

# Top Tips for Employment Services

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.

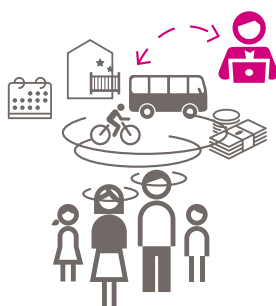
**Interreg**   
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## Case study

‘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.

## Points to consider

- Is childcare a barrier to a parent taking up employment? How can these be overcome?
- Are you able to allocate a consistent worker to parents as this will increase the chances of engagement by the parent?
- Are parents aware of the funding that is available to support the costs of childcare and how to access this? [www.childcarechoices.gov.uk](http://www.childcarechoices.gov.uk)
- Have the childcare needs for the whole family been considered, e.g. out of school and holiday care for older children?
- A discussion early on with the parents about ideal job prospects and working patterns need to be considered when looking at childcare options
- Kent Children and Families Information Service (CFIS) can provide information on local childcare providers 03000 412323 [www.kent.gov.uk/education-and-children/childcare-and-pre-school](http://www.kent.gov.uk/education-and-children/childcare-and-pre-school)
- Consider timings and location of training, interviews and appointments to allow parents to find suitable childcare as this will increase parents’ attendance – could a creche be provided?
- Are there any funding streams that would support parents with their travel costs, childcare costs and any other associated back to work costs?
- Are there any other barriers to parents accessing employment-how are parents signposted to services that can help overcome these barriers e.g. children’s centre, housing
- Do you have any network groups that parents could join to support them with their journey?
- Do you have space and resources for children to play during meetings?
- Attendance at meetings for parents may be affected by the needs of their children, can you consider this in timescales and expectations? [www.kent.gov.uk/education-and-children/childcare-and-pre-school/find-childcare](http://www.kent.gov.uk/education-and-children/childcare-and-pre-school/find-childcare)

