State of the Archaeological Market 2021

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Version: 1.1, check the FAME website for the most recent version, in case any corrections or changes are made to this document.

Changes – corrected some table references and added more specific labelling to an image, as well as some additional alt text.

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FOREWORD

This year's report is remarkable because of the counter-intuitive picture it provides on how commercial archaeological practice successfully managed the risks that Covid 19 and associated lockdowns brought to the economy. The fact that archaeological organizations did not close down, and many have flourished during this period, is testament to the adaptability and inventiveness of managers and staff who appreciated the need to find safe methods of working so, as an industry, we could continue to support our clients in the delivery of essential services.

Although the big transport schemes were obvious essential projects of strategic importance which underpinned some of our income, the survey has shown surprisingly that residential housing was marginally more important as a revenue stream during this period. The effect of HS2, Crossrail and large road schemes had changed the pattern of funding over the past two years from what had previously been a business environment dominated by housing, and now the two sectors are of equal importance as clients for commercial archaeological practice.

It is also reassuring to witness the gradual increase in rates of turnover per staff member and the percentage of profit/surplus that is being achieved. This enables growing levels of investment and training of staff, and provides a stronger foundation for the sustainability of archaeological organizations servicing the private sector.

A record number of archaeologists are now employed in our industry, and yet we are finding recurrent problems in recruitment. On the evidence from the survey it appears that we need to focus on how best to attract, train and retain a larger number of archaeologists, and construct a clearer career trajectory, so that we build in resilience for the future, continue to help the UK economy flourish, and enrich society through dissemination of the results from our investigations.

Tim Malim, Chair: Federation of Archaeological Managers and Employers

EXECUTIVE SUMMARY

This report is on the state of the market for archaeological services in the United Kingdom in 2020-21 – some respondents also work and in the Republic of Ireland and that data as been separated out to avoid double counting. The survey gathered data via a questionnaire sent to all FAME members and Chartered Institute for Archaeologists' Registered Organisations.

The overall aims of this survey are to provide:

- a unique analysis of the archaeological sector as part of the overall economy;
- statistics that allow estimation of total value of the sector to the economy;
- data on indicative numbers of employed professional archaeologists working in the commercial sector with comparative figures for other areas;
- data for analysis of long-term sustainability for the sector;
- data that can enable informed lobbying to help protect heritage; and
- data to support planning effectively for the future so that the industry is sustainable and results in a benefit for society

Key Results for 2020-21

Financial year 2020-21 almost exactly matches the first year that the UK economy was impacted by the effects and constraints of the COVID-19 pandemic, and during that time commercial archaeology expanded in terms of staffing, workload, revenue and profitability.

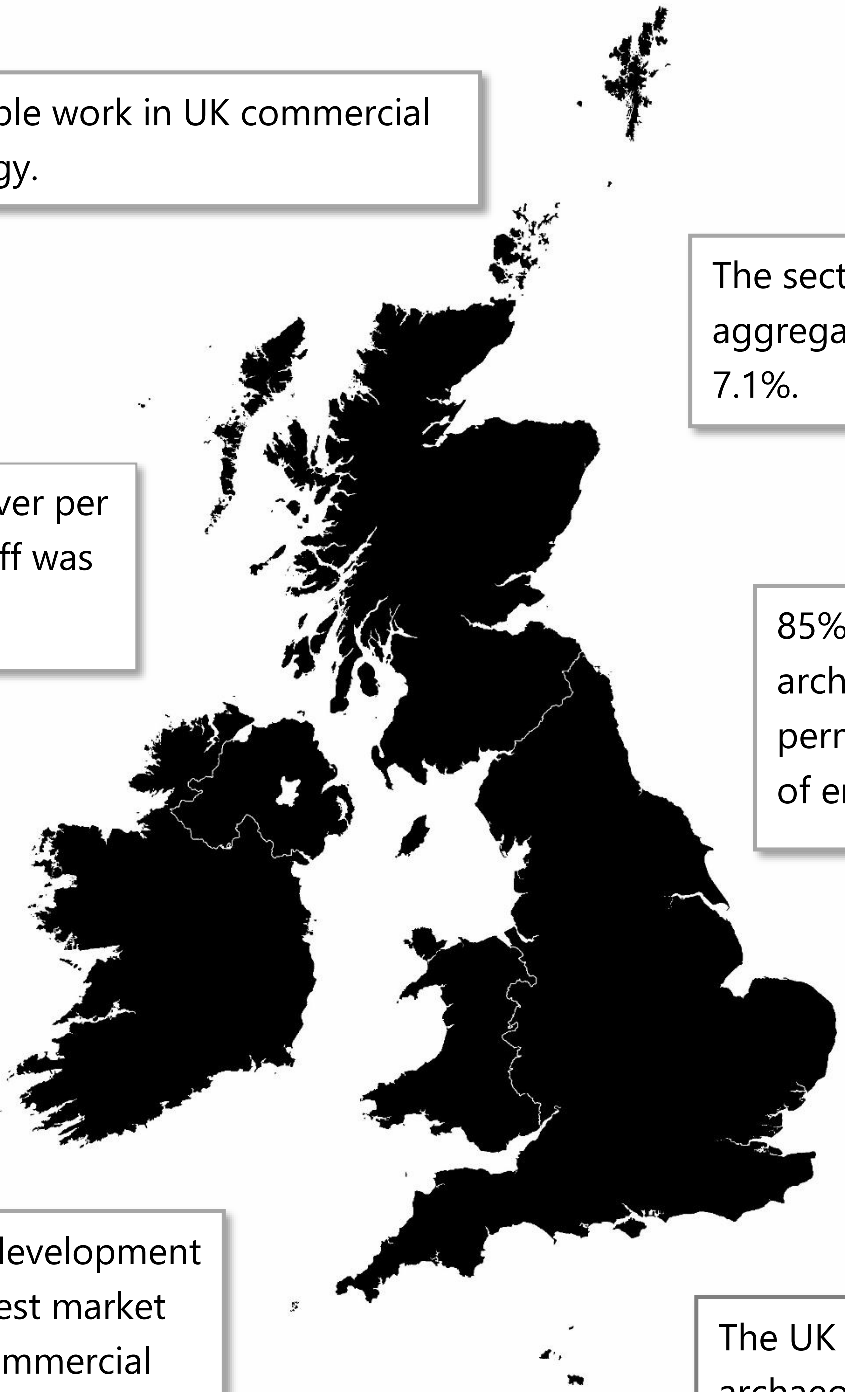
Overall future market sentiment was positive, with more employers expecting market improvement in 2021-22 than deterioration, and most expected to increase their staff complements. However, the overwhelming majority of employers had vacancies that had been hard to fill.

Of the archaeologists working in contracting and consulting in the UK:

86% are British Nationals.

11% are from other EU countries.

Six Highlights



4,700 people work in UK commercial archaeology.

The sector reported an aggregate profit level of 7.1%.

