

# How to Conquer Key Return to Work Barriers

## BARRIERS

## ENABLERS

### Workforce Re-entry

- Perceived lack of skills
- Resume gaps
- Lack of confidence
- Mothers' guilt
- Difficult to build networks
- Discrimination
- Fear
- Financial constraints
- Lack of, or "rusty", skills
- Impacts of a long time out of the workforce
- Not easy to get flexible work



- List all your achievements and skills
- Map workplace equivalent to parenting and other skills
- Consider a functional resume (focussed on competencies rather than dates)
- Know your "why"
- Talk to others doing what you want to do
- Volunteer to build skills
- Find a mentor
- Do short courses (check out online MOOCs)
- Access the hidden job market
- Flexible job advertisers

### Childcare

- Availability of childcare
- Cost of childcare
- Children with special needs
- Lack of support
- Difficult to manage children's activities when working
- No family locally



- Pursue a job with flexible hours
- Consider before and after school care when selecting schools
- Share care with other parents
- Investigate government rebates / benefits
- Consider hiring a nanny
- Swap children over school holidays
- Job share
- Ask relatives to look after your children
- Work from home

### Personal challenges

- No confidence
- Guilt
- Fitting in with partner's work commitments
- Unsupportive / absent partner
- Not enough time for everything
- Family structure / expectations
- Other family commitments



- Ask for what you need – allow others the gift of helping
- Create your own support network
- Develop a family agreement for task sharing / give the kids 'real' jobs
- Talk to other families for ideas
- Consider home-based work / own business
- Schedule time for what energises you

### Work commitments

- Sick children
- Difficult to work extra time or out of hours
- Finding enough time for everything
- Want to be involved in school / extra curricula activities



- Have a backup childcare plan
- Work less hours – find a job share partner
- Research your rights in the workplace
- Communicate well with your employer to meet your needs and theirs
- Understand value of flexibility to business
- Prepare meals in advance and freeze
- Online shopping / buy in bulk
- Outsource household tasks eg. cleaning