

HIGH-END TV SKILLS FUND

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

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What is the High-end TV Skills Fund?

The High-end TV Skills Fund invests in developing the skills of high-end TV professionals at all career stages across the whole of the UK and in bringing new entrants into the industry.

Productions that benefit from UK tax relief for high-end TV productions contribute 0.5% of their production budget spent in the UK into the HETV Skills Fund. This is capped at £66,300 for productions with a budget of less than £5 million per broadcast hour and at £100,000 for those with a budget higher than £5 million per broadcast hour.

Since 2013, the High-end TV Skills Fund has collected and invested just over £23 million in skills and training for the HETV industry. Productions that have contributed include *Bridgerton*, *I May Destroy You*, *Line of Duty*, *Outlander*, *McDonald & Dodds*, *Sex Education*, *Small Axe*, *Ted Lasso*, *Time*, *The Crown*, *Seven Worlds: One Planet* and *Killing Eve*. The five major broadcasters support the Skills Fund on both in-house and commissioned productions, along with streamers including Acorn Media, Amazon, Apple, Disney, Netflix, Sony and Warner Media.

The HETV Council and industry-led groups – made up of more than 60 industry leaders - decide how the contributions are invested, using their experience and the most up-to-date research to determine the most effective use of the collected funds.

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

The working groups are:

- Craft and tech grades
- Make a Move
- Production grades
- Post-production and VFX
- Producers
- Regions
- Trainee Finder



How can we help you?

Productions can take out up to 60% of the value of their contribution across the programmes we run.

We also support training courses and offer funding to freelancers to help them progress in their careers. Training and support programmes are delivered both in-house and externally by industry-recognised training providers.

This brochure outlines the programmes that are available in 2021/22:

- **New entrant support**
 - First Break
 - Trainee Finder
- **Crew and above the line support**
 - Leaders of Tomorrow
 - Make a Move
 - HETV Drama Producer Programme
- **Bespoke training for crew**
 - Mental health awareness workshop
 - Leadership and management training
 - Bullying and harassment course
- **Grade shortage training**
- **Support for freelancers**
 - Bursaries
 - Mentoring
 - Online learning



Deadwater Fell © Kudos



Bridgerton © Netflix/Liam Daniel



Killing Eve © Sid Gentle Ltd



Save Me Too © Sky UK Ltd

“The ScreenSkills HETV Skills Fund is working hand-in-hand with the industry to tackle skill shortages and ensure that the pipeline of talent is both diverse and inclusive. I couldn't be more supportive of the fund and the opportunities it provides.”

- Magali Gibert, Head of Production at Sister



Riviera © Sky UK Ltd



Outlander © Channel 4, photo by Casey Crafford



Sex Education © Netflix

“I am incredibly proud to support the ScreenSkills High-end TV Skills Fund and its remit to provide the best possible opportunities to develop an inclusive and highly skilled workforce.”

- Kelly Phillips, Netflix, Director of Production Finance for Original Series UK and Chair of Levy Sub Committee



Intergalactic © Sky UK Ltd

First Break

First Break launched in 2019 with the ambition to de-mystify entry into the industry for individuals from under-represented backgrounds.

The First Break programme offers individuals a series of accessible non jargon-led industry information events, practical hands on bootcamps, paid work shadowing, one-to-one career development and bespoke support.

If you are interested in partnering with ScreenSkills to run First Break on your production, please contact **Nicky Ball** at nicky.ball@screenskills.com

“The opportunity to work and have experience in an industry with an organisation as big as ITV is such a big deal... It has been great to see what it is like, to see how Emmerdale is put together. It's a lot wider and bigger than I thought and has opened my eyes to a lot.”

- First Break trainee

Trainee Finder

Trainee Finder is an entry-level placement scheme which matches trainees with high-end TV productions that have contributed to the HETV Skills Fund, offering them paid on-the-job experience.

Since its launch, trainees have worked on numerous high-end TV drama and specialist factual productions including *Sex Education*, *Outlander*, *Line of Duty*, *Killing Eve*, *Gentleman Jack* and *Cobra*.

In 2021/22 we have a pool of more than 200 trainees from across the UK in the following departments:

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

Productions that have contributed to the HETV Skills Fund are eligible to receive up to £12,000 when offering placements to our trainees. For productions contributing £100K, this is up to £21k per production

- The funding subsidises £300 per week towards our trainees' salaries, per trainee (max 40 weeks collectively per production, or 70 weeks for those at the higher cap).
- Productions must match ScreenSkills' contribution or exceed national minimum wage.

