



FILM SKILLS FUND

Developing a world-class workforce
for film production in the UK



Gareth at work (centre) © Curtis Baker

Foreword

“The success of the UK film industry is built on three pillars – the infrastructure of stages and facilities, the tax credit and the skilled workforce. Other countries have financial incentives and studios. Historically, our quality of crew has been the clincher.”

“The demand for this talent is greater than ever today, with production buoyant. This offers a wealth of opportunities, but also poses great challenges. Productions seeking to hire talent are already experiencing skills shortages in key roles and unless we invest in training and continuing professional development across the workforce, recruitment difficulties will grow. We also need targeted investment to build a truly inclusive workforce who can help us tell a greater variety of stories, authentically. We need not just new entrants, but professionals at every stage of their career.”

“That is why we urge you to contribute to the Film Skills Fund. In the short-term, a modest investment in the fund allows you to hire from the talent pool of ScreenSkills schemes such as Trainee Finder. But it is also an investment in the future, not a ‘cash in, trainee out’ transaction. It is about introducing new people to the industry and retaining those who have started their careers in screen and helping them move up. This is critical if the UK is to remain a destination of choice for film production.”

Gareth Ellis-Unwin

Academy and BAFTA-winning producer and Head of Film and Animation

About ScreenSkills

ScreenSkills is the industry-led skills body for the UK's screen industries – animation, film, games, television, including children's and high-end, VFX and immersive technology. We work across the whole country to help build a diverse workforce with the skills needed for continued success, now and in the future.

We manage the Film Skills Fund and have invested more than £13 million in skills and training for UK film production, distribution and exhibition since it was established in 1999. Productions are encouraged to pay 0.5% of their core UK expenditure, up to a maximum contribution of £58,200.

Recent films that have contributed include: *Star Wars Episode 9*, *Wonder Woman 1984*, *You Were Never Really Here*, *Normal People*, *Wild Rose*, *Gwen*, *Outlaw King*, *Aladdin*, *Peterloo*, *Judy, 1917*, *Yardie*, *Fighting with My Family*, *Stan and Ollie*, *Fantastic Beasts: The Crimes of Grindelwald*, *Blue Story*, *Downton Abbey* and *The Favourite*.

We also lead the delivery of the BFI's Future Films Skills strategy, investing National Lottery funds, and receive funding from the Arts Council England. All these streams of income are crucial in enabling us to tackle

skills shortages and to improve diversity and inclusion in the workforce.

Support from productions gives us a strong mandate to tackle key challenges on industry's behalf. These range from inadequate careers information in schools, where we have helped securing Government funding to improve advice to 2 million young people, to making the new apprenticeship system more suitable for screen.

Contributing to the Film Skills Fund is one of many ways in which industry helps widen the talent pool and create a workforce fit for the challenges of the 21st century. ScreenSkills has a Giving Back menu of opportunities to support UK screen including volunteering as a mentor and providing information to the Skills Forecasting Service to help us target investments better.

Please contact givingback@screenskills.com for more information on our Giving Back initiative.

ScreenSkills CEO Seetha Kumar and Culture Secretary Jeremy Wright announce the apprenticeship pilot, developed by ScreenSkills to unlock the Apprenticeship Levy for the UK's booming screen industries. July 2019





The Pledge

We have created The Pledge, an agreement between ScreenSkills and production companies that serves our joint ambitions and helps us guarantee consistent investment in the workforce.

Studios, financiers and production companies and studios signing The Pledge commit to contributing to the Film Skills Fund and to working with us to create a diverse and inclusive workforce.

In return, The Pledge formalises ScreenSkills' commitment to developing and sustaining a world-class UK workforce for film production by investing in skills training for professionals at all career stages and by being an effective and informed advocate to policymakers on industry's behalf.

Contact Film Production Liaison Manager Tariq Wahr at Tariq.Wahr@screenskills.com for information.

“We believe The Pledge is a mutually beneficial agreement that serves our joint ambitions and gives our industry a guaranteed consistency of support and investment...I hope that you will sign up with enthusiasm as other studios and productions have done.”

