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CAREER PATHWAYS

CREATIVE INDUSTRIES SECTOR : NORTH WALES

CAREER PATHWAYS



OVERVIEW: TRENDS

This is an extremely broad sector incorporating new media, film, TV and radio, performing arts, craft, fine arts and textiles, music, design and publishing, and animation and computer games.

Developments in digital media make this a fast changing sector and there are significant gaps and hence opportunities as the workforce adapts to demands for new skills. North Wales is one of several regions identified as a creative industries hotspot by a 2011 report **Sector Skills Assessment for the Creative Industries of the UK**.

Given the growing importance of IT/digital media to this sector, readers with interests in the Creative Industries sector are advised to access the Pathways Plus and other LMI resources for the Information and Communication Technology sector; as there is significant crossover between these sectors. More information about regional trends in this sector are to be found in the **Meet the Ambassadors: Creative Industries factsheet** available on the Shaping the Future website.

TABLE 1:**SECTOR-WIDE OVERVIEW OF NECESSARY QUALIFICATIONS AND SKILLS**

Key example: Lighting Technician (film and television)

Experience	5 years	5 to 10 years	15 years+
Essential qualifications	City & Guilds certificate Electro-technical technology City & Guilds certificate Requirements for electrical installation	City & Guilds certificate Electro-technical technology City & Guilds certificate Requirements for electrical installation	City & Guilds certificate Electro-technical technology City & Guilds certificate Requirements for electrical installation
Desirable qualifications	Electrical/electronic engineering BSc NEBOSH Health and safety at work qualification	Electrical/electronic engineering BSc L2 ILM Certificate in Team Leading (QCF) NEBOSH Health and safety at work qualification	Electrical/electronic engineering BSc L2 ILM Certificate in Team Leading (QCF) NEBOSH Health and safety at work qualification
Key competencies/ skills	Responsible and competent Problem solving and logistics skills Creative thinker Innovative and Adaptable Entrepreneurial and business skills Self motivated	As for 5 years, plus: Some team leadership and/or project and/or business management experience	As for 10 years, plus: Leadership and management experience Project and/or business management experience
Budget responsibilities	Some budget responsibility (likelihood of self-employed status)	Some budget responsibility (likelihood of self-employed status)	Significant experience of project budget management/running own company
Staffing responsibilities	Evidence of good team work	Some experience of team leadership / management	Significant experience of staff management and team leadership
Experience / milestones / highlights that are expected to support each level of experience. i.e., What evidence should be on the CV?	Qualifications evidence Evidence of continuing professional development (e.g. accredited courses) Further sector- specific specialisms if required (see table 2)	Evidence of continuing professional development (e.g. accredited courses) Evidence of experience in relevant industry roles Membership of relevant professional body Further sector- specific specialisms if required (see table 2)	Evidence of continuing professional development (e.g. accredited courses) Track record of key role played in successful project delivery; management and team leadership examples Membership of relevant professional body Further sector- specific specialisms if required (see table 2)

TABLE 2:**INDUSTRY SUB-SECTOR SPECIFIC SPECIALIST TRAINING**

Please note that job roles in a sub-sector such as film and television vary widely; the technical qualifications and skills required to be a lighting technician, for example, are different to those of a television producer.

Table 2 below has selected predominantly technical specialist qualifications associated with specific job roles, such as lighting technician, which are most likely to be of relevance to the majority of the Magnox workforce seeking to transfer to this sector.

