

Survey of Archaeological Specialists 2016-17

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Survey of Archaeological Specialists 2016-17

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Executive Summary

A survey of archaeological specialists has found that, in early 2017, specialists appear to have recovered from the economic downturn of the previous decade, but are cautious about the possibility that there will be increased demand for their services in the near to medium future.

This study, which has aimed to collect data from a wide variety of areas of specialist activity within archaeology, received information from 882 specialists. The synthetic results presented here allow for comparison between specialisms and across broad specialist areas. A parallel survey, for buildings history and garden history, is presented in a separate report.

Comments received from respondents make it clear that not everyone who is working in this sector is doing this to earn a living, as some are delivering services on a voluntary basis.

The key findings of this survey are:

- **Charges:** Archaeological Specialists charge day rates between £40 - £3,000 with an average day rate of £259. Specialists' charges have typically risen by more than inflation since the predecessor survey was undertaken in 2010-11.
- **Charging levels:** Typical charges are highest in the areas of survey and "other" specialisms, and are lowest for illustration and archiving specialist services, as was the case in 2010-11.
- **Competition:** More archaeological specialists encounter "very little" than encounter a "great deal" of competition, as was the case in 2010-11.
- **Employers:** More archaeological specialists work for commercial companies (39.2%) than work for other forms of organisations; this is fundamentally unchanged from 2010-11, when the equivalent figure was 38.5%.
- **Employer type:** 63.2% of archaeological specialists work for larger organisations (with more than nine employees) in contrast with 2010-11, when more specialists were sole-traders than worked either small (up to nine employees) or large organisations.
- **Location:** Archaeological specialists are based throughout the UK, with the highest concentrations in Scotland, south-east and south-west England. In 2010-11 the highest concentrations were in southern England.
- **Gender:** 55% of archaeological specialists are female; in 2010-11, precisely 50% of the respondents to this survey who identified their gender were female and 50% were male.
- **Age:** The ages of archaeological specialists are relatively evenly distributed between 25 and 65, with the mean age of an archaeological specialist being calculated as 47.2. This effectively unchanged from 2010-11, when the average specialist's age was calculated as 47.1.
- **Ethnicity:** Archaeological specialisms are ethnically unrepresentative of the UK workforce as a whole, with 97.5% being white. Ethnicity data were not collected in 2010-11.
- **Disability:** There is also a very low level (3.4%) of archaeological specialists with stated disabilities. Data on specialists' disability status were not collected in 2010-11.

- **Qualifications gained:** More than three quarters (76.9%) of archaeological specialists hold a Masters degree or higher qualification. In 2010-11, 70% did.
- **Retirement:** 13.5% of archaeological specialists plan to retire in the next five years, with 28.6% planning on stopping working in the next 10 years. In 2010-11, 18.1% of specialists intended to retire within the next five years, and 39.8% within the next ten.
- **Working hours:** Just under two thirds of archaeological specialists work full-time. This represents a change from 2010-11, when only 44.3% did.
- **Waiting lists:** Less than half of archaeological specialists currently have waiting lists of work indicating a potentially financially precarious level of demand. This is fundamentally unchanged from 2010-11.
- **Qualifications needed:** Most archaeological specialists believe a postgraduate Masters or PhD is required to become a specialist. Also, the majority believe new entrants need at least a year of experience and ongoing professional mentoring, as was the case in 2010-11. In 2010-11, the overwhelming majority (90%) of respondents thought new entrants needed at least an undergraduate degree, and slightly less than 50% thought a postgraduate qualification was required.
- **Entry level training:** Archaeological specialists consider that it is difficult for new entrants to gain initial specialist training, as was the case in 2010-11.
- **CPD access:** The majority of archaeological specialists consider that ongoing CPD training is “very” or “quite” difficult to access (as was the case in 2010-11); overall, CPD training is considered to be more difficult to access than entry-level training. This too is unchanged from 2010-11.
- **CPD types:** Reading professional publications, attending specialist and general conferences are the most preferred routes to obtain CPD. These were also the three most preferred routes to CPD in 2010-11.
- **Skills loss:** Only one area (Physical Dating) is considered to be at risk of skills loss as a result of a high proportion of current specialists intending to cease working within the next five years. In no areas were significant reductions in workload anticipated to lead to loss of expertise. By contrast, in 2010-11, every specialist area (where there were sufficient data available) could be considered to be either at acute or severe risk of skills losses.
- **Future workload:** Archaeological specialists anticipate that major infrastructure projects will lead to more projects, but with increased pressure on them to deliver; counterintuitively, the surveyed population believes this will both lead to them having to reduce their costs and to an overall reduction in the number of archaeological specialists.
- **Brexit effect:** It is anticipated that the UK’s forthcoming departure from the European Union will have relatively little effect on archaeological specialists’ working lives, but they do think it would also lead to a reduction in the number of archaeological specialists.

At the end of this report recommendations are made which set out possible actions for individual specialist practitioners, training providers and funding bodies to address some of the findings of this survey.

This report and the project data archive have been deposited with the Archaeology Data Service (<http://archaeologydataservice.ac.uk/>).

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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), *Survey of Archaeological Specialists 2010-11* (Aitchison 2011) and other special interest group reports to provide data suitable for workforce planning.

The project has been run in parallel with a comparable historic environment labour market intelligence project, *Skills Needs in Buildings History and Garden History* (Rocks-Macqueen 2017). These projects have both been delivered by Landward Research Ltd on behalf of the same clients, and have shared methodologies for data collection, analysis and reporting.

This project has also investigated the potential impact on the sector of increasing demand for archaeological fieldwork (Hook *et al.* 2016) and of the United Kingdom's forthcoming departure from the European Union.

It also 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*, *Location*, *Individual Specialists*, *Waiting Lists*, *Training*, *Changing Levels of Demand*, *Brexit*, *Sectoral Reviews* and *Potential Skills Losses*.

All results are based upon data presented in *Appendix I: Dataset* on a specialism-by-specialism basis. 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. A copy of the *Questionnaire* used is included as *Appendix III*.

Throughout, when the report refers to the "mean", this is what is colloquially called the 'average' – it is the sum of a group of numbers divided by the number of numbers in the group. The report also refers to "median" figures – the middle numbers of groups when ranked in order (*ie* half of the numbers in the group are lower than this figure, and half are higher – it is the midpoint). The report also refers at certain points to "standard deviation" - a measure of the amount of variation in the data set. A low standard deviation indicates that most of the figures in a group are close to the mean, while a high standard deviation indicates that the data points are more spread out. The report present single standard deviation values as +/- figures, which means that 68% of results will be within a range from one standard deviation above to one standard deviation below the mean.

1.2 Aim and Objectives

The Aim of this project has been to gather information on the specialist sector in archaeology in the United Kingdom, with Objectives of defining

1. the numbers working in each specialism,
2. the size of the market,
3. the capacity of the sub-sector,
4. the demographic profile and distribution of the workforce, and
5. identifying present skills gaps and up-coming skills shortage areas

This identification of present skills gaps and up-coming skills shortage areas will provide a basis for workforce planning, including skills development strategies and the identification of prioritised training needs and mechanisms.

1.3 Background

There have been two previous *Surveys of Archaeological Specialists*, one undertaken for financial years 1999-00 (Aitchison 2000) and 2010-11 (Aitchison 2011), which identified that provision of specialist skills in archaeology is often undertaken within small business units, very often sole-traders. These reports provided data suitable for workforce planning. The recent upturn in construction activity has led to reported capacity shortages in post-excavation analysis by the ongoing *Archaeology Market Survey* (Aitchison 2016) of Chartered Institute for Archaeologists (CIfA) Registered Organisations and Federation of Archaeological Managers and Employers (FAME) members, cover very few sole traders. This survey of specialists will determine the sectoral capacity and serve as an updated basis for workforce planning.

1.4 Previous Work

In terms of an overall review of specialist services, the postal survey of archaeological specialist providers and the users of those specialist services undertaken in 1999-00 (Aitchison 2000) largely established the template for the current survey. That template was updated and deployed as an online survey in 2010-11 (Aitchison 2011), which specifically investigated issues relating effects on the market for archaeological specialisms following the ongoing global economic changes which had begun in 2008.

A number of specialism-specific studies dating from before 2010 were identified and discussed in Aitchison 2011, one of which (Morris 2010) provided the model for the questions about economic changes that have continued to be used in the current project.

In 2000, the average charge for the provision of all specialisms was then £163 per day; by 2010 that figure had risen to £221.

A series of comprehensive labour market intelligence studies, covering the entire archaeological profession, have been published over the period since the first of this series of reports in 2000 (Aitchison & Edwards 2003, Aitchison & Edwards 2008, Aitchison & Rocks-Macqueen 2013). These did not specifically extract 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 (**Appendix III**). 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.

A hybrid approach to reaching respondents was used; firstly, a mailing list was created of individuals that could be directly invited to contribute, using sources identified in **2.2 Compilation of Database of Specialists**, below.

Secondly, specialists were made aware of the survey via special interest groups, associations and societies. All organisational members of the Archaeology Training Forum were contacted and invited to publicise the survey, with targeted emails and website links to the open link to the survey.

To maximise cross-sectoral comparison, the methodology and survey instrument used in this project and the simultaneous *Skills Needs in Buildings History and Garden History* project were identical, meaning there was a shared database of contacts. Different cover letters were provided to stakeholder groups to invite contributions from archaeological specialists from those stakeholder groups that could be expected to be inviting contributions from buildings history or garden history specialists.

Data were then collected using Novisystems software-as-a-service, where emails inviting contributions were sent to everyone on the mailing list, with reminders being sent after 10 and 20 days; as an open survey, anyone who had not been sent an invitation could follow open links to the survey. Data were then collected online.

Following receipt of all data, these were analysed statistically, with results broken down by individual specialisms and overall categories of specialisms.

It is recognised that some individual specialists will have been part of both sets – the set of archaeological specialists, and the set of buildings history or garden history specialists. However, to avoid double-counting and to ensure comparability between results, the data received were divided into two separate databases – one with the responses from anyone who had indicated that they provided buildings or garden history specialist services, and the other from everyone who had not indicated that they provided either buildings or garden history services.

2.1 Compilation of Database of Specialisms

The list of specialisms used in 2010-11 (Aitchison 2011) was reviewed, and, with some minor updates (in terms of a category being added for Forensic Archaeology and some additions to the list of specialisms considered under Survey) was considered to still represent an appropriate set of categories of specialist skills to gather data on.

As the survey instrument used to collect data was also gathering information for *Skills Needs in Buildings History and Garden History*, the survey – which was circulated under the title of “Historic Environment Specialists” – also asked for specific responses under the macrocategories of Buildings History and Garden History.

Three areas that were deliberately left out were the skills involved in carrying out invasive fieldwork, the provision of curatorial advice, and the skills involved in project management. It is recognised that these are all 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 thirteen broad areas, defined as

- Archaeological Finds Study (pottery, ceramic building material, clay pipe, worked stone, metal, glass, organic material)
- Archiving (including security copying)
- Buildings History (identification, recording, investigation, assessment of significance, reporting)
- Conservation (on-site, analytical / investigative, archiving & display, buildings, gardens and designed landscapes)
- Forensic Archaeology
- Garden History (identification, recording, investigation, assessment of significance, reporting)
- Historical Research (documentary research, palaeography)
- Illustration (digital, traditional)
- Palaeoenvironmental Study (archaeobotany, zooarchaeology, geoarchaeology, human osteology)
- Photography (microphotography, artefact, site)
- Physical Dating (dendrochronology, radiocarbon, other physical dating, chemical dating)
- Survey (landscape, topographic, geophysical, building, photogrammetry / rectified photography, 3D photogrammetry, 3D laser scanning, aerial photography, lidar)
- Report Production (design, editing, indexing, paper publication, electronic publication, distribution)
- Other (any other specialist service)

Some of these categories were broken down further, meaning that information was sought regarding a total of one hundred and five discrete specialist areas.

2.2 Compilation of Database of Specialists

As the two surveys – of Archaeological Specialists, and Skills Needs for Buildings History and Gardens History – were running simultaneously, and using the same survey instrument, a single database of contacts covering target individuals and organisations for both surveys was compiled.

In total, 2,593 unique addresses were identified and emails were sent to those addresses inviting contributions. There was no differentiation in the cover email sent to these people

(between archaeology, buildings history or garden history) – they received the same “Historic Environment Specialists” invitation.

The following sources were harvested for potential contact details; the table below indicates whether these were expected to be “archaeological” contacts or “buildings or garden history” contacts – but any individual receiving the invitation to contribute could complete whichever parts of the questionnaire they felt were appropriate. Some contact categories are considered to be combined, potentially covering either survey area.

Source	No	Source Info	URL/Email Source
Archaeological Specialisms			
Archaeological Reference Sources UK email	128	Archaeological Reference Sources Project contact list	Provided by ClfA
Survey of Arch Specialists 2011/12	160	Emails from the 2011/12 Survey of Archaeological Specialisms	Held by Landward Research Ltd
CIFA Yearbook Ads	18	Chartered Institute for Archaeologists Yearbook 2016	
ADS/ OASIS	134	Contractors listed on Archaeology Data Service grey literature site	http://archaeologydataservice.ac.uk/archives/view/greylit/az.cfm
BAJR Specialism Directory 2016	378	British Archaeological Jobs and Resources specialism finder	http://www.bajr.org/RACSmap/specialists.asp
FAME Emails	60	Federation of Archaeological Managers and Employers	Provided by FAME
RPH Emails	108	Responsible Post Holders at ClfA Registered Organisations	Provided by ClfA
Total	986		
Buildings/Gardens History			
AABC	392	Register of Architects Accredited in Building Conservation	https://www.aabc-register.co.uk/
Courses - IHBC Accredited	25	IHBC accredited course leaders	http://www.ihbc.org.uk/learning/page35/index.html
GHS CMP List	62	Garden History Society Conservation Management Plan contractors	Provided by Project Board
HESPR	31	Directory of the IHBC's Historic Environment Service Provider Recognition	http://www.ihbc.org.uk/hespr/
ICE Accredited	46	Institute of Chartered Engineers (ICE) conservation accreditation (CARE) directory	https://www.ice.org.uk/careers-and-professional-development/careers-advice-for-civil-engineers/specialist-professional-registers
IHBC Yearbook Ads	31	Institute for Historic Building Conservation Yearbook 2016	
Landscape Institute Member	420	Landscape Institute Members practice directory	https://members.landscapeinstitute.org/li-registered-practice-directory/

RIAS Conservation Architects	79	Royal Incorporation of Architects in Scotland Directory	http://www.rias.org.uk/directory/conservation/
RIBA Conservation architects	122	Royal Institute of British Architects Directory	https://www.architecture.com/FindAnArchitect/FindAConservationArchitect/ConservationArchitect.aspx
RIBA Specialist Conservation architects	103	Royal Institute of British Architects Directory	https://www.architecture.com/FindAnArchitect/FindAConservationArchitect/SpecialistConservationArchitect.aspx
RICS Accreditation	49	Royal Institution of Chartered Surveyors building conservation accreditation directory	https://www.ricsfirms.com/accreditationlist/buildingconservationaccreditationscheme
Buildings Conservation Directory	26	Online directory as well as the copy of the Directory book accessible online	http://www.buildingconservation.com/
CIAT Accredited	10	Accredited Conservationists under the Chartered Institute of Architectural Technologists	http://www.ciat.org.uk/en/members/conservation-register.cfm
Total	1396		
Combined			
Independent Search	74	Independent internet searches	
Project Board Suggestion	42	Suggested by Project Board members via email	
Course Provider	95	Course providers in archaeology/buildings/gardens	
Total	211		
Total	2593		

Table 1: Contact Sources

In combination with producing a list of 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.

A number of membership organisations or specialist groups kindly agreed to promote the project, recommending to their members that they complete the questionnaire. In addition to this, individual respondents shared awareness of the project to their own professional networks via social media, and the Chartered 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 III*.

2.4 Responses

The questionnaire opened for responses on 9th January 2017 and closed at the end of 3rd February 2017.

An aggregate total of 1290 responses to the survey were received, covering both the *Survey of Archaeological Specialists* and *Skills Needs in Buildings and Gardens History*.

348 respondents indicated that they provided Buildings History services and 127 provided Garden History services (with an overlap of 67 that provided both). This set of 408 responses were used as the dataset for the *Skills Needs in Buildings and Gardens History* project, with the remaining 882 responses forming the dataset for this *Survey of Archaeological Specialists* project. In 2010-11, 388 responses were received.

It is recognised that some of the individuals who provided Buildings or Garden History services, and so the information they provided has been analysed in *Skills Needs in Buildings and Gardens History* and not in this report, also provided specialist archaeological services. Separation of the datasets was necessary to avoid double-counting; on the basis of using rates charged as a proxy indicator of the importance of a service to an individual specialist provider, it was considered that the majority of these individuals were primarily Buildings or Garden History specialists.

Of that total of 882 respondents that started answering the questionnaire, 548 completed it (a completion rate of 62.1%). While those that completed the full survey provided more data, qualitatively there was no difference in the data provided by completers and non-completers, as these were all valid on a question-by-question basis and all have been incorporated in the analysis for this report. Non-completers were simply less likely to have given answers to questions presented later in the survey, such as the questions covering training, and the effects of the changing economic situation. This meant that there were quantitatively fewer answers to some of these questions; all analytical tables presented here include the number of respondents as the sample size (n=) for each question.

Respondents took between 2.3 and 307.7 minutes to finish the survey, an average of 17.5 minutes. Non-completers typically abandoned the survey after 8.4 minutes.

Many of the 882 respondents provided data on more than one specialism that they supplied, meaning that a total of 2,384 sets of respondent-specialism data were received.

3. Results

In total, usable responses were received from 882 specialists, each of which provided an average of 2.70 specialisms, thus providing data on 2,384 specialisms provided by individual specialists (in 2010-11, respondent had provided on average 4.63 specialisms each).

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.

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 their expectations of change if major infrastructure projects lead to an increase in the amount of archaeological fieldwork being undertaken, and of the potential impact of the United Kingdom leaving the European Union. upon their work.

4. Charges

Respondents were asked how much they charged per day to provide specialist services.

In total, 400 respondents provided charging figures.

The sums charged per day ranged from £40 to £3,000. The mean amount charged was £258.93; this figure had a standard deviation of 179.07, meaning that 68.2% of respondents charged £258.93 ± £179.07 (£79.86 to £438.00) per day.

In 2010-11, 191 respondents charged an average of £220.93 per day, meaning that over six years the average amounts charged by archaeological specialists have risen by 17.2%, an average of 2.9% per year. Over the period from January 2011 to January 2017, the UK Consumer Price Index has risen by 11.1%¹, and so specialist charges have increased by more than inflation over the period since the last iteration of this survey.

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 the range of charges is extremely wide and so the standard deviation on the mean figure is also very high. By contrast, Archiving is the specialist area with the lowest mean daily charge rates.

Please note – across different tables, some of the aggregated figures (eg mean charging rate for all specialisms) will appear to be inconsistent. This is because the figures have been calculated from different datasets in each case, made up of the different individuals (and different numbers of individuals) responding to different questions.

	mean	sd	min	max	n=
all specialisms	£ 258.93	179.07	£ 40.00	£ 3,000.00	1389
survey	£ 374.07	368.32	£ 80.00	£ 3,000.00	147
other	£ 311.01	187.10	£ 60.00	£ 1,040.00	74
conservation	£ 298.85	165.31	£ 70.00	£ 960.00	137
forensic archaeology	£ 294.00	210.96	£ 40.00	£ 800.00	10
physical dating	£ 285.71	50.03	£ 180.00	£ 360.00	7
historical research	£ 257.30	122.28	£ 80.00	£ 450.00	33
report production	£ 255.84	147.66	£ 75.00	£ 900.00	170
photography	£ 241.24	158.61	£ 75.00	£ 800.00	45
Palaeoenvironmental	£ 232.13	94.02	£ 40.00	£ 522.00	174
archaeological finds	£ 218.44	90.50	£ 60.00	£ 750.00	404
Illustration	£ 216.34	102.57	£ 90.00	£ 800.00	131
Archiving	£ 200.13	90.54	£ 75.00	£ 320.00	14

Table 2: Charges by Specialist Area

NB: n= the number of specialism charges, not the number of individuals – if one individual specialist charges in multiple areas, each has been counted individually.

¹ <http://www.rateinflation.com/consumer-price-index/uk-historical-cpi?start-year=2011&end-year=2017>

4.2 Charges by Organisation Type

	mean	std. deviation	n=
commercial organisation	£289.16	159.29	321
not-for-profit organisation	£231.70	109.98	204
national government agency	£168.17	161.18	63
local government	£216.76	110.52	49
university	£218.88	121.85	255
Other	£200.23	92.50	210
Total	£246.45	166.66	1368

Table 3: Charges by Organisation Type

Overall, on average, commercial organisations charge the most for specialist services and national government agencies the least, but with the standard deviations presented being relatively high in both of these categories there is a wide variety in the range of amounts charged by these organisations.

4.3 Charges by Organisation Size

	mean	std. deviation	n=
sole trader	£212.92	170.73	471
small organisation	£272.63	184.14	207
large organisation	£257.86	150.23	741
Total	£245.06	164.73	1409

Table 4: Charges by Organisation Size

There is not a direct correlation between organisation size and average charges, as small organisations (2-9 employees) typically charge more per person day than larger organisations.

4.4 Charges by Location

location	mean	std. deviation	n=
east of england	£215.40	75.75	100
east midlands	£212.50	93.60	100
london	£245.90	167.23	133
south-east england	£274.79	166.08	156
south west england	£277.76	254.53	188
north-east england	£248.00	116.51	60
north-west england	£297.75	225.67	91
west midlands	£271.76	90.68	99
yorkshire and the humber	£224.11	175.01	141
scotland	£225.71	115.69	169
wales	£263.01	112.01	78
northern ireland	£450.00	0	1
channel islands	£180.00	0	6
isle of man	n/a	n/a	0
outside uk – eu	£181.35	112.15	64
outside uk – rest of world	£149.58	98.87	33
total	£245.06	164.73	1409

Table 5: Charges by Location

Charge rates within Great Britain vary little by location. Only one respondent provided pricing data from Northern Ireland, as was the case with the Channel Islands (where a single respondent provided six different services).

4.5 Other Variables and Charges

Three datasets that were presented in the 2010-11 report are re-examined for the 2016-17 data.

The amounts charged for the work of male specialists are, on average, substantially more than the amounts charged for the work of female specialists.

The amounts charged per day by full-time specialists are, on average, substantially more than the amounts charged by part-time specialists.

If a specialist has a waiting list, their charges will, on average, be slightly lower than those of a specialist who does not.

Each of these examples demonstrates correlation between variables, but not causation.

	n=	mean	std. deviation
Charge by female	614	£217.15	118.67
gender male	564	£273.38	207.29

Table 6: Charges by Gender

	n=	mean	std. deviation
Charge by full-time	812	£269.75	168.88
hours worked part-time	556	£214.81	149.11

Table 7: Charges by Hours Worked

	n=	mean	std. deviation
Charge by yes	724	£243.68	138.72
having waiting list no	663	£248.72	184.34

Table 8: Charges by Waiting List

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 is not intense.

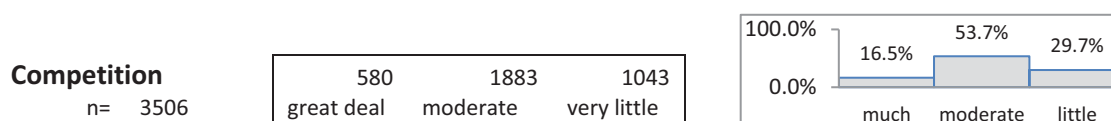


Table 9: Competition

5.1 Competition by Category

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

	n=	great deal	moderate	very little
Forensic Archaeology	15	33.3%	46.7%	20.0%
Survey	189	18.5%	55.6%	25.9%
Illustration	169	18.3%	55.0%	26.6%
Historical Research	105	20.0%	51.4%	28.6%
Palaeoenvironmental Study	210	15.7%	58.6%	25.7%
Conservation	192	8.3%	57.8%	33.9%
Other	97	13.4%	47.4%	39.2%
Physical Dating	11	9.1%	54.5%	36.4%
Report Production	197	12.7%	44.2%	43.1%
Finds Study	529	11.7%	42.9%	45.4%
Photography	59	8.5%	49.2%	42.4%
Archiving	26	3.8%	15.4%	80.8%
All Specialisms	1799	13.8%	49.8%	36.6%

Table 10: Competition by Category

Overall, the levels of competition to provide archaeological services are low; only in one area (Forensic Archaeology – with a very small sample size) did more respondents report encountering a great deal of competition than very little. In every other category, more respondents reported that they encountered very little competition than reported that they encountered a great deal. In Archiving, twenty-one respondents considered that they encountered very little competition in comparison with the single respondent that encountered a great deal, and in Finds Study (numerically the largest specialist area), nearly four times as many respondents reported very little competition than reported a great deal.

In 2010-11, Historical Research and Survey were the most competitive categories, with marginally more respondents encountering a great deal of competition than very little. Archiving was the category where specialists encountered least competition.

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.

Types of Organisation	228	85	64	36	94	74
n= 581	commercial	not for profit	nat gov	local gov	university	other

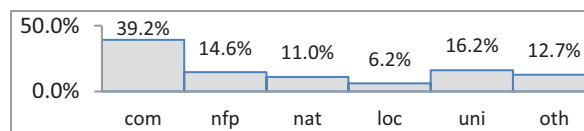


Table 11: Organisation Types

Many of the respondents who identified their organisation as “other” also commented that they were self-employed or ‘freelance’, 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).

Sizes of Organisation	162	60	381
n=603	sole trader	small	large

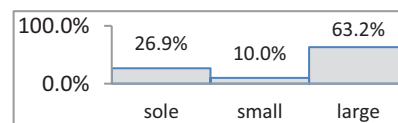


Table 12: Organisation Sizes

Typically, specialists either work alone or for larger organisations; very few work for small companies. By comparison, Aitchison & Rocks-Macqueen (2013, 59) reported that 22% of archaeological ‘employers’ were single-person operations, and 45% were small organisations (with less than 10 employees), while the remaining 33% were larger.

7. Location

More specialists are based in the south of England than in the north; proportionally, a high number are based in Scotland, and very few respondents to this survey were based in Northern Ireland, the Channel Islands or the Isle of Man. The distribution of specialists is thus generally comparable to the distribution of the overall UK population, but with fewer specialists physically based in London and more in Scotland. 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 (4.5% located in EU countries, and 0.7% in the rest of the world).

Location n= 600	2017-18		2010-11	
	east of england	49	8.2%	22
east midlands	40	6.7%	26	11.1%
london	57	9.5%	15	6.4%
south-east england	90	15.0%	48	20.4%
south west england	78	13.0%	25	10.6%
north-east england	25	4.2%	8	3.4%
north-west england	30	5.0%	8	3.4%
west midlands	32	5.3%	18	7.7%
yorkshire & the humber	54	9.0%	25	10.6%
scotland	84	14.0%	14	6.0%
wales	27	4.5%	9	3.8%
northern ireland	2	0.3%	0	0.0%
channel islands	1	0.2%	0	0.0%
isle of man	0	0.0%	0	0.0%
outside uk - european union	27	4.5%		
outside uk - rest of world	4	0.7%	17	7.2%

Table 13: Location of Specialists

In comparison with the distribution of all professional archaeologists in 2012-13 (Aitchison & Rocks-Macqueen 2013, 87), relatively fewer specialists (more than 50% difference in comparative figures) are based in the East of England, and relatively more are based in the East Midlands – so overall, the geographical distribution of specialists and all archaeologists is very comparable.

The pattern of distribution is broadly comparable to that recorded in 2010-11, but with far more responses (235 in 2010-11). In 2010-11 7.2% of respondents were outside the UK.

8. Individual Specialists

Information was sought about the individual specialists themselves, about their age and gender, their ethnicity, their disability status, 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

The majority of respondents who identified their gender were female.

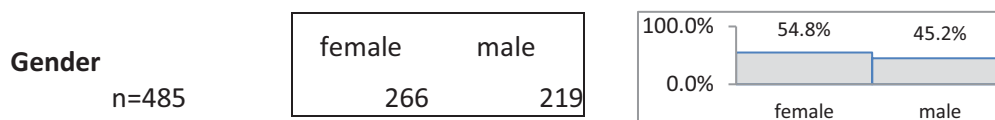


Table 14: Gender

The predecessor survey in 2010-11 found that at that time precisely 50% of the respondents to the survey who identified their gender were female and 50% were male. Aitchison & Rocks-Macqueen (2013, 97) noted that across the whole archaeological profession, “The long-term trend has been for the proportion of female archaeologists to increase over time”; in 2012-13 (ibid, 93) 46% of all professional archaeologists were female and 54% 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. Archivists are more likely to be women, while Surveyors are more likely to be men.

8.2 Age

The ages of archaeological specialists are relatively evenly distributed between 25 and 65, with the mean age of an archaeological specialist being calculated as 47.2. In 2010-11, the average age of an archaeological specialist was calculated as being 47.1.

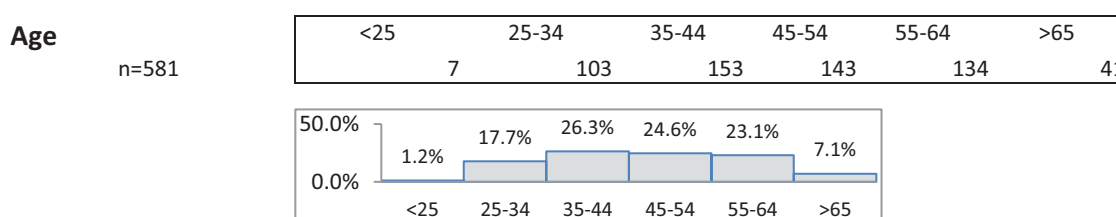


Table 15: Age

In 2012-13 (Aitchison & Rocks-Macqueen 2013, 94), professional archaeologists were on average aged 41.7, and so archaeological specialists are typically older than most of their professional colleagues (as was the case in 2010-11).

8.3 Ethnicity

97.5% of specialists responding to this survey identified their ethnicity as being white.

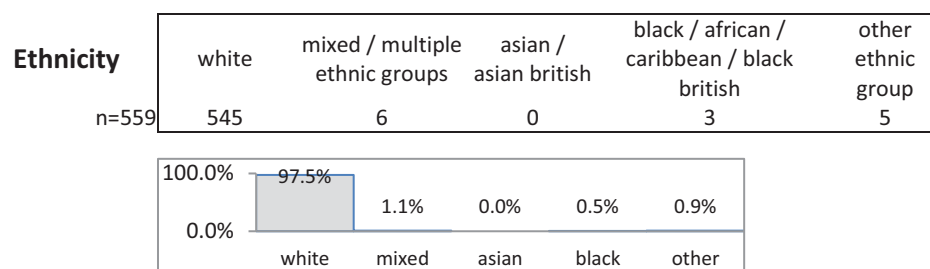


Table 16: Ethnicity

No comparable data were gathered in the predecessor (2010-11) survey. Aitchison & Rocks-Macqueen (2013, 98) found that 99.2% of professional archaeologists were white.

Archaeological specialists, as a group, are less ethnically diverse than the wider cultural heritage workforce (7.1% BME in 2008 [CCSkills 2009]) and far less diverse than the UK workforce as a whole; 12.7% of people of working age in the UK are of black or minority ethnicities (ONS 2013).

8.4 Disability Status

3.4% of archaeological specialists consider themselves to be disabled.

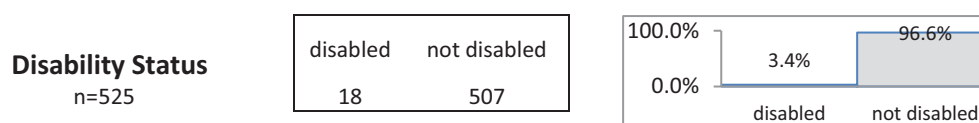


Table 17: Disability Status

No comparator data were gathered in the predecessor (2010-11) survey. By comparison, Aitchison & Rocks-Macqueen (2013, 99) found that 1.8% of professional archaeologists were disabled.

By comparison, 16% of the UK working age population in 2013-14 were disabled, 46% of whom were in work (ODI 2014); therefore 7.8% of the members of the UK workforce are disabled.

8.5 Qualifications Held

The overwhelming majority (97.1%) of archaeological specialists are graduates.

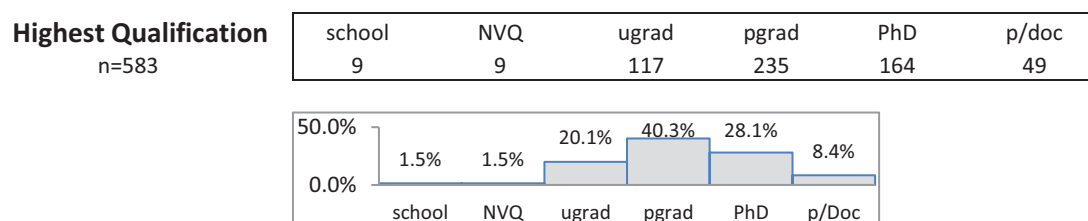


Table 18: Highest Qualifications Held

In 2010-11, 95.8% of archaeological specialists held at least one degree.

In 2012-13, 92.6% of all professional archaeologists were graduates (Aitchison & Rocks-Macqueen 2013, 101); 45.6% held a Masters or higher level qualification (in comparison with 76.8% of the specialists responding to this survey). Archaeological specialists are significantly more highly qualified than the wider population of archaeological professionals.

8.6 Years Practicing to date

Respondents were asked how many years they had been working as specialists.

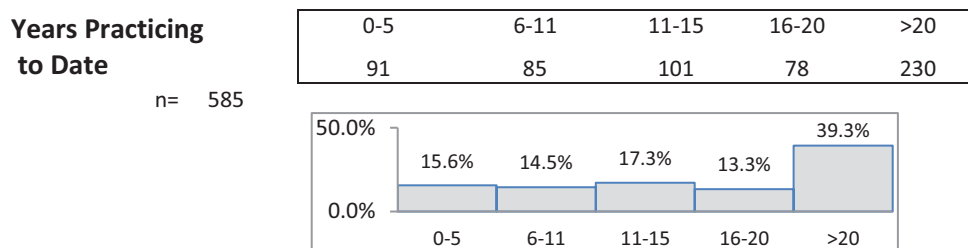


Table 19: Years Practicing

More than 50% of specialists have been working in their area of expertise for over 15 years.

8.7 Intention to Continue Practicing

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

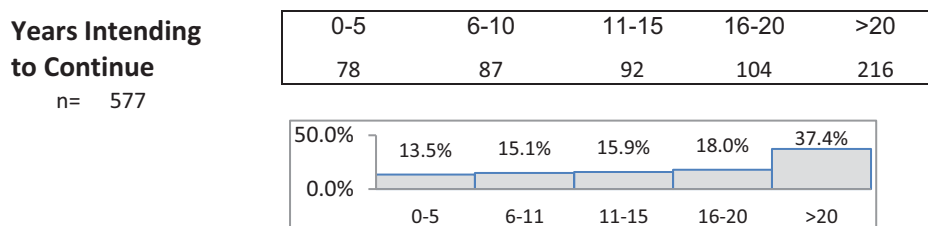


Table 20: Intention to Continue Practicing

13.5% 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 2.7% per annum. In 2010-11, the equivalent reported figure was 18.1% intending to retire within five years.

Specialists working in the area of Archiving are typically planning to stop work sooner than those working in other areas.

8.8 Hours Worked

While in 2010-11 it was reported that it was the norm for specialists to work part-time (55.7% work part-time, 44.3% full-time), this situation had reversed by 2016-17, with nearly 2/3 of archaeological specialists working full-time.



Table 21: Hours Worked

There were variations by broad specialist area; together with specialists providing Physical Dating services, Conservators and Surveyors are more likely to work full-time than the figure for all Specialists. In 2010-11, Conservators and Surveyors were most likely to work full-time hours. As was the case in 2010-11, Finds Specialists make up the category most likely to work part-time.

Across the whole profession in 2012-13, 83% of professional archaeologists worked full-time and 17% part-time (Aitchison & Rocks-Macqueen 2013, 131). Archaeological specialists are therefore much more likely to work part-time than archaeologists in general.

8.9 Career Information Comments

All of the replies provided by respondents to the question “career information - any further comments” are presented as **Appendix II**. Many respondents took this as an opportunity to comment on the questionnaire, as well as on their personal working situations. These comments have only been edited to anonymise responses where necessary.

9. Waiting Lists

It is the norm for archaeological specialists to not have waiting lists (although nearly half do). The situation is fundamentally unchanged from 2010-11, when 47.6% of specialists had waiting lists.

Waiting List

n= 567

yes	no
261	306

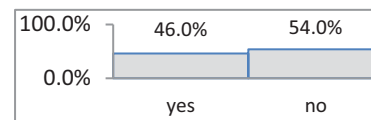


Table 22: Waiting Lists

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.

The providers of Physical Dating services are by far the most likely than average to have waiting lists; Palaeoenvironmental and Photography specialists are also more likely than average to have waiting lists.

Conservators are the least likely to have waiting lists, in a significant contrast with 2010-11 when Conservators and Finds Specialists were more likely than average to have waiting lists. Archivists are also particularly unlikely to have waiting lists.

9.1 Waiting List Length

Most specialists who have waiting lists have waiting times of between 1 and 3 months; in 2010-11, waiting lists were typically slightly longer. A small proportion (10.0%) of those that have a waiting list were unable to say how long it was.

Waiting List Length

n= 272

<1m	1-3m	3-6m	6-12m	>12m	d/k
44	94	55	24	28	27

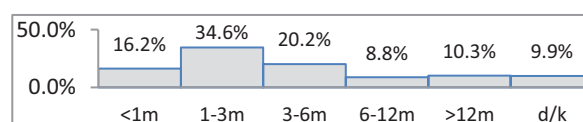


Table 23: Length of Waiting Lists

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.

Below, overall discussion of perceived attitudes to training are presented; detail of all perceptions regarding both initial training and CPD training are presented for each specialism in **Appendix I: Dataset**.

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 (92.3%) expect new entrants to be graduates, and more than half (54.4%) of respondents consider that new entrants to their specialism should hold a postgraduate degree (either a Masters or a PhD).

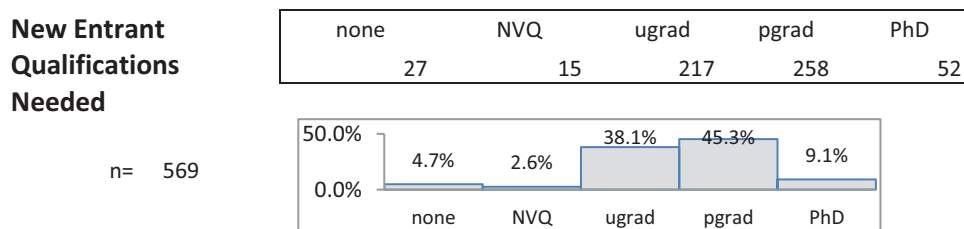


Table 24: New Entrant Qualifications

10.1.2 New Entrant Experience

Specialists typically (61.1%) consider that new entrants should have had more than a year's experience before they start to seek work in their professional area.

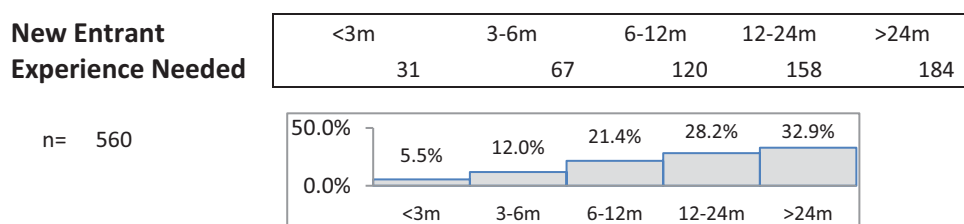


Table 25: New Entrant Experience Needed

10.1.3 New Entrant Mentoring

The overwhelming majority of specialists 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.

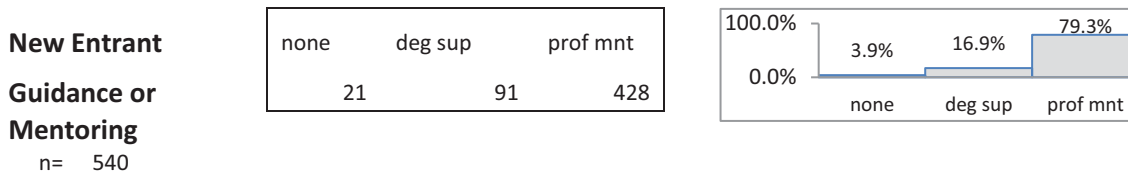


Table 26: New Entrant Mentoring

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.

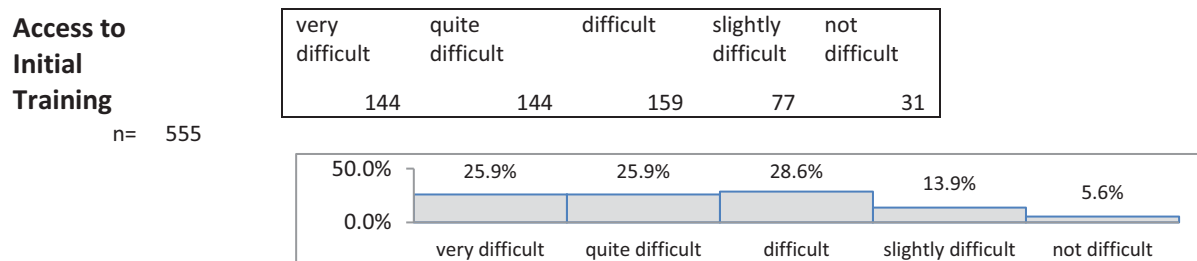


Table 27: Access to Initial Training

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.

10.2 Continuing Professional Development

In terms of the individual specialist’s ongoing CPD, respondents were asked about what training they valued, 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.

CPD Mechanisms Preferred

n= 2540

courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
382	407	289	493	290	533	146

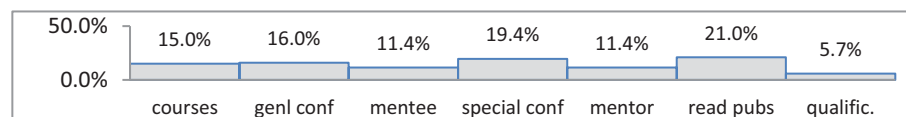


Table 28: CPD Mechanisms Preferred

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.

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

This was almost exactly the same pattern as reported in 2010-11.

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.

Access to Initial Training

n= 555

very difficult	quite difficult	difficult	slightly difficult	not difficult
144	144	159	77	31

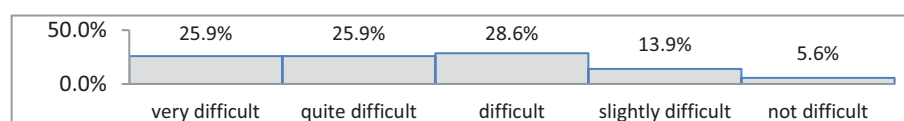


Table 29: Access to CPD Training

The majority of respondents considered that CPD training was “very” or “quite” difficult to access. Overall, CPD training was considered more difficult to access than entry-level training.

10.3.3 Being a Trainer

515 of 882 respondents (58.4%) 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= 515

previously	currently	interested
176	183	156

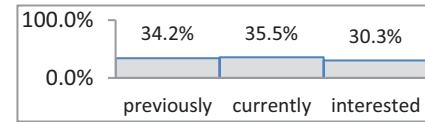


Table 30: Experience of Being a Trainer

Separately, recognising that the skills of a mentor are different from the skills of a trainer, only 11.4% of respondents identified that they valued being a mentor as a valuable way for them to develop professionally, while 79.3% of respondents considered being mentored was a valuable way for new entrants to develop their skills.

11 Changing Levels of Demand

Respondents were asked to what degree they agreed with a series of statements structured around the question:

“Do you expect your specialist work to be affected by changing levels of demand for archaeological fieldwork? as identified in the Historic England 2016 report *National Infrastructure Development and Historic Environment Skills and Capacity 2015-33: An Assessment*” (Hook *et al* 2016).

For each of seven statements, respondents were 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 they expect the effects to be upon them.

- Respondents generally did not expect there would be a reduction in the number of projects.
- However, they did think they would be expected to reduce their costs.
- They thought they would face increased time pressure.
- And that they would have to cut back on aspects of their work.
- They felt that this would reduce the level of job security worries that they were feeling.
- However, they felt that it would be likely to lead to them having to take on additional, non-specialist duties
- And that they would be likely to have to take work home
- Despite the expected increase in the number of projects, and feeling more secure about their jobs, respondents still felt that there was likely to be a reduction in the number of specialists working in their fields.

The overall sentiment, aggregated across these seven categories, tended to agree with the generally negative assertions.

Overall Sentiment
n= 3974

strongly agree	agree	neither	disagree	disagree
556	1232	1205	775	206

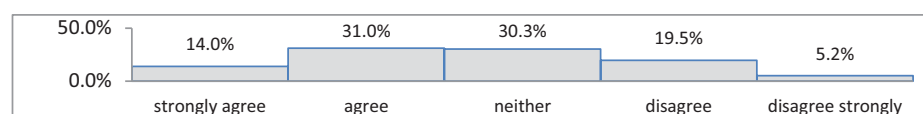


Table 31: Economic Changes - Overall Sentiment

In 2010-11, respondents were asked identical questions about the effects of the changing economic situation post-2008, which prompted respondents to reply negatively, feeling that the situation then was 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.

11.1 Number of Projects

The first statement relating to expectations of change sought to identify what was expected to happen to volume of work, by asking for the respondents' opinion on the statement:

"I expect there will be a reduction in the number of projects I have been asked to quote for/schedule".

Reduced Projects

n= 522

strongly agree	Agree	neither	Disagree	disagree strongly
30	96	177	168	51

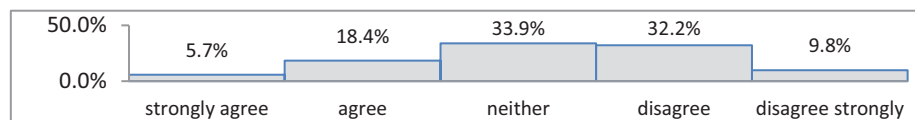


Table 32: Number of Projects

Respondents were most likely to think that the number of projects they would be asked to quote for or schedule would be unchanged, with more disagreeing with the (negative) statement than agreeing - an overall response (subtracting the percentage of negative sentiments from that of positive sentiments) of +17.9%. Here, and below, a positive number equates to a positive sentiment; *vice versa*, negative figures equate to overall negative sentiment.

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 expect that I will be asked to reduce the cost of specialist reports".

Reduce Costs

n= 513

strongly agree	agree	neither	disagree	disagree strongly
41	156	178	111	27

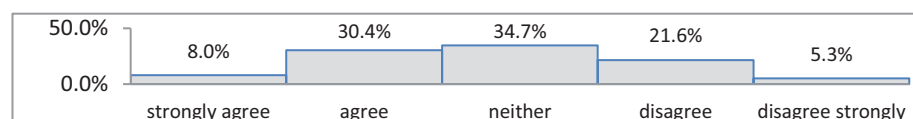


Table 33: Cost of Projects

More than 1/3 of respondents neither agreed nor disagreed with the expectation that they would have to reduce costs, but there was an overall negative sentiment (-11.5%) thinking this was more likely than not.

11.3 Time Pressure

Respondents were asked their opinion on "I expect that there will be increased pressure on the time I take to complete specialist reports".

Time Pressure
n= 514

strongly agree	agree	neither	disagree	disagree strongly
94	231	134	52	3

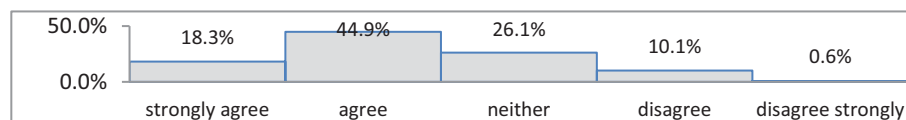


Table 34: Time Pressure

Respondents very clearly expect there to be more time pressure on them - overall, more respondents either agreed or strongly agreed with the statement than disagreed to any level (-52.5%), without an absolute majority reporting agreement with this statement.

11.4 Qualitative Effects

Respondents were asked about whether the anticipated changes would impact qualitatively upon their work, with their opinions sought on the statement "I expect that I will be asked to cut back on aspects of reports" (i.e. visiting external reference collections, further research)".

Cut Back Aspects
n= 514

strongly agree	agree	neither	disagree	disagree strongly
78	181	166	81	8

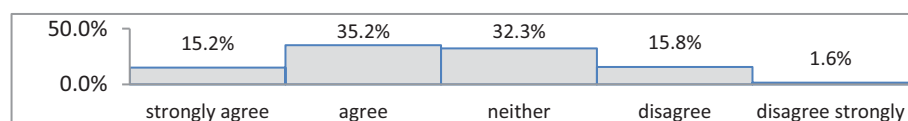


Table 35: Qualitative Effects

Overall, the majority of respondents tended to agree with the negative sentiment (-33.0%).

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= 519

strongly agree	agree	neither	disagree	disagree strongly
67	100	164	143	45

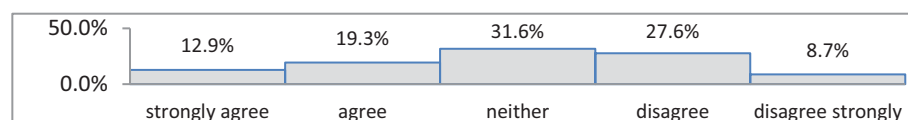


Table 36: Job Security

Respondents were split on this question; a slight majority were not worried more than usual about their job security than were (+4.1%) – but more strongly agreed with this concern than strongly disagreed with it. In 2010-11, respondents in all areas were very concerned about this.

11.6 Non-Specialist Duties

Respondents were also asked for their opinions upon the type of work they expected to be asked to do, specifically [if employed] "I expect to be asked to carry out other non-specialist duties which were not originally part of my post".

Non-Specialist Duties	strongly agree	agree	neither	disagree	disagree strongly
n= 431	73	136	123	76	23

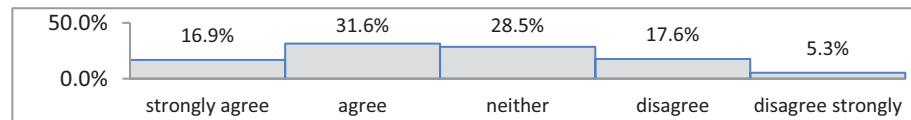


Table 37: Non-Specialist Duties

Overall, respondents tended to agree that this was a likely outcome (-25.6%). This fits with the anticipation that there will be more work to be done, rather than less.

11.7 Taking Work Home

Respondents were asked a further question about effects upon working practices, with respondents being asked for their opinions on the statement [if employed] "I expect that I will 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	strongly agree	agree	neither	disagree	disagree strongly
n= 432	73	144	106	76	33

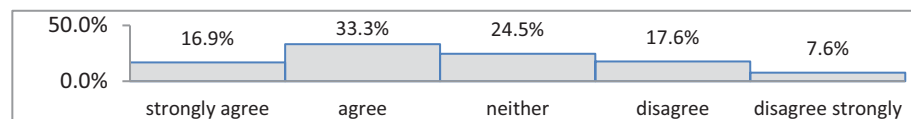


Table 38: Taking Work Home

The majority of respondents agreed with this statement (-25.0%), further suggesting that they expect a greater degree of pressure to deliver.

11.8 Decrease in Specialists

The final query relating to anticipated future changing levels of demand, "I expect that there will be a decrease in the number of historic environment specialists", asked about expectations for the size of the sectoral workforce.

Decrease in Specialists	strongly agree	agree	neither	disagree	disagree strongly
n= 529	100	188	157	68	16

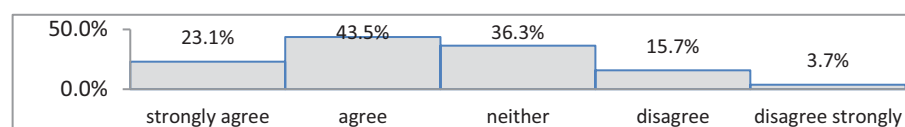


Table 39: Decrease in Specialists

Perhaps surprisingly, given that the question was framed around an expected increase in workload, a substantial majority of respondents either agreed or strongly agreed with the assertion that this change would lead to there being less specialists (-47.2%).

12 Brexit

Respondents were then asked to what degree they agreed with precisely the same series of statements, but structured around the question:

“Do you expect your specialist work to be affected by the United Kingdom leaving the European Union?”

Again, for each of seven statements, respondents were asked to grade their opinion as “strongly disagree”, “disagree”, “neither agree nor disagree”, “disagree” or “strongly disagree”, meaning that each of the statements implied a negative impact, and so the more strongly respondents agreed, the heavier the effects had been upon them.

Respondents were asked this at a time after the UK had voted to leave the European Union in the referendum of 23rd June 2016, but before the date at which the Government would trigger Article 50 and so begin the formal process of leaving the Union had been announced.

- Respondents generally thought there would neither be an increase nor a decrease in the number of projects they would be asked to quote for or to schedule, nor did they think they would either be asked to increase or decrease their costs.
- They didn’t expect time pressure to change because of this.
- They didn’t expect to either cut back, or not cut back, on qualitative aspects of their reports.
- Respondents were split on whether they were more worried about job security or not, whether they would have to carry out additional, non-specialist duties or take extra work home.
- The majority of respondents thought that this would lead to a reduction in the number of archaeological specialists.

Overall, aggregating the responses across the seven categories, the responses could be categorised by a prevailing sense that nothing will change, tempered by an undercurrent of negativity.

Overall Sentiment
n= 3986

strongly agree	agree	neither	disagree	disagree
577	929	1574	676	230

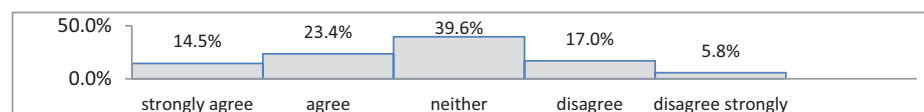


Table 40 Brexit - Overall Sentiment

12.1 Number of Projects

"I expect there will be a reduction in the number of projects I have been asked to quote for/schedule".

Reduced Projects
n= 522

strongly agree	agree	neither	disagree	disagree strongly
69	117	199	109	28

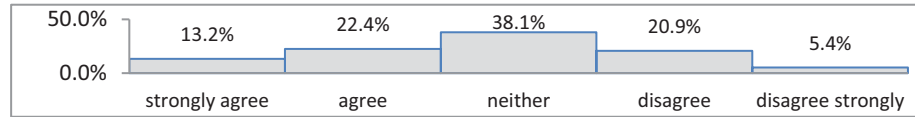


Table 41: Number of Projects - Brexit

Respondents were more likely to agree with this statement than not (-9.3%), in contrast to the expectations of an increased number of projects caused by changing levels of demand (+17.9%).

12.2 Cost of Projects

"I expect that I will be asked to reduce the cost of specialist reports".

Reduce Costs
n= 522

strongly agree	agree	neither	disagree	disagree strongly
59	109	224	94	30

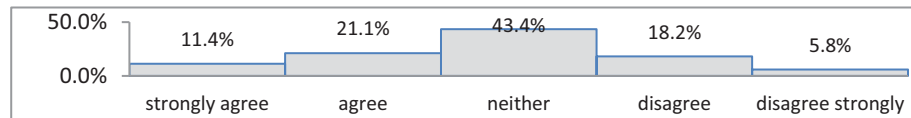


Table 42: Cost of Projects - Brexit

There was an overall slight negative sentiment (-8.5%) expecting that specialists would have to reduce costs, comparable to the expectation of reducing costs caused by changing levels of demand (-11.5%).

12.3 Time Pressure

"I expect that there will be increased pressure on the time I take to complete specialist reports".

Time Pressure
n= 516

strongly agree	agree	neither	Disagree	disagree strongly
75	121	229	72	22

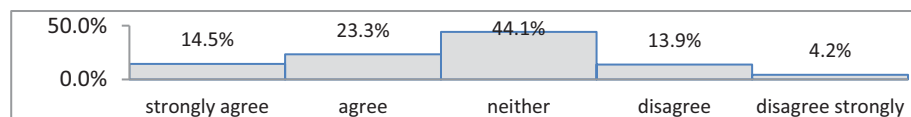


Table 43: Time Pressure - Brexit

Respondents expect that Brexit will lead to there being more time pressure on them (-19.7%), but this is much less than expect this to be the case because of changing levels in demand (-52.5%).

12.4 Qualitative Effects

“I expect that I will be asked to cut back on aspects of reports” (i.e. visiting external reference collections, further research)”.

Cut Back Aspects

n= 519

strongly agree	agree	neither	disagree	disagree strongly
67	132	217	80	22

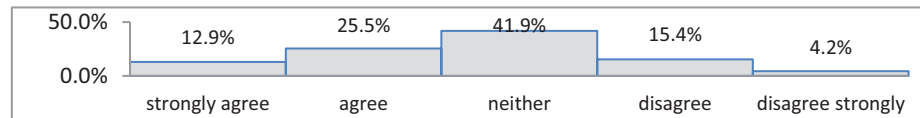


Table 44: Qualitative Effects - Brexit

Respondents tended to agree with the negative sentiment (-18.8%), but not by as much as they did in terms of the anticipated effects of changing levels of demand (-33.0%).

12.5 Job Security

“I am worried (more than usual) about my current job security”.

Job Security Worries

n= 518

strongly agree	agree	neither	Disagree	disagree strongly
91	112	171	97	43

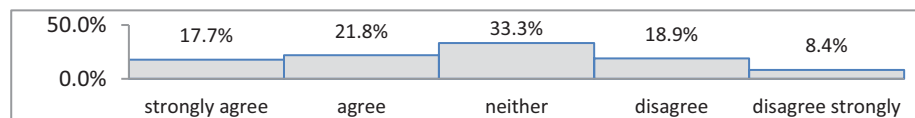


Table 45: Job Security - Brexit

Respondents tended to feel worried (-12.2%) about their job security in relation to Brexit, which contrasts with the figures relating to the anticipated changes in levels of demand, where a slight majority were not worried more than usual about their job security than were (+4.1%).

12.6 Non-Specialist Duties

“I expect to be asked to carry out other non-specialist duties which were not originally part of my post”.

Non-Specialist Duties

n= 514

strongly agree	agree	neither	disagree	disagree strongly
56	98	173	79	28

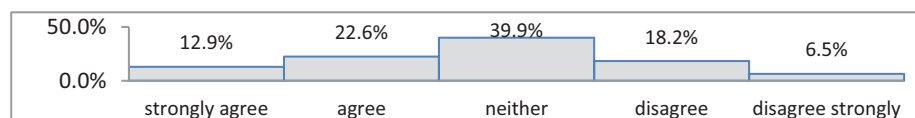


Table 46: Non-Specialist Duties - Brexit

Overall, respondents tended to agree that this was a likely outcome (-12.2%), less than felt this was a likely outcome of changing levels of demand (-25.6%).

12.7 Taking Work Home

“I expect that I will 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= 434

strongly agree	agree	neither	disagree	disagree strongly
53	93	176	83	33

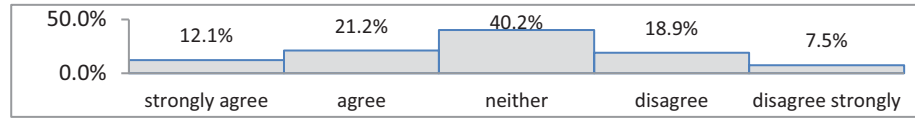


Table 47: Taking Work Home - Brexit

Respondents were split on this point, with a slight tendency to agree that this will be necessary (-6.9%). The majority of respondents had agreed with this statement (-25.0%) in relation to changing levels of demand.

12.8 Decrease in Specialists

“I expect that there will be a decrease in the number of historic environment specialists”.

Decrease in Specialists
n= 438

strongly agree	agree	neither	disagree	disagree strongly
107	147	185	62	24

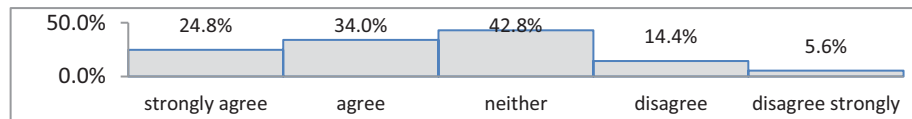


Table 48: Decrease in Specialists - Brexit

This was the statement regarding Brexit most agreed with by respondents (-38.8%), although over 40% did not expect either an increase or a decrease in the number of specialists. The depth of feeling was not as profound as that expressed in relationship to the anticipated change in demand (-47.2%).

13 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 2010-11.

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

13.1 Archaeological Finds Study

There were 303 individual respondents identifying that they provided archaeological finds study services, of whom 214 provided further details on the 796 individual specialist services they provided (an average of 3.72 services per specialist), ranging from 75 individuals who provided only one service to one who reported providing all 29 different services identified under the Archaeological Finds Study category.

In comparison with the overall figures for all specialists, those working in Finds Study encounter relatively less competition, with 45.4% of respondents stating that the respondent encounters “very little” competition.

Charges for Archaeological Finds Study are, on average, 16% lower than that for all Specialist areas. They encounter relatively little competition.

Of all the specialist areas examined, archaeological finds specialists are the most likely to work part-time. They also work in (on average) the smallest organisations – a higher proportion of finds specialists operate as sole traders than do specialists in any other field.

Selection of comments from providers of Archaeological Finds Study services (minor typo errors corrected):

Ad hoc advice to former colleagues and associates

Charges vary chocolates to 50 Sterling per sample plus prep costs.

Competition is not always competent, in-house ad hoc

Few new people coming into the field

hard to judge competition

I am an independent specialist and most units provide inhouse 'specialists'

I do not often know how many other specialists have been approached

I have been trained in ceramic and stone thin-sectioning and petrology but my current employer does not have the facilities or funding for this service

I have no idea about competition because no one will tell me if I am competing against anyone for contracts

I only do it if I am interested and charge analysis time only

i only take jobs that fit my research interests, as I am not reliant on this income

It is a very small field and not a priority among clients

MAINLY VOLUNTARY

None of these areas want to pay for specialist reports except in unusual cases

Not really started to provide a full service but post-excavation osteological reports now possible.

Not a lot of post med / early mod ceramics collected from archaeo sites

Only take on Sub£1K projects and projects that are unfunded

only undertake small jobs

provide this for free to public and sometimes professional] Colleague

Some competition but although cheaper than me not sufficiently qualified

Some competition is from outside the geographical area I work in and I am concerned that fabric attributions are not properly verified

the main problem is getting client to keep or study it

There is a shortage of general knowledge regarding this artefact type amongst excavators and finds departments and an acute shortage of specialists.

Very little competition from specialists with the knowledge and experience of, or a background in post-med ceramics. However, it is clear that contracting units regularly cut corners by not using post-med ceramics specialists (I know - there are few of them!), and the quality of reports is correspondingly poor.

volunteer service

While there are not a huge number of other suitably qualified glass specialists as competition, I find that organisations cut costs by using non-specialists, or not seeing glass as important

All comments from providers of Archaeological Finds Study services are presented in **Appendix I**, following the datasheets for Archaeological Finds Study – all specialisms.

13.2 Archiving

There were 38 respondents who identified that they provided Archiving services; of these, 23 gave details on the 34 services (1.48 average) they provide.

On average, they charge considerably less than the average for all specialist services (77% of average). This is the lowest of any category of archaeological specialists.

Archives specialists report encountering the least competition of any category of archaeological specialists.

Proportionally, they are the category of specialists most likely to be female of all the categories of archaeological specialists.

They are likely to have been practicing in their specialist field for less time than the average across all specialisms, and (of all specialist areas) report the lowest time that they are likely to continue.

They are unlikely to have waiting lists for their work, and are likely to work for relatively large organisations.

All comments from providers of Archiving services (minor typo errors corrected):

I work for a university part-time hourly paid, and get the Research Assistant hourly rate of £12.12 if I work a 7.5-hour day

legal advice

Part of my salaried job

security copying as microfilm is out-sourced; digital scanning done in-house

This is my salaried work

Usually as part of salaried position

13.3 Conservation

101 Conservation specialists responded, with 55 providing further details on the total of 202 specialist services they provide, an average of 3.67 per specialist. On average, they charge 15% more per day than the average for all archaeological specialists.

There is a roughly equal gender split, and conservators are on average older than archaeological specialists in general; they represent the oldest cohort of specialists identified in this survey.

By contrast, in 2010-11, this specialist area was identified as being the area with the highest proportion of women working in it, and on average was the youngest specialist area.

Conservators are more likely to work full-time than other specialists and are less likely to have waiting lists.

Conservators are the specialist area that, on average, reported having worked in their specialist field the longest of all areas studied.

Selected comments from providers of Conservation services:

increasing competition

no one has any funding for this so work has dropped off severely in the last few years due to cuts

not much competition but also not much work

not much makes it to display...

often undercut by junior practitioners

our work is always competitively tendered but the selected list is quite often poorly put together

service mainly used by archaeo units who are not conversant with the archive procedures of the county I operate in

The quality of the service of some of the competition is poor.

All comments from providers of Conservation services are presented in **Appendix I**, following the datasheets for Conservation – all specialisms.

13.4 Forensic Archaeology

27 Forensic Archaeology specialists responded to the questionnaire, of whom 17 provided detailed responses. On average, they charge 13% more per day than the average for all archaeological specialists.

They experience much higher levels of competition than are typically encountered in other archaeological specialist areas; this is the single area that reported the highest levels of competition.

They are much more likely to be female than archaeological specialists in general, are much more likely to be working for large organisations, and expect to continue to work in their specialist area longer than the average for all specialists.

Selected comments from providers of Forensic Archaeology services:

as requested by the police, no charge (work through county council)

charge case dependent

All comments from providers of Forensic Archaeology services are presented in **Appendix I**, following the datasheets for Forensic Archaeology.

13.5 Historical Research

There were 128 individual respondents who provided Historical Research services, of whom 83 gave details of 138 services provided (an average of 1.66 each).

On average, they charged 10% more per day than the typical amount charged by all archaeological specialists. They were likely to encounter more competition than specialists working in other areas were, but they are unlikely to have a waiting list.

Historical Research specialists are more likely to work part-time than other specialists, they are likely to have been working in this area for a shorter time-period than specialists working in any other area, but intend to keep on working for just as long.

Selected comments from providers of Historical Research services:

More as a favour

No charge

Not a lot of competition, as people don't usually want to pay for the work they offer me.

All comments from providers of Historical Research services are presented in **Appendix I**, following the datasheets for Historical Research – all specialisms.

13.6 Illustration

79 individual specialists in this area answered this survey, with 67 providing details of 226 separate Illustration services, an average of 3.37 services per specialist.

Specialist Illustrators typically charge 83% of the average figure for all specialists and encounter more competition than other areas. In 2010-11, Illustrators also charged less per day than the average for all specialists.

Illustrators are more likely to be male than other specialists. They are more likely to have a waiting list for their work than other specialists.

Selected comments from providers of Illustration services:

Believe I would get more work if my day rate were less, (because others are charging less per day)

not much competition since everyone does it.

usually undercut by inexperienced practitioners

All comments from providers of Illustration services are presented in **Appendix I**, following the datasheets for Illustration – all specialisms.

13.7 Palaeoenvironmental Study

Responses were received from 176 individual respondents of whom 143 gave detailed information on 232 services provided, an average of 1.62 services provided per respondent.

The average amounts charged by Palaeoenvironmental specialists were 90% of the overall average for all specialisms.

Palaeoenvironmental specialists are considerably more likely to be female than is typical for all specialists and are also typically younger than the average for all specialists (making up the youngest group of specialists surveyed). Both the gender and age profiles are unchanged from 2010-11.

They are likely to be planning to continue working for a longer period than the all-specialist average.

They are relatively highly qualified, and are likely to have a waiting list.

Selected comments from providers of Palaeoenvironmental Study services (minor typo errors corrected):

2 other main competitors

at present, I seem to be the only one offering consultancy. Hopefully the younger generation will come through
Constantly undercut

currently volunteering as need to build up a report list before people will hire me

Difficult to find specialists with experience in commercial archaeology, and who want to stay in commercial archaeology

free for research purposes only

hard to be cost effective in a University, but have capacity to take on large projects

I often lose out to specialists who are employed by a unit.

includes large overhead charged by institution

not much work time consuming so expensive

not sure re: competition

This field is over-subscribed.

too many inexperienced practitioners selling themselves as specialists. Units are doing a lot in-house using staff with only about 1 week's experience, producing poor quality reports based solely on presence / absence with no identifications

Too many units say they have a lot of geoarchaeologists employed but most have not received formal training in the field

Very few opportunities

Whatever the company charges for my services, my pay will still be poor and insufficient in comparison to other industries requiring a similar background and training.

All comments from providers of Palaeoenvironmental Study services are presented in **Appendix I**, following the datasheets for Palaeoenvironmental Study – all specialisms.

13.8 Photography

60 specialist photographers answered the survey, 44 of whom provided details on 82 separate services, an average of 1.86 per specialist.

Specialist photographers typically charge 93% of the average daily amount for all archaeological specialists. They experience relatively little competition to provide their services (as was the case in 2010-11). They are more likely to be male, and slightly older than the average for all specialists.

They are more likely to work full-time, are likely to have a waiting list and typically do not intend to continue practising for as long as the average for all specialists.

Selected comment from provider of Photography services:

not much competition since everyone does it.

All comments from providers of Photography services are presented in **Appendix I**, following the datasheets for Photography – all specialisms.

13.9 Physical Dating

20 responses were received from providers of Physical Dating services, 10 of whom gave details of the 13 services they provided, an average of 1.3 each.

On average, these specialists charged 110% of the average for all specialist services.

They are more likely to be male than is typical for all archaeological specialists. They are more likely to work full-time than archaeological specialists in any other specialist area, are much more likely to have a waiting list (more likely than any other group of specialists) and typically do not intend to continue practising for as long as the average for all specialists.

They are the most likely to work for a large organisation of all specialists, and are on average the most highly qualified (all Physical Dating specialists responding to the survey held at least a post-graduate Masters qualification).

All comments from providers of Physical Dating services:

ad hoc research-related provision at present

Cannot cost per day. £315 + VAT per sample

Not possible to put a cost per day.

Pb-210

submission to external lab only

Technically the radiocarbon dating is charged on a per date basis and the Day rate refers specifically to my charge for assistance in analysing the results and undertaking statistical modelling and report writing

13.10 Report Production

139 specialists indicated that they provide Report Production services; of this total, 85 gave specific details of the 243 separate services that they provide, an average of 2.86 services per specialist.

They typically encounter less competition than specialists working in other areas.

They have typically been working in their field for longer than the average for specialists in all areas (as was the case in 2010-11). In 2010-11, they typically intended to stop working as specialists sooner than average; this is no longer the case in 2016-17.

Selected comments received from providers of Report Production services (minor typographical errors corrected):

Archaeological editing requires an understanding of the subject - commercial 'general' editors are usually not equipped to deliver the appropriate service

As with glass specialism, if organisations need to cut costs they do the work in house. The advantage of me expanding this side of my work is that I can also work outside archaeology, and that is why I have chosen to develop this to increase my chance of future work. It may lead to leaving archaeology altogether.

Everybody thinks they're a designer...

much undertaken without financial remuneration

All comments received from providers of Report Production services are presented in **Appendix I** following the datasheets for **Report Production – all specialisms**.

13.11 Survey

166 individual Surveyors reported providing Survey services, of which 105 provided detailed information on 273 separate specialist services, an average of 2.60 per specialist.

Specialist Surveyors are able to charge more per day on average for their services than any other specialist area (as was the case in 2010-11) – on average, Survey specialists charge 146% of the mean daily rate charged by all specialists. This includes the highest day rate reported by any specialist, of £3,000 by one specialist to provide Lidar survey.

They also encounter considerably more competition than all specialists do overall (as was the case in 2010-11).

Selected comments received from providers of Survey services:

Competition has driven prices down to rock bottom in recent years

Not recommended as becoming more mechanised. Lack of policing of standards.

people undercutting with inferior product. no accountability for this

Too many non-specialists undertake geophysics and often do not do it to the best standards

work for [national heritage organisation] so don't charge; while there are a reasonable number of general geophysical survey practitioners there are very few that can provide high resolution GPR and caesium magnetometry for large-scale sites

All comments received from providers of Survey services are presented in **Appendix I**, following the datasheets for Survey – all specialisms.

13.12 Other Services

117 specialists reported providing Other Specialist service which have not been categorised elsewhere in this survey.

Across all of these specialisms, respondents typically charged 120% of the average daily rate charged by all specialists, and 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 (minor typo errors corrected).

Day rate	Service Provided
	advice on writing historic environment related guidance
	advice to planning services on impact of proposals on historic environment. This is public sector funded so these questions are not really relevant
£200	analysis of glass and other vitreous materials
	Analytical earthwork survey, and training in traditional field observation skills
£500	Archaeological consultancy
	Archaeological chemistry
	Architect
£400	Architect
£600	Biomolecular Archaeology
£586	Business services
£444	coastal / marine (consultant)
£150	Community archaeology support for lottery, local groups and research funded projects
£250	community archaeology, education & outreach projects
£150	community engagement & planning advice
£285	Community Outreach and Education
£500	conservation engineer
£750	Conservation engineering: CARE accredited
£350	Consultancy
£350	Consultancy and planning advice
	contemporary archaeology
	Cultural Heritage Consultation (for EIA etc.)
£115	Curation
£220	Engagement
£150	excavation specialist
	excavation;' database design, GIS, faunal analysis, metadata mapping

£150	Field schools
£80	Finds Liaison Officer
£400	Fundraising advice
£250	general small finds work
£250	GIS
£80	GIS
£300	GIS
	GIS, spatial analysis
£200	Guided walks, talks, and educational workshops for schools
	HER and DC specialist advice
	HER maintenance
£400	Heritage Led Regeneration
	Heritage Management
	Historic Environment Education
	Historic Environment Management advice
	Historic Environment Record professional
£150	Human osteoarchaeology
£500	Human osteoarchaeology
	I am an architectural historian
£200	I identify historical artillery
	I provide expert advice on the conservation and management of HE assets within the farmed environment i.e. how farmers can protect and managed their archaeological sites, historic buildings and historic/designed landscapes.
	In-house advice on climate change projections, impacts and adaptation etc.
	Internal use and partnerships
£200	Isotope analysis of huma and animal remains (C, N, S, Sr, O) - cost relates to sample preparation and does not include mass spectrometry
	isotopic and trace element analysis of animal and human remains and environmental samples
£700	landscape architectural advice
£250	Lecturing and guided tours
	legal advice
	Management of scheduled monuments for [national heritage agency] - no competition, no charge, state regulator
£400	marine / maritime / nautical archaeology
£150	Maritime
	maritime archaeology
£100	[state agency] Archaeological Advisor
£600	Nautical
£400	Not quite sure what you mean by 'specialist service': is it assumed that all the aspects of development or archaeological projects that 'conservation archaeologists/professionals' advise upon - eg heritage asset management, town and country planning matters; setting issues; foundation design; interpretation (including visual data) and so on and so on) are not 'specialist' advice? If so, the results of this survey will be skewed in the sense that you are saying 'what technical ancillary techniques-based specialist services' do you provide under contract.
£270	Osteoarchaeology
£120	Osteologist
£180	Osteology

£250	Palaeolithic Archaeology
£150	Planning advice
	post-ex publication
£150	post-excavation and publication
£350	preservation in situ
£500	Project Management
£200	Project Management and Stratigraphic Analysis, Synthesis and Publication.
£400	Project Mangement
	Provide statutory Government role
£350	Quaternary and Palaeolithic archaeology
£525	Re. Heritage and Archaeological Consultancy Advice to Internal and External Clients.
	research and evaluation of heritage assets, architectural and planning guidance to proposed schemes.
£250	Roman-period academic input, PD production, refereeing
£300	Scientific photography, infrared, ultraviolet direct and fluorescence, HDR, panoramic, gigapixel imaging, stereo photography
£120	Soil sample processing
£300	Specialist advice and research to public archaeology projects
	Specialist insurance for archaeologists
£180	Specialist on Roman Corbridge
£295	Stable isotope analysis of human and animal material
	stable isotope ratio data on all organic material (bone, tooth, foodcrusts etc. price is case and instrument dependent
	stable isotopes
	Strategic research
£220	Tephrochronology
	The thing that, to my mind, is missing from your initial question is involvement in education and training
£120	Thin section work pottery or stone
	This is all about consultants and ignoores Conservation officers so you are not considering planning specialists at all
£295	this specialism is isotopic analysis (C, N, S, Sr, and O) of human and animals remains. The analytical costs are separate to the day rate given here for assitance in sample selection and analysis and report writing
	Traditional architectural ironwork specialist
£250	Underwater/maritime
	Usually free because no one has any money but I get flown to places OS or within ten UK when I get there.
£600	Video
	we charge by the hour
	Writing
£310	Zoo archaeologist

Table 49: Other Specialist Services

14 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.

Using the methodology applied in the 2010-11 survey, presented by broad category, the potential risk of skills losses can be considered 'severe' where more than 25.0%, or one specialist in four is not intending to continue working beyond the next five years, and 'acute' 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 leave in 0-5 years	n=	risk level
Physical Dating	33.3%	12	ACUTE
Archiving	18.2%	22	
Illustration	15.9%	63	
Photography	15.6%	45	
Archaeological Finds Study	14.7%	204	
Report Production	14.6%	96	
Survey	12.4%	97	
Conservation	12.3%	57	
Historical Research	12.2%	74	
Palaeoenvironmental	7.1%	141	
Forensic Archaeology	5.0%	17	
All Specialists (aggregate)	13.5%	577	

Table 50: Cease Practicing Within 5 Years

In only one category, that of Physical Dating, was there considered to be either an acute or severe risk to specialist provision – and in this case, exactly one in three specialists expected to stop providing this service in the next five years, placing it acutely at risk on the basis of survey responses.

Again, using the methodology presented in 2010, the other means to estimate where there are potential areas of skills losses are the areas where the volume of work is expected to reduce. Below this is presented in terms of the responses by specialist area to the question on the reduction in projects caused by anticipated changes in levels of demand, 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.

If any category had a net result of more than 25% thinking that there would be a reduction in the volume of projects, then the category would be considered to be at severe risk; if a net more than 33.3% thought this, then the category would be considered to be at acute risk.

Specialist area	% who strongly agree that will be a reduction in projects	% who strongly disagree that there will be a reduction in projects	Net – strongly agree minus strongly disagree	n=
Archiving	9.1%	0.0%	9.1%	22
Conservation	4.0%	2.0%	2.0%	50
Historical Research	5.9%	5.9%	0%	68
Illustration	4.0%	4.0%	0%	60
Survey	7.7%	9.9%	-2.2%	91
Archaeological Finds	8.2%	10.7%	-2.5%	196
Report Production	6.4%	10.6%	-4.2%	94
Palaeoenvironmental	5.2%	10.4%	-5.2%	135
Forensic Archaeology	5.9%	11.8%	-5.9%	17
Photography	0.0%	13.6%	-13.6%	44
Physical Dating	0%	28.6%	-28.6%	14
All Specialists (aggregate)	5.7%	9.8%	-4.1%	522

Table 51: Serious Reduction in Volume of Work

In only archiving and conservation is there an anticipated reduction in work, and in neither category can this be considered a risk to ongoing provision.

Specialist area	Intention to leave within five years	Reduction in project volume
Physical Dating	ACUTE	-
Archaeological Finds	-	-
Archiving	-	-
Conservation	-	-
Forensic Archaeology	-	-
Historical Research	-	-
Illustration	-	-
Palaeoenvironmental	-	-
Photography	-	-
Report Production	-	-
Survey	-	-
Overall	-	-

Table 52: Severity of Risk of Skills Losses in 2016-17

By comparison, in 2010-11, every specialist area for which there were sufficient data available could be considered to be either at acute or severe risk of skills losses.

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
Overall	-	SEVERE

Table 53: Severity of Risk of Skills Losses in 2010-11

15 Recommendations

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

These take into account recommendations that were made in the 2010-11 report, and accord with or complement the objectives in the 2016-18 Forward Plan of the Archaeology Training Forum (ATF 2015). Below, where appropriate, recommendations are matched with numbered initiatives in the ATF Forward Plan.

15.1 Recommendations – Charges

Issue – Inconsistent and low / unrealistic charging rates

- Recommendation Charges 1: to practitioners

Ensure charges include appropriate overheads

The amounts charged per day should cover direct costs (salary, 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 practitioners

Review current charging structures against typical charges reported in the same specialist field

The level of competition, and whether pressures have been identified in their specialist area in terms of volume and pricing, should also be taken into consideration in order to ensure that prices charged are both competitive and sustainable.

15.2 Recommendations – Entry Level

Issue – There is a need for more systematic entry level training and nurturing

- Recommendation Entry Level 1: to organisations - funding bodies and training deliverers

Ensure that opportunities are promoted and supported for employers to engage Historic Environment Practice Apprentices, and for individuals to become Apprentices (ATF Initiatives 6.2, 6.3)

This can be delivered through active campaigns of updating available information and through providing direct advice to those seeking engagement.

'Trailblazer' status was secured for Apprenticeships in Historic Environment Practice² in 2015, and Apprenticeship Standards for Historic Environment Practitioners have been developed. These offer the potential for employers (in England) to receive funding to support Apprentices' training and should be extended to the rest of the UK.

- Recommendation Entry Level 2: to organisations - funding bodies and training deliverers

Support the encouragement of mentoring by and for specialists

This could be provided through developing support materials or mechanisms which will allow experienced experts to pass on their skills in the workplace to new specialists entering their specialist area. Mentoring is seen as a valuable way for experts to both pass on skills and to develop their own capabilities. If the sector is not yet ready for a formal network, the promotion of guidance and advice on mentoring (on how to be a mentor, how to be mentored and how to find a mentor) would be valuable (See also Recommendation CPD 2).

15.3 Recommendations – CPD

Issue – CPD and training need to be embedded and supported

- Recommendation CPD 1: to practitioners

Specialists should engage with, and commit to formally undertaking CPD that demonstrably updates or expands their skills and knowledge (ATF Initiative 3.1)

CPD relates to both the technical skills and knowledge that specialists need to deliver their specialism and to the skills needed to train or mentor others.

It must be recognised that the populations of specialists delivering particular specialisms are, relatively, tiny – in some cases, representing only tens of individuals or in some specific cases, even less. This means that it would be unlikely to be cost-effective to develop specific training materials for these individuals, and so responsibility for individuals identifying and taking advantage of relevant CPD opportunities has to rest firmly with those individuals, supported appropriately by training providers, funding bodies and special interest group networks.

- Recommendation CPD 2: to organisations - funding bodies and training deliverers.

Support the encouragement of mentoring by and for specialists (ATF Initiative 3.2)

Mentoring is a recognised, but to date under-supported mechanism for the development both of a mentee's specialist skills and of a mentor's abilities to pass them on. This could be facilitated through developing support materials or mechanisms which will allow experienced

²<http://www.archaeologists.net/news/historic-environment-practitioner-proposed-new-apprenticeship-1456761617>

experts to pass on their skills in the workplace to new specialists entering their specialist area (see also Recommendation Entry Level 2).

- Recommendation CPD 3: to organisations - funding bodies

Provide focussed support for the hosting and delivery of specialist conferences

Appropriately scaled conference or seminar events have value for specialists, in terms of learning about new developments, as opportunities to pass on their skills and knowledge, and in maintaining and updating their professional networks. These have particular value when delivered through subsector-specific specialist interest groups and when they emphasise the transmission of skills as well as of specialist knowledge.

15.4 Other Recommendations

Issue – Surveys need to be continued in order to expose and understand longer-term trends

- Recommendation Other 1: to organisations - funding bodies.

This survey should continue to be repeated on a four-yearly cycle (ATF Initiative 7.1)

There has been considerable value in periodically repeating this survey, leading to updated awareness of the state of specialist provision in a volatile economic context. Updating longitudinal datasets – eg for charging rates for particular specialisms – makes change over time visible, and allows evaluation of policy or economic changes.

It should continue to be repeated 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 and market intelligence about specialist skills provision.

This should be co-ordinated with the *Profiling the Profession* cycle, which gathers data across the entire archaeological profession, and which should also be repeated on a four-yearly cycle. The two processes should complement each other by running alternately every two years.

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17 Acknowledgements

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Ben Lewis undertook the data analysis that underpins this report; Doug Rocks-Macqueen quality checked the report.

Thanks to all the respondents who provided the data. The valuable time you gave up by contributing underpins this report, and is greatly appreciated.

Appendix I Dataset

Data are 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), together with 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 anticipated effects of potential increases in archaeological fieldwork and of the UK leaving the European Union on their specialism.

Data are 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.

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

All Archaeological Specialisms

n= 882

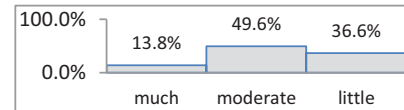
About the Work

Charge / day
n= 1377

mean	SD	min	max
£ 259.09		179.81 £	£ 3,000.00

Competition
n= 1799

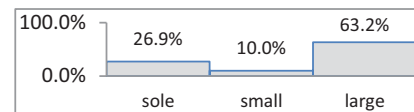
248	892	659
great deal	moderate	very little



About the Organisation

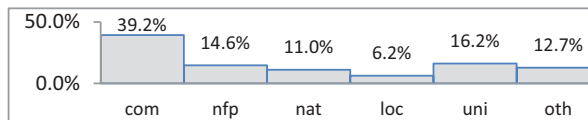
Sizes of Organisation
n= 603

162	60	381
sole trader	small	large



Types of Organisation
n= 581

228	85	64	36	94	74
commercial	not for profit	nat gov	local gov	university	other



Location
n= 600

east of england	49	8.2%
east midlands	40	6.7%
london	57	9.5%
south-east england	90	15.0%
south west england	78	13.0%
north-east england	25	4.2%
north-west england	30	5.0%
west midlands	32	5.3%
yorkshire & the humber	54	9.0%
scotland	84	14.0%
wales	27	4.5%
northern ireland	2	0.3%
channel islands	1	0.2%
isle of man	0	0.0%
outside uk - european union	27	4.5%
outside uk - rest of world	4	0.7%

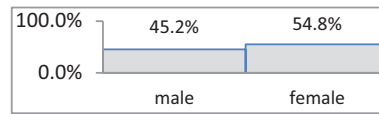
All Archaeological Specialists

About the Specialists

Gender

n= 485

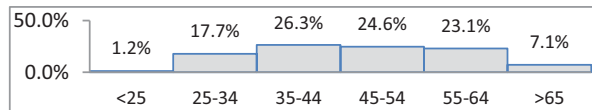
male	female
219	266



Age

n= 581

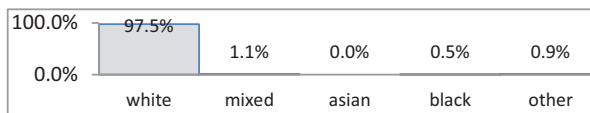
<25	25-34	35-44	45-54	55-64	>65
7	103	153	143	134	41



Ethnicity

n= 559

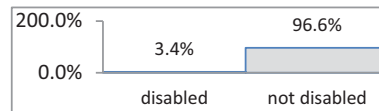
white	mixed /	asian / asian	black /	other ethnic
545	6	0	3	5



Disability Status

n= 525

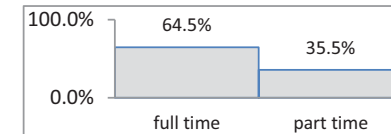
disabled	not disabled
18	507



Hours Worked

n= 572

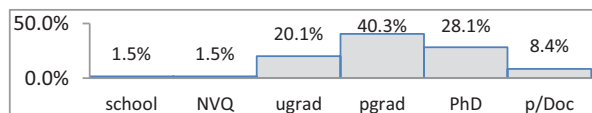
full time	part time
369	203



Highest Qualification

n= 583

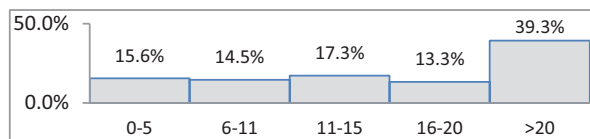
school	NVQ	ugrad	pgrad	PhD	p/Doc
9	9	117	235	164	49



Years Practising to Date

n= 585

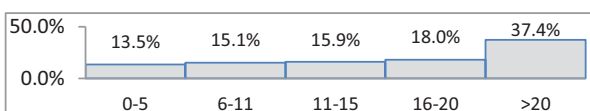
0-5	6-11	11-15	16-20	>20
91	85	101	78	230



Years Intending to Continue

n= 577

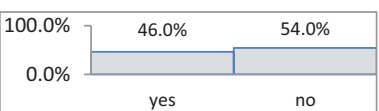
0-5	6-11	11-15	16-20	>20
78	87	92	104	216



Waiting List

n= 567

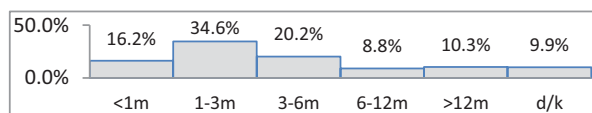
yes	no
261	306



Waiting List Length

n= 272

<1m	1-3m	3-6m	6-12m	>12m	d/k
44	94	55	24	28	27



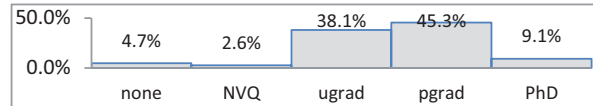
All Archaeological Specialists

About Training and Professional Development

New Entrant Qualifications Needed

n= 569

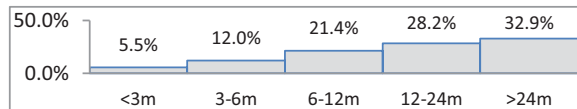
none	NVQ	ugrad	pgrad	PhD
27	15	217	258	52



New Entrant Experience Needed

n= 560

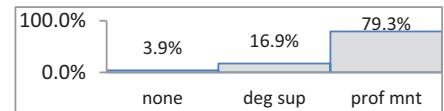
<3m	3-6m	6-12m	12-24m	>24m
31	67	120	158	184



New Entrant Guidance or Mentoring

n= 540

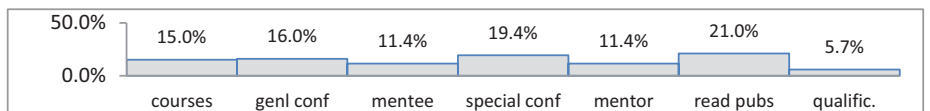
none	deg sup	prof mnt
21	91	428



CPD Mechanisms Preferred

n= 2540

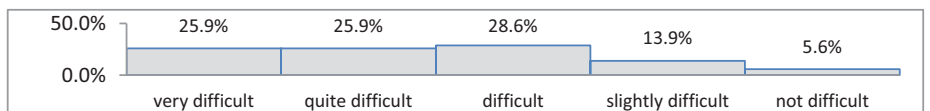
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
382	407	289	493	290	533	146



Access to Initial Training

n= 555

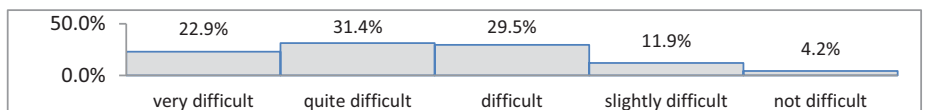
very difficult	quite difficult	difficult	slightly	not difficult
144	144	159	77	31



Access to CPD Training

n= 545

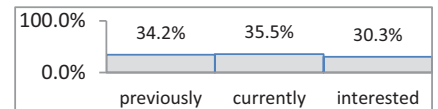
very difficult	quite difficult	difficult	slightly	not difficult
125	171	161	65	23



Being a Trainer

n= 515

previously	currently	interested
176	183	156



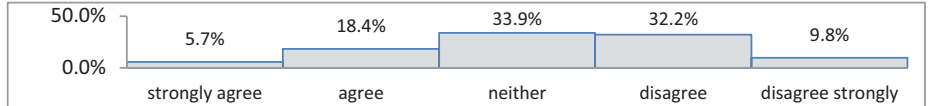
All Archaeological Specialists

About the Changing Levels of Demand for Work

Reduced Projects

n= 522

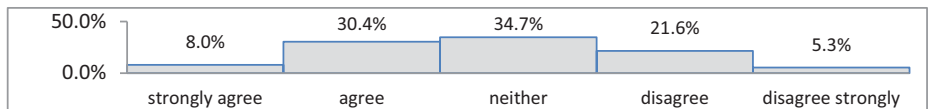
strongly agree	agree	neither	disagree	disagree
30	96	177	168	51



Reduce Costs

n= 513

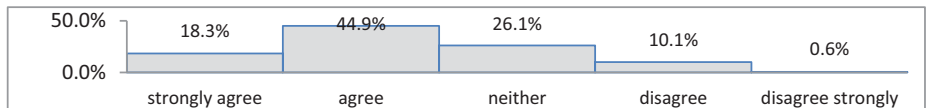
strongly agree	agree	neither	disagree	disagree
41	156	178	111	27



Time Pressure

n= 514

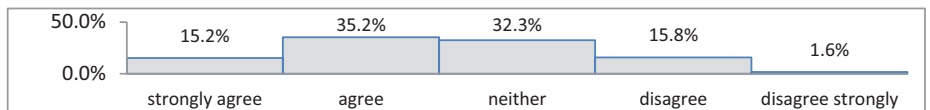
strongly agree	agree	neither	disagree	disagree
94	231	134	52	3



Cut Back Aspects

n= 514

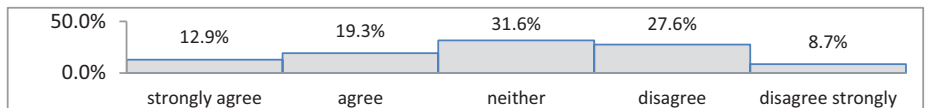
strongly agree	agree	neither	disagree	disagree
78	181	166	81	8



Job Security Worries

n= 519

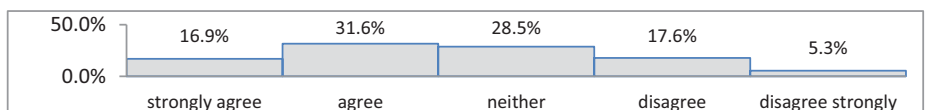
strongly agree	agree	neither	disagree	disagree
67	100	164	143	45



Non-Specialist Duties

n= 431

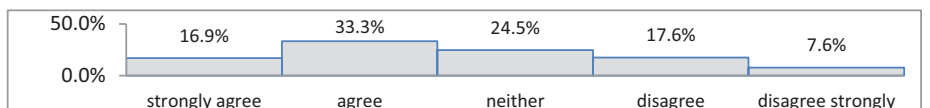
strongly agree	agree	neither	disagree	disagree
73	136	123	76	23



Take Work Home

n= 432

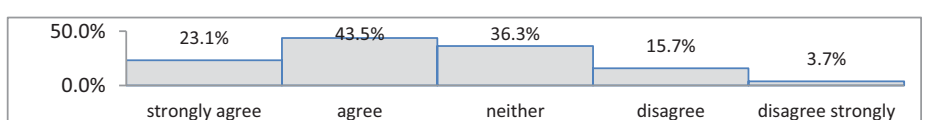
strongly agree	agree	neither	disagree	disagree
73	144	106	76	33



Decrease in Specialists

n= 529

strongly agree	agree	neither	disagree	disagree
100	188	157	68	16



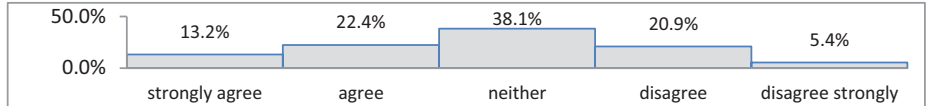
All Archaeological Specialisms

About the Potential Impact of Brexit

Reduced Projects

n= 522

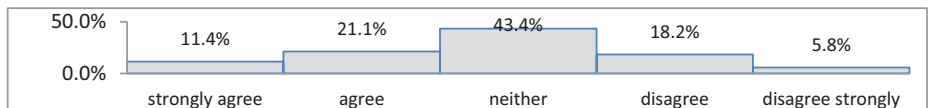
strongly agree	agree	neither	disagree	disagree
69	117	199	109	28



Reduce Costs

n= 522

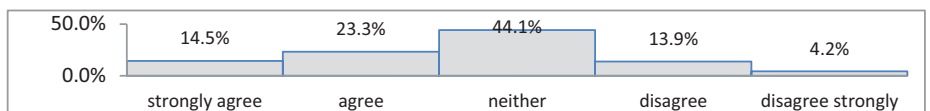
strongly agree	agree	neither	disagree	disagree
59	109	224	94	30



Time Pressure

n= 516

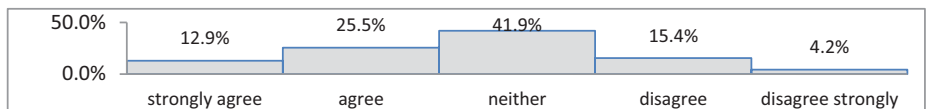
strongly agree	agree	neither	disagree	disagree
75	121	229	72	22



Cut Back Aspects

n= 519

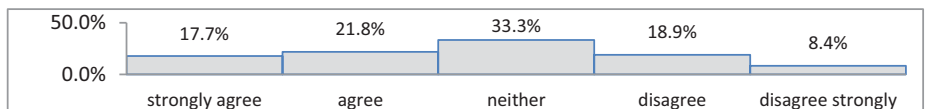
strongly agree	agree	neither	disagree	disagree
67	132	217	80	22



Job Security Worries

n= 518

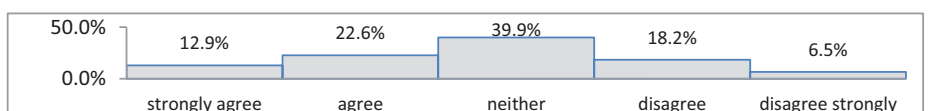
strongly agree	agree	neither	disagree	disagree
91	112	171	97	43



Non-Specialist Duties

n= 514

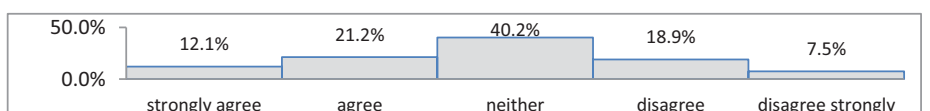
strongly agree	agree	neither	disagree	disagree
56	98	173	79	28



Take Work Home

n= 434

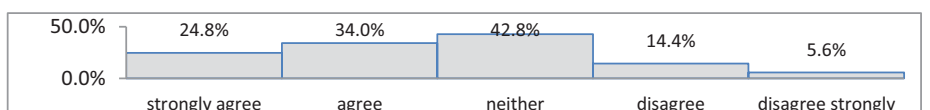
strongly agree	agree	neither	disagree	disagree
53	93	176	83	33



Decrease in Specialists

n= 438

strongly agree	agree	neither	disagree	disagree
107	147	185	62	24



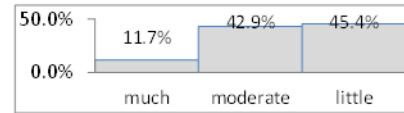
**Archaeological Finds
All Specialisms**

n= 303

About the Work

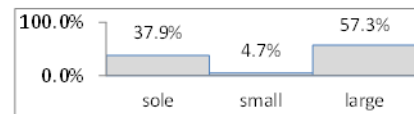
Charge / day mean SD min max
 n= 404 £ 218.44 90.50 £ 60.00 £ 750.00

Competition 62 227 240
 n= 529 great deal moderate very little

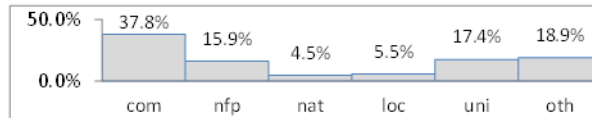


About the Organisation

Sizes of Organisation 80 10 121
 n= 211 sole trader small large



Types of Organisation 76 32 9 11 35 38
 n= 201 commercial not for profit nat gov local gov university other



Location n= 211

east of england	21	10.0%
east midlands	22	10.4%
london	22	10.4%
south-east england	30	14.2%
south west england	27	12.8%
north-east england	6	2.8%
north-west england	13	6.2%
west midlands	13	6.2%
yorkshire & the humber	20	9.5%
scotland	16	7.6%
wales	12	5.7%
northern ireland	0	0.0%
channel islands	1	0.5%
isle of man	0	0.0%
outside uk - european union	7	3.3%
outside uk - rest of world	1	0.5%

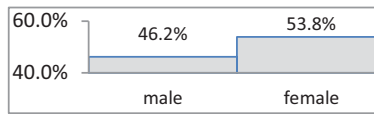
Archaeological Finds All Specialisms

About the Specialists

Gender

n= 169

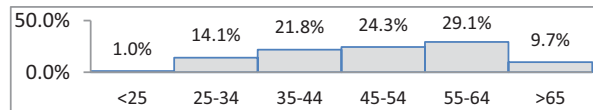
male	female
78	91



Age

n= 206

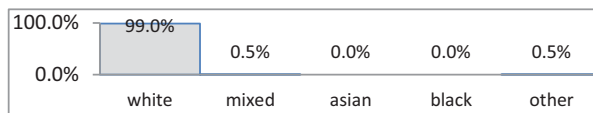
<25	25-34	35-44	45-54	55-64	>65
2	29	45	50	60	20



Ethnicity

n= 198

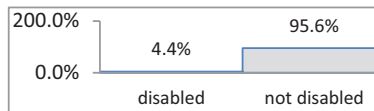
white	mixed /	asian / asian	black /	other ethnic
196	1	0	0	1



Disability Status

n= 181

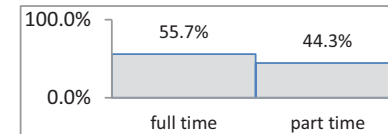
disabled	not disabled
8	173



Hours Worked

n= 201

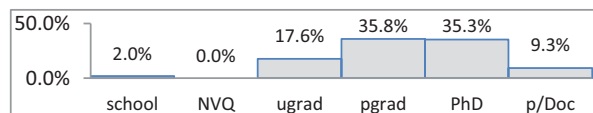
full time	part time
112	89



Highest Qualification

n= 204

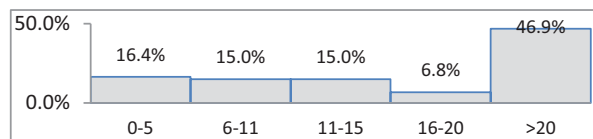
school	NVQ	ugrad	pgrad	PhD	p/Doc
4	0	36	73	72	19



Years Practising to Date

n= 207

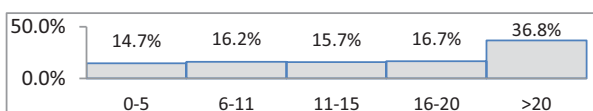
0-5	6-11	11-15	16-20	>20
34	31	31	14	97



Years Intending to Continue

n= 204

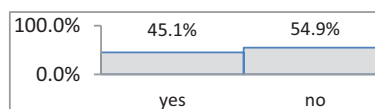
0-5	6-11	11-15	16-20	>20
30	33	32	34	75



Waiting List

n= 204

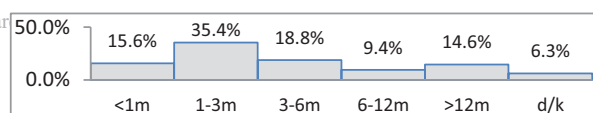
yes	no
92	112



Waiting List Length

n= 96

<1m	1-3m	3-6m	6-12m	>12m	d/k
15	34	18	9	14	6

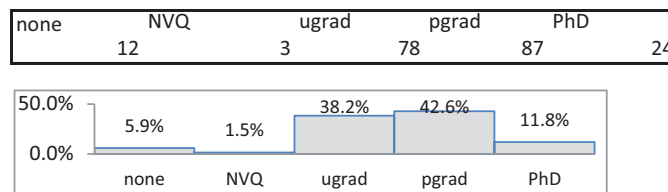


Archaeological Finds All Specialisms

About Training and Professional Development

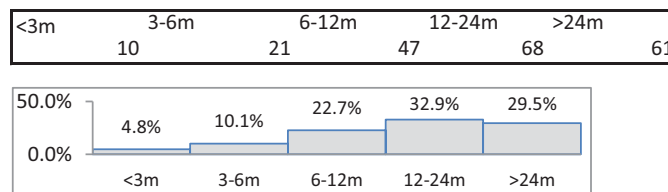
New Entrant Qualifications Needed

n= 204



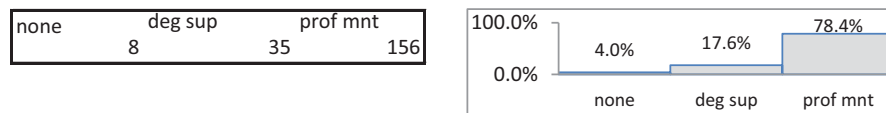
New Entrant Experience Needed

n= 207



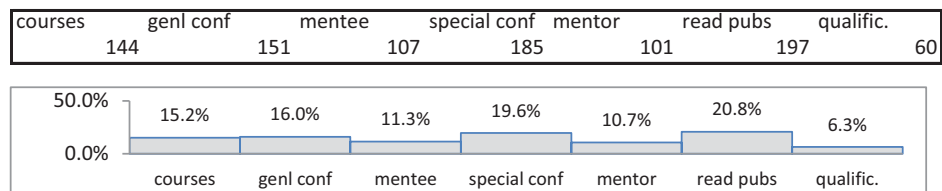
New Entrant Guidance or Mentoring

n= 199



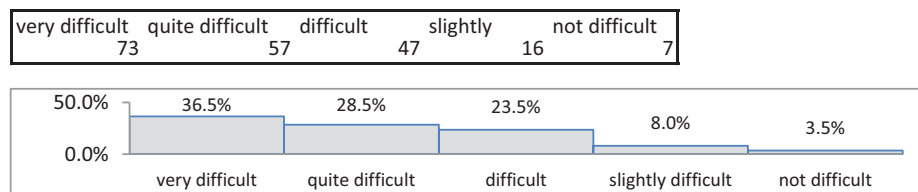
CPD Mechanisms Preferred

n= 945



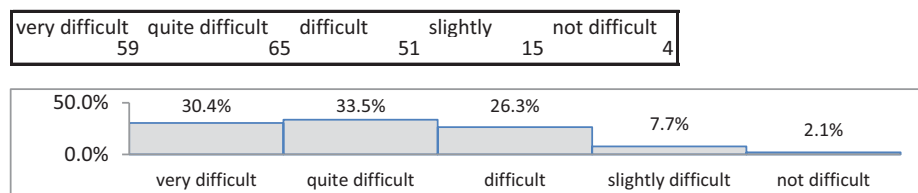
Access to Initial Training

n= 200



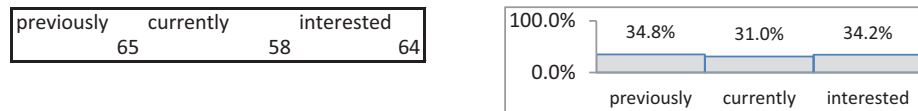
Access to CPD Training

n= 194



Being a Trainer

n= 187

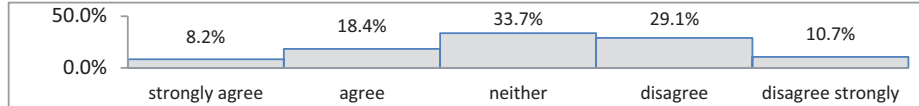


Archaeological Finds All Specialisms

About the Changing Levels of Demand for Work

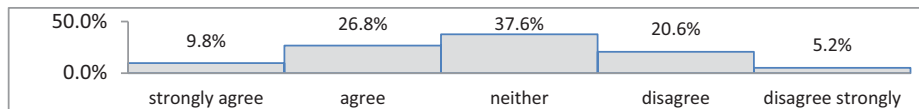
Reduced Projects n= 196

strongly agree	agree	neither	disagree	disagree
16	36	66	57	21



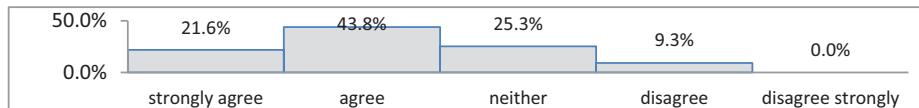
Reduce Costs n= 194

strongly agree	agree	neither	disagree	disagree
19	52	73	40	10



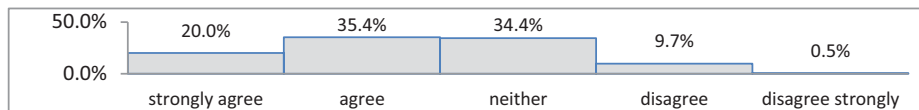
Time Pressure n= 194

strongly agree	agree	neither	disagree	disagree
42	85	49	18	0



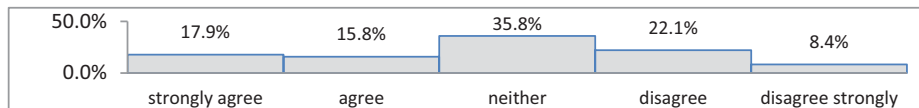
Cut Back Aspects n= 195

strongly agree	agree	neither	disagree	disagree
39	69	67	19	1



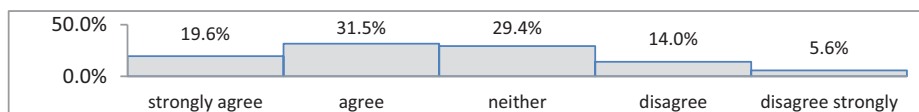
Job Security Worries n= 190

strongly agree	agree	neither	disagree	disagree
34	30	68	42	16



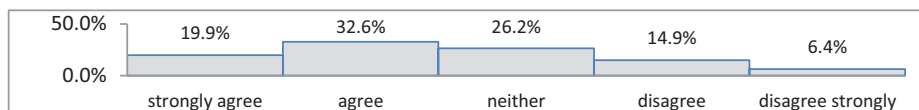
Non-Specialist Duties n= 143

strongly agree	agree	neither	disagree	disagree
28	45	42	20	8



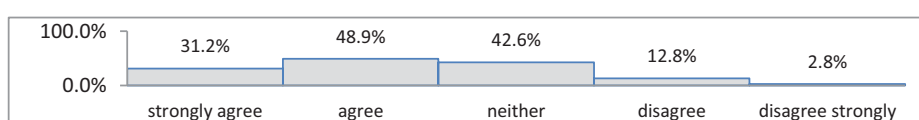
Take Work Home n= 141

strongly agree	agree	neither	disagree	disagree
28	46	37	21	9



Decrease in Specialists n= 195

strongly agree	agree	neither	disagree	disagree
44	69	60	18	4

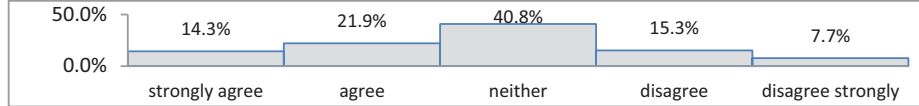


Archaeological Finds All Specialisms

About the Potential Impact of Brexit

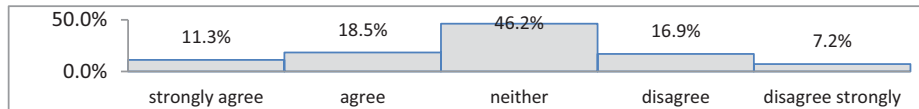
Reduced Projects n= 196

strongly agree	agree	neither	disagree	disagree
28	43	80	30	15



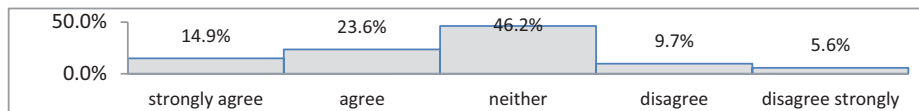
Reduce Costs n= 196

strongly agree	agree	neither	disagree	disagree
22	36	90	33	14



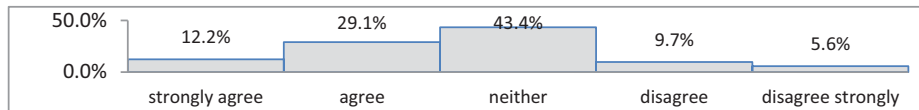
Time Pressure n= 195

strongly agree	agree	neither	disagree	disagree
29	46	90	19	11



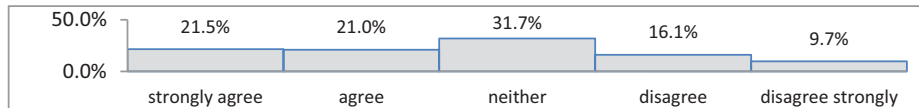
Cut Back Aspects n= 195

strongly agree	agree	neither	disagree	disagree
24	57	85	19	11



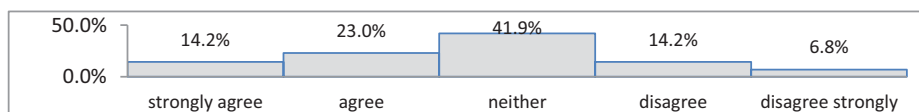
Job Security Worries n= 196

strongly agree	agree	neither	disagree	disagree
40	39	59	30	18



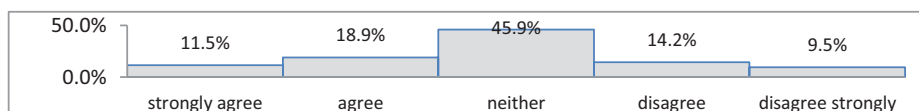
Non-Specialist Duties n= 186

strongly agree	agree	neither	disagree	disagree
21	34	62	21	10



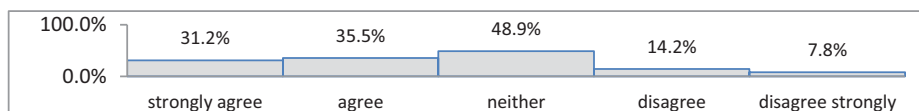
Take Work Home n= 148

strongly agree	agree	neither	disagree	disagree
17	28	68	21	14



Decrease in Specialists n= 148

strongly agree	agree	neither	disagree	disagree
44	50	69	20	11



All comments from providers of Archaeological Finds Study services:

50 - 70 per sample plus prep costs
70 per sample plus prep costs
a more recent addition to my portfolio
Ad hoc advice to former colleagues and associates
all periods
All this work is done in house and I'm not aware of the rate my company charges for me
also painted plaster
As a Finds Liaison Officer I am expected to have a good knowledge of most of the following material
as I am employed, not self-employed competition doesn't really apply to my position
basic level
By request only - not seeking this kind of work
charges actually based on numbers of sherds so day rate difficult to determine
Charges vary chocolates to 50 Sterling per sample plus prep costs.
Competition is not always competent, in-house ad hoc
competition is with other specialists etc on same project ie in-house provision. Below is ditto
depends on region
ditto
Do not do much specialist work - only when approached, small collections
doesn't retain residues easily as polished
Early medieval stamped pottery only
Few new people coming into the field
full-time employee
hard to judge competition
human and animal bone and tooth as well
Human bone
I also provide fibre identification using SEM and TLM
I am a specialist in Roman small finds and engraved gemstones
I am an independent specialist and most units provide inhouse 'specialists'
I do not often know how many other specialists have been approached
I have been trained in ceramic and stone thin-sectioning and petrology but my current employer does not
have the facilities or funding for this service
I have no idea about competition because no one will tell me if I am competing against anyone for contracts
I have no idea about competition because no one will tell me if I am competing against anyone for
contracts: Are you including early modern and recent pottery here? I do everything from post-Roman to
1950
I only do it if I am interested and charge analysis time only
I only take jobs that fit my research interests, as I am not reliant on this income
I specialise in Late Iron Age coin mould
I specialise in LPRIA coin pellet mould. At the moment, I am the only one.
I work for a uni part-time hourly paid, and get the Research Assistant hourly rate of £12.12 if I work a 7.5
hour day
I work for PAS
I work for the PAS
identifying and reporting on mineralised remains
I'm currently doing a PhD in Archaeometallurgy
It is a very small field and not a priority among clients
later prehistoric
mAINLY ON A VOLUNTARY BASIS
MAINLY VOLUNTARY

maritime

Medieval and Post Medieval

Microwear

Mostly done by PAS

much of my work on pottery lies within research funded projects. It is science based work, ie chemical and some petrographic analysis. I do some service work

Neolithic & Bronze Age only

Neolithic Carved Stone Balls

None of these areas want to pay for specialist reports except in unusual cases

Not really started to provide a full service but post-excavation osteological reports now possible.

not a lot of post med / early mod ceramics collected from archaeo sites

only Cornwall

only do paid for work occasionally

only Early Anglo-Saxon material

Only take on Sub£1K projects and projects that are unfunded

only undertake small jobs

PAS is government funded and therefore there is no charge.

provide this for free to public and sometimes proff. colleague

querns

Querns/ Millstones

residue analysis

Roman only

Roman wall plaster not mosaic

Romano-British stamped pottery only

Some competition but although cheaper than me not sufficiently qualified

Some competition is from outside the geographical area I work in and I am concerned that fabric attributions are not properly verified

specialise in Roman military equipment but will do all Roman metal artefacts

subcontract

Surrey in particular

the main problem is getting client to keep or study it

There is a shortage of general knowledge regarding this artefact type amongst excavators and finds departments and an acute shortage of specialists.

