

# NOISE<sup>®</sup>

## SYMPOSIUM

PROMOTING YOUNG INNOVATION, CREATIVITY  
AND ENTREPRENEURSHIP THROUGH  
NON-FORMAL LEARNING PATHS

5<sup>TH</sup> OCTOBER 2009  
CHINESE ARTS CENTRE, MANCHESTER

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NOISE<sup>®</sup>  
[www.noisefestival.com](http://www.noisefestival.com)

## ABOUT NOISEFESTIVAL.COM

NOISE is an innovative, national charity established in 2005 to showcase the best new creative talent across media platforms. Particularly those young people disadvantaged by their geographical location, their lack of formal education or their lack of contacts within the Creative Industries.

NOISE produces a national, biennial festival with categories including Architecture, Fine Art, Moving Image, Photography, Fashion, Product Design, Word and Music. These are curated by a panel of leading Creative Industry role-models who have made a lasting difference to their industry, including Zaha Hadid, Tom Dixon, Wayne Hemingway, Peter Saville and Badly Drawn Boy. To date more than 14,000 young creatives, aged 30 and under, have participated in the NOISE Festival. Making the Charity Europe's biggest independent arts showcase dedicated to promoting young creative visionaries.

The NOISE festival social-networking website helps to forge collaborations between artists from different categories. For example film-makers can use their NOISE portfolio to link to potential bands to create a music score for their project. NOISE also stages on the ground showcases (ICA, Truman Brewery, Deal Real Records), exhibitions (Urbis, Liverpool Biennial, Magma) and portfolio events such as [www.noisefestival.com/creativefutures](http://www.noisefestival.com/creativefutures) for young people to present their portfolios to leading creative industry and media companies, including MTV, Zaha Hadid architects, The Independent, Big Active Image-makers Agency, Warp Films and Super Super magazine.

## NOISE SYMPOSIUM

The NOISE Symposium was conceived by NOISE to influence policy makers on the impact and necessity of the often overlooked non-formal education routes into the Creative economy.

NOISE has invited fifteen NOISE participants from across the UK to take part in the project. The young team have been involved at every level of the production for this event, from researching examples of non-formal education in their local area, to learning film production skills to record the event for the benefit of a wider audience.

As advocates for non-formal learning they'll be fighting the corner for this path to success and putting forward their arguments, as to why there should be more recognition and awareness for this increasingly popular way of learning. During today's symposium the team will be generating an event magazine, by pooling research, debates and recorded interviews. This will be published on [www.NOISEfestival.com](http://www.NOISEfestival.com), in the national press and distributed to those that can make a difference. The live production will be happening downstairs and the team will be mentored by Thomas H Green, a journalist from The Telegraph.

The aim of this Symposium is to enhance cross-sector dialogue and cooperation between formal and non-formal learning models. The NOISE charity aims to develop non-formal learning models and industry recognised accreditation for those taking part in creative projects via [www.NOISEfestival.com](http://www.NOISEfestival.com).

NOISE would like to thank all of the Symposium team for their hard work and commitment to the project, the European Commission's 'Youth In Action' programme and all the delegates for their time, cooperation and input.



## DELEGATE PROFILES

### **Dan Buckley**

**Principle Consultant and Head of Personalisation**

**Cambridge Education**

[www.camb-ed.com](http://www.camb-ed.com)

Cambridge Education has been providing expert education services for more than 20 years in the UK, America and around the world – they provide support to all aspects of services to children and young people.

As winner of the BECTA Secondary Leadership award and the UK National Teacher of the Year award for Innovation and Creativity, Dan Buckley has considerable experience of innovation in learning and teaching. He established one of the first 1:1 laptop projects and the first learner-led competency based curriculum model to use web based peer assessment.

Dan is responsible for developing the PbyP (Personalisation by Pieces) framework which is used by learners of all ages internationally and inspired David Worlock founder of EPS to write “At last personalisation has a national and identifiable pedagogy”. Carole Whitty Deputy president of the NAHT described it as “a revolutionary tool which opens the door to a new pedagogical paradigm.”

Dan has been commissioned by Microsoft to write their future school visions for the UK ‘Building Schools for the Future’ initiative and In his capacity as a fellow of ‘Education Impact’ has developed and delivered envisioning workshops to ministers around the world.

It is evident from his numerous key note presentations nationally and internationally that Dan is a passionate advocate of empowering young people. He has advised on school design, curriculum reform and personalisation and is currently developing new assessment systems that can enable more systemic change management by engaging learners and their parents as co-innovators.

