

ATF Forward Plan 2018-21 – Implementation Plan: progress in 2018-19, first half

NOTE: Glossary on final page

Initiative	Lead	Progress in 2018-19 Q1-2
A Engagement Opportunities	CBA	
A1 Career pathways (across whole sector), incl. diagrams – incl. museums; marine; curatorial	CBA	<ul style="list-style-type: none"> • FAME/UAAUK drafting outline careers diagram • CfA qualifications map in development • Icon has produced its own Career pathways document taking into account the variety of routes into the conservation profession.
A2 Web portal for opportunities and online resources – formal, informal, CPD	CBA	<ul style="list-style-type: none"> • Community Archaeology Survey 2018 due for online publication in autumn with recommendations for updating ISGAP & TORC. Funding bid to start for collaborative space for online resources. http://www.isgap.org.uk/ http://www.torc.org.uk/ • AS working on online portal to share learning resources https://archaeologyscotland.org.uk/learn-resources/ • HE have undertaken a review of their careers advice and guidance.
A3 Resources to support the teaching of archaeology	CBA	<ul style="list-style-type: none"> • As above (A2), ISGAP and central collaborative space to be scoped. More localised directory of suppliers for training and resources for web provision plus peer to peer mentoring contacts from established community groups.

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B Vocational Opportunities	CfA	
B1 Apprenticeships	HE	<ul style="list-style-type: none"> • Historic England web information pages produced on apprenticeships https://historicengland.org.uk/services-skills/training-skills/work-based-training/heritage-apprenticeships/ • Six specialist heritage apprenticeship standards are in development, with Archaeological Technician (level 3) and Archaeological Specialist (Level 7) standards are particularly relevant. • L3 Archaeological Technician apprenticeship standard and EPA tentatively approved (England) • Historic Environment Assistant L4 consulted on. • Archaeological Specialist L7 consulted on and tentatively approved (with comments) (England) https://www.archaeologists.net/news/archaeological-specialist-l7-apprenticeship-consultation-1526464731 • Icon sits on the same trailblazer group, and have been developing two standards, one for a conservation technician and one for a conservator. • Scottish Archaeology Industry Skills Group formed to pursue college course (see C2) and to explore archaeological apprenticeships in Scotland

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		<ul style="list-style-type: none"> HE Geospatial Survey Technician apprentice recruitment: https://historicengland.org.uk/about/jobs/geospatial-survey-technician-apprentice/
B2 Placements/Internships	HE	<ul style="list-style-type: none"> HES non-graduate traineeships (2) – Survey and Archives – recruited, starting October 2018 for 18 months. HE Internship Programme: https://historicengland.org.uk/services-skills/training-skills/work-based-training/paid-training-placements/ A report on 15 years of 56 specialist work-based placements has been prepared by HE. The last 5 placements are in progress, covering illustration, zooarchaeology, aerial investigation, landscape investigation and archaeobotany, and will finish in 2019. This work strand then concludes. Future work in this area will concentrate on the provision of heritage apprenticeships. https://historicengland.org.uk/services-skills/training-skills/work-based-training/historic-environment-placements/ Working group convened for development of Modern Apprenticeships in Scotland and preliminary discussions held with positive responses from SQA and Skills Development Scotland Icon’s internship programme continues to develop steadily although with low recent uptake for hosts representing archaeological conservation
B3 Vocational qualifications, incl. NVQs, PDAs and NOS	CifA	<ul style="list-style-type: none"> HE looking at T Levels in England Scottish employers meeting held July 2018 to discuss work-based training (see B1) CifA research funded by HES in relation to Aim 5 of Scotland’s Archaeology Strategy Archaeological Practice NOS currently not up for review but considered fit for purpose Preliminary discussions held with SQA re PDA development Icon sitting on the Creative & Design, Heritage & Visitor Attractions route panel
B4 Work-based training schemes	CifA	<ul style="list-style-type: none"> CifA producing guidance for employer schemes HE-based National Infrastructure Group working on training schemes CifA and Headland collaborating on work-based learning scheme, cf. http://www.headlandarchaeology.com/tag/training/ 12 entry level employer training schemes approved and promoted via CifA website https://www.archaeologists.net/sites/default/files/Criteria%20for%20CifA%20approved%20training%20posts%20spreads%20print.pdf
B5 ATF Award	ATF	<ul style="list-style-type: none"> 2018 ATF Award won by HE with CifA: https://historicengland.org.uk/services-skills/training-skills/work-based-training/historic-environment-placements/ Headland Archaeology were Highly Commended http://www.headlandarchaeology.com/headland-modular-training-scheme-is-highly-commended
B6 Voluntary/informal recognition, e.g. Skills Passport; Heritage Hero Awards	AS	<ul style="list-style-type: none"> Cadw Unloved Heritage scheme incl. training for young people https://www.hlf.org.uk/about-us/media-centre/press-releases/heritage-not-we-know-it

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		<ul style="list-style-type: none"> AS Heritage Hero Award being developed further: https://archaeologyscotland.org.uk/learning/heritage-hero-awards Results of CBA Survey 2018 published autumn with evidence based data on requirements to steer B6.
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C Academic Opportunities	(UAUK)	
C1 Degree courses – vocational integration	UAUK	<ul style="list-style-type: none"> CifA and UAUK continue working on accrediting university courses HES and HE Doctoral Partnerships ongoing
C2 Further Education courses e.g. HNC/D	CifA	<ul style="list-style-type: none"> Scottish initiative underway to develop college course (see B1) Archaeology degree courses being delivered by Truro and Penwith College in association with Plymouth University https://ols.mis.truro-penwith.ac.uk/WCFWebSite/Admissions/results.aspx?from=tpc

