



Chartered
Institute for
Archaeologists

Professional Pathways February 2021 Bulletin

Hi – welcome to the first Professional Pathways bulletin of 2021. Previous bulletins can be found on the [Professional Pathways page](#).

Professional Pathways aims to support members through the CIfA accreditation by signposting to useful advice, resources and training that will help members to build on their existing knowledge and skills and reach the next stage in their professional career. The content of the bulletins should help towards building two key elements of the validation matrix, 'Knowledge' and 'Perception of context' for your Practitioner (PCIfA) application as well as introducing you to a wider network of heritage environment professionals and working practices.

In this bulletin:

- Professional profile - Jack Powell, PCIfA
- Professional ethics and how they relate to archaeology
- New visa system update
- Any questions?
- What are we doing at the moment?

Professional profile - Jack Powell.

Jack graduated from Bournemouth University in 2016 after completing a BSc in Archaeology and has been a student member of CIfA since 2014. He developed a keen interest in aerial photography and remote sensing during his degree and whilst undertaking a placement with the New Forest National Park Authority. In January 2017, Jack joined the team at Air Photo Services (APS) as an Aerial Imagery Analyst. He was responsible for analysis of air photos and LiDAR data for heritage assets, GIS mapping, and assisting with training. As part of a proactive team, he got to analyse fascinating multi-period sites from across the country.



Jack was encouraged to upgrade to the professionally accredited grade of PCIfA by members of the team at APS and was further motivated after learning more about accreditation at the CIfA early careers event at the 2017 CIfA conference. The upgrade from student to PCIfA demonstrated the progress in his career and helped to highlight and set goals for his professional development for the future. Jack is now working at Norfolk Historic Environment Service.

Professional ethics and how they relate to archaeology?

In the May 2020 bulletin, we signposted you to Cifa's [professional practice paper](#) on professional ethics which has useful and relatable case studies that illustrate ethical dilemmas and guidance on how to approach the daily ethical decisions we make as archaeologists. There is a new e-learning module to support this which gives you an introduction to professional ethics and explains how the Cifa *Code of conduct* and Standards and guidance can help you to avoid acting unethically. It also gives some tips on how to develop your ethical knowledge and sets out a series of everyday ethical scenarios you might encounter and asks you to consider how you might react.



Update on new visa system from Rob Lennox

As of 1 January 2021, a new immigration system is in operation in the UK, following the end of the Brexit transition period. Cifa is concerned that non-UK labour will become much less accessible as a result of these changes. The changes make it harder and more costly for employers to seek non-UK labour from the EU which has made a vitally important contribution to filling short term skills needs in the sector. Recent figures from the State of the Archaeological Market report indicate that the proportion of non-UK archaeologists employed in the workforce is already declining – at 11% in March 2019, down from 15% in 2018.

Cifa's view is that the new system increases costs on employers and employees, and that conditions for those utilising the new Skilled Worker route are representative of a hostile environment likely to discourage many applicants from work in the UK. However, there are some positives for non-EU citizens who now may find that they have more opportunity to find work in the UK, as well as additional options for international students wishing to find work in the UK after finishing their studies.

[You can find more detailed information about the new system on the Gov.uk web pages.](#)

New 'Skilled worker route'

A new *Skilled Worker* visa route (replacing Tier 2 visas) will apply to all non-UK citizens equally, with the exception of citizens of the Republic of Ireland, who are exempt from visa requirements to work in the UK under existing legislation.

This new route requires applicants to;

- have a job offer from a Home Office licensed sponsor
- And that the job offer is at the required skill level – RQF 3 or above (A Level and equivalent)
- speak English to the required standard

Meeting these mandatory criteria award an applicant 'points' which total 50. An additional 20 points from 'tradable' characteristics will be required in order to reach the necessary 70-point threshold ([see here for a list of 'points'](#)). Because archaeology is on the [UK Shortage Occupation List \(UKSOL\)](#), applicants for jobs in archaeology are awarded 20 points. This means that they only have to satisfy the minimum salary threshold of £20,480, whereas jobs not on the UKSOL must meet a salary threshold of £25,600. Those with PhDs relevant to their job offer may also be able to use this for an additional 10 points enabling a slightly reduced salary threshold.

