

ANNEX 1. WHAT IS FOOT IN THE DOOR (NEWPORT)? PRINCIPLES, DELIVERY, OUTPUTS AND OUTCOMES

<p>1) FITD PRINCIPLES & VALUES</p> <ul style="list-style-type: none"> • Inclusive: FITD is Inclusion led • Different: Difference is welcomed and not one size fits all • Valued: Every person and organisation on Foot in the Door has value • Collaborative: Working cross-partners to develop solutions • Respect: Respect and acknowledgment of all partner challenges and constraints • Trust: Building trust across partnerships and communities • Commitment: A commitment to tailored, long-term support • Accountability: Participants encouraged to own their own development • Knowledgeable: knowledgeable about sector and community activity and share learning • Innovative: Doing things differently, trialling new ways of working 	<p>2) FITD DELIVERY</p> <ul style="list-style-type: none"> • Success and outputs are measured through a range of quantitative and qualitative measures • Work with industry experts and practitioners to deliver activity that relates to skills shortages in the sector • Developed programme of activity that ranges from taster sessions, 1-2 days workshops online to longer work taster placements to supporting trainees on 6-month placements • Identify challenges that individuals, communities and production sector may face and offer practical and financial support over the long term • Industry awareness training, careers and practical guidance in readiness for screen industry work • Signpost and develop confidence in those who participate • Offer development and support across the long term • Use Hyper-local, community centred recruitment approach
<p>3) WHO DO WE WORK WITH?</p> <ul style="list-style-type: none"> • Foot in the Door is open to any age range (UKCRF targets are focused on those who are 'economically inactive') • Use of guided self-evaluation and open to understanding and tailor the best support for those who participate to establish the level that individuals are operating at • Used to assess their level of knowledge, experience, skills, and education and tailor their journey through the programme 	<p>4) HOW DO WE IDENTIFY THE RIGHT SUPPORT FOR PARTICIPANTS?</p> <ul style="list-style-type: none"> • Recruitment and shortlisting are undertaken with community and industry partners, identifying issues and support • Recruitment days and workshops are accessible, open, welcoming non-hierarchical environments • Recruitment and solutions are co-developed industry and community partners

<p>this then maps to our established readiness tiers:</p> <ul style="list-style-type: none"> A. No prior knowledge, experience, skills or education in screen industries B. Some basic knowledge, experience, skills or education in screen industries C. Transferable skills that relate to screen sector careers that require guidance and development D. Some prior experience, skills or education directly related to screen sector careers <ul style="list-style-type: none"> • We also evaluate levels of confidence, support required and access needs at the outset 	<ul style="list-style-type: none"> • Participants are expected to be supported and guided to the right solutions • In 80% of cases, participants will not be work ready and as such there is both hard outcomes (economic, numerical) outputs and important soft outcomes (increasing confidence, work readiness and ambition) • Signposting and identifying appropriate routes including careers support, education, skills development and other courses as appropriate for participants in terms of outcomes are built into the programme.
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HOW DOES THIS FIT INTO UK COMMUNITY RENEWAL FUND PROJECT?

The fund as the name suggests, is focused on developing new innovations around industry employment and up-skilling in communities where there may be high levels of deprivation and connecting industry and community. Ffilm Cymru Wales have worked with communities and screen sector organisations for the last ten years in Wales and as such have learning they can share in this area.

This is a pilot programme, a pre-cursor to the shared prosperity fund which we would like to apply for as a consortium. We are committed to delivery and targets of course, however a large part of this activity between now and June is to establish what works, what doesn't and how we scale up. This is a high-profile funded project, and we have an opportunity to scale this work up more widely across Wales and to receive funding that allows us to achieve that in the screen sector.

ASSUMPTIONS MADE IN THE UKCRF BID

- Communities want to develop partnerships with industry to offer those they work with opportunities
- Industry wants to develop partnerships with communities to ensure the sector can be open and more diverse
- All parties want to develop and embed long-term partnerships
- All partners have different objectives
- All partners have different challenges to overcome in their work
- All partners want to develop and continue sustainable partnerships with Ffilm Cymru to continue this work over a longer period.

WHAT WE NEED TO COLLECTIVELY ACHIEVE

- We are tasked with working with economically inactive individuals to deliver a range of training solutions that are tailored to the needs of who we work with (3, above). Foot in the Door has operated in Newport since 2016 and experience has taught us that working collaboratively with partners has provided the best grounding for successful delivery. This is an exciting opportunity to find new talent, and work with communities in Newport to grow their knowledge of and skills in the Screen Sector in Wales
- We need to provide training and introduction to industry/job readiness as per targets below

HOW WE WILL CONTRACT THIS

See also: UKCRF Targets & Activity fig 1.1

MINIMUM CRITERIA FOR UKCRF ACTIVITY (To be finalised in January 22 and shared with partners)

We have £240,000 (Initially envisaged as £40,000 per organisation) offering organisations who can deliver a portion of this activity. We are currently developing guidance and criteria but as a minimum we would expect to support you and work in partnership with you to develop proposals that meet the following:

- A commitment to attend **a series of in-person and on-line facilitated workshops** within the project, facilitate by external organisation and held in Newport to co-develop activity and identify opportunities from January 22
- A commitment to making the space to co-design **training delivery proposals for Feb 22**
- Have embedded community engagement and **co-development of activity** with industry and community partners. You may not have all community / industry partners secured but naming them and working cross-consortium is essential, as is outlining the role of and costs for both community partners and industry in an indicative budget for the proposed activity.
- Activity must aim to meet the needs and requirements of all consortium members and outlined in terms of outcomes in the delivery plan

TIMELINE AND PROCESS

230 individuals (economically inactive and largely groups A & B above	There is an expectation that this activity will happen between Jan and May 2022
50 more in-depth training for those in groups, B, C & D above	There is an expectation that this activity will occur between March and Mid May but can reasonably be at any time on agreement
20 employment places for individuals who are from groups C & D above	These can be secured at any time during the programme and the earlier we can work with industry employers, the better.

