

# MAKING WORK WORK

Fair and Flexible Futures for Scottish Mums

## Programme Information

[makingworkwork.scot/fairflexiblefutures](https://makingworkwork.scot/fairflexiblefutures)

*in partnership with*



# What is Making Work Work?

**Making Work Work is a** suite of employability programmes to support women to return to or progress in work.

**Created by Lynn Houmndi**

Lynn is passionate about making work work. She works to help people access meaningful, fulfilling work that fits with the commitments and enjoyment of life. She does this through [Making Work Work](#), which she designed and delivers with The Challenges Group and also through her Facebook community, [Flexible Working Scotland](#). For this work, Lynn was named Flex Influencer at [Scotland's Flexible Working Awards 2022](#). [This is Lynn's story](#).



**Our Purpose is** to empower women to find or progress in work that works which is fulfilling and meaningful.

## **Our Broader aims:**

- To contribute to more positive and productive workplace cultures where people can contribute in a way which fits with their lifestyles and commitments
- To improve the diversity of workplaces and address the Gender Pay Gap by supporting women to enter, return to or progress in work commensurate with their skills and aspirations
- To lift incomes of families by enabling women to work
- To help women to devise (work)life blends that suit them, their families and lifestyles
- To help normalise flexible and part-time working and the idea that not all careers are linear

**In just over five years we have trained almost 400 women across seven different programmes of whom 71% are in employment, have progressed their career or set up their own business. The average increase in employment across our programmes is 35% employed to 65% employed!**

# How is Making Work Work different?



Holistic Approach: wrap-around support including self-study and mentoring; lasting help beyond the programme



Sector agnostic: we support you to choose the right sector



Values-led and purpose-driven: social business supporting your fulfilment



Peer-led learning ethos: learn from each other



Connection: sharing our networks, building yours and signposting you to additional support



Flexible working: the know-how, finding the best employers and negotiating what works for you



# Fair & Flexible Futures for Scottish Mums

This brand-new programme in partnership with the Scottish Government is a nation-wide pilot designed to align with the Scottish Government's focus on tackling child poverty.

By supporting mothers to find work which aligns with their skills and aspirations, and their financial futures, we can help create lasting change, not just for individuals, but for their families and communities too.

## Participants will get:

- Employability skills refresh
- Professional confidence and identity rebuilding
- Expanded networks
- Chartered Management Institute-recognised training plus a CPD certificate
- One to one job coaching
- Support to maximise income and benefits
- A 1-page professional profile
- A clear plan to return to work
- Signposting to local services and support

## Eligibility

Our target audience is **mothers who:**

- Fall into at least one of the following categories
  - Lone parent families
  - Minority ethnic families
  - Families with a disabled adult or child
  - Families with a mother aged under 25
  - Families with a child under one
  - Larger families (3+ children)
- And are in receipt of benefits.



# Training Content and Timetable

**Training is held over zoom (live) two mornings a week (Monday / Wednesday), 10am-1pm**

Starting 23<sup>rd</sup> February, finishing 30<sup>th</sup> March, we will hold 11 live sessions:

- Introduction to the programme and each other, Setting Goals
- Transferable Skills & Squiggly Careers
- Introduction to Management and the Chartered Management Institute
- Personal and Professional Development, Reflective Practice
- (Work)Life Blend and Flexible Working
- Workplace Cultures
- Income Maximisation Workshop
- Applications, CVs and Interviews
- Working in a Team
- Your Career Planning
- Closing Session

You will also receive two additional pre-recorded modules :

- LinkedIn – how to build a profile
- Exploring and Building Confidence



**Attendance is mandatory to receive certificate of completion and take advantage of the holistic curriculum.**

**Please note: We do not record sessions in order to create a safe, confidential environment.**



# What our participants say

"An incredible safe and supportive space to start you back on your career journey. Judgement free. There to celebrate highs, support through lows, guide, encourage and share knowledge and skills at every step."

**Sema**

"MWW is a great programme for women with professional experience and a career gap who find it difficult to get back into work at the correct level.

It is effective in beginning the process as well as helping women make a strategic plan for how to accomplish their goals."

**Kimberley**

"Making Work Work helped me realise that I have an amazing set of skills and potential to make a career change and do what's right for me and my family.

It also introduced me to some incredible women."

**Eva**

"Eye-opening! It allowed me to examine where I was in my life and where I wanted to go... It was just a huge confidence boost and showed me where other women are in their journey. I always felt alone but now I know I'm not!"

**Nadine**

"Overall, course was just life changing and I will always be grateful to have experienced it!"

**Barbora**

"Making Work Work has given me more confidence; it has made me feel supported; it has been an uplifting experience. I've met fabulous, talented women, providers and participants alike."

**Sam**

"Really fantastic programme that really helped me build my confidence. Well delivered, good mix of content and great support."

**Emma**



**Join a friendly, supportive Community of women like you**

## Apply



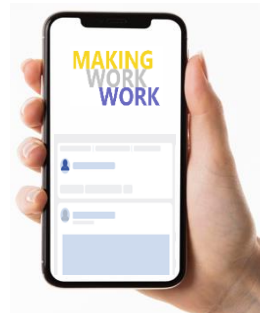
<https://www.makingworkwork.scot/fairflexiblefutures>

## Ask a question



[womenreturners@thechallengesgroup.com](mailto:womenreturners@thechallengesgroup.com)

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