

COASTAL CATALYST: YOUTH BOARDS, ALUMNI & GOAL SETTING

Goals set at the start of the Coastal Catalyst project in October 2024, where the team considered what they wanted to achieve with the youth boards, how they could ensure it was a beneficial opportunity for the young people involved, and what sort of alumni offer can be given to young people who age out of the 14-25 age bracket.

Powered by Coastal Catalyst



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



Goals

What do we want from the project?

It is a skill to have **bravery in getting paid properly**, e.g. to ask for payment to cover thinking time or value your hourly worth

Accessibility – reasonable adjustments, rights, confidence, ability to challenge

Creative industry low wages – entry level wages but no entry level skills. The importance of holding institutions to account, e.g. making sure they employ a fair range of people and don't ask for too much of an entry level role.

We want to show young people **WANT** to be engaged – what's stopping them? **What are the barriers that stop this want becoming an actual involvement?**

Accessible way of understanding what young people have done – **talking about skills and how to get a job.**

Social media as another space – a **digital space** for young people to engage with and connect with one another / opportunities

Job titles – more **transparency around what a creative job looks like**, what career possibilities there are, and how their skills may align with a role they never knew existed.

Looking at the skills gap in Sussex and how we can help young people into those roles, e.g. technicians, fundraisers, project managers.

Brand shaped by the young people – ensure what we are putting out has a young voice and connects with what the young people want to say / want to see.

Barriers – working class parents seeing creative careers as a bad choice for their children, and potentially steering them away from these careers. **The important role we can play in changing this narrative**, creating more opportunities, and being clear about what a creative career might look like, e.g. creative role in a different industry/sector.

Has to be youth led

Agency to get hands on and take the lead of socials, the project, events, and their needs – it gives them their own voice.

Share the journey with the world – look at the research strands, how this research can become toolkits, and feeding this back into advice for the sector as well as showing young people what their research contribution has led to.

Youth board meetings – education by doing, young people struggle, informal get to know each other, don't speak at them, learn company structures.

Training and advice around how to pay your rent, **robustness of wide skills.**

Change perceptions around including young people and their capabilities / what an asset they can be to the team.

CV & interview skills

Social media **spotlights of the people on the youth boards**, both at the start and end of the project.

You're the link between all your creative skills.

Barriers for entry are often: Wages; Not working for free; Paid enough to live in the creative places that they contribute to

Break down gatekeeping / knowledge sharing: No acronyms; Who are the toolkits for?; Industry insights

Case studies from young people

Working out evaluation and aims at the start

Building transferrable skills in the wider world and **how creativity can work collaboratively with other industries** like the NHS.

Goals

What do we want from the project?

- It is a skill to have bravery in getting paid properly, e.g. to ask for payment to cover thinking time or value your hourly worth
- Accessibility – reasonable adjustments, rights, confidence, ability to challenge
- Creative industry low wages – entry level wages but no entry level skills. The importance of holding institutions to account, e.g. making sure they employ a fair range of people and don't ask for too much of an entry level role.
- We want to show young people WANT to be engaged – what's stopping them? What are the barriers that stop this want becoming an actual involvement?
- Accessible way of understanding what young people have done – talking about skills and how to get a job.
- Social media as another space – a digital space for young people to engage with and connect with one another / opportunities

- Youth board meetings – education by doing, young people struggle, informal get to know each other, don't speak at them, learn company structures.
- Training and advice around how to pay your rent, robustness of wide skills.
- Change perceptions around including young people and their capabilities / what an asset they can be to the team.
- CV & interview skills
- Social media spotlights of the people on the youth boards, both at the start and end of the project.
- You're the link between all your creative skills.

Goals

What do we want from the project?

