

DRIVING IMPACT THROUGH DIVERSITY

Key findings from an evaluation of Get into Housing and Pathway to Board projects



The evaluation set out to evidence the **impact of Get into Housing and Pathway to Board** and capture insights that can be used to enhance how both projects are delivered going forward.



THE GET INTO HOUSING PROJECT AIMS TO

- ✪ Support people from ethnically diverse backgrounds to access employment opportunities in the Welsh social housing sector through paid work placements.
- ✪ Introduce diversity into the workforce within social housing in South Wales.
- ✪ Raise the profile of careers within the social housing sector.



THE TARGET AUDIENCE

The target audience is **people aged 18 years+ from an ethnically diverse background** who are long term unemployed or economically inactive and live in South Wales and the evaluation demonstrates that the project is reaching its intended audience.

Participants receive **work experience, training, and access to employment opportunities** with the long-term goal of gaining meaningful careers within, and outside, the housing sector.



AS OF SEPTEMBER 2025



100 participants completed a Get into Housing programme, receiving support and a fixed term placement with a Welsh Housing Association.

24



participants achieved qualifications following their placement.



Using outcome measures from **HACT's social value banks**, we have calculated that the project has created a total of

2,112,245.81

of social value to date.



It's impacted me dramatically in confidence, skills, self-esteem and now I'm employed in the housing sector which is a dream come true

– project participant

The majority of participants provided feedback that illustrated the positive benefits to **confidence**,

skills development, supporting **workplace readiness** and **raising the profile of careers in the social housing sector**.



It opened my eyes to the range of career paths within the housing sector

– project participant

86 participants secured employment following their placement.



Of these, **35 people** secured employment with the organisation that hosted their placement.

Based on our total costs to date, HACT have calculated the Social Return on Investment for the project to be **1:3.8**.



This means that **for every £1 invested in the project, £3.80 of social value has been created**.



Pathway to Board

The Pathway to Board project aims to **support people from ethnically diverse backgrounds to become 'board ready' and access governance structures**, as well as **address structural barriers to having diversity at board level**.



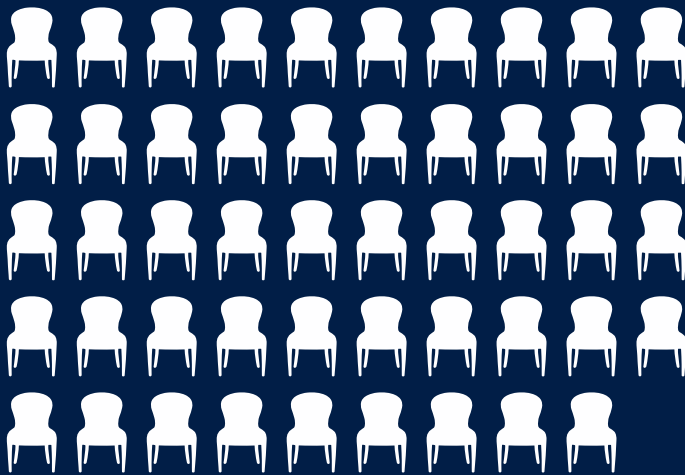
The Target Audience

The target audience is **people from an ethnic background interested in ongoing professional development and securing a governance and/or board level position** and the evaluation demonstrates that the project is reaching its intended audience.

Participants engage in a **9-month programme of mentorship, training, and shadowing experience** within a host organisation board. The project is designed to build confidence and skills for governance roles through theoretical training and practical 6-month observation of an operational board.



As of September 2025



49 participants completed a Pathway to Board programme, receiving training, support and a board placement.



participants secured a board position following their placement.

Of these, **6 secured a position with the organisation that hosted their placement.**

Using outcome measures from **HACT's social value banks**, we have calculated that the project has created a total of

£328,690.05

of social value to date.

Participants and host organisations provided feedback that illustrated the positive benefits for participants, including **improving confidence, skills development**, and supporting **board readiness** as well as **enhancing board diversity** and the pipeline of talent for boards in Wales.



£1
invested

£3.40
of social value created

Based on our total costs to date, HACT have calculated the Social Return on Investment for the project to be **1:3.4**.

“

I expected to gain hands-on experience in a professional setting, learn from experienced mentors, and understand how theoretical knowledge is applied in real-world scenarios

– project participant

“

It's not just about developing people's skills; it's about giving people the confidence to believe that they belong in the room

– host organisation

“

It's an amazing programme that is literally changing the ethnic diversity of Boards across Wales

– host organisation