

# Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
<b>Student Demand</b>	<p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Fall Enrollment Trend</a></p>	<ul style="list-style-type: none"> <li>● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3%</li> <li>● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9%</li> <li>● Weak = Fleming enrolment growth is less than the system demand and is less than 1%</li> </ul>
<b>Labour Market</b>	<p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>	<ul style="list-style-type: none"> <li>● Strong = Between 5-6 positive labour market indicators</li> <li>● Moderate = Between 3-5 positive labour market indicators</li> <li>● Weak = Between 1-2 or no positive labour market indicators</li> </ul>
<b>Competitive Analysis</b>	<p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Fall Conversion Report</a></p>	<ul style="list-style-type: none"> <li>● Strong = Fleming conversion ratio is greater than 2 below the system</li> <li>● Moderate = Fleming conversion ratio is 1 above, below or equal to the system</li> <li>● Weak = Fleming conversion ratio is greater than 2 above than the system</li> </ul>
<b>Financial Analysis</b>	<p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Costing Analysis</a></p>	<ul style="list-style-type: none"> <li>● Strong = CTO is greater than 35%</li> <li>● Moderate = CTO is between 30 - 34%</li> <li>● Weak = CTO is between 20 – 30%</li> </ul> <p><b>No Contribution = 19% or less</b></p>

# Key Research Findings

<b>Key Performance Indicators</b>	Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.  <b>Click Below to Access Full Source Document:</b> <a href="#">Key Performance Indicators</a>	<ul style="list-style-type: none"> <li>● Strong = Above system average in 6-7 indicators</li> <li>● Moderate = Above system average in 3-5 indicators</li> <li>● Weak = Above system average in 0-2 indicators.</li> </ul>
<b>Resource Analysis</b>	Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here	

# Key Research Findings

## Visual and Creative Arts (51801)

### Student Demand<sup>1</sup>

• **MODERATE**

The following information consists of OCAS yearly student winter registration data as well as a mean growth rate and average student registration for each program under these categories:

#### Diploma

- Fleming is the only school to offer this program, which has experienced a mean growth rate of **48%** and an average registration of **23 students**

#### Diploma

Program: 51801 - VISUAL AND CREATIVE ARTS - FINE ARTS														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
FLEMING	9	17	89	17	27	59	27	23	-15	23	37	61	48	23
Total	9	17	89	17	27	59	27	23	-15	23	37	61	48	23

### Labour Market

• **MODERATE**

#### Employment Ontario

Not Available

#### HRSDC<sup>2</sup>

##### Artisans and Craftspersons (NOC – 5244)

- Job Openings (2011/2020): **46,486**
- Job Seekers(2011/2020): **39,518**
- Post Secondary Education Graduates: **38,028**

<sup>1</sup> Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

<sup>2</sup> "Creative Designers And Craftspersons ." *Human Resources and Skills Development Canada* . N.p., n.d. Web. 24 July 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=68>>.

## Key Research Findings

- “Based on projections and considering that labour supply and demand in this occupation were balanced, the number of job seekers is expected to remain sufficient to fill job openings over the 2011-2020 period. The job openings for artistic designers and craftspersons will arise primarily from expansion demand. New computer and telecommunications technologies will continue to create new jobs in graphic design. Moreover, interior designers will continue to benefit from high renovation expenditures, though lower than in previous years. Retirements will result in fewer job openings than in other occupations. The retirement rate will be below the average, mainly because the workers in this occupation are typically younger. In terms of labour supply, job seekers will come primarily from the school system. However, a large number of workers will leave this occupation for another because of the often precarious employment conditions.”

### US Bureau of Labour<sup>3</sup>

#### Craft and Fine Artists (SOC – 27-1012)

- Employment Growth : **Increase 5%**
  - **56,900 (2010) to 59,900 (2020)**
- “Employment growth of artists depends in large part on the overall state of the economy, because purchases of art are usually optional. During good economic times, more people and businesses are interested in buying artwork; during economic downturns, they buy less.”
- “Although there is always a demand for art by collectors and museums, the employment of artists is also impacted by the level of charitable giving to the arts—which has been decreasing in recent years.
- In addition, job growth for craft artists may be limited by the sale of inexpensive, mass-produced items designed to look like handmade American crafts. However, consumers’ continued interest in locally-made products will likely offset some of these employment losses.”
- “Demand for illustrators who work on a computer will increase as media companies use more detailed images and backgrounds in their designs. Illustrators and cartoonists who work in publishing may see job opportunities decline as traditional print publications lose ground to other media forms. However, new opportunities are expected to arise as the number of electronic magazines and Internet-based publications grows.”
- “Competition for jobs as craft and fine artists is expected to be strong because there are more qualified candidates than available jobs. Only the most successful craft and fine artists receive major commissions for their work.”
- “Despite the competition, studios, galleries, and individual clients are always on the lookout for artists who display outstanding talent, creativity, and style. Talented individuals who have developed a mastery of artistic techniques and skills will have the best job prospects.”
- “Competition among artists for the privilege of being shown in galleries is expected to remain intense, as will competition for grants from funders such as private foundations, state and local arts councils, and the National Endowment for the Arts. Because of their reliance on grants, and because the demand for artwork is dependent on consumers having extra income to spend, many of these artists will find that their income changes with the overall economy.”

