

Today's seminar will begin shortly.

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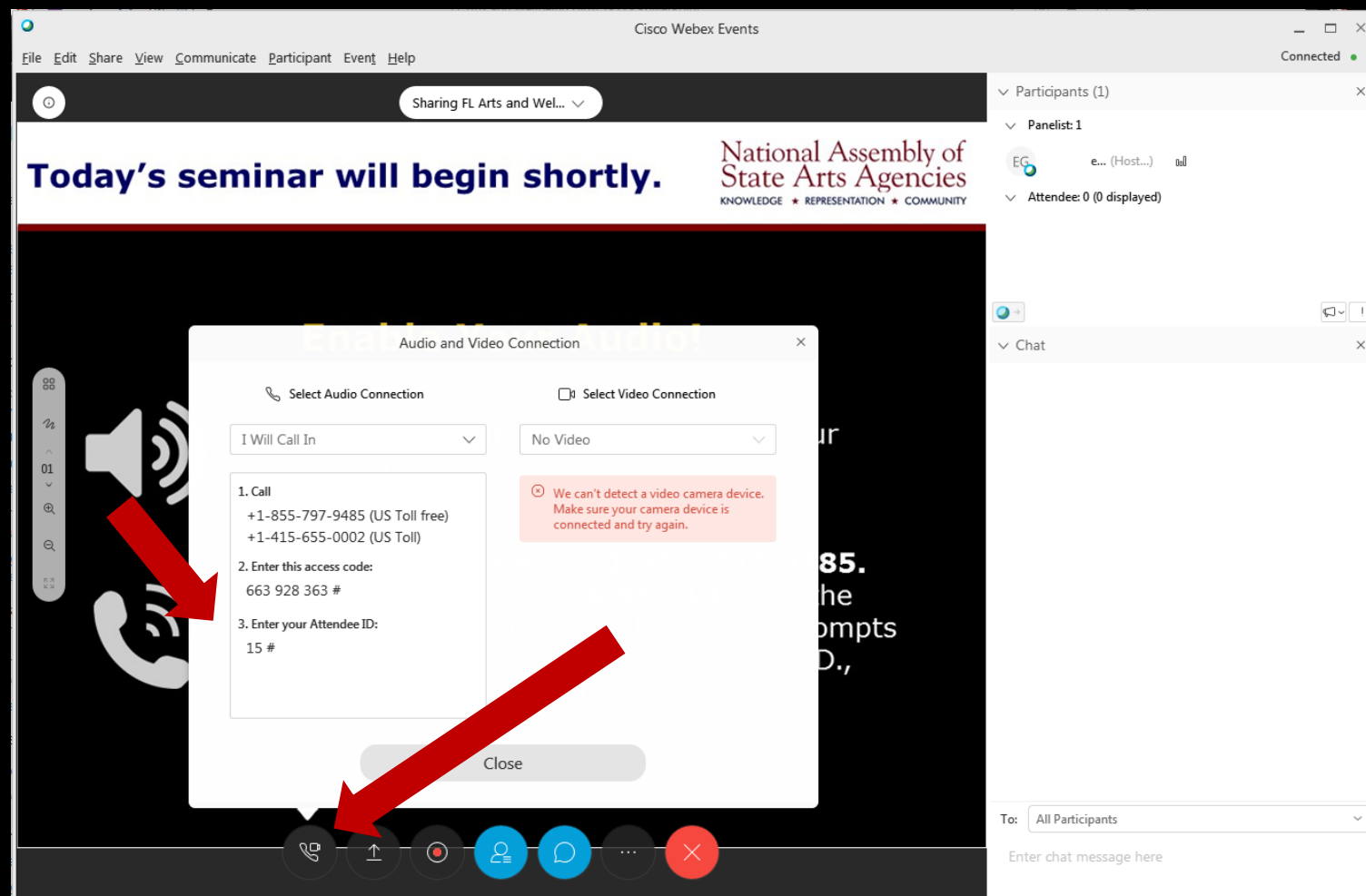
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# The Creative Workforce of the Future

