

Heritage and Conservation Science Workforce Survey

Introduction

Welcome to the Heritage and Conservation Science Workforce Survey commissioned by UK Research & Innovation's Research Infrastructure for Conservation and Heritage Science (RICHeS) and delivered by Icon, the Institute of Conservation.

The RICHeS Heritage and Conservation Science Labour Survey is the first UK-wide survey of its kind. The survey will provide a clearer understanding of the heritage and conservation science workforce and the findings will help inform future workforce planning, skills development, and investment.

The heritage and conservation science workforce is defined as '**actors engaged with the range of technological and scientific recording and analysis activities that benefit the heritage sector and includes work on objects as well as landscapes and the built environment**' (Source: UKRI project brief).

Please complete the survey if you use science or technology in your work to understand, preserve, manage, or engage with heritage.

Find out more about heritage science in this [range of examples](#) (links to National Heritage Science Forum website).

We are also looking for responses from employers and people who commission heritage and/or conservation science work to understand demand and labour market opportunities and challenges.

The survey takes approximately **20-30** minutes to complete and you can save your response to complete later if needed.

The survey closes on 31 August 2026.

Consent to take part in this research

Link to: [Icon's privacy policy](#).

*

Please see Icon's privacy policy for information about how your responses and personal data will be used and stored.

Please confirm that you are voluntarily participating in this research and that you agree to Icon's processing of your personal data as set out in the privacy policy.

☐ I agree

☐ I disagree

Who are you responding on behalf of?

*

This survey can be completed from an individual perspective, an organisational perspective, or both. Whichever you choose first, you will be invited at the end to respond from the other perspective if it applies to you.

Please make your initial selection below:

- ☐ An individual engaged in heritage and/or conservation science in the UK
- ☐ An organisation based in the UK that employs or commissions heritage and/or conservation science services
- ☐ Neither of the above

YOUR ORGANISATION

The Labour Survey collects information from employers of, and people who commission services from, the heritage and/or conservation science workforce.

This section collects key information about your organisation, including its structure, activities and scale.

Your name (optional)

0/32,000 characters

Organisation name (optional)

Please include the name of your department (as well as organisation) if you are responding on behalf of a department rather than a whole organisation.

0/32,000 characters

I am responding as:

*

- ☐ an employer/commissioner
- ☐ a commissioner only

Which of the following categories best describes the type of employer/commissioning organisation?

*

- ☐ Central government organisation
- ☐ Local government organisation
- ☐ Non-departmental public body
- ☐ Charity
- ☐ Private limited company
- ☐ Public limited company
- ☐ Social enterprise
- ☐ University or other higher education institution
- ☐ I am a freelancer
- ☐ I am a sole proprietor or sole trader

- ☐ Don't know
- ☐ Other (please specify)

In which geographic region is your organisation located?

*

If your organisation has branches in multiple locations, please give the location that corresponds to the branch/department for which you are responding.

- ☐ England - East Midlands
- ☐ England - East of England
- ☐ England - London
- ☐ England - North East
- ☐ England - North West
- ☐ England - South East
- ☐ England - South West
- ☐ England - West Midlands
- ☐ England - Yorkshire and The Humber
- ☐ Northern Ireland
- ☐ Scotland - East Central Scotland
- ☐ Scotland - Eastern Scotland
- ☐ Scotland - Highlands and Islands
- ☐ Scotland - North Eastern Scotland
- ☐ Scotland - Southern Scotland
- ☐ Scotland - West Central Scotland
- ☐ Wales - Mid and South West Wales
- ☐ Wales - North Wales
- ☐ Wales - South East Wales
- ☐ Europe outside of the UK
- ☐ Outside Europe (please specify)

Please indicate the main activities of your organisation.

[UK Standard Industrial Classification of Economic Activities](#) (link to ONS website)

This list is drawn from the Office of National Statistics (ONS) Standard Industry Classification (SIC) codes. SIC codes are used to categorise the principal business activities of organisations. The SIC code number is given in brackets for reference; you can find out more from the Office for National Statistics (ONS).

Please choose the 'best fit' category for your organisation (or use your organisation's SIC code if you know it) so that the aggregated data collected through this survey can be compared to other national accounting data sets.

- ☐ Activities of other membership organisations (94990)
- ☐ Activities of professional membership organisations (94120)
- ☐ Architectural activities (71111)
- ☐ Archive activities (91012)
- ☐ Botanical & zoological gardens & nature reserves activities (91040)
- ☐ Building completion and finishing (43990)
- ☐ Construction of commercial buildings (41201)
- ☐ Construction of domestic buildings (41202)
- ☐ Construction of other civil engineering projects (42990)
- ☐ Development of building projects (41100)
- ☐ Engineering related scientific & technical consulting activities (71122)
- ☐ Environmental consulting activities (74901)
- ☐ First-degree level higher education (85421)
- ☐ General public administration activities (84110)
- ☐ Landscape service activities (81300)
- ☐ Library activities (91011)
- ☐ Management consultancy activities other than financial management (70229)
- ☐ Management real estate on fee or contract basis (68320)
- ☐ Museums activities (91020)
- ☐ Operation of arts facilities (90040)
- ☐ Operation of historical sites and similar visitor attractions (91030)
- ☐ Other amusement & recreational activities (93290)
- ☐ Other engineering activities (71129)
- ☐ Other research and experimental development on natural sciences and engineering (72190)
- ☐ Other specialised construction activities (43999)
- ☐ Quantity surveying activities (74902)
- ☐ Regulation of health care, education, cultural & other social services (84120)
- ☐ Renting & operating Housing Association real estate (68201)
- ☐ Research and experimental development on social sciences and humanities (72200)
- ☐ Technical testing and analysis (71200)
- ☐ Urban planning & landscape architectural activities (71112)

- ☐ Don't know
- ☐ Prefer not to say
- ☐ Other (please specify)

What is the total turnover of your organisation?

Turnover is defined as the total value of sales. If your organisation does not have a readily calculable turnover figure, please choose N/A.

- ☐ Less than £81,000
- ☐ £81,000 - £99,999
- ☐ £100,000 - £249,999
- ☐ £250,000 - £499,999
- ☐ £500,000 - £999,999
- ☐ £1m – £1.99m
- ☐ £2m - £2.8m
- ☐ £2.81m - £4.99m
- ☐ £5m - £9.99m
- ☐ £10m - £14.99m
- ☐ £15m - £24.99m
- ☐ £25m or more
- ☐ Don't know
- ☐ N/A
- ☐ Prefer not to say

What proportion of your organisation's total resources is spent working on heritage and/or conservation science activities?

We use the term 'total resources' because you may allocate one or more of the following: workforce time (human resources), money (capital resources), plant and equipment, facilities etc.

- ☐ None
- ☐ Less than 10%
- ☐ 10% to 19%
- ☐ 20% to 29%
- ☐ 30% to 39%
- ☐ 40% to 49%

- ☐ 50% to 59%
- ☐ 60% to 69%
- ☐ 70% to 79%
- ☐ 80% to 89%
- ☐ 90% or more
- ☐ Don't know
- ☐ Prefer not to say

Is your organisation affiliated with (e.g. a member of, or accredited by) any of the following organisations?

Choose all that apply

- ☐ Archives and Records Association
- ☐ Chartered Institute for Archaeologists
- ☐ Chartered Institute of Architectural Technologists
- ☐ Chartered Institute of Building Service Engineers
- ☐ Chartered Institute of Ecology and Environmental Management
- ☐ Chartered Institute of Library and Information Professionals
- ☐ Geological Society
- ☐ Institute of Conservation
- ☐ Institute of Historic Building Conservation
- ☐ Institute of Mechanical Engineers
- ☐ Institute of Physics
- ☐ Institution of Civil Engineers
- ☐ Institution of Structural Engineers
- ☐ Museums Association
- ☐ Royal Institute of British Architects
- ☐ Royal Institution of Chartered Surveyors
- ☐ Royal Society of Biology
- ☐ Royal Society of Chemistry
- ☐ Social Research Association
- ☐ None of the above
- ☐ Other (please specify)

YOUR EMPLOYED WORKFORCE

This section gathers information on the size, structure, and recruitment of your heritage and/or conservation science workforce.

How many people in your organisation have roles that involve heritage and/or conservation science activity, including self-employed people and subcontractors?

Please estimate the NUMBER of people (not FTE) whose roles include heritage and/or conservation science

(defined as: actors engaged with the range of technological and scientific recording and analysis activities that benefit the heritage sector and includes work on objects as well as landscapes and the built environment) (Source: UKRI project brief).

0/32,000 characters

Approximately what is the full-time equivalent (FTE) dedicated to heritage and/or conservation science activity across your organisation?

This may be spread across a number of staff whose roles only partially involve heritage and/or conservation science work. Please give your best estimate of the total FTE when these portions are combined.

e.g. four members of staff who each spend a quarter of their time on heritage and/or conservation science activity represents 1 FTE.

0/32,000 characters

Which of the following occupations does your organisation employ within its heritage and/or conservation science workforce?

The categories use Standard Occupational Classification (SOC) codes defined by the Office for National Statistics.

Choose all that apply

- ☐ Chemical scientists (2111)
- ☐ Biological scientists (2112)
- ☐ Biochemists and biomedical scientists (2113)
- ☐ Physical scientists (including geologists, geophysicists, materials scientists) (2114)
- ☐ Social and humanities scientists (including archaeologists, geographers, historians) (2115)
- ☐ Natural and social science professionals n.e.c (2119)
- ☐ Civil engineers (2121)
- ☐ Mechanical engineers (2122)
- ☐ Engineering professionals n.e.c. (2129)

- ☐ Conservation and environment professionals (including conservationists, ecologists, heritage officers) (2151)
- ☐ Environmental professionals (2152)
- ☐ Research and development managers (2161)
- ☐ Other researchers, unspecified discipline (2162)
- ☐ Higher education teaching professionals (2311)
- ☐ Architects (2451)
- ☐ Chartered architectural technologists, planning officers, consultants (2452)
- ☐ Chartered surveyors (2454)
- ☐ Librarians and related information professionals (2471)
- ☐ Archivists, conservators and curators (2472)
- ☐ Laboratory technicians (3111)
- ☐ Engineering technicians (3113)
- ☐ Building and civil engineering technicians (3114)
- ☐ Data analysts (3544)
- ☐ None of the above
- ☐ Other (please specify)

Thinking about the part of your organisation's workforce with heritage and/or conservation science skills, what was the employee turnover rate, as a percentage, over the past year?

- ☐ Less than 5%
- ☐ Between 6% and 10%
- ☐ Between 11% and 15%
- ☐ Between 16% and 20%
- ☐ More than 20%
- ☐ Don't know
- ☐ Prefer not to say

If you reported employee turnover above 10%, please provide further detail, including the main factors contributing to this level of turnover.

0/32,000 characters

What is the likelihood of your organisation increasing or decreasing its heritage and/or conservation science workforce over the coming year?

- ☐ Very likely to increase
- ☐ Likely to increase
- ☐ Likely to stay the same
- ☐ Likely to decrease
- ☐ Very likely to decrease
- ☐ Don't know
- ☐ Prefer not to say

Please use this space to provide further information on the reasons for increases/decreases in your heritage and/or conservation science workforce.

0/32,000 characters

How dependent is your heritage and/or conservation science workforce on employees who do not have UK citizenship or long-term right to work in the UK?

