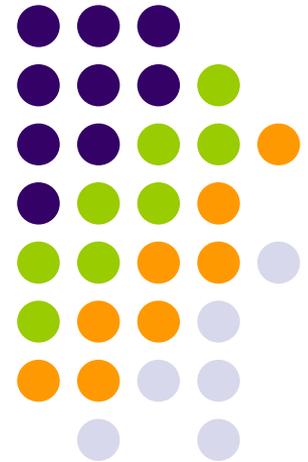


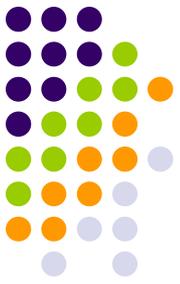


Art=Work in North Dakota

Presentation by Amy Schmidt
North Dakota Council on the Arts
Public Information Officer/ADA Coordinator
and Kimberly Forness Wilson
Award-Winning Multimedia Artist

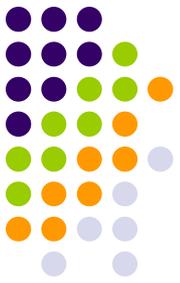


Why am I here?



- The North Dakota Council on the Arts was awarded a grant to conduct a series of activities focused on the continued development of careers in the arts for persons with disabilities.



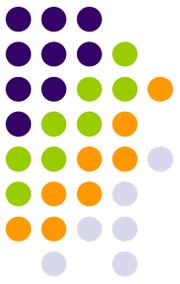


Why am I here?

- One of three goals was to focus on informing the North Dakota Vocational rehabilitation staff personnel about potential careers in the arts for persons with disabilities.



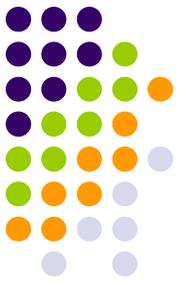
So What is “Art”



- *Dictionary.com* defines art as:
- the quality, production, expression, or realm, according to aesthetic principles, of what is beautiful, appealing, or of more than ordinary significance.



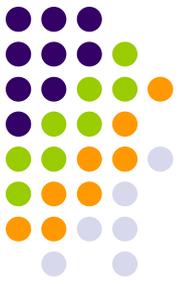
Power of the Arts



- The arts invite people to leave familiar territory, to explore new answers and to seek new questions.
- The arts offer a means to self-expression, communication, and independence.
- By learning through the arts, people become lifelong learners, experiencing the joy of discovery and exploration, and the value of each other's ideas.

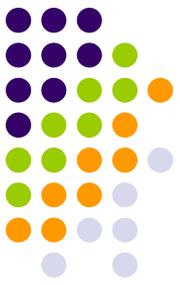


A Career in the Arts?



- It's strange that in our society we both value and celebrate artistic accomplishment, yet all too often fail to see it as a realistic career option.
- We admire and stand in awe of those creative geniuses who rise to the top of their profession.
- Yet we often seem to disregard the valuable role that artists and their creations play in our personal, emotional, intellectual, spiritual, and societal development.



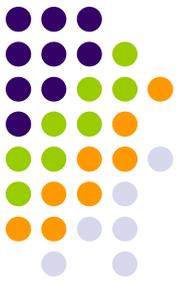


A Career in the Arts?

- “Be all that you can be,” the Army recruiting motto, is a call to all those who seek a career and not just a job. The Rehabilitation Act similarly calls persons with disabilities to look to their full potential in keeping with their abilities, capabilities, interests, and informed choices. No persons, least of all individuals with disabilities, should limit their aspirations based on stereotypes.
- ~ Fredric K. Schroeder
*Commissioner, Rehabilitation Services Administration, OSERS,
Department of Education*



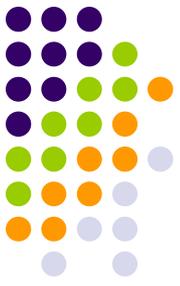
Artistic Occupations



- Artistic occupations frequently involve working with forms, designs and patterns. They often require self-expression and the work can be done without following a clear set of rules.
- There are many options when it comes to a career in arts. Whether your specialty is painting, drawing, cartooning, pottery, digital art, performing art, or administration, one of the necessary keys to a successful career is finding what works for each individual.



