

# Talent Development Grant Scheme

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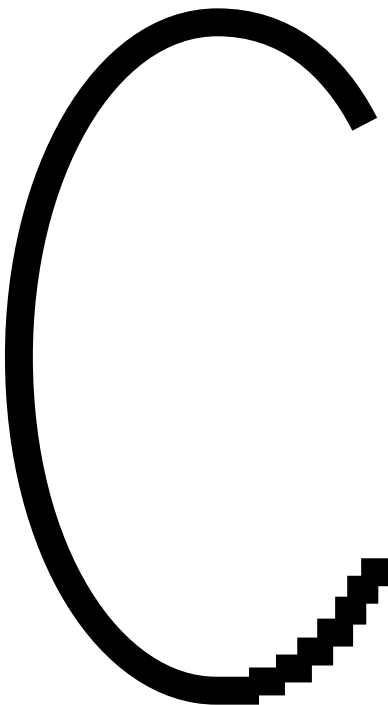
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In view of Article 10.4 of *Wet op het specifiek cultuurbeleid* (Specific Cultural Policy Act, available in Dutch only), the board of the Creative Industries Fund NL adopts the following scheme for providing grants to makers and other parties for the implementation of projects that promote the quality of the creative industry.

This document is a descriptive translation of the original Dutch *Regeling Talentontwikkeling*. The English translation is provided for reference purposes only, and in all instances the original Dutch text takes precedence. If you would like to report a translation error or inaccuracy, we encourage you to contact the Creative Industries Fund NL.

## Chapter 1: Definition of Terms

### Article 1. Definitions

The definitions used in this scheme have the same meaning as those in the [Regeling op het specifiek cultuurbeleid](#) (Specific Cultural Policy Regulations, available in Dutch only). The definitions within this scheme are specifically understood to mean:

- 1 **advisory committee:** an independent committee of external experts appointed by the board;
- 2 **applicant:** a natural person or, in the event of a cooperative venture, a legal person, who submits a grant application under this grant scheme to the Fund;
- 3 **architecture field:** the field of architecture includes architecture, interior design, garden and landscape design, urban and regional planning, and any related activities aimed at experimenting in, research and reflection on and debating these areas;
- 4 **board:** the Executive Director of the Fund, as referred to in Article 5 of the articles of association;
- 5 **cooperative venture:** a duo, a collective or a group of professional makers, who are professionally organised within an agency or studio which is associated, as a whole, with the creative industry;
- 6 **creative industry:** the field of work relating to the design, architecture and digital culture disciplines, including any cross-overs between these disciplines;
- 7 **date of decision:** the date stated in the decision;
- 8 **decision:** the letter by which the board formally decides on awarding or rejecting the grant;
- 9 **design field:** the field of work formed by the disciplines and sub-disciplines of animation, bio design, food design, glass design, graphic design, illustration, interior design, ceramics design, light design, fashion, product, furniture and industrial design, scenography, jewellery design, comic and graphic novels, exhibition design, textile design, typography, and any related activities aimed at experimenting in, research and reflection on and debating these areas.
- 10 **development plan:** all the activities aimed at the further professionalisation and artistic development of the personal design practice, demarcated in time and by goals, implemented by a starter;
- 11 **digital culture field:** the field of digital culture includes: new media and technology-related design, games, AV performances, world-building, creative coding, sensory storytelling, art-science, post-humanism, internet culture, and any related activities aimed at experimenting in, research and reflection on and debating these areas; and
- 12 **grant ceiling:** the maximum total amount in grants that is available within a round;
- 13 **grant period:** the period within which an application may be submitted under this scheme;
- 14 **relevant education:** in the [manual](#) to this scheme, the Fund has published a list of relevant art or design degree programmes, a degree certificate from which

demonstrates professionalism, craftsmanship and/or competency within the creative industry. The degree certificate will be used to determine the date on which the degree was completed;