- ☐ Not at all
- ☐ Slightly
- ☐ Moderately
- ☐ Highly
- ☐ Very highly

☐ Prefer not to say

How dependent is your heritage and/or conservation science workforce on new entrants to the workforce (e.g. apprentices, trainees or recent graduates)?

- ☐ Not at all
- ☐ Slightly
- ☐ Moderately
- ☐ Highly
- ☐ Very highly
- ☐ Prefer not to say

Please provide any additional detail on your organisation's reliance on non-UK workers and/or new entrants (e.g. apprentices, trainees, recent graduates), including key roles, skills, or areas where they are particularly important.

0/32,000 characters

Has your organisation recruited anyone with heritage and/or conservation science skills in the last 12 months?

- ☐ Yes
- ☐ No
- ☐ Don't know
- ☐ Prefer not to say

If you had any vacancies for workers with heritage and/or conservation science skills in the last 12 months, were any of these vacancies hard to fill?

- ☐ Yes
- ☐ No
- ☐ Don't know
- ☐ Prefer not to say

☐ N/A

If you found it hard to fill a vacancy for a worker with heritage and/or conservation science skills, what were the main reasons for this?

Check all that apply

- ☐ Too much competition from other employers
- ☐ Not enough people interested in doing this type of job
- ☐ Poor terms and conditions (e.g. pay) offered for this post
- ☐ Low number of applicants with the required skills
- ☐ Low number of applicants with the required attitude, motivation or personality
- ☐ Low number of applicants generally
- ☐ Lack of work experience the organisation demands
- ☐ Lack of qualifications the organisation demands
- ☐ Poor career progression / lack of prospects
- ☐ Job entails shift work / unsociable hours
- ☐ Seasonal work
- ☐ Remote location / poor public transport
- ☐ Brexit has made it more difficult to recruit EU nationals
- ☐ No particular reason
- ☐ Don't know
- ☐ Prefer not to say
- ☐ None of the above
- ☐ Other (please specify)

DEMAND FOR TECHNIQUES AND SKILLS

This section explores the skills, expertise and capabilities within your workforce or that you commission, including any gaps and development areas.

Please indicate the disciplinary areas covered by your heritage and/or conservation science workforce or the disciplinary areas you commission.

These areas have been split across three groups of archaeological science, conservation science and technical art history, and built historic environment science.

Archaeological science.

Choose all that apply

- ☐ Archaeological geophysics and remote sensing (e.g. aerial remote sensing, geophysical survey, ground penetrating radar, LiDAR, magnetometry, resistivity)
- ☐ Archaeological materials analysis (e.g. archaeometallurgy, ceramic analysis, lithic analysis, glass and pigment analysis)
- ☐ Bioarchaeology and human/animal remains (e.g. ancient pathology, bioarchaeology, forensic archaeology, osteoarchaeology, zooarchaeology)
- ☐ Biomolecular, genetic and molecular methods (e.g. ancient DNA analysis, archaeogenetics, biomolecular archaeology, isotopic analysis, molecular archaeology, palaeogenetics, proteomics)
- ☐ Chronology and dating science (e.g. archaeomagnetic dating, dendrochronology, optically stimulated luminescence dating, radiocarbon dating, thermoluminescence dating)
- ☐ Digital and spatial archaeology (e.g. aerial investigation, 3D survey and modelling, digital documentation, GIS and spatial analysis, landscape and site mapping)
- ☐ Environmental, palaeoenvironmental and botany (e.g. archaeobotany, environmental archaeology, geoarchaeology, landscape archaeology, palaeoecology, palaeoethnobotany, palaeoenvironmental, palynology)
- ☐ Heritage data science and computational modelling (e.g. predictive modelling of in situ degradation, load impact modelling and analysis)
- ☐ None of the above
- ☐ Other (please specify)

Conservation science and technical art history

Choose all that apply

- ☐ Conservation treatment science (e.g. study and development of cleaning techniques, consolidants and adhesives, surface coatings and paints, lifecycle assessment of treatment materials, treatment evaluation)

