Talent MATCH

A Simplified Recruitment Guide for the Fine & Performing Arts

The following lists post-secondary institutions with programs focused on the fine and performing arts that include a work-integrated learning (WIL) component. This may include co-ops, practicums, or projects. This document is meant to simplify student recruitment by showcasing which schools have programs that fit your needs.

Work terms are semester based and are indicated by the following symbols:
🍁 Fall (Sept.-Dec), ❄ Winter(Jan.-April), or ☀ Summer (May-Aug).

The best time to connect in order to recruit a student is two months before the start of the semester, even for shorter placements.

For more information on programs and what students learn, visit the schools' websites.

To recruit from multiple schools at once, use ACE-WIL's Post an Opportunity portal at: *acewilbc.ca/post-an-opportunity.*

Arts Administration mixed with Creative Work:

Note that students from liberal arts (ie English, Humanities, etc) are often suited for, and interested in arts administration, however those programs are not listed here.

Institution & Program	Timing	Duration	Compensation
Capilano University: Advanced Arts & Entertainment Management Certificate	🍁 ❄	364 Hours	paid or unpaid
Capilano University: Advanced Arts & Entertainment Management Diploma	❄ ☀	489 Hours	paid or unpaid
Emily Carr University of Art & Design: Social Practice & Community Engagement (SPACE), Critical & Cultural Practice, Communication Design, Curatorial Practices, and others	🍁 ❄ ☀	96 to 288+ hours	paid
Simon Fraser University: School of Contemporary Arts (Dance, Film, Music, Theatre, Visual Art, and/or Art, Performance & Cinema Studies)	🍁 ❄ ☀	80 or 120 hours	unpaid

Institution & Program	Timing	Duration	Compensation
University of British Columbia: Fine Arts (Creative Writing, Film, Theatre, and Visual Art) or Media Studies	🍁 ❄️ ☀️	420+ hours	paid
University of British Columbia Okanagan: Fine Arts (Visual Arts and Theatre)	🍁 ❄️ ☀️	420+ hours	paid
University of the Fraser Valley: Fine Arts (Art History, Creative Writing, Film, Media Arts, Theatre, and Visual Arts)	🍁 ❄️ ☀️	420+ hours	paid
University of the Fraser Valley: Fine Arts Practicums (Art History, Creative Writing, Film, Media Arts, Theatre, and Visual Arts)	🍁 ❄️ ☀️	90 or 280 hours	unpaid
University of Victoria: Fine Arts (Art History and Visual Studies, Music, Theatre, Visual Arts, and/or Writing)	🍁 ❄️ ☀️	420+ hours	paid

Fashion and Costuming

Institution & Program	Timing	Duration	Compensation
Kwantlen Polytechnic University: Fashion Design & Technology	❄️ ☀️	120 hours	paid, unpaid, or stipend
Vancouver Community College: Fashion Design	☀️	120 hours	paid, unpaid, or stipend

Theatre

Institution & Program	Timing	Duration	Compensation
Capilano University: Technical Theatre	🍁 ☀️	200-300 hours	paid
Douglas College: Stagecraft & Event Technology	🍁 ❄️ ☀️	60 hours	paid, unpaid, or stipend
Langara College: Theatre Arts at Studio 58	🍁 ❄️	projects	stipend

Film and Animation

Institution & Program	Timing	Duration	Compensation
Capilano University: Motion Picture Arts Practicum	❄️ (winter)	72 hours	paid or unpaid
Emily Carr University of Art and Design: Film and Screen Arts	🍁❄️☀️ (fall, winter, summer)	96 to 288+ hours	paid
Okanagan College: Animation	☀️ (summer)	420+ hours	paid
Selkirk College: Digital Arts	☀️ (summer)	420+ hours	paid
University of British Columbia: Film Practicum	🍁❄️☀️ (fall, winter, summer)	150 hours	unpaid

Publishing and Creative Writing

(This section does not include graphic design specific programs.)

Institution & Program	Timing	Duration	Compensation
Selkirk College: Creative Writing	❄️ (winter)	projects	unpaid
Simon Fraser University: Master of Publishing	☀️ (summer)	450 hours	paid
Vancouver Island University: Creative Writing & Journalism	❄️☀️ (winter, summer)	60 hours	paid, unpaid, or stipend

Visual Arts and Photography

Institution & Program	Timing	Duration	Compensation
Emily Carr University of Art and Design: Curatorial Practices, Visual Arts, and Photography (Focus within Visual Arts)	🍁❄️☀️ (fall, winter, summer)	96 to 288+ hours	paid
Langara College: Professional Photography and/or Entrepreneurship Class	❄️ (winter)	projects or 8 to 64 hours	stipend, potential unpaid for non-profits

To recruit from multiple schools at once, use ACE-WIL's Post an Opportunity portal at:
acewilbc.ca/post-an-opportunity.

Talent MATCH

Information for Employers
And How to Access Support

Talent MATCH is brought to you by:

BC ALLIANCE FOR ARTS + CULTURE — BC MUSEUMS ASSOCIATION — go2HR The resource for people in Tourism — ACE WIL Association for Co-operative Education and Work-Integrated Learning BC/Yukon

Supporting Museums, Arts, Tourism, Culture, and Hospitality Organizations

Thinking about hiring a student? Students can bring fresh skills to your organization, increase capacity, and help your business recover! But if maneuvering the post-secondary system is daunting… good news! **Talent MATCH is a free program** that supports all museums, arts, tourism, culture, and hospitality (MATCH) organizations across BC.

Talent MATCH can:

- **identify funding sources;**
- **connect you with post-secondary programs; and,**
- **help you recruit and onboard students.**

Free One-on-One Support

Contact Project Manager Debby Reis at *TalentMATCH@acewilbc.ca* to set up a free advising session.

Resources & Webinars

Talent MATCH equips you with downloadable documents on funding sources, recruitment and interview tips, and Simplified Recruitment Guides that list schools with programs relevant to your industry. Plus, Talent MATCH produces free webinars featuring HR professionals, funding program officers, and more. Visit *acewilbc.ca/talent-match* for invitations and recordings.

Steps to Hiring a Student

1. **Consider your organizational needs** and what the student will work on. Will this be a valuable learning experience for them? Is this position a co-op or other type of work-integrated learning? Co-ops are the most common and are generally 4-months long with full-time hours, but shorter or longer term projects are possible.
2. **Apply for funding** if needed. Note that deadlines for wage subsidy programs range from weeks before the position starts, to a year in advance.
3. **Build your Job Posting:** Use our tips and template to create your most important recruitment tool.
4. **Select schools to recruit from.** Use the map on the ACE-WIL website to see schools near you, review programs with work-integrated learning options, and consult Talent MATCH Recruitment Guides to make a list of schools to recruit from.
5. **Use the Post an Opportunity Portal:** This tool on ACE-WIL's website will help you recruit from schools across BC in one step. Find it at *acewilbc.ca/post-an-opportunity*
6. **Review applications** and connect with schools to set up interviews.
7. **Interview applicants:** Use our tips and sample interview questions to guide you. Follow up with reference checks to help you make a decision.
8. **Make a job offer!** Follow up with the student's school in case they require any paperwork from you.
9. **Prepare to bring your student on board.** Talent MATCH can help you determine the steps required for a smooth onboarding process.
10. **Reach out to Talent MATCH** at any point during the process for support. Email *TalentMATCH@acewilbc.ca*.

Visit *acewilbc.ca/talent-match* to learn more.

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