



Archaeology Training Forum Summary and Progress Report 2018-19

Introduction

The Archaeology Training Forum is a delegate body made up of representatives of UK-wide and national organisations with a locus in improving 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 2018-19 Implementation Plan update – also appended to this report.

2018-19 Progress Report

ATF [met three times](#) in 2018-19ⁱⁱ and Forum Members were again represented on strategic groups including the [Heritage 2020 Capacity Working Group](#)ⁱⁱⁱ and the [Scottish Strategic Archaeology Committee](#)^{iv}. ATF [Membership](#)^v continued to represent all four Home Nations, including national professional, charitable, commercial and academic bodies.

Following progress with the ATF 2016-18 Forward Plan, the Forum revised its future strategy and adopted a new [Terms of Reference and Vision for 2018-21](#),^{vi} leading to a [Themes and Key Actions](#)^{vii} document, each Theme having a lead body attached:

- A. Engagement Opportunities** (CBA)
- B. Vocational Opportunities** (ClfA)
- C. Academic Opportunities** (UAUK)
- D. Continuing Professional Development** (ClfA)
- E. Supply and Demand** (FAME)
- F. Research and Analysis** (Historic England)

ATF Training Award 2019^{viii}

The ATF Training Award was presented to Keith Westcott/The Association of Detectorists CIC for an initiative that aims to train detectorists in archaeological principles, techniques, standards and ethics. Archaeology South-East were Highly Commended for an organisation-wide workplace training scheme related to harassment at work.

For enquiries about the ATF, please contact:

Chair, Robin Turner robin.turner@hes.scot or Secretary, Kate Geary kate.geary@archaeologists.net.

ATF Forward Plan 2018-21 – 2018-19 highlights

The appended report on the 2018-19 Implementation Plan shows just how much has been done over the year to take forward the ATF Themes and Key Actions. A small selection of these are highlighted below:

- Training-related web resources are being reviewed and updated, including ensuring that they support community archaeology groups as well as the professional sector. [Imp Plan A2]
- Very considerable progress with Apprenticeships in England, plus positive developments in Scotland. [B1]
- BAME internships in England and non-graduate trainee in Scotland contributing to improving diversity and broadening opportunities [B2]
- T-levels being developed in England and National Progression Awards in Scotland for school-age students [B3]
- Entry-level training schemes being promoted through ClfA [B4]
- Compressed practical archaeology degree being offered by Salford University, while ClfA is working with UAKU to accredit more courses [C1]
- College course for archaeological practice being developed in Scotland [C2]
- ClfA eLearning resources being expanded [D1]
- Skills Passport widely adopted, and Skills Academy resources being created [D4]
- Archaeologists recommended to be added to Shortage Occupation List to assist international movement of the skilled labour force [E1]
- Refocusing of Labour Market Intelligence research. More archaeologists than ever before are now employed in UK archaeology [F1]
- Videos and supplementary information of 2018 Scottish archaeological training event uploaded [F3]
- Plans begun to celebrate 21 years of the ATF in 2019 [F4]



For more information about the Archaeology Training Forum, visit <http://archaeologytraining.org.uk>

ⁱ <http://archaeologytraining.org.uk>

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

ⁱⁱⁱ <http://www.heritage2020.net/working-groups-capacity-building/>

^{iv} <http://archaeologystrategy.scot/committee/>

^v <http://archaeologytraining.org.uk/about-2/>

^{vi} <http://archaeologytraining.org.uk/wp-content/uploads/2019/05/ATF-ToR-2018-21-final.pdf>

^{vii} <http://archaeologytraining.org.uk/wp-content/uploads/2019/06/ATF-Forward-Plan-2018-21-Themes-and-Key-Actions.pdf>

^{viii} <http://archaeologytraining.org.uk/atf-award/award-archive/>

Annex: ATF Forward Plan 2018-21 – Implementation Plan: progress in 2018-19

NOTE: Glossary on final page

Initiative	Lead	Progress in 2018-19
A Engagement Opportunities	CBA	
A Career pathways (across whole sector), 1 incl. diagrams – incl. museums; marine; curatorial	CBA	<ul style="list-style-type: none"> • FAME/UAAUK drafting outline careers diagram • ClfA qualifications map in development • Icon has produced its own Career pathways document taking into account the variety of routes into the conservation profession. • Museums Galleries Scotland strategic learning Forum March 2019 https://www.eventbrite.co.uk/e/strategic-learning-forum-registration-55757144119 • CBA planning careers blogs as a 'Day in Archaeology' event as part of 2019 Festival of Archaeology
A Web portal for opportunities and online 2 resources – formal, informal, CPD	CBA	<ul style="list-style-type: none"> • Supporting Community Archaeology in the UK 2018 published online: http://new.archaeologyuk.org/Content/downloads/6658_Supporting%20Community%20Archaeology%20in%20the%20UK%20Survey%202018.pdf 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/ - but TORC being taken down • AS launched an online portal to share learning resources: https://archaeologyscotland.org.uk/learn-resources/ • HE have undertaken a review of their careers advice and guidance. • Community Archaeology resource hub being considered by CBA and ClfA Voluntary and Community special interest group
A Resources to support the teaching of 3 archaeology	CBA	<ul style="list-style-type: none"> • As above (A2), ISGAP being overhauled and expanded as a resource, 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. • HE tender released for Careers Advice & Guidance • Archaeology Scotland Heritage Hero Awards includes handbook: https://archaeologyscotland.org.uk/wp-content/uploads/2017/09/Heritage-Hero-Awards-Handbook-v5.pdf?x44260 • Northlight's Archaeological Learning Framework Tool and Case Studies for teachers and trainers produced but still in draft.

