



Sonya Belrose
“*The Volunteer*”

22, Mississauga
Film Student

Bio

Sonya is a 3rd year student at Ryerson University, and is required to take on an internship during the summer to earn a school credit. She is particularly interested in becoming a script supervisor, but is concerned about the negative things she’s overheard from her classmates about their previous volunteer experiences. She is currently balancing a part-time job on top of her school work and internship search.

Goals & Motivations

- Need to earn a credit for a certain amount of volunteer hours to graduate school
- Want to learn applicable skills about their chosen career
- Needs to gain more work experience to get a job in the industry
- Wants to make connections with industry professionals that can land them a job

“
Oh I really want to do it, but there's a huge amount of other people that you have to compete with just to get to that volunteer position.
”

Pain Points & Frustrations

- Difficult to find relevant opprotunities in their field due to a lack of information and disorganized job listings
- On Facebook she can see everyone else who is applying to volunteer positions and feel discouraged by the amount of competition
- She has been informed that volunteer work in the film industry often involves unprofessional behaviour from employers and coworkers
- She is worried that she won’t find an internship that will teach her relevant skills



Noah Bradshaw
“*The Recruiter*”

25, Toronto
Production Manager

Bio

Noah is production manager at a non-profit film organization. A big part of his role is finding and qualifying volunteers for small projects. Social issues are his passion, and believes his work in the film industry is a great outlet to bring a voice to many marginalized communities. He finds his work challenging, but enjoys meeting that challenge with hard work and detailed planning.

Goals & Motivations

- To cut down on time spent vetting volunteers
- To find the right people from the right communities to tell diverse stories (BIPOC, Queer, etc.)
- To help volunteers find work that is meaningful to them

“
People don’t want to work for free. I wish I could pay everyone. But that’s not the reality.
”

Pain Points & Frustrations

- Spends too much time currently qualifying applicants for volunteer projects
- Feels guilty asking people to work unpaid on projects
- Finding people to work specific/ niche jobs unpaid is difficult and risky