



THE ARTS COMMISSION
INSPIRING A VIBRANT TOLEDO

YAAW Returning Apprenticeship Performance Standards

The following goals and objectives will be used as the performance criteria by which the evaluation of the Young Artists At Work (YAAW) Returning Apprenticeship for The Arts Commission will take place.

YAAW Program Statement of Purpose

To inspire and develop the creative capacities of diverse local youth through arts based employment empowering them to contribute to a more vibrant community.

YAAW Program Goals

- To engage and employ at-risk and under-served youth
- To engage and employ youth that represent Toledo's diverse economic, ethnic and racial constituency.
- To discover and nurture the artistic and creative talents of the apprentices.
- To foster an understanding, appreciation and respect for art, artists and aesthetic values.
- To expose the apprentices to the rewards and responsibilities of productive employment, (pride in workmanship, goal definition, implementation and achievement, creative problem solving, cooperation and negotiation, productivity, self-discipline, etc.)
- To develop the apprentices' vocational and employability skills.
- To encourage students to pursue and explore career and educational opportunities in the arts or allied fields.
- To inform, enlighten and challenge participants by providing projects and curricula that are emotionally engaging, intellectually stimulating, and physically rigorous, thereby building confidence and self-esteem.
- To create objects for sale or display that demonstrate good craftsmanship and quality and that will benefit the community.
- To expose the general public to the techniques and methodologies of visual research and the creative process.
- To educate the public about the arts and promote the merits of providing, preserving and supporting public art and arts programs of The Arts Commission and in general.

Responsibilities include, but are not limited to:

Provide a positive and impactful experience for other youth apprentices:

- Model professional and mature behavior while participating in daily curriculum, field trips and other YAAW related events.

Attendance Requirements & Expectations:

- Interact in a professional manner with the public, donors, Arts Commission staff, and The Arts Commission Board of Trustees.
- Be in attendance, on time (8:30am set-up) and prepared for the entire length of the program (June 25 - August 3).
 - 8:30am Setup
 - 9:00am - 12:00pm 1st part of work day for apprentices
 - 12:00 - 1:00pm Lunch
 - 1:00 - 4:00pm 2nd part of work day for apprentices
 - 4:00 - 4:30pm (Staff meeting time)
- Follow procedures for requesting days off or unexpected absences

- If requested, participate in site set-up and tear down for the entire length of the program.
- If requested, participate in YAAW promotional projects and media events as requested.
- Completion of Apprentice Program Evaluation at end of program.

Safety & Discipline

- Follow safe working environment guidelines including:
 - Utilizing appropriate safety equipment.
 - Adhering to OSHA and Child Labor guidelines.
 - Maintaining a physically and emotionally safe environment.
- Promptly bring all questions, concerns, and problems to the attention of your team's teaching staff members. If staff members are unavailable, contact the YAAW Coordinator or the Arts Commission Artist and Youth Services Coordinator.
- Professionally represent The Arts Commission at all times.

Records Protocol:

- Model professional behavior in completing apprentice timesheets in an organized and accurate manner.
- Model professional behavior in completing all evaluation forms.

Support teaching staff members in daily curriculum:

- Model engagement, focus, and productivity for other apprentices.
- Maintain a cooperative attitude when completing projects or carrying out tasks that are out of your comfort zone or different than you experienced in prior YAAW employment.

Assist with exhibition and performance needs:

- As requested, assist in hanging artwork and set-up of the on-site gallery and special event displays (early August).