



# Skills Development

A Case Study Report On  
Skills Development  
In The Birmingham 2022 Festival



**Easy Read Version**



# Birmingham 2022 Skills Development

## Easy Read Version.



A **report** is a document that describes and tells you about something.



You will see examples of this in our **case studies**.

These **case studies** give examples of what was achieved.



Thank you to everyone who shared their work.

Thank you also to everyone who took part.



Pictures, symbols and words are used in this **report**.



Show this document to a friend, family member or supporter if you need extra help.



Hard or difficult words are shown in **bold**.

These words will have their meaning explained.

Look for the  information icon nearby.



This is a shorter summary of the full report.

You can ask for a copy of the full report if you wish.



You can read the full report and an Easy Read version on our website.



<https://www.birmingham2022.com/festival/evaluations>



Thank you to everyone who helped make this report.

We want to thank everyone who has shared their work.

You will learn more about this work in the coming pages.



## Introduction

This document is a **case study** report.

It will tell you about projects created by the local community in Birmingham.



This was for the **Birmingham 2022 Festival** which was part of the **Commonwealth Games**.

You will learn about **impacts** and **outcomes**.



An **impact** is when something happens to someone or something.

An **outcome** is what comes after you do something.



We want to understand the outcomes achieved.

This report are about **Skills Development**.

**Skills development** means to give people new knowledge and develop new skills.



It could also give them more confidence and introduce them to new people.

Together this helps them achieve their goals.

## Festival Model

Large and small groups could ask for money for projects.

The aim was to fill Birmingham with art and events.

The local community and artists worked together.



# 3

## 3 Key Areas

The Birmingham 2022 Festival had 3 areas for artists and groups to focus upon.

### 1. Our Place In The **Commonwealth**



To celebrate Birmingham as the **host** city for the games.

To talk honestly about the **origins** of the **Commonwealth**.



A **host** receives guests and entertains them.

**Origins** means the place where something begins.

The **Commonwealth** is a group of nations and territories from across the world.



The Commonwealth's roots go back to the British Empire.



### 2. The Present Moment

To focus on issues that show and enable to power that young people can have.

### 3. Stories of Birmingham and The West Midlands

To tell stories about people from the local area.

The stories can be from the past or present.

These stories may not have been told before.

They should tell us about our **identity** and **perspectives**.



**Identity** is what a person or thing is.



A **perspective** is a way of thinking about something.



## How We Did It

During the Birmingham 2022 Festival we collected lots of information.

We did this in lots of different ways.



We contacted lots of different people.

We did interviews.



Took photographs.

Recorded videos.

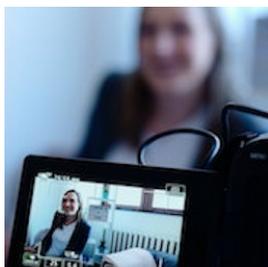
Social media, such as Facebook or Twitter.



Made reports.

We wanted to make sure our report had lots of detail.

We made case studies.



We did more interviews with people who helped make projects.

These people were artists, audience members or part of the teams.



## 4 Case Studies

This report includes 4 **case studies**.

1. Congregation



2. Festival Sites



3. Flow



4. Bespoke Skills Development.



# Case Study 1 - Congregation

Congregation was about art, workshops and gardening.

Congregation was created by a company called Grand Union and led by an artist called Alberta Whittle.

There were worries about people losing the skills to grow and cook their own food.

They use empty garden beds in Digbeth, Birmingham to grow food.

People who took part could also eat together.

The project brought the community closer together.

It celebrated peoples **culture** and creativity.

**Culture** means the way that people live.

**Creativity** means to think about and make new things.

The project looked at the 1968 Commonwealth Immigrants Act.

It looked at issues of freedom, ownership and healing.

Congregation had 4 parts.

Sculpture, gardening workshops, harvest dinner and 2 films.

