

THE OLD VIC TAKEOVER WORK EXPERIENCE



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Jasmine (she/her)

Roberta (she/her)

Leyla (she/her)

EVALUATION
2020-2021

Sylvie (she/Her)

Du

family (she/her)

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With generous thanks to all
Old Vic staff and associates



Supported (only public funding) by
**ARTS COUNCIL
ENGLAND**

The Old Vic gratefully acknowledges support through
the Culture Recovery Fund from Arts Council England

EDUCATION AT THE OLD VIC

For over a decade The Old Vic has developed and delivered dynamic, relevant and responsive education and community projects that provide stimulating and bespoke opportunities for people from a diverse range of backgrounds.

Our renowned projects support schools, teachers, young people and the over 60s, offering high quality theatre and enrichment experiences. We do this through free theatre tickets to Old Vic productions, bespoke learning experiences at the theatre, in the classroom and online, and innovative employability and training programmes.

Our social mission is woven into the fabric of The Old Vic and what we do. We champion creative approaches to social mobility, education and engagement, mental health and wellbeing, seeking to support people to be the best they can be.

‘There hasn’t been a moment where I haven’t felt safe and supported. This has changed me’ Old Vic Takeover Participant

Each year The Old Vic offers a one-week work experience programme for up to 20 participants aged 16–18 years old.

The project aims to open up The Old Vic and offer participants unparalleled insight into how the theatre produces groundbreaking, uplifting and unintimidating performances.

Over the course of one-week participants take part in a series of workshops led by different departments in the theatre, such as Production, Marketing and Front of House. These workshops explore a side of theatre making that most young people have never encountered before and open up a range of future career opportunities. At the end of the week participants work together as a team to curate, plan and run their own event, putting to use all the knowledge they have gained over the course of the programme.

The Old Vic Takeover fully immerses the participants in a producing theatre, offering invaluable careers advice and supporting the next generation of theatre workers.

‘We had independence and autonomy but weren’t completely left by ourselves. We could do exactly what we wanted but still had people on hand to help. You don’t get that kind of independence and support at school’ Old Vic Takeover Participant

THE OLD VIC TAKEOVER

THE PROGRAMME

The Old Vic Takeover ran from 15–19 Feb 2021, during the school half term. As a result of the Covid-19 pandemic and national lockdown The Old Vic Takeover was moved online, allowing us to extend the opportunity to young people from across the UK.

