



Archaeology Training Forum

3 May 2017

Wroxeter Meeting Room, Historic England, 1 Waterhouse Square,
138-142 Holborn, London, EC1N 2ST

Minutes

Present: Duncan Brown (Archaeological Archives Forum), Maybelline Gormley (Department for Communities, Historic Environment, NI), Amanda Feather (Historic England), Kate Geary (CIfA), Mike Heyworth (CBA), Robin Turner (Historic Environment Scotland), Anna Welch (CIfA)

1. Apologies:

Peter Connelly (FAME), Rebecca Jones (HES), Chris Jones (ALGAO), Jacqui Mulville (UAUK).

2. Minutes of last meeting (7 December 2017)

The date on the last minutes was corrected, and Maybelline corrected her department name. Otherwise agreed to be correct. Matters arising were dealt with during or towards the end of the meeting.

3. ATF forward plan progress.

Initiative 1: Career path

1.1 RT is involved in a Scottish event, 'Building History', bringing together archaeology and construction students.

Initiative 2: Degrees

2.1 The logistics of setting up a forum between UAUK and FAME proved difficult so progress will be attempted via ATF. With UAUK support, CBA (Claire Corkhill) gathering statistics on training. CBA are contacting all 33 UAUK universities for input, with a deadline of the end May.

HE have done some work on statistics on field schools, taken from university websites, and can feed this in. AHRC have just appointed a new research fellow who is also collecting this type of information. There are challenges as Higher Education Statistics Agency (HESA) figures are difficult to extrapolate info from due to coding.

UAUK are looking at accreditation and have appointed Vicky Cumming to work on this. Universities are concerned about a dip in student numbers and organisations are worried about finding field staff. Bradford University is keen for their archaeology courses to be accredited – York too. KG has approached Winchester to see if they have criteria for approving hosts.

KG has been in contact with Kate Welham (Bournemouth University) re accredited degrees, and an agreement to go ahead is hoped to be reached later this year.

2.2 ClfA accreditation of CPD courses. ATF has endorsed courses in the past and ClfA is now accrediting external CPD. Forum members discussed whether there was still a need/demand for ATF endorsement of CPD courses. RT suggested that the situation is left as it is for now.

Action RT to put ATF endorsement criteria on website

ClfA accreditation of employer training schemes: KG circulated the new ClfA criteria and asked for comments. Aimed at entry level at present as it is currently tied to CSCS card requirements but could be expanded to cover all types of training. The field school accreditation is open to non-ROs.

Initiative 3: CPD

3.1 CPD promotion. The WSI training workshops were very successful. There is now a new series of workshops with HE looking at 21st century challenges. DB said that the Finds Group is keen to run a series of workshops around the country. AF will forward details of a new approach to training which is aimed at embedding the learning. Has better feedback than other methods. AF suggested gauging demand by advertising where courses are going to be run without being too specific about dates. MG commented that there is no single place that advertises all training. How could this be done? The CBA has Headley Trust fund money and this could be used to create an interactive web board.

Action: AF to forward the information about the finds training workshops.

Mentoring. There was a discussion about the benefits of mentoring. AF suggested that funding might be available, for example through the CLORE fellowship programme. MH suggested approaching CLORE as there has recently been a change in CEO. AF offered to approach as she is a CLORE Fellow.

Action: AF to approach CLORE and chase about HE money plus further funding

Initiative 4: Capacity

4.1 ClfA met with HS2 in February. It was suggested that generic courses at the national college for high speed rail could be made available to archaeologists – KG will pursue this. An update will be asked for from HS2, who may be prepared to support initiatives to increase sector capacity. A lot of emphasis will be on apprenticeships as organisations will be paying into the Levy.

Action: KG to pursue the possibility of courses being made available.

Initiative 5: Demand

5.1 Promoting careers. Bob Hook was creating a careers diagram which will be pursued. Headley Trust money could be used to support this.

Action: KG and MH to produce a draft careers diagram.

The ClfA Pathways initiative is designed to support student/affiliate members and trainees on ClfA accredited training courses.

MH said that CBA is going to produce a series of careers case studies.

ClfA research into client demand for accredited heritage practitioners provided a reality check that it is not universally perceived as a positive thing.

The first University Archaeology Day is on 22 June, run by UAUK and hosted by UCL. It will be a market stall arrangement and all UAUK departments are attending.

5.6 Skills passport – being used more widely in universities and organisations. It is approved by around half commercial units.

