



Skills Development Fund Program FAQs

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The following FAQs for the Skills Development Fund Program should be read in conjunction with the [program guidelines](#).

What companies are eligible to apply for the Skills Development Program?

All applicants must be eligible under Screen Australia's [Terms of Trade](#) and in addition, be eligible for the specific and stated eligibility criteria in the [program guidelines](#).

Applicants will be production companies, game development studios and screen businesses who have developed a Skills Development Plan that addresses the key skills needed of "below-the-line" ("BTL") crew and gamemakers on a given production/s, games project or more broadly the national screen sector that is ready to be funded by Screen Australia and implemented by a nominated Skills Development Officer.

For Film and Television projects, projects must be of scale and well known to Screen Australia AND/OR are being produced by reputable production companies with a strong track record. For Games projects, the applicant game development studio must be able to provide evidence of a minimum of one shipped game

Applicants do not need to already be receiving production or games funding from Screen Australia. However, those that are may apply for additional funding under this program to support the implementation of a Skills Development Plan for the funded project (which will be provided separately as grant funding).

How much should I apply for?

Applicants can apply for up to \$80,000 from Screen Australia as part of this program. A minimum of three participants must benefit from the proposed skills development and training being funded under the application.

A co-contribution from the applicant is strongly recommended.

What types of productions are eligible to apply for funding under the Skills Development Program?

All types of productions are eligible to apply for funding under the Skills Development Program as long as they meet the eligibility criteria set out in the relevant [program guidelines](#).

Applicants should be aware that it is expected to be competitive for each round of the funding program, including applications from productions that are of scale, accordingly applications from smaller-sized productions or companies may not be as competitive.

If I have previously received Screen Australia funding for a production, can I apply?

Yes, applicants who are already receiving production funding from Screen Australia may apply for additional funding under these programs. However, funding can only be used towards training and development costs and cannot be used to fund or substitute a paid crew on any production.

Also, funding cannot be used retrospectively nor can it be used for training or skills development for individuals who are already working at the grade or in the role they are moving to unless there is a detailed case that the move will mean they are working differently (e.g. moving from one genre/format to another, or returning to the industry after a career break).

My production is not currently receiving any funding from Screen Australia, am I still eligible to apply?

Yes, a production not currently receiving any funding from Screen Australia can still apply as long as they meet all eligibility criteria set out in the relevant [program guidelines](#).

Can I make multiple applications?

Yes, applicants may make multiple applications to the Skills Development Fund or across separate Industry Development Programs, however, each application must be for different activities (one activity cannot be funded by multiple programs) and remain within the limits set for the programs.

What are the priority areas that Screen Australia is hoping to address with this program?

Generally speaking, the priority areas that Screen Australia is hoping to address with this program are mid-level to senior leadership/Head of Department (HOD) roles that are currently experiencing skills shortages in the sector. Applicants are invited to contact the [Industry Development](#) team to discuss their proposal before applying.

Does Screen Australia want to see applications led by and opportunities provided for people from diverse backgrounds?

Screen Australia strongly encourage applications from companies led by and/or providing meaningful career advancement opportunities for Crew or Gamemakers who are First Nations; from culturally and linguistically diverse backgrounds; Deaf/deaf or disabled; women, non-binary or gender diverse; LGBTIQ+; and/or located in regional and remote areas.

All applicants should consider diversity, equity and inclusion, with opportunities that support the career development of workers from diverse backgrounds that reflect contemporary Australian life. Application budgets may include expenditure for accessibility, support or other costs for the implementation of the proposed activities to ensure opportunities being provided are culturally safe and accessible.

Do I have to repay any funding I receive under the Skills Development Fund?

No, funding is provided to successful applicants as a non-recoupable grant.

If I am successful for funding under this program, do they need to be included in the budget and/or finance plan for the project/s?

Whether these funds are included in the budget and finance plan for the project/s is an issue for the Producer, and Screen Australia encourages Producers to take professional advice and manage this accordingly. Subject to the circumstances of your project/s, expenditure on production attachments may attract the producer offset rebate, if it meets the definition of 'qualifying Australian production expenditure', and satisfies other requirements under the Producer Offset legislation (and the guidelines).

It may also be possible for expenditure on production attachments to meet these requirements without being included in the production budget (although lenders will only lend against anticipated QAPE which is included in the budgeted cost, so this should be taken into consideration if relevant to your project/s).

If these funds are included in the budget and finance plan, please be aware that Screen Australia will only be able to contract the funds when the identity of the attachment is confirmed and approved, and this may not happen until after pre-production has commenced. Producers are encouraged to take advice regarding how this may potentially affect the timing of closing financing for the project/s and any cashflow issues.

Can funding be used towards crew positions on a production?

No, funding cannot be used to fund or substitute a paid crew role or gamemaker position on any production or project. Funding provided under the Skills Development Fund **can only be used towards training and development costs.**

Funding cannot be used retrospectively nor can it be used for training or skills development for individuals who are already working at the grade or in the role they are moving to unless there is a detailed case that the move will mean they are working differently (e.g. moving from one genre/format to another).

Please refer to the [program guidelines](#) for more information about what type of activities the funding can be used for.

