

SharpFutures

ANNUAL REPORT 2017



FOREWORD



2017 has been an award winning year for SharpFutures: we have won the MPA Inspiring Manchester Award, the Little Chip Apprentice Award, SEUK Highly Commended CEO & have been nominated for many more.

It's wonderful to be recognised for our great apprentices, inspiring work and strong leadership.

However what really matters is whether we are making a difference to the community we have set out to serve: are we sourcing from diverse communities? Are we advancing education in creative digital? Are we opening access to talent from a wider social background?

Furthermore, how are we more than the sum of our parts? This year we commissioned an independent report created by First Ark, who calculated that every £1 spent with SharpFutures generates £8 in social value.

We have proven that we are solving a business need and creating social impact in Manchester – why wouldn't you book us?

This year, grow and invest in POD.

Rose Marley
CEO

CONTENTS

INTRODUCTION	05
SEED	08
NURTURE	16
GROW	24
FINANCIAL SUMMARY	30
SOCIAL IMPACT AND PERFORMANCE	31

INTRODUCTION

SharpFutures was formally set up as a social enterprise in 2012 with the purpose of building the capacity of deprived communities through nurturing, educating and growing talent to enhance and expand the creative digital sector in the UK. SharpFutures plays a significant role in promoting the social impact of The Sharp Project and Space Studios, both sites owned by Manchester City Council and managed by Manchester Creative Digital Assets (MCDA). The Sharp Project is a 200,000 square foot hub, home to over 60 digital entrepreneurs and production companies specialising in digital content production, digital media and TV and film production. Space Studios is a 734,000 square foot purpose built facility for high end TV, film & commercial production offering stages, purpose designed dressing and make up facilities, laundry, prop storage, workshops and extensive parking. SharpFutures operates within both The Sharp Project and Space Studios to support their growth through creating real opportunities and supporting emerging talent.

SharpFutures is ultimately about bridging the gap between the digital, creative and technology sector and local disadvantaged young people who want to break into the industry but have no work experience, minimal networks or are unsure about their role within the sector.

These operational objectives form part of a SharpFutures vision to plant a seed, nurture it and watch it grow:

- **SEED ideas through education services**
- **NURTURE talent through training and employment services**
- **GROW the business through commercial services**

SharpFutures wants to educate young people about the digital, creative and technology sector and what it can offer them; create and maintain a supply of skilled and experienced young people and develop businesses, services and products to ensure local economic growth and resilience.

- First Ark Independent Report 2017, full report available on request.

This report looks at SharpFutures' delivery and performance across 2017 - its fifth full year of operation in both financial and social return on investment. The report outlines key projects and details both economic and social impacts, as well as demonstrating how SharpFutures continues to meet its wider constitutional aims and objectives.

SharpFutures measures its success based on five key factors:

- 1. The advancement of education in creative digital**
- 2. The creation and sustainment of careers within the sector**
- 3. Building capacity and opportunity from within deprived communities**
- 4. Open access to talent from a wider social background**
- 5. Produce local economic wealth by supporting the growth of the sector**

2017 Social Impact Report - an independent report by First Ark.
Author: Kathryn Kelly, 21.11.17

CONTEXT

Greater Manchester is home to the largest creative and digital cluster outside of London. The sector was the fastest growing sector in Greater Manchester between 2010 and 2013.

In Greater Manchester it is estimated that around 55,000 jobs are directly employed in the creative and digital sector with an equivalent number employed in technology jobs. Productivity within the sector is around £51.2k per person compared to the Greater Manchester average of £38k. Advertised salaries are 36% higher than the national average at around £50k per annum. In addition to the digital industry, there are a further 50,000 jobs across other industries which also require specific digital skills.

There are over 7,500 creative and digital businesses within Greater Manchester which employ around 45,000 people, generating over £2 billion in economic output. 5% of jobs within the sector are unfilled, which is the highest amount of any sector. Approximately 40% of sector businesses reported that they are likely to recruit additional employees within the next 12 months and the sector is forecast to add 6,500 high value jobs to Greater Manchester's economy, with 50% of these jobs requiring Level 4 skills.

