

SKILLS & WORKFORCE DEVELOPMENT PLAN

May 2022



**MARLOW
FILM
STUDIOS**

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A VISION FOR THE WORKFORCE OF THE FUTURE

As we look to build on the extraordinary success of the British film and television sector, the need for quality and volume of studio space is clear.

But that in itself is not enough.

Our sector's ability to attract the biggest budgets and most prestigious productions, is due to our wealth of experience and talent in all the craft and technical skills, that film making at this level demands.

New studio space and the rich potential of the film industry will bring a significant chance to develop the precious extra human resources essential to a growing industry.

At the heart of the Marlow Film Studios proposal are expansive and inclusive plans for the training of coming generations, to stand on the shoulders of industry giants who have pioneered this sector in Southern Buckinghamshire for nearly ninety years.

In collaboration with education institutions at all levels, we are creating new cultural and skills programmes. Most importantly, a dedicated educational facility will be on site, convening the most talented in our industry, and giving those aspiring to enter it a direct interface with this unique set of trades and an invaluable insight into how they really work.

All these initiatives will put an emphasis on accessibility. We want to inspire, empower and nurture new generations of film makers, in a way that's far more open and diverse than what has gone before.

This document gives the detail of our vision for delivering future generations of crew and how they will contribute to the continued growth and strengthening of the UK film industry in the coming years.

–Robert Laycock, CEO Marlow Film Studios

SKILL & WORKFORCE DEVELOPMENT



WORKING WITH LOCAL SCHOOLS

School children have very few chances outside popular culture to understand the film & TV industry. Awareness about the career opportunities in the film & TV industry starts by educating children in local schools. To make sure we do this we will work with a dedicated network of schools and deliver appropriate programmes, in Buckinghamshire, and work is already underway.



FURTHER EDUCATION AND HIGHER EDUCATION PROGRAMMES

Education must link to career opportunities. FE/HE institutions are essential to empowering young talent. The Marlow Film Studios Skills and Cultural Academy will be a beacon location to assist in delivering FE/HE programmes and in delivering fit-for-purpose education designed for the industry.



PATHWAYS FOR RE-SKILLING AND LIFE-LONG LEARNING

There are many adults and existing professionals that could work in the film & TV industry. We will create easy access to fresh opportunities and career pathways for roles in the film & TV industry by educating workers on the options for them and the opportunities for learning and skill development, enabling them to work in the industry.



COMMUNITY ENGAGEMENT PROGRAMMES

Film studios are unique cultural local and global assets. This creates an opportunity to deliver a community bridge to learn about and experience aspects of the production industry through events, services, and use of facilities. Priority will be given for the local catchment around the studios.



ENVIRONMENT, SOCIAL & GOVERNANCE

Standing behind pledges is vital. As part of our commitment, we will publish environmental, social and governance impact reports. This will include a chapter on our skills and education impacts to demonstrate the provision of equal opportunities and our commitment to high quality pastoral care at work.

SIGNIFICANT EDUCATIONAL & SKILL NEEDS IN PRODUCTION SECTOR, LOCALLY AND UK WIDE

The British film and TV industry stands as one of this country's great ongoing success stories

In 2021, the UK film & TV industry experienced unprecedented growth. While the pandemic confirmed the world's appetite for British content, for the first time the purchasing power of 1 billion broadband households became apparent. Streaming surged, production spending grew, and TV series budgets reached all-time highs. This illustrates the scale of opportunity for the UK as streamed content expands and reaches every part of the globe.

IN 2021, £5.64 BILLION WAS SPENT ON FILM AND HIGH-END TV PRODUCTION HERE, UP NEARLY 30% FROM THE PREVIOUS, PRE-PANDEMIC RECORD. (BFI).

The combination of our rich cultural heritage, our world-leading facilities, our deep pool of talent and supportive government policies, both national and local, has made the UK the destination of choice for many film makers at the highest level. This growth has meant the demand for studio space is at a very high level globally, driven by the rapid rise of SVOD platforms with 1.2bn+ subscribers. Global spend in 2020 on film and TV production and licensing of new content by streamers, studios, and independents, soared 16.4% year-on-year to \$220.2bn, with the forecasts of \$250bn in 2021.

