



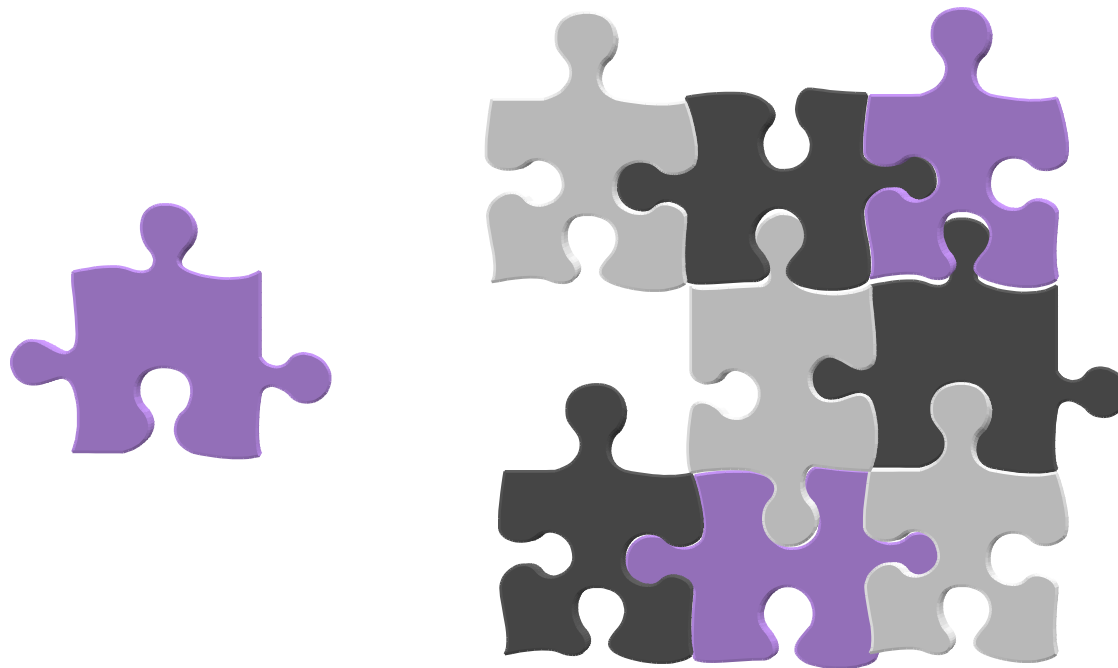
November 2007

Challenges for sustainable & life-long careers within dance

- **Difficulty for professional dancers to find consistent work**
 - Increasing numbers of trained graduates released into the dance world, but few employment opportunities with established companies
 - Some freelance work in commercial dance, very little in independent/ art dance
 - Lots of unfunded, unpaid opportunities, or else teaching / community dance, and other dance-related professions
- **Short-lived professional dancer career paths**
 - Often pressurized and unsafe/ unprotected working conditions, poor dancers' healthcare, injuries
 - Extreme physical and emotional toll impossible to sustain past 30ies and 40ies
 - Traumatic transitions into next career after performing
- **Few safety nets**
 - Irregular and low incomes, lack of savings and pensions
 - Not uncommonly ending up in social and welfare services

DCD – Career Transition

- Career transition is the final part in the jigsaw of a dancer's professional career...



DCD – Who We Are

- Dancers' Career Development (DCD) offers a holistic and comprehensive range of specialist and confidential career support and retraining services to professional dancers in the United Kingdom
- We offer practical, psychological and financial retraining support services ranging from individual counselling, career coaching, educational advice, CV and interview guidance, workshops in both dance schools and dance companies, to business start up and retraining grants for eligible professional dancers.
- Our 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 has been supporting professional dance for over 34 years

DCD Objectives
To help dancers make the often difficult transition from professional dancing (performing) to a new career within or outside dance, by giving them the confidence and skills they need to keep working beyond dance.

