

Top Tips for Businesses

This guidance has been drawn together following research with project partners, families and early years and childcare providers who have been part of the PACE project. The project involved 12 partners from 4 different European countries.

Objectives were

- **Improving access to childcare**
- **Supporting parents' journey to employment**

These questions for consideration are designed to support employers and businesses to be more flexible with their employment opportunities to parents and families.

Interreg 
EUROPEAN UNION
2 Seas Mers Zeeën

PACE

European Regional Development Fund



THE EDUCATION PEOPLE



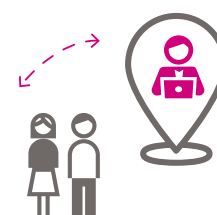
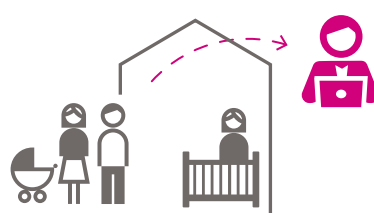
Points to consider

- How can you offer flexible interview times to fit in with potential applicant's family commitments and/or childcare arrangements?
- When looking at recruiting to a job vacancy, could flexible working arrangements be offered to support family/ childcare commitments?
- How are your flexible working arrangements communicated with potential applicants? For example, letter, email or on your website
- Do you include in job adverts your approach to flexibility for families, how can you further offer inclusivity to attract the right person for the job? For example, job share opportunities, or flexible working
- Do you include information in application packs that would support parents in finding childcare to enable them to attend an interview?
www.kent.gov.uk/education-and-children/childcare-and-pre-school

Case study

'Emma is a single parent with 2 daughters who lacked in confidence and self-esteem. She was referred to the PACE Project and took part in the Learning Links programmes initially to help build her confidence, she was able to bring her youngest daughter as a creche was provided as part of the 10 week programme. When Emma finished the programme she understood the importance of early years education for her daughter and with confidence, she was able to attend various courses to build up her employment skills and self-confidence. As she needed flexible and occasional childcare in order to attend the courses, the PACE project manager was able to identify a suitable nursery that was accessible via public transport, Emma was able to discuss her needs directly with the nursery, who understood the importance of offering flexible childcare to support Emma's needs. Emma became a volunteer with the Children's Centre, volunteering 2 days per week whilst her daughter attended nursery using the funded childcare for 3 years olds. In the meantime Emma has been applying for part-time jobs and pre-arranged occasional childcare with the nursery, so she could attend interviews when needed. Emma was successful in gaining employment as a Mid-day Supervisor with the local school and is currently training to completing her teaching assistant qualification.

- Who are your local childcare providers, could they support your workforce and secure the retention of staff?
- Are you aware of the 30 hours free childcare for 3 and 4 year olds to support your employees?
www.childcarechoices.gov.uk



- Do you have any volunteer opportunities to support individuals in their journey back to work, how are these advertised?
- How are you supporting flexible working to support the needs of families, how is this communicated to your existing workforce and potential employees?