

Early Careers Support for the Screen Industries

Information for applicants

The Screen Industries Growth Network ([SIGN](#)) is a unique, business-facing initiative supporting the TV, film and games industries in Yorkshire and the Humber. Funded by Research England, the University of York and its partners, the University of York leads the initiative working alongside other regional universities and Screen Yorkshire. SIGN has the overarching ambition of making Yorkshire and the Humber the centre of digital creativity and a model of diversity.

As part of our work on equality, diversity and inclusion (EDI) we are committed to enabling wider participation through working with industry and the public to build a diverse and inclusive workforce, diverse content and encourage diverse audiences.

Aims and objectives of the scheme

This programme is designed for recent graduates of Yorkshire and Humber universities across all degree disciplines who are either working in the TV and film sectors of the creative industry at the moment, but not at the level they want to or who are struggling to break into the sector.

The programme will equip participants with the tools to take their career to the next level through a comprehensive programme of training and mentoring over six months.

SIGN will work with trainers and mentors to deliver this programme and training will be specifically tailored to the needs of the participants.

Eligibility criteria

We are looking for 30 recent graduates of Yorkshire and Humber universities who are from the key groups that SIGN are looking to support and who are based in the region. That includes those who:

- Are disabled
- Are from ethnically underrepresented backgrounds
- Are from disadvantaged socio-economic backgrounds
- Identify as LGBTQ+
- Are over the age of 35 and entering the sector / returning to the workforce after a period of absence

The scheme is also open to recent graduates who are care experienced, estranged from family networks, the first in their immediate family to go to university or from areas in the region where progression to Higher Education is less than the national average.

Scheme content

The programme of activities will include

- Monthly scheduled training, likely virtual to begin with but restrictions permitting may also include some in person activities.
- Assignment to a mentor for the duration of the programme.
- Access to SIGN events, webinars and other activities where appropriate.

We will work with the participants over the first 4-6 weeks, in focus groups, to develop learning needs analyses and from there to establish and confirm the specific activities and training the cohort will undertake

Suggested training topics include:

- Understanding the sector
- Building your social capital
- Understanding the value of your transferable skills
- Maintaining your wellbeing and resilience
- Innovation and enterprise
- Tackling imposter syndrome

Our ambition is to develop a collaborative and mutually beneficial group who will come together virtually and where possible in person to learn, learn from and support each other as well as developing professional networks that are crucial when working in the screen industries.

Timelines

Applications open	9 August 2021
Applications close	3 September 2021
Assessment and selection	6 - 10 September 2021
Programme starts	4 October 2021
Programme close and evaluation	End March 2022

Participant roles and responsibilities

We anticipate demand for this scheme will be high and we want to make sure that participants who are selected are committed for the duration of the programme.

Each participant will be required to complete and adhere to a learning agreement. This indicates your responsibilities during the programme and how to make the most of the opportunity. Part of this responsibility will include attendance at an online induction and all subsequent training and group mentoring sessions. Events and activities organised by the SIGN team in addition to this will be optional.

Participants will be asked to provide feedback and evaluation of their experience of the programme and may also be asked to provide a case study that can be used by SIGN on their website and social media channels.

Funding and finances

This programme is fully funded by SIGN and free for successful participants to attend. Expenses covering essential travel to events and in person training as part of the scheme will be reimbursed to participants on the production of receipts and in accordance with the University of York's travel and expenses policy. This policy will be shared with successful applicants at induction.