

Headlines

The Unscripted TV Skills Fund is a truly **collaborative industry-led commitment to deliver skills and training**, by finding and developing a sufficiently large and skilled workforce across the UK **to meet the present and future needs** of producers and commissioners.

- Participating broadcasters and streamers in year one are: BBC, Channel 4, Sky, Discovery UK, A+E Networks UK, Channel 5 and Netflix
- **44 production companies** make up the working groups and council
- For the year June 2021 to March 2022 the Unscripted TV Skills Fund received an income of **£1,315,708**
- **124 production companies** contributed to the Fund in its first year
- **268 beneficiaries** have been selected to take part in USF funded training programmes as of 9th May 2022 (approx. 100 more still to be trained on further iterations)
- **1,287 individuals** have benefitted from at least one of **225 online short courses**, **94%** of whom reported being **'satisfied'** or **'very satisfied'** with their experience
- **All diversity and inclusion KPIs for year one have been exceeded**
- **79% of beneficiaries to date are based out of London** - the target was 87% (there is ongoing training until Feb 2023 which will impact this figure)
- In year one the Fund achieved a **total direct economic spend outside London of 68%**, exceeding the required 50% minimum
- **63% of total expenditure** has been committed to job specific training programmes, online training, or the demystifying events.

Executive summary

This is a summary of the first annual report of the Unscripted TV Skills Fund (USF), which launched on 1 June 2021. The report spans the first 10 months of the Fund up to the end of the financial year and consequently, highlights the achievements during the period from June 2021 to March 2022.

The fund is a truly collaborative industry-led commitment to deliver skills and training and tackle the challenges faced by producers and commissioners alike, by finding and developing a sufficiently large and skilled workforce across the UK to meet their needs.

Founding partners at launch were the **BBC, Channel 4, Sky, Discovery UK, A+E Networks UK and Pact. Channel 5** and **Netflix** joined in September 2021 and in early 2022 **Amazon** and **ITV** confirmed their intention to join the Fund in the new financial year

The BBC and Channel 4 provided significant upfront investment into the USF in addition to the agreed regular fund contributions, and as such are recognised as **founding investors**.

All participating broadcasters and streamers sit on the Fund's steering group.

44 production companies representing different company sizes and genres based across The UK, make up the Fund's working groups and council.

The five working groups represent the following disciplines:
Craft & Technical, Production & Editorial, Development, Post Production and, Industry & Business Skills (online courses)

The agreed priority areas for Year One were:

- Production coordinators
- Shooting PDs
- Shooting APs
- Edit assistants/Tech operators
- Development researchers

There was also an amount ringfenced to continue offering free online short courses to freelancers working in Unscripted. A series of demystifying unscripted TV and demystifying postproduction online events were also commissioned to raise awareness of roles within Unscripted and support new entrants to identify employment opportunities local to them.

The USF has been established with key performance indicators which reflect its commitment to UK-wide inclusion.

1. **A minimum 50% of beneficiaries to be based outside of London.** This target is set on an annual basis to reflect investment preferences and anticipated contributions indicated by each participating broadcaster.

In year one the percentage was 87%, in year two it will be 70% reflecting the change in the mix of broadcaster contributions as new partners joined.

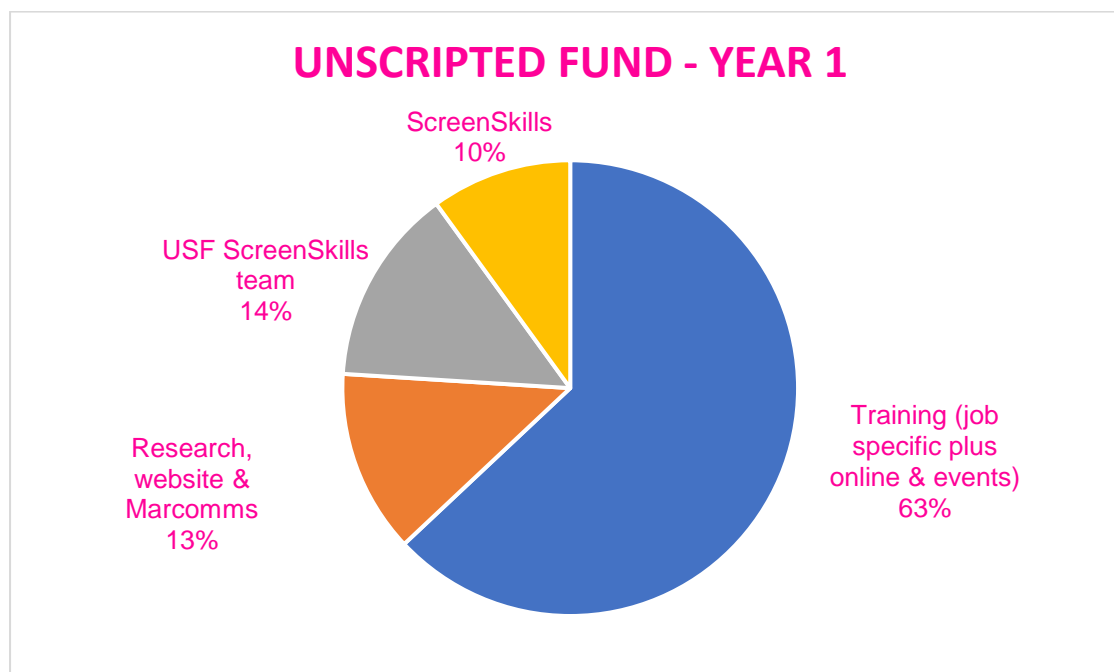
2. **A minimum 50% of direct economic spend in the nations and regions.** Direct economic spend includes all grants awarded to training providers for course delivery, training provider delivery and management of other funded activity and direct fund costs.

