

## Our membership

Support for ClfA from membership is helping our profession become stronger, improving the quality of archaeology through standards and training, and increasing our impact and influence on policy and decision makers. ClfA accreditation recognises the professionalism of practitioners, improves careers and attracts new people into archaeology.



### **Promoting accreditation**

We have developed more resources to make clear what being professional in archaeology means and why it is important to have individual accreditation. Our fact sheets explain that professional accreditation by ClfA is a significant achievement for any individual. It is a recognisable indication of competence and a commitment to maintain and enhance these skills through continuing professional development.

Employers increasingly look for ClfA accreditation as part of their recruitment processes, with 85 per cent\* of archaeological job adverts in the UK citing ClfA membership as a desirable qualification for applicants. Over 800 individuals have now been formally recognised as being professionally qualified by the construction sector, using their ClfA accreditation to gain a Professional Qualified Person card.

We also promote to those who are likely to commission or employ archaeologists that our accredited members are skilled, competent and comply with professional standards, meaning the work we carry out will meet their needs and the needs of the public. Through events with the Royal Town Planning Institute (RTPI), we reinforce these messages and engage with a range of audiences outside archaeology to enhance the profile and reputation of the profession. Topics for these events have been planning and heritage and ClfA has spoken on planning and archaeology, promoting the key findings of the Historic England archaeology and planning case studies project.

We continue to work closely with colleagues at HS2 construction companies to raise the profile of ClfA and professional archaeologists to construction managers, engineers and site supervisors, highlighting our remit and the important role this plays, and raising awareness that the same professional structures exist for archaeologists as for other professions.

*\*taken from adverts in JIST and on BAJR on 10 June 2020*

The increased awareness of professional accreditation and recognition for archaeologists has raised the profile of ClfA outside of the UK. Our Area Group in Australia is continuing to look at ways of enhancing archaeology there by creating a professional standards framework for archaeological practice and promoting links with ClfA. Our Area Group in Germany is exploring how to expand the Registered Organisations scheme here and to work alongside Deutsche Gesellschaft für Ur- und Frühgeschichte e.V. (DGUF) to influence the development of university courses that specialise in commercial archaeology. It is hoped that doing so will both equip graduates with the skills they need to manage a successful commercial unit and form a joint taskforce for improvement between commercial specialisms, universities, ClfA and the wider public.

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***“Accreditation is by peer review and it is a way of ensuring clients can have confidence in my abilities.”*** MClfA professional

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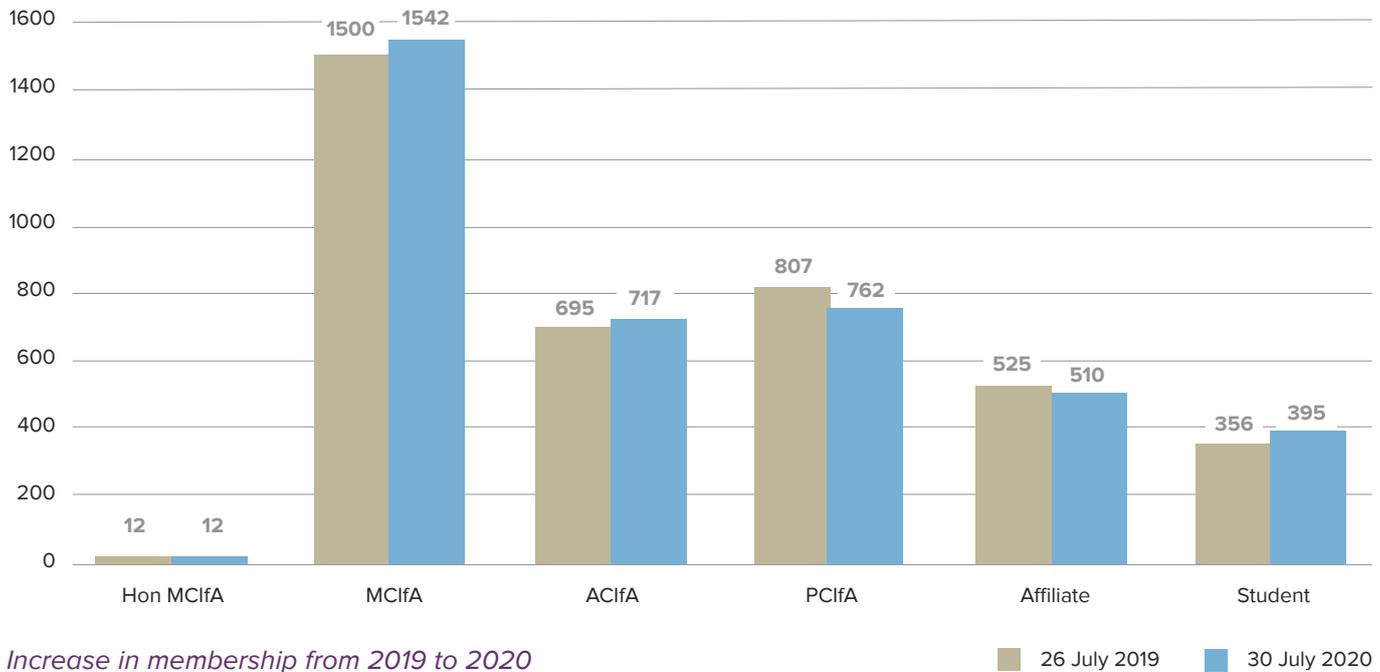
### ***Supporting the achievement of accreditation***

