

Joint statement (October 2019)

## Brexit's impacts on skills and migration in archaeology

We, the Chartered Institute for Archaeologists (CIfA), Federation of Archaeological Managers and Employers, (FAME), and Prospect Archaeologists Branch, wish to ensure that the archaeology industry can meet the rising demand for archaeology in the UK. Collectively, we are doing this by

- improving entry routes into the profession and training to ensure sustainable supply of labour within the UK
- improving career structures, pay and conditions that attract new entrants and retain expertise
- helping to ensure that the market reflects the value of archaeology to business and society.

Brexit will create additional challenges to achieving these goals. These include

- the expected ending of freedom of movement, which would make it more difficult and costlier to recruit staff from outside the UK. This route to employment is needed to supplement domestic labour supply to meet localised spikes in demand
- the effect of either preventing or discouraging EU citizens already working in the UK from remaining. This could be a major threat to employers who may struggle to retain skilled staff.

Each organisation supports collaborative advocacy on these issues. We will do this by

- seeking to confirm archaeology's addition to the UK Shortage Occupation List (UKSOL) and seeking constructive changes which will secure its relevance after Brexit
- advising government on the best way to design a post-Brexit immigration system that minimises or mitigates negative impacts on archaeological practice.

There is a range of materials relating to this advocacy on the websites of the Group's member organisations<sup>1</sup>.

For further information about the Industry Working Group and campaigns by its member bodies visit [the CIfA website](#) or email [anna.welch@archaeologists.net](mailto:anna.welch@archaeologists.net).

<sup>1</sup> [Prospect EU nationals and Brexit FAQs](#)  
[FAME 'Archaeology recommended to be added to the Shortage Occupation List](#)  
[CIfA Policy position on archaeology and immigration post-Brexit](#)  
[Joint CBA, CIfA and FAME response to Migration Advisory Committee consultation on the UKSOL](#)