



Archaeology Training Forum

Meeting on 13 February 2019, Historic England, Cannon Bridge House, London

Minutes

Present:

Lisa Brown (HES - Historic Environment Scotland)
Debbie Frearson (CBA - Council for British Archaeology)
Angela Gannon (Prospect Heritage Group)
Kate Geary (CifA - Chartered Institute for Archaeology)
Mike Heyworth (CBA)
Cara Jones (Archaeology Scotland/CifA)
Peta Knott (NAS – Nautical Archaeology Society)
Michael McBratney (HE – Historic England)
Rachel Prosser (HE – Historic England)
Doug Rocks-Macqueen (FAME - Federation of Archaeological Managers & Employers)
Robin Turner (HES)
Johanna Vuolteenaho (Department for Communities, Historic Environment, NI)
Anna Welch (CifA)

1. Apologies:

Duncan Brown (Archaeological Archives Forum)
Chris Jones (ALGAO – Association of Local Government Archaeology Officers)
Rebecca Jones (HES)
Eila Macqueen (Archaeology Scotland)
Kathryn Roberts (Cadw)
Rhi Smith (Society for Museum Archaeology)
Patrick Whife (Icon - Institute of Conservation)

2. Minutes of last meeting (12 November 2018)

Cara Jones was representing both CifA and Archaeology Scotland.
It was Phil Pollard (PP) that was due to send the link to the new Arts Council report – ‘What is resilience anyway?’ and also information about knowledge transfer partnerships, *not* Patrick Whife (PW)
Otherwise accepted.

3. 21st Anniversary event (RT)

ATF will be 21 this year and there was discussion on what kind of event should be held to mark this. A number of ideas were discussed including a training event, mini conference, previous ATF winners to speak and more audience participation. It was suggested that it

could be held in Edinburgh, possibly to coincide with the CifA AGM, which will also be held in Edinburgh this year. Lisa Brown and Cara Jones offered to work with Robin Turner to explore ways to organise this.

Action: LB and CJ to liaise with RT about the event.

4. ATF training award (KG/AW)

The call for nominations has been sent out – AW asked everyone to forward the info that was circulated to their networks and to encourage anyone doing eligible training to submit an application. The first application had been received.

Action 01: All to circulate information about the ATF Award

5. Community Archaeologist Survey Report – Dan Miles (Chair CifA Voluntary and Community special interest group)

Dan gave a short presentation. To be circulated with the minutes. Discussion followed on the challenges of sustaining a ‘resource hub’ for community archaeology. It may be better for a collaborative group to run it. There is a concern that good practice isn’t being shared. The HE knowledge hub is a possibility and many people already use it. CBA will host a meeting in York (April/May) to create an action plan. It would be useful to ally it to the HLF strategic plan. Funding bodies need to be helped to understand the nature of archaeology and not to fund reactive programmes only. Sustainability and legacy should be considered.

Action 02: MH to send out dates for the meeting about creating a sustainable resource hub.

6 Progress Report 2018-19 (RT and Theme Leads)

A. Engagement Opportunities (CBA)

Careers information – there is a poverty of material. CBA is planning a series of blogs focussing on archaeological careers as a ‘Day of Archaeology’ (as part of the wider Festival of Archaeology) which will also be a stand-alone careers resource. Regionally specific information will be important. KG noted that a small amount of money has become available for CifA to create a resource for young people. It was noted that an HE project to create heritage careers information was tendered last year.

Action 03: RP to find out about the result of the HE tender process for ‘resources for young people’.

Museum careers diagrams are being created, including pathways into museum archaeology jobs. Edinburgh zoo is also creating a training opportunity which may be worth investigating.

Action 04: FAME careers diagram – DR-M to find out if that was created.

Action 05: KG to find out about Icon’s career diagram and circulate.

The Forum was asked to think of easier ways to create more user-friendly career pathways diagrams such as in the style of the tube map. Kate Geary is creating a qualifications map.

The Scottish Heritage Resources portal has gone live <https://archaeologyscotland.org.uk/learn-resources/> , if anyone wants to add things in. DR-M is the contact.