DCD Key Activities
<ul style="list-style-type: none"> • Career counselling • Emotional & psychological support • Educational & practical support • Re-training grants • New business grants

DCD Structure	
<p style="text-align: center;">INDEPENDENT DIVISION</p> <ul style="list-style-type: none"> • DCD-raised funds managed within a Trust • Eligible arts or commercial dancers have been professional dancers for 8 years, 5 or more in the UK • DCD managing the Trust and dancers applications process for retraining support • Development Committee evaluates applications and makes recommendation on grants to be given to DCD Board 	<p style="text-align: center;">COMPANY DIVISION</p> <ul style="list-style-type: none"> • Dance companies electing to annual contribution per dancer working with them into DCD Fund • Eligible dancers have been professional dancers for 8 years, 5 or more with member company • DCD managing the Fund and dancers applications process for retraining support • Board of Trustees comprising independent, company, Equity and Arts Council representatives evaluating applications and deciding on grants to be given

DCD helps make the dance profession & our society a healthier place

DCD Benefits

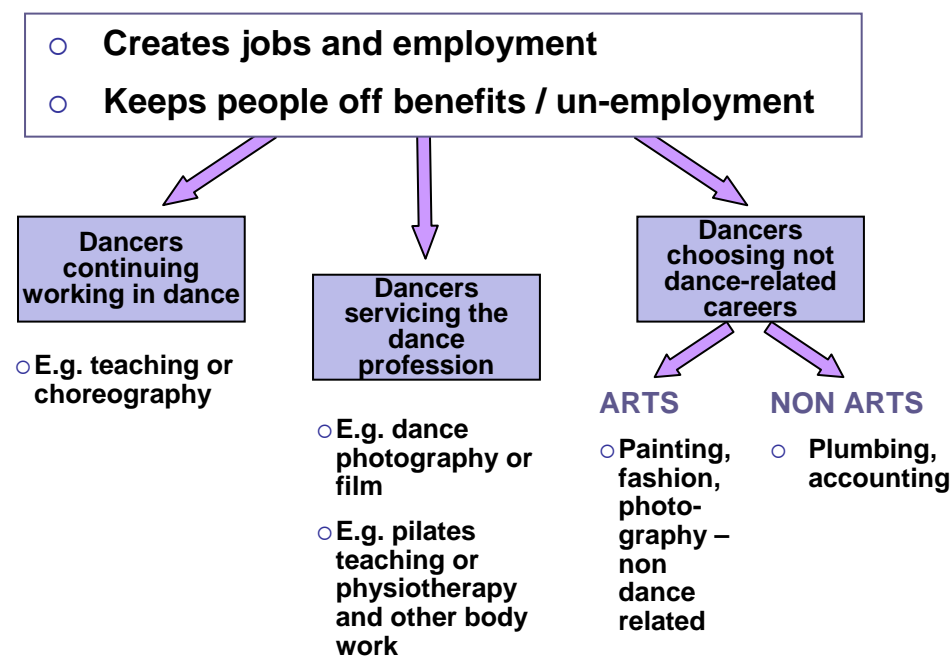
For Professional Dancers

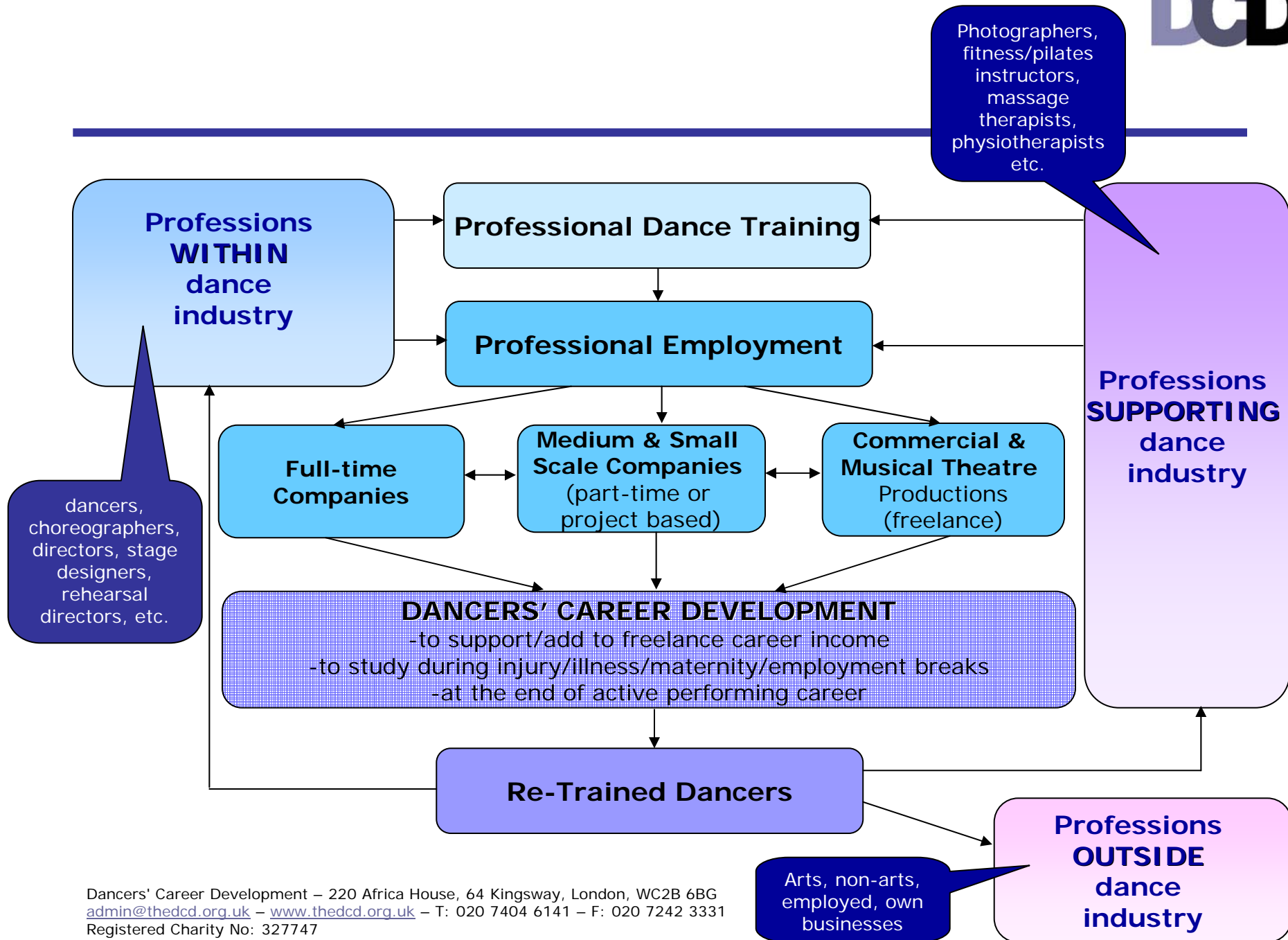
- Wide range of independent and free career and re-training services
- Flexible, tailored, confidential approach
- An opportunity to build a self-sustaining new career

For the Dance Profession

- Strengthens the infrastructure of dance
- Lessens insecurity of a career in dance
- Keeps expert knowledge within the dance profession, helps experts contribute back to dance, from supporting roles or from different fields
- Prolongs and nurtures the culture of dance