"The demand for content has never been greater. As today's figures show, the UK is enjoying a once-in-a-generation growth in production. The benefits are being felt right across our nations and regions, with large-scale investment in infrastructure and revenue into UK plc that will directly benefit local communities. Existing production hubs are growing to accommodate the demand, and new hubs are developing throughout the UK, bringing with them thousands of new jobs. We and our partners are determined to harness this phenomenal demand and support an ever-widening workforce to produce world-class content for global audiences."

– Adrian Wootton OBE, CEO, British Film Commission.

Critical need for education and skill development support

"There is huge demand now for studio space in the UK, complementing its long standing comprehensive tax credits and world class skilled workforce, both of which has helped attract record inward investment alongside domestic production to create the current production boom. Each new studio facility coming on stream has the potential for localised job creation and employment opportunities in a wide range of skills areas. We are encouraged when a potential new studio such as Marlow Studios express early commitment and interest in wanting to work with us and invest in and support delivery of skills and training that will be vital to the success of this development and we look forward to building on that commitment by co-creating a tangible plan of action. ScreenSkills is pleased to be able to confirm support for the Marlow Studios plans."

– Seetha Kumar, CEO, ScreenSkills.

UK production companies today will say their largest single challenge is retaining a skilled production team, given the high demand in the UK, which has meant a significant undersupply in the experienced workforce. This demand is creating thousands of new jobs annually, together with the opportunity to build a new and more diverse, inclusive workforce. Overall,

SIGNIFICANT EDUCATIONAL & SKILL NEEDS IN PRODUCTION SECTOR, LOCALLY AND UK WIDE

to capitalise on this growth and to ensure we don't lose inward investment to competitor territories, there is a significant need for improved and fit-for-purpose educational programmes across all aspects of the industry so that the breadth and strength of workforce can stay in-line with this growth.

Buckinghamshire is expecting further jobs in the film & TV sector

The Bucks Local Skills Report 2022 states there are twice as many creative industry jobs within the Buckinghamshire economy than the national average, many of which are in the film and TV sector. A rare opportunity exists to create thousands of further jobs in the film and TV industry benefiting Buckinghamshire profoundly, especially over the next few years as the UK enters a landscape altering phase with a quantum change in content viewership and subscription platforms, which can transform the local and regional area into the most dynamic, successful destination for tentpole film and TV production. In Buckinghamshire, despite the pandemic, the number of jobs in the creative sector rose by 33% between September 2019 and 2020 (Source: Business Register and Employment Survey, ONS 2020).

A huge opportunity for local job creation

One of the key skills challenges is the need to ensure strong local talent pipelines are in place to support Buckinghamshire's economy and the strong growth potential in film and TV.

The film and TV sector has a wide supply chain and generates employment across many disciplines. For example: equipment manufacturing, catering provision, accommodation, transportation, carpentry, rigging, accountancy, prosthetics and more.

Recently consented expansion plans for Pinewood are expected to create more than 3,500 jobs over the next few years and plans for Marlow Film Studios is forecast to create between 1,780 and 2,415 full-time equivalent (FTE) jobs directly on site, (or 2,015 – 2,735 jobs when accounting for part-time working patterns). The net additional jobs including indirect and induced jobs in the supply chain is forecast to be 3,085 – 4,185 jobs.

"The record-breaking level of film and TV production in the UK revealed today (Feb 2022) is good news for our industry and the UK economy and demonstrates the speed of the sector's recovery. The groundwork for further growth is underway with expansion of studio spaces and production hot spots across the nations and regions to meet the demand and stay on top of our game"

– Ben Roberts, CEO, BFI.

Once in a generational moment to secure opportunity

Locally, there is a strong interest in careers in the sector amongst young people with apprenticeship and traineeship numbers in this sector are increasing sharply, showing strong interest in creative industry careers amongst young people. We will work with local schools and FE/HE providers to ensure the next generation are briefed about and prepared for the opportunities and given insight into the production world. We will work with select industry bodies, sector groups, local bodies, education and training providers and employers themselves to source the best solutions and pathways. We will also outline the career opportunities, and re-training available, for other industries to move across into roles in Film & TV.

