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## **Making the World Differently: What skills and training opportunities do young people need for a career in creative technologies?**

An opportunity to undertake action research within the Talent Development team at Watershed, supported by the MyWorld Training and Skills team at University of Bristol. This Fellowship is open to people aged 30 or under.

This will be a practice based Fellowship exploring the relationship between young people, technology and their careers in the context of the world right now. You will engage with secondary school students and early stage creatives in conversations, workshops and thinking through making activities to produce a set of reflections on what they need to survive and thrive. We have done research into what the creative industries want from young people, now we want to know what young people want from them.

### **The Fellowship:**

Making the World Differently: what skills and training opportunities do young people need for a career in creative technologies?

The World Economic Forum's 2020 Future of Jobs report states: "The top skills which employers see as rising in prominence in the lead up to 2025 include groups such as critical thinking and analysis as well as problem-solving, and skills in self-management such as active learning, resilience, stress tolerance and flexibility." (Data used in the report was collected from 291 unique responses from global companies over a nine-month period).



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These skills can be hard to achieve. Young people often report high levels of stress connected to a context of economic uncertainty, climate crises and social injustice. And, with education and social care under pressure, the formal structures are not always able to offer the support they need to develop this kit bag of confidence and adaptability. While we know many young people are motivated by wanting to change the world that they live in (and welcome that), they also need to be able to operate within the current systems. A career in creative technology has the potential to develop all of these important capabilities while also fulfilling ambitions to make change.

Several other reports have recently been published exploring what the UK creative industries need to drive growth and be able to compete on the global stage. All have highlighted a critical need to address the sector's skills shortage and lack of diversity.

This requires creative technology organisations to think differently and to engage directly with young people. Watershed's recent consultation with young people has also, so far, identified the following gaps in skills and training provision: opportunities to think creatively and design new things; connections to local creative technologies organisations and an understanding of the international technology sector; ability to develop professional skills whilst operating with authenticity; ways to navigate uncertainty and manage a portfolio career.

Using these findings and reports the Fellow will work with young people to undertake action research about what training and skills opportunities are required, and what support might mean in practice. They will work in a team of Producers to help design, deliver and reflect on 10 months of

activity. At the end of this time they will create a set of guidelines to enable creative technology companies and organisations to meet the needs of young people (and vice versa); supporting them to navigate the complex path between surviving and thriving in careers within the sector.

The award: £20,000 for 10 months at roughly 2.5 days/week For a payment schedule breakdown please check the [FAQs](#).



### **Key Responsibilities (outputs):**

- Support the design and delivery of work experience and creative technology
- engagement sessions with a wide range of Secondary School Students to explore areas of skills and training interest in a way that ensures mutual value both to this research and fellowship but also the secondary school students themselves.
- Work alongside young makers in residence at Pervasive Media Studio to investigate and reflect on the skills that they require and

utilise during the various stages of their projects from planning and design, making and testing, to sharing and evaluating.

- Bring together your findings to make some suggestions on what the creative technology sectors could do to support young people.

### **Essential Experience and Skill Set:**

This is an opportunity for a person aged 18 – 30.

- Open and collaborative, comfortable sharing early ideas and giving/receiving
- constructive feedback with care.
- Experience of working successfully on a project to complete all requirements on time.
- Able to work independently but also as part of a team.
- Able to design and organise events, host focus groups and facilitate workshops.
- Able to reflect on and evaluate projects to draw out key insights and learnings.

### **Desirable Experience and Skill Set:**

- Experience of working with young people as a mentor, producer, support worker or other.
- Experience of working and engaging with groups from underrepresented backgrounds.
- Innovative workshop design and facilitation skills.
- Experience working with creative technologies.



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Where candidates for this opportunity score equally against the above criteria we will seek to prioritise those who are underrepresented in the UK creative technology sector.

**What do we expect from you?:**

- You will join as a MyWorld Fellow, embedding yourself within Watershed and at Pervasive Media Studio.
- Your Fellowship will enable you to robustly examine what skills and training opportunities young people need for a career in creative technologies through a combination of research into what current sector and industry reports state are their needs and compare these to your own findings through practical workshops and conversations with young people.
- You will document your work in order for it to be shared with wider audiences.
- You will have an open and collaborative approach towards peer networks and sharing.