- 15 starting designer:** a starting designer, architect, developer or maker who positions themselves within the creative industry and is embedded in this professional field in the Kingdom. Applicants are starters if the bachelor or master's degree within a relevant art or design degree programme was obtained at least one year ago and no more than four years ago at the time they submit the application. Architects are also able to submit an application within four years of being registered in the Architects' Register or completing the Professional Traineeship;
- 16 the Fund:** the Creative Industries Fund NL foundation;
- 17 the Kingdom:** the Kingdom of the Netherlands, consisting of the countries of the Netherlands, Aruba, Curaçao and Sint-Maarten and the public bodies of Bonaire, Sint Eustatius and Saba;

## Article 2. The Creative Industries Fund NL Mission Statement

- 1 The Fund's mission is to continue and renew the rich design tradition in the Netherlands, from a cultural perspective, by stimulating experimental and research processes as well as new creation methods and by promoting good commissioning.
- 2 In accordance with its articles of association and according to the statutory provisions and grant schemes, the Fund provides grants to natural and legal persons who contribute to the high quality, development and professionalisation of the contemporary creative industry within the Kingdom.

## Chapter 2: General Provisions

### Article 3. Scope and objective of the Talent Development Grant Scheme

- 1 Under this scheme, the board may award grants to starting designers, active within the creative industry, who are working on enhancing their artistic talent, professional practice and their own cultural entrepreneurship based on a development plan for a fixed period.
- 2 This scheme complements the Fund's following policy objectives: promoting talent development.

### Article 4. Grant form

- 1 Under this scheme, grants of an amount of € 25,000 are awarded in the form of a bursary.
- 2 The grant consists of three parts:
  - a a freely disposable part for artistic development;
  - b one part for coaching, advice, gaining knowledge and/or skills; and
  - c one part for enhancing visibility and/or knowledge exchange.

### Article 5. Budget reservation

Grants are always provided on condition that sufficient funds have been allocated to the Fund by the Ministry of Education, Culture and Science.

### Article 6. Grant ceiling

- 1 The grant ceiling for each round will be published in advance on [www.stimuleringsfonds.nl](http://www.stimuleringsfonds.nl).
- 2 The board may set a maximum number of applications that will be processed per application round. This number will be published at least two weeks prior to the opening of the application round on [www.stimuleringsfonds.nl](http://www.stimuleringsfonds.nl).

## Article 7. General conditions

- 1 The following conditions apply to the applicant's capacity:
  - a The applicant qualifies as a starting designer according to the definition of this scheme;
  - b The applicant is registered in the Commercial Register of the Dutch Chamber of Commerce or in one of the Commercial Registers that fall within the Kingdom;
  - c The applicant's practice is embedded in the Dutch creative industry, or in the other parts of the Kingdom;
  - d The CV and portfolio show that the projects the starting designer carried out in the past 12 months are related to the design, digital culture and/or architecture disciplines. At least one of these projects is an assignment, whether paid or not. This could be: an exhibition, a presentation, a show/fashion show or a printed/online publication, a prize or nomination for a prize, a workshop or a lecture, a teaching position at a design degree programme, a design assignment commissioned by a cultural institution, a commercial company or a government body in the Kingdom, or participation in any of the above;
  - e At the time of submitting the application, the starting designer is eighteen years or older.
  
- 2 Those not eligible for a grant are:
  - a applicants who are registered or will register for a full-time or part-time course at a school accredited by the Accreditation Organisation of the Netherlands and Flanders [NVAO] or an acknowledged senior secondary vocational education course during the grant period;
  - b applicants who have been or will be admitted to postgraduate institutions during the grant period;
  - c applicants who receive an Artist Start contribution from the Mondriaan Fund during the grant period;
  - d applicants who, at the time of submission, are working on implementing a project they submitted themselves for which they received a grant from the Fund.
  
- 3 Under this scheme, the following professional groups are not counted as part of the creative industry. Makers from these professional groups cannot receive a grant under this scheme:
  - a filmmakers and documentary makers;
  - b visual artists;
  - c writers and journalists;
  - d theatre makers;
  - e musicians and DJs;
  - f dancers;
  - g photographers.