<sup>3</sup> “Craft and Fine Artists.” *US Bureau of Labour*. N.p., n.d. Web. 25 July 2012. <<http://www.bls.gov/ooh/arts-and-design/craft-and-fine-artists.htm#tab-6>>.

# Key Research Findings

Occupational Title	SOC Code	Employment, 2010	Projected Employment, 2020	Change, 2010-20	
				Percent	Numeric
<b>Craft and Fine Artists</b>	—	56,900	59,900	5	3,100
<b>Craft Artists</b>	27-1012	11,800	12,700	7	900
<b>Fine Artists, Including Painters, Sculptors, and Illustrators</b>	27-1013	25,700	27,700	8	2,000
<b>Artists and Related Workers, All Other</b>	27-1019	19,300	19,500	1	200

## HRSDC<sup>4</sup>

### Painters, Sculptors and Other Visual Artists (NOC – 5136)

- Job Openings (2011/2020): **44,789**
- Job Seekers(2011/2020): **36,947**
- Post Secondary Education Graduates: **28,110**
- “Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For Creative And Performing Artists, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total 44,789 and 36,947 job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.”
- “Based on projections and considering the recent balance between the labour supply and demand in this occupation, it is expected that the number of job seekers will be sufficient to fill the job openings over the 2011-2020 period. The annual difference between supply and demand is very small, 0.8% of jobs in 2010. Retirements will create the majority of job openings, accounting for nearly 62 percent of labour market needs. In fact, since the workforce is aging, there will a significant increase in the number of retirements as compared to the 2001-2010 period. Job growth will also be relatively high. With regard to the labour supply, the vast majority of job seekers will be school leavers, although it is expected that their numbers will decrease slightly over the coming years.”
- “Creative ability and talent, as demonstrated by a portfolio of work, and knowledge of the safe use of materials, tools and equipment are required. Art programs are offered at universities, colleges and private art schools.”
- “A college diploma in fine arts techniques may be required.”
- “Art instructors and teachers may be required to have a university degree or college diploma in a field related to art.”

<sup>4</sup> "Creative And Performing Artists (513)." *Human Resources and Skills Development Canada*. N.p., n.d. Web. 27 July 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?tid=64>>.

# Key Research Findings

## Sector Councils and Reports

- [Community Arts Ontario](#)
- [Cultural Careers Council Ontario](#)
- [Cultural Human Resources Council](#)
- [Fusion: The Ontario Clay & Glass Association](#)
- [Ontario Arts Council \(OAC\)](#)
- [Ontario Crafts Council](#)
- [Ontario Handweavers & Spinners](#)
- [Ontario Society of Artists \(OSA\)](#)
- [Théâtre Action](#)
- [Theatre Ontario](#)

## Taken from the Cultural Human Resources Council of Canada-Cultural HR Study 2010<sup>5</sup>

### Fast Facts

"Exports for visual arts and crafts in 2008 totalled \$207 million."

"Total federal government support for the visual arts and crafts subsector was \$24.6 million for 2007/08."

### Impact of 2008 Economic Downturn

"The impact of the 2008 economic downturn and subsequent changes to consumer and business spending has lead to significant challenges for the visual arts and crafts subsector. It was seen as the top issue by almost half of survey respondents. By 2009, the subsector consisted of 16 per cent fewer registered businesses than in 2006."

### Public Appreciation

"The public's view of visual arts and crafts as non-essential goods or services was ranked by survey respondents as the top trend or issue affecting the subsector."

### New Technologies

"New technologies are altering and influencing the ways in which visual artists and craftspeople work. Their traditional tools of canvas and paint are now augmented and expanded by pixels and animation. New technologies are also creating concerns over intellectual property rights."

### Need for Collaboration

"A lack of collaboration among subsector stakeholders was a significant issue in visual arts and crafts. Achieving common goals as a unified community is challenging for visual artists and craftspeople since they tend to work in isolation."

### Lack of opportunities

"Employers such as art galleries indicated that a substantial challenge for them was in attracting and retaining qualified workers due to the low levels of compensation and a lack of opportunities in the subsector."

### Low, unstable incomes

<sup>5</sup> "2010 Cultural HR Study." *Cultural Human Resources Council*. N.p., n.d. Web. 14 Aug. 2012. <<http://www.culturalhrc.ca/research/HRStudy2010/hr-trends-e.asp>>.

# Key Research Findings

"Visual artists and craftspeople face the challenges of lower earning levels and unstable work. Insufficient earnings topped the list of visual arts survey respondent issues. Self-employment brings a host of human resource challenges in the areas of income security, financial management, time management, and "employment" benefits including insurance, health coverage, and retirement plans."