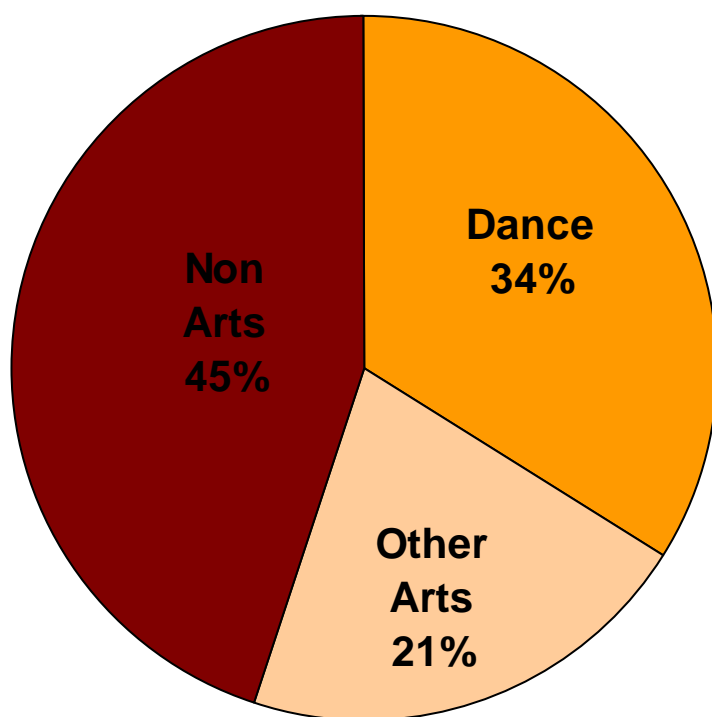
For Society in General





DCD helps dancers retrain both in dance and non dance careers

Independent Dancers Career Choices Breakdown and Definitions ¹⁾

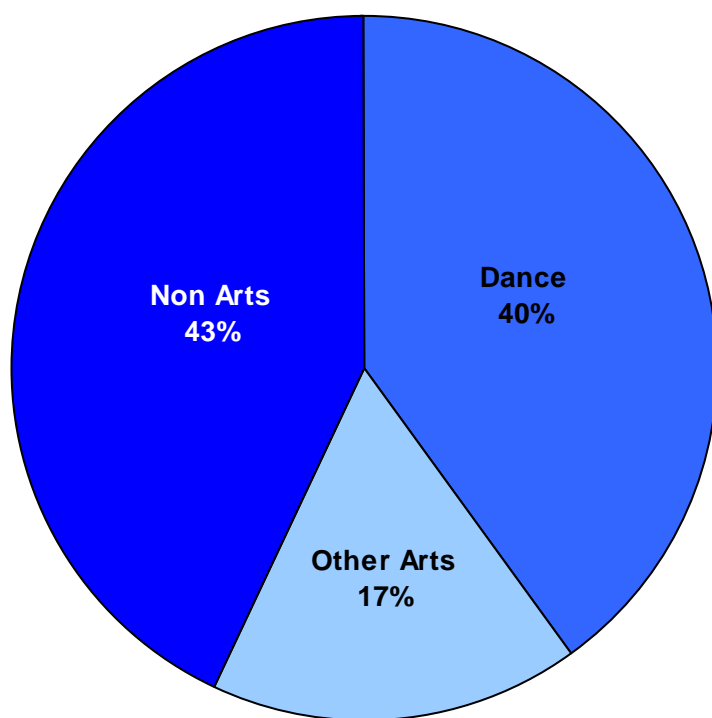


Total of 222 Independent Dancers

Dance	Non Arts	
<ul style="list-style-type: none"> • Choreography • Choreology • Dance Teaching • Dancing • Notation 	<ul style="list-style-type: none"> • Accountancy • Advertising/Marketing • Alexander Technique • Alternative Therapy • Anthropology • Archaeology • Archive Work • Beauty • Business administration • Carpentry • Childcare/Social Work • Chiropody • Counselling • Disc Jockey • Electrician • Environment • Feng Shui • Fitness Instructor • Government • Gyrotonic • Hairdressing • Horticulture/Floristry • Hotel/Catering • IT • Journalism 	<ul style="list-style-type: none"> • Languages • Law • Life Coaching • Make up Artist • Martial Arts • Massage Therapy • Medicine • Nursing • Osteopathy • Picture Framing • Pilates • Pilot • Plumber • Public Relations • Sciences • Scuba Diving • Secretarial • Social Work • Stunt Man • Teaching (not dance) • Theology • Therapy (physical and non) • Tourism • Yoga • Tailoring
Other Arts		
<ul style="list-style-type: none"> • Acting/Mime/Theatre • Arts Mgt / Admin / Consultation • Casting • Costume • Crafts • Design • Directing • Fashion • Film/TV/Radio/Video • Fine Arts • Graphic Design • Interior Design • Multi-Media • Music/Sound Technology • Opera • Photography • Theatre/technical 		