The assessment of the applicant's professional group will be carried out by the Fund Desk based on the portfolio and the development plan. The Fund focuses on the design, architecture and digital culture disciplines. Applicants whose work does not relate to these disciplines or has no practical application, will be excluded from this scheme.

- 4 The following applies to the contents of the development plan:
  - a The development plan is in line with the Fund's mission statement as expressed in Article 2 and the scope and objective expressed in Article 3;

- b** The development plan covers a period of approximately 15 months, determined by the Fund, which will be published in advance on [www.stimuleringsfonds.nl](http://www.stimuleringsfonds.nl);
  - c** The development plan's result will be shown or made accessible to the public in an appropriate manner;
  - d** No grant will be provided to or for:
    - projects or activities that have already been subsidised under one of the Fund's grant schemes;
    - projects or activities for which, at the time of the application, an application is already being processed under another of the Fund's grant schemes;
    - the acquisition of property, materials or equipment that will also have a value outside the context of the development plan.
- 5** The following applies to the submission of an application:
- a** In the period in which the implementation of the development plan is worked on (the grant period), no application may be submitted to one of the Fund's other schemes or open calls, where the implementation of the activities overlaps that of the grant period;
  - b** Per calendar year, the applicant may submit only one application under this scheme;
  - c** The applicant is not involved in more than one application within this scheme;
  - d** The applicant has not previously received a grant for the implementation of the development plan under this scheme, a forerunner of this scheme, or an Artist Start contribution from the Mondriaan Fund;
  - e** The applicant failed to comply with the grant obligations within a project for which the Fund previously provided a grant;
  - f** No grant is provided to or for applications that are not submitted on time, do not meet the required form and/or are incomplete.

## Chapter 3: Grant Application

### Article 8. Submission procedure and application review

- 1** Every year, the board publishes the period within which a grant application under this scheme can be submitted on the website [www.stimuleringsfonds.nl](http://www.stimuleringsfonds.nl).
- 2** The grant application must be submitted in the Fund's [application platform](#).
- 3** The applicant must submit the application no later than on the end date of the grant period referred to in paragraph 1.
- 4** Applications should be drafted in Dutch or English.
- 5** Applications will be reviewed in the order of submission. The moment that the application is complete is deemed to be the moment of submission pursuant to Article 9. The Fund reviews whether the application:
  - a** is in line with the Fund's mission statement as expressed in Article 2;
  - b** fits in the scope and objective of the scheme expressed in Article 3; and
  - c** is complete and meets all the conditions stated in Article 7 of this scheme.
- 6** Applications that meet the review under paragraph 5, will be ranked until the maximum number of applications for the grant period has been reached.
- 7** The board will reject applications that, based on the review under paragraph 5, are not eligible for a grant under this scheme.
- 8** The board will reject an application if the maximum number of applications within the relevant grant period has been exceeded.
- 9** The other applications will be submitted to an interdisciplinary advisory committee.

## Article 9. Contents of the application

- 1 A complete application comprises the following documents - only these documents will be made available to the advisory committee. Form requirements and guidelines are described in the [manual](#). The version of the manual published on the Fund's website on the date when the round opens applies.
  - a a fully completed application form;
  - b a development plan that demonstrates:
    - the artistic principles and working methods
    - the artistic development goals
    - the professional development goals
  - c portfolio;
  - d CV;
  - e an explanation of the embedding and positioning in the creative industry;
  - f schedule;
  - g budget;
  - h if applicable, statements on coaching, presentations or courses.
- 2 In addition, the application comprises the following obligatory appendices, which are not shared with the committee:
  - a a digitally certified extract, issued no more than one year ago, from the Commercial Register of the Dutch Chamber of Commerce or from one of the Commercial Registers that fall within the Kingdom;
  - b a representative image of the project, to be used for communication purposes by the Fund, the necessary rights to which are held by the applicant;
  - c a copy of a degree certificate of a relevant degree programme, or proof of a completed Professional Traineeship, or proof of registration in the Architects' Register. These documents clearly show the date of completion of the degree programme, completion of the Professional Traineeship or the date of registration, in this order.

