State of the Archaeological Market April 2012

Prepared for

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1 EXECUTIVE SUMMARY

Commercial, applied archaeology has grown modestly in the six months to April 2012, with the total number of people in employment in the applied sector rising by 2.0% over this period. This follows growth in the previous six months, meaning that the total number of people working in archaeology (in all sectors) increased by 4.1% in 2011-12.

Overall business confidence, while still low, is improving.

Levels of staff turnover are low, and are lower than reported in the previous six months (to October 2011). Employing organisations consider that people who have left that employer have typically remained in archaeology.

Most organisations that reported on changes in salaries consider that their salary bill has risen by inflation (or very occasionally by more than inflation) in the six months to April 2012.

Significant numbers of archaeological businesses have subsidiary offices located elsewhere in the United Kingdom.

Profitability is low and turnover may have decreased in 2011-12 when compared with 2010-11. The majority of revenue in applied archaeology comes from undertaking field investigation and post-fieldwork analysis.

Business confidence, as measured through anticipation of growth in staff numbers, market deterioration and the failure of businesses in the sector remains negative (although more businesses expect to grow in terms of staff numbers in the next six months than expect to become smaller). Significantly, the aggregate reported views under each of these criteria were more positive than six months previously.

The most commonly reported area of skills losses is in fieldwork skills, which has been the case since this series of reports began to collect data in 2009. Notably, more organisations are investing in training in all skills areas than are reporting that they are losing skills, including artefact and ecofact conservation which is a set of skills that are normally bought in.

As was reported in October 2011, a minority of respondents had previously supported an employee getting an NVQ, although the majority say that they would consider supporting someone in the future.

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2 INTRODUCTION

The Institute for Archaeologists (IfA) and the Federation of Archaeological Managers and Employers (FAME) have collected data on employment and skills issues in applied archaeological practice since October 2008 in response to the ongoing economic downturn.

A series of nine quarterly surveys were initially conducted, gathering and presenting data from October 2008 to April 2011. The reports on those earlier surveys are available on the IfA website via the Recession – managing and planning page and on the FAME website http://www.famearchaeology.co.uk/.

Subsequently, IfA and FAME commissioned Landward Research Ltd to gather data and to present six-monthly reports on the state of the archaeological market. This is the second of these reports, and thus the eleventh in the series.

The report presented here is based on data gathered from FAME member organisations and IfA Registered Organisations, who are considered to represent the majority of employers working in commercial, client-funded applied archaeology. Data have also been incorporated from the most recent (April 2012) ALGAO: England Staffing and Service Survey[1] report.

2.1 Responses

122 email addresses were provided in total by FAME and IfA (72 organisations from IfA Registered Organisations, 51 from FAME Membership); nine addresses were duplicated in both lists, so a total of 112 invitations to complete the survey were issued. 28 of these were to individual addresses at organisations that were already receiving email inviting participation, so the total number of organisations approached was 84.

The questionnaire was issued on 15 May 2012, seeking data that applied on 1 April 2012. The questionnaire was deployed via a Novisystems online survey package, with a requested response date of 21 May 2012. The questionnaire was subsequently reissued twice to maximise the response levels, and the ultimate response date was 15 June 2012.

A total of 46 responses were received, of which 4 were (part completed) duplicate responses from organisations that did fully respond, so there was a final total of 43 usable responses, a response rate of 51.2%.

2.2 IfA Registered Organisations

is your organisation an IfA Registered Organisation?

Of 43 responses, 37 indicated that they were from IfA Registered Organisations (84.1% of responses). This represented 51.4% of the Registered Organisations whose addresses were provided by IfA.

2.3 Constitution

The questionnaire asked about how respondent organisations were legally constituted. The largest set of responses came from private limited companies, and while this did not represent a majority of respondents, it must be noted that some respondent organisations are both private limited companies and registered charities and so could have marked either as their response.

[1] Ingle, C. 2012. Report on ALGAO: England Staffing and Service Survey 2012. Unpublished report.

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how is your organisation legally constituted?

private limited company (ltd)	15	35%
public limited company (plc)	1	2%
registered charity	7	16%
constituent part of a local planning authority	9	21%
constituent part of a university	4	9%
other	7	16%
	43	

Using the numbers of staff reported as being in employment on 1 April 2012 (not all respondents gave figures for this) the registered charities are, on average, the largest organisations in the sector.

The data continue to demonstrate (as was also shown in the October 2011 report) that the majority of individual members of staff at the respondent organisations work for limited companies - ltd or plc - or charities (68%), and also that the majority of individuals (66%) work for not-for-distributable profit organisations (charities, part of local planning authorities, part of universities).

staff numbers by organisational legal constitution

	orgs	total staff	avg staff
private limited company (ltd)	15	323.8	21.59
public limited company (plc)	1	15	15
registered charity	5	512	102.4
constituent part of a local planning authority	8	190.1	23.76
constituent part of a university	4	117.4	29.35
other	7	85.4	12.20
	40	1243.67	31.09

(orgs = number of organisations providing staffing data)

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2.4 Location of Head and Subsidiary Offices

Respondents were asked about the locations of both their head office and of any subsidiary offices which were being included in their answers.

where is the head office of your organisation located?

East Midlands	3	7%
East of England	5	12%
Greater London	3	7%
North East England	1	2%
North West England	1	2%
South East England	7	16%
South West England	6	14%
West Midlands	5	12%
Yorkshire and the Humber	3	7%
Scotland	5	12%
Wales	3	7%
Northern Ireland	0	0%
outside the UK	1	2%
	43	

Very few respondent organisations had head offices in either the North West or the North East of England. No responses were received from organisations based in Northern Ireland.

