

REGIONAL CONFERENCE ON SKILLS IN THE AUDIOVISUAL AND LIVE PERFORMANCE SECTORS

Thursday 5 & Friday 6 June 2025 - Tallinn, Estonia
Venue : Estonian National Opera, Estonia pst 4, 10148 Tallinn

DRAFT AGENDA

Day 1: Thursday 5 June 2025 (9:00 – 17:30)

9:00: Welcome coffee and registration

9:30: Opening session

- Introduction by European social partners
- Welcome by hosts
- Presentation of EU Framework of Actions on Skills, and of conference program

**10:00: Setting the scene: Access to training for cultural & creative professionals:
What's the state of play in the Nordic region? - Discussion**

- Liina Unt, General manager, Estonian Association of Performing Arts Institutions
- Charlotte Gimfalk, Director, Yrkesnämnden för Film och TV
(Professional Committee for Film and Television), Sweden
- Kaisa Paavolainen, Managing director, Association of Finnish Theatres

11:00: Coffee break

11:30: Skills in the digital environment - Adaptation and innovation

The digital shift has impacted our lives and our societies. It has changed the way we work, communicate, learn, access cultural and audiovisual works. In parallel, the creative and cultural sectors have undergone significant transformations, requiring adjustments in management, economic models, daily operations, and production processes. How to develop the necessary digital skills in our sectors? How to support professionals and organisations adapt to the new reality but also innovate in a constantly changing environment?

- Kristel Maran, Head of HR and Training, ERR - Estonian Public Broadcasting
- Emmi Maijanen, lecturer, Faculty of Business and Hospitality Management, LAB University of Applied Sciences, Finland / Artificial intelligence in the creative and cultural ecosystem - LuovAIn! project
- Peter Hiltunen, Managing Director, Kulturakademin, Sweden

13:00: Lunch break

14:00: Building a more inclusive and equal cultural sector: the role of training to raise awareness and diversify the sector

The audiovisual and live performance sectors must acquire new skills to become more inclusive, equal and diverse. Efforts are also needed to retain sector professionals, nurture skills and offer career development opportunities to all professionals over time. How can we design programs and actions that promote equality, prevent discrimination, and equip professionals with the knowledge to address violence and harassment in the workplace? What strategies to ensure inclusivity in training for all roles?

- Venessa Alice Tanovic, University of the Arts Berlin, Germany
- Paavo Piik, Estonian Directors and Dramaturgs Union
- Niclas Peyron, Producer, Fackförbundet Scen & Film, Sweden

15:30: Coffee break

16:00 Working group sessions:

- Access to training for all / promoting dialogue in the sector
- Skills to face digital shifts
- Skills for more equality, diversity and inclusion

17:00: Feedback from working group sessions

17:30: End of Day 1

Evening: Joint dinner

Day 2: Friday 6 June 2025 (9:30 – 13:15)

9:30 Accompanying the green transition - Skills for sustainability

The audiovisual and live performance sectors must acquire new skills to become more sustainable and adapt to the green transition. What skills to reduce our carbon footprint, save energy, promote smart mobility, etc.?

- Ege Bejer Heckmann, CEO & Country Manager Denmark, Green Producers Club
- Sari Kangas-Ikkala, Project Manager for Sustainability, Helsinki City Theatre

11:00: Coffee break

11:30: Working group sessions to dive deeper

- Green Skills
- Upskilling for the use of AI
- Young talents' development

12:30: Feedback/conclusions from working group sessions

13:00: Closing remarks

13:15: Meeting ends

A conference organised by:

