CAREER ZONE:
ARTS AND ENTERTAINMENT

Helping High School Students Prepare for a Career in the Arts and Entertainment Sector
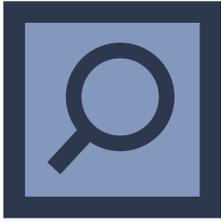
BRITISH COLUMBIA | Ministry of Education

CONTENTS

THIS GUIDE

This guide provides general background on the British Columbian arts and entertainment sector, followed by more specific information on the three primary arts and entertainment sub-sectors.

It also includes sample bundles of high school and post-secondary courses and training that illustrate how high schools, post-secondary institutions, and industry partners and employers may work together to develop pathways individual students can follow to qualify for a career in the arts and entertainment sector.

This guide is an *introduction* only to the job and career possibilities within this sector. More detailed information is available from a variety of general and sector-specific sources mentioned throughout this guide.

WHAT IS A CAREER ZONE?

A Career Zone is a group of courses, certifications and work opportunities that BC high schools can develop to help Grade 11 and 12 students get ready to pursue a career in a particular industry while meeting provincial graduation requirements.

By working within a Career Zone in high school, students have the opportunity to:

- select the courses that match their specific skills, interests and career goals
- complete the pre-requisites of the post-secondary certificate, diploma or degree program of their choice
- take dual credit courses for a career head start and gain valuable post-secondary experience
- obtain industry-recognized career-preparation certifications
- acquire work experience relevant to their career goals

WHAT'S INCLUDED IN A CAREER ZONE?

A Career Zone includes a broad range of core courses and career-specific electives, industry-recognized certifications and work experience intended to prepare students for the careers they want while they are still in high school.

Individual BC School Districts are encouraged to develop their own Career Zones based on local labour market needs, student interests, industry and post-secondary partnerships, and local work experience opportunities.

Career Zones should include:

- mathematics, language arts and science courses at the Grade 11 or Grade 12 level
- an applied skills elective at the Grade 11 or Grade 12 level
- where available, a variety of transition opportunities, including:
  - » dual credit courses
  - » Board/Authority Authorized (BAA) courses
  - » Independent Directed Studies
  - » Advanced Placement courses
  - » Work Experience 12A and 12B, as well as other workplace training opportunities, including co-op placements and summer internships
- industry-recognized career-preparation certifications, such as CPR, First Aid or Workplace Hazardous Materials Information System (WHMIS)

IS THERE ONLY ONE ROUTE WITHIN A CAREER ZONE?

Depending on their specific career goals, graduating students have a choice of four basic routes:

- apprenticeship route
- certificate or diploma route
- degree route
- direct-to-work route

INDUSTRY TRAINING AUTHORITY PROGRAMS

Youth Train in trades (TRN) allows high school students to take first level (classroom) technical training in a trade and receive credit for both high school and the apprenticeship. Technical training classes are most often taught at post-secondary institutions but can also be offered at school district facilities.

Youth Work in trades (WRK) lets students begin the work-based training component of an apprenticeship program while still in high school. Students "earn while they learn," earning credits toward both their high school diploma and apprenticeship on-the-job training. WRK students complete up to 480 hours of work experience that counts toward their apprenticeship.

Apprenticeship Route

This route helps prepare students to apprentice in a trade as soon as they graduate.

An apprenticeship is a combination of:

- work-based training:
  - » 20% in school
  - » 80% on a work site, with an employer sponsor
- classroom learning at a college, institute, university or private trades training institution

All apprenticeship training is delivered by skilled, certified trades people with experience in the field.

In BC, successful apprenticeship training leads to a Certificate of Qualification (CoQ) awarded by the **INDUSTRY TRAINING AUTHORITY**, which is recognized across the province. About 50 trades also offer the Interprovincial (IP) Red Seal certificate, which is recognized across Canada.

Certificate or Diploma Route

The certificate or diploma route helps prepare students who have decided to pursue a career that requires fairly extensive additional training after high school graduation. This training requires a minimum of 13 weeks and usually one to two years, depending on the structure of the program and the institution.

Many certificate or diploma programs in BC allow students to move into an advanced-level degree program in the same subject area.

Degree Route

The degree route helps prepare students for a career that requires a four or five year degree from a post-secondary institution.

Some degree programs begin in one institution and are completed at another.

Direct-to-Work Route

Graduates who have the right preparation in high school have many direct-to-work job opportunities the arts and entertainment sector. These jobs require only on-the-job training and the appropriate industry-recognized career-preparation certifications. Students may be able to acquire these certifications while still in school or within a very short time after graduation.

Some jobs may require additional certificates that take a little longer to complete.

The direct-to-work route includes an option to enter the workforce immediately upon graduation or after a short certificate program taking 12 weeks or less.

IS IT POSSIBLE TO CHANGE A ROUTE?

It is always possible to change a route.

A Career Zone provides students with a solid foundation of core courses, electives, career-preparation certificates and work experience relevant to a particular industry—in this case, the arts and entertainment sector—that can be adapted to different routes as required.

NOT ALL INDUSTRY JOBS ARE IN THE FIELD

In addition to skilled and experienced people who work in the field or on the front lines, every industry needs people who work in the office, in such areas as IT, accounting, health and safety, human resources, investor or customer relations, communications, etc. While general certificates and degrees are available in these fields, it can help to have relevant courses, certifications and work experience within the industry sector.

Every industry also needs leaders: business managers, supervisors, executives. Many people occupying leadership roles start by first gaining relevant work experience then adding further on-the-job training, additional certifications or advanced degrees.

For example, a student may start on the apprenticeship route, then realize, as he or she learns and experiences more, that the post-secondary certificate or degree route would be better. The student can then add the additional courses, career-preparation certificates or work experience needed for that route.

A Career Zone helps enable students to make changes later, when they are already in a training program or the workforce. With the broad based, career-focused foundation they receive in high school, they will find it easier to upgrade their qualifications later.

Students and their parents should be open to the possibility that an inspiring course or a stimulating work experience may lead them to change their original career path.

USEFUL CAREER PLANNING RESOURCES

- **WORKBC** provides profiles of more than 500 different occupations, with details on job duties, education and training required, employment outlook and average salaries or wages. The site also offers a comprehensive database of BC job postings and a blog featuring trends, job-search tips and employment programs.

- **EDUCATION PLANNER BC** allows users to compare BC post-secondary programs.

- **TRADES TRAINING BC** helps students and employers find trades programs offered at 14 post-secondary institutions throughout BC.

