



Delivering for
Victorian Carers
Education & Jobs Package

STATE BUDGET SUBMISSION
2020-2021





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Our Vision

Every day Victoria's unpaid carers lift up their communities and the State's economy.

The contributions of Victorian carers are not just felt by those around them – unpaid carers provide a \$15 billion benefit to the Victorian economy every year.

One in eight Victorians is an unpaid carer. There are more than 71,600 young carers across the State, and more than a quarter of Victorian carers live in regional and rural areas.

In June 2018, Carers Victoria welcomed the release of the Victorian Government's Carers Strategy 2018-22, as well as the investment to provide an additional 5,000 Victorian carers with 100,000 hours of respite each year.

The launch of the Victorian Carers Strategy was an important milestone for Victorian carers and their families. Having advocated for a statewide blueprint to support carers for three years, Carers Victoria was engaged by the State Government to lead a statewide consultation process to inform the five priority areas of the Strategy:

- › Carers have better health and wellbeing;
- › Carers are supported in school study and work environments;
- › Carers can access support and services that meet their needs;
- › Carers have less financial stress; and

- › Carers are recognised, acknowledged and respected.

Carers Victoria knew that in order for renewed public policy to make a real difference, the experiences and voices of Victorian carers had to be front and centre. Over a ten-month period, Carers Victoria led 37 face-to-face sessions with carers, agencies and service providers, as well as an online survey which engaged over 1,300 Victorians.

We identified what matters to Victorian carers, their families and communities. We heard that while at times rewarding, unpaid carers often experience a myriad of complex challenges which impact their education, employment and career trajectory.

For some this may involve difficulty in pursuing education pathways, while for others it may be finding meaningful work. Carers often also experience poorer physical and mental health outcomes compared to non-carers.

We want to build upon the evidence and priorities outlined in the Victorian Carers Strategy to advance outcomes for carers, their families and the Victorian economy.

That is why Carers Victoria is calling on the State Government to invest \$20 million over three years to establish the Delivering for Victorian Carers – Education and Jobs Package.

“I cared for my mum for 11 years. She died last year at 91. I wanted to work full time. I get plenty of support [from my employer]. It's pretty good conditions.”

Carer



An Australian first, this suite of initiatives is dedicated to improving economic opportunities for Victorian carers, at every stage of their life.

An investment in the *Delivering for Victorian Carers Package* will enable more Victorian carers to develop the skills needed for their first job, or upskill and successfully return to work.

It will also support Victoria's business community to continue to thrive and retain skilled staff, by working with employers to support members of their team who have caring roles.

Investment in the *Delivering for Victorian Carers – Education and Jobs Package* will support the Victorian Government to deliver **Priority 2 of the Victorian Carer Strategy 2018-22 – Carers are supported in school, study and work environment:**

- › More opportunities for young carers to complete their education and participate in peer group activities;
- › Workplaces which recognise and support employees to balance work and core responsibilities; and
- › Access to support and training for carers of all ages to remain in or re-enter the paid workforce and meet other responsibilities.

This investment, as part of the Victorian State Budget 2020-21, will enable the priorities put forward by the Victorian Government to be addressed across metropolitan, regional and rural Victoria.

“I had a mentor. It was through my local community. The school does a mentor/carers program and through that I got to work with him. I also got involved with my local theatre group and that was fun. I already had carers skills but through the school I became renowned for having those skills.”

Young Carer



Who we are

Across Victoria, more than 736,600 unpaid family and friend carers look after the most vulnerable people in our communities.

They care for people living with mental illness and disability. They care for people experiencing chronic health issues and older people with care needs.

They care for their partners, their young and adult children, their parents, other relatives and friends.

Anyone, at any stage of their life, could find themselves in a caring role.

One in eight Victorians is an unpaid carer. There are more than 71,600 young carers across the State, and more than a quarter of Victorian carers live in regional and rural areas. Many identify as LGBTIQ+, come from culturally and linguistically diverse backgrounds and have diverse socioeconomic circumstances.

Carers Victoria is the statewide peak organisation which represents all carers. Our role is not only to support carers themselves, but also the organisations across this sector to ensure their innovative programs and services have maximum impact.

Victoria's carers are the glue which binds together relationships between formal service providers, volunteers and people receiving care.

Anyone, at any stage of their life, could find themselves in a caring role.

We provide education, resources, counselling and networks to support carers in their caring role. We provide tangible support to help carers navigate the health and community sector, including how to access and work with systems such as the National Disability Insurance Scheme and My Aged Care. We also provide training and education for service providers to increase awareness of carer issues.

