



ATF@21 – Archaeology Training Forum

Scotch Whisky Experience, Edinburgh, Monday 14th October 2019

Summary report

Introduction

Over 40 representatives from a wide range of archaeological and related organisations got together with those delivering skills and training infrastructure to look at some of the key issues related to the provision of a suitably skilled archaeological workforce now and into the future.

The principal aims of the event were to:

1. Celebrate past successes of the Archaeology Training Forum and its members
2. Summarise current priorities
3. Review current ATF Forward Plan and Terms of Reference
4. Look to the future – the next 21 years
5. Influence those who can help with actions and funding at UK and/or Home Nation level

The event was hosted by Historic Environment Scotland and linked to the Forward Plan of the Archaeology Training Forum.ⁱ and to Aim 5 of Scotland's Archaeology Strategyⁱⁱ The event was funded jointly by all four governmental archaeology agencies of the UK Home Nations.

The Programme (Annex A) began with a series of talks and reflections on the early years of the Forum, presentations from past and present trainees, and a review of the current Forward Plan. This led into a workshop session where participants were asked to engage in conversations on the following topics:

- Is anything obvious missing from the ATF Terms of Reference or Forward Plan?
- Priorities: from the list in the Forward Plan, where should the archaeology sector focus attention for the next couple of years?
- Where could you/your organisation contribute? What are the barriers?
- Where should we aspire to be in 2040 – another 21 years?

The workshop session, undertaken with the benefit of facilitators at each of the six tables, and recorded in summary by table note-takers, was followed by a plenary session where the main points were brought out and discussed. Notes from the workshop and plenary were the basis of the following summary of the discussions.

SUMMARY OF RESPONSES FROM THE EVENT

The following notes in black relate to subjects raised at the ATF@21 workshop on 14th October 2019, and the **comments in red** are responses from discussions at the subsequent meetings of the Forum on 29th October 2019 and 21st February 2020. These notes represent the main points raised that relate to the Forward Plan and Terms of Reference; other points were made that are already accommodated in these documents and are therefore not repeated here. Where appropriate, follow-on actions are **recommended in blue** at the end of each entry, with an indication in square brackets of how the action is to be delivered and by whom.

Overarching observation

Complexity: Skills & Training is part of an *ecosystem*, incl. formal & informal learning; communities; pay & conditions; marketing; schools & young people. Should we maintain our focus, or branch out?

ATF: Best to maintain our focus, albeit recognising that we work within a wide and complex context.

Strategic

Diversity and Inclusion: Equalities, social and economic. Should we be seeking funding routes for things like bursaries?

ATF: Equalities, diversity and inclusion should remain an important part of our work.

Suggestions for activities included a Good Practice workshop, or a presentation from the CfA Equalities and Diversity Group at a Forum meeting.

ACTION : Arrange presentation at a Forum meeting. [In hand for June 2020]

Identity: Should ATF have more of a presence, or is the current system working? (£ if the former.)

ATF: We feel that the current system – where it is Forum Members rather than the Forum itself that delivers on the Forward Plan – still works best for us, given that the Forum itself relies on in-kind resources from Members.

Climate Emergency: Should it be brought out at a strategic level?

ATF: Although Climate Change is recognised as critically important, it can be accommodated within our actions rather than becoming a main Initiative in its own right.

Mainstreaming: Should we do more to tie in with government policies and strategies?

ATF: On rare occasions the ATF has written in support of an issue related to archaeological skills and training, and that option remains open to the Forum collectively and to its individual member bodies.

Strategic documents: Do we need to review our definitions/use of words e.g. of 'Archaeology', 'Sector', 'career' etc.? Do we need a new set of documents before 2021?

ATF: The feedback from the workshop will precipitate some adjustments to our documents, but these are in the realms of minor revision rather than significant changes, so we will continue with the current period covering 2018-21.

ACTION: Review documents at the next scheduled opportunity, i.e. when drafting for 2021-24. [In hand for 2020.]

Operational

Embedding: How can we do more to normalise skills and training in organisations as an expectation rather than an optional add-on?