SIGNIFICANT EDUCATIONAL & SKILL NEEDS IN PRODUCTION SECTOR, LOCALLY AND UK WIDE

We will champion diversity, equality & inclusiveness (DEI)

We will continue the significant on-going push to improve diversity and inclusion within the industry, in particular behind camera and at all seniorities. DEI will be a key focus in all our programmes and will be woven into everything we do. Our inclusivity initiatives will attract, develop, and advance talented individuals regardless of their race, sexual orientation, religion, age, gender, disability status, address, socio-economic background, or any other dimension of diversity. We will work with industry and educational partners to develop inclusive training solutions and will work with industry leaders to develop a consistent approach to monitoring and data collection. We believe strongly that children need to see role models that they recognise in themselves, so we will arrange industry talks, seminars, workshops run by working industry crew from a variety of ethnicities, social-economic backgrounds, LGBTQ2S community, to encourage them to work in the industry. We will run seminars to discuss new procedures in the industry: #metoomovement, intimacy coaches, etc.



Source: CGI render of Marlow Film Studios headquarters typology

OUTLINE OF EDUCATIONAL PROGRAMMES & INITIATIVES

This skills and workforce development plan will focus and be built around 4 core pillars:



1. Working with local schools.



2. FE/HE educational programmes.



3. Pathways for re-skilling and life-long learning.



4. Community engagement programmes.

These main programmes will be reinforced through:

Creating a local education task force

We will create a task force of local people and educators to direct and lead our strategy, to underpin and direct these initiatives to meaningful and to stay connected to the local educational institutions and their communities. We will also convene educational summits to bring together the educational bodies and to work on continuing to develop the best solutions and to build strong partnerships.

Integrating into Bucks

We will use the **Buckinghamshire Skills Hub** website to promote opportunities and to educate and inspire a young workforce (including offering trainee placements, attending or hosting the **Bucks Skills Show**, delivering career talks and working with apprenticeship programmes).

Measuring the impacts

We will measure and publish the quality and impact of these programmes to understand the results and the return-on-investment to demonstrate the value to individuals, employers, and local community. This commitment to measuring and monitoring means that the local community and policy makers will be able to hold us to account. We will measure, and we will obligate our delivery partners to, the following approaches:

- A quality assurance and improvement strategy for course content and delivery.
- Suitable availability of courses, whether online or in person.
- Learning outcomes and participation volumes, especially for target demographics.
- Diversity and inclusion groups.
- Immediate quality measures for delegates regarding venue, facilities, and presenters
- Immediate expected impact measures for relevance and likely impact on professional practice.
- Following-up: did the training result in career progression in the following 6 months?

OUTLINE OF EDUCATIONAL PROGRAMMES & INITIATIVES

1. MARLOW FILM STUDIOS CULTURE AND SKILLS ACADEMY

To make all the following programmes possible, and to give them a home, Marlow Film Studios will build a unique facility of **11,700 sq ft** that is dedicated to being accessible to host education and skill development programmes. It will also serve the local community as a space to develop career programmes, industry learning and cultural outreach. This space will be able to host multiple sessions targeted to different audiences. Marlow Film Studios will make a long-term commitment, to utilise this space for education and culture.

2. ENGAGEMENT WITH A NETWORK OF LOCAL SCHOOLS

Marlow Film Studios will deliver a series of school engagement and development plans:

Primary school engagement

We will develop and promote a programme of activities targeting primary schools to introduce them to the world of Film & TV. We will make space available at the Studios, in the Skills and Cultural Academy, to educate by way of example: the primary school children and we will work with partners to deliver these commitments; such as **Into Film**, who give children aged 5-19, in the UK, the chance to experience film creatively, plus we will deliver film making clinics and open day talks.

Secondary school approach and commitment

To link to increasingly popular media studies teaching, we will deliver a broad educational accessibility outreach programme to educate and develop relevant skills & training needed to enter the industry. A specific careers programme for secondary schools will educate about the potential of working in film, showing clear career pathways, and the skills needed. These programmes could be delivered with partners such as **ScreenSkills** and **BFI Film Academy**.

Marlow Film Studios will commit **£20,000 pa for 5 years** to support and promote the programmes, including Studio Camps, and to engage with the secondary schools.

Studio camps

We will deliver Studio Camps to educate about filming making and careers in film for school children. The pledge is to deliver **30 free places per annum for pupils in the local school catchment areas**.

Secondary school engagement

The schools targeted will be in Buckinghamshire, with a priority to those in direct proximity to the studio and those schools that offer a greater social impact, i.e. diverse communities and lower socio-economic students. Discussions are already underway with Highcrest Academy in High Wycombe, who are developing GCSE & BTEC Media Studies courses, Sir William Borlase's Grammar & Great Marlow School.