## Chapter 4: Grant provision

### Article 10. Procedure on the substantive processing of applications

- 1 The advisory committee will issue advice to the board about whether to reject or award a grant. The advisory committee will formulate its advice based on the data provided by the applicant as mentioned in Article 9.1 of this scheme.
- 2 The board issues a decision on whether or not to award a grant based on the advisory committee's advice.
- 3 The advisory committee applies the [Advisory Committee Procedure of the Creative Industries Fund NL](#) (only available in Dutch). The version published on the Fund's website at the time of submission applies.

### Article 11. Assessment criteria

- 1 The assessment criteria below are used to assess the applications. The criteria are given the same weighting.
  - a **The applicant's artistic and reflective ability - based on the current practice and portfolio;**  
The advisory committee assesses the applicant's ability to reflect critically on their own work, the extent to which existing working methods are being innovated, the use of creative and artistic techniques and how the current practice is positioned within the creative industry. In doing so, it considers:
    - the extent of originality and individuality in the artistic practice;
    - the applicant's ability to reflect critically on their own work and to substantiate artistic choices;

- the extent to which projects contribute to current issues or discussions within the creative sector.

**b The applicant's intended development strategy;**

The advisory committee assesses how clearly the applicant motivates the personal development strategy and the concepts or themes that are central during the development year. It also looks to see if relevant development questions are asked. In doing so, it considers:

- the extent to which the chosen development strategy matches the applicant's portfolio, long-term vision and ambitions;
- the extent to which there is artistic innovation, if existing knowledge is enriched or new insights are developed;
- the relevance of the selected development strategy within the broader creative industry.

**c How the intended development strategy will be translated into specific activities;**

The advisory committee considers:

- the extent to which the activities are elaborated and motivated realistically, specifically and in a goal-oriented way;
- the extent to which relevant collaborations will be entered into during the development year and how they are implemented;
- the expectation that selected partners and expert partners, mentors or coaching contribute to a stronger positioning of the practice within the creative industry.

**d How new connections are made and outcomes shared;**

The advisory committee considers:

- how the applicant wants to enhance/broaden their own network;
- how the applicant wants to share the artistic outcomes with an appropriate audience.

## Article 12. Ranking and prioritisation

- 1 Only applications that have been assessed positively by the advisory committee will be eligible for a grant.
- 2 If the total amount requested in the applications eligible for funding exceeds the budget available for that particular round, those applications will be prioritised. The following procedure will then be applied:
  - a the applications will be prioritised based on the scores given to the assessment criteria according to Article 11. This will create a ranking list of the proposals that have been assessed;
  - b the amount available will be awarded to the applicants whose applications are highest in the rankings until the grant ceiling is reached;
  - c if, based on the scores, applications end up ranked the same, and the grant ceiling is reached with these applications, then for these applications priority will be given to those that contribute most to diversity within the applications selected. In that case, the advisers give a separate score for this and in doing so they consider:
    - the discipline within which applicants position themselves;
    - cultural diversity; and
    - regional spread.

## Article 13. Decision to provide a grant

- 1 The board informs the applicant in writing about its decision on providing or not providing a grant within 15 weeks of the final submission date.
- 2 In line with the grant's goal, the board may, in a decision to provide a grant, attach additional obligations to the grant provision.
- 3 The decision to provide a grant contains the advice and the board's considerations, the conditions on which the grant, if awarded, is being made available, the duration of the grant period, the obligations that apply to the recipient, the maximum amount of the grant and information about any payments and advances.

- 4 The recipient may not derive any rights from a decision to provide a grant for any subsequent applications.

### **Article 14. Advances**

In the event of a decision to provide a grant, the Fund will pay an advance of 50% of the amount awarded. A second advance of 40% will be paid in January of the calendar year following the year in which a grant was provided. The remaining amount will be paid after the decision on determination of the grant.

