

INTERNATIONAL ORGANIZATION
FOR THE TRANSITION
OF PROFESSIONAL DANCERS



International Organization for the Transition of Professional Dancers

Toolkit

How to start a Transition Programme for professional dancers

www.iotpd.org

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Who are the International Organisation for the Transition of Professional Dancers? (IOTPD)

The IOTPD is a network of organisations that are dedicated to offering professional dancers the resources and support they need when facing the end of their performing careers, and need to pursue a new one.

What is the IOTPD 'toolkit'?

The associate nations of the IOTPD are asked from time to time, 'how do I establish a transition programme for professional dancers in my country?' Realising this need, the IOTPD has created the following 'toolkit' consisting of questions that each country should ask itself as a self-evaluation, in an attempt to determine the reason and purpose of establishing such a programme.

The 'toolkit' is designed to heighten the awareness of the actual need of a transition programme in your country through a series of thought-provoking questions. This exercise is your first step. The Associates of the IOTPD are available to assist you in this process. A list of the names of each organisation and contact information can be found on our website:

www.iotpd.org

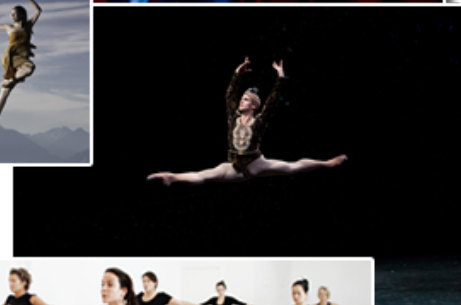


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Initial Research:

- An understanding of the issues and concerns facing the dance artists in your country
- A thorough knowledge of why professional dancers need to transition/retrain and why it is important to provide them with support
- Developed an understanding of what a transition programme is
 - Why are these programmes necessary?
 - What do they offer the dancers?
- Contact an existing transition centre to learn how they operate, how they help their clients and to seek advice and guidance.
- What is your national dance sector's position on retraining/transition etc?
- Is there another organisation doing similar work? Can you work with them?
- Do you need partners? Who might be suitable?
- What government support is there?
- Is this going to be an independent organisation or government-run?
- What is your argument for funding/support for the centre? How will you justify it?
- Do you have support from the dance artists themselves? You should have engagement from your intended clients - the centre is to service their needs.
- Do you have advocates within your national dance industry that will promote the programme and support your cause? A high profile ambassador is useful for raising awareness.
- You should survey and analyse your national dance industry to identify gaps in provision of services and to garner important statistics to advocate for the programme.

IOTPD:

- Explore becoming an associate of the IOTPD
- What does the organisation do for its associates? How does it support them?
- What support is provided for new transition centres?



Building a Transition centre:

- How will you fund the organisation?
 - Government funding
 - Associateship fees (dancers & companies)
 - Private donors
 - Corporate sponsors
 - Fundraising
- If you ask dance organisations to contribute, how much and in what way? Does this affect charitable or not for profit status?
- If you charge a membership fee, how much will it be and can your clientele afford this? What do they get for this fee?
- What services are you looking to fund?
 - Office and staff costs
 - Outreach
 - Training grants
- Governance
 - Will you need a Board of Trustees? How will you source and identify potential Trustees?
 - What are the responsibilities of those governing the organisation?
 - How will they govern the organisation/what level of input will they have day to day?
- Staffing
 - How many staff will be needed?
 - How will you afford/pay for those staff?
 - Are you looking for specialists? Ie: Counsellors, careers advisors, finance advisors etc
 - Detailed job descriptions should be provided for all required staff.
- Office management
 - Do you need more than one office? - ie: localised, regional options vs one national base



The Clients:

- Who are you targeting?
 - How do you define a 'professional' dancer in your country?
 - How will you determine whether an applicant may access your services? What guidelines will you put in place?
 - Will there be eligibility criteria attached to applying for funding? Must there be a minimum number of years worked?
 - Will you only support nationals from that country or all those that have contributed to the dance industry by performing there? How will you measure this?
 - Will you be taking into account the dance form they have worked in? Their professional training?
 - If applying for funding, must a professional dancer be unemployed?
 - Must they have ceased performing permanently, or can they approach you for support while still performing/working as a dance artist?

- How will you reach your 'target market'?
 - Partnerships with Dance Companies
 - Partnerships with shows/touring companies
 - National conferences and exhibitions

- What services will you provide?
 - Financial support
 - Training costs
 - Living expenses
 - Business start up
 - Study materials and equipment
 - Career counselling/advising
 - Dedicated advisor
 - Regular group meetings
 - Workshops/Forums/Seminars
 - Networking/Mentoring
 - Training
 - Specialist training devised and delivered by the centre

- How will you provide & monitor these services?
 - From one national base/across regions
 - Peer to peer communication
 - Travel to major dance industry bases
 - Online provisions
 - Collecting feedback

- If providing financial support, what is the limit? Are there levels of funding? How will this be determined?

- Will there be a limit on the number of people that can access these services?

