

## Creative Access – Springboard programme

An 18 month programme of training, networking and support designed specifically to kickstart successful careers for those who are under-represented in the creative industries



### Participants can expect to:

- Clarify and set short and medium career goals
- Increase confidence in the workplace
- Create and develop lasting networks of other creatives from similar backgrounds who are starting out in their careers
- Get exposure to the breadth of opportunity in the creative economy
- Get support transitioning to their next role (if not already in a permanent role)
- Attend exclusive networking events, including book club and masterclass

\*To participate in this programme, individuals must be from a group that is under-represented in the creative industries. This includes, but is not limited to Black, Asian and ethnically diverse candidates, disabled people, and individuals from lower socioeconomic backgrounds.

### Organisations can expect to have:

- Received training on inclusive line management
- Have more confident and focused staff
- A talent pool of loyal staff who feel that your organisation is committed to their career development
- Improved organisational performance as participants apply insights from programme
- Positioned your organisation as more attractive to millennials and Gen Z who seek greater workplace diversity
- Taken an active contribution towards diversifying the creative economy



# What does the programme involve?

## Training

- A full induction covering goal-setting, navigating being a minority in the workplace and presentation skills
- Monthly masterclasses at leading creative organisations
- Transition training post-internship to either help secure a new role, or to build and grow in current role
- Accessible, impactful training: all our trainers have lived experience of the issues that they address, and have held senior positions in their fields

## Wellbeing Support

- Each individual is matched with a buddy; a former Creative Access trainee who has worked in a similar role or organisation
- Participation in wellbeing and mental health sessions, led by a clinical psychologists
- Facilitated sessions on embracing neurodiversity and reaching potential led by clinical psychologist
- Ongoing access to trained mental-health first aiders on the Creative Access team

## Community

- Regular networking events
- Participation in peer support online and in-person groups
- Provision of regular CV clinics and employability resources
- Free / discount tickets from to conferences, training courses and cultural events

## Line manager support

- Inclusive line management training – 90 minute workshop for the the line manager of each individual
- Ongoing support and evaluation via the Creative Access team



"The masterclasses are always such a fantastic opportunity to meet fellow trainees and the CA team. It is an absolute privilege to be a part of the CA family and I love how we are all progressing through our careers together"



"Thank you so much for welcoming me with such warmth and energy! The induction day was engaging, affirming and productive. There was such a great energy in room and it was so insightful. We felt truly taken care of"



"I feel so lucky to be a part of the Creative Access family and cannot believe how much support you all give us. I feel a lot more confident about deserving my place at my internship and about what the future holds"



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