- **ITABC** works with employers, employees, industry, labour, training providers and government to issue credentials, manage apprenticeships, set program standards and increase opportunities in the trades.

- **DISCOVERSKILLSBC** includes information about apprenticeships and careers in technology and resources to help students discover which trades are a good match for them.

CAREER ZONE MAP

Like a transit map, the chart on the next page shows four possible routes from high school to a range of the most in-demand careers in the arts and entertainment industry.

Career Zone Map: **Arts and Entertainment**

This map shows the various routes high school students can take to achieve high-demand jobs in the arts and entertainment sector.

Routes start from the centre, with core high school courses, followed by options that help prepare students for the next stops along the route of their choice.

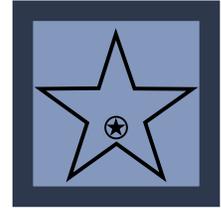At any point, students may decide to switch their direction of travel and try a different route.

Bold indicates a high-demand job *(BC 2025 Labour Market Outlook)*

Apprenticeship (red route, top)

- **Carpenter**
- **Electrician**
- **Hairstylist**
- Painter and Decorator
- **Parts and Warehousing Person**
- Welder

Spokes toward centre:
- Youth TRAIN in Trades
- Youth WORK in Trades
- Live Performance Electrical Cert.*
- Drafting 11/12
- Metalwork 11/12
- Textiles 11/12
- Theatre Production 11/12

START
Core Grade 11–12 courses

GRADUATION

Certificate or Diploma (olive route, right, upper)

- **Tour Manager**
- Talent Agent
- **Set Designer**
- **Recording Engineer**
- **Concert Rigger**
- **Computer Programmer**
- **Comics Creator/ Graphic Novelist**
- **Accountant (Film)**

Spokes toward centre:
- Theatre Production 11/12
- Woodwork 11/12
- Drafting 11/12
- Motion Picture Industry Orientation*
- WHMIS

Certificate or Diploma (orange route, right, lower)

- **Software Engineer**
- **Senior Manager**
- Musician
- **Editor (Film)**
- Director (Film, Stage)
- Conductor
- **Cinematographer**
- **Animator**

Degree (orange route, bottom)

Spokes toward centre:
- Computer Program 11/12
- Instrumental Music 11/12
- Film and TV 11/12
- English 12
- Motion Picture Industry Orientation*
- WHMIS

Direct-to-Work (purple route, left)

- Actor
- **Box Office Clerk**
- Film Production Assistant
- Illustrator
- Location Scout
- Makeup Artist
- Production Designer
- **Scene Painter**
- **Social Media Writer**

Spokes toward centre:
- Traffic Control*
- Aerial Platform*
- FOODSAFE
- Directing and Scriptwriting 11/12
- Photography 11/12
- Dance Conditioning 11/12

Legend
* Courses offered through Actsafe

ARTS AND ENTERTAINMENT CAREERS

For this guide, we are defining the arts and entertainment sector as including:

- dance, theatre, opera, music, circus, and other live presentations, including events and festivals

- film, television, music, and other recorded presentations

- writing, editing and publishing—plays, poetry, fiction, non-fiction, blogs, social media posts, websites, etc.

- interactive and digital media (also called new media) production, including video games, visual effects, virtual reality, digital animation, etc.

- visual arts, such as painting and sculpture

- archives, museums, art galleries, and other cultural or arts institutions

Plus, everyone who participates in these activities, including:

- those who "do" them, such as singers, writers, animators, or actors, and

- those who work behind the scenes, such as producers, set builders, curators, or administrators

BC Arts and Entertainment Facts and Figures

In BC today, film and television production is the largest single arts and entertainment employer. However, new media is growing rapidly, as is music presentation (clubs, concerts, festivals). Performing arts, particularly in the larger centres, continue to hold strong.

More than 80,000 British Columbians work in the creative sector

B.C.'s film and television industry spends about $2 billion each year and supports about 25,000 direct and indirect jobs

CULTURAL GDP $6.7B — 2010 2014 — $1B increase since 2010
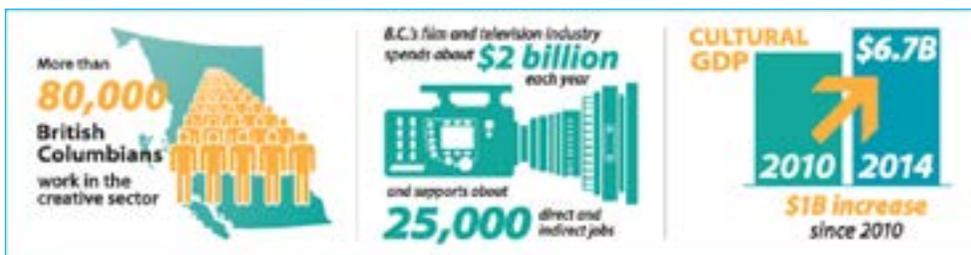
(Source: Ministry of Community, Sport and Cultural Development)

The BC Ministry of Community, Sport and Cultural Development reports that:

- BC benefited from 81,385 culture jobs in 2014, representing 3.5% of total jobs in this province.

- With 24,800 artists, BC has more artists per capita than any other province.

- The United Nations has identified the creative economy as one of the world's fastest- growing sectors for income generation, job creation, and export earnings.

- In 2016, the Province of BC provided a $15-million grant for the creation of a BC Music Fund to help support various activities in BC's music industry.

- Approximately 88,000 volunteers and 126,000 donors support arts and culture in BC.

- In 2014, BC's culture gross domestic product (GDP) was about $6.7 billion, $1 billion more than in 2010.

- British Columbians are more likely than other Canadians to support the arts with just over 13% of Canada's population, British Columbia accounted for nearly 16% of total attendance at performances in Canada during 2012.

- The number of artists in BC grew by 74% between 1989 and 2013.

In addition, CreativeBC reports that BC's creative industry is currently recognized for:

- having the highest number of interactive gaming companies in Canada

- being one of the leading motion picture production centres in North America

- producing a large number of successful and internationally renowned musicians

- being the second largest English language book and magazine publishing sector in Canada outside of Ontario

MORE JOB POSSIBILITIES

However, while existing arts and entertainment statistics like these show that the arts and entertainment sector is strong in BC, they do not tell the whole story—because there are, in fact, more possibilities for work than can be captured in traditional formats.

For example, many jobs in this sector cannot be easily defined or located through the usual resources, such as WorkBC career profiles, especially in the growing and rapidly changing film, television, and digital media/video game areas. These areas often require up-to-date programming and software skills, which are generally grouped under other industries, such as information technology.

