



Mentorship Program Introduction

The Netflix Animation Foundations Program is a four month mentorship program between Netflix Animation employee volunteers and early creatives sourced from partner organizations looking to break into the animation industry.

Why a mentorship program?

Entry level roles within animation are highly competitive, and candidates from top animation schools or referrals from industry connections have a significant advantage. In order to impact the pipeline of talent in the industry, we need to broaden our reach and prepare underrepresented talent to compete in the early creative talent pools. This program will provide mentees with information about the industry, career advice, and guidance with editing and curating professionally-styled portfolios, writing samples, or resumes, so they are prepared to apply for internships, training programs, and entry level positions within animation.

Partner Organizations

Netflix Outreach & Engagement is working with partner organizations that service underrepresented communities in the animation industry to source candidates for the mentorship program. The focus is on underrepresented talent because there is a clear need for more diversity in the animation industry. For the Spring 2022 session, we will be partnering with Veterans in Media and Entertainment and Illuminative.

Veterans in Media and Entertainment

VME is a professional association of U.S. military veterans working in, or aspiring to work in, media and entertainment. Members represent all facets of the industry, including creatives, studios, networks, agencies, production companies, trades, and unions/guilds. With over 4,700 members across the nation, VME's footprint spans film, television, commercials, digital media, theater, music, and gaming.

Illuminative

IllumiNative is building an innovative organizational network that fosters meaningful participation from a diverse and committed collective of Native storytellers, artists, youth, organizers, tribal and grassroots leaders as well as non-Native partners in entertainment, media and social justice. Led by a circle of consultants, an Advisory Board and an Advisory Council comprised of highly talented and committed individuals who are deeply connected to their own communities and have successfully undertaken groundbreaking work in their respective fields.

Goals of the Program

The goal of the program is to build equity and increase access for underrepresented early creatives. We anticipate the mentees will have various levels of skill and knowledge of the industry, however each mentee will walk away from the program with:

- An established connection with an industry professional
- An understanding of various career paths in animation
- A professionally styled and curated portfolio, writing sample, or resume

Program applicants that exhibit talent or experience level necessary to qualify for our Early Creatives pipeline programs or entry level positions will be encouraged to apply directly and will be connected to a TA partner.

Specific Desired Outcomes

- Mentees with portfolios will spend the allotted time editing, improving, and curating artwork in their portfolios based on foundational skills for their respective disciplines.
- Mentees with writing samples will spend the allotted time gaining a better understanding of foundational skills for animation writing and will work to improve or create samples based on what they learn.
- Mentees without portfolios or writing samples will spend the allotted time to explore career paths, soft skills, and overall business acumen necessary for careers within the animation industry.

Program Details

What does the program look like?

- Four month program with approximately eight hours of mentorship
 - No less than one touch point per month
 - Meeting time and occurrence based on mentor's schedule and preference
- Mentees will be matched with mentors based on the needs and abilities of the mentees
- Volunteer Mentors from NAS
- Will have expertise in Art, Story, Writing, CG/VFX, and Production Management
- Will have a minimum of 5 years of industry experience
- Will have a passion for teaching or mentoring

Key Dates

- **February 21st - March 4th** - Mentor Registration
- **March 21st - March 25th** - Mentee Sign-up Period
- **April 4th** - Mentees Confirmed & Mentor Orientation
- **April 11th** - Program Start
- **July 27th** - Program End
- **Week of Aug 6th** - Program Wrap Party

Program FAQ

- What are the details of the different kinds of mentorships available?
- Why these partner organizations?
- What is the time commitment for the mentor?
- How are mentors and mentees matched?
- When does the program start?
- Will the program be open to international participants?

Foundations Program | FAQ Answers

- **What are the details of the different kinds of mentorships available?**
 - The **Art** track is for people interested in careers in the art department. Jobs include visual development, character design, background paint, etc.
 - Overall goal is to build on foundational skills and begin creating (or uplevel) a professionally styled portfolio.
 - The **Story** track is for people interested in careers in storyboarding.
 - Overall goal is to build on foundational skills and begin creating (or uplevel) a professionally styled portfolio.
 - The **Writing** track is for people interested in careers in writing. Jobs include staff writer, script coordinator, writing assistant, etc.
 - Overall goal is to create a professionally styled writing sample.
 - The **CG/3D** track is for people interested in careers in asset creation or animation. Jobs include modeling, texturing, rigging, animation, previs, etc.
 - Overall goal is to build on foundational skills and begin creating (or uplevel) a professionally styled reel.
 - The **Production Management** track is for people interested in careers in production. Jobs include production assistant, production coordinator, production manager, etc.
 - Overall goal is to learn the animation production pipelines, practice management soft skills, and to create a resume tailored to work in production management.
 - The **Informational** track will cover at least in part all of the following disciplines: Art, Story, CG, Writing, and Production Management
 - Overall goal is to give mentees a solid understanding of jobs in the industry and advice on what is needed to land those jobs.
- **Why these partner organizations?**
 - O&E studied the demographic information Netflix Animation Studios (NAS) has on the application to offer pipeline. We saw that not only were both the veteran and native american communities underrepresented in applications, but that the individuals who did apply were not progressing beyond the application/interview process. For this reason, we have decided to target these communities to help uplevel their skills and better prepare them for careers in the animation industry.

- **What is the time commitment for the mentee?**
 - Total of 12-16 hours over a four month period
 - At least one touch point with their mentor per month, schedule is set according to mentor's availability and preference
 - Monthly one-hour lectures covering career development topics
 - Optional office hours with O&E, 30 minutes bi-weekly

- **How are mentors and mentees matched?**
 - The O&E team connects mentees with mentors based on the mentee's and mentor's area of focus and experience level.
 - The application process for mentees collects information about the mentee's skills, program goals, career goals, and portfolio/writing samples.

- **When does the program start?**
 - Mentor orientation will be the week of April 4th
 - The program will officially launch on Monday, April 11th, 2022
 - The program ends on Friday, July 29th, 2022

- **Will the program be open to international participants?**
 - Yes, mentees sourced from our partner organizations are welcome to apply regardless of location.

[Back to FAQ](#)