A skilled and diverse heritage science community

Introduction

The strategic framework for heritage science in the UK was developed by NHSF on behalf of the heritage sector. The framework provides a structure through which the sector can work to deliver outcomes in three areas that are of importance to the sector:

- Excellent research
- A skilled and diverse heritage science community
- Demonstrable social and economic benefit

http://www.heritagescienceforum.org.uk/what-we-do/strategic-framework

In March 2019, NHSF member organisations were invited to reflect on the Framework and identify:
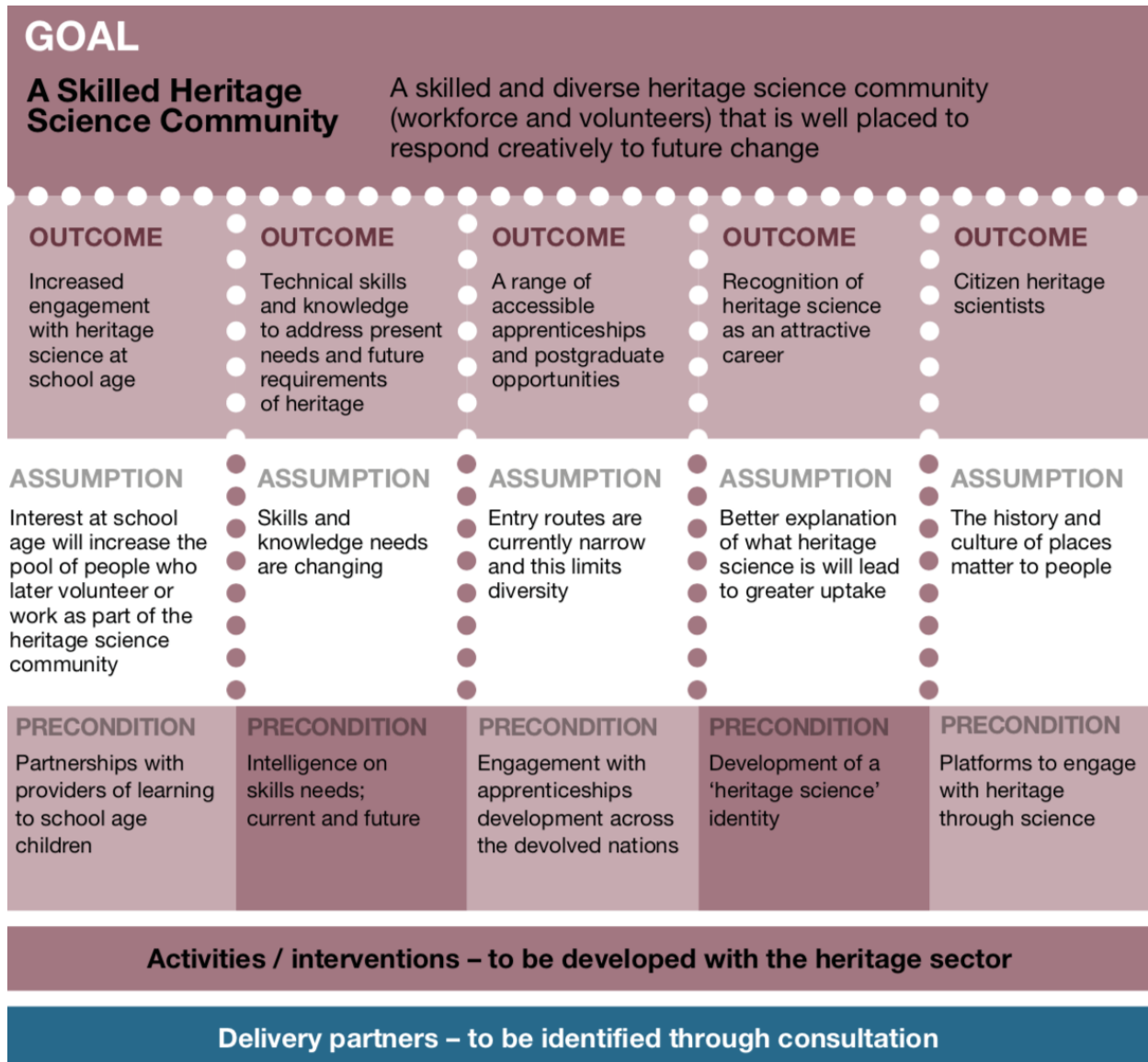
- What each member organisation is already doing/involved in that contributes to the strategic outcomes (and preconditions)
- Which areas the organisation is able to commit to playing a) an active part b) a lead role.
- Which areas it should be a priority for NHSF to lead
- Which areas NHSF should seek to form partnerships to deliver progress (and with whom if possible)
- Which areas NHSF should not take an active role in delivering
- Which areas individual trustees (or member organisation representatives) may be able to contribute to

