



Resilience Programme

Mentee Application & Workshop Information

April 2021



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Introduction

The Resilience Programme is a mentoring initiative led by Applied Arts Scotland and Craft Scotland designed to help makers based in Scotland navigate the particularly challenging circumstances resulting from the Coronavirus (COVID-19) pandemic. The Resilience Programme is funded by Creative Scotland.

Within the Scottish craft community, there is an enormous amount of collective knowledge and experience. We also know that the pandemic has forced makers to be even more innovative, reinvent their ways of working and rapidly learn new skills.

The Resilience Programme will help makers tap into this collective wisdom to gain new perspectives. In a supportive environment, participants will be able to take time to reflect and develop the resilience required to re-energise, revitalise and sustain their practice.

The programme is suitable for makers at any stage of their career and specifically aimed at those keen to embrace mentoring and expand its benefits across the craft community.

The overall aim of the Resilience Programme is to support and encourage a mentoring culture in the Scottish craft community.

Applied Arts Scotland and Craft Scotland will develop resources to support makers in their understanding of the principles of mentoring and how to get the most out of it. We will also share information about other mentoring programmes across Scotland and the UK. These resources will be freely available through both partners' websites for use by the craft community.

The Resilience Programme has two strands:

Peer-to-Peer Co-Mentoring	April 2021	Applications extended: midnight, Monday 12 April 2021
Mentor/Mentee	April/May 2021	Mentee Workshops are available to book now Mentee applications will open Thursday 6 May 2021

Coronavirus (COVID-19) Statement

We appreciate the potential longer-term impacts of Coronavirus (COVID-19) are currently unknown and we do not know what the landscape will look like throughout 2021. Applicants should be aware that parts of The Resilience Programme may be subject to change or postponement.

Workshops will be organised online via Zoom. We assume mentoring will also happen online, but we will provide guidance for participants interested in meeting in person that is in line with Scottish Government advice and guidance at that time. We will keep makers up to date with any changes to the programme brought about by new restrictions or other external factors. With all decisions, our priority is the safety and wellbeing of participants.

Throughout the application and selection process, and the duration of the programme itself Applied Arts Scotland and Craft Scotland will continue to monitor and follow the most up to date UK Government guidelines.

Should any significant changes arise in relation to Coronavirus (COVID-19), we will endeavor to keep makers informed in a timely manner.

About Project Partners

Applied Arts Scotland

Applied Arts Scotland is a membership organisation run by makers for makers. We nurture the creative heart and soul of making practice through peer-to-peer learning and knowledge exchange. We connect the craft community through our programme of activities, events and projects, and through our advocacy work we ensure the voice of makers is heard.

Our 'Making Sustainable Livelihoods' strategy, builds on a wealth of project-based experience across Scotland and internationally, and draws on a range of learning resources developed specifically to support maker's professional development.

www.appliedartsscotland.org.uk

Craft Scotland

Craft Scotland is the national development agency for craft. We put makers at the heart of all we do, championing diverse and high-quality contemporary craft. We help people learn about, appreciate and buy craft, promoting the contribution of craft to Scotland's cultural, economic and social well-being.

Through our exhibitions and events programmes, digital platforms and strategic partnerships, we provide leadership for the sector. We create opportunities for makers to develop their creative and business practice, and to exhibit and sell work in Scotland and beyond. We are a registered charity supported by Creative Scotland.

www.craftscotland.org

Resilience Programme Overview

The Resilience Programme has two strands: Peer-to-Peer Co-Mentoring and Mentor/Mentee.

Makers can choose which mentoring model best supports their needs and make one application to the strand that fits their needs.

Each strand will be supported by free online workshops and resources that will be available beyond the programme. These workshops will be hosted via Zoom and cover the principles of mentoring - what it is, how it works and how to get the very most out of it.

At each workshop there will be speakers to inspire you, exercises to help put your ideas into practice, and drop-in sessions to offer follow up support. You will also be provided with some practical tools which will help to develop a resilient mindset and keep your plans on track.

Throughout the programme, participants will be offered one to one support by Applied Arts Scotland and Craft Scotland who will steer them through the process and answer any questions.

Mentor/Mentee Strand Overview

For makers looking to regroup after the disruption of last year, the Mentor/Mentee Strand can support you in building ambitious future plans through new ways of working and having the time/space for reflection.

