

CULTURE PERTH & KINROSS

[Culture Perth and Kinross](#)

(CPK) is a charitable trust which delivers museums, galleries and arts development as well as excellent community based services, including libraries and community facilities, which enrich the lives of citizens of and visitors to Perth and Kinross. We are committed to contributing to the area's economic and social wellbeing and we do this by getting more people, more involved in cultural and creative activity.

We spoke to Jordan from CPK who answered some questions many young carers consider when contemplating employment.

Q. WHAT PERSONAL QUALITIES DO YOU LOOK FOR WHEN YOU ARE EMPLOYING SOMEONE?

“As an employer we look for the following qualities - trust worthy, honest, dependable, professional, committed, and hardworking.”

Q. WHAT SKILLS WOULD YOU EXPECT A PERSON TO HAVE IF THEY APPLIED TO WORK WITH YOU?

“The skills we look for are, time management, communication skills, organisational skills, motivated / can use own initiative.”

Q. WOULD YOU CONSIDER LIFE SKILLS THEY HAD ACQUIRED THROUGH A CARING ROLE?

“Yes we would, at interview we want to see how people can show these skills in practice. Many of the skills that people demonstrate day to day can be transferred to the work place and that's what we want to see. E.g. organisations skills – managing someone's day to day activity/ routine while providing support.”

Q. IF SOMEONE HAD NO PAID EMPLOYMENT BUT HAD EXPERIENCE AS AN UNPAID CARER, WOULD YOU CONSIDER THIS EXPERIENCE AS PART OF THEIR JOB HISTORY?

“For many roles we would consider these experiences as part of job history as long as you were able to demonstrate how these link to the experience we ask for.”

Q. HOW 'CARER FRIENDLY' IS YOUR WORKPLACE? CAN YOU GIVE ANY EXAMPLES?

“Our organisation has numerous staff that have caring roles out with of work. We have for instance supported some staff to take time off at specific times to support caring at home (locally) and allowed staff to alter their work pattern with colleagues to allow caring responsibility to happen during the day. Some positions are less flexible due to being single staffed and buildings opening for set times.”

Q. ARE YOU FLEXIBLE WITH TIME OFF, IF A YOUNG CARER NEEDED TO TAKE TIME OFF, ESPECIALLY AT SHORT NOTICE, WILL THIS BE OKAY?

“Yes, we do ask that as much notice is given as possible to ensure cover for frontline services can continue. We do support staff with emergency annual leave and unpaid leave requests as and when possible.”