

WORK PROCESS SCHEDULE & RELATED INSTRUCTION OUTLINE

For the occupation of

Multimedia Producer

Developed by
THE ALLIANCE
FOR MEDIA ARTS + CULTURE



ABOUT THE PROGRAM

Arts2Work is a new comprehensive creative workforce initiative and the first federally-registered National Apprenticeship Program in Media Arts + Creative Technologies. Arts2Work is designed to provide new infrastructure, equal opportunity, and economic sustainability for creative workers, businesses, organizations and communities across the United States.

About This Document

This document contains the technical and behavioral competencies that a Multimedia Producer Apprentice will master during the course of a year-long apprenticeship. It also contains a list of courses that the Apprentice and Employer may choose from to fulfill the related Instruction requirement. Classes may be completed at the work site, online, a community college or university, or an Arts2Work-approved community-based training center.

About Multimedia Producers

Multimedia producers are responsible for telling stories using video, audio, still photography, code, web design, graphic arts, animation, scriptwriting and interactive media. They advise clients how to incorporate multimedia elements into stories and often direct projects or generate original content themselves. They often manage the production process (generating ideas, meeting budgets and deadlines) for multimedia projects, collaborate with diverse creative teams and pitch ideas to clients, funders and investors.

WORK PROCESS SCHEDULE

Multimedia Producer

Technical Competencies

The below on-the-job-learning (OJL) work process competencies are intended as a guide. It need not be followed in any particular sequence, and it is understood that some adjustments may be necessary in the hours allotted for different work experience. In all cases, the apprentice is to receive sufficient experience to make them fully competent and use good workmanship in all work processes that are a part of the trade. In addition, the apprentice shall be fully instructed in safety and OSHA requirements.

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SUPERVISOR'S SIGN-OFF

General Practices

- Demonstrate a working understanding of the organization's structure, personnel rules, policies, responsibilities and general understanding of work ethics, interpersonal communications and related policies
- ▶ Understands and practices safety procedures and rules
- ▶ Demonstrate a working understanding of goals, mission and vision of the organization/company
- ▶ Demonstrate a working understanding of organization's administrative, production and postproduction communications and workflow
- ▶ Demonstrate a working understanding of organization's best practices for client interactions and social media

Signature	 Date

Pre-Production

- ▶ Demonstrate working understanding of all phases of multimedia project workflow
- ▶ Demonstrate working understanding of required hardware
- ▶ Demonstrate working knowledge of required software (e.g. creating models and prototypes in Adobe Creative Suite)
- ▶ Demonstrate understanding of production planning (e.g. read production log and call sheets for current project) and managing multiple staff on project
- Assist Producer with edit scheduling and staffing, map out story arcs, special effects, plans for archival footage and workflow

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Production

- ▶ Demonstrate ability to develop character-driven story arcs from scripts, montage sequences and a variety of scene rhythms and styles
- ▶ Demonstrate ability to interact effectively with director, talent and crew
- ▶ Demonstrate knowledge of video industry standard formats, and media and asset management practices on Mac/Windows platforms and networked environments
- Demonstrate fluency with analog edit process and workflow
- ▶ Demonstrate ability to produce seamless and effective audio sequences
- ▶ Demonstrate ability to produce video sequences in diverse styles and genres
- ▶ Demonstrate basic fluency with animation production process and video graphics

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Post-Production

- Demonstrate ability to coordinate technical post-production process and manage multiple creatives, clients and stakeholders
- Demonstrate ability to download and log footage
- ▶ Demonstrate ability to create selects, sequences, rough assemblies
- Demonstrate ability to combine the most effective shots of each scene to build powerful, creative story
- Demonstrate working knowledge of finishing and multiple format output
- Demonstrate ability to collaborate with editorial and technical staff and lead a multimedia production team to create and package final program to spec.

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Creative Project Development & Leadership

- ▶ Demonstrate ability to ideate and create rich media content for specific issues and campaigns
- ▶ Demonstrate ability to design multiple strategic content streams for independent projects
- Demonstrate ability to design production toolkits for training and professional development
- Demonstrate ability to supervise and mentor youth producers
- Demonstrate intermediate knowledge of industry standard technologies and best practices, and the ability to apply those practices in the creation of high quality content

Signature _____ Date ____

Behavioral Competencies

In addition to mastering all of the essential technical competencies, an apprentice must consistently demonstrate an acceptable level the following behavioral competencies in order to complete the apprenticeship.

