

Future Film Skills Showcase

July 2023



Carmen | London



Harfun | Scotland



Andy | North West



Georgina | Yorkshire



Dylan | North East



Keelan | Northern Ireland

**You can't make great film,
TV and animation without
investing in the people.**

ScreenSkills

ScreenSkills is the skills body for the UK screen industries. An independent charity that is industry-funded and business-led, it helps to train people at every career stage, regardless of their background or prior educational achievement, who make UK content which everyone loves and trusts.

By identifying key skills gaps using industry data and insight, ScreenSkills plays a leading role in the creation of high quality, accessible and standardised training and development programmes that creates and sustains a skilled and inclusive workforce, enabling growth and future innovation.



“The bursary allowed me to get the lift-up, that I think many people in the industry may have had at the start.”

Justin Drew, FFS bursary recipient

The Future Film Skills Programme, 2018 to 2023

“A writer needs a pen, an artist needs a brush, but a filmmaker needs an army”

Orson Welles

In 2017, the BFI published its *Future Film Skills* report, a ten-point action plan in response to the acute skills shortage due to rapid growth in film and high-end television production.

Following a competitive tender, ScreenSkills successfully bid to deliver a programme to create opportunities for people to enter the film and wider screen industries.

The Programme also fostered continued professional development to enable career progression, improved leadership capability and created a framework that would offer a suite of services including mentoring, bursaries and skills resourcing.

The initial four-year programme was delivered for the BFI by ScreenSkills with funding from the National Lottery. The Programme was extended by an extra year to 31 March 2023 due to the Covid-19 pandemic.

10 Key Highlights

- 1 123,000 individual beneficiaries including 90,544 new entrants into the industry (Target 2018-2022: 10,000 in-career and 15,000 entry-level beneficiaries)
- 2 200,000 development opportunities completed including Coronavirus training
- 3 25 Apprenticeship Standards developed that supported 4,055 apprentices
- 4 Awarded 3,084 bursaries totalling over £2.67m
- 5 Events for 13,000 school pupils
- 6 Training for 3,000 teachers/ careers advisors
- 7 Almost 5 million users have accessed bespoke online career resources
- 8 21 million viewers of the Future Film Skills cinema and cross-platform ad campaign
- 9 95% of participants were satisfied with the support that they received¹
- 10 75% of employers and hirers were satisfied when asked if the Future Film Skills programme had been designed to support a “skilled workforce”²

The Future Film Skills Programme – The Detail

1. A trusted and reliable careers information service

As well as careers information and learning events attended by 22,000 people, we have created careers resources with over 4.7 million unique page views via our website [screenskills.com](https://www.screenskills.com). These include 270 job profiles showing entry routes into the industry and innovative new resources such as immersive experiences going behind the scenes on set and in post-production.

The FFS Evaluation found that careers information on [screenskills.com](https://www.screenskills.com) enables individuals at all career stages to gain a better understanding of careers options (74% of survey respondents) and an understanding of what different jobs entail (72% of survey respondents). 95% of careers advisors responding said ScreenSkills support had made them more confident about advising their students to work in the screen industries.³

2. An accreditation system to guarantee employer confidence

ScreenSkills Select, our accreditation system driven by an industry advisory group, has endorsed 131 Higher or Further education courses across the UK since launch in 2019.

81% of course leaders expressing a view said that taking part in Select had enhanced the course offer and 72% said Select had strengthened connections between their courses and industry.⁴

3. A suite of new apprenticeship standards

25 apprentice standards have been developed, updated, or launched, enabling more than 4,055 apprentice starts since 2018. Standards include junior content producer, production assistant, post-production technical operator and junior animator. Employers have also been assisted in making use of apprenticeships. Evaluation findings *“indicate that ScreenSkills has played a vital role in identifying the industry roles and occupations that require standards and in the development of those standards”*.⁵

4. The Skills Forecasting Service

We have conducted 14 industry research studies (including rapid response during the Covid pandemic), providing a robust evidence-base for skills planning. Hundreds of industry practitioners worked with us on the research – participating in studies and providing insight on results – including our Board and Skills Councils. The evaluation reported that 78% of survey respondents using the Skills Forecasting Service said the research raised their understanding of skills related issues within the screen industries.⁶

5. A mentoring service for underrepresented groups, and tackling skills gaps

More than 4,000 mentees were introduced to industry mentors during the programme, establishing six months of support, underpinned by a quality assurance framework.