## **Chapter 5: The Grant Recipient's Obligations**

### **Article 15. Obligatory programme activities**

Applicants who receive a grant under this scheme, commit themselves to participating in the Fund's Talent Development Programme. Basically, this programme consists of:

- a substantive orientation day;
- two theme days/knowledge days;
- one-minute film for the Talent Platform;
- one presentation organised by the Fund;
- follow-up meeting on location (preferably at the maker's workplace); and
- an accountability meeting (online).

### **Article 16. Administration**

- 1 The grant recipient keeps records of the project in such a way that the rights and obligations, which are of importance for determining the grant, as well as the income and expenditure, can be verified any time.
- 2 If necessary, the grant recipient gives the Fund insight into their administration.
- 3 The grant recipient keeps the records and any documents forming part of them for seven years after the determination of the grant.

### **Article 17. Reference to the Fund**

In all public statements about the subsidised activities, the grant recipient is to refer to the Fund as the grant provider. The Fund's logo is to be included in publications and reports relating to the subsidised activities, as well as in invitations, announcements, websites and audio-visual productions. If a grant recipient includes other parties' logos, the Fund's logo will be depicted comparably sized in proportion to the contribution.

### **Article 18. Notifying the Fund**

If one of the situations below occurs, the grant recipient is to promptly notify the Fund thereof:

- 1 the activities for which the grant has been provided will not or not entirely take place;
- 2 the obligations attached to the grant will not be fully met;
- 3 there are substantial artistic or commercial changes compared to the plan based on which the grant was provided;
- 4 there are developments that may hinder the implementation of the activities, such as reports of inappropriate behaviour or involvement in legal proceedings.

## **Chapter 6: Final Determination of the Grant**

### **Article 19. Determination and accountability**

- 1 An appointment is made for an accountability meeting and the accountability form is completed and submitted via the [application platform](#) no later than sixteen weeks after the grant period has expired.



- 2 If the activities have been implemented according to plan and all the obligations attached to the grant have been met, the board will then determine the grant within ten weeks after the accountability has been submitted in accordance with the grant provision.
- 3 If it appears that activities have not or have only partly been implemented, a lower grant may be determined.
- 4 The board may issue further instructions to the grant recipient about monitoring compliance with the conditions attached to the grant provision.

## Chapter 7: Concluding Provisions

### Article 20. Objection

An interested party may lodge an objection to a decision by the board based on this scheme by submitting a notice of objection to the board. The period for lodging a notice of objection is six weeks. This period commences on the day after the decision has been announced. The objection procedure is published on [www.stimuleringsfonds.nl](http://www.stimuleringsfonds.nl).

### Article 21. Protection of personal data and Public Records Act

- 1 The Fund does not provide any confidential information such as company and manufacturing data to third parties.
- 2 The Fund will carefully handle personal data as referred to in Articles 22 up to and including 33 of the General Data Protection Regulation (Implementation) Act. The Fund will not use data for any purpose other than for which they have been provided to the Fund, unless the provision arises from a statutory obligation, or if it does not infringe privacy.
- 3 As an autonomous administrative authority, the Fund falls under the *Archiefwet* (Dutch Public Records Act). Application files will be transferred to the National Archives after the expiry of the period determined for that purpose. Application files will then be qualified as ‘restricted public’ documents.

### Article 22. Hardship clause

In exceptional cases, the board may deviate from provisions in this scheme in favour of the interested party if the application thereof would result in significant unfairness.

### Article 23. Effective date and expiry

- 1 This scheme will become effective from 19 February 2025.
- 2 The Creative Industries Fund NL 2018 Grant Regulations do not apply to this scheme.
- 3 This scheme will expire with effect from 1 January 2029, on the understanding that it remains applicable to the finalisation of any grants provided under this scheme.

### Article 24. Citation

This scheme is to be cited as: Talent Development Grant Scheme. This scheme will be published in the Government Gazette.

*The Creative Industries Fund NL,  
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