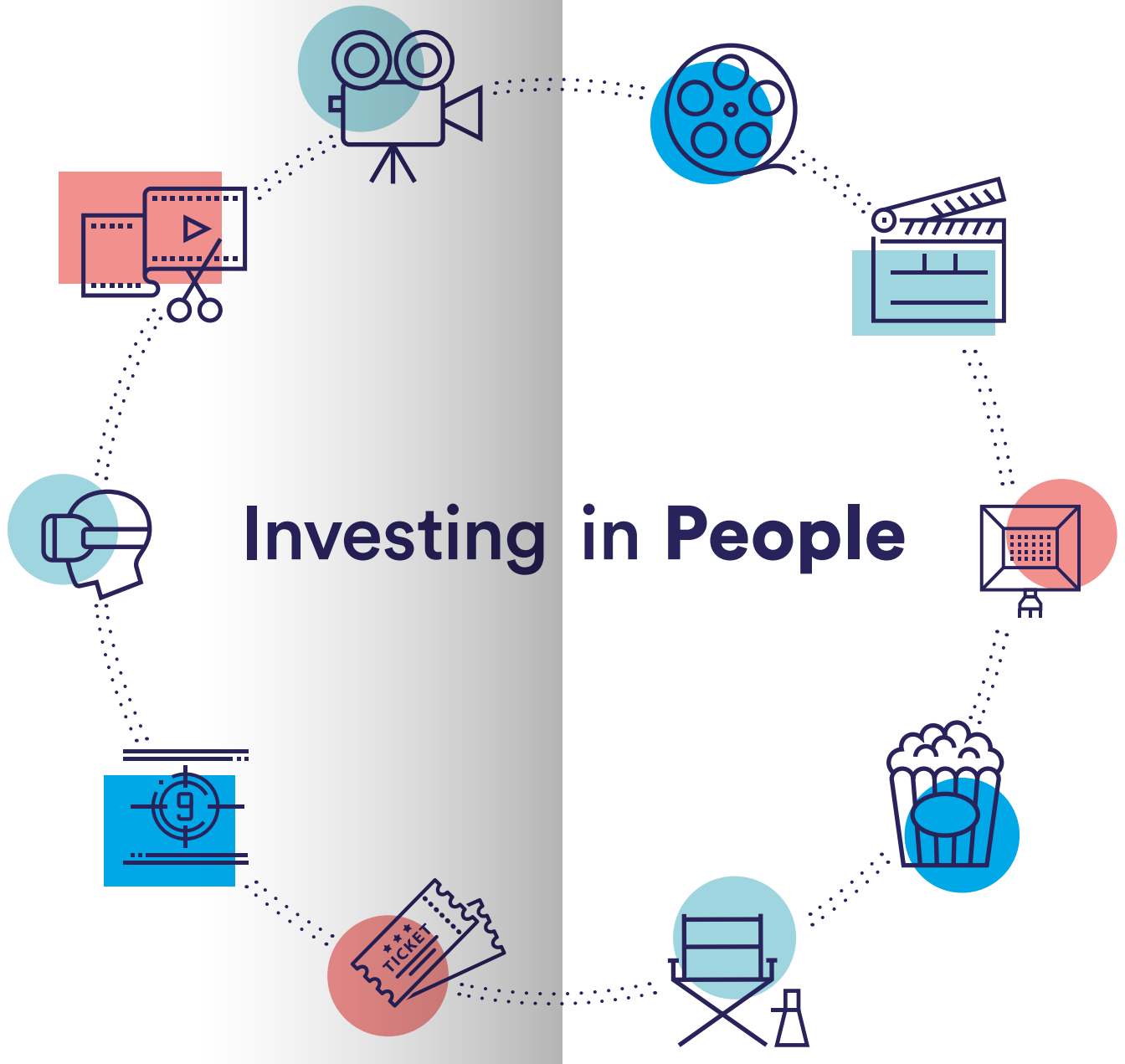


Screen Skills Ireland

10 Point Action Plan

2020-2025



Investing in People

Who We Are

About

Screen Skills Ireland is the leading agency with responsibility for investing in people and skills development for the screen sectors in Ireland.

Vision

Through its activities Screen Skills Ireland seeks to provide strategic leadership for skills and talent development in the Irish screen sectors.

Purpose

Screen Skills Ireland works to ensure appropriate initiatives are in place to assist the development of the Irish screen industry underpinned by sufficient investment in people and skills development that respond to the changing needs of the sector, while facilitating greater collaboration between key sectoral stakeholders.

Values

Screen Skills Ireland seeks to maintain the highest professional standards in all its activities while also promoting inclusion, diversity, transparency and fairness in this work. Screen Skills Ireland's core values are Skills, Quality and Inclusivity.

Context

Screen content is one of the fastest growing sectors in the world. The Irish Screen industries are thriving. In July 2018 the Irish Government published the Audio Visual Action Plan with the aim of achieving Pillar 4 of the Creative Ireland Programme, namely 'Ireland as a Centre of Excellence for Media Production' with the related target of doubling turnover and employment over the next 5 years.

