

# Craft

## SCOTLAND



## **COMPASS: Emerging Maker Programme 2025**

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### **Application Pack & Guidance**

*Prepared by Craft Scotland  
Dec 2024*

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## Introduction

Craft Scotland is the national development agency supporting makers and promoting craft. We are committed to providing professional learning and development opportunities for makers throughout these changing and uncertain times.

We believe it is more important than ever to invest in makers and their skills to ensure a thriving and resilient craft sector in Scotland.

COMPASS is Craft Scotland's learning and development programme created specifically for makers. Each strand of the programme is designed to support makers at key stages of their business and creative practice.

The COMPASS: Emerging Maker Programme is aimed at professional practicing makers in the early stages of their craft career, who have been in business between one and five years. For more information, please see the Who Should Apply section of this pack.

Applications are now open for the COMPASS: Emerging Maker Programme 2025, due to commence in March 2025. Deadline for applications is **5pm, Tue 28 Jan 2025**.

Please read through this information pack before submitting your application. The link to the online form can be found in the How to Apply section of this pack.

## Key dates

Event/Deadline	Date
<b>Deadline for receipt of applications</b>	5pm, Tue 28 Jan 2025
<b>Maker interviews via Zoom (online)</b>	Tue 18 Feb 2025 Wed 19 Feb 2025 Thu 20 Feb 2025
<b>Applicants notified of application outcome</b>	By Thu 27 Feb 2025
<b>Participation fee due for payment (unless paying by three instalments, see Fees and Costs)</b>	£350 by 5pm, Fri 7 Mar 2025 <b>OR</b> <ul style="list-style-type: none"> <li>• £120 by Fri 7 Mar 2025</li> <li>• £115 by Fri 11 Apr 2025</li> <li>• £115 by Fri 9 May 2025</li> </ul>
<b>COMPASS cohort Introductory Session (online)</b>	Tue 11 Mar 2025 (time TBC)
<b>Business Basics and Pricing Workshop 1 with David Crump (online)</b>	11am, Tue 18 Mar 2025
<b>Business Basics and Pricing Workshop 2 with David Crump (online)</b>	11am, Tue 25 Mar 2025
<b>Business Basics 1:1s (online)</b>	Mon 31 Mar and Tue 1 Apr 2025 (times TBC)
<b>Brand Storytelling Workshop 1 with Veronique AA Lapeyre (online)</b>	11am, Tue 8 Apr 2025
<b>Brand Storytelling Workshop 2 with Veronique AA Lapeyre (online)</b>	11am, Tue 15 Apr 2025
<b>Pre-Residential 1:1s with Elaine Furnivall (online)</b>	w/c 19 May 2025 (times/dates TBC)
<b>Five-day COMPASS Residential at Hospitalfield (in person)</b>	Mon 26 May – Fri 30 May 2025
<b>Brand Storytelling 1:1s (online)</b>	w/c 16 Jun 2025 (times/dates TBC)

<b>Mentoring Sessions x 6 (online)</b>	Dates TBC. These will take place by arrangement with David Crump at Cockpit over a period of approximately one year following the residential in May.
<b>Group Follow Up Session (in person)</b>	Date TBC. This usually takes place in late November and may involve an overnight stay at Hospitalfield. We will set a date in consultation with the selected cohort.

## Who should apply?

We are looking for professional, practicing makers who have been in business between one and five years, and are looking for ways to develop a craft business.

You may be:

- A self-taught maker or one who has come to the profession via informal educational routes (community education, online learning, evening classes etc.)
- A graduate (of any subject/discipline)
- A maker moving into a craft profession later in life, or as a second career
- A maker returning to a craft practice after a career break who wants to develop their business

We are looking for makers who:

- Produce works of contemporary craft
- Demonstrate an in-depth knowledge of materials, excellence in making (process and skill), and an artistic vision
- Work within the following materials/disciplines:
  - Basketry and Willow Weaving
  - Bookbinding

- Ceramics
- Furniture Making (furniture and lighting)
- Glass
- Jewellery
- Leather
- Metal Working
- Millinery
- Mosaics
- Paper Making (paperworks and wallpaper)
- Silversmithing and Goldsmithing
- Stone Working (carving, lettering, sculpture, plasterwork)
- Textiles (weaving, knitting, crochet, printed, embroidery, tapestry, felting, quilting, tufting and lace)
- Wood Working

Visit the Craft Scotland website for more information about [craft disciplines we support](#).

