



CREATE

ARTS.ORG.UK

NURTURING TALENT 2026/27

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

NURTURING TALENT (NT)

Create is the UK's leading charity empowering lives, reducing isolation and enhancing wellbeing through the creative arts. Our focus is on engaging participants in inspiring, sustainable arts programmes in areas where provision is poor and engagement in the arts is therefore low.

WE WORK WITH

**DISABLED
CHILDREN &
ADULTS**

**VULNERABLE
OLDER PEOPLE**

**YOUNG
PATIENTS**

**YOUNG
& ADULT
CARERS**

**CHILDREN IN
CARE & CARE
LEAVERS**

**SCHOOLCHILDREN
IN AREAS OF
DEPRIVATION**
and their teachers

**YOUNG &
ADULT
PRISONERS**

OTHER MARGINALISED CHILDREN & ADULTS

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

Nurturing Talent will run between March 2026 and March 2027 with up to five artists based in London and one based in Manchester, 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).
- » 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.

I FEEL MORE CONFIDENT ENGAGING WITH PARTICIPANTS, READING THE ROOM AND ADAPTING TO INDIVIDUAL AND GROUP NEEDS.

NT artist 2024/25

OVERALL, NURTURING TALENT IS JUST A LOVELY BALANCE OF SUPPORT AND CHALLENGE. I FEEL VERY NURTURED.

NT artist 2024/25

PROGRAMME

DATE

ACTIVITY

2025/26 cohort rehearsal	16/03/26	Participate in current cohort's final rehearsal
Induction (Module 1)	23/03/26	Introduction to Create and workshop facilitation
Community project(s)	04/26-09/26	Act as supporting artist on Create projects
Ignite practitioner training	11/05/26	Full day CPD. An opportunity to meet Create's artists and project team
Ignite safeguarding training	18/05/26	Half day training
4 month catch-ups	13/07/26	With one or more of Create's project team. Reflect on programme so far
Workshop development (Module 2)	07/09/26	Review creative activities. Begin to co-plan Module 4 workshop in pairs
Community project(s)	10/26-02/27	Act as supporting artist on Create projects
8 month catch-ups	09/11/26	With one or more of Create's project team. Reflect on programme so far
Ignite practitioner training	16/11/26	Full day CPD. An opportunity to meet Create's artists and project team
Workshop rehearsal (Module 3)	01/02/27	Develop and rehearse your workshop model
Workshop delivery (Module 4)	08/03/27	Deliver your workshop with a trusted community partner. Rehearse (am) deliver (pm)
Personal programme review	15/03/27	With two of Create's project team members

Workshop Modules ~ Training days for 2026/27 Nurturing Talent cohort.

Ignite ~ Umbrella term for Create's CPD training, which includes practitioner training and safeguarding training. This CPD is offered free of charge to Create staff, freelance artists, freelance project managers and Nurturing Talent artists.

YOUR COMMITMENT

- » You must have completed all study before attending the programme.
- » You must be available to attend all seven training modules (including the 2025/26 cohort's rehearsal, the safeguarding training) and the personal programme review date (as set out in the programme structure table).
- » You must be able to support 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 (projects are rarely on weekends or evenings). Some projects are weekly and others run on consecutive days. Applicants with flexible, freelance working schedules are best suited to this programme. See more on project formats on page 6.
- » You must be able to demonstrate how you will apply this opportunity to the development of your professional and community practice during the year.

CREATE ARTISTS

Create's freelance artists have an established professional practice in their artform as well as extensive experience of leading creative arts projects in challenging community settings.

They use their exceptional facilitation skills to design and deliver effective workshops, encouraging and motivating participants to explore their creativity, develop existing and new life skills, grow their confidence 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 projects that benefit both Create's participants and their own artistic practice.

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 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 facilitation practice and leadership skills; leadership of a room; facilitation experience with Create's priority groups.
- » Development of your professional communication skills both in planning and delivery.
- » Development of your interpersonal skills, time management, organisational and improvisatory skills in a professional context.
- » The potential to be invited to join Create's pool of professional freelance artists, depending on skills, experience and confidence upon "graduation".

100%

of Nurturing Talent artists
successfully graduated
from the 2024/25
programme

60%

of Nurturing Talent artists
in 2024/25 were invited
to join Create's pool of
freelance artists



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 **bursary of up to £1,800** 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 assistance to support your commitment 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. The corresponding distribution of the bursary will be: half day = £50, full day = £100.
- » Create covers the cost of travel to/from projects outside the M25 (Create does not pay for travel to projects within the M25).
- » Should you be invited to join Create's artist pool following graduation from the programme, you will be placed on the 'NT+1' fee band and your fees will increase automatically as you gain experience.