Victoria's carers are the glue which binds together relationships between formal service providers, volunteers and people receiving care.

We need to look after our unpaid carers so they can continue to look after the people who need them most.

While caring for a relative or friend can be rewarding, it can also be challenging – many unpaid carers experience significant personal and financial costs:

- › **One in five carers gives up work to care for someone**, and young carers drop out of school at a higher rate than their peers. This means carers tend to have lower household incomes – the weekly median income of a primary carer is \$520, which is 42 per cent lower than a non-carer.
- › Carers who give up work can lose up to **\$60,000 in superannuation** for a 10 to 15-year period out of the workforce and find it difficult to find employment later. Carer retirement incomes suffer as a result.

The full implementation of the Victorian Carer Strategy 2018-22 will help support carers to be physically and mentally healthy, socially connected and will improve carer access to education, employment and peer-led support programs.

We believe in investing in programs and resources which support carers in school, study and work.

Priority 2 of the Victorian Carer Strategy 2018-22 will ultimately lead to better health and wellbeing for carers and enable them to lead the highest quality life possible.

By supporting carers to continue participating in education and work, particularly through creating carer-friendly schools and workplaces, carers will experience less financial stress, and be better supported, acknowledged and respected for the important work they do.

Giving carers a better start now will help them avoid complications later in life. Without support now, more carers in the future will be at an increased risk of financial disadvantage, homelessness, poor physical and mental health, suicide, more likely to rely on income support and have a lower quality of life.

**We want to support carers better.
We need to make carers' lives better.**



For Victorian carers to thrive, supporting their health and wellbeing is essential

Carers Victoria welcomes the State Government's Royal Commission into Victoria's Mental Health System. Our submission explains that carers experience poorer mental health outcomes compared to non-carers.

Carers often ignore their own health while caring for a relative or friend, and there is increased risk of mental illness among sibling and child carers.

The Australian Unity Wellbeing Index found carers have the lowest wellbeing of any large group, and that carers are 40 per cent more likely to have a chronic health condition.

According to the Productivity Commission's October 2019 draft report on **mental health, mental ill health and suicide are costing the country an estimated \$500 million per day – \$180 billion annually.**

Caring for vulnerable Victorians is a shared responsibility of family, community and government. Carers Victoria is well placed to further support the Royal Commission in its inquiry and the Victorian Government when implementing the Commission's recommendations.

Investment Proposal

Investing in the *Delivering for Victorian Carers – Education and Jobs Package* will give Victoria's 'hidden care workforce' the support they need to continue looking after our most vulnerable members of the community.

Carers Victoria requests the following investments as part of the Victorian State Budget 2020-21:

- › **\$20 million over three years** in the *Delivering for Victorian Carers – Education and Jobs Package*, a suite of initiatives to support carers to pursue education and employment opportunities. This will positively impact health and wellbeing outcomes for carers.
- › A further **\$250,000** to develop a fully costed roadmap to implement the Victorian Carers Strategy 2018-22.

***Delivering for Victorian Carers – Education and Jobs Package* includes the following:**

- › A new local apprenticeship program to support young carers.
- › A new TAFE accreditation program for carers to recognise current skills and experience.
- › A new Victorian employer accreditation program to create carer-friendly workplaces and deliver coordinated support for carers.
- › Establishment of a statewide education and social connectedness program for young carers, based on the Little Dreamers initiative.
- › Expansion of the LaunchME program to support more carers to become entrepreneurs and build the skills necessary for the modern workforce.
- › A new online toolkit and series of workshops to support carers to find work.

Aligning to the Victorian Labor Government's commitment to deliver for all communities, regardless of postcode, Carers Victoria would lead a coordinated, sector-wide approach to ensure the *Delivering for Victorian Carers - Education and Job Package* has impact in metropolitan Melbourne and growth corridor suburbs, as well as regional and rural Victoria.

Supporting the Victorian Government to deliver for all Victorians

As part of the State Government’s whole-of-government commitment to improve outcomes for all Victorians, this investment aligns to the following cross-portfolio initiatives.