Average turnover per member of staff was £52,528.

85% of commercial archaeologists have permanent contracts of employment.

Residential development was the largest market sector for commercial archaeology in 2020-21 as it had been in every previous year except 2019-20.

The UK commercial archaeology sector is valued at £247 million in 2020-21.

INTRODUCTION

This project is a continuation of a series of projects that have been undertaken for over a decade. With the onset of the 2008 financial crisis, the Chartered Institute for Archaeologists (CIfA) and the Federation of Archaeological Managers and Employers (FAME) began a series of projects to measure the changes this would bring to the sector. Nine quarterly surveys were initially conducted, gathering and presenting data from October 2008 to April 2011. Kenneth Aitchison, first with CIfA and then with Landward Research, undertook this work. Subsequently, CIfA and FAME commissioned a project to gather data on a six-monthly basis and to present reports on the state of the archaeological market, again by Landward Research. The December 2012 report was combined with the sector wide Archaeology Labour Market Intelligence: *Profiling the Profession* 2012-13 report. These reports highlighted the effect the economic situation had on the archaeological sector.

Because this information was valuable to CIfA, FAME and the sector, they, together with Historic England, commissioned Landward Research Ltd to continue to analyse and evaluate the state of the market for archaeological services, examining employment, turnover, market segmentation and other relevant topics. That exercise was carried out on an annual basis over five years, collecting data for the entire UK for every year from 2013-14 up to 2017-18.

Following on from this five-year project and, again, because of its value, CIfA and FAME have decided to continue this work and received support from Historic Environment Scotland to do so. Kenneth Aitchison continues to lead these surveys, though now in his role as CEO of FAME, and working with Doug Rocks-Macqueen, the Deputy CEO of FAME.

The 2019-20 report was produced using data gathered as part of a wider, pan-sector labour market intelligence project, *Profiling the Profession 2020*[1].

This report presents the results of the survey for 2020-21.

1. As identified in the 2019 report, over time the questionnaire had grown in size and scope of questions asked. We have now removed some questions and added some others, but overall this has reduced the number of questions and the time needed to respond.
2. This has led to questions being identified that do not need to be asked every year, and so selected questions are now being asked less frequently than on an annual basis.

[1] https://profilingtheprofession.org.uk/

METHODS

The survey (see Appendix) was conducted by polling FAME members and CIfA Registered Organisations (155 email addresses at 107 organisations).

The survey was a digital survey created using Novisurvey software. Respondents were asked to provide data that applied on 31st March 2021, and so this report is on the situation at the end of financial year 2020-21.

Links to the questionnaire were initially sent to potential respondents on 14th February 2022, with automated reminder and follow-up emails encouraging completion being sent periodically until the survey was closed on 22nd March 2022.

RESULTS OF 2020-21 SURVEY

Responses were received from 41 organisations (the 2018-19 survey had 50 usable responses; the larger 2019-20 survey had 70 useable responses). Not every respondent answered every question.

Geographic Distribution

Respondents were asked about the locations of head and subsidiary offices (but not about staffing or turnover per office) (Table 1).

	Head offices	Subsidiary offices
East of England	2	7
East Midlands	4	3
London	4	4
North East England	0	3
North West England	3	6
South East England	5	6
South West England	4	5
West Midlands	2	4
Yorkshire and the Humber	6	7
Scotland	4	4
Wales	4	2
Northern Ireland	0	0
Republic of Ireland	0	1
Outside the UK and Republic of Ireland	1	2
total	**39**	**54**

Table 1: Distribution of company offices by location.

Staff Numbers

Over 2,000 staff were working for respondents, with between 1 and 428 members of staff per respondent (Table 2).

	total
total staff (managerial, professional, technical and administrative) employed	2,022.25
total fee earners working full-time	1,849.35

Table 2: Staff numbers. n=33.

Staff Nationalities

In 2021, 86% of staff members working for organisations headquartered in the UK were British nationals (Table 3), the same levels reported for 2020 and 2019, while 11% were citizens of EU states – a figure that has been declining since 2017 (Table 4).

	Employed in UK	
Staff (full-time equivalents)	**Count**	**%**
British (UK subjects)	1,625	86%
National of EU states	211	11%
Nationals of other countries (non-UK, non-EU)	51	3%
total	1,888	

Table 3: Staff nationalities (UK respondents).

All staff	Dec-12	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
British (UK subjects)	93%	83%	85%	86%	86%	86%
National of EU states	3%	15%	13%	12%	13%	11%
Nationals of other countries (non-UK, non-EU)	4%	2%	2%	3%	1%	3%

Table 4: Nationalities of staff (UK respondents) in 2012 and then 2017-21. 2012 was a Profiling the Profession exercise and represents the whole sector, not just those in commercial archaeology.

Staff Contracts

Three quarters of the people working in commercial archaeological practice have full time, permanent contacts, maintaining the levels reported in 2020 (Table 6). This continues to reflect a competitive labour market, where employers are actively seeking to recruit and then retain staff.

Overall, 85% of workers were on permanent contracts and 15% were employed on fixed-term contracts (Table 5).

This project no longer gathers data for 'casual' or 'volunteer' staff.

Permanent	Count	%
Full-time	1,325.7	76%
Part-time	154.3	9%
total	1,480	85%
Fixed term		
Full-time	259	15%
Part-time	8	0%
total	267	15%
grand total	**1,747**	

Table 5: Staff by contract type for UK based organisations in 2020-21.

Contract type	Oct-11	Apr-12	Mar-14	Mar-15	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
Permanent										
full-time	71%	74%	66%	68%	68%	71%	65%	66%	76%	76%
part-time	7%	11%	10%	9%	6%	6%	14%	13%	11%	9%
Fixed term										
full-time	17%	11%	21%	18%	21%	20%	16%	18%	12%	15%
part-time	0%	0%	1%	1%	2%	1%	2%	1%	2%	0%
Casual										
full-time	3%	3%	1%	2%	2%	1%	0%	0%		
part-time	0%	0%	0%	1%	0%	0%	0%	1%		
Volunteer										
full-time	0%	0%	0%	0%	0%	0%	0%	0%		
part-time	1%	0%	0%	2%	1%	2%	1%	3%		

Table 6: Staff by contract type for UK based organisations from 2011 to 2021.

Salary Levels

Respondents were asked about overall changes in two key economic indicators – salary levels and charging rates.

Respondents were asked about changes to salaries (not in specific terms, but at an overall level), by being asked whether salaries had typically risen or fallen during the 2020-21 financial year. This was specifically not a question about total salary bills, as those would be directly influenced by the number of personnel on the payroll. This was a question that had been asked annually until 2018, but had not been asked since then. Only two respondents answered this question, and so the results are of very limited use (Table 7). The CPI rate of inflation in March 2021 was 0.7%[2]; respondents were asked to compare changes with inflation at the date of the salary settlement.

salary changes	Count	%
rose by above inflation	0	0%
rose by inflation	0	0%
unchanged	2	100%
fell by up to 10%	0	0%
fell by over 10%	0	0%
Total	2	

Table 7: Salary changes 2021.