COMPETENCIES

1.	Participation in team discussions/meetings	15.	Requests and performs work assignments without prompting
2.	Focus in team discussions/meetings	16.	Appropriately cares for personal dress, grooming and hygiene
3.	Focus during independent work	17.	Maintains a positive attitude
4.	Openness to new ideas and change	18.	Cooperates with and assists co-workers
5.	Ability to deal with ambiguity by exploring, asking questions, etc.	19.	Follows instructions/directions
6.	Knows when to ask for help	20.	Able to work under supervision
7.	Able to demonstrate effective group presentation skills	21.	Able to accept constructive feedback and criticism
8.	Able to demonstrate effective one-on-one communication skills	22.	Able to follow safety rules
9.	Maintains an acceptable attendance record	23.	Able to take care of equipment and work place
10.	Reports to work on time	24.	Able to keep work area neat and clean
11.	Completes assigned tasks on time	25.	Able to meet supervisor's work standards
12.	Uses appropriate language	26.	Able to balance personal life and work
13.	Demonstrates respect for clients, co-workers and supervisors	27.	Adheres to work policies/rules/regulations
14.	Demonstrates trust, honesty and integrity		

WORK PROCESS SCHEDULE

Multimedia Producer

Terms and Information

This schedule is a part of the Arts2Work Standards for the occupation of Multimedia Producer.

1. TYPE OF OCCUPATION				
☐ Time-based	Competency-based	Hybrid		
2. TERM OF APPREN	ITICESHIP			
The term of the occupation shall be defined by the attainment of all competencies of the position, which would be expected and approximated to occur within 2,000 hours of OJL, supplemented by the minimum required 144 hours of related instruction each year. 3. RATIO OF APPRENTICES TO JOURNEYWORKERS				
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A numeric ratio of apprentices to journeyworkers consistent with proper supervision, training, safety, and continuity of employment will be defined in the Employer Acceptance Agreement. The ratio language must be specific and clearly described as to its application to the job site. The apprentice to journeyworker ratio is: 1 apprentice(s) to 1 journeyworker, unless otherwise determined.

4. APPRENTICE WAGE SCHEDULE

Apprentice starting wages will be a suggested minimum of \$20 per hour. Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate of a suggested minimum of \$30 per hour. These are suggested minimums only. Minimum wages are regionally determined and will defined by employers in consultation with Arts2Work staff and noted in the Employer's Acceptance Agreement.

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Wage Schedule: 1-year to competency

 1^{st} 6 months = \$20 per hour 2^{nd} 6 months = \$25 per hour

5. WORK PROCESS SCHEDULE MODIFICATIONS

Arts2Work may modify the specified work processes in collaboration with employers to meet local needs and the demands of emerging technologies and evolving best practices.

6. RELATED INSTRUCTION OUTLINE MODIFICATIONS

Arts2Work may modify the related instruction to meet local needs and the demands of emerging technologies and evolving best practices.

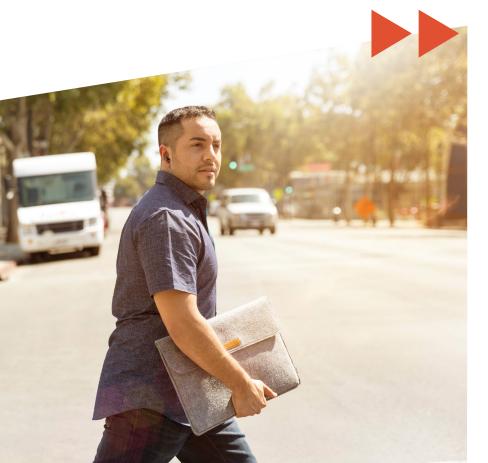
RELATED INSTRUCTION OUTLINE

Multimedia Producer

Related instruction

This instruction shall include, but not be limited to, at least 144 hours per year for each year of the apprenticeship. The related theoretical education is tightly integrated with real work product. The curriculum is defined as a variety of courses and course topics, around which the exams and projects are based. By defining the RTI in this way, all competencies required of the students are met, through project work.