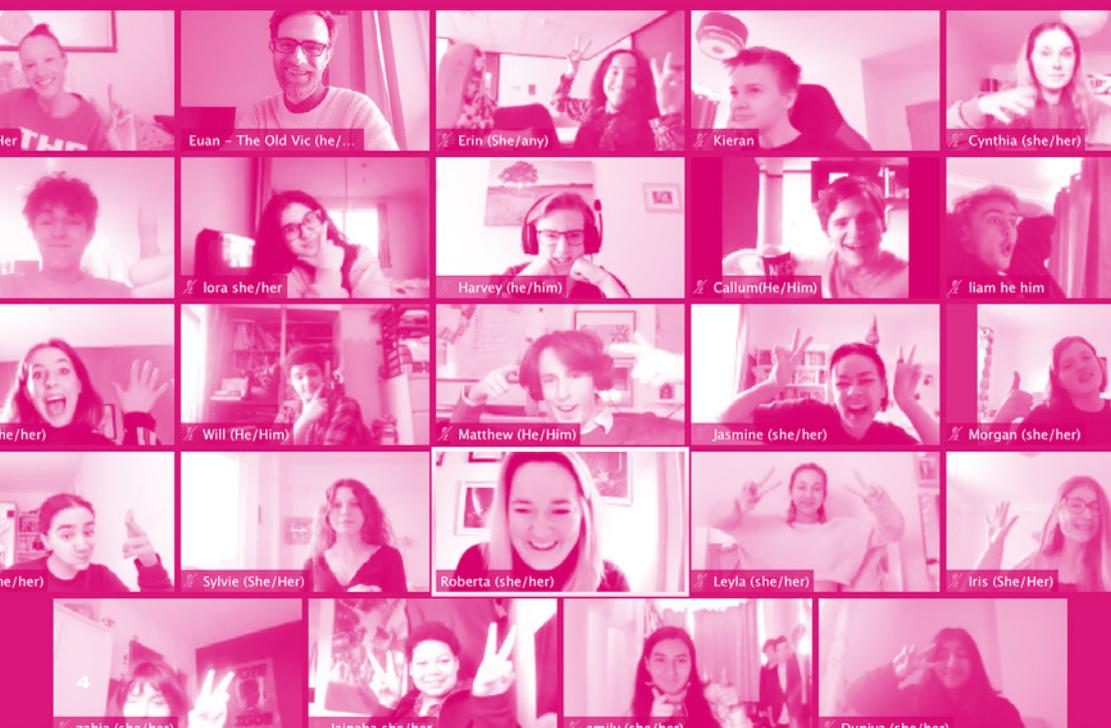
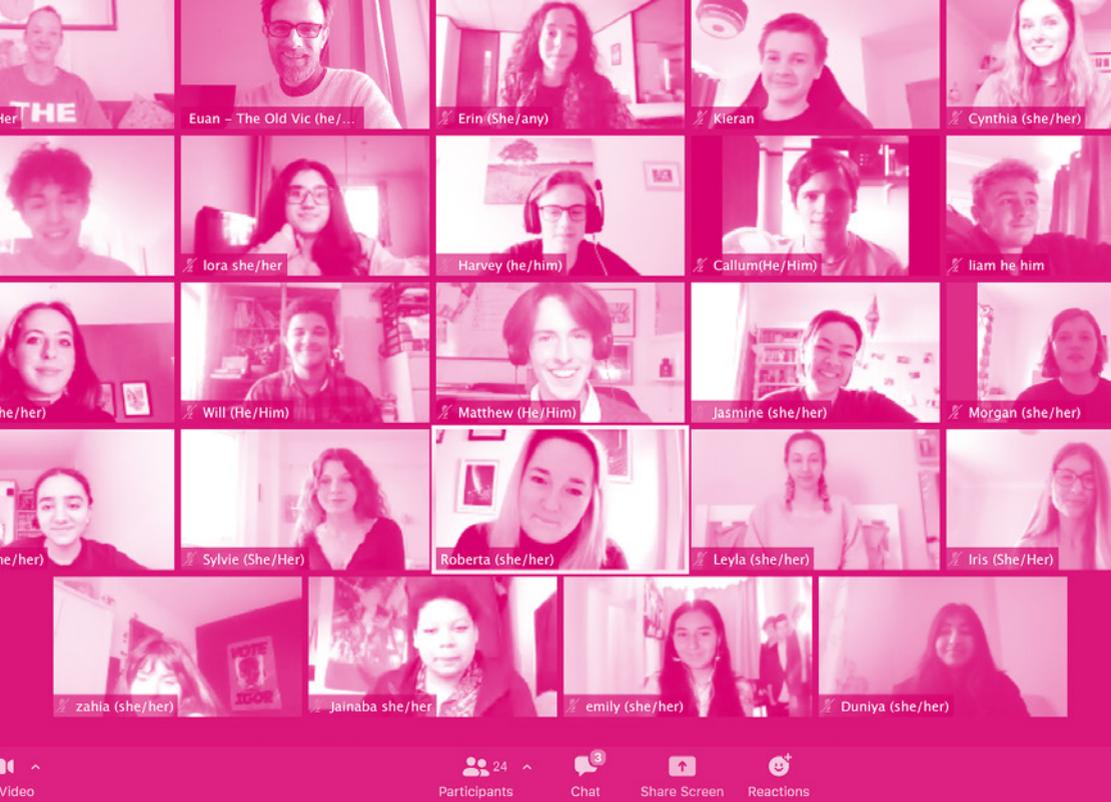
Applications opened in January 2021. The programme was advertised across social media and via The Old Vic's schools mailing list. In addition, the Education and Community team ran targeted outreach to teacher contacts. In total 205 young people applied to take part. Many applicants referenced that they had struggled to find work experience or that their placement had been cancelled as a result of the pandemic. In total, 21 people were chosen to take part in the programme and were selected using the following criteria:

- Understands the project
- Demonstrates passion for theatre
- Has no or limited access to opportunities in the arts

Participants were drawn from a wide range of geographical locations including Barnet, Brent, Buckinghamshire, Essex, Gloucestershire, Harrow, Isle of Wight, Lambeth, Leeds, Macclesfield, Redbridge, Richmond-upon-Thames, Southwark, Stockport, Tower Hamlets, Waltham Forest and West Lothian in Scotland. 90% of participants had never worked with The Old Vic prior to this programme.