Delivering for Victorian Carers – Education and Jobs Package	
Alignment to government initiatives, strategies and themes	
A new local apprenticeship program to support young carers	
<ul style="list-style-type: none"> › Victorian Carers Strategy 2018-2022 › Building Victoria’s Education State › Victoria’s Free TAFE initiative › Victoria’s Regional Statement – Regional Jobs for a Growing Economy › Safe and Strong: A Victorian Gender Equality Strategy 	<ul style="list-style-type: none"> › Prevention and early intervention › Place-based initiatives › Quality and safety › Dialogue and stigma
A new TAFE accreditation program for carers to recognise current skills and experience	
<ul style="list-style-type: none"> › Victorian Carers Strategy 2018-2022 › Building Victoria’s Education State › Victoria’s Free TAFE initiative › Victoria’s Regional Statement – Delivering the Education State for Regional Victoria › Safe and Strong: A Victorian Gender Equality Strategy 	<ul style="list-style-type: none"> › Prevention and early intervention › Place-based initiatives › Quality and safety › Community activation › Dialogue and stigma
A new Victorian employer accreditation program to create carer-friendly workplaces	
<ul style="list-style-type: none"> › Victorian Carers Strategy 2018-2022 › Victoria’s Social Enterprise Strategy › Victoria’s Regional Statement – Regional Jobs for a Growing Economy › Safe and Strong: A Victorian Gender Equality Strategy 	<ul style="list-style-type: none"> › Prevention and early intervention › Place-based initiatives › Quality and safety › Dialogue and stigma

Delivering for Victorian Carers – Education and Jobs Package

Alignment to government initiatives, strategies and themes

Establishment of a statewide education and social connectedness program for young carers, based on the Little Dreamers initiative

- | | |
|--|-------------------------------------|
| › Victorian Carers Strategy 2018-2022 | › Prevention and early intervention |
| › Building Victoria’s Education State | › Place-based initiatives |
| › Victoria’s Regional Statement – Delivering the Education State for Regional Victoria | › Shared clients |
| › Royal Commission into Victoria’s Mental Health System | › Community activation |
| › Victoria’s 10-Year Mental Health Plan | › Dialogue and stigma |
| › Safe and Strong: A Victorian Gender Equality Strategy | |

Expansion of the LaunchME program to support more carers to become entrepreneurs and build the skills necessary for the modern workforce

- | | |
|---|-------------------------------------|
| › Victorian Carers Strategy 2018-2022 | › Prevention and early intervention |
| › Victoria’s Regional Statement | › Community activation |
| › LaunchVic, Victoria’s Startup Agency | › Dialogue and stigma |
| › Victoria’s Social Enterprise Strategy | |
| › Fixing The Digital Divide – Connecting Communities in Regional Victoria | |
| › Safe and Strong: A Victorian Gender Equality Strategy | |

A new online toolkit and series of workshops to support carers to find work

- | | |
|---|-------------------------------------|
| › Victorian Carers Strategy 2018-2022 | › Prevention and early intervention |
| › Victoria’s Social Enterprise Strategy | › Place-based initiatives |
| › Building Victoria’s Education State | › Quality and safety |
| › Victoria’s Regional Statement – Regional Jobs for a Growing Economy | › Shared clients |
| › Safe and Strong: A Victorian Gender Equality Strategy | › Community activation |
| | › Dialogue and stigma |

Establish a local apprenticeship program

CREATING LOCAL EMPLOYMENT PATHWAYS FOR YOUNG CARERS

A \$3 million investment over three years to develop a local apprenticeship program to support young carers.

Unpaid carers need supportive, flexible work arrangements with close proximity to the person they care for, so they can provide care without additional stress. Finding such employment can be particularly challenging in regional and rural areas.

According to the Australian Bureau of Statistics, nearly 90 per cent of primary carers aged 15 to 24 lived in the same household as the person receiving care in 2018.

An innovative local apprenticeship program, targeted at young carers in the local area, would assist carers find work close to the person they care for. Carers Victoria would work with the State Government to identify appropriate apprentice streams which meet the needs of the local economy. These could range from apprenticeships within local government to manufacturing businesses which rely on apprentices.

The apprenticeship program will also empower carers to continue their career development in a way which reduces the impact on their ability to provide care and improves their health and wellbeing.

This investment will respond to the following Victorian Government priority: Victorian Carer Strategy 2018-22 Priority 2:

- › 'Young carers will be supported to complete their education and participate in peer group activities' (Victorian Carer Strategy 2018-22, 2018, p25).
- › 'Workplaces will recognise and support employees to balance work and care responsibilities' (Victorian Carer Strategy 2018-22, 2018, p25).
- › 'Victorian carers will have better access to support and training to remain in or re-enter the paid workforce and meet other responsibilities' (Victorian Carer Strategy 2018-22, 2018, p25).