Report from Job Service indicates Careers in ND



- The Arts, Audio/Video Technology and Communications category starts on page 114.
- The report lists top core tasks, work activities, skills, abilities needed, and more.
- The report can be found online at:
https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_careersinnd2012edition.pdf
- A sample job description page follows:



CAREER CLUSTER: Arts, Audio/Video Technology and Communications

MEDIUM SKILL

27-4021 Photographers

Occupation Description: Photograph people, landscapes, merchandise, or other subjects, using digital or film cameras and equipment. May develop negatives or use computer software to produce finished images and prints. Includes scientific photographers, aerial photographers, and photojournalists.

Alternate Job Title(s): Marine Photographer; Medical Photographer; Wedding Photographer

Top Interest Category: Artistic

JOB-RELATED CHARACTERISTICS

Top Core Tasks

Take pictures of individuals, families, and small groups, either in studio or on location.

Adjust apertures, shutter speeds, and camera focus based on a combination of factors such as lighting, field depth, subject motion, film type, and film speed.

Use traditional or digital cameras, along with a variety of equipment such as tripods, filters, and flash attachments.

Create artificial light, using flashes and reflectors.

Determine desired images and picture composition, selecting and adjusting subjects, equipment, and lighting to achieve desired effects.

Long-Term Job Growth Outlook: Below Average Growth

2010 Estimate	2020 Projection	Numeric Change	Percent Change	Growth Openings	+ Replacement Openings	= Total Openings	Average 2011 Wages
201	214	13	6.5	13	19	32	\$28,120

Of this occupation's projected total openings, 40.6% will result in employment opportunities due to growth needs while replacement needs will account for 59.4%. The industry reporting the largest employment for this occupation is Professional and Technical Services with an estimated 98 jobs. Over the projections period, most new jobs for this occupation will occur in Professional and Technical Services. The proportion of this occupation's employment considered self-employed or unpaid family workers (excluding agricultural workers) is generally between 30% and 39%.

Top Work Activities

Thinking Creatively

Identifying Objects, Actions, and Events

Inspecting Equipment, Structures, or Material

Top Work Context Factors [Relative Importance, Frequency, or Duration]

Contact With Others [Constant contact with others]

Importance of Being Exact or Accurate [Extremely important]

Telephone [Once a week or more but not every day]

WORKER-RELATED CHARACTERISTICS

Top Skills

Active Listening

Speaking

Social Perceptiveness

Judgment and Decision Making

Instructing

Top Abilities

Oral Comprehension

Visualization

Oral Expression

Originality

Near Vision

Top Work Styles

Dependability

Cooperation

Attention to Detail

Self Control

Integrity

Top Knowledge

Customer and Personal Service

Sales and Marketing

English Language

Typical Entry-Level Education

High school diploma or equivalent

Related Work Experience

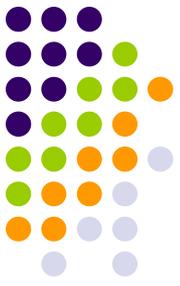
None

Typical On-the-Job Training

Long-term, on-the-job training (> 12 months)

N/A indicates the data or information cannot be released due to reliability, availability or confidentiality restrictions.



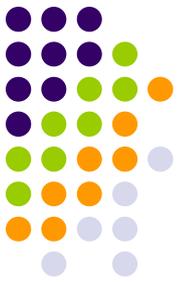


Art Career Fields Include:

- Arts Services
- Arts Management/Administration
- Communication, Marketing & Media Arts
- Visual Arts & Design
- Performing Arts
- Culinary Arts
- Literary Arts



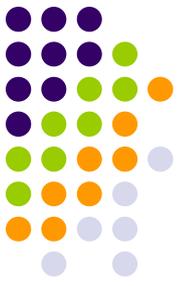
Following are just a “few” sample Art Career Job Titles



- Arts Administrator
- Studio artist
- Animator
- Set designer
- Photographer
- Industrial designer
- Model maker
- Artist-in-residence
- Restorer
- Furniture designer
- Illustrator
- Slide registry librarian
- Critic
- Website designer
- Archivist
- Communications assistant
- Writer, Author, Editor
- Communications assistant
- Advertising artist
- Conservator
- Visual merchandising manager
- Graphic designer
- Education director
- Interior designer
- Art teacher/instructor
- Fashion illustrator
- Art appraiser
- Art director
- Film editor/producer
- Gallery assistant
- Museum curator
- Buyer
- Art therapist
- **And there are many more...**