### **Helen Colley**

**Senior Research Fellow**

**Education and Social Research Institute**

**Manchester Metropolitan University**

[www.mmu.ac.uk](http://www.mmu.ac.uk)

Helen grew up on a council housing estate in a working class family, completed her first degree in Philosophy and Modern Languages at Oxford, and then became a semi-skilled worker and community activist for the next 15 years. She later trained as a careers adviser, working with young people in inner-city schools and with long-term drug users, and then studied full-time for a PhD on mentoring at MMU. Her thesis won the John Tunnadine Prize for Research from the Institute of Career Guidance, and the British Educational Research Association Award for Best Doctoral Dissertation. She subsequently worked at the University of Leeds for three years before returning to MMU in 2004 to join its thriving and innovative research community.

Helen is a Fellow of the National Institute of Careers Education and Counselling, and sits on the Editorial Board for the British Journal of Guidance and Counselling and the Editorial Advisory Boards of the Journal of Vocational Educational and Training and the Journal of Critical Education Policy Studies. She has been a Director of three ESRC seminar series on learning through the lifecourse, transitions through the lifecourse, and theorising youth mentoring. She won an ESRC Teaching and Learning Research Programme Fellowship in 2006. She also acts as an ‘expert’ for the European Commission/Council of Europe Youth Research Partnership, and was commissioned by the Partnership to convene an international research seminar on ‘Social Inclusion and Young People’, publish a report of its findings, and edit a book of selected papers. She was a keynote speaker at the first educational conference jointly convened by the Russian Ministry of Education and Science with the European Commission and the Council of Europe, ‘All Different All Equal: for human rights, diversity and participation’, which took place in St Petersburg, November 2006. Her keynote symposium at the British Educational Research Association (BERA)



Annual Conference in 2007 was rated outstanding, and she had the subsequent honour of representing BERA at the American Educational Research Association Annual Conference in 2008.

Helen has published widely on her previous research projects, a number of which have had major impact nationally and internationally. For example, her work, with Phil Hodgkinson and Janice Malcolm, on informality and formality in learning has over 100 Google Scholar citations and is carried on over 40 national and international education and policy websites. Her recent research projects have focused on new pathways into Higher Education for vocational learners, and on policies and practices relating to the reduction of NEETs. Currently she is leading a project to investigate how the formation and evolution of the Connexions service has impacted on the career guidance profession in England. She is also working on a book project with colleagues in Toronto, Canada, to develop Marxist feminist theory in the study of adult learning.

**Heather Collier**  
**Director**  
**National Council for Work Experience, Manchester**  
[www.work-experience.org](http://www.work-experience.org)

The National Council for Work Experience (NCWE) promotes, supports and develops work experience for the benefit of students, employers and society as a whole.

At the NCWE we have seen an increase of employers recognising the importance of employing and developing work experience students. Many of the companies that we associate with have found that employing students cuts recruitment costs by supplying a direct pipeline of talent into their graduate programmes or permanent positions. Employers can gain commitment from potential employees before their competitors whilst helping to develop the future workforce and build partnerships with universities.

The current economic climate has not discouraged organisations from employing work placement students. Many employers believe that this investment is essential to develop high quality employees of the future which in turn will benefit the UK economy.

Heather says, “We have been working closely with the Low Pay Commission and National Minimum Wage to try and establish clearer guidelines to payment for work experience and informal routes of learning. The legislation covers work experience when it is undertaken as part of formal education but fails to explicitly refer to work-based learning that is not required as part of education. There are some guidelines regarding volunteering that may include informal work experience, but there needs to be some clarity, especially with the current increased interest in work-based learning.”

**Fran Devine**  
**Co-ordinator, Access to Services**  
**Manchester Library and Information Service**  
[www.living-library.org](http://www.living-library.org)

The Living Library concept was borrowed from a Scandinavian idea, and allows readers to use the library to “borrow” a person for a short period. The human “books” on offer vary from event to event but always include a healthy cross-section of stereotypes.

Manchester’s first Living Library took place at the Moss Side Powerhouse Library. It was an experiment in dialogue and conversation, offering people the opportunity to talk to a stranger for a period of 20 minutes about their life experiences. The event was held in conjunction with World Book Day and was effective in raising the profile of the library and the services they offered, therefore promoting library membership.

