

The logo consists of a dark blue, rounded speech bubble shape with a pointed top and bottom. Inside the bubble, the words "creative", "skills", and "europe" are stacked vertically in a white, lowercase, sans-serif font.

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**European Sector Skills
Council for the Audiovisual
and
Live Performance Sectors**

SDCLP, Brussels, 22 April 2016

Context of the project:

- Work plan developed on the basis of the conclusions of a feasibility study (2012)
- Launched in November 2014
- Piloted by European social partners and national skills councils
- Co-financed by EC (PROGRESS programme, DG Employment)

Objectives:

- Collecting and sharing labour market intelligence to better anticipate change and prepare for the future
- Promoting peer learning and the exchange of information and best practices across the EU
- Identifying and documenting trends and skills needs, formulating recommendations

Key activities:

- 3 thematic reports: qualitative and quantitative data on sector employment and training needs
- 3 meetings in Tallinn, Prague and Madrid
- 2 capacity-building sessions
- an online platform www.creativeskillseurope.eu
- A final European conference mid-2016

Homepage – entry point to the different website's sections



- Creative Skills Europe ▾
 - About us
 - Partners
 - Activities
- Trends in Europe
- Skills for tomorrow
- Inspiring initiatives
- Resources
- Contact & social media ▾
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Activities

What we do and how you can get involved: reports (on the sector labour markets, the evolution of skills needs, best practices), meetings, capacity building sessions, etc.

[View details »](#)

Resources

A selection of publications and initiatives from across Europe on the evolution of activities, occupations and training needs in the audiovisual and live performance sectors.

[View details »](#)

Partners

Know more about the partnership behind Creative Skills Europe: European social partners and national skills organisations representing the diversity of the sector.

[View details »](#)

Resources

UK Creative Media Workforce Survey

Largest survey (2014) of individuals working in the UK creative media industries, comprising 5,000 respondents in TV, animation, digital, games, VFX, radio, facilities, film production and cinema exhibition.

[View details »](#)

Gender equality, AV sector, France

Study published by the French Observatory of Audiovisual Occupations that, after two years of investigation (2013-2015), looks at the inequalities between men and women in the perspective of their professional career paths.

[View details »](#)

Belgian audiovisual and film statistics

The 2013 sectoral picture published by mediarte.be (employment data and qualitative analysis) aims at understanding the needs of the Belgian audiovisual and film employment market in order to better adjust the training offer.

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Trends in Europe

In its first report Creative Skills Europe collected national statistics on the labour markets in the audiovisual and live performance sectors and brought them together to identify European trends and formulate joint recommendations.

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Skills for tomorrow

Creative Skills Europe's second thematic report will be dedicated to the developments affecting the audiovisual and live performance sectors and the impact those evolutions have on the skills needs and occupations of the sector.

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Inspiring initiatives

Creative Skills Europe's third thematic report will look at the strategies put in place at national and regional level to address the labour market and skills needs trends affecting the audiovisual and live performance sectors.

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Partners – National skills councils and EU social partners

[European platform for employment and training in the audiovisual and live performance sectors]

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Podiumkunsten.be

Sociaal Fonds Podiumkunsten

Update on 08-30-2015

Sociaal Fonds voor de Podiumkunsten (SFP) is the 'Social fund for the live performance sector in Flemish-speaking Belgium'. It redistributes levies for risk groups agreed upon in a sector collective agreement. It exists since the 1990s and is [...]

[Read more »](#)



mediarte.be

Update on 07-01-2015

mediarte.be is the 'Social fund' for the audiovisual and film production sectors in Belgium'. It was created to manage and redistribute training levies agreed upon in sector collective agreements. It represents the interest of the audiovisual [...]

[Read more »](#)



CPNEF SV

Update on 08-25-2015

CPNEF SV (Commission Paritaire Nationale Emploi Formation Spectacle Vivant / National Bipartite Committee on Employment and Training for the Live performance sector) was set-up in 1993 in France at the initiative of social partners and is piloted [...]

[Read more »](#)



CPNEF AV

Update on 08-25-2015

CPNEF AV (Commission Paritaire Nationale Emploi Formation Audiovisuel / National Bipartite Committee on Employment and Training for the Audiovisual sector) was created in 2004 following the adoption of a new legislative framework on pro [...]

[Read more »](#)



Creative Skillset

Update on 07-02-2015

Creative Skillset is the UK-wide strategic skills body for the Creative Industries, covering film, television, radio, fashion, animation, games, visual effects, textiles, publishing, advertising, marketing communications and performing arts [...]

[Read more »](#)



Creative & Cultural Skills

Update on 08-29-2015

Creative & Cultural Skills (CCS) is the UK skills organisation for the craft, cultural heritage, design, literature, music, performing arts and visual arts sectors. It was founded in 2004. CCS is employer-led but trade union and educa [...]

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GOC

Update on 08-25-2015

GOC, the Dutch expert-centre for the creative industries, was set up in the 1920s by and for industry stakeholders in the graphic sector. It gradually broadened its scope of action to publishing, design, the media field and, more recent [...]

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UNI MEI

Update on 08-25-2015

UNI MEI is the global union in the media, entertainment, and arts representing staff, freelance, independent and contract workers in the sectors. It brings together over 100 union and guilds in over 70 countries. UNI MEI caters to the [...]

