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# Survey of Archaeological Specialists 2010-11

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**Prepared for**

**The Higher Education Academy  
Subject Centre for History, Classics  
and Archaeology**



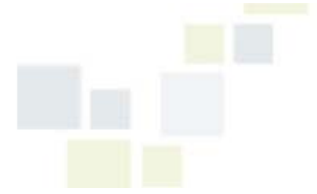
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## **Survey of Archaeological Specialists 2010-11**

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## Executive Summary

A survey of archaeological specialists has found that, in early 2011, specialists are operating in a shrinking market, encountering limited competition but are setting low charges for their work.

This comprehensive study, which has aimed to collect data from a wide variety of areas of specialist activity within archaeology has received information from 235 specialists. The synthetic results presented here allow for comparison between specialisms and across broad specialist areas.

The results of the study show that archaeological specialists charge from £25 to £1,500 per day. The mean amount charged was £220.93; this figure had a standard deviation of £147.80, meaning that 68.2% of respondents charged £220.93 ± £147.80 (£74.13 to £368.73) per day.

Typical charges were higher in the areas of survey and “other” specialisms, and were substantially lower for illustration, photography and archiving specialist services.

Competition to provide specialist archaeological services is not intense. In every broad specialist area studied bar survey, more respondents considered that they encountered “very little” competition than encountered “a great deal”.

50% of archaeological specialists are male, 50% are female; this proportion varies from specialist area to area – for example, conservators are more likely to be women, and photographer or surveyors to be men. On average, archaeological specialists are 47 years old. 95% are graduates and 70% hold at least two degrees.

Archaeological specialists consider that it is difficult for new entrants to gain initial specialist training, and they consider it to be even more difficult to access training to facilitate their ongoing continuing professional development.

Economic changes since 2008 have led to reductions in the numbers of projects that specialists are working on, to reduced costs for projects and increased feelings of job insecurity. Specialists are also having to deal with increased time pressure, negative impacts upon qualitative aspects of their work, and with the need to do increased non-specialist work and to take work home to complete it.

Potential areas of skills loss have been recognised in areas where a high proportion of current specialists intend to cease working within the next five years, and in areas where there have been significant reductions in the numbers of projects available.

In each of the broad areas of specialist services identified in this project, the risk of potential skills losses has been categorised as either acute or severe. No areas are considered to not be at risk of skills losses.

Recommendations are made which set out actions for individual specialists, training providers and funding bodies which may alleviate these risks.

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## 1. Introduction

This project has surveyed archaeological specialists to generate data on human resources, costing and training issues across this part of the heritage sector. It builds upon the results of the *Survey of Archaeological Specialists* (Aitchison 2000) and other special interest group reports to provide data suitable for workforce planning.

It has also identified the economic impact of the current economic climate upon specialists' work and indicates areas where potential skills losses might affect the capacity of the archaeological profession to provide specialist advice, allowing priority areas for the delivery of training to be identified.

### 1.1. How the Report is Structured

This report is presented in terms of an *Introduction*, an account of the *Methodology* used to collect and then to assess data, followed by extensive results which are presented under the headings of *Charges*, *Competition*, *Organisations*, *Individual Specialists*, *Waiting Lists*, *Training*, *Current Economic Situation*, *Sectoral Reviews* and *Potential Skills Losses*.

All Results are based upon data presented in *Appendix I: Dataset* on a specialism-by-specialism basis, with limited single-page digests for specialisms which less than 10 respondents identified themselves as providing, with enhanced four-page datasets for those which had 10 or more respondents (the majority of specialisms). These datasets are also presented in aggregate form covering each of the broad specialist areas and the combined, full set of results.

Following the results a series of *Recommendations* are made. Further appendices include a copy of the *Questionnaire* used and the *Project Design* that was worked to.

### 1.2. Aim and Objectives

The overall aim of this project has been to gather information on the specialist sector in archaeology and to chart the effects the economic situation is having on it.

This would provide a snapshot of present capacity in each of the specialisms which will establish a basis for workforce planning, including skills development strategies and the identification of training needs and mechanisms.

A targeted review of the current state of specialist provision would identify skills areas that are under threat or where training needs can be prioritised. This information can then be used strategically by national heritage agencies and higher education institutions, as well as individually by particular specialists or aspirant specialists in planning for their own careers or businesses.

Specifically, this intelligence-gathering exercised was to be carried out by targeted online questionnaire, gathering data on charges, competition and the size, type and location of organisations that specialists work for. Data was also gathered about specialists gender,

age, qualifications, length of time they had been working and that they planned to continue to work, whether they worked full- or part-time and whether they had a waiting list (and if so, how long it was). Opinions were sought on the levels of qualification and experience that new entrants needed, how easily entry-level training was to get, together with preferred mechanisms for obtaining continuing professional development and how easy this was to access, together with information on the specialists' interest in acting as trainers. Data on the effects of the current economic situation upon archaeological specialisms were sought through a suite of linked questions.

### **1.3. Background**

The current economic situation is leading to job and skills losses within professional archaeology. Since late 2008, the numbers of people working in commercial archaeological practice have shrunk, with reduced levels of development activity and state agency funding impacting directly upon the sector.

Provision of specialist skills in archaeology is frequently undertaken within small business units, very often sole-traders. Prior to this survey it was not known how the current economic climate has been affecting these businesses; they are not routinely surveyed and are unlikely to be asked to contribute to the ongoing IfA and FAME surveys of Registered Organisations and FAME members (Aitchison 2011).

The last detailed research in this part of the sector was undertaken over ten years ago, at a time when commercial archaeological providers were typically divesting themselves of in-house specialist provision, leading to numerous specialists establishing themselves independently. There had been anecdotal evidence of an emerging demographic problem as a result of this, but no firm data was available. Similarly there was no clear picture of the adequacy of present capacity in the key skills areas.

### **1.4. Previous Work**

There have been a series of specialism-specific studies carried out in recent years, reviewing availability of particular specialisms and issues (particularly relating to training) facing those specialist areas.

James Morris carried out two surveys in 2009 to collect demographic and employment data from individual zooarchaeologists, also investigating the effects of the ongoing economic situation which was found to be adversely affecting commercial zooarchaeology (Morris 2010). Morris' questions on the current economy have been directly adapted for use in this project.

Phil Mills carried out a questionnaire survey of IfA Registered employers on behalf of the IfA Finds Group in 2007-08 (Mills 2009), which identified 124.5 (FTE) individuals working as finds specialists, and was able to identify which organisations employed them in-house and which subcontracted these services. That survey suggested that approximately 10% of all

archaeological workers were finds specialists, and expressed concern at the lack of interaction between field- and finds workers.

The Medieval Pottery Research Group conducted a census of specialists working in that area in 2010 "to establish the size of the human resource and the distribution of expertise geographically and in terms of employment conditions and demography", and to identify "levels of training and career development" (Irving forthcoming). That survey received usable responses from 60 specialists, and identified "many factors prohibit training and development including a lack of suitable training opportunities and support for students/junior practitioners, as well as the reluctance of employers to pay for training and projects budgets not allowing for consultation with other specialists or reference collections".

The Study Group for Roman Pottery (SGRP 2010) has also carried out work to examine the numbers of people involved in Roman Pottery specialist work their age range, means of employment, location and infrastructure, together with identifying skills lacunae and needs, courses, local or regional research groups.

The recommendations relating to the human resource presented in SGRP (2010) focus primarily on initiatives to improve the quality and availability of training.

Gwladys Monteil and Louise Rayner (2010) undertook a survey of views and practices in samian ware recording, reporting and publishing in Britain which included reviewing the availability of specialists and which identified training issues within this specialist area.

In terms of an overall review of specialist services, the present author conducted a postal survey of archaeological specialist providers and the users of those specialist services in 1999-00 (Aitchison 2000), which largely established the template for the current survey.

That survey recognised that the provision of many specialist services appeared to be either threatened or in under-supply and there was a lack of provision for training to undertake specialist services, both at entry-level and as continuing professional development, with issues of cost and time being the most serious inhibiting factors.

The average charge for the provision of all specialisms was then £163 per day.

Recommendations relating to the charge-out rates set by specialists, training, the professional roles of specialists and other contractual issues were made.

Two comprehensive labour market intelligence studies, covering the entire archaeological profession, have been published since 2000 (Aitchison & Edwards 2003, Aitchison & Edwards 2008). These did not specifically pull out data on archaeological specialists as a group, but did identify overall trends and give comparator data for this study.

## 2. Methodology

Data were collected from individual archaeological specialists via a structured online questionnaire. This questionnaire was open to anyone to complete, meaning that this was a convenience sampling methodology which does not allow for extrapolation of the results, as it is unknown what percentage of the entire population of archaeological specialists completed returns.

Specialists were contacted via special interest groups, associations and societies.

Following receipt of all data, these were analysed statistically, with results broken down by individual specialisms and overall categories of specialisms. Where less than ten responses were received from providers of a particular specialism, less detailed analysis was carried out, although the information provided by respondents was still used in macro-analyses of the results for broader categories of specialisms.

### 2.1. Compilation of Database of Specialisms

The list of specialisms used in 2000 (Aitchison 2000) was reviewed, and considered to still represent an appropriate set of categories of specialist skills to gather data on.

Two areas that were deliberately left out were the skills involved in carrying out invasive fieldwork, and the skills involved in project management. It is recognised that these are both areas where skilled specialists work, but they were considered to be beyond the scope of this project, which was prioritising areas of secondary, rather than primary investigation (such as on finds and environmental remains), and seeking a good level of match with existing special interest groups within archaeology (hence the inclusion of survey skills). However, individual respondents were free to identify these and other areas of specialist skill on their questionnaire response, under the category of "Other – any other specialist service).

In total, the project sought data from specialists working in eleven broad areas, defined as

- Finds Study (pottery, ceramic building material, clay pipe, worked stone, metal, glass, organic material)
- Environmental Study (archaeobotany, zooarchaeology, geoarchaeology, human osteology)
- Conservation (on-site, analytical / investigative, archiving & display, building)
- Physical Dating (dendrochronology, radiocarbon, other physical dating, chemical dating)
- Survey (landscape, topographic, geophysical, building, photogrammetry / rectified photography, aerial)
- Historical Research (documentary research, palaeography)
- Archiving (including security copying)
- Report Production (design, editing, indexing, paper publication, electronic publication, distribution)
- Illustration (digital, traditional)
- Photography (microphotography, artefact, site)
- Other (any other specialist service)

Some of these categories were broken down further, meaning that information was sought regarding a total of eight-six discrete specialist areas.

## **2.2. Compilation of Database of Specialists**

Rather than directly compiling a list of individual specialists to approach, special interest groups, societies and associations were contacted and asked if they would consider forwarding the link to the online questionnaire to their members and if possible to promote the project through their own website.

In total, fifteen specialist groups kindly agreed to promote the project, recommending to their members that they complete the questionnaire. In addition to this, individual respondents may have shared awareness of the project to their own professional networks, and the Institute for Archaeologists also noted the existence of the survey in an email to their whole membership.

There were no controls on who answered the questionnaire, meaning that other respondents, who hadn't been introduced to the project via these mechanisms, were also able to contribute.

## **2.3. The Questionnaire**

The questionnaire was hosted online, using NoviSurvey, an on-demand survey software application. As a remotely hosted tool, there was no need for coding of responses, as all of the data was collected by NoviSurvey and provided to the researcher when required.

This meant that access to the questionnaire was provided through the circulation of a link to the address at which it was hosted. There were no restrictions on who could answer it, with no requirements upon respondents to provide codes or tokens to answer questions, thus making this an open instrument convenience sample survey.

The questionnaire was deliberately structured to present questions in a variety of formats, leading respondents thinking about their own work and professional development progressively through the form.

The full questionnaire (and cover letter) is provided as *Appendix II*.

## **2.4. Responses**

Prior to opening the questionnaire for responses, the author carried out a three-point estimation exercise, anticipating what the lowest, highest and most likely number of responses would be. This could then be used to calculate estimated numbers of anticipated responses, together with the standard deviation, which meant that the pre-survey guess was that there was a 68.2% chance of there being between 107 and 147 usable responses.

Lowest	80
Most Likely	120
Highest	200
Calculated	127
Standard Deviation	20

Table 1: Pre-Survey Estimation of Responses

The questionnaire opened for responses on 18<sup>th</sup> February 2011. The closing date was given as 13<sup>th</sup> March 2011, although eventually responses were accepted until 20<sup>th</sup> March.

A total of 388 respondents started answering the questionnaire, although in total 235 of these people actually completed it (a completion rate of 60.6%). This was significantly higher than had been anticipated before the survey opened.

216 of the 235 usable responses were received by the advertised closing date of 13<sup>th</sup> March; more than half of these were received within the first five days of the survey being open.

Completers took between 2.8 and 1294.3 minutes to finish the survey, an average of 20.7 minutes, although if the very longest and very shortest response times are excluded, they took an average of 15.7 minutes. Half of the respondents took less than 10.6 minutes to complete the questionnaire, and half took longer than that. Data on when non-completers abandoned it are not available.

Many of the 235 respondents provided data on more than one specialism that they supplied, meaning that a total of 1087 sets of respondent-specialism data were received.

### 3. Results

In total, usable responses were received from 235 specialists, each of which provided an average of 4.63 specialisms, thus providing data on 1087 specialisms provided by individual specialists.

This is not a full set of all the archaeological specialists working in the UK; as the data was collected from an open-frame population (the total number of archaeological specialists was and remains unknown), extrapolation up to represent a “full picture” from the data provided by these respondents is not possible.

Specialists were asked if they provided services that were separated into 11 broad categories and then 86 specific specialisms beneath those categories.

The broad categories (with an indication what was included within each) were:

- Finds Study (pottery, ceramic building material, clay pipe, worked stone, metal, glass, organic material)
- Environmental Study (archaeobotany, zooarchaeology, geoarchaeology, human osteology)
- Conservation (on-site, analytical / investigative, archiving & display, building)
- Physical Dating (dendrochronology, radiocarbon, other physical dating, chemical dating)
- Survey (landscape, topographic, geophysical, building, photogrammetry / rectified photography, aerial)
- Historical Research (documentary research, palaeography)
- Archiving (including security copying)
- Report Production (design, editing, indexing, paper publication, electronic publication, distribution)
- Illustration (digital, traditional)
- Photography (microphotography, artefact, site)
- Other (any other specialist service)

Respondents were asked about charges, competition, the kind of organisation that they worked for, as well as questions about themselves: their education, length of career to date and to come, their feelings about training – how new entrants should best receive it, how it is best for them as CPD, whether they would want to pass on their knowledge by becoming a trainer. They were also asked about the impact of the post-2008 economic situation upon their work.



## 4. Charges

Respondents were asked how much they charged per day to provide specialist services. They were then asked whether the figure they provided included overheads or not.

In total, 191 respondents gave charging figures, 138 of which included overheads and 51 did not (the remaining respondents did not answer the question on whether overheads were included).

The sums charged per day ranged from £25 to £1,500. The mean amount charged was £220.93; this figure had a standard deviation of £147.80, meaning that 68.2% of respondents charged £220.93 ± £147.80 (£74.13 to £368.73) per day.

### 4.1.Charges by Specialist Area

The mean charges by broad specialist areas show that Survey is the specialist area where charges are highest, although with an extremely high standard deviation and a very wide range of daily rates (including the highest recorded daily rates for any specialism, which was for one respondent providing Geophysical Survey). By contrast, Archiving is the specialist area with the lowest mean daily charge rates, although this is from a very small dataset.

The specialist areas of Conservation, Environmental Study, Finds Study and Report Production all have mean daily charge rates between £180.25 and £203.33.

	Mean	SD	Min	Max	N
All	£ 220.93	£ 147.80	£ 25.00	£ 1,500.00	191
Survey	£ 311.02	£ 255.34	£ 120.00	£ 1,500.00	51
Other	£ 259.73	£ 147.19	£ 75.00	£ 600.00	22
Conservation	£ 203.73	£ 61.49	£ 95.00	£ 300.00	11
Environmental	£ 202.70	£ 72.14	£ 67.00	£ 420.00	41
Finds	£ 193.87	£ 67.48	£ 25.00	£ 325.00	94
Report Prodn	£ 180.25	£ 91.08	£ 60.00	£ 400.00	21
Illustration	£ 165.25	£ 55.09	£ 80.00	£ 320.00	20
Photography	£ 157.67	£ 76.60	£ 30.00	£ 300.00	11
Archiving	£ 124.00	£ 82.26	£ 30.00	£ 220.00	5
Dating	n/a	n/a	n/a	n/a	n/a
Historical Resrch	n/a	n/a	n/a	n/a	n/a

Table 2: Charges by Specialist Area

## 4.2.Charges by Organisation Type

	Mean	Std. Deviation	N
commercial organisation	£228.54	126.78121	76
not-for-profit organisation	£208.00	104.85969	10
national government agency	£196.00	50.91169	2
local government	£199.42	65.00953	19
university	£217.39	106.40354	22
other	£203.27	115.46444	37
Total	£216.46	113.49714	166

Table 3: Charges by Organisation Type

Overall, it can be seen that, on average, commercial organisations charge the most for specialist services, but with the standard deviation presented being so relatively high, this indicates that there is a wide variety in the range of amounts charged by these organisations.

## 4.3.Charges by Location

location	Mean	Std. Deviation	N
east of england	£172.14	78.21174	22
east midlands	£210.80	85.11098	22
london	£228.86	70.51032	11
south-east england	£184.48	66.22477	33
south west england	£234.60	107.62919	21
north-east england	£175.00	48.06246	6
north-west england	£111.19	58.52931	3
west midlands	£270.58	127.59420	14
yorkshire and the humber	£236.69	148.56783	20
scotland	£237.38	98.89813	8
wales	£193.10	87.87843	7
northern ireland	n/a		0
channel islands	n/a		0
isle of man	n/a		0
outside uk	£271.67	227.89008	11
Total	£214.05	111.60682	178

Table 4: Charges by Location

Owing to some of the datasets for geographical location and charges being very small, these data should be treated as being not particularly useful for comparative purposes and are therefore illustrative only.

## 4.4.Other Variables Affecting Charges

Differences between the amounts charged were correlated with other variables. While charges did vary according to the size of the organisation the specialist was working for, the age of the specialist, the level of education achieved by the specialist, the years they had

been specialising and the length of their waiting list, of these the only significant correlation is with the size of the organisation – put simply, it can be statistically demonstrated that the larger an organisation is the higher the charges will be (large organisations charge more than small organisations, which charge more than sole operators).

Statistics are presented below for some of these variables.

		N	Mean	Std. Deviation
Charge by gender	male	84	£221.86	135.55244
	female	74	£205.61	85.51087

The average cost (£/day) for males (Mean = 221.86, SD = 135.55) was more than the average cost for females (Mean = 205.61, SD = 85.51), however, this difference is not significant  $t(156) = .89$ ,  $p = .38$ . The mean difference between the cost for males and females was £16.25, which is a small effect size ( $d = .15$ ).

Table 5: Charges by Gender

		N	Mean	Std. Deviation
Charge by hours worked	full time	75	234.8075	130.78280
	part time	101	214.0455	157.76408

The average cost (£/day) for full time workers (Mean = 234.81, SD = 130.78) was more than the average cost for part-time workers (Mean = 214.05, SD = 157.76), however, this difference is not significant  $t(174) = .93$ ,  $p = .36$ . The mean difference between the cost for full-time and part-time workers was £20.76, which is a small effect size ( $d = .14$ ).

Table 6: Charges by Hours Worked

		N	Mean	Std. Deviation
Charge by having waiting list	yes	86	221.2577	94.45965
	no	92	220.7778	184.38082

The average cost (£/day) for those with a waiting list (Mean = 221.26, SD = 94.46) was more than the average cost for those without (Mean = 220.78, SD = 184.38), however, this difference is not significant  $t(176) = .02$ ,  $p = .98$ . The mean difference between the cost for those that did or did not have a waiting list was £0.48, which is an extremely small effect size ( $d < .01$ ).

Table 7: Charges by Waiting List

## 4.5.Overheads

	Charges with o/h			Charges without o/h			Mean o/h
	n=	Mean	SD	n=	Mean	SD	
Finds	68	£ 200.04	£ 61.11	26	£ 155.08	£ 73.63	-£ 12.52
Environmental	36	£ 210.38	£ 71.86	5	£ 137.40	£ 49.23	£ 22.62
Conservation	9	£ 203.59	£ 62.35	2	£ 252.00	£ 2.83	£ 59.52
Dating	2	£ 135.00	£ 21.21	1	£ 200.00		£ 21.21
Survey	19	£ 408.86	£ 347.25	12	£ 299.33	£ 204.88	£ 142.37
Report Prodn	14	£ 201.67	£ 97.85	7	£ 164.86	£ 82.09	£ 15.76
Archiving	3	£ 123.33	£ 67.14	2	£ 125.00	£ 134.35	-£ 67.21
Historical Resrch	14	£ 181.07	£ 89.19	6	£ 232.50	£ 66.76	£ 22.42
Illustration	16	£ 165.22	£ 47.14	4	£ 153.00	£ 88.67	-£ 41.53
Photography	6	£ 154.17	£ 75.66	5	£ 194.00	£ 98.39	-£ 22.73
Other	14	£ 242.14	£ 129.25	8	£ 275.50	£ 192.79	-£ 63.54
All	138	£ 225.16	£ 152.26	51	£ 211.78	£ 138.43	£13.38

Table 8: Overheads

For some specialist areas, the dataset was too small to produce statistically useful data; in several specialist areas, reported charges including overheads were actually lower than those reported without, thus leading to (meaningless) negative mean overhead figures being calculated.

For all specialisms combined, the average cost (£) reported by those who included overheads (Mean = 225.16, SD = 152.26) was more than the average cost reported by those who did not (Mean = 211.78, SD = 138.43), however, this difference is not significant  $t(187) = .55$ ,  $p = .58$ . The mean difference between the cost reported by those who included overheads and those who did not was £13.39, which is a very small effect size ( $d = .09$ ).

## 5. Competition

For each area of specialist service that respondents provided, they were asked what degree of competition they faced to provide this service.

The answers open to the respondents were – a great deal; a moderate amount; very little.

The areas where very little competition was identified could be recognised both as areas of business opportunity and as areas which are (in terms of value to the whole profession) under threat, owing to the relatively small number of specialists working in this area.

Overall, competition to provide specialist archaeological services was not reported as being particularly intense.

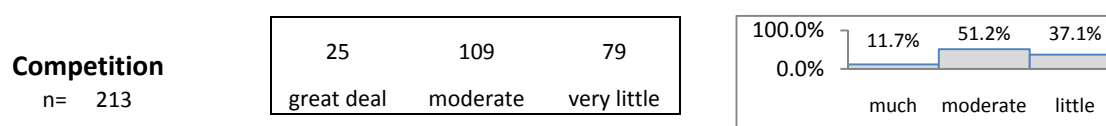


Table 9: Competition

Comparisons can be drawn between specialists' perceptions of competition and the rates they charge for provision.

	Mean	SD	Min	Max	N
great deal	£ 231.88	£ 178.32	£ 75.00	£ 750.00	22
moderate	£ 229.19	£ 169.54	£ 25.00	£1,500.00	99
very little	£ 202.31	£ 98.27	£ 30.00	£ 500.00	65

Table 10: Charges by Competition

The greater the level of competition, the higher the mean amounts charged – but these results do not represent a significant correlation between competition and cost.

### 5.1.Competition By Category

The table below presents the level of competition reported by category, ranked by overall reporting of competition (great deal minus very little); the most competitive specialist areas are listed first.

	n=	great deal	moderate	very little
Survey	50	20.00%	55.00%	25.00%
Environmental Study	39	15.40%	61.50%	23.10%
Illustration	30	16.70%	45.80%	37.50%
Conservation	15	13.30%	46.70%	40.00%
Other	26	26.90%	19.20%	53.80%
Report Production	30	18.20%	36.40%	45.50%
Finds Study	122	6.00%	51.00%	43.00%
Photography	18	7.10%	21.40%	71.40%
Archiving	n/a			
Dating	n/a			
Historical Research	n/a			
All Specialisms	213	11.70%	51.20%	37.10%

Table 11: Competition by Category

Overall, the levels of competition to provide archaeological services in every area are remarkably low; even in the broad area where competition is reported as being most intense (Survey), more respondents reported that they encountered very little competition than reported that they encountered a great deal. In Photography (with a very small dataset), ten times as many respondents considered that they encountered very little competition than encountered a great deal, and in Finds Study (numerically the largest specialist area), far more respondents reported very little competition than reported a great deal.

## 6. Organisations

Data was gathered on the size of organisations that specialists were working for, and on the kinds of organisations that these were.

### 6.1. Organisation Types

Respondents were asked to identify what kind of an organisation they worked for – whether it was a commercial organisation, one constituted on a not-for-profit basis, part of national government or a national government agency, part of local government, part of a university or constituted on some other basis.

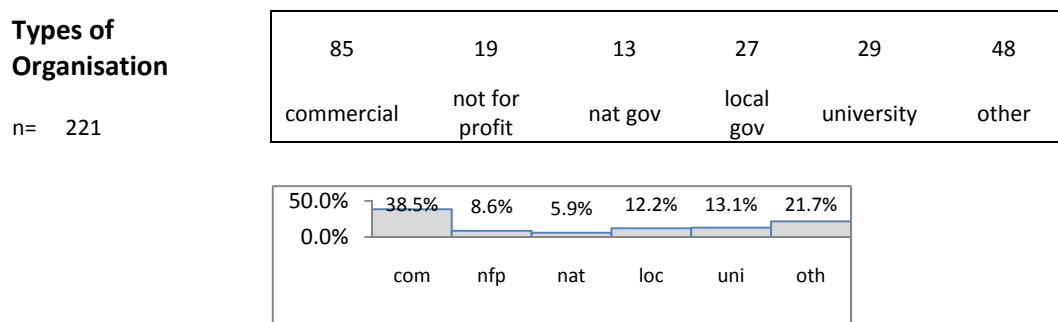


Table 12: Organisation Types

Many of the respondents who identified their organisation as “other” also commented that they were self-employed, and thus were often in fact a very small commercial organisation. Because this cannot be absolutely quantified, they cannot all be considered to be commercial operations, but in general the majority of archaeological specialists are operating within a business-orientated environment, providing services to clients on a commercial basis.

### 6.2. Organisation Sizes

Respondents were asked to identify the size of the organisation they worked for, with choices of sole trader, small (less than 10 employees) or large (10 or more employees).

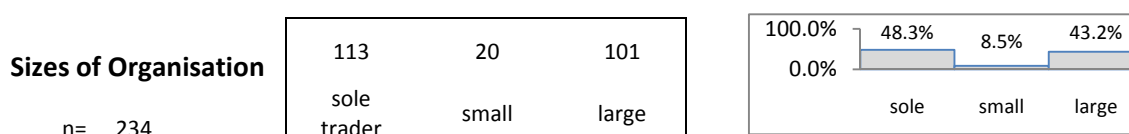


Table 13: Organisation Sizes

Typically, specialists either work alone or for larger organisations; very few work for small companies. By comparison, Aitchison & Edwards (2008, 36) reported that 46% of archaeological ‘employers’ were single-person operations, and 32% were small organisations (with less than 10 employees), while the remaining 22% were large.

### 6.3.Overheads by Organisation Type and Size

Examining the reported overheads charged by organisation type provides some data, but this is of limited value owing to the many small datasets involved. For several types of organisation, the mean of figures reported for charges with overheads was in fact less than the mean for charges without.

	with o/h	SD	N	without o/h	SD	N	difference
Commercial	£ 221.16	£ 123.87	56	£ 249.21	£ 135.73	20	-£ 28.05
Not-for-Profit	£ 247.50	£ 72.26	8	£ 50.00	£ -	0	£ 197.50
National Govt Agency	£ 232.00	£ -	1	£ 160.00	£ -	1	£ 72.00
Local Government	£ 190.90	£ 72.92	12	£ 214.02	£ 50.35	7	-£ 23.13
University	£ 229.42	£ 123.74	13	£ 200.00	£ 78.58	9	£ 29.42
Other	£ 198.02	£ 47.85	29	£ 242.22	£ 282.78	6	-£ 44.20

Table 14: Overheads by Organisation Type

Data for overheads by organisation size are similarly limited in value.

	with o/h	SD	N	without o/h	SD	N	difference
Sole Operator	£ 189.78	£ 55.90	71	£ 198.83	£ 119.16	27	-£ 9.05
Small (<10 staff)	£ 247.51	£ 97.70	9	£ 163.33	£ 32.15	3	£ 84.17
Large (=>10 staff)	£ 241.71	£ 133.30	50	£ 257.91	£ 169.93	18	-£ 16.19

Table 15: Overheads by Organisation Size



## 7. Location

More specialists are based in the south of England than in the north; relatively few are based in Wales or Scotland, and no respondents to this survey were based in Northern Ireland, the Channel Islands or the Isle of Man. The survey aimed to capture data about specialists working in the UK or on UK material, and so some respondents from outside the UK provided data (7.2%).

Location			
n=	235		
	east of england	22	9.4%
	east midlands	26	11.1%
	london	15	6.4%
	south-east england	48	20.4%
	south west england	25	10.6%
	north-east england	8	3.4%
	north-west england	8	3.4%
	west midlands	18	7.7%
	yorkshire & the humber	25	10.6%
	scotland	14	6.0%
	wales	9	3.8%
	northern ireland	0	0.0%
	channel islands	0	0.0%
	isle of man	0	0.0%
	outside uk	17	7.2%

Table 16: Location of Specialists

In comparison with the distribution of all professional archaeologists in 2007-08 (Aitchison & Edwards 2008, 47), relatively fewer specialists are based in London, North-West England, Scotland, Wales and Northern Ireland, and relatively more are based in South-East England (and outside the UK, which was not included in the 2007-08 figures).

Comparable data were not sought in 1999-00.

## 8. Individual Specialists

Information was sought about the individual specialists themselves, about their age and gender, what the highest levels of qualifications they held were, how long they had been working as archaeological specialists and how long they intended to continue working.

### 8.1. Gender

Precisely 50% of the respondents to this survey who identified their gender were male and 50% were female (106:106).

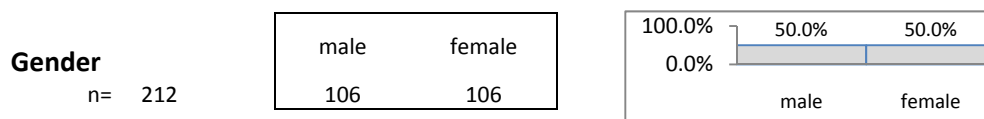


Table 17: Gender

In 2007-08, Aitchison & Edwards (2008, 47) reported that 41% of all professional archaeologists were female and 59% were male, so proportionally more women are archaeological specialists than are represented in the profession as a whole.

There was considerable variation in gender balance between the categories of specialisation. Conservators are more likely to be women, while Photographers and Surveyors are more likely to be men.

### 8.2. Age

The ages of archaeological specialists are quite evenly distributed between 25 and 65, with the mean age of an archaeological specialist being calculated as 47.1.

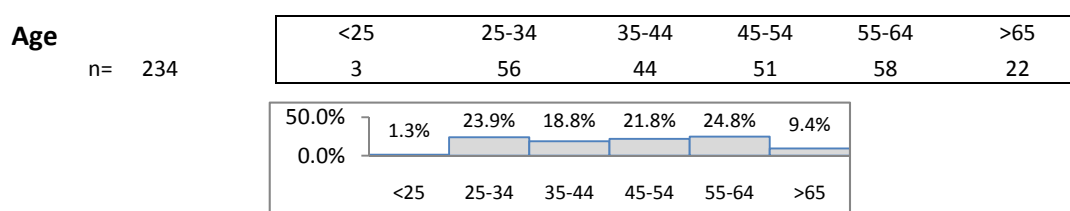


Table 18: Age

In 2007-08 (Aitchison & Edwards 2008, 48), professional archaeologists were on average aged 38, and so archaeological specialists are typically older than most of their professional colleagues.

### 8.3. Qualifications Held

The overwhelming majority (95.6%) of archaeological specialists are graduates.

#### Highest Qualification

n= 226

school	NVQ	ugrad	pgrad	PhD	p/Doc
1	9	57	81	62	16

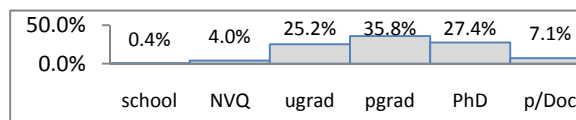


Table 19: Highest Qualifications Held

In 2007-08, 90% of all professional archaeologists were graduates (Aitchison & Edwards 2008, 55); 39% held a Masters or higher level qualification (in comparison with 70.3% of the specialists responding to this survey). Archaeological specialists are significantly more highly qualified than the wider population of archaeological professionals.

There is a certain level of variation in the highest levels of qualification held between different specialist areas.

### 8.4. Intention to Continue Practicing

Respondents were asked how many years they intend to continue working as specialists.

#### Years Intending to Continue

n= 226

0-5	6-11	11-15	16-20	>20
41	49	19	38	79

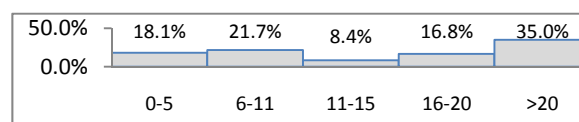


Table 20: Intention to Continue Practicing

18.1% of specialists intend to retire or to cease practicing as specialists within the next five years; this implies a sustainable replacement rate is needed of 3.62% per annum. Specialists working in the area of Report Production are typically planning to stop work sooner than those working in other areas.

### 8.5. Hours Worked

It is the norm for specialists to work part-time (55.7% work part-time, 44.3% full-time).

There were variations by broad specialist area; Conservators and Surveyors are more likely to work full-time than the figure for all Specialists. Finds Specialists are more likely to work part-time.

Comparable data were not collected in 1999-2000, but across the whole profession in 2007-08, 89% of professional archaeologists worked full-time and 11% part-time (Aitchison & Edwards 2008, 87).

Archaeological specialists are therefore much more likely to work part-time than archaeologists in general.

## 8.6. Career Information Comments

Below are all the replies provided by respondents to the question "career information - any further comments". They have only been edited to anonymise responses and correct typographic errors where necessary.

Overall, respondents often used this as an opportunity to vent their disappointment and unhappiness with their current lot, comparing archaeological work poorly with other sectors; several identified that their financial position means they will have to continue working longer than they had intended to.

*After a career as a field archaeologist/prehistoric and Roman finds specialist and museum curator was made redundant 14 years ago. After that period most time was spent looking after my disabled [relative]. Now do own research and have been a member of a local society for 40+ years which has its own excavation publication backlog so working on writing up this material. So I cannot answer some of the questions in the current format. Nor am I in conventional work. Intermittent paid work is specialist archaeological translator, mainly Italian to English.*

As I love my work, I would probably continue working beyond 65, health permitting.

*Commercial archaeology f\*cking sucks and has been the single most damaging thing to happen to my career. I feel it has done as much harm, if not more, to me career-wise than being diagnosed with a serious chronic illness, which I have. If only I'd stuck with maths at school I would not be in this mess. I entirely blame myself.*

currently studying for PhD, working part-time, & freelancing even more part-time; I will need to continue working indefinitely, but hope to be selective about what I work on

*Friends in the geotechnical industry do very similar fieldwork to me but write less complex reports that require a lot less synthesis. They get paid at least 5,000 a year more than I. This used to be better because they had longer hours but with our daily hours increasing this is no longer the case.*

Have been a practicing archaeologist for 18 years but only undertaking freelance specialist work for the last 3.

*I am a full-time Project Officer; supervising fieldwork. I have a few strings to my bow including illustration, historic buildings recording and survey. I am sure that there are many others in a similar situation, able to undertake specialist work but who wouldn't class themselves as specialists as it isn't a full time job. Since many of us can undertake the work, it almost certainly influences any analysis of*

*full time specialists.*

I am a retired university lecturer and currently an honorary research fellow in a National Museum. This means that I sometimes charge for my services as a private specialist, occasionally as Museum Staff (so overheads are added) and sometimes I do work as a favour (so free)

*I am currently a Post-Doctoral researcher. Accordingly, working as an independent specialist is a minor role and I do not (and could not) rely on it as a primary source of income.*

I am currently part-time as I am a mother, but also as there is very little work to tender for in the current economic situation.

*I am now semi-retired (state pension) so have to continued working to provide enough income for myself.*

I combine working as an independent specialist with working as a general archaeologist for a different commercial company.

*I consider myself semi-retired*

I do not have a degree. I work practically and draw conclusions, which inform archaeology

*I have recently retired from a full-time job and am now undertaking a limited amount of consultancy - advice and practical work*

I have research interests in Geophysical surveying for archaeology, and only consult on rare occasions when requested, and when I have the time.

*I intend to leave the commercial archaeological sector, and gain employment in the academic sector. My skills and qualifications are currently not utilised to the full extent, nor is my level of professional training, expertise and education adequately reflected in my pay.*

I only occasionally do professional zooarchaeology work these; I mainly work in ecological consultancy nowadays.

*I spend most of my time as post-excavation manager of a unit in [name] but try to fit in specialist work when I can.*

I work as a consultant but am based within a large museum

*I work part time for a large archaeological organisation but also freelance as a specialist and it has a freelance specialist that I have completed the questionnaire*

I'm a PhD student in History and my research deal with historical and archaeological matters, so I'd like to become more and more specialist about this very interesting world. During my university courses, I've studied Latin and Greek Language and Literature, Greek and Roman Archaeology, Greek and Roman History with important teachers of University of [name].

*In commercial archaeology, artefact specialists are rarely fully integrated in the post-excavation*

*process. They are commission to produce a report, often with limited site information, and it is very rare to have any feedback on your final product. This can lead to specialists feeling isolated and for this reason, I intend to diversify into lecturing or museum work in the near future.*

is very part time as it fits well around my young family

*I've just started a PhD*

I've only recently gone part time, I have childcare commitments. There is not so much a waiting list, as arrangements that we come to with the client.

*Lot of work in flint knapping and flint identification*

Much of my knowledge has been learnt over time working in the field

*Much of what work I do is being published as CDs*

My answers might not be very helpful, sorry - as I work for the council and we only conserve our own collections - (rarely freshly excavated other than a single annual Council run dig) and we do not charge for those services. This might change in the near future!

*My finds specialist work is in addition to full time employment as a museum curator. There are neither the training opportunities or volume of work to do it as anything more than this.*

Only work occasionally, therefore give work to junior/cheaper staff. My full costs with overheads would be £500/day!

*Opportunities for work are growing more sparse*

practising since retirement. Non specialist archaeologist previously,

*Quern/ millstone recording is a non-commercial activity, carried out to support local units, who then make agreed donations to the [name] (ca £600 in 2010), to be used in researching LIA/ R-B quern development and publishing the results.*

The Grim Reaper will be my last client.

*The tasks I have to do in my employment cover many other areas as well as the specialist skill I provide. All of my time is not spent illustrating. Some is spent assessing and estimating prospective work, some time is spent hoovering up tasks than arise BECAUSE I work such as attending staff meetings or training sessions to keep up to date with health and safety or public safety legislation. Other tasks arise such as communicating with colleagues and the rest of the profession - eg this survey! This is no different to every other member of staff in my organisation. It would be interesting to find out how much time in employment is spent providing the specialist service we are actually employed for...*

There are no real equivalent archaeological awards though have been practicing in this field in excess of 35yrs.

*There needs to be provision for me to train the next generation of prehistoric ceramic specialists in the*

*form of a 6-12 month internships/apprenticeships for one trainee per year (after MA level education), with my time funded as instruction days or contact hours per week. Then the trainee/intern spends 6-12 months with [name], and then 6-12 months with a field unit producing prehistoric pottery assemblages from pipelines, settlements, and/or cemeteries. This is currently not available, to the best of my knowledge. Something needs to be done so that our expertise ([name]'s and mine) can be passed on...and practiced in field units.*

This ties in with Q3&4 below too: I have only recently started working part-time after returning from maternity leave. This is why I have a work waiting to be done. If I was still working full-time I would be struggling for work.

*Very little demand for my services!*

Who knows how long I'll decide to continue - re 4 - you haven't defined the question properly

*Will need to continue to work as long as my health allows it. Not in financial position to retire.*

Will replace commercial with lectureship

*work freelance on my own and part time for another specialist*

## 9. Waiting Lists

It is the norm for an archaeological specialist to not have a waiting list, but very nearly 50% do.

**Waiting List**  
n= 227

	yes	no
	108	119

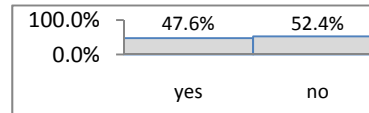


Table 21: Waiting Lists

The significance of the waiting list will vary from specialist area to area, and there is a degree of variation between areas. Many will be able to consider the waiting list to represent their 'order book', and for the existence of such a list to represent a degree of business security, while others might consider it to be poor business practice to be unable to respond to clients immediately.

Conservators and Finds Specialists are more likely than average to have waiting lists, as are Illustrators and Photographers.

### 9.1.Waiting List Length

Most specialists who have waiting lists have waiting times of between 1 and 6 months. A small proportion (9.0%) of those that have a waiting list were unable to say how long it was.

Waiting List Length	<1m	1-3m	3-6m	6-12m	>12m	d/k
n= 111	14	38	20	19	10	10

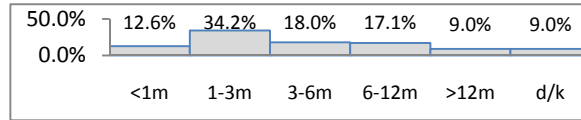


Table 22: Length of Waiting Lists

The typical length of lists varies from specialist area to area; for example, they are relatively longer for Finds Study and relatively shorter for Photography.



## 10. Training

Respondents were asked a series of questions relating to training and continuing professional development (CPD), which can be subdivided into questions about entry into their specialism and about ongoing CPD.

### 10.1. Entry Level Training

Respondents were asked what qualifications a new practitioner should have, how much experience (in time) they should have, whether they should have a mentor and, relatively, how difficult it is for a new entrant to get the skills and experience that they need.

#### 10.1.1. New Entrant Qualifications

Specialists typically (90.5%) expect new entrants to be graduates.

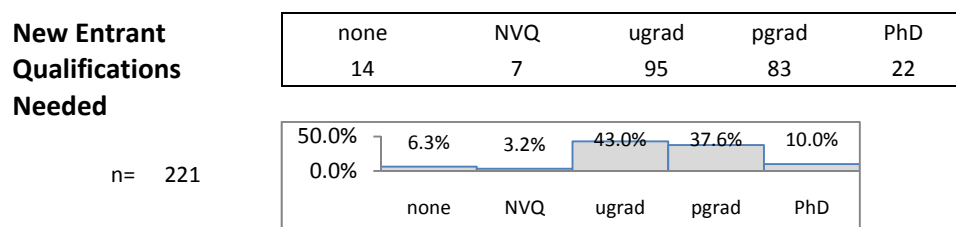


Table 23: New Entrant Qualifications

Nearly half (47.6%) of respondents consider that new entrants to their specialism should hold a postgraduate degree (either a Masters or a PhD).

#### 10.1.2. New Entrant Experience

Specialists typically (62.2%) consider that new entrants should have had more than a year's experience when seeking to start work in their professional area.

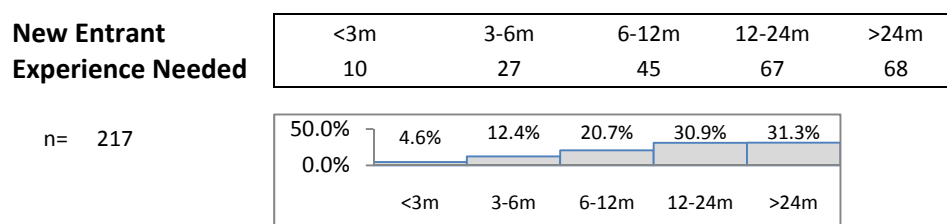


Table 24: New Entrant Experience Needed

The overwhelming majority of respondents also consider that new entrants should be supported through professional mentoring, and many also identify that acting as a mentor is a way that they, individually, could develop professionally.

### 10.1.3. New Entrant Mentoring

Specialists generally consider that new specialists need professional guidance as they start a career in their particular area of expertise, with professional mentoring being more highly valued than that which can be provided by an academic degree supervisor.

#### New Entrant Guidance or Mentoring

n= 209

none	deg sup	prof mnt
14	39	156

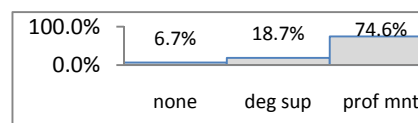


Table 25: New Entrant Mentoring

### 10.1.4. Access to Initial Training

Respondents were asked to indicate where on a five-point scale, ranging from “very difficult” to “not difficult”, they considered how easy it was to get initial, entry-level, training in their specialist area.

#### Access to Initial Training

n= 206

very difficult	quite difficult	difficult	slightly difficult	not difficult
73	49	47	28	9

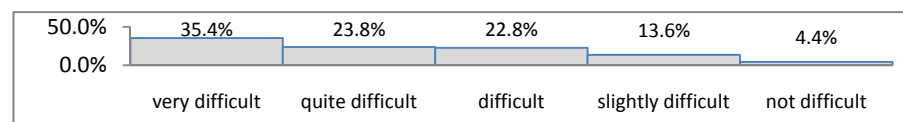


Table 26: Access to Initial Training

Generally, access to initial, entry-level training was considered to be at either point one - “very difficult” or point two, which has been equated with “quite difficult”.

There was a level of variation between specialist areas, but generally the sense is that it is challenging to access initial training across all archaeological specialisms.

Correlating data across variables produced interesting results here. As respondents’ age increases the perceived ease of access to training decreases (both initial and ongoing) – younger respondents considered these to be easier to access than older respondents.

However, education has an independent effect on perceived ease of access to initial training, above and beyond age - the higher the level of the respondent’s education, the easier they perceive it to be to access initial training. Each step up the education scale relates to 0.27 steps up the 1-5 scale of perceived ease of access to initial training.

		age
age	Pearson Correlation	1
	Sig. (2-tailed)	
	N	234
EaseOfAccessTrainInitial	Pearson Correlation	-.150(*)
	Sig. (2-tailed)	.032
	N	205
EaseOfAccessTrainOngoing	Pearson Correlation	-.136(*)
	Sig. (2-tailed)	.048
	N	213

\* Correlation is significant at the 0.05 level (2-tailed).

Table 27: Correlation Age – Ease of Access to Training

		edu
education	Pearson Correlation	1
	Sig. (2-tailed)	
	N	226
EaseOfAccessTrainInitial	Pearson Correlation	.237(**)
	Sig. (2-tailed)	.001
	N	200
EaseOfAccessTrainOngoing	Pearson Correlation	-.031
	Sig. (2-tailed)	.662
	N	208

\*\* Correlation is significant at the 0.01 level (2-tailed).

Table 28: Correlation Education - Ease of Access to Training

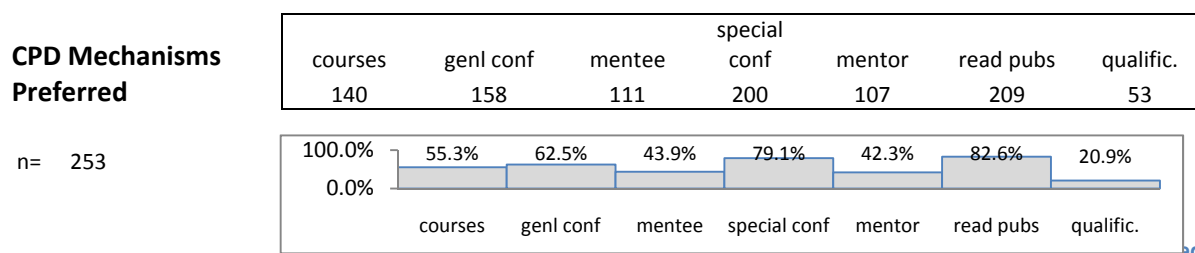
## 10.2. Continuing Professional Development

In terms of the individual specialist's ongoing CPD, respondents were asked "What training do you feel is required for an individual's continuing professional development, allowing a specialist such as yourself to maintain their skills, knowledge and expertise in the kinds of service that you provide?" They were also asked how easy it is to access CPD in their specialist area, what their experience of being a trainer had been (if any) and whether they would like to be added to a list of potential specialist trainers.

### 10.2.1. CPD Mechanisms

Respondents were asked "What training do you feel is required for an individual's continuing professional development, allowing a specialist such as yourself to maintain their skills, knowledge and expertise in the kinds of service that you provide?". They were then presented with a list of possibilities, from which they were free to tick as many as they felt were appropriate.

There was a generally high level of consistency from respondents in terms of their degree of preference for different forms of CPD, although there was some variation between specialist areas.



Aggregating all responses, reading appropriate technical, subject-specific publications was seen as the most popular form of CPD, followed by attendance at specialist conferences.

These were followed by attendance at general professional conferences and attending specialism-specific refresher courses. All of these were valued by more than 50% of respondents.

Valued by less than 50% of respondents were becoming a mentee (identifying someone else to act as their professional mentor) which was slightly more popular than becoming a mentor themselves, both of which were significantly more popular than working towards a further qualification.

### 10.2.2. Access to Ongoing, CPD Training

As for initial, entry-level training, respondents were asked to indicate where on a five-point scale, ranging from “very difficult” to “not difficult”, they considered how easy it was to get ongoing, CPD training in their specialist area.

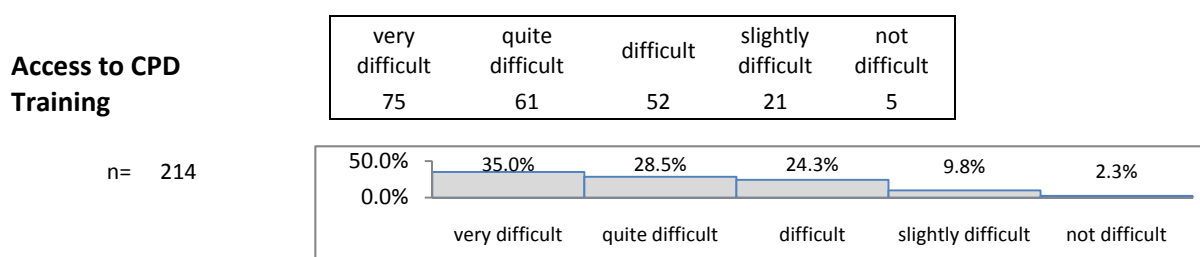


Table 30: Access to CPD Training

The majority of respondents (63.5%) considered that CPD training was very or quite difficult to access. Overall, CPD training was considered slightly more difficult to access than entry-level training. Illustrators and specialists working in Report Production report getting access to CPD training to be particularly difficult, while Photographers (while still finding it difficult to access) find it relatively easier to access than other specialists.

### 10.2.3. Being a Trainer

191 of 235 respondents (81.3%) replied to the question “Are you or have you been a trainer in your specialist area(s)?”, identifying whether they had previously been a trainer (but are not now), whether they were currently a trainer, or whether they were not currently a trainer but are interested in becoming one.

#### Being a Trainer

n= 191

previously	currently	interested
62	70	59

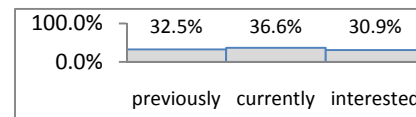


Table 31: Experience of Being a Trainer

116 respondents asked to be added to a list of potential specialist trainers which will be held by the Higher Education Academy.

#### Add to List of Trainers

n= 216

yes	no
116	100

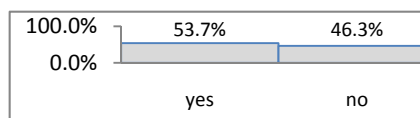


Table 32: Desire to be Added to List of Trainers

Separately, recognising that the skills of a mentor are different from the skills of a trainer, 42.3% of respondents identified that they valued being a mentor as a valuable way for them to develop professionally, and 74.6% of respondents considered being mentored was a valuable way for new entrants to develop their skills.

## 11. Economic Situation

Respondents were asked a suite of questions relating to the effects of the changing economic situation post-2008. These were deliberately (and with permission) adapted from the set of questions used by James Morris in his 2009 survey of commercial zooarchaeologists.

For each of seven questions, respondents were asked "Has your specialist work been affected by economic changes over the past three years?" They were then asked to grade their opinion as "strongly disagree", "disagree", "neither agree nor disagree", "disagree" or "strongly disagree".

Generally, each of the statements implied a negative impact, and so the more strongly respondents agreed, the heavier the effects had been upon them.

The effects of the economic situation are being most heavily felt in terms of the numbers of projects specialists have been working on, requests to reduce costs on projects and specialists' feelings of job (in)security. They also reported negatively on increased time pressure, on the qualitative aspects of their work, and on the need for them to do increased non-specialist work and to take work home to complete it.

This is not completely universal - different specialist areas have been affected to differing degrees and in different ways.

### 11.1. Number of Projects

The first question relating to the economic situation sought to identify what was happening to volume of work, by asking for the respondents' opinion on the statement "There has been a reduction in the number of projects I have been asked to quote for/schedule".

#### Reduced Projects

n= 215

str agree	agree	neither	disagree	str disagree
66	56	61	28	4

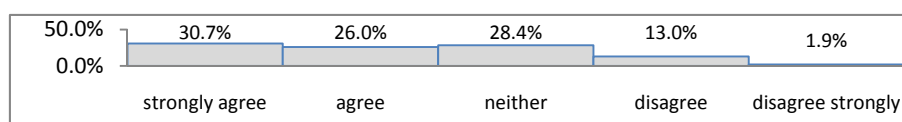


Table 33: Number of Projects

The majority of respondents agreed or strongly agreed with the statement, an overall response (subtracting the percentage of negative sentiments from that of positive sentiments) of -41.8%. This has affected all broad specialist areas, with Photographers being particularly badly affected.

### 11.2. Cost of Projects

The questionnaire then sought data relating the value of work, by asking for the respondents' opinion on the statement "I have been asked to reduce the cost of specialist reports".

**Reduce Costs**

n= 210

str agree	agree	neither	disagree	str disagree
38	56	62	39	15

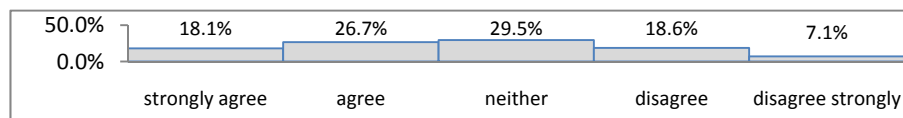


Table 34: Cost of Projects

There was an overall negative sentiment (-19.1%), with a large proportion (but not a majority) of respondents either agreeing or strongly agreeing with the statement.

**11.3. Time Pressure**

The respondents were asked their opinion on "There has been increased pressure on the time I take to complete specialist reports".

**Time Pressure**

n= 207

str agree	agree	neither	disagree	str disagree
34	58	72	32	11

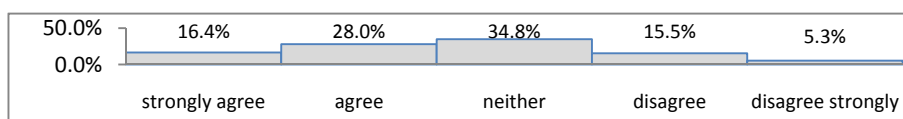


Table 35: Time Pressure

Overall, more respondents either agreed or strongly agreed with the statement than disagreed to any level (-23.6%), without an absolute majority reporting agreement with this statement.

**11.4. Qualitative Effects**

Respondents were asked about whether the economic situation was impacting qualitatively upon their work, with their opinions sought on the statement "I have been asked to cut back on aspects of reports" (i.e. visiting external reference collections, further research)".

**Cut Back Aspects**

n= 208

str agree	agree	neither	disagree	str disagree
32	51	78	34	13

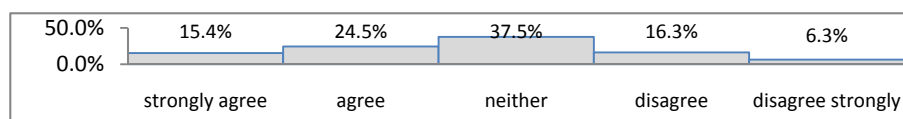


Table 36: Qualitative Effects

Overall, respondents tended to agree with the negative sentiment (-17.3%), although this did not represent the view of the absolute majority.

### 11.5. Job Security

Respondents were asked their views on the statement “I am worried (more than usual) about my current job security”.

**Job Security Worries**  
n= 211

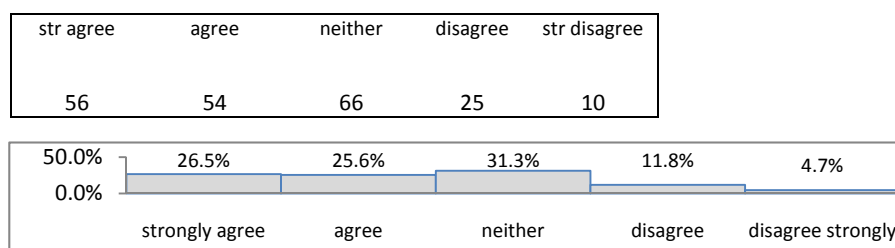


Table 37: Job Security

Respondents in all areas are very concerned about this; Conservators particularly identified this as being an issue. The majority of responding specialists either agreed or (more frequently) strongly agreed with the statement, an overall measure of -35.6%.

### 11.6. Non-Specialist Duties

Respondents were also asked for their opinions on the impact of the changing situation upon the type of work they were being asked to do, specifically [if employed] “I have been asked to carry out other non-specialist duties which were not originally part of my post” (i.e. field work / other post-ex duties).

**Non-Specialist Duties**  
n= 147

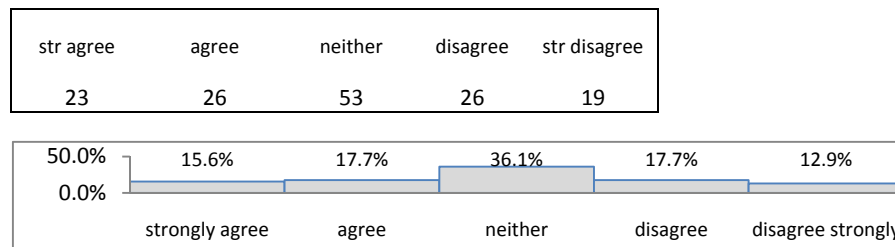


Table 38: Non-Specialist Duties

There was a lower level of response to this question (and to the following question), as they were framed to apply to specialists working within organisations, rather than for themselves. Overall, respondents tended to agree, but not strongly (-2.7%). Photographers particularly identified this as being an issue.

### 11.7. Taking Work Home

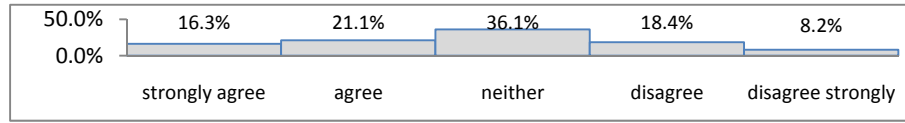
The final question relating to the economic situation also asked about effects upon working practices, with respondents being asked for their opinions on the statement [if employed] “I have had to take an increasing amount of work home to maintain standards due to pressure on time allotted during working hours”.



**Take Work Home**

n= 147

str agree	agree	neither	disagree	str disagree
24	31	53	27	12



**Table 39: Taking Work Home**

Respondents tended to agree with this statement (-10.8%).

## 12. Sectoral Reviews

Overviews are presented below of the responses from specialists working within broad sectoral areas, identifying particular variations from the overall picture and any marked changes since 2000.

All should be read in conjunction with the datasets presented in *Appendix I*.

### 12.1. Finds Study

There were 122 individual respondents who provided an average of 3.79 Finds Study services each (for a total of 462 Finds Study services), ranging from 30 individuals who provided only one service to one who reported providing a remarkable 29 different services.

In comparison with the overall figures for all specialists, those working in the area of Finds Study encounter relatively less competition, with 43.0% of respondents stating that the respondent encounters “very little” competition.

Charges for Finds Study are, on average, slightly lower than that for all Specialist areas.

Individual specialists are more likely to be older than the average for all specialists and more likely to work part-time. They also are more likely to have been working in their specialism for longer, and are more likely to have a waiting list.

Selection of comments from providers of Finds Study services:

work mostly conducted outside the UK and rates n/a

*It is a County Council day rate*

main problem is non collection or not seen as needing a specialist

*Very little competition as most people do not think this is a valuable area for study.*

Unless the assemblage is very large, samian, mortaria and amphorae are analysed with all the other pottery rather than being sent to a specific samian specialist etc.

*I could/should charge more, given my experience, but suspect that many contractors will have a higher regard to the budget than in the quality of the analysis and report*

Currently no work coming in

*Have never tendered, always approached*

Some with university connections work for free, making it difficult to charge any amount of money

*voluntary work*

no more too dull.

*this is my lowest daily rate, sometimes I charge more*

## **12.2. Environmental Study**

There were 61 service provision responses from 48 individual respondents providing Environmental Study services, an average of 1.27 services provided per respondent.

The mean amounts charged by Environmental specialists are close to the overall mean for all specialisms.

The level of competition encountered is comparable with other sectors.

Environmental Specialists are more likely to be female than male, are typically younger than the average for all specialists, are more likely to work part-time and are more likely to hold a post-graduate Masters qualification.

There has been more pressure on costs in this area than others, although specialists are less likely to have to take on extra non-specialist duties or to have to take work home.

Selected comments from providers of Environmental Study services:

*I'm officially retired so work is low-key cherry picking!*

*junior specialist starting out - cheap price for sorting and rapid assessment only*

*I cannot judge competition as this is not my main source of income*

*There are very few jobs which makes competition high*

## **12.3. Conservation**

19 Conservation specialists provided a total of 160 specialist services, an average of 8.42 per specialist. Conservation specialists are more likely to work for large organisations and to work full-time than specialists in general.

They are also more likely to be female, on average younger and more likely to hold a postgraduate Masters qualification. They will typically have been practicing for a shorter period than the average for all specialists, and will intend to continue working longer than the average presented. They normally have waiting lists.

The economic situation is making Conservation specialists more likely to feel time pressures, to have to cut back on qualitative aspects of their work and to take on more non-specialist duties than other specialists report. They also typically feel less secure about their job than other specialists.

Selected comments from providers of Conservation services:

tend to work for the same clients over and over

*very limited resources available*

Comment applies to all below- we are public body and undertake work on publically funded project (not charged / need to 'compete' in the commercial sector sense. If we do need to charge it is c £200-250/day plus materials & expenses

*there is a shortage of specialists in this area*

## 12.4. Physical Dating

The number of responses from specialists providing services in this area was so low that no meaningful comparisons with the overall situation can be made.

## 12.5. Survey

50 individual Surveyors reported providing a total of 109 discrete services, an average of 2.18 per specialist.

Specialist Surveyors are able to charge more for their services, but encounter more competition, than all specialists do overall.

They are much more likely to be male, and are more likely to work full-time than other specialists. All of the respondents to this questionnaire that are providing these services are graduates.

Selected comments from providers of Survey specialist services:

As an academic, I only advise/consult when requested.

*At the moment I do it pro bono*

Price variation is enormous with any prices at what must be below cost

*too many not following EH standards*

As I am an employee, I do not personally charge rates - my company charges me out at a high rate (though I'm not sure how much) but I am paid the same as diggers

## 12.6. Historical Research

This summary is entirely based on the responses from specialists providing documentary research, as there were only two additional responses within the overall broad specialism of historical research.

There are slightly more male than female documentary researchers, and they tend to be younger than average for specialists. They intend to continue working for relatively long periods. They are likely to have waiting lists.

They consider that new entrants need lengthy periods of experience. The number of projects has reduced more than in other areas.

Selected comments from providers of Historical Research services:

This is undertaken as part of wider projects, I don't offer this service separately.

*Usually as part of a wider analysis*

### **12.7. Archiving (including security copying)**

The number of responses from specialists providing services in this area was so low that no meaningful comparisons with the overall situation can be made.

### **12.8. Report Production**

30 Report Production specialists deliver 93 specialist services, an average of 3.10 per specialist.

Report Production specialists are more likely to work as sole operators than other specialists, are more likely to have been working in their specialist field for longer and typically intend to stop work sooner.

They consider getting access to CPD training to be relatively more difficult than the average for all specialists. They are more likely to have had to take on non-specialist duties.

### **12.9. Illustration**

99 separate Illustration services are delivered by 30 individual specialists in this area, an average of 3.30 per specialist.

Specialist Illustrators typically charge less for their services than the average figure for all specialists, and are on average older than other specialists (and have been practicing for longer). They are likely to have short waiting lists. They find getting access to CPD training to be particularly difficult.

Selected comment from a provider of Illustration services:

the amount charged is estimated according to the whole job and I do not have specific prices per task.

### **12.10. Photography**

There were 27 separate service provision responses from 18 Specialist photographers, an average of 1.50 per specialist.

Specialist archaeological photographers are encountering less competition for their services than specialists overall. They charge less for their services than the specialist average. They are more likely to be male and are more likely to have a waiting list (although those waiting lists are relatively short). They consider access to ongoing, CPD, training to be easier than specialists overall do.

They have encountered a greater reduction in the number of projects but less pressure to reduce costs in the current economic situation, with less qualitative impact on their work but are encountering much more requests to do non-specialist work.

Selected comment from a provider of Photography services:

£200/hour for aerial photography

### **12.11. Other Services**

The 33 providers of Other Specialist service which have not been categorised elsewhere are more likely to be male and to work full-time than other specialists. Respondents who provided details of their education were universally graduates.

Below is the list of the services identified as being offered under "Other", together with information on charging where available.

Specialist service	Mean £/day	SD £/day	Range £/day	N including overheads	N total
Ceramic Technology	£ 220.00			1	1
diving consultant	£ 600.00	.			1
Excavation	£ 210.00	£ 127.28	£120-300		2
experimental methodology	N/A	.			1
Fieldwork	N/A	.			1
forensic archaeology	£ 550.00	.		1	1
'freelance work'	£ 200.00	.		1	1
GIS	£ 80.00	£ -	£80-80	2	2
Ground-based remote sensing	£ 300.00				1
heritage management and consultancy					1
initial assessment and cataloguing of artefacts	£ 95.00	.		1	1
interpretation and exhibition of kiln technology	£ 200.00	.		1	1
Management training	£ 400.00			1	1
project management	£ 206.00	£ 147.68	£224-350	2	4
public presentations	£ 75.00	.		1	1
section drawing and planning and geological					1
technological analysis of artefacts		.			1
wood working technology	£ 250.00	.		1	1
removal of fragile remains intact		.			1
other - non-specified	£ 130.00	£ 171.92	£100-500	5	10

Table 40: Other Specialist Services

### 13. Potential Areas of Skills Losses

In every area of specialist archaeological skills provision there is and will continue to be a need for new entrants in order to maintain capability within the profession. The required replacement rate will be higher in areas where more specialists are intending to stop working in the near future.

Presented by broad category, this is severe where more than 25.0%, or one specialist in four is not intending to continue working beyond the next five years in Survey, and acute in the areas of Report Production and Photography, where 33.3% or more – at least one in every three specialists – is not intending to continue working beyond the next five years.

Specialist area	% intending to cease practicing within 5 years	N
Photography	38.9%	7
Report Production	30.8%	26
Survey	25.0%	10
Illustration	19.2%	5
Finds Study	18.8%	112
Conservation	11.1%	18
Environmental Study	7.3%	41
Archiving	n/a	n/a
Historical Research	n/a	n/a
Physical Dating	n/a	n/a
Total	18.1%	226

Table 41: Cease Practicing Within 5 Years

The other means to estimate where there are potential areas of skills losses are the areas where the volume of work is reducing. Below this is presented in terms of the responses by specialist area to the question on the reduction in projects, presenting the percentage of individuals who strongly agreed with this statement against the percentage that strongly disagreed. A reduction in the volume of projects is likely to lead to a reduction in the number of providers; while the volume-reduction may be temporary, loss of specialists will mean that there may be insufficient capacity when volume increases again.

The reduction in volume of work is severe in all areas of archaeological specialism bar report production, and acute in Illustration and Photography.

Specialist area	% who strongly agree that there has been a reduction in projects	% who strongly disagree that there has been a reduction in projects	aggregate	N
Photography	43.8%	6.3%	37.5%	16
Illustration	39.1%	4.3%	34.8%	23
Environmental Study	31.7%	0%	31.7%	41
Conservation	37.5%	6.3%	31.2%	16
Survey	32.4%	2.7%	29.7%	37
Finds Study	30.6%	2.8%	27.8%	108
Report Production	29.6%	7.4%	22.2%	27
Archiving	n/a	n/a	n/a	n/a
Historical Research	n/a	n/a	n/a	n/a
Physical Dating	n/a	n/a	n/a	n/a
Total	30.7%	1.9%	28.8%	215

Table 42: Serious Reduction in Volume of Work



In review, the potential for skills losses caused both by retirement / leaving the sector and reduction in volume of work is acute in Photography.

It is acute under one of those categories for Report Production and Illustration.

It is severe under both categories for Survey.

It is severe under one of the categories for Environmental Study, Conservation and Finds Study.

Every specialist area for which there is sufficient data available can be considered to be either at acute or severe risk of skills losses. By these measures, the reduction in project volume is severe for archaeological specialisms overall.

Specialist area	Intention to leave within five years	Reduction in project volume
Photography	ACUTE	ACUTE
Report Production	ACUTE	
Illustration		ACUTE
Survey	SEVERE	SEVERE
Environmental Study		SEVERE
Conservation		SEVERE
Finds Study		SEVERE
Archiving	n/a	n/a
Historical Research	n/a	n/a
Physical Dating	n/a	n/a
Total		SEVERE

Table 43: Severity of Risk of Skills Losses

## 14. Recommendations

Below a series of recommendations are made, to individual specialists, to training deliverers (including the Higher Education Authority and universities) and to funding bodies (including national heritage agencies), categorised in the areas of charges, entry-level training, continuing professional development and of other recommendations.

### 14.1. Recommendations - Charges

- Recommendation Charges 1 to archaeological specialists.

**Ensure charges include appropriate overheads** that cover direct costs (NIC, pension contributions) together with indirect costs such as the time required for days when charges cannot be applied, such as those spent on CPD (and fees), business development and leave.

- Recommendation Charges 2 to archaeological specialists.

Specialists should **review current charging structure against typical charges reported in the same specialist field**, also considering the level of competition and whether pressures have been identified in their specialist area in terms of volume and pricing in order to ensure that their prices are both competitive and sustainable.

### 14.2. Recommendations – Entry Level

- Recommendation Entry Level 1 to funding bodies and training deliverers.

That opportunities are explored (working with Creative and Cultural Skills) to **establish formal apprenticeships for archaeological specialists**. This will require formalising of training to match the requirements of Apprenticeships, but would then potentially release access to funding sources to support this.

- Recommendation Entry Level 2 to funding bodies and training deliverers.

That support is given for the **establishment of a formal network of mentors for new specialists**, providing access to high-quality training and support materials which will allow them to pass on their skills in the workplace to new specialists entering their specialist area (NB this is also Recommendation CPD 1).

- Recommendation Entry Level 3 to training deliverers.

That **e-learning packages are produced and promoted that would support new specialists develop the non-archaeological skills** that they would need to enter professional practice, particularly in the areas of business skills as applied to small businesses or self-employment.

### 14.3. Recommendations – CPD

- Recommendation CPD 1 to training deliverers and funding bodies

That further qualitative research is carried out into **why archaeological specialists consider CPD training to be difficult to access**, and (building from the data in this report on preferred CPD mechanisms) identify how to make it more easily available to them. This could be undertaken rapidly through targeted interviews.

- Recommendation CPD 2 to funding bodies and training deliverers.

That support is given for the **establishment of a formal network of mentors** for new specialists, providing access to high-quality training and support materials which will allow them to pass on their skills in the workplace to new specialists entering their specialist area (NB this is also Recommendation [Entry Level 2]).

- Recommendation CPD 3 to training deliverers and archaeological specialists

That **training is designed and delivered** to experienced specialists **in the skills required to act as a mentor** to other specialists, whether they are at an early stage or mid-career.

- Recommendation CPD 4 to training deliverers

That training providers work with established specialists to **design subject-specific refresher courses**, which can then be delivered through a variety of media (as formal, blended or e-learning).

- Recommendation CPD 5 to training deliverers.

That **e-learning packages are produced and promoted** that would support specialists develop and maintain their expert skills.

- Recommendation CPD 6 to training deliverers and archaeological specialists

That focussed support is given to **hosting and delivering specialist conferences** (particularly in association with specialist interest groups) that give particular emphasis to the transmission of skills as well as specialist knowledge.

- Recommendation CPD 7 to funding bodies and archaeological specialists

To **support the embedding of a philosophy of workplace learning for archaeological specialists**, strengthening and emphasising the abilities and responsibilities of specialists to pass on their expert knowledge.

- Recommendation CPD 8 to training deliverers

That the **list of specialists** who have identified themselves as wanting to be added to a database of experts **who would like to deliver training is used appropriately**, with

contact details together with areas of expertise being shared by the Higher Education Academy with relevant organisations.

#### **14.4. Other Recommendations**

- Recommendation Other 1 to funding bodies.

That **this exercise is repeated on a five-yearly cycle** in order to be able to continue to provide individual specialists, would-be specialists (including students), training providers (including universities) and commissioners of archaeological specialist work (including employers) with up-to-date information about specialist skills provision. This should be co-ordinated with the five-yearly *Profiling the Profession* cycle, which gathers data across the entire archaeological profession, and should ideally complement that process by not running in the same financial years as that process, but separated from it by two or three years.

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## 16. Acknowledgements

This project was commissioned and funded by the History, Classics and Archaeology Subject Centre of the Higher Education Academy together with English Heritage.

Thanks to James Morris, for kindly agreeing that the survey could use and adapt questions he devised on the impact of the changing economic situation.

Thank you to all of the following people who contributed to the circulation of the questionnaire – Peter Barker (IfA GeoSIG), Kathryn Whittington (IfA), Phil Mills (IfA Finds Group), Gwladys Monteil (Study Group for Roman Pottery), Jane Evans (Study Group for Roman Pottery), Fay Worley (Association for Environmental Archaeology), Dave Cowley (Aerial Archaeology Research Group), Nigel Brown (Prehistoric Ceramics Research Group), Duncan H. Brown (Medieval Pottery Research Group and IfA Special Interest Group for Archives), Christopher Knüsel (British Association for Biological Anthropology and Osteoarchaeology), Tim Thompson (British Association for Biological Anthropology and Osteoarchaeology), Sarah Percival (Prehistoric Ceramics Research Group), Anne Irving (Medieval Pottery Research Group), Sarah Bartholomew (Archaeological Leather Group), Drew Smith (Association of Archaeological Illustrators and Surveyors), Armin Schmidt (International Society for Archaeological Prospection), Katey Goodwin (Finds Research Group 700-1700 AD), Christina Rozeik (ICON Archaeology Group), James Morris (International Council of Archaeozoologists), Alan Saville (Lithics Studies Society), Hugo Lamdin-Whymark (Lithics Studies Society), Janice Kinory (Kellogg College, University of Oxford), Polydora Baker (Professional Zooarchaeology Group) and Nicola Hembrey (Roman Finds Group).

Thanks to all the respondents who provided the data. Your time and knowledge have been the building blocks of this study.

Data analysis was undertaken by Genevieve Collings.

The report was written by Kenneth Aitchison.

## Appendix I      Dataset

Data is presented in datasheets for each archaeological specialism, plus aggregate figures for broad areas of specialism and for all specialisms combined.

For all specialisms where responses were received, data is presented on the number of respondents and charging rates (combining all reported charges, and also presenting figures for those that were reported as either including or not including overheads). The charges are presented as the mean figure together with (where available) the standard deviation (68.2% of responses will be in the range of the median  $\pm$  the standard deviation).

Data is also presented on the gender, age and highest level of qualifications held by the specialists for each specialism, together with their views on access to initial, entry-level training and to ongoing, CPD, training.

Where 10 or more responses were received for a particular specialism, an enhanced, four-page report also includes details on specialists geographical location, the hours they work, how long they have been practicing for and how long they intend to continue, whether they have a waiting list and if so how long it is, together with detailed responses on training and education and the effects of the changing (post-2008) economic situation on their specialism.

Please note that because not all questions were compulsory, totals will vary from question to question even within the same dataset.

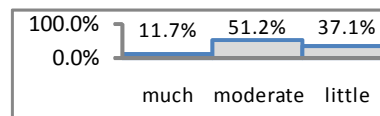
**Combined Dataset - All Archaeological Specialisms****n= 235****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 191	£ 220.93	£ 147.80	£ 25.00	£ 1,500.00
<b>with overheads</b>	n= 138	£ 225.16	£ 152.26		
<b>without overheads</b>	n= 51	£ 211.78	£ 138.43		

**Competition**

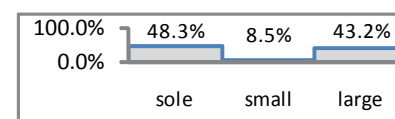
n= 213

25	109	79
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

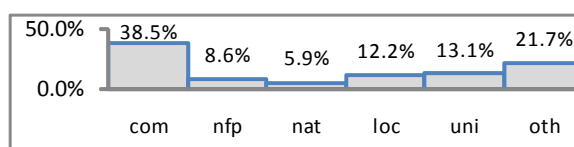
n= 234

113	20	101
sole trader	small	large

**Types of Organisation**

n= 221

85	19	13	27	29	48
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 235

east of england	22	9.4%
east midlands	26	11.1%
london	15	6.4%
south-east england	48	20.4%
south west england	25	10.6%
north-east england	8	3.4%
north-west england	8	3.4%
west midlands	18	7.7%
yorkshire & the humber	25	10.6%
scotland	14	6.0%
wales	9	3.8%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	17	7.2%



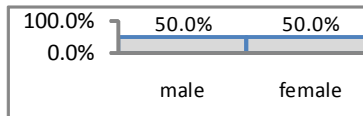
## Combined Dataset - All Archaeological Specialisms

### About the Specialists

#### Gender

n= 212

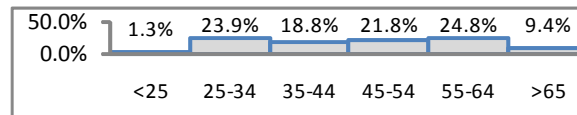
male	female
106	106



#### Age

n= 234

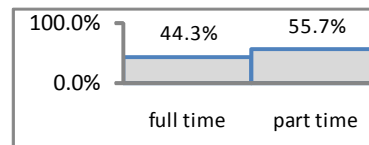
<25	25-34	35-44	45-54	55-64	>65
3	56	44	51	58	22



#### Hours Worked

n= 230

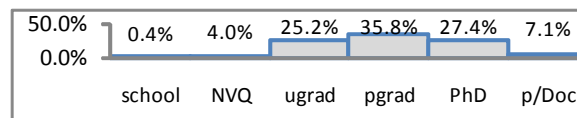
full time	part time
102	128



#### Highest Qualification

n= 226

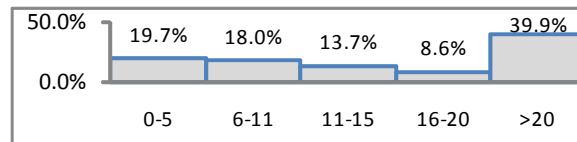
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	9	57	81	62	16



#### Years Practising to Date

n= 233

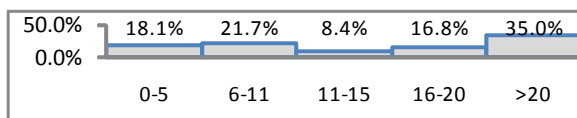
0-5	6-11	11-15	16-20	>20
46	42	32	20	93



#### Years Intending to Continue

n= 226

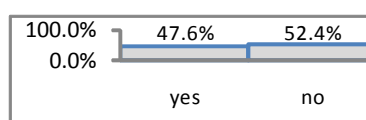
0-5	6-11	11-15	16-20	>20
41	49	19	38	79



#### Waiting List

n= 227

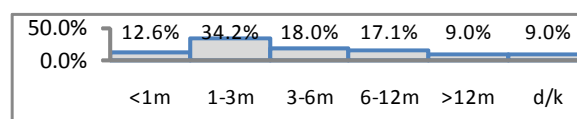
yes	no
108	119



#### Waiting List Length

n= 111

<1m	1-3m	3-6m	6-12m	>12m	d/k
14	38	20	19	10	10



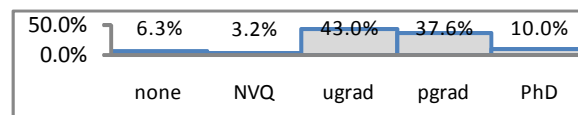
## Combined Dataset - All Archaeological Specialisms

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 221

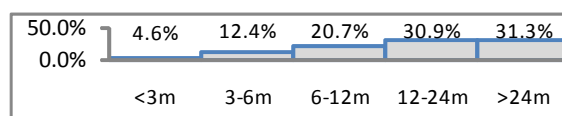
none	NVQ	ugrad	pgrad	PhD
14	7	95	83	22



#### New Entrant Experience Needed

n= 217

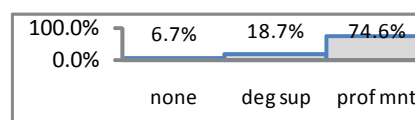
<3m	3-6m	6-12m	12-24m	>24m
10	27	45	67	68



#### New Entrant Guidance or Mentoring

n= 209

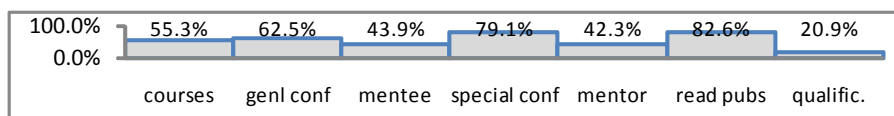
none	deg sup	prof mnt
14	39	156



#### CPD Mechanisms Preferred

n= 253

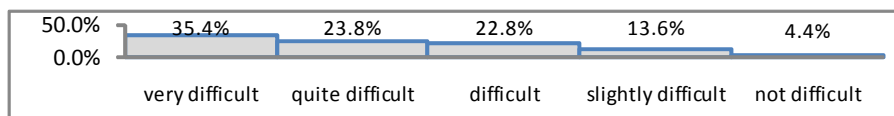
courses	genl conf	mentee	pecial con	mentor	read pubs	qualific.
140	158	111	200	107	209	53



#### Access to Initial Training

n= 206

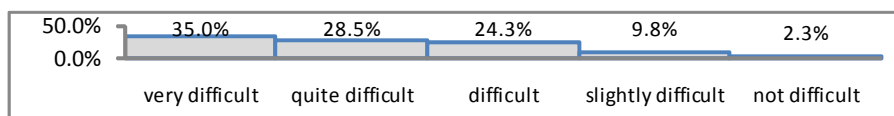
very difficult	quite difficult	difficult	slightly difficult	not difficult
73	49	47	28	9



#### Access to CPD Training

n= 214

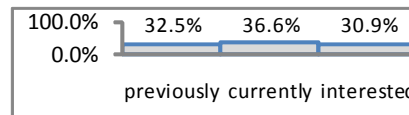
very difficult	quite difficult	difficult	slightly difficult	not difficult
75	61	52	21	5



#### Being a Trainer

n= 191

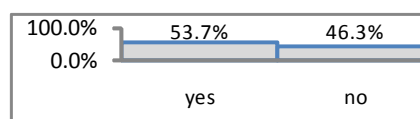
previously	currently	interested
62	70	59



#### Add to List of Trainers

n= 216

yes	no
116	100



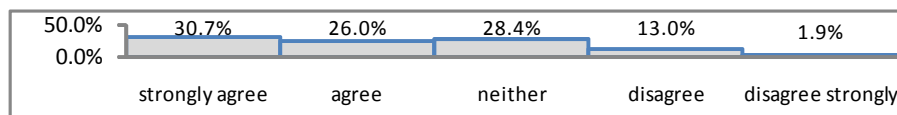
## Combined Dataset - All Archaeological Specialisms

### About the Changing Economic Situation

#### Reduced Projects

n= 215

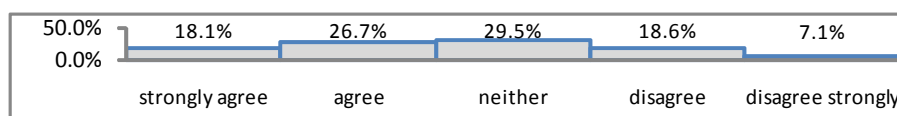
str agree	agree	neither	disagree	str disagree
66	56	61	28	4



#### Reduce Costs

n= 210

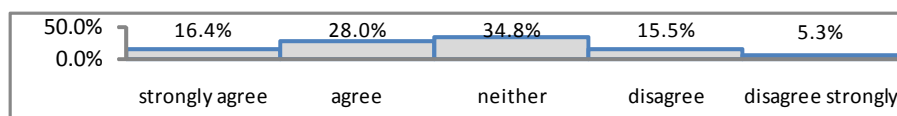
str agree	agree	neither	disagree	str disagree
38	56	62	39	15



#### Time Pressure

n= 207

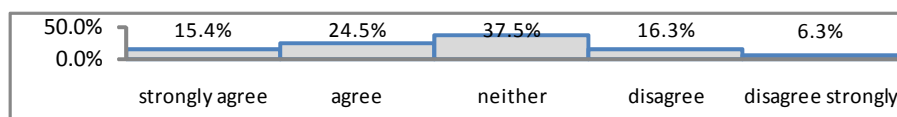
str agree	agree	neither	disagree	str disagree
34	58	72	32	11



#### Cut Back Aspects

n= 208

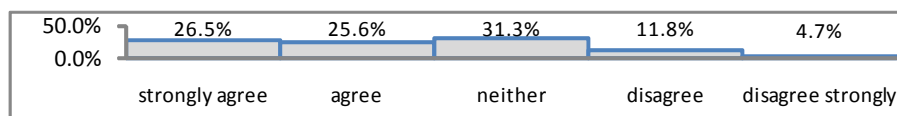
str agree	agree	neither	disagree	str disagree
32	51	78	34	13



#### Job Security Worries

n= 211

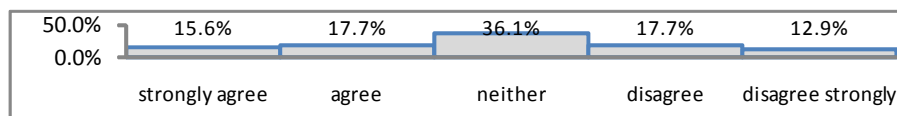
str agree	agree	neither	disagree	str disagree
56	54	66	25	10



#### Non-Specialist Duties

n= 147

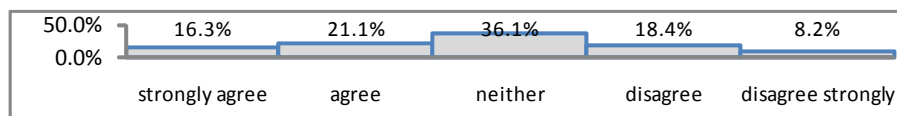
str agree	agree	neither	disagree	str disagree
23	26	53	26	19



#### Take Work Home

n= 147

str agree	agree	neither	disagree	str disagree
24	31	53	27	12



## Finds Study - All Specialisms

n= 122

### About the Work

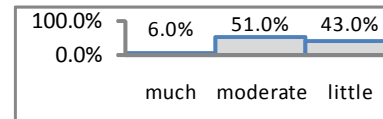
#### Charge / day

	n	mean	SD	min	max
total	n= 0	£ 193.87	£ 67.84	£ 25.00	£ 325.00
with overheads	n= 68	£ 200.04	£ 61.11		
without overheads	n= 26	£ 155.08	£ 73.63		

#### Competition

n= 100

6	51	43
great deal	moderate	very little

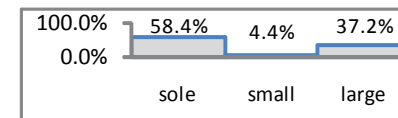


### About the Organisations

#### Sizes of Organisation

n= 113

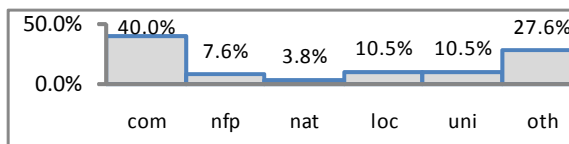
66	5	42
sole trader	small	large



#### Types of Organisation

n= 105

42	8	4	11	11	29
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 113

east of england	13	11.5%
east midlands	10	8.8%
london	11	9.7%
south-east england	20	17.7%
south west england	12	10.6%
north-east england	5	4.4%
north-west england	4	3.5%
west midlands	8	7.1%
yorkshire & the humber	8	7.1%
scotland	8	7.1%
wales	7	6.2%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	7	6.2%

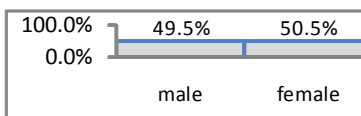
## Finds Study - All Specialisms

### About the Specialists

#### Gender

n= 101

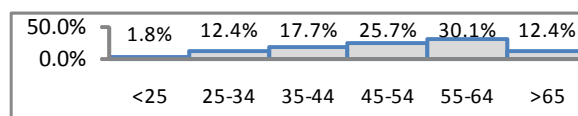
male	female
50	51



#### Age

n= 113

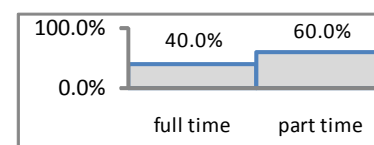
<25	25-34	35-44	45-54	55-64	>65
2	14	20	29	34	14



#### Hours Worked

n= 110

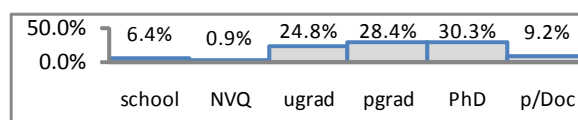
full time	part time
44	66



#### Highest Qualification

n= 109

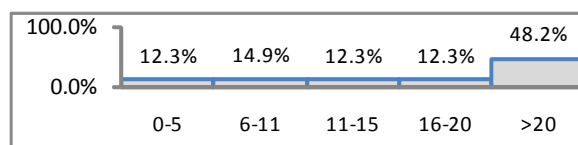
school	NVQ	ugrad	pgrad	PhD	p/Doc
7	1	27	31	33	10



#### Years Practising to Date

n= 114

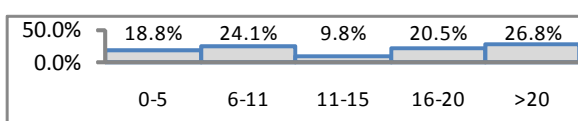
0-5	6-11	11-15	16-20	>20
14	17	14	14	55



#### Years Intending to Continue

n= 112

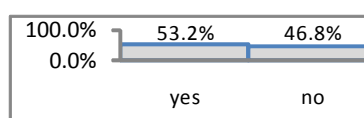
0-5	6-11	11-15	16-20	>20
21	27	11	23	30



#### Waiting List

n= 111

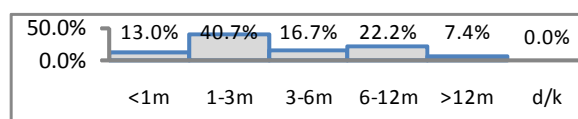
yes	no
59	52



#### Waiting List Length

n= 54

<1m	1-3m	3-6m	6-12m	>12m	d/k
7	22	9	12	4	0



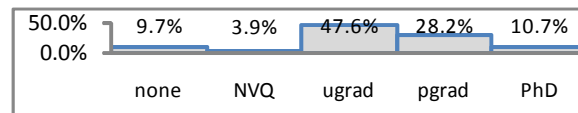
## Finds Study - All Specialisms

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 103

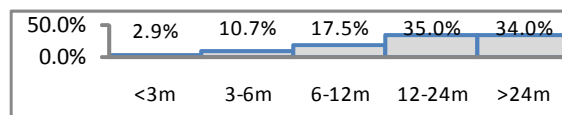
none	NVQ	ugrad	pgrad	PhD
10	4	49	29	11



#### New Entrant Experience Needed

n= 103

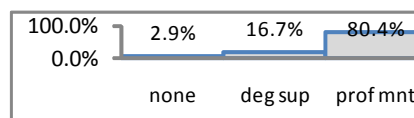
<3m	3-6m	6-12m	12-24m	>24m
3	11	18	36	35



#### New Entrant Guidance or Mentoring

n= 102

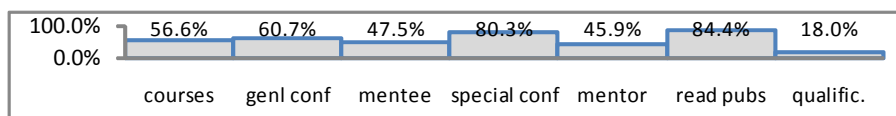
none	deg sup	prof mnt
3	17	82



#### CPD Mechanisms Preferred

n= 122

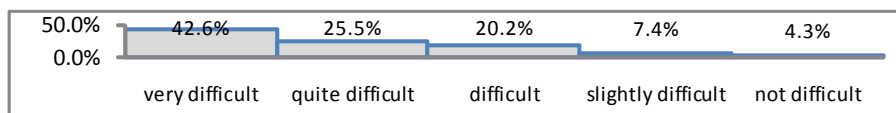
courses	genl conf	mentee	special co mentor	read pubs	qualific.
69	74	58	98	56	103
					22



#### Access to Initial Training

n= 94

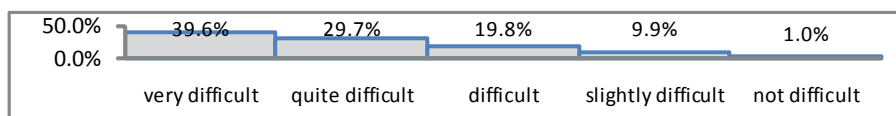
very difficult	quite difficult	difficult	slightly difficult	not difficult
40	24	19	7	4



#### Access to CPD Training

n= 101

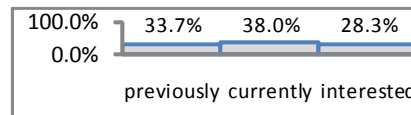
very difficult	quite difficult	difficult	slightly difficult	not difficult
40	30	20	10	1



#### Being a Trainer

n= 92

previously	currently	interested
31	35	26



#### Add to List of Trainers

aggregate cannot be calculated

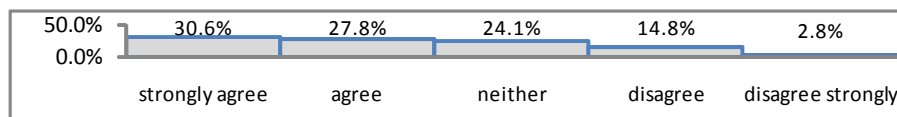
## Finds Study - All Specialisms

### About the Changing Economic Situation

#### Reduced Projects

n= 108

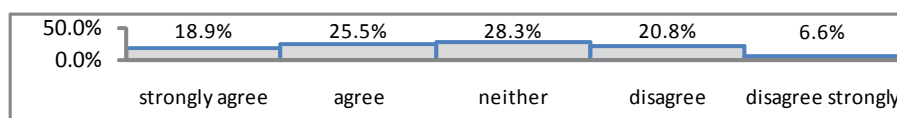
str agree	agree	neither	disagree	str disagree
33	30	26	16	3



#### Reduce Costs

n= 106

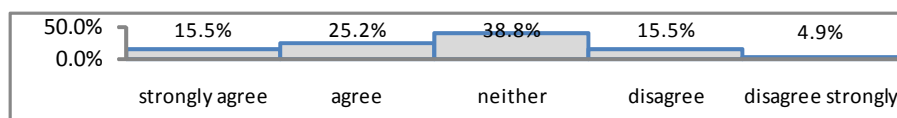
str agree	agree	neither	disagree	str disagree
20	27	30	22	7



#### Time Pressure

n= 103

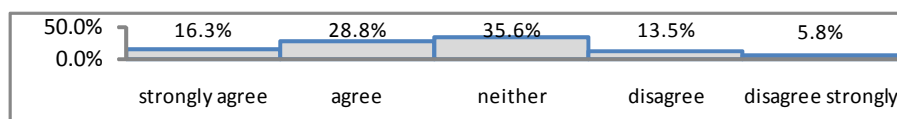
str agree	agree	neither	disagree	str disagree
16	26	40	16	5



#### Cut Back Aspects

n= 104

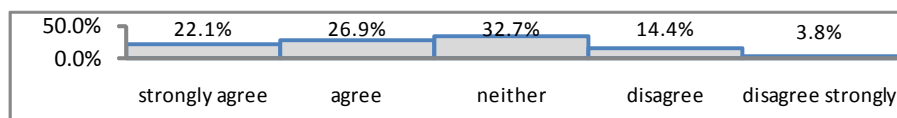
str agree	agree	neither	disagree	str disagree
17	30	37	14	6



#### Job Security Worries

n= 104

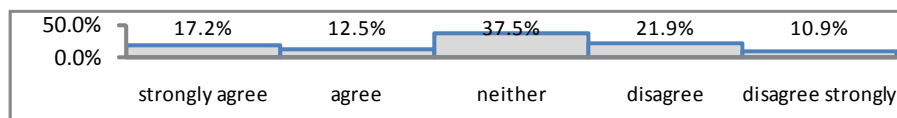
str agree	agree	neither	disagree	str disagree
23	28	34	15	4



#### Non-Specialist Duties

n= 64

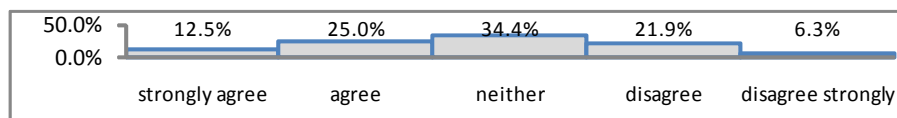
str agree	agree	neither	disagree	str disagree
11	8	24	14	7



#### Take Work Home

n= 64

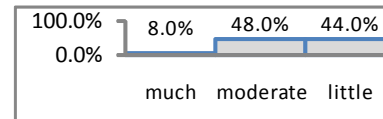
str agree	agree	neither	disagree	str disagree
8	16	22	14	4



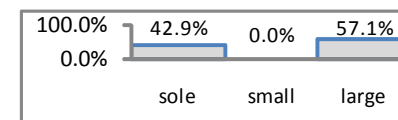
**Finds Study - Pottery - Prehistoric****n= 30****About the Work**

Charge / day		mean	SD	min	max
<b>total</b>	n= 22	£ 205.23	£ 84.44	£ 25.00	£ 325.00
<b>with overheads</b>	n= 18	£ 217.22	£ 69.86		
<b>without overheads</b>	n= 3	£ 118.33	£ 140.56		

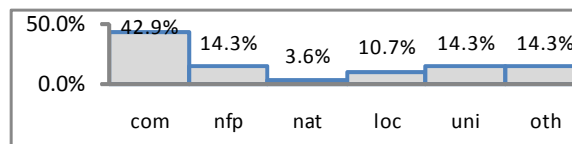
Competition	2	12	11
n= 25	great deal	moderate	very little

**About the Organisations**

Sizes of Organisation	12	0	16
n= 28	sole trader	small	large



Types of Organisation	12	4	1	3	4	4
n= 28	commercial	not for profit	nat gov	local gov	university	other



Location		
n= 29	east of england	4 13.8%
	east midlands	1 3.4%
	london	1 3.4%
	south-east england	4 13.8%
	south west england	6 20.7%
	north-east england	2 6.9%
	north-west england	1 3.4%
	west midlands	5 17.2%
	yorkshire & the humber	1 3.4%
	scotland	2 6.9%
	wales	0 0.0%
	northern ireland	0 0.0%
	channel islands	0 0.0%
	isle of man	0 0.0%
	outside uk	2 6.9%



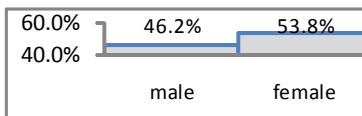
## Finds Study - Pottery - Prehistoric

### About the Specialists

#### Gender

n= 26

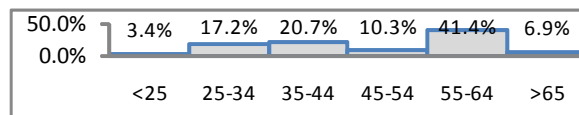
male	female
12	14



#### Age

n= 29

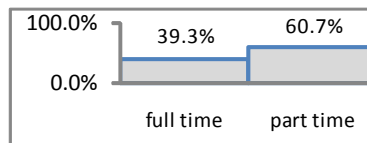
<25	25-34	35-44	45-54	55-64	>65
1	5	6	3	12	2



#### Hours Worked

n= 28

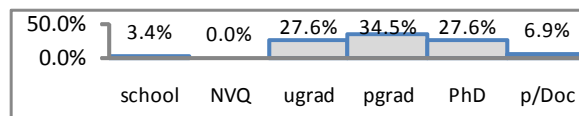
full time	part time
11	17



#### Highest Qualification

n= 29

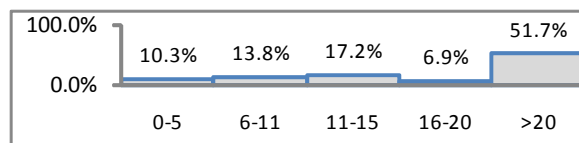
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	8	10	8	2



#### Years Practising to Date

n= 29

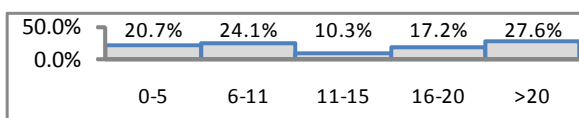
0-5	6-11	11-15	16-20	>20
3	4	5	2	15



#### Years Intending to Continue

n= 29

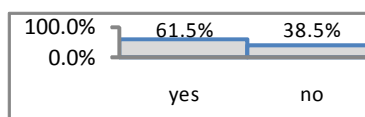
0-5	6-11	11-15	16-20	>20
6	7	3	5	8



#### Waiting List

n= 26

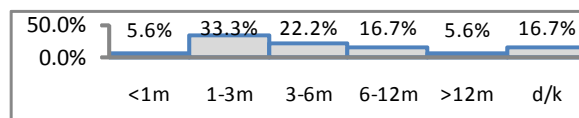
yes	no
16	10



#### Waiting List Length

n= 18

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	6	4	3	1	3



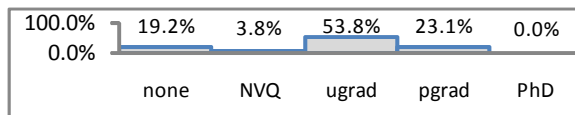
## Finds Study - Pottery - Prehistoric

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 26

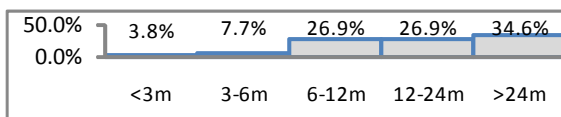
none	NVQ	ugrad	pgrad	PhD
5	1	14	6	0



#### New Entrant Experience Needed

n= 26

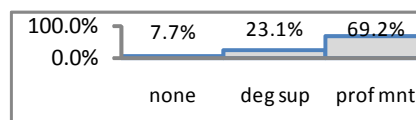
<3m	3-6m	6-12m	12-24m	>24m
1	2	7	7	9



#### New Entrant Guidance or Mentoring

n= 26

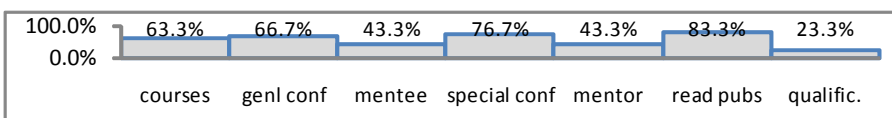
none	deg sup	prof mnt
2	6	18



#### CPD Mechanisms Preferred

n= 25

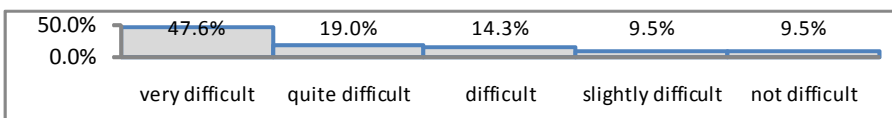
courses	genl conf	mentee	special co mentor	read pubs	qualific.
19	20	13	23	13	7



#### Access to Initial Training

n= 21

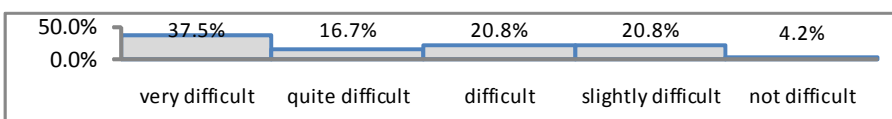
very	quite	difficult	slightly	not
10	4	3	2	2



#### Access to CPD Training

n= 24

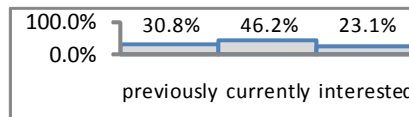
very	quite	difficult	slightly	not
9	4	5	5	1



#### Being a Trainer

n= 26

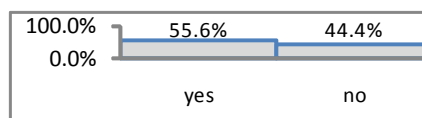
previously	currently	interested
8	12	6



#### Add to List of Trainers

n= 27

yes	no
15	12



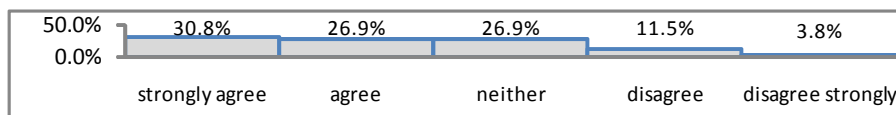
## Finds Study - Pottery - Prehistoric

### About the Changing Economic Situation

#### Reduced Projects

n= 26

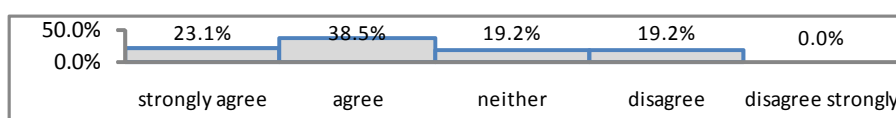
str agree	agree	neither	disagree	str disagree
8	7	7	3	1



#### Reduce Costs

n= 26

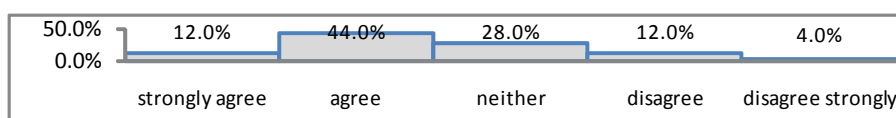
str agree	agree	neither	disagree	str disagree
6	10	5	5	0



#### Time Pressure

n= 25

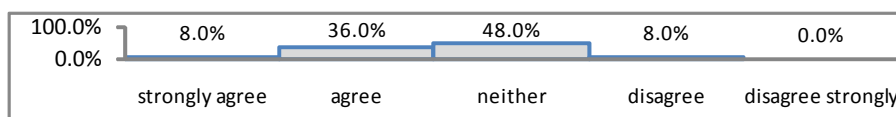
str agree	agree	neither	disagree	str disagree
3	11	7	3	1



#### Cut Back Aspects

n= 25

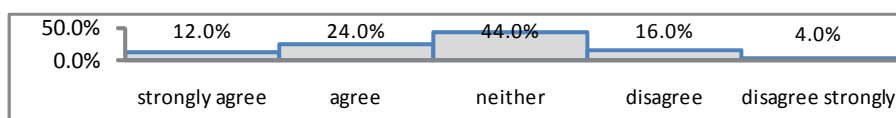
str agree	agree	neither	disagree	str disagree
2	9	12	2	0



#### Job Security Worries

n= 25

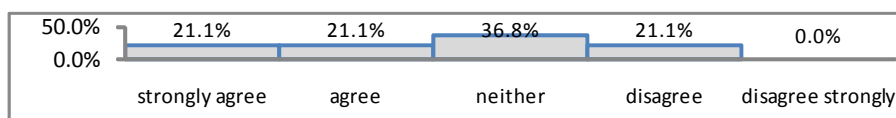
str agree	agree	neither	disagree	str disagree
3	6	11	4	1



#### Non-Specialist Duties

n= 19

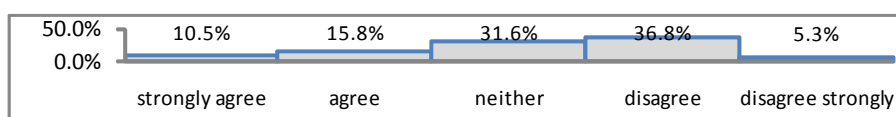
str agree	agree	neither	disagree	str disagree
4	4	7	4	0



#### Take Work Home

n= 19

str agree	agree	neither	disagree	str disagree
2	3	6	7	1



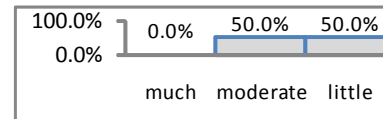
## Finds Study - Pottery - Roman - Amphorae

n= 14

### About the Work

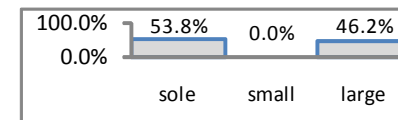
Charge / day	n	mean	SD	min	max
total	n= 12	£ 166.67	£ 69.00	£ 25.00	£ 265.00
with overheads	n= 8	£ 153.13	£ 76.53		
without overheads	n= 1	£ 130.00	.		

