



ScreenSkills: film

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

Foreword

“Film production in the UK is booming. We are seeing an unprecedented level of investment and growth and ScreenSkills is playing its part with continued support for the country’s workforce - addressing areas of skills shortage as well as the changing skills needs of content creation.

“We have responded to the increasingly ambitious use of technology with a series dedicated to virtual production. This innovative tech opens up a world of opportunity for productions of varying sizes so the Making Virtual Production Real season was a vital new addition to our programme, allowing filmmakers to experience studios first-hand at open days and hear directly from those working in this field through webinars.

“Other training ranges from skills transfer programmes for accountants and for those experienced in working with Black hair and make-up for people of colour. Our e-learning modules address a wide range of issues including tackling bullying and harassment, unconscious bias and mental health awareness to help make the industry a better, more welcoming place to work. Along with masterclasses online, it means there are now many opportunities for career development that can be taken regardless of geography, supporting the workforce across the whole of the UK.



“And work continues in outreach and inspiring new generations into the sector. Our immersive film, *First Day: In Post*, the follow-up to *First Day: On Set*, again used cutting-edge technology to invite viewers into a post-production studio from the comfort of their own home. It allowed us to highlight the array of roles available within the sector to encourage more people into them.

“Longstanding challenges remain. We remain focused on developing a more diverse and inclusive workforce. Skills shortages at the mid-to senior-level are particularly acute currently, which is why it is important to offer training at all career stages, not just new entrants. Film Forward, for example, supports experienced Black, Asian or minority ethnic crew to advance into more senior roles.

“It’s great to see how our interventions can help talent to develop. A second cohort of students has recently graduated from our Centre of Screen Excellence in Yorkshire, with two-thirds already in work, helping build a workforce that reflects the diversity of the region.

“The awarding of bursaries has given people the chance to take control of their own careers by funding the training they want to take or equipment they need to help them move forward. In the past year ScreenSkills were able to support 729 people this way. Mentoring is another important way to support career development and on a personal level, it’s 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.

“It is now, more than ever, important that we keep investing in the future of the workforce. We are now in the final year of the BFI’s Future Film Skills strategy which we were awarded National Lottery funds to deliver. Alongside this investment, we urge productions to contribute to the Film Skills Fund. The year 2021-22 saw record contributions of £1.4 million from 66 productions which will be invested in coming months. Contributors can access a brilliant band of subsidised Trainee Finder trainees as well as the Film Forward candidates, but we urge people not to think of it as a pay-in-get-out equation. Contributing to the fund is 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 Award-winning producer and ScreenSkills’ 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 £17 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: *The Batman*, *Wonka*, *Downton Abbey: A New Era*, *Matilda*, *1917*, *True Colours*, *Black Widow*, *The Railway Children Return*, *Mothering Sunday*, *The Son*, *Tuesday*, *The Lost King*, *Pretty Red Dress*, *The Old Oak*, *Poor Things*, *Persuasion*, *The Boys in the Boat*, *The Eternal Daughter*, *Benediction*, *Everybody's Talking About Jamie*, *The Origin*, *Ali & Ava*, *Doctor Strange in the Multiverse of Madness*, *MEN* and *Tales of Babylon*.

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 2022/23:

Starting a career in screen

- [Careers outreach](#)
- [ScreenSkills Select](#)

Developing a career in screen

- [New entrants and transferers](#)
 - [Trainee Finder](#)
 - [Skills transfer programmes](#)
- [Crew and talent programmes](#)
 - [Film Forward](#)
 - [Short courses](#)
 - [Virtual production](#)

Support for freelancers

- [Bursaries](#)
- [Mentoring](#)
- [Online learning](#)

Contact the team

Starting a career in screen

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 across the UK for new entrants, career changers and those who have recently started working in screen, to get careers advice from industry experts
- **Set Ready:** taster events to give a diverse range new entrants and career changers 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 talent from a diversity of backgrounds. 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



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





“ 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 of the Production Guild of Great Britain

Everybody's Talking About Jamie © Amazon Studios



Mothering Sunday © BFI/Film4

Ali & Ava © BBC Film, Moonspun Films

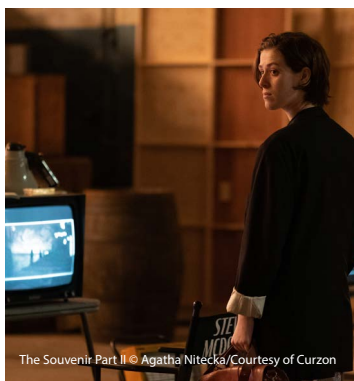
The Railway Children Return © StudioCanal



“ UK cinemas entertain audiences from all backgrounds and so it is vital that we ensure that the behind-the-camera talent reflects 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

The Phantom of the Open © BBC Film, BFI, Baby Cow Production



The Electrical Life of Louis Wain © StudioCanal, Amazon Studios, Film4

The Souvenir Part II © Agatha Nitecka/Courtesy of Curzon

True Things © BFI/Film4

Developing a career in screen

New entrants and transferers

Trainee Finder

Trainee Finder is a paid placement programme 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.