An investment in the development of a local apprenticeship program will meet the following key actions identified for this Priority:

- › Work with education providers to better recognise young carers. Use proactive and flexible support arrangements so young carers can continue to participate in primary, secondary and tertiary education and training.
- › Work with employers to develop and implement carer-friendly workplace guidelines which enable carers to continue to participate in work and promote wellbeing.



Case Study

DELIVERING FOR JANE – A YOUNG CARER WITH ASPIRATIONS TO BECOME A CARPENTER

Nearing the end of her VCAL carpentry qualification, 17-year-old Jane is the primary carer for her mum and younger siblings. Since she was little, Janet's mum has struggled with chronic pain and mental health challenges following her own experience of family violence.

“My family lives in an outer suburb in Melbourne and it has often been hard for us to make ends meet. I wanted to assist financially too, so started searching for a part-time job. It has been a challenge to juggle school, my caring responsibilities and work.”

Through Carers Victoria, Jane became involved in the Young Carers Program. The Program has provided support targeted to Jane's needs, from financial assistance in the form of myki passes to one-on-one coaching sessions with a mentor.

A key component of the Program is assisting young carers to build a strong support network. This has led Jane to build valuable friendships with other young carers.

“I now have a space to share my experiences with others who are in similar situations. I am looking forward to working as a full-time carpenter which is my career goal, and having more independence.”

Establish a TAFE accreditation program

SUPPORTING MORE CARERS TO GET INTO THE WORKFORCE THROUGH TAFE

A \$3 million investment over three years to create a leading TAFE accreditation program which recognises and enhances carers' skills and experience.

Unpaid carers are disadvantaged in the Australian labour market.

According to the Australian Bureau of Statistics the workforce participation rate in 2018 was 58.8 per cent for primary carers and 76.6 per cent for other carers aged 15 to 64. The participation rate for non-carers was 81.5 per cent.

Unpaid carers have developed valuable skills and experience in their caring role which can be transferred to professional carer roles, including aged care, attendant care, disability support, home care and personal care workers.

Unfortunately, many unpaid carers experience difficulties finding work once their caring role has ceased. This often occurs because many employers do not take unpaid carers' skills and experiences into account.

Creating a TAFE accreditation program for Victorian carers which formally recognises prior learning and provides further education opportunities will dismantle these barriers, enabling carers to get back into or find work once they are no longer in an unpaid caring role.

Carers Victoria welcomes the Victorian Government's Free TAFE initiative and believes a specific TAFE accreditation program for Victorian carers is complementary to this program.

While we aspire for a Victorian program to become the model of best practice nationally, this program could initially be modelled on similar initiatives. For example, Carers Queensland is a nationally recognised Registered Training Organisation which offers a Certificate III in Individual Support (Disability) which recognises a carer's prior learning.

This investment will respond to the following Victorian Government priority: Victorian Carer Strategy 2018-22 Priority 2

- › 'Victorian carers will have better access to support and training to remain in or re-enter the paid workforce and meet other responsibilities' (Victorian Carer Strategy 2018-22, 2018, p25).

An investment in a TAFE accreditation program for carers will meet the following key action identified for this Priority:

- › Continue to implement and promote 'Keeping our sector strong: Victoria's workforce plan for the NDIS', which promotes working in the disability sector, to provide new employment opportunities for people in care relationships.

"TAFE is a ticket to skills, jobs and a stronger Victoria. Right across the state, TAFE-qualified Victorians are... caring for our most vulnerable – we'll always back them."

The Hon. Daniel Andrews MLA, Premier of Victoria



Case Study

DELIVERING FOR NICOLE – MID-CAREER CARER BALANCING WORK AND CARE

Nicole was thirty-two when she became a carer to her grandmother, Roma, after a terminal diagnosis of pancreatic cancer. Nicole moved into Roma's house and cut down on work hours to provide her with the care she needed.

After being told that Roma would be put on a waitlist for a home care package which exceeded the timeline of her original prognosis, Nicole contacted Carers Victoria to access advice and in-home respite services.

As a healthcare professional herself, Nicole struggled to navigate the aged care system to put the appropriate services for her grandmother in place. Knowing that she would not be alone in her struggle to navigate these complex systems, Nicole used the skills she acquired through her caring role to start her own business providing care assessments and case management for older people wishing to stay in their own home.

“I guess there came a point where I knew something was going to give and a change had to be made. It was something that I spoke with

my boss about early on because I couldn't be a full-time carer and also work full-time. So work had to reduce. I reduced to four days a week.