University day rate I normally try and charge less than this

unless of sufficient importance to warrant a samian specialist

Very little competition from specialists with the knowledge and experience of, or a background in post-med ceramics. However, it is clear that contracting units regularly cut corners by not using post-med ceramics specialists (I know - there are few of them!), and the quality of reports is correspondingly poor.

volunteer service

While there are not a huge number of other suitably qualified glass specialists as competition, I find that organisations cut costs by using non-specialists, or not seeing glass as important

will do at assessment pass onto specialist for further work will subcontract

will subcontract this service

work for a unit so no real competition, also the unit sets the rates

Work for the PAS, we are expected to advise on everything (this applies to everything on this list)

Work with geologists

Archaeological Finds
CBM - Brick

n= 33

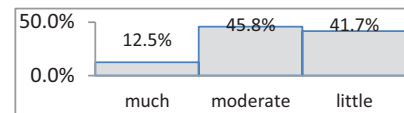
About the Work

Charge / day
n= 17

mean	SD	min	max
£ 230.59		79.72 £	400.00 £

Competition
n= 24

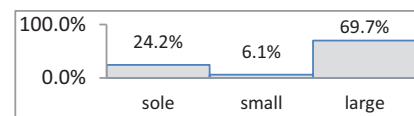
3	11	10
great deal	moderate	very little



About the Organisation

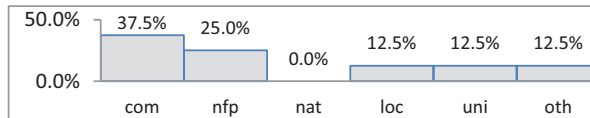
Sizes of Organisation
n= 33

8	2	23
sole trader	small	large



Types of Organisation
n= 32

12	8	0	4	4	4
commercial	not for profit	nat gov	local gov	university	other



Location
n= 33

east of england	5	15.2%
east midlands	6	18.2%
london	2	6.1%
south-east england	5	15.2%
south west england	3	9.1%
north-east england	1	3.0%
north-west england	4	12.1%
west midlands	3	9.1%
yorkshire & the humber	2	6.1%
scotland	2	6.1%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

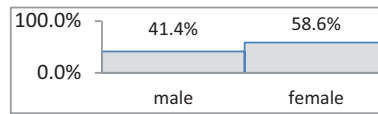
Archaeological Finds CBM - Brick

About the Specialists

Gender

n= 29

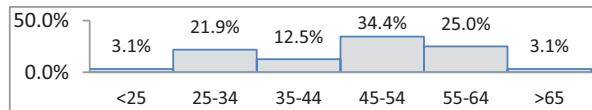
male	female
12	17



Age

n= 32

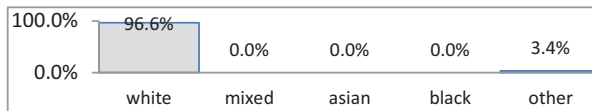
<25	25-34	35-44	45-54	55-64	>65
1	7	4	11	8	1



Ethnicity

n= 29

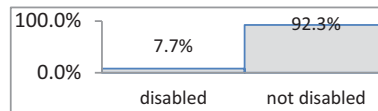
white	mixed /	asian / asian	black /	other ethnic
28	0	0	0	1



Disability Status

n= 26

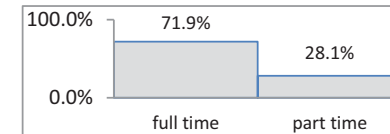
disabled	not disabled
2	24



Hours Worked

n= 32

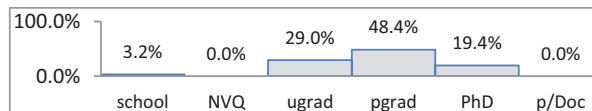
full time	part time
23	9



Highest Qualification

n= 31

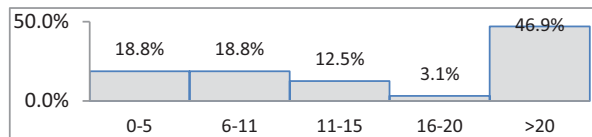
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	9	15	6	0



Years Practising to Date

n= 32

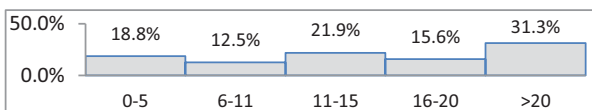
0-5	6-11	11-15	16-20	>20
6	6	4	1	15



Years Intending to Continue

n= 32

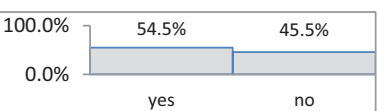
0-5	6-11	11-15	16-20	>20
6	4	7	5	10



Waiting List

n= 33

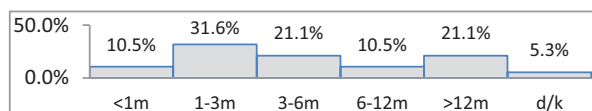
yes	no
18	15



Waiting List Length

n= 19

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



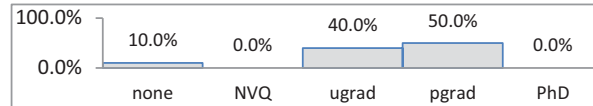
Archaeological Finds CBM - Brick

About Training and Professional Development

New Entrant Qualifications Needed

n= 30

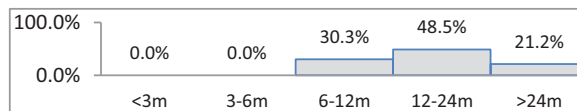
none	NVQ	ugrad	pgrad	PhD
3	0	12	15	0



New Entrant Experience Needed

n= 33

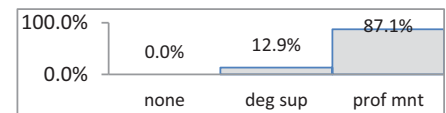
<3m	3-6m	6-12m	12-24m	>24m
0	0	10	16	7



New Entrant Guidance or Mentoring

n= 31

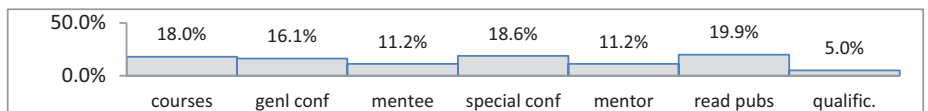
none	deg sup	prof mnt
0	4	27



CPD Mechanisms Preferred

n= 161

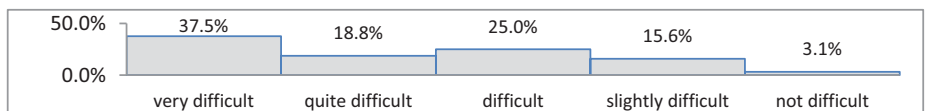
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
29	26	18	30	18	32	8



Access to Initial Training

n= 32

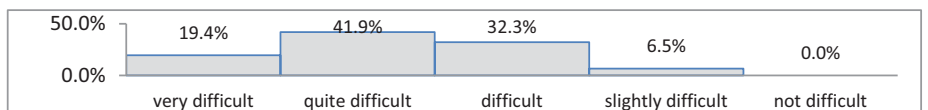
very difficult	quite difficult	difficult	slightly	not difficult
12	6	8	5	1



Access to CPD Training

n= 31

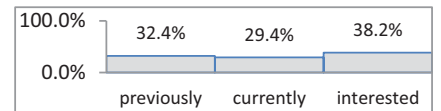
very difficult	quite difficult	difficult	slightly	not difficult
6	13	10	2	0



Being a Trainer

n= 34

previously	currently	interested
11	10	13

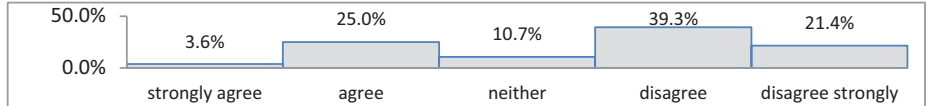


Archaeological Finds CBM - Brick

About the Changing Levels of Demand for Work

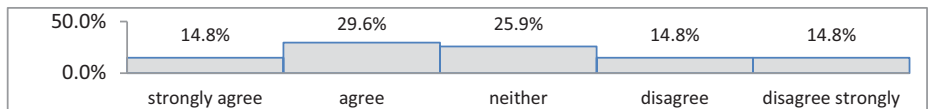
Reduced Projects n= 28

strongly agree	agree	neither	disagree	disagree
1	7	3	11	6



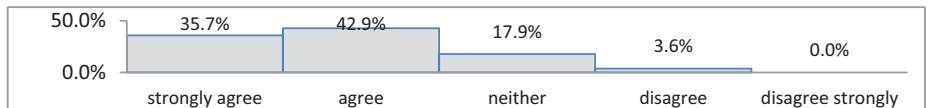
Reduce Costs n= 27

strongly agree	agree	neither	disagree	disagree
4	8	7	4	4



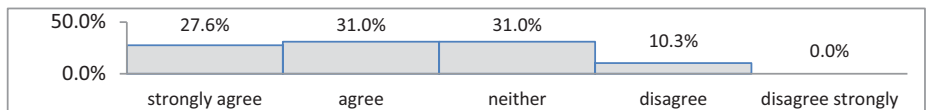
Time Pressure n= 28

strongly agree	agree	neither	disagree	disagree
10	12	5	1	0



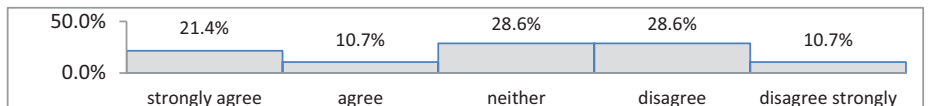
Cut Back Aspects n= 29

strongly agree	agree	neither	disagree	disagree
8	9	9	3	0



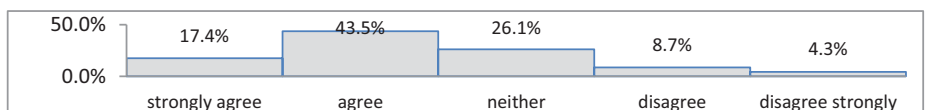
Job Security Worries n= 28

strongly agree	agree	neither	disagree	disagree
6	3	8	8	3



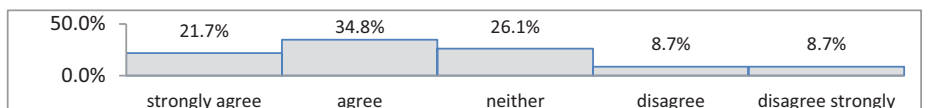
Non-Specialist Duties n= 23

strongly agree	agree	neither	disagree	disagree
4	10	6	2	1



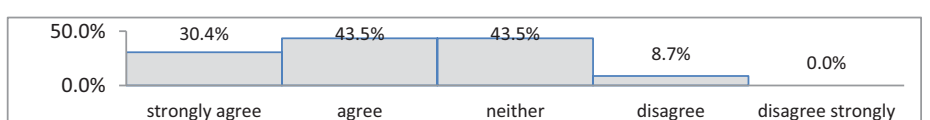
Take Work Home n= 23

strongly agree	agree	neither	disagree	disagree
5	8	6	2	2



Decrease in Specialists n= 29

strongly agree	agree	neither	disagree	disagree
7	10	10	2	0

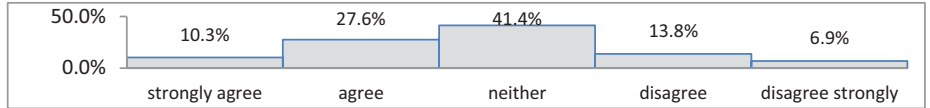


Archaeological Finds
CBM - Brick

About the Potential Impact of Brexit

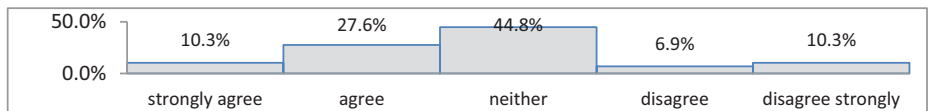
Reduced Projects
n= 29

strongly agree	agree	neither	disagree	disagree
3	8	12	4	2



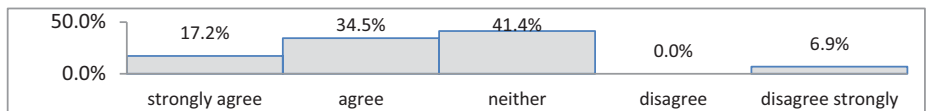
Reduce Costs
n= 29

strongly agree	agree	neither	disagree	disagree
3	8	13	2	3



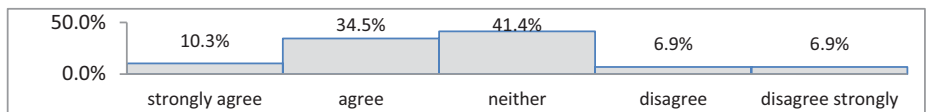
Time Pressure
n= 29

strongly agree	agree	neither	disagree	disagree
5	10	12	0	2



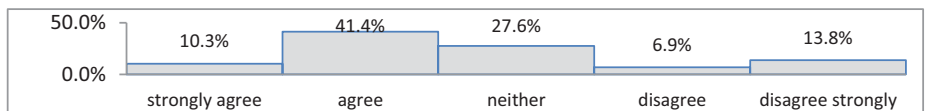
Cut Back Aspects
n= 29

strongly agree	agree	neither	disagree	disagree
3	10	12	2	2



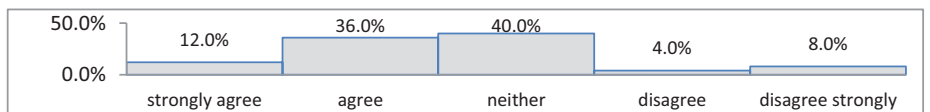
Job Security Worries
n= 29

strongly agree	agree	neither	disagree	disagree
3	12	8	2	4



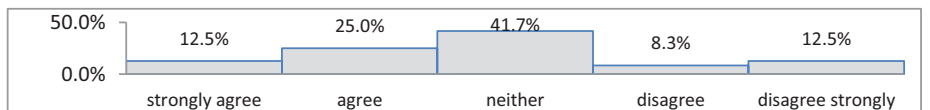
Non-Specialist Duties
n= 29

strongly agree	agree	neither	disagree	disagree
3	9	10	1	2



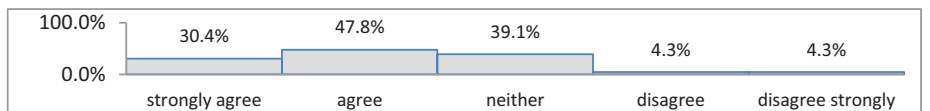
Take Work Home
n= 25

strongly agree	agree	neither	disagree	disagree
3	6	10	2	3



Decrease in Specialists
n= 24

strongly agree	agree	neither	disagree	disagree
7	11	9	1	1



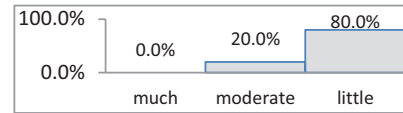
**Archaeological Finds
CBM - Mosaic**

n= 13

About the Work

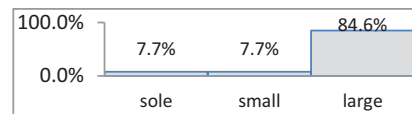
Charge / day mean SD min max
n= 4 £ **220.00** 30.82 £ 180.00 £ 250.00

Competition 0 1 4
n= 5 great deal moderate very little

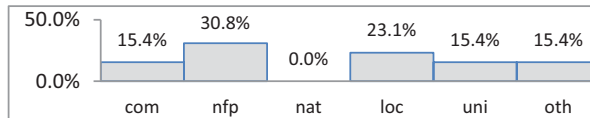


About the Organisation

Sizes of Organisation 1 1 11
n= 13 sole trader small large



Types of Organisation 2 4 0 3 2 2
n= 13 commercial not for profit nat gov local gov university other



Location n= 13

east of england	3	23.1%
east midlands	2	15.4%
london	1	7.7%
south-east england	3	23.1%
south west england	1	7.7%
north-east england	0	0.0%
north-west england	2	15.4%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
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 - european union	1	7.7%
outside uk - rest of world	0	0.0%

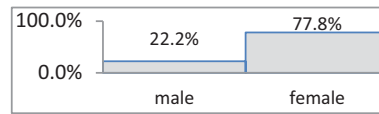
Archaeological Finds CBM - Mosaic

About the Specialists

Gender

n= 9

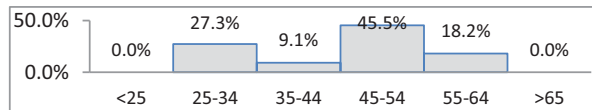
male	female
2	7



Age

n= 11

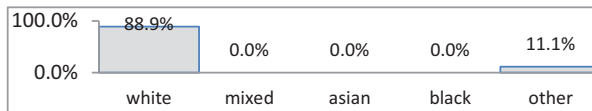
<25	25-34	35-44	45-54	55-64	>65
0	3	1	5	2	0



Ethnicity

n= 9

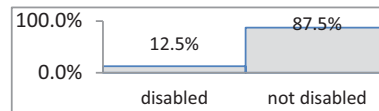
white	mixed /	asian / asian	black /	other ethnic
8	0	0	0	1



Disability Status

n= 8

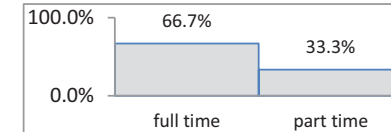
disabled	not disabled
1	7



Hours Worked

n= 12

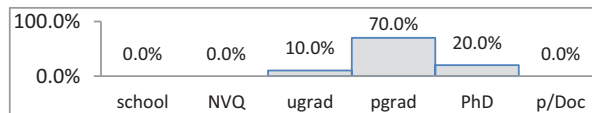
full time	part time
8	4



Highest Qualification

n= 10

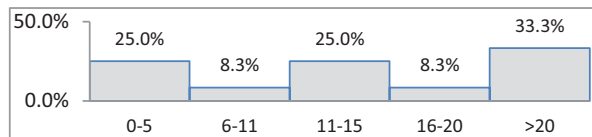
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	1	7	2	0



Years Practising to Date

n= 12

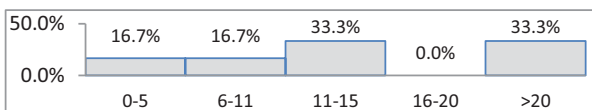
0-5	6-11	11-15	16-20	>20
3	1	3	1	4



Years Intending to Continue

n= 12

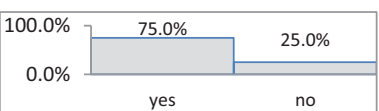
0-5	6-11	11-15	16-20	>20
2	2	4	0	4



Waiting List

n= 12

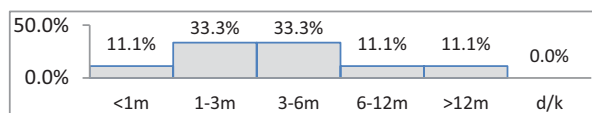
yes	no
9	3



Waiting List Length

n= 9

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



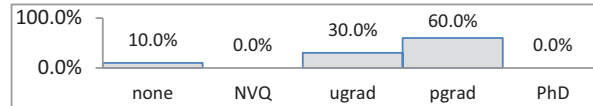
Archaeological Finds CBM - Mosaic

About Training and Professional Development

New Entrant Qualifications Needed

n= 10

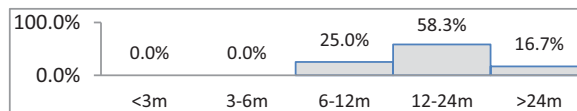
none	NVQ	ugrad	pgrad	PhD
1	0	3	6	0



New Entrant Experience Needed

n= 12

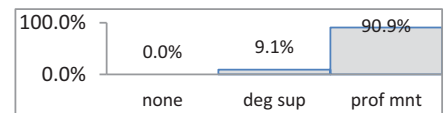
<3m	3-6m	6-12m	12-24m	>24m
0	0	3	7	2



New Entrant Guidance or Mentoring

n= 11

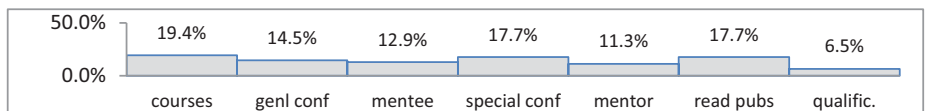
none	deg sup	prof mnt
0	1	10



CPD Mechanisms Preferred

n= 62

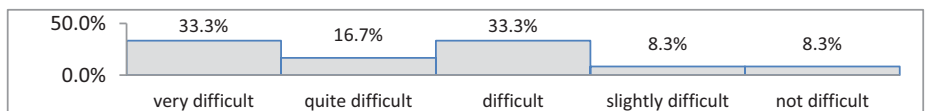
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
12	9	8	11	7	11	4



Access to Initial Training

n= 12

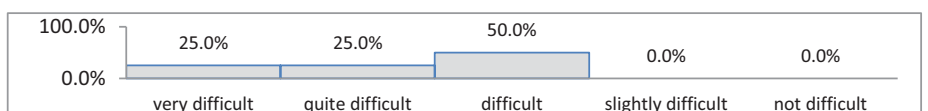
very difficult	quite difficult	difficult	slightly	not difficult
4	2	4	1	1



Access to CPD Training

n= 12

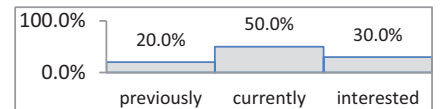
very difficult	quite difficult	difficult	slightly	not difficult
3	3	6	0	0



Being a Trainer

n= 10

previously	currently	interested
2	5	3

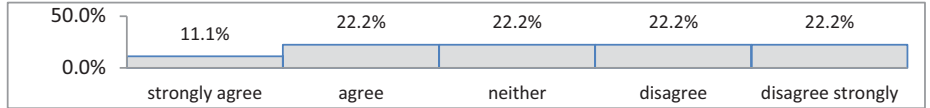


Archaeological Finds CBM - Mosaic

About the Changing Levels of Demand for Work

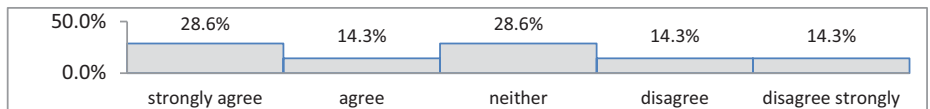
Reduced Projects
n= 9

strongly agree	agree	neither	disagree	disagree
1	2	2	2	2



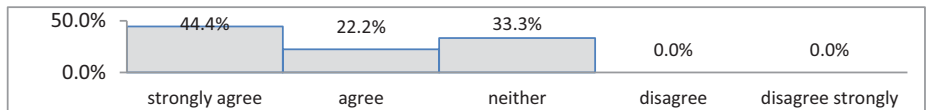
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree
2	1	2	1	1



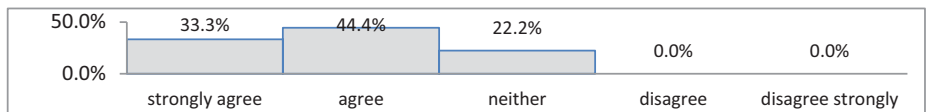
Time Pressure
n= 9

strongly agree	agree	neither	disagree	disagree
4	2	3	0	0



Cut Back Aspects
n= 9

strongly agree	agree	neither	disagree	disagree
3	4	2	0	0



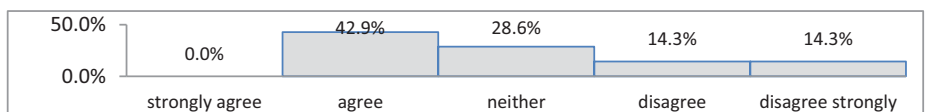
Job Security Worries
n= 9

strongly agree	agree	neither	disagree	disagree
3	2	2	2	0



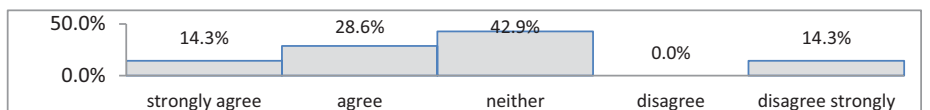
Non-Specialist Duties
n= 7

strongly agree	agree	neither	disagree	disagree
0	3	2	1	1



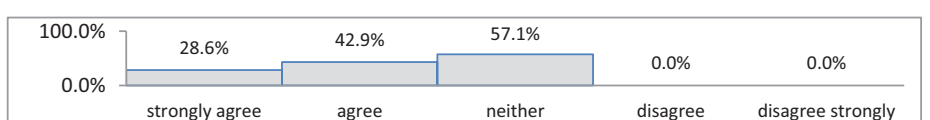
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree
1	2	3	0	1



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree
2	3	4	0	0

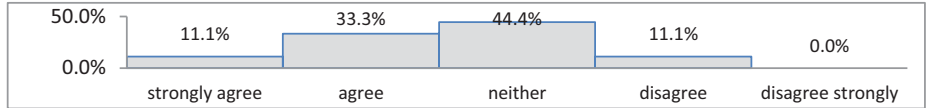


Archaeological Finds
CBM - Mosaic

About the Potential Impact of Brexit

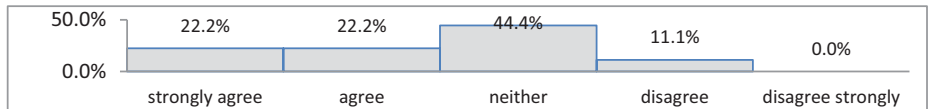
Reduced Projects
n= 9

strongly agree	agree	neither	disagree	disagree
1	3	4	1	0



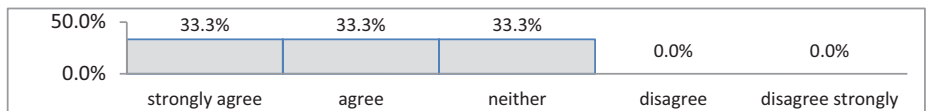
Reduce Costs
n= 9

strongly agree	agree	neither	disagree	disagree
2	2	4	1	0



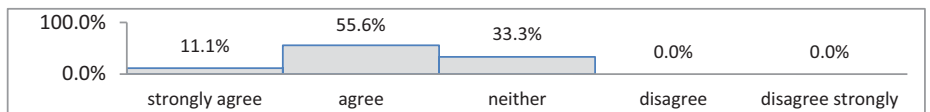
Time Pressure
n= 9

strongly agree	agree	neither	disagree	disagree
3	3	3	0	0



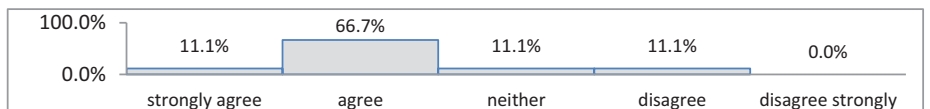
Cut Back Aspects
n= 9

strongly agree	agree	neither	disagree	disagree
1	5	3	0	0



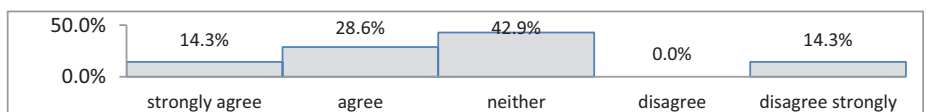
Job Security Worries
n= 9

strongly agree	agree	neither	disagree	disagree
1	6	1	1	0



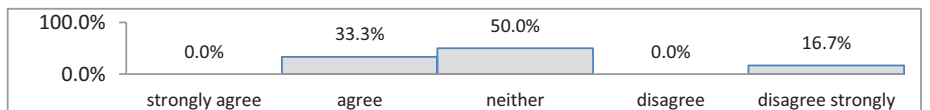
Non-Specialist Duties
n= 9

strongly agree	agree	neither	disagree	disagree
1	2	3	0	1



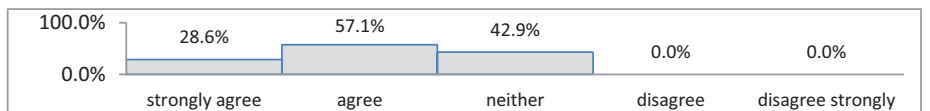
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree
0	2	3	0	1



Decrease in Specialists
n= 6

strongly agree	agree	neither	disagree	disagree
2	4	3	0	0



Archaeological Finds
CBM - Tile

n= 40

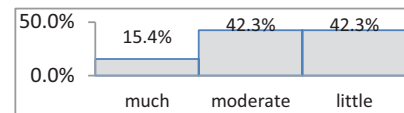
About the Work

Charge / day
n= 22

mean	SD	min	max
£ 229.09		72.53 £	70.00 £ 400.00

Competition
n= 26

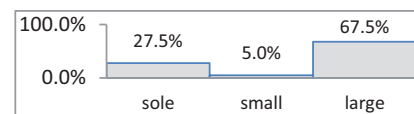
4	11	11
great deal	moderate	very little



About the Organisation

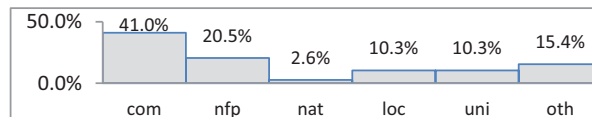
Sizes of Organisation
n= 40

11	2	27
sole trader	small	large



Types of Organisation
n= 39

16	8	1	4	4	6
commercial	not for profit	nat gov	local gov	university	other



Location

n= 40

east of england	6	15.0%
east midlands	6	15.0%
london	2	5.0%
south-east england	8	20.0%
south west england	4	10.0%
north-east england	1	2.5%
north-west england	4	10.0%
west midlands	5	12.5%
yorkshire & the humber	2	5.0%
scotland	2	5.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

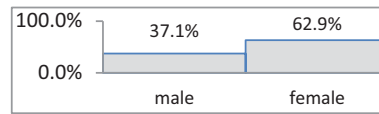
Archaeological Finds CBM - Tile

About the Specialists

Gender

n= 35

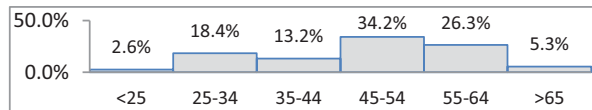
male	female
13	22



Age

n= 38

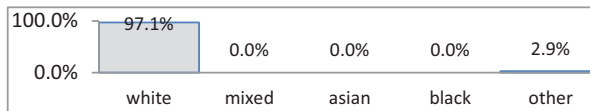
<25	25-34	35-44	45-54	55-64	>65
1	7	5	13	10	2



Ethnicity

n= 35

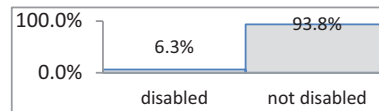
white	mixed /	asian / asian	black /	other ethnic
34	0	0	0	1



Disability Status

n= 32

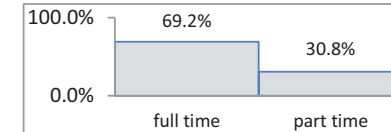
disabled	not disabled
2	30



Hours Worked

n= 39

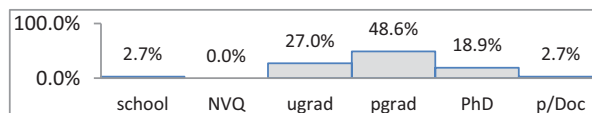
full time	part time
27	12



Highest Qualification

n= 37

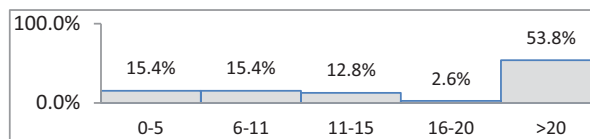
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	10	18	7	1



Years Practising to Date

n= 39

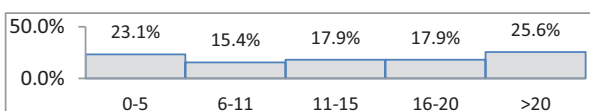
0-5	6-11	11-15	16-20	>20
6	6	5	1	21



Years Intending to Continue

n= 39

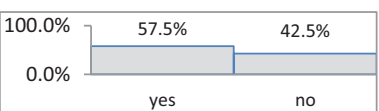
0-5	6-11	11-15	16-20	>20
9	6	7	7	10



Waiting List

n= 40

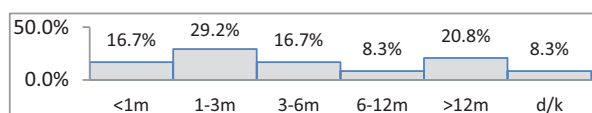
yes	no
23	17



Waiting List Length

n= 24

<1m	1-3m	3-6m	6-12m	>12m	d/k
4	7	4	2	5	2



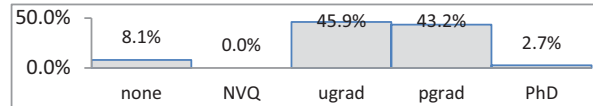
Archaeological Finds CBM - Tile

About Training and Professional Development

New Entrant Qualifications Needed

n= 37

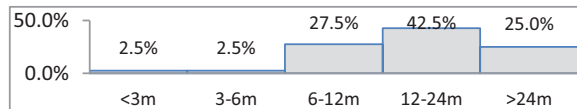
none	NVQ	ugrad	pgrad	PhD
3	0	17	16	1



New Entrant Experience Needed

n= 40

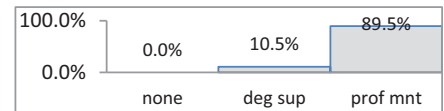
<3m	3-6m	6-12m	12-24m	>24m
1	1	11	17	10



New Entrant Guidance or Mentoring

n= 38

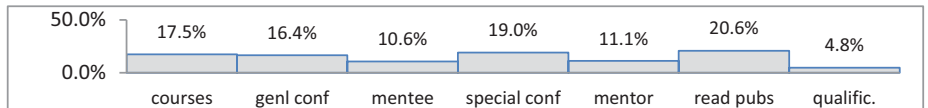
none	deg sup	prof mnt
0	4	34



CPD Mechanisms Preferred

n= 189

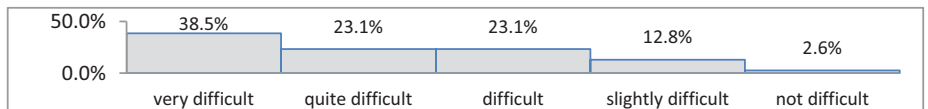
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
33	31	20	36	21	39	9



Access to Initial Training

n= 39

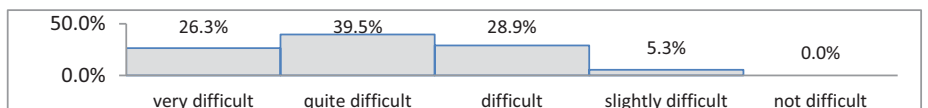
very difficult	quite difficult	difficult	slightly	not difficult
15	9	9	5	1



Access to CPD Training

n= 38

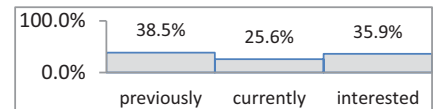
very difficult	quite difficult	difficult	slightly	not difficult
10	15	11	2	0



Being a Trainer

n= 39

previously	currently	interested
15	10	14



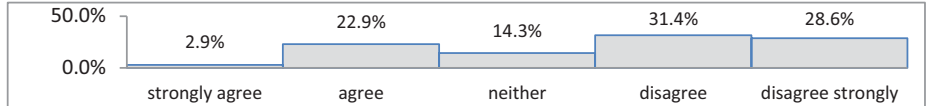
Archaeological Finds CBM - Tile

About the Changing Levels of Demand for Work

Reduced Projects

n= 35

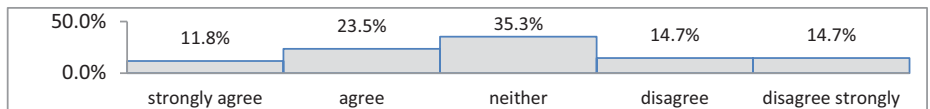
strongly agree	agree	neither	disagree	disagree
1	8	5	11	10



Reduce Costs

n= 34

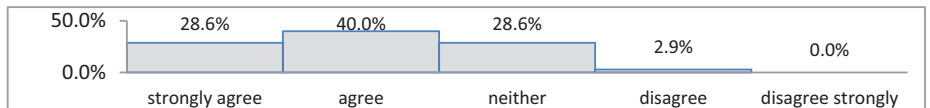
strongly agree	agree	neither	disagree	disagree
4	8	12	5	5



Time Pressure

n= 35

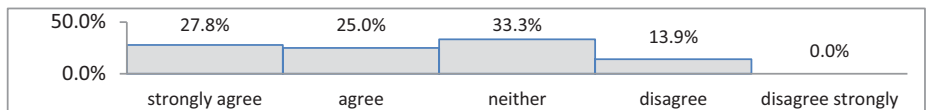
strongly agree	agree	neither	disagree	disagree
10	14	10	1	0



Cut Back Aspects

n= 36

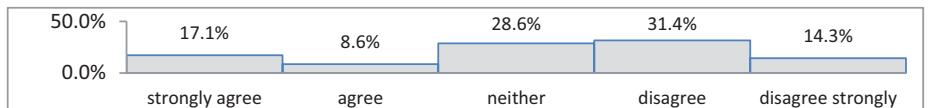
strongly agree	agree	neither	disagree	disagree
10	9	12	5	0



Job Security Worries

n= 35

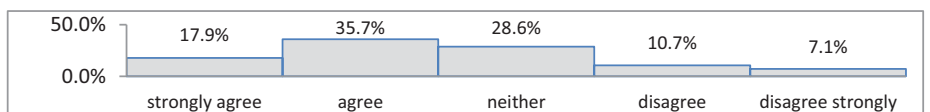
strongly agree	agree	neither	disagree	disagree
6	3	10	11	5



Non-Specialist Duties

n= 28

strongly agree	agree	neither	disagree	disagree
5	10	8	3	2



Take Work Home

n= 28

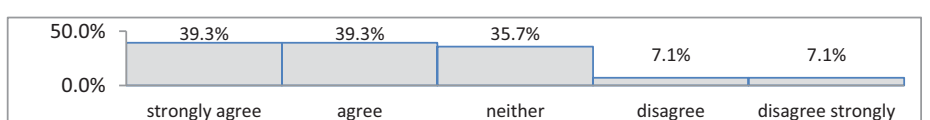
strongly agree	agree	neither	disagree	disagree
5	8	8	3	4



Decrease in Specialists

n= 36

strongly agree	agree	neither	disagree	disagree
11	11	10	2	2

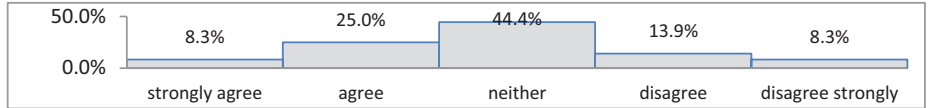


**Archaeological Finds
CBM - Tile**

About the Potential Impact of Brexit

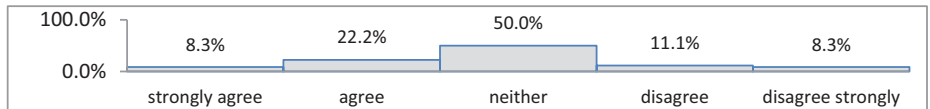
Reduced Projects
n= 36

strongly agree	agree	neither	disagree	disagree
3	9	16	5	3



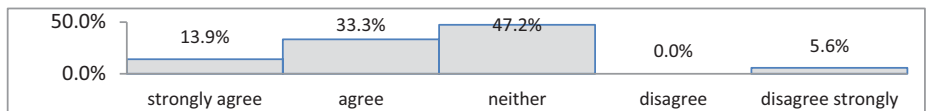
Reduce Costs
n= 36

strongly agree	agree	neither	disagree	disagree
3	8	18	4	3



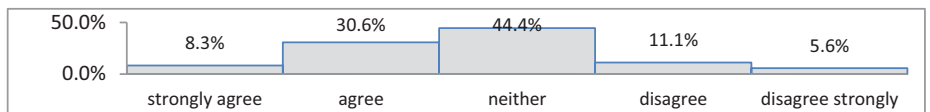
Time Pressure
n= 36

strongly agree	agree	neither	disagree	disagree
5	12	17	0	2



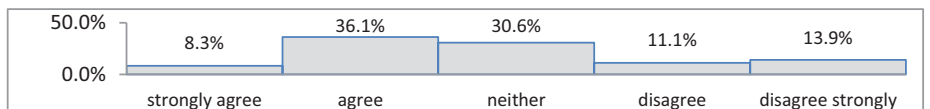
Cut Back Aspects
n= 36

strongly agree	agree	neither	disagree	disagree
3	11	16	4	2



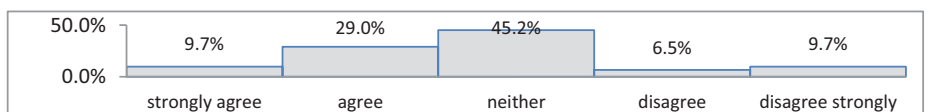
Job Security Worries
n= 36

strongly agree	agree	neither	disagree	disagree
3	13	11	4	5



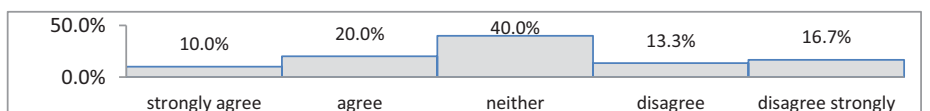
Non-Specialist Duties
n= 36

strongly agree	agree	neither	disagree	disagree
3	9	14	2	3



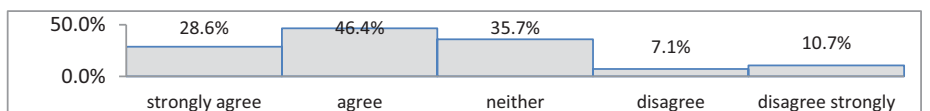
Take Work Home
n= 31

strongly agree	agree	neither	disagree	disagree
3	6	12	4	5



Decrease in Specialists
n= 30

strongly agree	agree	neither	disagree	disagree
8	13	10	2	3



**Archaeological Finds
Clay Pipe**

n= 23

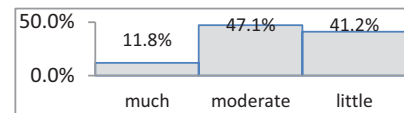
About the Work

Charge / day
n= 10

mean	SD	min	max
£ 210.50		82.63 £	75.00 £ 400.00

Competition
n= 17

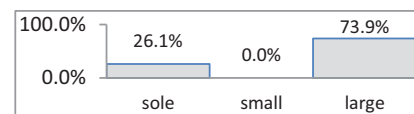
2	8	7
great deal	moderate	very little



About the Organisation

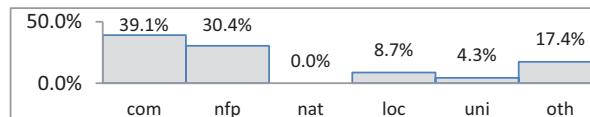
Sizes of Organisation
n= 23

6	0	17
sole trader	small	large



Types of Organisation
n= 23

9	7	0	2	1	4
commercial	not for profit	nat gov	local gov	university	other



Location
n= 23

east of england	2	8.7%
east midlands	4	17.4%
london	3	13.0%
south-east england	4	17.4%
south west england	2	8.7%
north-east england	1	4.3%
north-west england	4	17.4%
west midlands	0	0.0%
yorkshire & the humber	1	4.3%
scotland	1	4.3%
wales	1	4.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

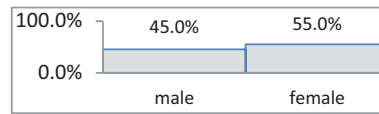
Archaeological Finds Clay Pipe

About the Specialists

Gender

n= 20

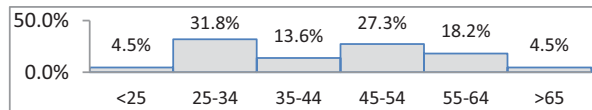
male	female
9	11



Age

n= 22

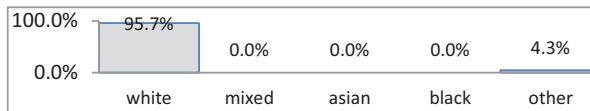
<25	25-34	35-44	45-54	55-64	>65
1	7	3	6	4	1



Ethnicity

n= 23

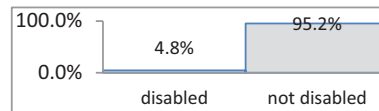
white	mixed /	asian / asian	black /	other ethnic
22	0	0	0	1



Disability Status

n= 21

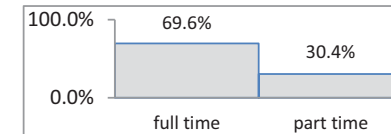
disabled	not disabled
1	20



Hours Worked

n= 23

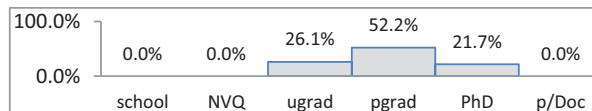
full time	part time
16	7



Highest Qualification

n= 23

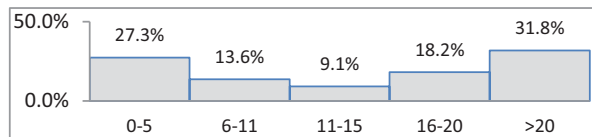
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	6	12	5	0



Years Practising to Date

n= 22

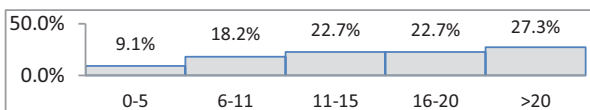
0-5	6-11	11-15	16-20	>20
6	3	2	4	7



Years Intending to Continue

n= 22

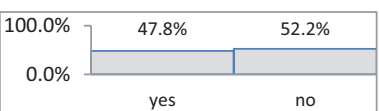
0-5	6-11	11-15	16-20	>20
2	4	5	5	6



Waiting List

n= 23

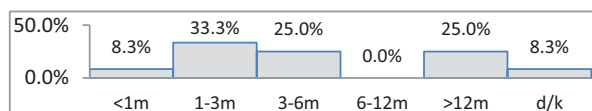
yes	no
11	12



Waiting List Length

n= 12

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



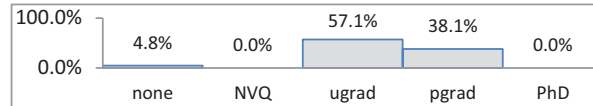
Archaeological Finds Clay Pipe

About Training and Professional Development

New Entrant Qualifications Needed

n= 21

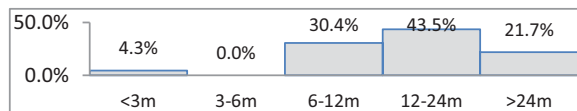
none	NVQ	ugrad	pgrad	PhD
1	0	12	8	0



New Entrant Experience Needed

n= 23

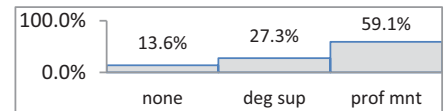
<3m	3-6m	6-12m	12-24m	>24m
1	0	7	10	5



New Entrant Guidance or Mentoring

n= 22

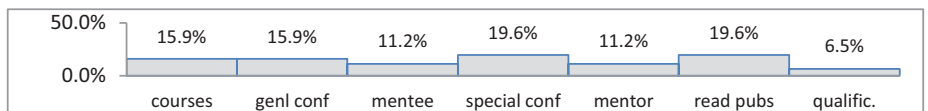
none	deg sup	prof mnt
3	6	13



CPD Mechanisms Preferred

n= 107

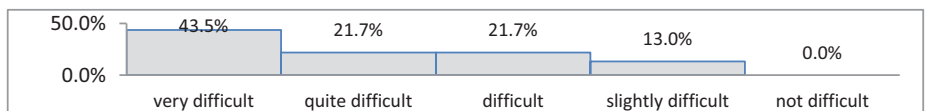
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
17	17	12	21	12	21	7



Access to Initial Training

n= 23

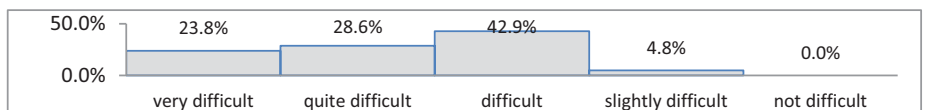
very difficult	quite difficult	difficult	slightly	not difficult
10	5	5	3	0



Access to CPD Training

n= 21

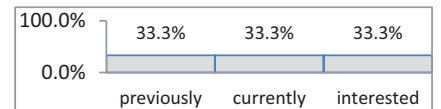
very difficult	quite difficult	difficult	slightly	not difficult
5	6	9	1	0



Being a Trainer

n= 21

previously	currently	interested
7	7	7

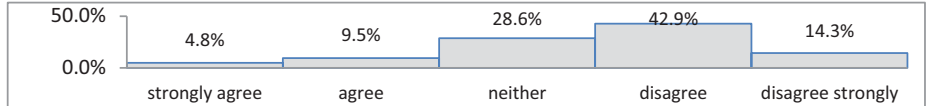


Archaeological Finds Clay Pipe

About the Changing Levels of Demand for Work

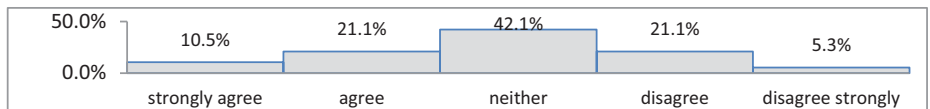
Reduced Projects
n= 21

strongly agree	agree	neither	disagree	disagree
1	2	6	9	3



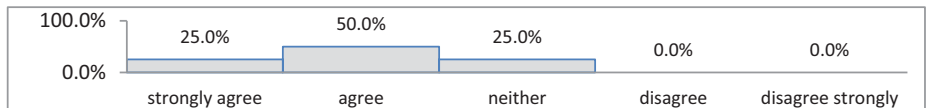
Reduce Costs
n= 19

strongly agree	agree	neither	disagree	disagree
2	4	8	4	1



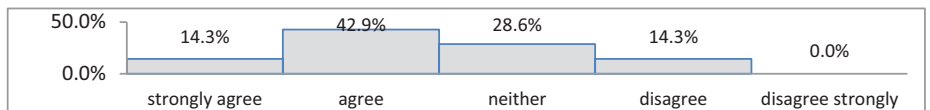
Time Pressure
n= 20

strongly agree	agree	neither	disagree	disagree
5	10	5	0	0



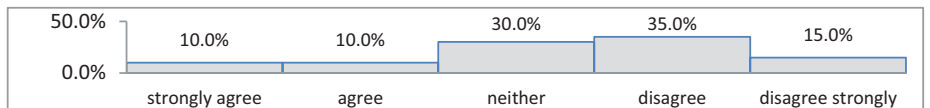
Cut Back Aspects
n= 21

strongly agree	agree	neither	disagree	disagree
3	9	6	3	0



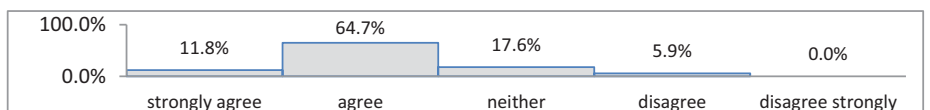
Job Security Worries
n= 20

strongly agree	agree	neither	disagree	disagree
2	2	6	7	3



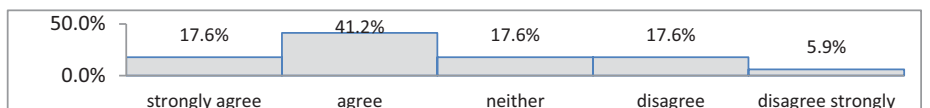
Non-Specialist Duties
n= 17

strongly agree	agree	neither	disagree	disagree
2	11	3	1	0



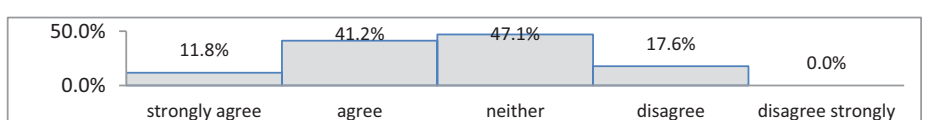
Take Work Home
n= 17

strongly agree	agree	neither	disagree	disagree
3	7	3	3	1



Decrease in Specialists
n= 20

strongly agree	agree	neither	disagree	disagree
2	7	8	3	0

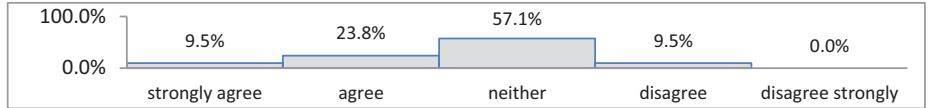


Archaeological Finds Clay Pipe

About the Potential Impact of Brexit

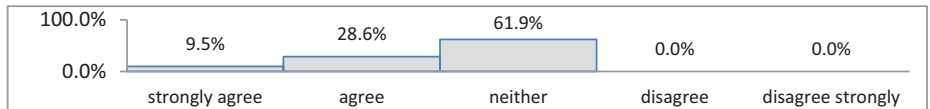
Reduced Projects
n= 21

strongly agree	agree	neither	disagree	disagree
2	5	12	2	0



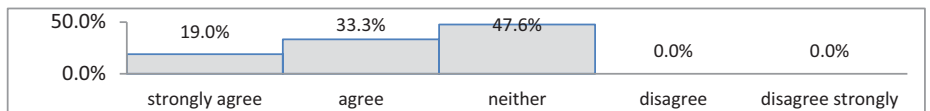
Reduce Costs
n= 21

strongly agree	agree	neither	disagree	disagree
2	6	13	0	0



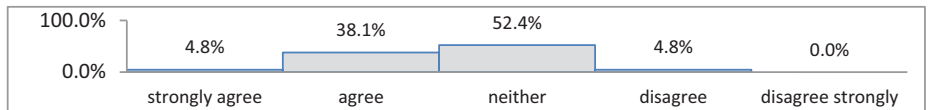
Time Pressure
n= 21

strongly agree	agree	neither	disagree	disagree
4	7	10	0	0



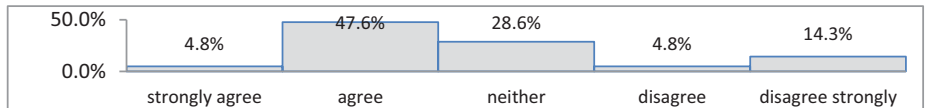
Cut Back Aspects
n= 21

strongly agree	agree	neither	disagree	disagree
1	8	11	1	0



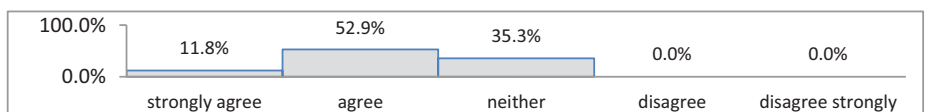
Job Security Worries
n= 21

strongly agree	agree	neither	disagree	disagree
1	10	6	1	3



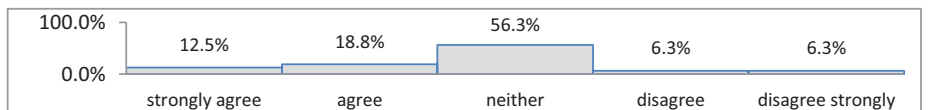
Non-Specialist Duties
n= 21

strongly agree	agree	neither	disagree	disagree
2	9	6	0	0



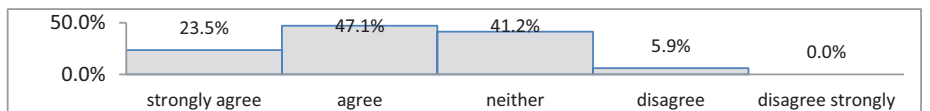
Take Work Home
n= 17

strongly agree	agree	neither	disagree	disagree
2	3	9	1	1



Decrease in Specialists
n= 16

strongly agree	agree	neither	disagree	disagree
4	8	7	1	0



Archaeological Finds
Glass- Vessel

n= 32

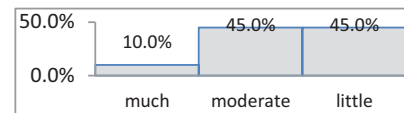
About the Work

Charge / day
n= 15

mean	SD	min	max
£ 220.33		86.50 £	100.00 £ 400.00

Competition
n= 20

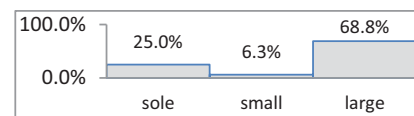
2	9	9
great deal	moderate	very little



About the Organisation

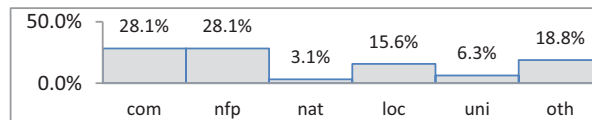
Sizes of Organisation
n= 32

8	2	22
sole trader	small	large



Types of Organisation
n= 32

9	9	1	5	2	6
commercial	not for profit	nat gov	local gov	university	other



Location
n= 32

east of england	0	0.0%
east midlands	6	18.8%
london	5	15.6%
south-east england	7	21.9%
south west england	6	18.8%
north-east england	1	3.1%
north-west england	4	12.5%
west midlands	0	0.0%
yorkshire & the humber	1	3.1%
scotland	1	3.1%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	3.1%
outside uk - rest of world	0	0.0%

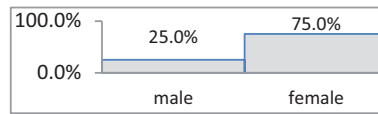
Archaeological Finds Glass- Vessel

About the Specialists

Gender

n= 24

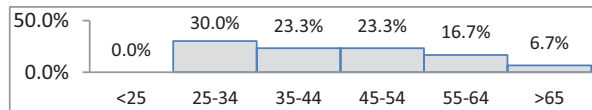
male	female
6	18



Age

n= 30

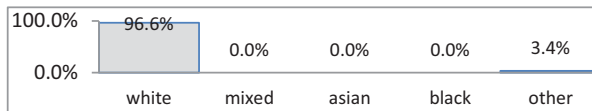
<25	25-34	35-44	45-54	55-64	>65
0	9	7	7	5	2



Ethnicity

n= 29

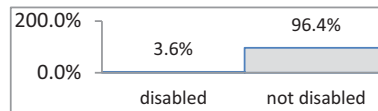
white	mixed /	asian / asian	black /	other ethnic
28	0	0	0	1



Disability Status

n= 28

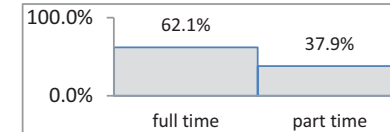
disabled	not disabled
1	27



Hours Worked

n= 29

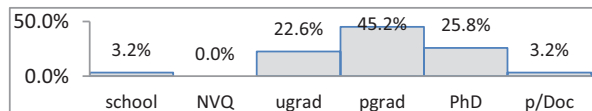
full time	part time
18	11



Highest Qualification

n= 31

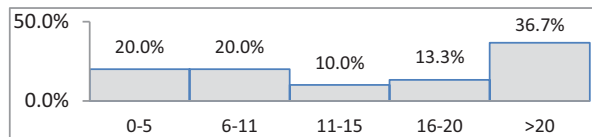
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	7	14	8	1



Years Practising to Date

n= 30

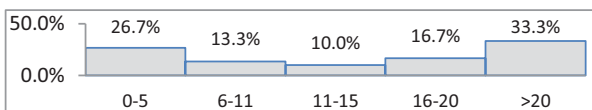
0-5	6-11	11-15	16-20	>20
6	6	3	4	11



Years Intending to Continue

n= 30

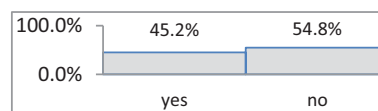
0-5	6-11	11-15	16-20	>20
8	4	3	5	10



Waiting List

n= 31

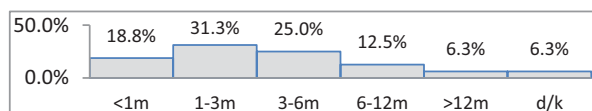
yes	no
14	17



Waiting List Length

n= 16

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



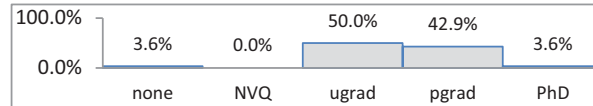
Archaeological Finds Glass- Vessel

About Training and Professional Development

New Entrant Qualifications Needed

n= 28

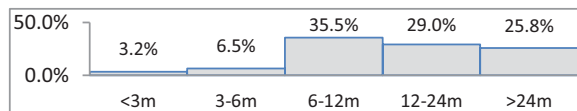
none	NVQ	ugrad	pgrad	PhD
1	0	14	12	1



New Entrant Experience Needed

n= 31

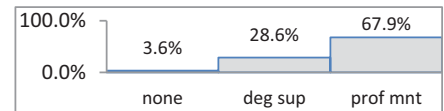
<3m	3-6m	6-12m	12-24m	>24m
1	2	11	9	8



New Entrant Guidance or Mentoring

n= 28

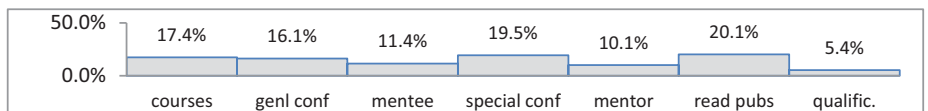
none	deg sup	prof mnt
1	8	19



CPD Mechanisms Preferred

n= 149

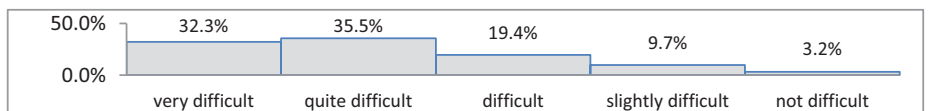
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
26	24	17	29	15	30	8



Access to Initial Training

n= 31

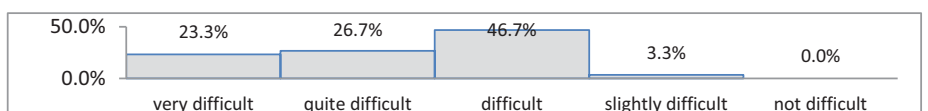
very difficult	quite difficult	difficult	slightly	not difficult
10	11	6	3	1



Access to CPD Training

n= 30

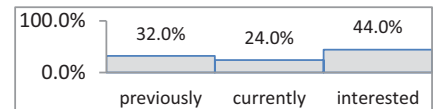
very difficult	quite difficult	difficult	slightly	not difficult
7	8	14	1	0



Being a Trainer

n= 25

previously	currently	interested
8	6	11

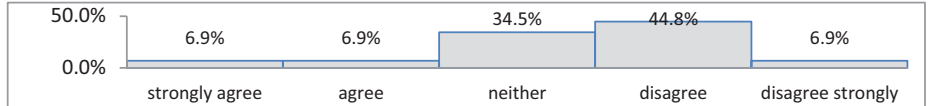


Archaeological Finds Glass- Vessel

About the Changing Levels of Demand for Work

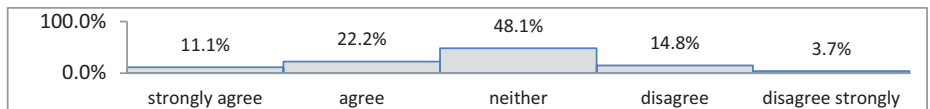
Reduced Projects
n= 29

strongly agree	agree	neither	disagree	disagree
2	2	10	13	2



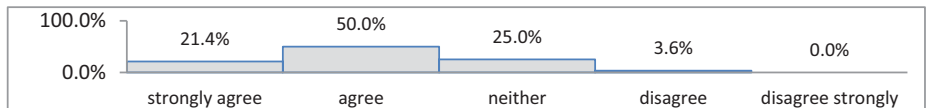
Reduce Costs
n= 27

strongly agree	agree	neither	disagree	disagree
3	6	13	4	1



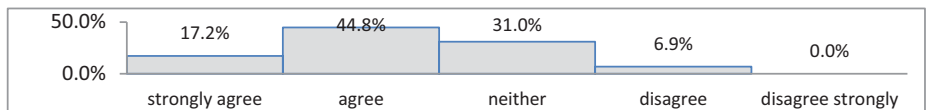
Time Pressure
n= 28

strongly agree	agree	neither	disagree	disagree
6	14	7	1	0



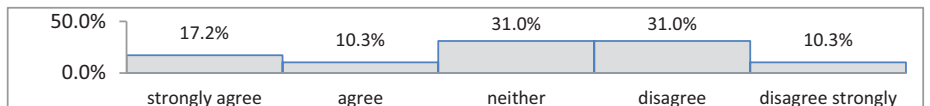
Cut Back Aspects
n= 29

strongly agree	agree	neither	disagree	disagree
5	13	9	2	0



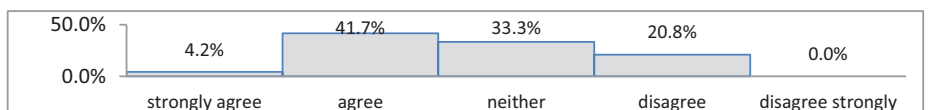
Job Security Worries
n= 29

strongly agree	agree	neither	disagree	disagree
5	3	9	9	3



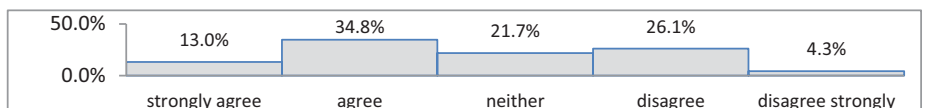
Non-Specialist Duties
n= 24

strongly agree	agree	neither	disagree	disagree
1	10	8	5	0



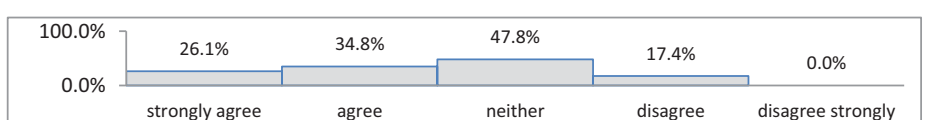
Take Work Home
n= 23

strongly agree	agree	neither	disagree	disagree
3	8	5	6	1



Decrease in Specialists
n= 29

strongly agree	agree	neither	disagree	disagree
6	8	11	4	0

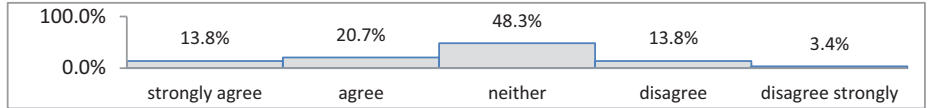


Archaeological Finds Glass- Vessel

About the Potential Impact of Brexit

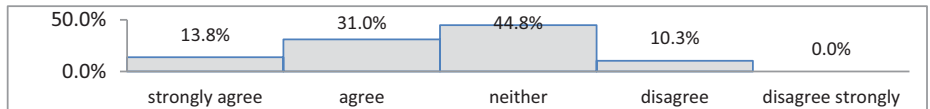
Reduced Projects
n= 29

strongly agree	agree	neither	disagree	disagree
4	6	14	4	1



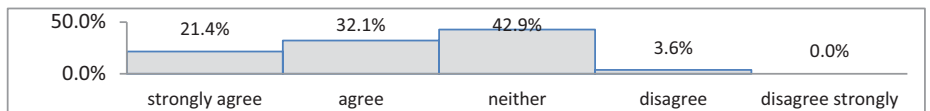
Reduce Costs
n= 29

strongly agree	agree	neither	disagree	disagree
4	9	13	3	0



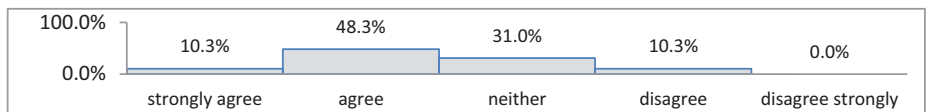
Time Pressure
n= 29

strongly agree	agree	neither	disagree	disagree
6	9	12	1	0



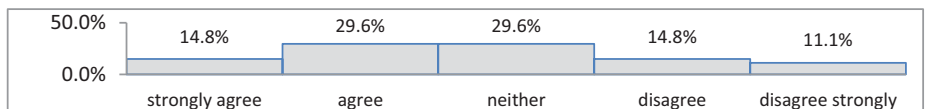
Cut Back Aspects
n= 28

strongly agree	agree	neither	disagree	disagree
3	14	9	3	0



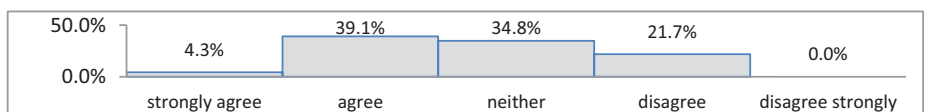
Job Security Worries
n= 29

strongly agree	agree	neither	disagree	disagree
4	8	8	4	3



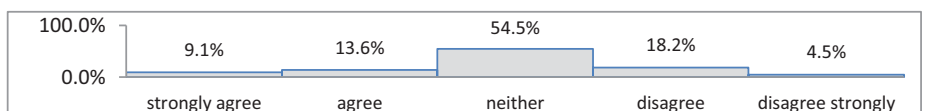
Non-Specialist Duties
n= 27

strongly agree	agree	neither	disagree	disagree
1	9	8	5	0



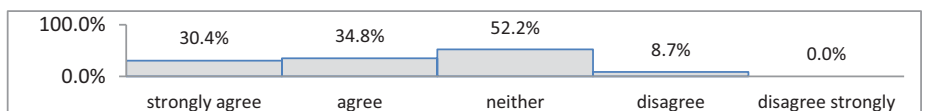
Take Work Home
n= 23

strongly agree	agree	neither	disagree	disagree
2	3	12	4	1



Decrease in Specialists
n= 22

strongly agree	agree	neither	disagree	disagree
7	8	12	2	0



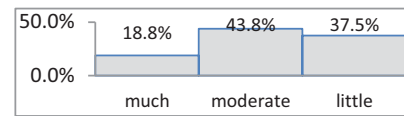
Archaeological Finds
Glass - Window

n= 25

About the Work

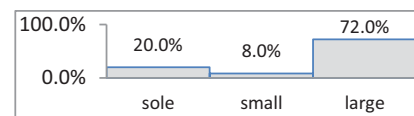
Charge / day mean SD min max
 n= 13 £ **232.31** 81.16 £ 150.00 £ 400.00

Competition 3 7 6
 n= 16 great deal moderate very little

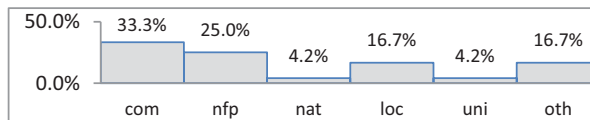


About the Organisation

Sizes of Organisation 5 2 18
 n= 25 sole trader small large



Types of Organisation 8 6 1 4 1 4
 n= 24 commercial not for profit nat gov local gov university other



Location n= 25

east of england	0	0.0%
east midlands	3	12.0%
london	4	16.0%
south-east england	7	28.0%
south west england	3	12.0%
north-east england	1	4.0%
north-west england	4	16.0%
west midlands	0	0.0%
yorkshire & the humber	1	4.0%
scotland	1	4.0%
wales	1	4.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

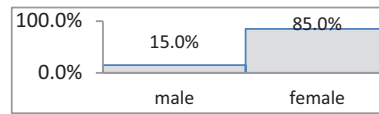
Archaeological Finds Glass - Window

About the Specialists

Gender

n= 20

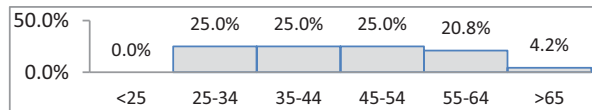
male	female
3	17



Age

n= 24

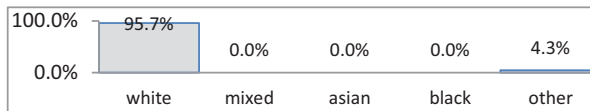
<25	25-34	35-44	45-54	55-64	>65
0	6	6	6	5	1



Ethnicity

n= 23

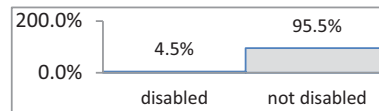
white	mixed /	asian / asian	black /	other ethnic
22	0	0	0	1



Disability Status

n= 22

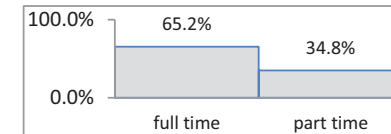
disabled	not disabled
1	21



Hours Worked

n= 23

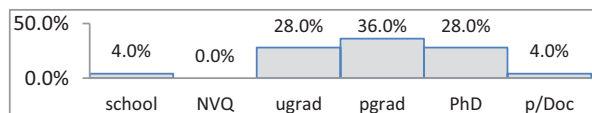
full time	part time
15	8



Highest Qualification

n= 25

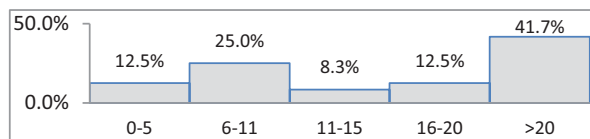
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	7	9	7	1



Years Practising to Date

n= 24

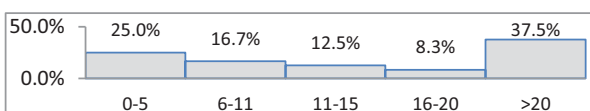
0-5	6-11	11-15	16-20	>20
3	6	2	3	10



Years Intending to Continue

n= 24

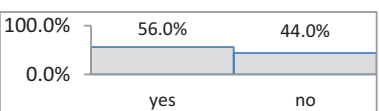
0-5	6-11	11-15	16-20	>20
6	4	3	2	9



Waiting List

n= 25

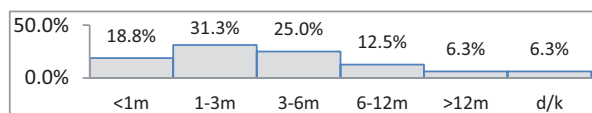
yes	no
14	11



Waiting List Length

n= 16

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



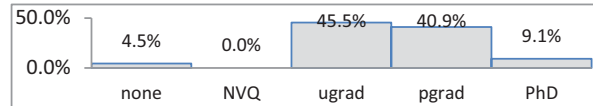
Archaeological Finds Glass - Window

About Training and Professional Development

New Entrant Qualifications Needed

n= 22

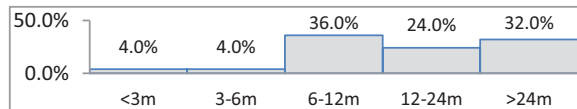
none	NVQ	ugrad	pgrad	PhD
1	0	10	9	2



New Entrant Experience Needed

n= 25

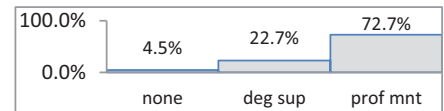
<3m	3-6m	6-12m	12-24m	>24m
1	1	9	6	8



New Entrant Guidance or Mentoring

n= 22

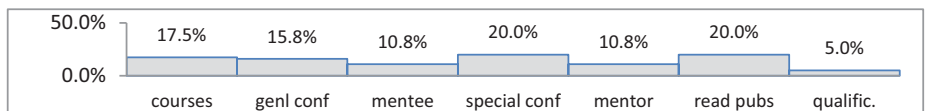
none	deg sup	prof mnt
1	5	16



CPD Mechanisms Preferred

n= 120

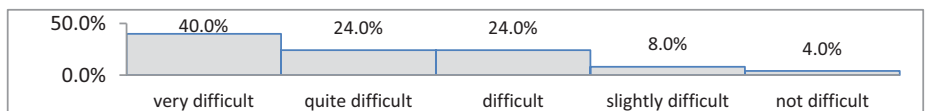
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
21	19	13	24	13	24	6



Access to Initial Training

n= 25

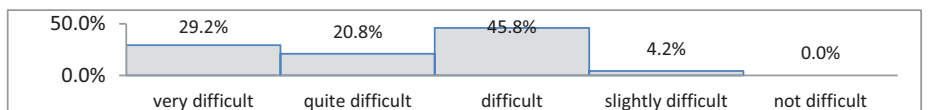
very difficult	quite difficult	difficult	slightly	not difficult
10	6	6	2	1



Access to CPD Training

n= 24

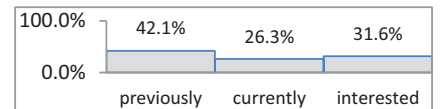
very difficult	quite difficult	difficult	slightly	not difficult
7	5	11	1	0



Being a Trainer

n= 19

previously	currently	interested
8	5	6



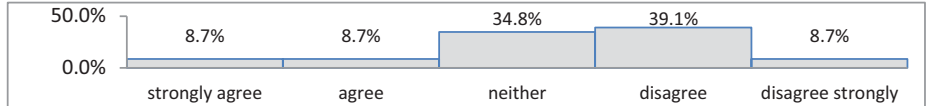
Archaeological Finds Glass - Window

About the Changing Levels of Demand for Work

Reduced Projects

n= 23

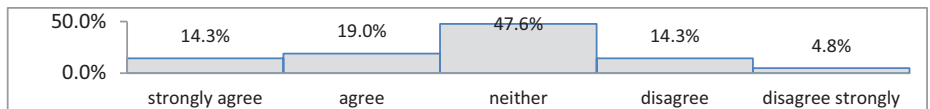
strongly agree	agree	neither	disagree	disagree
2	2	8	9	2



Reduce Costs

n= 21

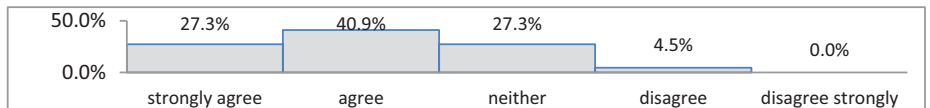
strongly agree	agree	neither	disagree	disagree
3	4	10	3	1



Time Pressure

n= 22

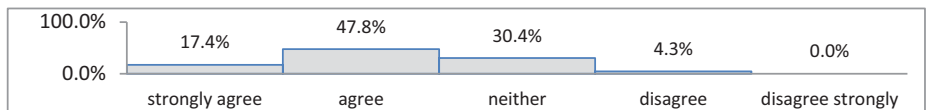
strongly agree	agree	neither	disagree	disagree
6	9	6	1	0



Cut Back Aspects

n= 23

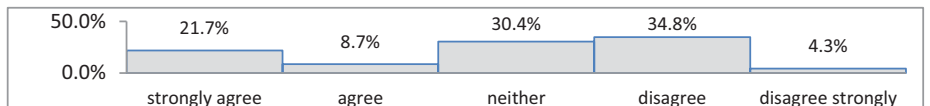
strongly agree	agree	neither	disagree	disagree
4	11	7	1	0



Job Security Worries

n= 23

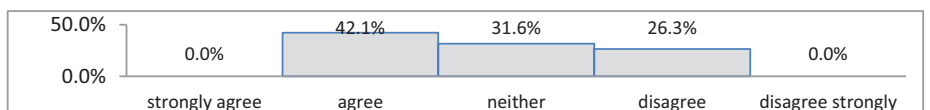
strongly agree	agree	neither	disagree	disagree
5	2	7	8	1



Non-Specialist Duties

n= 19

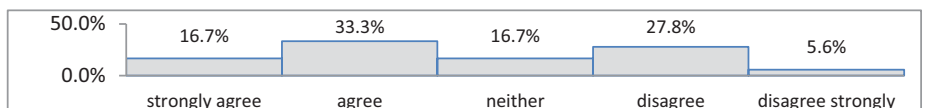
strongly agree	agree	neither	disagree	disagree
0	8	6	5	0



Take Work Home

n= 18

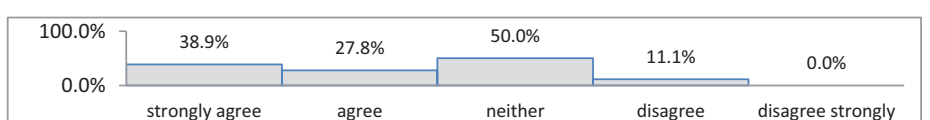
strongly agree	agree	neither	disagree	disagree
3	6	3	5	1



Decrease in Specialists

n= 23

strongly agree	agree	neither	disagree	disagree
7	5	9	2	0

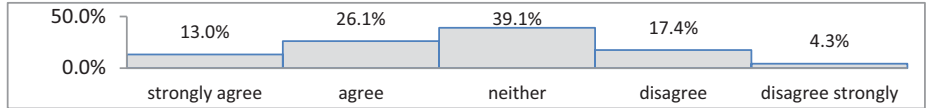


Archaeological Finds Glass - Window

About the Potential Impact of Brexit

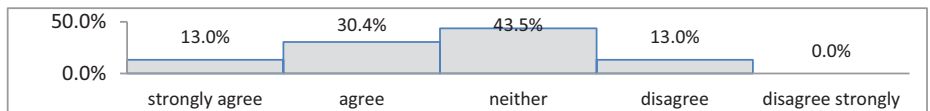
Reduced Projects
n= 23

strongly agree	agree	neither	disagree	disagree
3	6	9	4	1



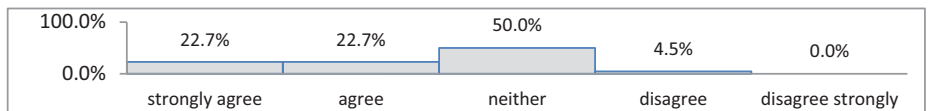
Reduce Costs
n= 23

strongly agree	agree	neither	disagree	disagree
3	7	10	3	0



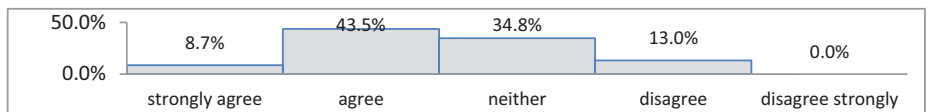
Time Pressure
n= 23

strongly agree	agree	neither	disagree	disagree
5	5	11	1	0



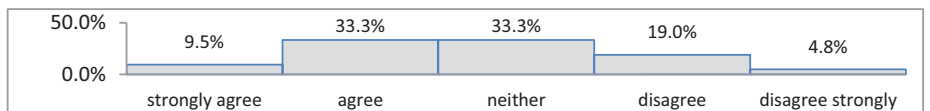
Cut Back Aspects
n= 22

strongly agree	agree	neither	disagree	disagree
2	10	8	3	0



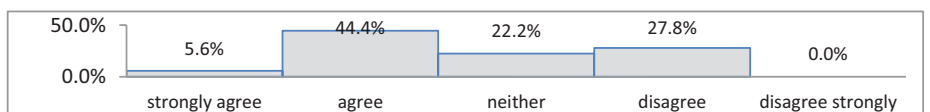
Job Security Worries
n= 23

strongly agree	agree	neither	disagree	disagree
2	7	7	4	1



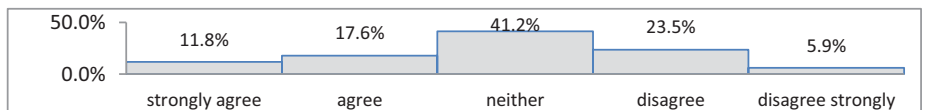
Non-Specialist Duties
n= 21

strongly agree	agree	neither	disagree	disagree
1	8	4	5	0



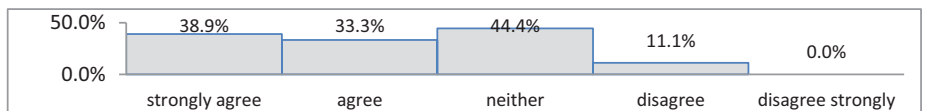
Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree
2	3	7	4	1



Decrease in Specialists
n= 17

strongly agree	agree	neither	disagree	disagree
7	6	8	2	0



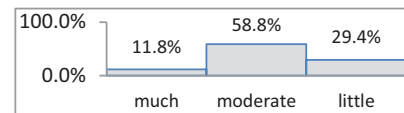
Archaeological Finds
Glass - Other Artefacts

n= 28

About the Work

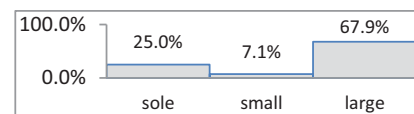
Charge / day mean SD min max
n= 14 £ 225.00 88.78 £ 100.00 £ 400.00

Competition 2 10 5
n= 17 great deal moderate very little

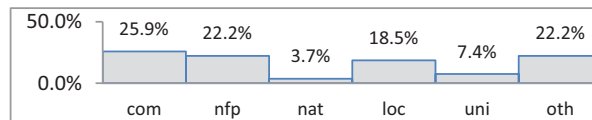


About the Organisation

Sizes of Organisation 7 2 19
n= 28 sole trader small large



Types of Organisation 7 6 1 5 2 6
n= 27 commercial not for profit nat gov local gov university other



Location n= 28

east of england	0	0.0%
east midlands	3	10.7%
london	4	14.3%
south-east england	7	25.0%
south west england	3	10.7%
north-east england	1	3.6%
north-west england	4	14.3%
west midlands	0	0.0%
yorkshire & the humber	2	7.1%
scotland	1	3.6%
wales	2	7.1%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	3.6%
outside uk - rest of world	0	0.0%

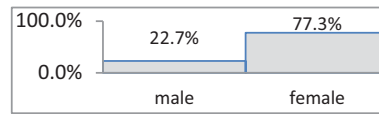
Archaeological Finds Glass - Other Artefacts

About the Specialists

Gender

n= 22

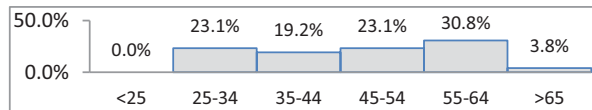
male	female
5	17



Age

n= 26

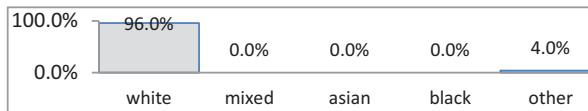
<25	25-34	35-44	45-54	55-64	>65
0	6	5	6	8	1



Ethnicity

n= 25

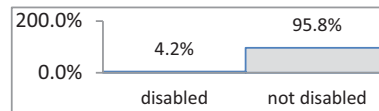
white	mixed /	asian / asian	black /	other ethnic
24	0	0	0	1



Disability Status

n= 24

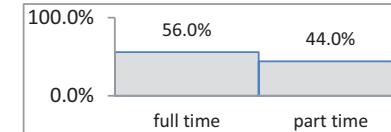
disabled	not disabled
1	23



Hours Worked

n= 25

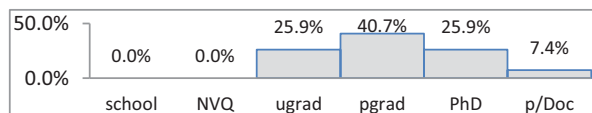
full time	part time
14	11



Highest Qualification

n= 27

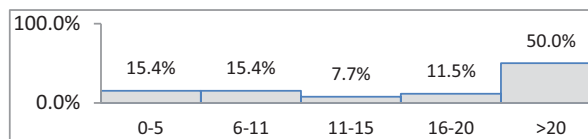
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	7	11	7	2



Years Practising to Date

n= 26

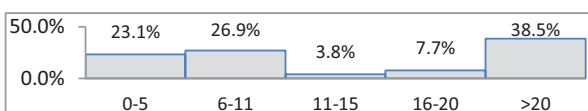
0-5	6-11	11-15	16-20	>20
4	4	2	3	13



Years Intending to Continue

n= 26

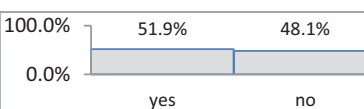
0-5	6-11	11-15	16-20	>20
6	7	1	2	10



Waiting List

n= 27

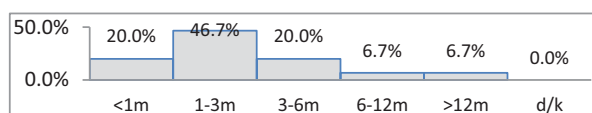
yes	no
14	13



Waiting List Length

n= 15

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



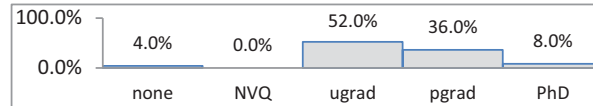
Archaeological Finds Glass - Other Artefacts

About Training and Professional Development

New Entrant Qualifications Needed

n= 25

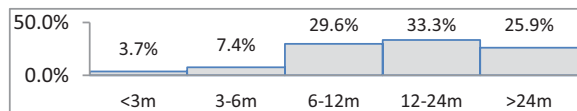
none	NVQ	ugrad	pgrad	PhD
1	0	13	9	2



New Entrant Experience Needed

n= 27

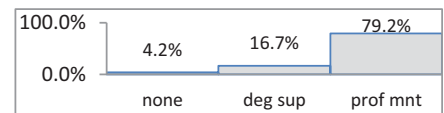
<3m	3-6m	6-12m	12-24m	>24m
1	2	8	9	7



New Entrant Guidance or Mentoring

n= 24

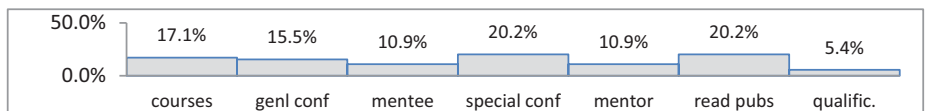
none	deg sup	prof mnt
1	4	19



CPD Mechanisms Preferred

n= 129

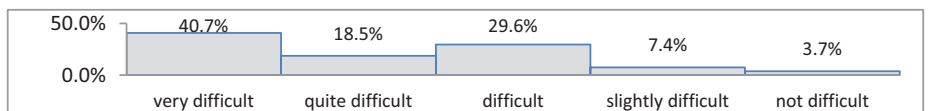
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
22	20	14	26	14	26	7



Access to Initial Training

n= 27

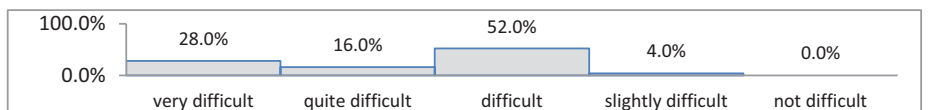
very difficult	quite difficult	difficult	slightly	not difficult
11	5	8	2	1



Access to CPD Training

n= 25

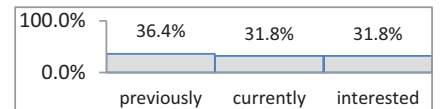
very difficult	quite difficult	difficult	slightly	not difficult
7	4	13	1	0



Being a Trainer

n= 22

previously	currently	interested
8	7	7

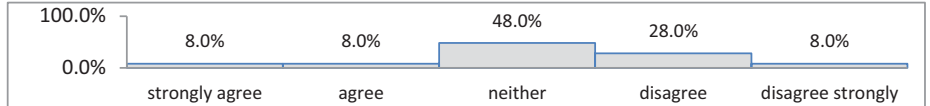


Archaeological Finds Glass - Other Artefacts

About the Changing Levels of Demand for Work

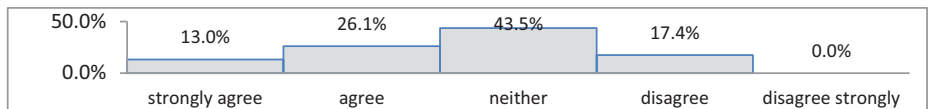
Reduced Projects
n= 25

strongly agree	agree	neither	disagree	disagree
2	2	12	7	2



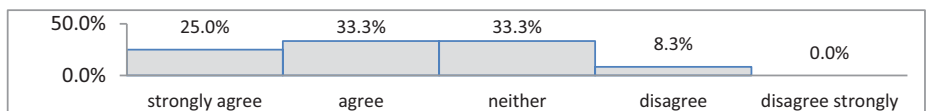
Reduce Costs
n= 23

strongly agree	agree	neither	disagree	disagree
3	6	10	4	0



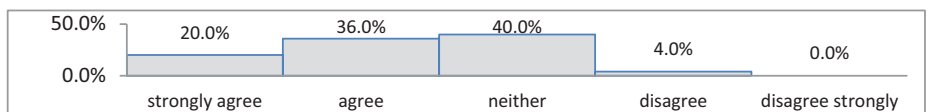
Time Pressure
n= 24

strongly agree	agree	neither	disagree	disagree
6	8	8	2	0



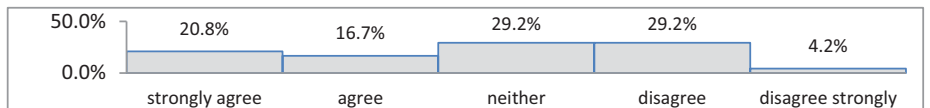
Cut Back Aspects
n= 25

strongly agree	agree	neither	disagree	disagree
5	9	10	1	0



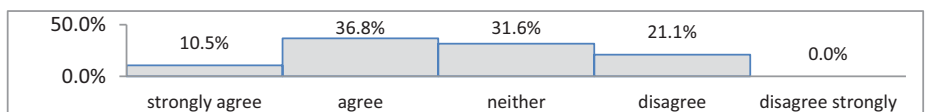
Job Security Worries
n= 24

strongly agree	agree	neither	disagree	disagree
5	4	7	7	1



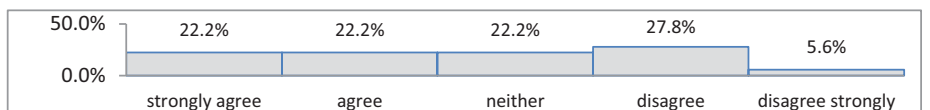
Non-Specialist Duties
n= 19

strongly agree	agree	neither	disagree	disagree
2	7	6	4	0



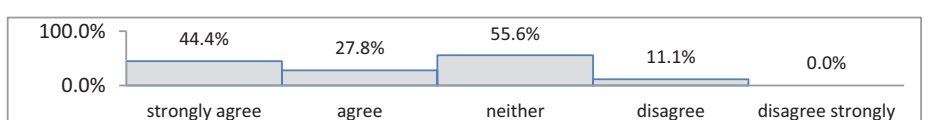
Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree
4	4	4	5	1



Decrease in Specialists
n= 25

strongly agree	agree	neither	disagree	disagree
8	5	10	2	0

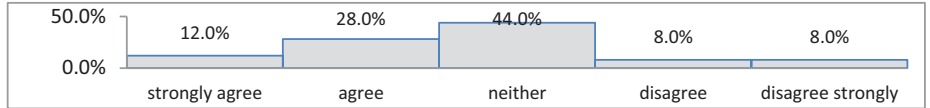


Archaeological Finds Glass - Other Artefacts

About the Potential Impact of Brexit

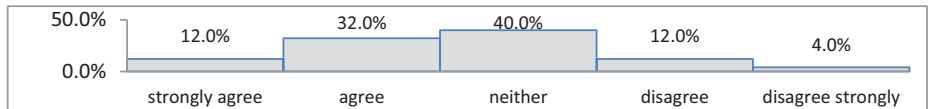
Reduced Projects
n= 25

strongly agree	agree	neither	disagree	disagree
3	7	11	2	2



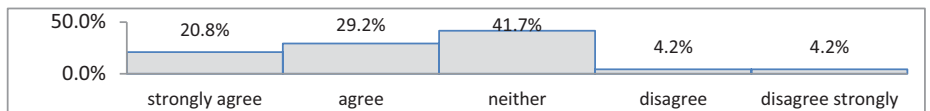
Reduce Costs
n= 25

strongly agree	agree	neither	disagree	disagree
3	8	10	3	1



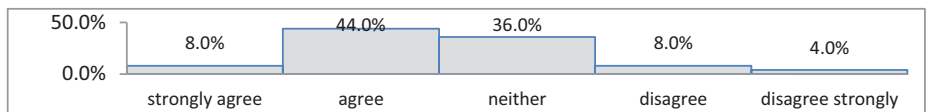
Time Pressure
n= 25

strongly agree	agree	neither	disagree	disagree
5	7	10	1	1



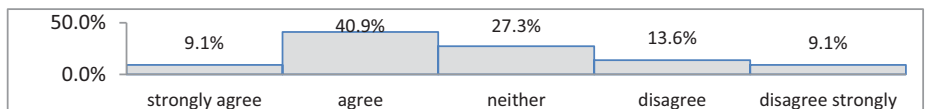
Cut Back Aspects
n= 24

strongly agree	agree	neither	disagree	disagree
2	11	9	2	1



Job Security Worries
n= 25

strongly agree	agree	neither	disagree	disagree
2	9	6	3	2



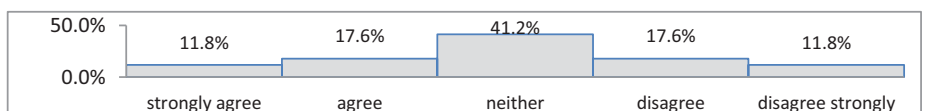
Non-Specialist Duties
n= 22

strongly agree	agree	neither	disagree	disagree
2	8	3	4	1



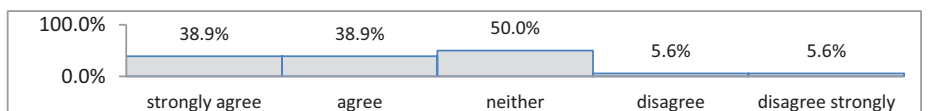
Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree
2	3	7	3	2



Decrease in Specialists
n= 17

strongly agree	agree	neither	disagree	disagree
7	7	9	1	1



Archaeological Finds
Glass - Glass-working (and by-products)

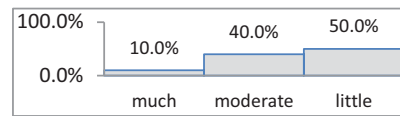
n= 15

About the Work

Charge / day mean SD min max
 n= 8 £ **195.00** 62.65 £ 100.00 £ 300.00

Competition
 n= 10

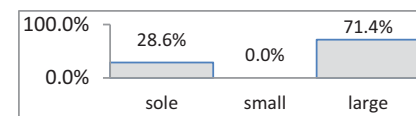
	1	4	5
	great deal	moderate	very little



About the Organisation

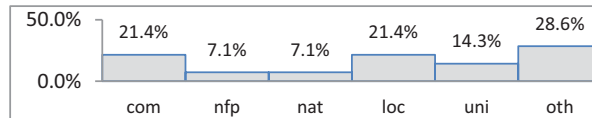
Sizes of Organisation
 n= 14

	4	0	10
	sole trader	small	large



Types of Organisation
 n= 14

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



Location
 n= 14

east of england	1	7.1%
east midlands	1	7.1%
london	3	21.4%
south-east england	5	35.7%
south west england	2	14.3%
north-east england	0	0.0%
north-west england	1	7.1%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
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 - european union	0	0.0%
outside uk - rest of world	1	7.1%

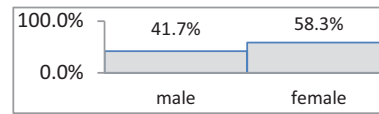
Archaeological Finds Glass - Glass-working (and by-products)

About the Specialists

Gender

n= 12

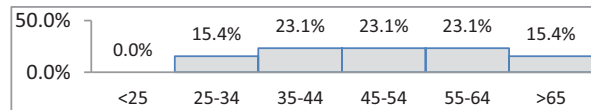
male	female
5	7



Age

n= 13

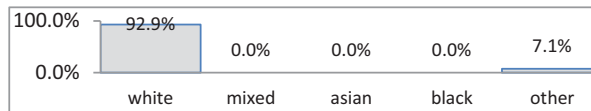
<25	25-34	35-44	45-54	55-64	>65
0	2	3	3	3	2



Ethnicity

n= 14

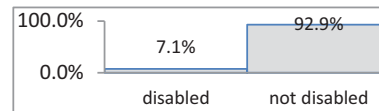
white	mixed /	asian / asian	black /	other ethnic
13	0	0	0	1



Disability Status

n= 14

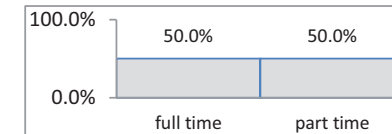
disabled	not disabled
1	13



Hours Worked

n= 14

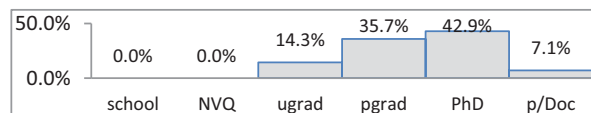
full time	part time
7	7



Highest Qualification

n= 14

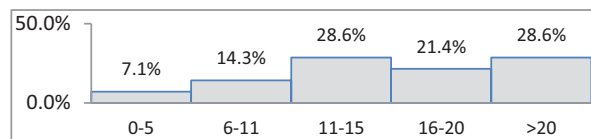
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	5	6	1



Years Practising to Date

n= 14

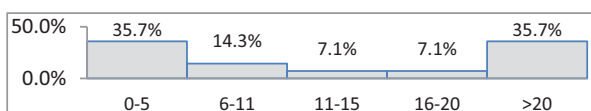
0-5	6-11	11-15	16-20	>20
1	2	4	3	4



Years Intending to Continue

n= 14

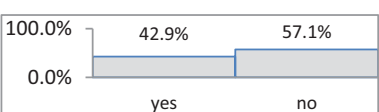
0-5	6-11	11-15	16-20	>20
5	2	1	1	5



Waiting List

n= 14

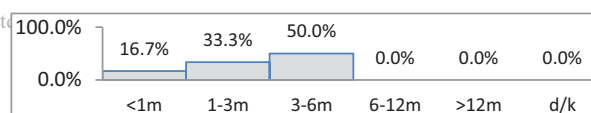
yes	no
6	8



Waiting List Length

n= 6

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



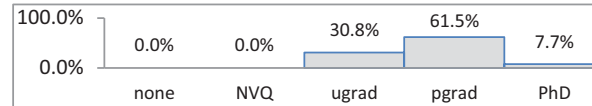
Archaeological Finds Glass - Glass-working (and by-products)

About Training and Professional Development

New Entrant Qualifications Needed

n= 13

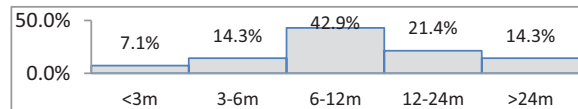
none	NVQ	ugrad	pgrad	PhD
0	0	4	8	1



New Entrant Experience Needed

n= 14

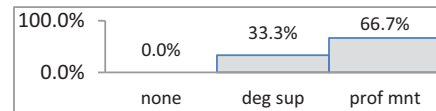
<3m	3-6m	6-12m	12-24m	>24m
1	2	6	3	2



New Entrant Guidance or Mentoring

n= 12

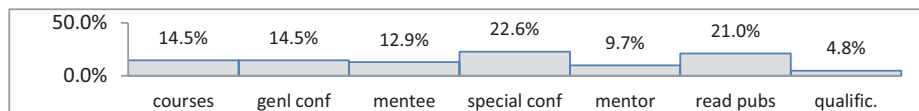
none	deg sup	prof mnt
0	4	8



CPD Mechanisms Preferred

n= 62

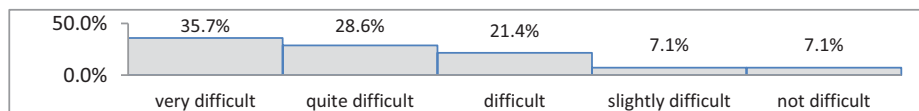
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
9	9	8	14	6	13	3



Access to Initial Training

n= 14

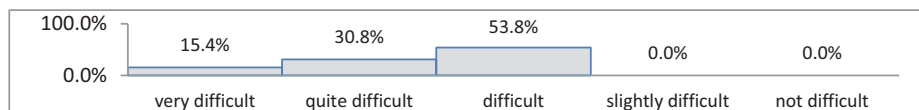
very difficult	quite difficult	difficult	slightly	not difficult
5	4	3	1	1



Access to CPD Training

n= 13

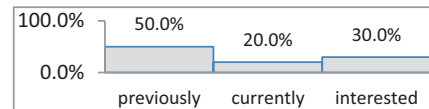
very difficult	quite difficult	difficult	slightly	not difficult
2	4	7	0	0



Being a Trainer

n= 10

previously	currently	interested
5	2	3

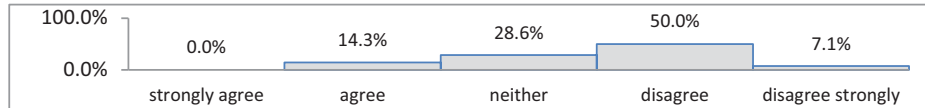


Archaeological Finds Glass - Glass-working (and by-products)

About the Changing Levels of Demand for Work

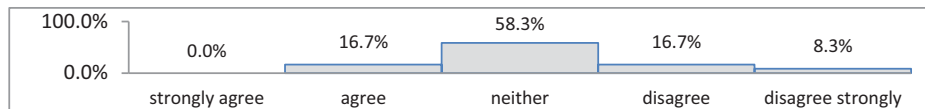
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree
0	2	4	7	1



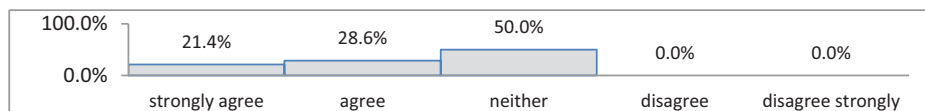
Reduce Costs
n= 12

strongly agree	agree	neither	disagree	disagree
0	2	7	2	1



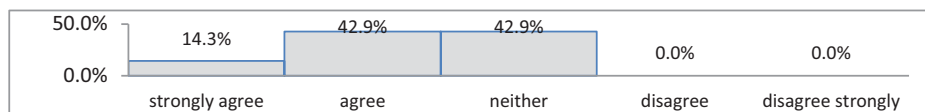
Time Pressure
n= 14

strongly agree	agree	neither	disagree	disagree
3	4	7	0	0



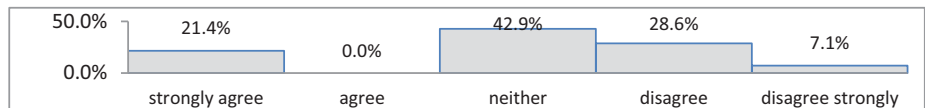
Cut Back Aspects
n= 14

strongly agree	agree	neither	disagree	disagree
2	6	6	0	0



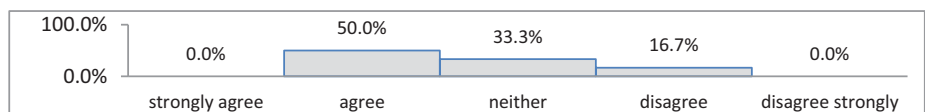
Job Security Worries
n= 14

strongly agree	agree	neither	disagree	disagree
3	0	6	4	1



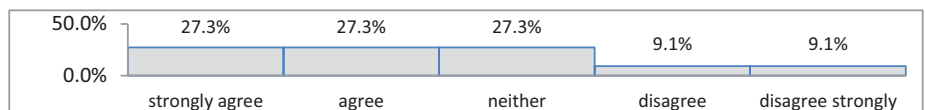
Non-Specialist Duties
n= 12

strongly agree	agree	neither	disagree	disagree
0	6	4	2	0



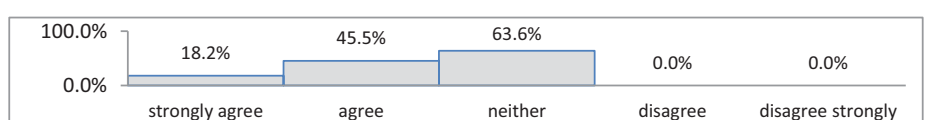
Take Work Home
n= 11

strongly agree	agree	neither	disagree	disagree
3	3	3	1	1



Decrease in Specialists
n= 14

strongly agree	agree	neither	disagree	disagree
2	5	7	0	0

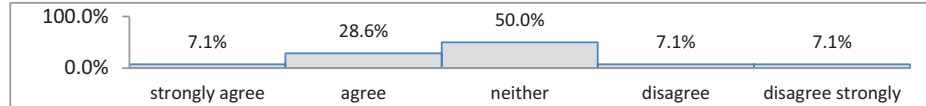


Archaeological Finds Glass - Glass-working (and by-products)

About the Potential Impact of Brexit

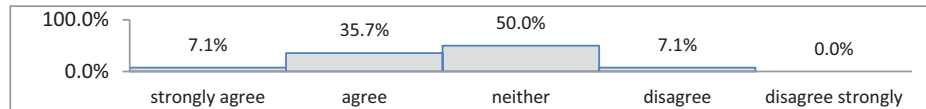
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree
1	4	7	1	1



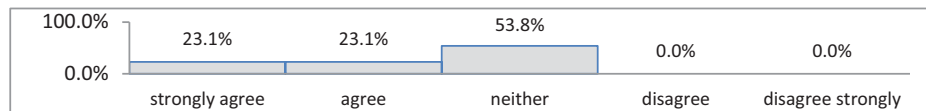
Reduce Costs
n= 14

strongly agree	agree	neither	disagree	disagree
1	5	7	1	0



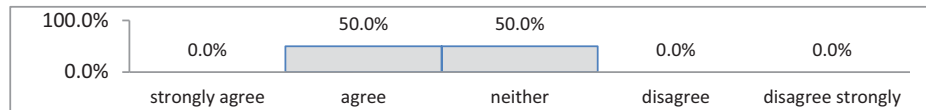
Time Pressure
n= 14

strongly agree	agree	neither	disagree	disagree
3	3	7	0	0



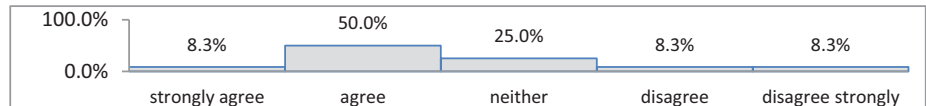
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree
0	7	7	0	0



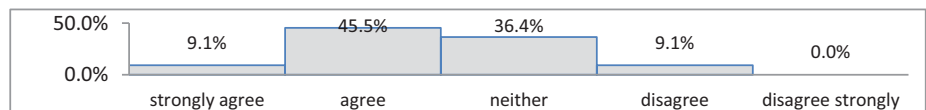
Job Security Worries
n= 14

strongly agree	agree	neither	disagree	disagree
1	6	3	1	1



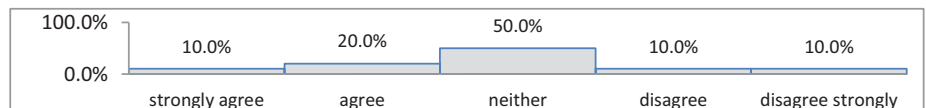
Non-Specialist Duties
n= 12

strongly agree	agree	neither	disagree	disagree
1	5	4	1	0



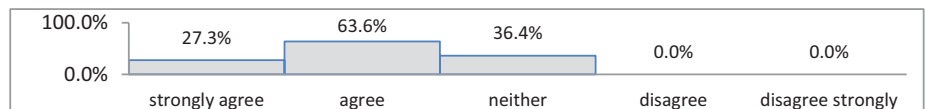
Take Work Home
n= 11

strongly agree	agree	neither	disagree	disagree
1	2	5	1	1



Decrease in Specialists
n= 10

strongly agree	agree	neither	disagree	disagree
3	7	4	0	0



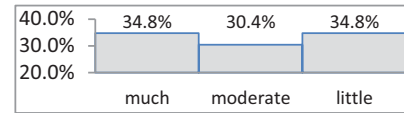
**Archaeological Finds
Metal - Coins & Tokens**

n= 36

About the Work

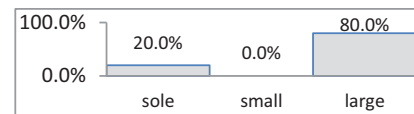
Charge / day mean SD min max
 n= 13 £ **218.46** 109.99 £ 110.00 £ 500.00

Competition 8 7 8
 n= 23 great deal moderate very little

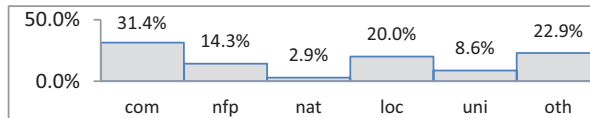


About the Organisation

Sizes of Organisation 7 0 28
 n= 35 sole trader small large



Types of Organisation 11 5 1 7 3 8
 n= 35 commercial not for profit nat gov local gov university other



Location n= 35

east of england	3	8.6%
east midlands	6	17.1%
london	5	14.3%
south-east england	7	20.0%
south west england	2	5.7%
north-east england	1	2.9%
north-west england	5	14.3%
west midlands	1	2.9%
yorkshire & the humber	2	5.7%
scotland	1	2.9%
wales	1	2.9%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	2.9%
outside uk - rest of world	0	0.0%

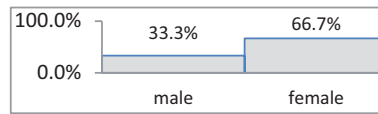
Archaeological Finds Metal - Coins & Tokens

About the Specialists

Gender

n= 27

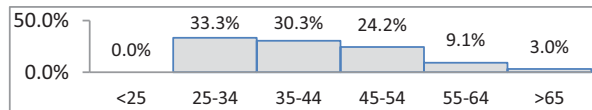
male	female
9	18



Age

n= 33

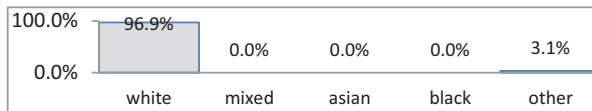
<25	25-34	35-44	45-54	55-64	>65
0	11	10	8	3	1



Ethnicity

n= 32

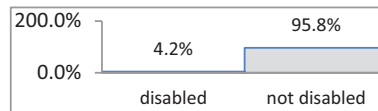
white	mixed /	asian / asian	black /	other ethnic
31	0	0	0	1



Disability Status

n= 24

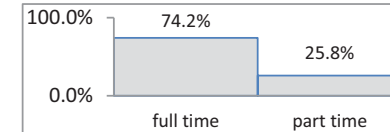
disabled	not disabled
1	23



Hours Worked

n= 31

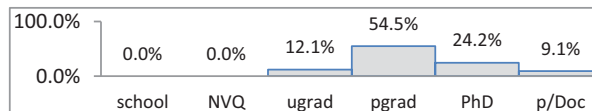
full time	part time
23	8



Highest Qualification

n= 33

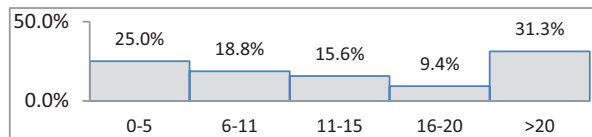
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	4	18	8	3



Years Practising to Date

n= 32

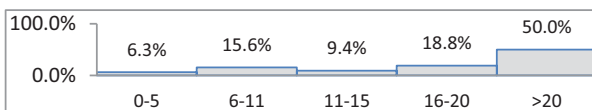
0-5	6-11	11-15	16-20	>20
8	6	5	3	10



Years Intending to Continue

n= 32

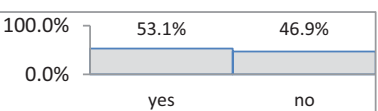
0-5	6-11	11-15	16-20	>20
2	5	3	6	16



Waiting List

n= 32

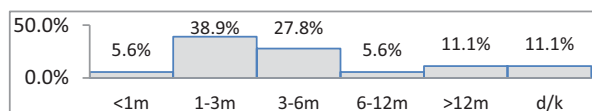
yes	no
17	15



Waiting List Length

n= 18

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



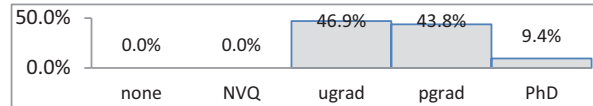
Archaeological Finds Metal - Coins & Tokens

About Training and Professional Development

New Entrant Qualifications Needed

n= 32

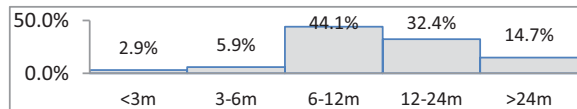
none	NVQ	ugrad	pgrad	PhD
0	0	15	14	3



New Entrant Experience Needed

n= 34

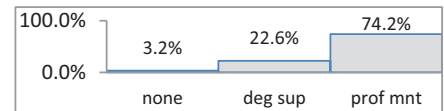
<3m	3-6m	6-12m	12-24m	>24m
1	2	15	11	5



New Entrant Guidance or Mentoring

n= 31

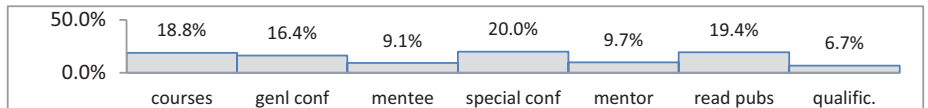
none	deg sup	prof mnt
1	7	23



CPD Mechanisms Preferred

n= 165

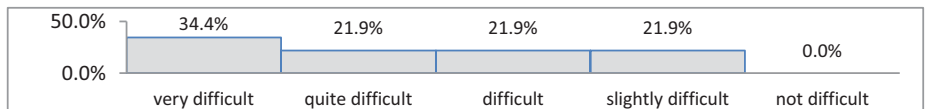
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
31	27	15	33	16	32	11



Access to Initial Training

n= 32

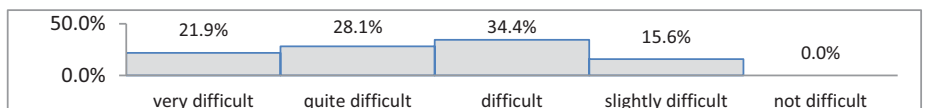
very difficult	quite difficult	difficult	slightly	not difficult
11	7	7	7	0



Access to CPD Training

n= 32

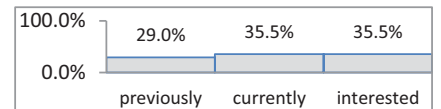
very difficult	quite difficult	difficult	slightly	not difficult
7	9	11	5	0



Being a Trainer

n= 31

previously	currently	interested
9	11	11

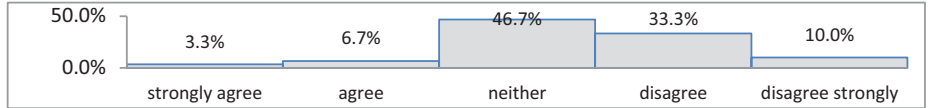


Archaeological Finds Metal - Coins & Tokens

About the Changing Levels of Demand for Work

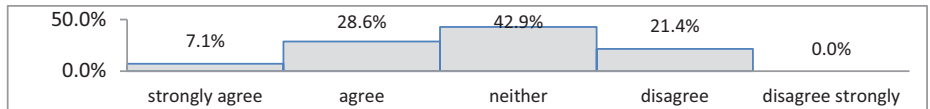
Reduced Projects
n= 30

strongly agree	agree	neither	disagree	disagree
1	2	14	10	3



Reduce Costs
n= 28

strongly agree	agree	neither	disagree	disagree
2	8	12	6	0



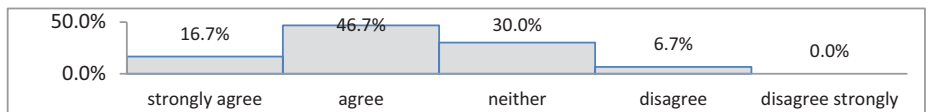
Time Pressure
n= 29

strongly agree	agree	neither	disagree	disagree
6	18	3	2	0



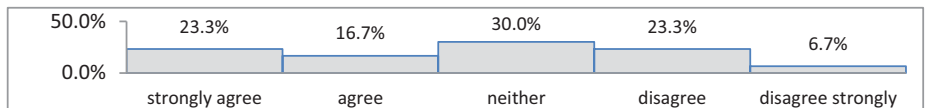
Cut Back Aspects
n= 30

strongly agree	agree	neither	disagree	disagree
5	14	9	2	0



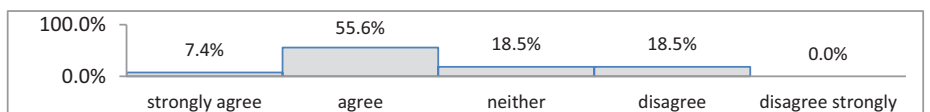
Job Security Worries
n= 30

strongly agree	agree	neither	disagree	disagree
7	5	9	7	2



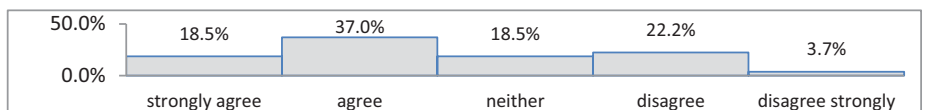
Non-Specialist Duties
n= 27

strongly agree	agree	neither	disagree	disagree
2	15	5	5	0



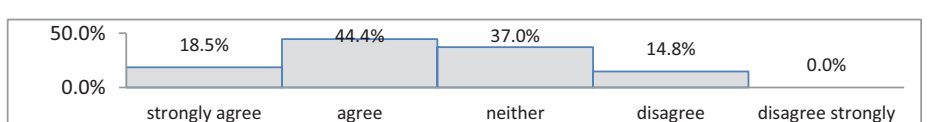
Take Work Home
n= 27

strongly agree	agree	neither	disagree	disagree
5	10	5	6	1



Decrease in Specialists
n= 31

strongly agree	agree	neither	disagree	disagree
5	12	10	4	0

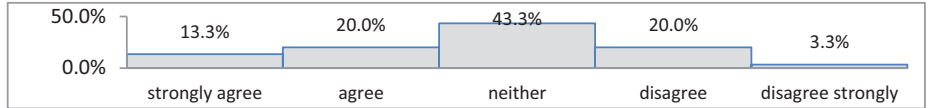


Archaeological Finds Metal - Coins & Tokens

About the Potential Impact of Brexit

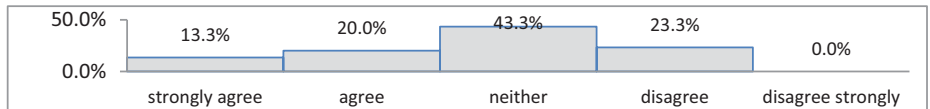
Reduced Projects
n= 30

strongly agree	agree	neither	disagree	disagree
4	6	13	6	1



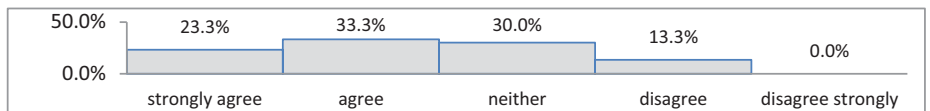
Reduce Costs
n= 30

strongly agree	agree	neither	disagree	disagree
4	6	13	7	0



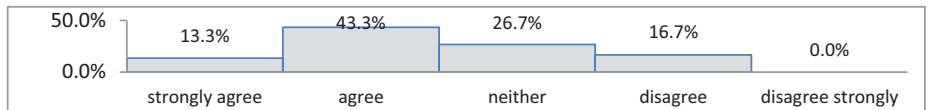
Time Pressure
n= 30

strongly agree	agree	neither	disagree	disagree
7	10	9	4	0



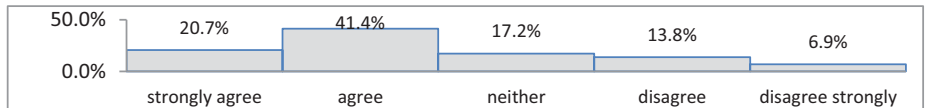
Cut Back Aspects
n= 30

strongly agree	agree	neither	disagree	disagree
4	13	8	5	0



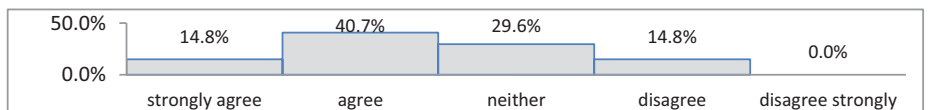
Job Security Worries
n= 30

strongly agree	agree	neither	disagree	disagree
6	12	5	4	2



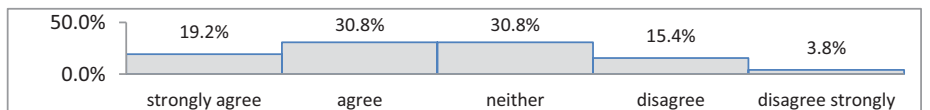
Non-Specialist Duties
n= 29

strongly agree	agree	neither	disagree	disagree
4	11	8	4	0



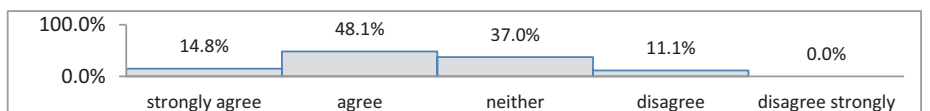
Take Work Home
n= 27

strongly agree	agree	neither	disagree	disagree
5	8	8	4	1



Decrease in Specialists
n= 26

strongly agree	agree	neither	disagree	disagree
4	13	10	3	0



**Archaeological Finds
Metal - Other Artefacts**

n= 64

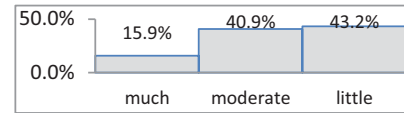
About the Work

Charge / day
n= 34

mean	SD	min	max
£ 225.44		88.92 £	100.00 £ 500.00

Competition
n= 44

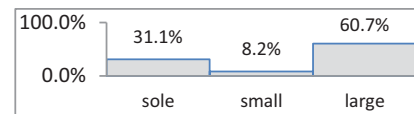
7	18	19
great deal	moderate	very little



About the Organisation

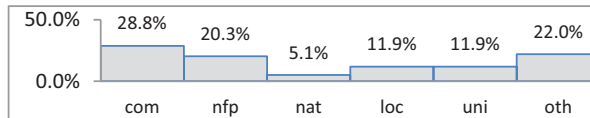
Sizes of Organisation
n= 61

19	5	37
sole trader	small	large



Types of Organisation
n= 59

17	12	3	7	7	13
commercial	not for profit	nat gov	local gov	university	other



Location
n= 61

east of england	5	8.2%
east midlands	8	13.1%
london	10	16.4%
south-east england	8	13.1%
south west england	7	11.5%
north-east england	1	1.6%
north-west england	5	8.2%
west midlands	4	6.6%
yorkshire & the humber	5	8.2%
scotland	4	6.6%
wales	3	4.9%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	1	1.6%

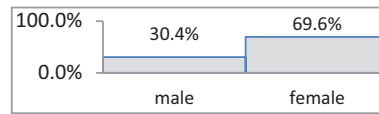
Archaeological Finds Metal - Other Artefacts

About the Specialists

Gender

n= 46

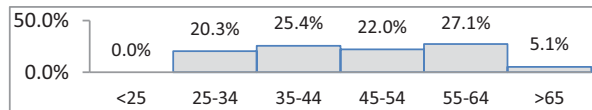
male	female
14	32



Age

n= 59

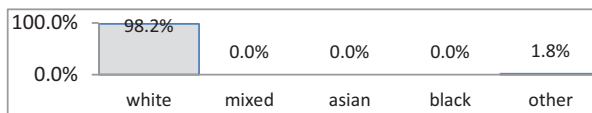
<25	25-34	35-44	45-54	55-64	>65
0	12	15	13	16	3



Ethnicity

n= 57

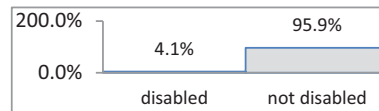
white	mixed /	asian / asian	black /	other ethnic
56	0	0	0	1



Disability Status

n= 49

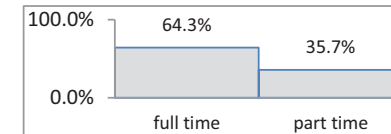
disabled	not disabled
2	47



Hours Worked

n= 56

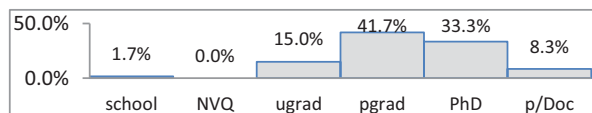
full time	part time
36	20



Highest Qualification

n= 60

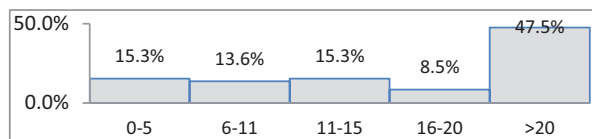
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	9	25	20	5



Years Practising to Date

n= 59

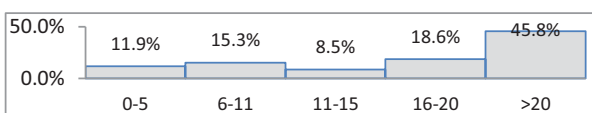
0-5	6-11	11-15	16-20	>20
9	8	9	5	28



Years Intending to Continue

n= 59

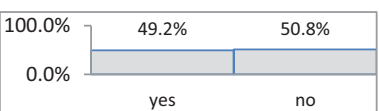
0-5	6-11	11-15	16-20	>20
7	9	5	11	27



Waiting List

n= 59

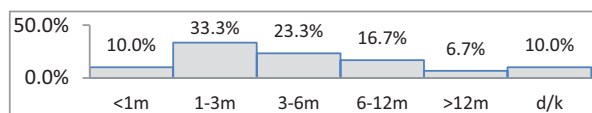
yes	no
29	30



Waiting List Length

n= 30

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	10	7	5	2	3



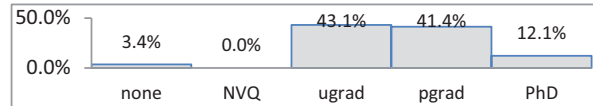
Archaeological Finds Metal - Other Artefacts

About Training and Professional Development

New Entrant Qualifications Needed

n= 58

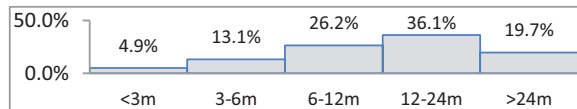
none	NVQ	ugrad	pgrad	PhD
2	0	25	24	7



New Entrant Experience Needed

n= 61

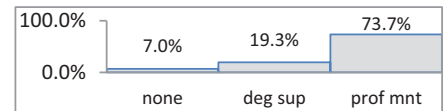
<3m	3-6m	6-12m	12-24m	>24m
3	8	16	22	12



New Entrant Guidance or Mentoring

n= 57

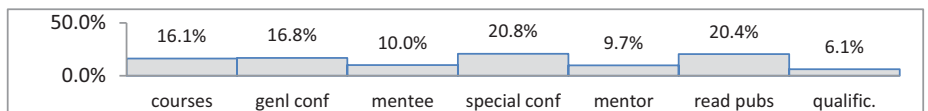
none	deg sup	prof mnt
4	11	42



CPD Mechanisms Preferred

n= 279

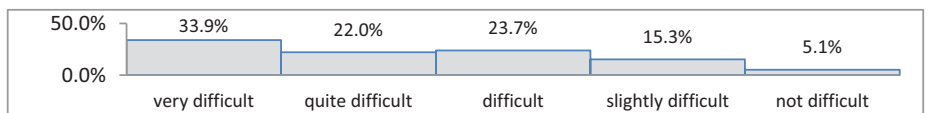
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
45	47	28	58	27	57	17



Access to Initial Training

n= 59

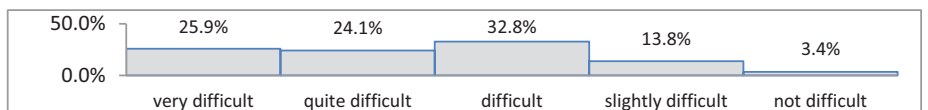
very difficult	quite difficult	difficult	slightly	not difficult
20	13	14	9	3



Access to CPD Training

n= 58

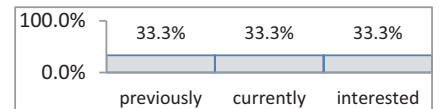
very difficult	quite difficult	difficult	slightly	not difficult
15	14	19	8	2



Being a Trainer

n= 51

previously	currently	interested
17	17	17



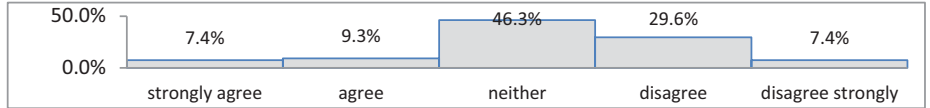
Archaeological Finds Metal - Other Artefacts

About the Changing Levels of Demand for Work

Reduced Projects

n= 54

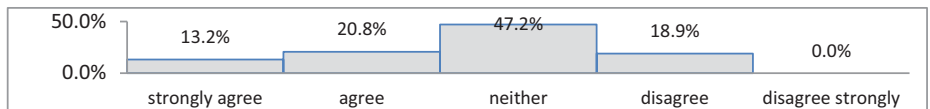
strongly agree	agree	neither	disagree	disagree
4	5	25	16	4



Reduce Costs

n= 53

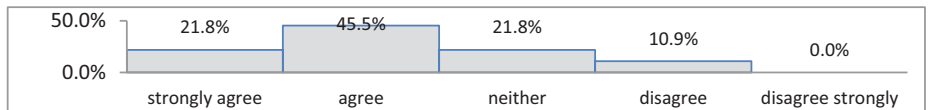
strongly agree	agree	neither	disagree	disagree
7	11	25	10	0



Time Pressure

n= 55

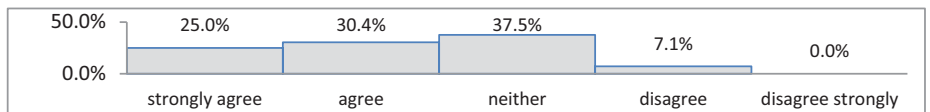
strongly agree	agree	neither	disagree	disagree
12	25	12	6	0



Cut Back Aspects

n= 56

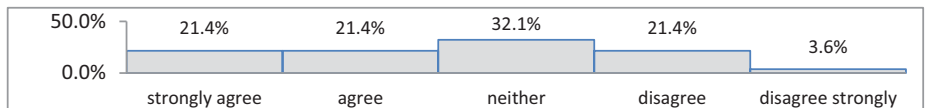
strongly agree	agree	neither	disagree	disagree
14	17	21	4	0



Job Security Worries

n= 56

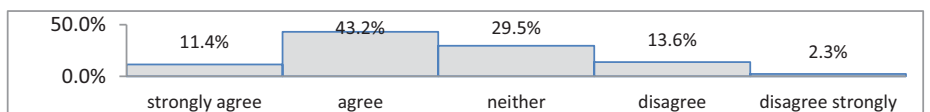
strongly agree	agree	neither	disagree	disagree
12	12	18	12	2



Non-Specialist Duties

n= 44

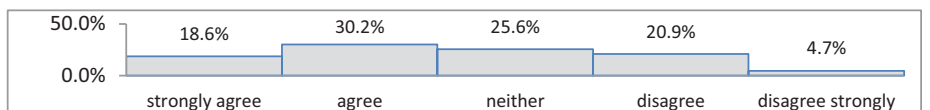
strongly agree	agree	neither	disagree	disagree
5	19	13	6	1



Take Work Home

n= 43

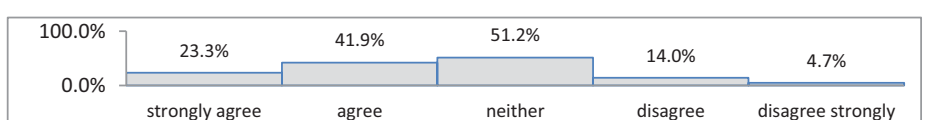
strongly agree	agree	neither	disagree	disagree
8	13	11	9	2



Decrease in Specialists

n= 58

strongly agree	agree	neither	disagree	disagree
10	18	22	6	2

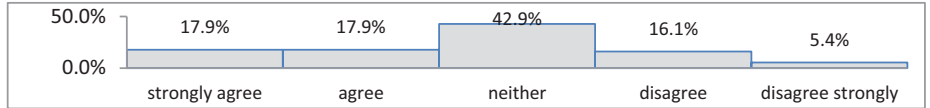


Archaeological Finds Metal - Other Artefacts

About the Potential Impact of Brexit

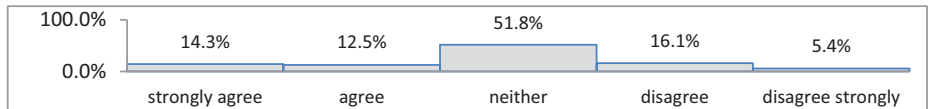
Reduced Projects
n= 56

strongly agree	agree	neither	disagree	disagree
10	10	24	9	3



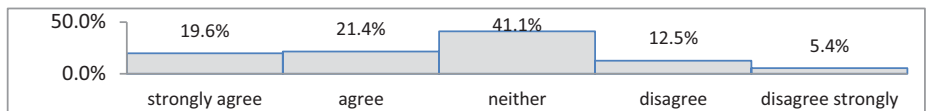
Reduce Costs
n= 56

strongly agree	agree	neither	disagree	disagree
8	7	29	9	3



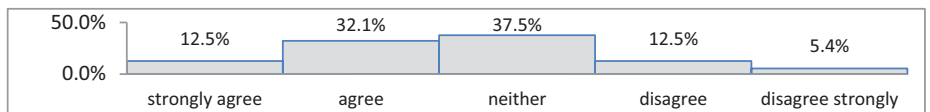
Time Pressure
n= 56

strongly agree	agree	neither	disagree	disagree
11	12	23	7	3



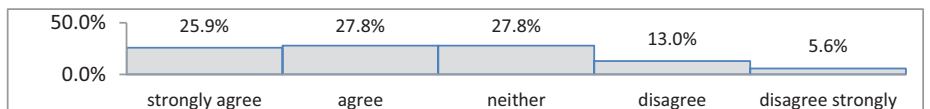
Cut Back Aspects
n= 56

strongly agree	agree	neither	disagree	disagree
7	18	21	7	3



Job Security Worries
n= 56

strongly agree	agree	neither	disagree	disagree
14	15	15	7	3



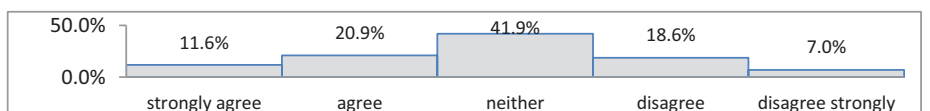
Non-Specialist Duties
n= 54

strongly agree	agree	neither	disagree	disagree
5	15	15	7	2



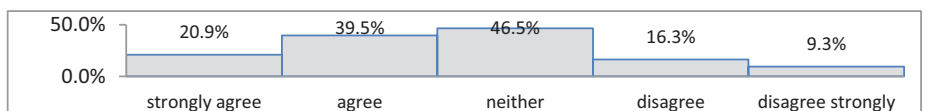
Take Work Home
n= 44

strongly agree	agree	neither	disagree	disagree
5	9	18	8	3



Decrease in Specialists
n= 43

strongly agree	agree	neither	disagree	disagree
9	17	20	7	4



**Archaeological Finds
Metal - Slag (and other by-products)**

n= 26

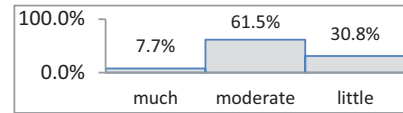
About the Work

Charge / day
n= 11

mean	SD	min	max
£ 265.91		101.15 £	500.00 £

Competition
n= 13

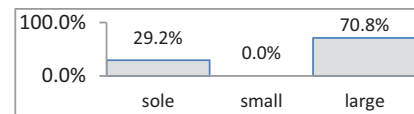
1	8	4
great deal	moderate	very little



About the Organisation

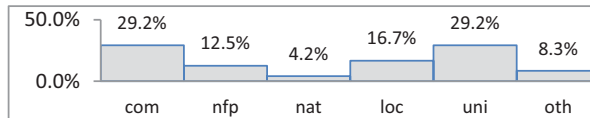
Sizes of Organisation
n= 24

7	0	17
sole trader	small	large



Types of Organisation
n= 24

7	3	1	4	7	2
commercial	not for profit	nat gov	local gov	university	other



Location
n= 24

east of england	1	4.2%
east midlands	1	4.2%
london	3	12.5%
south-east england	4	16.7%
south west england	1	4.2%
north-east england	0	0.0%
north-west england	3	12.5%
west midlands	4	16.7%
yorkshire & the humber	2	8.3%
scotland	1	4.2%
wales	2	8.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	4.2%
outside uk - rest of world	1	4.2%

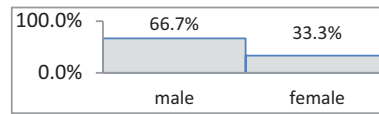
Archaeological Finds Metal - Slag (and other by-products)

About the Specialists

Gender

n= 18

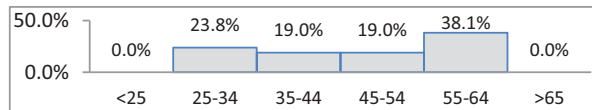
male	female
12	6



Age

n= 21

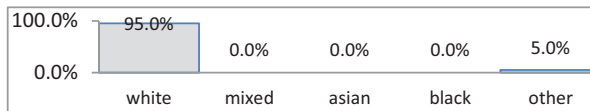
<25	25-34	35-44	45-54	55-64	>65
0	5	4	4	8	0



Ethnicity

n= 20

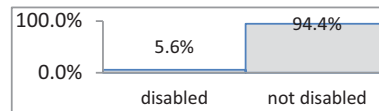
white	mixed /	asian / asian	black /	other ethnic
19	0	0	0	1



Disability Status

n= 18

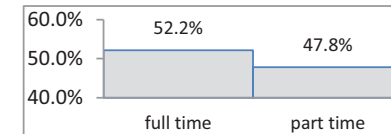
disabled	not disabled
1	17



Hours Worked

n= 23

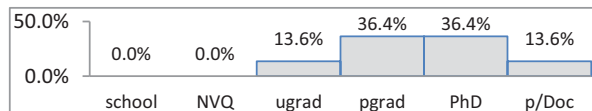
full time	part time
12	11



Highest Qualification

n= 22

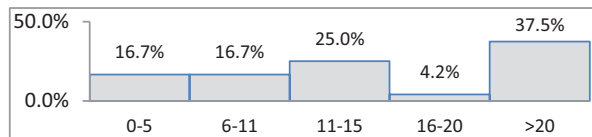
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	3	8	8



Years Practising to Date

n= 24

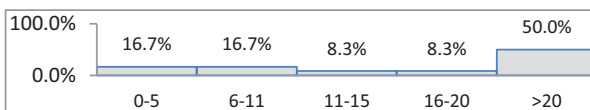
0-5	6-11	11-15	16-20	>20
4	4	6	1	9



Years Intending to Continue

n= 24

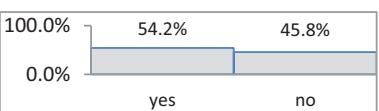
0-5	6-11	11-15	16-20	>20
4	4	2	2	12



Waiting List

n= 24

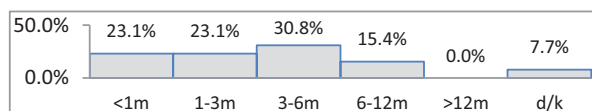
yes	no
13	11



Waiting List Length

n= 13

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



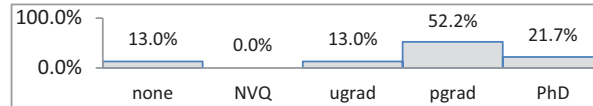
Archaeological Finds Metal - Slag (and other by-products)

About Training and Professional Development

New Entrant Qualifications Needed

n= 23

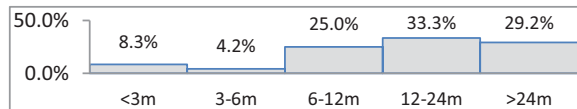
none	NVQ	ugrad	pgrad	PhD
3	0	3	12	5



New Entrant Experience Needed

n= 24

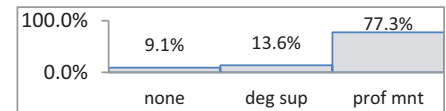
<3m	3-6m	6-12m	12-24m	>24m
2	1	6	8	7



New Entrant Guidance or Mentoring

n= 22

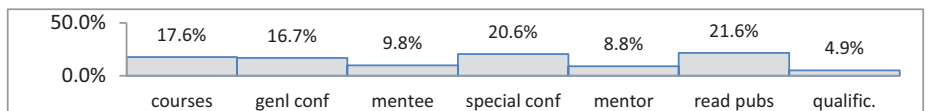
none	deg sup	prof mnt
2	3	17



CPD Mechanisms Preferred

n= 102

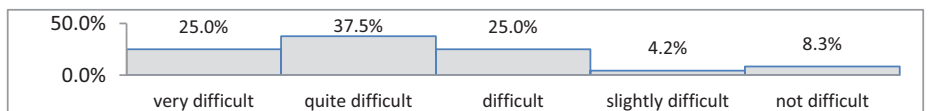
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
18	17	10	21	9	22	5



Access to Initial Training

n= 24

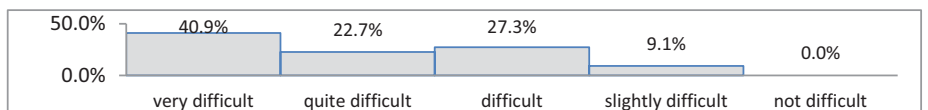
very difficult	quite difficult	difficult	slightly	not difficult
6	9	6	1	2



Access to CPD Training

n= 22

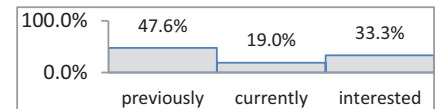
very difficult	quite difficult	difficult	slightly	not difficult
9	5	6	2	0



Being a Trainer

n= 21

previously	currently	interested
10	4	7

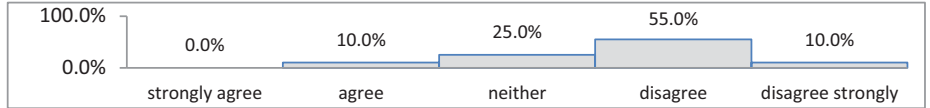


Archaeological Finds Metal - Slag (and other by-products)