It is clear that the ongoing development of screen skills will be a critical factor in achieving this ambitious target. The

recent introduction of enhanced skills development requirements related to the Section 481 Tax Credit and the announcement of the 'Regional Film Development Uplift' will support continued upskilling within the sector. All industry and education stakeholders have a role to play in supporting skills development, however a key agency is required to lead the way on this challenge. Over the next 5 years Screen Skills Ireland will play a broader, more strategic leadership role in the development of skills for the screen sector in Ireland. This 10 Point Action Plan outlines how Screen Skills Ireland will work collaboratively with stakeholders to follow through on this goal.

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Screen Skills Ireland occupies a central and crucial role at the centre of training and skills development for the AV industry in Ireland.

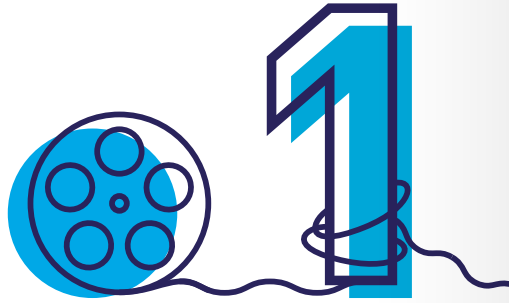
The organisation is seen as a key link between the industry and skills development provision, with deep understanding of the needs of the sector.

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Crowe Horwath Report

Strategy for the Development of Skills for the Audiovisual Industry in Ireland 2017

10 Point
Action Plan



Increasing Industry Engagement

Screen Skills Ireland will:

- » **Work closely with industry stakeholders** to ensure that all Skills Development initiatives undertaken by Screen Skills Ireland are addressing the ongoing needs of the sector.
- » Host an annual **Screen Industry/ Education Forum** that brings together industry stakeholders and education/training providers to explore the skills development challenges and opportunities of the screen sectors in Ireland.
- » Establish a **Screen Skills Sub-Committee**, made up of key voices from the screen sector in Ireland, with the aim of working with stakeholders to identify the strategic priorities for Screen Skills Ireland, to influence skills development policy for the industry and to raise the status of skills development for the sector in order to drive positive change.



Developing Careers in Screen

Screen Skills Ireland will:

- » Provide information on all occupations available in the screen industries in Ireland including roles, career paths and skills requirements through the **Careers in Screen Portal** and will support regular research and analysis of the changing occupational roles within the industry and update the Careers in Screen Portal accordingly.
- » Actively **promote Careers in Screen** to students, graduates, professionals and the wider public both in Ireland and internationally. Screen Skills Ireland will support an annual **Careers in Screen Event** to promote careers in the screen industries in Ireland
- » Progress the establishment and implementation of **certification models and standards** for skills development provision for the screen sector in Ireland.



Increasing Work-Based Learning Initiatives

Screen Skills Ireland will:

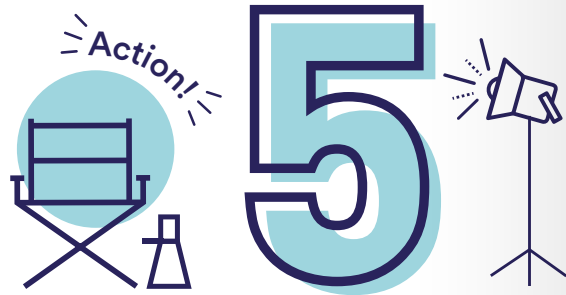
- » Support the development of a range of **industry-focused work-based learning programmes** to include apprenticeships, traineeships and shadowing.
- » Work towards ensuring that all publicly funded productions include **agreed Skills Development Plans** that include work-based learning opportunities for new entrants to the industry and that support progression and upskilling opportunities for those already working in the sector.
- » Develop and deliver a range of work-based learning programmes for new entrants and **develop a database of new entrants** to the sector.



Capturing Data and Outcomes

Screen Skills Ireland will:

- » **Gather and share data on skills gaps** within the sector with relevant stakeholders. An **annual Skills Needs Analysis/Skills Audit** will be carried out using a range of methods including surveys and **Industry Consultation Groups**.
- » Support **Screen Research** related to screen skills development in Ireland and internationally, with a particular focus on **Skills Forecasting** around the future skills needs of the sector.
- » **Quality assure** its work by undergoing an **annual independent evaluation process** that captures data on the **outcomes and impact of skills development** initiatives delivered through Screen Skills Ireland and by responding to recommendations arising from the process.



Increasing Mentoring Opportunities

Screen Skills Ireland will:

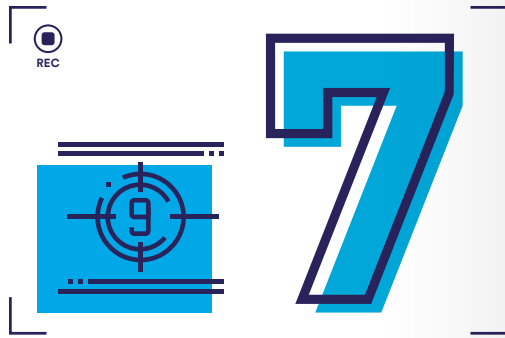
- » Establish a panel of mentors (from inside and outside the screen sectors) who will support the growth of the industry through the provision of a new **Screen Mentoring Programme**. All mentors who sign up for the programme will receive mentoring training and mentoring guidelines to support them in the role.
- » Work closely with the Irish diaspora and international contacts to establish a panel of **international mentors**. Screen Skills Ireland will also strive to ensure the removal of barriers to entry into the industry through mentoring initiatives that enhance diversity and inclusivity such as **remote mentoring** opportunities.



