

STEP Partner Pack 2026-27





The Good Growth Hub is a place for East Londoners aged 18-30 to access training, advice, networks, paid job opportunities from the Queen Elizabeth Olympic Park.

Between April 2026 – March 2024, we will run 2 cohorts of 12-month Trainees growing our pool of over 100 support over the past 5 years.

This pack includes

- Programme information
- Key timelines
- Expressions of interest

About STEP



STEP is a year-long shared training and employment programme. Our mission is to build a collaboration of creative organisations committed to improving young east Londoners' access to careers in the sector. Together we nurture local talent for increased representation and a more inclusive and sustainable future.

STEP is for young people aged 18-30, who are from Newham, Hackney, Tower Hamlets and Waltham Forest.

STEP supports those who are currently underrepresented in the creative sectors. This includes people who are Black, Asian or a minority ethnicity; people who are D/deaf or disabled, and people from lower socio-economic backgrounds.

A creative industry open to everyone

We partner with employers who are:

- Creative, cultural or digital sectors and based in London
- Offering meaningful 12-month paid placements at London Living Wage
- Committed to achieving change in creating more inclusive and accessible recruitment practices and workplace culture
- Invested in recruiting local talent as part of a community of employers



Trainees benefit from:

- Demonstrable paid experience of working in the creative sector through guaranteed paid work and relevant career development experience across areas and employers
- Increased professional networks and profile
- Increased self-awareness, resilience and ability to navigate uncertainty
- Access to industry focused careers advice, CV and portfolio building and increased job opportunities

Who is involved?

STEP is delivered by the Good Growth Hub, which connects businesses surrounding east London's Queen Elizabeth Olympic Park with local talent through a range of employment, skills and enterprise activities and programmes.

The Good Growth Hub is operated by A New Direction.



STEP was founded in collaboration with leading creative and cultural organisations Sadler's Wells, Bow Arts and London College of Fashion.



The programme is supported by



This pack contains all the information you need about **STEP**, our Shared Training and Employment Programme.

STEP was launched in 2017 and supported over 150 young east Londoners to access paid London Living Wage roles in over 50+ creative organisations across London.

The programme offers trainees a 12-month paid placement in a creative organisation including training, mentoring and access to a vibrant community of creatives who actively share insights, knowledge and experiences of what works (and what doesn't work) in entry level roles in creative industries.

Previous STEP participants have gone on to secure roles at leading creative organisations including, Arsenal FC, A New Direction, BBC, Bernie Grant Arts Centre, Bow Arts, ITV, London College of Fashion, National Trust, Paine's Plough, Rambert Dance, Spike Island, Sony, Theatre Peckham, Uncommon.

Across 2026-2027, STEP will run two cohorts in June and September 2026.



Current and Previous Employer Partners

BBC



FOUNDATION FOR
FUTURELONDON

SADLER
ERSWELL



ual: london college
of fashion



Raw LDN



anyways



billi
London

Immediate
Theatre

Just So.



We're very industry specific and we know that we don't have a really wide way of reaching out to people who wouldn't necessarily consider us as an employer. With the Good Growth Hub we are part of something bigger that allows us to start that reach.

East London Dance

Partner Benefits

Outreach and Community Engagement

- Deliver outreach to local young people, charities, job centres and community partners
- Share opportunities with our Good Growth hub network of diverse young talent
- Offer information and application support workshops to young people
- Guarantee follow-on support for unsuccessful applicants

Consultation and Support

- Facilitate employer networking and briefing sessions
- Run training to build inclusive and accessible workplaces
- Feedback and support when there are challenges or opportunities

Collaborative Recruitment

- Design of accessible application forms, shortlist and support candidates
- Facilitate inclusive group selection sessions, so employers can see candidates in action.
- Provide best practice templates and resources for interviews.



Partner Benefits

New talent

Bring new talent and fresh perspectives into your organisation

A likeminded network

Partners join a collective of organisations with a shared aim and commitment to supporting young talent, and increasing representation

Ongoing support

Continued opportunities for collaboration, partnership and training and access to talent network

Access and Inclusion training

Workshops and resources to support your team and workplace to become more inclusive and accessible

Professional development

Opportunity to take part in employer training sessions, become a mentor, or run workshops for the cohort of trainees.



Placement cost



London Living wage - £14.80/hour



Duration	Full time – (35 hours)
1 x 12 month role	£32,323

Duration	Part time – (25 hours)
1 x 12-month role	£23,088

Calculations include total salary for 12-month, Employer NI contributions (15%) and 5% pension enrolment

Key dates

There next opportunity across the next twelve months is:

STEP 15 commencing in September 2026 // concluding in September 2027

Employers are welcome to express an interest in joining multiple STEP programmes.

The deadline to express an interest in joining STEP 15 via our [Expression of Interest Form](#) is 18 May 2026.



Next steps

To express an interest in joining a STEP please fill in the EOI form if a new employer (link on previous slide)

If you are an existing employer please book a call with Oliver Benjamin or Jo Lacey (email below) to discuss what roles you are considering and whether you require a bursary top up. We have a very limited number to distribute so will prioritise community organisations.

Oliver.Benjamin@anewdirection.org.uk

Jo.lacey@anewdirection.org.uk





For people starting their careers, to be on a programme and to be paid is like your work is valuable and instils a sense of people valuing their worth quite early in their careers... that is so crucial for people just starting out because it can be so intimidating to enter a career or sector that does run on such a lot of unpaid work... it's so important! STEP TRAINEE