16 of 43 respondents reported having subsidiary offices. Of those that reported having subsidiary offices, the numbers of these ranged between one and twelve, an average of 2.7 for each organisation that reported that they had subsidiary offices. The existence of these subsidiary offices is clearly a major factor in the landscape of archaeological work, and must reflect the existence of working opportunities for companies in these areas.

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are you also answering on behalf of any subsidiary offices? if so, please indicate where they are located?

East Midlands	3	7.0%
East of England	3	7.0%
Greater London	2	4.7%
North East England	3	7.0%
North West England	4	9.3%
South East England	5	11.6%
South West England	5	11.6%
West Midlands	5	11.6%
Yorkshire and the Humber	3	7.0%
Scotland	5	11.6%
Wales	3	7.0%
Northern Ireland	1	2.3%
outside the UK	1	2.3%
	43	

Comparing the locations of head offices with subsidiary offices, it is clear that while some parts of the UK have few organisations based there, these areas are attractive enough for organisations to establish subsidiary offices there. More IfA Registered Organisations and FAME members have subsidiary offices in North East England, North West England and Northern Ireland than have head offices in these areas, and thus these are likely to be relatively smaller business operations.

total numbers of offices reported by location

	head	subsidiary	total	
East Midlands	3	3	6	7.0%
East of England	5	3	8	9.3%
Greater London	3	2	5	5.8%
North East England	1	3	4	4.7%
North West England	1	4	5	5.8%
South East England	7	5	12	14.0%
South West England	6	5	11	12.8%
West Midlands	5	5	10	11.6%
Yorkshire and the Humber	3	3	6	7.0%
Scotland	5	5	10	11.6%
Wales	3	3	6	7.0%
Northern Ireland	0	1	1	1.2%
outside the UK	1	1	2	2.3%
	43	43	86	

The data acquired cannot be disaggregated in terms of the numbers of individuals working at different offices, so this means that the geographical distribution of staff can only be presented on the basis of the head office locations. There is a general reflection of the overall UK population pattern in the distribution of archaeologists' place of work (with the exception of a slight

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overrepresentation of major employers in the South West of England), which represents the direct links between economic development activity and applied archaeological practice.

staff numbers by head office location

	orgs	total staff		avg staff
East Midlands	3	96	8%	32
East of England	5	109.97	9%	21.99
Greater London	2	124	10%	62
North East England	1	23	2%	23
North West England	1	13	1%	13
South East England	7	344.1	28%	49.16
South West England	5	288	23%	57.6
West Midlands	5	54	4%	10.8
Yorkshire and the Humber	2	25	2%	12.5
Scotland	5	111.6	9%	22.32
Wales	3	40	3%	13.33
Northern Ireland	0	0	0%	0
outside the UK	1	15	1%	15
	40	1243.67		31.09

(orgs = numbers of organisations providing staffing data)

2.5 Years trading

Respondents were asked when their organisation began trading.

in which year did your organisation begin trading?

			Oct 11
19th century	0	0%	*2%*
1940s	1	2%	
1950s	0	0%	*2%*
1960s	0	0%	
1970s	8	19%	*19%*
1980s	6	14%	*19%*
1990s	15	36%	*38%*
2000s	8	19%	*14%*
2010 -	4	10%	*5%*
	42		

The majority of organisations had been founded since 1990, reflecting the changed nature of applied archaeology in the 1990s following the introduction of PPG16 in England in 1990 and comparable guidance elsewhere in the UK in the years immediately following that.

Looking at foundation dates by constitutional basis, 13 of the 27 organisations founded since 1990 (48%) are private or public limited companies, while only three of 15 (20%) of the pre-1990 foundations are, reflecting archaeology's commercialisation and the transition to the private-sector delivery model for applied archaeology that PPG16 indirectly led to.

foundation dates by constitutional basis

	plc	ltd company	charity	part of lpa	part of university	other
19th century						
1940s			1			
1950s						
1960s						
1970s		2	2	2	1	1
1980s		1	1	3		1
1990s		7	1	3	2	2
2000s	1	4	1		1	1
2010 -		1	1			2

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3 STAFF NUMBERS

Respondents were asked a series of questions about staffing levels, enquiring about the numbers of staff they had on 1 April 2012, and were asked for comparative retrospective data. Respondents were also asked about the relative level of staff turnover, and whether they thought that any staff they had lost had left the archaeological profession or not. Two further questions were asked about the kinds of contracts that staff were employed on, and about typical salary levels.

3.1 Employment

Respondents were asked how many staff were working for their organisation on 1 April 2012. For comparative purposes, they were also asked for the same data as it applied six months earlier (1 October 2011) and as it applied on 13 August 2007, the census date of Profiling the Profession 2007-08.

how many members of staff (FTE) did your organisation have on 1 April 2012 / 1 October 2011 / 13 August 2007?

	01/04/2012	01/10/2011	13/08/2007
number providing data	41	41	34
total	1243.67	1298.62	1233.6
average	31.09	32.47	37.38

Using data gathered in February / March 2012 and published in April 2012 by ALGAO[2] to track the numbers employed providing curatorial advice in England (and extrapolating that data to the rest of the UK), and following on from the previous surveys in this series, estimated totals for the numbers of individuals in work in both local government curatorial and commercial applied archaeology can be presented.

The total numbers of archaeologists working in local government curatorial roles is estimated to have been 512.2 at the time of the Profiling the Profession 2007-08 survey (August 2007). This number is a reduction from the number presented in that publication, and it has been recalculated using the figures presented by ALGAO for the numbers of archaeologists working in such positions in England in 2006 as a base (407.2[3]).

That calculated total of 512 for 2006 fell to 505 by April 2008, 485 in April 2010, 442 in April 2011 and 440 in April 2012.