[2] http://www.rateinflation.com/inflation-rate/uk-historical-inflation-rate accessed 10th June 2022

Charge Out Rates

Respondents were also asked about any changes to their charge-out rates in the year ending 31st March 2021, and then about how they anticipated they would change in the next year (Table 8).

	reported change to March 2021	anticipated change to March 2022
range	0% to 30%	0% to 20%
mean	4.6%	5.4%
median	3.0%	5.0%
mode	0% (7 responses)	5.0% (9 responses)
n=	27	27

Table 8: Charge-out rate changes 2020-21.

Charge-out rates rose by an average of 4.6% in the year to March 2021. Looking forward, respondents expected their charge-out rates to rise by 5.4% in the year to March 2022.

The March 2021 annual UK inflation rate (CPI) was 0.7%; 70% of respondents (19 of 27) increased their charge-out rates in 2020-21 by more than this amount.

Competition for Projects

In order to gather indicative data about the intensity of competition for work, a new question was introduced this year, asking how many projects each respondent had tendered for and how many they had successfully secured. Respondents won between 23-79%, with an average of 44% (Table 9).

	range	average
number tendered for	12 - 1966	414
number won	3 - 974	183
percentage won	23% - 79%	44%
(*n*= 22)		

Table 9: Competition for projects 2020-21.

Sector Growth

27 organisations provided data on the number of staff they employed in 2021 (1566) together with retrospective figures for 2020 (1241). This is an aggregate increase across those 27 organisations of 325 individuals – an increase of 26.1% (Table 10). The increasing number of archaeologists is part of a trend that has been occurring for several years now (Table 11 & Figure 1).

From discussions with sectoral business leaders, we do not consider that this level of growth was replicated across the entire sector. Remembering the methodological flaws that the simple extrapolation led to unrepresentative increases being reported between 2012-13 and 2018-19, discussed in *State of the Archaeological Market 2020*, we have taken a cautious approach to reporting growth.

On this cautious approach, it has been assumed that overall, for all the organisations that did not answer both questions on 2020 and 2021 staffing levels there was no net change, meaning that we are assuming the known increase in staffing numbers – 325 individuals – represents the overall sectoral increase. This equates to 7.4%, still a substantial increase.

	2012-13	2014	2015	2016	2017	2018	2019	2020	2021
Count	2812	2871	3284	3481	3743	3997	4152	4375	4700
annual growth		2.1%	14.4%	6.0%	7.5%	6.8%	3.9%	5.4%	7.4%

Table 10: Calculated Figures – Employment in Commercial Archaeology 2014-2021.

The figures for people employed by local heritage management ('curatorial') and 'other' employers – including universities, museums, national government - were collected in the *Profiling the Profession 2020* survey, and as no updated figures are available for these sectors, they remain unchanged in the 2021 results.

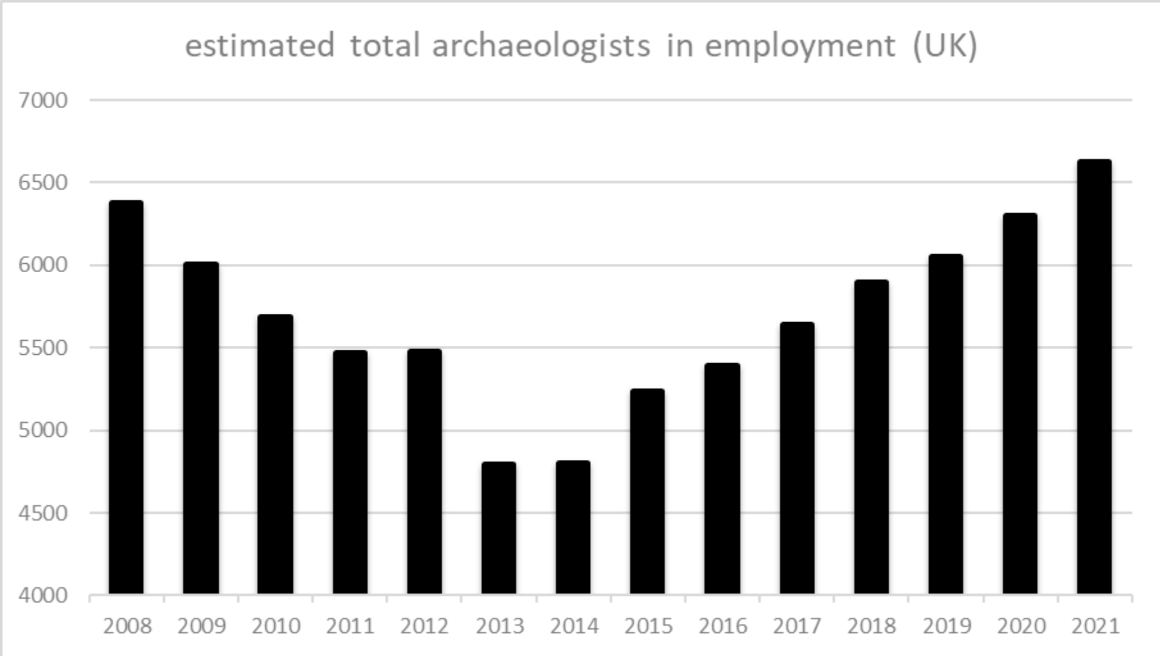


Figure 1: Estimated total numbers of archaeologists employed in the United Kingdom 2008-2021.

	Aug-07	Oct-08	Jan-09	Apr-09	Jul-09	Oct-09	Jan-10	Apr-10
curatorial	512	505	505	505	505	505	505	485
other	2105	1972	1943	1914	1886	1857	1829	1800
commercial	4036	3906	3561	3323	3472	3526	3270	3404
total	6653	6383	6009	5742	5863	5888	5604	5689

	Jul-10	Oct-10	Jan-11	Apr-11	Oct-11	Apr-12	Dec-12	Mar-14
curatorial	485	485	485	442	442	440	485	439
other	1771	1743	1714	1686	1628	1571	1495	1495
commercial	3669	3333	3189	3225	3399	3467	2812	2871
total	5925	5561	5388	5353	5469	5478	4792	4805

	Mar-15	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21	
curatorial	459	416	407	409	409	375	375	
other	1495	1495	1495	1495	1495	1550	1550	
commercial	3284	3481	3743	3997	4152	4375	4700	
total	5238	5392	5645	5901	6056	6300	6625	

Table 11: Reported and estimated size of the archaeological sector from 2007 to 2021.

Turnover

Twenty-two respondents provided turnover figures for their latest financial years (Table 12). This question was presented separately to organisations headquartered in the UK (reporting in pounds sterling) and to those headquartered in the EU (reporting in Euro). All responses received were from organisations headquartered in the UK; no responses were received to this question from organisations headquartered outside the UK.