63% of sector employees hold a higher education qualification compared to the UK average workforce of 40%. The sector is largely male dominated with a massive 90% of workers within the information technology sub-sector being male. Alongside this, sector related training and education qualifications are dominated by young male learners.

60% of creative and digital businesses in Greater Manchester do not have a training plan or training budget and 40% had not provided any training to their workforce within the last 12 months. Training most in demand within this sector includes: Software and Hardware; Design Skills and Media Skills. Businesses within the creative and digital sector are significantly more likely to offer unpaid work experience placements or internships and those not currently employing apprentices are not likely to do so in the future.

Skills gaps seem to be prevalent within the sector and with difficulty in engaging the higher-than-average number of self-employed individuals and SME's, it is hard to identify the ever changing skills requirements. 60% of employers are unable to fill vacancies due to a lack of skills / qualifications, suggesting that there is a large skills gap which needs to be addressed. Furthermore, 50% of people employed in the creative, digital sector are required to have a level 4 qualification or above.



DISCOVER

There have been 21 **DISCOVER** activities delivered throughout 2017, including tours, workshops and experience days.

We worked with 18 schools, colleges, academies and youth groups and engaged with 1,795 young people in the promotion of the creative, digital and technology industries.

ORGANISATION

ACTIVITIES

LORETO HIGH SCHOOL

TOUR

THE EAST MANCHESTER ACADEMY

TOUR

ST AMBROSE RC HIGH SCHOOL

TOUR

EXPERIENCE DAY

MCA

CAREERS FAIR

BECTU FIND YOUR FUTURE

CAREERS FAIR

WERNETH SECONDARY SCHOOL

TOUR

EXPERIENCE DAY

MANCHESTER DIGITAL SKILLS FESTIVAL

CAREERS FAIR

MCMA

TOUR

HARPER MOUNT PRIMARY SCHOOL

TOUR

ST MATTHEWS

TOUR

ALLIANCE MANCHESTER BUSINESS SCHOOL

TOUR AND WORKSHOP

STANLEY GROVE

TOUR

THE EAST MANCHESTER ACADEMY

TOUR

CURIOUS MINDS - UCLAN STUDENTS

TOUR

WHALLEY RANGE HIGH SCHOOL

TOUR

PARRSWOOD HIGH SCHOOL

TOUR

FACTORY YOUTH ZONE

TOUR

Our **DISCOVER** activity provides user groups from The Sharp Project and Space Studios with opportunities to engage with young people and showcase the work that they do through the delivery of bespoke workshops.

“Brilliant tour and presentation on jobs. Students were really inspired by the potential careers available to them. Everyone delivered and pitched at an excellent level for students, key terms were explained, questions made it engaging and energy levels were infectious! The VR workshop was really exciting and excellent value for money.”

A Mahmood, Abraham Moss High School

New to 2017 are the SharpFutures work experience opportunities provided to young people at school or college. These opportunities give young people their first chance at seeing what it is like to work within the creative digital industry and supports them to make decisions on their future.

Work experience opportunities were provided to 31 young people across 9 schools, colleges and academies with all students reporting a significant improvement in their skills, knowledge and confidence.

SCHOOL	NUMBER OF STUDENTS
ST AMBROSE RC HIGH SCHOOL	2
MANCHESTER COMMUNICATION ACADEMY	4
MANCHESTER CREATIVE STUDIO	14
CHORLTON HIGH SCHOOL	1
WERNETH HIGH SCHOOL	1
ST JAMES'S C OF E SECONDARY SCHOOL	1
THE MANCHESTER COLLEGE	4
CROMPTON HOUSE C OF E SIXTH FORM	1
AQUINAS COLLEGE	1
SELF ORGANISED	2

A report published by the Education and Employers Task force examines youth unemployment within the UK and provides new statistical evidence which shows that the more young people (aged 14-19) come in to contact with employers whilst they are at school, the less likely they are to become NEET (19-24). The report draws upon results from a survey of 987 young people in Great Britain who responded to questions about their perceptions on employer engagement when they were in education between 14 and 19.

