



**THE
HOUSE**
THAT DAN BUILT

**APPRENTICESHIP
AND SECONDMENT**

Training at The House



Create NSW
Arts, Screen & Culture



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OVERVIEW



The House proactively trains young women music artists to build sustainable careers through government supported apprenticeships. Launched in 2021, this important skills development opportunity is unique to The House.

Two young apprentices will also work with The House throughout 2022 to learn arts management and leadership skills, while studying CertIII in Music Performance to develop their artistic practice.



WHAT HAVE WE LEARNED?

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The first year of the program, despite the challenges of the Pandemic, has been a resounding success. In this summary I'll cover the elements that ensured this success, the challenges and opportunities for future iterations and key impacts of the first year of the program.



WHAT HAS BEEN KEY TO OUR SUCCESS?



The culture of the House can be characterised as a place for learning and growing and it is fostered through:

- Clear processes for resolving disagreements and confusion
- Developing and nurturing a sense of belonging and emotional safety
- A collaborative and agile approach
- Showing team members how they themselves can foster this kind of organisational culture as individuals and as a team
- A safe learning environment where people can make mistakes
- Respectful and clear communication
- The role modeling of this culture by employees and the board

“A good boss is... Someone who balances creating a comfortable yet challenging learning environment. What I mean by this is someone who supports an employee's learning, yet also understands that it is through encouragement and new experiences that they learn the most.”

KEY TO OUR SUCCESS:



THE EMPLOYEES CHOSEN:

- Were committed and dedicated
- Understood and were deeply supportive of the ethos and organisational culture of the company
- Were appreciative of the opportunity and could make the connection between the program and their own goals, both short term and long term
- Were able to link these learnings to their own career aspirations
- Were curious and open to learning new skills and points of view
- Believed in creative risk taking and felt confident to voice new ideas
- Were versatile and willing to get involved in a number of different aspects of the company; the business, community/education and artistic
- Displayed an optimism and resilience in the face of challenges
- Displayed a sense of responsibility, both to themselves and the company
- Were accountable for completing tasks, both independently and in group work
- Displayed the capacity for creative problem solving

KEY TO OUR SUCCESS:



THE WAY IN WHICH LEARNING OCCURRED:

- Through access to multiple employees and board members, enabling diversified viewpoints and different ways to approach tasks and challenges
- Through multiple touch points with different aspects of the process, from the development of an idea to its implementation
- Through stretching trainees in self identified areas of interest
- A rounded, 360 holistic learning which covered all aspects of what makes a company like The House thrive.
- Through theory and written work connected with TAFE/UNI study
- Through one on one coaching and mentoring

"I've learnt that as I've worked through and taken more responsibility of different tasks over the year, both my own self-confidence and capacity to work has grown. I've gained a practical insight into working within the industry which has allowed me to understand my own personal career goals and trajectory."



WHAT WAS LEARNT?

"I found it helpful that The House established multiple avenues and connections of collaboration. Having multiple people to turn to, whether it be for guidance or group work, meant that there were many people to ask for help and to in turn, help better the project and experience."

Learning covered personal and professional growth and the attainment of both hard and soft skills.

"I found marketing and working with Lisa to be easier in that I gravitated towards those design elements and promotion organically, before working on them with Lisa. I liked the approach we took, that social media and marketing itself is a work of art, and this approach aligned with my creative ensemble experience with the House, as well as my personal interests, so it became easier to learn and complete because of that."

Trainees learnt not only what to do, but a methodology in how to do it which was symbiotic with the House and its goals...

WHAT WAS LEARNT?



SOFT SKILLS LEARNED:

- Networking
- Deepening connections with stakeholders and building trust
- Time Management and prioritisation
- How a project is brought to life- the journey from conception to actualisation- abstract to pragmatic thinking
- Articulating the impact of the work of the company
- Navigating new communities- traveling to places they had not been before in regional Australia
- An increased sense of and capacity for responsibility and accountability
- Improved decision making skills, making decisions in the context of the broader project and organisation
- Social and emotional intelligence growth by working with new and sometimes challenging and vulnerable communities
Fostering a safe spaces for teaching and workshops

WHAT WAS LEARNT?



