

# Section 1: Research Digest

## Management & Training

### Arts and Entertainment Workforce Development Plan

#### Metier Research Report No 3 [UK]

Metier [National Training Organisation of the Arts & Entertainment Sector]

Bradford March 2001

Metier

16 pages

#### Objectives

This plan has been produced [i] to explain the importance of the arts and entertainment sector to central government and regional agencies and to provide information to the new Learning & Skills Councils on the sector's needs, and [ii] to explore the needs of the sector, explain priorities and set targets.

#### Methodology

The plan is based on the findings of a range of research reports commissioned by Metier over the past few years. These have used questionnaires to survey different areas within the overall sector, including the music industry, London theatres, the arts and entertainment sector in Scotland, graduates entering the arts and entertainment workforce.

#### Contents

Introduction - *Part One: Profile of the Arts and Entertainment Sector* - 1 The Sector and its Workforce [1.1 Industrial and Occupational Coverage / 1.2 Economic and Business Issues / 1.3 Employment Levels and Trends / 1.4 Demographics of the Workforce / 1.5 Qualifications Base of the Workforce / 1.6 Small and Medium Sized Enterprises (SMEs) / 1.7 Skills Shortages and Gaps] - 2 Stakeholder Map [2.1 Main Stakeholders] - 3 Education and Training [3.1 Education and Training / 3.2 Accreditation of Qualifications] - *Part Two: Workforce Development: Needs, Issues, Priorities, Targets* - 1 Major Needs and Issues facing the Arts and Entertainment Sector - 2 Key Trends in Arts and Entertainment Sub-Sectors - 3 Priorities for Action - 4 Sector Targets, Outcomes and Milestones - 5 Glossary of Terms

#### Summary

Part One of this report identifies the the range of coverage of the arts and entertainment sector - performing arts, visual arts and crafts, literary arts, arts management and administration, arts development and teaching and technical production and support - and also considers the sources of funding to the sector from central government. There are also details on employment levels and trends in employment in the sector plus information on the demographic composition of the sector workforce. There are high levels of pre-vocational qualifications and the sector is characterised by a profusion of small and medium-sized enterprises. Skills shortages are of highly developed specialists and

of people who have a well developed range of specialisms. The report provides details of all those agencies with an input and an interest in the sector, from trade unions to funding bodies to government departments. It also looks at the relationship between education providers and training and outlines Metier's own sector standards.

Part Two explores in more detail the issues and trends in the sector, including the skills shortages and needs and proposes a series of priorities for the period up to 2008. The report highlights several areas of development which are affecting the sector. These includes information and communications technologies, working patterns, funding, barriers to training and development, vocational qualifications and national initiatives. The report also provides details of trends, issues and needs identified by people working in the sector at six artform consultation events held about the draft development plan. In addition, the report identifies a series of priorities for action, covering entry to the workforce, organisational development, workforce development, and it concludes with targets, outcomes and milestones for work in the following areas: greater diversity in the workforce, higher levels of skills, greater levels of work readiness amongst graduates, sector growth and organisational development.

#### Availability

Available from Metier, Glyde House, Glydegate, Bradford BD5 0BQ; tel: +44 (0) 1274 738800; fax: +44 (0) 1274 391566; e-mail: admin@metier.org.uk; website: www.metier.org.uk/researchbase  
An eight-page fold-out summary version of the report is also available.