The Young Archaeologists Club (YAC) runs training days for leaders.

Training related sites – MH noted that CBA is rationalising its web content. The ISGAP site needs to be updated. Richard Osgood is developing material about how to work with ex-service personnel, and ISGAP will host. The TORC website has been taken down. The Community Archaeology Forum website has not been updated or promoted and will shortly be taken down. A new collaborative space needs to be designed but not covering same ground as the Scottish portal. ISGAP might form the hub. We need to increase the idea of 'brokerage' – setting up links between people and organisation.

B. Vocational Opportunities (CifA)

Apprenticeships in England – KG reported that the Trailblazer group is working through post-approval amendments on the L3 Archaeological Technician end-point assessment plan but it should be published shortly. In the next 3 months there should be more approvals and there has been progress with training providers. CC Skills are involved in the Museums and Galleries Trailblazer but HE has coordinated the Historic Environment Trailblazer.

Modern Apprenticeships in Scotland – CJ - Industry working group has agreed the standards to be taken forward and is working with Skills Development Scotland and the Scottish Qualifications Authority to develop and roll out.

Professional Development Awards (PDA) – As part of the Modern Apprenticeship work, CifA is working with the Scottish industry working group to develop PDAs and National Progression Awards (NPA) and working with colleges to develop training to support new qualifications. It is hoped that the PDA will be ready to be delivered – or at least advertised – in September. RT noted that PDAs are internationally recognised.

PK – There is a shortage of those to write WSIs for underwater sites so training in this area would be welcomed.

Non-graduate trainee entrance schemes

- HES has a commitment to deliver graduate and non-graduate placements. The non-graduate trainees have been a great success.
- KG reported that the HE specialist workplace learning placement scheme has finally come to an end. Lots of resources have been developed over the last 5 years.
- Archaeology Scotland has drafted a concordat with CBA and YAC to roll out their Heritage Heroes initiative scheme across the UK and the summer 2019 YAC leaders' weekend in Oakham Castle will focus on this.

CifA training approval – new PDFs outlining the scheme are being produced and will shortly be circulated. There will be an official launch at the CifA conference

NVQ – AW reported that there is increasing interest in the NVQ. There is a need for more assessors, and CifA is recruiting.

T-levels – MH gave feedback on progress. Mike sits on the Creative and Design T-level panel which includes cultural heritage, and Sadie Watson is on the Agriculture, environmental and animal care panel, which includes archaeology. Our T-level is not going to be ready for at least 2 years so there is time to get it right, but the 45-day placement requirement is causing concern across the sector. The government has recognised that it will be a challenge and might support organisations financially. There are also concerns over whether colleges are able to deliver appropriate training.

C. Academic Opportunities (UAUK)

Not at meeting but see updated Implementation Plan.

D. CPD

RP reported that Historic England's heritage practice training offer has been taken in house and is working very well. HE is now wanting to test the need for these training offers. They will offer a reduced amount of training but more targeted.

Museum Development (West Midlands) has launched the 2019 Sandford Awards which acknowledge and celebrate museums, galleries and historic sites that provide high-quality heritage learning

<http://mdem.org.uk/the-sandford-award-for-heritage-education/#.XHOAMfn7TIU>

E. Supply and Demand (FAME)

DR-M reported on the latest State of the Market survey which showed that more people are employed as archaeologists than ever before. There are about 7000 archaeologists in UK now with more non-UK archaeologists. There is a general shortage of fieldwork skills. The report is published on the Landward website <https://landward.eu/> FAME has carried out a brief survey of its own members on market confidence. A lot of work is happening in East England, and Scotland is quite buoyant, with the South & South-West busy as usual. However, most are *not* confident that business will be as good in 6 months due to uncertainty over Brexit. Some report that projects are starting to stall and there are few new ones on the horizon but, for now, the trend is still on the up for most.

JV – in Northern Ireland they have the licensing system so they have a good idea of how much work there is - and work is dropping.