About the Changing Levels of Demand for Work

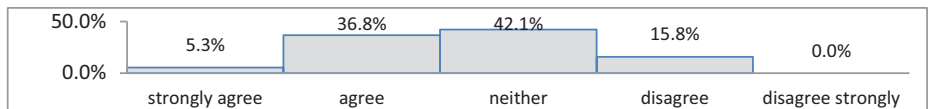
Reduced Projects
n= 20

strongly agree	agree	neither	disagree	disagree
0	2	5	11	2



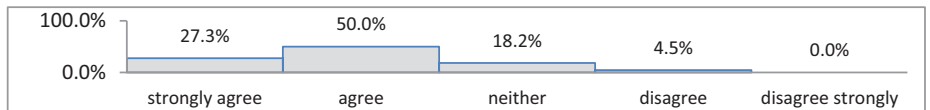
Reduce Costs
n= 19

strongly agree	agree	neither	disagree	disagree
1	7	8	3	0



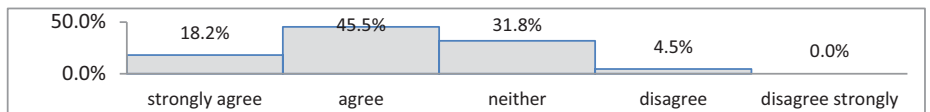
Time Pressure
n= 22

strongly agree	agree	neither	disagree	disagree
6	11	4	1	0



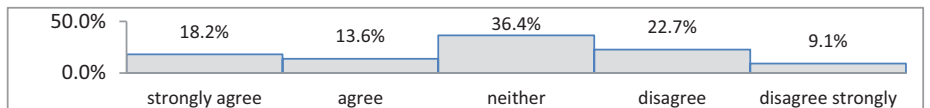
Cut Back Aspects
n= 22

strongly agree	agree	neither	disagree	disagree
4	10	7	1	0



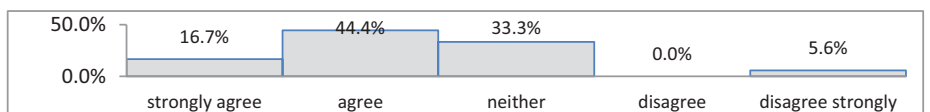
Job Security Worries
n= 22

strongly agree	agree	neither	disagree	disagree
4	3	8	5	2



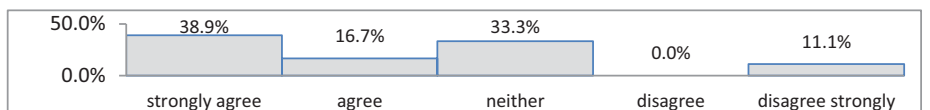
Non-Specialist Duties
n= 18

strongly agree	agree	neither	disagree	disagree
3	8	6	0	1



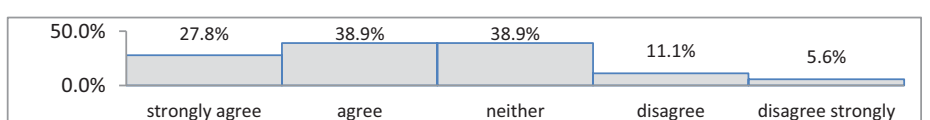
Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree
7	3	6	0	2



Decrease in Specialists
n= 22

strongly agree	agree	neither	disagree	disagree
5	7	7	2	1



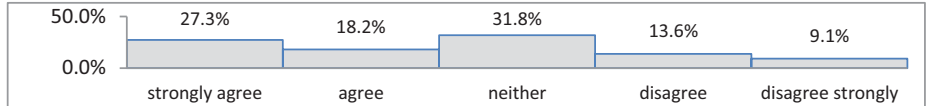
Archaeological Finds Metal - Slag (and other by-products)

About the Potential Impact of Brexit

Reduced Projects

n= 22

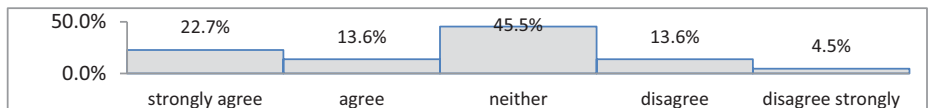
strongly agree	agree	neither	disagree	disagree
6	4	7	3	2



Reduce Costs

n= 22

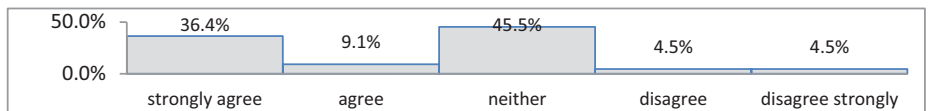
strongly agree	agree	neither	disagree	disagree
5	3	10	3	1



Time Pressure

n= 22

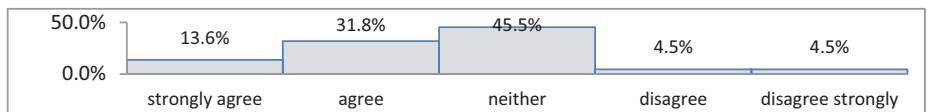
strongly agree	agree	neither	disagree	disagree
8	2	10	1	1



Cut Back Aspects

n= 22

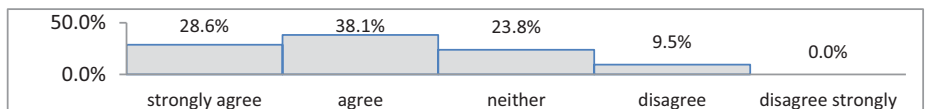
strongly agree	agree	neither	disagree	disagree
3	7	10	1	1



Job Security Worries

n= 22

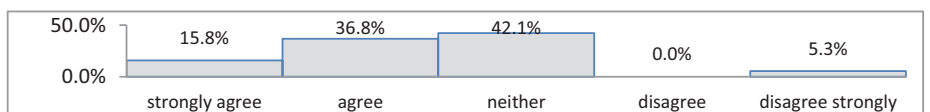
strongly agree	agree	neither	disagree	disagree
6	8	5	2	0



Non-Specialist Duties

n= 21

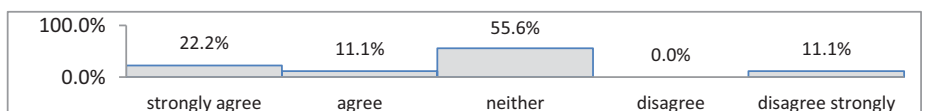
strongly agree	agree	neither	disagree	disagree
3	7	8	0	1



Take Work Home

n= 19

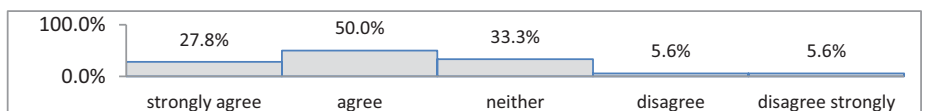
strongly agree	agree	neither	disagree	disagree
4	2	10	0	2



Decrease in Specialists

n= 18

strongly agree	agree	neither	disagree	disagree
5	9	6	1	1



**Archaeological Finds
Metal - Metallurgical Analysis**

n= 15

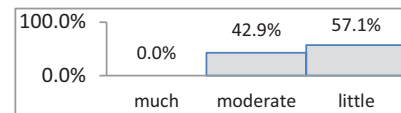
About the Work

Charge / day
n= 6

mean	SD	min	max
£ 341.67		220.64 £	100.00 £ 750.00

Competition
n= 7

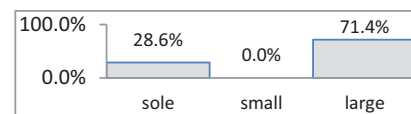
0	3	4
great deal	moderate	very little



About the Organisation

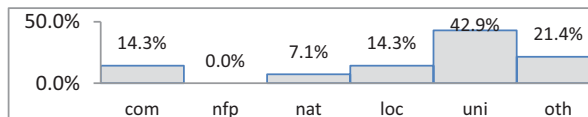
Sizes of Organisation
n= 14

4	0	10
sole trader	small	large



Types of Organisation
n= 14

2	0	1	2	6	3
commercial	not for profit	nat gov	local gov	university	other



Location
n= 14

east of england	0	0.0%
east midlands	0	0.0%
london	3	21.4%
south-east england	3	21.4%
south west england	1	7.1%
north-east england	0	0.0%
north-west england	2	14.3%
west midlands	1	7.1%
yorkshire & the humber	1	7.1%
scotland	0	0.0%
wales	2	14.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	1	7.1%

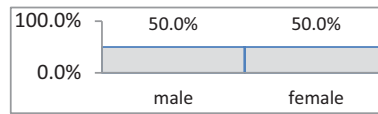
Archaeological Finds Metal - Metallurgical Analysis

About the Specialists

Gender

n= 10

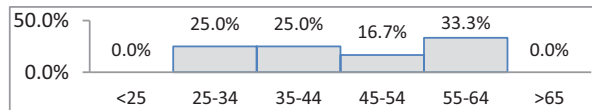
male	female
5	5



Age

n= 12

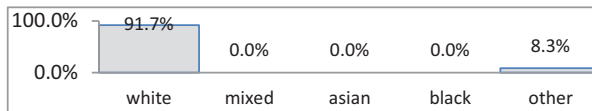
<25	25-34	35-44	45-54	55-64	>65
0	3	3	2	4	0



Ethnicity

n= 12

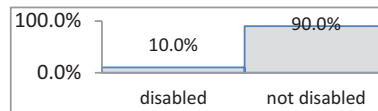
white	mixed /	asian / asian	black /	other ethnic
11	0	0	0	1



Disability Status

n= 10

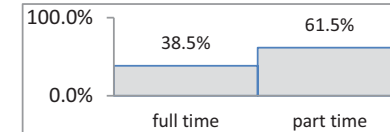
disabled	not disabled
1	9



Hours Worked

n= 13

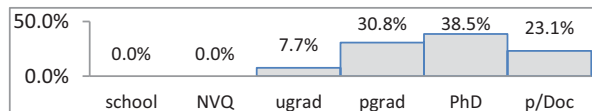
full time	part time
5	8



Highest Qualification

n= 13

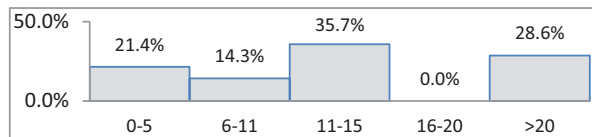
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	1	4	5	3



Years Practising to Date

n= 14

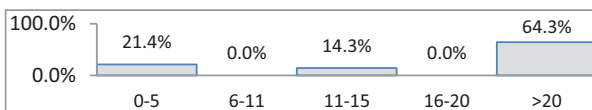
0-5	6-11	11-15	16-20	>20
3	2	5	0	4



Years Intending to Continue

n= 14

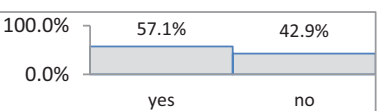
0-5	6-11	11-15	16-20	>20
3	0	2	0	9



Waiting List

n= 14

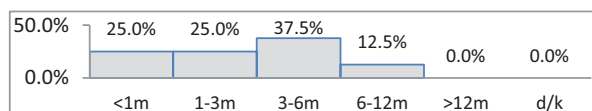
yes	no
8	6



Waiting List Length

n= 8

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



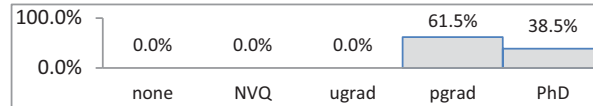
Archaeological Finds Metal - Metallurgical Analysis

About Training and Professional Development

New Entrant Qualifications Needed

n= 13

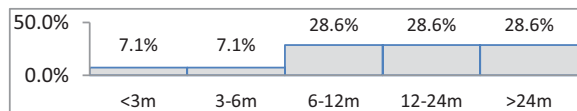
none	NVQ	ugrad	pgrad	PhD
0	0	0	8	5



New Entrant Experience Needed

n= 14

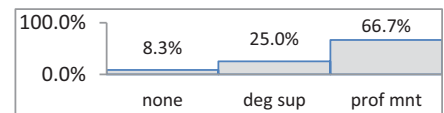
<3m	3-6m	6-12m	12-24m	>24m
1	1	4	4	4



New Entrant Guidance or Mentoring

n= 12

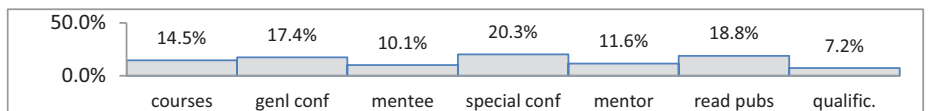
none	deg sup	prof mnt
1	3	8



CPD Mechanisms Preferred

n= 69

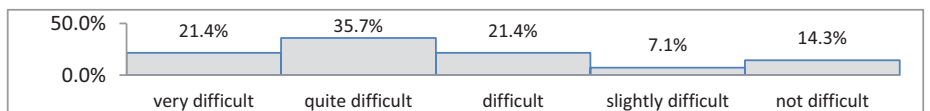
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
10	12	7	14	8	13	5



Access to Initial Training

n= 14

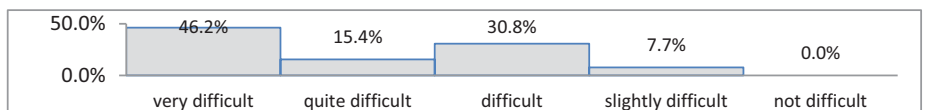
very difficult	quite difficult	difficult	slightly	not difficult
3	5	3	1	2



Access to CPD Training

n= 13

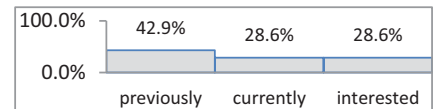
very difficult	quite difficult	difficult	slightly	not difficult
6	2	4	1	0



Being a Trainer

n= 14

previously	currently	interested
6	4	4



Archaeological Finds Metal - Metallurgical Analysis

About the Changing Levels of Demand for Work

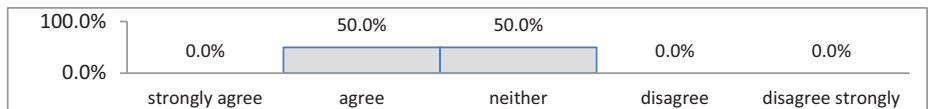
Reduced Projects
n= 10

strongly agree	agree	neither	disagree	disagree
0	1	2	5	2



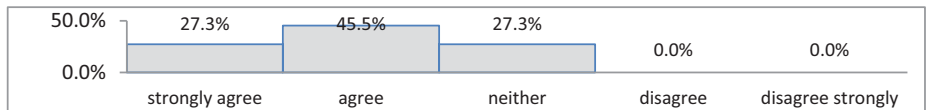
Reduce Costs
n= 8

strongly agree	agree	neither	disagree	disagree
0	4	4	0	0



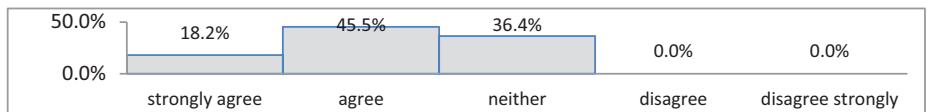
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree
3	5	3	0	0



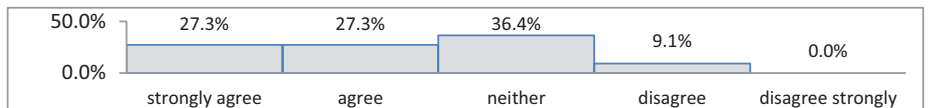
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree
2	5	4	0	0



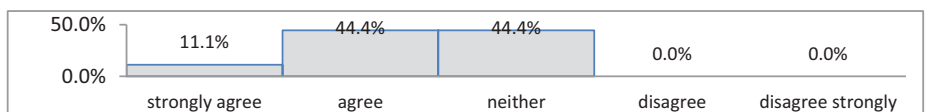
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree
3	3	4	1	0



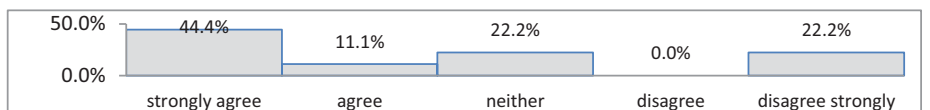
Non-Specialist Duties
n= 9

strongly agree	agree	neither	disagree	disagree
1	4	4	0	0



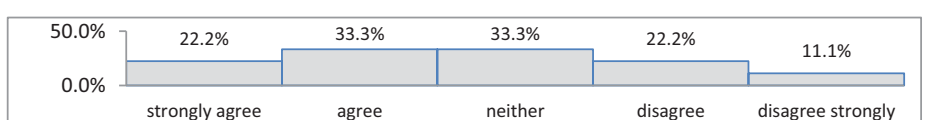
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree
4	1	2	0	2



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree
2	3	3	2	1



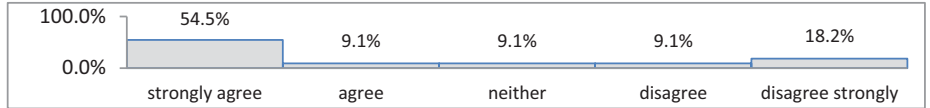
Archaeological Finds Metal - Metallurgical Analysis

About the Potential Impact of Brexit

Reduced Projects

n= 11

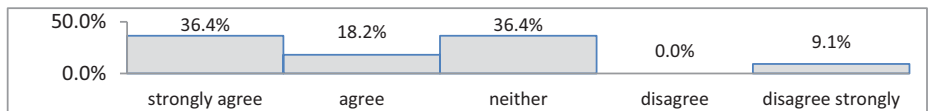
strongly agree	agree	neither	disagree	disagree
6	1	1	1	2



Reduce Costs

n= 11

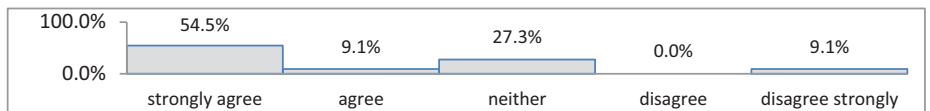
strongly agree	agree	neither	disagree	disagree
4	2	4	0	1



Time Pressure

n= 11

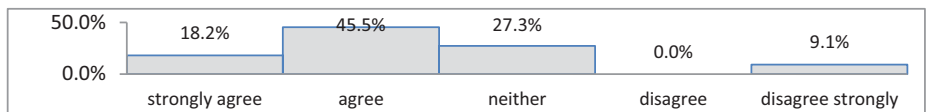
strongly agree	agree	neither	disagree	disagree
6	1	3	0	1



Cut Back Aspects

n= 11

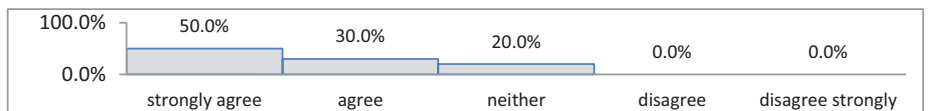
strongly agree	agree	neither	disagree	disagree
2	5	3	0	1



Job Security Worries

n= 11

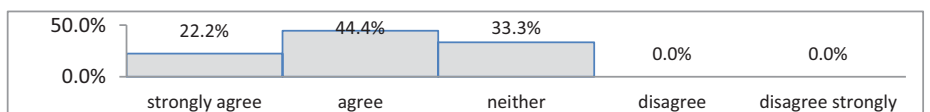
strongly agree	agree	neither	disagree	disagree
5	3	2	0	0



Non-Specialist Duties

n= 10

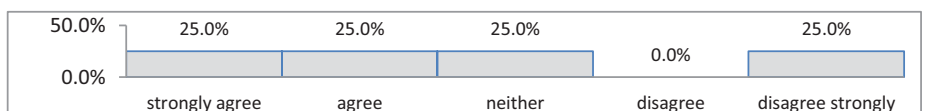
strongly agree	agree	neither	disagree	disagree
2	4	3	0	0



Take Work Home

n= 9

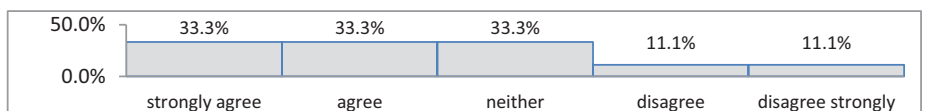
strongly agree	agree	neither	disagree	disagree
2	2	2	0	2



Decrease in Specialists

n= 8

strongly agree	agree	neither	disagree	disagree
3	3	3	1	1



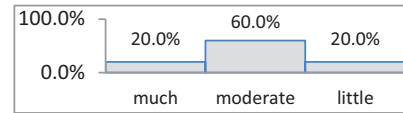
Archaeological Finds
Organic Material - Bone & Antler

n= 43

About the Work

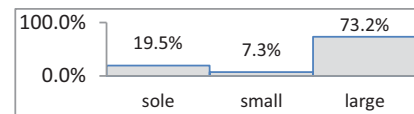
Charge / day mean SD min max
n= 23 £ 232.17 74.71 £ 100.00 £ 400.00

Competition 6 18 6
n= 30 great deal moderate very little

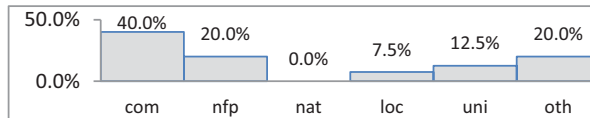


About the Organisation

Sizes of Organisation 8 3 30
n= 41 sole trader small large



Types of Organisation 16 8 0 3 5 8
n= 40 commercial not for profit nat gov local gov university other



Location n= 41

east of england	1	2.4%
east midlands	3	7.3%
london	7	17.1%
south-east england	6	14.6%
south west england	8	19.5%
north-east england	2	4.9%
north-west england	5	12.2%
west midlands	0	0.0%
yorkshire & the humber	3	7.3%
scotland	3	7.3%
wales	2	4.9%
northern ireland	0	0.0%
channel islands	1	2.4%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

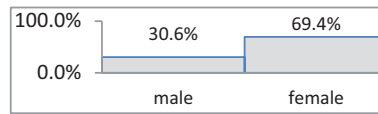
Archaeological Finds Organic Material - Bone & Antler

About the Specialists

Gender

n= 36

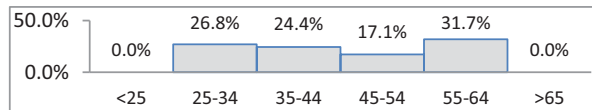
male	female
11	25



Age

n= 41

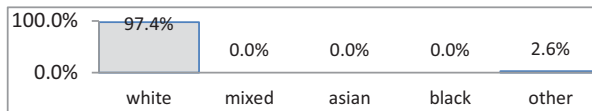
<25	25-34	35-44	45-54	55-64	>65
0	11	10	7	13	0



Ethnicity

n= 39

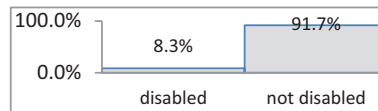
white	mixed /	asian / asian	black /	other ethnic
38	0	0	0	1



Disability Status

n= 36

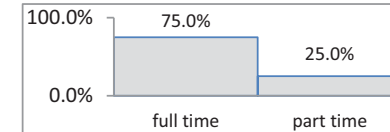
disabled	not disabled
3	33



Hours Worked

n= 40

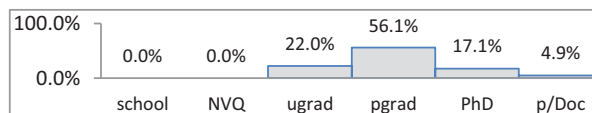
full time	part time
30	10



Highest Qualification

n= 41

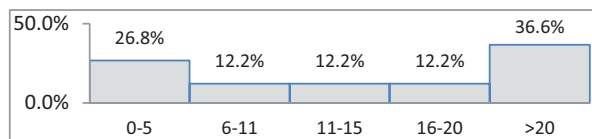
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	9	23	7	2



Years Practising to Date

n= 41

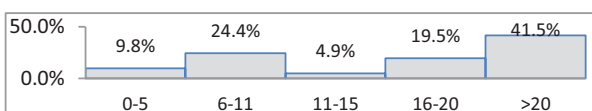
0-5	6-11	11-15	16-20	>20
11	5	5	5	15



Years Intending to Continue

n= 41

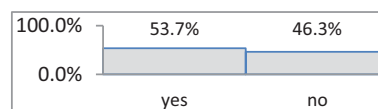
0-5	6-11	11-15	16-20	>20
4	10	2	8	17



Waiting List

n= 41

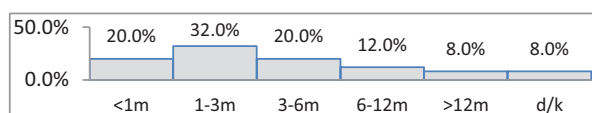
yes	no
22	19



Waiting List Length

n= 25

<1m	1-3m	3-6m	6-12m	>12m	d/k
5	8	5	3	2	2



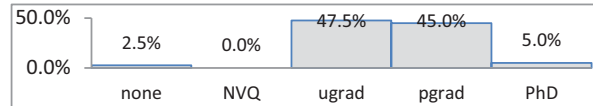
Archaeological Finds Organic Material - Bone & Antler

About Training and Professional Development

New Entrant Qualifications Needed

n= 40

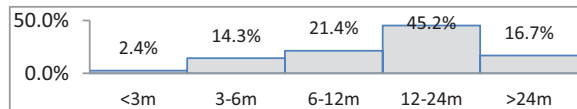
none	NVQ	ugrad	pgrad	PhD
1	0	19	18	2



New Entrant Experience Needed

n= 42

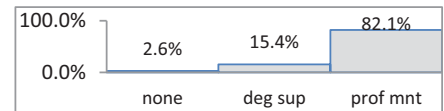
<3m	3-6m	6-12m	12-24m	>24m
1	6	9	19	7



New Entrant Guidance or Mentoring

n= 39

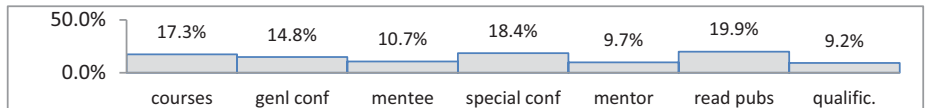
none	deg sup	prof mnt
1	6	32



CPD Mechanisms Preferred

n= 196

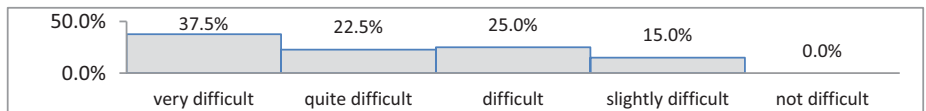
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
34	29	21	36	19	39	18



Access to Initial Training

n= 40

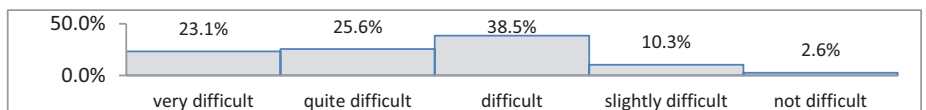
very difficult	quite difficult	difficult	slightly	not difficult
15	9	10	6	0



Access to CPD Training

n= 39

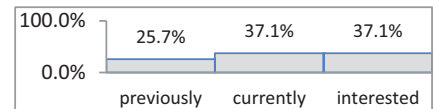
very difficult	quite difficult	difficult	slightly	not difficult
9	10	15	4	1



Being a Trainer

n= 35

previously	currently	interested
9	13	13

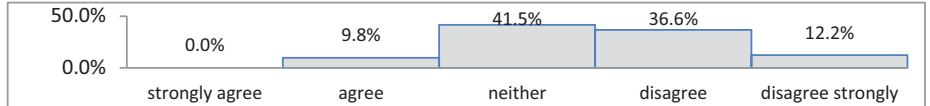


Archaeological Finds Organic Material - Bone & Antler

About the Changing Levels of Demand for Work

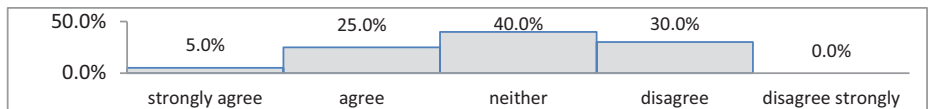
Reduced Projects
n= 41

strongly agree	agree	neither	disagree	disagree
0	4	17	15	5



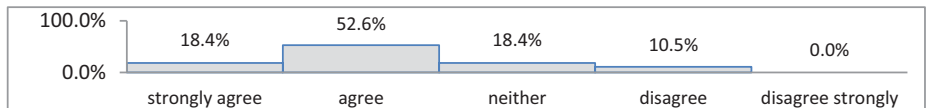
Reduce Costs
n= 40

strongly agree	agree	neither	disagree	disagree
2	10	16	12	0



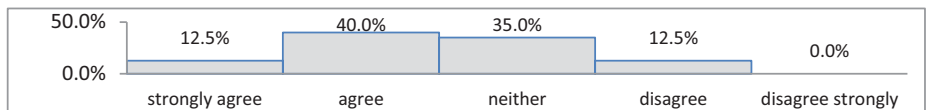
Time Pressure
n= 38

strongly agree	agree	neither	disagree	disagree
7	20	7	4	0



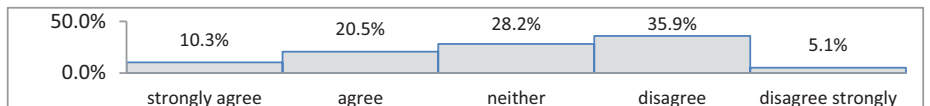
Cut Back Aspects
n= 40

strongly agree	agree	neither	disagree	disagree
5	16	14	5	0



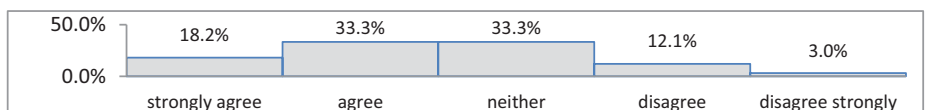
Job Security Worries
n= 39

strongly agree	agree	neither	disagree	disagree
4	8	11	14	2



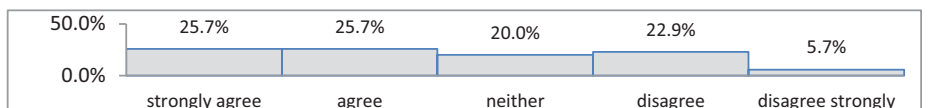
Non-Specialist Duties
n= 33

strongly agree	agree	neither	disagree	disagree
6	11	11	4	1



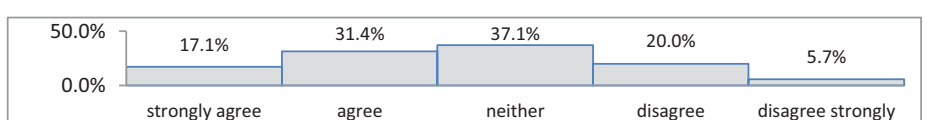
Take Work Home
n= 35

strongly agree	agree	neither	disagree	disagree
9	9	7	8	2



Decrease in Specialists
n= 39

strongly agree	agree	neither	disagree	disagree
6	11	13	7	2



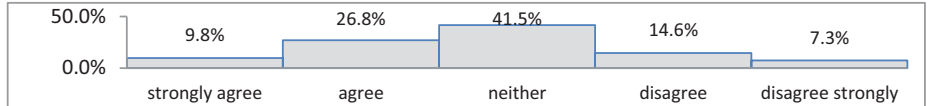
Archaeological Finds Organic Material - Bone & Antler

About the Potential Impact of Brexit

Reduced Projects

n= 41

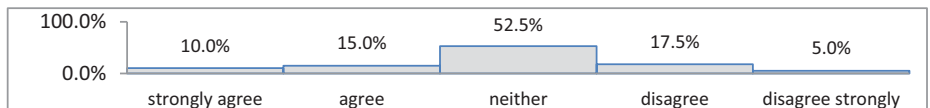
strongly agree	agree	neither	disagree	disagree
4	11	17	6	3



Reduce Costs

n= 41

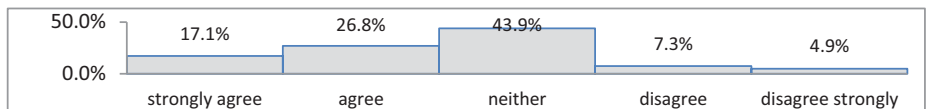
strongly agree	agree	neither	disagree	disagree
4	6	21	7	2



Time Pressure

n= 40

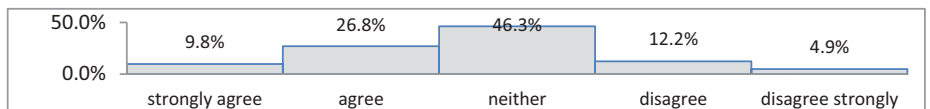
strongly agree	agree	neither	disagree	disagree
7	11	18	3	2



Cut Back Aspects

n= 41

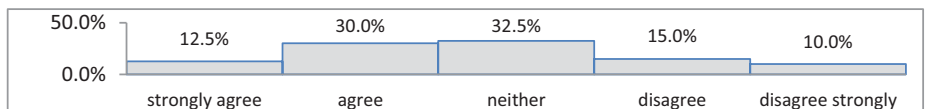
strongly agree	agree	neither	disagree	disagree
4	11	19	5	2



Job Security Worries

n= 41

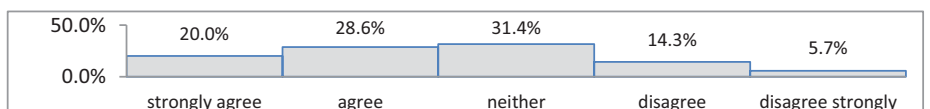
strongly agree	agree	neither	disagree	disagree
5	12	13	6	4



Non-Specialist Duties

n= 40

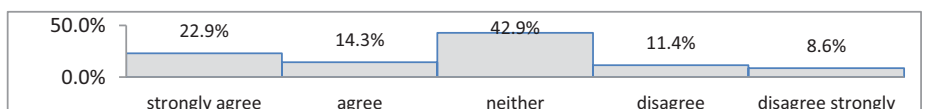
strongly agree	agree	neither	disagree	disagree
7	10	11	5	2



Take Work Home

n= 35

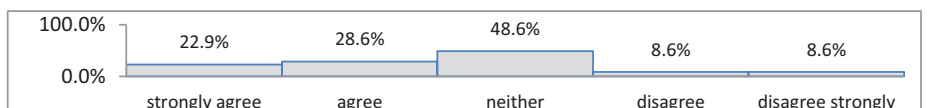
strongly agree	agree	neither	disagree	disagree
8	5	15	4	3



Decrease in Specialists

n= 35

strongly agree	agree	neither	disagree	disagree
8	10	17	3	3



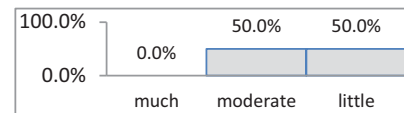
Archaeological Finds
Organic Material - Leather

n= 15

About the Work

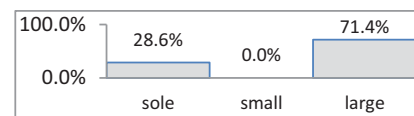
Charge / day mean SD min max
n= 5 £ 220.00 62.61 £ 110.00 £ 300.00

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

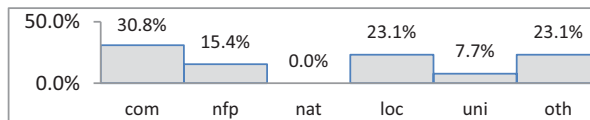


About the Organisation

Sizes of Organisation 4 0 10
n= 14 sole trader small large



Types of Organisation 4 2 0 3 1 3
n= 13 commercial not for profit nat gov local gov university other



Location n= 14

east of england	1	7.1%
east midlands	1	7.1%
london	2	14.3%
south-east england	4	28.6%
south west england	0	0.0%
north-east england	1	7.1%
north-west england	3	21.4%
west midlands	0	0.0%
yorkshire & the humber	1	7.1%
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 - european union	1	7.1%
outside uk - rest of world	0	0.0%

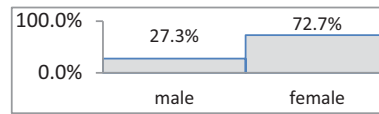
Archaeological Finds Organic Material - Leather

About the Specialists

Gender

n= 11

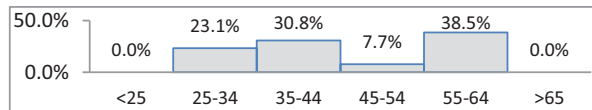
male	female
3	8



Age

n= 13

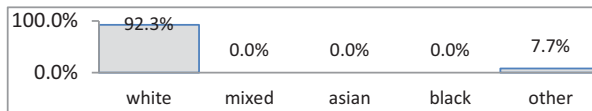
<25	25-34	35-44	45-54	55-64	>65
0	3	4	1	5	0



Ethnicity

n= 13

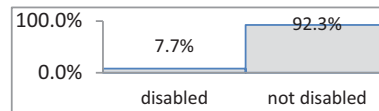
white	mixed /	asian / asian	black /	other ethnic
12	0	0	0	1



Disability Status

n= 13

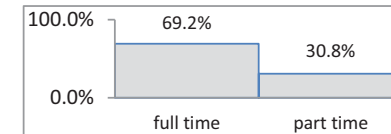
disabled	not disabled
1	12



Hours Worked

n= 13

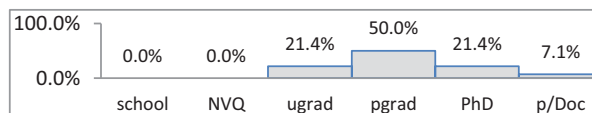
full time	part time
9	4



Highest Qualification

n= 14

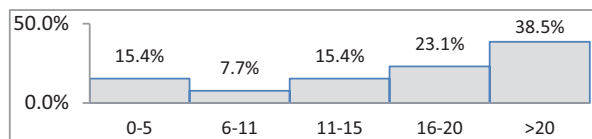
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	7	3	1



Years Practising to Date

n= 13

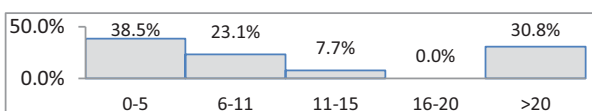
0-5	6-11	11-15	16-20	>20
2	1	2	3	5



Years Intending to Continue

n= 13

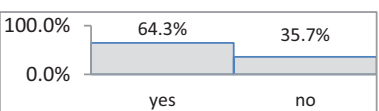
0-5	6-11	11-15	16-20	>20
5	3	1	0	4



Waiting List

n= 14

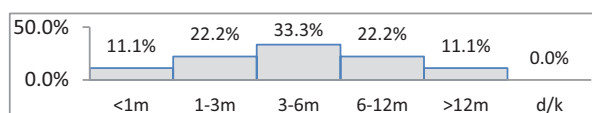
yes	no
9	5



Waiting List Length

n= 9

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



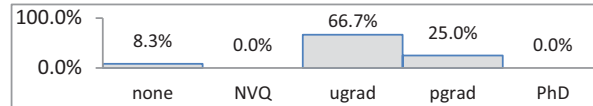
Archaeological Finds Organic Material - Leather

About Training and Professional Development

New Entrant Qualifications Needed

n= 12

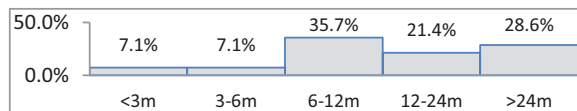
none	NVQ	ugrad	pgrad	PhD
1	0	8	3	0



New Entrant Experience Needed

n= 14

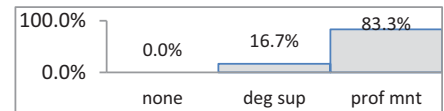
<3m	3-6m	6-12m	12-24m	>24m
1	1	5	3	4



New Entrant Guidance or Mentoring

n= 12

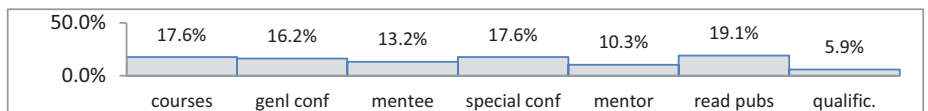
none	deg sup	prof mnt
0	2	10



CPD Mechanisms Preferred

n= 68

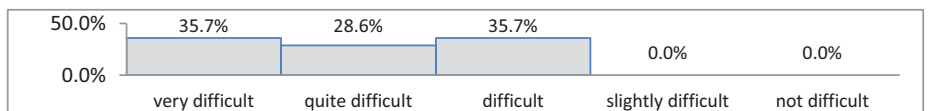
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
12	11	9	12	7	13	4



Access to Initial Training

n= 14

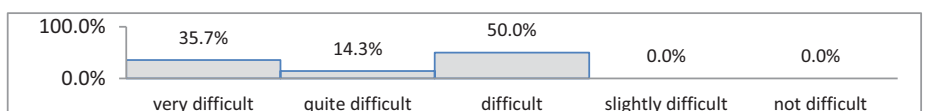
very difficult	quite difficult	difficult	slightly	not difficult
5	4	5	0	0



Access to CPD Training

n= 14

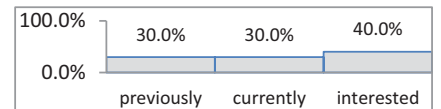
very difficult	quite difficult	difficult	slightly	not difficult
5	2	7	0	0



Being a Trainer

n= 10

previously	currently	interested
3	3	4

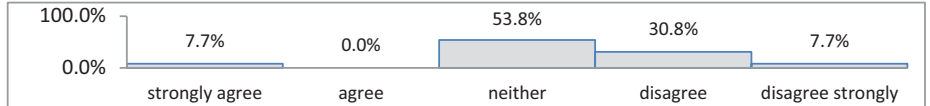


Archaeological Finds Organic Material - Leather

About the Changing Levels of Demand for Work

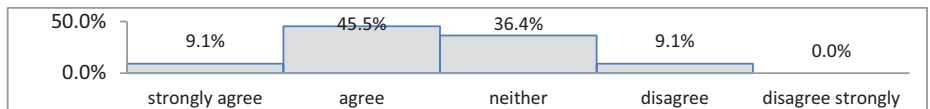
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree
1	0	7	4	1



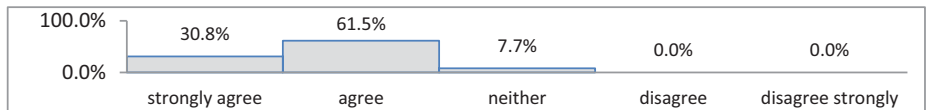
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree
1	5	4	1	0



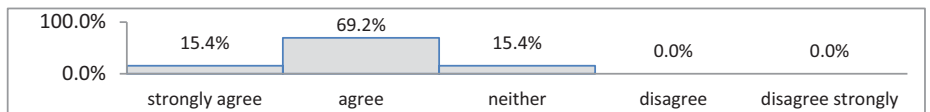
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree
4	8	1	0	0



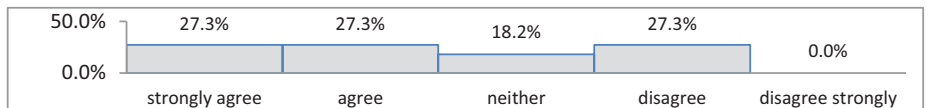
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree
2	9	2	0	0



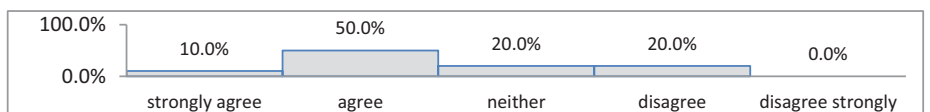
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree
3	3	2	3	0



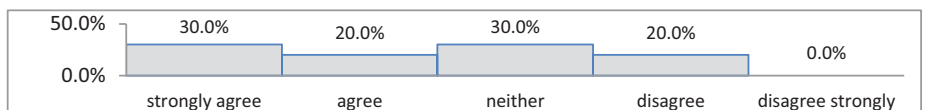
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree
1	5	2	2	0



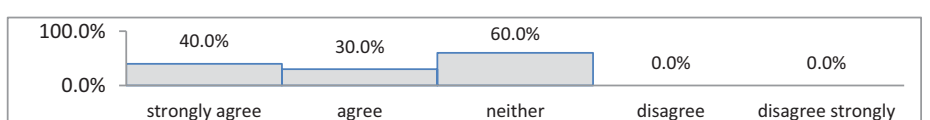
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree
3	2	3	2	0



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree
4	3	6	0	0

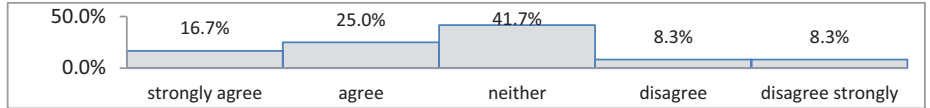


Archaeological Finds Organic Material - Leather

About the Potential Impact of Brexit

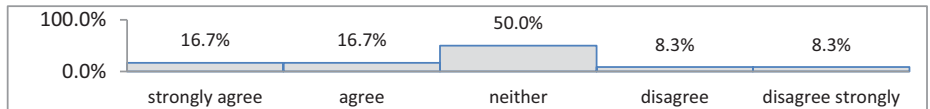
Reduced Projects
n= 12

strongly agree	agree	neither	disagree	disagree
2	3	5	1	1



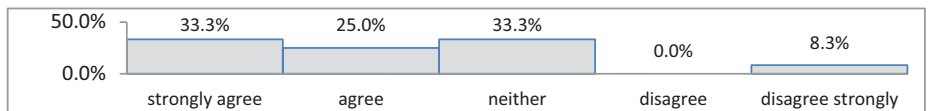
Reduce Costs
n= 12

strongly agree	agree	neither	disagree	disagree
2	2	6	1	1



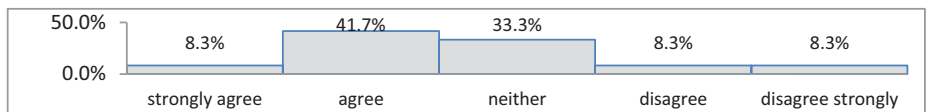
Time Pressure
n= 12

strongly agree	agree	neither	disagree	disagree
4	3	4	0	1



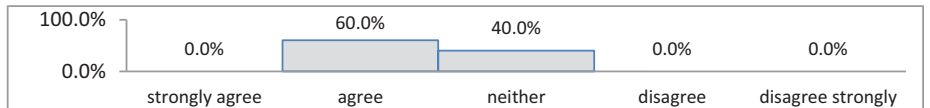
Cut Back Aspects
n= 12

strongly agree	agree	neither	disagree	disagree
1	5	4	1	1



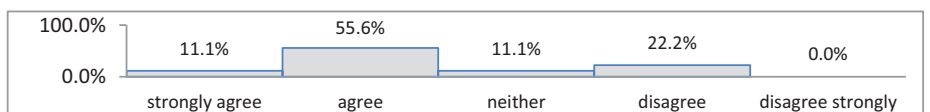
Job Security Worries
n= 12

strongly agree	agree	neither	disagree	disagree
0	6	4	0	0



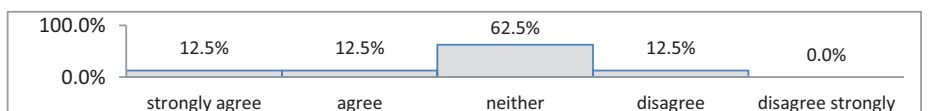
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree
1	5	1	2	0



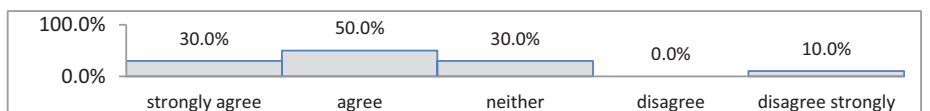
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree
1	1	5	1	0



Decrease in Specialists
n= 8

strongly agree	agree	neither	disagree	disagree
3	5	3	0	1



Archaeological Finds
Organic Material - Textiles

n= 9

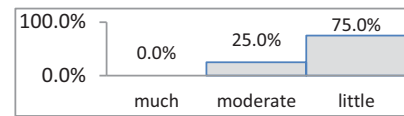
About the Work

Charge / day
n= 6

mean	SD	min	max
£ 192.50	51.46	£ 100.00	£ 250.00

Competition
n= 8

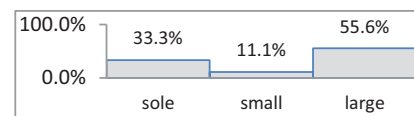
0	2	6
great deal	moderate	very little



About the Organisation

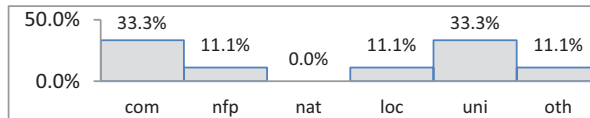
Sizes of Organisation
n= 9

3	1	5
sole trader	small	large



Types of Organisation
n= 9

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



Location
n= 9

east of england	1	11.1%
east midlands	0	0.0%
london	2	22.2%
south-east england	2	22.2%
south west england	0	0.0%
north-east england	1	11.1%
north-west england	1	11.1%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
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 - european union	1	11.1%
outside uk - rest of world	0	0.0%

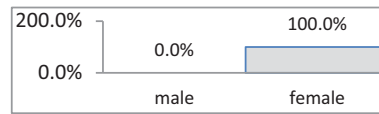
Archaeological Finds Organic Material - Textiles

About the Specialists

Gender

n= 7

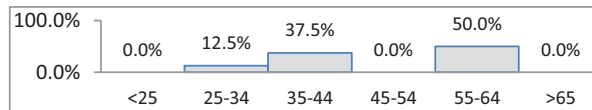
male	female
0	7



Age

n= 8

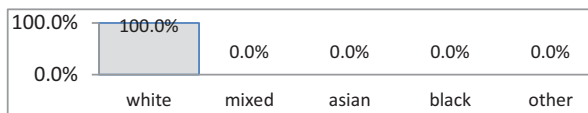
<25	25-34	35-44	45-54	55-64	>65
0	1	3	0	4	0



Ethnicity

n= 8

white	mixed /	asian / asian	black /	other ethnic
8	0	0	0	0



Disability Status

n= 8

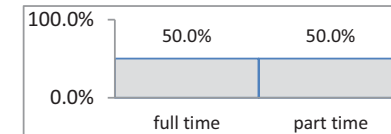
disabled	not disabled
0	8



Hours Worked

n= 8

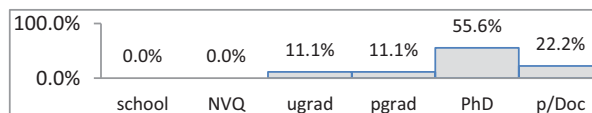
full time	part time
4	4



Highest Qualification

n= 9

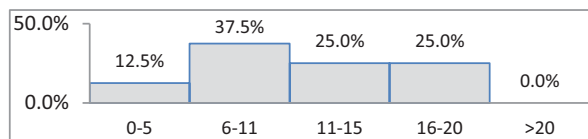
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	1	1	5	2



Years Practising to Date

n= 8

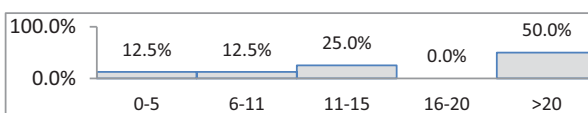
0-5	6-11	11-15	16-20	>20
1	3	2	2	0



Years Intending to Continue

n= 8

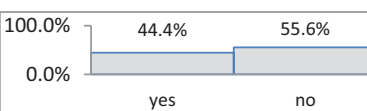
0-5	6-11	11-15	16-20	>20
1	1	2	0	4



Waiting List

n= 9

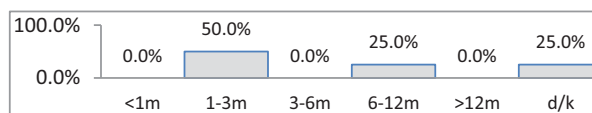
yes	no
4	5



Waiting List Length

n= 4

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



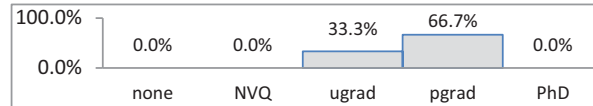
Archaeological Finds Organic Material - Textiles

About Training and Professional Development

New Entrant Qualifications Needed

n= 9

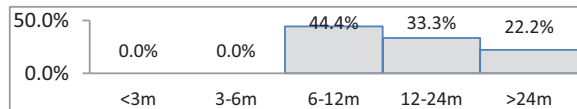
none	NVQ	ugrad	pgrad	PhD
0	0	3	6	0



New Entrant Experience Needed

n= 9

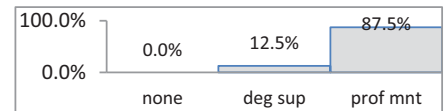
<3m	3-6m	6-12m	12-24m	>24m
0	0	4	3	2



New Entrant Guidance or Mentoring

n= 8

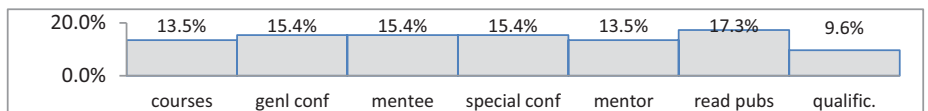
none	deg sup	prof mnt
0	1	7



CPD Mechanisms Preferred

n= 52

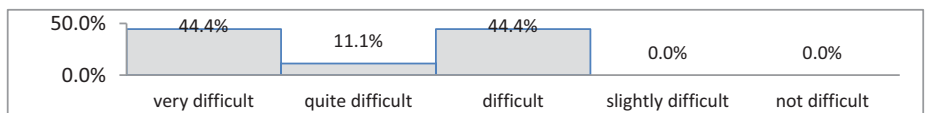
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
7	8	8	8	7	9	5



Access to Initial Training

n= 9

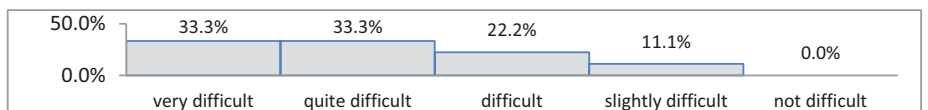
very difficult	quite difficult	difficult	slightly	not difficult
4	1	4	0	0



Access to CPD Training

n= 9

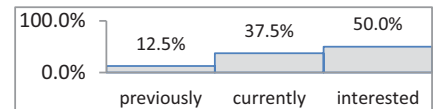
very difficult	quite difficult	difficult	slightly	not difficult
3	3	2	1	0



Being a Trainer

n= 8

previously	currently	interested
1	3	4

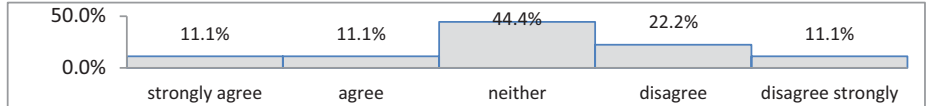


Archaeological Finds Organic Material - Textiles

About the Changing Levels of Demand for Work

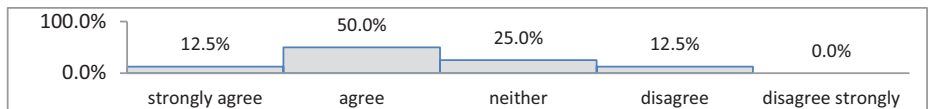
Reduced Projects
n= 9

strongly agree	agree	neither	disagree	disagree
1	1	4	2	1



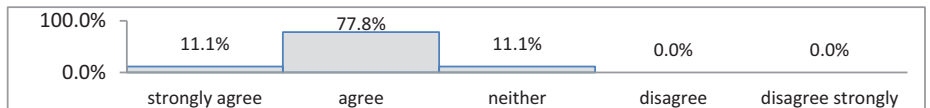
Reduce Costs
n= 8

strongly agree	agree	neither	disagree	disagree
1	4	2	1	0



Time Pressure
n= 9

strongly agree	agree	neither	disagree	disagree
1	7	1	0	0



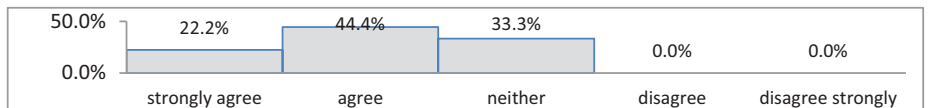
Cut Back Aspects
n= 9

strongly agree	agree	neither	disagree	disagree
1	6	2	0	0



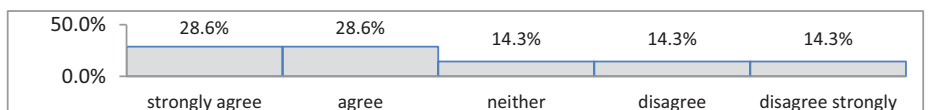
Job Security Worries
n= 9

strongly agree	agree	neither	disagree	disagree
2	4	3	0	0



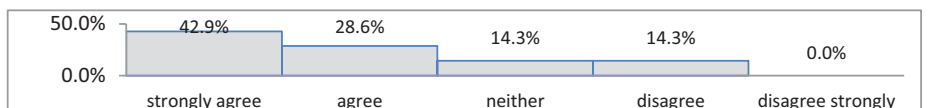
Non-Specialist Duties
n= 7

strongly agree	agree	neither	disagree	disagree
2	2	1	1	1



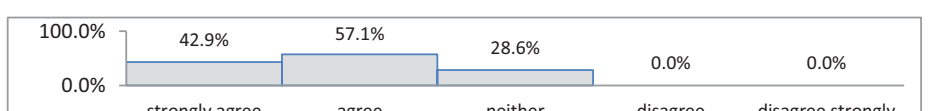
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree
3	2	1	1	0



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree
3	4	2	0	0



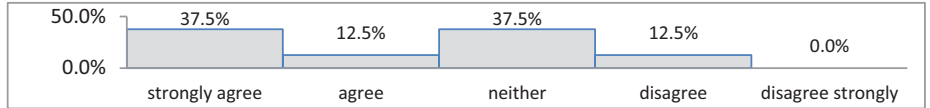
Archaeological Finds Organic Material - Textiles

About the Potential Impact of Brexit

Reduced Projects

n= 8

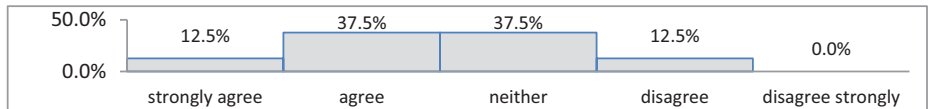
strongly agree	agree	neither	disagree	disagree	
3		1	3	1	0



Reduce Costs

n= 8

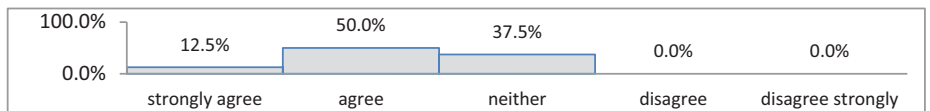
strongly agree	agree	neither	disagree	disagree	
1		3	3	1	0



Time Pressure

n= 8

strongly agree	agree	neither	disagree	disagree	
1		4	3	0	0



Cut Back Aspects

n= 8

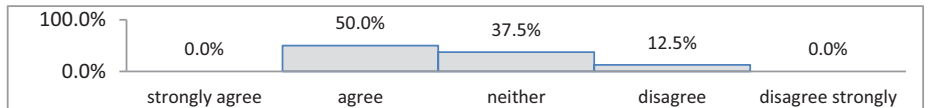
strongly agree	agree	neither	disagree	disagree	
0		5	2	1	0



Job Security Worries

n= 8

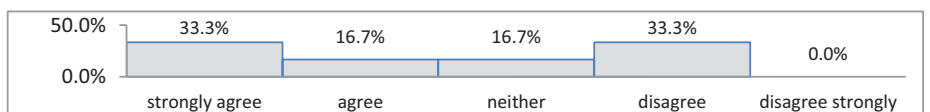
strongly agree	agree	neither	disagree	disagree	
0		4	3	1	0



Non-Specialist Duties

n= 8

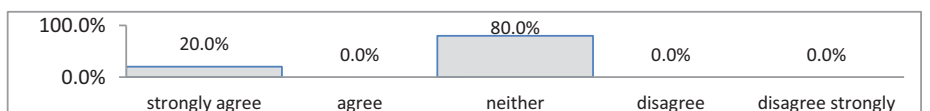
strongly agree	agree	neither	disagree	disagree	
2		1	1	2	0



Take Work Home

n= 6

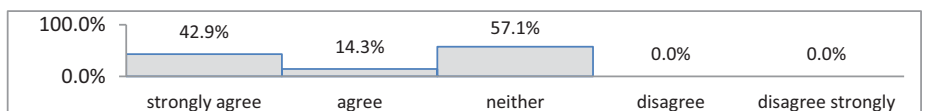
strongly agree	agree	neither	disagree	disagree	
1		0	4	0	0



Decrease in Specialists

n= 5

strongly agree	agree	neither	disagree	disagree	
3		1	4	0	0



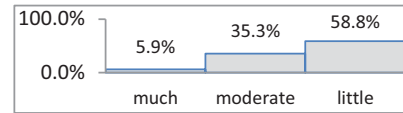
**Archaeological Finds
Organic Material - Wood**

n= 23

About the Work

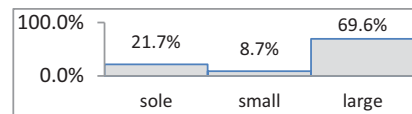
Charge / day mean SD min max
 n= 13 £ **226.15** 74.79 £ 90.00 £ 360.00

Competition 1 6 10
 n= 17 great deal moderate very little

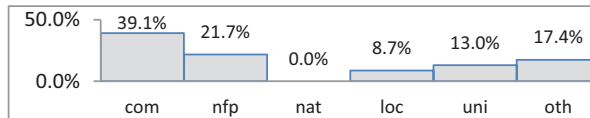


About the Organisation

Sizes of Organisation 5 2 16
 n= 23 sole trader small large



Types of Organisation 9 5 0 2 3 4
 n= 23 commercial not for profit nat gov local gov university other



Location n= 23

east of england	0	0.0%
east midlands	0	0.0%
london	2	8.7%
south-east england	5	21.7%
south west england	3	13.0%
north-east england	1	4.3%
north-west england	3	13.0%
west midlands	1	4.3%
yorkshire & the humber	3	13.0%
scotland	1	4.3%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	4	17.4%
outside uk - rest of world	0	0.0%

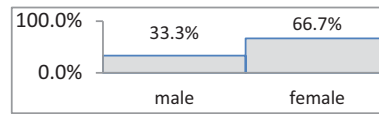
Archaeological Finds Organic Material - Wood

About the Specialists

Gender

n= 21

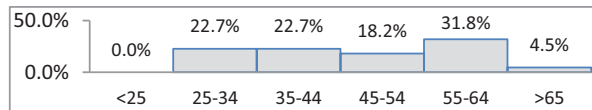
male	female
7	14



Age

n= 22

<25	25-34	35-44	45-54	55-64	>65
0	5	5	4	7	1



Ethnicity

n= 22

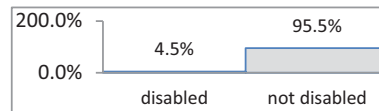
white	mixed /	asian / asian	black /	other ethnic
21	0	0	0	1



Disability Status

n= 22

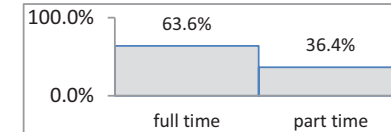
disabled	not disabled
1	21



Hours Worked

n= 22

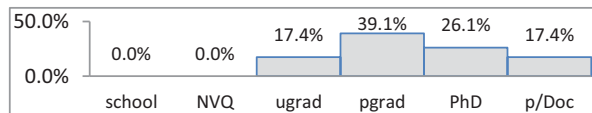
full time	part time
14	8



Highest Qualification

n= 23

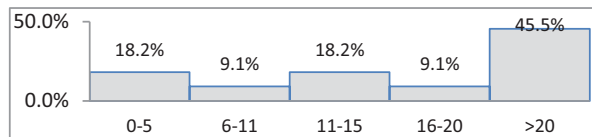
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	4	9	6



Years Practising to Date

n= 22

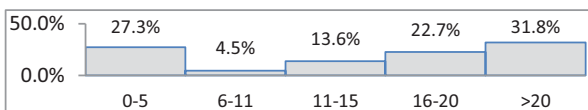
0-5	6-11	11-15	16-20	>20
4	2	4	2	10



Years Intending to Continue

n= 22

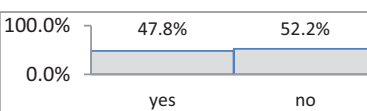
0-5	6-11	11-15	16-20	>20
6	1	3	5	7



Waiting List

n= 23

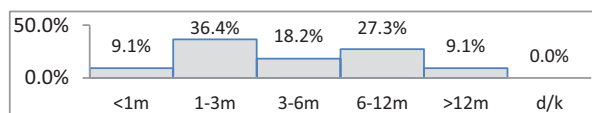
yes	no
11	12



Waiting List Length

n= 11

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



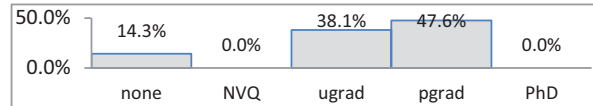
Archaeological Finds Organic Material - Wood

About Training and Professional Development

New Entrant Qualifications Needed

n= 21

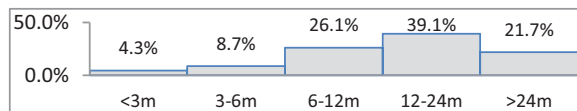
none	NVQ	ugrad	pgrad	PhD
3	0	8	10	0



New Entrant Experience Needed

n= 23

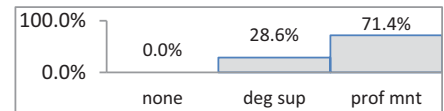
<3m	3-6m	6-12m	12-24m	>24m
1	2	6	9	5



New Entrant Guidance or Mentoring

n= 21

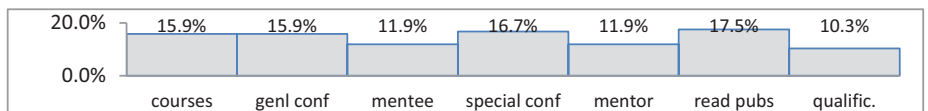
none	deg sup	prof mnt
0	6	15



CPD Mechanisms Preferred

n= 126

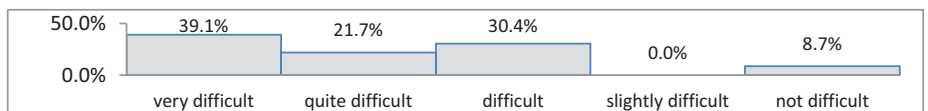
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
20	20	15	21	15	22	13



Access to Initial Training

n= 23

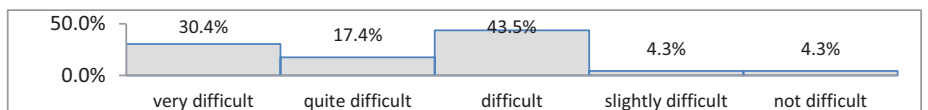
very difficult	quite difficult	difficult	slightly	not difficult
9	5	7	0	2



Access to CPD Training

n= 23

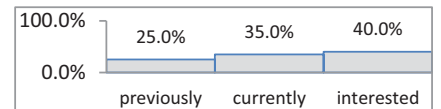
very difficult	quite difficult	difficult	slightly	not difficult
7	4	10	1	1



Being a Trainer

n= 20

previously	currently	interested
5	7	8



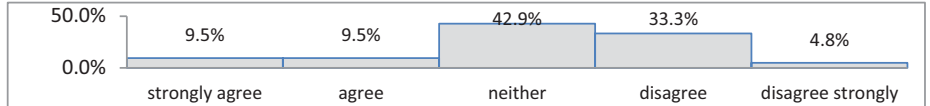
Archaeological Finds Organic Material - Wood

About the Changing Levels of Demand for Work

Reduced Projects

n= 21

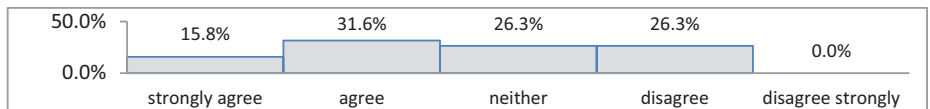
strongly agree	agree	neither	disagree	disagree
2	2	9	7	1



Reduce Costs

n= 19

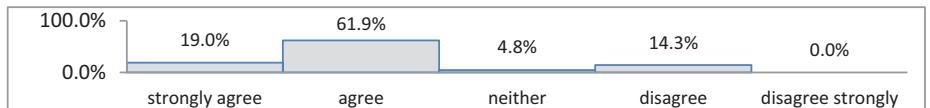
strongly agree	agree	neither	disagree	disagree
3	6	5	5	0



Time Pressure

n= 21

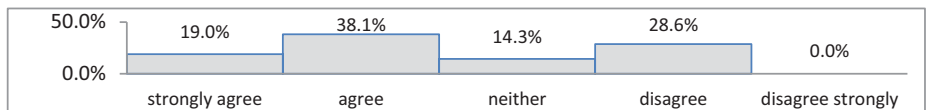
strongly agree	agree	neither	disagree	disagree
4	13	1	3	0



Cut Back Aspects

n= 21

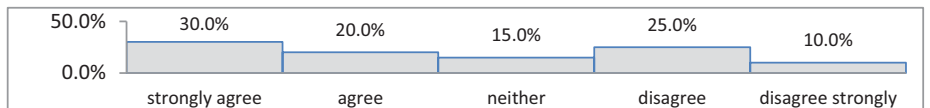
strongly agree	agree	neither	disagree	disagree
4	8	3	6	0



Job Security Worries

n= 20

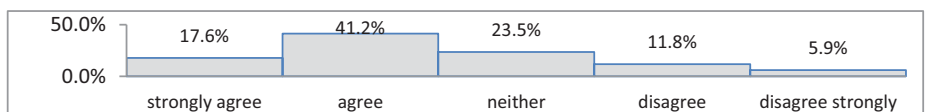
strongly agree	agree	neither	disagree	disagree
6	4	3	5	2



Non-Specialist Duties

n= 17

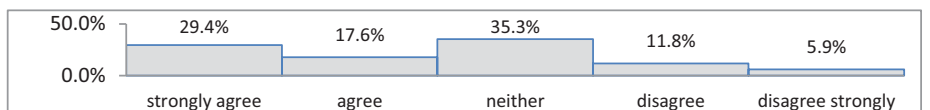
strongly agree	agree	neither	disagree	disagree
3	7	4	2	1



Take Work Home

n= 17

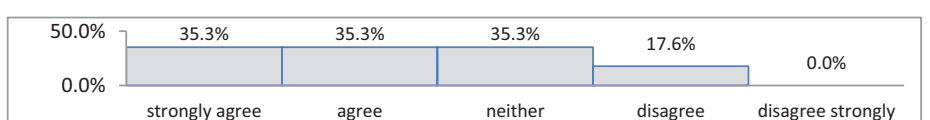
strongly agree	agree	neither	disagree	disagree
5	3	6	2	1



Decrease in Specialists

n= 21

strongly agree	agree	neither	disagree	disagree
6	6	6	3	0

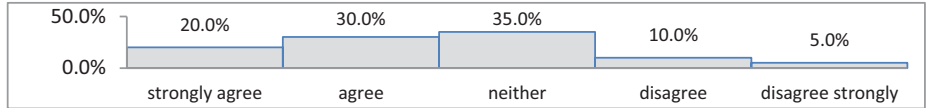


Archaeological Finds Organic Material - Wood

About the Potential Impact of Brexit

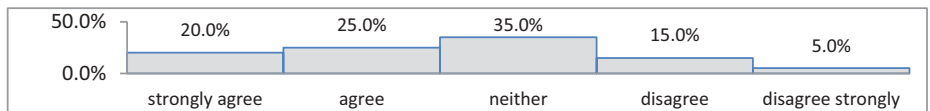
Reduced Projects
n= 20

strongly agree	agree	neither	disagree	disagree
4	6	7	2	1



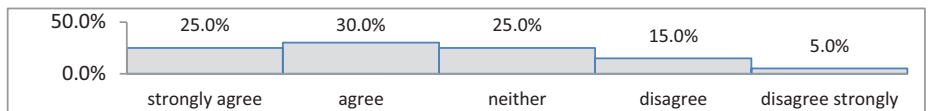
Reduce Costs
n= 20

strongly agree	agree	neither	disagree	disagree
4	5	7	3	1



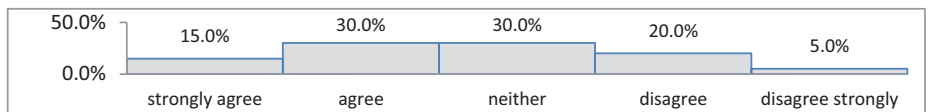
Time Pressure
n= 20

strongly agree	agree	neither	disagree	disagree
5	6	5	3	1



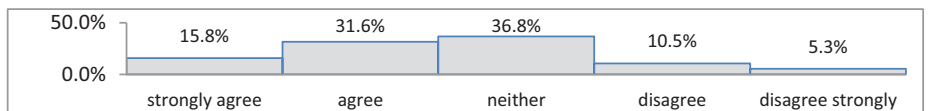
Cut Back Aspects
n= 20

strongly agree	agree	neither	disagree	disagree
3	6	6	4	1



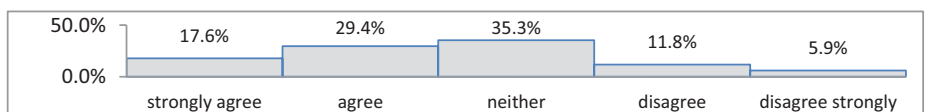
Job Security Worries
n= 20

strongly agree	agree	neither	disagree	disagree
3	6	7	2	1



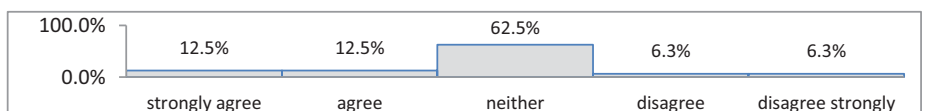
Non-Specialist Duties
n= 19

strongly agree	agree	neither	disagree	disagree
3	5	6	2	1



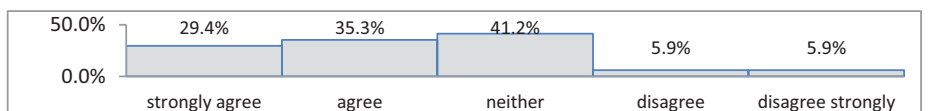
Take Work Home
n= 17

strongly agree	agree	neither	disagree	disagree
2	2	10	1	1



Decrease in Specialists
n= 16

strongly agree	agree	neither	disagree	disagree
5	6	7	1	1



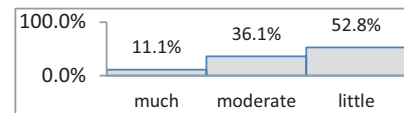
Archaeological Finds
Pottery - Prehistoric

n= 49

About the Work

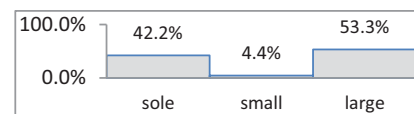
Charge / day mean SD min max
n= 30 £ **208.53** 71.07 £ 90.90 £ 400.00

Competition 4 13 19
n= 36 great deal moderate very little

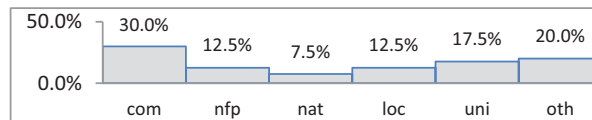


About the Organisation

Sizes of Organisation 19 2 24
n= 45 sole trader small large



Types of Organisation 12 5 3 5 7 8
n= 40 commercial not for profit nat gov local gov university other



Location n= 45

east of england	6	13.3%
east midlands	5	11.1%
london	2	4.4%
south-east england	5	11.1%
south west england	7	15.6%
north-east england	0	0.0%
north-west england	4	8.9%
west midlands	4	8.9%
yorkshire & the humber	6	13.3%
scotland	3	6.7%
wales	2	4.4%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	2.2%
outside uk - rest of world	0	0.0%

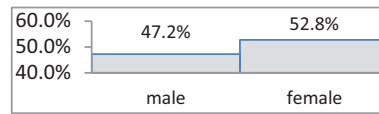
Archaeological Finds Pottery - Prehistoric

About the Specialists

Gender

n= 36

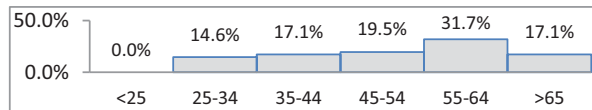
male	female
17	19



Age

n= 41

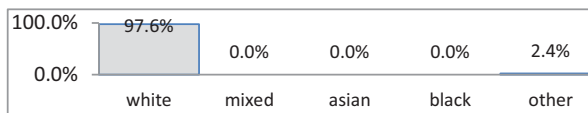
<25	25-34	35-44	45-54	55-64	>65
0	6	7	8	13	7



Ethnicity

n= 42

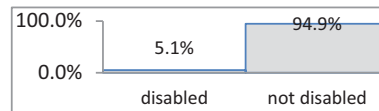
white	mixed /	asian / asian	black /	other ethnic
41	0	0	0	1



Disability Status

n= 39

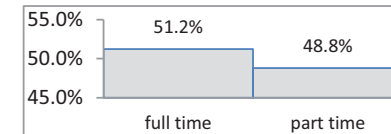
disabled	not disabled
2	37



Hours Worked

n= 41

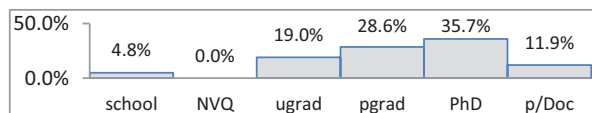
full time	part time
21	20



Highest Qualification

n= 42

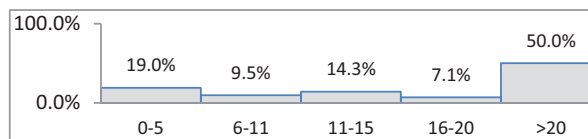
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	8	12	15	5



Years Practising to Date

n= 42

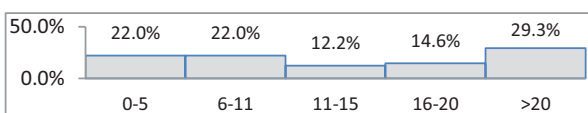
0-5	6-11	11-15	16-20	>20
8	4	6	3	21



Years Intending to Continue

n= 41

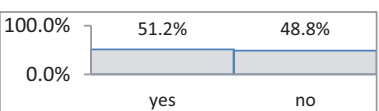
0-5	6-11	11-15	16-20	>20
9	9	5	6	12



Waiting List

n= 43

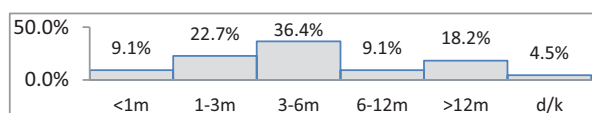
yes	no
22	21



Waiting List Length

n= 22

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	5	8	2	4	1



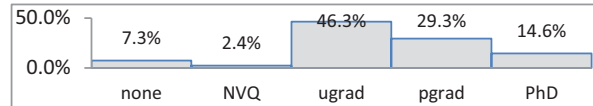
Archaeological Finds Pottery - Prehistoric

About Training and Professional Development

New Entrant Qualifications Needed

n= 41

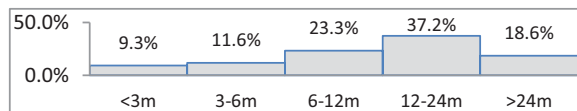
none	NVQ	ugrad	pgrad	PhD
3	1	19	12	6



New Entrant Experience Needed

n= 43

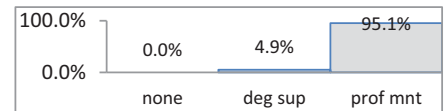
<3m	3-6m	6-12m	12-24m	>24m
4	5	10	16	8



New Entrant Guidance or Mentoring

n= 41

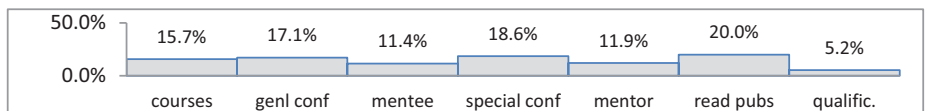
none	deg sup	prof mnt
0	2	39



CPD Mechanisms Preferred

n= 210

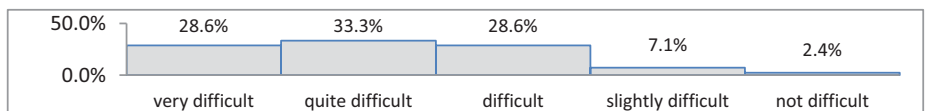
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
33	36	24	39	25	42	11



Access to Initial Training

n= 42

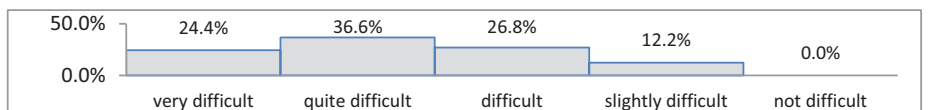
very difficult	quite difficult	difficult	slightly	not difficult
12	14	12	3	1



Access to CPD Training

n= 41

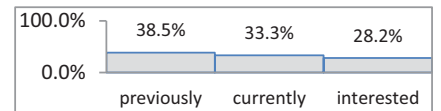
very difficult	quite difficult	difficult	slightly	not difficult
10	15	11	5	0



Being a Trainer

n= 39

previously	currently	interested
15	13	11

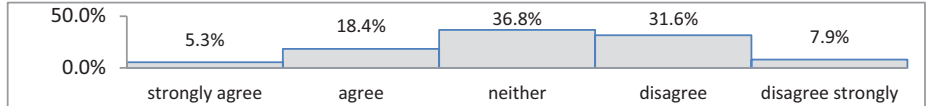


Archaeological Finds Pottery - Prehistoric

About the Changing Levels of Demand for Work

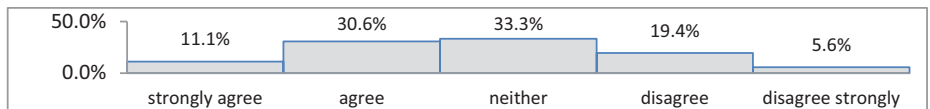
Reduced Projects
n= 38

strongly agree	agree	neither	disagree	disagree
2	7	14	12	3



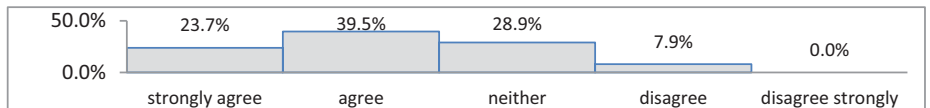
Reduce Costs
n= 36

strongly agree	agree	neither	disagree	disagree
4	11	12	7	2



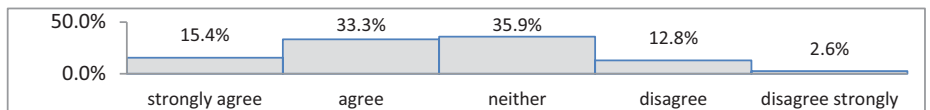
Time Pressure
n= 38

strongly agree	agree	neither	disagree	disagree
9	15	11	3	0



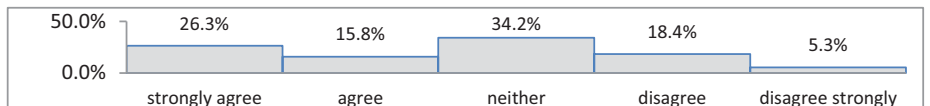
Cut Back Aspects
n= 39

strongly agree	agree	neither	disagree	disagree
6	13	14	5	1



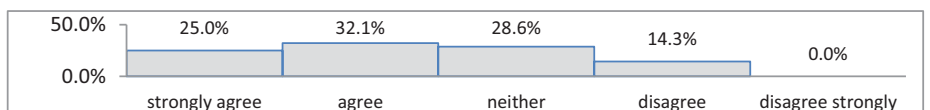
Job Security Worries
n= 38

strongly agree	agree	neither	disagree	disagree
10	6	13	7	2



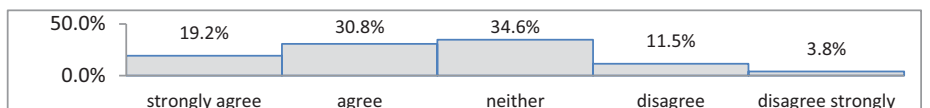
Non-Specialist Duties
n= 28

strongly agree	agree	neither	disagree	disagree
7	9	8	4	0



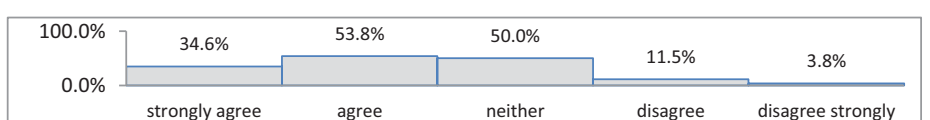
Take Work Home
n= 26

strongly agree	agree	neither	disagree	disagree
5	8	9	3	1



Decrease in Specialists
n= 40

strongly agree	agree	neither	disagree	disagree
9	14	13	3	1

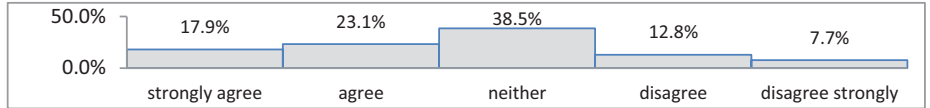


Archaeological Finds Pottery - Prehistoric

About the Potential Impact of Brexit

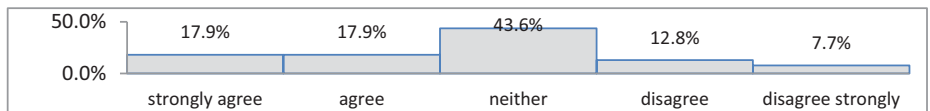
Reduced Projects
n= 39

strongly agree	agree	neither	disagree	disagree
7	9	15	5	3



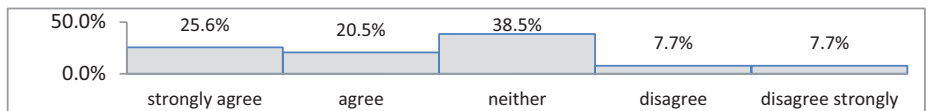
Reduce Costs
n= 39

strongly agree	agree	neither	disagree	disagree
7	7	17	5	3



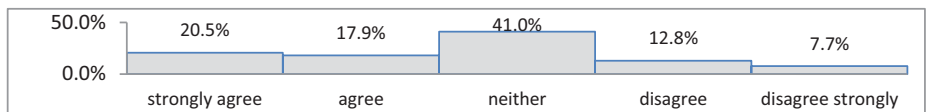
Time Pressure
n= 39

strongly agree	agree	neither	disagree	disagree
10	8	15	3	3



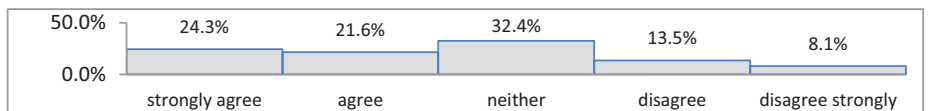
Cut Back Aspects
n= 39

strongly agree	agree	neither	disagree	disagree
8	7	16	5	3



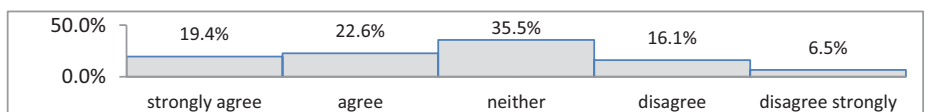
Job Security Worries
n= 39

strongly agree	agree	neither	disagree	disagree
9	8	12	5	3



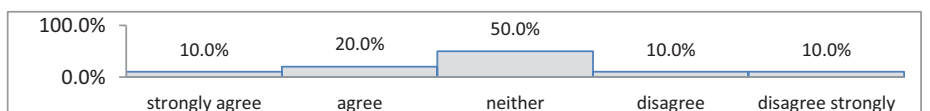
Non-Specialist Duties
n= 37

strongly agree	agree	neither	disagree	disagree
6	7	11	5	2



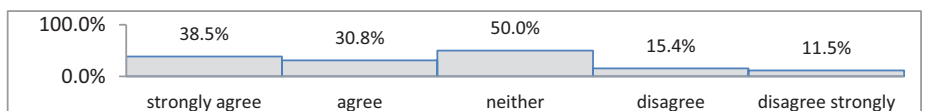
Take Work Home
n= 31

strongly agree	agree	neither	disagree	disagree
3	6	15	3	3



Decrease in Specialists
n= 30

strongly agree	agree	neither	disagree	disagree
10	8	13	4	3



Archaeological Finds
Pottery - Roman - Amphorae

n= 14

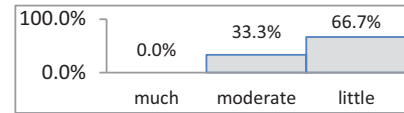
About the Work

Charge / day
n= 3

mean	SD	min	max
£ 248.67		36.01 £	200.00 £ 286.00

Competition
n= 6

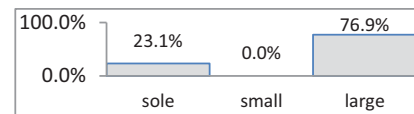
0	2	4
great deal	moderate	very little



About the Organisation

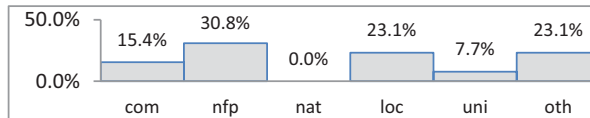
Sizes of Organisation
n= 13

3	0	10
sole trader	small	large



Types of Organisation
n= 13

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



Location
n= 13

east of england	1	7.7%
east midlands	2	15.4%
london	2	15.4%
south-east england	3	23.1%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	2	15.4%
west midlands	1	7.7%
yorkshire & the humber	1	7.7%
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 - european union	1	7.7%
outside uk - rest of world	0	0.0%

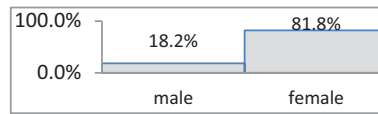
Archaeological Finds Pottery - Roman - Amphorae

About the Specialists

Gender

n= 11

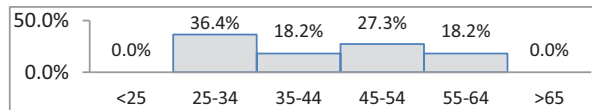
male	female
2	9



Age

n= 11

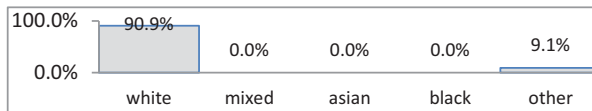
<25	25-34	35-44	45-54	55-64	>65
0	4	2	3	2	0



Ethnicity

n= 11

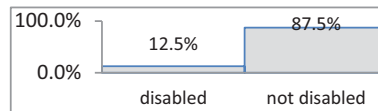
white	mixed /	asian / asian	black /	other ethnic
10	0	0	0	1



Disability Status

n= 8

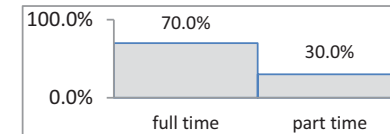
disabled	not disabled
1	7



Hours Worked

n= 10

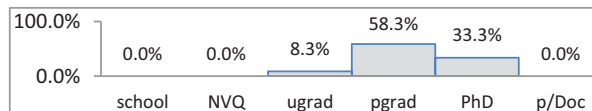
full time	part time
7	3



Highest Qualification

n= 12

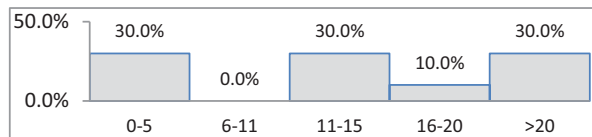
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	1	7	4	0



Years Practising to Date

n= 10

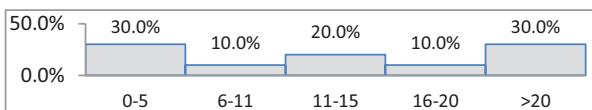
0-5	6-11	11-15	16-20	>20
3	0	3	1	3



Years Intending to Continue

n= 10

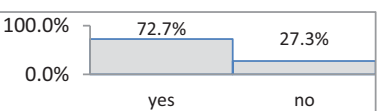
0-5	6-11	11-15	16-20	>20
3	1	2	1	3



Waiting List

n= 11

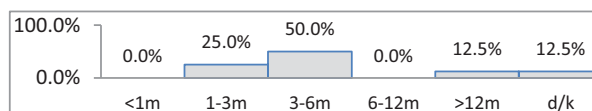
yes	no
8	3



Waiting List Length

n= 8

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



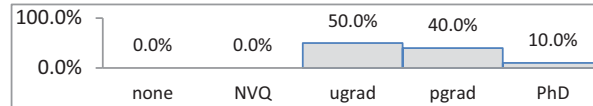
Archaeological Finds Pottery - Roman - Amphorae

About Training and Professional Development

New Entrant Qualifications Needed

n= 10

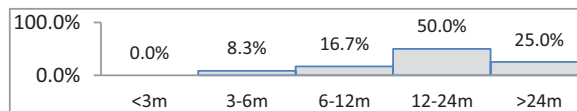
none	NVQ	ugrad	pgrad	PhD
0	0	5	4	1



New Entrant Experience Needed

n= 12

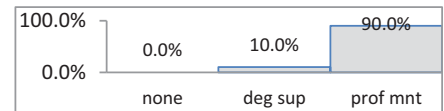
<3m	3-6m	6-12m	12-24m	>24m
0	1	2	6	3



New Entrant Guidance or Mentoring

n= 10

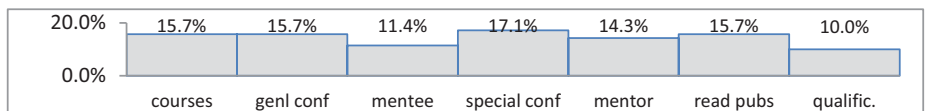
none	deg sup	prof mnt
0	1	9



CPD Mechanisms Preferred

n= 70

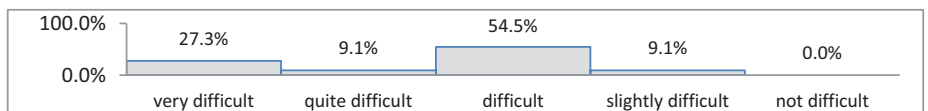
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
11	11	8	12	10	11	7



Access to Initial Training

n= 11

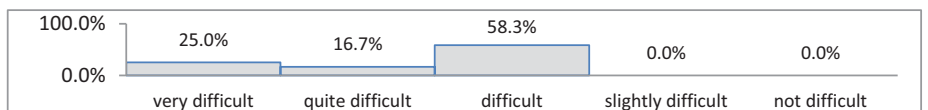
very difficult	quite difficult	difficult	slightly	not difficult
3	1	6	1	0



Access to CPD Training

n= 12

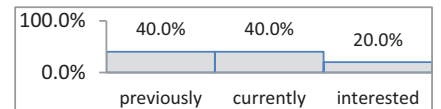
very difficult	quite difficult	difficult	slightly	not difficult
3	2	7	0	0



Being a Trainer

n= 10

previously	currently	interested
4	4	2

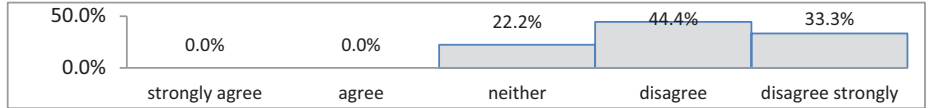


Archaeological Finds Pottery - Roman - Amphorae

About the Changing Levels of Demand for Work

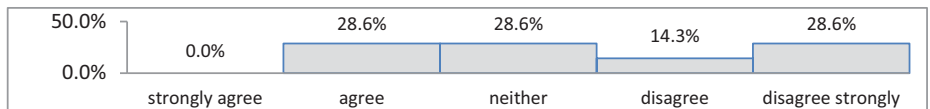
Reduced Projects
n= 9

strongly agree	agree	neither	disagree	disagree
0	0	2	4	3



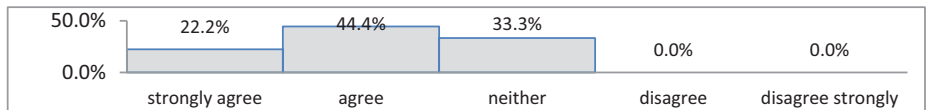
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree
0	2	2	1	2



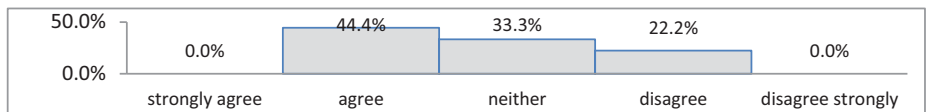
Time Pressure
n= 9

strongly agree	agree	neither	disagree	disagree
2	4	3	0	0



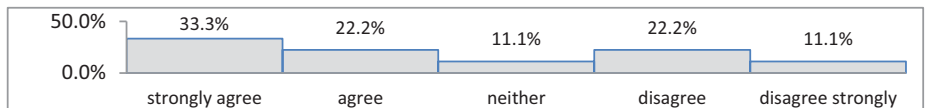
Cut Back Aspects
n= 9

strongly agree	agree	neither	disagree	disagree
0	4	3	2	0



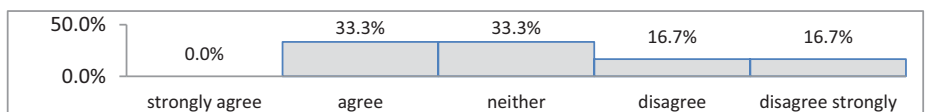
Job Security Worries
n= 9

strongly agree	agree	neither	disagree	disagree
3	2	1	2	1



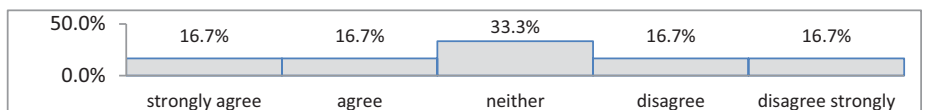
Non-Specialist Duties
n= 6

strongly agree	agree	neither	disagree	disagree
0	2	2	1	1



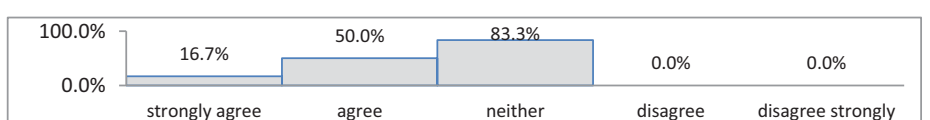
Take Work Home
n= 6

strongly agree	agree	neither	disagree	disagree
1	1	2	1	1



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree
1	3	5	0	0

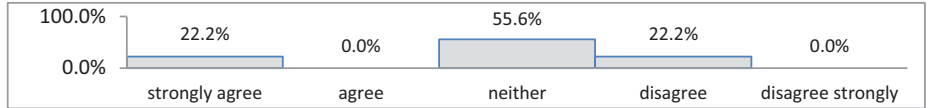


Archaeological Finds
Pottery - Roman - Amphorae

About the Potential Impact of Brexit

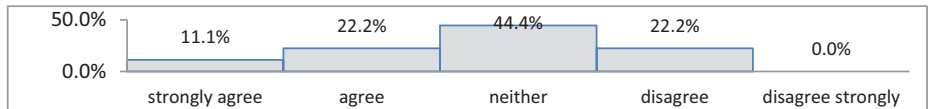
Reduced Projects
n= 9

strongly agree	agree	neither	disagree	disagree
2	0	5	2	0



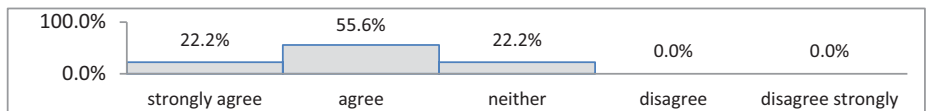
Reduce Costs
n= 9

strongly agree	agree	neither	disagree	disagree
1	2	4	2	0



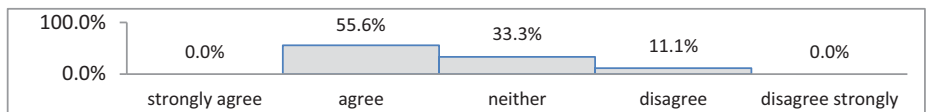
Time Pressure
n= 9

strongly agree	agree	neither	disagree	disagree
2	5	2	0	0



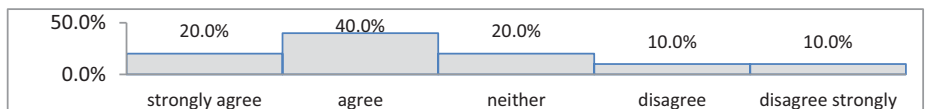
Cut Back Aspects
n= 9

strongly agree	agree	neither	disagree	disagree
0	5	3	1	0



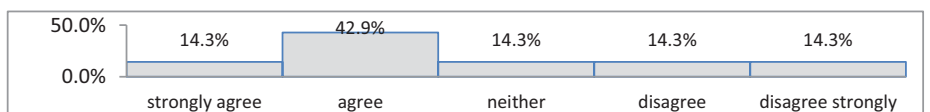
Job Security Worries
n= 9

strongly agree	agree	neither	disagree	disagree
2	4	2	1	1



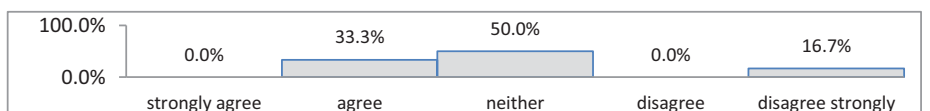
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree
1	3	1	1	1



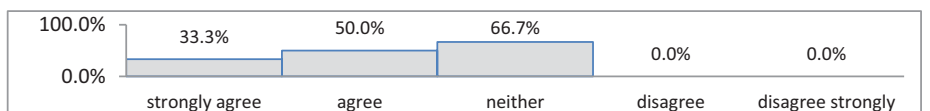
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree
0	2	3	0	1



Decrease in Specialists
n= 6

strongly agree	agree	neither	disagree	disagree
2	3	4	0	0



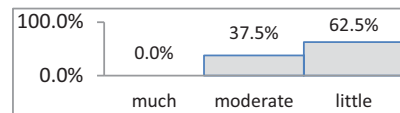
Archaeological Finds
Pottery - Roman - Mortaria

n= 18

About the Work

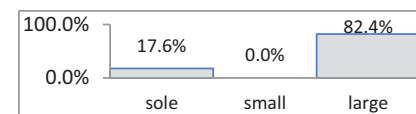
Charge / day mean SD min max
n= 5 £ **219.20** 48.28 £ 150.00 £ 286.00

Competition 0 3 5
n= 8 great deal moderate very little

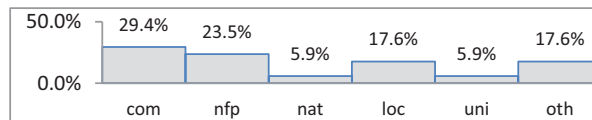


About the Organisation

Sizes of Organisation 3 0 14
n= 17 sole trader small large



Types of Organisation 5 4 1 3 1 3
n= 17 commercial not for profit nat gov local gov university other



Location n= 17

east of england	1	5.9%
east midlands	3	17.6%
london	2	11.8%
south-east england	3	17.6%
south west england	0	0.0%
north-east england	2	11.8%
north-west england	3	17.6%
west midlands	1	5.9%
yorkshire & the humber	1	5.9%
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 - european union	1	5.9%
outside uk - rest of world	0	0.0%

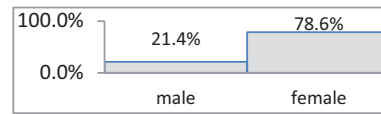
Archaeological Finds Pottery - Roman - Mortaria

About the Specialists

Gender

n= 14

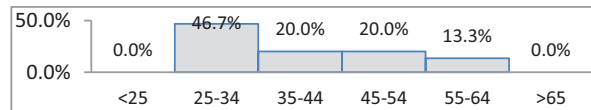
male	female
3	11



Age

n= 15

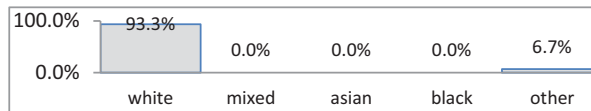
<25	25-34	35-44	45-54	55-64	>65
0	7	3	3	2	0



Ethnicity

n= 15

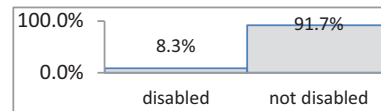
white	mixed /	asian / asian	black /	other ethnic
14	0	0	0	1



Disability Status

n= 12

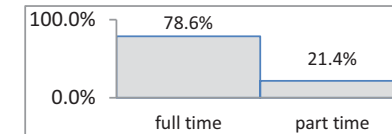
disabled	not disabled
1	11



Hours Worked

n= 14

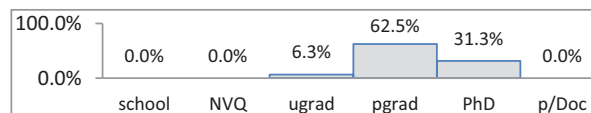
full time	part time
11	3



Highest Qualification

n= 16

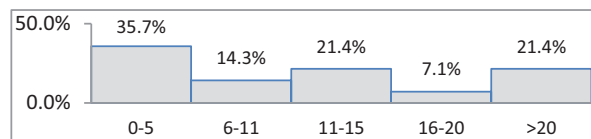
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	1	10	5	0



Years Practising to Date

n= 14

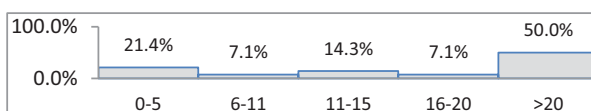
0-5	6-11	11-15	16-20	>20
5	2	3	1	3



Years Intending to Continue

n= 14

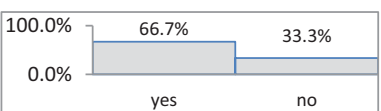
0-5	6-11	11-15	16-20	>20
3	1	2	1	7



Waiting List

n= 15

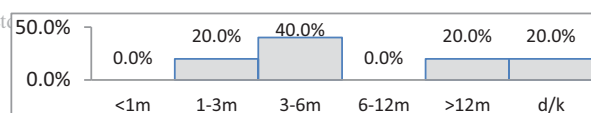
yes	no
10	5



Waiting List Length

n= 10

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



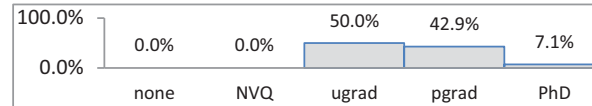
Archaeological Finds Pottery - Roman - Mortaria

About Training and Professional Development

New Entrant Qualifications Needed

n= 14

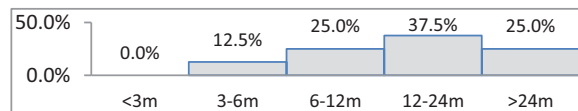
none	NVQ	ugrad	pgrad	PhD
0	0	7	6	1



New Entrant Experience Needed

n= 16

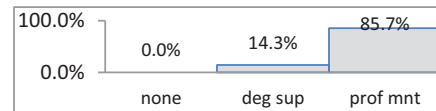
<3m	3-6m	6-12m	12-24m	>24m
0	2	4	6	4



New Entrant Guidance or Mentoring

n= 14

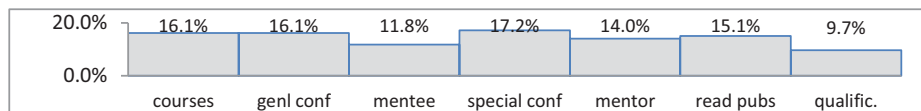
none	deg sup	prof mnt
0	2	12



CPD Mechanisms Preferred

n= 93

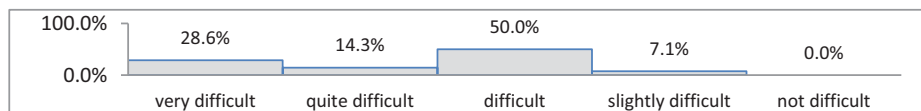
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
15	15	11	16	13	14	9



Access to Initial Training

n= 14

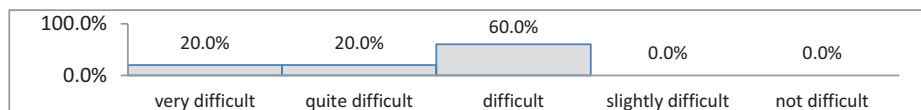
very difficult	quite difficult	difficult	slightly	not difficult
4	2	7	1	0



Access to CPD Training

n= 15

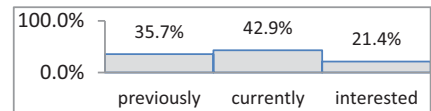
very difficult	quite difficult	difficult	slightly	not difficult
3	3	9	0	0



Being a Trainer

n= 14

previously	currently	interested
5	6	3

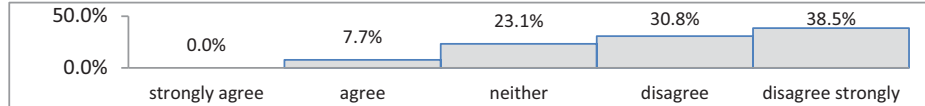


Archaeological Finds Pottery - Roman - Mortaria

About the Changing Levels of Demand for Work

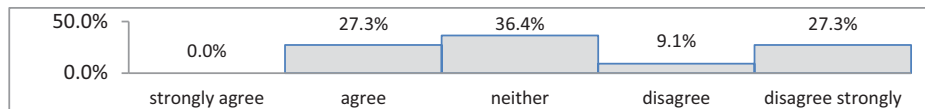
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree
0	1	3	4	5



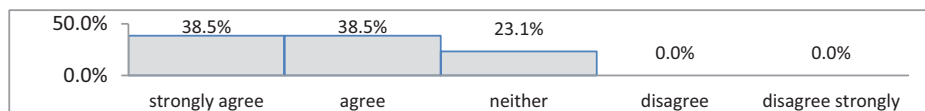
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree
0	3	4	1	3



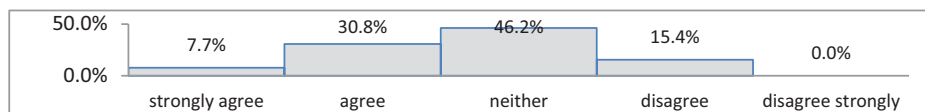
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree
5	5	3	0	0



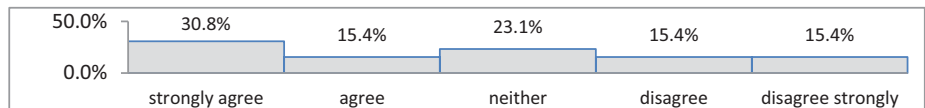
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree
1	4	6	2	0



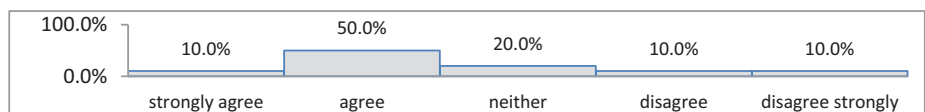
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree
4	2	3	2	2



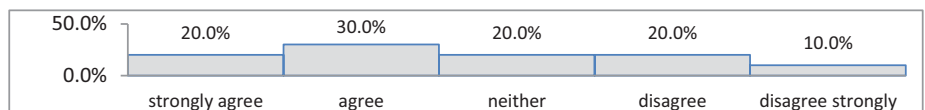
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree
1	5	2	1	1



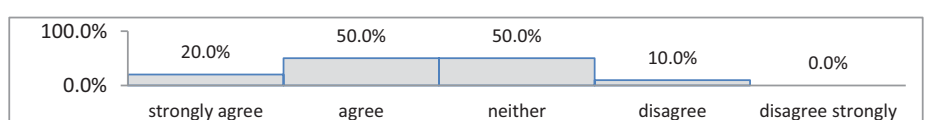
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree
2	3	2	2	1



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree
2	5	5	1	0

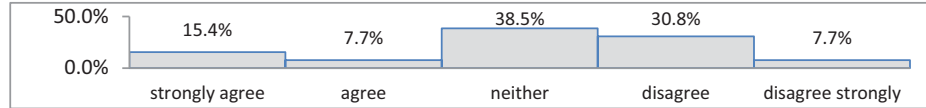


Archaeological Finds Pottery - Roman - Mortaria

About the Potential Impact of Brexit

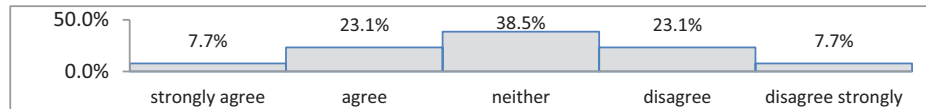
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree
2	1	5	4	1



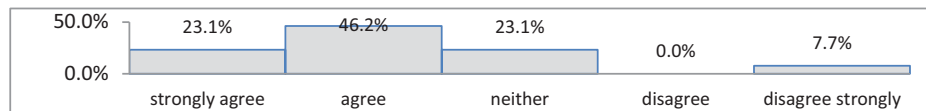
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree
1	3	5	3	1



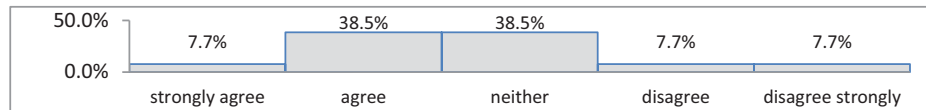
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree
3	6	3	0	1



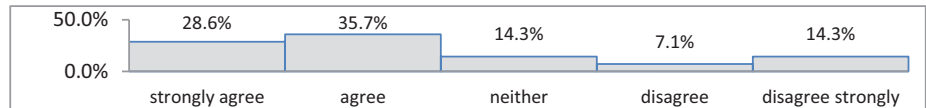
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree
1	5	5	1	1



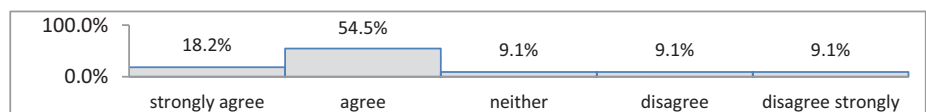
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree
4	5	2	1	2



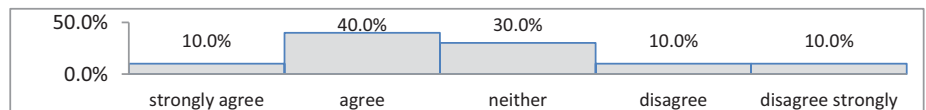
Non-Specialist Duties
n= 14

strongly agree	agree	neither	disagree	disagree
2	6	1	1	1



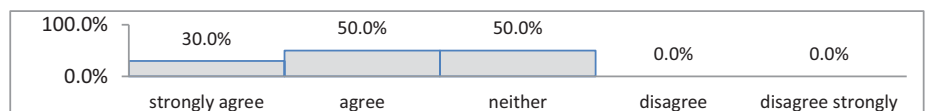
Take Work Home
n= 11

strongly agree	agree	neither	disagree	disagree
1	4	3	1	1



Decrease in Specialists
n= 10

strongly agree	agree	neither	disagree	disagree
3	5	5	0	0



Archaeological Finds
Pottery - Roman - Samian

n= 19

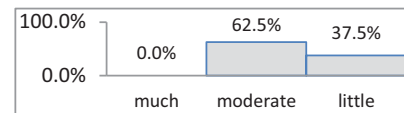
About the Work

Charge / day
n= 5

mean	SD	min	max
£ 176.20		61.79 £	120.00 £ 286.00

Competition
n= 8

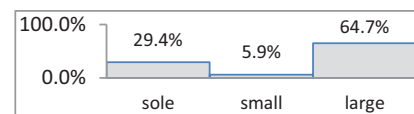
0	5	3
great deal	moderate	very little



About the Organisation

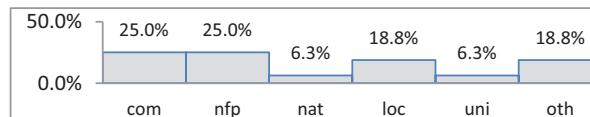
Sizes of Organisation
n= 17

5	1	11
sole trader	small	large



Types of Organisation
n= 16

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



Location
n= 17

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

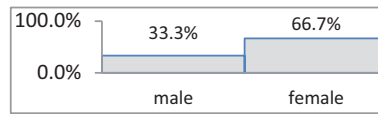
Archaeological Finds Pottery - Roman - Samian

About the Specialists

Gender

n= 15

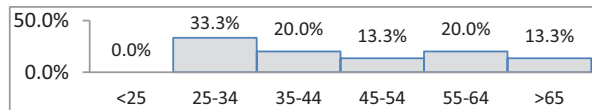
male	female
5	10



Age

n= 15

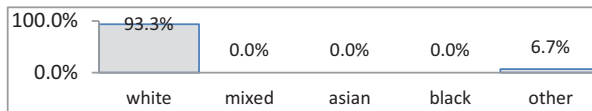
<25	25-34	35-44	45-54	55-64	>65
0	5	3	2	3	2



Ethnicity

n= 15

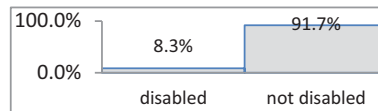
white	mixed /	asian / asian	black /	other ethnic
14	0	0	0	1



Disability Status

n= 12

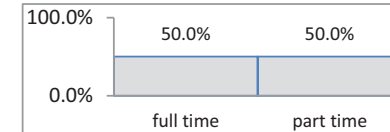
disabled	not disabled
1	11



Hours Worked

n= 14

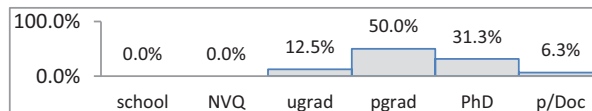
full time	part time
7	7



Highest Qualification

n= 16

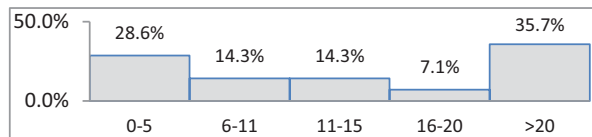
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	8	5	1



Years Practising to Date

n= 14

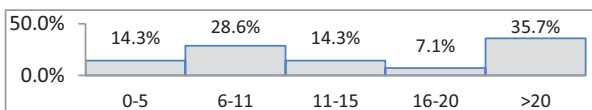
0-5	6-11	11-15	16-20	>20
4	2	2	1	5



Years Intending to Continue

n= 14

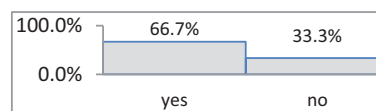
0-5	6-11	11-15	16-20	>20
2	4	2	1	5



Waiting List

n= 15

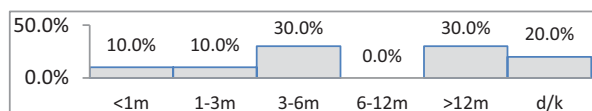
yes	no
10	5



Waiting List Length

n= 10

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



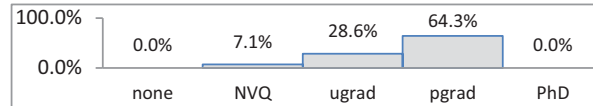
Archaeological Finds Pottery - Roman - Samian

About Training and Professional Development

New Entrant Qualifications Needed

n= 14

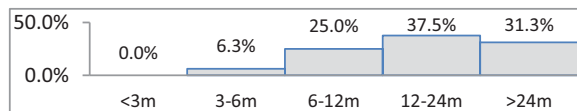
none	NVQ	ugrad	pgrad	PhD
0	1	4	9	0



New Entrant Experience Needed

n= 16

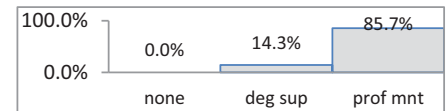
<3m	3-6m	6-12m	12-24m	>24m
0	1	4	6	5



New Entrant Guidance or Mentoring

n= 14

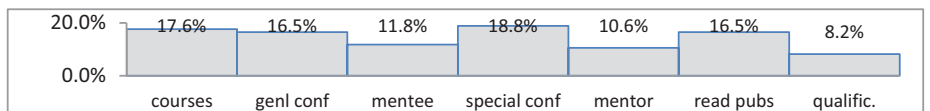
none	deg sup	prof mnt
0	2	12



CPD Mechanisms Preferred

n= 85

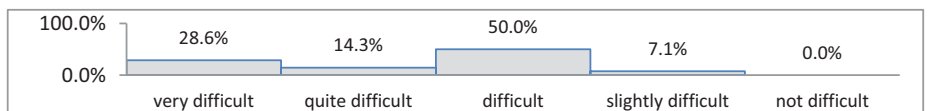
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
15	14	10	16	9	14	7



Access to Initial Training

n= 14

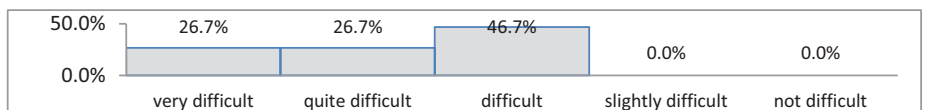
very difficult	quite difficult	difficult	slightly	not difficult
4	2	7	1	0



Access to CPD Training

n= 15

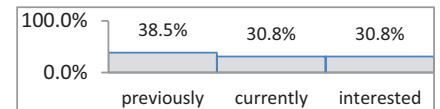
very difficult	quite difficult	difficult	slightly	not difficult
4	4	7	0	0



Being a Trainer

n= 13

previously	currently	interested
5	4	4

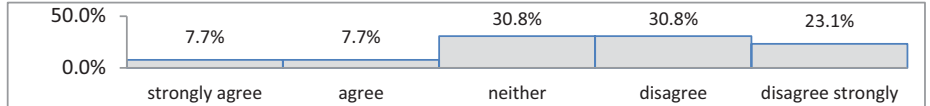


Archaeological Finds Pottery - Roman - Samian

About the Changing Levels of Demand for Work

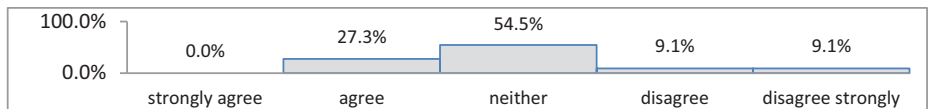
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree
1	1	4	4	3



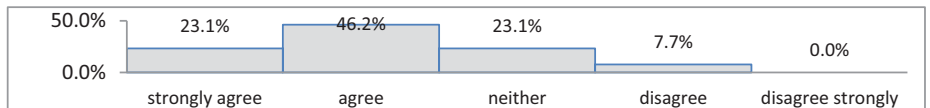
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree
0	3	6	1	1



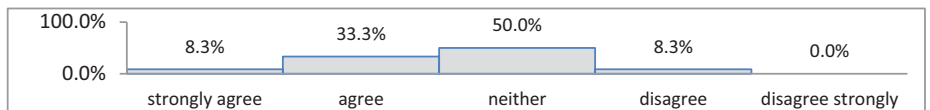
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree
3	6	3	1	0



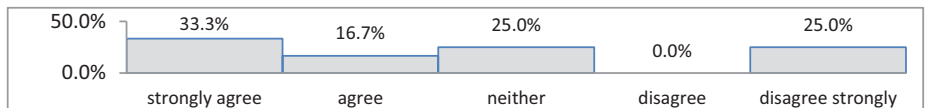
Cut Back Aspects
n= 12

strongly agree	agree	neither	disagree	disagree
1	4	6	1	0



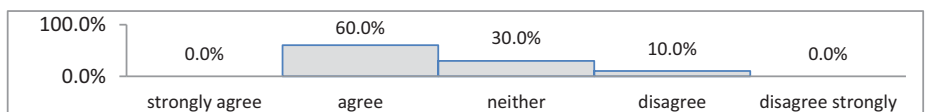
Job Security Worries
n= 12

strongly agree	agree	neither	disagree	disagree
4	2	3	0	3



Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree
0	6	3	1	0



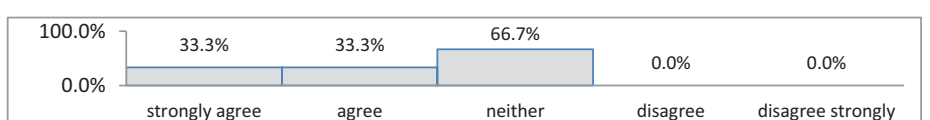
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree
1	3	3	2	0



Decrease in Specialists
n= 12

strongly agree	agree	neither	disagree	disagree
3	3	6	0	0

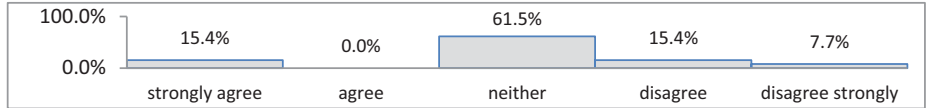


**Archaeological Finds
Pottery - Roman - Samian**

About the Potential Impact of Brexit

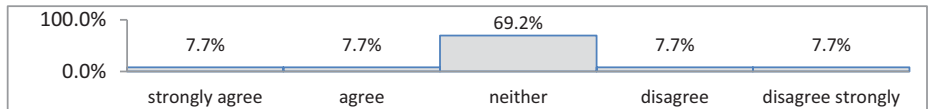
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree
2	0	8	2	1



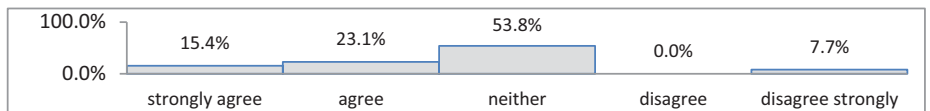
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree
1	1	9	1	1



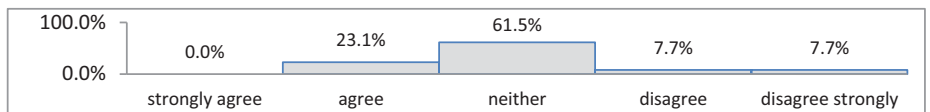
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree
2	3	7	0	1



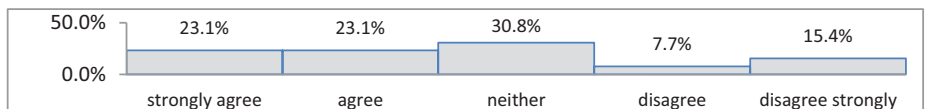
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree
0	3	8	1	1



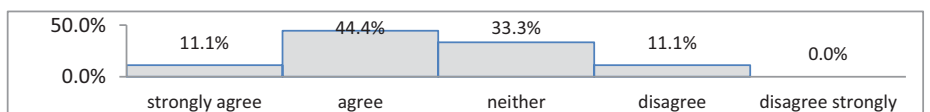
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree
3	3	4	1	2



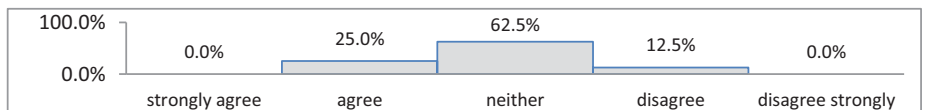
Non-Specialist Duties
n= 13

strongly agree	agree	neither	disagree	disagree
1	4	3	1	0



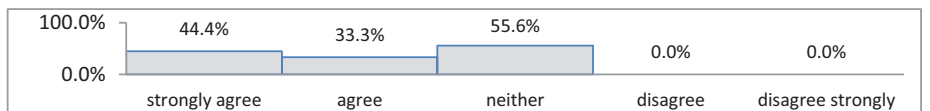
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree
0	2	5	1	0



Decrease in Specialists
n= 8

strongly agree	agree	neither	disagree	disagree
4	3	5	0	0



Archaeological Finds
Pottery - Roman - Stamped Samian

n= 11

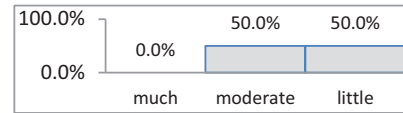
About the Work

Charge / day
n= 2

mean	SD	min	max
£ 203.00		83.00 £	120.00 £ 286.00

Competition
n= 4

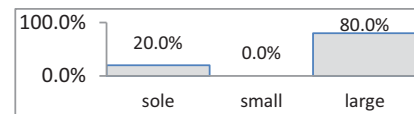
0	2	2
great deal	moderate	very little



About the Organisation

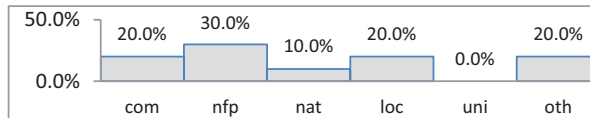
Sizes of Organisation
n= 10

2	0	8
sole trader	small	large



Types of Organisation
n= 10

2	3	1	2	0	2
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	2	20.0%
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	0	0.0%
yorkshire & the humber	0	0.0%
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 - european union	0	0.0%
outside uk - rest of world	0	0.0%

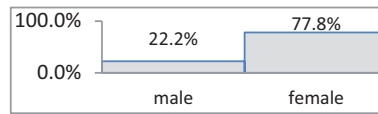
Archaeological Finds Pottery - Roman - Stamped Samian

About the Specialists

Gender

n= 9

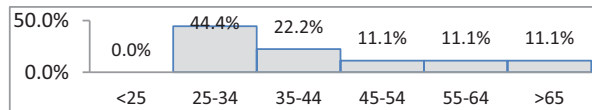
male	female
2	7



Age

n= 9

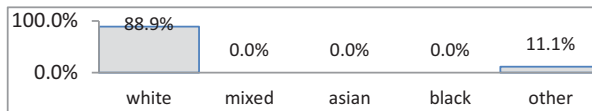
<25	25-34	35-44	45-54	55-64	>65
0	4	2	1	1	1



Ethnicity

n= 9

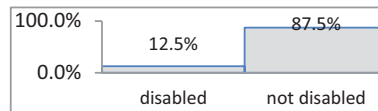
white	mixed /	asian / asian	black /	other ethnic
8	0	0	0	1



Disability Status

n= 8

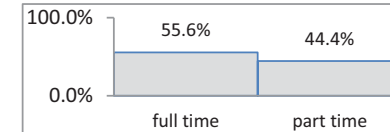
disabled	not disabled
1	7



Hours Worked

n= 9

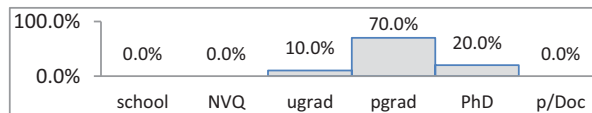
full time	part time
5	4



Highest Qualification

n= 10

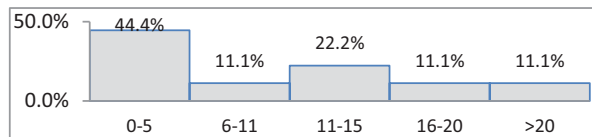
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	1	7	2	0



