



Bodyguard | eWorld Productions

HIGH-END TV SKILLS FUND

Developing a world-class UK workforce
for high-end television production

What is the High-end TV Skills Fund?

The High-end Television Skills Fund was created in 2013 following the introduction of UK tax relief for high-end TV production. It was agreed those utilising the tax credit would contribute to a skills fund managed by ScreenSkills.

The key purpose of the HETV Skills Fund is to invest in skills activity to develop freelancers and talent working at all levels in HETV, to advance their careers as well as bring new entrants into the industry. This activity increases and upskills the high-end television production workforce in the UK.

Since 2013, ScreenSkills has collected and invested more than £10 million in skills and training for the HETV industry. **Productions pay 0.5% of their production budget spent in the UK, currently capped at £41,800 per production.**

Over 300 productions have paid into the skills fund to date, including *The Crown*, *The Virtues*, *Peaky Blinders*, *Outlander*, *Victoria*, *Game of Thrones* and *Bodyguard*. The five major UK broadcasters support the skills fund on both in-house and commissioned productions, along with US companies such as Netflix, Fox and ABC.

Industry working groups

Decisions on how the skills funds are spent are made by HETV industry-led working groups, which are made up of more than 60 industry leaders from across the UK. These include broadcasters, heads of production from independents and representatives of industry bodies, who use their industry experience and the most up-to-date research to determine the most effective use of funds.

The working groups are:

- Make a Move
- Trainee Finder
- Craft and Tech Grades
- Production Grades
- Post-Production and VFX
- Writers
- Directors
- Producers
- Regions



All of our programmes are promoted and available to participants across the UK; we also provide additional funding for bespoke activity in Northern Ireland, Wales and Scotland, working with local partners to deliver local training.

If you have relevant expertise and are interested in learning more about how to join a working group, please email Kaye Elliott, Director of HETV, on kaye.elliott@screenskills.com



How can we help you?

We offer access to a range of skills support and funding for training:

- For **production companies** to help develop their workforces
- For **individuals** to begin, grow or advance their careers in high-end TV

Training and support programmes are delivered both in-house and externally by industry-recognised training providers.

The following pages outline the current programmes available in **2018/19**.

Make a Move

On-the-job training for crew identified by productions as ready to move up into a more senior role with a little support.

Funding is available to subsidise the cost of employing and training individuals into higher grades, with the aim that at the end of the training the individual will be already in or able to apply for their next job at the next grade up.

Examples of potential 'move ups' could be a location assistant moving up to unit manager, make-up artist to make-up supervisor, or production secretary to production coordinator.

The scheme covers all departments on a production.

- Individuals on Make a Move are not trainees, but part of a scheme to encourage and promote professional development
- Those put forward for the scheme need to be a professional who is deemed ready to move up to their next career grade
- They can be a completely new person to the team and department, or an individual that has already worked with the team on a previous production

How much funding is available?

Fund-contributing productions can apply for up to £15,000 per production.

We also have a **limited additional fund** to step up individuals into **production coordinator and production manager roles**, offering an additional £5,000 per production.

We can also offer another additional £5,000 per production to support on the job training for individuals wishing to train as **focus pullers** and **camera operators** through the opportunity to shadow members of their team.



What can Make a Move fund?

The funding is flexible and can be used to cover:

- Salaries
- Travel and accommodation expenses
- Mentoring
- Shadowing
- Attending short courses

Funding can be used to support one or more people on the production across any department.

What doesn't Make a Move fund?

- We are unable to fund retrospective claims. Apply in good time to allow us to process the associated paperwork
- We are unable to fund individuals who are already working within the grade they are about to move up to, unless there is a robust case that the 'moving up' will mean they are working differently
- Individuals who have previously been supported through Make a Move or a similar stepping up scheme in Scotland, Wales and Northern Ireland can only be put forward every two years to be moved up to their next role
- Individuals can only participate in Make a Move after being put forward by their employer

How to apply

Please contact our Senior High-end TV New Entrant Manager Nicky Ball on nicky.ball@screenskills.com, or give her a call on 07432 591 375.

HETV Trainee Finder

Trainee Finder is an entry-level placement scheme which places trainees on UK TV drama productions. Trainees will become part of an industry-recognised group of trainees, receiving exclusive access to training placements on high-end TV dramas being shot in the UK.

Since its launch, Trainee Finder has helped place trainees on numerous high-end TV drama productions across the UK, including *Peaky Blinders*, *Poldark*, *Game of Thrones*, *Outlander*, *Call the Midwife*, *No Offence*, *Killing Eve*, *Luther* and *Flowers*.

We have 80 trainees from across the UK who are available to work on levy-paying HETV drama productions over 2018/19 within the following grades:

- Art department
- Camera
- Costume
- Edit
- Floor runner
- Hair and make-up
- Locations
- Production office runner



How much funding is available?