OECD analysis demonstrates that those countries with education systems which offer combinations of classroom learning and workplace exposure linked to vocational pathways (as through the German-style apprenticeship system) typically experience much lower youth unemployment rates.

Young people are known to be especially attentive to the views of professionals they come into contact with in educational settings and overwhelmingly agree that contacts help in career decision-making.

- Education and Employers Task force report examining UK youth unemployment

I cannot put into words how much I have loved it at SharpFutures: I would much rather have work experience for a month. I feel like I have gleamed, built on, and created a myriad of new skills."

Hannah, Manchester Communication Academy



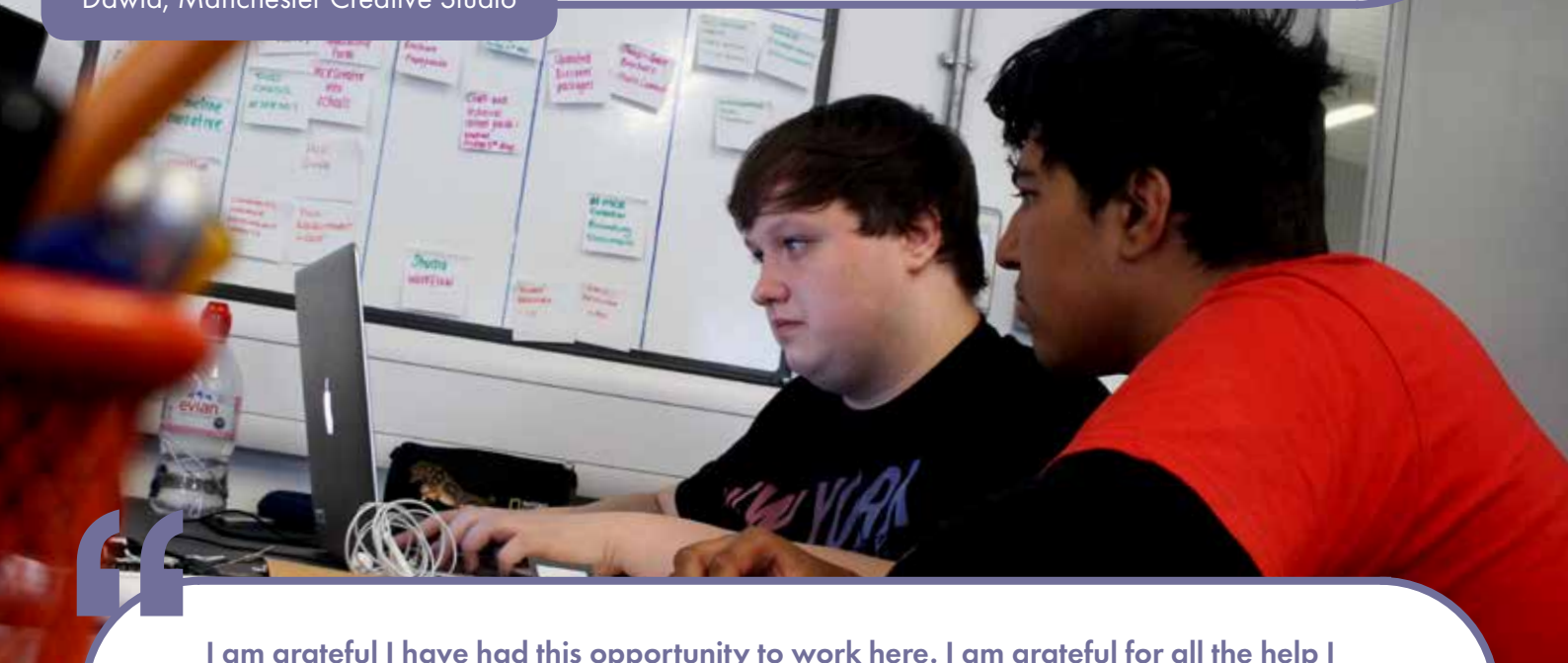
I just want to say a big thank you to all of the staff at SharpFutures for making me feel like I was a part of this amazing company. This has been such a great experience."