Competition	n	great deal	moderate	very little
n= 8	0	4	4	

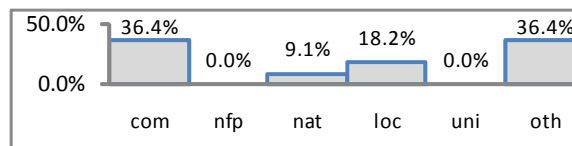


### About the Organisations

Sizes of Organisation	n	sole trader	small	large
n= 13	7	0	6	



Types of Organisation	n	commercial	not for profit	nat gov	local gov	university	other
n= 11	4	0	1	2	0	4	



Location	n	Percentage
east of england	2	15.4%
east midlands	0	0.0%
london	1	7.7%
south-east england	2	15.4%
south west england	0	0.0%
north-east england	3	23.1%
north-west england	1	7.7%
west midlands	2	15.4%
yorkshire & the humber	0	0.0%
scotland	0	0.0%
northern ireland	0	7.7%
wales	1	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	7.7%

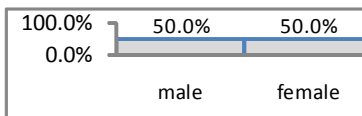
## Finds Study - Pottery - Roman - Amphorae

### About the Specialists

#### Gender

n= 10

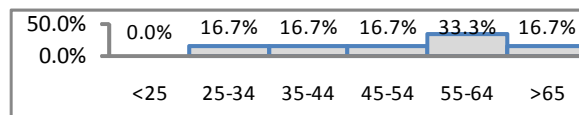
male	female
5	5



#### Age

n= 12

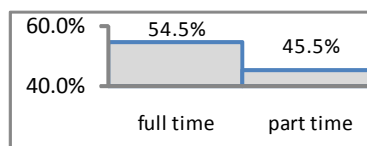
<25	25-34	35-44	45-54	55-64	>65
0	2	2	2	4	2



#### Hours Worked

n= 11

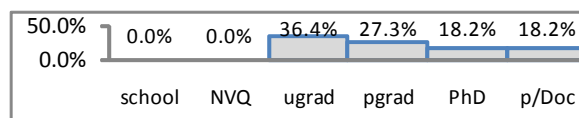
full time	part time
6	5



#### Highest Qualification

n= 11

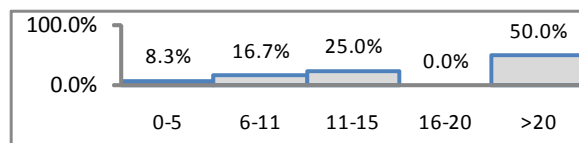
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	4	3	2	2



#### Years Practising to Date

n= 12

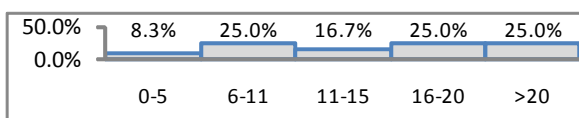
0-5	6-11	11-15	16-20	>20
1	2	3	0	6



#### Years Intending to Continue

n= 12

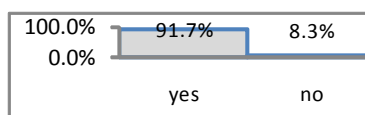
0-5	6-11	11-15	16-20	>20
1	3	2	3	3



#### Waiting List

n= 12

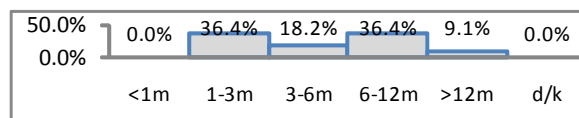
yes	no
11	1



#### Waiting List Length

n= 11

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	4	2	4	1	0



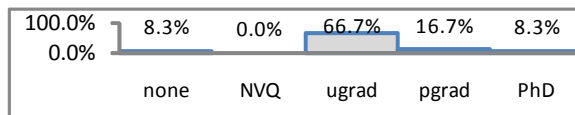
## Finds Study - Pottery - Roman - Amphorae

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 12

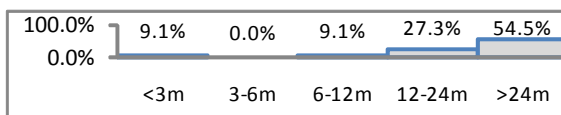
none	NVQ	ugrad	pgrad	PhD
1	0	8	2	1



#### New Entrant Experience Needed

n= 11

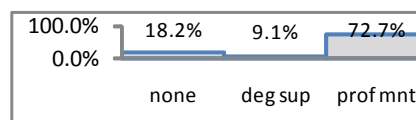
<3m	3-6m	6-12m	12-24m	>24m
1	0	1	3	6



#### New Entrant Guidance or Mentoring

n= 11

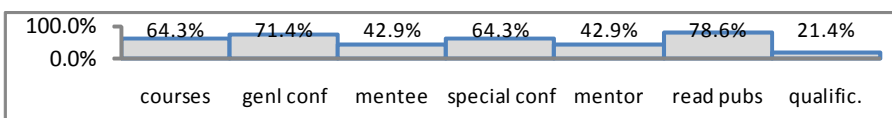
none	deg sup	prof mnt
2	1	8



#### CPD Mechanisms Preferred

n= 14

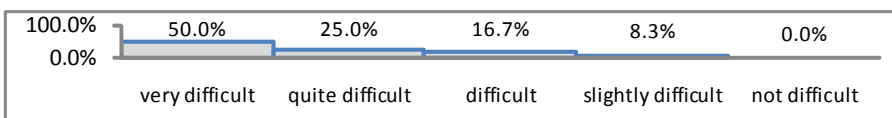
courses	genl conf	mentee	special co mentor	read pubs	qualific.
9	10	6	9	6	11



#### Access to Initial Training

n= 12

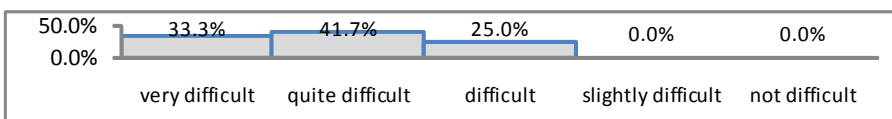
verv	quite	difficult	slightly	not
6	3	2	1	0



#### Access to CPD Training

n= 12

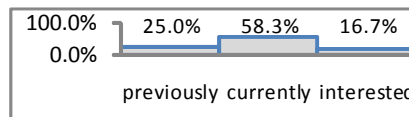
verv	quite	difficult	slightly	not
4	5	3	0	0



#### Being a Trainer

n= 12

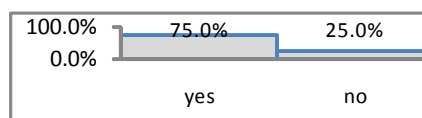
previously	currently	interested
3	7	2



#### Add to List of Trainers

n= 12

yes	no
9	3



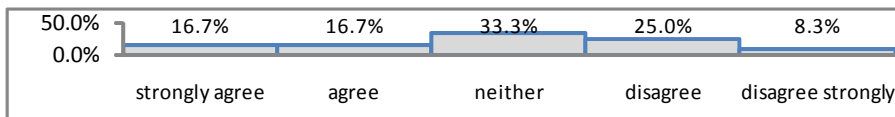
## Finds Study - Pottery - Roman - Amphorae

### About the Changing Economic Situation

#### Reduced Projects

n= 12

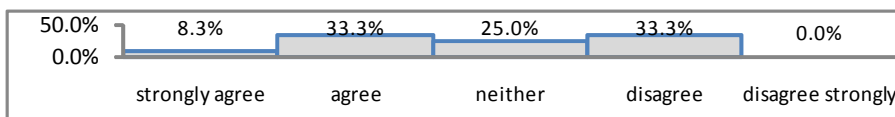
str agree	agree	neither	disagree	str disagree
	2	2	4	3
				1



#### Reduce Costs

n= 12

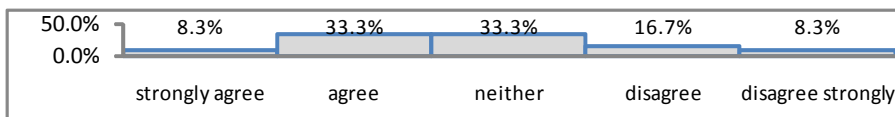
str agree	agree	neither	disagree	str disagree
	1	4	3	4
				0



#### Time Pressure

n= 12

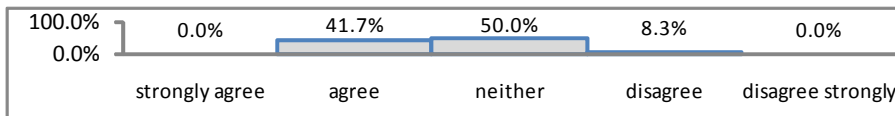
str agree	agree	neither	disagree	str disagree
	1	4	4	2
				1



#### Cut Back Aspects

n= 12

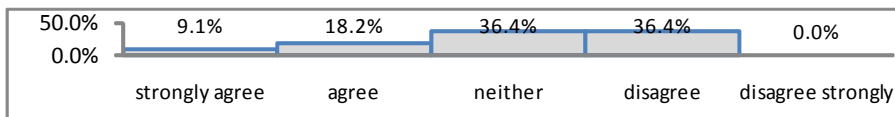
str agree	agree	neither	disagree	str disagree
	0	5	6	1
				0



#### Job Security Worries

n= 11

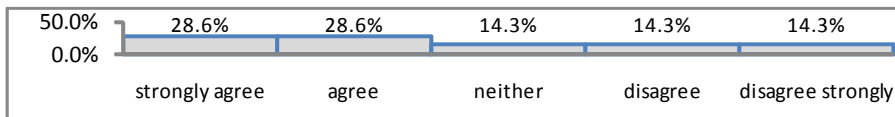
str agree	agree	neither	disagree	str disagree
	1	2	4	4
				0



#### Non-Specialist Duties

n= 7

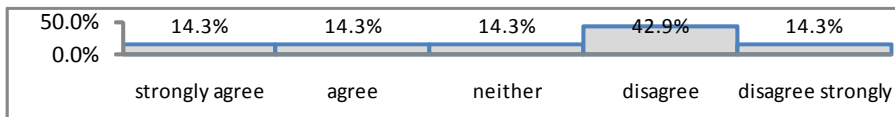
str agree	agree	neither	disagree	str disagree
	2	2	1	1
				1



#### Take Work Home

n= 7

str agree	agree	neither	disagree	str disagree
	1	1	1	3
				1



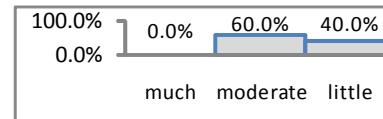
## Finds Study - Pottery - Roman - Mortaria

n= 13

### About the Work

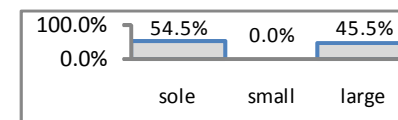
Charge / day	n	mean	SD	min	max
total	n= 9	£ 166.67	£ 81.66	£ 25.00	£ 250.00
with overheads	n= 6	£ 216.67	£ 24.22		
without overheads	n= 3	£ 66.67	£ 52.04		

Competition	n	0	6	4
	n= 10	great deal	moderate	very little

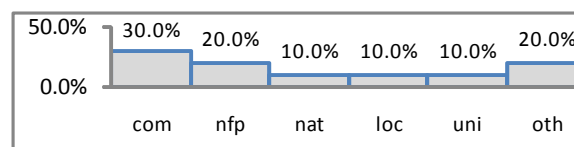


### About the Organisations

Sizes of Organisation	n	6	0	5
	n= 11	sole trader	small	large



Types of Organisation	n	3	2	1	1	1	2
	n= 10	commercial	not for profit	nat gov	local gov	university	other



Location	n	Count	Percentage
east of england	n= 11	4	36.4%
east midlands		1	9.1%
london		1	9.1%
south-east england		1	9.1%
south west england		0	0.0%
north-east england		2	18.2%
north-west england		1	9.1%
west midlands		0	0.0%
yorkshire & the humber		0	0.0%
scotland		0	0.0%
northern ireland		0	9.1%
wales		1	0.0%
channel islands		0	0.0%
isle of man		0	0.0%
outside uk		0	0.0%



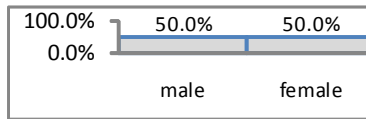
## Finds Study - Pottery - Roman - Mortaria

### About the Specialists

#### Gender

n = 8

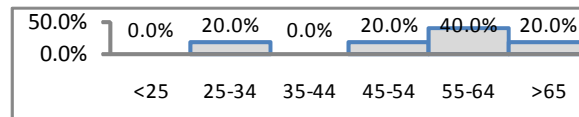
male	female
4	4



#### Age

n = 10

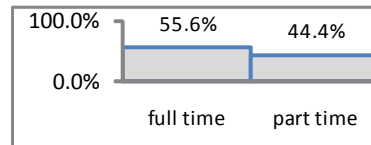
<25	25-34	35-44	45-54	55-64	>65
0	2	2	0	2	4



#### Hours Worked

n = 9

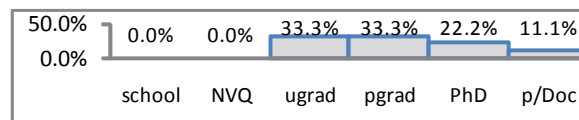
full time	part time
5	4



#### Highest Qualification

n = 9

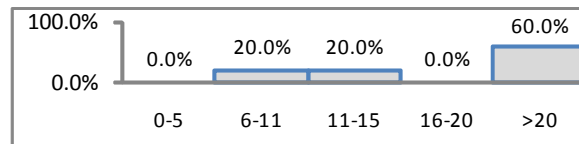
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	3	3	2



#### Years Practising to Date

n = 10

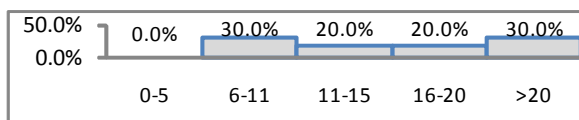
0-5	6-11	11-15	16-20	>20
0	2	2	2	0



#### Years Intending to Continue

n = 10

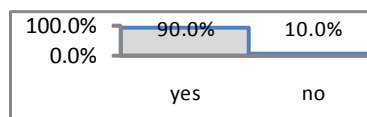
0-5	6-11	11-15	16-20	>20
0	3	2	2	3



#### Waiting List

n = 10

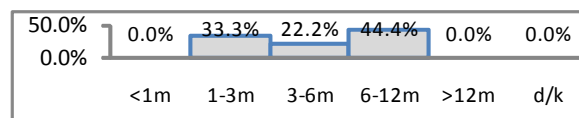
yes	no
9	1



#### Waiting List Length

n = 9

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	3	2	4	0	0



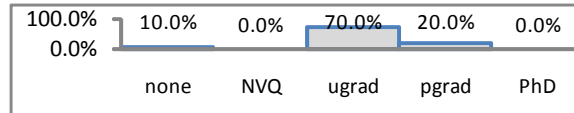
## Finds Study - Pottery - Roman - Mortaria

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 10

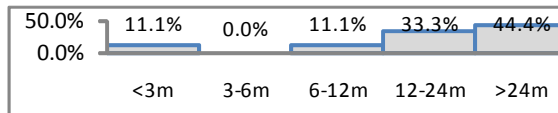
none	NVQ	ugrad	pgrad	PhD
1	0	7	2	0



#### New Entrant Experience Needed

n= 9

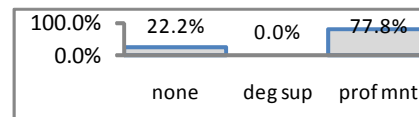
<3m	3-6m	6-12m	12-24m	>24m
1	0	1	3	4



#### New Entrant Guidance or Mentoring

n= 9

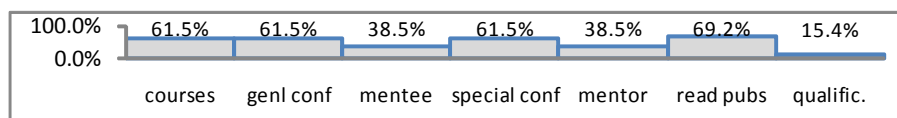
none	deg sup	prof mnt
2	0	7



#### CPD Mechanisms Preferred

n= 13

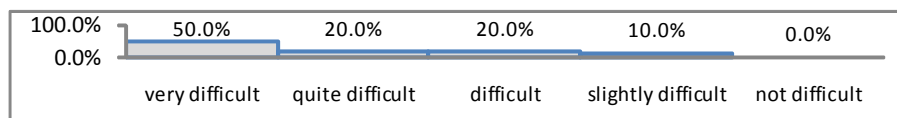
courses	genl conf	mentee	special co mentor	read pubs	qualific.
8	8	5	8	5	2



#### Access to Initial Training

n= 10

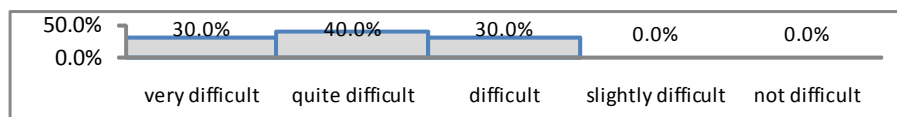
very	quite	difficult	slightly	not
5	2	2	1	0



#### Access to CPD Training

n= 10

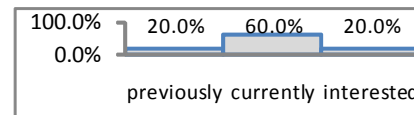
very	quite	difficult	slightly	not
3	4	3	0	0



#### Being a Trainer

n= 10

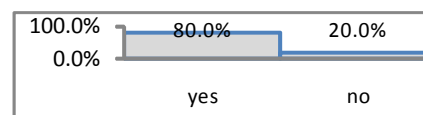
previously	currently	interested
2	6	2



#### Add to List of Trainers

n= 10

yes	no
8	2



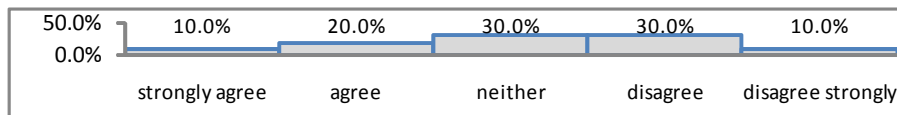
## Finds Study - Pottery - Roman - Mortaria

### About the Changing Economic Situation

#### Reduced Projects

n= 10

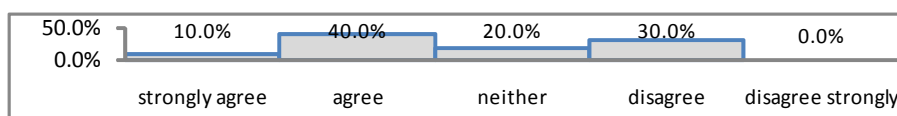
str agree	agree	neither	disagree	str disagree
	1	2	3	3
				1



#### Reduce Costs

n= 10

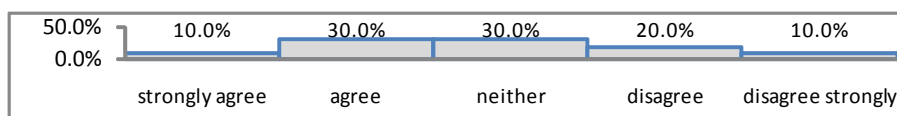
str agree	agree	neither	disagree	str disagree
	1	4	2	3
				0



#### Time Pressure

n= 10

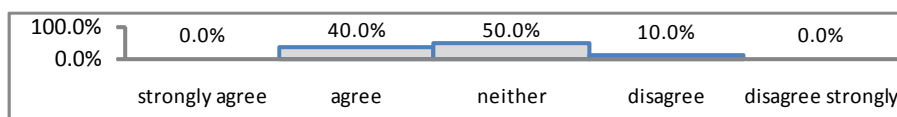
str agree	agree	neither	disagree	str disagree
	1	3	3	2
				1



#### Cut Back Aspects

n= 10

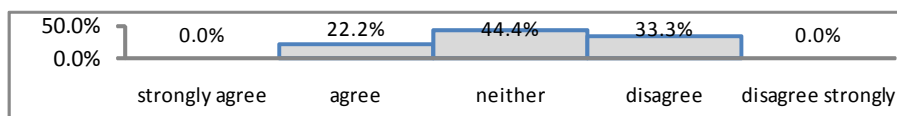
str agree	agree	neither	disagree	str disagree
	0	4	5	1
				0



#### Job Security Worries

n= 9

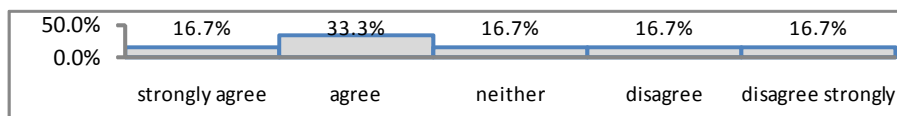
str agree	agree	neither	disagree	str disagree
	0	2	4	3
				0



#### Non-Specialist Duties

n= 6

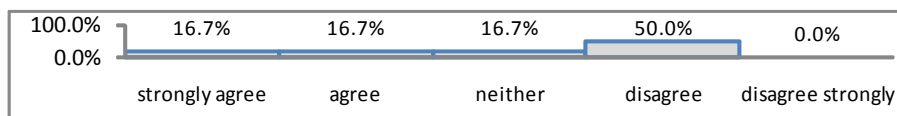
str agree	agree	neither	disagree	str disagree
	1	2	1	1
				1



#### Take Work Home

n= 6

str agree	agree	neither	disagree	str disagree
	1	1	1	3
				0



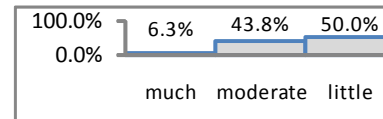
## Finds Study - Pottery - Roman - Samian

n= 17

### About the Work

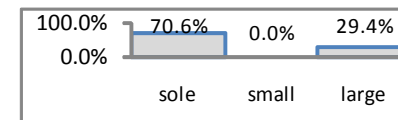
Charge / day	n	mean	SD	min	max
total	n= 191	£ 164.29	£ 63.15	£ 25.00	£ 250.00
with overheads	n= 11	£ 190.91	£ 31.69		
without overheads	n= 3	£ 66.67	£ 52.04		

Competition	1	7	8
n= 25	great deal	moderate	very little

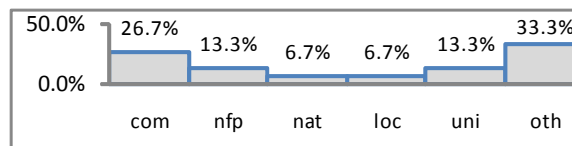


### About the Organisations

Sizes of Organisation	12	0	5
n= 17	sole trader	small	large



Types of Organisation	4	2	1	1	2	5
n= 15	commercial	not for profit	nat gov	local gov	university	other



Location	n	Percentage
east of england	5	29.4%
east midlands	1	5.9%
london	2	11.8%
south-east england	3	17.6%
south west england	0	0.0%
north-east england	1	5.9%
north-west england	3	17.6%
west midlands	1	5.9%
yorkshire & the humber	0	0.0%
scotland	0	0.0%
wales	1	5.9%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

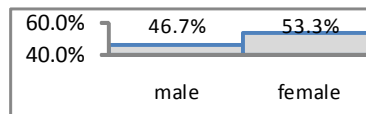
## Finds Study - Pottery - Roman - Samian

### About the Specialists

#### Gender

n= 15

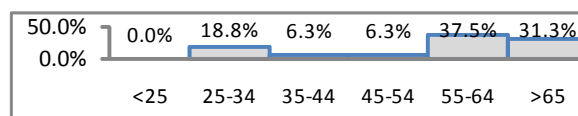
male	female
7	8



#### Age

n= 16

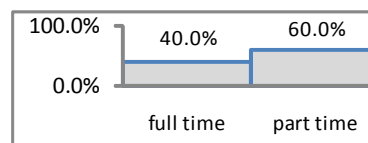
<25	25-34	35-44	45-54	55-64	>65
0	3	1	1	6	5



#### Hours Worked

n= 15

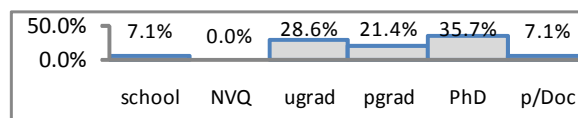
full time	part time
6	9



#### Highest Qualification

n= 14

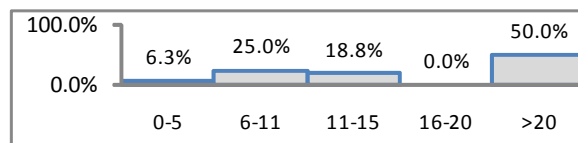
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	4	3	5	1



#### Years Practising to Date

n= 16

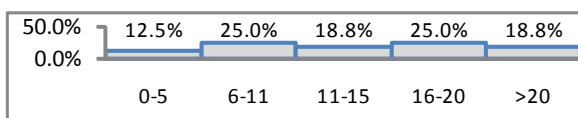
0-5	6-11	11-15	16-20	>20
1	4	3	0	8



#### Years Intending to Continue

n= 16

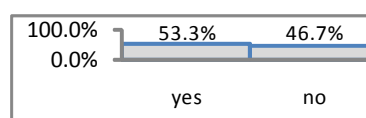
0-5	6-11	11-15	16-20	>20
2	4	3	4	3



#### Waiting List

n= 15

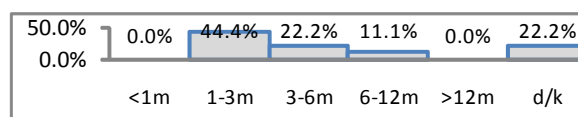
yes	no
8	7



#### Waiting List Length

n= 9

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	4	2	1	0	2



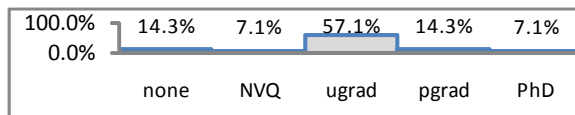
## Finds Study - Pottery - Roman - Samian

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 14

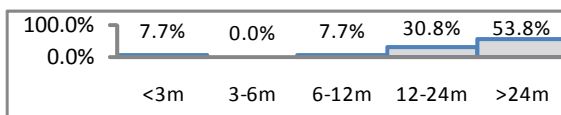
none	NVQ	ugrad	pgrad	PhD
2	1	8	2	1



#### New Entrant Experience Needed

n= 13

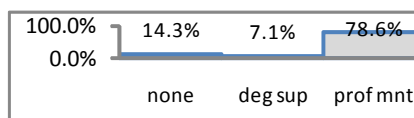
<3m	3-6m	6-12m	12-24m	>24m
1	0	1	4	7



#### New Entrant Guidance or Mentoring

n= 14

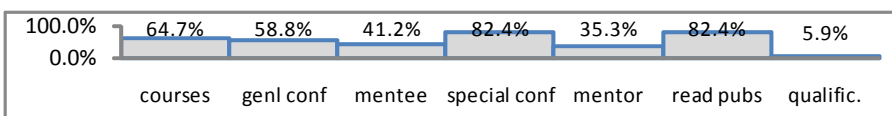
none	deg sup	prof mnt
2	1	11



#### CPD Mechanisms Preferred

n= 17

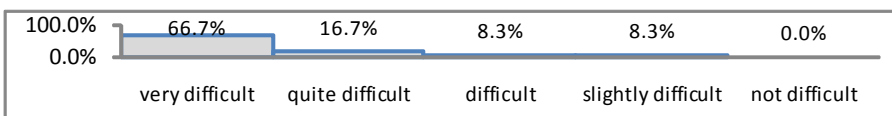
courses	genl conf	mentee	special co mentor	read pubs	qualific.
11	10	7	14	6	14



#### Access to Initial Training

n= 12

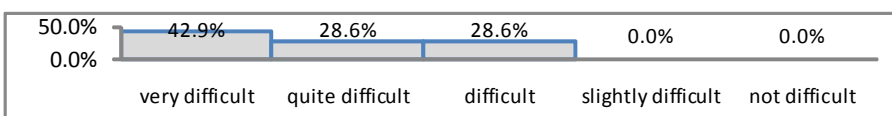
very	quite	difficult	slightly	not
8	2	1	1	0



#### Access to CPD Training

n= 14

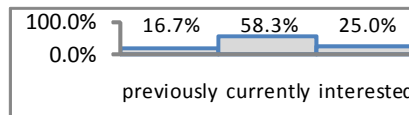
very	quite	difficult	slightly	not
6	4	4	0	0



#### Being a Trainer

n= 12

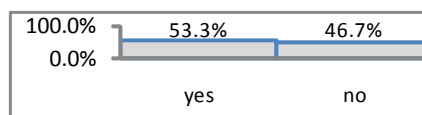
previously	currently	interested
2	7	3



#### Add to List of Trainers

n= 15

yes	no
8	7



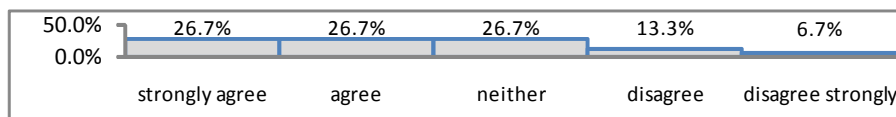
## Finds Study - Pottery - Roman - Samian

### About the Changing Economic Situation

#### Reduced Projects

n= 15

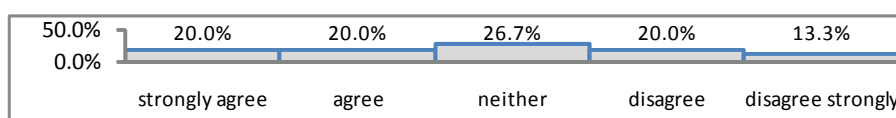
str agree	agree	neither	disagree	str disagree
	4	4	4	2
				1



#### Reduce Costs

n= 15

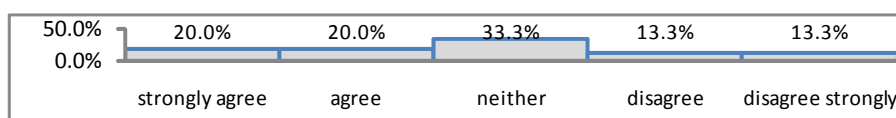
str agree	agree	neither	disagree	str disagree
	3	3	4	3
				2



#### Time Pressure

n= 15

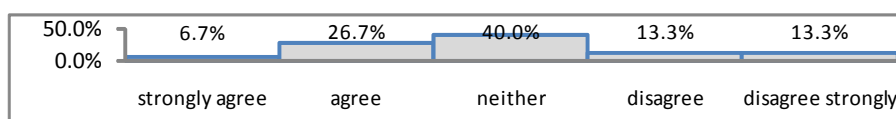
str agree	agree	neither	disagree	str disagree
	3	3	5	2
				2



#### Cut Back Aspects

n= 15

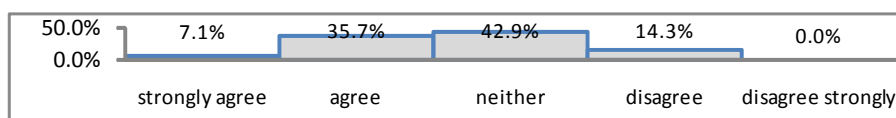
str agree	agree	neither	disagree	str disagree
	1	4	6	2
				2



#### Job Security Worries

n= 14

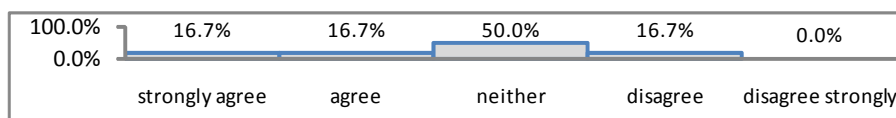
str agree	agree	neither	disagree	str disagree
	1	5	6	2
				0



#### Non-Specialist Duties

n= 6

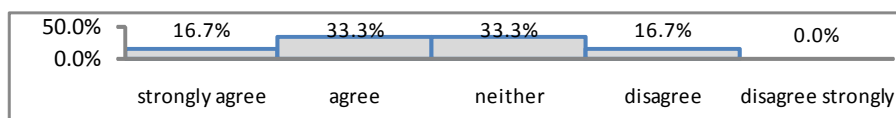
str agree	agree	neither	disagree	str disagree
	1	1	3	1
				0



#### Take Work Home

n= 6

str agree	agree	neither	disagree	str disagree
	1	2	2	1
				0

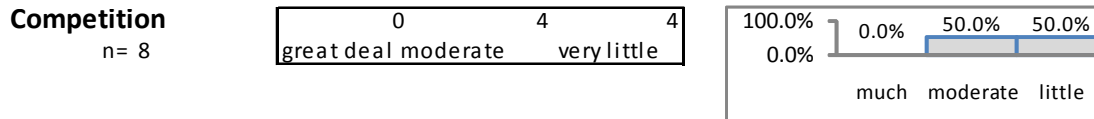


## Finds Study - Pottery - Roman - Stamped Samian

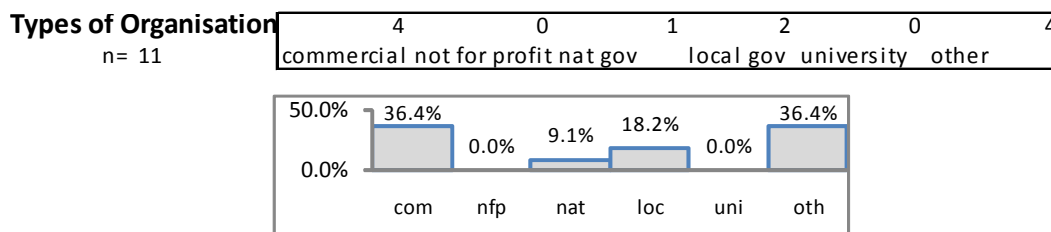
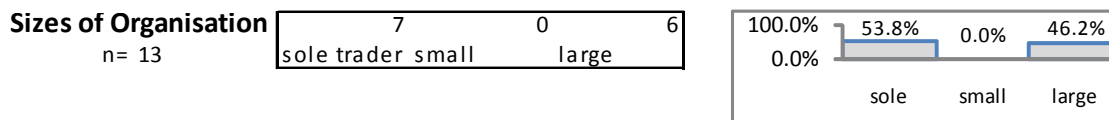
n= 13

### About the Work

Charge / day	n	mean	SD	min	max
total	n= 13	£ 166.67	£ 69.00	£ 25.00	£ 265.00
with overheads	n= 8	£ 153.13	£ 76.53		
without overheads	n= 1	£ 130.00	.		



### About the Organisations



**Location**  
n= 13

east of england	2	15.4%
east midlands	0	0.0%
london	1	7.7%
south-east england	2	15.4%
south west england	0	0.0%
north-east england	3	23.1%
north-west england	1	7.7%
west midlands	2	15.4%
yorkshire & the humber	0	0.0%
scotland	0	0.0%
wales	1	7.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	7.7%



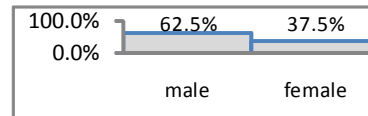
## Finds Study - Pottery - Roman - Stamped Samian

### About the Specialists

#### Gender

n= 8

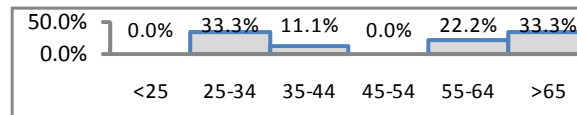
male	female
5	3



#### Age

n= 9

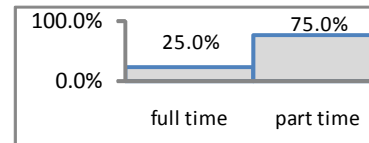
<25	25-34	35-44	45-54	55-64	>65
0	3	1	0	2	3



#### Hours Worked

n= 8

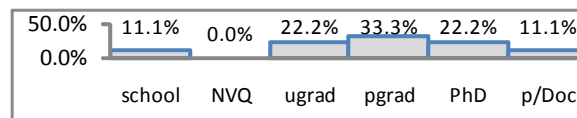
full time	part time
2	6



#### Highest Qualification

n= 9

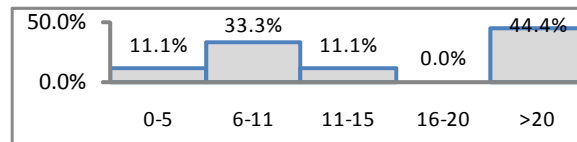
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	2	3	2	1



#### Years Practising to Date

n= 9

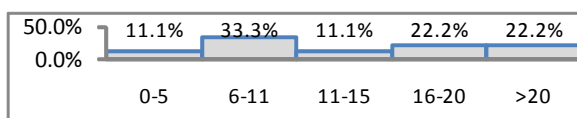
0-5	6-11	11-15	16-20	>20
1	3	1	0	4



#### Years Intending to Continue

n= 9

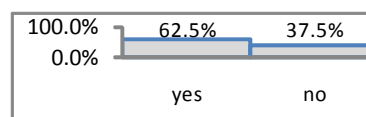
0-5	6-11	11-15	16-20	>20
1	3	1	2	2



#### Waiting List

n= 8

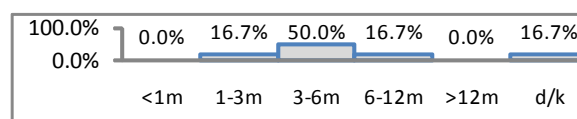
yes	no
5	3



#### Waiting List Length

n= 6

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	1	3	1	0	1



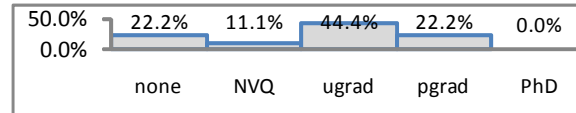
## Finds Study - Pottery - Roman - Stamped Samian

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 9

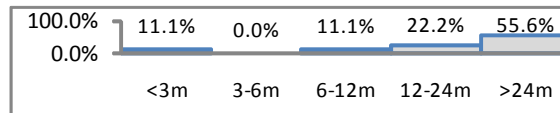
none	NVQ	ugrad	pgrad	PhD
2	1	4	2	0



#### New Entrant Experience Needed

n= 9

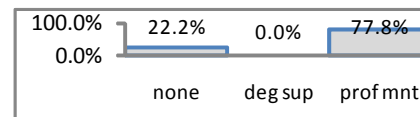
<3m	3-6m	6-12m	12-24m	>24m
1	0	1	2	5



#### New Entrant Guidance or Mentoring

n= 9

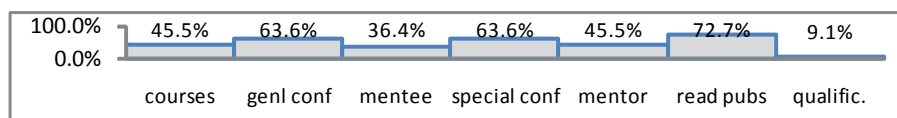
none	deg sup	prof mnt
2	0	7



#### CPD Mechanisms Preferred

n= 11

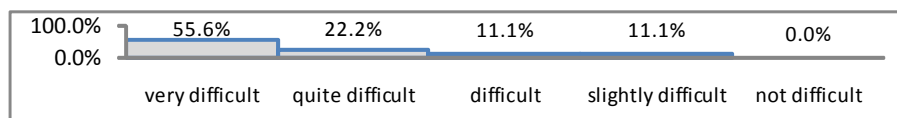
courses	genl conf	mentee	special comentor	read pubs	qualific.
5	7	4	7	5	8



#### Access to Initial Training

n= 9

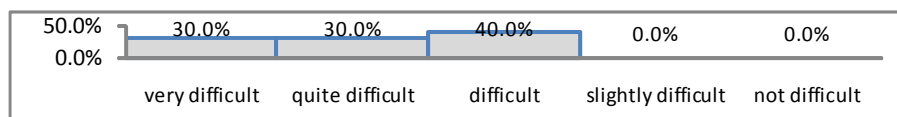
verv	quite	difficult	slightly	not
5	2	1	1	0



#### Access to CPD Training

n= 10

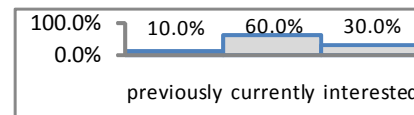
verv	quite	difficult	slightly	not
3	3	4	0	0



#### Being a Trainer

n= 10

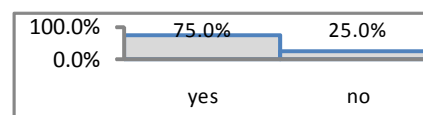
previously	currently	interested
1	6	3



#### Add to List of Trainers

n= 10

yes	no
7	3



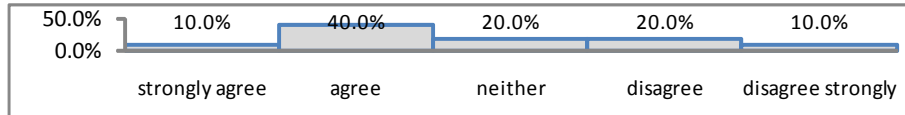
## Finds Study - Pottery - Roman - Stamped Samian

### About the Changing Economic Situation

#### Reduced Projects

n= 10

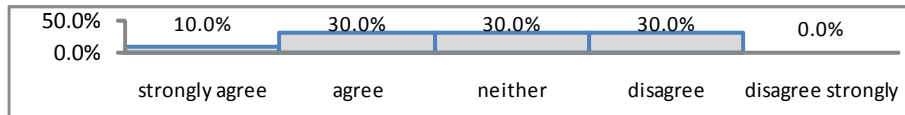
str agree	agree	neither	disagree	str disagree
	1	4	2	2
				1



#### Reduce Costs

n= 10

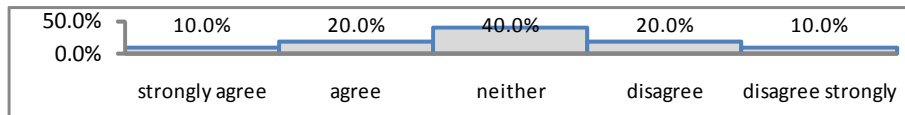
str agree	agree	neither	disagree	str disagree
	1	3	3	3
				0



#### Time Pressure

n= 10

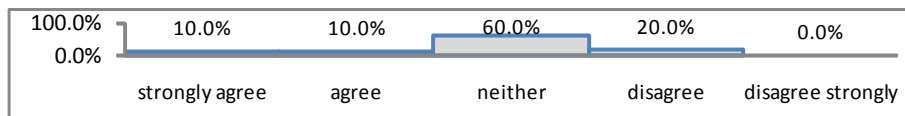
str agree	agree	neither	disagree	str disagree
	1	2	4	2
				1



#### Cut Back Aspects

n= 10

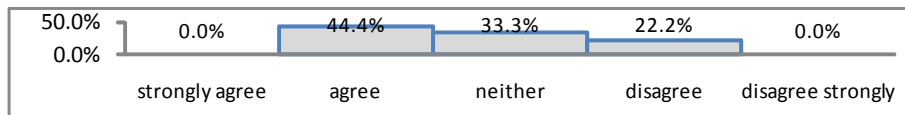
str agree	agree	neither	disagree	str disagree
	1	1	6	2
				0



#### Job Security Worries

n= 9

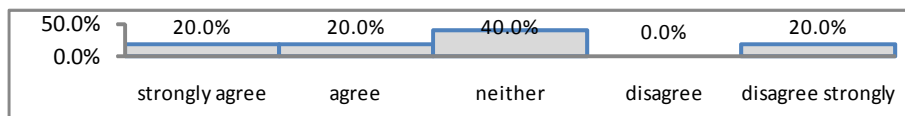
str agree	agree	neither	disagree	str disagree
	0	4	3	2
				0



#### Non-Specialist Duties

n= 5

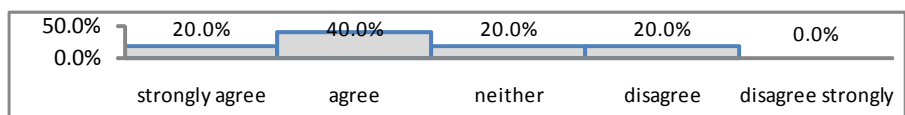
str agree	agree	neither	disagree	str disagree
	1	1	2	0
				1



#### Take Work Home

n= 5

str agree	agree	neither	disagree	str disagree
	1	2	1	1
				0



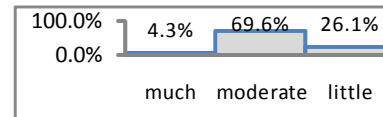
**Finds Study - Pottery - Roman - All Other****n= 34****About the Work****Charge / day****total****with overheads****without overheads**

	n=	mean	SD	min	max
total	25	£ 174.10	£ 66.24	£ 25.00	£ 280.00
with overheads	18	£ 184.03	£ 53.97		
without overheads	4	£ 132.50	£ 107.12		

**Competition**

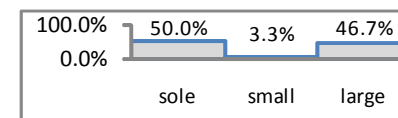
n= 23

	1	16	6
great deal			
moderate			
very little			

**About the Organisations****Sizes of Organisation**

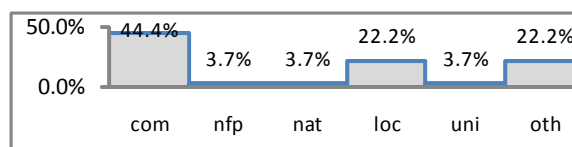
n= 30

	15	1	14
sole trader			
small			
large			

**Types of Organisation**

n= 27

	12	1	1	6	1	6
commercial						
not for profit						
nat gov						
local gov						
university						
other						

**Location**

n= 30

east of england	4	13.3%
east midlands	2	6.7%
london	3	10.0%
south-east england	6	20.0%
south west england	4	13.3%
north-east england	3	10.0%
north-west england	2	6.7%
west midlands	4	13.3%
yorkshire & the humber	0	0.0%
scotland	0	0.0%
northern ireland	0	3.3%
wales	1	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	3.3%

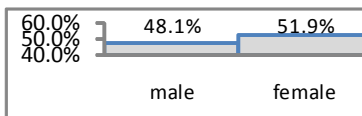
## Finds Study - Pottery - Roman - All Other

### About the Specialists

#### Gender

n= 27

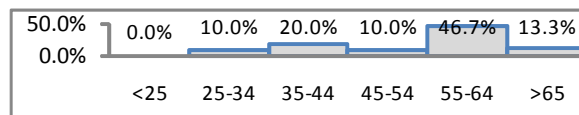
male	female
13	14



#### Age

n= 30

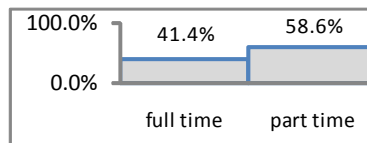
<25	25-34	35-44	45-54	55-64	>65
0	3	6	3	14	4



#### Hours Worked

n= 29

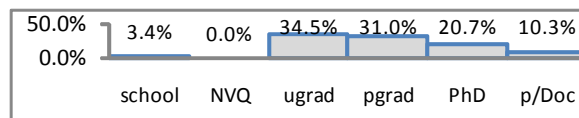
full time	part time
12	17



#### Highest Qualification

n= 29

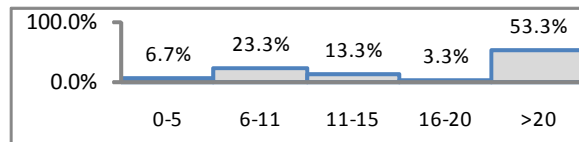
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	10	9	6	3



#### Years Practising to Date

n= 30

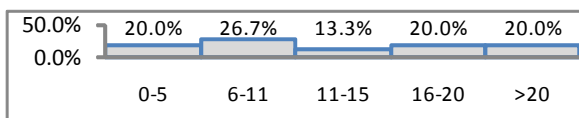
0-5	6-11	11-15	16-20	>20
2	7	4	1	16



#### Years Intending to Continue

n= 30

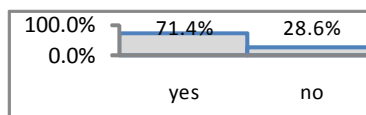
0-5	6-11	11-15	16-20	>20
6	8	4	6	6



#### Waiting List

n= 28

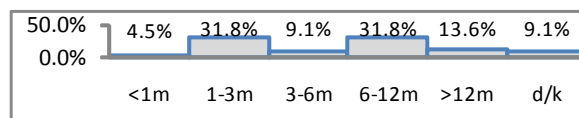
yes	no
20	8



#### Waiting List Length

n= 22

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	7	2	7	3	2



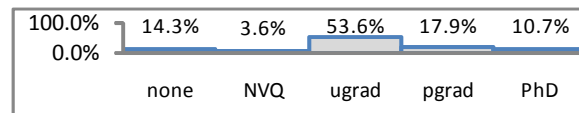
## Finds Study - Pottery - Roman - All Other

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 28

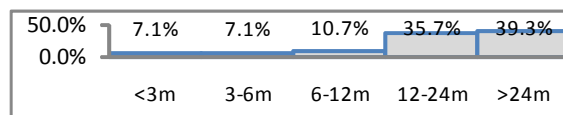
none	NVQ	ugrad	pgrad	PhD
4	1	15	5	3



#### New Entrant Experience Needed

n= 28

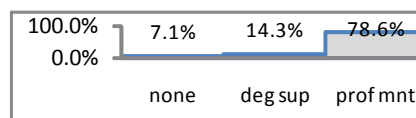
<3m	3-6m	6-12m	12-24m	>24m
2	2	3	10	11



#### New Entrant Guidance or Mentoring

n= 28

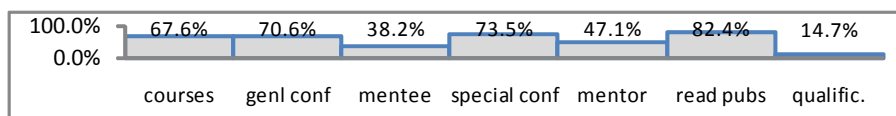
none	deg sup	prof mnt
2	4	22



#### CPD Mechanisms Preferred

n= 34

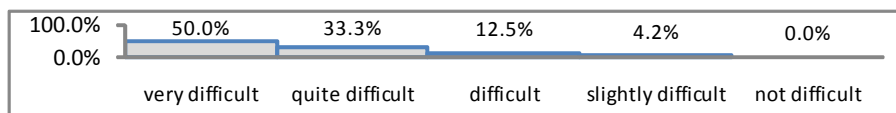
courses	genl conf	mentee	special co	mentor	read pubs	qualific.
23	24	13	25	16	28	5



#### Access to Initial Training

n= 24

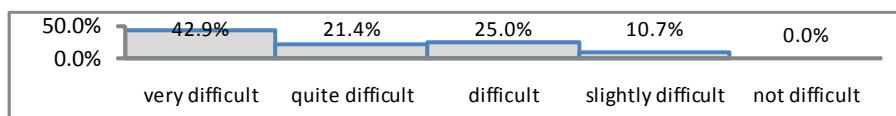
very difficult	quite difficult	difficult	slightly difficult	not difficult
12	8	3	1	0



#### Access to CPD Training

n= 28

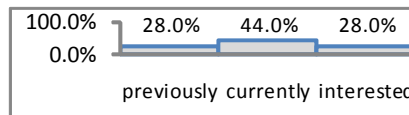
very difficult	quite difficult	difficult	slightly difficult	not difficult
12	6	7	3	0



#### Being a Trainer

n= 25

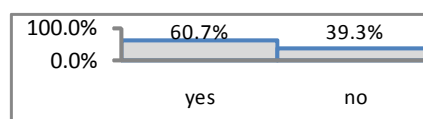
previously	currently	interested
7	11	7



#### Add to List of Trainers

n= 28

yes	no
17	11



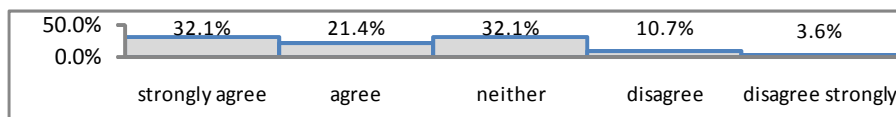
## Finds Study - Pottery - Roman - All Other

### About the Changing Economic Situation

#### Reduced Projects

n= 28

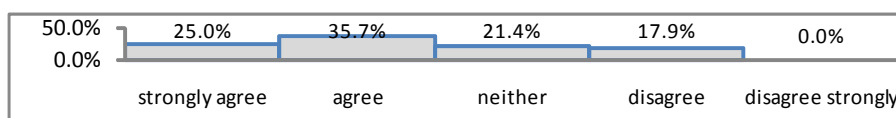
str agree	agree	neither	disagree	str disagree
9	6	9	3	1



#### Reduce Costs

n= 28

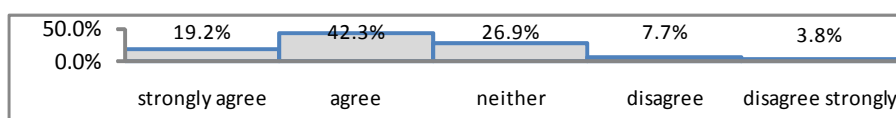
str agree	agree	neither	disagree	str disagree
7	10	6	5	0



#### Time Pressure

n= 26

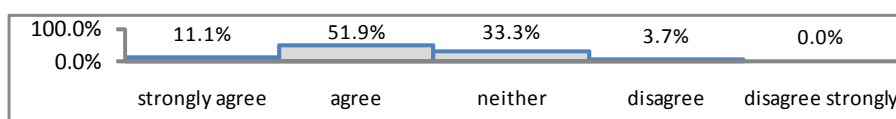
str agree	agree	neither	disagree	str disagree
5	11	7	2	1



#### Cut Back Aspects

n= 27

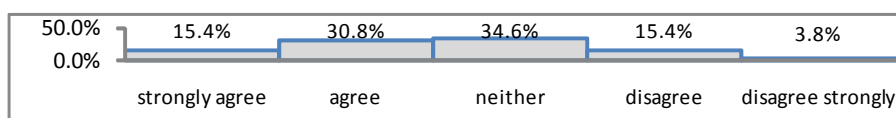
str agree	agree	neither	disagree	str disagree
3	14	9	1	0



#### Job Security Worries

n= 26

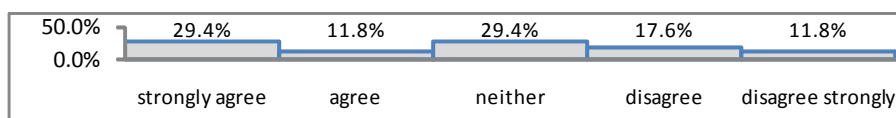
str agree	agree	neither	disagree	str disagree
4	8	9	4	1



#### Non-Specialist Duties

n= 17

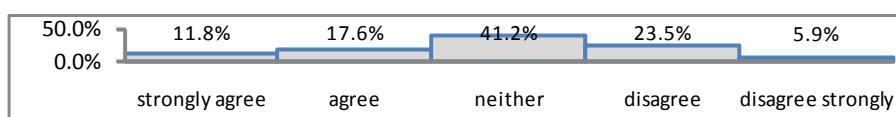
str agree	agree	neither	disagree	str disagree
5	2	5	3	2



#### Take Work Home

n= 17

str agree	agree	neither	disagree	str disagree
2	3	7	4	1



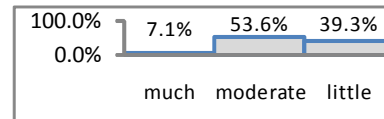
## Finds Study - Pottery - Medieval

n= 32

### About the Work

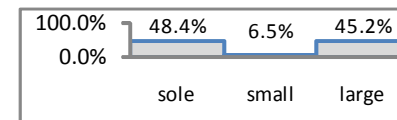
Charge / day	n	mean	SD	min	max
total	n= 25	£ 186.69	£ 63.86	£ 50.00	£ 320.00
with overheads	n= 18	£ 190.78	£ 68.12		
without overheads	n= 7	£ 174.29	£ 59.89		

Competition	n	count	label
n= 28	2	15	11
	great deal	moderate	very little

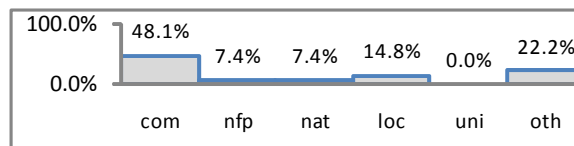


### About the Organisations

Sizes of Organisation	n	count	label
n= 31	15	2	14
	sole trader	small	large



Types of Organisation	n	count	label			
n= 27	13	2	2	4	0	6
	commercial	not for profit	nat gov	local gov	university	other



Location	n	count	percentage
east of england	n= 31	2	6.5%
east midlands	3	9.7%	
london	2	6.5%	
south-east england	2	6.5%	
south west england	5	16.1%	
north-east england	2	6.5%	
north-west england	1	3.2%	
west midlands	4	12.9%	
yorkshire & the humber	0	0.0%	
scotland	4	12.9%	
wales	3	9.7%	
northern ireland	0	0.0%	
channel islands	0	0.0%	
isle of man	0	0.0%	
outside uk	3	9.7%	



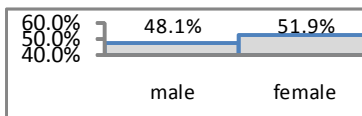
## Finds Study - Pottery - Medieval

### About the Specialists

#### Gender

n= 27

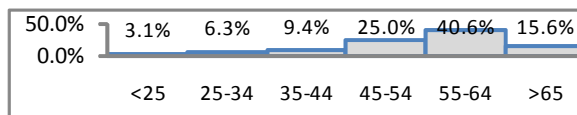
male	female
13	14



#### Age

n= 32

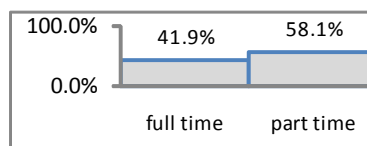
<25	25-34	35-44	45-54	55-64	>65
1	2	3	8	13	5



#### Hours Worked

n= 31

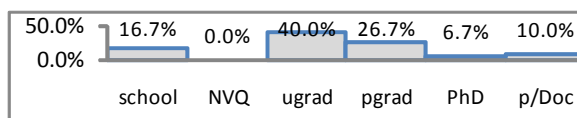
full time	part time
13	18



#### Highest Qualification

n= 30

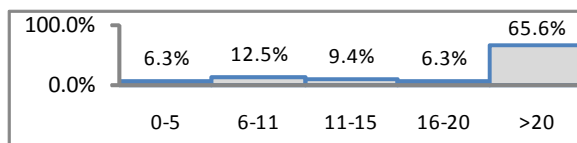
school	NVQ	ugrad	pgrad	PhD	p/Doc
5	0	12	8	2	3



#### Years Practising to Date

n= 32

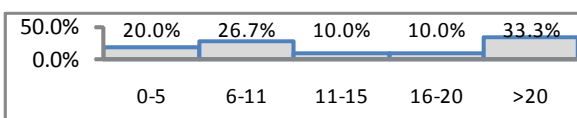
0-5	6-11	11-15	16-20	>20
2	4	3	2	21



#### Years Intending to Continue

n= 30

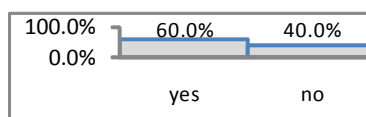
0-5	6-11	11-15	16-20	>20
6	8	3	3	10



#### Waiting List

n= 30

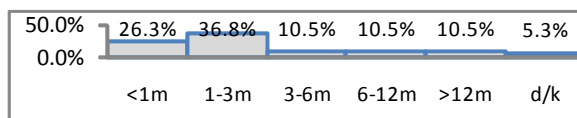
yes	no
18	12



#### Waiting List Length

n= 19

<1m	1-3m	3-6m	6-12m	>12m	d/k
5	7	2	2	2	1



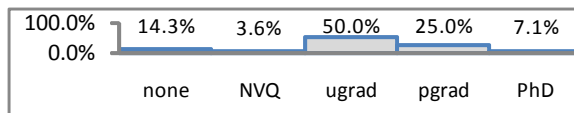
## Finds Study - Pottery - Medieval

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 28

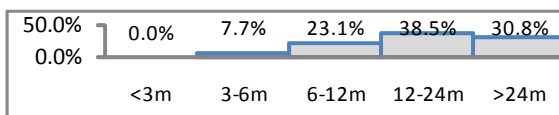
none	NVQ	ugrad	pgrad	PhD
4	1	14	7	2



#### New Entrant Experience Needed

n= 26

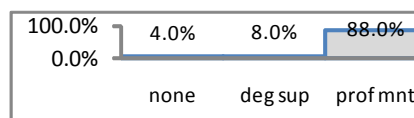
<3m	3-6m	6-12m	12-24m	>24m
0	2	6	10	8



#### New Entrant Guidance or Mentoring

n= 25

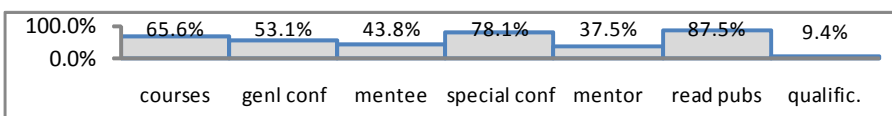
none	deg sup	prof mnt
1	2	22



#### CPD Mechanisms Preferred

n= 32

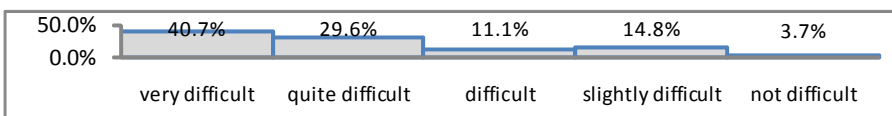
courses	genl conf	mentee	special co mentor	read pubs	qualific.
21	17	14	25	12	3



#### Access to Initial Training

n= 27

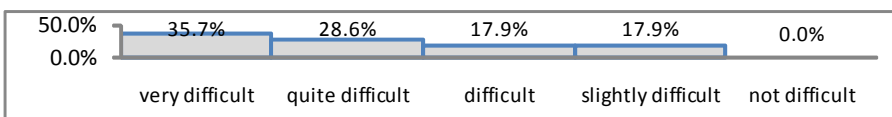
very	quite	difficult	slightly	not
11	8	3	4	1



#### Access to CPD Training

n= 28

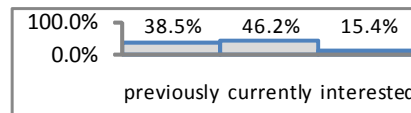
very	quite	difficult	slightly	not
10	8	5	5	0



#### Being a Trainer

n= 26

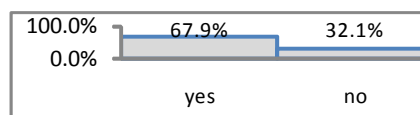
previously	currently	interested
10	12	4



#### Add to List of Trainers

n= 28

yes	no
19	9



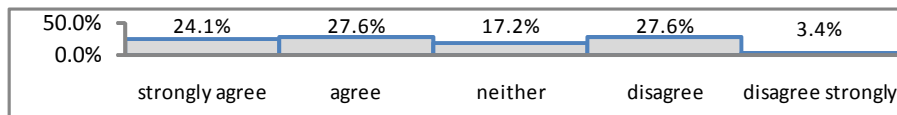
## Finds Study - Pottery - Medieval

### About the Changing Economic Situation

#### Reduced Projects

n= 29

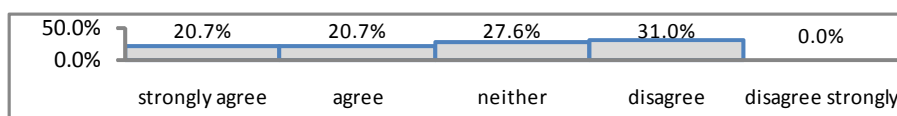
str agree	agree	neither	disagree	str disagree
7	8	5	8	1



#### Reduce Costs

n= 29

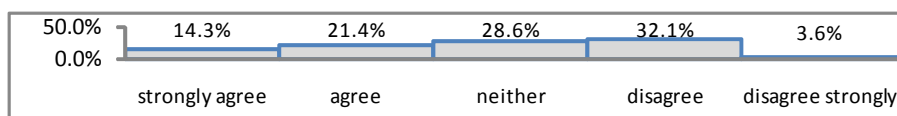
str agree	agree	neither	disagree	str disagree
6	6	8	9	0



#### Time Pressure

n= 28

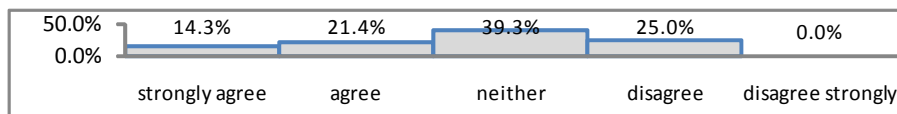
str agree	agree	neither	disagree	str disagree
4	6	8	9	1



#### Cut Back Aspects

n= 28

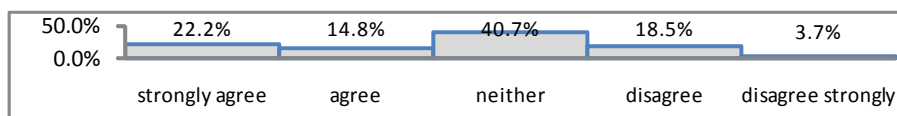
str agree	agree	neither	disagree	str disagree
4	6	11	7	0



#### Job Security Worries

n= 27

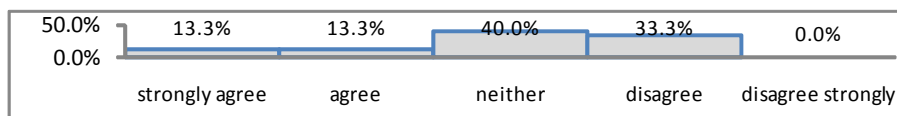
str agree	agree	neither	disagree	str disagree
6	4	11	5	1



#### Non-Specialist Duties

n= 15

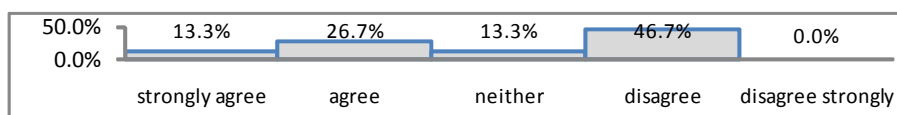
str agree	agree	neither	disagree	str disagree
2	2	6	5	0



#### Take Work Home

n= 15

str agree	agree	neither	disagree	str disagree
2	4	2	7	0



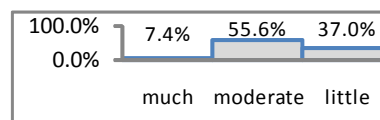
**Finds Study - Pottery - Post-Medieval****n= 32****About the Work****Charge / day**

	n=	mean	SD	min	max
<b>total</b>	27	£ 187.65	£ 62.87	£ 50.00	£ 320.00
<b>with overheads</b>	17	£ 199.94	£ 68.30		
<b>without overheads</b>	5	£ 156.00	£ 46.02		

**Competition**

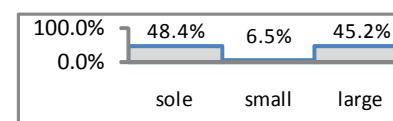
n= 27

	2	15	10
great deal			
moderate			
very little			

**About the Organisations****Sizes of Organisation**

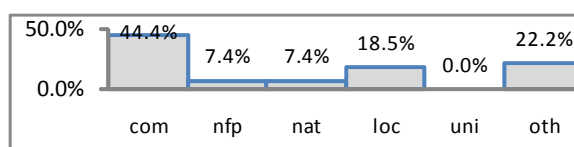
n= 31

	15	2	14
sole trader			
small			
large			

**Types of Organisation**

n= 27

	12	2	2	5	0	6
commercial						
not for profit						
nat gov						
local gov						
university						
other						

**Location**

n= 31

east of england	2	6.5%
east midlands	3	9.7%
london	2	6.5%
south-east england	2	6.5%
south west england	5	16.1%
north-east england	2	6.5%
north-west england	1	3.2%
west midlands	5	16.1%
yorkshire & the humber	0	0.0%
scotland	3	9.7%
wales	3	9.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	3	9.7%

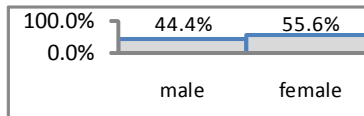
## Finds Study - Pottery - Post-Medieval

### About the Specialists

#### Gender

n= 27

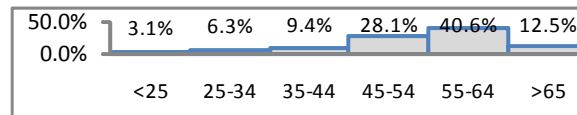
male	female
12	15



#### Age

n= 32

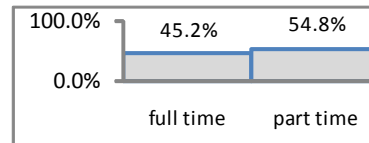
<25	25-34	35-44	45-54	55-64	>65
1	2	3	9	13	4



#### Hours Worked

n= 31

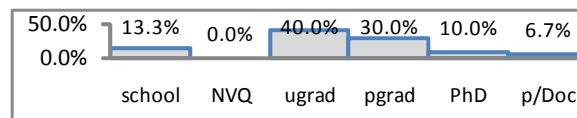
full time	part time
14	17



#### Highest Qualification

n= 30

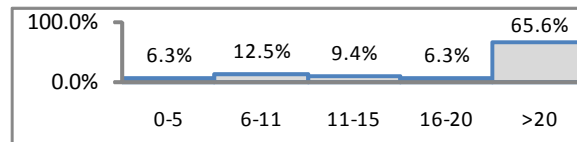
school	NVQ	ugrad	pgrad	PhD	p/Doc
4	0	12	9	3	2



#### Years Practising to Date

n= 32

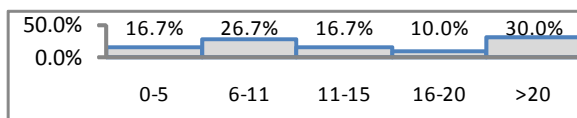
0-5	6-11	11-15	16-20	>20
2	4	3	2	21



#### Years Intending to Continue

n= 30

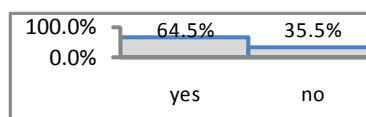
0-5	6-11	11-15	16-20	>20
5	8	5	3	9



#### Waiting List

n= 31

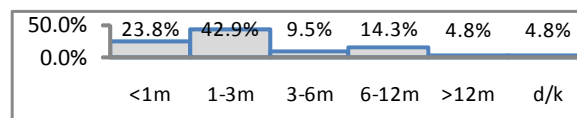
yes	no
20	11



#### Waiting List Length

n= 21

<1m	1-3m	3-6m	6-12m	>12m	d/k
5	9	2	3	1	1

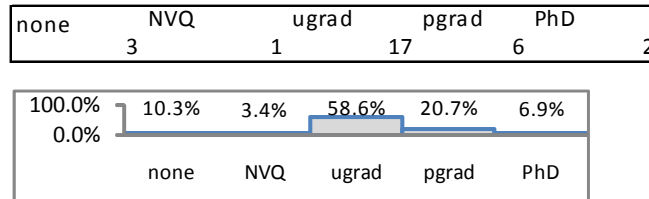


## Finds Study - Pottery - Post-Medieval

### About Training and Professional Development

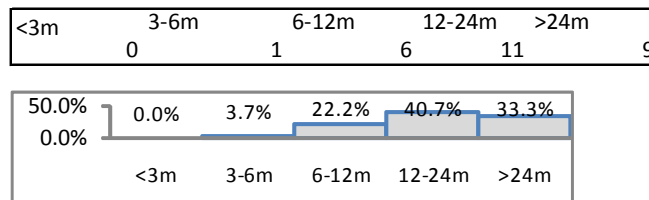
#### New Entrant Qualifications Needed

n= 29



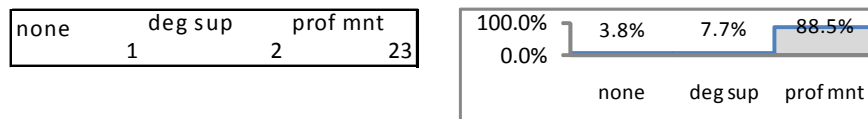
#### New Entrant Experience Needed

n= 27



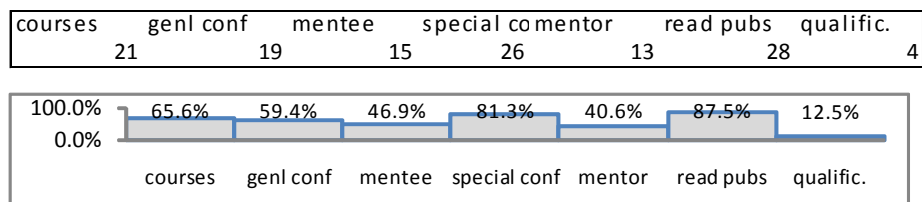
#### New Entrant Guidance or Mentoring

n= 26



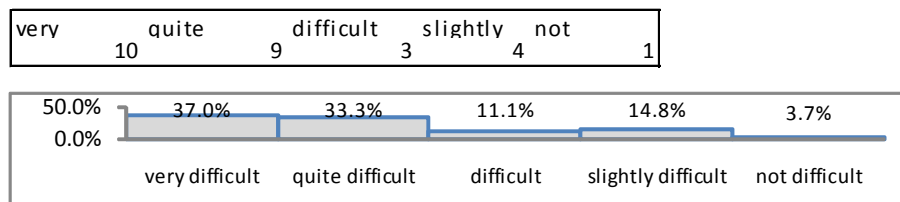
#### CPD Mechanisms Preferred

n= 32



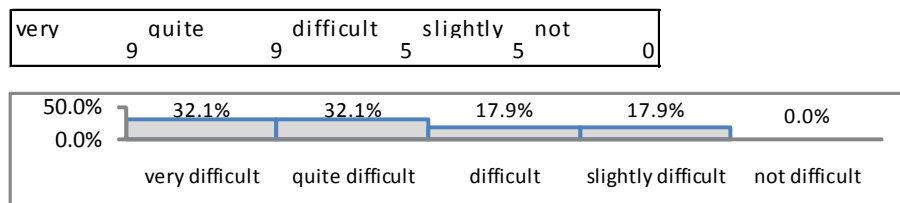
#### Access to Initial Training

n= 27



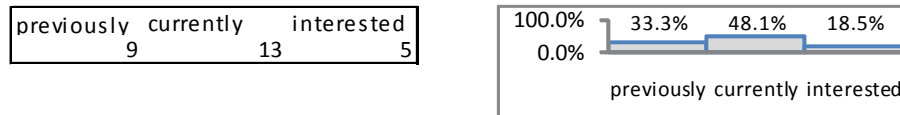
#### Access to CPD Training

n= 28



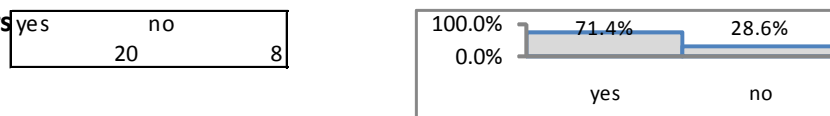
#### Being a Trainer

n= 27



#### Add to List of Trainers

n= 28



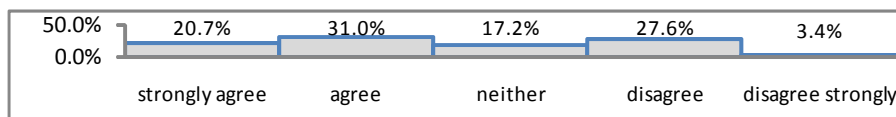
## Finds Study - Pottery - Post-Medieval

### About the Changing Economic Situation

#### Reduced Projects

n= 29

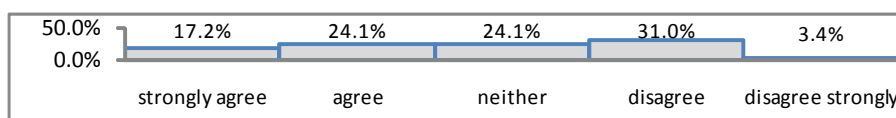
str agree	agree	neither	disagree	str disagree
6	9	5	8	1



#### Reduce Costs

n= 29

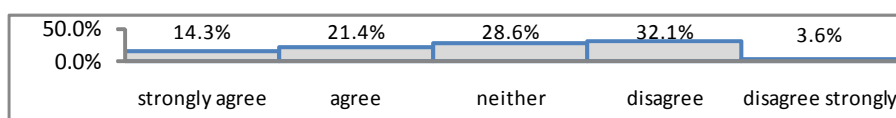
str agree	agree	neither	disagree	str disagree
5	7	7	9	1



#### Time Pressure

n= 28

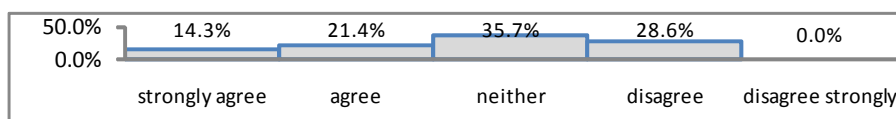
str agree	agree	neither	disagree	str disagree
4	6	8	9	1



#### Cut Back Aspects

n= 28

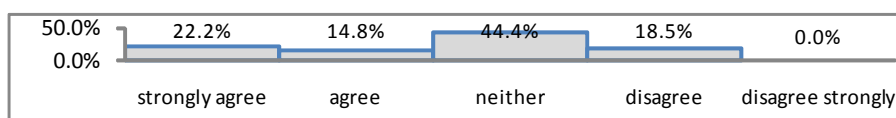
str agree	agree	neither	disagree	str disagree
4	6	10	8	0



#### Job Security Worries

n= 27

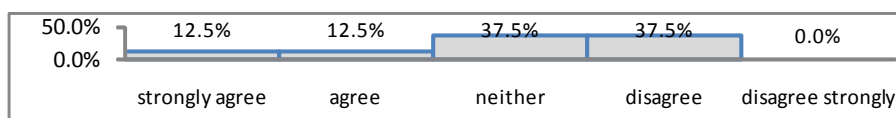
str agree	agree	neither	disagree	str disagree
6	4	12	5	0



#### Non-Specialist Duties

n= 16

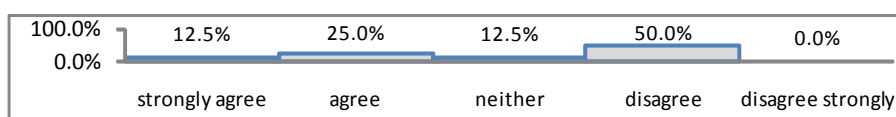
str agree	agree	neither	disagree	str disagree
2	2	6	6	0



#### Take Work Home

n= 16

str agree	agree	neither	disagree	str disagree
2	4	2	8	0

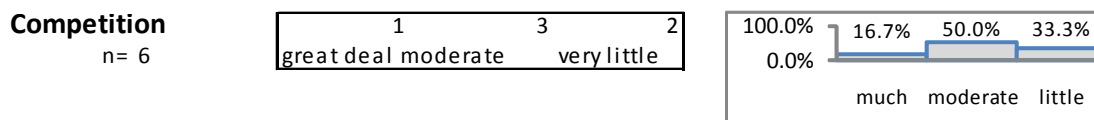


## Finds Study - Pottery - Ceramic Petrology

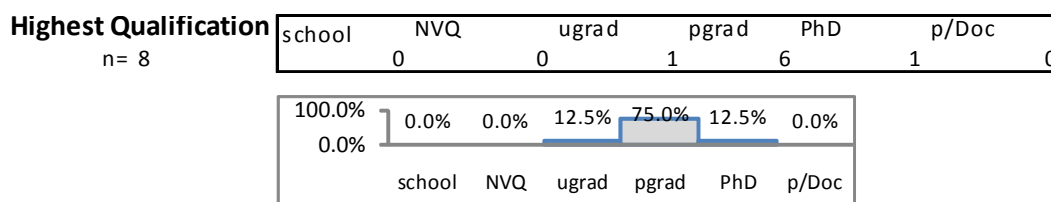
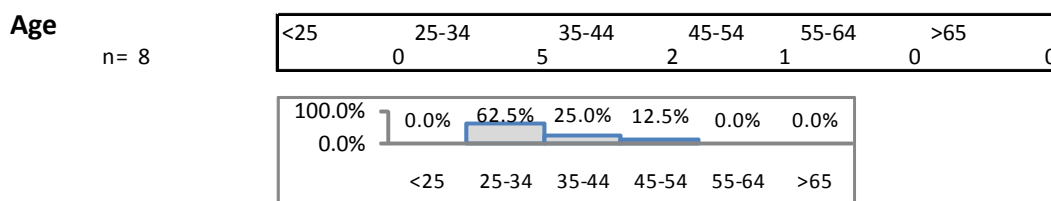
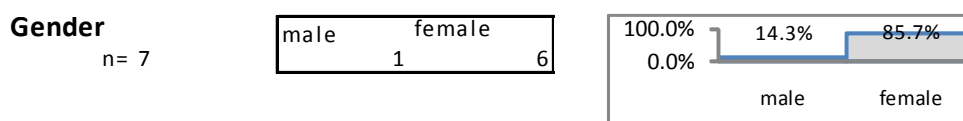
n= 8

### About the Work

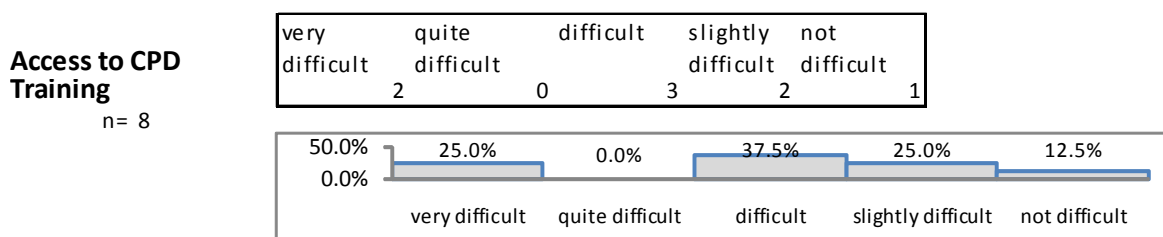
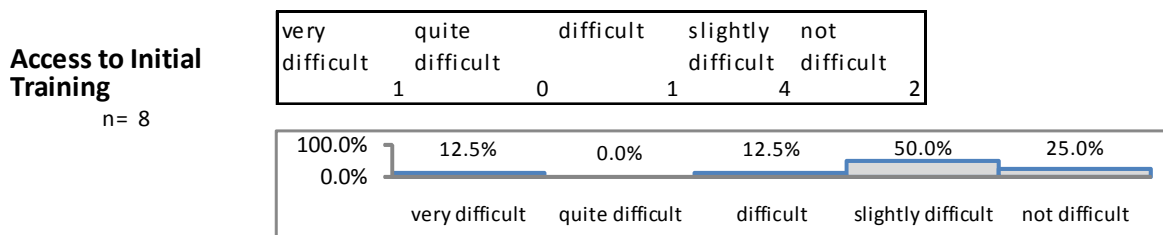
Charge / day	n	mean	SD	min	max
total	n= 6	£ 206.05	£ 67.25	£ 95.00	£ 254.00
with overheads	n= 3	£ 165.00	£ 78.58		
without overheads	n= 3	£ 247.10	£ 8.72		



### About the Specialists



### About Training and Professional Development





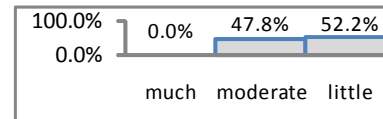
**Finds Study - CBM - Brick****n= 33****About the Work****Charge / day****total****with overheads****without overheads**

	n=	mean	SD	min	max
total	26	£ 188.56	£ 55.38	£ 75.00	£ 280.00
with overheads	16	£ 202.75	£ 61.53		
without overheads	5	£ 148.00	£ 29.50		

**Competition**

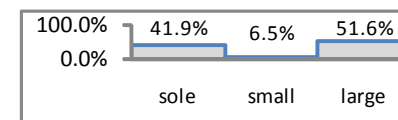
n= 23

	0	11	12
great deal			
moderate			
very little			

**About the Organisations****Sizes of Organisation**

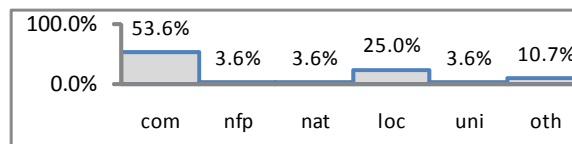
n= 31

	13	2	16
sole trader			
small			
large			

**Types of Organisation**

n= 28

	15	1	1	7	1	3
commercial						
not for profit						
nat gov						
local gov						
university						
other						

**Location**

n= 30

east of england	4	13.3%
east midlands	2	6.7%
london	2	6.7%
south-east england	4	13.3%
south west england	3	10.0%
north-east england	4	13.3%
north-west england	2	6.7%
west midlands	3	10.0%
yorkshire & the humber	1	3.3%
scotland	2	6.7%
wales	2	6.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	3.3%

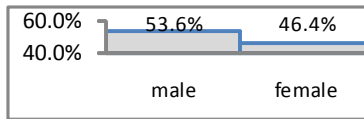
## Finds Study - CBM - Brick

### About the Specialists

#### Gender

n= 28

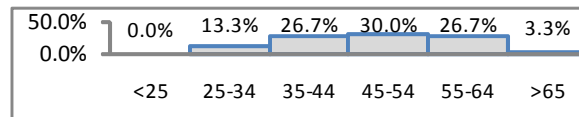
male	female
15	13



#### Age

n= 30

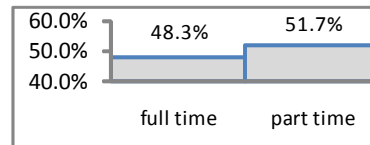
<25	25-34	35-44	45-54	55-64	>65
0	4	8	9	8	1



#### Hours Worked

n= 29

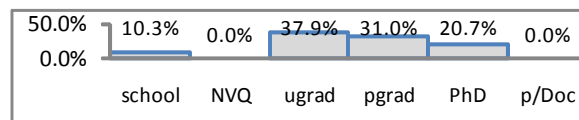
full time	part time
14	15



#### Highest Qualification

n= 29

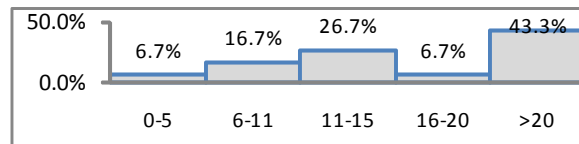
school	NVQ	ugrad	pgrad	PhD	p/Doc
3	0	11	9	6	0



#### Years Practising to Date

n= 30

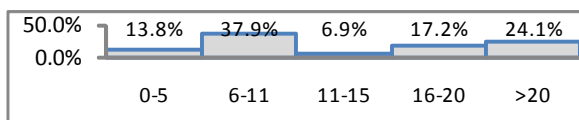
0-5	6-11	11-15	16-20	>20
2	5	8	2	13



#### Years Intending to Continue

n= 29

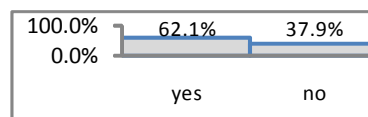
0-5	6-11	11-15	16-20	>20
4	11	2	5	7



#### Waiting List

n= 29

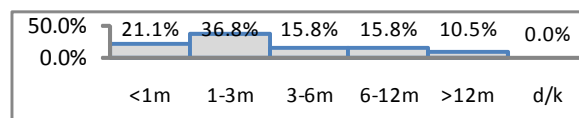
yes	no
18	11



#### Waiting List Length

n= 19

<1m	1-3m	3-6m	6-12m	>12m	d/k
4	7	3	3	2	0

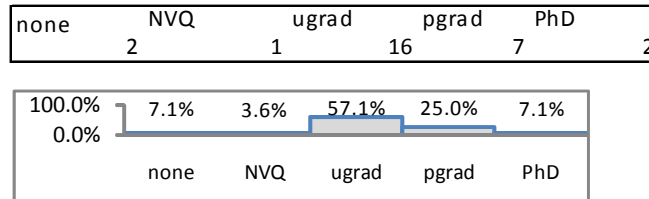


## Finds Study - CBM - Brick

### About Training and Professional Development

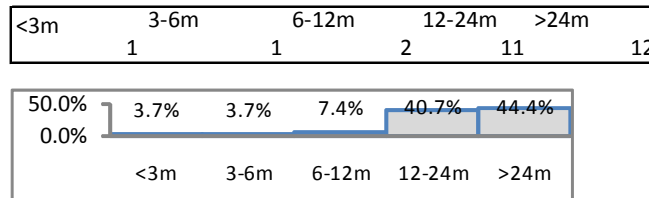
#### New Entrant Qualifications Needed

n= 28



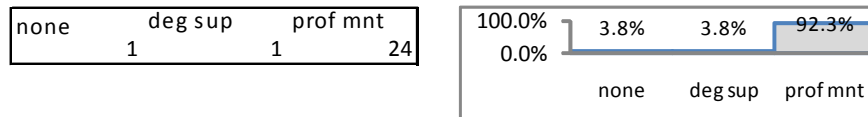
#### New Entrant Experience Needed

n= 27



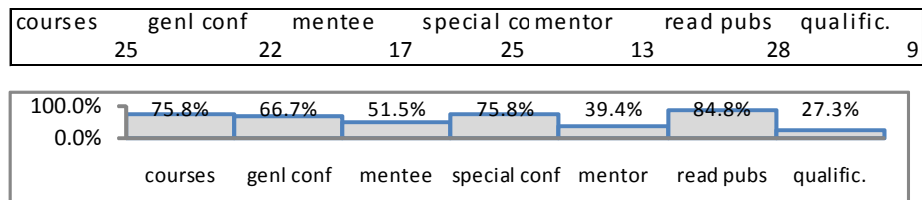
#### New Entrant Guidance or Mentoring

n= 26



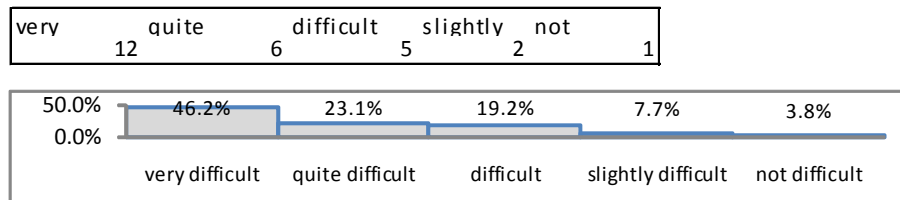
#### CPD Mechanisms Preferred

n= 33



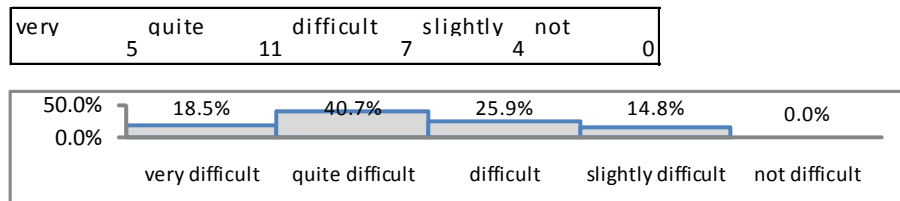
#### Access to Initial Training

n= 26



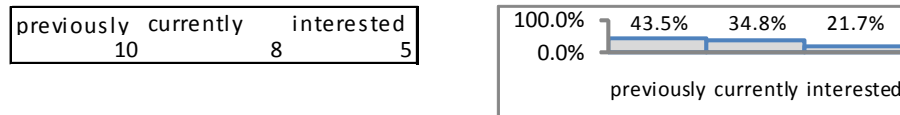
#### Access to CPD Training

n= 27



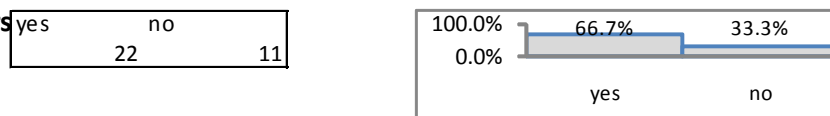
#### Being a Trainer

n= 23



#### Add to List of Trainers

n= 33



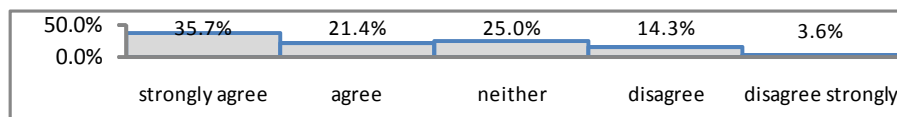
## Finds Study - CBM - Brick

### About the Changing Economic Situation

#### Reduced Projects

n= 28

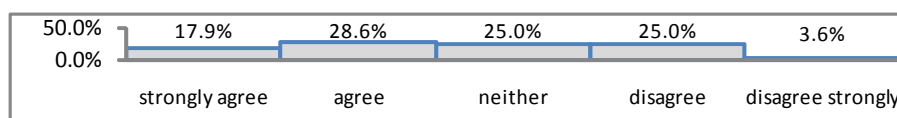
str agree	agree	neither	disagree	str disagree
10	6	7	4	1



#### Reduce Costs

n= 28

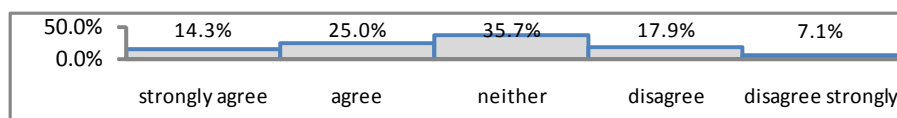
str agree	agree	neither	disagree	str disagree
5	8	7	7	1



#### Time Pressure

n= 28

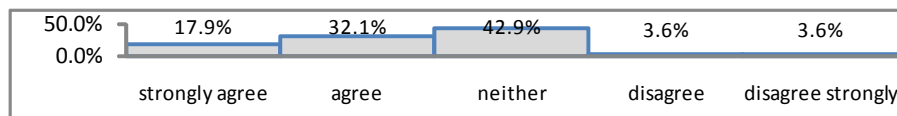
str agree	agree	neither	disagree	str disagree
4	7	10	5	2



#### Cut Back Aspects

n= 28

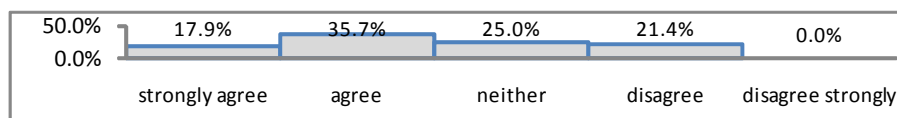
str agree	agree	neither	disagree	str disagree
5	9	12	1	1



#### Job Security Worries

n= 28

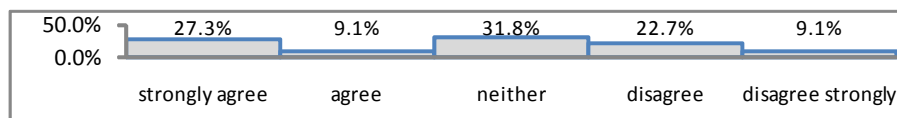
str agree	agree	neither	disagree	str disagree
5	10	7	6	0



#### Non-Specialist Duties

n= 22

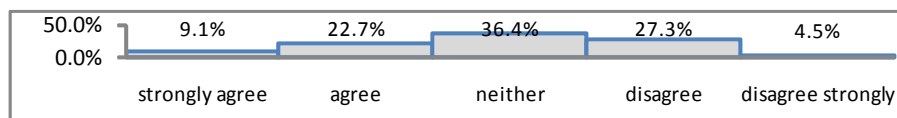
str agree	agree	neither	disagree	str disagree
6	2	7	5	2



#### Take Work Home

n= 22

str agree	agree	neither	disagree	str disagree
2	5	8	6	1



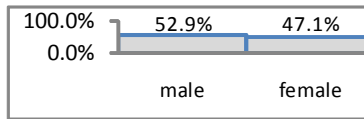
## Finds Study - CBM - tile

### About the Specialists

#### Gender

n= 34

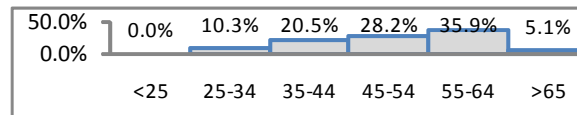
male	female
18	16



#### Age

n= 39

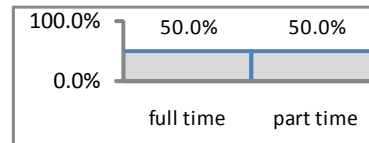
<25	25-34	35-44	45-54	55-64	>65
0	4	8	11	14	2



#### Hours Worked

n= 38

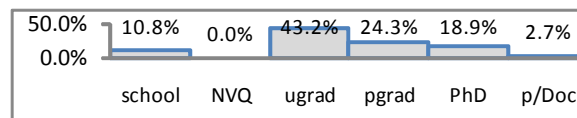
full time	part time
19	19



#### Highest Qualification

n= 37

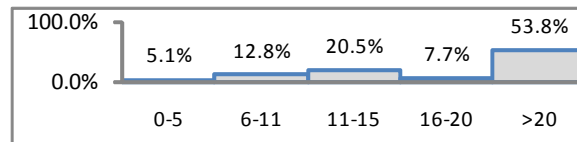
school	NVQ	ugrad	pgrad	PhD	p/Doc
4	0	16	9	7	1



#### Years Practising to Date

n= 39

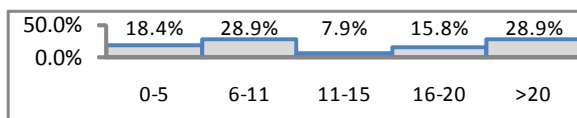
0-5	6-11	11-15	16-20	>20
2	5	8	3	21



#### Years Intending to Continue

n= 38

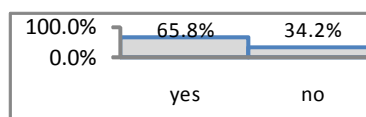
0-5	6-11	11-15	16-20	>20
7	11	3	6	11



#### Waiting List

n= 38

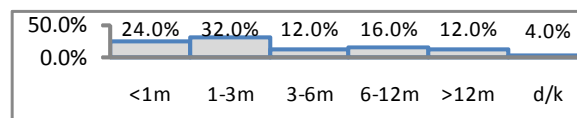
yes	no
25	13



#### Waiting List Length

n= 25

<1m	1-3m	3-6m	6-12m	>12m	d/k
6	8	3	4	3	1



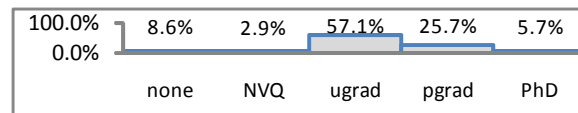
## Finds Study - CBM - tile

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 35

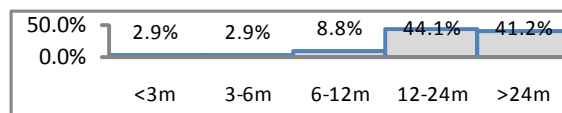
none	NVQ	ugrad	pgrad	PhD
3	1	20	9	2



#### New Entrant Experience Needed

n= 34

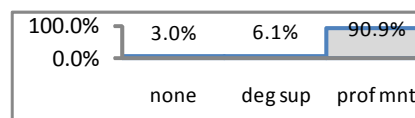
<3m	3-6m	6-12m	12-24m	>24m
1	1	3	15	14



#### New Entrant Guidance or Mentoring

n= 33

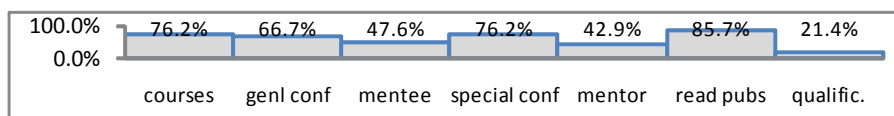
none	deg sup	prof mnt
1	2	30



#### CPD Mechanisms Preferred

n= 42

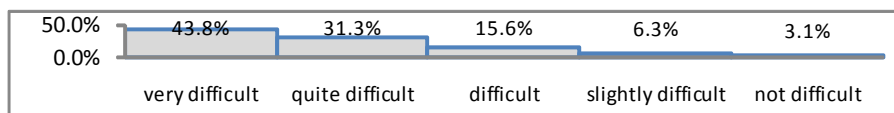
courses	genl conf	mentee	special co mentor	read pubs	qualific.
32	28	20	32	18	36



#### Access to Initial Training

n= 32

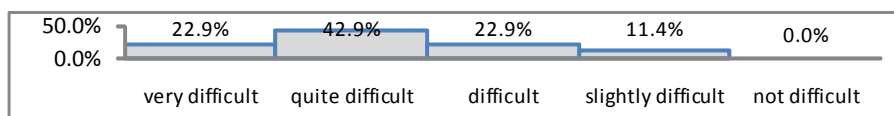
very difficult	quite difficult	difficult	slightly difficult	not difficult
14	10	5	2	1



#### Access to CPD Training

n= 35

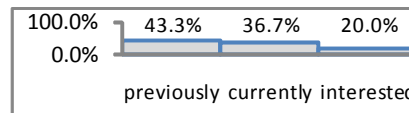
very difficult	quite difficult	difficult	slightly difficult	not difficult
8	15	8	4	0



#### Being a Trainer

n= 30

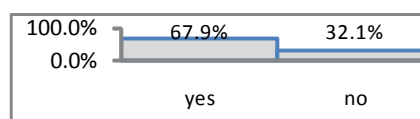
previously	currently	interested
13	11	6



#### Add to List of Trainers

n= 28

yes	no
19	9



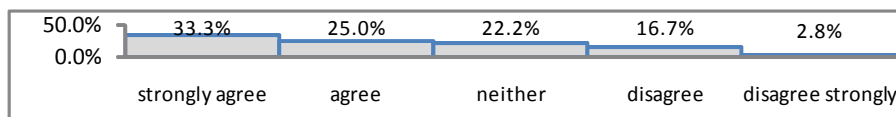
## Finds Study - CBM - tile

### About the Changing Economic Situation

#### Reduced Projects

n= 36

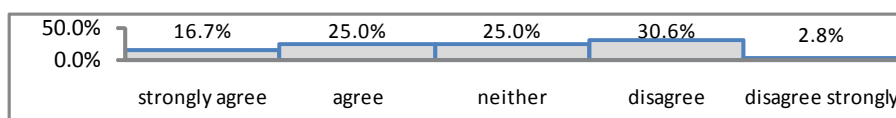
str agree	agree	neither	disagree	str disagree
12	9	8	6	1



#### Reduce Costs

n= 36

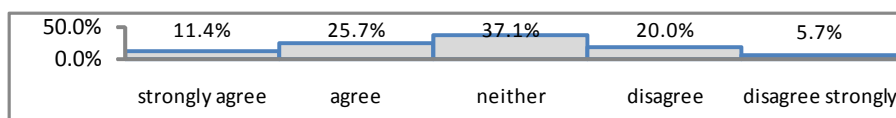
str agree	agree	neither	disagree	str disagree
6	9	9	11	1



#### Time Pressure

n= 35

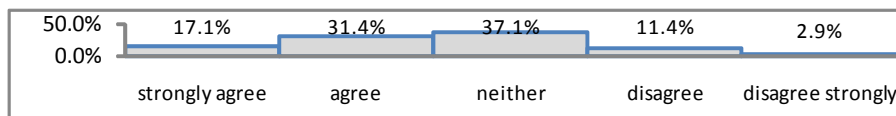
str agree	agree	neither	disagree	str disagree
4	9	13	7	2



#### Cut Back Aspects

n= 35

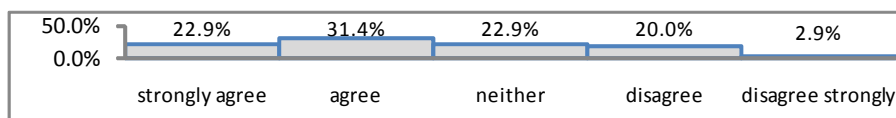
str agree	agree	neither	disagree	str disagree
6	11	13	4	1



#### Job Security Worries

n= 35

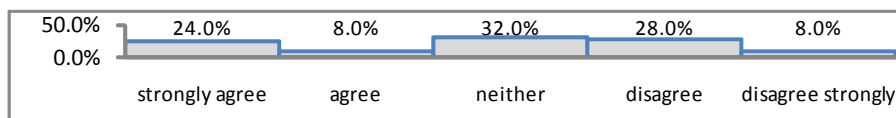
str agree	agree	neither	disagree	str disagree
8	11	8	7	1



#### Non-Specialist Duties

n= 25

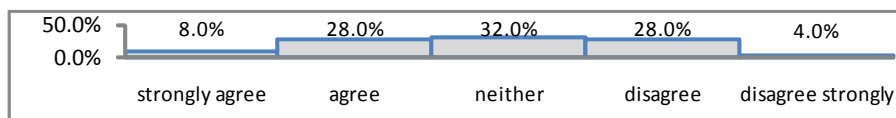
str agree	agree	neither	disagree	str disagree
6	2	8	7	2



#### Take Work Home

n= 25

str agree	agree	neither	disagree	str disagree
2	7	8	7	1

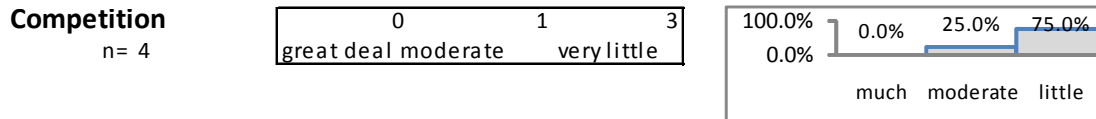


## Finds Study - CBM - Mosaic

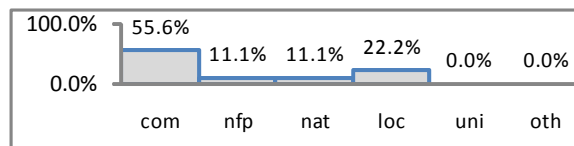
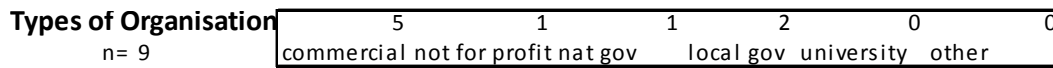
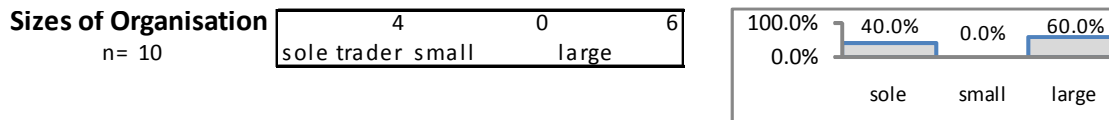
n= 10

### About the Work

Charge / day	n	mean	SD	min	max
total	n= 7	£ 172.14	£ 68.24	£ 75.00	£ 270.00
with overheads	n= 4	£ 166.25	£ 93.75		
without overheads	n= 0	£ -	£ -		



### About the Organisations



**Location**  
n= 9

east of england	2	22.2%
east midlands	1	11.1%
london	1	11.1%
south-east england	0	0.0%
south west england	1	11.1%
north-east england	0	0.0%
north-west england	1	11.1%
west midlands	1	11.1%
yorkshire & the humber	1	11.1%
scotland	0	0.0%
wales	1	11.1%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%



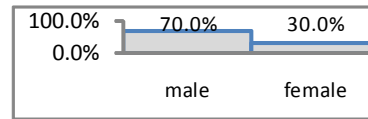
## Finds Study - CBM - Mosaic

### About the Specialists

#### Gender

n= 10

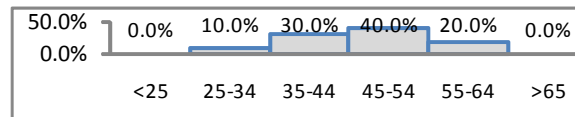
male	female
7	3



#### Age

n= 10

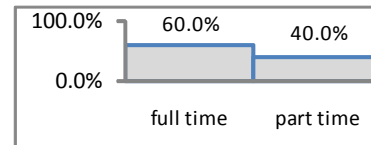
<25	25-34	35-44	45-54	55-64	>65
0	1	3	4	2	0



#### Hours Worked

n= 10

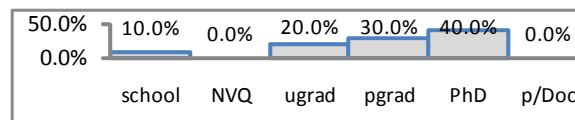
full time	part time
6	4



#### Highest Qualification

n= 10

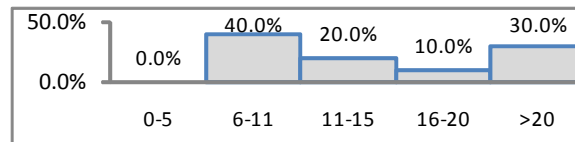
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	2	3	4	0



#### Years Practising to Date

n= 10

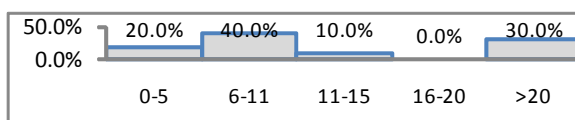
0-5	6-11	11-15	16-20	>20
0	4	2	1	3



#### Years Intending to Continue

n= 10

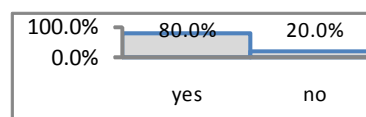
0-5	6-11	11-15	16-20	>20
2	4	1	0	3



#### Waiting List

n= 10

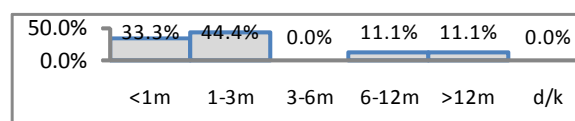
yes	no
8	2



#### Waiting List Length

n= 9

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	4	0	1	1	0

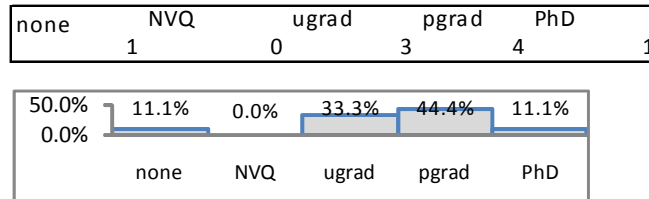


## Finds Study - CBM - Mosaic

### About Training and Professional Development

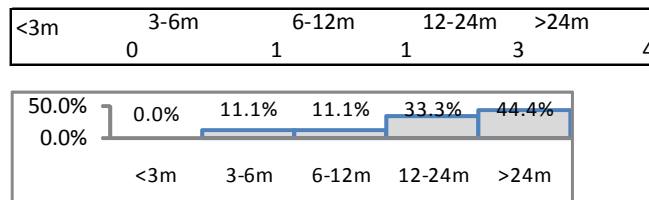
#### New Entrant Qualifications Needed

n= 9



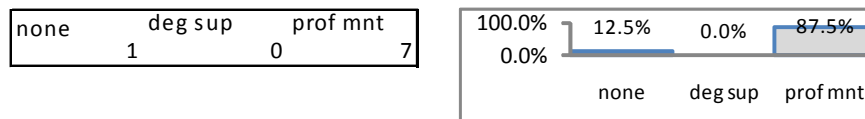
#### New Entrant Experience Needed

n= 9



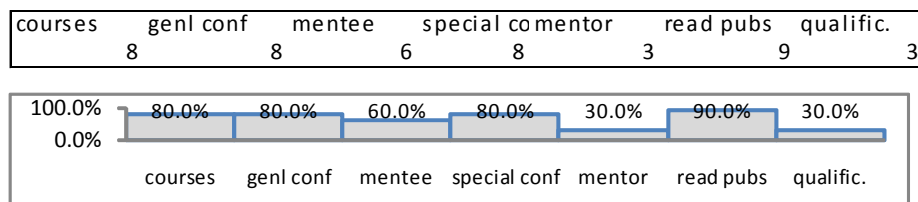
#### New Entrant Guidance or Mentoring

n= 8



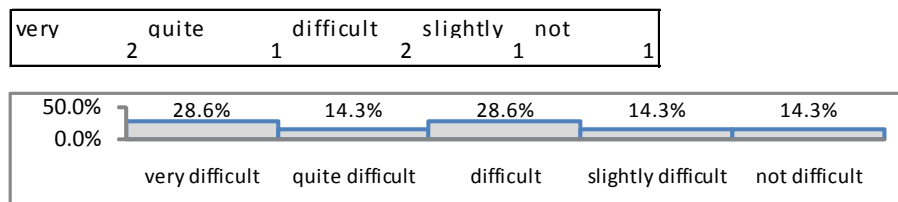
#### CPD Mechanisms Preferred

n= 10



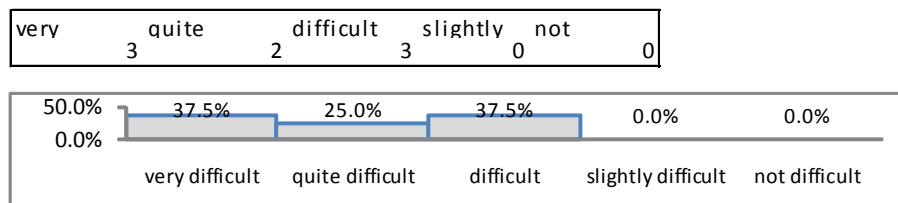
#### Access to Initial Training

n= 7



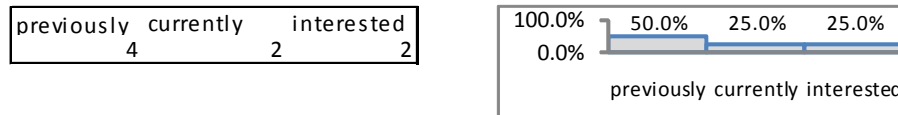
#### Access to CPD Training

n= 8



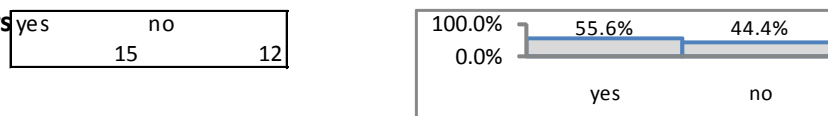
#### Being a Trainer

n= 8



#### Add to List of Trainers

n= 27



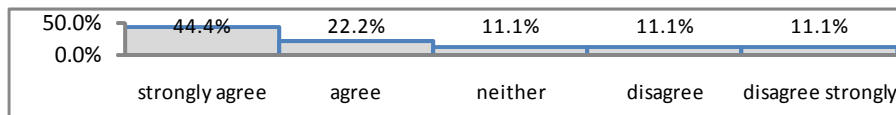
## Finds Study - CBM - Mosaic

### About the Changing Economic Situation

#### Reduced Projects

n = 9

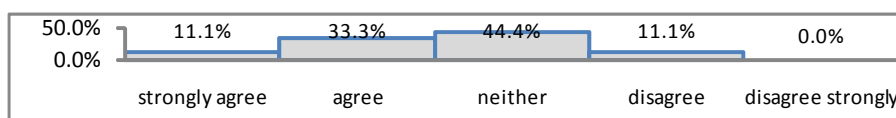
str agree	agree	neither	disagree	str disagree
	4	2	1	1



#### Reduce Costs

n = 9

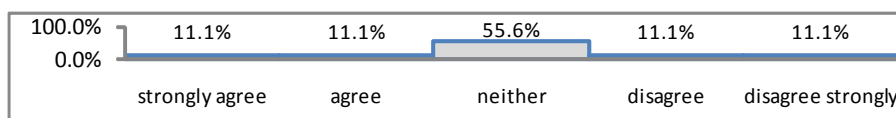
str agree	agree	neither	disagree	str disagree
1	3	4	1	0



#### Time Pressure

n = 9

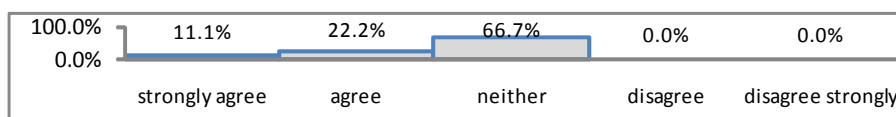
str agree	agree	neither	disagree	str disagree
1	1	5	1	1



#### Cut Back Aspects

n = 9

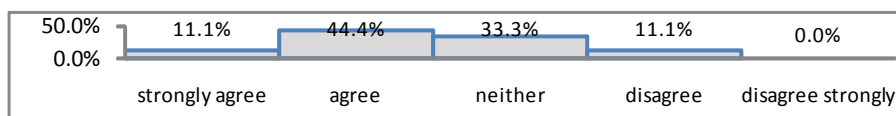
str agree	agree	neither	disagree	str disagree
1	2	6	0	0



#### Job Security Worries

n = 9

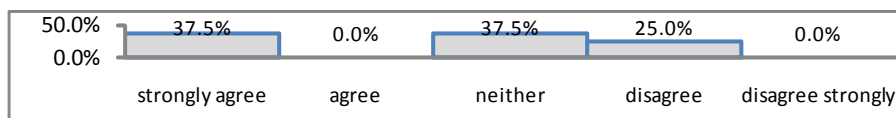
str agree	agree	neither	disagree	str disagree
1	4	3	1	0



#### Non-Specialist Duties

n = 8

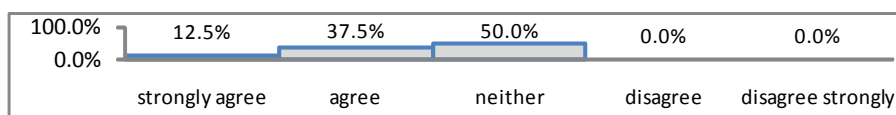
str agree	agree	neither	disagree	str disagree
3	0	3	2	0



#### Take Work Home

n = 8

str agree	agree	neither	disagree	str disagree
1	3	4	0	0



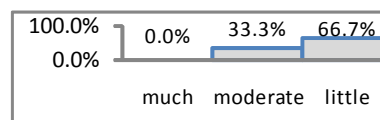
**Finds Study - Clay Pipe****n= 10****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 7	£ 147.14	£ 85.58	£ 50.00	£ 320.00
<b>with overheads</b>	n= 5	£ 156.00	£ 101.64		
<b>without overheads</b>	n= 1	£ 100.00	£ -		

**Competition**

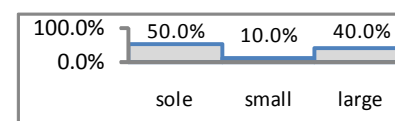
n= 9

	0	3	6
great deal			
moderate			
very little			

**About the Organisations****Sizes of Organisation**

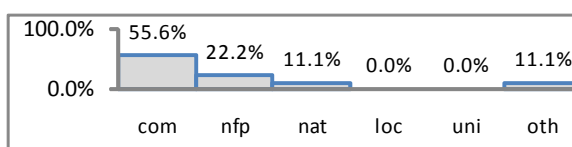
n= 10

	5	1	4
sole trader			
small			
large			

**Types of Organisation**

n= 9

	5	2	1	0	0	1
commercial						
not for profit						
nat gov						
local gov						
university						
other						

**Location**

n= 10

east of england	0	0.0%
east midlands	0	0.0%
london	2	20.0%
south-east england	1	10.0%
south west england	2	20.0%
north-east england	2	20.0%
north-west england	1	10.0%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	0	0.0%
wales	2	20.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

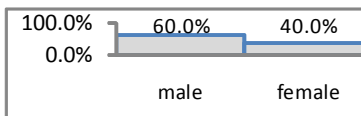
## Finds Study - Clay Pipe

### About the Specialists

#### Gender

n= 10

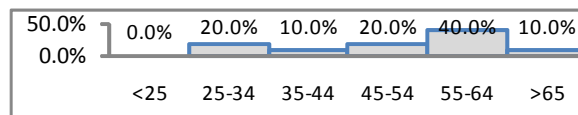
male	female
6	4



#### Age

n= 10

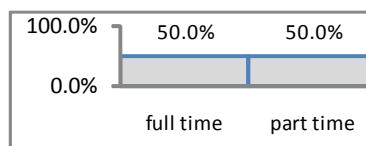
<25	25-34	35-44	45-54	55-64	>65
0	2	2	1	2	4



#### Hours Worked

n= 10

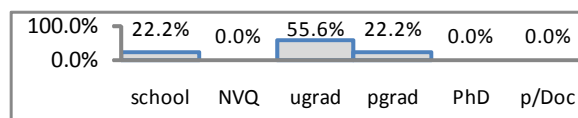
full time	part time
5	5



#### Highest Qualification

n= 9

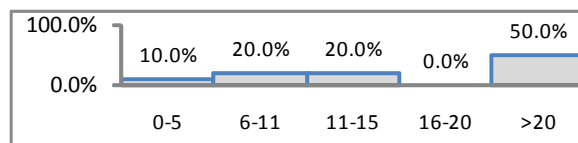
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	5	2	0	0



#### Years Practising to Date

n= 10

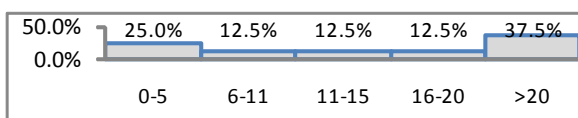
0-5	6-11	11-15	16-20	>20
1	2	2	0	5



#### Years Intending to Continue

n= 8

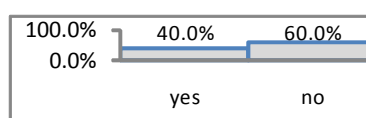
0-5	6-11	11-15	16-20	>20
2	1	1	1	3



#### Waiting List

n= 10

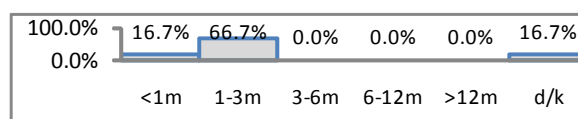
yes	no
4	6



#### Waiting List Length

n= 6

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	4	0	0	0	1

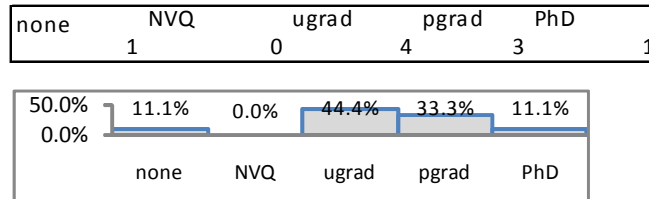


## Finds Study - Clay Pipe

### About Training and Professional Development

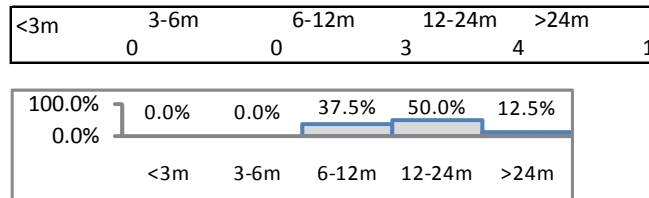
#### New Entrant Qualifications Needed

n= 9



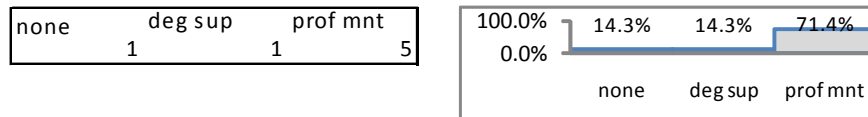
#### New Entrant Experience Needed

n= 8



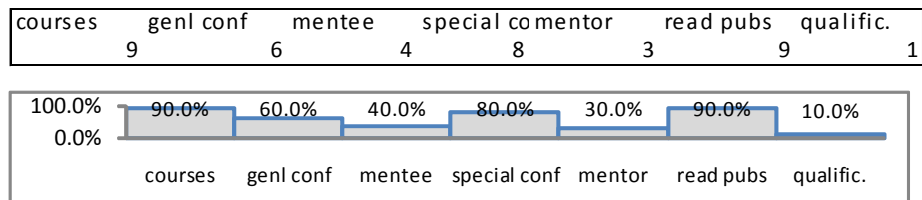
#### New Entrant Guidance or Mentoring

n= 7



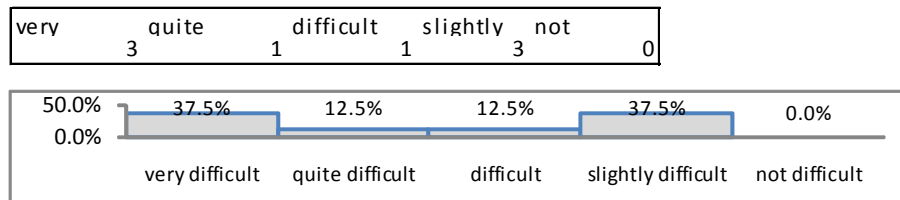
#### CPD Mechanisms Preferred

n= 10



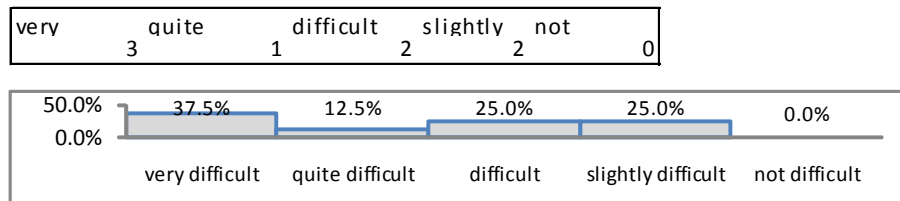
#### Access to Initial Training

n= 8



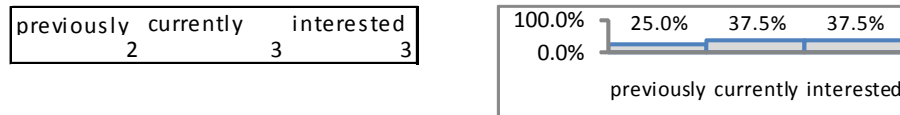
#### Access to CPD Training

n= 8



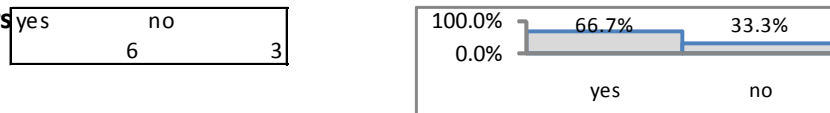
#### Being a Trainer

n= 8



#### Add to List of Trainers

n= 9



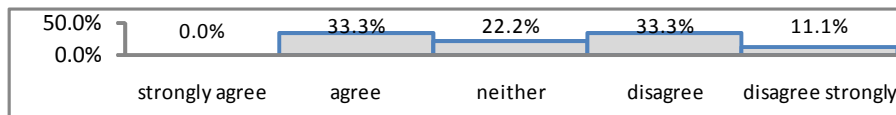
## Finds Study - Clay Pipe

### About the Changing Economic Situation

#### Reduced Projects

n = 9

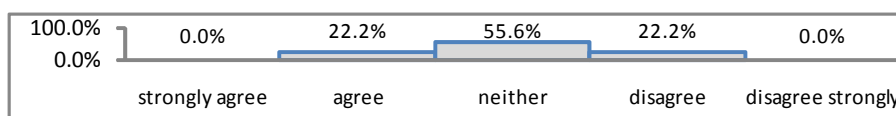
str agree	agree	neither	disagree	str disagree
0	3	2	3	1



#### Reduce Costs

n = 9

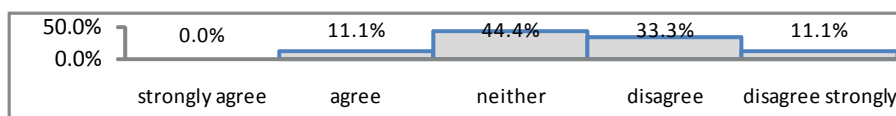
str agree	agree	neither	disagree	str disagree
0	2	5	2	0



#### Time Pressure

n = 9

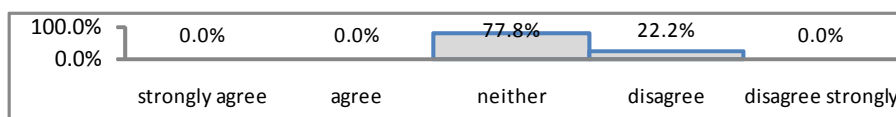
str agree	agree	neither	disagree	str disagree
0	1	4	3	1



#### Cut Back Aspects

n = 9

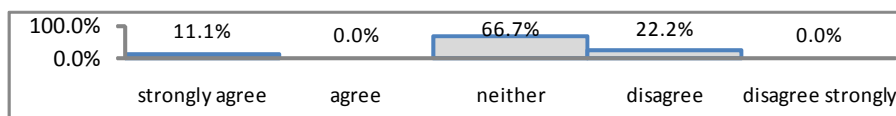
str agree	agree	neither	disagree	str disagree
0	0	7	2	0



#### Job Security Worries

n = 9

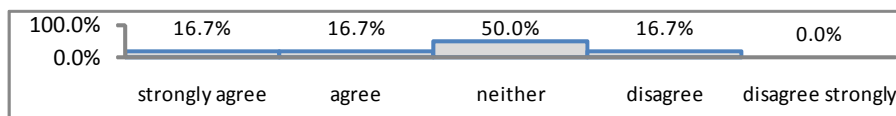
str agree	agree	neither	disagree	str disagree
1	0	6	2	0



#### Non-Specialist Duties

n = 6

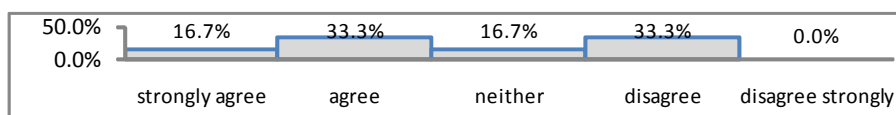
str agree	agree	neither	disagree	str disagree
1	1	3	1	0



#### Take Work Home

n = 6

str agree	agree	neither	disagree	str disagree
1	2	1	2	0



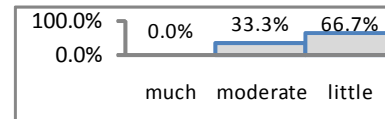
**Finds Study - Worked Stone - Carved****n= 14****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 8	£ 173.63	£ 84.16	£ 30.00	£ 279.00
<b>with overheads</b>	n= 6	£ 196.50	£ 71.79		
<b>without overheads</b>	n= 1	£ 30.00	.		