	UK - pounds turnover in year ending 31 March 2021
respondents	22
total turnover	£89,100,904
average	£4,050,041

Table 12: Number of respondents to UK turnover question and combined total turnover in 2021.

Turnover has been tracked by geographic source since 2017 (Table 13).

	England	Scotland	Wales	Northern Ireland	Republic of Ireland	Rest of the world
2020-21	91%	2%	2%	0%	0%	5%
2019-20	85%	7%	2%	0%	4%	2%
2018-19	87%	6%	6%	0%	0%	1%
2017-18	92%	3%	4%	1%		
2016-17	88%	7%	4%	0%		

Table 13: Turnover originating from work undertaken by UK-headquartered organisations in each of these locations from 2017 to 2021.

Total turnover has been tracked for seven years. There have been fluctuations between each year, (Table 14). in large part attributable to differences between which organisations responded, but in every iteration until 2019-20 the majority of respondents had annual turnovers of below £1m. In 2020-21, the majority of respondents (from 22 returns) reported annual turnovers greater than £1m.

	2016-17	2017-18	2018-19	2019-20	2020-21
>=£10m	9%	10%	6%	10%	17%
£5m -> £10m	6%	10%	3%	2%	0%
£2.5m -> £5m	3%	3%	6%	8%	17%
£1m -> £2.5m	19%	29%	18%	21%	50%
£500,000 -> £1m	25%	23%	3%	13%	6%
£250,000 -> £500,000	13%	19%	15%	13%	11%
<£250,000	25%	10%	52%	33%	22%

Table 14: Distribution of turnover from 2017 to 2021. UK only.

The average turnover per member of staff in 2020-21 was £52,528, an increase on the previous year of 2.6% (Table 15), which, combined with an increase in the number of people working in commercial archaeology results in the entire sector being valued at £247 million pounds.

	avg. per staff member	estimated commercial archaeologists	sector size	mean per organisation	median per organisation
2020-21	£52,528	4,700	£247m	£4,050,041	£1,446,200
2019-20	£51,187	4,375	£224m	£2,142,424	£472,725
2018-19	£48,696	4,152	£202m	£1,577,742	£250,000
2017-18	£48,747	3,997	£195m	£2,553,346	£1,000,000
2016-17	£45,309	3,743	£170m	£2,348,383	£643,500
2015-16	£45,615	3,481	£159m	£2,928,146	£755,618
2014-15	£45,914	3,284	£151m	£1,879,543	£864,000
2013-14	£56,237	2,871	£161m	£1,641,720	£740,935

Table 15: The average turnover per employee, estimated number of archaeologists, total value of the commercial archaeology sector, mean turnover per respondent and median turnover per respondent from 2014 to 2021. UK only.

Profits

19 respondents reported aggregate profits (or surplus, for not-for-profit organisations) of £5,869,754 on their combined turnovers of £82,925,904, equating to 7.1%, an increase on 2019-20 (when aggregate profit levels were 6.3%) (Table 16).

37% of respondents reported profit levels that represented 5% or less of their turnovers; this includes 16% of respondents that reported having made losses during 2020-21.

profit as % of turnover	Apr-12	Dec-12	Dec-12 PP	Mar-14	Mar-15	Mar-16
>25%	0%	3%	12%	0%	0%	14%
10-25%	10%	5%	11%	12%	12%	14%
5-10%	15%	23%	18%	12%	18%	19%
<5%	75%	70%	60%	75%	70%	52%
mean				£31,582	£46,637	£154,438
median				£0	£5,500	£50,000
range				-£3,000 to £251,000	-£1,000,000 to £935,000	-75,000 to £799,000

profit as % of turnover	Mar-17	Mar-18	Mar-19	Mar 20 PP	Mar 21
>25%	3%	15%	35%	17%	11%
10-25%	41%	22%	23%	21%	26%
5-10%	13%	19%	19%	17%	26%
<5%	44%	44%	23%	45%	37%
mean	£121.25	£211,531	£93,630	£127,547	£308.934
median	£43,000	£60,000	£50,000	£400,000	£90,000
range	-286,000 to £1,000,000	-£26,297 to £1,800,000	-£49,000 to £828,383	-£145,000 to £2,329,494	-£300,000 to £2,972,722

Table 16: Distribution of profits, mean, median and ranges of reported profits from 2011 to 2020. PP = Profiling the profession, data comes from Profiling the Profession projects.

Funding Sources

The overwhelming majority of commercial archaeology's funding comes from private sector clients (Table 17).

source	respondent turnover	%
private sector clients	£53,218,152	88%
national heritage agencies (Historic England, Historic Environment Scotland, Cadw, Heritage Council etc)	£1,401,054	2%
central government departments and agencies	£731,330	1%
local, district, city, county or unitary councils (local planning authorities).	£2,618,045	4%
other public bodies (including universities, public-private partnerships and local enterprise partnerships)	£1,216,065	2%
community groups (including lottery-funded projects, town and parish councils and neighbourhood forums)	£1,077,065	2%
Total	£60,262,304	

Table 17: Sources of turnover funding 2020-21. n=19.

Market Sectors

In 2021-21, the largest source of funding for archaeological practice was work on Residential Development projects, by 1% more than Transport (Table 18). As a source of funding, Residential Development had been more than twice as large as Transport in every previous year until 2019-20, when for the first time, Transport became the largest market sector. Transport is now second to Residential Development.

source of income	Mar-21	
	£	%
Residential development	£15,756,963	34%
Transport	£14,887,310	33%
Commercial and industrial	£7,714,832	17%
Energy	£2,139,831	5%
Water Supply	£1,029,994	2%
Minerals	£1,008,512	2%
National Agencies and University Grants	£731,522	2%
Community projects and HLF	£639,355	1%
Any other services not categorised above	£635,980	1%
Other research and public archaeology	£337,465	1%
Education	£221,376	0%
Health	£166,892	0%
Local Authority Initiatives	£148,714	0%
Telecommunications	£128,000	0%
Waste	£88,000	0%
Heritage conservation	£41,250	0%
Assistance to LPAs delivering development control services	£0	0%
Total	£45,675,996	(*n*=12)

Table 18: Sources of income by sector 2020-21.