SOFT SKILLS LEARNED:

- An understanding of why choices are made in the overall programming of an organisation.
 - how bits fit together to achieve the whole- the beginnings of basic systems and design thinking.
- Increased understanding of difference and diversity and learning and how to best connect with others different to themselves.
- Confidence in developing and articulating an idea
- Collaboration, and demonstrating what healthy collaboration looks like
- Being able to work independently
- Learning how to deal with rejection- schools and funding knock backs. The resilience to keep going afterwards
- Agility
- Confidence in speaking with parents and external stakeholders
- Giving feedback

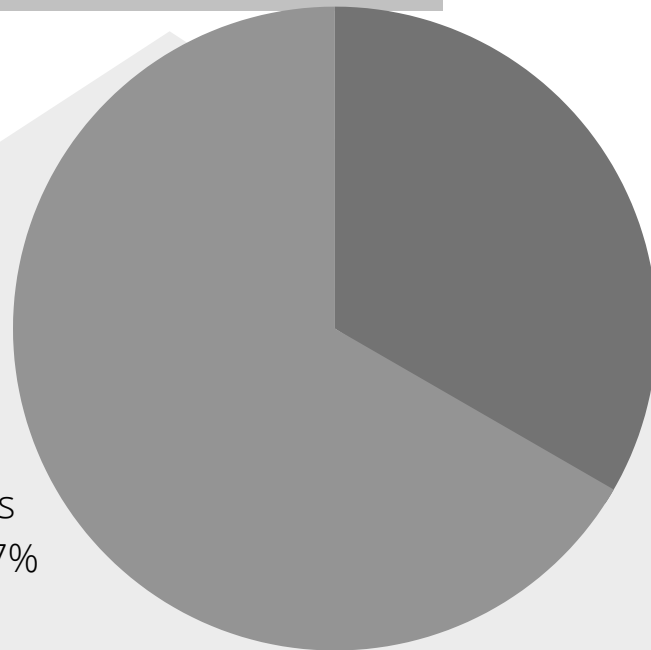
WHAT WAS LEARNT?



SOFT SKILLS LEARNED:

2021 House apprentices were asked if they feel they can confidently communicate and plan with community partners and stakeholders

Yes
66.7%



With help
33.3%

"I learnt more about collaborating with other as an ensemble, whilst also developing my own voice. I think it is so important to understand how those around you work and how collaboration with others can be used to each other's and the performance's advantage. I also value the unique approach of The House that each ensemble member is a soloist, which centres a strengthening of ability both personal and together."

Trainees learned a number of skills which can be applied to different contexts in the arts and can be built upon...

WHAT WAS LEARNT?



HARD SKILLS LEARNED:

- Creating and posting on social media
- promotions, digital/ social media algorithms, building a brand and a community online
- Research skills
- Use of ticketing software, website and graphic design software
- Basic skills in;
 - Event management and promotions
 - Program design and grant writing
 - Evaluation and gathering feedback
 - Risk management
 - Understanding governance and how a board works
 - budgeting logistics and practicalities of touring
- Excellent skills in scheduling
- Teaching groups with diverse learning styles
- Basic knowledge of music industry legals and contracting
- Covid safe practices

WHAT WAS LEARNT?



HARD SKILLS LEARNED:

- Good understanding of the elements of a production, from design and direction, tech to marketing and stage management.
- Understanding of how the operations of a small arts organisation works
- Project Management
- Making and scoring music
- Selection and critique of other's work
- Administration

"Katrina helped me this year with writing an Expression of interest for our 2022 Commission & another for emerging artists for our festival in a box. She also assisted my first attempt at writing a budget for a city of Sydney grant! I learnt of all the different ways you need to calculate for an overall project budget, and how to write a great EOI."

WHAT WAS LEARNT?



HARD SKILLS LEARNED:

2021 apprentices were asked to measure their confidence growth and their ability to articulate an idea on a scale of 1 none -10 great improvement



2021 apprentices were asked if they can create and plan social media posts

yes
100%

2021 apprentices were asked if they can create and send out a newsflash engaging a 5000 strong database

yes
100%

ROOM FOR CHANGE?



FOR PAST TRAINEES:

There is room for growth in developing relationships outside of the immediate organisation and communicating with them.

There are opportunities to stretch capabilities by providing self guided further study and initiation of new projects.

FOR FUTURE TRAINEES:

There remains some disconnect between the online study components of apprenticeships and the on the job learning. On the job learning is agile and allows trainees to explore areas of interest in more depth in a more organic and connected way, and the TAFE/UNI learning does not always cater to a variety of learning styles and knowledge levels.

The 2021 cohort reported that they were more committed to and enjoyed more the learning on the job aspects. Together though they provide structure and support the very successful outcomes of the program.

FROM ONE OF THE 2021 COHORT:



(a great apprentice is)...” Someone who is open to anything and is able to communicate and collaborate with others. The House job has so many layers and exciting elements that versatility and optimism is an extreme advantage when completing tasks, and not only makes the experience within the House better, but also aids a personal enjoyment of working.”

On a scale from 1-5 how comfortable in the workplace are the 2021 apprentices at The House after a year of training?



THIS APPRENTICESHIP
WOULDN'T BE POSSIBLE
WITHOUT:



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The logo for the Australia Council for the Arts, featuring a stylized red figure with arms raised, resembling a person or a flame.