Makers using digital technologies and modern materials within their work are expected to demonstrate that hand skill and craft knowledge are the lead components in both the concept and finished object.

We are particularly interested in makers who would like to take their business to the next level and can demonstrate they have the potential, drive and ambition to do so.

## Programme overview

The COMPASS: Emerging Maker Programme focuses on nurturing talent and equipping individual makers with the skills they need to create a successful creative and business practice.

This opportunity is suitable for a professional practicing maker in the early stages of their craft career, ideally someone in business between one and five years and suitable for makers who produce one-off pieces or small batch production.

We would define a person in business as someone who has been selling their craft pieces to galleries, shops or direct to the public, or someone who may not yet be selling their work on a regular basis but wants to. We are keen to support different types of business (sole trader, partnership or limited company).

The programme takes a practical approach to nurturing a creative business through the early stages of development. The programme is delivered through a combination of online workshops, an immersive five-day residential, one-to-one sessions, specialist advice, peer learning, work critiques and mentoring. All participants will work with a mentor at the end of the programme. You will also be provided with resources to enhance your learning experience.

We have up to eight places available for a cohort of makers working supportively together through the programme. Participants will learn about finance, marketing, branding, selling effectively, developing resilience and a wide range of invaluable creative development skills.

Throughout the programme, participants will be supported by the Craft Scotland team who will steer you through the process and answer any questions you might have.

The COMPASS: Emerging Maker Programme has been developed specifically by Craft Scotland for makers, based in Scotland, following research and feedback from the sector.

We have worked closely with Chartered Occupational Psychologist, Elaine Furnivall, Founder and MD of Avioir Ltd, who has over 20 years in personal and organisational behaviour and executive coaching, to design the programme.

COMPASS: Emerging Maker Programme is generously supported by the William Grant Foundation and Creative Scotland. Places on the programme are subsidised by Craft Scotland allowing you to access affordable specialist training in Scotland

Each participant is asked to contribute a fee of £350 towards their place on the programme. The remaining cost of £3,250 per maker is subsidised by Craft Scotland.

## Programme outline

### **Online workshop series supported by self-led online resources**

COMPASS has been designed to provide emerging makers with the building blocks to develop their craft business.

The series of online workshops will cover Business Basics and Pricing, Marketing and Brand Storytelling.

Delivered by knowledgeable workshop leaders who understand the day to day of being a maker, participants will be guided through the fundamentals of running a craft business. Each session will be between 30 and 90 minutes in duration.

These sessions will be supported by a range of Craft Scotland's online resources as well as resources tailored specifically to the COMPASS: Emerging Maker programme. Some of these resources will involve watching pre-recorded content in advance of the workshop sessions where there will be opportunity to discuss and consolidate what you have learned.

### **1:1 Sessions**

There will be access to one-to-one advice through dedicated individual surgeries focussing on the finance and brand storytelling strands of the programme, as well as an additional session to help prepare for the residential. These will offer an opportunity to consolidate individual learning from the workshops and ask questions specific to each participant's business.

### **Residential at Hospitalfield**

A five-day immersive residential (accommodation, meals, refreshments and full access to the grounds are included).

Held at the renowned arts centre [Hospitalfield](#) in Arbroath, the five-day residential is an opportunity for participants to join their fellow cohort members to reflect on their learning in relation to their own practice. Within a safe, supportive environment, participants will work through case studies, engage in peer-to-peer critiques, and explore their personal, professional and creative values.



The residential has been designed to focus on the maker as a whole person, with sessions on managing mental health, resilience, personal productivity and wellbeing.

This element of the programme is an opportunity to address each participant's unique needs and requirements. The residential environment is conducive to an incredibly rich and rewarding learning experience.

### **Mentoring**

Following the residential, participants will be paired with a mentor for a series of six one-to-one online sessions. To deliver this aspect of the programme, Craft Scotland has partnered with [Cockpit](#), a London-based organisation supporting contemporary makers.