Over the previous six years, Residential Development has been the most significant source of market income, followed by Transport and then Commercial & Industrial (

Table 19).

source of Income	Mar 15	Mar 16	Mar 17	Mar 18
Residential development	40%	53%	42%	36%
Transport	6%	10%	6%	14%
Commercial and industrial	24%	14%	18%	13%
Energy	7%	3%	6%	14%
Minerals	5%	3%	2%	5%
Community projects and HLF	3%	2%	3%	4%
Water Supply	3%	2%	2%	1%
National Agencies and University Grants	3%	2%	1%	1%
Education	2%	1%	1%	1%
Other research and public archaeology	1%	1%	1%	5%
Heritage conservation	1%	2%	1%	0%
Local Authority Initiatives	1%	1%	0%	1%
Health	0%	1%	1%	0%
Assistance to LPAs dev. control services	1%	0%	0%	0%
Waste	0%	1%	0%	0%
Telecommunications	0%	0%	0%	0%
Any other services not categorised above	2%	1%	9%	0%
Leisure, sport, entertainment and tourism	1%	0%	5%	2%
Retail and town centres	3%	3%	2%	3%

source of Income	Mar 15	Mar 16	Mar 17	Mar 18	Mar 19	Mar 20	Mar 21
Residential development	40%	53%	42%	36%	34%	28%	34%
Transport	6%	10%	6%	14%	15%	34%	33%
Commercial and industrial	24%	14%	18%	13%	10%	17%	17%
Energy	7%	3%	6%	14%	18%	7%	5%
Minerals	5%	3%	2%	5%	9%	3%	2%
Community projects and HLF	3%	2%	3%	4%	1%	2%	1%
Water Supply	3%	2%	2%	1%	2%	1%	2%
National Agencies and University Grants	3%	2%	1%	1%	1%	2%	2%
Education	2%	1%	1%	1%	2%	1%	0%
Other research and public archaeology	1%	1%	1%	5%	0%	0%	0%
Heritage conservation	1%	2%	1%	0%	2%	1%	0%
Local Authority Initiatives	1%	1%	0%	1%	0%	1%	0%
Health	0%	1%	1%	0%	0%	0%	0%
Assistance to LPAs dev. control services	1%	0%	0%	0%	0%	0%	0%
Waste	0%	1%	0%	0%	0%	0%	0%
Telecommunications	0%	0%	0%	0%	0%	0%	0%
Any other services not categorised above	2%	1%	9%	0%	5%	3%	1%
Leisure, sport, entertainment and tourism	1%	0%	5%	2%	N/A	N/A	N/A
Retail and town centres	3%	3%	2%	3%	N/A	N/A	N/A

Table 19: Sources of income by sector from 2015 to 2021.

Forms of Contract

Externally standardised approaches to forms of contract (the Institution of Civil Engineers' NEC3 or ICE short form) continue to be less frequently used than exchanges of letters or either client's or own standard terms and conditions (Table 20).

22 respondents provided information on the contracts that they used in 2020-21; percentages are presented in terms of the percentage of respondents that will use each form of contract – for example, 86% of archaeological companies will use clients' standard terms and conditions on occasion, while (a largely overlapping) 77% will sometimes use their own standard T&Cs.

This question was not asked in 2020.

	Mar-16	Mar-17	Mar-18	Mar-19	Mar-21
exchange of letters / emails	74%	70%	74%	77%	64%
your own organisation's standard T&Cs	63%	70%	70%	60%	77%
client's standard T&Cs	63%	59%	70%	54%	86%
bespoke	42%	48%	33%	29%	36%
NEC3 (various - family of contracts)	32%	26%	37%	20%	9%
ICE (short form or alternatives)	26%	22%	15%	14%	32%
none	5%	7%	0%	11%	5%
other	0%	0%	4%	3%	0%
don't know				3%	0%

Table 20: Forms of Contract used in 2016-21.

Market Conditions

In March 2021, the overwhelming majority of respondents considered that market conditions would improve in the coming year (Table 21).

The sector was much more positive than it had been a year before (

Table 22 & Figure 2).

	Count	%
yes - market conditions would deteriorate	3	14%
no - market conditions would improve	17	81%
don't know	1	5%
Total	57	

Table 21: Market condition expectations in 2021.

	Jan-09	Apr-09	Jul-09	Oct-09	Jan-10	Apr-10	Jul-10
market will deteriorate	87%	54%	42%	31%	19%	29%	51%
market will improve / will not deteriorate	3%	26%	42%	33%	47%	29%	18%
don't know	10%	19%	17%	26%	34%	43%	31%
total confidence	-84%	-28%	0%	2%	28%	0%	-33%
	Oct-10	**Jan-11**	**Apr-11**	**Oct-11**	**Apr-12**	**Dec-12**	**Mar-14**
market will deteriorate	41%	46%	32%	37%	32%	30%	13%
market will improve / will not deteriorate	22%	20%	26%	24%	29%	48%	78%
don't know	28%	35%	42%	39%	39%	23%	9%
total confidence	-19%	-26%	-6%	-13%	-3%	18%	65%
	Mar-15	**Mar-16**	**Mar-17**	**Mar-18**	**Mar-19**	**Mar-20**	**Mar-21**
market will deteriorate	8%	21%	26%	37%	68%	49%	14%
market will improve / will not deteriorate	84%	64%	56%	44%	21%	33%	81%
don't know	8%	14%	19%	19%	12%	18%	5%
total confidence	76%	43%	30%	7%	-47%	-16%	67%

Table 22: Market Confidence from January 2009 to March 2021. Total confidence is those that think the market won’t deteriorate minus those that think it will.

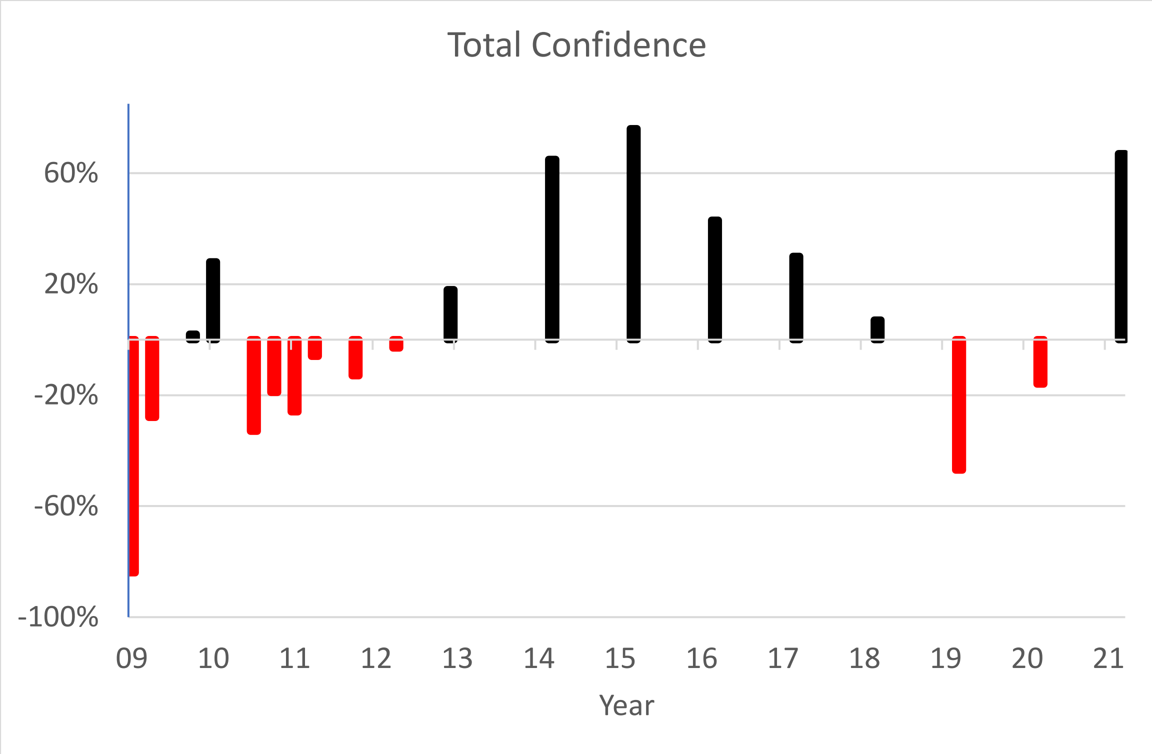


Figure 2: Market Confidence from January 2009 to March 2021. Total confidence is those that think the market won't deteriorate minus those that think it will.