Years Practising to Date

n= 9

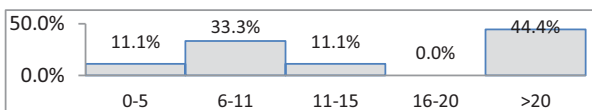
0-5	6-11	11-15	16-20	>20
4	1	2	1	1



Years Intending to Continue

n= 9

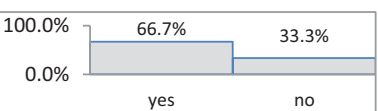
0-5	6-11	11-15	16-20	>20
1	3	1	0	4



Waiting List

n= 9

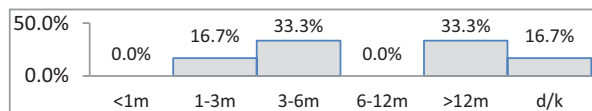
yes	no
6	3



Waiting List Length

n= 6

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



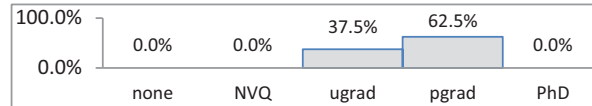
Archaeological Finds Pottery - Roman - Stamped Samian

About Training and Professional Development

New Entrant Qualifications Needed

n= 8

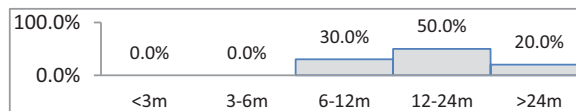
none	NVQ	ugrad	pgrad	PhD
0	0	3	5	0



New Entrant Experience Needed

n= 10

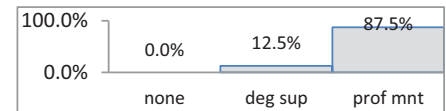
<3m	3-6m	6-12m	12-24m	>24m
0	0	3	5	2



New Entrant Guidance or Mentoring

n= 8

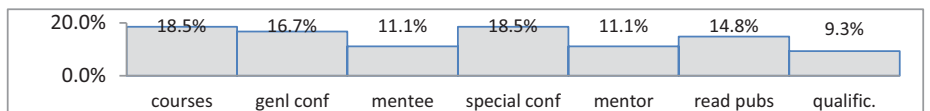
none	deg sup	prof mnt
0	1	7



CPD Mechanisms Preferred

n= 54

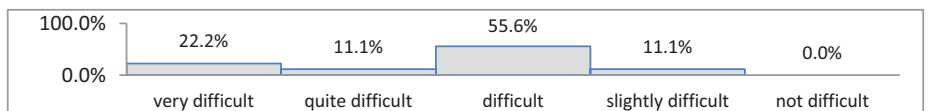
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
10	9	6	10	6	8	5



Access to Initial Training

n= 9

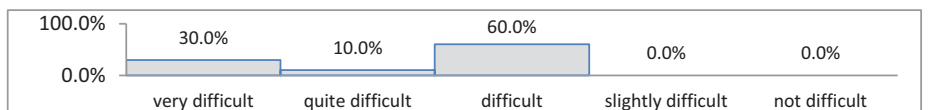
very difficult	quite difficult	difficult	slightly	not difficult
2	1	5	1	0



Access to CPD Training

n= 10

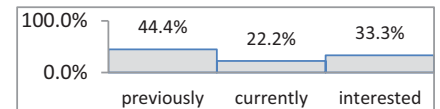
very difficult	quite difficult	difficult	slightly	not difficult
3	1	6	0	0



Being a Trainer

n= 9

previously	currently	interested
4	2	3

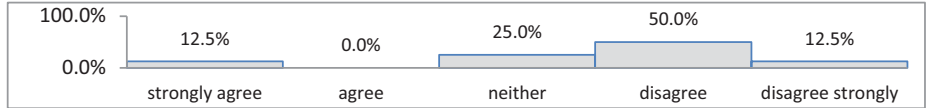


Archaeological Finds Pottery - Roman - Stamped Samian

About the Changing Levels of Demand for Work

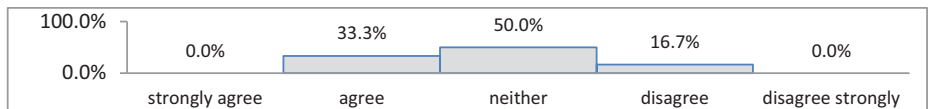
Reduced Projects
n= 8

strongly agree	agree	neither	disagree	disagree
1	0	2	4	1



Reduce Costs
n= 6

strongly agree	agree	neither	disagree	disagree
0	2	3	1	0



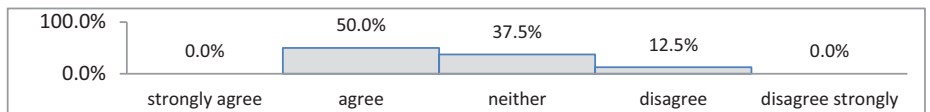
Time Pressure
n= 8

strongly agree	agree	neither	disagree	disagree
1	5	1	1	0



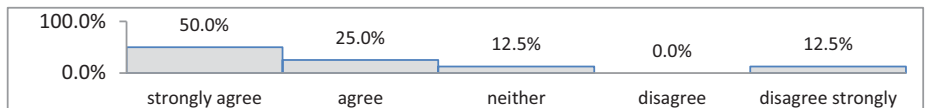
Cut Back Aspects
n= 8

strongly agree	agree	neither	disagree	disagree
0	4	3	1	0



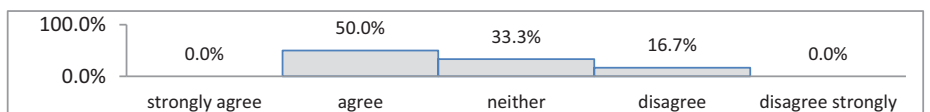
Job Security Worries
n= 8

strongly agree	agree	neither	disagree	disagree
4	2	1	0	1



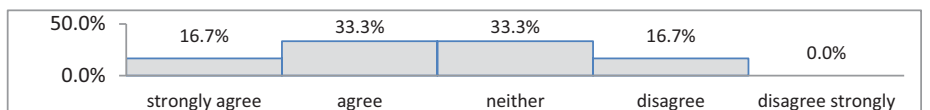
Non-Specialist Duties
n= 6

strongly agree	agree	neither	disagree	disagree
0	3	2	1	0



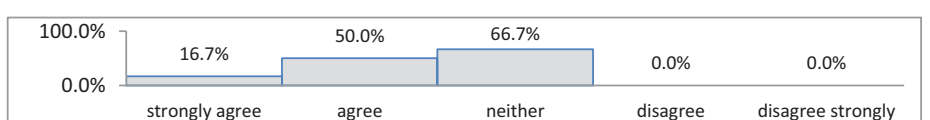
Take Work Home
n= 6

strongly agree	agree	neither	disagree	disagree
1	2	2	1	0



Decrease in Specialists
n= 8

strongly agree	agree	neither	disagree	disagree
1	3	4	0	0

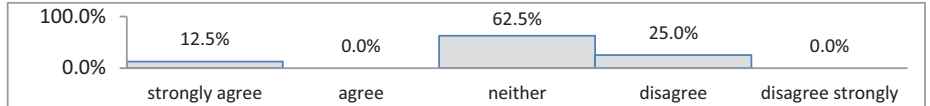


Archaeological Finds Pottery - Roman - Stamped Samian

About the Potential Impact of Brexit

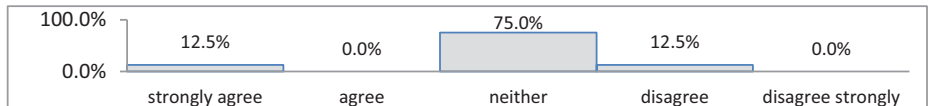
Reduced Projects
n= 8

strongly agree	agree	neither	disagree	disagree
1	0	5	2	0



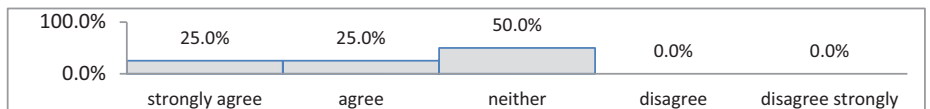
Reduce Costs
n= 8

strongly agree	agree	neither	disagree	disagree
1	0	6	1	0



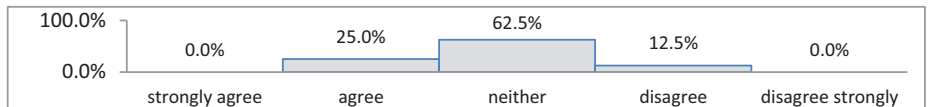
Time Pressure
n= 8

strongly agree	agree	neither	disagree	disagree
2	2	4	0	0



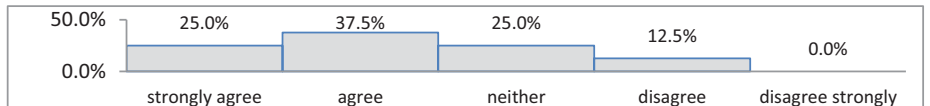
Cut Back Aspects
n= 8

strongly agree	agree	neither	disagree	disagree
0	2	5	1	0



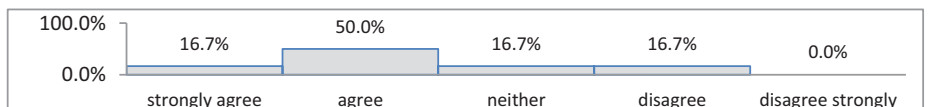
Job Security Worries
n= 8

strongly agree	agree	neither	disagree	disagree
2	3	2	1	0



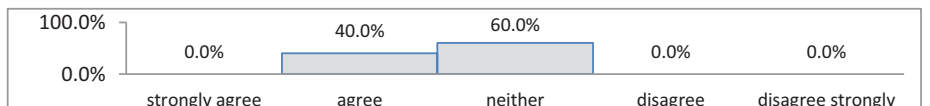
Non-Specialist Duties
n= 8

strongly agree	agree	neither	disagree	disagree
1	3	1	1	0



Take Work Home
n= 6

strongly agree	agree	neither	disagree	disagree
0	2	3	0	0



Decrease in Specialists
n= 5

strongly agree	agree	neither	disagree	disagree
2	3	3	0	0



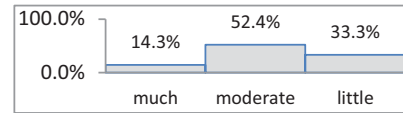
**Archaeological Finds
Pottery - Roman - All Other**

n= 36

About the Work

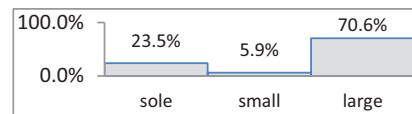
Charge / day mean SD min max
n= 14 £ 215.79 66.13 £ 120.00 £ 360.00

Competition 3 11 7
n= 21 great deal moderate very little

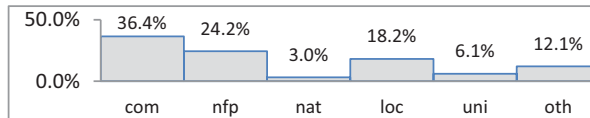


About the Organisation

Sizes of Organisation 8 2 24
n= 34 sole trader small large



Types of Organisation 12 8 1 6 2 4
n= 33 commercial not for profit nat gov local gov university other



Location n= 34

east of england	2	5.9%
east midlands	5	14.7%
london	5	14.7%
south-east england	4	11.8%
south west england	3	8.8%
north-east england	3	8.8%
north-west england	6	17.6%
west midlands	3	8.8%
yorkshire & the humber	1	2.9%
scotland	1	2.9%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	2.9%
outside uk - rest of world	0	0.0%

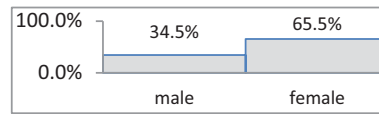
Archaeological Finds Pottery - Roman - All Other

About the Specialists

Gender

n= 29

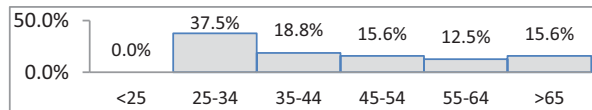
male	female
10	19



Age

n= 32

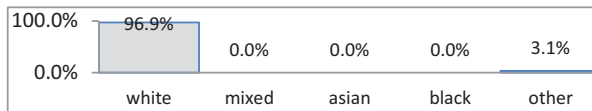
<25	25-34	35-44	45-54	55-64	>65
0	12	6	5	4	5



Ethnicity

n= 32

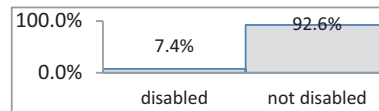
white	mixed /	asian / asian	black /	other ethnic
31	0	0	0	1



Disability Status

n= 27

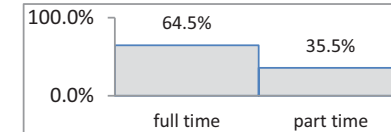
disabled	not disabled
2	25



Hours Worked

n= 31

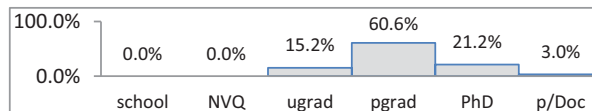
full time	part time
20	11



Highest Qualification

n= 33

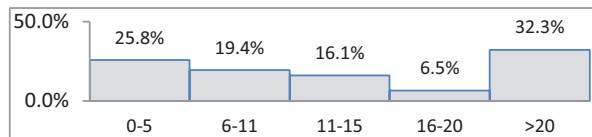
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	5	20	7	1



Years Practising to Date

n= 31

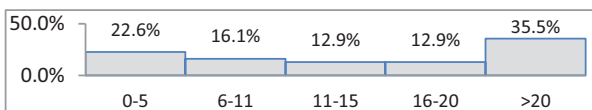
0-5	6-11	11-15	16-20	>20
8	6	5	2	10



Years Intending to Continue

n= 31

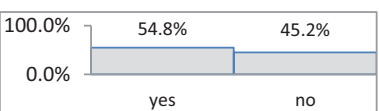
0-5	6-11	11-15	16-20	>20
7	5	4	4	11



Waiting List

n= 31

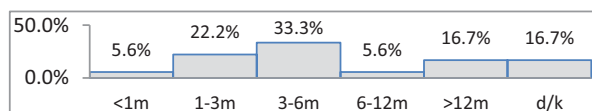
yes	no
17	14



Waiting List Length

n= 18

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



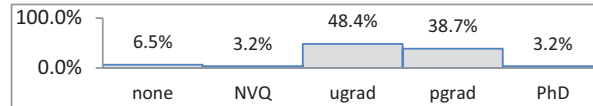
Archaeological Finds Pottery - Roman - All Other

About Training and Professional Development

New Entrant Qualifications Needed

n= 31

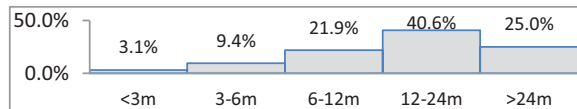
none	NVQ	ugrad	pgrad	PhD
2	1	15	12	1



New Entrant Experience Needed

n= 32

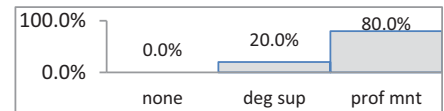
<3m	3-6m	6-12m	12-24m	>24m
1	3	7	13	8



New Entrant Guidance or Mentoring

n= 30

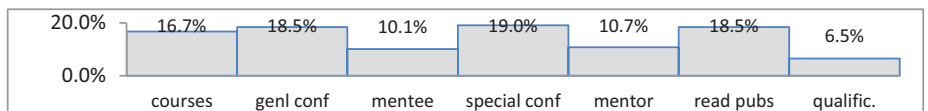
none	deg sup	prof mnt
0	6	24



CPD Mechanisms Preferred

n= 168

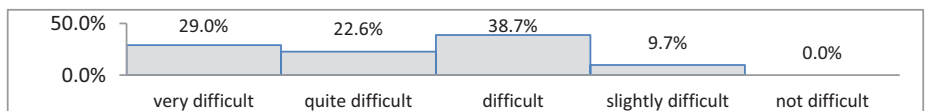
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
28	31	17	32	18	31	11



Access to Initial Training

n= 31

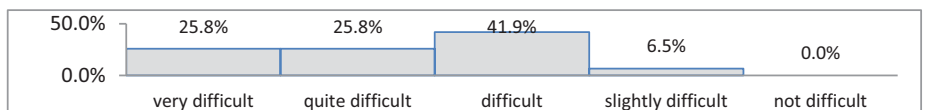
very difficult	quite difficult	difficult	slightly	not difficult
9	7	12	3	0



Access to CPD Training

n= 31

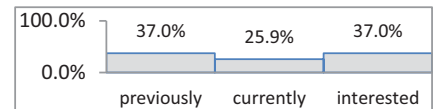
very difficult	quite difficult	difficult	slightly	not difficult
8	8	13	2	0



Being a Trainer

n= 27

previously	currently	interested
10	7	10

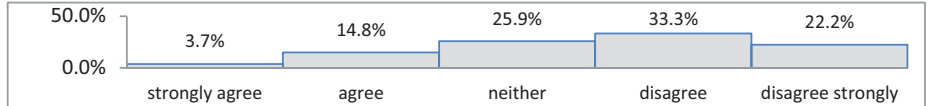


Archaeological Finds Pottery - Roman - All Other

About the Changing Levels of Demand for Work

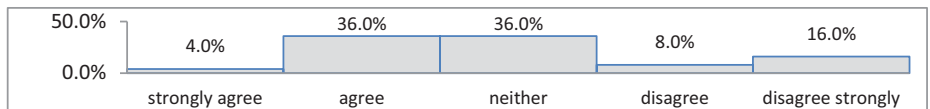
Reduced Projects
n= 27

strongly agree	agree	neither	disagree	disagree
1	4	7	9	6



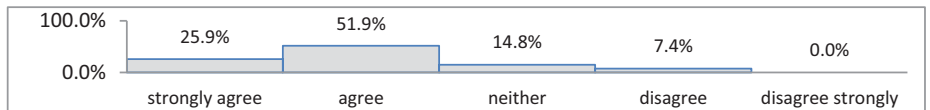
Reduce Costs
n= 25

strongly agree	agree	neither	disagree	disagree
1	9	9	2	4



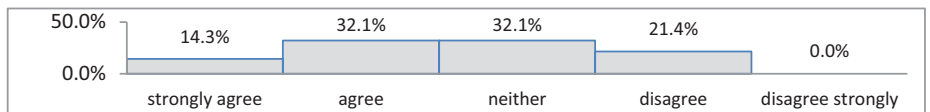
Time Pressure
n= 27

strongly agree	agree	neither	disagree	disagree
7	14	4	2	0



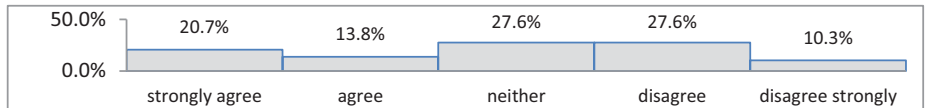
Cut Back Aspects
n= 28

strongly agree	agree	neither	disagree	disagree
4	9	9	6	0



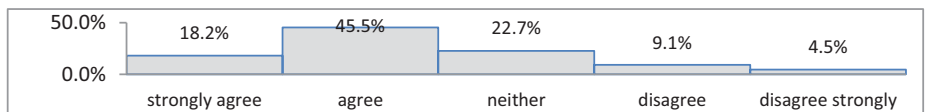
Job Security Worries
n= 29

strongly agree	agree	neither	disagree	disagree
6	4	8	8	3



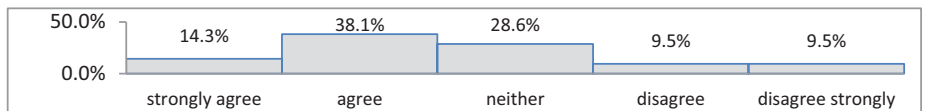
Non-Specialist Duties
n= 22

strongly agree	agree	neither	disagree	disagree
4	10	5	2	1



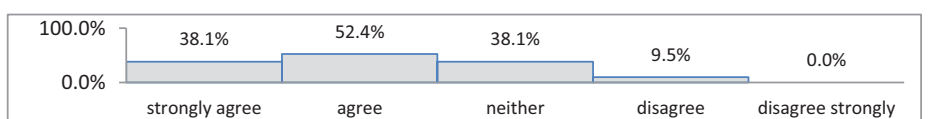
Take Work Home
n= 21

strongly agree	agree	neither	disagree	disagree
3	8	6	2	2



Decrease in Specialists
n= 29

strongly agree	agree	neither	disagree	disagree
8	11	8	2	0

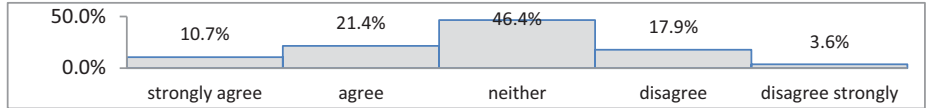


Archaeological Finds Pottery - Roman - All Other

About the Potential Impact of Brexit

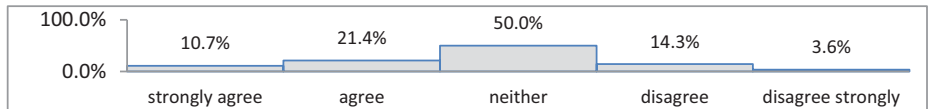
Reduced Projects
n= 28

strongly agree	agree	neither	disagree	disagree
3	6	13	5	1



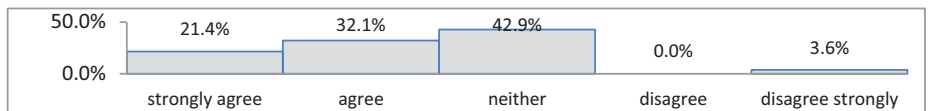
Reduce Costs
n= 28

strongly agree	agree	neither	disagree	disagree
3	6	14	4	1



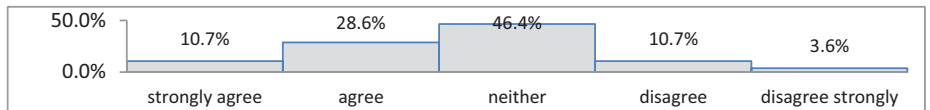
Time Pressure
n= 28

strongly agree	agree	neither	disagree	disagree
6	9	12	0	1



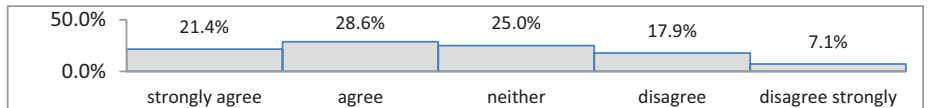
Cut Back Aspects
n= 28

strongly agree	agree	neither	disagree	disagree
3	8	13	3	1



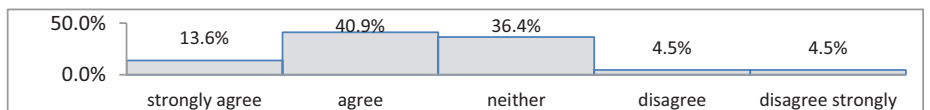
Job Security Worries
n= 28

strongly agree	agree	neither	disagree	disagree
6	8	7	5	2



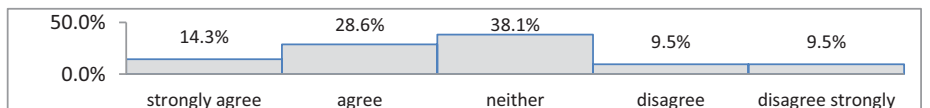
Non-Specialist Duties
n= 28

strongly agree	agree	neither	disagree	disagree
3	9	8	1	1



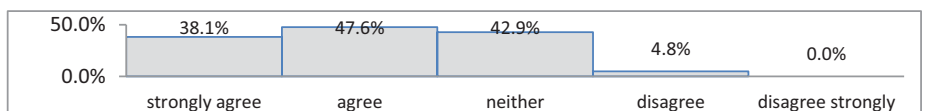
Take Work Home
n= 22

strongly agree	agree	neither	disagree	disagree
3	6	8	2	2



Decrease in Specialists
n= 21

strongly agree	agree	neither	disagree	disagree
8	10	9	1	0



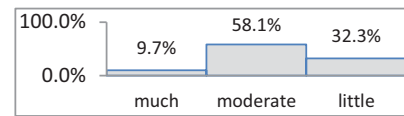
Archaeological Finds
Pottery - Medieval

n= 44

About the Work

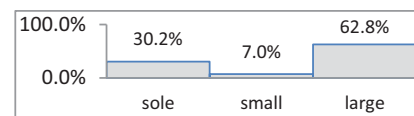
Charge / day mean SD min max
n= 21 £ 217.62 81.25 £ 80.00 £ 400.00

Competition 3 18 10
n= 31 great deal moderate very little

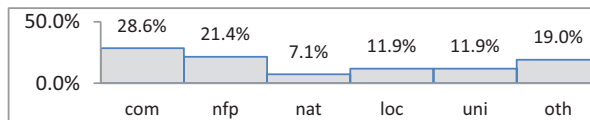


About the Organisation

Sizes of Organisation 13 3 27
n= 43 sole trader small large



Types of Organisation 12 9 3 5 5 8
n= 42 commercial not for profit nat gov local gov university other



Location n= 43

east of england	5	11.6%
east midlands	5	11.6%
london	3	7.0%
south-east england	8	18.6%
south west england	4	9.3%
north-east england	0	0.0%
north-west england	5	11.6%
west midlands	4	9.3%
yorkshire & the humber	3	7.0%
scotland	3	7.0%
wales	3	7.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

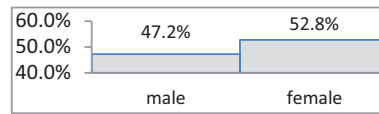
Archaeological Finds Pottery - Medieval

About the Specialists

Gender

n= 36

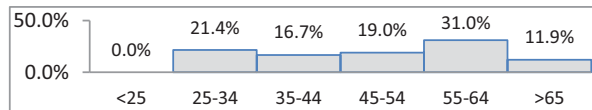
male	female
17	19



Age

n= 42

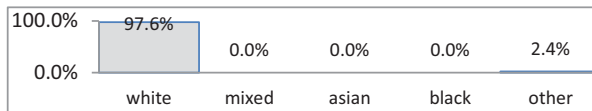
<25	25-34	35-44	45-54	55-64	>65
0	9	7	8	13	5



Ethnicity

n= 41

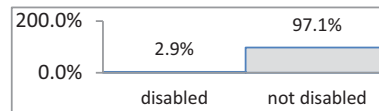
white	mixed /	asian / asian	black /	other ethnic
40	0	0	0	1



Disability Status

n= 34

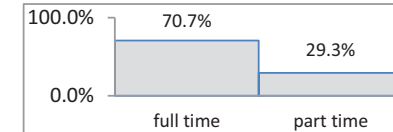
disabled	not disabled
1	33



Hours Worked

n= 41

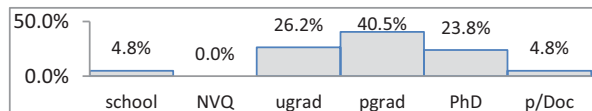
full time	part time
29	12



Highest Qualification

n= 42

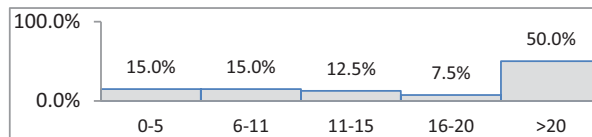
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	11	17	10	2



Years Practising to Date

n= 40

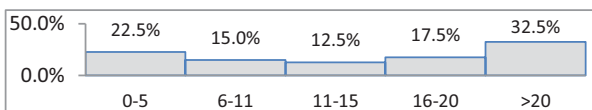
0-5	6-11	11-15	16-20	>20
6	6	5	3	20



Years Intending to Continue

n= 40

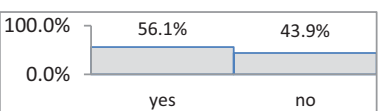
0-5	6-11	11-15	16-20	>20
9	6	5	7	13



Waiting List

n= 41

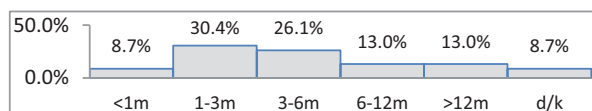
yes	no
23	18



Waiting List Length

n= 23

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



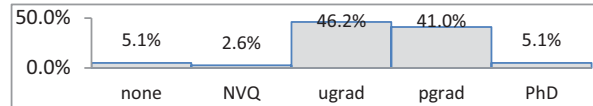
Archaeological Finds Pottery - Medieval

About Training and Professional Development

New Entrant Qualifications Needed

n= 39

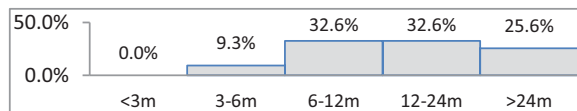
none	NVQ	ugrad	pgrad	PhD
2	1	18	16	2



New Entrant Experience Needed

n= 43

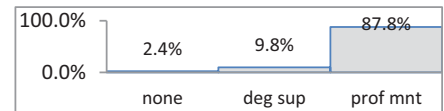
<3m	3-6m	6-12m	12-24m	>24m
0	4	14	14	11



New Entrant Guidance or Mentoring

n= 41

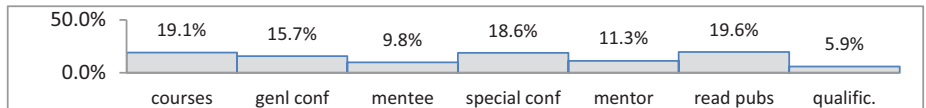
none	deg sup	prof mnt
1	4	36



CPD Mechanisms Preferred

n= 204

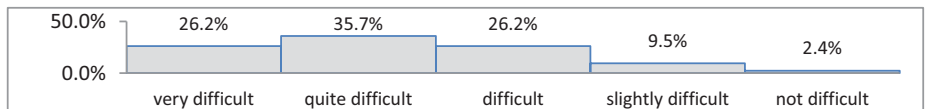
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
39	32	20	38	23	40	12



Access to Initial Training

n= 42

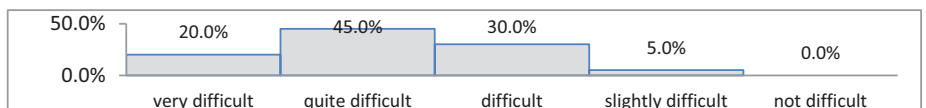
very difficult	quite difficult	difficult	slightly	not difficult
11	15	11	4	1



Access to CPD Training

n= 40

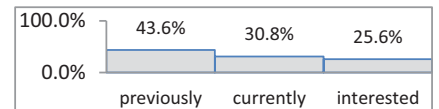
very difficult	quite difficult	difficult	slightly	not difficult
8	18	12	2	0



Being a Trainer

n= 39

previously	currently	interested
17	12	10

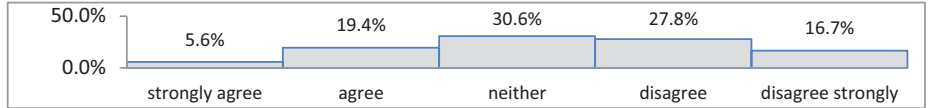


Archaeological Finds Pottery - Medieval

About the Changing Levels of Demand for Work

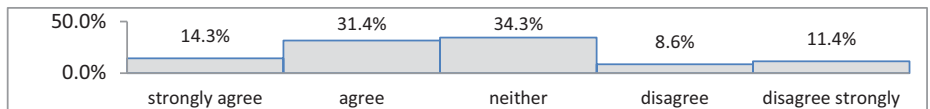
Reduced Projects
n= 36

strongly agree	agree	neither	disagree	disagree
2	7	11	10	6



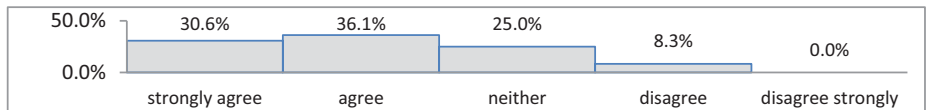
Reduce Costs
n= 35

strongly agree	agree	neither	disagree	disagree
5	11	12	3	4



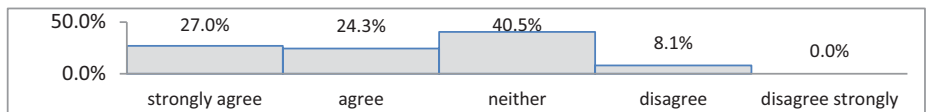
Time Pressure
n= 36

strongly agree	agree	neither	disagree	disagree
11	13	9	3	0



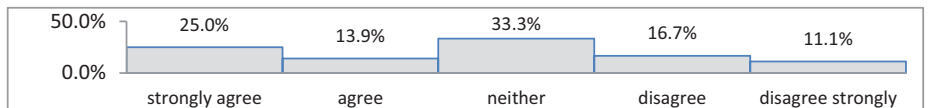
Cut Back Aspects
n= 37

strongly agree	agree	neither	disagree	disagree
10	9	15	3	0



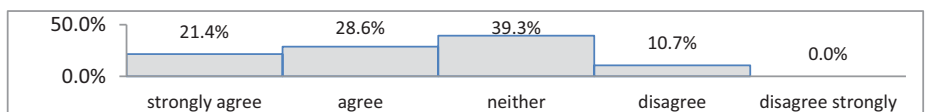
Job Security Worries
n= 36

strongly agree	agree	neither	disagree	disagree
9	5	12	6	4



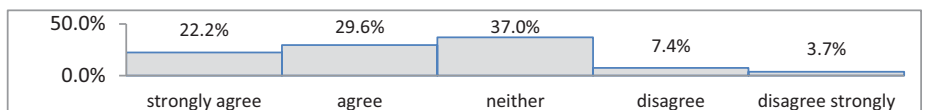
Non-Specialist Duties
n= 28

strongly agree	agree	neither	disagree	disagree
6	8	11	3	0



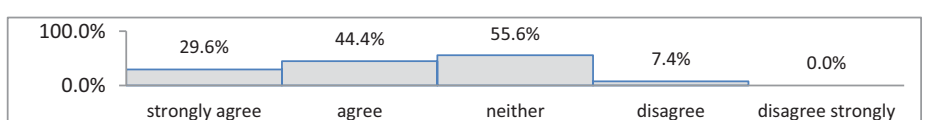
Take Work Home
n= 27

strongly agree	agree	neither	disagree	disagree
6	8	10	2	1



Decrease in Specialists
n= 37

strongly agree	agree	neither	disagree	disagree
8	12	15	2	0

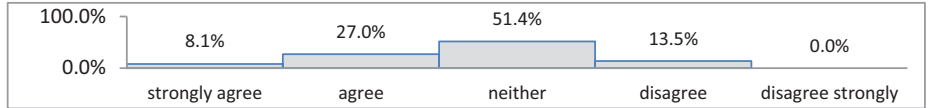


Archaeological Finds Pottery - Medieval

About the Potential Impact of Brexit

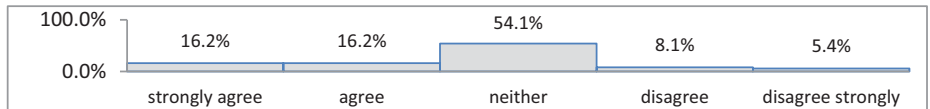
Reduced Projects
n= 37

strongly agree	agree	neither	disagree	disagree
3	10	19	5	0



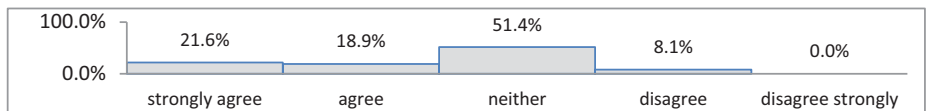
Reduce Costs
n= 37

strongly agree	agree	neither	disagree	disagree
6	6	20	3	2



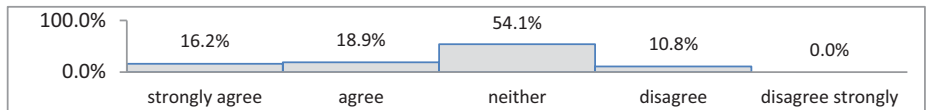
Time Pressure
n= 37

strongly agree	agree	neither	disagree	disagree
8	7	19	3	0



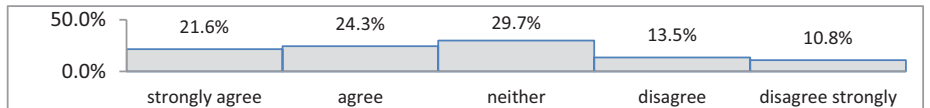
Cut Back Aspects
n= 37

strongly agree	agree	neither	disagree	disagree
6	7	20	4	0



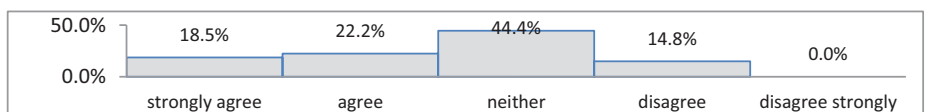
Job Security Worries
n= 37

strongly agree	agree	neither	disagree	disagree
8	9	11	5	4



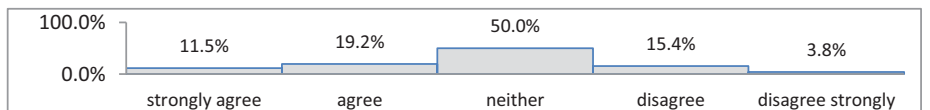
Non-Specialist Duties
n= 37

strongly agree	agree	neither	disagree	disagree
5	6	12	4	0



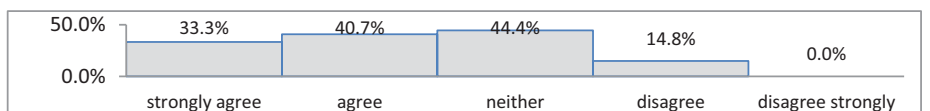
Take Work Home
n= 27

strongly agree	agree	neither	disagree	disagree
3	5	13	4	1



Decrease in Specialists
n= 26

strongly agree	agree	neither	disagree	disagree
9	11	12	4	0



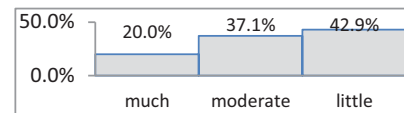
**Archaeological Finds
Pottery - Post-Medieval**

n= 46

About the Work

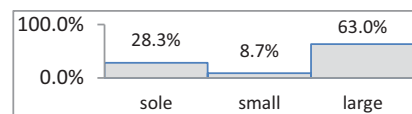
Charge / day mean SD min max
 n= 26 £ **204.04** 82.78 £ 70.00 £ 400.00

Competition 7 13 15
 n= 35 great deal moderate very little

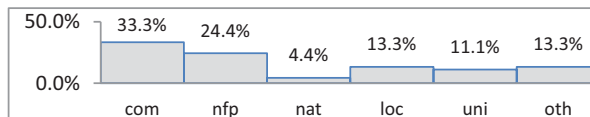


About the Organisation

Sizes of Organisation 13 4 29
 n= 46 sole trader small large



Types of Organisation 15 11 2 6 5 6
 n= 45 commercial not for profit nat gov local gov university other



Location n= 46

east of england	4	8.7%
east midlands	7	15.2%
london	2	4.3%
south-east england	7	15.2%
south west england	5	10.9%
north-east england	0	0.0%
north-west england	6	13.0%
west midlands	6	13.0%
yorkshire & the humber	4	8.7%
scotland	2	4.3%
wales	3	6.5%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

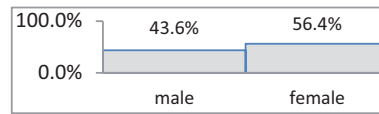
Archaeological Finds Pottery - Post-Medieval

About the Specialists

Gender

n= 39

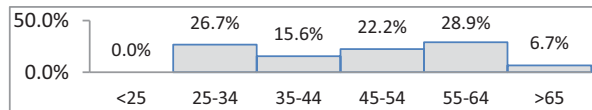
male	female
17	22



Age

n= 45

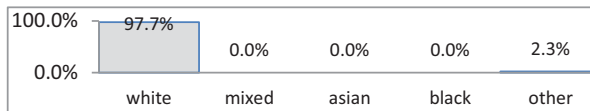
<25	25-34	35-44	45-54	55-64	>65
0	12	7	10	13	3



Ethnicity

n= 43

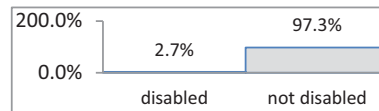
white	mixed /	asian / asian	black /	other ethnic
42	0	0	0	1



Disability Status

n= 37

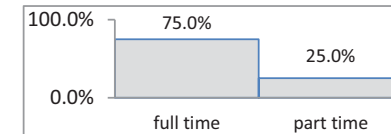
disabled	not disabled
1	36



Hours Worked

n= 44

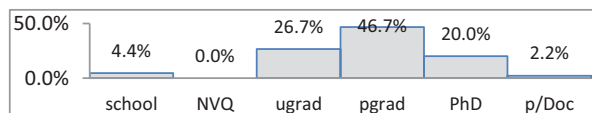
full time	part time
33	11



Highest Qualification

n= 45

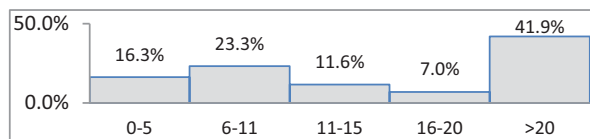
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	12	21	9	1



Years Practising to Date

n= 43

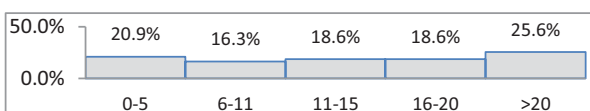
0-5	6-11	11-15	16-20	>20
7	10	5	3	18



Years Intending to Continue

n= 43

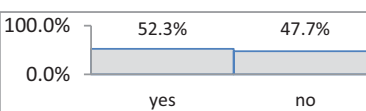
0-5	6-11	11-15	16-20	>20
9	7	8	8	11



Waiting List

n= 44

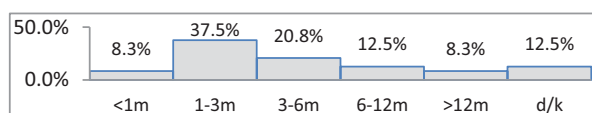
yes	no
23	21



Waiting List Length

n= 24

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



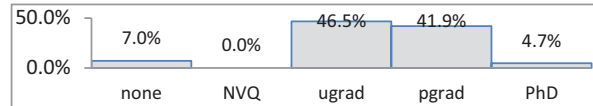
Archaeological Finds Pottery - Post-Medieval

About Training and Professional Development

New Entrant Qualifications Needed

n= 43

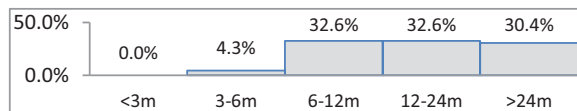
none	NVQ	ugrad	pgrad	PhD
3	0	20	18	2



New Entrant Experience Needed

n= 46

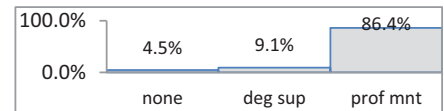
<3m	3-6m	6-12m	12-24m	>24m
0	2	15	15	14



New Entrant Guidance or Mentoring

n= 44

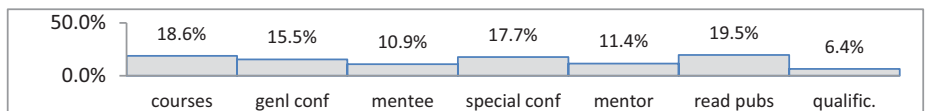
none	deg sup	prof mnt
2	4	38



CPD Mechanisms Preferred

n= 220

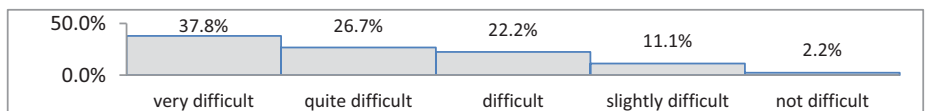
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
41	34	24	39	25	43	14



Access to Initial Training

n= 45

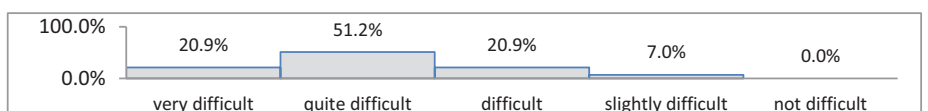
very difficult	quite difficult	difficult	slightly	not difficult
17	12	10	5	1



Access to CPD Training

n= 43

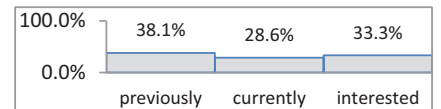
very difficult	quite difficult	difficult	slightly	not difficult
9	22	9	3	0



Being a Trainer

n= 42

previously	currently	interested
16	12	14

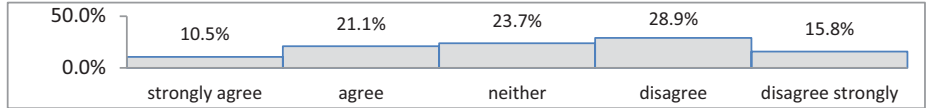


Archaeological Finds Pottery - Post-Medieval

About the Changing Levels of Demand for Work

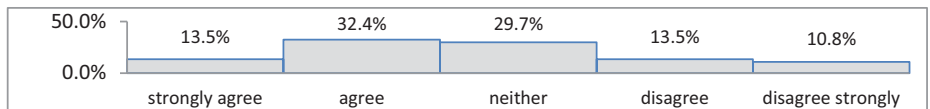
Reduced Projects
n= 38

strongly agree	agree	neither	disagree	disagree
4	8	9	11	6



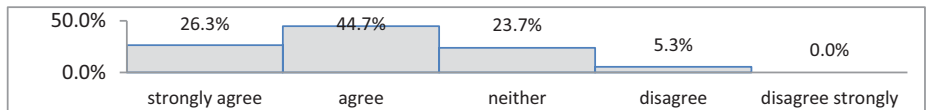
Reduce Costs
n= 37

strongly agree	agree	neither	disagree	disagree
5	12	11	5	4



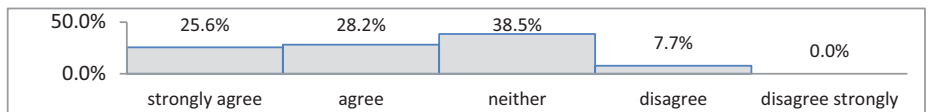
Time Pressure
n= 38

strongly agree	agree	neither	disagree	disagree
10	17	9	2	0



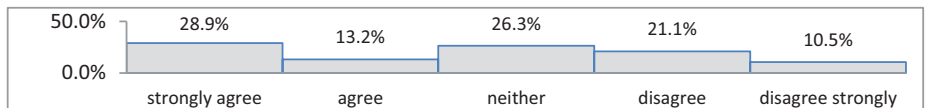
Cut Back Aspects
n= 39

strongly agree	agree	neither	disagree	disagree
10	11	15	3	0



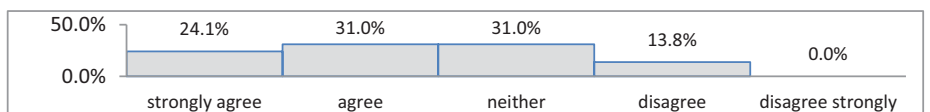
Job Security Worries
n= 38

strongly agree	agree	neither	disagree	disagree
11	5	10	8	4



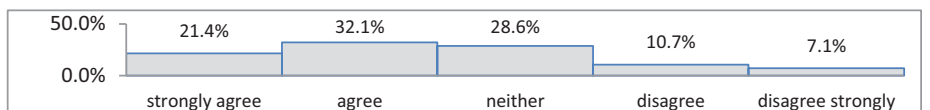
Non-Specialist Duties
n= 29

strongly agree	agree	neither	disagree	disagree
7	9	9	4	0



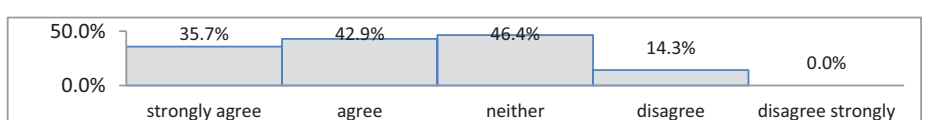
Take Work Home
n= 28

strongly agree	agree	neither	disagree	disagree
6	9	8	3	2



Decrease in Specialists
n= 39

strongly agree	agree	neither	disagree	disagree
10	12	13	4	0

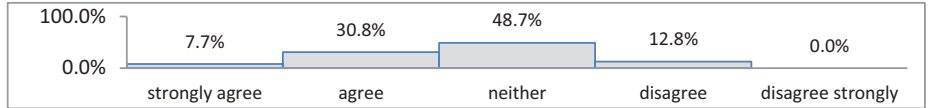


Archaeological Finds Pottery - Post-Medieval

About the Potential Impact of Brexit

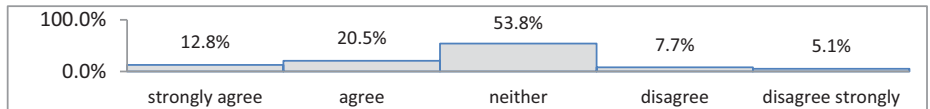
Reduced Projects
n= 39

strongly agree	agree	neither	disagree	disagree
3	12	19	5	0



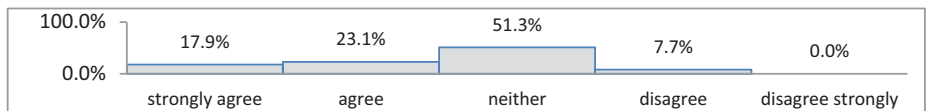
Reduce Costs
n= 39

strongly agree	agree	neither	disagree	disagree
5	8	21	3	2



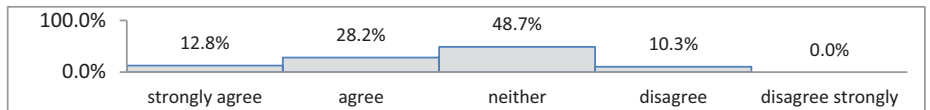
Time Pressure
n= 39

strongly agree	agree	neither	disagree	disagree
7	9	20	3	0



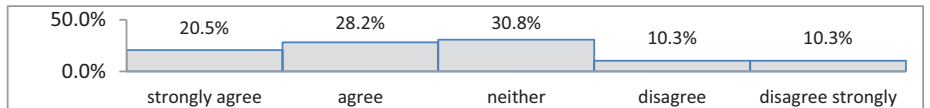
Cut Back Aspects
n= 39

strongly agree	agree	neither	disagree	disagree
5	11	19	4	0



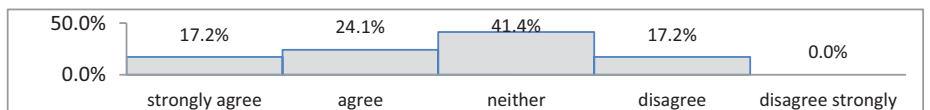
Job Security Worries
n= 39

strongly agree	agree	neither	disagree	disagree
8	11	12	4	4



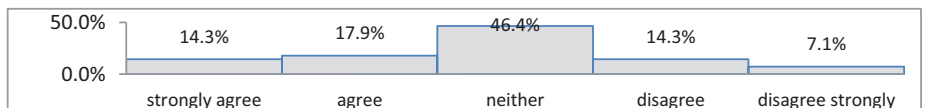
Non-Specialist Duties
n= 39

strongly agree	agree	neither	disagree	disagree
5	7	12	5	0



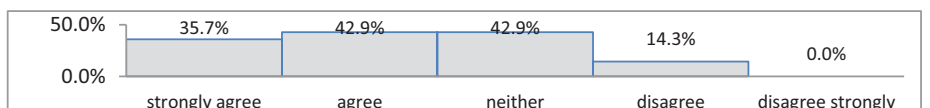
Take Work Home
n= 29

strongly agree	agree	neither	disagree	disagree
4	5	13	4	2



Decrease in Specialists
n= 28

strongly agree	agree	neither	disagree	disagree
10	12	12	4	0



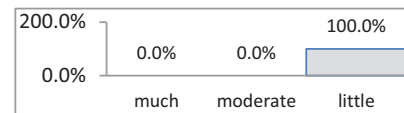
Archaeological Finds
Pottery - Ceramic Petrology

n= 13

About the Work

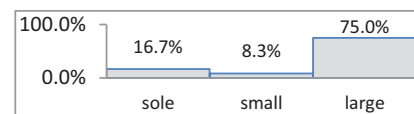
Charge / day mean SD min max
n= 5 £ **280.00** 50.99 £ 200.00 £ 350.00

Competition 0 0 7
n= 7 great deal moderate very little

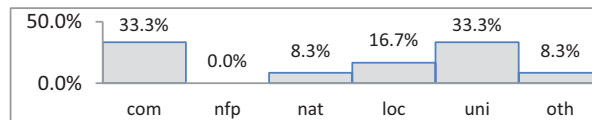


About the Organisation

Sizes of Organisation 2 1 9
n= 12 sole trader small large



Types of Organisation 4 0 1 2 4 1
n= 12 commercial not for profit nat gov local gov university other



Location n= 12

east of england	1	8.3%
east midlands	0	0.0%
london	0	0.0%
south-east england	2	16.7%
south west england	4	33.3%
north-east england	0	0.0%
north-west england	2	16.7%
west midlands	1	8.3%
yorkshire & the humber	0	0.0%
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 - european union	0	0.0%
outside uk - rest of world	0	0.0%

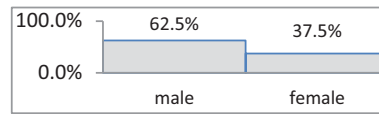
Archaeological Finds Pottery - Ceramic Petrology

About the Specialists

Gender

n= 8

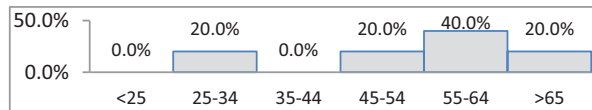
male	female
5	3



Age

n= 10

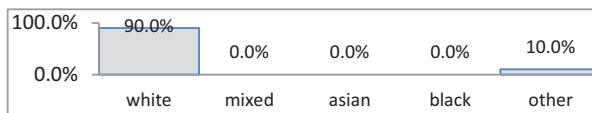
<25	25-34	35-44	45-54	55-64	>65
0	2	2	0	2	4



Ethnicity

n= 10

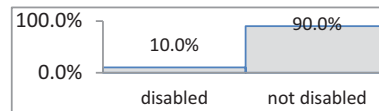
white	mixed /	asian / asian	black /	other ethnic
9	0	0	0	1



Disability Status

n= 10

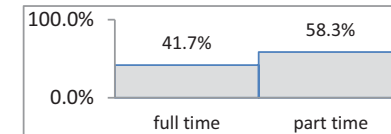
disabled	not disabled
1	9



Hours Worked

n= 12

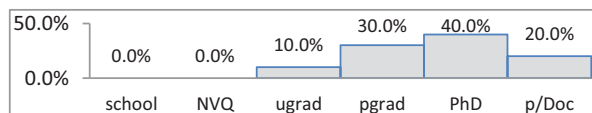
full time	part time
5	7



Highest Qualification

n= 10

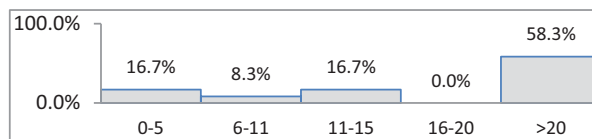
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	1	3	4



Years Practising to Date

n= 12

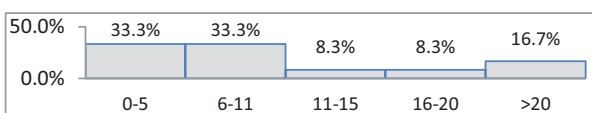
0-5	6-11	11-15	16-20	>20
2	1	1	2	0



Years Intending to Continue

n= 12

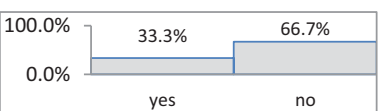
0-5	6-11	11-15	16-20	>20
4	4	1	1	2



Waiting List

n= 12

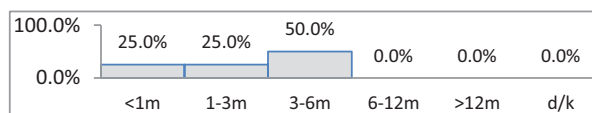
yes	no
4	8



Waiting List Length

n= 4

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



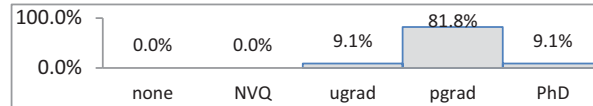
Archaeological Finds Pottery - Ceramic Petrology

About Training and Professional Development

New Entrant Qualifications Needed

n= 11

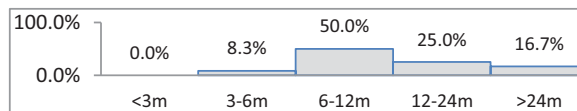
none	NVQ	ugrad	pgrad	PhD
0	0	1	9	1



New Entrant Experience Needed

n= 12

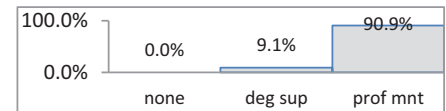
<3m	3-6m	6-12m	12-24m	>24m
0	1	6	3	2



New Entrant Guidance or Mentoring

n= 11

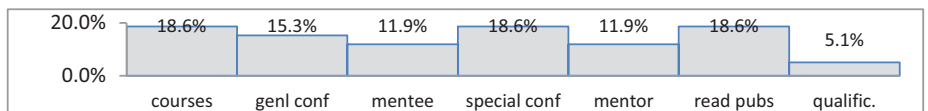
none	deg sup	prof mnt
0	1	10



CPD Mechanisms Preferred

n= 59

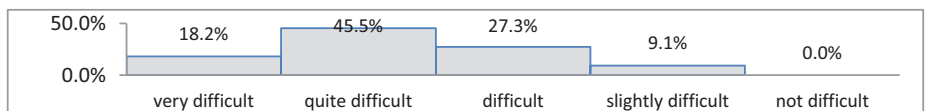
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
11	9	7	11	7	11	3



Access to Initial Training

n= 11

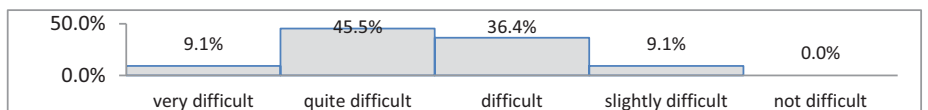
very difficult	quite difficult	difficult	slightly	not difficult
2	5	3	1	0



Access to CPD Training

n= 11

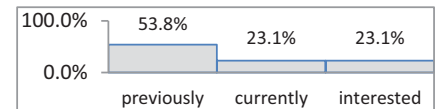
very difficult	quite difficult	difficult	slightly	not difficult
1	5	4	1	0



Being a Trainer

n= 13

previously	currently	interested
7	3	3

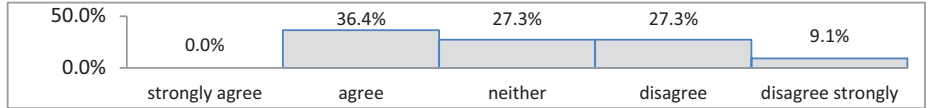


Archaeological Finds Pottery - Ceramic Petrology

About the Changing Levels of Demand for Work

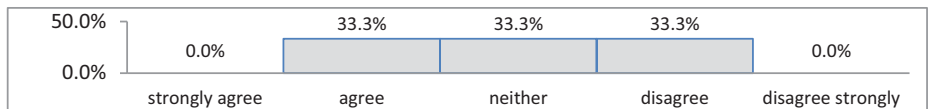
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree
0	4	3	3	1



Reduce Costs
n= 9

strongly agree	agree	neither	disagree	disagree
0	3	3	3	0



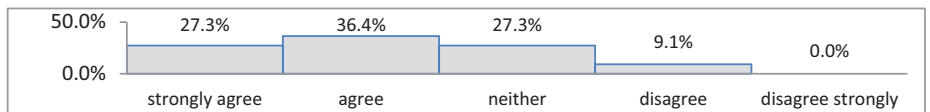
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree
3	5	2	1	0



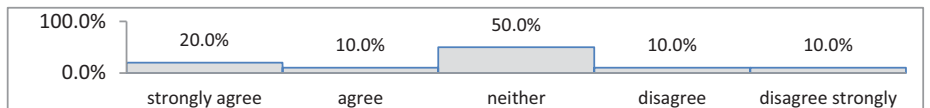
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree
3	4	3	1	0



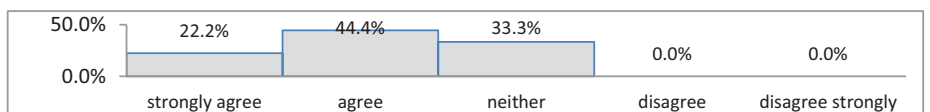
Job Security Worries
n= 10

strongly agree	agree	neither	disagree	disagree
2	1	5	1	1



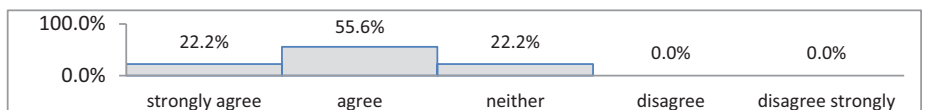
Non-Specialist Duties
n= 9

strongly agree	agree	neither	disagree	disagree
2	4	3	0	0



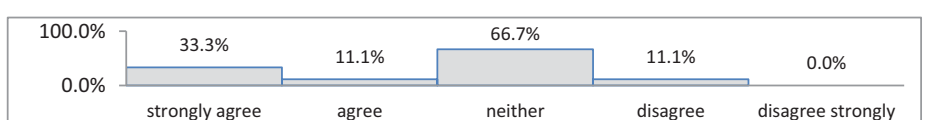
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree
2	5	2	0	0



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree
3	1	6	1	0

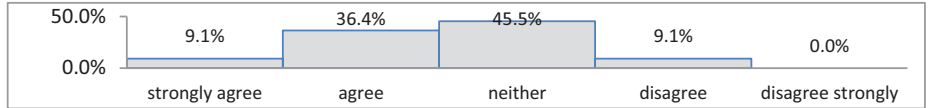


Archaeological Finds Pottery - Ceramic Petrology

About the Potential Impact of Brexit

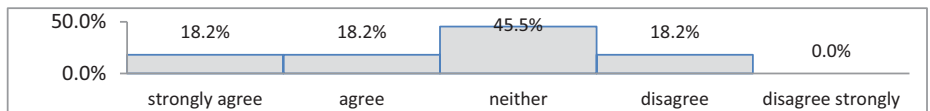
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree
1	4	5	1	0



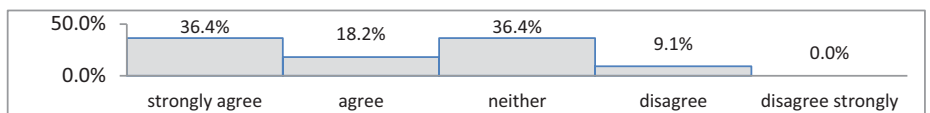
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree
2	2	5	2	0



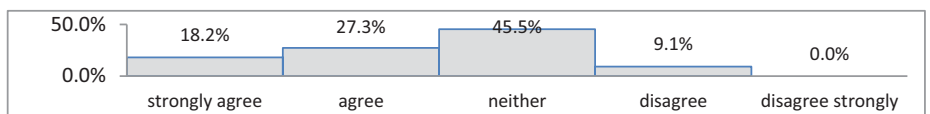
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree
4	2	4	1	0



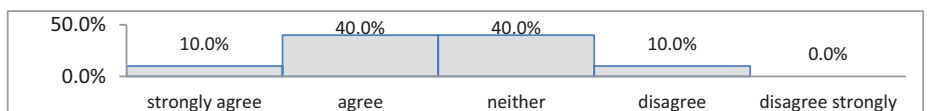
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree
2	3	5	1	0



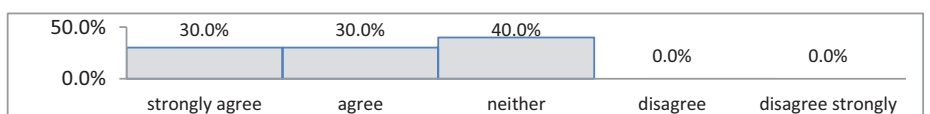
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree
1	4	4	1	0



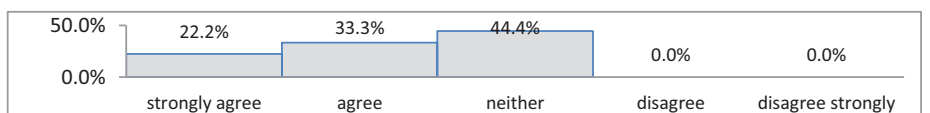
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree
3	3	4	0	0



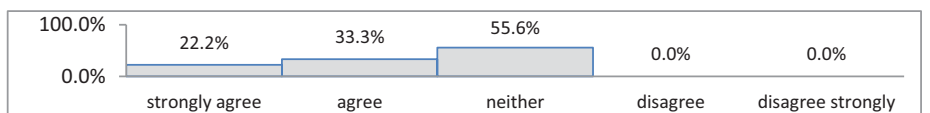
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree
2	3	4	0	0



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree
2	3	5	0	0



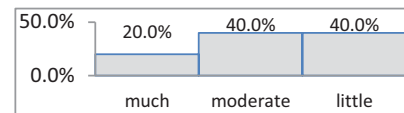
**Archaeological Finds
Worked Stone - Carved**

n= 21

About the Work

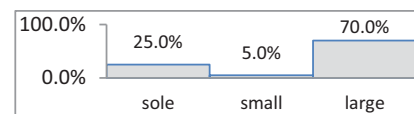
Charge / day mean SD min max
 n= 8 £ **173.13** 45.75 £ 100.00 £ 250.00

Competition 2 4 4
 n= 10 great deal moderate very little

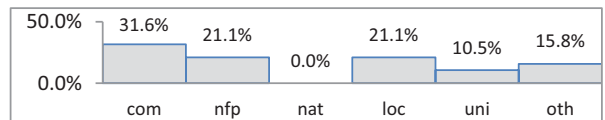


About the Organisation

Sizes of Organisation 5 1 14
 n= 20 sole trader small large



Types of Organisation 6 4 0 4 2 3
 n= 19 commercial not for profit nat gov local gov university other



Location n= 20

east of england	1	5.0%
east midlands	2	10.0%
london	2	10.0%
south-east england	4	20.0%
south west england	1	5.0%
north-east england	1	5.0%
north-west england	3	15.0%
west midlands	0	0.0%
yorkshire & the humber	1	5.0%
scotland	3	15.0%
wales	1	5.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	5.0%
outside uk - rest of world	0	0.0%

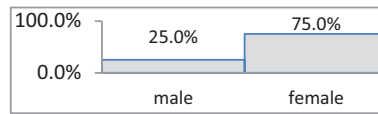
Archaeological Finds Worked Stone - Carved

About the Specialists

Gender

n= 12

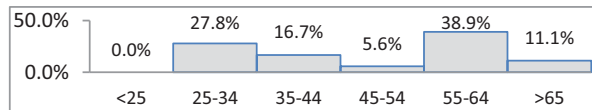
male	female
3	9



Age

n= 18

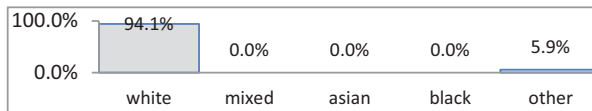
<25	25-34	35-44	45-54	55-64	>65
0	5	3	1	7	2



Ethnicity

n= 17

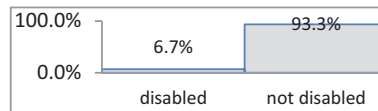
white	mixed /	asian / asian	black /	other ethnic
16	0	0	0	1



Disability Status

n= 15

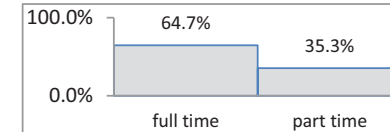
disabled	not disabled
1	14



Hours Worked

n= 17

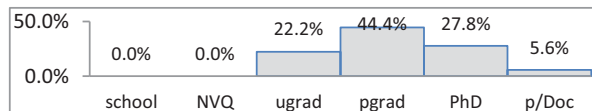
full time	part time
11	6



Highest Qualification

n= 18

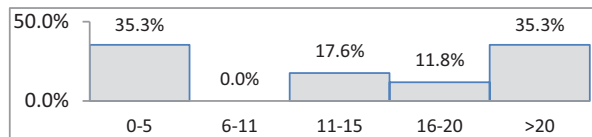
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	4	8	5	1



Years Practising to Date

n= 17

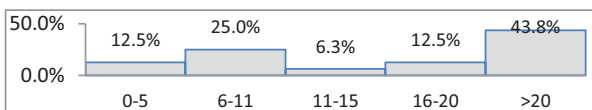
0-5	6-11	11-15	16-20	>20
6	0	3	2	6



Years Intending to Continue

n= 16

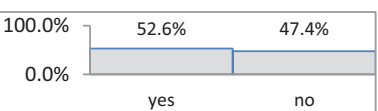
0-5	6-11	11-15	16-20	>20
2	4	1	2	7



Waiting List

n= 19

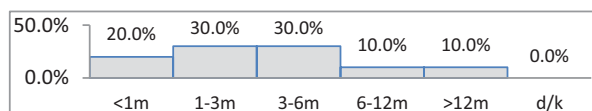
yes	no
10	9



Waiting List Length

n= 10

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



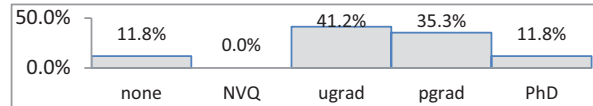
Archaeological Finds Worked Stone - Carved

About Training and Professional Development

New Entrant Qualifications Needed

n= 17

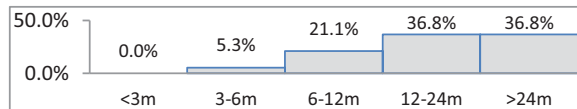
none	NVQ	ugrad	pgrad	PhD
2	0	7	6	2



New Entrant Experience Needed

n= 19

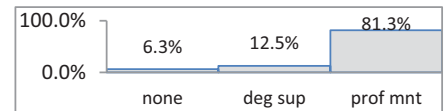
<3m	3-6m	6-12m	12-24m	>24m
0	1	4	7	7



New Entrant Guidance or Mentoring

n= 16

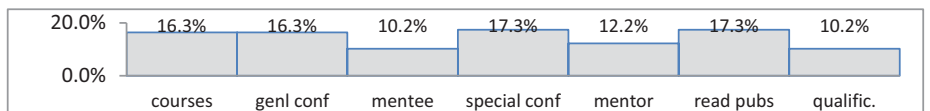
none	deg sup	prof mnt
1	2	13



CPD Mechanisms Preferred

n= 98

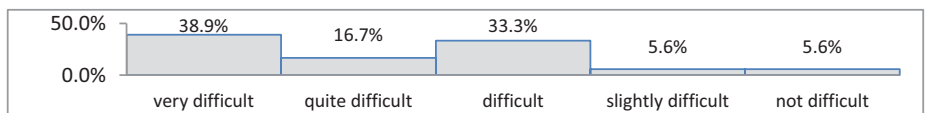
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
16	16	10	17	12	17	10



Access to Initial Training

n= 18

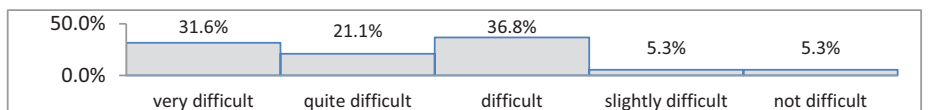
very difficult	quite difficult	difficult	slightly	not difficult
7	3	6	1	1



Access to CPD Training

n= 19

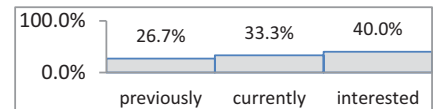
very difficult	quite difficult	difficult	slightly	not difficult
6	4	7	1	1



Being a Trainer

n= 15

previously	currently	interested
4	5	6



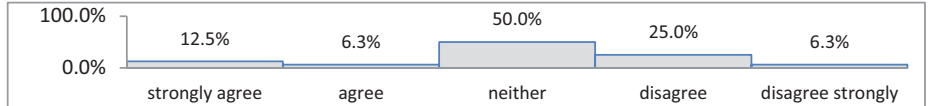
Archaeological Finds Worked Stone - Carved

About the Changing Levels of Demand for Work

Reduced Projects

n= 16

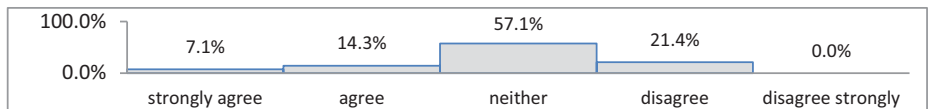
strongly agree	agree	neither	disagree	disagree
2	1	8	4	1



Reduce Costs

n= 14

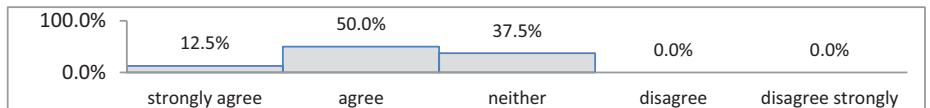
strongly agree	agree	neither	disagree	disagree
1	2	8	3	0



Time Pressure

n= 16

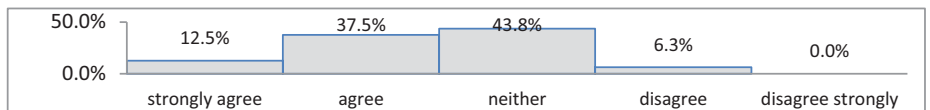
strongly agree	agree	neither	disagree	disagree
2	8	6	0	0



Cut Back Aspects

n= 16

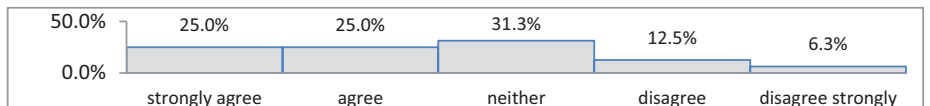
strongly agree	agree	neither	disagree	disagree
2	6	7	1	0



Job Security Worries

n= 16

strongly agree	agree	neither	disagree	disagree
4	4	5	2	1



Non-Specialist Duties

n= 13

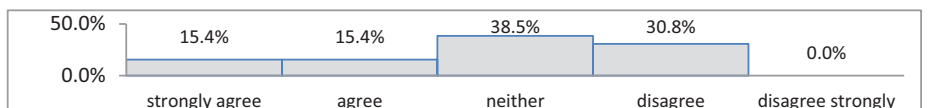
strongly agree	agree	neither	disagree	disagree
1	5	3	4	0



Take Work Home

n= 13

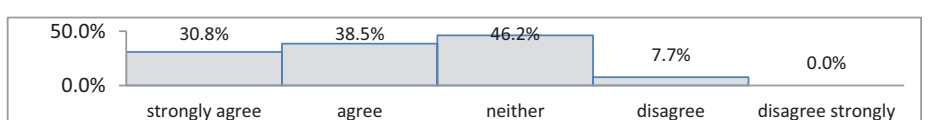
strongly agree	agree	neither	disagree	disagree
2	2	5	4	0



Decrease in Specialists

n= 16

strongly agree	agree	neither	disagree	disagree
4	5	6	1	0

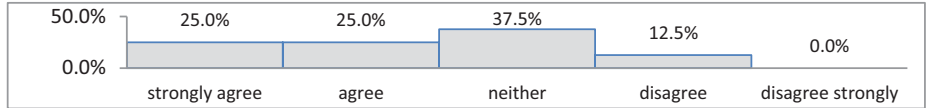


Archaeological Finds Worked Stone - Carved

About the Potential Impact of Brexit

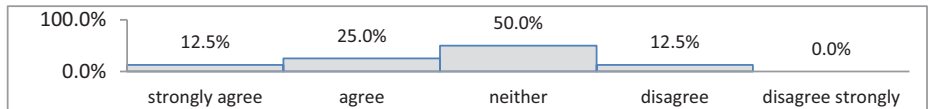
Reduced Projects
n= 16

strongly agree	agree	neither	disagree	disagree	
4	4	6	2	0	



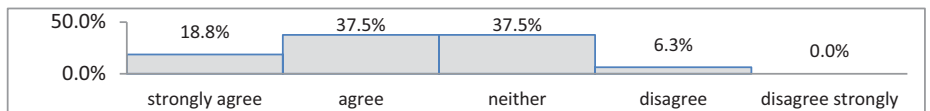
Reduce Costs
n= 16

strongly agree	agree	neither	disagree	disagree	
2	4	8	2	0	



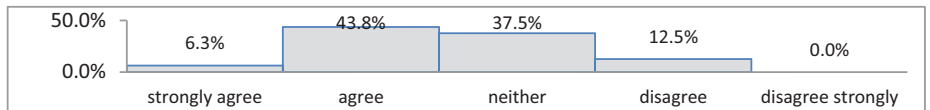
Time Pressure
n= 16

strongly agree	agree	neither	disagree	disagree	
3	6	6	1	0	



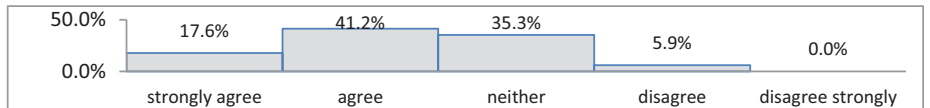
Cut Back Aspects
n= 16

strongly agree	agree	neither	disagree	disagree	
1	7	6	2	0	



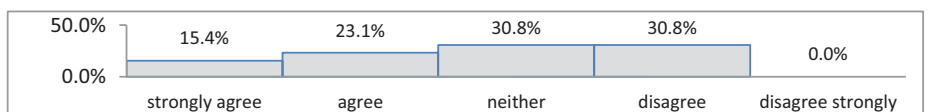
Job Security Worries
n= 16

strongly agree	agree	neither	disagree	disagree	
3	7	6	1	0	



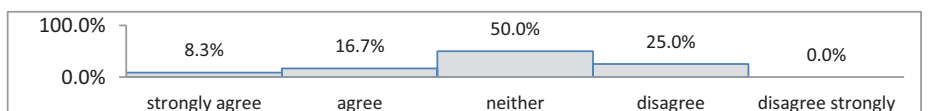
Non-Specialist Duties
n= 17

strongly agree	agree	neither	disagree	disagree	
2	3	4	4	0	



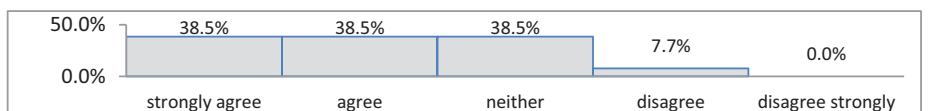
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree	
1	2	6	3	0	



Decrease in Specialists
n= 12

strongly agree	agree	neither	disagree	disagree	
5	5	5	1	0	



**Archaeological Finds
Worked Stone - Flaked**

n= 40

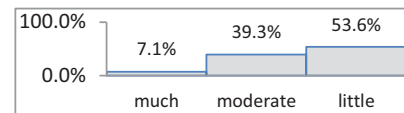
About the Work

Charge / day
n= 23

mean	SD	min	max
£ 215.00		92.50 £	60.00 £ 400.00

Competition
n= 28

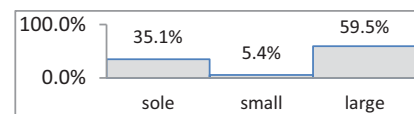
2	11	15
great deal	moderate	very little



About the Organisation

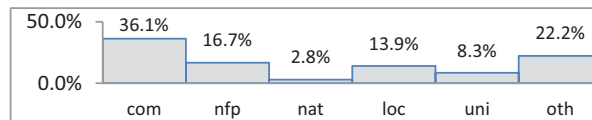
Sizes of Organisation
n= 37

13	2	22
sole trader	small	large



Types of Organisation
n= 36

13	6	1	5	3	8
commercial	not for profit	nat gov	local gov	university	other



Location
n= 37

east of england	2	5.4%
east midlands	7	18.9%
london	4	10.8%
south-east england	7	18.9%
south west england	4	10.8%
north-east england	1	2.7%
north-west england	4	10.8%
west midlands	1	2.7%
yorkshire & the humber	2	5.4%
scotland	3	8.1%
wales	1	2.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	2.7%
outside uk - rest of world	0	0.0%

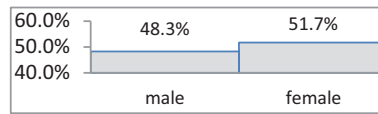
Archaeological Finds Worked Stone - Flaked

About the Specialists

Gender

n= 29

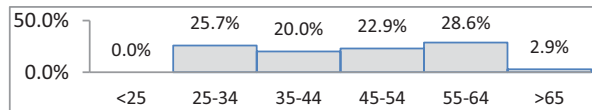
male	female
14	15



Age

n= 35

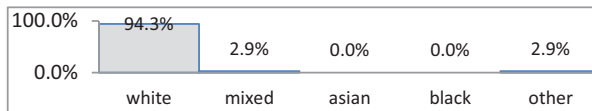
<25	25-34	35-44	45-54	55-64	>65
0	9	7	8	10	1



Ethnicity

n= 35

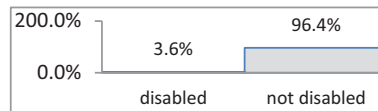
white	mixed /	asian / asian	black /	other ethnic
33	1	0	0	1



Disability Status

n= 28

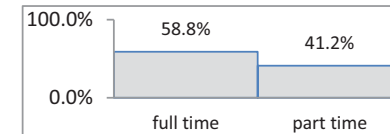
disabled	not disabled
1	27



Hours Worked

n= 34

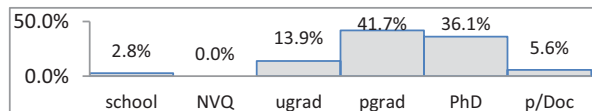
full time	part time
20	14



Highest Qualification

n= 36

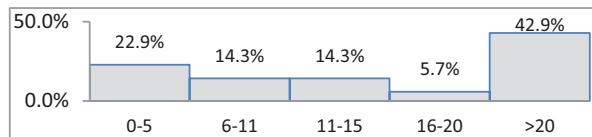
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	5	15	13	2



Years Practising to Date

n= 35

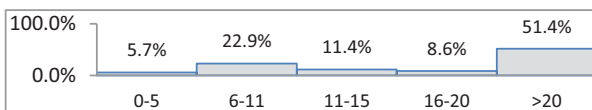
0-5	6-11	11-15	16-20	>20
8	5	5	2	15



Years Intending to Continue

n= 35

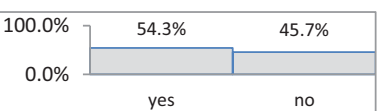
0-5	6-11	11-15	16-20	>20
2	8	4	3	18



Waiting List

n= 35

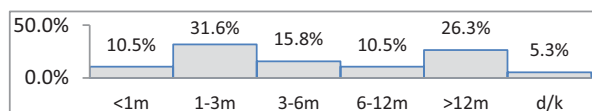
yes	no
19	16



Waiting List Length

n= 19

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



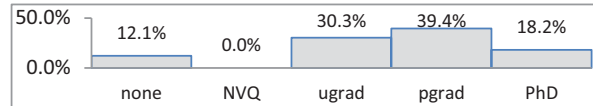
Archaeological Finds Worked Stone - Flaked

About Training and Professional Development

New Entrant Qualifications Needed

n= 33

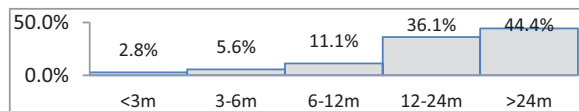
none	NVQ	ugrad	pgrad	PhD
4	0	10	13	6



New Entrant Experience Needed

n= 36

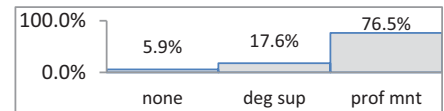
<3m	3-6m	6-12m	12-24m	>24m
1	2	4	13	16



New Entrant Guidance or Mentoring

n= 34

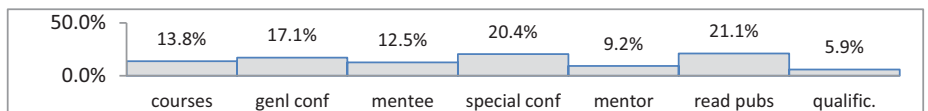
none	deg sup	prof mnt
2	6	26



CPD Mechanisms Preferred

n= 152

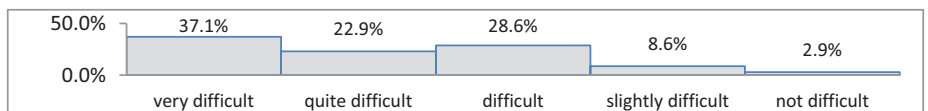
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
21	26	19	31	14	32	9



Access to Initial Training

n= 35

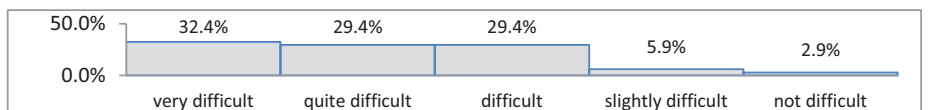
very difficult	quite difficult	difficult	slightly	not difficult
13	8	10	3	1



Access to CPD Training

n= 34

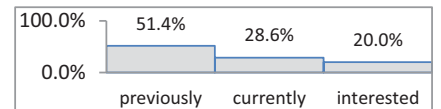
very difficult	quite difficult	difficult	slightly	not difficult
11	10	10	2	1



Being a Trainer

n= 35

previously	currently	interested
18	10	7



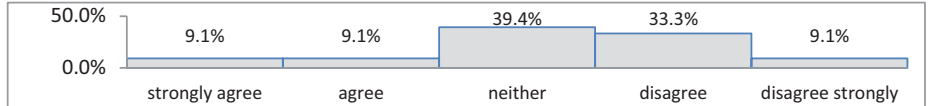
Archaeological Finds Worked Stone - Flaked

About the Changing Levels of Demand for Work

Reduced Projects

n= 33

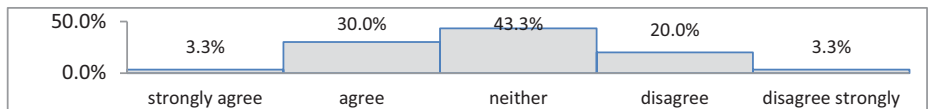
strongly agree	agree	neither	disagree	disagree
3	3	13	11	3



Reduce Costs

n= 30

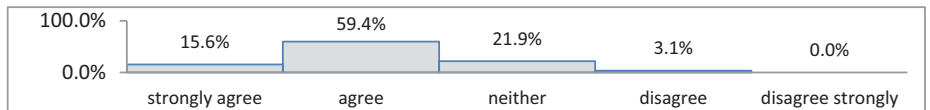
strongly agree	agree	neither	disagree	disagree
1	9	13	6	1



Time Pressure

n= 32

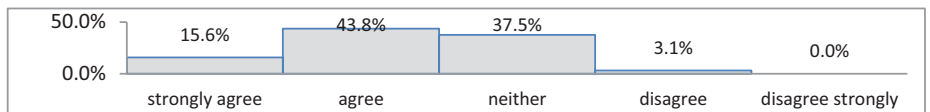
strongly agree	agree	neither	disagree	disagree
5	19	7	1	0



Cut Back Aspects

n= 32

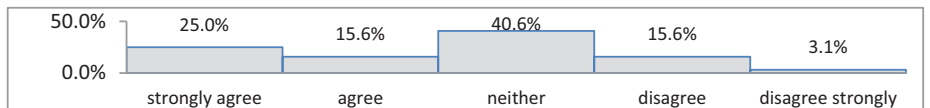
strongly agree	agree	neither	disagree	disagree
5	14	12	1	0



Job Security Worries

n= 32

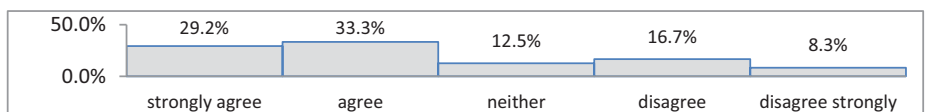
strongly agree	agree	neither	disagree	disagree
8	5	13	5	1



Non-Specialist Duties

n= 24

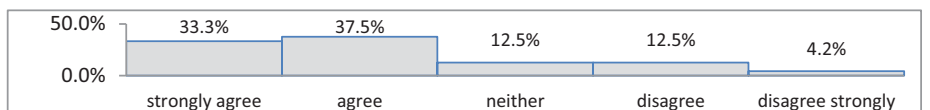
strongly agree	agree	neither	disagree	disagree
7	8	3	4	2



Take Work Home

n= 24

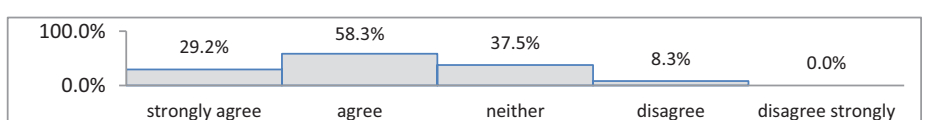
strongly agree	agree	neither	disagree	disagree
8	9	3	3	1



Decrease in Specialists

n= 32

strongly agree	agree	neither	disagree	disagree
7	14	9	2	0



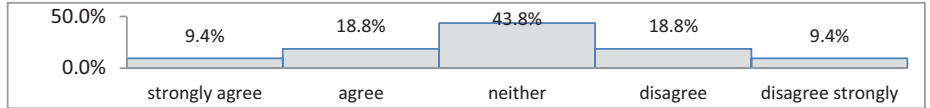
Archaeological Finds Worked Stone - Flaked

About the Potential Impact of Brexit

Reduced Projects

n= 32

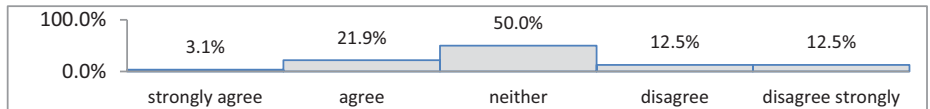
strongly agree	agree	neither	disagree	disagree
3	6	14	6	3



Reduce Costs

n= 32

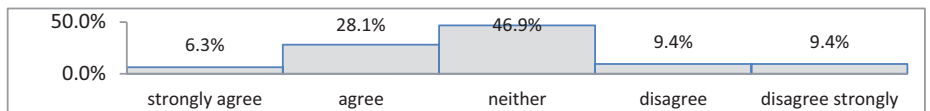
strongly agree	agree	neither	disagree	disagree
1	7	16	4	4



Time Pressure

n= 32

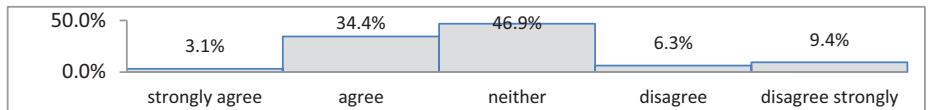
strongly agree	agree	neither	disagree	disagree
2	9	15	3	3



Cut Back Aspects

n= 32

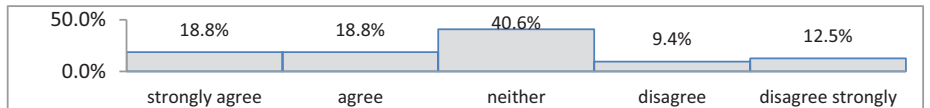
strongly agree	agree	neither	disagree	disagree
1	11	15	2	3



Job Security Worries

n= 32

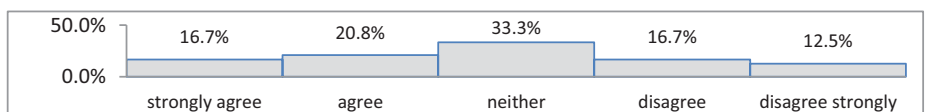
strongly agree	agree	neither	disagree	disagree
6	6	13	3	4



Non-Specialist Duties

n= 32

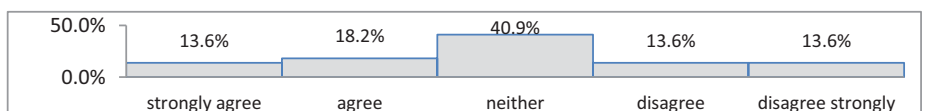
strongly agree	agree	neither	disagree	disagree
4	5	8	4	3



Take Work Home

n= 24

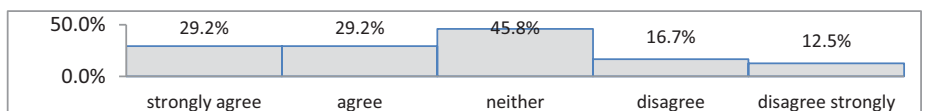
strongly agree	agree	neither	disagree	disagree
3	4	9	3	3



Decrease in Specialists

n= 22

strongly agree	agree	neither	disagree	disagree
7	7	11	4	3



**Archaeological Finds
Worked Stone - Ground**

n= 33

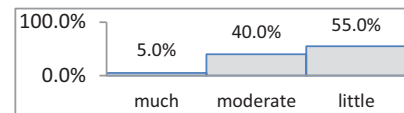
About the Work

Charge / day
n= 20

mean	SD	min	max
£ 214.50		92.94 £	100.00 £ 400.00

Competition
n= 20

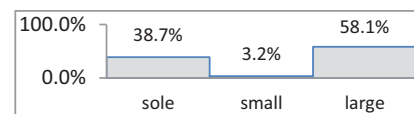
1	8	11
great deal	moderate	very little



About the Organisation

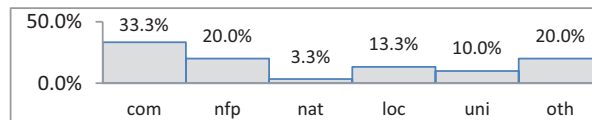
Sizes of Organisation
n= 31

12	1	18
sole trader	small	large



Types of Organisation
n= 30

10	6	1	4	3	6
commercial	not for profit	nat gov	local gov	university	other



Location
n= 31

east of england	2	6.5%
east midlands	5	16.1%
london	3	9.7%
south-east england	6	19.4%
south west england	3	9.7%
north-east england	1	3.2%
north-west england	2	6.5%
west midlands	1	3.2%
yorkshire & the humber	2	6.5%
scotland	5	16.1%
wales	1	3.2%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

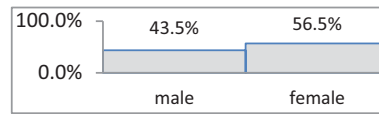
Archaeological Finds Worked Stone - Ground

About the Specialists

Gender

n= 23

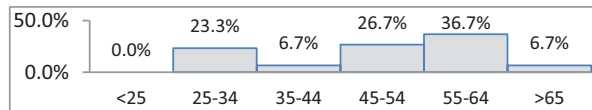
male	female
10	13



Age

n= 30

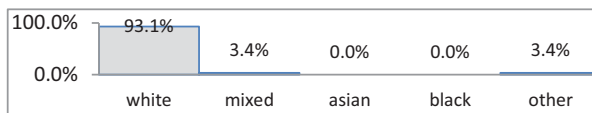
<25	25-34	35-44	45-54	55-64	>65
0	7	2	8	11	2



Ethnicity

n= 29

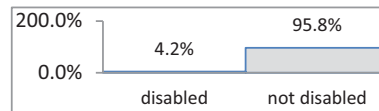
white	mixed /	asian / asian	black /	other ethnic
27	1	0	0	1



Disability Status

n= 24

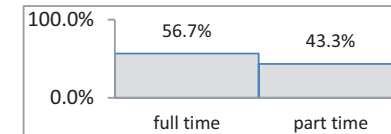
disabled	not disabled
1	23



Hours Worked

n= 30

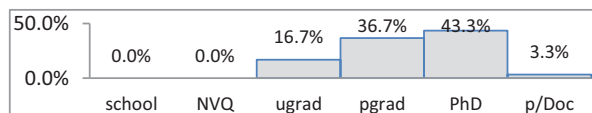
full time	part time
17	13



Highest Qualification

n= 30

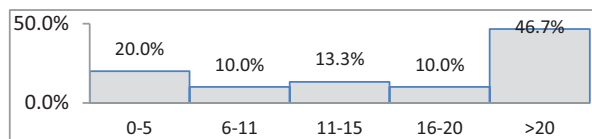
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	5	11	13



Years Practising to Date

n= 30

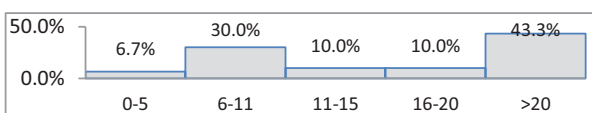
0-5	6-11	11-15	16-20	>20
6	3	4	3	14



Years Intending to Continue

n= 30

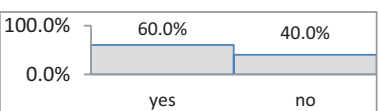
0-5	6-11	11-15	16-20	>20
2	9	3	3	13



Waiting List

n= 30

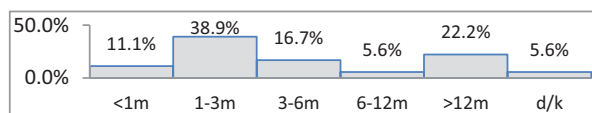
yes	no
18	12



Waiting List Length

n= 18

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



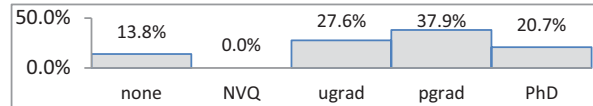
Archaeological Finds Worked Stone - Ground

About Training and Professional Development

New Entrant Qualifications Needed

n= 29

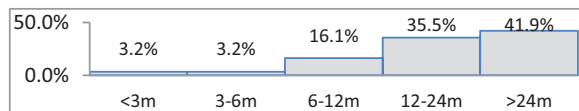
none	NVQ	ugrad	pgrad	PhD
4	0	8	11	6



New Entrant Experience Needed

n= 31

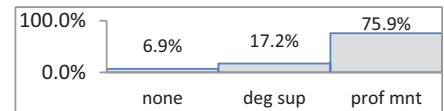
<3m	3-6m	6-12m	12-24m	>24m
1	1	5	11	13



New Entrant Guidance or Mentoring

n= 29

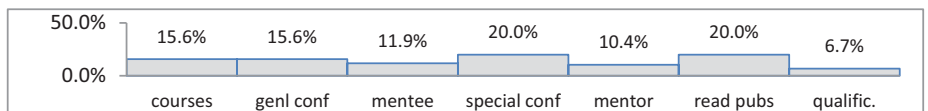
none	deg sup	prof mnt
2	5	22



CPD Mechanisms Preferred

n= 135

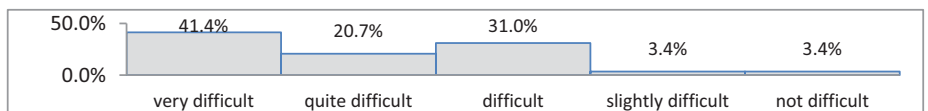
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
21	21	16	27	14	27	9



Access to Initial Training

n= 29

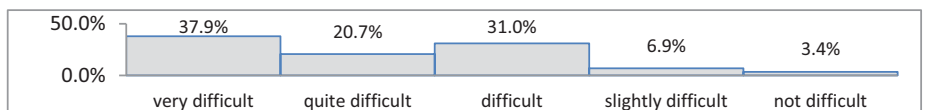
very difficult	quite difficult	difficult	slightly	not difficult
12	6	9	1	1



Access to CPD Training

n= 29

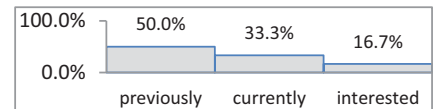
very difficult	quite difficult	difficult	slightly	not difficult
11	6	9	2	1



Being a Trainer

n= 30

previously	currently	interested
15	10	5

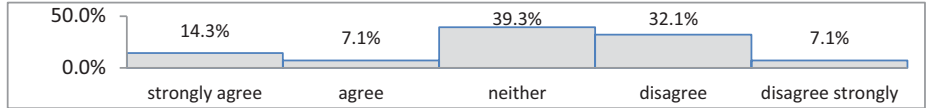


Archaeological Finds Worked Stone - Ground

About the Changing Levels of Demand for Work

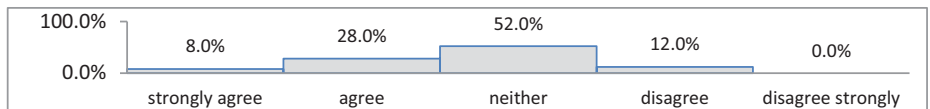
Reduced Projects
n= 28

strongly agree	agree	neither	disagree	disagree
4	2	11	9	2



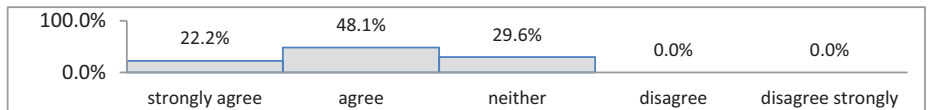
Reduce Costs
n= 25

strongly agree	agree	neither	disagree	disagree
2	7	13	3	0



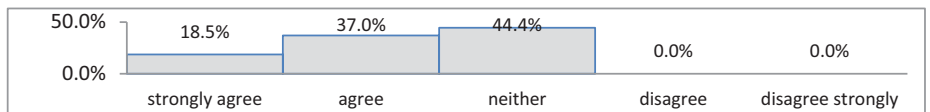
Time Pressure
n= 27

strongly agree	agree	neither	disagree	disagree
6	13	8	0	0



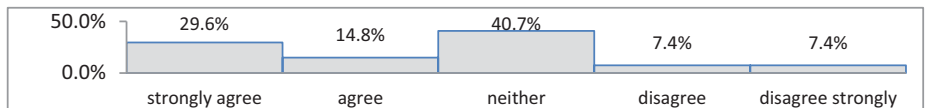
Cut Back Aspects
n= 27

strongly agree	agree	neither	disagree	disagree
5	10	12	0	0



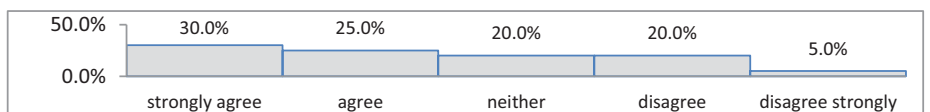
Job Security Worries
n= 27

strongly agree	agree	neither	disagree	disagree
8	4	11	2	2



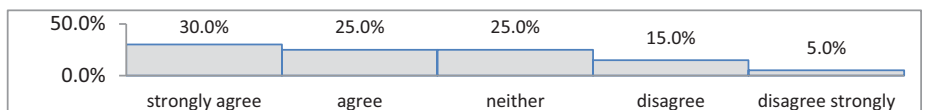
Non-Specialist Duties
n= 20

strongly agree	agree	neither	disagree	disagree
6	5	4	4	1



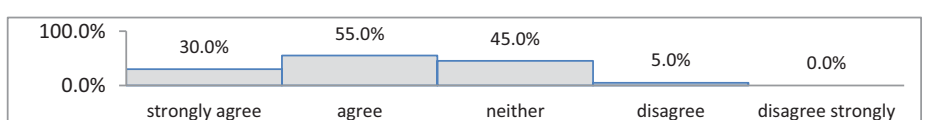
Take Work Home
n= 20

strongly agree	agree	neither	disagree	disagree
6	5	5	3	1



Decrease in Specialists
n= 27

strongly agree	agree	neither	disagree	disagree
6	11	9	1	0

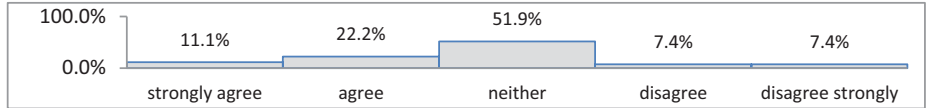


Archaeological Finds Worked Stone - Ground

About the Potential Impact of Brexit

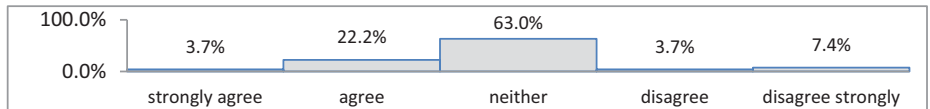
Reduced Projects
n= 27

strongly agree	agree	neither	disagree	disagree
3	6	14	2	2



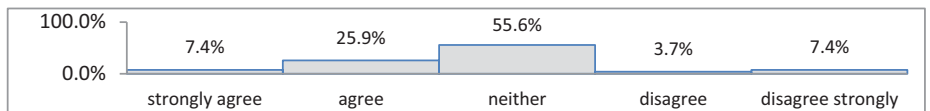
Reduce Costs
n= 27

strongly agree	agree	neither	disagree	disagree
1	6	17	1	2



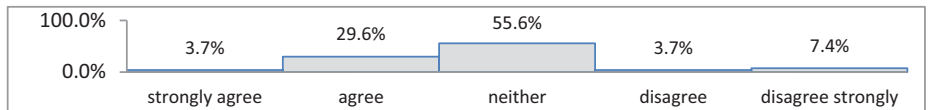
Time Pressure
n= 27

strongly agree	agree	neither	disagree	disagree
2	7	15	1	2



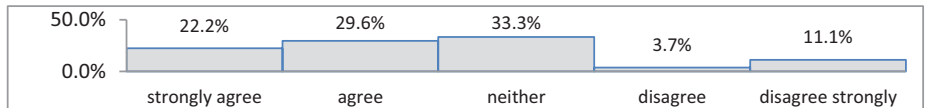
Cut Back Aspects
n= 27

strongly agree	agree	neither	disagree	disagree
1	8	15	1	2



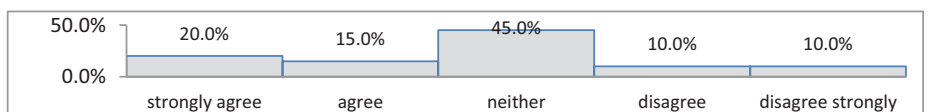
Job Security Worries
n= 27

strongly agree	agree	neither	disagree	disagree
6	8	9	1	3



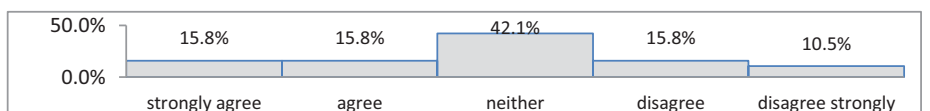
Non-Specialist Duties
n= 27

strongly agree	agree	neither	disagree	disagree
4	3	9	2	2



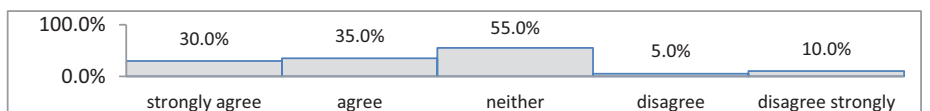
Take Work Home
n= 20

strongly agree	agree	neither	disagree	disagree
3	3	8	3	2



Decrease in Specialists
n= 19

strongly agree	agree	neither	disagree	disagree
6	7	11	1	2



**Archaeological Finds
Worked Stone - Petrology**

n= 10

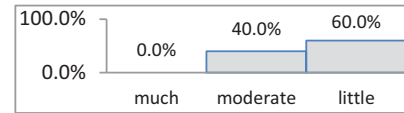
About the Work

Charge / day
n= 5

mean	SD	min	max
£ 191.00	45.65	£ 120.00	£ 250.00

Competition
n= 5

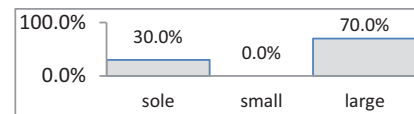
0	2	3
great deal	moderate	very little



About the Organisation

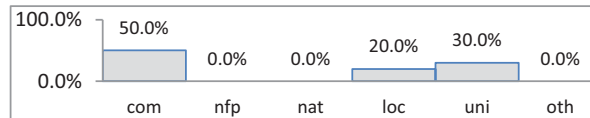
Sizes of Organisation
n= 10

3	0	7
sole trader	small	large



Types of Organisation
n= 10

5	0	0	2	3	0
commercial	not for profit	nat gov	local gov	university	other



Location
n= 10

east of england	1	10.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	4	40.0%
south west england	1	10.0%
north-east england	0	0.0%
north-west england	1	10.0%
west midlands	1	10.0%
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 - european union	0	0.0%
outside uk - rest of world	0	0.0%

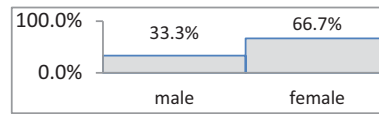
Archaeological Finds Worked Stone - Petrology

About the Specialists

Gender

n= 6

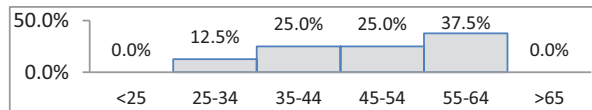
male	female
2	4



Age

n= 8

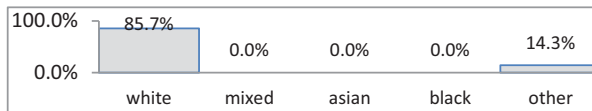
<25	25-34	35-44	45-54	55-64	>65
0	1	2	2	3	0



Ethnicity

n= 7

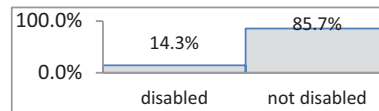
white	mixed /	asian / asian	black /	other ethnic
6	0	0	0	1



Disability Status

n= 7

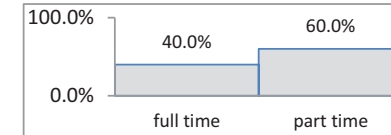
disabled	not disabled
1	6



Hours Worked

n= 10

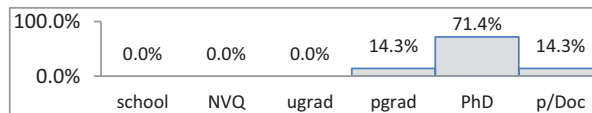
full time	part time
4	6



Highest Qualification

n= 7

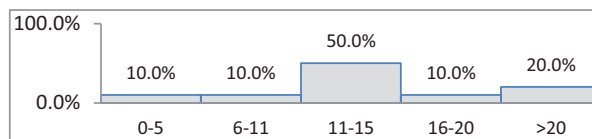
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	0	1	5



Years Practising to Date

n= 10

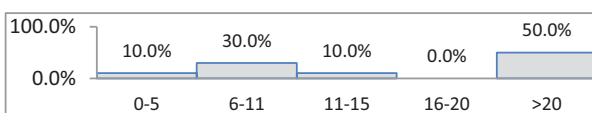
0-5	6-11	11-15	16-20	>20
1	1	5	1	2



Years Intending to Continue

n= 10

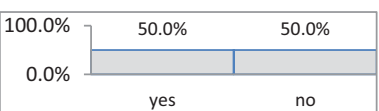
0-5	6-11	11-15	16-20	>20
1	3	1	0	5



Waiting List

n= 10

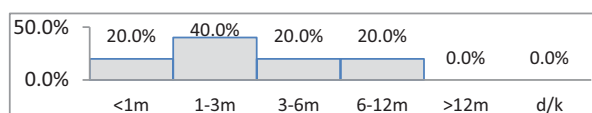
yes	no
5	5



Waiting List Length

n= 5

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



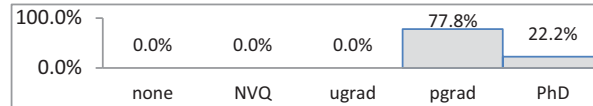
Archaeological Finds Worked Stone - Petrology

About Training and Professional Development

New Entrant Qualifications Needed

n= 9

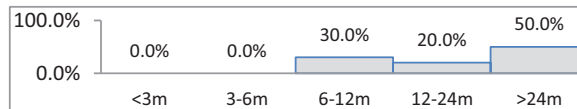
none	NVQ	ugrad	pgrad	PhD
0	0	0	0	7



New Entrant Experience Needed

n= 10

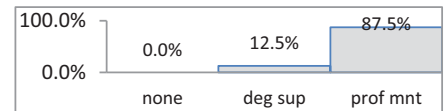
<3m	3-6m	6-12m	12-24m	>24m
0	0	0	3	2



New Entrant Guidance or Mentoring

n= 8

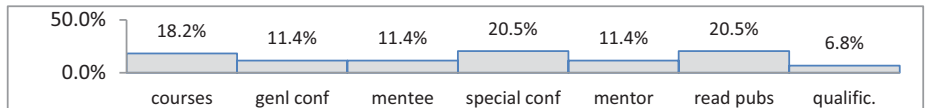
none	deg sup	prof mnt
0	1	7



CPD Mechanisms Preferred

n= 44

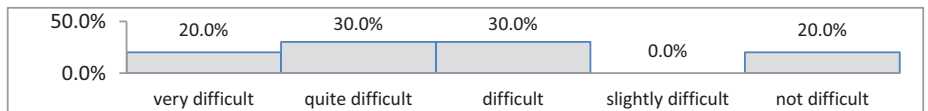
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
8	5	5	9	5	9	3



Access to Initial Training

n= 10

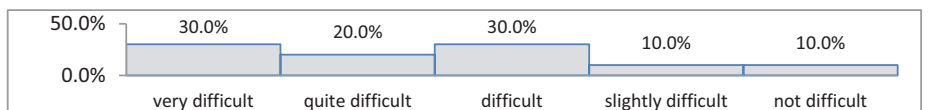
very difficult	quite difficult	difficult	slightly	not difficult
2	3	3	0	2



Access to CPD Training

n= 10

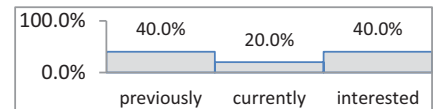
very difficult	quite difficult	difficult	slightly	not difficult
3	2	3	1	1



Being a Trainer

n= 10

previously	currently	interested
4	2	4

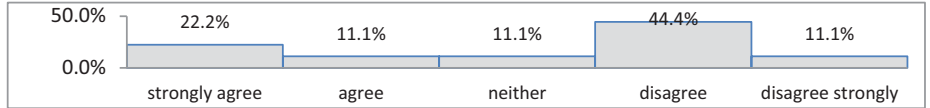


Archaeological Finds Worked Stone - Petrology

About the Changing Levels of Demand for Work

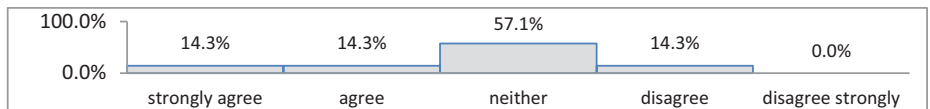
Reduced Projects
n= 9

strongly agree	agree	neither	disagree	disagree
2	1	1	4	1



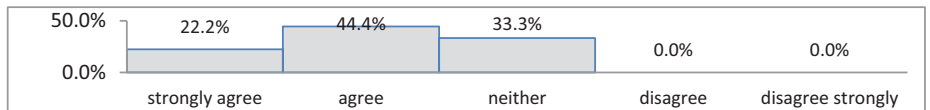
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree
1	1	4	1	0



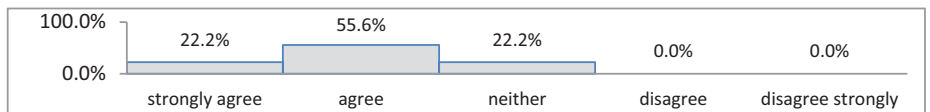
Time Pressure
n= 9

strongly agree	agree	neither	disagree	disagree
2	4	3	0	0



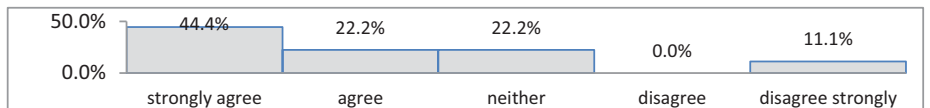
Cut Back Aspects
n= 9

strongly agree	agree	neither	disagree	disagree
2	5	2	0	0



Job Security Worries
n= 9

strongly agree	agree	neither	disagree	disagree
4	2	2	0	1



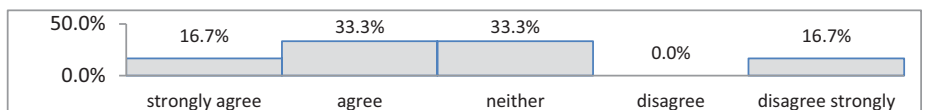
Non-Specialist Duties
n= 6

strongly agree	agree	neither	disagree	disagree
0	4	1	1	0



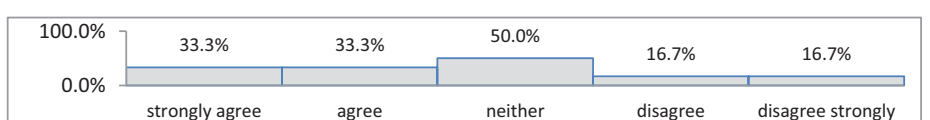
Take Work Home
n= 6

strongly agree	agree	neither	disagree	disagree
1	2	2	0	1



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree
2	2	3	1	1

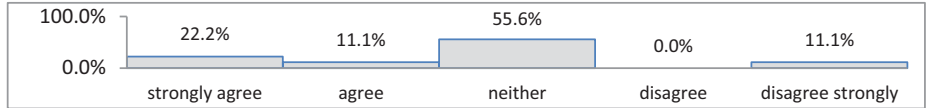


Archaeological Finds Worked Stone - Petrology

About the Potential Impact of Brexit

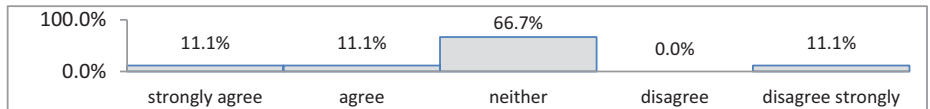
Reduced Projects
n= 9

strongly agree	agree	neither	disagree	disagree
2	1	5	0	1



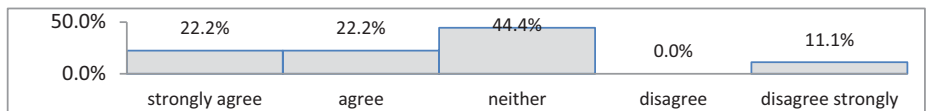
Reduce Costs
n= 9

strongly agree	agree	neither	disagree	disagree
1	1	6	0	1



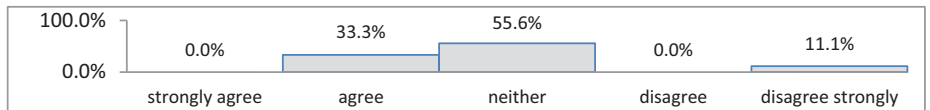
Time Pressure
n= 9

strongly agree	agree	neither	disagree	disagree
2	2	4	0	1



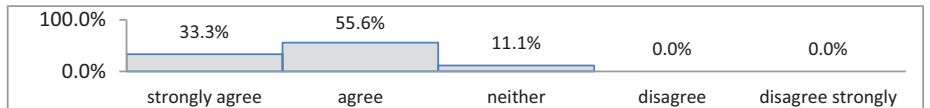
Cut Back Aspects
n= 9

strongly agree	agree	neither	disagree	disagree
0	3	5	0	1



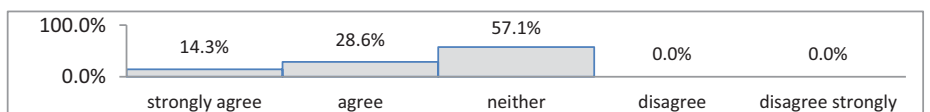
Job Security Worries
n= 9

strongly agree	agree	neither	disagree	disagree
3	5	1	0	0



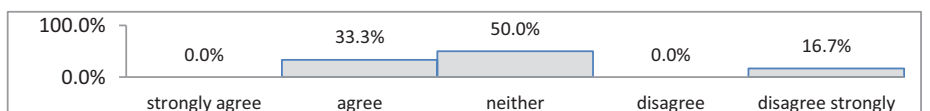
Non-Specialist Duties
n= 9

strongly agree	agree	neither	disagree	disagree
1	2	4	0	0



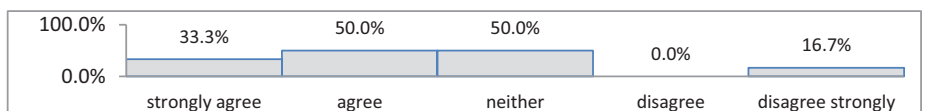
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree
0	2	3	0	1



Decrease in Specialists
n= 6

strongly agree	agree	neither	disagree	disagree
2	3	3	0	1



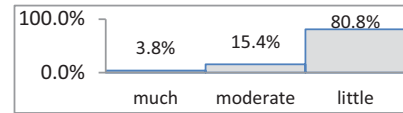
**Archiving
All Specialisms**

n= 38

About the Work

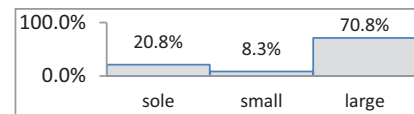
Charge / day mean SD min max
 n= 14 £ **200.13** 90.54 £ 75.00 £ 320.00

Competition 1 4 21
 n= 26 great deal moderate very little

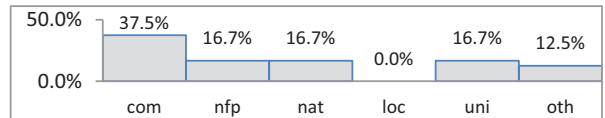


About the Organisation

Sizes of Organisation 5 2 17
 n= 24 sole trader small large



Types of Organisation 9 4 4 0 4 3
 n= 24 commercial not for profit nat gov local gov university other



Location n= 23

east of england	0	0.0%
east midlands	2	8.7%
london	2	8.7%
south-east england	6	26.1%
south west england	2	8.7%
north-east england	0	0.0%
north-west england	2	8.7%
west midlands	2	8.7%
yorkshire & the humber	2	8.7%
scotland	3	13.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	4.3%
outside uk - rest of world	1	4.3%

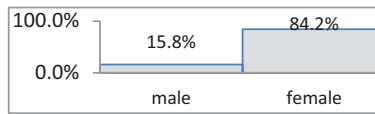
**Archiving
All Specialisms**

About the Specialists

Gender

n= 19

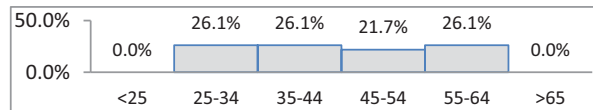
male	female
3	16



Age

n= 23

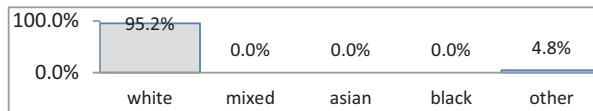
<25	25-34	35-44	45-54	55-64	>65
0	6	6	5	6	0



Ethnicity

n= 21

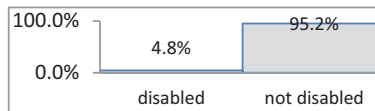
white	mixed /	asian / asian	black /	other ethnic
20	0	0	0	1



Disability Status

n= 21

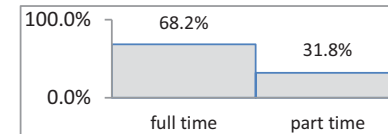
disabled	not disabled
1	20



Hours Worked

n= 22

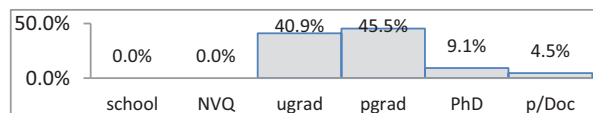
full time	part time
15	7



Highest Qualification

n= 22

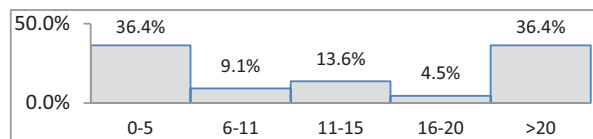
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	9	10	2	1



Years Practising to Date

n= 22

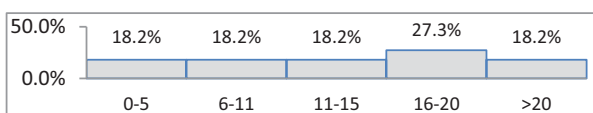
0-5	6-11	11-15	16-20	>20
8	2	3	1	8



Years Intending to Continue

n= 22

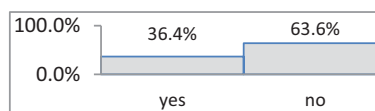
0-5	6-11	11-15	16-20	>20
4	4	4	6	4



Waiting List

n= 22

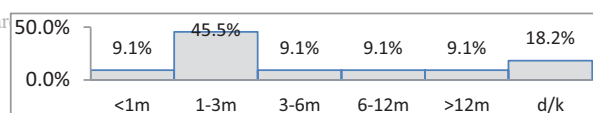
yes	no
8	14



Waiting List Length

n= 11

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



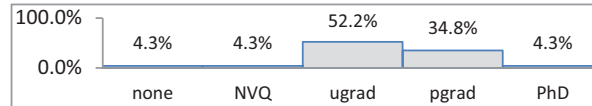
**Archiving
All Specialisms**

About Training and Professional Development

**New Entrant
Qualifications
Needed**

n= 23

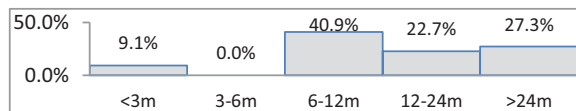
none	NVQ	ugrad	pgrad	PhD
1	1	12	8	1



**New Entrant
Experience Needed**

n= 22

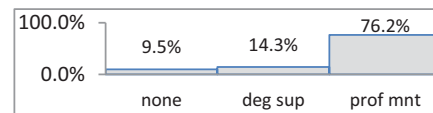
<3m	3-6m	6-12m	12-24m	>24m
2	0	9	5	6



**New Entrant
Guidance or
Mentoring**

n= 21

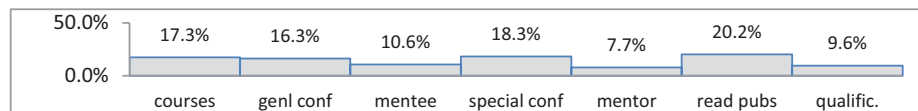
none	deg sup	prof mnt
2	3	16



**CPD Mechanisms
Preferred**

n= 104

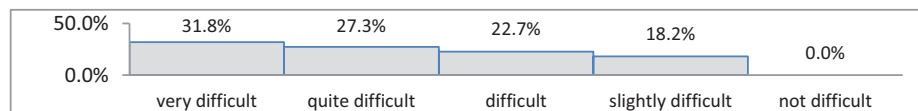
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
18	17	11	19	8	21	10



**Access to Initial
Training**

n= 22

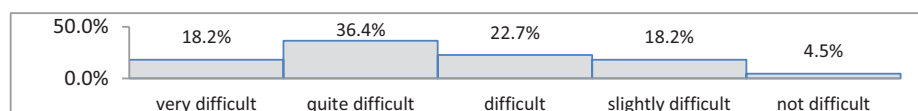
very difficult	quite difficult	difficult	slightly	not difficult
7	6	5	4	0



**Access to CPD
Training**

n= 22

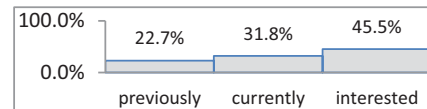
very difficult	quite difficult	difficult	slightly	not difficult
4	8	5	4	1



Being a Trainer

n= 22

previously	currently	interested
5	7	10

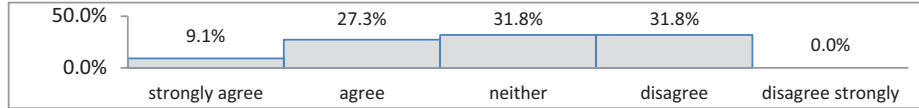


**Archiving
All Specialisms**

About the Changing Levels of Demand for Work

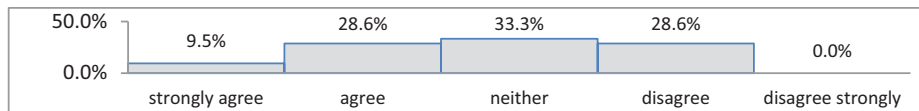
Reduced Projects
n= 22

strongly agree	agree	neither	disagree	disagree	
2	6	7	7	0	



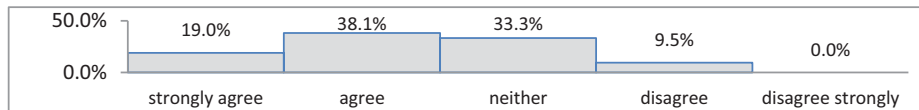
Reduce Costs
n= 21

strongly agree	agree	neither	disagree	disagree	
2	6	7	6	0	



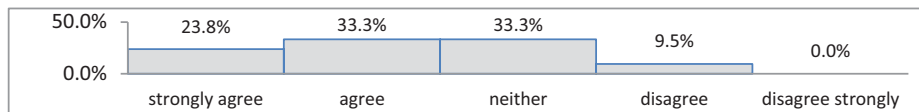
Time Pressure
n= 21

strongly agree	agree	neither	disagree	disagree	
4	8	7	2	0	



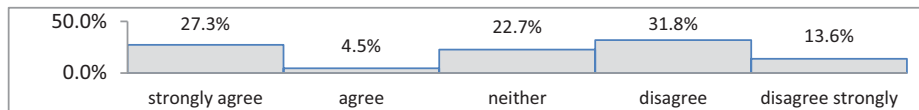
Cut Back Aspects
n= 21

strongly agree	agree	neither	disagree	disagree	
5	7	7	2	0	



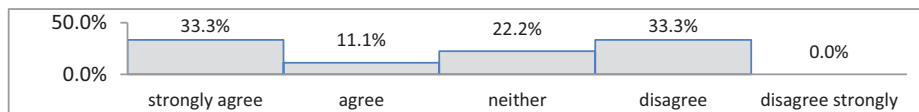
Job Security Worries
n= 22

strongly agree	agree	neither	disagree	disagree	
6	1	5	7	3	



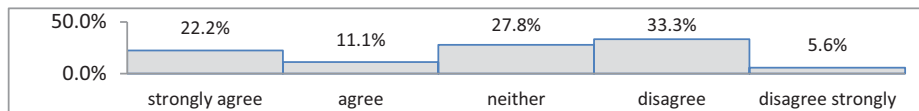
Non-Specialist Duties
n= 18

strongly agree	agree	neither	disagree	disagree	
6	2	4	6	0	



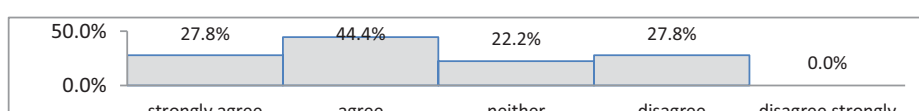
Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree	
4	2	5	6	1	



