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# EDITORIAL

### **Professional pathways**

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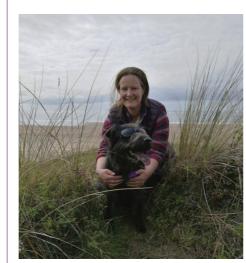
This issue of TA focuses on professional pathways and career routes into archaeology, at a time when concerns about capacity and the unprecedented demand for archaeologists are very much to the fore. CIfA has been advocating for change in the way the sector recruits and trains its workforce for some time – change that is essential to provide the skills the sector needs and also to encourage greater diversity amongst those seeking a career in historic environment practice.

To this end, we are supporting the development of flexible career entry routes designed to provide vocational skills and underpin academic knowledge, which are vital for a skilled, professional workforce. Much of this work is undertaken in collaboration with sector partners including employers and educators, and we have some excellent examples in the articles that follow. Andrea Bradley celebrates ten years of vocational training through the ClfA NVQ Assessment Centre, Jenni Butterworth reports on the Historic Environment Trailblazer led by Historic England, and Professor Kate Welham and Dr Vicki Cummings consider a joint initiative between UAUK and CIfA to accredit archaeology degrees.

One of the most positive changes in recent years is a greater recognition by employers of their role in training and skills development, illustrated here by Zbigniew Pozorski from Pre-Construct Archaeology. Like a growing number of Registered Organisations, PCA has developed an inhouse training programme that is formally recognised by ClfA, ensuring that training is aligned to professional standards and can lead to professional recognition for the trainees. Further information on the criteria for recognition can be found at http://www.archaeologists.net/careers/infofor-employers.

ClfA recognition also enables trainees to access the Trainee CSCS card. Gordon Jenkins, CSCS Director of Operations, outlines recent changes to the CSCS scheme, including the development of a Professionally Qualified Person card for ClfA members.

Professional accreditation leads to greater recognition of archaeologists' skills, parity with fellow professionals and increased credibility with clients and the public. The final piece in the jigsaw, therefore, is the development of a Chartered Archaeologist grade, which will be subject to further consultation in 2018. Becoming a chartered professional is the ultimate recognition of the high level of technical and ethical competence required of an archaeologist in the 21st century. With the initiatives outlined in this issue, it is clear we are making significant progress on our pathway to professionalism.



Kate Geary

Chartered Archaeologist the next step for the Institute?

Chartered institutes have a high level of trust and credibility. They are recognised as operating with expertise, tried and tested systems and with impartiality – promoting their profession and members as a means of securing the public good."

Peter Hinton, Chief Executive. CIfA



## Why charter?

desirability and possibility of chartership is a key element of ClfA's Strategic Plan supporting our first strategic objective – to Council Office, this has been taken status. The Institute was granted its Charter in 2014 and we started the

chartered\_archaeologists)

Being able to confer Chartered Archaeologist status means that archaeology will become a chartered profession like architecture, engineering or surveying. Recent research has highlighted the value of chartered status, indicating that the public ranks Chartered number one in terms of confidence in professionalism, over other designations like Fellowship and degree.1 As such, we believe it will

- · give archaeologists parity with other chartered professionals
- promote greater recognition of archaeologists' professional skills and accreditation
- build our credibility as a 21st-century profession
- attract new people into the profession by promoting career pathways

<sup>1</sup> The Stamp of Quality? The importance of being Chartered, Paper in Professionalism 5, Chartered Insurance Institute

Exploring the

our status. On the advice of the Privy forward as a two-stage process, seeking initially to charter the Institute itself and then to develop individual chartered process of consulting with members and the sector on the development of a proposal for awarding individual chartered status in 2015 (for details, see www.archaeologists.net/charter/

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## The story so far ...

