



Photo: Attitude/Almee Spinks

## FILM SKILLS FUND

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

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## Foreword

“The Covid pandemic has been incredibly challenging and it may be some time before we understand the full impact. However, it has been good to see the strength of the recovery in UK film and I'm incredibly proud of the determination, resilience and vision shown by our industry in getting things back on track and the role ScreenSkills' has played in that.

“During the lockdowns, we at ScreenSkills quickly stepped up to adjust our plans to support the industry through the constantly changing circumstances. We delivered training and masterclasses online, created e-learning modules and worked with colleagues on guidelines to enable all to return safely to production. Some of the lessons of the last year or so will continue to be of value as offering training online has the benefit of providing opportunities regardless of geography.

“There are skills shortages to be addressed now but we also keep an eye on the skills needs of the future and the shifting landscape of content creation. There is increasing convergence in the worlds of high-end TV and film and ambitious and innovative use of tech in areas such as virtual production. We are commissioning training to ensure the UK has enough people with the right skills to take advantage of these developments.



Careth at work (centre) © Curt's Baker

“Other longstanding challenges remain. We remain focused on developing a more diverse and inclusive workforce, helping talent from across the whole of the country to enter the industry, progress in it and thrive. For example, we launched Film Forward, a programme which supports experienced Black, Asian or minority ethnic professionals to advance into more senior roles.

“It’s great to see how our interventions can help talent to develop. Charanprite Dhami, formerly a ScreenSkills Trainee Finder trainee, contacted me recently to share the news that she’s now working as a 3rd AD. A second cohort of students has recently graduated from our Centre of Screen Excellence in Yorkshire, with two-thirds of the graduates having secured industry jobs since. The awarding of bursaries has given countless people the chance to take control of their own careers by supporting the training they want to take or with investment in key kit or equipment to help them move forward.

“On a personal level, it’s also been fulfilling to see the successes of some of those I have mentored in the last year. I couldn’t recommend this way of investing in the future of the industry more. No matter your career stage or area of expertise, there is always going to be someone that will benefit from your guidance.

“It is now, more than ever, important that we keep investing in the future of the workforce. That’s why I urge you to contribute to the Film Skills Fund. In 2020-21, thanks to industry contributions, we were able to invest around £700,000 in skills training for professionals across the whole of the UK alongside National Lottery funds awarded by the BFI. Contributors can access a brilliant band of subsidised Trainee Finder trainees, but it is most importantly an investment in the future. 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, immersive technology and VFX.

We manage the Film Skills Fund and have invested more than £15 million in skills and training for UK film production, distribution and exhibition since it was established in 1999.

Films that have contributed to the fund include: *Downton Abbey 2*, *Matilda*, *1917*, *Rocks*, *The Father*, *Mogul Moggli*, *Jurassic World: Dominion*, *Black Widow*, *Cruella*, *The Railway Children Return*, *Mothering Sunday*, *Saint Maud*, *Tuesday*, *Together*, *Pretty Red Dress*, *Persuasion*, *The Eternal Daughter*, *Benediction*, *The Origin* and *Men*.

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

This brochure outlines the programmes and support that are available for you and your production in 2021/22:

- **[Starting a career in screen](#)**
  - [Careers outreach](#)
  - [ScreenSkills Select](#)
  - [Find Your Future in Film and TV](#)
- **[Developing a career in screen](#)**
  - [New entrants and transferers](#)**
    - [Trainee Finder](#)
    - [Skills transfer programmes](#)
  - [Crew and talent programmes](#)**
    - [Film Forward](#)
    - [Short courses](#)
  - [Support for freelancers](#)**
    - [Bursaries](#)
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- **[Contact the team](#)**

## Careers outreach

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:

- **Open Doors:** introductory panel and networking sessions for new entrants and career changers to get careers advice from industry experts.
- **Set Ready:** taster events available across the UK to give talented new entrants an overview of the wide range of behind-the-camera roles.
- **Careers events:** we attend careers events and skills shows across the UK to inspire and inform diverse young talent. We also host events for careers advisers and are a partner in [Discover! Creative Careers](#)

We have also created resources, accessible for all, to help talent find out more about roles in screen. This includes:

- **Job profiles and career maps:** information about behind-the-camera jobs and how to get in, starting with the relevant A-levels, Highers or vocational qualifications.
- **Immersive experience:** [First Day: On Set](#) and First Day: In Post are two VR experiences - also available as 360-degree videos - that show what a day on set and in post are like.