Initiative 6: Vocational qualifications

6.1 The NVQ 4 equivalent 'Professional Development Award' is progressing. Still small numbers taking on NVQ3.

6.2 Qualifications/Apprenticeships. A-level archaeology is gone but Pearsons may be interested in helping to develop a BTec. MH and KG to discuss. KG to talk to SQA re A-level.

Action: MH and KG to discuss developing a BTec, possibly with Pearsons.

Action: KG to talk to SQA re A-level

Apprenticeships. The new Institute for Apprenticeships is being set up. AF reported on progress with the Historic Environment Trailblazer Group. 10-12 standards are in development but there is perceived to be some overlap between them. One standard has been approved for development, others have been submitted as expressions of interest. The next meeting is on 16 May where proposals for a change to the group's make-up will be announced. Liz Long, HE's new apprenticeship manager, will also help to support Historic Environment Trailblazer Apprenticeships.

There has been a move to uncouple vocational training from academic qualifications in England.

6.2 Scottish Apprenticeships. RT reported that the Scottish Government has taken a different route from that south of the Border.

<http://www.gov.scot/Topics/Education/skills-strategy/apprenticeship-levy>

Initiative 7: Research and analysis

7.1 The archaeological specialist survey has closed and results should be published around the end of the month. All agreed that the information from these surveys must actively be used and not just sit on the shelf.

Scotland's Archaeology Strategy – ClfA is leading on Aim Five – Skills and Innovation, and a part-time post is being recruited to support this.

The Heritage 2020 Capacity Building Working Group has a meeting on Friday to firm up proposals for the rest of the year. Two priorities for this year – apprenticeships and local authority capacity.

Research - AF reported that Liz Long will be undertaking a review into HE funding of labour market intelligence with a view to collecting less data of better quality. Stakeholders will be contacted as part of the review.

Brexit. It would be useful to get accurate numbers of European staff employed in the sector whose residency may be affected when the UK leaves the European Union. An anecdotal figure gives 30% of staff in UK mainland organisations but this will differ regionally. There are reports of nearer 50% in Northern Ireland. It would be useful to get more accurate figures to assess the implications.

Standards and Guidance. There is a meeting on 17 May meeting to discuss innovation Standards and Guidance. This theme will also figure at the next FAME conference.

Action: RT and MH will attend the May meeting and report back

7.2 Innovation

It was agreed to remove this line from the Forward Plan as it is beyond the scope of the ATF.

4. ATF training award 2017.

The ATF training award winner – Allen Archaeology Ltd commercial archaeology trainee scheme- and runner up – Worcester Archive and Archaeology Service's employer training scheme. The winner will be invited to join the panel of judges next year.

5. Forum members' updates

DB (AAF) – There are now 12 HE collaborative doctorates underway. There will be a PhD in Archiving of palaeobotanical remains offered by the University of Reading/Historic England.

AF (HE)– HE have just set up a small cohort of historic environment research students.

MH (CBA) – No archaeological consortium benefitted from the Skills for the Future round. 'Kick the Dust' is another funding opportunity aimed at getting young people involved with heritage that CBA are involved in. CBA is in another consortium with HE and the BBC looking at how heritage is portrayed.

KG (CIFA) – ClfA is involved with Dig Ventures in a 'Kick the Dust' bid.

MG (DCHE) - RT went to NI to an event and met many representatives from the sector. There was a pleasing turn out although mainly historic environment governmental staff. Training is difficult to source especially in specialist skills as geographically separated from

training on mainland and legislatively separated from Eire. In addition there is a lack of funding and lack of engagement from both commercial organisations and universities. MG is hoping that this will be addressed by the skills and training task group. Training *could* be done by specialists going to NI and teaching a group. All offered support.

RT (HES) – Looking at embedding more opportunities for placements/training positions. The latest round of placements has just finished and were of a very high standard. MH said that there would be a report later in the year evaluating the HLF Skills for the Future placements over the long term. AF reminded the group that Andrea Bradley was doing a similar report on their Historic England placements. Hopefully there will be a collaborative report.

6. Review of ATF membership

It would be advantageous to include representatives from IHBC. KG will follow up a contact. The Society of Museum Archaeologists would be good – DB would be happy to represent them also and will contact them. ICON is another organisation which may wish to send a representation. KG to contact Susan Bradshaw. Archaeology Scotland would be interested in attending, RT to contact Eila Macqueen. Cadw – KG to contact.