The first stage of the process has been to research routes to chartered status in other professions and to consider initial advice from the Privy Council Office. Our research has shown that, although professional bodies employ a variety of means to assess and award chartered status, most have the following aspects in common:

- assessment of a high level of technical competence, demonstrated through relevant qualifications and/or work experience
- assessment of professional and ethical knowledge and skills and their application to real-world situations
- commitment to professional development throughout the professional life-cycle

Initial advice from the Privy Council Office indicated that

- we need to develop a robust assessment process
- chartered status should only applicable to practising archaeologists

'Becoming a chartered profession is the ultimate recognition of the high level of technical and ethical competence required of an archaeologist in the 21st-century.'

Kate Geary, Head of Professional Development and Practice, ClfA

- assessment should be via combination of professional review and CPD
- the level of knowledge required should be pitched relatively high (equivalent to Level 7 on the Regulated Qualifications Framework, or a Master's in academic terms)
- there should be a process for the regular assessment of CPD

Based on the above, and following consultation with members through a series of workshops, conference sessions and online surveys, we have developed an outline framework that has been benchmarked against other professions but that also reflects the skills and attributes that make archaeologists unique. This was presented to the 2017 AGM, and will form the basis of further consultation as we develop the detailed processes that will support it. You can read the outline framework on the Charter page of the CIfA website. The results of the benchmarking are shown in the table on page 5.

One of the key issues we needed to consider is how a new Chartered Archaeologist designation would fit with the existing membership grade structure. A variety of options were considered, including

- a straight transfer of existing members to the new Chartered Archaeologist grade (known as grandparenting)
- creation of an entirely new membership grade structure with Chartered Archaeologist as the highest grade
- replacing the Member grade with Chartered Archaeologist, adding additional requirements and transferring those Members not able or willing to meet them to Associate grade

There are pros and cons with each option.

Grandparenting, while popular with some of our members, was considered not to be appropriate by the majority. We also felt that it was likely that this route wouldn't comply with the Privy Council Office's advice.

The option to abandon our existing membership structure was attractive in that it would allow us to design a new structure around the requirements for Chartership. The downside was that it would also remove some important links between our existing membership grades and, for example, CSCS Professionally Qualified Persons cards or NVQs.

Replacing our Member grade with Chartered
Archaeologist and adding in the additional requirements
to cover assessment of ethical competence and
professionalism via a professional review can still be
considered and would potentially give us a simpler, less
confusing structure. However, it would require those
Members not wishing to become chartered to transfer to
Associate grade, which could be unpopular.

	Chartered Environmentalist (Society for the Environment)	Chartered Ecologist (CIEEM)	Chartered Surveyor (RICS)	Chartered Planner (RTPI)*	Chartered Landscape Architect (Landscape Institute)	Chartered Project Professional (APM)	Chartered Archaeologist (ClfA)
Assessment method: technical competence							
Submission of supporting evidence/portfolio	<b>V</b>	V	~		<b>~</b>	<b>V</b>	V
Structured training programme	?		<b>v</b>				
Statement of experience				<b>v</b>			
Oral interview					V		
Written assessment						<b>✓</b>	
Assessment method: ethical c	competence						
Professional interview	V	V	<b>~</b>	V	V	V	V
Completion of online module			<b>✓</b>				
Statement of experience				<b>V</b>			
Professional development plan	า			<b>v</b>			
Monitoring of Continuing Professional Development (CPD)							
CPD	V	V	V	V	V	V	V
Reassessment/revalidation							
Reassessment		V					?

<sup>\*</sup> offer accredited degree and non-accredited degree routes which alter assessment criteria

## **Next steps**

Following on from a vote at the 2017 AGM to approve the outline framework for further development, the next stage is to develop, and consult on, detailed proposals for the assessment of ethical competence. We also need to consider what, if any, requirements for revalidation might be appropriate. We will be seeking input to this process from our Special Interest Groups to ensure that the proposals take into account the diverse specialisms of our members, plus any equalities issues. As well as talking to members, we will also discuss with our various sector partners, including the national agencies, FAME and ALGAO.

This is a significant moment in the development of the Chartered Institute and the development of the profession. We want *Chartered Archaeologist* to be a mark of quality and professionalism that is recognised by clients, employers and the wider public, so we need members to engage with the process by responding to consultations and surveys and by sending us their comments or questions, and to help us shape the future direction of the profession and the Institute.

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