Raqeem, Manchester Communication Academy

”

I think this was a very important week in my life as it taught me what real work is like, and showed me what working in an office such as this one feels like. It was a very fun and educational experience that I will never forget.”

Dawid, Manchester Creative Studio



“

I am grateful I have had this opportunity to work here. I am grateful for all the help I have had. I hope that in the future I could return as an apprentice and discover more new and exciting things.”

Ben, St Ambrose Barlow

MANCHESTER CODERDOJO

The hugely successful Manchester CoderDojo continues to be hosted monthly by SharpFutures at The Sharp Project. Highlights in 2017 included hosting the launch event of BBC Digital Cities in November and to end the year, celebrating 5 years of Manchester CoderDojo in December.

Month by month throughout 2017 we showcased an exciting range of new coding platforms such as Roblox, Little Bits, Sonic Pi and Blender 3D and staged workshops focused on developing coding skills in young people from age 5 and upwards.





TV CRAFT AND TECHNICAL CAREERS OPEN EVENING

A recent event delivered at Space Studios was an evening promoting the wide range of careers within the TV and Film industry. This event was aimed at engaging with people from Manchester who were looking for job opportunities.

This community engagement event was hosted in May 2017 by SharpFutures with the aim of debunking the myth that careers within the industry are limited to actors and directors. A wide range of industry professionals attended the event, sharing their knowledge and experience about the sector, including electricians, set builders, painters and joiners, whilst SharpFutures showcased the 200 plus career opportunities behind the scenes.

The event was open to everyone but SharpFutures wanted to ensure engagement with local unemployed people looking for a career break.

The event was and continues to be a success with 176 people attending, of which 92% were from the Greater Manchester area and 50% from the Manchester borough. A further 41% were recorded as unemployed and 18% were students or graduates looking for opportunities.

All guests who attended the event reported that it more than met their expectations and 100% stated that they gained additional knowledge around possible career routes within the industry.

The event resulted in:

- **Add on Workshops booked in for Special Effects and Media**
- **Work Experience Placements offered by Vinci Construction**
- **ITV Career opportunities in TV craft and technical jobs**
- **Sign-ups to the next POD Assessment Open Day**
- **Coronation Street signed up 3 local people on work placements within the production and construction departments**





MANCHESTER
CITY COUNCIL



NURTURE

We **NURTURE** the best potential talent we find through employment opportunities and real working experience.

SharpFutures **POD** is a 'People on Demand' new entrant service to support the fluctuating needs of creative digital businesses. It provides entry level talent who are eager to gain experience, with the ability to provide flexible capacity and support to fledgling and fast growing businesses in the creative digital sector.

With members recruited and retained based on a desire to develop sector relevant skills, SharpFutures **POD** offers clients the opportunity to bring on board temporary support staff whilst playing a valuable part in young people's career development.

Recruitment is key to **POD**. The programme aims to create maximum impact and intervention value by recruiting young residents from across the Greater Manchester region regardless of social background - specifically those who demonstrate potential and ability but lack the means or networks to access and develop in the sector on their own.





POD

Social return on investment is showcased through our **POD** members' stories. The **POD** cards, found on our website, celebrate the range of backgrounds, experience and talent that has been nurtured through our public sector service delivery.

AWELE OKOLO



SHARPFUTURES POD

FROM: Trafford

STATUS: POD

FORMAL EDUCATION: BTEC Multimedia

SKILLS:
Customer Service, Administration, Organisation



Awele Okolo

There is a lot of opportunity within POD. SharpFutures have given me more confidence in what I want to do.

Cisco

Awele and SharpFutures POD have proved incredibly valuable this year and we value our partnership. Awele is brilliant and shows a great attitude every day. We have used SharpFutures POD to supply all our event staff this year and we have been wowed by the team's efficiency and we would recommend their service to anyone

BOOK NOW

sharpfutures.org.uk/pod POD@sharpfutures.org.uk

JAMES GRADY



SHARPFUTURES POD

FROM: Rossendale

STATUS: POD

FORMAL EDUCATION: Post Grad Diploma

SKILLS:
Running, Content Creation, Directing



James Grady

The POD team were so helpful to me and understood my situation of being unable to get work after university. POD have so many industry contacts so it's a great opportunity.

