

5. EDUCATION AND TRAINING

Finding: Formal training and education needs to incorporate arts and disability content.

Reference number	Region	Issue	Solution
E1	Broken Hill Wagga Wagga South Coast Port Macquarie Armidale	Affordable arts training opportunities need to be re-established in regional and metropolitan areas. TAFE has cut back/amalgamated many arts and media courses including Statement of Attainment and Certificate I and II courses, which means reduced opportunities for emerging artists and arts tutors or administrators. Equal access to arts education is vital. People with disability experience difficulty accessing support workers, which would enable them to participate in educational opportunities.	Work with DET, TAFE, universities, educational institutions and community colleges to provide supported learning environments and quality, affordable and accessible arts education at primary, secondary and tertiary levels.
E2	Wagga Wagga Goulburn Manly	There are insufficient arts tutors who are Certificate IV-qualified to deliver arts training within community colleges and TAFE.	Establish a training barter system that can be replicated in a number of communities; provide Certificate IV courses at community colleges at a discounted rate for artists so that they can gain professional qualifications to deliver arts training in local communities. Arts tutors could subsidise their training fees by delivering workshops in creative training programmes for people with disability. This would allow for a variety of arts experiences for participants at a reduced cost. Develop a DVD to supplement training information enabling consistency.
E3	Blue Mountains Sutherland Shire	People with disability experience difficulty travelling to evening courses. People with disability experience difficulty travelling to evening courses via public transport.	Work with community colleges and lobby the DET to vary course times to days and weekends (at discounted rates), when it is easier for people with disability to attend.

Reference number	Region	Issue	Solution
E4	Wagga Wagga, Armidale	There is an increasing absence of entry level arts education and training opportunities at TAFE due to reductions in the number of courses offered and an increasing focus on vocational outcomes.	Advocate for community colleges to recognise traditional free placements for people with disability previously offered by TAFE.
E5	Sutherland Shire	There is a need to familiarise people in the arts with access technology.	<p>Work with the Industry Training Advisory Board (ITAB) to provide input into the National Arts Training Package (as well as other training packages such as the Community Services Training Package) at review stage to revise range statements within various units of competency to ensure that both access and disability awareness and the value of the arts are covered.</p> <p>Work in partnership with organisations providing access technology and TAFE, to deliver training to key individuals within organisations on how to use and deliver access technology, e.g. captioning, audio description, TTY, hearing loops.</p> <p>Incorporate this training into TAFE and RTOs (e.g. Julius Media) curricula for technical production.</p>
E6	Parramatta	It is essential that training courses are accredited.	Work in partnership with RTOs to enable training programmes that are accredited and relevant to the arts industry.
E7	Sutherland Shire	There is a need for arts organisations to gain a greater awareness of how to best attract audiences with access requirements.	Establish and deliver audience development training in collaboration with TAFE and arts and disability organisations.

Finding: Professional training and development opportunities are required for people interested in arts and disability.

Reference number	Region	Issue	Solution
E8	Central West South Coast Albury Port Macquarie	Disability arts tutors need training in arts and disability practices so that they can improve over time and deliver quality programmes.	Establish training opportunities on an 'as-needed' basis to meet the requirements of disability arts tutors and disability and arts staff working on arts and disability projects.
E9	Sutherland Shire	There is a need for increased collaboration between the arts and disability sectors.	Accessible Arts to work with arts conferences to include access issues and invite disability organisations as guest speakers and vice versa, e.g. Betty Siegel at APACA.
E10	Sydney – intellectual disability	Videos are a potential way of delivering training.	Establish training videos that complement Accessible Arts' training packages.
E11	Sydney	There is a need for a holistic approach to training for people interested in working in the arts and disability sector.	<p>Provide a discount to individuals and organisations who undertake one or more of the suite of arts and disability training programmes delivered by Accessible Arts now and in the future, for example:</p> <ul style="list-style-type: none"> • Disability Awareness Training • Arts Awareness Training • Audience Development Training • Access Technical Production Training • Graphic and Web Design Accessibility • Access Planning and Budgeting. <p>Develop training and deliver with a view to accreditation in the future.</p>

Finding: Greater access to training and education is required by people with disability, as barriers continue to exist, despite preventative policies.

Reference number	Region	Issue	Solution
E12	Sydney – intellectual disability Blue Mountains	There is a need to set up opportunities for people to develop skills and then train others in regional and remote areas ('Train the Trainer' programmes). People in regional areas miss out on training and other opportunities that are regularly available in metropolitan NSW.	Call out for people with Certificate IV in Training and Assessment in regional communities and hold a workshop on Accessible Arts' training packages. This will establish a team of regional trainers who can deliver a range of arts and disability training initiatives in regional and remote areas.
E13	Sydney Illawarra	Many training opportunities are not accessible to people with disability. There is a need for further access to training in practical areas for artists. There is more demand than supply for arts training in Wollongong.	Provide relevant RTOs and local governments with access pointers and venue checklists to ensure spaces are accessible (e.g. using Auslan interpretation) so that artists and people with disability employed in the arts gain equitable access to skills development and promotional opportunities.
E14	Armidale	People with disability lack equitable access to arts education in schools.	Work in partnership with the Department of Education and Training to ensure that support units gain equitable access to arts classes, teachers, facilities and extra curricular opportunities.
E15	VET courses	Many courses move too quickly for people with disability.	Look into the possibility of adjusted timeframes in educational courses that will allow people with disability to gain appropriate curricula-required skills.