Action: DB to contact Society of Museum Archaeologists about joining ATF

Action: KG to contact ICON via Susan Bradshaw about joining ATF

Action: RT to contact Archaeology Scotland about joining ATF

Action: KG to contact CADW about joining ATF

7. Matters arising and action points from last meeting

See appended Action Register

8 Any other business

None.

9. Dates of future meetings

York, September, KG to do DoodlePoll

Meeting finished 16.15pm

Archaeology Training Forum, 3 May 2017 Minutes (cont.)

Action Point	Who	Details	By when	Status 03 May 17
17Dec14 04	BH/KG	Contact UKCES regarding attending ATF meetings. KG to see if the apprenticeship development team want to attend.	March 2017	Active Remove from list
14Oct15 06	KG	Amend course endorsement criteria as discussed and recirculate	For spring 2017	Completed
22Feb16 01	RT&KG	Redraft Action Plan	For next meeting	Completed
22Feb16 02	All	Check ATF members' websites have correct link to ATF website	asap	Completed
22Feb16 03	PC	Re-run survey of FAME members re which offer placement opportunities	Spring Sep 2017 meeting	Active
22Feb16 04	KG	Discuss incorporating ATF award with BAA	For next meeting	Completed
22Feb16 05	KG	Circulate doodle poll for date of next meeting	Meeting late March	Completed
30Jun16 01	KG	Produce Q&As to clarify different qualification types Link to 'Qualifications & acronyms'	For next Sep 2017 meeting	Completed
30Jun16 02	MH	MH & KG met re developing online portal and talked to Vicky Nuttall about revisions to the website.	End July 16	Completed
30Jun16 03	KG	Contact UKCES to check the process for updating NOS. KG to check with CC Skills	March Sep 2017 meeting	Active
30Jun16 04	AW & MH	Discuss updating Suzie Thomas's report on voluntary sector training needs with CifA VCSIG.	March 2017	Completed – report later this year
30Jun16 05	KG	Develop proposal for CifA/UAUK accreditation of academic programmes (with UAUK)	March 2017	Completed
30Jun16 06	RT & KG	Update HS2 skills and capacity actions list following discussion	Sep 2017 meeting	Active
30Jun16 07	KG	Contact Mick Stanley re Professional Development Awards	Asap	Completed
30Jun16 08	All	Comments to KG & RT re the archaeological skills overview	By next meeting	Completed
30Jun16 09	PC	PC to gather information together from employers on the skills in short supply. The question was asked but there was a patchy response. PC to repeat exercise.	Asap	Completed
30Jun16 10	KG	Invite Nick Randell to come to next meeting to discuss Skills for the Future	Asap	Completed
30Jun16 11	RT	Add Skills for the Future information to ATF website and invite ideas for placements	Asap	Overtaken by events
03May17 01	RT	Put ATF endorsement criteria on website	Asap	Active
03May17 02	AF	Forward the information about the finds training workshops	Asap	Active

Archaeology Training Forum, 3 May 2017 Minutes (cont.)

Action Point	Who	Details	By when	Status 03 May 17
03May17 03	AF & KG	AF to approach CLORE and chase about HE money plus further funding KG to pursue the possibility of courses being made available.	Sep 2017 meeting	Active
03May17 04	MH and KG	Produce a draft careers diagram (cf. 'spider diagram').	Sep 2017 meeting	Active
03May17 05	MH and KH	Discuss developing a BTec, possibly with Pearsons	Sep 2017 meeting	Active
03May17 06	KG	Talk to SQA re Archaeology A-level	Sep 2017 meeting	Active
03May17 07	RT and MH	Attend the May meeting about Standards and Guidance and report back as appropriate	Sep 2017 meeting	Active
03May17 08	DB	Contact Society of Museum Archaeology about joining ATF	Sep 2017 meeting	Active
03May17 09	KG	Contact ICON via Susan Bradshaw about joining ATF	Sep 2017 meeting	Active
03May17 10	RT	Contact Archaeology Scotland about joining ATF	Sep 2017 meeting	Active
03May17 11	KG	Contact CADW about joining ATF	Sep 2017 meeting	Active
03May17 12	KG	Invite HLF to send representative to attend the Forum. KG has invited but no-one available. She will contact again.	Sep 2017 meeting	Active
03May17 13	KG	Circulate doodle poll for date of next meeting	Asap	Active