

Applying to the Performing Arts Internships Program

**METCALF
FOUNDATION**

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Metcalf Foundation Program Staff



Michael Jones
Program Director, Performing Arts



Heather Dunford
Grants Manager

Agenda

- ▶ Four Primary Questions...
 - What does Metcalf really want to do?
 - What pitfalls should I avoid?
 - How can my video be more successful?
 - How can my application stand out?
- ▶ Resources
- ▶ Q&A

What does Metcalf want to do?



What does Metcalf want to do?

“It takes a myriad of highly trained people – artists, producers, administrators, craftspeople, technicians, and facility staff – to make a professional performance possible. The people in performing arts organizations, whether onstage or off, are its most crucial resource.”

What does Metcalf want to do?

- ▶ want to support people working in this sector throughout their careers
- ▶ looking to invest in people who could make a difference to this sector
- ▶ while the applicant must be a charitable company, this program focuses on needs of the intern

What does Metcalf want to do?

So...

- ▶ How do we know who to support?
- ▶ How do we know what internship experience will make a tangible difference?
- ▶ How do we try to make a wise investment?

What pitfalls should I avoid?



What pitfalls should I avoid?

- ▶ not eligible
 - not really based in Ontario...
 - not really a performing arts company...

What pitfalls should I avoid?

- ▶ sections of application missing
 - analysis of intern's existing and desired skill sets in relation to their career goals
 - brief bios of intern, mentor(s)
 - two budgets

What pitfalls should I avoid?

- ▶ job disguised as internship
 - greater benefit to company than to intern
 - in repeat applications – different career goals, same tasks for intern
 - “filling a gap” at the company
 - mentors don’t have ability to train in that area
 - already worked there / working there currently
 - remember, this is about the needs of the intern, not the needs of the company – watch out for “in addition” or “also”

What pitfalls should I avoid?

- ▶ work plan not complete
- ▶ work plan not reflect goals of intern – should relate back to analysis of existing and desired skill set

What pitfalls should I avoid?

- ▶ “one-sided” evaluation

What pitfalls should I avoid?

- ▶ remember, spelling and grammar count

What pitfalls should I avoid?

- ▶ other areas of concern – but not a dealbreaker...
 - intern still a student / returning to school
 - requests for multiple internships

How can my video be successful?



How can my video be successful?

- ▶ answer the question
- ▶ watch the time limit
- ▶ show the relationship – let's meet the people
- ▶ it's not about the effort, but show the effort (and some energy)
- ▶ you're the star!

How can we stand out?

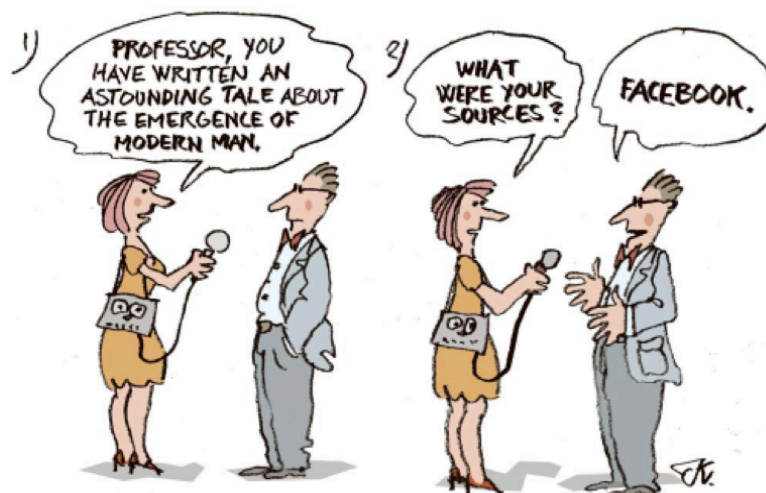


"So how much for it without all the bells
and whistles?"

How can we stand out?

- ▶ reason to believe this individual will contribute to the sector
- ▶ this is about the people – how well can we hear their voices?
- ▶ strong curriculum in work plan, directly related to intern's goals
- ▶ opportunities for external professional development, directly related to intern's goals
- ▶ organizational contribution to internship

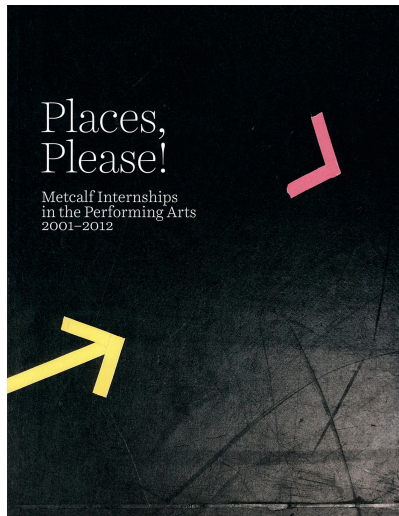
It's not supposed to be difficult.



Sorry...



Resources



Resources

- ▶ Metcalf Renewal Program
 - “...makes significant opportunities for professional renewal available to talented individuals with a record of achievement. ...could include residencies, attendance at retreats, participation in conferences or workshops, periods of specialized training or study...”
 - metcalffoundation.com/what-we-fund/renewal-program
- ▶ Metcalf program staff

Q & A

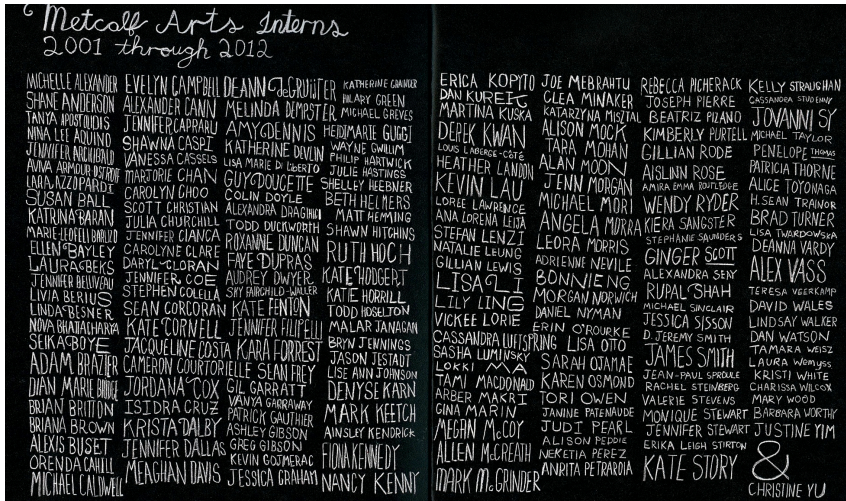


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Q & A



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Upcoming Application Deadlines

Performing Arts Internships
November 2, 2015

Metcalf Renewal Program
November 16, 2015

(Application deadlines change annually. Please check Metcalf website for current deadlines.)

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Thank you for participating in today's webinar.

Michael Jones, Program Director, Performing Arts

416-926-0366 x 225

mjones@metcalffoundation.com

Heather Dunford, Grants Manager

416-926-0366 x 233

hdunford@metcalffoundation.com

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