**What do you get?:**

- A grant of £20,000 for 10 months at roughly 2.5 days/week (incl. expenses)
- Access to an interdisciplinary community across MyWorld and the four partner universities.
- Support from a Watershed producer (relationship management, contracts, networking, signposting to opportunities, etc.).
- For the duration of MyWorld's programme: desk space and access to facilities in the Pervasive Media Studio at Watershed in Bristol,



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connecting you to a vibrant community of artists and creative technologists.

- Access support.
- Sharing opportunities for any work done, via Pervasive Media Studio Lunchtime Talks and/or blogs, Watershed First Friday programme, and other opportunities.



Image: Pervasive Media Studio

### **How to apply:**

You are invited to answer two questions in an online questionnaire focusing on how you meet the skills and experience for the Fellowship and why you would like to undertake this role.

Shortlisted applicants will then be invited to interview. Apply here for the MyWorld Fellowship in Residence:

<https://wshd.to/mtwdfellowshipapplicationform>

Please check the eligibility criteria in the [FAQs](#) before applying.



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We understand that online forms do not work for everyone. If you would like to apply by alternative means please email

[talentdevelopment@watershed.co.uk](mailto:talentdevelopment@watershed.co.uk)



Image: Shamphat Photography

### **Assessment Criteria:**

We will assess applications for the Fellowship with the following criteria:

- You meet all the eligibility criteria outlined in the [FAQs](#)
- You demonstrate Experience and Skills as outlined on page 4

## **Timeline:**

- Deadline for Fellowship applications: Monday 21 August at 9.00am (BST)
- Applicants will hear from us by Thursday 24 August 2023
- Interviews: Friday 1 September 2023
- Contracting: September / October / November 2023
- Fellowship start date: w/c 20 November 2023
- Fellowship end date: w/c 23 September 2024

## **Talk to Us:**

We have shared some [FAQs](#) here. If your question has not been answered please contact [talentdevelopment@watershed.co.uk](mailto:talentdevelopment@watershed.co.uk)

Application form for Fellowship in residence:

<https://wshd.to/mtwdfellowshipapplicationform>



Image: Manoel Bolutife Akure

## About the MyWorld Programme

Led by the University of Bristol, the aim of [MyWorld](#) is to position the West of England as an international trailblazer in creative media production and technology, through forging dynamic collaborations between academia and industry to progress technological innovation, deliver creative excellence, establish and operate state of the art facilities, offer skills training and drive inward investment, in order to raise the region's profile on the global stage.

MyWorld is funded through UK Research and Innovation (UKRI) *Strength in Places fund*. Main Delivery partners: University of Bristol, University of the West of England, University of Bath, Bath Spa University, Watershed, Digital Catapult, Aardman Animations, Lux Aeterna, Esprit Film & Television, Bristol Old Vic & Opposable Games.

The Training and Skills workpackage within the MyWorld project focuses on designing, developing and delivering a wide range of training and skills opportunities to support access to careers within the creative technologies sector or unlock the next stage in their career development particularly for those from underrepresented backgrounds in the sector.

Relevant reports:\*

- [The Future of Jobs Report 2020](#), World Economic Forum
- [A Creative Force to be reckoned with: Unleashing the power of Bristol's creative industries](#), Bristol Creative Industries
- [Skills for immersive experience creation: Barriers to growth in the UK's Immersive Economy](#), Bazalgette's Audiences of the Future UKRI commissioned report



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- [Visualising the future: demand for 3D graphics and real-time 3D across the economy](#), Epic Games and Burning Glass

*\*You are not required to read all reports prior to applying. We have shared them to help provide context.*



Image: Kaja Brown

### About Watershed and Pervasive Media Studio

[Watershed](#) is a cultural organisation focussed on togetherness. We produce accessible and inclusive experiences that fire up the imagination in our venue, online and across the world. We are recognised internationally as a leading centre for film culture, art and technology practice, and talent development programmes. Our values sit at the heart of everything we do, both creative and operational. With an ethos of responsibility and kindness, we produce and deliver support which is more than the sum of its parts.

[The Pervasive Media Studio](#) hosts a community of over 100 artists, creative companies, technologists and academics exploring experience design and creative technology. We have an open plan studio with a culture of generosity, curiosity and interruptability. We believe that by clustering together people from a broad range of backgrounds, with differing skills, experiences and opinions, all of our ideas get better. It is a collaboration between Watershed, University of Bristol and UWE Bristol.



Image: Shamphat Photography