Supporting Regional Production

Screen Skills Ireland will:

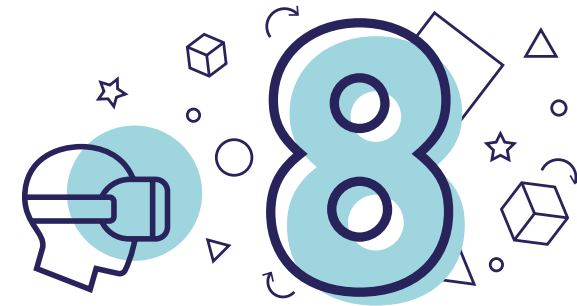
- » Work closely with stakeholders throughout Ireland to support the roll-out of **Regional Skills Development Initiatives** that address regional skills needs that have been identified through a rigorous learning needs analysis process.
- » Establish a **Stakeholder Skills Development Funding Scheme** that will be open to applications from regional stakeholders to address specific skills deficits in the regions.



Increasing Specialist Screen Schemes – Bursaries, Festivals & Networking

Screen Skills Ireland will:

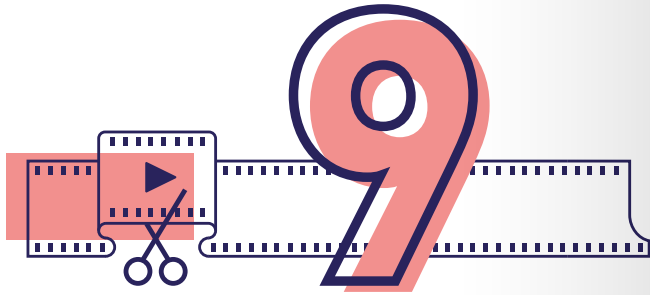
- » Expand its Bursary Scheme for International Skills Development to include a **Bursary Scheme for National Skills Development** with the aim of broadening the knowledge base of the sector in Ireland.
- » Support the delivery of specialist masterclasses at a range of screen-related festivals in Ireland through the **Irish Screen Festival Support Scheme**.
- » Introduce a new **funding scheme for Stakeholders** to address particular screen sector skills gaps and to encourage the establishment of new collaborative learning models such as innovation hubs, writers rooms and development labs.



Supporting Career-Long Learning

Screen Skills Ireland will:

- » Provide **Career-Long Learning support** for those involved at all levels within the industry through the provision of short **Continuous Professional Development programmes** in key areas. These programmes will be innovative, responsive, flexible and industry-focused (designed, developed and delivered by industry professionals) and will address both the production skills needs and the transversal/soft skills needs of the sector.
- » Design, develop and deliver a range of programmes focused on **Creativity and Collaboration** to cover topics such as Creative Thinking and Innovation; Idea Generation; and Developing IP.
- » Design, develop and deliver a range of **Creative-focused Business and Finance Programmes** that support the future growth and sustainability of the industry. These programmes will cover topics such as setting up a creative business; raising finance; managing and leveraging IP; managing and leading creative teams; and creative and strategic leadership through the flagship **Screen Leaders Programme**.



Improving Screen Industry Culture

Screen Skills Ireland will:

- » **Drive positive cultural change** in the screen sector in Ireland through skills development initiatives with the goal of establishing and maintaining an inclusive screen industry culture and to support a diverse, gender-balanced industry without barriers and gate keepers. Screen Skills Ireland will deliver a suite of free (no fee) programmes that cover a range of topics related to the culture of the industry such as emotional intelligence and unconscious bias. This will include a series of **'Responsible Production'** events that will focus on growing and maintaining a positive culture within the screen sector in Ireland.
- » Work with industry guilds, unions and other stakeholders with the aim of **removing barriers** to entry into the industry, removing barriers to progression opportunities within the industry and to encourage a more diverse and inclusive industry culture.
- » Offer **discounted places** on a range of Continuous Professional Development courses to unwaged applicants.



Increasing Screen Skills Funding

Screen Skills Ireland will:

- » Work towards **increasing funding levels for screen skills development** programmes and events in Ireland to ensure the sustainability and continued growth of the sector.
- » Be a **thought leader on Screen Skills** Development and will advise government departments and funding bodies that support skills development for the sector on the strategic skills needs of the sector with the aim of **influencing policy** and ensuring relevance and quality of provision.

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Screen Skills Ireland has helped to ensure the development of a **highly skilled** Irish production sector.

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Olsberg SPI Report

Best Practice in Screen Sector Development 2019

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