# ScreenSkills Select

We want to enable anyone with aptitude and dedication to start a career in the screen industries. ScreenSkills Select endorses and enhances screen courses that develop industry-ready students.

All endorsed courses have gone through a rigorous process and must show evidence of the highest level of quality and industry relevance.

Through our ScreenSkills Select scheme:

- Students can select courses that prepare them for industry
- Industry can select the best new talent
- Colleges and universities can grow the reputation of their courses

Find out more at [screenskills.com/select](https://screenskills.com/select)



*I applied for a ScreenSkills Select degree because I trusted the course to keep up with the ever-changing pace with which the film industry changes. Because equipment improves rapidly it was important to me to choose a course that's up-to-date with current industry standards."*

**- Caleb Johnston, camera trainee and alumnus of Select-endorsed course**



*I knew the university had a great reputation for animation and my lecturer pointed out that a lot of people in the British film industry who went to university attended Bournemouth... Plus, the fact it was a ScreenSkills Select course gave it even more credibility."*

**- Barbara Tucci, FX artist and alumna of Select-endorsed course**



# Find Your Future in Film and TV

Find your Future in Film and TV is a nationwide initiative to recruit new and diverse talent into the UK's screen industries.

The campaign features talent talking about their behind-the-camera roles and how they managed to enter the industry.

The 30-second films have run in cinemas across the UK since May 2019 and are being shown as part of the Harry Potter Studio Tour in Leavesden.

“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

“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 Dhama, from Wakefield, Yorkshire





The Father © Trademark Films

“I'm proud to work with ScreenSkills as a member of the Film Skills Council to ensure our industry has the skilled and inclusive production talent it needs to tell great stories on screen.”

- Lyndsay Duthie, Chief Executive, The Production Guild of Great Britain



Magul Mowgli © Mughal Mowgli Ltd/ BBC



The Old Guard © Amy Spinks - Netflix 2020



Ammonite © See-Saw Films



Wildfire © Cowboy Films/Samson Films/  
Aidan Monaghan

“I fully support the work the ScreenSkills Film Skills Council does in working with the industry to increase the diversity of behind-the-camera talent and address skills shortages.”

- Neil Gillard, partner, Wiggin LLP



How to Build a Girl © Momentum Pictures/Tango  
Productions, LLC/Channel Four Television Corporation



The Souvenir © Agatha Nitecka/Courtesy of Curzon



Maleficent: Mistress of Evil © 2019 Disney Enterprises



# Developing a career in screen

## New entrant and transferers

### Trainee Finder

**Trainee Finder** is a paid placement scheme which matches trainees with productions to offer proper on-the-job work 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.

Since its launch, trainees have worked on numerous feature films including *1917*, *Rocks*, *Persuasion*, *The Favourite*, *Wild Rose* and *Fantastic Beasts: The Crimes of Grindelwald*.

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.



*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.*

- Trainee Finder alumna Shani Vizma (VFX)



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

- Trainee Finder alumna Sophia Mascarenhas (hair and make-up)



In 2020/21/22 we have 136 trainees in departments including accounts, art department, assistant director, camera, costume, editorial, hair and make-up, locations, production office, sound, video assist and VFX.

Of these, 71% are women, 62% from outside London and 24% from a Black, Asian or minority ethnic background.

For more details and to apply for a trainee, please contact **Michelle Franklin** on [michelle.franklin@screenskills.com](mailto:michelle.franklin@screenskills.com)



*EMU Films shot Benediction, directed by Terence Davies, in Wolverhampton last year and had ScreenSkills trainees across the art department, camera, costume and hair and make-up.*

*The trainees were supported by the team to gain valuable on-the-job skills that enabled them to be a valued member of the team. The quality of the trainees that came through was of a high standard and HODs were thrilled with their choices, and they were able to provide the capacity for them to grow. I have been able to recommend trainees for junior positions on other productions and have employed others myself as they move on in their career."*

- Deborah Aston, co-poducer of *Benediction*

## **Skills transfer programmes**

We run programmes that aim to tackle skills shortages identified by the industry by taking advantage of existing expertise the in the local workforce. Potential candidates will be offered and introduction to the screen industries with a view to helping them find roles on productions. Examples of skills transfer programmes are Skills to Screen and Veterans in Focus.