You will develop confidence and resilience in your creative and business practice through both the Mentee Workshops and the Mentor/Mentee Strand.

This strand invites applications from makers who are interested in being mentored by a craft and/or creative industry professional. Applications will open for Mentees on Thursday 6 May 2021. See page 8 information about the Mentee Application process, eligibility and responsibilities below.

The Mentor/Mentee Strand is suitable for makers who have at least 2-3 years' experience in their craft career.

We are also running two Mentee Workshops in May to help support you in developing your application. They are free to attend, see page 6 for full details.

The Mentee Workshops are designed to help you identify how mentoring can help you achieve your goals. During the workshops, you will work through the areas in your creative and business practice that you want to explore through mentoring.

The workshop leaders will give you the tools to transform your goals into a clear plan of action, and successful participants will then work with their mentor through this plan.

Mentor/Mentee Programme: Mentee Workshops

The Mentee Workshops are designed to help you identify how mentoring can help you achieve your goals. We will introduce the key principles of mentoring and share a range of visual tools that can be used to transform goals into a clear plan of action.

Please note, that attendance at the workshops is not essential before you make a Mentee application. However, you may find it useful to attend as the workshops will help you prepare your Mentee application to the Resilience Programme.

Workshop 1: Make it Happen Workshop (10am – 1pm, Thursday 6 May 2021)

[Book your workshop place via](#) Eventbrite. Booking deadline: 4pm, Wednesday 5 May 2021.

At this first session, workshop leaders will support you to prioritise and refine your ideas for mentoring. Through inspiring examples, you will be encouraged to think outside of craft in terms of possibilities and what kind of expertise you need.

Led by [Creative Edinburgh](#), this workshop aims to provide you with a structure to guide you through the process of plotting those all-important next steps with the support of like-minded folks who are seeking to do the same, building collective resilience as we look to the future together.

Explore the language you use to communicate your ideas, take stock of your values and identify your goals. This interactive session will aim to challenge your communication skills, encourage decision making and highlight the value in shared experiences.

Participants will be the first to hear about a new visual tool, the Mentoring Framework, developed by Creative Edinburgh. This tool has been designed to make the process of transforming ideas into an action plan as easy as possible, you will be able to try it out during the session.

Creative Edinburgh is a network organisation which unites creative thinkers across the city. Through our events, career support and advocacy, we bring together and help grow the city's creative community, providing a space for creation, collaboration and connection at every stage of your career.

Zoom captioning will be available.

Workshop 2: Evolving Ideas Workshop (10am – 1pm, Thursday 20 May 2021)

[Book your workshop place via Eventbrite](#). Booking deadline: 4pm, Wednesday 19 May 2021.

At this second session, you can hear from Mary Lewis (Endangered Crafts Manager, [Heritage Craft Association](#) (HCA)) and basket maker Lorna Singleton who have both experienced the positive effects mentoring on their creative and business practice.

Throughout the session you will be encouraged to think about how knowledge sharing, networks and collaboration can foster new ways of working or big new ideas for your own practice. You will also explore how mentoring differs from teaching (and other forms of support) and be introduced to resources to support good mentoring practice.

Lorna Singleton is one of the UK's last remaining 'swillers', specialists in woven products made with coppiced oak. Lorna graduated as an apprentice of the Bill Hogarth MBE Memorial Apprenticeship Trust, following three years of intensive tuition in coppice woodland management. Through HCA's Endangered Crafts Fund in 2020, Lorna bought a boiler and swiller's mares (a special type of shave horse) to enable her to teach oak swill basket making to small groups in Cumbria. Through the fund she was also mentored and supported by Mary at HCA.

Mary has acted as a mentor for a number of crafts people through her former position as a trustee of the Bill Hogarth MBE Memorial Apprenticeship Trust as Endangered Crafts Officer with HCA.

The Heritage Crafts Association is the UK advocacy body for traditional heritage crafts. Working in partnership with Government and key agencies, it provides a focus for craftspeople, groups, societies and guilds, as well as individuals who care about the loss of traditional crafts skills and works towards a healthy and sustainable framework for the future.

Zoom captioning will be available.