I did access some supports through my workplace, through the Employee Assistance Program, to get some counselling. It was not something that we could foresee, and I found the diagnosis quite difficult to deal with. So having some counselling around that was particularly helpful. I did try to access some financial assistance through Centrelink; I applied for a Carer's (Allowance), but that was declined.

I feel that I'm absolutely a better clinician from being a carer. I can just relate to people on a completely different level and see what they're going through and where they're at.”

Establish an accreditation program for Victorian businesses

CREATING CARER-FRIENDLY AND INCLUSIVE VICTORIAN WORKPLACES

A \$5 million investment over three years to develop and implement an employer accreditation program which supports Victorian workplaces to become more carer friendly and inclusive.

While Victoria has the strongest performing economy in Australia, backed by a diverse business community, employer support for carers to continue participating in the workforce has remained fragmented.

This investment will deliver a sector-wide coordinated approach to support more Victorian employers to better recognise and understand carer responsibilities, which will ultimately help carers to continue participating in work, maintain financial stability and improve carer health and wellbeing.

We want Victoria to have the best workplace arrangements possible for carers. Drawing on our expertise, we propose to build a Victorian employer accreditation program – and associated standards – guided by similar models already in operation:

- › **Rainbow Tick** – a national, voluntary accreditation program for organisations which are committed to safe and inclusive practice and service delivery for LGBTIQ+ people. Organisations undergo accreditation against the Rainbow Tick Standards which were developed by the Victorian Government-funded organisation Rainbow Health Victoria.
 - › **Little Dreamers** – a support organisation for young carers which has a Carer Friendly Certification program for businesses that assesses policies and sets expectations on both employers and employees to make businesses carer friendly, with a view to helping young carers transition into the workforce.
 - › **Carers NSW** – the Carers + Employers program which recognises employers actively supporting paid work for people with caring responsibilities.
- This investment will respond to the following Victorian Government priority: Victorian Carer Strategy 2018-22 Priority 2:**
- › ‘Workplaces will recognise and support employees to balance work and care responsibilities’ (Victorian Carer Strategy 2018-22, 2018, p25).
 - › ‘Victorian carers will have better access to support and training to remain in or re-enter the paid workforce and meet other responsibilities’ (Victorian Carer Strategy 2018-22, 2018, p25).
- An investment in such an employer accreditation program will meet the following key actions identified for this Priority:**
- › Work with employers to develop and implement carer-friendly workplace guidelines that enable carers to continue to participate in work and promote wellbeing.
 - › Provide information to employers on how they can better support carers who work and carers returning to work through health.vic.gov, WorkSafe WorkWell, Beyond Blue, the Seniors Card business newsletter, Carers Victoria and other carer support organisations.



Case Study

THE CARING COMPANY – HARVARD BUSINESS SCHOOL HOW EMPLOYERS CAN HELP EMPLOYEES MANAGE THEIR CAREGIVING RESPONSIBILITIES – WHILE REDUCING COSTS AND INCREASING PRODUCTIVITY

As the global economy continues to rapidly evolve, Harvard Business School has closely examined the social and economic imperatives for business to develop innovative approaches which support those within their workforce who have caring responsibilities.

The study found that the impact of caregiving will become more pronounced as the economy approaches full employment. It argued that employers will need to overcome instances where employees leave the workforce as a consequence of caring obligations, as well as eliminate barriers to workforce participation and re-entry. Key findings of the report found:

- › Employers do not measure and thus do not realise the extent to which employees are burdened by care;
- › In the absence of a supportive ‘care culture,’ employees worry that admitting to caregiving responsibilities penalises their career growth;
- › Employers do not realise the extent to which caregiving affects employee performance;
- › Employers grossly underestimate the direct and indirect costs of caregiving; and
- › Employers underestimate the spectrum of care responsibilities affecting the different demographics in the organisation.

The full report can be found here www.carersvic.com.au/caringcompany

Establish a statewide education and social connectedness program for young carers

SUPPORTING EDUCATION AND SOCIAL CONNECTEDNESS FOR YOUNG CARERS

A \$5 million investment over three years to establish a statewide education and social connectedness program for young carers, based on the Little Dreamers initiative.

There are more than 71,600 young carers in Victoria – the equivalent of one in ten carers.

Young carers often mature early and undertake roles and responsibilities others do not have to do at their age. Many young carers experience poorer mental health outcomes compared to their peers, and are disadvantaged in their academic performance and job prospects.