As no data have been collected on the numbers of archaeologists working in other areas since the 2007 Profiling the Profession survey[4], the results presented in that report continue to have to be used for the numbers employed in "all other" areas of archaeological practice. It is recognised that this is likely to now represent an overestimation, as it is known that jobs have been lost in national heritage agencies, museums, universities and elsewhere, but this has not been quantified.

[2] Ingle, C. 2012. Report on ALGAO: England Staffing and Services Survey 2012. Unpublished report.

[3] English Heritage, ALGAO & IHBC. 2010. Implementing the Heritage Protection Reforms. A Second Report on Local Authority Staff Resources. Table A.3, p.12. http://www.helm.org.uk/upload/pdf/LPA-resources2.pdf?1311765498

[4] Aitchison, K. & Edwards, R. 2008. *Discovering the Archaeologists of Europe: United Kingdom. Archaeology Labour Market Intelligence: Profiling the Profession 2007-08.* http://www.discovering-archaeologists.eu/national_reports/DISCO_national_UK_final.pdf

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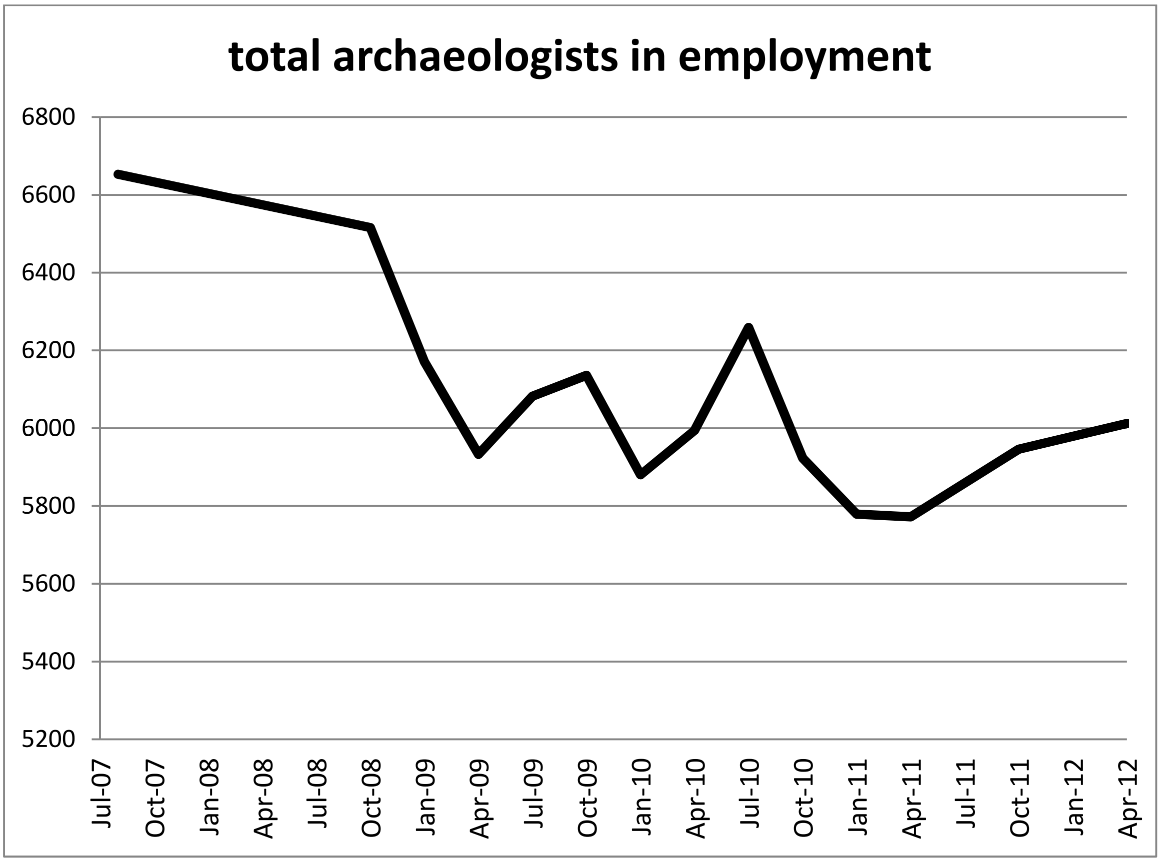
total numbers of archaeologists in employment in the UK, 2007-2011

	Aug-07	Oct-08	Jan-09	Apr-09	Jul-09	Oct-09	Jan-10	Apr-10	Jul-10	Oct-10	Jan-11	Apr-11	Oct-11	**Apr 12**
curatorial	512	505	505	505	505	505	505	485	485	485	485	442	442	**440**
other	2105	2105	2105	2105	2105	2105	2105	2105	2105	2105	2105	2105	2105	**2105**
commercial	4036	3906	3561	3323	3472	3526	3270	3404	3669	3333	3189	3225	3399	**3467**
total	6653	6516	6171	5933	6082	6136	5880	5994	6259	5923	5779	5772	5946	**6012**

The numbers employed in commercial archaeology have increased slightly since the October 2011 survey to 3467 FTE (+2.0%), but they remain at levels much lower than estimated in August 2007, and remain comparable with the figures reported in 2009 (since when the figures have fluctuated between 3270 and 3669).



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3.2 Staff turnover

Respondents were asked about the relative (not absolute) levels of staff turnover in the previous six months.

what level of staff turnover have you experienced in the last six months?

			Oct 11
none (all current staff were working for us six months ago)	24	63%	*47%*
some (up to 10% of current staff were not working for us six months ago)	11	29%	*42%*
moderate (up to 25% of current staff were not working for us six months ago)	2	5%	*11%*
considerable (over 25% of current staff were not working for us six months ago)	1	3%	*0%*

The responses suggest that, while there has been modest growth in the sector, turnover (which includes movement between employers as well as completely new appointments) was relatively modest in the six months to April 2012.

