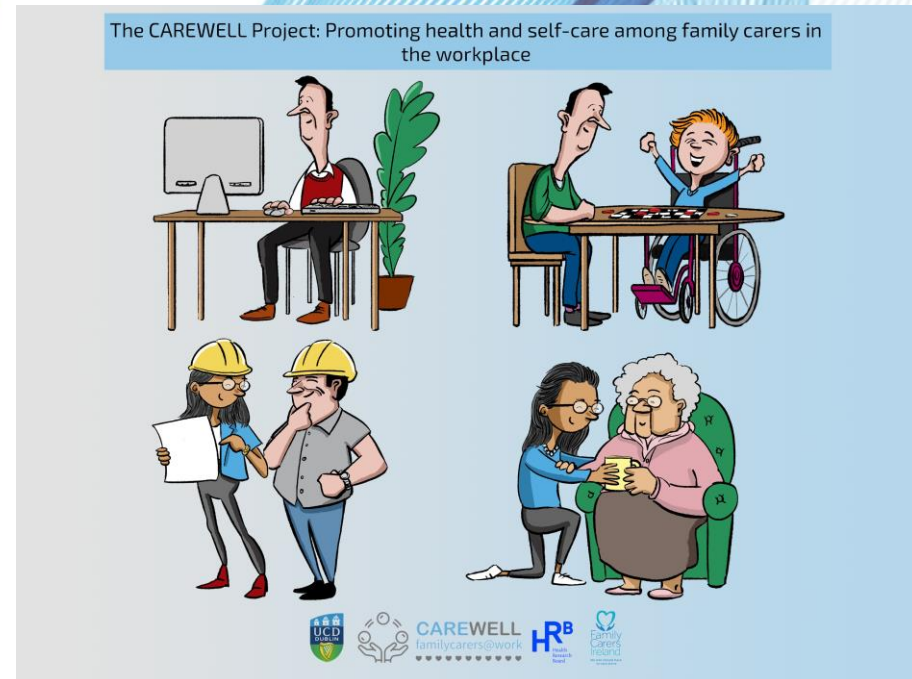


The CAREWELL Project: Promoting Health and Selfcare among Family Carers in the Workplace

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Presentation Structure

- CAREWELL background
 - CAREWELL work packages
 - CAREWELL Conversations podcast
 - CAREWELL projected outcomes
- 

Inception of the CAREWELL Project

Collaboration between researchers at University College Dublin and Family Carer's Ireland to examine how family carers can best be supported to balance work with care

Project funded by the Health Research Board in 2017

Duration of project is 48 months but intercepted by COVID-19

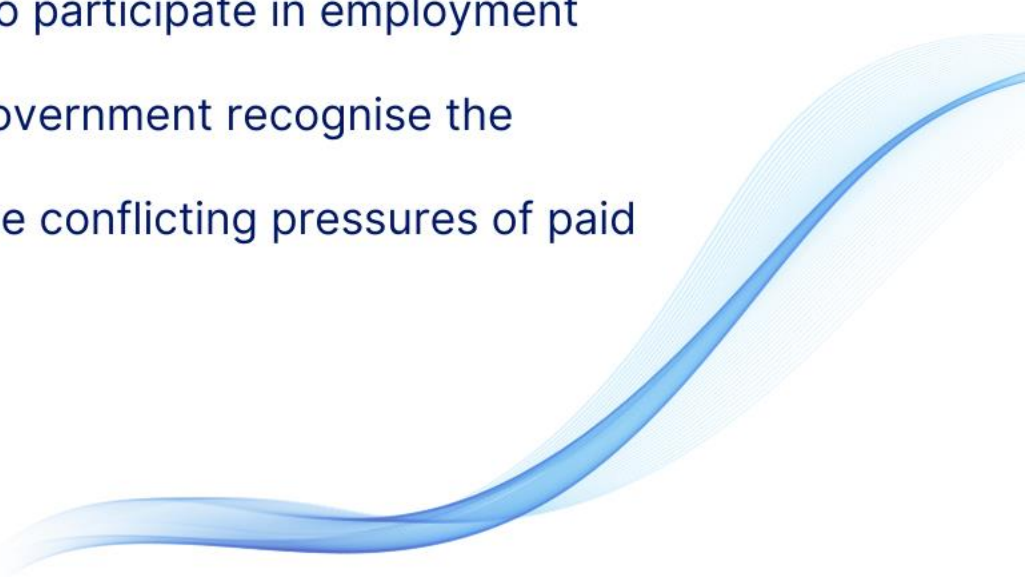


CAREWELL
familycarers@work
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Background Information on CAREWELL