DCD helps dancers retrain both in dance and non dance careers

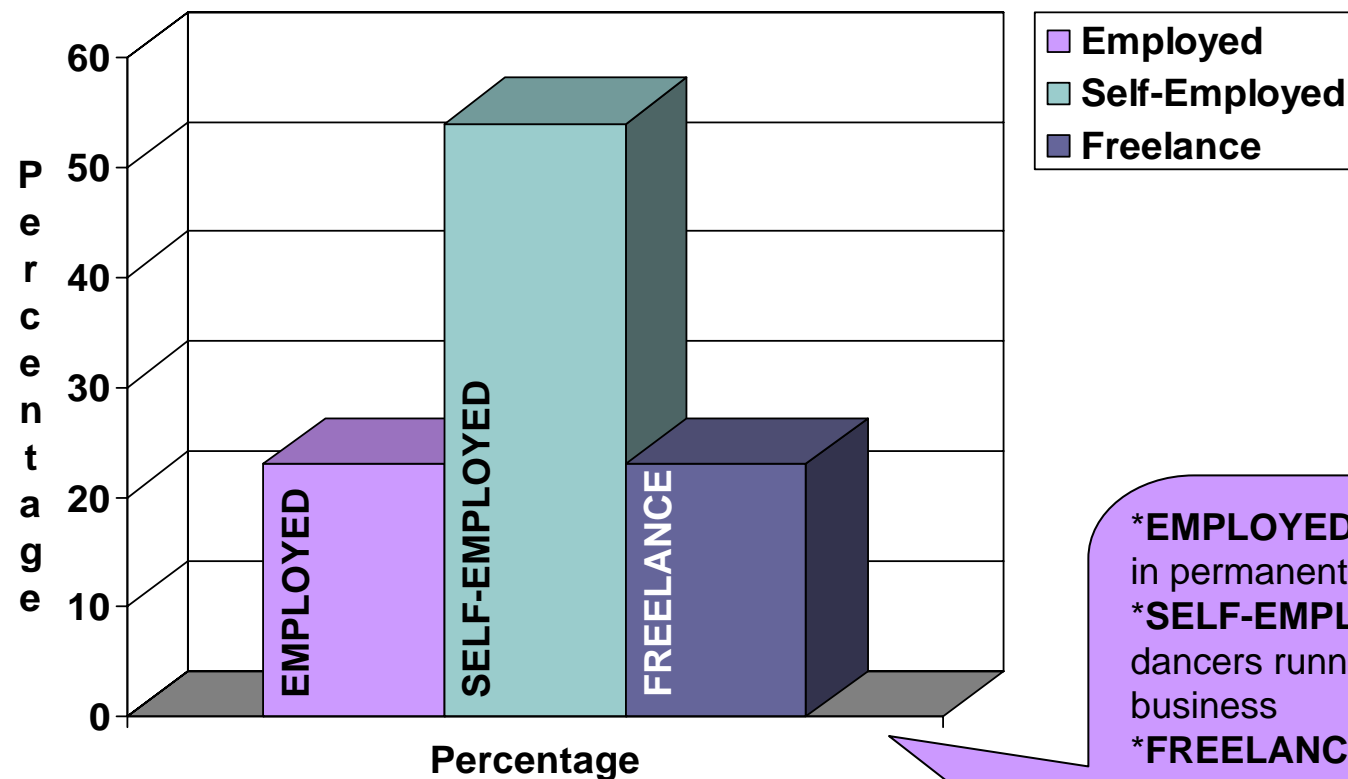
Company Dancers Career Choices Breakdown ¹⁾



