The Institute: Young People and Cultural/Creative Sector Jobs

#creativenation
ENTRY LEVEL EMPLOYMENT IN BRISTOL’S CREATIVE INDUSTRIES SECTOR

Knowle West Media Centre
Bristol City Council
UWE Bristol
University of the West of England
• Any suggestions to describe this?

‘The Pipeline’
Findings from the Literature Review

- Definitions of Entry-Level are inconsistent
- Recruitment practices in the sector are informal and network-based
- Definition of the term Creative Industries continues to be in flux
- The Creative Industries Sector in Bristol is made up of more than 90% SME and Micro-SME companies, many of whom do not have any employees
Findings from the Literature Review

- VET for those furthest from the labour market is most successful when delivered by organisations for whom the development of social capital is their core purpose; when employers are involved and when it is responsive to the specific context.

- Models of previous successful creative-led regeneration build on existing networks /organisations.
Policy-makers continue to affirm the importance of expanding these industries without paying any attention to labour market conditions and the ways in which they inhibit people from learning to work in the C&C sector (Hesmondhalgh, 2008).
Barriers for Young People

1. Oversupply of highly qualified young people seeking employment
2. Informal and network based recruitment practices
3. The need to undertake unpaid work experience
4. Lack of available relevant work experience opportunities
5. Financial barriers
6. Lack of clarity about meaningful routes into jobs in these sectors
7. The nature of ‘project-based’ work and freelance culture which does not provide a stable income stream, specifically at entry level
Barriers for Young People

8. Lack of understanding of working practices in these sectors

9. Lack of relevant business development support – sensitised and specific to these industries

10. Lack of understanding of sector recruitment practices and requirements by those advising job seekers and offering careers advice

11. Lack of availability of ongoing training opportunities in local areas

12. Age

13. Existing formal education provision at Levels 2 and 3 does not provide a meaningful route into employment in these sectors.
FOR EMPLOYERS
FOR THE LEP
FOR THE CITY
FOR THE YOUNG PEOPLE WHO LIVE HERE
THIS IS URGENT
The Institute?
8 out of 13 organisations support young people’s learning in arts administration and management skills,

9 out of 13 in producing and events management,

8 out of 13 deliver mixed media programmes.
68 young people aged 16-25 across Bristol are engaging with an organised learning programme, in a creative or cultural sector organisation, for more than one day every week.

48 young people aged 16-25 are engaged in an organized learning programme that lasts for 6 months to 1 year.

87 young people aged 11-25 are engaged in an organized learning programme that lasts for 2-5 years.

Most organisations had waiting lists, or had to turn young people down because their programmes were already full.
15 of 22 opportunities offer accreditation

10 different types of qualification are available to young people aged 14+

9 of 15 offer the Arts Award; Of these, 6 received funding from RiO to offer the Gold Arts Award

Other qualifications offered are funded by SFA funding drawn down through partnerships with Further Education providers and fee-paying students (Circomedia).
The Arts, Creative and Cultural Industries

Arts, Creative and Cultural Industries Sectors

Necessary accommodation for formal accreditation purposes

Field of Education Policy

PRACTICES AND QUALITY CONCEPTIONS

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PRACTICES AND QUALITY CONCEPTIONS
The Arts, Creative and Cultural Industries' Practices and Quality Conceptions

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Potential space for innovation by arts and cultural organisations

Field of Education Policy

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Practices and Quality Conceptions
The Institute?
‘The Institute’: A new model of education and training for young people in Bristol?
A scoping study and report for Arts Council England.

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July 2014

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