"I think the programme you are offering sounds like a really exciting opportunity and could benefit our students in widening their knowledge and allowing them to explore careers opportunities within the creative arts industry."

– Amanda Hall, Careers Leader, Sir William Ramsay School

OUTLINE OF EDUCATIONAL PROGRAMMES & INITIATIVES

"A film studio such as this one, on our children's doorsteps, will only add to the ambition and aspiration that many of our students already have, to move into the creative industries. It's a fantastic opportunity for local children of Marlow and we want to reiterate our willingness to be involved and support as part of the project."

– Kevin Ford, Headteacher, Great Marlow School

"We're not expecting the film studio to serve everybody with jobs but to be able to have those opportunities which allow our young people to set themselves apart with really interesting work experience and training opportunities, is something I am really interested in working out with the project team."

– Kay Mountfield, Headteacher, Sir William Borlase's Grammar School

"At Highcrest, we fully endorse the Marlow Film Studio because of the opportunities that it will provide young people in the local community. Working with a cohort that doesn't always enjoy the same privileges as students in other local schools has shown us that full advantage should be taken when enriching the lives of young people and we believe the Marlow Film Studio will do exactly that. Having a creative industry on the doorstep would appeal to our students who are creative, hardworking and resilient and require only the chance to apply those traits to the myriad opportunities that the Marlow Film Studio would provide."

– Jake Metcalf, English Teacher, Highcrest School. High Wycombe

Engagement with existing creative centres

Marlow Film Studios will work with local creative bodies that already engage with school audiences, like the existing relationship with the **Jam Theatre** in Marlow, to support them and offer the Skills and Cultural Academy to be used as a venue.

"The location of this studio would be absolutely brilliant for our young people and our educators to demonstrate the huge amount of career options available – opening up the industry to people who never dared to imagine it. Young people are seeing that they could be filmmakers, writers, and TV directors and we need to debunk this myth that these jobs are unattainable for our young people. We want to inspire young people and give them inspiration, so they don't feel these careers are out of their reach. Jobs within this industry are incredibly rewarding and have real security as the opportunity and growth within the sector is only increasing."

– Mark Hartley, Headteacher, Jam Academy

Commitment to work with the careers and enterprise company and support the Bucks careers hub

We commit to working with existing enterprise advisers as well as identifying the key gaps where assistance and support would be most beneficial. We will then target our support to fill those gaps.

OUTLINE OF EDUCATIONAL PROGRAMMES & INITIATIVES

3. FURTHER EDUCATION AND HIGHER EDUCATION PROGRAMMES

Deliver essential and valuable space for FE/HE institutions

We will commit to work with leading educational institutions and will make space available for them at the Studio. We want to support sustainable programmes, with established FE/HE institutions, to create accessible and robust educational programmes that provide a direct link between academia and industry.

Create a dedicated task force & annual education summit

We will set up an education task force of key industry stakeholders, including the **National Film & Television School**, to assist and influence the more detailed aspects of the education programme. An education summit will be held with all interested stakeholders in July, to set the vision and open the door for more detailed and structured engagement/feedback.

Local FE/HE institutions:

BNU (Buckinghamshire New University)

Develop with BNU, based in High Wycombe, a strong and unique programme that brings courses and activities in the studio and that supports their educational reach. BNU are planning to run a feasibility study to understand the best programme for students, working with Marlow Film Studios.

"We are excited by the opportunities that Marlow Studios brings not just to the wider community, but also its commitment to the embedding of creative education at the heart of its ambition. It is great to see the growth of even more cultural activity in Buckinghamshire, and BNU is thrilled to work with Marlow Studios and to support it on its journey."

– Professor Sri-Kartini Leet, Head of School: Art, Design & Performance,
Buckinghamshire New University

NFTS (National Film And Television School)

National Film & Television School is soon launching an **Amazon academy**, which is a three-year training placement programme, and we are in discussion to assist them growing this. We are also in discussion with Reading University, Roehampton & **BBC Studioworks**.

Working with The UK's leading FE/HE institutions

We are developing FE/HE relationships with the UK's leading and most active institutions – including Oxford, Nottingham Trent, Manchester University and Coventry (which delivers a BA (Hons) Film Production course aimed at future film makers). This is to create a centre of excellence for the education and skill development of the next generation of film & TV makers.