- ScreenSkills Head of Film and Animation Gareth Ellis-Unwin -

Training

ScreenSkills has developed [a strategy and framework](#) which will help professionalise the industry and create clearer career pathways by laying out the key skills required to progress. The framework considers four career stages: **entry, early, experienced** and **expert**. ScreenSkills invests in the development of all four, informed by findings of the ScreenSkills Skills Forecasting Service.

Entry

Education and careers information

We offer comprehensive online careers information about roles in the screen industries and the pathways in. We work with partners to reach new entrants, parents, guardians, teachers and careers advisers.

Our activity includes:

- **ScreenSkills Select:** ScreenSkills - in consultation with industry and education - endorses courses within the UK that provide the most up-to-date and relevant industry skills and knowledge.
- **Open Doors:** two-hour networking sessions for new entrants to get careers advice directly from industry experts.
- **Bootcamps:** these taster days, delivered UK-wide, are designed to give talented new entrants an overview of the wide range of behind-the-camera roles available.
- **Careers events:** we attend careers events and skills shows to inspire and inform diverse young talent. We also host events for careers advisers and are a partner of the Creative Careers Programme



Open Doors Belfast 2018



Little Joe © iStockphoto

Trainee Finder

[Trainee Finder](#) is a paid placement scheme which matches trainees with productions to offer proper on-the-job experience. The year-long programme includes training courses and industry masterclasses on issues such as health and safety and set etiquette to prepare successful candidates for working in film and to improve their employability.

To be eligible to receive trainees from Trainee Finder, productions must pay in to the [Film Skills Fund](#). In return, the scheme will contribute £300 per week towards a trainee's salary for up to six months of their placement.

Of the Trainee Finder trainees in 2019/2020, 68% are women, 77% from outside London and 22% black, Asian or minority ethnic (BAME).

In 2019/2020 we have 78 trainees in departments including camera, art, assistant director, production office, locations, video assist, costume, hair and make-up, sound and film accounts.

“*The Last Tree is eager to support the next generation of filming talent, so we were very pleased to be able to place trainees in camera, costume, art department and editing. All of the placements were a great success. We were particularly impressed with the trainees' professional attitude, understanding of the filmmaking process and their ability to learn and consolidate their skills.*”

- Myf Hopkins, producer of *The Last Tree* -



Find your Future in Film and TV

In May 2019 ScreenSkills launched Find your Future in Film and TV, a nationwide initiative to recruit new and diverse talent into the UK's screen industries. More than 1.7 million people have seen the 30-second films in cinemas across the UK and more have caught them online, on [YouTube](#), or through social media.

The campaign features Trainee Finder alumni Lauren Byrne (camera trainee), Charanprite Dhami (assistant director), Sophia Mascarenhas (hair and make-up trainee), Shani Vizma (VFX assistant coordinator) and Ziggy Gray (locations trainee), as well as Lewis Kelly (lighting trainee) and Umalkhayr Mohamed (film exhibition project coordinator). They each talk about their behind-the-camera roles and about how they managed to enter the industry.

“I thought that living in the North East would restrict my opportunities. Eventually, I came across ScreenSkills. I had nothing to lose so applied for their Trainee Finder training programme. It paid off. Without ScreenSkills it would have been difficult getting into film.”

- Camera trainee Lauren Byrne from Darlington-



“ I love my role as I've always enjoyed travelling and being outside. But without ScreenSkills, I don't think I would have had the courage to get the contacts I needed or find a way in”

- Locations trainee Ziggy Gray from Bridport, Dorset -

“ I've lived in Cardiff most of my life and I didn't want to have to move to start my career. It's a small town but there's a lot of film activity. It means once you've got your foot in the door you can build your network easily.”

- Project coordinator film exhibition Umulkhayr Mohamed from Cardiff -



“ Stick with the dream, it might take a while, but you'll get there and it's worth it. I relate to this quote from Winston Churchill the most and often read it to myself: 'Never give up on something that you can't go a day without thinking about.'”

- Assistant director Charanprite Dhami, from Wakefield, Yorkshire -





“ I just knew ScreenSkills would help me on my path to my dream job. It has helped me massively – I never thought I'd get to work on such big films. The exposure you get is amazing.”

- VFX assistant coordinator Shani Vizma from Corby, Northamptonshire-

“ I didn't actually know anyone in the industry... ScreenSkills gave me that step up.”

