**Works in Progress**

**Teen Artist Professional Development Program**

Works in Progress (WIP) is an immersive program that prepares teens living in Austin for careers in the arts. Through weekly workshops and networking, students will develop their professional skills, prepare for artistic careers and education beyond school, and meet with industry professionals and working artists. The goal of the program is to encourage students to follow their artistic passions and explore the diverse paths available in the creative industries.

The Works in Progress program is presented by the Dougherty Arts Center (DAC), part of the Museums & Cultural Programs Division within the Parks and Recreation Department of the City of Austin. We are committed to addressing the economic and racial inequities within our city, and teens from historically marginalized communities are especially encouraged to apply.

**The WIP Internship Program runs from January to July, 2024, and is divided into two parts:**

* Part I (January to May) 16 weeks. Interns will work approximately 6 hours/week, with a virtual meeting on Thursday evenings from 6pm-8pm and in person at the Dougherty Arts Center on Saturdays from 10am-2pm.
* Part II (June to July) 8 weeks. Interns will work approximately 20 hours/week Monday - Thursday 12pm - 4pm in person at the Dougherty Arts Center.

**Acceptance into the program is contingent upon your completion of the City of Austin's documentation verification process and our New Employee Orientation.**

**Program Goals**

The goals of the Works in Progress is to:

* Support participants in their exploration of artistic careers and creative industries
* Provide professional development training to improve the job-readiness of participants
* Create a diverse community of young people interested in the arts and foster a relationship between them and the City of Austin’s cultural arts programs

**Eligibility**

Who is a good fit for this program?

* Emerging Creatives who are 17-19 years old in age and living in Austin.
* High school seniors and undergraduate college students who are passionate about the arts including visual art, performing arts, film, and music.
* Teens who are interested in exploring careers in the arts and creative industries.
* Individuals who are available on Saturdays 10am-2pm and Thursdays 6pm-8pm January 18 through May 4, 2024, **and** Monday to Friday 12pm – 4pm June 3 through July 26, 2024
* Emerging Creatives from historically marginalized communities are especially encouraged to apply.

**Benefits**

The program will offer participants the opportunity to:

* Gain professional development skills to improve job-readiness
* Network with Austin’s artistic leaders and explore careers in the arts
* Connect with community resources and opportunities
* Create a Professional Portfolio including résumé, cover letter, and documented examples of artistic work
* Gain marketing skills including graphic design, social media, and website development

**Commitment and Responsibilities**

Applicants accepted into the WIP program must be able to:

* Attend all scheduled meetings (in-person or via Zoom)
* Work to build a Professional Portfolio that includes a resume, cover letter, bio, and documented examples of artistic work
* Participate fully in City of Austin Employee and Austin Civilian Conservation Corps trainings
* Participate in job shadowing experiences and career exploration projects within City of Austin

**Schedule and Application Process:**

 Below is the schedule for the application process.

* Applications open October 2nd 2023, and close November 3rd, 2023
* Interviews from November 6th – November 17th, 2023
* Decisions are announced on November 27th, 2023
* Deadline for teens to accept on December 4th, 2023
* City of Austin Onboarding session December 9th, 2023
* The program starts on January 18th, 2024
* Applications can be submitted online [HERE](https://docs.google.com/forms/d/e/1FAIpQLSdyDOqImynUxB3qwDyabN69XEheOZqxNEqTylmfOuIsrQoARw/viewform?usp=pp_url), or you may request a printable pdf by emailing worksinprogress@austintexas.gov.

The application includes:

* Applicant Contact Information
* What Austin City Council District you live in. View the Council District Map to determine your district here: <https://www.austintexas.gov/page/city-council-district-map>
* School and Expected Graduation Date
* What is your main artistic medium?
* 2-3 images or videos of your artistic practice
* Short Answer Essay Questions
	+ Describe your experience and level of interest in the arts.
	+ Explain your interest and what you hope to gain from this program.
	+ What positive characteristics/skills will you bring to this program?
	+ How do you see yourself using the arts after high school?
* Contact Information for a Non-Family Member Reference
* Transportation or Virtual Access Needs
* Availability

**Selection Process**

All applications will be reviewed by a panel of judges comprised of objective and knowledgeable art professionals, arts administrators, educators, and community members. Panelists will score applications individually in accordance with the established evaluation criteria. An interview panel comprised of Dougherty Arts Center staff will also interview each qualified applicant. Dougherty Arts Center staff will make the final applicant selection.

**Selection**

Panelists will use the following criteria to score the applications:

* Applicant shows an equitable need for the program; verified by City Council District, Race/Ethnicity, and Title 1 School Enrollment. **30 points**
* Applicant shows artistic merit through work examples submitted and answers to essay questions. **20 points**
* Applicant expresses the interest and desire to grow creatively and professionally through answers to essay questions. **20 points**
* Applicant is available to attend all scheduled workshops and agrees to complete workshop challenges and a Professional Portfolio. **20 points**
* Applicant’s character, engagement, reliability, and interest in a career in the arts are verified through their Reference. **10 points**

**Implementation**

Following the applicant selection and approval from DAC Management, the selected applicant will be notified via email by November 27th, 2023. Accepted applicants must respond with their ability to participate by December 4th, 2023, or their spot may be offered to another participant. Participants must attend the Works in Progress City of Austin Onboarding & Welcome workshop from 10am-12pm on Saturday, December 9th in order to complete the City of Austin's documentation verification process and our New Employee Orientation.  Participants will be contacted prior to the program start on January 18th, 2024, to address any transportation or virtual access needs.

**Accessibility**

The City of Austin is committed to compliance with the Americans with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance, please call 512-974-3914 or Relay Texas 7-1-1.