

Hy Spec – Flexible Recruitment in a Skilled Trade?

Trevor is a lone parent to three young children in Kirkcaldy. An industrial painter for his entire career, working all over Scotland, he was unable to continue in this line of work after becoming the sole care provider for his three daughters.

In need of part-time, flexible, and sustainable employment during the school day that would allow Trevor to be around during the school holidays, keep doing the school run, and maximise his income, Trevor resigned himself to a career change and applied for jobs he had little or no experience of, without success.

Through a chance conversation between Project Coordinator, Lyndsey Thomson, and Hy Spec, one of Trevor's former employers, Jordan Sammutt, Operations Director, was keen to help if he could. Working with Fife Gingerbread, the industrial painting specialists were able to offer Trevor a bespoke, part-time, flexible role as a Storeman / Industrial Painter. On a trial basis, Trevor would work fifteen hours per week over three days between the hours of 9.30 am and 2.30 pm with any overtime accrued being taken as TOIL during school holidays and such. This would reduce the need for childcare and allow Trevor to return to his trade and support his family.

“Thank you so much for everything you have done for us. The support I received from Fife Gingerbread and now being able to go back to doing what I know best has brought me to tears. I feel like I have my life back!” **Trevor, Fife Gingerbread Parent**

“It was our pleasure to collaborate with Fife Gingerbread on this occasion, welcoming Trevor back to Hy Spec with a solution that we hope works well for all.” **Jordan Sammutt, Operational Director, Hy Spec**

Can you offer part-time, term-time hours during the school day to lone parents in Fife? Find out more about the Lone Parent, Poverty & Work Initiative [here](#) or contact Lyndsey Thomson, Project Coordinator at Lyndsey.thomson@fifegingerbread.org.uk