



Overview of Workforce Development Strategy Objectives and Activities

Long Term Objectives

- **Ensure that the appropriate skills and expertise are in place for theatre and the performing arts to thrive twenty years from now**
- **Improve the diversity of the theatre and performing arts workforce**
- **Address long term culture change in the professional development of theatre and the performing arts**

Mid Term Objectives

- **Improve the quality, visibility and impact of pre-career advice and guidance**
 - Inspiring the Future of Theatre
 - Get into Theatre
 - Creative Careers Programme
 - Theatre Careers Resources
 - TheatreCraft (also early career)
 - Big Bang Fair and Skills London
 - Responding to government consultations on topics in this area
- **Open up and improve the coordination of early career programmes and support**
 - Coordination of entry routes across the sector
 - T Levels
 - Apprenticeships in the theatre industry
 - New apprenticeship standards
 - Apprenticeship Levy
 - Advocacy
 - TheatreCraft (also pre-career)
 - Support for Hull Truck Theatre's Technical Skills Training Programme
- **Enhance and improve the range of mid-career advice, guidance and training available**
 - UK Theatre's training programme
- **Support and improve measures to identify, develop and diversify executive leadership, particularly outside London**
 - Common Purpose Meridian Programme
 - Leadership development training course
- **Improve the range and quality of support and training available for freelance workers**
 - Freelancer guides
 - Theatre Helpline
 - Responding to government consultations on topics in this area

- **Establish a culture of valuing continuous professional development and modernise organisational management practices**
 - Safer and More Supportive Working Practices programme of work:
 - ✧ Theatre Helpline
 - ✧ Dignity at Work training
 - ✧ Encouraging safer and more supportive working practices in theatre handbook
 - Focus on wellbeing:
 - ✧ MARCH Network
 - ✧ National Arts Wellbeing Collective (NAWC)
 - HR support for the industry
 - Parents in Performing Arts (PiPA)
 - Workforce Development category at UK Theatre Awards

- **Promote and improve inclusivity in the workplace**
 - Stage Sight
 - Diversity in Casting
 - d/Deaf and disabled access training
 - Cultural Governance Alliance
 - Excellence in Inclusivity category at UK Theatre Awards
 - Advocacy in this area

- **Celebrate and champion the off-stage workforce**
 - AK Bennett-Hunter Award
 - Involvement with SkillsScene

- **Improve the potential to build a career outside London and/or sustain a career within London**
 - Parents in Performing Arts (PiPA)

Project Objectives

- **Establish financial resilience of the workforce development strategy**
 - Theatre Development Trust

- **Ensure leaders, influencers and stakeholders across theatre and the performing arts support and contribute to the development of the workforce development plan**
 - Workforce consortium
 - Regular engagement with Government bodies
 - Regular communications to SOLT and UK Theatre members
 - Regular engagement with industry stakeholders
 - Cross sector working
 - Theatre APPG

- **Implement a system for the regular gathering and analysis of data on the size and profile of the theatre and performing arts workforce**

For more information on any of these activities, please see the latest [Workforce Development Strategy Update](#).