Decrease in Specialists
n= 22

strongly agree	agree	neither	disagree	disagree	
5	8	4	5	0	

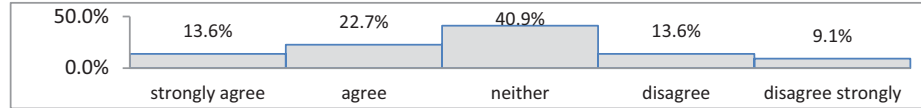


**Archiving
All Specialisms**

About the Potential Impact of Brexit

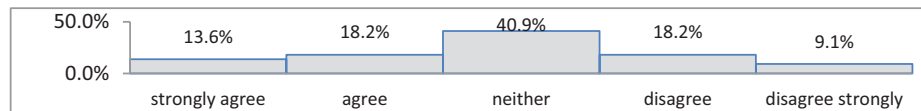
Reduced Projects
n= 22

strongly agree	agree	neither	disagree	disagree
3	5	9	3	2



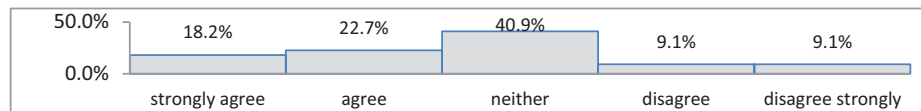
Reduce Costs
n= 22

strongly agree	agree	neither	disagree	disagree
3	4	9	4	2



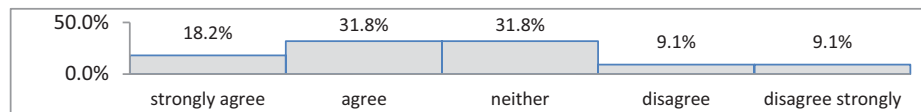
Time Pressure
n= 22

strongly agree	agree	neither	disagree	disagree
4	5	9	2	2



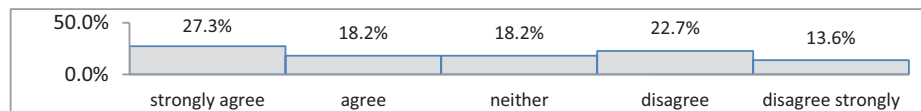
Cut Back Aspects
n= 22

strongly agree	agree	neither	disagree	disagree
4	7	7	2	2



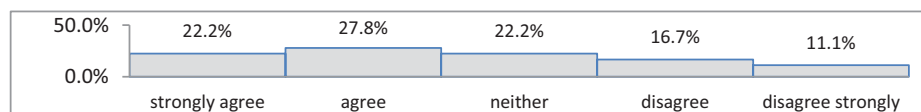
Job Security Worries
n= 22

strongly agree	agree	neither	disagree	disagree
6	4	4	5	3



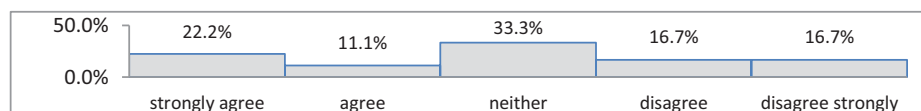
Non-Specialist Duties
n= 22

strongly agree	agree	neither	disagree	disagree
4	5	4	3	2



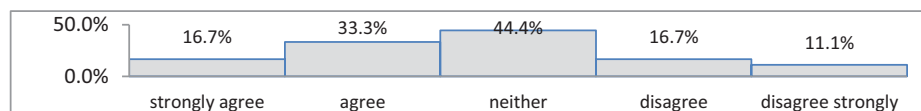
Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree
4	2	6	3	3



Decrease in Specialists
n= 18

strongly agree	agree	neither	disagree	disagree
3	6	8	3	2



Archiving
Archiving (including security copying)

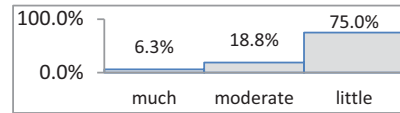
n= 21

About the Work

Charge / day mean SD min max
 n= 8 £ **210.63** 80.33 £ 75.00 £ 320.00

Competition
 n= 16

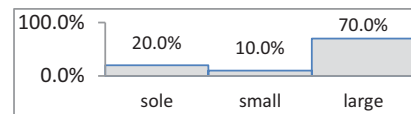
	1	3	12
great deal	moderate	very little	



About the Organisation

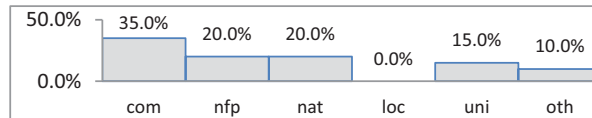
Sizes of Organisation
 n= 20

	4	2	14
sole trader	small	large	



Types of Organisation
 n= 20

	7	4	4	0	3	2
commercial	not for profit	nat gov	local gov	university	other	



Location
 n= 20

east of england	0	0.0%
east midlands	2	10.0%
london	2	10.0%
south-east england	6	30.0%
south west england	1	5.0%
north-east england	0	0.0%
north-west england	2	10.0%
west midlands	1	5.0%
yorkshire & the humber	2	10.0%
scotland	2	10.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	5.0%
outside uk - rest of world	1	5.0%

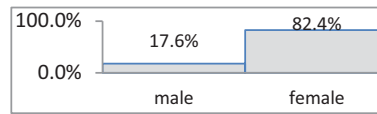
Archiving
Archiving (including security copying)

About the Specialists

Gender

n= 17

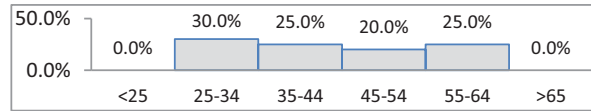
male	female
3	14



Age

n= 20

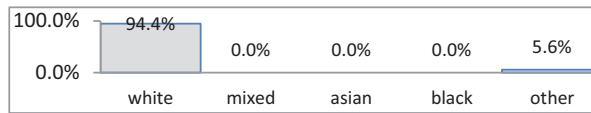
<25	25-34	35-44	45-54	55-64	>65
0	6	5	4	5	0



Ethnicity

n= 18

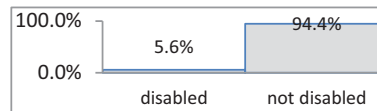
white	mixed /	asian / asian	black /	other ethnic
17	0	0	0	1



Disability Status

n= 18

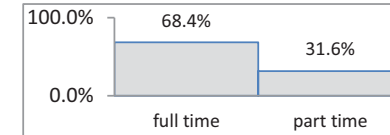
disabled	not disabled
1	17



Hours Worked

n= 19

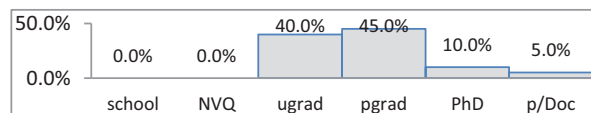
full time	part time
13	6



Highest Qualification

n= 20

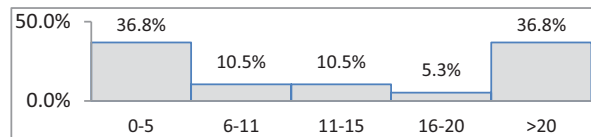
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	8	9	2	1



Years Practising to Date

n= 19

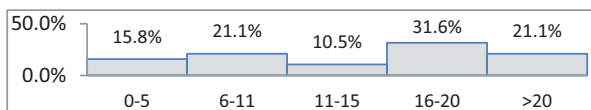
0-5	6-11	11-15	16-20	>20
7	2	2	1	7



Years Intending to Continue

n= 19

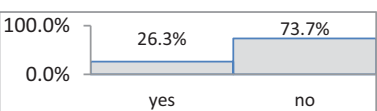
0-5	6-11	11-15	16-20	>20
3	4	2	6	4



Waiting List

n= 19

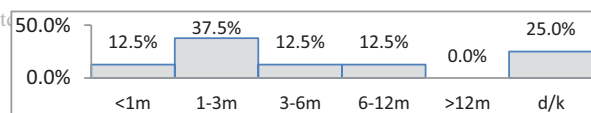
yes	no
5	14



Waiting List Length

n= 8

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



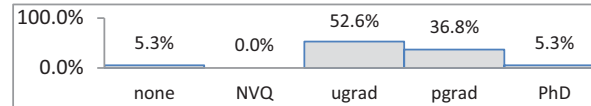
Archiving
Archiving (including security copying)

About Training and Professional Development

New Entrant Qualifications Needed

n= 19

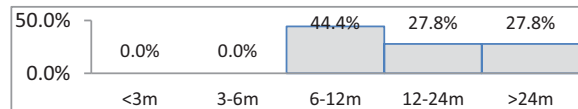
none	NVQ	ugrad	pgrad	PhD
1	0	10	7	1



New Entrant Experience Needed

n= 18

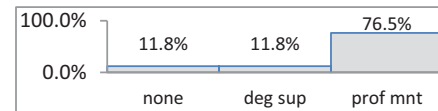
<3m	3-6m	6-12m	12-24m	>24m
0	0	8	5	5



New Entrant Guidance or Mentoring

n= 17

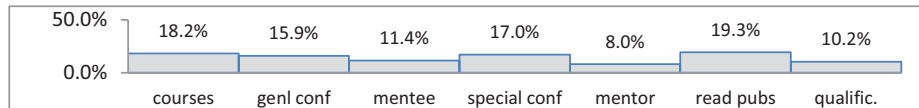
none	deg sup	prof mnt
2	2	13



CPD Mechanisms Preferred

n= 88

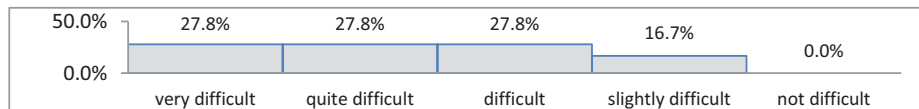
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
16	14	10	15	7	17	9



Access to Initial Training

n= 18

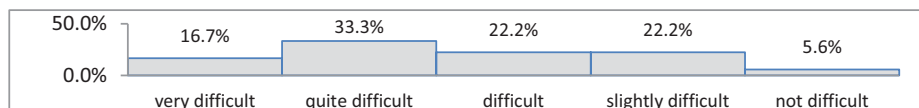
very difficult	quite difficult	difficult	slightly	not difficult
5	5	5	3	0



Access to CPD Training

n= 18

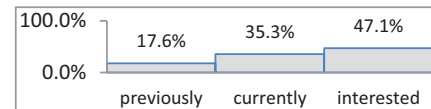
very difficult	quite difficult	difficult	slightly	not difficult
3	6	4	4	1



Being a Trainer

n= 17

previously	currently	interested
3	6	8

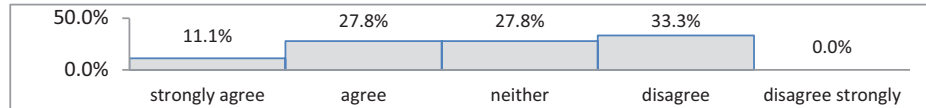


Archiving
Archiving (including security copying)

About the Changing Levels of Demand for Work

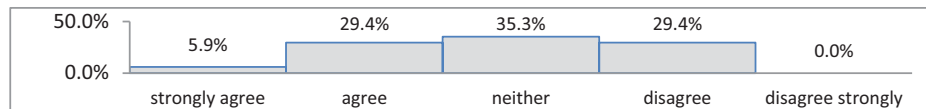
Reduced Projects
 n= 18

strongly agree	agree	neither	disagree	disagree	0
2	5	5	6		



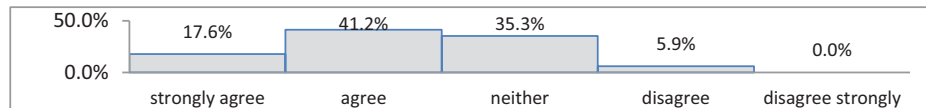
Reduce Costs
 n= 17

strongly agree	agree	neither	disagree	disagree	0
1	5	6	5		



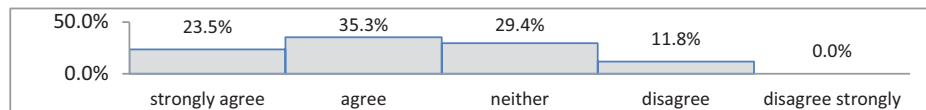
Time Pressure
 n= 17

strongly agree	agree	neither	disagree	disagree	0
3	7	6	1		



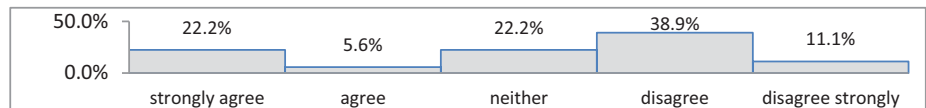
Cut Back Aspects
 n= 17

strongly agree	agree	neither	disagree	disagree	0
4	6	5	2		



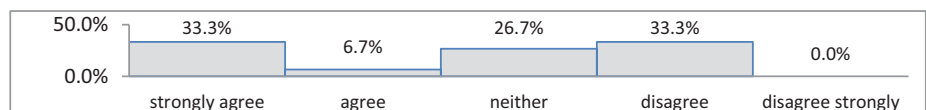
Job Security Worries
 n= 18

strongly agree	agree	neither	disagree	disagree	2
4	1	4	7		



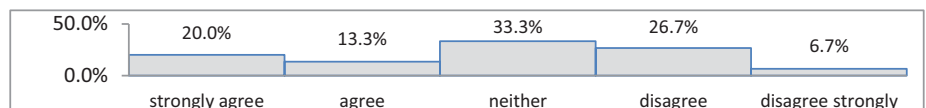
Non-Specialist Duties
 n= 15

strongly agree	agree	neither	disagree	disagree	0
5	1	4	5		



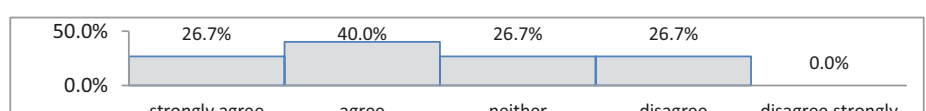
Take Work Home
 n= 15

strongly agree	agree	neither	disagree	disagree	1
3	2	5	4		



Decrease in Specialists
 n= 18

strongly agree	agree	neither	disagree	disagree	0
4	6	4	4		

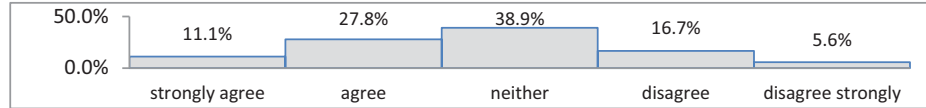


Archiving
Archiving (including security copying)

About the Potential Impact of Brexit

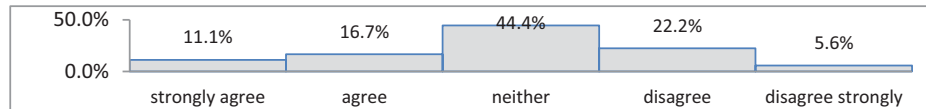
Reduced Projects
 n= 18

strongly agree	agree	neither	disagree	disagree
2	5	7	3	1



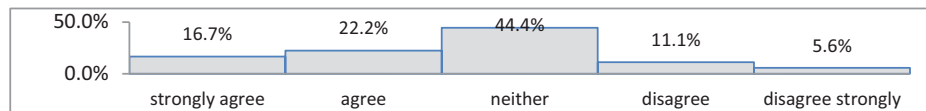
Reduce Costs
 n= 18

strongly agree	agree	neither	disagree	disagree
2	3	8	4	1



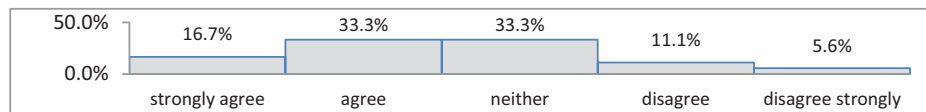
Time Pressure
 n= 18

strongly agree	agree	neither	disagree	disagree
3	4	8	2	1



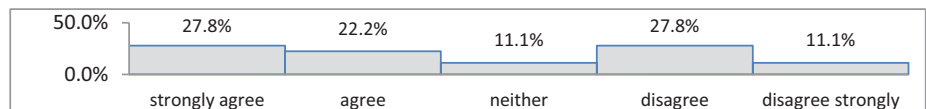
Cut Back Aspects
 n= 18

strongly agree	agree	neither	disagree	disagree
3	6	6	2	1



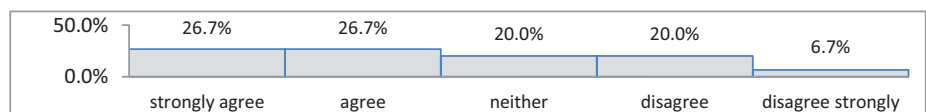
Job Security Worries
 n= 18

strongly agree	agree	neither	disagree	disagree
5	4	2	5	2



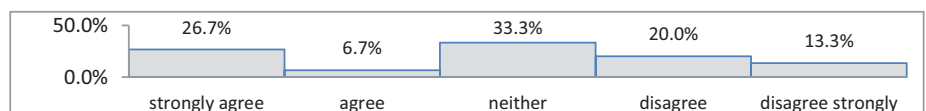
Non-Specialist Duties
 n= 18

strongly agree	agree	neither	disagree	disagree
4	4	3	3	1



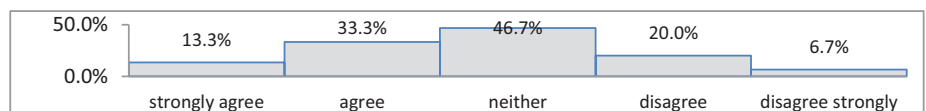
Take Work Home
 n= 15

strongly agree	agree	neither	disagree	disagree
4	1	5	3	2



Decrease in Specialists
 n= 15

strongly agree	agree	neither	disagree	disagree
2	5	7	3	1



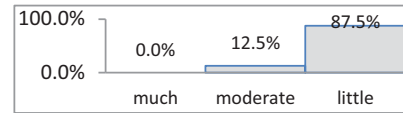
Archiving
Digital Archiving

n= 13

About the Work

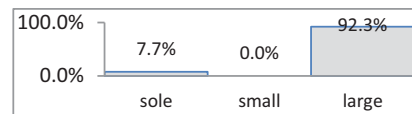
Charge / day mean SD min max
n= 4 £ 233.75 92.02 £ 75.00 £ 300.00

Competition 0 1 7
n= 8 great deal moderate very little

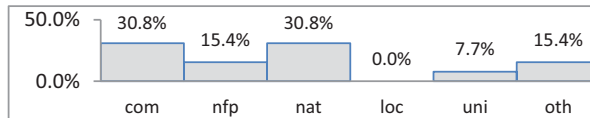


About the Organisation

Sizes of Organisation 1 0 12
n= 13 sole trader small large



Types of Organisation 4 2 4 0 1 2
n= 13 commercial not for profit nat gov local gov university other



Location n= 13

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

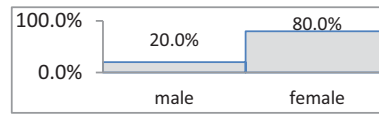
Archiving
Digital Archiving

About the Specialists

Gender

n= 10

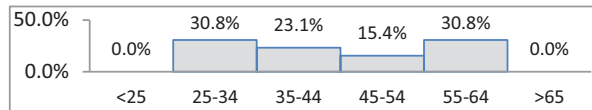
male	female
2	8



Age

n= 13

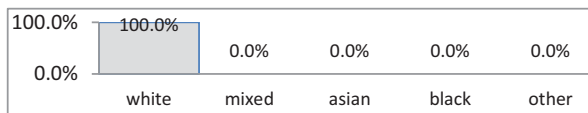
<25	25-34	35-44	45-54	55-64	>65
0	4	3	2	4	0



Ethnicity

n= 13

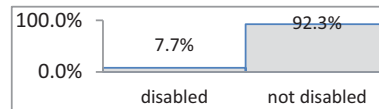
white	mixed /	asian / asian	black /	other ethnic
13	0	0	0	0



Disability Status

n= 13

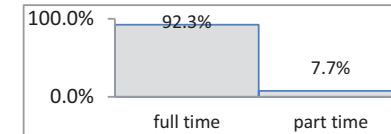
disabled	not disabled
1	12



Hours Worked

n= 13

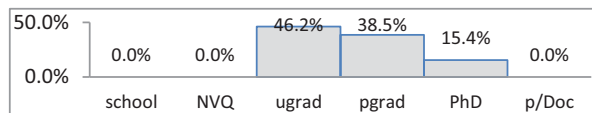
full time	part time
12	1



Highest Qualification

n= 13

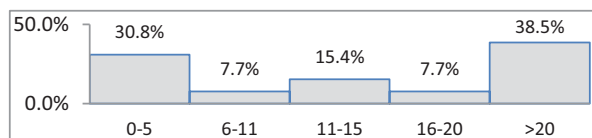
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	6	5	2	0



Years Practising to Date

n= 13

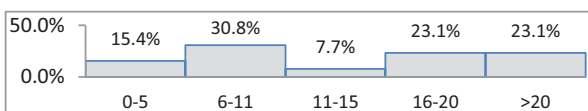
0-5	6-11	11-15	16-20	>20
4	1	2	1	5



Years Intending to Continue

n= 13

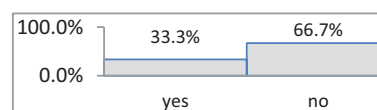
0-5	6-11	11-15	16-20	>20
2	4	1	3	3



Waiting List

n= 12

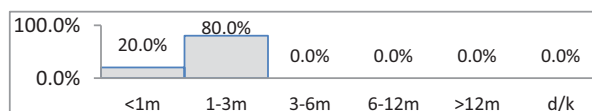
yes	no
4	8



Waiting List Length

n= 5

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



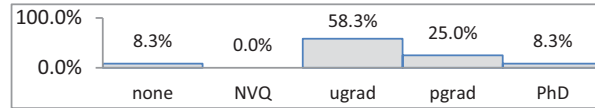
Archiving
Digital Archiving

About Training and Professional Development

New Entrant Qualifications Needed

n= 12

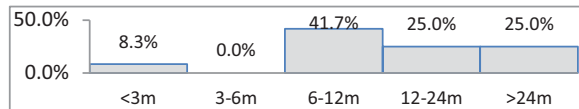
none	NVQ	ugrad	pgrad	PhD
1	0	7	3	1



New Entrant Experience Needed

n= 12

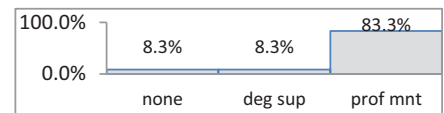
<3m	3-6m	6-12m	12-24m	>24m
1	0	5	3	3



New Entrant Guidance or Mentoring

n= 12

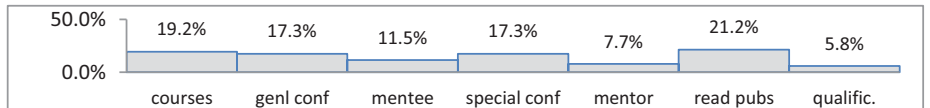
none	deg sup	prof mnt
1	1	10



CPD Mechanisms Preferred

n= 52

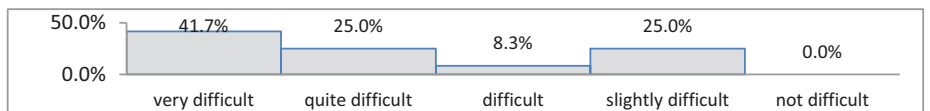
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
10	9	6	9	4	11	3



Access to Initial Training

n= 12

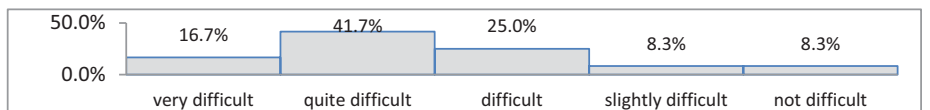
very difficult	quite difficult	difficult	slightly	not difficult
5	3	1	3	0



Access to CPD Training

n= 12

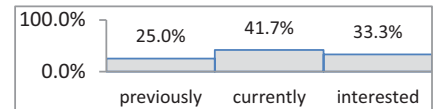
very difficult	quite difficult	difficult	slightly	not difficult
2	5	3	1	1



Being a Trainer

n= 12

previously	currently	interested
3	5	4

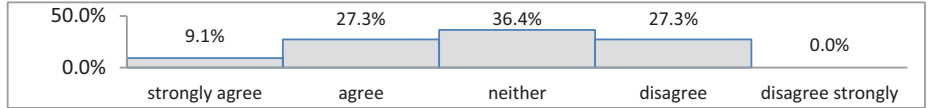


Archiving
Digital Archiving

About the Changing Levels of Demand for Work

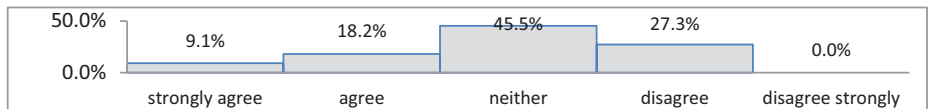
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree	
1	3	4	3	0	



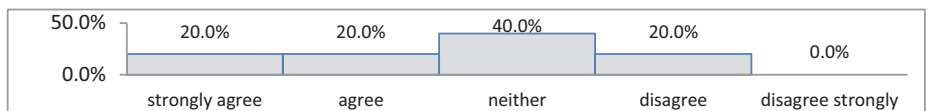
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree	
1	2	5	3	0	



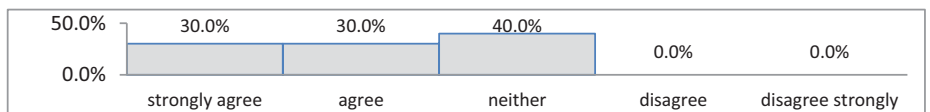
Time Pressure
n= 10

strongly agree	agree	neither	disagree	disagree	
2	2	4	2	0	



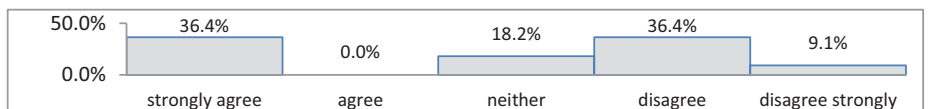
Cut Back Aspects
n= 10

strongly agree	agree	neither	disagree	disagree	
3	3	4	0	0	



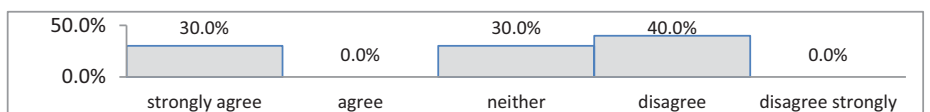
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree	
4	0	2	4	1	



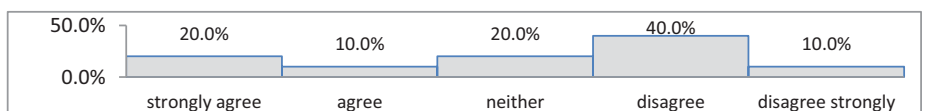
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree	
3	0	3	4	0	



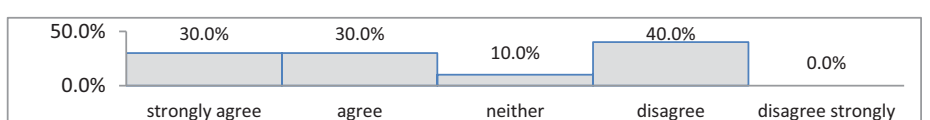
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree	
2	1	2	4	1	



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree	
3	3	1	4	0	

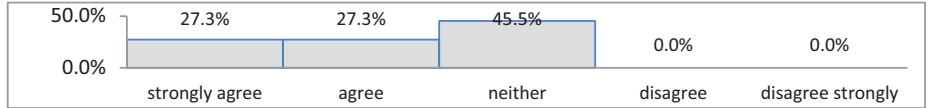


Archiving
Digital Archiving

About the Potential Impact of Brexit

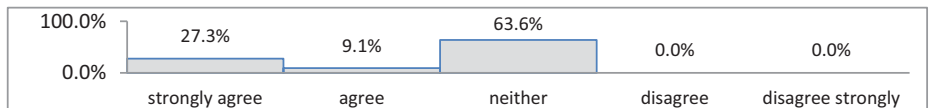
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree
3	3	5	0	0



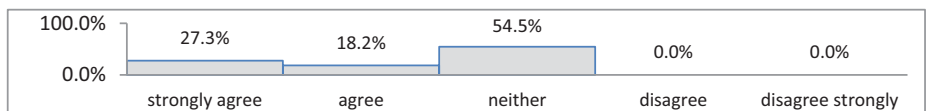
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree
3	1	7	0	0



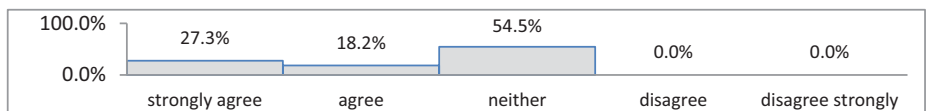
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree
3	2	6	0	0



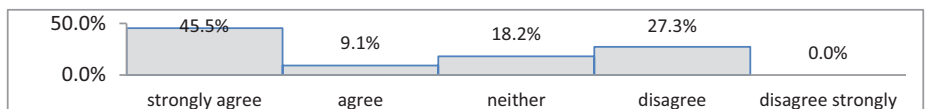
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree
3	2	6	0	0



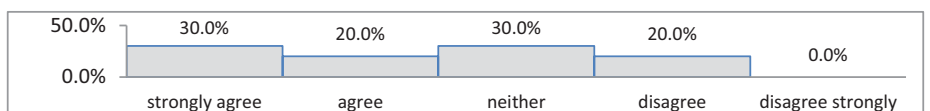
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree
5	1	2	3	0



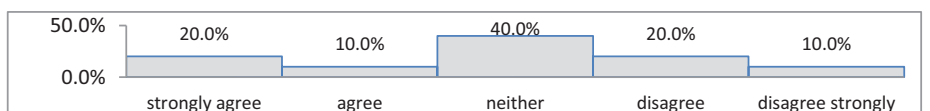
Non-Specialist Duties
n= 11

strongly agree	agree	neither	disagree	disagree
3	2	3	2	0



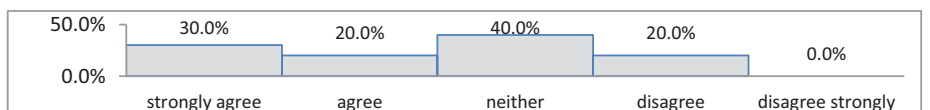
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree
2	1	4	2	1



Decrease in Specialists
n= 10

strongly agree	agree	neither	disagree	disagree
3	2	4	2	0



**Conservation
All Specialisms**

n= 101

About the Work

Charge / day

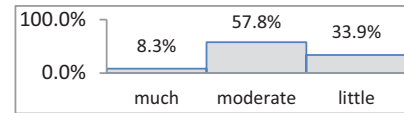
n= 137

mean	SD	min	max
£ 298.85		165.31 £	70.00 £ 960.00

Competition

n= 192

16	111	65
great deal	moderate	very little

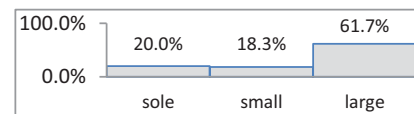


About the Organisation

Sizes of Organisation

n= 60

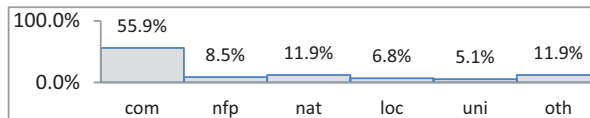
12	11	37
sole trader	small	large



Types of Organisation

n= 59

33	5	7	4	3	7
commercial	not for profit	nat gov	local gov	university	other



Location

n= 59

east of england	0	0.0%
east midlands	2	3.4%
london	8	13.6%
south-east england	4	6.8%
south west england	7	11.9%
north-east england	3	5.1%
north-west england	5	8.5%
west midlands	4	6.8%
yorkshire & the humber	5	8.5%
scotland	14	23.7%
wales	3	5.1%
northern ireland	2	3.4%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	1.7%
outside uk - rest of world	1	1.7%

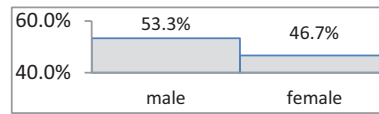
**Conservation
All Specialisms**

About the Specialists

Gender

n= 45

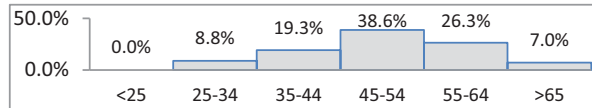
male	female
24	21



Age

n= 57

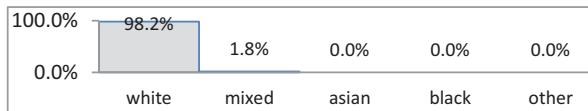
<25	25-34	35-44	45-54	55-64	>65
0	5	11	22	15	4



Ethnicity

n= 56

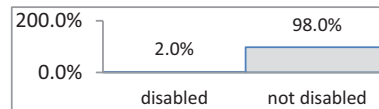
white	mixed /	asian / asian	black /	other ethnic
55	1	0	0	0



Disability Status

n= 51

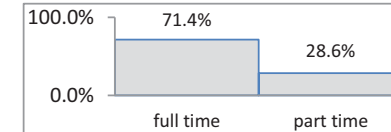
disabled	not disabled
1	50



Hours Worked

n= 56

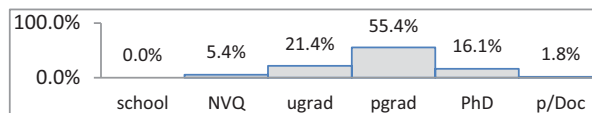
full time	part time
40	16



Highest Qualification

n= 56

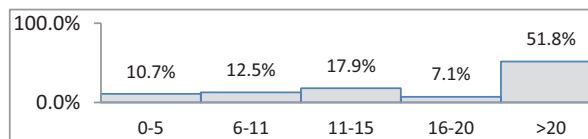
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	3	12	31	9	1



Years Practising to Date

n= 56

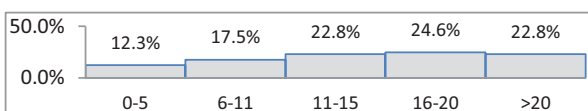
0-5	6-11	11-15	16-20	>20
6	7	10	4	29



Years Intending to Continue

n= 57

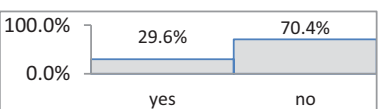
0-5	6-11	11-15	16-20	>20
7	10	13	14	13



Waiting List

n= 54

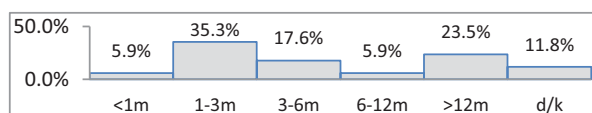
yes	no
16	38



Waiting List Length

n= 17

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



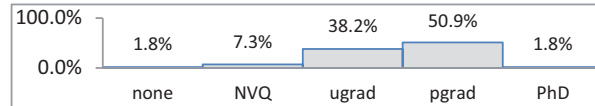
**Conservation
All Specialisms**

About Training and Professional Development

**New Entrant
Qualifications
Needed**

n= 55

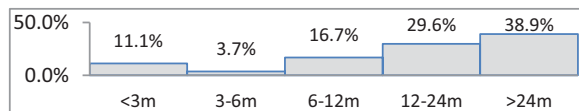
none	NVQ	ugrad	pgrad	PhD
1	4	21	28	1



**New Entrant
Experience Needed**

n= 54

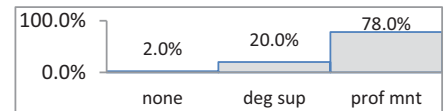
<3m	3-6m	6-12m	12-24m	>24m
6	2	9	16	21



**New Entrant
Guidance or
Mentoring**

n= 50

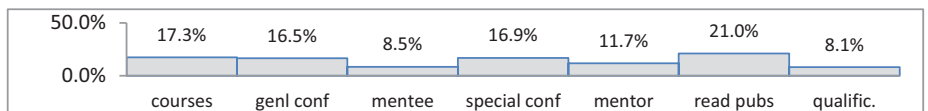
none	deg sup	prof mnt
1	10	39



**CPD Mechanisms
Preferred**

n= 248

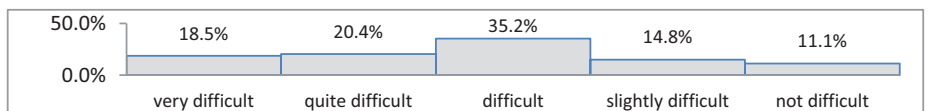
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
43	41	21	42	29	52	20



**Access to Initial
Training**

n= 54

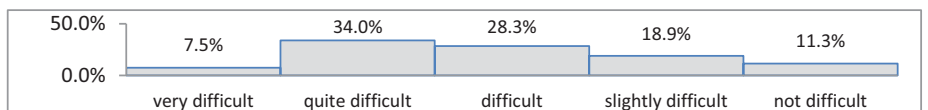
very difficult	quite difficult	difficult	slightly	not difficult
10	11	19	8	6



**Access to CPD
Training**

n= 53

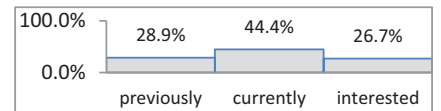
very difficult	quite difficult	difficult	slightly	not difficult
4	18	15	10	6



Being a Trainer

n= 45

previously	currently	interested
13	20	12

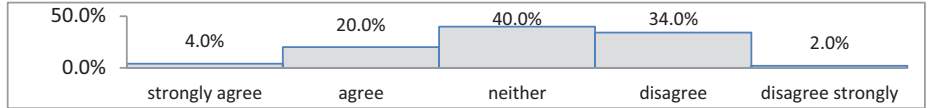


**Conservation
All Specialisms**

About the Changing Levels of Demand for Work

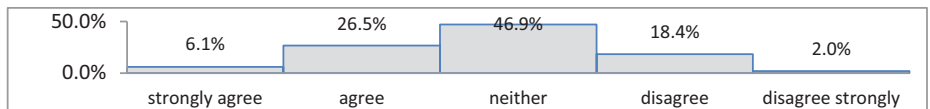
Reduced Projects
n= 50

strongly agree	agree	neither	disagree	disagree
2	10	20	17	1



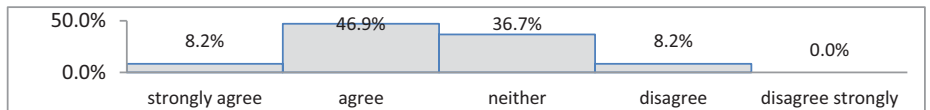
Reduce Costs
n= 49

strongly agree	agree	neither	disagree	disagree
3	13	23	9	1



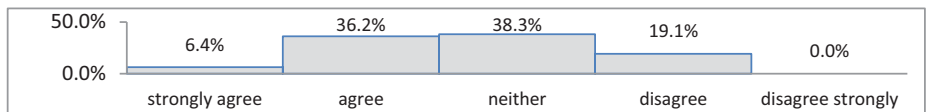
Time Pressure
n= 49

strongly agree	agree	neither	disagree	disagree
4	23	18	4	0



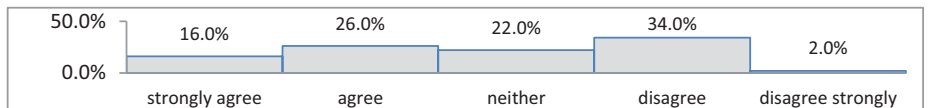
Cut Back Aspects
n= 47

strongly agree	agree	neither	disagree	disagree
3	17	18	9	0



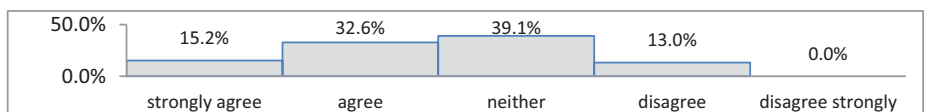
Job Security Worries
n= 50

strongly agree	agree	neither	disagree	disagree
8	13	11	17	1



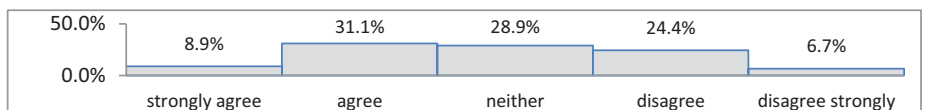
Non-Specialist Duties
n= 46

strongly agree	agree	neither	disagree	disagree
7	15	18	6	0



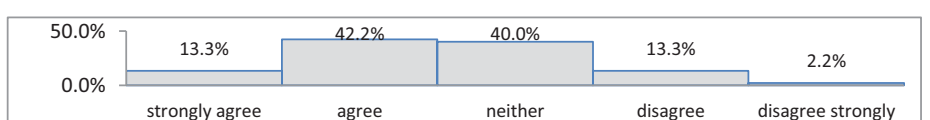
Take Work Home
n= 45

strongly agree	agree	neither	disagree	disagree
4	14	13	11	3



Decrease in Specialists
n= 50

strongly agree	agree	neither	disagree	disagree
6	19	18	6	1

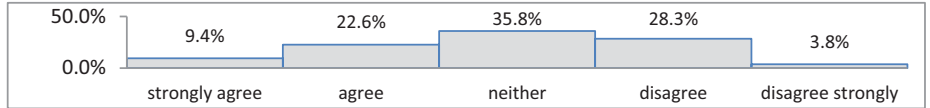


**Conservation
All Specialisms**

About the Potential Impact of Brexit

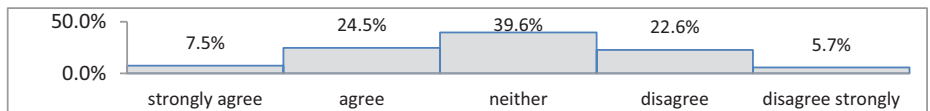
Reduced Projects
n= 53

strongly agree	agree	neither	disagree	disagree
5	12	19	15	2



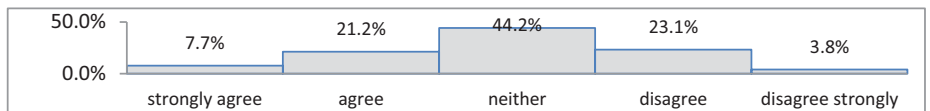
Reduce Costs
n= 53

strongly agree	agree	neither	disagree	disagree
4	13	21	12	3



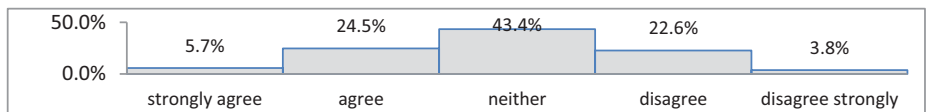
Time Pressure
n= 53

strongly agree	agree	neither	disagree	disagree
4	11	23	12	2



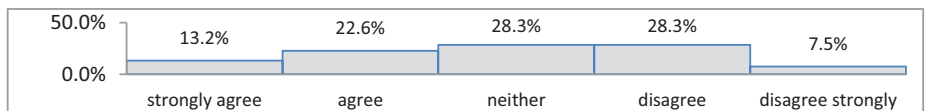
Cut Back Aspects
n= 52

strongly agree	agree	neither	disagree	disagree
3	13	23	12	2



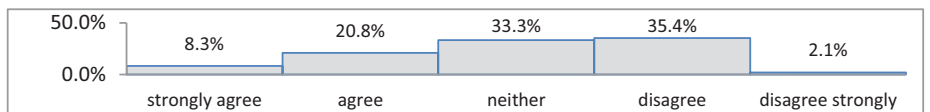
Job Security Worries
n= 53

strongly agree	agree	neither	disagree	disagree
7	12	15	15	4



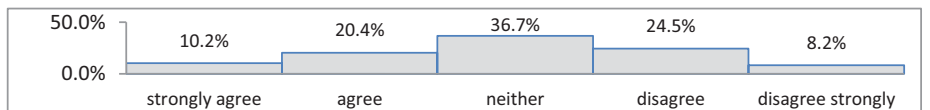
Non-Specialist Duties
n= 53

strongly agree	agree	neither	disagree	disagree
4	10	16	17	1



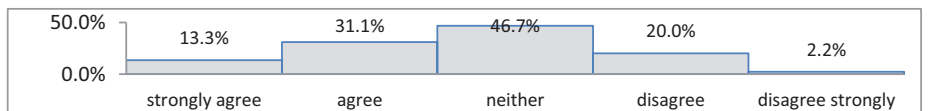
Take Work Home
n= 48

strongly agree	agree	neither	disagree	disagree
5	10	18	12	4



Decrease in Specialists
n= 49

strongly agree	agree	neither	disagree	disagree
6	14	21	9	1



All comments from providers of Conservation services:

architectural evaluation

architectural investigation

Assessment, identification and reporting on any organic materials, wet, dry or mineralised

Conservation architecture

I work mainly on a university research dig which pays £500/week. I expect this to drop to the 90.90/day Research Assistant rate next season.

increasing competition

in-house advice on climate change related matters, e.g. projections and impacts

Local govnt

no one has any funding for this so work has dropped off severely in the last few years due to cuts

not much competition but also not much work

not much makes it to display...

often undercut by junior practitioners

our work is always competitively tendered but the selected list is quite often poorly put together

service mainly used by archaeo units who are not conversant with the archive procedures of the county I operate in

The quality of the service of some of the competition is poor.

This is public sector funded work, so these questions don't really apply

very rarely am I called out to site to conserve ceramics

we are Architects

We work purely on our own estate.

Works considered ppart of my contract with [organisation]

**Conservation
On-Site Glass**

n= 9

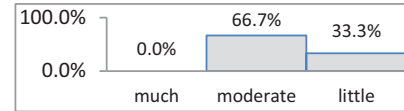
About the Work

Charge / day
n= 7

mean	SD	min	max
£ 232.14		89.44 £	100.00 £ 345.00

Competition
n= 9

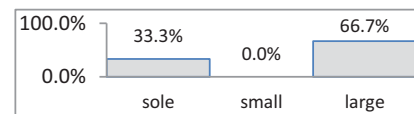
0	6	3
great deal	moderate	very little



About the Organisation

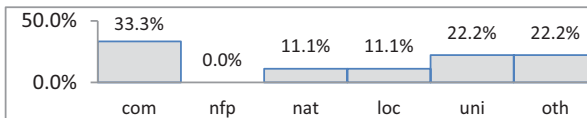
Sizes of Organisation
n= 9

3	0	6
sole trader	small	large



Types of Organisation
n= 9

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



Location

n= 9

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

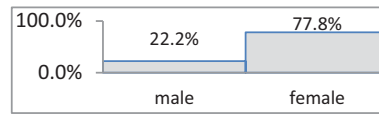
**Conservation
On-Site Glass**

About the Specialists

Gender

n= 9

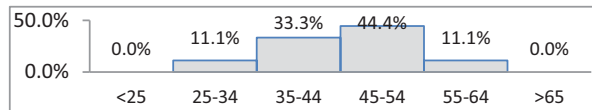
male	female
2	7



Age

n= 9

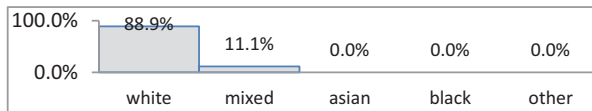
<25	25-34	35-44	45-54	55-64	>65
0	1	3	4	1	0



Ethnicity

n= 9

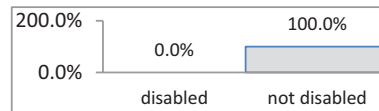
white	mixed /	asian / asian	black /	other ethnic
8	1	0	0	0



Disability Status

n= 8

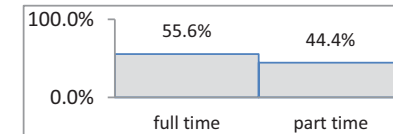
disabled	not disabled
0	8



Hours Worked

n= 9

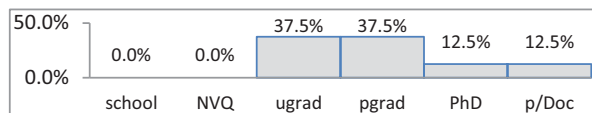
full time	part time
5	4



Highest Qualification

n= 8

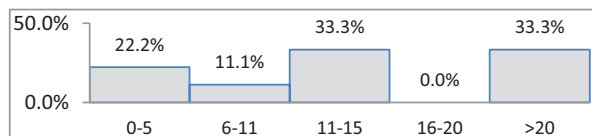
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	3	1	1



Years Practising to Date

n= 9

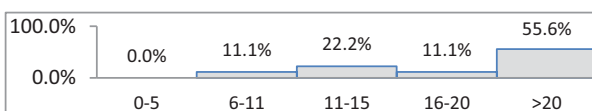
0-5	6-11	11-15	16-20	>20
2	1	3	0	3



Years Intending to Continue

n= 9

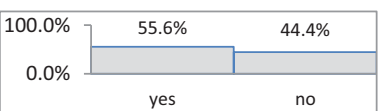
0-5	6-11	11-15	16-20	>20
0	1	2	1	5



Waiting List

n= 9

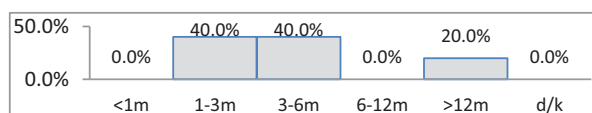
yes	no
5	4



Waiting List Length

n= 5

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



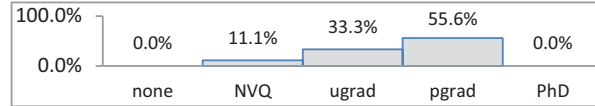
**Conservation
On-Site Glass**

About Training and Professional Development

**New Entrant
Qualifications
Needed**

n= 9

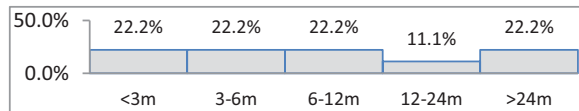
none	NVQ	ugrad	pgrad	PhD
0	1	3	5	0



**New Entrant
Experience Needed**

n= 9

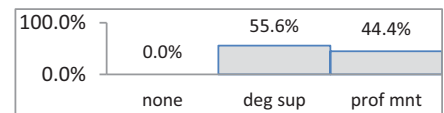
<3m	3-6m	6-12m	12-24m	>24m
2	2	2	1	2



**New Entrant
Guidance or
Mentoring**

n= 9

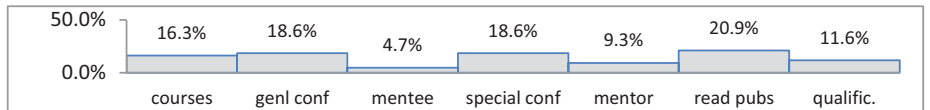
none	deg sup	prof mnt
0	5	4



**CPD Mechanisms
Preferred**

n= 43

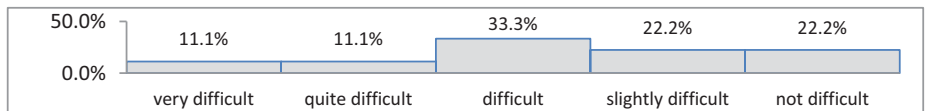
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
7	8	2	8	4	9	5



**Access to Initial
Training**

n= 9

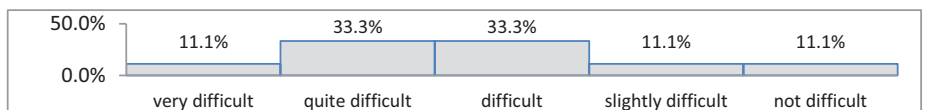
very difficult	quite difficult	difficult	slightly	not difficult
1	1	3	2	2



**Access to CPD
Training**

n= 9

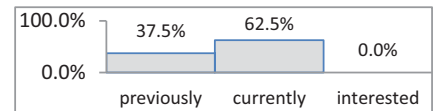
very difficult	quite difficult	difficult	slightly	not difficult
1	3	3	1	1



Being a Trainer

n= 8

previously	currently	interested
3	5	0

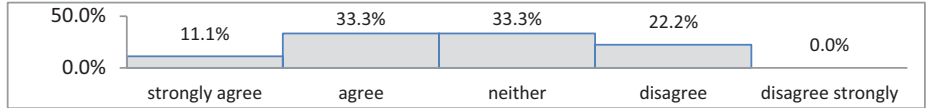


**Conservation
On-Site Glass**

About the Changing Levels of Demand for Work

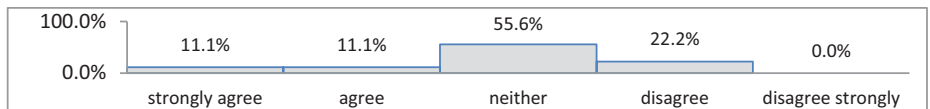
Reduced Projects
n= 9

strongly agree	agree	neither	disagree	disagree	disagree
1	3	3	2	0	0



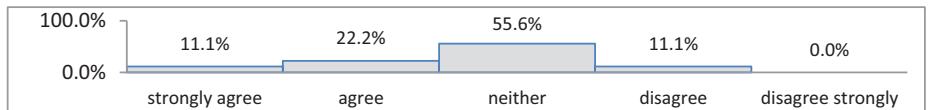
Reduce Costs
n= 9

strongly agree	agree	neither	disagree	disagree	disagree
1	1	5	2	0	0



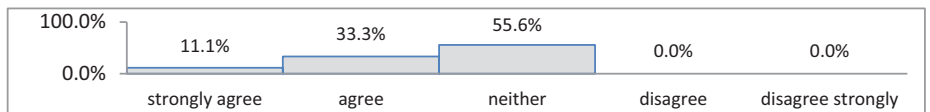
Time Pressure
n= 9

strongly agree	agree	neither	disagree	disagree	disagree
1	2	5	1	0	0



Cut Back Aspects
n= 9

strongly agree	agree	neither	disagree	disagree	disagree
1	3	5	0	0	0



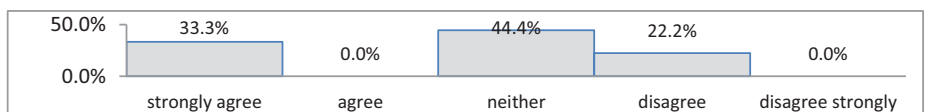
Job Security Worries
n= 9

strongly agree	agree	neither	disagree	disagree	disagree
2	2	2	3	0	0



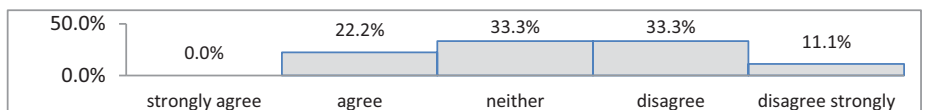
Non-Specialist Duties
n= 9

strongly agree	agree	neither	disagree	disagree	disagree
3	0	4	2	0	0



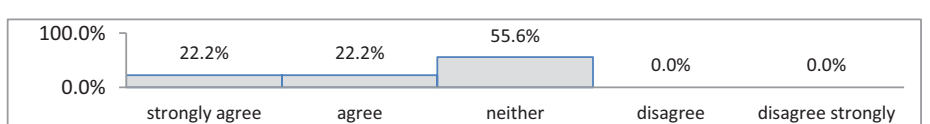
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree	disagree
0	2	3	3	1	0



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree	disagree
2	2	5	0	0	0

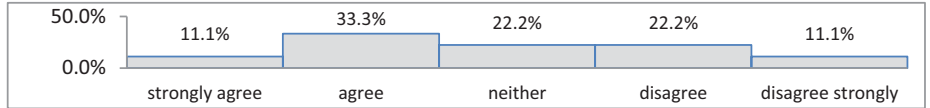


**Conservation
On-Site Glass**

About the Potential Impact of Brexit

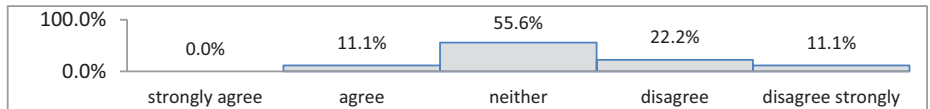
Reduced Projects
n= 9

strongly agree	agree	neither	disagree	disagree
1	3	2	2	1



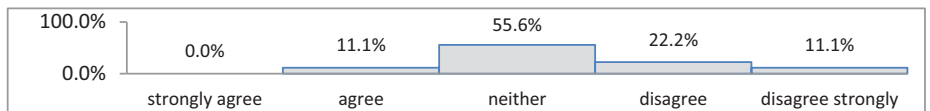
Reduce Costs
n= 9

strongly agree	agree	neither	disagree	disagree
0	1	5	2	1



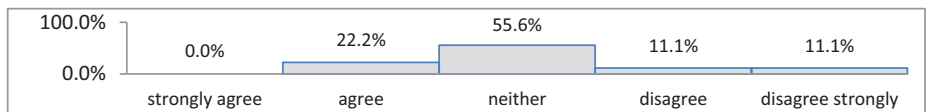
Time Pressure
n= 9

strongly agree	agree	neither	disagree	disagree
0	1	5	2	1



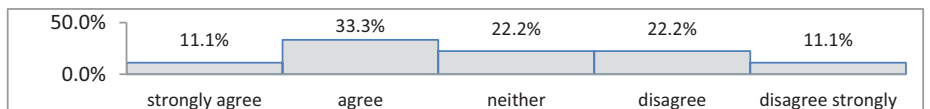
Cut Back Aspects
n= 9

strongly agree	agree	neither	disagree	disagree
0	2	5	1	1



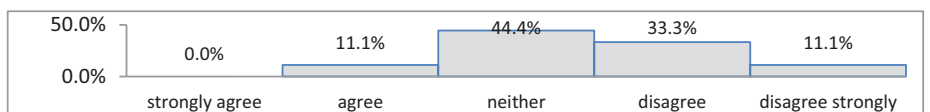
Job Security Worries
n= 9

strongly agree	agree	neither	disagree	disagree
1	3	2	2	1



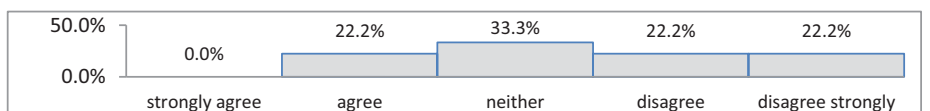
Non-Specialist Duties
n= 9

strongly agree	agree	neither	disagree	disagree
0	1	4	3	1



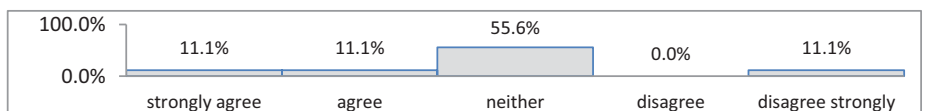
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree
0	2	3	2	2



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree
1	1	5	0	1



**Conservation
On-Site Metal**

n= 12

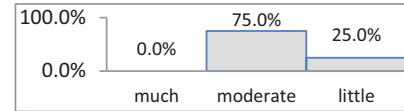
About the Work

Charge / day
n= 9

mean	SD	min	max
£ 269.44		176.33 £	700.00 £

Competition
n= 12

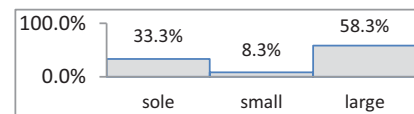
0	9	3
great deal	moderate	very little



About the Organisation

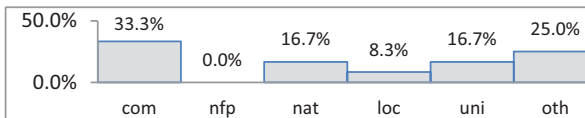
Sizes of Organisation
n= 12

4	1	7
sole trader	small	large



Types of Organisation
n= 12

4	0	2	1	2	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	2	16.7%
south-east england	0	0.0%
south west england	2	16.7%
north-east england	1	8.3%
north-west england	1	8.3%
west midlands	1	8.3%
yorkshire & the humber	0	0.0%
scotland	2	16.7%
wales	1	8.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	8.3%
outside uk - rest of world	1	8.3%

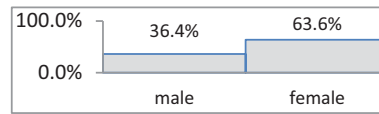
**Conservation
On-Site Metal**

About the Specialists

Gender

n= 11

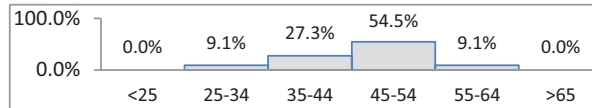
male	female
4	7



Age

n= 11

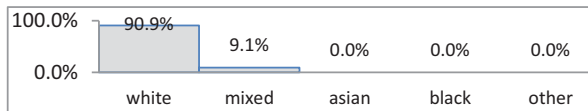
<25	25-34	35-44	45-54	55-64	>65
0	1	3	6	1	0



Ethnicity

n= 11

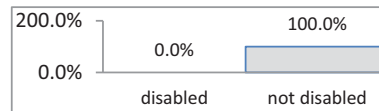
white	mixed /	asian / asian	black /	other ethnic
10	1	0	0	0



Disability Status

n= 10

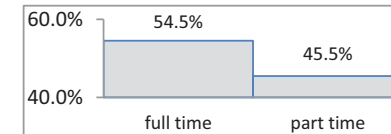
disabled	not disabled
0	10



Hours Worked

n= 11

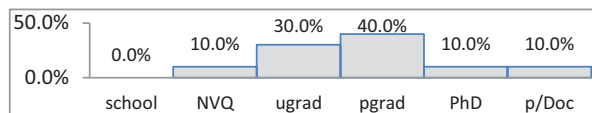
full time	part time
6	5



Highest Qualification

n= 10

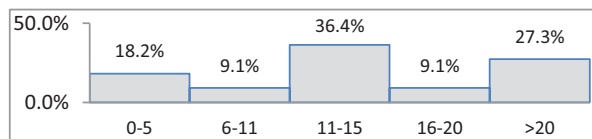
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	1	3	4	1	1



Years Practising to Date

n= 11

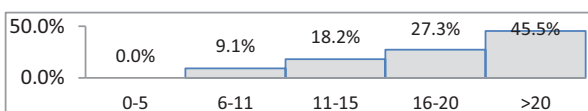
0-5	6-11	11-15	16-20	>20
2	1	4	1	3



Years Intending to Continue

n= 11

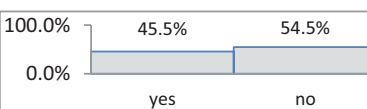
0-5	6-11	11-15	16-20	>20
0	1	2	3	5



Waiting List

n= 11

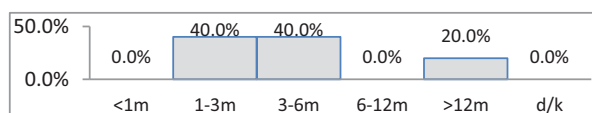
yes	no
5	6



Waiting List Length

n= 5

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



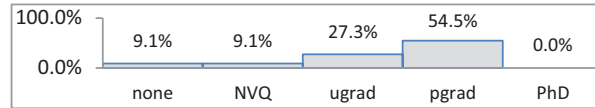
**Conservation
On-Site Metal**

About Training and Professional Development

**New Entrant
Qualifications
Needed**

n= 11

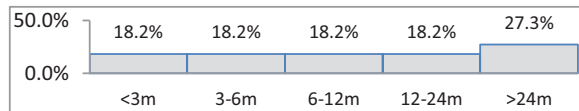
none	NVQ	ugrad	pgrad	PhD
1	1	3	6	0



**New Entrant
Experience Needed**

n= 11

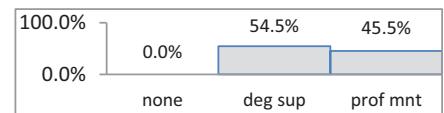
<3m	3-6m	6-12m	12-24m	>24m
2	2	2	2	3



**New Entrant
Guidance or
Mentoring**

n= 11

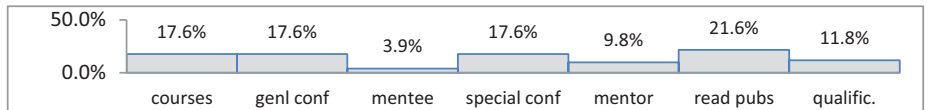
none	deg sup	prof mnt
0	6	5



**CPD Mechanisms
Preferred**

n= 51

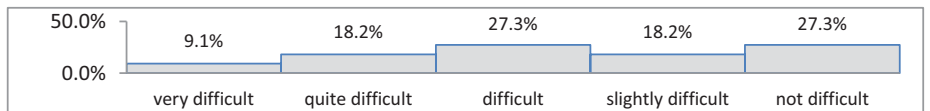
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
9	9	2	9	5	11	6



**Access to Initial
Training**

n= 11

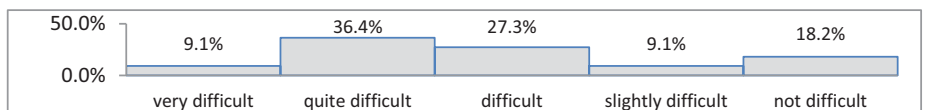
very difficult	quite difficult	difficult	slightly	not difficult
1	2	3	2	3



**Access to CPD
Training**

n= 11

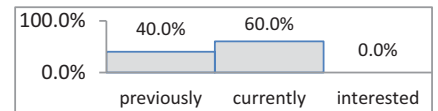
very difficult	quite difficult	difficult	slightly	not difficult
1	4	3	1	2



Being a Trainer

n= 10

previously	currently	interested
4	6	0

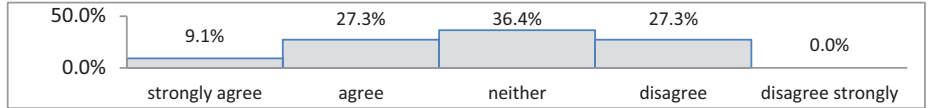


**Conservation
On-Site Metal**

About the Changing Levels of Demand for Work

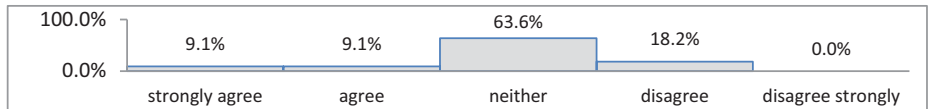
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree	
1	3	4	3	0	



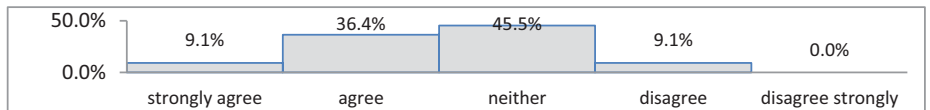
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree	
1	1	7	2	0	



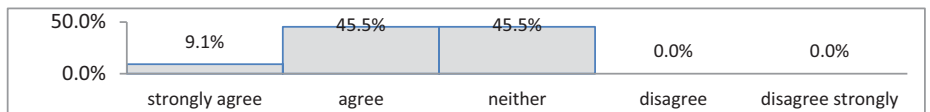
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree	
1	4	5	1	0	



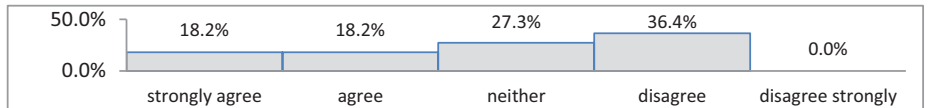
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree	
1	5	5	0	0	



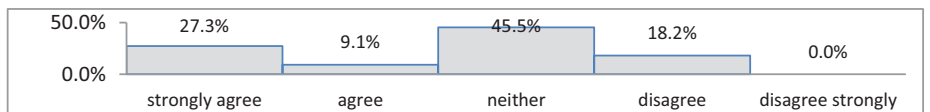
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree	
2	2	3	4	0	



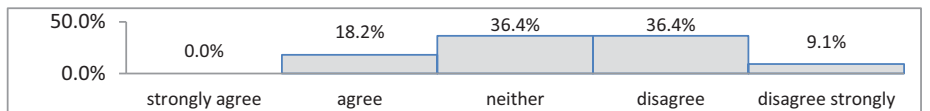
Non-Specialist Duties
n= 11

strongly agree	agree	neither	disagree	disagree	
3	1	5	2	0	



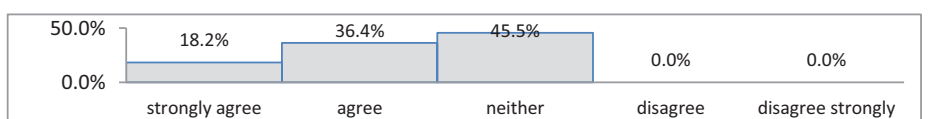
Take Work Home
n= 11

strongly agree	agree	neither	disagree	disagree	
0	2	4	4	1	



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree	
2	4	5	0	0	

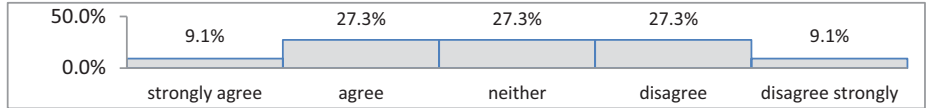


**Conservation
On-Site Metal**

About the Potential Impact of Brexit

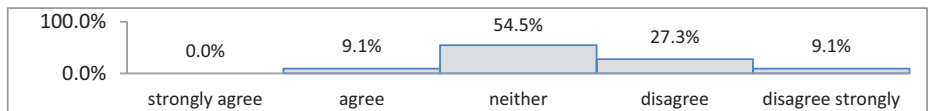
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree
1	3	3	3	1



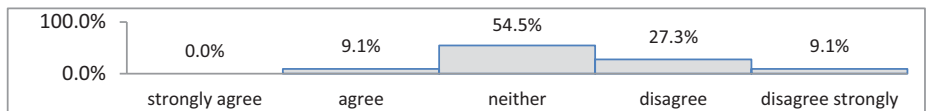
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree
0	1	6	3	1



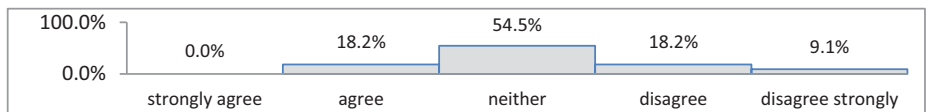
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree
0	1	6	3	1



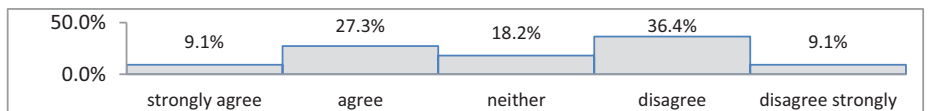
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree
0	2	6	2	1



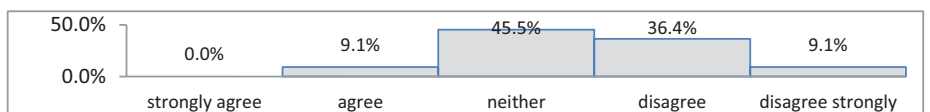
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree
1	3	2	4	1



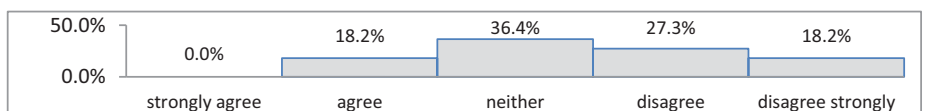
Non-Specialist Duties
n= 11

strongly agree	agree	neither	disagree	disagree
0	1	5	4	1



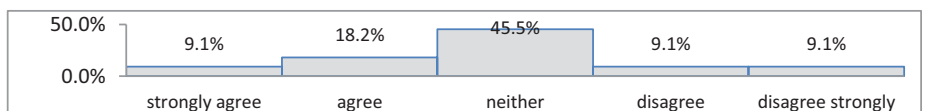
Take Work Home
n= 11

strongly agree	agree	neither	disagree	disagree
0	2	4	3	2



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree
1	2	5	1	1



**Conservation
On-Site Organic Material**

n= 8

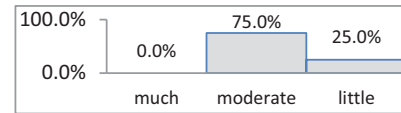
About the Work

Charge / day
n= 7

mean	SD	min	max
£ 275.00	35.56	£ 240.00	£ 345.00

Competition
n= 8

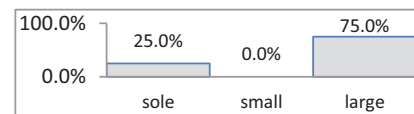
0	6	2
great deal	moderate	very little



About the Organisation

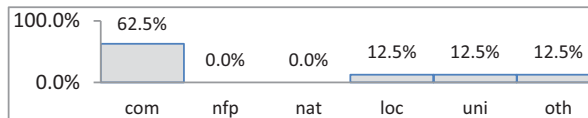
Sizes of Organisation
n= 8

2	0	6
sole trader	small	large



Types of Organisation
n= 8

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



Location
n= 8

east of england	0	0.0%
east midlands	0	0.0%
london	1	12.5%
south-east england	0	0.0%
south west england	1	12.5%
north-east england	1	12.5%
north-west england	1	12.5%
west midlands	1	12.5%
yorkshire & the humber	2	25.0%
scotland	0	0.0%
wales	1	12.5%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

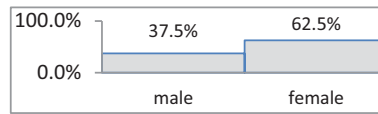
**Conservation
On-Site Organic Material**

About the Specialists

Gender

n= 8

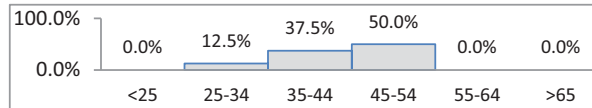
male	female
3	5



Age

n= 8

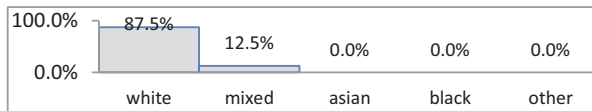
<25	25-34	35-44	45-54	55-64	>65
0	1	3	4	0	0



Ethnicity

n= 8

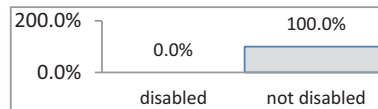
white	mixed /	asian / asian	black /	other ethnic
7	1	0	0	0



Disability Status

n= 7

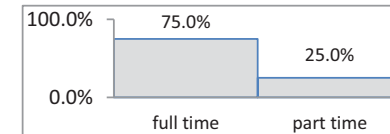
disabled	not disabled
0	7



Hours Worked

n= 8

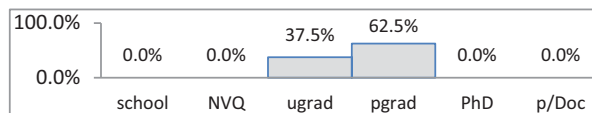
full time	part time
6	2



Highest Qualification

n= 8

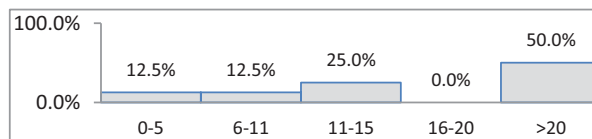
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	5	0	0



Years Practising to Date

n= 8

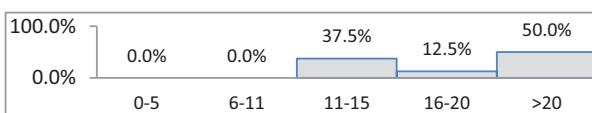
0-5	6-11	11-15	16-20	>20
1	1	2	0	4



Years Intending to Continue

n= 8

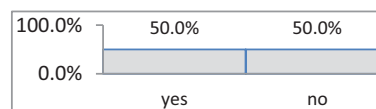
0-5	6-11	11-15	16-20	>20
0	0	3	1	4



Waiting List

n= 8

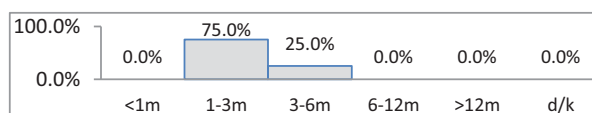
yes	no
4	4



Waiting List Length

n= 4

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



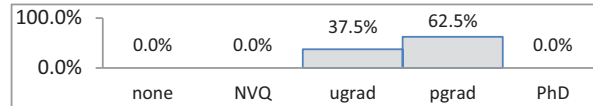
**Conservation
On-Site Organic Material**

About Training and Professional Development

**New Entrant
Qualifications
Needed**

n= 8

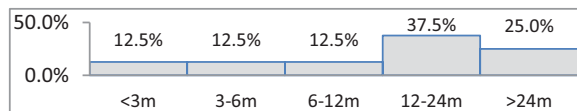
none	NVQ	ugrad	pgrad	PhD
0	0	3	5	0



**New Entrant
Experience Needed**

n= 8

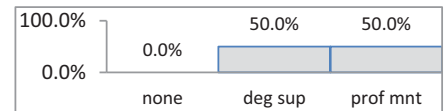
<3m	3-6m	6-12m	12-24m	>24m
1	1	1	3	2



**New Entrant
Guidance or
Mentoring**

n= 8

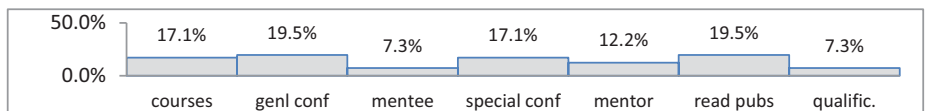
none	deg sup	prof mnt
0	4	4



**CPD Mechanisms
Preferred**

n= 41

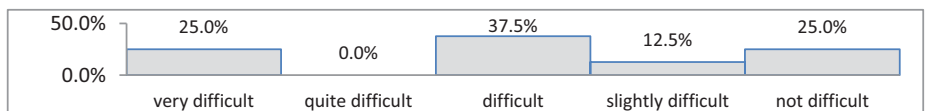
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
7	8	3	7	5	8	3



**Access to Initial
Training**

n= 8

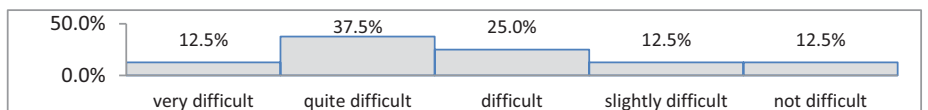
very difficult	quite difficult	difficult	slightly	not difficult
2	0	3	1	2



**Access to CPD
Training**

n= 8

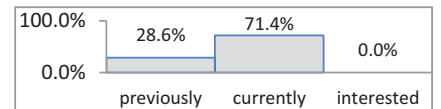
very difficult	quite difficult	difficult	slightly	not difficult
1	3	2	1	1



Being a Trainer

n= 7

previously	currently	interested
2	5	0

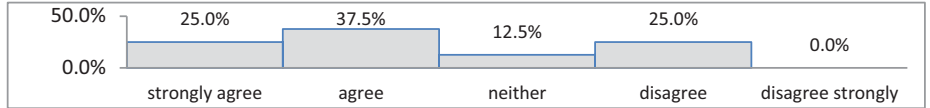


**Conservation
On-Site Organic Material**

About the Changing Levels of Demand for Work

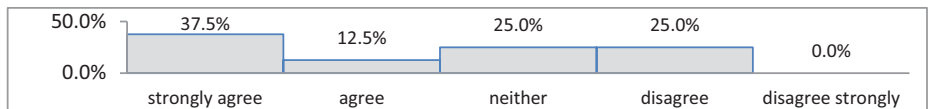
Reduced Projects
n= 8

strongly agree	agree	neither	disagree	disagree	disagree strongly
2	3	1	2	2	0



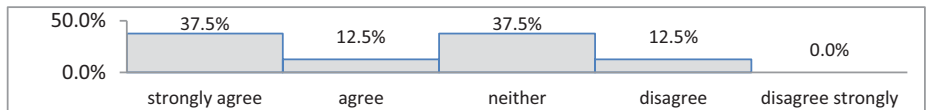
Reduce Costs
n= 8

strongly agree	agree	neither	disagree	disagree	disagree strongly
3	1	2	2	0	0



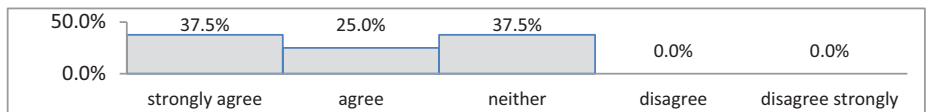
Time Pressure
n= 8

strongly agree	agree	neither	disagree	disagree	disagree strongly
3	1	3	1	0	0



Cut Back Aspects
n= 8

strongly agree	agree	neither	disagree	disagree	disagree strongly
3	2	3	0	0	0



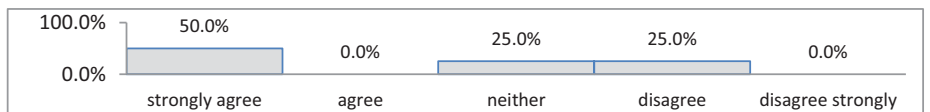
Job Security Worries
n= 8

strongly agree	agree	neither	disagree	disagree	disagree strongly
3	1	1	3	0	0



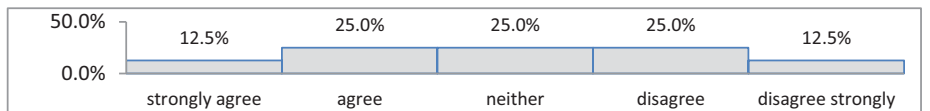
Non-Specialist Duties
n= 8

strongly agree	agree	neither	disagree	disagree	disagree strongly
4	0	2	2	0	0



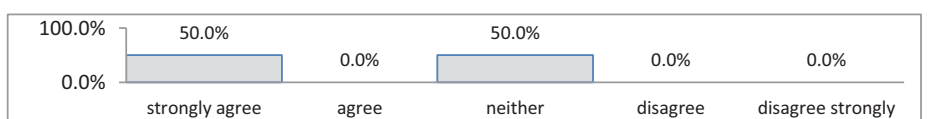
Take Work Home
n= 8

strongly agree	agree	neither	disagree	disagree	disagree strongly
1	2	2	2	1	0



Decrease in Specialists
n= 8

strongly agree	agree	neither	disagree	disagree	disagree strongly
4	0	4	0	0	0

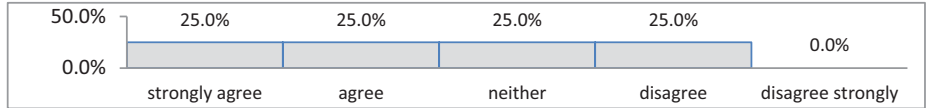


**Conservation
On-Site Organic Material**

About the Potential Impact of Brexit

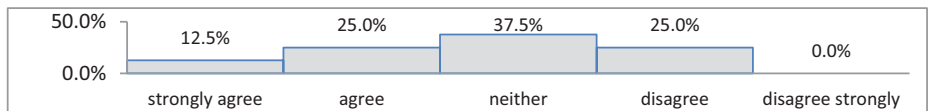
Reduced Projects
n= 8

strongly agree	agree	neither	disagree	disagree	
2	2	2	2	0	



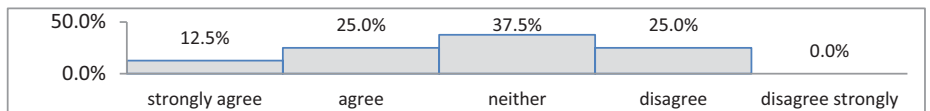
Reduce Costs
n= 8

strongly agree	agree	neither	disagree	disagree	
1	2	3	2	0	



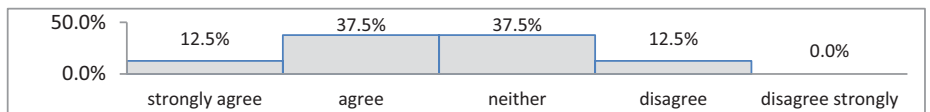
Time Pressure
n= 8

strongly agree	agree	neither	disagree	disagree	
1	2	3	2	0	



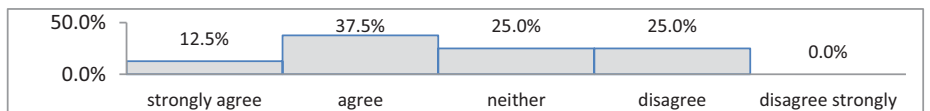
Cut Back Aspects
n= 8

strongly agree	agree	neither	disagree	disagree	
1	3	3	1	0	



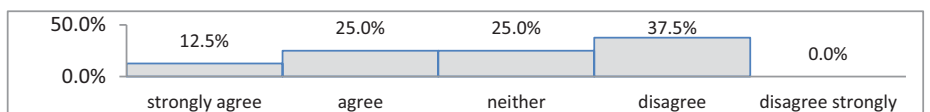
Job Security Worries
n= 8

strongly agree	agree	neither	disagree	disagree	
1	3	2	2	0	



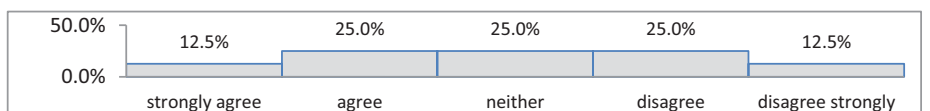
Non-Specialist Duties
n= 8

strongly agree	agree	neither	disagree	disagree	
1	2	2	3	0	



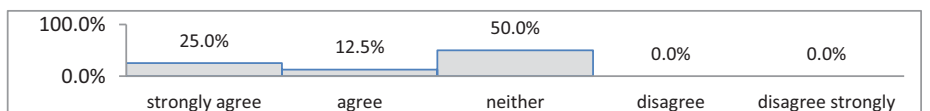
Take Work Home
n= 8

strongly agree	agree	neither	disagree	disagree	
1	2	2	2	1	



Decrease in Specialists
n= 8

strongly agree	agree	neither	disagree	disagree	
2	1	4	0	0	



**Conservation
On-Site - Pottery**

n= 8

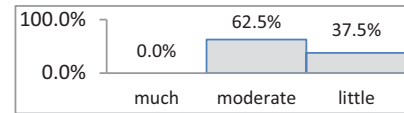
About the Work

Charge / day
n= 8

mean	SD	min	max
£ 237.50		84.85 £	100.00 £ 345.00

Competition
n= 8

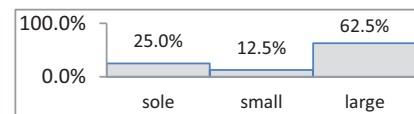
0	5	3
great deal	moderate	very little



About the Organisation

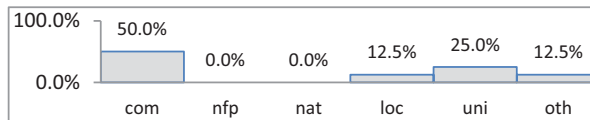
Sizes of Organisation
n= 8

2	1	5
sole trader	small	large



Types of Organisation
n= 8

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



Location

n= 8

east of england	0	0.0%
east midlands	1	12.5%
london	1	12.5%
south-east england	0	0.0%
south west england	2	25.0%
north-east england	1	12.5%
north-west england	1	12.5%
west midlands	1	12.5%
yorkshire & the humber	0	0.0%
scotland	0	0.0%
wales	1	12.5%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

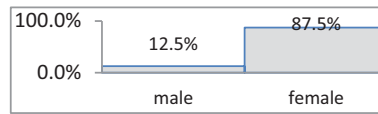
**Conservation
On-Site - Pottery**

About the Specialists

Gender

n= 8

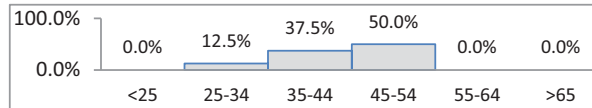
male	female
1	7



Age

n= 8

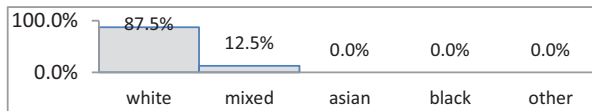
<25	25-34	35-44	45-54	55-64	>65
0	1	3	4	0	0



Ethnicity

n= 8

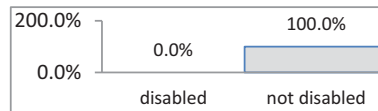
white	mixed /	asian / asian	black /	other ethnic
7	1	0	0	0



Disability Status

n= 7

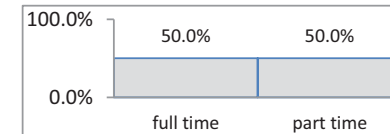
disabled	not disabled
0	7



Hours Worked

n= 8

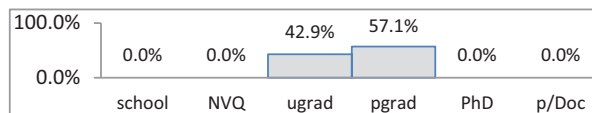
full time	part time
4	4



Highest Qualification

n= 7

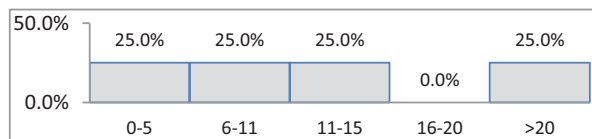
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	4	0	0



Years Practising to Date

n= 8

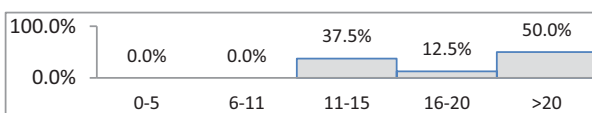
0-5	6-11	11-15	16-20	>20
2	2	2	0	2



Years Intending to Continue

n= 8

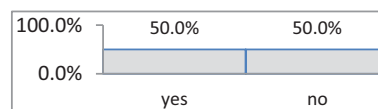
0-5	6-11	11-15	16-20	>20
0	0	3	1	4



Waiting List

n= 8

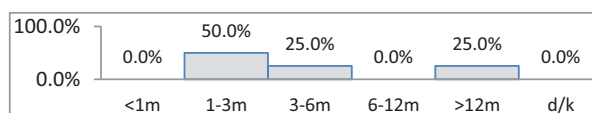
yes	no
4	4



Waiting List Length

n= 4

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



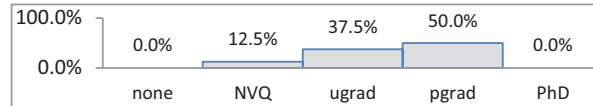
**Conservation
On-Site - Pottery**

About Training and Professional Development

**New Entrant
Qualifications
Needed**

n= 8

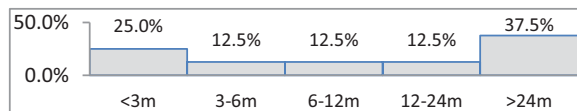
none	NVQ	ugrad	pgrad	PhD
0	1	3	4	0



**New Entrant
Experience Needed**

n= 8

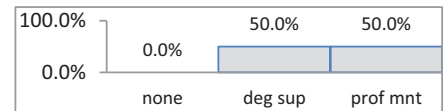
<3m	3-6m	6-12m	12-24m	>24m
2	1	1	1	3



**New Entrant
Guidance or
Mentoring**

n= 8

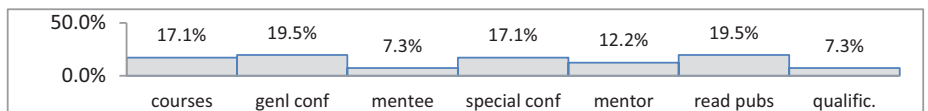
none	deg sup	prof mnt
0	4	4



**CPD Mechanisms
Preferred**

n= 41

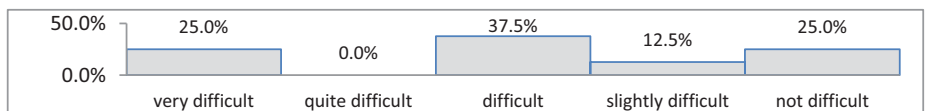
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
7	8	3	7	5	8	3



**Access to Initial
Training**

n= 8

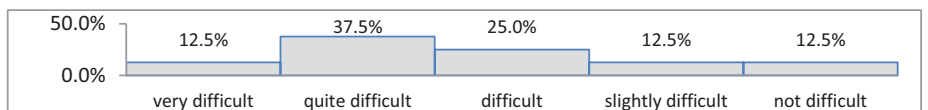
very difficult	quite difficult	difficult	slightly	not difficult
2	0	3	1	2



**Access to CPD
Training**

n= 8

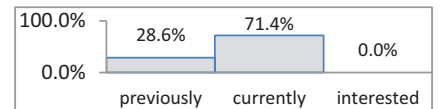
very difficult	quite difficult	difficult	slightly	not difficult
1	3	2	1	1



Being a Trainer

n= 7

previously	currently	interested
2	5	0

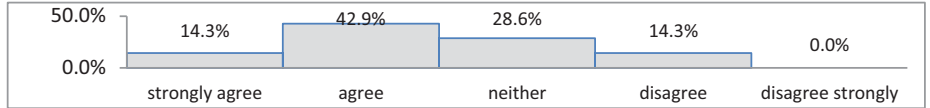


**Conservation
On-Site - Pottery**

About the Changing Levels of Demand for Work

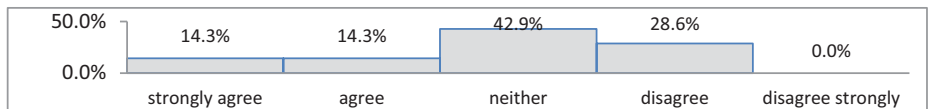
Reduced Projects
n= 7

strongly agree	agree	neither	disagree	disagree	
1	3	2	1	0	



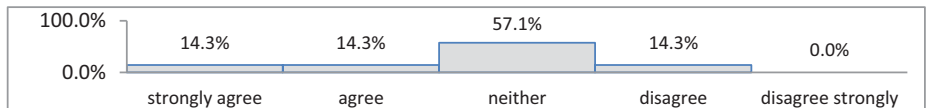
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree	
1	1	3	2	0	



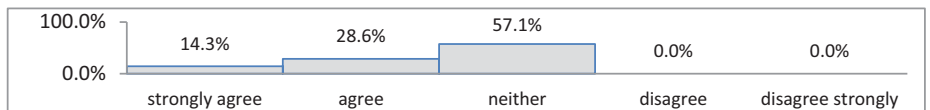
Time Pressure
n= 7

strongly agree	agree	neither	disagree	disagree	
1	1	4	1	0	



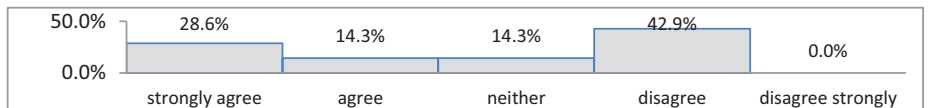
Cut Back Aspects
n= 7

strongly agree	agree	neither	disagree	disagree	
1	2	4	0	0	



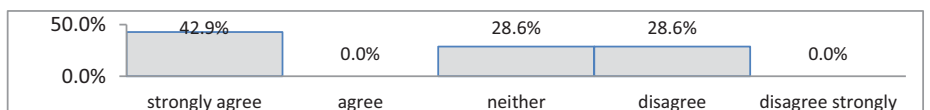
Job Security Worries
n= 7

strongly agree	agree	neither	disagree	disagree	
2	1	1	3	0	



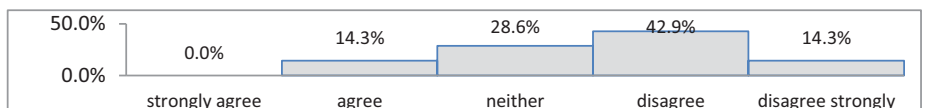
Non-Specialist Duties
n= 7

strongly agree	agree	neither	disagree	disagree	
3	0	2	2	0	



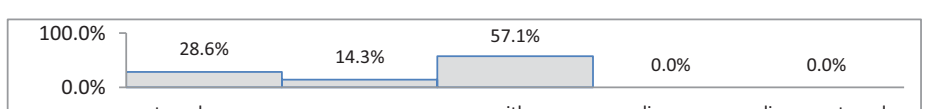
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree	
0	1	2	3	1	



Decrease in Specialists
n= 7

strongly agree	agree	neither	disagree	disagree	
2	1	4	0	0	

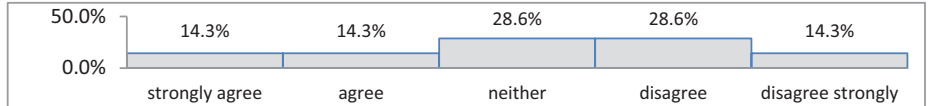


**Conservation
On-Site - Pottery**

About the Potential Impact of Brexit

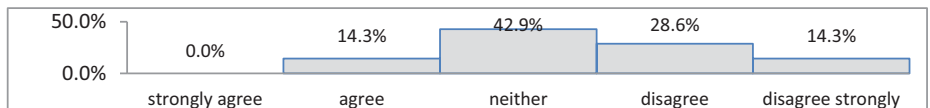
Reduced Projects
n= 7

strongly agree	agree	neither	disagree	disagree
1	1	2	2	1



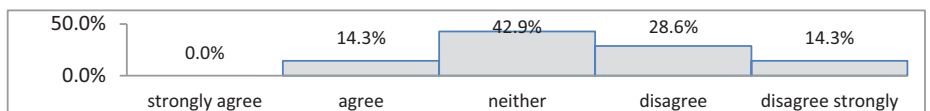
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	3	2	1



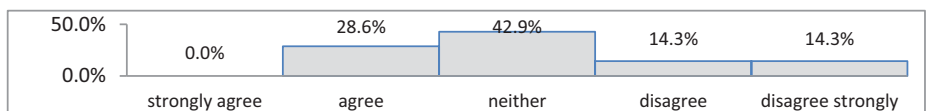
Time Pressure
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	3	2	1



Cut Back Aspects
n= 7

strongly agree	agree	neither	disagree	disagree
0	2	3	1	1



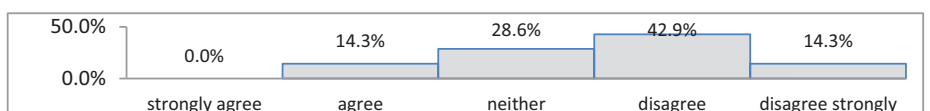
Job Security Worries
n= 7

strongly agree	agree	neither	disagree	disagree
0	2	2	2	1



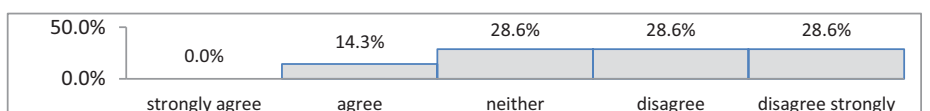
Non-Specialist Duties
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	2	3	1



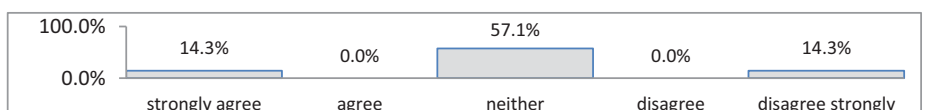
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	2	2	2



Decrease in Specialists
n= 7

strongly agree	agree	neither	disagree	disagree
1	0	4	0	1



**Conservation
On-Site - Stone**

n= 13

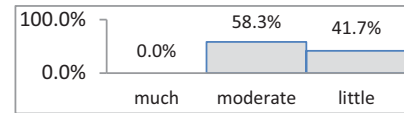
About the Work

Charge / day
n= 6

mean	SD	min	max
£ 329.17	182.86	£ 100.00	£ 700.00

Competition
n= 12

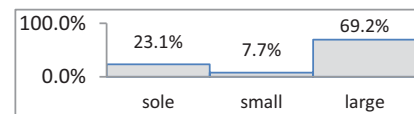
0	7	5
great deal	moderate	very little



About the Organisation

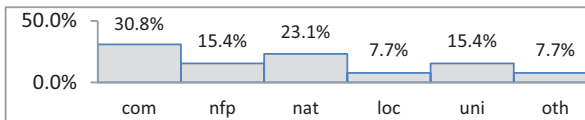
Sizes of Organisation
n= 13

3	1	9
sole trader	small	large



Types of Organisation
n= 13

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



Location

n= 13

east of england	0	0.0%
east midlands	0	0.0%
london	3	23.1%
south-east england	0	0.0%
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	5	38.5%
wales	1	7.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

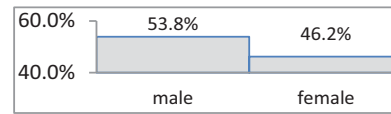
**Conservation
On-Site - Stone**

About the Specialists

Gender

n= 13

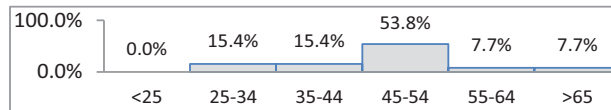
male	female
7	6



Age

n= 13

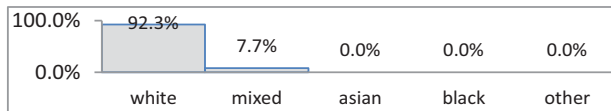
<25	25-34	35-44	45-54	55-64	>65
0	2	2	7	1	1



Ethnicity

n= 13

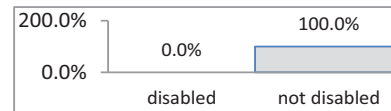
white	mixed /	asian / asian	black /	other ethnic
12	1	0	0	0



Disability Status

n= 13

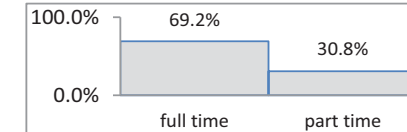
disabled	not disabled
0	13



Hours Worked

n= 13

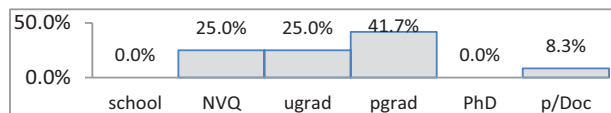
full time	part time
9	4



Highest Qualification

n= 12

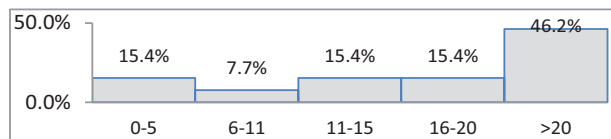
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	3	3	5	0	1



Years Practising to Date

n= 13

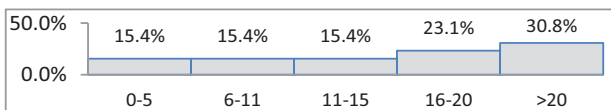
0-5	6-11	11-15	16-20	>20
2	1	2	2	6



Years Intending to Continue

n= 13

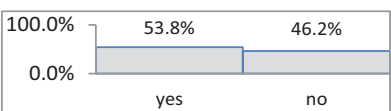
0-5	6-11	11-15	16-20	>20
2	2	2	3	4



Waiting List

n= 13

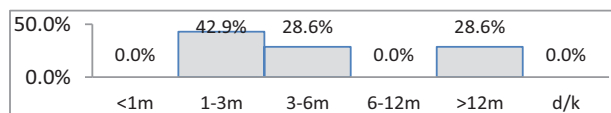
yes	no
7	6



Waiting List Length

n= 7

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



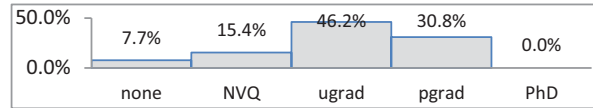
**Conservation
On-Site - Stone**

About Training and Professional Development

**New Entrant
Qualifications
Needed**

n= 13

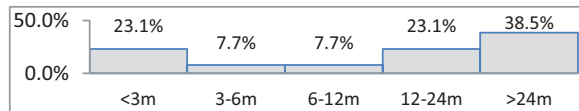
none	NVQ	ugrad	pgrad	PhD	0
	1	2	6	4	



**New Entrant
Experience Needed**

n= 13

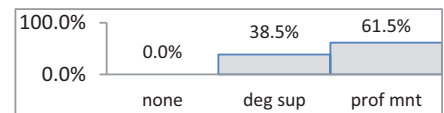
<3m	3-6m	6-12m	12-24m	>24m	5
	3	1	1	3	



**New Entrant
Guidance or
Mentoring**

n= 13

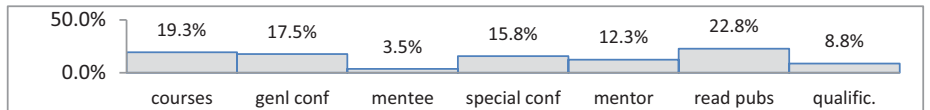
none	deg sup	prof mnt	8
0	5		



**CPD Mechanisms
Preferred**

n= 57

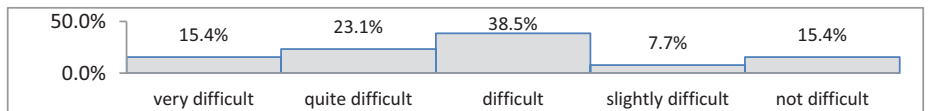
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.	5
11	10	2	9	7	13		



**Access to Initial
Training**

n= 13

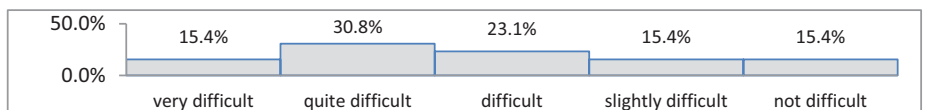
very difficult	quite difficult	difficult	slightly	not difficult	2
2	3	5	1		



**Access to CPD
Training**

n= 13

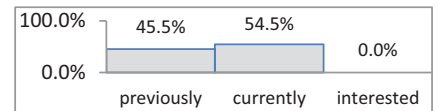
very difficult	quite difficult	difficult	slightly	not difficult	2
2	4	3	2		



Being a Trainer

n= 11

previously	currently	interested	0
5	6		

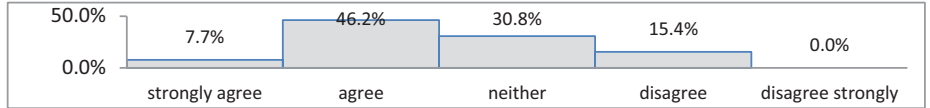


**Conservation
On-Site - Stone**

About the Changing Levels of Demand for Work

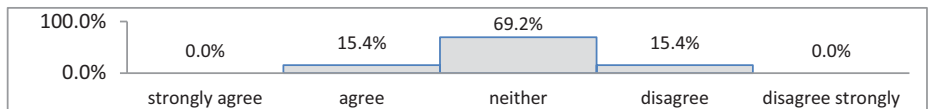
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree	disagree
1	6	4	2	0	0



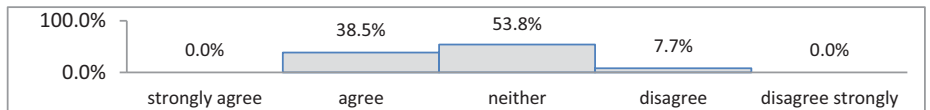
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree	disagree
0	2	9	2	0	0



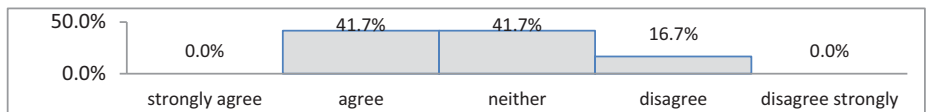
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree	disagree
0	5	7	1	0	0



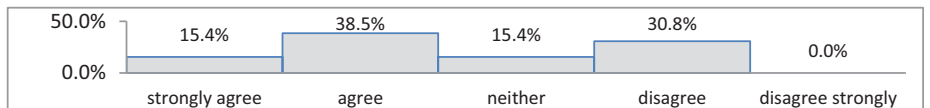
Cut Back Aspects
n= 12

strongly agree	agree	neither	disagree	disagree	disagree
0	5	5	2	0	0



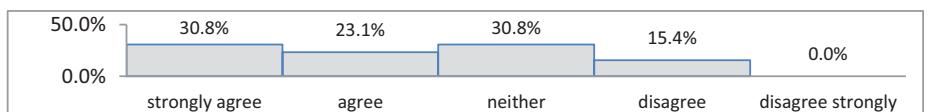
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree	disagree
2	5	2	4	0	0



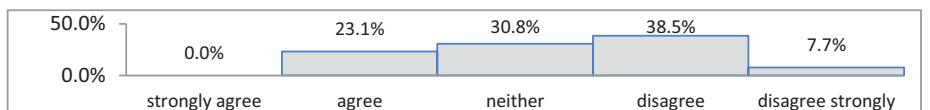
Non-Specialist Duties
n= 13

strongly agree	agree	neither	disagree	disagree	disagree
4	3	4	2	0	0



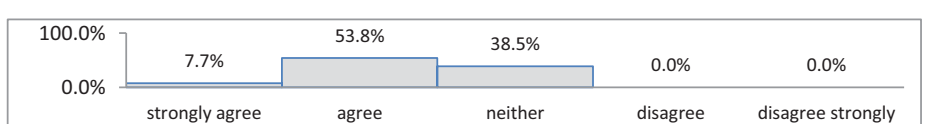
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree	disagree
0	3	4	5	1	0



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree	disagree
1	7	5	0	0	0

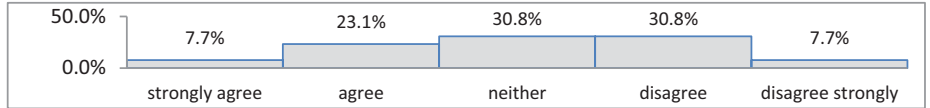


**Conservation
On-Site - Stone**

About the Potential Impact of Brexit

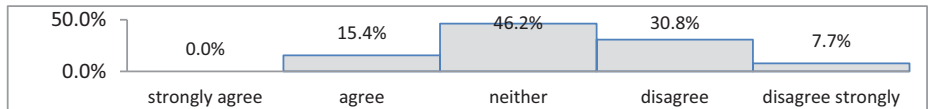
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree
1	3	4	4	1



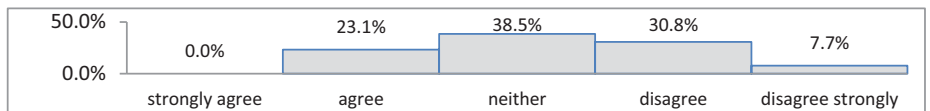
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree
0	2	6	4	1



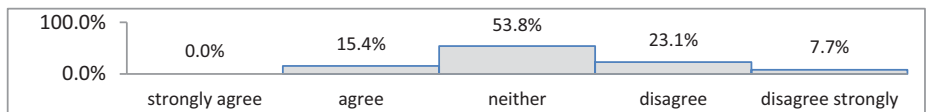
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree
0	3	5	4	1



Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree
0	2	7	3	1



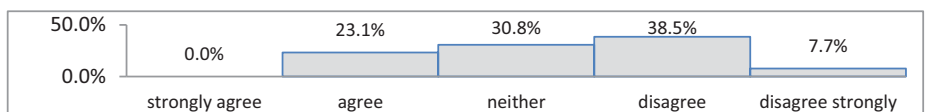
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree
0	6	1	5	1



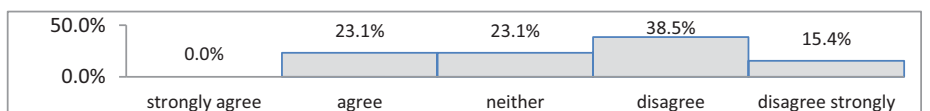
Non-Specialist Duties
n= 13

strongly agree	agree	neither	disagree	disagree
0	3	4	5	1



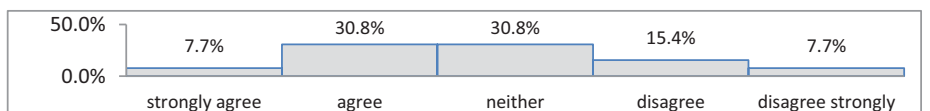
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree
0	3	3	5	2



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree
1	4	4	2	1



Conservation
Analytical/Investigative - Glass

n= 7

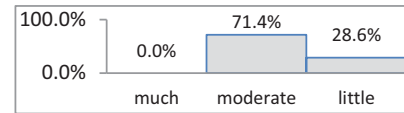
About the Work

Charge / day
n= 4

mean	SD	min	max
£ 281.25		41.29 £	240.00 £ 345.00

Competition
n= 7

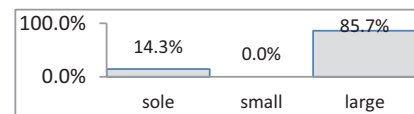
0	5	2
great deal	moderate	very little



About the Organisation

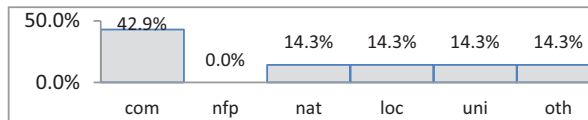
Sizes of Organisation
n= 7

1	0	6
sole trader	small	large



Types of Organisation
n= 7

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



Location
n= 7

east of england	0	0.0%
east midlands	0	0.0%
london	1	14.3%
south-east england	0	0.0%
south west england	2	28.6%
north-east england	1	14.3%
north-west england	1	14.3%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	1	14.3%
wales	1	14.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

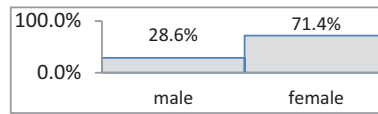
**Conservation
Analytical/Investigative - Glass**

About the Specialists

Gender

n= 7

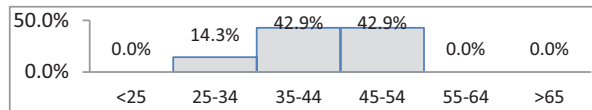
male	female
2	5



Age

n= 7

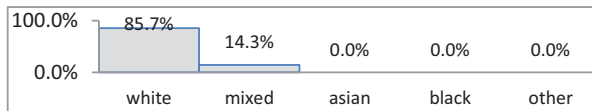
<25	25-34	35-44	45-54	55-64	>65
0	1	3	3	0	0



Ethnicity

n= 7

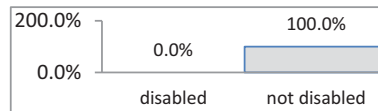
white	mixed /	asian / asian	black /	other ethnic
6	1	0	0	0



Disability Status

n= 6

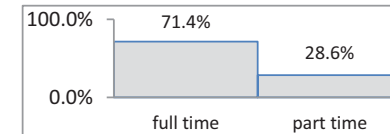
disabled	not disabled
0	6



Hours Worked

n= 7

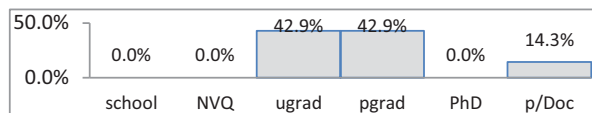
full time	part time
5	2



Highest Qualification

n= 7

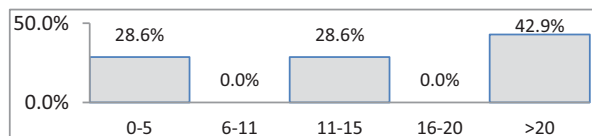
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	3	0	1



Years Practising to Date

n= 7

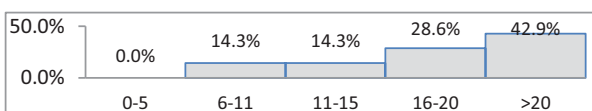
0-5	6-11	11-15	16-20	>20
2	0	2	0	3



Years Intending to Continue

n= 7

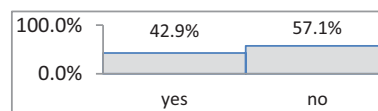
0-5	6-11	11-15	16-20	>20
0	1	1	2	3



Waiting List

n= 7

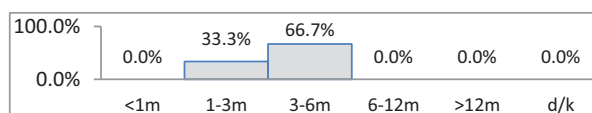
yes	no
3	4



Waiting List Length

n= 3

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



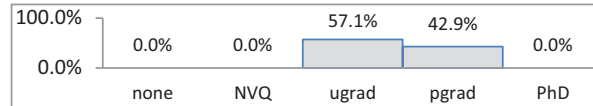
Conservation
Analytical/Investigative - Glass

About Training and Professional Development

New Entrant Qualifications Needed

n= 7

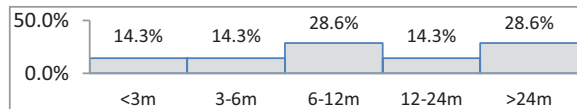
none	NVQ	ugrad	pgrad	PhD
0	0	4	3	0



New Entrant Experience Needed

n= 7

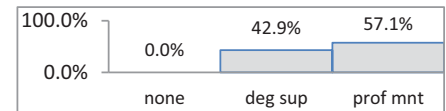
<3m	3-6m	6-12m	12-24m	>24m
1	1	2	1	2



New Entrant Guidance or Mentoring

n= 7

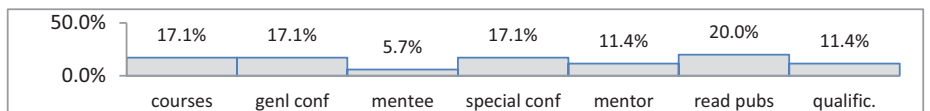
none	deg sup	prof mnt
0	3	4



CPD Mechanisms Preferred

n= 35

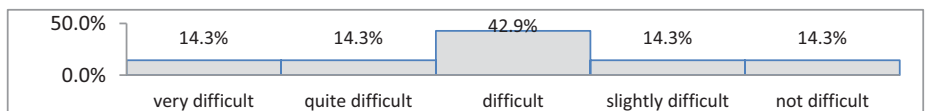
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
6	6	2	6	4	7	4



Access to Initial Training

n= 7

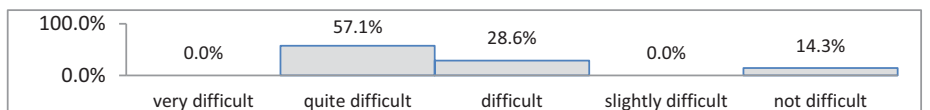
very difficult	quite difficult	difficult	slightly	not difficult
1	1	3	1	1



Access to CPD Training

n= 7

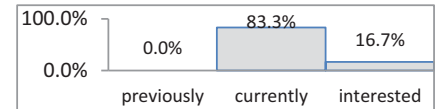
very difficult	quite difficult	difficult	slightly	not difficult
0	4	2	0	1



Being a Trainer

n= 6

previously	currently	interested
0	5	1

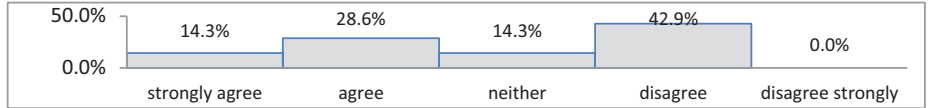


**Conservation
Analytical/Investigative - Glass**

About the Changing Levels of Demand for Work

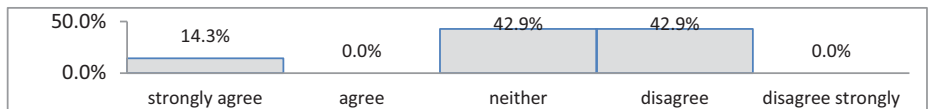
Reduced Projects
n= 7

strongly agree	agree	neither	disagree	disagree	
1	2	1	3	0	



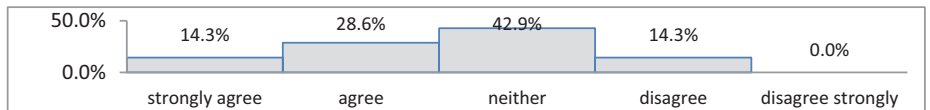
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree	
1	0	3	3	0	



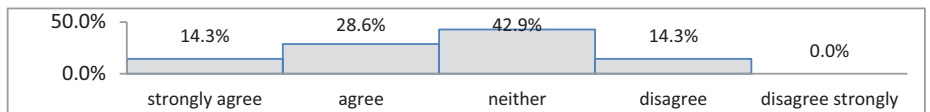
Time Pressure
n= 7

strongly agree	agree	neither	disagree	disagree	
1	2	3	1	0	



Cut Back Aspects
n= 7

strongly agree	agree	neither	disagree	disagree	
1	2	3	1	0	



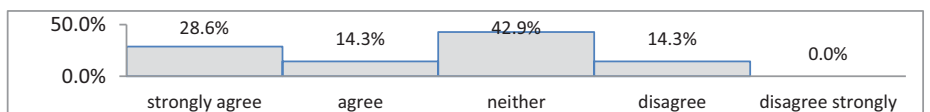
Job Security Worries
n= 7

strongly agree	agree	neither	disagree	disagree	
1	1	1	4	0	



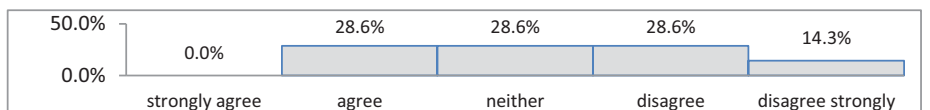
Non-Specialist Duties
n= 7

strongly agree	agree	neither	disagree	disagree	
2	1	3	1	0	



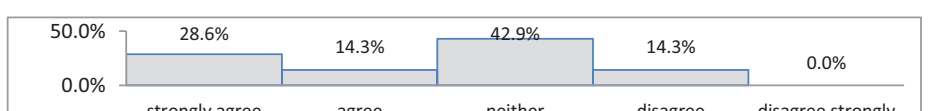
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree	
0	2	2	2	1	



Decrease in Specialists
n= 7

strongly agree	agree	neither	disagree	disagree	
2	1	3	1	0	

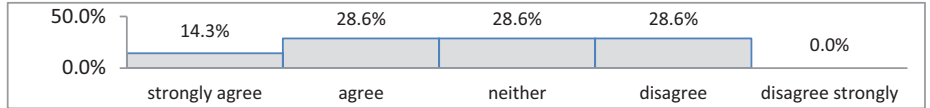


**Conservation
Analytical/Investigative - Glass**

About the Potential Impact of Brexit

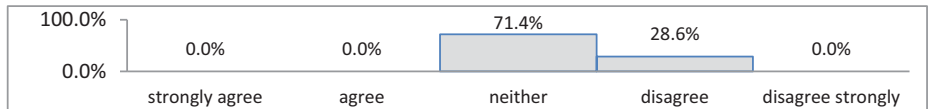
Reduced Projects
n= 7

strongly agree	agree	neither	disagree	disagree	disagree
1	2	2	2	0	0



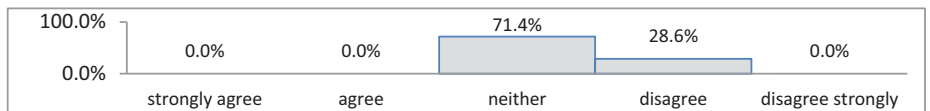
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree
0	0	5	2	0



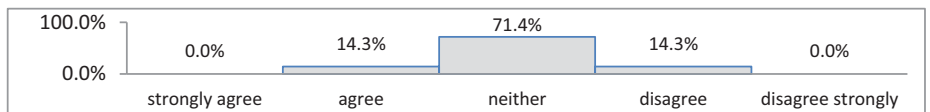
Time Pressure
n= 7

strongly agree	agree	neither	disagree	disagree
0	0	5	2	0



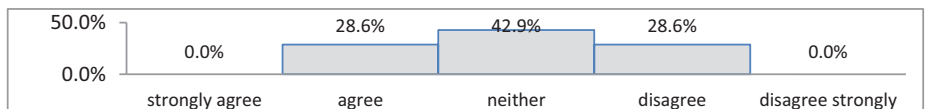
Cut Back Aspects
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	5	1	0



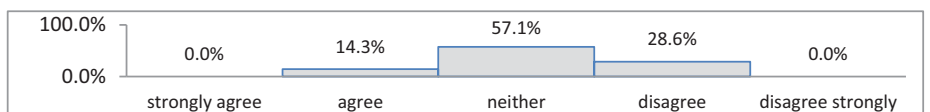
Job Security Worries
n= 7

strongly agree	agree	neither	disagree	disagree
0	2	3	2	0



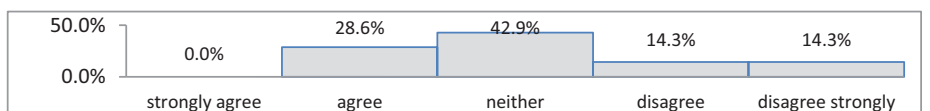
Non-Specialist Duties
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	4	2	0



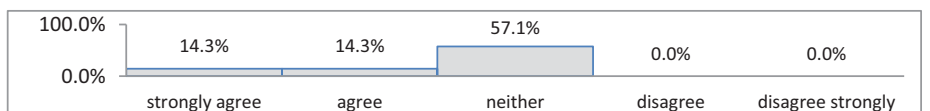
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree
0	2	3	1	1



Decrease in Specialists
n= 7

strongly agree	agree	neither	disagree	disagree
1	1	4	0	0



**Conservation
Analytical/Investigative - Metal**

n= 15

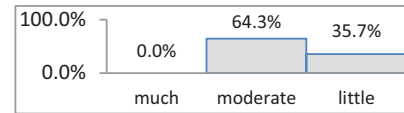
About the Work

Charge / day
n= 9

mean	SD	min	max
£ 308.33		173.24 £	100.00 £ 700.00

Competition
n= 14

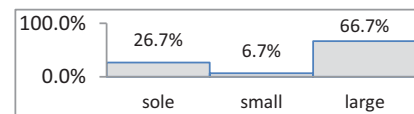
0	9	5
great deal	moderate	very little



About the Organisation

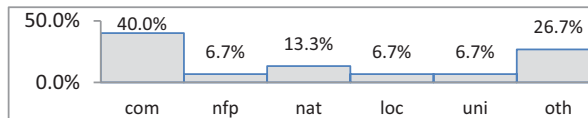
Sizes of Organisation
n= 15

4	1	10
sole trader	small	large



Types of Organisation
n= 15

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



Location
n= 15

east of england	0	0.0%
east midlands	0	0.0%
london	3	20.0%
south-east england	0	0.0%
south west england	2	13.3%
north-east england	1	6.7%
north-west england	1	6.7%
west midlands	1	6.7%
yorkshire & the humber	1	6.7%
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 - european union	1	6.7%
outside uk - rest of world	1	6.7%

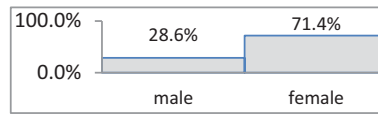
**Conservation
Analytical/Investigative - Metal**

About the Specialists

Gender

n= 14

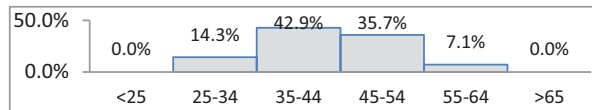
male	female
4	10



Age

n= 14

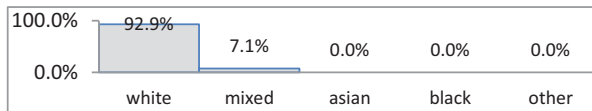
<25	25-34	35-44	45-54	55-64	>65
0	2	6	5	1	0



Ethnicity

n= 14

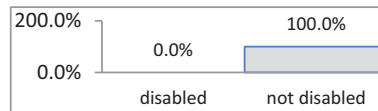
white	mixed /	asian / asian	black /	other ethnic
13	1	0	0	0



Disability Status

n= 13

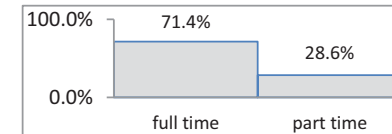
disabled	not disabled
0	13



Hours Worked

n= 14

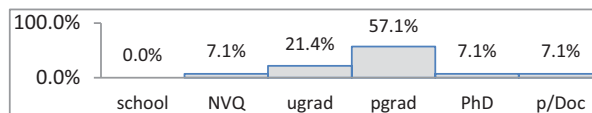
full time	part time
10	4



Highest Qualification

n= 14

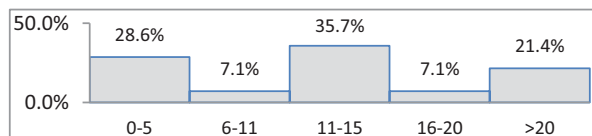
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	1	3	8	1	1



Years Practising to Date

n= 14

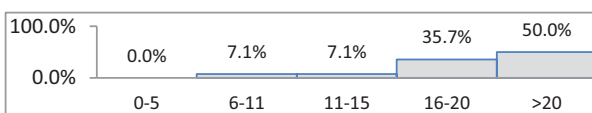
0-5	6-11	11-15	16-20	>20
4	1	5	1	3



Years Intending to Continue

n= 14

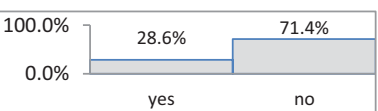
0-5	6-11	11-15	16-20	>20
0	1	1	5	7



Waiting List

n= 14

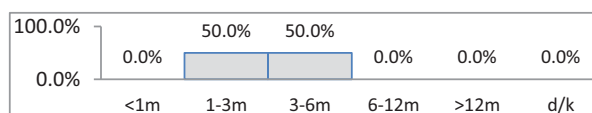
yes	no
4	10



Waiting List Length

n= 4

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



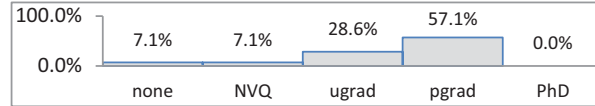
Conservation
Analytical/Investigative - Metal

About Training and Professional Development

New Entrant Qualifications Needed

n= 14

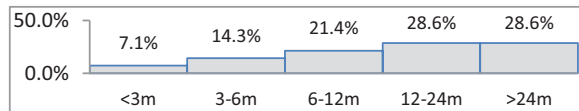
none	NVQ	ugrad	pgrad	PhD
1	1	4	8	0



New Entrant Experience Needed

n= 14

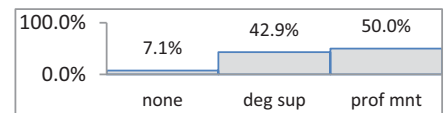
<3m	3-6m	6-12m	12-24m	>24m
1	2	3	4	4



New Entrant Guidance or Mentoring

n= 14

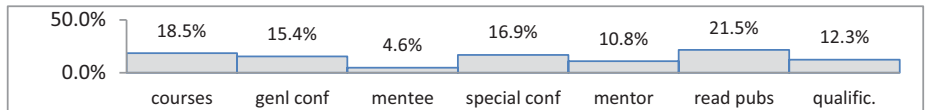
none	deg sup	prof mnt
1	6	7



CPD Mechanisms Preferred

n= 65

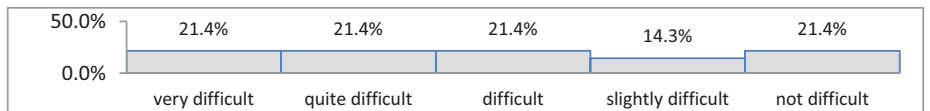
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
12	10	3	11	7	14	8



Access to Initial Training

n= 14

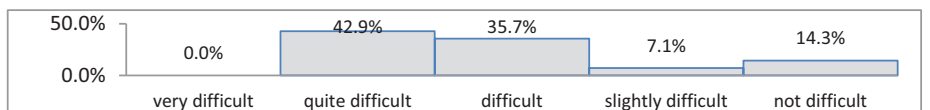
very difficult	quite difficult	difficult	slightly	not difficult
3	3	3	2	3



Access to CPD Training

n= 14

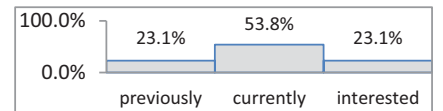
very difficult	quite difficult	difficult	slightly	not difficult
0	6	5	1	2



