

Shaping Brighter Tomorrows

Lone Parents, Poverty & Work Project

Louise Park

Project Coordinator



Fife
Gingerbread

“Before I started this, I felt depressed, trapped, hopeless. Like I was being punished for being a lone parent. Guilt and shame for not being able to find a flexible job to provide for my son.”

It's time we ask employers to be part of the solution to child poverty.



Fife
Gingerbread

Rethinking Employability for Lone Parents



- Born from frontline experience of poverty & employability gaps
- Launched in 2022 to promote “lone parent positive workplaces” in Fife
- Shifting focus: from “fixing” people to changing workplaces
- Collaborating with brave employers to challenge the status quo

The Traineeship Model

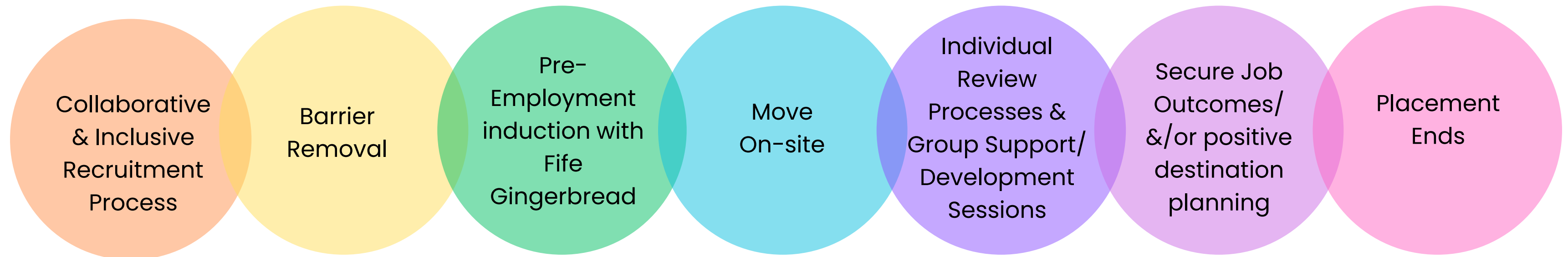
The model is a supported, relationship-based approach that partners with inclusive employers to provide paid, flexible placements for lone parents, building confidence, skills, and pathways into sustainable employment.

- First tested in 2023 within Fife Council and a partnership with Fife Jobs Contract Life Chances Scheme
- We then explored roles within social care – placing 4 lone parents into flexibly auxiliary roles within a local care home
- 2024, we collaborated with Education at Fife Council to explore pupil support roles.



The Traineeship Timeline

6 month paid-placement



Fife
Gingerbread



The PSA Traineeship



6-MONTH PAID-PLACEMENT

grounded in Fair Work

CO-DESIGNED

alongside lone parents and partners

BARRIER REMOVAL

Financial, personal and structural

HOLISTIC SUPPORT

From the beginning, direct from Fife
Gingerbread

CAREER PROGRESSION

SCQF Level 6 – NQ Process of Play

The Outcomes

- **3** parents now in full-time school roles.
- **1** in part-time work at a school nearer home.
- **1** in part-time supply role.
- **4** joined supply list.

All **9** parents pursuing further qualifications.

Strong peer networks and higher confidence.

Learning within the services and partners to enhance the project further



“I have had the best 6 months experience ever, from doing the pre-placement training to my paid-placement I’ve enjoyed every step, I also made friends along the way and really got out my comfort zone, I’ve loved having [Fife Gingerbread] support us and cheer us on whatever we’ve been doing ...”

A person-centred approach to employability means we’re more likely to get better outcomes for parents and for employers



Fife
Gingerbread

Impact

Since 2023, LPPW has helped to place **26** lone parents into paid-placement opportunities using our traineeship model

- **17** completed placement and moved into sustainable job/or positive outcomes.
- **3** continuing placement in Fife Leisure Trust
- **3** just starting their journey last week with a sustainable third sector organisation



Changing Systems

TRAINEESHIP MODEL

Our model works, but we are keen to upscale, move into different sectors while prioritising lone parent family needs.



PROGRESSION FOR LONE PARENTS

Identify sectors that offer progression opportunities through further education or experience-based development.

LONE PARENT POSITIVE WORKPLACES SCOTLAND

Ambitious new project centering around lone parent voices and national upscale.

"I am extremely grateful for the opportunity to be part of this project and will be forever in debt to Fife Gingerbread for their continued support throughout this process. Thank you for allowing me to pursue the career I have always dreamed of, and in doing so become a better parent to my son."

Employability is more than statistics; it is directly linked to tackling child poverty and improving lives.

Let's remove barriers together.



Fife
Gingerbread

Lone Parents, Poverty & Work Project



louise.park@fifegingerbread.org.uk