In comparison with the six months to October 2011, the level of staff turnover has decreased (but overall growth [in terms of numbers of workers] was slower in that period). The majority of respondents reported that all of their current staff were working for them six months previously, which was not the case in October 2011. Accordingly, the proportion of respondents reporting some or moderate levels of staff turnover has decreased.

3.3 Staff lost from the sector

Pre-October 2011 surveys had identified merely whether organisations had net gains or losses of numbers of staff. Since October 2011, in an attempt to identify whether staff were being lost from the sector, respondents have been asked whether they felt that staff who had formerly worked for them were still working in archaeology or not.

if you have lost staff in the six months to 1 October 2011, do you believe that these people left the profession or stayed within it with different employers?

all found alternative employment within archaeology	2	13%
most found alternative employment within archaeology	7	44%
even split between leaving the profession and finding alternative employment within archaeology	4	25%
most left the profession	0	0%
all left the profession	3	19%
	16	

Overall, respondents generally felt that people who left their employ in the previous six months were more likely to have remained within professional archaeology than to have left it completely, but the number of respondents to this question was relatively low and so the data is less reliable than other datasets in this survey.

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3.4 Contracts

Respondents were asked about what types of contracts their staff were employed on.

how many of your members of staff are on each of the following types of contract?

	permanent		fixed term		casual		volunteer		total		2007-08
full time	964.5	84%	141	12%	38	3%	0	0%	1143.5	88%	93%
part time	145.6	92%	6	4%	6	4%	0	0%	157.6	12%	7%
total	1110.1	85%	147	11%	44	3%	0	0%	1301.1		
2007-08		68%		29%	'other'	3%					

(% for 'permanent', 'fixed term', 'casual', 'volunteer' presented as percentage of each row, not of table totals)

In comparison with October 2011, a higher percentage of staff are on permanent contracts and more are working part-time. This may simultaneously represent increased job security and greater flexibility, but after only two data collection exercises this would not be a reliable conclusion to draw at this stage.

The only available previous comparable data are from Profiling the Profession 2007-08. Comparable figures are presented here for archaeologists working in field investigation and research services, not for all archaeologists.

In August 2007, 68% of archaeologists working in field investigation and research services worked on permanent or open-ended contracts, 29% were on fixed term contracts and 3% were on contracts with 'other' durations[5], suggesting that permanent contracts have become more common since 2007. At that time 7% of archaeological staff working in field investigation and research services were on part-time contracts and 93% were full-time[6]; part-time work has become more common over this period as well.

3.5 Salaries

Respondents were asked whether salaries had typically risen or fallen in the six months since October 2011. This was specifically not a question about the total salary bill, as that would be directly influenced by the total number of personnel on the payroll.

Have salaries at your organisation typically risen or fallen since October 2011? (NB - not total salary bill)

		Apr 12	*Oct 11*
risen by above inflation	1	3%	*3%*
risen by inflation	17	45%	*21%*
unchanged	18	47%	*72%*
fallen by up to 10%	2	5%	*5%*
fallen by over 10%	0	0%	*0%*

[5] Aitchison & Edwards 2008, table 85, p. 84

[6] Aitchison & Edwards 2008, table 91, p. 88

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Most salaries either remained unchanged or had risen by inflation. Only one organisation reported salaries rising by above inflation, while two saw salaries fall in absolute terms.

Notably, when compared with the October 2011 results, salaries at many more employers had risen by inflation; in October 2011, it was very much the norm for salaries not to have risen at all in the previous six months, which may represent a degree of easing on salary expenditure (although it may just represent annual pay rises being implemented on 1 April, the census date).

When these data are combined with the information available on the numbers of individuals working for the respondent organisations, the picture is very slightly more positive for the numbers of individuals concerned, as most archaeologists' salaries rose by at least inflation in this period.

	orgs	individuals	
risen by above inflation	1	10	1%
risen by inflation	17	588	52%
unchanged	18	470.27	42%
fallen by up to 10%	2	63.4	6%
fallen by over 10%	0	0	0%

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4 FINANCIAL PERFORMANCE

Respondents were asked a series of questions about their organisation's financial performance over the previous six months and the three years before that. It was recognised that some respondents might be reluctant to release such information (even though the responses were anonymous) and so the questionnaire stated "*please note - answering the questions on this page is optional, but if you can give indicative figures these will be extremely valuable*". Typically, about half of the respondents answered each of these questions.

4.1 Turnover

what was your annual turnover (in £m) for each of the last three years, and for the six months to the end of April 2012?

	responses	total	average		
2008-09	21	£39.74m	£1.89m		
2009-10	21	£39.16m	£1.86m	-1.6%	
2010-11	21	£39.27m	£1.87m	0.5%	
Oct 11 – Apr 12	17	*£29.15m*	*£1.72m*	*-8.0%*	*extrapolated from six months of f/y*

This limited dataset suggests that turnovers declined from 2008-09 to 2009-10 (which repeats what was reported in October 2011), but then rose slightly in 2010-11.

The figures reported for the first six months of 2011-12 in the October 2011 report anticipated a 3.0% rise in turnover over all of 2011-12, but the second half of the year appears to have been less financially productive. Given the limited dataset, and that the figures presented here for 2011-12 are extrapolated, these can be considered to be indicative findings rather than solid reportage.

4.2 Profit levels

Respondents were asked about the levels of profit (or surplus, for not-for-profit enterprises) realised in the six months since October 2011.

what level of profit / surplus margin have you realised in the six months since October 2011?

			Oct 11
<5%	15	75%	73%
5-10%	3	15%	9%
10-25%	2	10%	14%
>25%	0	0%	5%
	20		

As was the case in October 2011, only a minority of respondents answered this question, and the overwhelming majority of these were making low or no profits in the six months to April 2012.

