

YSPers—

This notice announces some major changes in and evolution of our Intern and Apprentice Director Programs. Starting this coming summer, the programs will be more developed in terms of training and credentials for our participants. There will be more structure and limits on the numbers of Intern and Apprentice Directors, and the Intern Program payment stipends will be reduced. The details follow:

After consultations with a number of professionals, business executives, and administrators from colleges and universities about how the program can be most helpful for both YSP and the YSPers who take part, we have concluded that the Intern/Apprentice Program should have three main overall goals for participants:

1. **Leadership training** (learning how to organize a complex project, how to lead and supervise others, how to organize one's own time for greatest effectiveness, and how to get the most out of a diverse group of participants for their benefit and for that of the Program).
2. **Credentials** (adding to the résumé of each Apprentice or Intern Director to enhance applications for colleges or graduate schools, for employment, or for other volunteer activities).
3. **Giving back** (helping the organization that has helped them, by making a contribution to the projects and to the other young people involved).

Our consultants consistently de-emphasized payment as a primary purpose of this program. They pointed out that even big, wealthy companies and institutions usually have unpaid internships. Given YSP's size and mission, and the economic times we all are in, this is a good time to adjust our own policies accordingly. We are not eliminating the payments entirely, but we are lowering most of the Intern fees (see below).

ENHANCED TRAINING: As many of you know, recently, for each YSP project, we have held regular meetings with the Interns and Apprentice Directors. These meetings are designed to help make each project go more smoothly and to help train the Interns and Apprentices. We will continue and expand these meetings. We will also introduce quarterly

Leadership Seminars for all current and recent Interns and Apprentices. For portions of these seminars we will call on qualified adults from the community (often from YSP families) to share leadership experiences with our young directors.

ENHANCED CREDENTIALS: Those who participate in at least two of these seminars and have served as Apprentice or Intern Directors for at least two productions will be eligible for election by the adult directors and the Board of Directors to YSP's Leadership Council. This group will include both current YSP members and recent graduates of the Program. It will serve major functions in providing services to the YSP community, in giving back to the Program, and in helping to ensure that YSP will last into the indefinite future. We believe this service and this honor will also provide an additional important credential for our Apprentices and Interns. (More details on the YSP Leadership Council will be announced shortly.)

THE POSITIONS: There may be one or two Intern Directors or Apprentice Directors (or, sometimes, both) for a project. As they have been doing, these Interns and Apprentices will run the day-to-day rehearsals and memorization testing of the actors, as well as some of the communication with the parents and Parent Coordinator(s). In addition, we will have one or two Year-Round Apprentice Coordinators, who will be available from time to time to help advise the other Apprentices on the directing and organizing tasks. (Unlike the regular Project Apprentice Directors, the Year-Round Apprentice Coordinators need not be registered in a particular program to assist the Apprentice Directors for that program.)

THE PAY: As in the past, each Apprentice Director will continue to receive \$200 for each project. Starting this summer, each Intern Director will receive \$500 for each project, whether summer or term-time. Accepted candidates for Intern Director may also register for and take, without charge, a language-based Focused Workshop that overlaps the project for which he/she will be Interning. The Apprentice Coordinators will receive a small monthly stipend (amount still to be determined).

THE QUALIFICATIONS AND APPLICATION PROCESS: The following are minimum prerequisite qualifications for having an application considered for each position. Meeting the prerequisites **does not** in any case **assure** appointment to the position. All applicants should submit a completed application form (available on the YSP website or at the Playhouse). Normally, applications should be submitted 75 days or more before the start of a program, and appointments to those positions will be announced 60 days before the start of the program. (In cases where this process must be delayed, we will announce the delay 60 or more days before the start of the project.)

Apprentice Director: To apply, a candidate must...

...be at least 14 years of age;

... be a veteran of at least two previous YSP productions (at least one of them a Shakespeare Workshop or full play);

...(for Shaw or Nicholas Nickleby productions) have participated in at least one past Shaw or Nicholas Nickleby production with YSP;

...have completed at least one language-based YSP Focused Workshop;

...be registered as a participant in the production for which he/she wishes to Apprentice.

Intern Director: To apply, a candidate must...

...be at least 18 years of age;

... be a veteran of at least two previous YSP productions (at least one of them a Shakespeare Workshop or full play);

...(for Shaw or Nicholas Nickleby productions) have participated in at least one past Shaw or Nicholas Nickleby production with YSP;

...have completed at least two language-based YSP Focused Workshops by the time the target project is over (including the overlapping one, if any, that he or she takes free of charge);

Apprentice Coordinator: To apply, a candidate must...

...have served at least twice as an Apprentice Director

We look forward to working with those of you who choose to take these leadership roles with YSP.

--Richard and Anne