

Roundabout Theatre Company Theatrical Workforce Development Program (TWDP) Initial Evaluation Findings

Roundabout Theatre Company's Theatrical Workforce Development Program (TWDP) prepares out-of-school, out-of-work young adults (18-24 year-olds) from underrepresented communities for a career in technical theatre. The three-year program combines classroom training and experiential learning, direct work in technical theatre, and networking opportunities with theatre professionals including International Alliance of Theatrical Stage Employees (IATSE) mentors. This preparation is supplemented by one-on-one coaching and support from a comprehensive New York City social service provider, The Door. The program's first cohort was launched in September 2016, with Cohort 2 beginning in September 2017.

Roundabout engaged Public Works Partners to conduct an early stage evaluation of TWDP to measure four key elements of the TWDP program:



**Employment
Readiness**



Employment



**Organizational
Capacity**



Diversity

TWDP positions young adults to successfully complete placements in the technical theatre industry and increases diversity in the field. The program has graduated 27 fellows from the training year, secured 27 internship placements, and partnered with 18 employers to guarantee fellows paid, continuous work (averaging from 30 to 40 hours per week).¹



The curriculum effectively prepares fellows with technical proficiency and workplace readiness skills, positioning them to enter the placement year. Fellows are capable of securing and remaining in full-time and freelance technical theatre positions.



- In 2017-18, Roundabout placed 100% of Cohort 1 fellows in full-time employment at non-profit theatres, for-profit design companies, and for-profit production companies.
- 83% of fellows worked at least one part-time or ad-hoc job in the technical theatre industry.
- Supervisors rated fellows an average of 4 out of 5 for technical skills.
- Fellows scored 25% higher on technical skills tests after the training year.

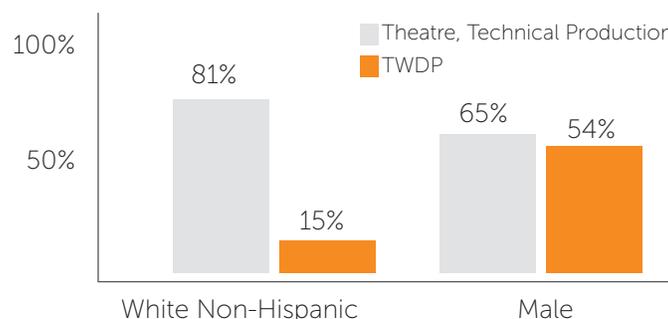
TWDP staff have successfully used available resources to develop and implement an effective training program and support retention among fellows.



- TWDP retention rates are strong; 76.5% of fellows remain in the program.
- TWDP has been successful due to:
 - Roundabout's 20 years of experience in arts education,
 - Strong partnership with The Door, who provides wraparound case management services.
 - Network of partner schools and community-based organizations as recruitment sources.
 - Ability to expose fellows to myriad aspects of the industry through partnership with IATSE, training curriculum taught by current theatre technicians, and site visits.



The TWDP successfully contributes to increasing diversity in the technical theatre industry. When compared to the technical theatre industry, Roundabout cohorts more closely resemble New York City's communities.²



¹All data gathered as of June 2018

²Program data compared with findings from the recent NYC Department of Cultural Affairs report, Schonfeld, R., Sweeney, I. (2016) Diversity in the New York City Department of Cultural Affairs Community