Annex: ATF Forward Plan 2018-21 – Implementation Plan: progress in 2018-19 (cont.)

Initiative	Lead	Progress in 2018-19
B Vocational Opportunities	Cifa	
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 • Historic Environment Advisor L7 consultation (England) https://www.archaeologists.net/news/l7-trailblazer-historic-environment-advisor-apprenticeship-%E2%80%93-sector-consultation-now-open • 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 Skills and Training Working Group formed to pursue college course (see C2) and to explore archaeological apprenticeships in Scotland and associated qualifications – PDAs, HNC/Ds and NPAs – National Progression Awards for 16-18-year-olds. A Business Case for a Modern Apprentice (in Scotland) Archaeological Site Technician is being finalised. • HE Geospatial Survey Technician apprentice recruitment: https://historicengland.org.uk/about/jobs/geospatial-survey-technician-apprentice/ • #HeritageChat on Apprenticeships: https://www.theheritagealliance.org.uk/update/apprenticeships-heritagechat-summary/
B2 Placements/Internships	HE	<ul style="list-style-type: none"> • HES non-graduate traineeships (2) – Survey and Archives – recruited, started 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/ • HE hosting placements for Black, Asian or other Minority Heritage (BAME) candidates: https://historicengland.org.uk/whats-new/statements/heritage-training-places-scheme/

Annex: ATF Forward Plan 2018-21 – Implementation Plan: progress in 2018-19 (cont.)

		<ul style="list-style-type: none"> Working group (see also B1) 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 https://icon.org.uk/training/internships
B3 Vocational qualifications, incl. NVQs, PDAs and NOS	CifA	<ul style="list-style-type: none"> T Levels being developed in England, with archaeological input/influence, but some concerns about T Level deliverability. Mike Heyworth is Chair of Cultural Heritage and Visitor Attractions Panel, which includes Archaeology. Icon sitting on the Creative & Design, Heritage & Visitor Attractions route panel Scottish employers meetings held to discuss work-based training (see B1). Preliminary discussions held with SQA re PDA and National Progression Award (16-18 year olds) in development 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 SQA Level 2 Certificate in Cultural Heritage being adopted for archaeology-related apprenticeship as part of a Scottish HLF-funded Landscape Partnership: https://www.sqa.org.uk/sqa/82156.html CifA review of 10 years of the NVQ: https://www.archaeologists.net/sites/default/files/news/60189%20The%20Archaeologist%20Magazine%20Section%201_p16-18.pdf
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, but HE training scheme has now come to an end. 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 SMA have attracted Arts Council England funds for a substantial resources and training project http://socmusarch.org.uk/training/smart-project/
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

Annex: ATF Forward Plan 2018-21 – Implementation Plan: progress in 2018-19 (cont.)

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 • AS Heritage Hero Award being developed further, plus to be rolled out across the UK for Young Archaeologists' Club: https://archaeologyscotland.org.uk/learning/heritage-hero-awards • Results of CBA Survey 2018 published autumn with evidence based data on requirements to steer B6.
---	----	--

Initiative	Lead	Progress in 2018-19
C Academic Opportunities	UAUK	
C1 Degree courses – vocational integration	UAUK	<ul style="list-style-type: none"> • CfA and UAUK continue working on accrediting university courses • Salford University developing 2-year compressed vocational degree course in archaeology https://beta.salford.ac.uk/courses/undergraduate/ba-hons-archaeological-practice-2-year-degree • HES and HE Doctoral Partnerships ongoing
C2 Further Education courses e.g. HNC/D	CfA	<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

Initiative	Lead	Progress in 2018-19
D CPD	CfA	
D1 Promotion and delivery of CPD	CfA	<ul style="list-style-type: none"> • CfA providing local training opportunities in Scotland, with funding support from HES • Capacity developed within new CfA membership database for online CPD recording • Online CPD module <i>Introduction to archaeology in the planning system</i> available https://www.archaeologists.net/elearning • CfA developing online CPD recording form for use from students and through careers • Icon run their 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, and HE researching into the value of their training offer. • CfA have produced pdf leaflet on CfA approved training to encourage more adherence, including NOS, CPD and ethical working

Annex: ATF Forward Plan 2018-21 – Implementation Plan: progress in 2018-19 (cont.)