Out of a total of 14 staff present at the first event, seven of those were young people, representing our **Young Voices** volunteering group. Their jobs and responsibilities included: Receptionist, Booking Assistant, Book Chaperone, Borrower Chaperone, Refreshments Officer, Cameraman and Photographer. All participants thoroughly enjoyed the Living Library and wanted to take part in another event. We feel that the concept is consistent with the public library role



With respect to community cohesion, it illustrates the potential for contact with people from different backgrounds to lead to understanding.

**Pat Dixon**  
**Arts and Young People Manager**  
**Gallery 37, Birmingham**  
[www.gallery37.org.uk](http://www.gallery37.org.uk)

Gallery 37 is a programme of challenging and imaginative arts training for young people in Birmingham. Young people aged 16 – 24, work alongside professional artists in collaboration with the city's leading cultural organisations.

Named after Block 37 in downtown Chicago where the project was pioneered, Gallery 37 Birmingham has been running every summer since 1998, giving thousands of young people the chance to take their first step into a career in the arts. Creative projects are devised and developed by cultural partners, working collaboratively with professional artists.

"Gallery 37 is the only project of it's kind in the UK", explains Pat, " In Birmingham, it meets the need to engage young people from the city in creative activities which excite and inspire them, enabling them to take advantage of the opportunities which exist and supporting their efforts to learn and progress into education and employment."

**Sarah Dyke**  
**PhD Student**  
**Manchester Metropolitan University**

Sarah is commencing PhD study at MMU and the title of her proposal is 'A Rather Working Class Gap Year'. She's aiming to look at the difference between 'dreams' and 'aspirations' in the lives of young working class people, the notions of 'choice' and 'decision making, the significance, uses and gratifications of 'time out', and young people's notions of risk and decision making.

Prior to returning to study she worked as a Research Assistant at the International Centre for Guidance (iCeGS) where she gained experience within the fields of Education, Careers Information, Advice and Guidance and Social Policy. Her particular areas of interest are power and resistance, gendered bodies, class, education, social exclusion, notions of deviancy, learning relationships and risk taking.

Sarah comments, "The recent government white paper 'The Learning Revolution' (March 2009) positions learning as part of 'human nature' and states that through 'shared interests and passion' 'stimulation and enrichment' we can 'create social bonds'; the time, energy, resource and emotional labour necessary to participate, may locate an inability to engage in the individuals lack (of commitment), rather than acknowledging that barriers between social groups vary in height, width and depth (of feeling). The foreword goes on to say that 'Learning for its own intrinsic value makes an enormous contribution to creating the kind of society we can be proud of', I am interested in whether or not instrumental aims are being veiled by a substantive endeavour."

**David Evennett MP**  
**Shadow Minister for Innovation, Universities and Skills**  
**Conservative Party**  
[www.davidevennett.org.uk](http://www.davidevennett.org.uk)

David is the member of Parliament for Bexleyheath and Crayford and in January of this year was appointed Shadow Minister for Innovation, Universities and Skills. Prior to his election to Parliament, he has worked as a secondary school teacher, an insurance broker, a director in the city and a lecturer in management at Bexley College.

During his time in the House of Commons he was a member of the Select Committee on Education, Science and the Arts (1986-92) and served as a Parliamentary Private Secretary in the Education Department, the Welsh Office and the Home Office during the 1992-97 Parliament.



His most recent political role has seen him speak out about a number of education and employment issues that are currently affecting young people – these include:

“Relaxing the rules to allow unemployed people to take up training opportunities whilst claiming Jobseeker’s Allowance”

“Give universities greater freedom from bureaucratic intervention, to offer a fairer deal to part time and mature students, and create a clearer pathway from vocational routes into further and higher education.”

“We have put forward proposals to try to alleviate the recession and its effect on young people. We look to the Government to take some of our suggestions on board...The aim of our fund (for adult and community learners) is to encourage further education enrolment and help people to acquire new skills. The young people of our nation face a bleak situation because of the recession.”

**Danny Fahey**  
**Project Manager**  
**Contact Theatre, Manchester**  
[www.contact-theatre.org](http://www.contact-theatre.org)

Contact is a pioneering theatre venue in Manchester. The building includes three theatre spaces a rehearsal, workshop and performance space – they also create performances and events. Their website is a space for debate, artistic showcases, insight into our processes, and sharing of ideas with a focus on young adults (ages 13-30). The majority of audiences also come from this age group, though they welcome audiences and artists of all ages.

