

## **Oregon Media Pathways**

**A film, video and media production training program for underserved communities.**

This document outlines a workforce development initiative to provide a pathway for entrance to, and sustained success in, production work in our Oregon Media Industry. This program looks to open the doors to traditionally underserved communities to attract, train and employ participants from historically disadvantaged communities and others as crew members on projects such as television series, feature films, animation content, interactive gaming and commercial production.

The Oregon Made Creative Foundation (an Oregon 501(c)(3); “OMCF”) works with strategic partners such as Oregon Film, the Portland Film Office, the Oregon Media Production Association (“OMPA”), and I.A.T.S.E. Local 488, the Union covering workers in media production (“IATSE”) to create a pipeline of engagement, training and employment which increases the diversity of entertainment industry workers while also increasing the overall pool of workers in our industry. Other partners are non-profits and educational institutions who have training and programming in and around media production.

This program seeks to promote an inclusive, healthy, growing and diverse industry of content creators in Oregon through active, “on-set” paid internship programs. In addition the program seeks to provide subsidized placement to encourage sustained employment to a diverse group of filmmakers.

### **Paid Placements**

The program provides entry level positions on set as a paid Production Assistant in various departments on special selected local productions.

The selection of these candidates would come from a variety of ways:

- Through direct application to the production.
- Through application and review to/by an Industry Review Committee organized by the OMPA.
- Through direct training and collaboration with other groups focused on the same goals with the same communities e.g Homeless Youth, Veteran’s groups, tribal councils, etc.

A small group of suitable candidates is then presented to the selected production company via resumes with a view to arranging in-person meetings prior to final selection.

Selected candidates would then be placed in a paid position on the selected production for a prescribed time period. These selected candidates would be added to the production’s payroll and be covered under the production’s insurance policies as

“employees.” The Pathways program would then reimburse the production for the gross wages (up to a maximum amount) for these placed interns at the end of production as evidenced by payroll reports.

All selected candidates will be assigned on-set mentors who will be charged with insuring the selected candidates acclimate and learn in as supportive environment as possible. “Mentors” would ideally be seasoned crew members who provide hands-on guidance and counsel to an individual to help them advance their career. The mentors will be selected by the OMPA and IATSE and would be assigned to a selected candidate for a time period covering their placed employment period, at a minimum.

The goal of this Mentee/Mentor relationship will be to provide guidance and advice as well as help keep the selected candidates engaged, developing their skillset and productively working. Providing the candidates with a dedicated mentor creates more opportunities for long term success in the industry.

The goal of these paid internship placements are geared towards providing a broad understanding of how a production works, the various positions and personnel working on a set and what is required, expected and needed from these “entry level” employees with a goal to allowing these selected candidates to continue to work both as experienced production assistants and/or to move on to a suitable “apprenticeship” in a more specialized/covered position on set.

All placements would be additional positions on the crew and are not intended to displace or replace normal staffing.

A follow up with each participant and mentor is mandatory but ongoing connection and support for all participants is provided through Oregon Film.

To date, the Pathways program has placed 30+ people on sets and in studios locally in paid positions. The vast majority of these placements have gone on to find other work in the industry on their own accord, and several have joined the union and now work in covered positions.

### **PA Training**

In conjunction with Outside the Frame (a non-profit that works with homeless youth filmmakers), IATSE Local 488, OMPA, Portland Film Office and Oregon Film, the Oregon Made Creative Foundation helped to run a 2 day training class for future participants in the Pathways program in October 2020, August 2021 and June 2022.

This PA training is held over two days and participants are paid a cash stipend to attend. No job placement was guaranteed at the end of the program but participants are giving interview opportunities as soon as that is possible.

Please reach out to Tim Williams, Executive Director, Oregon Film - [tim@oregonfilm.org](mailto:tim@oregonfilm.org) - to get involved or for more information.