Carers Victoria works closely with young carers across the State and has identified the Little Dreamers program as a model of best practice on which a Victoria-wide program could be based. As a support organisation run by young carers, for young carers, their programs provide opportunities for social connection for young carers, raise awareness of young carer issues and foster employment pathways.

Little Dreamers works with young carers and their families to provide Dream Experience, a mentoring, tutoring and case management program. They also provide a Carer Friendly Certification program for schools which assesses policies, protocol, systems of work, and sets expectations on staff and students.

Based on the learnings from Little Dreamers, establishing a new statewide program in Victorian schools in metropolitan, regional and rural Victoria will enable more young carers to continue their education and stay connected in their communities.

This investment will respond to the following Victorian Government priority: Victorian Carer Strategy 2018-22 Priority 2:

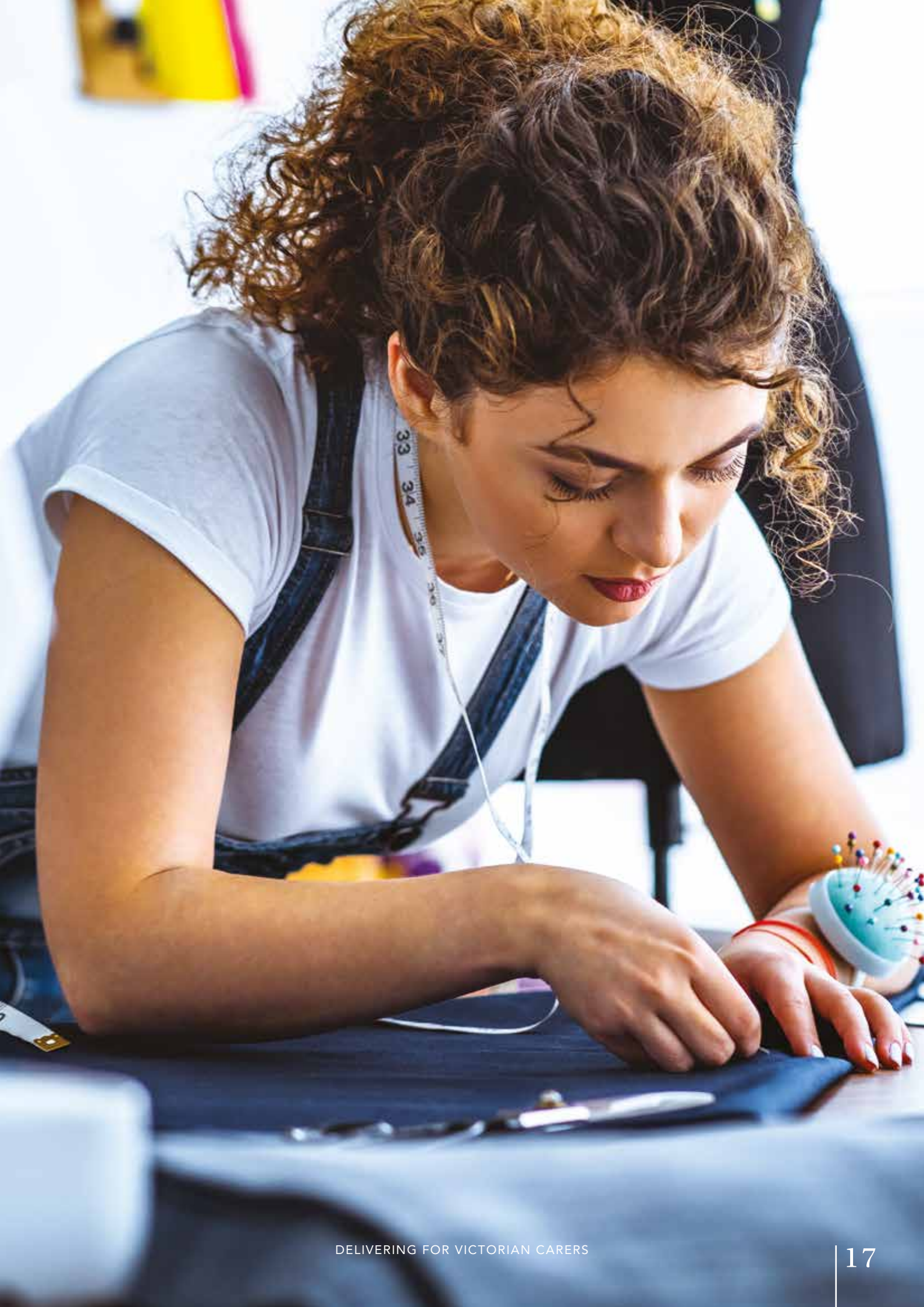
- › ‘Young carers will be supported to complete their education and participate in peer group activities’ (Victorian Carer Strategy 2018-22, 2018, p25).