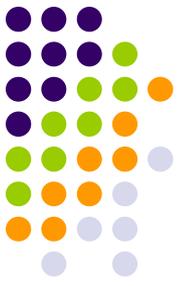
Another Resource for Careers in the Arts



- A brief overview of possible career tracks in various art fields and specific information on more than 110 possible careers in the arts is available in the *Putting Creativity to Work* resource book in Chapter 2.
- There is a wide range of opportunities for working in arts-related fields and applying talents, skills, and interests in creative ways.
- This information includes job responsibilities, salary range, education and other qualifications needed for the job, and core skills associated with each job.
- ~ *Putting Creativity to Work*, is available online at: http://www.kennedy-center.org/education/vsa/resources/creativity_work.cfm#Creativity.



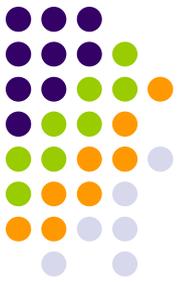
Online National Art Job Posting Sites Available



- **New York Foundation for the Art's *Jobs in the Arts***, the premiere source for jobs and internships in the arts, culture and museum industries nationwide.
<http://www.nyfa.org/opportunities.asp?type=Job&id=94&fid=1&sid=54>
- **Artjobonline**, a biweekly listing of positions in visual and performing arts, literature, education, and arts administration. Sponsored by the Western States Arts Federation.
<https://www.artjob.org>
- **ArtSearch**, a national employment-service bulletin for jobs in the performing arts and arts administration. Over 69 jobs posted in the last seven days. Over 3,000 jobs posted annually. (fee-based site)
<http://www.tcg.org/artsearch>
- **National Network for Artist Placement**, their goal is to shorten the distance for an emerging artist who wishes to become a paid professional artist. (fee-based site) <http://www.artistplacement.com>



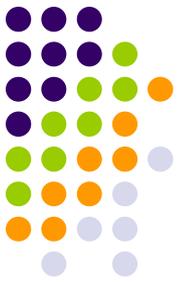
National Study on Careers in the Arts



- The National Endowment for the Arts' National Study on Careers in the Arts was initiated for the purpose of examining access to careers in the arts, as well as the social, personal, and economic outcomes of training and work in the arts.
- This study included interviews with 30 individuals; and a two-month, online focus group with 25 people with disabilities working in the arts.
- The report highlighted eight areas: developmental issues, making a living, access issues, public attitudes, defining disability art, intra-group differences, activism, and disability identity.



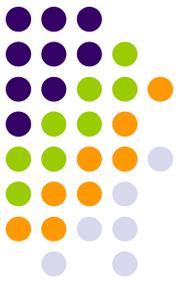
National Study on Careers in the Arts



- The study found that at each step in the development of an artistic career—from initial aspiration, to formal training and education, to ultimately undertaking a career in the arts—people with disabilities face low expectations, lack of access, and overt discrimination.
- Inadequate health insurance and fear of losing existing benefits remain very real barriers. In addition, they were often expected to volunteer their work or accept low pay.

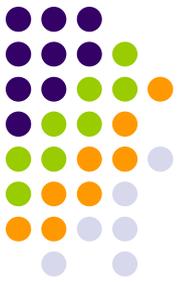


National Study on Careers in the Arts



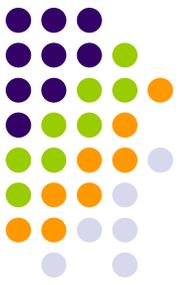
- The individuals with disabilities fluctuating health and stamina make it difficult for them to function in jobs without significant accommodation.
- Artists with disabilities also experienced difficulties when interfacing with the Social Security Administration. For example, they received inaccurate information concerning how to prorate arts income.

National Study on Careers in the Arts



- Working with arts employers to make the business case for hiring artists with disabilities should be an important priority, and bringing in the voice and perspective of individuals with disabilities is critical to that goal.

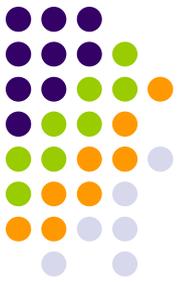
National Study on Careers in the Arts



- Addressing the importance of the arts in business and in our society, John Kemp, *Executive Director and General Counsel of the U.S. Business Leadership Network*, said, “The arts have the power to enhance critical thinking, problem solving, and the human spirit. The outcome is a strong society, and fit minds that create successful social and economic systems.”
- More information on this study is available at: <http://www.arts.gov/resources/accessibility/NEA-Career-Summit.pdf>.

