

# FAQS – GROWING CREATIVE CAREERS: WINDSOR & REGION

## *What is Growing Creative Careers: Windsor & Region?*

WorkInCulture's Growing Creative Careers: Windsor & Region, developed and delivered in partnership with [Windsor Essex Small Business Centre](#) and [Arts Council Windsor & Region](#), offers professional development training that will benefit the businesses and careers of artists, creatives, and cultural workers living in the Windsor-Essex area. The program will be delivered 4 times to four different cohorts over the course of 2021 - 2023.

The program was originally designed to be a blended learning experience with both in-person and online learning activities. However, due to the current status of the COVID-19 pandemic, learning activities will be offered virtually until it is safe to return to in-person.

Each cohort will have a slightly different focus on programming and activities and will be limited to 20 participants per cohort.

**Cohort 1** will focus on emerging and early-career artists, creatives, and cultural workers.

## *Who is eligible to apply?*

The program is open to individual artists, creatives and cultural workers working in any discipline and/or in support of an organization with an arts and culture focus. Participants must also be based in the [Windsor-Essex County Area](#).

**Additionally, for Cohort 1, participants must self-identify as within the emerging or early-career stage.**

Being an early-career and emerging artist, creative, or cultural worker does not necessarily have anything to do with age. In the context of the training for Cohort 1, we are looking for participants who self-identify as early career or emerging due to factors such as years of work experience or professional practice, returning to work after an interruption or break, exploring a new career opportunity, etc.

### **Eligibility Criteria (all must apply):**

- You live in the Windsor-Essex County Area
- You are an artist, creative, or cultural worker and/or individual supporting an arts/culture organization
- You are beginning your career/ are an emerging professional in the Arts & Culture sector
- Your work is in any artistic/creative discipline
- Age is not a factor

## *Can I apply to participate in more than one cohort?*

Yes! Participants are welcome to apply to more than one cohort if they meet the eligibility requirements.

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Each cohort will have a slightly different focus on programming and activities and will be limited to 20 participants per cohort.

## ***What can I expect as a participant in this program?***

Cohort 1:

Early-career and emerging artists and creatives will create a personal toolkit to prepare them for identifying and pursuing opportunities in their field. Through workshops, co-working sessions, peer- centered sharing, presentations and activities, participants will gain competency and confidence in establishing themselves in the creative community. These activities will focus on articulating practices, preparing professional CVs, presenting work, creating an online presence, and introducing production and distribution structures and marketing basics.

Participants will connect with community leaders and learn about resources available to support their goals. Emphasis in this program is on supporting creatives in the development of personalized resources that can be used for applications, planning, and project development in a collaborative community environment. Participants are encouraged to connect with and learn from each other's experiences as they navigate the early stages of professional development.

## ***How will the training be delivered?***

For Cohort 1, the training sessions and any peer mentoring/networking activities will be offered exclusively online, through Zoom. Additional resources will be made available through WorkInCulture's eLearning website through a registered user-only access point. Other training and resources may be offered by the program partners through their own venues or online platforms.

## ***What does it cost to participate?***

There is no fee to apply or participate in the program.

However, participants will be required to cover costs associated with attending and accessing the training including utilizing one's own computer or laptop equipment and having access to reliable wi-fi connection, etc.

## ***What kind of learning accommodation can you offer?***

WorkInCulture is dedicated to providing an accessible training opportunity. Please let us know of any learning accommodations we can provide by contacting Stephanie Draker, Program Manager at [stephanie@workinculture.ca](mailto:stephanie@workinculture.ca) and we will do our best to meet your needs.

Closed captioning will be provided during all sessions delivered over Zoom. Online resources available through WorkInCulture's eLearning website will remain available to participants for a period of 1 year past the cohort delivery time period.

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## What is the time commitment?

Participants will be required to attend a minimum number of training sessions and complete a capstone presentation in order to qualify for a completion certificate. Participants will also be expected to spend an additional 2-3 hours per week reviewing additional resources and completing home assignments.