- ☐ Dating and chronology (non-archaeological context e.g. applied to panel paintings including dendrochronology, isotopic dating, luminescence dating, radiocarbon dating, technical and comparative dating)
- ☐ Imaging science (e.g. CT scanning, digital microscopy, infrared reflectography, multi- and hyper-spectral imaging, RTI, UV imaging, X-radiography)
- ☐ Heritage data science and computational modelling (e.g. environmental and hygrothermal modelling, deterioration modelling, heritage informatics, predictive risk modelling)
- ☐ Materials characterisation and identification (e.g. composition analysis, pigment and dye identification, binding media analysis, alloy characterisation, fibre and wood identification)
- ☐ Materials degradation and deterioration (e.g. biological deterioration, corrosion science, hydrolysis and oxidation, photochemical degradation, pollutant-induced deterioration)
- ☐ Preventive conservation science (e.g. environmental monitoring and control, light and UV assessment, pollutant/particulates or mould monitoring, integrated pest management, collection risk assessment, storage and display materials testing)
- ☐ None of the above
- ☐ Other (please specify)

Built historic environment science

Choose all that apply

- ☐ Digital heritage and geomatics (e.g. spatial data analysis, Heritage BIM, 3D modelling and visualisation, remote sensing analysis, geospatial heritage data management)
- ☐ Civil engineering (e.g. drainage and water management, historic road and path surfaces, retaining walls and earthworks, harbour and waterway structures)
- ☐ Energy performance and retrofit (e.g. hygrothermal modelling, moisture monitoring, thermal comfort, solid wall insulation assessment, airtightness and ventilation, building performance evaluation, post-intervention monitoring, infrared thermography)
- ☐ Environmental monitoring and performance (e.g. hygrothermal analysis, moisture monitoring, U-value measurement, air quality monitoring, UV/IR exposure monitoring, vibration monitoring, climate science and climate impact monitoring)
- ☐ Geotechnical engineering (e.g. ground investigation, settlement and subsidence analysis, slope stability, foundation stabilisation)
- ☐ Heritage data science and computational modelling (e.g. research into wind-driven rain, computational fluid dynamics)
- ☐ Materials science and analysis (e.g. stone, brick, mortars, renders, concrete, earthen architecture)
- ☐ Mechanical and building services (e.g. historic heating systems, ventilation analysis, historic electrical and utility infrastructure)

☐ Structural engineering (e.g. structural assessment, masonry and vault analysis, timber frame analysis, foundation and ground movement, structural health monitoring)

☐ None of the above

☐ Other (please specify)

If a heritage and/or conservation science disciplinary area is not listed above, please describe

0/32,000 characters

Which of the following heritage and/or conservation science techniques does your workforce use, or do you commission?

This question aims to establish which analytical techniques are in demand by employers and commissioners.

This is not a comprehensive list of techniques used in heritage and/or conservation science and focuses on physical science rather than social and data sciences.

Please choose all that apply throughout the following sections. If you do not use a technique, leave it blank. If you use a technique not listed, please use the 'other comments' box at the end.

Chronometric dating techniques

Amino Acid Racemisation (AAR)

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

Ancient DNA extraction and sequencing (aDNA)

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

Dendrochronology (tree-ring dating and analysis)

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

Optically Stimulated Luminescence (OSL) / Thermoluminescence (TL)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Radiocarbon Dating (AMS / Conventional C-14)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Other (e.g. archaeomagnetic, K-Ar/Ar-Ar, tephrochronology, U-series)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Environmental and building monitoring

Hygrothermal Monitoring (RH and temperature logging)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Infrared Thermography (IRT)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Pollutant and Air Quality Monitoring

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Vibration Monitoring

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Imaging techniques

3D Digital Microscopy (confocal / focus-stacking)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