**Competition**

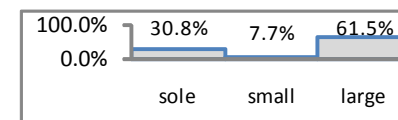
n= 9

	0	3	6
great deal			
moderate			
very little			

**About the Organisations****Sizes of Organisation**

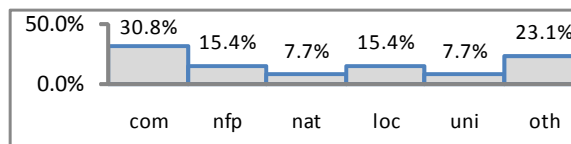
n= 13

	4	1	8
sole trader			
small			
large			

**Types of Organisation**

n= 13

	4	2	1	2	1	3
commercial						
not for profit						
nat gov						
local gov						
university						
other						

**Location**

n= 13

east of england	1	7.7%
east midlands	1	7.7%
london	0	0.0%
south-east england	0	0.0%
south west england	3	23.1%
north-east england	1	7.7%
north-west england	1	7.7%
west midlands	1	7.7%
yorkshire & the humber	1	7.7%
scotland	1	7.7%
wales	1	7.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	2	15.4%



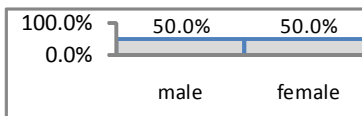
## Finds Study - Worked Stone - Carved

### About the Specialists

#### Gender

n= 12

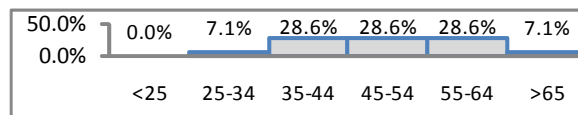
male	female
6	6



#### Age

n= 10

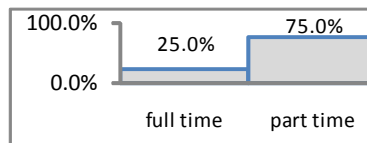
<25	25-34	35-44	45-54	55-64	>65
0	1	4	4	4	1



#### Hours Worked

n= 12

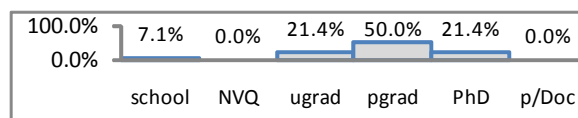
full time	part time
3	9



#### Highest Qualification

n= 14

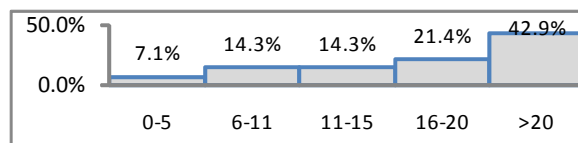
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	3	7	3	0



#### Years Practising to Date

n= 14

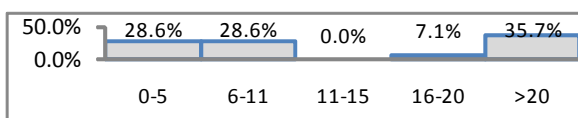
0-5	6-11	11-15	16-20	>20
1	2	2	3	6



#### Years Intending to Continue

n= 14

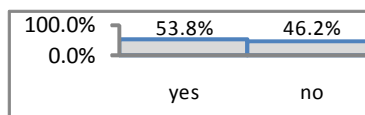
0-5	6-11	11-15	16-20	>20
4	4	0	1	5



#### Waiting List

n= 13

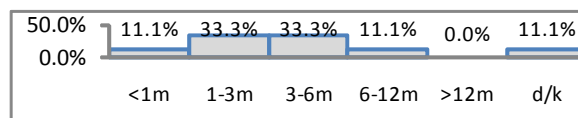
yes	no
7	6



#### Waiting List Length

n= 9

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	3	3	1	0	1

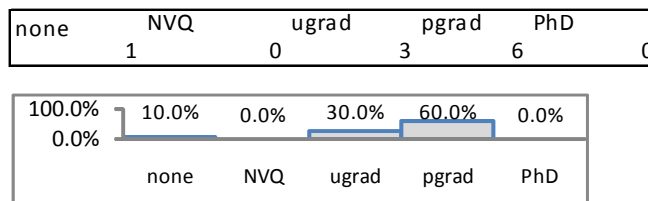


## Finds Study - Worked Stone - Carved

### About Training and Professional Development

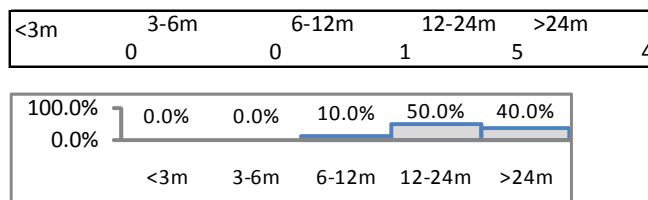
#### New Entrant Qualifications Needed

n= 10



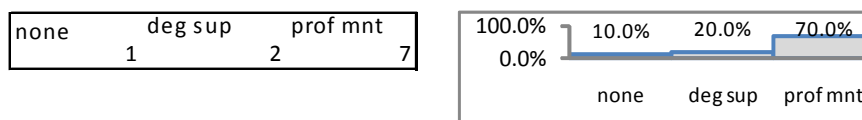
#### New Entrant Experience Needed

n= 10



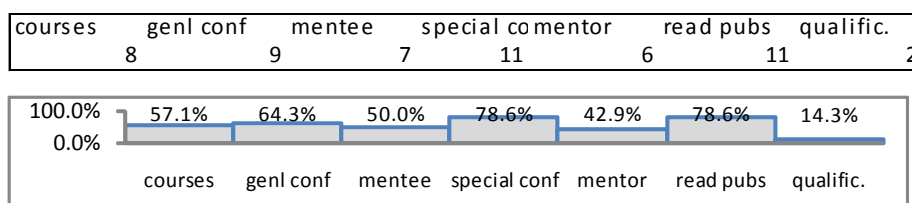
#### New Entrant Guidance or Mentoring

n= 10



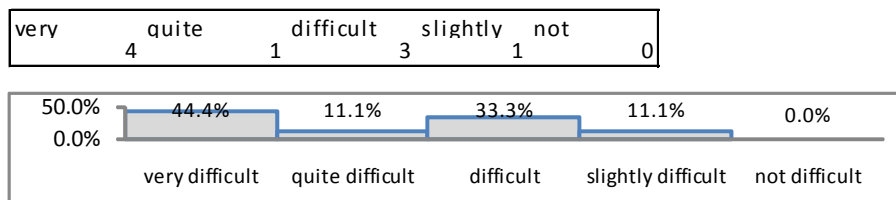
#### CPD Mechanisms Preferred

n= 14



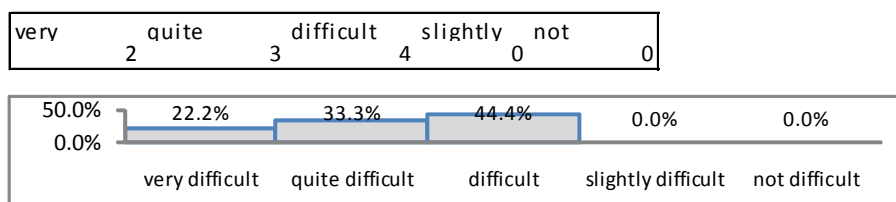
#### Access to Initial Training

n= 9



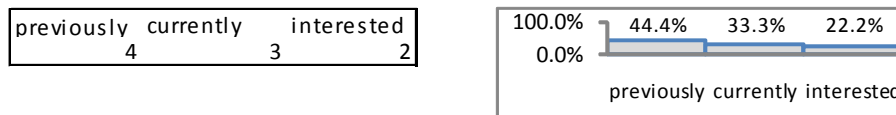
#### Access to CPD Training

n= 9



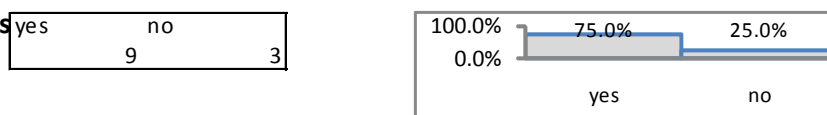
#### Being a Trainer

n= 9



#### Add to List of Trainers

n= 12



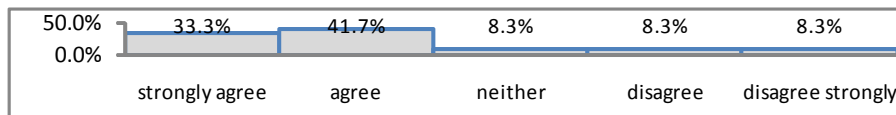
## Finds Study - Worked Stone - Carved

### About the Changing Economic Situation

#### Reduced Projects

n= 12

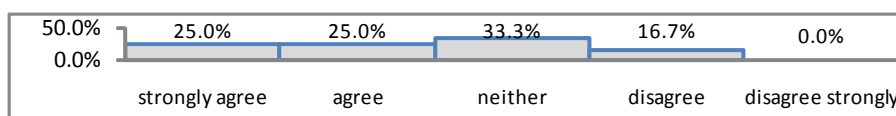
str agree	agree	neither	disagree	str disagree
	4	5	1	1



#### Reduce Costs

n= 12

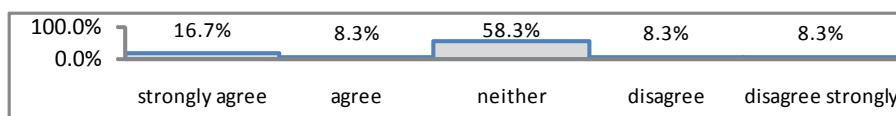
str agree	agree	neither	disagree	str disagree
	3	3	4	2



#### Time Pressure

n= 12

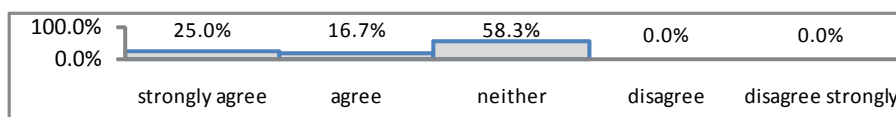
str agree	agree	neither	disagree	str disagree
	2	1	7	1



#### Cut Back Aspects

n= 12

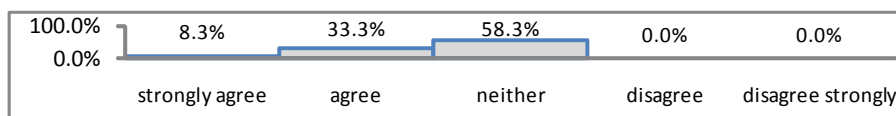
str agree	agree	neither	disagree	str disagree
	3	2	7	0



#### Job Security Worries

n= 12

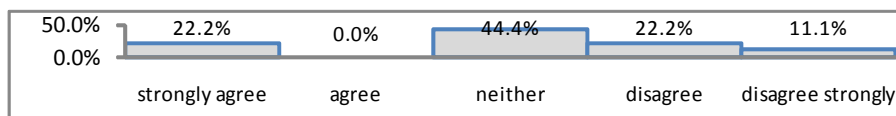
str agree	agree	neither	disagree	str disagree
	1	4	7	0



#### Non-Specialist Duties

n= 9

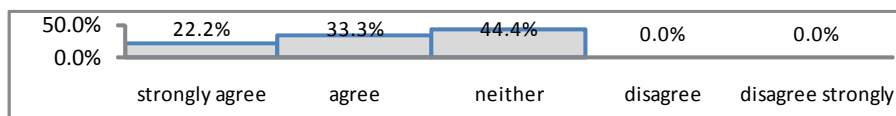
str agree	agree	neither	disagree	str disagree
	2	0	4	2



#### Take Work Home

n= 9

str agree	agree	neither	disagree	str disagree
	2	3	4	0



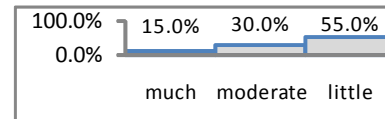
**Finds Study - Worked Stone - Flaked****n= 28****About the Work****Charge / day****total****with overheads****without overheads**

	n=	mean	SD	min	max
total	19	£ 182.37	£ 67.21	£ 80.00	£ 320.00
with overheads	14	£ 195.36	£ 69.74		
without overheads	4	£ 137.50	£ 50.58		

**Competition**

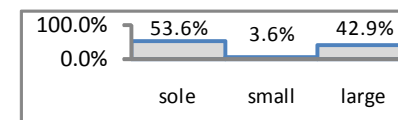
n= 20

	3	6	11
	great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

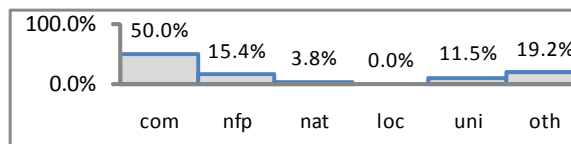
n= 28

	15	1	12
	sole trader	small	large

**Types of Organisation**

n= 26

	13	4	1	0	3	5
	commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 27

east of england	5	18.5%
east midlands	3	11.1%
london	1	3.7%
south-east england	2	7.4%
south west england	4	14.8%
north-east england	1	3.7%
north-west england	1	3.7%
west midlands	1	3.7%
yorkshire & the humber	2	7.4%
scotland	3	11.1%
wales	2	7.4%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	2	7.4%

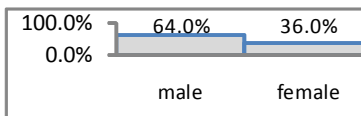
## Finds Study - Worked Stone - Flaked

### About the Specialists

#### Gender

n= 25

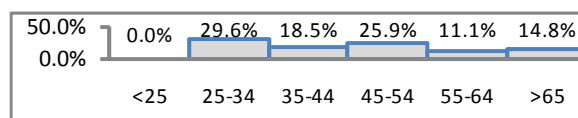
male	female
16	9



#### Age

n= 27

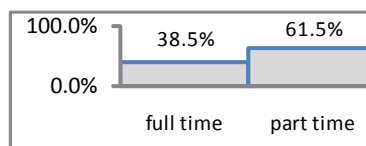
<25	25-34	35-44	45-54	55-64	>65
0	8	5	7	3	4



#### Hours Worked

n= 26

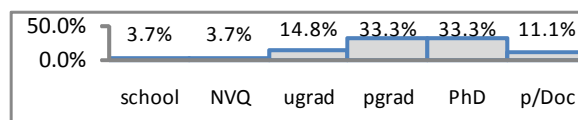
full time	part time
10	16



#### Highest Qualification

n= 27

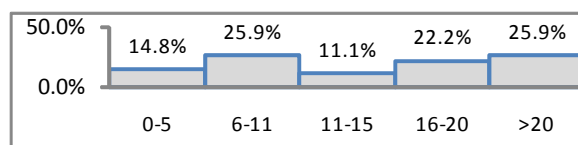
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	4	9	9	3



#### Years Practising to Date

n= 27

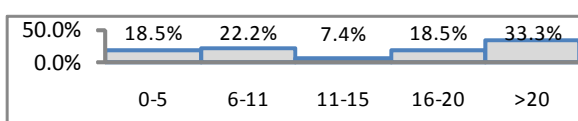
0-5	6-11	11-15	16-20	>20
4	7	3	6	7



#### Years Intending to Continue

n= 27

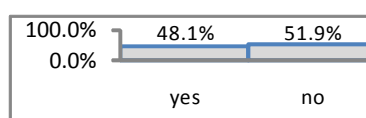
0-5	6-11	11-15	16-20	>20
5	6	2	5	9



#### Waiting List

n= 27

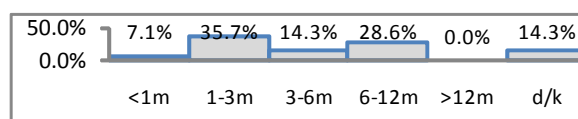
yes	no
13	14



#### Waiting List Length

n= 14

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	5	2	4	0	2



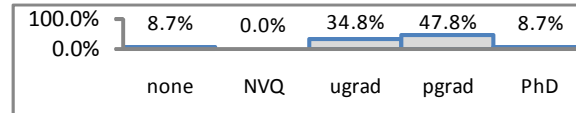
## Finds Study - Worked Stone - Flaked

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 23

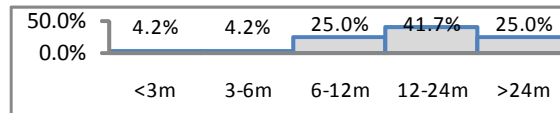
none	NVQ	ugrad	pgrad	PhD
2	0	8	11	2



#### New Entrant Experience Needed

n= 24

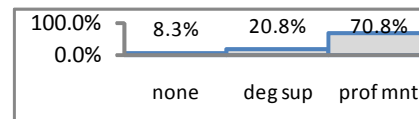
<3m	3-6m	6-12m	12-24m	>24m
1	1	6	10	6



#### New Entrant Guidance or Mentoring

n= 24

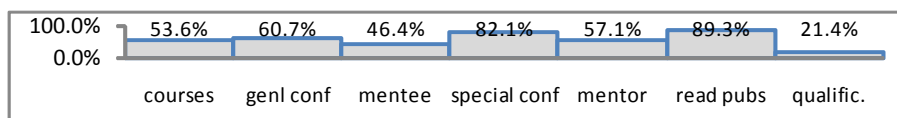
none	deg sup	prof mnt
2	5	17



#### CPD Mechanisms Preferred

n= 28

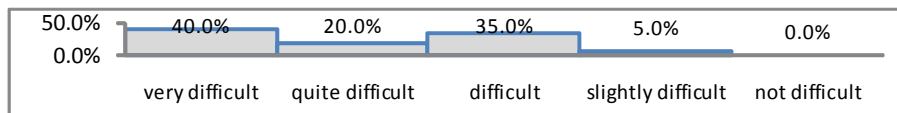
courses	genl conf	mentee	special co mentor	read pubs	qualific.
15	17	13	23	16	6



#### Access to Initial Training

n= 20

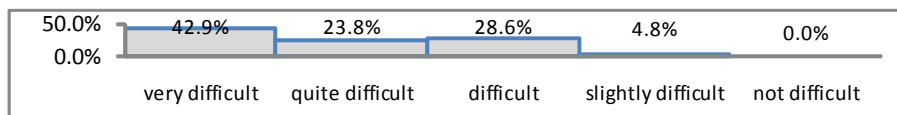
very difficult	quite difficult	difficult	slightly difficult	not difficult
8	4	7	1	0



#### Access to CPD Training

n= 21

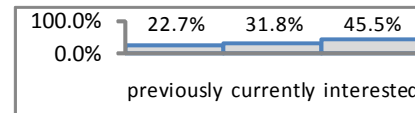
very difficult	quite difficult	difficult	slightly difficult	not difficult
9	5	6	1	0



#### Being a Trainer

n= 22

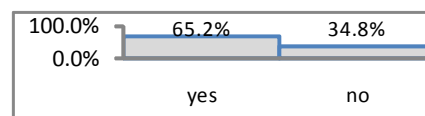
previously	currently	interested
5	7	10



#### Add to List of Trainers

n= 23

yes	no
15	8



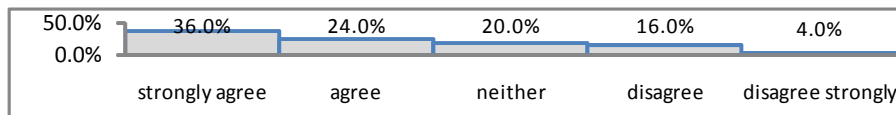
## Finds Study - Worked Stone - Flaked

### About the Changing Economic Situation

#### Reduced Projects

n= 25

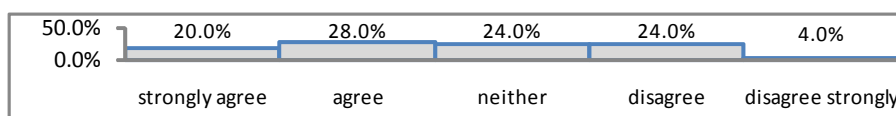
str agree	agree	neither	disagree	str disagree
9	6	5	4	1



#### Reduce Costs

n= 25

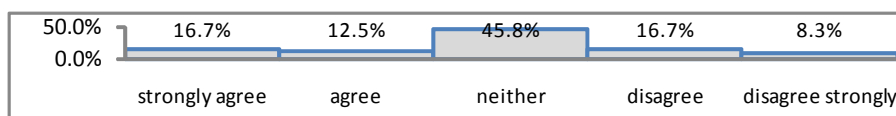
str agree	agree	neither	disagree	str disagree
5	7	6	6	1



#### Time Pressure

n= 24

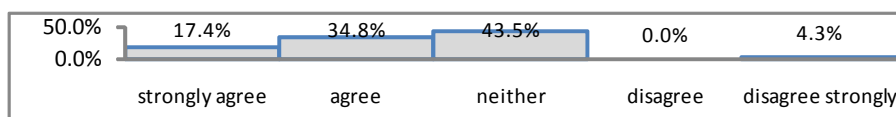
str agree	agree	neither	disagree	str disagree
4	3	11	4	2



#### Cut Back Aspects

n= 23

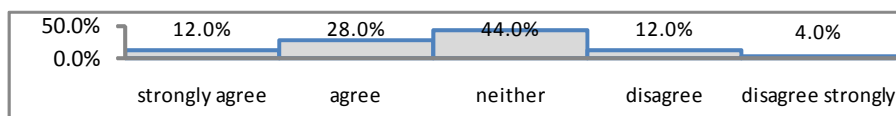
str agree	agree	neither	disagree	str disagree
4	8	10	0	1



#### Job Security Worries

n= 25

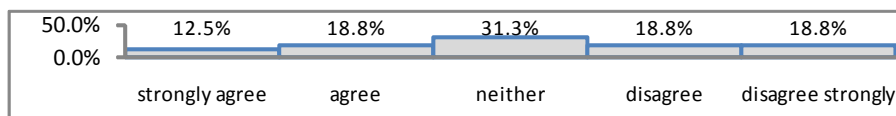
str agree	agree	neither	disagree	str disagree
3	7	11	3	1



#### Non-Specialist Duties

n= 16

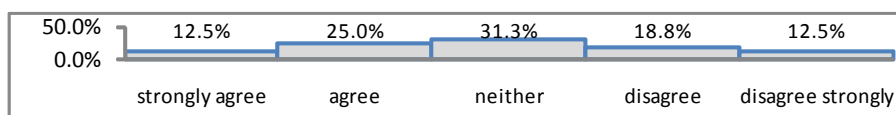
str agree	agree	neither	disagree	str disagree
2	3	5	3	3



#### Take Work Home

n= 16

str agree	agree	neither	disagree	str disagree
2	4	5	3	2



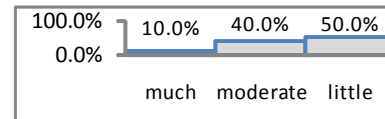
**Finds Study - Worked Stone - Ground****n= 16****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 10	£ 191.40	£ 50.25	£ 80.00	£ 320.00
<b>with overheads</b>	n= 9	£ 192.67	£ 53.13		
<b>without overheads</b>	n= 0	£ -	£ -		

**Competition**

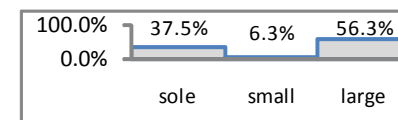
n= 10

1	4	5
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

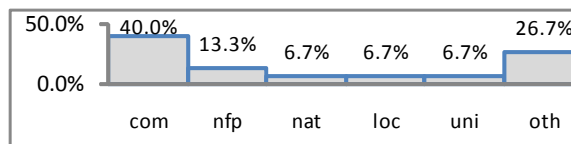
n= 16

6	1	9
sole trader	small	large

**Types of Organisation**

n= 15

6	2	1	1	1	4
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 15

east of england	4	26.7%
east midlands	1	6.7%
london	0	0.0%
south-east england	2	13.3%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	1	6.7%
west midlands	1	6.7%
yorkshire & the humber	0	0.0%
scotland	3	20.0%
wales	1	6.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	2	13.3%



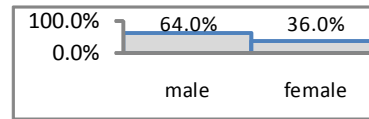
## Finds Study - Worked Stone - Ground

### About the Specialists

#### Gender

n= 25

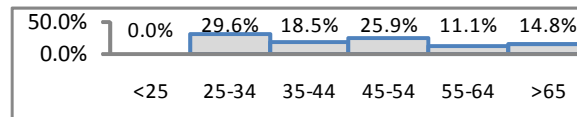
male	female
16	9



#### Age

n= 27

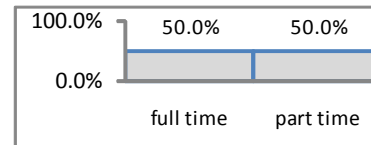
<25	25-34	35-44	45-54	55-64	>65
0	8	5	7	3	4



#### Hours Worked

n= 14

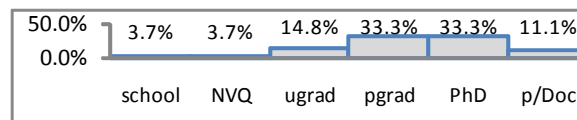
full time	part time
7	7



#### Highest Qualification

n= 27

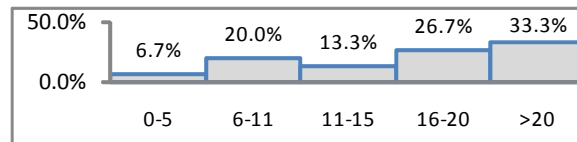
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	4	9	9	3



#### Years Practising to Date

n= 15

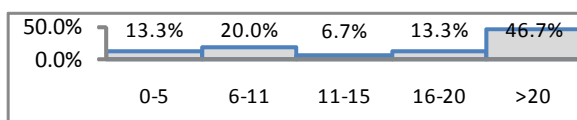
0-5	6-11	11-15	16-20	>20
1	3	2	4	5



#### Years Intending to Continue

n= 15

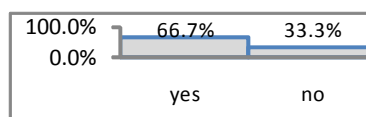
0-5	6-11	11-15	16-20	>20
2	3	1	2	7



#### Waiting List

n= 15

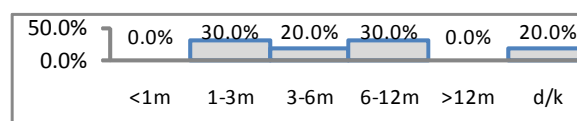
yes	no
10	5



#### Waiting List Length

n= 10

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	3	2	3	0	2

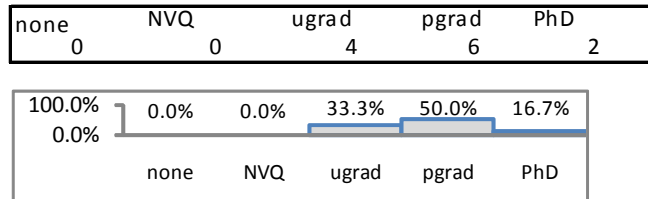


## Finds Study - Worked Stone - Ground

### About Training and Professional Development

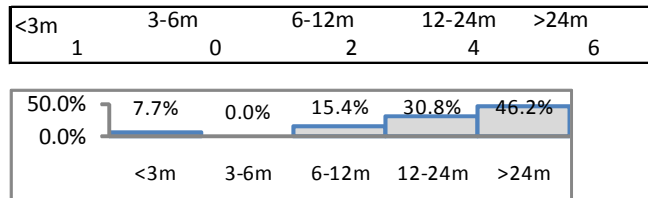
#### New Entrant Qualifications Needed

n= 12



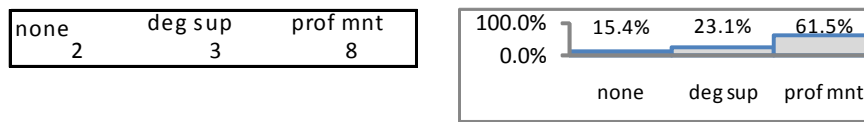
#### New Entrant Experience Needed

n= 13



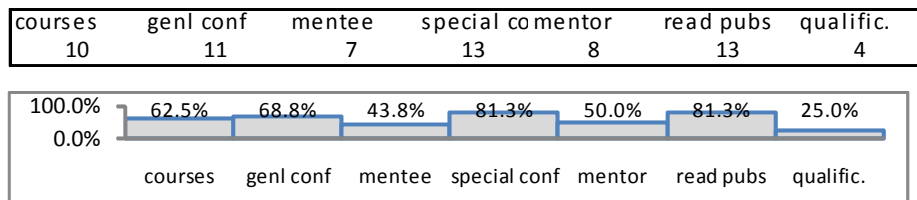
#### New Entrant Guidance or Mentoring

n= 13



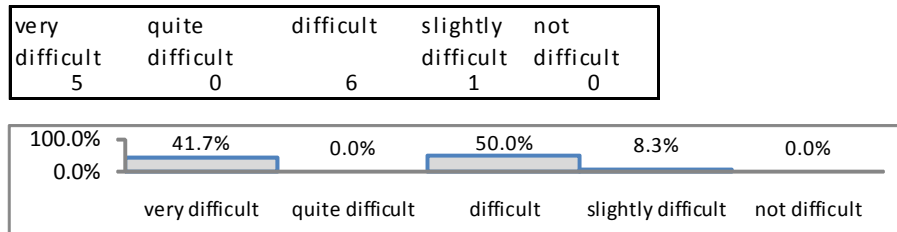
#### CPD Mechanisms Preferred

n= 16



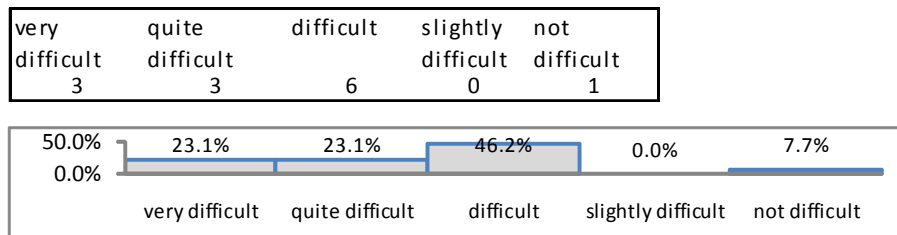
#### Access to Initial Training

n= 12



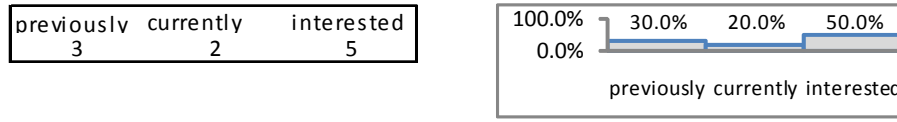
#### Access to CPD Training

n= 13



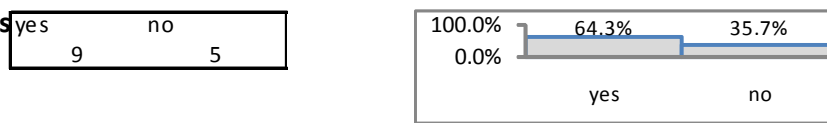
#### Being a Trainer

n= 10



#### Add to List of Trainers

n= 14



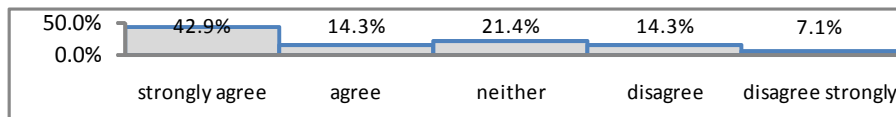
## Finds Study - Worked Stone - Ground

### About the Changing Economic Situation

#### Reduced Projects

n= 14

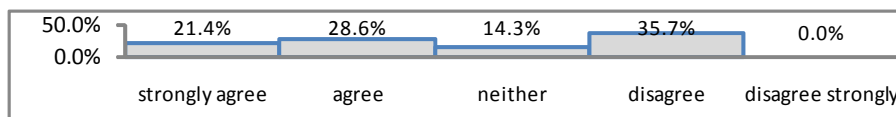
str agree	agree	neither	disagree	str disagree
6	2	3	2	1



#### Reduce Costs

n= 14

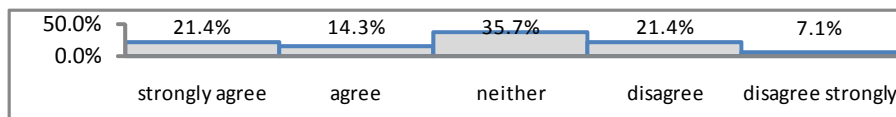
str agree	agree	neither	disagree	str disagree
3	4	2	5	0



#### Time Pressure

n= 14

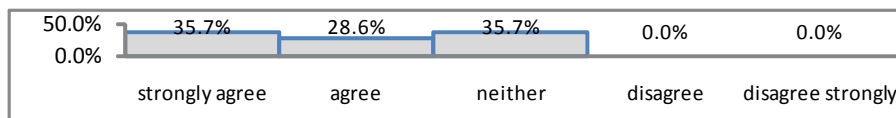
str agree	agree	neither	disagree	str disagree
3	2	5	3	1



#### Cut Back Aspects

n= 14

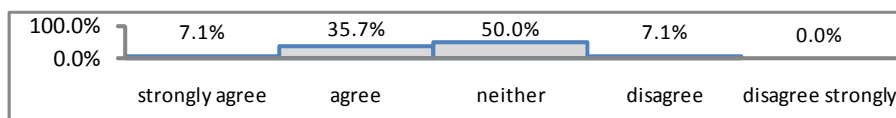
str agree	agree	neither	disagree	str disagree
5	4	5	0	0



#### Job Security Worries

n= 14

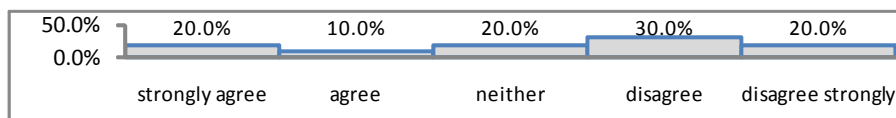
str agree	agree	neither	disagree	str disagree
1	5	7	1	0



#### Non-Specialist Duties

n= 10

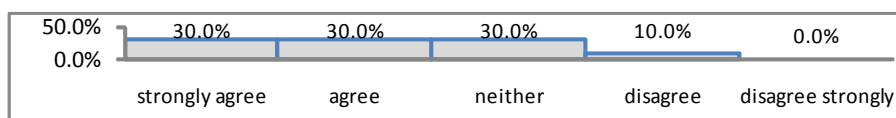
str agree	agree	neither	disagree	str disagree
2	1	2	3	2



#### Take Work Home

n= 10

str agree	agree	neither	disagree	str disagree
3	3	3	1	0

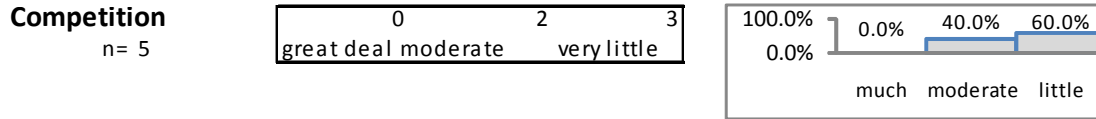


## Finds Study - Worked Stone - Petrology

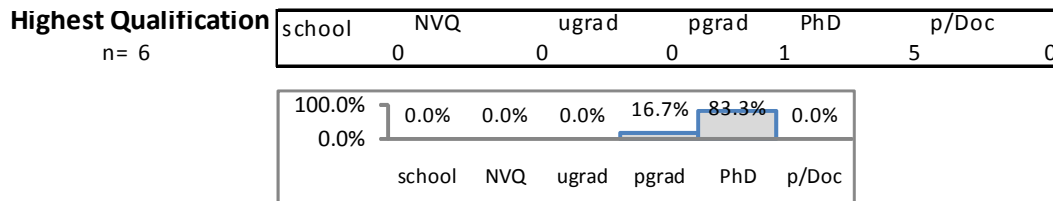
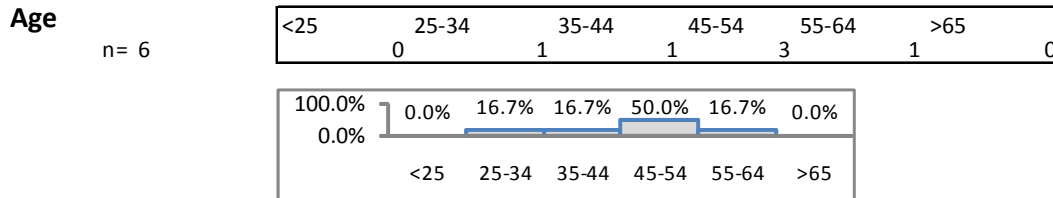
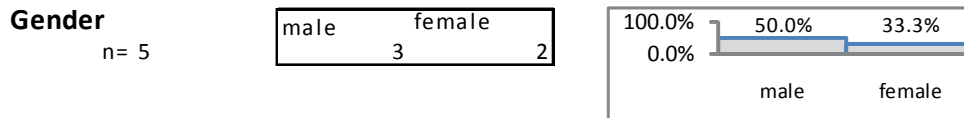
n= 6

### About the Work

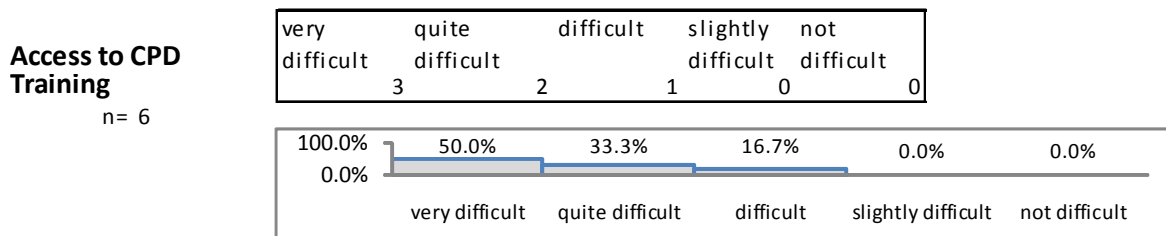
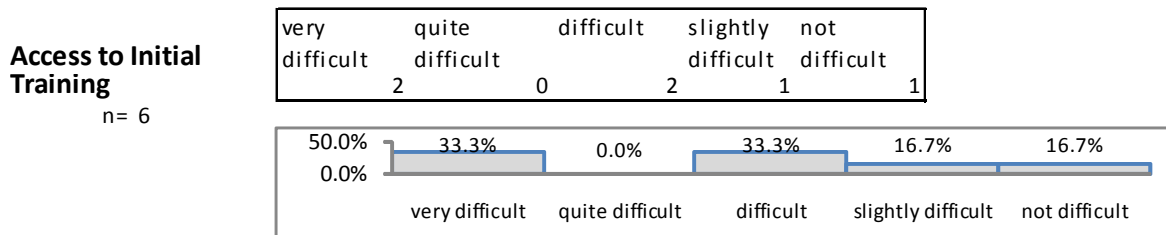
Charge / day	n	mean	SD	min	max
total	n= 5	£ 192.50	£ 96.53	£ 85.00	£ 320.00
with overheads	n= 4	£ 178.00	£ 56.24		
without overheads	n= 0	£ -	£ -		



### About the Specialists



### About Training and Professional Development

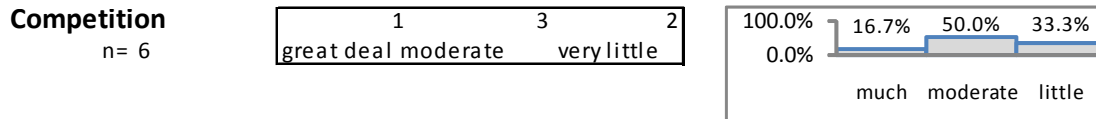


## Finds - Metal - Coins & Tokens

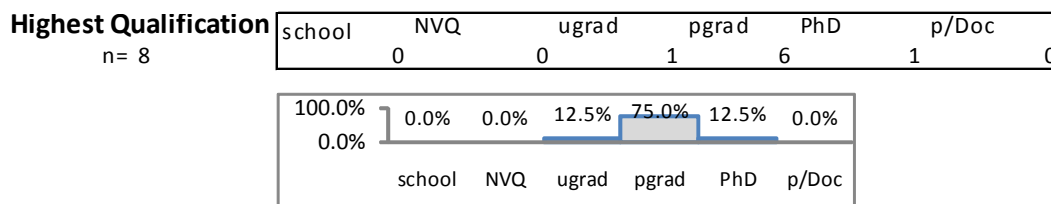
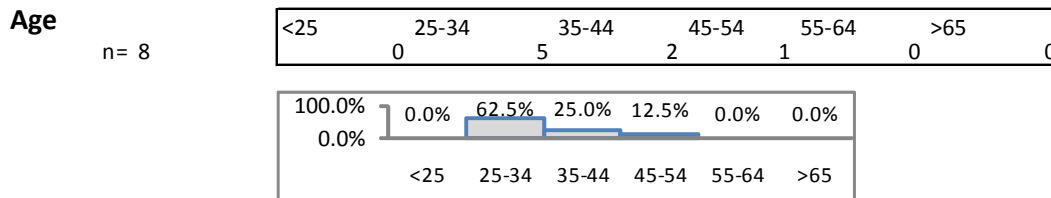
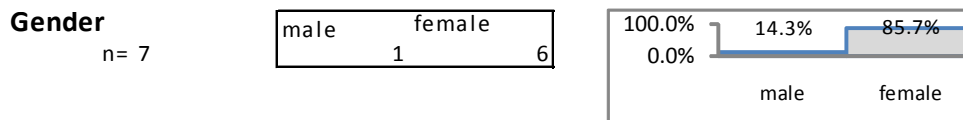
n= 8

### About the Work

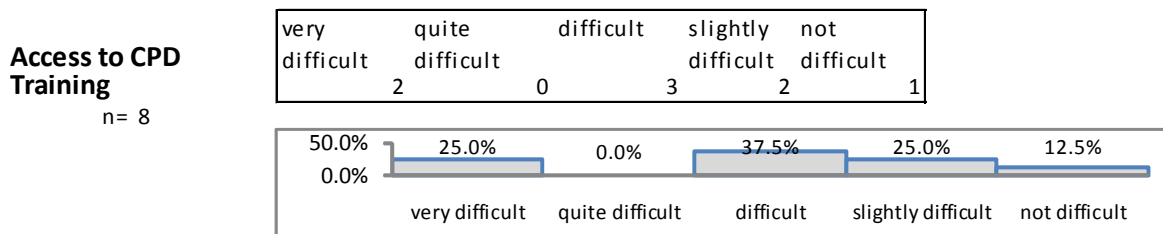
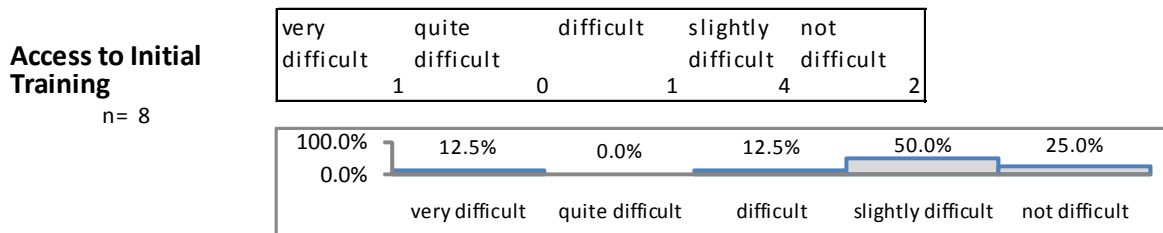
Charge / day	n	mean	SD	min	max
total	n= 6	£ 206.05	£ 67.25	£ 95.00	£ 254.00
with overheads	n= 3	£ 165.00	£ 78.58		
without overheads	n= 3	£ 247.10	£ 8.72		



### About the Specialists



### About Training and Professional Development



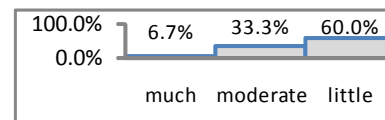
## Finds Study - Metal - Other Artefacts

n= 24

### About the Work

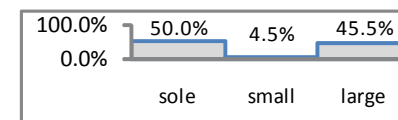
Charge / day		mean	SD	min	max
<b>total</b>	n= 14	£ 169.36	£ 75.00	£ 80.00	£ 320.00
<b>with overheads</b>	n= 7	£ 185.86	£ 72.24		
<b>without overheads</b>	n= 4	£ 137.50	£ 47.87		

Competition	1	5	9
n= 15	great deal	moderate	very little

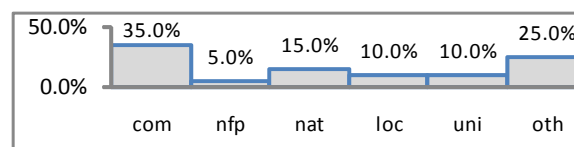


### About the Organisations

Sizes of Organisation	11	1	10
n= 22	sole trader	small	large



Types of Organisation	7	1	3	2	2	5
n= 20	commercial	not for profit	nat gov	local gov	university	other



Location			
n= 22	east of england	2	9.1%
	east midlands	2	9.1%
	london	3	13.6%
	south-east england	5	22.7%
	south west england	3	13.6%
	north-east england	1	4.5%
	north-west england	1	4.5%
	west midlands	2	9.1%
	yorkshire & the humber	1	4.5%
	scotland	1	4.5%
	wales	1	4.5%
	northern ireland	0	0.0%
	channel islands	0	0.0%
	isle of man	0	0.0%
	outside uk	0	0.0%

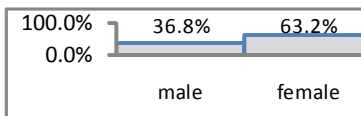
## Finds Study - Metal - Other Artefacts

### About the Specialists

#### Gender

n= 19

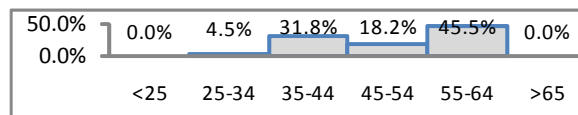
male	female
7	12



#### Age

n= 22

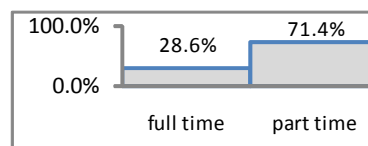
<25	25-34	35-44	45-54	55-64	>65
0	1	7	4	10	0



#### Hours Worked

n= 21

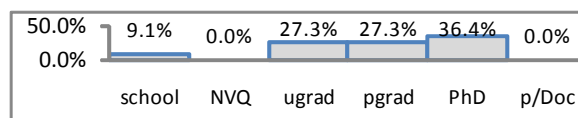
full time	part time
6	15



#### Highest Qualification

n= 22

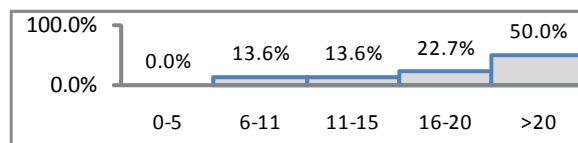
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	6	6	8	0



#### Years Practising to Date

n= 22

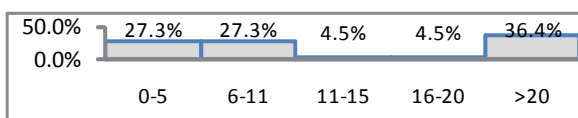
0-5	6-11	11-15	16-20	>20
0	3	3	5	11



#### Years Intending to Continue

n= 22

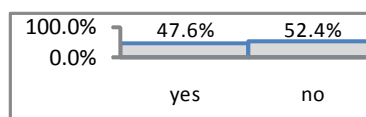
0-5	6-11	11-15	16-20	>20
6	6	1	1	8



#### Waiting List

n= 21

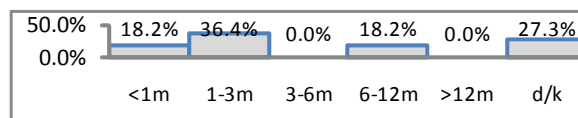
yes	no
10	11



#### Waiting List Length

n= 11

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	4	0	2	0	3



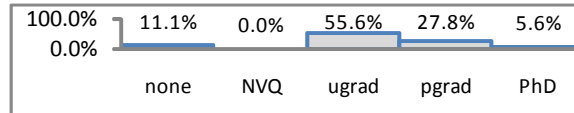
## Finds Study - Metal - Other Artefacts

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 18

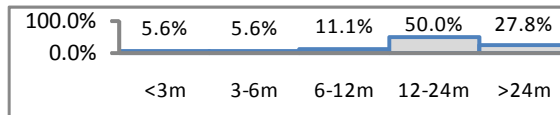
none	NVQ	ugrad	pgrad	PhD
2	0	10	5	1



#### New Entrant Experience Needed

n= 18

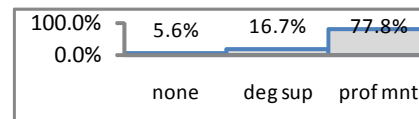
<3m	3-6m	6-12m	12-24m	>24m
1	1	2	9	5



#### New Entrant Guidance or Mentoring

n= 18

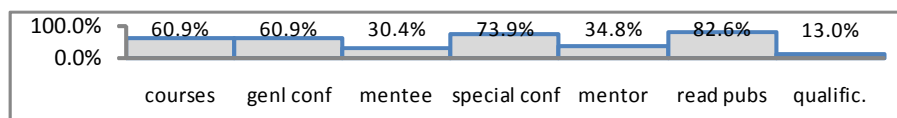
none	deg sup	prof mnt
1	3	14



#### CPD Mechanisms Preferred

n= 23

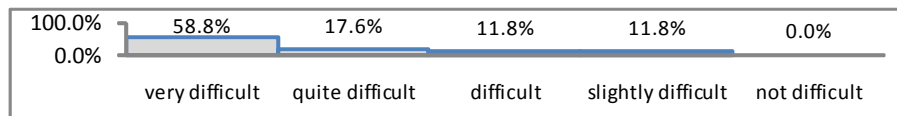
courses	genl conf	mentee	special co mentor	read pubs	qualific.
14	14	7	17	8	3



#### Access to Initial Training

n= 17

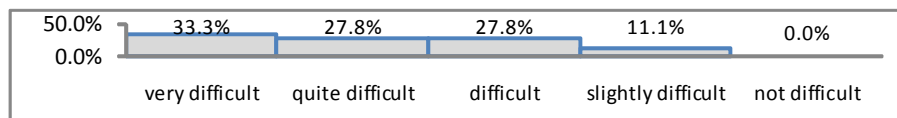
very difficult	quite difficult	difficult	slightly difficult	not difficult
10	3	2	2	0



#### Access to CPD Training

n= 18

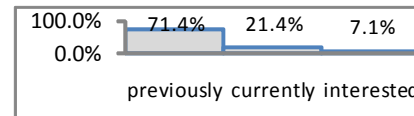
very difficult	quite difficult	difficult	slightly difficult	not difficult
6	5	5	2	0



#### Being a Trainer

n= 14

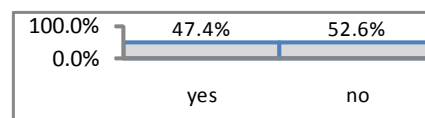
previously	currently	interested
10	3	1



#### Add to List of Trainers

n= 19

yes	no
9	10





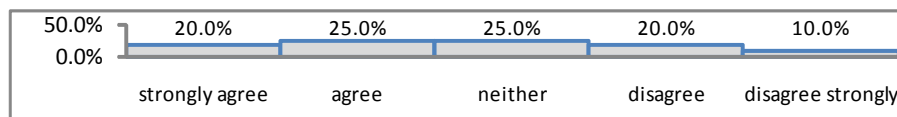
## Finds Study - Metal - Other Artefacts

### About the Changing Economic Situation

#### Reduced Projects

n= 20

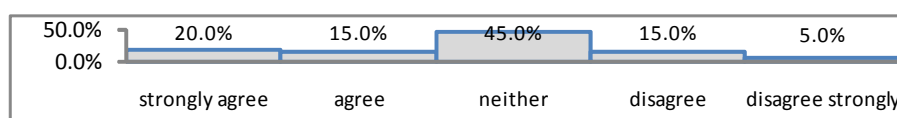
str agree	agree	neither	disagree	str disagree
4	5	5	4	2



#### Reduce Costs

n= 20

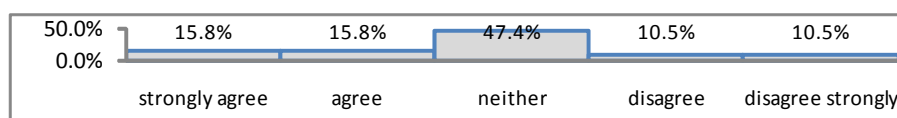
str agree	agree	neither	disagree	str disagree
4	3	9	3	1



#### Time Pressure

n= 19

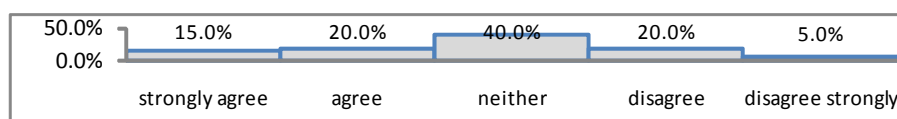
str agree	agree	neither	disagree	str disagree
3	3	9	2	2



#### Cut Back Aspects

n= 20

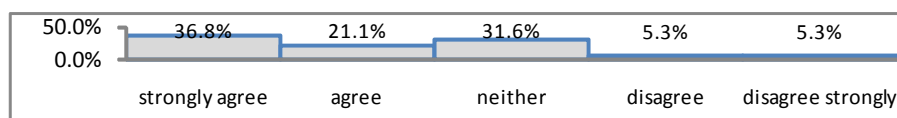
str agree	agree	neither	disagree	str disagree
3	4	8	4	1



#### Job Security Worries

n= 19

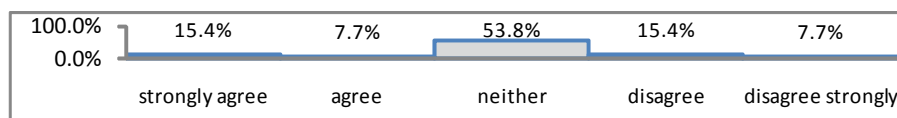
str agree	agree	neither	disagree	str disagree
7	4	6	1	1



#### Non-Specialist Duties

n= 13

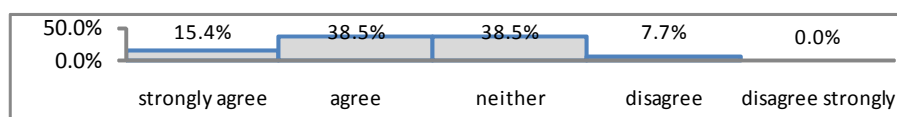
str agree	agree	neither	disagree	str disagree
2	1	7	2	1



#### Take Work Home

n= 13

str agree	agree	neither	disagree	str disagree
2	5	5	1	0



## Finds - Metal - Metallurgical Analysis

n= 5

### About the Work

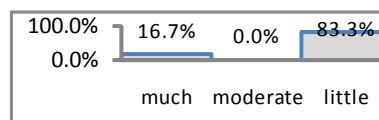
#### Charge / day

	n	mean	SD	min	max
total	n= 4	£ 178.00	£ 56.24	£ 100.00	£ 232.00
with overheads	n= 4	£ 178.00	£ 56.24		
without overheads	n= 0	£ -	£ -		

#### Competition

n= 6

1	0	5
great deal	moderate	very little

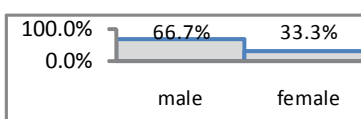


### About the Specialists

#### Gender

n= 6

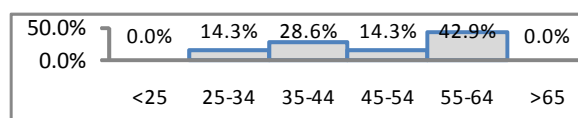
male	female
4	2



#### Age

n= 7

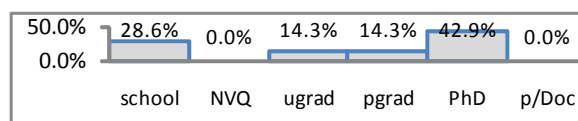
<25	25-34	35-44	45-54	55-64	>65
0	1	2	1	3	0



#### Highest Qualification

n= 7

school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	1	1	3	0

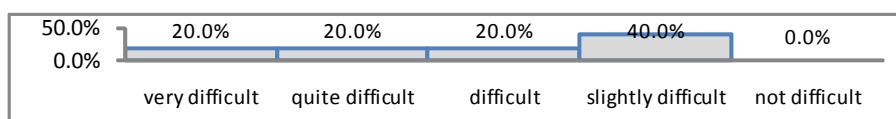


### About Training and Professional Development

#### Access to Initial Training

n= 5

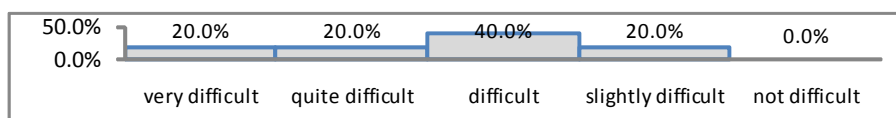
very difficult	quite difficult	difficult	slightly difficult	not difficult
1	1	1	2	0



#### Access to CPD Training

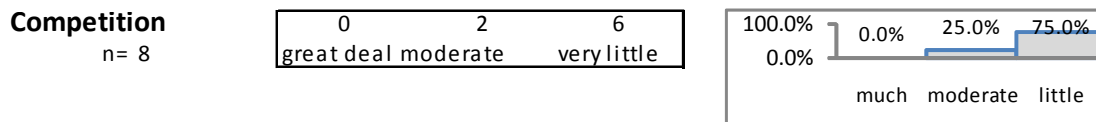
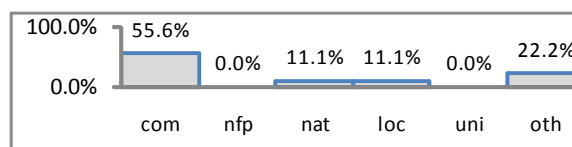
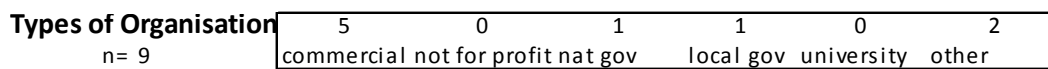
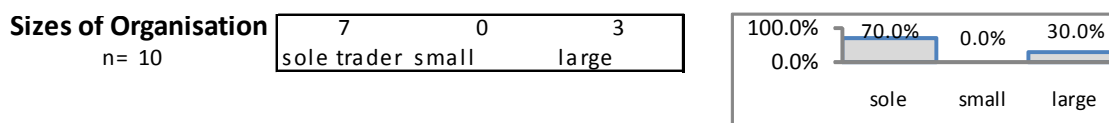
n= 5

very difficult	quite difficult	difficult	slightly difficult	not difficult
1	1	2	1	0



**Finds Study - Metal - Slag (and other byproducts)****n= 10****About the Work**

Charge / day		mean	SD	min	max
<b>total</b>	n= 6	£ 215.00	£ 60.58	£ 150.00	£ 300.00
<b>with overheads</b>	n= 2	£ 240.00	£ 84.85		
<b>without overheads</b>	n= 2	£ 190.00	£ 14.14		

**About the Organisations**

**Location**  
n= 10

east of england	0	0.0%
east midlands	1	10.0%
london	1	10.0%
south-east england	3	30.0%
south west england	1	10.0%
north-east england	0	0.0%
north-west england	1	10.0%
west midlands	2	20.0%
yorkshire & the humber	0	0.0%
scotland	0	0.0%
wales	1	10.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

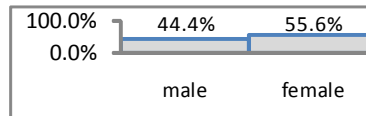
## Finds Study - Metal - Slag (and other byproducts)

### About the Specialists

#### Gender

n= 9

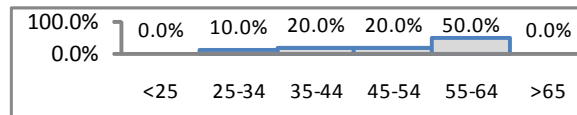
male	female
4	5



#### Age

n= 10

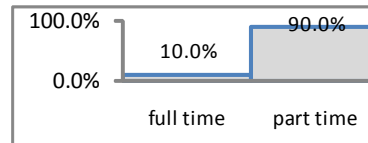
<25	25-34	35-44	45-54	55-64	>65
0	1	2	2	5	0



#### Hours Worked

n= 10

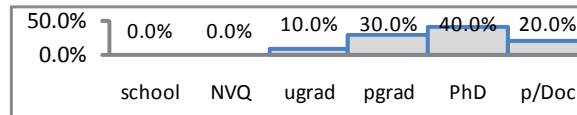
full time	part time
1	9



#### Highest Qualification

n= 10

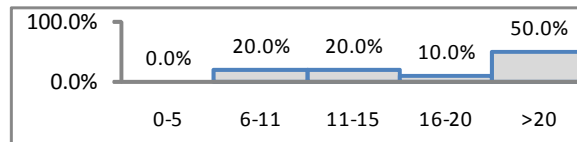
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	1	3	4	2



#### Years Practising to Date

n= 10

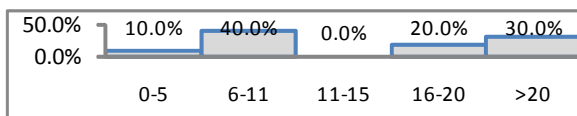
0-5	6-11	11-15	16-20	>20
0	2	2	1	5



#### Years Intending to Continue

n= 10

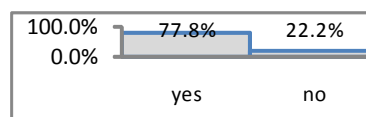
0-5	6-11	11-15	16-20	>20
1	4	0	2	3



#### Waiting List

n= 9

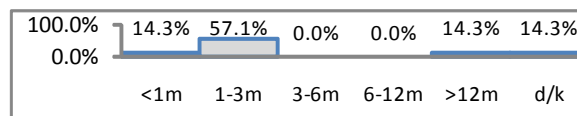
yes	no
7	2



#### Waiting List Length

n= 7

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	4	0	0	1	1



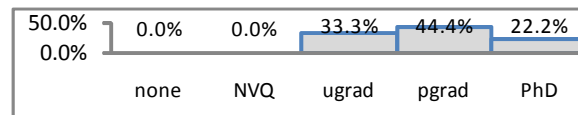
## Finds Study - Metal - Slag (and other byproducts)

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 9

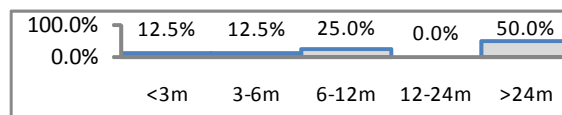
none	NVQ	ugrad	pgrad	PhD
0	0	3	4	2



#### New Entrant Experience Needed

n= 8

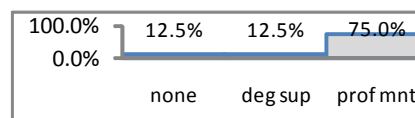
<3m	3-6m	6-12m	12-24m	>24m
1	1	2	0	4



#### New Entrant Guidance or Mentoring

n= 8

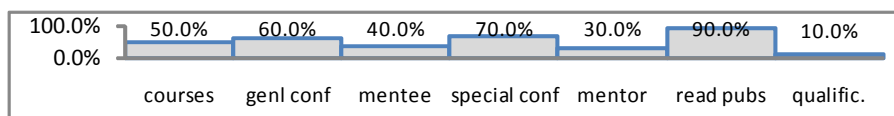
none	deg sup	prof mnt
1	1	6



#### CPD Mechanisms Preferred

n= 10

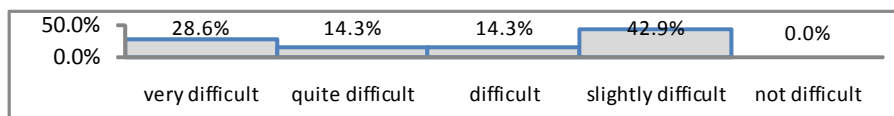
courses	genl conf	mentee	special co mentor	read pubs	qualific.
5	6	4	7	3	9



#### Access to Initial Training

n= 7

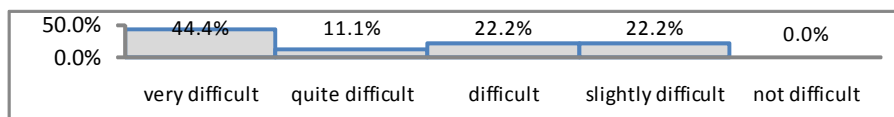
very	quite	difficult	slightly	not
2	1	1	3	0



#### Access to CPD Training

n= 9

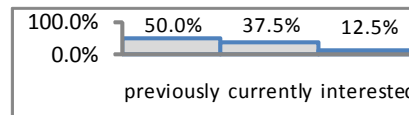
very	quite	difficult	slightly	not
4	1	2	2	0



#### Being a Trainer

n= 8

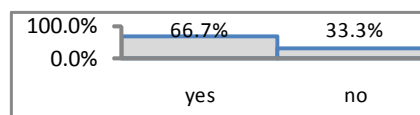
previously	currently	interested
4	3	1



#### Add to List of Trainers

n= 12

yes	no
6	3



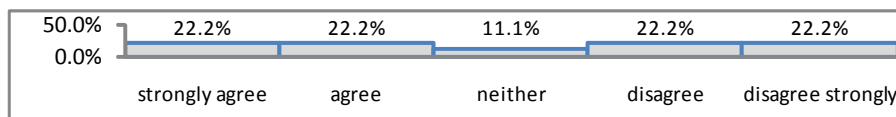
## Finds Study - Metal - Slag (and other byproducts)

### About the Changing Economic Situation

#### Reduced Projects

n= 9

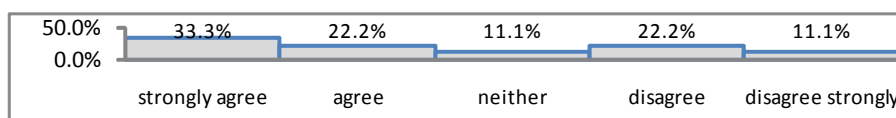
str agree	agree	neither	disagree	str disagree
2	2	1	2	2



#### Reduce Costs

n= 9

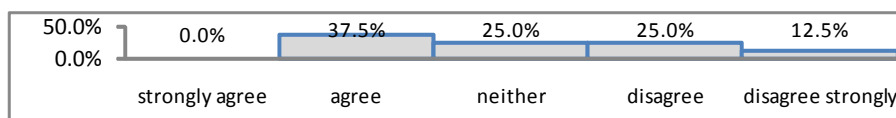
str agree	agree	neither	disagree	str disagree
3	2	1	2	1



#### Time Pressure

n= 8

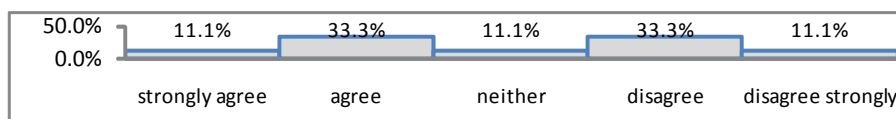
str agree	agree	neither	disagree	str disagree
0	3	2	2	1



#### Cut Back Aspects

n= 9

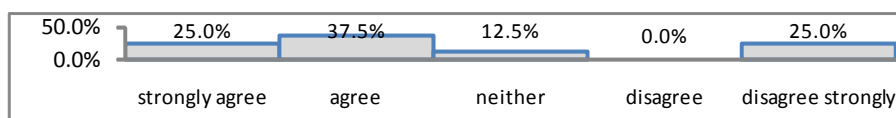
str agree	agree	neither	disagree	str disagree
1	3	1	3	1



#### Job Security Worries

n= 8

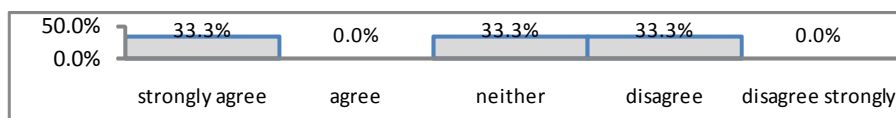
str agree	agree	neither	disagree	str disagree
2	3	1	0	2



#### Non-Specialist Duties

n= 3

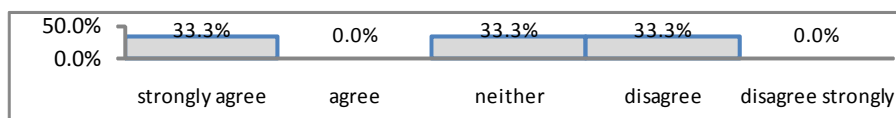
str agree	agree	neither	disagree	str disagree
1	0	1	1	0



#### Take Work Home

n= 3

str agree	agree	neither	disagree	str disagree
1	0	1	1	0



## Finds Study - Glass - Vessel

n= 14

### About the Work

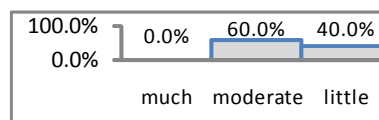
#### Charge / day

	n	mean	SD	min	max
total	n= 10	£ 207.90	£ 78.89	£ 100.00	£ 320.00
with overheads	n= 5	£ 171.80	£ 75.27		
without overheads	n= 0	£ -	£ -		

#### Competition

n= 10

	0	6	4
great deal			
moderate			
very little			

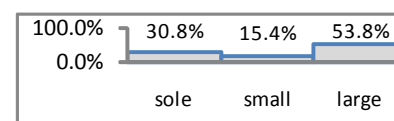


### About the Organisations

#### Sizes of Organisation

n= 13

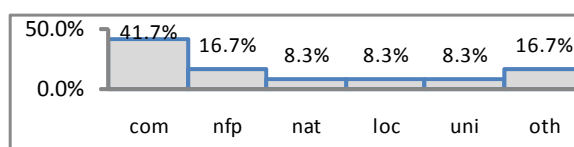
	4	2	7
sole trader			
small			
large			



#### Types of Organisation

n= 12

	5	2	1	1	1	2
commercial						
not for profit						
nat gov						
local gov						
university						
other						



#### Location

n= 13

east of england	0	0.0%
east midlands	2	15.4%
london	3	23.1%
south-east england	1	7.7%
south west england	2	15.4%
north-east england	1	7.7%
north-west england	1	7.7%
west midlands	0	0.0%
yorkshire & the humber	1	7.7%
scotland	1	7.7%
wales	1	7.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

## Finds Study - Glass - Vessel

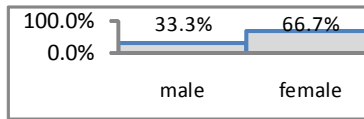
## Finds Study - Glass - Vessel

### About the Specialists

#### Gender

n= 9

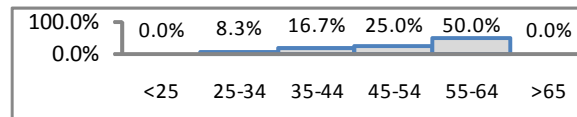
male	female
3	6



#### Age

n= 12

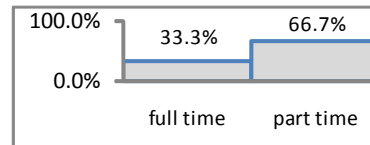
<25	25-34	35-44	45-54	55-64	>65
0	1	2	3	6	0



#### Hours Worked

n= 12

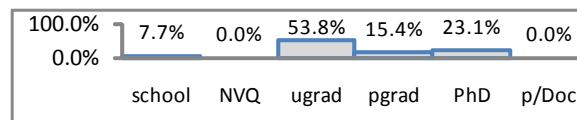
full time	part time
4	8



#### Highest Qualification

n= 13

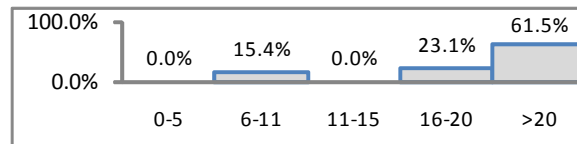
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	7	2	3	0



#### Years Practising to Date

n= 13

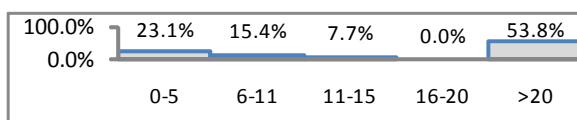
0-5	6-11	11-15	16-20	>20
0	2	0	3	8



#### Years Intending to Continue

n= 13

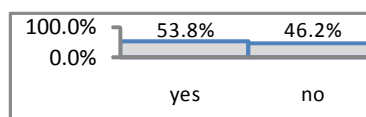
0-5	6-11	11-15	16-20	>20
3	2	1	0	7



#### Waiting List

n= 13

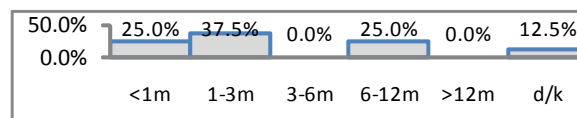
yes	no
7	6



#### Waiting List Length

n= 8

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	3	0	2	0	1





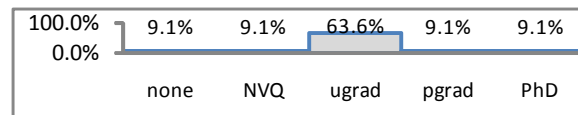
## Finds Study - Glass - Vessel

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 11

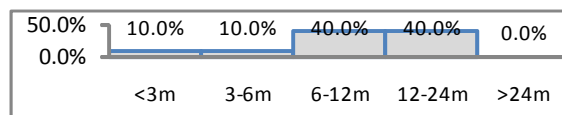
none	NVQ	ugrad	pgrad	PhD
1	1	7	1	1



#### New Entrant Experience Needed

n= 10

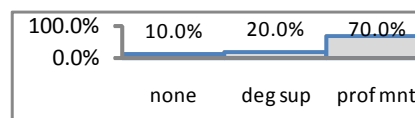
<3m	3-6m	6-12m	12-24m	>24m
1	1	4	4	0



#### New Entrant Guidance or Mentoring

n= 10

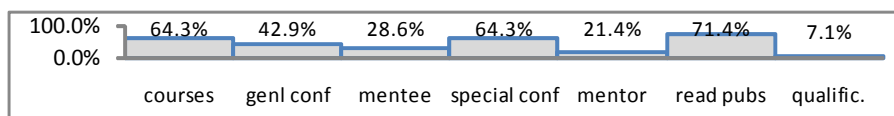
none	deg sup	prof mnt
1	2	7



#### CPD Mechanisms Preferred

n= 14

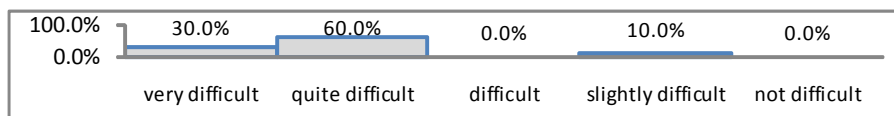
courses	genl conf	mentee	special co mentor	read pubs	qualific.
9	6	4	9	3	10



#### Access to Initial Training

n= 10

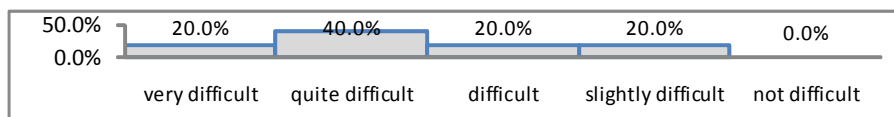
very	quite	difficult	slightly	not
3	6	0	1	0



#### Access to CPD Training

n= 10

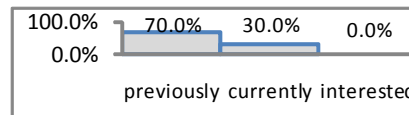
very	quite	difficult	slightly	not
2	4	2	2	0



#### Being a Trainer

n= 10

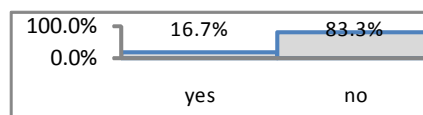
previously	currently	interested
7	3	0



#### Add to List of Trainers

n= 12

yes	no
2	10



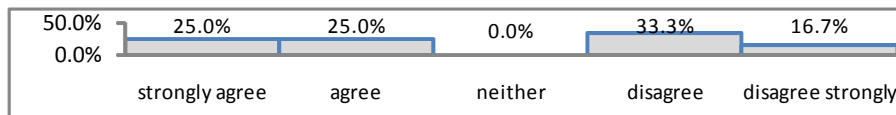
## Finds Study - Glass - Vessel

### About the Changing Economic Situation

#### Reduced Projects

n= 12

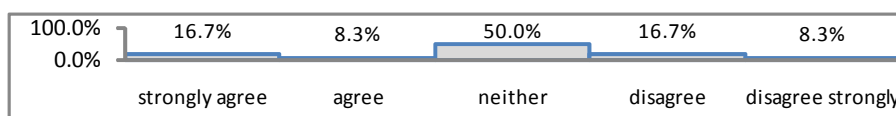
str agree	agree	neither	disagree	str disagree
	3	3	0	4
				2



#### Reduce Costs

n= 12

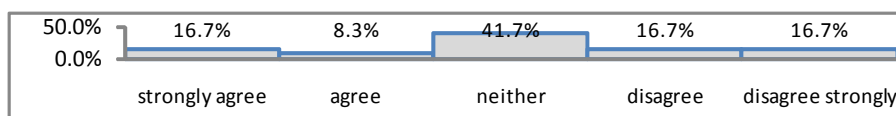
str agree	agree	neither	disagree	str disagree
	2	1	6	2
				1



#### Time Pressure

n= 12

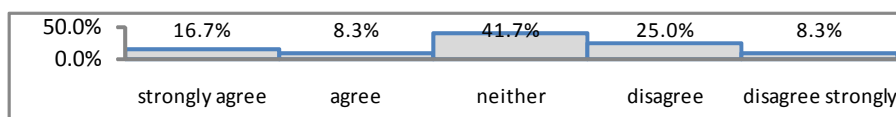
str agree	agree	neither	disagree	str disagree
	2	1	5	2
				2



#### Cut Back Aspects

n= 12

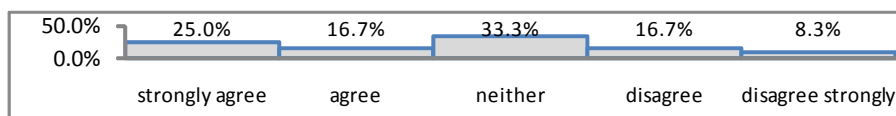
str agree	agree	neither	disagree	str disagree
	2	1	5	3
				1



#### Job Security Worries

n= 12

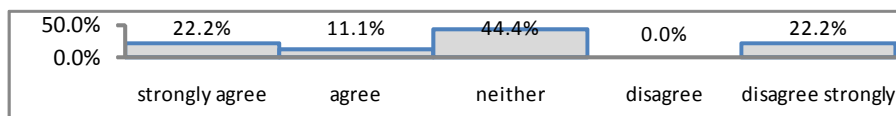
str agree	agree	neither	disagree	str disagree
	3	2	4	2
				1



#### Non-Specialist Duties

n= 9

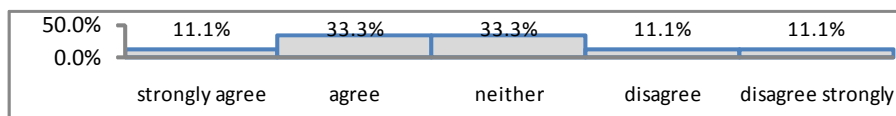
str agree	agree	neither	disagree	str disagree
	2	1	4	0
				2



#### Take Work Home

n= 9

str agree	agree	neither	disagree	str disagree
	1	3	3	1
				1

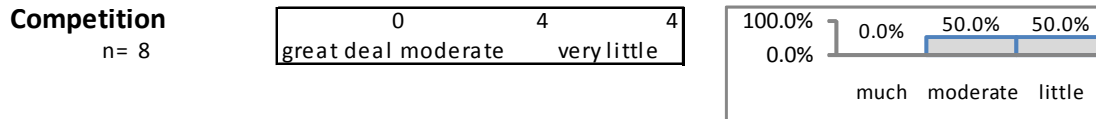


## Finds Study - Glass - Window

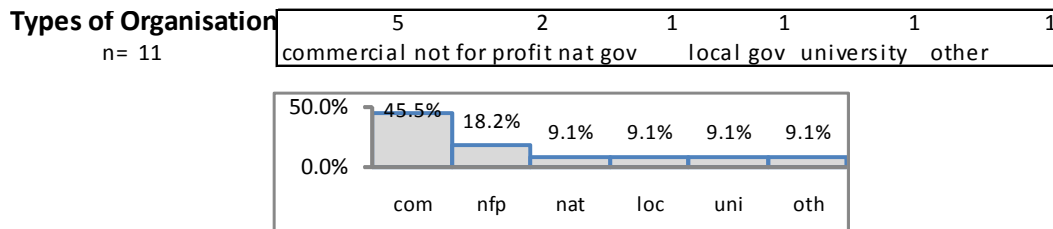
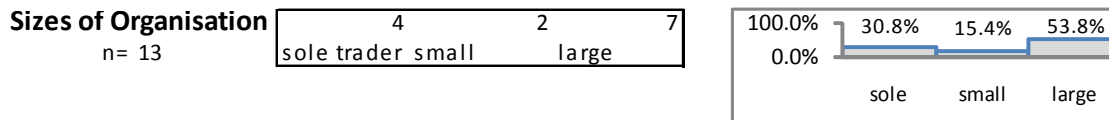
n= 13

### About the Work

Charge / day	n	mean	SD	min	max
total	n= 8	£ 222.38	£ 78.04	£ 100.00	£ 320.00
with overheads	n= 3	£ 186.33	£ 89.67		
without overheads	n= 0	£ -	£ -		



### About the Organisations



**Location**  
n= 13

east of england	0	0.0%
east midlands	2	15.4%
london	2	15.4%
south-east england	1	7.7%
south west england	2	15.4%
north-east england	1	7.7%
north-west england	1	7.7%
west midlands	1	7.7%
yorkshire & the humber	1	7.7%
scotland	1	7.7%
wales	1	7.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

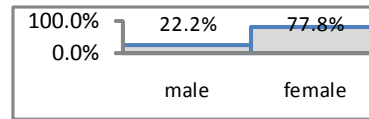
## Finds Study - Glass - Window

### About the Specialists

#### Gender

n= 9

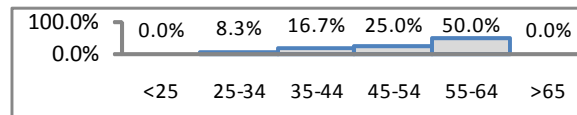
male	female
2	7



#### Age

n= 12

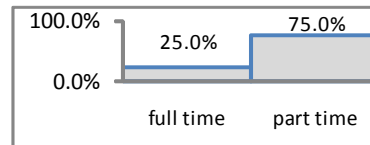
<25	25-34	35-44	45-54	55-64	>65
0	1	2	3	6	0



#### Hours Worked

n= 12

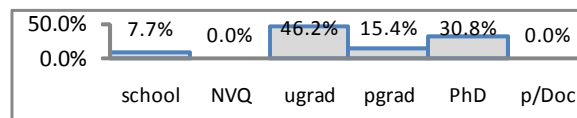
full time	part time
3	9



#### Highest Qualification

n= 13

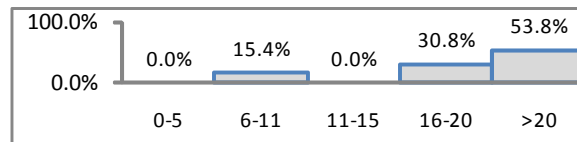
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	6	2	4	0



#### Years Practising to Date

n= 13

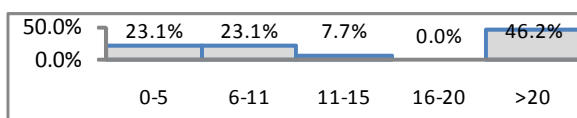
0-5	6-11	11-15	16-20	>20
0	2	0	4	7



#### Years Intending to Continue

n= 13

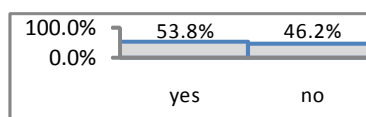
0-5	6-11	11-15	16-20	>20
3	3	1	0	6



#### Waiting List

n= 13

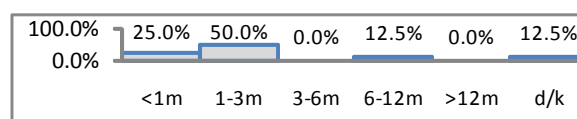
yes	no
7	6



#### Waiting List Length

n= 8

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	4	0	1	0	1



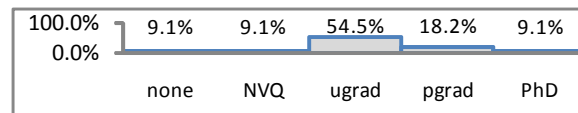
## Finds Study - Glass - Window

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 11

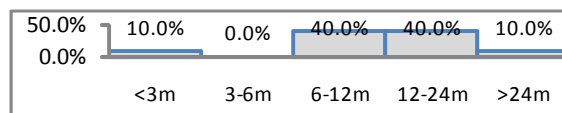
none	NVQ	ugrad	pgrad	PhD
1	1	6	2	1



#### New Entrant Experience Needed

n= 10

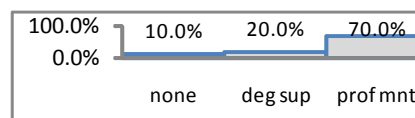
<3m	3-6m	6-12m	12-24m	>24m
1	0	4	4	1



#### New Entrant Guidance or Mentoring

n= 10

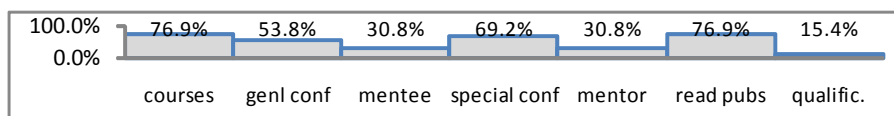
none	deg sup	prof mnt
1	2	7



#### CPD Mechanisms Preferred

n= 13

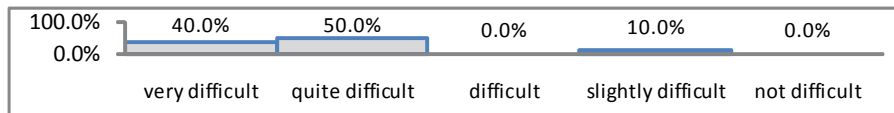
courses	genl conf	mentee	special co mentor	read pubs	qualific.
10	7	4	9	4	2



#### Access to Initial Training

n= 10

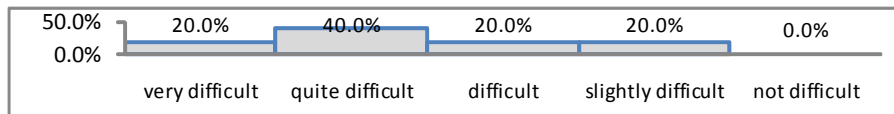
very	quite	difficult	slightly	not
4	5	0	1	0



#### Access to CPD Training

n= 10

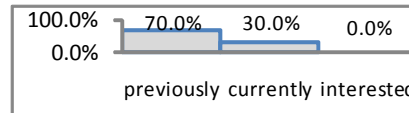
very	quite	difficult	slightly	not
2	4	2	2	0



#### Being a Trainer

n= 10

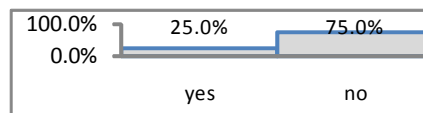
previously	currently	interested
7	3	0



#### Add to List of Trainers

n= 12

yes	no
3	9

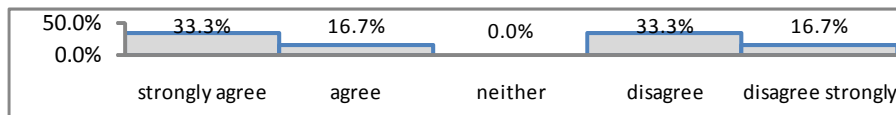


## Finds Study - Glass - Window

### About the Changing Economic Situation

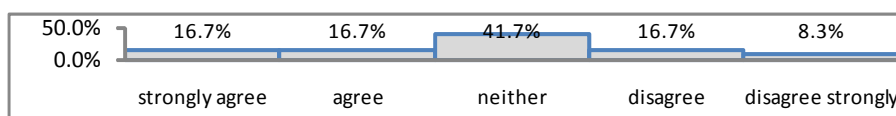
#### Reduced Projects n= 12

str agree	agree	neither	disagree	str disagree
4	2	0	4	2



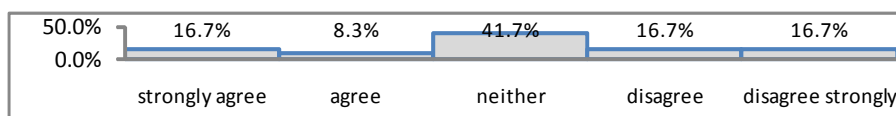
#### Reduce Costs n= 12

str agree	agree	neither	disagree	str disagree
2	2	5	2	1



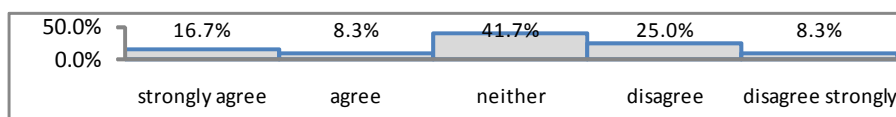
#### Time Pressure n= 12

str agree	agree	neither	disagree	str disagree
2	1	5	2	2



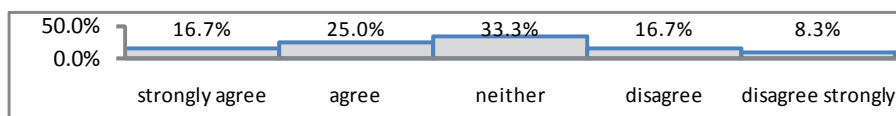
#### Cut Back Aspects n= 12

str agree	agree	neither	disagree	str disagree
2	1	5	3	1



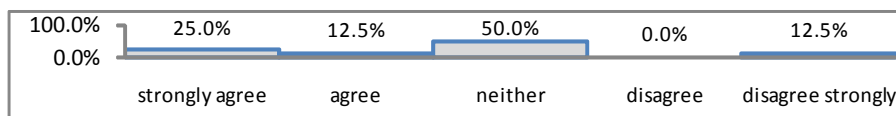
#### Job Security Worries n= 12

str agree	agree	neither	disagree	str disagree
2	3	4	2	1



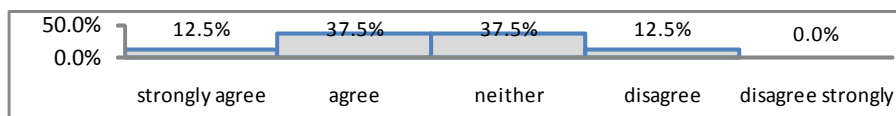
#### Non-Specialist Duties n= 8

str agree	agree	neither	disagree	str disagree
2	1	4	0	1



#### Take Work Home n= 8

str agree	agree	neither	disagree	str disagree
1	3	3	1	0



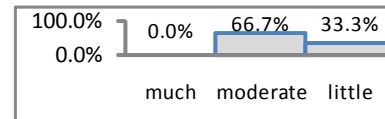
## Finds Study - Glass - Other Artefacts

n= 12

### About the Work

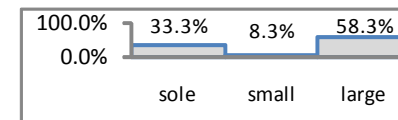
Charge / day		mean	SD	min	max
total	n= 6	£ 239.83	£ 83.81	£ 100.00	£ 320.00
with overheads	n= 3	£ 186.33	£ 89.67		
without overheads	n= 0	£ -	£ -		

Competition	0	4	2
n= 6	great deal	moderate	very little

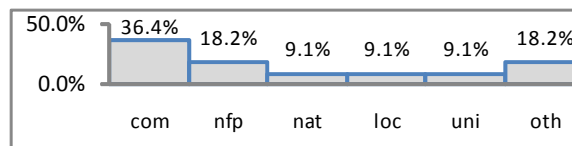


### About the Organisations

Sizes of Organisation	4	1	7
n= 12	sole trader	small	large



Types of Organisation	4	2	1	1	1	2
n= 11	commercial	not for profit	nat gov	local gov	university	other



Location		
n= 12	east of england	0 0.0%
	east midlands	2 16.7%
	london	2 16.7%
	south-east england	1 8.3%
	south west england	2 16.7%
	north-east england	0 0.0%
	north-west england	1 8.3%
	west midlands	1 8.3%
	yorkshire & the humber	1 8.3%
	scotland	1 8.3%
	wales	1 8.3%
	northern ireland	0 0.0%
	channel islands	0 0.0%
	isle of man	0 0.0%
	outside uk	0 0.0%

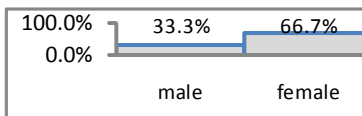
## Finds Study - Glass - Other Artefacts

### About the Specialists

#### Gender

n= 9

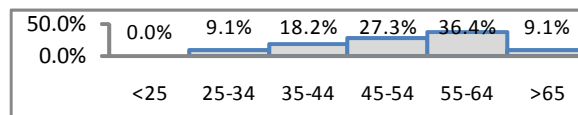
male	female
3	6



#### Age

n= 11

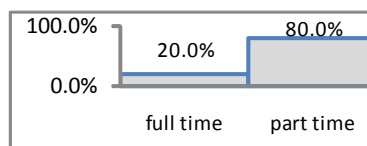
<25	25-34	35-44	45-54	55-64	>65
0	1	2	3	4	1



#### Hours Worked

n= 10

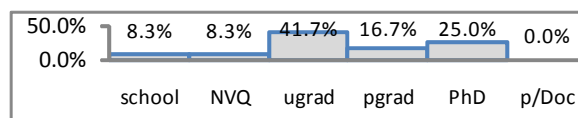
full time	part time
2	8



#### Highest Qualification

n= 12

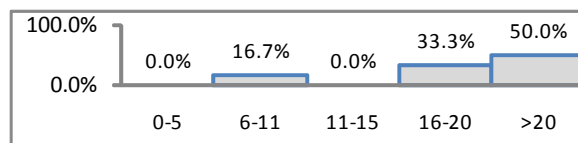
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	5	2	3	0



#### Years Practising to Date

n= 12

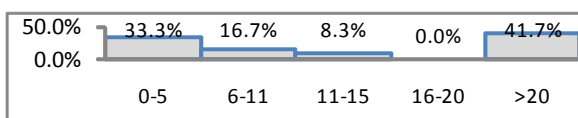
0-5	6-11	11-15	16-20	>20
0	2	0	4	6



#### Years Intending to Continue

n= 12

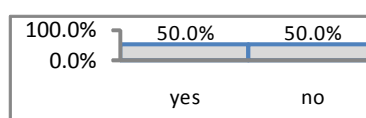
0-5	6-11	11-15	16-20	>20
4	2	1	0	5



#### Waiting List

n= 12

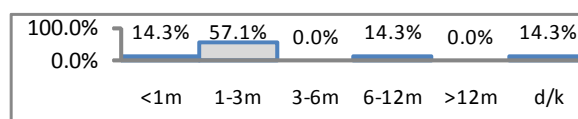
yes	no
6	6



#### Waiting List Length

n= 7

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	4	0	1	0	1





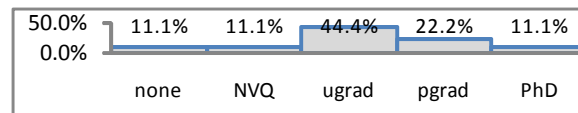
## Finds Study - Glass - Other Artefacts

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 9

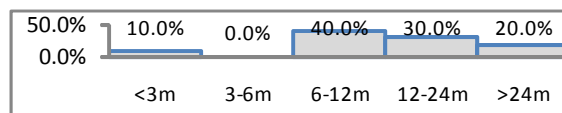
none	NVQ	ugrad	pgrad	PhD
1	1	4	2	1



#### New Entrant Experience Needed

n= 10

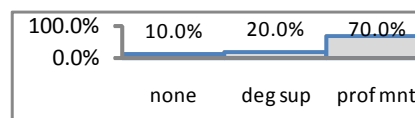
<3m	3-6m	6-12m	12-24m	>24m
1	0	4	3	2



#### New Entrant Guidance or Mentoring

n= 10

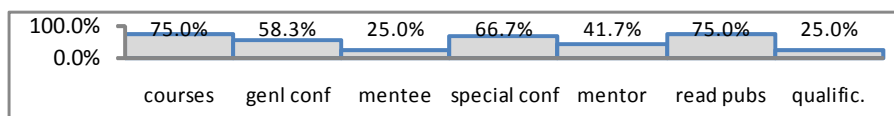
none	deg sup	prof mnt
1	2	7



#### CPD Mechanisms Preferred

n= 12

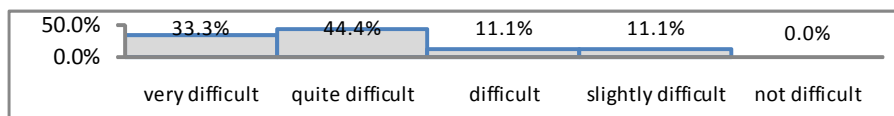
courses	genl conf	mentee	special co mentor	read pubs	qualific.
9	7	3	8	5	9



#### Access to Initial Training

n= 9

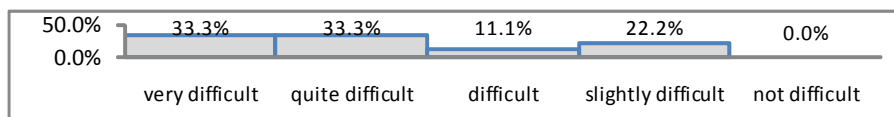
very	quite	difficult	slightly	not
3	4	1	1	0



#### Access to CPD Training

n= 9

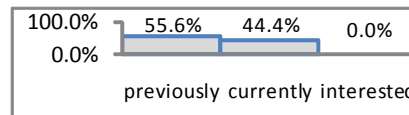
very	quite	difficult	slightly	not
3	3	1	2	0



#### Being a Trainer

n= 9

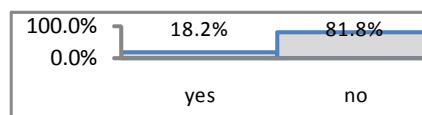
previously	currently	interested
5	4	0



#### Add to List of Trainers

n= 11

yes	no
2	9

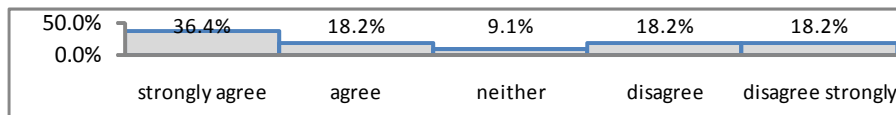


## Finds Study - Glass - Other Artefacts

### About the Changing Economic Situation

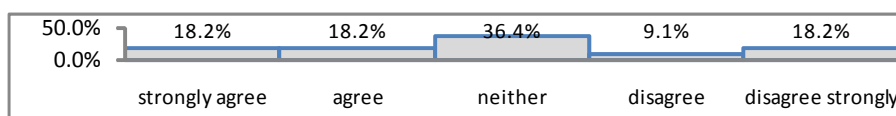
#### Reduced Projects n= 11

str agree	agree	neither	disagree	str disagree
	4	2	1	2



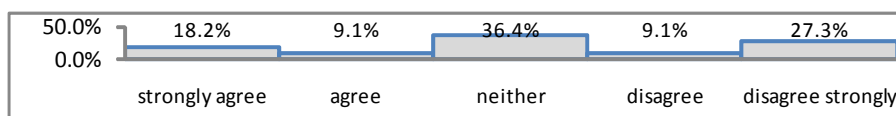
#### Reduce Costs n= 11

str agree	agree	neither	disagree	str disagree
	2	2	4	1



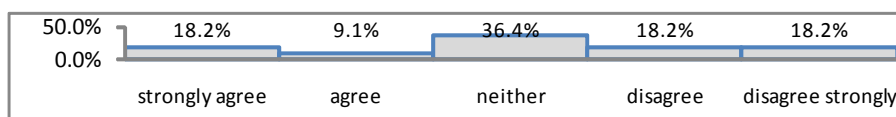
#### Time Pressure n= 11

str agree	agree	neither	disagree	str disagree
	2	1	4	1



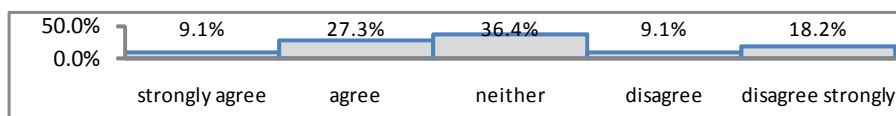
#### Cut Back Aspects n= 11

str agree	agree	neither	disagree	str disagree
	2	1	4	2



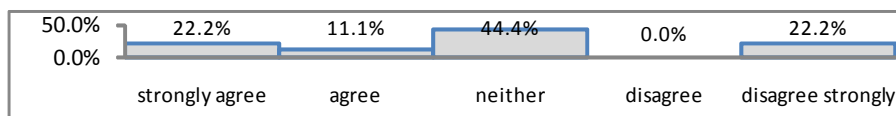
#### Job Security Worries n= 11

str agree	agree	neither	disagree	str disagree
	1	3	4	1



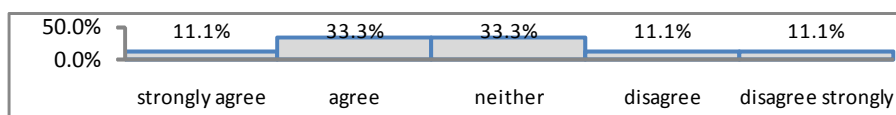
#### Non-Specialist Duties n= 9

str agree	agree	neither	disagree	str disagree
	2	1	4	0



#### Take Work Home n= 9

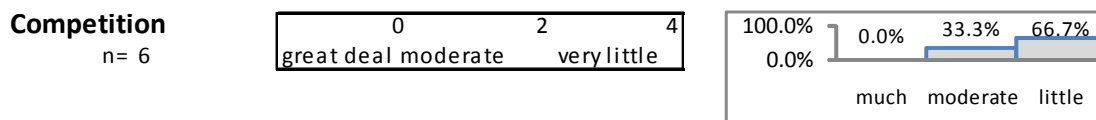
str agree	agree	neither	disagree	str disagree
	1	3	3	1



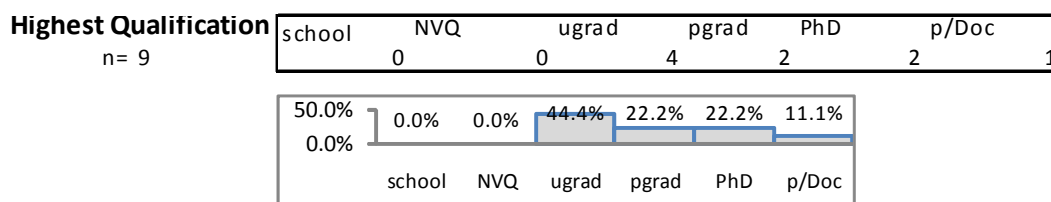
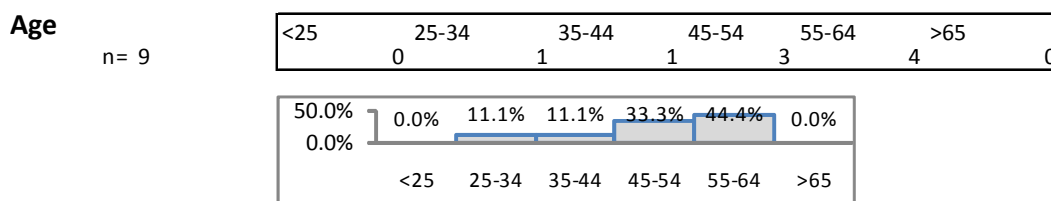
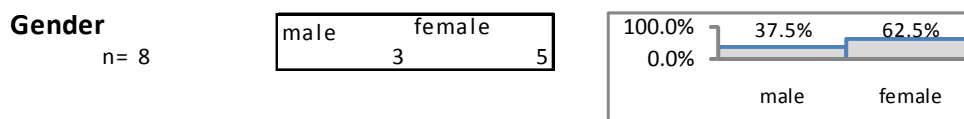
## Finds - Glass - Glassworking (and by products)

### About the Work

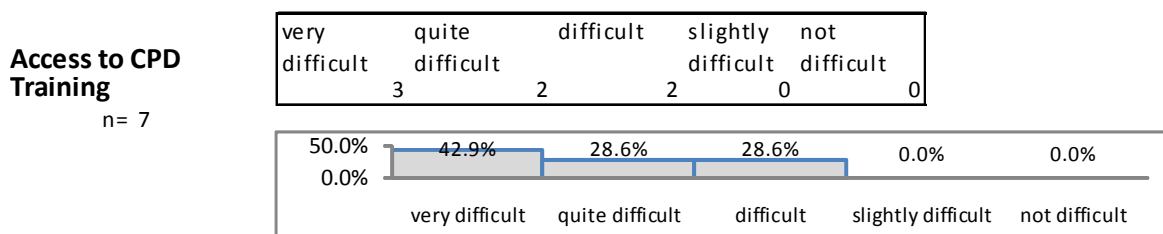
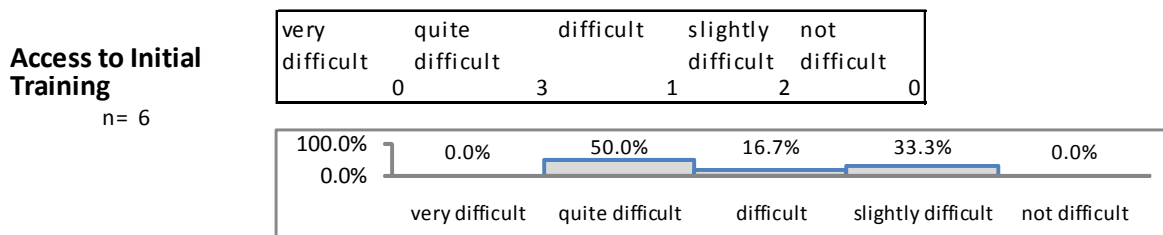
Charge / day	n	mean	SD	min	max
total	n= 6	£ 215.00	£ 55.05	£ 150.00	£ 300.00
with overheads	n= 1	£ 200.00	£ -		
without overheads	n= 2	£ 165.00	£ 21.21		



### About the Specialists



### About Training and Professional Development





## Finds Study - Organic Material - Wood

n= 3

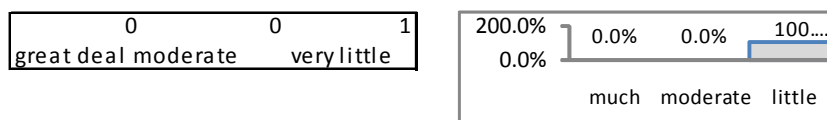
### About the Work

#### Charge / day

	n	mean	SD	min	max
total	n= 1	£ 260.00	£ -	£ 260.00	£ 260.00
with overheads	n= 0	£ -	£ -		
without overheads	n= 0	£ -	£ -		