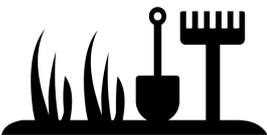
A garden was made by the canalside.

It was a place for people to learn and get creative.

It was a place for the community to meet and organise.

Isolated and vulnerable people were welcome.

Help was given to people who needed extra support.



## Case Study 1 - Congregation

Two local charities worked with Congregation.

These were Anawim and Crisis Skylight.

Travel costs and taxi's helped get people to the project.

Volunteers helped with events like quilt making.

People came together for weekly workshops.

Artists gardeners and chefs gave lots of help.

The garden had planters, seats and a place to cook.

Women helped design and plant herbs in the garden.

A women's group began due to this project.

People who took part gave support to one another.

The garden became a place of healing.

There was also printing, painting and crafting.

There were ideas to sell hand made tea.

Each teabag had a picture of women from the group on.

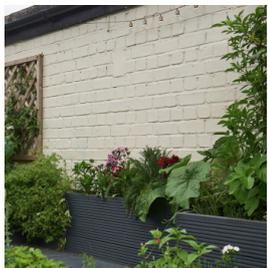
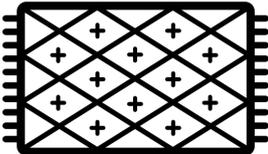
There was a harvest dinner held in September 2022.

Everyone came together to celebrate their efforts.

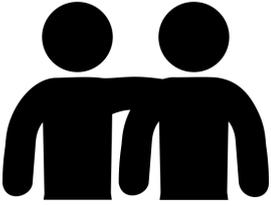
People talked about food poverty and climate change.

People said that their confidence had improved.

They felt like they could do more than before.



## Case Study 1 - Congregation



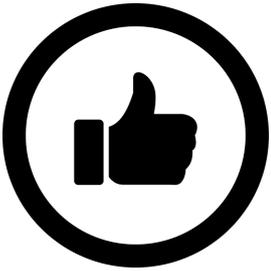
Congregation had built something that could last.

The community has developed new skills and friends.



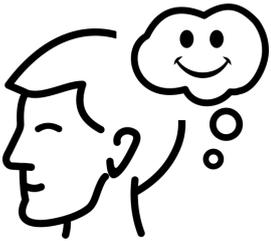
Work was done with the community rather than for them.

People said they cook fresh food instead of frozen.



It showed that new and creative projects can be successful.

People also stayed involved. This shows they liked it.



Many people who took part were overcoming personal problems.

Many people felt better for taking part.

They saw how being **creative** and listening helped them.



People felt comfortable talking to one another and those leading the project.

Some did well in new situations or by travelling to places they did not know.



This will allow them to be able to do more in future.

The weekly lunch was very popular. It was a safe place.

The teas made might be sold in some business canteens.



Some people who took part have been offered jobs.

1 person may help the artist gardener on their next project.



## Case Study 1 - Congregation

Congregation **nurtured** peoples talents and strengths.

**Nurture** means to take care and protect something.

Artists did this carefully and well. Art was shown in public.

A member of the group made the harvest dinner menu.

The quilt was made by the group and public together.

Female members were proud of taking part.

A bigger and wider group of people could have taken part.

The project could have joined with others that talked about the environment.

The gallery also had short opening times that changed.

Its unclear what extra work was done to share the work.

The gallery and garden were not accessible for people with certain disabilities.

Grand Union can use what it has learned to grow.

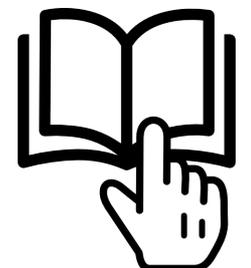
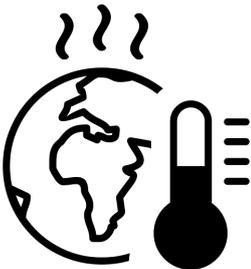
They may be able to show others how valuable this type of work can be for people.

Grand Union could be a creative climate **leader**.