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"

PROJECTS

Projects broadly fall into two categories (although every project is uniquely designed so there are exceptions): consecutive days, or one full-day or half-day per week for 6-8 weeks. In general we do not run projects in the evenings or on weekends. Projects with certain groups generally happen either during term-time or school holidays.

WHAT OUR PROJECTS LOOK LIKE

	Monday		Tuesday		Wednesday		Thursday		Friday	
Week 1	am	pm	am	pm	am	pm	am	pm	am	pm
Week 2	am	pm	am	pm	am	pm	am	pm	am	pm
Week 3	am	pm	am	pm	am	pm	am	pm	am	pm
Week 4	am	pm	am	pm	am	pm	am	pm	am	pm
Week 5	am	pm	am	pm	am	pm	am	pm	am	pm
Week 6	am	pm	am	pm	am	pm	am	pm	am	pm

CONSECUTIVE DAYS IN TERM-TIME

- » Prisoners (full day)
- » SEND school children (full day)

PROJECTS ON A WEEKLY BASIS

- » Vulnerable older people (half days)
- » Dementia groups (half days)
- » Survivors of modern slavery (half days)
- » Adult carers (half days)
- » Care leavers (half days)
- » SEND school children (full days)

CONSECUTIVE DAYS IN SCHOOL HOLIDAYS

- » Young carers (3 full days)
- » Young psychiatric patients (5 half days)
- » Children in care (3 full days)
- » Young adults with disabilities (3 full days)
- » Young refugees and migrants (3 full days)



EXPLORING FACILITATING THROUGH A NEW ARTFORM HAS BEEN A LOVELY WAY TO DISCOVER STRENGTHS I WASN'T AWARE I HAD.

NT artist 2024/25

PROJECT SCHEDULING

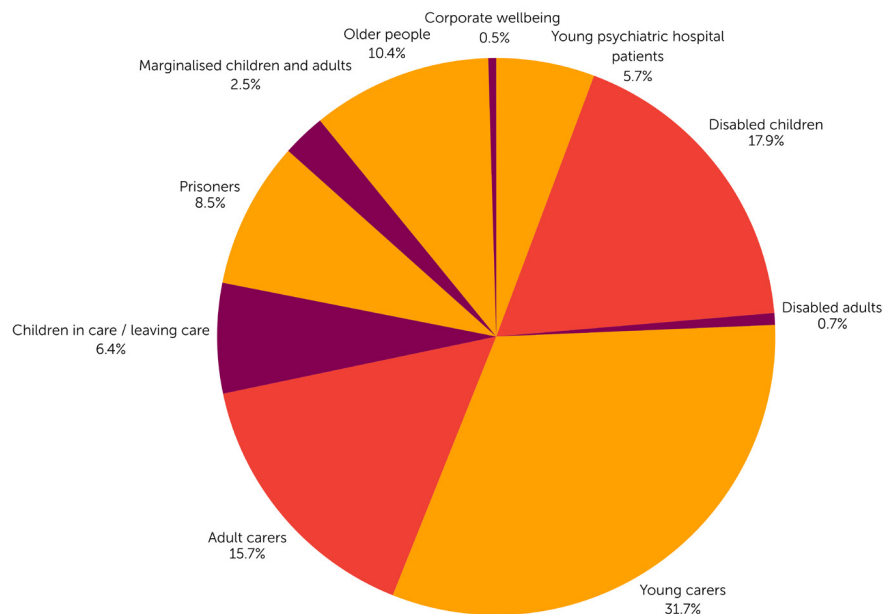
Projects are offered as they are confirmed throughout the year, as funding is secured. We will try our best to give you your preferred projects and you should aim to complete half your allocation by the end of September. We may ask you to hold certain dates to support with this, and we ask you to be flexible with artforms and participant groups as we are booking NTs onto a total of 216 workshops across the year!

We can generally guarantee projects for NTs in all school holidays except Christmas. It is therefore helpful if you hold these dates so you are available for projects. The dates below are for most UK areas but can sometimes differ from one area to another:

- » Easter holiday: 30 March – 10 April 2026
- » May half term: 25 – 29 May 2026 (majority of projects will run Tuesday – Thursday)
- » Summer holidays: 20 July – 28 August 2026
- » October half term: 26 – 30 October 2026 (majority of projects will run Tuesday – Thursday)
- » February half term: 15 – 19 February 2027 (majority of projects will run Tuesday – Thursday)

No projects will run from 21 December 2026 – 1 January 2027.

