

# Industry Capability (On a Production) – Guidelines

## Essentials

### About this program

- The Industry Capability (On a Production) Program supports skills development for film and television practitioners in [above the line](#) and [below the line](#) roles in Film, TV, and Online Content, including both Factual and Narrative formats.
- The program provides credited, paid, placement opportunities on VicScreen-supported productions with the aim of building industry capability and strengthening practitioner skills through hands-on experience alongside an experienced professional.

### What are we looking for?

- Organisations currently in receipt of a VicScreen production grant that wish to host a paid mid-career practitioner placement on a VicScreen-supported project. To be considered for support, eligible host companies must demonstrate that they:
  - Have identified a placement opportunity in a VicScreen-supported project (feature films, documentaries, TV and online narrative series) that will offer significant professional development in an area of critical industry need.
  - Have identified an eligible Victorian mid-career film and television practitioner to undertake the placement.
  - Are committed to employ the practitioner and match VicScreen’s financial contribution towards the placement cost.
  - Can provide appropriate mentoring and supervision during the placement.

### Who is eligible?

- Host Companies must be:
  - An Australian company. View our [Terms of Trade](#) for-eligibility requirements.
  - A production, VFX or post-production company.
  - A VicScreen grant recipient that has been awarded funding through VicScreen’s [Victorian Production Fund](#) or [Victorian Screen Incentive](#) program for the project on which the placement is proposed.
- That has either:

- Been producing commercially financed narrative film, television, online or VR content across fiction or documentary for at least the last three years, or
- A track record of delivering work at scale and volume within post-production, animation or VFX.
- Practitioners eligible to undertake a placement must:
  - Be a [Victorian mid-career practitioner](#)
  - Meet one or more of the following requirements in the last three years:
    - » Have not been previously engaged by the [host company](#) (or any related entity) for three months or more.
    - » Have at least 2 professional production credits in the nominated role (i.e. commercially distributed or exhibited, and/or sold to a recognised broadcaster or commissioning platform), amounting to a minimum cumulative Film/TV credits length of one hour.
    - » Practitioners with no relevant credits/experience in the last three years may be eligible if there is a reasonable explanation for the gap (e.g. childcare responsibilities).
  - Have a commitment to building a long-term career in the screen industry.
  - Are seeking an opportunity to strengthen their existing skills and knowledge.
  - Possess relevant and demonstrable professional experience in areas of screen industry demand.
- VicScreen reserves the right to waive any eligibility criteria in exceptional circumstances where the application meets the intent of the program and the balance of eligibility criteria.

### What opportunities are eligible?

- Placement opportunities may be for:
  - Director Placements
  - Writer Placements
  - Key creative and technical roles (for example, line producer, production supervisor, editor, cinematographer, production designer, sound designer)
- Placements must:
  - Be at a mid-career level and in a role of identified industry demand.
  - Be remunerated at industry standard rates for the specified role.
  - Provide the practitioner with a credit for the role.
  - Continue for a minimum duration of 5 weeks. Duration of placements will depend on the requirements of the Host and the structure of the placement.
  - Be a full-time commitment (flexible working arrangements may be negotiated depending on the Host's requirements).

**What projects are eligible?**

- Placements support is available on projects where VicScreen has provided [Victorian Production Fund-Screen](#) investment. Placement opportunities may be negotiated on projects supported through VicScreen's [Victorian Screen Incentive](#) program.
- Eligible projects include:
  - Feature films, documentaries, TV and online narrative series

**What is not eligible for this program?**

- Productions not currently in receipt of a VicScreen grant
- Productions based outside the state of Victoria
- Non-Victorian practitioners
- Applications from individual practitioners (placements must be hosted by a company).
- Non-mid-career practitioners, such as students.
- Any project that does not fall under feature films, documentaries, or TV/online narrative series such as short films and games.

**What can you receive funding for?**

- Funds are to be used as a contribution to:
  - The costs of employing the practitioner at the applicable recognised industry rate including wage, superannuation, overtime, etc., excluding host company overheads or capital expenditure, and
  - The costs of employing a supervisor/mentor, if required, to mitigate risks involved with engaging a practitioner with relatively less experience, and
  - The cost of making reasonable adjustments and/or undertaking cultural safety training for Host Company (as applicable).
- VicScreen will pay the contribution as a [grant to the Host](#)

**How much can you apply for?**

- \$30,000 (up to), matched by applicant contribution. Where the proposed placement has a direct link to a DEI outcome, VicScreen will consider proposals for an alternative contribution by the applicant.

**Who can you talk to about this program?**

- Program Manager - [Chris Barker](#), 03 9660 3258
- Program Manager - [Kara Masters](#), 03 9660 3216

- Grants Officer – [Susannah Britt](#), 03 9660 3206

## The Details

### What happens after you apply?

- Your application will be assessed by our Skills and Industry Development team. Decisions will take into account the **Assessment Criteria** listed below, VicScreen's availability of funds, your budget, diversity of the current slate of projects and teams across all platforms, as well as the applicant's perceived need for VicScreen funds.

### Assessment Criteria

- Assessment criteria for the hosting company:
  - Level and strength of marketplace commitment to past, current and future projects (Film and television)
  - Whether the placement will provide a significant learning and development opportunity for the practitioner
  - Whether the placement will address areas of identified industry need
  - Whether the placement will enable the practitioner to accumulate [screen credits](#)
  - The likelihood of ongoing employment for the practitioner with the applicant after completion of the placement
  - How the placement opportunity will deliver greater diversity, inclusion and equity in the industry, consistent with [VicScreen's DEI Roadmap to 2033](#).
- Assessment criteria for the proposed practitioner:
  - Previous experience and suitability for the placement
  - Career and skills development objectives in undertaking the placement

### How long until a decision is made?

- You can expect a decision six to eight weeks from the application date, via email or phone.

### What happens if you get funding?

- Successful applicants will enter into a standard, non-negotiable agreement with VicScreen, setting out the terms and conditions of the approved funding, including deliverables, credit requirements and any repayment obligations.

### What happens if you don't get funding?

- We will contact you to let you know if you have been unsuccessful in obtaining funding.

- You are welcome to get in touch with the Program Manager, to receive feedback on your application.

**What will help your application?**

- Read these guidelines and the Terms of Trade which set out the core terms on which VicScreen conducts its business. Terms underlined in black appear in the website glossary.
- Review the online application form – make sure you have all required document ready to be submitted with the application.
- Make sure your application speaks to the Assessment Criteria (set out above)
- VicScreen is committed to building a thriving and inclusive screen industry that celebrates diversity in both content and people. Applications are expected to authentically reflect a diversity of voices across storytelling, teams and audiences. Applicants must outline their commitments to diversity, equity, and inclusion in their applications. Before applying, please read [VicScreen's DEI Roadmap to 2033](#).

**Ready to start your application?**

[Start your application](#)