Mentor/Mentee Strand: Mentee Applications

Applications open: Thursday 6 May 2021

Applications close: 5pm, Monday 7 June 2021

Introduction

For this strand of the Resilience Programme, Mentors will support Mentees in implementing a bespoke creative and professional development plan. This is a paid opportunity for makers, Mentees will be paid a participation fee allowing them to take time away from their practice.

Our experienced craft and creative industries Mentors will be selected from the well-established mentor pools of Creative Edinburgh and Heritage Craft Association.

Mentors will support Mentees through building your confidence and supporting you in having clarity of purpose.

No previous experience of mentoring is required as we will provide resources to help participants get the most out of their mentoring experience. We also want to bring in mentor experience from beyond the Scottish craft sector to expand our pool of expertise.

How can Mentors help you?

- Help you to identify goals and objectives around your chosen focus
- Offer information, knowledge and experience on your chosen path
- Help you be accountable and offer time/space for reflection
- Provide a sounding board
- Signpost to other resources and opportunities

What topics I can discuss with a Mentor?

Dream big

What you do today affects your practice tomorrow. Together with your Mentor you could explore how to turn your ambitious plans for the future into a reality.

Strategic planning

With your Mentor you could establish the long-term direction of your practice by exploring where you are and where you're going. Strategic planning gives you the time and space to explore your vision and values, as well as long-term goals and the action plans, you'll use to reach them.

Building capacity

With your Mentor you could explore ways to obtain and/or improve the skills, knowledge, tools etc. needed to carry out your creative and business practice more efficiently. Building capacity would allow you more time and space to work on the things that really matter.

Skills development plan

Together with your Mentor, you could create a meaningful and realistic plan for developing your skills, experience and knowledge to reach your long-term goals.

How will the Mentor/Mentee sessions work?

Up to 12 Mentees will be matched with Mentors from a wide range of backgrounds, some craft but others from wider creative practice. Working with Creative Edinburgh and Heritage Craft Association, we will be able to match practitioners across different geographies and types of creative practice, expanding the range of expertise available to mentees.

Mentees will be asked to undertake 6 x 90-minute meetings with their mentors.

Participants will be able to make use of free check-in sessions with Applied Arts Scotland and Craft Scotland to answer any questions about the process or to resolve any practical issues.

Applications will be open to makers with at least 2-3 years' experience. Selection will be based on supporting applicants who have a clear idea of the support they need and can define their ambitions for their practice.

Fees & Costs

This is a paid opportunity for makers. A participation fee of £300 will be made to Mentees so that makers can take time away from their practice to dedicate time to their creative and business development. The payment will be made after the third mentor meeting and on submission of a short interim report.

There are no application or workshop costs.

Eligibility & Selection for Mentee Applications

Who should apply?

For the Mentor/Mentee strand of the Resilience Programme, we are looking for Scotland-based makers who have a professional craft practice or career.

This programme is particularly suited to makers who are clearer about how you want to move your practice or business to the next stage of development, and you are seeking help to work towards your ambitions and goals.

You may be one or more of the following:

- A maker able to demonstrate a minimum of 2-3 years' experience in their craft career
- A self-taught maker or one who has come to the profession via informal education routes (for example, community education, evening classes, or maker-led workshops)
- A maker moving into a craft profession later in life, or as a second / third career
- An established maker who is now looking for new ways to develop their craft business

Eligibility criteria

Essential

- Makers must be living and working in Scotland
- Makers should be able to evidence they have been running a professional making practice for a minimum of 2-3 years
- Makers should be working in one or more of [Craft Scotland's eligible disciplines](#) (see FAQ section for more information)
- Makers must show a commitment to equality, diversity and inclusion

Desirable

- Attended a Mentee Workshop through the Resilience Programme
- Able to work remotely
- Flexibility and adaptability

Selection process for Mentee Applications

Selection for the Mentor/Mentee Strand will be based upon the following criteria:

- 1) Clear articulation of makers' ambition for their practice and/or craft business.
Examples include, but are not limited to:
 - Developing an action plan for the development of skills or specific material process
 - Identifying new business models or ways of working
 - Exploring new customers, audiences or routes to market
 - Building capacity, taking on staff or new premises

- 2) Demonstration of ambition and commitment to the programme.