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- How will you encourage professional dancers to see the centre and its work as positive? Will they feel that approaching you means they must cease performing?
- How will you promote the centre?
 - Website
 - Social media
 - Direct marketing
 - Adverts
 - Newsletters
 - Open days

REMEMBER: This ‘toolkit’ is designed to be a basis for your own research and development of your programme. The IOTPD would always advise contacting an existing transition centre for more specific and individual support and advice.

IOTPD Associates

Canada



The Dancer Transition Resource Centre

The Dancer Transition Resource Center in Toronto is dedicated to helping dancers make necessary transitions into, within, and from professional performing careers. DTRC also operates as a resource centre for the dance community and general public and support activities that improve the socioeconomic conditions of artists across the country.

As a world leader in dancer transition, DTRC is an active participant in international conferences and research initiatives and help drive change within the dance community.

DTRC’s vision:

Dance is one of the most challenging professions, physically, emotionally and financially, and that transitions are inevitable. DTRC’s goal is to ensure that dancers have the tools they need to reach their potential throughout their dance career and after retirement from dance performance.

<http://www.dtrc.ca/>

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France



Centre National de la Danse

The national dance centre is a public institution based on a permanent circulation between creation, distribution, patrimony, training, services to professional dancers and access to cultural and choreographic education.

As a professional resource centre, one of the CND's missions is to inform, support and help all actors of the choreographic field: dancers, choreographers, teachers, academic officials, choreographic project managers, dance companies, production and distribution scenes, cultural go-between.

It offers information, advice, counselling and services to the work conditions of dance professionals in terms of employment, career, training, workers' rights, health and transition to second career assistance.

<http://www.cnd.fr>

Germany

STIFTUNG TANZ
TRANSITION ZENTRUM DEUTSCHLAND

Stiftung TANZ - Transition Center Germany

Stiftung TANZ - Transition Center Germany accompanies and supports dancers from the beginning of their education through every stage of their career up until the conclusion of their process of transition. Stiftung Tanz is open for all professional dancers, whether they are employed or freelance, at city theaters, state theaters, musical theaters, in film or on TV.

Stiftung TANZ - Transition Center Germany wants to advance and support dancers and dance practitioners.

<http://www.stiftung-tanz.com/englisch>



Korea



DCD Center Korea

Dancers' Career Development Center (DCDC) is building a support system that protects dancers on the stage, creates job opportunities for them, and works to improve their welfare. Thus DCDC aims to enhance a dancer's creative activities.

During their dance career, Dancers' Career Development Center runs a Dancers' Job Market to help dancers minimize a career gap. As well, DCDC provides injured dancers with support for rehabilitation.

To support career transition, DCDC holds symposiums, offers professional consulting and mentoring, and provides financial support during a dancer's retraining period.

In addition to these initiatives, Dancers' Career Development Center's gala performances help to promote dance as popular art form among the general public

<http://www.dcdcenter.or.kr/>

Netherlands



Omscholing Dansers

The Omscholingsregeling Dansers (retraining program for dancers) supports dancers who have reached the end of their performing careers providing advice, counseling services and financial support.

The Stichting Omscholingsregeling Dansers (SOD) was founded in 1986 to meet these requirements. In doing so, the SOD ensures optimal guidance in choosing a new career and support in realising this career through using the fund's limited resources as efficiently as possible. The SOD makes every effort within the means of the fund to enable dancers to realise their retraining plan.

http://www.omscholingdansers.nl/homepage_en.htm

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Switzerland



Association pour la Reconversion des Danseurs Professionnels (RDP)

A non-profit organisation founded in 1993, the RDP guides professional dancers in French-speaking Switzerland during their training, performance career and at the moment of their professional transition.

RDP has developed expertise regarding the dance profession on which is based its vision and commitment. From this perspective, it helps dancers become aware of their skills and competences. It aims at helping them find the tools to manage their career and reach their professional goals.

Together with the professional community, it also works toward improving social and government authorities recognition and locates funding for the dancer's career transition.

<http://www.dance-transition.ch/>

United Kingdom



Dancers' Career Development (DCD)

Dancers' Career Developments' mission is to empower dancers in all dance forms, so that in overcoming any insecurities arising at the point they cease to perform, they are able to develop the remaining part of their career, within or outside the dance profession, by building on their distinctive strengths and transferable skills.

DCD offers a bold programme of Transition Support Services for all professional dancers in the UK including: one to one Consultations; Careers Profiling; Coaching; EVOLVE Workshops; Mentoring; Networking and the opportunity to apply for Financial Retraining Grants.

<http://www.thedcd.org.uk>

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United States



Career Trans:
For Dancers Career Transition For Dancers

Career Transition For Dancers is a nonprofit organization that enables dancers to define their career possibilities and develop the skills necessary to excel in a variety of disciplines.

With offices in New York City, Los Angeles, Chicago and a mobile National Outreach Project, CTFD provides individual and group career counseling CTFD awards educational and entrepreneurial support. CTFD helps dancers to take their first steps in discovering rewarding second careers.

<http://www.careertransition.org>