

## EMERGING TALENT PROGRAMME

Creating a more diverse leadership pipeline in housing and regeneration



## CONTACTS

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## BACKGROUND

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There is a well-recognised lack of Black Asian Minority Ethnic (BAME) diversity in the built environment profession with a narrow talent pool entering the sector. This is at odds with the well-publicised benefits of increasing diversity in organisations. Specifically, new perspectives, a greater capacity for creativity and innovation and competitive advantage. It is also simply the right thing to do.

A change is needed now more than ever to meet today's significant challenges such as uncertainty around Brexit and the climate emergency. Future of London and Altair's solution is to reach out to under-represented groups to offer an inclusive entry point for a greater diversity of leadership talent into London's housing and regeneration sectors.

## VISION

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The Emerging Talent Programme's vision is to create a sustainable legacy by providing a diverse pipeline of participants with the skills and values to become the next leaders in London's housing and regeneration sectors. The programme will fast-track participants learning through a rotating placement in a range of housing organisations. By bringing a varied pool of new talent and a diverse future leadership pipeline into housing and regeneration, participating organisations and the wider sector will benefit; both now and for years to come. Co-created with five core cross-sector partners the programme aims to:

- Reach out to under-represented groups/communities in London
- Increase understanding of the range of career options in the sector
- Attract people to the sector through strong branding exercise
- Provide a direct link to the Future London Leaders course
- Offer a twenty one-month fast track programme and rotation through partner organisations
- Complement existing learning and development programmes
- Create opportunity to cross-fertilize between local authorities, housing associations, consultancies and private developers

## CORE AUDIENCES

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Talented BAME individuals who are interested in developing a career in the housing and regeneration sectors and are passionate about making real change.

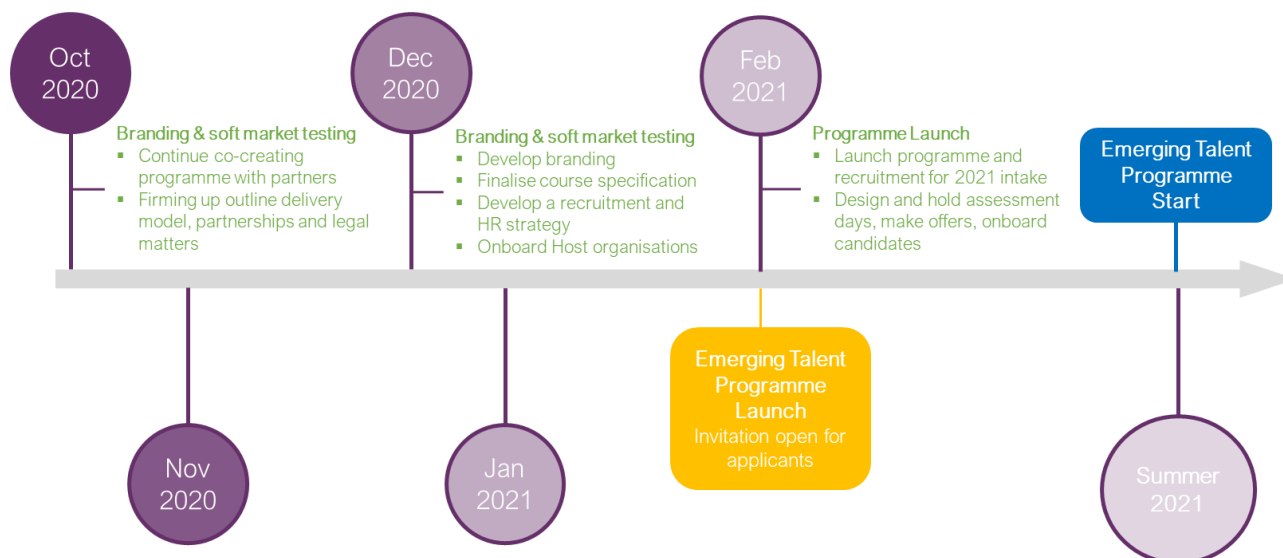
We are keen to attract applicants who may be finishing education, those returning to work, career changers or those looking for a role that provides social purpose and a tangible role in making London an inclusive, fair and prosperous city. No pre-existing qualifications will be required and those already working within the sector are also encouraged to apply.

## PROGRAMME FORMAT

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The Emerging Talent Programme (ETP) lead organisation will manage and co-ordinate the programme and will directly employ the candidates. Each candidate is assigned a Host organisation and moves through up to three placements on a rotational basis. The programme will last twenty one months, during which time participants will work with the Host for nine months and spend twelve months on up to two placements in other organisations gaining experience from both the public and private sectors. Once the twenty one month programme is complete candidates will return to the ETP talent pool, from which Hosts will have priority access to employ candidates and where all will be supported into potential long-term employment in the sector.

## KEY MILESTONES



## PROGRAMME OUTCOMES

### Individual

- Greater technical and transferable skills and personal confidence
- Increased knowledge of the sector and career pathways through a structured, supportive programme
- Meaningful peer and senior-level connections across organisations

### Host & placement partner

- Access to a high performing, diverse talent pool
- A supportive peer network, sharing experience and best practice
- Opportunities to build relationships with other participating organisations
- Leading and shaping the sector by demonstrating effective change and setting an example

### Sector

- Improved awareness of career opportunities across the spectrum of the sector
- New pipeline of diverse talent
- Potential future leaders
- Improved cross-sector and cross-discipline working and understanding, especially between housing associations, local authorities, consultancies and private developers

## PARTNERS

- Future of London and Altair are the project managers of this programme and bring together a track record for managing and delivering highly acclaimed professional development programmes for built environment professionals.
- Future of London helps build better cities through knowledge, networks and leadership – across disciplines, organisations and sectors. We are the capital's independent network for regeneration, housing, infrastructure and economic development practitioners, with 4,700+ professionals using FoL as a hub for sector intelligence, connection and professional development, and a mandate to prepare the next wave of cross-sector city leaders. [www.futureoflondon.org.uk](http://www.futureoflondon.org.uk)
- Altair is a specialist housing and regeneration consultancy working across the UK, Ireland and beyond. It supported the creation of the Leadership2025 initiative to develop a more diverse leadership within the housing sector, through an intensive, business school accredited leadership programme. We focus on adding value to our clients - whether they are a local authority, housing association, ALMO or private-sector developer. <http://altairltd.co.uk>

