

Striving to Be the Best



Developing staff and nurturing talent are crucial to how we operate at Ashley Community Housing (ACH). Training our staff to be the best at what they do enables us to stand out as a **leading specialist** in the field and to provide our tenants and partners with effective services delivered to a high standard.

Our commitment to developing staff also allows us to build a **strong, diverse organisation** - one which is genuinely committed to equal opportunities. For instance, we employ young people through **apprenticeships, traineeships and internship**

schemes. Check out the **videos** our BBC trainee, Abdoulmanane Ayeva, created as part of **The BBC Make it Digital Traineeship programme**.

Where suitable, we may create long-term job opportunities for people who show promise during their initial contract. Take Jakub, for example, who is doing a **Social Media and Digital Marketing Apprenticeship through 3aaa**. Having joined ACH recently, Jakub has already helped to promote ACH and boost its online presence, whilst gaining insight into business marketing strategies. He is on a one year intermediate apprenticeship initially, but he can progress onto a higher Level 4 apprenticeship over the next three years if ACH decide this would benefit the organisation.

Two new interns have also recently started at our Bristol office to continue the impressive work of our first ever intern, Hugo, who left to begin working with a PR agency in London.

Richard Thickpenny, Business Development and Fundraising Manager, says,

"Thanks to our investment in young talent we have developed a thought-provoking online presence, enabling us to create an ecosystem of like-minded organisations, individuals and partners as well as providing a platform from which we can influence at a local, regional and national level".

As well as creating new job opportunities within the areas we work, we often provide training for existing staff. Two of our staff have recently begun **ILM Diploma's in Management and Leadership** in partnership with **Birmingham Metropolitan College**. This diploma aims to develop skills in strategic planning, strategic change and

business process design alongside core leadership and management capabilities. This is part of a wider strategy to promote a culture of organisational learning and development.



Alongside this, our support workers in Bristol are taking the '**Preparing to Teach in the Lifelong Learning Sector**' (PTLLS) teacher training qualification. Our support workers are fantastically committed to their jobs already, but this extra training helps to ensure they are confident in providing the highest quality support to our tenants.

We pride ourselves in the excellence of our staff, which is due in part to our commitment to training and through the creation of partnerships with a variety of Higher Education Institutions. We would like to take this opportunity to thank all of our staff and our training partners.

We are currently recruiting for a new Business Development and Fundraising Manager in our Birmingham office. If you are interested please visit our [website](#) on details of how to apply.