CT scanning (large scale)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Hyperspectral Imaging (HSI / Reflectance Imaging Spectroscopy)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Infrared Reflectography (IRR)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Fluorescence Microscopy (inc. Immunofluorescence)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Micro-computed Tomography (Micro-CT)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Multispectral Imaging (MSI)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Optical Coherence Tomography (OCT)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Optical / Light Microscopy (inc. Polarising Light Microscopy / Petrography)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Reflectance Transformation Imaging (RTI)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

UV Fluorescence Imaging

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

X-radiography

- ☐ Used by my organisation's workforce

☐ Commissioned by my organisation

Materials testing and physical characterisation

Colorimetry / Spectrophotometry

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

Electrochemical Analysis (inc. Electrochemical Impedence Spectroscopy)

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

Microfade Testing (MFT)

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

Oddy Testing

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

Tensile / Mechanical Testing

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

Thermal Analysis (TGA, DTA, DSC)

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

X-ray Diffraction (XRD)

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

Spectroscopic, elemental and chemical analysis

FTIR (Fourier Transform Infrared Spectroscopy)

☐ Used by my organisation's workforce

☐ Commissioned by my organisation

GC-MS (Gas Chromatography – Mass Spectrometry)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

ICP-MS (Inductively Coupled Plasma – Mass Spectrometry)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

IRMS / Stable Isotope Analysis (EA-IRMS, GC-IRMS)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

LC-MS / HPLC (Liquid Chromatography – Mass Spectrometry)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Macro-XRF Scanning (MA-XRF)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Micro-XRF (u-XRF)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

NMR Spectroscopy (Nuclear Magnetic Resonance)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Proteomics / ZooMS (Mass Spectrometry-based Protein Analysis)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Py-GC-MS (Pyrolysis – Gas Chromatography – Mass Spectrometry)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Raman Spectroscopy

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

SEM-EDS (Scanning Electron Microscopy – Energy Dispersive Spectrometry)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

X-ray fluorescence (XRF / pXRF / handheld XRF)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Survey, remote sensing, spatial documentation

Ground Penetrating Radar (GPR)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

LiDAR (Airborne / Terrestrial / UAV-mounted)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Magnetometry (fluxgate / caesium vapour gradiometry)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Multibeam Echo Sounding (MBES / multibeam bathymetry)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Photogrammetry / Structure from Motion (SfM)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Resistivity / Earth Resistance Survey

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Side Scan Sonar

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Sub-bottom Profiling

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

UAV / Drone Survey (aerial platform operation)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Large-scale facility techniques (synchrotron, accelerator, neutron)

Ion Beam Analysis (PIXE, PIGE, RBS, ERDA at accelerator facility)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Neutron-based Analysis (neutron diffraction, neutron tomography, SANS)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Synchrotron-based Analysis (XRF, XRD, FTIR, XANES at synchrotron beamline)

- ☐ Used by my organisation's workforce
- ☐ Commissioned by my organisation

Other comments on techniques

0/32,000 characters

For each technique group that your organisation's workforce uses/you commission, who owns the associated equipment?

For each technique group select all options that apply.
If you do not use a technique leave it blank or choose N/A.
If you would like to add detail, use the free-text box below.

Chronometric dating techniques

- ☐ Owned by my organisation
- ☐ Third-party owned, access by formal agreement
- ☐ Third-party owned, access on informal/ collaborative basis
- ☐ Third-party owned - loaned to my organisation

- ☐ Third-party owned, operation outsourced
- ☐ N/A

Environmental and building monitoring

- ☐ Owned by my organisation
- ☐ Third-party owned, access by formal agreement
- ☐ Third-party owned, access on informal/ collaborative basis
- ☐ Third-party owned - loaned to my organisation
- ☐ Third-party owned, operation outsourced
- ☐ N/A

Imaging techniques

- ☐ Owned by my organisation
- ☐ Third-party owned, access by formal agreement
- ☐ Third-party owned, access on informal/ collaborative basis
- ☐ Third-party owned - loaned to my organisation
- ☐ Third-party owned, operation outsourced
- ☐ N/A