“Two mixers that I have worked with on my placements – Richie Brooks and Stevie Haywood - have been my biggest cheerleaders. They have really encouraged me and taught me how to be a better sound assistant.”

- Sound trainee Alex Rhule-Martin on Trainee Finder





“Because ScreenSkills is a trusted organisation, being on one of its programmes lets others know you are serious about your work and your self-development.”

- Trainee Finder alumna and Leaders of Tomorrow participant Annie Little

How do trainee placements work?

Productions should contact ScreenSkills to discuss their requirement. Following this we will send details and CVs of our set-ready trainees.

- Productions contact and interview the trainees directly.
- Selected trainees must be employed by the production on a fixed-term contract and salaried as a crew member. They must also be supported by a supervisor within the department.
- Placements should be between four and 16 weeks in length. We encourage productions to offer several trainees placements (up to a maximum of 40 weeks), for example three trainees for 13 weeks each.
- Productions can extend placements at their own costs, subject to agreement from ScreenSkills and the trainee.
- 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 **Stephanie De La Paz** on stephanie.delapaz@screenskills.com.



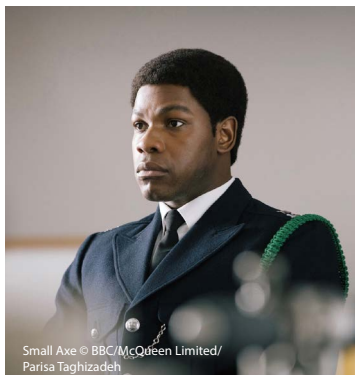
Gentleman Jack © Lookout Point TV

"It can only help to have backing from such a well-established and trusted training provider and I am so happy to be part of the Leaders of Tomorrow programme, which I believe will help me achieve my goals in the industry."

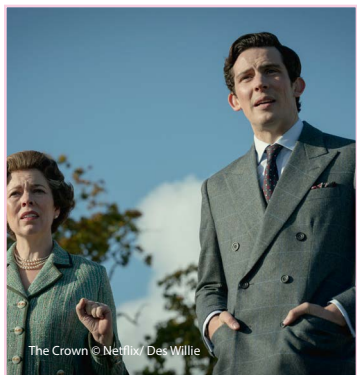
- Cory Townsend, location manager and Leaders of Tomorrow participant



The Irregulars © Netflix/ Matt Squire



Small Axe © BBC/McQueen Limited/
Parisa Taghizadeh



The Crown © Netflix/ Des Willie

"ScreenSkills have been amazing. They were able to make all these step-ups happen, including on the series Deep State through the Make a Move course, where I moved from trainee to assistant. I think getting these credits on my CV would have been much more difficult or perhaps would have happened much further down the line."

- Poppy Moorcroft, costume designer and Make a Move participant



Ackley Bridge © Matt Squire/Channel 4



Succession © 2019 Home Box Office Inc



Doctor Who © BBC Studios



Noughts + Crosses BBC/Mammoth
Screen/Ize Kitshon

Leaders of Tomorrow

Leaders of Tomorrow is a three-year inclusion programme focused on providing comprehensive and tailored support to mid-level professionals working in High-end TV. The aim is to give them the tools to progress to a senior level, decision-making role in the future.

We have a cohort of 19 professionals who are ready for on-the-job training opportunities on HETV productions across various departments.

Funding is available to subsidise the cost of employing, supporting, and training the individuals in a relevant role, as they progress their careers over the three years of the programme.

Productions that contribute to the HETV Skills Fund can apply for up to £7,200 of funding per production.

The money can be used to fund:

- mentoring
- shadowing
- salaries
- travel and accommodation expenses

For more information about the Leaders of Tomorrow cohort and to apply for funding, please contact **Hannah Green** on hannah.green@screenskills.com

Make a Move

Make a Move is a programme that encourages the on-the-job training of crew members identified by the production as ready to move up into a more senior role.

Productions that contribute to the High-end TV Skills Fund can apply for up to £15,000 of funding to help an individual step up. For productions contributing £100K, this is up to £25k per production. At the end of their training, the professional will be in, or able to apply for, a job at the next grade up.

- **Productions are eligible for £15,000** if funding is used to help multiple people step up or if the individual receiving training is stepping up to being a producer, line producer or head of department
- **Productions are eligible for £10,000** if they support only one individual's step up in any other job role.