## Training needed

"Beyond artistic skills, artists need technological and marketing skills to understand how best to distribute and promote their work. Many workers in the visual arts and crafts subsector have good "technical" and "creative" skills but lack business skills. They would benefit from enhancing their entrepreneurial skills, especially in the areas of marketing, negotiation, and financial management."

## "Recommendations"

- "Undertake research on models for ensuring social benefits for aging artists, including pension schemes, retirement funds and income guarantees."
- "Support the establishment and sharing of fee schedules and codes of practice for artists and galleries."
- "Support business skills training for employers, visual artists and craftspeople, in the areas of digital technology opportunities."
- "Support training for visual artists and craftspeople on intellectual property and copyright laws."
- "Support training in export marketing to leverage emerging market opportunities and to develop new markets."
- "Undertake labour market research for visual artists and craftspeople, including the establishment of occupational codes for craftspeople, and methodology for gathering statistics on both employers and artists and craftspeople."
- "Develop internship opportunities for emerging artists in arts practice issues and management."
- "Undertake research into the training/mentorship needed for skills associated with art forms, First Nations and ethno-cultural traditions that are at risk of being lost."

This is the executive summary taken from a Report from **WorkInCulture** on **Artists' Business Skill Needs**.<sup>6</sup>

"WorkInCulture continues its work on business skills issues for artists and cultural workers which it began with *Enriching Our Work In Culture: Professional Development in Ontario's Cultural Sector* in 2008. The current report is the first of a series of skills check-in. This one polled more than 500 artists from various disciplines around the province."

"Survey questions were organized into four brief sections, covering general employment issues and career goals, perceived challenges to career, professional development needs, and WorkInCulture programs and services. Survey summary results showed a number of trends which will affect training and development around the province:"

- "Slightly more than one out of three artists work in two or more media"

<sup>6</sup> "SKILLS CHECK-IN: A Report from WorkInCulture on Artists' Business Skill Needs." *WorkInCulture*. N.p., n.d. Web. 14 Aug. 2012. <<http://www.workinculture.ca/documents/Check-inFinal2012.pdf>>.

## Key Research Findings

- “Despite the challenges of creating a living, **artists are highly motivated, entrepreneurial and resilient**, continuing to practise art in lifelong careers which will require lifelong training”
- “Artists see their **top challenges as finding sources of funds, making sales, marketing and promotion**”
- “Although artists rely on word of mouth and networking to further their careers, increasingly they **take advantage of online sources** to network, market and to learn”
- “Acquiring business skills to manage an entrepreneurial life is extremely important to them; **more than half of respondents have taken some kind of business skill training**”
- “Artists prefer face-to-face learning but increasingly they are **taking advantage of online learning (41%)** and one in four recognize the value of business skill learning that blends styles and technologies. There are only **minor differences between artistic disciplines or regions** on the issues, suggesting that more generic training is possible and that training opportunities can be rolled out regionally and provincially. But survey results showed the variety of training providers in communities, suggesting that **there are many potential partners and collaborators** to deliver more systematic business skills training across the province.”

“The report will be shared with WorkInCulture’s professional training partners – its members, other arts discipline associations, community arts councils and others, as well as with its funders.”

### Working in Canada<sup>7</sup>

#### Artisans and Craftspersons (NOC – 5244)

- Ontario Rating: **Not Available**
- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	11.00	15.00	25.00
Hamilton--Niagara Peninsula Region	11.00	15.75	23.65
Kingston - Pembroke Region	11.00	15.00	25.00
Kitchener--Waterloo--Barrie Region	10.88	14.15	20.50
London Region	11.00	15.00	25.00
Muskoka-Kawartha Region	11.75	15.00	20.00
Northeast Region	11.00	25.00	31.00
Northwest Region	N/A	N/A	N/A
Ottawa Region	11.00	14.97	25.00
Stratford--Bruce Peninsula Region	10.25	13.68	19.63
Toronto Region	10.89	15.00	23.00
Windsor-Sarnia Region	10.59	14.50	20.00

<sup>7</sup> "Artisans and Craftspersons." *Working In Canada*. N.p., n.d. Web. 24 July 2012. <[http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=5244&action=final&ln=p@ionKeyword=Peterborough%2C+Ontario&source=0&titleKeyword=artisan#job\\_opps](http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=5244&action=final&ln=p@ionKeyword=Peterborough%2C+Ontario&source=0&titleKeyword=artisan#job_opps)>.