- Please contact us in the first instance to talk about your requirements
- We will send you details and CVs of available trainees
- Opportunities per trainee should be between four and 16 weeks in length
- We prefer productions to offer three trainees x 13 weeks per trainee per production, however do let us know if you require more flexibility e.g. two trainees at 20 weeks
- No subsidy for grades outside these departments is available. If we are unable to offer a trainee from the pool due to them being on other placements, we are happy to discuss potential new trainees who could join the scheme subject to interview
- ScreenSkills will contribute £300 a week towards trainees' salary for up to 40 weeks in total, which the production will match to meet or exceed the national minimum wage
- Trainees will be contracted directly by the production on a fixed term contract
- Whilst on production, the trainee must be supported by a supervisor within the department
- Each of the trainees has been interviewed by an industry professional working in the chosen department, and will have taken part in an induction before their placement begins

Productions must release trainees for training days

How to apply

For more details and to apply for a trainee, please contact our Trainee Finder Manager Patrizia Berardi on patrizia.berardi@screenskills.com, or give her a call on 0207 7139 889.

High-end TV Bursaries

We provide bursaries to support freelance skills training, which are open for applications from **individuals** who are working in HETV as **freelancers**.

What can we support?

The following in-demand departments are currently being prioritised:

- Accounts
- Assistant directors
- Camera
- Lighting
- Locations
- Production, including producers
- Post and VFX

We also have bursaries available as part of our Skills Passport programme (further details in the Skills Passport section ahead).

Who can apply?

Individuals can apply for a HETV bursary if:

- You can demonstrate **proven professional working experience** in the UK screen industries
- You have been **accepted** onto an eligible training course
- You can demonstrate that the training will benefit your career progression within the **high-end TV industry**.

How much funding is available?

Up to £1,000 is available per individual to contribute towards course fees, travel, accommodation and childcare costs (where applicable).

How to apply

Please visit [screenskills.com/opportunities/bursaries](https://www.screenskills.com/opportunities/bursaries) for our full bursary guidelines, or contact the HETV Coordinator Ryan Valmont on ryan.valmont@screenskills.com



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The Skills Passport

Launched in Spring 2018, HETV Skills Passport is a new online resource tool, designed to encourage the professionals working in HETV to upskill and progress.

The Skills Passport is a comprehensive short course database, searchable by skill and job level, to create a centralised, organised resource for TV professionals looking to fill their skills gaps and find training which is relevant to them. In 2018/19 there will be bursaries available to support the cost of the courses.

The Course Complete Badge

When a professional completes a course listed on Skills Passport, they will be offered a virtual Course Complete badge. This will help professionals to build up a tangible training history which they will be able to show future employers and demonstrate their acquired skills.

What grades does it support?

Skills Passport will initially focus on **production office and craft and tech grades working in the high-end TV sector**. Additionally, it will include training relevant to everyone working in high-end TV including Leadership and Management courses, Carbon Literacy, Health & Safety etc.

Will future employers recognise the Skills Passport?

We are actively marketing the programme directly to production companies and Heads of Department in order to encourage working professionals to view Skills Passport as a useful tool for upskilling and as a mark of achievement in relevant training for those they are hiring in the future.

Is there funding available to support the training?

ScreenSkills has bursaries available for those who want to take a course listed on Skills Passport and need help to attend and cover some of the costs of the course and/or travel costs.

We have up to £1,000 available per individual.

How do I access the Skills Passport?

Please visit screenskills.com/education-training/skills-passport or contact the Skills Passport manager Leanne Fairbrother on leanne.fairbrother@screenskills.com



Leadership and Management Training

We have designed and launched a series of free management training for heads of departments and key staff in pre-production on levy-paying productions.

The training will cover:

- Essentials of people management
- Decision making and crewing up
- Natural bias and its impact

Those attending will also be given information to take away on HR essentials in relation to dealing with bullying and harassment at work and terminating freelance staff contracts legally.

Who can attend?

This bespoke half day training is open for levy-paying productions to provide their teams with the essential skills to be an effective manager of people on a production. It is down to each production to choose the individuals who would benefit the most from the training.

How do I sign my production up for Leadership and Management Training?

The programme is open to productions going into production in 2018/19. If you are a production company and would like to book a half-day session in 2018/19, please contact training@dvtalent.co.uk

Externally delivered training

We commission a host of training programmes annually delivered by external training providers. For the most up to date details on programmes running at any time, please visit the HETV pages of the ScreenSkills website.

Current programmes

Writers Mentoring Programme, delivered by Dancing Ledge

Industry-leading screenwriters will nominate and mentor up and coming writers across the UK to help progress their careers to become established high-end TV writers.

High Dynamic Range and Wide Colour Gamut for broadcast TV, delivered by Image Eyes

Two-day training including various approaches to HDR, why wide colour gamut is an intrinsic part of HDR, production, workflows, capture and display. Suitable for roles such as colourists, online editors, MCR operators, technical managers, engineers or chief engineers. For more information or to apply for the course, please contact Martin Parsons on martin@image-eyes.com

Quality assessment of file-based broadcast TV programmes, delivered by Image Eyes

Two-day course focusing on the technical standards for delivery, tests and checks, and putting together objective and accurate assessments. Suitable for roles that handle audio and video content within the production workflow to broadcast quality. For more information please [visit image-eyes.com/quality-control-and-quality-assessment-reporting](https://www.image-eyes.com/quality-control-and-quality-assessment-reporting)

Funding for Da Vinci Resolve Colourist training

The High-end TV Levy is offering funding of up to £800 to allow colourists (both freelance and in-house) to hone their mastery of the software through short courses and to take their grading skills to the next level. Please contact bursaries@sceenskills.com

Drama Director Placements delivered by Directors UK

HETV is funding a series of placements to support directors' career development and step up to working in HETV drama.