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4.3 Areas of activity (turnover)

In order to identify which areas of activity were generating income, respondents were asked to estimate how their income broke down in terms of a set of areas of activity which has also been used to track skills, training and qualification issues.

broadly, what percentages of your turnover (in the last six months) have been generated through each of the following areas of activity?

		Oct 11
fieldwork (invasive and non-invasive)	50%	*49%*
post-fieldwork analysis	20%	*23%*
provision of advice to clients	6%	*5%*
data management	2%	*1%*
desk-based or environmental assessment	12%	*15%*
conservation of artefacts or ecofacts	<1%	*<1%*
other	10%	*7%*

These figures are based on the aggregated individual percentages provided by the 23 respondents to this question, not the reported absolute value of each area, but they show that fieldwork and post-fieldwork analysis dominate as sources of income. There was very little relative change between the figures reported in October 2011 and April 2012

Only a very limited number of respondents provided both these data and figures for turnover in the second six months of financial year 2011-12 (17 respondents), and so while quantified, aggregated figures can be presented, these should be treated with caution and should not be extrapolated to produce totals for the entire sector.

	Apr 12		*Oct 11*
fieldwork (invasive and non-invasive)	£7.17m	55%	*60%*
post-fieldwork analysis	£3.24m	25%	*21%*
provision of advice to clients	£0.82m	6%	*6%*
data management	£0.12m	1%	*1%*
desk-based or environmental assessment	£1.32m	10%	*9%*
conservation of artefacts or ecofacts	£0.04m	<1%	*<1%*
other	£0.44m	3%	*3%*
total	£13.15m		

Some respondents expressed comments on this part of the questionnaire.

our financial year is August to August.

Post-fieldwork analysis is routinely done as part of fieldwork. Figures not separated. Desk-based assessment figures are only for projects where this was the sole method. They do not include routine desk-based assessment conducted at the start of all fieldwork projects. Conservation of artefacts / ecofacts is only done as part of fieldwork projects and is outsourced.

Very rough and based on %time for whole year which broadly equates to income. Percentages won't differ much between 6 months and 12 months. Pex covers all off site work (not just analysis) - <5% of *this total is separately commissioned Pex (i.e., separate from the fieldwork element) and this is mostly artefact analysis. Provision of advice to clients is integral to a number of projects, but the total here reflects projects that do not include other elements. Building recording is included as fieldwork although parts of this work should probably come under dba. DBA will increase as a number of curators are now expecting heritage statements as part of the planning application*

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5 BUSINESS CONFIDENCE

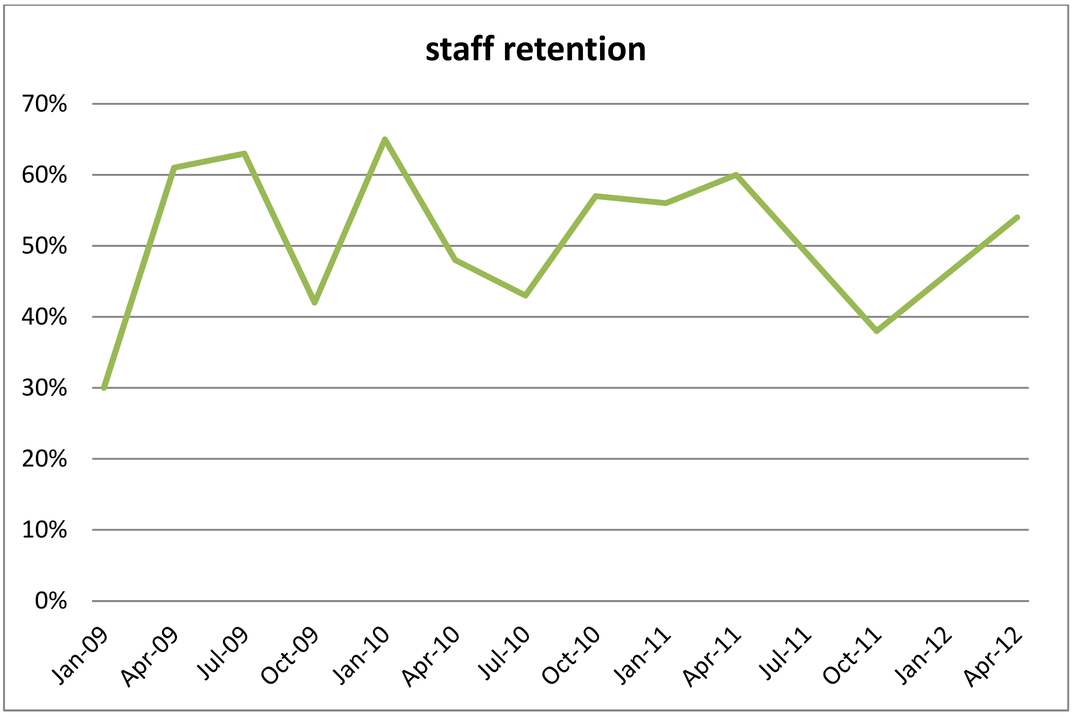
A series of questions relating to business confidence that were asked in the previous series of quarterly surveys continued to be asked in this survey, allowing to clearly identify changes over time. A series of graphs are presented which specify levels of business confidence, calculated as the percentage of respondents expressing a positive view at the survey date minus the percentage of respondents who expressed a negative view (therefore a score of 100% means that all respondents were positive, and a score of -100% means that all respondents were negative).

5.1 Staff retention

do you anticipate any changes to your staffing levels over the next six month period (to 1 April 2012)?

