



CLOCK: Customised Training and Development for the Creative and Cultural Industries

CLOCK provides a wraparound service for SME and micro businesses running the kickstart programme, paid internships or developing new jobs for young people.

We deliver learning and development programmes suited to people of all ages and backgrounds who learn in different ways: through work, self-employment, community activities and other non-formal practical projects within the broader creative and cultural industries.

Our ground-breaking CLOCK professional development programme for the creative industries was built by a community of sector expert mentors validated through a rigorous reflective practice process and accredited by a Professional Development Award at Master's level from the SQA.

Our sector expert mentors and core team combine first-hand knowledge of the creative and cultural industries along with deep and broad experience of mentoring and supporting the social, personal and professional development of people, from school leavers to established professionals.

Our Offer to Creative and Cultural Organisations

Our CLOCK development programme is unique in that it emphasises the skills and competencies that the creative industries workforce requires, making young people who develop their skills with CLOCK an asset in their placement, in the industry and to themselves. We appreciate that creative organisations have varying needs. We can support with:

Recruitment We work with relevant teams and departments to create job descriptions that include the KPI's and skills you require the candidate/s to develop and apply in their role.

Choosing a Scheme We help you to decide which is the best option for you and navigate the process of signing up for a Kickstart, internship or traineeship programme.

Skills Analysis We deliver the CLOCK skills audit workshops to uncover candidate's hidden skills and go beyond the narrow scope of the skills listed in a CV or achieved in formal education.

Training and Development We create a customised learning programme with you and your new recruit which aims to develop the skills they need now, working in the real-world context of your organisation.

Mentoring and Accredited Learning We connect your new recruit with a CLOCK mentor to enable them to achieve their potential within the time they are with you. They may gain the accredited CLOCK level 4 "Advanced Trainee" or level 5 "Competent Professional" qualification which offers them solid progression opportunities for work, self-employment or access to Higher Education irrespective of whether they stay or move on.

Options and Costs

We provide different options for organisations who want to support this crucial stage in workforce development that creates opportunities to create a level playing field by 'breaking the vicious cycle of no experience'.



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Option 1: Fully customised, pre-recruitment, wraparound with recruitment support, onboarding and 'Entry to Industry' training with accreditation. Price £1350

End to end support with recruitment which includes help choosing the right scheme and a skills analysis workshop to help you select the right candidate for the role. Fully customised training that leads to a SCQF Level 6/EQF Level 4 or English RQF Level 3 SQA Professional Development Award in Creative and Cultural Industries or higher, if appropriate.

Option 2: Post-Recruitment Wraparound Support with onboarding and 'Entry to Industry' Training with accreditation. Price £1000

Working with the new recruit to identify skills gaps and to deliver customised training that leads to a SCQF Level 6/EQF Level 4 or English RQF Level 3 SQA Professional Development Award in Creative and Cultural Industries or higher, if appropriate.

Option 3: 'Entry to Industry' Training with accreditation. Price £750

We simply deliver the CLOCK Level 4 "Entry to Industry" programme within the context of the job role supporting the new recruit to achieve a SCQF Level 6/EQF Level 4 or English RQF Level 3 SQA Professional Development Award in Creative and Cultural Industries or higher, if appropriate.

We can also provide complimentary professional development programmes at Higher Education Diploma or Master's Level for in-company mentors or supervisors who are responsible for the line management or workforce development of these new recruits.

Please contact [Liz Appleby](#), Director of Communications and Partnerships to discuss your requirements.

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