Lime Pictures

James has settled in really well and is brilliant at just getting on with things. He is producing some good stuff and seems to be enjoying himself.

BOOK NOW

sharpfutures.org.uk/pod POD@sharpfutures.org.uk



VIEW ALL OUR POD MEMBERS AT [SHARPFUTURES.ORG.UK/POD](https://sharpfutures.org.uk/pod)

LYDIA GERMAN



SHARPFUTURES POD

FROM: Bolton
STATUS: Apprentice
FORMAL EDUCATION: Level 3 Apprenticeship

SKILLS:
 Social Media, Administration, Blogs



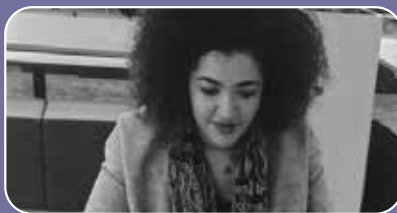
Lydia German

Working with clients such as Beat Bazaar and Fifty Fathoms has given me the opportunity to expand my CV and to work in many different environments. I thoroughly enjoy the flexibility and variety that POD provides. Through working in different areas I have found that I enjoy copywriting. SharpFutures have picked up on this and have given me more opportunities to strengthen my skills in that area.

BOOK NOW

sharpfutures.org.uk/pod POD@sharpfutures.org.uk

AMELIA BUCHANAN



SHARPFUTURES POD

FROM: Harpurhey
STATUS: Work Placement
FORMAL EDUCATION: BA Hons

SKILLS:
 Production, Editing, Videography



Amelia Buchanan

The adaptability of POD is good. When I'm working with Content Queen, in the morning I get told who I'll be working with on the day, so today was Topshop, the other day it was Debenhams, so it can be anybody.

BOOK NOW

sharpfutures.org.uk/pod POD@sharpfutures.org.uk

POD CLIENTS

The **POD** client base is a diverse range of 81 creative digital companies across the sector.

ABF BECTU **MCDA**
ABBOTT VISION
AGE UK **COMPUTEAM** **TIGER ASPECT**
BRICKHOUSE **CONTENT QUEEN**
BROWN BAG FILMS **MOB FILMS**
BBC **CISCO**
BIRD CONSULTANCY **FUTSAL**
CREATIVE COW
DOODLEDO MOTION
ELITE PERFORMANCE FITNESS
EYC **BEAT BAZAAR**
FABRIK GAMES
BRUNTWOOD
FOX SEARCHLIGHT
PUMA **MI-IDEA**
ROBOWORKS
LIME PICTURES
SPACE STUDIOS MANCHESTER
ROSE MARLEY MANAGEMENT **STEPPING INTO BUSINESS**
MANCHESTER GREATER NEILSON REEVES
PROMOTION HIRE **NORTHCODERS**
PLANET AMAZING **SILVERCHIP**
DIRECT DIGITAL **SCANDAL PRODUCTIONS**
MISSION LABS **TAUHEEDUL SCHOOL**
LOL COMEDY CLUBS **WILD IN ART LTD** **SAFE GORTON**
FIG CONSULTANTS

CORONATION STREET (ITV) **AEQUITAS FORENSICS** **BOOMDASH DIGITAL** **NONATOMIC** **ONEIOTA** **FRANCHISING WORKS** **MANCHESTER SCIENCE PARK** **THE SHARP PROJECT** **LITTLE ISLAND PRODUCTIONS** **LOCATE PRODUCTIONS** **THE A WORD (FIFTY FATHOMS)**

I was happily surprised that SharpFutures POD had someone who instantly fitted with our team and understood the briefs and the importance of them to be completed on time."

Computeam

General Eyewear

KLEIN & BROSING

MANCHESTER SCHOOL OF ART

SharpFutures

POD

Discover

Engage

Framed

We had a great experience with POD. The job was done both on time and right first time which was really helpful, it was great to give out a task that required little kick-off or management and get back the desired result."