Since March 2020 we have run a series of workshops to assist new and upgrading members with the application process for accreditation and to give advice to Practitioners about starting a Continuing Professional Development log to support their career development. These workshops have been attended by almost 100 people and have allowed individuals to ask questions about the process, resulting in several successful applicants already. They have also been very informative for us, highlighting the more frequent parts of the process that cause issues or are misunderstood.

Overcoming these barriers to accreditation is important and we are reviewing the information from these workshops alongside other feedback – for example from the results of the dyslexia survey undertaken in partnership with Mentoring for Women in Archaeology and Heritage (MWAH) – to constantly improve our process. We have already introduced some additional guidance about what is needed to apply at the different levels and are in the process of developing the website to enable easier submission of applications. Our Special Interest Groups have developed additional specialist competence matrices; these help applicants see how they can demonstrate the required criteria in relation to their own specialism and area of expertise, whilst also helping the Validation committee to reach a decision effectively. These new matrices cover environmental, historic environment advice, and academic/research specialisms and have been added to our existing suite of matrices. We have also reviewed some of the existing specialist matrices with input from external partner organisations including the Society for Museum Archaeologists (SMA), the Archaeological Archives Forum (AAF) and the British Association for Biological Anthropology and Osteoarchaeology (BABAO).

### ***Current membership statistics***

Membership of ClfA now stands at 3931 (21 July 2020). Of these members, 3033 are accredited professionals (Member, Associate and Practitioner) who have demonstrated their technical competence and ethical suitability – including the professional skills relevant to their grade of accreditation – to the Validation committee.



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***“The top reasons why individuals apply for accreditation is to be recognised as a professional, to demonstrate a commitment to professional standards and ethics, and to show support for the profession and ClfA.”***

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There is strong support from our non-accredited membership (Affiliate and Student). These categories are not assessed for technical competence or ethical suitability, and although not bound by it, individuals agree to support the Chartered Institute’s *Code of conduct*. Many individuals in these categories are in a transitional period of their careers, gaining the relevant skills before seeking professional accreditation. Our Professional Pathways scheme provides structured resources to support Student and Affiliate members working towards accreditation.

The number of Registered Organisations in the scheme stands at 81. These include most of the large organisations in the UK, with a growing number of smaller and more specialist practices and archaeological advisory services.

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For more information about professional accreditation and registration visit the ClfA website at [www.archaeologists.net/join](http://www.archaeologists.net/join)

For more information about progressing your career in archaeology visit the ClfA website at [www.archaeologists.net/careers](http://www.archaeologists.net/careers)