Projects are more frequent with some participant groups than others and some settings make it difficult to include an NT. The chart shows the frequency of projects with each participant group, so that you have a realistic expectation of which groups you are likely to work with most.



PROJECT WORKFLOW

PRE-PROJECT

The NT receives an email offering a project. This will include the following information:

- » Date, time, location, participant group, artform and lead artist.
- » The NT responds to the project offer. If yes, they receive a confirmation email putting them in touch with the project manager who will be planning the project. A contract will be sent before the start date of the project.



The project manager will email the NT to organise a planning meeting. This is virtual and lasts no longer than an hour. At the planning meeting, the NT will meet the project manager, the lead artist and community partner staff. An agenda will be shared beforehand and notes will be sent afterwards.

The NT and lead artist will be put in touch so they can talk about the project and the NT's role, including any activities they would like to lead. NB: Project delivery is the responsibility of the lead artist and offering leading opportunities is at their discretion.



If the NT needs materials for their activities, they let the project manager know so these can be provided.



PROJECT DELIVERY

The NT is required to attend all project days, including the 30 minute set-up and 30 minute debrief after each workshop. They will be able to reflect on the workshop and receive constructive feedback on their contribution.

POST-PROJECT

The NT will receive a digital questionnaire that needs to be completed within a week of the project. The NT will receive their bursary for the project in the pay run in the month following the workshop dates. Payment will be delayed if the questionnaire has not been completed.



HOW TO APPLY

APPLICATION IS A TWO-STAGE PROCESS

1. Complete the **Eligibility Form** and **Diversity and Equality Monitoring Form** and submit to Jazzy Usiskin, Project Administrator, jazzy@createarts.org.uk.

Completed eligibility forms can be submitted until 10am on 17/10/25.
We will let you know whether you are invited to apply by 20/10/25. Please check your junk/spam email.

2. If you are invited to apply, Jazzy 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 14/11/25.

Interviews will be held at Create's office in the City of London on 15/12/25 and 16/12/25.

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.

CREATE
ARTS.ORG.UK

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

FURTHER INFORMATION

Jazzy Usiskin | Project Administrator
T: 020 7374 8485
E: jazzy@createarts.org.uk

THEORY OF IMPACT

for artists

INTENT

Create projects are developed and delivered by passionate, skilled, experienced, assured, well-trained professional artists.

ACTIVITIES

Planning meetings
to co-create projects that meet the needs/interests of participants and partner organisations and deliver on agreed project outcomes.

Workshop delivery
with a range of vulnerable participants in different community settings.

Collaboration
with participants, partner organisation staff, other Create artists and Nurturing Talent emerging artists.

Evaluation
via feedback throughout workshops and post-project.

Networking
to share skills, experiences, approaches and ideas among artists and the Create team.

"Ignite"
continuous professional development.

"Nurturing Talent" (NT)
training for emerging artists.

DIRECT OUTCOMES

- » Greater social awareness and connection
- » Enriched practice
- » Broadened creative horizons
- » Cross artform learning (NT)
- » Enhanced empathy and understanding
- » Constructive feedback
- » Mindful of personal strengths

- » Connecting with peers
- » Sharing ideas
- » Building relationships

- » Developing skills
- » Building knowledge
- » Increasing experience
- » Growing understanding

- » Feeling supported
- » Feeling inspired
- » Gaining insights
- » Finding new approaches
- » Developing creativity
- » Building confidence
- » Making connections

INTERMEDIATE OUTCOMES

- » Adaptability
- » Self-reflection
- » New perspectives
- » New creative approaches
- » Transferable ideas
- » Growth as a practitioner

- » Supportive network
- » Adopting different facilitation styles
- » Integrating new approaches into creative practice

- » Increased confidence and ability to deliver high quality workshops
- » Enhanced empathy
- » Increased expertise

- » Personal development
- » Supportive relationships
- » Improved wellbeing

SOCIAL VALUE

SKILLS FOR LIFE AND WORK

Workshop Programme

Networking

Continuous Professional Development

QUALITY OF LIFE

IMPACT

CREATE ARTISTS ARE MORE **ADAPTABLE, CONFIDENT, CREATIVE AND CONNECTED** ENABLING THEM TO **EMPOWER, UPSKILL AND ENHANCE THE WELLBEING OF PARTICIPANTS.**