Selection will be managed by Applied Arts Scotland, Craft Scotland, Creative Edinburgh and Heritage Craft Association. Selection will depend on eligibility criteria and the panel being able to match Mentees with suitable Mentors.

Equal Opportunities & Access

We are committed to equality and opposed to all forms of unfair discrimination. We believe that embracing diversity enriches the craft sector and sparks new interpretations of contemporary craft.

We welcome applications from underrepresented makers: including but not limited to makers with lived experience of being Black, Asian, Mixed Heritage and/or a Person of Colour, Refugee, D/deaf, Neurodivergent, Disabled, and/or LGBTQIA+.

Resources:

Applied Arts Scotland's [Equal Opportunities & Diversity Policy](#) and Equality, Diversity and Inclusion Action Plan.

Support with your application and programme participation

If you are interested in this opportunity but feel there are barriers limiting your ability to apply and/or participate (including, but not limited to, caring responsibilities, financial, accessibility, travel, slow internet/devices etc.) please do get in touch.

This application form is available in large and word formats and we are happy to accept video applications.

Please get in touch if you would like to discuss any other support requirements you may have. Email the Craft Scotland team at hello@craftscotland.org.

Timescales

Dates	Activity
Friday 9 April 2021	Mentee Workshops open for booking
10am – 1pm, Thursday 6 May 2021	Workshop 1: Make It Happen
Thursday 6 May 2021	Mentee applications open
10am – 1pm, Thursday 20 May 2021	Workshop 2: Evolving Ideas
5pm, Monday 7 June 2021	Mentee applications close
Mid-July – December (suggested)	6 x mentoring meetings

Responsibilities

Maker responsibilities

We expect the following of makers participating in the programme:

- Commit to 6 mentoring sessions
- Maintain communication with Applied Arts Scotland and Craft Scotland throughout the programme
- Contribute to any case studies, articles, written pieces as requested by Applied Arts Scotland and Craft Scotland regarding the programme
- Provide feedback as requested after the Mentee Workshops and at the end of the programme
- Provide an interim report mid-way through mentoring
- Always comply with current Scottish Government advice and guidance on Coronavirus (COVID-19), and any guidance for participants interested in meeting in person provided by Applied Arts Scotland and Craft Scotland

Applied Arts Scotland and Craft Scotland responsibilities

The programme managers will:

- Provide support for potential applicants prior to the application deadline
- Fund the costs of the programme for participating makers
- Provide support and guidance for participants throughout the programme
- Provide a mentoring agreement template for all participants
- Provide access to resources including Craft Toolkit, Mentoring Framework, Mentoring Contract and Mentoring Guidelines and introduction to use
- Communicate any Coronavirus (COVID-19) disruptions to the programme in a timely manner
- Evaluate the programme

How to apply

1. Applicants should apply through the Craft Scotland [online application form](#).
2. Additionally, please complete our [Equal Opportunities Applicants Survey](#) (voluntary).
 - a. This survey can be completed anonymously. It does not form part of your application and will not be used in any part of the selection process; it provides information about the craft sector that feeds into our Equalities, Diversity and Inclusions plans.

Before starting your application, please be aware that you will need to submit:

- A maker statement of no more than 300 words (this can be submitted as a video)
- A current CV
- 2-3 images* that are representative of the type of work you are currently making
- Answer questions about why you want to take part in this activity (see more information below)

* Images: Applied Arts Scotland and Craft Scotland may use these images in the promotion of this programme. Please ensure you have permissions to use. Additionally, please provide captions for your images and credit for the photographer.

We recommend you prepare your answers on a separate document before beginning your online application form, to make sure you have a back-up of your responses.

Make the most of your application with these top tips:

Maker statement

This is your chance to tell the story behind your practice. We are looking for information about your process, inspiration, materials, professional journey and ambitions.

Maker CV

Ensure your maker CV is up to date with your latest events, exhibitions, stockists, education, publications and training. This helps us understand more about your creative and business practice and allows us to understand how this professional opportunity fits with your career aspirations.

Images of your work

Please include 2-3 images that are representative of the type and range of work you are currently making.

What are your ambitions/goals for your creative and business practice in the next 5 years?

For example, you may wish to develop a plan to support a new creative direction within your practice, develop new knowledge and/or skills, create new income streams, support in developing new export markets or gallery representation etc.

