

Strengthening long-term capacity in the Scottish heritage sector: recent work by ClfA in Scotland

Cara Jones AClfA (6085), Chartered Institute for Archaeologists

How can we ensure we are a profession that is fit for the future? It's a question which we have been asking in Scotland recently with our work leading on Aim 5 of Scotland's Archaeology Strategy (Innovation and skills) to ensure that our profession is fit for the future. Since 2010 and in collaboration with the ClfA Scottish Group, we have been active in coordinating workshops that provide cost-efficient training opportunities. Our work with the Archaeology Strategy has enabled us to look further into ways we support professional development, to explore new ways of upskilling our existing workforce and to develop new entry routes into a career in archaeology.

The timing is never better to consider how we upskill our existing workforce or rethink entry routes into a career in archaeology. Our work in Scotland is being delivered against a wider backdrop of initiatives supported by Scottish government, which include the Attainment Challenge and the development of apprenticeships. Looking to our sector, heritage developments are being driven forward strategically through Our Place in Time and the Archaeology Strategy, and the recently launched Skills Investment Plan for the heritage sector also helps us consider what and where resources need to be focused for skills development.

Following a rapid review of skill gaps and losses (completed in 2017) and enabled by further funding from Historic Environment Scotland, ClfA is now co-ordinating the development of a Modern Apprenticeship in Field Archaeology and exploring the creation of several new qualifications that will help upskill our existing workforce. This work is being informed and guided by the recently created Archaeology Skills and Training Working Group, a collection of industry leaders who are ensuring that any new initiative that we are developing is fit for purpose.

We see these initiatives as the start of the long-term development of new and innovative ways to train future and existing archaeologists. We are just getting started, but thanks to dedicated funding from Historic Environment Scotland, the active Working Group and the industry-wide collaboration currently taking place, the future is looking bright for the Scottish Heritage Sector.



Cara Jones

Cara joined ClfA in June 2016 to lead a review on skill gaps and losses in Scottish Archaeology, an outcome from Aim 5 of Scotland's Archaeology Strategy.

Graduating from Cardiff University, Cara has been working in Scotland since 2005 as a field archaeologist, heritage consultant, local authority archaeologist and project manager in community archaeology. Her current role with ClfA includes supporting the development of initiatives that will help increase the diversity of our profession and upskill our workforce.

Cara also works at Archaeology Scotland, co-managing the Adopt-a-Monument scheme and leading on the development of new initiatives to widen engagement opportunities. Cara is passionate about increasing the diversity of our profession and ensuring that it is fit for the future. If you want to find out more about ClfA's activities in Scotland, contact Cara on cara.jones@archaeologists.net

Recent ClfA Scottish Group workshops. Credit: Cara Jones