	Apr 12		Oct 2011
increase staff numbers	11	26%	*18%*
maintain staff numbers	16	37%	*43%*
lower staff numbers	4	9%	*23%*
don't know or no answer	12	28%	*16%*
total	31	+54%	*+38%*

Business confidence in terms of maintaining or increasing staff levels has improved since October 2011, when it had declined in comparison with six months before. The overall sentiment in this area has been positive since this series of surveys began in January 2009, as more businesses continuing to expect to maintain or increase their staff numbers in the forthcoming six months than expect to lose staff.



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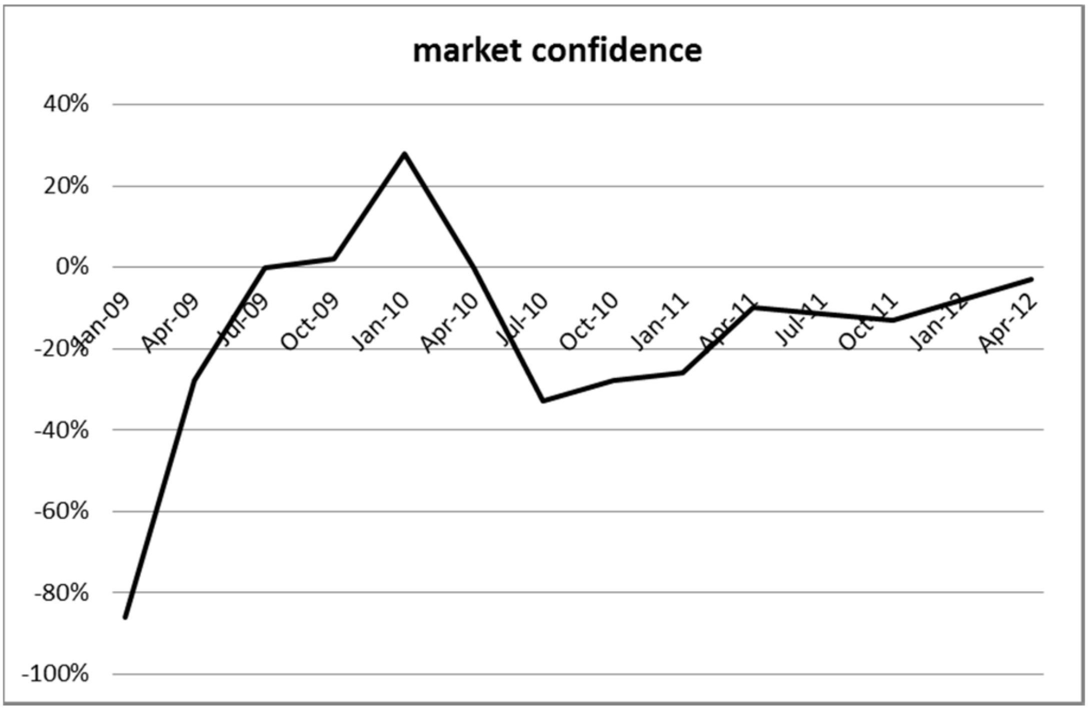
5.2 Market conditions

do you believe that the market conditions will deteriorate over the next 12 months? (to 30 April 2013)

	Apr 12		*Oct 11*
yes	10	32%	*37%*
no	9	29%	*24%*
don't know	12	39%	*39%*
Total	31	-3%	*-7%*

(“yes” is a negative answer, as it anticipates deterioration)

Slightly more respondents consider that the market will deteriorate further than believe things will get better. While this is an overall negative outlook, this is more positive than reported in October 2011, and while the survey results have consistently presented a negative outlook since April 2010, there has been a slow tendency for the overall perspective to improve over time since the June 2010 survey.



This question generated considerable comment from respondents:

Although there is some evidence that developers are still planning long term the archaeological input at this early stage is limited. The worsening economic conditions across Europe cannot be good for the general outlook.

Have commented Yes, but in reality I doubt that there will be much of a change. Conditions may have stabilised, but it will not take much to make the financial markets nervous, which rapidly results in procurement of new developments slowing up.

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hold the same

More likely perhaps flat-line; unlikely any great improvement till 2014

no idea

Not only a contracting market but additional budgetary pressure as part of a local authority which is implementing cuts.

Q1 construction and planning applications were significantly down and the outlook is similar for Q2. In London the Olympic Games also appears to have supressed construction, although this may pick up in September.

The recession is only now catching up with the highlands which have been remarkably resilient up to now.

We gain projects across a wide variety of sectors and partners. We are concerned about the effects to us of the changes about to happen to the RCAHMW, although it is unclear as yet what is going to happen. We have received grant-aid from the RCAHMW for upland fieldwork for several years, and we have no confidence that if they are taken over by Cadw that similar grant-aid opportunities will be available. Most Cadw grant-aid for desktop/non-excavation fieldwork projects goes directly to the Welsh Archaeological Trusts with no 'tender' or application process. The next round of European money for Wales seems to offer little scope for filtering down of grants to local groups and projects for us, but the release of more money from the HLF after the Olympics should be positive. We are increasingly doing watching briefs on small (c.20Kw) turbine installations, but that is tied in to government changes in tariffs

