



Welcome to this EFL article designed to encompass everything early career staff may need to know all in one place. EFL wants to make it easier for young and new voices in its member community to join its discussions and events. This helps keep them current, and relevant to practice, educational and technological change. Within event programming, EFL is focusing on opportunities for early career member staff to take an active role and recently started a members' group on LinkedIn to enable early-career staff to network directly and learn more about these opportunities. You can join via [this link](#). Early-career researchers are also active within EFL's educational and other events.

Another driver for encouraging early career staff to has been demand from members focused on staff wellbeing and retention of qualified and trained staff. They see the opportunity to learn and network internationally via EFL as a small yet valuable part of what they offer in a career path. EFL member Wheatley Group, for example, involved early career staff heavily in running the Autumn conference with EFL.

The pandemic and the diversification of EFL programming to include more digital content has seen more participation by young and early career people in EFL's in-person and online events. Demand from individual young and early career staff interested in networking internationally and traveling has been another driver. The annual EFL Summer School delivered in partnership with EBZ, Housing Europe, and others has grown over recent years, and last year students suggested EFL could make it easier for early career staff to participate.

The EFL website and the EFL Academy:

The EFL Academy launched in January 2021 and is packed full of webinars from different EFL members and are exclusive to those with member access only.

It is vital that early to mid-careers staff sign up to the EFL website to keep up to date with everything EFL related! Simply click [HERE](#) to open up the member area page where login or sign up is available.

If you are a young professional or part of the Early Careers Platform with an EFL member account, the EFL Academy is a useful area to expand and build your knowledge on all things social housing.

Some of the webinars as part of the EFL Academy include:

[The Process of Placemaking](#), created by Paris Habitat

or

[Digital Transformation](#), created by Campbell Tickell

If you are interested in designing a webinar for the EFL Academy to build your professional portfolio, please contact Anita Blessing who will be happy to assist and guide with this process.

Staff Exchanges:

Staff Exchanges or Placements in the workplace of another EFL member for one week are encouraged within the EFL member community where staff have the support of their own organisation. With your EFL website membership there is a list of staff across Europe that are willing to be contacted, and members are encouraged to network beyond it.

What is even more exciting about staff exchanges is that EFL is providing a grant of 500 Euros to the first 10 successfully completed exchanges as part of the pilot. Fee-paying members and associates can use a maximum of one each. This grant will help to achieve the goal to give member companies opportunities to expand their network and widen knowledge.

If you are interested in being part of the exchange pilot, please fill in the EFL Staff Placement Programme Form in order to build a list of those that would like to host or

exchange in any way. Please note that by filling in this form it is not a formal commitment to participate in an exchange, but rather express interest in the pilot.

The Staff Exchange Page on the EFL website details what an exchange should include in order to qualify for the 500 Euros as well as the expectations of those participants to promote the staff exchanges.

‘A refreshing experience’ - Stories from young professionals including the summer school and application

The EFL hosts a yearly summer school for young and early-career professionals across the federation to come together, learn and apply knowledge in a series of workshops and tasks.

In the summer of 2022, Samuel from Clarion Housing Group along with two fellow development graduates took the opportunity to travel to Bochum, Germany as part of the summer school for young social housing professionals. The topic of the week-long course was ‘Climate Resilient Homes and Communities for Europe’.

The week was built on a series of seminars delivered by academics and professionals across Europe, covering a whole host of timely topics such as the energy poverty gap, heat resilient urban living, the current state of social housing in the European Union, decarbonisation through retrofitting and even more. The week also included practical sessions as well as classroom-style seminars. The participants were given a tour of the surrounding neighbourhood in Bochum and assigned teams to design a retrofitting plan to meet the decarbonisation targets in the local area. The teams were given the opportunity to present their strategies to the rest of the young professionals and academics leading on the summer school.

‘Not only did this provide a fascinating opportunity to link what we were learning throughout the week to a real-life context in front of our eyes, but this also allowed a chance to engage and learn from the perspective of different young professionals from all across Europe and different areas of expertise’. Samuel said. Samuel confided that the challenge of decarbonisation can sometimes appear overwhelming

and the chance to apply knowledge and develop a strategy for a real-life case study was a positive experience, especially when there is a group of young professionals collaborating to problem solve.

Alongside the planned teaching arranged by EFL and EBZ there were several social and networking opportunities for the participants. Socialising began during breakfast in the canteen, which lent a hand to an opportunity to discuss the day ahead as well as get to know others involved in the summer school in a relaxed environment. In the evenings, EFL and the EBZ school organized a range of evening socials such as dinners and exploring Bochum's nightlife. Samuel commented that 'It was easy to get to know each other, and it meant by the end of the week I felt like I'd made a solid group of friends all across Europe that I look forward to staying in touch with'.

Samuel left the summer school feeling more inspired from spending time with the other young professionals. Engaging with likeminded individuals was important as decarbonisation increases ever faster and having the opportunity to discuss this topic broadly with others across Europe who share the same common goal to increase our climate resilience was unmatched.

Applications are now open for the EFL Summer School 2023 which will focus on 'Place and Belonging: Building Strong and Inclusive Neighbourhoods'. The week will run from 4th to 7th July and will once again take place in Bochum, Germany. There is a participation fee of 1,600 Euros for EFL members which includes everything from accommodation, meals, and field trips. If you are interested in the Summer School please get in contact with your line manager, and if you have any further questions please speak to Anita Blessing (ablessing@ef-l.eu).

Please click [HERE](#) to access the PDF document with further information enclosed.

The EFL Distribution List :

Finally, signing up to the EFL distribution list, which can be done by sending a mail to jfnieuwenhuijzen@ef-l.eu, **is the best way to** keep track of events, webinars and conferences that are going to happen. You can also check the [website](#).

The EFL calendar is already filling up for the year and there is plenty to see, do and get involved in.

The upcoming Paris conference, similar to the Glasgow conference in 2022 will partly focus on the role of young to mid-career staff across EFL. Lucie **Lescudé** from Paris Habitat is already getting staff involved coming to Paris and also has arranged an Airbnb to make this trip more affordable. Places are limited, so please act soon if you have interest in this accommodation. If you are interested in contributing to the Paris conference, please get in contact with Lucie (lucie.lescudeplaa@parishabitat.fr) and she will provide information about the conference and any potential roles you could play. Any involvement is always fantastic and greatly appreciated

There is going to be a variety of webinars across the year which are designed to discuss trending topics across social housing and are chaired by topic group leaders. There are already a few upcoming with more to be added across the year so keep an eye out on the EFL website as well as in email updates and newsletters. As the Early Careers Platform continues to grow there will be more and more events focused on young staff across EFL.

If you are interested in hosting a webinar or discussion please contact Anita Blessing (ablessing@ef-l.eu) who is always more than happy to support ideas of interest to the member community.

Written by Imogen Moore, Property and Customer Graduate at EFL Member Clarion Housing Group, UK, and speaker at EFL's recently conference in Glasgow. This article draws on interviews with EFL staff.