#### Competition

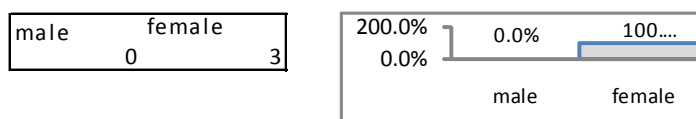
n= 3



### About the Specialists

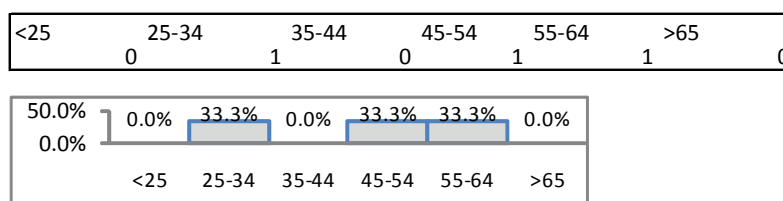
#### Gender

n= 3



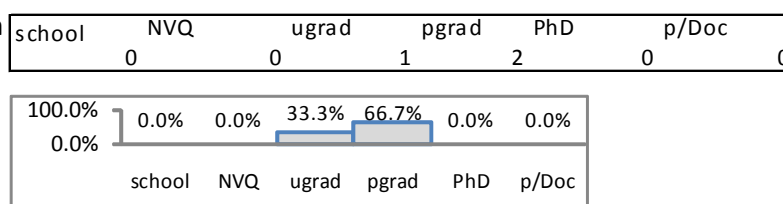
#### Age

n= 3



#### Highest Qualification

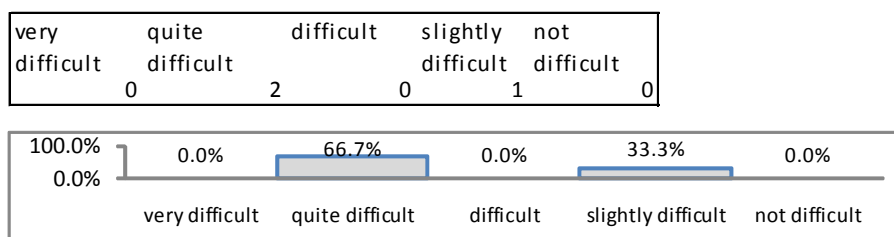
n= 3



### About Training and Professional Development

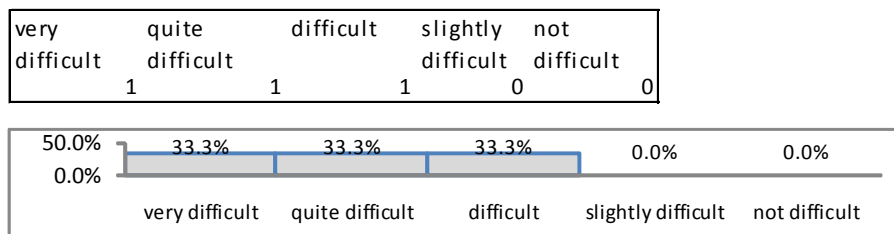
#### Access to Initial Training

n= 3



#### Access to CPD Training

n= 3

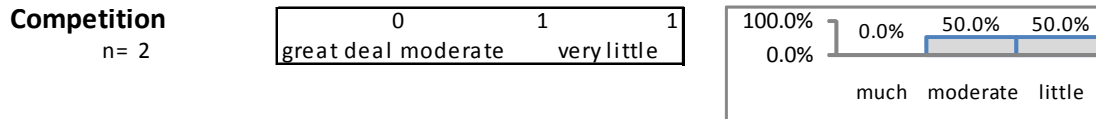


## Finds Study - Organic Material - Textiles

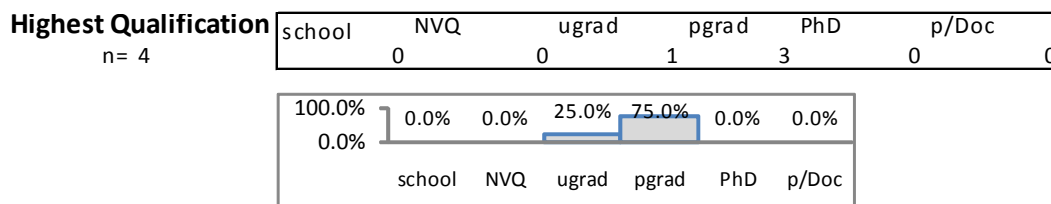
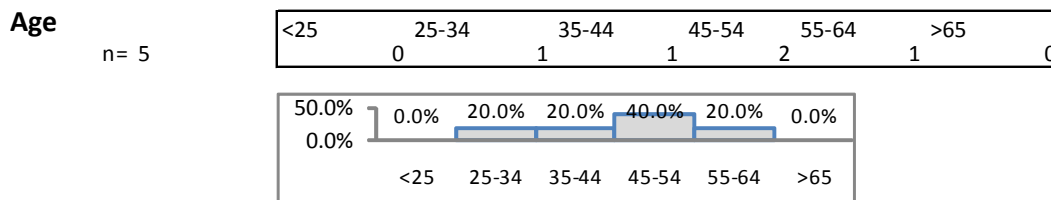
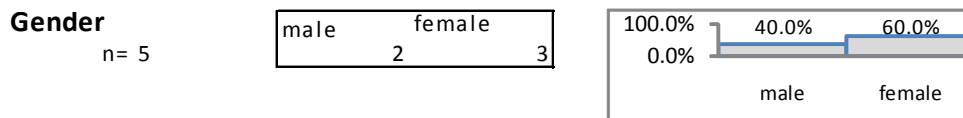
n= 5

### About the Work

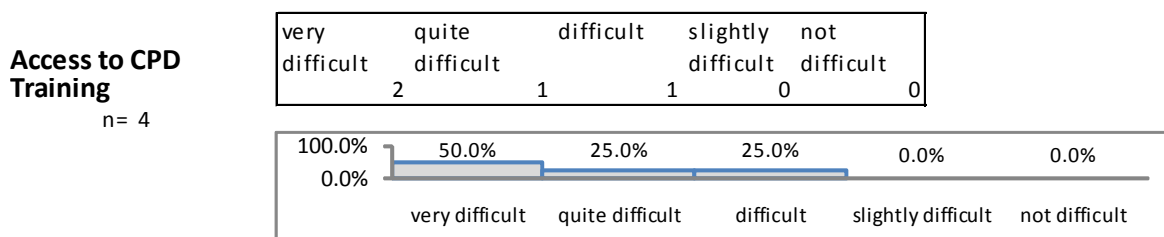
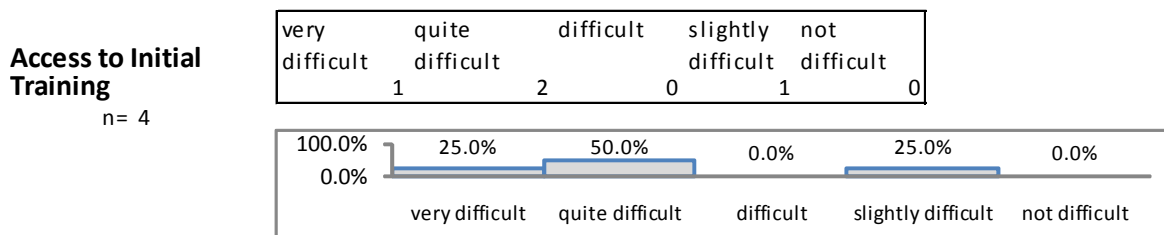
Charge / day	n	mean	SD	min	max
total	n= 1	£ 220.00	£ -	£ 220.00	£ 220.00
with overheads	n= 1	£ 220.00	£ -		
without overheads	n= 0	£ -	£ -		



### About the Specialists



### About Training and Professional Development



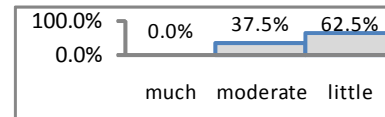
**Finds Study - Organic Material - Bone and Antler****n= 15****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 8	£ 213.63	£ 88.85	£ 100.00	£ 320.00
<b>with overheads</b>	n= 2	£ 189.50	£ 126.57		
<b>without overheads</b>	n= 2	£ 125.00	£ 35.36		

**Competition**

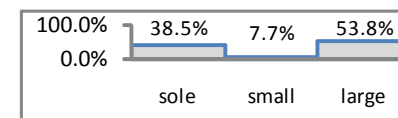
n= 8

	0	3	5
great deal			
moderate			
very little			

**About the Organisations****Sizes of Organisation**

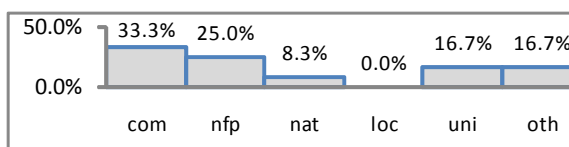
n= 13

	5	1	7
sole trader			
small			
large			

**Types of Organisation**

n= 12

	4	3	1	0	2	2
commercial						
not for profit						
nat gov						
local gov						
university						
other						

**Location**

n= 31

east of england	0	0.0%
east midlands	1	7.7%
london	2	15.4%
south-east england	1	7.7%
south west england	2	15.4%
north-east england	0	0.0%
north-west england	1	7.7%
west midlands	1	7.7%
yorkshire & the humber	0	0.0%
scotland	1	7.7%
wales	2	15.4%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	2	15.4%

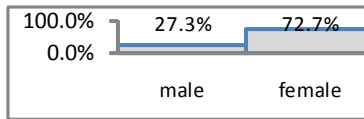
## Finds Study - Organic Material - Bone and Antler

### About the Specialists

#### Gender

n= 11

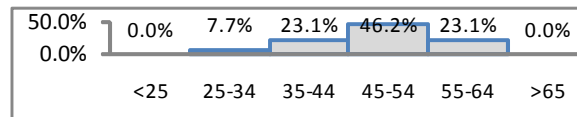
male	female
3	8



#### Age

n= 13

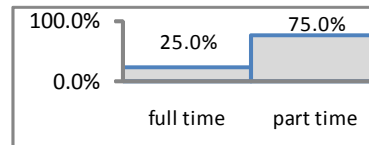
<25	25-34	35-44	45-54	55-64	>65
0	1	3	6	3	0



#### Hours Worked

n= 12

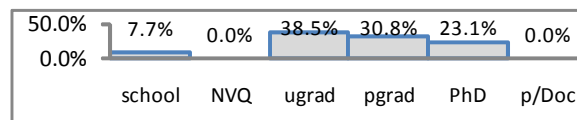
full time	part time
3	9



#### Highest Qualification

n= 13

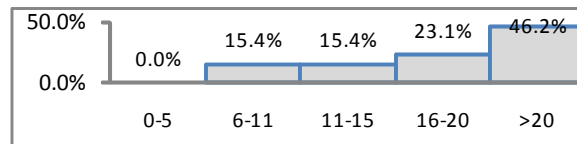
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	5	4	3	0



#### Years Practising to Date

n= 13

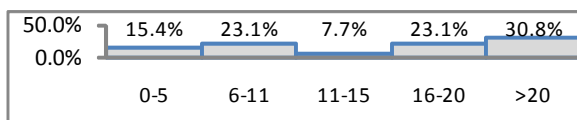
0-5	6-11	11-15	16-20	>20
0	2	2	3	6



#### Years Intending to Continue

n= 13

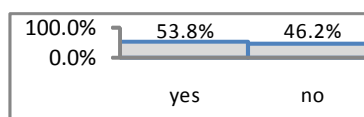
0-5	6-11	11-15	16-20	>20
2	3	1	3	4



#### Waiting List

n= 13

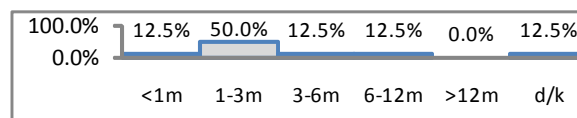
yes	no
7	6



#### Waiting List Length

n= 8

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	4	1	1	0	1





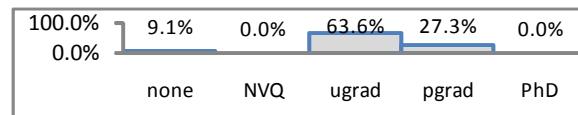
## Finds Study - Organic Material - Bone and Antler

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 11

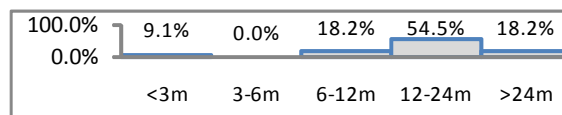
none	NVQ	ugrad	pgrad	PhD
1	0	7	3	0



#### New Entrant Experience Needed

n= 11

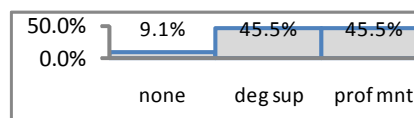
<3m	3-6m	6-12m	12-24m	>24m
1	0	2	6	2



#### New Entrant Guidance or Mentoring

n= 11

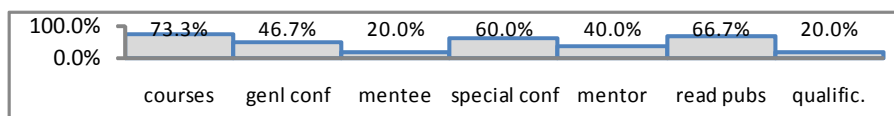
none	deg sup	prof mnt
1	5	5



#### CPD Mechanisms Preferred

n= 15

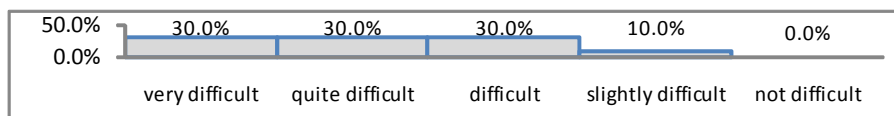
courses	genl conf	mentee	special co mentor	read pubs	qualific.
11	7	3	9	6	10



#### Access to Initial Training

n= 10

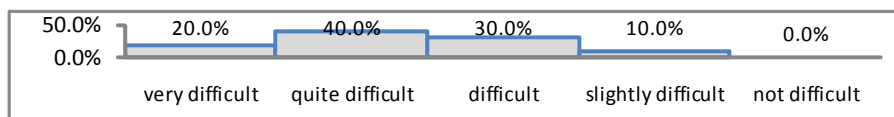
very	quite	difficult	slightly	not
3	3	3	1	0



#### Access to CPD Training

n= 10

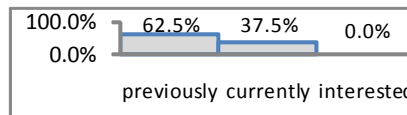
very	quite	difficult	slightly	not
2	4	3	1	0



#### Being a Trainer

n= 8

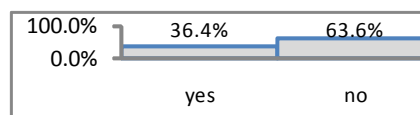
previously	currently	interested
5	3	0



#### Add to List of Trainers

n= 11

yes	no
4	7



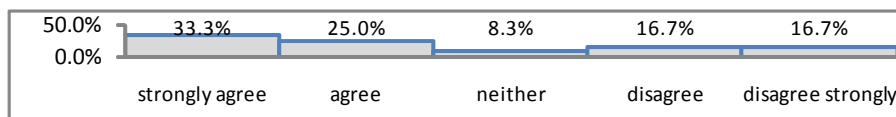
## Finds Study - Organic Material - Bone and Antler

### About the Changing Economic Situation

#### Reduced Projects

n= 12

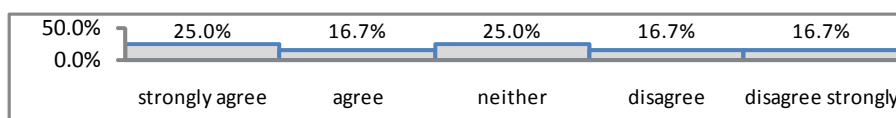
str agree	agree	neither	disagree	str disagree
	4	3	1	2
				2



#### Reduce Costs

n= 12

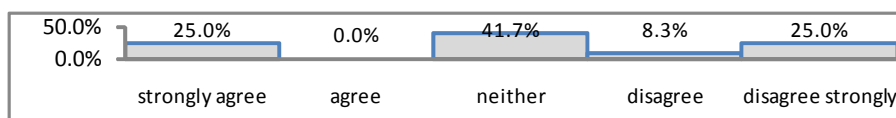
str agree	agree	neither	disagree	str disagree
	3	2	3	2
				2



#### Time Pressure

n= 12

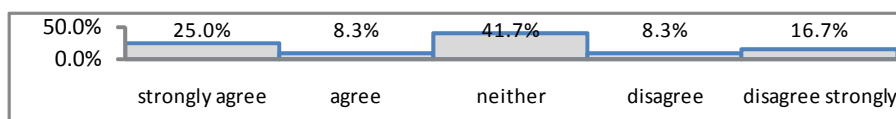
str agree	agree	neither	disagree	str disagree
	3	0	5	1
				3



#### Cut Back Aspects

n= 12

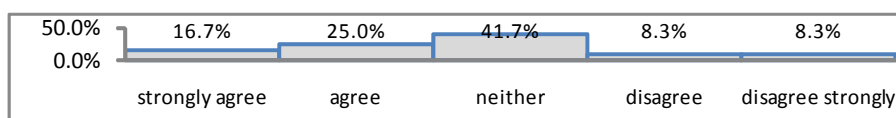
str agree	agree	neither	disagree	str disagree
	3	1	5	1
				2



#### Job Security Worries

n= 12

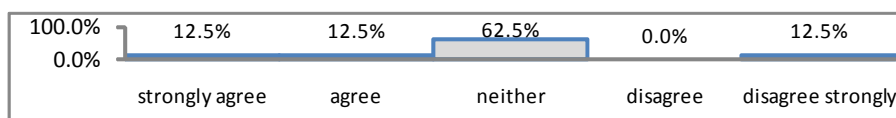
str agree	agree	neither	disagree	str disagree
	2	3	5	1
				1



#### Non-Specialist Duties

n= 8

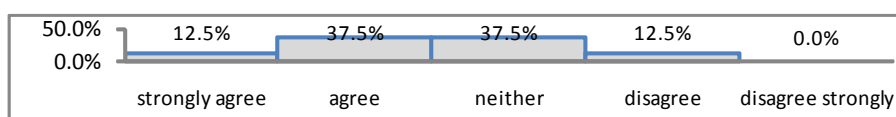
str agree	agree	neither	disagree	str disagree
	1	1	5	0
				1



#### Take Work Home

n= 8

str agree	agree	neither	disagree	str disagree
	1	3	3	1
				0



## Environmental Study - all specialisms combined

n= 48

### About the Work

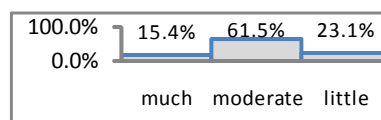
#### Charge / day

	n=	mean	SD	min	max
total	n=	£ 202.70	£ 72.14	£ 67.00	£ 420.00
with overheads	n= 36	£ 210.38	£ 71.86		
without overheads	n= 5	£ 137.40	£ 49.23		

#### Competition

n= 39

6	24	9
great deal	moderate	very little

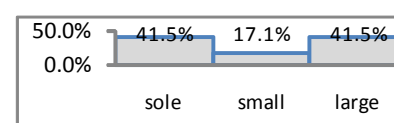


### About the Organisations

#### Sizes of Organisation

n= 41

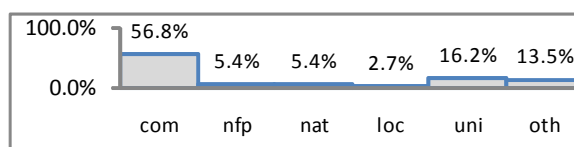
17	7	17
sole trader	small	large



#### Types of Organisation

n= 37

21	2	2	1	6	5
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 41

east of england	3	7.3%
east midlands	8	19.5%
london	3	7.3%
south-east england	9	22.0%
south west england	5	12.2%
north-east england	0	0.0%
north-west england	1	2.4%
west midlands	2	4.9%
yorkshire & the humber	6	14.6%
scotland	1	2.4%
wales	3	7.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

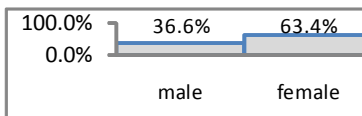
## Environmental Study - all specialisms combined

### About the Specialists

#### Gender

n= 41

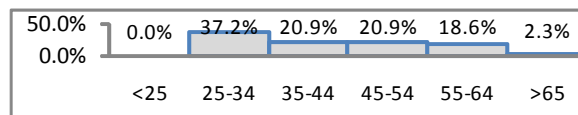
male	female
15	26



#### Age

n= 43

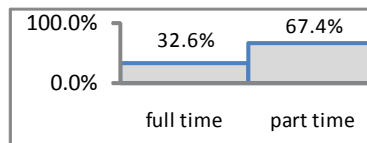
<25	25-34	35-44	45-54	55-64	>65
0	16	9	9	8	1



#### Hours Worked

n= 43

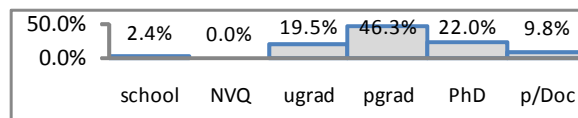
full time	part time
14	29



#### Highest Qualification

n= 41

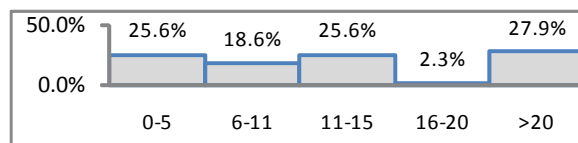
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	8	19	9	4



#### Years Practising to Date

n= 43

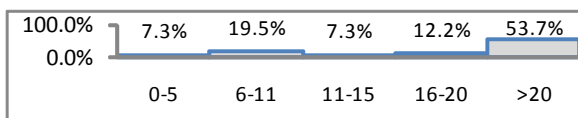
0-5	6-11	11-15	16-20	>20
11	8	11	1	12



#### Years Intending to Continue

n= 41

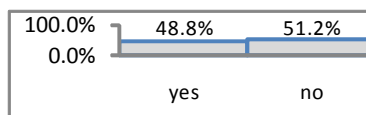
0-5	6-11	11-15	16-20	>20
3	8	3	5	22



#### Waiting List

n= 43

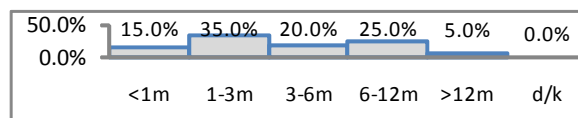
yes	no
21	22



#### Waiting List Length

n= 20

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	7	4	5	1	0



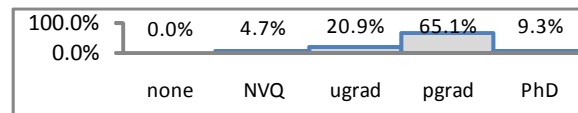
## Environmental Study - All Specialisms

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 43

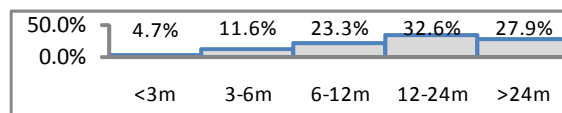
none	NVQ	ugrad	pgrad	PhD
0	2	9	28	4



#### New Entrant Experience Needed

n= 43

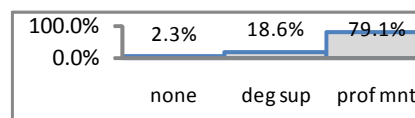
<3m	3-6m	6-12m	12-24m	>24m
2	5	10	14	12



#### New Entrant Guidance or Mentoring

n= 43

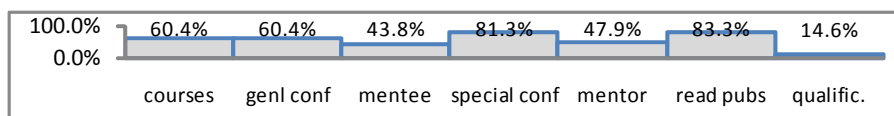
none	deg sup	prof mnt
1	8	34



#### CPD Mechanisms Preferred

n= 48

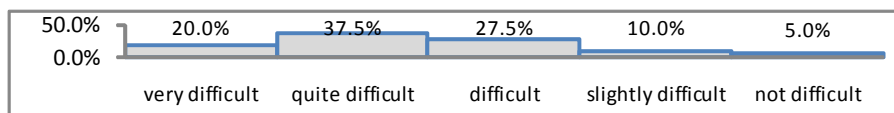
courses	genl conf	mentee	special co mentor	read pubs	qualific.
29	29	21	39	23	7



#### Access to Initial Training

n= 40

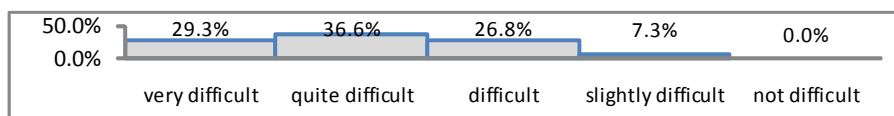
very difficult	quite difficult	difficult	slightly difficult	not difficult
8	15	11	4	2



#### Access to CPD Training

n= 41

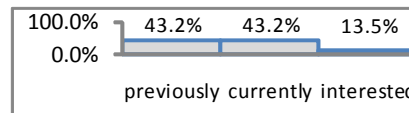
very difficult	quite difficult	difficult	slightly difficult	not difficult
12	15	11	3	0



#### Being a Trainer

n= 37

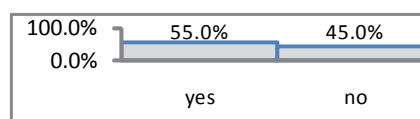
previously	currently	interested
16	16	5



#### Add to List of Trainers

n= 40

yes	no
22	18



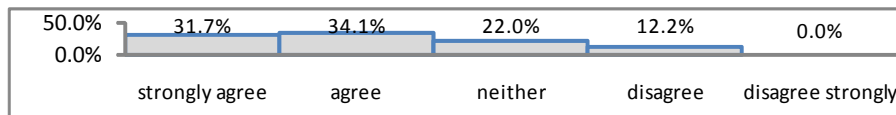
## Environmental Study - all specialisms combined

### About the Changing Economic Situation

#### Reduced Projects

n= 41

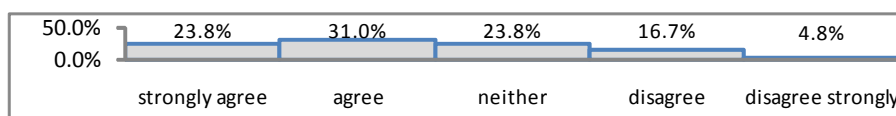
str agree	agree	neither	disagree	str disagree
13	14	9	5	0



#### Reduce Costs

n= 42

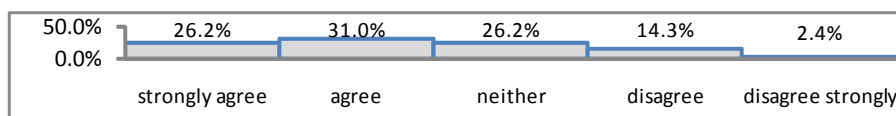
str agree	agree	neither	disagree	str disagree
10	13	10	7	2



#### Time Pressure

n= 42

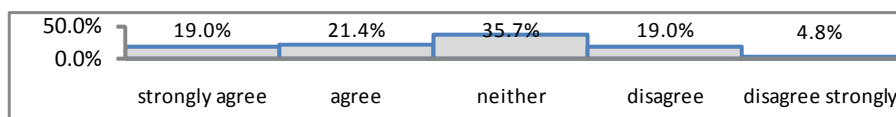
str agree	agree	neither	disagree	str disagree
11	13	11	6	1



#### Cut Back Aspects

n= 42

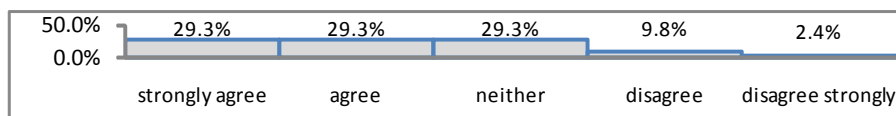
str agree	agree	neither	disagree	str disagree
8	9	15	8	2



#### Job Security Worries

n= 41

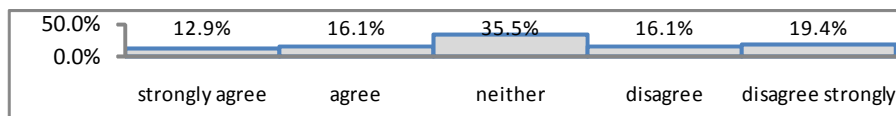
str agree	agree	neither	disagree	str disagree
12	12	12	4	1



#### Non-Specialist Duties

n= 31

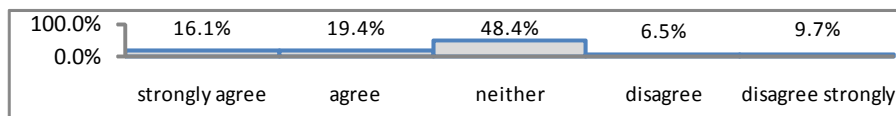
str agree	agree	neither	disagree	str disagree
4	5	11	5	6



#### Take Work Home

n= 31

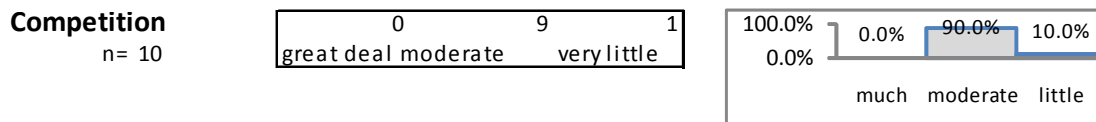
str agree	agree	neither	disagree	str disagree
5	6	15	2	3



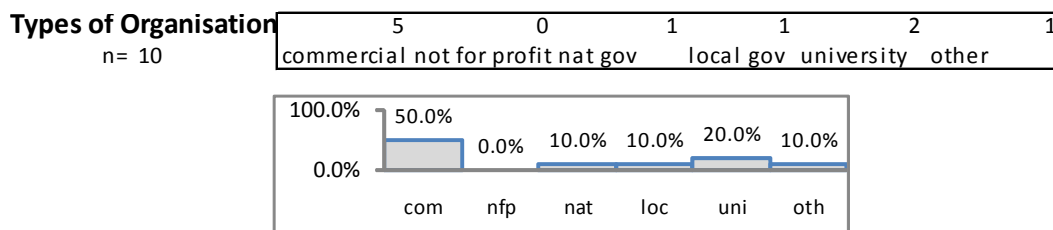
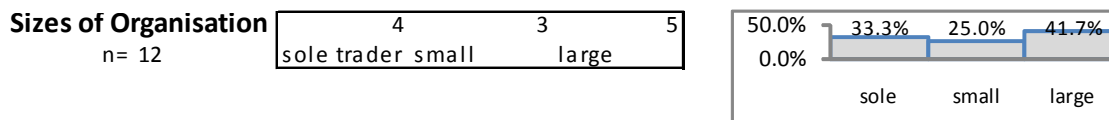
## Environmental Study - Archaeobotany - Plant Macrofossil n= 12

### About the Work

Charge / day		mean	SD	min	max
<b>total</b>	n= 11	£ 186.27	£ 65.12	£ 120.00	£ 300.00
<b>with overheads</b>	n= 10	£ 192.90	£ 64.62		
<b>without overheads</b>	n= 1	£ 120.00	.		



### About the Organisations



**Location**  
n= 12

east of england	1	8.3%
east midlands	2	16.7%
london	0	0.0%
south-east england	3	25.0%
south west england	1	8.3%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	1	8.3%
yorkshire & the humber	3	25.0%
scotland	0	0.0%
wales	1	8.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

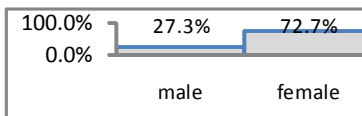
## Environmental Study - Archaeobotany - Plant Macrofossil

### About the Specialists

#### Gender

n= 11

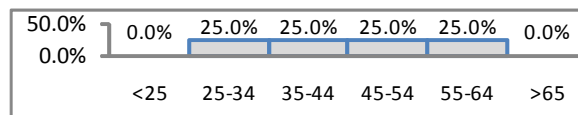
male	female
3	8



#### Age

n= 12

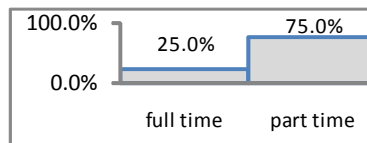
<25	25-34	35-44	45-54	55-64	>65
0	3	3	3	3	0



#### Hours Worked

n= 12

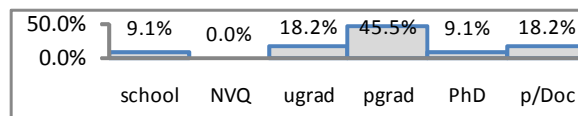
full time	part time
3	9



#### Highest Qualification

n= 11

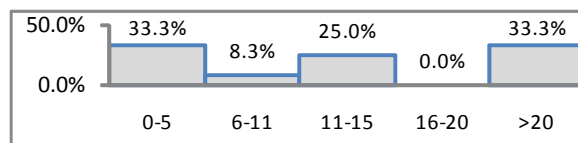
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	2	5	1	2



#### Years Practising to Date

n= 12

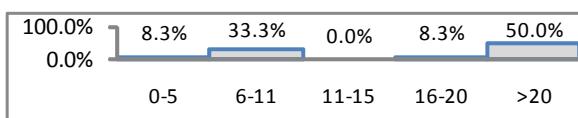
0-5	6-11	11-15	16-20	>20
4	1	3	0	4



#### Years Intending to Continue

n= 12

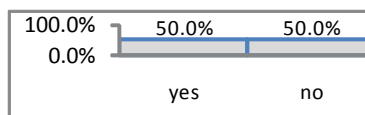
0-5	6-11	11-15	16-20	>20
1	4	0	1	6



#### Waiting List

n= 12

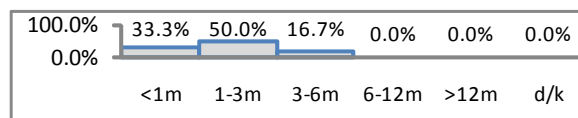
yes	no
6	6



#### Waiting List Length

n= 6

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	3	1	0	0	0





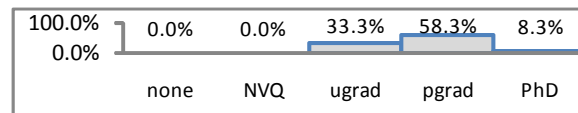
## Environmental Study - Archaeobotany - Plant Macrofossil

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 12

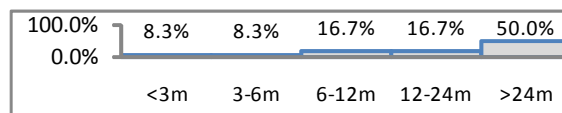
none	NVQ	ugrad	pgrad	PhD
0	0	4	7	1



#### New Entrant Experience Needed

n= 12

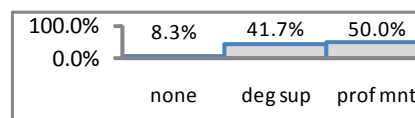
<3m	3-6m	6-12m	12-24m	>24m
1	1	2	2	6



#### New Entrant Guidance or Mentoring

n= 12

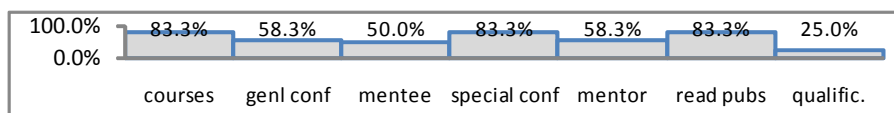
none	deg sup	prof mnt
1	5	6



#### CPD Mechanisms Preferred

n= 12

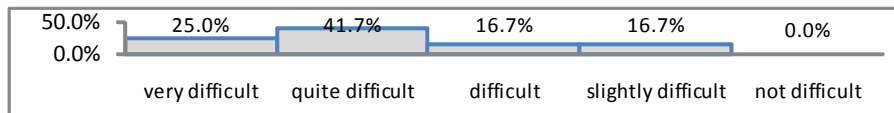
courses	genl conf	mentee	special co mentor	read pubs	qualific.
10	7	6	10	7	3



#### Access to Initial Training

n= 12

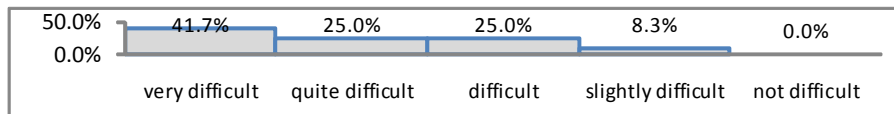
very	quite	difficult	slightly	not
3	5	2	2	0



#### Access to CPD Training

n= 12

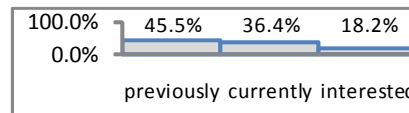
very	quite	difficult	slightly	not
5	3	3	1	0



#### Being a Trainer

n= 11

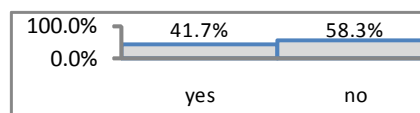
previously	currently	interested
5	4	2



#### Add to List of Trainers

n= 11

yes	no
5	7



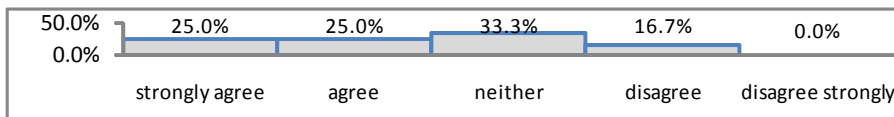
## Environmental Study - Archaeobotany - Plant Macrofossil

### About the Changing Economic Situation

#### Reduced Projects

n= 12

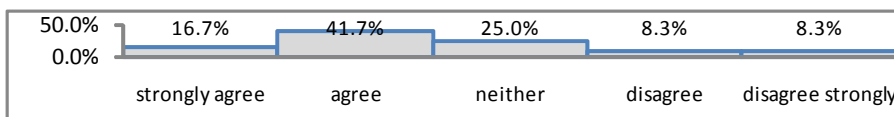
str agree	agree	neither	disagree	str disagree
	3	3	4	2
				0



#### Reduce Costs

n= 12

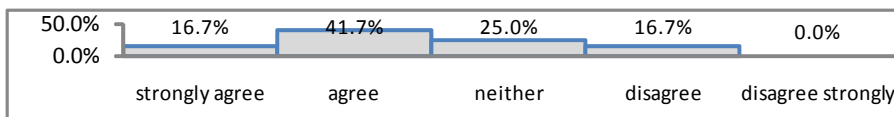
str agree	agree	neither	disagree	str disagree
	2	5	3	1
				1



#### Time Pressure

n= 12

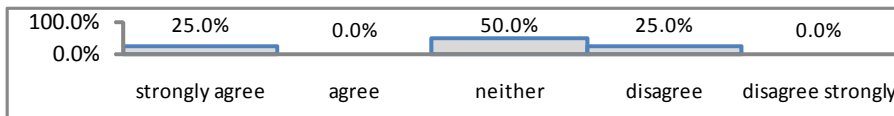
str agree	agree	neither	disagree	str disagree
	2	5	3	2
				0



#### Cut Back Aspects

n= 12

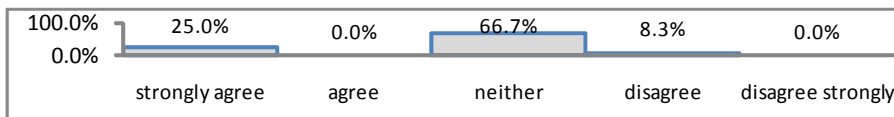
str agree	agree	neither	disagree	str disagree
	3	0	6	3
				0



#### Job Security Worries

n= 12

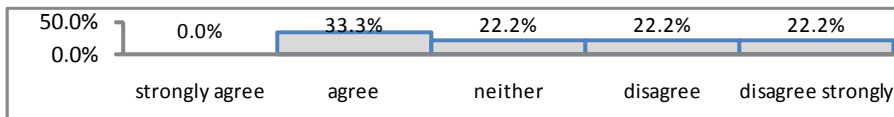
str agree	agree	neither	disagree	str disagree
	3	0	8	1
				0



#### Non-Specialist Duties

n= 9

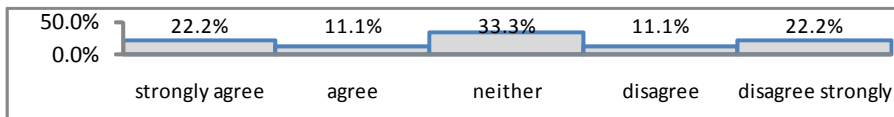
str agree	agree	neither	disagree	str disagree
	0	3	2	2
				2



#### Take Work Home

n= 9

str agree	agree	neither	disagree	str disagree
	2	1	3	1
				2

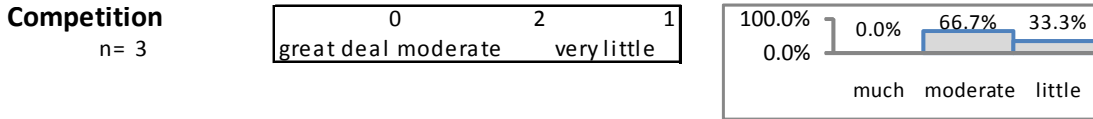


### Environmental Study - Archaeobotany - Pollen

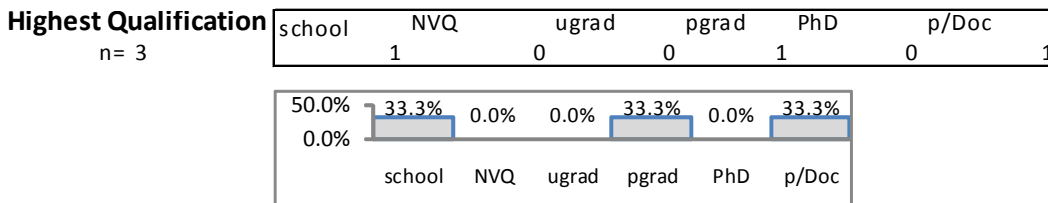
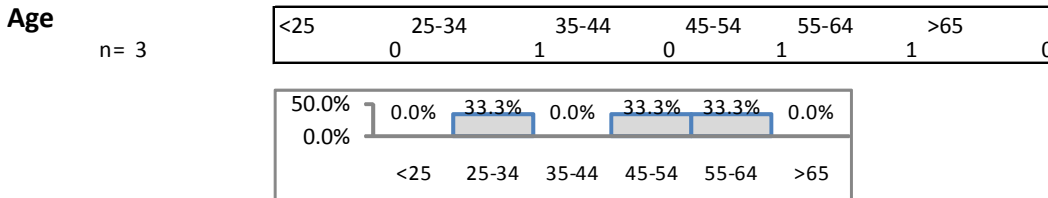
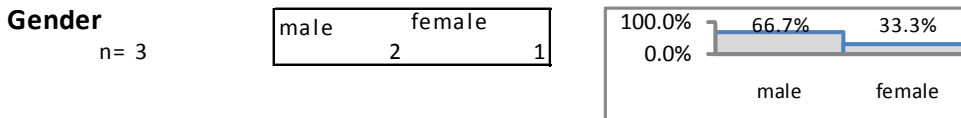
n= 3

#### About the Work

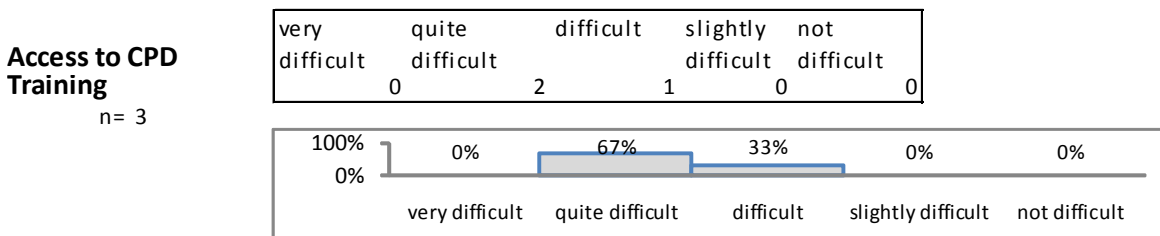
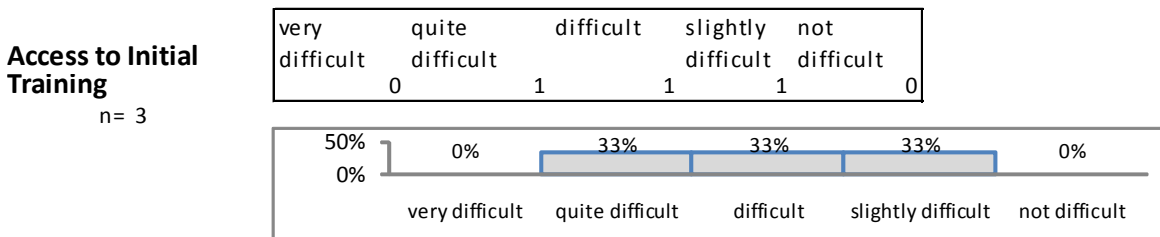
	n	mean	SD	min	max
Charge / day total	n= 3	£ 262.39	£ 18.78	£ 250.00	£ 284.00
with overheads	n= 2	£ 268.59	£ 21.80		
without overheads	n= 1	£ 250.00	£ -		



#### About the Specialists



#### About Training and Professional Development



## Environmental Study - Archaeobotany - Diatoms

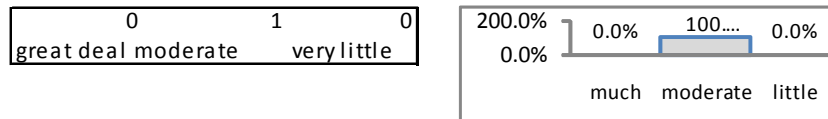
n= 1

### About the Work

**Charge / day**  
**total**  
**with overheads**  
**without overheads**

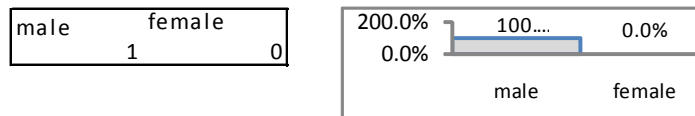
	n	mean	SD	min	max
total	n= 1	£ 284.00	£ -	£ 284.00	£ 284.00
with overheads	n= 1	£ 284.00	£ -		
without overheads	n= 0	£ -	£ -		

**Competition**  
n= 0

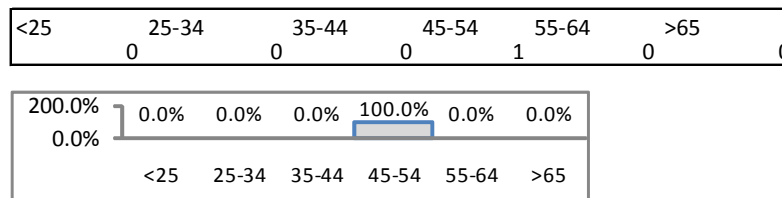


### About the Specialists

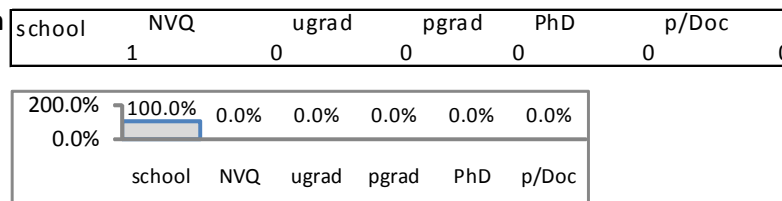
**Gender**  
n= 1



**Age**  
n= 1

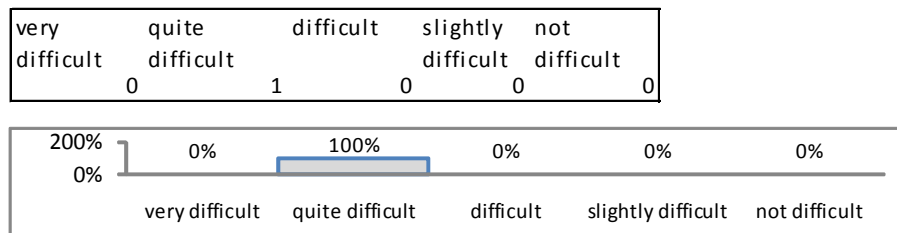


**Highest Qualification**  
n= 1

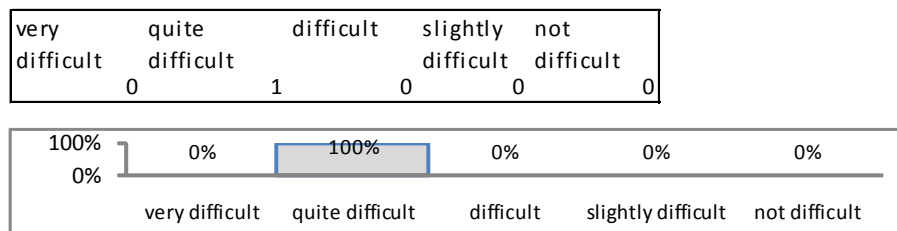


### About Training and Professional Development

**Access to Initial Training**  
n= 1



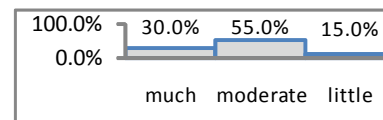
**Access to CPD Training**  
n= 1



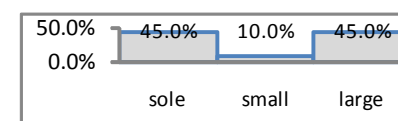
**Environmental Study - Zooarchaeology - Vertebrate****n = 27****About the Work**

Charge / day		mean	SD	min	max
<b>total</b>	n= 22	£ 183.21	£ 60.16	£ 67.00	£ 300.00
<b>with overheads</b>	n= 17	£ 191.41	£ 55.87		
<b>without overheads</b>	n= 3	£ 122.33	£ 48.95		

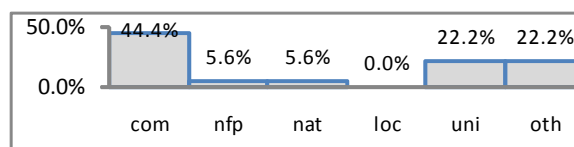
<b>Competition</b>	6	11	3
n= 20	great deal	moderate	very little

**About the Organisations**

<b>Sizes of Organisation</b>	9	2	9
n= 20	sole trader	small	large



<b>Types of Organisation</b>	8	1	1	0	4	4
n= 18	commercial	not for profit	nat gov	local gov	university	other



Location			
n= 20	east of england	2	10.0%
	east midlands	5	25.0%
	london	2	10.0%
	south-east england	4	20.0%
	south west england	1	5.0%
	north-east england	0	0.0%
	north-west england	0	0.0%
	west midlands	1	5.0%
	yorkshire & the humber	2	10.0%
	scotland	1	5.0%
	wales	2	10.0%
	northern ireland	0	0.0%
	channel islands	0	0.0%
	isle of man	0	0.0%
	outside uk	0	0.0%

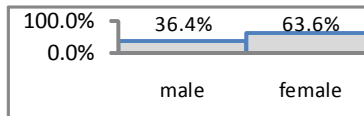
## Environmental Study - Zooarchaeology - Vertebrate

### About the Specialists

#### Gender

n= 22

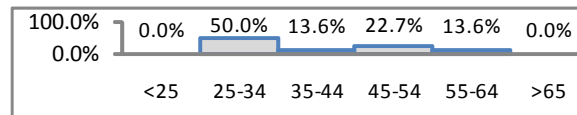
male	female
8	14



#### Age

n= 22

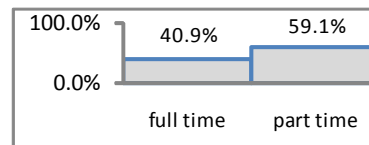
<25	25-34	35-44	45-54	55-64	>65
0	11	3	5	3	0



#### Hours Worked

n= 22

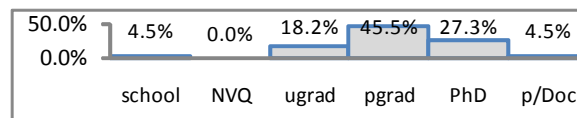
full time	part time
9	13



#### Highest Qualification

n= 22

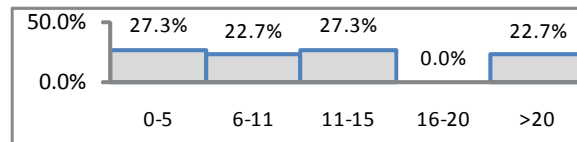
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	4	10	6	1



#### Years Practising to Date

n= 22

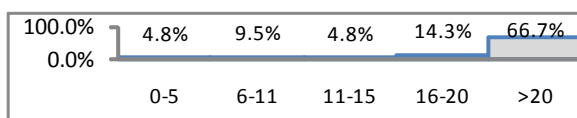
0-5	6-11	11-15	16-20	>20
6	5	6	0	5



#### Years Intending to Continue

n= 21

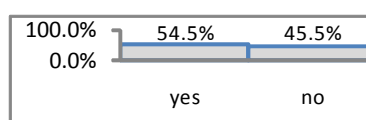
0-5	6-11	11-15	16-20	>20
1	2	1	3	14



#### Waiting List

n= 22

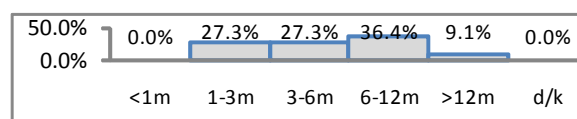
yes	no
12	10



#### Waiting List Length

n= 11

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	3	3	4	1	0

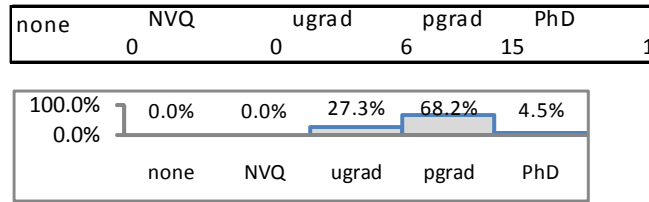


## Environmental Study - Zooarchaeology - Vertebrate

### About Training and Professional Development

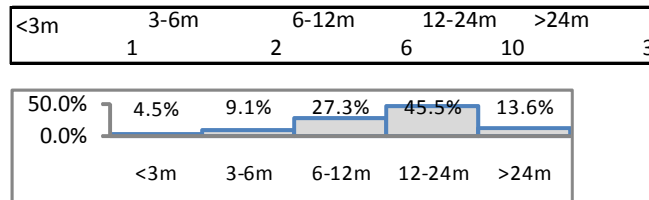
#### New Entrant Qualifications Needed

n= 22



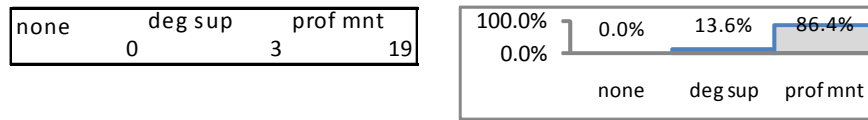
#### New Entrant Experience Needed

n= 22



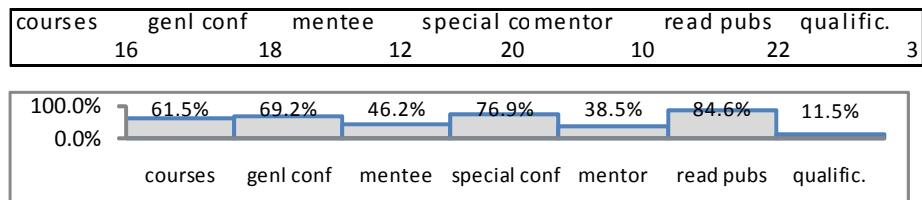
#### New Entrant Guidance or Mentoring

n= 22



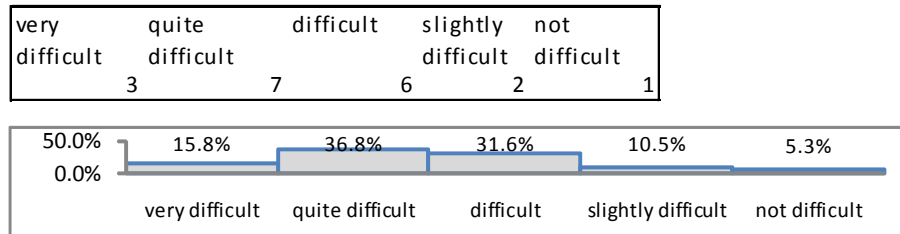
#### CPD Mechanisms Preferred

n= 26



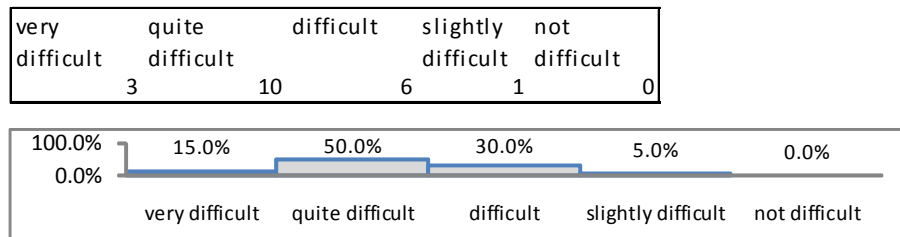
#### Access to Initial Training

n= 19



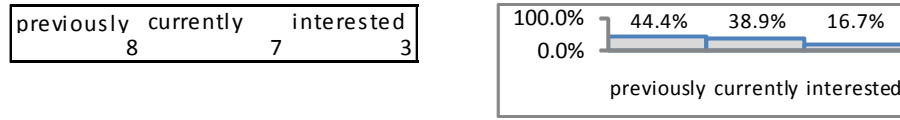
#### Access to CPD Training

n= 20



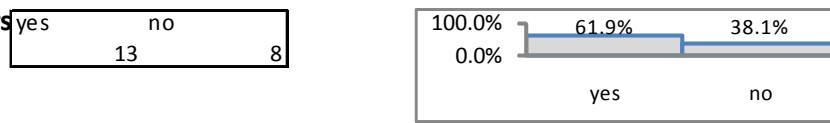
#### Being a Trainer

n= 18



#### Add to List of Trainers

n= 21



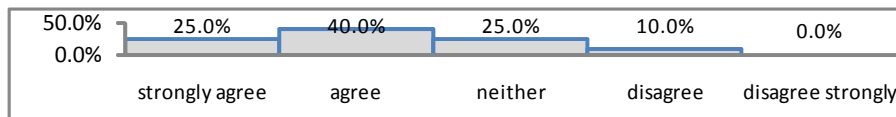
## Environmental Study - Zooarchaeology - Vertebrate

### About the Changing Economic Situation

#### Reduced Projects

n= 20

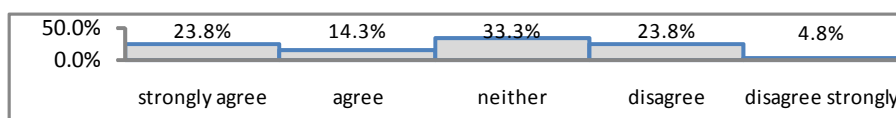
str agree	agree	neither	disagree	str disagree
5	8	5	2	0



#### Reduce Costs

n= 21

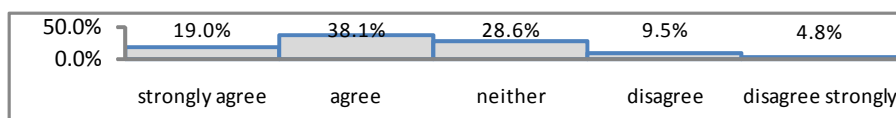
str agree	agree	neither	disagree	str disagree
5	3	7	5	1



#### Time Pressure

n= 21

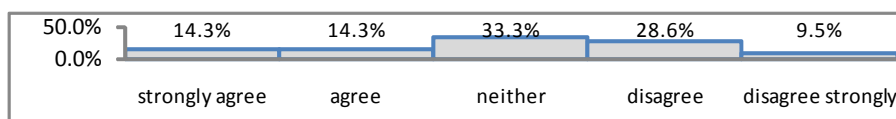
str agree	agree	neither	disagree	str disagree
4	8	6	2	1



#### Cut Back Aspects

n= 21

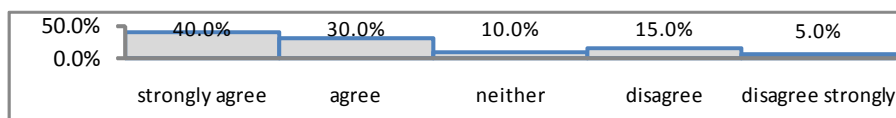
str agree	agree	neither	disagree	str disagree
3	3	7	6	2



#### Job Security Worries

n= 20

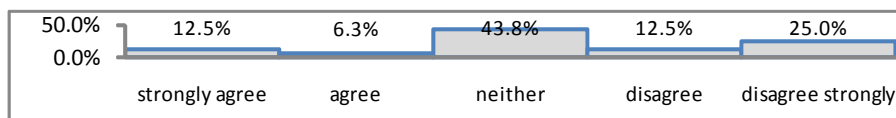
str agree	agree	neither	disagree	str disagree
8	6	2	3	1



#### Non-Specialist Duties

n= 16

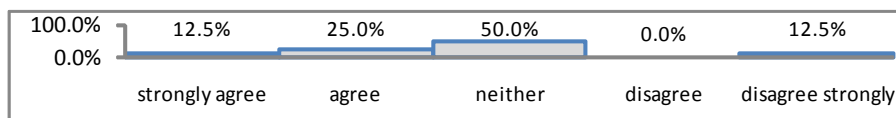
str agree	agree	neither	disagree	str disagree
2	1	7	2	4



#### Take Work Home

n= 16

str agree	agree	neither	disagree	str disagree
2	4	8	0	2

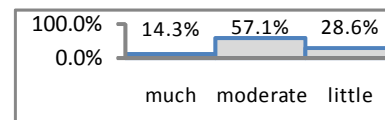




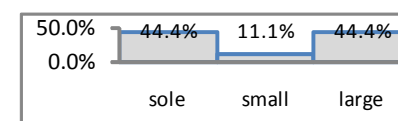
**Environmental Study - Zooarchaeology - Microfauna****n= 10****About the Work**

Charge / day		mean	SD	min	max
<b>total</b>	n= 8	£ 190.75	£ 81.14	£ 67.00	£ 300.00
<b>with overheads</b>	n= 7	£ 208.43	£ 69.02		
<b>without overheads</b>	n= 1	£ 67.00	£ -		

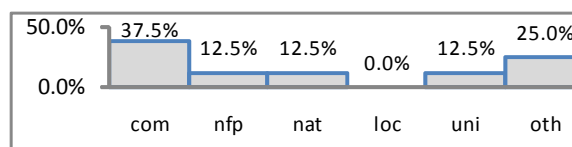
Competition	1	4	2
n= 7	great deal	moderate	very little

**About the Organisations**

Sizes of Organisation	4	1	4
n= 9	sole trader	small	large



Types of Organisation	3	1	1	0	1	2
n= 8	commercial	not for profit	nat gov	local gov	university	other



Location		
n= 9	east of england	11.1%
	east midlands	22.2%
	london	11.1%
	south-east england	22.2%
	south west england	0.0%
	north-east england	0.0%
	north-west england	11.1%
	west midlands	11.1%
	yorkshire & the humber	0.0%
	scotland	11.1%
	wales	0.0%
	northern ireland	0.0%
	channel islands	0.0%
	isle of man	0.0%
	outside uk	0.0%

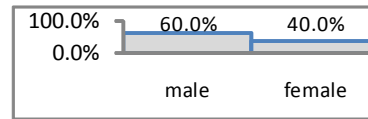
## Environmental Study - Zooarchaeology - Microfauna

### About the Specialists

#### Gender

n= 10

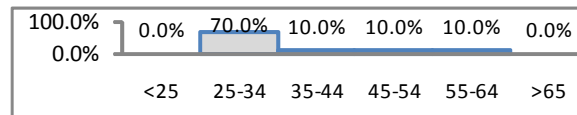
male	female
6	4



#### Age

n= 10

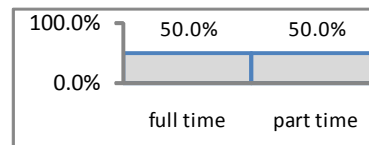
<25	25-34	35-44	45-54	55-64	>65
0	7	1	1	1	0



#### Hours Worked

n= 10

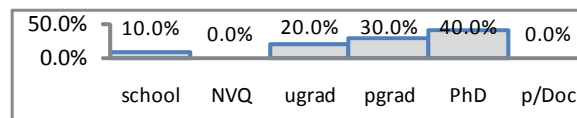
full time	part time
5	5



#### Highest Qualification

n= 10

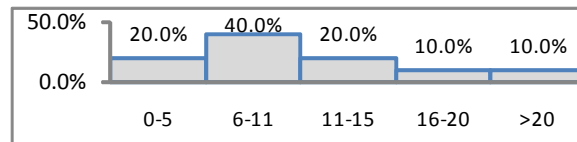
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	2	3	4	0



#### Years Practising to Date

n= 10

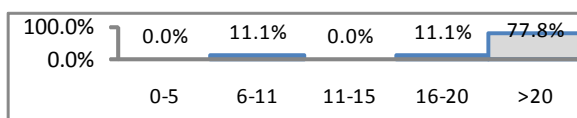
0-5	6-11	11-15	16-20	>20
2	4	2	1	1



#### Years Intending to Continue

n= 9

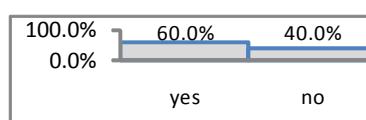
0-5	6-11	11-15	16-20	>20
0	1	0	1	7



#### Waiting List

n= 10

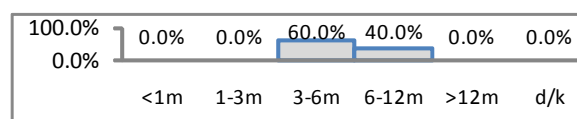
yes	no
6	4



#### Waiting List Length

n= 5

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	0	3	2	0	0



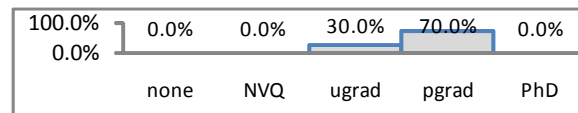
## Environmental Study - Zooarchaeology - Microfauna

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 10

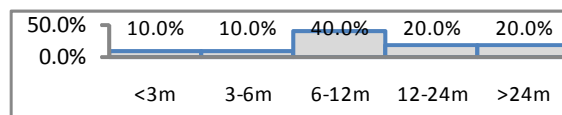
none	NVQ	ugrad	pgrad	PhD
0	0	3	7	0



#### New Entrant Experience Needed

n= 10

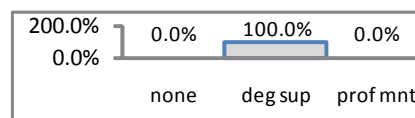
<3m	3-6m	6-12m	12-24m	>24m
1	1	4	2	2



#### New Entrant Guidance or Mentoring

n= 10

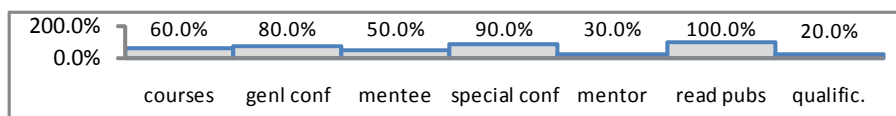
none	deg sup	prof mnt
0	10	0



#### CPD Mechanisms Preferred

n= 10

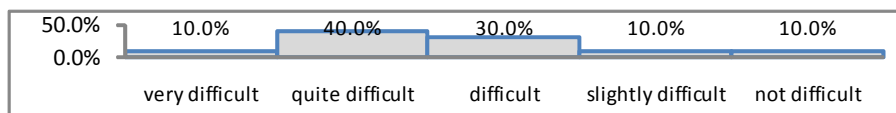
courses	genl conf	mentee	special co	mentor	read pubs	qualific.
6	8	5	9	3	10	2



#### Access to Initial Training

n= 10

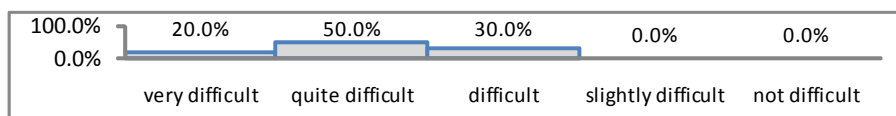
very difficult	quite difficult	difficult	slightly difficult	not difficult
1	4	3	1	1



#### Access to CPD Training

n= 10

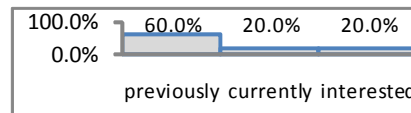
very difficult	quite difficult	difficult	slightly difficult	not difficult
2	5	3	0	0



#### Being a Trainer

n= 10

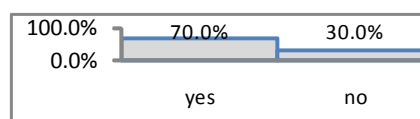
previously	currently	interested
6	2	2



#### Add to List of Trainers

n= 10

yes	no
7	3



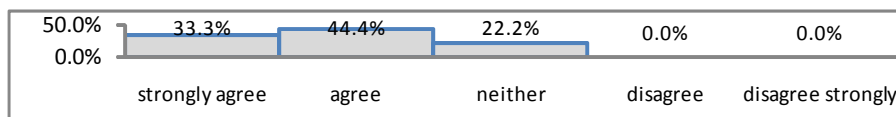
## Environmental Study - Zooarchaeology - Microfauna

### About the Changing Economic Situation

#### Reduced Projects

n= 9

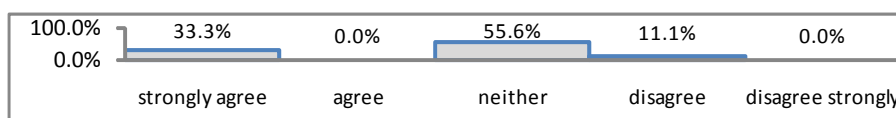
str agree	agree	neither	disagree	str disagree
	3	4	2	0



#### Reduce Costs

n= 9

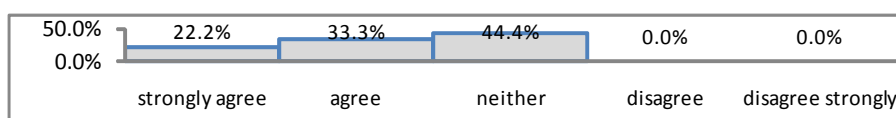
str agree	agree	neither	disagree	str disagree
	3	0	5	1



#### Time Pressure

n= 9

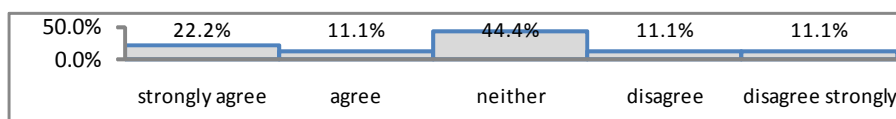
str agree	agree	neither	disagree	str disagree
	2	3	4	0



#### Cut Back Aspects

n= 9

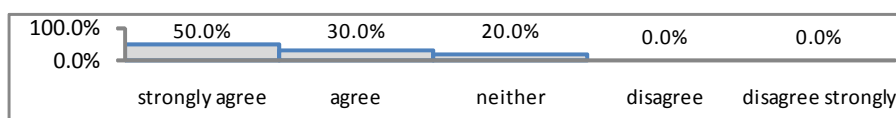
str agree	agree	neither	disagree	str disagree
	2	1	4	1



#### Job Security Worries

n= 10

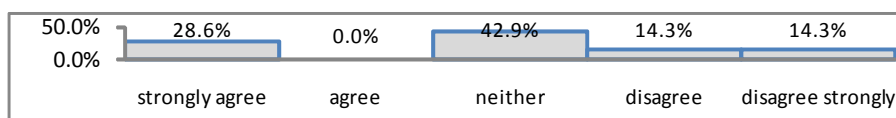
str agree	agree	neither	disagree	str disagree
	5	3	2	0



#### Non-Specialist Duties

n= 7

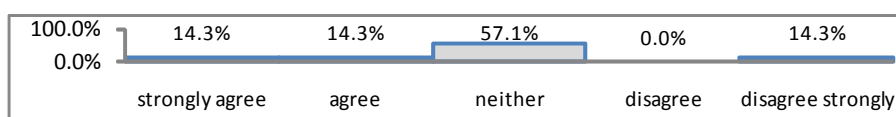
str agree	agree	neither	disagree	str disagree
	2	0	3	1



#### Take Work Home

n= 7

str agree	agree	neither	disagree	str disagree
	1	1	4	0

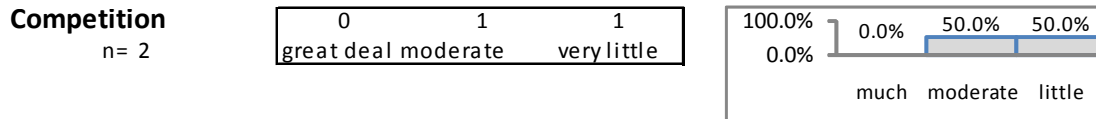


## Environmental Study - Zooarchaeology - Insects

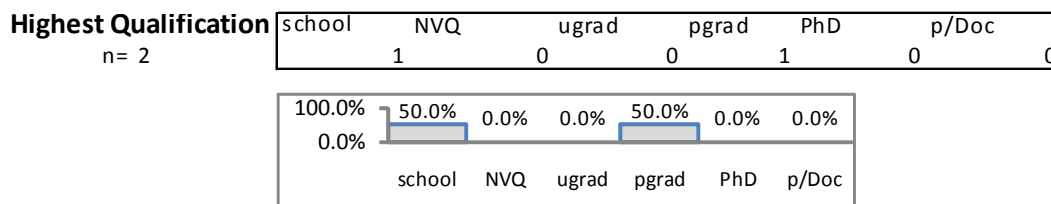
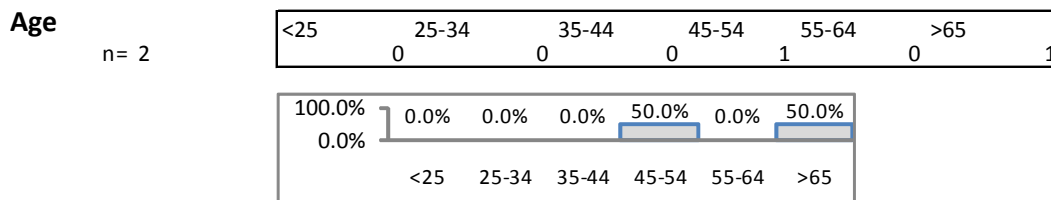
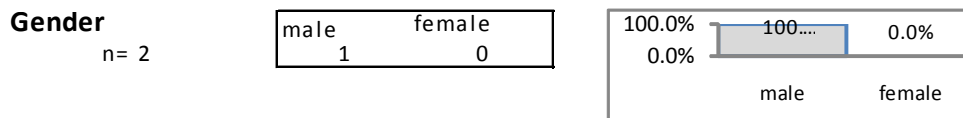
n= 2

### About the Work

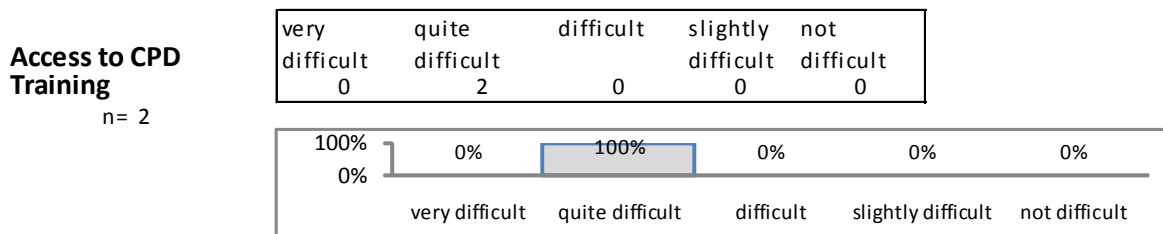
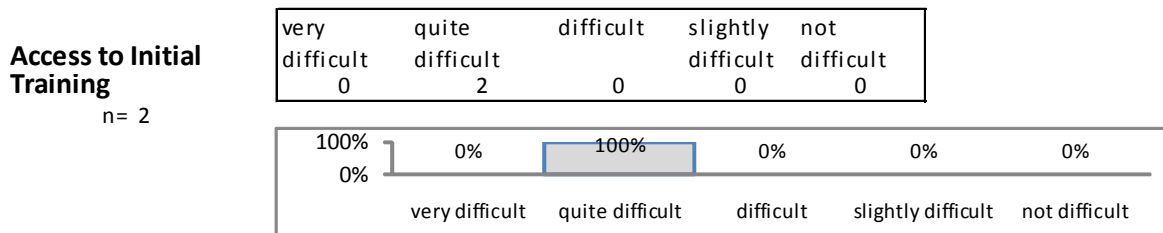
Charge / day	n	mean	SD	min	max
total	n= 2	£ 352.00	£ 96.17	£ 284.00	£ 420.00
with overheads	n= 2	£ 352.00	£ 96.17		
without overheads	n= 0	£ -	£ -		



### About the Specialists



### About Training and Professional Development

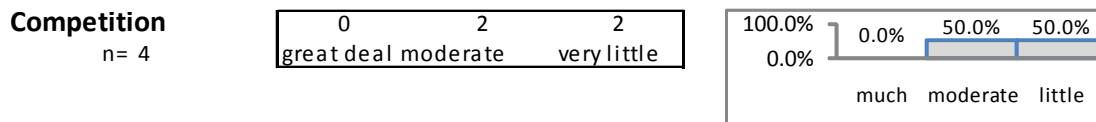


## Environmental Study - Zooarchaeology - Molluscs

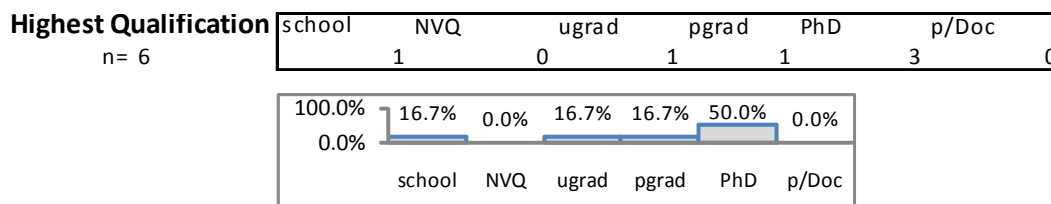
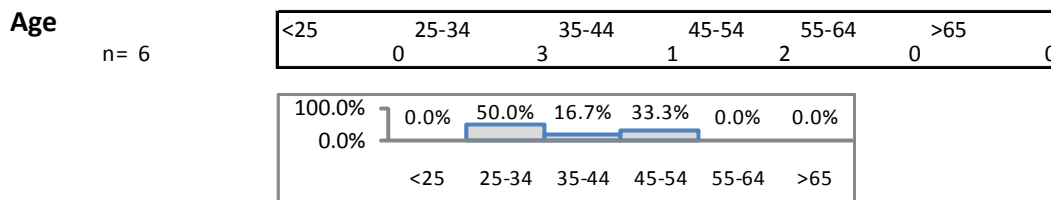
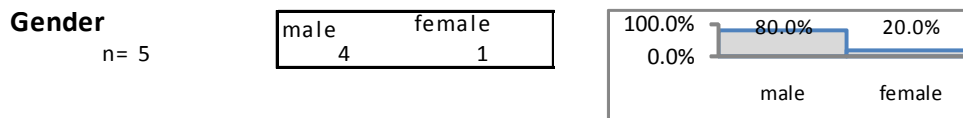
n= 7

### About the Work

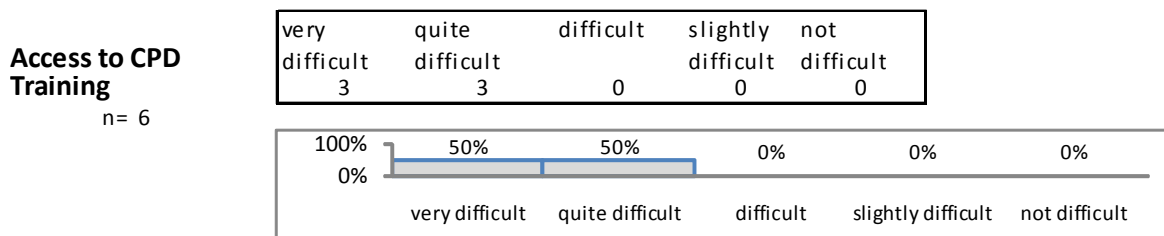
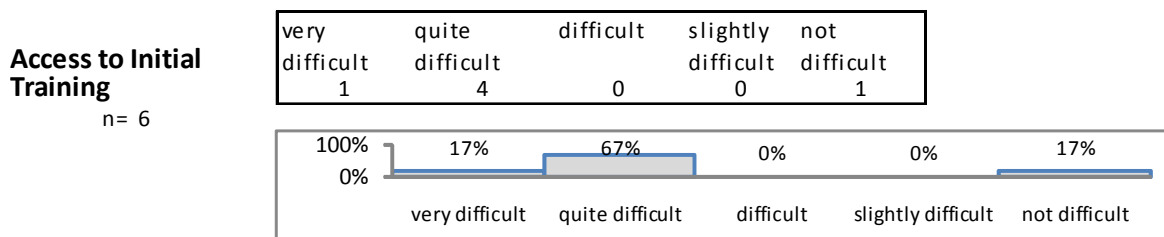
Charge / day	n	mean	SD	min	max
total	n= 7	£ 215.67	£ 79.10	£ 120.00	£ 300.00
with overheads	n= 6	£ 215.67	£ 79.10		
without overheads	n= 0	£ -	£ -		



### About the Specialists



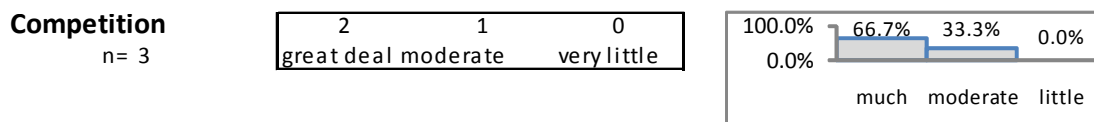
### About Training and Professional Development



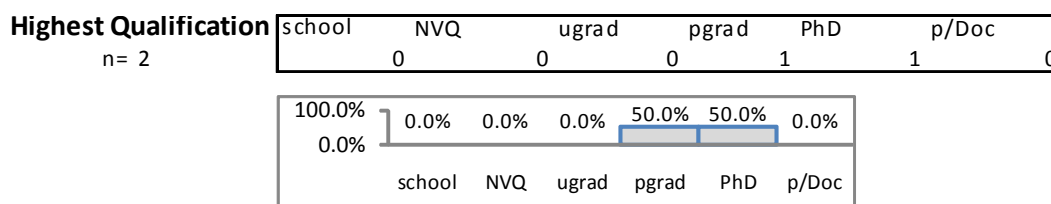
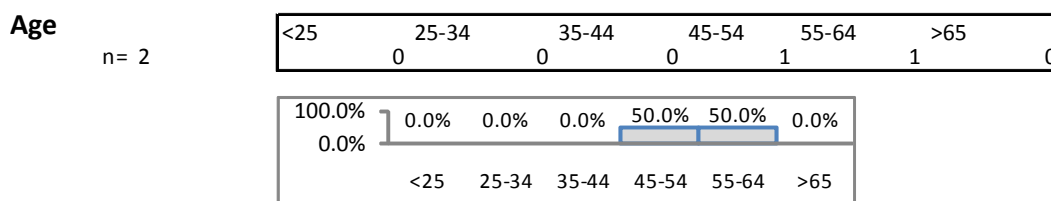
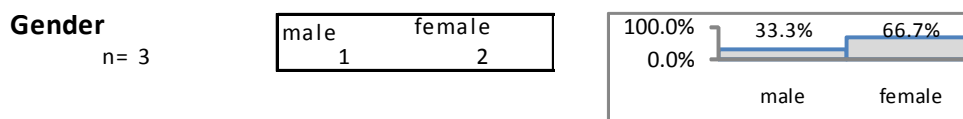
## Environmental Study - Geoarchaeology - Sedimentology n= 3

### About the Work

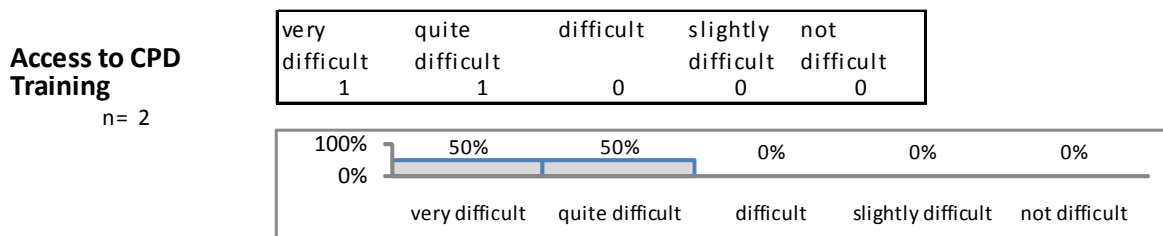
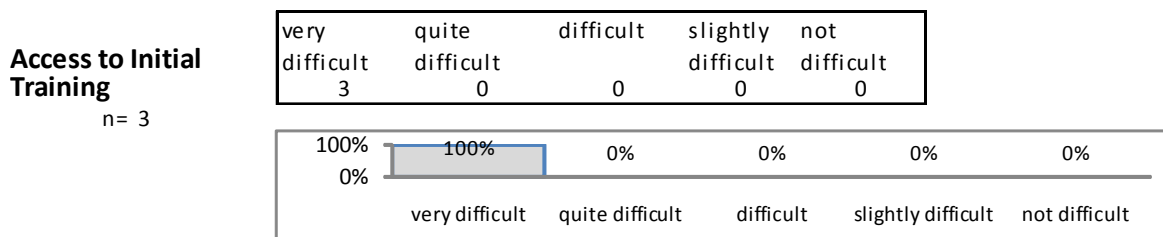
Charge / day	n	mean	SD	min	max
total	n= 3	£ 215.00	£ 54.08	£ 170.00	£ 275.00
with overheads	n= 1	£ 275.00	£ -		
without overheads	n= 1	£ 170.00	£ -		



### About the Specialists



### About Training and Professional Development



**Environmental Study - Geoarchaeology - Soil Micromorphology** n= 0

**No responses were received from any specialists providing this particular service**



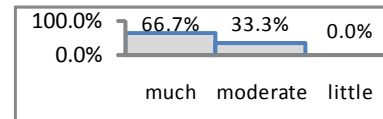
## Environmental Study - Human Osteology

n= 10

### About the Work

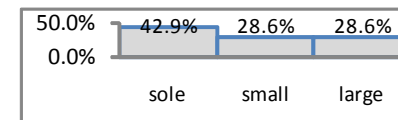
Charge / day	n	mean	SD	min	max
total	n= 9	£ 215.00	£ 73.87	£ 150.00	£ 350.00
with overheads	n= 8	£ 215.00	£ 73.87		
without overheads	n= 1	£ 140.00	.		

Competition	n	great deal	moderate	very little
n= 9	6	3	0	

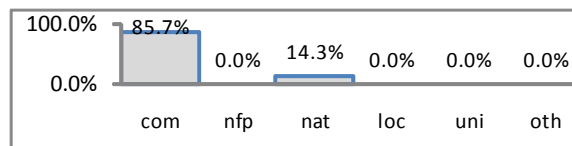


### About the Organisations

Sizes of Organisation	n	sole trader	small	large
n= 7	3	2	2	



Types of Organisation	n	commercial	not for profit	nat gov	local gov	university	other
n= 7	6	0	1	0	0	0	



Location	n	Percentage
east of england	1	14.3%
east midlands	1	14.3%
london	0	0.0%
south-east england	2	28.6%
south west england	2	28.6%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	1	14.3%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

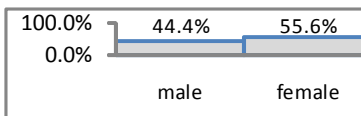
## Environmental Study - Human Osteology

### About the Specialists

#### Gender

n= 9

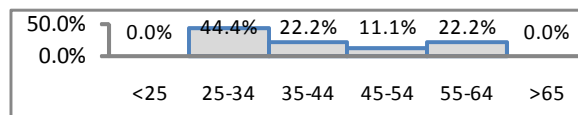
male	female
4	5



#### Age

n= 9

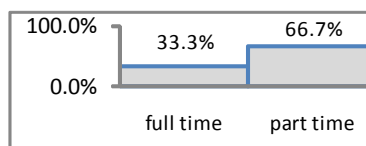
<25	25-34	35-44	45-54	55-64	>65
0	4	2	1	2	0



#### Hours Worked

n= 9

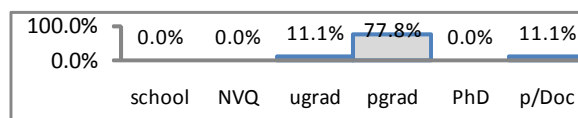
full time	part time
3	6



#### Highest Qualification

n= 9

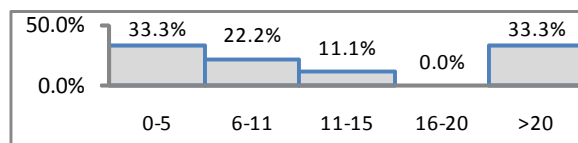
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	1	7	0	1



#### Years Practising to Date

n= 9

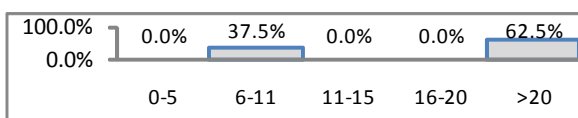
0-5	6-11	11-15	16-20	>20
3	2	1	0	3



#### Years Intending to Continue

n= 8

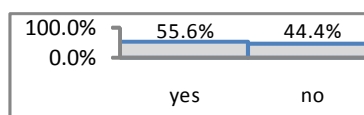
0-5	6-11	11-15	16-20	>20
0	3	0	0	5



#### Waiting List

n= 9

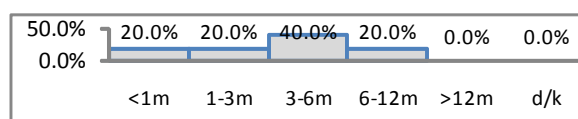
yes	no
5	4



#### Waiting List Length

n= 5

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	1	2	1	0	0

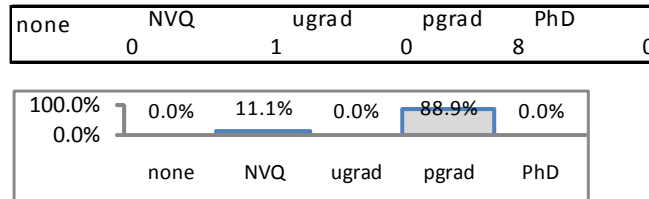


## Environmental Study - Human Osteology

### About Training and Professional Development

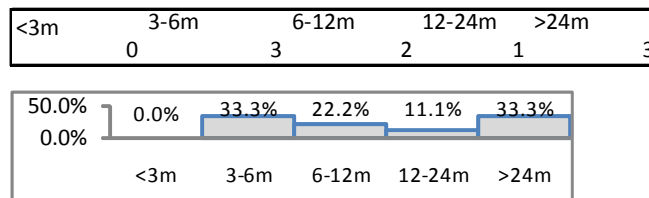
#### New Entrant Qualifications Needed

n= 9



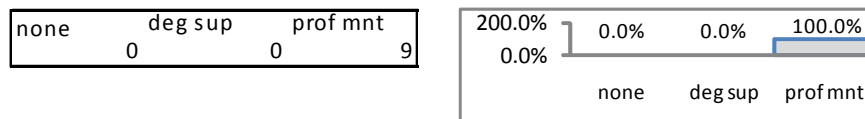
#### New Entrant Experience Needed

n= 9



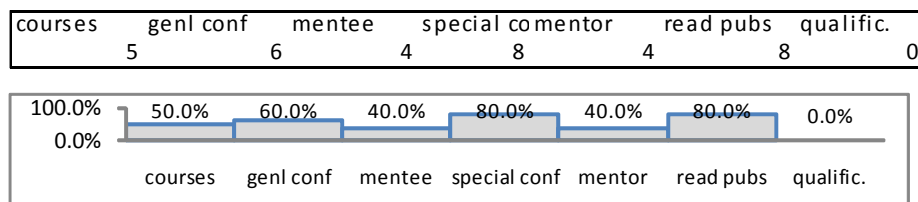
#### New Entrant Guidance or Mentoring

n= 10



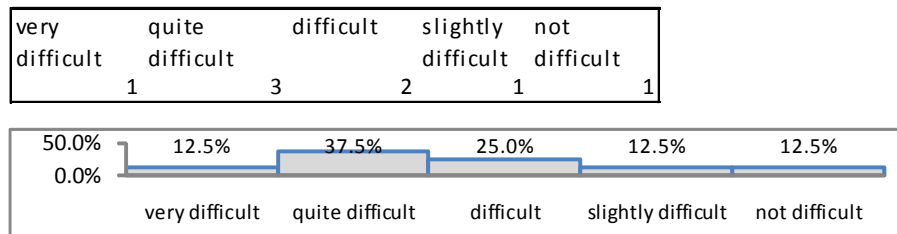
#### CPD Mechanisms Preferred

n= 10



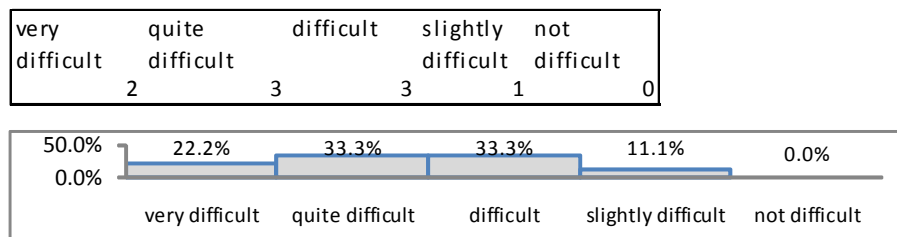
#### Access to Initial Training

n= 8



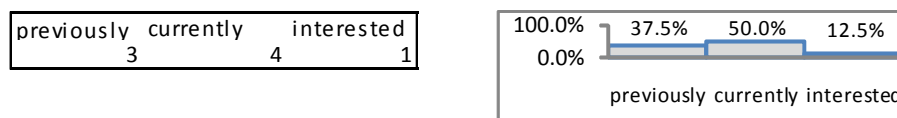
#### Access to CPD Training

n= 9



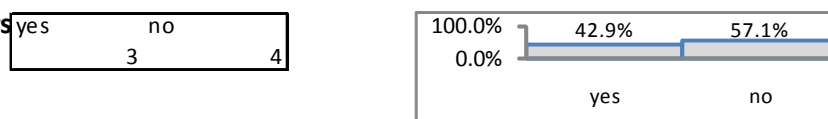
#### Being a Trainer

n= 8



#### Add to List of Trainers

n= 7



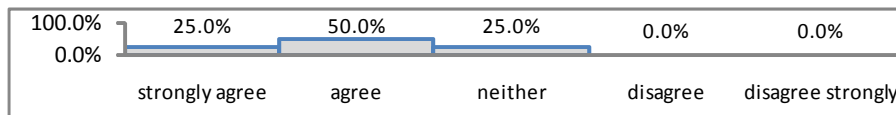
## Environmental Study - Human Osteology

### About the Changing Economic Situation

#### Reduced Projects

n= 8

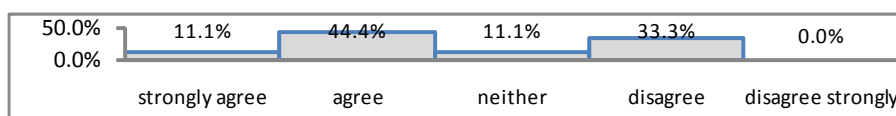
str agree	agree	neither	disagree	str disagree
2	4	2	0	0



#### Reduce Costs

n= 9

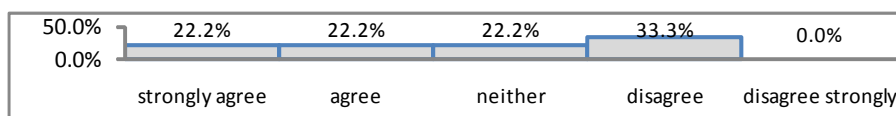
str agree	agree	neither	disagree	str disagree
1	4	1	3	0



#### Time Pressure

n= 9

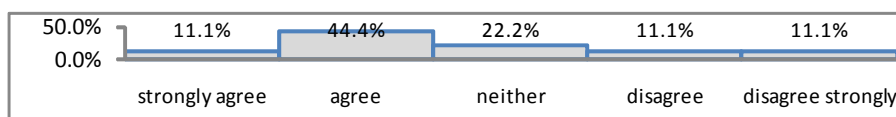
str agree	agree	neither	disagree	str disagree
2	2	2	3	0



#### Cut Back Aspects

n= 9

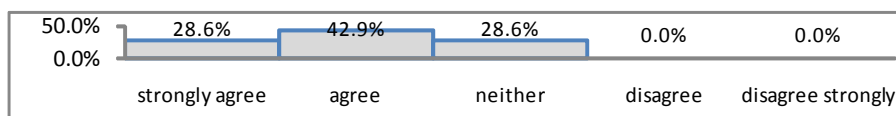
str agree	agree	neither	disagree	str disagree
1	4	2	1	1



#### Job Security Worries

n= 7

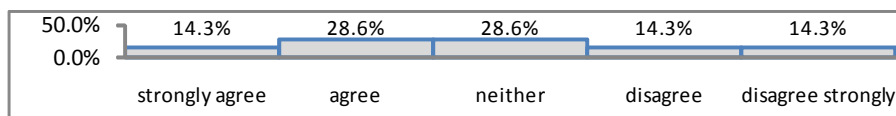
str agree	agree	neither	disagree	str disagree
2	3	2	0	0



#### Non-Specialist Duties

n= 7

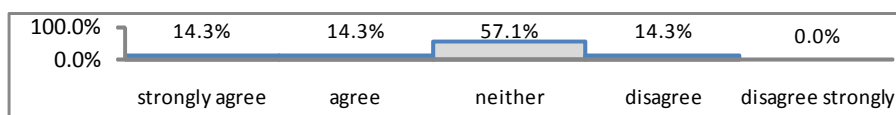
str agree	agree	neither	disagree	str disagree
1	2	2	1	1



#### Take Work Home

n= 7

str agree	agree	neither	disagree	str disagree
1	1	4	1	0



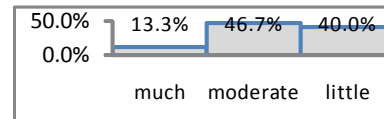
## Conservation - All Specialisms

n= 19

### About the Work

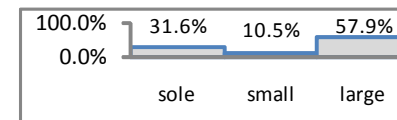
Charge / day	n	mean	SD	min	max
total	n= 0	£ 203.73	£ 61.49	£ 95.00	£ 300.00
with overheads	n= 9	£ 203.59	£ 62.35		
without overheads	n= 2	£ 252.00	£ 2.83		

Competition	n	great deal	moderate	very little
n= 15	2	7	6	

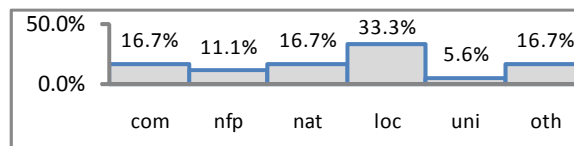


### About the Organisations

Sizes of Organisation	n	sole trader	small	large
n= 19	6	2	11	



Types of Organisation	n	commercial	not for profit	nat gov	local gov	university	other
n= 18	3	2	3	6	1	3	



Location	n	Percentage
east of england	1	5.3%
east midlands	0	0.0%
london	0	0.0%
south-east england	7	36.8%
south west england	4	21.1%
north-east england	0	0.0%
north-west england	1	5.3%
west midlands	1	5.3%
yorkshire & the humber	4	21.1%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	5.3%

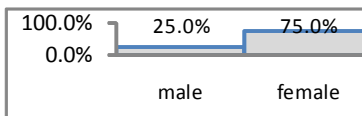
## Conservation - All Specialisms

### About the Specialists

#### Gender

n= 16

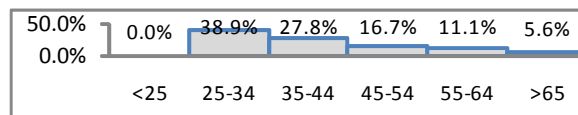
male	female
4	12



#### Age

n= 18

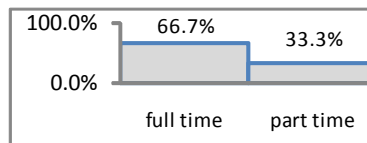
<25	25-34	35-44	45-54	55-64	>65
0	7	5	3	2	1



#### Hours Worked

n= 18

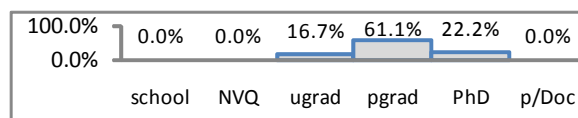
full time	part time
12	6



#### Highest Qualification

n= 18

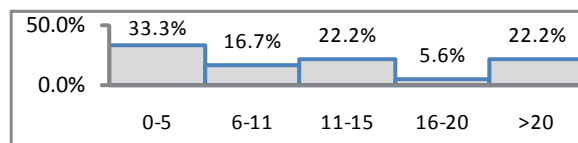
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	11	4	0



#### Years Practising to Date

n= 18

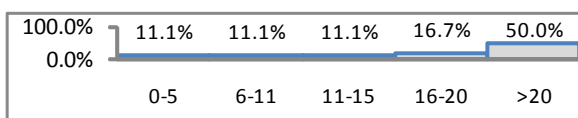
0-5	6-11	11-15	16-20	>20
6	3	4	1	4



#### Years Intending to Continue

n= 18

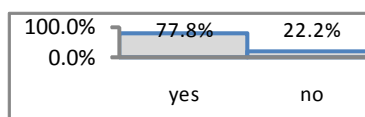
0-5	6-11	11-15	16-20	>20
2	2	2	3	9



#### Waiting List

n= 18

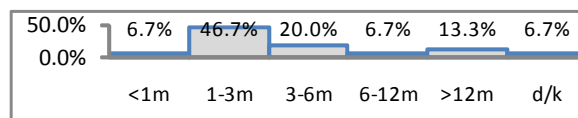
yes	no
14	4



#### Waiting List Length

n= 16

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	7	3	1	2	1

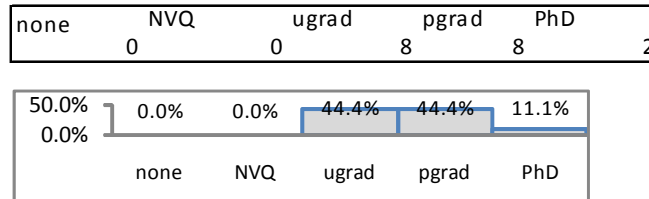


## Conservation - All Specialisms

### About Training and Professional Development

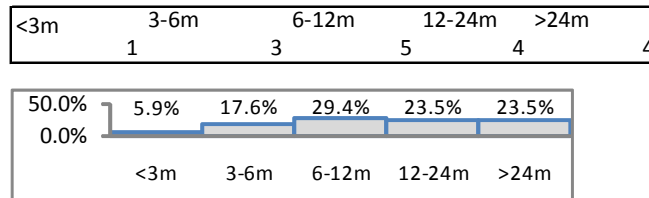
#### New Entrant Qualifications Needed

n= 18



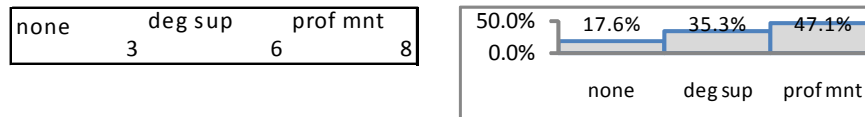
#### New Entrant Experience Needed

n= 17



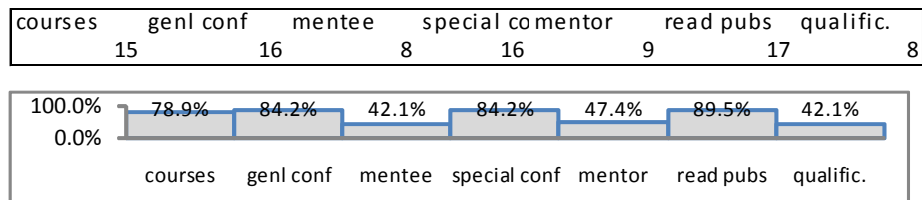
#### New Entrant Guidance or Mentoring

n= 17



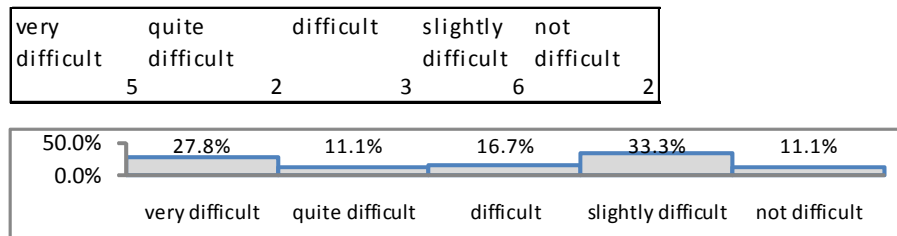
#### CPD Mechanisms Preferred

n= 19



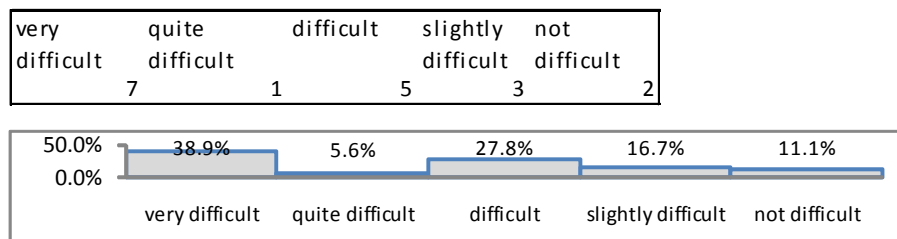
#### Access to Initial Training

n= 18



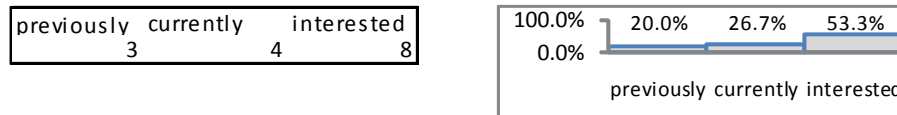
#### Access to CPD Training

n= 18



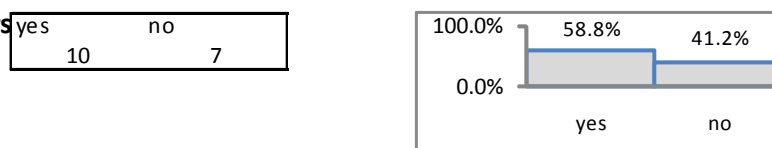
#### Being a Trainer

n= 15



#### Add to List of Trainers

n= 17



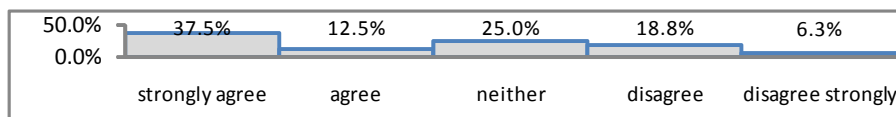
## Conservation - All Specialisms

### About the Changing Economic Situation

#### Reduced Projects

n= 16

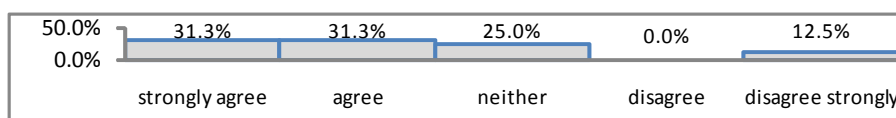
str agree	agree	neither	disagree	str disagree
6	2	4	3	1



#### Reduce Costs

n= 16

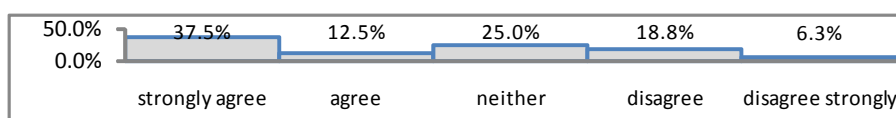
str agree	agree	neither	disagree	str disagree
5	5	4	0	2



#### Time Pressure

n= 16

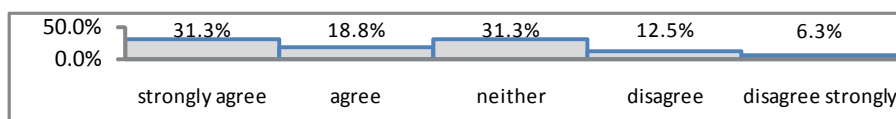
str agree	agree	neither	disagree	str disagree
6	2	4	3	1



#### Cut Back Aspects

n= 16

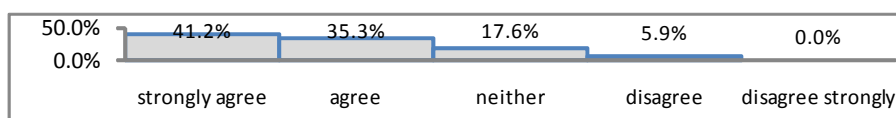
str agree	agree	neither	disagree	str disagree
5	3	5	2	1



#### Job Security Worries

n= 17

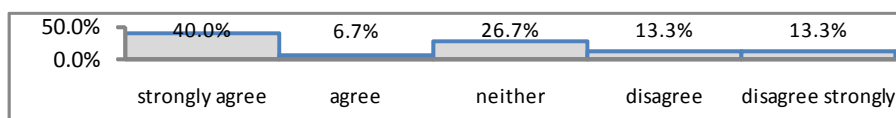
str agree	agree	neither	disagree	str disagree
7	6	3	1	0



#### Non-Specialist Duties

n= 15

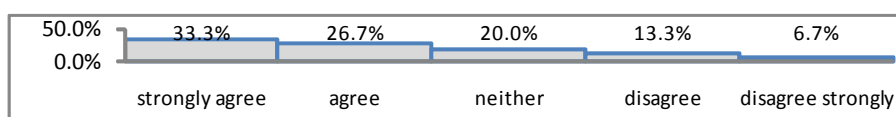
str agree	agree	neither	disagree	str disagree
6	1	4	2	2



#### Take Work Home

n= 15

str agree	agree	neither	disagree	str disagree
5	4	3	2	1



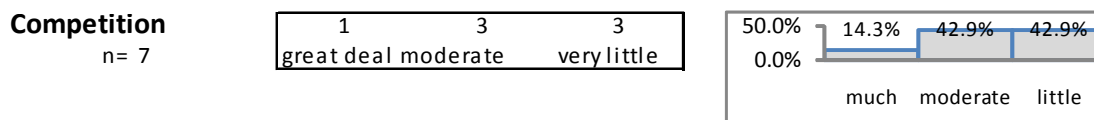


## Conservation - On-Site - Pottery

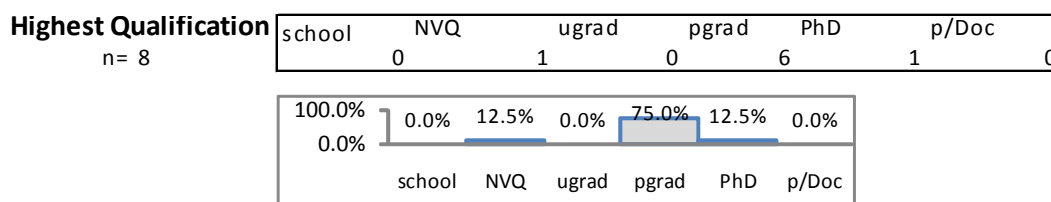
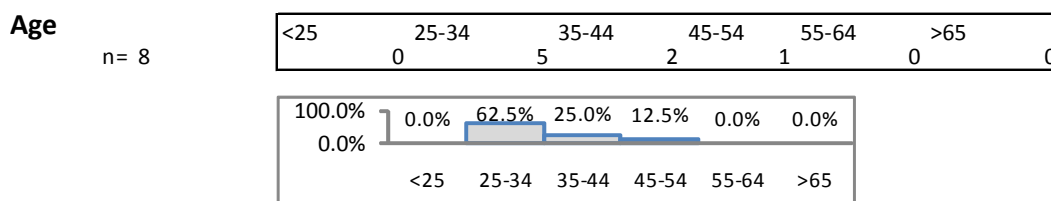
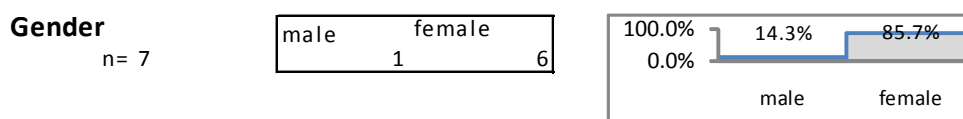
n= 9

### About the Work

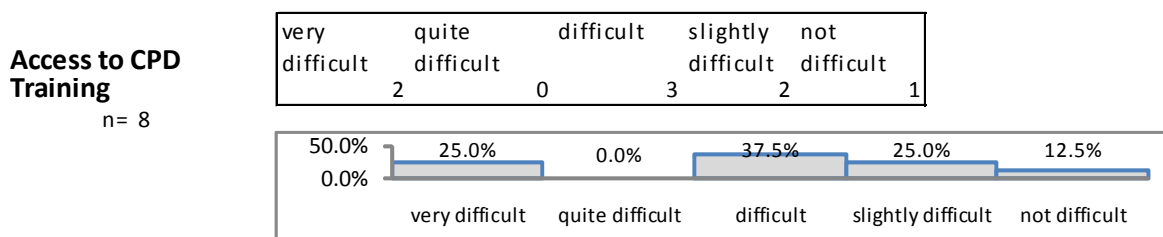
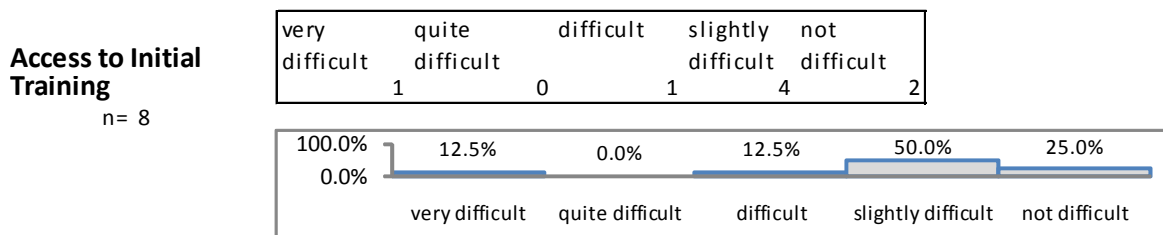
Charge / day	n	mean	SD	min	max
total	n= 6	£ 206.05	£ 67.25	£ 95.00	£ 254.00
with overheads	n= 3	£ 165.00	£ 78.58		
without overheads	n= 3	£ 247.10	£ 8.72		



### About the Specialists



### About Training and Professional Development

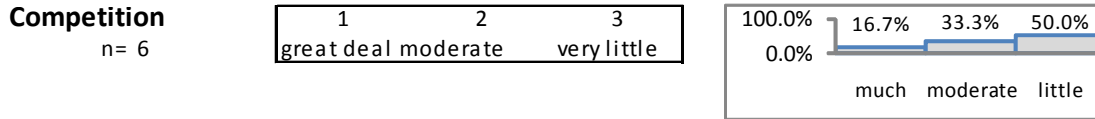


### Conservation - On-Site - Stone

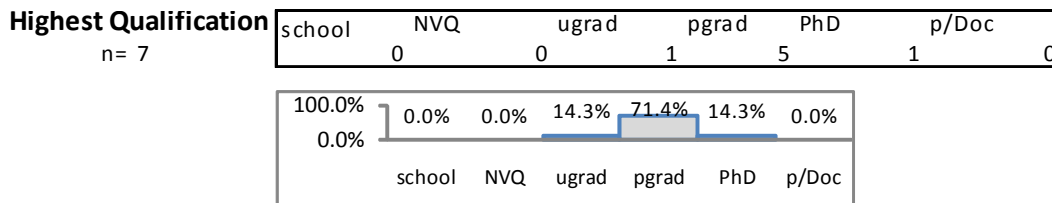
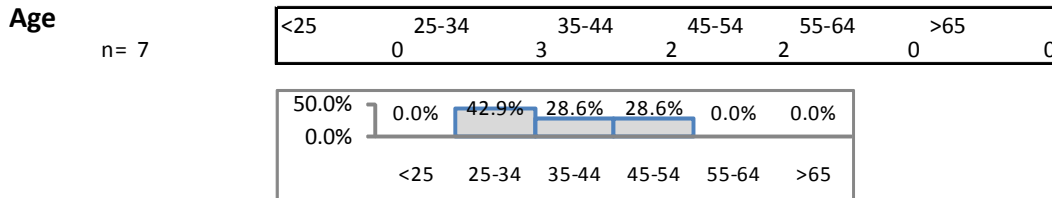
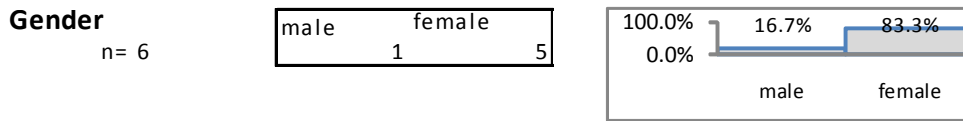
n= 8

