# Brand new employment and training opportunities announced for 2023 at Factory International

* An array of new training and career development opportunities on offer for people from all backgrounds in Manchester and Greater Manchester.
* 10 new apprenticeships created for aspiring local producers.
* New courses for 2023 include Producer Pathways, Future Cultural Leaders and Foundations in Freelance.
* New education programme working with schools in the region who have limited arts access.
* Diversifying the sector, 65% of Factory Academy students have come an under-represented background.

Factory International will become a thriving hub for employment and education opportunities in the creative industries in 2023 as it invites people from all backgrounds to become the producers, technicians and arts professionals of tomorrow.

With an array of new training programmes and education partnerships on offer this year through its award-winning training school Factory Academy, the organisation will play a major role in further diversifying the creative and cultural sector.

During 2021/22, over 250 local people benefitted from the award-winning training programmes, with new courses for the 2023 term to include a Producer Pathways course created in partnership with Power Up Agency. The course will create 20 learning placements, with half of the students progressing on to fill 10 living wage paid apprenticeship roles which will provide unrivalled hands-on access to industry experience.

Two of the apprentices will go on to secure a full-time 12-month contract at Factory International helping to create some of the first works at Manchester’s new world-class venue. Applications for this course will go live in Spring.

This yearwill also see the launch of Future Cultural Leaders, a fully-funded 12-week course inviting local people to work alongside renowned Northern creative and cultural leaders, from Cultural Directors to Policy Makers to receive bespoke leadership training and connect with industry professionals. Further details to be announced in spring.

A new partnership with Salford College will contribute to the delivery of the new Factory Academy courses, where local people with little or no industry experience can apply for fully-funded training to work in Manchester’s ever-growing creative and cultural industry.

The partnership will help embed Factory International within the city region's creative education offering, and is set to create mutual, beneficial pathways to arts education and resources for students at Factory Academy and Salford College - which is open to students from across Greater Manchester.

Factory Academy students will benefit from access to the college's creative facilities including theatres, studios and multimedia spaces, while students at the college will gain access to work experience opportunities at Factory International and employment links.

Also new for 2023 is the Factory Schools programme - designed to improve young people's health and wellbeing through participation in creative and cultural activity.  It will see Factory International working with 35 secondary schools across Manchester and Greater Manchester to deliver workshops, digital creative learning resources, and interactive art projects, and follows a pilot project in 2022 that saw artists partnered with local schools. This will help to inspire and support young people to work towards viable careers in the arts.

The latest opportunities are part of Factory International's ongoing commitment to delivering 1,500 fully funded training places over a 5-year period, with figures showing that 65% of all those who have participated in Factory Academy courses so far have been from an under-represented group or from a low socio-economic background.

The new-for-2023 training and skills programme comes as national research shows that the working-class arts workforce has halved in the past four decades, whilst a study by the Centre for Cultural Value also found that women, people of colour, and disabled individuals were the most impacted by job and income losses in the arts and culture sector as a result of the pandemic.

**Randel Bryan, Executive Director at Factory International, said:** “2023 will be a time of enormous change in Manchester’s creative and cultural industries with the opening of Factory International set to bring direct, accessible and tangible routes into the industry.

“We want the people of Manchester to really take ownership of this space, to feel invited, connected and empowered by the opportunities that a world-class arts venue can bring to our city and the lives of the people who live here.

"In 2023, we will have the opportunity to take Factory Academy and our wider learning programme to the next level with unparalleled opportunities to provide hands-on training alongside world-renowned creatives, having direct access to cutting-edge technology with a world-class venue as our training ground.”

As well as providing new skills and training opportunities throughout 2023, Factory International will also continue to employ directly from its training school talent pool as part of an enormous recruitment drive that will create hundreds of new jobs in the Northern creative sector.

Around 142 new permanent roles have already been filled at the organisation since 2018, with a further 450 new jobs being recruited to ahead of the venue's opening this summer. 40 posts at Factory International have been filled by Factory Academy alumni.

**Councillor Bev Craig, Leader of Manchester City Council, said:** "Factory International has never been just about creating a world-class arts venue on our own doorstep.

"We've been clear from the off that it should be much more than this - that it should be a driver for new jobs, for training and skills development, for creating new opportunities for local people of all ages and from all backgrounds, and for attracting new investment into the Manchester economy.

"It's brilliant to see all of these wider ambitions steadily being realised - even before the venue itself has opened to audiences.

"With its official opening now only months away 2023 is shaping up to be quite the year for culture in the city and we're determined to keep on doing everything we can to support the further growth of the sector in Manchester and to make sure that local people benefit from this."

Factory International is committed to doing everything it can to help diversity the creative sector and is keen to encourage more people from under-represented groups or from low socio-economic backgrounds to apply to take part in its courses and apprenticeships.

**Tanith Rhodes, a Factory Academy Apprentice from Manchester said: “**Taking part in the Factory Academy Future 15 course helped me to rebuild confidence in myself after unemployment and the pandemic, realising the skills that I have.

