



**Future Skills Centre** Centre des **Compétences futures**

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## ArtWorksTO

### Partners

Toronto Arts Foundation –  
Neighbourhood Arts Network

**240** youth in media arts and  
creative sector

### Locations

[Ontario](#)

### Additional Partners

City of Toronto, OCAD University, and The Remix Project

### Investment

\$1.03 million

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ArtWorksTO's project aimed to enhance access for early-career creatives into the media arts and creative industries labour force, particularly for Indigenous, Black, people of colour and/or 2SLGBTQ+ youth. The project intended to connect early-career creatives with clients in

## Topics

Career Services  
Inclusive Economy  
Pathways to Jobs  
Sectors

## Related Tags

[career pathways](#),  
[creative sector](#),  
[labour market and skills information](#),  
[media arts](#),  
[workplace training](#)

need  
of  
creative  
talent.



Over the two-year project, 61 participants, who were Indigenous, Black, or a person of colour and/or gender and sexually diverse,

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completed more than 200 OCAD University Continuing Studies courses, with approximately

37 obtaining certificates in Business Skills for Creative Professionals.

The project's funding allowed 19 distinct partners to host 61 total contracts resulting in the development of 75 distinct media assets, deliverables and creative campaigns in a wide variety of formats.

The participants had paid creative contracts with project partners as well as opportunities for portfolio and proposal development workshops, one-on-one coaching, core skills training and accredited courses in media production, design and business skills for creative professionals.

In-person delivery of the project was affected by the pandemic. To mitigate challenges for project staff and participants, a dedicated liaison role was created to provide coaching and outreach services to support participant success and replace the continuous, informal check-ins that in-class and on-site attendance would normally offer. Regular contact with the youth liaison was instrumental in achieving positive outcomes for participants.

For  
decision-  
makers  
who  
want  
to  
support  
workforce  
development  
in  
the  
arts  
and  
culture  
sectors,  
traditional  
career  
pathway  
models  
require  
re-  
imagining  
to  
be  
applicable  
in  
sectors  
where  
non-  
standard  
employment  
is  
the  
norm.

The project also showed that to create and implement workforce development programs for early career Indigenous, Black, people of colour, and/or 2SLGBTQ+ individuals, inclusion must be built into the program's terminology and communications, and its selection of mentors/presenters and employers.

In  
the  
future,  
ArtWorksTO  
wants  
to  
expand  
its  
programming  
with  
a  
focus  
on  
cultivating  
an  
alumni  
network  
that  
will  
offer  
past  
participants  
opportunities  
for  
networking,  
professional  
development  
and  
employment  
contracts.

The Future Skills Centre acknowledges that the Anishinaabe, Mississaugas and Haudenosaunee share a special relationship to the 'Dish With One Spoon Territory,' where our office is located, bound to share and protect the land. As a pan-Canadian initiative, FSC operates on the traditional territory of many Indigenous nations across Turtle Island, the name given to the North American continent by some Indigenous peoples. We are grateful for the opportunity to work in this territory and commit ourselves to learning about our shared history and doing our part towards reconciliation.

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