



Chartered
Institute for
Archaeologists

Professional Pathways Summer 2021 Bulletin Pathway to Practitioner



Photo credit: Anna Welch UCL student tents at Butser Ancient Farm

Hi – welcome to the Summer 2021 Professional Pathways bulletin. 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 application as well as introducing you to a wider network of heritage environment professionals and working practices.

In this bulletin:

- Widen your horizons – the Day in Archaeology blogs
- Changes in how Cifa assesses competence
- Boosting your CPD with recorded content
- Any questions?
- What are we doing at the moment?

Widen your horizons – the Day in Archaeology blogs.

The Day of Archaeology is part of the Festival of Archaeology run by the Council for British Archaeology (CBA). This year it took part on 29 July and archaeologists from all over the world uploaded blogs about their jobs and what led them to pursue a career in archaeology. It's a great source of inspiration and may inspire you to consider areas of archaeology you never knew existed! You can find the blogs from this and previous years on the [Festival of Archaeology website](#).

Changes in how CfA assesses competence.

The 'perception of context' section of the competency matrix will change to 'perception of professional context' from April 2022, and you will need to demonstrate understanding of ethical working practices and that you are working in an ethical way. In particular you'll need to show that you understand the ethical requirements of the [Code of conduct](#) and how you can apply it to your own work. In previous bulletins we signposted you to our [professional practice paper](#) on professional ethics and you can also complete our e-learning module [Everyday ethics: an introduction to professional ethics and developing your ethical knowledge](#). Thinking about how to evidence your ethical understanding may be new to you but as archaeologists we make ethical decisions all the time without realising it and these resources should help with this. Future bulletins will consider what ethical working looks like at this level in more detail. [You can find out more about the changes here](#) and please ask us if you have any questions (membership@archaeologists.net)

Boosting your CPD with recorded content

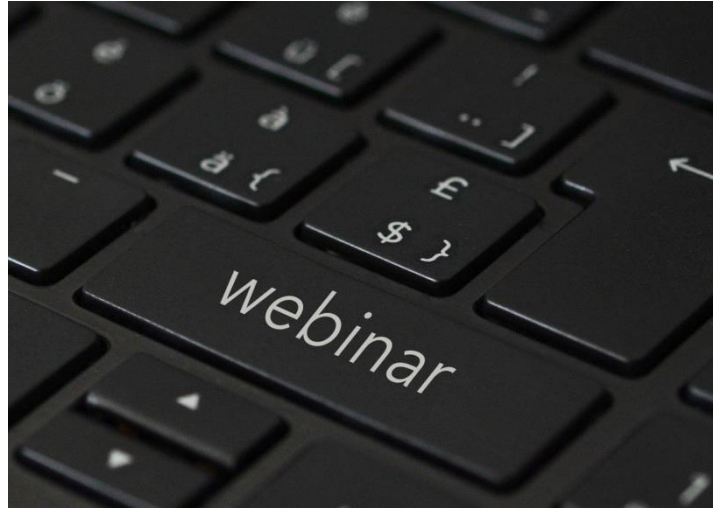


One of the unexpected consequences of lockdowns and social distancing has been the large and increasing number of events being held online, which looks as if it will continue as organisations have seen the benefits in reach and accessibility of digital conferences and learning. There has also been a vast amount of digital content produced which has, in the main, become free to view after the event. This has created an invaluable opportunity to add to your CPD log as there are learning opportunities on a wide variety of subjects. The downside is that the scale of resources can be overwhelming, so how can you decide what will be of most benefit?

Conferences and webinars are a good place to start and most of the leading organisations are making their conference content available and, although most of the content is released its worth bearing in mind that some speakers prefer their talks not to be recorded and these tend to include those with images of human remains or with sensitive information, such as antiquities trafficking. The recordings from the CfA 2021 Conference are now available along with those from previous

conferences on our [Events Recordings page](#). You might be inspired by ‘Journeys into an archaeological career’ from the [ClfA 2021 conference](#), in which people talk about the skills they need to do their jobs and how they developed them. A Diggers’ Forum conference session from the ClfA 2016 conference, [The skills gap: training for competence in archaeology](#) examines why training for skills and competence is important for early careers archaeologists.