#### About the Work

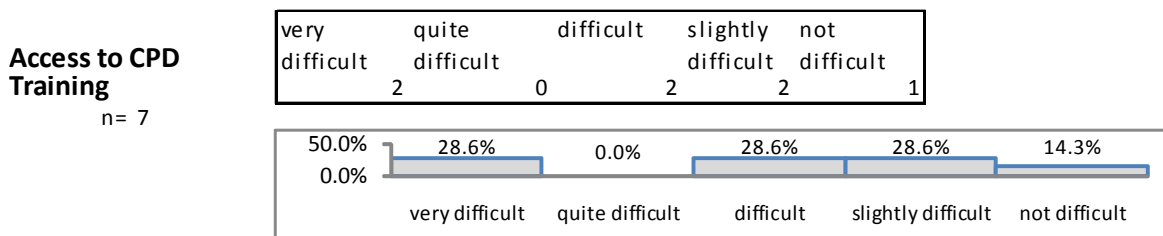
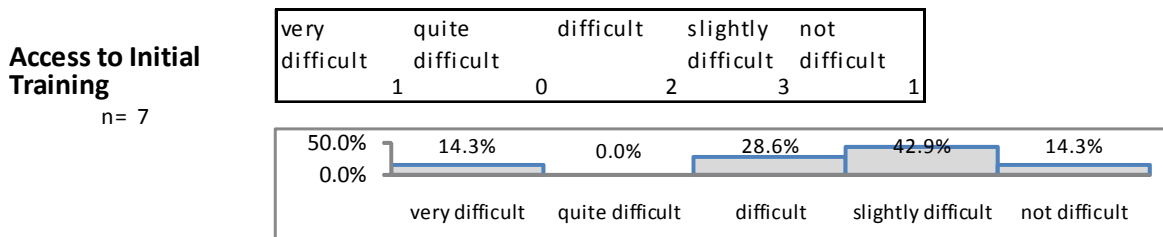
Charge / day	n	mean	SD	min	max
total	n= 5	£ 197.26	£ 71.23	£ 95.00	£ 254.00
with overheads	n= 3	£ 165.00	£ 78.58		
without overheads	n= 2	£ 245.65	£ 11.81		



#### About the Specialists



#### About Training and Professional Development

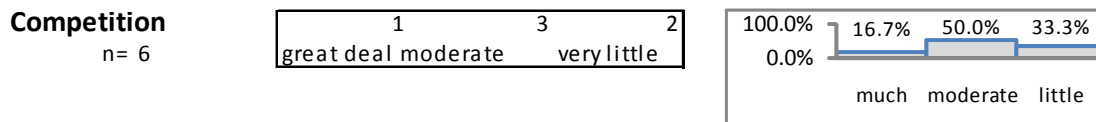


## Conservation - On-site - Metal

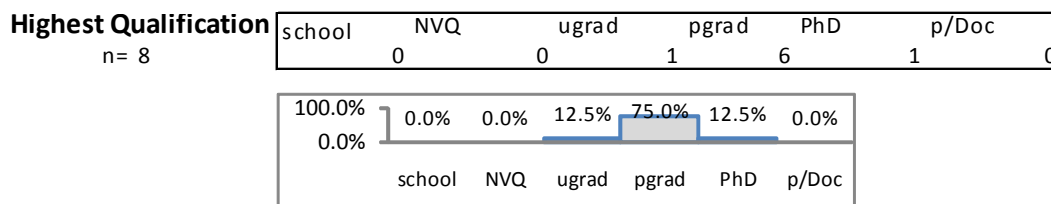
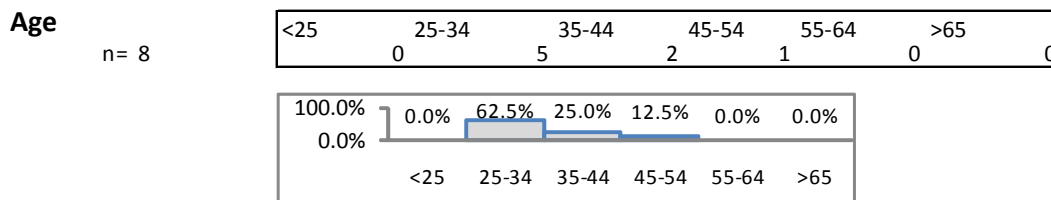
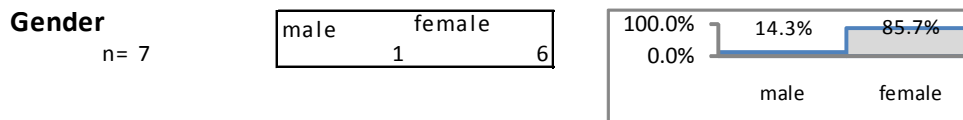
n= 8

### About the Work

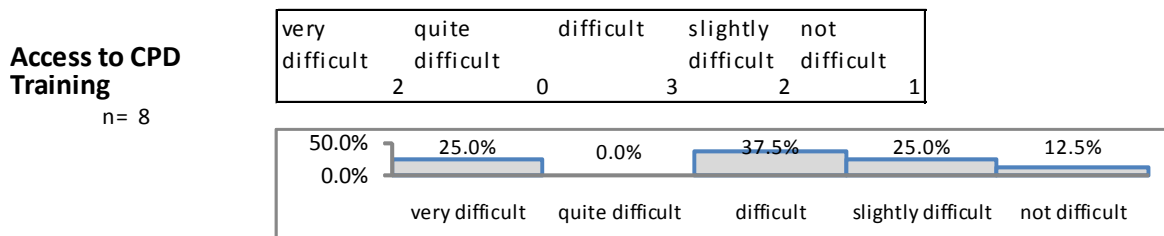
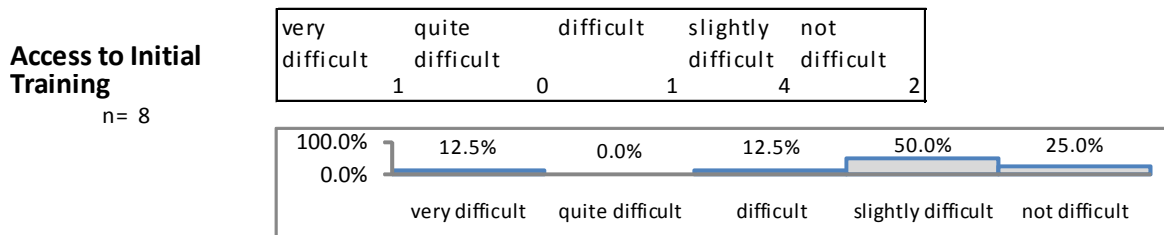
Charge / day	n	mean	SD	min	max
total	8	£ 206.05	£ 67.25	£ 95.00	£ 254.00
with overheads	3	£ 165.00	£ 78.58		
without overheads	3	£ 247.10	£ 8.72		



### About the Specialists



### About Training and Professional Development

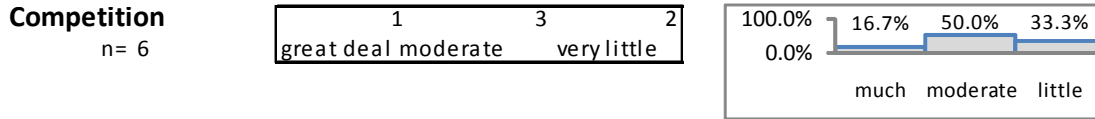


## Conservation - On-site - Glass

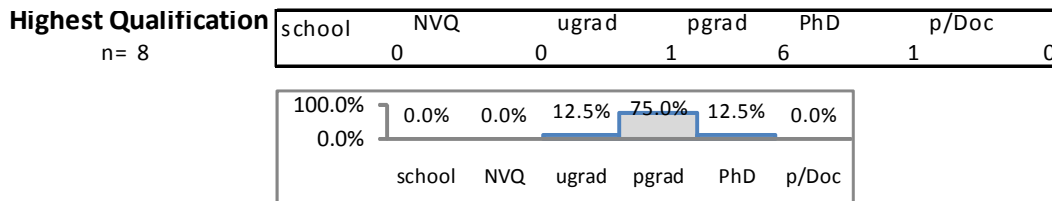
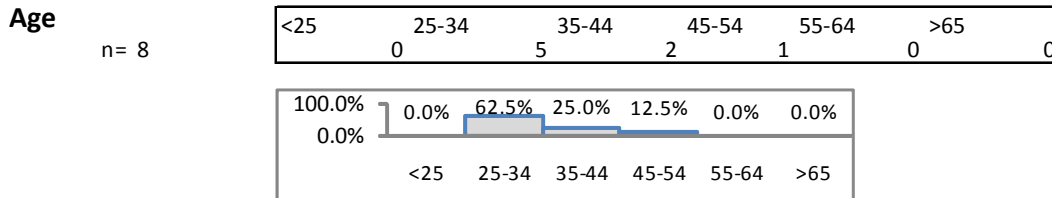
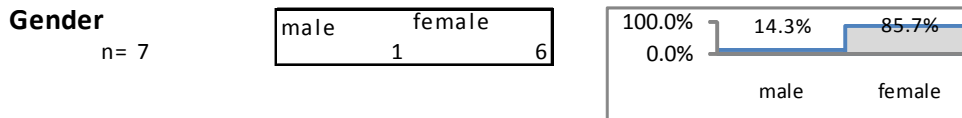
n= 8

### About the Work

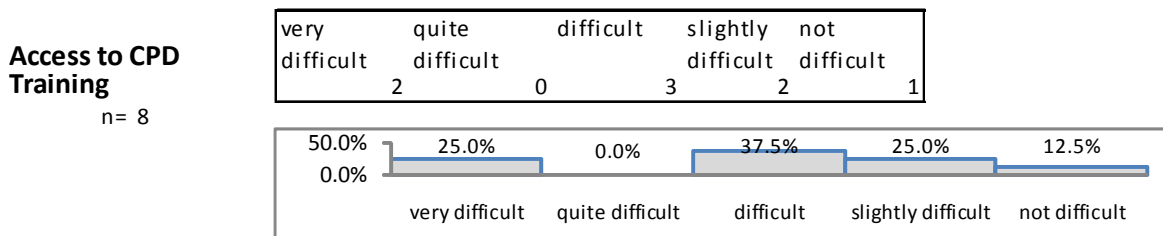
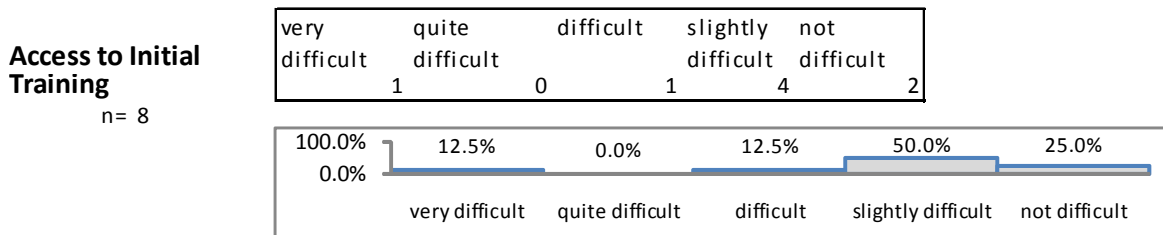
Charge / day	n	mean	SD	min	max
total	8	£ 206.05	£ 67.25	£ 95.00	£ 254.00
with overheads	3	£ 165.00	£ 78.58		
without overheads	3	£ 247.10	£ 8.72		



### About the Specialists



### About Training and Professional Development



## Conservation - On-Site - Organic Material

n= 9

### About the Work

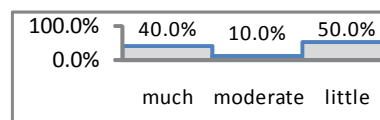
#### Charge / day

	n	mean	SD	min	max
total	n= 7	£ 208.04	£ 61.62	£ 95.00	£ 254.00
with overheads	n= 4	£ 178.75	£ 69.81		
without overheads	n= 3	£ 247.10	£ 8.72		

#### Competition

n= 10

4	1	5
great deal	moderate	very little

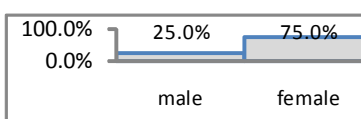


### About the Specialists

#### Gender

n= 8

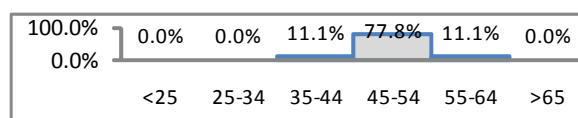
male	female
2	6



#### Age

n= 9

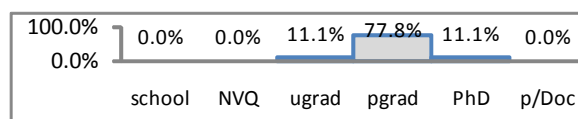
<25	25-34	35-44	45-54	55-64	>65
0	0	1	7	1	0



#### Highest Qualification

n= 9

school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	1	7	1	0

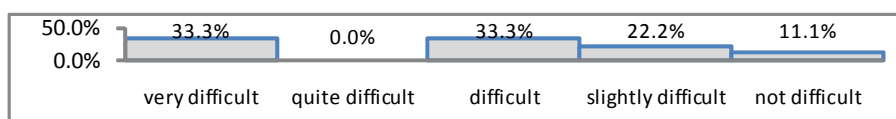


### About Training and Professional Development

#### Access to Initial Training

n= 9

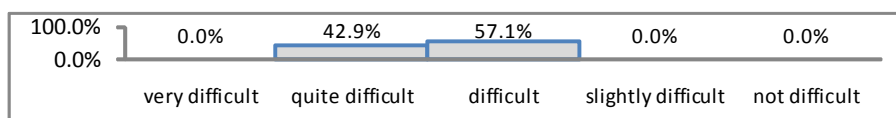
very difficult	quite difficult	difficult	slightly difficult	not difficult
3	0	3	2	1



#### Access to CPD Training

n= 7

very difficult	quite difficult	difficult	slightly difficult	not difficult
0	3	4	0	0



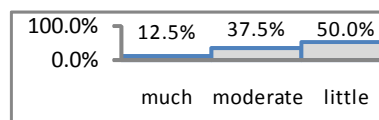
**Conservation - Analytical / Investigative - Pottery****n= 12****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 11	£ 205.19	£ 61.43	£ 95.00	£ 254.00
<b>with overheads</b>	n= 5	£ 186.46	£ 64.23		
<b>without overheads</b>	n= 2	£ 252.00	£ 2.83		

**Competition**

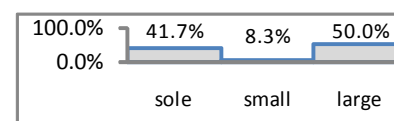
n= 8

1	3	4
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

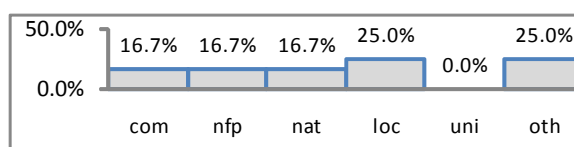
n= 12

5	1	6
sole trader	small	large

**Types of Organisation**

n= 12

2	2	2	3	0	3
commercial	not for profit	nat gov	local gov	university	other

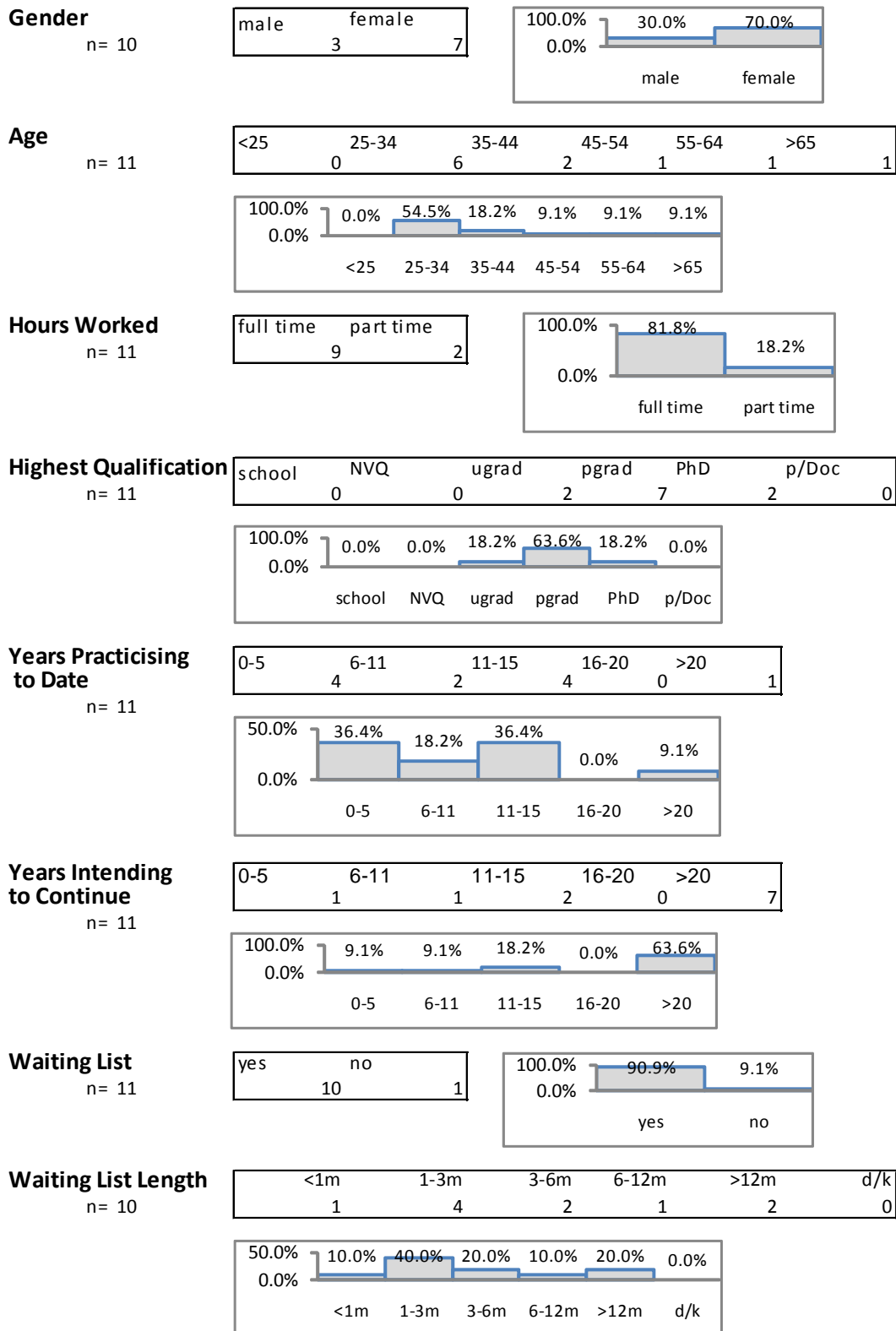
**Location**

n= 12

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	6	50.0%
south west england	1	8.3%
north-east england	0	0.0%
north-west england	1	8.3%
west midlands	0	0.0%
yorkshire & the humber	3	25.0%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	8.3%

## Conservation - Analytical / Investigative - Pottery

### About the Specialists



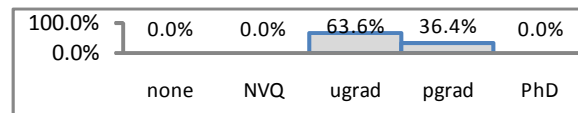
## Conservation - Analytical / Investigative - Pottery

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 11

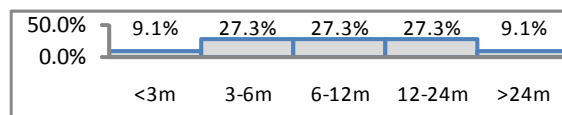
none	NVQ	ugrad	pgrad	PhD
0	0	7	4	0



#### New Entrant Experience Needed

n= 11

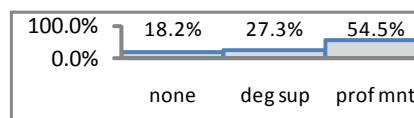
<3m	3-6m	6-12m	12-24m	>24m
1	3	3	3	1



#### New Entrant Guidance or Mentoring

n= 11

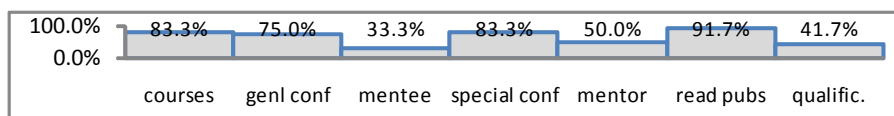
none	deg sup	prof mnt
2	3	6



#### CPD Mechanisms Preferred

n= 12

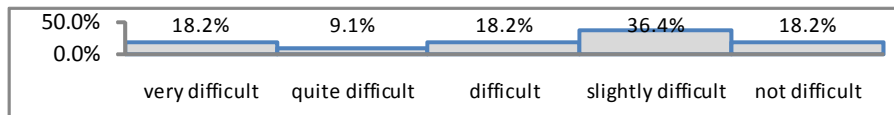
courses	genl conf	mentee	special co mentor	read pubs	qualific.
10	9	4	10	6	5



#### Access to Initial Training

n= 11

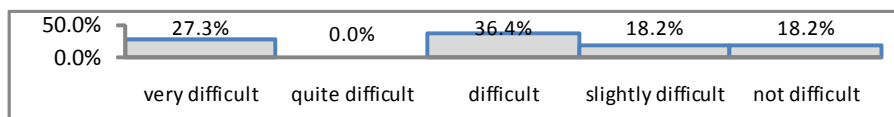
very	quite	difficult	slightly	not
2	1	2	4	2



#### Access to CPD Training

n= 11

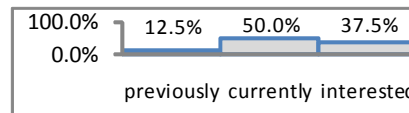
very	quite	difficult	slightly	not
3	0	4	2	2



#### Being a Trainer

n= 8

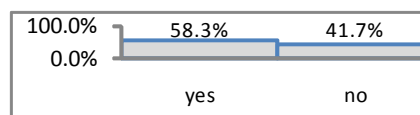
previously	currently	interested
1	4	3



#### Add to List of Trainers

n= 12

yes	no
7	5





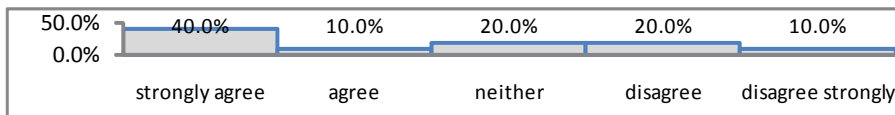
## Conservation - Analytical / Investigative - Pottery

### About the Changing Economic Situation

#### Reduced Projects

n= 10

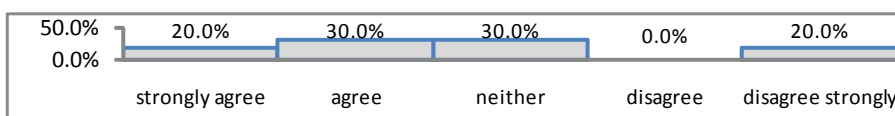
str agree	agree	neither	disagree	str disagree
	4	1	2	2
				1



#### Reduce Costs

n= 10

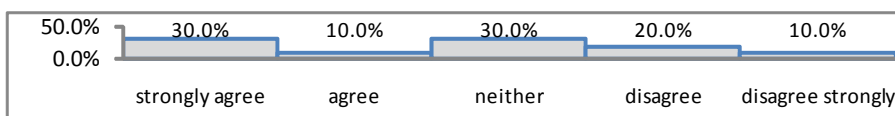
str agree	agree	neither	disagree	str disagree
	2	3	3	0
				2



#### Time Pressure

n= 10

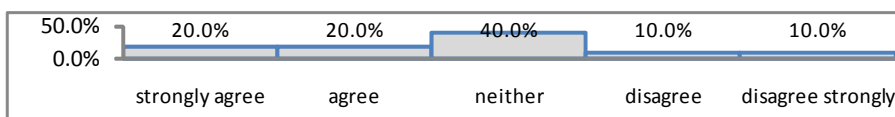
str agree	agree	neither	disagree	str disagree
	3	1	3	2
				1



#### Cut Back Aspects

n= 10

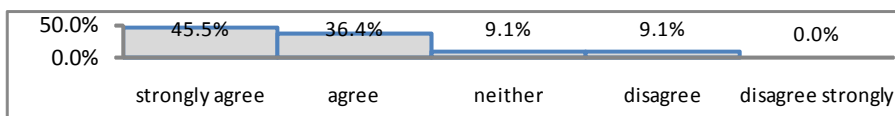
str agree	agree	neither	disagree	str disagree
	2	2	4	1
				1



#### Job Security Worries

n= 11

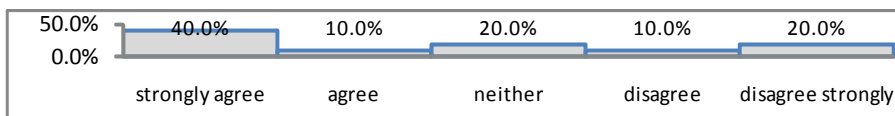
str agree	agree	neither	disagree	str disagree
	5	4	1	1
				0



#### Non-Specialist Duties

n= 10

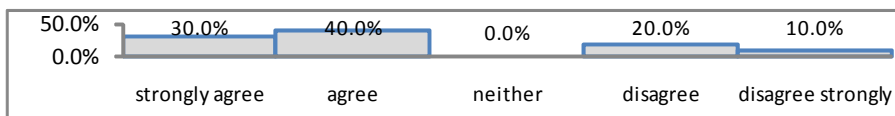
str agree	agree	neither	disagree	str disagree
	4	1	2	1
				2



#### Take Work Home

n= 10

str agree	agree	neither	disagree	str disagree
	3	4	0	2
				1



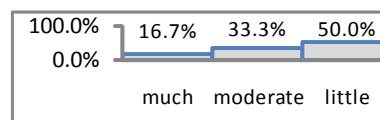
**Conservation - Analytical / Investigative - Stone****n= 10****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 5	£ 197.26	£ 71.23	£ 80.00	£ 320.00
<b>with overheads</b>	n= 4	£ 183.08	£ 73.64		
<b>without overheads</b>	n= 1	£ 254.00	.		

**Competition**

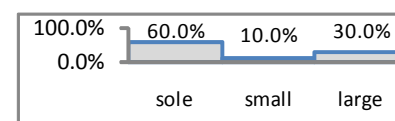
n= 6

1	2	3
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

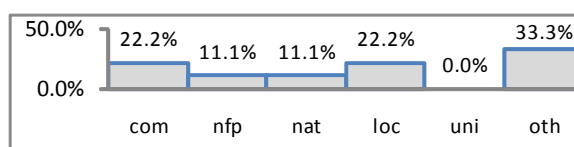
n= 10

6	1	3
sole trader	small	large

**Types of Organisation**

n= 9

2	1	1	2	0	3
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 1

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	5	50.0%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	1	10.0%
west midlands	1	10.0%
yorkshire & the humber	2	20.0%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

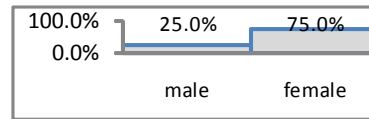
## Conservation - Analytical / Investigative - Stone

### About the Specialists

#### Gender

n= 8

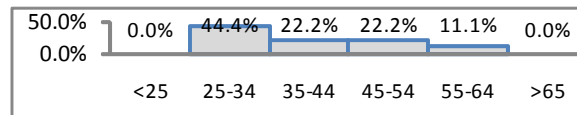
male	female
2	6



#### Age

n= 9

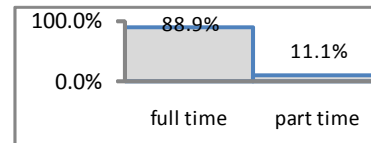
<25	25-34	35-44	45-54	55-64	>65
0	4	2	2	1	0



#### Hours Worked

n= 9

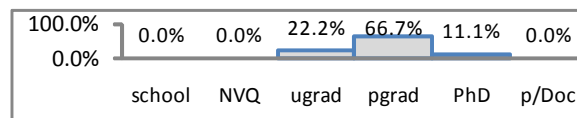
full time	part time
8	1



#### Highest Qualification

n= 9

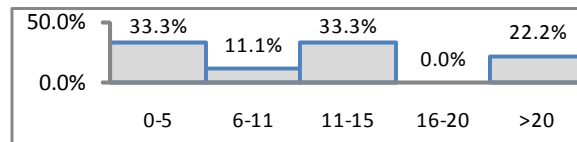
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	6	1	0



#### Years Practising to Date

n= 9

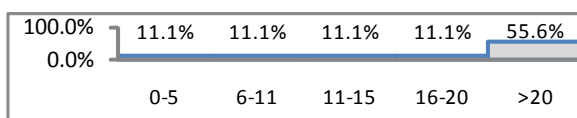
0-5	6-11	11-15	16-20	>20
3	1	3	0	2



#### Years Intending to Continue

n= 9

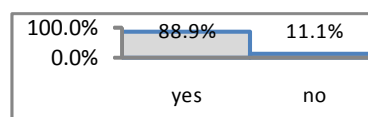
0-5	6-11	11-15	16-20	>20
1	1	1	1	5



#### Waiting List

n= 9

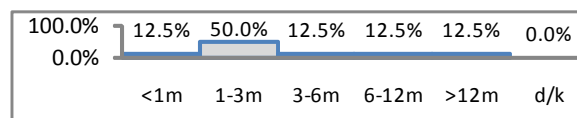
yes	no
8	1



#### Waiting List Length

n= 8

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	4	1	1	1	0



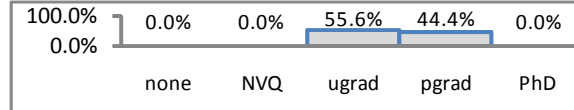
## Conservation - Analytical / Investigative - Stone

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 9

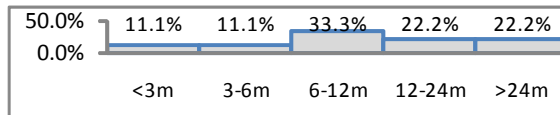
none	NVQ	ugrad	pgrad	PhD
0	0	5	4	0



#### New Entrant Experience Needed

n= 9

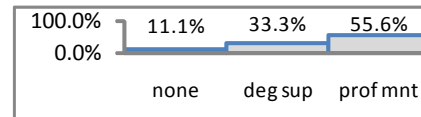
<3m	3-6m	6-12m	12-24m	>24m
1	1	3	2	2



#### New Entrant Guidance or Mentoring

n= 9

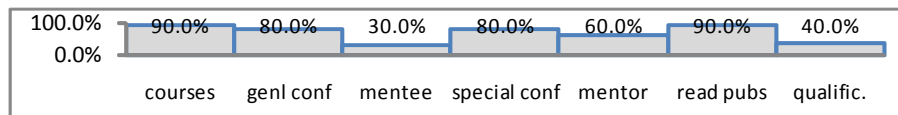
none	deg sup	prof mnt
1	3	5



#### CPD Mechanisms Preferred

n= 10

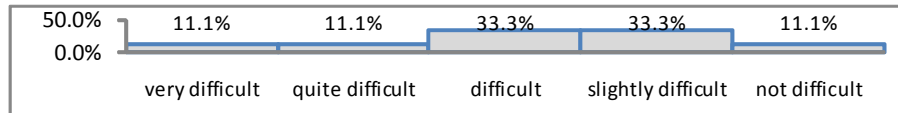
courses	genl conf	mentee	special co mentor	read pubs	qualific.
9	8	3	8	6	4



#### Access to Initial Training

n= 9

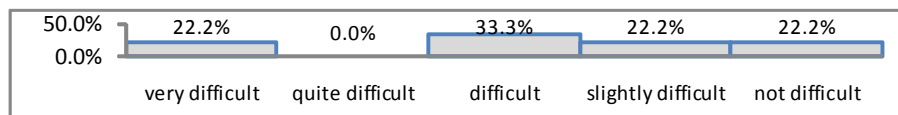
very difficult	quite difficult	difficult	slightly difficult	not difficult
1	1	3	3	1



#### Access to CPD Training

n= 9

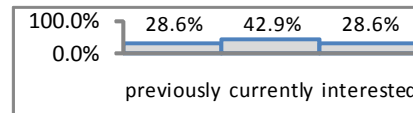
very difficult	quite difficult	difficult	slightly difficult	not difficult
2	0	3	2	2



#### Being a Trainer

n= 7

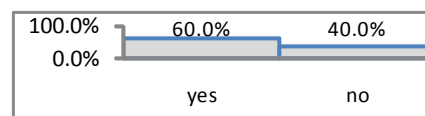
previously	currently	interested
2	3	2



#### Add to List of Trainers

n= 10

yes	no
6	4



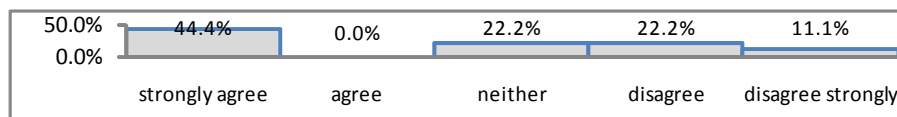
## Conservation - Analytical / Investigative - Stone

### About the Changing Economic Situation

#### Reduced Projects

n= 9

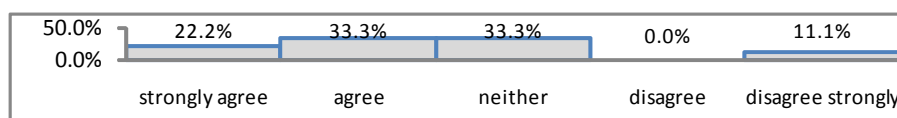
str agree	agree	neither	disagree	str disagree
4	0	2	2	1



#### Reduce Costs

n= 9

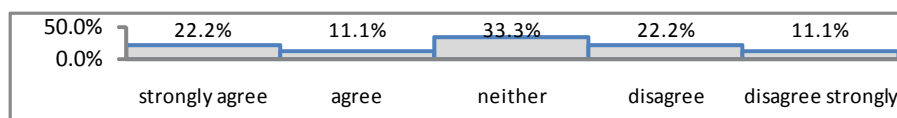
str agree	agree	neither	disagree	str disagree
2	3	3	0	1



#### Time Pressure

n= 9

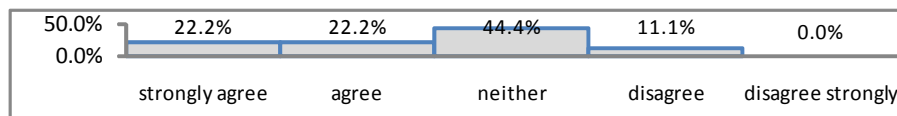
str agree	agree	neither	disagree	str disagree
2	1	3	2	1



#### Cut Back Aspects

n= 9

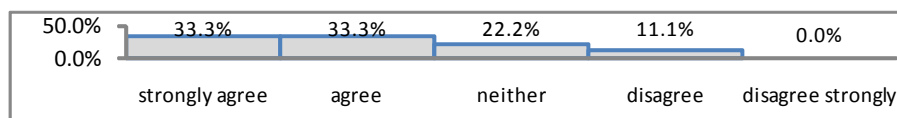
str agree	agree	neither	disagree	str disagree
2	2	4	1	0



#### Job Security Worries

n= 9

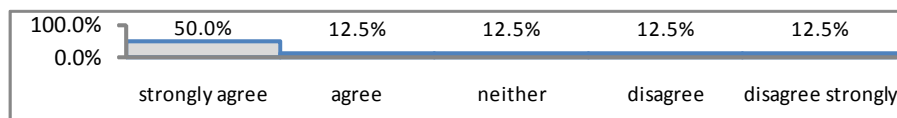
str agree	agree	neither	disagree	str disagree
3	3	2	1	0



#### Non-Specialist Duties

n= 8

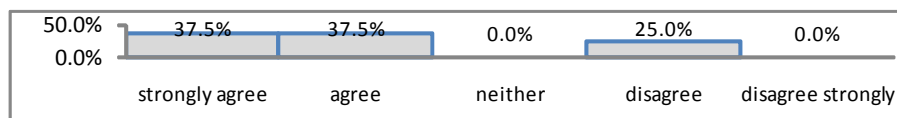
str agree	agree	neither	disagree	str disagree
4	1	1	1	1



#### Take Work Home

n= 8

str agree	agree	neither	disagree	str disagree
3	3	0	2	0



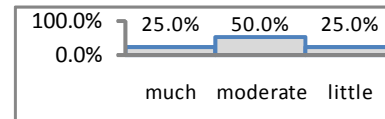
## Conservation - Analytical / Investigative - Metal

n= 12

### About the Work

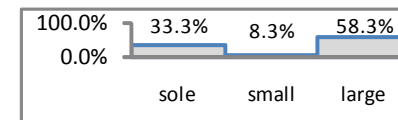
Charge / day	n	mean	SD	min	max
total	n= 11	£ 219.47	£ 70.92	£ 95.00	£ 300.00
with overheads	n= 5	£ 206.46	£ 82.47		
without overheads	n= 2	£ 252.00	£ 2.83		

Competition	n	great deal	moderate	very little
n= 8	2	4	2	

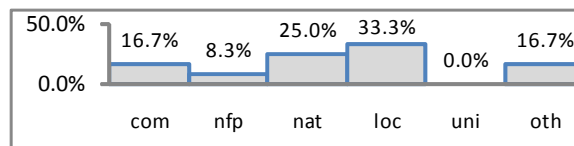


### About the Organisations

Sizes of Organisation	n	sole trader	small	large
n= 12	4	1	7	



Types of Organisation	n	commercial	not for profit	nat gov	local gov	university	other
n= 12	2	1	3	4	0	2	



Location	n	Percentage
east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	6	50.0%
south west england	2	16.7%
north-east england	0	0.0%
north-west england	1	8.3%
west midlands	0	0.0%
yorkshire & the humber	2	16.7%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	8.3%

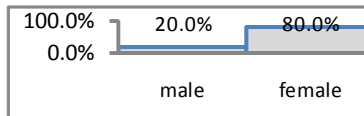
## Conservation - Analytical / Investigative - Metal

### About the Specialists

#### Gender

n= 10

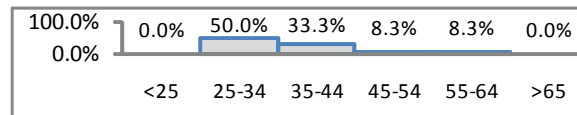
male	female
2	8



#### Age

n= 12

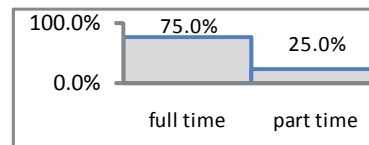
<25	25-34	35-44	45-54	55-64	>65
0	6	4	1	1	0



#### Hours Worked

n= 12

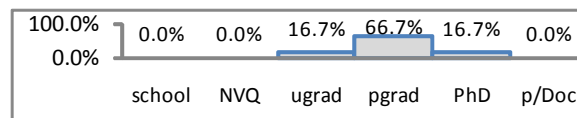
full time	part time
9	3



#### Highest Qualification

n= 12

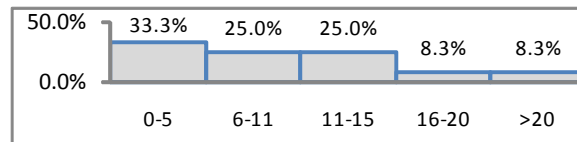
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	8	2	0



#### Years Practising to Date

n= 12

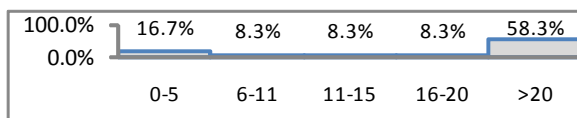
0-5	6-11	11-15	16-20	>20
4	3	3	1	1



#### Years Intending to Continue

n= 12

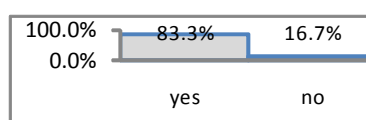
0-5	6-11	11-15	16-20	>20
2	1	1	1	7



#### Waiting List

n= 12

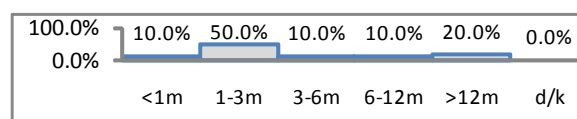
yes	no
10	2



#### Waiting List Length

n= 10

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	5	1	1	2	0

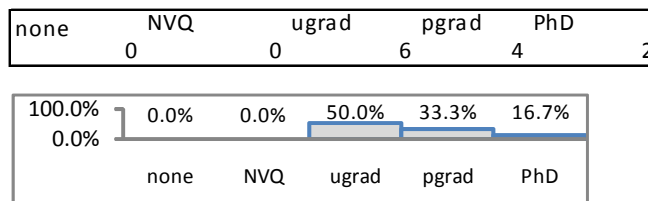


## Conservation - Analytical / Investigative - Metal

### About Training and Professional Development

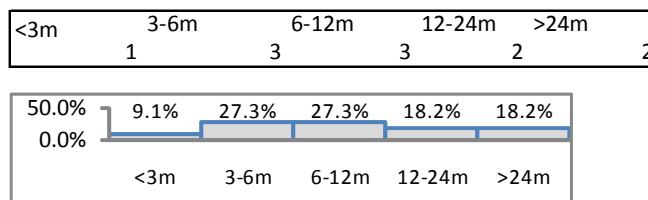
#### New Entrant Qualifications Needed

n= 12



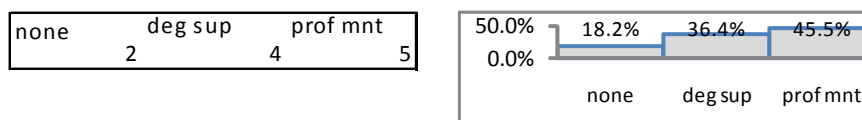
#### New Entrant Experience Needed

n= 11



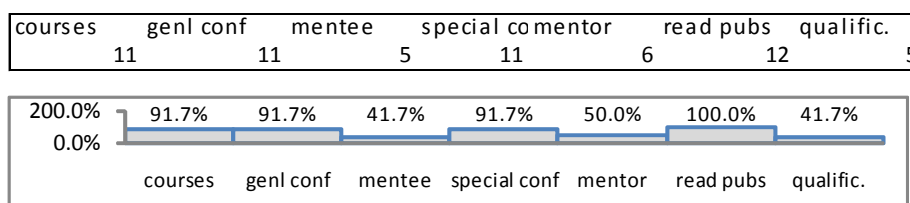
#### New Entrant Guidance or Mentoring

n= 11



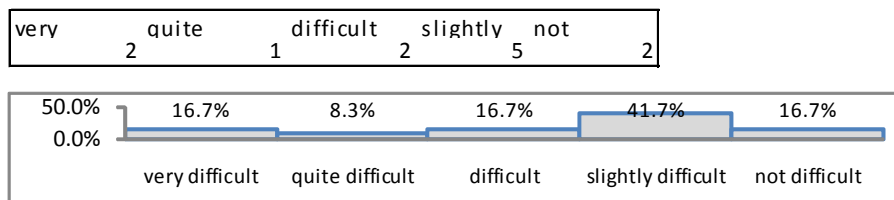
#### CPD Mechanisms Preferred

n= 12



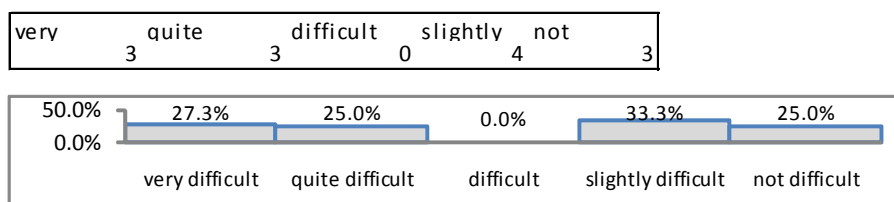
#### Access to Initial Training

n= 12



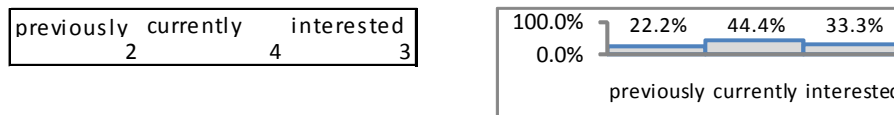
#### Access to CPD Training

n= 2



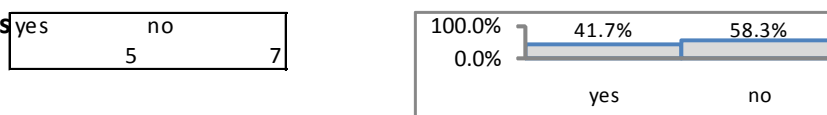
#### Being a Trainer

n= 9



#### Add to List of Trainers

n= 12





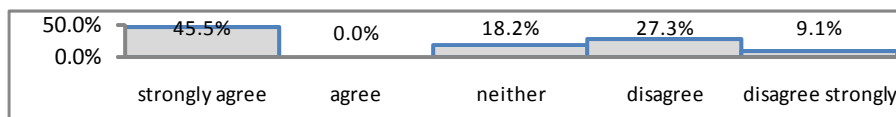
## Conservation - Analytical / Investigative - Metal

### About the Changing Economic Situation

#### Reduced Projects

n= 11

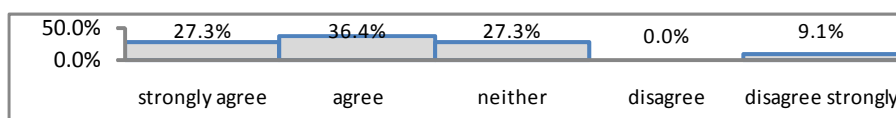
str agree	agree	neither	disagree	str disagree
5	0	2	3	1



#### Reduce Costs

n= 11

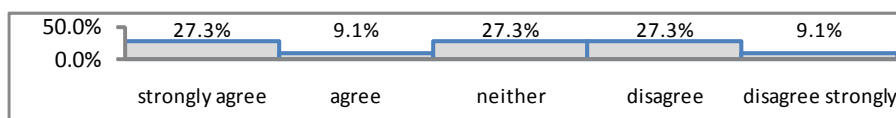
str agree	agree	neither	disagree	str disagree
3	4	3	0	1



#### Time Pressure

n= 11

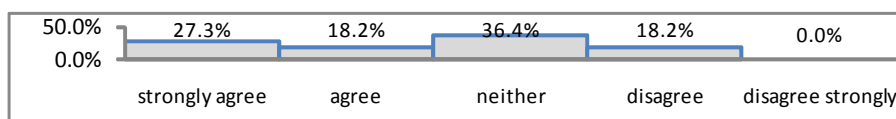
str agree	agree	neither	disagree	str disagree
3	1	3	3	1



#### Cut Back Aspects

n= 11

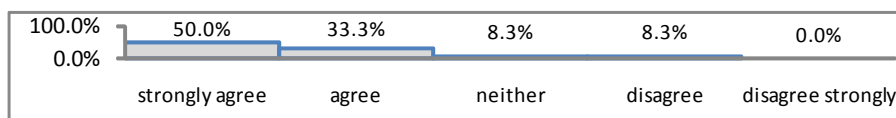
str agree	agree	neither	disagree	str disagree
3	2	4	2	0



#### Job Security Worries

n= 12

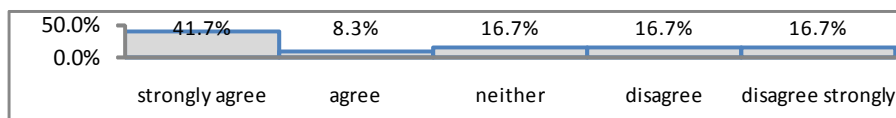
str agree	agree	neither	disagree	str disagree
6	4	1	1	0



#### Non-Specialist Duties

n= 12

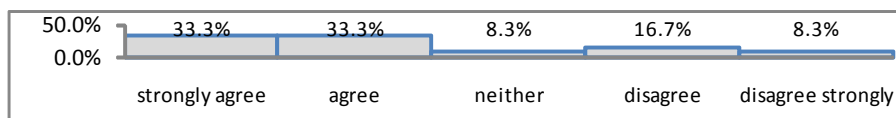
str agree	agree	neither	disagree	str disagree
5	1	2	2	2



#### Take Work Home

n= 12

str agree	agree	neither	disagree	str disagree
4	4	1	2	1

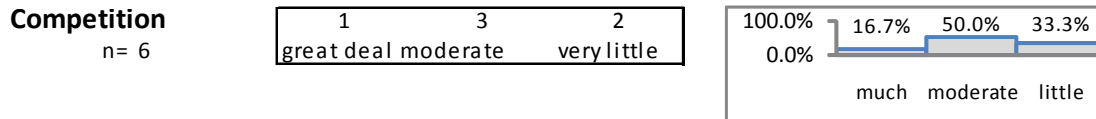


### Conservation - Analytical / Investigative - Glass

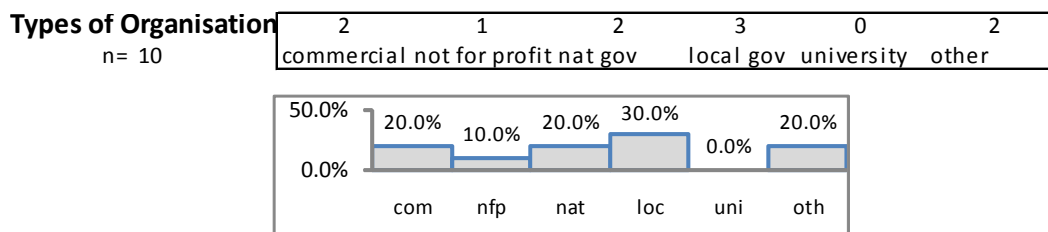
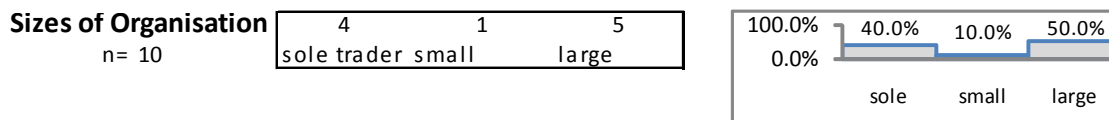
n= 10

#### About the Work

Charge / day	n	mean	SD	min	max
total	n= 6	£ 206.05	£ 67.25	£ 80.00	£ 320.00
with overheads	n= 4	£ 183.08	£ 73.64		
without overheads	n= 2	£ 252.00	£ 2.83		



#### About the Organisations



**Location**  
n= 10

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	5	50.0%
south west england	1	10.0%
north-east england	0	0.0%
north-west england	1	10.0%
west midlands	0	0.0%
yorkshire & the humber	2	20.0%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	10.0%

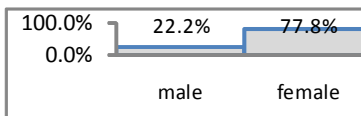
## Conservation - Analytical / Investigative - Glass

### About the Specialists

#### Gender

n= 9

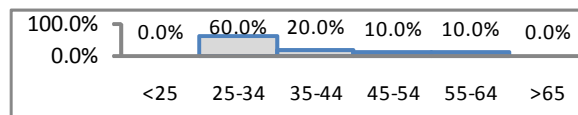
male	female
2	7



#### Age

n= 10

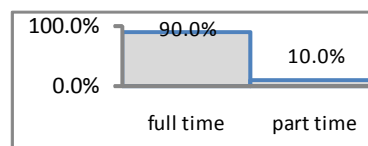
<25	25-34	35-44	45-54	55-64	>65
0	6	2	1	1	0



#### Hours Worked

n= 10

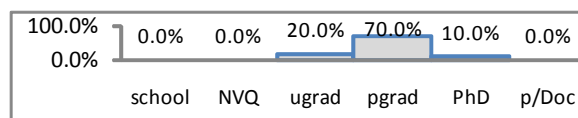
full time	part time
9	1



#### Highest Qualification

n= 10

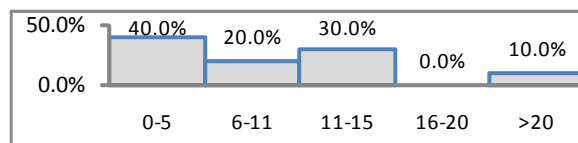
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	7	1	0



#### Years Practising to Date

n= 10

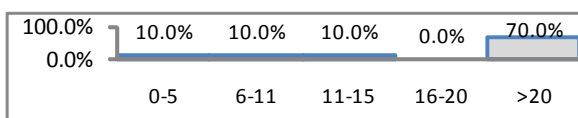
0-5	6-11	11-15	16-20	>20
4	2	3	0	1



#### Years Intending to Continue

n= 10

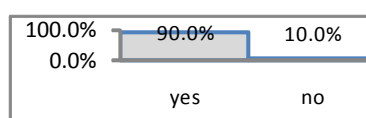
0-5	6-11	11-15	16-20	>20
1	1	1	0	7



#### Waiting List

n= 10

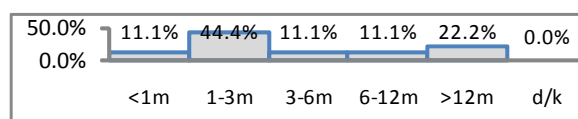
yes	no
9	1



#### Waiting List Length

n= 9

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	4	1	1	2	0

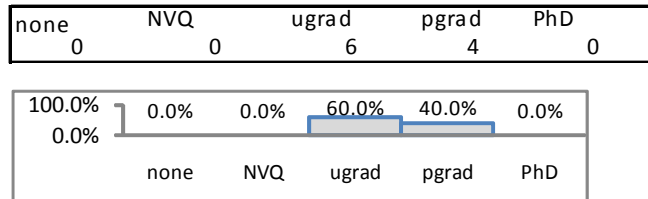


## Conservation - Analytical / Investigative - Glass

### About Training and Professional Development

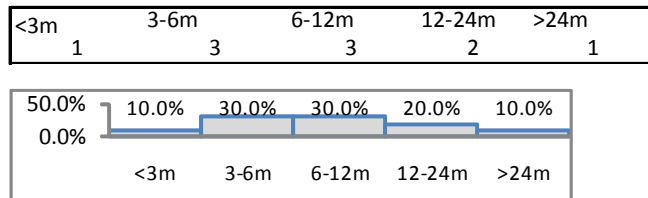
#### New Entrant Qualifications Needed

n= 10



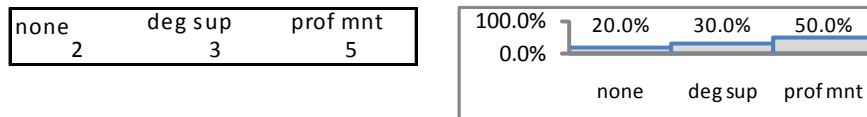
#### New Entrant Experience Needed

n= 10



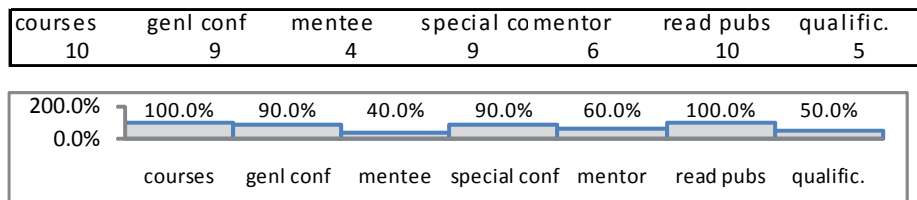
#### New Entrant Guidance or Mentoring

n= 10



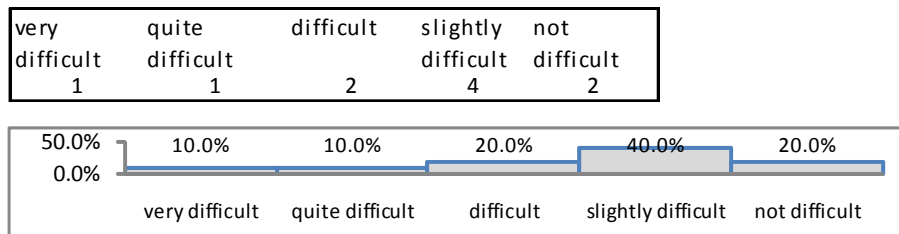
#### CPD Mechanisms Preferred

n= 10



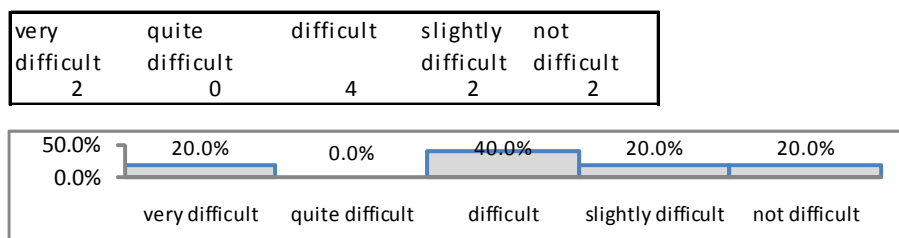
#### Access to Initial Training

n= 10



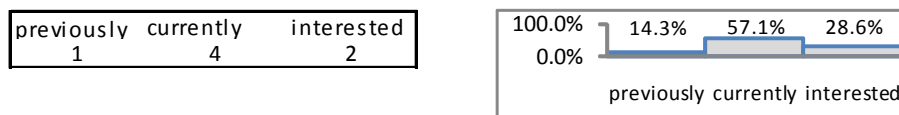
#### Access to CPD Training

n= 10



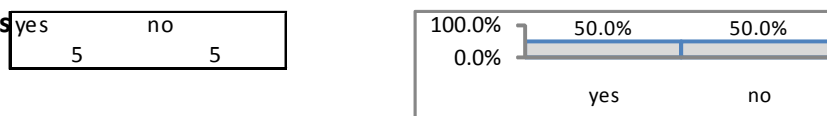
#### Being a Trainer

n= 7



#### Add to List of Trainers

n= 10



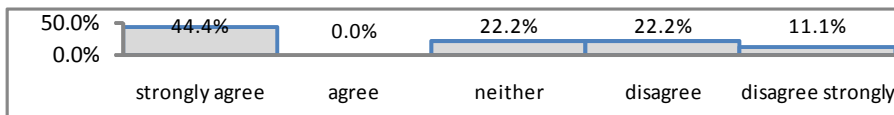
## Conservation - Analytical / Investigative - Glass

### About the Changing Economic Situation

#### Reduced Projects

n= 9

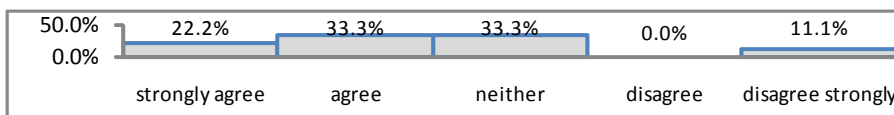
str agree	agree	neither	disagree	str disagree
4	0	2	2	1



#### Reduce Costs

n= 9

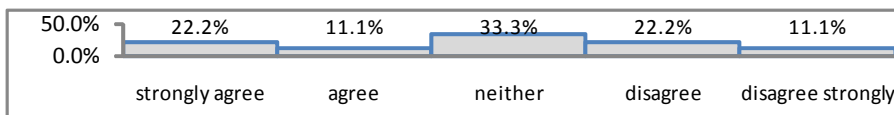
str agree	agree	neither	disagree	str disagree
2	3	3	0	1



#### Time Pressure

n= 9

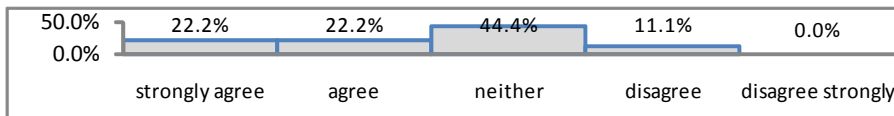
str agree	agree	neither	disagree	str disagree
2	1	3	2	1



#### Cut Back Aspects

n= 9

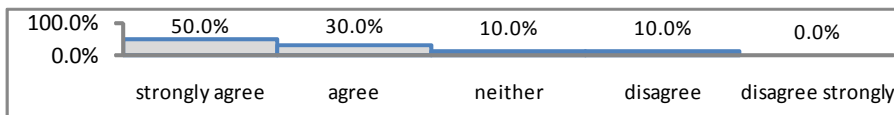
str agree	agree	neither	disagree	str disagree
2	2	4	1	0



#### Job Security Worries

n= 10

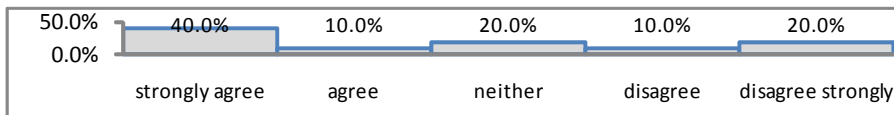
str agree	agree	neither	disagree	str disagree
5	3	1	1	0



#### Non-Specialist Duties

n= 10

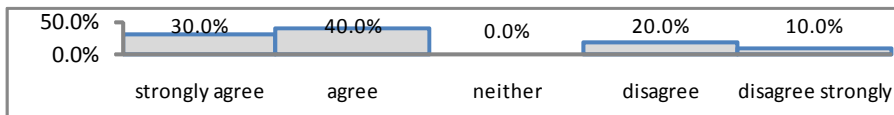
str agree	agree	neither	disagree	str disagree
4	1	2	1	2



#### Take Work Home

n= 10

str agree	agree	neither	disagree	str disagree
3	4	0	2	1



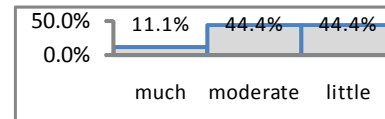
**Conservation - Analytical / Investigative - Organic Material****n= 12****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 9	£ 204.03	£ 57.54	£ 80.00	£ 320.00
<b>with overheads</b>	n= 7	£ 190.33	£ 58.54		
<b>without overheads</b>	n= 2	£ 252.00	£ 2.83		

**Competition**

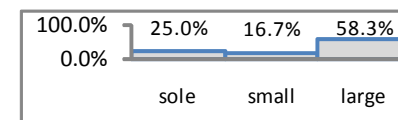
n= 9

1	4	4
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

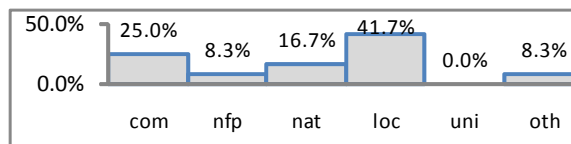
n= 12

3	2	7
sole trader	small	large

**Types of Organisation**

n= 12

3	1	2	5	0	1
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 12

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	5	41.7%
south west england	3	25.0%
north-east england	0	0.0%
north-west england	1	8.3%
west midlands	0	0.0%
yorkshire & the humber	2	16.7%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	8.3%

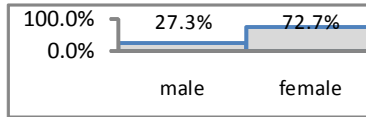
## Conservation - Analytical / Investigative - Organic Material

### About the Specialists

#### Gender

n= 11

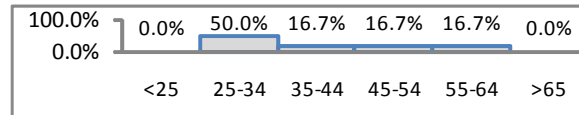
male	female
3	8



#### Age

n= 12

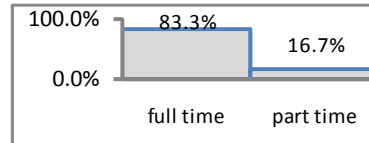
<25	25-34	35-44	45-54	55-64	>65
0	6	2	2	2	0



#### Hours Worked

n= 12

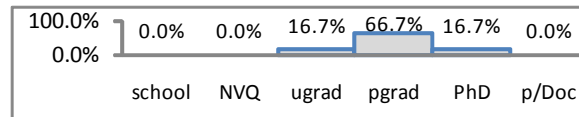
full time	part time
10	2



#### Highest Qualification

n= 12

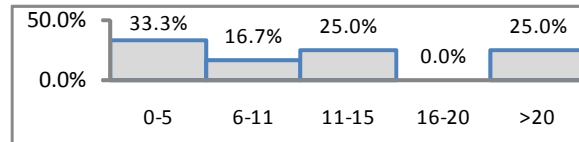
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	8	2	0



#### Years Practising to Date

n= 12

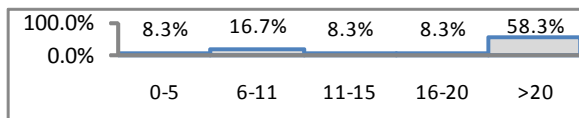
0-5	6-11	11-15	16-20	>20
4	2	3	0	3



#### Years Intending to Continue

n= 12

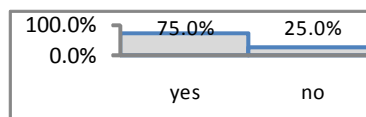
0-5	6-11	11-15	16-20	>20
1	2	1	1	7



#### Waiting List

n= 12

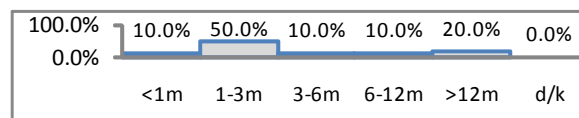
yes	no
9	3



#### Waiting List Length

n= 10

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	5	1	1	2	0

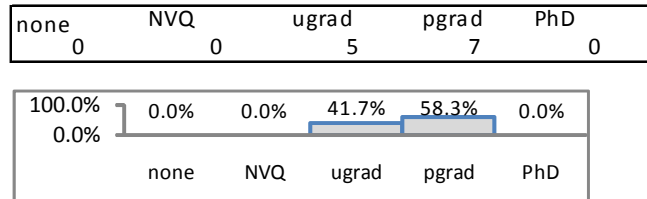


## Conservation - Analytical / Investigative - Organic Material

### About Training and Professional Development

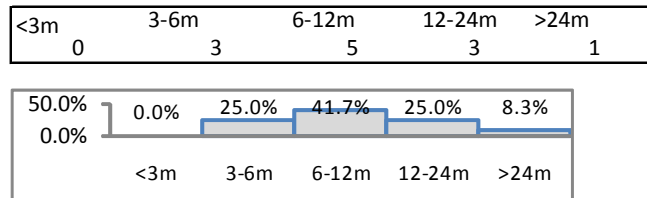
#### New Entrant Qualifications Needed

n= 12



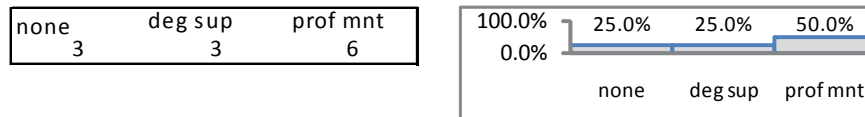
#### New Entrant Experience Needed

n= 12



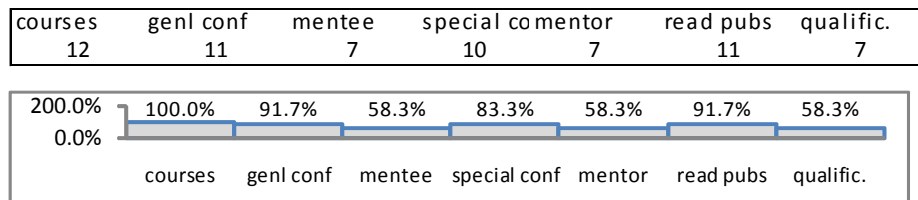
#### New Entrant Guidance or Mentoring

n= 12



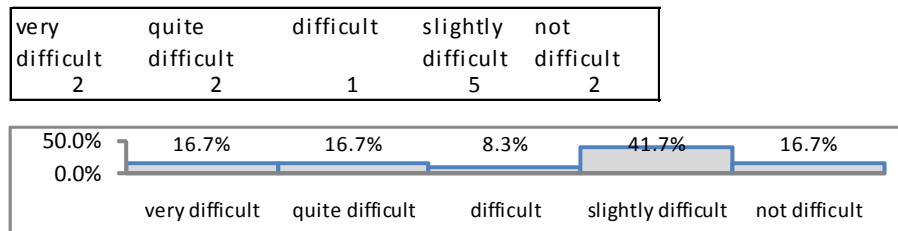
#### CPD Mechanisms Preferred

n= 12



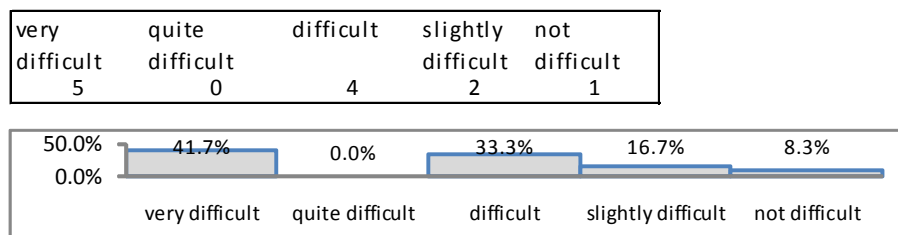
#### Access to Initial Training

n= 12



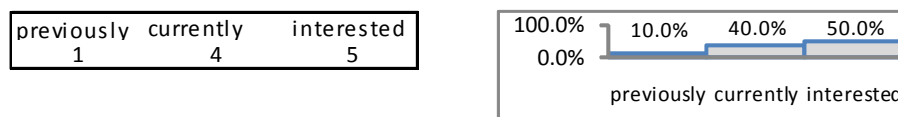
#### Access to CPD Training

n= 12



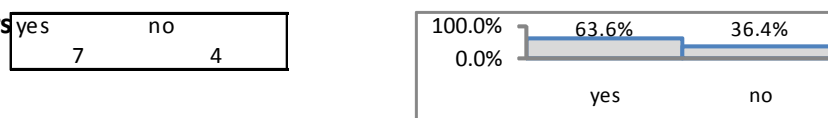
#### Being a Trainer

n= 10



#### Add to List of Trainers

n= 11





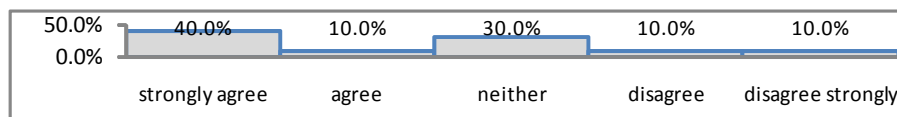
## Conservation - Analytical / Investigative - Organic Material

### About the Changing Economic Situation

#### Reduced Projects

n= 10

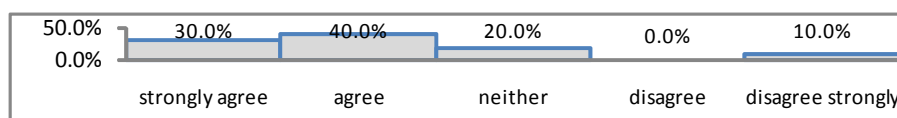
str agree	agree	neither	disagree	str disagree
4	1	3	1	1



#### Reduce Costs

n= 10

str agree	agree	neither	disagree	str disagree
3	4	2	0	1



#### Time Pressure

n= 10

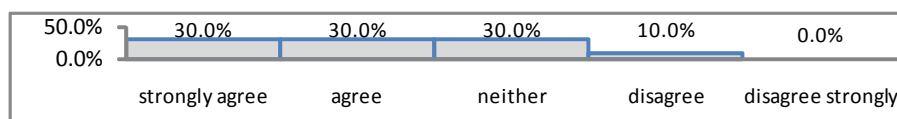
str agree	agree	neither	disagree	str disagree
3	2	2	2	1



#### Cut Back Aspects

n= 10

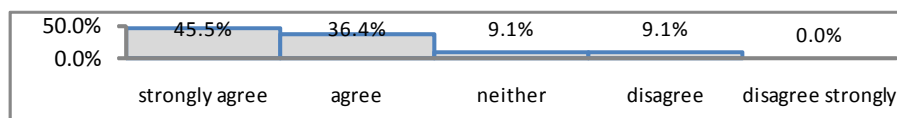
str agree	agree	neither	disagree	str disagree
3	3	3	1	0



#### Job Security Worries

n= 11

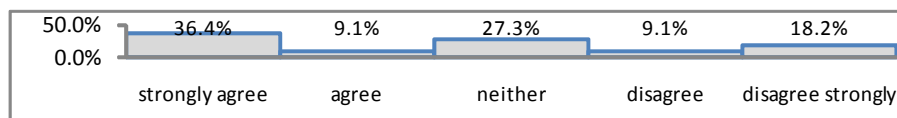
str agree	agree	neither	disagree	str disagree
5	4	1	1	0



#### Non-Specialist Duties

n= 11

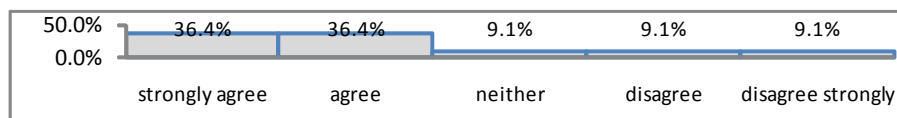
str agree	agree	neither	disagree	str disagree
4	1	3	1	2



#### Take Work Home

n= 11

str agree	agree	neither	disagree	str disagree
4	4	1	1	1



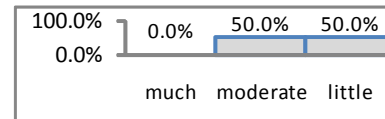
**Conservation - Archiving / Display - Pottery****n= 12****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 7	£ 198.04	£ 64.94	£ 80.00	£ 320.00
<b>with overheads</b>	n= 3	£ 165.00	£ 78.58		
<b>without overheads</b>	n= 3	£ 218.00	£ 58.92		

**Competition**

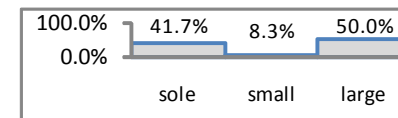
n= 8

0	4	4
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

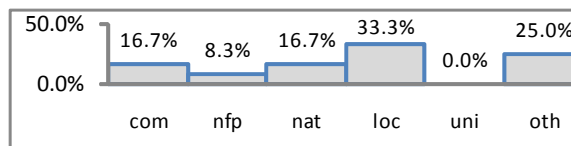
n= 12

5	1	6
sole trader	small	large

**Types of Organisation**

n= 12

2	1	2	4	0	3
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 12

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	6	50.0%
south west england	2	16.7%
north-east england	0	0.0%
north-west england	1	8.3%
west midlands	0	0.0%
yorkshire & the humber	2	16.7%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	8.3%

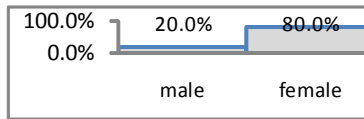
## Conservation - Archiving / Display - Pottery

### About the Specialists

#### Gender

n= 10

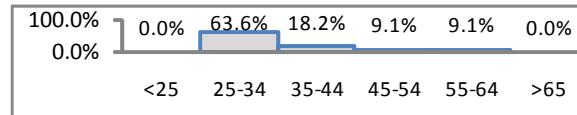
male	female
2	8



#### Age

n= 11

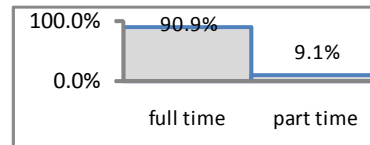
<25	25-34	35-44	45-54	55-64	>65
0	7	2	1	1	0



#### Hours Worked

n= 11

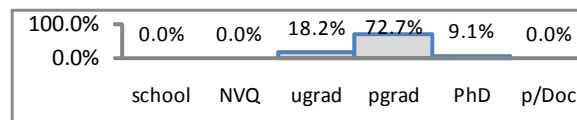
full time	part time
10	1



#### Highest Qualification

n= 11

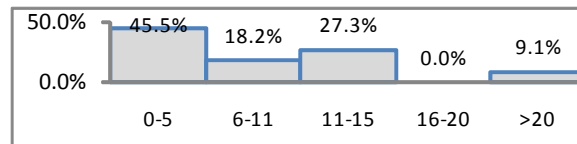
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	8	1	0



#### Years Practising to Date

n= 11

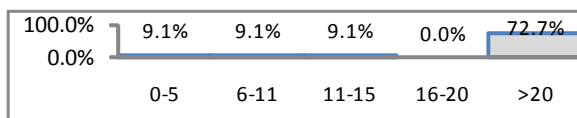
0-5	6-11	11-15	16-20	>20
5	2	3	0	1



#### Years Intending to Continue

n= 11

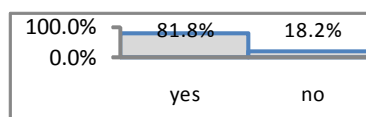
0-5	6-11	11-15	16-20	>20
1	1	1	0	8



#### Waiting List

n= 11

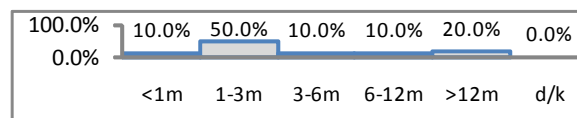
yes	no
9	2



#### Waiting List Length

n= 10

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	5	1	1	2	0



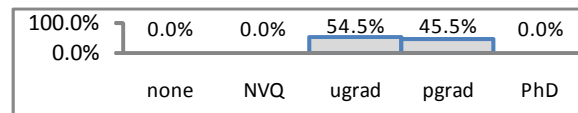
## Conservation - Archiving / Display - Pottery

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 11

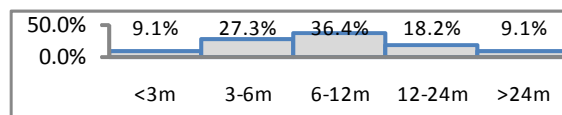
none	NVQ	ugrad	pgrad	PhD
0	0	6	5	0



#### New Entrant Experience Needed

n= 11

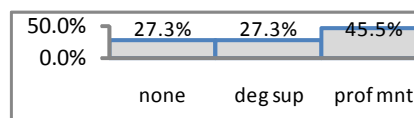
<3m	3-6m	6-12m	12-24m	>24m
1	3	4	2	1



#### New Entrant Guidance or Mentoring

n= 11

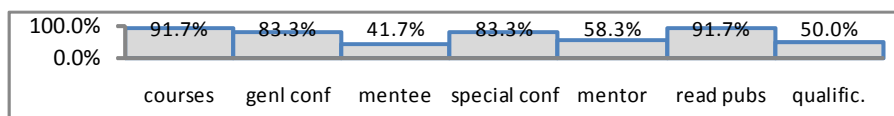
none	deg sup	prof mnt
3	3	5



#### CPD Mechanisms Preferred

n= 12

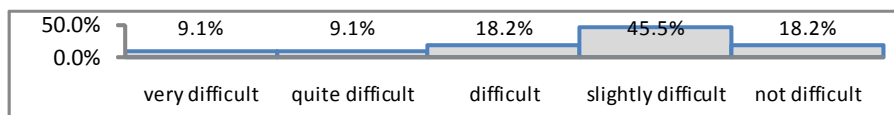
courses	genl conf	mentee	special co mentor	read pubs	qualific.
11	10	5	10	7	6



#### Access to Initial Training

n= 11

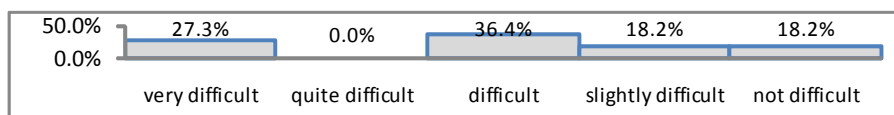
very difficult	quite difficult	difficult	slightly difficult	not difficult
1	1	2	5	2



#### Access to CPD Training

n= 11

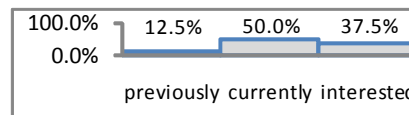
very difficult	quite difficult	difficult	slightly difficult	not difficult
3	0	4	2	2



#### Being a Trainer

n= 8

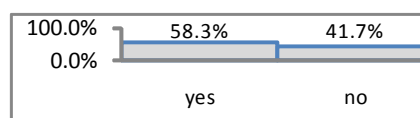
previously	currently	interested
1	4	3



#### Add to List of Trainers

n= 12

yes	no
7	5



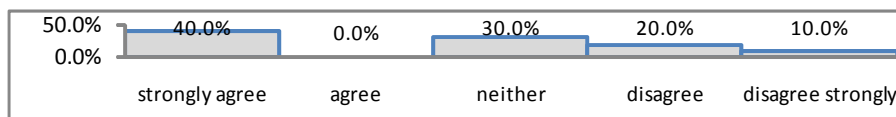
## Conservation - Archiving / Display - Pottery

### About the Changing Economic Situation

#### Reduced Projects

n= 10

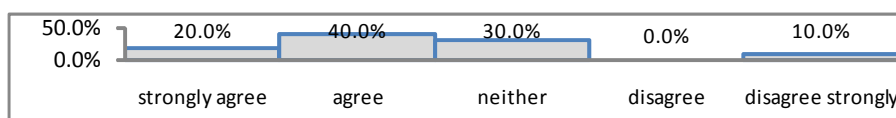
str agree	agree	neither	disagree	str disagree
4	0	3	2	1



#### Reduce Costs

n= 10

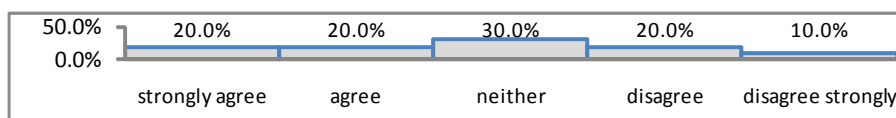
str agree	agree	neither	disagree	str disagree
2	4	3	0	1



#### Time Pressure

n= 10

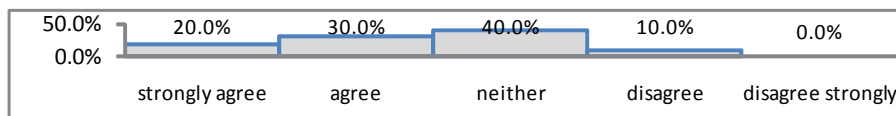
str agree	agree	neither	disagree	str disagree
2	2	3	2	1



#### Cut Back Aspects

n= 10

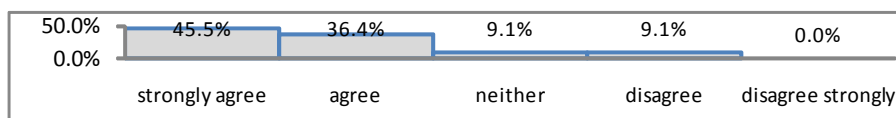
str agree	agree	neither	disagree	str disagree
2	3	4	1	0



#### Job Security Worries

n= 11

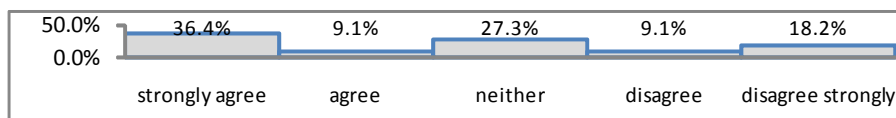
str agree	agree	neither	disagree	str disagree
5	4	1	1	0



#### Non-Specialist Duties

n= 11

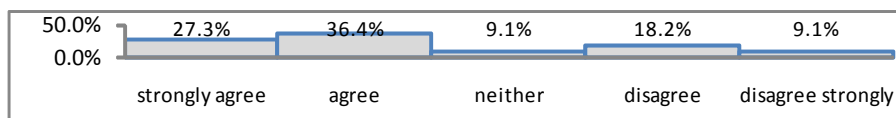
str agree	agree	neither	disagree	str disagree
4	1	3	1	2



#### Take Work Home

n= 11

str agree	agree	neither	disagree	str disagree
3	4	1	2	1



## Conservation - Archiving / Display - Stone

n= 12

### About the Work

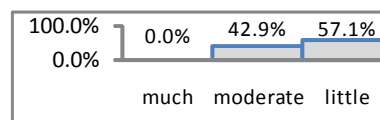
#### Charge / day

	n	mean	SD	min	max
total	n= 6	£ 189.38	£ 66.57	£ 80.00	£ 320.00
with overheads	n= 3	£ 165.00	£ 78.58		
without overheads	n= 2	£ 202.00	£ 73.54		

#### Competition

n= 7

0	3	4
great deal	moderate	very little

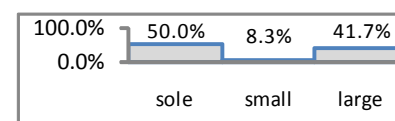


### About the Organisations

#### Sizes of Organisation

n= 12

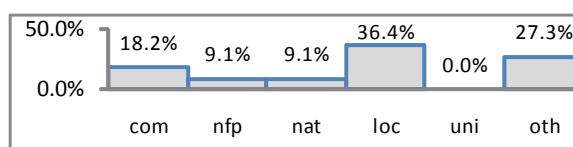
6	1	5
sole trader	small	large



#### Types of Organisation

n= 11

2	1	1	4	0	3
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 12

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	5	41.7%
south west england	2	16.7%
north-east england	0	0.0%
north-west england	1	8.3%
west midlands	1	8.3%
yorkshire & the humber	2	16.7%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	8.3%

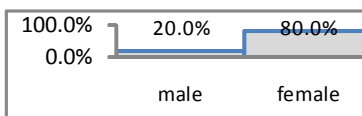
## Conservation - Archiving / Display - Stone

### About the Specialists

#### Gender

n= 10

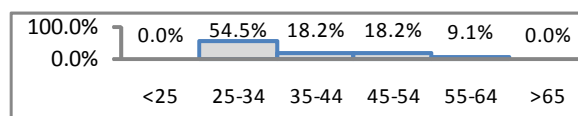
male	female
2	8



#### Age

n= 11

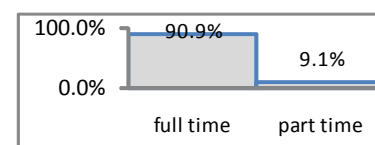
<25	25-34	35-44	45-54	55-64	>65
0	6	2	2	1	0



#### Hours Worked

n= 11

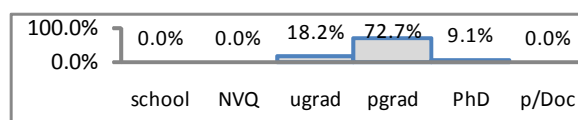
full time	part time
10	1



#### Highest Qualification

n= 11

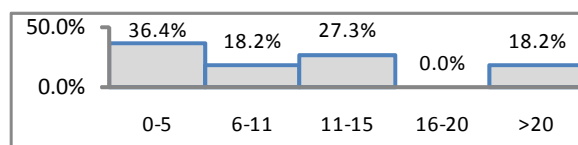
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	8	1	0



#### Years Practising to Date

n= 11

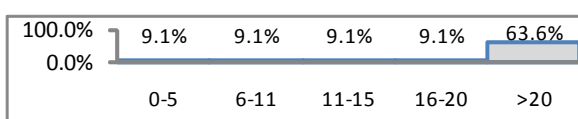
0-5	6-11	11-15	16-20	>20
4	2	3	0	2



#### Years Intending to Continue

n= 11

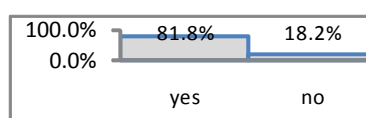
0-5	6-11	11-15	16-20	>20
1	1	1	1	7



#### Waiting List

n= 11

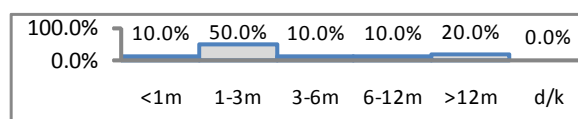
yes	no
9	2



#### Waiting List Length

n= 10

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	5	1	1	2	0



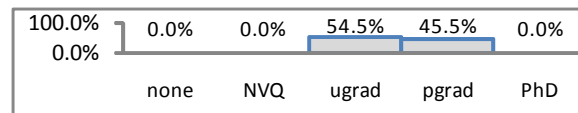
## Conservation - Archiving / Display - Stone

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 11

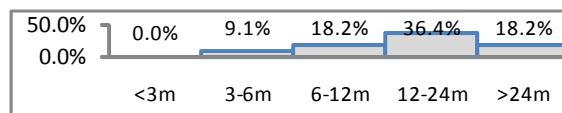
none	NVQ	ugrad	pgrad	PhD
0	0	6	5	0



#### New Entrant Experience Needed

n= 2

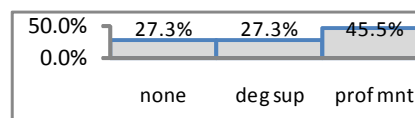
<3m	3-6m	6-12m	12-24m	>24m
0	1	2	4	2



#### New Entrant Guidance or Mentoring

n= 11

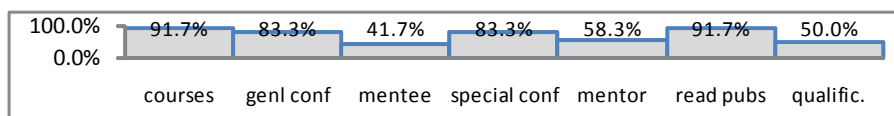
none	deg sup	prof mnt
3	3	5



#### CPD Mechanisms Preferred

n= 12

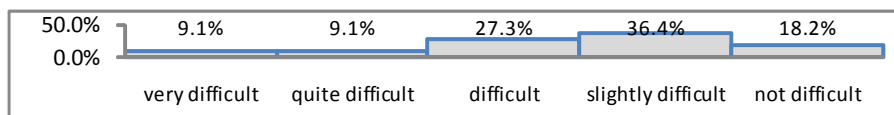
courses	genl conf	mentee	special co mentor	read pubs	qualific.
11	10	5	10	7	6



#### Access to Initial Training

n= 11

very difficult	quite difficult	difficult	slightly difficult	not difficult
1	1	3	4	2



#### Access to CPD Training

n= 2

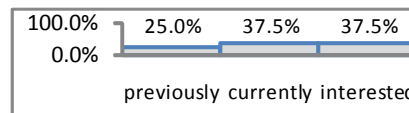
very difficult	quite difficult	difficult	slightly difficult	not difficult
2	3	0	4	2



#### Being a Trainer

n= 8

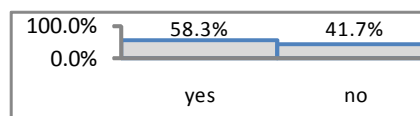
previously	currently	interested
2	3	3



#### Add to List of Trainers

n= 12

yes	no
7	5





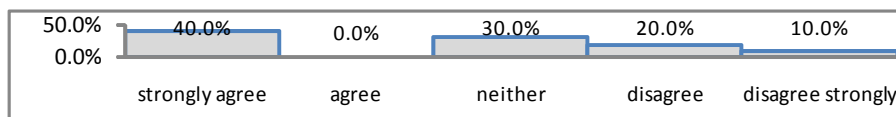
## Conservation - Archiving / Display - Stone

### About the Changing Economic Situation

#### Reduced Projects

n= 10

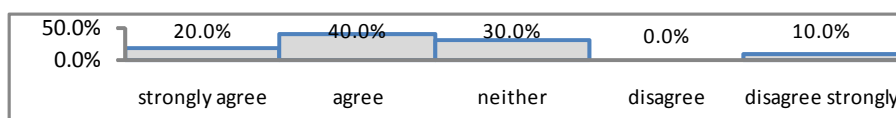
str agree	agree	neither	disagree	str disagree
4	0	3	2	1



#### Reduce Costs

n= 10

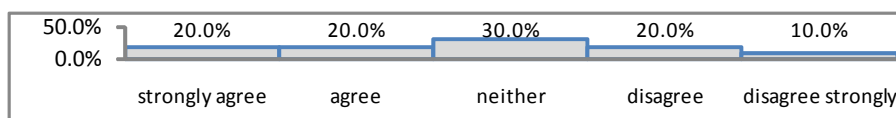
str agree	agree	neither	disagree	str disagree
2	4	3	0	1



#### Time Pressure

n= 10

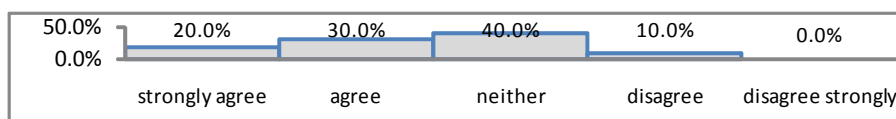
str agree	agree	neither	disagree	str disagree
2	2	3	2	1



#### Cut Back Aspects

n= 10

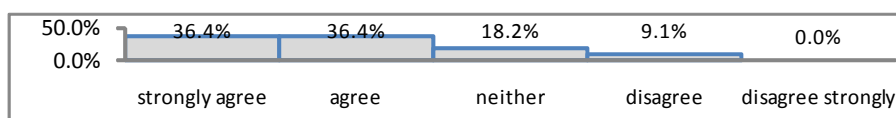
str agree	agree	neither	disagree	str disagree
2	3	4	1	0



#### Job Security Worries

n= 11

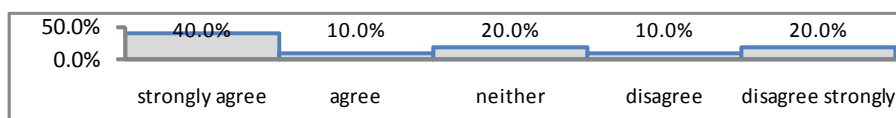
str agree	agree	neither	disagree	str disagree
4	4	2	1	0



#### Non-Specialist Duties

n= 10

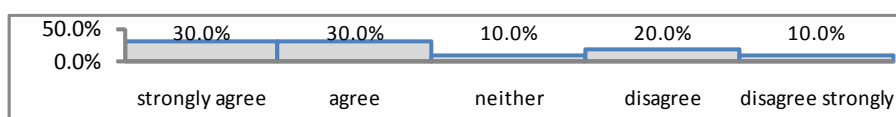
str agree	agree	neither	disagree	str disagree
4	1	2	1	2



#### Take Work Home

n= 10

str agree	agree	neither	disagree	str disagree
3	3	1	2	1



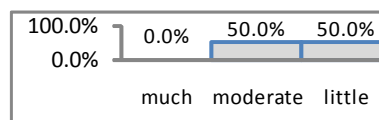
**Conservation - Archiving / Display - Metal****n= 12****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 8	£ 210.79	£ 70.10	£ 80.00	£ 320.00
<b>with overheads</b>	n= 4	£ 198.75	£ 93.13		
<b>without overheads</b>	n= 3	£ 218.00	£ 58.92		

**Competition**

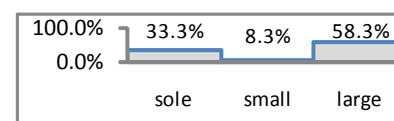
n= 8

0	4	4
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

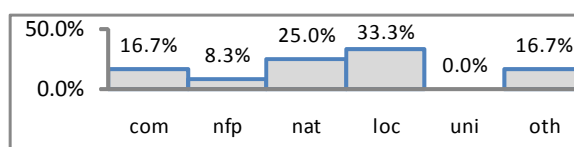
n= 12

4	1	7
sole trader	small	large

**Types of Organisation**

n= 12

2	1	3	4	0	2
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 12

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	6	50.0%
south west england	2	16.7%
north-east england	0	0.0%
north-west england	1	8.3%
west midlands	0	0.0%
yorkshire & the humber	2	16.7%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	8.3%

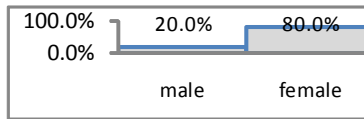
## Conservation - Archiving / Display - Metal

### About the Specialists

#### Gender

n= 10

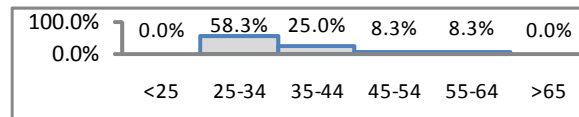
male	female
2	8



#### Age

n= 12

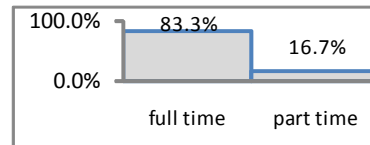
<25	25-34	35-44	45-54	55-64	>65
0	7	3	1	1	0



#### Hours Worked

n= 12

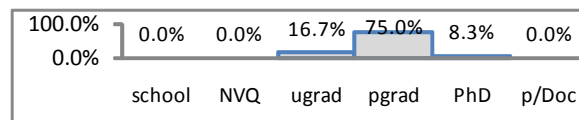
full time	part time
10	2



#### Highest Qualification

n= 12

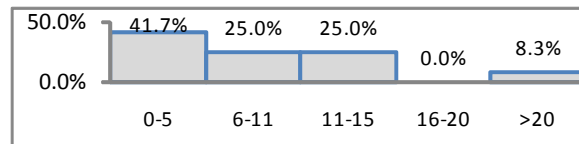
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	9	1	0



#### Years Practising to Date

n= 12

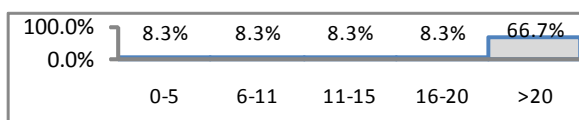
0-5	6-11	11-15	16-20	>20
5	3	3	0	1



#### Years Intending to Continue

n= 12

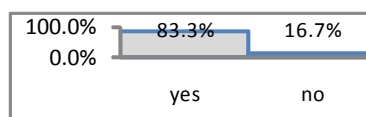
0-5	6-11	11-15	16-20	>20
1	1	1	1	8



#### Waiting List

n= 12

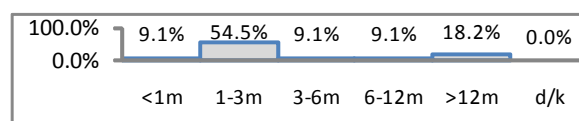
yes	no
10	2



#### Waiting List Length

n= 11

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	6	1	1	2	0

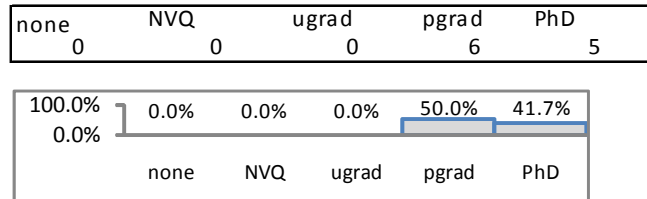


## Conservation - Archiving / Display - Metal

### About Training and Professional Development

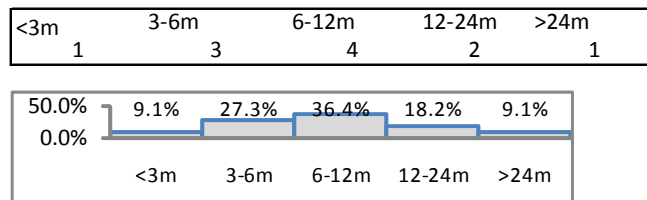
#### New Entrant Qualifications Needed

n= 1



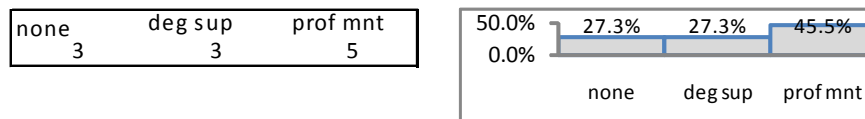
#### New Entrant Experience Needed

n= 11



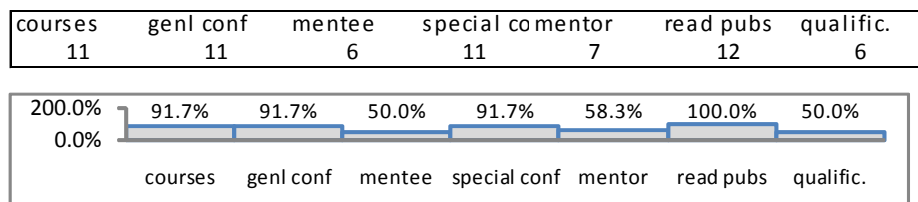
#### New Entrant Guidance or Mentoring

n= 11



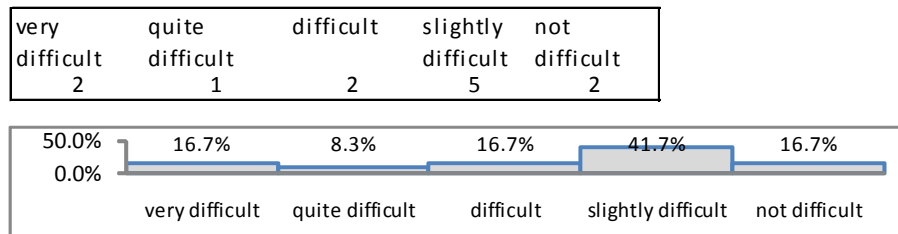
#### CPD Mechanisms Preferred

n= 12



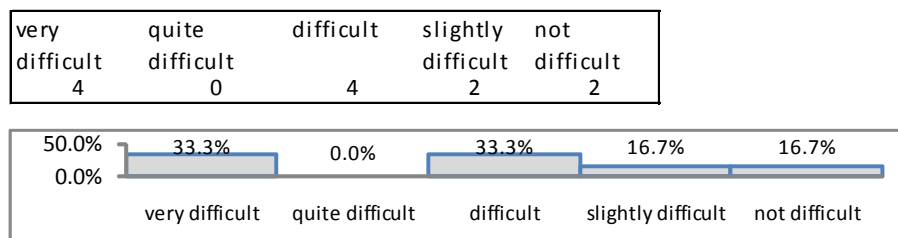
#### Access to Initial Training

n= 12



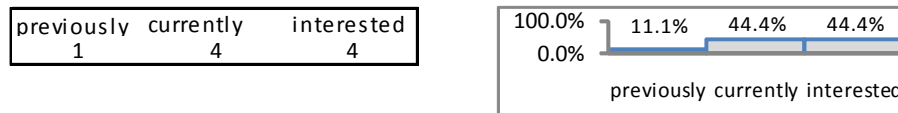
#### Access to CPD Training

n= 12



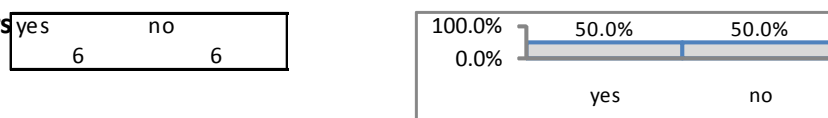
#### Being a Trainer

n= 9



#### Add to List of Trainers

n= 12



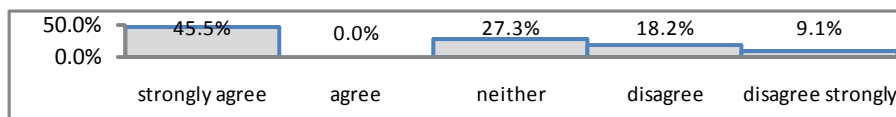
## Conservation - Archiving / Display - Metal

### About the Changing Economic Situation

#### Reduced Projects

n= 11

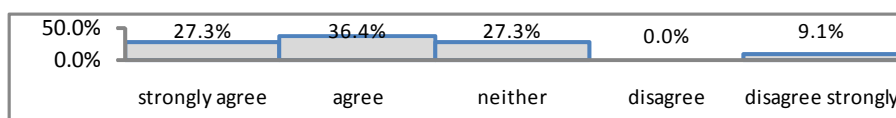
str agree	agree	neither	disagree	str disagree
5	0	3	2	1



#### Reduce Costs

n= 11

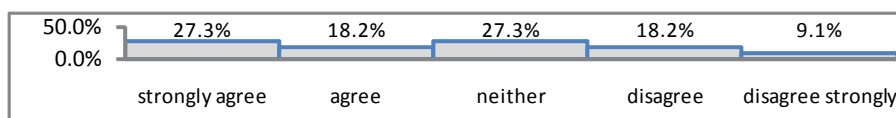
str agree	agree	neither	disagree	str disagree
3	4	3	0	1



#### Time Pressure

n= 11

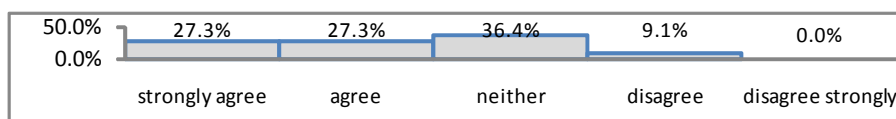
str agree	agree	neither	disagree	str disagree
3	2	3	2	1



#### Cut Back Aspects

n= 11

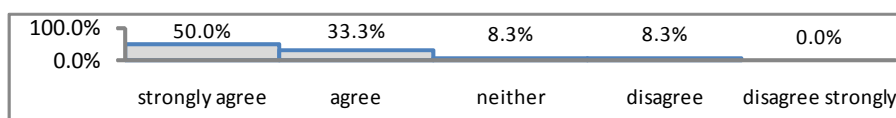
str agree	agree	neither	disagree	str disagree
3	3	4	1	0



#### Job Security Worries

n= 12

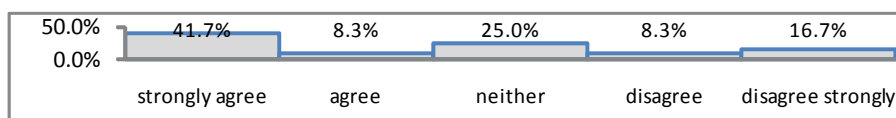
str agree	agree	neither	disagree	str disagree
6	4	1	1	0



#### Non-Specialist Duties

n= 12

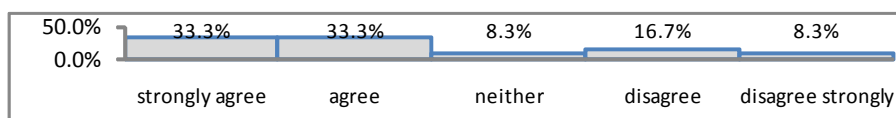
str agree	agree	neither	disagree	str disagree
5	1	3	1	2



#### Take Work Home

n= 12

str agree	agree	neither	disagree	str disagree
4	4	1	2	1



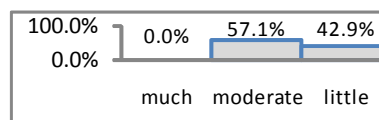
**Conservation - Archiving / Display - Glass****n= 11****About the Work****Charge / day**

	n=	mean	SD	min	max
<b>total</b>	7	£ 198.04	£ 64.94	£ 80.00	£ 320.00
<b>with overheads</b>	2	£ 172.50	£ 109.60		
<b>without overheads</b>	3	£ 218.00	£ 58.92		

**Competition**

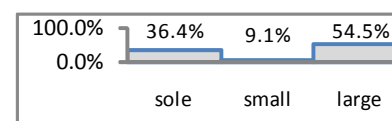
n= 7

0	4	3
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

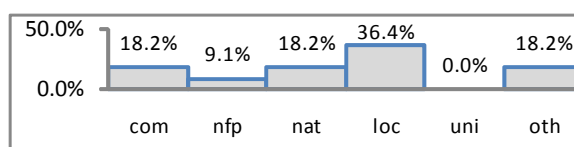
n= 11

4	1	6
sole trader	small	large

**Types of Organisation**

n= 11

2	1	2	4	0	2
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 11

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	5	45.5%
south west england	2	18.2%
north-east england	0	0.0%
north-west england	1	9.1%
west midlands	0	0.0%
yorkshire & the humber	2	18.2%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	9.1%

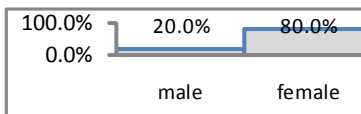
## Conservation - Archiving / Display - Glass

### About the Specialists

#### Gender

n= 10

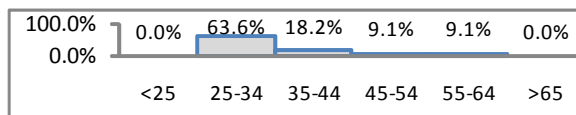
male	female
2	8



#### Age

n= 11

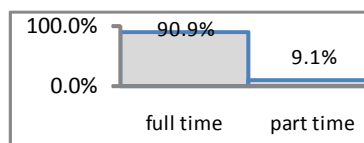
<25	25-34	35-44	45-54	55-64	>65
0	7	2	1	1	0



#### Hours Worked

n= 11

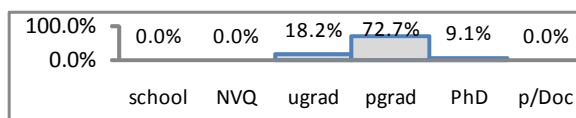
full time	part time
10	1



#### Highest Qualification

n= 11

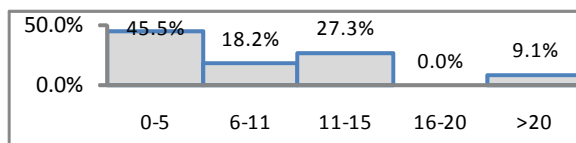
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	8	1	0



#### Years Practising to Date

n= 11

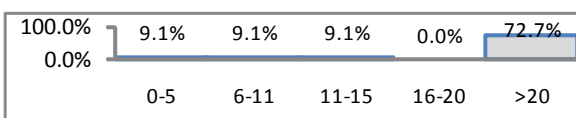
0-5	6-11	11-15	16-20	>20
5	2	3	0	1



#### Years Intending to Continue

n= 11

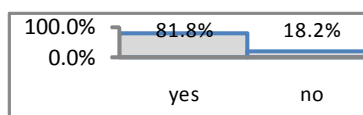
0-5	6-11	11-15	16-20	>20
1	1	1	0	8



#### Waiting List

n= 11

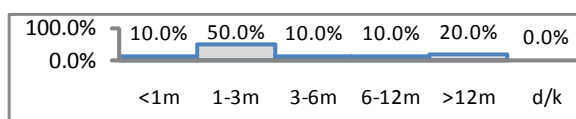
yes	no
9	2



#### Waiting List Length

n= 10

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	5	1	1	2	0



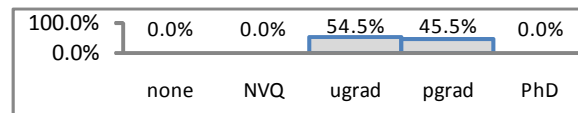
## Conservation - Archiving / Display - Glass

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 11

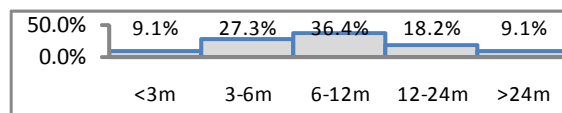
none	NVQ	ugrad	pgrad	PhD
0	0	6	5	0



#### New Entrant Experience Needed

n= 11

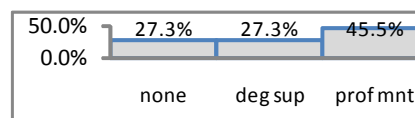
<3m	3-6m	6-12m	12-24m	>24m
1	3	4	2	1



#### New Entrant Guidance or Mentoring

n= 11

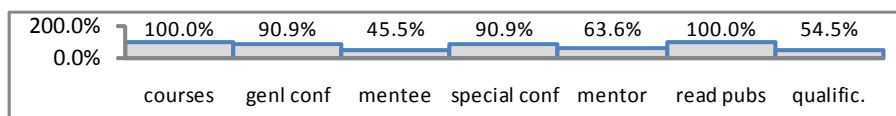
none	deg sup	prof mnt
3	3	5



#### CPD Mechanisms Preferred

n= 11

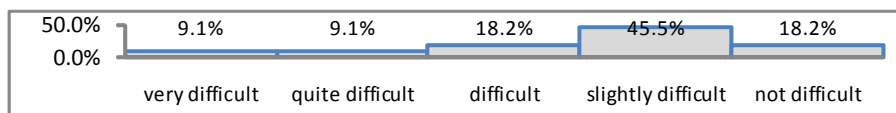
courses	genl conf	mentee	special co mentor	read pubs	qualific.
11	10	5	10	7	6



#### Access to Initial Training

n= 11

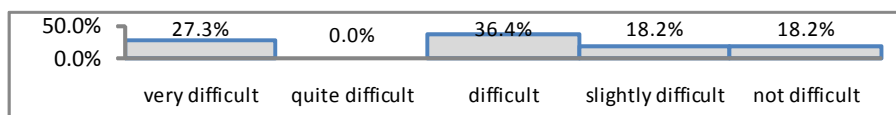
very difficult	quite difficult	difficult	slightly difficult	not difficult
1	1	2	5	2



#### Access to CPD Training

n= 11

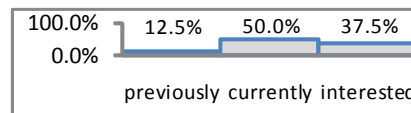
very difficult	quite difficult	difficult	slightly difficult	not difficult
3	0	4	2	2



#### Being a Trainer

n= 8

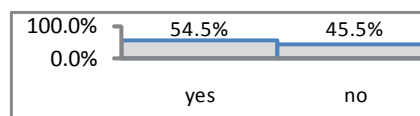
previously	currently	interested
1	4	3



#### Add to List of Trainers

n= 11

yes	no
6	5





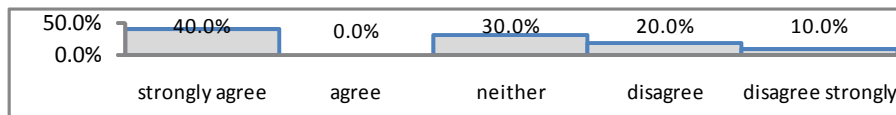
## Conservation - Archiving / Display - Glass

### About the Changing Economic Situation

#### Reduced Projects

n= 10

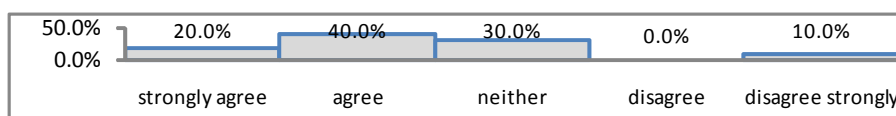
str agree	agree	neither	disagree	str disagree
4	0	3	2	1



#### Reduce Costs

n= 10

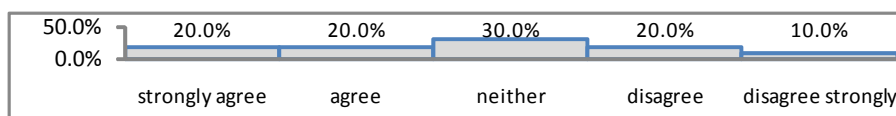
str agree	agree	neither	disagree	str disagree
2	4	3	0	1



#### Time Pressure

n= 10

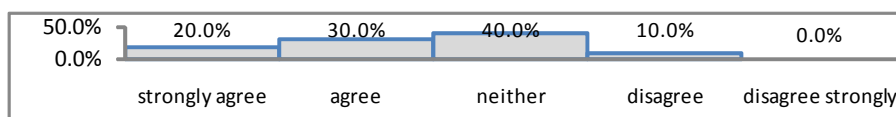
str agree	agree	neither	disagree	str disagree
2	2	3	2	1



#### Cut Back Aspects

n= 10

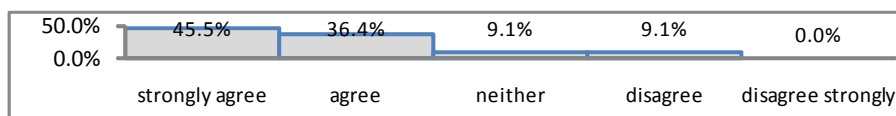
str agree	agree	neither	disagree	str disagree
2	3	4	1	0



#### Job Security Worries

n= 11

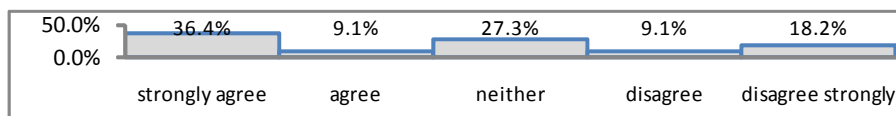
str agree	agree	neither	disagree	str disagree
5	4	1	1	0



#### Non-Specialist Duties

n= 11

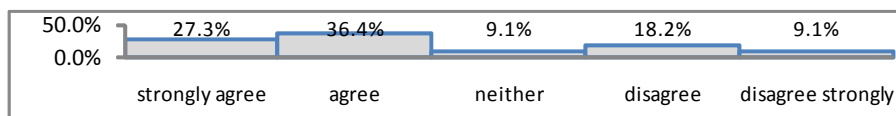
str agree	agree	neither	disagree	str disagree
4	1	3	1	2



#### Take Work Home

n= 11

str agree	agree	neither	disagree	str disagree
3	4	1	2	1



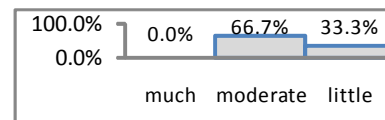
**Conservation - Archiving / Display - Organic Material****n= 13****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 8	£ 200.79	£ 60.62	£ 80.00	£ 320.00
<b>with overheads</b>	n= 3	£ 165.00	£ 78.58		
<b>without overheads</b>	n= 3	£ 247.10	£ 8.72		

**Competition**

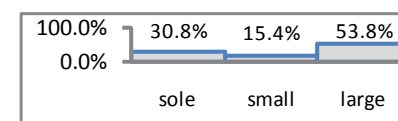
n= 9

0	6	3
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

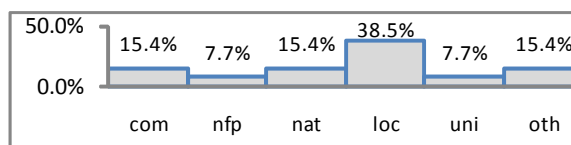
n= 13

4	2	7
sole trader	small	large

**Types of Organisation**

n= 13

2	1	2	5	1	2
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 13

east of england	1	7.7%
east midlands	0	0.0%
london	0	0.0%
south-east england	5	38.5%
south west england	3	23.1%
north-east england	0	0.0%
north-west england	1	7.7%
west midlands	0	0.0%
yorkshire & the humber	2	15.4%
scotland	0	0.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	7.7%

