

Mentoring Agreement

Leonardo, Vocational Training for Outdoor Arts

Introduction:

The make up of this partnership brings two particular strengths to the project. One is the emphasis on sharing perspectives from very different parts of the industry and looking at the relationships between them with fresh eyes and ideas (as opposed to a partnership of very similar institutes). The other is the emphasis on dynamism and change within the partnership – while some organizations are much newer than others, they are working in contexts of significant change and development. This adds value to the partnership both in keeping the emerging vocational training needs of a fast-changing industry in focus and also in providing a range of developmental contexts where results and findings from the project can be put into practice.

Who will do the mentoring?

Each partner in the programme agrees to mentor and support all partners through offering specialist advice and guidance as and when required to the project as a whole and to individual partners when requested. Mentoring will be in the following areas of specialism and with a view to supporting partners in the following areas of need:

SeaChange Arts –agency supporting professional development through Arts Council England's 'Escalator Outdoor Arts' programme and other activities. Recognized lack/weakness of Outdoor Arts practitioners in the East of England. Working in an isolated area of deprivation with a focus on community engagement. Seachange Arts will be managing a European Professional Development Centre for Outdoor Arts opening in 2012 and through the partnership they want to look at the best way to manage and promote this centre.

Le Fourneau – major established development agency for professional outdoor arts in France and Europe. The project extends their cross-European collaboration in vocational training and informs the development of a major new expanded centre for professional development in Brest 2012-14.

Close Act – established commercial artistic company, also acting as trainers for emerging practitioners directly and via training institutes such as the University of Tilburg. The project will build their trans-European working in these contexts and transmute their reputation for excellence to the partners work.

Theatre Bristol – professional development agency for Outdoor Arts and New Circus in South West England. Specialist focus on cross-sector and interdisciplinary collaboration. Lack of community and international collaborative practice and training in the SW region addressed by this project.

Bui Bolg, Ireland – inter-disciplinary commercial creative practitioners also active in community education/training and as promoters and collaborators with professional collectives in Ireland. This project will support entry into the European Outdoor Arts market for Irish practitioners and collaborative practice in community contexts.

The mentoring partnership – what is the ethos?

The list below sets out how the mentoring partnership will work in spirit and ethos and how we as a partnership agree a way of working within a set of guided beliefs:

- Reflect on what you have learned and the experience you've had together
- Think about how you can share your learning with others
- Encouraging reflection on practice and reflexivity in practice
- Talking about what you are passionate about
- Taking risks and being challenged
- Making connections
- Being free to make mistakes which lead to learning
- Prioritizing and valuing creativity
- Finding a fresh viewpoint
- Fulfilling your potential
- Enabling you to do your job better
- Developing new skills, new ways of thinking and areas of interest
- Transforming your practice
- Developing consistency and sustainability in your practice
- Developing and sharing innovative practice

What will the mentoring achieve?

The mentoring will help all the partners work towards achieving the aims and objectives of the Leonardo Programme, namely:

- Vocational Training Programme:
 - o Increase employability and entrepreneurship, supporting commercially successful work and artistic excellence
- Develop better practice for organisations delivering vocational training and professional development for outdoor arts and establish 'hallmarks of excellence'
- Develop skills needed to access wider markets for artistic work and diversify practice
- Establish European networks of co-operation i.e. a touring network around the partners for artists
- Sharing experiences from established artists/emerging artists and artists /promoters

- Identify key emerging issues in outdoor arts and establish training to approach these issues
- Develop promotional skills and use of technology

The impact this mentoring programme will have on individual professionals, artists and organizations may include the following:

Impact on artists

- Increased employability/employment through enhanced skills and understanding of market requirements
- Greater engagement/employment across Europe
- Greater involvement and collaboration in domestic and European support networks
- Greater understanding of the possibilities and value of training in their professional practice
- More experimentation and proactive diversification in their working practice
- Creation of high value personal connections with sectoral partners

Impact on staff

- Broader and deeper knowledge of effective practice in vocational training for the sector
- Access to a European network providing support, knowledge and opportunities
- Access to a transnational pool of training providers
- Better understanding of the vocational training needs of the sector across different regions and the relevance/value of transnational skills exchange
- Ability to engage and respond to European employment markets, and market change
- Increased confidence in leading experimental and collaborative practice
- Awareness of a greater range of possible relationships in working/training other professionals in the sector
- Greater understanding re the achievement of quality training and excellent outcomes

Impact on participating institutions

- Widened participation in European cooperation
- Increased variety of models for ongoing vocational training in their work
- Raised profile and role of institutions in the development of vocational training for Outdoor Arts in their territories and adding value to current work
- New axis of cooperation that add value to institutions during and beyond the project
- Informing the development of physical infrastructure
- Identified possible new roles for organisations and increased partnerships/collaborations
- Strengthening of institutions in understanding and response to market changes

- Strengthening reputation of organisations for transnational work and collaboration