Finding: Disability awareness training is central to broader community awareness and needs to be increased.

Reference number	Region	Issue	Solution
E16	All	There is a need for universal disability awareness training in all arts areas, e.g. architecture and graphic design.	Continue to deliver formal and customised disability awareness and access training to the arts, community and education sectors. Include all staff and volunteers from senior to entry level positions.
E17	Manly Illawarra Sydney Newcastle Blue Mountains Sutherland Shire	Disability awareness training should be delivered by someone with disability.	Engage trainers and guest speakers with disability throughout all Accessible Arts training initiatives.
E18	Dubbo South Coast Manly Parramatta Sydney Sutherland Shire	Training needs to be coordinated and delivered in collaboration with a variety of educational bodies.	Integrate disability awareness training into primary and secondary education PDHPE curricula in public and private schools, e.g. exchanges between support units and mainstream arts classes.
E19	Manly Illawarra Sydney Newcastle Blue Mountains Sutherland	It is crucial to change misconceptions about levels of ability of arts professionals with disability in order to realise their increased participation in the industry.	Ensure that training outlines the benefits of engaging artists, audiences, professional arts workers, managers, curators, directors and CEOs with disability in the arts industry.

Reference number	Region	Issue	Solution
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E20	Manly Illawarra Sydney Newcastle Blue Mountains Sutherland Shire	People working with people with specific communication need to understand some basic symbols that will assist in discussion.	Disability awareness training to include some basic Makaton symbols (vocabulary signing for people with communication needs).
E21	Armidale Manly Parramatta Sydney Sutherland Shire	There is a need for further disability awareness in the arts. Arts and teacher curricula need to incorporate disability awareness training. Training needs to be coordinated and delivered in collaboration with a variety of educational bodies.	Deliver disability awareness training to all tertiary arts courses, including private tertiary education providers, e.g. film schools. Collaborate with tertiary institutions to incorporate practical work placements for emerging teachers, artists and career advisors in disability services.
E22	Manly Parramatta Sydney Sutherland Shire	Training needs to be coordinated and delivered in collaboration with a variety of educational bodies. Arts teachers, professionals and organisations often make assumptions about the level of ability of artists with disability. This can affect anything from the way an arts and disability event is marketed to how much people will pay for a painting by an artist with disability.	Disability awareness training to incorporate leading examples of established artists with disability in all disability awareness schemes delivered to schools, arts professionals and organisations.
E23	Goulburn Armidale	In order to gain a broader impact, disability awareness and access training needs to be strategically introduced and advocated for within central training packages.	Research current level of incorporation of disability and access awareness in existing training packages. Advocate at a training package level for inclusion of disability awareness into Certificate IV in Training and Assessment.

Finding: Arts Awareness Training is needed to enable disability services to gain greater understanding of creative opportunities and the arts.

Reference number	Region	Issue	Solution
E24	All	<p>There is a lack of awareness about the value of arts practice and engagement in the disability sector.</p> <p>There is a need to train disability services on how to deliver diverse and stimulating creative programmes for people with disability.</p> <p>Arts workers need to be able to communicate what will work best when collaborating on creative programmes.</p> <p>Participants also need to be able to provide input into programmes.</p>	<p>Accessible Arts' Training Officer to work with TAFE NSW, the Arts Development Officer, disability services and disability arts tutors to establish arts awareness training programmes that will assist disability services in gaining further understanding about the processes required to engage an arts worker, and the steps required within the organisation to train carers and disability staff in how to support the arts worker, without interfering in the creative process of people with disability.</p> <p>This will result in increased opportunities for people with disability to explore their own creative expression.</p>
E25	Parramatta	<p>Disability services need to see the arts 'in action' and forego their assumptions about the relevance (or lack thereof) of the arts.</p>	<p>Establish opportunities for members of disability services to attend leading arts workshops and shows by and with people with disability.</p>
E26	Manly Sydney Newcastle	<p>There is a misperception that people with disability go to arts organisations as a hobby, rather than a vocation.</p> <p>There is a need to educate families and disability services about the benefits of the arts for people with disability, e.g. increased quality of life and social interaction.</p> <p>Participation in the arts by people with disability does not constitute therapy.</p> <p>There is a need for professional development pathways for artists with potential.</p>	<p>Promote the benefits of arts activities as cultural opportunities and open creative experiences, rather than therapeutic exercises and highlight the talents of artists with disability, thereby promoting professional development e.g. artists with disability whose works have been exhibited or have gained paid employment.</p>

Finding: Arts workers to be trained in the delivery of adaptable art education are required by people with specific access needs.

Reference number	Region	Issue	Solution
E27	Central West Blue Mountains Dubbo Goulburn Albury Newcastle Port Macquarie Manly Parramatta Sydney Sutherland Shire	Artists need greater understanding about specific disabilities. Training needs to be coordinated and delivered in collaboration with a variety of educational bodies. Some children with disability are refused access to private classes, e.g. dance. There is a need to transfer knowledge from those with experience in the arts and disability sector to the arts industry at large. Creative workshop planning and materials need to consider specific access needs.	Produce and deliver a series of training modules including awareness raising materials (gathered from existing disability organizations and experienced disability arts workers) that provide information on ways to engage people with specific access needs in creative skills, education and workshops, e.g. access needs in arts education programmes and workplaces.