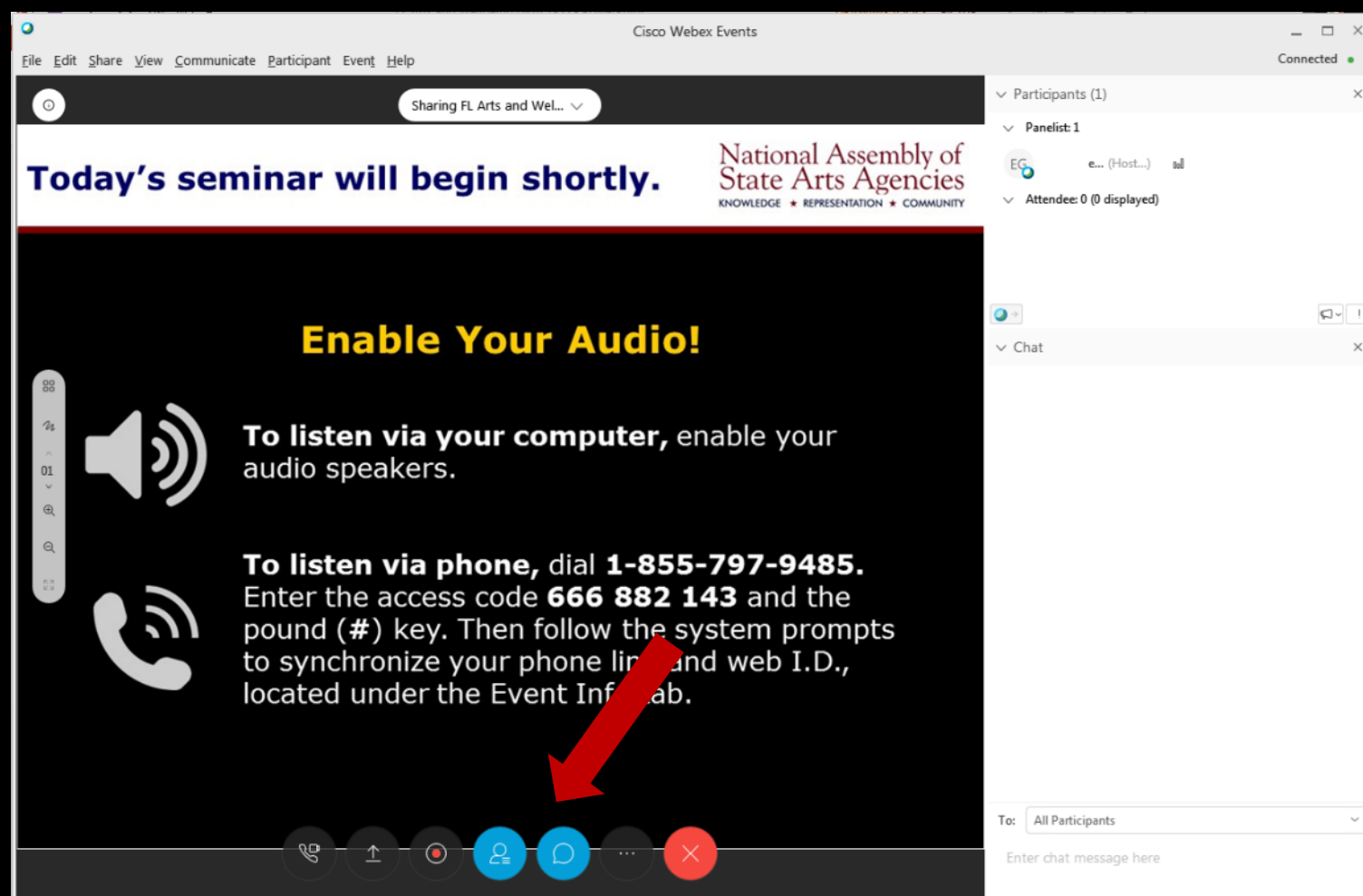
# Your Host



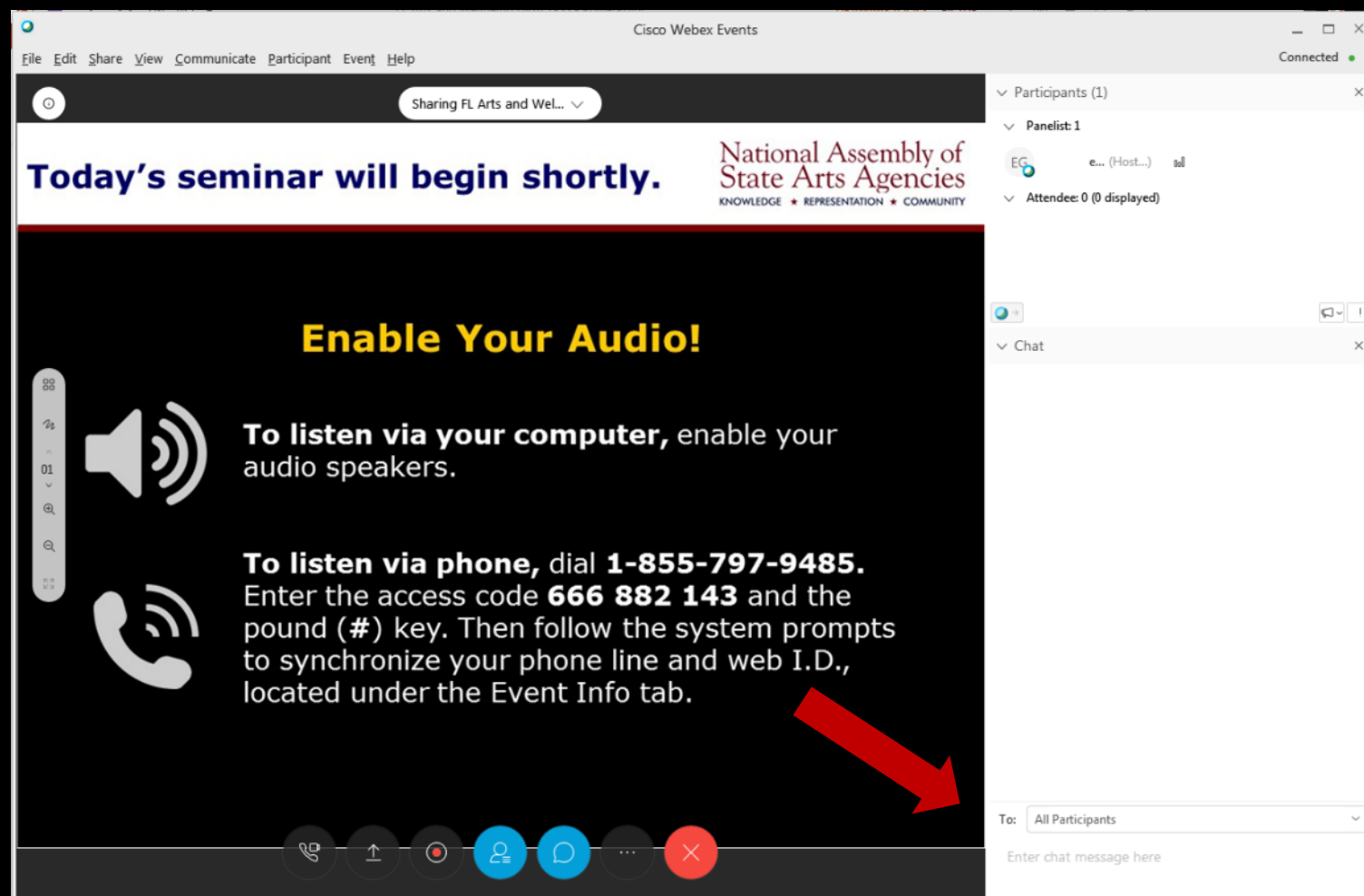
**Eric Giles**  
Learning Services Director