- Hair and make-up trainee Sophia Mascarenhas from Windsor, Berkshire -



“ I never thought I would be able to get into film, it's like an undercover industry. I feel so fortunate. But who wouldn't rather be on a film set than on a messy dirty building site, especially seeing some of the costumes and the special effects. It's really amazing to see how it all comes together.”

- Lighting trainee Lewis Kelly from Kingston-upon-Thames -

Early

Mental health awareness training

Film Cymru Wales

This training is developed to initiate a conversation around mental health barriers in the hope that participating screenwriters will feel empowered and encouraged to progress despite these challenges and inspire others to do the same.

Making the cut: film futures in editing and production

Four Corners in London

A course that aims to support professionals with disabilities who are in precarious, infrequent and sometimes unpaid employment, and are struggling to sustain and develop their career paths in the film and TV industry.

FEDS elevate

Independent Cinema Office in the South West

This programme is designed to help film exhibition, distribution and sales trainee scheme (FEDS) alumni acquire the essential skills to move successfully into managerial positions in cinemas.



1917 © Francois Duhamel / Universal Pictures and DreamWorks Pictures

Art direction for film and television (certificate in draughting)

Film Design International Ltd in the South East

This practical art direction course is studio-based and has been developed to give participants a sound understanding of the techniques involved in the art department.



Experienced

iFeatures

Creative England, UK-wide

iFeatures is a UK feature film development lab for 12 teams of experienced writers, directors and writer-directors who have yet to make a funded feature film and at producers who are experienced yet still at an emerging stage of their career as a lead creative film producer.

Making it possible

Raising Films in London

This one-day personal development course with follow-up online support aims to help experienced professionals navigate their way back into the industry after a caring break and helps those who have already returned but feel their career has stagnated.

Movie Magic: budgeting and scheduling for line producers

Sgyl Cymru in Wales

This course aims to train participants to use Movie Magic, the software package used widely across the industry for budgeting and scheduling film productions.

Leadership and management for film

Screen Central trading as Producers Forum in the West Midlands

Working with a small cohort of filmmakers across the full breath of the film industry (producer, director, production, technical, crew) this course develops experienced film professionals in the areas of leadership, management and communications and interpersonal skills.





Fantastic Beasts: The Crimes of Grindelwald © Warner Bros.

Expert

Effective leadership Northern Ireland

Bauer in Northern Ireland

This programme supports the development of leadership by covering topics which will inspire and give the skills to support, manage and develop individuals and teams.

Unconscious bias training

British Independent Film Awards in London

ScreenSkills worked with the British Independent Film Awards (BIFA) to offer training to its membership and that of other awards voting bodies to recognise where their unconscious bias influences their voting decisions and to share that understanding with others.

“Of course we want to make sure that our voting process is as fair and rigorous as possible but the skills that participants learn through the training have a much broader application than just voting. That’s why we’re really pleased to open the training to the wider screen industries and encourage all those in decision-making, gatekeeper roles to come along to a session.”

- Amy Gustin and Deena Wallace, co-directors of BIFA -

Future leaders in distribution

Birds Eye View in London

A leadership training programme for women, and those who identify as women with distribution experience and who have the ambition to run or own a distribution business or operate at a higher executive level. This programme addresses the lack of representation in UK film distribution and sales.

Getting your message out with social media: how to plan effective social media marketing

Taylor Kerek Ltd in the South West

This course is aimed at people without a background in marketing. Attendees gain insight into social media strategy, planning, delivery and collaboration to result in a professional approach to social media marketing activity.



Career progression

ScreenSkills Mentoring Network

ScreenSkills has launched a pan-UK mentoring drive to support new and established professionals in the UK's screen industries. The ScreenSkills Mentoring Network aims to match 3,000 mentoring pairs by 2022 to enable new and established professionals to support each other as they progress in their careers.

“We looked at my CV and revamped it. What Beejal was particularly brilliant at was giving me advice on how to sell my skills...and present them better to future employers. Because of that experience I've had with her I feel I should be more assertive.”

- Mentee Anna Sadowy -



“Anna's been fantastic as well; selfishly it's great to get to new talent that I might work with in future, but it's also fulfilling to help someone progress.”