Being a Trainer

n= 13

previously	currently	interested
3	7	3

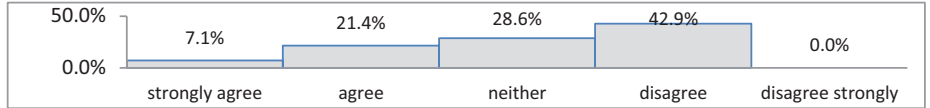


**Conservation
Analytical/Investigative - Metal**

About the Changing Levels of Demand for Work

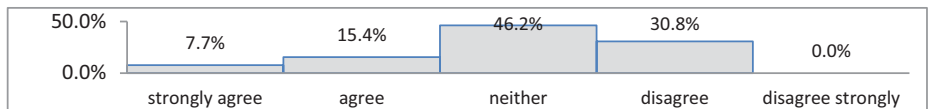
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree	
1	3	4	6	0	



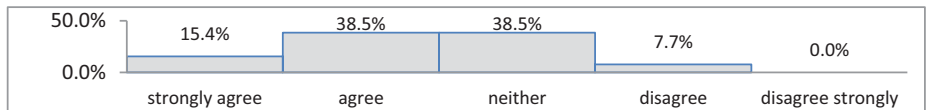
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree	
1	2	6	4	0	



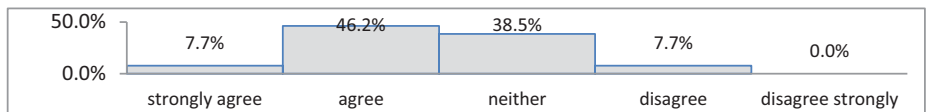
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree	
2	5	5	1	0	



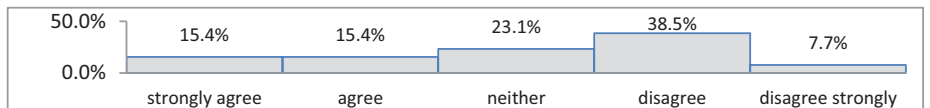
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree	
1	6	5	1	0	



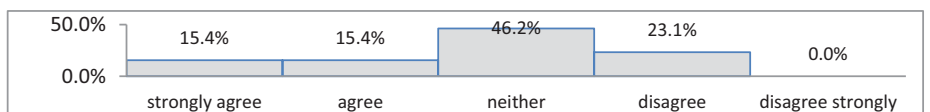
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree	
2	2	3	5	1	



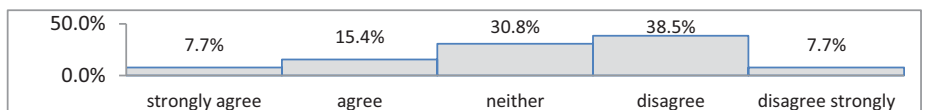
Non-Specialist Duties
n= 13

strongly agree	agree	neither	disagree	disagree	
2	2	6	3	0	



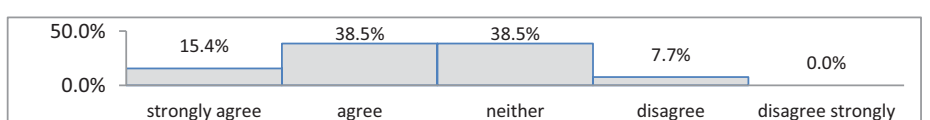
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree	
1	2	4	5	1	



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree	
2	5	5	1	0	

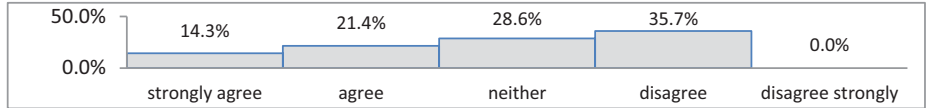


**Conservation
Analytical/Investigative - Metal**

About the Potential Impact of Brexit

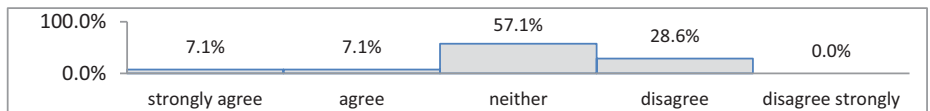
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree	0
2	3	4	5		



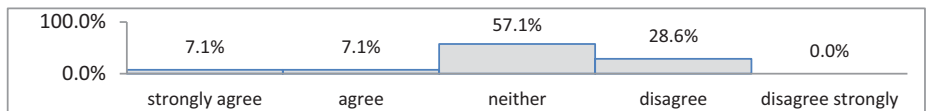
Reduce Costs
n= 14

strongly agree	agree	neither	disagree	disagree	0
1	1	8	4		



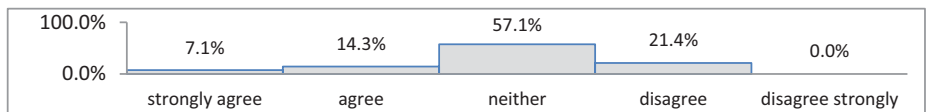
Time Pressure
n= 14

strongly agree	agree	neither	disagree	disagree	0
1	1	8	4		



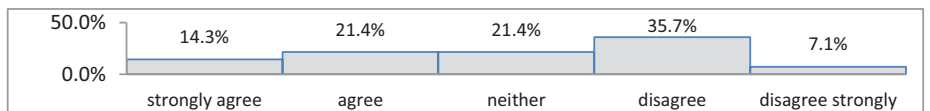
Cut Back Aspects
n= 14

strongly agree	agree	neither	disagree	disagree	0
1	2	8	3		



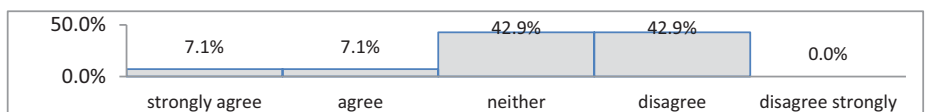
Job Security Worries
n= 14

strongly agree	agree	neither	disagree	disagree	1
2	3	3	5		



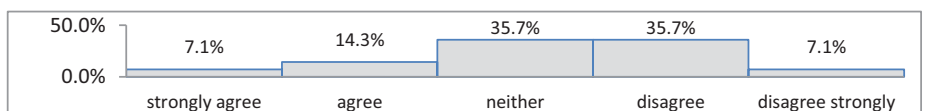
Non-Specialist Duties
n= 14

strongly agree	agree	neither	disagree	disagree	0
1	1	6	6		



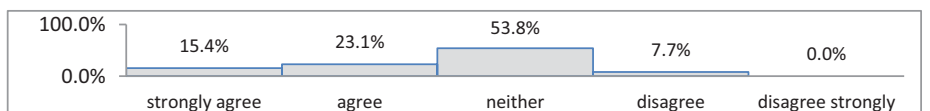
Take Work Home
n= 14

strongly agree	agree	neither	disagree	disagree	1
1	2	5	5		



Decrease in Specialists
n= 14

strongly agree	agree	neither	disagree	disagree	0
2	3	7	1		



Conservation
Analytical/Investigative - Organic Material

n= 10

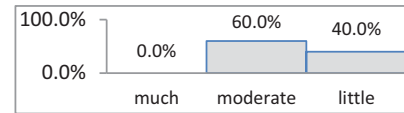
About the Work

Charge / day
n= 8

mean	SD	min	max
£ 269.38	36.44	£ 230.00	£ 345.00

Competition
n= 10

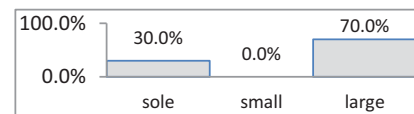
0	6	4
great deal	moderate	very little



About the Organisation

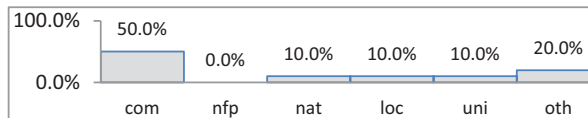
Sizes of Organisation
n= 10

3	0	7
sole trader	small	large



Types of Organisation
n= 10

5	0	1	1	1	2
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	1	10.0%
south-east england	1	10.0%
south west england	1	10.0%
north-east england	1	10.0%
north-west england	1	10.0%
west midlands	1	10.0%
yorkshire & the humber	2	20.0%
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 - european union	0	0.0%
outside uk - rest of world	0	0.0%

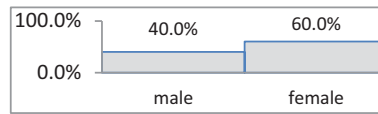
Conservation
Analytical/Investigative - Organic Material

About the Specialists

Gender

n= 10

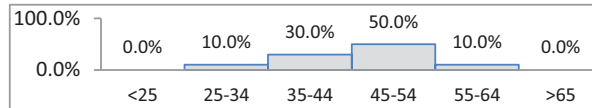
male	female
4	6



Age

n= 10

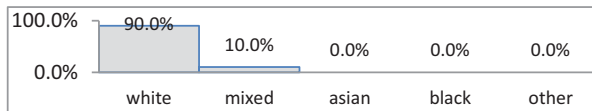
<25	25-34	35-44	45-54	55-64	>65
0	1	3	5	1	0



Ethnicity

n= 10

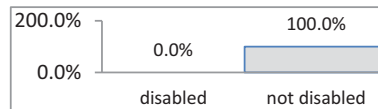
white	mixed /	asian / asian	black /	other ethnic
9	1	0	0	0



Disability Status

n= 9

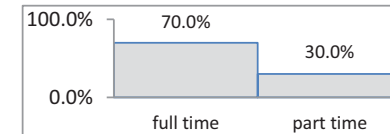
disabled	not disabled
0	9



Hours Worked

n= 10

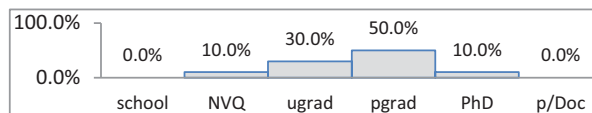
full time	part time
7	3



Highest Qualification

n= 10

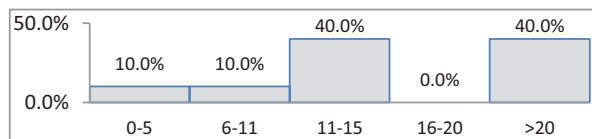
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	1	3	5	1	0



Years Practising to Date

n= 10

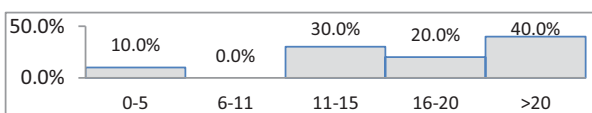
0-5	6-11	11-15	16-20	>20
1	1	4	0	4



Years Intending to Continue

n= 10

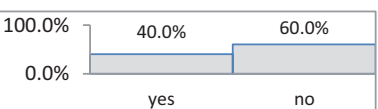
0-5	6-11	11-15	16-20	>20
1	0	3	2	4



Waiting List

n= 10

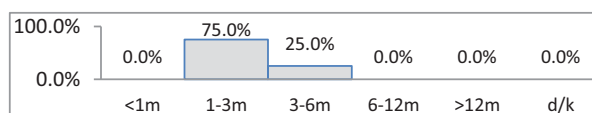
yes	no
4	6



Waiting List Length

n= 4

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



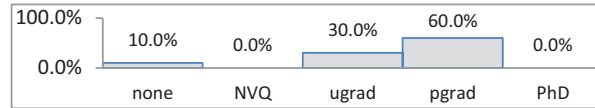
Conservation
Analytical/Investigative - Organic Material

About Training and Professional Development

New Entrant Qualifications Needed

n= 10

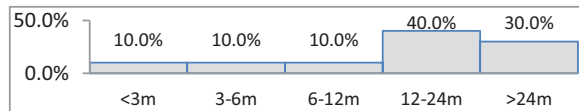
none	NVQ	ugrad	pgrad	PhD
1	0	3	6	0



New Entrant Experience Needed

n= 10

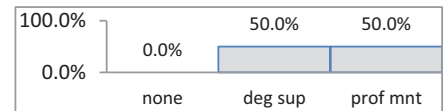
<3m	3-6m	6-12m	12-24m	>24m
1	1	1	4	3



New Entrant Guidance or Mentoring

n= 10

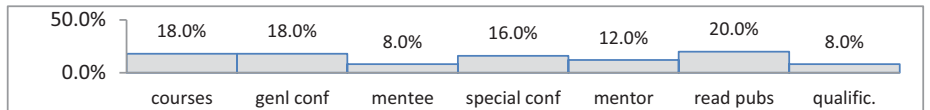
none	deg sup	prof mnt
0	5	5



CPD Mechanisms Preferred

n= 50

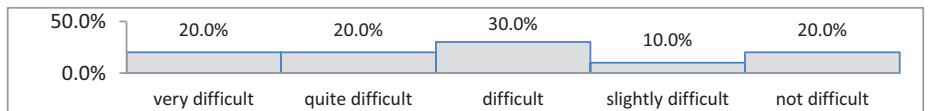
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
9	9	4	8	6	10	4



Access to Initial Training

n= 10

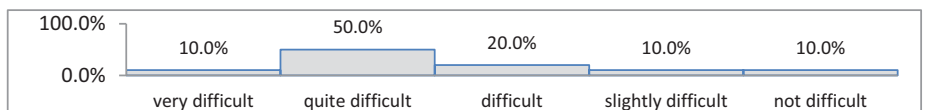
very difficult	quite difficult	difficult	slightly	not difficult
2	2	3	1	2



Access to CPD Training

n= 10

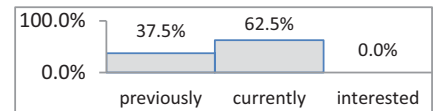
very difficult	quite difficult	difficult	slightly	not difficult
1	5	2	1	1



Being a Trainer

n= 8

previously	currently	interested
3	5	0

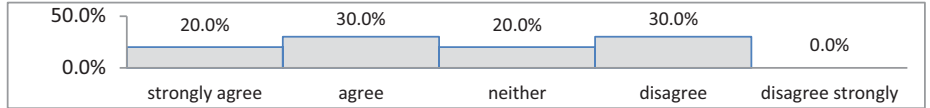


Conservation
Analytical/Investigative - Organic Material

About the Changing Levels of Demand for Work

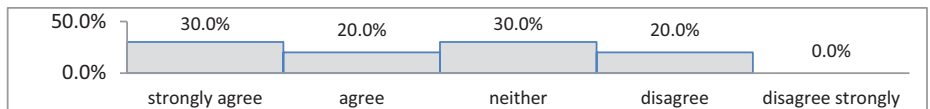
Reduced Projects
n= 10

strongly agree	agree	neither	disagree	disagree	
2	3	2	3	0	



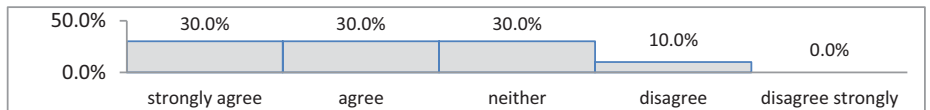
Reduce Costs
n= 10

strongly agree	agree	neither	disagree	disagree	
3	2	3	2	0	



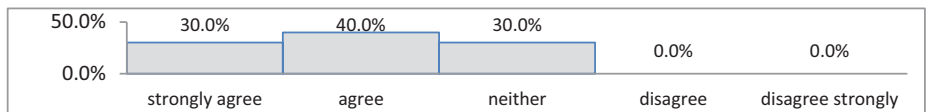
Time Pressure
n= 10

strongly agree	agree	neither	disagree	disagree	
3	3	3	1	0	



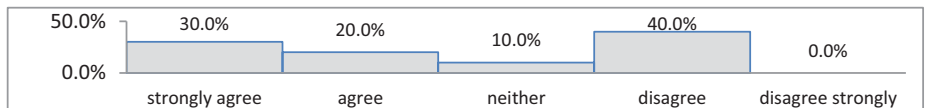
Cut Back Aspects
n= 10

strongly agree	agree	neither	disagree	disagree	
3	4	3	0	0	



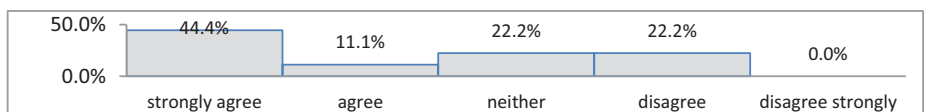
Job Security Worries
n= 10

strongly agree	agree	neither	disagree	disagree	
3	2	1	4	0	



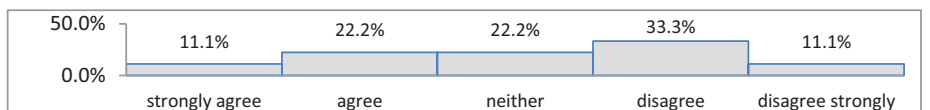
Non-Specialist Duties
n= 9

strongly agree	agree	neither	disagree	disagree	
4	1	2	2	0	



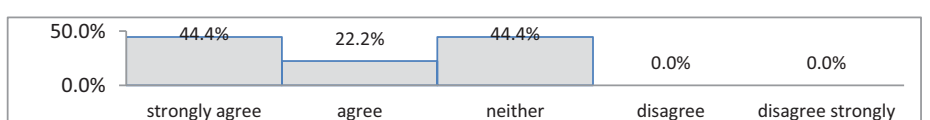
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree	
1	2	2	3	1	



Decrease in Specialists
n= 10

strongly agree	agree	neither	disagree	disagree	
4	2	4	0	0	

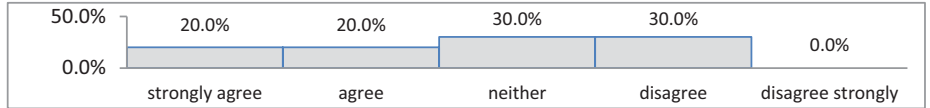


**Conservation
Analytical/Investigative - Organic Material**

About the Potential Impact of Brexit

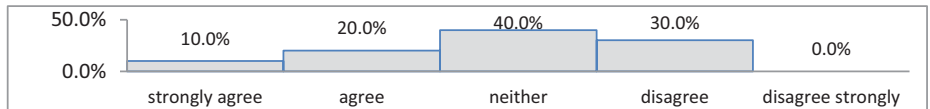
Reduced Projects
n= 10

strongly agree	agree	neither	disagree	disagree	
2	2	3	3	0	



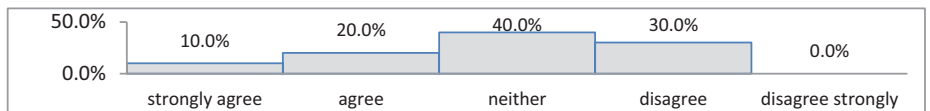
Reduce Costs
n= 10

strongly agree	agree	neither	disagree	disagree	
1	2	4	3	0	



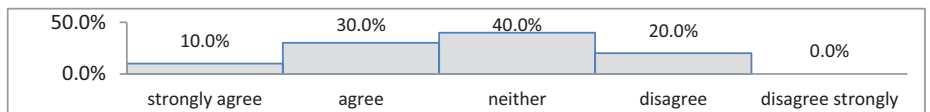
Time Pressure
n= 10

strongly agree	agree	neither	disagree	disagree	
1	2	4	3	0	



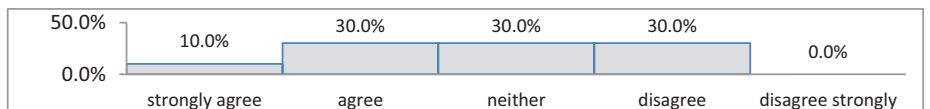
Cut Back Aspects
n= 10

strongly agree	agree	neither	disagree	disagree	
1	3	4	2	0	



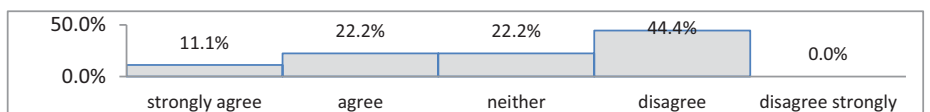
Job Security Worries
n= 10

strongly agree	agree	neither	disagree	disagree	
1	3	3	3	0	



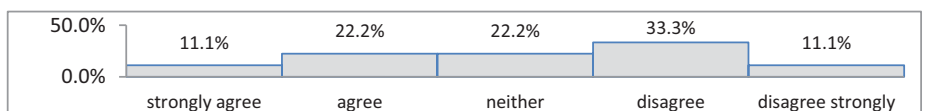
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree	
1	2	2	4	0	



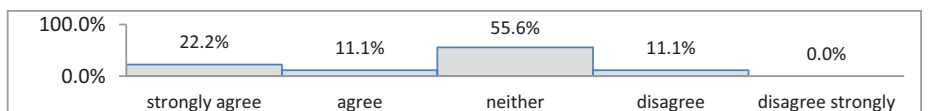
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree	
1	2	2	3	1	



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree	
2	1	5	1	0	



Conservation
Analytical/Investigative - Pottery

n= 7

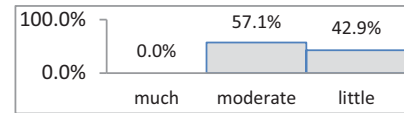
About the Work

Charge / day
n= 5

mean	SD	min	max
£ 245.00	81.36	£ 100.00	£ 345.00

Competition
n= 7

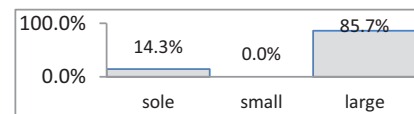
	0	4	3
great deal			
moderate			
very little			



About the Organisation

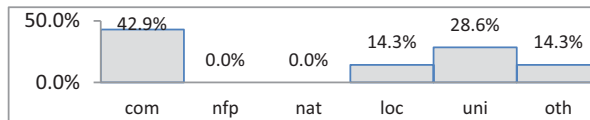
Sizes of Organisation
n= 7

	1	0	6
sole trader			
small			
large			



Types of Organisation
n= 7

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



Location
n= 7

east of england	0	0.0%
east midlands	0	0.0%
london	1	14.3%
south-east england	0	0.0%
south west england	3	42.9%
north-east england	1	14.3%
north-west england	1	14.3%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	0	0.0%
wales	1	14.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

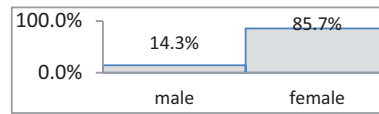
Conservation
Analytical/Investigative - Pottery

About the Specialists

Gender

n= 7

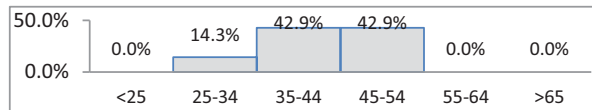
male	female
1	6



Age

n= 7

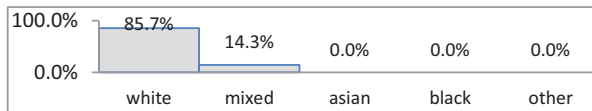
<25	25-34	35-44	45-54	55-64	>65
0	1	3	3	0	0



Ethnicity

n= 7

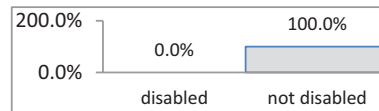
white	mixed /	asian / asian	black /	other ethnic
6	1	0	0	0



Disability Status

n= 6

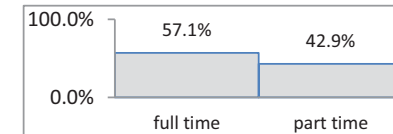
disabled	not disabled
0	6



Hours Worked

n= 7

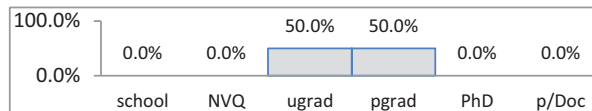
full time	part time
4	3



Highest Qualification

n= 6

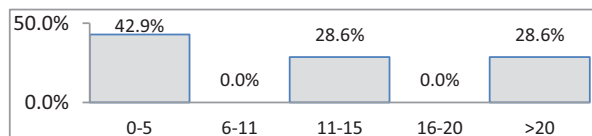
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	3	0	0



Years Practising to Date

n= 7

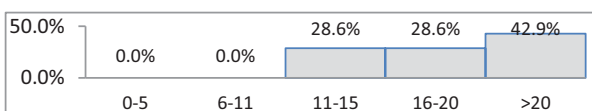
0-5	6-11	11-15	16-20	>20
3	0	2	0	2



Years Intending to Continue

n= 7

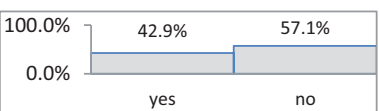
0-5	6-11	11-15	16-20	>20
0	0	2	2	3



Waiting List

n= 7

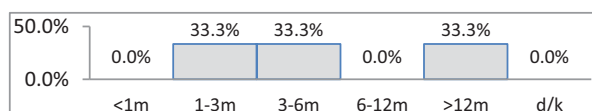
yes	no
3	4



Waiting List Length

n= 3

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



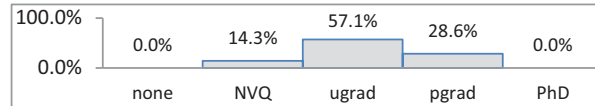
Conservation
Analytical/Investigative - Pottery

About Training and Professional Development

New Entrant Qualifications Needed

n= 7

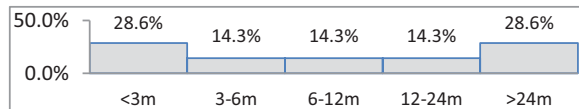
none	NVQ	ugrad	pgrad	PhD
0	1	4	2	0



New Entrant Experience Needed

n= 7

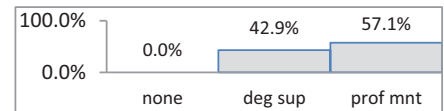
<3m	3-6m	6-12m	12-24m	>24m
2	1	1	1	2



New Entrant Guidance or Mentoring

n= 7

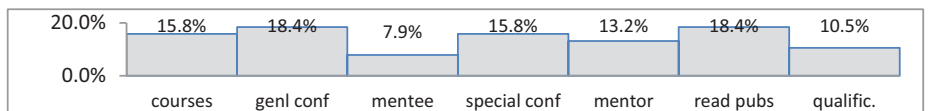
none	deg sup	prof mnt
0	3	4



CPD Mechanisms Preferred

n= 38

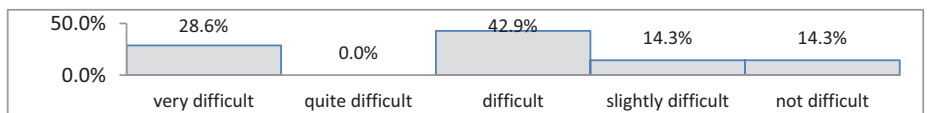
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
6	7	3	6	5	7	4



Access to Initial Training

n= 7

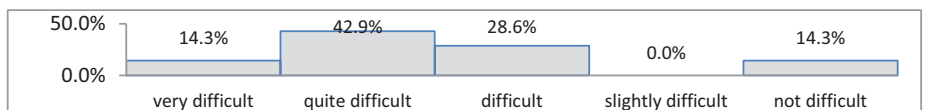
very difficult	quite difficult	difficult	slightly	not difficult
2	0	3	1	1



Access to CPD Training

n= 7

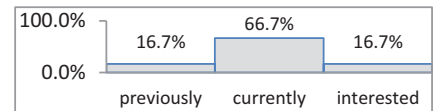
very difficult	quite difficult	difficult	slightly	not difficult
1	3	2	0	1



Being a Trainer

n= 6

previously	currently	interested
1	4	1

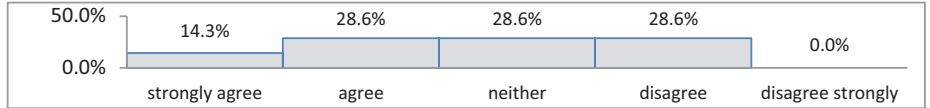


**Conservation
Analytical/Investigative - Pottery**

About the Changing Levels of Demand for Work

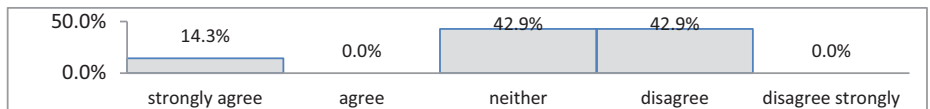
Reduced Projects
n= 7

strongly agree	agree	neither	disagree	disagree
1	2	2	2	0



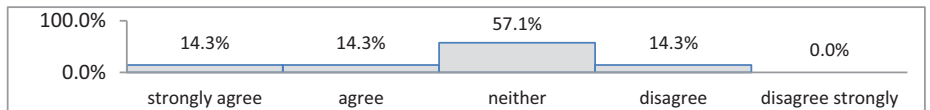
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree
1	0	3	3	0



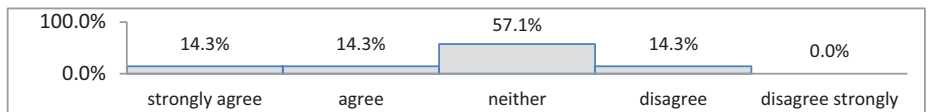
Time Pressure
n= 7

strongly agree	agree	neither	disagree	disagree
1	1	4	1	0



Cut Back Aspects
n= 7

strongly agree	agree	neither	disagree	disagree
1	1	4	1	0



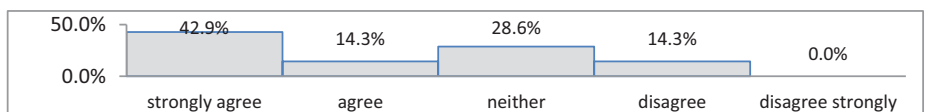
Job Security Worries
n= 7

strongly agree	agree	neither	disagree	disagree
2	0	1	4	0



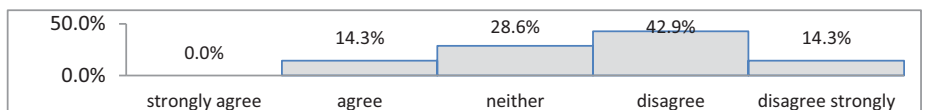
Non-Specialist Duties
n= 7

strongly agree	agree	neither	disagree	disagree
3	1	2	1	0



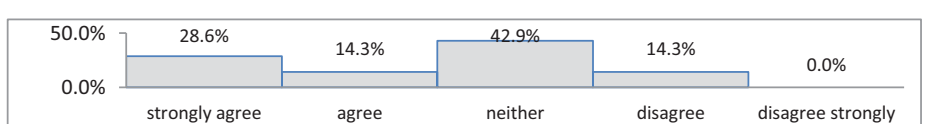
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	2	3	1



Decrease in Specialists
n= 7

strongly agree	agree	neither	disagree	disagree
2	1	3	1	0

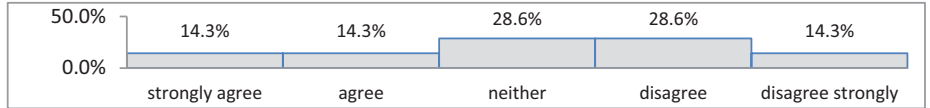


**Conservation
Analytical/Investigative - Pottery**

About the Potential Impact of Brexit

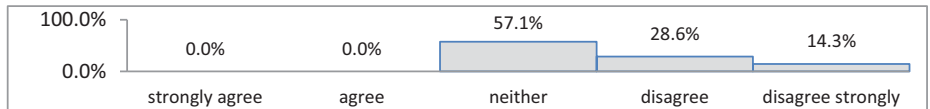
Reduced Projects
n= 7

strongly agree	agree	neither	disagree	disagree
1	1	2	2	1



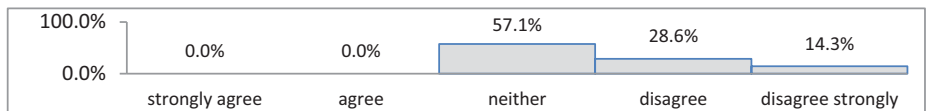
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree
0	0	4	2	1



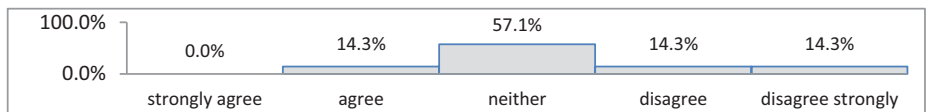
Time Pressure
n= 7

strongly agree	agree	neither	disagree	disagree
0	0	4	2	1



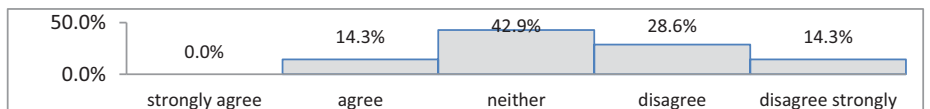
Cut Back Aspects
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	4	1	1



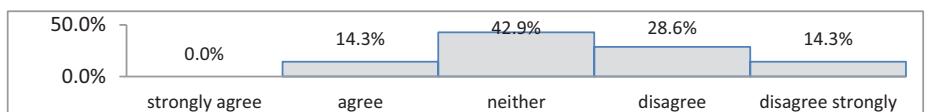
Job Security Worries
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	3	2	1



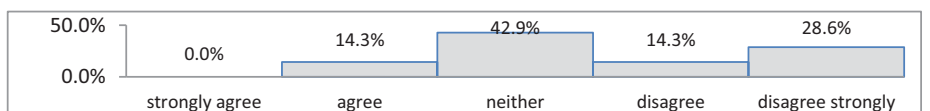
Non-Specialist Duties
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	3	2	1



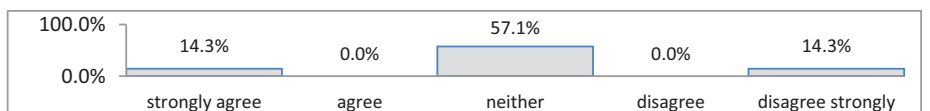
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	3	1	2



Decrease in Specialists
n= 7

strongly agree	agree	neither	disagree	disagree
1	0	4	0	1



Conservation
Analytical/Investigative - Stone

n= 13

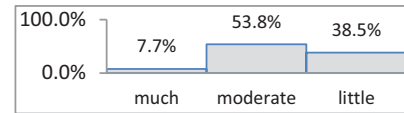
About the Work

Charge / day
n= 6

mean	SD	min	max
£ 379.17		159.75 £	240.00 £ 700.00

Competition
n= 13

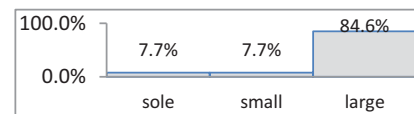
1	7	5
great deal	moderate	very little



About the Organisation

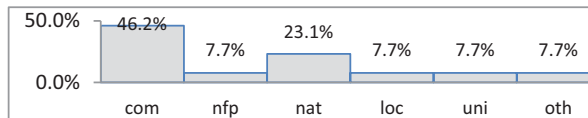
Sizes of Organisation
n= 13

1	1	11
sole trader	small	large



Types of Organisation
n= 13

6	1	3	1	1	1
commercial	not for profit	nat gov	local gov	university	other



Location
n= 13

east of england	0	0.0%
east midlands	0	0.0%
london	2	15.4%
south-east england	0	0.0%
south west england	2	15.4%
north-east england	1	7.7%
north-west england	2	15.4%
west midlands	0	0.0%
yorkshire & the humber	1	7.7%
scotland	4	30.8%
wales	1	7.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

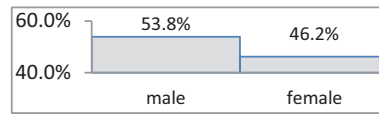
Conservation Analytical/Investigative - Stone

About the Specialists

Gender

n= 13

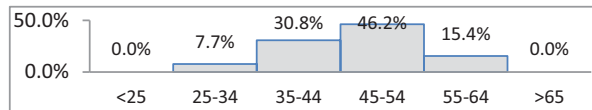
male	female
7	6



Age

n= 13

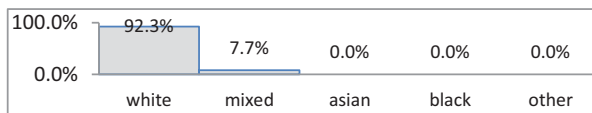
<25	25-34	35-44	45-54	55-64	>65
0	1	4	6	2	0



Ethnicity

n= 13

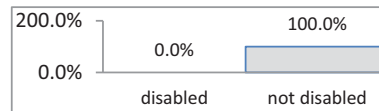
white	mixed /	asian / asian	black /	other ethnic
12	1	0	0	0



Disability Status

n= 12

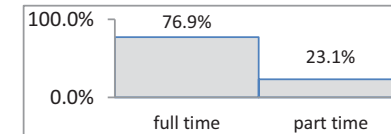
disabled	not disabled
0	12



Hours Worked

n= 13

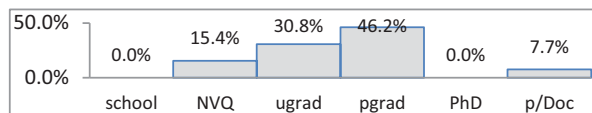
full time	part time
10	3



Highest Qualification

n= 13

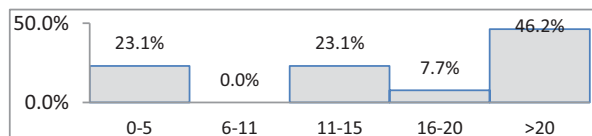
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	2	4	6	0	1



Years Practising to Date

n= 13

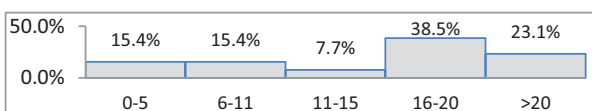
0-5	6-11	11-15	16-20	>20
3	0	3	1	6



Years Intending to Continue

n= 13

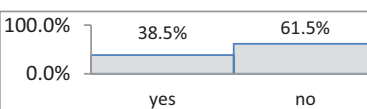
0-5	6-11	11-15	16-20	>20
2	2	1	5	3



Waiting List

n= 13

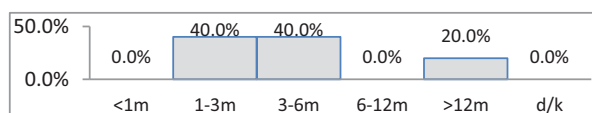
yes	no
5	8



Waiting List Length

n= 5

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



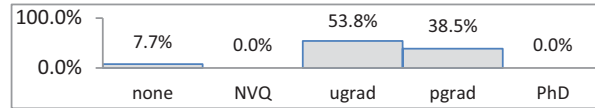
Conservation
Analytical/Investigative - Stone

About Training and Professional Development

New Entrant Qualifications Needed

n= 13

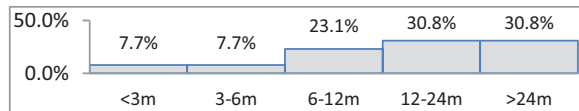
none	NVQ	ugrad	pgrad	PhD
1	0	7	5	0



New Entrant Experience Needed

n= 13

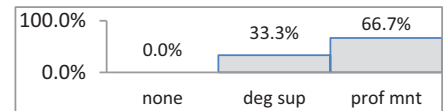
<3m	3-6m	6-12m	12-24m	>24m
1	1	3	4	4



New Entrant Guidance or Mentoring

n= 12

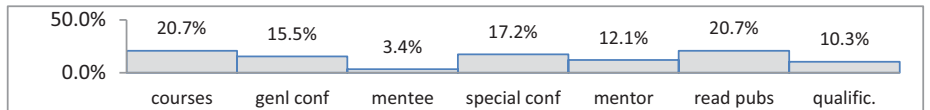
none	deg sup	prof mnt
0	4	8



CPD Mechanisms Preferred

n= 58

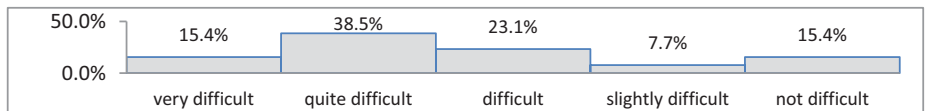
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
12	9	2	10	7	12	6



Access to Initial Training

n= 13

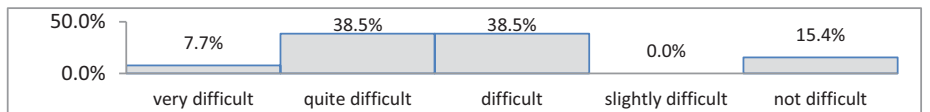
very difficult	quite difficult	difficult	slightly	not difficult
2	5	3	1	2



Access to CPD Training

n= 13

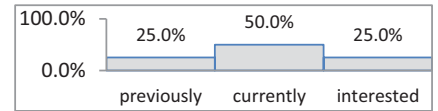
very difficult	quite difficult	difficult	slightly	not difficult
1	5	5	0	2



Being a Trainer

n= 12

previously	currently	interested
3	6	3

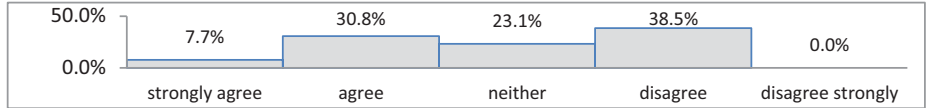


**Conservation
Analytical/Investigative - Stone**

About the Changing Levels of Demand for Work

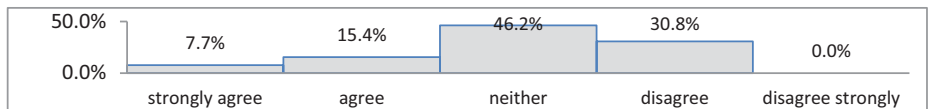
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree	
1	4	3	5	0	



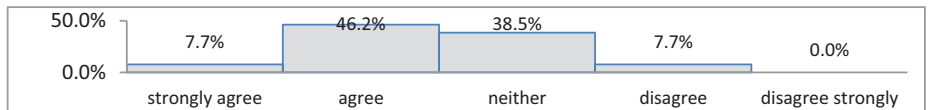
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree	
1	2	6	4	0	



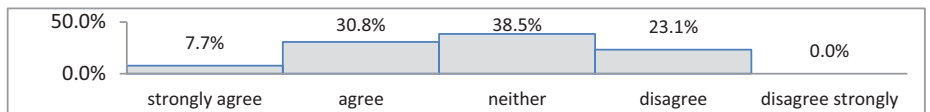
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree	
1	6	5	1	0	



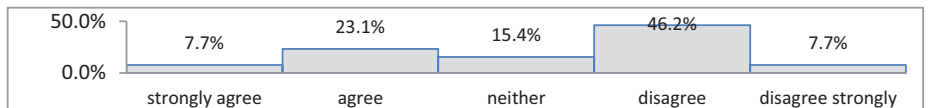
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree	
1	4	5	3	0	



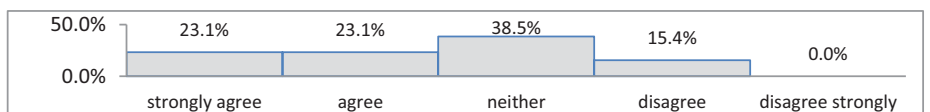
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree	
1	3	2	6	1	



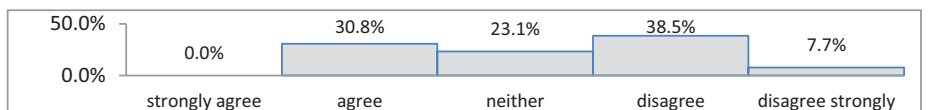
Non-Specialist Duties
n= 13

strongly agree	agree	neither	disagree	disagree	
3	3	5	2	0	



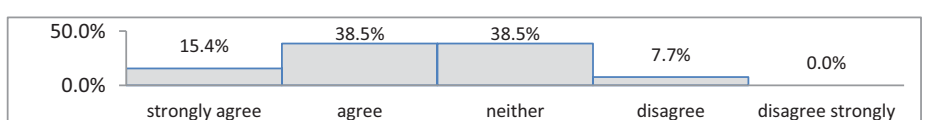
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree	
0	4	3	5	1	



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree	
2	5	5	1	0	

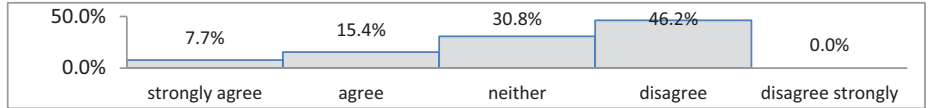


**Conservation
Analytical/Investigative - Stone**

About the Potential Impact of Brexit

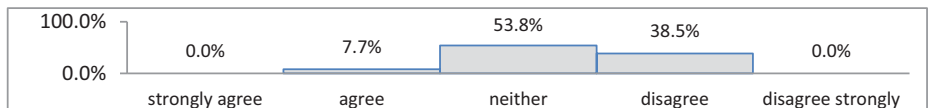
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree
1	2	4	6	0



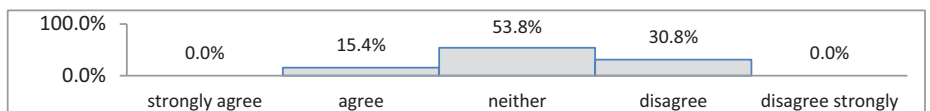
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree
0	1	7	5	0



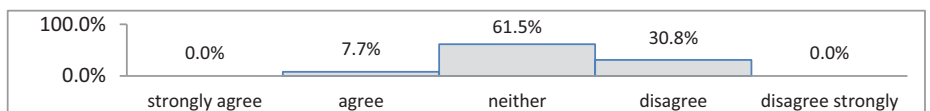
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree
0	2	7	4	0



Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree
0	1	8	4	0



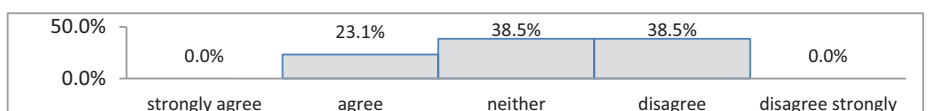
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree
0	4	3	5	1



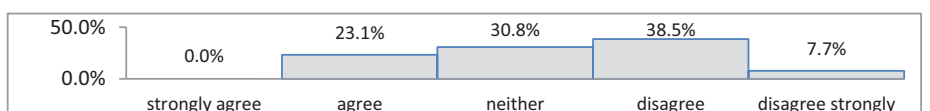
Non-Specialist Duties
n= 13

strongly agree	agree	neither	disagree	disagree
0	3	5	5	0



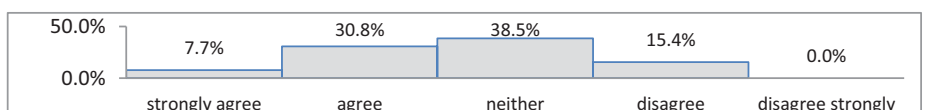
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree
0	3	4	5	1



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree
1	4	5	2	0



**Conservation
Archiving/Display - Glass**

n= 12

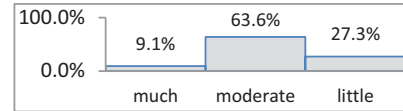
About the Work

Charge / day
n= 9

mean	SD	min	max
£ 205.00	106.67	£ 70.00	£ 350.00

Competition
n= 11

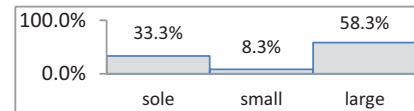
1	7	3
great deal	moderate	very little



About the Organisation

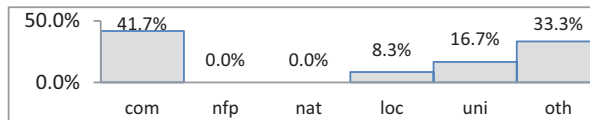
Sizes of Organisation
n= 12

4	1	7
sole trader	small	large



Types of Organisation
n= 12

5	0	0	1	2	4
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	2	16.7%
south-east england	0	0.0%
south west england	3	25.0%
north-east england	1	8.3%
north-west england	1	8.3%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
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 - european union	1	8.3%
outside uk - rest of world	1	8.3%

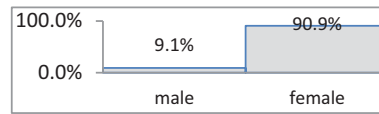
**Conservation
Archiving/Display - Glass**

About the Specialists

Gender

n= 11

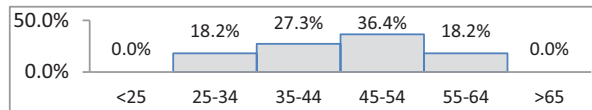
male	female
1	10



Age

n= 11

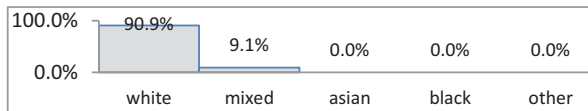
<25	25-34	35-44	45-54	55-64	>65
0	2	3	4	2	0



Ethnicity

n= 11

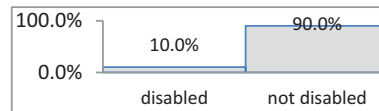
white	mixed /	asian / asian	black /	other ethnic
10	1	0	0	0



Disability Status

n= 10

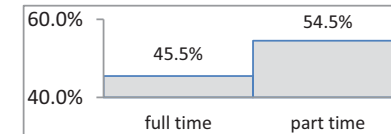
disabled	not disabled
1	9



Hours Worked

n= 11

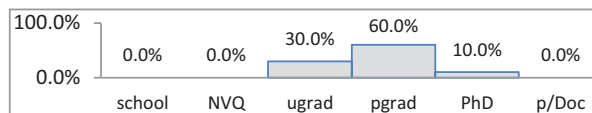
full time	part time
5	6



Highest Qualification

n= 10

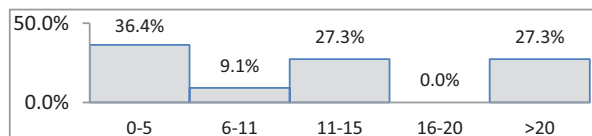
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	6	1	0



Years Practising to Date

n= 11

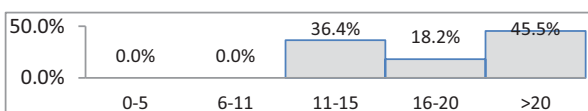
0-5	6-11	11-15	16-20	>20
4	1	3	0	3



Years Intending to Continue

n= 11

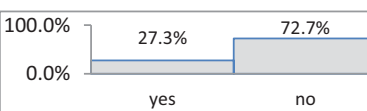
0-5	6-11	11-15	16-20	>20
0	0	4	2	5



Waiting List

n= 11

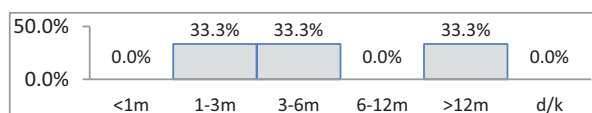
yes	no
3	8



Waiting List Length

n= 3

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



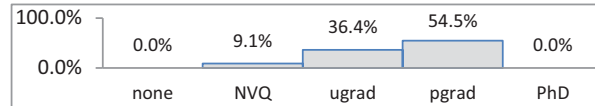
Conservation
Archiving/Display - Glass

About Training and Professional Development

New Entrant Qualifications Needed

n= 11

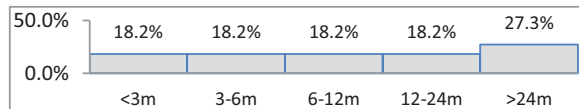
none	NVQ	ugrad	pgrad	PhD
0	1	4	6	0



New Entrant Experience Needed

n= 11

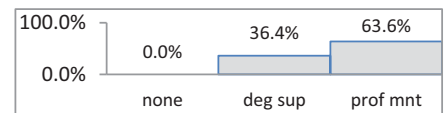
<3m	3-6m	6-12m	12-24m	>24m
2	2	2	2	3



New Entrant Guidance or Mentoring

n= 11

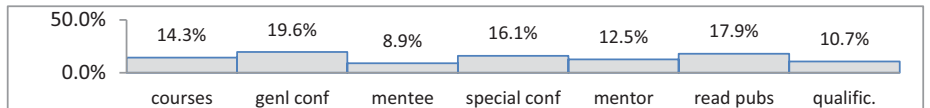
none	deg sup	prof mnt
0	4	7



CPD Mechanisms Preferred

n= 56

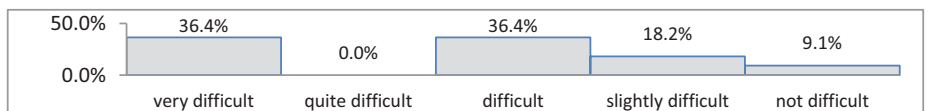
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
8	11	5	9	7	10	6



Access to Initial Training

n= 11

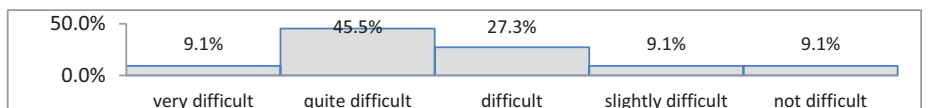
very difficult	quite difficult	difficult	slightly	not difficult
4	0	4	2	1



Access to CPD Training

n= 11

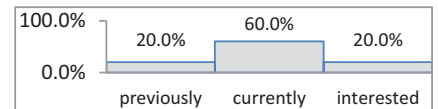
very difficult	quite difficult	difficult	slightly	not difficult
1	5	3	1	1



Being a Trainer

n= 10

previously	currently	interested
2	6	2

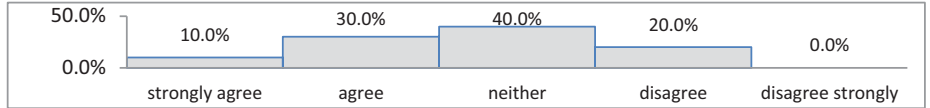


Conservation
Archiving/Display - Glass

About the Changing Levels of Demand for Work

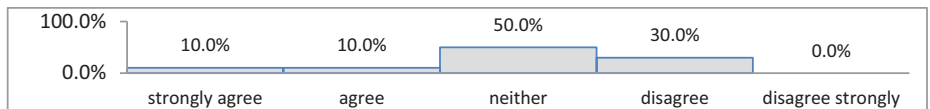
Reduced Projects
n= 10

strongly agree	agree	neither	disagree	disagree	
1	3	4	2	0	



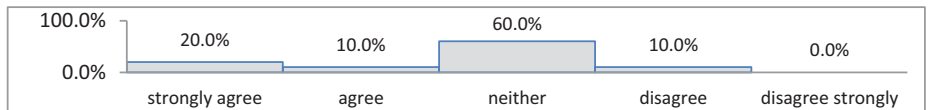
Reduce Costs
n= 10

strongly agree	agree	neither	disagree	disagree	
1	1	5	3	0	



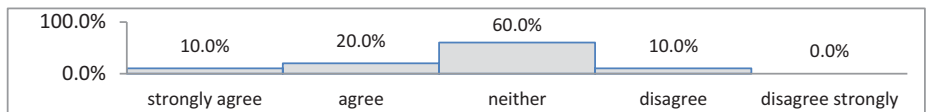
Time Pressure
n= 10

strongly agree	agree	neither	disagree	disagree	
2	1	6	1	0	



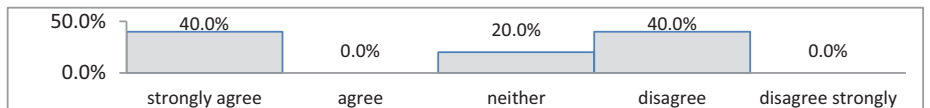
Cut Back Aspects
n= 10

strongly agree	agree	neither	disagree	disagree	
1	2	6	1	0	



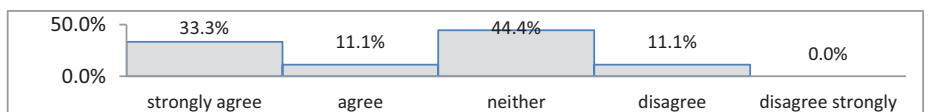
Job Security Worries
n= 10

strongly agree	agree	neither	disagree	disagree	
4	0	2	4	0	



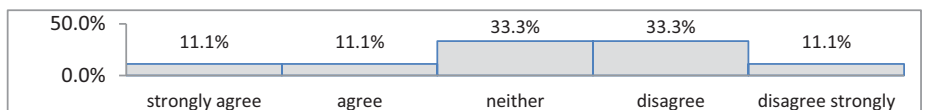
Non-Specialist Duties
n= 9

strongly agree	agree	neither	disagree	disagree	
3	1	4	1	0	



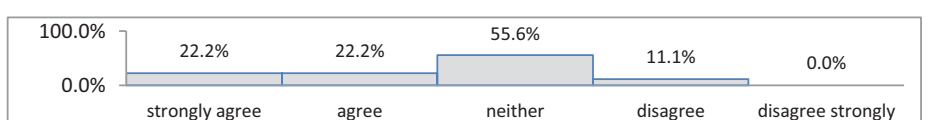
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree	
1	1	3	3	1	



Decrease in Specialists
n= 10

strongly agree	agree	neither	disagree	disagree	
2	2	5	1	0	

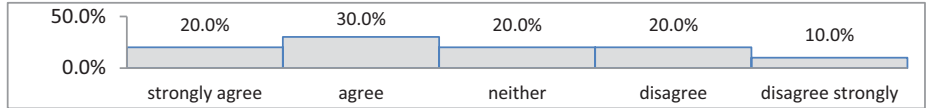


**Conservation
Archiving/Display - Glass**

About the Potential Impact of Brexit

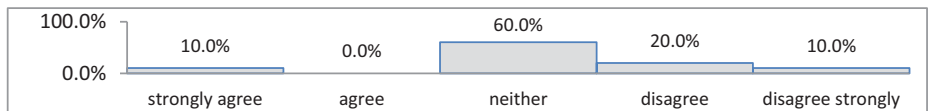
Reduced Projects
n= 10

strongly agree	agree	neither	disagree	disagree
2	3	2	2	1



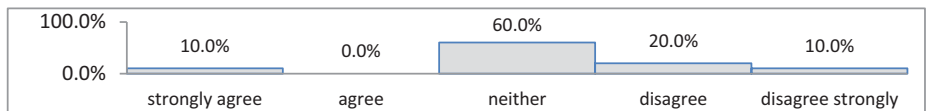
Reduce Costs
n= 10

strongly agree	agree	neither	disagree	disagree
1	0	6	2	1



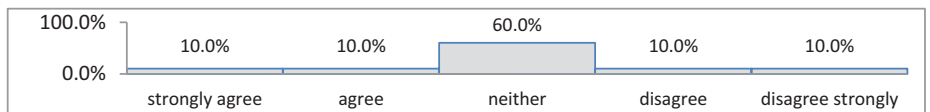
Time Pressure
n= 10

strongly agree	agree	neither	disagree	disagree
1	0	6	2	1



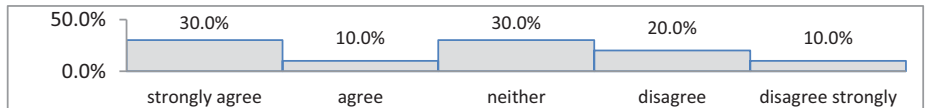
Cut Back Aspects
n= 10

strongly agree	agree	neither	disagree	disagree
1	1	6	1	1



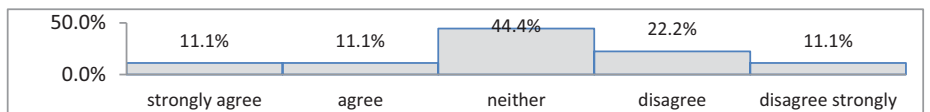
Job Security Worries
n= 10

strongly agree	agree	neither	disagree	disagree
3	1	3	2	1



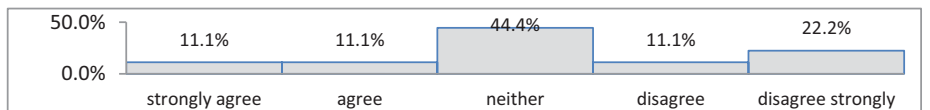
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree
1	1	4	2	1



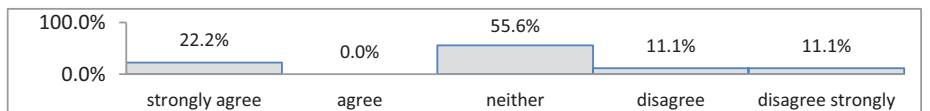
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree
1	1	4	1	2



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree
2	0	5	1	1



**Conservation
Archiving/Display - Metal**

n= 13

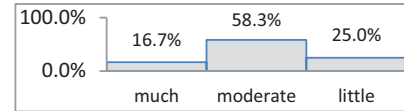
About the Work

Charge / day
n= 9

mean	SD	min	max
£ 205.00	106.67	£ 70.00	£ 350.00

Competition
n= 12

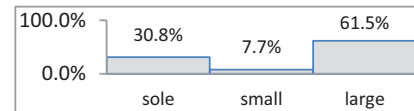
2	7	3
great deal	moderate	very little



About the Organisation

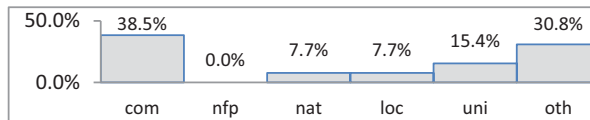
Sizes of Organisation
n= 13

4	1	8
sole trader	small	large



Types of Organisation
n= 13

5	0	1	1	2	4
commercial	not for profit	nat gov	local gov	university	other



Location
n= 13

east of england	0	0.0%
east midlands	1	7.7%
london	2	15.4%
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	0	0.0%
yorkshire & the humber	0	0.0%
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 - european union	1	7.7%
outside uk - rest of world	1	7.7%

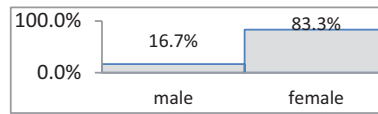
**Conservation
Archiving/Display - Metal**

About the Specialists

Gender

n= 12

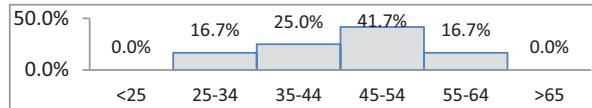
male	female
2	10



Age

n= 12

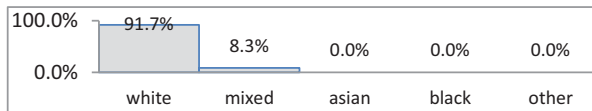
<25	25-34	35-44	45-54	55-64	>65
0	2	3	5	2	0



Ethnicity

n= 12

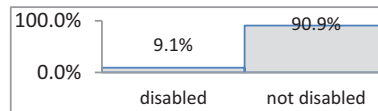
white	mixed /	asian / asian	black /	other ethnic
11	1	0	0	0



Disability Status

n= 11

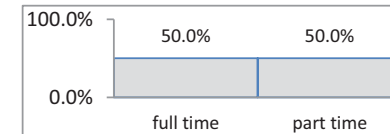
disabled	not disabled
1	10



Hours Worked

n= 12

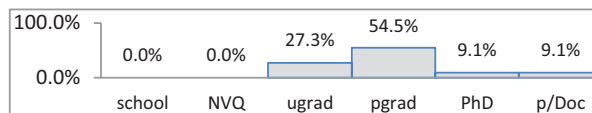
full time	part time
6	6



Highest Qualification

n= 11

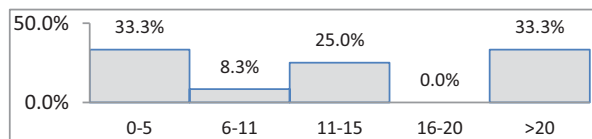
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	6	1	1



Years Practising to Date

n= 12

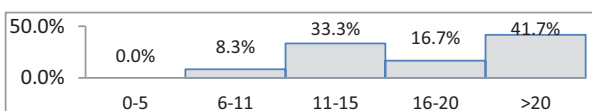
0-5	6-11	11-15	16-20	>20
4	1	3	0	4



Years Intending to Continue

n= 12

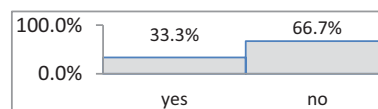
0-5	6-11	11-15	16-20	>20
0	1	4	2	5



Waiting List

n= 12

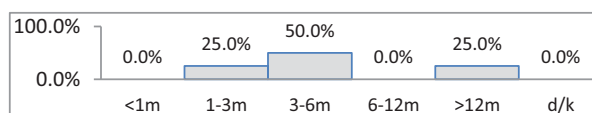
yes	no
4	8



Waiting List Length

n= 4

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



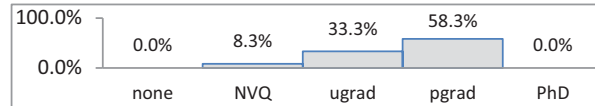
Conservation
Archiving/Display - Metal

About Training and Professional Development

New Entrant Qualifications Needed

n= 12

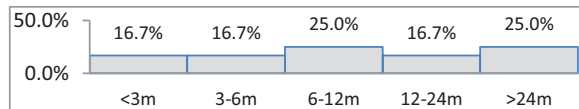
none	NVQ	ugrad	pgrad	PhD
0	1	4	7	0



New Entrant Experience Needed

n= 12

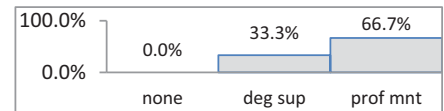
<3m	3-6m	6-12m	12-24m	>24m
2	2	3	2	3



New Entrant Guidance or Mentoring

n= 12

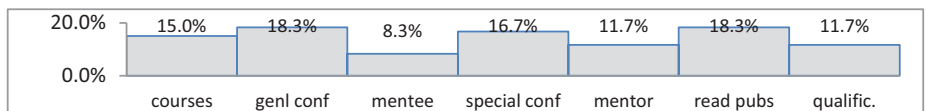
none	deg sup	prof mnt
0	4	8



CPD Mechanisms Preferred

n= 60

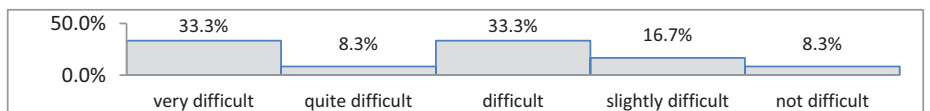
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
9	11	5	10	7	11	7



Access to Initial Training

n= 12

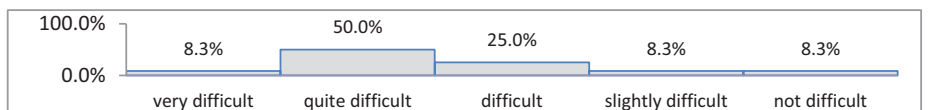
very difficult	quite difficult	difficult	slightly	not difficult
4	1	4	2	1



Access to CPD Training

n= 12

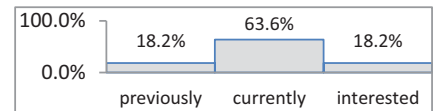
very difficult	quite difficult	difficult	slightly	not difficult
1	6	3	1	1



Being a Trainer

n= 11

previously	currently	interested
2	7	2

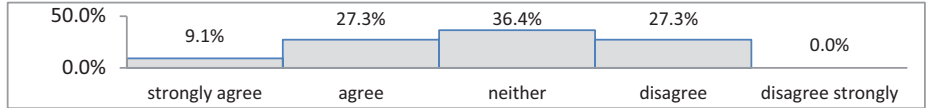


**Conservation
Archiving/Display - Metal**

About the Changing Levels of Demand for Work

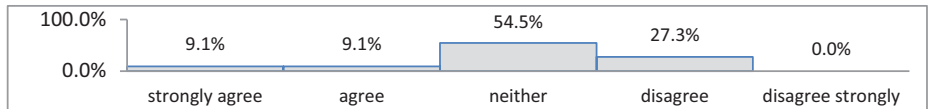
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
1	3	4	3	0	0



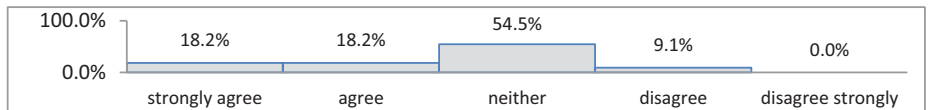
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
1	1	6	3	0	0



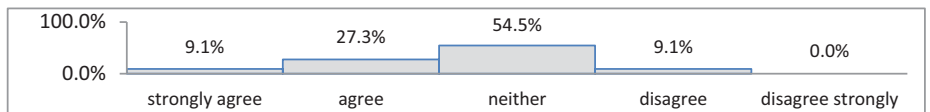
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
2	2	6	1	0	0



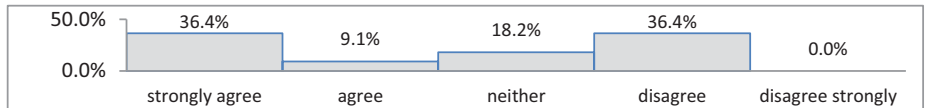
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
1	3	6	1	0	0



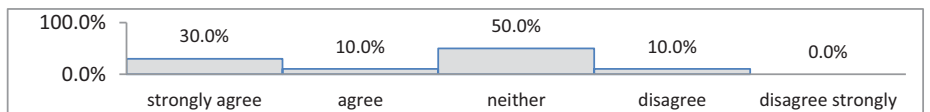
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
4	1	2	4	0	0



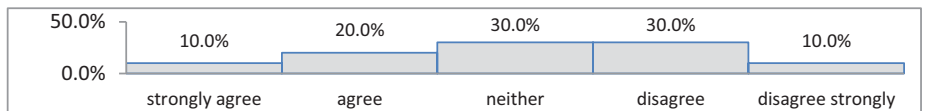
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
3	1	5	1	0	0



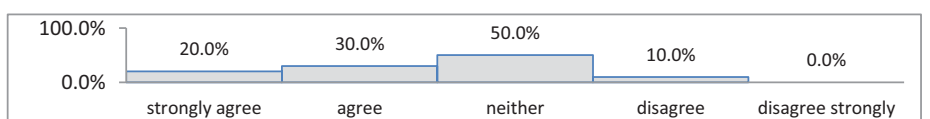
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
1	2	3	3	1	0



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
2	3	5	1	0	0

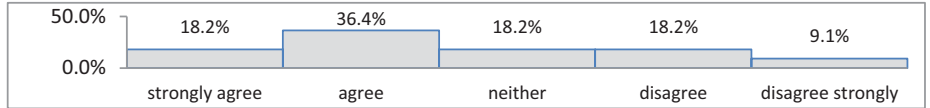


**Conservation
Archiving/Display - Metal**

About the Potential Impact of Brexit

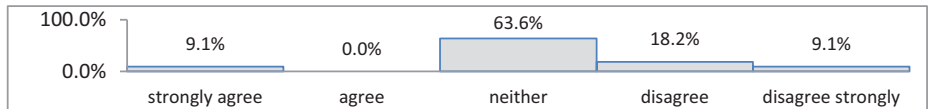
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree
2	4	2	2	1



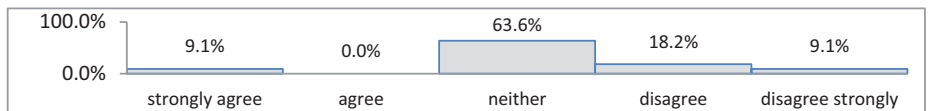
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree
1	0	7	2	1



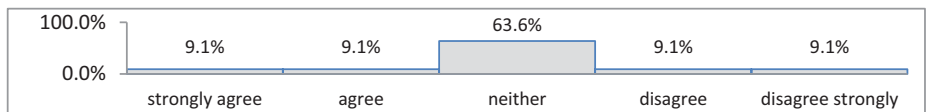
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree
1	0	7	2	1



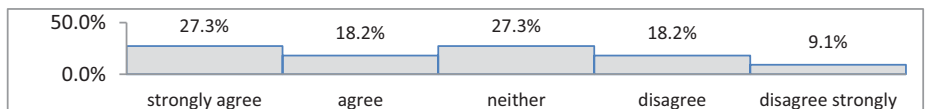
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree
1	1	7	1	1



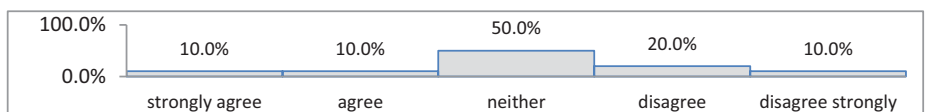
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree
3	2	3	2	1



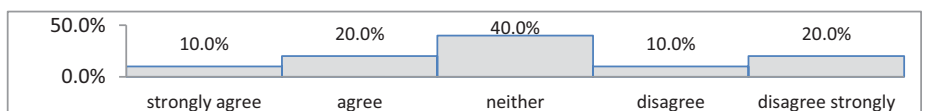
Non-Specialist Duties
n= 11

strongly agree	agree	neither	disagree	disagree
1	1	5	2	1



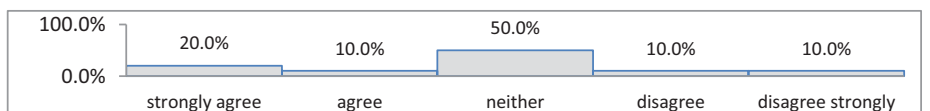
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree
1	2	4	1	2



Decrease in Specialists
n= 10

strongly agree	agree	neither	disagree	disagree
2	1	5	1	1



**Conservation
Archiving/Display - Organic Material**

n= 12

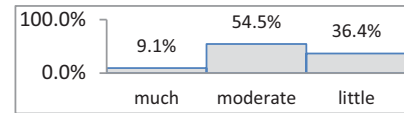
About the Work

Charge / day
n= 9

mean	SD	min	max
£ 238.33		90.92 £	70.00 £ 350.00

Competition
n= 11

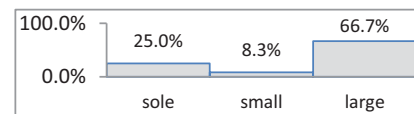
1	6	4
great deal	moderate	very little



About the Organisation

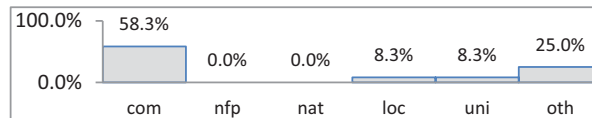
Sizes of Organisation
n= 12

3	1	8
sole trader	small	large



Types of Organisation
n= 12

7	0	0	1	1	3
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	2	16.7%
south-east england	0	0.0%
south west england	2	16.7%
north-east england	1	8.3%
north-west england	1	8.3%
west midlands	0	0.0%
yorkshire & the humber	2	16.7%
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 - european union	0	0.0%
outside uk - rest of world	1	8.3%

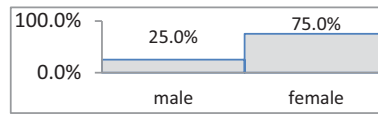
Conservation
Archiving/Display - Organic Material

About the Specialists

Gender

n= 12

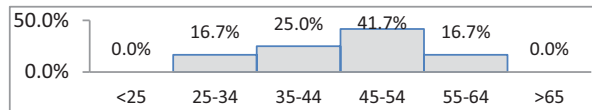
male	female
3	9



Age

n= 12

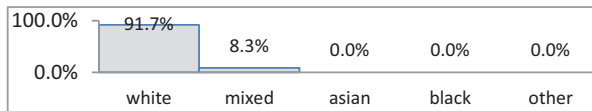
<25	25-34	35-44	45-54	55-64	>65
0	2	3	5	2	0



Ethnicity

n= 12

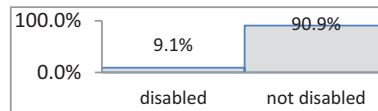
white	mixed /	asian / asian	black /	other ethnic
11	1	0	0	0



Disability Status

n= 11

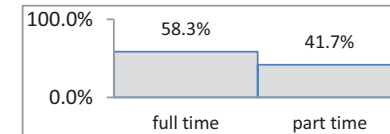
disabled	not disabled
1	10



Hours Worked

n= 12

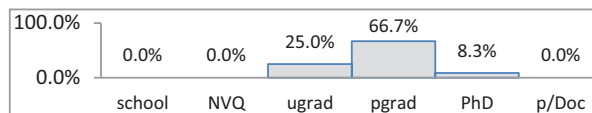
full time	part time
7	5



Highest Qualification

n= 12

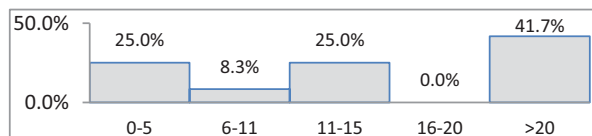
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	8	1	0



Years Practising to Date

n= 12

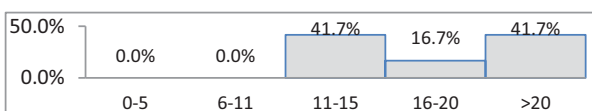
0-5	6-11	11-15	16-20	>20
3	1	3	0	5



Years Intending to Continue

n= 12

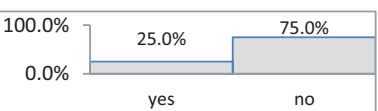
0-5	6-11	11-15	16-20	>20
0	0	5	2	5



Waiting List

n= 12

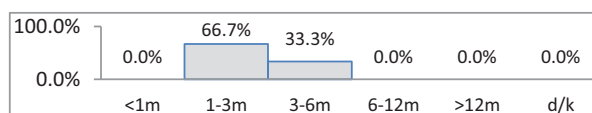
yes	no
3	9



Waiting List Length

n= 3

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



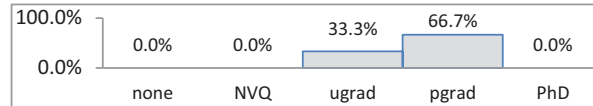
Conservation
Archiving/Display - Organic Material

About Training and Professional Development

New Entrant Qualifications Needed

n= 12

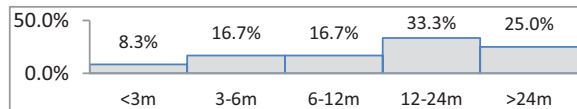
none	NVQ	ugrad	pgrad	PhD
0	0	4	8	0



New Entrant Experience Needed

n= 12

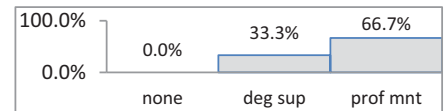
<3m	3-6m	6-12m	12-24m	>24m
1	2	2	4	3



New Entrant Guidance or Mentoring

n= 12

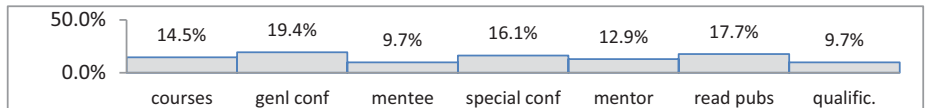
none	deg sup	prof mnt
0	4	8



CPD Mechanisms Preferred

n= 62

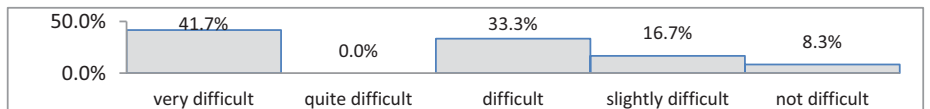
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
9	12	6	10	8	11	6



Access to Initial Training

n= 12

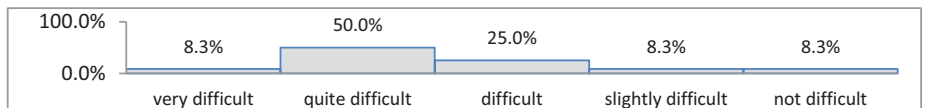
very difficult	quite difficult	difficult	slightly	not difficult
5	0	4	2	1



Access to CPD Training

n= 12

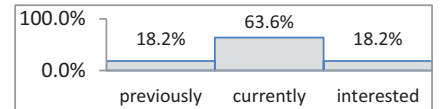
very difficult	quite difficult	difficult	slightly	not difficult
1	6	3	1	1



Being a Trainer

n= 11

previously	currently	interested
2	7	2

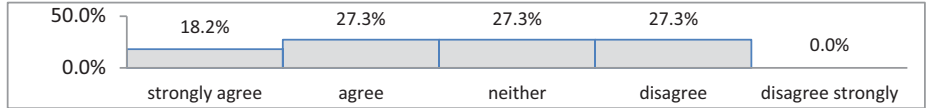


**Conservation
Archiving/Display - Organic Material**

About the Changing Levels of Demand for Work

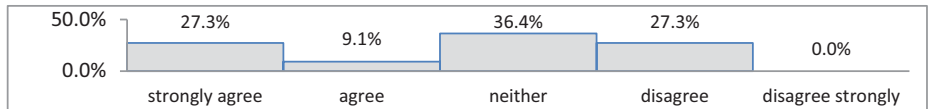
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
2	3	3	3	0	0



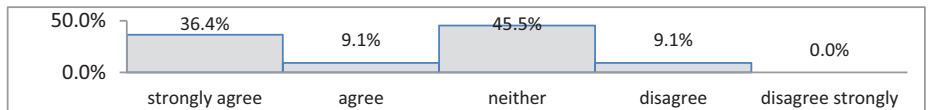
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
3	1	4	3	0	0



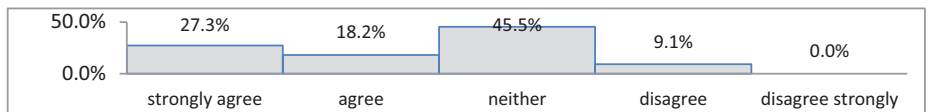
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
4	1	5	1	0	0



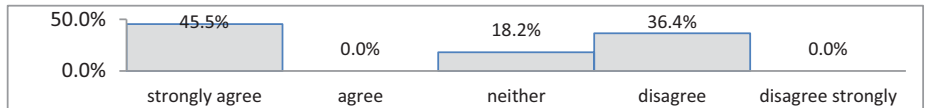
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
3	2	5	1	0	0



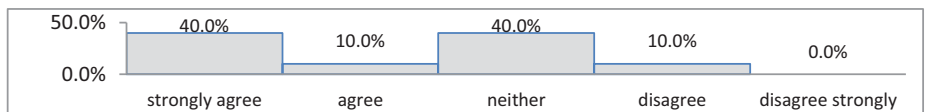
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
5	0	2	4	0	0



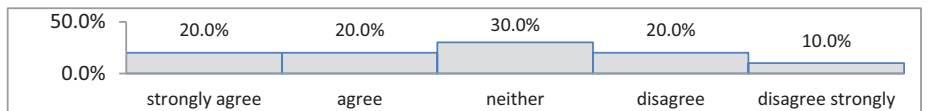
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
4	1	4	1	0	0



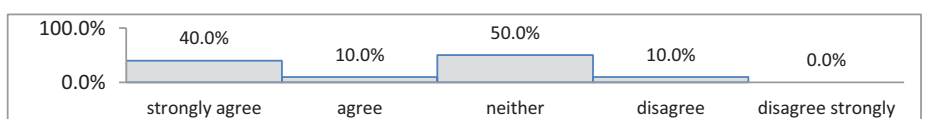
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
2	2	3	2	1	0



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree	disagree
4	1	5	1	0	0

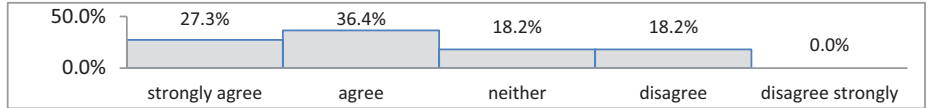


**Conservation
Archiving/Display - Organic Material**

About the Potential Impact of Brexit

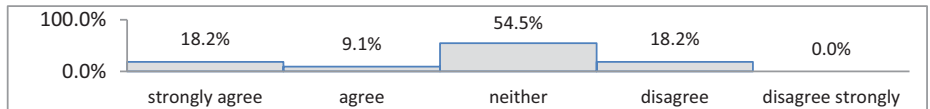
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree	
3	4	2	2	0	



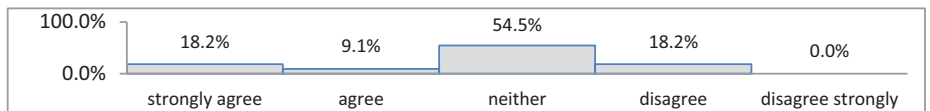
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree	
2	1	6	2	0	



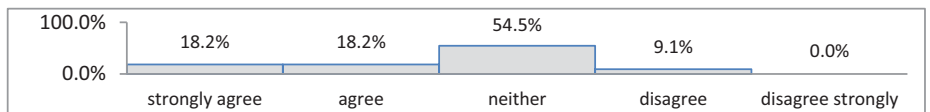
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree	
2	1	6	2	0	



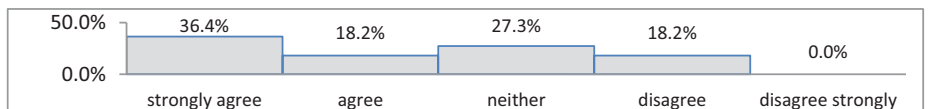
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree	
2	2	6	1	0	



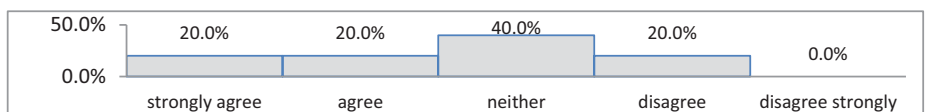
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree	
4	2	3	2	0	



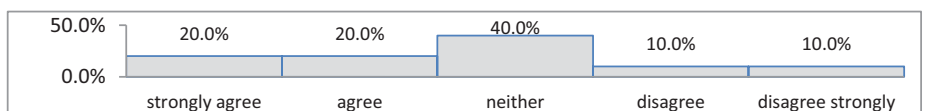
Non-Specialist Duties
n= 11

strongly agree	agree	neither	disagree	disagree	
2	2	4	2	0	



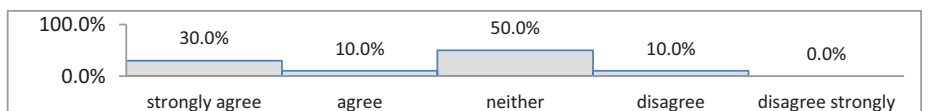
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree	
2	2	4	1	1	



Decrease in Specialists
n= 10

strongly agree	agree	neither	disagree	disagree	
3	1	5	1	0	



**Conservation
Archiving/Display - Pottery**

n= 12

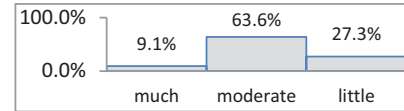
About the Work

Charge / day
n= 9

mean	SD	min	max
£ 205.00	106.67	£ 70.00	£ 350.00

Competition
n= 11

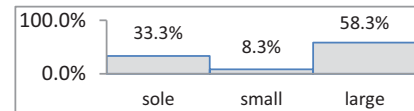
1	7	3
great deal	moderate	very little



About the Organisation

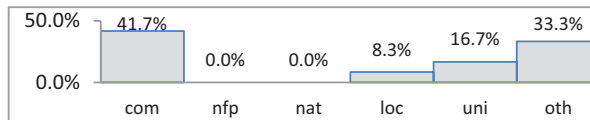
Sizes of Organisation
n= 12

4	1	7
sole trader	small	large



Types of Organisation
n= 12

5	0	0	1	2	4
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	2	16.7%
south-east england	0	0.0%
south west england	3	25.0%
north-east england	1	8.3%
north-west england	1	8.3%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
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 - european union	1	8.3%
outside uk - rest of world	1	8.3%

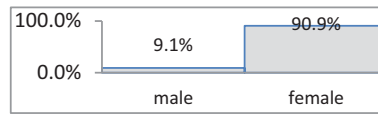
Conservation
Archiving/Display - Pottery

About the Specialists

Gender

n= 11

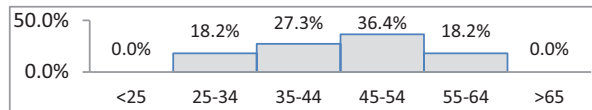
male	female
1	10



Age

n= 11

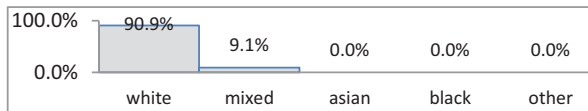
<25	25-34	35-44	45-54	55-64	>65
0	2	3	4	2	0



Ethnicity

n= 11

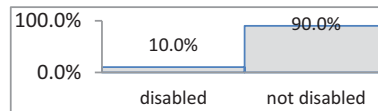
white	mixed /	asian / asian	black /	other ethnic
10	1	0	0	0



Disability Status

n= 10

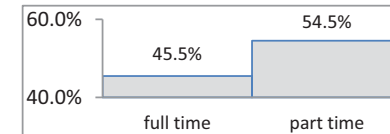
disabled	not disabled
1	9



Hours Worked

n= 11

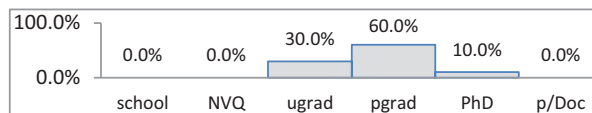
full time	part time
5	6



Highest Qualification

n= 10

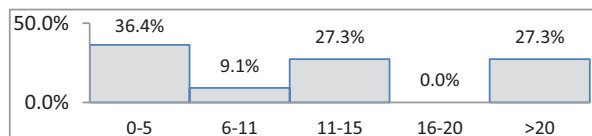
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	6	1	0



Years Practising to Date

n= 11

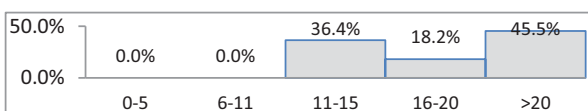
0-5	6-11	11-15	16-20	>20
4	1	3	0	3



Years Intending to Continue

n= 11

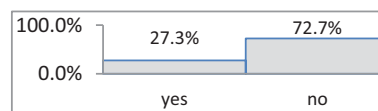
0-5	6-11	11-15	16-20	>20
0	0	4	2	5



Waiting List

n= 11

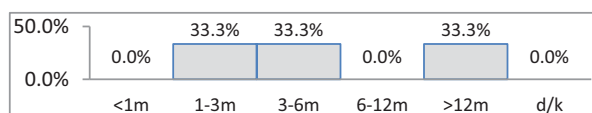
yes	no
3	8



Waiting List Length

n= 3

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



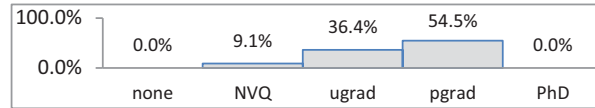
Conservation
Archiving/Display - Pottery

About Training and Professional Development

New Entrant Qualifications Needed

n= 11

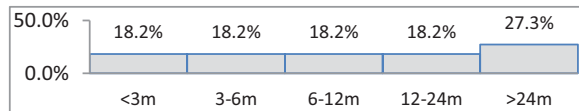
none	NVQ	ugrad	pgrad	PhD
0	1	4	6	0



New Entrant Experience Needed

n= 11

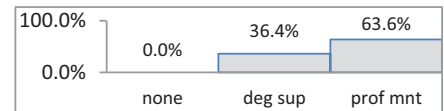
<3m	3-6m	6-12m	12-24m	>24m
2	2	2	2	3



New Entrant Guidance or Mentoring

n= 11

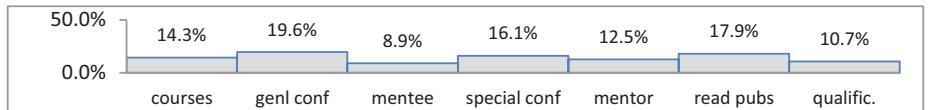
none	deg sup	prof mnt
0	4	7



CPD Mechanisms Preferred

n= 56

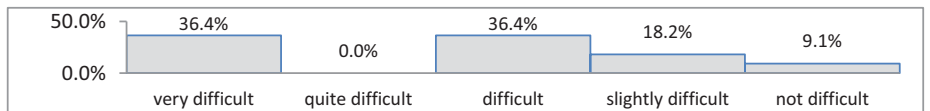
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
8	11	5	9	7	10	6



Access to Initial Training

n= 11

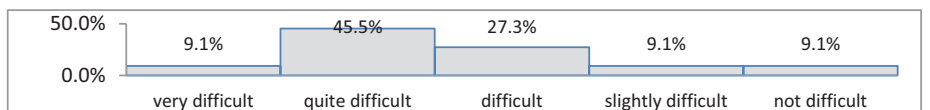
very difficult	quite difficult	difficult	slightly	not difficult
4	0	4	2	1



Access to CPD Training

n= 11

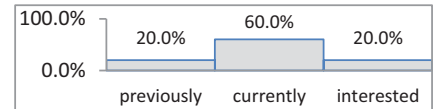
very difficult	quite difficult	difficult	slightly	not difficult
1	5	3	1	1



Being a Trainer

n= 10

previously	currently	interested
2	6	2

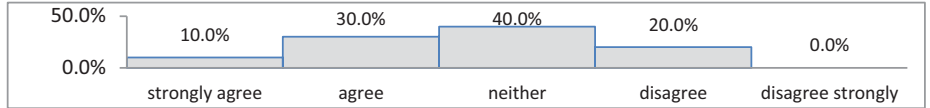


Conservation
Archiving/Display - Pottery

About the Changing Levels of Demand for Work

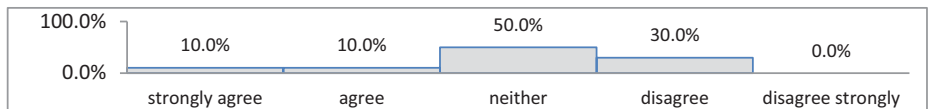
Reduced Projects
n= 10

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



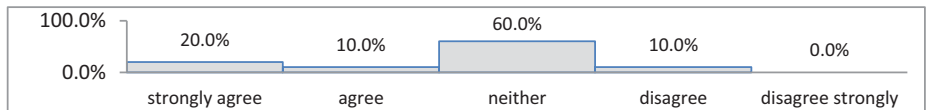
Reduce Costs
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
1	1	5	3	0	0



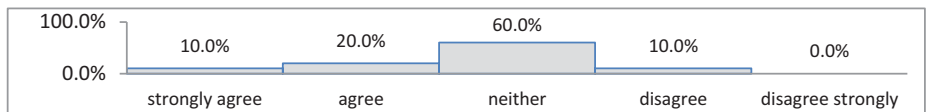
Time Pressure
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
2	1	6	1	0	0



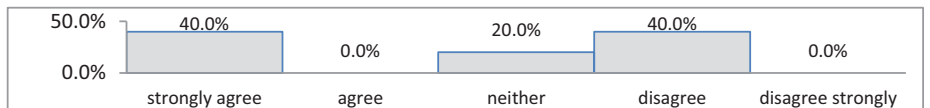
Cut Back Aspects
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
1	2	6	1	0	0



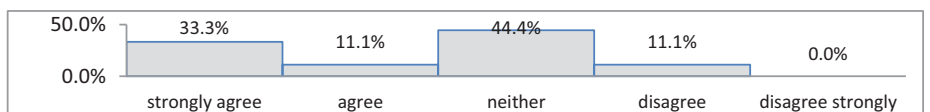
Job Security Worries
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
4	0	2	4	0	0



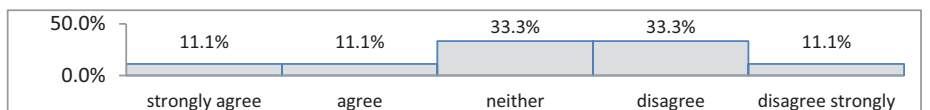
Non-Specialist Duties
n= 9

strongly agree	agree	neither	disagree	disagree	disagree
3	1	4	1	0	0



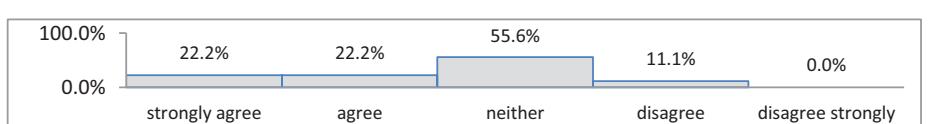
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree	disagree
1	1	3	3	1	0



Decrease in Specialists
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
2	2	5	1	0	0

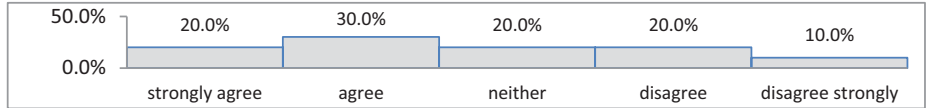


**Conservation
Archiving/Display - Pottery**

About the Potential Impact of Brexit

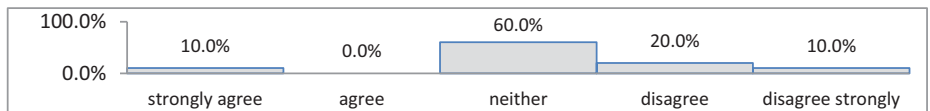
Reduced Projects
n= 10

strongly agree	agree	neither	disagree	disagree
2	3	2	2	1



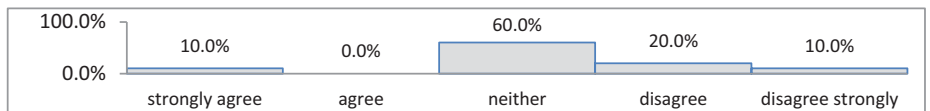
Reduce Costs
n= 10

strongly agree	agree	neither	disagree	disagree
1	0	6	2	1



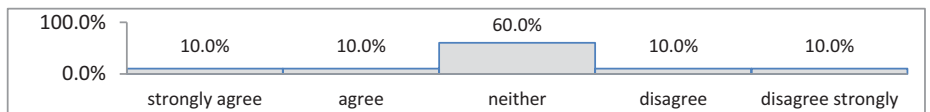
Time Pressure
n= 10

strongly agree	agree	neither	disagree	disagree
1	0	6	2	1



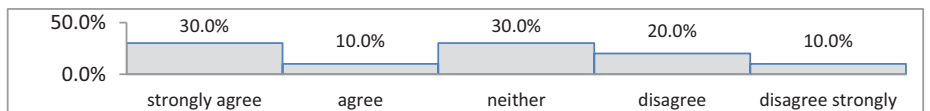
Cut Back Aspects
n= 10

strongly agree	agree	neither	disagree	disagree
1	1	6	1	1



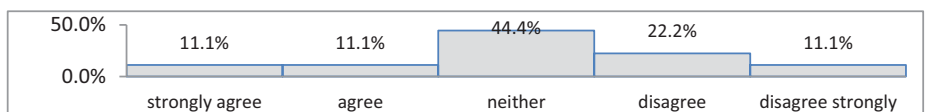
Job Security Worries
n= 10

strongly agree	agree	neither	disagree	disagree
3	1	3	2	1



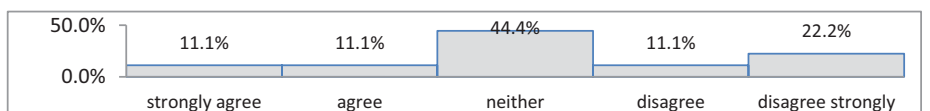
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree
1	1	4	2	1



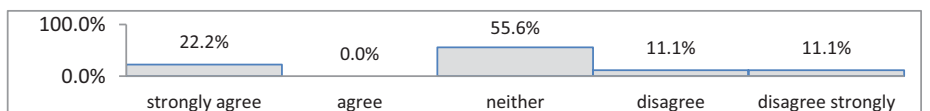
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree
1	1	4	1	2



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree
2	0	5	1	1



**Conservation
Archiving/Display - Stone**

n= 15

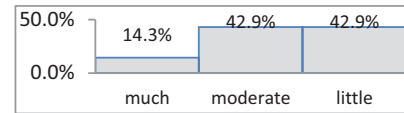
About the Work

Charge / day
n= 8

mean	SD	min	max
£ 218.13		106.06 £	70.00 £ 350.00

Competition
n= 14

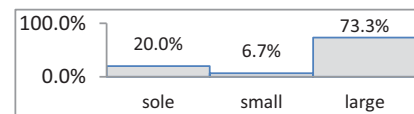
2	6	6
great deal	moderate	very little



About the Organisation

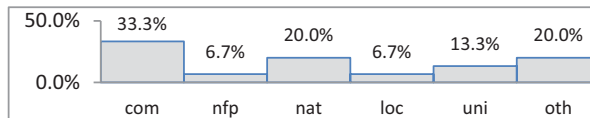
Sizes of Organisation
n= 15

3	1	11
sole trader	small	large



Types of Organisation
n= 15

5	1	3	1	2	3
commercial	not for profit	nat gov	local gov	university	other



Location
n= 15

east of england	0	0.0%
east midlands	1	6.7%
london	2	13.3%
south-east england	0	0.0%
south west england	3	20.0%
north-east england	1	6.7%
north-west england	1	6.7%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	5	33.3%
wales	1	6.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	1	6.7%

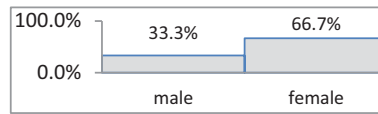
**Conservation
Archiving/Display - Stone**

About the Specialists

Gender

n= 15

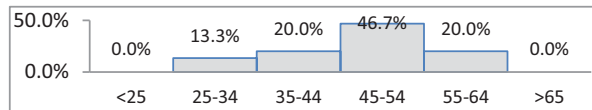
male	female
5	10



Age

n= 15

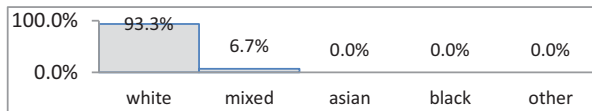
<25	25-34	35-44	45-54	55-64	>65
0	2	3	7	3	0



Ethnicity

n= 15

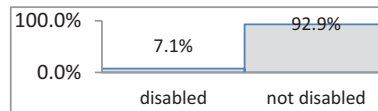
white	mixed /	asian / asian	black /	other ethnic
14	1	0	0	0



Disability Status

n= 14

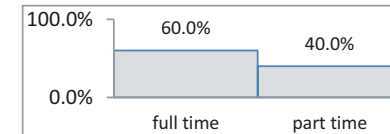
disabled	not disabled
1	13



Hours Worked

n= 15

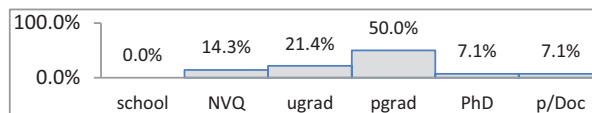
full time	part time
9	6



Highest Qualification

n= 14

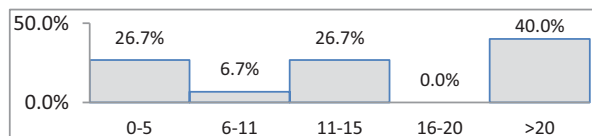
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	2	3	7	1	1



Years Practising to Date

n= 15

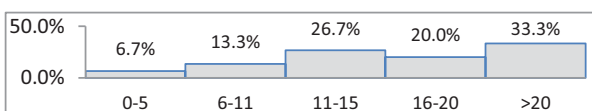
0-5	6-11	11-15	16-20	>20
4	1	4	0	6



Years Intending to Continue

n= 15

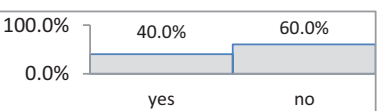
0-5	6-11	11-15	16-20	>20
1	2	4	3	5



Waiting List

n= 15

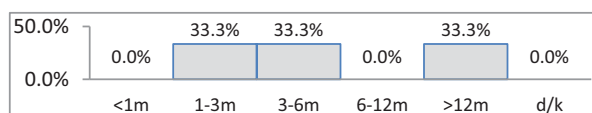
yes	no
6	9



Waiting List Length

n= 6

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



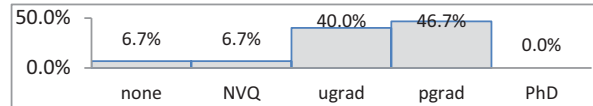
Conservation
Archiving/Display - Stone

About Training and Professional Development

New Entrant Qualifications Needed

n= 15

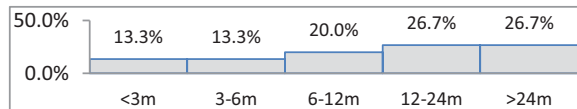
none	NVQ	ugrad	pgrad	PhD
1	1	6	7	0



New Entrant Experience Needed

n= 15

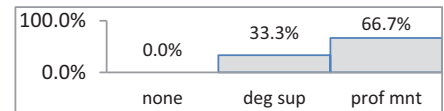
<3m	3-6m	6-12m	12-24m	>24m
2	2	3	4	4



New Entrant Guidance or Mentoring

n= 15

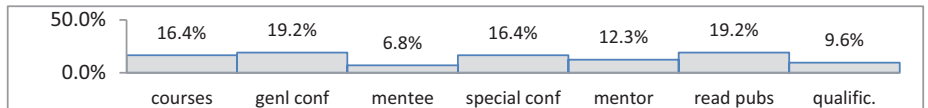
none	deg sup	prof mnt
0	5	10



CPD Mechanisms Preferred

n= 73

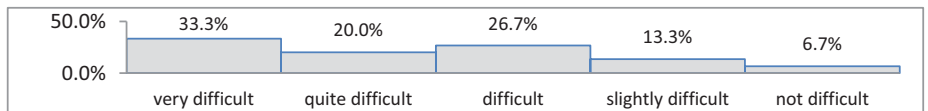
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
12	14	5	12	9	14	7



Access to Initial Training

n= 15

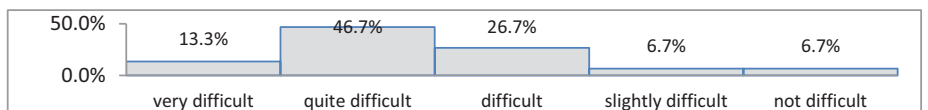
very difficult	quite difficult	difficult	slightly	not difficult
5	3	4	2	1



Access to CPD Training

n= 15

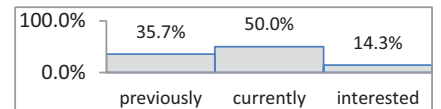
very difficult	quite difficult	difficult	slightly	not difficult
2	7	4	1	1



Being a Trainer

n= 14

previously	currently	interested
5	7	2

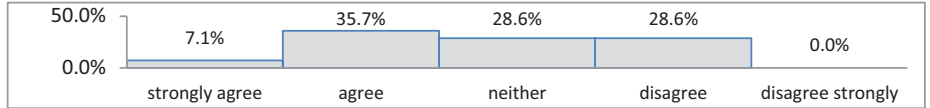


**Conservation
Archiving/Display - Stone**

About the Changing Levels of Demand for Work

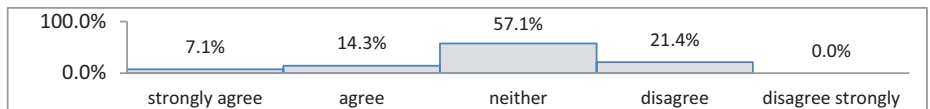
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree	disagree	0
1	5	4	4	0	0	0



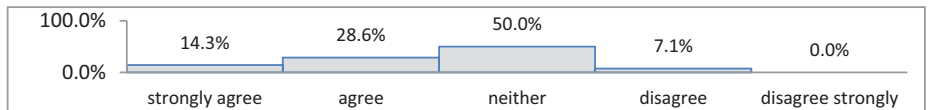
Reduce Costs
n= 14

strongly agree	agree	neither	disagree	disagree	disagree	0
1	2	8	3	0	0	0



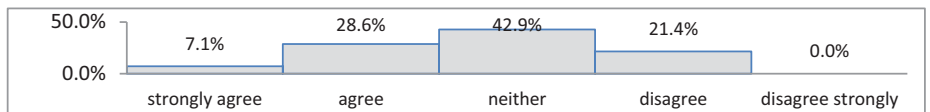
Time Pressure
n= 14

strongly agree	agree	neither	disagree	disagree	disagree	0
2	4	7	1	0	0	0



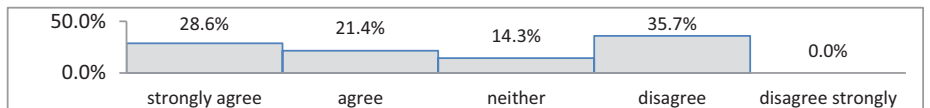
Cut Back Aspects
n= 14

strongly agree	agree	neither	disagree	disagree	disagree	0
1	4	6	3	0	0	0



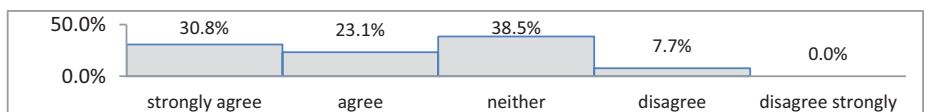
Job Security Worries
n= 14

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



Non-Specialist Duties
n= 13

strongly agree	agree	neither	disagree	disagree	disagree	0
4	3	5	1	0	0	0



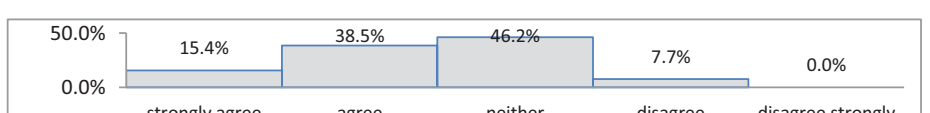
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree	disagree	1
1	3	3	5	1	0	0



Decrease in Specialists
n= 14

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

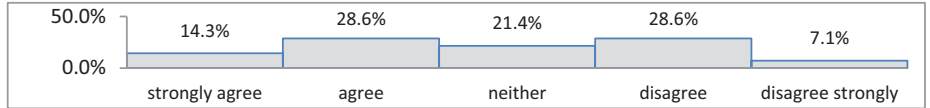


**Conservation
Archiving/Display - Stone**

About the Potential Impact of Brexit

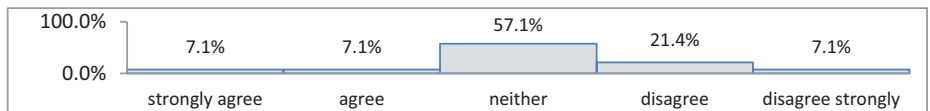
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree
2	4	3	4	1



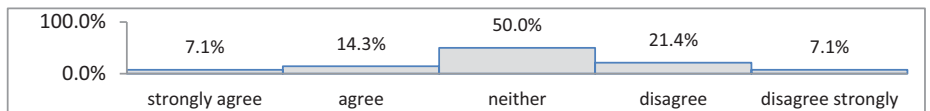
Reduce Costs
n= 14

strongly agree	agree	neither	disagree	disagree
1	1	8	3	1



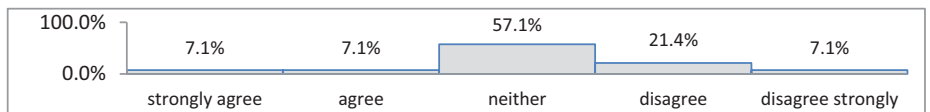
Time Pressure
n= 14

strongly agree	agree	neither	disagree	disagree
1	2	7	3	1



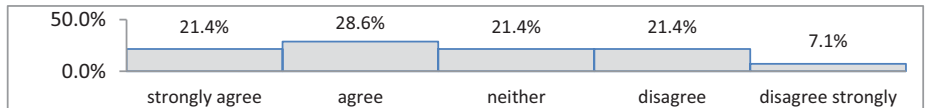
Cut Back Aspects
n= 14

strongly agree	agree	neither	disagree	disagree
1	1	8	3	1



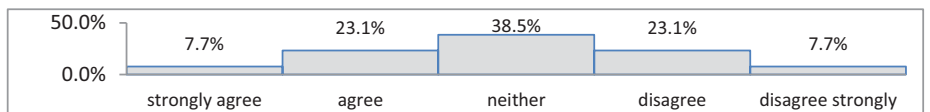
Job Security Worries
n= 14

strongly agree	agree	neither	disagree	disagree
3	4	3	3	1



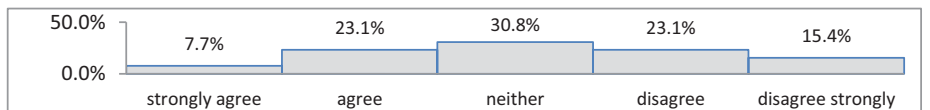
Non-Specialist Duties
n= 14

strongly agree	agree	neither	disagree	disagree
1	3	5	3	1



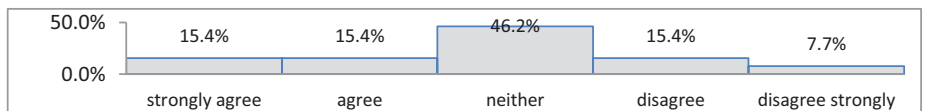
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree
1	3	4	3	2



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree
2	2	6	2	1



Conservation Buildings

n= 32

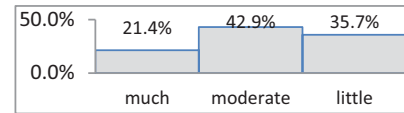
About the Work

Charge / day
n= 20

mean	SD	min	max
£ 533.10	172.66	£ 210.00	£ 960.00

Competition
n= 28

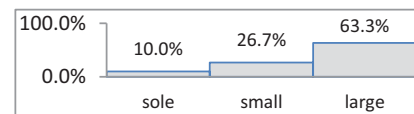
6	12	10
great deal	moderate	very little



About the Organisation

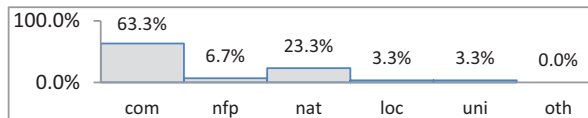
Sizes of Organisation
n= 30

3	8	19
sole trader	small	large



Types of Organisation
n= 30

19	2	7	1	1	0
commercial	not for profit	nat gov	local gov	university	other



Location

n= 30

east of england	0	0.0%
east midlands	1	3.3%
london	3	10.0%
south-east england	2	6.7%
south west england	2	6.7%
north-east england	2	6.7%
north-west england	4	13.3%
west midlands	2	6.7%
yorkshire & the humber	2	6.7%
scotland	8	26.7%
wales	2	6.7%
northern ireland	2	6.7%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

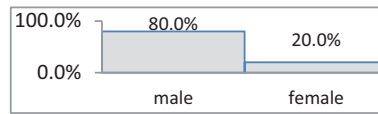
Conservation Buildings

About the Specialists

Gender

n= 20

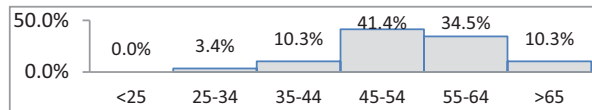
male	female
16	4



Age

n= 29

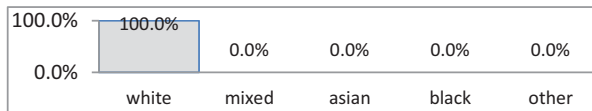
<25	25-34	35-44	45-54	55-64	>65
0	1	3	12	10	3



Ethnicity

n= 29

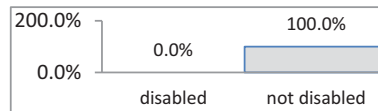
white	mixed /	asian / asian	black /	other ethnic
29	0	0	0	0



Disability Status

n= 27

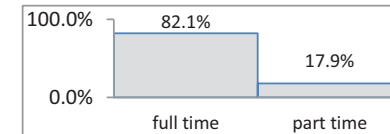
disabled	not disabled
0	27



Hours Worked

n= 28

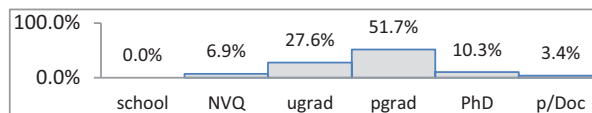
full time	part time
23	5



Highest Qualification

n= 29

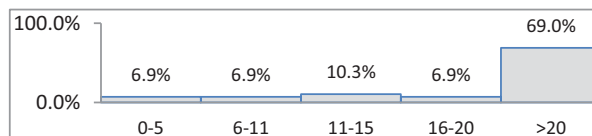
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	2	8	15	3	1



Years Practising to Date

n= 29

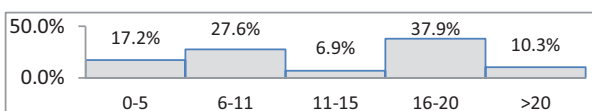
0-5	6-11	11-15	16-20	>20
2	2	3	2	20



Years Intending to Continue

n= 29

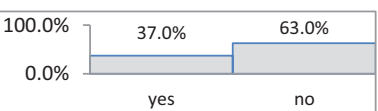
0-5	6-11	11-15	16-20	>20
5	8	2	11	3



Waiting List

n= 27

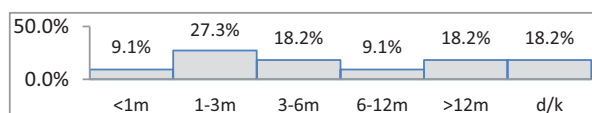
yes	no
10	17



Waiting List Length

n= 11

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



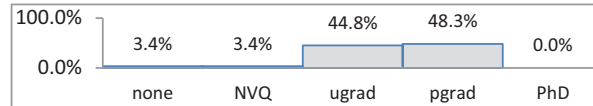
Conservation Buildings

About Training and Professional Development

New Entrant Qualifications Needed

n= 29

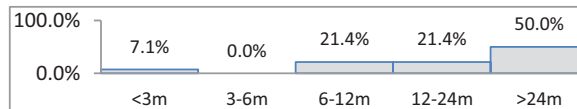
none	NVQ	ugrad	pgrad	PhD
1	1	13	14	0



New Entrant Experience Needed

n= 28

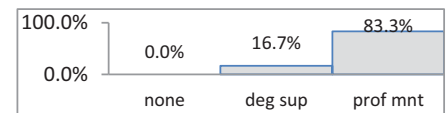
<3m	3-6m	6-12m	12-24m	>24m
2	0	6	6	14



New Entrant Guidance or Mentoring

n= 24

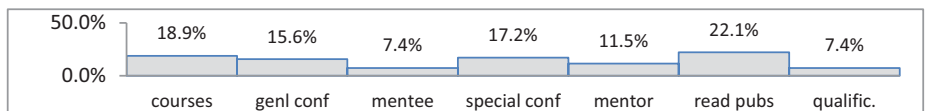
none	deg sup	prof mnt
0	4	20



CPD Mechanisms Preferred

n= 122

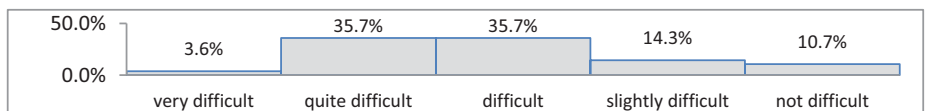
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
23	19	9	21	14	27	9



Access to Initial Training

n= 28

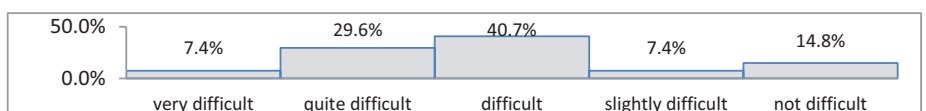
very difficult	quite difficult	difficult	slightly	not difficult
1	10	10	4	3



Access to CPD Training

n= 27

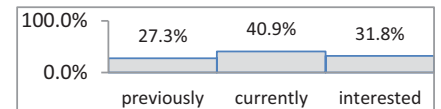
very difficult	quite difficult	difficult	slightly	not difficult
2	8	11	2	4



Being a Trainer

n= 22

previously	currently	interested
6	9	7

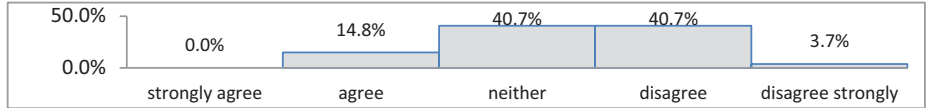


Conservation Buildings

About the Changing Levels of Demand for Work

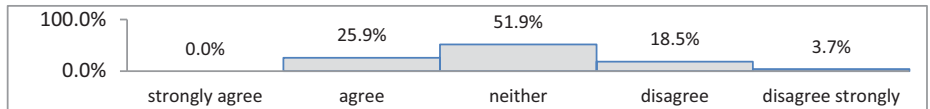
Reduced Projects
n= 27

strongly agree	agree	neither	disagree	disagree
0	4	11	11	1



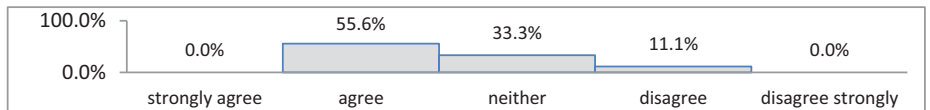
Reduce Costs
n= 27

strongly agree	agree	neither	disagree	disagree
0	7	14	5	1



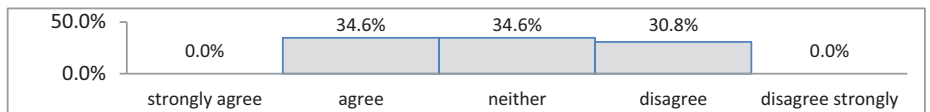
Time Pressure
n= 27

strongly agree	agree	neither	disagree	disagree
0	15	9	3	0



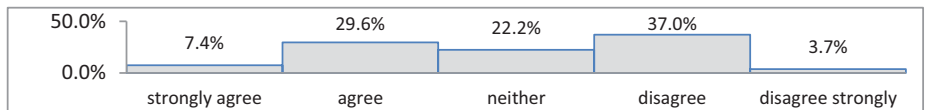
Cut Back Aspects
n= 26

strongly agree	agree	neither	disagree	disagree
0	9	9	8	0



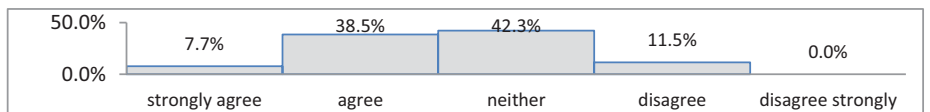
Job Security Worries
n= 27

strongly agree	agree	neither	disagree	disagree
2	8	6	10	1



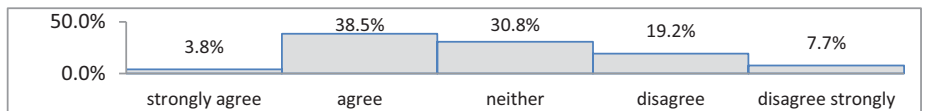
Non-Specialist Duties
n= 26

strongly agree	agree	neither	disagree	disagree
2	10	11	3	0



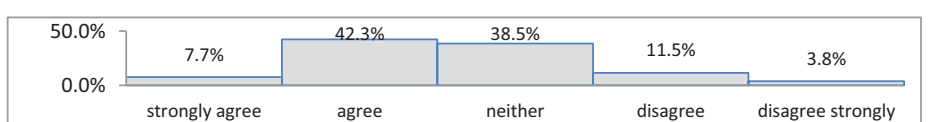
Take Work Home
n= 26

strongly agree	agree	neither	disagree	disagree
1	10	8	5	2



Decrease in Specialists
n= 27

strongly agree	agree	neither	disagree	disagree
2	11	10	3	1

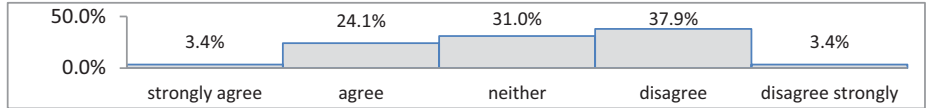


Conservation Buildings

About the Potential Impact of Brexit

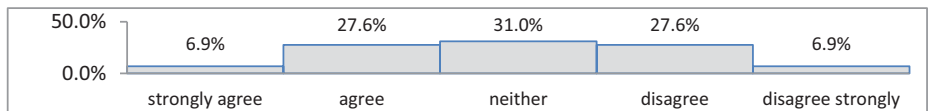
Reduced Projects
n= 29

strongly agree	agree	neither	disagree	disagree
1	7	9	11	1



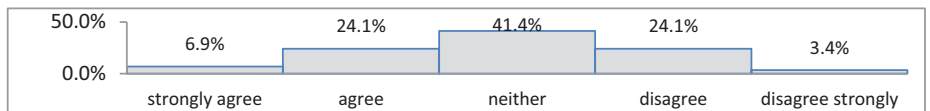
Reduce Costs
n= 29

strongly agree	agree	neither	disagree	disagree
2	8	9	8	2



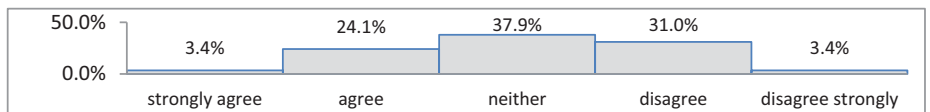
Time Pressure
n= 29

strongly agree	agree	neither	disagree	disagree
2	7	12	7	1



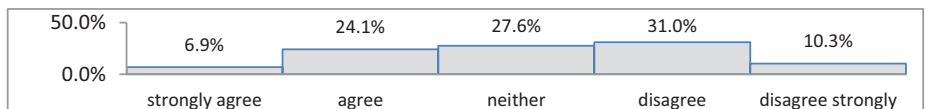
Cut Back Aspects
n= 29

strongly agree	agree	neither	disagree	disagree
1	7	11	9	1



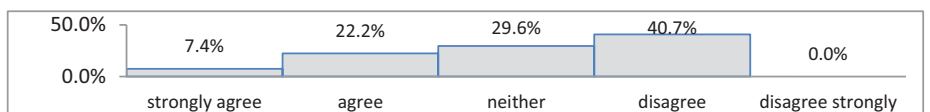
Job Security Worries
n= 29

strongly agree	agree	neither	disagree	disagree
2	7	8	9	3



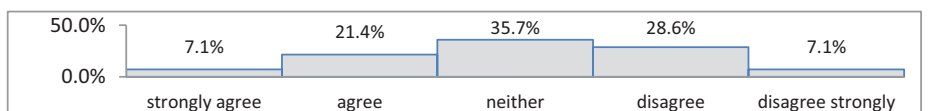
Non-Specialist Duties
n= 29

strongly agree	agree	neither	disagree	disagree
2	6	8	11	0



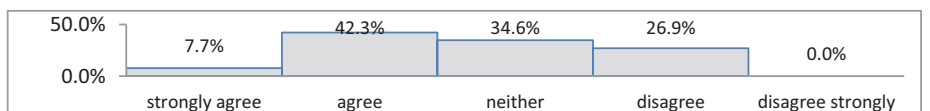
Take Work Home
n= 27

strongly agree	agree	neither	disagree	disagree
2	6	10	8	2



Decrease in Specialists
n= 28

strongly agree	agree	neither	disagree	disagree
2	11	9	7	0



**Conservation
Gardens and Designed Landscapes**

n= 4

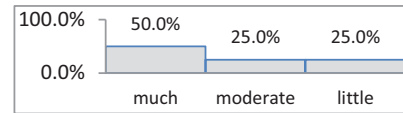
About the Work

Charge / day
n= 3

mean	SD	min	max
£ 400.00		40.82 £	350.00 £ 450.00

Competition
n= 4

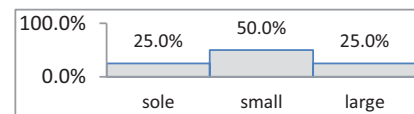
	2	1	1
great deal	moderate	very little	



About the Organisation

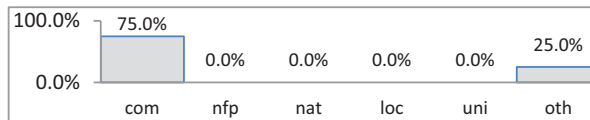
Sizes of Organisation
n= 4

	1	2	1
sole trader	small	large	



Types of Organisation
n= 4

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

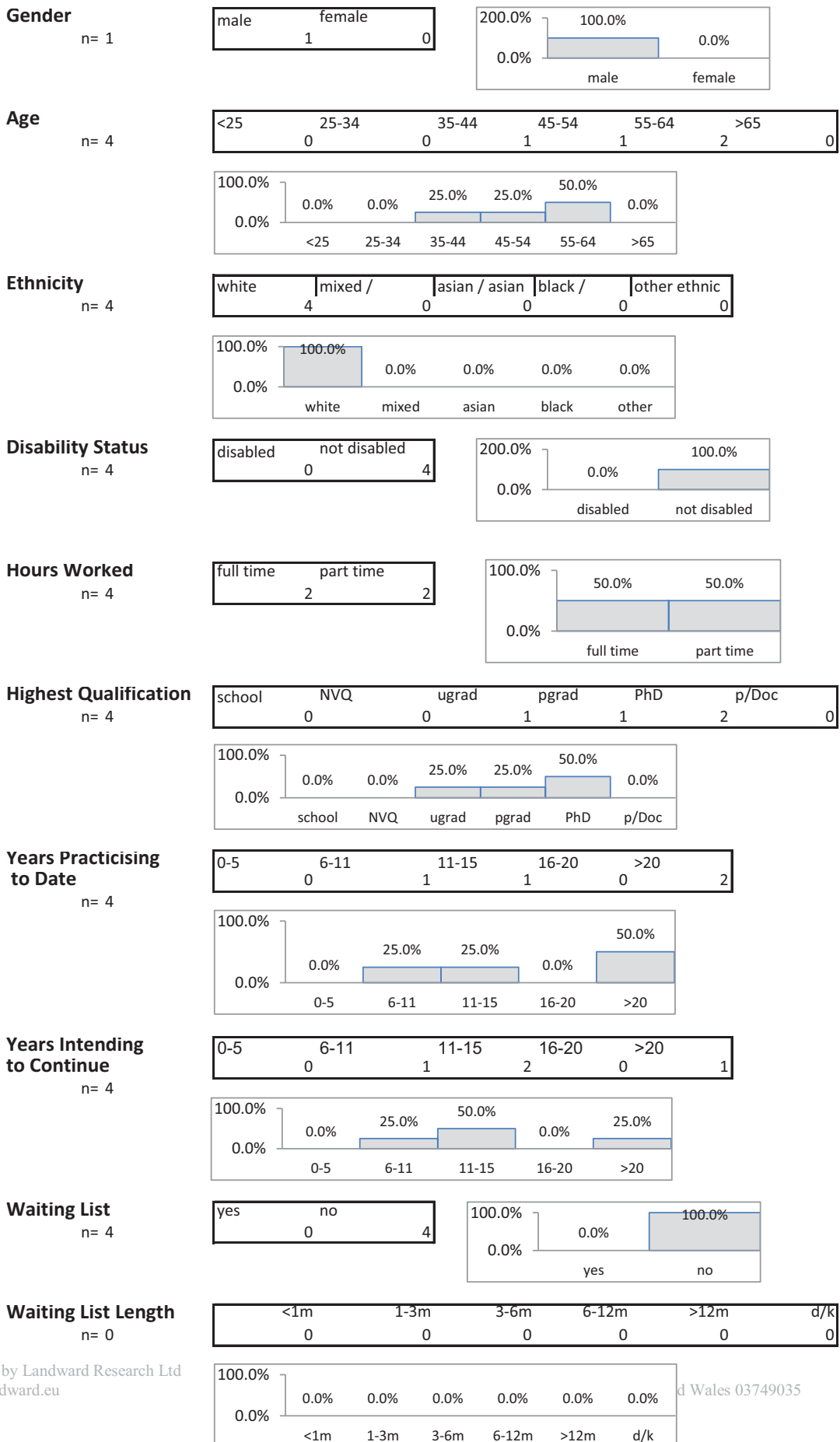


Location
n= 4

east of england	0	0.0%
east midlands	1	25.0%
london	1	25.0%
south-east england	0	0.0%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	1	25.0%
yorkshire & the humber	0	0.0%
scotland	1	25.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