“The people who lead Factory Academy are full of genuine compassion and determination to help people. I am really grateful to have gone on to being employed by Factory International as a Factory Academy Apprentice. If you’re thinking about joining a Factory Academy course, I would recommend you do it!”

**Sam Jamil, a student from the Live Events and Broadcast and Film courses said:** “I’d tell anyone thinking about taking part in Factory Academy to absolutely do it. I’ve learned so much and gained a real network of industry contacts that I didn’t have before.

"A highlight for me has been learning from industry professionals, including a producer and director at the BBC. Being able to talk with people who are at the peak of their career has been so eye-opening and has really helped me make sense of a route into the career that I want”.

To be the first to hear when applications for Factory Academy and the Factory International schools programme go live, you can sign up to the Factory International newsletter at factoryinternational.org.

**ENDS**

**NOTES TO EDITORS**

**COURSE OUTLINES**

**FUTURE CULTURAL LEADERS**

Future Cultural Leaders will develop the next generation of cultural and creative leaders in Manchester, Salford and the North.

Over the course of 12 weeks, students will receive bespoke leadership training, connect with industry professionals and complete a work placement, working alongside renowned northern creative and cultural leaders from Cultural Directors to Policy Makers.

Applications go live in Spring at factoryinternational.org/learn/factory-academy

**PRODUCER PATHWAYS**

Working in partnership with Power Up agency, Factory International will create 10 12-month Living Wage paid apprenticeship roles.

Apprentice producers will work alongside the Factory International production team across a variety of Manchester creative venues, including Factory International, Europe’s new landmark venue. Through a mixture of practical, digital and venue-based learning, students will learn what it takes to work as a Producer and build the foundation and gain the contacts for a viable career in the industry.

 2 of the Apprentice Producers will secure full-time employment from Factory International and will work within the production team to bring some of the first works to Manchester’s new word-class arts space.

Applications go live in Spring at factoryinternational.org/learn/factory-academy

**FOUNDATIONS IN FREELANCE**

This course is designed to support participants to start a career in freelancing. Over six weeks, students will be introduced to the core skills needed to become a full time freelancer, from establishing habits and routines to connecting with industry professionals.

Registration closes on 28 April 2023.

More information and registration form can be found at <https://factoryinternational.org/whats-on/factory-academy-foundations-in-freelance/>

**FACTORY INTERNATIONAL**

Factory International will bring jobs, skills, training and creative opportunities as a major employer for the area. Approximately 142 new permanent jobs have already been created for Factory International since 2018. There will be over 150 permanent roles at Factory International, with more than 300 additional members working across Front of House, Technical, Production and Ticketing teams. Factory International will also continue to provide significant employment opportunities for freelancers - engaging with approximately 2,000 freelancers when running the biennial festival and year-round productions at the venue.

In the construction phase, Factory International has created 47 apprenticeships through principal contractor Laing O’Rourke and their supply chain.

Factory International is a Living Wage employer, committed to paying the UK Living Wage, as set by the Living Wage Foundation, to all staff including external contractors. Factory International are one of several Manchester-based employers who are playing an active role in supporting the City of Manchester in becoming Living Wage accredited.

Skills and training opportunities are at the heart of the vision for Factory International. Through the Factory Academy, it will become a major training centre for local people, equipping them with the skills needed for careers in the creative industries without having to leave the region.

Working in partnership with cultural organisations and employers across the city, Factory Academy have already started to deliver 1,500 fully funded training places (over a five-year period). These include paid internships, training academies and work experience programmes - bespoke courses and opportunities developed with experts - as well as digital learning and engagement opportunities. To date, at least 60% of all The Factory Academy Alumni have moved onto higher education or are employed, including filling 40 roles at Factory International.

Talent retention and development is not limited to graduates - it is about offering people from all backgrounds valuable skills and experience to improve their life chances by equipping them for careers in the creative industries. 65% of Factory Academy participants, who provided diversity and inclusion data, report a characteristic which is under-represented and/or being from a low socio-economic background.

From partnerships with schools to collaborations with local arts and education organisations that strengthen communities across generations, Factory International will provide a range of year-round learning opportunities for Greater Manchester residents of all ages, embedding arts and creativity into school, college, and university curriculums and beyond.

Factory International has already begun delivering creative education programmes to hundreds of young people aged 9-14 across Greater Manchester (225 to date) with a focus around social and emotional learning, teamwork, leadership and resilience. These creative programmes will be integrated into the curriculum for future year groups with the learnings and resources made available to schools and youth centres.

Factory International is a member of MADE, Manchester’s Cultural Education Partnership, a collaboration between culture and education organisations from across Manchester, including art galleries, museums, theatres, schools, colleges, which helps deliver a creative curriculum, enhancing learning and developing skills in creativity (engaging over 5000 young people in 2022)

**FOR MORE INFORMATION, IMAGES, QUOTES AND INTERVIEW REQUESTS PLEASE CONTACT:**

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