



COLTON REDLANDS YUCAIPA
REGIONAL OCCUPATIONAL PROGRAM
Inspiring Possibilities

2016-2017

Arts, Media & Entertainment



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2016-2017 Arts Media & Entertainment



September thru October 2016

This year CRY-ROP piloted several different models of course advisories and this advisory's data is a culmination of three different models. First, the video game design instructors held multiple guest speaking sessions with industry professionals and had their students ask questions of the advisors so that they would hear industry feedback first hand. The graphic communications instructor participated in the five-hour job shadow model, which allowed him time to tour a local business that does onsite graphic design, printing, embroidering and more. The third model was a tour of an animation production company in which the instructor was able to observe the production of various forms of animation while interacting with and asking key questions of industry professionals.

Question 1

What does your hiring process look like?

Question 2

What interpersonal skills are lacking in today's workforce?

Question 3

What foundational/technical skills are necessary for entry level positions within your industry?

Question 4

What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.?

Question 5

What skills have become obsolete in your industry due to changes in technology, equipment, regulations, laws, etc.?

Question 6

What types of training, education, certifications, or credentials are desirable for entry level positions in your field?

Industry Advisors

Brian G., Pixel Constructor, Designer

Jennifer W., Pixel Constructor, Designer

Lisa F., Pixel Constructor, Designer

Mike L., Pixel Constructor, Designer

Charles M., RDS Printing and Graphics, Shipping and Receiving

Juan R., RDS Printing and Graphics, Production Manager

Robert S., RDS Printing and Graphics, Owner, General Manager

Robert S., Jr., RDS Printing and Graphics, Digital Graphics Manager

Jim B., Stoopid Buddy Stoodios, Special Effects and Fabrication Director

Matthew S., Stoopid Buddy Stoodios, Special Effects and Fabrication Director

Rosie B., Stoopid Buddy Stoodios, Executive Assistant

Chris D., Gamkedo, Video Game Development Trainer, Owner

David M., Electric Sheep Game Consulting, Consultant



Arts, Media, and Entertainment

Question 1: What does your hiring process look like?

Video Game Design

Positions are often posted on the company website or in a public hiring forum such as Monster or Indeed. Most interviews are panel with at least three people. After the Q&A portion of the interview, there is usually a skill demonstration or time to show a portfolio of the applicants work that demonstrates their passion for the industry. The portfolio and skill demonstration will be the key to being hired. It validates all of the information the applicant has provided in their resume and interview. While education is important, the skill demonstrations and portfolios are concrete examples of the applicant's capabilities.

Art of Animation

They sometimes hire interns or people with animation and/or visual effects background. The interview process is a panel and they expect to see a reel/demo of the candidate's work or a live sample of their fabrication work.

Graphic Communications

We interview potential candidates, look at portfolios, and sometimes schedule a time where they can demonstrate their skills.

Question 2: What interpersonal skills are lacking in today's workforce?

Video Game Design

Written and verbal communication skills

Ability to work as a team member

Ability to accept constructive criticism professionally and productively

Personable, social personality with the ability to build and maintain client, company and coworker relationships.

Art of Animation

Being a team player and having respectful of others, while meeting deadlines or quotas.

Graphic Communications

Inability to separate personal life form work life causing drama at work.

Question 3: What foundational/technical skills are necessary for entry level positions within your industry?

Video Game Design

Education is fundamental for becoming a junior designer for a mobile or Indie Company. Applicants need to be detail-oriented with their writing. An understanding of UI, mechanics, psychology, Excel, art programs, storytelling, economics, coding, and programming in any language are very important depending on what area of the industry the applicant wishes to specialize. A background in QA is also very valuable in the industry.

Art of Animation

Computer skills, art or animation (3D, 2D, stop motion, CG), computer science (coding), engineering and fabrication (miniatures, props and manufacturing) background is helpful depending on position. Being a creative mind that can bring characters to life.

Graphic Communications

Depending on the position, we will train in some cases. We want people that will come to work on time, and take pride in what they do.

Question 4: What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.?