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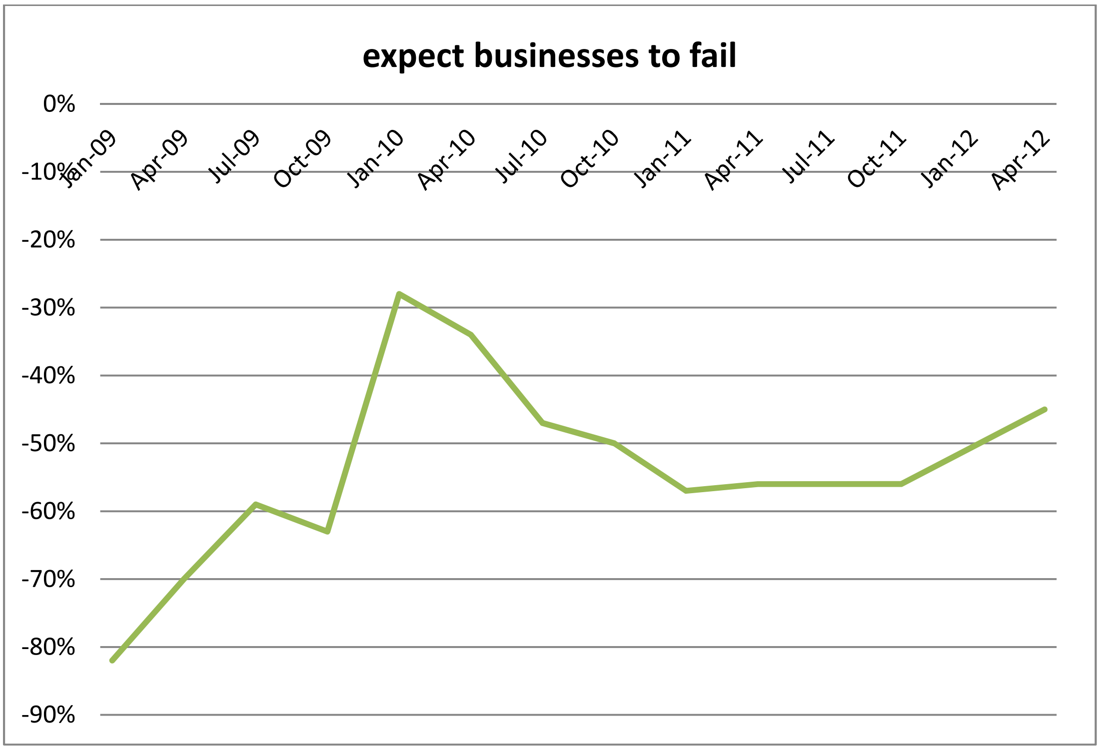
5.3 Businesses ceasing trading

do you expect any archaeological practices to cease trading over the next 12 months (to 30 April 2013)?

			Oct 11
Yes	15	48%	*59%*
No	1	3%	*3%*
don't know	15	48%	*38%*
Total	31	-45%	*-56%*

The overwhelming majority of respondents continue to believe that some archaeological practices will fail in the next year. However, views have slowly been becoming more positive since January 2011.



Respondents commented on this topic:

... but I also expect to see further new organisations proliferating.

I always answer yes but in reality most re-cast themselves into much smaller entities, taking on self-employed/casual staff as and when they get projects that they do not have the capacity to do.

No more so than normal

Would be nice if some did: our area seems to be over-subscribed with existing companies moving in at present!

Yes, too many fieldwork groups winning unsustainable tenders

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5.4 Expansion

Respondents were asked about their plans for future business expansion.

do you have any plans to expand your business significantly over the next twelve months (to April 2013) (e.g. in premises, vehicles, capital equipment)?

			Oct 11
yes	7	23%	*27%*
no	20	65%	*59%*
don't know	4	13%	*14%*
total	31	-42%	*-32%*

Overall, respondents continue to be less than half as likely to have plans to expand their business significantly in the next twelve months than to not have such an expansion planned, and are slightly more cautious than they were in October 2011.

Several respondents commented on this issue:

However, some replacement of existing vehicles & IT equipment will be necessary

Just (last week) opened a new office with 2 employees in Scotland

We expect some input in to [two subsidiary] *offices, including premises*

we have expanded considerably in last 12 months

We would like to invest in equipment but I don't think this is likely to be possible

We would love to update our software but in relation to our size the software we use is very expensive. We us MapInfo and Adobe CS on a more or less daily basis and both are costly, so it may not be possible to do so.

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6 SKILLS TRAINING AND QUALIFICATIONS

The survey sought to identify which areas of skills were being lost to the sector, where skills were being bought in (skills shortages) and where organisations were seeking to address the issue through training (skills gaps). They were then asked in general terms whether they considered there were particular areas with skills problems across the sector.

6.1 Areas of skills losses

in the last six months (since October 2011) has your organisation lost skills in any of these areas?

		Oct 11
fieldwork (invasive or non-invasive)	6	*6*
post-fieldwork analysis	2	*6*
desk-based or environmental assessment	2	*1*
artefact or ecofact conservation	1	*3*
providing advice to clients	1	*2*
other – not specified	1	
data management		*1*
other - archaeological site management and conservation		*1*
other - palaeoenvironmental processing/analysis		*1*

Fieldwork skills continued to be the area of skills loss most frequently reported - in the earlier series of surveys, the skills involved in leading and contributing to fieldwork were constantly reported as being those that organisations most often reported as being lost – although in October 2011 post-fieldwork analysis skills were reported as being lost by as many organisations as fieldwork. This area was reported to be being impacted upon less in the six months to April 2012.

6.2 Areas of skills buy-in

in the last six months (since October 2011) has your organisation had to buy-in skills in any of these areas?

		Oct 11
artefact or ecofact conservation	11	12
fieldwork (invasive or non-invasive)	11	10
post-fieldwork analysis	9	9
data management	2	2
desk-based or environmental assessment	1	2
providing advice to clients	1	1
other – admin / business support (non archaeological)	1	1

The reported areas where skills are bought in have remained remarkably consistent over the six months since October 2011. Conservation remains an area with significant skills shortages, but this is being addressed through the buying-in of expertise, rather than through training (see below). Despite fieldwork and post-fieldwork skills being those reported as being most frequently lost by

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organisations, there is clearly a level of demand for these which is being addressed (perhaps on a short-term basis) by skilled staff being brought in from external providers.