# Key Research Findings

## Working in Canada

Painters, Sculptors and Other Visual Artists (NOC – 5136)<sup>8</sup>

- Ontario Rating: **Not Available**

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	12.00	20.75	39.53
Hamilton--Niagara Peninsula Region	N/A	N/A	N/A
Kingston - Pembroke Region	12.00	20.75	39.53
Kitchener--Waterloo--Barrie Region	12.00	20.75	39.53
London Region	N/A	N/A	N/A
Muskoka-Kawartha Region	N/A	N/A	N/A
Northeast Region	N/A	N/A	N/A
Northwest Region	N/A	N/A	N/A
Ottawa Region	N/A	N/A	N/A
Stratford--Bruce Peninsula Region	12.00	20.75	39.53
Toronto Region	12.00	21.00	40.00
Windsor-Sarnia Region	N/A	N/A	N/A

## Competitive Analysis<sup>9</sup>

- **STRONG**

The following information consists of OCAS yearly winter application and registration data as well as a conversion ratio for each program under this category:

### Diploma

- In 2011, Fleming had a **3:1** conversion ratio; Fleming's ratio has been improving over the past 5 years

### Diploma

Program: 51801 - VISUAL AND CREATIVE ARTS - FINE ARTS												
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio
FLEMING	43	9	5:1	69	17	4:1	96	27	4:1	93	23	4:1
Total	43	9	5:1	69	17	4:1	96	27	4:1	93	23	4:1

<sup>8</sup> "Painters, Sculptors and Other Visual Artists (NOC 5136)." *Working in Canada*. N.p., n.d. Web. 14 Aug. 2012.

<<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=5136&action=final&ln=p@ionKeyword=Peterborough%2C+Ontario&s=1&source=0&titleKeyword=sculptor#wages>>.

<sup>9</sup> Application data obtained from OCAS College Count Cube October 19, 2011 Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

# Key Research Findings

## Financial Analysis

• **STRONG**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 46.0%
- Program Weight: 1.10
- Funding Unit: 2.60

## Key Performance Indicators

• **NOT AVAILABLE**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

KPI1-Graduation Rate	-
KPI2-Working	-
KPI3-Working Related	-
KPI4-Grad. Satisfaction	-
KPI8-Student Satisfaction-Learning	-
KPI9-Student Satisfaction- Teachers	-
KPI11-Grad. Satisfaction-Program	-

## Resource Analysis

### Equipment

### Staffing

### Space

# Key Research Findings

## Appendix

**The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.**

Visual and Creative Arts

### Overview of the Profession:

**NOC 5244: Artisan & Craftsperson**

The following is a summary of main duties for some occupations in this unit group:

- Carvers use hand tools and woodworking machines to produce carvings from wood, stone and other materials and to carve ornamental designs into wooden furniture and other objects.
- Glass blowers design and create glass objects using blowpipes and artisan's hand tools and equipment.
- Metal arts workers design metal jewellery, utensils, implements, wall hangings and other objects and create them from gold, silver, copper, pewter and other metals.
- Potters design ornamental and ceramic functional earthenware pieces and create them using clay, moulds, potter's wheels and other equipment, glazing materials and kilns.
- Stained glass artists design stained glass windows, lampshades and other objects and cut, paint, fire and assemble pieces of stained glass to create such products.
- Stringed instrument makers construct stringed instruments applying their knowledge of wood, ebonite, metal properties and other materials and instrument design using hand and power tools.
- Weavers use hands or loom to interlace strips of flexible material such as wool, cotton, silk, grasses, bark and rawhide to make baskets, wreaths, wall hangings, clothing, rugs, blankets and other objects.
- Craft instructors prepare craftmaking lessons, gather the required working materials and demonstrate and teach craftmaking techniques.
- Artistic floral arrangers design bouquets, corsages, sprays, wreaths and other floral arrangements and select natural and artificial flowers, foliage and decorative accessories to create arrangements or other floral items to suit customers' requirements.

### Common Job Titles

- Artisan
- artistic floral arranger
- carver
- craft instructor (except education)
- craftsperson
- glass blower
- leather worker
- metal arts worker
- potter
- silversmith
- stained glass artist

# Key Research Findings

- stringed instrument maker
- totem pole carver
- weaver – arts and crafts

## Typical Employers

Most craftspersons are self-employed. Artistic floral arrangers are usually employed in florist shops and floral departments of retail establishments or may be self-employed. Craft instructors are also included in this unit group and are employed by artisan guilds, colleges, private studios and recreational organizations.

## NOC 5136: Painters, Sculptors & Other Visual Artists

Painters, sculptors and other visual artists perform some or all of the following duties:

- Painters create drawings, paintings and other artwork using oils, pastels, watercolours, charcoal, ink and other media.
- Sculptors create sculptures, statues and other three-dimensional artwork by shaping, carving and working with materials such as clay, ice, paper, stone, wood or metal.
- Art instructors and teachers teach students the techniques and methods of drawing, painting, sculpting and other forms of artistic expression.