Pitch Training and Skills Development Programme

The programme will include how to pitch and build a portfolio, introductions and profiling for 25 regional mid-senior level crew and talent. The programme's ambition is to support individuals build a wider network and pitch for work more effectively to help secure high-end TV jobs in the future.

Return to Work for Post and VFX

Programme for individuals working in VFX and Post who are returning to work following a career break.

Coming soon

We will be launching the following programmes in Autumn/Winter 2018. Please check the website or contact the team for more details of when these programmes will launch.

Returning Series Writer's Programme

Bursaries will be available to support five new writers to write a speculative script for a single episode as part of a returning series. The programme's ambition is to provide more opportunities for up and coming writers to showcase their work, and establish a positive relationship with drama companies.

Bespoke Crew Stepping Up programmes delivered locally in Northern Ireland, Scotland and Wales

For more information about our partnered programme delivered in Northern Ireland, please visit northernirelandscreen.co.uk Scotland and Wales programmes are launching in the autumn.

Training for Production Accountants

Training to grow the pool of professional industry accountants will launch in the autumn.

Training for Location and Unit Managers

Training to grow the pool of Location and Unit Managers will launch in the autumn.

Training for Grips

Training to grow the pool of grips will launch in autumn.

Mentoring scheme for New Producers

The HETV New Producer Programme has been working to increase

the HETV producers talent pool across the UK, supporting nine new producers to work on High-end TV drama since 2016. In 2018/19 we will be supporting new producers further via a professional mentoring programme to help continue to develop their skills and advance their careers.

Programmes funded in 2017/18

- *Mastering programmes for broadcast, with Digital Production Partnership*
- *RED camera workshops, with the Guild of British Camera Technicians*
- *Production Accounts training, with Production Guild*
- *Return to Work for TV freelancers, with Media Parents*
- *Shadow Writers Scheme, with Big Light Productions*
- *Director Stepping Up scheme for TV Drama, with NFTS*
- *Line Producer Training, with TRC Media*
- *Advanced Writing for Drama, with MediaXchange*
- *HETV Connect, to support mid-senior level crew build better networks, with thecallsheet.co.uk*
- *The TCN Writers Incubator, with Triforce Creative Network*

Please note: some of these training programmes are still running and some have now concluded.



What people say about us

“Getting onto Trainee Finder for high-end TV was like giving me a key to a locked door. It's brought momentum and focus to my career and my placement has taught me so many things that I can take forward and the support of everyone at ScreenSkills has given me a new confidence. While my placement has given me specific Art Department skills, the training offered by ScreenSkills has equipped me with really valuable industry skills...It's been the perfect springboard and it's only up from here!”

- Rosa Nolan Warren, Art Department Trainee on Stan Lee's Lucky Man 3 -

“The Directors UK scheme is a wonderful opportunity and has been an invaluable experience. It really has been the springboard I needed.”

- Lisa Clarke, High-end TV Drama Directors Career Development programme participant -

“Make a Move enabled our trainee to take on the role of production secretary in the knowledge that he could learn on the job without the pressure of meeting expectations from the start. He completely exceeded expectations and has a brilliant career ahead of him.”

- Charlotte Ashby, Head of Production, Carnival Films and Television -

“Taking part in the In-House Runners scheme has been a great success for us. It has allowed us to move from unpaid one month internships to a six month paid programme which opens it up to people who cannot afford to work unpaid.”

- Niall Shamma, COO and CFO of Warp -



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“*In addition to broadening my technical skills, I gained a lot of confidence by developing my experience and knowledge of drama production”*

- Emma Marie Cramb, High-end TV Trainee Finder production trainee -

“*We’ve had people on training schemes at all levels and they have been a huge success. As an industry, we have skills shortages in every single department and in some cases people are moving up too quickly, and they’re not having proper training; so what is particularly important is the upskilling ScreenSkills offers, which is fantastic.”*

- Alison Barnett, Head of Production at Kudos -

Contact

To keep up to date with our opportunities or to apply for funding, please get in touch.

For Trainee Finder, contact:
patrizia.berardi@screenskills.com

For Make a Move, contact:
nicky.ball@screenskills.com

For Skills Passport, contact:
leanne.fairbrother@screenskills.com

For information about all other programmes, contact:
HETV@screenskills.com

ScreenSkills:
Phone: 020 7713 9800
Website: www.screenskills.com
Twitter: @UKScreenSkills



The High-end TV Skills Fund...

... develops and sustains a world-class workforce for UK TV drama

