



# the **GEM** programme



**TALENT IN HOUSE**



*The GEM Programme  
gave me the opportunity to  
try my hand at a career in  
housing, and as it turns out  
this was the best possible  
route I could have taken.*

**Cath Adams**

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# The GEM Programme: Talent in House

**The GEM Programme accelerates development by creating challenging and thought provoking opportunities – giving GEMs exposure to people and situations that many who have worked in housing for a number of years haven't experienced.**

Our partners, the organisations who employ graduates, saw potential in their current staff and wanted them to benefit from the elements that make the GEM Programme so successful so in 2018 we officially launched an alternative pathway to the GEM Programme for those already in the housing sector.

To find out how to get your employees on the programme email [info@centreforpartnership.co.uk](mailto:info@centreforpartnership.co.uk) or call 01274254701.



# Who is this option for?

**This pathway is for people in your business who are delivering great results and who have the energy, professionalism and belief in social justice that the GEM Programme requires.**

## PEOPLE WHO:



Will relish the opportunity to connect with social housing organisation across the UK



Value the opportunity to achieve a professional qualification



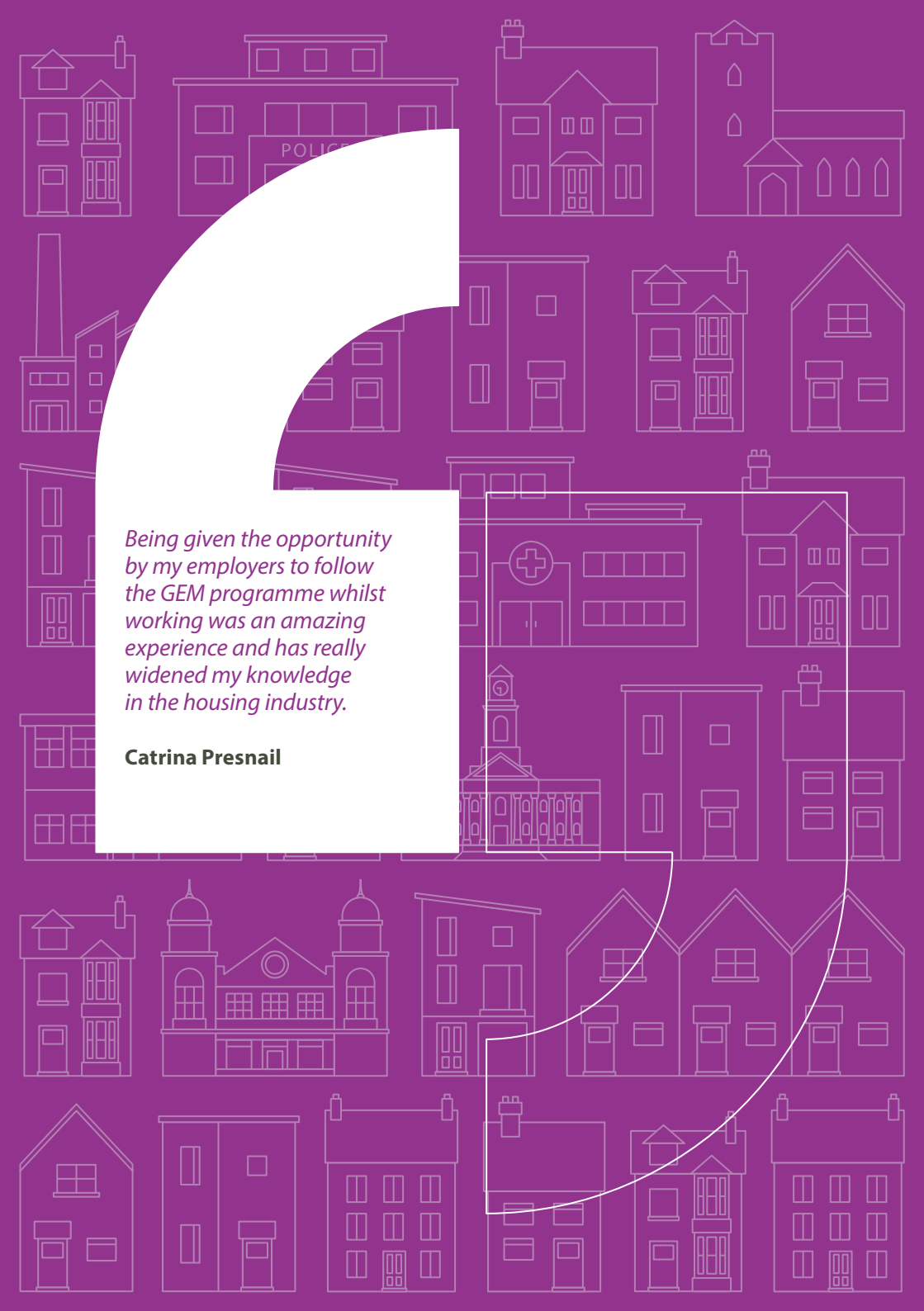
See the links between their work on the ground and the big picture challenges facing the sector