## Common Job Titles

- art teacher (except primary, secondary and post-secondary education)
- artist
- artistic painter
- portrait painter
- sculptor
- silkscreen artist
- watercolourist

## Typical Employers

- self-employed
- art instructors and teachers who are usually employed by art schools

## Labour Market

### NOC 5244: Artisan & Craftsperson

#### Working in Canada

1. Employment Potential for the Kawartha/Muskoka region and all of Ontario is Not Available.  
(Working in Canada)

<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=5244&action=final&ln=p&regionKeyword=Peterborough%2C+Ontario&s=2&source=2&titleKeyword=artisan#outlook>

#### HRDSC

2. National Outlook      10 Year Projection (2011-2020)

Occupations in this group	Graphic Designers and Illustrating Artists
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## Key Research Findings

	(5241),Interior Designers (5242),Theatre, Fashion, Exhibit and Other Creative Designers (5243),Artisans and Craftspersons (5244),Patternmakers - Textile, Leather and Fur Products (5245)
<b>Employment (non-student) in 2010</b>	105,471
<b>Median age of workers in 2010</b>	39.9
<b>Average Retirement age in 2010</b>	60

- For **Creative Designers And Craftspersons**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **46,500** and **39,518** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings
- Over the 2008-2010 period, employment in this occupation increased slightly and the average hourly wage increased a little more quickly than the average for all occupations. However, the unemployment rate remained stable at 4.0%. According to key labour market indicators, the number of job seekers was sufficient to fill job openings in this occupation.
- This occupation is not available in Ontario Job Futures.
- See above
- Local wage for Kawartha/Muskoka Region 2010:

Low: \$11.75                      Average: \$15.00                      High: \$20.00

[http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=5244&action=final&regionKeyword=Peterborough%2C+Ontario&s=1&source=2&titleKeyword=artisan#report\\_tabs\\_container2](http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=5244&action=final&regionKeyword=Peterborough%2C+Ontario&s=1&source=2&titleKeyword=artisan#report_tabs_container2)

### NOC 5136: Painters, Sculptors & Other Visual Artists

#### Working in Canada

- Employment Potential for the Kawartha/Muskoka region and all of Ontario is Not Available.  
(Working in Canada)

<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=5136&action=final&ln=p&regionKeyword=Peterborough%2C+Ontario&s=2&source=2&titleKeyword=artist#outlook>

#### HRDSC

- National Outlook                      10 Year Projection (2011-2020)

<b>Occupations in this group</b>	Producers, Directors, Choreographers and Related Occupations (5131),Conductors, Composers and Arrangers (5132),Musicians and Singers (5133),Dancers (5134),Actors (5135),Painters, Sculptors and Other Visual Artists (5136)
<b>Employment (non-student) in 2010</b>	93,411
<b>Median age of workers in 2010</b>	42.5
<b>Average Retirement age in 2010</b>	62

## Key Research Findings

3. For **Creative And Performing Artists**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **44,800** and **36,947** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.
4. Over the 2008-2010 period, this occupation saw weak employment growth and an increase in the unemployment rate. However, the unemployment rate remained sufficiently low to indicate that the number of job seekers was sufficient to fill all job openings.
5. This occupation is not available in Ontario Job Futures.
6. See above
7. Local wage for Kawartha/Muskoka Region 2010 is not available. Below are wages for Ontario.  
Low: \$12.00                      Average: \$20.75                      High: \$39.53  
<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=5136&action=final&ln=p&regionKeyword=Peterborough%2C+Ontario&s=1&source=2&titleKeyword=artist#wages>

### US Bureau of Labour

<http://www.bls.gov/oco/ocos211.htm#outlook>

**Material was found under Crafts and Fine Artists.**

### Job Outlook

**Employment Change.** Employment of craft and fine artists is projected to grow by 5 percent from 2010 to 2020, slower than the average for all occupations.

Employment growth of artists depends in large part on the overall state of the economy, because purchases of art are usually optional. During good economic times, more people and businesses are interested in buying artwork; during economic downturns, they buy less.

Although there is always a demand for art by collectors and museums, the employment of artists is also impacted by the level of charitable giving to the arts—which has been decreasing in recent years.

In addition, job growth for craft artists may be limited by the sale of inexpensive, mass-produced items designed to look like handmade American crafts. However, consumers' continued interest in locally-made products will likely offset some of these employment losses.

Demand for illustrators who work on a computer will increase as media companies use more detailed images and backgrounds in their designs. Illustrators and cartoonists who work in publishing may see job opportunities decline as traditional print publications lose ground to other media forms. However, new opportunities are expected to arise as the number of electronic magazines and Internet-based publications grows.

**Job Prospects.** Competition for jobs as craft and fine artists is expected to be strong because there are more qualified candidates than available jobs. Only the most successful craft and fine artists receive major commissions for their work.

Despite the competition, studios, galleries, and individual clients are always on the lookout for artists who display outstanding talent, creativity, and style. Talented individuals who have developed a mastery of artistic techniques and skills will have the best job prospects.

Competition among artists for the privilege of being shown in galleries is expected to remain intense, as will competition for grants from funders such as private foundations, state and local arts councils, and

# Key Research Findings

the National Endowment for the Arts. Because of their reliance on grants, and because the demand for artwork is dependent on consumers having extra income to spend, many of these artists will find that their income changes with the overall economy.

**There is no Sector Council Report available.**

**Report from the Cultural Careers Council Ontario :** [SKILLS CHECK-IN: A Report from WorkInCulture on Artists Business Skill Needs](#) (February 2012).

## Industry Standards:

NOC 5244 and NOC 5136 are not regulated in any Canadian province or territory.