Participation is at the heart of Contact’s work, and they run a huge range of activities where young people and artists can join in, learn and develop. Young people are also encouraged to become involved in planning and decision making at Contact through a range of opportunities including the Open Contact forum and the Action Contact groups. The organisation is known for enthusiastically embracing diversity – providing the company as a whole with many viewpoints, ways to solve problems, and creative ideas.

Danny is a Project Manager at Contact and has been in post for the past two and a half years. His background creatively is in MC culture and nightclub and events promotion. He says, “my career and educational path has not been typical and I haven’t attended college or university. I was a nightclub doorman for a number of years and have always had a successful career as a professional musician since I was a teenager.”

**Lyndey Geddes**  
**Skills Policy, Chief Executives Department**  
**Manchester City Council**  
[www.manchester.gov.uk](http://www.manchester.gov.uk)

Lyndey Geddes is Skills Policy Lead for the Economic and Urban Policy Group at Manchester City Council. The group is responsible for economic policy and programmes for the city and comprises the Manchester Adult Education Service. This includes working with partner organisations, government agencies and delivery bodies to promote learning and economic growth. She has particular responsibility for skills and employment policy and the management of strategic developments and partnerships, including the programme management for £2m+ learning in the *City*.

Lyndey Says, “At present I do not consider that the value of informal learning is fully realised and subsequently does not attract appropriate levels of funding. There remains some work to be done to link the 'softer' and more personal achievements delivered through informal learning activity to the priorities of government and commissioning bodies, particularly during the current economic downturn where many funders priorities are based around routes to employment and vocational or formal learning programmes.”

**Dougald Hine**  
**Co-Founder / Anti-Careers Adviser**  
**School of Everything**  
[schoolofeverything.com](http://schoolofeverything.com)  
[www.dougald.co.uk](http://www.dougald.co.uk)



School of Everything is a website that helps you learn whatever, whenever and wherever you want. From Biology to Beekeeping, History to Hula hooping. The website helps users find teachers and lessons in their area. Dougald explains, "We set up School of Everything because we think the way the current education system is organised is a bit rubbish, rigid and out of date. Loads of different ideas and projects inspired the idea but one story stands out. In the 1960s a group of people set up the Free U in sunny California – it started with a blank piece of paper pinned to a notice board asking what people could teach and once subjects were listed and there was enough people signed up to each they ran the courses. Makes sense really doesn't it? We just decided to turn that into a 21<sup>st</sup> century new fangled website so you can design your own education however you please."

At School of Everything Dougald is responsible for developing and managing partnerships with organisations that share their interest in creating a new way of organising learning. Before co-founding the organisation he worked as a busker, door-to-door salesman and a BBC journalist. He was also involved in all sorts of community activism and grassroots education projects, which is how he discovered the ideas of Ivan Illich, one of the inspirations for School of Everything.

**Bushra Jamil**

**Principal Economic Officer, Economic and Urban Policy Group  
Manchester City Council**

[www.manchester.gov.uk](http://www.manchester.gov.uk)

The Economic and Urban Policy Group (EUPG) contributes to Manchester's aim to be a world-class city where people choose to live and that companies want to do business and invest in - this is achieved by developing and implementing policies and services that promote economic growth, employment and attract investment.

EUPG contributes to the work of the Manchester Partnership in delivering the Manchester Community Strategy, which sets out the overall vision and aspirations for the city and sets out the policy and delivery framework. EUPG also leads on Manchester's City Strategy Operational Plan, a partnership approach aimed at increasing employment levels in Manchester.

**Keith Lucas**

**Founder**

**The Street College, Oldham**

[www.streetcollege.co.uk](http://www.streetcollege.co.uk)

Keith Lucas is an award winning producer/director and MD of Street College, an Oldham based Media Training Organisation. He has a passionate belief "that society only gets back what it puts in", he also believes that without a dynamic national and regional commitment to young people the UK has no future.

A Certificate of Recognition for Street College from Oldham's Children, Young People & Families Directorate cites: "Keith Lucas has been recognised as making a real difference to the lives of children and young people in Oldham".

Keith says, "Informal Learning is, I feel, the most exciting social challenge of the 21st century. From e-learning to we-learning shows the potential for an individual, group, academic institution or organisation/company to instil and disseminate knowledge. In fact Informal Learning has created a Global College. The challenges of our policy makers is how do we channel and categorise this vast 'alternative knowledge' pathway into positive academic, vocational and social use."

