

Chocolate & Love -

A Progressive Recruiter in Fife

Charlotte is a lone parent, caring for two school-age children in Glenrothes. She would love to get back to work, but with no other family support available, finding hours that fit around the school day was vital. And then there's Universal Credit to navigate too, to make sure paid work actually paid.

Lorraine Wade, from Chocolate & Love, contacted us last year after hearing about our work with lone parents. Lorraine explained that she had a number of hours to be filled – and heard that Fife Gingerbread helped employers to find the right staff if they could offer flexible hours.

After a few phone calls and a chat at the office, we explained that here at Fife Gingerbread, the parents we work with are mostly lone parents who experience challenges in relation to childcare. To fill the roles, Chocolate & Love were willing to be extremely flexible, even offering to open the warehouse earlier in the morning or later in the evening if necessary. It's a match!

Lone parents can find it challenging to find a suitable role and need an employer who can do something a little differently. Our team know that lone parents have a number of transferrable skills that can bring energy to employment- it's an untapped market that can be discovered by offering flexible, family-friendly working hours.

Working together, Fife Gingerbread and the family-run business offered a number of supported parents sessional work to fulfil orders for their luxury chocolate for the festive period. This would help parents earn a little extra money in the run-up to Christmas without having an impact on their Universal Credit claim.

On arrival, our parents were made to feel welcome and were given an introduction to the other members of staff and shown where the kettle was- most important! All enjoyed their first day and the experience of being in a working environment and all went home with a big bag of chocolate! What wasn't to (Chocolate &) Love!

Charlotte loved the opportunity and impressed Lorraine with her work ethic and energy. After the initial contract, Charlotte has undertaken a number of hours on an ad-hoc basis and hopes to continue working with Chocolate & Love.

“The parents we have employed through Fife Gingerbread have been able to turn their hands to a number of different tasks and are available quite often at short notice. We’re delighted to have them as part of our small team as they bring a lot of energy and are great fun to work with. They have been invaluable to us during the busy lead-up to Christmas and we hope to continue the relationships we have formed with the parents and Fife Gingerbread into the New Year and beyond” **Lorraine Wade, Accounts Manager, Chocolate & Love**

“Working at Chocolate & Love has been a great opportunity for me over the past few months. They understand that as a single parent, I sometimes face challenges juggling work and childcare and they have been great, allowing me to work a small number of hours within the school day so that it didn’t affect my Universal Credit claim” **Charlotte, Fife Gingerbread Parent**

Can you offer flexible hours to parents during the school day? Are you recruiting or struggling to fill vacancies? Find out more about our Lone Parents, Poverty & Work Initiative [here](#) or contact Lyndsey Thomson - Project Coordinator, Lone Parents, Poverty & Work.

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