Extending the reach and impact of our educational programmes

Marlow Film Studios will explore educational programmes beyond the normal boundaries with business schools, like LSE to explore creating educational programmes around the business and economic aspects of industry, and internationally with US universities, to offer local talent the opportunity to experience international locations and education institutions.

OUTLINE OF EDUCATIONAL PROGRAMMES & INITIATIVES

Bucks Skill Show

We will support the **Bucks Skill Show** by promoting to schools to help build up and prepare students. We will develop multi-media content and will target talented young people in the community from all backgrounds to be given the opportunity to explore a career in film.

4. DELIVER PATHWAYS FOR AN EXISTING WORKFORCE

Creating new career pathways

We will create clear pathways for professionals to enter careers in the Film and TV industry. These programmes will look to develop opportunities for professional filmmakers, producers, digital artists, journalists and scriptwriters and craft grades and we will work closely with industry partners and that the talent pipeline supports key sector UK skills gaps and delivers an economic impact in Buckinghamshire.

Local opportunities

Maintain a local screen supplier directory

We will build a directory of local screen suppliers with a commitment to prioritise local opportunities to supply goods and services by engaging with nearby businesses and collecting supplier information. We will also engage with these companies frequently through on site events, such as 'meet-the-buyer' programmes, to encourage opportunities being offered for local firms.

Open days: Training & jobs fairs

We will run a series of open day training sessions targeted at an existing and training workforce to demonstrate the types of roles that exist in Film & TV and to educate about the opportunities and skills needed. We will also deliver training to studio staff for roles associated with operating a studio facility, including secretarial, maintenance, IT, security. We will also run a quarterly job fair in the Skills and Cultural Academy to show local the opportunities and we will promote these roles on **Bucks Skills Hub**.

Promote local jobs

Alongside a jobs mailing list with sign-up on the front page of our website, we will work with the council and **Bucks Skills Hub** to notify them about new opportunities, offer interviews to local people, working with tenants/occupiers to maximise local jobs. **£5,000 pa for 5 years.**

Employment and skills support

Create new trainees

We will create at least 30 new training places per year, at a cost of **£104,000 for 5 years**, to bring new talent into the industry. We will target to make 20 (66%) of the Trainees from local postcodes with a 40%, or better, weighting on BIPOC/Inclusivity candidates. This is a commitment of **£520,000 over 5 years.**

OUTLINE OF EDUCATIONAL PROGRAMMES & INITIATIVES

Provide much needed bursaries

We will provide a bursary fund to promote broader access to training courses, at a cost of **£105,000 pa for 5 years**, to support workers and their development. This is a commitment of **£525,000 over 5 years**.

Employ a part-time scheme co-ordinator

We will commit to **£15,000 pa for 10 years** to employ a part-time scheme coordinator to oversee the implementation and operation of the training and education programmes. This is a total sum of **£150,000 over 10 years**.

Skills and training events

CPD (Continuing Professional Development)

We will support existing industry CPD programmes to give talent the opportunity to develop in the highly driven freelancer landscape of the Film & TV industry. We will work with providers, like **ScreenSkills**, to cultivate the notion of personal responsibility for continuing professional development and we will provide access to the Skills and Cultural Academy at the Studios for this to take place.

Construction: Jobs and apprenticeships

Working with the **Construction Industry Training Board** we will help create construction jobs and apprenticeships that will be promoted to schools, further and higher education, **Job Centre Plus**, ex-military organisations, prisons, and other stakeholders. **CITB** will be a valuable advisor to help create meaningful work experience placements and these opportunities will be promoted through **The Bucks Construction Skills Hub**, which includes a work-based academy for adult apprenticeships, reskilling and upskilling opportunities and offer local people potential careers in the local area.

Industry initiatives

Academy programme

We will support existing programmes, such as the **National Film & Television School & Amazon** partnership, to help create new candidates by making space available in the Skills & Cultural Academy to assist in the creation of more training positions. We will look to support other programmes such as **Trainee Finder** and **Film Forward**.