D2	Mid-career – incl. Management and Leadership; mid-career returns	CIfA	<ul style="list-style-type: none"> • CIfA development of Chartered Archaeologist • This is 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 • BAJR Skills Academy in development, aiming to launch spring 2019: http://www.bajracademy.com • Landward/BAJR/Archaeology Scotland awarded ERASMUS+ grant for video tutorials and workshops • HE have suite of online videos, e.g. for graphical field survey, to go with pdf publication: https://historicengland.org.uk/images-books/publications/graphical-and-plane-table-survey-archaeological-earthworks/ • BAJR Skills Passport now available in German • Pilot scheme in East Midlands for community groups taking place spring 2019 with 4 workshops being rolled out.

Initiative	Lead	Progress in 2018-19
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 • Survey of FAME members undertaken, closed 12 November 2018: more EU archaeologists than ever working in the UK.
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: https://archaeologyscotland.org.uk/wp-content/uploads/2017/09/Heritage-Hero-Awards-Handbook-v5.pdf?x44260

Annex: ATF Forward Plan 2018-21 – Implementation Plan: progress in 2018-19 (cont.)

E3 Diversity, Equality and Inclusion, incl. Historic England Positive Action Placements and equivalents	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
---	----	--

Initiative	Lead	Progress in 2018-19
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 on design of a project to update LMI research for the UK heritage sector, which will include research related to the archaeological conservation workforce State of the Market survey shows that more people are employed as archaeologists than ever before: https://www.archaeologists.net/sites/default/files/Archaeological%20Market%20Survey%202017-18.pdf
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. Soft launch planned for 2019 ClfA Conference. 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

Annex: ATF Forward Plan 2018-21 – Implementation Plan: progress in 2018-19 (cont.)

Initiative	Lead	Progress in 2018-19
		<ul style="list-style-type: none"> • ClfA Voluntary & Community Special Interest Group, Community Archaeologist Survey Report, esp. p. 19: https://www.archaeologists.net/sites/default/files/news/ClfA%20Vol%20SIG%20Community%20Survey%20Report%20Nov%202018.pdf • Northern Ireland Skills and Training Questionnaire results to be presented at Institute of Archaeologists Ireland Annual Conference in April 2019. • New Forest National Park Archaeology Survey of Online Resources – due Nov 2018: https://library.thehumanjourney.net/4636/ • Community Heritage Scotland report, includes recognition of training needs; CHS Conference planned for autumn 2019: Summary: http://www.st-andrews.ac.uk/media/school-of-art-history/pdfs/CHS%20summary%20and%20Next%20Steps.pdf Full Report: http://www.st-andrews.ac.uk/media/school-of-art-history/pdfs/Community%20Heritage%20Scotland%20discussion%20document.pdf • Cadw skills project with Welsh Archaeological Trusts may lead to skills agenda for Cadw • HE commissioning research into Heritage Skills Gaps • FAME/ClfA Archaeological Market Survey 2018 (p. 44-9) shows: <ul style="list-style-type: none"> * Issues related to the provision of fieldwork and post-fieldwork skills * Support for the NVQ * Interest in apprenticeships https://www.archaeologists.net/sites/default/files/Archaeological%20Market%20Survey%202017-18.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 • Plans have started for a celebration of 21 years of the ATF, to be held in autumn 2019

Annex: ATF Forward Plan 2018-21 – Implementation Plan: progress in 2018-19 (cont.)

Initiative	Lead	Progress in 2018-19
Other relevant activities		<ul style="list-style-type: none"> • 21st century Challenges for Archaeology report completed by ClfA, to be narrowed down in March 2019 workshop: https://www.archaeologists.net/sites/default/files/21st-century%20Challenges%20for%20Archaeology%20project%20report%20October%202018.pdf • Skills Investment Plan for Scotland’s Historic Environment Sector launched 25th March, along with EKOS research report that underpinned it: https://www.historicenvironment.scot/archives-and-research/publications/publication/?publicationId=15425b9a-e46d-44fd-9b19-aa1b00c3e981 • 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 • Northlight Heritage research drafted on Impact and Benefit survey of archaeological learning. • ClfA survey revealed 340 organisations offering or interested in training: ClfA exploring quality assurance, including field schools • BAJR ongoing research into field schools • Wales Ministerial statement on the historic environment includes reference to skills, esp. p. 7-8: https://gov.wales/docs/drah/publications/priorities-for-the-historic-environment-of-wales.pdf Plus Welsh skills working group convened, to produce a draft Skills Strategy) with a main focus on sharing of three national bodies. • National Lottery Heritage Fund strategy includes ‘developing skills in the sector’ and ‘capacity building’: http://www.heritagefund.org.uk/publications/strategic-funding-framework-2019-2024 • HES Corporate Plan 2019-22 includes aspiration to ‘increase quality, availability and demand for skills’ https://pub-prod-sdk.azurewebsites.net/api/file/078b5991-ed90-4630-bafb-aa2b00ad9fef

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
DfC NI	Department for Communities, Historic Environment, Northern Ireland
FAME	Federation of Archaeological Managers and Employers
HE	Historic England
HES	Historic Environment Scotland
Icon	Institute for Conservation
IHBC	Institute for Historic Building Conservation
Prospect	Prospect Heritage Group
SMA	Society for Museum Archaeology
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