Silverchip

POD
PEOPLE ON DEMAND

POD
PEOPLE ON DEMAND

We've used POD on a number of occasions for production crew and administration support. Each time we've been very impressed with the talent, energy and enthusiasm of the POD members. We wouldn't hesitate to recommend this service to any growing business in the video production sector. It's been great."

Brickhouse

“

Aleena's contribution to the team has been excellent. She has been an integral part of the social media research, planning, and execution across two of our releases. Her work ethic and effectiveness is second to none, thanks to being extremely hard working, creative and diligent in everything she does. I wouldn't hesitate to recommend Aleena and the whole team is looking forward to working with her again in the future."


 Boomdash Digital

”

I must say that all of them were hard working and very helpful, making the work easier for all. Thanks for sorting and please pass on our gratitude to them all."


 Locate Productions

“

POD has been a really valuable, hassle free resource for us. When we needed an extra pair of hands on a recent product launch, POD were able to bring in a skilled member who fit right in and was able to do everything we needed Day 1."

European Youth Council

”

Working with Millie has been such a straightforward arrangement. The flexibility means that you can pick different people with different skillsets and you benefit from a wide range of people and skills. You can tailor it to what's right for your business at the time."

Content Queen



“

POD really worked for us in a peak period for business last year - would recommend!"

Stepping Into Business



”

We needed a video made to be edited for social media and their attitude and professionalism made me confident that they could interpret the brief and work alongside my Director. The staff are friendly and the content produced was exactly what we needed."


Northcoders

GROW

We GROW through the sale of our business products and services with clients who are investing in social value.

SharpFutures continue to deliver PR, marketing, graphic and digital design, social media, events management and runner support services to The Sharp Project and Space Studios.

Examples of graphic design work created by SharpFutures Studio apprentices.





SCREEN MANCHESTER

Screen Manchester is Manchester's Film Office and delivers a comprehensive support service for all types of production seeking permission to film on location within Manchester.

Our experienced team have worked on a range of high end TV, feature film and commercial productions and will provide a detailed service which includes: location finding, permissions and liaison, road closures and traffic management clearance and links to sourcing local crew and facilities.

For further details please get in contact via:

bobby@screenmanchester.com

screenmanchester.com  [@Screen_Mcr](https://www.instagram.com/Screen_Mcr) 

Screen Manchester is Manchester's Film Office
www.screenmanchester.com

RECENT PRODUCTIONS FILMED ON LOCATION IN MANCHESTER

- PEAKY BLINDERS
- THE A WORD
- COLD FEET
- SCOTT & BAILEY
- SNATCH
- DARKEST HOUR
- NO OFFENCE
- OUR GIRL

SCREEN MANCHESTER



STAGE 06 INVITATION

used to announce the completion of the first expansion phase

STAGE 06

Stage at Space Studios Manchester, England

Spring 2018

Subject to your availability

spacestudiosmanchester.co.uk

#MCRGREATER



#MCRGreater

FOR CREATIVE, DIGITAL & TECH LEARNING

This year SharpFutures was supported by Manchester City Council, the BBC and ITV to create an easily searchable resource to assist the promotion of creative digital events across Greater Manchester. The campaign is promoted to schools, colleges, universities, apprentices, new entrants and new entrepreneurs on an ongoing basis.

The idea for MCR Greater was devised when entrants into the sector were asked how easily they could find relevant events, opportunities and work. A majority of the responses pointed to having to research their own opportunities across a variety of mediums, without having one central location where all would be advertised. MCR Greater aims to tackle this and bring all relevant activities and opportunities together on one platform.

The website is designed, maintained and managed by SharpFutures apprentices and placements. Lewis designed the branding, Ihtezaz wire framed and coded parts of the website, Aleena project manages and works on social media, Amy assists with general admin tasks and various POD members/apprentices work on maintaining the site and listing new events.

Whether it's a free coding activity in Ashton, a graphic design boot camp in the Northern Quarter or a 'Build your own App' competition in Stockport, you'll find out about it all through mcrgreater.co.uk.





FRAMED

Made by Manchester for Manchester.