Materials testing and characterisation

- ☐ Owned by my organisation
- ☐ Third-party owned, access by formal agreement
- ☐ Third-party owned, access on informal/ collaborative basis
- ☐ Third-party owned - loaned to my organisation
- ☐ Third-party owned, operation outsourced
- ☐ N/A

Spectroscopic, elemental and chemical analysis

- ☐ Owned by my organisation
- ☐ Third-party owned, access by formal agreement
- ☐ Third-party owned, access on informal/ collaborative basis
- ☐ Third-party owned - loaned to my organisation
- ☐ Third-party owned, operation outsourced
- ☐ N/A

Survey, remote sensing and spatial documentation

- ☐ Owned by my organisation
- ☐ Third-party owned, access by formal agreement
- ☐ Third-party owned, access on informal/ collaborative basis

- ☐ Third-party owned - loaned to my organisation
- ☐ Third-party owned, operation outsourced
- ☐ N/A

Use this box to provide further information about ownership and/or access

0/32,000 characters

For each technique group that your organisation uses/commissions, how adequate is the current access to the equipment that is needed?

If you do not use a technique, leave it blank.
If adequacy varies across techniques within a group, please choose the option that applies most often. You can add detail in the free-text box below each group if you wish.

Chronometric dating techniques

- ☐ Access is sufficient for current needs
- ☐ Access is occasionally insufficient - limits work sometimes
- ☐ Access is frequently insufficient - regularly limits work
- ☐ No access and this is a significant gap in capability
- ☐ No access but this does not currently limit work

Environmental and building monitoring

- ☐ Access is sufficient for current needs
- ☐ Access is occasionally insufficient - limits work sometimes
- ☐ Access is frequently insufficient - regularly limits work
- ☐ No access and this is a significant gap in capability
- ☐ No access but this does not currently limit work

Imaging techniques

- ☐ Access is sufficient for current needs
- ☐ Access is occasionally insufficient - limits work sometimes
- ☐ Access is frequently insufficient - regularly limits work
- ☐ No access and this is a significant gap in capability
- ☐ No access but this does not currently limit work

Materials testing and characterisation

- ☐ Access is sufficient for current needs
- ☐ Access is occasionally insufficient - limits work sometimes
- ☐ Access is frequently insufficient - regularly limits work

- ☐ No access and this is a significant gap in capability
- ☐ No access but this does not currently limit work

Spectroscopic, elemental and chemical analysis

- ☐ Access is sufficient for current needs
- ☐ Access is occasionally insufficient - limits work sometimes
- ☐ Access is frequently insufficient - regularly limits work
- ☐ No access and this is a significant gap in capability
- ☐ No access but this does not currently limit work

Survey, remote sensing and spatial documentation

- ☐ Access is sufficient for current needs
- ☐ Access is occasionally insufficient - limits work sometimes
- ☐ Access is frequently insufficient - regularly limits work
- ☐ No access and this is a significant gap in capability
- ☐ No access but this does not currently limit work

Large-scale facility techniques

- ☐ Access is sufficient for current needs
- ☐ Access is occasionally insufficient - limits work sometimes
- ☐ Access is frequently insufficient - regularly limits work
- ☐ No access and this is a significant gap in capability
- ☐ No access but this does not currently limit work

If your organisation lacks access to specialist heritage and/or conservation science equipment, please provide details and your preferred method of accessing equipment.

0/32,000 characters

Where access to equipment (for your workforce, or as a commissioner of services) is insufficient or absent, what are the main reasons?

This question covers all technique groups where you indicated access is insufficient or absent. Please choose all that apply.