The arts and entertainment sector requires many skilled crafts and tradespeople, too, such as carpenters and electricians, jobs which are generally considered part of the construction sector. In addition, there are many roles for creative people in helping non-arts and entertainment companies create the content they need for social media engagement and marketing.

Students of Arts Club Theatre Company's 2nd year. Photo: Mark Halliday
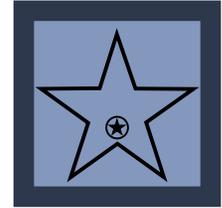
RECOMMENDED CORE COURSES AND ELECTIVES FOR CAREERS IN THE ARTS AND ENTERTAINMENT SECTOR

It is vital that students investigate the core courses and electives that will help them take the most direct route to the career they want in the arts and entertainment sector.

Core Courses

All BC high school students are required to take core courses in language arts, mathematics, and science for graduation. But, in each core subject area, there are options that make it easier to go directly to work or to enter the post-secondary training program of their choice.

> **GRADUATION PLANNING RESOURCES:**
>
> Graduation Planner
> Graduation Requirements

For example, students are required to complete a Language Arts 12 course to graduate, but they do not have to take a Mathematics 12 course. This means they need to pick their Mathematics 11 course (or courses) carefully to fulfill the pre-requisites of any post-secondary training they want to pursue. For instance, an apprenticeship might require Workplace Mathematics 11 or Foundations of Mathematics 11. Some post-secondary programs might require Pre-Calculus 11, while others also ask for Pre-Calculus 12.

Electives

Choosing the right electives is as important as choosing the core courses. For example, students wanting to apprentice as electricians need Physics 11.

All students, including those who intend to go direct-to-work without any additional training, will benefit significantly from gaining skills and work experience directly applicable to jobs in the arts and entertainment sector.

> ### DUAL CREDIT OPTIONS
>
> Dual credit courses (counted as elective credits) give BC high school students the opportunity to earn both high school and post-secondary credits at the same time.
>
> Several BC school districts, in collaboration with a local post-secondary institute, offer dual credit options that might be of benefit to students interested in the arts and entertainment sector. Check with your school district.

In addition, there are a number of courses available as electives that would be valuable for students interested in arts and entertainment careers—for example:

- For students interested in the theatre or film/TV (either performing or behind-the-scenes):
  - » Drama 11/12
  - » Directing and Scriptwriting 11/12
  - » Film and Television 11/12
  - » Media Arts 11/12
  - » Theatre Company 11/12
  - » Theatre Production 11/12
  - » Woodwork 11/12

- For students interested in dance/choreography and/or musical theatre:
  - » Dance Choreography 11/12
  - » Dance Company 11/12
  - » Dance Conditioning 11/12
  - » Dance Foundations 11/12
  - » Dance Technique and Performance 11/12
  - » Musical Theatre 11/12

- For students interested in music:
  - » Choral Music 11/12
  - » Composition and Production 11/12
  - » Contemporary Music 11/12
  - » Instrumental Music 11/12

- For students interested in visual arts:
  - » Art Studio 11/12
  - » Sculpture 11/12
  - » Drawing and Painting 11/12
  - » Photography 11/12
  - » Graphic Arts 11/12
  - » Metalwork 11/12
  - » Art Metal and Jewellery 12
  - » Textiles 11/12
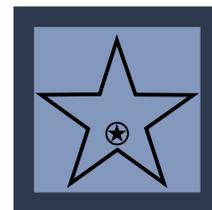
- For students interested in the technology/programming side of the arts and entertainment industry:
  - » Computer Information Systems 11/12
  - » Computer Programming 11/12
  - » Digital Media Development 12
  - » Drafting 11/12
  - » Electronics 11/ 12
  - » Robotics 11/12
  - » Mechatronics 11/12
- For students interested in the business side of the arts and entertainment industry:
  - » Accounting 11/12
  - » E-Commerce 12
  - » Entrepreneurship 11
  - » Marketing and Promotion 11
- All students should also consider:
  - » relevant dual credit courses, where available
  - » relevant locally developed Board/Authority Authorized (BAA) courses, such as Civil Engineering Concepts, where available
  - » Work Experience 12A and 12B
- Students interested in an apprenticeship should consider:
  - » Youth Explore Trade Skills/ Youth Explore Trade Sampler
  - » Youth Train in Trades (TRN)
  - » Youth Work in Trades (WRK)

WORK EXPERIENCE 12A AND 12B

In Work Experience 12A and 12B, each 100 to 120 hours long, the community is the classroom. Work site placements help prepare students for the transition from high school to the world of work by providing opportunities to gain valuable workplace knowledge, determine (or change) career goals, and develop job skills.

To find out more, see the PROGRAM GUIDE FOR MINISTRY AUTHORIZED WORK EXPERIENCE COURSES.

RECOMMENDED CAREER-PREPARATION CERTIFICATES FOR CAREERS IN THE ARTS AND ENTERTAINMENT SECTOR

Most arts and entertainment sector companies require applicants to have at least a high school diploma, and some would like a driver's licence, too. Acquiring relevant career-specific certificates can also ensure students have a better chance of employment, or perhaps a higher level of employment, directly out of high school, college, or university.

Certifications can take anywhere from a couple of hours to several weeks to complete. Useful certifications—especially for students thinking of an apprenticeship or behind-the-scenes work in the performing arts—include:

- CPR

- Fall Protection

- FOODSAFE

- Forklift Training

- Occupational First Aid Levels 1, 2, and 3

- Traffic Control Training

- Workplace Hazardous Materials Information System (WHMIS)

- Courses offered through Actsafe, such as:

  - » Aerial Platform Training
  - » Counterbalanced Forklift Training
  - » Live Performance Electrical Certificate
  - » Motion Picture Industry Orientation
  - » Motion Picture Safety Awareness
  - » Performing Arts Safety Awareness
  - » Traffic Control Person

Please note:

Some certifications are time-limited. For example, a CPR certificate is valid for three years only, then the person must re-certify. It is a good idea for high school students to complete or renew their certifications close to graduation.
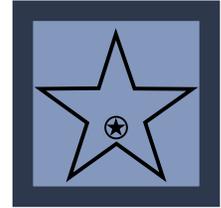
ARTS AND ENTERTAINMENT SUB-SECTORS

The arts and entertainment sector is different from most other industry sectors, such as mining, energy, or health care.

