

SIMPLE STEPS

to help you meet the
new housing standards

Effective communication is paramount in preparing for the upcoming Competence and Conduct Standard for social housing. Ensuring all stakeholders are informed and engaged from the outset sets the tone for a successful transition. By clearly communicating the importance of these changes and the support available, you can foster a culture of readiness and cooperation within your organisation.

Shaping your approach

- Utilise the full time available i.e. don't wait for the government's 'consultation' to conclude before starting.
- Start engaging those in scope early and avoid the need for formal consultation by seeking mutual agreement.
- Consider holding 'town hall' meetings to allow open questions from colleagues.
- Explain why the change is necessary and how you will go about this change.
- Establish key stakeholders e.g. L&D team, learners, mentors to support the change.
- Share success stories throughout and be honest and transparent about any challenges encountered.

The upcoming Competence and Conduct Standard for social housing presents a significant opportunity for employers to upskill their workforce proactively. We recommend initiating training processes before the legislation's enforcement to fully leverage available apprenticeship levy funds and ensure a smooth transition.



Here are our six key recommendations

1. Optimise use of Levy Funds

- Most employers are currently seeing their levy funds expire and return to the government.
- By enrolling employees in training programmes now, you can effectively use these funds to meet new legislative requirements.
- This proactive approach ensures that financial resources are invested in enhancing your workforce's capabilities rather than being forfeited.

2. Avoid formal consultation and HR considerations

- Encouraging employees to opt into training programmes early can remove the need for formal consultation.
- Early adoption provides valuable insights into employee engagement across different roles and demographics, offering a strategic overview of workforce development needs.
- As these changes are to become statutory – i.e. it will become a regulated job; it would be a reasonable lawful instruction to ask employees to obtain the qualification by a certain date to comply with the regulations and role qualification requirements.

3. Leverage off-the-job training opportunities

- The period leading up to the implementation of the social housing bill is ripe with learning opportunities.
- Engage your staff in communications and alignment activities related to the legislation, all of which can be counted as off-the-job training.

4. Manage training cohorts effectively

- Stagger the training schedule for employees within the scope of the new standards.
- Maintain manageable programme sizes for better oversight, enhanced effectiveness, and accurate progress reporting.

5. Support diverse learning needs

- Early nomination of employees for training accommodates individuals who may require more
- Identify undiagnosed learning conditions early for tailored support necessary once the legislation is fully active.

6. Enhance communication and share best practices

- Maintain open and effective communication.
- Share success stories and best practices from the transition period to inspire and guide others.
- Build a culture of continuous improvement and align with industry standards.

Conclusion

By acting swiftly to enrol employees in appropriate training programmes, your organisation can navigate the upcoming changes more effectively, ensuring compliance with new regulations while maximising the return on your invested levy funds. We are here to assist you in planning and implementing these strategic training initiatives.

For more information, including how Learning Curve Group can support your business, please contact John/Marcus:

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