

# 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.



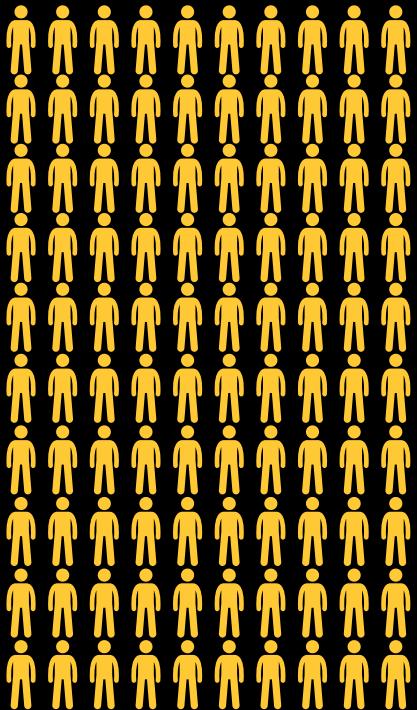
# THE TARGET AUDIENCE

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.

66

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**,

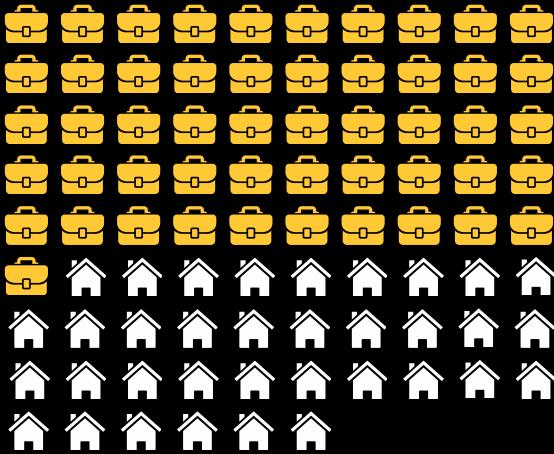
**skills development**, supporting **workplace readiness** and **raising the profile of careers in the social housing sector**.



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**.



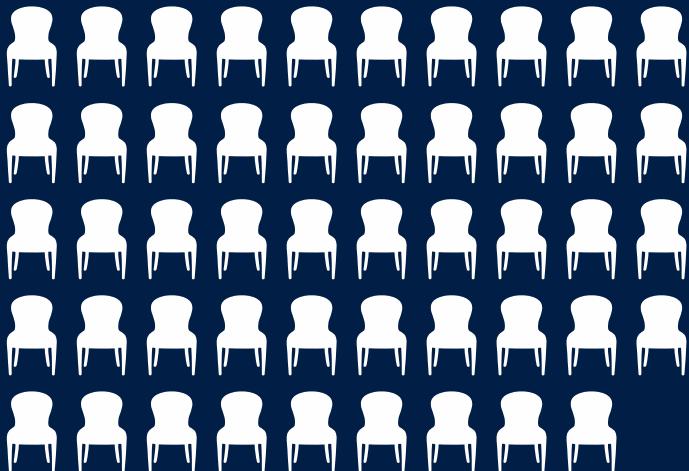
# The Target Audience

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.



23 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.



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*