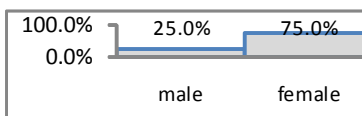
## Conservation - Archiving / Display - Organic Material

### About the Specialists

#### Gender

n= 12

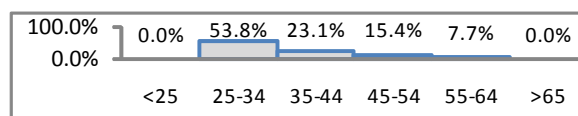
male	female
3	9



#### Age

n= 13

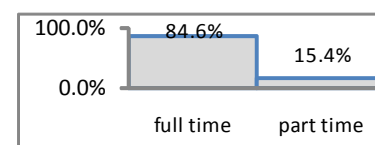
<25	25-34	35-44	45-54	55-64	>65
0	7	3	2	1	0



#### Hours Worked

n= 13

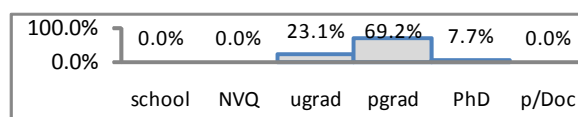
full time	part time
11	2



#### Highest Qualification

n= 13

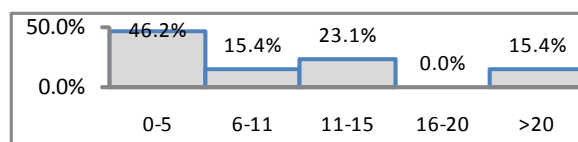
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	9	1	0



#### Years Practising to Date

n= 13

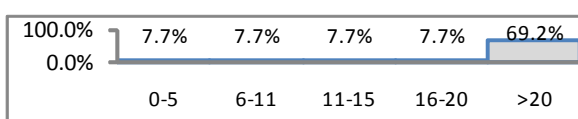
0-5	6-11	11-15	16-20	>20
6	2	3	0	2



#### Years Intending to Continue

n= 13

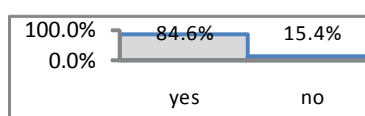
0-5	6-11	11-15	16-20	>20
1	1	1	1	9



#### Waiting List

n= 13

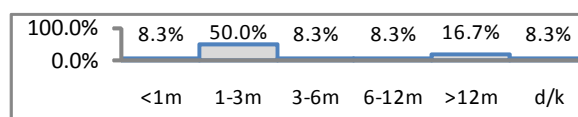
yes	no
11	2



#### Waiting List Length

n= 12

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	6	1	1	2	1



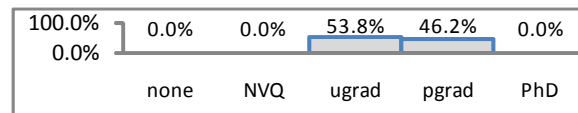
## Conservation - Archiving / Display - Organic Material

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 13

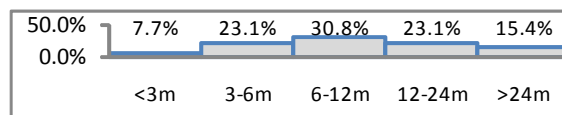
none	NVQ	ugrad	pgrad	PhD
0	0	7	6	0



#### New Entrant Experience Needed

n= 13

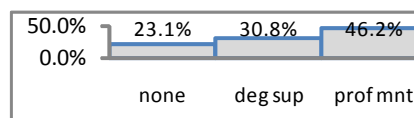
<3m	3-6m	6-12m	12-24m	>24m
1	3	4	3	2



#### New Entrant Guidance or Mentoring

n= 13

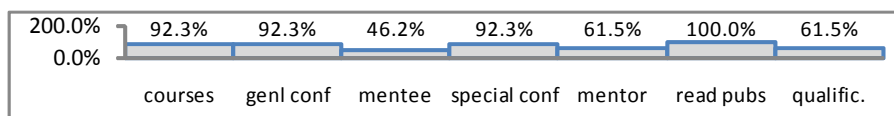
none	deg sup	prof mnt
3	4	6



#### CPD Mechanisms Preferred

n= 13

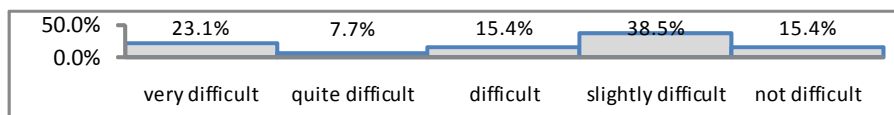
courses	genl conf	mentee	special co mentor	read pubs	qualific.
12	12	6	12	8	8



#### Access to Initial Training

n= 13

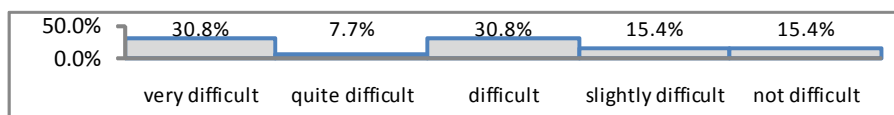
very difficult	quite difficult	difficult	slightly difficult	not difficult
3	1	2	5	2



#### Access to CPD Training

n= 13

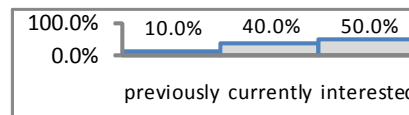
very difficult	quite difficult	difficult	slightly difficult	not difficult
4	1	4	2	2



#### Being a Trainer

n= 10

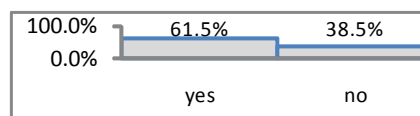
previously	currently	interested
1	4	5



#### Add to List of Trainers

n= 13

yes	no
8	5



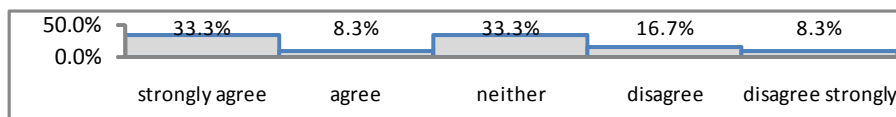
## Conservation - Archiving / Display - Organic Material

### About the Changing Economic Situation

#### Reduced Projects

n= 12

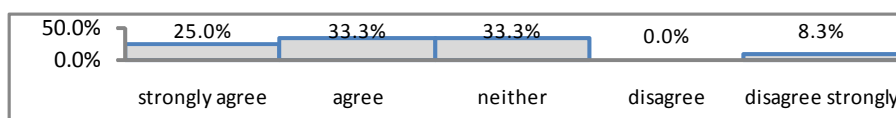
str agree	agree	neither	disagree	str disagree
4	1	4	2	1



#### Reduce Costs

n= 12

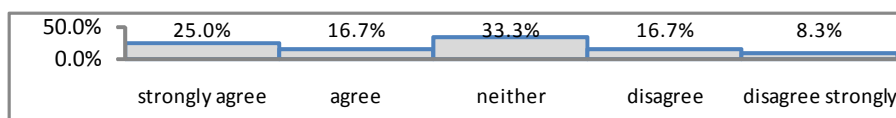
str agree	agree	neither	disagree	str disagree
3	4	4	0	1



#### Time Pressure

n= 12

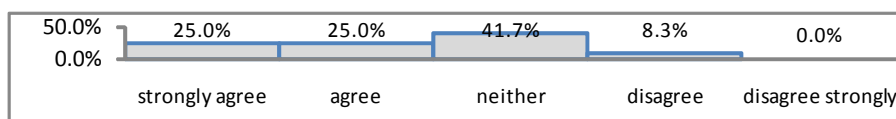
str agree	agree	neither	disagree	str disagree
3	2	4	2	1



#### Cut Back Aspects

n= 12

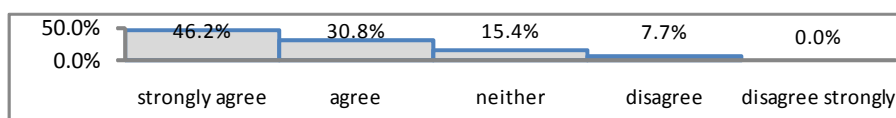
str agree	agree	neither	disagree	str disagree
3	3	5	1	0



#### Job Security Worries

n= 13

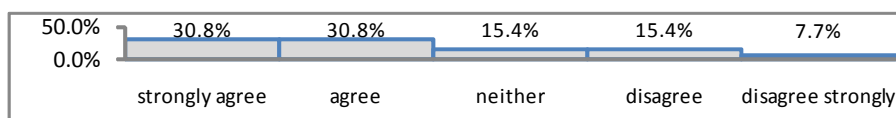
str agree	agree	neither	disagree	str disagree
6	4	2	1	0



#### Non-Specialist Duties

n= 13

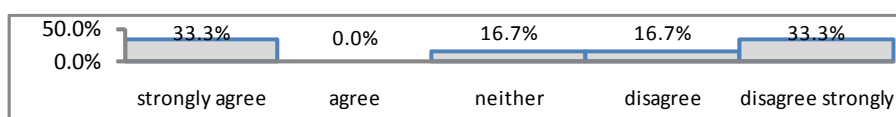
str agree	agree	neither	disagree	str disagree
4	4	2	2	1



#### Take Work Home

n= 6

str agree	agree	neither	disagree	str disagree
2	0	1	1	2

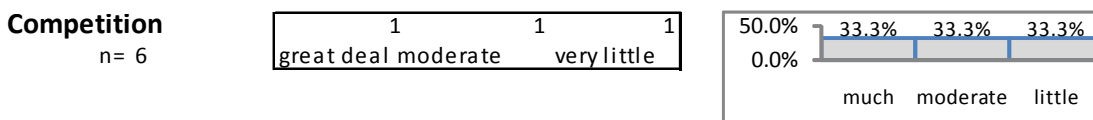


### Conservation - Buildings

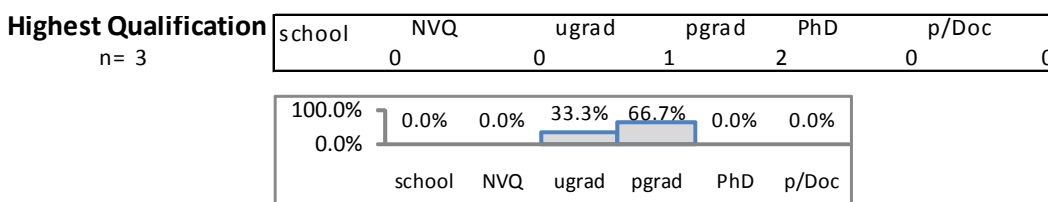
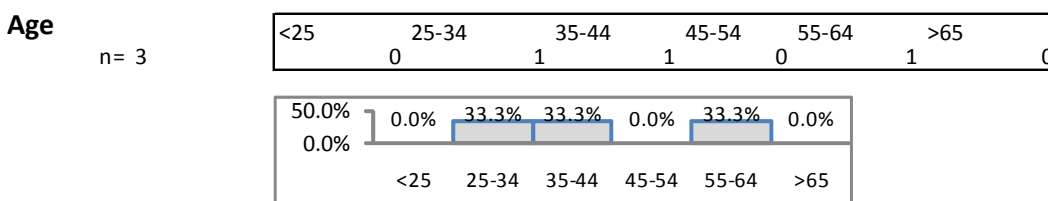
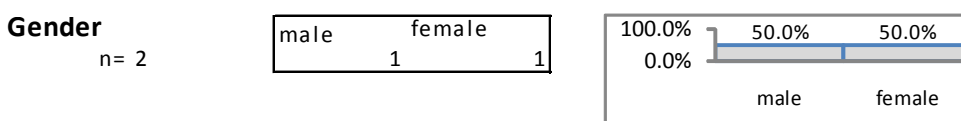
n= 3

#### About the Work

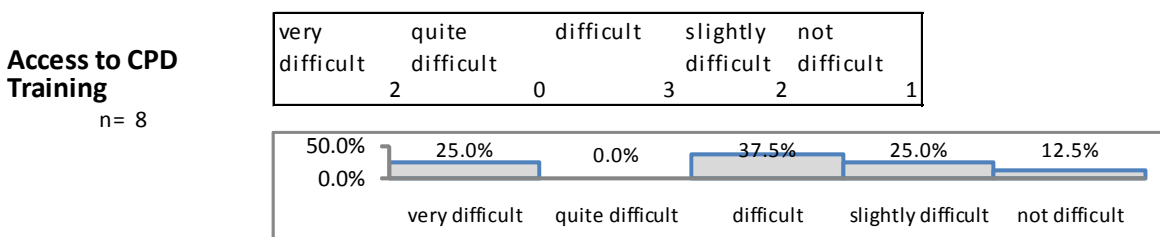
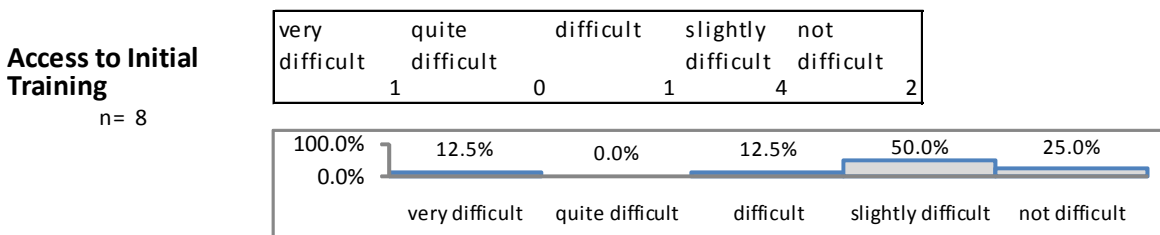
Charge / day	n	mean	SD	min	max
total	n= 3	£ 200.00	£ 86.60	£ 150.00	£ 300.00
with overheads	n= 2	£ 225.00	£ 106.07		
without overheads	n= 1	£ 150.00	£ -		



#### About the Specialists



#### About Training and Professional Development



## Physical Dating - All Services

**n= 4**

**No aggregate data is presented for this specialist area, as the dataset is so small (4 service providers in 2 specialist areas).**

**Physical Dating - Dendrochronology**

**n= 0**

**No responses were received from any specialists providing this particular service**

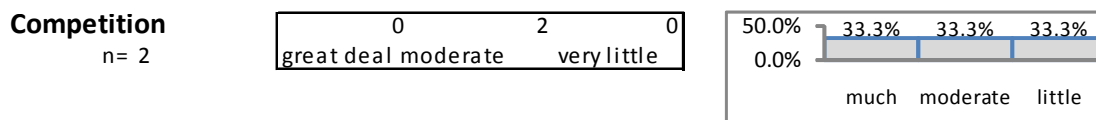


### Physical Dating - Radiocarbon

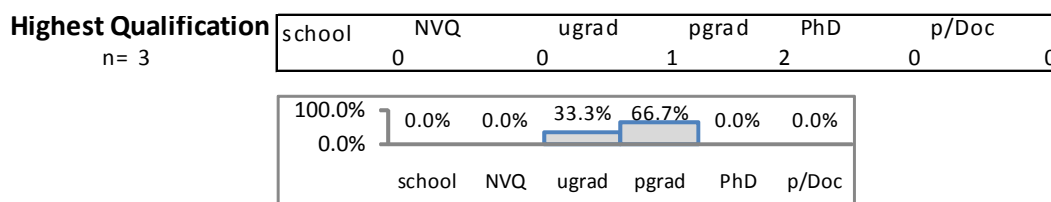
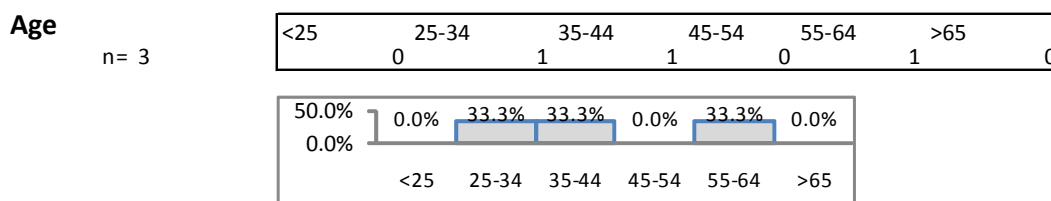
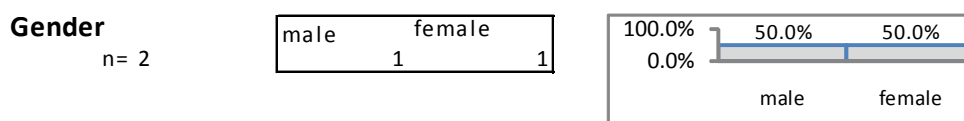
n= 3

#### About the Work

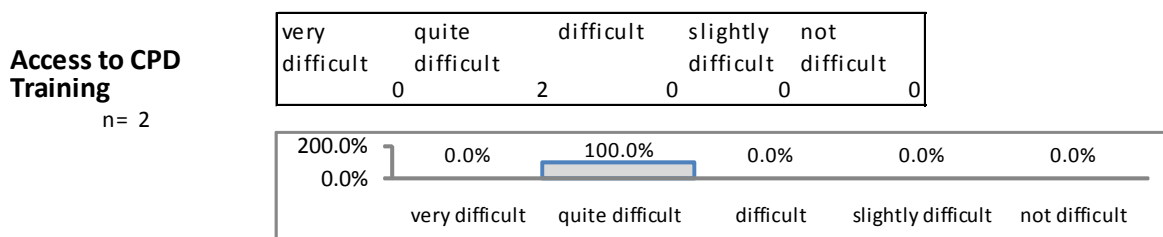
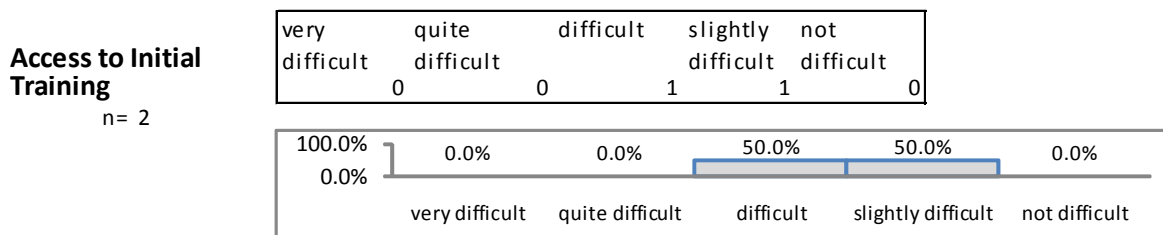
Charge / day	n	mean	SD	min	max
total	n= 3	£ 200.00	£ 86.60	£ 150.00	£ 300.00
with overheads	n= 2	£ 225.00	£ 106.07		
without overheads	n= 1	£ 150.00	£ -		



#### About the Specialists



#### About Training and Professional Development

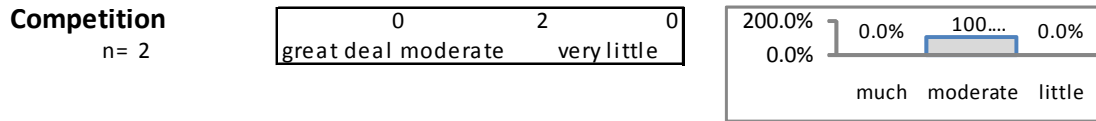


### Physical Dating - Other Physical Dating

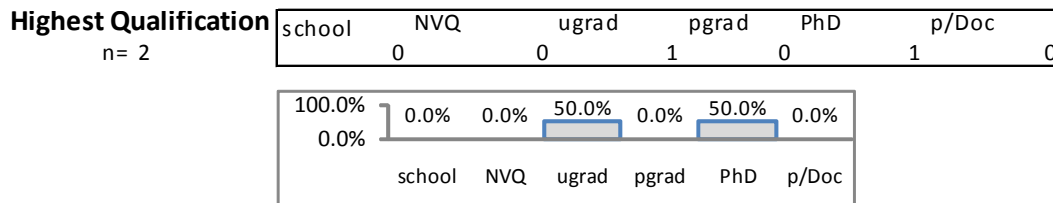
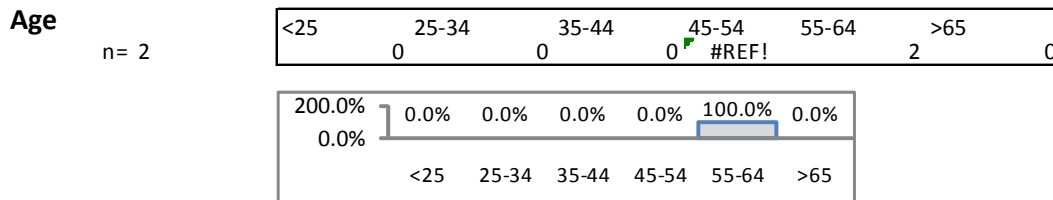
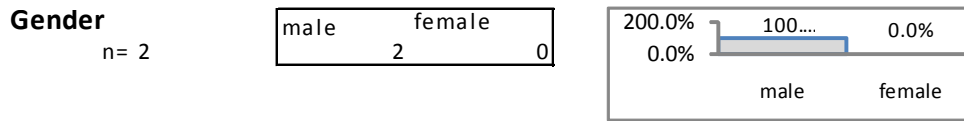
n= 2

#### About the Work

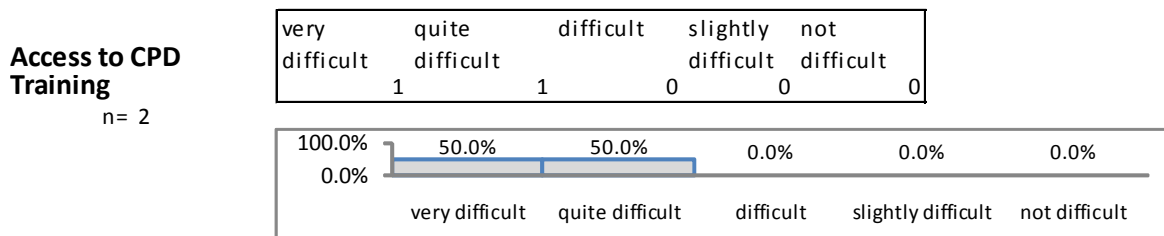
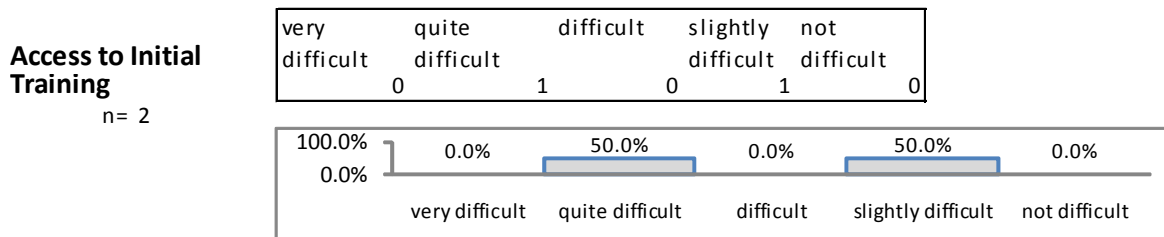
Charge / day	n	mean	SD	min	max
total	n= 2	£ 135.00	£ 21.21	£ 120.00	£ 150.00
with overheads	n= 2	£ 135.00	£ 21.21		
without overheads	n= 0	£ -	£ -		



#### About the Specialists



#### About Training and Professional Development



**Physical Dating - Chemical Dating**

**n= 0**

**No Responses were received from any specialists providing this particular service**

## Survey - All Specialisms

n= 50

### About the Work

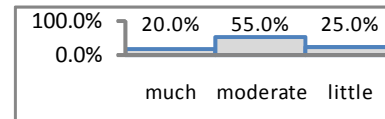
#### Charge / day

	n	mean	SD	min	max
total	n= 0	£ 311.02	£ 255.34	£ 120.00	£ 1,500.00
with overheads	n= 19	£ 408.86	£ 347.25		
without overheads	n= 12	£ 299.33	£ 204.88		

#### Competition

n= 40

8	22	10
great deal	moderate	very little

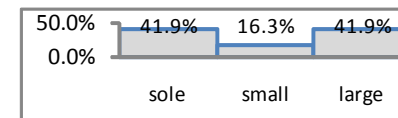


### About the Organisations

#### Sizes of Organisation

n= 43

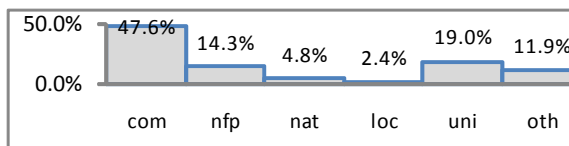
18	7	18
sole trader	small	large



#### Types of Organisation

n= 42

20	6	2	1	8	5
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 41

east of england	1	2.4%
east midlands	4	9.8%
london	0	0.0%
south-east england	5	12.2%
south west england	6	14.6%
north-east england	3	7.3%
north-west england	2	4.9%
west midlands	1	2.4%
yorkshire & the humber	7	17.1%
scotland	1	2.4%
wales	3	7.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	8	19.5%

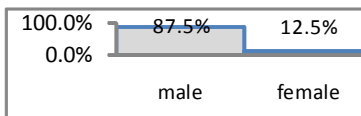
## Survey - All Specialisms

### About the Specialists

#### Gender

n= 40

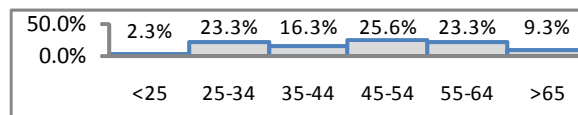
male	female
35	5



#### Age

n= 43

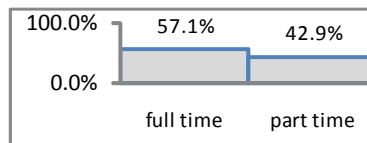
<25	25-34	35-44	45-54	55-64	>65
1	10	7	11	10	4



#### Hours Worked

n= 42

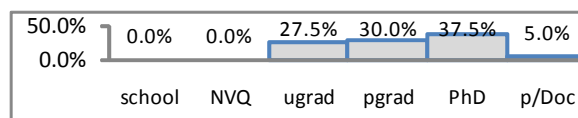
full time	part time
24	18



#### Highest Qualification

n= 40

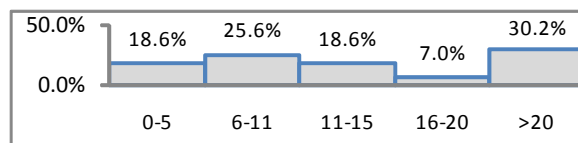
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	11	12	15	2



#### Years Practising to Date

n= 43

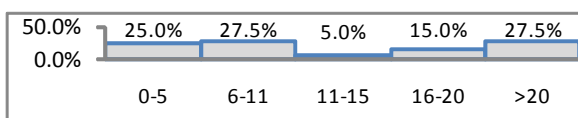
0-5	6-11	11-15	16-20	>20
8	11	8	3	13



#### Years Intending to Continue

n= 40

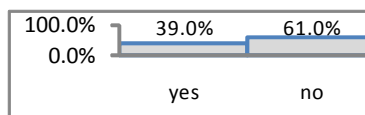
0-5	6-11	11-15	16-20	>20
10	11	2	6	11



#### Waiting List

n= 41

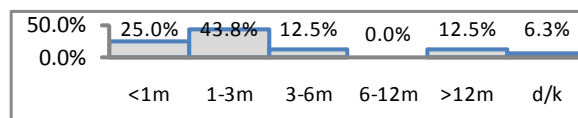
yes	no
16	25



#### Waiting List Length

n= 16

<1m	1-3m	3-6m	6-12m	>12m	d/k
4	7	2	0	2	1

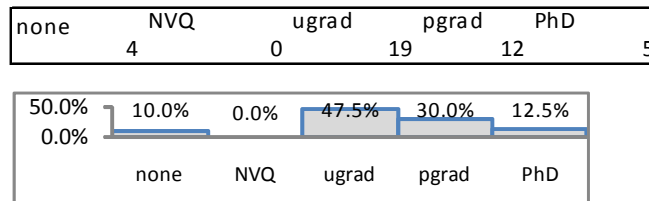


## Survey - All Specialisms

### About Training and Professional Development

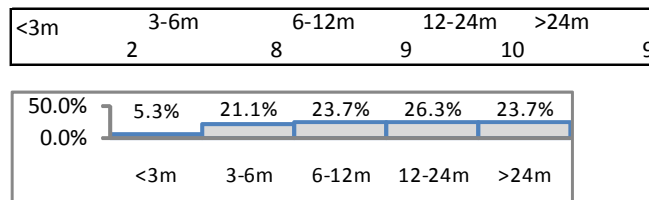
#### New Entrant Qualifications Needed

n= 40



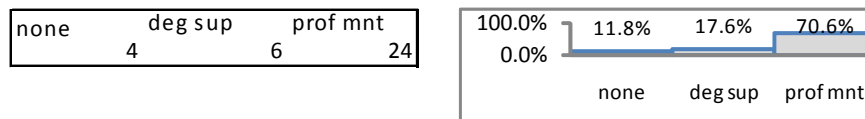
#### New Entrant Experience Needed

n= 38



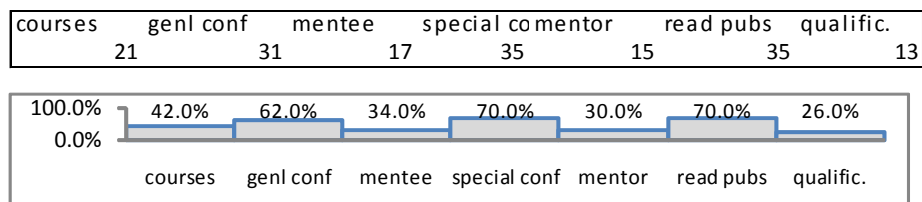
#### New Entrant Guidance or Mentoring

n= 34



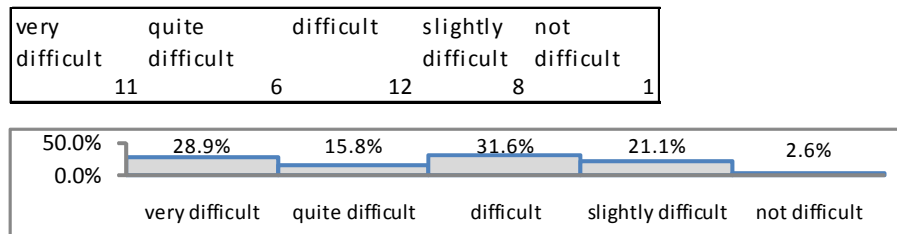
#### CPD Mechanisms Preferred

n= 50



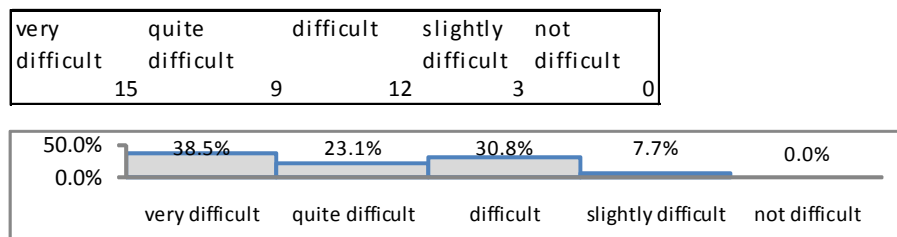
#### Access to Initial Training

n= 38



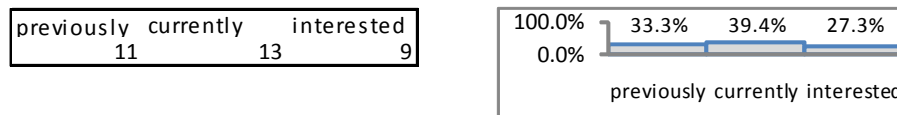
#### Access to CPD Training

n= 39



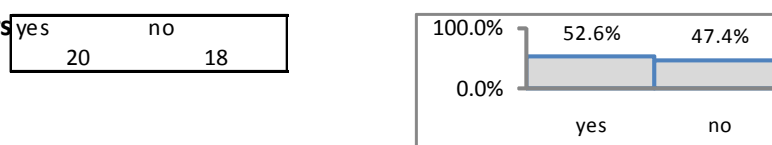
#### Being a Trainer

n= 33



#### Add to List of Trainers

n= 38



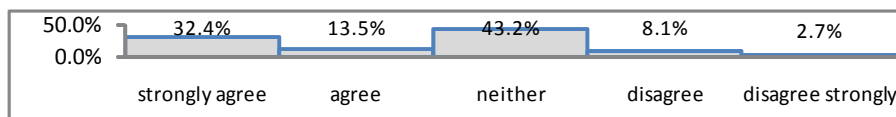
## Survey - All Specialisms

### About the Changing Economic Situation

#### Reduced Projects

n= 37

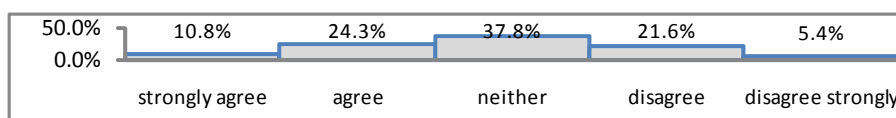
str agree	agree	neither	disagree	str disagree
12	5	16	3	1



#### Reduce Costs

n= 37

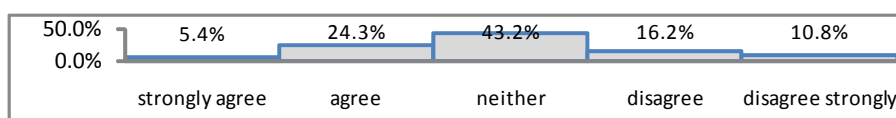
str agree	agree	neither	disagree	str disagree
4	9	14	8	2



#### Time Pressure

n= 37

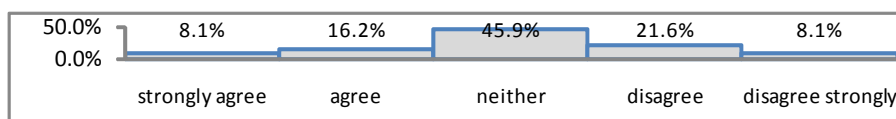
str agree	agree	neither	disagree	str disagree
2	9	16	6	4



#### Cut Back Aspects

n= 37

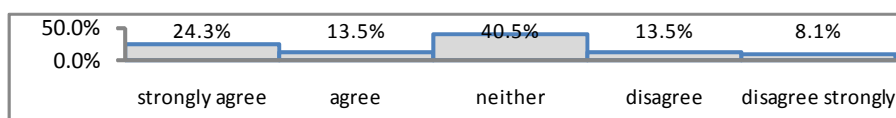
str agree	agree	neither	disagree	str disagree
3	6	17	8	3



#### Job Security Worries

n= 37

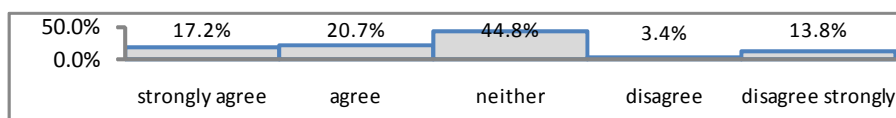
str agree	agree	neither	disagree	str disagree
9	5	15	5	3



#### Non-Specialist Duties

n= 29

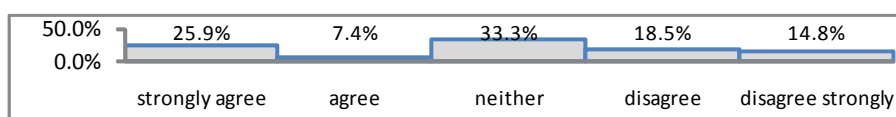
str agree	agree	neither	disagree	str disagree
5	6	13	1	4



#### Take Work Home

n= 27

str agree	agree	neither	disagree	str disagree
7	2	9	5	4



## Survey - Landscape

n= 20

## About the Work

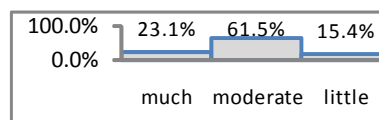
## Charge / day

	n	mean	SD	min	max
total	n= 11	£ 228.64	£ 104.98	£ 120.00	£ 500.00
with overheads	n= 6	£ 190.83	£ 44.32		
without overheads	n= 5	£ 274.00	£ 142.76		

## Competition

n= 13

3	8	2
great deal	moderate	very little

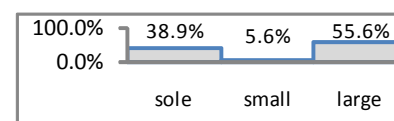


## About the Organisations

## Sizes of Organisation

n= 18

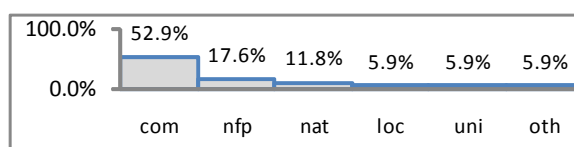
7	1	10
sole trader	small	large



## Types of Organisation

n= 17

9	3	2	1	1	1
commercial	not for profit	nat gov	local gov	university	other



## Location

n= 17

east of england	1	5.9%
east midlands	0	0.0%
london	0	0.0%
south-east england	3	17.6%
south west england	4	23.5%
north-east england	1	5.9%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	3	17.6%
scotland	1	5.9%
wales	1	5.9%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	3	17.6%



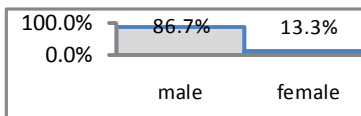
## Survey - Landscape

### About the Specialists

#### Gender

n= 15

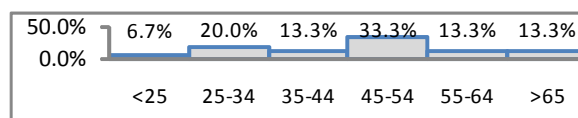
male	female
13	2



#### Age

n= 15

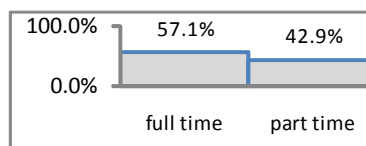
<25	25-34	35-44	45-54	55-64	>65
1	3	2	5	2	2



#### Hours Worked

n= 14

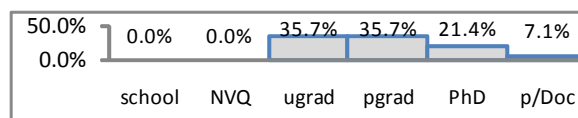
full time	part time
8	6



#### Highest Qualification

n= 14

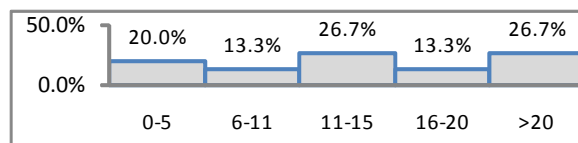
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	5	5	3	1



#### Years Practising to Date

n= 15

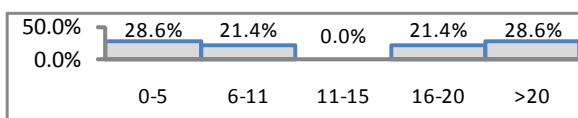
0-5	6-11	11-15	16-20	>20
3	2	4	2	4



#### Years Intending to Continue

n= 14

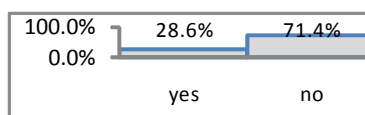
0-5	6-11	11-15	16-20	>20
4	3	0	3	4



#### Waiting List

n= 14

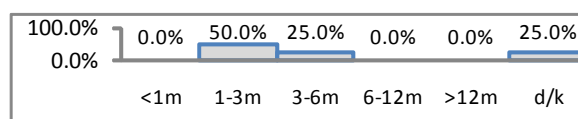
yes	no
4	10



#### Waiting List Length

n= 4

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	2	1	0	0	1

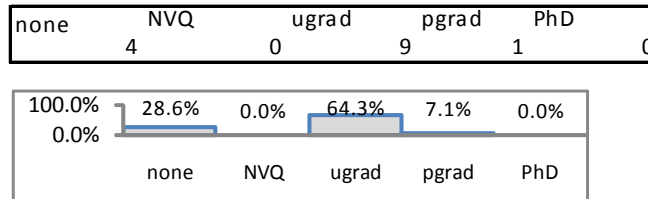


## Survey - Landscape

### About Training and Professional Development

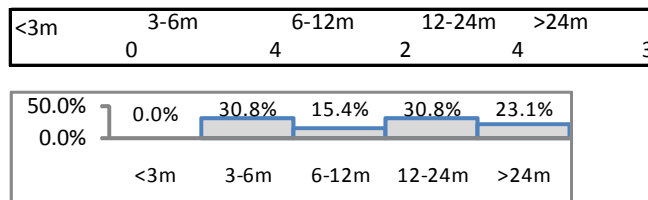
#### New Entrant Qualifications Needed

n= 14



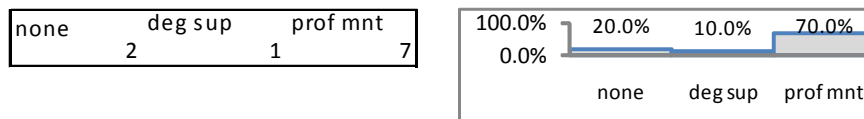
#### New Entrant Experience Needed

n= 13



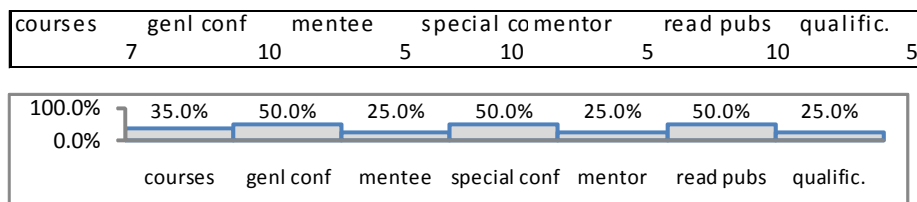
#### New Entrant Guidance or Mentoring

n= 10



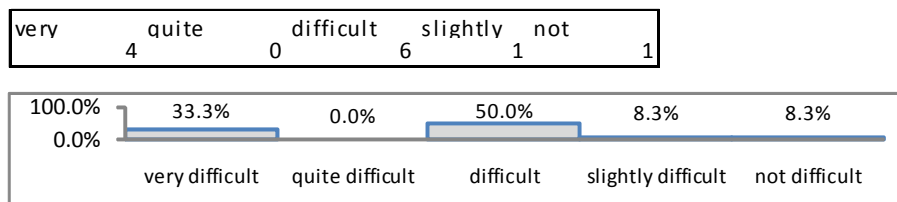
#### CPD Mechanisms Preferred

n= 20



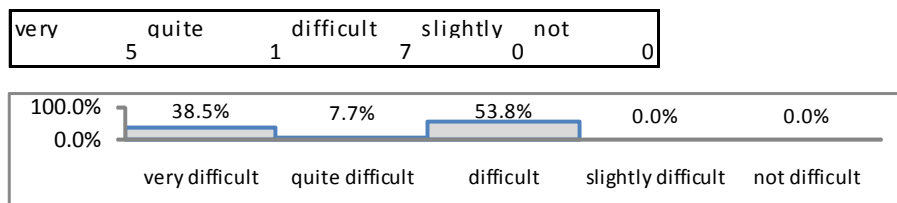
#### Access to Initial Training

n= 12



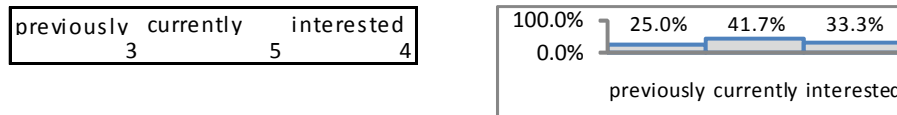
#### Access to CPD Training

n= 13



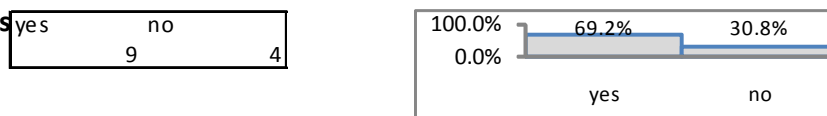
#### Being a Trainer

n= 12



#### Add to List of Trainers

n= 13

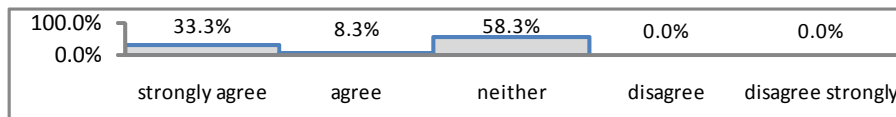


## Survey - Landscape

### About the Changing Economic Situation

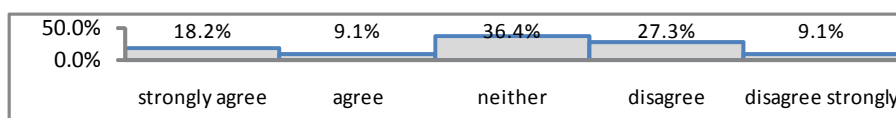
#### Reduced Projects n= 12

str agree	agree	neither	disagree	str disagree
	4	1	7	0



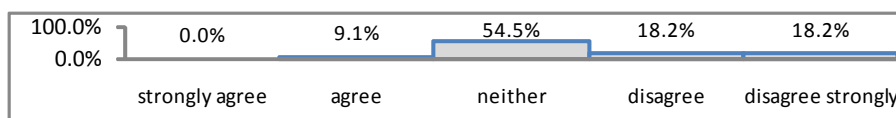
#### Reduce Costs n= 11

str agree	agree	neither	disagree	str disagree
2	1	4	3	1



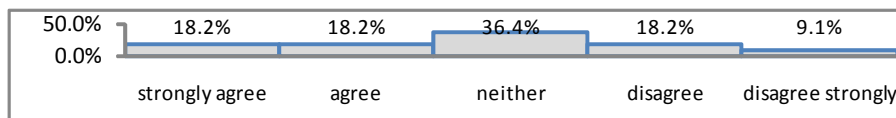
#### Time Pressure n= 11

str agree	agree	neither	disagree	str disagree
0	1	6	2	2



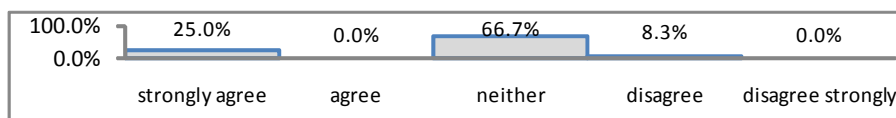
#### Cut Back Aspects n= 11

str agree	agree	neither	disagree	str disagree
2	2	4	2	1



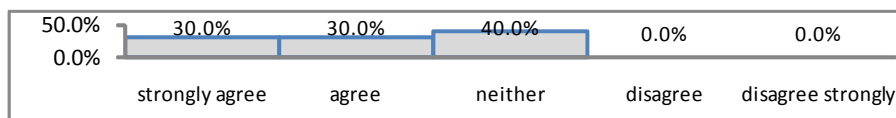
#### Job Security Worries n= 12

str agree	agree	neither	disagree	str disagree
3	0	8	1	0



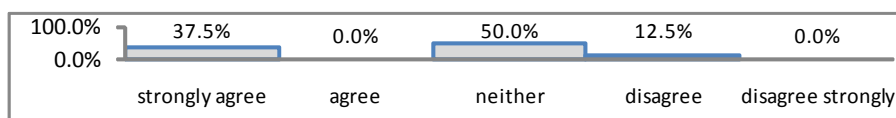
#### Non-Specialist Duties n= 10

str agree	agree	neither	disagree	str disagree
3	3	4	0	0



#### Take Work Home n= 8

str agree	agree	neither	disagree	str disagree
3	0	4	1	0



## Survey - Topographic

n= 18

### About the Work

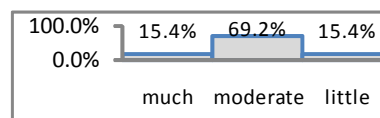
#### Charge / day

	n	mean	SD	min	max
total	n= 10	£ 252.00	£ 113.61	£ 80.00	£ 320.00
with overheads	n= 5	£ 280.00	£ 141.24		
without overheads	n= 5	£ 224.00	£ 84.44		

#### Competition

n= 13

great deal	moderate	very little
2	9	2

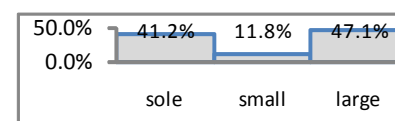


### About the Organisations

#### Sizes of Organisation

n= 17

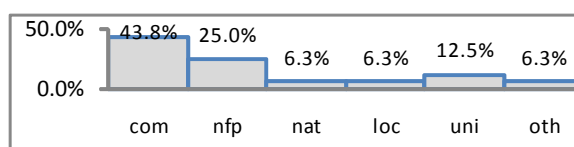
sole trader	small	large
7	2	8



#### Types of Organisation

n= 16

commercial	not for profit	nat gov	local gov	university	other
7	4	1	1	2	1



#### Location

n= 17

east of england	1	5.9%
east midlands	0	0.0%
london	0	0.0%
south-east england	2	11.8%
south west england	3	17.6%
north-east england	2	11.8%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	3	17.6%
scotland	1	5.9%
wales	1	5.9%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	4	23.5%

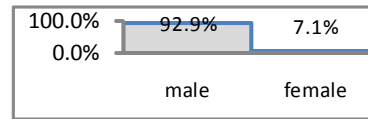
## Survey - Topographic

### About the Specialists

#### Gender

n= 14

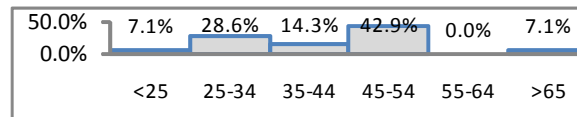
male	female
13	1



#### Age

n= 14

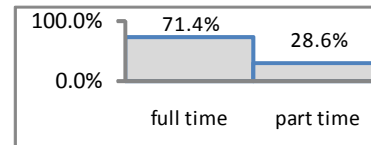
<25	25-34	35-44	45-54	55-64	>65
1	4	2	6	0	1



#### Hours Worked

n= 14

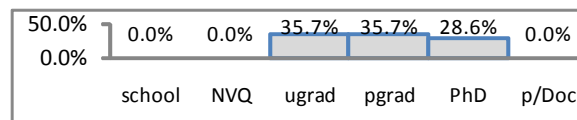
full time	part time
10	4



#### Highest Qualification

n= 14

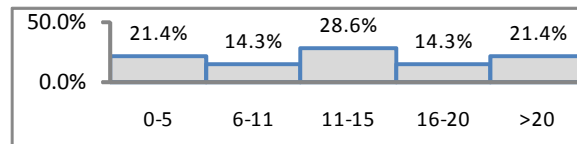
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	5	5	4	0



#### Years Practising to Date

n= 14

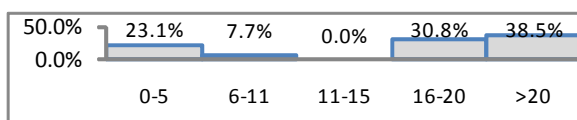
0-5	6-11	11-15	16-20	>20
3	2	4	2	3



#### Years Intending to Continue

n= 13

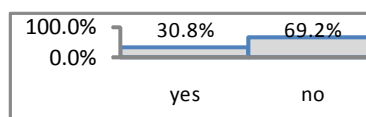
0-5	6-11	11-15	16-20	>20
3	1	0	4	5



#### Waiting List

n= 13

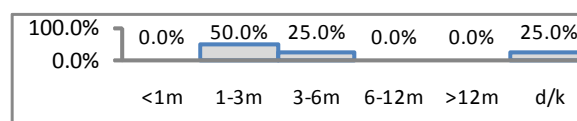
yes	no
4	9



#### Waiting List Length

n= 4

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	2	1	0	0	1



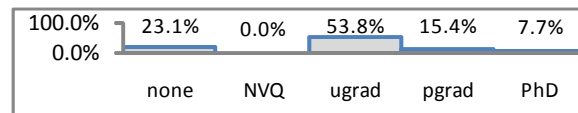
## Survey - Topographic

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 13

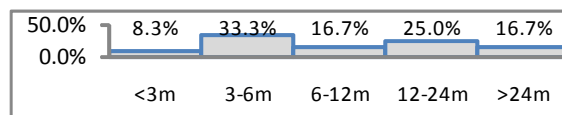
none	NVQ	ugrad	pgrad	PhD
3	0	7	2	1



#### New Entrant Experience Needed

n= 12

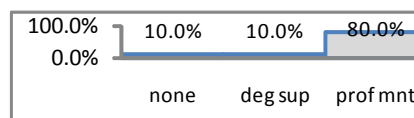
<3m	3-6m	6-12m	12-24m	>24m
1	4	2	3	2



#### New Entrant Guidance or Mentoring

n= 10

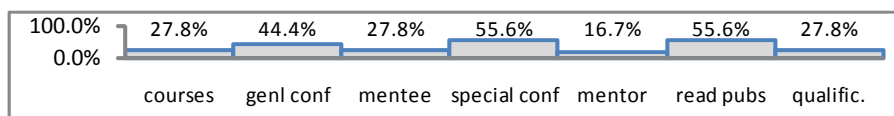
none	deg sup	prof mnt
1	1	8



#### CPD Mechanisms Preferred

n= 18

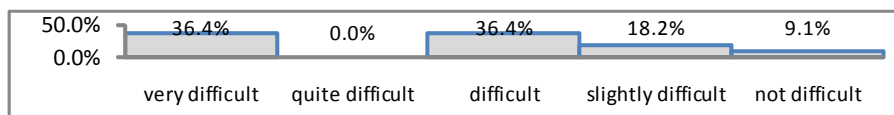
courses	genl conf	mentee	special co mentor	read pubs	qualific.
5	8	5	10	3	10



#### Access to Initial Training

n= 11

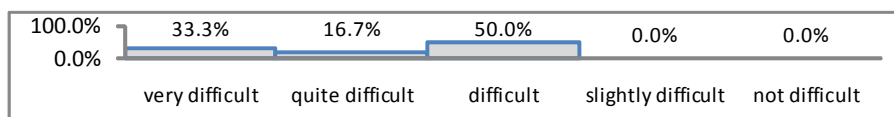
very difficult	quite difficult	difficult	slightly difficult	not difficult
4	0	4	2	1



#### Access to CPD Training

n= 12

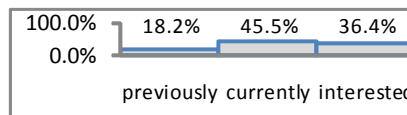
very difficult	quite difficult	difficult	slightly difficult	not difficult
4	2	6	0	0



#### Being a Trainer

n= 11

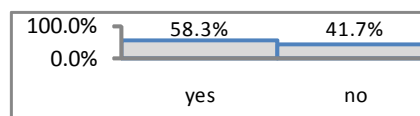
previously	currently	interested
2	5	4



#### Add to List of Trainers

n= 12

yes	no
7	5



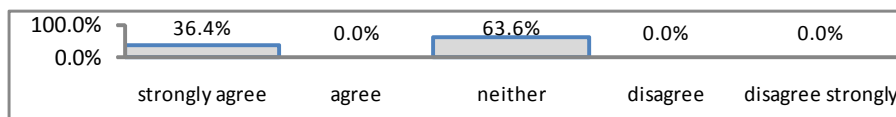
## Survey - Topographic

### About the Changing Economic Situation

#### Reduced Projects

n= 11

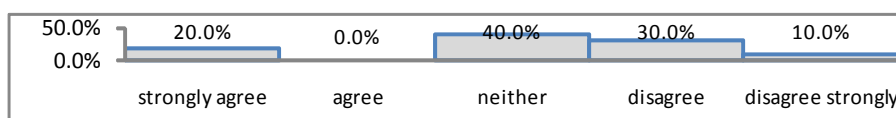
str agree	agree	neither	disagree	str disagree
4	0	7	0	0



#### Reduce Costs

n= 10

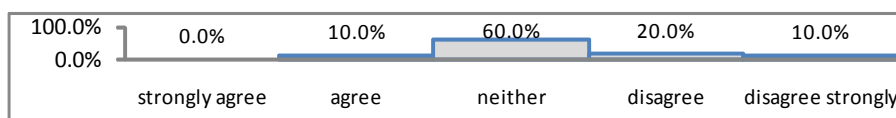
str agree	agree	neither	disagree	str disagree
2	0	4	3	1



#### Time Pressure

n= 10

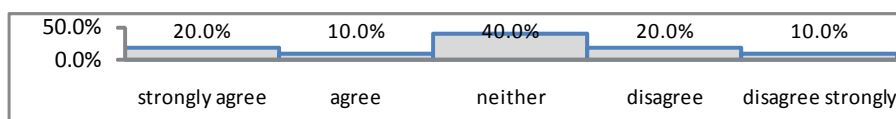
str agree	agree	neither	disagree	str disagree
0	1	6	2	1



#### Cut Back Aspects

n= 10

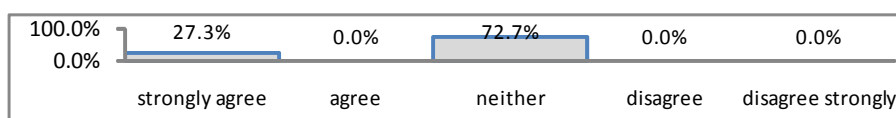
str agree	agree	neither	disagree	str disagree
2	1	4	2	1



#### Job Security Worries

n= 11

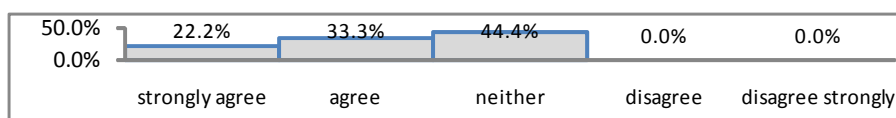
str agree	agree	neither	disagree	str disagree
3	0	8	0	0



#### Non-Specialist Duties

n= 9

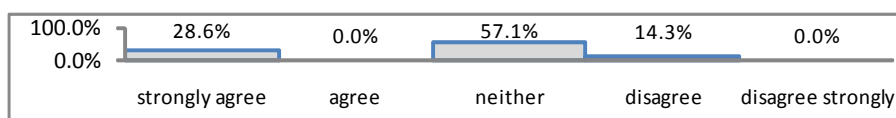
str agree	agree	neither	disagree	str disagree
2	3	4	0	0



#### Take Work Home

n= 7

str agree	agree	neither	disagree	str disagree
2	0	4	1	0



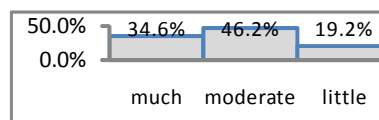
**Survey - Geophysical****n = 32****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 17	£ 496.47	£ 382.10	£ 120.00	£ 1,500.00
<b>with overheads</b>	n= 11	£ 582.73	£ 416.42		
<b>without overheads</b>	n= 6	£ 338.33	£ 272.06		

**Competition**

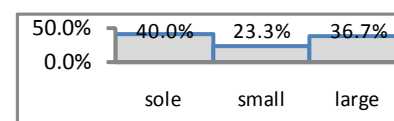
n= 26

	9	12	5
great deal			
moderate			
very little			

**About the Organisations****Sizes of Organisation**

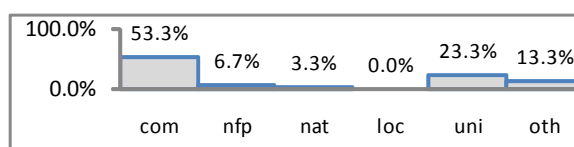
n= 30

	12	7	11
sole trader			
small			
large			

**Types of Organisation**

n= 30

	16	2	1	0	7	4
commercial						
not for profit						
nat gov						
local gov						
university						
other						

**Location**

n= 29

east of england	1	3.4%
east midlands	4	13.8%
london	0	0.0%
south-east england	3	10.3%
south west england	2	6.9%
north-east england	2	6.9%
north-west england	1	3.4%
west midlands	0	0.0%
yorkshire & the humber	5	17.2%
scotland	1	3.4%
northern ireland	0	6.9%
wales	2	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	8	27.6%



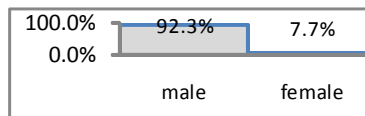
## Survey - Geophysical

### About the Specialists

#### Gender

n= 26

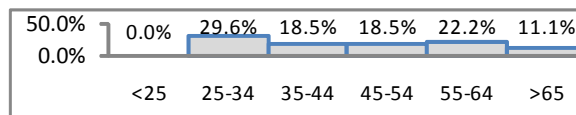
male	female
24	2



#### Age

n= 27

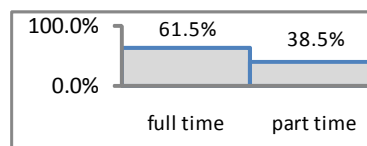
<25	25-34	35-44	45-54	55-64	>65
0	8	5	5	6	3



#### Hours Worked

n= 26

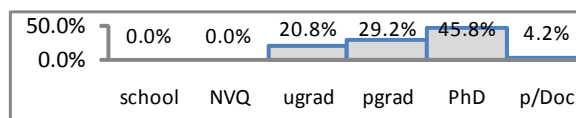
full time	part time
16	10



#### Highest Qualification

n= 24

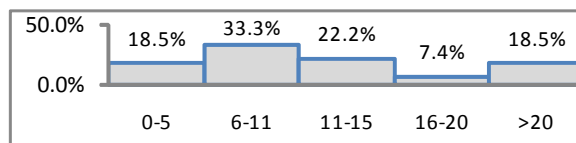
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	5	7	11	1



#### Years Practising to Date

n= 27

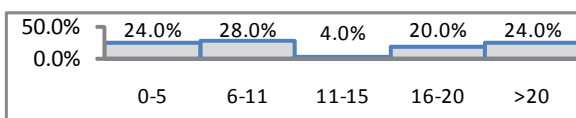
0-5	6-11	11-15	16-20	>20
5	9	6	2	5



#### Years Intending to Continue

n= 25

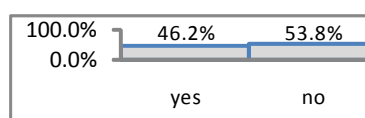
0-5	6-11	11-15	16-20	>20
6	7	1	5	6



#### Waiting List

n= 26

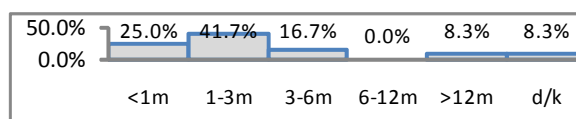
yes	no
12	14



#### Waiting List Length

n= 12

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	5	2	0	1	1

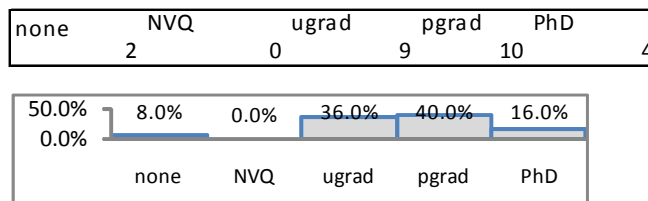


## Survey - Geophysical

### About Training and Professional Development

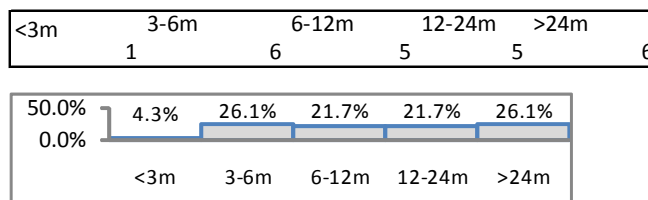
#### New Entrant Qualifications Needed

n= 25



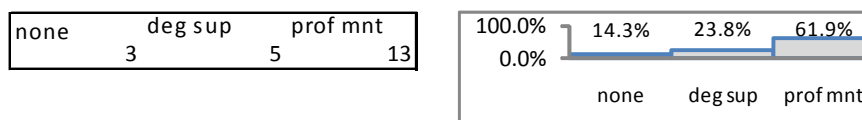
#### New Entrant Experience Needed

n= 23



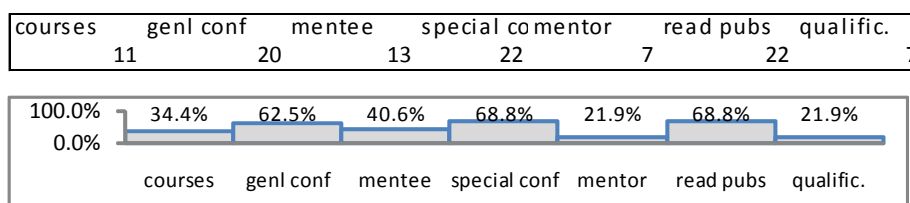
#### New Entrant Guidance or Mentoring

n= 21



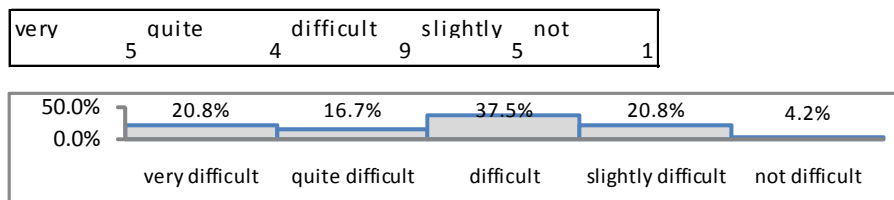
#### CPD Mechanisms Preferred

n= 32



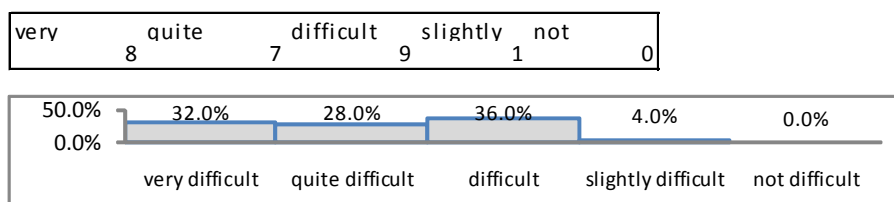
#### Access to Initial Training

n= 24



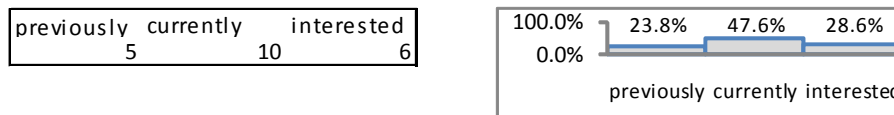
#### Access to CPD Training

n= 25



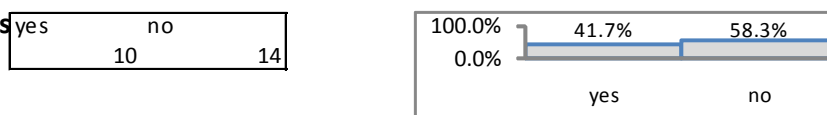
#### Being a Trainer

n= 21



#### Add to List of Trainers

n= 24



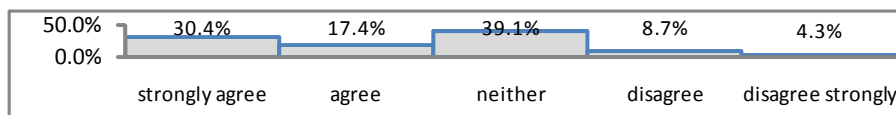
## Survey - Geophysical

### About the Changing Economic Situation

#### Reduced Projects

n= 23

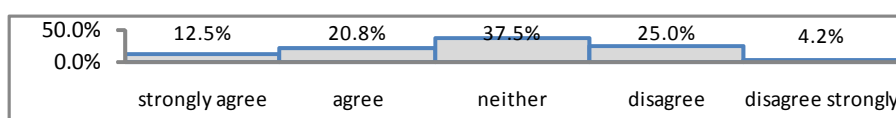
str agree	agree	neither	disagree	str disagree
7	4	9	2	1



#### Reduce Costs

n= 24

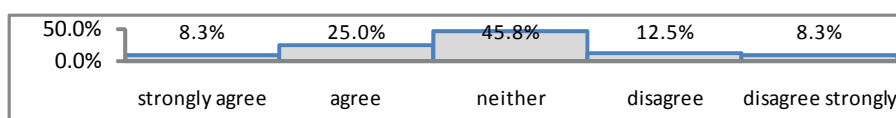
str agree	agree	neither	disagree	str disagree
3	5	9	6	1



#### Time Pressure

n= 24

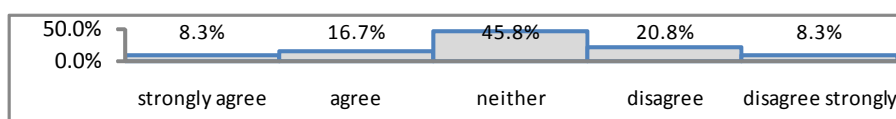
str agree	agree	neither	disagree	str disagree
2	6	11	3	2



#### Cut Back Aspects

n= 24

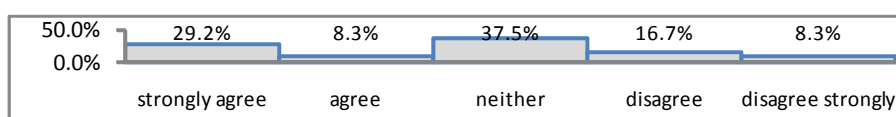
str agree	agree	neither	disagree	str disagree
2	4	11	5	2



#### Job Security Worries

n= 24

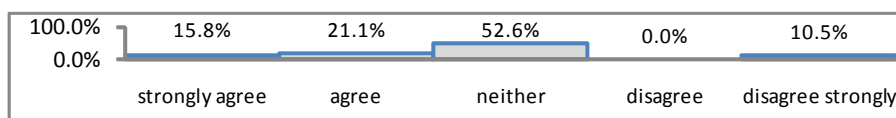
str agree	agree	neither	disagree	str disagree
7	2	9	4	2



#### Non-Specialist Duties

n= 19

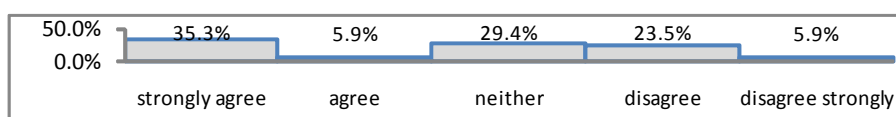
str agree	agree	neither	disagree	str disagree
3	4	10	0	2



#### Take Work Home

n= 17

str agree	agree	neither	disagree	str disagree
6	1	5	4	1



## Survey - Buildings

n= 13

### About the Work

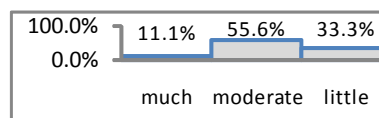
#### Charge / day

	n	mean	SD	min	max
total	n= 5	£ 206.00	£ 56.39	£ 150.00	£ 300.00
with overheads	n= 2	£ 190.00	£ 14.14		
without overheads	n= 3	£ 216.67	£ 76.38		

#### Competition

n= 9

1	5	3
great deal	moderate	very little

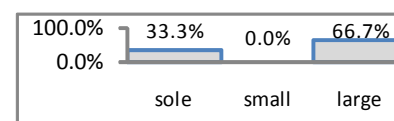


### About the Organisations

#### Sizes of Organisation

n= 12

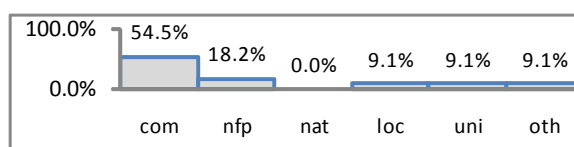
4	0	8
sole trader	small	large



#### Types of Organisation

n= 11

6	2	0	1	1	1
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 12

east of england	0	0.0%
east midlands	1	8.3%
london	0	0.0%
south-east england	2	16.7%
south west england	3	25.0%
north-east england	2	16.7%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	2	16.7%
scotland	1	8.3%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	8.3%

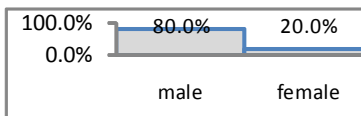
## Survey - Buildings

### About the Specialists

#### Gender

n = 10

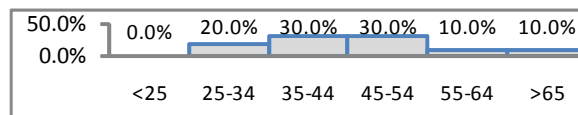
male	female
8	2



#### Age

n = 0

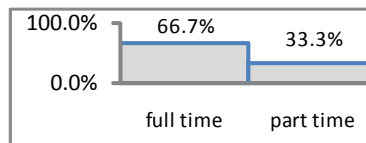
<25	25-34	35-44	45-54	55-64	>65
0	2	2	3	3	1



#### Hours Worked

n = 9

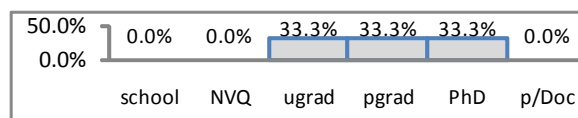
full time	part time
6	3



#### Highest Qualification

n = 9

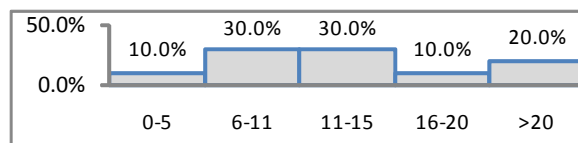
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	3	3	3



#### Years Practising to Date

n = 10

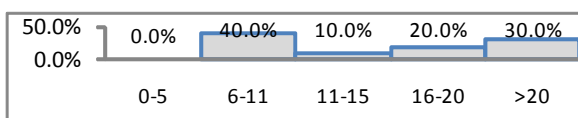
0-5	6-11	11-15	16-20	>20
1	1	3	3	1



#### Years Intending to Continue

n = 10

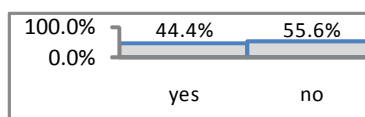
0-5	6-11	11-15	16-20	>20
0	0	4	1	2



#### Waiting List

n = 9

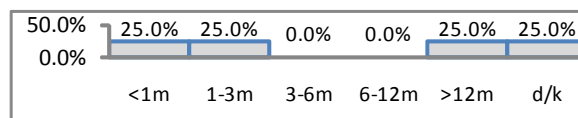
yes	no
4	5



#### Waiting List Length

n = 4

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	1	0	0	1	1



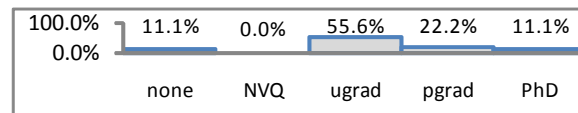
## Survey - Buildings

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 9

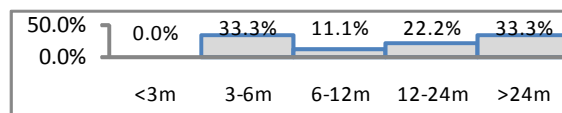
none	NVQ	ugrad	pgrad	PhD
1	0	5	2	1



#### New Entrant Experience Needed

n= 9

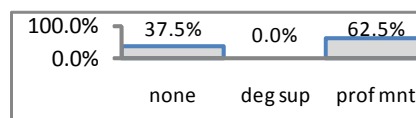
<3m	3-6m	6-12m	12-24m	>24m
0	3	1	2	3



#### New Entrant Guidance or Mentoring

n= 8

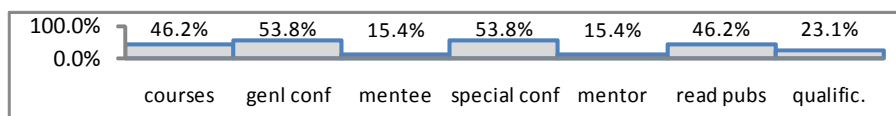
none	deg sup	prof mnt
3	0	5



#### CPD Mechanisms Preferred

n= 13

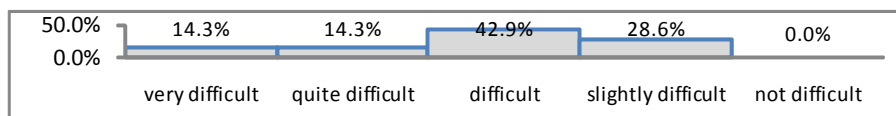
courses	genl conf	mentee	special co mentor	read pubs	qualific.
6	7	2	7	2	6



#### Access to Initial Training

n= 7

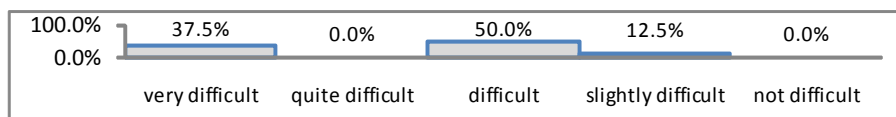
very	quite	difficult	slightly	not
1	1	3	2	0



#### Access to CPD Training

n= 8

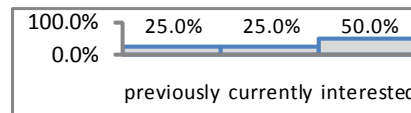
very	quite	difficult	slightly	not
3	0	4	1	0



#### Being a Trainer

n= 8

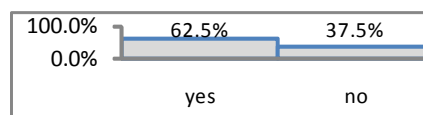
previously	currently	interested
2	2	4



#### Add to List of Trainers

n= 8

yes	no
5	3



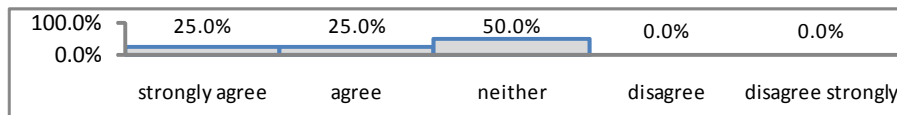
## Survey - Buildings

### About the Changing Economic Situation

#### Reduced Projects

n= 8

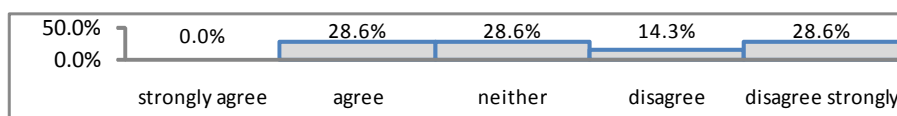
str agree	agree	neither	disagree	str disagree
2	2	4	0	0



#### Reduce Costs

n= 7

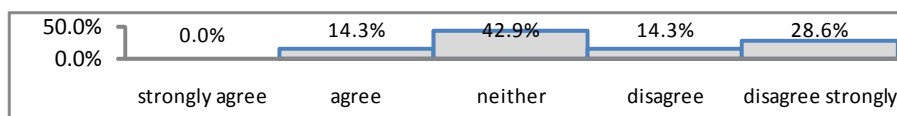
str agree	agree	neither	disagree	str disagree
0	2	2	1	2



#### Time Pressure

n= 7

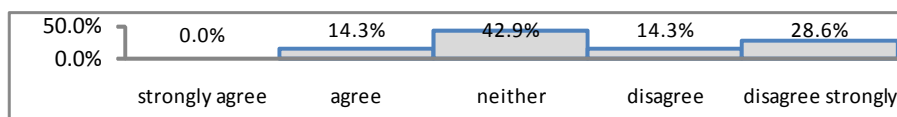
str agree	agree	neither	disagree	str disagree
0	1	3	1	2



#### Cut Back Aspects

n= 7

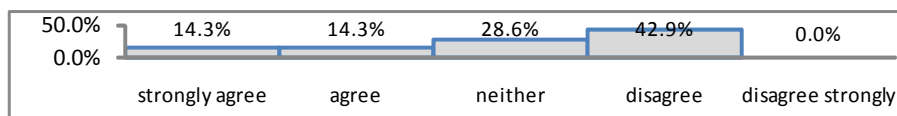
str agree	agree	neither	disagree	str disagree
0	1	3	1	2



#### Job Security Worries

n= 7

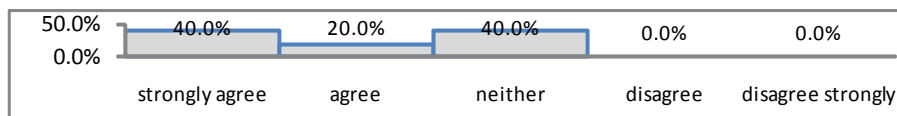
str agree	agree	neither	disagree	str disagree
1	1	2	3	0



#### Non-Specialist Duties

n= 5

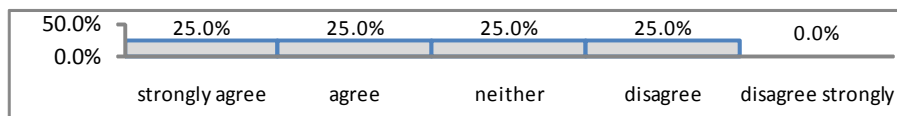
str agree	agree	neither	disagree	str disagree
2	1	2	0	0



#### Take Work Home

n= 4

str agree	agree	neither	disagree	str disagree
1	1	1	1	0



## Survey - Photogrammetry / Rectified Photography

n= 13

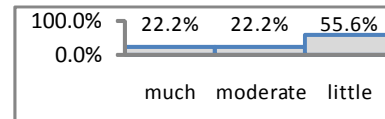
### About the Work

Charge / day	n	mean	SD	min	max
total	n= 6	£ 223.33	£ 91.80	£ 80.00	£ 320.00
with overheads	n= 2	£ 215.00	£ 49.50		
without overheads	n= 4	£ 227.50	£ 114.71		

### Competition

n= 9

2	2	5
great deal	moderate	very little

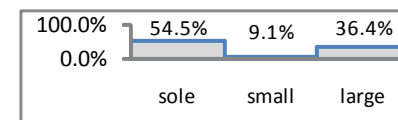


### About the Organisations

#### Sizes of Organisation

n= 11

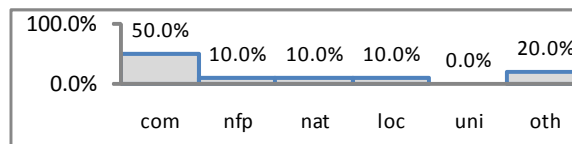
6	1	4
sole trader	small	large



#### Types of Organisation

n= 10

5	1	1	1	0	2
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 10

east of england	0	0.0%
east midlands	1	10.0%
london	0	0.0%
south-east england	3	30.0%
south west england	2	20.0%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	1	10.0%
scotland	1	10.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	2	20.0%



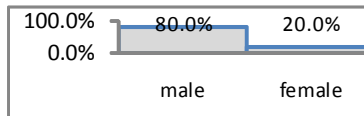
## Survey - Photogrammetry / Rectified Photography

### About the Specialists

#### Gender

n= 10

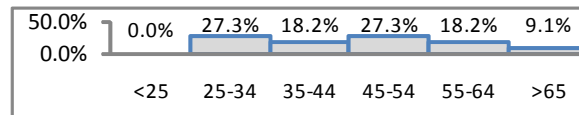
male	female
8	2



#### Age

n= 11

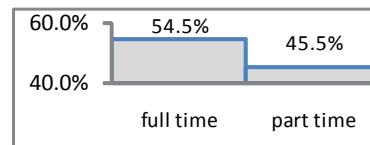
<25	25-34	35-44	45-54	55-64	>65
0	3	2	3	2	1



#### Hours Worked

n= 11

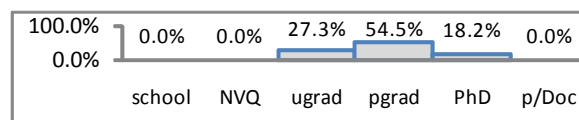
full time	part time
6	5



#### Highest Qualification

n= 11

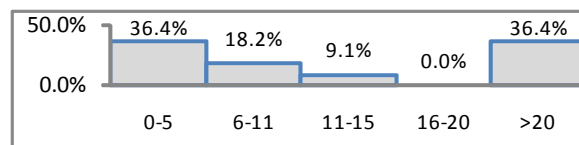
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	6	2	0



#### Years Practising to Date

n= 11

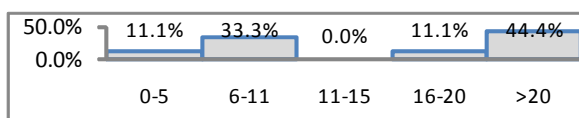
0-5	6-11	11-15	16-20	>20
4	2	1	0	4



#### Years Intending to Continue

n= 9

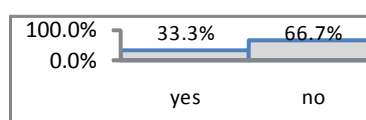
0-5	6-11	11-15	16-20	>20
1	3	0	1	4



#### Waiting List

n= 9

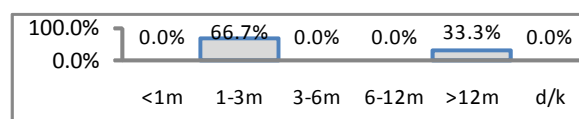
yes	no
3	6



#### Waiting List Length

n= 3

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	2	0	0	1	0



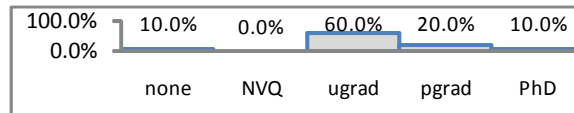
## Survey - Photogrammetry / Rectified Photography

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 10

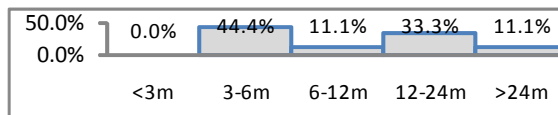
none	NVQ	ugrad	pgrad	PhD
1	0	6	2	1



#### New Entrant Experience Needed

n= 9

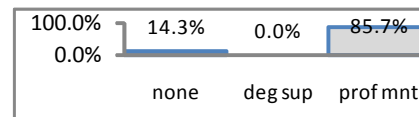
<3m	3-6m	6-12m	12-24m	>24m
0	4	1	3	1



#### New Entrant Guidance or Mentoring

n= 7

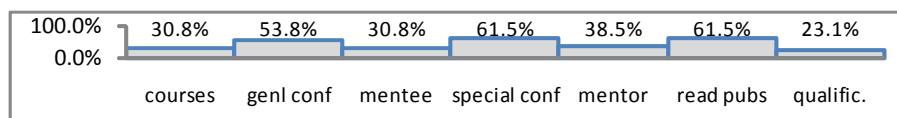
none	deg sup	prof mnt
1	0	6



#### CPD Mechanisms Preferred

n= 13

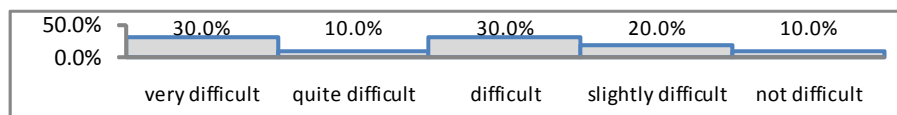
courses	genl conf	mentee	special co mentor	read pubs	qualific.
4	7	4	8	5	3



#### Access to Initial Training

n= 10

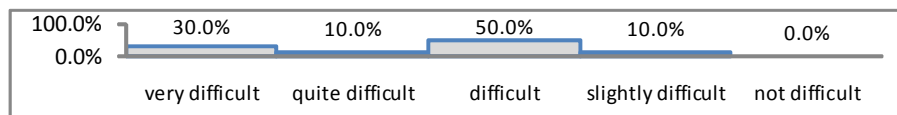
very difficult	quite difficult	difficult	slightly difficult	not difficult
3	1	3	2	1



#### Access to CPD Training

n= 10

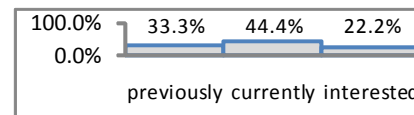
very difficult	quite difficult	difficult	slightly difficult	not difficult
3	1	5	1	0



#### Being a Trainer

n= 9

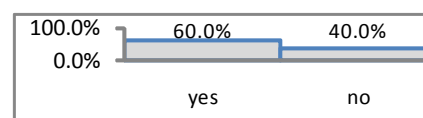
previously	currently	interested
3	4	2



#### Add to List of Trainers

n= 10

yes	no
6	4

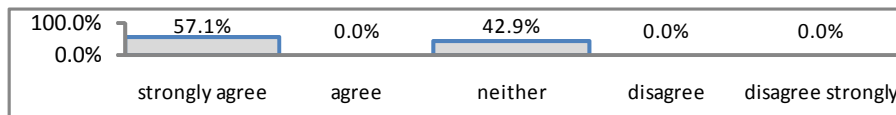


## Survey - Photogrammetry / Rectified Photography

### About the Changing Economic Situation

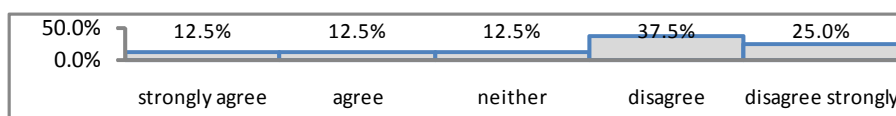
#### Reduced Projects n= 7

str agree	agree	neither	disagree	str disagree
4	0	3	0	0



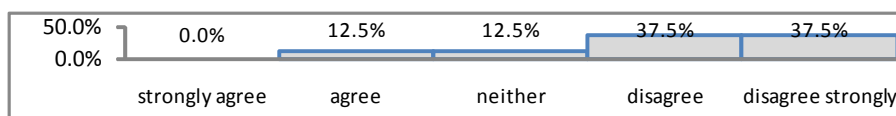
#### Reduce Costs n= 8

str agree	agree	neither	disagree	str disagree
1	1	1	3	2



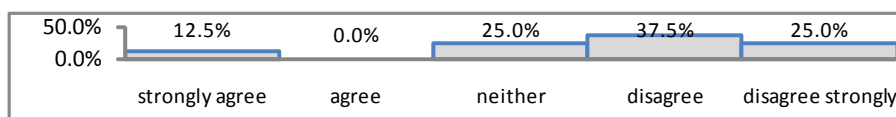
#### Time Pressure n= 8

str agree	agree	neither	disagree	str disagree
0	1	1	3	3



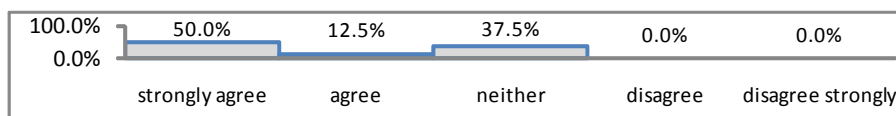
#### Cut Back Aspects n= 8

str agree	agree	neither	disagree	str disagree
1	0	2	3	2



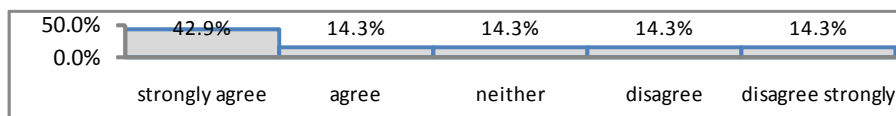
#### Job Security Worries n= 8

str agree	agree	neither	disagree	str disagree
4	1	3	0	0



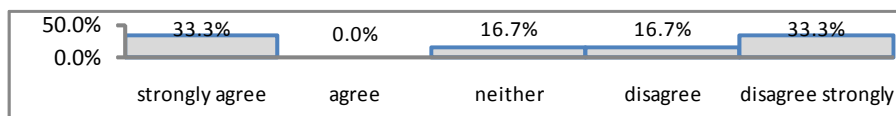
#### Non-Specialist Duties n= 7

str agree	agree	neither	disagree	str disagree
3	1	1	1	1



#### Take Work Home n= 6

str agree	agree	neither	disagree	str disagree
2	0	1	1	2



## Survey - Aerial

n= 13

### About the Work

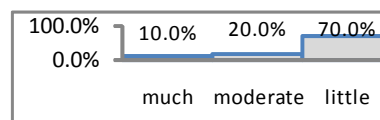
#### Charge / day

	n	mean	SD	min	max
total	n= 7	£ 224.57	£ 141.96	£ 80.00	£ 320.00
with overheads	n= 4	£ 197.50	£ 78.48		
without overheads	n= 4	£ 245.50	£ 181.07		

#### Competition

n= 10

1	2	7
great deal	moderate	very little

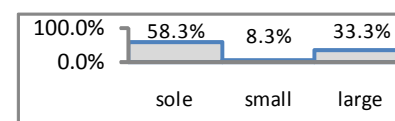


### About the Organisations

#### Sizes of Organisation

n= 12

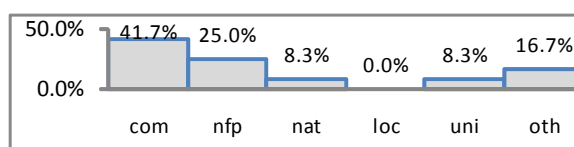
7	1	4
sole trader	small	large



#### Types of Organisation

n= 12

5	3	1	0	1	2
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 11

east of england	1	9.1%
east midlands	0	0.0%
london	0	0.0%
south-east england	1	9.1%
south west england	3	27.3%
north-east england	0	0.0%
north-west england	1	9.1%
west midlands	1	9.1%
yorkshire & the humber	1	9.1%
scotland	0	0.0%
wales	1	9.1%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	2	18.2%

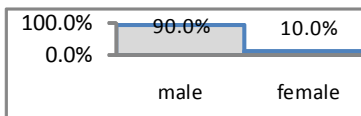
## Survey - Aerial

### About the Specialists

#### Gender

n= 10

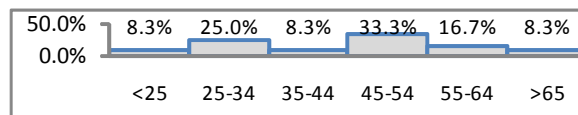
male	female
9	1



#### Age

n= 12

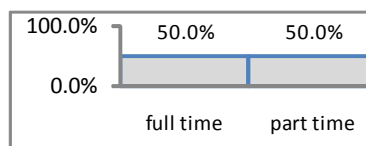
<25	25-34	35-44	45-54	55-64	>65
1	3	1	4	2	1



#### Hours Worked

n= 12

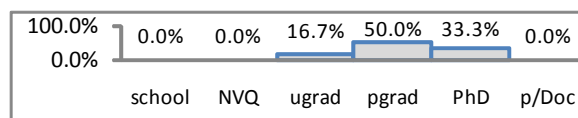
full time	part time
6	6



#### Highest Qualification

n= 12

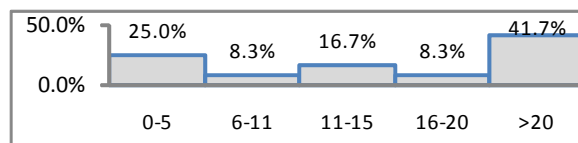
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	6	4	0



#### Years Practising to Date

n= 12

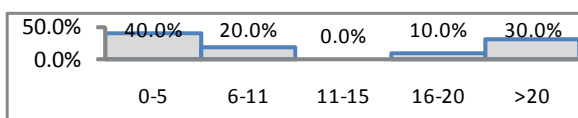
0-5	6-11	11-15	16-20	>20
3	1	2	1	5



#### Years Intending to Continue

n= 10

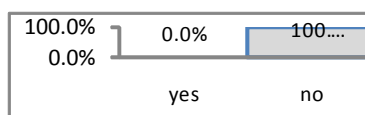
0-5	6-11	11-15	16-20	>20
4	2	0	1	3



#### Waiting List

n= 10

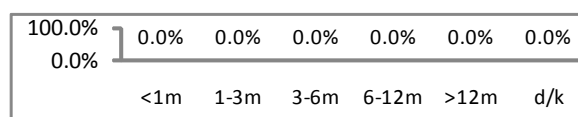
yes	no
0	10



#### Waiting List Length

n= 0

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	0	0	0	0	0



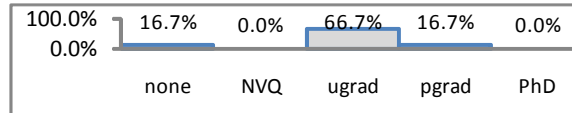
## Survey - Aerial

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 12

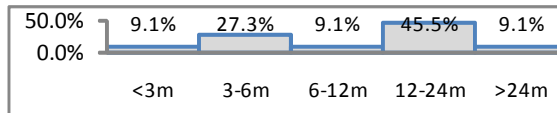
none	NVQ	ugrad	pgrad	PhD
2	0	8	2	0



#### New Entrant Experience Needed

n= 11

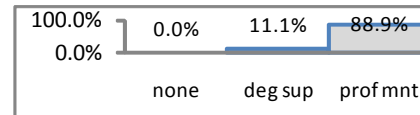
<3m	3-6m	6-12m	12-24m	>24m
1	3	1	5	1



#### New Entrant Guidance or Mentoring

n= 9

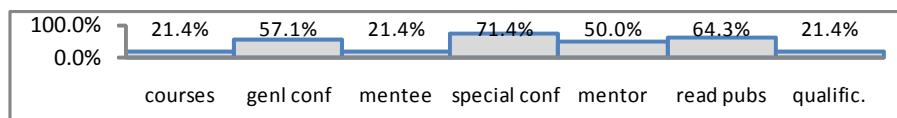
none	deg sup	prof mnt
0	1	8



#### CPD Mechanisms Preferred

n= 14

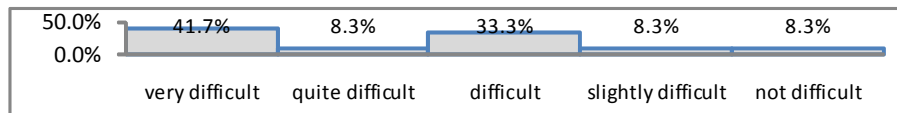
courses	genl conf	mentee	special comentor	read pubs	qualific.
3	8	3	10	7	3



#### Access to Initial Training

n= 12

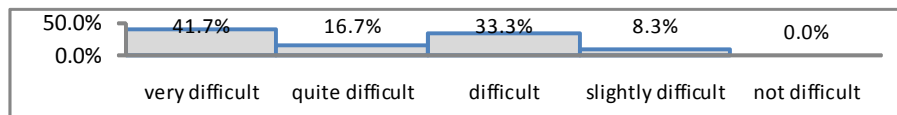
very difficult	quite difficult	difficult	slightly difficult	not difficult
5	1	4	1	1



#### Access to CPD Training

n= 12

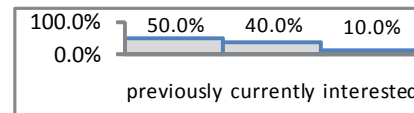
very difficult	quite difficult	difficult	slightly difficult	not difficult
5	2	4	1	0



#### Being a Trainer

n= 10

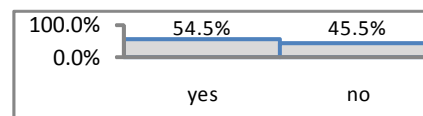
previously	currently	interested
5	4	1



#### Add to List of Trainers

n= 11

yes	no
6	5



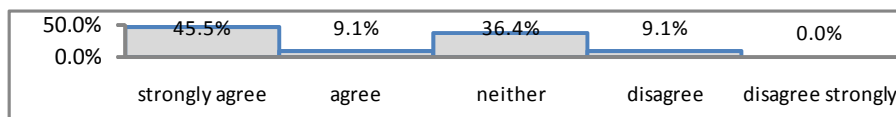
## Survey - Aerial

### About the Changing Economic Situation

#### Reduced Projects

n= 11

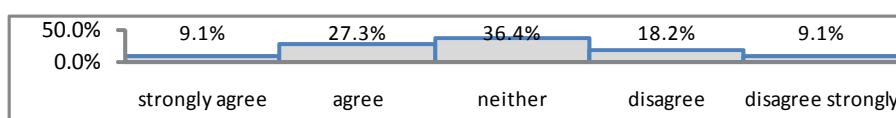
str agree	agree	neither	disagree	str disagree
5	1	4	1	0



#### Reduce Costs

n= 11

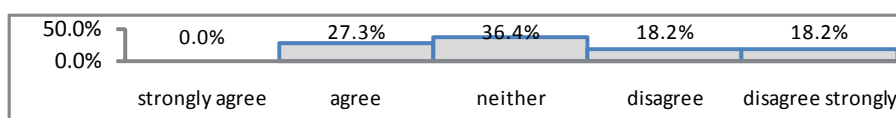
str agree	agree	neither	disagree	str disagree
1	3	4	2	1



#### Time Pressure

n= 11

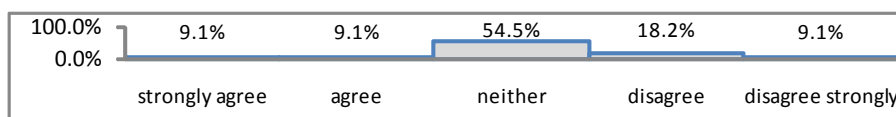
str agree	agree	neither	disagree	str disagree
0	3	4	2	2



#### Cut Back Aspects

n= 11

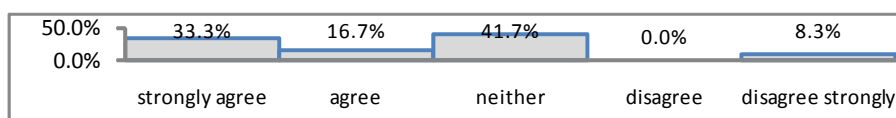
str agree	agree	neither	disagree	str disagree
1	1	6	2	1



#### Job Security Worries

n= 12

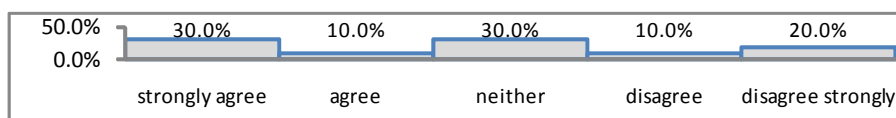
str agree	agree	neither	disagree	str disagree
4	2	5	0	1



#### Non-Specialist Duties

n= 10

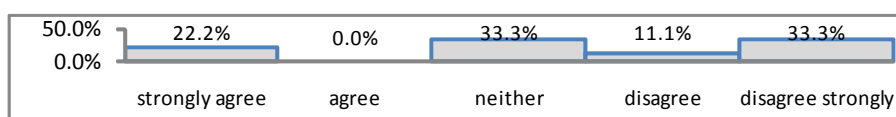
str agree	agree	neither	disagree	str disagree
3	1	3	1	2



#### Take Work Home

n= 9

str agree	agree	neither	disagree	str disagree
2	0	3	1	3



**Historical Research - All Services****n= 31**

**No aggregate data is presented for this specialist area, as 29 of the 31 responses (93.5%) for this broad area were from providers of a single specialist service (Documentary Research), meaning an aggregate sheet would provide very little additional, useful information.**

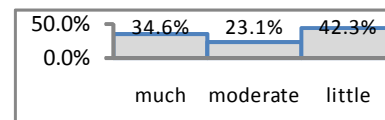
**Historical Research – All Services**



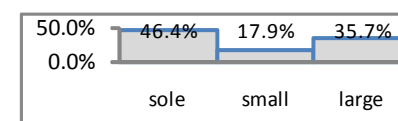
**Historical Research - Documentary Research****n= 29****About the Work**

Charge / day		mean	SD	min	max
<b>total</b>	n= 20	£ 196.50	£ 84.85	£ 50.00	£ 350.00
<b>with overheads</b>	n= 14	£ 181.07	£ 89.19		
<b>without overheads</b>	n= 6	£ 232.50	£ 66.76		

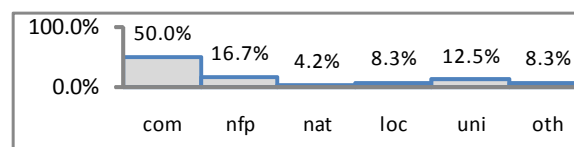
<b>Competition</b>	9	6	11
n= 26	great deal	moderate	very little

**About the Organisations**

<b>Sizes of Organisation</b>	13	5	10
n= 28	sole trader	small	large



<b>Types of Organisation</b>	12	4	1	2	3	2
n= 24	commercial	not for profit	nat gov	local gov	university	other



Location		
n= 28	east of england	1 3.6%
	east midlands	5 17.9%
	london	1 3.6%
	south-east england	5 17.9%
	south west england	1 3.6%
	north-east england	1 3.6%
	north-west england	2 7.1%
	west midlands	1 3.6%
	yorkshire & the humber	3 10.7%
	scotland	3 10.7%
	wales	2 7.1%
	northern ireland	0 0.0%
	channel islands	0 0.0%
	isle of man	0 0.0%
	outside uk	3 10.7%

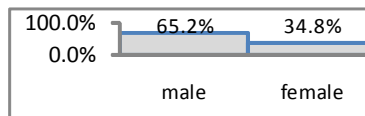
## Historical Research - Documentary Research

### About the Specialists

#### Gender

n= 23

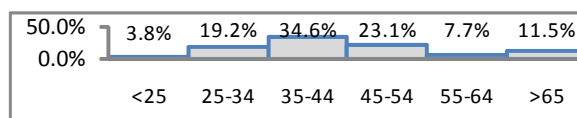
male	female
15	8



#### Age

n= 26

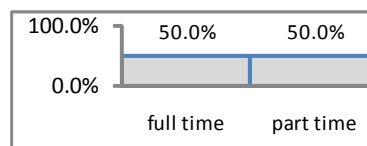
<25	25-34	35-44	45-54	55-64	>65
1	5	9	6	2	3



#### Hours Worked

n= 26

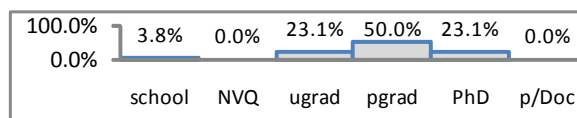
full time	part time
13	13



#### Highest Qualification

n= 26

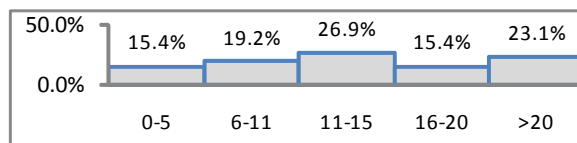
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	6	13	6	0



#### Years Practising to Date

n= 26

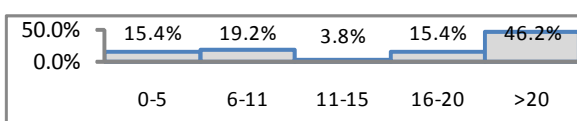
0-5	6-11	11-15	16-20	>20
4	5	7	4	6



#### Years Intending to Continue

n= 26

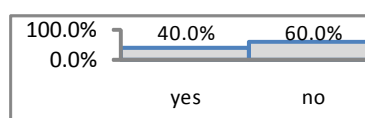
0-5	6-11	11-15	16-20	>20
4	5	1	4	12



#### Waiting List

n= 25

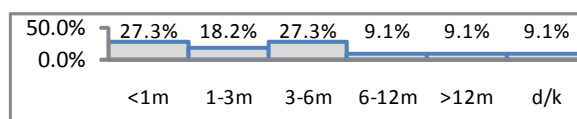
yes	no
10	15



#### Waiting List Length

n= 11

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	2	3	1	1	1

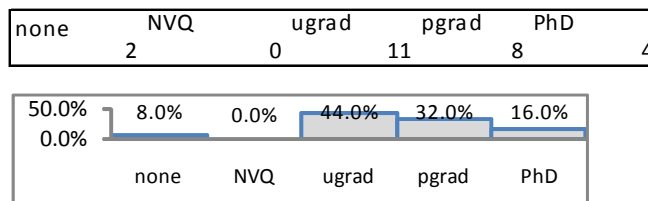


## Historical Research - Documentary Research

### About Training and Professional Development

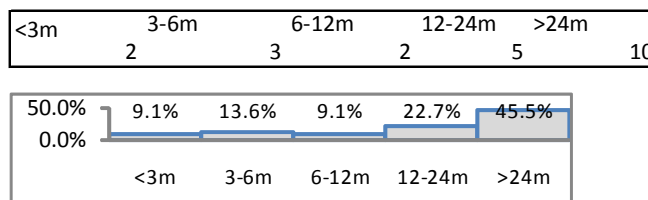
#### New Entrant Qualifications Needed

n= 25



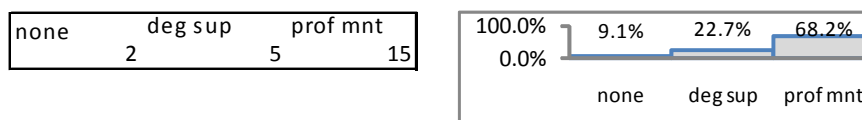
#### New Entrant Experience Needed

n= 22



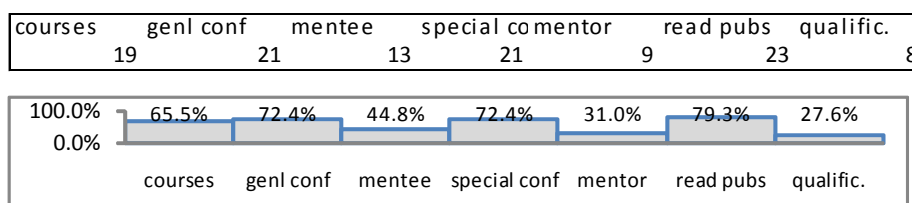
#### New Entrant Guidance or Mentoring

n= 22



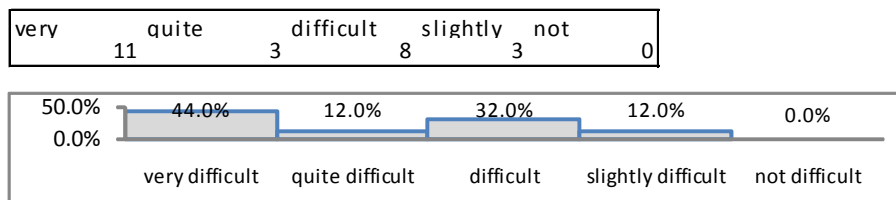
#### CPD Mechanisms Preferred

n= 29



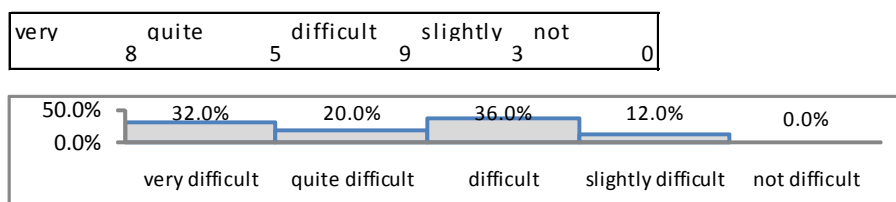
#### Access to Initial Training

n= 25



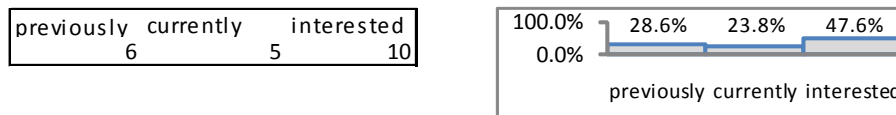
#### Access to CPD Training

n= 25



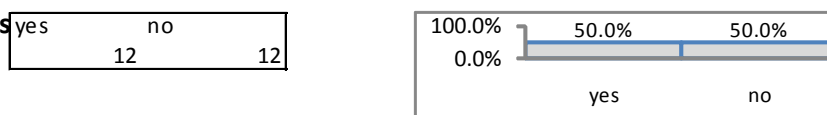
#### Being a Trainer

n= 21



#### Add to List of Trainers

n= 24



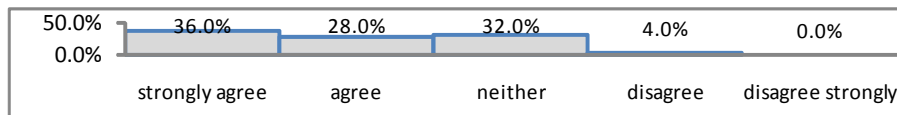
## Historical Research - Documentary Research

### About the Changing Economic Situation

#### Reduced Projects

n= 25

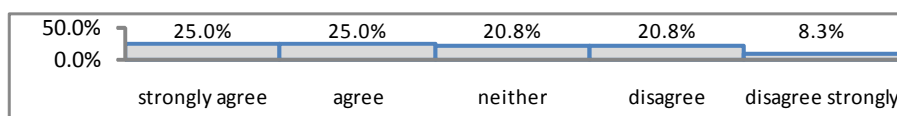
str agree	agree	neither	disagree	str disagree
9	7	8	1	0



#### Reduce Costs

n= 24

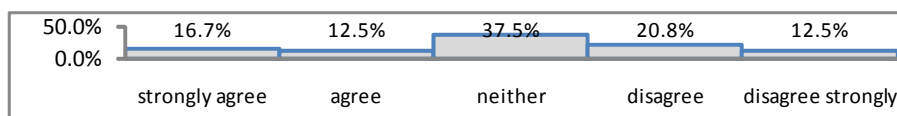
str agree	agree	neither	disagree	str disagree
6	6	5	5	2



#### Time Pressure

n= 24

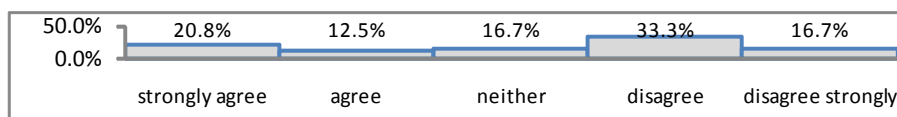
str agree	agree	neither	disagree	str disagree
4	3	9	5	3



#### Cut Back Aspects

n= 24

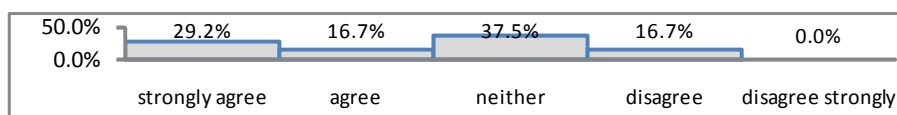
str agree	agree	neither	disagree	str disagree
5	3	4	8	4



#### Job Security Worries

n= 24

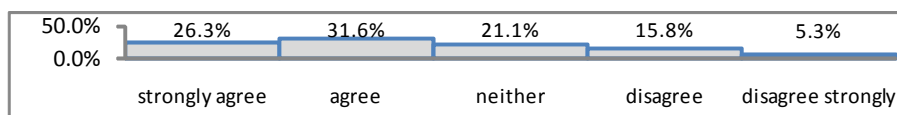
str agree	agree	neither	disagree	str disagree
7	4	9	4	0



#### Non-Specialist Duties

n= 19

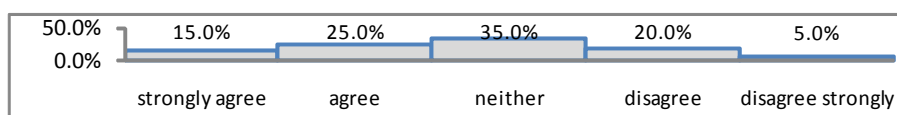
str agree	agree	neither	disagree	str disagree
5	6	4	3	1



#### Take Work Home

n= 20

str agree	agree	neither	disagree	str disagree
3	5	7	4	1



## Historical Research - Palaeography

n= 2

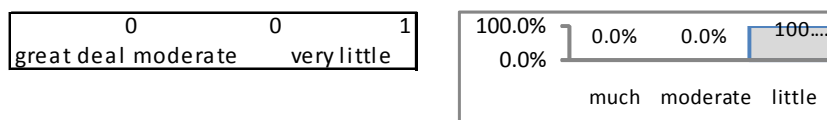
### About the Work

#### Charge / day

	n	mean	SD	min	max
total	n= 1	£ 180.00	£ -	£ 180.00	£ 180.00
with overheads	n= 0	£ -	£ -		
without overheads	n= 1	£ 180.00	£ -		