*"It annoys me that there's a perception the film industry is a vocation, you won't get enough money for your rent... [but] it very much is."*

- Accountant Sharon Soor on her Skills to Screen experience



Judy © David Hinde, Patric UK



In Fabric © Rook Films



Little Joe © The Bureau



Aladdin © Disney Enterprises Ltd

“UK cinemas entertain audiences from all backgrounds and so it is vital that we ensure that the behind-the-camera talent that same diversity. The work of the Film Skills Council is vital in this regard.”

- Phil Clapp, chief executive of the UK Cinema Association and Film Skills Council deputy chair



Wild Rose © Fable Pictures



Tell It To The Bees © Neil Davidson



1917 © Francois Duhamel / Universal Pictures and DreamWorks Pictures

“A key reason why the UK is such a great place to produce film and TV is the crew and behind-the-camera talent and we all need to back ScreenSkills in sustaining, growing and diversifying that workforce. The ScreenSkills collaboration with industry is mission critical to continued success.”

- John Woodward, co-founder of Brightstar and board member of ScreenSkills



The Favourite © Twentieth Century Fox Film Corporation/photo by Atsushi Nishijima

# Developing a career in screen

## Crew and talent programmes

### Film Forward

Film Forward is a new initiative designed to create change in the UK film industry by supporting experienced Black, Asian or minority ethnic professionals to advance into more senior roles.

The programme will match film professionals who have at least five years' experience in a variety of below-the-line roles with paid opportunities which will also include professional coaching and access to a bursary of up to £3,000 to help with expenses needed to enable career progress.

For more information about the Film Forward cohort and to find out more about working with them, please contact **Naomi Joseph** on [naomi.joseph@screenskills.com](mailto:naomi.joseph@screenskills.com)



*I found out about Film Forward from the ScreenSkills website, as I am registered on there. As soon as I read what the Film Forward programme was about, I knew it was just what I needed to help me progress in my career."*

**- Assistant editor and Film Forward participant Lorene Dewett**



*When I started out, feature film and TV drama were two separate communities and I didn't have many opportunities to work on feature films. This is why I am particularly pleased to be accepted on the Film Forward programme. I am excited to see what it may bring to the next stage of my career."*

**- DoP and Film Forward participant Mari Yamamura**



## Short courses

ScreenSkills invests in short courses to support professionals to develop in their careers. Investment is informed by findings of the [ScreenSkills Skills Forecasting Service](#).

In 2021/22 we are investing in training for production accountants, production managers, production coordinators, art directors, data driven marketing, and transferers in hair and make-up.

We are also investing in VFX compositing, VFX digital matte painting and post-supervision for film for disabled talent. Visit [screenskills.com/training](https://screenskills.com/training) to find out more about the training that we currently run.

Courses we have funded in the last three years include:

- **First Aid for Film Freelancers (Mission Accomplished)** : sessions covering learning skills on leadership, financial, management, career development and gaining new clients for freelancers.
- **Unconscious Bias Training (BIFA)**: encompassing many different workshops and sessions about how to deal with unconscious bias in the film workplace.
- **Online leadership sessions (TRC Media)**: sessions on how to learn to lead yourself, bearing in mind boundaries, personal development and mental health.
- **Movie Magic scheduling and budgeting (Sgil Cymru)**: practical course on how to work with the different Movie Magic software.
- **Women future leaders in distribution and exhibition (Birds' Eye View)**: 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.
- **Afro Hair Essentials (Creative Media Skills Institute)**: on-line, practical afro hair essentials course led by an experienced trainer in afro hair.
- **Mindset (Ffilm Cymru Wales)**: training 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.
- **Data Driven Marketing (Independent Cinema Office)**: A professional network of peers specialising in digital marketing

for film exhibition to share industry understanding.