**Leader** means to be in charge. Others follow them.

It will be hard to keep this success going without money.

Thought should be given to how they might get the money to carry on their good work.



## Case Study 2 - Festival Sites



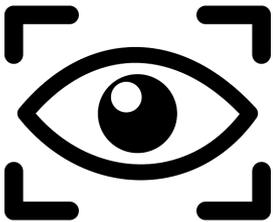
These were public places people went to enjoy the Commonwealth games and B2022 Festival.

Festival Sites were made by the Birmingham Festival team and delivered by OPUS and JA Productions.



These were 2 specialist companies.

They were an important part of everyone's **experience**.



**Experience** means getting knowledge or skills.

Sites were free to go in. There were things to see and do.

You could watch on big TV screens and buy food and drink.



2 sites were in the city centre. 7 were across Birmingham Neighbourhoods.

There were also 9 Festival Sites held in Midlands towns and cities, and one at the Olympic Park in London.

These were managed by the local councils in these places.



You could watch Volleyball and 3X3 Basketball at 1.

Local and national sports clubs took part.

Some people felt there was not enough food or drink.



There were outdoor dance performances.

It made events more accessible outside the city centre.

It also allowed local **culture** to be seen and involved.

Local people were proud to have sites in their area.

It allowed people who were **excluded** to get involved in **culture** and sports.



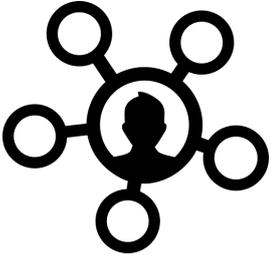
For some it was a chance to be part of the of the **Commonwealth Games**.



## Case Study 2 - Festival Sites

**Excluded** means for a person to be unfairly left out.

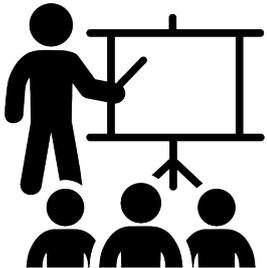
Local producers, people and residents planned events.



There were workers who connected to local groups.

Workers held meetings to include and involve others.

These workers were called **Community Connectors**.



People involved had to train and learn new skills.

There were 6 skills days, workshops and online tools.

Most people who took part were female.



They were from lots of different backgrounds in the city.

But there was no person in a job to check this **contract**.

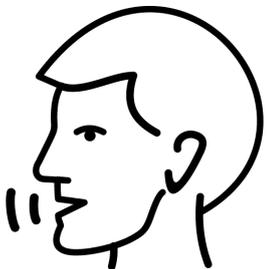
A **contract** is a promise to do something in law.

There was no **independent evaluator**.



**Independent** means someone not working for anyone who is part of the contract.

An **evaluator** is a person whose job it is to review whether something has been successful.



The project wanted to develop more local voices.

Producers were in charge of doing this and making a **schedule** of activities.



**Schedule** means a plan for the events.



## Case Study 2 - Festival Sites

What was learned and what can happen in the future?

People who had been a part of the project said their **role** could have been clearer.



**Role** means a job or a part you play.

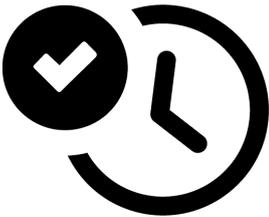
Some **participants** said they had got better at their role by being involved with artists.



They also said it had improved their confidence.

Many **participants** said that they had got new skills.

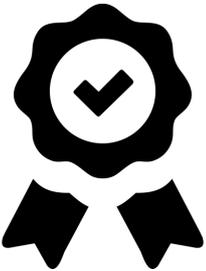
**Participant** means a person who takes part.



Some said they better managed their time.

Others said they understood arts and **culture** more.

Some felt that it helped them learn and know more.



Many **participants** also felt they had been a part of something **meaningful**.

**Meaningful** is to have a purpose or value.



This had made something that was real and positive for their communities.