Are Ambassadors for your organisation who you would like to see stretch themselves by meeting, and perhaps challenging, current housing and welfare thought leaders



Are identified through your Talent Management & Succession Strategy as a future leader



*Being given the opportunity by my employers to follow the GEM programme whilst working was an amazing experience and has really widened my knowledge in the housing industry.*

**Catrina Presnail**

# GEM Values, Skills and Attributes

**To succeed on the GEM Programme we ask that GEMs can demonstrate the following skills, values and attributes regardless of the entry pathway to the GEM Programme:**

 Social Justice

 Societal & Interpersonal Empathy

 Professionalism

 Respect

 Critical Thinking

 Organisation

 Initiative

 Ownership

 Emotional Intelligence

 Resilience

For those joining the GEM Programme via the Talent in House pathway, we ask that those who haven't studied at undergraduate level before pass a verbal reasoning test administered by the GEM team. A member of the GEM team will also hold an informal interview with your selected candidates prior to being offered a place on the programme.

# GEM Elements





# GEMshacks

**GEMshacks are experiential learning events which are held throughout the year. These are 1 or 2 day intensive sessions to give GEMs real insight into the world of housing and the challenges it faces. A few examples include:**

## **HOMELESSNESS**

We bring people together from a diverse range of backgrounds all with one common interest- a passion for the social housing sector. We discover the significance of homelessness in society by bringing together leaders from the social housing sector, front line workers and ex-homelessness. This GEMshack is inspired, designed and delivered with the support of GEM Programme Patron David Tovey.

## **COMMUNITY COHESION: NORTHERN IRELAND HOUSING EXECUTIVE**

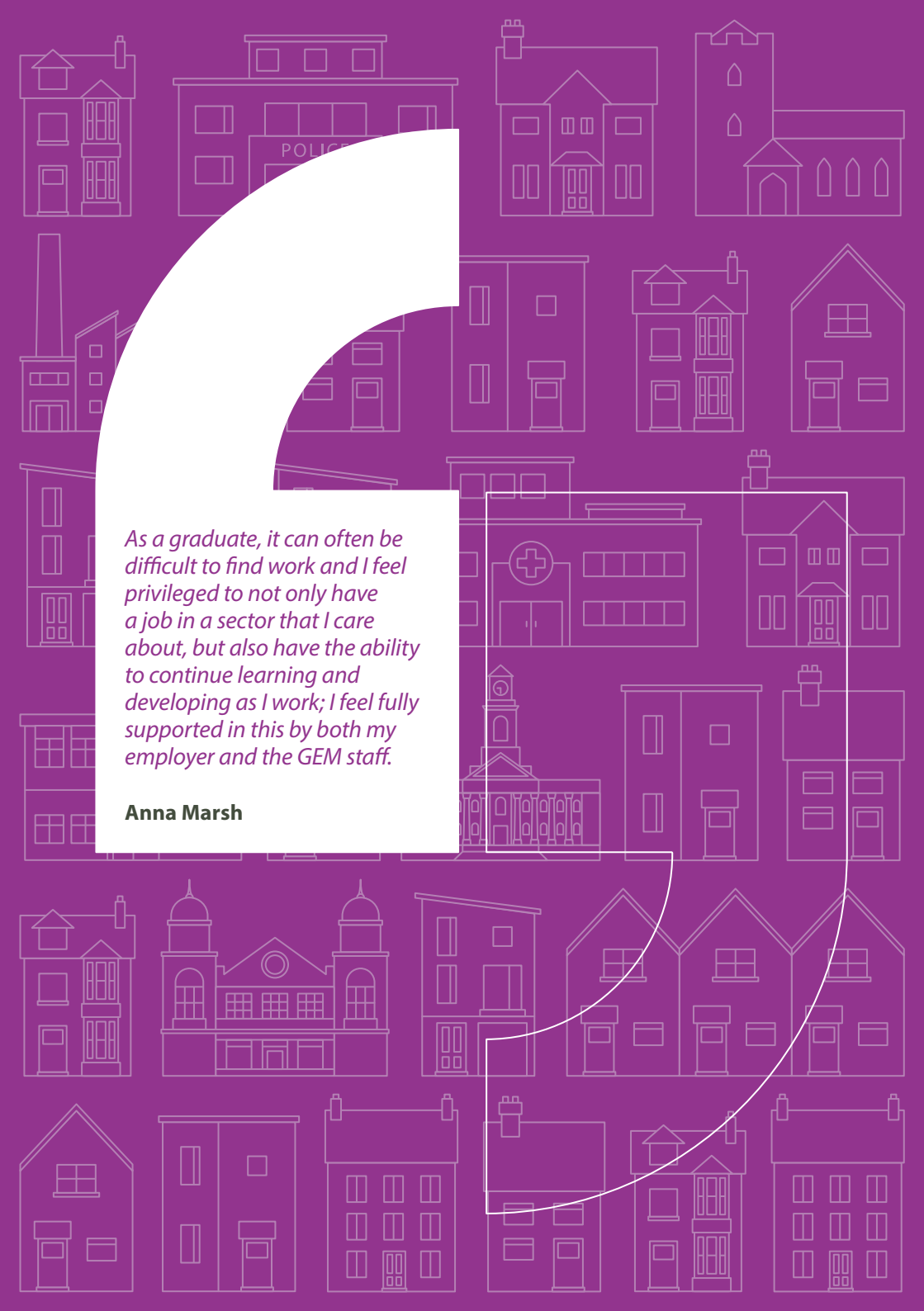
NIHE is internationally recognised for the work they do bridging the gaps in a divided society and social regeneration. GEMs are given the opportunity to go explore how NIHE tackle these issues in their areas with shared best practice from industry leaders.