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FIA

Update on 08-29-2015



Pearle*

Update on 08-29-2015



CEPI

Update on 08-30-2015



EBU

Update on 08-29-2015

Resources – collection of publications from different sources



[European platform for employment and training in the audiovisual and live performance sectors]

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Home » Resources

Creative Skills Europe aims at identifying and sharing relevant information on the evolution of activities, occupations and training needs in the audiovisual and live performance sectors. In this section, you will find interesting publications and initiatives produced by different partner organisations and institutions across Europe.



UK Creative Media Workforce Survey

Update on 07-10-2015

Creative Skills' Workforce Survey 2014, published in May 2015, finds that over half (56%) of the UK creative media workforce found their current position through informal networks, whilst unpaid work periods (48%) are still common in the cre [...]

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Hommes et femmes :
les mêmes chances
dans l'audiovisuel ?

Gender equality, AV sector, France

Update on 07-10-2015

The study published by the 'French Observatory of Audiovisual Occupations' looks at the inequalities between men and women in the perspective of their professional career paths. Commissioned to the Centre for sociological and political studie [...]

[Read more »](#)



Belgian audiovisual and film statistics

Update on 07-10-2015

The 2013 sectoral picture published by mediarte.be aims at understanding the needs of the Belgian audiovisual and film employment market in order to better adjust the training offer. The sectoral picture offers a vision of the evolution of the [...]

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Live Performance stats, France

Update on 07-10-2015

The CPNEF SV (Joint National Committee for Employment and Training in the Live Performance sector) publishes yearly statistics about the companies and workers in the theatre, dance, music, circus art, visual art and street art sectors in France. [...]

[Read more »](#)



Building a creative nation, UK

Update on 07-10-2015

Creative & Cultural Skills has published a research report that aims to synthesise the current drivers of change the cultural sector is facing, and review what the literature is anticipating about future skills needs and gap of the creative a [...]

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Creative industries, the Netherlands

Update on 07-10-2015

GOC, the expert-centre for the creative industries in the Netherlands, publishes since 2007 yearly publications that highlight the trends in the creative industries (graphic sector, publishing, design, the media field, and the live performance s [...]

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Finnish Theatre Statistics

Update on 07-10-2015

Theatre Info Finland publishes comprehensive statistics for the subsidised theatre sector in Finland. It covers the employment situation, as well as the financial structure, the repertoire and the domestic and international mobility of performer [...]

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Three reports:

- Report 1 – Tallinn meeting: on the employment situation in the sectors (quantitative)
- Report 2 – Prague meeting: on the evolution of skills and occupations in the sectors (qualitative)
- Report 3 – Madrid meeting: on innovative tools and strategies developed to address skills needs in the sectors

Objectives of report 1:

- Collecting existing statistical data
- Developing a methodological grid that allows for the confrontation of this data

Objectives of report 2:

- Identifying the main trends affecting the operational environment of our sector
- Understanding the impact of those trends in terms of skills needs

Objectives of report 3:

- Highlighting national/regional initiatives that identify and respond to the skills needs in the sectors

Trends identified in report 1 :

- Variety of functions (artistic, technical, admin) and activities (creation, production, distribution, etc.)
- Sector growing but no parallel impact in terms of jobs
- Large majority of small companies
- Self employment (or other forms of independent work) keeps growing at a very fast pace

Other sector features impacting employment:

- Work organised on a 'project basis'
- Employment demand higher than offer
- Recruitment pathways often informal
- Extended skillset needed to cater for less and less linear careers and ensure early reconversions for some professions

Main drivers of change affecting the skills needs in our sector :

- The digital environment and other technological evolutions
- The economic context and the emergence of new business models

The digital environment and other technological developments:

- Multiplatform environment
- New skills for maintenance but also creation, production, administration, fundraising, etc.
- Impacted some subsectors first (recorded music, printed press) but is now a reality for all (radio, TV, film) incl. live performance

The economic context:

- Cuts in public funding, slowdown of the economy
- Budget insecurity, more precarious work opportunities
- Increased self-employment, diversification of activities
- Need to develop new business models

Innovative tools and strategies:

- Sector-driven initiatives for a sustainable action in the skills field in Sweden
- A compared diagnosis (1997-2014) of the employment and training situation of the live performance sector in France
- '2020 starts tomorrow': anticipating future profiles in the media field (NL)
- A platform to offer guidance and advice to the employees and employers of the cinema and audiovisual technical industries in France
- A network of Human resource managers in the LP sector (BE)
- The development of National Occupational Standards for Digital Skills (UK)
- A Service Center for the insertion of arts students in Germany
- The development of apprenticeships schemes in the LP sector in the UK
- A project to accompany the internships of young graduates (AV-BE)
- A retraining programme for dancers in the Netherlands

Conclusions and recommendations:

- Developing labour market intelligence
- Creating spaces of exchange and co-operation
- Equipping sector professionals with relevant skills in the digital environment
- Acknowledging the transformations of the sector and their impact on careers
- Promoting schemes for on-the-job learning adapted to the sector

Next steps:

- 6th of June 2016: Conference in Brussels
- Publication of the final report

Thank you for your attention

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The logo for Creative Skills Europe, featuring the text "creative skills europe" in white lowercase letters inside a dark blue, rounded, speech-bubble-like shape.

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