Cockpit provides makers with the tools to build their businesses so they can focus on what they do best: making. These one-to-one mentoring sessions will be run by Cockpit's experienced and knowledgeable Business Incubation team.

## **Inclusion and Access for All**

Craft Scotland believes craft is culturally significant, essential to our economy and meaningful to our communities. We believe that everyone should have the opportunity to see, enjoy, learn about and participate in craft.

We are committed to equality and opposed to all forms of unfair discrimination.

We welcome applications from those who are under-represented in the craft sector; including those who may be:

- Black, Asian, Mixed Heritage and/or a Person of Colour
- Have experience of displacement, such as refugees and asylum seekers
- Come from a disadvantaged socio-economic background
- Identify as d/Deaf or living with a disability
- Identify as neurodivergent
- Identify as LGBTQIA+

- Have grown up in the care system
- Are currently a carer. *A carer is defined as a person who provides unpaid care and support to a family member, friend or neighbour who is disabled, has an illness or long-term condition, or who needs extra help as they grow older*
- Are Gaelic or Scots speakers, or do not speak English as a primary language
- Live in geographic locations which may inhibit opportunities for engagement

We have a number of initiatives in place including the Guaranteed Interview Scheme, Dedicated Places and Access Support to enable more people to take part in the COMPASS: Emerging Maker Programme. This strand of work is part of Craft Scotland's updated Equalities, Diversity and Inclusion Policy and Roadmap.

## **Guaranteed Interview Scheme**

To ensure fair opportunities for under-represented groups in craft, we operate a Guaranteed Interview Scheme for applicants who meet the essential criteria for the programme and identify as belonging to one or more groups in the categories above.

If you wish to be considered under this scheme, there is space for this in your application. Your declaration will remain confidential and will only be used for monitoring and decision-making purposes related to the scheme.

## **Dedicated Places: Fully Funded Places**

We have a small number of fully funded Dedicated Places for COMPASS: Emerging Maker Programme 2025.

These Dedicated Places have been created to support:

- (i) We know that specific groups of makers are systematically under-supported in the craft sector (see above categories). Through the COMPASS programme we are keen to support under-represented groups to achieve their creative and business ambitions.
- (ii) We are also aware that many makers face financial barriers to participation due to rising costs of living.

If you wish to be considered for a Dedicated Place, please check this box and provide more information in the application. Priority for these places will be given to makers who also identify as part of the specified under-represented groups. Your declaration will remain confidential and will only be used for monitoring and decision-making purposes related to the scheme.

For more information see the Fees and Costs section of this pack.

## **Support with your application and participation**

### **Application**

This application pack is available in large print and word formats, and we are happy to accept video submissions in lieu of written submissions. You can upload these in the application form.

Please get in touch if you require any assistance (such as Scribing) to complete your application or to attend an interview.

We can offer Scribing, which is when you talk through your answers with a member of the team, and they fill out the form on your behalf.

Please contact us before **Fri 17 Jan 2025** to allow us time to assist you in advance of the closing date.

## Participation

If you are interested in this opportunity but feel there are some barriers to participation we have a small Access Support budget. Please get in touch before the application deadline.

Access needs may include but are not limited to:

- Caring responsibilities
- Financial
- Health, wellbeing and access accommodations
- Travel
- Slow internet/devices

We would be happy to discuss with you what support we can provide. We know that circumstances are different for everyone so please do get in touch so we can understand what you might need to help you benefit from the programme. This will not disadvantage your application and will be considered on a case-by-case basis.

If you already receive Access to Work support then you may be able to request additional support for travel, equipment etc. Please refer to the Access to Work website:

<https://www.gov.uk/access-to-work>

If you think you might be a good fit for the programme and would like to find out more, in advance of applying, then please do get in touch. You can contact Craft Scotland Programme Team via email at [programmes@craftscotland.org](mailto:programmes@craftscotland.org).

## Eligibility criteria

- Makers must be living and working in Scotland.
- Applicants should be a professional practicing maker. This will be evidence-based on the answers provided in the application form and images provided
- Makers should be working in one or more of the accepted disciplines
- All work should be the design of the maker and made by the maker (or small-batch production)
- All work must reflect excellence and the unique vision of its maker, be well-conceived and skilfully made.