As a result of these discussions, delivery plans have been drafted for each of the three strands of the Framework. The delivery plans are working documents and will be regularly reviewed and updated. Progress reports will be published annually.

Within the delivery plan, NHSF member organisations have prioritised specific actions that they will address through a 'Communities' working group. An action plan for the working group is included in this document.

1. Strategic framework outcomes for a skilled and diverse heritage science community
2. NHSF communities working group action plan
3. Delivery plan for communities strand of strategic framework

1. Strategic outcomes for 'a skilled and diverse heritage science community' strand

GOAL

A Skilled Heritage Science Community — A skilled and diverse heritage science community (workforce and volunteers) that is well placed to respond creatively to future change

OUTCOME	OUTCOME	OUTCOME	OUTCOME	OUTCOME
Increased engagement with heritage science at school age	Technical skills and knowledge to address present needs and future requirements of heritage	A range of accessible apprenticeships and postgraduate opportunities	Recognition of heritage science as an attractive career	Citizen heritage scientists

ASSUMPTION	ASSUMPTION	ASSUMPTION	ASSUMPTION	ASSUMPTION
Interest at school age will increase the pool of people who later volunteer or work as part of the heritage science community	Skills and knowledge needs are changing	Entry routes are currently narrow and this limits diversity	Better explanation of what heritage science is will lead to greater uptake	The history and culture of places matter to people

PRECONDITION	PRECONDITION	PRECONDITION	PRECONDITION	PRECONDITION
Partnerships with providers of learning to school age children	Intelligence on skills needs; current and future	Engagement with apprenticeships development across the devolved nations	Development of a 'heritage science' identity	Platforms to engage with heritage through science

Activities / interventions – to be developed with the heritage sector

Delivery partners – to be identified through consultation

2. NHSF communities group action plan, 2019-20

Strategic framework outcome	Action	Lead	Progress	Measure (update with date when complete)
Increased engagement with heritage science at school age (delivery plan 2.1)	Collate existing content from member organisations that has potential for use in schools programmes and publicise on NHSF website. [Next step: Need to agree publicity plan and how the information can help to increase engagement]	WG	Google doc created for input by WG virtual meeting 14/10/19.	Web page created by 2019 AGM.
Technical skills and knowledge to address present needs and future requirements of heritage (delivery plan 2.2)	Contribute to the development of the Icon/CIfA Labour Market Intelligence toolkit.	Patrick	?	Toolkit applicable to heritage science.
Technical skills and knowledge to address present needs and future requirements of heritage (delivery plan 2.2)	Complete and publicise the report 'Careers in Heritage Science: opportunities and constraints'. Incorporate changes following discussion at member meeting 03/07/19. Create summary for opinion formers/ policy makers. Agree publicity plan to engage course providers and employers with the report and its recommendations. Agree plan to engage opinion formers/ policy makers [e.g. link to AHRC 2019 delivery plan]	Caroline Caroline Caroline WG WG	Completed subject to comment by members 03/07/19. Circulate updated version before meeting of 14/10/19. In progress – hope to have for 14/10/19.	Published on website. Circulated to course providers/employers/opinion formers; feedback from them on actions to address recommendations.