- **Making it Possible (Raising Films):** one-day personal development course with follow-up online support 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.
- **Social Media Marketing for Films and Filmmaking (Taylor Kerek):** Course designed to help screen professionals use social media professionally.

“Being able to apply what I've learnt so far with my previous experience in the film industry has definitely set me down a path, in my mind, towards VFX producing that previously was not available to me, starting with this co-ordinating role on a large-scale feature.”

- Laki Pattapola, former participant of Nuke Compositing for Film Professionals with Victor Perez course run by DV Talent. He has since secured a job as a VFX assistant coordinator on Aquaman 2 with Warner Bros -

- **Location Manager (Sgîl Cymru):** trainees on this scheme learned about the various elements of location management, including scouting, paperwork and permissions, working alongside other departments within the crew and more.
- **Film On (104 Films):** 12 disabled course participants were trained to become camera trainees/assistants.
- **Script Supervision (GBCT):** the course explored the core skills all good continuity/script supervisors must have.
- **Production Finance Market New Talent Strand/Market Place Live (Film London):** the Production Finance Market's New Talent strand offered international financiers the chance to connect with a curated selection of the most promising emerging feature filmmakers from the UK and abroad.

# Developing a career in screen

## Support for freelancers

### Bursaries

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

Individuals can apply for a 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.

Find out more at [screenskills.com/bursaries](https://screenskills.com/bursaries)



“It’s not just the money though, ScreenSkills give you support and they’ve got your back. I know friends who’ve had advice.

*It’s definitely a prominent name in the space to help people trying to find their way in this mad media industry.”*

- Producer/director Daniel Dempster on a ScreenSkills bursary

“It is very difficult to equip yourself with all this stuff. The uncertainty of work etc all contributes to the lack of diversity, so basically it’s a really great thing that ScreenSkills exists. I’m always telling people about ScreenSkills - people don’t know enough about it - and to apply for its support all the time.

- Assistant art director May Davies on a ScreenSkills bursary



## Mentoring

The ScreenSkills Mentoring Programme runs across all sectors of the screen industry and throughout the UK. Mentoring can be a great way to expand your own skillset while helping someone else progress in their career at the same time.

Find out more and become a mentor at [screenskills.com/mentoring](https://screenskills.com/mentoring)



*"Talking to Emma was extremely helpful, she read my novel and gave me insight into how I could begin to adapt it. Having Emma as a mentor also meant producers took me more seriously."*

- Writer Maisie Chan on mentoring



*"I got a fantastic amount from mentoring. It's definitely a two-way street. It's not just purely for the benefit of the mentee. I have vastly improved my own listening and communication skills. I have become much more aware of what constitutes good leadership."*

- Director of photography Piers Leigh on being a mentor



## Online learning

ScreenSkills has developed online learning to help freelancers stay safe on set during the pandemic and to help improve the work environment. Freelancers can take the following free modules:

- [Coronavirus basic awareness on production training](#)
- [Tackling harassment and bullying at work](#)
- [Addressing unconscious bias: basic awareness in the workplace](#)



# Contact the team

## Head of film and animation:

**Gareth Ellis-Unwin** | [film.team@screenskills.com](mailto:film.team@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](mailto:helen.shreeve@screenskills.com)

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

## Film programmes coordinator:

**Nicole Christou** | [nicole.christou@screenskills.com](mailto:nicole.christou@screenskills.com)

Works with Helen Shreeve on the Future Film Skills 10-point action plan.

## Head of film CPD and future skills:

**Emma Turner** | [emma.turner@screenskills.com](mailto:emma.turner@screenskills.com)

Works with industry to identify skills gaps and shortages, funding appropriate training across the UK.

## Film team manager:

**Naomi Joseph** | [naomi.joseph@screenskills.com](mailto:naomi.joseph@screenskills.com)

Liaises with film producers, indies and studios to outline the benefits of contributing to the Film Skills Fund. She is also responsible for overseeing Trainee Finder and Film Forward.

## Trainee Finder lead:

**Michelle Franklin** | [michelle.franklin@screenskills.com](mailto: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](mailto:rebecca.hanser@screenskills.com)

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

# **The Film Skills Fund...**

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