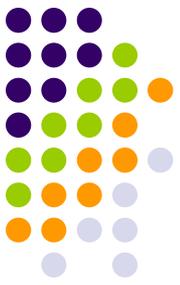


Indulgent Employment? Careers in the Arts for People with Disabilities



- The normal hurdles faced by people with disabilities are magnified for artists and art students with disabilities.
- Their employment situations can be unpredictable, unstable, and temporary.

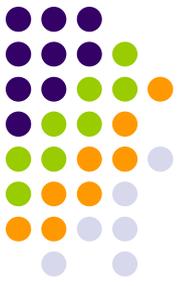
Indulgent Employment? Careers in the Arts for People with Disabilities



- Some barriers facing artists:
- Jobs in the arts are competitive, and many government agencies see these jobs as secondary to other kinds of employment of people with disabilities could have that are “predictable.”
- They tend to be counseled to choose “dependable” employment.
- Many artists with disabilities feel pressured into low-paying and volunteer jobs that may not meet their career and personal expectations, nor agree with their skills and talents.



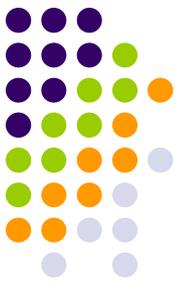
Indulgent Employment? Careers in the Arts for People with Disabilities



- “Dependable employment” usually constitutes jobs outside of the arts, and this problem is exacerbated for people with disabilities because of society’s low expectations of them.
- Communities lose the opportunity to have people with disabilities, who represent a minority perspective in society, share their self-expression and lived experiences.
- These talents, when explored, can result in captivating works and presentations of art.



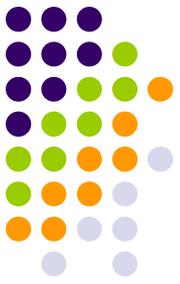
Indulgent Employment? Careers in the Arts for People with Disabilities



- Being funneled into less challenging, less meaningful work can disproportionately affect people with disabilities and result in its own form of discrimination.
- While all arts fields are difficult to enter, disabled or not, government programs should not be encouraged to treat non-disabled and disabled job candidates differently.
- The same warnings, the same encouragements, should be given to all; and **work should provide food for the table and sustenance for the soul.**

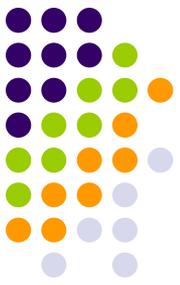


Indulgent Employment? Careers in the Arts for People with Disabilities



- Government, nonprofit, and private employers all have roles to play in facilitating disabled artists' transition to self-support.
- The federal government accomplishes part of this mandate by making its workplaces and information increasingly accessible.

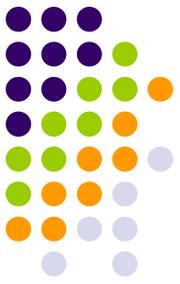
Indulgent Employment? Careers in the Arts for People with Disabilities



- To promote more inclusive workplaces, hiring managers need to receive training on the ADA, Rehabilitation Act, Schedule A hires, and reasonable accommodations.
- Focused efforts should be directed at the arts because of the profound effects of missing disabled artists' voices in society.

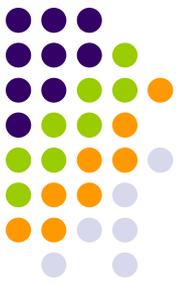


Indulgent Employment? Careers in the Arts for People with Disabilities



- Employment researchers have shown that employers that hire one person with a disability have their attitudinal barriers toward disability challenged *and* altered.
- They become more willing to hire other people with disabilities.

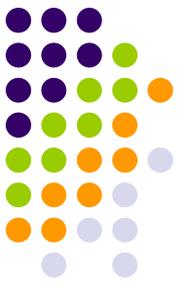
Indulgent Employment? Careers in the Arts for People with Disabilities



- All of the obstacles and successes discussed in this Article point towards an urgent need to identify and understand social expectations and support (or the lack thereof) for artists with disabilities.
- If people with disabilities are not expected to participate in competitive employment, including the arts, they may not receive training, encouragement, and support in these areas.
- Their potential as artists can be left unexplored and certainly unappreciated.