Migrant advisory committee – DR-M reported that FAME and CifA have put in a proposal to have archaeology included in the shortage occupations list. The All-Party Parliamentary Archaeology group (APPAG) is pressing for inclusion to the list. This might help to safeguard non-UK archaeologists. AG noted that Prospect is working hard to allay fears for EU nationals working in the UK.

BAME placements – an opportunity to host a Historic England BAME placement student has just gone out. CBA will be hosting a placement.

F. Research and Analysis (HE)

HE has funded the development of a new platform – the ‘Write Here Write Now’ project - which will have a soft launch at the ClfA conference. They are working with Jen Parker-Wooding of ClfA on developing standard templates for reports.

7. Forum members’ additional updates

- ClfA - Kate Geary gave an update on the development of Chartered Archaeologist.
- There is a meeting on 7 March to create a streamlined approach to the themes explored in the 21st Century Challenges workshops.
- NI - The results of the Northern Ireland skills questionnaire have not yet been published
- New Forest National park/Oxford community archaeology survey can be found here:
<https://www.newforestnpa.gov.uk/community-archaeology-resource-review/>
- HE – have put out a tender for research on the heritage skills gap.
Action 06: RP to send information on HE heritage skills gap initiative.
- HES – The Scottish Historic Environment Sector Skills Investment Plan will be launched on 25 March and will include reference to archaeology skills

8. Remaining matters arising & action points from last meeting

NAS are interested in running more accredited and professional courses.

9 Any Other Business

RT thanked HE & ClfA for doing the groundwork for apprenticeships in England and thereby smoothing the way for Scottish apprenticeships.

10 Dates of Future Meetings (June 2019)

Edinburgh June 2019 – Anna to send round a doodle poll.

Meeting finished 4.30pm

Remaining Active action points following 13 February 2019 meeting.

Action Point	Who	Details	By when	Status after 13 Feb 2019
08Feb1803	PW	Circulate Icon careers diagram.	Summer meeting	Superseded
28Jun1804	KG	Contact Eoin O’Sullivan and Michael McDonagh to invite to attend or send representatives to ATF	Autumn meeting	Active
28Jun1809	KG/AW	Ensure publicity material for ATF Award is ready for an early Jan 19 launch	Dec 2018	Complete
28Jun1810	KG	Consider whether there is a more appropriate opportunity for presenting the Award within the conference programme	Dec 18	Complete
28Jun1811	KR	Circulate the Place for Skills report	When available	Active
12Nov1801	MH	MH to circulate date and details for the working group to all in ATF.	When available	Active
12Nov1802	AW	AW to circulate DF’s pdf	Feb 2019 meeting	Complete
12Nov1803	MH	MH to provide list of T-levels being offered - to be sent out with the minutes.	When available	Active
12Nov1804	PW & KG	Patrick & Kate to circulate pathways diagrams and put up on website.	June 2019 meeting	Active
12Nov1805	All	All to think of good examples of doing workforce research that could be case studies, such as the DF survey.	Feb 2019 meeting	Superseded
12Nov1806	RT	RT to contact Sara Crofts about HLF feedback analysis and circulate her talk.	Feb 2019 meeting	Complete
12Nov1807	AW	AW to circulate draft updated version of the ATF Award criteria for comments - plus a link when complete.	23 Nov 2019	Complete
12Nov1808	All	All to circulate final version of ATF Award publicity to respective organisations.	Jan 2019	Complete
12Nov1809	All	All to have a look at the National Archives report on how the sector could be developed (AW has sent the link).	Feb 2019 meeting	Complete
12Nov1811	PP & AW	PP to provide information on HE knowledge transfer – see PP email to AW.	Feb 2019 meeting	Complete
13Feb1901	All	Circulate information to contacts about the ATF Award	ASAP	Active
13Feb1902	MH	Send out dates for the meeting about creating a sustainable resource hub.	When available	Active
13Feb1903	RP	Find out about the result of the HE tender process for ‘resources for young people’.	March 2019	Active
13Feb1904	DR-M	Find out if FAME careers diagram was created	March 2019	Active
13Feb1905	KG	Find out about Icon’s career diagram and circulate	March 2019	Active
13Feb1906	RP	Send out information on HE heritage skills gap initiative.	March 2019	Active