Conservation Gardens and Designed Landscapes

About the Specialists



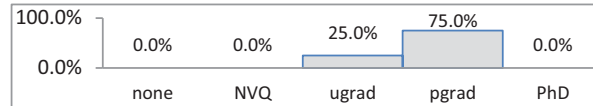
Conservation Gardens and Designed Landscapes

About Training and Professional Development

New Entrant Qualifications Needed

n= 4

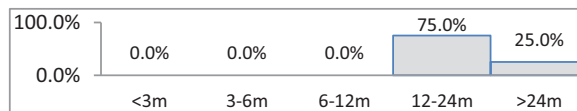
none	NVQ	ugrad	pgrad	PhD
0	0	0	1	3



New Entrant Experience Needed

n= 4

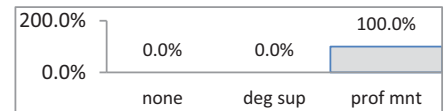
<3m	3-6m	6-12m	12-24m	>24m
0	0	0	0	3



New Entrant Guidance or Mentoring

n= 4

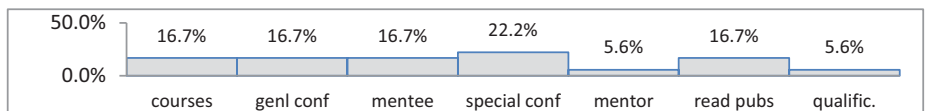
none	deg sup	prof mnt
0	0	4



CPD Mechanisms Preferred

n= 18

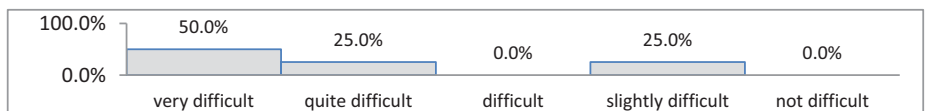
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
3	3	3	3	4	1	3



Access to Initial Training

n= 4

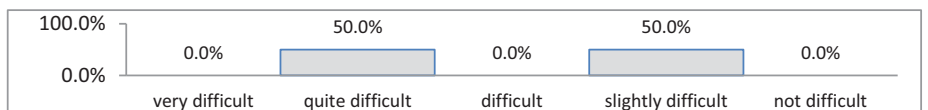
very difficult	quite difficult	difficult	slightly	not difficult
2	1	0	1	0



Access to CPD Training

n= 4

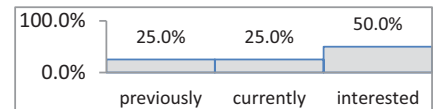
very difficult	quite difficult	difficult	slightly	not difficult
0	2	0	2	0



Being a Trainer

n= 4

previously	currently	interested
1	1	2

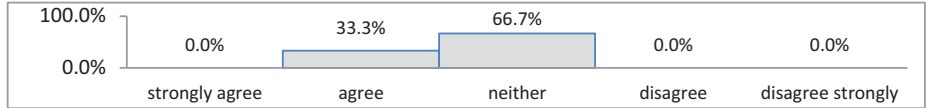


Conservation Gardens and Designed Landscapes

About the Changing Levels of Demand for Work

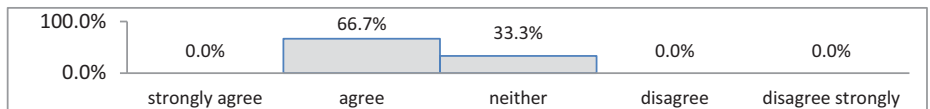
Reduced Projects
n= 3

strongly agree	agree	neither	disagree	disagree
0	1	2	0	0



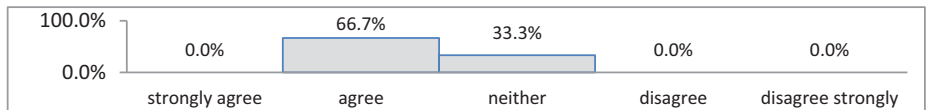
Reduce Costs
n= 3

strongly agree	agree	neither	disagree	disagree
0	2	1	0	0



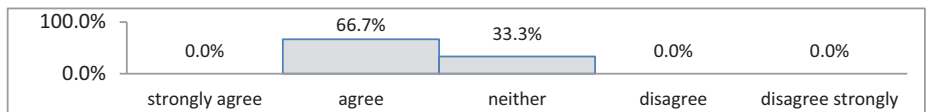
Time Pressure
n= 3

strongly agree	agree	neither	disagree	disagree
0	2	1	0	0



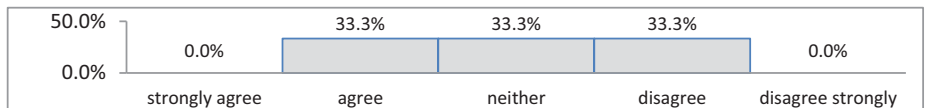
Cut Back Aspects
n= 3

strongly agree	agree	neither	disagree	disagree
0	2	1	0	0



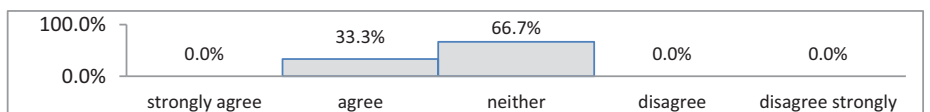
Job Security Worries
n= 3

strongly agree	agree	neither	disagree	disagree
0	1	1	1	0



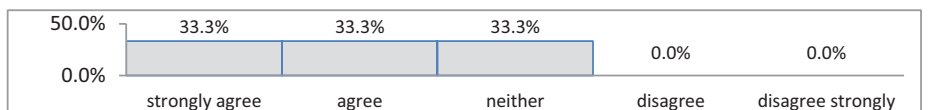
Non-Specialist Duties
n= 3

strongly agree	agree	neither	disagree	disagree
0	1	2	0	0



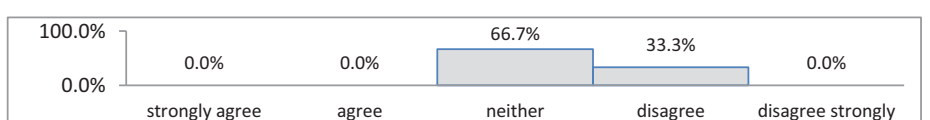
Take Work Home
n= 3

strongly agree	agree	neither	disagree	disagree
1	1	1	0	0



Decrease in Specialists
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	2	1	0

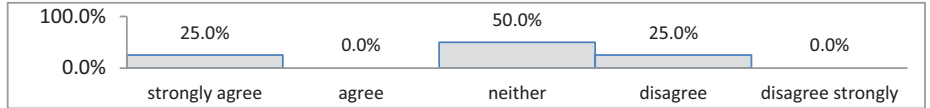


Conservation Gardens and Designed Landscapes

About the Potential Impact of Brexit

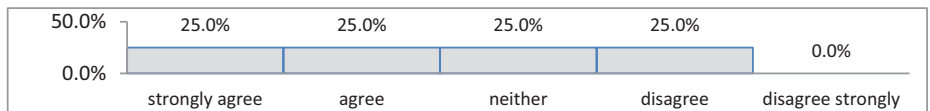
Reduced Projects
n= 4

strongly agree	agree	neither	disagree	disagree
1	0	2	1	0



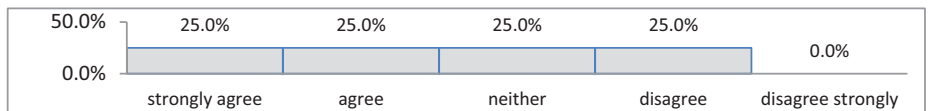
Reduce Costs
n= 4

strongly agree	agree	neither	disagree	disagree
1	1	1	1	0



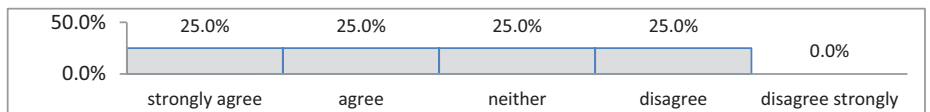
Time Pressure
n= 4

strongly agree	agree	neither	disagree	disagree
1	1	1	1	0



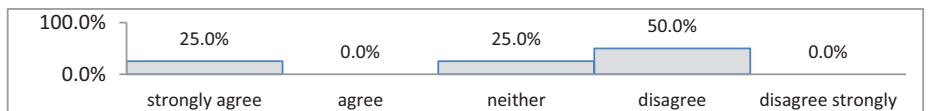
Cut Back Aspects
n= 4

strongly agree	agree	neither	disagree	disagree
1	1	1	1	0



Job Security Worries
n= 4

strongly agree	agree	neither	disagree	disagree
1	0	1	2	0



Non-Specialist Duties
n= 4

strongly agree	agree	neither	disagree	disagree
1	1	1	1	0



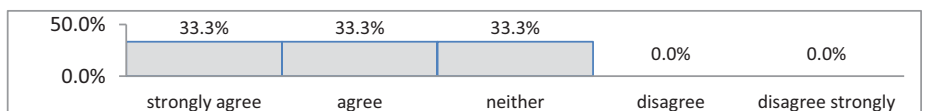
Take Work Home
n= 4

strongly agree	agree	neither	disagree	disagree
2	1	1	0	0



Decrease in Specialists
n= 4

strongly agree	agree	neither	disagree	disagree
1	1	1	0	0



Forensic Archaeology

n= 27

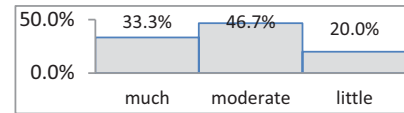
About the Work

Charge / day
n= 10

mean	SD	min	max
£ 294.00	210.96	£ 40.00	£ 800.00

Competition
n= 15

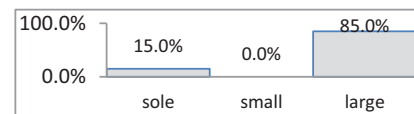
5	7	3
great deal	moderate	very little



About the Organisation

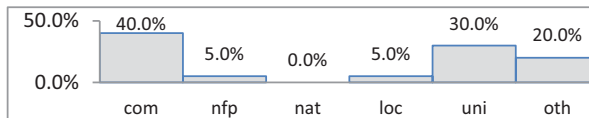
Sizes of Organisation
n= 20

3	0	17
sole trader	small	large



Types of Organisation
n= 20

8	1	0	1	6	4
commercial	not for profit	nat gov	local gov	university	other



Location
n= 20

east of england	1	5.0%
east midlands	2	10.0%
london	2	10.0%
south-east england	2	10.0%
south west england	4	20.0%
north-east england	1	5.0%
north-west england	2	10.0%
west midlands	0	0.0%
yorkshire & the humber	2	10.0%
scotland	0	0.0%
wales	1	5.0%
northern ireland	0	0.0%
channel islands	1	5.0%
isle of man	0	0.0%
outside uk - european union	2	10.0%
outside uk - rest of world	0	0.0%

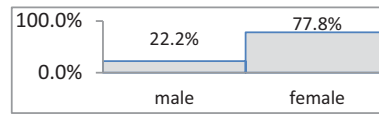
Forensic Archaeology

About the Specialists

Gender

n= 18

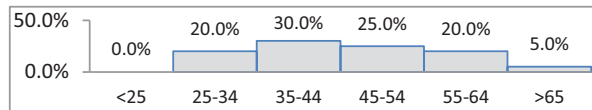
male	female
4	14



Age

n= 20

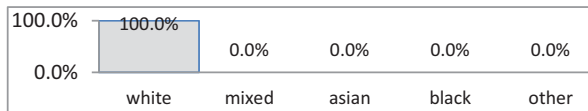
<25	25-34	35-44	45-54	55-64	>65
0	4	6	5	4	1



Ethnicity

n= 18

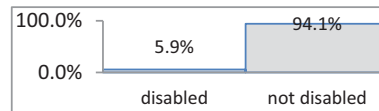
white	mixed /	asian / asian	black /	other ethnic
18	0	0	0	0



Disability Status

n= 17

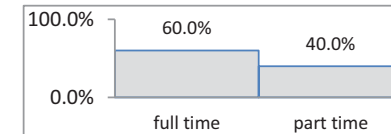
disabled	not disabled
1	16



Hours Worked

n= 20

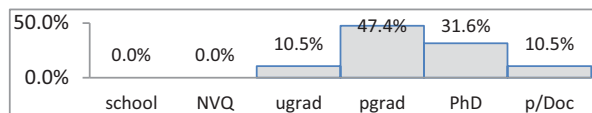
full time	part time
12	8



Highest Qualification

n= 19

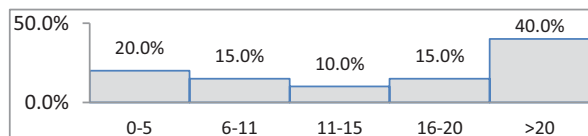
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	9	6	2



Years Practising to Date

n= 20

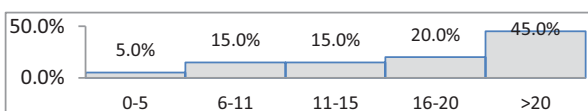
0-5	6-11	11-15	16-20	>20
4	3	2	3	8



Years Intending to Continue

n= 20

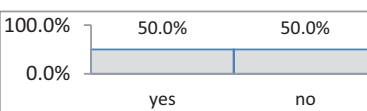
0-5	6-11	11-15	16-20	>20
1	3	3	4	9



Waiting List

n= 18

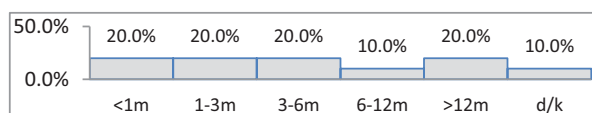
yes	no
9	9



Waiting List Length

n= 10

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



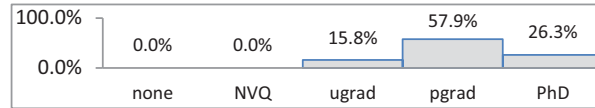
Forensic Archaeology

About Training and Professional Development

New Entrant Qualifications Needed

n= 19

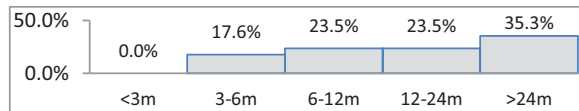
none	NVQ	ugrad	pgrad	PhD
0	0	3	11	5



New Entrant Experience Needed

n= 17

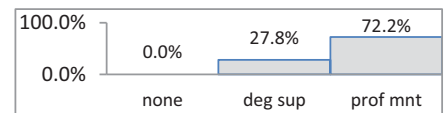
<3m	3-6m	6-12m	12-24m	>24m
0	3	4	4	6



New Entrant Guidance or Mentoring

n= 18

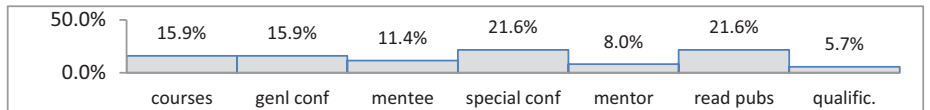
none	deg sup	prof mnt
0	5	13



CPD Mechanisms Preferred

n= 88

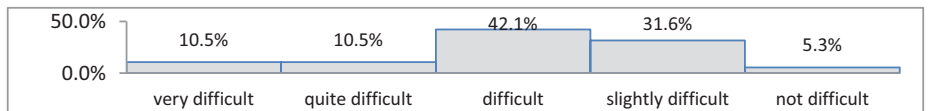
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
14	14	10	19	7	19	5



Access to Initial Training

n= 19

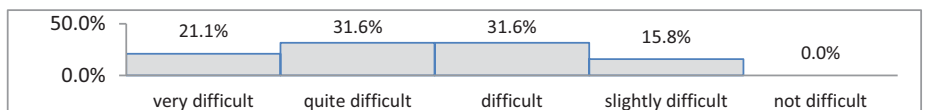
very difficult	quite difficult	difficult	slightly	not difficult
2	2	8	6	1



Access to CPD Training

n= 19

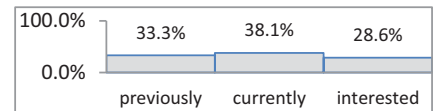
very difficult	quite difficult	difficult	slightly	not difficult
4	6	6	3	0



Being a Trainer

n= 21

previously	currently	interested
7	8	6



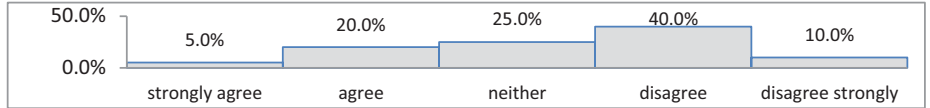
Forensic Archaeology

About the Changing Levels of Demand for Work

Reduced Projects

n= 20

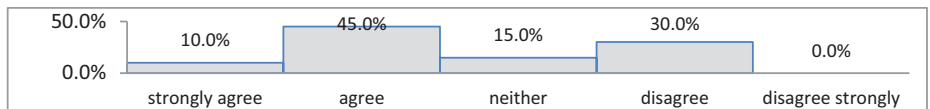
strongly agree	agree	neither	disagree	disagree
1	4	5	8	2



Reduce Costs

n= 20

strongly agree	agree	neither	disagree	disagree
2	9	3	6	0



Time Pressure

n= 18

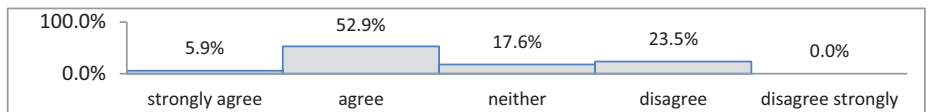
strongly agree	agree	neither	disagree	disagree
3	12	1	2	0



Cut Back Aspects

n= 17

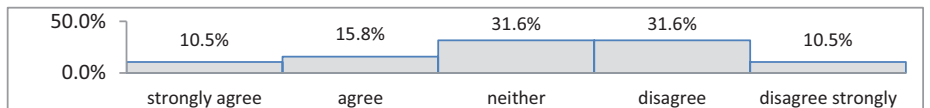
strongly agree	agree	neither	disagree	disagree
1	9	3	4	0



Job Security Worries

n= 19

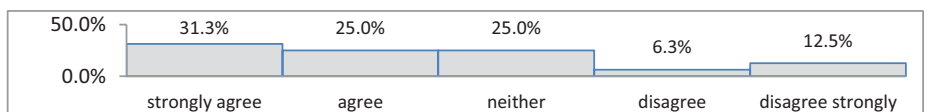
strongly agree	agree	neither	disagree	disagree
2	3	6	6	2



Non-Specialist Duties

n= 16

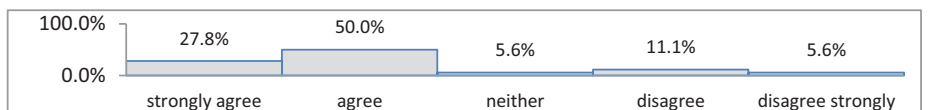
strongly agree	agree	neither	disagree	disagree
5	4	4	1	2



Take Work Home

n= 18

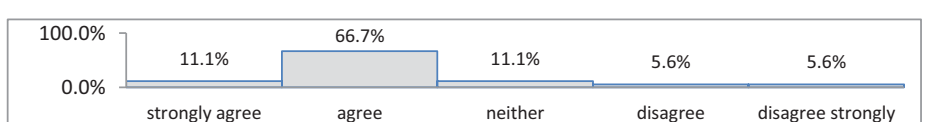
strongly agree	agree	neither	disagree	disagree
5	9	1	2	1



Decrease in Specialists

n= 18

strongly agree	agree	neither	disagree	disagree
2	12	2	1	1



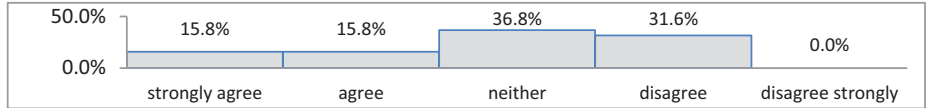
Forensic Archaeology

About the Potential Impact of Brexit

Reduced Projects

n= 19

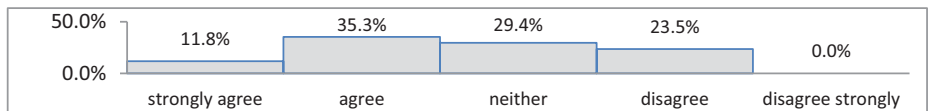
strongly agree	agree	neither	disagree	disagree	
3		3	7	6	0



Reduce Costs

n= 19

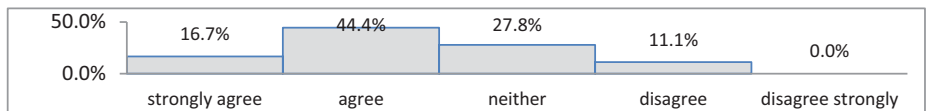
strongly agree	agree	neither	disagree	disagree	
2		6	5	4	0



Time Pressure

n= 17

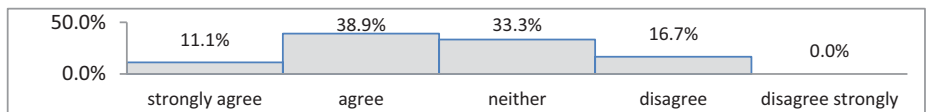
strongly agree	agree	neither	disagree	disagree	
3		8	5	2	0



Cut Back Aspects

n= 18

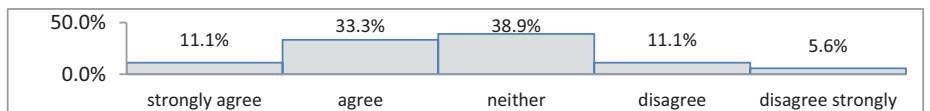
strongly agree	agree	neither	disagree	disagree	
2		7	6	3	0



Job Security Worries

n= 18

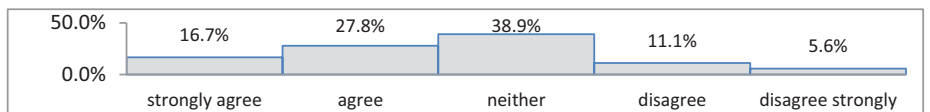
strongly agree	agree	neither	disagree	disagree	
2		6	7	2	1



Non-Specialist Duties

n= 18

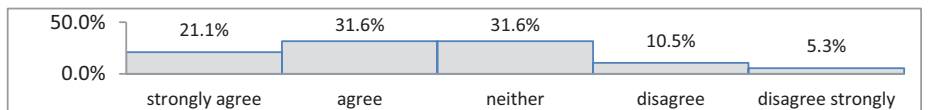
strongly agree	agree	neither	disagree	disagree	
3		5	7	2	1



Take Work Home

n= 18

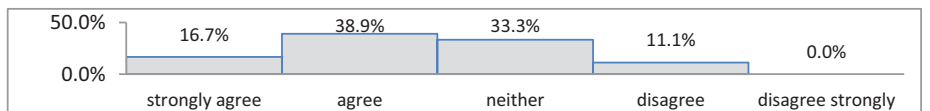
strongly agree	agree	neither	disagree	disagree	
4		6	6	2	1



Decrease in Specialists

n= 19

strongly agree	agree	neither	disagree	disagree	
3		7	6	2	0



All comments from providers of Forensic Archaeology services:

act as specialist advisor to local police in identification of human and animal remains

as requested by the police, no charge (work through county council)

charge case dependent

I am not employed

Mainly through my employer, [organisation]

rare

**Historical Research
All Specialisms**

n= 128

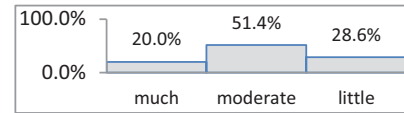
About the Work

Charge / day
n= 76

mean	SD	min	max
£ 284.74		201.84 £	80.00 £ 1,600.00

Competition
n= 105

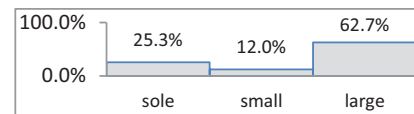
	21	54	30
great deal			
moderate			
very little			



About the Organisation

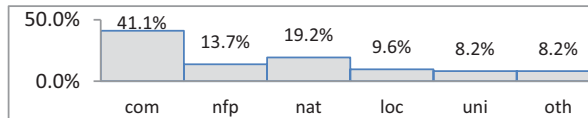
Sizes of Organisation
n= 75

	19	9	47
sole trader			
small			
large			



Types of Organisation
n= 73

	30	10	14	7	6	6
commercial						
not for profit						
nat gov						
local gov						
university						
other						



Location
n= 75

east of england	9	12.0%
east midlands	6	8.0%
london	5	6.7%
south-east england	6	8.0%
south west england	10	13.3%
north-east england	1	1.3%
north-west england	6	8.0%
west midlands	2	2.7%
yorkshire & the humber	8	10.7%
scotland	16	21.3%
wales	0	0.0%
northern ireland	1	1.3%
channel islands	1	1.3%
isle of man	0	0.0%
outside uk - european union	3	4.0%
outside uk - rest of world	1	1.3%

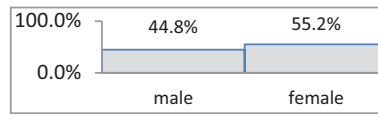
Historical Research All Specialisms

About the Specialists

Gender

n= 58

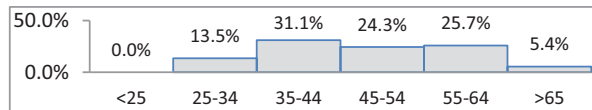
male	female
26	32



Age

n= 74

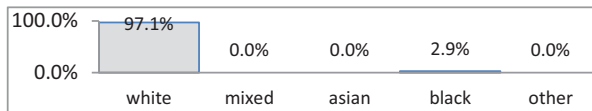
<25	25-34	35-44	45-54	55-64	>65
0	10	23	18	19	4



Ethnicity

n= 70

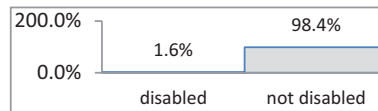
white	mixed /	asian / asian	black /	other ethnic
68	0	0	2	0



Disability Status

n= 63

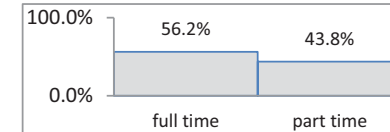
disabled	not disabled
1	62



Hours Worked

n= 73

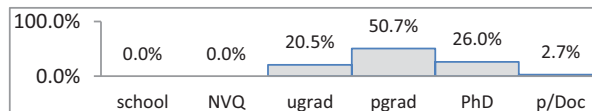
full time	part time
41	32



Highest Qualification

n= 73

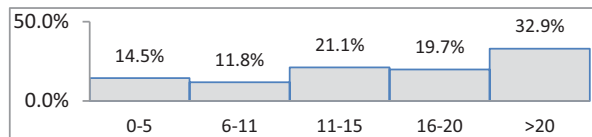
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	15	37	19	2



Years Practising to Date

n= 76

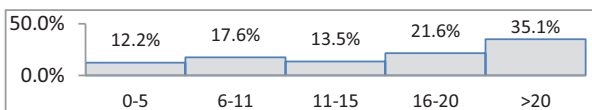
0-5	6-11	11-15	16-20	>20
11	9	16	15	25



Years Intending to Continue

n= 74

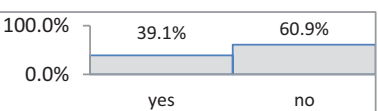
0-5	6-11	11-15	16-20	>20
9	13	10	16	26



Waiting List

n= 69

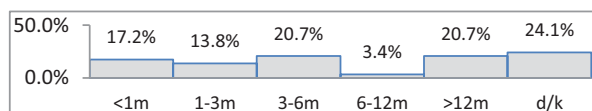
yes	no
27	42



Waiting List Length

n= 29

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



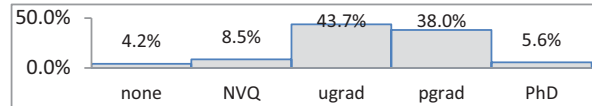
Historical Research All Specialisms

About Training and Professional Development

New Entrant Qualifications Needed

n= 71

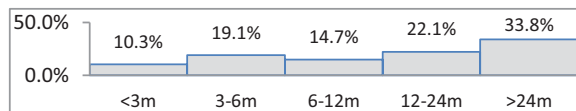
none	NVQ	ugrad	pgrad	PhD
3	6	31	27	4



New Entrant Experience Needed

n= 68

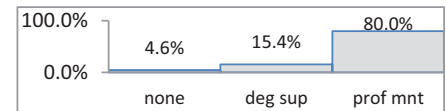
<3m	3-6m	6-12m	12-24m	>24m
7	13	10	15	23



New Entrant Guidance or Mentoring

n= 65

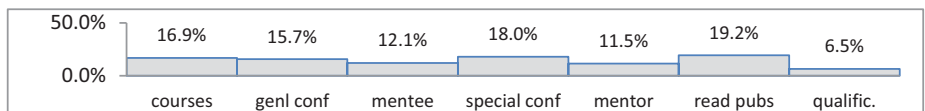
none	deg sup	prof mnt
3	10	52



CPD Mechanisms Preferred

n= 338

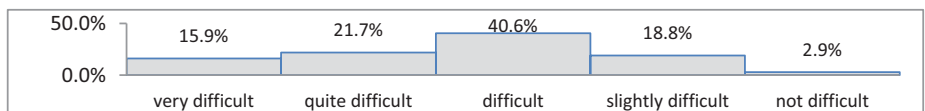
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
57	53	41	61	39	65	22



Access to Initial Training

n= 69

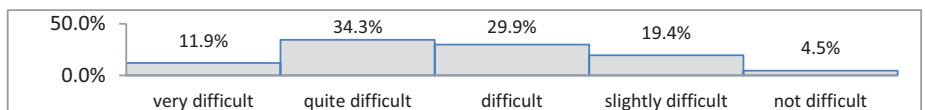
very difficult	quite difficult	difficult	slightly	not difficult
11	15	28	13	2



Access to CPD Training

n= 67

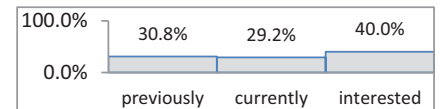
very difficult	quite difficult	difficult	slightly	not difficult
8	23	20	13	3



Being a Trainer

n= 65

previously	currently	interested
20	19	26



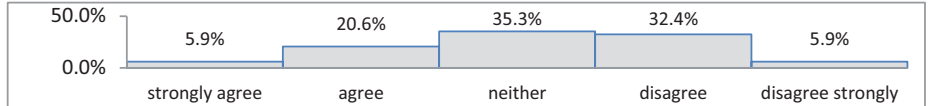
Historical Research All Specialisms

About the Changing Levels of Demand for Work

Reduced Projects

n= 68

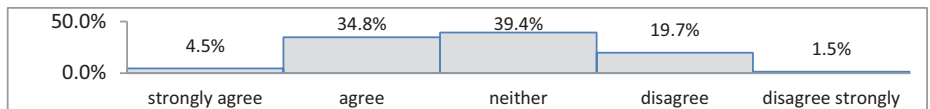
strongly agree	agree	neither	disagree	disagree
4	14	24	22	4



Reduce Costs

n= 66

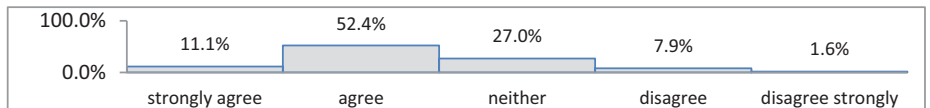
strongly agree	agree	neither	disagree	disagree
3	23	26	13	1



Time Pressure

n= 63

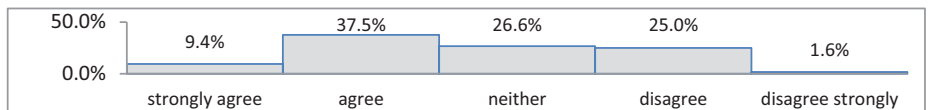
strongly agree	agree	neither	disagree	disagree
7	33	17	5	1



Cut Back Aspects

n= 64

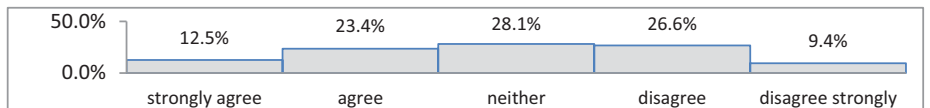
strongly agree	agree	neither	disagree	disagree
6	24	17	16	1



Job Security Worries

n= 64

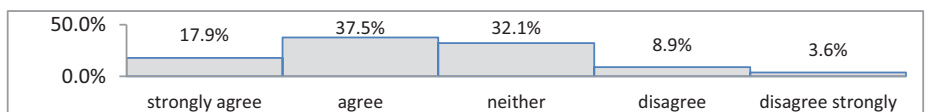
strongly agree	agree	neither	disagree	disagree
8	15	18	17	6



Non-Specialist Duties

n= 56

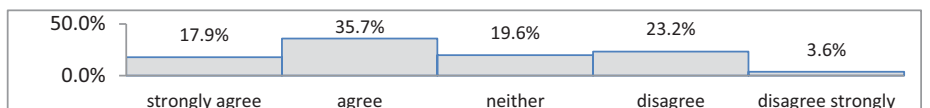
strongly agree	agree	neither	disagree	disagree
10	21	18	5	2



Take Work Home

n= 56

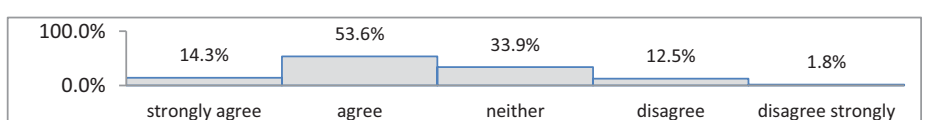
strongly agree	agree	neither	disagree	disagree
10	20	11	13	2



Decrease in Specialists

n= 65

strongly agree	agree	neither	disagree	disagree
8	30	19	7	1

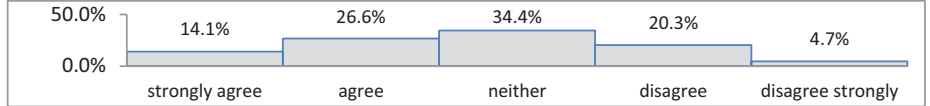


**Historical Research
All Specialisms**

About the Potential Impact of Brexit

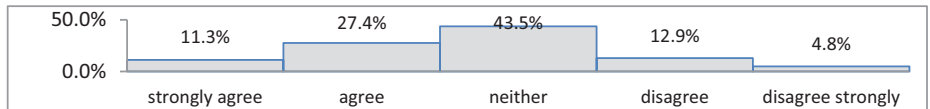
Reduced Projects
n= 64

strongly agree	agree	neither	disagree	disagree
9	17	22	13	3



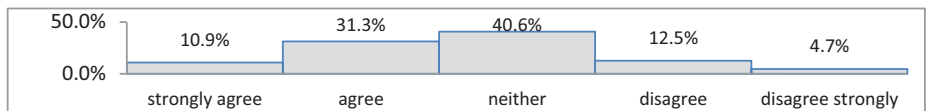
Reduce Costs
n= 64

strongly agree	agree	neither	disagree	disagree
7	17	27	8	3



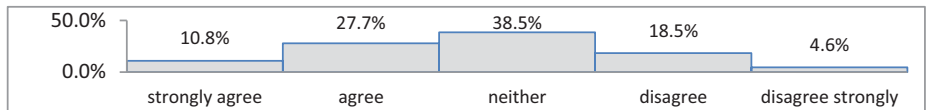
Time Pressure
n= 62

strongly agree	agree	neither	disagree	disagree
7	20	26	8	3



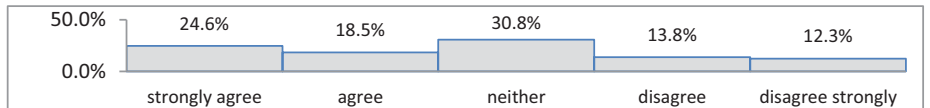
Cut Back Aspects
n= 64

strongly agree	agree	neither	disagree	disagree
7	18	25	12	3



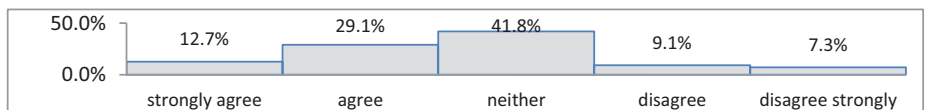
Job Security Worries
n= 65

strongly agree	agree	neither	disagree	disagree
16	12	20	9	8



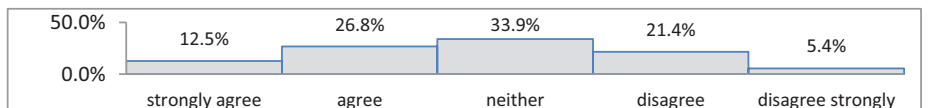
Non-Specialist Duties
n= 65

strongly agree	agree	neither	disagree	disagree
7	16	23	5	4



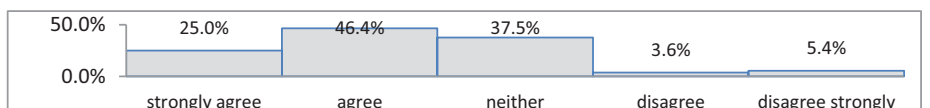
Take Work Home
n= 55

strongly agree	agree	neither	disagree	disagree
7	15	19	12	3



Decrease in Specialists
n= 56

strongly agree	agree	neither	disagree	disagree
14	26	21	2	3



All comments from providers of Historical Research services:

By request only - not actively seeking work in this area

For DBAs

I work for a uni part-time hourly paid, and get the Research Assistant hourly rate of £12.12 if I work a 7.5 hour day

In Australia

In Australia, but it is free when I get flown overseas like to China.

Includes basic Latin

increasing competition

Internal use and partnerships

maritime

More as a favour

No charge

Not a lot of competition, as people don't usual want to pay for the work they offer me.

not currently employed to do this but have in the past

Provided as part of Lottery funded projects

this is an average

this is an average across a number of posts who carry out this research

This is within a Consultancy Context

very much so

Works considered part of my contract with [organisation]

Historical Research
Documentary Research - Archaeological Sites and Landscapes

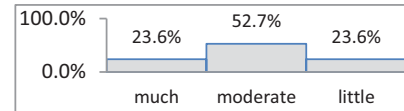
n= 78

About the Work

Charge / day
 n= 43 mean SD min max
 £ 305.79 243.94 £ 80.00 £ 1,600.00

Competition
 n= 55

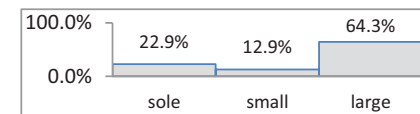
	13	29	13
	great deal	moderate	very little



About the Organisation

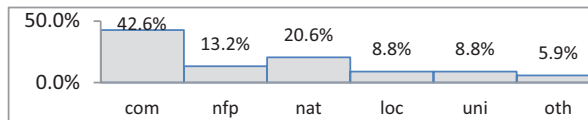
Sizes of Organisation
 n= 70

	16	9	45
	sole trader	small	large



Types of Organisation
 n= 68

	29	9	14	6	6	4
	commercial	not for profit	nat gov	local gov	university	other



Location
 n= 70

east of england	9	12.9%
east midlands	5	7.1%
london	4	5.7%
south-east england	6	8.6%
south west england	10	14.3%
north-east england	1	1.4%
north-west england	6	8.6%
west midlands	2	2.9%
yorkshire & the humber	8	11.4%
scotland	14	20.0%
wales	0	0.0%
northern ireland	1	1.4%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	3	4.3%
outside uk - rest of world	1	1.4%

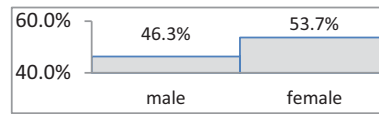
Historical Research Documentary Research - Archaeological Sites and Landscapes

About the Specialists

Gender

n= 54

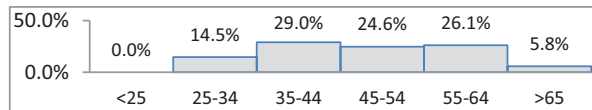
male	female
25	29



Age

n= 69

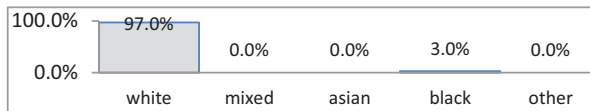
<25	25-34	35-44	45-54	55-64	>65
0	10	20	17	18	4



Ethnicity

n= 66

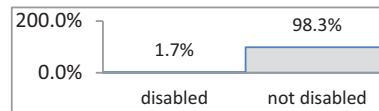
white	mixed /	asian / asian	black /	other ethnic
64	0	0	2	0



Disability Status

n= 59

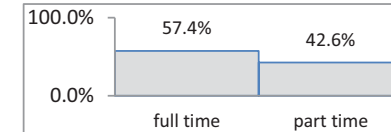
disabled	not disabled
1	58



Hours Worked

n= 68

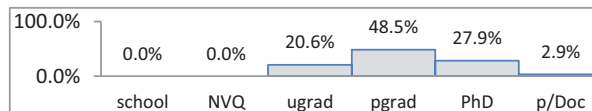
full time	part time
39	29



Highest Qualification

n= 68

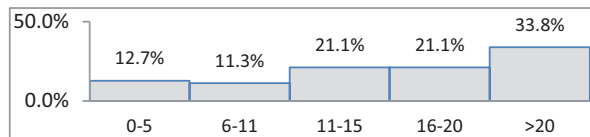
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	14	33	19	2



Years Practising to Date

n= 71

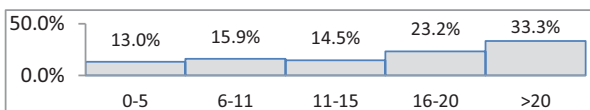
0-5	6-11	11-15	16-20	>20
9	8	15	15	24



Years Intending to Continue

n= 69

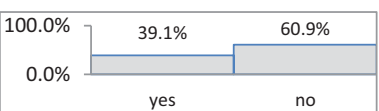
0-5	6-11	11-15	16-20	>20
9	11	10	16	23



Waiting List

n= 64

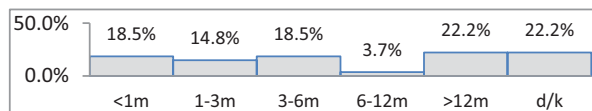
yes	no
25	39



Waiting List Length

n= 27

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



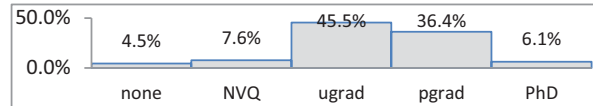
Historical Research Documentary Research - Archaeological Sites and Landscapes

About Training and Professional Development

New Entrant Qualifications Needed

n= 66

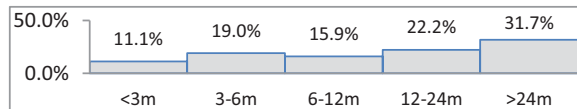
none	NVQ	ugrad	pgrad	PhD
3	5	30	24	4



New Entrant Experience Needed

n= 63

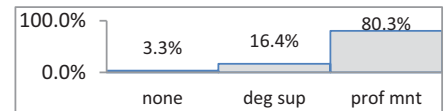
<3m	3-6m	6-12m	12-24m	>24m
7	12	10	14	20



New Entrant Guidance or Mentoring

n= 61

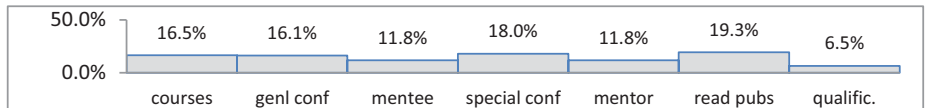
none	deg sup	prof mnt
2	10	49



CPD Mechanisms Preferred

n= 322

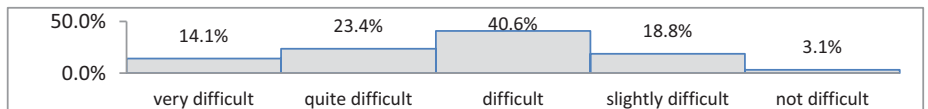
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
53	52	38	58	38	62	21



Access to Initial Training

n= 64

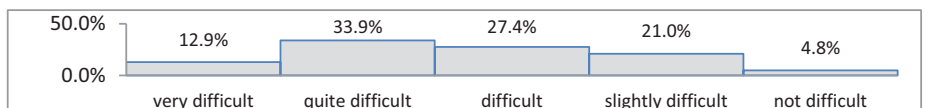
very difficult	quite difficult	difficult	slightly	not difficult
9	15	26	12	2



Access to CPD Training

n= 62

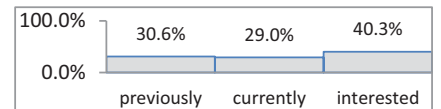
very difficult	quite difficult	difficult	slightly	not difficult
8	21	17	13	3



Being a Trainer

n= 62

previously	currently	interested
19	18	25



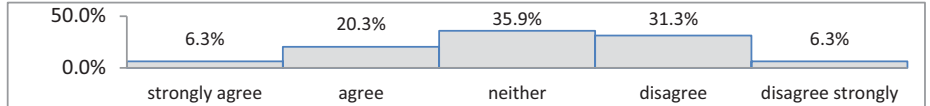
Historical Research Documentary Research - Archaeological Sites and Landscapes

About the Changing Levels of Demand for Work

Reduced Projects

n= 64

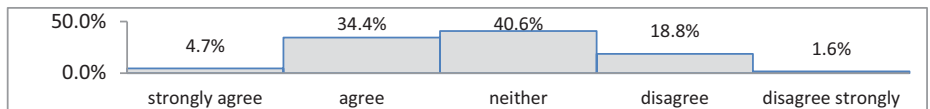
strongly agree	agree	neither	disagree	disagree
4	13	23	20	4



Reduce Costs

n= 64

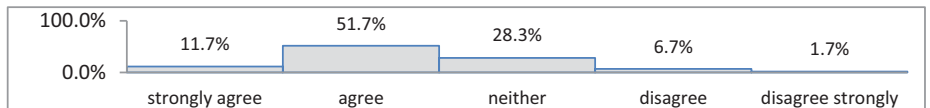
strongly agree	agree	neither	disagree	disagree
3	22	26	12	1



Time Pressure

n= 60

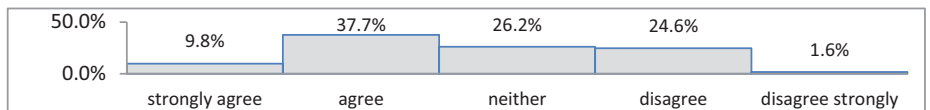
strongly agree	agree	neither	disagree	disagree
7	31	17	4	1



Cut Back Aspects

n= 61

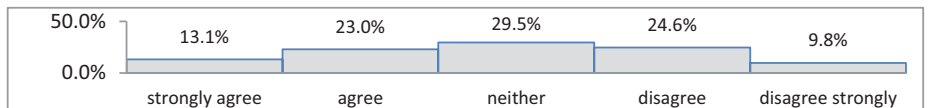
strongly agree	agree	neither	disagree	disagree
6	23	16	15	1



Job Security Worries

n= 61

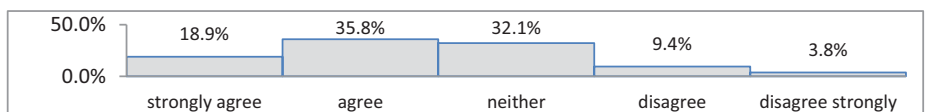
strongly agree	agree	neither	disagree	disagree
8	14	18	15	6



Non-Specialist Duties

n= 53

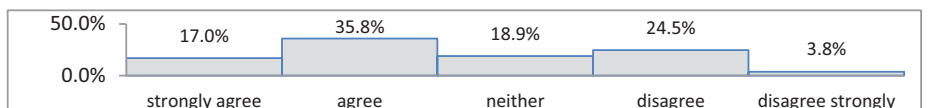
strongly agree	agree	neither	disagree	disagree
10	19	17	5	2



Take Work Home

n= 53

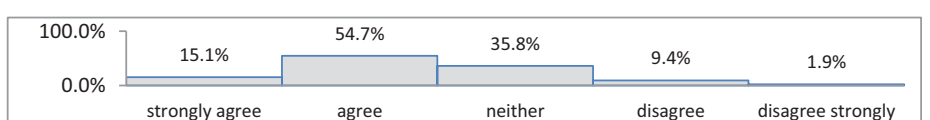
strongly agree	agree	neither	disagree	disagree
9	19	10	13	2



Decrease in Specialists

n= 62

strongly agree	agree	neither	disagree	disagree
8	29	19	5	1



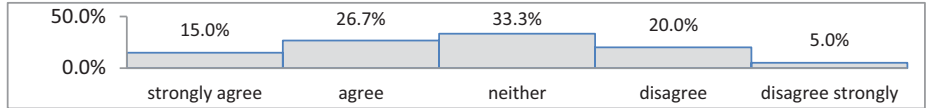
Historical Research Documentary Research - Archaeological Sites and Landscapes

About the Potential Impact of Brexit

Reduced Projects

n= 60

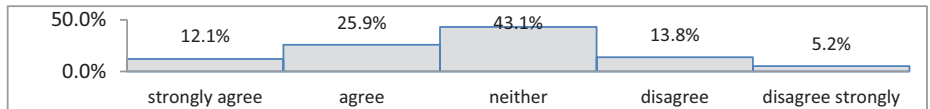
strongly agree	agree	neither	disagree	disagree
9	16	20	12	3



Reduce Costs

n= 60

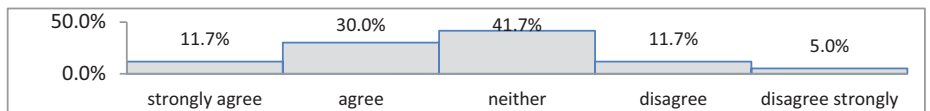
strongly agree	agree	neither	disagree	disagree
7	15	25	8	3



Time Pressure

n= 58

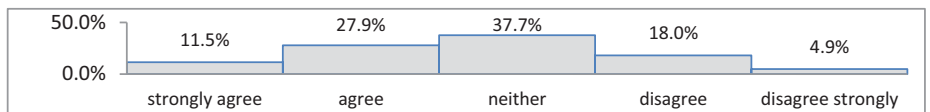
strongly agree	agree	neither	disagree	disagree
7	18	25	7	3



Cut Back Aspects

n= 60

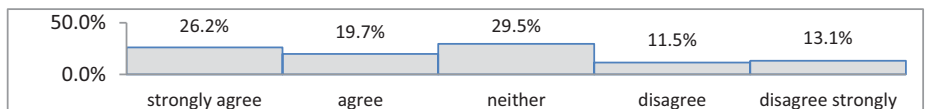
strongly agree	agree	neither	disagree	disagree
7	17	23	11	3



Job Security Worries

n= 61

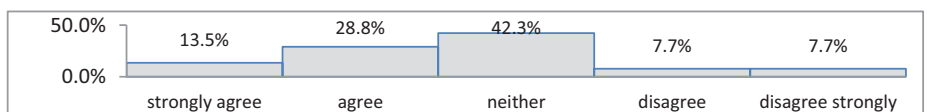
strongly agree	agree	neither	disagree	disagree
16	12	18	7	8



Non-Specialist Duties

n= 61

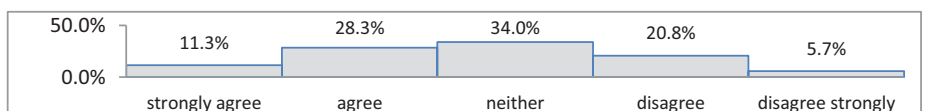
strongly agree	agree	neither	disagree	disagree
7	15	22	4	4



Take Work Home

n= 52

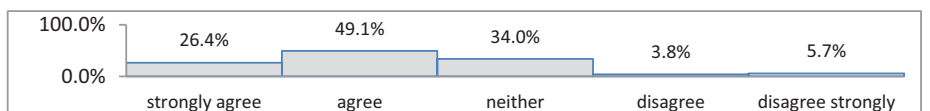
strongly agree	agree	neither	disagree	disagree
6	15	18	11	3



Decrease in Specialists

n= 53

strongly agree	agree	neither	disagree	disagree
14	26	18	2	3



**Historical Research
Gardens and Designed Landscapes**

n= 19

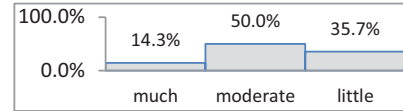
About the Work

Charge / day
n= 9

mean	SD	min	max
£ 365.56		72.59 £	240.00 £ 450.00

Competition
n= 14

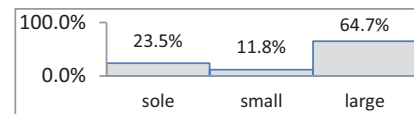
2	7	5
great deal	moderate	very little



About the Organisation

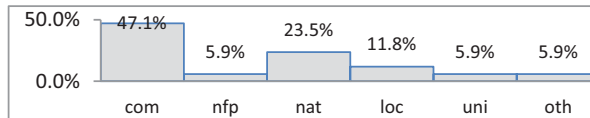
Sizes of Organisation
n= 17

4	2	11
sole trader	small	large



Types of Organisation
n= 17

8	1	4	2	1	1
commercial	not for profit	nat gov	local gov	university	other



Location
n= 17

east of england	3	17.6%
east midlands	0	0.0%
london	0	0.0%
south-east england	0	0.0%
south west england	2	11.8%
north-east england	1	5.9%
north-west england	2	11.8%
west midlands	1	5.9%
yorkshire & the humber	4	23.5%
scotland	3	17.6%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	1	5.9%

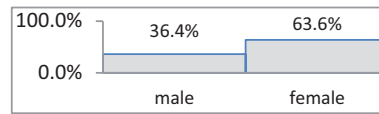
Historical Research Gardens and Designed Landscapes

About the Specialists

Gender

n= 11

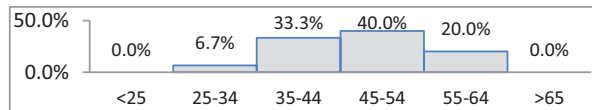
male	female
4	7



Age

n= 15

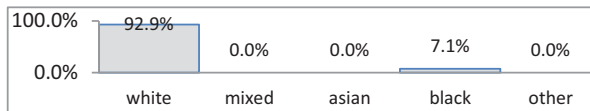
<25	25-34	35-44	45-54	55-64	>65
0	1	5	6	3	0



Ethnicity

n= 14

white	mixed /	asian / asian	black /	other ethnic
13	0	0	1	0



Disability Status

n= 11

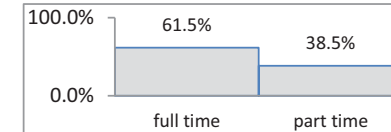
disabled	not disabled
0	11



Hours Worked

n= 13

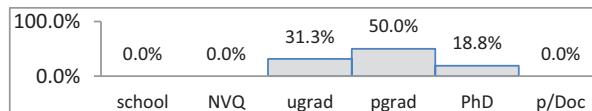
full time	part time
8	5



Highest Qualification

n= 16

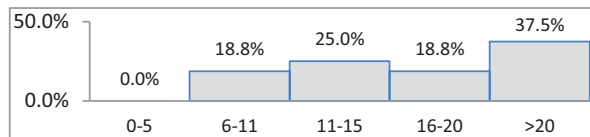
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	5	8	3	0



Years Practising to Date

n= 16

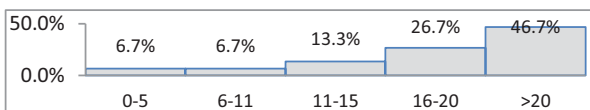
0-5	6-11	11-15	16-20	>20
0	3	4	3	6



Years Intending to Continue

n= 15

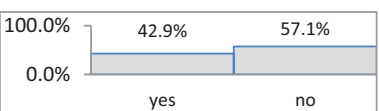
0-5	6-11	11-15	16-20	>20
1	1	2	4	7



Waiting List

n= 14

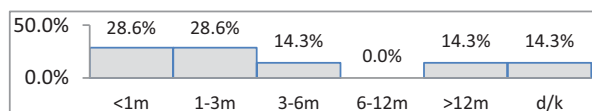
yes	no
6	8



Waiting List Length

n= 7

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



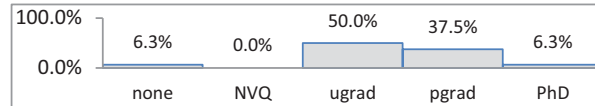
Historical Research Gardens and Designed Landscapes

About Training and Professional Development

New Entrant Qualifications Needed

n= 16

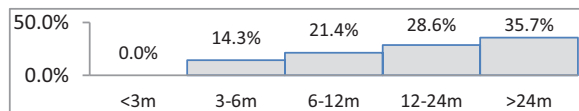
none	NVQ	ugrad	pgrad	PhD
1	0	8	6	1



New Entrant Experience Needed

n= 14

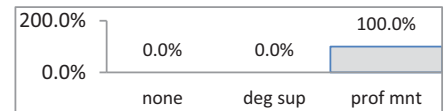
<3m	3-6m	6-12m	12-24m	>24m
0	2	3	4	5



New Entrant Guidance or Mentoring

n= 11

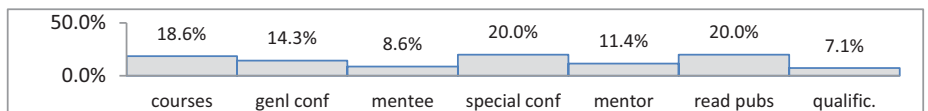
none	deg sup	prof mnt
0	0	11



CPD Mechanisms Preferred

n= 70

courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
13	10	6	14	8	14	5



Access to Initial Training

n= 15

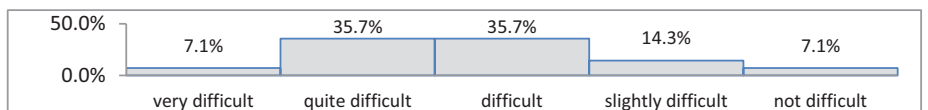
very difficult	quite difficult	difficult	slightly	not difficult
0	3	7	5	0



Access to CPD Training

n= 14

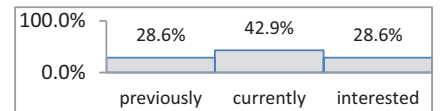
very difficult	quite difficult	difficult	slightly	not difficult
1	5	5	2	1



Being a Trainer

n= 14

previously	currently	interested
4	6	4



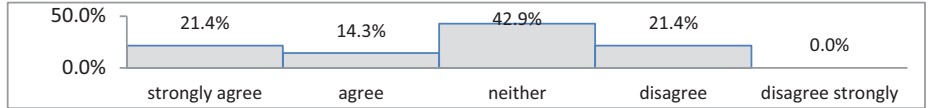
Historical Research Gardens and Designed Landscapes

About the Changing Levels of Demand for Work

Reduced Projects

n= 14

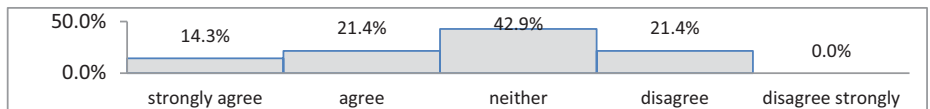
strongly agree	agree	neither	disagree	disagree	
3	2	6	3	0	



Reduce Costs

n= 14

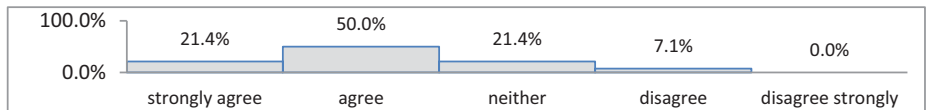
strongly agree	agree	neither	disagree	disagree	
2	3	6	3	0	



Time Pressure

n= 14

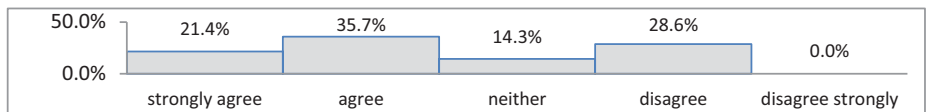
strongly agree	agree	neither	disagree	disagree	
3	7	3	1	0	



Cut Back Aspects

n= 14

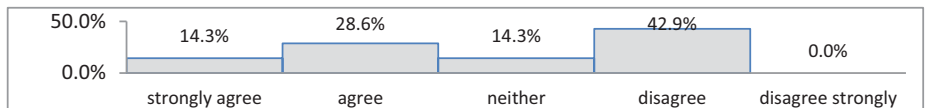
strongly agree	agree	neither	disagree	disagree	
3	5	2	4	0	



Job Security Worries

n= 14

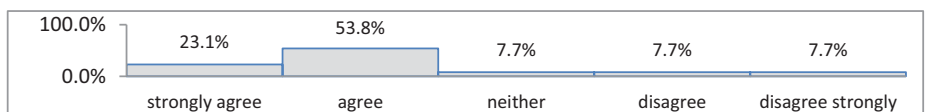
strongly agree	agree	neither	disagree	disagree	
2	4	2	6	0	



Non-Specialist Duties

n= 13

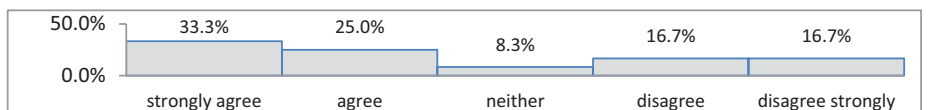
strongly agree	agree	neither	disagree	disagree	
3	7	1	1	1	



Take Work Home

n= 12

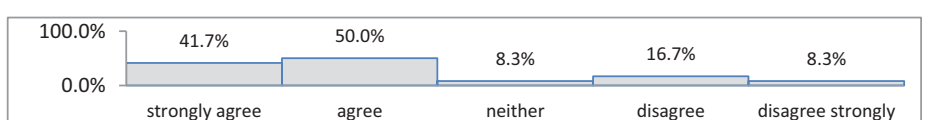
strongly agree	agree	neither	disagree	disagree	
4	3	1	2	2	



Decrease in Specialists

n= 15

strongly agree	agree	neither	disagree	disagree	
5	6	1	2	1	

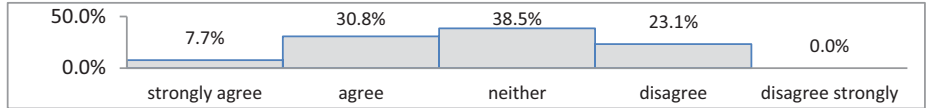


Historical Research Gardens and Designed Landscapes

About the Potential Impact of Brexit

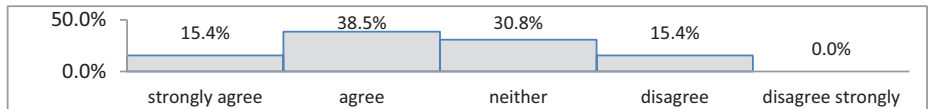
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree
1	4	5	3	0



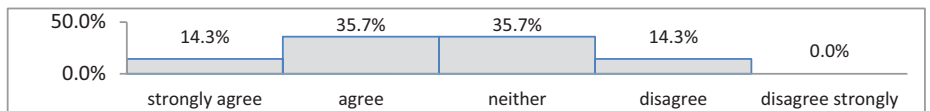
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree
2	5	4	2	0



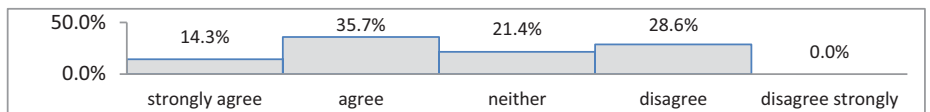
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree
2	5	5	2	0



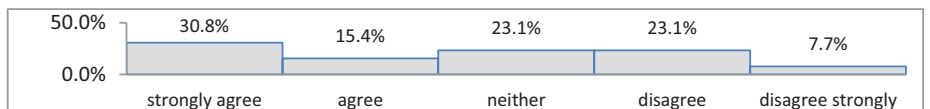
Cut Back Aspects
n= 14

strongly agree	agree	neither	disagree	disagree
2	5	3	4	0



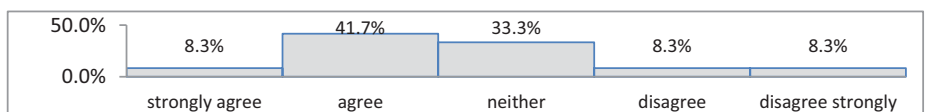
Job Security Worries
n= 14

strongly agree	agree	neither	disagree	disagree
4	2	3	3	1



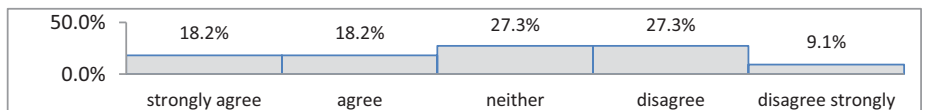
Non-Specialist Duties
n= 13

strongly agree	agree	neither	disagree	disagree
1	5	4	1	1



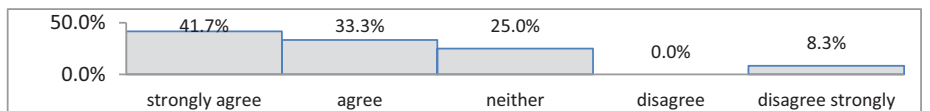
Take Work Home
n= 12

strongly agree	agree	neither	disagree	disagree
2	2	3	3	1



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree
5	4	3	0	1



**Historical Research
Historic Buildings**

n= 34

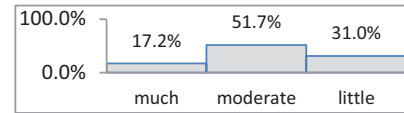
About the Work

Charge / day
n= 19

mean	SD	min	max
£ 231.63		117.48 £	80.00 £ 450.00

Competition
n= 29

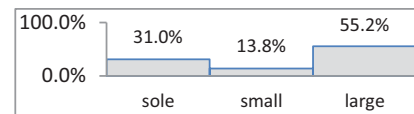
5	15	9
great deal	moderate	very little



About the Organisation

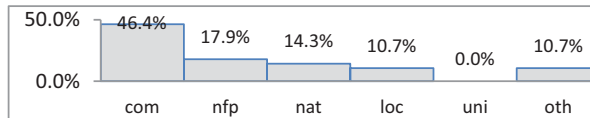
Sizes of Organisation
n= 29

9	4	16
sole trader	small	large



Types of Organisation
n= 28

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



Location
n= 29

east of england	6	20.7%
east midlands	3	10.3%
london	3	10.3%
south-east england	1	3.4%
south west england	1	3.4%
north-east england	1	3.4%
north-west england	3	10.3%
west midlands	2	6.9%
yorkshire & the humber	3	10.3%
scotland	5	17.2%
wales	0	0.0%
northern ireland	1	3.4%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

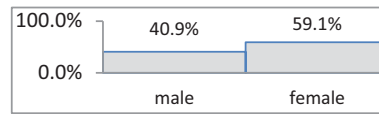
Historical Research Historic Buildings

About the Specialists

Gender

n= 22

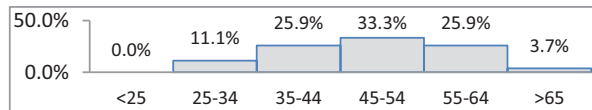
male	female
9	13



Age

n= 27

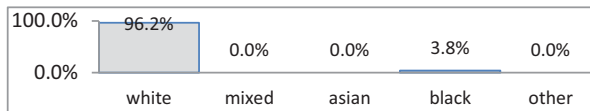
<25	25-34	35-44	45-54	55-64	>65
0	3	7	9	7	1



Ethnicity

n= 26

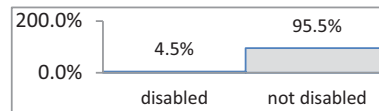
white	mixed /	asian / asian	black /	other ethnic
25	0	0	1	0



Disability Status

n= 22

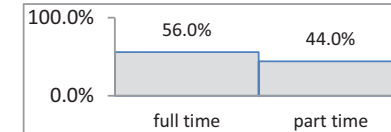
disabled	not disabled
1	21



Hours Worked

n= 25

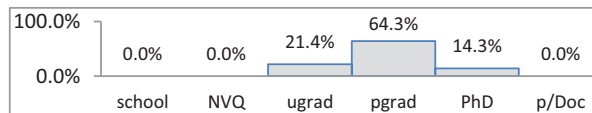
full time	part time
14	11



Highest Qualification

n= 28

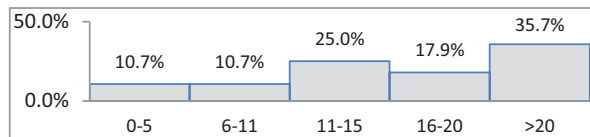
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	6	18	4	0



Years Practising to Date

n= 28

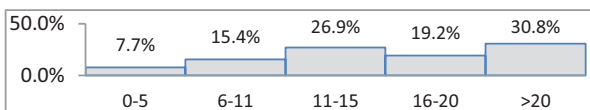
0-5	6-11	11-15	16-20	>20
3	3	7	5	10



Years Intending to Continue

n= 26

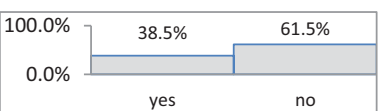
0-5	6-11	11-15	16-20	>20
2	4	7	5	8



Waiting List

n= 26

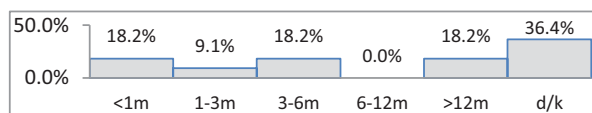
yes	no
10	16



Waiting List Length

n= 11

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



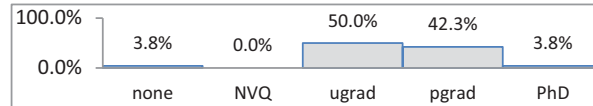
Historical Research Historic Buildings

About Training and Professional Development

New Entrant Qualifications Needed

n= 26

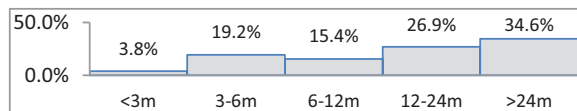
none	NVQ	ugrad	pgrad	PhD
1	0	13	11	1



New Entrant Experience Needed

n= 26

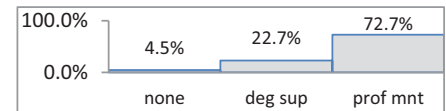
<3m	3-6m	6-12m	12-24m	>24m
1	5	4	7	9



New Entrant Guidance or Mentoring

n= 22

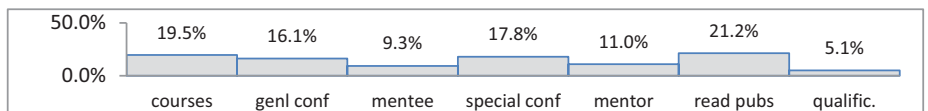
none	deg sup	prof mnt
1	5	16



CPD Mechanisms Preferred

n= 118

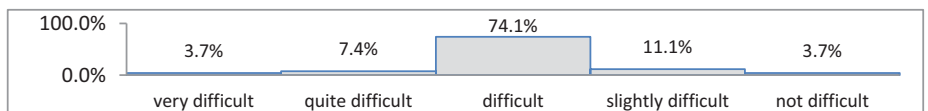
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
23	19	11	21	13	25	6



Access to Initial Training

n= 27

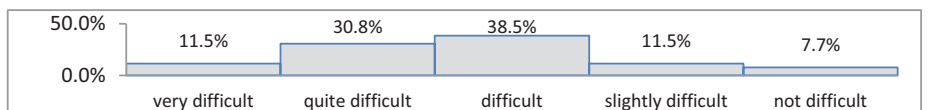
very difficult	quite difficult	difficult	slightly	not difficult
1	2	20	3	1



Access to CPD Training

n= 26

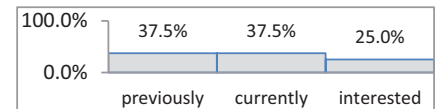
very difficult	quite difficult	difficult	slightly	not difficult
3	8	10	3	2



Being a Trainer

n= 24

previously	currently	interested
9	9	6

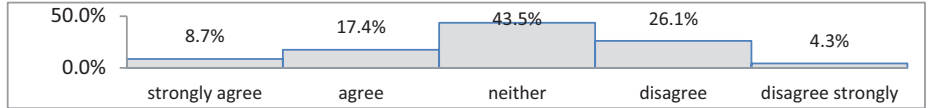


**Historical Research
Historic Buildings**

About the Changing Levels of Demand for Work

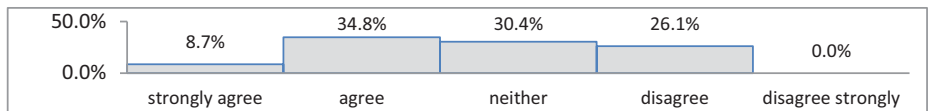
Reduced Projects
n= 23

strongly agree	agree	neither	disagree	disagree
2	4	10	6	1



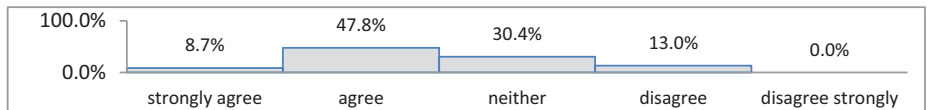
Reduce Costs
n= 23

strongly agree	agree	neither	disagree	disagree
2	8	7	6	0



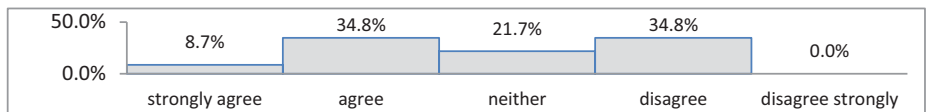
Time Pressure
n= 23

strongly agree	agree	neither	disagree	disagree
2	11	7	3	0



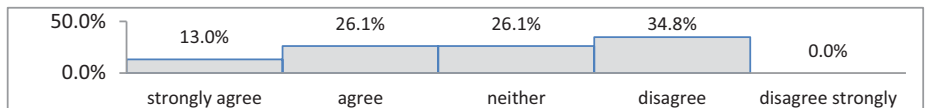
Cut Back Aspects
n= 23

strongly agree	agree	neither	disagree	disagree
2	8	5	8	0



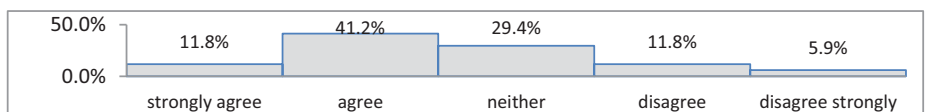
Job Security Worries
n= 23

strongly agree	agree	neither	disagree	disagree
3	6	6	8	0



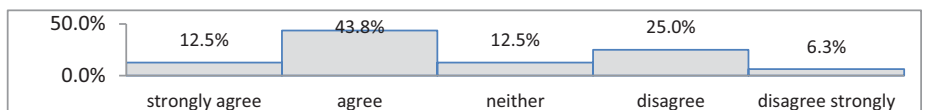
Non-Specialist Duties
n= 17

strongly agree	agree	neither	disagree	disagree
2	7	5	2	1



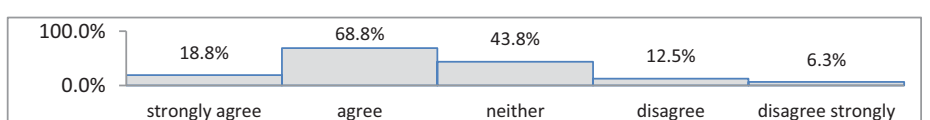
Take Work Home
n= 16

strongly agree	agree	neither	disagree	disagree
2	7	2	4	1



Decrease in Specialists
n= 24

strongly agree	agree	neither	disagree	disagree
3	11	7	2	1

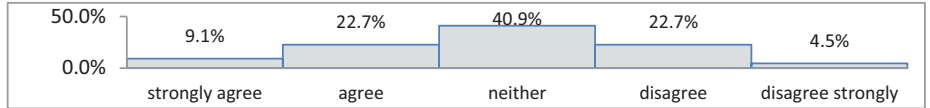


Historical Research Historic Buildings

About the Potential Impact of Brexit

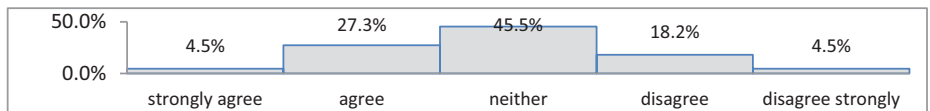
Reduced Projects
n= 22

strongly agree	agree	neither	disagree	disagree
2	5	9	5	1



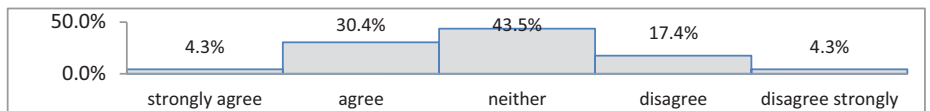
Reduce Costs
n= 22

strongly agree	agree	neither	disagree	disagree
1	6	10	4	1



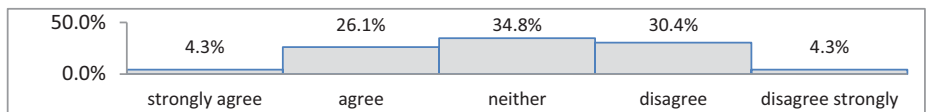
Time Pressure
n= 22

strongly agree	agree	neither	disagree	disagree
1	7	10	4	1



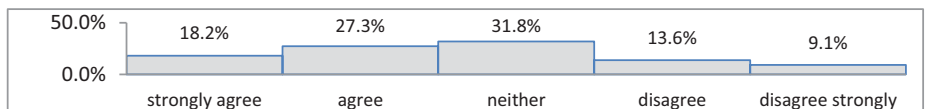
Cut Back Aspects
n= 23

strongly agree	agree	neither	disagree	disagree
1	6	8	7	1



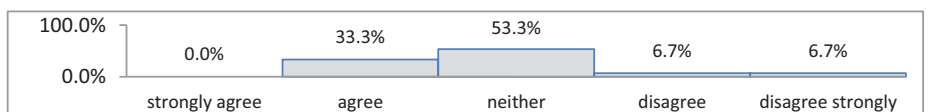
Job Security Worries
n= 23

strongly agree	agree	neither	disagree	disagree
4	6	7	3	2



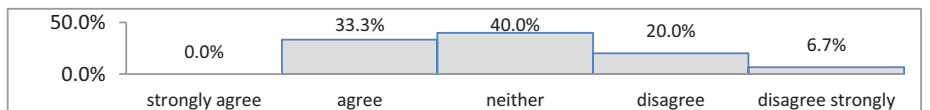
Non-Specialist Duties
n= 22

strongly agree	agree	neither	disagree	disagree
0	5	8	1	1



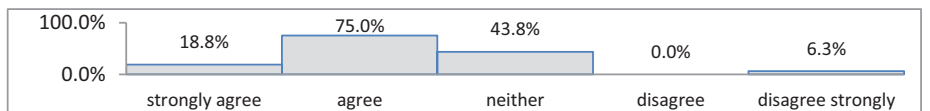
Take Work Home
n= 15

strongly agree	agree	neither	disagree	disagree
0	5	6	3	1



Decrease in Specialists
n= 15

strongly agree	agree	neither	disagree	disagree
3	12	7	0	1



**Historical Research
Palaeography**

n= 7

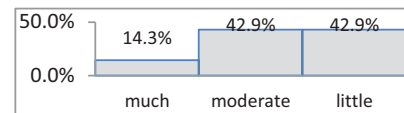
About the Work

Charge / day
n= 5

mean	SD	min	max
£ 160.00	60.66	£ 80.00	£ 240.00

Competition
n= 7

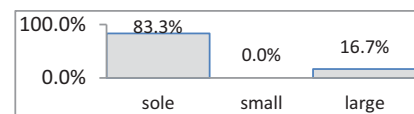
1	3	3
great deal	moderate	very little



About the Organisation

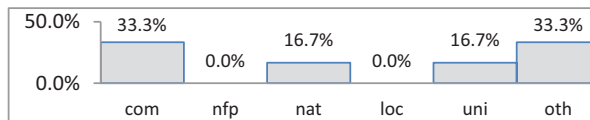
Sizes of Organisation
n= 6

5	0	1
sole trader	small	large



Types of Organisation
n= 6

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



Location
n= 6

east of england	1	16.7%
east midlands	0	0.0%
london	0	0.0%
south-east england	1	16.7%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	1	16.7%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	1	16.7%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	1	16.7%
isle of man	0	0.0%
outside uk - european union	1	16.7%
outside uk - rest of world	0	0.0%

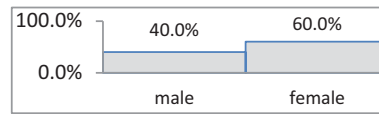
Historical Research Palaeography

About the Specialists

Gender

n= 5

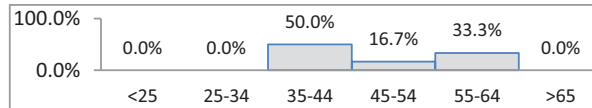
male	female
2	3



Age

n= 6

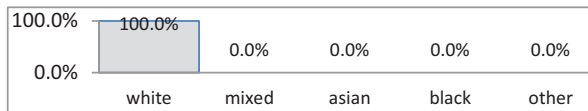
<25	25-34	35-44	45-54	55-64	>65
0	0	3	1	2	0



Ethnicity

n= 5

white	mixed /	asian / asian	black /	other ethnic
5	0	0	0	0



Disability Status

n= 5

disabled	not disabled
0	5



Hours Worked

n= 5

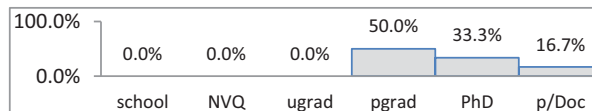
full time	part time
0	5



Highest Qualification

n= 6

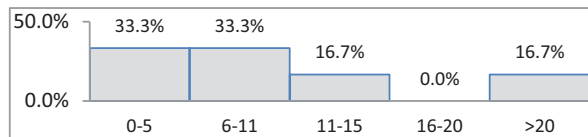
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	3	2	1



Years Practising to Date

n= 6

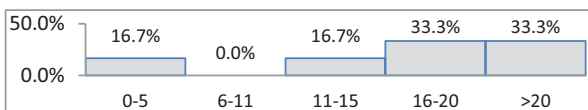
0-5	6-11	11-15	16-20	>20
2	2	1	0	1



Years Intending to Continue

n= 6

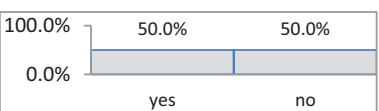
0-5	6-11	11-15	16-20	>20
1	0	1	2	2



Waiting List

n= 6

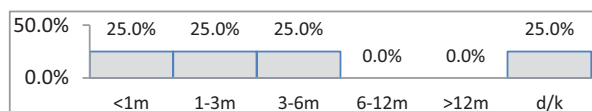
yes	no
3	3



Waiting List Length

n= 4

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



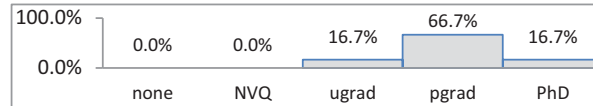
Historical Research Palaeography

About Training and Professional Development

New Entrant Qualifications Needed

n= 6

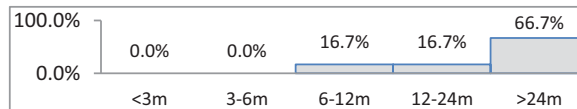
none	NVQ	ugrad	pgrad	PhD
0	0	1	4	1



New Entrant Experience Needed

n= 6

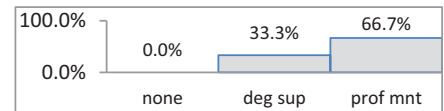
<3m	3-6m	6-12m	12-24m	>24m
0	0	1	1	4



New Entrant Guidance or Mentoring

n= 6

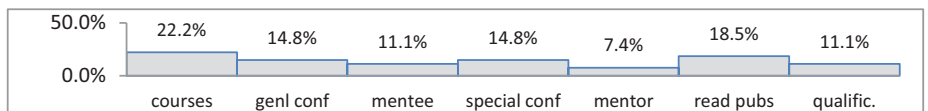
none	deg sup	prof mnt
0	2	4



CPD Mechanisms Preferred

n= 27

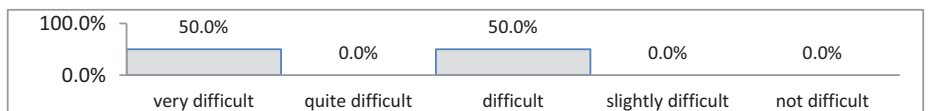
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
6	4	3	4	2	5	3



Access to Initial Training

n= 6

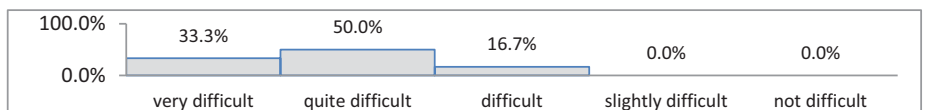
very difficult	quite difficult	difficult	slightly	not difficult
3	0	3	0	0



Access to CPD Training

n= 6

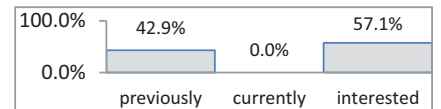
very difficult	quite difficult	difficult	slightly	not difficult
2	3	1	0	0



Being a Trainer

n= 7

previously	currently	interested
3	0	4

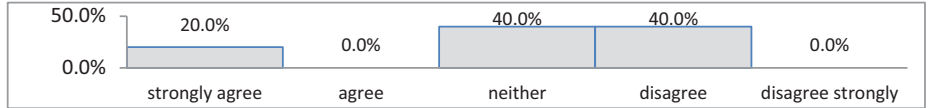


Historical Research Palaeography

About the Changing Levels of Demand for Work

Reduced Projects n= 5

strongly agree	agree	neither	disagree	disagree
1	0	2	2	0



Reduce Costs n= 5

strongly agree	agree	neither	disagree	disagree
1	2	0	2	0



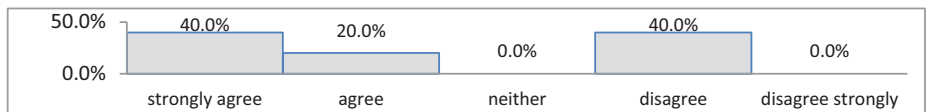
Time Pressure n= 5

strongly agree	agree	neither	disagree	disagree
1	2	0	2	0



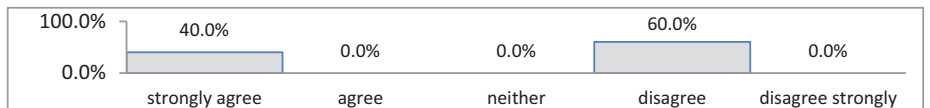
Cut Back Aspects n= 5

strongly agree	agree	neither	disagree	disagree
2	1	0	2	0



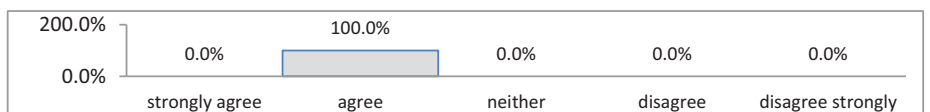
Job Security Worries n= 5

strongly agree	agree	neither	disagree	disagree
2	0	0	3	0



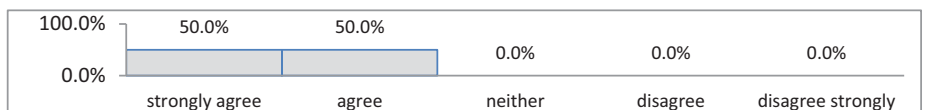
Non-Specialist Duties n= 2

strongly agree	agree	neither	disagree	disagree
0	2	0	0	0



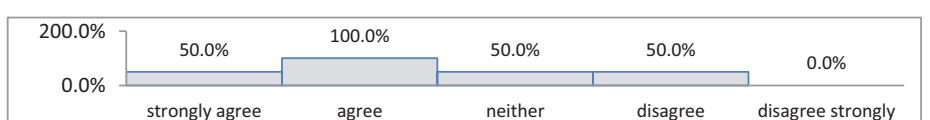
Take Work Home n= 2

strongly agree	agree	neither	disagree	disagree
1	1	0	0	0



Decrease in Specialists n= 5

strongly agree	agree	neither	disagree	disagree
1	2	1	1	0

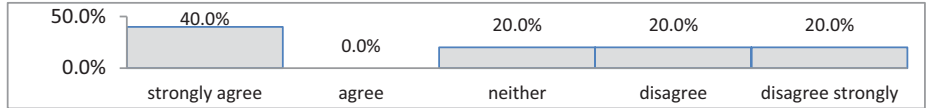


Historical Research Palaeography

About the Potential Impact of Brexit

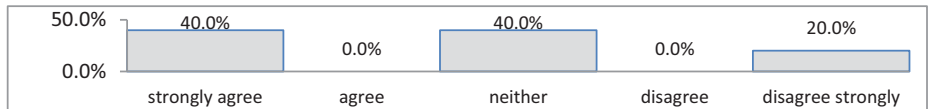
Reduced Projects
n= 5

strongly agree	agree	neither	disagree	disagree
2	0	1	1	1



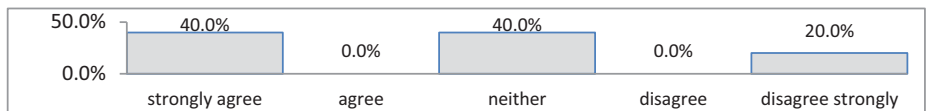
Reduce Costs
n= 5

strongly agree	agree	neither	disagree	disagree
2	0	2	0	1



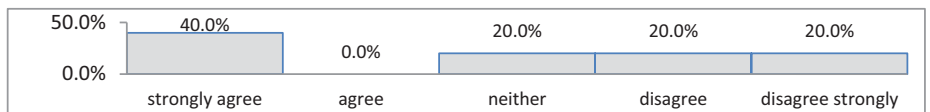
Time Pressure
n= 5

strongly agree	agree	neither	disagree	disagree
2	0	2	0	1



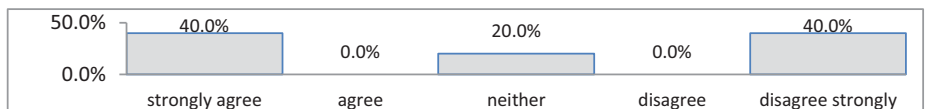
Cut Back Aspects
n= 5

strongly agree	agree	neither	disagree	disagree
2	0	1	1	1



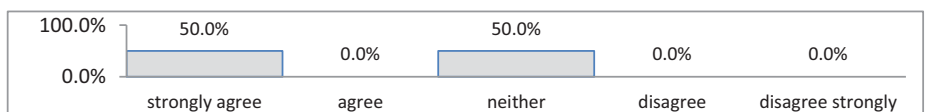
Job Security Worries
n= 5

strongly agree	agree	neither	disagree	disagree
2	0	1	0	2



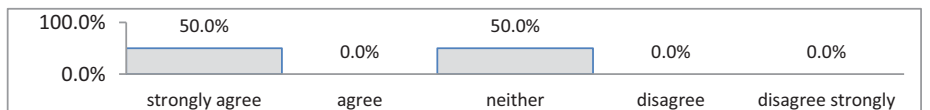
Non-Specialist Duties
n= 5

strongly agree	agree	neither	disagree	disagree
1	0	1	0	0



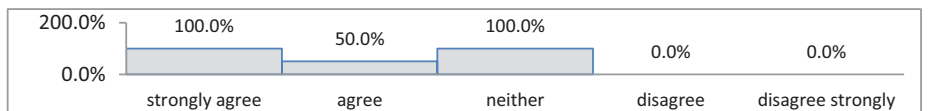
Take Work Home
n= 2

strongly agree	agree	neither	disagree	disagree
1	0	1	0	0



Decrease in Specialists
n= 2

strongly agree	agree	neither	disagree	disagree
2	1	2	0	0



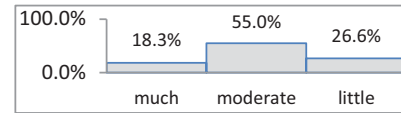
**Illustration
All Specialisms**

n= 79

About the Work

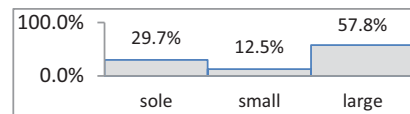
Charge / day mean SD min max
 n= 129 £ **215.81** 103.28 £ 90.00 £ 800.00

	31	93	45
Competition	great deal	moderate	very little
n= 169			

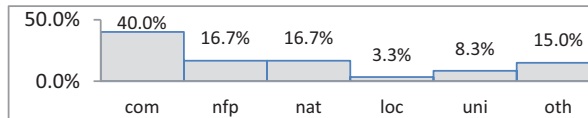


About the Organisation

	19	8	37
Sizes of Organisation	sole trader	small	large
n= 64			



	24	10	10	2	5	9
Types of Organisation	commercial	not for profit	nat gov	local gov	university	other
n= 60						



Location
 n= 63

east of england	4	6.3%
east midlands	5	7.9%
london	4	6.3%
south-east england	7	11.1%
south west england	4	6.3%
north-east england	2	3.2%
north-west england	4	6.3%
west midlands	4	6.3%
yorkshire & the humber	10	15.9%
scotland	10	15.9%
wales	3	4.8%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	5	7.9%
outside uk - rest of world	1	1.6%

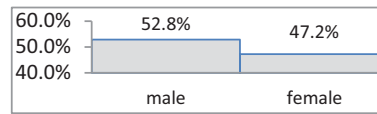
Illustration
All Specialisms

About the Specialists

Gender

n= 53

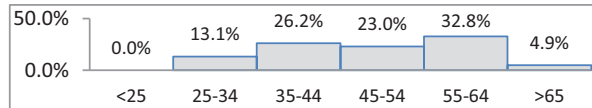
male	female
28	25



Age

n= 61

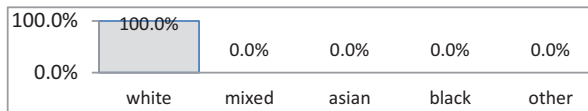
<25	25-34	35-44	45-54	55-64	>65
0	8	16	14	20	3



Ethnicity

n= 62

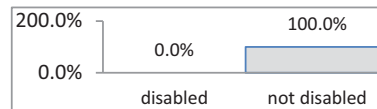
white	mixed /	asian / asian	black /	other ethnic
62	0	0	0	0



Disability Status

n= 59

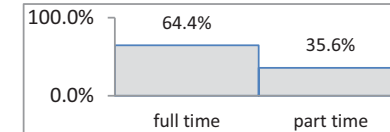
disabled	not disabled
0	59



Hours Worked

n= 59

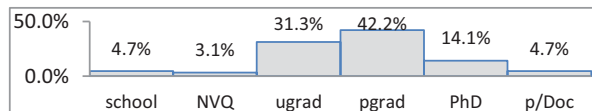
full time	part time
38	21



Highest Qualification

n= 64

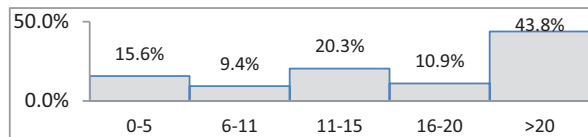
school	NVQ	ugrad	pgrad	PhD	p/Doc
3	2	20	27	9	3



Years Practising to Date

n= 64

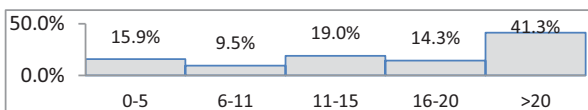
0-5	6-11	11-15	16-20	>20
10	6	13	7	28



Years Intending to Continue

n= 63

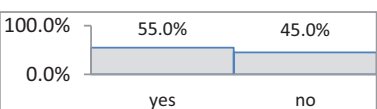
0-5	6-11	11-15	16-20	>20
10	6	12	9	26



Waiting List

n= 60

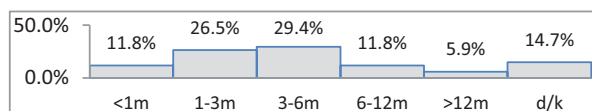
yes	no
33	27



Waiting List Length

n= 34

<1m	1-3m	3-6m	6-12m	>12m	d/k
4	9	10	4	2	5



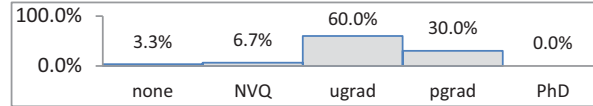
**Illustration
All Specialisms**

About Training and Professional Development

New Entrant Qualifications Needed

n= 60

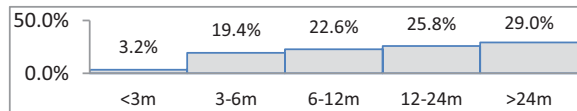
none	NVQ	ugrad	pgrad	PhD
2	4	36	18	0



New Entrant Experience Needed

n= 62

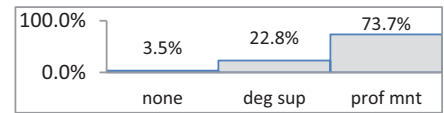
<3m	3-6m	6-12m	12-24m	>24m
2	12	14	16	18



New Entrant Guidance or Mentoring

n= 57

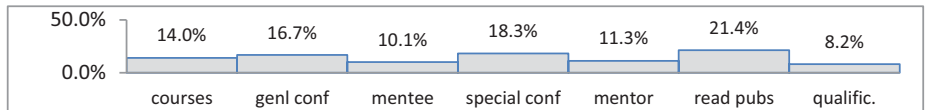
none	deg sup	prof mnt
2	13	42



CPD Mechanisms Preferred

n= 257

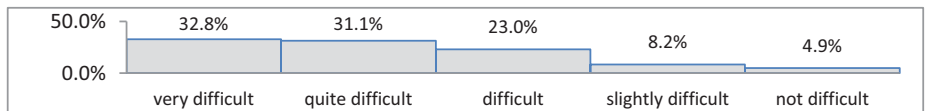
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
36	43	26	47	29	55	21



Access to Initial Training

n= 61

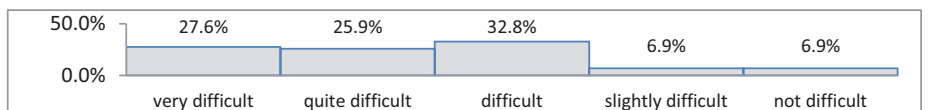
very difficult	quite difficult	difficult	slightly	not difficult
20	19	14	5	3



Access to CPD Training

n= 58

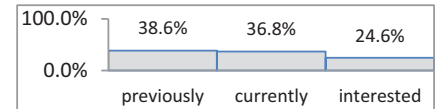
very difficult	quite difficult	difficult	slightly	not difficult
16	15	19	4	4



Being a Trainer

n= 57

previously	currently	interested
22	21	14

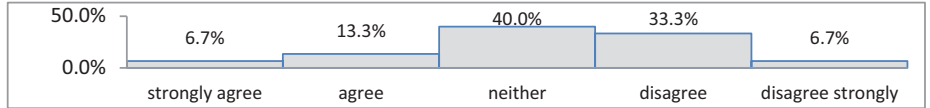


**Illustration
All Specialisms**

About the Changing Levels of Demand for Work

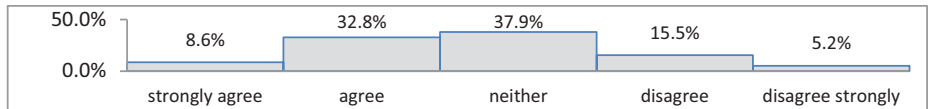
Reduced Projects
n= 60

strongly agree	agree	neither	disagree	disagree
4	8	24	20	4



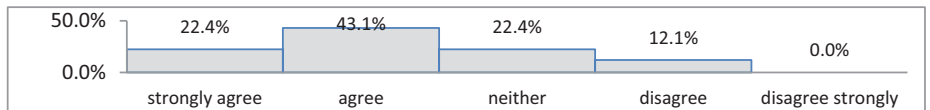
Reduce Costs
n= 58

strongly agree	agree	neither	disagree	disagree
5	19	22	9	3



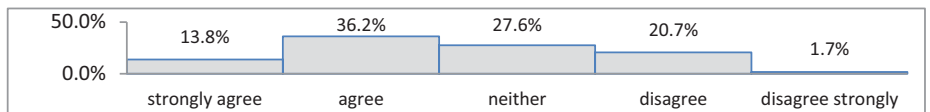
Time Pressure
n= 58

strongly agree	agree	neither	disagree	disagree
13	25	13	7	0



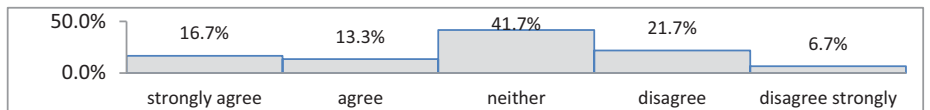
Cut Back Aspects
n= 58

strongly agree	agree	neither	disagree	disagree
8	21	16	12	1



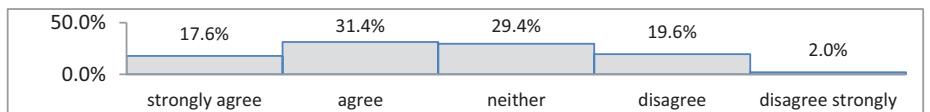
Job Security Worries
n= 60

strongly agree	agree	neither	disagree	disagree
10	8	25	13	4



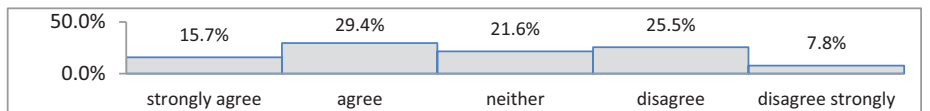
Non-Specialist Duties
n= 51

strongly agree	agree	neither	disagree	disagree
9	16	15	10	1



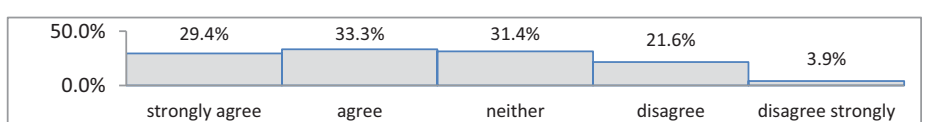
Take Work Home
n= 51

strongly agree	agree	neither	disagree	disagree
8	15	11	13	4



Decrease in Specialists
n= 61

strongly agree	agree	neither	disagree	disagree
15	17	16	11	2

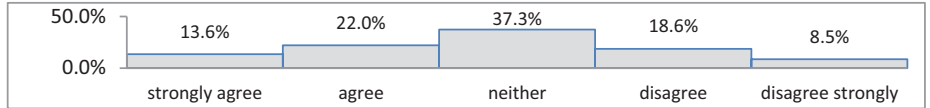


**Illustration
All Specialisms**

About the Potential Impact of Brexit

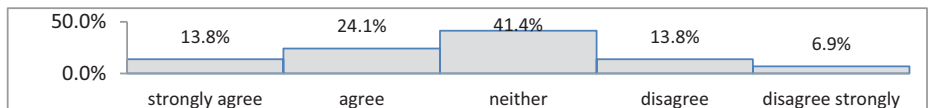
Reduced Projects
n= 59

strongly agree	agree	neither	disagree	disagree
8	13	22	11	5



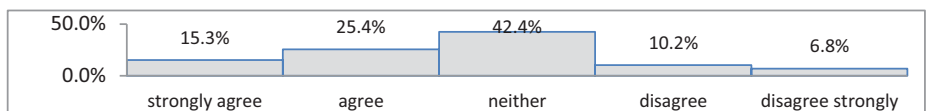
Reduce Costs
n= 59

strongly agree	agree	neither	disagree	disagree
8	14	24	8	4



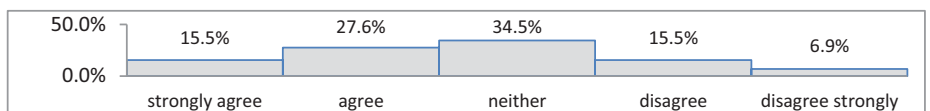
Time Pressure
n= 58

strongly agree	agree	neither	disagree	disagree
9	15	25	6	4



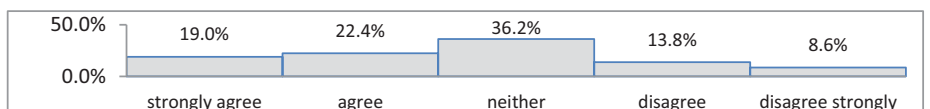
Cut Back Aspects
n= 59

strongly agree	agree	neither	disagree	disagree
9	16	20	9	4



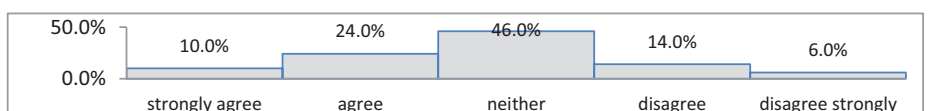
Job Security Worries
n= 58

strongly agree	agree	neither	disagree	disagree
11	13	21	8	5



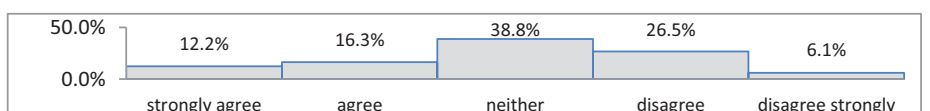
Non-Specialist Duties
n= 58

strongly agree	agree	neither	disagree	disagree
5	12	23	7	3



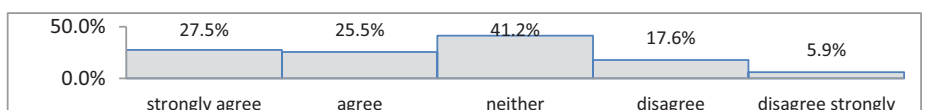
Take Work Home
n= 50

strongly agree	agree	neither	disagree	disagree
6	8	19	13	3



Decrease in Specialists
n= 49

strongly agree	agree	neither	disagree	disagree
14	13	21	9	3



All comments from providers of Illustration services:

Believe I would get more work if my day rate were less, (because others are charging less per day)

Charges are estimated on level of services required

data processing

Hachure plans of analytical earthwork surveys,

I am employed by a company as my permanent job so don't charge per day and the competition question isn't relevant to me

I am employed by [a] county council

I work for Historic England, so competition isn't really relevant

Internal use and partnerships

It is helpful to have digital skills as well for laying out drawings and alterations

no real rate – NDPB

Not freelance

not much competition since everyone does it.

Not sure how to answer this

UAV survey

usually undercut by inexperienced practitioners

Works considered part of my contract with [organisation]

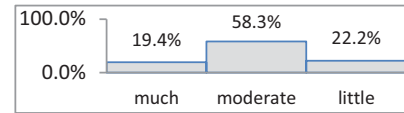
Illustration
Digital - Maps, Plans & Elevations

n= 52

About the Work

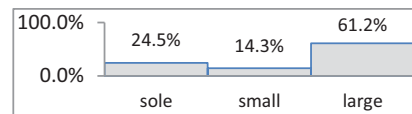
Charge / day mean SD min max
 n= 28 £ **224.64** 130.76 £ 90.00 £ 800.00

Competition 7 21 8
 n= 36 great deal moderate very little

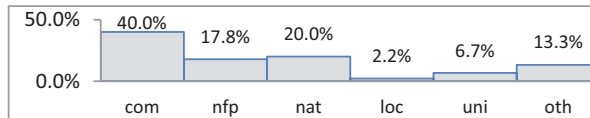


About the Organisation

Sizes of Organisation 12 7 30
 n= 49 sole trader small large



Types of Organisation 18 8 9 1 3 6
 n= 45 commercial not for profit nat gov local gov university other



Location n= 49

east of england	4	8.2%
east midlands	2	4.1%
london	4	8.2%
south-east england	5	10.2%
south west england	3	6.1%
north-east england	1	2.0%
north-west england	3	6.1%
west midlands	4	8.2%
yorkshire & the humber	8	16.3%
scotland	8	16.3%
wales	2	4.1%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	5	10.2%
outside uk - rest of world	0	0.0%

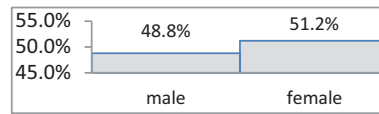
Illustration
Digital - Maps, Plans & Elevations

About the Specialists

Gender

n= 41

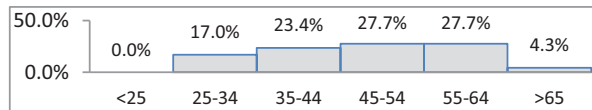
male	female
20	21



Age

n= 47

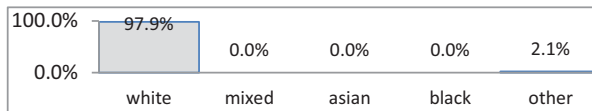
<25	25-34	35-44	45-54	55-64	>65
0	8	11	13	13	2



Ethnicity

n= 48

white	mixed /	asian / asian	black /	other ethnic
47	0	0	0	1



Disability Status

n= 44

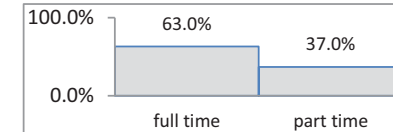
disabled	not disabled
0	44



Hours Worked

n= 46

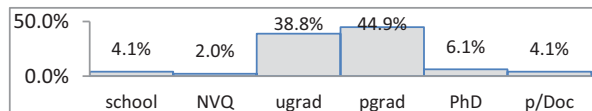
full time	part time
29	17



Highest Qualification

n= 49

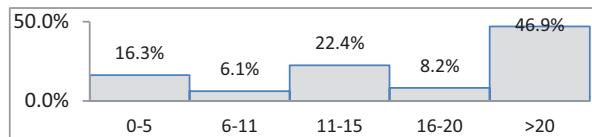
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	1	19	22	3	2



Years Practising to Date

n= 49

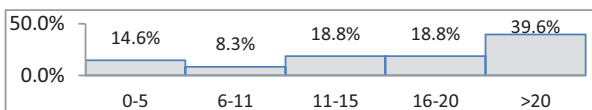
0-5	6-11	11-15	16-20	>20
8	3	11	4	23



Years Intending to Continue

n= 48

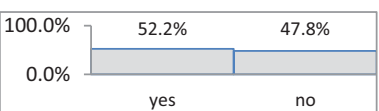
0-5	6-11	11-15	16-20	>20
7	4	9	9	19



Waiting List

n= 46

yes	no
24	22



Waiting List Length

n= 25

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	7	8	1	1	5

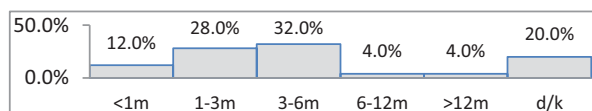


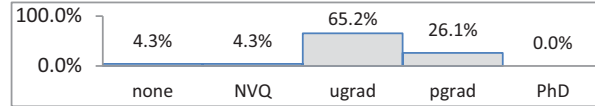
Illustration
Digital - Maps, Plans & Elevations

About Training and Professional Development

New Entrant Qualifications Needed

n= 46

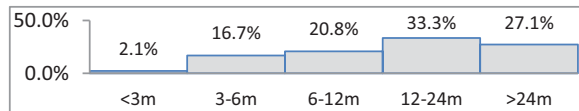
none	NVQ	ugrad	pgrad	PhD
2	2	30	12	0



New Entrant Experience Needed

n= 48

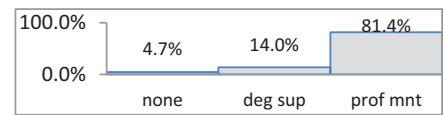
<3m	3-6m	6-12m	12-24m	>24m
1	8	10	16	13



New Entrant Guidance or Mentoring

n= 43

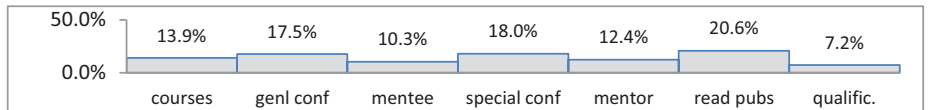
none	deg sup	prof mnt
2	6	35



CPD Mechanisms Preferred

n= 194

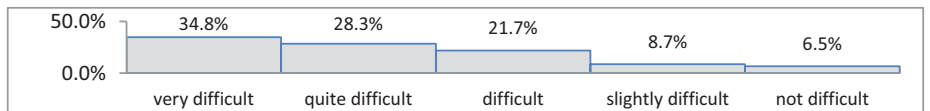
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
27	34	20	35	24	40	14



Access to Initial Training

n= 46

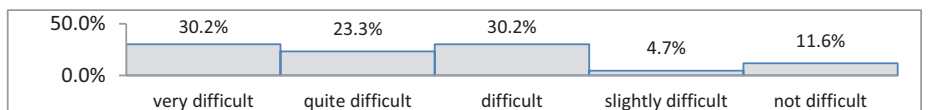
very difficult	quite difficult	difficult	slightly	not difficult
16	13	10	4	3



Access to CPD Training

n= 43

very difficult	quite difficult	difficult	slightly	not difficult
13	10	13	2	5



Being a Trainer

n= 45

previously	currently	interested
17	18	10

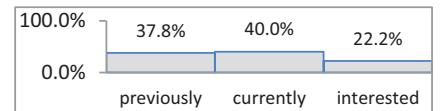
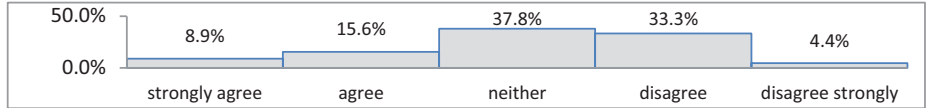


Illustration
Digital - Maps, Plans & Elevations

About the Changing Levels of Demand for Work

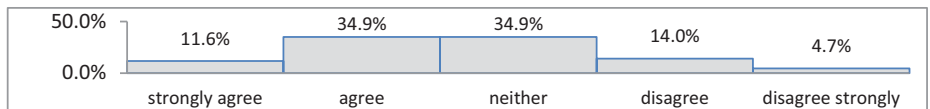
Reduced Projects
n= 45

strongly agree	agree	neither	disagree	disagree
4	7	17	15	2



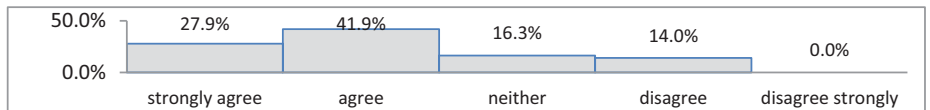
Reduce Costs
n= 43

strongly agree	agree	neither	disagree	disagree
5	15	15	6	2



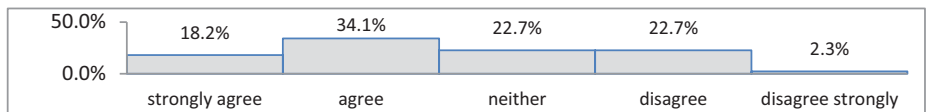
Time Pressure
n= 43

strongly agree	agree	neither	disagree	disagree
12	18	7	6	0



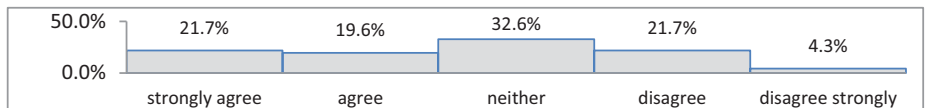
Cut Back Aspects
n= 44

strongly agree	agree	neither	disagree	disagree
8	15	10	10	1



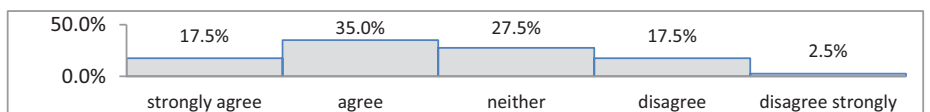
Job Security Worries
n= 46

strongly agree	agree	neither	disagree	disagree
10	9	15	10	2



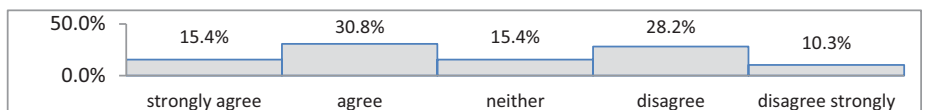
Non-Specialist Duties
n= 40

strongly agree	agree	neither	disagree	disagree
7	14	11	7	1



Take Work Home
n= 39

strongly agree	agree	neither	disagree	disagree
6	12	6	11	4



Decrease in Specialists
n= 47

strongly agree	agree	neither	disagree	disagree
11	14	10	10	2

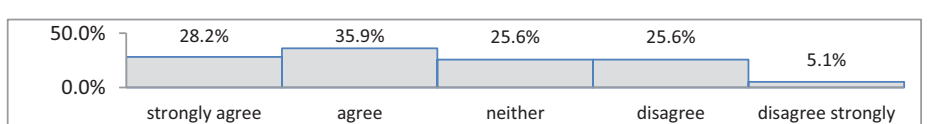
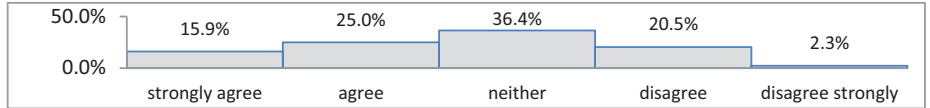


Illustration
Digital - Maps, Plans & Elevations

About the Potential Impact of Brexit

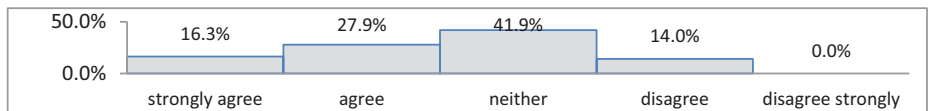
Reduced Projects
n= 44

strongly agree	agree	neither	disagree	disagree
7	11	16	9	1



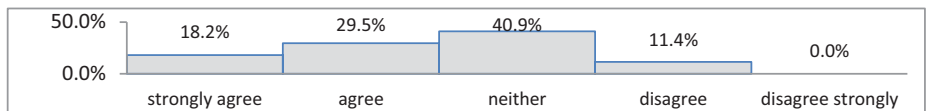
Reduce Costs
n= 44

strongly agree	agree	neither	disagree	disagree
7	12	18	6	0



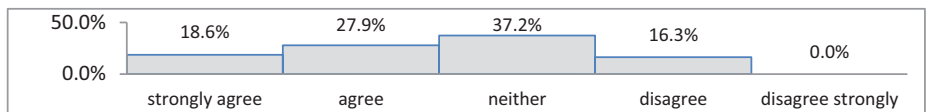
Time Pressure
n= 43

strongly agree	agree	neither	disagree	disagree
8	13	18	5	0



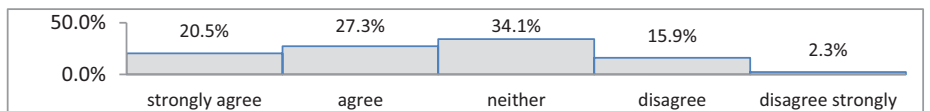
Cut Back Aspects
n= 44

strongly agree	agree	neither	disagree	disagree
8	12	16	7	0



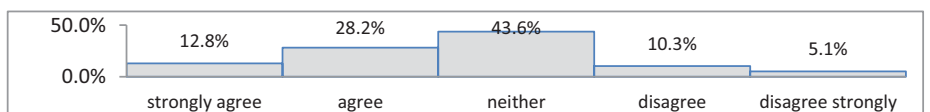
Job Security Worries
n= 43

strongly agree	agree	neither	disagree	disagree
9	12	15	7	1



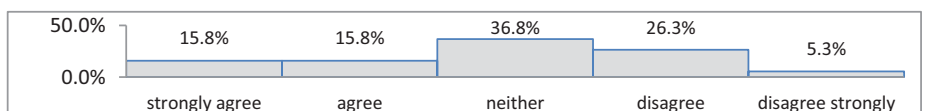
Non-Specialist Duties
n= 44

strongly agree	agree	neither	disagree	disagree
5	11	17	4	2



Take Work Home
n= 39

strongly agree	agree	neither	disagree	disagree
6	6	14	10	2



Decrease in Specialists
n= 38

strongly agree	agree	neither	disagree	disagree
10	11	16	7	2

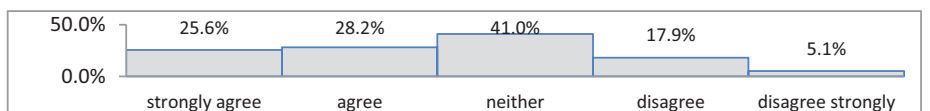


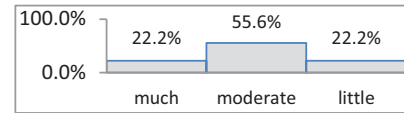
Illustration
Digital - Artefacts

n= 35

About the Work

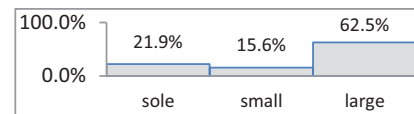
Charge / day mean SD min max
 n= 22 £ 206.59 63.05 £ 90.00 £ 400.00

Competition 6 15 6
 n= 27 great deal moderate very little

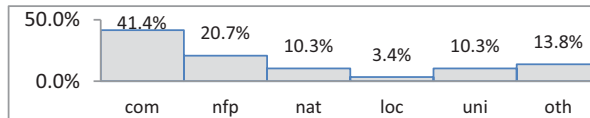


About the Organisation

Sizes of Organisation 7 5 20
 n= 32 sole trader small large



Types of Organisation 12 6 3 1 3 4
 n= 29 commercial not for profit nat gov local gov university other



Location n= 32

east of england	3	9.4%
east midlands	2	6.3%
london	2	6.3%
south-east england	3	9.4%
south west england	2	6.3%
north-east england	2	6.3%
north-west england	2	6.3%
west midlands	3	9.4%
yorkshire & the humber	6	18.8%
scotland	2	6.3%
wales	2	6.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	3	9.4%
outside uk - rest of world	0	0.0%

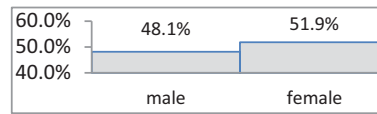
Illustration
Digital - Artefacts

About the Specialists

Gender

n= 27

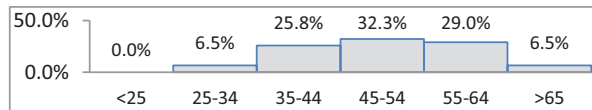
male	female
13	14



Age

n= 31

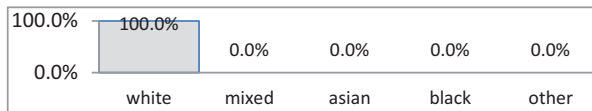
<25	25-34	35-44	45-54	55-64	>65
0	2	8	10	9	2



Ethnicity

n= 32

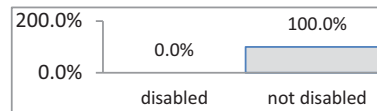
white	mixed /	asian / asian	black /	other ethnic
32	0	0	0	0



Disability Status

n= 31

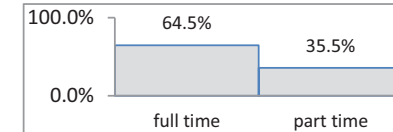
disabled	not disabled
0	31



Hours Worked

n= 31

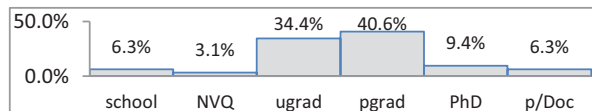
full time	part time
20	11



Highest Qualification

n= 32

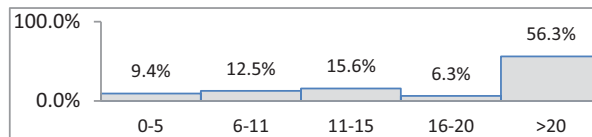
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	1	11	13	3	2



Years Practising to Date

n= 32

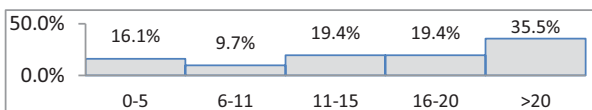
0-5	6-11	11-15	16-20	>20
3	4	5	2	18



Years Intending to Continue

n= 31

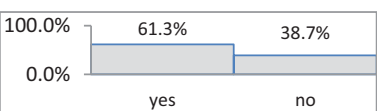
0-5	6-11	11-15	16-20	>20
5	3	6	6	11



Waiting List

n= 31

yes	no
19	12



Waiting List Length

n= 20

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

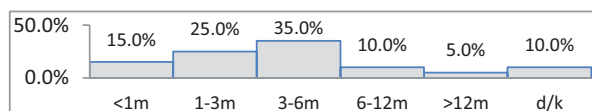


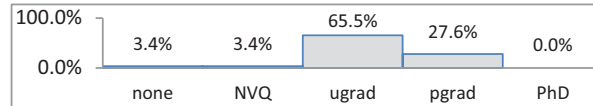
Illustration
Digital - Artefacts

About Training and Professional Development

New Entrant Qualifications Needed

n= 29

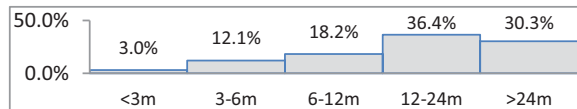
none	NVQ	ugrad	pgrad	PhD
1	1	19	8	0



New Entrant Experience Needed

n= 33

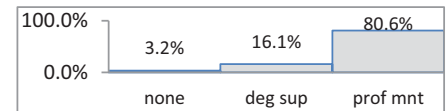
<3m	3-6m	6-12m	12-24m	>24m
1	4	6	12	10



New Entrant Guidance or Mentoring

n= 31

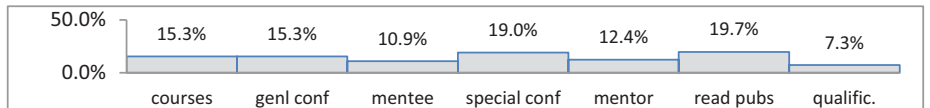
none	deg sup	prof mnt
1	5	25



CPD Mechanisms Preferred

n= 137

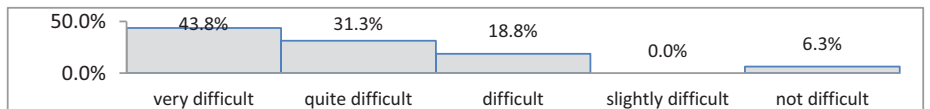
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
21	21	15	26	17	27	10



Access to Initial Training

n= 32

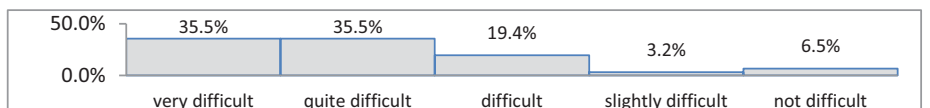
very difficult	quite difficult	difficult	slightly	not difficult
14	10	6	0	2



Access to CPD Training

n= 31

very difficult	quite difficult	difficult	slightly	not difficult
11	11	6	1	2



Being a Trainer

n= 28

previously	currently	interested
12	10	6

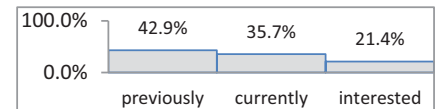
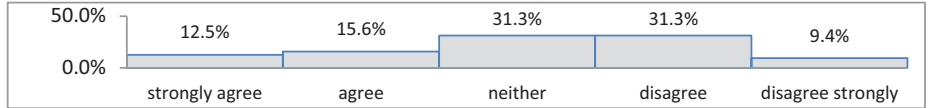


Illustration
Digital - Artefacts

About the Changing Levels of Demand for Work

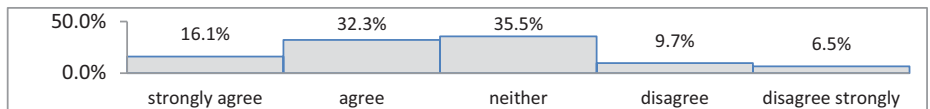
Reduced Projects
n= 32

strongly agree	agree	neither	disagree	disagree
4	5	10	10	3



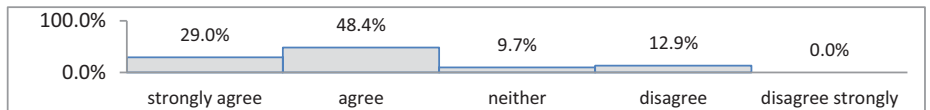
Reduce Costs
n= 31

strongly agree	agree	neither	disagree	disagree
5	10	11	3	2



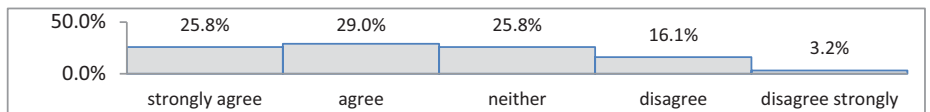
Time Pressure
n= 31

strongly agree	agree	neither	disagree	disagree
9	15	3	4	0



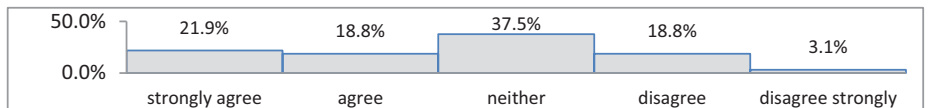
Cut Back Aspects
n= 31

strongly agree	agree	neither	disagree	disagree
8	9	8	5	1



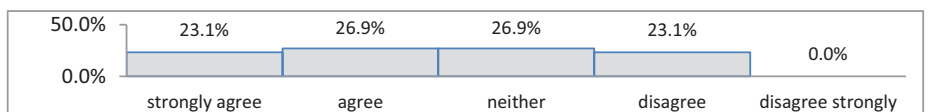
Job Security Worries
n= 32

strongly agree	agree	neither	disagree	disagree
7	6	12	6	1



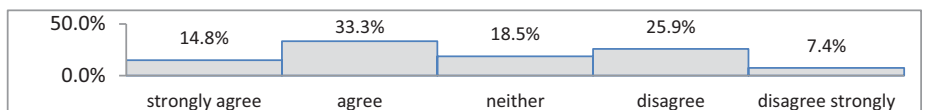
Non-Specialist Duties
n= 26

strongly agree	agree	neither	disagree	disagree
6	7	7	6	0



Take Work Home
n= 27

strongly agree	agree	neither	disagree	disagree
4	9	5	7	2



Decrease in Specialists
n= 32

strongly agree	agree	neither	disagree	disagree
11	9	6	5	1

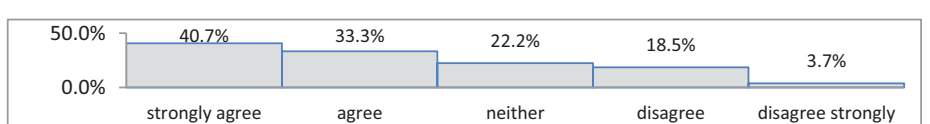
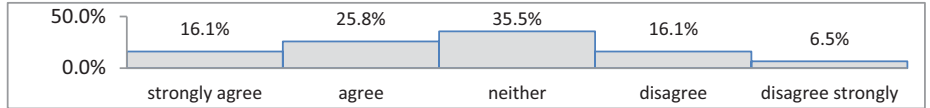