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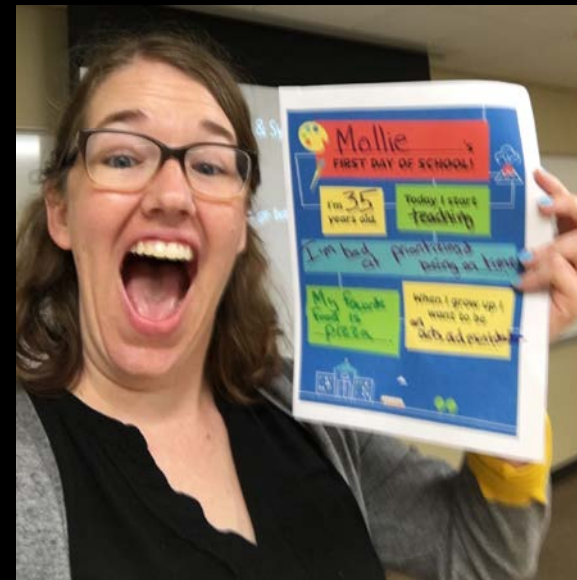


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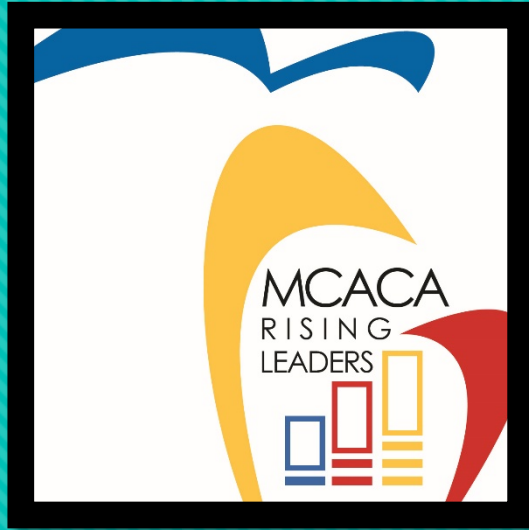
# The Presenters



**Chad Swan-Badgero**  
Arts Education Program Manager  
Michigan Council for  
Arts & Cultural Affairs



**Mollie Flanagan**  
Individual Artist Program Director  
Rhode Island State  
Council on the Arts



# Michigan Council for Arts & Cultural Affairs Rising Leaders Program

A rigorous and highly interactive personal development initiative  
committed to the advancement of Michigan's arts leaders



# Why this program? What brought it about...





# How the program is structured, and why we developed it this way....





# How the program is (already) evolving...





# What we hope will come from this program, and looking ahead to the future....





Chad Swan-Badgero  
Arts Education Program Manager  
[badgeroc@Michigan.org](mailto:badgeroc@Michigan.org)  
517-241-6747

Contact Chad





# Creative Workforce Development Pilot Program





# The Spark

“What can we do to support the students that graduate from our programs and want to be artists — but aren’t going to college?”



# The Problem

There is a lack of infrastructure, support, and training for young artists who have graduated from youth arts programs and want to keep making art.

