

CREATE

NURTURING TALENT 2025/26

Upskilling professional emerging artists to facilitate workshops in challenging community settings.

NURTURING TALENT

Upskilling professional emerging artists

INTRODUCTION

Create is looking for up to six dynamic artists based in London who are passionate about using the creative arts to empower disadvantaged and vulnerable people.

Nurturing Talent will run between March 2025 and March 2026 with up to six artists based in London and one artist based in Manchester (all studies must have been completed), who are interested in gaining hands-on workshop experience to apply their professional practice in a community setting. We are open to applications from animators, dancers, drama artists, filmmakers, musicians, photographers, visual artists and writers who will spend 25 days on the programme over 12 months.

THE PROGRAMME

Over 12 months (approximately 25 days) you will:

- Work as a supporting artist alongside Create's professional artists to plan and deliver three or more creative arts projects (circa 18 days) with different community groups (eg: isolated older people; young/adult carers; disabled children; children looked after).
- Attend seven professional development training days, led by Create artists that focus on leadership skills, workshop planning and delivery.
- Work in pairs to design and deliver your own workshop in one of Create's community settings.

PROGRAMME	DATE	ACTIVITY
FINAL REHEARSAL 2024/25 COHORT	17/03/25	PARTICIPATE IN CURRENT COHORT'S REHEARSAL
INDUCTION	24/03/25	INTRODUCTION TO CREATE AND WORKSHOP FACILITATION
COMMUNITY PROJECTS	04/25- 09/25	ACT AS SUPPORTING ARTIST ON TWO OR MORE CREATE PROJECTS
ARTIST SHARING 1	12/05/25	AN OPPORTUNITY TO MEET CREATE'S FREELANCE ARTISTS AND PARTICIPATE IN WORKSHOP ACTIVITIES/TRAINING
WORKSHOP DEVELOPMENT MODULE	08/09/25	CO-PLAN AND REHEARSE A WORKSHOP IN PAIRS
COMMUNITY PROJECT(S)	10/25 - 03/26	SUPPORTING ARTIST ON FURTHER COMMUNITY PROJECT(S)
ARTIST SHARING 2	17/11/25	FURTHER OPPORTUNITY TO MEET CREATE'S ARTISTS AND PARTICIPATE IN WORKSHOP ACTIVITIES/TRAINING
WORKSHOP REHEARSAL MODULE	02/03/26	PRACTICE AND DEVELOP YOUR WORKSHOP MODEL
WORKSHOP DELIVERY MODULE	16/03/26	DELIVER YOUR WORKSHOP WITH A TRUSTED CREATE COMMUNITY PARTNER
EXIT INTERVIEW	24/03/26	WITH TWO OF CREATE'S SENIOR PROJECT MANAGERS

CREATE ARTISTS

Create's artists are freelance professional practitioners in their specialist field who also have exceptional communication skills combined with extensive experience of leading creative arts projects in education and community settings. They act as facilitators, encouraging and motivating workshop participants to explore their creativity, develop existing and new life skills, become more self-confident and have fun. All participants' contributions are encouraged and valued. Artists are able to expand their own

artistic horizons, exploring new ideas and developing ambitious programmes that benefit both Create's participants and their own artistic practice. They are engaged in a wide range of imaginatively conceived programmes that place participants' ideas and the development of their creativity at the heart of every project.

YOUR COMMITMENT

- You must have completed all study before attending the programme.
- You must be available to attend all seven training modules (including the 2024/25 cohort's rehearsal) and the exit interview date (as set out in the structure table).
- You are able to attend 18 full day/36 half day workshops during the year. Dates will be offered as projects are confirmed. Create projects are delivered throughout the week; some projects are weekly and others run on consecutive days. Applicants who have flexible freelance working schedules, which allow them to be available throughout the week/on a range of weekdays, are best suited to this programme.
- You can demonstrate how you will apply this opportunity to the development of your professional and community practice during the year.

WHAT YOU WILL GAIN

You will develop your skills and experience as a supporting artist in challenging community settings alongside your own professional practice. Specifically you will gain:

- A developed understanding and practice of delivering high-quality workshops with disadvantaged and vulnerable people in challenging community settings, working within your own artform and, if appropriate, in cross-arts workshops.
- Experience working with at least three different groups of participants.
- Support and feedback from Create's professional artists and management team on a project-by-project basis.
- Development of your own arts-practice and leadership skills; leadership of a room; facilitation experience with Create's priority groups; learning through trial and error.
- Development of your communication and organisational skills to ensure clarity when setting tasks and giving clear instructions.
- Development of your interpersonal skills, time management, organisational and improvisatory skills in a professional context.
- The opportunity to join Create's professional artist pool if successfully graduating from the programme.

