

NEWWAVE

Driving Equity in Professional Practice Learning

because you can't eat a portfolio!

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Introduction

New Wave is a creative agency driving equity in professional practice.

At the time of writing, our School of Arts has 30-50% more students with protected characteristics compared with other schools in the College of Arts, Technology and Environment.

Significant awarding gaps were identified in compulsory professional practice modules in the school. New Wave was established as a two-year pilot project to address these gaps; utilising **extensive secondary research** to design its innovative pedagogic approach and activities.

To level the playing field, New Wave prioritises students with multiple protected characteristics and the least creative work experience; enabling experiential learning and deep personal reflection via:

- Paid, flexible freelance work with tailored support
- Accessible networking events
- One to one coaching

Objectives

Reduce awarding gaps

Increase availability + quality of professional experiences

Better understand student barriers + lived experience: effect positive institutional change

Support local industry to understand more about the talent pipeline

Conclusions

- 1 Access** to professional experience is complex: barriers are pervasive
- Personal challenges (influencing awarding gaps) are not fully represented by university datasets: conversations & **trust** are required to reveal these
- Multiple, repeated support options are essential; enabling engagement at **'point of need'** - for both current students and graduates
- An agency model offers **personalised support** to explore freelance work
- Building **confidence and belonging** is as important as technical skill
- Opportunity Spotting, Communication, Professionalism & Self Awareness are **4 key competencies** for success in creative professional practice in HE

New Wave Student Development Cycle

Pedagogic co-research - Students
Values alignment & talent pipeline - Clients
L&T Collaboration - Programme Teams & Alumni

1 Know yourself

Do students understand and discuss their professional **interests**, **consider their values**, **strengths & skills**?

2 Know your options

Do students know what **opportunities** are available, **organisations want** and how to **further develop** themselves?

3 Test & apply

Can students **match their skills** & experience to an opportunity?

Do students understand **application processes** and how to **market themselves**?

4 Reflect & build resilience

Do students **take risks**, **reflect and learn from** the success and failures of applications?

Embedded Professional Development Framework

Real + perceived barriers hinder student progress:
Personal / Institutional / Sector / Societal barriers

NW supports learners to overcome barriers, whilst evolving its offer **in response to student lived-experience**

References

Extensive secondary research underpins the rationale + design of New Wave. Access references via the QR code

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