OUTLINE OF EDUCATIONAL PROGRAMMES & INITIATIVES

5. ENHANCE/COMMUNITY ENGAGEMENT

Independent environmental, social & governance audit

As part of our commitment, we will commission and publish an independently audited ESG report to demonstrate the impact on key environmental, social & governance topics – especially the provision of equal opportunities and our commitment to high quality pastoral care at work. We will form an ESG Board and will include supply chain data about the use of SME businesses. **This is a commitment of £12,000 pa for 5 years.**

Community and cultural engagement

This will offer access to the Cinema and screening room, to access learning spaces that will be available for community use, such as the Skills & Cultural Academy. We will run themed cultural events and will work with local institutions, communities, and figureheads to deliver this programme. We will block time for educational institutions for final year shows, **BAFTA** events, and showing nationally significant events for free.

SUMMARY

Marlow Film Studios are dedicated to delivering and developing this Skills & Workforce development plan, by working directly with our partners, the local & UK education institutions and the industry educators. As highlighted we are already working with supportive experts and key partners, on making our vision a reality. We will be offering new opportunities and opening up new pathways for future generations and crew and will help them contribute to the growth and strength of the UK film industry over the coming years.

Appendix

Schools' engagement:

Marlow:

Sir William Borlase's Grammar, Great Marlow School Bourne End Academy & Jam Theatre

High Wycombe:

Cressex Community School, Sir William Ramsay School, John Hampden Boys Grammar School, Highcrest Academy, Cressex Community School, John Hampden Grammar (boys), Wycombe High (girls), St Michael's catholic school, Highcrest Academy, The Royal Grammar School (boys), Sir William Ramsay & Holmer Green Senior School

Beaconsfield:

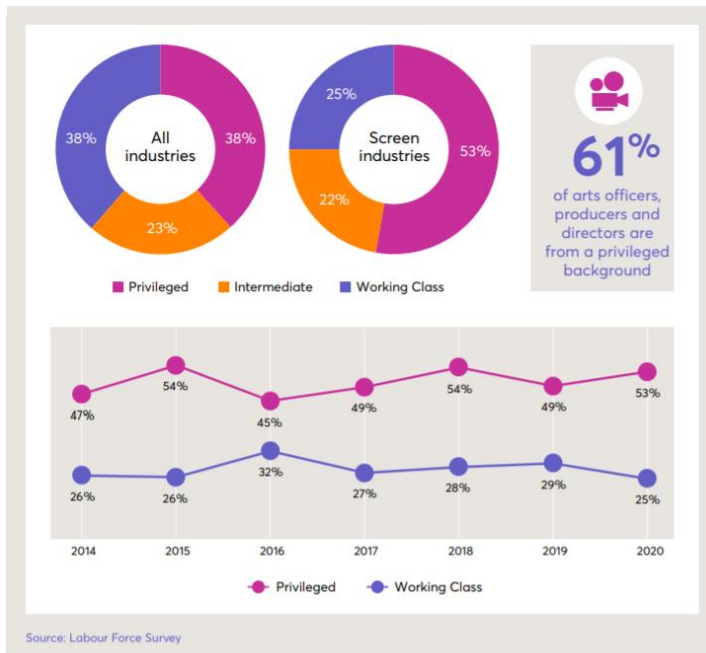
Beaconsfield High School & Beaconsfield School

Types of job Marlow Film Studios could provide

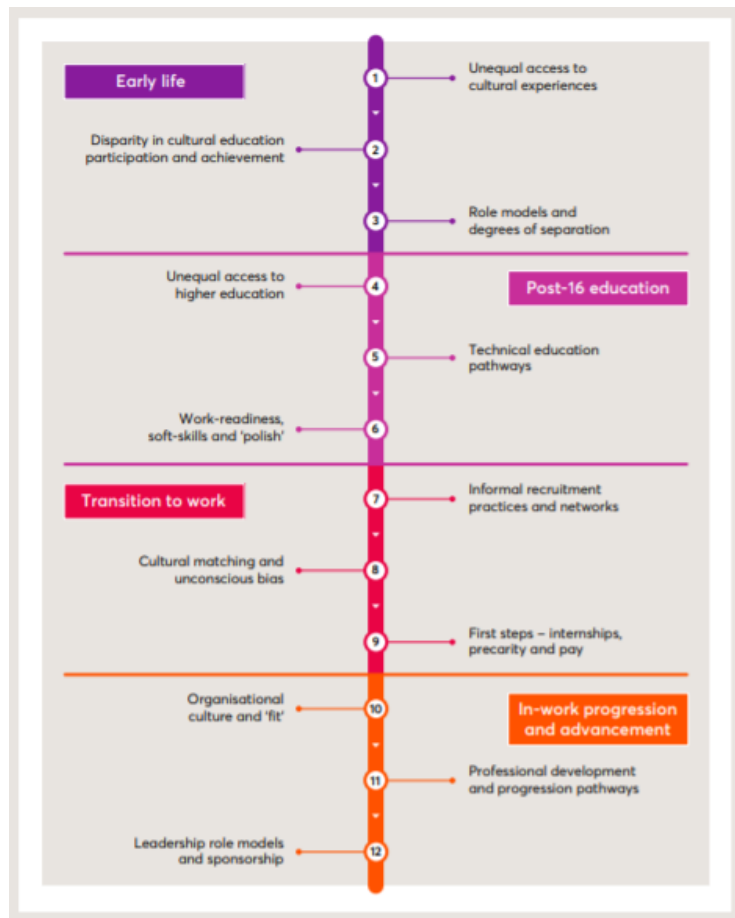
Film and HETV has a wide supply chain and generates employment across many disciplines