Example of 'move ups' could be a production coordinator moving up to a production manager or a make-up artist to make-up supervisor.

This year we prioritise supporting professionals working in grades in the following skills shortage areas:

- production accountant
- line producer
- production coordinator
- first assistant director
- production manager
- production secretary.

“ shadowed director Destiny Ekaragha on Season 2 of End Of The F***ing World. It was really inspiring watching Destiny calmly dealing with that, and we also had lots of good chats about being a person of colour in the industry. She gave me a lot of advice. Everyone loves her and it inspired me to see how I could be myself as a director, have fun and get the job done.”

- Writer/director Nosa Eke on her Make a Move experience





I was doing things like technical drawings and making important and pivotal decisions when it came to the sets and colours. These were decisions I'd observed others make before, but now I was making them, and was fortunately fully trusted."

- Art director Ayden Millar on her Make a Move experience

Make a Move funding can be used for:

- short courses
- mentoring
- travel and accommodation expenses
- shadowing
- salary

Make a Move funding can't be used for:

- retrospective claims. Please apply for funding before your prospective candidates join your team to allow us at least two weeks to process the associated paperwork
- individuals who are already working within the grade they are moving up to, unless there is a robust case that the step up will mean that they are working differently (ie moving from factual or continuing drama)
- individuals who have been supported by Make a Move in the last two years.

For more information, please contact **Nicky Ball** at [**nicky.ball@screenskills.com**](mailto:nicky.ball@screenskills.com)

HETV Drama Producer Programme

The HETV Drama Producers programme enables production companies to support new producers stepping up as co-producers on a high-end TV production.

Production companies can apply for up to £20,000 of funding to help a nominated head of department step up. Contact **Jacqui Taunton Fenton** at jacqui.tauntonfenton@screenskills.com for more information.

“Without the scheme I would not have had the opportunity to learn from people at the top of their careers – directors, executives, script editors, designers.”

- Producer Andy Morgan on his HETV Drama Producer Programme experience



Bespoke training for crew

We run additional bespoke training programmes for productions that have contributed to the High-end TV Skills Fund.

If you would like to book a course for your crew in 2021/22 contact **Jacqui Taunton Fenton** at jacqui.tauntonfenton@screenskills.com

Mental health awareness workshop

A free one-hour mental health awareness workshop for heads of department and other staff with managerial responsibilities. The training covers topics including:

- understanding what mental health is
- influences on mental health
- recognising the signs of mental health problems
- listening and supporting others
- creating a supportive work environment

Leadership and management training

Training for heads of department and other staff members with managerial responsibilities. The bespoke training covers essential skills needed to be an effective manager on a production, including:

- team management: getting the best out of your team and management performance
- team dynamics and personality styles
- crewing up effectively and making your production more diverse
- unconscious bias and inclusion
- dealing with bullying and harassment
- equality, discrimination and dismissal



“The important thing is that you are always aware of how you speak to your team and how important communication skills are in leadership. I found that element of psychology and the human aspect of our jobs very interesting... We all agreed it was a very interesting course that we learned a lot from and really enjoyed, and I would really recommend it.”

- Production coordinator Virginia Bonet on Leadership and Management training

Bullying and harassment course

A 90-minute course designed to help heads of department and managers address bad behaviour, bullying and harassment. The training covers topics including:

- what is and what is not acceptable behaviour
- what is the equality act
- what is bullying (with examples)
- what is harassment (with examples)
- what happens if bullying and harassment is not addressed
- personal liability and duty of care



The Pursuit of Love © Theodora Films Limited
& Moanage Pictures Limited/Robert Viglasky

"I am determined to build on the momentum we have created whether it is to tackle skill gaps, provide pathways for transferrers, support crew to move forward or provide entry level training."

- Christine Healy, COO of Watford & Essex and Chair of ScreenSkills HETV Skills Fund



Domina © Sky UK Ltd



The Third Day © Sky UK Ltd



Gangs of London © Sky UK Ltd



Guilt © BBC Studios/Happy Tramp North
/Expectation/Mark Mainz

"At ITV we are committed to giving opportunities to talent from all backgrounds and then supporting their development. ScreenSkills places these values at its core, which is why I am highly supportive of the HETV Skills Fund."