1) Total of 349 Company Dancers

Dance	Non Arts	
<ul style="list-style-type: none"> • Choreography • Choreology • Dance Teaching • Dancing • Notation 	<ul style="list-style-type: none"> • Accountancy • Advertising/Marketing • Alexander Technique • Alternative Therapy • Anthropology • Archaeology • Archive Work • Beauty • Business administration • Carpentry • Childcare/Social Work • Chiropody • Counselling • Disc Jockey • Electrician • Environment • Feng Shui • Fitness Instructor • Government • Gyrotonic • Hairdressing • Horticulture/Floristry • Hotel/Catering • IT • Journalism 	<ul style="list-style-type: none"> • Languages • Law • Life Coaching • Make up Artist • Martial Arts • Massage Therapy • Medicine • Nursing • Osteopathy • Picture Framing • Pilates • Pilot • Plumber • Public Relations • Sciences • Scuba Diving • Secretarial • Social Work • Stunt Man • Teaching (not dance) • Theology • Therapy (physical and non) • Tourism • Yoga • Tailoring
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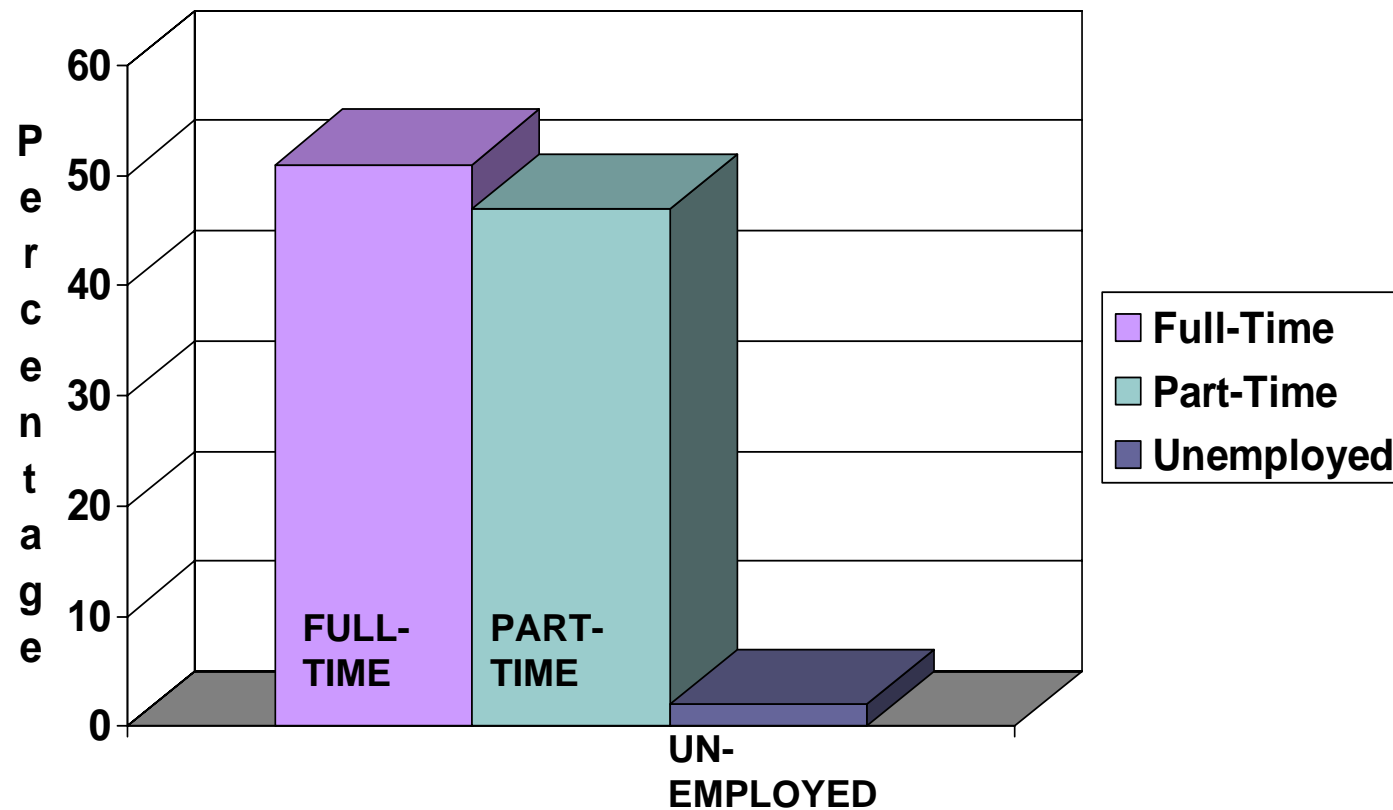
Work Categories of Retrained Dancers



***EMPLOYED**: retrained dancers in permanent employment
 ***SELF-EMPLOYED**: retrained dancers running their own business
 ***FREELANCE**: retrained dancers working for one or more employers on contract basis

