

dohr:

*Making the workplace a better place to be
with Donna Obstfeld (Chartered FCIPD)*



MAKING FLEXIBLE WORKING WORK FOR YOU

The new term is well underway with the kids finally back at school and you may well feel the beginnings of boredom setting in. You've noticed that you have a few hours in the middle of the day, and you're starting to wonder if you could use them to earn some extra cash. Deciding to go back to work raises many questions: Will someone employ you on a part-time basis only? Could you arrange suitable childcare? Will there be the potential to job share? You may be concerned as to how long you have been out of the job market. You may also need to update your CV. Was your job life 'before kids' a suitable career for you now? If not, are your skills transferrable?

The answers to all of these questions will vary for each and every one of you, but there are some definite advantages for the



enlightened employer if they choose to take a mum returning to work. There can be some disadvantages too, whether you're the mum returning to work or the employer, be prepared to address how you handle a sick child or a school play or sports day.

Businesses still need staff, however, in the current economic climate some businesses are more cautious about a full time commitment and the costs that entails. Having a flexible workforce who are well trained and highly qualified can bring significant advantages to small local companies.

If you intend to embark on a new career, be realistic about what you can offer an employer in terms of time, skills and experience. Ensure your CV is an accurate reflection of what you can give and have your childcare in place to allow cover for all circumstances.

Employers – remember you are getting a bargain: highly qualified, very experienced potential ex big-firm employees who have so much to offer your business. You won't pay city salaries, but you get the quality – you just need to be flexible, open minded and business focussed. Be clear about what your business needs and keep in mind how your flexible workforce can add real value.

At DOHR, we can help employers to recruit a flexible workforce to meet their business needs. For further information please visit our website www.dohr.co.uk or call us on 01923 504100.

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