While there is a high number of steady jobs in this sector—arts administration, for example, or video game development—a large proportion of arts and entertainment jobs are entrepreneurial in nature. Many jobs are either freelance or short-term contract positions, and many people move frequently from job to job or project to project. Some people, particularly in the performing arts and film and television production, which are heavily influenced by any fluctuations in the economy, may end up working only part of a year.

In addition, many in this sector have to continually search for work: performers must audition repeatedly, while writers, directors, and producers must keep pitching ideas to funders or publishers. It may also take a long time in less interesting jobs to learn the skills and gain the experience needed to work consistently or move on to more exciting work, and workers must often be prepared to travel–-to go on a cross-Canada tour, shoot a movie overseas, etc.

Long-term success depends on strong commitment and work ethic and the willingness to endure uncertainty, as well as skill and talent.

For more about arts and entertainment careers, visit:

- Creative BC
- EducationPlannerBC
- WorkBC

Jesse Martin with a student in Arts Club Theatre Company's Musical Theatre Intensive Program. Photo: Mark Halliday

For the purposes of this guide, we have divided the arts and entertainment sector into three sub-sectors:

- **Creators**
    - » the jobs involved in the original creation of an art or entertainment form, including theatre, dance, music, television, film, games, animation, writing, painting, and other forms of fine arts

- **Producers**
    - » the jobs involved in helping the creators bring their work to stage, screen, print, or other form

- **Supporters**
    - » the jobs involved in supporting both creators and producers through such activities as management, marketing, event planning, art/culture curation, education, and publishing

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Arts and entertainment associations, guilds, and unions

Unions and associations representing workers in the BC/Canadian arts and entertainment sector (and a good source of sector information) include:

- Associated Designers of Canada
- Association of Book Publishers of BC
- Canadian Alliance of Dance Artists/West Chapter
- Canadian Federation of Musicians
- Canadian Institute for Theatre Technology
- Directors Guild of Canada, BC District Council
- International Alliance of Theatrical Stage Employees (IATSE) Local 118, Local 168, Local 891
- International Alliance of Theatrical Stage Employees (IATSE) Local 669 (International Cinematographers Guild)
- International Game Developers Association
- Literary Managers and Dramaturgs of America
- Motion Picture Production Industry Association
- Music BC Industry Association
- Playwrights Guild of Canada
- Professional Association of Canadian Theatres
- Union of BC Performers/ACTRA
- Society of Graphic Designers of Canada
- Teamsters Union Local 155

ARTS AND ENTERTAINMENT SUB-SECTOR PROFILE #1: CREATORS

Perhaps more than in any other sector, it is possible (if rare) for talented high school students to go directly into creative jobs in arts and entertainment. For example:

- a young actor may be cast in a professional play or movie without any formal post-secondary training
- a painter may become a best-selling artist without ever setting foot in art school
- a dancer may have combined enough serious training while in elementary and high school to go directly into a professional company

However, post-secondary training is required in a number of fields and, even where it isn't, post-secondary training may increase the likelihood of successfully applying for arts grants and of building a long-term career, as well as the possibility of moving into other areas of the industry—from actor to director, for example, or from dance student to dance teacher.

Post-secondary training may also help creators develop the skills required for different forms of their chosen craft—for example, acting against a green screen for a movie is quite different from acting in a theatre on stage, while singing opera requires very different skills from singing pop music.

The following chart divides the job possibilities for **Creators** into high-demand and lower-demand jobs. The list of high-demand occupations is based on industry feedback and the British Columbia 2025 Labour Market Outlook.
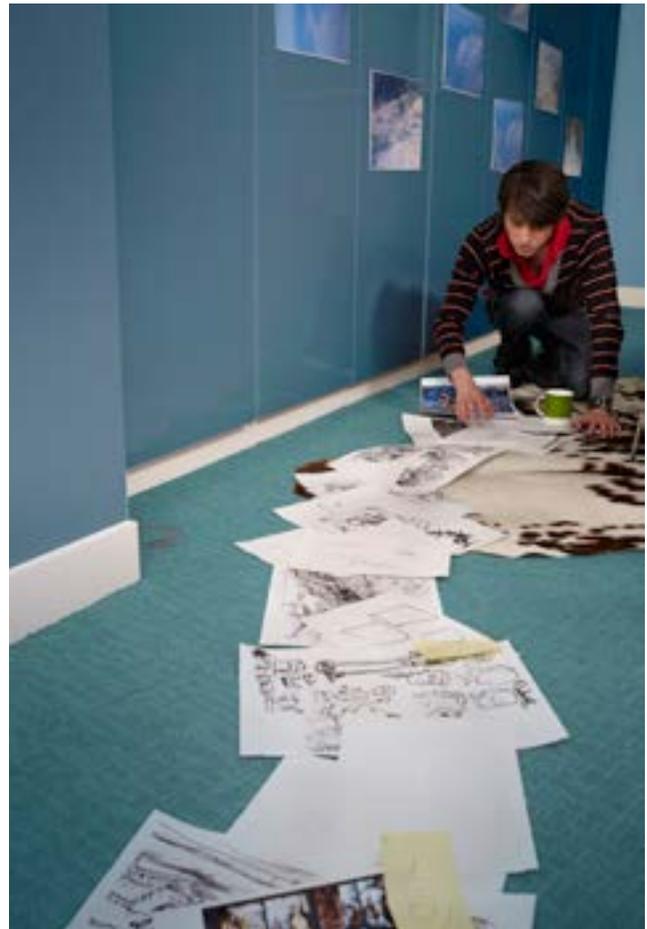
CREATOR POSSIBILITIES

Route:	Job Possibilities:	Possible Credentials:
Certificate or Diploma	*High demand*: • Comics Creator/Graphic Novelist *– see Sample Bundle 2 for a possible route to this career.* • Dancer • DJ • Editor • Games Artist/Programmer Developer • Projection Designer • Social Media Writer • 2D Artist • 3D Artist • Videographer *Lower demand*: • Actor (live, voice) • Animator • Broadcaster (radio/TV) • Choreographer • Circus Performer • Composer • Graphic Artist • Illustrator • Interactive Media Developer • Journalist • Musician (singer, instrumentalist) • Playwright • Scriptwriter • Songwriter • Visual Artist (painter, sculptor, etc.) • Writer	Certificate and diploma programs (13 weeks and up) available at BC private and public post-secondary institutions include: • Acting for Stage and Screen Certificate • Acting for Film and Television Diploma • Artist Development Certificate • Broadcast Journalism Certificate • Comics and Graphic Novels Diploma • Digital Design Diploma • Digital Visual Effects Diploma • Diploma in Writing for Film and Television • Documentary Certificate • Film Arts Certificate • Game Design Diploma • Indigenous Independent Filmmaking Diploma • Live Sound and Music Performance Diploma • Painting and Drawing Certificate • Performing and Fine Arts Certificate • Radio Arts and Entertainment Diploma • Theatre Arts Diploma • Theatre Diploma • 3D Animation for Films and Games • 3D Modelling, Art, and Animation Diploma • Video Production Diploma • Visual Arts Diploma • Writing for Film and Television Diploma