- Family carers are the main source of informal care for those with long-term illness, disability or those living with frailty in the community
 - Approximately 13% of the Irish population who are 15 years & over are informal carers
 - With an ageing population, the demand for care is predicted to exceed supply
 - At least 50% of those who engage in informal care work also participate in employment
 - The World Health Organisation, European Union and Irish government recognise the importance of introducing measures aimed at reconciling the conflicting pressures of paid work and informal care
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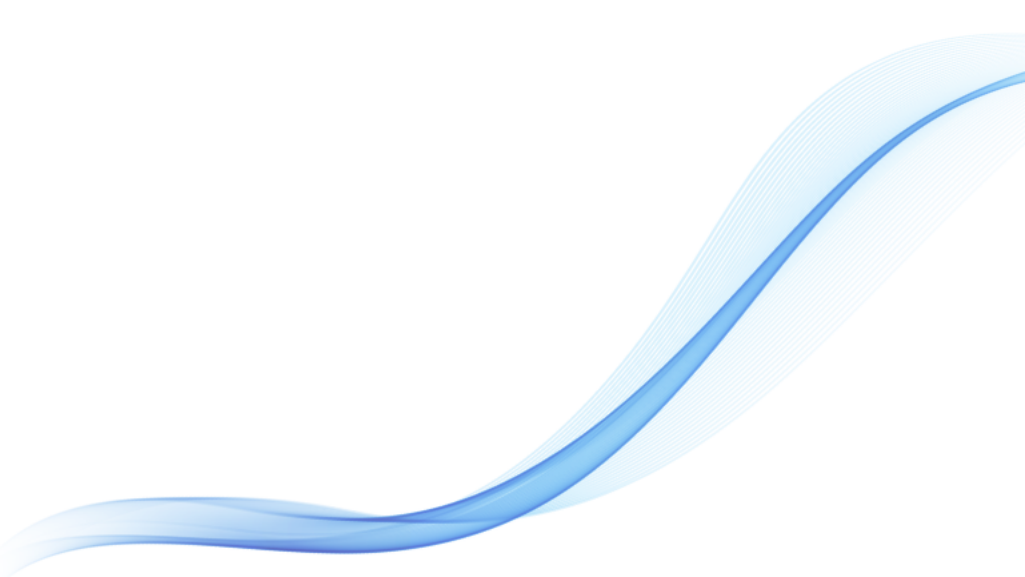
Background Information on CAREWELL



- The CAREWELL Project in response aims to design, develop and co-create an evidence-based, workplace-based programme to promote health and self-care among working family carers
- The CAREWELL Project comprises of 3 main work packages, research that was conducted in response to the COVID-19 pandemic and the CAREWELL conversations podcast



CAREWELL Work Package 1 Study 1: A Scoping Review Mapping Existing Literature on Working Family Carers

- The scoping review examined the scope and nature of evidence on 'working family carers'
 - Protocol was published at HRB Open research
 - Two hundred and sixty-three publications were included in the scoping review
 - Findings are under journal review
- 



A Scoping Review Mapping Existing Literature on Working Family Carers

Main Findings

- Research in the field is chiefly observational and descriptive, with a dearth of experimental studies; suggests the need for more reliable evidence to guide decision-making
- Thematic analyses indicated that:
 - caring was primarily a gendered activity, with women more likely to engage in this role
 - health outcomes for working family carers was compromised in the areas of mental health, physical health, and health behaviour engagement
 - negative employment outcomes, and conflicting work and family priorities were often encountered
 - the central importance of support services for working family carers was highlighted

A Scoping Review Mapping Existing Literature on Working Family Carers

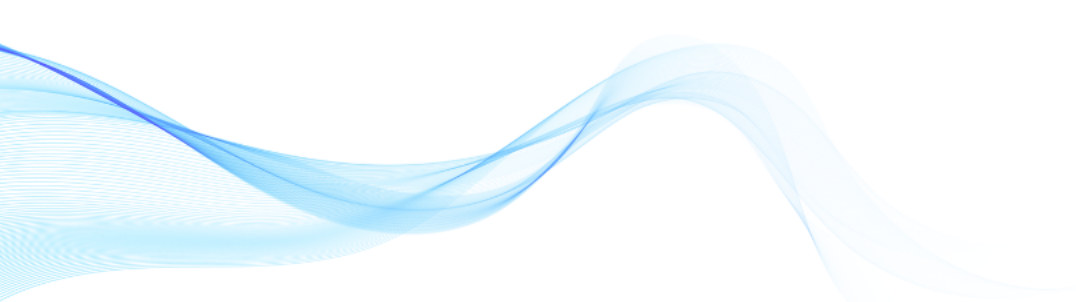


Application of Findings

- Current research represents the realities of working family carers in Europe, America, Canada, Australia, and some parts of Asia, raising the question of the wider generalisability
- There is crucial importance in alleviating the pressures associated with balancing work with care, by introducing relevant support services and policies to support working family carers