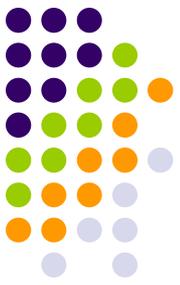
Indulgent Employment? Careers in the Arts for People with Disabilities



- Even with mesmerizing talent in an arts field, individuals may be pushed into more conventional, even-keeled positions.
- The difference for artists with disabilities is that there are little expectations they will succeed in the arts, or that they should be in arts at all.
- A career in the arts would be considered “indulgent employment.”



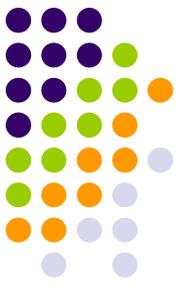
Indulgent Employment? Careers in the Arts for People with Disabilities



- The indulgent employment perspective would hold that people with disabilities should be satisfied, and even appreciative of any work they are offered, regardless of whether or not it fits with their academic preparation, training, or ambitions.
- They may be expected to lower their expectations substantially in order to be in a job of any kind. Even if the job may be menial, discouraging, or degrading.



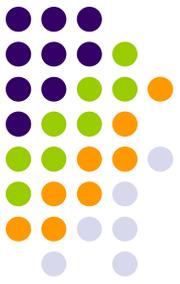
Indulgent Employment? Careers in the Arts for People with Disabilities



- Some legal scholars have gone further in adamantly suggesting that the problem of job churning—moving from one position to another—could be cured if people with disabilities were matched with employment that would optimize their productivity while minimizing the costs of reasonable accommodation.



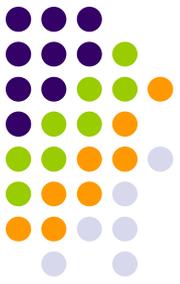
Indulgent Employment? Careers in the Arts for People with Disabilities



- *Article written by Carrie Griffin Basas*
- Available online at:
- <http://webcache.googleusercontent.com/search?q=cache:http://lawjournal.rutgers.edu/sites/lawjournal.rutgers.edu/files/issues/02BasasVol.40.3.pdf>



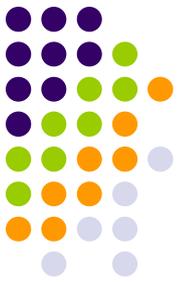
To Touch on Reasonable Accommodations, IPAT Services



- It is vitally important to inform potential employers of the services available through **Interagency Program for Assistive Technology (IPAT)**.
- IPAT staff is available to answer Assistive Technology (AT) questions for persons with disabilities, their family members, **and the professionals that support them**, and provides this service at no cost to the requestor through the use of a toll-free number, e-mail, mail, videoconference, or person-to-person meetings.

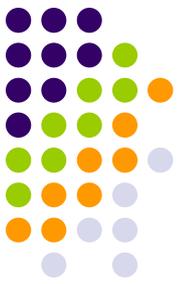


IPAT Services



- The Equipment Rental Program service is available to all North Dakota residents with disabilities, their family members, and the professionals that support them.
- Contact IPAT 1-800-895-4728 or ipatinfo@ndipat.org

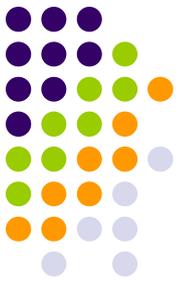




To Conclude

- A career in the arts shouldn't be seen as “indulgent”, it should be seen as accessible to all individuals.
- There are several options for careers in the arts no matter what the skill sets of the individual may be.
- Please don't disregard the arts ~ they are vitally important to ones self-worth and well-being!



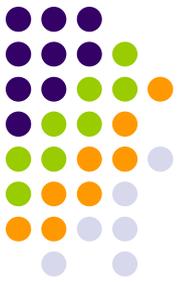


Presentation Slides Available

- A copy of this presentation is available online at:
- www.nd.gov/arts
- My contact information:
Amy Schmidt
Public Information Officer
North Dakota Council on the Arts
amschmid@nd.gov
(701) 328-7594
www.nd.gov/arts
- "Like us on Facebook!"
<https://www.facebook.com/ArtEqualsWork>



Please Welcome Kimberly



- It is now my pleasure to introduce Kimberly Forness Wilson, an award-winning multimedia artist, and recent recipient of the North Valley Arts Council's 2012 Artist of the Year award!
- She will be presenting her story on how the arts have healing powers, and how she has continued to thrive in the arts world.
- Please welcome Kimberly Forness Wilson!

