**GUIDELINES - VIPI PRODUCERS MENTORSHIP PROGRAM – ROUND 2**

**VIPI Aims**

The Victorian Independent Producers Initiative (VIPI) will support independent producers, and through them, independent artists and companies in the performing arts, based in Victoria. This initiative has been designed in consultation with the Victorian independent performing arts sector, specifically independent producers, with input from other key stakeholders across the Victorian creative industries.

VIPI is an initiative of the Victorian Government through [Creative Victoria](https://creative.vic.gov.au/funding-and-support/programs/victorian-independent-producers-initiative), delivered in partnership with Theatre Network Australia.

**VIPI Objectives**

Through supporting independent producers, this initiative aims to:

* Improve career and development opportunities for independent producers to increase their numbers and capacities, and the sustainability of independent producing practices;
* Increase the number of Victorian-based independent artists and companies who are working with independent producers;
* Improve the sustainable practice of Victorian-based independent artists and companies, locally and globally;
* Build the diversity of independent producers working in Victoria, both the diversity of representation (e.g. First Peoples, Culturally and Linguistically Diverse people, People of Colour, people living with a disability and people based regionally) and the diversity of practice / curation;
* Increase the reputation of Victoria and Victorian producers – internationally and nationally; and
* Increase the amount of work represented by Victorian producers through market development opportunities

**PROGRAM DATES**

**The dates for Round 2 are:**

15 June – Round 2 EOIs for Producers Mentorship Program opens

15 July – Round 2 EOIs for Producers Mentorship Program closes

03 – 07 August – Interviews with shortlisted applicants

17 August – Participants for Round 2 of Producers Mentorship Program notified

Participants to Round 2 of the VIPI Producers Mentorship Program will commit to a 12-month program from August 2020 – August 2021.

**PROGRAM GOALS**

The intention with the new model detailed below is to:

1. Continue to achieve the VIPI aims and objectives to support independent producers, and through them, independent artists and companies in the performing arts, based in Victoria.
2. Build a strong community of independent producers who are supported as they remodel their independent producing practices, in response to COVID-19.

**PROGRAM MODEL: PRODUCERS MENTORSHIP PROGRAM – ROUND 2**

**WHO IS THIS PROGRAM FOR?**

The Producers Mentorship Program suits people who already have some producing experience in the performing arts and want to be part of a group learning environment to explore new models of independent producing.

It is ideal if you have already worked with at least one independent artist / performing arts collective / independent company as a producer. Therefore, you have some producing experience that you are able to draw on to contribute to the group learning AND you are open to learning from other independent producers.

If you are not sure if you have had producing experience, please refer to the [FAQs (Frequently Asked Questions)](https://www.tna.org.au/what-we-do/sector-development/vipi-frequently-asked-questions/), where we give examples of the broad range of skills and experiences that may count as ‘producing’.

**First Peoples Applicants:**Applications are encouraged from First Peoples who are living and working in Victoria. At least one producer position for the Producers Mentorship Program (across Rounds 2 and 3) is reserved for an applicant who is from a Traditional Owner group of Victoria. First Peoples mentees are able to receive additional support from First Peoples mentors.

**WHAT IS ON OFFER?**

Participants will commit to a 12-month program from August 2020 – August 2021. Up to 8 individual independent producers will be selected. There will be bespoke relationships in pairs or small groups, along with monthly group sessions with all participants.

The monthly professional development topics / skills will be co-designed with the selected participants. These group sessions form the core learning units, tailored to the most urgent needs, skills and conversations that the participants have identified. The sessions will be taught / facilitated / led by the participants in turn, as well as (when required), sourced from outside of the group of participants.

In addition to these monthly group sessions, participants work on their own projects in bespoke pairs / smaller groups, autonomously.

Some of the group sessions will be tailored to people of specific lived experiences, as needed.

For example, some sessions may only involve people living with disability, others may only involve those who have self-identified as people of colour. We will be mindful of diverse learning styles as well as neuro diversity in terms of people’s ability to participate in group learning sessions.

