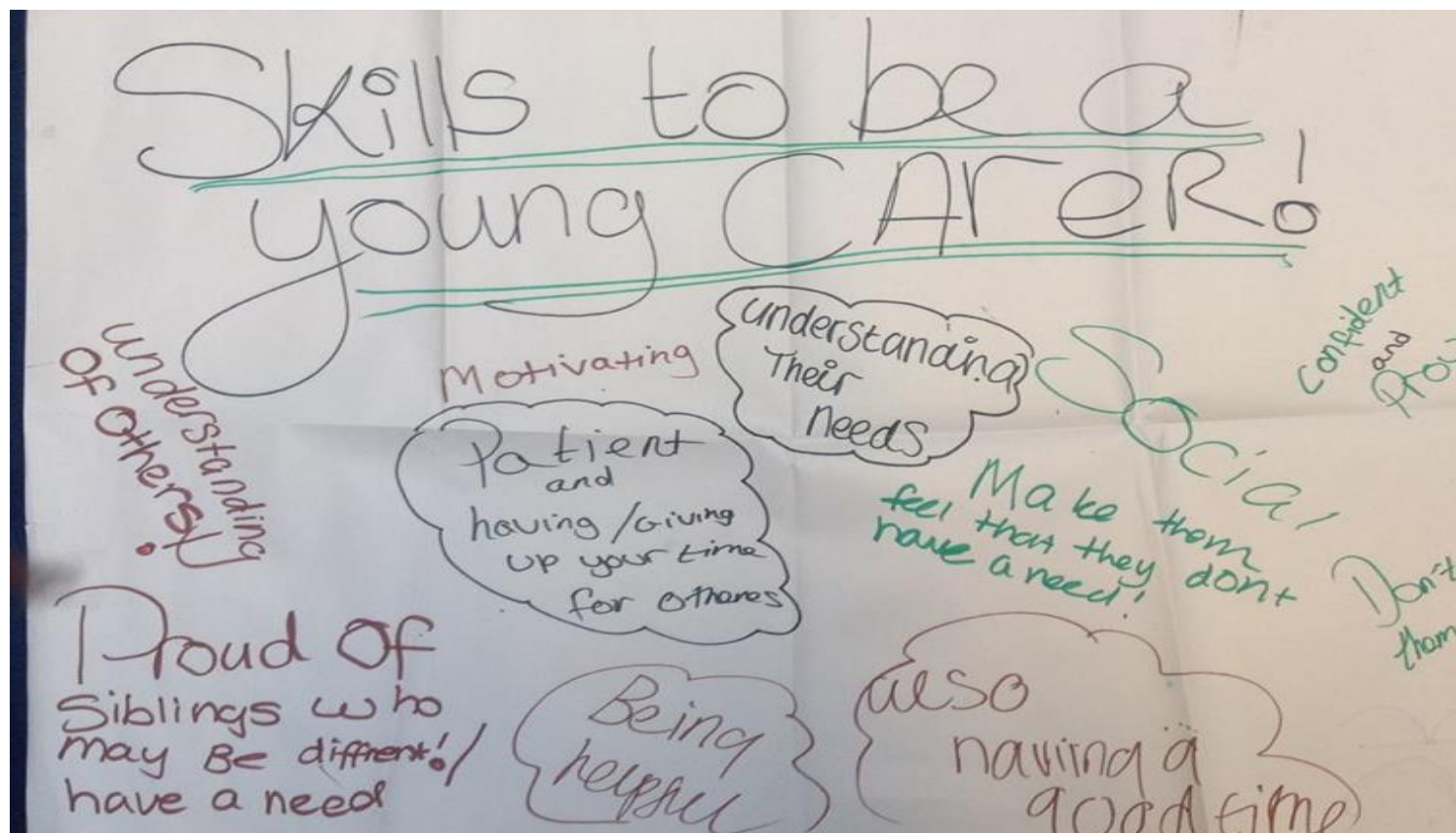
Development of 2 face-to-face skills development courses for young people:

”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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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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