Route:	Job Possibilities:	Possible Credentials:
Degree	*High demand*: • Animator • Art Director • Big Data Analyst • Computer Programmer • Creative Director • Games Artist/Programmer • Games Designer • Interactive Media Developer • Network Engineer • Photographer • Rendering Specialist • Social Media Writer* • Software Engineer • 2D Artist* • 3D Artist* *Lower demand:* • Actor (live, voice)* • Broadcaster (radio/TV) • Choreographer • Composer • Dancer • Director (film, stage)* • Journalist • Musician (singer, instrumentalist) • Playwright* • Scriptwriter* • Songwriter • Visual Artist (painter, sculptor, etc.)* • Writer* **See Sample Bundle 4 for a possible route to this career.*	All of these occupations require a bachelor's degree, such as: • Bachelor of Fine Arts in Acting • Bachelor of Fine Arts in Arts, Performance, and Cinema Studies • Bachelor of Fine Arts in Dance • Bachelor of Fine Arts in Dance and National Ballet School Teacher Training Diploma • Bachelor of Fine Arts in Film • Bachelor of Fine Arts in Interdisciplinary Performance • Bachelor of Fine Arts in Music • Bachelor of Fine Arts in Photography • Bachelor of Fine Arts in Theatre • Bachelor of Fine Arts in Theatre • Performance • Bachelor of Journalism • Bachelor of Media Arts in Animation • Bachelor of Music • Bachelor of Performing Arts • Bachelor of Science in Engineering or Computer Science *Some jobs may also require:* • additional certifications • a master's degree, and/or • a doctoral degree

Compaigni V'ni Dansi. Photo: Tim Matheson

Route:	Job Possibilities:	Possible Credentials:

Direct-to-Work	*High demand:*
	• Comics Creator/Graphic Novelist
	• Dancer
	• Interactive Media Developer
	• Social Media Writer
	• 2D Artist
	
	Lower demand:
	  • Actor (live, voice)
	  • Choreographer
	  • Circus Performer
	  • Composer
	  • Graphic Artist
	  • Musician
	  • Playwright
	  • Puppeteer
	  • Scriptwriter
	  • UI/UX/Web Design
	  • Visual Artist (painter, sculptor, etc.)
	  • Writer
		On-the-job training is available for many arts and entertainment sector jobs. There are also some short training and certificate programs (from a few days up to 12 weeks) available at select BC post-secondary institutions. They include:
		• Intro to Web Development
		• Web Development Bootcamp

ARTS AND ENTERTAINMENT SUB-SECTOR PROFILE #2: PRODUCERS

Producers are the people who work behind the scenes to take what the **Creators** create and bring them to life—deliver their vision—whether through:

• live presentation (theatre, dance, opera, concert, festival, event, etc.)

• recorded presentation (film and television)

• other means, such as book, magazine, or video game publishing or a museum/art gallery show

Producer jobs are many and varied. For example, they include all the jobs needed to take a scene written by a playwright, and turn it into something "real" on a theatre stage, complete with set, costumes, props, lighting, etc.

Industry-recognized apprenticeships

A number of tradespeople who followed the traditional apprenticeship route work in the arts and entertainment sector.

However, some performing arts companies, film production companies, guilds and unions—such as the Directors Guild of Canada, IATSE Local 891, and UBCP/ACTRA—offer their own versions of apprenticeship opportunities, providing on-the-job training and experience in such areas as set building, camera trainee, or lighting design.

People are usually invited into these apprenticeships after they have already started working in the arts and entertainment industry.

The chart below divides job possibilities for **Producers** into high-demand and lower-demand jobs. The list of high-demand occupations is based on industry feedback and the British Columbia 2025 Labour Market Outlook.

PRODUCER POSSIBILITIES

Route:	Job Possibilities:	Possible Credentials:
Apprenticeship	*High demand* • Carpenter – *see Sample Bundle 1 for a possible route to this career.* • Electrician • Hairstylist • Painter and Decorator *Lower demand* • Welder	• ITA Certificate of Qualification • Interprovincial Red Seal Certificate

Certificate or Diploma	*High demand:* • Accountant (film) • Animator • Audio and Video Recording Technician • Audio Editor* • Audio Engineer* • Boom Operator • Camera Operator • Cinematographer • Computer Programmer • Editor • Electronic Music Producer • Front of House Engineer • Hairstylist • House Engineer • Gaffer • Key Grip • Lighting Designer/Engineer • Live Sound Technician • Location Manager • Makeup Artist • Mixing Engineer* • Music Producer • Production Accountant • Production Designer • Production Manager (film) • Recording Engineer* • Script Supervisor • Set Designer • Sound Designer • Special Effects Makeup Artist • Stage Manager • Technical Artist • Technical Director • Tour Manager • Web Designer/Developer • UI/UX Designer • VFX Artist *– see Sample Bundle 3 for a possible route to this career.* *Lower demand:* • Art Restorer • Conductor • Costume Designer • Exhibit Designer • Foley Artist (sound effects) • Graphic Designer – New Media • Graphic Media Programmer • Musician	Certificate and diploma programs (13 weeks and up) available at public and private BC post-secondary institutions include: • Certificates in Theatre Design, Technology, or Advanced Technology • Cinematography for Film and Video Certificate • Conducting in Music Certificate • Costuming for Stage and Screen Diploma • Digital Film and Video Diploma • Digital Graphic Design • Documentary or Digital Film Production Certificate • Film Production Diploma • Electronic Music Production Diploma • Hair Design Certificate • Indigenous Independent Filmmaking Diploma • Jazz Studies Diploma • Live Sound and Recording Diploma • Makeup Design for Film and Television Diploma • Motion Picture Arts Certificate • Music Diploma • Music Performance Diploma • Music Technology Diploma • Post and Game Audio Production Diploma • Stagecraft and Event Technology Diploma • Sound Design for Visual Media Diploma • Technical Theatre Diploma • Technical Web Designer Certificate • Theatre Institute - Directing Certificate • Theatre Institute - Production Certificate	