**FEES AND TIME COMMITMENT**

Participants will be employees of TNA, employed to work 2 days a week (0.4EFT), and will each received a total of $21,840 gross per annum. This is based on a full time equivalent salary of $54,600 gross per annum. Payments will be made fortnightly in arrears.

On-costs (superannuation and work cover, which TNA will administer on your behalf) will be paid on top of this.

The minimum time commitment to the program is 8 days per month, for a 12-month period, inclusive of the monthly group sessions.

### **MENTAL HEALTH, INTERNET AND ACCESS STIPENDS**

In response to industry feedback about the support role that producers play generally, and in recognition that producers will play a vital role in rebuilding/reshaping the sector in the wake of the pandemic, the program will also offer funding for participants to access mental health support, at a rate of $100 per person, per month, for a 12-month period.

Participants will also receive a monthly subsidy towards internet connection and data allowance, set at $40 per person, per month, for a 12-month period.

On an as needs basis, participants will be able to access VIPI funds to support access and specialized skills / mentorships. Access may include, e.g. Auslan interpreting, purchase of essential equipment, transport costs, childcare. Specialized skills / mentorships may include, e.g. First Peoples mentoring support, support by Disabled mentors and so on.

**APPLICATION PROCESS**

You apply as an individual and you can indicate if you would prefer to be paired with a specific independent producer, who will also submit their own separate application. Through the assessment / selection process, the potential for additional one-on-one / small group relationships are identified.

The application process will involve 2 steps:

* An online submission, including a workplan for the 12-month period.
* For shortlisted applicants, an interview on Zoom or face-to-face (if health guidelines allow for it) or another platform that is accessible for the applicant.

**APPLICANTS TO VIPI UNLOCKING CAPACITY**

You are able to apply for both funded streams of VIPI, i.e. the Producers Mentorship Program and the Unlocking Capacity grant, in the same round.

However, if you are offered both opportunities, you are able to only accept one opportunity per round.

**ASSESSMENT**

**Assessment process**

A combination of internal TNA representatives (not the VIPI Program Producer) and external panellists comprising of producers and creatives, will assess each application against the program aims and assessment criteria. This process will be administered by the VIPI Program Producer.

There is a 2-step assessment process:

* Shortlisting of online submissions
* Interview process with shortlisted applicants

By the end of the interview process, panellists will arrive at a final recommendation of 8 individual producers to recommend for Round 2 of the Producers Mentorship Program.

After notification of results, all applicants are encouraged to contact the VIPI Program Producer for feedback on their application.

## Assessment criteria

Each application will be rated against the program **aims and priorities** and the following four equally weighted **assessment criteria**:

1. **Justice and Diversity**

In assessing the ‘justice and diversity’ criterion, the panel may consider:

* Will this applicant build the diversity\* of independent producers working in Victoria?
* Will supporting this applicant increase the number of under-represented Victorian-based independent artists and companies who are working with independent producers?
* Will this applicant contribute to the sustainable practice of Victorian-based independent artists and companies, locally and globally?

\*(with an emphasis on supporting the practices of independent producers and artists who are First Peoples, Culturally and Linguistically Diverse people, people of colour, people living with a disability and people based regionally)

1. **Impact on producing practice**

In assessing the ‘impact on producing practice’ criterion, the panel may consider:

* Is this program timely and vital for the applicant to develop their independent producing practice?
* Will this program enable the applicant to diversify their practice/ curation?
1. **Impact on the Victorian independent performing arts sector**

In assessing the ‘impact on the Victorian independent performing arts sector’ criterion, the panel may consider:

* Will this applicant contribute to the diversity of producing practice / curation in Victoria?
* Will this applicant contribute to the reputation of Victoria and Victorian producers internationally and nationally?
* Does this participant have the potential to increase the reputation of Victoria and Victorian producers, through national and international conversations and relationships?
1. **Viability**

In assessing the ‘viability’ criterion, the panel may consider:

* Does the work plan seem viable, i.e. realistic and achievable for the time and resources available?
* Will the applicant contribute something of value to the group learning process?
* Does the applicant demonstrate an openness to learning from other independent producers / independent producing practices?
* Will the applicant complement the overall group dynamics?