Trainees have worked on numerous feature films including *Fantastic Beasts: The Secrets of Dumbledore*, *The Batman*, *No Time to Die*, *Matilda*, *Everybody's Talking About Jamie*, *The Duke*, *MEN*, *The Phantom of the Open*, *The Railway Children Return*, *Raging Grace*, *Mothering Sunday*, *Jurassic World Dominion*, *Benediction*, *The Lost King*, *Persuasion*, *The Unlikely Pilgrimage of Harold* and *The Origin*.

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



“ScreenSkills helped me into the industry. This world can be quite lonely, especially when you're starting out, but if I had any questions, you had someone to speak to.”

- Trainee Finder alumna and Screen Star of Tomorrow 2021 Claire Anne Williams (hair and makeup designer)

“To be honest, I think it's the only way to get into the industry if you don't have contacts and you haven't done a course related to the industry. I wouldn't know how to do it otherwise. When I've gone back up north and people ask how I got in, I always say ScreenSkills. It's important that ScreenSkills gives opportunities to people from different backgrounds like me to work in film and TV.”

- Trainee Finder alumna Rosie Bath (costume)



In 2022/23 we have 107 trainees in departments including accounts, art department, assistant director, camera, costume, editorial, hair and make-up, locations, production office, sound and video assist/DIT.

Of these, 59% are women, 53% from outside London and 24% from a Black, Asian or minority ethnic background.

For more details and to apply for a trainee, please contact **Celia Small** on celia.small@screenskills.com

// Escape Films shot Birchanger Green written and directed by Moin Hussain in Yorkshire and hired ScreenSkills trainees across production, sound, camera and art departments. During their experiences on the set, they were able to gain valuable first-hand knowledge within their chosen departments as well as essential support from the team supervisors. The trainees became a massively important part of our team, fitting in seamlessly within each department. Trainees are a vital part of any production and a much-needed resource for the industry. I would highly recommend looking into accruing trainees through the Trainee Finder programme for any new production."

- Michelle Stein, producer at Escape Films

Skills transfer programmes

We run programmes that aim to tackle skills shortages identified by the industry by taking advantage of existing expertise in the local workforce. Potential candidates are offered an introduction to the screen industries with a view to helping them find roles on productions. These programmes include accounts, Veterans in Focus, supporting Armed Forces veterans to join the industry, and a programme for those experienced in Black hair and make-up for people of colour.

// We have a great need of diversity behind the camera as well as on-screen and this programme is a really exciting and practical way of finding talented new hair and make-up artists to support our actors of colour."

- Barbara Broccoli, producer of films including the James Bond franchise on the programme for those experienced in Black hair and make-up for people of colour



Developing a career in screen

Crew and talent programmes

Film Forward

Film Forward is an 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 matches film professionals who have at least five years' experience in a variety of below-the-line roles with paid opportunities which 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



What appealed to me about Film Forward was that it's tailored to people from under-represented backgrounds. In post-production it's phenomenal how disproportionate it still is... It can feel a bit lonely so Film Forward has given me a sense of belonging; they're basically saying 'we acknowledge that it's been difficult for you and we are here to facilitate and help you.'

- Chad Orororo, stepping up to assistant sound editor as part of the Film Forward programme



When you are mid-career level and trying to progress, especially when I'm trying to jump from TV into feature films, there's really very little out there to help. So when I heard about Film Forward it really intrigued me."

- Harfun Li, stepping up to assembly editor/1st assistant editor as part of the Film Forward programme



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 consultation with expert Industry advisory groups.

In 2022/23 we are investing in training including production accountancy, production management, art department, VFX, camera department, transfers in hair and make-up and well as the fast-emerging virtual production technologies.

We are also investing in virtual production training for professionals of all levels. Visit 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 (delivered by 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
- **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 or help those who have already returned but feel their career has stagnated



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 coordinating 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* and *the Lost Kingdom* with Warner Bros.

- **Location manager (Sgil 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
- **Unreal bootcamp for VFX professionals (Escape Studios):** five days of lectures and masterclasses introduction Unreal Engine software to those already working in visual effects
- **How to succeed as a supervising art director (Talking Point):** Training to support art directors as they step up to this more senior role
- **Step up to production accountancy (PGGB):** A stepping up programme to support people in junior accountancy roles who are ready to make a move up.

