

Swiss pianist Oliver Schnyder endorses the Adecco Group Foundation's Young Musicians Training Programme



The Adecco Group Foundation partners with the Lucerne Festival and Davos Festival to bring the Young Musicians Training Programme to life. This series of workshops supports the career development of young musicians and is aimed at helping them develop the skills, confidence, and competencies to increase their employability within and beyond the world of the arts. We sat down with award-winning Swiss pianist and artistic director of several music festivals, **Oliver Schnyder**, to hear his take on the importance of the Young Musicians Training Programme. As the artistic director of the Davos Festival when the Adecco Group Foundation started working with them, as well as an original champion of the Young Musicians Training Programme model, his perspective is a valued one.

What are the unique needs of young musicians when it comes to establishing a career for themselves?

Oliver: Young musicians need to create and be their own “brand”. They need to have a very clear idea about who they are, what they want, and the unique skillset that they bring to the table. It is important that they can identify their talents and desires – both within and beyond the world of music. And they must do all this while maintaining the delicate balance between overall broad musical knowledge and specific expertise with their chosen musical instrument. Young musicians can really benefit from guidance when it comes to determining their strengths and their specific fields of excellence, especially as the global COVID-19 pandemic has made those first tangible work experiences a bit scarce these days.

What can you tell us about the Adecco Group Foundation's Young Musicians Training Programme and the benefits they bring to young musicians?

Oliver: The Young Musicians Training Programme is unique indeed. They help young musicians take a step back and look at the larger picture. During the workshops, they are asked targeted questions about their values, strengths, and purpose which open their eyes

and lead them on a soul-searching, or career-searching, journey. Artists are often so passionate about developing and honing their artistic skills, that they miss out on having a pragmatic approach to the planning and development of their careers. They also tend to focus on their craft with such intensity that other aspects of a career, such as business acumen and communications skills, aren't factored in. In my opinion, the Adecco Group Foundation's Young Musicians Training Programme is highly successful in opening up musicians to many different types of careers and helping them to see all the ways in which they are employable and desirable. Musicians have specific needs which require specifically tailored solutions. In my view, this is where the Young Musicians Training Programme comes into play, with the musicians' needs at the core.

What makes the Adecco Group Foundation's Young Musicians Training Programme special?

Oliver: I don't think there is anything out there on the market currently which is similar to the Young Musicians Training Programme. There is a strong demand for career guidance for young musicians, after their graduation. Musicians are highly skilled professionals with diversified and substantial intellectual and artistic expertise. But most of them are not aware of the magnitude of the sphere of professional activities that they can embark on. Career guidance for graduate musicians is a market niche and an important undertaking.