

GOALS, new centre of excellence for learning and development launched by Grampian Housing Association



Launched in February 2024, the learning and development opportunities offered by Grampian Housing Association have been brought together in its new GOALS initiative.

GOALS demonstrates the Association's commitment to continuous learning by supporting colleagues to achieve career growth during their time with Grampian. All colleagues are automatically enrolled in the centre.

The latest colleague to benefit is Jess Adams, Neighbourhood Officer who has been selected to participate in the GEM Programme. Jess will undertake the CIH Level 4 qualification whilst benefitting from wider mentoring and intensive learning experiences to give real insight into the world of housing and the challenges it faces.

From left Chris Mathieson and Jess Adams with Craig Stirrat, CEO

Chris Mathieson, head of people experience at Grampian Housing Association said:-

“GOALS is the Association's pledge to develop and create opportunities for both our people and our tenants. For colleagues, lifelong learning and development provides new skills, experiences and qualifications which help navigate the world of work and ultimately deliver enhanced services to tenants. GOALS also meets the needs of our tenants and highlights the life-changing impact which new learning, skills and qualifications can have on tenants' lives through improving employability opportunities, household incomes and overall wellbeing. At Grampian, we encourage everyone to have goals because everyone matters.”

The Association has two ILM qualified workplace coaches to help colleagues unlock their potential and shape future careers.

Opportunities for colleagues include the range of e-learning qualifications through the Association's unique partnership with The Skills Network which offers nationally recognised qualifications. Frontline colleagues are undertaking formal CIH qualifications to equip them to deliver the very best services to tenants and customers. Apprenticeship opportunities are available across the organisation with TLC, the Association's in-house maintenance subsidiary, already employing apprentices across the trades industries. As part of the Association's health and safety compliance all colleagues are undertaking WorkRite e-learning modules covering topics such as manual handling and lone working.

GOALS also encompasses exciting opportunities for tenants. They have access to free distance learning qualifications through The Skills Network and the Association has partnered with Skillzminer, a new employability tool and jobs platform, to help tenants who want to move to a new job, re-enter the employment market or access their dream job. Tenants interested in working for Grampian can take advantage of student placement and workplace opportunities.