- professional & business practices
- ongoing art discipline training
- studio space
- gallery & performance space





# A Bit about Providence

Population approx. 180,000

Native American

1.4%

Asian

6.1%

Black

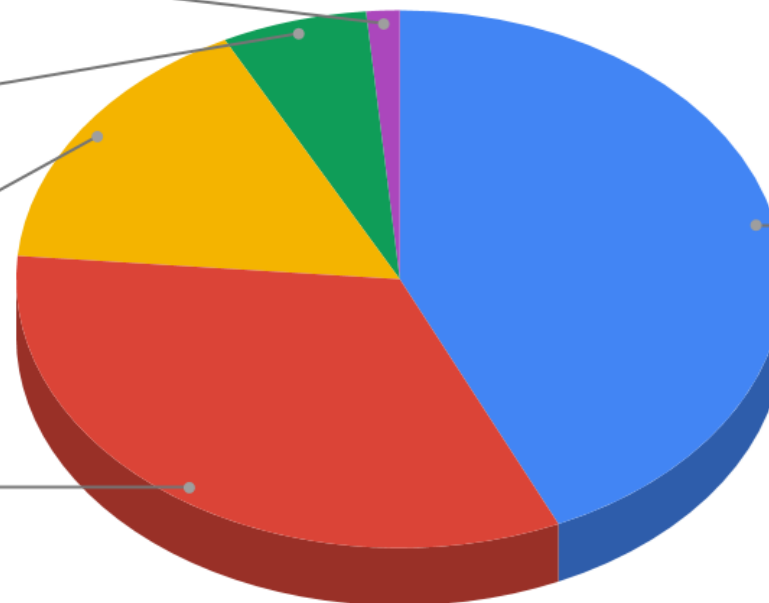
16.1%

white

33.2%

Latinx

43.2%



# A Bit about Providence

- Providence Public School District Challenges:
- 90% of students qualify for free/reduced lunch
  - 1 art teacher for every 582 students
  - State takeover of PPSD

## Youth Serving Arts Organizations



# Getting Some Smart People in a Room

How do we prevent the drop-off in art-making and support once folks age out of the youth art programs we have here?



# Gathering Partners

# New Urban Arts.

AS220.

(with a focus on AS220 Youth-affiliated staff.)


# Providence Art Culture + Tourism. the Steel Yard.

# RISCA.





# Creation Process

- BE WILLING
- ONE MIC / 1 VOICE
- BE EMPATHETIC
- END ON A POSITIVE
- PATIENCE IS 
- SAFE SPACE / NO JUDGEMENT
- KNOW / RESPECT LIMITS
- BE VULNERABLE
- HOLD EACH OTHER ACCOUNTABLE
- SHARE KNOWLEDGE / RESOURCES
- MY YUMS? DON'T YUCK THEM
- ASK FOR HELP