Participants were supported throughout the programme by facilitators Roberta Zuric and Lana Rathbone as well as the Senior Education Manager, Euan Borland. Each day started with a check in and a warm-up to ensure participants felt comfortable and prepared for the day ahead. Workshops were led by relevant Old Vic staff members or by external Old Vic artists. Breaks were factored in throughout the day to minimise Zoom fatigue.

Participants also had the opportunity to take part in three Q&A sessions with three different artists about their route into the industry. They were Director, Ashen Gupta, Playwright, Sarah Kosar and actor-in-training, Obed Mayamona. These artists were selected as they each had a different route into the industry and were at different points in their careers. As the week went on participants took on increasing responsibility in these sessions until they were running the interview themselves without support from facilitators.



At the end of the programme participants took over The Old Vic's Instagram account. They planned, created, and delivered content based on everything they had learnt throughout the week. The takeover focussed on three themes — what theatre meant to the participants, tips and advice learnt during the programme, and reflections on what theatre might look like post-pandemic. The Instagram takeover had a combined reach of 42,317.

MONDAY

The focus for this day was on getting to know each other.

- Participants took part in a series of warm-up games designed to help them get to know each other
- In the afternoon participants took part in a Front of House workshop
- Participants spoke to actor-in-training, Obed Mayamona

TUESDAY

The focus for this day was Artistic Voice.

- Participants took part in a Find Your Artistic Voice workshop
- Participants took part in a Find Your Artistic Voice workshop
- Participants took part in a workshop with The Old Vic's Emerging Talent Manager looking at creating opportunities for artists
- Participants spoke to Director, Ashen Gupta

WEDNESDAY

The focus for this day was Audiences.

- Participants took part in a Marketing and Social Media workshop
- Participants took part in a Marketing and Social Media workshop
- Participants took part in a Producing workshop
- Participants spoke to Playwright, Sarah Kosar

THURSDAY

On this day participants started to collate what they had learnt.

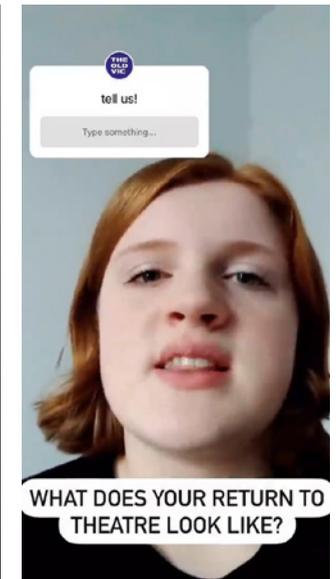
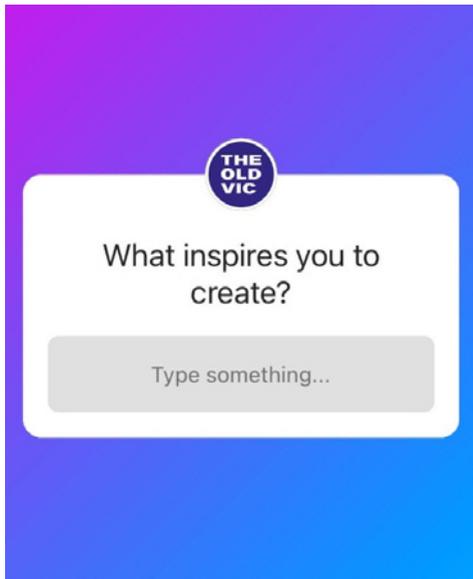
- Participants took part in a Playwriting workshop
- Participants started to plan their Instagram takeover and started to create content in groups
- Participants pitched their concepts to the rest of the group at the end of the day

FRIDAY

This day marked the culmination of the project.

- Participants continued to create content for their Instagram takeover
- Participants ran the Instagram takeover live
- Participants took part in a post-project celebration and debrief session

At the end of the programme all participants were invited to sign up to the Join In Network, a free mailing list through which they can find out about other Old Vic projects, receive access to free or discounted theatre tickets and take part in exclusive workshops and Q&As.