## Professional Associations:

[Community Arts Ontario](#)  
[Cultural Careers Council Ontario](#)  
[Cultural Human Resources Council](#)  
[Fusion: The Ontario Clay & Glass Association](#)  
[Ontario Arts Council \(OAC\)](#)  
[Ontario Crafts Council](#)  
[Ontario Handweavers & Spinners](#)  
[Ontario Society of Artists \(OSA\)](#)  
[Théâtre Action](#)  
[Theatre Ontario](#)

## Employment Requirements

### NOC 5244: Artisan & Craftsperson

Employment requirements are prerequisites generally needed to enter an occupation.

- Skills are often learned through apprenticeship with a master craftsperson.
- Training programs are offered by artisan guilds, colleges and private studios.
- Creative ability and talent, as demonstrated by a portfolio of work, and knowledge of safe handling of material, tools and equipment are required.
- A college diploma in fine craft techniques may be required.

[ Source: [National Occupational Classification 2006 - HRSDC](#) ]

### NOC 5136: Painters, Sculptors & Other Visual Artists

Employment requirements are prerequisites generally needed to enter an occupation.

- Creative ability and talent, as demonstrated by a portfolio of work, and knowledge of the safe use of materials, tools and equipment are required. Art programs are offered at universities, colleges and private art schools.
- A college diploma in fine arts techniques may be required.
- Art instructors and teachers may be required to have a university degree or college diploma in a field related to art.

[ Source: [National Occupational Classification 2006 - HRSDC](#) ]

## Educational Programs Leading to this Occupation

# Key Research Findings

**NOC 5244: Artisan & Craftsperson:** Programs in the order in which they are most likely to supply graduates to this occupation (Artisans and Craftspersons):

- [Fine Arts and Art Studies](#)
- [Applied Horticulture/Horticultural Business Services](#)
- [Design and Applied Arts](#)
- [Education, General](#)
- [Nursing](#)

[ Source: [2006 Census - Statistics Canada](#) ]

**NOC 5136: Painters, Sculptors & Other Visual Artists:** Programs in the order in which they are most likely to supply graduates to this occupation (Painters, Sculptors and Other Visual Artists):

- [Fine Arts and Art Studies](#)
- [Design and Applied Arts](#)
- [Education, General](#)
- [Visual and Performing Arts, General](#)
- [Liberal Arts and Sciences, General Studies and Humanities](#)

[ Source: [2006 Census - Statistics Canada](#) ]

## Educational Competitors

### Individual Community College/Institute Information

(Click on Program Title to view college program page)

**Three Colleges currently offering this program but there are several other interesting options available.**

**Includes highlights of unique program characteristics.**

#### Fleming

[Visual and Creative Arts](#) – Diploma

#### Humber

[Visual and Digital Arts](#) – Diploma

#### Sheridan

[Visual and Creative Arts](#) – Diploma and Advanced Diploma

### Other Similar Offerings:

#### Cambrian

[Art and Design Fundamentals](#) - Certificate

#### Centennial

[Art & Design Foundation Studies](#) - Certificate

[Fine Arts Studio](#) – Diploma

#### Conestoga

[Design Foundations](#) – Certificate



# Key Research Findings

## Durham

[Fine Arts](#) – Advanced Diploma

[Foundations in Art and Design](#) – Certificate

## Fanshawe

[Fine Art](#) – Advanced Diploma

[Fine Art Foundation](#) – Certificate

## George Brown

[Art and Design Foundation](#) – Certificate

## Georgian

[Art & Design Fundamentals](#) – Certificate

[Fine Arts](#) – Diploma

[Fine Arts – Advanced](#) – Advanced Diploma

## Humber

[3D Modelling and Visual Effects Production](#) – Certificate

- Not Ministry funded

## Sheridan

[Art Fundamentals](#) – Certificate

[Crafts and Design – Ceramics](#) – Advanced Diploma

[Crafts and Design – Furniture](#) – Advanced Diploma

[Crafts and Design – Glass](#) – Advanced Diploma

[Crafts and Design – Textiles](#) – Advanced Diploma

## St. Lawrence

[Visual and Creative Arts – Fine Arts](#) – Certificate

## Employment Postings:

On July 18, 2012, there were very few job postings in the Job Bank (jobbank.gc.ca). I've attached a few that may be applicable. According to Service Canada, this occupation consists primarily of self-employed workers and many people in this occupation attempt to make it a career while they also hold jobs in other occupations.

