



Participant Program FAQ's

1. Are you a real studio and do you do work for real customers.

Yes and Yes!

Our staff are made up of both ASD members and neurotypical members, new program participants spend their days with a mix of classroom time and on the job experience next to dedicated, gifted and professional designers who mentor and guide. Over the two year course, the participants spend gradually less time in class and more time in working on client projects.

2. What is a Community Interest Company (CIC)?

A community interest company (**CIC**) is a type of company introduced by the United Kingdom government in 2005 under the Companies (Audit, Investigations and Community Enterprise) Act 2004, designed for social enterprises that want to use their profits and assets for the **public good**.

Company Law requirements

A CIC must also comply with the requirements of company law in general, and accordingly must file annual accounts and returns at Companies House in addition to its responsibilities to the Regulator. Accordingly, a CIC must be registered both with Companies House and the CIC Regulator.

Statutory Clauses

The CIC structure has statutory clauses that cannot be removed by directors:

- Asset Lock: assets must be used for the “purpose”.
- Dividends payments (if any) are capped by statute.
- Assets can only be transferred to another asset-locked body.

Transparency

- An annual report is placed on the public record for public scrutiny;
 - The activities of the CIC, & the benefit provided to the community
 - The remuneration paid to the directors
 - The assets transferred other than full consideration
 - Dividends paid (if any)
 - Performance related interest paid



- The steps taken to consult stakeholders and the outcome

Please feel free to contact us should you wish for more information about Inyoni Bay, its mission or members.

3. Why do you charge fees?

Like most social enterprise organisations Inyoni Bay is self-funded via a mix of sources; founders contributions of capital and sweat equity, donations, grants and in order to establish our organisation in a way that will be stable and sustainable; fees. They are a necessary element of the long term sustainability of the program. In order to offer to provide the opportunity to all potential candidates fees are means tested.

The level at which our fee contributions are set do not cover the costs associated with the provision of the programme, in years one and two they are estimated to provide approximately 7% of total running costs.

It is envisaged by design that fee contributions will be recouped in the second year of the programme via remuneration paid to the candidates for contributions made to client AV productions.

4. What is the age limit for applications?

We are currently accepting applications from individuals between 18 and 25.

5. Do I need an official ASD diagnosis?

Yes. Please provide all relevant documents along with your application pertaining to the applicants' relevant statement, assessments, diagnosis, state support etc.

6. How many places are there available?

In our first enrollment year we will be accepting two male and two female candidates. The program will be on a rolling enrolment, this means that each year starts with a new enrolment. Therefore in year two we will have eight total participants.

Our determination is to increase this to ten annual enrolment places per annum.

7. When date does your program start.

Owing to the admission and assessment process the program commences in mid January and runs to late November.



8. I am not located in Birmingham do you have any other locations.

Not yet.

9. Why do you assess candidates?

Autism manifests in a myriad of ways, the skills required to attain a professional competency in AV production are specific. Characteristics of many individuals on the ASD spectrum are an affinity for repetition, meticulous, structure and enthusiasm characterise a typical animated film creator.

We look for autistic students contain the following manifestations:

- Passion and drive. Students who are passionate about learning to code and are willing to put in the hours to learn coding concepts with thrive in our program.
- Goal Oriented. Students who can see the long term vision of becoming a computer programmer and function well in structured environments with objective goals are in a great position to excel in our program.
- Eager to learn and obtain a fulfilling career. Our students do not need to have a degree or prior programming experience to apply and participate. However, students have to understand that becoming a successful animator requires them to be self-motivated and genuinely want to make a difference in their career to make it to the next level

The Program FAQ's?

1. How is the program structured?

The program is made up of four parts:

1. *Motion Graphics & 2D Animation*. The largest but by no means most important is to learn the software skills required that will enable you to participate in group projects or produce animated films, explainer videos on your own. The standard bearer for animation software is the Adobe group. However, the applications of the various Adobe products are vast, Inyoni Bay produces motion graphics and 2D animations for explainer videos, marketing, advertising and educational. As such we have chosen only those elements of the Adobe applications that are relevant to this type of production.
 - a. After Effects
 - i. Animation basics & setting keyframes
 - ii. Composition settings (resolution & frame rates)



- iii. 2D & 3D layers & assets
- iv. Graphic editor
- v. Importing
- vi. Layers
- vii. Export & render
- b. Illustrator
 - i. Learning the interface/tools
 - ii. Layers
 - iii. Simple graphics
- c. Photoshop
 - i. Learning the interface/tools
 - ii. Basic photo/image cleanup
 - iii. Texture creation
- d. Premier Pro
 - i. Sequence settings
 - ii. Importing
 - iii. Binning, organisation
 - iv. Edit sequencing
 - v. Export for delivery
- 2. *CV.* Part of the vision of Inyoni Bay is that the participants that go on to freelance or into a position in another studio will do so with a portfolio of individual and group AV films to showcase and to present to employers to demonstrate their proficiency.
- 3. *Life & work skills.* Our participants will acquire the tools they need to succeed in a world that is not ideally designed for them. The real world can be daunting for an individual with autism so we work with our students to ensure that they are prepared for the real-world in all fronts from personal financial management, punctuality, deadlines, responsibility, and confidence.
- 4. *Extra curricular, excursions.* There will be a number of visits to relevant and sometimes just fun businesses and locations.

2. Am I guaranteed to complete the programme?

No. However, we will do everything we possibly can to make sure every participant completes and goes on to a sustainable and fulfilling career. All we ask is each participant does everything they can to complete the programme.

3. Am I guaranteed employment upon completing the programme?

Inyoni Bay does not guarantee employment to students or graduates at any time. However we will work to place each participant in an internal position, with an external studio, or as a freelance production



artist with our assistance. All participants will be able to upload pre-produced work on our partner companies brandable content video platform.

4. Will you be offering individuals with ASD other employment roles?

We intend to potentially open up all support roles that one would typically find in an office/work environment to individuals on the spectrum.

5. What will my earning potential be?

Upon successful completion of the two year program, our determination is that all participants will be capable of enjoying the same remuneration rates as any skilled 2D animation professional. Should you continue to work within the 27Stream studio, as a freelancer, or transition to another studio we will seek to ensure your remuneration is commensurate with typical market levels.