PRACTICAL SKILLS DEVELOPED

100%

of participants learnt about jobs in theatre

90%

of participants made new connections

90%

of participants gained new transferable skills

86%

of participants gained new interests

57%

set new employment goals

PERSONAL SKILLS DEVELOPED

100%

of participants increased their communication skills

90%

of participants increased their problem-solving skills

80%

of participants increased their confidence

76%

of participants increased their listening skills

76%

of participants increased their team leading skills

AFTER TAKING PART IN THIS PROGRAMME

100%

agreed or strongly agreed that they enjoyed taking part in the programme

agreed or strongly agreed that taking part had taught them something new

agreed or strongly agreed that taking part had made them more interested in learning new things

agreed or strongly agreed that taking part connected them with other people in their group

agreed or strongly agreed that they contributed during workshops

95%

agreed or strongly agreed that they felt valued and appreciated in their group

agreed or strongly agreed that taking part helped them keep active



100% of participants:

rated the programme as very good to excellent

rated the workshop leaders as excellent

would like to take part in a future programme with The Old Vic



95% of participants:

felt the programme had a positive effect on their wellbeing

PARTICIPANT OUTCOMES

The programme had a **net promoter score of 90**, showing that participants were engaged and would promote the programme to others.

PARTICIPANT INFORMATION

WORKSHOPS

100%

of participants rated the Instagram takeover as very good to excellent

of participants rated the Producing workshop as very good to excellent

of participants rated the Marketing workshop as very good to excellent

of participants rated the Front of House workshop as very good to excellent

of participants rated the Playwriting workshop as very good to excellent

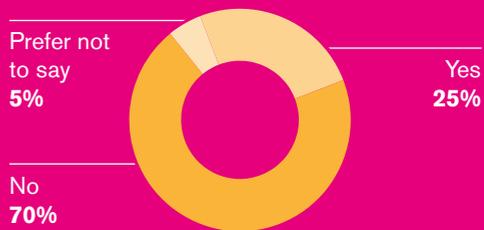
of participants rated the Artist Q&A's as very good to excellent

95%

of participants rated the Finding Your Artistic Voice workshop as very good to excellent

of participants rated the Emerging Talent workshop as very good to excellent

DISABILITY

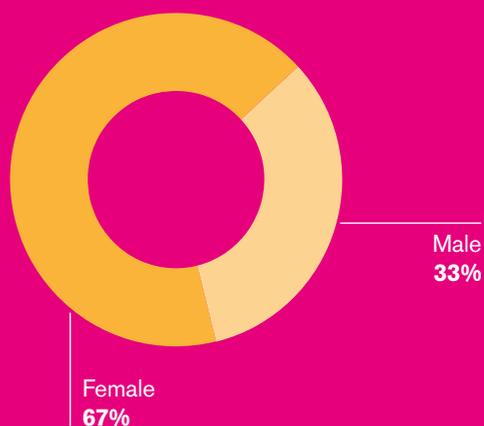


Of those who identified as having a disability:

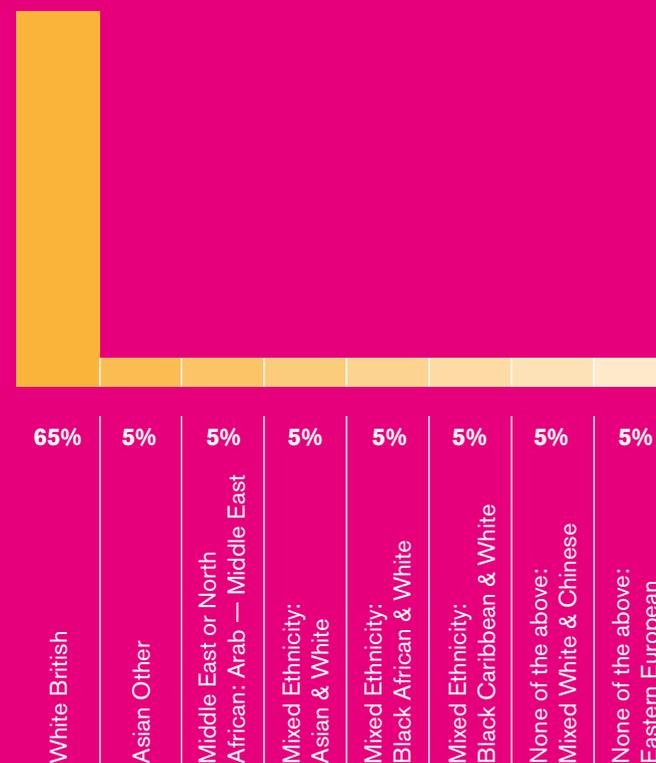
- 33% Mental Health
- 17% Physical Impairment
- 17% Long Term Health Difficulties
- 17% Learning Difficulties
- 33% opted to choose their own identifier: Autism and Colour Blind

For this question, candidates could select more than one option.