- Beejal Patel, Commissioning Executive, BBC -

Bursaries

ScreenSkills has committed more than £500,000 in 2019/20 to bursaries for individual screen professionals for training and career opportunities. Bursaries are designed to provide financial assistance to those looking to enter, progress in, return to, or transfer into the screen industries. Supporting professionals in this way helps the screen industries to respond to skills gaps and priority shortage areas. Visit www.screenskills.com/bursaries for more information.

Make a Move

Make a Move: Film is a new initiative to support black, Asian and minority ethnic (BAME) talent behind-the-camera to progress into more senior roles. ScreenSkills will fund up to £10,000 to enable them to gain experience on large-scale productions. Contact Tariq Wahr at tariq.wahr@screenskills.com for more information.

Programmes funded in 2019/20

In 2019/20 ScreenSkills has been able to fund the following programmes:

Programme	Partner	Location
Art direction for film and television (certificate in draughting)	Film Design International Ltd	South East
Stepping up to art director	Signal Film and Media	North West
Industry sessions - art direction	Talking Point Film and Television Ltd	London
FEDS elevate	Independent Cinema Office	South West
Data-driven marketing	Independent Cinema Office	East Midlands
Getting your message out with social media: how to plan effective social media marketing	Taylor Kerek Ltd	South West
Making the cut: film futures in editing and production	Four Corners	London
Mental health awareness training	Ffilm Cymru Wales	Wales
Mental health training, support and awareness	Escape Studios, Pearson College London	London
Future leaders in distribution	Birds' Eye View Film	London
Leading creatives - an intensive leadership programme for screen professionals	The Research Centre (known as TRC Media)	
Effective leadership. Northern Ireland	Bauer Academy	Northern Ireland
Unconscious bias training	British Independent Film Awards	London
Leadership and management for film	Screen Central trading as Producers Forum	West Midlands
Leadership and management: communication, collaboration and inspiration	Taylor Kerek Ltd	South West
Movie Magic budgeting and scheduling for line producers	Sgil Cymru	Wales
Production coordinator	Sgil Cymru	Wales
Essential skills for production coordinators in film and drama	DV Talent Ltd	London
Making it possible	Raising Films	London
iFeatures	Creative England	UK-wide
Grips and cranes	Buckinghamshire College	South East

Contact the team

To keep up to date with our opportunities, to apply for funding or to pay into the Film Skills Fund, please get in touch with the team.

ScreenSkills office

Address: 94 Euston Street, London, NW1 2HA

Phone: 020 7713 9800

Head of Film and Animation:

Gareth Ellis-Unwin | contact Nicole.Christou@screenskills.com

A BAFTA and Academy Award-winning producer of films including *The King's Speech*, leads the delivery of the BFI's Future Film Skills 10-point action plan and sets the overall strategic direction for the Film Skills Fund.

Head of Programmes:

Helen Shreeve | Helen.Shreeve@screenskills.com

The main point of contact for the Future Film Skills 10-point action plan.

Film Production Liaison Manager:

Tariq Wahr | Tariq.Wahr@screenskills.com

Liaises with film producers, indies and studios outlining the benefits of contributing to the Film Skills Fund. He is also responsible for overseeing Trainee Finder and Film Make a Move.

Mentoring Manager:

Jane Saunders | Jane.Saunders@screenskills.com

The contact if you are interested in finding out more about being a mentor or mentee.

Continuing Professional Development Manager:

Emma Turner | Emma.Turner@screenskills.com

Works with industry to identify skills gaps and shortages, funding appropriate training across the UK to ensure that professionals advance their careers.

Trainee Finder Lead

Michelle Franklin | Michelle.Franklin@screenskills.com

Key contact for feature film productions seeking trainees. Responsible for trainee placements, pastoral care and ongoing support.

Production Liaison Coordinator:

Rebecca Hanser | Rebecca.Hanser@screenskills.com

Works with liaison manager on tracking productions and maintaining relations with the film industry.

Film Administrator:

Nicole Christou | Nicole.Christou@screenskills.com

Provides administrative support for the film team and Trainee Finder. Works across many projects within the film unit and offers practical support to individual trainees whilst on placements.

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ScreenSkills is a registered charity, no. 1015324, and on the Scottish Charity Register no. SC039556. It is also a company registered as ScreenSkills, company no. 2576828.



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ENGLAND**

The Film Skills Fund...

develops and sustains a world-class UK workforce for film production