Local residents were proud.



The art and **cultural experience** was high quality.

People of all ages and **cultures** enjoyed it together.

## Case Study 2 - Festival Sites



An issue was felt to be a lot of admin work that was hard to do.



There are also challenges caused by running big events.

Some also felt that there wasn't enough training and information.



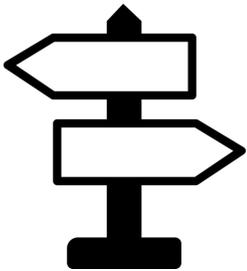
There were a number of groups to go for support and advice.

But some participants felt there wasn't a place to be so that they could work together.



Everyone agreed that the project got delayed by at least 3 months.

This might have been caused by some people working their regular jobs as well as helping.



Clearer signs and access support would have helped audiences.

There could have been events in the build up to connect with residents and **contributors**.



**Contributor** means a person who gives something, such as their time, skills or talent.

The B2022 Festival producer said they were concerned.

This was because the details were only confirmed 6 days before the event.



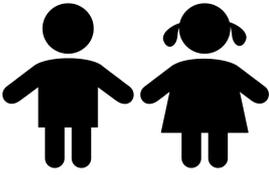
This reduced the amount of promotion that could be done.



## Case Study 3 - Flow - Children's Biennial

The B2022 Festival thought **meaningful** projects for children and young people were important.

Birmingham is the youngest city in Europe.



Flow was a city festival for children and young people.

It worked with artists and **cultural** groups in the region.

Flow had a big programme of art activities.



It was **anti-racist** and **pro-environmental**.

**Anti-racist** means to prevent unfair treatment of people based on their race.



**Pro-environmental** means to do things that are friendly towards the planet.

The Parakeet CIC ran the programme.

The children were **participants**.

The adults became the audience.

Flow developed skills in **creative** play.

It helped build skills for play workers and volunteers.

The project gave small amounts of money to people with new ideas across the region.

At some events families drop in and try new play ideas.

Flow's staff were described as being great.

It was an amazing experience for children.



## Case Study 3 - Flow - Children's Biennial



There were 3 online teaching sessions.

It looked at how **research** could be used **in practice**.



**Research** is a way at looking for new information and new facts.

**In practice** means what is actually done.



It could be used by the public, parents and teachers.

There was a free 2 day skills session held.

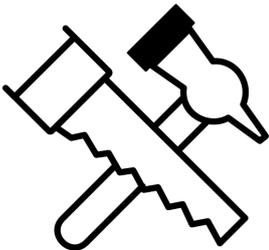
It was held in a creative space called S:PARK.



Children could choose how they wished to play.

There were lots of different materials to play with.

Build Your Own Arts Centre allowed children to use saws, hammers and **sustainable** materials.



**Sustainable** means to make small changes and use what we have to look after the planet.

Children were supported and worked to design The Creative Studio.



The areas where Flow based itself were culturally **deprived**.

**Deprived** is when you may lack even essential things.



Most visitors came from within 3 miles and are some of the regions most **deprived**.

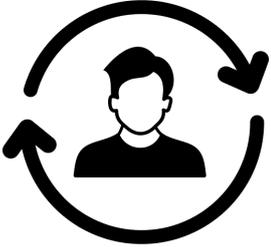
Flow was successful at **creating meaningful** things for children and young people to do in these areas.



## Case Study 3 - Flow - Children's Biennial

Flow allowed children and young people to make decisions, take risks and solve problems.

Many visitors had never been to Flow before.



Many families visited a number of times.

The project team were described as organised.

People felt safe visiting and that activities were great.



The activities were good for the venue chosen.

The venue was Bromwich Hall in Sandwell.

Some **participants** stayed for many hours.



If there had been money before the event, there might have been even more people attending.

People said that they understood that the children could choose how to play.



But there was no reason to suggest this would continue away from the sessions.

The children taking part knew they were free to do things without anyone telling them no.