CAREWELL Work Package 1

Study 2: Making it Work: A Qualitative study of the Work-Care Reconciliation Strategies Adopted by Family Carers in Ireland to Sustain their Caring Role



Overview

- Semi-structured, face-to-face interviews were conducted between June and September 2019, prior to the COVID-19 pandemic
- 7 women and 3 men participated
- Published in the Journal of Community, Work and Family

Main Findings

- Care of a relative always took precedence over work
- Strategies which enabled the carers to engage in the family caregiving role were:
 - taking carers' leave, making a career change, taking a career break, altering work schedules, working remotely, declining work opportunities, moving to a family-friendly employer, & taking early retirement or voluntary redundancy
- Working family carers place significant value on remaining in employment
- Employers need to be made aware of the needs and challenges of working family carers, and the supports that enable working family carers to function effectively

CAREWELL Work Package 2

Study 1: Research on Health, Wellbeing and Support Needs of Employees who Balance Work with Care

Study methods comprise of surveys and focus groups



Areas/ Topics covered

The workplace support available for family carers.
The support needs of employed family carers.
The health and self-care behaviours among family carers.

Preliminary Findings

Family Carers were predominantly females.

Flexible working arrangements greatly suited carers combining family care with employment.

Carers found that engaging in self-care activities such as exercise and mindfulness was helpful.

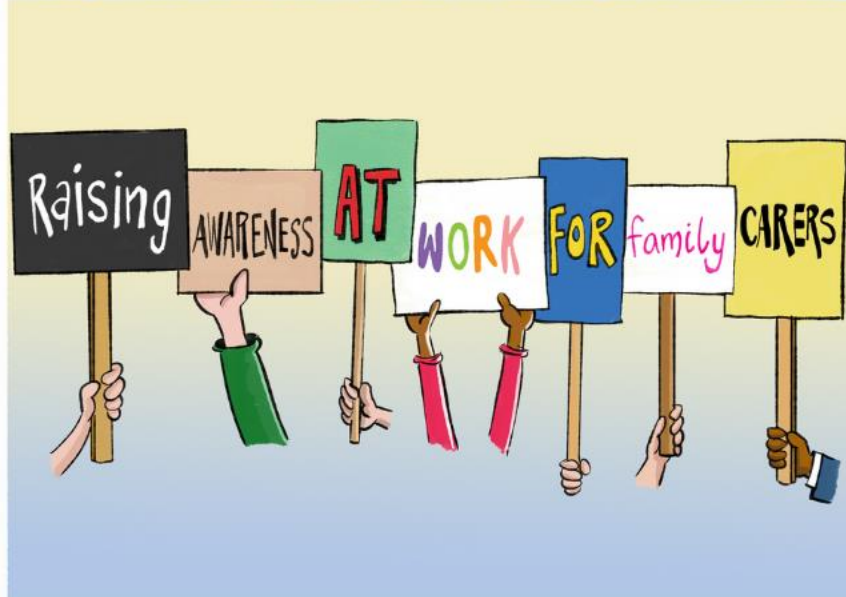
There was a general apprehension to contact the HR to inquire about the support available at the workplace

CAREWELL Work Package

2 Study 2: Employer/ Manager Based Research to Support Health, Wellbeing and Support Needs of Employees

Balancing Work with Care

Study methods comprise of surveys and focus groups



Areas/ Topics covered

The manager knowledge about the support available for family carers at the workplace.

The role of line managers in providing the available support.

Preliminary Findings

The Line Managers recognised the importance of their role in shaping the family carers perceptions of the workplace support available.

The Managers recognised the importance of offering flexibility in working hours for family carers and offered flexible working hours where possible.

A majority of the managers felt inadequately informed about the policies, supports and services within the organisation.

Shortage of Resources to offer support was also identified.

Covid-19 Inspired Research : Family carers' experiences of balancing work and care in Ireland during the COVID-19 pandemic

- Aimed to examine the impact of the COVID-19 pandemic on family carers, their employment and care-giving responsibilities, through the lens of the Conservation of Resources (COR) theory
- Sixteen one-to-one, in-depth, semi-structured interviews were carried out with family carers between June and September 2020
- Findings published in Health & Social Care in the Community

Main Findings

- Family carers were the invisible workforce in the community during the COVID-19 pandemic, often without sufficient supports
- Findings were consistent with the principles of the COR theory, in which working family carers experienced immense anxiety, uncertainty, isolation and stress due to a loss of resources
- There is need to increase access to replacement care due to withdrawal or reduction in services during the pandemic
- Flexible work options are pivotal in enabling family carers to successfully reconcile work and care

CAREWELL Work Package 3: A Feasibility Study to Assess the Impact of a Programme on the Self-Care Behaviours of Working Family Carers