Source: Service Canada [http://www.servicecanada.gc.ca/eng/qc/job\\_futures/statistics/5136.shtml](http://www.servicecanada.gc.ca/eng/qc/job_futures/statistics/5136.shtml)

# Key Research Findings

**Job Number:** 6507581

**Title:** Craftsman/woman (Leather Accessory Leather Accessory Craftsman/Woman) ([NOC: 5244](#))

**Terms of Employment:** Permanent, Full Time, Day

**Salary:** \$11.00 to \$13.50 Hourly for 40 hours per week

**Anticipated Start Date:** As soon as possible

**Location:** Toronto, Ontario (1 vacancy)

**Skill Requirements:**

**Education:** Completion of high school

**Experience:** Experience an asset

**Languages:** Speak English, Read English, Write English

**Type of Materials:** Gold, Silver, Pewter, Leather

**Area of Specialization:** Jewelry, Ornaments and accessories

**Work Setting:** Business and industry, Manufacture

**Specific Skills:** Use specialized hand tools and utensils, Use mechanized equipment and tools

**Additional Skills:** Manage day-to-day business operations

**Security and Safety:** Basic security clearance

**Work Samples:** Portfolio

**Work Conditions and Physical Capabilities:** Repetitive tasks, Manual dexterity, Attention to detail, Hand-eye co-ordination, Ability to distinguish between colours, Combination of sitting, standing, walking

**Work Site Environment:** Air conditioned

**Transportation/Travel Information:** Public transportation is available

**Essential Skills:** Reading text, Document use, Numeracy, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Significant use of memory, Continuous learning

**Employer:** Brave Leather

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**By E-mail:** [info@braveleather.com](mailto:info@braveleather.com)

**Advertised until:** 2012/07/21

**Woodworker, hand**

Windsor (ON), Toronto (ON)

**Salary:**

# Key Research Findings

Hourly: min. \$12

**Job Number:**

6529526

**Terms of Employment:**

Part Time

Full Time

**Source:**



Job Bank

**Anticipated Start Date:**

As soon as possible

**Number of positions:**

10

**Job Type**

Placement Agency

**Employer**

**Employer:**

Nexus Staffing Inc.

**Web Site:**

<http://www.nexusstaffing.com/>

**Job requirements**

**Education**

Some high school

**Experience**

No experience

**Languages**

Speak English ; Read English ; Write English

**Type of Materials**

Wood

**Work Setting**

Manufacture

**Specific Skills**

Use specialized hand tools and utensils

**Own Tools/Equipment**

Safety glasses/goggles

**Work Conditions and Physical Capabilities**

Attention to detail ; Hand-eye co-ordination

**Work Site Environment**

Dusty

**Transportation/Travel Information**

Public transportation is available

**How to Apply**

**By e-mail:**

[gary@nexusstaffing.com](mailto:gary@nexusstaffing.com)

**By phone: from 9:00 to 17:00:**

(416)-767-2323

**By fax:**

(416)-767-3620

**In person: from 9:00 to 17:00:**

# Key Research Findings

881a Jane St, next206, Toronto, M6N4C4

**Date Posted:**

2012-07-06

**Advertised until:**

2012-07

**Fine Arts Studio Technician**

[Home](#) » [Careers at GPRC](#) » Fine Arts Studio Technician

**Application Deadline: Wednesday, July 25th, 2012 at 4:30pm**

**Campus:** Grande Prairie

**Department:** Fine Arts

**Competition #:** WP0834

**Posted on:** July 13th, 2012

**Last updated:** July 13th, 2012

**Description:**

FINE ARTS STUDIO TECHNICIAN,  
Fine Arts

The Fine Arts Studio Technician oversees the general operation/use of the Fine Arts studios and workshops, including training/assisting students and faculty. This position also ensures compliance with the Occupational Health and Safety Act and College regulations in these spaces.

**Major Duties:**

- ◆ Oversees the Visual and Drama woodshops, equipment, and supplies distribution and disposal, with particular focus upon health and safety matters.
- ◆ Conduct demonstrations/training for Fine Arts classes; provide assistance/advice to student with respect to the use of material and supplies as well as the safe operation care and handling of tools and equipment, specifically related to issues of health and safety.
- ◆ Monitor equipment, materials and supply inventories; research and coordinate the purchase of supplies and capital equipment in accordance with approved budget guidelines.
- ◆ Assist in the organization and installation of student work for Program Exhibitions, drama productions and other events.
- ◆ Other related duties as required.

Two years ◆ post-secondary education in a related field and one year ◆s related experience, or an equivalent combination of education and experience, plus a Standard First Aid/CPR Certificate is required. A WHMIS Certificate is preferred. The ability to use wood and metal working tools, power tools and ceramic equipment; and familiarity with Macintosh computers would be an asset.

This permanent part-time position (26.25 hrs per week) will commence August 27, 2012, and end April 30, 2013. Grande Prairie Regional College offers an attractive benefits package and a starting salary of \$2806.50 per month.

**Send your completed application to:**

# Key Research Findings

*Microsoft Word applications are also accepted.*

Send email to: [humanresources@gprc.ab.ca](mailto:humanresources@gprc.ab.ca) and attach your Word file.

