

Employment & Skills: Guidance for LCEPs

Ideas to Get Started

Introduction

Employment and skills have been identified as a priority for the majority of local cultural education partnerships in the North West. LCEPs are well positioned to support the earliest stages of the creative talent pipeline, recognising that participating in cultural education develops essential skills needed to progress in both work and life, in their local area and beyond.

Below is a list of starting points for LCEPs to consider when developing their plans around employment and skills, including both strategy and delivery approaches. This is by no means an exhaustive list, and we are not saying that you must do everything on this list or indeed any of it. We welcome examples of best practice to profile as part of our ongoing work in this area. Please contact let your Curious Minds lead know if you have a case study you would like to share.

Resources and Marketing

- Create an opportunities map for your local area to highlight where children and young people can go next to progress their skills and have new experiences. This can function as a tool for professionals, young people and parents/guardians. Is there are social media campaign you could create as part of this?
- As we move into a blended delivery model, consider what content you can collectively create to help schools meet the need for workplace visits and employer encounters. For example, carry out a video tour of the workplace, host an online Q&A session with staff & freelancers, record a series of short talking heads, set related tasks to encourage active learning and offer employer feedback
- Create a skills bank with LCEP members to share knowledge, resource and capacity relating to employment and skills.
- Taking the 'Spot the Difference' posters from the Meeting the Challenge workshop as an example, consider how posters and established children's games can be used in venues across your local area to raise the profile of creative careers

Activity / Delivery

- Where possible, try and go beyond a traditional careers fairs, and explore how you can create active learning opportunities for young people in your area. For example, consider being part of [Discover! week](#) delivered by Creative and Cultural Skills and look at their case studies for inspiration
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- Offer work experience placements for secondary school pupils across your local area. Please see details of the model shared by RIO as a successful model in the South West. By working as a collective you can share templates for timetables & risk assessments, ideas for meaningful activities, how to recruit young people, etc. This approach also allows smaller organisations to engage by offering a morning or an afternoon rather than committing to a full week
- Work with LCEP partners to create more meaningful opportunities via a joined-up approach. For example, if your organisation delivers training then who can offer an opportunity to put those new skills into practice. This will increase opportunities for learning and exposure to new organisations and open up progression pathways.
- Consider a targeted approach to diversifying the creative sector workforce by offering supported internships for those with SEND or committing to improving the number of people from a BAME background into the sector
- Host employer speed networking events for young people in your area working with FE colleges, universities and other creative organisations. These could operate both in a physical space, online or as a blended event. Open your doors to those who are actively seeking employment opportunities, showcase your organisation and share what you are looking for when you recruit and how you go about. This would also be a great activity to map onto Gold Arts Award delivery.

Strategic

- Invite your local Enterprise Coordinator to be part of your steering group and contribute their skills and knowledge to the conversation
 - Host a 'Teach Meet' conversation with local teachers and creative professionals about creative careers and find ways of working together that are relevant in your local area
 - Map your area offer directly to the Gatsby Benchmarks, similar to how Discover! have done here
 - Work to challenge and change your recruitment practices as an individual organisation, and as a wider partnership. Consider how can they become more flexible, open and inclusive to all
 - Consider how you can engage with newly established creative professionals in your area as case studies, speakers and advocates for creative careers and cultural education (for example, recent graduates, apprentices, Gold Arts Award alumni). They will be more relatable role models than more established professionals.
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