

CHECKLIST: SECURING A TALENT PIPELINE

The dance and arts sector thrives on creativity, innovation, and skilled professionals. To secure its future vitality and success, it's crucial to strengthen the talent pipeline, particularly in supporting roles such as stage managers, lighting designers, producers, communicators, and other key staff who bring artistic visions to life. Below is a checklist to help develop and sustain this essential talent base.



Develop a strategic action plan

- Create clear objectives for talent development.
- Implement mentoring and career development programmes.

Promote the value of support roles

- Highlight the creative and essential contributions of support roles.
- Communicate the impact of these roles on the success of productions.
- Give examples of the creative aspects of the support roles.

Implement mentoring and training programmes

- Establish mentoring relationships between experienced and new professionals.
- Provide relevant training and development opportunities.

Foster a welcoming environment

- Create an inclusive culture that supports diverse perspectives.
- Ensure a positive work-life balance for all employees with flexibility and support for family and personal commitments.

Encourage cross-sector collaboration and educational collaborations

- Partner with educational institutions and other sectors.
- Develop pathways for new talent to enter the sector.

Address identity and role transitions

- Provide support for individuals transitioning to new roles.
- Offer resources and counselling during role changes.

Leverage digital and social media

- Use digital platforms to promote support roles.
- Share success stories and the impact of behind-the-scenes work.

Expand recruitment practices

- Include diverse career options in educational outreach.
- Collaborate with schools and universities.
- Seek talent from diverse and non-traditional sources.
- Consider individuals with unique backgrounds and experiences.

Encourage risk-taking and innovation

- Support new ideas and approaches from emerging talent.
- Provide responsibility and autonomy to foster innovation.
- Encourage feedback and learning.
- Acknowledge achievements and efforts.

Monitor and evaluate

- Regularly assess the effectiveness of talent pipeline strategies.
- Gather feedback and adjust strategies as needed.

MY NOTES