Related training of at least 144 hours annually for all apprentices under this program will be as follows:



COURSE TOPICS (MANDATORY)	HOURS
Introduction to Visual Storytelling	14
Digital Video Production Basics	24
Introduction to Digital Cinematography	16
Video Post-Production Workflow	8
Digital Editing Basics with Adobe Premiere	24
Audio Production	32
Audio Post-Production	32
Total	150

COURSE TOPICS (SUPPLEMENTAL)	HOURS
Digital Project Management	15
Advanced Digital Video Production	32
Projects In Digital Video Production	15
Advanced Digital Cinematography	15
Advanced Digital Editing	15
Projects in Digital Editing	15
Introduction to Web Video	15
Projects in Web Video	15
Introduction to Emerging Media: AR/VR/3D/AI	15
Projects in Emerging Media	15
Documentary Fieldwork	15
Art of the Interview	15

COURSE TOPICS (SUPPLEMENTAL)	HOURS
Film, Media and Popular Culture	15
Media Production in the Age of Data	15
Graphic Design + Animation for Video	15
Creativity in Crisis: Documenting Disaster	15
Coding for Creatives	15
Collaboration and Co-Creation Lab: Working with Clients and Communities	15
Adobe Professional Certification	15
Advanced Audio Projects	15

The courses described below feature design, technical hints and tips from industry experts, and review questions.

Introduction to Visual Storytelling (14 hours)

What are the components of visual storytelling? Learn to wield the power of sound and color in this introductory course. In this course you will craft engaging stories through basic cinematography, lighting, editing and sound while gaining a conceptual understanding of how these pieces come together to form the rich medium of visual storytelling. Receive instruction in:

- Cinematic composition, framing, camera angles
- Digital cinematography with DSLRs
- Shot terminology
- Directing 101
- Storytelling with visuals
- Sound design
- The power of editing

Digital Video Production Basics (24 hours)

The digital technology of today making shooting video accessible to filmmakers of all levels. This intensive, hands-on video workshop is designed for the beginning videomaker and is an ideal introduction to all phases of production. You will learn the basics of industry-standard video technology and get familiar with the skills you need to make sleek, professional videos. Topics covered:

- Basic engineering and sound
- Preproduction planning, scripting, and storyboarding
- Video camera operations
- Production and directing techniques
- Working as a team throughout the production process

Introduction to Digital Cinematography (16 hours)

For the first time in history, filmmakers at all skill levels can take advantage of the portability, affordability and cinematic quality provided by today's high-definition capable DSLR cameras. This course will help you increase your knowledge of production workflows, while increasing your film's value and professional aesthetic. Gain hands-on training with DSLR cameras and learn how to capture high definition images under the guidance of expert cinematographer instructors. Topics include:

- How to buy or rent a DSLR, lenses and accessories
- Lighting
- Composition and motion with large-sensor cameras
- Workarounds for common DSLR problems

Video Post-Production Workflow (8 hours)

Have you ever worked tirelessly to shoot hours of great footage, only to find yourself unsure of how to put it all together? Get your projects to completion with this Video Post-Production Workflow course, which walks you through each individual phase of organizing, editing and completing your film from start to finish. Get the files onto your computer, name them properly so that you don't lose them, troubleshoot technical issues along the way and maximize your existing non-linear editing skills. Postproduction topics covered during this course include:

- Ingesting footage
- Organizing your video metadata
- ▶ Troubleshooting incompatible file formats and lost file extensions
- ▶ Tips on proper naming conventions for your media library
- Output and delivery methods for high quality playback

Digital Editing Basics with Adobe Premiere (24 hours)

The industry-standard software for non-linear editing in Adobe Premiere. Learn to wield its power and produce high-end editing in this technical course, which will provide you a comprehensive overview of the Premiere Interface and its practical features. Topics include:

- Inputting and outputting video to and from a variety of formats
- Editing techniques and tools
- Workflow with other Adobe software such as Photoshop and After Effects

Audio Production (32 hours)