Degree	High demand:	Degree programs available at BC post-secondary institutions include:
	• Animator	• Bachelor of Applied Music
	• Cinematographer	• Bachelor of Fine Arts in Arts, Performance, and Cinema Studies
	• Costume Designer	
	• Editor	• Bachelor of Fine Arts in Film Production
	• Lighting Designer	
	• Producer	• Bachelor of Fine Arts in Film Studies
	• Production Designer	
	• Production Manager	• Bachelor of Fine Arts in Music
	• Set Designer	• Bachelor of Fine Arts in Theatre
	• Technical Artist	• Production and Design
	Lower Demand:	• Bachelor of Media Arts (Film and Screen Arts)
	• Coach (movement/fight/vocal)	
	• Conductor	• Bachelor of Motion Picture Arts
	• Curator	• Bachelor of Music
	• Dramaturge	• Bachelor of Performing Arts
	• Musician	Some jobs may also require:
	• Special Effects Programmer	• additional certifications
		• a master's degree, and/or
		• a doctoral degree
Direct-to-Work	High demand:	On-the-job training is available for many arts and entertainment sector jobs. There are also some short training and certificate programs (from a few days up to 12 weeks) available at BC post-secondary (and other) institutions. They include:
	• Assistant Production Designer (TV/film) – see Sample Bundle 5 for a possible route to this career.	
	• Best Boy	
	• Costume Maker	
	• Foley Artist (sound effects)	
	• Game Tester	• Fundamental Grip Work for Digital Imaging and Film
	• Grip	
	• Hairstylist	• Fundamental Lighting for Digital Imaging and Film
	• Lighting Technician	
	• Makeup Artist	• Intro to Web Development
	• Production Assistant	• Production Design Certificate (TV/Film)
	• Props Maker	
	• Scene Painter	• Web Development Bootcamp
	• Set Maker	
	• Web Designer/Developer	
	Lower Demand:	
	• Assistant Stage Manager	
	• Background Coordinator (film)	
	• Film Production Assistant	
	• Framer/Frame-Maker	
	• Location Scout	
	• Wig Maker	

ARTS AND ENTERTAINMENT SUB-SECTOR PROFILE #3: SUPPORTERS

Welder at the Belfry Theatre. Photo: Peter Pokorny

Supporters are the people who take what the **Creators** and the **Producers** create and help to bring it forward to an audience. They include those who run theatre, opera, or dance companies, operate venues, organize tours or festivals (music, dance, writers, etc.), represent artists, sell tickets, and market shows.

The following chart divides job possibilities for **Supporters** into high-demand and lower-demand jobs. The list of high-demand occupations is based on industry feedback and the British Columbia 2025 Labour Market Outlook.

SUPPORTER POSSIBILITIES

Route:	Job Possibilities:	Possible Credentials:
Apprenticeship	*High demand*: • Carpenter • Electrician • Parts and Warehousing • Welder	• ITA Certificate of Qualification • Interprovincial Red Seal Certificate

Certificate or Diploma	*High demand*:
	• Accounting Technician and Bookkeeper
	• Administrative Assistant
	• Agent
	• Artist Manager*
	• Concert Promoter
	• Concert Rigger
	• Junior Coordinator/Manager:
	  • Artist
	  • Booking
	  • Box Office
	  • Company
	  • Computer and Information Systems
	  • Event
	  • Fundraising
	  • Publishing
	  • Sales, Advertising, Marketing, and Public Relations
	  • Social Media
	  • Venue
	• Music Marketer*
	• Music Producer*
	• Office Support Worker
	• Production Runner/Assistant
	• Tour Manager*
	• Web Designer/Developer
	See Sample Bundle 3 for a possible route to this career.
	Lower Demand:
	• Junior Coordinator/Manager:
	  • Communications
	  • Festival
	  • Financial
	  • Food Services
	  • Human Resources
	  • Volunteer
	• Safety Attendant
		Certificate and diploma programs (13 weeks and up) available at BC post-secondary institutions include:
		• Administrative Assistant Certificate
		• Advanced Arts and Entertainment Management Certificate
		• Arts and Entertainment Management Diploma
		• Business Administration Diploma
		• Business Management Diploma
		• Digital Marketing Certificate
		• Light Warehouse Training Certificate
		• Marketing and Sales Certificate
		• Marketing Management Diploma
		• Marketing Management – Public Relations Certificate
		• Management Skills for Supervisors Certificate
		• Music Industry and Entrepreneurship Diploma
		• Office Assistant Certificate
		• Project Management Associate Certificate
		• Public Relations Diploma
		• Publishing Diploma
		• Technical Web Designer Certificate

Route:	Job Possibilities:	Possible Credentials:

Degree	*High demand*:
	• Accountant
	• Agent
	• Senior Manager:
	  • Box Office
	  • Company
	  • Computer and Information Systems
	  • Event
	  • Fundraising
	  • Publishing
	  • Sales, Advertising, Marketing, and Public Relations
	  • Venue
	
	Lower demand:
	• Senior Supervisor/Manager:
	  • Festival
	  • Financial
	  • Food Services
	  • Human Resources
	  • Operations
	  • Touring
	  • Volunteer
		Degree programs available at BC post-secondary institutions include:
		• Bachelor of Business Administration
		• Bachelor of Commerce
		• Bachelor of Management
		
		Some also require:
		• additional certifications
		• a master's degree, and/or
		• a doctoral degree

Direct-to-Work	*High demand*:
	• Bartender
	• Box Office Clerk
	• First Aid Attendant
	• Forklift Operator
	• Office Support Worker
	• Receptionist
	• Security Guard
	• Shipper/Receiver
	• Usher
	
	Lower Demand:
	• Cleaner
	• Coordinator:
	  • Festival
	  • Volunteer
	• Marketer/Salesperson
	• Truck Driver
		On-the-job training is available for many arts and entertainment sector jobs. There are also some short training and certificate programs (from a few days up to 12 weeks) available at select BC post-secondary institutions. They include:
		• Certificate in Sales and Marketing
		• Heavy Equipment Operator Technician Certificate
		• Truck Driver Certificate
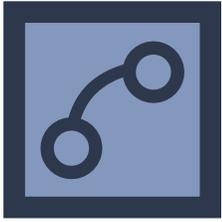
ARTS AND ENTERTAINMENT SECTOR CAREER ROUTES – SAMPLE BUNDLES

The five sample bundles of high school and post-secondary courses and training that follow illustrate how high schools, post-secondary institutions, and industry partners and employers may work together to develop a particular path for students to follow.

