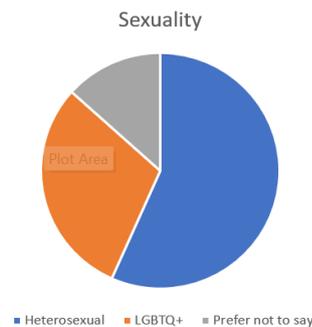




ScreenCraft Works Annual Review 2022

53% of our community identify as heterosexual, 28% as part of the LGBTQ+ community and 13% preferred not to say.



20% of our community identify as having a disability, 13% of our community have caring responsibilities, and 11% are returning to work. Three of our community are refugees.

In 2022, we ran four programmes: Cross-Border Mentoring, Cross-Border Conversations, Cross-Border Coffees and Cross-Border Networking.

Cross-Border Mentoring

An international scheme for career development, exchange of knowledge and perspectives, and widening networks. We match under-represented production and post-production talent from the film & TV industry with international mentors, to share knowledge and experience, widen employment and peer-to-peer networks, and bring new cultural perspectives to the mentoring groups' local and international productions.



In 2022, we launched two cross-border mentoring programmes, which will both run into 2023. The programmes comprise 25 mentoring pairs. We will carry out in-depth analysis of the impact of the programmes when they finish in 2023. In December 2022, we surveyed the participants and received 12 responses from mentees and 12 responses from mentors, the results of which are shared in this Review.

The Cross-Border Mentoring scheme is supported by Brunel University London. Our first programme was part of the ScreenSkills Mentoring Network, which is supported by the BFI, awarding National Lottery funds as part of its Future Film Skills strategy. The second programme was supported by DARE Pictures. ScreenCraft Works is a ScreenSkills mentoring partner.

Mentees' Responses

All of the mentee respondents said their relationship with their mentor was good or very good and 92% were satisfied or very satisfied with the progress they were making with their mentor.

More than half of the mentee respondents have already gained new international knowledge and increased their professional confidence. More than one-third of them have benefited from fresh international perspectives, learned about international working methods, found help with their international career development, increased their professional profile internationally, and widened their networks, both in their own country and internationally. In addition, mentees state that they have developed their careers and increased their professional profile in their own country.



Already, participation in the ScreenCraft Works Cross-Border Mentoring Scheme has led to informal conversations about future work, formal job interviews and job offers, both internationally and in the mentee's own country, as well as opportunities for training and work experience. Three mentees have received job offers or work through the mentoring scheme, two remotely and one in-person.

83% of the respondents say the international aspect of the mentoring scheme is important to them.

92% were satisfied with the level of support provided by ScreenCraft Works and would recommend the scheme to others.

Our mentees say:

"ScreenCraft Works gave me hope and the motivation to keep looking for work in the film/TV industry. This is such a wonderful idea to match people from different cultures with professionals in the field. It will be a valuable learning experience for all the mentees and a great way to network and connect with people in the industry."

"I am a refugee and experienced in post production. I am hoping that a mentor can help me understand how I enter the industry in my new adopted home."

Mentors' Responses

All of the mentee respondents said their relationship with their mentor was good or very good and 83% were satisfied or very satisfied with the progress they were making with their mentor.



Mentor Gino Moreno and mentee Tomoko Hirasawa at one of their Zoom mentoring sessions.

83% of the mentor respondents said the international nature of the mentoring programme was important to them and 92% are finding it interesting or beneficial to hear fresh international perspectives and knowledge through contact with their mentee and the mentoring group.

83% of the mentor respondents find they are reflecting on or approaching their own work differently as a result of being a mentor, and 59% are finding a new engagement in their work as a result of being a mentor. Further, 50% of the mentor respondents said they are continuing to increase their own international networks through the mentoring group in a way that is interesting or beneficial, with a further 33% unsure whether they might be doing so.

75% of the mentor respondents said they are or might be finding potential people to hire, for either current or future projects, as a result of being part of the mentoring group.

83% are satisfied with the level of support provided by ScreenCraft Works and would recommend the scheme to others.

Cross-Border Conversations

Cross-Border Conversations, supported by Genelec, are a series of virtual talks between film & TV craft talent from different countries and at different career stages, which always include a first-time speaker. Speakers share career insights, knowledge and cultural perspectives, and are drawn from our mentoring community. The events comprise a 60-minute conversation followed by 30 minutes of virtual networking.



In 2022 we ran six talks in this series, with a total of 17 speakers, and each talk included at least one first-time speaker gaining experience and increasing their international profile and confidence, as well as sharing their knowledge. The speakers are drawn from the mentoring community and have the opportunity to be trained in presentation skills ahead.

We had an average of 45 attendees at the live events (a total of 273) and over 500 views of the talks on YouTube as at January 2023 (an average of 84 views per talk). The published talks are subtitled and transcripts are available via our website.

Our 2022 Cross-Border Conversations were:

Sound on Sound - South African wife and husband sound engineers Stacey-Lee Hellenberg and Adriaan Hellenberg were in conversation with Italian-American post sound intern Stephanie Fields.

Editing and the Phantom Menaces - US editor Paul Martin Smith and UK editor Chris Wyatt, who used to work together as editor and assistant, were in conversation with emerging UK- and Spain-based Japanese editor Tomoko Hirasawa.

Sound Design and Music Composition - Danish composer, musician, producer and instrument builder Katrine Amsler and British Indian composer, songwriter and sound post producer Randy Kalsi discussed the art and craft of film composition and sound design and how they cross over to greatest effect, and Katrine demonstrated a few of her home-built instruments, including for horror design.

Paths to Becoming an Editor - Rachel Erskine (Scotland, UK), Sourath Behan (Pakistan) and Christopher CF Chow BFE (England, UK), three film editors at different stages in their editing careers, discussed their different routes to head of department status: via college, as assistant and assembly editor, and self-taught via YouTube.