## **PERSONAL AND LEADERSHIP DEVELOPMENT**

We want to stretch and challenge GEMs to grow and leave this GEMshack with a deeper understanding of themselves, and their peers. We want to help GEMs recognise their own leadership abilities and inspire them to seek out opportunities outside of their comfort zone.

## **WHITEHALL AND WESTMINSTER**

GEMs have the opportunity to question and debate senior politicians, senior housing leaders, civil servants and senior lobbyists from groups such as Generation Rent, Shelter and the National Housing Federation, all of which is supported by John Healey MP.



*As a graduate, it can often be difficult to find work and I feel privileged to not only have a job in a sector that I care about, but also have the ability to continue learning and developing as I work; I feel fully supported in this by both my employer and the GEM staff.*

**Anna Marsh**

# Personal Development

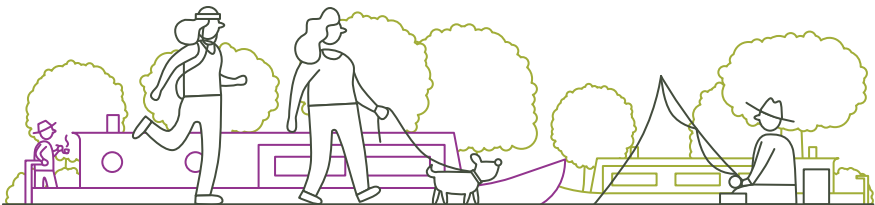
**The GEM Programme aims to develop the housing sector's future leaders.**

Doing this means more than just developing knowledge and experience. We ask GEMs to step outside their comfort zones and throw themselves into “heat experiences” which will add pressure, be high risk but ultimately, be very rewarding.

Heat experiences are different for everyone. For some it will be joining in a drama session to build their confidence and public speaking ability; for others it may be leading on a research project and presenting the findings at an industry conference. Regardless of which path they go down, at the end of the GEM Programme they will have broadened their worldview; have enhanced their leadership abilities and have a greater awareness of themselves.

## MENTORING

We ask that all GEMs joining the programme are given a workplace mentor. This could be a senior member of staff experienced as a mentor or coach, or it could be used as a development opportunity for someone new to mentoring. We have the GEM Tracker and Compass to support mentors and mentees in their new roles.



# Workplace Learning

**All GEMs, regardless of the pathway taken, will complete the GEM Programme whilst managing the responsibility and challenges of a full time role. The type of roles we've had on the GEM programme via Talent in House are varied and common examples include:**

- Asset Surveyor
- Compliance Officer
- Neighbourhoods Officer
- Project Officer

Some organisations will use the GEM Programme as a tool to develop people in their existing roles, others have offered secondment opportunities in order to meet business needs by developing someone from a different part of the business.




# Professional Qualification

**As we are a CIH Approved Centre, GEMs will complete the Chartered Institute of Housing Level 4 qualification. This qualification is designed to give a broad overview of the sector for those who have not worked or studied in housing before.**

## MODULES INCLUDE:

 Financing for Housing

 Housing Law

 Professional Practice Skills for Housing

 Building, Communities & the Environment

 Equality & Diversity in Housing

 Housing Policy

All GEMs will be given student CIH membership to support their studies.



# Keep in touch

 [www.thegemprogramme.com](http://www.thegemprogramme.com)

 The GEM Programme

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## CONTACT US:

 [www.thegemprogramme.com](http://www.thegemprogramme.com)

 01274 254701

 [info@centreforpartnership.co.uk](mailto:info@centreforpartnership.co.uk)





*Working in building services and being a part of GEM has given me the opportunity to learn about areas across the whole business and complete a professional qualification. I would recommend this to any one wanting to advance their career prospects.*

**Richard Johnson**



the **GEM**  
programme