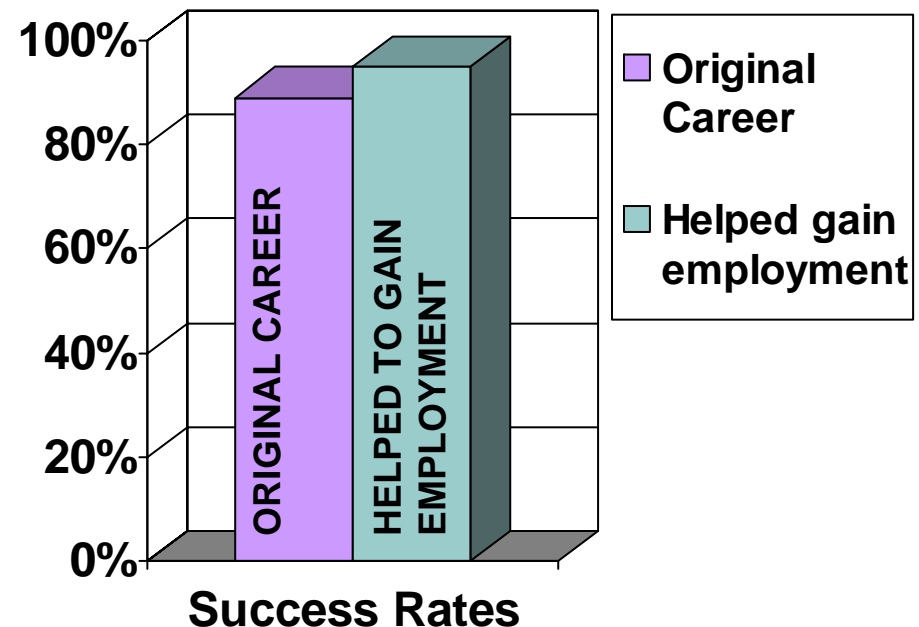
Several selections possible

Employment Status of Retrained Dancers



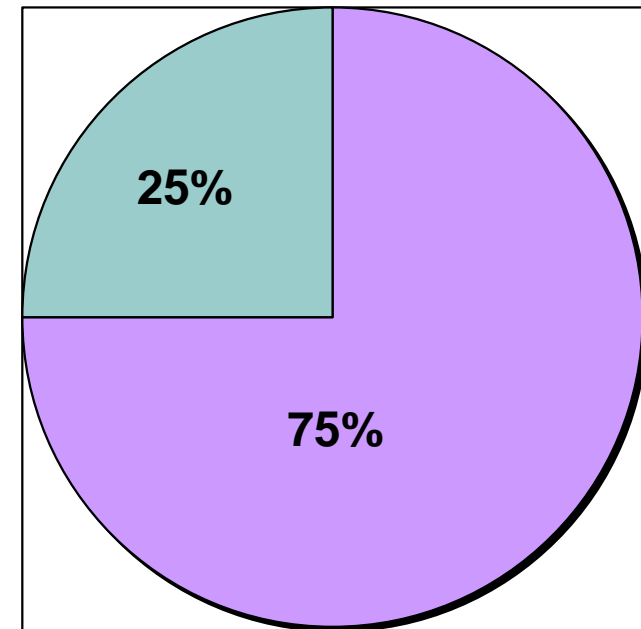
Retraining Success Rates

- **89%** of all retrained Dancers state that they are in the same career they originally retrained.
- **95%** of all retrained Dancers state that their retraining helped to gain their current employment.



Professions relating to or benefiting the Dance Profession

- **75%** of all retrained dancers believe that their current profession relates to and/or supports the Dance profession.



■ Profession Relating to Dance
■ Profession Not Dance Related

Multiple Post-Performing Career Data

- **26%** of all retrained Dancers work in multiple post-performing professions

- **EXAMPLES:**
 - Dance & Holistic Massage
 - Dance teaching & Pilates teaching
 - Acting & Arts Management
 - Web & Garden Design
 - Choreographic Assistant & Dry Stone Waller

DCD History (short)

- **Dancers' Career Development (DCD) is unique in its mandate in offering a holistic and comprehensive range of specialist and confidential practical, psychological and financial retraining and career support services to all professional dancers in the United Kingdom.**
- **Founded in 1974, as The Dancers' Resettlement Fund with the aim of providing career retraining support to the dancers from the five Arts Council funded dance companies, the organisation expanded its work in the mid-1980's to offer career support to all professional dancers in the UK. Today, the Company Fund caters for those dancers who have completed a minimum of five years (out of a total of eight years as a professional dancer) with one or more of its nine contributing companies, ((Adzido), Birmingham Royal Ballet, English National Ballet, Northern Ballet Theatre, Phoenix Dance Theatre, Rambert Dance Company, Richard Alston Dance Company, Scottish Ballet, Siobhan Davies Dance Company, and The Royal Ballet); whilst the Independent Trust supports all professional dancers who have performed a minimum of five years (eight years in total) in the UK. Both the Fund and the Trust division operate within one single charitable organisation under the name of Dancers' Career Development.**
- **DCD's range of services is dancer-driven, strictly confidential and tailored to each individual's needs, allowing dancers to choose the support needed for a successful transition and fulfilling career path. In addition to its individual dancer support system DCD runs a comprehensive outreach and workshop program in dance schools, companies and commercial productions, to encourage dancers as early as possible to expect transition periods within and from their performing careers.**
- **Practical individual support provided by the organisation includes career, emotional and academic counselling, as well as referrals to welfare and other private and government support service providers. Retraining and Business start-up grants are approved on an individual basis according to need and the charity's funding guidelines.**

