



ARCHAEOLOGY 2030: A STRATEGIC APPROACH FOR NORTHERN IRELAND
Working Group 8 - Professional Skills, Training and Specialisms

Strategic Objectives - Specialist Skills; Professional Pathways, Future Investment

Working Group 8 - Professional Skills, Training and Specialisms - Delivery Plan (recommendation numbering should be read against the published strategy document [i.e. R5.1]: [Archaeology 2030 - A Strategic Approach for Northern Ireland.pdf](#)), and the individual actions coming from the Way Forward Working Groups [i.e. .c], which will be made available to each Working Group.

Action	How can this be achieved?	Suggested Key tasks	Working Group/ Collaborators	Potential Outputs (to be developed by working groups)
R5.1.a, R5.1.b, R5.1.c, R5.1.d R5.2.a	i. Defining Industry Standards and Competencies	<ul style="list-style-type: none"> Review existing material (NOS for Archaeological Practice, ClfA competency matrix), explore industry standards, feed into defined job roles and skill and training needs Adopting accreditation (ClfA/IAI) and commitment from sector to support individual membership and associated training needs etc. Explore relationship between accreditation and excavation licencing with sector 	<ul style="list-style-type: none"> Institutes as chair (ClfA/ IAI) Profession and Competency Working Group would ideally have representation from across the commercial sector BAJR etc.? Important to engage with HED regarding any accreditation and licencing discussions 	<ul style="list-style-type: none"> Standardised job roles Clear professional development pathways Skills directory?
R5.2.b to R5.2.e	ii. The Sector should actively support Professional Development	<ul style="list-style-type: none"> Explore standardised professional pathways and introducing training schemes/ training matrices. This could include Archaeology Skills Passports or CPD logs for all staff, so that non-accredited staff including excavation staff, can work on their own professional pathway Develop networking opportunities (this could include establishing an Archaeological NI Forum etc.) and secure funding for collaborative opportunities, projects/ workshops Develop training tools with the Institutes to explain the importance of CPD including 'on the job training' 		<ul style="list-style-type: none"> Establish Archaeology Forum for NI (or joint ClfA/ IAI group) Develop CPD tools/ Archaeology Skills Passport Develop specialist training opportunities Stronger workforce

		<ul style="list-style-type: none"> Engage with other Working Groups to develop specialist training opportunities from the Research Framework, Standards and Guidance work 		
R5.3.a, R5.3.b R5.4.a	iii. Identify and articulate future skill needs	<ul style="list-style-type: none"> Identify key stakeholders/ bodies to influence Undertake a skills mapping exercise (profiling the profession) and present shortcomings, future gaps, and skill demand to the education sector 	Professional Skills and Cross-Sector Training Working Group	<ul style="list-style-type: none"> Profiling the Profession/ skills mapping Establish skill gaps and present to sector
R5.4.b, R5.4.e R5.3.c	iv. Develop cross-sector CDP opportunities	<ul style="list-style-type: none"> Work with Working Groups to explore CDP opportunities arising from the NI Standards and Guidance review - catalyst for upskilling the wider sector Develop and deliver a suite of CPD opportunities including Standards and Guidance Training, archive preparation etc. Work towards embedding best practice across the sector Develop and deliver training and resources for new technologies including best practice and legislation Secure funding for collaborative opportunities – this could include specific projects or workshops arising from the development of the Archaeological Research Framework Ensure that the Research Framework is well understood within the sector 	<ul style="list-style-type: none"> Professional Skills and Cross-Sector Training Working Group would need to engage with the Standards and Guidance Working Group and Profession and Competency Working Group The Institutes and HED Commercial and Academic sector 	<ul style="list-style-type: none"> Develop and Deliver CPD opportunities Stronger workforce
R5.3.d, R5.3.e, R5.3.f R5.4.c, R5.4.d	v. Developing archaeological and heritage skills for new graduates	<ul style="list-style-type: none"> Review findings of skills mapping/ future needs of sector Explore existing fieldwork training schemes, mentoring schemes and potential for an NVQ in Archaeological Fieldwork/ Practice Engage widely with Higher Education Institutes, Commercial Sector, The Institutes and HED Introduce archaeological Standards and Guidance as part of academic teaching <p>Promote a range of heritage career pathways, including conservation specialisms and management roles to students/ early careers</p>	<ul style="list-style-type: none"> Professional Skills and Cross-Sector Training Working Group Commercial and Academic sector The Institutes and HED 	<ul style="list-style-type: none"> Develop education and training pathways Develop cross-sectoral events for students/ early careers