Flow values children's voices and **creativity**.

Flow believe in a right to **imaginative** play.

**Imaginative** means thinking of or creating new and exciting things or ideas.



It allows all children to be involved in an equal way.



## Case Study 3 - Flow - Children's Biennial

Parents also learned from how their children played.

Every artist or person involved had to agree to Flow's **ethos** and values.



**Ethos** means the beliefs of a person or group.

The project had to do less than it wanted due to having a smaller amount of money than hoped.



This was due to **fundraising** and meant that the work before the project started did not happen.

**Fundraising** means to collect money for a purpose, such as a charity.



The Children's Biennial should continue due to its success.

Birmingham Education Partnership could have worked more closely with Flow.



They could help share the reasons for success locally and nationally.

£500 was given to 8 activities such as garden spaces, messy play, music and play and grief.



The success means that this work could grow and continue in the future.

There are new ideas and plans to do with reading and writing.

It gave children great experiences and opportunities.

The greatest success was improving the skills of 1200 of the most **deprived** families.





## Case Study 4 - Bespoke Skills Development

One of the B2022 Festival's aims was to provide skills training for **emerging** artists and producers.



This needed to be **accessible** to **marginalised** people from the regions diverse communities.

**Emerging** means new, growing or beginning.



**Accessible** means to be able to do something without a barrier or issue.

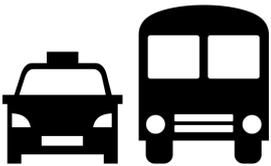
**Marginalised** means when people are excluded from being able to access things.



The 3 programmes during the B2022 Festival were:

1. EmPOWER.
2. Convene, Challenge, Connect.
3. Diversity In Leadership.

Read more about each on **Page 25-30** of the full report.



Workshops were held and transport was provided.

Projects were **accessible** to **participants**.



There was money given for **subsidised** memberships to professional organisations.

**Subsidised** means to pay part of the cost.

There were sessions held to develop **participant** skills.



Participants were supported by experts to build a **network**.

**Network** means people who connect with similar interests.



## Case Study 4 - Bespoke Skills Development

Some sessions were delivered online to participants.

The videos were placed on a website and could be downloaded.



4 full day workshops were available to participants.

There were speakers and these were streamed online.

A £500 bursary could be applied for.



£2000 was offered to support **marginalised** or excluded groups and individuals.

The programme was delayed and this affected the numbers of people who got involved.



Another scheme was ran for **diverse** led organisations.

This gave funding of £7,000 to a small number of organisations.

This was very welcome



Groups used this money to get specialist advice or systems to develop their services.

There is good potential for **diverse** organisations to be **sustainable** following these projects.



These companies will need a fair chance to benefit from any future plans.

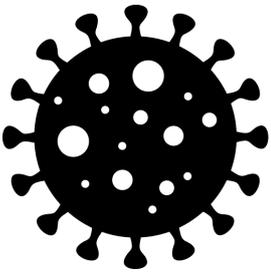
**Emerging** artists and organisations could learn from more experienced leaders.

Future projects should consider full **accessibility** needs due to the large **diversity** of **participants**.



It may have been a missed opportunity to not connect with more organisations.

Any future projects should aim to reach more regions.



## Key Conclusions

The recovery from the pandemic was challenging for all involved.



The progress of skills and opportunities should be reviewed often.

Success and failures should be shared and learned from.

**Networks** should continue and accept new members.



## Looking Forward

1. There are chances for the sector to grow but there needs to be money to support it.



2. There needs to be thought about how people can make a living from jobs in the sector. Can these jobs help solve the local skills shortage?



3. It is important to take risks even with promising organisations that do not have history of service delivery.



4. Work needs to be done to see what skills the sector has.



5. Money should be spent on support roles, such as those that promote **accessibility**.



6. How can organisations be best supported in the future? How can opportunities be built upon?

You can learn more on **Pages 32 - 36** of the full report.





This is an easy to read summary version of

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