A range of accessible (inclusive) apprenticeships and postgraduate opportunities (delivery plan 2.3)	Engage with Historic England coordination of the Historic Environment Trailblazer.	Gill	Agenda item for 14/10/19	
A range of accessible (inclusive) apprenticeships and postgraduate opportunities (delivery plan 2.3)	Identify and understand barriers to the effective operation of new Apprenticeships (for heritage science)	?	[Not achievable within 2019-20? Are there preliminary steps that are appropriate in this timeframe?]	
Recognition of heritage science as an attractive career (delivery plan 2.4)	Identify opportunities for advocating heritage science as an attractive career through established (non-heritage science specific) programmes such as STEM ambassadors or Speakers for Schools.	?		
Citizen heritage scientists (platforms to engage with heritage through science) (delivery plan 2.5)	Identify existing 'citizen heritage science' activity within NHSF membership.	Citizen (Heritage) Science officer(s)		

Created 25/09/19

3. Delivery plan for communities strand of strategic framework

	1. Skilled and diverse heritage science community						
No.	Outcome – change needed	Precondition – what's needed to achieve outcome	Specific actions	Lead	Potential partners	Timescale	Measures
2.1	Increased engagement with heritage science at school age	Partnerships with providers of learning to school age children	Collate existing content for potential use in schools programmes and e.g. Historic England Heritage Schools programme	NHSF	UCM Tate National Trust Historic England	2019-2023	Web resource of existing content/ programmes
2.2	Technical skills and knowledge to address present needs and future requirements of heritage	Intelligence on skills needs; current and future	Icon/CIfA project to deliver Labour Market Intelligence toolkit.	Icon/ CIfA	NHSF contribute as Icon consultee	2019-2020 2020-2021	Toolkit applicable to heritage science. Toolkit applied to generate knowledge of heritage science skills needs.
			Complete and publicise Careers Report and engage course providers and employers with the report and its recommendations	NHSF	Course providers and employers	April-July 2019 2020-2023	Training providers and employers responding to future skills needs.
2.3	A range of accessible (i.e. inclusive) apprenticeships and postgraduate opportunities	Engagement with apprenticeship development across the devolved nations.	Historic England coordination of Historic Environment Trailblazer. Icon coordination of Conservation element of Trailblazer. Heritage science skills needs encompassed in Standards and training provision. Promotion of apprenticeships to employers.	Historic England	Icon NHSF representative on Historic Environment Trailblazer (Gill Campbell)	2019-2020 2020-2023	Apprenticeship opportunities that meet heritage science workforce development needs
			Identify and understand barriers to effective operation of new Apprenticeships (for heritage science) across home	NHSF	HES/ NGS MALD? Historic England	2019-2023	More effective system resulting in greater uptake by employers.

			nations and lobby to make more effective.				
			Publication of Careers Report and engagement with postgraduate training providers around recommendations.	NHSF	Postgraduate training providers.	2019-2021	Clearer heritage science career pathways. Greater visibility of 'heritage science' in language of training providers.
2.4	Recognition of heritage science as an attractive career

(links also to 2.1) | Development of a heritage science identity.

(links also to 2.1) | Publication of Careers Report and engagement with training providers and employers around recommendations.

Advocacy for heritage science as an attractive career through established (and non-heritage science specific) programmes such as:
- STEM ambassadors
- Speakers in Schools

Advocacy to employers for higher salaries | NHSF (PR, BO, KL) | Icon HSG Course providers Employers | 2019-2023

2020-2021

2021-2023 | Increased visibility of heritage science in recruitment. Increased number of heritage science roles. Breadth of opportunity (transferable skills (in and out)) apparent, e.g. good scientists who can/want to work with heritage.

Higher salaries for heritage scientists. |
| 2.5 | Citizen heritage scientists | Platforms to engage with heritage through science | Existing activity within NHSF membership. Impact through partnerships. Explore opportunities to connect natural and cultural heritage. | UCM NT | NHSF | 2021-2023 | |