The importance of sound quality in visual media cannot be understated. Increase your project's production value by learning the ropes of audio production. This course provides hands-on training in the basic techniques of recording sound for the camera. Review basic sound theory, practical tips, squashing noise, and troubleshooting. Students will set up interviews and use the most commonly used professional sound equipment in different environments. Topics covered:

- Mixing theory/gain structure
- Mic, line, and consumer levels
- Microphone types and applications
- Boom technique
- Ambiance

Audio Post-Production (32 hours)

Sometimes miracles are made possible in audio post-production. This technical course will teach you basic work-flow techniques, how to increase the quality of your audio in post-production, and how to integrate sound design into your work. You will also learn the art of audio clean-up and restoration using tools within Adobe Premiere CC and Adobe Audition CC. Topics include:

- Noise reduction techniques for dialogue
- Equalization and dynamic compression for different contexts
- Working with dialogue
- Music underscoring
- Scene transitions
- Compression/limiting techniques to balance audio levels

Digital Project Management (15 hours)

Producing digital media, whether projects are large or small, requires an understanding of how a film is organized and the legal aspects surrounding it. This course teaches the standard industry processes for organizing and managing film projects. This includes an in-depth study of the stages of production. Students are taught industry-standard software for breaking down a script, building a budget, and creating a shooting schedule. Topics include:

- Pre-production techniques
- Script breakdown
- Production scheduling
- How to obtain pricing, pay scales, rental costs, and bids
- Production management tactics
- Post-production supervising

Advanced Digital Video Production (15 hours)

Today's high-definition DSLR cameras afford creative producers at all levels the ability to learn to shoot video in an easy, flexible, professional way. This course helps students learn industry-standard video technology. The course (4-day Bootcamp or 8 half days) condenses a semester's worth of camerahandling knowledge into an intense 32-hour training course. Students produce a plan, shoot and edit a short professional-quality video, and receive instruction in:

- Preproduction planning, scripting, and storyboarding
- Camera operation
- Lens choice
- Production and directing techniques
- Teamwork
- Ingesting media
- Working with dual-system audio
- Adobe Premiere Pro CC
- Styles of Editing
- Performing basic editing and media management tasks
- Final output and sharing your video online

Projects In Digital Video Production (15 hours)

Conceive, produce, direct, edit and output your own short-form project under the supervision of a master filmmaker! Designed for the beginning videomaker, this class is an ideal introduction to all phases of production, with top-notch instruction and personal attention. In this course, you will learn crewing on each others projects. Skills covered are:

- Conceptualizing and pitching
- Directing
- Assistant directing
- Art department
- Camera operations
- Lighting technique
- Audio recording
- Script supervision
- Post-production workflow

Advanced Digital Cinematography (15 hours)

The careful choices a cinematographer makes with respect to composition, color, light and texture affect the overall look and mood of visual media. Students explore the impact of the visual language and related topics such as design principles and forces of visual organization. The effects of scene direction and lines of action on the editing process are explored. Students learn cinematic composition, the rule of thirds, spatial relationships and proper framing. Topics include:

- Advanced lensing
- Lighting and camera movement
- Dual system audio, on-set syncing and post-production workflow implications

Advanced Digital Editing (15 hours)

Editing requires a keen understanding of the storytelling process. Study the art of when, where and why we make an edit. This course will explain how to better immerse our viewers into our story, fix problems incurred during production and give our productions a fresh edge. Students learn advanced technical skills from edit styles to the rule of sixes to draw the audience in. Topics Include:

- Advanced editing techniques
- Multicamera editing
- Transcription
- Compositing
- Adjustment layers
- Animation
- Color correction
- Integration with Photoshop and After Effects
- Using Adobe Bridge and Premiere to manage media assets
- Roundtripping with Audition
- New features of the latest software version

Projects in Digital Editing (15 hours)

Edit your own short-form project under the supervision of a master editor. Learn through doing about how and why the editor is a technical person as much as they are a collaborative storyteller. In this course you will work with the elements of media to craft a cohesive and engaging project. Learn why cuts work, the rule of six, and when to stop cutting with industry-standard software. Practice and develop skills in:

