



Archaeology Training Forum 2015 Progress Report and Forward Plan 2016-18

Introduction

The Archaeology Training Forum is a delegate body made up of representatives of UK-wide and national organisations with an interest in the issues of training and career development in archaeology. ATF's terms of reference are available on our website,ⁱ along with other information about the Forum, including our 2013-15 Forward Plan.

2015 Progress Report

ATF met four times in 2015,ⁱⁱ three of which were routine meetings and the fourth a consultation workshop to consider skills and capacity issues arising from the High Speed rail link HS2 (see below). Forum members were also represented at a Skills Summit in Edinburgh,ⁱⁱⁱ in association with Scotland's Archaeology Strategy,^{iv} to consider skills and capacity issues in Scotland. We also met with Skills Development Scotland, CC Skills and SQA (the awarding organisation for the NVQ in Archaeological Practice) to discuss the further development of qualifications. The Forum continues to support the development of Trailblazer Apprenticeships in England and to promote equivalent initiatives in other parts of the UK.

ATF Training Award 2015

The 2015 ATF Training Award was presented to David Connolly of BAJR, for the BAJR Skills Passport,^v at the ClfA Conference in Cardiff. The judges particularly noted its potential to promote a sense of ownership of skills development and learning early in an archaeologist's career, and felt that the Skills Passport provided a sound model which could be adopted easily across a wide range of organisations.

HS2 Skills and capacity consultation

In November, following a request by HS2 Ltd, the Forum hosted a skills consultation workshop, bringing together ATF members and colleagues from within and beyond the Forum to consider the capacity implications of the Phase 1 development. Presentations from Helen Glass (HS2), Robin Turner (ATF), Peter Connelly (FAME), Deborah Anderson (CBA), David Connolly (BAJR), Paul Riccoboni (Diggers' Forum) and Jacquie Mulville (UAUK) set the scene from a variety of perspectives, followed by workshop sessions to identify skills initiatives already underway and potential development areas. Our Plans for 2016-18 (see below) were informed by the results.

For further information about the ATF, please contact:

Chair, Robin Turner robin.turner@rcahms.gov.uk or Secretary, Kate Geary kate.geary@archaeologists.net.

Our Forward Plan 2016-18

At its October 2015 meeting, the Forum considered its Forward Plan for 2016-18, noting that the four priority areas identified for 2013-15 were still relevant, but required adjustment and expansion. Further discussions were held at subsequent meetings, and the Forward Plan was agreed.

In the next three years we will focus on the following activities:

1. **Career Path:** Map out structured routes to learning, and towards professional membership (including Chartered Archaeologist)
2. **Degrees:** Explore the viability of more semi-vocational degrees.
3. **CPD:** Continue to promote CPD across the profession
4. **Capacity:** Ensure that messages about forthcoming and foreseeable capacity issues are being heard and action taken.
5. **Demand:** Take steps to increase demand for vocational qualifications – including amongst unpaid ('amateur') archaeologists.
6. **Vocational Qualifications:** Review and enhance the suite of qualifications and accreditations
7. **Research and Analysis:** Initiate a Skills and Knowledge Audit and Training Review and analysis for archaeology across the UK

The delivery of these proposed actions is set out in the Implementation Plan (see Annex). Activities will be reported on through Progress Reports.

If you think you can help with any of the actions from the Implementation Plan, please get in touch either directly or through the website.



ⁱ <http://archaeologytraining.org.uk/>

ⁱⁱ <http://archaeologytraining.org.uk/about-2/meeting-notes/>

ⁱⁱⁱ <http://archaeologytraining.org.uk/wp-content/uploads/2016/03/Edinburgh-Skills-Workshop-17-11-15.pdf>

^{iv} <http://archaeologystrategy.scot/files/2015/08/ScotlandsArchaeologyStrategy.pdf>

^v <http://www.archaeologyskills.co.uk/>

Annex: ATF Implementation Plan 2016-18

Initiative	Status – 06/16	Lead	Partners	Timescale	Progress
1 Career Path					
1.1 Training needs audit for community archaeologists	Ongoing	CBA	CifA/industry partners	2016-17	
1.2 Promotion of HLF funded project to train specialists (Skills for the Future)	Started	ATF	Industry partners	2016	
2 Degrees					
2.1 Partnership working between universities and industry to ensure graduates are work-ready, and to clarify responsibility for delivering academic skills, practical skills, transferable skills, job support, specialist skills	Ongoing	FAME/UAK	-	Ongoing	
2.2 Accreditation of university courses providing work-ready graduates and possible post-graduate vocational qualifications	Ongoing	CifA/UAK	Industry partners	2017	
3 CPD					
3.1 CPD promotion and support	Ongoing	CifA	FAME/ATF	Ongoing	
3.2 Training programmes within archaeological organisations	Ongoing	FAME	Oxford Archaeology/ Cotswold Archaeology/ MOLA /CifA/industry partners	Further schemes by beginning 2017	
4 Capacity					
4.1 Discussion with the National College of High Speed Rail, to provide management, leadership and professional skills to the sector	Not started	HS2 ltd	FAME	2016-17	

Archaeology Training Forum – 2015 Progress Report and Forward Plan 2016-18 (cont.)

Initiative	Status – 06/16	Lead	Partners	Timescale	Progress
5 Demand					
5.1 Promoting careers for those with archaeology skills, including demonstrating career paths and structures	Not started	CBA	CifA/FAME/UAKU/ industry partners	2016-17	
6 Vocational Qualifications					
6.1 NVQ in Archaeological Practice Level 3, development of Level 2 and/or 4 and Prof. Development Awards	In place – development ongoing	CifA Assessment Centre	ATF	2016-17	
6.2 Level 3 – Level 7 Apprenticeship Standards, including Degree Apprenticeship (HE/ CifA/ FAME, recruiting 2017 if on schedule)	Ongoing	Historic England	FAME/CifA/industry & academic partners	Standard and Assessment Framework by end-2016	
6.3 Heritage Apprenticeship in Scotland	Ongoing	Historic Environment Scotland	CifA/CCSkills/Skills Development Scotland/Industry and Academic Partners	2017	
6.4 BAJR skills passport (potential for accreditation at Level2 within the Qualification Credit Framework), plus possible Careers Passport	In place – development ongoing	BAJR	FAME	Ongoing development	
6.5 Cycle of updating and promoting National Occupational Standards for Archaeological Practice	Ongoing	CifA	ATF	Review 2017 (every 3 years)	
6.6 Identification and sharing of innovative working methods to reduce effort and increase resource efficiency	Not started	ALGAO/ Historic England	FAME/ industry partners	2016-17	
7 Research and analysis					
7.1 Audit and analysis of sector capacity, skills and knowledge	Development begun	National Agencies	ATF/Industry partners	2016-18	