SAMPLE BUNDLE 1: APPRENTICESHIP ROUTE – CARPENTER

While most carpenters work for construction companies and carpentry contractors, a number are also employed in the arts and entertainment sector to build film and stage sets, make props and furniture, construct museum or gallery displays, etc.

Apprentice carpenters learn how to measure, cut, shape, assemble, and join materials made of wood, wood substitutes, lightweight steel, and other materials. They also learn how to:

- read and interpret blueprints, drawings, and sketches

- use measuring tools to prepare layouts conforming to building codes

- build foundations, install floor beams, lay sub-flooring, erect walls and roof systems, and build stairs

- fit and install trim, including doors, moulding, and hardware

More information on a career as a carpenter:

- Career profile: WorkBC
- Training providers: Education Planner BC or Trades Training BC
- Apprenticeships: Industry Training Authority

FOUNDATION PROGRAMS

An employer is not required for Foundation (pre-apprenticeship) programs. Rather, these programs are opportunities for high school students to gain experience and familiarity with a trade and make it easier to find an employer to sponsor an apprenticeship later.

Foundation programs are available across BC (see Trades Training BC).

- maintain, repair, and renovate both residential and non-residential construction, and build any structures required for roads and bridges and other infrastructure construction

Students interested in becoming an apprentice carpenter may either:

- take a Foundation (pre-apprenticeship) program at a post-secondary institution while in high school (dual credit), then go into a Carpenter Apprenticeship Program starting at Level 2, or

- after graduation go directly into a Carpenter Apprenticeship Program, starting at Level 1

The **CARPENTER APPRENTICESHIP PROGRAM** requires a combination of work experience and classroom instruction.

The classroom technical training includes four levels. Each block of schooling typically takes six to eight weeks of in-school technical training, but part-time and distance education may be available. Apprentice carpenters must also complete 7,200 hours of work-based training, and write and pass the Interprovincial Red Seal examination before receiving their certification.

In all, the Carpenter Apprenticeship program takes roughly four years to complete, divided between 20% classroom technical training and 80% work-based training, when the apprentice is being paid for her or his work.
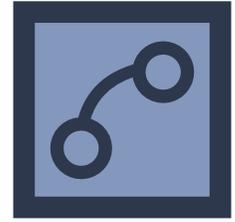
Carpenter at the Belfry Theatre. Photo: Peter Pokorny
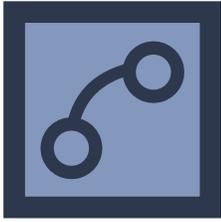
APPRENTICESHIP – CARPENTER

Core High School Courses and Electives	Career-preparation Certificates	Carpenter Apprentice Program	Credential
Required (depending on the institution): • English 10 or 11 • Math 10 or 11 *Recommended:* • English 12 • Math 12 • Drafting 11/12 • Woodwork 11/12 • Furniture and Cabinetry 11 • Relevant dual credit courses, where available • Relevant locally developed Board/Authority Authorized (BAA) courses, where available • Work Experience 12A and 12B • Youth Explore SkillsTrades Sampler • Youth Explore SkillsTrades • Youth Train in Trades (TRN) • Youth Work in Trades (WRK)	*Recommended:* • CPR • First Aid • WHMIS • Fall Protection • Confined Space Awareness • Driver's Licence	*Technical training includes:* • Safe Work Practices • Using Tools and Equipment • Using Documentation and Organizational Skills • Using Survey Instruments • Using Rigging and Hoisting Equipment • Performing Site Layout • Building Concrete Formwork • Framing Residential Houses *Plus 7,200 hours of work-based training*	• ITA Certificate of Qualification • Interprovincial Red Seal Certificate

Compaigni V'ni Dansi. Photo: Chris Randle

SAMPLE BUNDLE 2: CERTIFICATE/DIPLOMA ROUTE– COMICS AND GRAPHIC NOVELS

Camosun College in Victoria offers the only public post-secondary program in Canada devoted to visual storytelling: a combination of drawing, creative writing, and publishing.

According to the college: "Comics and graphic novels use the language of visual storytelling, but visual storytelling is much more than just drawing comic books. While the traditional comic book still thrives, the advent of the graphic novel has expanded the realm of visual storytelling into a persuasive dramatic art form."

Through the one-year, full-time **COMICS AND GRAPHIC NOVELS PROGRAM**, students learn interdisciplinary skills in:

- fiction, non-fiction, and scriptwriting
- drawing (including penciling and perspective)
- page layout
- designing imaginary characters, and
- publishing essentials, such as editing and copyediting, and manuscript preparation for print, online, and on-demand formats

> **Comics and graphic novels are big business**
>
> - In 2013, the North American market for comics and graphic novels in print and digital was estimated at over $870 million.
> - Every year, hundreds of comic conventions are held worldwide, with the largest attracting tens of thousands of fans and professionals alike
>
> *Source: Camosun College*
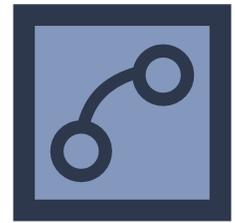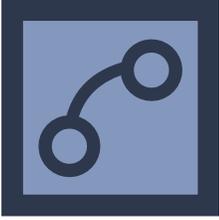
With these skills, graduates of the program are ready to create:

- comic books
- graphic stories, novels, histories, memoirs, and biographies
- storyboards for gaming, film, video, animation, and advertising

As part of their application for the program, students must provide a:

- 500-word statement that includes describing themselves and the kind of stories they want to tell, and what authors and illustrators have influenced them

- portfolio of up to 10 pieces of work (stories, scripts, sketchbook drawings, examples of graphic art, blogs, web pages, photographs, etc.)