ATF: The requirements of Cifa Registered Organisations are helping ensure that appropriate training and CPD is happening in those bodies, but it is recognised that this may not be the case in other archaeological organisation. HS2 have ensured that skills and training requirements are a condition of the work of archaeological contractors, and others who commission or require archaeological work may be in a position to do the same – especially for very large pieces of work.

ACTION: Consider how skills and training requirements are and could be further embedded within planning conditions. [FAME and ALGAO to discuss.]

Career diagram/map: Still missing as a graphic. Is this really more about ‘pathways’ rather than ‘career’? Multiple routes, which need to also accommodate career breaks.

ATF: We are closer to having helpful diagrams, but the path is seldom straightforward, including generationally different expectations; and whether it might be better to look at skill sets rather than job titles. One possibility is to look at gamification where different paths can be followed depending on circumstances and the answers to various questions. This may be explored further, but we are also working on conventional diagrams to show how people might journey through archaeological work.

ACTION: Continue working on conventional diagrams. [Cifa leading.]

Sharing: How can we better share training with other industries, e.g. construction?

ATF: As links develop with colleges this can become easier as they are used to teaching transferrable skills to people on different courses.

Promotion: In the face of competition from other professions, we need to do more to promote archaeology as a career.

ATF: UAUK and CBA are working on promotional material such as leaflets and web-based resources, recognising that there are other professions that are also in the market for the same individuals and that we need to overtly market archaeology as a career. We need to understand why current and potential students choose archaeology, and how they find out about it: proactive audience development and associate research is required.

Leadership: We should facilitate training of our current and future senior managers – strategy; finance; charitable activities; etc.

ATF: Training in these areas is widely available, for a cost. Rather than delivering that training, Forum Members feel it is usually better to point to it.

Training Centre(s): Do we need to set some up, as central hubs for training?

ATF: Conditions may not be right to have physical centres, although virtual hubs are more likely to be able to be afforded and resourced. This is actively being considered in Scotland.

Hire an expert: Create a ‘library’ of experts who can deliver specialised training.

ATF: An interesting idea, especially in the context of online resources where matches might be able to be made. Not currently being explored as a priority.

Mentoring: And coaching: both have been proved to be highly beneficial in other professions but are rare in archaeology.

ATF: Cifa are working to create mentoring opportunities in archaeology, as are some universities, but more is need to make this the norm. It is especially valuable in areas of specialism. CBA have launched Young Archaeologists’ Club Alumni, who will match up with YAC members.

Networking: Of trainers and those devising training delivery – maybe a summer event?

ATF: The Cifa conference would be an ideal place for this sort of event.

ACTION: Propose diversity training delivery session at an appropriate event. [ClfA leading, probably through the Equality and Diversity Group.]

Operational - ATF

ATF Comms: Do we need an ATF Comms Strategy?; a leaflet?; a bulletin?

ATF: A promotional leaflet or infographic on the ATF, perhaps including statements by Members as to why they support it, would be useful to have. Creating an ATF Twitter account would also be useful, especially for spreading the word about the activities and products of Members. The option of an ATF Training Bulletin is currently beyond the capacity of the Forum.

ACTION: Consider creating a promotional leaflet or infographic for ATF. [HES leading.]

ACTION: Create an ATF Twitter account *and* put in place the means to manage it. [ClfA leading - #archaeologytraining.]

ATF Infrastructure: Do we need more, e.g. formal admin assistance?

ATF: Given the current economic and governmental climate it is unlikely that financial resources could be made available for additional administrative assistance. Consistent with its philosophy of collective effort, the Forum will continue to spread the load in all its activities.

Representation: Do we need to review the representation on the Forum, e.g. diggers; consultants; Republic of Ireland?

ATF: Representation from the Republic of Ireland is already agreed in principle. In terms of less represented constituencies, rather than draw in more Members, it may be possible for them to become representatives of existing member bodies, e.g. from Special Interest Groups of ClfA.

NEXT STEPS

The event was an opportune celebration of the achievements of the ATF and a good chance to use the audience as a sounding board to review our current activities. Many relevant points were made which reinforced the Forum's sense of direction, and the above Action points will be put on the Forum's to-do list. The results will be fed into the discussions of the 2021-24 Forward Plan, which will be developed during 2020-21.

