

Top tips in the workplace: Identifying Young Adult Carers

Signs to look out for:

- **Poor attendance** or timekeeping?
- **Calling in sick often** & at the last minute?
- **Tired, withdrawn** or finding it difficult to concentrate on tasks?
- **Secretive** about their home life?
- **Few or no friendship circles?**
- **Anxious or overly concerned** about a relative?
- **Under-achieving** their targets?
- **Behavioural problems?** This could be a sign of frustration.
- **Low mood** or seem **depressed?**

Carers' Resource
Bradford, Harrogate, Selby and Craven
info@carersresource.org
<https://www.carersresource.org>

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Top tips in the workplace: Supporting Young Adult Carers

How employers can help:

- Recognise **other skills** as well as academic achievements
- Offer **flexible working hours** e.g. flexi-time
- **Be understanding** if late or need to leave early
- Allow **time off for emergencies**
- Respect **privacy**; lots of probing questions can be upsetting
- Don't shy away from **asking 'are you okay?'** giving the chance to talk
- Identify a staff member who can be **spoken to in confidence** if needed
- **Encourage on the job training & qualifications.** Young adult carers are less likely to go on to higher education, so on the job training could really boost confidence
- Know that Carers' Resource can offer support to employers as well as carers

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