



Dance Futures – Creating Transition Schemes in the Dance Sector Draft Agenda

Brussels, 22-23 March 2017
Muntpunt (Literair Salon)

Wednesday 22nd March – the meeting starts at 9h30

Opening of the Conference - 45 min

Belgian champions: - **Tom de Jager**, Dancer, Ballet of Flanders - 5 min
 - **Corine Kraghman**, Dancer, CGSP Brussels - 5 min

Keynote speakers: - **Kris Peeters**, Deputy Prime Minister & Minister of Economy and Employment - 10 min
 - **Cynthia Loemij**, Dancer and Choreographer - 10 min

Presentation of the Dance Futures project by **Camille Richard**, Project Coordinator, FIA - 10 min

Coffee Break – 10h15 / 10h45

Panel discussion – Dancers' transition in Belgium: Difficulties and challenges - 1h45

Due to the physically demanding nature of their work, dancers have short and intensive careers. As highly committed performers, they dedicate themselves to their career with a devotion and single-mindedness that often leaves little room for other consideration. They typically train and perform from a young age, often giving little thought to their working future after they can no longer perform. Add to that the fact that transition is a real taboo subject in the dance world, this makes dancers' transition particularly difficult. And yet, dancers are highly qualified workers with valuable skills that can be transferred to other jobs.

Panellists: - **Delphine Hesters**, Researcher, Kunstenpunt
 - **Melanie Munt**, Former Dancer & Choreographer, Clinical Psychologist & Psychosocial Counsellor, La Monnaie & Psygroup
 - **Ludovica Riccardi**, Production & dissemination, Charleroi-Danses
 - **Dominique Sournac**, Former Dancer, Technician, La Monnaie / De Munt
 - **Clinton Stringer**, Dancer, Graphic designer

Moderator: - **Robrecht Vanderbeeken**, General Secretary of ACOD Cultuur

Lunch – 12h30 / 13h30

Presentations – Existing initiatives in Belgium - 2h

Performers, especially dancers, often have difficulties building a sustainable career. In Belgium, like elsewhere, they need help choosing their new career and the best way to achieve it. Two interesting initiatives are currently being implemented in Flanders: the INTER.MEZZO career counselling programme - open to all performers - and the burgeoning transition scheme of the Ballet of Flanders.

INTER.MEZZO: an effective career counselling programme in Flanders and in Brussels - 1h

INTER.MEZZO is a career guidance programme for performers set up in Flanders and Brussels by the Social Fund for Performing Arts (Sociaal Fonds voor Podiumkunsten). Build on the positive experience of 'what nXt?' – two-year pilot project focusing only on professional dancers – this programme aims to help professional performers (dancers, actors, musicians / singers, circus performers and other artistic profile active in the performing arts and music) to answer their questions about the further development or reorientation of their career

Speakers: - **Christa Criel**, Sector consultant, Podiumkunsten
 - **Nathalie Douxfils**, INTER.MEZZO coach

The unique initiative of the Ballet of Flanders: a burgeoning transition scheme? - 1h

The Ballet of Flanders has, for years, foreseen a 'Transition Bonus' for departing dancers in order to support them in launching their second careers; but this help was purely financial. Since the Dance Company merged with the Opera of Flanders, the scope of action was broadened in order to better help and guide dancers. For two seasons now, they have been actively working on developing a combined approach that includes both financial support as well as personal support for career transitions, including training and psychological counselling. Meanwhile, specific efforts were also made internally towards raising awareness about the importance of career planning for dancers and the necessity to break this taboo.

Speakers: - **Grietje D'Hollander**, HR, Ballet of Flanders
 - **Martine Praet**, HR, Ballet of Flanders
 - **Aline Bauwens**, coach for the Ballet of Flanders
 - Video message by **Sanny Kleef**

Coffee Break - 15h30/16h00

Presentations – Efficient alternative systems - 1h

Efficient alternative systems for dancers' transition exist in neighbouring countries.

In the Netherlands, Omscholing Dansers Nederland assists dancers who have reached the end of their career, providing them with advice and financial support. The scheme was founded in 1986 and is financed by premiums paid by the dancers themselves and by dance companies affiliated to the scheme.

- The Dutch transition scheme: Omscholing Dansers Nederland - 20 min
By **Paul Bronkhorst**, President of IOTPD & Executive Director of Omscholing Dansers Nederland

In the UK, Dancers' Career Development has been supporting professional dance for over 40 years. The organisation helps dancers to make the often difficult transition from professional dancing to a new career by giving them the confidence and skills they need to keep working beyond dance.

- The British transition scheme: Dancers' Career Development - 20 min
By **Jennifer Curry**, Chief Executive of Dancers' Career Development

In France, vocation training is partially the responsibility of the regions. It is also supported by the professionals sector though the training fund financed by employers' contributions, including AFDAS (*Fonds d'assurance formation des secteurs de la culture, de la communication et des loisirs*) for the performing arts and the media sector. There is another scheme that can be used for professional transition, known as "individual training leave": the employee is on leave to follow the vocational training of his/her choice for one year and is paid during this time. Professional dancers can benefit from these mechanisms.

- The French system: Continuing vocational training - 20 min
By **Xavier Timmel**, SFA

The meeting ends at 17h00

Thursday 23rd March – the meeting starts at 9h30

Keynote speech: - **Gabor Kapin**, Dancer, Ballet Master, Ballet of Flanders - 15 min

Panel discussion - How to establish a professional transition scheme for dancers in Belgium? - 1h

Belgium needs a transition scheme for professional dancers that could apply to all dancers in Belgium. Should we expand the existing INTER.MEZZO system in Flanders to Wallonia? Or create a transition scheme from scratch? Which services should it offer? How should it be financed? Who could access it and under which circumstances? Those are the many questions our panellists will try to address.

Panellists: - **Sophie du Bled**, President, Commission 304
- **Maarten Bresseleers**, Coordinator, Podiumkunsten
- **Yvan Nolmans**, Representative from the VDAB
- **Martine Praet**, HR, Ballet of Flanders
- **Philippe Schoonbrood**, CGSP-ACOD

Moderator: - **Paul Bronkhorst**, President IOTPD & Ex. Director Omscholing Dansers Netherland

Coffee Break - 10h45 / 11h15

Followed by a Round table – General discussion with all participants – 1h15

The meeting ends at 12h30

With financial support from the European Union