- brief description of the types of computer applications and software they use, and how they use them

CERTIFICATE OR DIPLOMA – COMICS AND GRAPHIC NOVELS

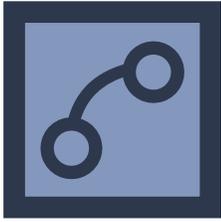| Core High School Courses and Electives	Career-preparation Certificates	Camosun College Comics and Graphic Novels Program	Credential
Required: • English 12 *Recommended electives*: • Directing and Scriptwriting 11/12 • Film and Television 11/12 • Drawing and Painting 11/12 • Photography 11/12 • Graphic Arts 11/12 • Media Arts 11/12 • Relevant locally developed Board/ Authority Authorized (BAA) courses, where available • Work Experience 12A and 12B	*Recommended*: • CPR • Occupational First Aid Level 1 • WHMIS	*Courses include:* • Intro to Creative Non-fiction • Intro to Fiction • Intro to Scriptwriting • Storytelling Layout • Structural Drawing • Publishing and Promotion • Character Design • Perspective Drawing Before graduation, all students must also create and publish a 24-page, full-colour comic book	• Comics and Graphic Novels Diploma

SAMPLE BUNDLE 3: CERTIFICATE/DIPLOMA ROUTE – INTRODUCTION TO THE MUSIC INDUSTRY

Vancouver's Nimbus School of Recording and Media offers a 12-month **INTRODUCTION TO THE MUSIC INDUSTRY DIPLOMA** for people who know they love music, but are not sure what they want to do within the music industry.

The diploma provides students with a foundation in audio engineering, music production, and the music business in general, including practical and technical skills in such areas as:

- audio recording session set-up and best practices

- signal flow and how to work with patch bays

- producing and working with artists in the studio

- editing and mastering music

- scouting talent

- running and planning live events, and

- music marketing

CERTIFICATE OR DIPLOMA
– INTRODUCTION TO THE MUSIC INDUSTRY

Core High School Courses and Electives	Career-preparation Certificates	Nimbus School of Recording and Media's Introduction to the Music Industry	Credential
Preferred: • Grade 12 *Recommended:* • English 11/12 • Math 11/12 • Science 11/12 • Contemporary Music 11/12 • Relevant locally developed Board/ Authority Authorized (BAA) courses, where available • Work Experience 12A and 12B	*Recommended:* • CPR • Occupational First Aid Level 1 • WHMIS	*Courses:* • Engineering 100 – Introduction to Audio Engineering • Production 100 – Introduction to Studio Production • MIND – Introduction to the Music Industry and Entrepreneurship	• Introduction to the Music Industry Diploma

SAMPLE BUNDLE 4: DEGREE ROUTE – BACHELOR OF FINE ARTS IN INTERDISCIPLINARY PERFORMANCE

UBC offers a four-year **BACHELOR OF FINE ARTS IN INTERDISCIPLINARY PERFORMANCE** at its Okanagan campus that includes:

• studio training in physical theatre, improvisation, solo and collaborative performance creation

• courses in the history and theory of theatre and world performance traditions, and

• courses in creative writing and visual arts

Graduates go on to pursue careers in acting, directing, applied theatre (using theatre and drama skills to teach workers in other fields, such as medical doctors), arts-based research, digital/media arts, arts curating, and cultural outreach.

DEGREE – BACHELOR OF FINE ARTS IN INTERDISCIPLINARY PERFORMANCE

Core High School Courses and Electives	Career-preparation Certificates	UBC Interdisciplinary Performance Degree	Credential

Required:
• English 12
• Three other approved Grade 12 courses
 	
Recommended:
• Art Studio 11/12
• Drama 11/12
• Drawing and Painting 11/12
• Graphic Arts 11/12
• Media Arts 11
• Photography 11/12
• Theatre Company 11/12
• Theatre Production 11/12
• Relevant locally developed Board/Authority Authorized (BAA) courses, where available
• Work Experience 12A and 12B
	Recommended:
	• CPR
	• Occupational First Aid Level 1
	• WHMIS
		Program includes courses in:
		
		• **Performance/Theatre**, such as:
		  • Improvisation
		  • Acting for Stage and Screen
		  • Introduction to Theatre and World Performance Traditions
		  • Indigenous Performance Practices
		• **Creative Writing**, such as:
		  • The Power of Story
		  • The Power of Metaphor
		  • Writing with Media
		• **Visual Arts**, such as:
		  • 3D Art Practices
		  • Introduction to Digital Media
		  • Sound Art
			• Bachelor of Fine Arts in Interdisciplinary Performance

Cast of Arts Club Theatre Company's In the Heights. Photo: David Cooper
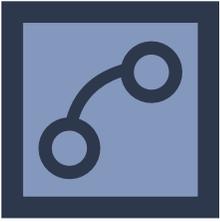
SAMPLE BUNDLE 5: DIRECT-TO-WORK ROUTE – PRODUCTION DESIGN (TV/FILM)

Langara College offers a full-time, 12-week **PRODUCTION DESIGN CERTIFICATE** that teaches the skills required to gain an entry-level position in the art department of a professional film or television production. These include the:

- aesthetics and process of production design

- roles and responsibilities of the art department crew, and

- AutoCAD and SketchUp computer software programs

The program is designed and taught by established production designers. Students gain on-set experience on a student digital film production, prepare a portfolio book, and learn how to create and maintain an online presence.

To be accepted into the program, students should have a background in the arts—high school arts courses are accepted. They should also be able to demonstrate a proven ability in the arts in the form of drawing, painting, model building, photography, animation, graphic or electronic media design, etc.

Prospective students are asked to submit a portfolio of work with their application that includes three to four pieces in any media they choose. Basic knowledge of Adobe Photoshop and Illustrator is encouraged.

DIRECT-TO-WORK – PRODUCTION DESIGN CERTIFICATE (TV/FILM)

Core High School Courses and Electives	Career-preparation Certificates	Langara College Production Designer Program	Credential

Required:
 	
• Relevant Grade 11 and 12 arts courses, such as
  • Drawing and Painting
  • Photography
  • Graphic Arts
  • Film and Television
 	
Recommended:
 	
• English 11/12
• Math 11/12
• Media Arts 11/12
• Science 11/12
• Relevant locally developed Board/ Authority Authorized (BAA) courses, where available
• Work Experience 12A and 12B
	Recommended:
	
	• CPR
	• Motion Picture Industry Orientation
	• Motion Picture Safety Awareness
	• Occupational First Aid Level 1
	• WHMIS
		Required courses:
		
		• Introduction to Production Design
		• Graphic Design for the Art Department
		• The Visual Concept
		• Drafting Concepts and Applications
		• The Construction and Greens Department
		• Scenic Painting
		• Designing the Location
		• Studio Design
		• Set Decoration and Props
		• Creating a Compelling Design Proposal
		• Building a Set
		• Model Building
		• Working on Set
		• Creating Portfolios
		• Motion Picture Orientation
			• Production Design Certificate

Arts Club Theatre production of The Penelopiad. Photo: David Cooper
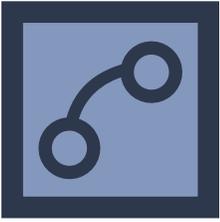
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