- Julie Burnell, ITV Production Executive



Brassic © Sky Ltd/ Matt Squire



The Trial of Christine Keeler © BBC/Ecosse Films
/Ben Blackall



Dracula © BBC/Hartwood Films/Netflix/
Robert Viglasky

Grade shortage training

We commission a host of training programmes annually delivered by external training providers. In 2021/22 HETV Skills Fund is delivering the following grade specific skills programmes:

Production grades

- **Understanding Post-Production Delivery:** an online course for production secretaries and coordinators covering an overview of all aspects of the basics of post-production delivery requirements.
- **Step up to line producing programme:** training and placements for professionals who are ready to step up to the role of line producer.
- **Accounts Industry Transfer Programme:** Training and placements to convert accountants from other industries to start a career in the screen industry.
- **Introduction to Location Management:** training for professionals thinking of transferring into the screen industry, including placements for people as location assistants/trainees.

Craft and tech

- **How to Be a Business – Toolkit for Freelancers + Looking After Your Wellbeing:** training for individuals across all craft and tech grades to learn how to operate effectively as a freelancer/sole trader.
- **Step up to 1st AD:** training for 3rd and 2nd ADs on all aspects of moving into the role of 1st AD, including placements.
- **The Guiding Principles of Departmental Budgeting:** training to help individuals become comfortable approximating material and labour costs for the purpose of setting an initial budget
- **Craft and Tech Job Share:** supporting craft and tech job shares.
- **Return to Work in Craft and Tech:** a return to work programme focused on craft and tech roles to include orientation and re-training days, individual career coaching and CV and portfolio design.

Producers

- **Producer Masterclasses:** a range of formal training sessions plus more conversational 'coffee with..' sessions for new up-and-coming co-producers and the alumni of the 2019/20/21 co-producer programmes.

Post and VFX

- **Negotiating client relationships in post and VFX:** The course offers key ideas, tips and resources to help participants handle challenging situations and negotiations.
- **Remote working in post and VFX:** programme on how to work effectively with your teams remotely or part-remotely.
- **ACES training:** training course to offer an understanding of how ACES is used in the various stages of the production process.
- **Unreal training:** a course for professionals in VFX who wish to upskill in a new real time technology being adopted within the industry.
- **Career progression programme for post and VFX:** programme focusing on the role of the line manager, helping individuals recognise the human capital they have in their teams and teaching them how to play to the strengths of their employees.
- **Exploring roles in VFX for new entrants:** Two virtual roadshows focusing on new entrants and those thinking of a career change with the aim of finding new and diverse talent in VFX.

Regions

- **Regional Step up to Production Manager Programme:** training aimed at individuals currently working in production coordinating to give them the tools to step up to the role of production manager in HETV. Includes placements.
- **Regional Industry Transfer programme for Production Secretaries:** training and pastoral care for individuals already working as secretary/ administration roles in other industries to help them step over into the role of production secretary in HETV. Includes placements.

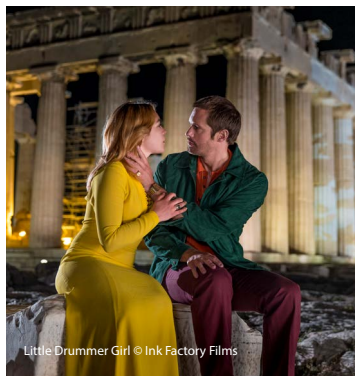
Nations

- **Scotland:** As part of our annual partnership agreement with local bodies within the nations to compliment our wider activities, we are partnering with NFTS Scotland to deliver bespoke training and step up opportunities to compliment wider skills support.
- **Northern Ireland:** As part of our annual partnership agreement with local bodies within the nations to compliment our wider activities, we are partnering with Northern Ireland Screen to deliver bespoke training and step up opportunities to compliment wider skills support.
- **Wales:** As part of our annual partnership agreement with local bodies within the nations to compliment our wider activities, we are partnering with Sgîl Cymru to deliver complimentary local bespoke training and step up opportunities to compliment wider skills support.



“As an industry-led initiative, ScreenSkills provides a vital function - from new entrants to high end career progression - in keeping the UK best in class. I am honoured to be on the ScreenSkills board and to support their innovative and exciting work.”

- Anne Mensah, Vice President Original Series at Netflix and board members of ScreenSkills



“The work ScreenSkills does is 100% informed by the industry and that’s why so many productions are supportive and pay into the fund.”

- Asha Amster, COO Baby Cow Productions



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

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

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](#)

The High-end TV Skills Fund...

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