6.3 Areas of training

in the last six months (since October 2011) has your organisation invested in skills training in any of these areas?

	Apr 12	*Oct 11*
fieldwork (invasive or non-invasive)	**14**	*19*
post-fieldwork analysis	**11**	*16*
desk-based or environmental assessment	**8**	*6*
data management	**4**	*9*
providing advice to clients	**4**	*6*
artefact or ecofact conservation	**2**	*3*
other - health and safety	**4**	*3*
other - business skills, management	**1**	*1*
other - MORPHE	**1**	
other – public enquiries	**1**	
other - interpretation skills, particularly digital		*1*
other - IT management		*1*
other - public inquiries		*1*
other - seminars, lectures, reading		*1*
other - social networking		*1*

While significant numbers of respondents continued to report that they had lost skills capacity in the previous six months (particularly in fieldwork and post-fieldwork), a greater number of organisations were seeking to address this issue through training than reported losing skills in almost all areas. This approach to ameliorating skills gaps, where more organisations were committing to training than were losing the skills (although some organisations will have both lost capacity and invested in training in the same area), suggests that the sector is recognising the value of training investment.

Generally, organisations were more likely to address their skills issues through training than through buying-in the skills of external personnel, with the one major exception continuing to be artefact or ecofact conservation.

6.4 Skills shortages across the sector

Respondents were asked about their perceptions of skills issues across the archaeological sector. The phrase “skills shortages” was used here in the questionnaire; this can have a technical definition relating to a problem skills area that is addressed through bringing in external expertise, but here was considered to refer to areas where there is a general underprovision of skilled labour.

do you think there are skills shortages across archaeological practice in any of these areas?

	Apr 12	*Oct 11*
post-fieldwork analysis	8	*9*
desk-based or environmental assessment	8	*0*
artefact or ecofact conservation	7	*5*
providing advice to clients	7	*4*
data management	2	*3*
fieldwork (invasive or non-invasive)	5	*1*
other – curatorial	1	
other – report writing	1	
other – roman pottery	1	
other – SHE	1	
other - outreach and public engagement		*1*
other - palaeoenvironmental processing/analysis		*1*

Post-fieldwork analytical skills and desk-based or environmental assessment were the areas of expertise most frequently reported as being in short supply; organisations appear to be trying to tackle this through training their existing staff. Notably, desk-based or environmental assessment was not recognised as a skill that was in short supply six months previously. Conservation continues to be an area where there is considered to be a sectoral shortfall, and this continues to be typically addressed by organisations subcontracting or buying in expertise, rather than through investing in training.

6.5 NVQ

The National Vocational Qualification in Archaeological Practice was first awarded in 2009. Respondents were asked about whether they had previously supported a member of staff gaining such a qualification, and whether they would consider doing so in the future.

have you or would you consider supporting a member of staff to gain a vocational qualification in archaeological practice (NVQ)?

	have previously supported	would consider in the future
Yes	2	15
No	13	3
don't know	0	4

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Only a small minority of respondents had previously supported an employee getting an NVQ, although the majority say that they would consider supporting someone in the future. As was the case in October 2011, all of the respondents that had previously supported an employee in accessing the NVQ say that they would continue to consider doing so again in the future. Overall, this suggests that while take-up continues to remain low, the qualification is valued by the employers that have engaged with the qualification and that that a positive attitude towards it is held by those employers that have not yet been fully involved with it.

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7 FURTHER COMMENTS

Six respondents added further comments on the survey:

After nearly 4 years of 'recession' generating a reduction in archaeological work, there may be some signs of an improvement. However, it will not take much at the macro-economic and European level to stall any recovery. The net result of this and the failure of a few organisations and the setting up of numerous small off-shoot companies, has created a competitive archaeological basis that is almost certainly untenable, and has significantly affected margins. In turn this has reduced training opportunities and put pressure on wages and particularly on covering away based costs for field staff. The effect on quality of work is harder to determine, but may become clearer in due course.

It is important to be aware of different conditions across the UK. The Scottish Highlands is a very different place from SE England. We have a population of about 200,000 people in an area the size of Belgium or Wales, with a fast-growing urban centre in Inverness surrounded by a huge rural hinterland. There are only a small number of archaeologists here, all very independent-minded. It is difficult to build up the critical mass within the organisation to levels commonly seen elsewhere, or to compete with the very large, well-resourced units based outside the region. However there is a need for local knowledge and expertise in dealing with the archaeology of this region and outside organisations that claim to cover the whole UK often struggle with the nature of the local archaeology and the conditions. I think archaeologists should not make such claims unless they can claim some genuine relevant training and/ or experience. Perhaps the IfA should add a web map to its RO page so customers can see where archaeological companies are geographically located.

It might be useful to include type of markets from which archaeological work derives; ie developer led; community led, charitable bodies led; public sector investment and infrastructure, etc

Market feels buoyant, a number of large capital spends are generating projects that are getting us back to normal activity levels. We are more reluctant to commit too much to our expanded staff but we have been able to increase the levels of commitment to some degree. The return to profitability has enabled us to restart spends on marketing, training and equipment.

Of course turnover and profit are very different - several units have recorded significant losses over the last year. re staff losses - we have most of the skills we need but we have lost loads of 'experience'.

There are plenty of people looking for work in archaeology but very few of them have the necessary skills or knowledge for modern-day commercial archaeology. Practical digging and recording skills can be taught relatively easily to anyone with a bit of common sense, but typical graduate skills that enable people to analyse data, understand the broad concepts of archaeology, write reports and work in a client-centred commercial environment are sadly lacking.

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8 APPENDIX – QUESTIONNAIRE

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