#### Competition

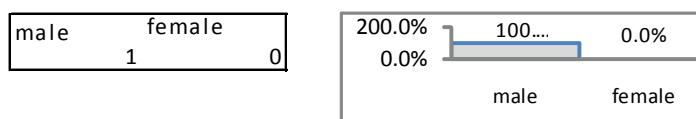
n= 1



### About the Specialists

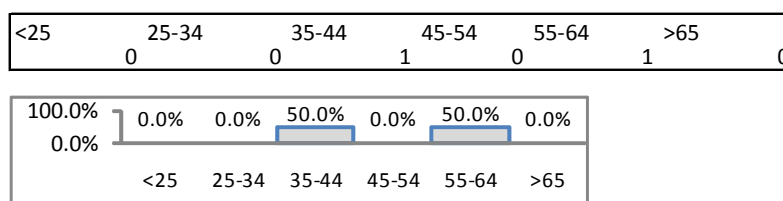
#### Gender

n= 1



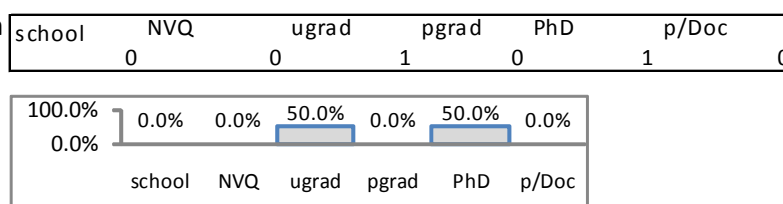
#### Age

n= 2



#### Highest Qualification

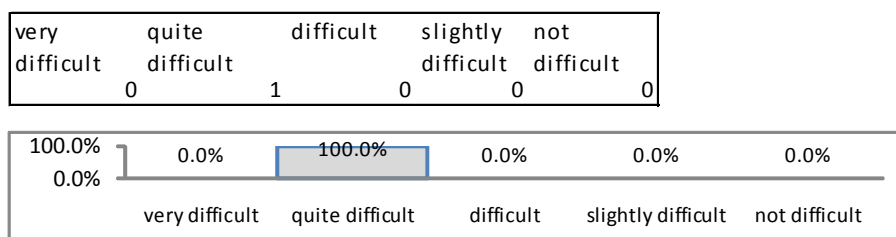
n= 2



### About Training and Professional Development

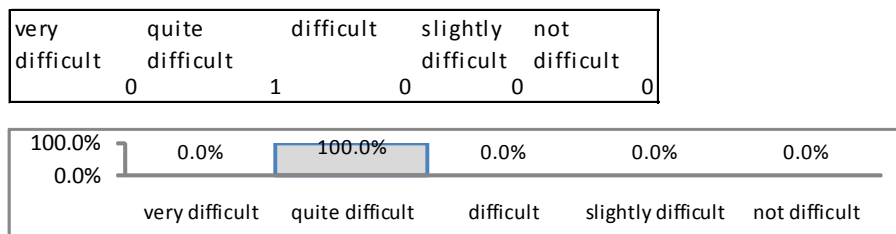
#### Access to Initial Training

n= 1



#### Access to CPD Training

n= 1

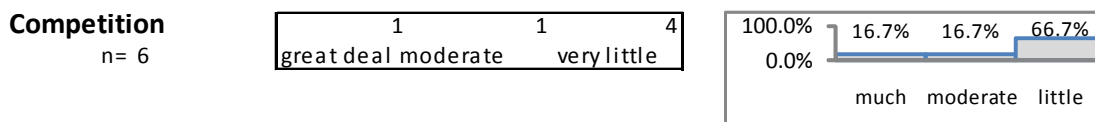


## Archiving (including security copying)

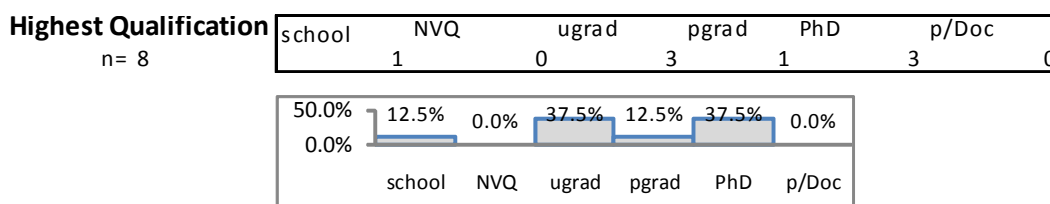
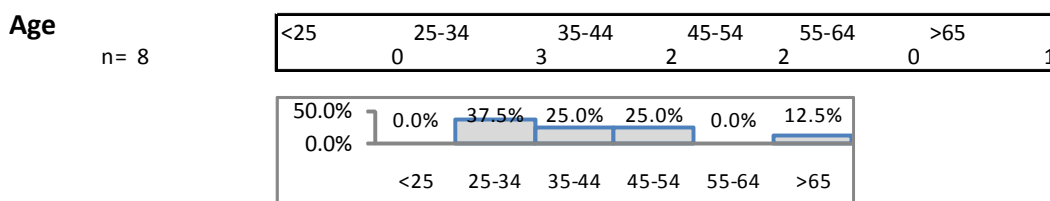
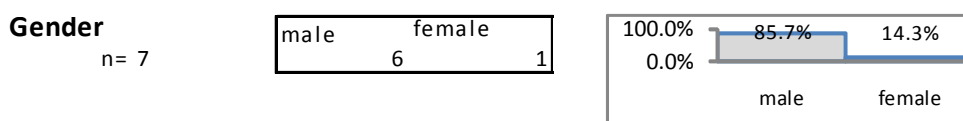
n= 8

### About the Work

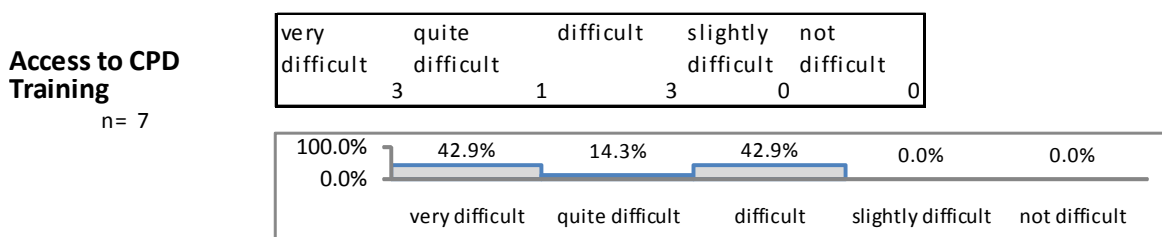
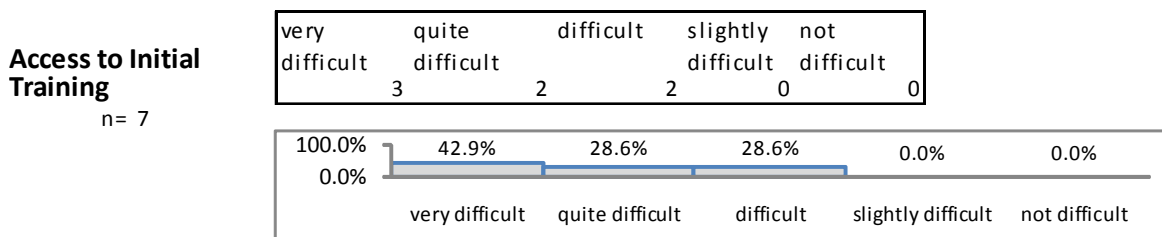
Charge / day	n	mean	SD	min	max
total	5	£ 124.00	£ 82.26	£ 30.00	£ 220.00
with overheads	3	£ 123.33	£ 67.14		
without overheads	2	£ 125.00	£ 134.35		



### About the Specialists



### About Training and Professional Development



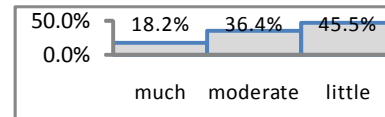
**Report Production - All Specialisms****n= 30****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 0	£ 180.25	£ 91.08	£ 60.00	£ 400.00
<b>with overheads</b>	n= 9	£ 194.44	£ 121.13		
<b>without overheads</b>	n= 2	£ 187.00	£ 52.33		

**Competition**

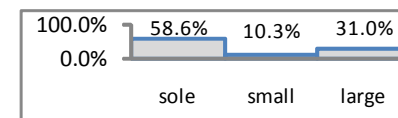
n= 22

	4	8	10
great deal			
moderate			
very little			

**About the Organisations****Sizes of Organisation**

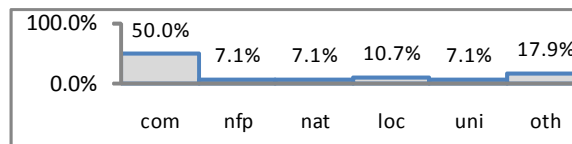
n= 29

	17	3	9
sole trader			
small			
large			

**Types of Organisation**

n= 28

	14	2	2	3	2	5
commercial						
not for profit						
nat gov						
local gov						
university						
other						

**Location**

n= 28

east of england	1	3.6%
east midlands	2	7.1%
london	2	7.1%
south-east england	6	21.4%
south west england	2	7.1%
north-east england	0	0.0%
north-west england	3	10.7%
west midlands	4	14.3%
yorkshire & the humber	4	14.3%
scotland	1	3.6%
wales	1	3.6%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	2	7.1%

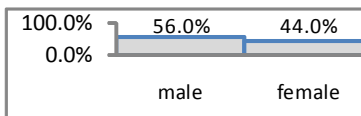
## Report Production - All Specialisms

### About the Specialists

#### Gender

n= 25

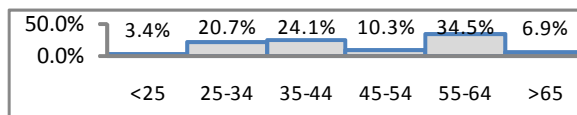
male	female
14	11



#### Age

n= 29

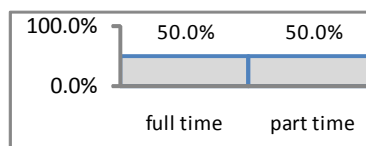
<25	25-34	35-44	45-54	55-64	>65
1	6	7	3	10	2



#### Hours Worked

n= 28

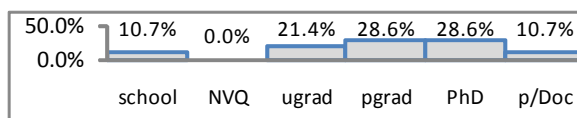
full time	part time
14	14



#### Highest Qualification

n= 28

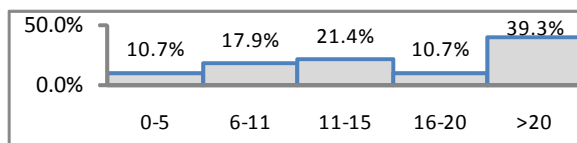
school	NVQ	ugrad	pgrad	PhD	p/Doc
3	0	6	8	8	3



#### Years Practising to Date

n= 28

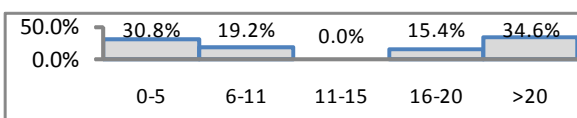
0-5	6-11	11-15	16-20	>20
3	5	6	3	11



#### Years Intending to Continue

n= 26

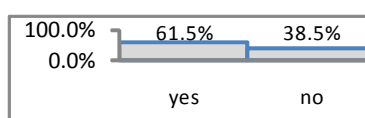
0-5	6-11	11-15	16-20	>20
8	5	0	4	9



#### Waiting List

n= 26

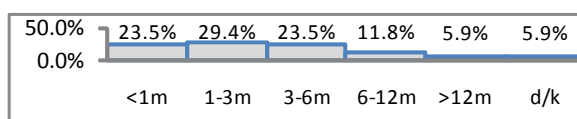
yes	no
16	10



#### Waiting List Length

n= 17

<1m	1-3m	3-6m	6-12m	>12m	d/k
4	5	4	2	1	1





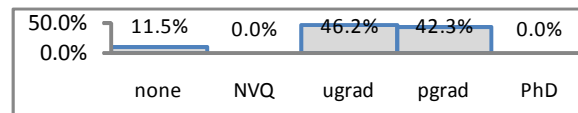
## Report Production - All Specialisms

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 26

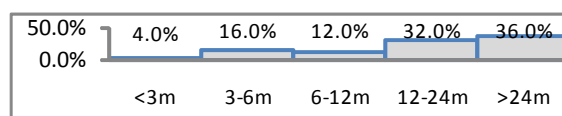
none	NVQ	ugrad	pgrad	PhD
3	0	12	11	0



#### New Entrant Experience Needed

n= 25

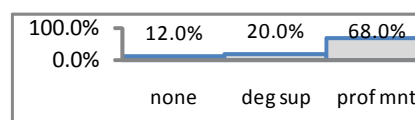
<3m	3-6m	6-12m	12-24m	>24m
1	4	3	8	9



#### New Entrant Guidance or Mentoring

n= 25

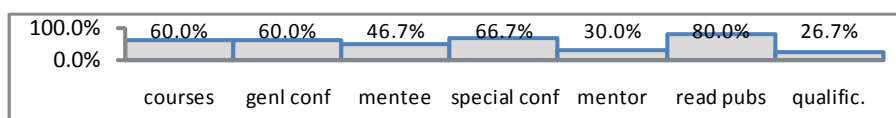
none	deg sup	prof mnt
3	5	17



#### CPD Mechanisms Preferred

n= 30

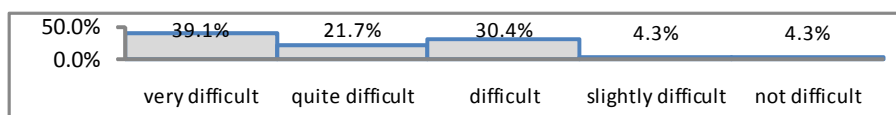
courses	genl conf	mentee	special co mentor	read pubs	qualific.
18	18	14	20	9	24



#### Access to Initial Training

n= 23

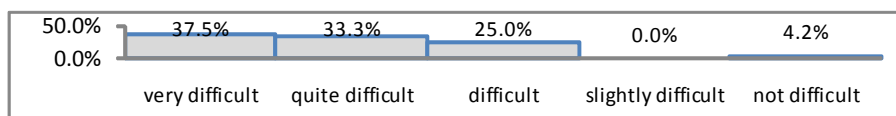
very difficult	quite difficult	difficult	slightly difficult	not difficult
9	5	7	1	1



#### Access to CPD Training

n= 24

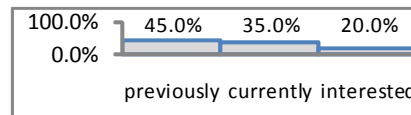
very difficult	quite difficult	difficult	slightly difficult	not difficult
9	8	6	0	1



#### Being a Trainer

n= 20

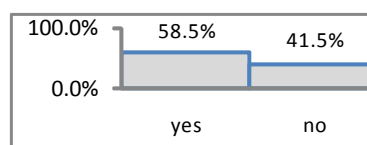
previously	currently	interested
9	7	4



#### Add to List of Trainers

n= 25

yes	no
16	9

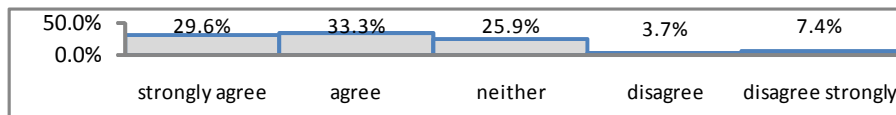


## Report Production - All Specialisms

### About the Changing Economic Situation

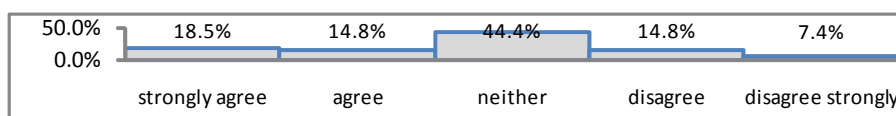
#### Reduced Projects n= 27

str agree	agree	neither	disagree	str disagree
	8	9	7	1
				2



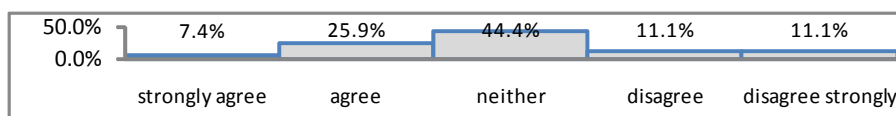
#### Reduce Costs n= 27

str agree	agree	neither	disagree	str disagree
	5	4	12	4
				2



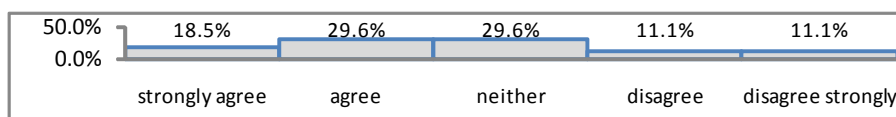
#### Time Pressure n= 27

str agree	agree	neither	disagree	str disagree
	2	7	12	3
				3



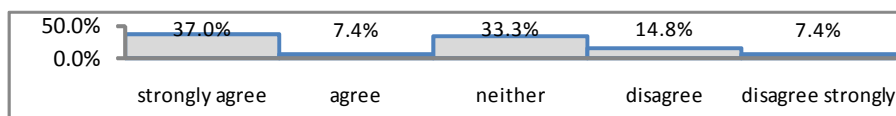
#### Cut Back Aspects n= 27

str agree	agree	neither	disagree	str disagree
	5	8	8	3
				3



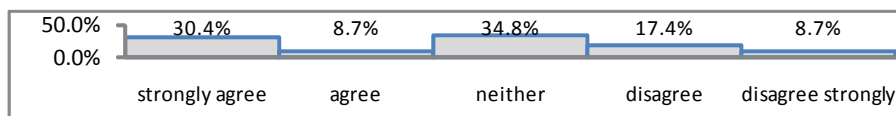
#### Job Security Worries n= 27

str agree	agree	neither	disagree	str disagree
	10	2	9	4
				2



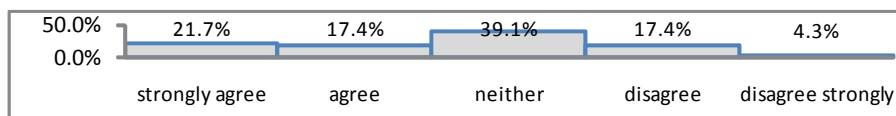
#### Non-Specialist Duties n= 23

str agree	agree	neither	disagree	str disagree
	7	2	8	4
				2



#### Take Work Home n= 23

str agree	agree	neither	disagree	str disagree
	5	4	9	4
				1



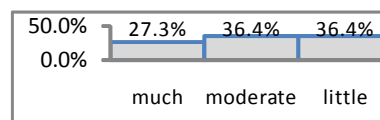
**Report Production - Design****n= 15****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 11	£ 193.09	£ 109.64	£ 80.00	£ 320.00
<b>with overheads</b>	n= 9	£ 194.44	£ 121.13		
<b>without overheads</b>	n= 2	£ 187.00	£ 52.33		

**Competition**

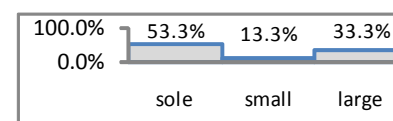
n= 11

3	4	4
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

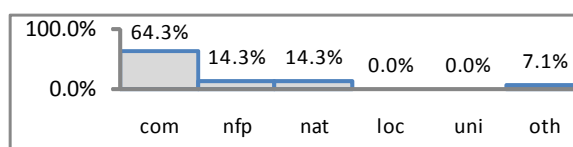
n= 15

8	2	5
sole trader	small	large

**Types of Organisation**

n= 14

9	2	2	0	0	1
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 15

east of england	1	6.7%
east midlands	1	6.7%
london	0	0.0%
south-east england	4	26.7%
south west england	1	6.7%
north-east england	0	0.0%
north-west england	1	6.7%
west midlands	1	6.7%
yorkshire & the humber	3	20.0%
scotland	1	6.7%
wales	1	6.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	6.7%

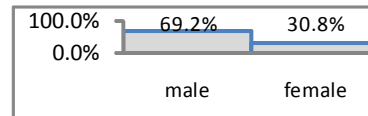
## Report Production - Design

### About the Specialists

#### Gender

n= 13

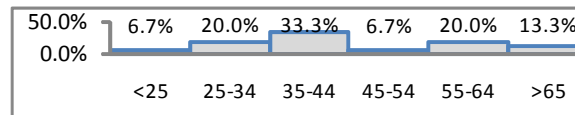
male	female
9	4



#### Age

n= 15

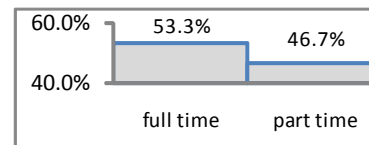
<25	25-34	35-44	45-54	55-64	>65
1	3	5	1	3	2



#### Hours Worked

n= 15

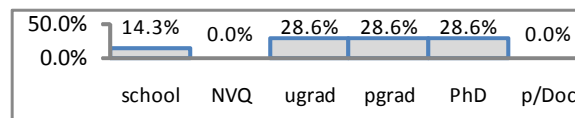
full time	part time
8	7



#### Highest Qualification

n= 14

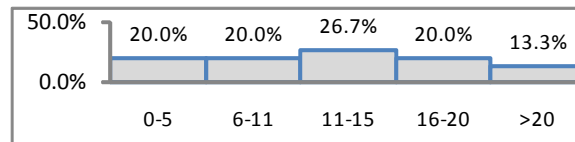
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	4	4	4	0



#### Years Practising to Date

n= 15

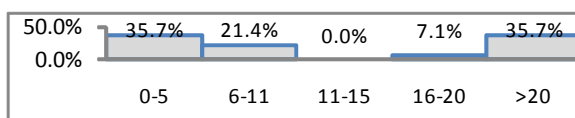
0-5	6-11	11-15	16-20	>20
3	3	4	3	2



#### Years Intending to Continue

n= 14

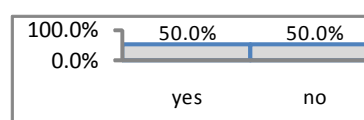
0-5	6-11	11-15	16-20	>20
5	3	0	1	5



#### Waiting List

n= 14

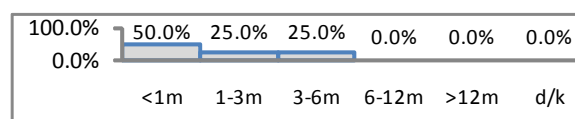
yes	no
7	7



#### Waiting List Length

n= 8

<1m	1-3m	3-6m	6-12m	>12m	d/k
4	2	2	0	0	0



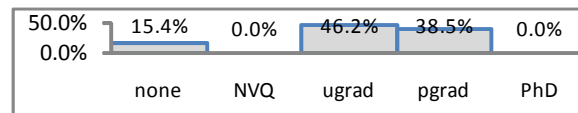
## Report Production - Design

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 13

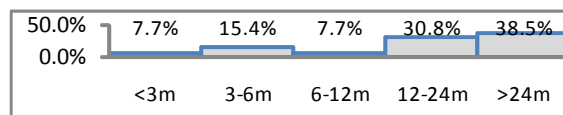
none	NVQ	ugrad	pgrad	PhD
2	0	6	5	0



#### New Entrant Experience Needed

n= 13

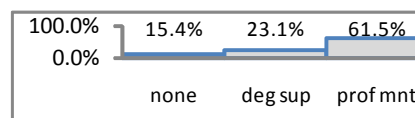
<3m	3-6m	6-12m	12-24m	>24m
1	2	1	4	5



#### New Entrant Guidance or Mentoring

n= 13

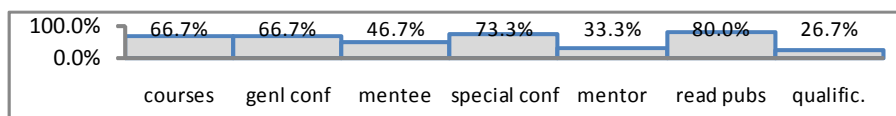
none	deg sup	prof mnt
2	3	8



#### CPD Mechanisms Preferred

n= 15

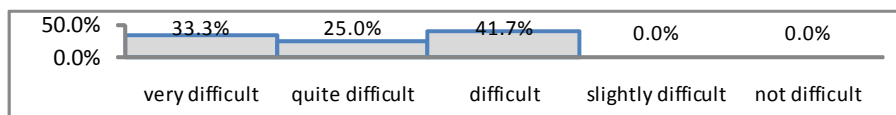
courses	genl conf	mentee	special co mentor	read pubs	qualific.
10	10	7	11	5	4



#### Access to Initial Training

n= 12

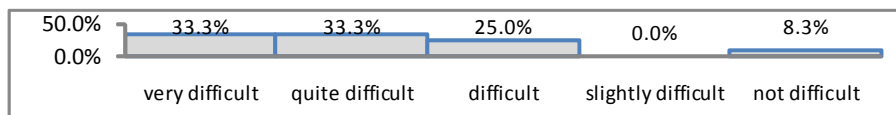
very difficult	quite difficult	difficult	slightly difficult	not difficult
4	3	5	0	0



#### Access to CPD Training

n= 12

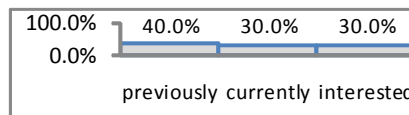
very difficult	quite difficult	difficult	slightly difficult	not difficult
4	4	3	0	1



#### Being a Trainer

n= 10

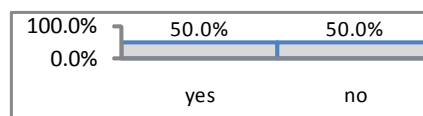
previously	currently	interested
4	3	3



#### Add to List of Trainers

n= 14

yes	no
7	7

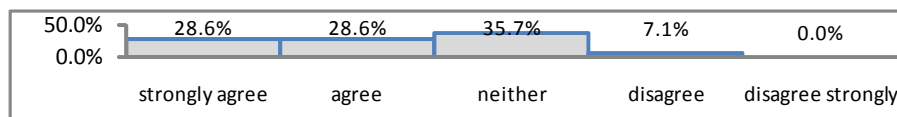


## Report Production - Design

### About the Changing Economic Situation

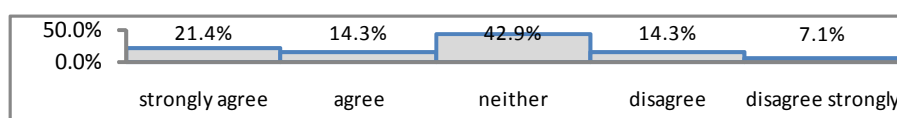
#### Reduced Projects n= 14

str agree	agree	neither	disagree	str disagree
4	4	5	1	0



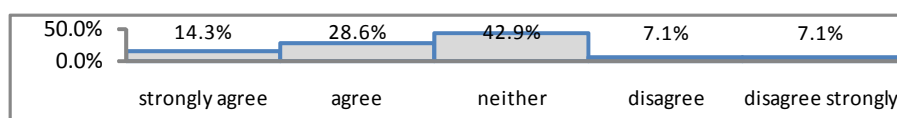
#### Reduce Costs n= 14

str agree	agree	neither	disagree	str disagree
3	2	6	2	1



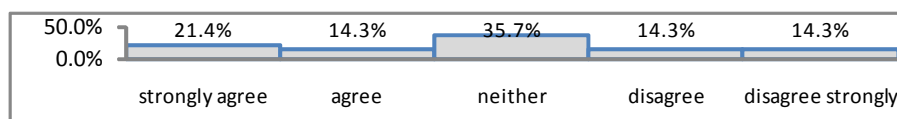
#### Time Pressure n= 14

str agree	agree	neither	disagree	str disagree
2	4	6	1	1



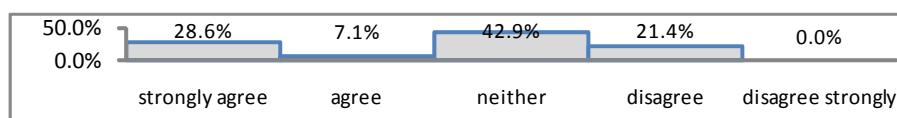
#### Cut Back Aspects n= 14

str agree	agree	neither	disagree	str disagree
3	2	5	2	2



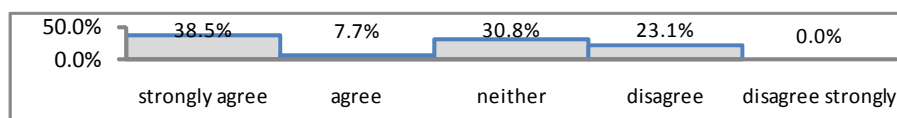
#### Job Security Worries n= 14

str agree	agree	neither	disagree	str disagree
4	1	6	3	0



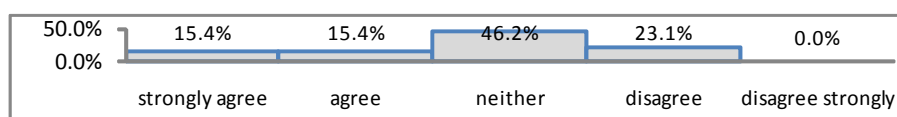
#### Non-Specialist Duties n= 13

str agree	agree	neither	disagree	str disagree
5	1	4	3	0



#### Take Work Home n= 13

str agree	agree	neither	disagree	str disagree
2	2	6	3	0



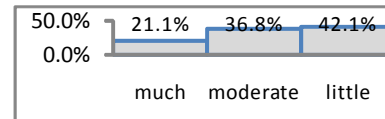
**Report Production - Editing****n= 28****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 19	£ 177.32	£ 82.76	£ 80.00	£ 320.00
<b>with overheads</b>	n= 12	£ 184.58	£ 85.88		
<b>without overheads</b>	n= 5	£ 130.80	£ 61.51		

**Competition**

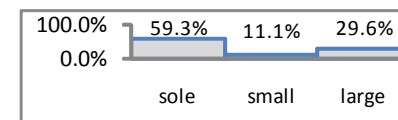
n= 19

4	7	8
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

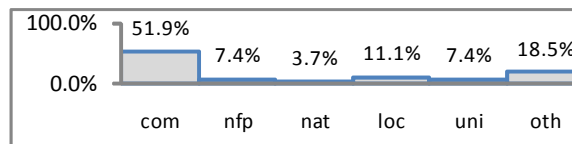
n= 27

16	3	8
sole trader	small	large

**Types of Organisation**

n= 27

14	2	1	3	2	5
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 26

east of england	1	3.8%
east midlands	2	7.7%
london	2	7.7%
south-east england	6	23.1%
south west england	2	7.7%
north-east england	0	0.0%
north-west england	2	7.7%
west midlands	4	15.4%
yorkshire & the humber	4	15.4%
scotland	1	3.8%
wales	1	3.8%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	3.8%

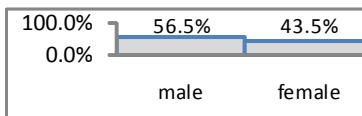
## Report Production - Editing

### About the Specialists

#### Gender

n= 23

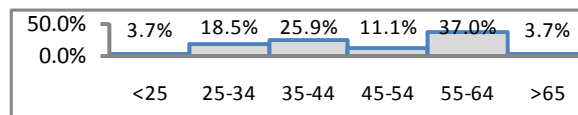
male	female
13	10



#### Age

n= 27

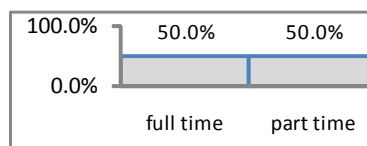
<25	25-34	35-44	45-54	55-64	>65
1	5	7	3	10	1



#### Hours Worked

n= 26

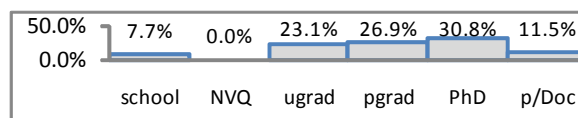
full time	part time
13	13



#### Highest Qualification

n= 26

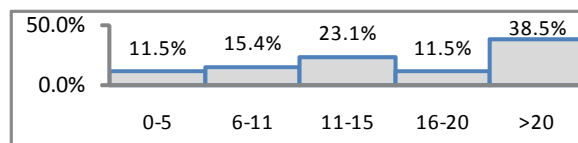
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	6	7	8	3



#### Years Practising to Date

n= 26

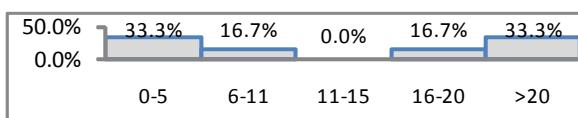
0-5	6-11	11-15	16-20	>20
3	4	6	3	10



#### Years Intending to Continue

n= 24

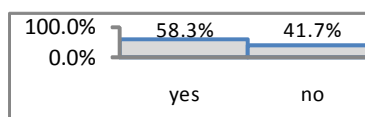
0-5	6-11	11-15	16-20	>20
8	4	0	4	8



#### Waiting List

n= 24

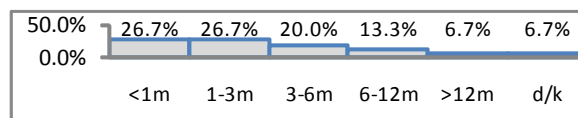
yes	no
14	10



#### Waiting List Length

n= 15

<1m	1-3m	3-6m	6-12m	>12m	d/k
4	4	3	2	1	1





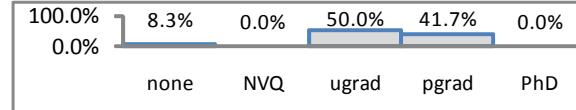
## Report Production - Editing

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 24

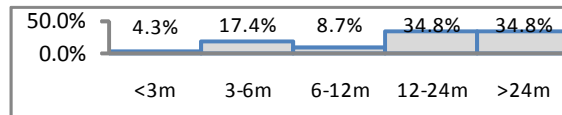
none	NVQ	ugrad	pgrad	PhD
2	0	12	10	0



#### New Entrant Experience Needed

n= 23

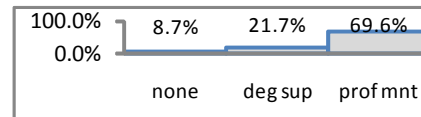
<3m	3-6m	6-12m	12-24m	>24m
1	4	2	8	8



#### New Entrant Guidance or Mentoring

n= 23

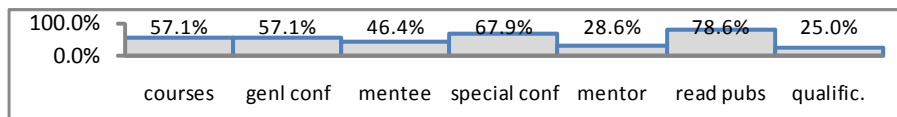
none	deg sup	prof mnt
2	5	16



#### CPD Mechanisms Preferred

n= 28

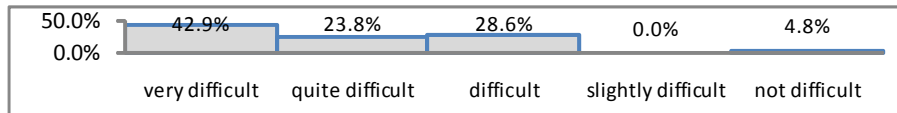
courses	genl conf	mentee	special co mentor	read pubs	qualific.
16	16	13	19	8	22



#### Access to Initial Training

n= 21

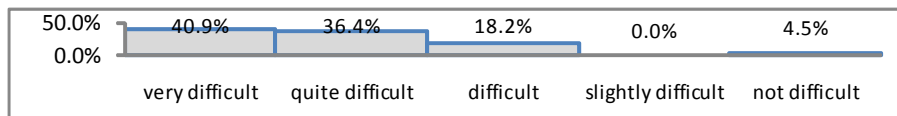
very difficult	quite difficult	difficult	slightly difficult	not difficult
9	5	6	0	1



#### Access to CPD Training

n= 22

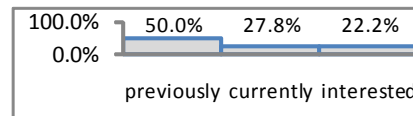
very difficult	quite difficult	difficult	slightly difficult	not difficult
9	8	4	0	1



#### Being a Trainer

n= 18

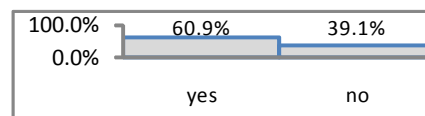
previously	currently	interested
9	5	4



#### Add to List of Trainers

n= 23

yes	no
14	9

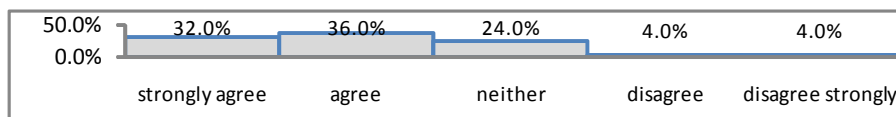


## Report Production - Editing

### About the Changing Economic Situation

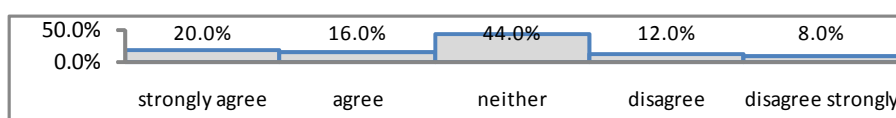
#### Reduced Projects n= 25

str agree	agree	neither	disagree	str disagree
8	9	6	1	1



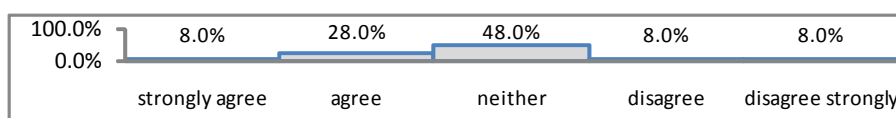
#### Reduce Costs n= 25

str agree	agree	neither	disagree	str disagree
5	4	11	3	2



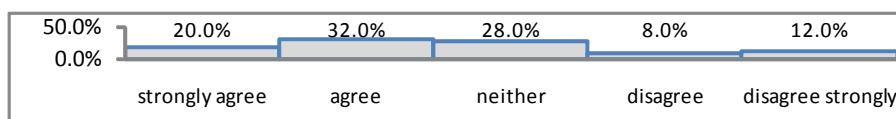
#### Time Pressure n= 25

str agree	agree	neither	disagree	str disagree
2	7	12	2	2



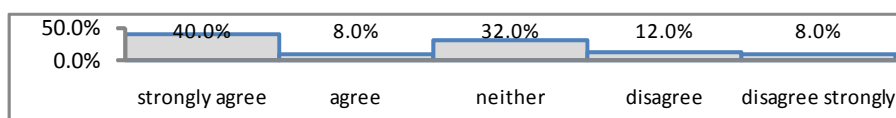
#### Cut Back Aspects n= 25

str agree	agree	neither	disagree	str disagree
5	8	7	2	3



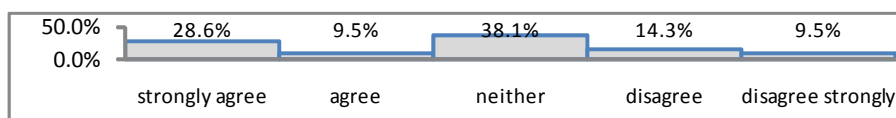
#### Job Security Worries n= 25

str agree	agree	neither	disagree	str disagree
10	2	8	3	2



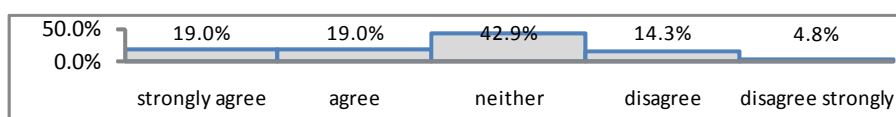
#### Non-Specialist Duties n= 21

str agree	agree	neither	disagree	str disagree
6	2	8	3	2



#### Take Work Home n= 21

str agree	agree	neither	disagree	str disagree
4	4	9	3	1



## Report Production - Indexing

n= 10

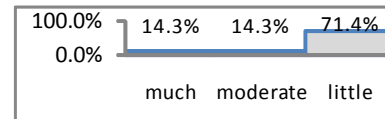
### About the Work

Charge / day	n	mean	SD	min	max
total	n= 5	£ 199.80	£ 84.71	£ 80.00	£ 320.00
with overheads	n= 3	£ 158.33	£ 80.36		
without overheads	n= 1	£ 224.00	.		

### Competition

n= 7

1	1	5
great deal	moderate	very little

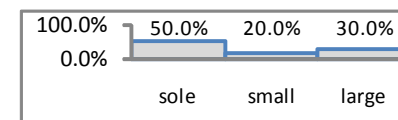


### About the Organisations

#### Sizes of Organisation

n= 10

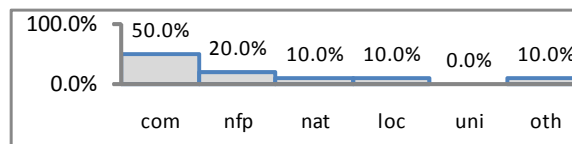
5	2	3
sole trader	small	large



#### Types of Organisation

n= 10

5	2	1	1	0	1
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 10

east of england	0	0.0%
east midlands	2	20.0%
london	0	0.0%
south-east england	2	20.0%
south west england	1	10.0%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	1	10.0%
yorkshire & the humber	1	10.0%
scotland	1	10.0%
wales	1	10.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	10.0%

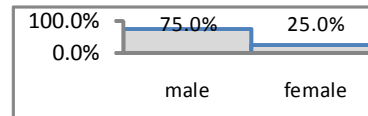
## Report Production - Indexing

### About the Specialists

#### Gender

n= 8

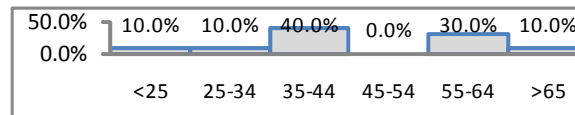
male	female
6	2



#### Age

n= 10

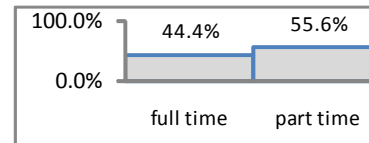
<25	25-34	35-44	45-54	55-64	>65
1	1	4	0	3	1



#### Hours Worked

n= 9

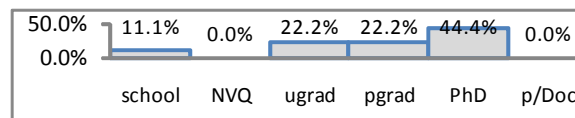
full time	part time
4	5



#### Highest Qualification

n= 9

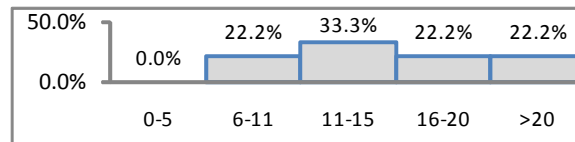
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	2	2	4	0



#### Years Practising to Date

n= 9

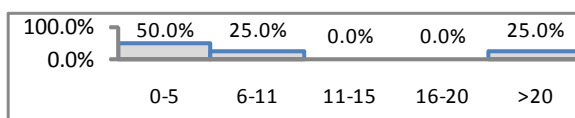
0-5	6-11	11-15	16-20	>20
0	2	3	2	2



#### Years Intending to Continue

n= 8

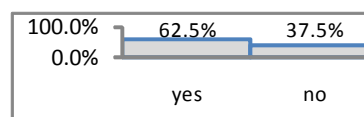
0-5	6-11	11-15	16-20	>20
4	2	0	0	2



#### Waiting List

n= 8

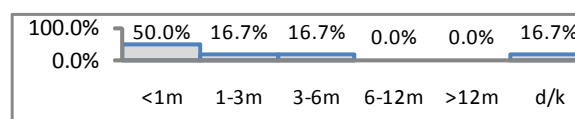
yes	no
5	3



#### Waiting List Length

n= 6

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	1	1	0	0	1



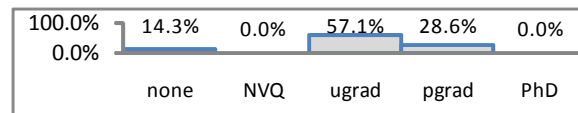
## Report Production - Indexing

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 7

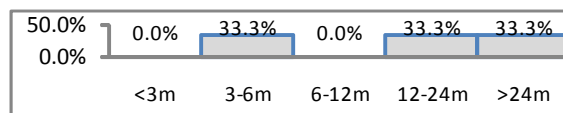
none	NVQ	ugrad	pgrad	PhD
1	0	4	2	0



#### New Entrant Experience Needed

n= 6

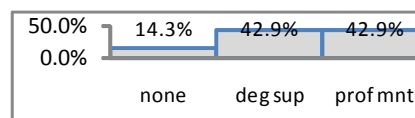
<3m	3-6m	6-12m	12-24m	>24m
0	2	0	2	2



#### New Entrant Guidance or Mentoring

n= 7

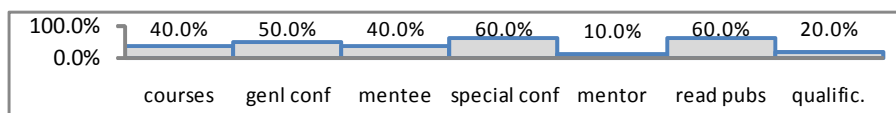
none	deg sup	prof mnt
1	3	3



#### CPD Mechanisms Preferred

n= 10

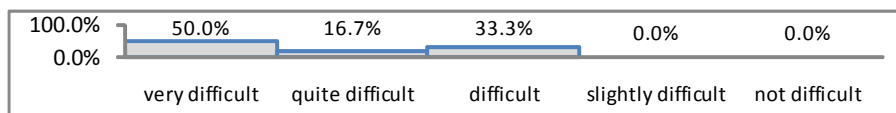
courses	genl conf	mentee	special co mentor	read pubs	qualific.
4	5	4	6	1	6



#### Access to Initial Training

n= 6

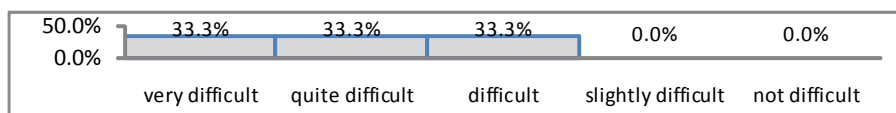
very difficult	quite difficult	difficult	slightly difficult	not difficult
3	1	2	0	0



#### Access to CPD Training

n= 6

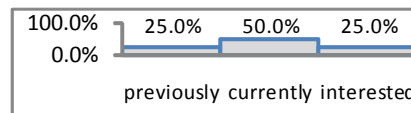
very difficult	quite difficult	difficult	slightly difficult	not difficult
2	2	2	0	0



#### Being a Trainer

n= 4

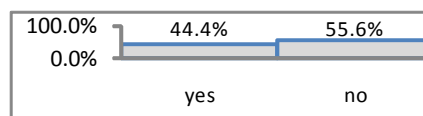
previously	currently	interested
1	2	1



#### Add to List of Trainers

n= 9

yes	no
4	5



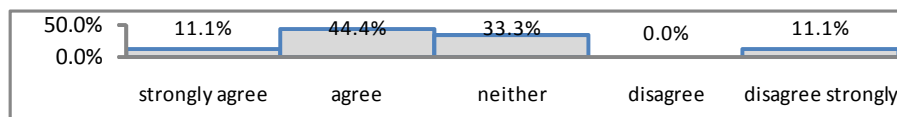
## Report Production - Indexing

### About the Changing Economic Situation

#### Reduced Projects

n= 9

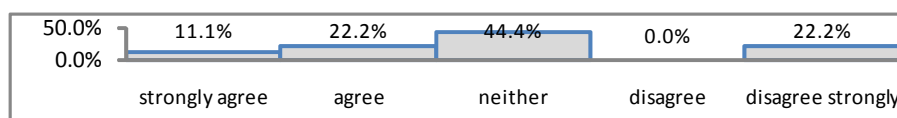
str agree	agree	neither	disagree	str disagree
1	4	3	0	1



#### Reduce Costs

n= 9

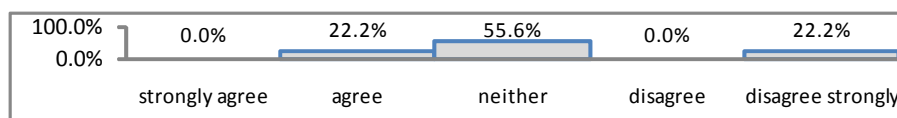
str agree	agree	neither	disagree	str disagree
1	2	4	0	2



#### Time Pressure

n= 9

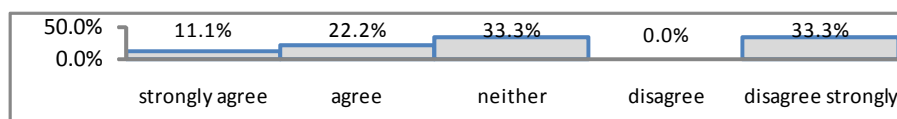
str agree	agree	neither	disagree	str disagree
0	2	5	0	2



#### Cut Back Aspects

n= 9

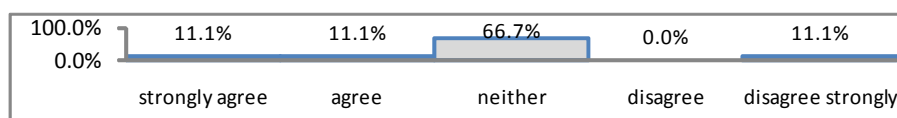
str agree	agree	neither	disagree	str disagree
1	2	3	0	3



#### Job Security Worries

n= 9

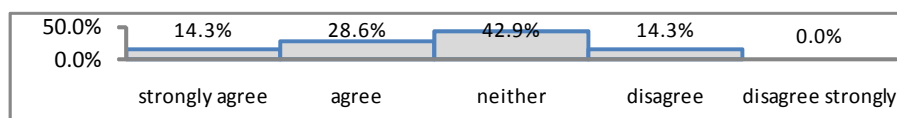
str agree	agree	neither	disagree	str disagree
1	1	6	0	1



#### Non-Specialist Duties

n= 7

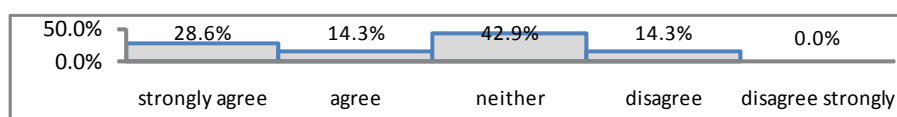
str agree	agree	neither	disagree	str disagree
1	2	3	1	0



#### Take Work Home

n= 7

str agree	agree	neither	disagree	str disagree
2	1	3	1	0



## Report Production - Paper Publication

n= 19

### About the Work

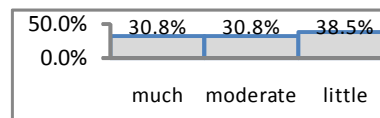
#### Charge / day

	n	mean	SD	min	max
total	n= 11	£ 169.45	£ 99.83	£ 60.00	£ 350.00
with overheads	n= 6	£ 171.67	£ 111.74		
without overheads	n= 4	£ 133.50	£ 70.68		

#### Competition

n= 13

	4	4	5
great deal			
moderate			
very little			

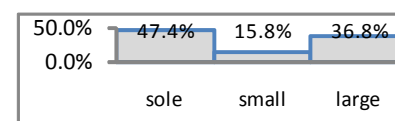


### About the Organisations

#### Sizes of Organisation

n= 19

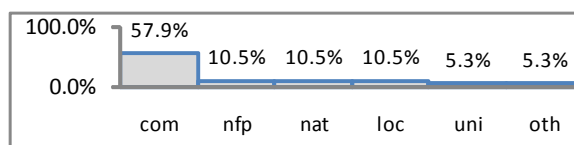
	9	3	7
sole trader			
small			
large			



#### Types of Organisation

n= 19

	11	2	2	2	1	1
commercial						
not for profit						
nat gov						
local gov						
university						
other						



#### Location

n= 18

east of england	1	5.6%
east midlands	2	11.1%
london	0	0.0%
south-east england	6	33.3%
south west england	1	5.6%
north-east england	0	0.0%
north-west england	3	16.7%
west midlands	1	5.6%
yorkshire & the humber	1	5.6%
scotland	1	5.6%
wales	1	5.6%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	5.6%

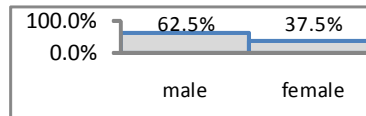
## Report Production - Paper Publication

### About the Specialists

#### Gender

n= 16

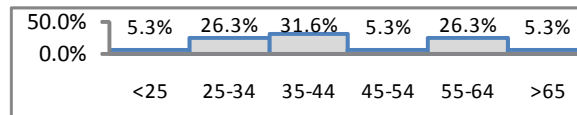
male	female
10	6



#### Age

n= 19

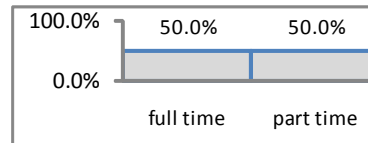
<25	25-34	35-44	45-54	55-64	>65
1	5	6	1	5	1



#### Hours Worked

n= 18

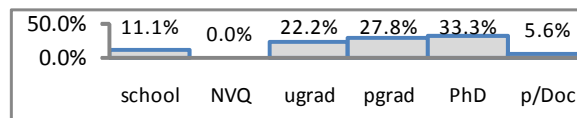
full time	part time
9	9



#### Highest Qualification

n= 18

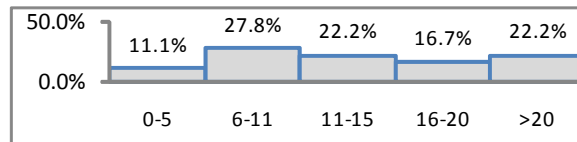
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	4	5	6	1



#### Years Practising to Date

n= 18

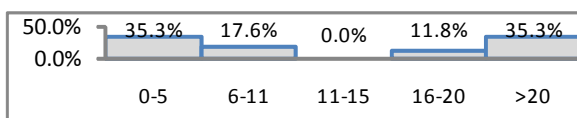
0-5	6-11	11-15	16-20	>20
2	5	4	3	4



#### Years Intending to Continue

n= 17

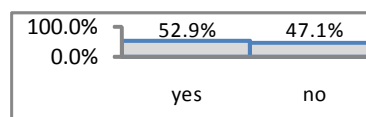
0-5	6-11	11-15	16-20	>20
6	3	0	2	6



#### Waiting List

n= 17

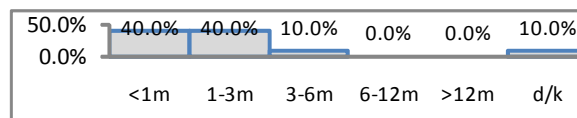
yes	no
9	8



#### Waiting List Length

n= 10

<1m	1-3m	3-6m	6-12m	>12m	d/k
4	4	1	0	0	1



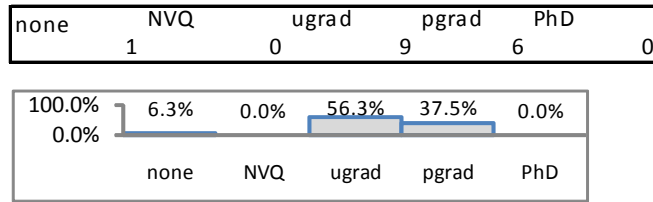


## Report Production - Paper Publication

### About Training and Professional Development

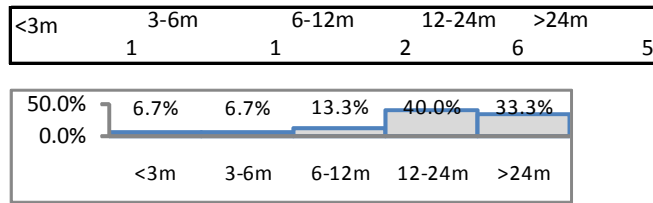
#### New Entrant Qualifications Needed

n= 16



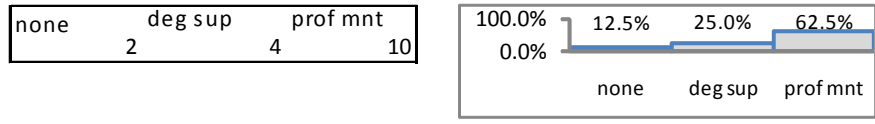
#### New Entrant Experience Needed

n= 15



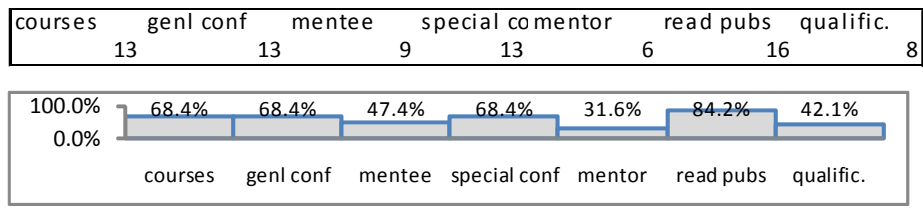
#### New Entrant Guidance or Mentoring

n= 16



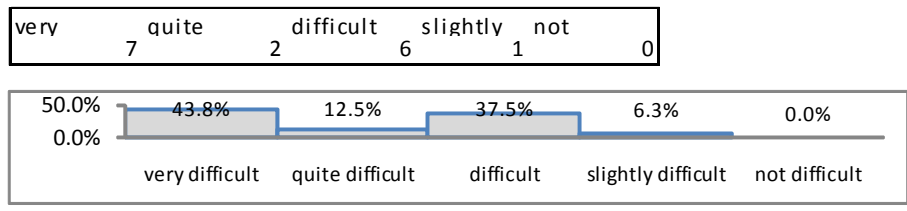
#### CPD Mechanisms Preferred

n= 19



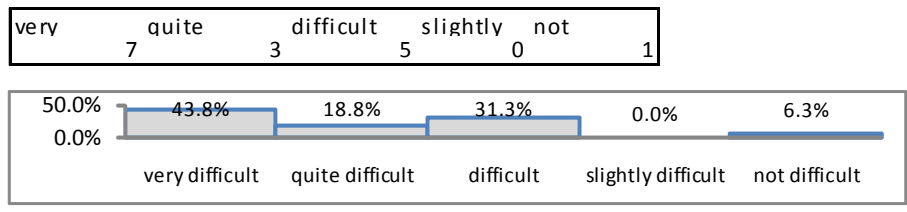
#### Access to Initial Training

n= 16



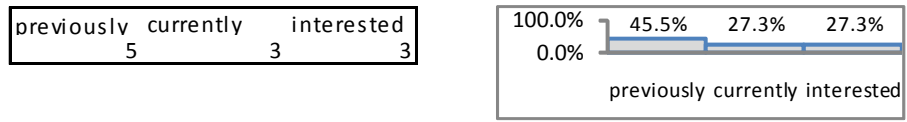
#### Access to CPD Training

n= 16



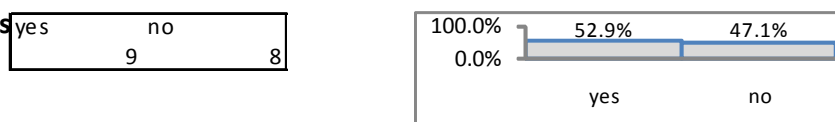
#### Being a Trainer

n= 11



#### Add to List of Trainers

n= 17



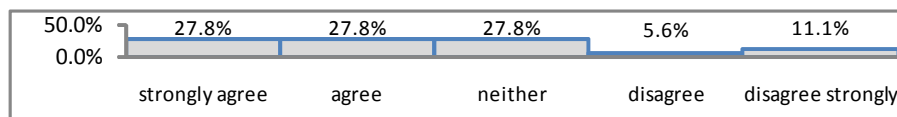
## Report Production - Paper Publication

### About the Changing Economic Situation

#### Reduced Projects

n= 18

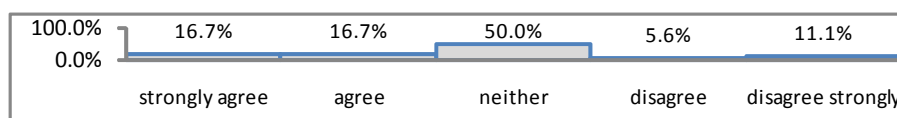
str agree	agree	neither	disagree	str disagree
5	5	5	1	2



#### Reduce Costs

n= 18

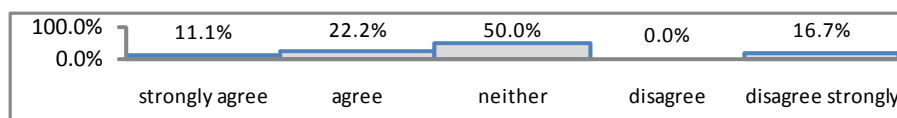
str agree	agree	neither	disagree	str disagree
3	3	9	1	2



#### Time Pressure

n= 18

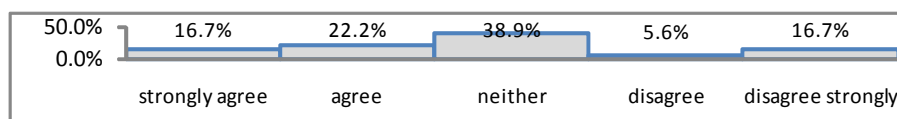
str agree	agree	neither	disagree	str disagree
2	4	9	0	3



#### Cut Back Aspects

n= 18

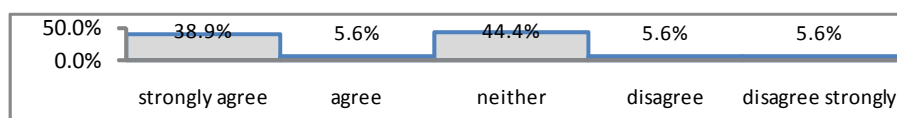
str agree	agree	neither	disagree	str disagree
3	4	7	1	3



#### Job Security Worries

n= 18

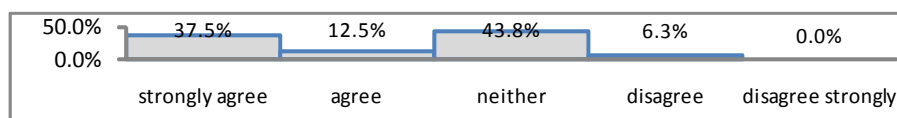
str agree	agree	neither	disagree	str disagree
7	1	8	1	1



#### Non-Specialist Duties

n= 16

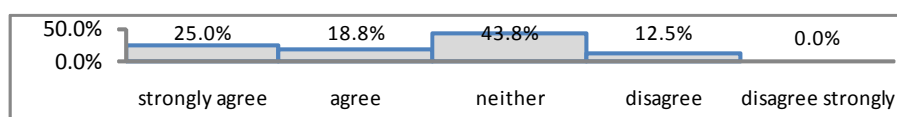
str agree	agree	neither	disagree	str disagree
6	2	7	1	0



#### Take Work Home

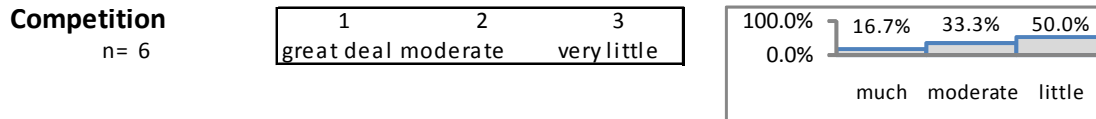
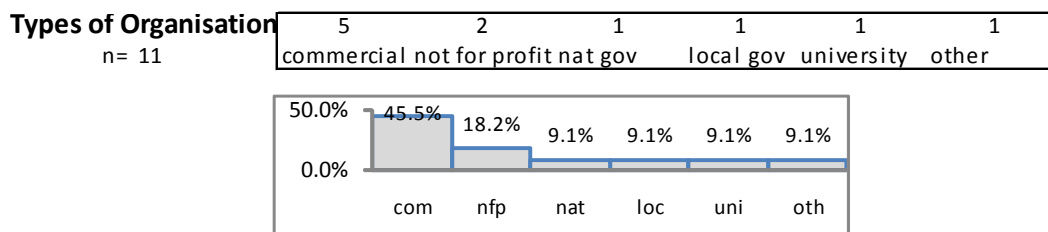
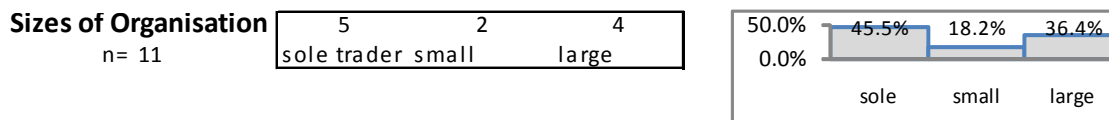
n= 16

str agree	agree	neither	disagree	str disagree
4	3	7	2	0



**Report Production - Digital Publication****n= 11****About the Work**

Charge / day		mean	SD	min	max
<b>total</b>	n= 5	£ 189.80	£ 97.70	£ 80.00	£ 320.00
<b>with overheads</b>	n= 2	£ 162.50	£ 123.74		
<b>without overheads</b>	n= 2	£ 162.00	£ 87.68		

**About the Organisations**

**Location**  
n= 11

east of england	1	9.1%
east midlands	2	18.2%
london	0	0.0%
south-east england	4	36.4%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	1	9.1%
yorkshire & the humber	0	0.0%
scotland	1	9.1%
wales	1	9.1%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	9.1%

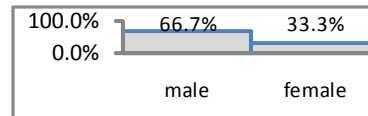
## Report Production - Digital Publication

### About the Specialists

#### Gender

n= 9

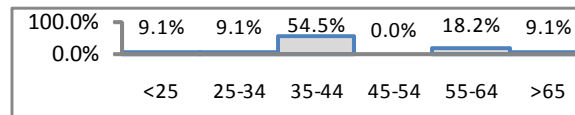
male	female
6	3



#### Age

n= 11

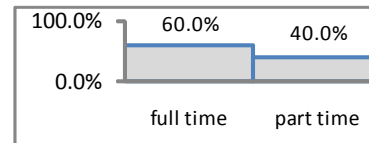
<25	25-34	35-44	45-54	55-64	>65
1	1	6	0	2	1



#### Hours Worked

n= 10

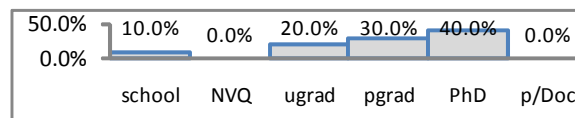
full time	part time
6	4



#### Highest Qualification

n= 10

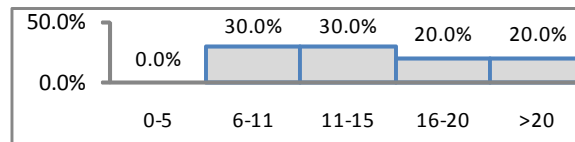
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	2	3	4	0



#### Years Practising to Date

n= 10

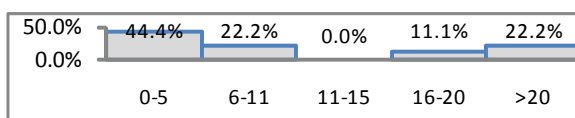
0-5	6-11	11-15	16-20	>20
0	3	3	2	2



#### Years Intending to Continue

n= 9

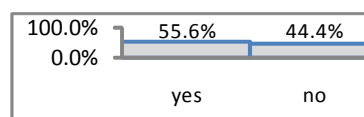
0-5	6-11	11-15	16-20	>20
4	2	0	1	2



#### Waiting List

n= 9

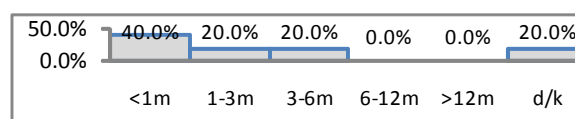
yes	no
5	4



#### Waiting List Length

n= 5

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	1	1	0	0	1



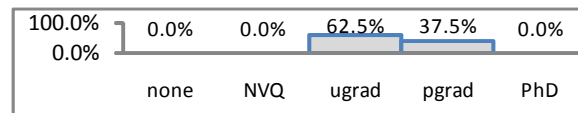
## Report Production - Digital Publication

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 8

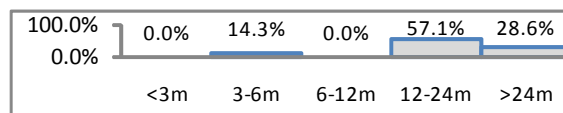
none	NVQ	ugrad	pgrad	PhD
0	0	5	3	0



#### New Entrant Experience Needed

n= 7

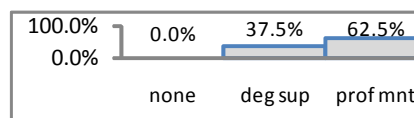
<3m	3-6m	6-12m	12-24m	>24m
0	1	0	4	2



#### New Entrant Guidance or Mentoring

n= 8

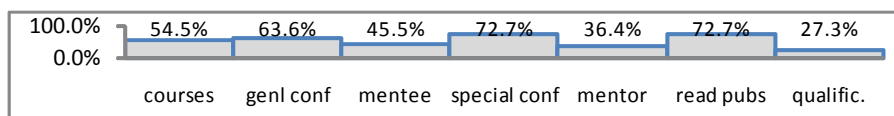
none	deg sup	prof mnt
0	3	5



#### CPD Mechanisms Preferred

n= 11

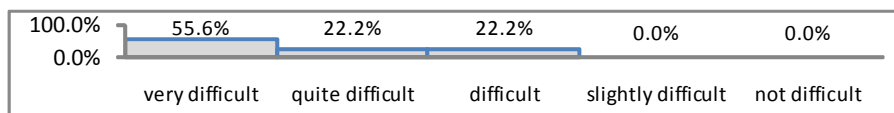
courses	genl conf	mentee	special co mentor	read pubs	qualific.
6	7	5	8	4	3



#### Access to Initial Training

n= 9

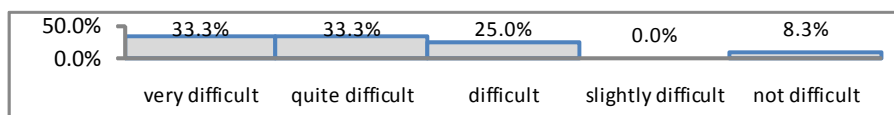
very difficult	quite difficult	difficult	slightly difficult	not difficult
5	2	2	0	0



#### Access to CPD Training

n= 12

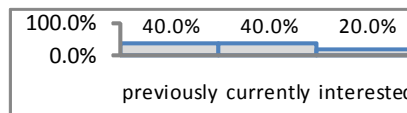
very difficult	quite difficult	difficult	slightly difficult	not difficult
4	4	3	0	1



#### Being a Trainer

n= 5

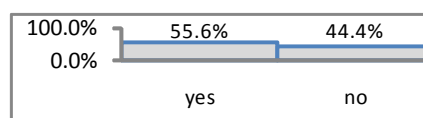
previously	currently	interested
2	2	1



#### Add to List of Trainers

n= 9

yes	no
5	4



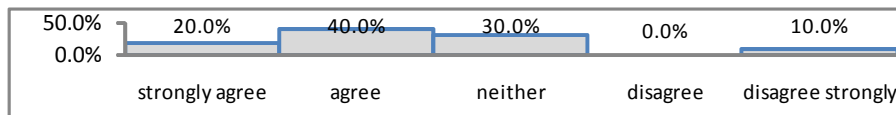
## Report Production - Digital Publication

### About the Changing Economic Situation

#### Reduced Projects

n= 10

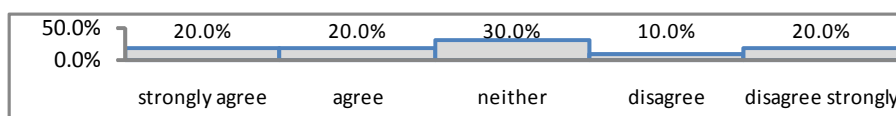
str agree	agree	neither	disagree	str disagree
2	4	3	0	1



#### Reduce Costs

n= 10

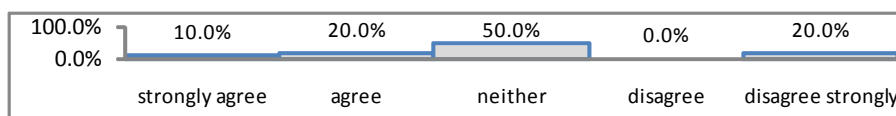
str agree	agree	neither	disagree	str disagree
2	2	3	1	2



#### Time Pressure

n= 10

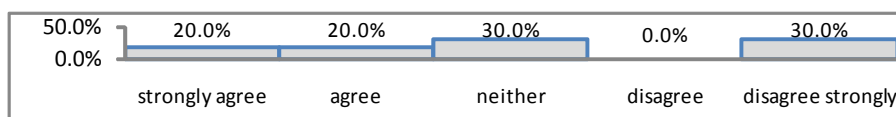
str agree	agree	neither	disagree	str disagree
1	2	5	0	2



#### Cut Back Aspects

n= 10

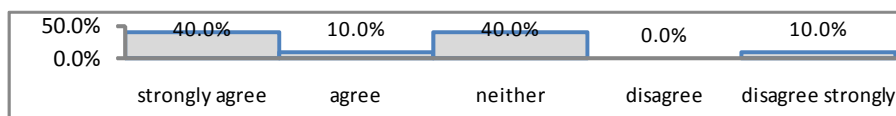
str agree	agree	neither	disagree	str disagree
2	2	3	0	3



#### Job Security Worries

n= 10

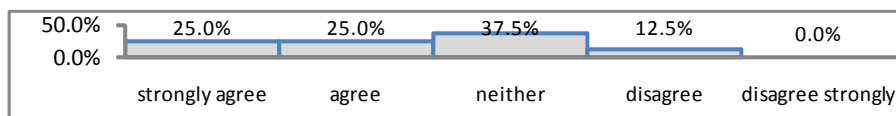
str agree	agree	neither	disagree	str disagree
4	1	4	0	1



#### Non-Specialist Duties

n= 8

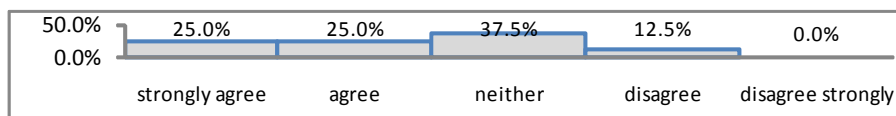
str agree	agree	neither	disagree	str disagree
2	2	3	1	0



#### Take Work Home

n= 8

str agree	agree	neither	disagree	str disagree
2	2	3	1	0

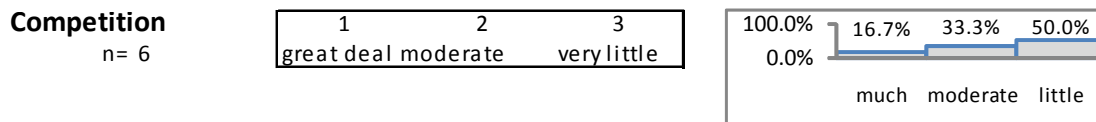


## Report Production - Distribution

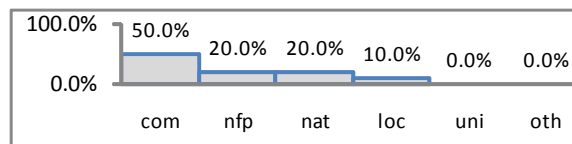
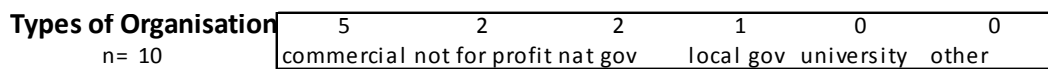
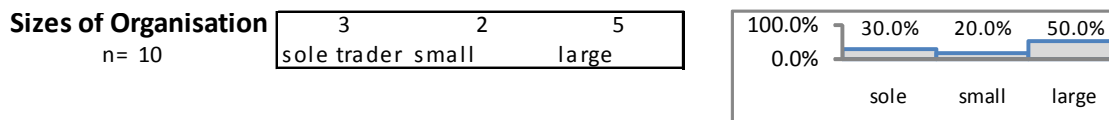
n= 10

### About the Work

Charge / day		mean	SD	min	max
<b>total</b>	n= 4	£ 152.25	£ 98.63	£ 80.00	£ 320.00
<b>with overheads</b>	n= 3	£ 128.33	£ 105.63		
<b>without overheads</b>	n= 1	£ 224.00	.		



### About the Organisations



**Location**  
n= 10

east of england	1	10.0%
east midlands	1	10.0%
london	0	0.0%
south-east england	2	20.0%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	2	20.0%
west midlands	1	10.0%
yorkshire & the humber	0	0.0%
scotland	1	10.0%
wales	1	10.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	10.0%

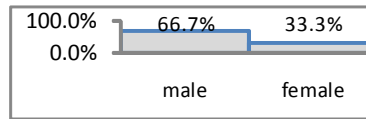
## Report Production - Distribution

### About the Specialists

#### Gender

n= 9

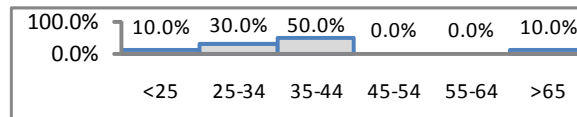
male	female
6	3



#### Age

n= 10

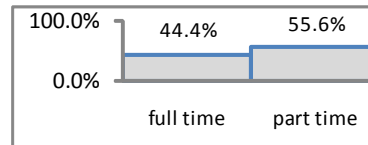
<25	25-34	35-44	45-54	55-64	>65
1	3	5	0	0	1



#### Hours Worked

n= 9

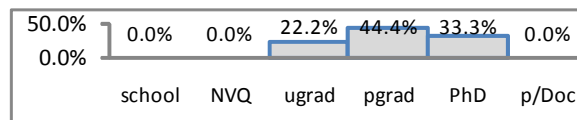
full time	part time
4	5



#### Highest Qualification

n= 9

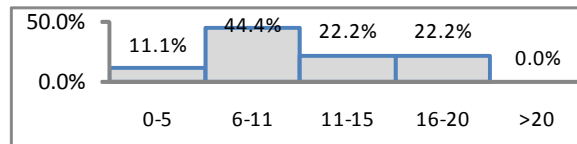
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	4	3	0



#### Years Practising to Date

n= 9

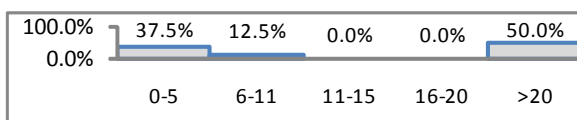
0-5	6-11	11-15	16-20	>20
1	4	2	2	0



#### Years Intending to Continue

n= 8

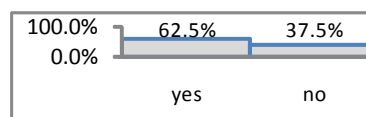
0-5	6-11	11-15	16-20	>20
3	1	0	0	4



#### Waiting List

n= 8

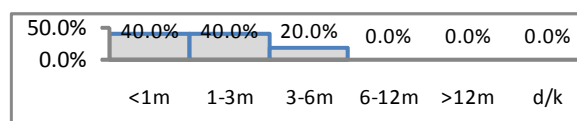
yes	no
5	3



#### Waiting List Length

n= 5

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	2	1	0	0	0





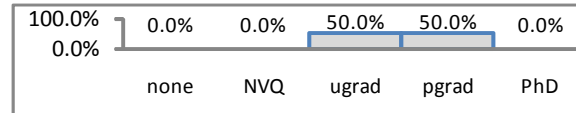
## Report Production - Distribution

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 8

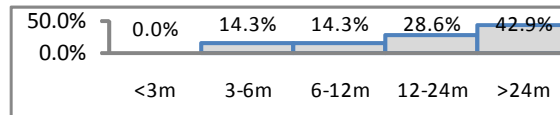
none	NVQ	ugrad	pgrad	PhD
0	0	4	4	0



#### New Entrant Experience Needed

n= 7

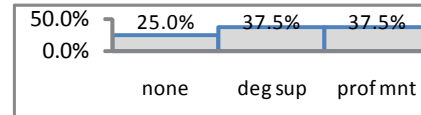
<3m	3-6m	6-12m	12-24m	>24m
0	1	1	2	3



#### New Entrant Guidance or Mentoring

n= 8

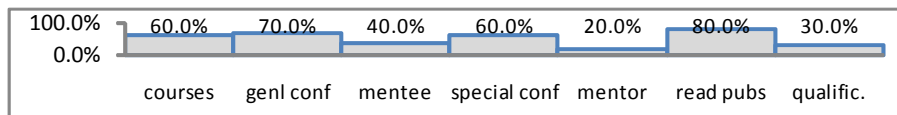
none	deg sup	prof mnt
2	3	3



#### CPD Mechanisms Preferred

n= 10

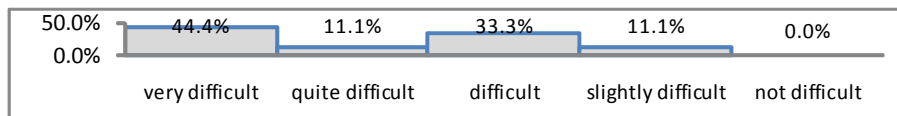
courses	genl conf	mentee	special co mentor	read pubs	qualific.
6	7	4	6	2	8



#### Access to Initial Training

n= 9

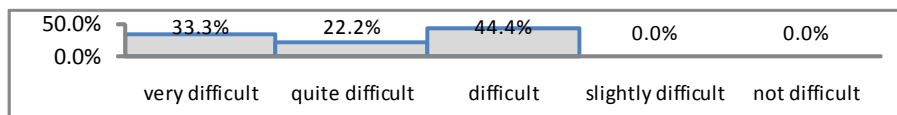
very difficult	quite difficult	difficult	slightly difficult	not difficult
4	1	3	1	0



#### Access to CPD Training

n= 9

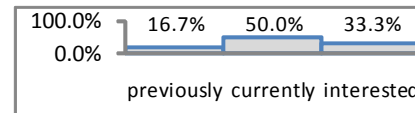
very difficult	quite difficult	difficult	slightly difficult	not difficult
3	2	4	0	0



#### Being a Trainer

n= 6

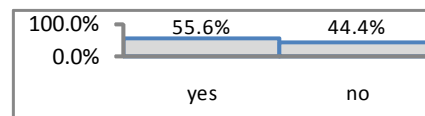
previously	currently	interested
1	3	2



#### Add to List of Trainers

n= 9

yes	no
5	4

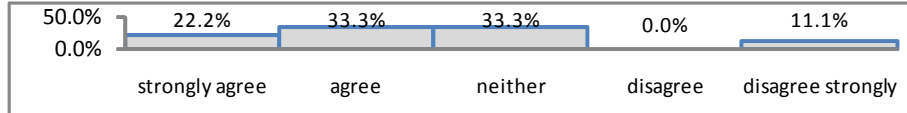


## Report Production - Distribution

### About the Changing Economic Situation

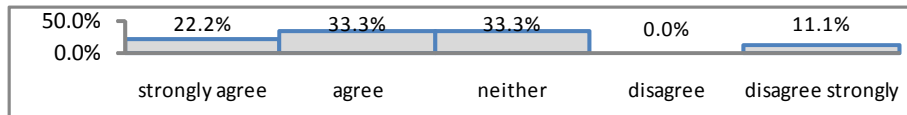
#### Reduced Projects n= 9

str agree	agree	neither	disagree	str disagree
2	3	3	0	1



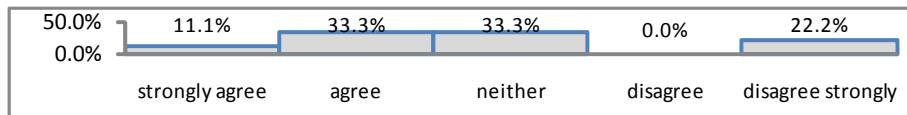
#### Reduce Costs n= 9

str agree	agree	neither	disagree	str disagree
2	3	3	0	1



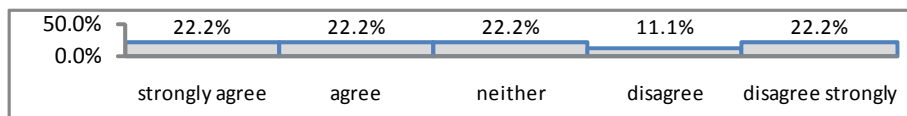
#### Time Pressure n= 9

str agree	agree	neither	disagree	str disagree
1	3	3	0	2



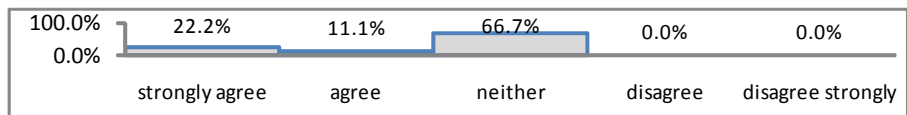
#### Cut Back Aspects n= 9

str agree	agree	neither	disagree	str disagree
2	2	2	1	2



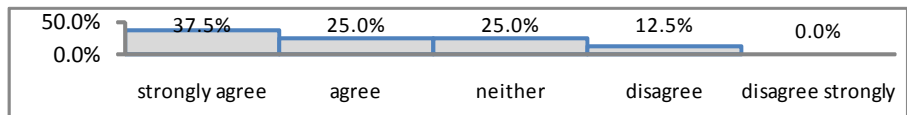
#### Job Security Worries n= 9

str agree	agree	neither	disagree	str disagree
2	1	6	0	0



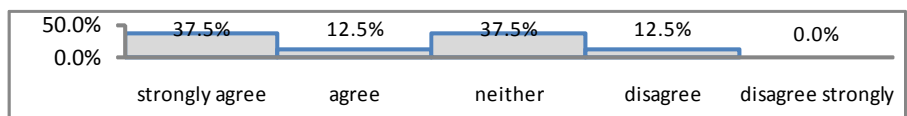
#### Non-Specialist Duties n= 8

str agree	agree	neither	disagree	str disagree
3	2	2	1	0



#### Take Work Home n= 8

str agree	agree	neither	disagree	str disagree
3	1	3	1	0



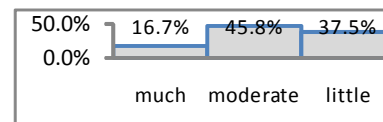
## Illustration - All Specialisms

n= 30

### About the Work

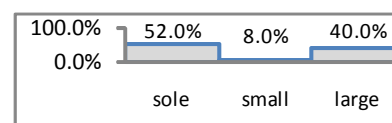
Charge / day	n	mean	SD	min	max
total	n= 0	£ 165.25	£ 55.09	£ 80.00	£ 320.00
with overheads	n= 16	£ 165.22	£ 47.14		
without overheads	n= 4	£ 153.00	£ 88.67		

Competition	n	great deal	moderate	very little
n= 24	4	11	9	

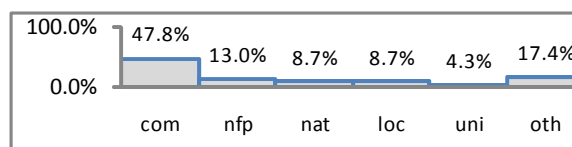


### About the Organisations

Sizes of Organisation	n	sole trader	small	large
n= 25	13	2	10	



Types of Organisation	n	commercial	not for profit	nat gov	local gov	university	other
n= 23	11	3	2	2	1	4	



Location	n	Percentage
east of england	1	4.2%
east midlands	1	4.2%
london	1	4.2%
south-east england	3	12.5%
south west england	2	8.3%
north-east england	2	8.3%
north-west england	2	8.3%
west midlands	4	16.7%
yorkshire & the humber	4	16.7%
scotland	3	12.5%
wales	1	4.2%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

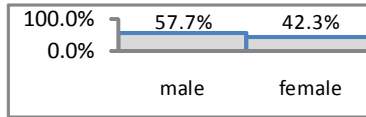
## Illustration - All Specialisms

### About the Specialists

#### Gender

n= 26

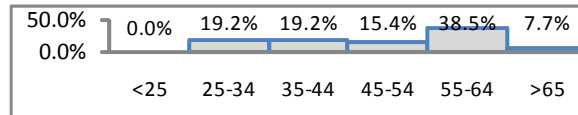
male	female
15	11



#### Age

n= 26

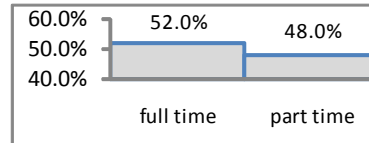
<25	25-34	35-44	45-54	55-64	>65
0	5	5	4	10	2



#### Hours Worked

n= 25

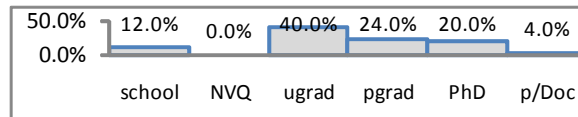
full time	part time
13	12



#### Highest Qualification

n= 25

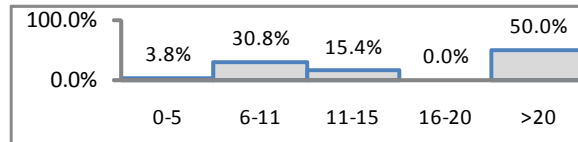
school	NVQ	ugrad	pgrad	PhD	p/Doc
3	0	10	6	5	1



#### Years Practising to Date

n= 26

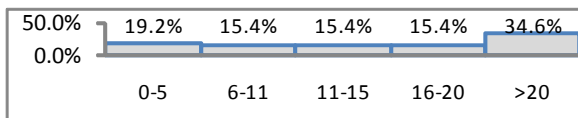
0-5	6-11	11-15	16-20	>20
1	8	4	0	13



#### Years Intending to Continue

n= 26

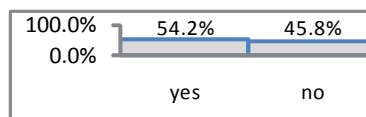
0-5	6-11	11-15	16-20	>20
5	4	4	4	9



#### Waiting List

n= 24

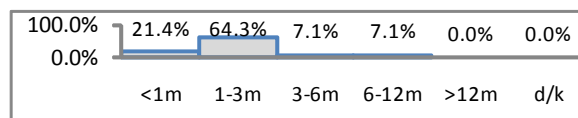
yes	no
13	11



#### Waiting List Length

n= 14

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	9	1	1	0	0



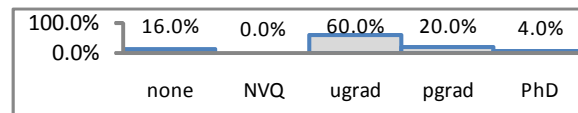
## Illustration - All Specialisms

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 25

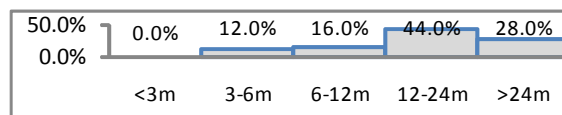
none	NVQ	ugrad	pgrad	PhD
4	0	15	5	1



#### New Entrant Experience Needed

n= 25

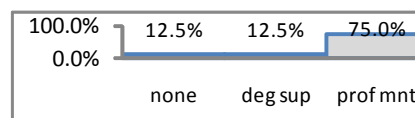
<3m	3-6m	6-12m	12-24m	>24m
0	3	4	11	7



#### New Entrant Guidance or Mentoring

n= 24

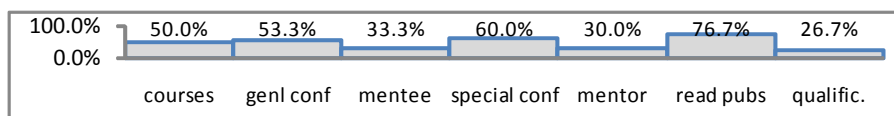
none	deg sup	prof mnt
3	3	18



#### CPD Mechanisms Preferred

n= 30

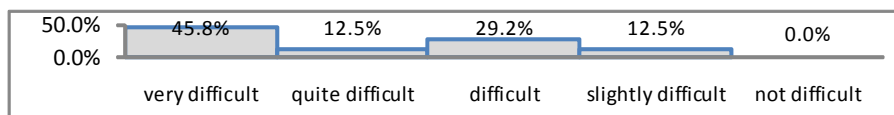
courses	genl conf	mentee	special co mentor	read pubs	qualific.
15	16	10	18	9	23



#### Access to Initial Training

n= 24

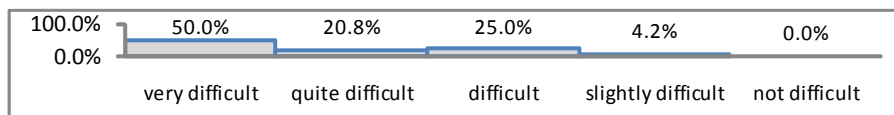
very difficult	quite difficult	difficult	slightly difficult	not difficult
11	3	7	3	0



#### Access to CPD Training

n= 24

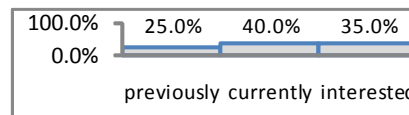
very difficult	quite difficult	difficult	slightly difficult	not difficult
12	5	6	1	0



#### Being a Trainer

n= 20

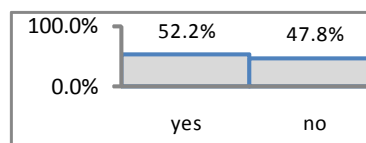
previously	currently	interested
5	8	7



#### Add to List of Trainers

n= 23

yes	no
12	11



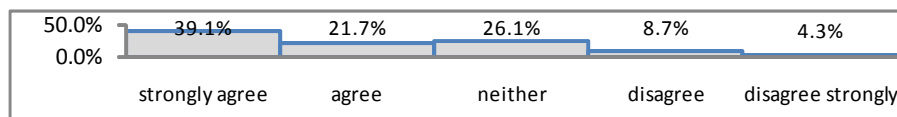
## Illustration - All Specialisms

### About the Changing Economic Situation

#### Reduced Projects

n= 23

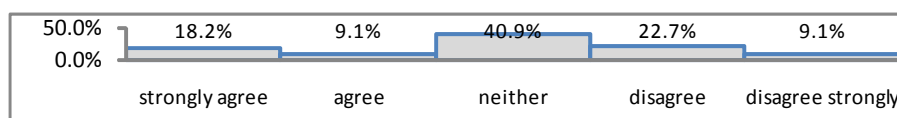
str agree	agree	neither	disagree	str disagree
9	5	6	2	1



#### Reduce Costs

n= 22

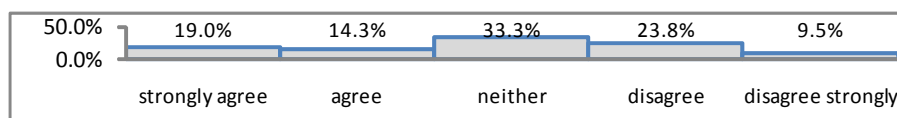
str agree	agree	neither	disagree	str disagree
4	2	9	5	2



#### Time Pressure

n= 21

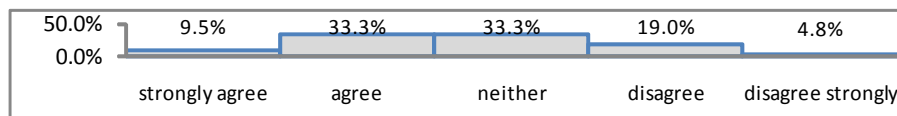
str agree	agree	neither	disagree	str disagree
4	3	7	5	2



#### Cut Back Aspects

n= 21

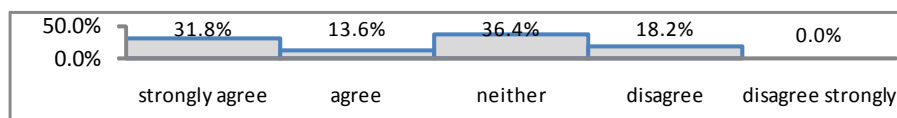
str agree	agree	neither	disagree	str disagree
2	7	7	4	1



#### Job Security Worries

n= 22

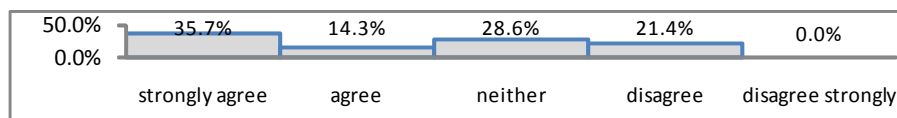
str agree	agree	neither	disagree	str disagree
7	3	8	4	0



#### Non-Specialist Duties

n= 14

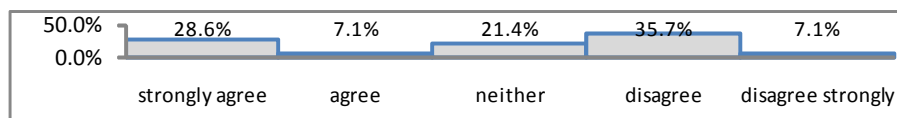
str agree	agree	neither	disagree	str disagree
5	2	4	3	0



#### Take Work Home

n= 14

str agree	agree	neither	disagree	str disagree
4	1	3	5	1



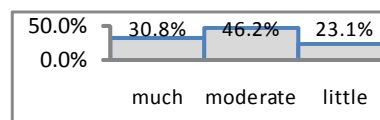
## Illustration - Digital - Maps, Plans & Elevations

n= 15

### About the Work

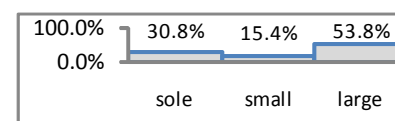
Charge / day	n	mean	SD	min	max
total	n= 11	£ 159.40	£ 65.48	£ 80.00	£ 320.00
with overheads	n= 9	£ 174.83	£ 54.65		
without overheads	n= 2	£ 90.00	£ 84.85		

Competition	n	great deal	moderate	very little
n= 13	4	6	3	

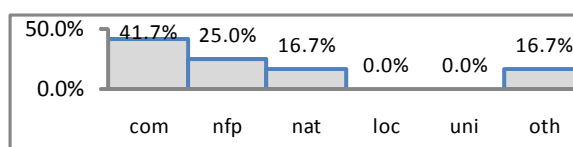


### About the Organisations

Sizes of Organisation	n	sole trader	small	large
n= 13	4	2	7	



Types of Organisation	n	commercial	not for profit	nat gov	local gov	university	other
n= 12	5	3	2	0	0	2	



Location	n	Percentage
east of england	1	7.7%
east midlands	0	0.0%
london	0	0.0%
south-east england	1	7.7%
south west england	1	7.7%
north-east england	0	0.0%
north-west england	1	7.7%
west midlands	3	23.1%
yorkshire & the humber	3	23.1%
scotland	2	15.4%
wales	1	7.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

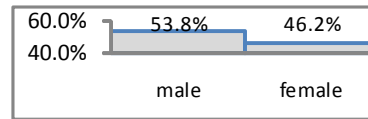
## Illustration - Digital - Maps, Plans & Elevations

### About the Specialists

#### Gender

n= 13

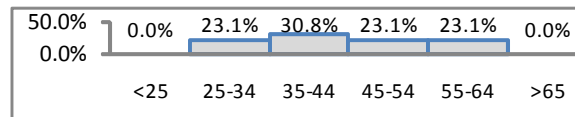
male	female
7	6



#### Age

n= 13

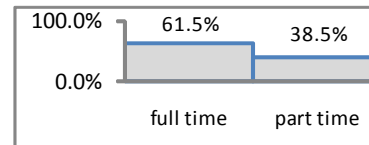
<25	25-34	35-44	45-54	55-64	>65
0	3	4	3	3	0



#### Hours Worked

n= 13

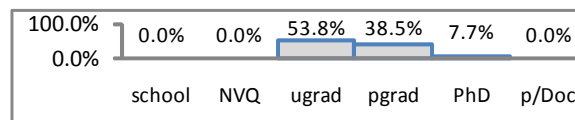
full time	part time
8	5



#### Highest Qualification

n= 13

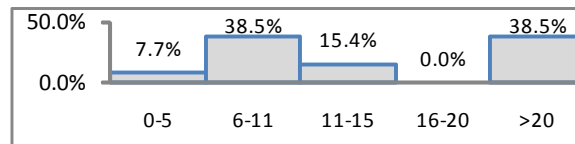
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	7	5	1	0



#### Years Practising to Date

n= 13

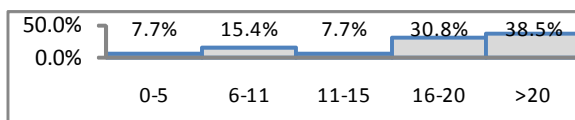
0-5	6-11	11-15	16-20	>20
1	5	2	0	5



#### Years Intending to Continue

n= 13

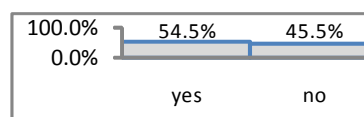
0-5	6-11	11-15	16-20	>20
1	2	1	4	5



#### Waiting List

n= 11

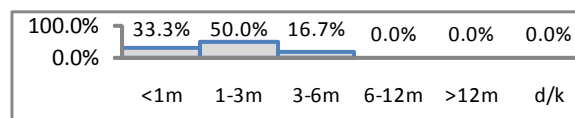
yes	no
6	5



#### Waiting List Length

n= 6

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	3	1	0	0	0



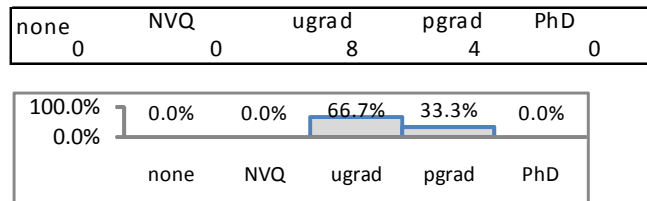


## Illustration - Digital - Maps, Plans & Elevations

### About Training and Professional Development

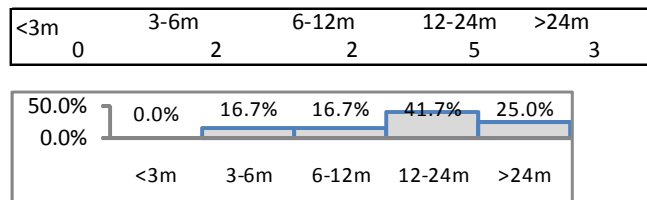
#### New Entrant Qualifications Needed

n= 12



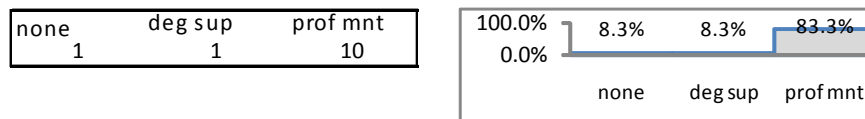
#### New Entrant Experience Needed

n= 12



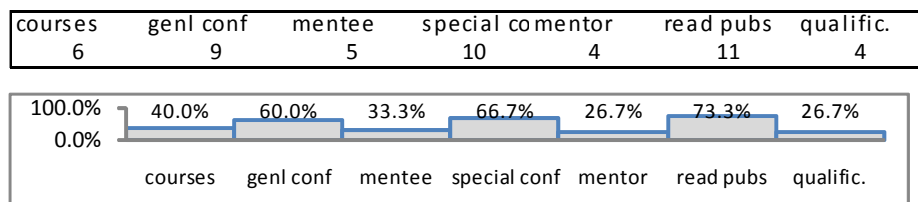
#### New Entrant Guidance or Mentoring

n= 12



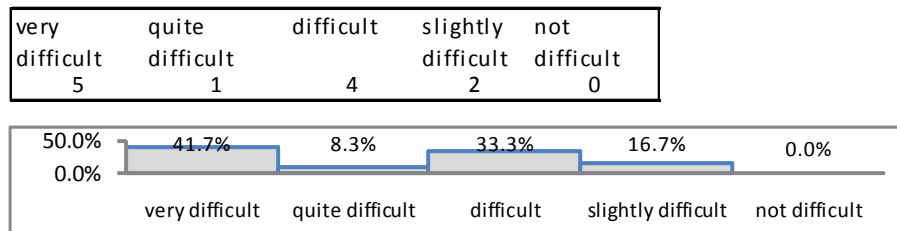
#### CPD Mechanisms Preferred

n= 15



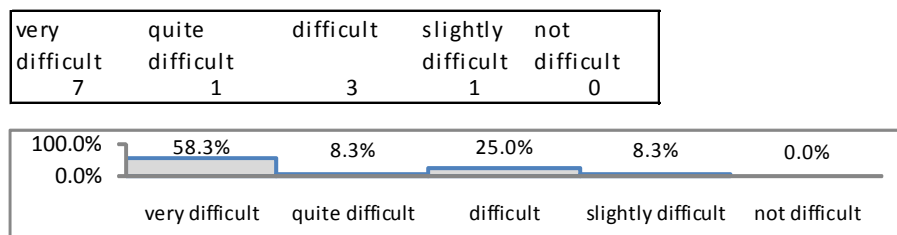
#### Access to Initial Training

n= 12



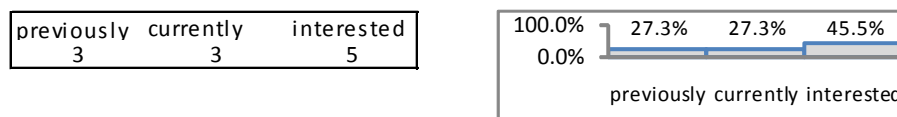
#### Access to CPD Training

n= 12



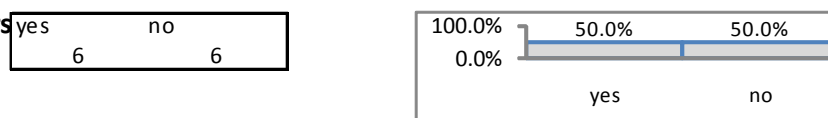
#### Being a Trainer

n= 11



#### Add to List of Trainers

n= 12



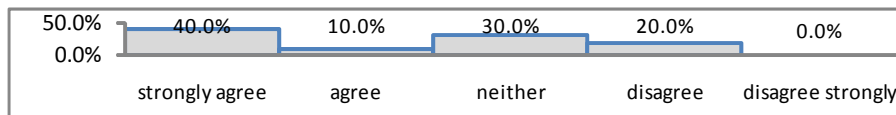
## Illustration - Digital - Maps, Plans & Elevations

### About the Changing Economic Situation

#### Reduced Projects

n= 10

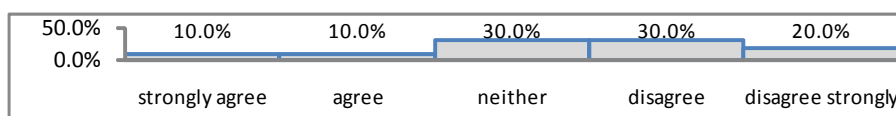
str agree	agree	neither	disagree	str disagree
4	1	3	2	0



#### Reduce Costs

n= 10

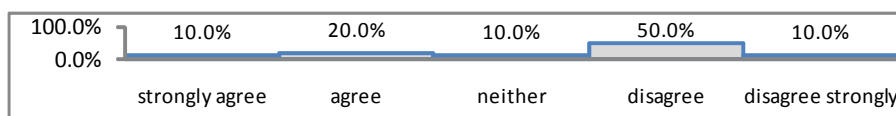
str agree	agree	neither	disagree	str disagree
1	1	3	3	2



#### Time Pressure

n= 10

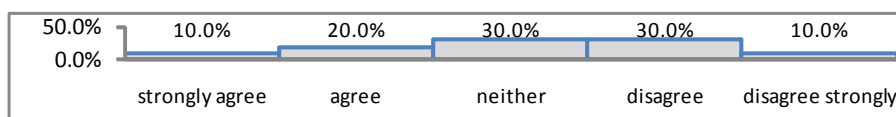
str agree	agree	neither	disagree	str disagree
1	2	1	5	1



#### Cut Back Aspects

n= 10

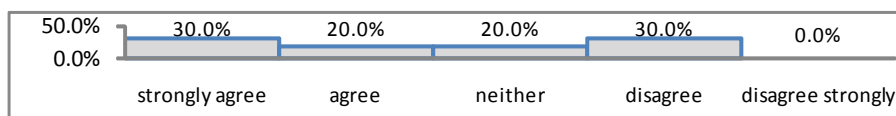
str agree	agree	neither	disagree	str disagree
1	2	3	3	1



#### Job Security Worries

n= 10

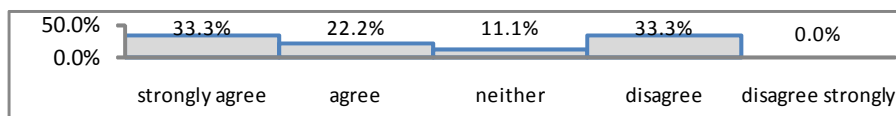
str agree	agree	neither	disagree	str disagree
3	2	2	3	0



#### Non-Specialist Duties

n= 9

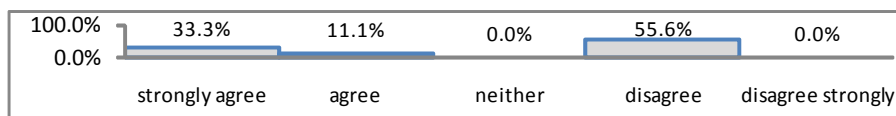
str agree	agree	neither	disagree	str disagree
3	2	1	3	0



#### Take Work Home

n= 9

str agree	agree	neither	disagree	str disagree
3	1	0	5	0



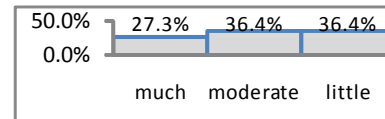
## Illustration - Digital - Artefacts

n= 16

### About the Work

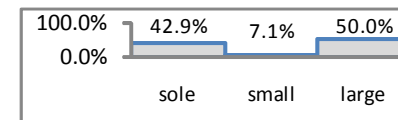
Charge / day	n	mean	SD	min	max
total	n= 9	£ 155.56	£ 64.00	£ 80.00	£ 320.00
with overheads	n= 6	£ 170.00	£ 52.44		
without overheads	n= 2	£ 90.00	£ 84.85		

Competition	n	great deal	moderate	very little
n= 11	3	4	4	

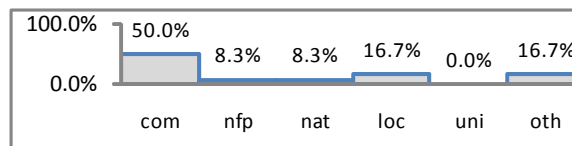


### About the Organisations

Sizes of Organisation	n	sole trader	small	large
n= 14	6	1	7	



Types of Organisation	n	commercial	not for profit	nat gov	local gov	university	other
n= 12	6	1	1	2	0	2	



Location	n	Percentage
east of england	1	7.1%
east midlands	1	7.1%
london	0	0.0%
south-east england	2	14.3%
south west england	0	0.0%
north-east england	1	7.1%
north-west england	2	14.3%
west midlands	3	21.4%
yorkshire & the humber	3	21.4%
scotland	0	0.0%
wales	1	7.1%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

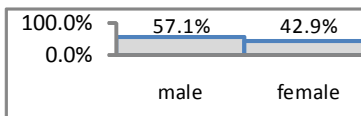
## Illustration - Digital - Artefacts

### About the Specialists

#### Gender

n= 14

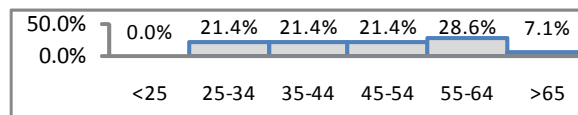
male	female
8	6



#### Age

n= 14

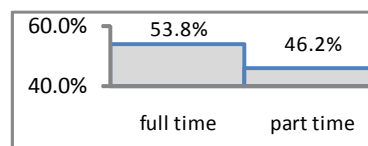
<25	25-34	35-44	45-54	55-64	>65
0	3	3	3	4	1



#### Hours Worked

n= 13

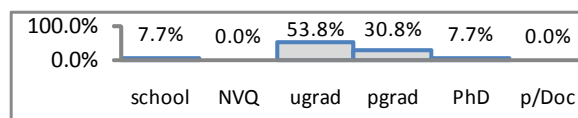
full time	part time
7	6



#### Highest Qualification

n= 13

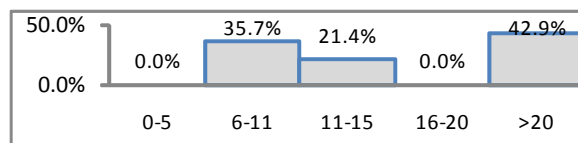
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	7	4	1	0



#### Years Practising to Date

n= 14

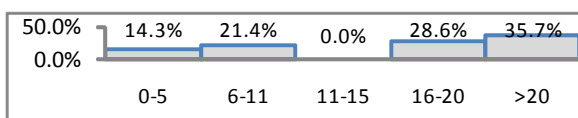
0-5	6-11	11-15	16-20	>20
0	5	3	0	6



#### Years Intending to Continue

n= 14

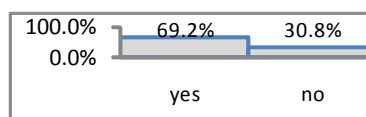
0-5	6-11	11-15	16-20	>20
2	3	0	4	5



#### Waiting List

n= 13

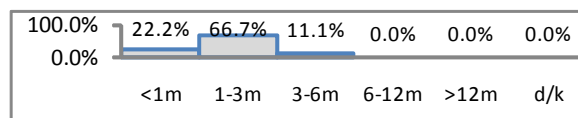
yes	no
9	4



#### Waiting List Length

n= 9

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	6	1	0	0	0

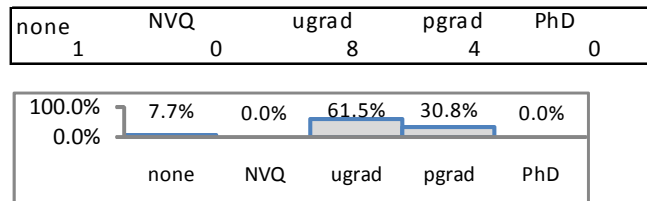


## Illustration - Digital - Artefacts

### About Training and Professional Development

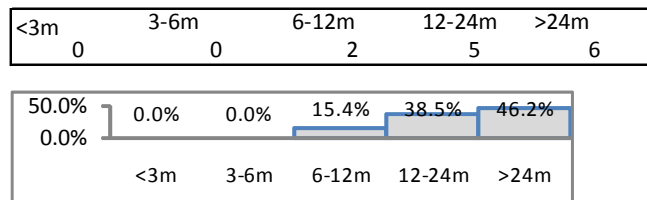
#### New Entrant Qualifications Needed

n= 13



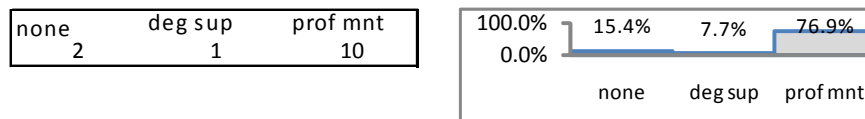
#### New Entrant Experience Needed

n= 13



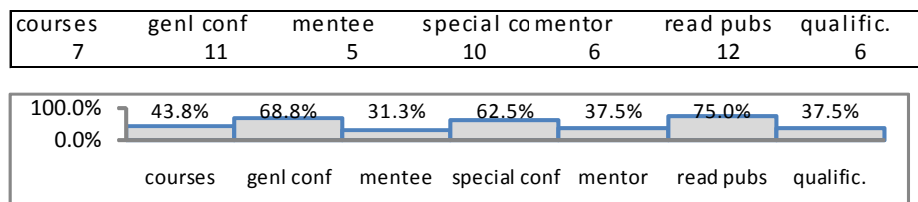
#### New Entrant Guidance or Mentoring

n= 13



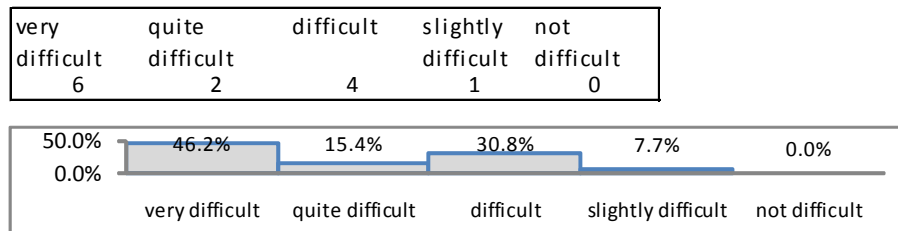
#### CPD Mechanisms Preferred

n= 16



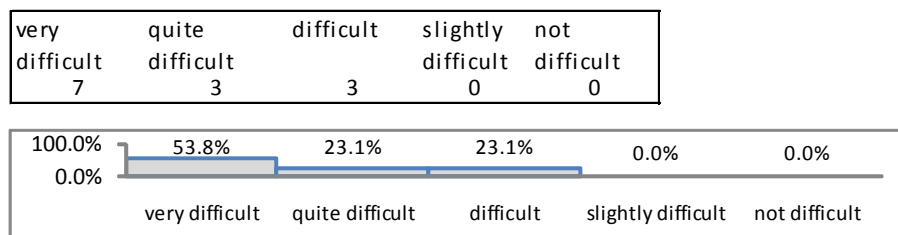
#### Access to Initial Training

n= 13



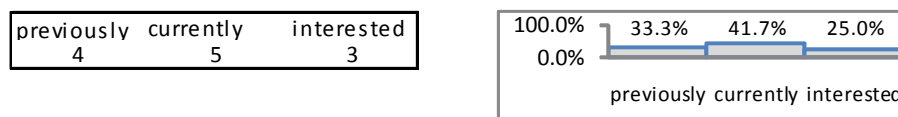
#### Access to CPD Training

n= 13



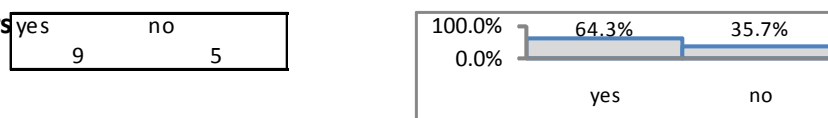
#### Being a Trainer

n= 12



#### Add to List of Trainers

n= 14



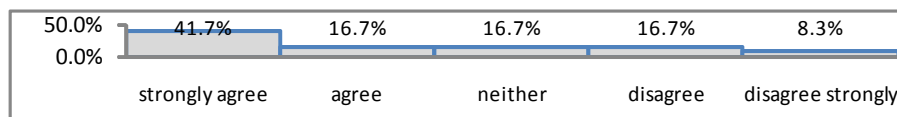
## Illustration - Digital - Artefacts

### About the Changing Economic Situation

#### Reduced Projects

n= 12

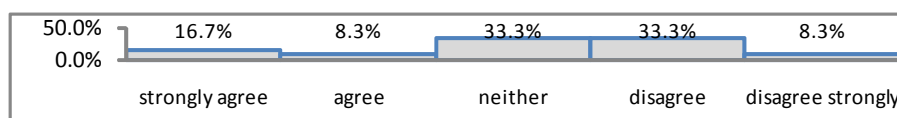
str agree	agree	neither	disagree	str disagree
5	2	2	2	1



#### Reduce Costs

n= 12

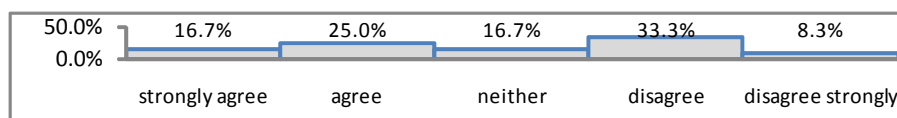
str agree	agree	neither	disagree	str disagree
2	1	4	4	1



#### Time Pressure

n= 12

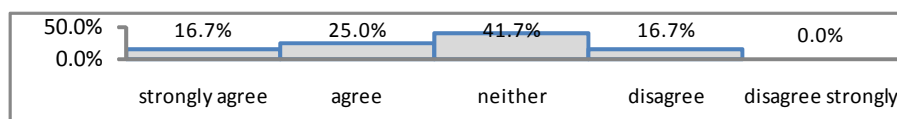
str agree	agree	neither	disagree	str disagree
2	3	2	4	1



#### Cut Back Aspects

n= 12

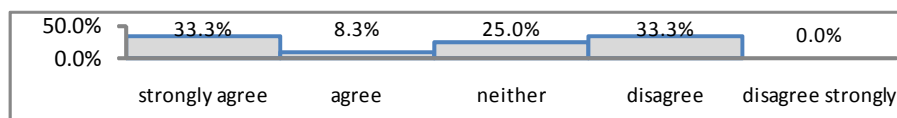
str agree	agree	neither	disagree	str disagree
2	3	5	2	0



#### Job Security Worries

n= 12

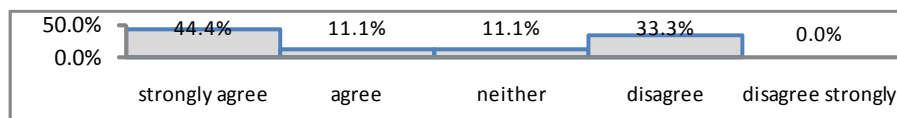
str agree	agree	neither	disagree	str disagree
4	1	3	4	0



#### Non-Specialist Duties

n= 9

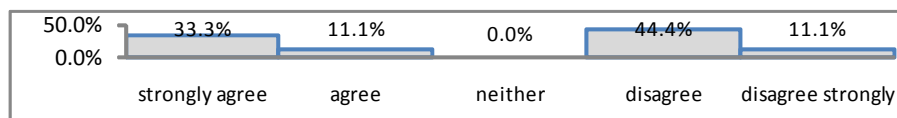
str agree	agree	neither	disagree	str disagree
4	1	1	3	0



#### Take Work Home

n= 9

str agree	agree	neither	disagree	str disagree
3	1	0	4	1

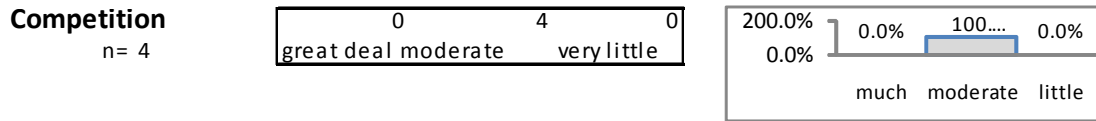


### Illustration - Digital - Reconstructions

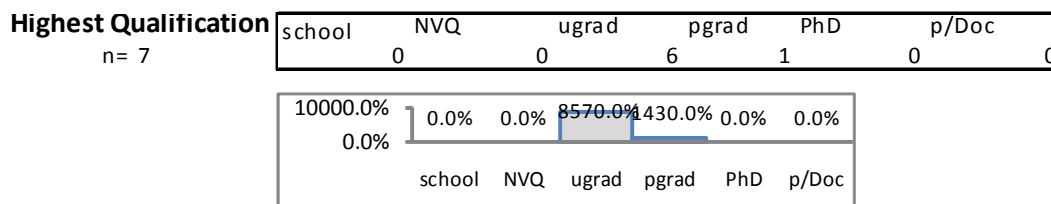
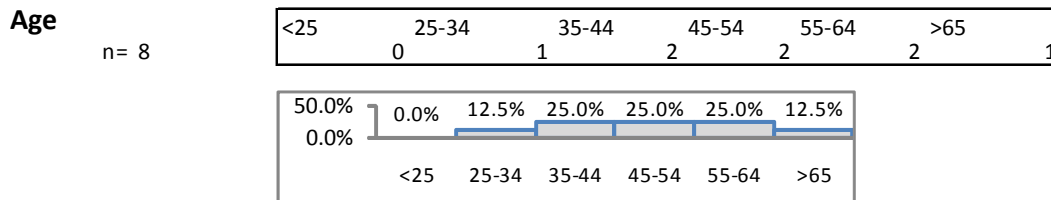
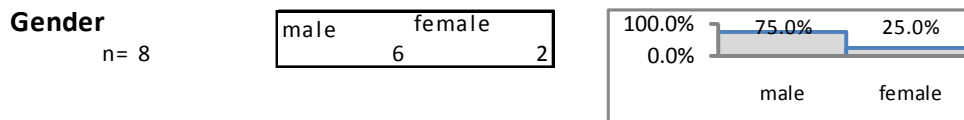
n= 8

#### About the Work

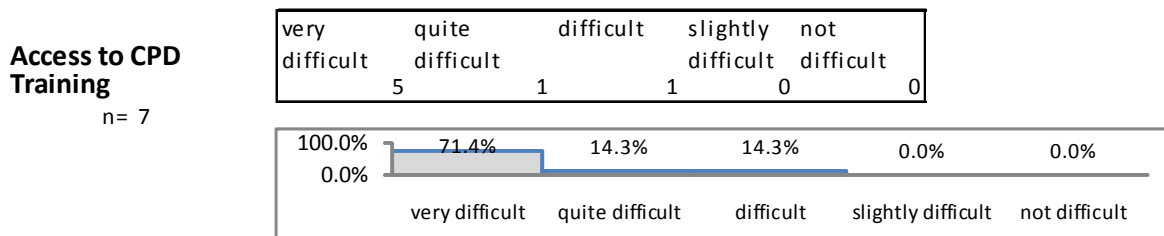
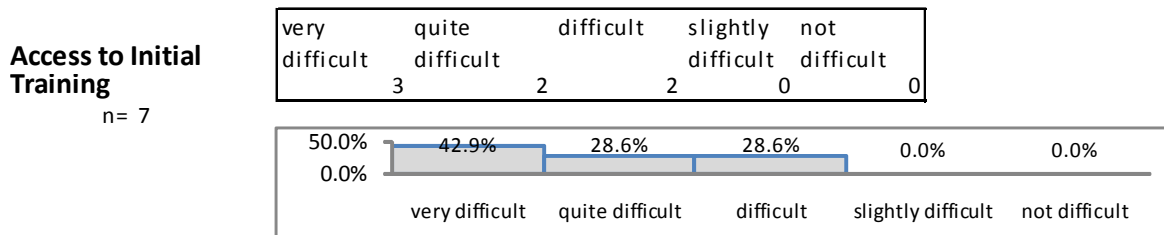
Charge / day	n	mean	SD	min	max
total	n= 4	£ 187.00	£ 49.70	£ 125.00	£ 250.00
with overheads	n= 4	£ 196.25	£ 52.18		
without overheads	n= 1	£ 150.00	.		



