

Streamlining pathways to employment for family and friend carers



CARER FRIENDLY POLICIES AND PROCEDURES

Review and update policies and procedures to ensure that leave entitlements, flexibility and work options are clearly stated in policies. Consider becoming an accredited carer-friendly employer through the [Carers + Employers](#) program.

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JOB POSTINGS

Highlight carer friendly policies and procedures and encourage carers to apply to the roles. Distinguish between what skills and qualifications are desirable and what are required for the role and what recognition can be provided for skills developed through unpaid caring experience.



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INTERVIEWS

Provide flexibility when arranging interviews. Approach interviews with an open mindset and encourage carers to draw on their caring experiences to provide examples where appropriate. Invite discussions about their caring role, availability and qualifications and work together to identify potential supports or arrangements that will foster successful employment.



ONBOARDING

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Review what checks and training are required to be completed before commencing onboarding or employment. Establish which can be completed after commencing to reduce barriers for carers. Consider what support can be provided to fund and complete required checks and training.



COMMENCING EMPLOYMENT

Consider what support can be provided to carers starting employment, such as additional training or support during the onboarding period. Additionally, consider what adjustments can be made to support carers transitioning back into employment, such as commencing on reduced hours or days and increasing over time.

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