Based on the Little Dreamers initiative, an investment to establish a statewide education and social connectedness program for young carers:

- › Enhance programs which help young carers to stay connected to friends and remove barriers to participating in recreational, sporting and social events.
- › Work with education providers to better recognise young carers.
- › Use proactive and flexible support arrangements so that young carers can continue to participate in primary, secondary and tertiary education and training.

“I’m teaching her [Vinny] how to become an adult, or a teenager in a sense. So definitely not going to sit here and say it’s easy, because it’s not.”

Moana Hope, National Carers Week 2019 Ambassador



Expand the LaunchME for Young Carers Program to more Victorians

HELPING CARERS TO BECOME THE NEXT GENERATION OF ENTREPRENEURS AND BUILD THE SKILLS THEY NEED FOR THE MODERN WORKFORCE

A \$3.5 million investment over three years to expand the Victorian LaunchME for Carers Program to support more carers become entrepreneurs and build the skills they need for the modern workforce.

LaunchME for Young Carers is a Good Shepherd Microfinance initiative that gives young carers (aged 18 to 25) in Victoria the opportunity to develop, finance and launch their own business as an employment alternative.

The program is tailored to the needs of each participant and includes coaching, mentoring, business planning, building skills and networks, as well as a microenterprise loan to help young carers get their business up and running. Carers Victoria is involved in the program's young carer recruitment process.

Carers Victoria values the Victorian Government's work to transform Victoria into Australia's leading innovation city. Many Victorian young carers seek an opportunity to establish themselves in the entrepreneur community – they just need an opportunity to get involved.

An expansion of the LaunchME program to a broader cohort of carers including those from culturally and linguistically diverse backgrounds, Aboriginal Victorians, transitioning workers and older carers will enable more carers to further their education and contribute to Victoria's innovation sector. This initiative aligns with the remit of LaunchVic, the State Government's Startup Agency.

This investment will respond to the following Victorian Government priority: Victorian Carer Strategy 2018-22 Priority 2

- › 'Young carers will be supported to complete their education and participate in peer group activities' (Victorian Carer Strategy 2018-22, 2018, p25).

An investment in the expansion of the LaunchME for Young Carers Program will meet the following key action identified for this Priority:

- › Work with education providers to better recognise young carers. Use proactive and flexible support arrangements so young carers can continue to participate in primary, secondary and tertiary education and training.

“Finding my first job has given me the opportunity to work towards a goal such as travelling overseas and to focus on longer term career goals.”

Tom, Carer



Case Study

LAUNCHME – HELPING MORE YOUNG CARERS INTO THE WORKFORCE DELIVERING FOR TOM – A YOUNG CARER WHO ASPIRES TO HAVE A FULFILLING CAREER

Tom is a twenty-two-year-old carer who has successfully secured his first job while participating in the LaunchME program.

As the primary carer for his father who struggles with mental illness, addiction and chronic pain, Tom struggled to find a job after completing VCE due to not having any work experience.

“My main goal was to enter the workforce on a casual or part-time basis to then move into full time work.”

As part of the LaunchME program, Tom was partnered with a careers coach who helped him to craft a CV, prepare for interviews and commence the job search.

Now having successfully secured a role in a local call centre, Tom continues to receive tailored feedback and assistance from his coach to help him with his career progression while caring for his dad.

“I couldn’t believe that I continued to receive support when I was in my new job. This included specific advice about managing my caring role. My LaunchME coach worked with the hospital, advocating for in-home respite to ease the pressure on me when I was at work.”



Establish Job Ready: Online toolkit and workshops

PROVIDING RESOURCES TO HELP MORE CARERS FIND A JOB

A \$500,000 investment over one year to develop an online toolkit and face-to-face workshops to support carers to find, or get back into, work.

One of the biggest challenges for Victorian carers is finding work while managing their care responsibilities, as well as getting back into work after a significant period out of the workforce.

One in five carers gives up work to care for someone, and young carers drop out of school at a higher rate than their peers. This means carers tend to have lower household incomes – the weekly median income of a primary carer is \$520, which is 42 per cent lower than a non-carer.

Carers who give up work can lose up to \$60,000 in superannuation for a 10 to 15-year period out of the workforce.