- Motion graphics
- Visual effects
- Navigating the main interface and workspace of the program
- Color grading
- Animated titling
- Compositing capabilities

Introduction to Web Video (15 hours)

The digital age, the smartphone revolution, and the explosion of technology resulted in entirely new realms of visual storytelling and media consumption. So how do you create online video content that captures the viewer's attention in a meaningful way and can be leveraged to raise awareness or build a brand? In this introductory course, you will get a comprehensive overview of the digital video landscape, from social media video content ala AJ+, Buzzfeed, Now This, and Vice to short-form and episodic fiction and nonfiction filmmaking for platforms such as YouTube, Facebook and Vimeo. Topics include:

- Digital distribution platforms
- Social media video
- Short form fiction and nonfiction
- Docuseries
- Web series

Projects in Web Video (15 hours)

How do you create online video content that captures the viewer's attention in a meaningful way and can be leveraged to raise awareness or build a brand? Students will use Adobe Premiere and Adobe Premiere Clip to shoot and edit two short videos for the web, using their phones. One social media video will be in the style of online content creators like AJ+, Buzzfeed, Now This, and Vice. The second social media video will focus on platforms designed to raise funds, like Indiegogo and Kickstarter. Participants will edit pre-existing footage in the lab and their own footage in their phones. This course contains instruction in:

- Social media pre-production
- Interviewing
- Editing in Adobe Premiere Clip and Premiere
- Adding sound and text
- Audience engagement
- Uploading video for web

Introduction to Emerging Media: AR/VR/3D/AI (15 hours)

Emerging technologies that offer full immersion into another world are being used across industries in real estate, start ups, and event production to create unparalleled connection with characters and spaces. As the technology necessary to make VR, AR, 3D and AI become ever more accessible, learn how best to tell captivating stories in this evolving medium. This workshop is your hands-on crash course to technologies in immersive storytelling. Topics Include:

- Manage a VR post-production workflow
- ▶ Stitch a 360 video (static shot) using Kolor Autopano Video Pro and Autopano Giga
- Add a title and patching nadir using After Effects and Mettle Studio Box

Projects in Emerging Media (15 hours)

Conceive of, produce, direct, edit and output your own short-form project using emerging technologies under the supervision of a master producer. In this course, you will choose the storytelling media that will best support the story you want to tell. Using the latest technologies to make VR, AR, 3D and AI, tell your own captivating stories in these evolving mediums. Topics Include:

- Manage a VR post-production workflow
- Stitch a 360 video (static shot) using Kolor Autopano Video Pro and Autopano Giga
- Edit 360 video using Premiere and Mettle Studio Box
- Add a title and patching nadir using After Effects and Mettle Studio Box

Documentary Fieldwork (15 hours)

To film or not to film? How close to a subject is too close? What happens when a subject doesn't show up? Do I have permissions to film this? Someone walked into my shot and I don't have a release form for them, what now? How much crew is too many people? These are questions that documentary filmmakers ask themselves when they are in field documenting reality. In this course, you will receive an overview of everything from documentary filmmaking ethics to the practical and legal considerations you must take into account when filming in the field. Topics include:

- Documentary ethics
- Permissions and consent
- Release forms and crowd notices
- Subject/filmmaker relationship management
- Fieldwork crew essentials

Art of the Interview (15 hours)

Conducting an interview effectively results in powerful and effective material that can make or break your project. Walk through the various steps for preparing an engaging camera interview from research, pre-production, production to post production. Interview samples will be screened and analyzed to highlight different approaches and do's and dont's. Practice interviews will be set up so students have a chance to interview each other and/or be interviewed. Learn best workflow practices, prepare to ask the tough questions, and get your interviewees to share their deepest thoughts and feelings on camera. Topics covered:

- How to structure the interview
- How to prepare questions
- What is the style/look of your interview?
- How to choose the right camera, sound and lighting gear
- Paperwork/releases
- How to prepare the interviewee
- Professional vs. non-professional interviewee
- How to pick & prepare a set
- Dos and don'ts during the interview
- Quick fixes for problems during the interview
- Transcripts & paper edits

Film, Media and Popular Culture (15 hours)