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D CPD	CifA	
D1 Promotion and delivery of CPD	CifA	<ul style="list-style-type: none"> CifA providing local training opportunities in Scotland, with funding support from HES Capacity developed within new CifA membership database for online CPD recording Online CPD <i>module Introduction to archaeology in the planning system</i> available https://www.archaeologists.net/elearning Icon run our own CPD recall process for accredited conservators HE delivering courses https://historicengland.org.uk/services-skills/training-skills HE Training Policy and Strategy and Delivery Plan drafted
D2 Mid-career – incl. Management and Leadership; mid-career returns	CifA	<ul style="list-style-type: none"> CifA development of Chartered Archaeologist A key area of focus for Icon, supported through grants and professional development courses targeting mid-career professionals
D3 Mentoring	CifA	<ul style="list-style-type: none"> CifA working on promoting mentoring Icon’s mentoring scheme continues to grow; currently 79 active mentors, soon to rise to 100, supporting members on their way forward for accreditation
D4 Digital resources, e.g. e-learning, Skills Academy, MOOCs	CBA	<ul style="list-style-type: none"> CifA continue to develop e-learning modules: https://www.archaeologists.net/elearning

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		<ul style="list-style-type: none"> BAJR Skills Academy in development, aiming to launch spring 2019: http://www.bajracademy.com Landward/BAJR/Archaeology Scotland ERASMUS+ grant for video tutorials and workshops BAJR Skills Passport now available in German Pilot scheme in East Midlands for community groups taking place spring 2019 with 4 workshops. Scoping project for funding for community groups to take place Winter 2018

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E Supply and Demand	(FAME)	
E1 Adequate supply of trained or training workforce	FAME	<ul style="list-style-type: none"> CBA updating Suzie Thomas' report on training needs; around 900 responses to survey A priority on Icon's new strategy; underpins many areas of work within professional development. See https://icon.org.uk/what-is-conservation/ncess
E2 Promotion: Encouraging demand for skilled workforce]	FAME	<ul style="list-style-type: none"> HE producing advice for young people (14+) FAME/CifA initiative underway to include archaeologists in the Shortage Occupation List re international workers
E3 Diversity, Equality and Inclusion, incl. Historic England Positive Action Placements and equivalent	HE	<ul style="list-style-type: none"> Heritage Training Placements scheme launched by HE as part of delivering the Workforce Diversity Strategy. https://content.historicengland.org.uk/content/docs/education/positive-action-heritage-training-placements-key-info.pdf Placements provided at HE, English Heritage, The National Trust, Historic Houses, Llanthony Secunda Priority and Heritage Alliance for undergraduates or recent graduates. https://historicengland.org.uk/services-skills/training-skills/work-based-training/paid-training-placements

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F Research and analysis	Hist Eng	
F1 Labour Market Intelligence	HE	<ul style="list-style-type: none"> • HE and other agencies continuing with LMI in a more focused way: a new model for the structure and specification of workforce research has been developed (available on request). • Heritage 2020 Capacity Building Working Group continue working on skills and training: http://www.heritage2020.net/working-groups-capacity-building • Prospect Heritage Group survey 2018 includes archaeology-related report: https://www.prospect.org.uk/about/group/G03 • Icon working to update LMI research for the UK which will include research related to the archaeological conservation workforce
F2 Impact assessment of our efforts	ATF	<ul style="list-style-type: none"> • Case Studies to follow
F3 Research into working more effectively	HE	<ul style="list-style-type: none"> • HE and Cotswold Archaeology study based on Roman Rural Settlement project methodology • Progress made with HE-funded development of a new platform for development and publication of shared research agendas. HES and other partners have shown interest in partnership. • Work is in progress to develop a standard template for the reports arising from Field Evaluations and Watching Briefs, building on the ‘Write Here! Write Now!’ session at ClfA conference 2018. • AS leading Archaeology Learning Working Group in Scotland in support of Aim 4 of Scotland’s Archaeology Strategy • Report of HES-convened Archaeology Skills and Training Workshop (March 2018) now available, including links to YouTube videos of 13 talks: http://archaeologytraining.org.uk/wp-content/uploads/2018/05/Edin-Skills-Event-2018-Summary-Final.pdf
F4 Work of the Forum, incl. Annual Review	ATF	<ul style="list-style-type: none"> • 2017-18 Progress Report, including Implementation Plan for the year, produced June 2018: http://archaeologytraining.org.uk/wp-content/uploads/2018/05/ATF-Summary-2017-18.pdf

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Other relevant activities		
		<ul style="list-style-type: none"> • 21st century Challenges for Archaeology report completed by ClfA • Historic Environment Skills Investment Plan in draft (Scotland) • HE External Training Strategy published https://content.historicengland.org.uk/content/docs/research/2018-21-external-training-strategy.pdf • The National Archive published Archives Sector Workforce Development Strategy (August 2018) http://www.nationalarchives.gov.uk/about/news/workforce-development-for-the-archive-sector

Glossary

Organisations

AS	Archaeology Scotland
ATF	Archaeology Training Forum
Cadw	Cadw (Welsh Government Historic Environment Service)
CBA	Council for British Archaeology
CIfA	Chartered Institute for Archaeologists
FAME	Federation of Archaeological Managers and Employers
HE	Historic England
HES	Historic Environment Scotland
Icon	Institute for Conservation
UAUK	University Archaeology UK

Initiatives

ISGAP	Introduction to Standards and Guidance in Archaeological Practice
PDA	Professional Development Award
SIASG	Scottish Archaeology Industry Skills Group
TORC	Training Online Resource Centre