Respondents were asked if they had specific comments to accompany their answers to the question, "*on 1st March 2021, did you believe that market conditions would deteriorate over the next 12 months"* and two did, with both referencing hopes for post-COVID-19 recovery.

- Coming out of covid should lead to development growing again
- With Covid restrictions still in place, but the vaccination rollout happening, we felt that market conditions would improve on the year before. Though we were unsure to what extent, or if they would recover to pre-Covid levels.

Client Failure

Nineteen respondents reported a total of thirteen projects that ended because of client collapse. 77% of these happened during post-fieldwork analysis, with the remained before fieldwork began (Table 23). While this is a very rare occurrence, as thousands of projects take place each year, it is concerning that the majority occur during post-fieldwork analysis, potentially leaving orphan archaeological archives without a funder to pay for their analysis and completion. This question was previously asked in 2019, and results were comparable then.

total	pre-fieldwork	during evaluation	during mitigation	during post-fieldwork analysis
13	3	0	0	10

Table 23: Projects stopped because of client failure and where in the process this occurred in 2021

Two respondents made further comments:

- Hard to quantify. We are often not told why a quote has not been instructed. A couple of projects were halted or delayed due to known financial issues but could not necessarily be considered business failure.
- Number/% very similar to during 'typical' times

Skills

In 2020-21, the area where skills were most frequently reported as being lost was fieldwork (Table 21), as it had been in every year except 2019-20 (

Table 22). And this was also the area where employers most frequently reported hiring in skills, and as an area for investing in training – so it was both a skills shortage and a skills gap.

This, together with post-fieldwork analysis, was most frequently reported as being an area where there was a sectoral skills issue.

More than 50% of respondents were having to hire in fieldwork skills and more than 50% were also training staff members in this area – there has never been such high levels of demand for a skill reported in this series of surveys.

21 respondents answered at least some of the questions relating to skills. In table 20 below, for each identified skill area – e.g., *Fieldwork (intrusive or non-intrusive)*, the numbers of respondents reporting having lost skills in that area, having hired in skills in that area, having trained staff in that area of skills, or identifying that they consider there is a sectoral skills shortage in that area – the number of respondents is given,

together with that figure as a percentage of all 21 respondents. For example, eight respondents reported that in the previous year they had lost skills in *Fieldwork (intrusive or non-intrusive)* – (38% of respondents), but 13 respondents (62%) considered that there was a wider sectoral skills shortage in this area.

	lost skills		hired skills		trained skills		sectoral skills shortage	
	#	%	#	%	#	%	#	%
fieldwork (intrusive or non-intrusive)	8	38%	13	62%	12	57%	13	62%
post-fieldwork analysis	3	14%	9	43%	11	52%	13	62%
artefact or ecofact conservation	1	5%	10	48%	6	29%	8	38%
providing advice to clients or other service users	3	14%	5	24%	9	43%	7	33%
desk-based or environmental assessment	2	10%	6	29%	11	52%	6	29%
data management	1	5%	3	14%	8	38%	4	9%
other	0	0%	0	0%	1	5%	2	10%

Table 24: Skills that were lost, hired in, trained and where respondents felt there was sectoral shortage in 2021. n = 21.

Skills Lost	Dec-12	Mar-14	Mar-15	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
fieldwork (intrusive or non-intrusive)	19%	39%	35%	25%	27%	40%	19%	5%	38%
post-fieldwork analysis	14%	17%	16%	17%	23%	20%	6%	5%	14%
artefact or ecofact conservation	7%	4%	14%	17%	15%	16%	6%	2%	5%
providing advice to clients	10%	4%	11%	8%	12%	16%	6%	3%	14%
desk-based/environmental assessment	7%	4%	11%	8%	8%	12%	10%	4%	10%
data management	5%	9%	5%	4%	8%	0%	0%	1%	5%
other	2%	13%	3%	4%	0%	0%	0%	1%	0%

Table 25: Skills lost from 2012 to 2021. Percentages calculated on total responses to all skills questions and not just those to this specific question.

The assumption is made that those who did not respond did so because they had no losses.

Skills Bought-in	Dec-12	Mar-14	Mar-15	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
fieldwork (intrusive or non-intrusive)	36%	39%	51%	67%	62%	68%	52%	39%	62%
post-fieldwork analysis	40%	35%	43%	58%	62%	60%	42%	38%	43%
artefact or ecofact conservation	55%	52%	27%	58%	46%	44%	39%	43%	48%
desk-based/environmental assessment	7%	17%	8%	21%	12%	12%	23%	5%	24%
providing advice to clients	0%	9%	14%	25%	15%	12%	13%	9%	29%
data management	5%	0%	5%	13%	12%	4%	10%	3%	14%
other	7%	4%	0%	4%	8%	4%	16%	6%	0%

Table 26: Skills bought-in from 2012 to 2021. Percentages calculated on total responses to all skills questions and not just those to this specific question.

The assumption is made that those who did not respond did so because they had no need to buy in the skills.

Training Provided	Dec-12	Mar-14	Mar-15	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
fieldwork (intrusive or non-intrusive)	36%	52%	54%	71%	62%	72%	55%	27%	57%
post-fieldwork analysis	29%	48%	46%	63%	62%	68%	42%	26%	52%
artefact or ecofact conservation	17%	39%	38%	58%	58%	68%	13%	6%	29%
providing advice to clients	29%	39%	38%	33%	38%	44%	45%	25%	43%
desk-based/environmental assessment	7%	30%	14%	33%	35%	36%	42%	34%	52%
data management	17%	26%	24%	33%	31%	28%	23%	31%	28%
other	17%	30%	24%	21%	15%	8%	10%	10%	5%

Table 27: Skills training provided from 2012 to 2021. Percentages calculated on total responses to all skills questions and not just those to this specific question.

The assumption is made that those who did not respond did so because they had no need to train in.

