

EDITORIAL

Professional pathways

Kate Geary MCIfA (1301), ClfA Head of Professional Development and Practice

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. ClfA 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 UAKU and ClfA 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 in-house 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/info-for-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



p8



p10



p12



p16

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, ClfA



Why charter?

Exploring the desirability and possibility of chartership is a key element of ClfA's Strategic Plan supporting our first strategic objective – to **increase understanding of the role of archaeologists in society and improve our status.** On the advice of the Privy Council Office, this has been taken forward as a two-stage process, seeking initially to charter the Institute itself and then to develop individual chartered status. The Institute was granted its Charter in 2014 and we started the 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/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

¹ *The Stamp of Quality? The importance of being Chartered*, Paper in Professionalism 5, Chartered Insurance Institute