If your interests are more specialised you may already be aware of what is on offer from the leading subject body, but its worth looking at more general conferences and seeing if there are sessions, or papers within sessions, that might be useful. This is particularly relevant if you’re interested in the latest academic research as there have been more student-led sessions included in online conferences such as our [Innovation Festival](#) earlier this year.



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 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:

Have apprenticeships in archaeology started yet?

The good news is that employers are now at the point of offering the L3 Archaeological Technician apprenticeship and another cohort of the L4 Historic environment apprenticeships is due to start this autumn. These are alternative routes into archaeology aimed at those who have not completed a degree in archaeology. In addition there has been strong interest shown in the L7 archaeological specialist apprenticeship. You can find out more about all them on [Historic England’s website](#) and look out for opportunities being advertised on the [government apprenticeships page](#), your weekly ClfA JIST mailing and [careers pages](#) as well as [BAJR](#)

Job adverts are asking for experience – how can I get experience if I can’t get a job?

Some employers ask for experience in job adverts for site staff. ‘Experience’ can be a misleading concept, especially when its attached to a specific amount of time. If it means ‘time-served’ it may not be a good way of assessing the skills that early career archaeologists have developed, especially if most of the time has been spent on one or similar sites. It might be better to list the skills and knowledge that you’ve gained so far in your journey into your archaeological career. Using an [Archaeology Skills passport](#) to record what you learn and have them signed off by a supervisor alongside reflecting on what you’ve learned in a [continuing professional development \(CPD\) log](#) can show employers the skills you have. Its important to showcase your skills in your CV too. Sign into the ClfA website and you’ll find [advice on how to write one](#) along with [an example CV to get you started](#) There are a lot of job opportunities at the moment so it’s worth applying for jobs that you think you can do and supporting it with a strong CV. In addition look out for training positions which typically last three to six months which are designed to ensure you are working at Practitioner level by the end of the scheme. More employers are offering training to archaeologists who are starting out on their career and you can find a list of [ClfA Approved schemes on this page](#). These will help

you to build a strong body of evidence for your Practitioner application. In addition ClfA's Diggers' Forum has produced information on [what you should expect from a training scheme](#). You can visit the [ClfA Early Careers Facebook page](#) for information and inspiration.

What are we doing at the moment?

The Early Careers group have just run a conference as part of the Youth Takeover day in the Festival of Archaeology (run by the Council for British Archaeology). The sessions were recorded and you will be able to see them soon. Look out for them on the [CBA YouTube channel](#)

You may have seen an e-mail with a call for papers for our next Innovation Festival. It's a great opportunity to present your research or listen to that of others. If you missed it you can [find details here](#)

The [call for sessions](#) for ClfA's 2022 Conference has also recently gone out.



We're continuing our Zoom digital breaks in rotating morning, lunchtime and evening time slots and the next one is on Thursday 19 August, 12.30 – 1.15.

Our next Lunchtime chat is scheduled for Thursday 19 August (12:30-1:15pm), we'd love to see you there. Recent chat topics have included CSCS cards,

neurodiversity and returning to work after taking time away. This time we will be discussing 'What does the ClfA Scottish Group (SGClfA) mean for you?' and 'Meet the Enabled Archaeology Foundation (EAF)'. You can [find out more here](#).

We are repeating some of the more popular themes so please let us know if there's something you missed that you'd like to see again, or if you have an idea for a topic.

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, which appears to read 'Anna Lianne'.

Anna Welch BA MA ACIfA, Professional Development & Practice Coordinator

Lianne Birney BA MClfA, Membership Manager