Sector Shortages	Dec-12	Mar-14	Mar-15	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
fieldwork (intrusive or non-intrusive)	33%	35%	41%	46%	50%	64%	19%	25%	62%
post-fieldwork analysis	24%	22%	49%	54%	65%	64%	29%	15%	62%
artefact or ecofact conservation	21%	13%	24%	29%	42%	48%	16%	12%	38%
providing advice to clients	24%	17%	22%	29%	38%	32%	16%	6%	33%
desk-based/environmental assessment	19%	17%	22%	29%	23%	32%	23%	10%	29%
data management	24%	4%	8%	13%	15%	20%	13%	6%	9%
other	7%	17%	14%	29%	12%	20%	6%	5%	10%

Table 28: Skills shortages from 2012 to 2021. Percentages calculated on total responses to all skills questions and not just those to this specific question.

The assumption is made that those who did not respond did so because they did not believe there are sector shortages.

NVQ

Relatively few respondents have previously accessed the Level 3 NVQ Certification in Archaeological Practice (Table 29), but more consider that they will do so in the future – which has been the consistent pattern since the NVQ was established.

NVQ - (Level 3 NVQ Certificate in Archaeological Practice)	yes	no	don't know
have supported a member of staff in the past	2	11	2
would consider supporting a member of staff in the future	9	3	2

Table 29: NVQ use responses. n=19.

Apprenticeships

Formal Apprenticeships continue to be under-used in commercial archaeology (Table 30), and as in previous years but more respondents intend to use them in the future than reported having had experience of them to date.

Apprenticeships	yes	no	don't know
have supported a member of staff in the past	1	13	0
would consider supporting a member of staff in the future	9	3	3

Table 30: Apprenticeships use responses. n=19.

Perceptions

As in past years, respondents were asked about their perceptions about the current market (Table 31 & Table 32). After one year of COVID-19 restrictions, respondents strongly believed that the economic climate for development was likely to improve in the 12 months from March 2021, and they believed even more strongly that their heritage teams would grow. Late and / or non-payment of bills were less significant concerns for the sector.

Overall, respondents tended to agree that current national planning policy frameworks make it easier to justify heritage work and revenue levels, and to disagree with the assertion that these frameworks weaken the case for heritage work.

A majority of respondents either agreed, or strongly agreed with the perception that **a shortage of heritage staff in LPAs is a major constraint on heritage projects**, and this has been the case in every iteration of this survey since 2014.

A new question was introduced in 2021, asking about hard-to-fill vacancies. 77% of respondents agreed or strongly agreed with the perception that **we have had vacancies that we considered to be hard to fill**.

	Mar-15	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
the economic climate for development will improve over the next 12 months							
strongly agree	23%	12%	4%	25%	9%	2%	9%
agree	57%	35%	15%	19%	3%	20%	50%
unsure	20%	42%	42%	31%	29%	39%	23%
disagree	0%	12%	31%	17%	38%	27%	18%
strongly disagree	0%	0%	8%	8%	18%	12%	0%
my heritage team will grow within the next 12 months							
strongly agree	23%	22%	12%	15%	12%	12%	27%
agree	40%	33%	36%	37%	15%	26%	41%
unsure	26%	26%	24%	33%	29%	21%	14%
disagree	9%	15%	16%	7%	26%	23%	23%
strongly disagree	3%	4%	12%	7%	18%	18%	18%
late payment of bills is an increasingly significant problem for my business							
strongly agree	14%	19%	15%	19%	9%	15%	9%
agree	49%	31%	46%	30%	41%	26%	18%
unsure	0%	12%	8%	15%	12%	8%	32%
disagree	37%	38%	31%	37%	32%	42%	36%
strongly disagree	0%	0%	0%	0%	3%	9%	5%
non-payment of bills has been a significant problem for my business							
strongly agree	25%	12%	12%	0%	3%	9%	9%
agree	26%	8%	20%	67%	26%	17%	18%
unsure	3%	0%	8%	7%	9%	6%	9%
disagree	41%	58%	52%	19%	44%	56%	45%
strongly disagree	6%	23%	8%	7%	15%	12%	18%
current national planning policy frameworks are making it easier to justify heritage work and revenue levels							
strongly agree	12%	0%	4%	8%	3%	9%	9%
agree	38%	31%	48%	42%	44%	34%	27%
unsure	21%	19%	20%	27%	24%	32%	55%
disagree	24%	46%	24%	19%	26%	25%	9%
strongly disagree	6%	4%	4%	4%	0%	0%	0%

Table 31: Respondents' perceptions from 2014 to 2021 (Part 1).

	Mar-15	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
a shortage of heritage staff in LPAs is a major constraint on heritage projects							
strongly agree	44%	38%	27%	30%	9%	19%	23%
agree	35%	46%	58%	33%	56%	50%	32%
unsure	15%	12%	8%	19%	18%	19%	27%
disagree	6%	4%	8%	15%	12%	9%	14%
strongly disagree	0%	0%	0%	4%	3%	3%	5%
we have had vacancies that we considered to be hard to fill							
strongly agree							32%
agree							45%
unsure							5%
disagree							9%
strongly disagree							9%

Table 32: Respondents' perceptions from 2014 to 2021 (Part 2).

Health and Safety

The health and safety results will be reported in a separate FAME H&S report.

Further Comments

Two respondents took advantage of the opportunity to add further comments.

If you have any further comments on your responses, or on the state of commercial archaeology in general, please let us know.

- The commercial archaeology market seems to be weak at present. It is ticking over, but not necessarily burgeoning.
- Some figures are estimated since our f/year is Sept-Aug and accounts are embedded within those of [parent organisation].

APPENDIX: SURVEY QUESTIONS

The survey questions asked were as follows:

1. Which country is your organisation headquartered in?
    - United Kingdom
    - Republic of Ireland
    - Another country - please enter below

2. Where in the UK is the head office of your organisation located?

3. Are you also answering on behalf of any subsidiary offices? if so, please indicate where they are located?
    - East of England
    - East Midlands (England)
    - Greater London
    - North East England
    - North West England
    - South East England
    - South West England
    - West Midlands (England)
    - Yorkshire and the Humber
    - Scotland
    - Wales
    - Northern Ireland
    - Republic of Ireland
    - outside the UK and Republic of Ireland

4. How many full-time staff were working for your organisation on 31 March 2021?

    Please include all full-time or full-time equivalent staff, together with part-time staff, using estimates of full-time equivalency - for example, a member of staff working 2.5 days a week should be counted as 0.5.

    Fee-earners: members of staff whose time can be billed to clients.

	FTE
total staff (managerial, professional, technical and administrative) employed	
total fee earners working full-time	

5. Of your staff, how many were:

	FTE
British nationals (UK subjects)	
Irish nationals (Irish citizens)	
nationals of other EU states	
nationals of other countries (non-UK, non-EU)	

6. How many of your members of staff were working on each of the following types of contract or agreement on 31 March 2021?

	full-time	part-time
permanent		
fixed term		
casual		

7. How many members of staff (FTE) did your organisation have one year before, on 31 March 2020 - the census date for Profiling the Profession 2020?