What are you stuck on? What are the main challenges / barriers to achieving your future goals?

For example, you might describe your barriers as lack of time for research and development within your practice, uncertainty around opportunities available for creative or business support, lack of confidence in approaching galleries or your ideal retailer.

How do you think a Mentor would help you achieve your future goals?

Examples might include support in how to develop a business plan that fits your practice, advice about making connections and building professional networks and/or contextual discussions about contemporary craft practice to understand potential future directions for your practice.

How do you think a Mentor would help you overcome these challenges and develop your creative practice and/or business?

Please clearly explain the areas of support you would hope to gain through the programme and how these directly support your ambitions for your creative practice and business.

We need to hear how you think you might benefit from this opportunity in both the short and long term. You should consider how this might impact you both personally and professionally. We ask this to be sure that what you are looking for is in line with what the programme and partners can potentially offer.

Frequently asked questions

How do you define a maker?

Please see the Application & Eligibility criteria section of this application pack above. If you are still unclear if you are eligible, please contact the Craft Scotland team at hello@craftscotland.org.

I work in a material discipline that is not listed on the Craft Scotland website. Can I still apply?

We support a range of [craft materials and disciplines](#) defined within our funding remit. If you are unsure about whether your practice is eligible, please contact the Craft Scotland team at hello@craftscotland.org.

Is this programme just for young makers?

The Mentor/Mentee programme is aimed at those who have been working as professional makers for a minimum of 2-3 years. We know that the craft sector is very diverse in terms of the ages of makers and this opportunity is open to all eligible applicants regardless of age.

How do I know which mentoring strand would suit me best?

The Peer-to-Peer Co-Mentoring strand is for makers who want to work more collaboratively with a fellow maker and who want an introduction to the potential benefits of this form of mentoring.

The Mentor/Mentee programme is for makers who have a clear idea of the support they need and well-articulated ambitions for their practice.

Can I participate in both mentoring strands?

The strands are designed to support different needs; makers should decide which strand best suits their current requirements and future direction.

I can't commit to the mentoring but would like to participate in the online Mentee workshop(s).

The Resilience Programme has been designed to provide a holistic learning experience through a range of methods. Every element of this programme is important, and each is linked.

We appreciate that individuals may not feel able to commit to the time required for unforeseen reasons however, we are looking for participants who can benefit from and contribute to the whole process. If you do not feel you can commit to the full range of sessions at the outset it may not be right for you at this time.

I can't commit to the online Mentee Workshop(s) but would like to participate in the Mentoring.

As above, the Resilience Programme has been designed to provide a holistic learning experience through a range of methods. Every element of this programme is important, and each is linked.

We appreciate that individuals may not feel able to commit to the time required for unforeseen reasons however, we are looking for participants who can benefit from and contribute to the whole process. If you do not feel you can commit to the full range of sessions at the outset it may not be right for you at this time.

However, the workshops are not mandatory, and you may still submit a Mentee application.

Can I apply if I have participated in a mentoring programme elsewhere, or if I am currently participating in a similar programme?

Yes, the aim of the programme is to provide makers with a range of tools and knowledge which will support a mentoring culture within the craft sector so we would be delighted to add to existing knowledge.

I would like someone to teach me new making skills, is this the right programme for me?

No, mentors will provide support to help you develop a training plan, but will not directly teach you making new skills.

I'm not on the Craft Scotland Maker Directory or a member of Applied Arts Scotland. Will that disadvantage my application?

No, this is not a requirement for this opportunity and all applications will be assessed on an equal basis.

I have never worked with Applied Arts Scotland or Craft Scotland before. Will that be a problem?

No. Both organisations work with a wide range of makers and are always looking to make new connections with people we have not worked with before.

We actively welcome applications from eligible makers who have yet to work with us.

Why do I need to participate in evaluation?

The Resilience Programme is a pilot sector development project developed in response to needs and interests of the craft sector as identified by the project partners Applied Arts Scotland and Craft Scotland.

By participating in the evaluation, you are helping the project partners, and our funders Creative Scotland, understand the impact of the programme. We want to understand how we can best support the craft sector and the evaluation helps us to identify future priorities.

This information is available in large print or as a word document upon request.

Cover image: Planning for Craft Toolkit, Tom Pigeon