

ARTS EDUCATION CAPABILITIES FRAMEWORK: EMPLOYABILITY

The Arts are fundamental to developing fully human capacities in an age increasingly dominated by artificial intelligence. A rich Arts education provides skills for life and work and enables children and young people to thrive and to achieve.

The value of the benefits that children and young people acquire through Arts subjects and experiences can be understood through three pillars:

cognition and creative thinking; relating; and being, becoming and belonging. These in turn encompass seven evidenced capabilities that have personal benefits for the child or young person – which lead to multiple employability benefits for the economy of today and of the future, across all sectors.

Creative Thinking and Cognition

Three pillars; seven broad capabilities; multiple benefits for children, young people, and employers.

1. Creativity

Curiosity, imagination, originality → *innovation*; adaptive problem solving; ability to bring ideas together; cultural maker

2. Interpretation

Critical thinking, meaning making, reflective judgement → *analysis and evaluation*; informed decision making; ethical competence

Relating

3. Collaboration

Connectedness, co-operation, participation → *teamworking*; negotiation skills; reciprocity and respect; leadership

4. Communication

Listening skills, relationship building, self-expression → *interpersonal skills*; ability to communicate in different

5. Empathy

Compassion, open-mindedness, understanding of difference/s → *relating to others*; consideration and compassion for others

Being, Becoming and Belonging

6. Agency

Autonomy, confidence, identity → *independent working*; initiative; purpose; motivation; confidence; decision-making; reliability; leadership

7. Wellbeing

Flourishing, pleasure, resilience → *self-management and self-reliance*; adaptability; positivity; good mental health

This Framework can be used to support an understanding of the value of an Arts-rich education in contributing to employability – in the creative industries or in any sector.

The Framework is supported by the largest body of Arts education evidence ever collected in the UK (1,175 studies) through Arts Education Rapid Evidence Reviews co-commissioned by the Cultural Learning Alliance and the Royal Shakespeare Company. A parallel version of this Framework focuses on the personal benefits of an Arts-rich education.