8. Did salaries at your organisation typically rise or fall between March 2020 and March 2021? (NB - not total salary bill)

   when comparing changes to inflation, please consider the rate of inflation at the date of the salary settlement

9. How did your charge out rates change in the year to the end of March 2021, and by how much do you expect them to have changed in 2021-22?

   by what percentage did your charge-out rates increase (+) or decrease (-) over the year ending 31 March 2021?

   by what percentage do you anticipate that your rates will increase (+) or decrease (-) over the year ending 31 March 2022?

10. between April 2020 and March 2021, how many projects did you bid for, and how many did you win?

    projects bid or tendered for

projects won or secured

11a. What was your annual financial turnover for work in financial year 2020-21?

Please enter full numbers of pounds, eg 1250000, not decimal fractions of millions etc

if your accounting period does not run from April to March, please indicate fee income for the nearest 12-month period for which figures are available.

	£
turnover in year ending 31 March 2021	

11b. What was your annual financial turnover for work in 2021?

Please enter full numbers of euros, eg 1250000, not decimal fractions of millions etc

if your accounting period does not run from January to December, please indicate fee income for the nearest 12-month period for which figures are available.

	€
turnover in year ending 31 December 2021	

12. How much of your turnover originated from work undertaken in each of these locations?

please enter percentages, ensuring that the total = 100%

- England
- Scotland
- Wales
- Northern Ireland
- Republic of Ireland
- rest of the world

13a. What was your annual profit (or surplus) (in £) in financial year 2020-21?

Please enter full numbers of pounds, eg 1250000, not decimal fractions of millions etc

If you made a loss in 2020-21, please enter a negative figure.

	£
your profit or surplus (plus or minus) in the year ending 31 March 2021	

13b. What was your annual profit (or surplus) (in €) in 2021?

Please enter full numbers of euros, eg 1250000, not decimal fractions of millions etc

If you made a loss in 2021, please enter a negative figure.

	€
your profit or surplus (plus or minus) in the year ending 31 December 2021	

14. How much of your turnover originated from your direct client from each of these sources?

please enter percentages, ensuring that the total = 100%

- private sector clients
- national heritage agencies (Historic England, Historic Environment Scotland, Cadw, Heritage Council etc)
- central government departments and agencies
- local, district, city, county or unitary councils (local planning authorities)
- other public bodies (including universities, public-private partnerships and local enterprise partnerships)
- community groups (including lottery-funded projects, town and parish councils and neighbourhood forums)

15a. please indicate your income in the year ending 31 March 2021 for work in each of the sectors listed. Please enter full numbers of pounds, eg 1250000, not decimal fractions of millions etc.

	income 2020-21
	£
Construction	
Residential development	
Commercial and industrial	
Infrastructure	
Minerals	
Waste	
Transport	
Energy	
Telecommunications	
Water supply	
Education	
Health	
Research and public archaeology	
Community projects and HLF	
National agencies and university grants	
Local authority initiatives	
Other research and public archaeology	
Other services	
Heritage conservation	
Assistance to LPAs in delivering development control services	
Any other services not categorised above	

15b. please indicate your income in the year ending 31 December 2021 for work in each of the sectors listed. Please enter full numbers of euro, eg 1250000, not decimal fractions of millions etc.

	income 2021
	€
Construction	

Residential development	
Commercial and industrial	
Infrastructure	
Minerals	
Waste	
Transport	
Energy	
Telecommunications	
Water supply	
Education	
Health	
Research and public archaeology	
Community projects and HLF	
National agencies and university grants	
Local authority initiatives	
Other research and public archaeology	
Other services	
Heritage conservation	
Assistance to LPAs in delivering development control services	
Any other services not categorised above	

16. Which forms of client contract do you routinely use?

check as many as apply

- ICE (short form or alternatives)
- NEC3 (various - family of contracts)
- Bespoke
- Client's standard T&Cs
- Your own organisation's standard T&Cs
- Exchange of letters / emails
- Don't know
- None
- Other

17. At the end of last financial year (4th April 2021 in UK, 31st December 2021 in Republic of Ireland), did you believe that market conditions would deteriorate over the next 12 months?

18. Other comments?

19. In the last financial year, how many of your projects were not completed because of a client suffering business failure?

20. Where in the project process did this occur?

please enter numbers for each stage

	number of projects
pre-fieldwork	
during evaluation	
during mitigation	
during post-fieldwork analysis	

21. Other comments?

22. Considering these areas of archaeological skills, please check any boxes where (in the last financial year) your organisation:

lost skills

had to buy in skills (hired subcontractors)

invested in skills training

considered there was a skills shortage across the whole sector

	lost skills	hired skills	trained skills	sectoral skills shortage
fieldwork (intrusive or non-intrusive)				
post-fieldwork analysis				
artefact or ecofact conservation				
providing advice to clients				
desk-based or environmental assessment				

data management				
other				

23. On 31 March 2021, had you or were you considering supporting a member of staff to gain a vocational qualification in archaeological practice (Level 3 NVQ Certificate in Archaeological Practice)?

	yes	no	don't know
have supported a member of staff in the past			
would consider supporting a member of staff in the future			

24. On 31 March 2021, had you or were you considering supporting a member of staff to undertake an Apprenticeship in Historic Environment Practice?

	yes	no	don't know
have supported a member of staff in the past			
would consider supporting a member of staff in the future			

25. At the end of last financial year (31 March 2021in UK, 31 December 2021 in Ireland), would you have agreed or disagreed with the following statements?

Individual responses will be aggregated in any published survey report and your views will not be attributed to you without your permission

	strongly agree	agree	unsure	disagree	strongly disagree
current national planning policy frameworks weaken the case for heritage work and revenue levels					
we have had vacancies that we considered to be hard to fill					
my heritage team will grow within the next 12 months					
the economic climate for development will improve over the next 12 months					
non-payment of bills has been a significant problem for my business					
a shortage of heritage staff in LPAs is a major constraint on heritage projects					

current national planning policy frameworks are making it easier to justify heritage work and revenue levels					
late payment of bills is an increasingly significant problem for my business					

26. Any other comments?

27. how many of the following RIDDOR reportable incidents occurred in your workplace in the last financial year (2020-21)?

	incidents
specified injuries (including fatality)	
injuries resulting in over 7 days absence	
occupational diseases (including carpal tunnel syndrome, tendonitis and occupational dermatitis)	
occupational disease caused by exposure to carcinogens, mutagens & biological agents (including occupational cancers)	
specified dangerous occurrences	

28. how many non-RIDDOR reportable accidents were there in your workplace in the last financial year (2020-21)?

	total numbers of:	
	non-reportable accidents	near misses
ergonomic / manual handling		
slip, trip or fall		
contact with or knocking into object		
vehicle accident (travelling on work business, including to or from site)		
other		

29. further information about any other accidents

30. If you have any further comments on your responses, or on the state of commercial archaeology in general, please let us know.