What is the Channel 4 Production Training Scheme?

The Channel 4 Production Training Scheme is for entry level talent who want to break into the screen industries and are passionate about making television programmes. It is focused on entry-level researchers designed to fast-track talent through the early part of their career.

Applicants may have a degree, may have done some work experience or running work previously or might be wishing to change careers and begin working in TV. Anyone can apply to the programme, but the scheme is particularly aimed at disabled people, those from BAME communities or those from disadvantaged socio-economic backgrounds. These groups are currently underrepresented in the television industry which is something we want to change.

Since 2003, the Channel 4 Production Training Scheme has graduated over 250 trainees who have gone on to build careers in the industry as Commissioners, Series Producers, Heads of Production and Development, Production Executives and Producers. The scheme not only supports the development of new talent, but also benefits companies involved by introducing them to diverse talent that they may not have otherwise discovered.

In 2016 and 2020, in line with our coverage of the Paralympics, we redeveloped the scheme to address the huge lack of disabled talent working in TV sports production. As a result of that scheme, a cohort of disabled people who had no previous industry experience were trained within indies and broadcasters across the UK.

Our 2021 scheme

As part of 4Skills the 2021 Production Training Scheme will be focused primarily on the nations and regions, with the aim of attracting people into broadcasting and production from diverse backgrounds. We are now beginning the process for the next cohort and are looking to place 12 trainees from the spring of 2021, followed by a second cohort later in the year.

The success of the Production Training Scheme is based on a strong partnership between Channel 4 and the participating indies. We are seeking applications from those indies who would like to take trainees for a 12-month period beginning in the spring of 2021. We are looking to work with production partners that meet the following criteria:

1. Substantive base in the UK Nations and Regions
2. Demonstrable experience supporting the development of entry level talent
3. Clear commitment to increasing diversity within the TV production sector and meeting our creativity diversity production guidelines
4. Sufficient scale and structure to provide tangible work experience for a trainee over the course of 12 months
5. Capacity amongst senior members of the team to take part in the application process and support a trainee throughout the duration of the scheme – including a line manager and a mentor

From a Channel 4 perspective we will:

* Cover up to 50% of the trainee’s salary costs (total salary £22K) excluding NI and pension contributions which are to be covered by the employer.
* Fund and manage the promotion and recruitment process, targeted primarily at talent in the Nations & Regions, especially those from diverse backgrounds, working with the Indie in the final stages to select the right candidate for them.
* Fund and support the training programme, delivered by ThinkBIGGER!, which includes role specific modules, advanced research techniques, Health & Safety, rights and clearance, development, the pitching process, camera and edit, short form content and setting up as a freelancer.

Next steps

If you are interested in applying to be part of the 2021 Production Training Scheme, please complete the short form below and email it back to [C4NationsandRegions@Channel4.co.uk](mailto:C4NationsandRegions@Channel4.co.uk). The deadline for applications is **Friday 20th November.**

If you have any questions, please email [C4NationsandRegions@Channel4.co.uk](mailto:C4NationsandRegions@Channel4.co.uk)

Provisional timeline

* Deadlines for applications by indies: Friday 20th November
* Applications open for trainees: 4th to 29th January
* Shortlisting: 1st to 12th February
* Assessment days: week commencing 22nd February
* Shortlisting and company interviews: March
* Offers made: by 9th April
* Bootcamp and trainee contracts start: 10th May
* Trainees start at companies: 17th May

Production Training Scheme

Application form for indies & production partners

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| --- | --- |
| **Full Legal Company Name:** |  |
| **Registered Address:** |  |
| **Company Number:** |  |
| **Contact Name:** |  |
| **Contact Telephone Number:** |  |
| **Office Location:** |  |

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| **Why do you want your company to take part in our Production Training Scheme?** |
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| **How do you meet the criteria that we have outlined for participating indies & production partners?** |
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| **How would a trainee benefit from a 12-month placement at your company?** |
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| **Any other supporting information?** |
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