List of Annexes

- A. Programme
- B. Participants' Organisations
- C. Acknowledgements

ⁱ See <http://archaeologytraining.org.uk/>, and for the 2016-17 Forward Plan and progress report see http://archaeologytraining.org.uk/wp-content/uploads/2017/07/ATF-annual-report-2016_17-final.doc

ⁱⁱ http://archaeologystrategy.scot/files/2016/08/Scotlands_Archaeology_Strategy_Aug2016.pdf

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Annex A: Programme



ATF@21 – Programme

Scotch Whisky Experience, The Royal Mile, 354 Castlehill, Edinburgh EH1 2NE

Monday 14th October 2019, 12.15–16.40

12.15	Lunch	
13.00	Welcome	Robin Turner, HES
13.10	Origins and early years – how far we've come	Mike Heyworth, CBA
13.30	5-minute stories – past and present trainees	Kat Gilmour Lindsey Büster Annie Partridge
14.00	Roundup of current ATF Forward Plan priorities	Kate Geary, ClfA
14.20	Workshop – Forward Plan and beyond	
15.20	<i>Tea/Coffee & Cake!</i>	
15.50	Workshop Feedback	Cara Jones, ClfA, & Lisa Brown, HES
16.30	Conclusions and thanks	Robin Turner
16.40	End of afternoon event	
17.00	Guided walk(s) at the top of the Royal Mile (sign-up required)	Simon Green, HES
18.00	Joint reception with ClfA at Edinburgh Castle	

ATF@21 was sponsored and organised by:



Historic England



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Annex B: Participants' Organisations

Operating under the Chatham House rule, representatives of the following organisations participated in the event:

- Allen Archaeology
- AOC Archaeology
- Archaeology South-East/UCL
- Association of Detectorists
- Association of Local Government Archaeological Officers
- Archaeology Scotland
- Bolton Consultancy
- Canterbury Archaeological Trust
- CFA Archaeology
- Chartered Institute for Archaeologists
- Chartered Institute for Archaeologists Scottish Group
- Council for British Archaeology
- Department for Communities Northern Ireland
- Edinburgh University
- Glasgow University
- GUARD Archaeology
- Headland Archaeology
- Historic England
- Historic Environment Scotland
- Institute of Conservation
- Landward Research
- Prospect
- Scottish Crannog Centre
- Scottish Funding Council
- Scottish Student Archaeology Society
- Skills Development Scotland
- University of the Highlands and Islands
- Wessex Archaeology
- WSP
- York Archaeological Trust

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Annex C: Acknowledgements

We are grateful for financial and administrative support from: Cadw; ClfA; Department for Communities NI; Historic England; and Historic Environment Scotland.

The event was devised and delivered by of a small organising group consisting of:

- Lisa Brown, HES
- Angela Gannon, Prospect
- Kate Geary, ClfA
- Cara Jones, ClfA/Archaeology Scotland
- Robin Turner, HES

In addition to the organising group, the event would not have been possible without the hard work of HES and ClfA colleagues, in particular:

- Elizabeth Durst, ClfA
- Emma Bowie, HES
- Laura MackKenzie, HES
- Michael Elliot, HES
- Simon Green, HES

Thanks are due to all the speakers and plenary facilitators (Annex A) for the high quality of their presentations:

- Lisa Brown, HES
- Lindsey Büster, Edinburgh University
- Kate Geary, ClfA
- Kat Gilmour, HES
- Mike Heyworth, CBA
- Cara Jones, ClfA
- Annie Partridge, Canterbury Archaeological Trust
- Robin Turner, HES

We are grateful to the workshop table Facilitators and Note-takers:

- Lisa Brown, HES and Emma Woodward, Historic England
- Angela Gannon, Prospect and Kat Gilmour, HES
- Kate Geary, ClfA and Peta Glew, AOC Archaeology
- Mike Heyworth, CBA and Julie Lochrie, HES
- Cara Jones, ClfA and Phil Pollard, Historic England
- Rachel Prosser, Historic England, and Anna Welch, ClfA

We would like to thank everyone who attended for investing their time to support the event; the spread of views and quality of ideas show how important it was to have different perspectives represented.

Robin Turner
January 2020