The skilled visa route requires that an employer is registered as a visa sponsor, which, at the moment, most are not. Skilled worker visas can be valid for up to 5 years, after which time they may be able to apply for indefinite leave to remain. However, while on a Skilled Worker visa, restrictions will apply on such things as changing employers part way through a visa. This means that it may be difficult for applicants to swap between short term contracts. There are also costs for applicants and employers per member of staff. In total, an applicant can expect to pay an application fee, an annual immigration Skills Charge, and an annual NHS-surcharge. These fees are increased for those wishing to move to the UK with dependents.

Graduate visa route

For international students who will complete their degree in the UK from Summer 2021, a Graduate visa will be available that will enable students to remain in the UK to work for two years after they complete their studies. Students who complete a PhD will have access to the same visa but can stay for up to 2 years. After this period, it may be possible for students to seek Skilled Worker visas. We would advise applicants to consider discussing this with potential employers to ensure that they might be willing to sponsor a Skilled Worker visa after this point.

Any questions? Please ask

If you've got a question about ClfA or careers please send it to anna.welch@archaeologists.net or for membership application enquiries contact lianne.birney@archaeologists.net You'll get a confidential answer but if the information could help others it will be included in an anonymised FAQs section. Here's a couple of questions that are often asked:

I've heard about apprenticeships in archaeology – what are they?

Historic environment apprenticeships have been developed at different levels from L3 to L7 to create different routes into the sector and to upskill existing staff. You can find out about all of them on [Historic England's website](#). Apprenticeships are in the first stages of being rolled out and one of the first to get underway was the L4 Heritage environment advice assistant. Thomas Hills wrote about what it was like to be part of this programme in this [blog from CBA's Festival of Archaeology](#).



Apprentices at St Andrews Church, Taunton ©Historic England

What is a CSCS card and how can I get one?

The Construction Skills Certification Scheme (CSCS) issues cards that provide proof that individuals working on construction sites have the appropriate training and qualifications for the job they do on site. It's not a legal requirement to have a CSCS card but most principal contractors and major house builders require those working on site to hold a valid card. You can find out more about the aims of the scheme and how to apply for a card on the [CSCS website](#). There are two main cards held by archaeologists. These are the Professionally Qualified Person (PQP) card which requires current professional accreditation by a CSCS approved organisation (eg ClfA), and an Academically

Qualified Person (AQP) card, which requires a degree or higher-level qualification in Archaeology. Those on CifA Approved employer training schemes are also able to get a Trainee CSCS card.

What are we doing at the moment?

The Innovation Festival was held during the last week of January and I hope you were able to join some of the sessions. If you weren't able to, you'll still be able to get access to the sessions as we'll be putting the links on the website on the [events recordings page](#).

We're continuing our Zoom digital breaks, from 12:30pm until 13:15pm and the next one is on 11 February. Expand your social network from wherever you are. It's a good opportunity to chat with people other than your daily contacts! We usually have two or three topics to set off the conversation and details of how to join will be on the website nearer to the time. CifA staff will also be joining in on the conversations, so feel free to say hi!

Looking further ahead the CifA Forensic Archaeology Special Interest Group is holding its first online poster conference in March and will showcase different aspect of their work. You can find details about that and other upcoming events on the CifA [Events page](#).

The CifA Annual Conference is being held online for the first time, from 21 to 23 April 2021. You can find details of how to book plus a draft timetable on the [conference page](#) and there are several [bursaries available](#).

We're continuing to work from home, and you can get hold of us by e-mail at admin@archaeologists.net

If you have any questions or suggestions for the next bulletin please send them in.



A handwritten signature in black ink that reads 'Anna Lianne'.

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