



Killing Eve © Sid Gentle Ltd

## **HIGH-END TV SKILLS FUND**

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

# 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 developing freelancers and talent working at all levels in HETV, to advance their careers as well as bringing 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 £12 million in skills and training for the HETV industry. **Productions pay 0.5% of their production budget spent in the UK, currently capped at £58,200 per production. Productions can take out up to 60% of the value of their fund contribution from programmes offering direct return finance, such as Trainee Finder. This is to ensure the Skills Fund has income to also invest in wider skills activity that benefits UK high-end TV industry growth.**

Around 500 productions have paid into the skills fund to date, including *The Crown*, *Chernobyl*, *Peaky Blinders*, *Outlander*, *Dr Who*, *Game of Thrones*, *Fleabag*, *Bodyguard* and *Killing Eve*. 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 HBO.

Decisions on how the contributions are spent are made by **HETV industry-led working groups**, which are made up of more than

The working groups are:

- Make a Move
- Trainee Finder
- craft and tech grades
- production grades
- post-production and VFX
- writers
- directors
- producers
- regions



Fleabag © Two Brothers Pictures

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. 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](mailto:kaye.elliott@screenskills.com)



Gentleman Jack © Lookout Point TV

## 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 **2019/20**.

## **Make a Move**

The Make a Move scheme encourages on-the-job training for crew identified by productions as ready to move up into a more senior role with some 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?**

Productions that contribute to the HETV Skills Fund can apply for up to £15,000 of funding per production.

If the funding is used to help more than one individual step up, or if the individual involved is stepping up to being producer, line producer or head of department, the production is eligible for £15,000.

Productions that support only one individual in stepping up to any other job role are eligible for £10,000 of funding.

This year we prioritise supporting professionals working in grades in skills shortage areas. These are: production accountant, line producer, production coordinator, first assistant director, production manager, production secretary.



## 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.

## What doesn't Make a Move fund?

- We are unable to fund retrospective claims. Please apply for Make a Move funding before your prospective candidates join your team to allow us at least two weeks 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 been supported through Make a Move in the last two years.

## How to apply

Please contact our Senior High-end TV New Entrant Manager Nicky Ball on [nicky.ball@screenskills.com](mailto: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 productions that contribute to the HETV Skills Fund. Trainees will become part of an industry-recognised group, receiving exclusive access to training placements on high-end television productions.

Since its launch, Trainee Finder has helped place trainees on numerous high-end TV drama and specialist factual productions including *Peaky Blinders*, *Poldark*, *Game of Thrones*, *Outlander*, *Call the Midwife*, *Fleabag*, *Killing Eve*, *Luther* and *Gentleman Jack*.

For 2019/20, we have 116 trainees from across the UK who are available to work on Skills Fund-contributing high-end TV productions in the following 9 departments and grades:

- art department
- assistant director
- camera
- costume
- edit
- floor runner
- hair and make-up
- locations
- production office
- sound.



Game of Thrones © Helen Sloan/HBO

## How much funding is available?

Productions that have contributed to the HETV Skills Fund are eligible to receive up to £12,000 when offering placements to our trainees.

- The funding subsidises £300 per week towards our trainees' salaries, per trainee. This is to a maximum of 40 weeks collectively on each production.
- Productions must match ScreenSkills' contribution or exceed national minimum wage.

## How do trainee placements work?

In the first instance, productions should contact us to discuss their requirements. We will then send details and CVs of available trainees. Each trainee has been interviewed by a relevant industry professional and will have taken part in an induction before their placement begins.

- Trainees should be contacted and interviewed directly by the production.
- Selected trainees must be employed by the production on a fixed-term contract and salaried as a crew member.
- Whilst on a production, trainees must be supported by a supervisor within the department.
- Placements should be between four and 16 weeks in length. We encourage productions to use their 40-week allocation to offer several trainee placements, for example three trainees for 13 weeks each. Productions can extend placements at the production's cost, subject to agreement from the trainee and ScreenSkills.
- If we are unable to offer a production a trainee due to availability, we are happy to discuss potential new trainees who are then eligible to join the scheme subject to interview. We can't offer a subsidy to trainees outside the listed departments.

**Productions must release trainees for training days.**

## How to apply

For more details and to apply for a trainee, please contact our HETV Trainee Finder Outreach Manager at [leo.martin@screenskills.com](mailto:leo.martin@screenskills.com) to discuss your production's requirements.

# Training courses directory

ScreenSkills identifies short training courses that are designed to support professionals working in high-end TV and film to upskill and progress in the industry.

These courses, listed in the training course directory, have been endorsed by ScreenSkills with expert input. It includes a number of courses recommended by the high-end TV working groups as useful to working in high-end TV. (These were formerly tagged as Skills Passport courses.)

We actively work with production companies and heads of department to promote the importance of creating a sustainable UK workforce by supporting the continuing professional development of crew.

## What courses are available?

The training courses directory includes short courses in a wide variety of departments across production and craft and technical grades in both the HETV and film industries. Course topics include budgeting and scheduling, working with children, period make-up, cinematography, costume design and working in the AD department.



The Crown © Netflix/Sophie Mutevelian





### **Is there funding available to support the training?**

You can apply for a bursary of up to £1,000 towards the cost of your chosen short course. This is available for all courses listed on the database, which are not otherwise subsidised by ScreenSkills. The bursary can go towards the training costs, accommodation, travel or childcare.

### **Who can apply for funding?**

You can apply for the bursary if you are a freelance professional working in HETV or film, with a minimum of two industry credits. For the full eligibility criteria visit the website.