Our delivery partners included organisations such as Women in Film and TV, MAMA Youth and TripleC DANC. More than half of the mentees taking part live outside London and the SE (53%), 18% are disabled and 31% from minority ethnic groups. The FFS Evaluation reported that more than half of mentees responding to the survey identified five or more personal benefits, most commonly understanding of their own strengths and areas for improvement, increased confidence and self-belief, and identification next steps to achieve career development.⁷

6. Centres of Excellence for screen-related craft and technical skills

By working with local partners we have established two Centres, one in Leeds and the other in Elstree, running seven new courses in shortage areas such as lighting and grips via fast-track learning. There have been four years of courses in Leeds and two years in Elstree, with 335 beneficiaries. Most graduates have completed work placements or have found work in the industry soon after finishing their courses. Both partners are committed to continuing to deliver the courses and associated placements beyond the term of the FFS programme.

7. A new bursary programme to ensure wide participation

A new bursary programme, uniting FFS and industry contributions, provides straightforward applicant access. 3,084 bursaries from FFS and industry funds were awarded, worth £2.67 million (£1.79m from FFS and £0.88m from industry). This has enabled individuals to make career progress by investing their bursaries in training, equipment, software and driving lessons. 62% of these are women, 15% have disabilities and 23% are people from Minority Ethnic Groups.

67% who were awarded a Bursary and responded to the FFS Evaluation survey said that the bursary had enabled them to earn more money.

8. Professional development courses to maintain world-class workforce skills

FFS support has enabled over 10,000 people to skill-up via trainer led industry-endorsed training, commissioned from a wide range of providers UK-wide. In addition nearly 4,000 attended training events (e.g. events providing information to potential transferers from other industries, or open days at studios/ post-production houses etc).

The FFS Evaluation reported that 94% of those responding to a survey after completing their course were satisfied or highly satisfied and 91% said that they would recommend it to others. 24% of people who took part in CPD training and who responded to the FFS Evaluation survey said that the training had enabled them to earn more money. Most industry leaders interviewed for the FFS evaluation felt that the CPD training supported increases in skills across the industry, particularly among those at the early stages of their career.

9. Industry mobilisation to support skills development

Thousands of practitioners have supported workforce skills development through the various workstreams – such as industry ScreenSkills Select course advisers and working groups who have helped prioritise our investment in training. For example, each of more than 4,000 mentees have been matched with an industry mentor.



“ I did the Veterans in Focus course and that got me into the industry. I didn't know what locations was before I did that and here I am, a year later, thinking how have I not been doing this for years?”

Dave Jones, unit manager and former Royal Marine

E-learning

In addition, FFS has enabled ScreenSkills to develop 16 e-learning modules. Modules provide individuals with the opportunity to undertake structured online learning in their own time via screenskills.com. The e-learning modules support understanding of important topics that are relevant to people working at various levels across the screen industries. There are two main aims for the modules:

- To widen participation by providing additional information on getting into and getting on in the screen industry.
- To promote industry behavioural change that will lead to a safer and more inclusive screen working environment.

There have been more 135,000 e-learning completions. 72% of respondents to the FFS Evaluation survey who had completed modules said they had gained knowledge or skills to help them succeed in their screen job, and 71% said that the learning had enable them to improve existing practices.



Future Film Skills Showcase (March 2023)

In March 2023, the programme hosted a half-day Showcase event in central London and via LinkedIn Live. The event brought together programme beneficiaries and industry experts from the BFI, the Production Guild and ScreenYorkshire to discuss the benefits and impact of the programme since launch. Over 100 people attended the Showcase in person and more than 2,000 people watched the livestream on LinkedIn.

Diversity Statistics:

Women:	51%
Minority Ethnic Groups:	16%
Disability:	11%
Outside London and the South East:	58%

“ All the opportunities I've had happened thanks to the mentorship, with the support of ScreenSkills. They have helped me every step of the way – and they still are!”

Juliana Matsubara, art department, on becoming a mentee



I think more than any programme that I've done, inclusion, diversity, equality is very much embedded within Filmnomics, and I was just completely thrilled by the first day meeting everyone.



There were filmmakers from all over the UK, it was really refreshing to hear diverse voices and stories from different places that reflects our social landscape.”

Meloni Poole, filmmaker, on her FFS-funded training