DCD Support from the Dance Sector

- **“We applaud the work of organisations such as Dancers’ Career Development that re-trains dancers by building on distinctive strengths and transferable skills gained from dancers’ performing experience. We believe that it is important for the dance sector to continue to give support and help to those dancers who find themselves unable to continue performing, for whatever reason.”**

House of Commons; Culture, Media and Sport Committee; Arts Development: dance; Sixth Report of Session 2003-04; Volume I

- **“Progress so far... Organisations such as Dancers’ Career Development exist to support dancers as they prepare long-term career plans both within and outside the sector.”**

Dance Manifesto; Dance UK / National Campaign for the Arts, 2006

- **“Support for dancer transition is critical for building a stronger dance field ... chronic under-funding of the sector creates systemic problems related to transition.”**

Mindy N. Levine; Beyond Performance; aDVANCE Project; 2005

What dancers say about DCD

**"Thank goodness there is this much needed support for dancers. So much more informed than government departments about retraining" –
Margie Chadwick,
Independent dancer**

**"The support I received from DCD enabled me to segue graciously and with confidence into middle age" –
Andrew Norman,
Independent dancer**

**"The DCD provided me with invaluable help, advice and support to retrain. The friendly and helpful staff put me totally at ease during what could have been a potentially scary transition period. Thank you, DCD" –
David Rhys,
Independent dancer**

**"Without the DCD funding I may not have been able to fulfill my dream of teaching" –
Paul Clarke,
Independent dancer**

What dancers say about DCD

**"As a contemporary dancer, much of my development was focused on overcoming lack; lack of money, funds, studio-space, performing opportunities. DCD offers another prototype, one based on possibility and support from the outset" –
Henry Montes, Independent**

**"DCD were a vital stepping stone for me into the wider world, enabling me to build on other abilities and equipping me to finally return to dance more assured in a new capacity" –
Nicola Butler, Independent dancer**

**"Dancing was great. Climbing trees is even better! Thanks DCD for your help making a new arboreal life" –
Mark Ashman, Independent dancer**

**"Without DCD I would have been unable to pursue a career still related to dance, that has enabled me to create value in my community through my life long love of dance. I am very proud of my post/graduate diploma in Dance Movement Therapy and indebted" –
Claire Perriam, Independent dancer**

Dancer Career Transition Organisations Worldwide

○ CANADA

Dancer Transition Resource Centre (DTRC)

E-MAIL: info@dtrc.ca

WEBSITE: www.dtrc.ca

○ THE NETHERLANDS

Retraining Program for Dancers

E-MAIL: paul.bronkhorst@kunst-cultuur.nl

WEBSITE: www.kunst-cultuur.nl

○ UNITED KINGDOM

Dancers' Career Development (DCD)

E-MAIL: linda@thedcd.org.uk

WEBSITE: www.thedcd.org.uk

○ USA

Career Transition For Dancers (CTFD)

E-MAIL: adube@careertransition.org

WEBSITE: www.careertransition.org

○ GERMANY

Ständige Konferenz Tanz - Transition

E-MAIL: gf@sk-tanz.de

WEBSITE: www.sk-tanz.de

○ SWITZERLAND

Association Suisse pour la Reconversion des
Danseurs Professionnels

E-MAIL: contact@dance-transition.ch

WEBSITE: www.dance-transition.ch

THE IOTPD EXISTS TO:

- encourage international collaboration, exchange of expertise and to lobby for dancer transition programmes worldwide.
- acknowledge and facilitate the international mobility of dancers.
- to work towards future collaboration such as the 2007 Dutch/UK Collaboration Agreement.