	Film/television/ radio/digital media	Digital/computer design, animation and gaming	Music and performing arts	Graphic design and publishing	Craft /fine arts/ textiles
Licence to practice	City & Guilds Certificate Requirements for electrical installation BTEC L3 Creative media production Relevant A levels	BTEC L3 Art and design or Creative media Relevant A levels	BTEC L3 Performing arts or Performing arts and music Relevant A levels	BTEC L3 Art and design or Creative media production Relevant A levels	BTEC L3 Art and design or Fashion and design Relevant A levels
Gold standard	Foundation Degree TV and film production technology FdSc NEBOSH qualification Health and safety at work	Diploma in Foundation Studies Art & design or Art, design & media NEBOSH qualification Health and safety at work	Foundation Degree Music and Production or Performing Arts FdA NEBOSH qualification Health and safety at work	Diploma in Foundation Studies Art & Design or Art, Design & Media Foundation degree Graphic design FdA NEBOSH qualification Health and safety at work	Diploma in Foundation Studies Art & Design or Art, Design & Media NEBOSH qualification Health and safety at work
Examples of further specialist qualifications and courses	BA/BSc Film production City & Guilds Certificate Electro-technical Technology BTEC L3 certificates and diplomas in Creative media production (sound recording) or Music technology (production) BTEC L2 business	BTEC L3 Animation and games design BSc Computer game development BTEC L2 Business	BA Performing arts BSc Music technology BTEC L2 Business	BTEC L3 Graphic design BA Graphic design City & Guilds L3 NVQ in Printing - Digital Artwork for print, pre-press and digital printing BTEC L2 Business	BA Fine arts BA Fashion textiles BA Design and craft BTEC L2 Business

Further examples of required skills, qualifications, training and competencies related to selected job roles in this sector can be found in the **Career Pathways** briefings on the Shaping the Future website, and on the National Careers Service website:

<http://tinyurl.com/NCS-arts>

REGIONAL SKILLS AND QUALIFICATIONS GAPS

The 2011 report **Sector Skills Assessment for the Creative Industries of the UK** notes that:

On the whole across the Creative Industries sector skills gaps are intensifying. This is in part due to the speed of digital change being enjoyed by most employers. The stock of workers currently employed often do not have the adaptability and investment in development technological change demands (p45)

The report also states that:

The most commonly cited skills gaps across the sector include software development and ICT; management and leadership, customer facing skills, marketing and business development, technical and craft specific skills. Reasons cited for skills gaps included the lack of experience of recently recruited staff, a failure to train and develop staff, an inability of the workforce to keep up with change, poor management and leadership. (p46)

Further information about specific skills gaps in Wales - the Sector Skills Councils Working in Wales Thematic Report - can be found on the LMI page of the Shaping the Future Website: <http://tinyurl.com/STF-LMI>

REGIONAL TRAINING PROVISION

A wide range of HND, BTEC, under and post graduate degree level courses are available in the North Wales region, including gold standard and sector-specific specialist provision, such as Glyndwr University's television production and technology BSc degree. Core providers include Bangor University, Glyndwr University, and Coleg Menai /Llandrillo.

Further information about regional training provision is available in the **Meet the Ambassadors: Creative Industries factsheet** available on the Shaping the Future website, and on key Sector Skills websites; these are listed at the end of this briefing.

RELEVANCE OF JOBS IN SECTOR TO EXISTING MAGNOX JOB ROLES

Many jobs in this sector have a technical specialist component, such as IT and electronics, and with carefully chosen additional qualifications, Magnox employees are likely to have skills, experience and qualifications which are highly transferrable for this sector and give them a competitive advantage. An example would be specialist qualifications in electrical technician roles for the media /television and film. A large number of roles in this sector in Wales also require bilingual (Welsh-speaking) skills and there are also good opportunities for admin and HR staff, for example in marketing. The vast majority of employers across this sector are micro-businesses and for those with entrepreneurial skills, this sector represents an important opportunity for niche business development. Business management qualifications would be advantageous.

KEY WEBSITES

For a wide range of further information including job roles, skills, qualifications and training courses across this broad sector, see

<http://tinyurl.com/NCS-arts>

<http://creative-blueprint.co.uk/>

<http://ccskills.org.uk/>

<http://tinyurl.com/QUALS-pdf>

<http://tinyurl.com/CSO-stds>

For the latest report on UK and Wales-specific skills trends in this sector see

<http://tinyurl.com/CSO-asset>

For more Wales-specific skills gaps and shortages in this sector see the Sector Skills Wales Thematic Report at

<http://tinyurl.com/STF-LMI>

For further relevant LMI resources in Wales relating to skills and training see

<http://www.learningobservatory.com/>

For access to relevant Shaping the Future LMI resources, including Meet the Ambassador and Career Pathways briefings, see

<http://tinyurl.com/STF-LMI>



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