#### About the Specialists



#### About Training and Professional Development

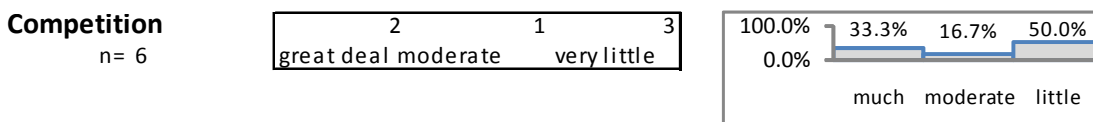


### Illustration - Digital - Display

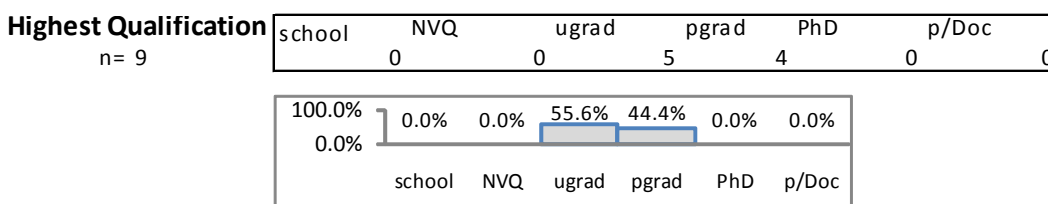
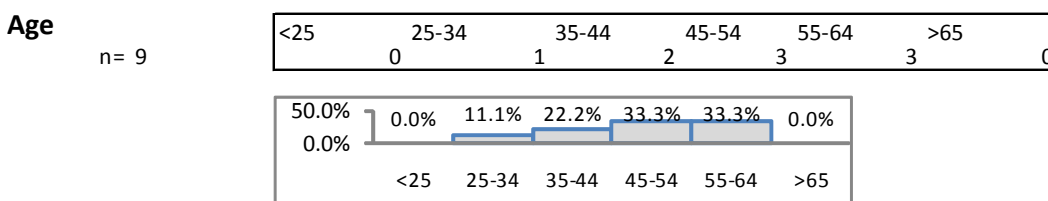
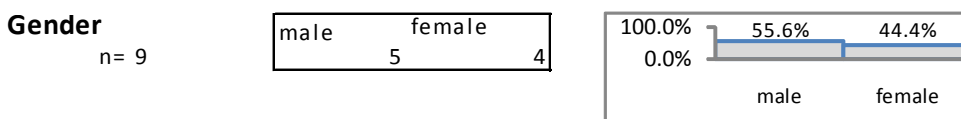
n= 9

#### About the Work

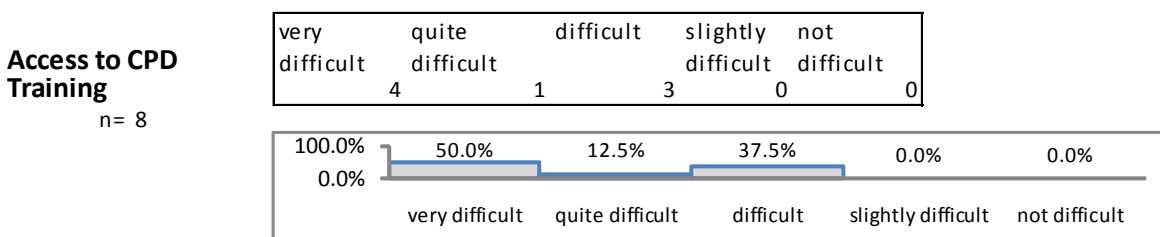
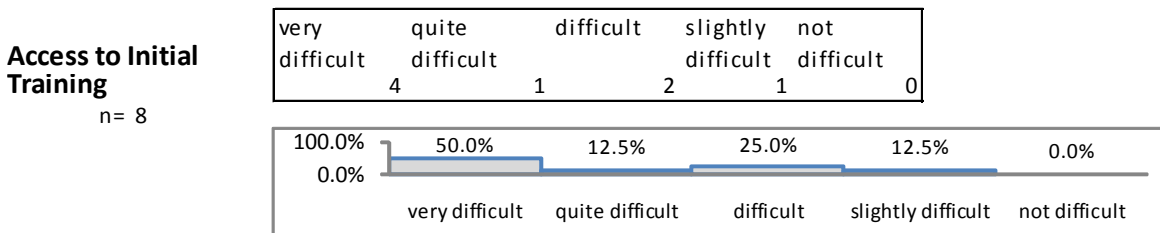
Charge / day	n	mean	SD	min	max
total	n= 5	£ 183.00	£ 49.19	£ 125.00	£ 250.00
with overheads	n= 4	£ 191.25	£ 52.66		
without overheads	n= 1	£ 150.00	.		



#### About the Specialists



#### About Training and Professional Development





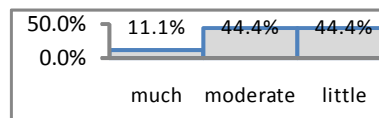
**Illustration - Traditional - Maps, Plans & Elevations****n= 13****About the Work****Charge / day**

	n	mean	SD	min	max
<b>total</b>	n= 9	£ 157.78	£ 47.57	£ 100.00	£ 250.00
<b>with overheads</b>	n= 8	£ 158.75	£ 50.76		
<b>without overheads</b>	n= 1	£ 150.00	.		

**Competition**

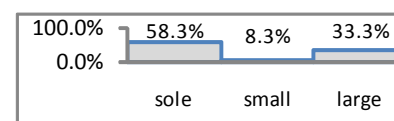
n= 9

1	4	4
great deal	moderate	very little

**About the Organisations****Sizes of Organisation**

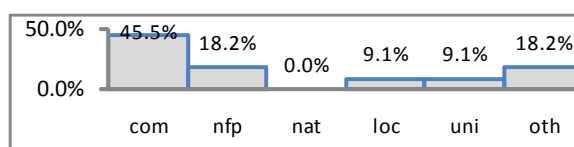
n= 12

7	1	4
sole trader	small	large

**Types of Organisation**

n= 11

5	2	0	1	1	2
commercial	not for profit	nat gov	local gov	university	other

**Location**

n= 11

east of england	1	9.1%
east midlands	0	0.0%
london	1	9.1%
south-east england	1	9.1%
south west england	1	9.1%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	2	18.2%
yorkshire & the humber	3	27.3%
scotland	1	9.1%
wales	1	9.1%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

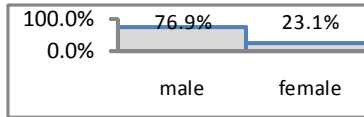
## Illustration - Traditional - Maps, Plans & Elevations

### About the Specialists

#### Gender

n= 13

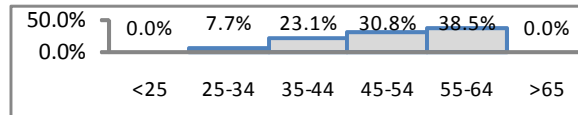
male	female
10	3



#### Age

n= 13

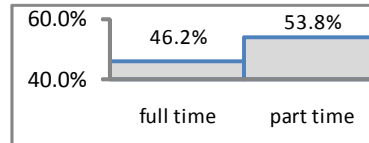
<25	25-34	35-44	45-54	55-64	>65
0	1	3	4	5	0



#### Hours Worked

n= 13

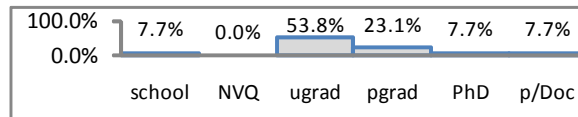
full time	part time
6	7



#### Highest Qualification

n= 13

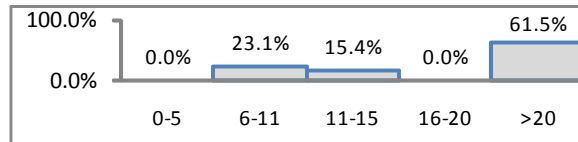
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	7	3	1	1



#### Years Practising to Date

n= 13

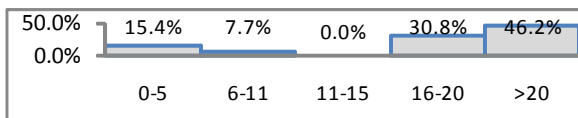
0-5	6-11	11-15	16-20	>20
0	3	2	0	8



#### Years Intending to Continue

n= 13

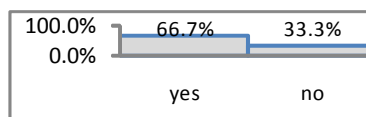
0-5	6-11	11-15	16-20	>20
2	1	0	4	6



#### Waiting List

n= 12

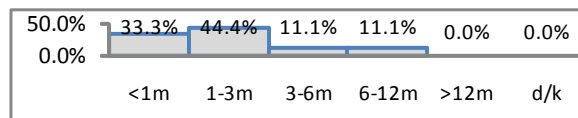
yes	no
8	4



#### Waiting List Length

n= 9

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	4	1	1	0	0

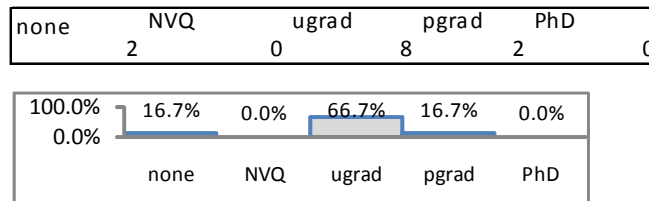


## Illustration - Traditional - Maps, Plans & Elevations

### About Training and Professional Development

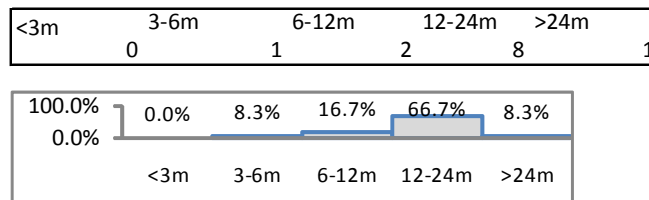
#### New Entrant Qualifications Needed

n= 12



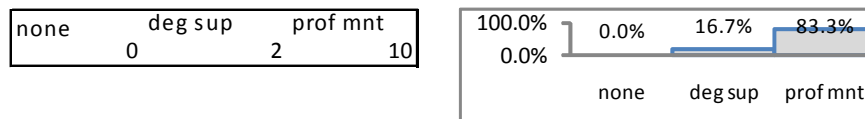
#### New Entrant Experience Needed

n= 12



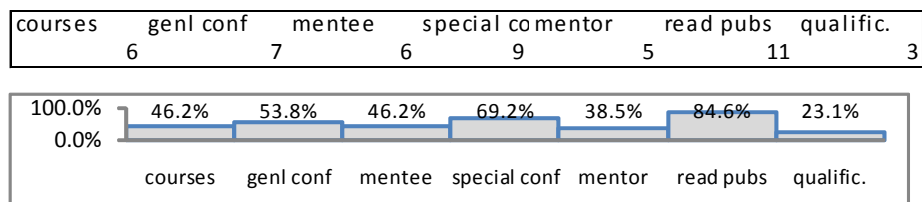
#### New Entrant Guidance or Mentoring

n= 12



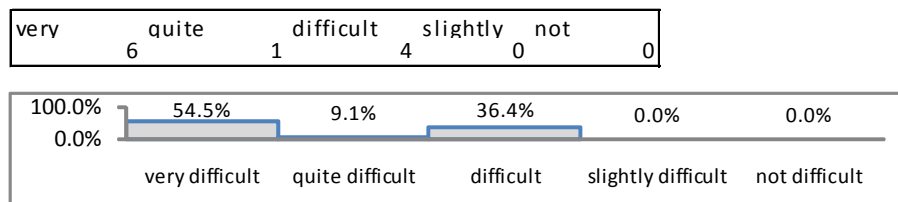
#### CPD Mechanisms Preferred

n= 13



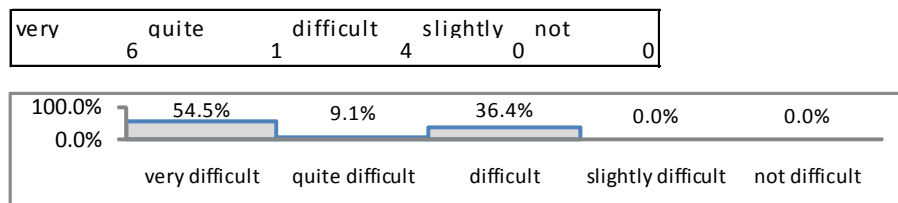
#### Access to Initial Training

n= 11



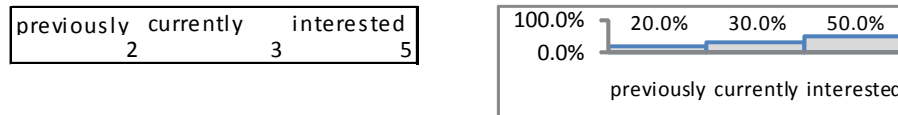
#### Access to CPD Training

n= 11



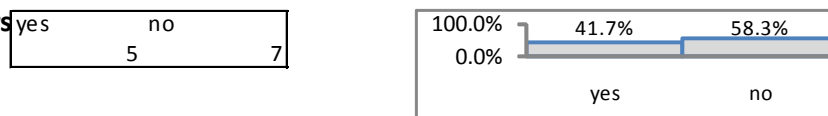
#### Being a Trainer

n= 10



#### Add to List of Trainers

n= 12

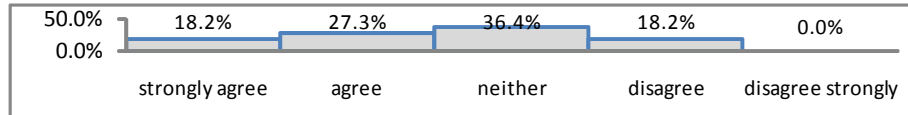


## Illustration - Traditional - Maps, Plans & Elevations

### About the Changing Economic Situation

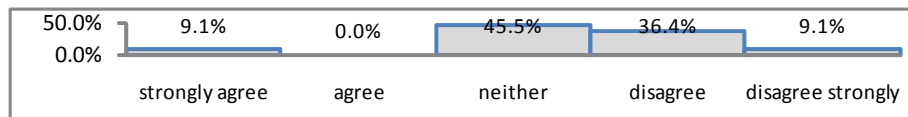
#### Reduced Projects n= 11

str agree	agree	neither	disagree	str disagree
2	3	4	2	0



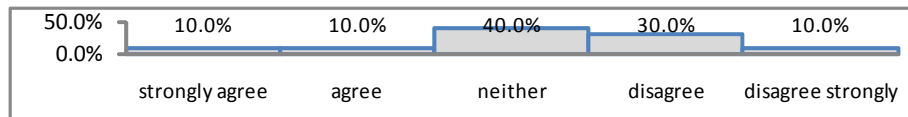
#### Reduce Costs n= 11

str agree	agree	neither	disagree	str disagree
1	0	5	4	1



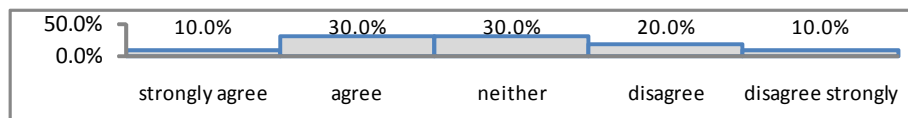
#### Time Pressure n= 10

str agree	agree	neither	disagree	str disagree
1	1	4	3	1



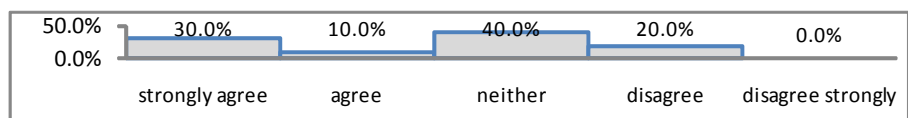
#### Cut Back Aspects n= 10

str agree	agree	neither	disagree	str disagree
1	3	3	2	1



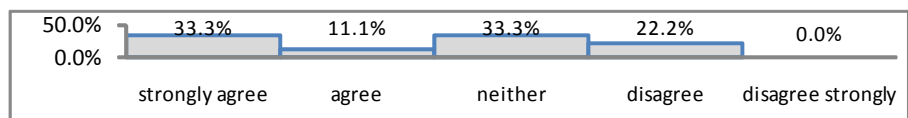
#### Job Security Worries n= 10

str agree	agree	neither	disagree	str disagree
3	1	4	2	0



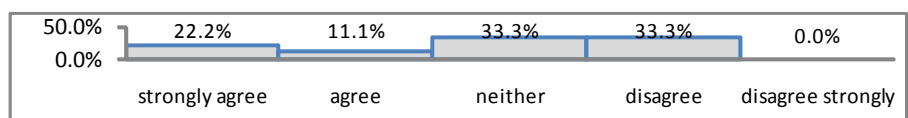
#### Non-Specialist Duties n= 9

str agree	agree	neither	disagree	str disagree
3	1	3	2	0



#### Take Work Home n= 9

str agree	agree	neither	disagree	str disagree
2	1	3	3	0



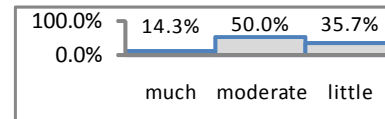
## Illustration - Traditional - Artefacts

n= 20

### About the Work

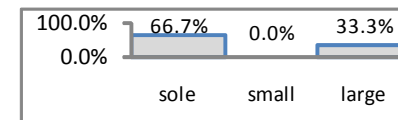
Charge / day	n	mean	SD	min	max
total	n= 14	£ 165.86	£ 44.51	£ 80.00	£ 320.00
with overheads	n= 9	£ 174.83	£ 54.65		
without overheads	n= 2	£ 90.00	£ 84.85		

Competition	n	great deal	moderate	very little
n= 14	2	7	5	

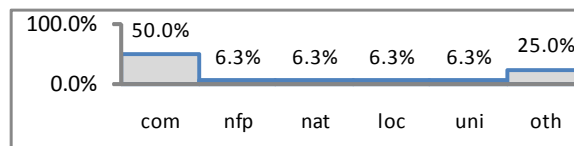


### About the Organisations

Sizes of Organisation	n	sole trader	small	large
n= 18	12	0	6	



Types of Organisation	n	commercial	not for profit	nat gov	local gov	university	other
n= 16	8	1	1	1	1	1	4



Location	n	Percentage
east of england	1	5.9%
east midlands	0	0.0%
london	1	5.9%
south-east england	3	17.6%
south west england	1	5.9%
north-east england	0	0.0%
north-west england	2	11.8%
west midlands	3	17.6%
yorkshire & the humber	4	23.5%
scotland	1	5.9%
wales	1	5.9%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	0	0.0%

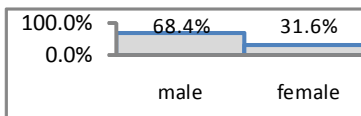
## Illustration - Traditional - Artefacts

### About the Specialists

#### Gender

n= 19

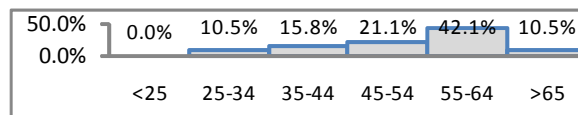
male	female
13	6



#### Age

n= 19

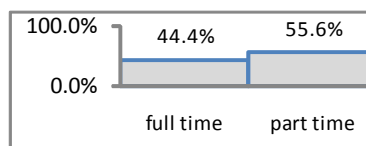
<25	25-34	35-44	45-54	55-64	>65
0	2	3	4	8	2



#### Hours Worked

n= 18

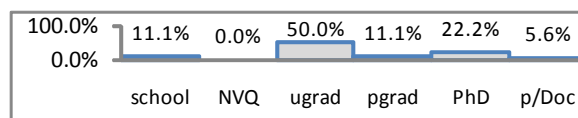
full time	part time
8	10



#### Highest Qualification

n= 18

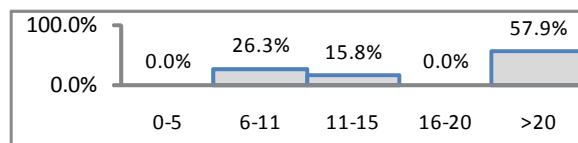
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	9	2	4	1



#### Years Practising to Date

n= 19

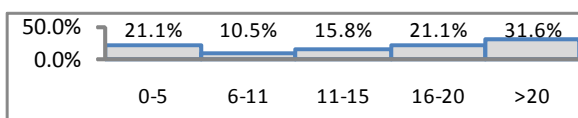
0-5	6-11	11-15	16-20	>20
0	5	3	0	11



#### Years Intending to Continue

n= 19

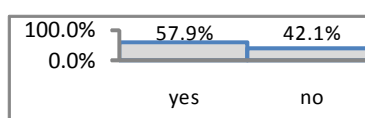
0-5	6-11	11-15	16-20	>20
4	2	3	4	6



#### Waiting List

n= 19

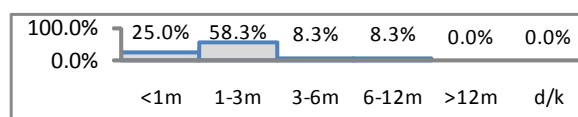
yes	no
11	8



#### Waiting List Length

n= 12

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	7	1	1	0	0

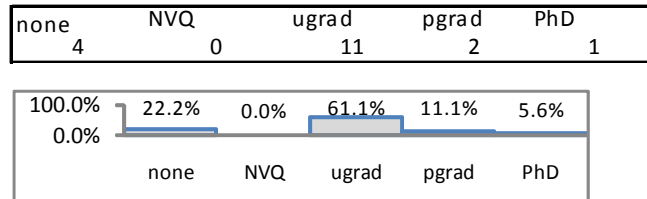


## Illustration - Traditional - Artefacts

### About Training and Professional Development

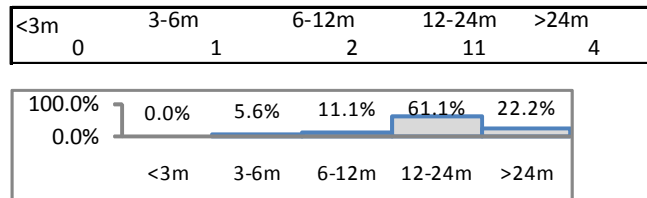
#### New Entrant Qualifications Needed

n= 18



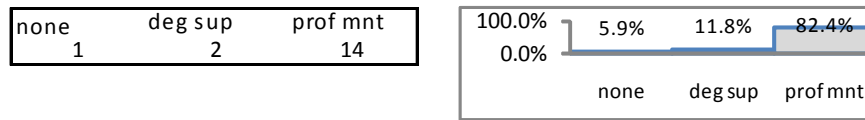
#### New Entrant Experience Needed

n= 18



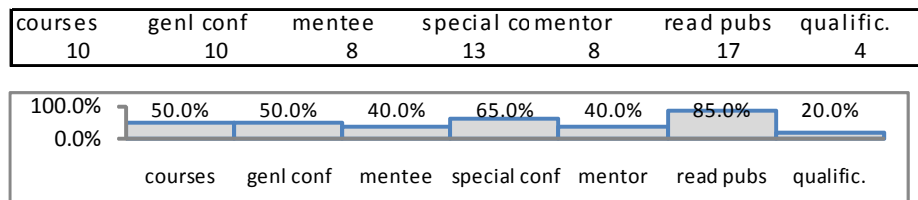
#### New Entrant Guidance or Mentoring

n= 17



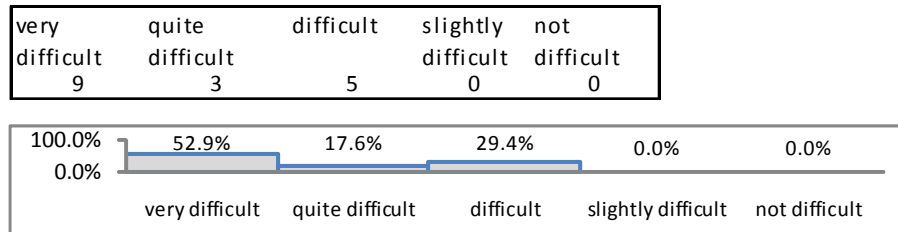
#### CPD Mechanisms Preferred

n= 20



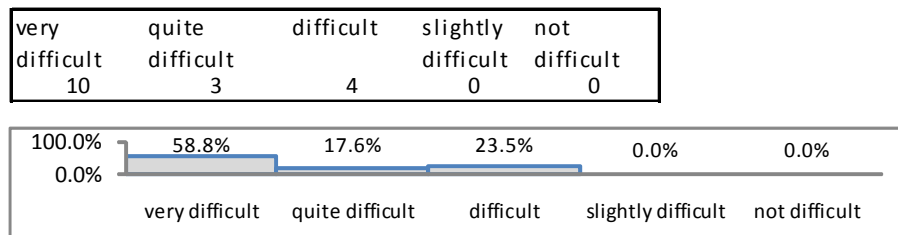
#### Access to Initial Training

n= 17



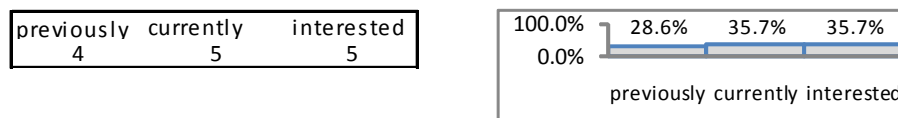
#### Access to CPD Training

n= 17



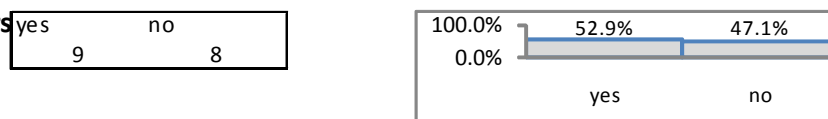
#### Being a Trainer

n= 14



#### Add to List of Trainers

n= 17



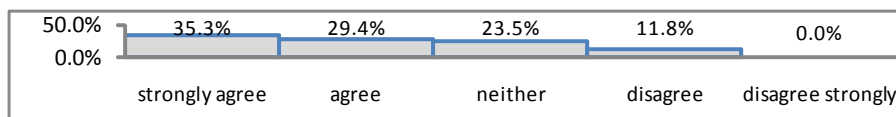
## Illustration - Traditional - Artefacts

### About the Changing Economic Situation

#### Reduced Projects

n= 17

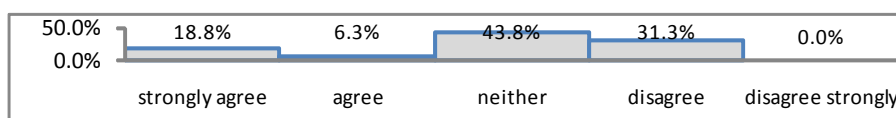
str agree	agree	neither	disagree	str disagree
6	5	4	2	0



#### Reduce Costs

n= 16

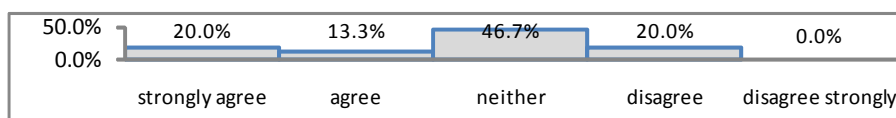
str agree	agree	neither	disagree	str disagree
3	1	7	5	0



#### Time Pressure

n= 15

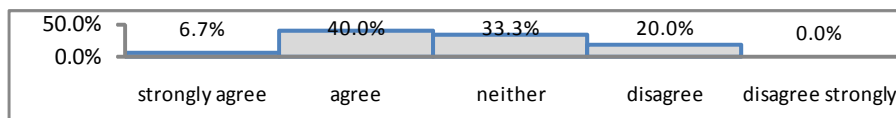
str agree	agree	neither	disagree	str disagree
3	2	7	3	0



#### Cut Back Aspects

n= 15

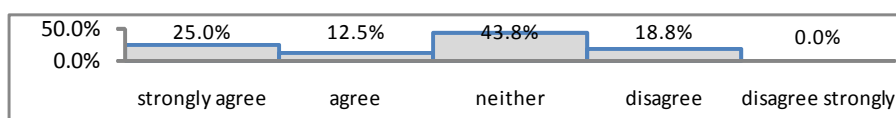
str agree	agree	neither	disagree	str disagree
1	6	5	3	0



#### Job Security Worries

n= 16

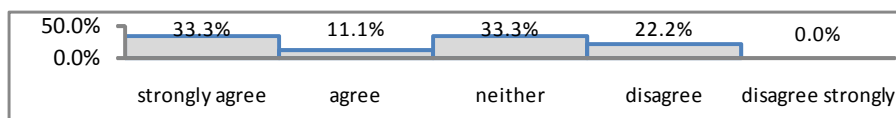
str agree	agree	neither	disagree	str disagree
4	2	7	3	0



#### Non-Specialist Duties

n= 9

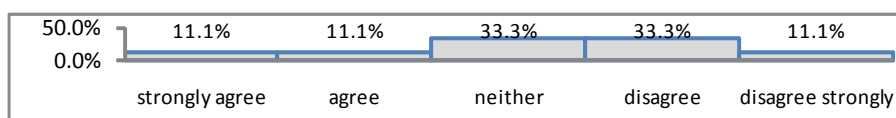
str agree	agree	neither	disagree	str disagree
3	1	3	2	0



#### Take Work Home

n= 9

str agree	agree	neither	disagree	str disagree
1	1	3	3	1



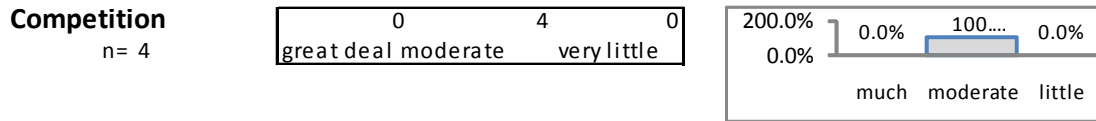


### Illustration - Traditional - Reconstructions

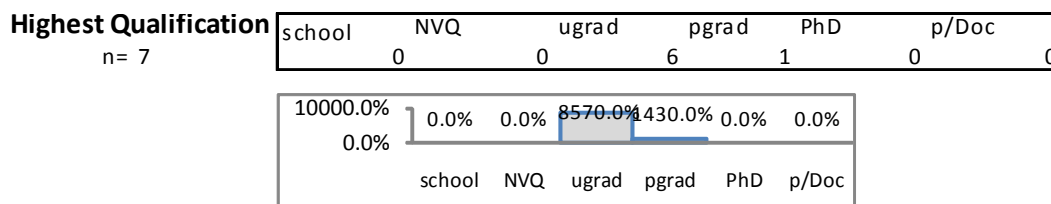
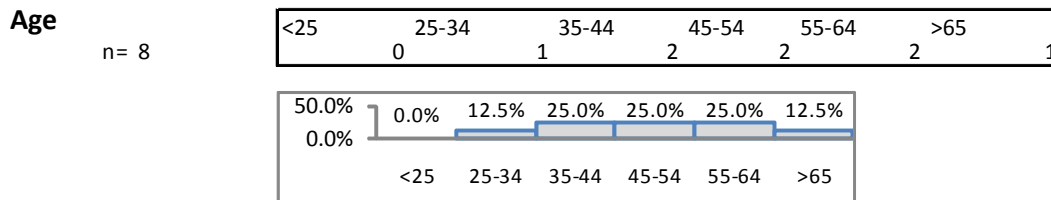
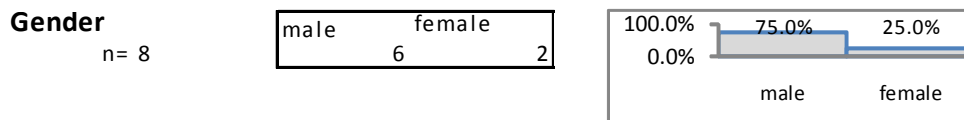
n= 8

#### About the Work

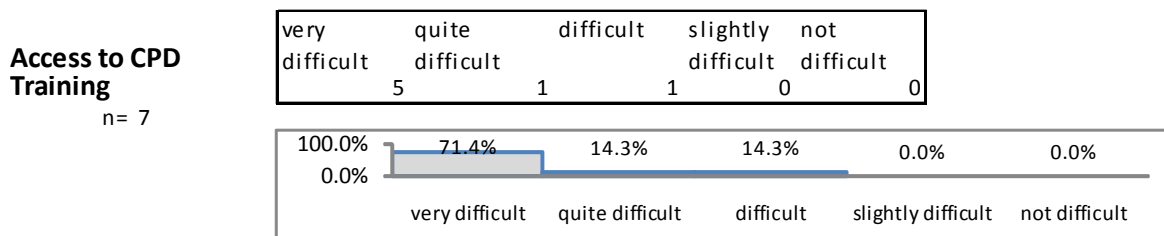
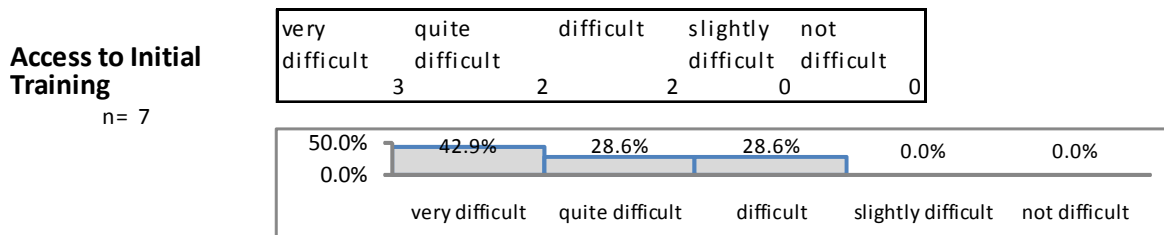
Charge / day	n	mean	SD	min	max
total	n= 4	£ 187.00	£ 49.70	£ 125.00	£ 250.00
with overheads	n= 4	£ 196.25	£ 52.18		
without overheads	n= 1	£ 150.00	.		



#### About the Specialists



#### About Training and Professional Development





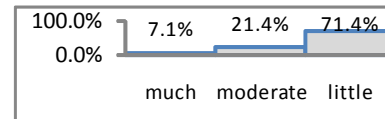
## Photography - All Specialisms

n= 18

### About the Work

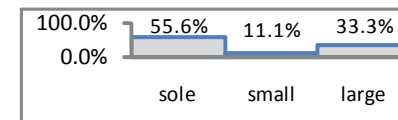
Charge / day	n	mean	SD	min	max
total	n= 0	£ 157.67	£ 76.60	£ 30.00	£ 300.00
with overheads	n= 6	£ 154.17	£ 75.66		
without overheads	n= 5	£ 194.00	£ 98.39		

Competition	n	1	3	10
	n= 14	great deal	moderate	very little

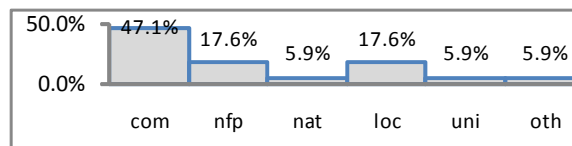


### About the Organisations

Sizes of Organisation	n	10	2	6
	n= 18	sole trader	small	large



Types of Organisation	n	8	3	1	3	1	1
	n= 17	commercial	not for profit	nat gov	local gov	university	other



Location	n	Percentage
east of england	2	11.8%
east midlands	0	0.0%
london	0	0.0%
south-east england	5	29.4%
south west england	1	5.9%
north-east england	1	5.9%
north-west england	1	5.9%
west midlands	0	0.0%
yorkshire & the humber	1	5.9%
scotland	2	11.8%
wales	1	5.9%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	3	17.6%

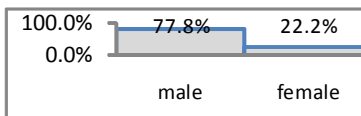
## Photography - All Specialisms

### About the Specialists

#### Gender

n= 18

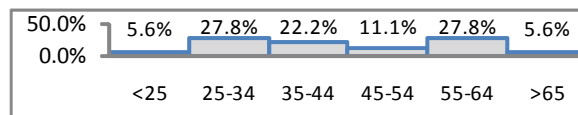
male	female
14	4



#### Age

n= 18

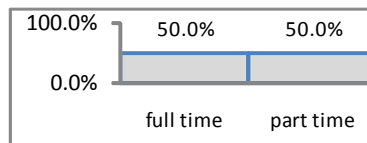
<25	25-34	35-44	45-54	55-64	>65
1	5	4	2	5	1



#### Hours Worked

n= 18

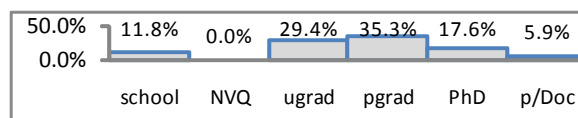
full time	part time
9	9



#### Highest Qualification

n= 17

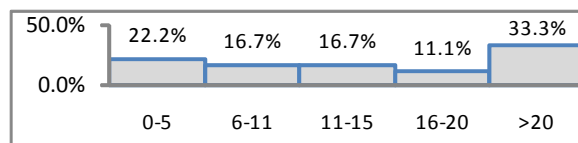
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	5	6	3	1



#### Years Practising to Date

n= 18

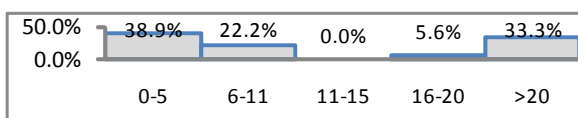
0-5	6-11	11-15	16-20	>20
4	3	3	2	6



#### Years Intending to Continue

n= 18

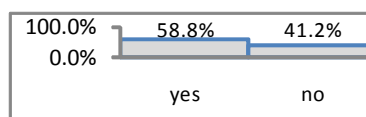
0-5	6-11	11-15	16-20	>20
7	4	0	1	6



#### Waiting List

n= 17

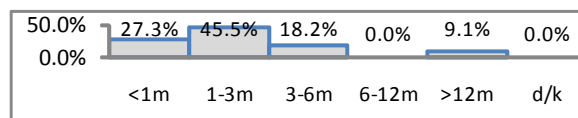
yes	no
10	7



#### Waiting List Length

n= 11

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	5	2	0	1	0

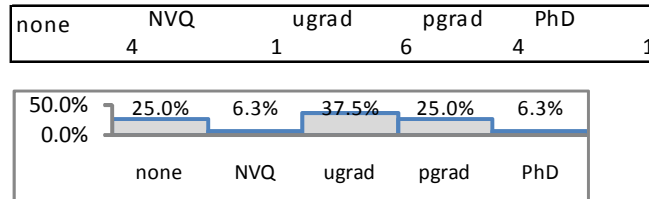


## Photography - All Specialisms

### About Training and Professional Development

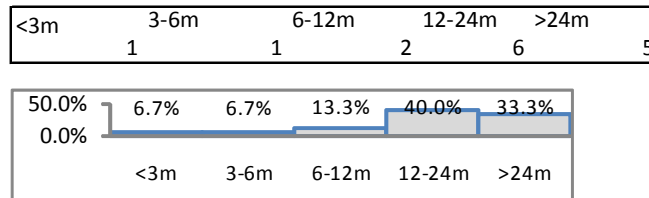
#### New Entrant Qualifications Needed

n= 16



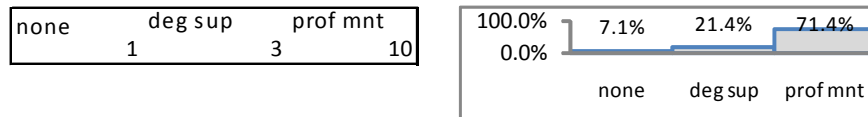
#### New Entrant Experience Needed

n= 15



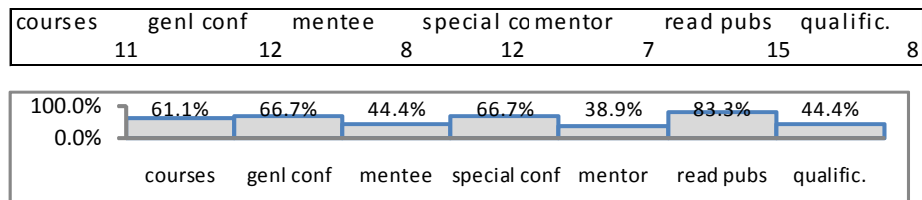
#### New Entrant Guidance or Mentoring

n= 14



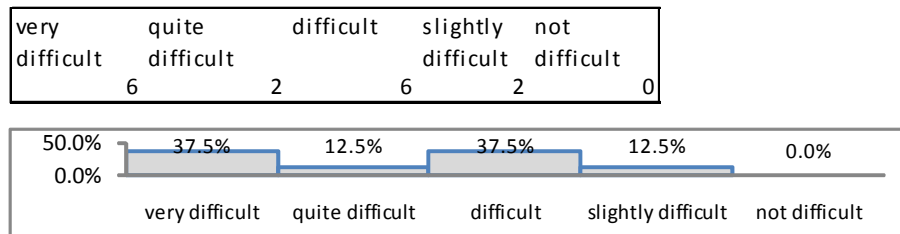
#### CPD Mechanisms Preferred

n= 18



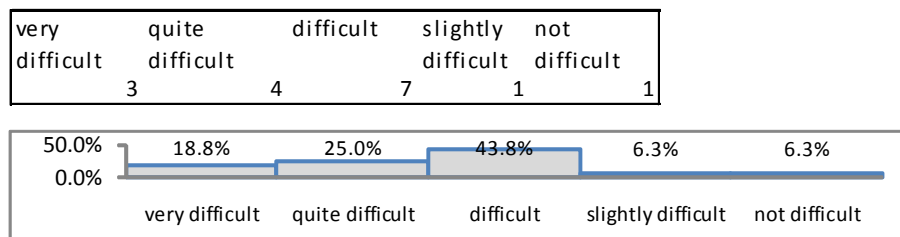
#### Access to Initial Training

n= 16



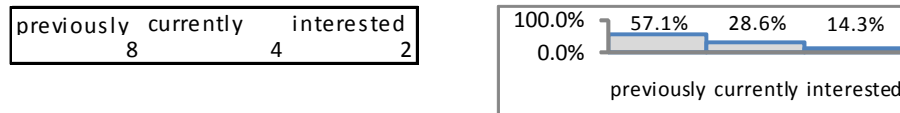
#### Access to CPD Training

n= 16



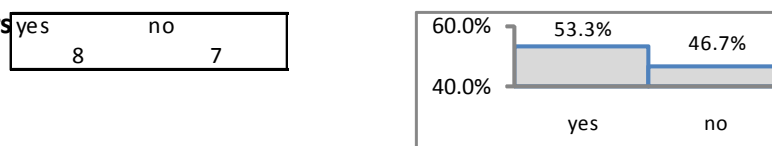
#### Being a Trainer

n= 14



#### Add to List of Trainers

n= 15



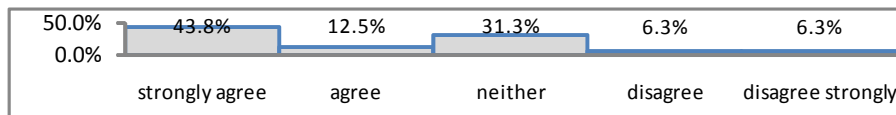
## Photography - All Specialisms

### About the Changing Economic Situation

#### Reduced Projects

n= 16

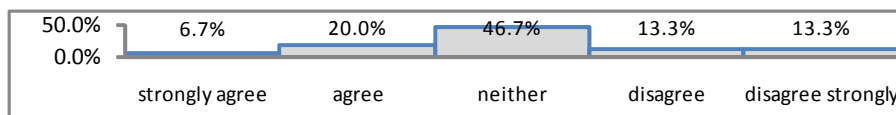
str agree	agree	neither	disagree	str disagree
7	2	5	1	1



#### Reduce Costs

n= 15

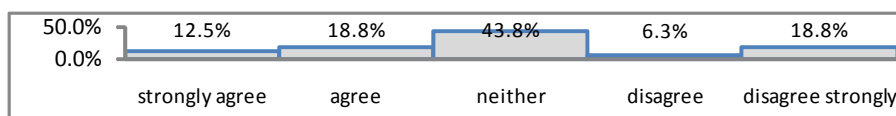
str agree	agree	neither	disagree	str disagree
1	3	7	2	2



#### Time Pressure

n= 16

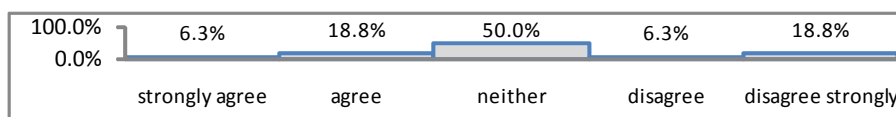
str agree	agree	neither	disagree	str disagree
2	3	7	1	3



#### Cut Back Aspects

n= 16

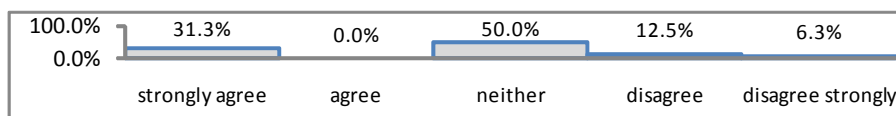
str agree	agree	neither	disagree	str disagree
1	3	8	1	3



#### Job Security Worries

n= 16

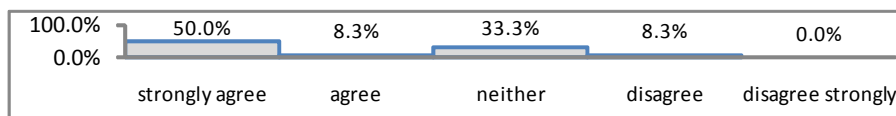
str agree	agree	neither	disagree	str disagree
5	0	8	2	1



#### Non-Specialist Duties

n= 12

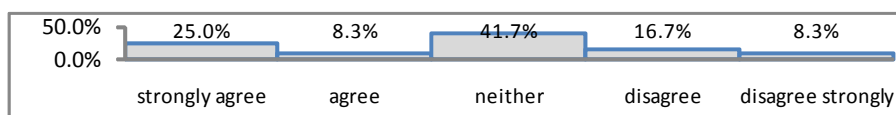
str agree	agree	neither	disagree	str disagree
6	1	4	1	0



#### Take Work Home

n= 12

str agree	agree	neither	disagree	str disagree
3	1	5	2	1

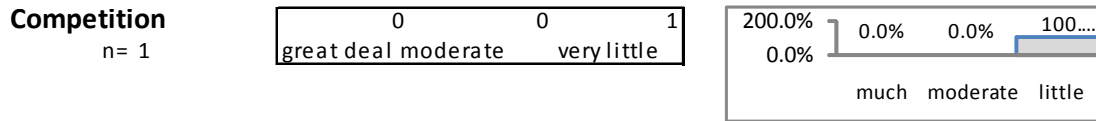


## Photography - Microphotography

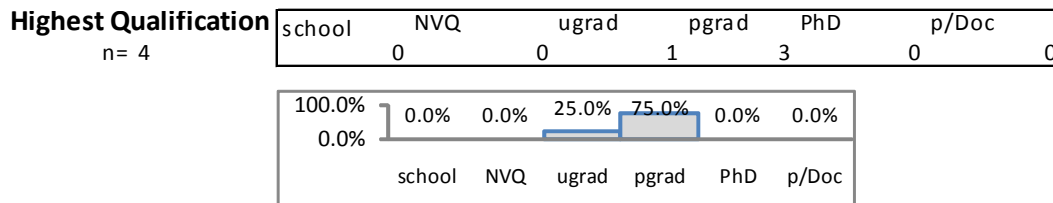
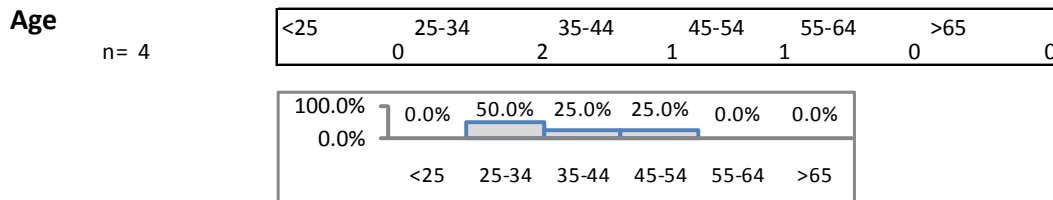
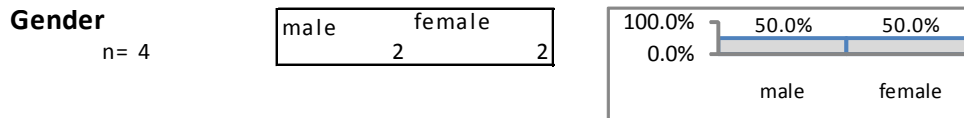
n= 4

### About the Work

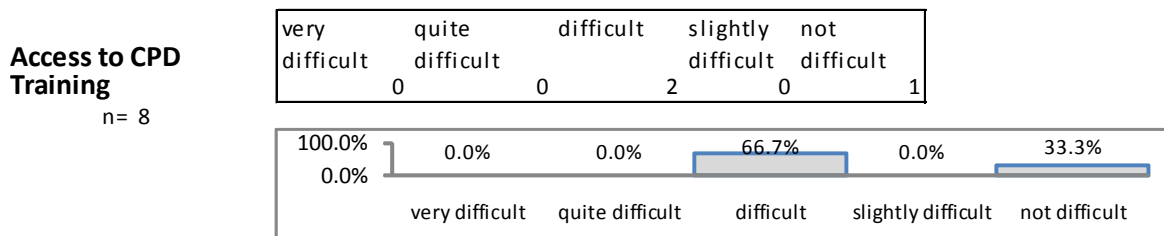
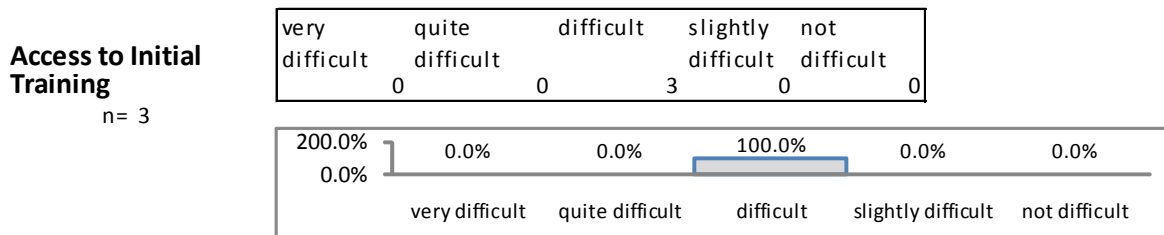
Charge / day	n	mean	SD	min	max
total	n= 1	£ 100.00	£ -	£ 100.00	£ 100.00
with overheads	n= 0	£ -	£ -		
without overheads	n= 0	£ -	£ -		



### About the Specialists



### About Training and Professional Development

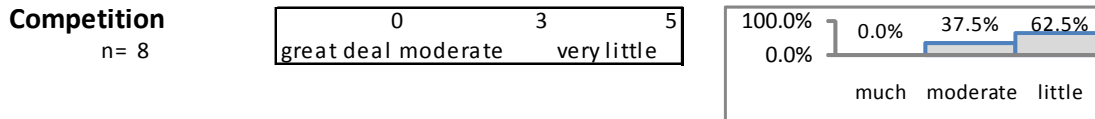


## Photography - Artefact Photography

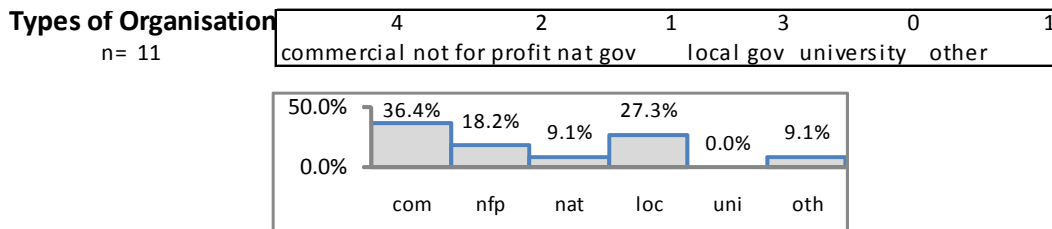
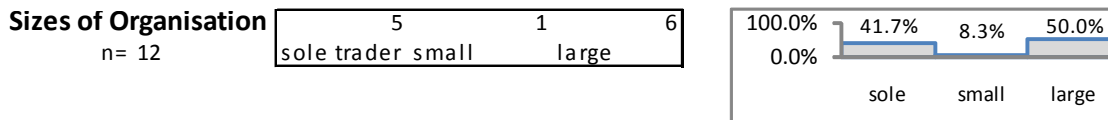
n= 13

### About the Work

Charge / day		mean	SD	min	max
total	n= 7	£ 139.29	£ 68.22	£ 30.00	£ 225.00
with overheads	n= 5	£ 145.00	£ 80.78		
without overheads	n= 1	£ 150.00	.		



### About the Organisations



**Location**  
n= 12

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	4	33.3%
south west england	1	8.3%
north-east england	1	8.3%
north-west england	1	8.3%
west midlands	0	0.0%
yorkshire & the humber	1	8.3%
scotland	0	0.0%
wales	1	8.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	3	25.0%



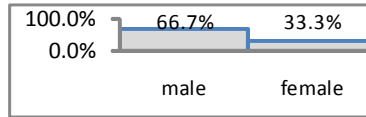
## Photography - Artefact Photography

### About the Specialists

**Gender**

n= 12

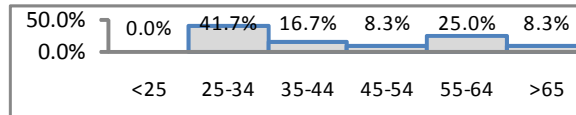
male	female
8	4



**Age**

n= 12

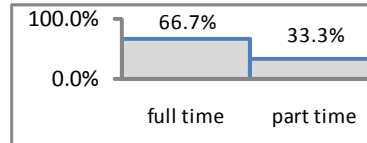
<25	25-34	35-44	45-54	55-64	>65
0	5	2	1	3	1



**Hours Worked**

n= 12

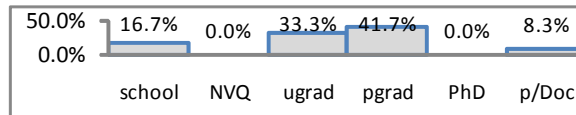
full time	part time
8	4



**Highest Qualification**

n= 12

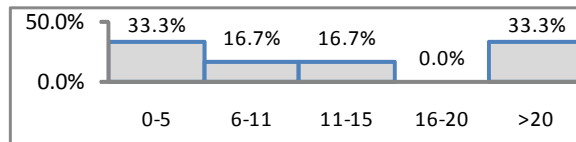
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	4	5	0	1



**Years Practising to Date**

n= 12

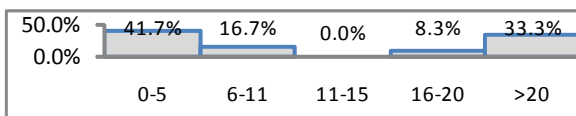
0-5	6-11	11-15	16-20	>20
4	2	2	0	4



**Years Intending to Continue**

n= 12

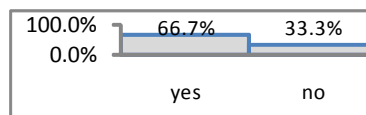
0-5	6-11	11-15	16-20	>20
5	2	0	1	4



**Waiting List**

n= 12

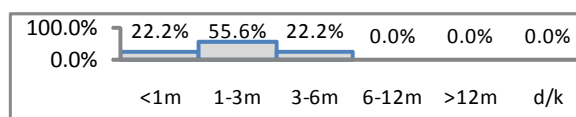
yes	no
8	4



**Waiting List Length**

n= 9

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	5	2	0	0	0



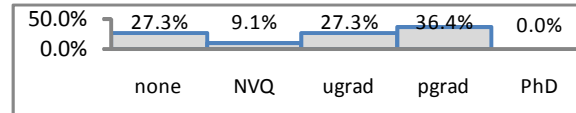
## Photography - Artefact Photography

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 11

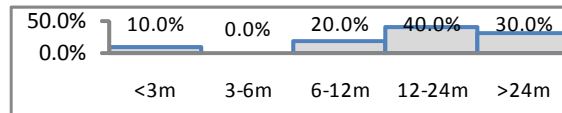
none	NVQ	ugrad	pgrad	PhD	
	3	1	3	4	0



#### New Entrant Experience Needed

n= 10

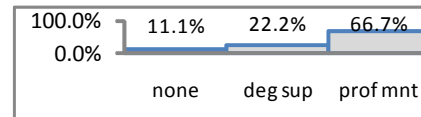
<3m	3-6m	6-12m	12-24m	>24m
1	0	2	4	3



#### New Entrant Guidance or Mentoring

n= 9

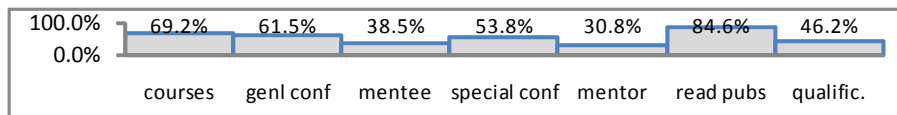
none	deg sup	prof mnt
1	2	6



#### CPD Mechanisms Preferred

n= 13

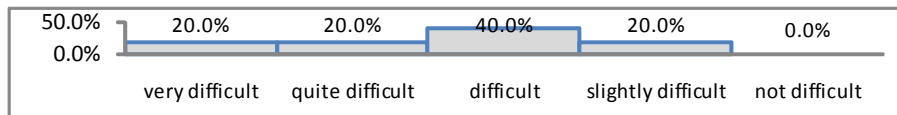
courses	genl conf	mentee	special co mentor	read pubs	qualific.
9	8	5	7	4	6



#### Access to Initial Training

n= 10

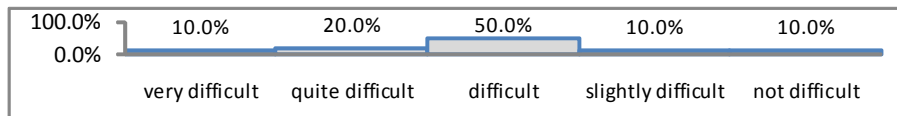
very	quite	difficult	slightly	not
2	2	4	2	0



#### Access to CPD Training

n= 10

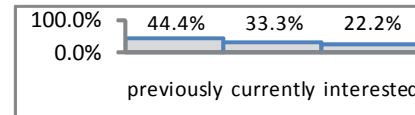
very	quite	difficult	slightly	not
1	2	5	1	1



#### Being a Trainer

n= 9

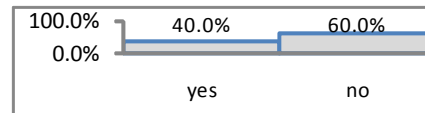
previously	currently	interested
4	3	2



#### Add to List of Trainers

n= 10

yes	no
4	6



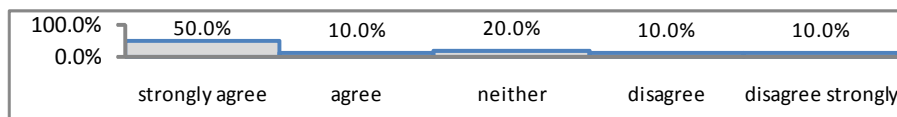
## Photography - Artefact Photography

### About the Changing Economic Situation

#### Reduced Projects

n= 10

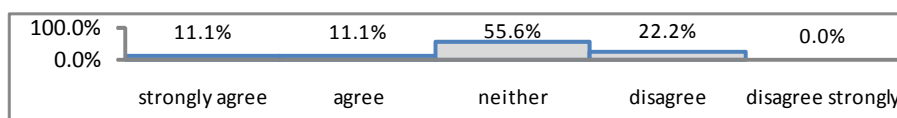
str agree	agree	neither	disagree	str disagree
5	1	2	1	1



#### Reduce Costs

n= 9

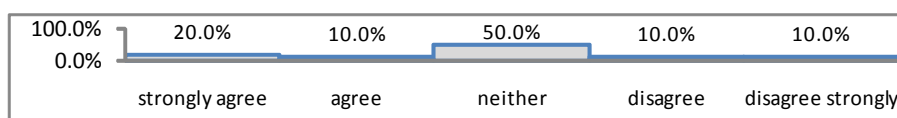
str agree	agree	neither	disagree	str disagree
1	1	5	2	0



#### Time Pressure

n= 10

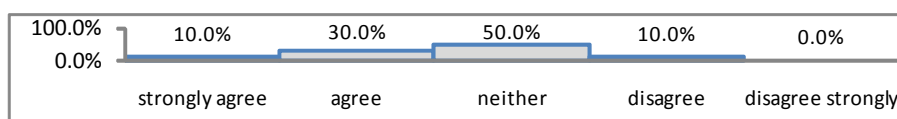
str agree	agree	neither	disagree	str disagree
2	1	5	1	1



#### Cut Back Aspects

n= 10

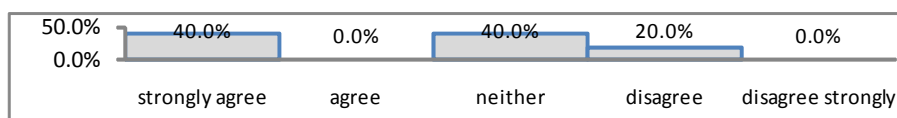
str agree	agree	neither	disagree	str disagree
1	3	5	1	0



#### Job Security Worries

n= 11

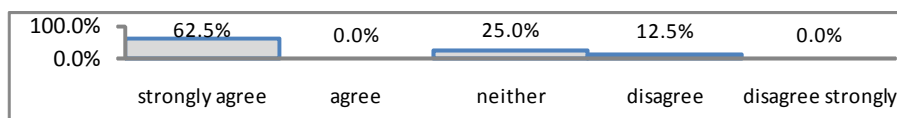
str agree	agree	neither	disagree	str disagree
4	0	4	2	0



#### Non-Specialist Duties

n= 8

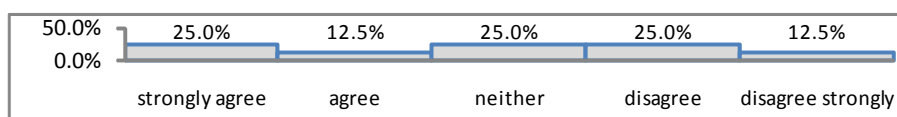
str agree	agree	neither	disagree	str disagree
5	0	2	1	0



#### Take Work Home

n= 8

str agree	agree	neither	disagree	str disagree
2	1	2	2	1



## Photography - Site Photography

n= 10

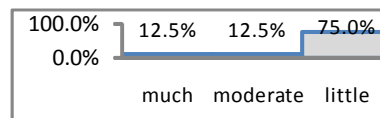
### About the Work

Charge / day		mean	SD	min	max
<b>total</b>	n= 7	£ 184.29	£ 85.22	£ 80.00	£ 320.00
<b>with overheads</b>	n= 2	£ 160.00	£ 56.57		
<b>without overheads</b>	n= 4	£ 217.50	£ 96.05		

### Competition

n= 8

1	1	6
great deal	moderate	very little

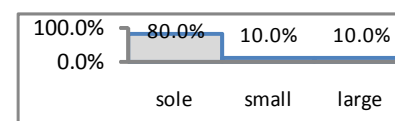


### About the Organisations

#### Sizes of Organisation

n= 10

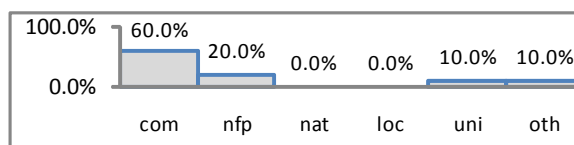
8	1	1
sole trader	small	large



#### Types of Organisation

n= 10

6	2	0	0	1	1
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 9

east of england	0	0.0%
east midlands	2	22.2%
london	0	0.0%
south-east england	1	11.1%
south west england	1	11.1%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	1	11.1%
scotland	2	22.2%
wales	1	11.1%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	1	11.1%

## Photography – Site Photography

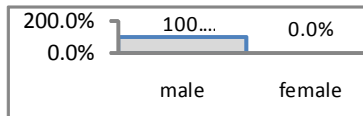
## Photography - Site Photography

### About the Specialists

#### Gender

n= 10

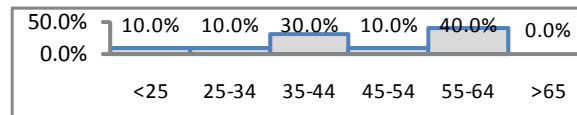
male	female
10	0



#### Age

n= 10

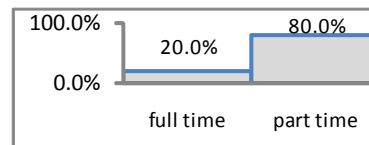
<25	25-34	35-44	45-54	55-64	>65
1	1	3	1	4	0



#### Hours Worked

n= 10

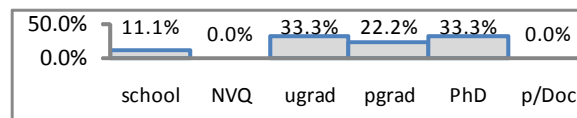
full time	part time
2	8



#### Highest Qualification

n= 9

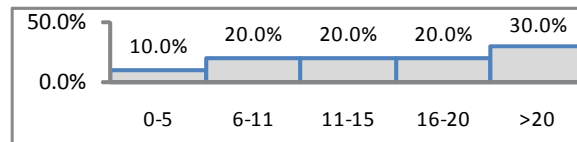
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	3	2	3	0



#### Years Practising to Date

n= 10

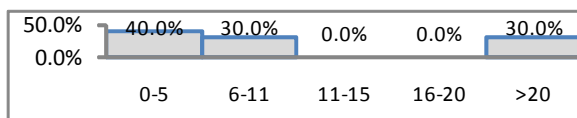
0-5	6-11	11-15	16-20	>20
1	2	2	2	3



#### Years Intending to Continue

n= 10

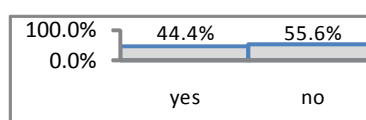
0-5	6-11	11-15	16-20	>20
4	3	0	0	3



#### Waiting List

n= 9

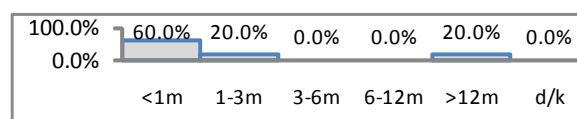
yes	no
4	5



#### Waiting List Length

n= 5

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	1	0	0	1	0

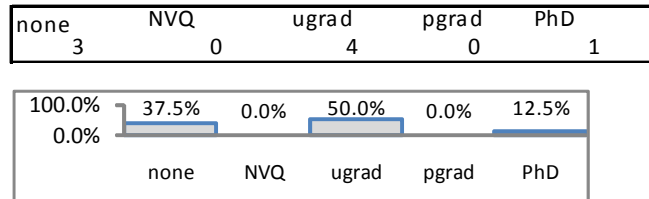


## Photography - Site Photography

### About Training and Professional Development

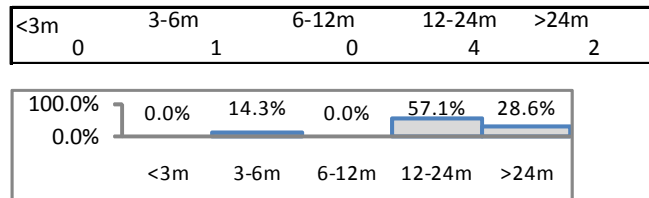
#### New Entrant Qualifications Needed

n= 8



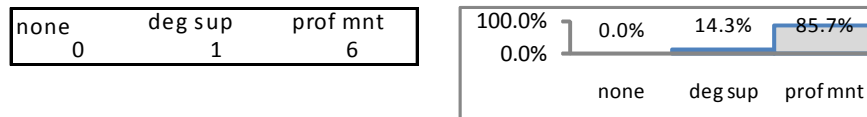
#### New Entrant Experience Needed

n= 7



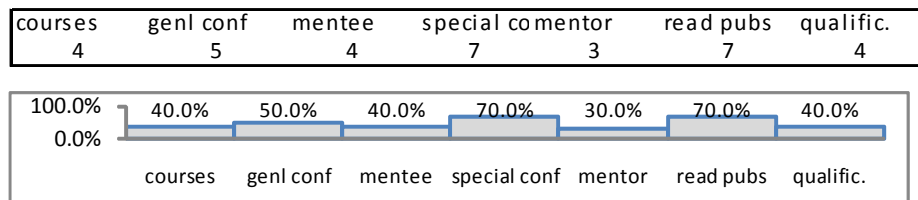
#### New Entrant Guidance or Mentoring

n= 7



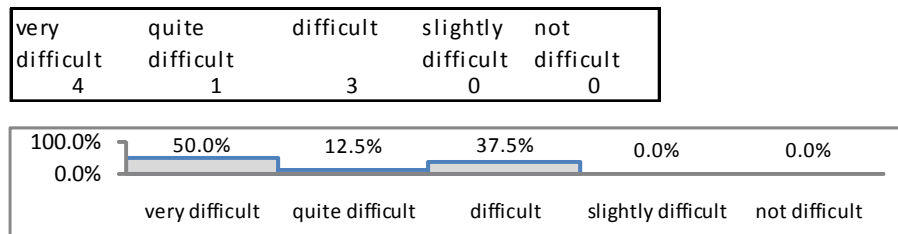
#### CPD Mechanisms Preferred

n= 10



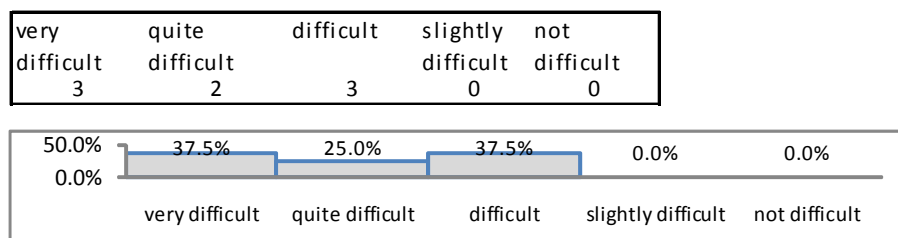
#### Access to Initial Training

n= 8



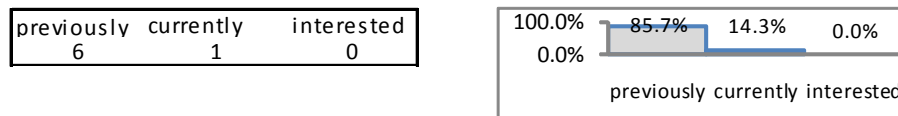
#### Access to CPD Training

n= 8



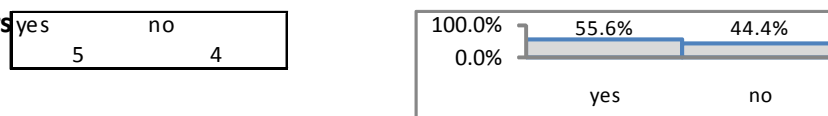
#### Being a Trainer

n= 7



#### Add to List of Trainers

n= 9



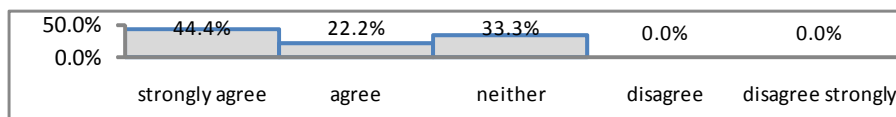
## Photography - Site Photography

### About the Changing Economic Situation

#### Reduced Projects

n= 9

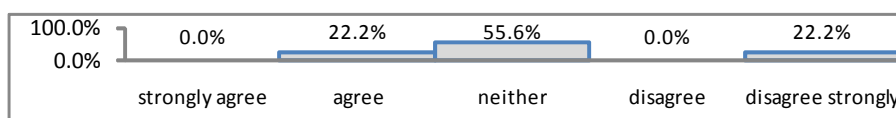
str agree	agree	neither	disagree	str disagree
4	2	3	0	0



#### Reduce Costs

n= 9

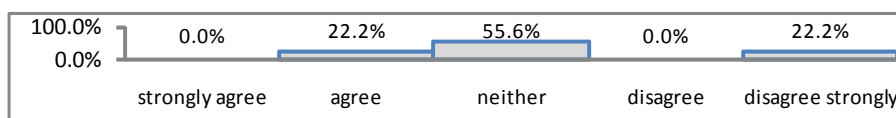
str agree	agree	neither	disagree	str disagree
0	2	5	0	2



#### Time Pressure

n= 9

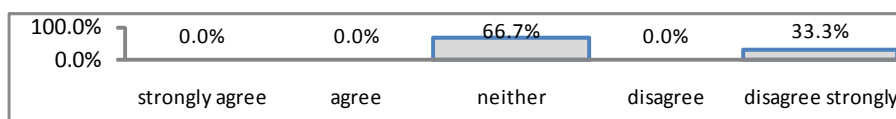
str agree	agree	neither	disagree	str disagree
0	2	5	0	2



#### Cut Back Aspects

n= 9

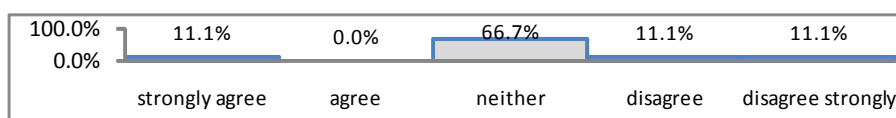
str agree	agree	neither	disagree	str disagree
0	0	6	0	3



#### Job Security Worries

n= 9

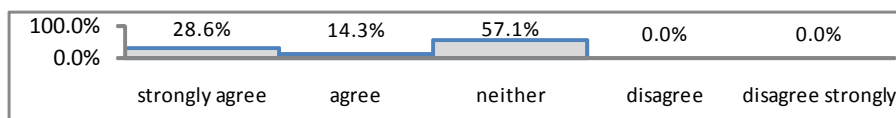
str agree	agree	neither	disagree	str disagree
1	0	6	1	1



#### Non-Specialist Duties

n= 7

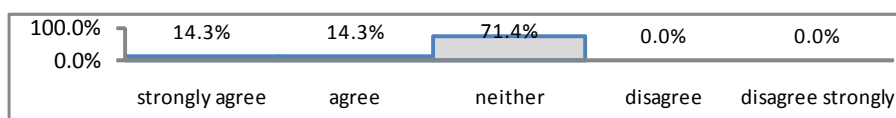
str agree	agree	neither	disagree	str disagree
2	1	4	0	0



#### Take Work Home

n= 7

str agree	agree	neither	disagree	str disagree
1	1	5	0	0



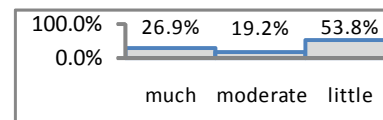
## Other Specialist Services

n= 33

### About the Work

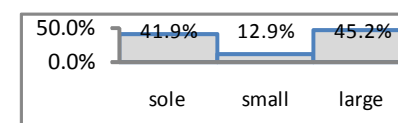
Charge / day	n	mean	SD	min	max
total	n= 22	£ 259.73	£ 147.19	£ 75.00	£ 600.00
with overheads	n= 14	£ 242.14	£ 129.25		
without overheads	n= 8	£ 275.50	£ 192.79		

Competition	n	great deal	moderate	very little
n= 26	7	5	14	

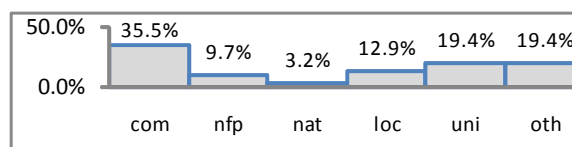


### About the Organisations

Sizes of Organisation	n	sole trader	small	large
n= 31	13	4	14	



Types of Organisation	n	commercial	not for profit	nat gov	local gov	university	other
n= 31	11	3	1	4	6	6	



Location	n	Percentage
east of england	4	12.5%
east midlands	3	9.4%
london	1	3.1%
south-east england	7	21.9%
south west england	1	3.1%
north-east england	1	3.1%
north-west england	0	0.0%
west midlands	2	6.3%
yorkshire & the humber	2	6.3%
scotland	5	15.6%
wales	2	6.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk	4	12.5%

## Other Specialist Services



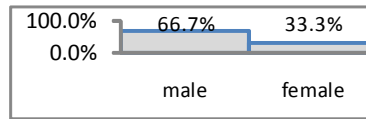
## Other Specialist Services

### About the Specialists

#### Gender

n= 27

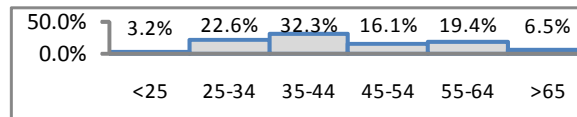
male	female
18	9



#### Age

n= 31

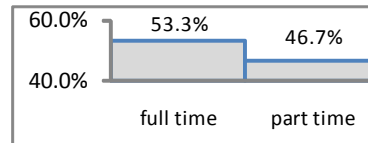
<25	25-34	35-44	45-54	55-64	>65
1	7	10	5	6	2



#### Hours Worked

n= 30

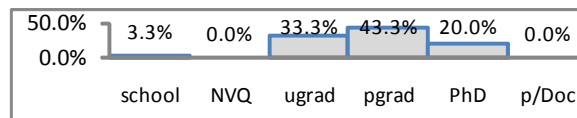
full time	part time
16	14



#### Highest Qualification

n= 30

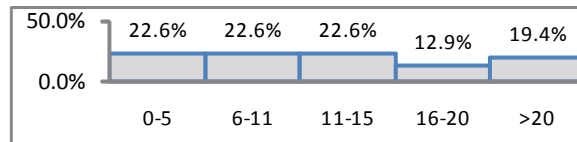
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	10	13	6	0



#### Years Practising to Date

n= 31

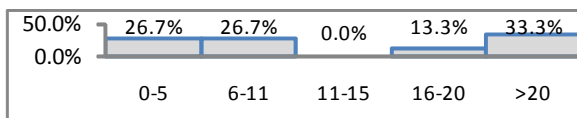
0-5	6-11	11-15	16-20	>20
7	7	7	4	6



#### Years Intending to Continue

n= 30

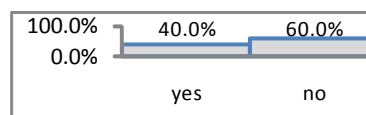
0-5	6-11	11-15	16-20	>20
8	8	0	4	10



#### Waiting List

n= 30

yes	no
12	18



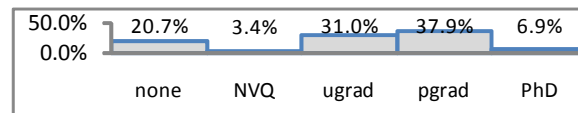
## Other Specialist Services

### About Training and Professional Development

#### New Entrant Qualifications Needed

n= 29

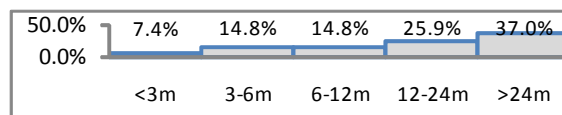
none	NVQ	ugrad	pgrad	PhD
6	1	9	11	2



#### New Entrant Experience Needed

n= 27

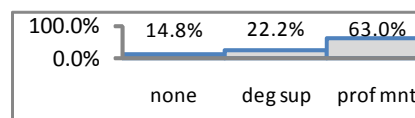
<3m	3-6m	6-12m	12-24m	>24m
2	4	4	7	10



#### New Entrant Guidance or Mentoring

n= 27

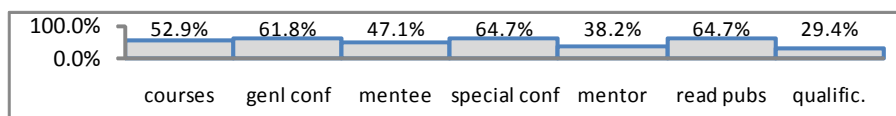
none	deg sup	prof mnt
4	6	17



#### CPD Mechanisms Preferred

n= 34

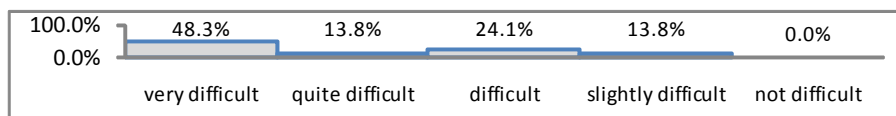
courses	genl conf	mentee	special co mentor	read pubs	qualific.
18	21	16	22	13	10



#### Access to Initial Training

n= 29

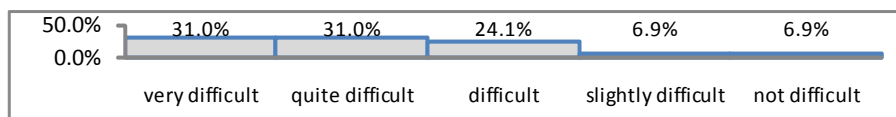
very	quite	difficult	slightly	not
14	4	7	4	0



#### Access to CPD Training

n= 29

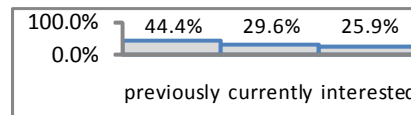
very	quite	difficult	slightly	not
9	9	7	2	2



#### Being a Trainer

n= 27

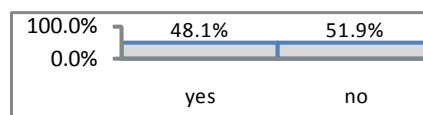
previously	currently	interested
12	8	7



#### Add to List of Trainers

n= 27

yes	no
13	14



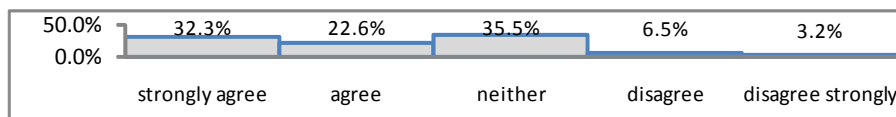
## Other Specialist Services

### About the Changing Economic Situation

#### Reduced Projects

n= 31

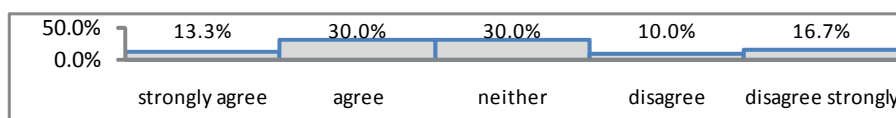
str agree	agree	neither	disagree	str disagree
10	7	11	2	1



#### Reduce Costs

n= 30

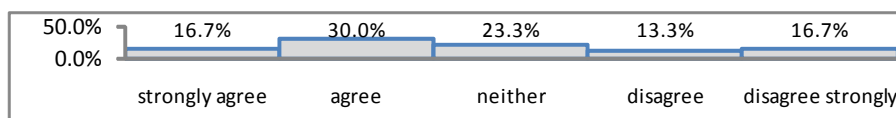
str agree	agree	neither	disagree	str disagree
4	9	9	3	5



#### Time Pressure

n= 30

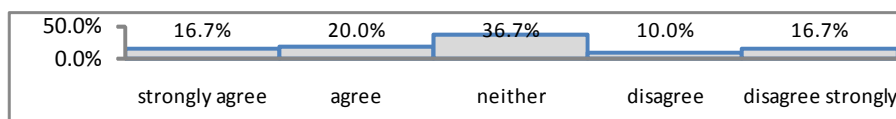
str agree	agree	neither	disagree	str disagree
5	9	7	4	5



#### Cut Back Aspects

n= 30

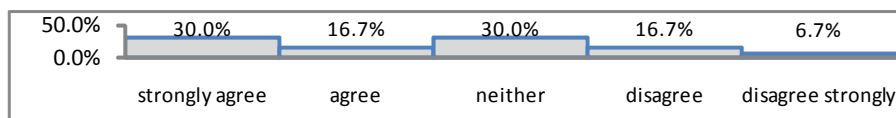
str agree	agree	neither	disagree	str disagree
5	6	11	3	5



#### Job Security Worries

n= 30

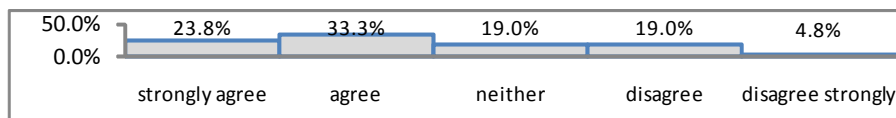
str agree	agree	neither	disagree	str disagree
9	5	9	5	2



#### Non-Specialist Duties

n= 21

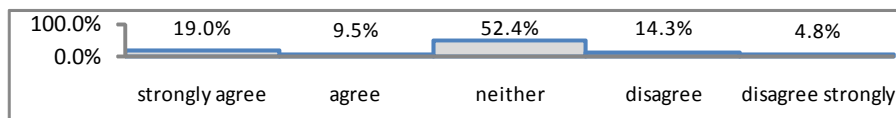
str agree	agree	neither	disagree	str disagree
5	7	4	4	1



#### Take Work Home

n= 21

str agree	agree	neither	disagree	str disagree
4	2	11	3	1



## Appendix II      Questionnaire

## Survey of Archaeological Specialists 2010-11

Page 1 of 18

### Welcome - Survey of Archaeological Specialists 2010-11

Landward Research have been commissioned by the Higher Education Academy's History, Classics and Archaeology Subject Centre and English Heritage to conduct a survey of archaeological specialists.

Individual archaeological specialists, providing commercial services in any of the areas of:

- finds study,
- environmental study,
- conservation,
- physical dating,
- survey,
- historical research,
- archiving,
- report production,
- illustration,
- photography,

or any other specialist area are now invited to complete the following short questionnaire.

Doing this should take approximately ten minutes of your time, and your contribution will be greatly appreciated.

At the end of the survey, you will have the opportunity to request a copy of the final report once it is published.

The survey will help individual specialists, students, educators and wider sector plan for the future - partly this will be through identifying the impact of the current economic climate upon specialists' work and by identifying any areas where skills losses might affect the capacity of the archaeological profession to provide specialist advice. This will then allow priority areas for the delivery of training to be identified.

The questionnaire is now open until Sunday 13 March 2011.

All answers will be treated in the strictest confidence. Landward Research Ltd is Registered as a Data Controller with the Information Commissioner's Office. All data received will be used only for research purposes. No information that could be used to identify any individual or organisation will be available to any other organisation.

if you have any problems completing this survey, please email [specialists@landward.eu](mailto:specialists@landward.eu)



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## Survey of Archaeological Specialists 2010-11

Page 2 of 18

### Specialist Service Areas

**1. In which of these broad areas do you provide specialist services?**

*If you indicate that you do provide services in any area, you will then be asked detailed questions about these on another page*

- Finds Study** (pottery, ceramic building material, clay pipe, worked stone, metal, glass, organic material)
- Environmental Study** (archaeobotany, zooarchaeology, geoarchaeology, human osteology)
- Conservation** (on-site, analytical / investigative, archiving & display, building)
- Physical Dating** (dendrochronology, radiocarbon, other physical dating, chemical dating)
- Survey** (landscape, topographic, geophysical, building, photogrammetry / rectified photography, aerial)
- Historical Research** (documentary research, palaeography)
- Archiving** (including security copying)
- Report Production** (design, editing, indexing, paper publication, electronic publication, distribution)
- Illustration** (digital, traditional)
- Photography** (microphotography, artefact, site)
- Other** (any other specialist service)

if you have any problems completing this survey, please email [specialists@landward.eu](mailto:specialists@landward.eu)



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## Survey of Archaeological Specialists 2010-11

### Specialist Services - Finds Study

1. Do you provide any of these specialist services?

#### *Finds Study*

	do you provide this?	how much do you charge?	does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?
	yes	£ / day	yes	no	great deal	moderate amount	very little	comment
<b>pottery</b>								
prehistoric	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Roman - amphorae	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Roman - mortaria	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Roman - Samian	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Roman - stamped Samian	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Roman - all other	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
medieval	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
post-medieval	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
ceramic petrology	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>ceramic building material</b>								
tile	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
brick	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
mosaic	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>clay pipe</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>worked stone</b>								
carved	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
flaked	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
ground	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
petrology	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>metal</b>								
coins & tokens	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
other artefacts	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
metallurgical analysis	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
slag (and other byproducts)	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>glass</b>								
vessel	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
window	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
other artefacts	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
glass working (and by-products)	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

<b>organic material</b>								
leather	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
wood	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
textiles	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
bone & antler	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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## Survey of Archaeological Specialists 2010-11

### Specialist Services - Environmental Study

1. Do you provide any of these specialist services?

#### *Environmental Study*

	do you provide this?	how much do you charge?	does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?
	yes	£ / day	yes	no	great deal	moderate amount	very little	comment
<b>archaeobotany</b>								
plant macrofossil	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
pollen	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
diatoms	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>zooarchaeology</b>								
vertebrate	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
microfauna	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
insect	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
mollusc	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>geoarchaeology</b>								
sedimentology	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
soil micromorphology	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>human osteology</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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## Survey of Archaeological Specialists 2010-11

1. Do you provide any of these specialist services?

### Conservation

	do you provide this?	how much do you charge? £ / day	does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?  comment
			yes	no	great deal	moderate amount	very little	
<b>on-site</b>								
pottery	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
stone	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
metal	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
glass	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
organic material	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>analytical / investigative</b>								
pottery	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
stone	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
metal	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
glass	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
organic material	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>archiving / display</b>								
pottery	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
stone	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
metal	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
glass	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
organic material	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>buildings</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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## Survey of Archaeological Specialists 2010-11

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1. Do you provide any of these specialist services?

### *Physical Dating*

	do you provide this?	how much do you charge?	does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?
	yes	£ / day	yes	no	great deal	moderate amount	very little	comment
<b>dendrochronology</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>radiocarbon</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>other physical dating</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>chemical dating</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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## Survey of Archaeological Specialists 2010-11

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### Specialist Services - Survey

1. Do you provide any of these specialist services?

#### *Survey*

	do you provide this?	how much do you charge?	does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?
	yes	£ / day	yes	no	great deal	moderate amount	very little	comment
landscape	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
topographic	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
geophysical	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
buildings	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
photogrammetry / rectified photography	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
aerial	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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## Survey of Archaeological Specialists 2010-11

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1. Do you provide any of these specialist services?

### *Historical Research*

	do you provide this?	how much do you charge?	does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?
	yes	£ / day	yes	no	great deal	moderate amount	very little	comment
<b>documentary research</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>palaeography</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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## Survey of Archaeological Specialists 2010-11

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### Specialist Services - Archiving

1. Do you provide any of these specialist services?

#### *Archiving*

	do you provide this?	how much do you charge?	does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?
	yes	£ / day	yes	no	great deal	moderate amount	very little	comment
<b>archiving</b> (including security copying)	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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## Survey of Archaeological Specialists 2010-11

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### Specialist Services - Report Production

1. Do you provide any of these specialist services?

#### *Report Production*

	do you provide this?	how much do you charge?	does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?
	yes	£ / day	yes	no	great deal	moderate amount	very little	comment
<b>design</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>editing</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>indexing</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>paper publication</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>digital publication</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>distribution</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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## Survey of Archaeological Specialists 2010-11

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### Specialist Services - Illustration

1. Do you provide any of these specialist services?

#### *Illustration*

	do you provide this?	how much do you charge?	does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?
	yes	£ / day	yes	no	great deal	moderate amount	very little	comment
<b>digital</b>								
maps, plans & elevations	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
artefacts	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
reconstructions	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
display	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>traditional</b>								
maps, plans & displays	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
artefacts	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
reconstructions	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
display	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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## Survey of Archaeological Specialists 2010-11

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### Specialist Services - Photography

1. Do you provide any of these specialist services?

#### *Photography*

	do you provide this?	how much do you charge?	does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?
	yes	£ / day	yes	no	great deal	moderate amount	very little	comment
<b>microphotography</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>artefact</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<b>site</b>	<input type="checkbox"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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## Survey of Archaeological Specialists 2010-11

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1. Do you provide any of these specialist services?

*Any Other Specialist Service*

	do you provide this?		how much do you charge?		does this figure include overheads?		how much competition to provide this service do you encounter?			do you have any further comments on this specialist area?
	yes	£ / day	yes	no	great deal	moderate amount	very little	comment		
<b>specialism</b> please identify in comment box	<input type="checkbox"/>	<input style="width: 50px;" type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input style="width: 100px;" type="text"/>	



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## Survey of Archaeological Specialists 2010-11

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### About Your Organisation

Thank you for completing the questions about specialist service provision.

Please now answer a few questions about yourself, your organisation, your views on training and how the current economic situation is affecting your work.

Your answers will greatly help to inform us about the profile of archaeological specialists, and will help to guide specialist service provision in the future.

1. What size of an organisation do you work for?

2. What kind of an organisation do you work for?

3. Where is your work base located?

*location*

4. If you are working on material, where does it originate? Alternatively, if you travel to provide a service, in which areas do you work?

*tick all that apply*

<input type="checkbox"/> All of UK	<input type="checkbox"/> London	<input type="checkbox"/> North-East England	<input type="checkbox"/> Yorkshire and the Humber	<input type="checkbox"/> Northern Ireland	<input type="checkbox"/> Outside UK - Europe
<input type="checkbox"/> East of England	<input type="checkbox"/> South-East England	<input type="checkbox"/> North-West England	<input type="checkbox"/> Scotland	<input type="checkbox"/> Channel Islands	<input type="checkbox"/> Outside UK - Worldwide
<input type="checkbox"/> East Midlands	<input type="checkbox"/> South-West England	<input type="checkbox"/> West Midlands	<input type="checkbox"/> Wales	<input type="checkbox"/> Isle of Man	

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# Survey of Archaeological Specialists 2010-11

## About You and Your Career

1. please provide us with some information about yourself

	gender		age						highest level of qualification held					
	female	male	<25	25-34	35-44	45-54	55-64	65+	school	NVQ	undergrad degree	postgrad masters	PhD	post-doctoral
about you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. career information

	full-time or part-time		for how many years have you been practising as an archaeological specialist?					for how many more years do you intend (or hope) to continue practising as an archaeological specialist?				
	do you work full-time as an archaeological specialist? (35 hours per week or more)	do you work part-time as an archaeological specialist? (less than 35 hours per week)	0-5	6-10	11-15	16-20	more than 20	0-5	6-10	11-15	16-20	more than 20
about your career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

any further comments

3. do you have a waiting list of specialist work?

4. if you do have a waiting list, how long is it?

5. are you a member of any special interest groups?

<input type="checkbox"/> IfA Finds Group	<input type="checkbox"/> Study Group for Roman Pottery	<input type="checkbox"/> Medieval Pottery Research Group	<input type="checkbox"/> Archaeological Leather Group	<input type="checkbox"/> Professional Zooarchaeology Group
<input type="checkbox"/> BABAO	<input type="checkbox"/> Association for Environmental Archaeology	<input type="checkbox"/> AAI&S	<input type="checkbox"/> ISAP	<input type="checkbox"/> Other
<input type="checkbox"/> ICON Archaeology Group	<input type="checkbox"/> Prehistoric Ceramics Research Group	<input type="checkbox"/> IfA Illustration & Survey SIG	<input type="checkbox"/> Finds Research Group 700-1700 AD	
<input type="checkbox"/> IfA Geophysical Special Interest Group	<input type="checkbox"/> Aerial Archaeology Research Group	<input type="checkbox"/> Roman Finds Group	<input type="checkbox"/> IfA Forensic Group	

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# Survey of Archaeological Specialists 2010-11

## Training

1. What qualifications, what length of experience and how much professional guidance do you think a new specialist, seeking to work in your specialist area(s), should have?

	qualifications					experience					guidance or mentoring		
	no qualifications	NVQ	Undergraduate degree	Masters degree	PhD	less than 3 months	3-6 months	6-12 months	1-2 years	more than 2 years	no mentoring required	degree supervisor	ongoing professional mentor
Entry-level specialists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

any further comments

2. What training do you feel is required for an individual's continuing professional development, allowing a specialist such as yourself to maintain their skills, knowledge and expertise in the kinds of service that you provide?

	should they ...?
	yes / no
attend specialism-specific refresher courses	<input type="checkbox"/>
attend general professional conferences	<input type="checkbox"/>
identify someone to act as their professional mentor?	<input type="checkbox"/>
attend specialist conferences?	<input type="checkbox"/>
train others or become a mentor themselves?	<input type="checkbox"/>
read appropriate technical, subject-specific publications?	<input type="checkbox"/>
work towards a further qualification?	<input type="checkbox"/>

any further comments

3. How easy is it to get training in your specialist area(s)?

ongoing, CPD training						initial, entry-level training				
very difficult		not difficult				very difficult		not difficult		
1	2	3	4	5		1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	ease of access to training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

any further comments

4. Are you or have you been a trainer in your specialist area(s)?

- I have previously been a trainer, but I am not now
- I am currently a trainer
- I am not currently a trainer, but I would be interested in becoming one

any further comments

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## Survey of Archaeological Specialists 2010-11

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### Effects of the Changing Economic Situation

1. Has your specialist work been affected by economic changes over the past three years?

	opinion				
	strongly agree	agree	neither agree nor disagree	disagree	strongly disagree
"There has been a reduction in the number of projects I have been asked to quote for/schedule"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"I have been asked to reduce the cost of specialist reports"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"There has been increased pressure on the time I take to complete specialist reports"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"I have been asked to cut back on aspects of reports" (i.e. visiting external reference collections, further research)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"I am worried (more than usual) about my current job security"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[if employed] "I have been asked to carry out other non-specialist duties which were not originally part of my post" (i.e. field work / other post-ex duties)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[if employed] "I have had to take an increasing amount of work home to maintain standards due to pressure on time allotted during working hours"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Appendix III

## Project Design





<b>Project name</b>	<u>Survey of Archaeological Specialists 2010-11</u>
<b>Title</b>	Specialists Recession PD 1_06
<b>Author</b>	Kenneth Aitchison
<b>Derivation</b>	Discussions with Peter Hinton
<b>Origination date</b>	May 2009
<b>Reviser</b>	KA
<b>Date of last revision</b>	8 December 2010
<b>Version</b>	1.06
<b>Status</b>	Final
<b>Summary of changes</b>	Change of dates in timetable and new Gantt chart, slight amendment to project title
<b>Circulation</b>	Anthony Sinclair, Barney Sloane, Bob Hook
<b>Required action</b>	approval
<i>This project design has been prepared in accordance with MoRPHE guidelines (English Heritage 2006)</i>	

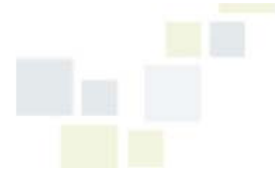
## **DESCRIPTION OF THE PROJECT**

### **1.1 Project name**

Survey of Archaeological Specialists 2010

### **1.2 Summary description**

The project will undertake a survey of archaeological specialists to provide trend data in this part of the heritage sector. It will build upon the results of the *Survey of Archaeological Specialists 2000* and provide data suitable for workforce planning. In doing so it will also identify the economic impact of the current economic climate upon their work and indicate any areas where potential skills losses might affect the capacity of the archaeological profession to provide specialist advice. This will then allow priority areas for the delivery of training to be identified.



### **1.3 Background**

The current economic situation is leading to job and skills losses within professional archaeology. Provision of specialist skills in archaeology is often undertaken within small business units, very often sole-traders. At present it is unknown how the current economic climate is affecting these businesses; they are not routinely surveyed and are unlikely to be asked to contribute to the ongoing IfA survey of Registered Organisations and FAME members.

### **1.4 Research aims and objectives**

To gather information on the specialist sector in archaeology and to chart the effects the economic situation is having on it. This will provide a snapshot of present capacity in each of the specialisms which will provide a basis for workforce planning, including skills development strategies and the identification of training needs and mechanisms.

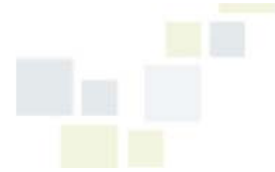
### **1.5 Business case**

Since late 2008, commercial archaeological practice has shrunk, with reduced levels of development activity and state agency funding impacting directly upon the sector.

The last detailed research in this part of the sector was undertaken ten years ago, at a time when commercial archaeological providers were typically divesting themselves of in-house specialist provision, leading to numerous specialists establishing themselves independently. There is anecdotal evidence of an emerging demographic problem as a result of this, but no firm data is available. Similarly there is no clear picture of the adequacy of present capacity in the key skills areas. Additionally, the effects of the current economic situation upon archaeological specialists are unknown.

A targeted review of the current state of specialist provision would identify skills areas that are under threat or where training needs can be prioritised. This information can then be used strategically by national heritage agencies and higher education institutions, as well as individually by particular specialists or aspirant specialists in planning for their own careers or businesses.

The review identified above, carried out in 2000, was undertaken by Kenneth Aitchison. He has subsequently led two sector-wide labour market review projects (Aitchison & Edwards 2003, 2008) and has been gathering information on the state of the overall sector on behalf of the Institute for Archaeologists and FAME (published quarterly on the IfA website). He is the most experienced researcher of the archaeological labour market, and is identified as the person who would conduct and report upon the research to be undertaken in this project.



### 1.5.1 SHAPE Reference

<i>Sub-Programme Name</i>	<b>Researching historic environment sector support requirements</b>
<i>Sub-Programme Number</i>	<b>43123.110</b>
<i>Corporate Objective</i>	4C: Provide support and guidance to other organisations engaged in the care, study and promotion of the historic environment
<i>Activity Type and Programme</i>	RESEARCH B3: Understanding the needs: Delivering “sector intelligence”
<i>Sub-Programme Description</i>	Gathering intelligence on what kinds of support sister historic environment organisations require to make them more effective. This sub-programme is about the requirements specifically of non-governmental organisations.

### 1.6 Project scope

The project will be restricted to identifying specialist skills areas as identified in the 2000 survey, not broader archaeological or generic skills that might be threatened within archaeological organisations.

### 1.7 Interfaces

- Profiling the Profession and other EH labour market research
- IfA recession strategy;
- IfA & FAME quarterly surveys of job losses;
- ATF identification of training needs and response to recession;
- Commercial zooarchaeologists survey

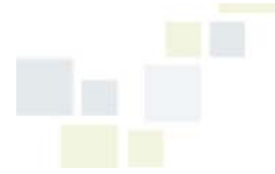
### 1.8 Communications

The Project Board will not physically meet. Their comments at each review stage will be sought electronically.

The members of the Project Board will be able to contact the Project Manager directly by email or telephone.

### 1.9 Project review

Before the first stage and following each of the three stages of the project, the Project Board will be asked to comment on the project design and Highlight Reports which the Project



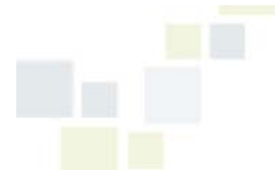
Manager will provide the Project Board with at the end of each stage. These documents will identify issues that the Project Board needs to take action on.

Alterations to the project design, budget or timetable can only be made by the Project Board and then enacted by the Project Manager.

### **1.10 Health and safety**

Landward Research Ltd recognises and accepts its responsibilities as an employer for ensuring, so far as is reasonably practicable, the health, safety and welfare of its employees and other persons who may be affected by activities under the Institute's control. It will take steps to ensure that its statutory duties are met at all times.

All work by Landward Research Ltd employees conforms to the policies set out in the Landward Research Ltd *Health and Safety Policy Statement*, dated September 2010. Copies are available on request.



## **RESOURCES AND PROGRAMMING**

### **2.1 Project team structure**

The project board will consist of representatives of English Heritage and the Higher Education Academy History, Classics and Archaeology subject centre.

Kenneth Aitchison, Executive Director Landward Research Ltd, will undertake the research and reporting.

### **2.2 Methods statement**

Data will be collected by online questionnaire directly from specialists, using the IfA Finds SIG and related groups (including the Association of Environmental Archaeologists, BABAO, ICON Archaeology Group) to generate lists of potential respondents. Questions will be designed to provide comparable data with Aitchison & Edwards (2008) labour market intelligence report and the current IfA surveys of Registered Organisations and FAME members.

Previously, Phil Mills has undertaken a short survey (2008) on the existence and number of specialists, James Morris has undertaken a survey of commercial zooarchaeologists (2009) and Aitchison (2000) conducted a more detailed survey of specialist skills. The data collected in all of these exercises will be used comparatively.

The data collected will relate to the kinds of specialist service provided and the basis on which they are provided (in-house or out-sourced), the numbers of individuals working in providing these services, their geographical location, the qualifications they hold and information relating to the diversity of the subsector concerning their gender, ethnicity and disability status, together with information regarding their age (to provide strategic information on the future availability of the service).

The providers will also be asked whether they consider each particular service to be at risk and for their views on the provision of training within this particular area.

These specialists will also be questioned on the basis of their charging policies (whether overheads are included or not), together with details of how much they would charge to provide this service.



### 2.3 Stages, products and tasks

task		days
	Stage 0: Project Management	
	Ongoing project management throughout the lifetime of the project	1.0
	Stage 1: Preparation	
1.1	Undertake risk assessment	0.25
1.2	Identify potential respondents	2.0
	Products: risk log, mailing list; highlight report 1	
	Stage 2: Research	
2.1	design questionnaire	2.0
2.2	distribute questionnaire	1.0
2.3	analyse results	6.0
	Products: questionnaire, database of results; highlight report 2	
	Stage 3: Report	
2.4	produce report and recommendations	3.5
2.5	publish report	0.25
	Products: final report to project board published on Landward Research website, copies provided to funders and also to contributing organisations requesting copies, recommendations made to project board, short article submitted to <i>The Archaeologist</i> , <i>Conservation Bulletin</i> and to the HEA Subject Centre website; end of project review report incorporating highlight report 3	

### 2.4 Timetable

Nine weeks from mid January – end March 2011.

### 2.5 Ownership

All intellectual property rights in the materials and records created by Landward Research Ltd (LRL), its employees, agents and sub-contractors for the Project archive (whether in existence at the date of this agreement or created in the future), and all other materials created by LRL, their employees and sub-contractors in connection with the Work (collectively “the Materials”) shall vest in LRL.

If LRL sub-contracts any of the Work in relation to this Agreement, or if LRL includes in the Work or reproduces in connection with the Work any material the Intellectual Property Rights of which do not belong to LRL, LRL shall at LRL’s own expense obtain from the third party



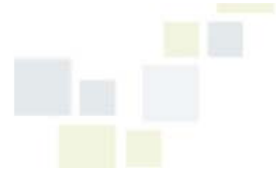
concerned an assignment of such Intellectual Property Rights in its favour and any such materials shall be deemed to be Materials for the purpose of this clause.

LRL grant to English Heritage and the Higher Education Academy a non-exclusive, transferable, sub-licensable, perpetual, irrevocable and royalty-free licence to use, copy, reproduce, adapt, modify, enhance, create derivative works and/or commercially exploit the Materials for any purpose required by English Heritage and/or the Higher Education Academy.

LRL waives, and will procure that all of its employees and sub-contractors and any other relevant third parties waive, all moral rights in the Materials in favour of English Heritage and/or the Higher Education Academy.

## **2.6 Risk log**

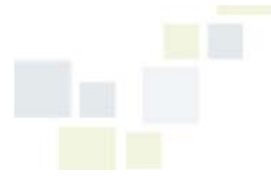
To be confirmed following risk assessment.



## **2.7 Budget**

- removed from report -





## 2.8 Gantt Chart