**Councillor Sue Murphy**

**Executive Member for Employment and Skills / Lead Member for Women  
Manchester City Council**

[www.manchester.gov.uk](http://www.manchester.gov.uk)



Sue was elected to Manchester City Council in 1995 as a Labour and Cooperative Party Councillor representing Brooklands in Wythenshawe. She became Executive Member for Employment and Skills in 2007 and has main responsibility for economic development, enterprise and services to young people.

She has also been Lead Member on women's issues since 1997 and has always given particular priority to women experiencing domestic abuse and those involved in prostitution.

Her previous jobs include working for a newspaper in the advertising department and working for a member of the European Parliament.

**Tom Mursell**

**Founder**

**Not Going to Uni**

[www.notgoingtouni.co.uk](http://www.notgoingtouni.co.uk)

Tom is the 19 year old founder of notgoingtouni.co.uk. As a recent school leaver he experienced masses of pressure to go to university and no help in looking at other options. After being offered a place to study Law he turned it down, because whilst working part-time through college at a supermarket he witnessed graduates stacking shelves alongside him, not being able to 'use' their degrees. Tom soon realised that there were many alternative options to university – there just was no single place to find them.

Notgoingtouni.co.uk is dedicated to helping young people make informed decisions about their future by showing the opportunities that exist outside of university. The website provides a platform for young people to engage with employers and training providers to discover that you can lead a successful career without university.

Tom was named on the 'Future 100 Young Entrepreneurs of 2008' by the UK's Global Enterprise Week. Tom says, "Many successful business people never went to uni, including Sir Alan Sugar, Bill Gates, Sir Philip Green and Sir Richard Branson, although we're led to believe that university is the only route to success. Not going to university doesn't mean your life is over, nor does it mean you can't be successful. Notgoingtouni.co.uk hopes to inspire, advise, give young people opportunities and help them to succeed in their chosen path."

**Dominic Potter**

**Co-Founder and Director**

**Internocracy**

[www.internocracy.org](http://www.internocracy.org)

Internocracy are a social enterprise committed to changing the culture of internships across sectors in the UK.

Internocracy helps employers to set up and run their internship programmes, connects interns from across the UK and campaigns for better internships for everyone. Set up by former interns, Internocracy wants to change internships for the better by making sure that internships are both more accessible and of consistently high quality. In other words, that more than only a select group can afford to do an internship, and that employers know how to ensure interns can contribute through real work, rather than just taking the tea order.

Dom, co-founder and director of Internocracy was lucky enough to have a sofa to sleep on when he first came down to London to intern at Demos, an independent think tank. Graduating to a bed whilst interning for some MPs, Dom has since found work as a social policy researcher with the OECD, Involve and most recently at the Young Foundation. Dom is also a Trustee of TimeBank and heavily involved with work to help young people in the recession.

"We have often said at Internocracy that education shouldn't finish once you put down your pen in the exam hall for the last time. In fact, this should really be the start of learning what you want to know about, in a time, place and format that suits you.



The thing about informal learning is that it should remain just that – informal – and removed from the Victorian concept of sitting in front of someone who imparts information to you. In an age when all it takes is an internet connection to find out about a topic you're interested in, informal learning should revolve around equipping people with the skills to find out about, explore and engage with information that is already out there. If the support mechanisms can be structured around this simple concept, maybe informal learning can become and remain a substantial part of everyone's everyday life."

**Denise Proctor, MBA, MA (RCA)**

**CEO**

**NOISE**

[www.noisefestival.com](http://www.noisefestival.com)

Denise is recognised within the music industry as the figure who pioneered the single music download revolution, ten years before it became industry standard. Denise setup NOISE in 2004 with a view to finding the funding, sponsors and media partners to deliver a whole range of unique projects that make up the NOISE festival.

Denise comes from a highly successful background in online initiatives having set up PWP, one of the first UK interactive design companies that created the world's first interactive music CDrom with video. PWP went on to win a plethora of awards including BIMA "Best Advertising & Promotion" for Elton John, "Best Web Design" for the Manic Street Preachers (Sony) and 'The Times' Award for E-Commerce.

In her role as Head of Production, Denise worked with Lord David Puttnam in the setting up of NESTA Futurelab, a blue-sky lab bringing together the games and education industries, and with AIM (Association of Independent Music) to establish an E-Commerce strategy for UK independent music labels (30% of the UK music repertoire).

Denise has directed a host of music videos (including No.1 selling artists), adverts, television titles and documentary pieces for BBC television, ARD and SFDRS. She has a BA from New York University and St. Martins School of Art, an MA in film directing from the Royal College of Art and a MBA in Finance at Manchester Business School.