FINANCIAL SUPPORT

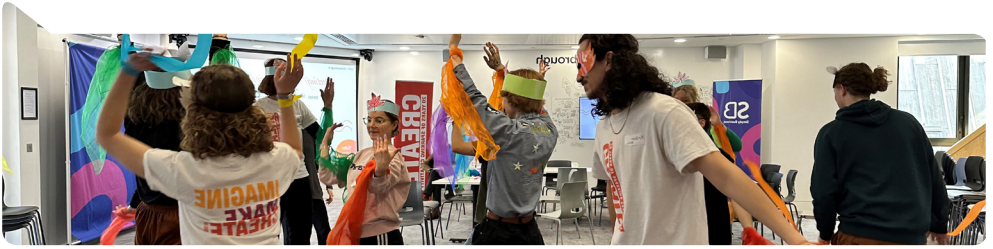
Nurturing Talent is offered free of charge to successful applicants. In addition, Create aims to reduce financial barriers to accessing this unique training opportunity by providing a bursary.

- You will receive a £1,800 bursary to cover your time spent supporting Create projects.
- The bursary provided by Create is not intended to cover or reflect professional fees but rather offer financial support to commit to the training programme.
- The bursary is distributed when you support Create projects. You will receive a portion of the bursary for each workshop day you support. Create's workshop days are either half days or full days. The corresponding distribution of the bursary will be: half day= £50, full day= £100.
- Travel outside London (beyond the M25) is covered by Create. Within the M25, you will cover this with the bursary payment received.
- On successful graduation from the programme, you will receive a full-day fee of £160 for the first year following graduation. In the subsequent second and third years after graduation, your fee will increase to £180 and £200 respectively.

Nurturing Talent scheme

NT	Years' experience post NT	NT+1	NT+2	NT+3
£1,800	Day rate	£160	£180	£200
Bursary	Full time Equivalent**	£36,000	£40,500	£45,000

**Based on 225 days pa: 260 working days less 33 days holiday/2 days "other leave"



WHAT WE DO

Create is the UK's leading charity empowering lives, reducing isolation and enhancing wellbeing through the creative arts.

We know that unleashing creativity ignites imaginations, develops confidence and builds relationships. Like setting off a firework, our professional artists light the touch paper and our participants discover new found self-belief and a desire to try more, do more and be more.

We're a national charity that champions local priorities by collaborating with our partners to tailor every project to each individual's needs. We believe that everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential. Each project is a collaboration with one or more community partners, which have specialist knowledge of local priorities and the participants that they exist to serve.

Our focus is on engaging the most marginalised participants in inspiring, sustainable arts programmes – delivered in familiar settings where they feel comfortable and safe – in areas where provision is poor and engagement in the arts is therefore low. We prioritise our work with eight participant groups: young patients; disabled children and adults; young and adult carers; children looked after/leaving care; schoolchildren (and their teachers) in areas of deprivation; vulnerable older people; young and adult prisoners (and their families); and marginalised children and adults.




Many of our programmes are developed and delivered in partnership with the business community, helping to meet their Corporate Responsibility priorities. Every programme we deliver is rigorously evaluated because we're passionate about providing inspiring and empowering creative experiences that have a lasting impact.

One spark of creative energy opens up a world of positive opportunities. Create lights that spark.

FURTHER INFORMATION

Jo Gray
Programmes Manager
T: 020 7374 8485
E: jo@createarts.org.uk

Create
3rd Floor
14 Austin Friars, London
EC2N 2HE

createarts.org.uk
 [create charity](https://www.facebook.com/createcharity)
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Registered charity number 1099733

HOW TO APPLY APPLICATION IS VIA A TWO-STAGE PROCESS

1. Complete the **Eligibility Form** and **Diversity and Equality Monitoring Form** and submit to Jo Gray, Programmes Manager, jo@createarts.org.uk.

Completed eligibility forms can be submitted until 10am on 18/10/24. We will let you know whether you are invited to apply by 24/10/24.

2. If you are invited to apply, Jo will contact you with an application form to complete. We will also ask you to submit a two-minute video (instructions will be included).

Completed application forms and videos can be submitted until 10am on 15/11/24.

Interviews will be held at Create's office in the City of London on 16/12/24 and 17/12/24.

Create is committed to a policy of equal opportunities embracing diversity in all areas of activity and positively welcomes applications from disabled people and people of all ethnicities.