# Program Structure

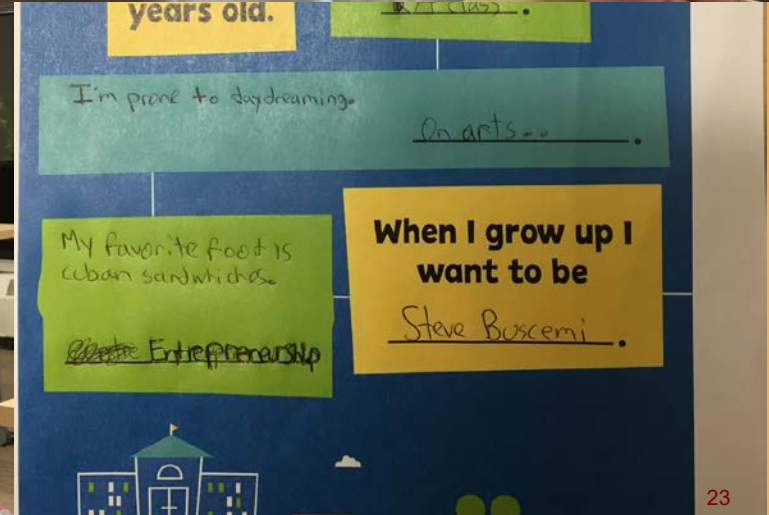
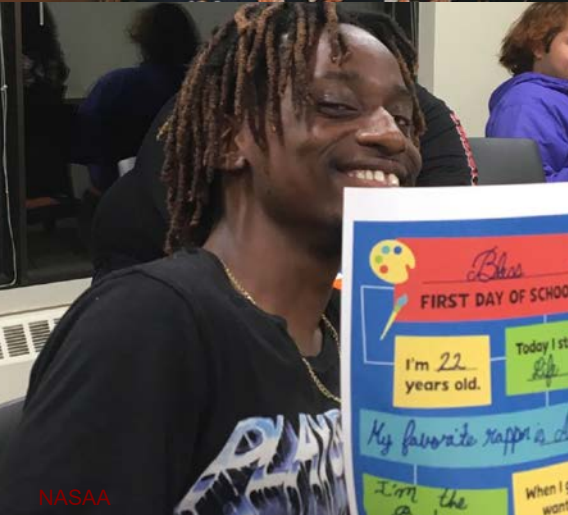
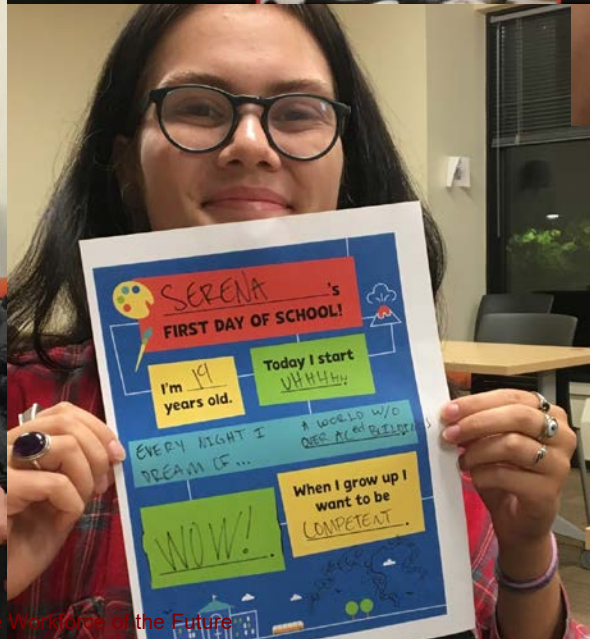
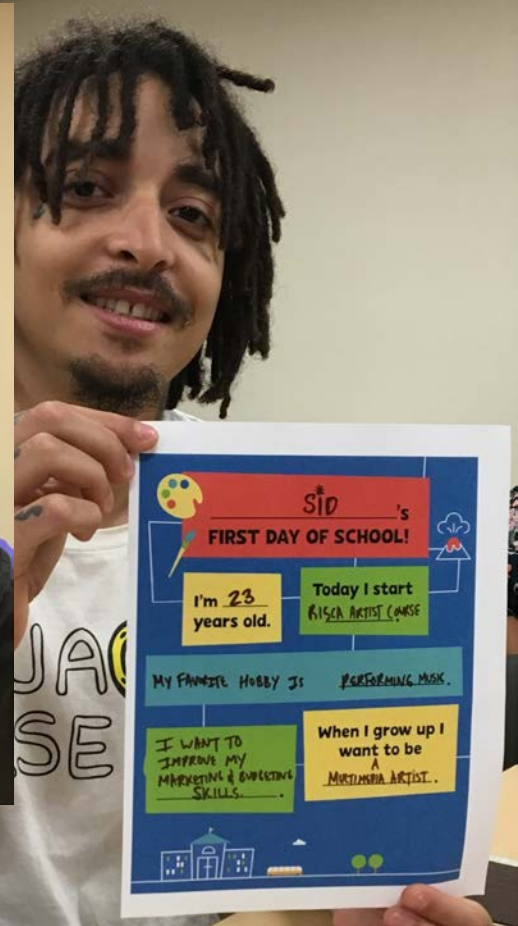
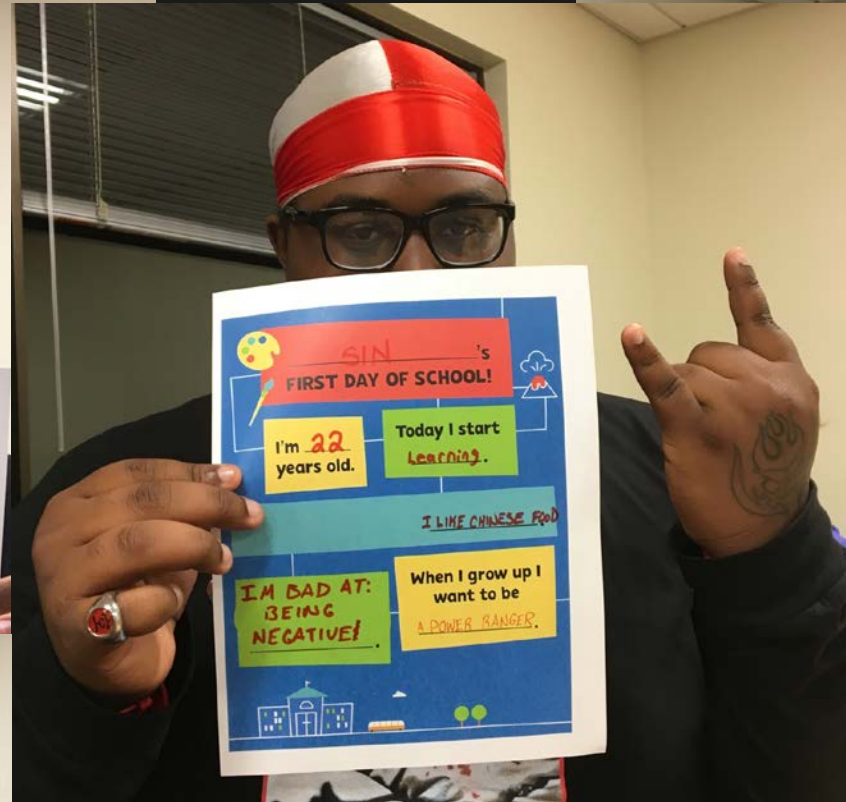
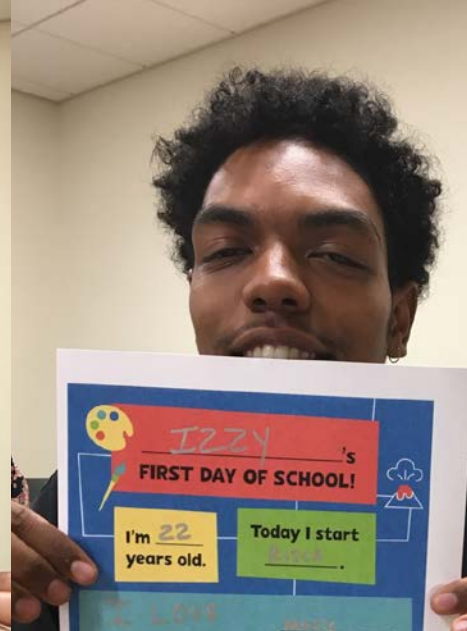
Weekly in-person class

Mentorship

Culminating art project









# Goals - In Practice

Enable more artists to make art.