## Selection process

Selection for COMPASS: Emerging Maker Programme will be based upon the following criteria:

- Evidence of making and design skill
- Evidence of an aspiration to develop a resilient and sustainable business and creative practice.
  - Note: in this context we use sustainable in reference to your business goals and not your environmental impact.
- Demonstration of ambition and commitment to the programme

Shortlisted applicants will be invited to an informal online interview which will be conducted by a panel including a member of the Craft Scotland Programme team, craft sector experts, and an invited maker from our previous COMPASS cohorts.

All applicants will be notified regarding the outcome of their application by the deadline of **Thu 27 Feb 2025**.

## Fees and costs

Successful applicants will be expected to pay a **£350 participation fee**.

This contribution is towards the cost of administering the programme, including staff costs, accommodation for the residential parts of the programme and speaker/mentor fees.

The total cost of a place on the COMPASS programme is £3,600. Craft Scotland will contribute £3,250 per place for all successful applicants.

You can also pay the participation fee in three instalments:

- £120 by Fri 7 Mar 2025
- £115 by Fri 11 Apr 2025
- £115 by Fri 9 May 2025

We have a small number of fully funded places available for applicants who face financial barriers to participation. In these cases, we will waive the £350 participation fee. Any applicant can apply for a fully funded place on the programme. Priority for these places will be given to makers who also identify as part of the specified under-represented groups.

While we encourage makers to consider applying for a profile on the [Craft Scotland Maker Directory](#), please note this is not a criterion of application for this opportunity.

## Responsibilities

### Maker responsibilities

As a participating maker here are some of the key things that we expect:

- Be available to participate in all sessions, including the residential (as detailed in the key dates) and follow-up session
- Prepare for all workshops as directed
- Pay the participation fee of £350 in full, prior to the first workshop (unless you are paying in instalments by prior agreement as per Fees and Costs information)
- Cover your own travel costs
- Cover any accommodation costs you incur, this excludes the residential aspect of the programme
- Maintain communication with the Craft Scotland team throughout the programme
- Contribute to any case studies, PR campaigns, articles, written pieces and research projects as requested by Craft Scotland
- Provide feedback as requested

## Craft Scotland responsibilities

Here are some of the key things you can expect from us:

- Provide support for potential applicants prior to the application deadline
- Subsidise the cost of the programme for participants to the sum of £3,250 per maker
- Provide support and guidance for each participant throughout the programme
- Arrange and cover the cost of the five-day residential, all workshop leaders, facilitators, speakers and mentors.
- Facilitate the programme and provide administrative support at each online workshop
- Maintain communication with each maker throughout the programme
- Evaluate the programme

## How to apply

Applicants should apply through the Craft Scotland online application form:

<https://craftscot.wufoo.com/forms/compass-emerging-maker-2024-application-form>

Before starting your application, please be aware that you will need to submit:

- A maker statement
- Educational history
- Three professional highlights
- Images of five pieces of work– these should be representative of the type of work you are currently making
- An image of yourself. Preferably this would be a photograph of you at work, with your work, in your studio or delivering a workshop
- Answers to specific questions about your business. Please note that you can submit these answers in video format if you prefer. There are details within in the form of how to do this

- Reasons why you are interested in this opportunity and how you think your business will benefit

## Hints and tips for your application

We recommend you prepare your answers on a separate document before beginning your application form, to make sure you have a back-up of your responses. Make the most of your application with these top tips:

### **Maker statement**

This is your chance to tell the story behind your practice. We are looking for information about your process, inspiration, materials and professional journey. We know that writing a maker statement can feel daunting, and successful applicants will work on professional presentation throughout the programme. For this application your maker statement should help us get an idea of who you are, what you make and how you approach your practice.

If you would like further guidance on writing your maker statement we have a dedicated lesson on [COMPASS: Online](#).

### **Why are you interested in this opportunity?**

It is important for us to understand why you would like to take part in this Craft Scotland opportunity. Please tell us what made you apply and what you hope to get out of the programme. We ask this to be sure that what you are looking for is in line with what the programme and Craft Scotland can potentially offer.

