ELEVATE Technical Skills Apprenticeship Commission

Quote from YP re ELEVATE

Intro/Overview

The ELEVATE Technical Skills Apprenticeship Programme is a new and exciting collaboration between Lambeth Council and Creative Alliance. Together we are empowering young people through immersive, hands on training and robust learning opportunities to build their real world creative and technical expertise.

We are looking for passionate partners to help shape and train the next generation of Technical Innovators. Are you ready to make a difference?

What is ELEVATE?

ELEVATE is Lambeth's mission to enable children and young people to fulfil their creative potential, and to shape a creative and cultural sector that reflects their diversity and talent.

We work with ages 0–30, we collaborate with education providers, community groups organisations and cultural partners to raise awareness of the diverse career opportunities available and to highlight the lifelong benefits of engaging with creativity.

Since 2022, we have focused on strengthening creative pathways with a particular focus on engaging those currently underrepresented in the sector. Our evolving model includes pre-employment Creative Bootcamps, Creative Taster Days, 6-month part time internships and 20-hour work experience placements. Through these opportunities, more than 280 young people have accessed paid creative roles, with over 50% of those completing internships moving into permanent employment.

Building on this success, we are now expanding the ELEVATE model to include creative apprenticeships. This next step aims to create sustainable, lifelong creative career pathways for Lambeth residents while helping to close the skills gap across the creative and cultural industries.

Why are apprenticeships important?
Apprenticeships in the creative industries are important because they offer a structured, paid route into an industry that is rapidly growing but also facing a major skills shortage. They give employers the opportunity to attract, develop and retain talent through an 'earn while you learn' model whilst also offering an alternative to traditional higher education pathways.

Apprentices work alongside experienced professionals, developing industry skills whilst earning a weekly/monthly salary. This combination of real work with structured learning

ensures apprentices gain industry relevant technical skills, strengthening employers' capacity to innovate, adopt new technologies and remain competitive in a fast-changing global market.

Why Technical Theatre?

Recent reports by industry experts highlight significant skills shortage within the technical theatre sector particularly in areas such as lighting, sound, stage management and automation.

For many young people it is difficult to access the sector due to limited access to structured training, reliance on volunteer or unpaid experience and unclear career pathways,

Through apprenticeships we aim to offer the opportunity for young Lambeth residents to gain paid experience through clear pathways into the sector. Giving them the chance to build sustainable careers and for organisations to gain the necessary talent to plug the gap.

Who is Creative Alliance?

Creative Alliance is an Independent Training Provider and social enterprise dedicated to helping build successful careers in the creative, digital and marketing sectors. They open doors to opportunities through high quality careers education, apprenticeships, and training courses, giving learners the skills and confidence to access and thrive in the industry,

Their Work Based Learning and apprenticeship programmes offer a wide range of different roles including digital marketers, digital content producers, graphic designers, theatre technicians, event organisers, live events technicians, film production assistants and many more.

Creative Alliance delivers industry led training aligned with the standards and ethos of each organisation. Apprentices benefit from bespoke learning plans, group seminars, 1 to 1 training and mentoring, opportunities to develop skills through research assignments, portfolio projects and workshops.

Together with Lambeth Council, Creative Alliance will deliver a level 3 qualification for seven apprentices.

The Offer

No. Apprenticeships	Duration	Contribution
7	21 Months	£12,500 to salary

Lambeth Council are investing in the future of local talent, and you can be a part of it. We are offering £12,500 to contribute to the first year of a technical apprentice salary. Through this programme we aim to create access to fresh ideas, new skills and an opportunity for you as an organisation play a leading role in developing the next generation of technical innovators.

Apprenticeship Investment overview: :

Apprentices work a minimum of 30 hours per week with an expectation for 20% of that time to be dedicated to studying.
Invest in emerging talent and grow your support with the support of Lambeth Council:

Cost breakdown based on 30 hours per week at £14.80 per hour London Living Wage (LW) for 21 months

Year 1:

- Minimum cost to your organisation after Lambeth Council £12,500 contribution: £10,588

Year 2:

- Minimum cost: £17,316

Figures are based on the current London Living Wage and may change subject to government adjustments. Costs exclude annual leave and pension contributions.

By investing in an apprentice, you are helping to drive lasting growth, build talent and support the growth of your organisation.

Organisations

We are looking for organisations who can offer exciting apprenticeship opportunities in one or more of the following areas:

Automation Technician	Sound Technician
Carpentry (Including set building)	Wigs, hair and make up
Lighting Technician	Video Production
Lighting/AV Programmer	Stagehand/technician
Stage Management	Specialist Costume Making

We are looking for partners who can commit to:

- Paying apprentices a minimum of London Living Wage (currently £14.80 per hour)
- Provide line management for a minimum of 21 months
- Supporting apprentices in progressing onto their next role if retention isn't possible

Taking part in quarterly evaluation check ins over the duration of the programme

Who is eligible?

Young People eligible for the role will need to meet the following criteria:

- Lambeth Resident
- Aged 17 to 30 years old
- Not currently in education employment or training (including 0-hour contracts)
- Has at least a Level 2 in English or Maths (or willing to work towards it before the end of the apprenticeship)
- Willing to commit to the 21 months required to complete the apprenticeship

- Interested in pursuing a career in technical theatre
- Facing barriers to access opportunities within the Creative and Cultural sectors

Timelines

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