Support artists at the beginning of their careers.

Create alternate paths to art careers outside of art school/college.

Stop brain drain.

Create networks for mutual peer support.



# Goals - In Policy

Include arts in state government focus on workforce development.

Define artists as small business owners.

Promote understanding of art-making as a viable professional career.

Link professional development programming with CTE certifications and other K-12 career pipeline programs.



# Lessons from the Pilot

Communication is key, particularly among complex groups of partners.

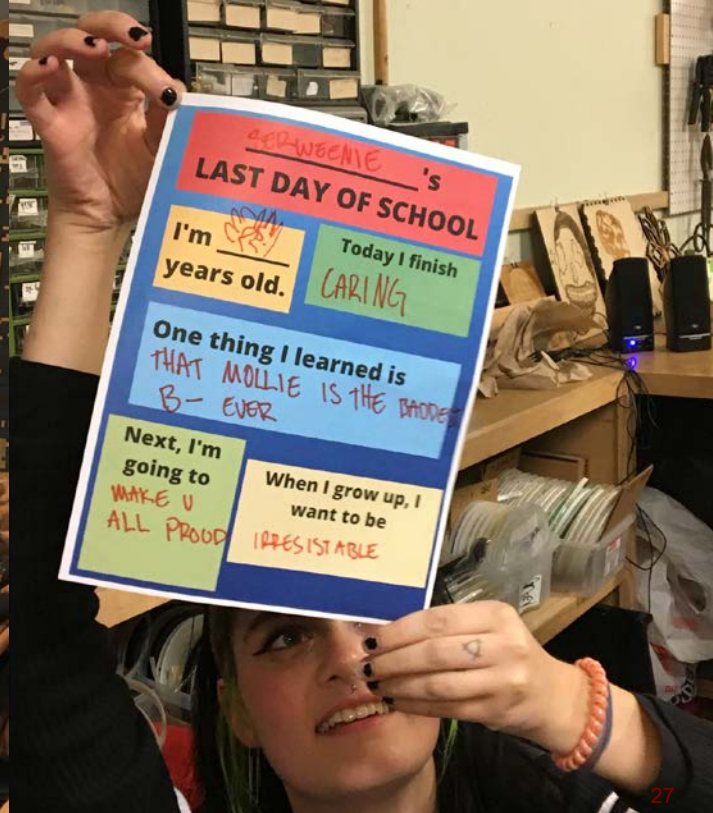
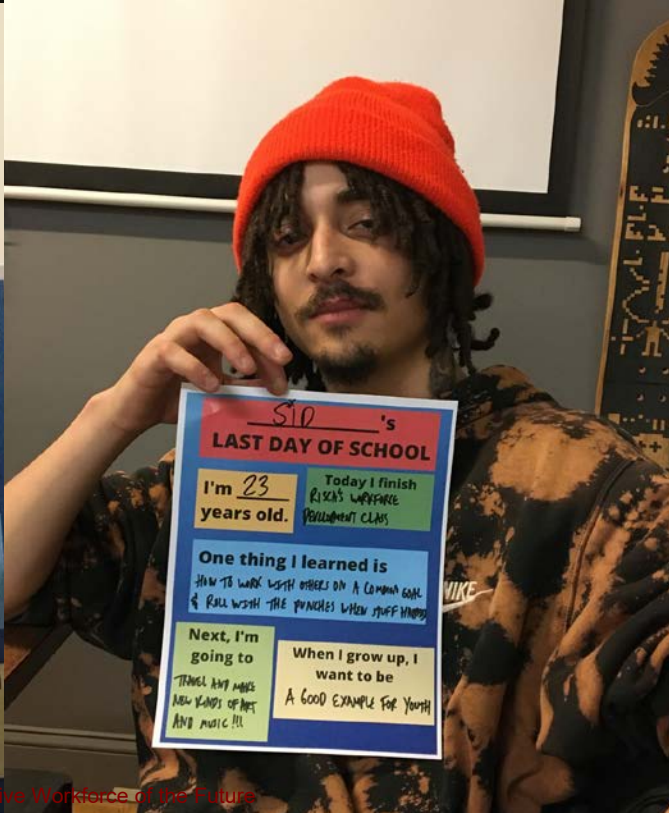
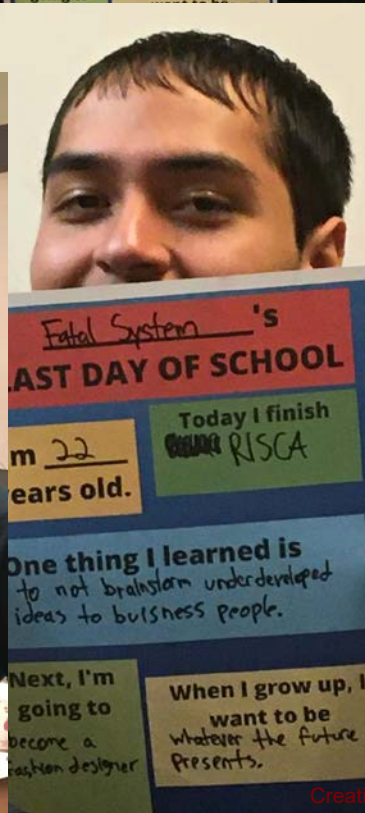
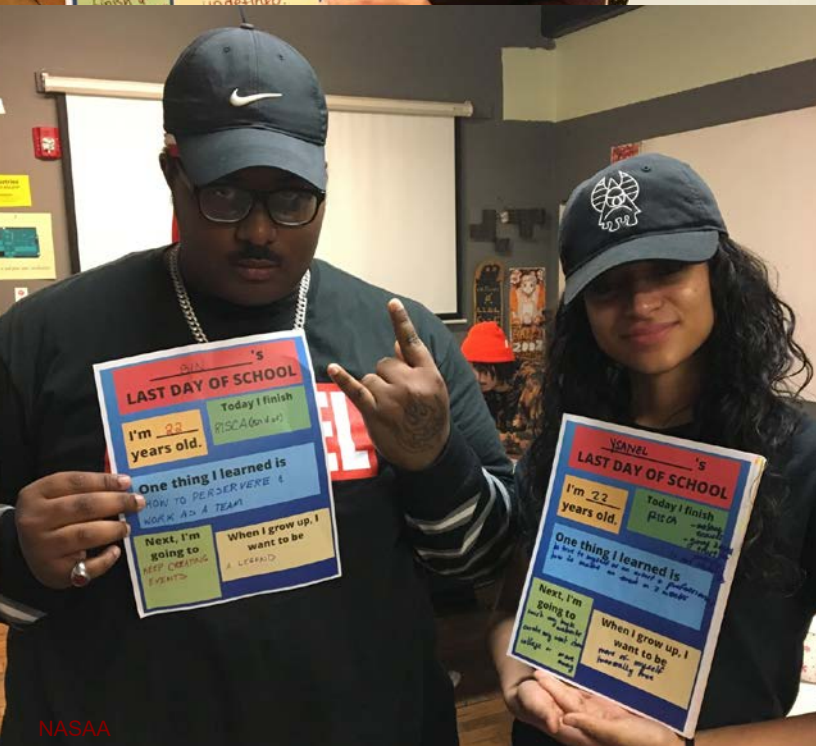
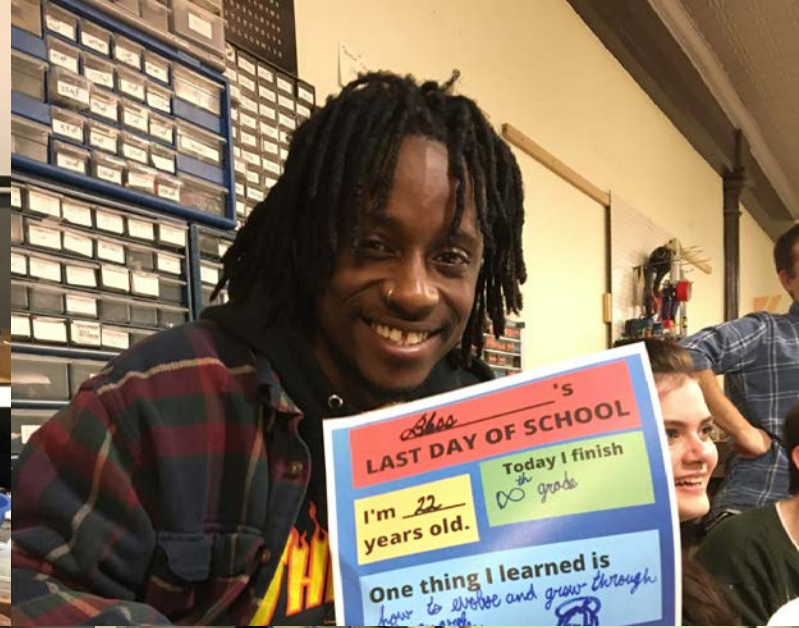
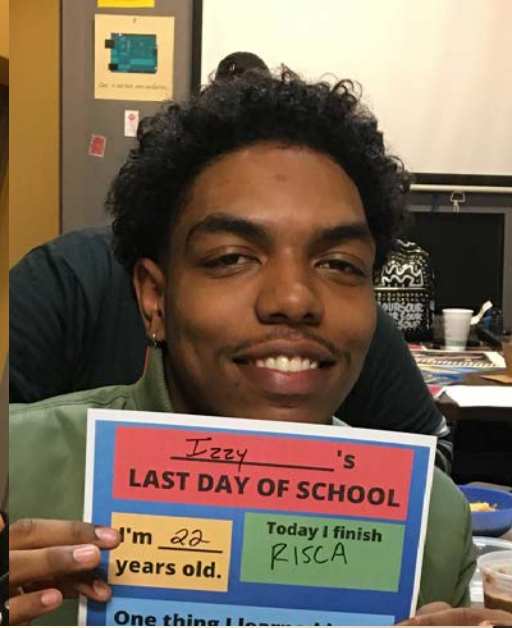
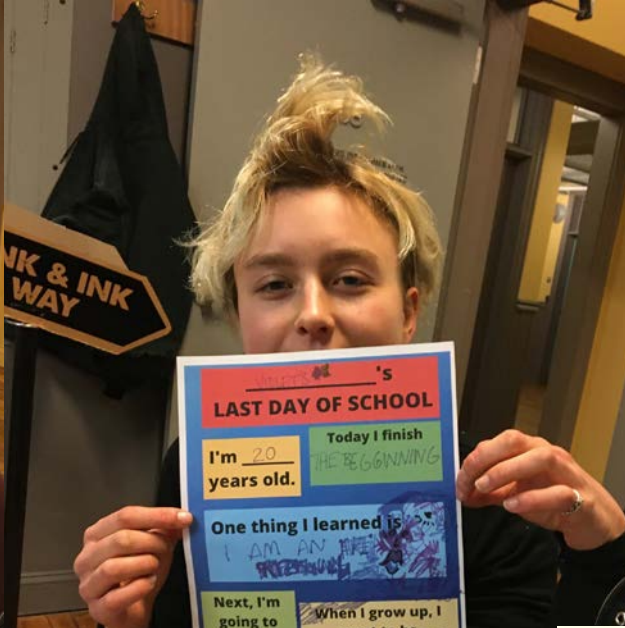
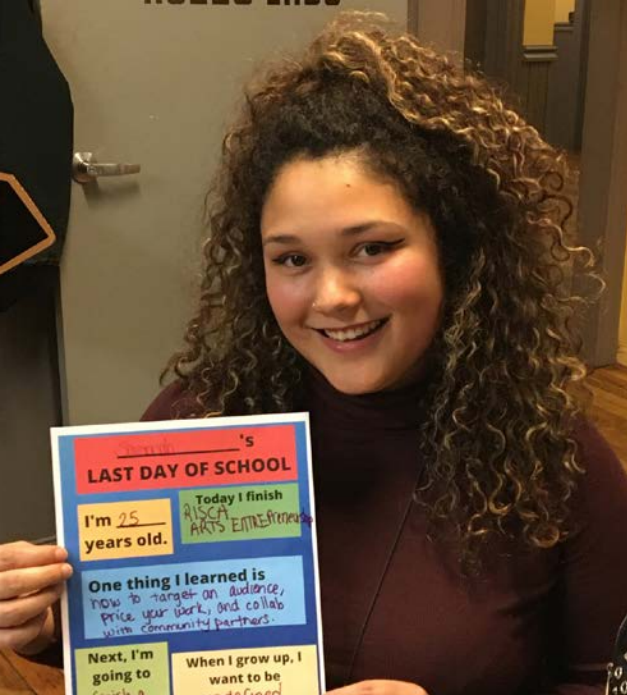
Create formal structure in the lesson plans.