“Caring is incredibly rewarding, but can also be financially and emotionally demanding. That’s why we’re pleased to be giving our carers... more local support.”

Mr Anthony Carbines MLA, Parliamentary Secretary for Carers and Volunteers

Carers Victoria proposes to develop a suite of online resources, such as tips for how to integrate carer experience into a job application, as well as a face-to-face series of workshops to support carers look for employment.

This investment will respond to the following Victorian Government priority: Victorian Carer Strategy 2018-22 Priority 2

- › ‘Victorian carers will have better access to support and training to remain in or re-enter the paid workforce and meet other responsibilities’ (Victorian Carer Strategy 2018-22, 2018, p25).

An investment in the development of this blended learning curriculum for carers will meet the following key action identified for this Priority:

- › Increase carer understanding of the support people in care relationships can receive through the NDIS for potential education and employment opportunities, including through the Information, Linkages and Capacity Building (ILC) part of the Scheme.



Fully costed roadmap to implement the Victorian Carers Strategy

GUIDING THE VICTORIAN CARER STRATEGY 2018-22 IMPLEMENTATION

Carers Victoria welcomes the Victorian Carer Strategy 2018-22, the first whole-of-government strategy which recognises and supports the important work of Victorian carers.

The Strategy outlines five priority areas which will ensure carers:

- › Are healthy and well;
- › Are engaged in education, employment and community;
- › Can access respite and other supports they need, when they want them
- › Have less financial stress; and
- › Are recognised, acknowledged and respected.

As the statewide peak body representing Victoria's 736,600 plus carers, Carers Victoria is well-placed to work with the Victorian Government to implement the Strategy.

Carers Victoria believes an investment of \$250,000 is required to develop a fully costed roadmap to implement the Victorian Carers Strategy 2018-22.



Who is a carer?

72%

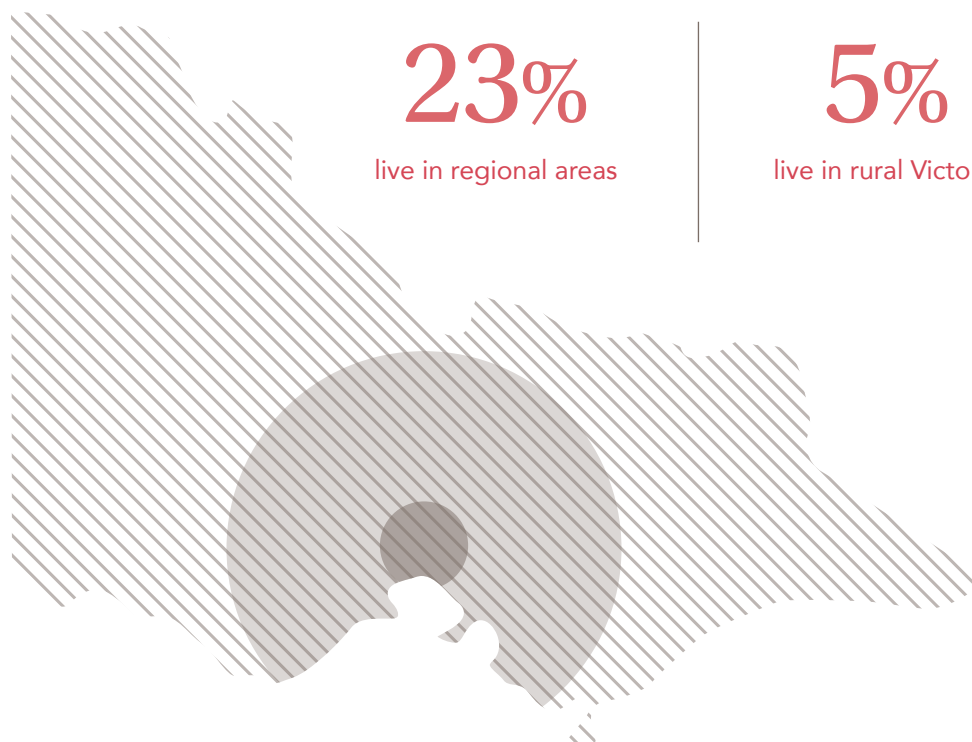
live in major cities

23%

live in regional areas

5%

live in rural Victoria



41%

care for their partner

29%

care for their child
(including adult children)

21%

care for a parent



55%

are women



45%

are men

Anyone at any time
of their life could
find themselves
in a caring role.

For further information,
please contact

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