## COHORT 1 – EMERGING AND EARLY CAREER PROGRAM

Date	Time	Training
<b>April 26, 2021</b>	6:00pm-8:30pm	INTENSIVE -Program Info -Intro to e-learning platform -Participant intros - Partner Presentations
<b>April 29, 2021</b>	6:00pm-8:30pm	INTENSIVE Participants Presentations
<b>May 3, 2021</b>	6:00pm-8:30pm	INTENSIVE Panel: Structures and Pathways
<b>May 17, 2021</b>	6:00pm – 7:15pm	Getting Started: -CV Writing -Statement of Purpose/Business Plan/ Artist Statement
<b>May 20, 2021</b>	6:00pm – 7:15pm	Online Presence: Platforms and Documentation - Marketing - E-Commerce
<b>May 31, 2021</b>	6:00pm – 7:15pm	Grants - Arts, Culture + Heritage Fund Presentation
<b>June 3, 2021</b>	6:00pm – 7:15pm	Planning a pathway: -Goal Setting -Measuring Progress
<b>June 14, 2021</b>	6:00pm – 7:15pm	Financial Matters - Windsor Essex Small Business Presentation
<b>June 17, 2021</b>	6:00pm – 7:15pm	Regional Supports - Arts Council Windsor & Region Presentation
<b>June 28, 2021</b>	6:00pm – 8:30pm	CAPSTONE Presentations
<b>June 30, 2021</b>	6:00pm – 8:30pm	CAPSTONE Presentations Certificates

Additional Notes:

Units may change or be refined according to participant needs – will be evaluated following presentations.

## What are the benefits of participating?

Cohort 1:

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Participants who are early-career and emerging artists and creatives will create a personal toolkit to become prepared with identifying and pursuing opportunities in their field. Participants will connect with community leaders and learn about resources available to support their goals.

Learning outcomes will be unique to each individual, but are intended to include:

- Fundamental entrepreneurial and business planning skills
- Management and leadership skills
- Professional communication skills
- Decision-making skills
- Increased confidence
- Building of networks and contacts
- Awareness of upcoming career development opportunities in the Windsor-Essex area
- Individual consultation with the program facilitator

Participants that complete a minimum of 80% of the training activities and present their final capstone project will receive an official completion certificate.

Additionally, participants who complete the program may be invited to participate in additional program promotional campaigns (e.g. social media posts, podcasts, etc.) to capture their experience in the program and promote themselves and their work. These campaigns will be shared with WorkInCulture's 11,000+ social media followers as well as across partner channels.

## *What is a Capstone Project?*

A capstone serves to consolidate the learning experiences for workshop participants. For this program, the capstone project will integrate elements of the personalized toolkit participants created throughout the workshop sessions. Participants' capstones may take the form of a business case/plan, exhibition/curation strategy, and/or presentation depending on the personal learning goals of the participant.

## *How do I apply?*

Complete an online application form by **April 14, 2021** to be considered for Cohort 1. [CLICK HERE](#) to access the form.

## *When will applicants be notified?*

Successful applicants will be notified the week of April 19, 2021.

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## ***What happens if I am selected?***

WorkInCulture staff will contact you by email to confirm your participation. You will receive a package comprised of meeting dates and Zoom links and any other preparatory materials to review in advance. Additionally, you will receive an invite through WorkInCulture's eLearning website to register your user account to access any online eLearning content.

## ***Is there travel required?***

At this time, due to COVID, all instruction will be completed virtually. Future cohorts will be delivered as a blended program with both in-person and online learning activities.

## ***What happens if I am not selected?***

We would encourage you to apply for future cohorts. We will also endeavor to connect to you other learning opportunities or resources that might be applicable.

**You can find these FAQs and other project documents at:**

<https://www.workinculture.ca/windsor>

If you have any additional questions please be in touch with Stephanie Draker, Program Manager at [stephanie@workinculture.ca](mailto:stephanie@workinculture.ca)