Collaboration between Sound and Picture - Peter Albrechtsen (sound designer, Denmark), Roberta Bononi BFE (editor, Italy, now UK) and Shaunak Soni (film production student, India, now UK) discussed the importance of collaboration between the sound and picture departments during the editing process, and how an early collaboration of the two disciplines in the production process can spark some of the best ideas and enable a strong identity to a film.

International Production Management and Production - Andrea Jajeh (executive producer, Germany), Molly McGregor (producer and production manager, UK) and Karyan Au-Yeung (development coordinator and researcher, UK) talked about how production departments build and run teams and deliver the best international content, filming and working in more than one country, and delivering local versions of formats.



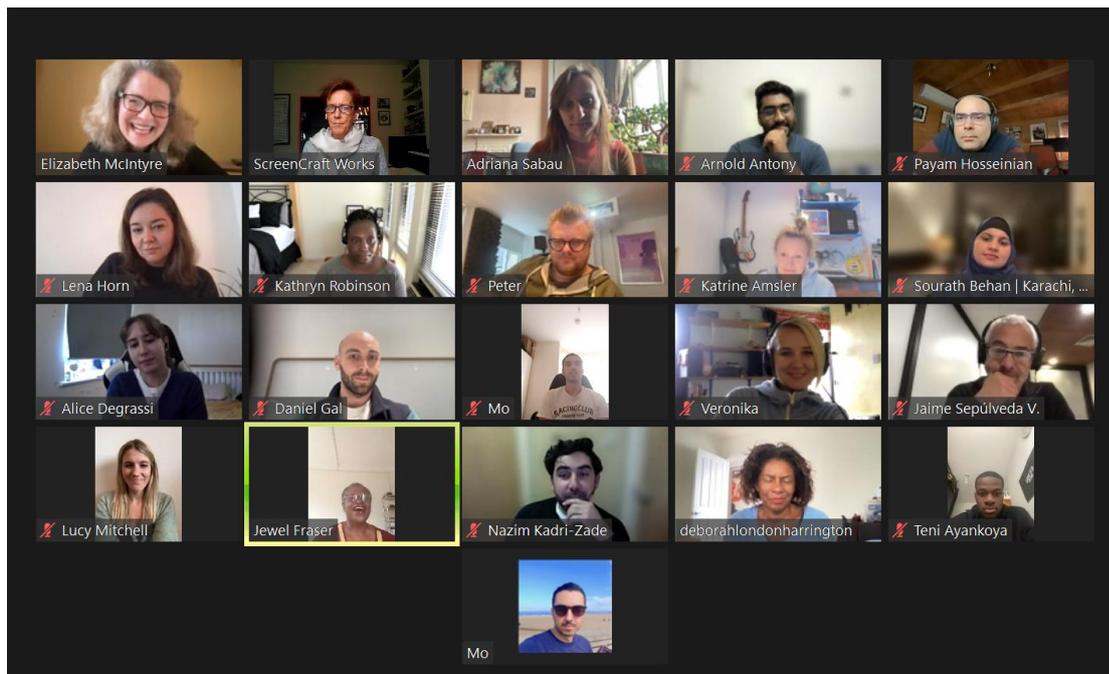
We surveyed our community and mentees about their attendance at our Cross- Border Conversations and had 20 responses.

Of these, 75% had attended the talks live. All of them said they had benefited from hearing fresh international perspectives, with 63% gaining new knowledge. 25% said they had made new contacts and increased their networks. All

of the respondents would recommend Cross-Border Conversations to others, either as a speaker or as an attendee, and would be likely to watch the talks via the ScreenCraft Works YouTube channel.

Cross-Border Networking

In 2022, we offered networking events after each of our six Cross-Border Conversations which were well attended. There were also additional networking sessions for each of the two Cross-Border mentoring cohorts, and one session for all our mentees and mentors.

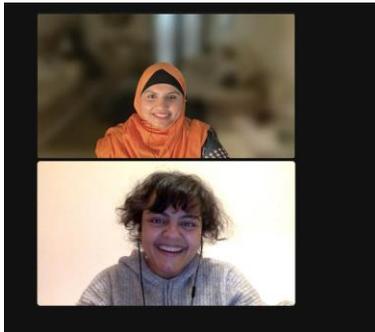


82% of respondents enjoyed and/or benefited from the networking events. 90% found them easy to access and enjoyed meeting people from other countries, with two respondents finding virtual events less daunting than a real-life event, one person appreciating that virtual events can be better for the environment and one person noting the open and friendly environment. 82% of respondents found that virtual networking helped them meet

people from different countries, 64% had increased their international networks, 45% said their attendance had led to approaches about international work, and 27% said they had increased their international profile. 55% of the respondents found the networking events useful or interesting.

Cross-Border Coffees

Our Cross-Border Coffee programme, supported by Future Studios, is an opportunity for one-to-one virtual industry advice or networking. Coffee mates are production and post-production people, based in a different country.



A virtual meet-up lasts an hour and participants are drawn from the ScreenCraft Works community. Topics covered can include advice about expanding your career internationally, help with a focussed career issue or problem, sharing of knowledge, or help with integration into the industry for people who have relocated or are displaced.

In 2022, we facilitated and set up 14 cross-border coffee sessions.

Other activity

We were delighted to work with the Black TV & Film Collective to offer an explainer session to their members.

Press

Televisual: <https://www.televisual.com/news/screencraft-works-names-mentors-and-mentees/>

Televisual: <https://www.televisual.com/news/screencraft-works-new-mentor-programme/>

Variety: <https://variety.com/2022/film/global/screencraft-works-international-mentoring-scheme-1235230803/>

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