Video Game Design

Ability to identify industry trends
Understand and interpret economic trends for market predictors
Have a passion for the product and industry
Ability to problem solve and research
Willingness to adapt and be a lifelong student
Knowledgeable of computer programs and game design software

Art of Animation

Knowledge of Maya, Blender and Photoshop is helpful, but keeping up with new software makes you valuable. Knowledge of stop-motion animation is also helpful.

Graphic Communications

Potential employees should have knowledge of digital imaging and digital printing.

Question 5: What skills have become obsolete in your industry due to changes in technology, equipment, regulations, laws, etc.?

Video Game Design

Technology and practices in the gaming industry become obsolete regularly. As an example, when a new platform for playing a game is introduced game designers have to learn how to make games with the new system and technology parameters. Game designers do not focus on making games for older systems like Atari; instead, they focus on making games for the new Xbox and PlayStation platforms. As technology increases, game designers need to make sure they are current with new programming language and player game interaction. As an example, most companies do not make video games that incorporate an arcade joystick; instead, they use analog controls and buttons. Low-level programming is not in use anymore. The programming language and methods of making a game 30 to 10 years ago is not the same as the programming languages used today.

Art of Animation

New animation and visual effects software changes all the time.

Graphic Communications

We run offset and digital printing, although the use of digital printing is growing, the cost effectiveness of longer run offset printing makes it viable and cost effective. We have moved from chemical based plate making to digital, thus eliminating the need for chemicals.

Question 6: What types of training, education, certifications, or credentials are desirable for entry level positions in your field?

Video Game Design

You do not need to get a degree in game design to work in the industry. Many game developers have a degree in computer science; however, there are people with degrees in History and Philosophy who work in the gaming industry. While a degree is valuable, it is not essential to having a career in game design. That is why a portfolio and the ability to demonstrate your skills is imperative, because it backs up the education with evidence.

People in the gaming industry come from all different fields. Having a degree is good; however, many times what one has learned in school will be obsolete quickly.

Applicants must have a desire to be a lifelong learner in this ever-changing industry.

Art of Animation

A degree is good to have and gets first priority for jobs, but is not always required depending on the position. Having a good solid background in animation, computers, coding, and fabrication with a great reel or live demonstration of your work (modeling, fabrication, writing, etc...) goes a long way.

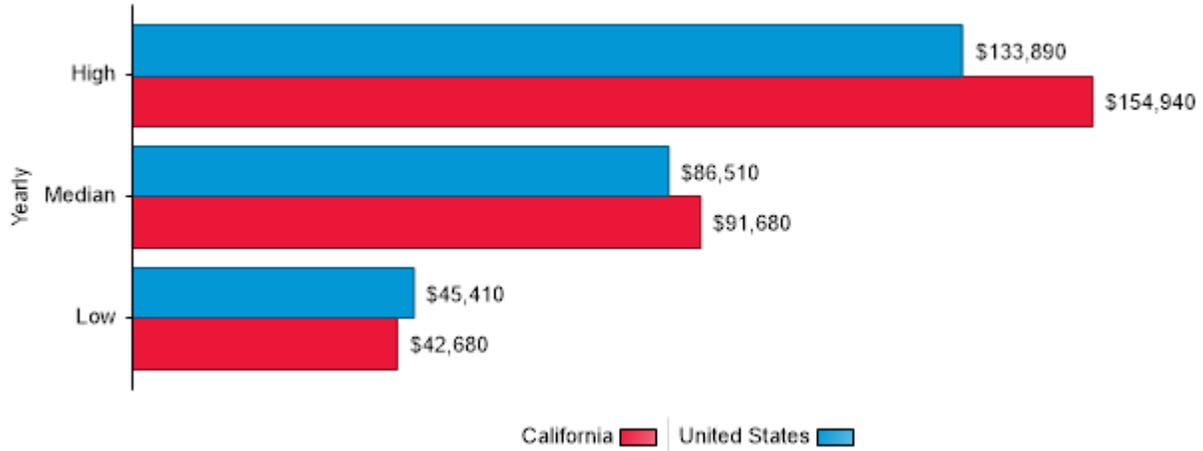
Graphic Communications

Students should have a basic knowledge of printing processes, basic knowledge of graphics software and image output devices. Certification with Adobe software would be helpful.