Today's entertainment industry presents a rich world of opportunities, but also a new set of challenges. Whether you are a writer, producer, marketer or executive, it is now equally as important to understand content creation techniques, production technologies and distribution platforms as it is to understand how to weave a compelling narrative. This course will provide a broad overview of the current entertainment landscape and where it's headed as well as an in-depth look at the specific tools, companies and technologies shaping today's great content. Topics include:

- New media distribution platforms
- The explosion of episodic content
- Online distribution
- Reaching audiences in the digital age

Media Production in the Age of Data (15 hours)

Mediamakers and arts organizations are increasingly using quantitative data to develop best practices of audience engagement. In the age of digital distribution, various aspects of audience behavior are being recorded and analyzed. In this course, you will learn to implement best practices and grow audiences, increase engagement, and improve workflows using data. Topics include:

- Data capture and analysis
- Audience engagement best practices
- Data presentation techniques
- Improving workflows using data

Graphic Design + Animation for Video (15 hours)

This class teaches both the aesthetic, visual concepts and practical techniques used by today's animation and design professionals. In this course, you will learn the basic concepts and principles behind graphic design and animation for video by constructing well-designed graphics that communicate effectively. Topics Include:

- Overview of digital graphical tools such as Adobe After Effects or Maxon Cinema 4D
- Learning established motion graphic design principles
- Incorporating the element of time into pre-existing graphics
- Conceptualization and planning a project
- Multi-purposing designs for various outputs
- Design, layout, and color schemes

Creativity in Crisis: Documenting Disaster (15 hours)

Journalist and investigative reporter Amy Goodman once said, "The role of independent media is to go to where the silence is." Now more than ever, we count on independent storytellers and investigative documentarians to fill in the gaps of mainstream media and journalism. In this course, learn techniques and skills of investigative non-fiction filmmaking, how to film and document during times of upheaval, and the importance of creative expression and visual storytelling in times of crisis. Topics include:

- Case studies of successful vertie and investigative films (Whose Streets, The Force)
- Documentary ethics
- Storytelling techniques of nonfiction cinema vérité

Coding for Creatives (15 hours)

Learning to program is no longer just for computer specialists and software developers. Creative coding is a growing field that uses computer software as a medium to develop original creative expression. In this course, you will learn programming through authoring your own creative program and develop practical programming skills by exploring creative ideas and challenges. Topics include:

- Algorithmic thinking
- Software design
- Programming basics
- Computational art and design

Collaboration and Co-Creation Lab: **Working with Clients and Communities (15 hours)**

Co-creation is defined as the deep, active and equal collaboration between clients, consumers, agencies and experts to solve a problem or need. The marketing world understands the importance of customer feedback and uses methods of cocreation in order to source it. Documentary filmmaker and media creators can benefits from these practices to deepen their creative work with clients and communities. In this course, you will learn how to facilitate mixed teams of clients, agencies and consumers through a range of exercises, from insight generation to idea generation to development, group refinement and prioritisation. Topics include:

- Co-creation exercises for teams
- Collaboration techniques
- Importance of client feedback
- Real world problem-solving

Adobe Professional Certification (15 hours)

Based on feedback from educators, design and video professionals, businesses, and educational institutions around the world, Adobe created a set of teaching objectives that cover entry-level skill expectations for video communication. In this course, you will prep the host of skills that will be assessed on the Video Communication Using Adobe Premiere Pro exam — an industry-standard certification that will up your level of professionalism. Topics include:

- Setting project requirements
- Identifying design elements when preparing video
- Understanding the Adobe Premiere Pro interface
- Editing a video sequence with Adobe Premiere Pro
- Exporting video with Adobe Premiere Pro

Advanced Audio Projects (15 hours)

To produce high quality videos, you need to capture and edit high quality sound. In this projects course, you will have the chance to construct your own creative soundtracks and soundscapes under the supervision of a master sound designer. You will practice recording your own sounds, using post production filters, syncing your audio to video and producing a great sound mix. These essential tools will enhance the audio in your project to achieve a more professional result. Topics include:

- How to record voice overs
- How to use compressors, limiters and noise gates
- How to use audio effects and filters in post
- How to mic groups of people
- How to sync dual system sound
- How to design a professional sound mix in post