An evidence-based program based on:

- Scoping review findings on extant literature on working family carers
- Qualitative research on work-care reconciliation strategies adopted by working family carers
- Survey and focus group results of health and self-care behaviours of working family carers
- Survey and focus group results from employers and managers who support working family carers
- Family carers' experiences of balancing work and care in Ireland during the COVID-19 pandemic
- A validation workshop with stakeholders (working family carers, employers, managers, and research collaborators)

CAREWELL Podcast



- The podcast series CAREWELL Conversations was launched on the 28th of April 2022
- The aim of the series is to engage with employers, HR professionals, employee representative organisations, family carers and the research community
- To have the 'conversations' about the issues and challenges facing family carers who combine employment with caring for a family member who has a disability, chronic illness or who is ageing
- 10 episodes to date with guests including,
 - Ms Mary Connaughton CIPD
 - Ms Lizzie Falconer, family carer combining caring and paid employment.
 - Ms Fiona O'Neill, family carer and founder of Count on Us Recruitment.
 - Prof. Kathleen Lynch, UCD
 - Mr. Stecy Yghemonos, Eurocarers

CAREWELL Conversations Episode overview



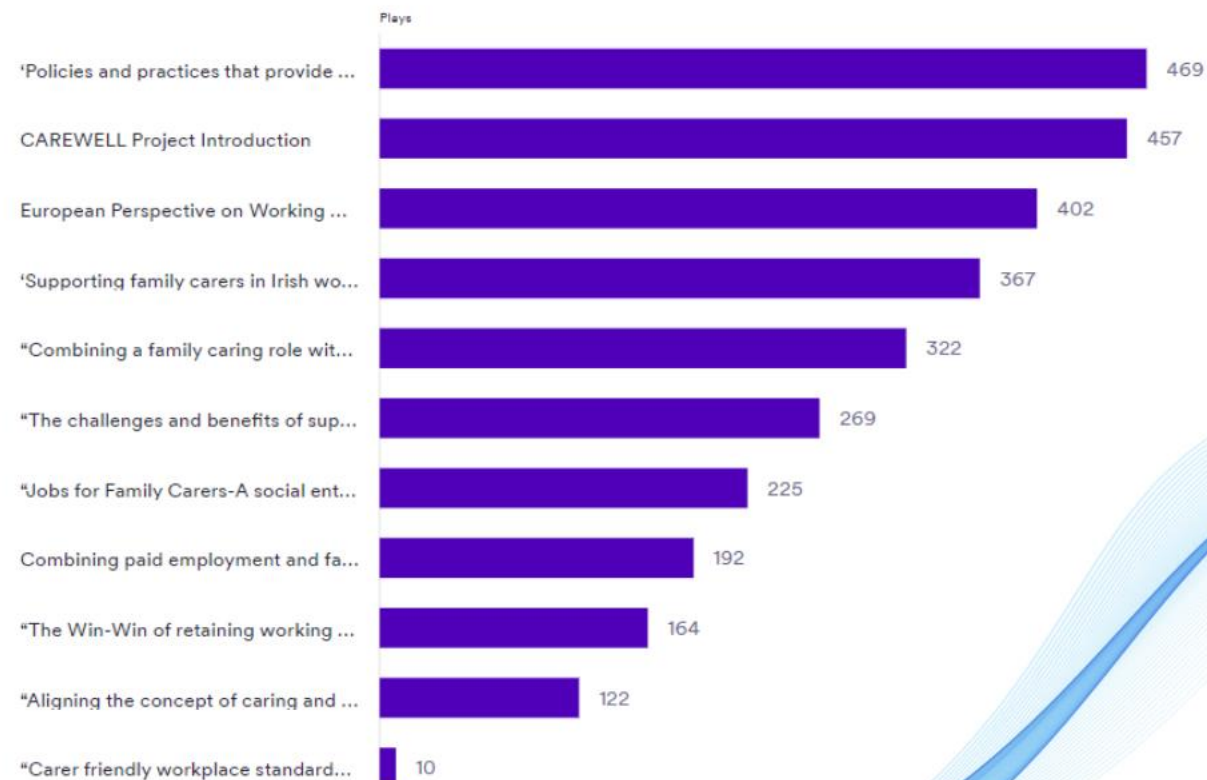
PODCAST CAREWELL Conversations

Available on 2 platforms >

Share

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OVERVIEW AUDIENCE EPISODE RANKINGS



Impact of Podcast on CAREWELL project website





CAREWELL Project Anticipated Outcomes

- Increased visibility of the health and wellbeing needs of working family carers among policymakers
- Expansion in the evidence base of literature on working family carers
- Creation of a health and wellbeing programme for working family carers
- Collaboration of working family carers, academics, government officials and non-government representatives
for the forward-momentum of the needs of working family carers