Build flexibility into the program.

Cohort model is really successful.

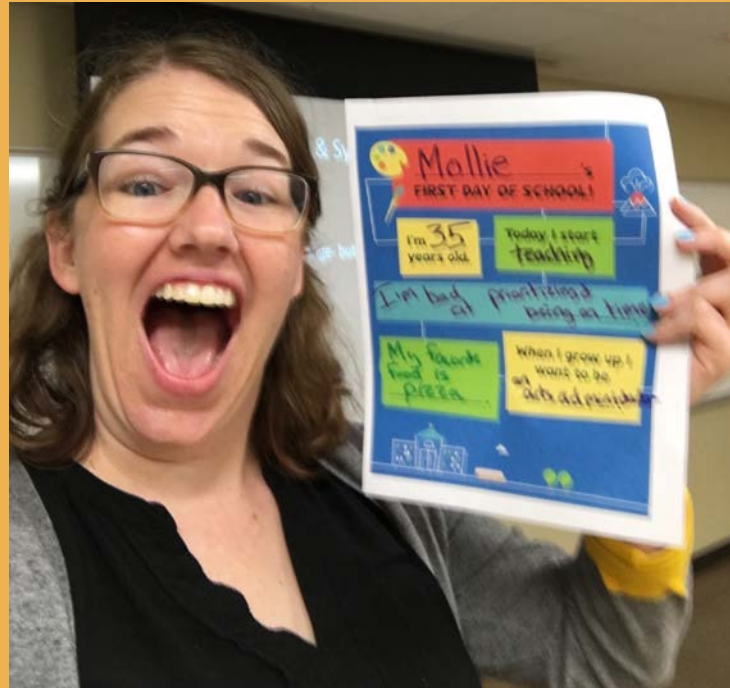
Feedback from the participants AND those that know them has been very positive.







# Questions?



Mollie Flanagan  
Individual Artist Program Director  
[mollie.flanagan@arts.ri.gov](mailto:mollie.flanagan@arts.ri.gov)  
(401)222-3881

# What's on your mind?



## Chat

# Thanks for participating!

Questions or comments about this session?  
Contact NASAA Learning Services Director Eric Giles:  
[eric.giles@nasaa-arts.org](mailto:eric.giles@nasaa-arts.org)

Support from NASAA's member state arts agencies and the National Endowment for the Arts  
made this session possible.