If an applicant successfully applies for the Skills Development Fund, are they eligible to apply to other Screen Australia programs?

Yes, successfully funded applicants can apply to other Screen Australia programs as long as they meet the eligibility criteria of the relevant program.

Are there templates available for Skills Development Plans?

A separate Skills Development Plan is not required for the Skills Development Fund. Within the application form, applicants will be required to identify the skills needed, the training or skills development proposed to address that need, when the training or development will be delivered and who will deliver the training or development.

The [following resources](#) on the Screen Australia website may be useful when drafting a Skills Development Plan. Applicants can include additional support materials, such as training plans, as part of the application form.

What are the expectations of the Skills Development officer?

Skills development officers should have extensive experience, knowledge and understanding of the screen industry, with the ability to implement and coordinate the stated activities that the applicant sets out in the Skills Development Plan.

Whilst it does not need to be a separate position or the only responsibility of that position, it is recommended that the individual nominated has the capacity and resources available to successfully implement the plan being funded by Screen Australia.

Skills Development Officer will need to oversee the implementation of the proposed skills development plan and the capture of data/evidence related to the skills activity carried out. The Skills Development Officer will be responsible for ensuring that participants and their supervisors feel supported and the learning program is successful. The Skills Development Officer will be required to liaise with Screen Australia to facilitate contact with the skills development participants and their supervisors throughout the production, including set visits.

Do I need to pay award rates for people being trained or supported as part of these programs?

Yes, Screen Australia expects that all employees are remunerated at the applicable recognised industry rate including wage (at least award minimum rates), superannuation, overtime and other entitlements under the appropriate award.

Do I need to include rates in the budget for my Skills Development application?

Yes, all rates should be specified within the provided budget. Applicants should also specify the hours of the intended work week and the number of weeks of employment. Download Screen Australia's Skills Development Budget template [HERE](#).

Are games eligible for funding under the [Skills](#) Development Fund?

Yes, games are eligible to apply for funding under the Skills Development Fund as long as they meet the eligibility criteria set out in the [program guidelines](#).

Can an individual apply for the [Skills](#) Development Fund?

No, applicants must apply as an Australian entity. You will need to read our [Terms of Trade](#) to ensure you are eligible for Screen Australia funding.

If I have a business that currently services the screen industry, can I apply for this program?

Yes, a business that currently services the screen industry can apply for these programs as long as they meet all eligibility criteria set out in the relevant [program guidelines](#).

If I have a business that does not currently service the screen industry but is looking to expand into it, would I be eligible to apply?

No, if your Business does not currently service the screen industry, your entity is not eligible to apply.

How does Screen Australia expect the KPIs to be filled out?

The KPIs should be a percentage or numerical number that shows the intended outcome of your proposed activity. If your application is approved, the KPIs will be a guide that allows Screen Australia to check if you have met the goals listed within the application.

KPIs may include quantifiable elements such as the number of individuals who will undertake training and skills development, the number of days/weeks/months that the crew will receive training and skills development or the percentage of individuals who will complete training or skills development activities.

What will make my application competitive?

Screen Australia expects that this funding program will be competitive. We recommend that applicants read the guidelines in detail and submit an application that clearly meets the aims and assessment criteria details in the [program guidelines](#).

Screen Australia's focus with these programs is to address crucial skills shortages and long-term skills development, which includes a focus on employment outcomes and career progression for BTL practitioners.

If you have any questions after reviewing the funding program guidelines, the application form, and these FAQs, please contact Program Operations on 1800 507 901 or via email at [Industry Development](#). Please note that Screen Australia is unable to provide creative advice or suggestions to strengthen your application.

If I am not eligible for funding under the [Skills](#) Development Fund, where else might I go to resource myself or my business?

Screen Australia has programs for a range of sector activities and support. Please refer to the Screen Australia [funding and support pages](#), and subscribe to the [e-newsletter](#) for updates from industry insiders and new program or initiative launches.

State and Territory screen agencies have programs for a range of sector activities and support. Please refer to your State/Territory funding agencies.

Guilds and Societies have programs for a range of sector activities and support. Please refer to individual Guilds and Societies.

If you are new to the screen industry, Screen Australia's [Getting Started](#) resource may assist you in your planning.

Who can help me provide training to address skills shortages?

There are a range of education institutions, training organisations and other entities that are experienced in delivering training and initiatives. Examples of these organisations include:

- **Australian Film Television and Radio School (AFTRS)** - The national screen and broadcast school - offers industry skills training through **short courses** in person and online, or you can contact Industry Engagement Manager Robbie Miles to discuss customised training programs: Robbie.Miles@aftrs.edu.au
- **National Institute of the Dramatic Arts (NIDA)** - offers industry skills training through **short courses** in person and online
- **TAFE** in each state or territory
- Not-for-profit and private organisations, such as [Bus Stop Films](#), [Screenworks](#), [Mercury CX](#), [Media Mentors Australia](#), [Screen Well](#), [Arts and Cultural Exchange \(ACE\)](#), [Cinespace](#), [AFI AACTA](#), [First Nations Media](#), [Accessible Arts](#), just to name a few.

Screen Australia's Industry Development team can help facilitate introduction to education institutions, training organisations and other entities.