- Job titles – more transparency around what a creative job looks like, what career possibilities there are, and how their skills may align with a role they never knew existed.
- Looking at the skills gap in Sussex and how we can help young people into those roles, e.g. technicians, fundraisers, project managers.
- Brand shaped by the young people – ensure what we are putting out has a young voice and connects with what the young people want to say / want to see.
- Barriers – working class parents seeing creative careers as a bad choice for their children, and potentially steering them away from these careers. The important role we can play in changing this narrative, creating more opportunities, and being clear about what a creative career might look like, e.g. creative role in a different industry/sector.
- HAS TO BE YOUTH LED
- Agency to get hands on and take the lead of socials, the project, events, and their needs – it gives them their own voice.
- Share the journey with the world – look at the research strands, how this research can become toolkits, and feeding this back into advice for the sector as well as showing young people what their research contribution has led to.

- Barriers for entry are often
 - Wages
 - Not working for free
 - Paid enough to live in the creative places that they contribute to
- Break down gatekeeping / knowledge sharing
 - No acronyms
 - Who are the toolkits for?
 - Industry insights
- Case studies from young people
- Working out evaluation and aims at the start
- Building transferrable skills in the wider world and how creativity can work collaboratively with other industries like the NHS.

Youth Boards & Opportunities

What might these look like?

Careful of
over 'board
burn out'

The young
people working
towards events
– lates, etc.

**Clear what the offer is for
people joining the board**
– the benefits of joining:
Stipends; travel expenses;
ticket discounts / passes;
training; lanyard, t-shirt,
etc.

**Youth membership
across the Sussex
Coast similar to the
Art Fund: DLWP,**
Dome, Towner, other
partners of the Coastal
Catalyst.

**WhatsApp group
community –**
announcements board that
can allow information
sharing without replies;
weekly news bulletin of
jobs and opportunities.

Who are we looking for?:
Marginalised and diverse
representation; **Goals around
the voices we want to hear –**
setting some aims for the
number of young people we
want to see from each group,
potentially looking at positive
discrimination.

**Shortcut to recruit
(alternative to mega-
board) –** engage with local
providers who are already
embedded in the
communities and working
with young people

**Different levels
of involvement:**
light touch / on
the board / on the
central board.

**Votes notes as a form of
response / evaluation:** Possible
difficulties with the management
and safeguarding; Potentially
just use it for recording sections
of the youth board meetings,
and at the end of events as on
the day evaluation.

**Progression – where / what
does being on the youth board
lead to?:** Potential for coming
back as a mentor or session
lead; Looking at using these
people to create an alumni
scheme, or a way for them to
give back and get paid after
reaching the 25+ age bracket.

Rolling application form –
allows people to get involved if
they hear about it later on, or if a
friend makes them aware of it:
Changes the voices that are
being heard, and ensures
anyone who wants to be
involved has the opportunity to.

**Going to where young
creative people are at**
– meet them in their
spaces, such as youth
clubs or colleges, etc.,
and gather their
opinions.

Open discord
group to offer
board discussions
and open
conversations.

Youth Boards & Opportunities

What might these look like?

- Careful of over 'board burn out'
- The young people working towards events – lates, etc.
- Clear what the offer is for people joining the board – the benefits of joining
 - Stipends
 - Travel expenses
 - Ticket discounts / passes
 - Training
 - Lanyard, t shirt, etc.
- Youth membership across the Sussex Coast similar to the Art Fund
 - Towner
 - DLWP
 - Dome
 - Other partners of the Coastal Catalyst
- WhatsApp group community – announcements board that can allow information sharing without replies
 - Send a once-a-week bulletin of opportunities
- Who are we looking for?
 - Marginalised and diverse representation
 - Goals around the voices we want to hear – setting some aims for the number of young people we want to see from each group, potentially looking at positive discrimination