- ☐ Cost of access or use
- ☐ Lack of equipment at own organisation

- ☐ Geographic distance from available equipment
- ☐ Long waiting time to use equipment
- ☐ Competitive access processes too burdensome or uncertain
- ☐ Lack of technical training or expertise to use equipment independently
- ☐ Lack of supervision capacity to develop skills of workforce
- ☐ Equipment available but not configured/maintained for use
- ☐ Institutional barriers (restrictions on access)
- ☐ Logistical issues (e.g. object/equipment movement, insurance, permits)
- ☐ Unable to identify or locate equipment
- ☐ None of the above
- ☐ Other (please specify)

Which of the following generic people and personal skills are required by your heritage and/or conservation science workforce?

This list is drawn from the national Employers Skills Survey methodology. Select all that apply.

If you are answering as a commissioner only, please skip this question.

- ☐ Instructing, teaching, training
- ☐ Sales skills
- ☐ Customer handling
- ☐ Persuading and influencing
- ☐ Team working
- ☐ Managing, motivating staff
- ☐ Managing own time, prioritising
- ☐ Setting objectives for others, planning resources
- ☐ Managing feelings
- ☐ Making speeches, presentations
- ☐ None of the above
- ☐ Other (please specify)

Which of the following generic technical and practical skills are required by your heritage and/or conservation science workforce?

This list is drawn from the national Employers Skills Survey methodology. Select all that apply.

If you are answering as a commissioner only, please skip this question.

- ☐ Computer literacy / basic IT skills
- ☐ Advanced or specialist IT skills
- ☐ AI skills
- ☐ Solving complex problems requiring a solution specific to the situation
- ☐ Reading and understanding instructions, guidelines, manuals or reports
- ☐ Writing instructions, guidelines, manuals or reports
- ☐ Basic numerical skills and understanding
- ☐ More complex numerical or statistical skills and understanding
- ☐ Communicating in a foreign language
- ☐ Manual dexterity - for example, to mend, repair, assemble, construct or adjust things
- ☐ Adapting to new equipment or materials
- ☐ Creative and innovative thinking
- ☐ Knowledge of products and services offered by your organisation and organisations like yours
- ☐ Knowledge of how your organisation works
- ☐ Specialist skills or knowledge needed to perform the role
- ☐ None of the above
- ☐ Other (please specify)

Is your organisation currently suffering any skills gaps?

A skills gap occurs when an employer considers that an existing employee lacks the skills, knowledge, experience or qualifications to be fully proficient at their job.

- ☐ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A
- ☐ Prefer not to say

Please explain the nature of any skills gap(s)

0/32,000 characters

How are you developing the skills of your specialist heritage and/or conservation science workforce?

Choose all that apply

- ☐ Train staff
- ☐ Recruit new staff
- ☐ Use subcontractors
- ☐ Encourage secondments
- ☐ Don't know
- ☐ Prefer not to say
- ☐ N/A
- ☐ None of the above
- ☐ Other (please specify)

Regardless of whether you currently use them, please describe any new or emerging analytical or recording techniques that are relevant to your heritage and/or conservation science workforce, or services that you commission (including data science and AI).

0/32,000 characters

To what extent are these emerging techniques currently used in your heritage and/or conservation science workforce or the services you commission?

0/32,000 characters

What are the main barriers to adopting these techniques within your heritage and/or conservation science workforce or the services you commission?

0/32,000 characters

ORGANISATIONS - FINAL COMMENTS

This section allows you to provide any additional information and indicate whether you are open to further engagement with this research.

Please share any additional comments in this space.

0/32,000 characters

If you're open to a follow-up discussion or contributing to future phases of this research (e.g. interview or focus group) please provide your email address below.

example@example.com

If you have not already done so, would you like to provide a survey response as an individual heritage and/or conservation science worker?

*

- ☐ Yes
- ☐ No

Final Comments

Please use this space to provide any final comments you may have.

0/32,000 characters

THANK YOU FOR YOUR RESPONSES
PLEASE PRESS THE SUBMIT BUTTON TO SEND US YOUR DATA