SharpFutures **[FRAMED]** is a channel showcasing original content made by the city's most exciting and budding young film makers.

[FRAMED]



I am a Dancer



L.A.B - 'The Creation of two Young Entrepreneurs'



Mancunian Music: The Madding Crowd - The 78th

www.sharpfuturesframed.tv

FINANCIAL SUMMARY

SharpFutures Manchester CIC is a limited company by guarantee of members with charitable objectives.

SharpFutures is registered as a Community Interest Company at Companies House meaning that all assets are locked and there are no shareholders or dividends to pay.

It is set out in the Community Interest Company Statement of Intent that SharpFutures exists:

To build the capacity of deprived communities through nurturing, education and growing talent to enhance and expand the creative digital sector in the UK.

It is set out in the constitution that all profits are to be redistributed back into the company to deliver on the Statement of Intent above.

COMPANY TRADING	2017	2016	2015
TOTAL INCOME	505,750	668,810	585, 442
TOTAL EXPENDITURE	502,949	658,851	521,486
PROFIT FOR PURPOSE	2,801	9,959	63,956

SOCIAL IMPACT

HIGHLIGHTS

In 2017 SharpFutures generated £1,202,121 in social value.

Social value is measured through subjective well-being - the worth of an outcome to the relevant stakeholders who have been impacted. Through creating opportunities and supporting local young people with training, volunteering and employment, SharpFutures was able to generate over £1.2 million in social value.

SharpFutures generated £316,742 in costs savings to the public purse. Cost Savings are measured through identifying the benefits to the state from delivery of social outcomes and shows value for money to public services (Cost Benefit Analysis).

Through moving people away from benefits and into employment and by supporting business start-up and growth, SharpFutures was able to generate over £300k in cost savings.

SharpFutures generated £263,974 in economic value within Manchester in 2017. Economic value is measured through identifying Sharp Future's spend in an area, which is then circulated within the local community (Local Multiplier 3 Calculation).

SHARPFUTURES DISCOVER

SOCIAL VALUE



TOTAL VALUE OF DISCOVER = £780,795

TOGETHER MCR CHARITY SINGLE

In the aftermath of the Manchester Attack in May, SharpFutures Director Lee Stanley created a remix of Tony Walsh's famous 'Together: This is the Place' poem as part of New Mount City Breakers. The accompanying animated lyric video was produced by head of production Elli Metcalfe and created by graphic design apprentice Lewis Marsh. Promotional graphics and social media support were provided by apprentices and graduates Amy, Aleena, Ihtezaz and Lydia.

All profits from the sales of the record were donated to We Love Manchester Emergency Fund, Forever Manchester and the Manchester Mayor's Homelessness Fund.



AVAILABLE VIA WWW.TOGETHERMCR.COM





NEW MOUNT CITY BREAKERS FEAT.
TONY WALSH
TOGETHER
[THIS IS THE PLACE]

BOARD MEMBERS

BOARD OF GOVERNANCE



GINA MULA

Interim Chair, SharpFutures

Founding Investor of AllBright
& Founder / former Managing
Director of Office Twelve



DAVID SHARROCK

Financial Director, SharpFutures
Manchester CIC

Chief Executive Officer at WRG
Live



**PROFESSOR MALCOLM
GARRET RDI, FISTD**

Board of Governance,
SharpFutures

Creative Director at Image&Co,
Ambassador for Manchester
School of Art and Co-Curator of
Design Manchester

EXECUTIVE DIRECTORS



ROSE MARLEY

Founding CEO SharpFutures
Manchester CIC



LEE STANLEY

Founding Managing Director
SharpFutures Manchester CIC



PRODUCED BY:
SharpFutures Studio

DESIGNED BY:
Lewis Marsh

INDEPENDENT SOCIAL IMPACT REPORT CONDUCTED BY:
First Ark

COPY AND EDITING:
Lydia German



@SharpFutures



@SharpFutures



/SharpFutures



SharpFutures Manchester CIC

The Sharp Project, Thorp Road, Manchester, M40 5BJ
enquiries@sharpfutures.org.uk | +44 (0) 161 282 8380
www.sharpfutures.org.uk