- Shortcut to recruit – engage with local providers who are already embedded in the communities and working with young people
- DIFFERENT LEVELS OF INVOLVEMENT
 - Light touch
 - On the board
 - On the central board
- Votes notes as a form of response / evaluation
 - Possible difficulties with the management and safeguarding
 - Potentially just use it for recording sections of the youth board meetings, and at the end of events as on the day evaluation
- Progression – where / what does being on the youth board lead to?
 - Potential for coming back as a mentor or session lead
 - Looking at using these people to create an alumni scheme, or a way for them to give back and get paid after reaching the 25+ age bracket
- Rolling application form – allows people to get involved if they hear about it later on, or if a friend makes them aware of it
- Changes the voices that are being heard, and ensures anyone who wants to be involved has the opportunity to
- Going to where young creative people are at – meet them in their spaces, such as youth clubs or colleges, etc., and gather their opinions.
- Open discord group to offer board discussions and open conversations.

Alumni

How do we ensure that over 25s don't fall off the cliff?

Coaching re-invested in 14-25 from 18-30-year-olds

Events open to alumni as well as young people

Alumni email newsletter:
Opportunities available to them;
Creative jobs that are currently hiring.

Creative networking - having connections with the local creative community: **Ensuring these networking opportunities are accessible** and easy to engage with for people who have barriers or are less social.

Mentees could become mentors

Having alumni come in to share skills with the young people - what they wish they knew, how the programme helped them, any top tips, etc.

Extend youth membership to 18-30

18-30 age gap of opportunities (Good Space)

Toolkit for employers and young people that shares a joint language - educating employers on re-framing their mindset around work culture and expectations, and teaching young people how to have work/life boundaries and respect for their time.

Leadership and management training for 18-30 - how to facilitate workshops and events

What does progression look like?
Transferrable skills

How to stay in the industry when you don't want to be a full time artist, or can't find full time work in your creative practice - other ways to remain in the creative industry, or how your skillset could be beneficial in a role you never considered.

Freelance training / funding & fundraising training.

Consideration of a **better future for creative industries:**
Cohesion across art forms.

Having meetings with councils and organisations to share the feedback from these young people: Offering this as a job role for 18-30-year-old young people; **A translator role** - sharing the feedback and voices of the 14-25, and taking it to the organisations as part of the upper bracket of 'young person' (25-30).

Having the language to critique and talk about **moulding the arts to you and what you want from it** / what you can give that is unique to you.

Alumni

How do we ensure that over 25s don't fall off the cliff?

- Coaching re-invested in 14-25 from 18-30-year-olds
- Events open to alumni as well as young people
- Alumni email newsletter
 - Opportunities available to them
 - Creative jobs that are currently hiring
- Creative networking – having connections with the local creative community
 - Ensuring these networking opportunities are accessible and easy to engage with for people who have barriers or are less social
- Mentees could become mentors
- Having alumni come in to share skills with the young people – what they wish they knew, how the programme helped them, any top tips, etc.
- Extend youth membership to 18-30
- 18-30 age gap (Good Space)
- Toolkit for employers and young people that shares a joint language – educating employers on re-framing their mindset around work culture and expectations, and teaching young people how to have work/life boundaries and respect for their time

- Leadership and management training for 18-30 – how to facilitate workshops and events
- What does progression look like? Transferrable skills
- How to stay in the industry when you don't want to be a full time artist, or can't find full time work in your creative practice – other ways to remain in the creative industry, or how your skillset could be beneficial in a role you never considered
- Freelance training / funding training
- Consideration of a better future for creative industries
 - Cohesion across art forms
- Having meetings with councils and organisations to share the feedback from these young people
 - Offering this as a job role for 18-30-year-old young people
 - A translator role – sharing the feedback and voices of the 14-25, and taking it to the organisations as part of the upper bracket of 'young person' (25-30)
- Having the language to critique and talk about moulding the arts to you and what you want from it / what you can give that is unique to you.

View the board in full:

https://miro.com/app/board/uXjVLV-Zqpc=?share_link_id=273723005358

Powered By

COASTAL CATALYST



@FutureCreatorsUK | @TalentAccelerator_