Labor Market Information: Video Game Design

<https://www.onetonline.org/>

Yearly Wages for Computer Occupations, All Other in CALIFORNIA



Projected Employment for Computer Occupations, All Other in CALIFORNIA

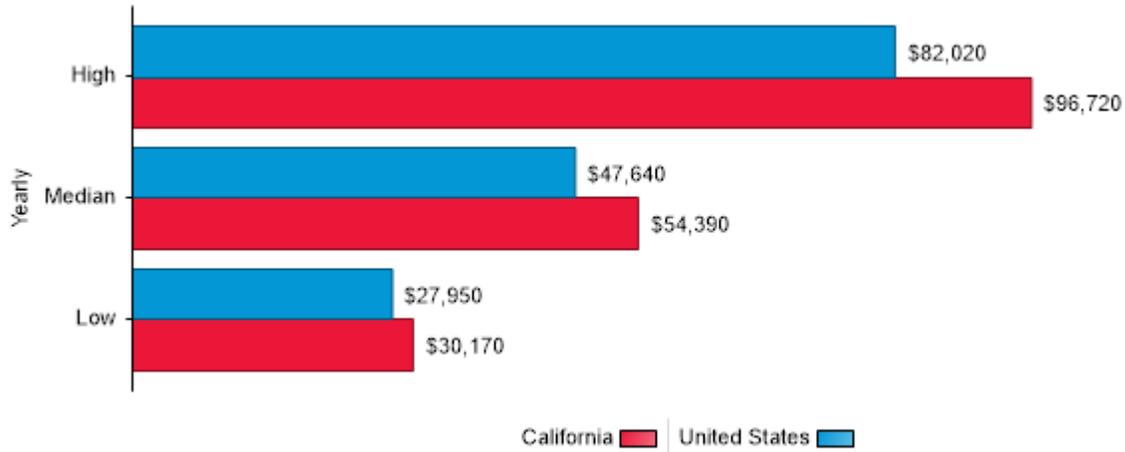
National	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
United States	233,000	240,800	3%	3,770

State	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
California	25,000	30,000	+20%	820

Labor Market Information: Graphic Communications

<https://www.onetonline.org/>

Yearly Wages for Graphic Designers in CALIFORNIA



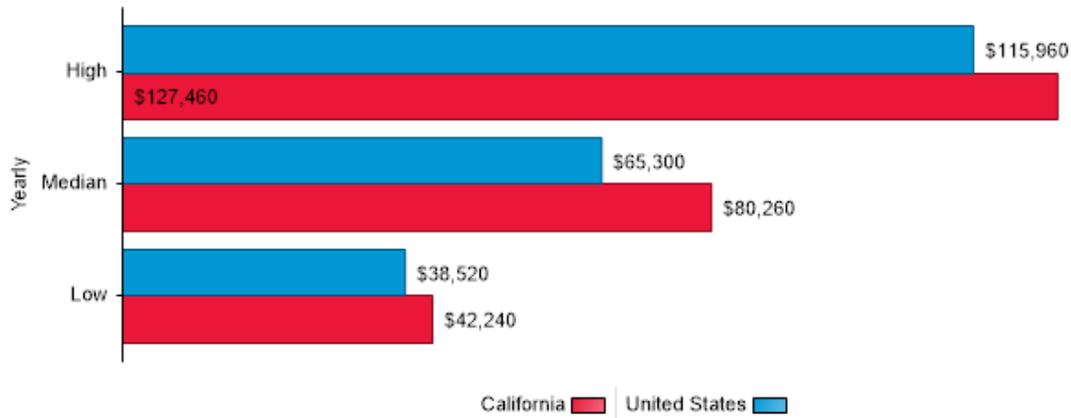
Projected Employment for Graphic Designers in CALIFORNIA

National	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
United States	261,600	265,200	1%	6,580

State	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
California	37,000	41,500	+12%	1,340

Labor Market Information: The Art of Animation

Yearly Wages for Multimedia Artists and Animators in CALIFORNIA



Projected Employment for Multimedia Artists and Animators in CALIFORNIA

National	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
United States	64,400	68,300	6%	1,590

State	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
California	21,800	25,100	+15%	740