### **How do you think you/your business will benefit from being part of the programme?**



We would like to hear how you think you might benefit from this opportunity in both the short and long term. You should consider how this might impact you both personally and professionally. We would like to hear what your ambitions are for your business, where you feel your development needs are and how you think the COMPASS programme will help you to meet your goals.

## **Photography**

To strengthen your application, we recommend high-quality photography of your work that best represents your practice. Pay attention to lighting, composition and simple backgrounds. We understand that you may not have professional images of your work at this stage, but we have created a guide to taking good-quality product photography with a simple camera or phone which you can find on [COMPASS: Online](#).

We also ask you to include links to your social media profiles and we will look at these during the selection process, but we mostly rely on the images you submit to give us a sense of your design and handmaking skills.

A headshot and images of you working in your studio will also help tell the story behind your practice. Please include five images of your work – these should be representative of the type and range of work you are currently making.

## Frequently asked questions

### **What types of makers have participated previously?**

You will find information about our previous COMPASS cohorts along with profiles of the individual makers on the Craft Scotland website. Follow the links below

#### COMPASS Emerging Makers 2019

- [Project Page](#)
- More about the [participating makers](#)

#### COMPASS Emerging Makers 2020

- [Project Page](#)
- More about the [participating makers](#)

#### COMPASS Emerging Makers 2021

- [Project Page](#)
- More about the [participating makers](#)

#### COMPASS Emerging Makers 2022

- [Project Page](#)
- More about the [participating makers](#)

#### COMPASS Emerging Makers 2023

- [Project Page](#)
- More about the [participating makers](#)

### **Is this programme just for young makers or craft graduates?**

Emphatically no. The COMPASS: Emerging Maker Programme is for anyone who is in the early stages of developing a craft business. We know that craft is an appealing career option for a wide range of ages and this opportunity is open to all eligible applicants regardless of age or background. We also understand that there are many routes to craft and informal

learning and experience is often as valuable as a craft-related degree or other formal qualification.

### **What if I can't make it to all the sessions?**

The programme has been designed to provide a holistic learning experience through a range of methods. Every element of the programme is important and all are linked. We appreciate that circumstances can change and individuals may have to miss a workshop for unforeseen reasons.

However, we are looking for participants who can benefit from and contribute to the whole process. If you don't feel you can commit to the full range of sessions at the outset it may not be right for you at this time. This is especially true of the residential element of the programme.

Additionally, you will be part of a cohort which is a key part of the programme and greatly enhances the experiences of all participants and their learning. There is some flexibility around the mentoring, 1:1 sessions and follow-up session. We will work with the selected cohort to find dates that suit the whole group wherever possible.

### **I'm not on the Craft Scotland Maker Directory. Will that disadvantage my application?**

No, a profile on the Craft Scotland Directory is not necessary for this opportunity and all applications will be assessed on an equal basis.

### **I've never worked with Craft Scotland before. Will that be a problem?**

No. We work with a wide range of makers and are always looking to make new connections with people we haven't worked with before. We actively welcome applications from makers who have yet to work with us.

### **I work in a discipline that isn't listed on your website. Can I still apply?**

Craft Scotland supports a range of disciplines defined within our funding remit. Unfortunately, we cannot accept applications from makers working outside of these disciplines. If you are unsure about whether your practice is eligible, please contact Craft Scotland Programme Team via email at [programmes@craftscotland.org](mailto:programmes@craftscotland.org).

**This information is also available in large print or as a word document.**

# Craft

## SCOTLAND

## About

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### Supporting Makers, Promoting Craft

Craft Scotland is the national development agency for craft.

We put makers at the heart of all we do, championing diverse and high-quality contemporary craft.

We help people learn about, appreciate and buy craft, promoting the contribution of craft to Scotland's cultural, economic and social well-being.

Through our exhibitions and events programmes, digital platforms and strategic partnerships, we provide leadership for the sector.

We create opportunities for makers to develop their creative and business practice, and to exhibit and sell work in Scotland and beyond.

We are a registered charity supported by Creative Scotland.

## Contact

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*Image: COMPASS: Emerging Maker Cohort 2023 / Photography by Neil Hanna*

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