3. **Diversity and inclusion aims** are embedded in all training initiatives. Overall, the intention is for the USF to support beneficiaries who identify with at least one under-represented group as outlined below:

- 50/50 male/female split
- 30% social inclusion
- 20% Black, Asian or minority ethnic
- 12% d/Deaf or disabled
- 10% LGBT

For the year June 2021 to March 2022 the Unscripted TV Skills Fund received an income of **£1,315,708**. This includes contributions from **124** production companies.

Of this, 63% has been committed to job specific training programmes, online training, or the demystifying events. A further 13% has been invested in activity in direct support of training such as marcomms activity, website development, and skills research. The final 24% covers the USF team costs (14%) and agreed core contribution to ScreenSkills (10%).



Marcomms activity in the first year was designed to share understanding of the new fund and included support of an event with the RTS, the Televisual factual festival, a new quarterly newsletter with 33,000 subscribers, plus social media postings. The short course programme has regular promotion on the website and social media. In addition, improvements were made to the website which focused on improving attendance and engagement with those signed up to courses online.

The first unscripted skills research was undertaken to inform investment decisions. The outcomes can be found [here](#)

6 training providers were awarded grants for training in 21/22. They are based across the UK as follows:

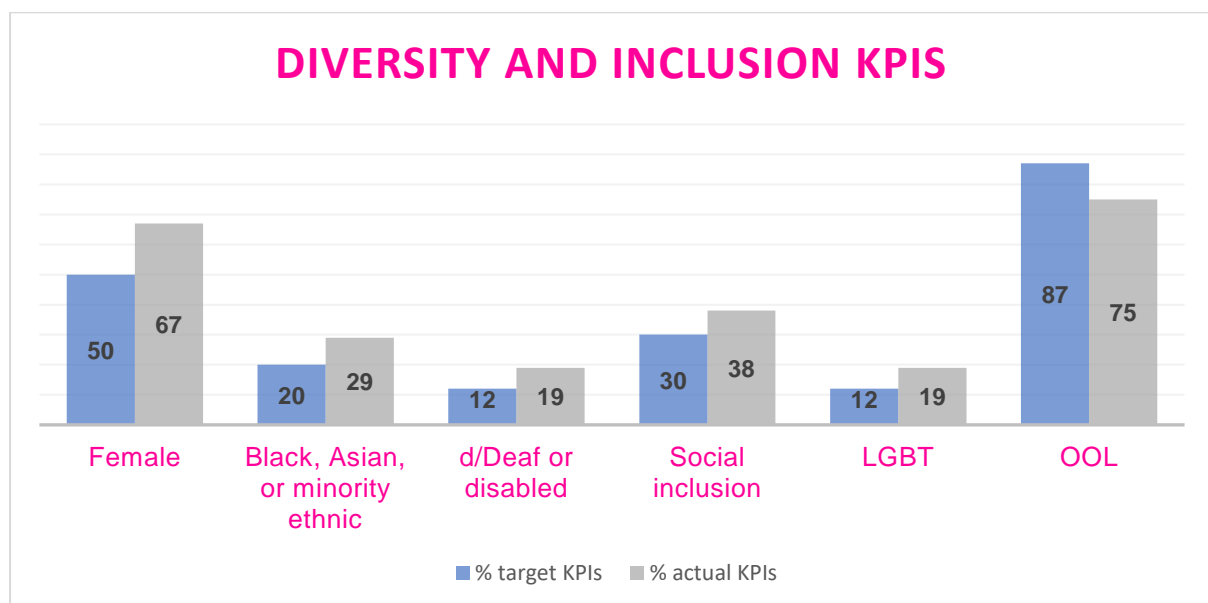
1. Development Researcher - Mission Accomplished, Birmingham, Midlands
2. Researcher to shooting AP - DV Talent, London
3. Edit assistant/Tech operator - The Pipeline, Salford, North of England
4. Shooting PD - Directors UK, London
5. Production Coordinator - Media Career Advice, Wales
6. Producer - Gritty Talent, Bristol, Southwest

