



Arts, Communications, Finance Industries and Property Services Ltd

ACFIPS is an Industry Training Advisory Body • ABN 55 074 207 784

Email: [REDACTED] • Phone: [REDACTED] • Fax (02) 9979 1599 • PO Box 985, Newport Beach NSW 2106

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On behalf ACFIPS – an NSW Industry Training Body (ITAB) we are delighted to provide a submission to the National Cultural Policy Review

NSW Industry Training Advisory Bodies (ITABs) are a key source of industry advice for the NSW Government. We are an autonomous body that represents several industries to support vocational education and training in NSW. We advise on the training and skill needs of our NSW industry sectors that help workforce development.

Of most relevance to the review are our roles as the ITAB with responsibility for Creative and Cultural Industries which include.

- Identify industry skill needs, priorities & skills development issues for funded training.
- Provide advice on apprenticeship and traineeship arrangements including school-based arrangements and the establishment of Vocational Training Orders
- Promote training to the industry.

There are many job roles within the Cultural and Creative Industries. We oversee 3 Training Packages, CUA – Creative Arts and Culture, BSB – Business Services, and TAE – Training and Education which have relevance to various job roles across the sector.

We are most focused on promoting the increased utilisation of traineeships in the Arts and Creative Industries. We also see skills sets linked to the CUA Training Package as being an important way of providing entry pathways for all including First Nations people into jobs.

The Arts and Creative industries are a vital component of the Australian economy as well as providing social and recreational opportunities for millions of Australians.

National and State-Based Not-for-profit organizations and small to medium community-based entities play a critical role in the Arts and Creative Industries. It is vital that they have the funding required to meet employment standards for workers.

We believe it is essential that we recognise, respect and celebrate the centrality of First Nations cultures to the uniqueness of Australian identity. Government support must reflect the diversity of Australia. ACFIPS welcomes the initiative being undertaken to develop an Arts and Cultural Policy.

Many of the Arts and Creative sectors that we work with have already submitted separate submissions. We have been in contact with several of these organisations who also participate in training focused committees and forums

In drafting this submission ACFIPS approached selected employers/organisations to gain feedback. The targeted range of organisations were also those who had some experience with traineeships /vocational education.

Industry Venues such as Sydney Opera House were also invited to discuss the importance of mentorships and work placements as a way into the many jobs in art businesses as well.

The organisations that we approached as part of preparing our submission included:

- City Recital Hall to represent Live Production and Services as well as Music
- Slatevfx - Screen, and Media
- Australian Theatre for Young People or Shopfront – Arts Administration
- Sydney Opera House - the range of jobs!
- NAVA - Visual Arts/Crafts
- Museums & Galleries of NSW
- Music NSW

It is our understanding that several organisations that we contacted have also drafted detailed submissions based on workshop consultations with their members.

Others have provided general feedback to us, that they support the Cultural Policy Review

All those involved in the Arts and Creative Industries have provided similar feedback on the importance of training and adequate funding. on what is required. All support excellence and the special role of artists and their creative collaborators. There was also general agreement on the importance of targeted assistance and funding for First Nations people.

Thank you for this opportunity to provide a submission. We are happy to attribute our words to your report and for this submission to be published online:

Regards



Max Wilson  
Executive Director

## **ACFIPS Submission**

Contact details.

Mobile: Max Wilson [REDACTED]

PO Box 985 Newport Beach NSW 2106

Email. [REDACTED]

### **Summary**

We have commented on two of the pillars that were listed. We believe that both pillars are critical to the promotion and development of a strong national cultural policy. They are also areas that are relevant to our role as an ITAB and where we have some experience

Employment conditions should reflect best practices in Australian employment pay and conditions for Creative Arts and Cultural Workers. Vocational Education is a proven pathway to entering the sector. Recognition of First Nations people is essential within the framework of the national cultural policy.

#### **1. Commit targeted financial support for independent self-determined First Nations artists and practitioners.**

- Invest in First Nations-led education and training programs for visual artists and craftspeople.
- Invest in First Nations-led infrastructure including local Art and Cultural Centres, studios, small-to-medium arts organisations and galleries across all urban, regional and remote communities.
- Invest in First Nations-led programs to train and develop First Nation staff to increase employment in museums, galleries and Aboriginal cultural centres.
- Ensure public investment is tied to equity and industry standards for First Nations people.
- Provide cultural safety and awareness training for galleries and arts organisations.

#### **2. Strengthen the capacity of the cultural sector to contribute to national life, community wellbeing and the economy.**

- Provide funding to enable First Nations-led organisations to take advantage of new prevalent market opportunities within Australia and abroad.
- Award rate for arts workers

- Portable long service leave
- Superannuation for gig workers
- Increase the Australia Council's Four-Year Funding for Organisations program to support at least two hundred small-to-medium organisations.
- Establish a National Exhibitions and Events Business Insurance fund to provide direct support in response to the Covid-19 pandemic, natural disasters and other crises to artists, sole traders, venues and small-to-medium organisations, inclusive of the visual arts sector.
- Develop a Crisis and Disaster Recovery Fund for direct, targeted income support, for the Creative Arts and Cultural sector. All support packages must be equity-assessed to ensure they support the most marginalised people.
- Invest in First Nations-led education, training, mentorship and skills development programs to support First Nations employment and representation in middle-tier jobs, leadership roles, boards, and Aboriginal advisory groups.
- Increase funding for arts education across schools through existing Commonwealth-state schools funding agreements. Ensure artists are engaged by the education department respectfully (fair contracts).
- Promote the use and expansion of existing traineeship style opportunities within the Arts and Creative Industries and provide adequate funding for this to occur. Creating pathways will provide the basis for building the skills required across all sectors of the industry. In particular, shortages in the technical and production skills area are now at critical levels. In addition, a grant program that companies can access for short retraining and re-skilling programs for established technicians would be relatively inexpensive yet impactful.
- Re-establish the National Arts and Culture Accord, with specific focus on financial support to Local Government to enhance cultural provision
- Establish a Reserves Incentive scheme in which government matches funds raised by arts organisations towards their reserves or endowments. There are many overseas models that have successfully provided incentives for donor matching and other reserve-building activities
- National expansion of MusicNSW's Regional Touring Network website - an easy-to-use, free, informative map-based tool to help artists and industry expand their regional horizons., [rtn.musicnsw.com](http://rtn.musicnsw.com).