

National Cultural Policy Submission

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1. Background

I completed a Bachelor of Visual Communication Design and a Master of Creative Arts, and I am currently studying a Master of Business (Arts and Cultural Management) at Deakin University. Alongside my studies, I have worked across filmmaking, visual arts, interdisciplinary creative practice, volunteering and internships within the arts sector, art education, and community-based arts environments.

Through both education and professional experience, I have observed increasing challenges around sustainability and long-term career pathways within the creative sector. These experiences strongly shaped the ideas outlined in this submission.

2. Feedback and strategic suggestions

Proposed New Pillar: Sustainable Creative Pathways

I propose the addition of a new pillar titled “Sustainable Creative Pathways”. This pillar responds to the changing realities of contemporary creative work and the increasing fragmentation of creative careers. It focuses on the long-term sustainability of creative practitioners working across interdisciplinary, hybrid, freelance, and project-based environments. The pillar would support not only artistic production itself, but also sustainable career development, professional belonging, transferable skills, mentoring, networking, and stronger pathways between creative practice, education, and industry.

Many creative workers today no longer follow stable or linear career paths. Instead, they often move across multiple roles and industries at the same time, including freelance work, education, community arts, digital media, curation, filmmaking, design, and project-based employment. However, many funding systems, employment structures, and professional development opportunities still operate through traditional and highly specialised career models.

As a result, many highly skilled and experienced creatives struggle not because of a lack of talent or professional experience, but because current systems continue to prioritise specialised and linear career pathways while failing to fully recognise hybrid and interdisciplinary forms of creative labour. Many are therefore pushed into unstable entry-level or unrelated work despite already possessing valuable professional experience and transferable skills that could contribute across broader industries and sectors. Current creative industries increasingly rely on fragmented, project-based, and financially unstable labour conditions. While many creatives already have strong experience

and transferable skills, there are limited long-term support systems to help them navigate sustainable careers across multiple disciplines and industries.

Recommendations

Future cultural policy should place greater emphasis on sustainable creative career pathways, not only through funding art production itself, but through support structures that help creatives sustain long-term working lives within the sector.

This could include:

- interdisciplinary creative hubs and networking spaces
- mentoring and career navigation support
- recognition of transferable creative skills across sectors
- professional development opportunities outside traditional specialisations
- stronger pathways between creative practice, education, and sustainable employment opportunities

I believe supporting sustainable and interdisciplinary creative careers will become increasingly important for the long-term health, accessibility, and diversity of Australia's creative sector.