	Programme	Training provider (Base)	No. of participants / beneficiaries	Location of training delivery	Amount & cost per head
1	Development Researcher	Mission Accomplished (Birmingham)	60	Birmingham, Glasgow, Bristol, Brighton	£60,000

					(£1,000 per head)
2	Researcher to shooting AP	DV Talent (London)	54	London, Bristol, Belfast, Glasgow Manchester, Birmingham, *includes training yet to be delivered	£90,000 (£1,500 per head)
3	Edit Assistant / Tech Op	The Pipeline (Salford)	42	Salford *with recruitment from across the UK	£90,000 (£2,432 per head)
4	Production Coordinator	Media Career Advice (Wales)	84	Cardiff, Bristol, London, Glasgow Manchester, Leeds Belfast	£150,000 (£1,705 per head)
5	Shooting PD	Directors UK (London)	45	London, Bristol, Belfast, Glasgow, Manchester *includes training yet to be delivered	£60,000 (£1,500 per head)
6	Producer	Gritty Talent (Bristol)	80	Bristol, Manchester, Glasgow *with recruitment from across the UK	£79,890 (£1,038 per head)

268 beneficiaries have been selected to take part in USF funded training programmes as of 9th May 2022. There are further iterations of several of the training programmes yet to be delivered which will anticipate will add approximately 100 more beneficiaries to this total.

The percentages below show the diversity and inclusion profile of the beneficiaries supported to date. All diversity and inclusion KPIs for year one have been exceeded.

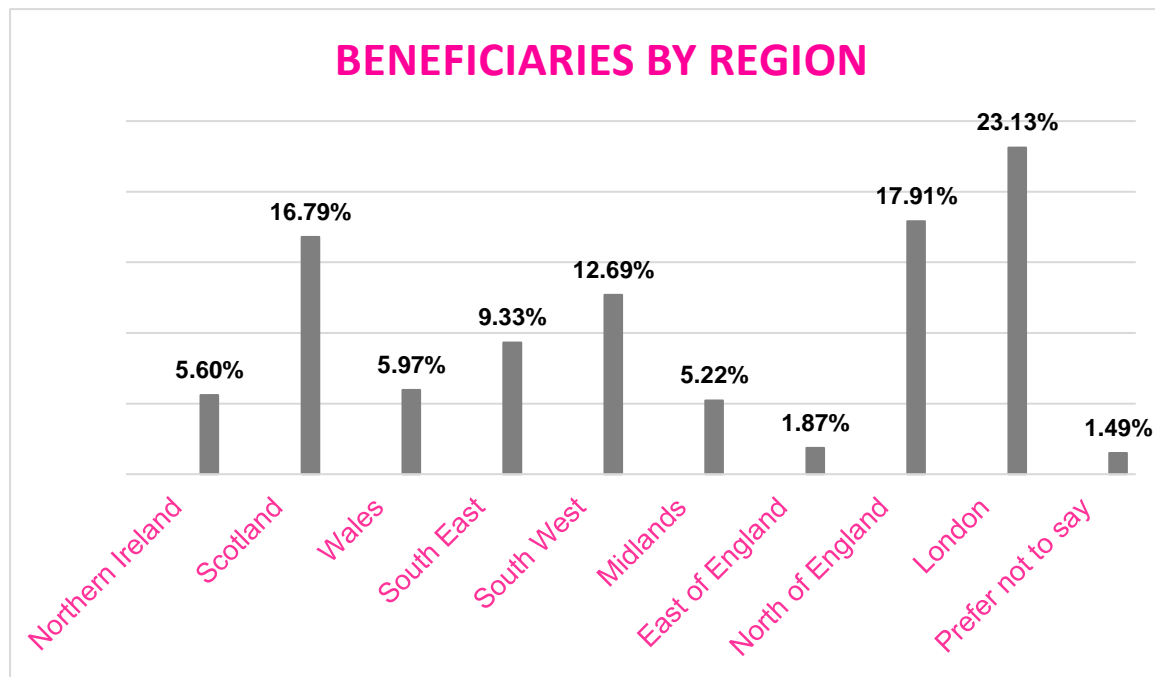


In Year one, the out of London percentage target for beneficiaries was set at 87% based on forecasted contributions to the Fund, including transition investment from BBC and Channel 4 whose contributions are 100% in support of beneficiaries based out of London.

