

ENTRY SUPPORT PROGRAMME

Creative Access runs a comprehensive programme of training, networking and support for candidates from under-represented communities entering the creative industries

THE AIM

- Increase **confidence** in the workplace
- Build lasting **networks** of other young creatives
- Provide access to the **Creative Access** team for additional support
- Provide **exposure** to a variety of roles and other creative industries
- Give access to **senior creative role models** from under-represented communities
- Support each individual to use their internship or first role as a **springboard** for a long-lasting career



THE PROGRAMME

- A full day **induction training programme** including sessions on goal setting, personal impact, presentation skills and being a minority in the workplace
- Monthly **masterclasses** hosted by leading creative organisations
- Allocation of a former Creative Access intern to act as a **buddy**
- Participation in the Creative Access **networking** community
- Provision of regular **CV clinics** and employability resources
- Invitations to conferences, **training courses** and cultural events
- Admission in Creative Access community **Facebook** and **WhatsApp groups**
- Ongoing **support** by the Creative Access team
- Enrolment on the **Creative Access Development Programme** for alumni (post internship or after one year in a permanent role)

THE RESULTS

Bilal, TATE:

“I feel so lucky to be a part of the CA 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”

Sim, Pan Macmillan:

“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”

Natalie, BBC:

“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 am very excited for the upcoming masterclasses”

DEVELOPMENT PROGRAMME

Creative Access runs an unrivalled programme of training, networking and support for mid-level staff progressing through the creative industries.

The scheme is designed to last a year, and aims to ensure participants from under-represented communities have equal access to training, pay rises and promotions.

1. EMERGING LEADERS TRAINING

- **AIM:** To help identify essential leadership qualities for individuals to move up the professional ladder
- **DELIVERY:** A three hour practical, interactive workshop designed to help develop the confidence and skills to become an effective leader
- **CONTENT:** Defining leadership competencies; identifying leadership style; practising stakeholder conversation; exploring self-talk and mindsets; focus on networking

2. MENTORING

- **AIM:** Research has shown that people from under-represented backgrounds who advance the furthest in their careers all share one characteristic; a strong network of mentors who nurture their professional development
- **DELIVERY:** Each individual is matched with a professional who is achieving success in their desired career field for a minimum of 10 one to one sessions

3. NETWORKING

- Attendance at monthly masterclasses
- Build lasting networks of other creative leaders of the future
- Invitations to conferences, training courses and other cultural events and initiatives
- Participation in valuable peer support groups



April, TATE: “Being part of the **CA Development Programme** was a great opportunity to take stock of how far I have come and connect with other like-minded people. The training really gave us a sense of our potential as future leaders in our fields. It was just the confidence boost I needed as I move on to the next stage in my career”

Kripa, National Theatre: “It was great to talk about my thoughts out loud in confidence to **my mentor**. They made me feel really at ease in discussing my career path. She was a great soundboard for ideas and advice when needed”

Marvyn, ITV: “The training for **emerging leaders** was a fantastic, inspiring session that left me feeling energised to make a change in the world. Most importantly, it reminded me that I am capable of it too. I left with practical tools to become a leader, from someone who looks like me, understands me and best of all has gone through the same tough slog as me and made it”