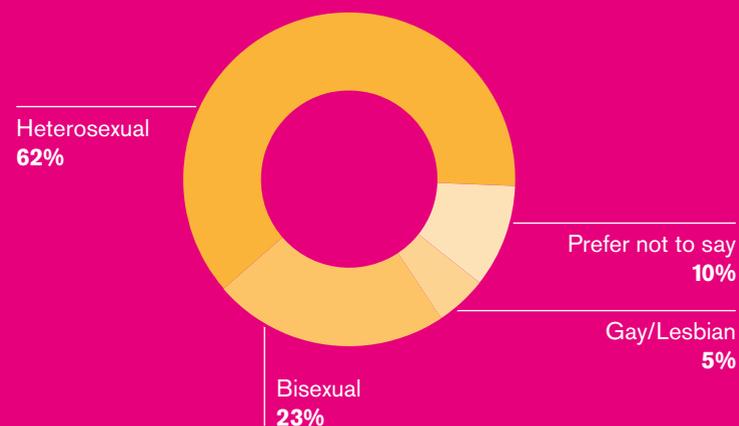
GENDER



ETHNICITY



SEXUAL ORIENTATION



CONNECTIONS

Over the course of the week participants forged strong connections with each other, despite not knowing each other before the project began and living in completely different areas across the UK. In their evaluation every single participant highlighted that they were surprised by how strong a bond they had formed with other participants, particularly as the project had been conducted over Zoom. Participants continued to keep in touch post-project and even arranged their own virtual party. The Old Vic has offered additional opportunities for the group to connect including inviting them to watch a live streamed version of The Old Vic's production of Dr. Seuss' *The Lorax*, inviting the group to a day of additional creative workshops called OV Future Fest and offering the group the opportunity to join the Join In Network, our alumni mailing list.

'My favourite part was meeting new people as I have become very introverted during lockdown, this brought me back out of my shell' Old Vic Takeover Participant

CAREER DEVELOPMENT

The Old Vic Takeover offered participants the opportunity to explore aspects of theatre making they had never encountered before, learn first-hand from industry professionals, and put those skills into practice. A common theme across all applications was a lack of guidance around careers in the arts with young people unsure of routes into the industry or where to go to get support. As a result of taking part 100% of participants learnt about jobs in theatre, 90% gained new transferable skills and 57% set new employment goals.

'The main thing I'm taking from this week (as well as all of the new friendships) is the knowledge that this is what I want to do. 100%. And that is something that I've never had complete confidence or clarity about' Old Vic Takeover Participant

ONLINE & IN PERSON

100% of participants felt The Old Vic should continue to offer an online version of this programme. Moving forward The Old Vic should offer both online and in-person work experience to ensure that young people across the UK have access to the programme and the opportunity to meet industry professionals. The programme should seek to work with young people who do not have access to a theatre in the local area or who have not had the opportunity to engage with a London based theatre.

DIGITAL EVENT

The Instagram takeover was a success with 100% of participants rating it as very good to excellent. However, the takeover did not allow for participants to use the full range of skills they had learnt throughout the week. Going forward the programme should explore replicating the 'event' format of the in-person version and support young people to run their own digital event such as a panel discussion or workshop.

EXTENDING THE REACH

205 young people applied to take part in The Old Vic Takeover and although numbers may have been inflated due to a lack of opportunity elsewhere, there is a clear demand for this sort of opportunity. Going forward the project should explore opportunities to engage with the young people who apply for the programme but who are not successful in getting a place. Applicants should be directed to relevant resources available to them for free on the Education Hub, for example the Inside Guides which explore various careers in theatre. In addition, the project should aim to involve young people in the end of week event, for example inviting them to watch an online panel discussion organised by the project participants. This would ensure that some level of support was being offered to every young person who applies to take part in the programme.

'I got so much from this week, not just from the workshops but from everyone I've met. There are so many transferable skills that I've learnt. No matter what I go on to do I feel well equipped' Old Vic Takeover Participant

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The Old Vic Theatre Trust 2000 Charity No. 1072590
The Old Vic Endowment Trust Charity No. 1147946