### **How do I access the short course directory?**

You can view the courses and apply for a bursary by visiting [screenskills.com/training-courses](https://www.screenskills.com/training-courses) or contact Lewis Wood on [lewis.wood@screenskills.com](mailto:lewis.wood@screenskills.com)



## Bursaries

ScreenSkills bursaries are designed to provide financial assistance to those looking to enter, progress in, return to, or transfer into the screen industries.

Our ambition is to ensure that the industry has access now, and in the future, to the skills and talent it needs for continued success by helping to unlock opportunities across all types of screen work. Supporting an individual with a bursary to develop their career helps the screen industries to respond to skills gaps and priority shortage areas. We welcome applications from people in groups under-represented in the industry.

We aim to offer funding wherever possible, but we cannot promise that all applications will be successful due to limited funding and skills shortage priorities.

### 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 **currently work** in the UK screen industries or can demonstrate your intention to work in the UK screen industries.

### How to apply

Please visit [screenskills.com/opportunities/bursaries](https://screenskills.com/opportunities/bursaries) for our full bursary guidelines, or contact the bursaries team on [bursaries@screenskills.com](mailto:bursaries@screenskills.com)

# Leadership and management training

We have designed and launched a series of free management training for heads of departments and other staff in management positions on Skills Fund-contributing productions.

The training covers:

- 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 Skills Fund contributors 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.

We also offer a number of leadership and management training sessions for freelancers.

## How do I sign my production up?

If you would like to book a half-day session in 2019/20, please contact Jacqui Taunton Fenton, who is overseeing the training, at [jacqui.tauntonfenton@screenskills.com](mailto:jacqui.tauntonfenton@screenskills.com)



# Inclusion programmes

The High-end TV Skills Fund is committed to devising clear entry routes into the industry to create a truly inclusive workforce. All commissioned training is expected to reach diversity targets.

We also deliver a host of programmes that are focused on providing access of opportunity for people who are under-represented in the industry. Initiatives we support include:

## First Break

First Break is a new programme which aims to de-mystify entry into jobs behind the camera in television for individuals from socio-economically disadvantaged backgrounds.

The programme aims to give successful applicants a taste of working behind the camera across the production process. The first edition of the programme will be delivered in partnership with ITV.

If you are interested in partnering with ScreenSkills in future iterations of First Break, please contact Belinda Peach at [belinda.peach@screenskills.com](mailto:belinda.peach@screenskills.com)

## HETV Link

HETV Link is a programme for heads of department (HoDs) and senior crew based out of London. The initiative helps them improve interview technique, prepare for job pitches and widen their circle of contacts.

## In-house Runner Programme

ScreenSkills' support enables high-end television production companies to hire a runner who who hasn't been in higher education or has not received a similar opportunity before in order to gain work experience.

The runners pool is made up of individuals from across the UK who don't have a university background and are experiencing socio-economic challenges.



Black Mirror © Netflix

## Externally delivered training

We commission a host of training programmes annually that are 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.

### Production grades

- **Production secretary and coordinator training:** one-day course to support production secretaries and coordinators.
- **Step up to line producing programme:** weekend training for production managers ready to step up to line producers.
- **Production accountant training:** for individuals working in production accounting to progress to a more senior level. We will also be investing in training for new entrants.
- **Introduction to location and unit manager of ex-Armed Forces:** Training and placements to encourage career change for individuals leaving the Armed Forces.

### Craft and tech

- **How to be a business – toolkit for freelancers:** weekend workshop on topics including finance for freelancers and pitching.
- **1st AD masterclasses:** for runners, 3rds and 2nds.

## Post and VFX

- **High dynamic range and wide colour gamut for broadcast:** two-day training, includes various approaches to HDR.
- **Return to work for post and VFX:** programme for individuals working in VFX and post who are returning to work following a career break.
- **Avid training:** courses for tech ops and engineers with high-end television credits.

## Writers

- **Returning Series Writers programme:** awards will be available to support new writers to write a speculative script for a single episode of a returning series.

## Directors

- **High-end TV drama directors programme:** scheme that provides emerging directors with creative, editorial and technical knowledge via placements on HETV productions. The programme is run by Directors UK.





Luther © BBC

## Producers

- **Co-producer fund:** funding to enable co-producer placements to grow the pool of producers for high-end TV.
- **Producer masterclasses:** masterclasses for up-and-coming producers.

## Regions

- **Introduction to post-production:** information events to showcase opportunities available in post-production and edit.
- **Accounts industry transfer programme:** initiative to introduce accountants to job opportunities in the screen industry, followed by placements for four people.

## Nations

- **Scotland:** we have contracted BECTU Scotland to deliver bespoke training and step up opportunities.
- **Northern Ireland:** we have contracted Northern Ireland Screen to deliver bespoke training and step up opportunities.
- **Wales:** we have contracted Sgil Cymru to deliver bespoke training and step up opportunities.

## 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. 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, participant high-end TV drama directors career development programme -

“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 -





“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:**  
[leo.martin@screenskills.com](mailto:leo.martin@screenskills.com)

**For Make a Move, contact:**  
[nicky.ball@screenskills.com](mailto:nicky.ball@screenskills.com)

**For short training courses, contact:**  
[lewis.wood@screenskills.com](mailto:lewis.wood@screenskills.com)

**For First Break contact:**  
[belinda.peach@screenskills.com](mailto:belinda.peach@screenskills.com)

**For information about all other programmes, contact:**  
[HETV@screenskills.com](mailto:HETV@screenskills.com)

## ScreenSkills:

Phone: 020 7713 9800

Website: [www.screenskills.com](http://www.screenskills.com)

Twitter: @UKScreenSkills



Giri/Haji © BBC / Sista Pictures, photo by Luke Varley



# The High-end TV Skills Fund...

... develops and sustains a world-class UK workforce for high-end TV production