Group	Roles
Development	Commissioner, producer, director, screenwriter
Production management	Line producer, locations manager, floor runner, cashier, finance controller, production accountant
Craft department	Production designer, costume designer, hair and make-up designer, set decorator, prop master, production buyer, construction
Technical department	Photography, script supervisor, grip, gaffer, lighting, video assistant, digital imaging, sound
Post-production	Editor, post-production supervisor, music editor, subtitle, archivist
Sales and distribution department	Sales agent, distribution executive, publicist, film programmer, marketing

Class imbalances in UK screen sector



Primary points of class-related disadvantages across life stages



Source: Screened out – tackling class inequality in the UK Screen Industries – Creative Industries Policy and evidence centre & ScreenSkills

Under-represented groups

Film and HETV is very reliant on skilled workers, so an effort to upskill from an early age is crucial to improving accessibility in the sector

Minimum Qualification Level	Film and HETV	All Industries
Degree or equivalent	61%	36%
Higher Education	7%	9%
A Level or equivalent	18%	22%
GCSE A* - C or equivalent	7%	19%
Other	2%	7%
Don't know	2%	2%
No Qualification	4%	5%

Historically, women and ethnic minorities have been under-represented in film and HET

Gender	% of total employment	
	Film and HETV	All Industries
Male	64%	52%
Female	37%	48%

“Portrayals of women are much more positive in movies directed by women and female directors frame female characters much more positively. These positive portrayals are largely affected by the presence of a critical actor behind the scenes.”

Gender	% of total employment	
	Film and HETV	All Industries
White	88%	87%
Mixed/Multiple ethnic groups	2%	1%
Asian/Asian British	5%	7%
Black/African/Caribbean/Black British	4%	3%
Other ethnic group	2%	2%

Source: Representations of Women in Popular Film: A Study of Gender Inequality in 2018, Ian Kunsey, Cinema and Television Arts, Elon University

Source: Race and Ethnicity in the UK Film Industry: an analysis of the BFI Diversity Standards, Dr. Clive James Nwonka

Case Study – Student Letter of Support

"I am a Greek – Singaporean designer based in London. After gaining my BA in Architecture and working in the architecture industry for 2 years, I decided to pursue a career in film and study the MA Production Design course at the National Film and Television School (NFTS). A Production Designer is responsible for identifying and creating the environment in which a film takes place, a role that perfectly combines my love for films and spatial design.

My two years at the NFTS have been an invaluable experience, it's like a golden ticket into the film industry. From learning about every aspect of filmmaking, to meeting amazingly talented people and future collaborators. The school's educational approach is a very practical one, which gave me important skills that made me employable to the industry right after graduating. I am currently working on a show with Netflix, and I look forward to a career in film in which I can create the best physical frameworks for stories to seamlessly take place.

The prospect of Marlow Studios is a very exciting one, from the beautifully designed offices and green spaces, to the creation of an educational hub for newcomers. It's refreshing to see a working environment that is so focused on the wellbeing of its occupants and caters to the needs of the fast-growing UK film industry. And as someone new to this industry, I very much look forward to being able to create in a space so well curated for the next generation of filmmakers!"

– Melina Mei Veropoulou, Junior Set Designer, Netflix