## Human Resources

**Office:** [E312](#)

**Phone:** 780-539-2853

**Fax:** 780-539-2854

**Email:** [humanresources@gprc.ab.ca](mailto:humanresources@gprc.ab.ca)

**Web:** [Visit Homepage](#)

**Fax # :** (780) 539-2854

Grande Prairie Regional College

10726 - 106 Ave

Grande Prairie, Alberta

Canada T8V 4C4

## INSTRUCTOR, FINE ARTS AND CRAFTS

**Nunavut Arctic College**

**Iqaluit, NU**

**10 Month Term**

**22.5 hours/week**

Nunavut Arctic College is hiring an Instructor of Fine Arts and Crafts in Iqaluit. The Instructor's primary responsibilities are to: Instruct classes to Diploma and Certificate Programs; teach variety of Art forms such as Print making, Ceramics, Rendering, and support subjects as Art History, Business and Communications, and Inuit Art History; evaluates criteria, materials, teaching approaches for the delivery of

both the courses listed above and provides administrative support to the Fine Arts and Crafts Programs Instructors.

To be successful in this position, you must have a Bachelor's degree in a related field, combined with some

teaching experience preferably at post-secondary level and in a cross-cultural environment. Direct experience of running a small business or have been an employee of a business with an understanding of

small business fundamentals is an asset. Successful completion of a course in Instructional Skills for Adult

Learners or the equivalent and courses in art history, or other related discipline would be preferred. Knowledge of Inuit language, communities, culture, land and Inuit Qaujimajatuqangit is an asset.

Equivalencies that consist of a combination of education, knowledge, skills and abilities to formal education and experience requirements will be considered.

This position is included in the Nunavut Employees Union and has a salary that ranges from \$43.02 to \$48.82 per hour, depending on experience. The incumbent is also entitled to an annual Northern Living Allowance of \$7.70 per hour.

Closing Date: July 27, 2012

Competition Number: 041-200712-INFAC-4019

\*Please include this competition number on your application

Subsidized Housing Available

Submit Applications to:

Terri Ross, Staffing Consultant

Nunavut Arctic College, PO Box 600, Iqaluit, NU X0A 0H0

# Key Research Findings

Tel: 613-435-6636 Fax: 867-979-7108

E-mail: [tross@gov.nu.ca](mailto:tross@gov.nu.ca)

- *The Government of Nunavut is committed to creating a more representative workforce, to better understand and serve the needs of Nunavummiut.*
- *Priority will be given to Nunavut Land Claims Beneficiaries.*
- *Only the candidates selected for interviews will be contacted.*
- *Equivalencies may be considered.*
- *Employment in some positions requires an acceptable criminal record check. Possession of a criminal record will not necessarily disqualify candidates from further consideration.*

## Fibre Arts/Sewing Instructor - Community Courses (9643026)

**Job Type:** Part Time

**Location:** Mississauga, ON, CANADA;

**Job Category:** Arts & Media

**Job Industry:** Government

**Year(s) of Experience:** <1

**Number Of Positions:** 1

**Date Posted:** Jul 3, 2012

As Canada's sixth largest city, Mississauga is home to 734,000 residents and 55,000 businesses, including 63 Fortune 500 companies with Canadian head offices or major divisional head offices. A diverse, progressive and award-winning municipality located on the shores of Lake Ontario in the heart of the Greater Toronto Area. Enhancing its citizens' quality of life by providing superior services, revitalizing its infrastructure and conserving the environment, Mississauga is committed to innovation, operational excellence and fiscal responsibility which is reflected in its motto: "Leading Today for Tomorrow."

### The Living Arts Centre

#### Fibre Arts/Sewing Instructor – Community Courses

Work Term: Contract, part-time, Thursday evenings starting in September 2012

The Living Arts Centre is seeking a creative, dynamic, and talented individual to instruct adult fibre arts/sewing classes in our Textiles Studio as part of the Living Arts Centre's Community Courses program. The ideal candidate has program development experience in this area and will follow guidelines developed by the Centre to create safe, encouraging, and creative learning environments for program participants. For more information regarding our Community Courses, please visit our website at [www.livingartscentre.ca](http://www.livingartscentre.ca).

#### Qualifications:

- Post secondary diploma, degree and/or equivalent in fine arts, fashion design, sewing, and/or fibre and textile arts
- Expert knowledge of sewing techniques, fabrics and tools, including working from patterns
- Advanced experience operating commercial sewing machines, sergers/overlockers, and industrial steamers
- Experience teaching adults in an educational setting
- Experience developing detailed lesson plans

## Key Research Findings

- Excellent communication/interpersonal skills
- Proven group management and leadership techniques
- Proven customer service and problem solving skills
- Ability to work independently
- Related skills in textiles, such as print making or beading, an asset
- First aid training an asset

### Responsibilities

- Prepare and deliver lesson plans for Community Courses in fashion sewing
- Material set up and clean up as required
- Work with groups up to 15 participants
- Represent the Living Arts Centre with adept customer service
- Work within the policies and procedures set out by the Centre

Qualified candidates should submit a detailed resume and cover letter by July 13, 2012 to:  
The Living Arts Centre, Attn: Carolyn Topdjian, 4141 Living Arts Drive, Mississauga, ON L5B 4B8  
Fax 905-306-6101  
E-mail: carolyne.topdjian@livingarts.on.ca.

Thank you to all applicants.  
No phone calls please

**Note that only those candidates selected for an interview will be contacted.**