**Sarah Ross**

**NEET Co-ordinator**

**Connexions Manchester**

[www.connexions-manchester.com](http://www.connexions-manchester.com)

The Connexions service was established in 2001 with the aim of providing a comprehensive service to meet young people's needs for information, advice and support. Through multi-agency working, Connexions provides high quality and impartial information, advice and guidance. Together with access to personal development opportunities to help remove barriers to learning and progression to ensure young people make a smooth transition to adulthood and working life. It also provides support up to the age of 25 for young people who have learning difficulties or disabilities (or both).

Connexions in Manchester is supported by the Better Choices organisation that supports the growth of the local economy within Greater Manchester through the service it supplies. Better Choices has developed a vacancy service and website called 'cnx2 jobs' that enables young people throughout Greater Manchester to look for and apply for vacancies online. The vacancies displayed include jobs, apprenticeships and personal development opportunities.

**Violet Tucker**

**Gypsy & Traveller Inclusion Officer**

**Doncaster CVS**

[www.doncastercvs.org.uk](http://www.doncastercvs.org.uk)



Doncaster CVS is a local infrastructure organisation – their work ensures that local community and voluntary sector groups and organisations get the support they need. The organisation recognised the large number of Gypsies and Travellers in Doncaster and the lack of provision aimed towards them.

Ofsted has reported that Gypsy, Roma & Traveller pupils, have the lowest results of any ethnic minority group and are the groups most at risk in the education system.

Doncaster CVS gained funding for 2 full time employees to work with these Communities.

When asked about her views on Non Formal education Violet said, “One major difference I feel could benefit young people would be to make informal or alternative learning opportunities a part of curriculum. I also feel that the choices should be available at a much earlier age, as this would be a factor Gypsy and Traveller parents would consider when choosing elective home education. I also feel that the money that is attached to a child’s education should be available to Parents/Carers of children whether they choose mainstream or elective home education.”

**Victoria Turnbull**  
**Operations Manager**  
**NOISE**

[www.noisefestival.com](http://www.noisefestival.com)

Salford University Media Production graduate, Victoria works closely with NOISE talent, co-ordinating a range of projects particularly on radio/TV including the ‘NOISE Urban Songwriter competition’ and the ‘Gypsy Fair’ project for which she’s trained as an Arts Award Advisor.

Victoria was NOISEfestival.com’s first Dream Job placement, she started as an intern at NOISE in 2005. She took the traditional route through school, college and then onto university. From the outset she knew she didn’t want to stay in formal education for more than a few years, opting to take a more hands on HND than a degree. Over the last 10 years Victoria has participated in many non formal activities to help further her career such as work placements with BBC Manchester, Key 103 and a young person’s radio scheme ‘Youth FM’.

Victoria helped to increase NOISE submissions from 4,000 in 2006 to over 9,000 in 2008 through alternative guerrilla marketing techniques such as an international network of volunteer street teamers. “I’m not one for sitting behind a desk or revising for exams, I thrive on being in a hands-on environment. I’ve taught myself computer programs at uni by locking myself in my bedroom and geeking up. I don’t believe formal education does enough to prepare you for the real world, you need to get out there and taste it for yourself. Looking at what I’ve achieved so far in my short career, I’m proof that a degree isn’t necessarily a golden ticket to success. I’m grateful that NOISEfestival.com recognised my potential not through my academic success, but through my experience and ambition.”

**Oshor Williams**  
**Education Officer**  
**Professional Footballers Association**  
[www.givemefootball.com](http://www.givemefootball.com)

The Professional Footballers Association (PFA) was formed in 1907 and is the world’s longest established professional sportsperson’s union. The aims of the PFA are to protect, improve and negotiate the conditions, rights and status of all professional players by collective bargaining agreements.

PFA Education provides advice and guidance for the provision of educational and vocational courses, in preparation for a second career, when players have stopped playing professionally or dropped out of training.

Oshor Williams has played professional football for Manchester United, Southampton, Port Vale and Stockport County (amongst others). Following a serious knee injury which left him unable to continue playing professionally Oshor went to university and earned a BA in Politics and History.



“That was really my first adult experience of the prospect of career change and how frightening that can be. I had the knowledge and capability but had nothing to back it up. (At PFA) we are trying to encourage players to take advantage of the learning opportunities available, gain qualifications and set up a learning network that we hope will be self-supporting with players learning and, in turn, providing guidance to others who wish to learn.”