At the end of the financial year, based on contributions received the out of London percentage based on income received was **75%**.

We anticipate that when all training iterations have been delivered, we will achieve 87%.

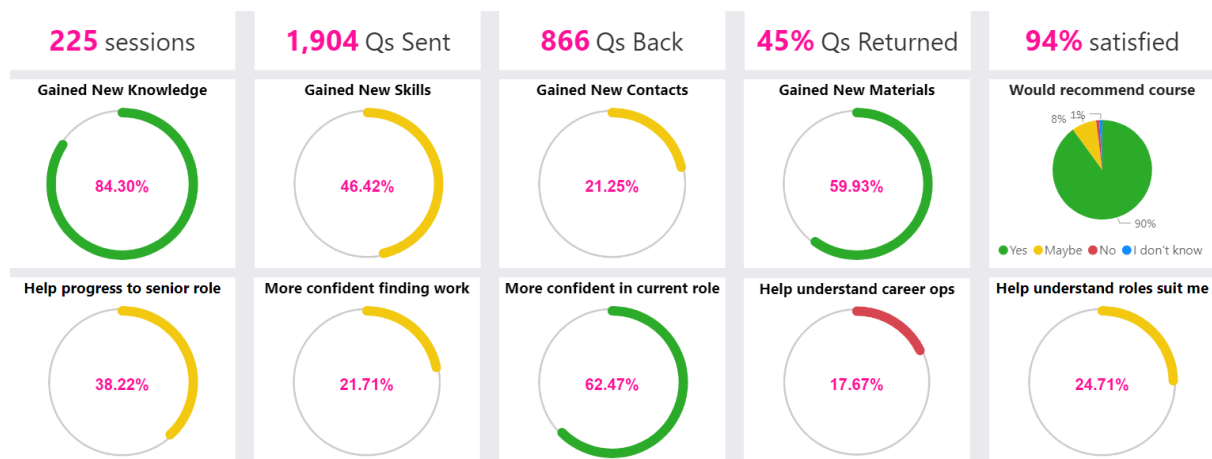
The table below shows the regional breakdown of beneficiaries to date.



Since October 2021 the online short course programme has been offered in three distinct strands:

1. **Step Up** - which offers training to help individuals moving on to a new role or improving their skills in their current role.
2. **Your Life at Work** - focuses on sharing workplace best practice as well as how to stay happy, healthy, and productive at work.
3. **Mind Your Business** - offers training in a range of areas related to finance, HR, business affairs etc.

Of those who attended one of 225 online session and responded to the feedback questionnaire, **84%** said they gained new knowledge and **62%** felt more confident in their current role. **94%** were satisfied or very satisfied with the session they attended.



Although participants to the online courses are not subject to the same KPIs as the longer training programmes, we still use the aims to ensure we are reaching the widest audience possible with access for all. The profile of all 1,287 unique attendees in year one is detailed below:

	Overall Fund beneficiary KPIs	Online course beneficiaries
Female	50%	72%
Black, Asian or minority ethnic	20%	18%
Disability	12%	12%
LGBT	12%	13%
Social inclusion	30%	17%
Out of London	87%	61%

"Prefer not to say" is counted as a negative answer for our reporting so figures may appear lower than they are. The most likely factor to be influenced by this is Social Inclusion.

Over 350 individuals and companies have signed up to receive regular short course updates. According to analytics provided by the marcomms team, the conversion rate for clicking and completing a booking for an individual course via the monthly email is five times higher than via paid ads on social media.

Participant feedback

Many of the training programmes are still running and therefore feedback and evaluation will continue to be collated and shared over the coming months.

Though numbers to date are small, of those who responded

100% reported they were satisfied with the training and would recommend it to others.

83% confirmed they had gained new skills and **92%** gained new knowledge.

If you would like more information, or to read the report in full, please contact USF@screenskills.com