Virtual production

Virtual production is transforming production, using technology already commonplace in games and creating new roles requiring different skills.

ScreenSkills' Making Virtual Production Real season helped bring industry professionals up to speed on the creative potential of virtual production through a series of webinars and studio open days, under the banner Seeing is Believing, where participants could learn about the possibilities this new technology offered and the skills needed to utilise them.

A range of online resources, available to view on the ScreenSkills website, provide an overview of the field, expert guidance on the equipment used and offer insight into the new roles made possible through these latest advancements. These include a video made for ScreenSkills in collaboration with Sky Studios, Dimension and DNEG, providing practical guidance on the roles involved in virtual production and the implications for work flow.



2021 virtual production season visit to ARRI



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:

- They currently work in the UK screen industries, or can demonstrate their intention to work in them
- They are eligible to work in the UK
- They are 18 years old or above
- They have a UK bank account

Priority is given to freelancers rather than those with continuous contracts.

Find out more at screenskills.com/bursaries



// The bursary allowed me to get the lift-up that I think many people in the industry may have had at the start. It was a really proud moment when I received confirmation of the bursary – and I'll always be grateful for what it allowed me to get."

- Justin Drew on purchasing a new desktop PC thanks to his ScreenSkills bursary (edit assistant)

// The application was really straightforward and every time I emailed someone they were quick at getting back so I'd really recommend it. It was just a few weeks between applying and getting the money."

- Rebecca Sherburn on a ScreenSkills bursary (camera operator)



Mentoring

The ScreenSkills Mentoring Programme runs across all sectors of the screen industry and throughout the UK. Mentoring is an important way of supporting people to progress their career, but mentors can also expand their own skillset.

Find out more and become a mentor at screenskills.com/mentoring



“As well as being a really good sounding-board, and giving me lots of good professional advice, my mentor shared useful guidance about balance and wellbeing. She was really patient and non-judgmental, particularly when I was getting into a bit of a flap about my attachment opportunity. I was able to talk about some sensitive personal things, and I found my mentor was kind and supportive. I've learnt to be kinder to myself.”

- Sangeeta Chana on ScreenSkills-supported mentoring

“The mentorship has given me the foundation to strengthen my skills and spot my weaknesses, and it is important to be willing to apply the advice you are given and change along the way, professionally and as a person.”

- Juliana Matsubara on ScreenSkills-supported mentoring



“I am finding the process very rewarding and fulfilling. My mentee helps me re-engage with the fundamentals of my own understanding and constantly makes me rethink my own assumptions. I enjoy it very much.”

- Filmmaker and academic James Fair on being a mentor



Online learning

ScreenSkills has developed a suite of free e-learning modules to support real change across the industry. They aim to improve the working environment for screen professionals of all levels.

[Introduction to mental health awareness at work](#) is designed to help manage and maintain good mental health for those in the screen sector.

[Tackling harassment and bullying at work](#) helps you recognise and address bullying and harassment behaviours in yourself and others.

[Addressing unconscious bias: basic awareness in the workplace](#) is designed to help identify what unconscious bias is, how it might manifest itself at work and how to challenge your assumptions to promote greater diversity and inclusion.

[Inclusive hiring for the screen industries](#) provides support for developing more inclusive recruitment practices and hiring practices.

[Getting into the screen industries](#) is a suite of five online modules designed by ScreenSkills to support people looking to get their first break in the screen industries.

- Introduction to working in the screen industries
- How to identify the right role for you in the screen industries
- How to find work in the screen industries
- How to apply for work in the screen industries
- How to perform well in a screen industries interview

Other e-learning modules include:

[Coronavirus basic awareness on production training](#)

[Mentoring for mentors](#)
[Mentoring for mentees](#)

[Best practices for training in the screen industries](#)

Contact the team

Head of film and animation:

Gareth Ellis-Unwin | matt.brothers@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.

Head of film continuing professional development and future skills:

Emma Turner | emma.turner@screenskills.com

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

Film continuing professional development liaison manager:

Kevin Ebosele | kevin.ebosele@screenskills.com

Kevin is the film continuing professional development liaison manager. He works with training providers from initial tender through to final delivery acting as the first point of contact for ScreenSkills.

Film team manager:

Naomi Joseph | 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:

Celia Small | celia.small@screenskills.com

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

Film and animation administrator:

Matt Brothers | matt.brothers@screenskills.com

Works across the film team, with Trainee Finder and with the film team manager tracking productions and maintaining relations with the film industry.

ScreenSkills... develops and sustains a world-class workforce for UK film production thanks to industry contributions to the Film Skills Fund and support from the BFI, awarding National Lottery funds as part of its Future Film Skills strategy