



The Glimmerglass Apprenticeship Program 2024

Graciously supported by Denise Littlefield Sobel

Program Mission

To provide experience and knowledge to early career professionals and students who seek to further their professional growth through practical training, one-on-one mentorship, and a range of workshops and seminars across multiple disciplines.

Program Goals

Goal 1: Train competent and creative professionals.

Apprentices receive training in industry best practices and current technologies in areas of their interest within the performing arts.

Goal 2: Provide mentorship and evaluate growth.

Apprentices work alongside professional staff and artists from around the world, as well as work with Supervisors to establish goals and review progress throughout the season.

Goal 3: Deliver a broad range of educational programs.

Apprentices participate in seminars, workshops, and resume & portfolio reviews with industry professionals.

Goal 4: Foster equity and access to the Apprenticeship Program

Recruitment and outreach connections are expanded every year to maximize accessibility and visibility for participation in the program while also reviewing the company's hiring process and policies to ensure that each candidate is evaluated equitably and (should they be hired) compensated fairly.

Program Methodology and Curriculum

The Glimmerglass Festival Apprenticeship Program provides a unique combination of practical experience and educational programs, each designed to further professional and personal growth. Each Apprenticeship offers a well-rounded experience including structured training sessions, curated seminars, and frequent opportunities to learn and work alongside seasoned professionals in formal and informal settings.

Training & Seminars

Training Sessions may include but are not limited to: (required by department/role)

- Safety: Lifts and ladders; lockout/tagout; tool checkout; CPR/first aid; emergency procedures; vehicle training; slips, trips, and falls; back safety; fire extinguisher training; respirator fit testing; standard and oversized vehicle trainings; spray booth training; secondary containers; emergency procedures and active shooter awareness;
- Technology: PhotoShop, InDesign, AutoCAD, MS Office Suite, Google Workspace
- Creative Skills: Lighting, scenic, and costume design sessions
- Applied Skills: Resume building, health and wellness, communication skills.

Seminar offerings may include but are not limited to:

- Introduction to CNC Routing
- Hacking the Nervous System
- Getting & Giving Useful Feedback
- Apprentice Mixer
- Design Seminar for all Mainstage Productions
- Design to Production Forum
- Hazardous Materials in the Performing Arts
- Color Theory in Practice
- Creating a Design Mood/Research Board
- Hand Sewing Skills
- Leadership in the Performing Arts
- Welding Theory and Practice
- Resume, Cover Letter, and Portfolio Workshop
- Professional Communications for Arts Management
- When Teamwork Is Spelled With An "I"
- *Alumni Spotlight Forum
- Costume Design with Van Broughton Ramsey
- Lighting Design with Kevin Adams
- Opera America Making Connections & Finance as a Theatre Professional,
- JR Clancy & Wenger Tour
- Wightman's Lumber Mill Tour
- Thistle Hill Weavers Tour

Program Administration

The Program is advertised at vocational institutions, academic institutions, in industry publications, and at professional and collegiate conferences attended by interested parties. The application process is comprised of an online application, where candidates choose up to three Apprenticeships in order of preference and submit required materials such as a cover letter, resume (with references), and portfolios. Applications are reviewed directly by the Apprentice's would-be mentors/supervisors, and evaluated for interview.

Apprenticeships are competitive, and are awarded based on the candidate's:

- Demonstrated interest and/or applicable experience
- Academic/Experiential achievement, development of technical skills, and/or personal merit
- Potential and desire to pursue a professional career in the chosen field

Mentor responsibilities:

- Work with Apprentices to set goals for the term of the apprenticeship. Use the evaluation form and instruction sheet for pre-season, mid-season, and post-season evaluations.
- Supervise Apprentices in day-to-day work, development, and operations.
- Ensure an appropriate mix of practical experience and educational opportunities.
- Administer any documentation or program criteria required by the Apprentice's academic institution, if applicable.

About

The Glimmerglass Festival offers summer Apprenticeships in Artistic Administration, Company Administration, and Production. The Glimmerglass Apprenticeship Program provides a unique combination of practical, work, and educational programs, each designed to further professional growth.

Our Apprentices join the program after gaining interest through practical experience or their academic studies. Our Apprenticeship Program is geared toward participants, ages 18 and over, who would like to continue to learn and grow in their chosen field. Apprentices work directly with noted professionals under the guidance of supervisors and staff from many of the top theaters, opera companies, and institutions in the nation. Apprentices are engaged for a period of 7 - 18 weeks, with some positions beginning in early May.

Application Information

- Date ranges are included for each Apprenticeship. Start dates are more flexible than end dates. Applications that have start and end dates significantly outside of the dates needed will not be considered.
- Applicants are asked to submit a cover letter, resume (multiple single page resumes recommended when applying for multiple Apprenticeship positions), and references as a PDF file, combined as ONE document named the position you are applying for. The PDF file, in combination with your portfolio (as applicable), should be no larger than 10MB.
- When applying for the Costumes, Crafts, Design, Hair & Makeup, Paints, Props, Scenic Carpentry, or Technical Direction Apprenticeships, please send examples of work. An online portfolio/website is preferred. Online submissions are limited to 10MB.
- The Apprenticeship Program is highly competitive; some positions are filled as early as the end of January. Early applications are encouraged. All positions in the Apprenticeship Program will be posted for two weeks prior to the start of the interview process and applications will be accepted until all positions are filled.

2024 APPRENTICE PROGRAM: TOTAL 56

2024 Artistic Administration Apprentices: Total 5

- Artistic Administration** (2) Late May - Late Aug
- Music Library** (1) Late May - Late Aug
- Music Operations** (2) Early June - Late Aug

2024 Company Administration Apprentices: Total 16

- Box Office** (2 Positions) Mid June - Late Aug
- Communications** (2) Early June - Late Aug
- Company Management** (5) Early May - Late Aug
- Development** (3) Early June - Late Aug
- Finance** (1) Early May - Late Aug
- Front of House** (1) Late May - Late Aug
- General Management** (2) Early June - Late Aug

2024 Production Apprentices: Total 35

- Audio/Video Engineering** (2) Late May - Late Aug
- Costume Admin** (1) Mid May - Late Aug
- Costume Crafts** (2) Mid May - Early/Aug
- Costume Design** (1) Late May - Early Aug
- Costume Stitcher** (4) Early June - Late July
- Dramaturgy/Titles** (1) Early June - Late Aug
- Electrics** (3) Mid May - Late Aug
- Hair & Makeup** (2) Early June - Late Aug
- Lighting Supervision** (1) Late May - Late Aug
- Production Admin** (1) Early May - Late Aug
- Properties** (1) Early May - Late July
- Properties Paints** (1) Early May - Mid Aug
- Rigging** (1) Early May - Late July
- Scene Design** (1) Mid May - Mid Aug
- Scenic Carpentry** (1) Early May - Late Aug
- Scenic Painting** (2) Mid May - Late July/Aug
- Stage Management** (2) Late May - Late Aug
- Stage Operations** (4) Mid May - Late Aug
- Technical Direction** (1) Early May - Late Aug
- Wardrobe** (3) Mid June - Late Aug