Illustration
Digital - Artefacts

About the Potential Impact of Brexit

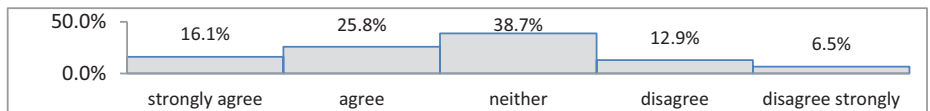
Reduced Projects
n= 31

strongly agree	agree	neither	disagree	disagree
5	8	11	5	2



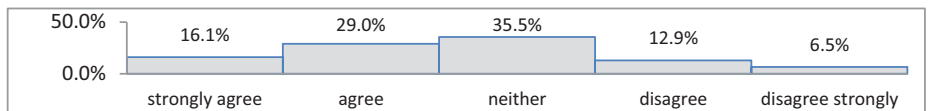
Reduce Costs
n= 31

strongly agree	agree	neither	disagree	disagree
5	8	12	4	2



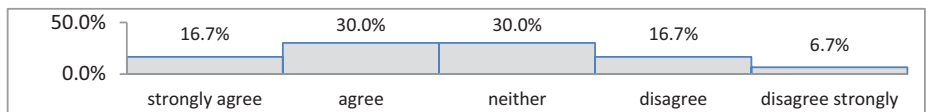
Time Pressure
n= 31

strongly agree	agree	neither	disagree	disagree
5	9	11	4	2



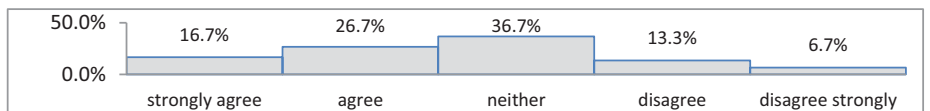
Cut Back Aspects
n= 31

strongly agree	agree	neither	disagree	disagree
5	9	9	5	2



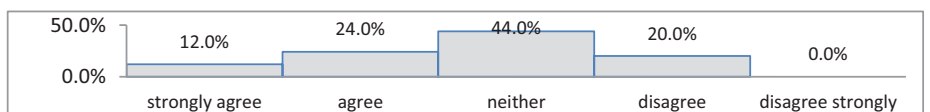
Job Security Worries
n= 30

strongly agree	agree	neither	disagree	disagree
5	8	11	4	2



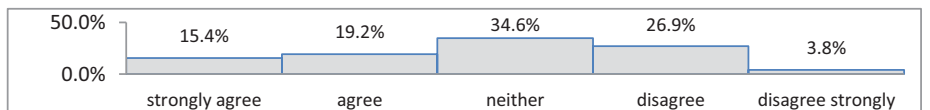
Non-Specialist Duties
n= 30

strongly agree	agree	neither	disagree	disagree
3	6	11	5	0



Take Work Home
n= 25

strongly agree	agree	neither	disagree	disagree
4	5	9	7	1



Decrease in Specialists
n= 26

strongly agree	agree	neither	disagree	disagree
8	7	10	5	1

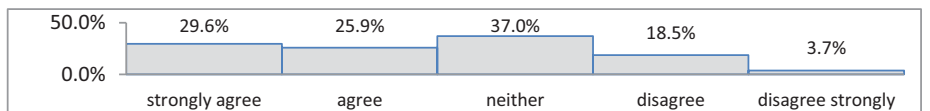


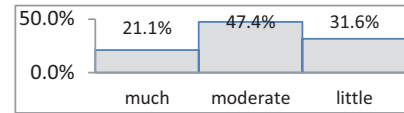
Illustration
Digital - Reconstructions

n= 23

About the Work

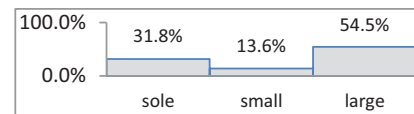
Charge / day mean SD min max
 n= 15 £ **194.00** 89.35 £ 90.00 £ 450.00

Competition 4 9 6
 n= 19 great deal moderate very little

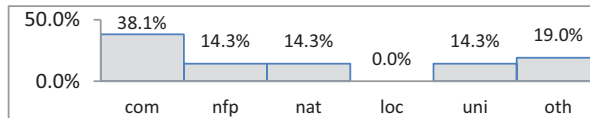


About the Organisation

Sizes of Organisation 7 3 12
 n= 22 sole trader small large



Types of Organisation 8 3 3 0 3 4
 n= 21 commercial not for profit nat gov local gov university other



Location n= 22

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

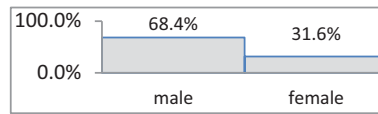
Illustration
Digital - Reconstructions

About the Specialists

Gender

n= 19

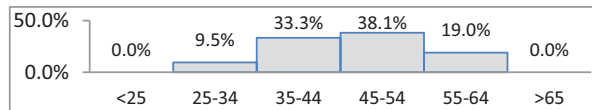
male	female
13	6



Age

n= 21

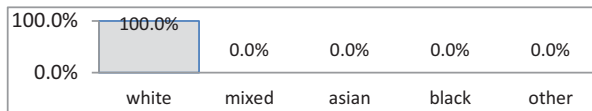
<25	25-34	35-44	45-54	55-64	>65
0	2	7	8	4	0



Ethnicity

n= 22

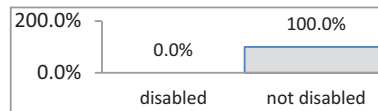
white	mixed /	asian / asian	black /	other ethnic
22	0	0	0	0



Disability Status

n= 21

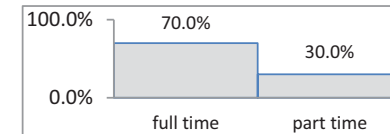
disabled	not disabled
0	21



Hours Worked

n= 20

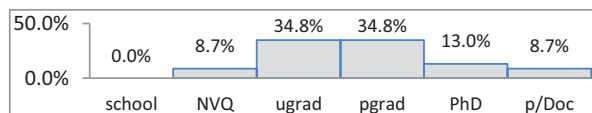
full time	part time
14	6



Highest Qualification

n= 23

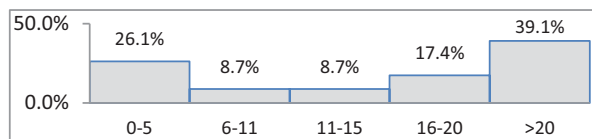
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	2	8	8	3	2



Years Practising to Date

n= 23

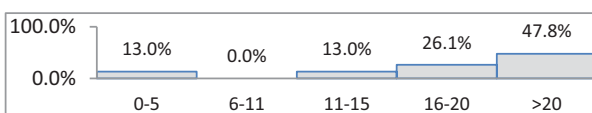
0-5	6-11	11-15	16-20	>20
6	2	2	4	9



Years Intending to Continue

n= 23

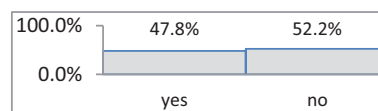
0-5	6-11	11-15	16-20	>20
3	0	3	6	11



Waiting List

n= 23

yes	no
11	12



Waiting List Length

n= 11

<1m	1-3m	3-6m	6-12m	>12m	d/k
0	2	8	0	0	1

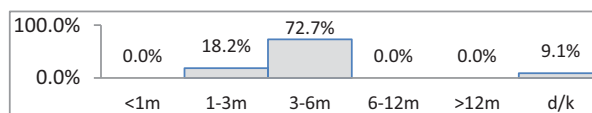


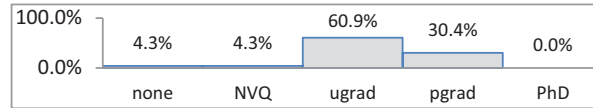
Illustration
Digital - Reconstructions

About Training and Professional Development

New Entrant Qualifications Needed

n= 23

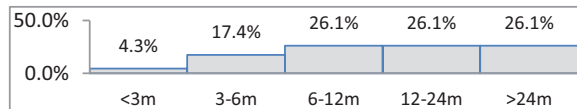
none	NVQ	ugrad	pgrad	PhD
1	1	14	7	0



New Entrant Experience Needed

n= 23

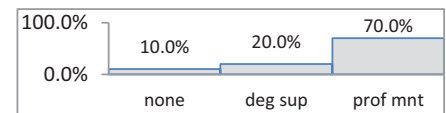
<3m	3-6m	6-12m	12-24m	>24m
1	4	6	6	6



New Entrant Guidance or Mentoring

n= 20

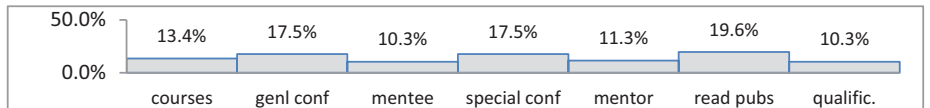
none	deg sup	prof mnt
2	4	14



CPD Mechanisms Preferred

n= 97

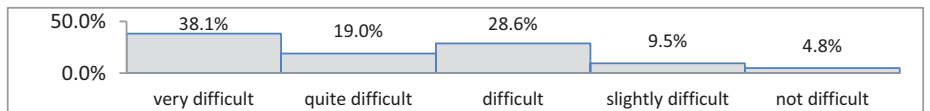
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
13	17	10	17	11	19	10



Access to Initial Training

n= 21

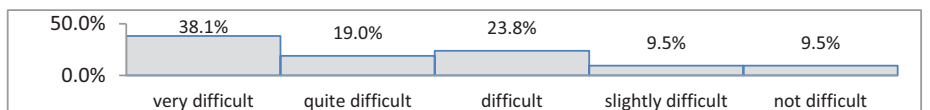
very difficult	quite difficult	difficult	slightly	not difficult
8	4	6	2	1



Access to CPD Training

n= 21

very difficult	quite difficult	difficult	slightly	not difficult
8	4	5	2	2



Being a Trainer

n= 19

previously	currently	interested
6	7	6

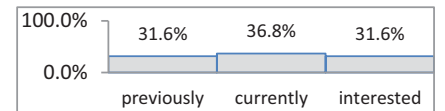
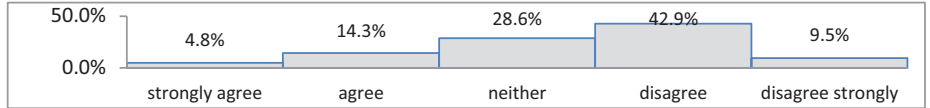


Illustration
Digital - Reconstructions

About the Changing Levels of Demand for Work

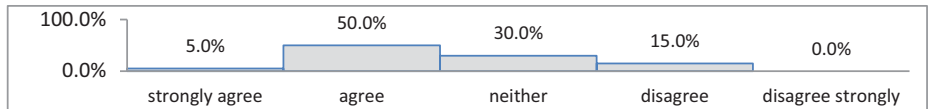
Reduced Projects
n= 21

strongly agree	agree	neither	disagree	disagree
1	3	6	9	2



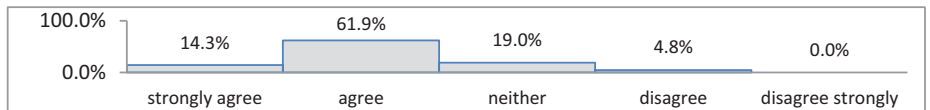
Reduce Costs
n= 20

strongly agree	agree	neither	disagree	disagree
1	10	6	3	0



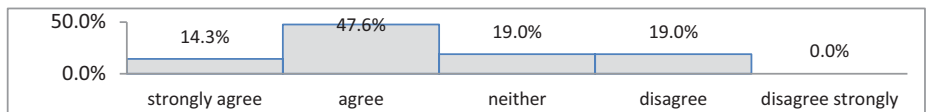
Time Pressure
n= 21

strongly agree	agree	neither	disagree	disagree
3	13	4	1	0



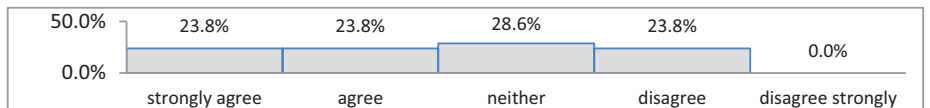
Cut Back Aspects
n= 21

strongly agree	agree	neither	disagree	disagree
3	10	4	4	0



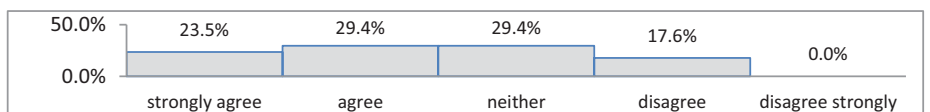
Job Security Worries
n= 21

strongly agree	agree	neither	disagree	disagree
5	5	6	5	0



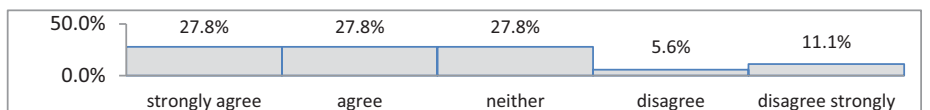
Non-Specialist Duties
n= 17

strongly agree	agree	neither	disagree	disagree
4	5	5	3	0



Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree
5	5	5	1	2



Decrease in Specialists
n= 21

strongly agree	agree	neither	disagree	disagree
3	6	4	7	1

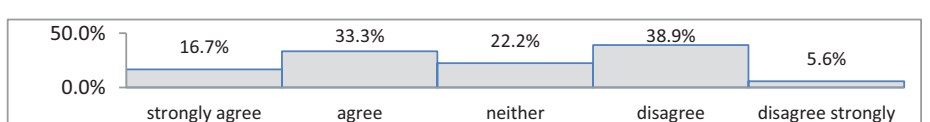
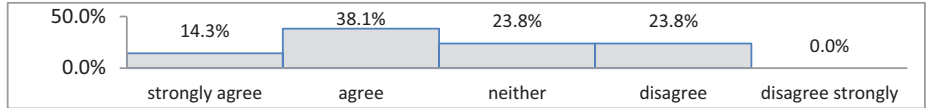


Illustration
Digital - Reconstructions

About the Potential Impact of Brexit

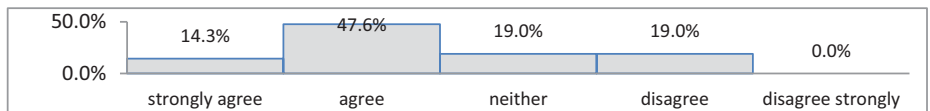
Reduced Projects
n= 21

strongly agree	agree	neither	disagree	disagree	
3	8	5	5	0	



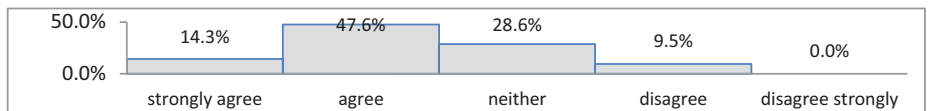
Reduce Costs
n= 21

strongly agree	agree	neither	disagree	disagree	
3	10	4	4	0	



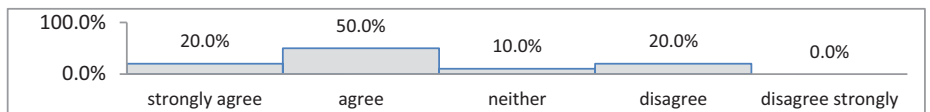
Time Pressure
n= 21

strongly agree	agree	neither	disagree	disagree	
3	10	6	2	0	



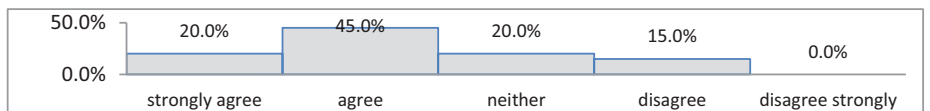
Cut Back Aspects
n= 21

strongly agree	agree	neither	disagree	disagree	
4	10	2	4	0	



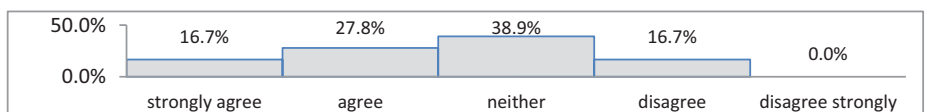
Job Security Worries
n= 20

strongly agree	agree	neither	disagree	disagree	
4	9	4	3	0	



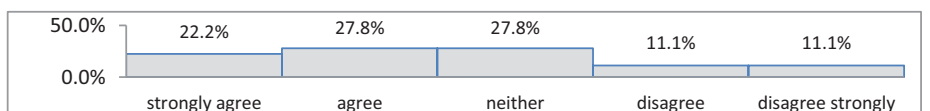
Non-Specialist Duties
n= 20

strongly agree	agree	neither	disagree	disagree	
3	5	7	3	0	



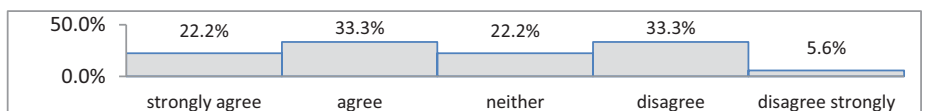
Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree	
4	5	5	2	2	



Decrease in Specialists
n= 18

strongly agree	agree	neither	disagree	disagree	
4	6	4	6	1	



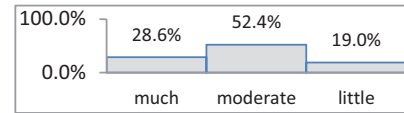
**Illustration
Digital - Display**

n= 31

About the Work

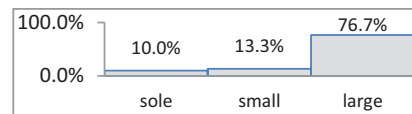
Charge / day mean SD min max
 n= 17 £ **232.06** 83.47 £ 90.00 £ 450.00

Competition 6 11 4
 n= 21 great deal moderate very little

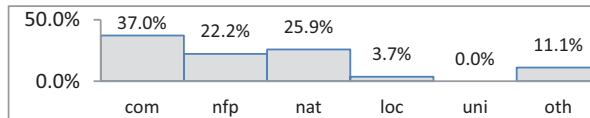


About the Organisation

Sizes of Organisation 3 4 23
 n= 30 sole trader small large



Types of Organisation 10 6 7 1 0 3
 n= 27 commercial not for profit nat gov local gov university other



Location n= 30

east of england	3	10.0%
east midlands	1	3.3%
london	0	0.0%
south-east england	3	10.0%
south west england	1	3.3%
north-east england	1	3.3%
north-west england	3	10.0%
west midlands	2	6.7%
yorkshire & the humber	5	16.7%
scotland	7	23.3%
wales	2	6.7%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	2	6.7%
outside uk - rest of world	0	0.0%

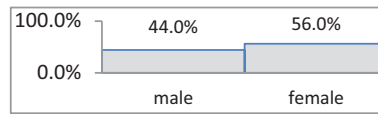
Illustration
Digital - Display

About the Specialists

Gender

n= 25

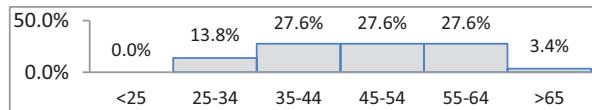
male	female
11	14



Age

n= 29

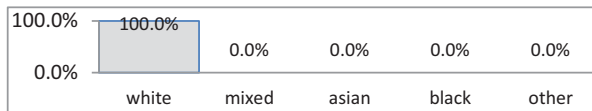
<25	25-34	35-44	45-54	55-64	>65
0	4	8	8	8	1



Ethnicity

n= 29

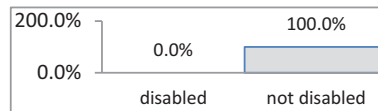
white	mixed /	asian / asian	black /	other ethnic
29	0	0	0	0



Disability Status

n= 26

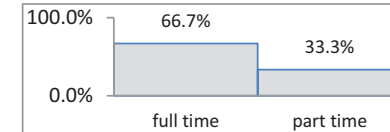
disabled	not disabled
0	26



Hours Worked

n= 30

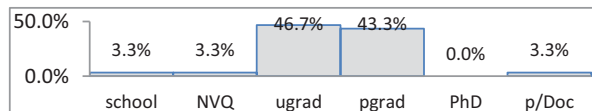
full time	part time
20	10



Highest Qualification

n= 30

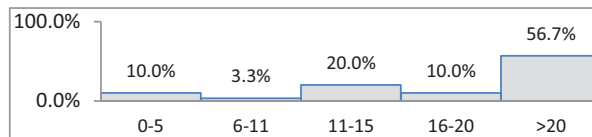
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	14	13	0	1



Years Practising to Date

n= 30

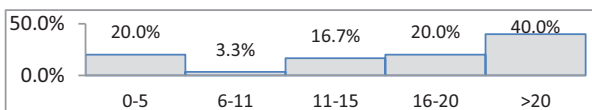
0-5	6-11	11-15	16-20	>20
3	1	6	3	17



Years Intending to Continue

n= 30

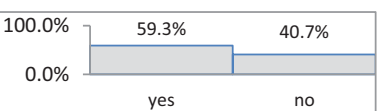
0-5	6-11	11-15	16-20	>20
6	1	5	6	12



Waiting List

n= 27

yes	no
16	11



Waiting List Length

n= 17

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

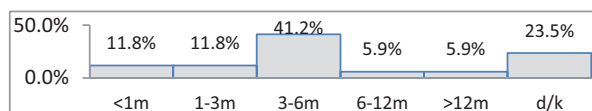


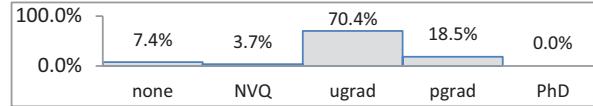
Illustration
Digital - Display

About Training and Professional Development

New Entrant Qualifications Needed

n= 27

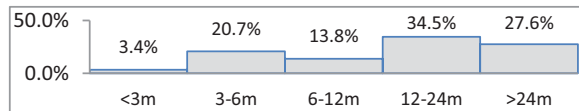
none	NVQ	ugrad	pgrad	PhD
2	1	19	5	0



New Entrant Experience Needed

n= 29

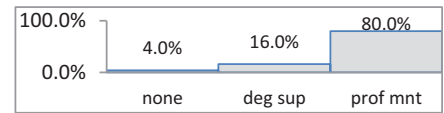
<3m	3-6m	6-12m	12-24m	>24m
1	6	4	10	8



New Entrant Guidance or Mentoring

n= 25

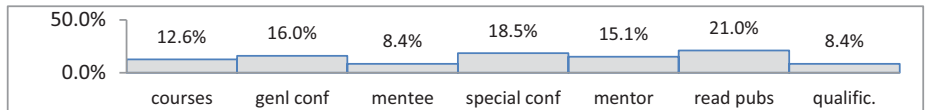
none	deg sup	prof mnt
1	4	20



CPD Mechanisms Preferred

n= 119

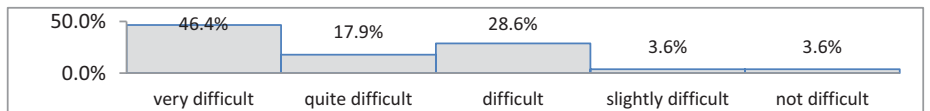
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
15	19	10	22	18	25	10



Access to Initial Training

n= 28

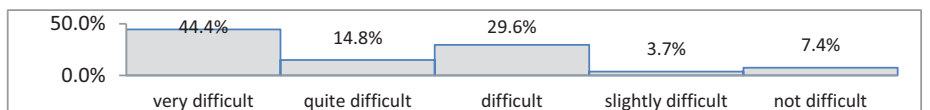
very difficult	quite difficult	difficult	slightly	not difficult
13	5	8	1	1



Access to CPD Training

n= 27

very difficult	quite difficult	difficult	slightly	not difficult
12	4	8	1	2



Being a Trainer

n= 26

previously	currently	interested
12	9	5

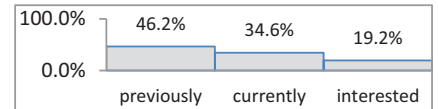
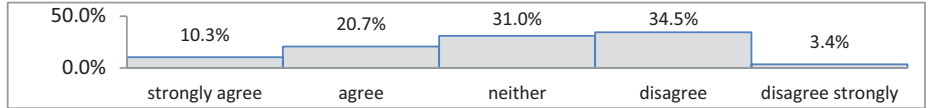


Illustration
Digital - Display

About the Changing Levels of Demand for Work

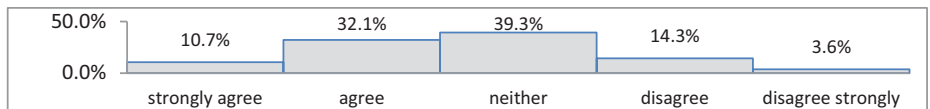
Reduced Projects
n= 29

strongly agree	agree	neither	disagree	disagree
3	6	9	10	1



Reduce Costs
n= 28

strongly agree	agree	neither	disagree	disagree
3	9	11	4	1



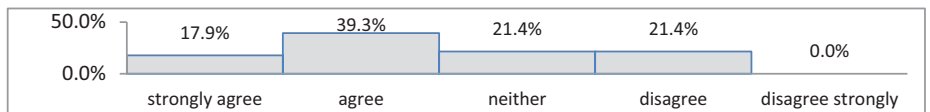
Time Pressure
n= 28

strongly agree	agree	neither	disagree	disagree
7	13	5	3	0



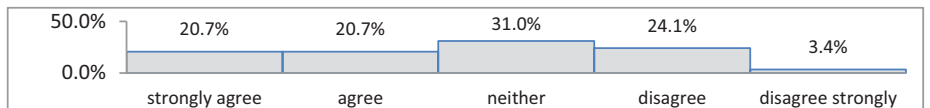
Cut Back Aspects
n= 28

strongly agree	agree	neither	disagree	disagree
5	11	6	6	0



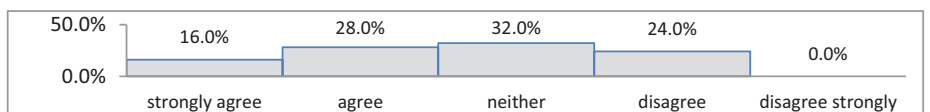
Job Security Worries
n= 29

strongly agree	agree	neither	disagree	disagree
6	6	9	7	1



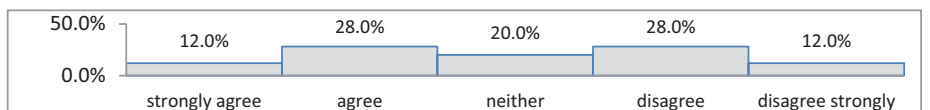
Non-Specialist Duties
n= 25

strongly agree	agree	neither	disagree	disagree
4	7	8	6	0



Take Work Home
n= 25

strongly agree	agree	neither	disagree	disagree
3	7	5	7	3



Decrease in Specialists
n= 30

strongly agree	agree	neither	disagree	disagree
8	10	5	6	1

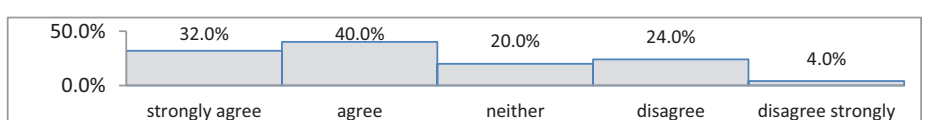
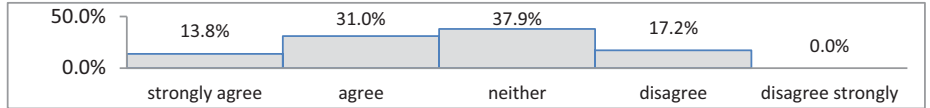


Illustration
Digital - Display

About the Potential Impact of Brexit

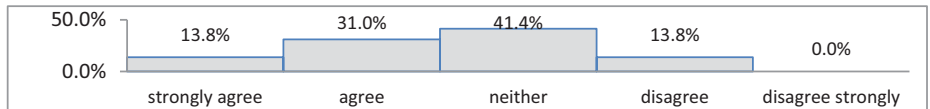
Reduced Projects
n= 29

strongly agree	agree	neither	disagree	disagree
4	9	11	5	0



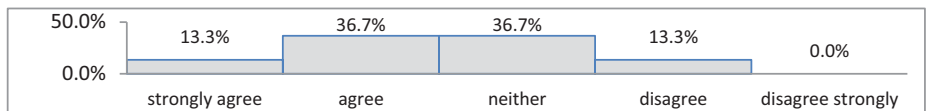
Reduce Costs
n= 29

strongly agree	agree	neither	disagree	disagree
4	9	12	4	0



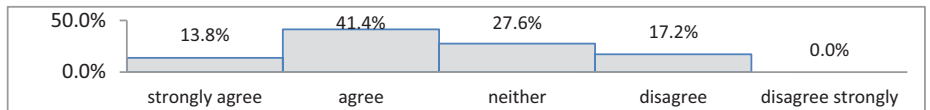
Time Pressure
n= 29

strongly agree	agree	neither	disagree	disagree
4	11	11	4	0



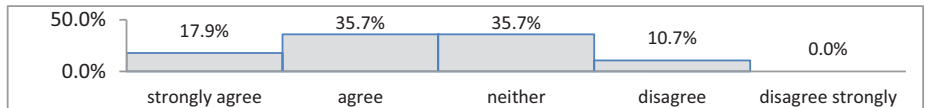
Cut Back Aspects
n= 30

strongly agree	agree	neither	disagree	disagree
4	12	8	5	0



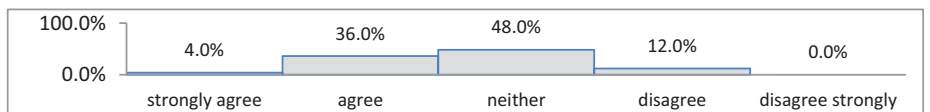
Job Security Worries
n= 29

strongly agree	agree	neither	disagree	disagree
5	10	10	3	0



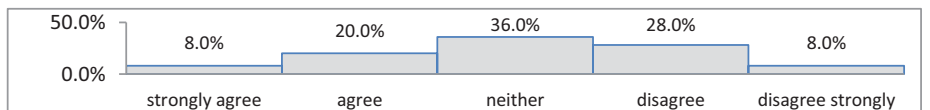
Non-Specialist Duties
n= 28

strongly agree	agree	neither	disagree	disagree
1	9	12	3	0



Take Work Home
n= 25

strongly agree	agree	neither	disagree	disagree
2	5	9	7	2



Decrease in Specialists
n= 25

strongly agree	agree	neither	disagree	disagree
8	8	9	4	1

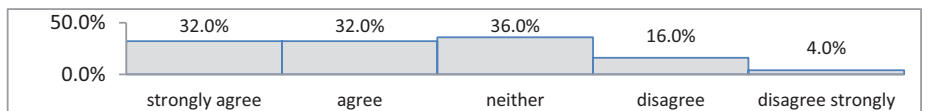


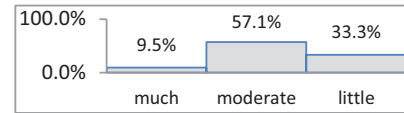
Illustration
Traditional - Maps, Plans & Elevations

n= 25

About the Work

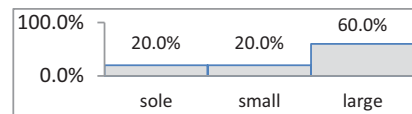
Charge / day mean SD min max
 n= 14 £ **247.50** 139.09 £ 100.00 £ 600.00

Competition 2 12 7
 n= 21 great deal moderate very little

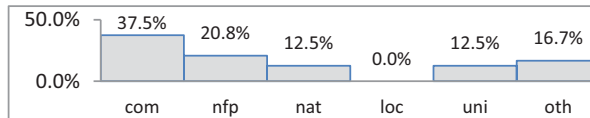


About the Organisation

Sizes of Organisation 5 5 15
 n= 25 sole trader small large



Types of Organisation 9 5 3 0 3 4
 n= 24 commercial not for profit nat gov local gov university other



Location n= 25

east of england	3	12.0%
east midlands	0	0.0%
london	3	12.0%
south-east england	4	16.0%
south west england	1	4.0%
north-east england	0	0.0%
north-west england	2	8.0%
west midlands	1	4.0%
yorkshire & the humber	5	20.0%
scotland	1	4.0%
wales	2	8.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	2	8.0%
outside uk - rest of world	1	4.0%

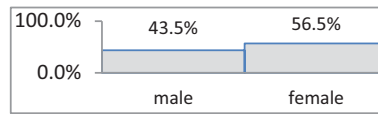
Illustration
Traditional - Maps, Plans & Elevations

About the Specialists

Gender

n= 23

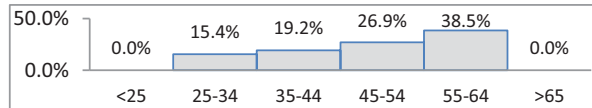
male	female
10	13



Age

n= 26

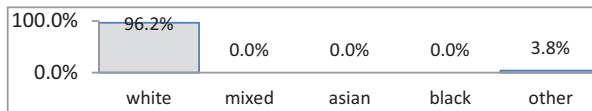
<25	25-34	35-44	45-54	55-64	>65
0	4	5	7	10	0



Ethnicity

n= 26

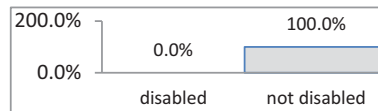
white	mixed /	asian / asian	black /	other ethnic
25	0	0	0	1



Disability Status

n= 24

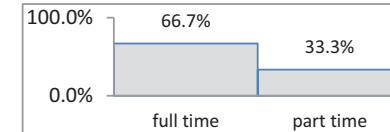
disabled	not disabled
0	24



Hours Worked

n= 24

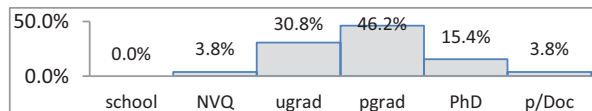
full time	part time
16	8



Highest Qualification

n= 26

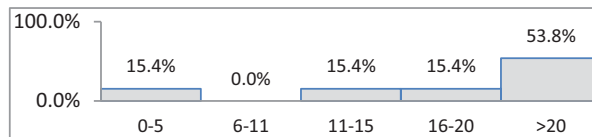
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	1	8	12	4	1



Years Practising to Date

n= 26

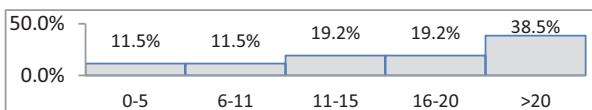
0-5	6-11	11-15	16-20	>20
4	0	4	4	14



Years Intending to Continue

n= 26

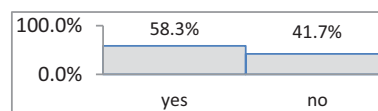
0-5	6-11	11-15	16-20	>20
3	3	5	5	10



Waiting List

n= 24

yes	no
14	10



Waiting List Length

n= 15

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

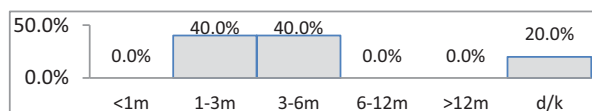


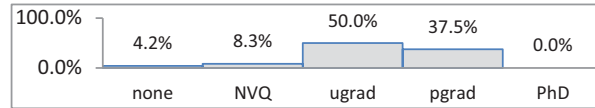
Illustration
Traditional - Maps, Plans & Elevations

About Training and Professional Development

New Entrant Qualifications Needed

n= 24

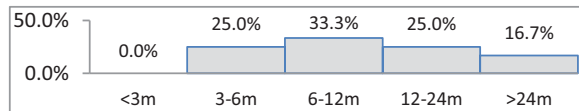
none	NVQ	ugrad	pgrad	PhD
1	2	12	9	0



New Entrant Experience Needed

n= 24

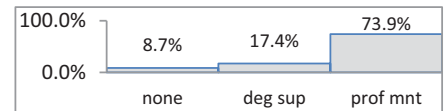
<3m	3-6m	6-12m	12-24m	>24m
0	6	8	6	4



New Entrant Guidance or Mentoring

n= 23

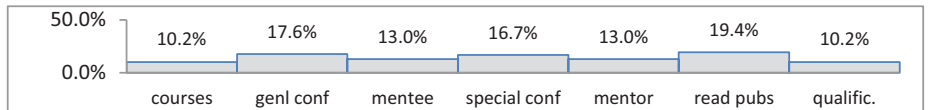
none	deg sup	prof mnt
2	4	17



CPD Mechanisms Preferred

n= 108

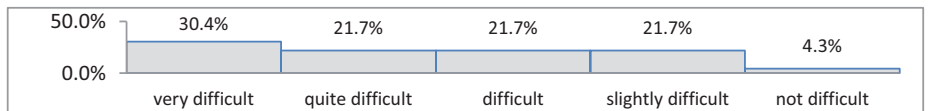
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
11	19	14	18	14	21	11



Access to Initial Training

n= 23

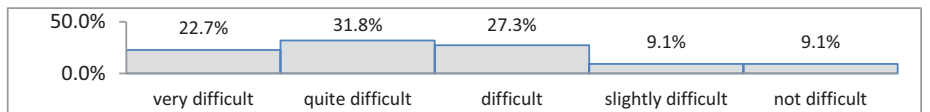
very difficult	quite difficult	difficult	slightly	not difficult
7	5	5	5	1



Access to CPD Training

n= 22

very difficult	quite difficult	difficult	slightly	not difficult
5	7	6	2	2



Being a Trainer

n= 26

previously	currently	interested
11	8	7

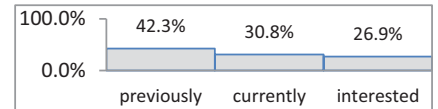
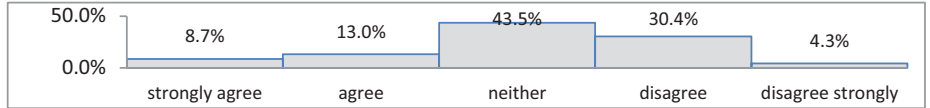


Illustration
Traditional - Maps, Plans & Elevations

About the Changing Levels of Demand for Work

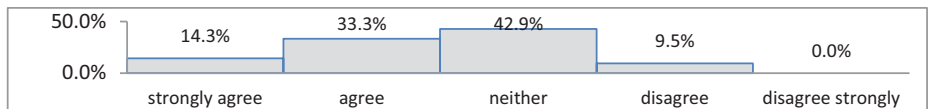
Reduced Projects
 n= 23

strongly agree	agree	neither	disagree	disagree
2	3	10	7	1



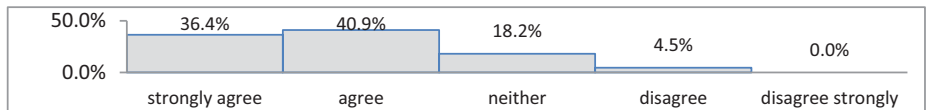
Reduce Costs
 n= 21

strongly agree	agree	neither	disagree	disagree
3	7	9	2	0



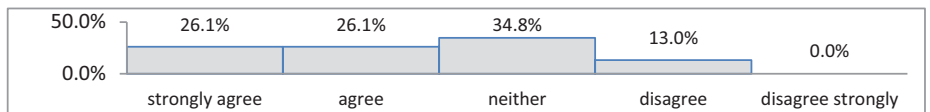
Time Pressure
 n= 22

strongly agree	agree	neither	disagree	disagree
8	9	4	1	0



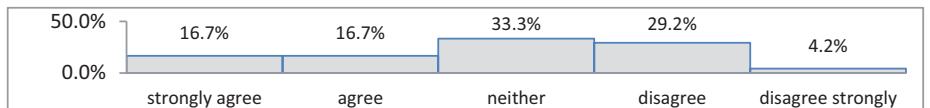
Cut Back Aspects
 n= 23

strongly agree	agree	neither	disagree	disagree
6	6	8	3	0



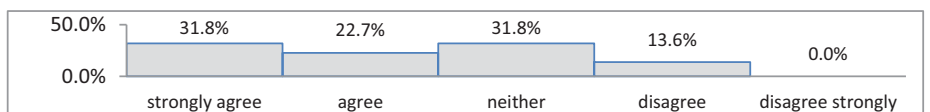
Job Security Worries
 n= 24

strongly agree	agree	neither	disagree	disagree
4	4	8	7	1



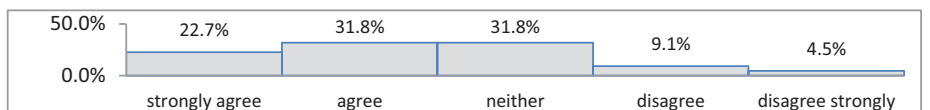
Non-Specialist Duties
 n= 22

strongly agree	agree	neither	disagree	disagree
7	5	7	3	0



Take Work Home
 n= 22

strongly agree	agree	neither	disagree	disagree
5	7	7	2	1



Decrease in Specialists
 n= 24

strongly agree	agree	neither	disagree	disagree
4	6	10	2	2

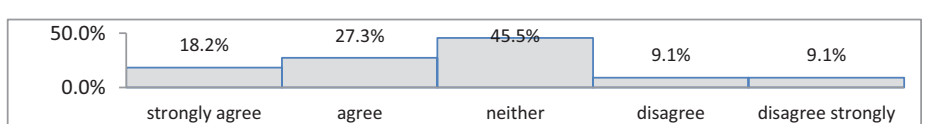


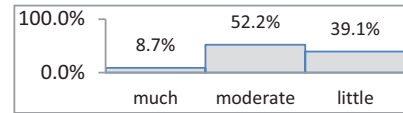
Illustration
Traditional - Artefacts

n= 33

About the Work

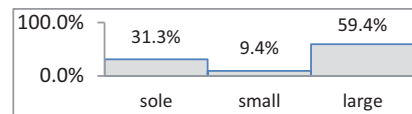
Charge / day mean SD min max
 n= 19 £ **187.11** 51.89 £ 100.00 £ 280.00

	2	12	9
	great deal	moderate	very little

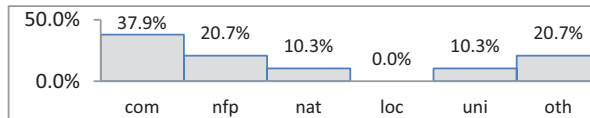


About the Organisation

Sizes of Organisation 10 3 19
 n= 32 sole trader small large



Types of Organisation 11 6 3 0 3 6
 n= 29 commercial not for profit nat gov local gov university other



Location n= 32

east of england	3	9.4%
east midlands	3	9.4%
london	3	9.4%
south-east england	5	15.6%
south west england	2	6.3%
north-east england	1	3.1%
north-west england	2	6.3%
west midlands	3	9.4%
yorkshire & the humber	6	18.8%
scotland	0	0.0%
wales	2	6.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	3.1%
outside uk - rest of world	1	3.1%

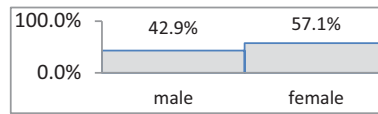
Illustration
Traditional - Artefacts

About the Specialists

Gender

n= 28

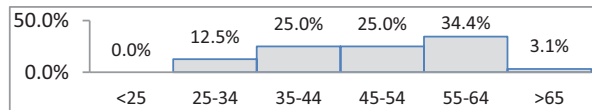
male	female
12	16



Age

n= 32

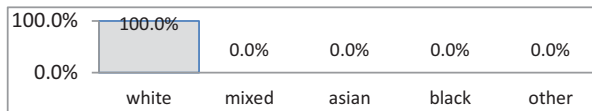
<25	25-34	35-44	45-54	55-64	>65
0	4	8	8	11	1



Ethnicity

n= 32

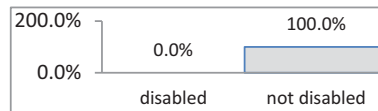
white	mixed /	asian / asian	black /	other ethnic
32	0	0	0	0



Disability Status

n= 32

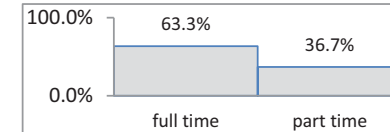
disabled	not disabled
0	32



Hours Worked

n= 30

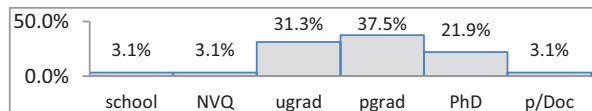
full time	part time
19	11



Highest Qualification

n= 32

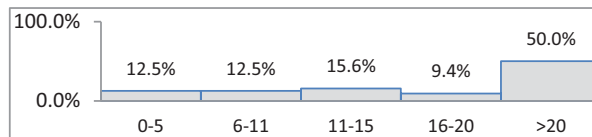
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	10	12	7	1



Years Practising to Date

n= 32

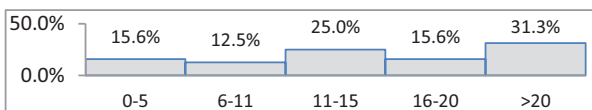
0-5	6-11	11-15	16-20	>20
4	4	5	3	16



Years Intending to Continue

n= 32

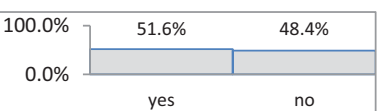
0-5	6-11	11-15	16-20	>20
5	4	8	5	10



Waiting List

n= 31

yes	no
16	15



Waiting List Length

n= 17

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

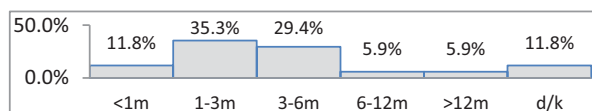


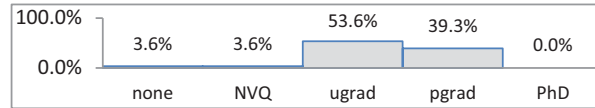
Illustration
Traditional - Artefacts

About Training and Professional Development

New Entrant Qualifications Needed

n= 28

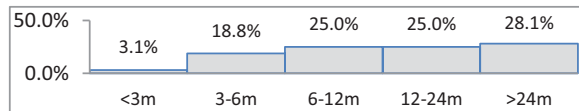
none	NVQ	ugrad	pgrad	PhD
1	1	15	11	0



New Entrant Experience Needed

n= 32

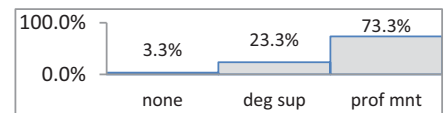
<3m	3-6m	6-12m	12-24m	>24m
1	6	8	8	9



New Entrant Guidance or Mentoring

n= 30

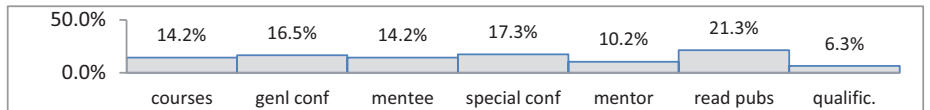
none	deg sup	prof mnt
1	7	22



CPD Mechanisms Preferred

n= 127

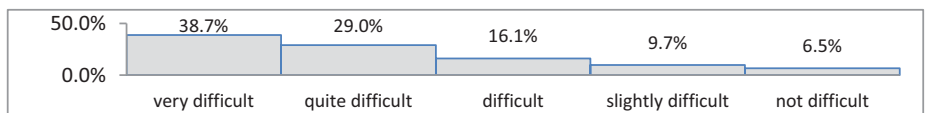
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
18	21	18	22	13	27	8



Access to Initial Training

n= 31

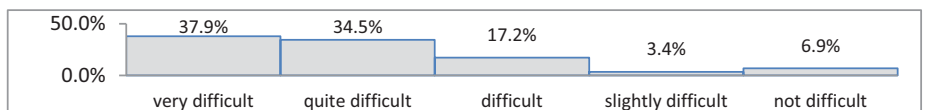
very difficult	quite difficult	difficult	slightly	not difficult
12	9	5	3	2



Access to CPD Training

n= 29

very difficult	quite difficult	difficult	slightly	not difficult
11	10	5	1	2



Being a Trainer

n= 29

previously	currently	interested
14	9	6

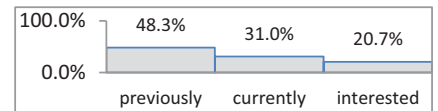
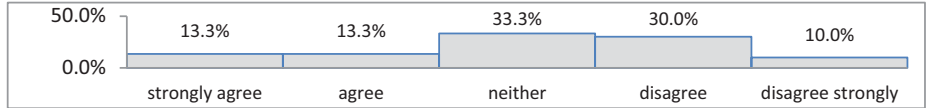


Illustration
Traditional - Artefacts

About the Changing Levels of Demand for Work

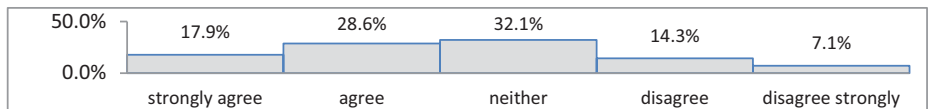
Reduced Projects
n= 30

strongly agree	agree	neither	disagree	disagree
4	4	10	9	3



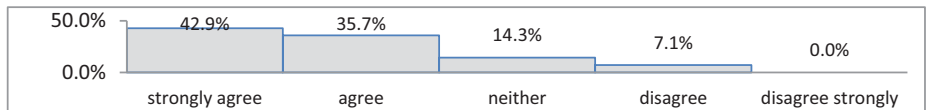
Reduce Costs
n= 28

strongly agree	agree	neither	disagree	disagree
5	8	9	4	2



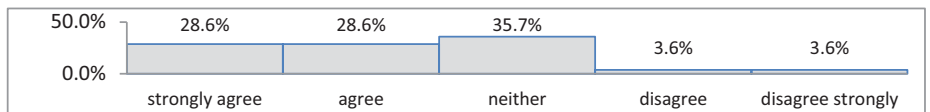
Time Pressure
n= 28

strongly agree	agree	neither	disagree	disagree
12	10	4	2	0



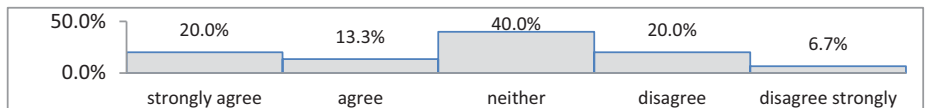
Cut Back Aspects
n= 28

strongly agree	agree	neither	disagree	disagree
8	8	10	1	1



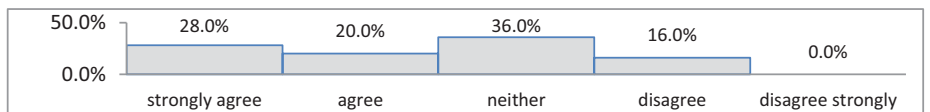
Job Security Worries
n= 30

strongly agree	agree	neither	disagree	disagree
6	4	12	6	2



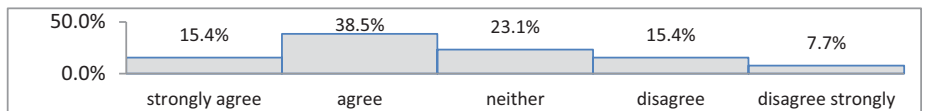
Non-Specialist Duties
n= 25

strongly agree	agree	neither	disagree	disagree
7	5	9	4	0



Take Work Home
n= 26

strongly agree	agree	neither	disagree	disagree
4	10	6	4	2



Decrease in Specialists
n= 30

strongly agree	agree	neither	disagree	disagree
8	8	10	2	2

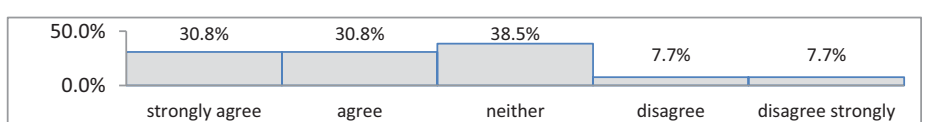
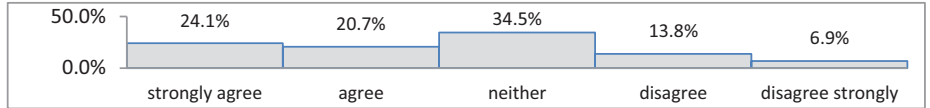


Illustration
Traditional - Artefacts

About the Potential Impact of Brexit

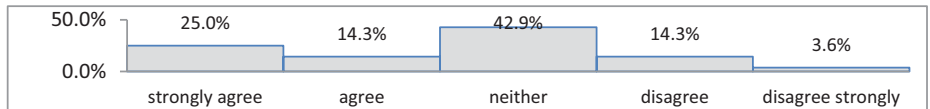
Reduced Projects
n= 29

strongly agree	agree	neither	disagree	disagree
7	6	10	4	2



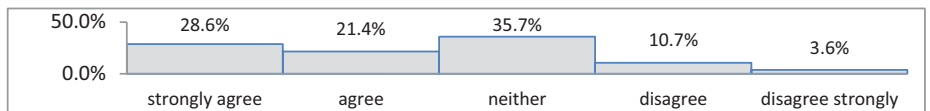
Reduce Costs
n= 29

strongly agree	agree	neither	disagree	disagree
7	4	12	4	1



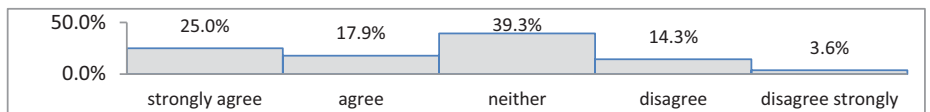
Time Pressure
n= 28

strongly agree	agree	neither	disagree	disagree
8	6	10	3	1



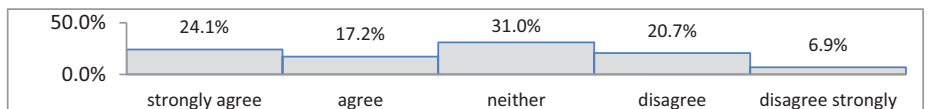
Cut Back Aspects
n= 28

strongly agree	agree	neither	disagree	disagree
7	5	11	4	1



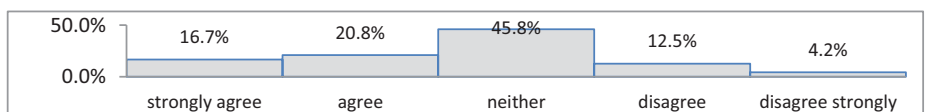
Job Security Worries
n= 28

strongly agree	agree	neither	disagree	disagree
7	5	9	6	2



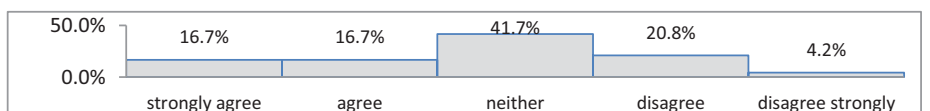
Non-Specialist Duties
n= 29

strongly agree	agree	neither	disagree	disagree
4	5	11	3	1



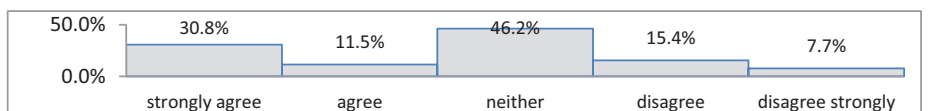
Take Work Home
n= 24

strongly agree	agree	neither	disagree	disagree
4	4	10	5	1



Decrease in Specialists
n= 24

strongly agree	agree	neither	disagree	disagree
8	3	12	4	2



Illustration

n= 19

Traditional - Reconstruction

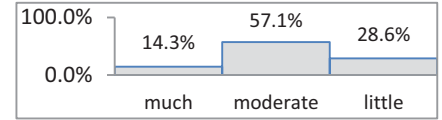
About the Work

Charge / day
n= 10

mean SD min max
£ 201.00 100.34 £ 100.00 £ 450.00

Competition
n= 14

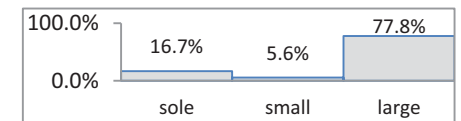
	2	8	4
great deal		moderate	very little



About the Organisation

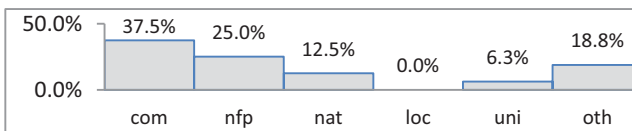
Sizes of Organisation
n= 18

	3	1	14
sole trader	small	large	



Types of Organisation
n= 16

	6	4	2	0	1	3
commercial	not for profit	nat gov	local gov	university	other	



Location

n= 18

east of england	3	16.7%
east midlands	0	0.0%
london	2	11.1%
south-east england	2	11.1%
south west england	2	11.1%
north-east england	0	0.0%
north-west england	1	5.6%
west midlands	2	11.1%
yorkshire & the humber	3	16.7%
scotland	0	0.0%
wales	2	11.1%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	1	5.6%

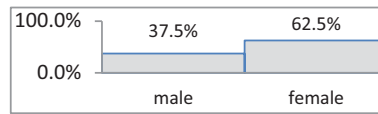
Illustration
Traditional - Reconstruction

About the Specialists

Gender

n= 16

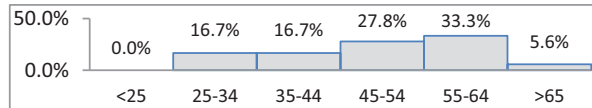
male	female
6	10



Age

n= 18

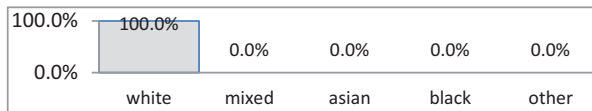
<25	25-34	35-44	45-54	55-64	>65
0	3	3	5	6	1



Ethnicity

n= 18

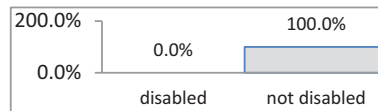
white	mixed /	asian / asian	black /	other ethnic
18	0	0	0	0



Disability Status

n= 18

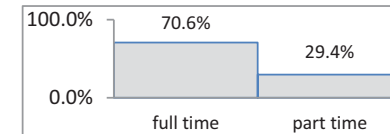
disabled	not disabled
0	18



Hours Worked

n= 17

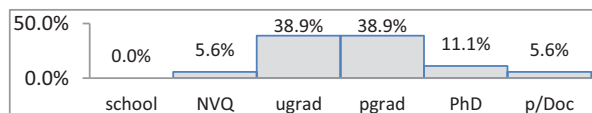
full time	part time
12	5



Highest Qualification

n= 18

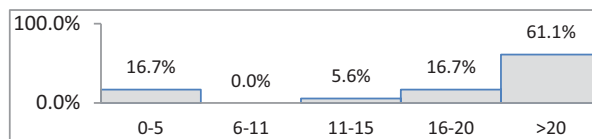
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	1	7	7	2	1



Years Practising to Date

n= 18

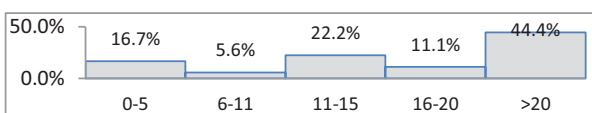
0-5	6-11	11-15	16-20	>20
3	0	1	3	11



Years Intending to Continue

n= 18

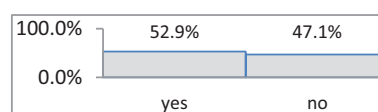
0-5	6-11	11-15	16-20	>20
3	1	4	2	8



Waiting List

n= 17

yes	no
9	8



Waiting List Length

n= 10

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

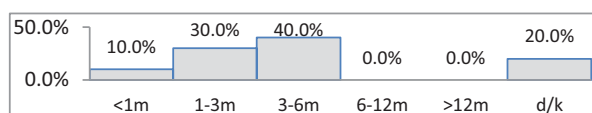


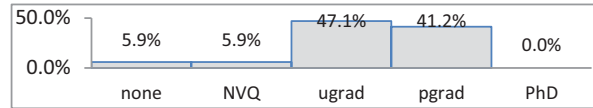
Illustration
Traditional - Reconstruction

About Training and Professional Development

New Entrant Qualifications Needed

n= 17

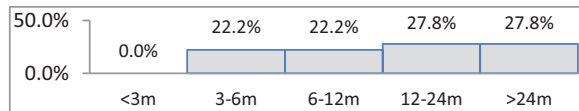
none	NVQ	ugrad	pgrad	PhD
1	1	8	7	0



New Entrant Experience Needed

n= 18

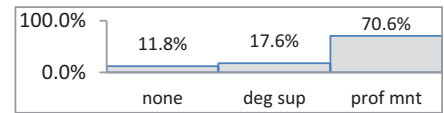
<3m	3-6m	6-12m	12-24m	>24m
0	4	4	5	5



New Entrant Guidance or Mentoring

n= 17

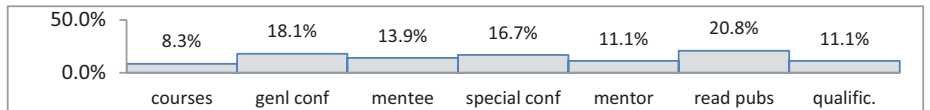
none	deg sup	prof mnt
2	3	12



CPD Mechanisms Preferred

n= 72

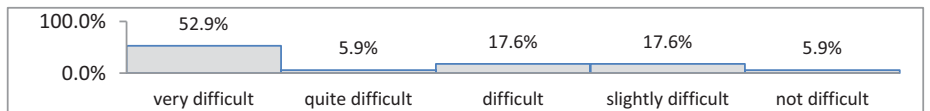
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
6	13	10	12	8	15	8



Access to Initial Training

n= 17

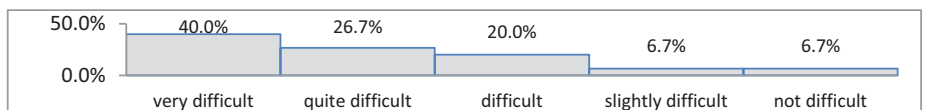
very difficult	quite difficult	difficult	slightly	not difficult
9	1	3	3	1



Access to CPD Training

n= 15

very difficult	quite difficult	difficult	slightly	not difficult
6	4	3	1	1



Being a Trainer

n= 16

previously	currently	interested
7	5	4

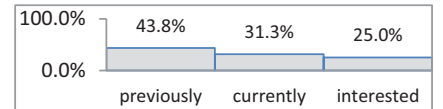
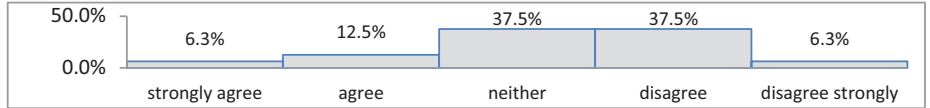


Illustration
Traditional - Reconstruction

About the Changing Levels of Demand for Work

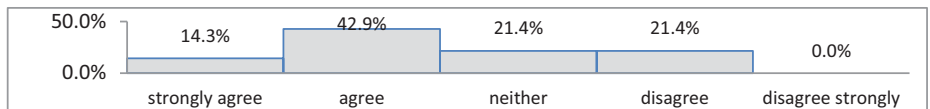
Reduced Projects
n= 16

strongly agree	agree	neither	disagree	disagree
1	2	6	6	1



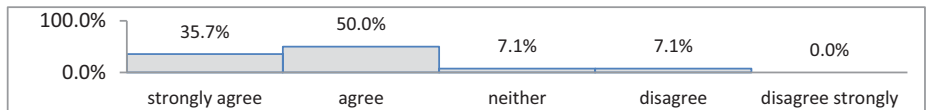
Reduce Costs
n= 14

strongly agree	agree	neither	disagree	disagree
2	6	3	3	0



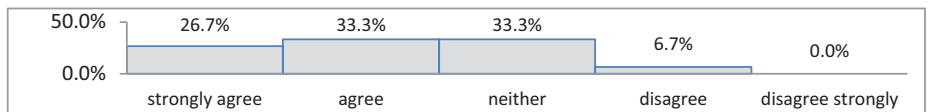
Time Pressure
n= 14

strongly agree	agree	neither	disagree	disagree
5	7	1	1	0



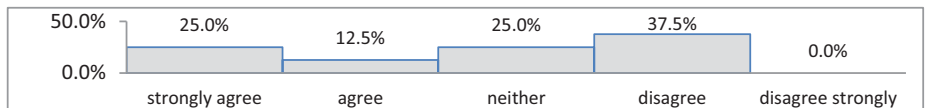
Cut Back Aspects
n= 15

strongly agree	agree	neither	disagree	disagree
4	5	5	1	0



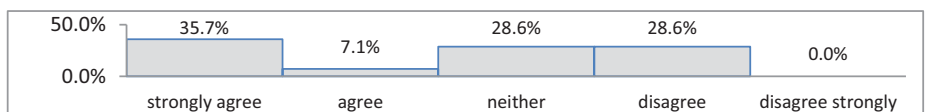
Job Security Worries
n= 16

strongly agree	agree	neither	disagree	disagree
4	2	4	6	0



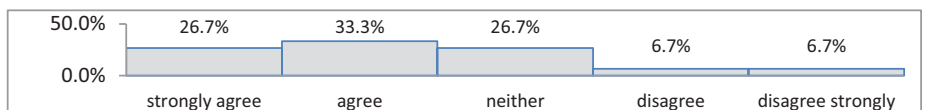
Non-Specialist Duties
n= 14

strongly agree	agree	neither	disagree	disagree
5	1	4	4	0



Take Work Home
n= 15

strongly agree	agree	neither	disagree	disagree
4	5	4	1	1



Decrease in Specialists
n= 16

strongly agree	agree	neither	disagree	disagree
3	5	6	1	1

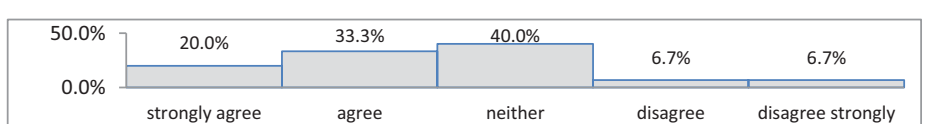
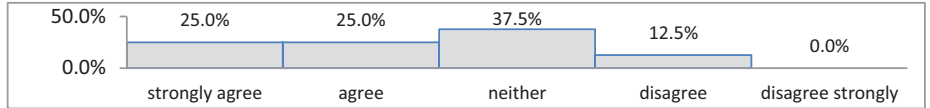


Illustration
Traditional - Reconstruction

About the Potential Impact of Brexit

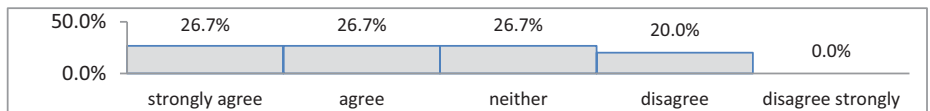
Reduced Projects
n= 16

strongly agree	agree	neither	disagree	disagree	
4	4	4	6	2	0



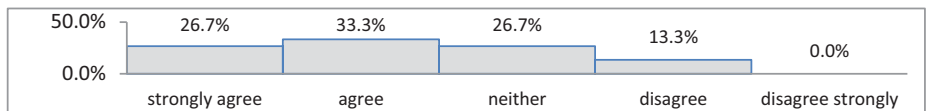
Reduce Costs
n= 16

strongly agree	agree	neither	disagree	disagree	
4	4	4	4	3	0



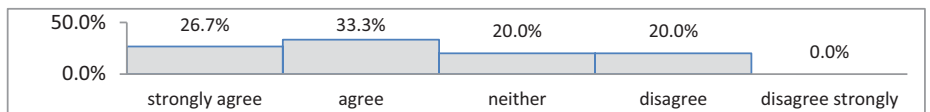
Time Pressure
n= 15

strongly agree	agree	neither	disagree	disagree	
4	5	4	2	0	0



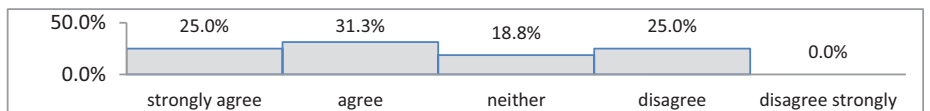
Cut Back Aspects
n= 15

strongly agree	agree	neither	disagree	disagree	
4	5	3	3	0	0



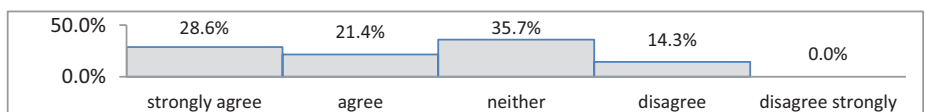
Job Security Worries
n= 15

strongly agree	agree	neither	disagree	disagree	
4	5	3	4	0	0



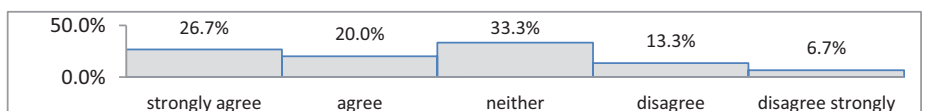
Non-Specialist Duties
n= 16

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



Take Work Home
n= 14

strongly agree	agree	neither	disagree	disagree	
4	3	5	2	1	1



Decrease in Specialists
n= 15

strongly agree	agree	neither	disagree	disagree	
5	2	6	2	1	1

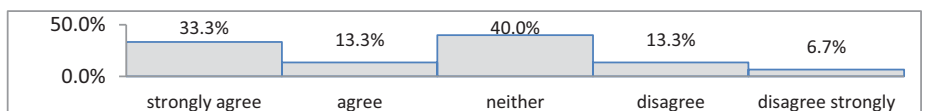


Illustration
Traditional - Display

n= 10

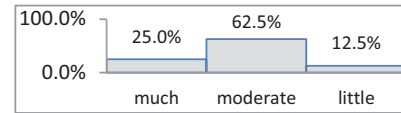
About the Work

Charge / day
n= 6

mean	SD	min	max
£ 270.00		119.72 £	100.00 £ 450.00

Competition
n= 8

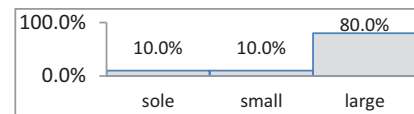
2	5	1
great deal	moderate	very little



About the Organisation

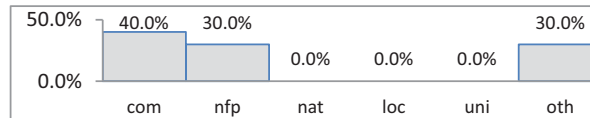
Sizes of Organisation
n= 10

1	1	8
sole trader	small	large



Types of Organisation
n= 10

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



Location
n= 10

east of england	2	20.0%
east midlands	0	0.0%
london	1	10.0%
south-east england	0	0.0%
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	2	20.0%
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 - european union	0	0.0%
outside uk - rest of world	1	10.0%

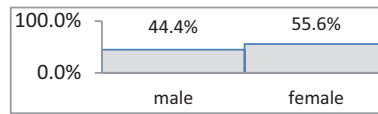
Illustration
Traditional - Display

About the Specialists

Gender

n= 9

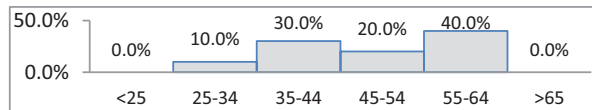
male	female
4	5



Age

n= 10

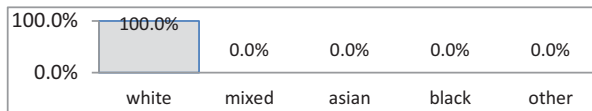
<25	25-34	35-44	45-54	55-64	>65
0	1	3	2	4	0



Ethnicity

n= 10

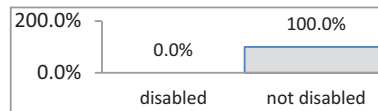
white	mixed /	asian / asian	black /	other ethnic
10	0	0	0	0



Disability Status

n= 9

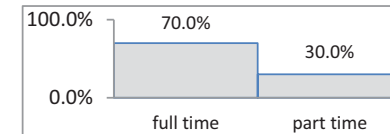
disabled	not disabled
0	9



Hours Worked

n= 10

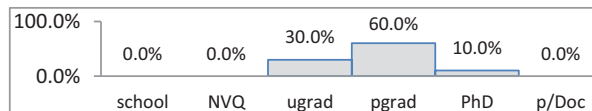
full time	part time
7	3



Highest Qualification

n= 10

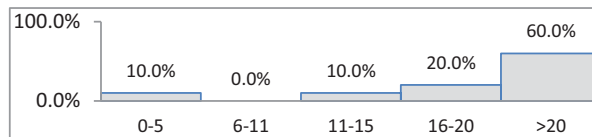
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	6	1	0



Years Practising to Date

n= 10

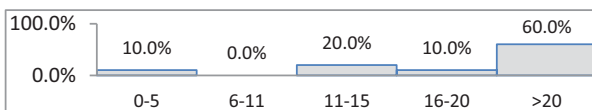
0-5	6-11	11-15	16-20	>20
1	0	1	2	6



Years Intending to Continue

n= 10

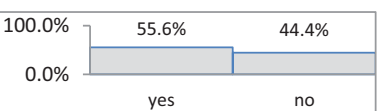
0-5	6-11	11-15	16-20	>20
1	0	2	1	6



Waiting List

n= 9

yes	no
5	4



Waiting List Length

n= 6

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

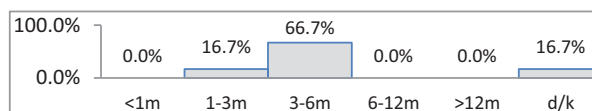


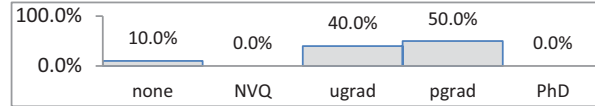
Illustration
Traditional - Display

About Training and Professional Development

New Entrant Qualifications Needed

n= 10

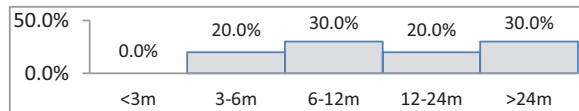
none	NVQ	ugrad	pgrad	PhD
1	0	4	5	0



New Entrant Experience Needed

n= 10

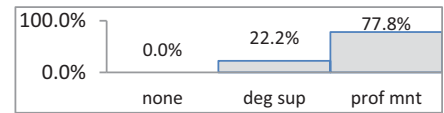
<3m	3-6m	6-12m	12-24m	>24m
0	2	3	2	3



New Entrant Guidance or Mentoring

n= 9

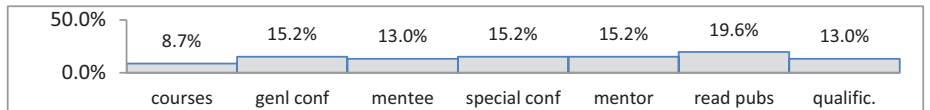
none	deg sup	prof mnt
0	2	7



CPD Mechanisms Preferred

n= 46

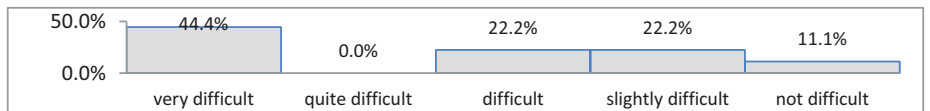
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
4	7	6	7	7	9	6



Access to Initial Training

n= 9

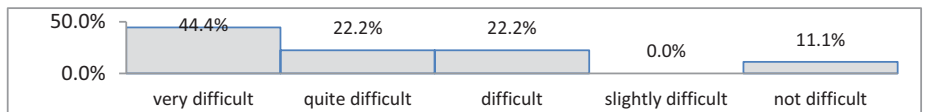
very difficult	quite difficult	difficult	slightly	not difficult
4	0	2	2	1



Access to CPD Training

n= 9

very difficult	quite difficult	difficult	slightly	not difficult
4	2	2	0	1



Being a Trainer

n= 11

previously	currently	interested
5	3	3

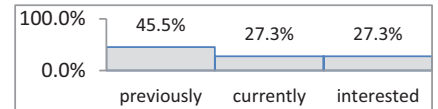
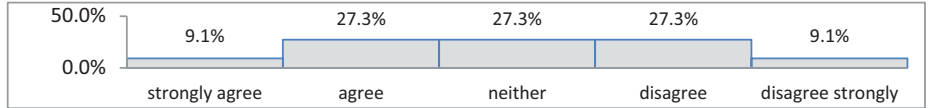


Illustration
Traditional - Display

About the Changing Levels of Demand for Work

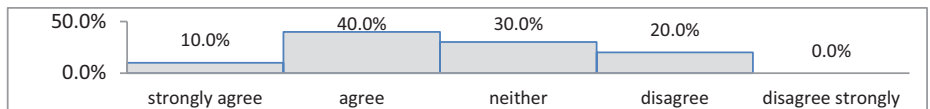
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree
1	3	3	3	1



Reduce Costs
n= 10

strongly agree	agree	neither	disagree	disagree
1	4	3	2	0



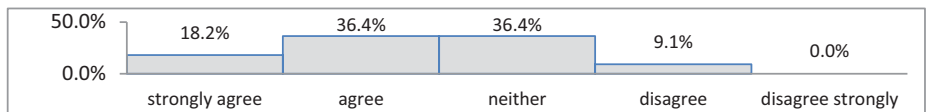
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree
3	5	2	1	0



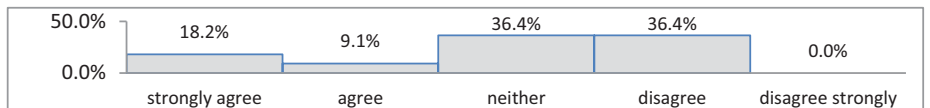
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree
2	4	4	1	0



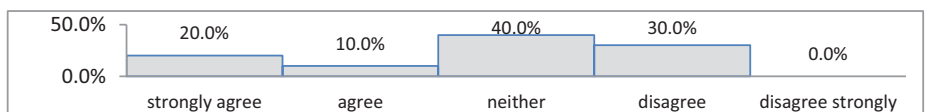
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree
2	1	4	4	0



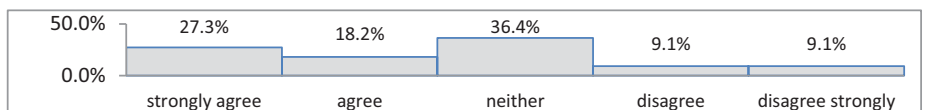
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree
2	1	4	3	0



Take Work Home
n= 11

strongly agree	agree	neither	disagree	disagree
3	2	4	1	1



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree
1	4	4	1	1

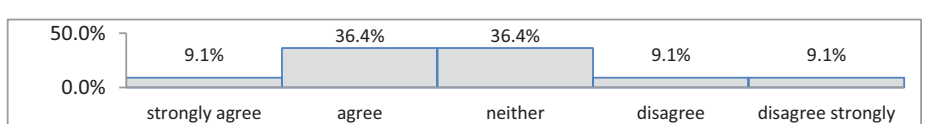
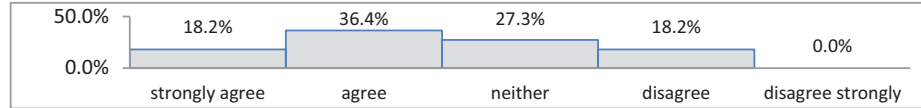


Illustration
Traditional - Display

About the Potential Impact of Brexit

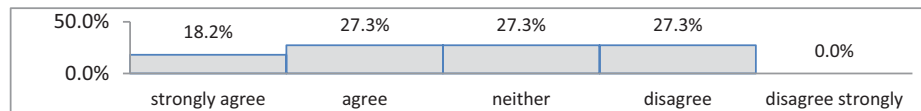
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree	
2	4	3	2	0	



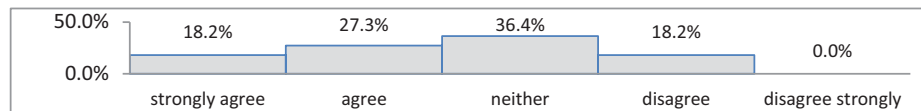
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree	
2	3	3	3	0	



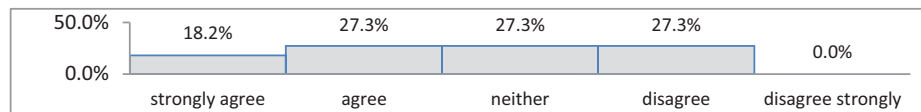
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree	
2	3	4	2	0	



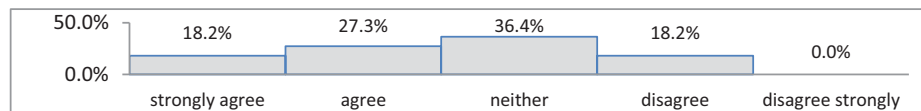
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree	
2	3	3	3	0	



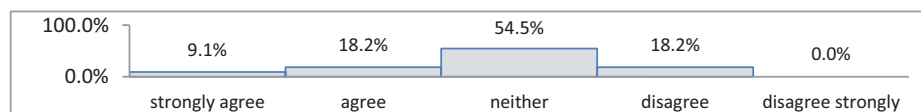
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree	
2	3	4	2	0	



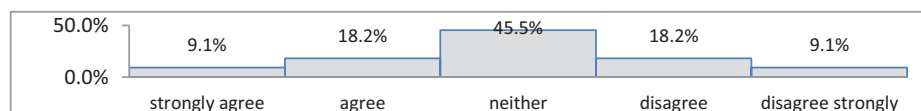
Non-Specialist Duties
n= 11

strongly agree	agree	neither	disagree	disagree	
1	2	6	2	0	



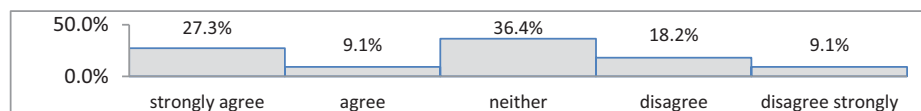
Take Work Home
n= 11

strongly agree	agree	neither	disagree	disagree	
1	2	5	2	1	



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree	
3	1	4	2	1	



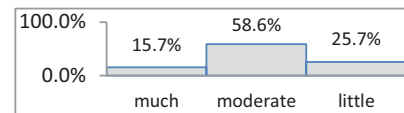
**Palaeoenvironmental
All Specialisms**

n= 176

About the Work

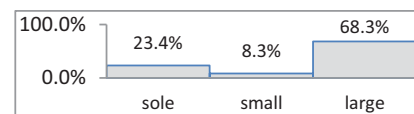
Charge / day mean SD min max
 n= 172 £ **232.85** 94.32 £ 40.00 £ 522.00

Competition 33 123 54
 n= 210 great deal moderate very little

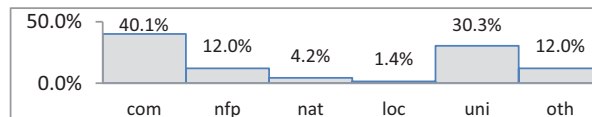


About the Organisation

Sizes of Organisation 34 12 99
 n= 145 sole trader small large



Types of Organisation 57 17 6 2 43 17
 n= 142 commercial not for profit nat gov local gov university other



Location
 n= 145

east of england	12	8.3%
east midlands	10	6.9%
london	19	13.1%
south-east england	32	22.1%
south west england	12	8.3%
north-east england	4	2.8%
north-west england	2	1.4%
west midlands	7	4.8%
yorkshire & the humber	7	4.8%
scotland	17	11.7%
wales	6	4.1%
northern ireland	0	0.0%
channel islands	1	0.7%
isle of man	0	0.0%
outside uk - european union	15	10.3%
outside uk - rest of world	1	0.7%

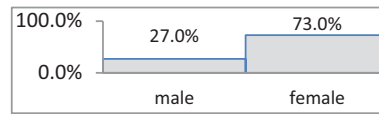
Palaeoenvironmental All Specialisms

About the Specialists

Gender

n= 126

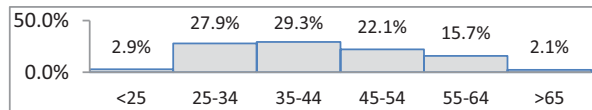
male	female
34	92



Age

n= 140

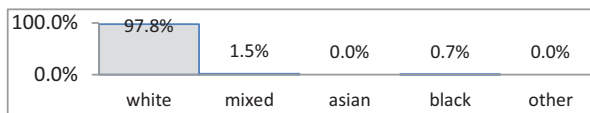
<25	25-34	35-44	45-54	55-64	>65
4	39	41	31	22	3



Ethnicity

n= 135

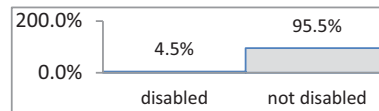
white	mixed /	asian / asian	black /	other ethnic
132	2	0	1	0



Disability Status

n= 133

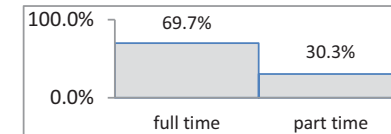
disabled	not disabled
6	127



Hours Worked

n= 142

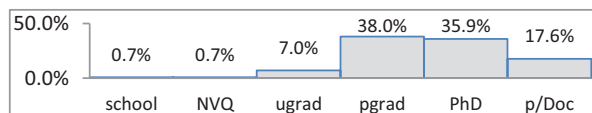
full time	part time
99	43



Highest Qualification

n= 142

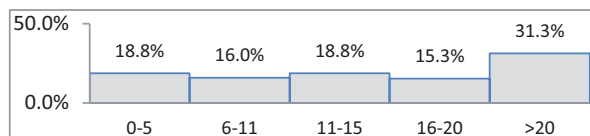
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	10	54	51	25



Years Practising to Date

n= 144

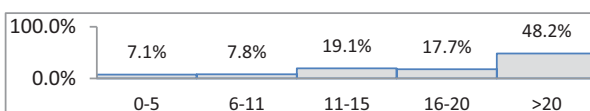
0-5	6-11	11-15	16-20	>20
27	23	27	22	45



Years Intending to Continue

n= 141

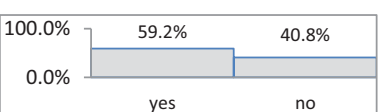
0-5	6-11	11-15	16-20	>20
10	11	27	25	68



Waiting List

n= 142

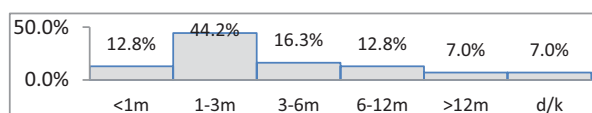
yes	no
84	58



Waiting List Length

n= 86

<1m	1-3m	3-6m	6-12m	>12m	d/k
11	38	14	11	6	6



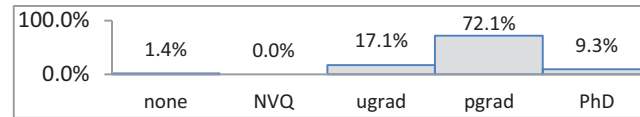
Palaeoenvironmental All Specialisms

About Training and Professional Development

New Entrant Qualifications Needed

n= 140

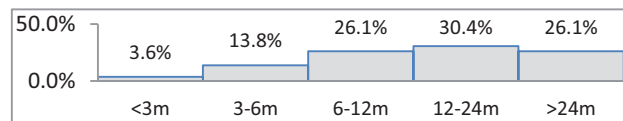
none	NVQ	ugrad	pgrad	PhD	13
	2	0	24	101	



New Entrant Experience Needed

n= 138

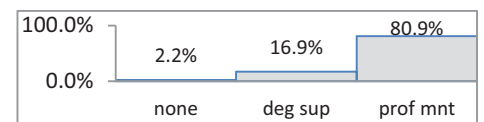
<3m	3-6m	6-12m	12-24m	>24m	36
5		19	36	42	



New Entrant Guidance or Mentoring

n= 136

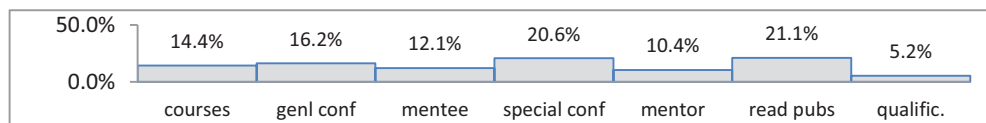
none	deg sup	prof mnt	110
3	23		



CPD Mechanisms Preferred

n= 654

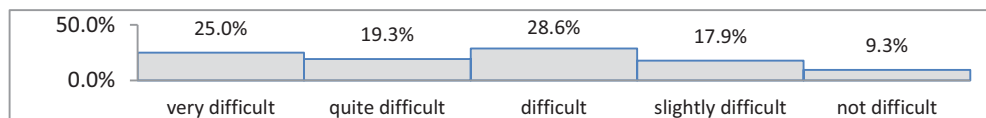
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.	34
94		106	79	135	68	138	



Access to Initial Training

n= 140

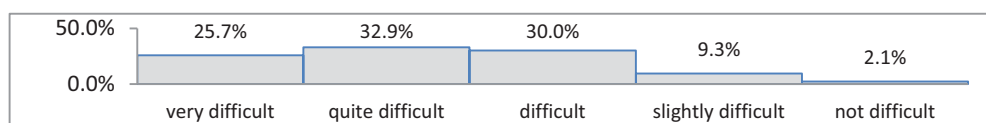
very difficult	quite difficult	difficult	slightly	not difficult	13
35	27	40	25		



Access to CPD Training

n= 140

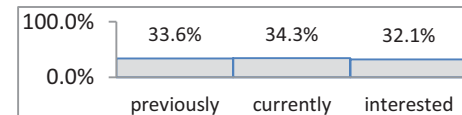
very difficult	quite difficult	difficult	slightly	not difficult	3
36	46	42	13		



Being a Trainer

n= 140

previously	currently	interested	45
47	48		

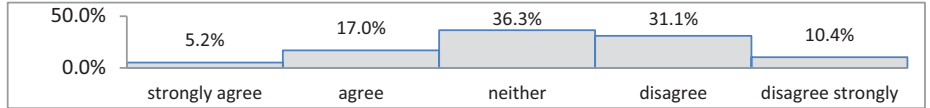


**Palaeoenvironmental
All Specialisms**

About the Changing Levels of Demand for Work

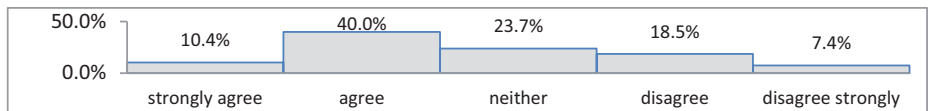
Reduced Projects
n= 135

strongly agree	agree	neither	disagree	disagree
7	23	49	42	14



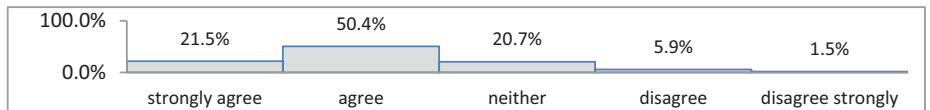
Reduce Costs
n= 135

strongly agree	agree	neither	disagree	disagree
14	54	32	25	10



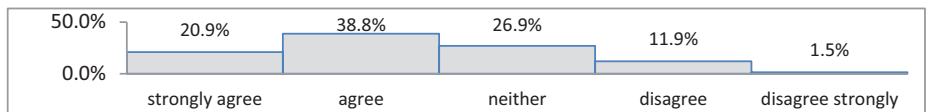
Time Pressure
n= 135

strongly agree	agree	neither	disagree	disagree
29	68	28	8	2



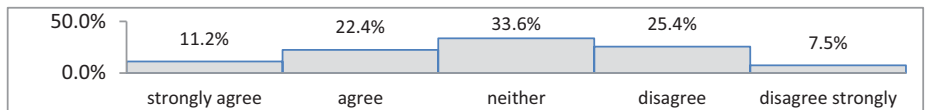
Cut Back Aspects
n= 134

strongly agree	agree	neither	disagree	disagree
28	52	36	16	2



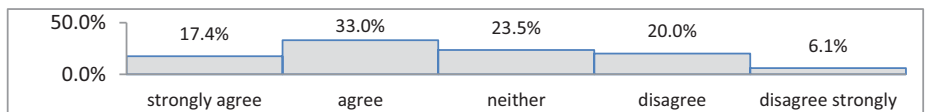
Job Security Worries
n= 134

strongly agree	agree	neither	disagree	disagree
15	30	45	34	10



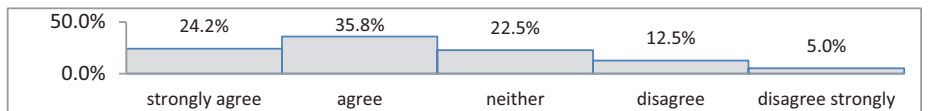
Non-Specialist Duties
n= 115

strongly agree	agree	neither	disagree	disagree
20	38	27	23	7



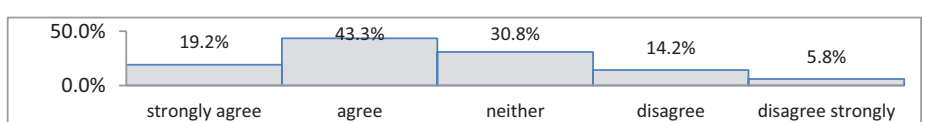
Take Work Home
n= 120

strongly agree	agree	neither	disagree	disagree
29	43	27	15	6



Decrease in Specialists
n= 136

strongly agree	agree	neither	disagree	disagree
23	52	37	17	7

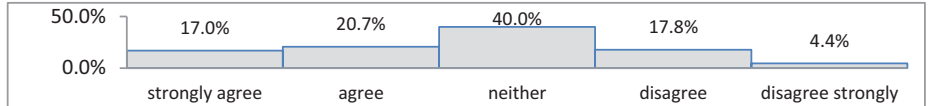


**Palaeoenvironmental
All Specialisms**

About the Potential Impact of Brexit

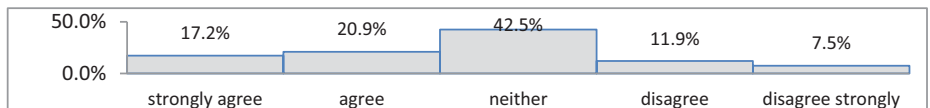
Reduced Projects
n= 135

strongly agree	agree	neither	disagree	disagree
23	28	54	24	6



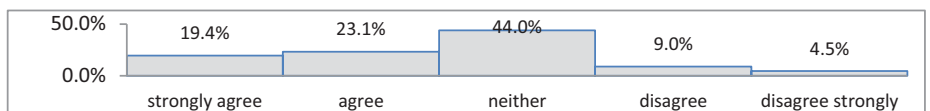
Reduce Costs
n= 135

strongly agree	agree	neither	disagree	disagree
23	28	57	16	10



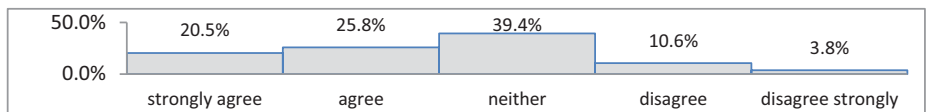
Time Pressure
n= 134

strongly agree	agree	neither	disagree	disagree
26	31	59	12	6



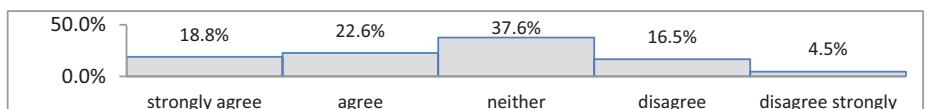
Cut Back Aspects
n= 134

strongly agree	agree	neither	disagree	disagree
27	34	52	14	5



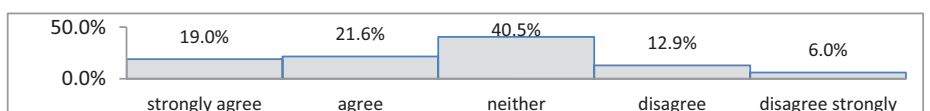
Job Security Worries
n= 132

strongly agree	agree	neither	disagree	disagree
25	30	50	22	6



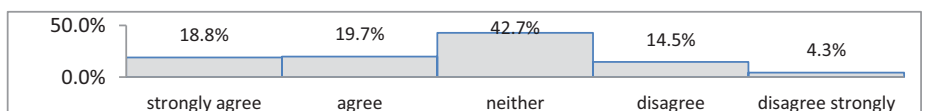
Non-Specialist Duties
n= 133

strongly agree	agree	neither	disagree	disagree
22	25	47	15	7



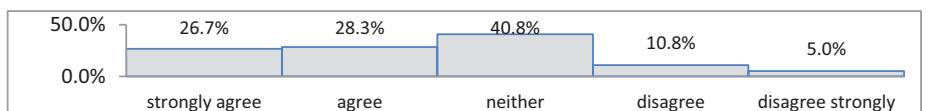
Take Work Home
n= 116

strongly agree	agree	neither	disagree	disagree
22	23	50	17	5



Decrease in Specialists
n= 117

strongly agree	agree	neither	disagree	disagree
32	34	49	13	6



All comments from providers of Palaeoenvironmental Study

2 other main competitors

at present I seem to be the only one offering consultancy. Hopefully the younger generation will come through
Based in Ireland

Charcoal + waterlogged wood

Constantly undercut

currently volunteering as need to built up a report list before people will hire me

Difficult to find specialists with experience in commercial archaeology, and who want to stay in commercial archaeology

Employed

FEC

fees charged correct before 11/12/16. Employment since then means employer sets rates.

field based investigations

free for research purposes only

hard to be cost effective in a University, but have capacity to take on large projects

I currently work as a lecturer, so most of the projects I am involved in are research-based.

I don't work full-time as an insect specialist

I often lose out to specialists who are employed by a unit.

I operate as part of a company, who set the rates. The specialist work usually comes as part of an integrated study, although stand alone projects are also awarded.

I provide this service secondary to my role as a Project Supervisor for the archaeological unit I work for

I subcontract this work and provide a package

include wood and charcoal

includes large overhead charged by institution

in-house specialist, fish remains. A part of a full-time post

lots of carbonised macros but few waterlogged sites

marine and terrestrial services offered.

marine only

My work is mainly exclusive to commercial work as I work primarily on HE and HE funded projects.

normally I charge for site, min 1.000€ to study a new site (1 skeleton)

not commercial/stat body provider

not currently employed in this role but have done in past

not much work time consuming so expensive

not sure re: competition

Phytoliths

rate determined by company

service offered, rare requirement

small assesment only

The rate is for my time. It would be around £250/days for one of my employees.

This field is over subscribed.

too many inexperienced practitioners selling themselves as specialists. Units are doing a lot in-house using staff with only about 1 weeks experience, producing poor quality reports based solely on presence / absence with no identifications

Too many units say they have a lot of geoarchaeologist employed but most have not recieved formal training in the field

undertaken only when recovered with remains of larger animals

Varied specilism: Holocene, Pleistocene, Alluvial and an underused specialism which should be used more or even routine strip and map surveys.

Very few opportunities

we are charged out usually as part of a greater tender

Whatever the company charges for my services, my pay will still be poor and insufficient in comparison to other industries requiring a similar background and training.

**Palaeoenvironmental
Archaeobotany - Plant Macrofossil**

n= 48

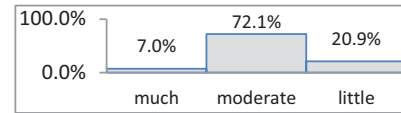
About the Work

Charge / day
n= 39

mean	SD	min	max
£ 214.29		103.41 £	70.00 £ 522.00

Competition
n= 43

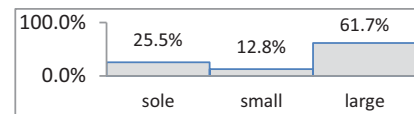
3	31	9
great deal	moderate	very little



About the Organisation

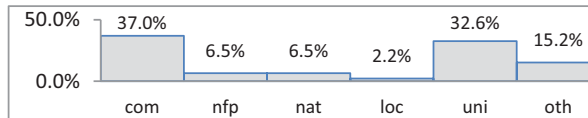
Sizes of Organisation
n= 47

12	6	29
sole trader	small	large



Types of Organisation
n= 46

17	3	3	1	15	7
commercial	not for profit	nat gov	local gov	university	other



Location
n= 47

east of england	4	8.5%
east midlands	1	2.1%
london	3	6.4%
south-east england	10	21.3%
south west england	5	10.6%
north-east england	1	2.1%
north-west england	1	2.1%
west midlands	4	8.5%
yorkshire & the humber	3	6.4%
scotland	4	8.5%
wales	1	2.1%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	9	19.1%
outside uk - rest of world	1	2.1%

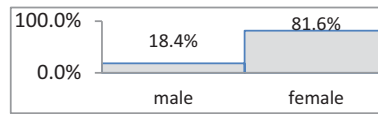
Palaeoenvironmental Archaeobotany - Plant Macrofossil

About the Specialists

Gender

n= 38

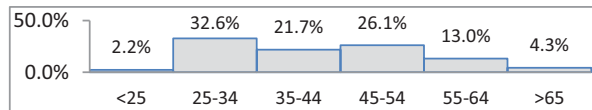
male	female
7	31



Age

n= 46

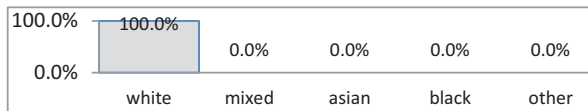
<25	25-34	35-44	45-54	55-64	>65
1	15	10	12	6	2



Ethnicity

n= 44

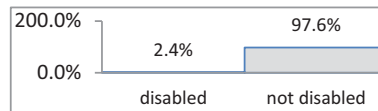
white	mixed /	asian / asian	black /	other ethnic
44	0	0	0	0



Disability Status

n= 41

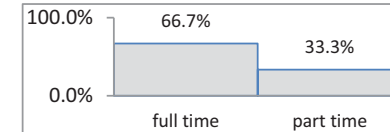
disabled	not disabled
1	40



Hours Worked

n= 45

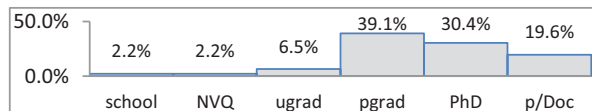
full time	part time
30	15



Highest Qualification

n= 46

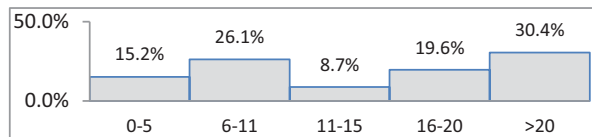
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	3	18	14	9



Years Practising to Date

n= 46

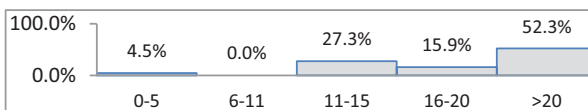
0-5	6-11	11-15	16-20	>20
7	12	4	9	14



Years Intending to Continue

n= 44

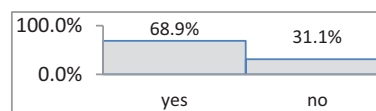
0-5	6-11	11-15	16-20	>20
2	0	12	7	23



Waiting List

n= 45

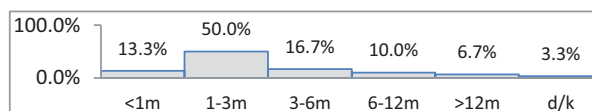
yes	no
31	14



Waiting List Length

n= 30

<1m	1-3m	3-6m	6-12m	>12m	d/k
4	15	5	3	2	1



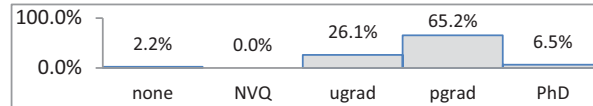
Palaeoenvironmental Archaeobotany - Plant Macrofossil

About Training and Professional Development

New Entrant Qualifications Needed

n= 46

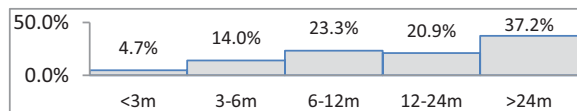
none	NVQ	ugrad	pgrad	PhD
1	0	12	30	3



New Entrant Experience Needed

n= 43

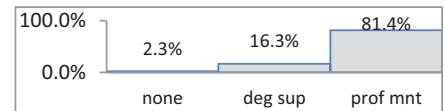
<3m	3-6m	6-12m	12-24m	>24m
2	6	10	9	16



New Entrant Guidance or Mentoring

n= 43

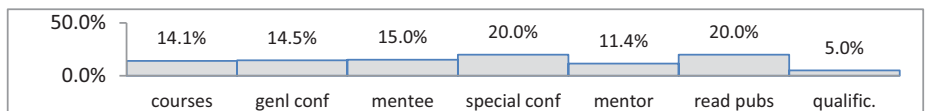
none	deg sup	prof mnt
1	7	35



CPD Mechanisms Preferred

n= 220

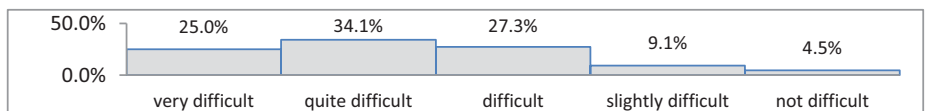
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
31	32	33	44	25	44	11



Access to Initial Training

n= 44

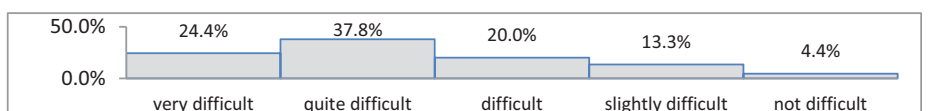
very difficult	quite difficult	difficult	slightly	not difficult
11	15	12	4	2



Access to CPD Training

n= 45

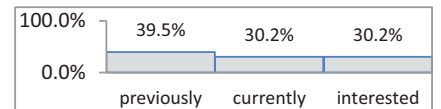
very difficult	quite difficult	difficult	slightly	not difficult
11	17	9	6	2



Being a Trainer

n= 43

previously	currently	interested
17	13	13

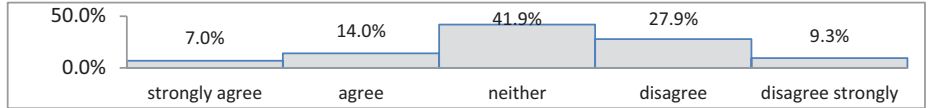


**Palaeoenvironmental
Archaeobotany - Plant Macrofossil**

About the Changing Levels of Demand for Work

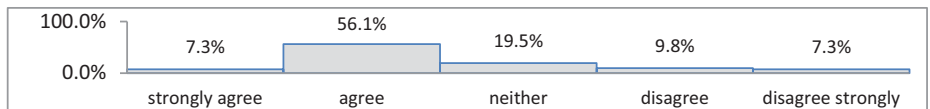
Reduced Projects
n= 43

strongly agree	agree	neither	disagree	disagree
3	6	18	12	4



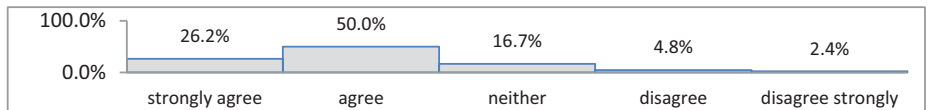
Reduce Costs
n= 41

strongly agree	agree	neither	disagree	disagree
3	23	8	4	3



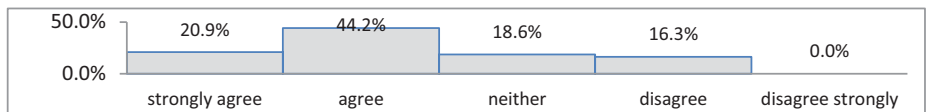
Time Pressure
n= 42

strongly agree	agree	neither	disagree	disagree
11	21	7	2	1



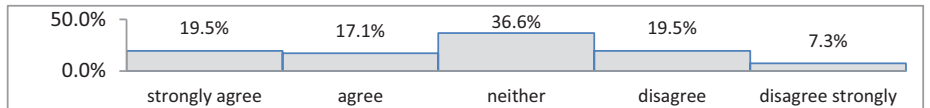
Cut Back Aspects
n= 43

strongly agree	agree	neither	disagree	disagree
9	19	8	7	0



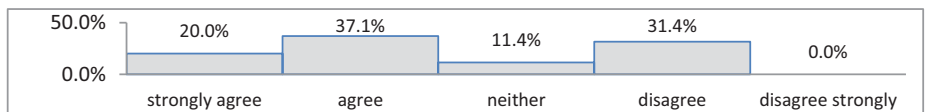
Job Security Worries
n= 41

strongly agree	agree	neither	disagree	disagree
8	7	15	8	3



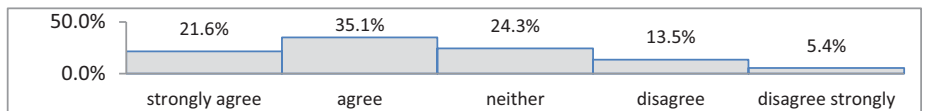
Non-Specialist Duties
n= 35

strongly agree	agree	neither	disagree	disagree
7	13	4	11	0



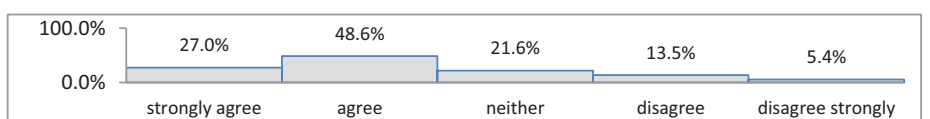
Take Work Home
n= 37

strongly agree	agree	neither	disagree	disagree
8	13	9	5	2



Decrease in Specialists
n= 43

strongly agree	agree	neither	disagree	disagree
10	18	8	5	2

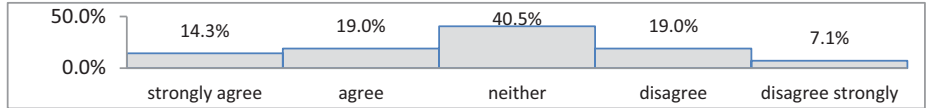


**Palaeoenvironmental
Archaeobotany - Plant Macrofossil**

About the Potential Impact of Brexit

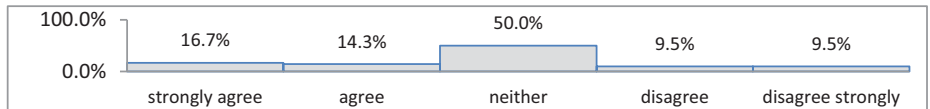
Reduced Projects
n= 42

strongly agree	agree	neither	disagree	disagree
6	8	17	8	3



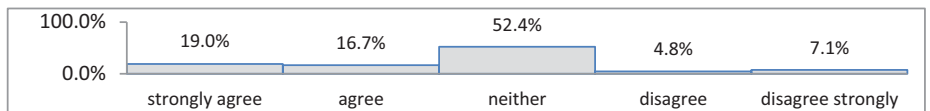
Reduce Costs
n= 42

strongly agree	agree	neither	disagree	disagree
7	6	21	4	4



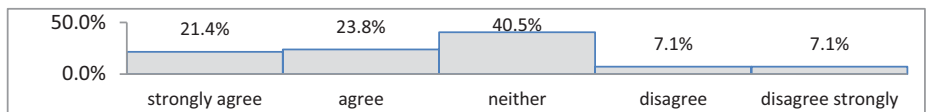
Time Pressure
n= 42

strongly agree	agree	neither	disagree	disagree
8	7	22	2	3



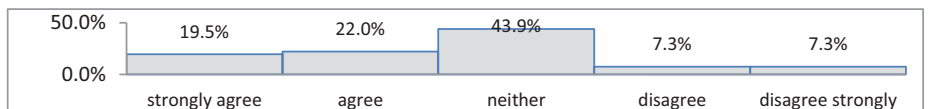
Cut Back Aspects
n= 42

strongly agree	agree	neither	disagree	disagree
9	10	17	3	3



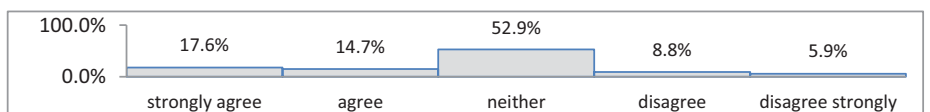
Job Security Worries
n= 42

strongly agree	agree	neither	disagree	disagree
8	9	18	3	3



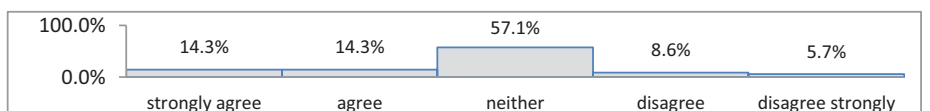
Non-Specialist Duties
n= 41

strongly agree	agree	neither	disagree	disagree
6	5	18	3	2



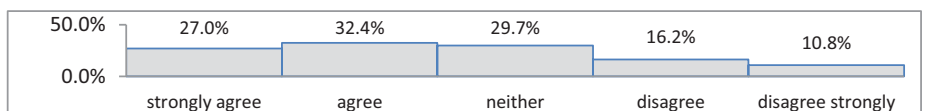
Take Work Home
n= 34

strongly agree	agree	neither	disagree	disagree
5	5	20	3	2



Decrease in Specialists
n= 35

strongly agree	agree	neither	disagree	disagree
10	12	11	6	4



**Palaeoenvironmental
Archaeobotany - Pollen**

n= 26

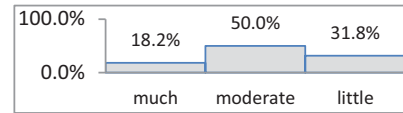
About the Work

Charge / day
n= 18

mean	SD	min	max
£ 248.18		103.66 £	82.69 £ 400.00

Competition
n= 22

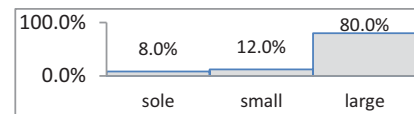
4	11	7
great deal	moderate	very little



About the Organisation

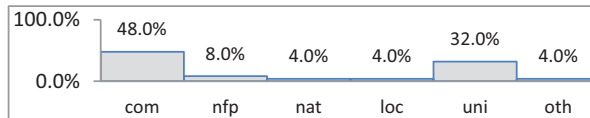
Sizes of Organisation
n= 25

2	3	20
sole trader	small	large



Types of Organisation
n= 25

12	2	1	1	8	1
commercial	not for profit	nat gov	local gov	university	other



Location
n= 25

east of england	1	4.0%
east midlands	0	0.0%
london	1	4.0%
south-east england	6	24.0%
south west england	2	8.0%
north-east england	1	4.0%
north-west england	0	0.0%
west midlands	4	16.0%
yorkshire & the humber	0	0.0%
scotland	5	20.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	5	20.0%
outside uk - rest of world	0	0.0%

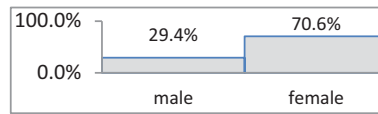
Palaeoenvironmental Archaeobotany - Pollen

About the Specialists

Gender

n= 17

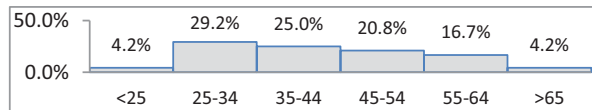
male	female
5	12



Age

n= 24

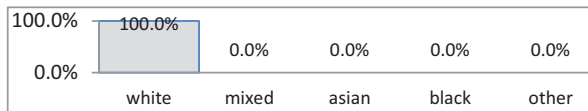
<25	25-34	35-44	45-54	55-64	>65
1	7	6	5	4	1



Ethnicity

n= 22

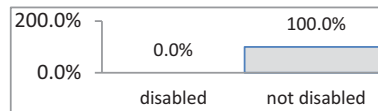
white	mixed /	asian / asian	black /	other ethnic
22	0	0	0	0



Disability Status

n= 23

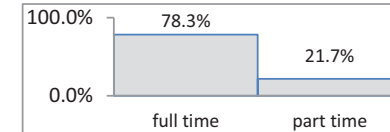
disabled	not disabled
0	23



Hours Worked

n= 23

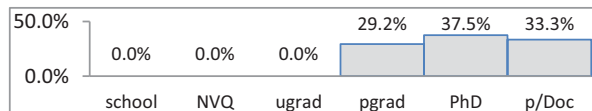
full time	part time
18	5



Highest Qualification

n= 24

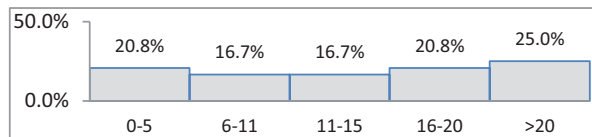
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	7	9	8



Years Practising to Date

n= 24

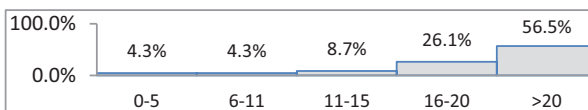
0-5	6-11	11-15	16-20	>20
5	4	4	5	6



Years Intending to Continue

n= 23

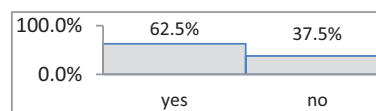
0-5	6-11	11-15	16-20	>20
1	1	2	6	13



Waiting List

n= 24

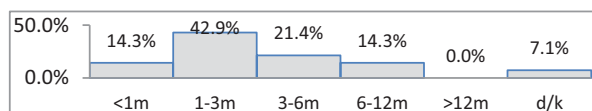
yes	no
15	9



Waiting List Length

n= 14

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



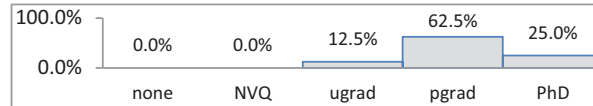
Palaeoenvironmental Archaeobotany - Pollen

About Training and Professional Development

New Entrant Qualifications Needed

n= 24

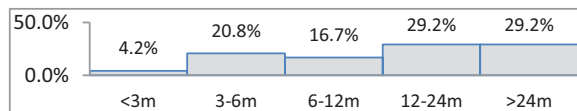
none	NVQ	ugrad	pgrad	PhD
0	0	3	15	6



New Entrant Experience Needed

n= 24

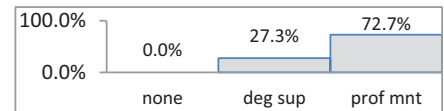
<3m	3-6m	6-12m	12-24m	>24m
1	5	4	7	7



New Entrant Guidance or Mentoring

n= 22

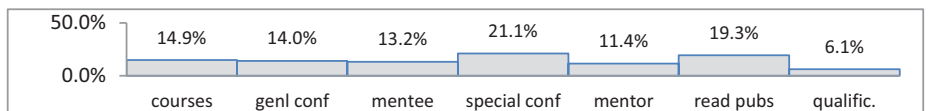
none	deg sup	prof mnt
0	6	16



CPD Mechanisms Preferred

n= 114

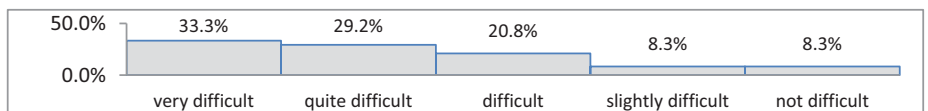
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
17	16	15	24	13	22	7



Access to Initial Training

n= 24

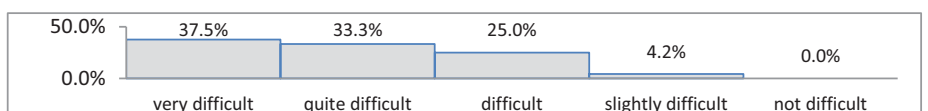
very difficult	quite difficult	difficult	slightly	not difficult
8	7	5	2	2



Access to CPD Training

n= 24

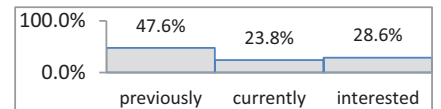
very difficult	quite difficult	difficult	slightly	not difficult
9	8	6	1	0



Being a Trainer

n= 21

previously	currently	interested
10	5	6

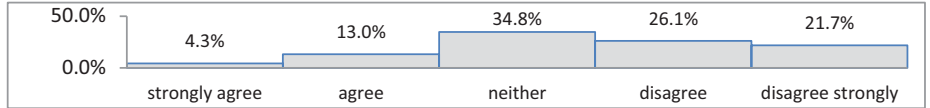


**Palaeoenvironmental
Archaeobotany - Pollen**

About the Changing Levels of Demand for Work

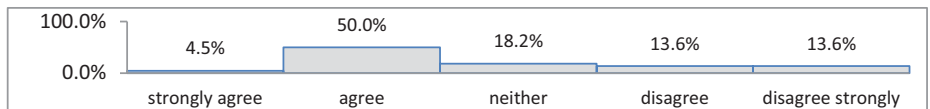
Reduced Projects
n= 23

strongly agree	agree	neither	disagree	disagree
1	3	8	6	5



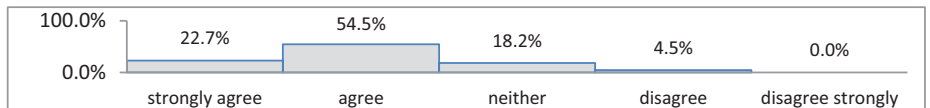
Reduce Costs
n= 22

strongly agree	agree	neither	disagree	disagree
1	11	4	3	3



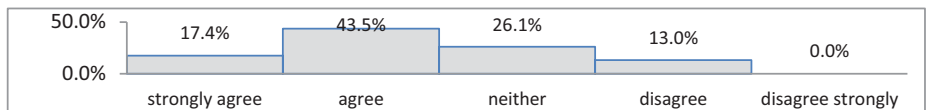
Time Pressure
n= 22

strongly agree	agree	neither	disagree	disagree
5	12	4	1	0



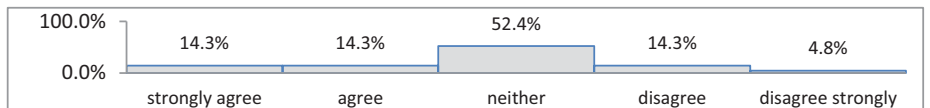
Cut Back Aspects
n= 23

strongly agree	agree	neither	disagree	disagree
4	10	6	3	0



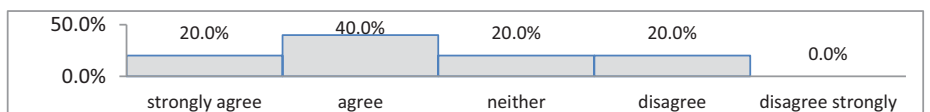
Job Security Worries
n= 21

strongly agree	agree	neither	disagree	disagree
3	3	11	3	1



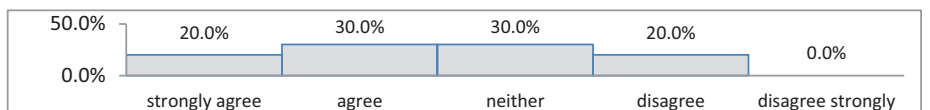
Non-Specialist Duties
n= 20

strongly agree	agree	neither	disagree	disagree
4	8	4	4	0



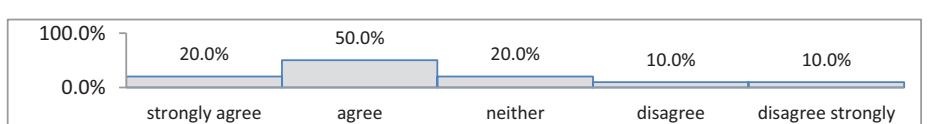
Take Work Home
n= 20

strongly agree	agree	neither	disagree	disagree
4	6	6	4	0



Decrease in Specialists
n= 22

strongly agree	agree	neither	disagree	disagree
4	10	4	2	2

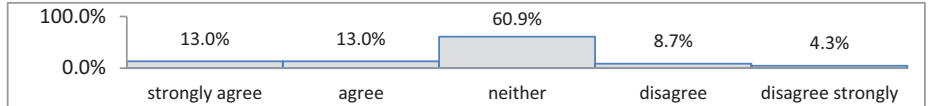


**Palaeoenvironmental
Archaeobotany - Pollen**

About the Potential Impact of Brexit

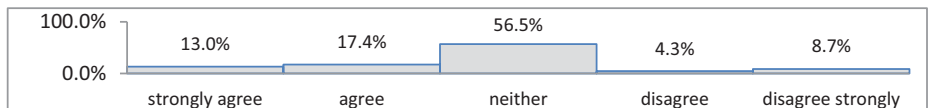
Reduced Projects
n= 23

strongly agree	agree	neither	disagree	disagree
3	3	14	2	1



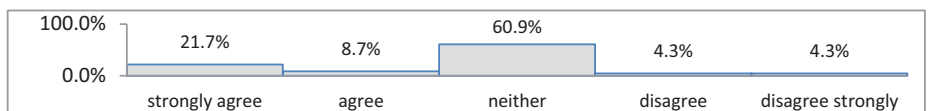
Reduce Costs
n= 23

strongly agree	agree	neither	disagree	disagree
3	4	13	1	2



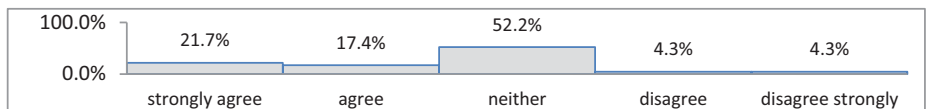
Time Pressure
n= 23

strongly agree	agree	neither	disagree	disagree
5	2	14	1	1



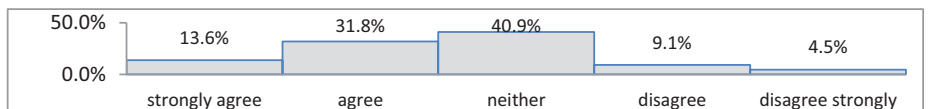
Cut Back Aspects
n= 23

strongly agree	agree	neither	disagree	disagree
5	4	12	1	1



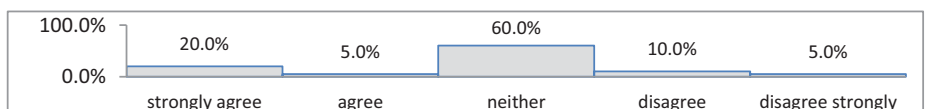
Job Security Worries
n= 23

strongly agree	agree	neither	disagree	disagree
3	7	9	2	1



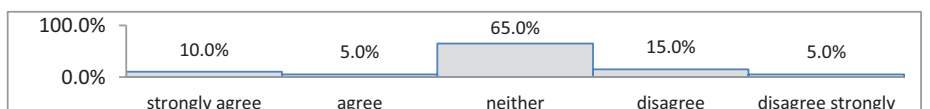
Non-Specialist Duties
n= 22

strongly agree	agree	neither	disagree	disagree
4	1	12	2	1



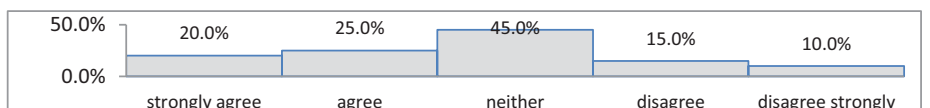
Take Work Home
n= 20

strongly agree	agree	neither	disagree	disagree
2	1	13	3	1



Decrease in Specialists
n= 20

strongly agree	agree	neither	disagree	disagree
4	5	9	3	2



**Palaeoenvironmental
Archaeobotany - Diatoms**

n= 3

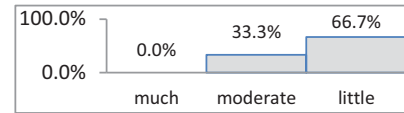
About the Work

Charge / day
n= 2

mean	SD	min	max
£ 331.00		19.00 £	312.00 £ 350.00

Competition
n= 3

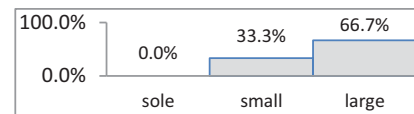
0	1	2
great deal	moderate	very little



About the Organisation

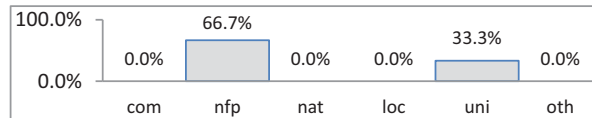
Sizes of Organisation
n= 3

0	1	2
sole trader	small	large



Types of Organisation
n= 3

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



Location
n= 3

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	2	66.7%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	1	33.3%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

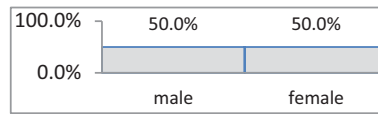
Palaeoenvironmental Archaeobotany - Diatoms

About the Specialists

Gender

n= 2

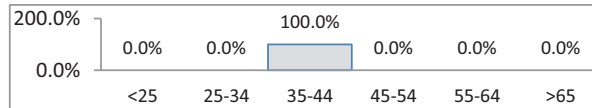
male	female
1	1



Age

n= 3

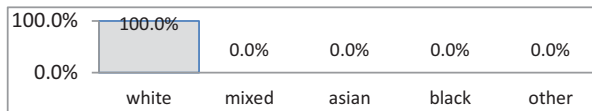
<25	25-34	35-44	45-54	55-64	>65
0	0	3	0	0	0



Ethnicity

n= 2

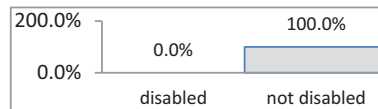
white	mixed /	asian / asian	black /	other ethnic
2	0	0	0	0



Disability Status

n= 3

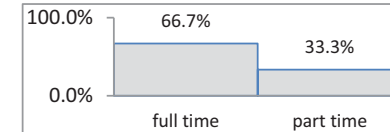
disabled	not disabled
0	3



Hours Worked

n= 3

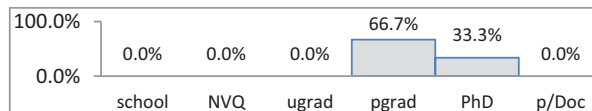
full time	part time
2	1



Highest Qualification

n= 3

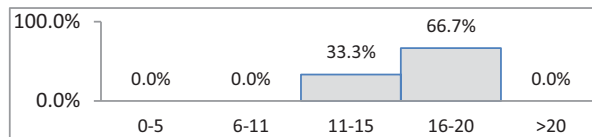
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	2	1	0



Years Practising to Date

n= 3

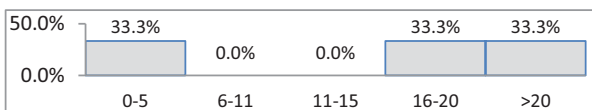
0-5	6-11	11-15	16-20	>20
0	0	1	2	0



Years Intending to Continue

n= 3

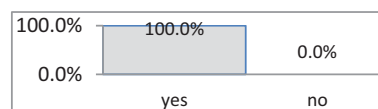
0-5	6-11	11-15	16-20	>20
1	0	0	1	1



Waiting List

n= 3

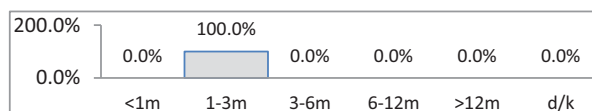
yes	no
3	0



Waiting List Length

n= 2

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



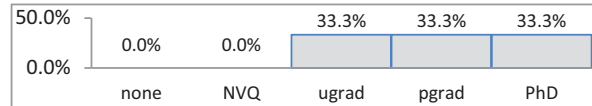
Palaeoenvironmental Archaeobotany - Diatoms

About Training and Professional Development

New Entrant Qualifications Needed

n= 3

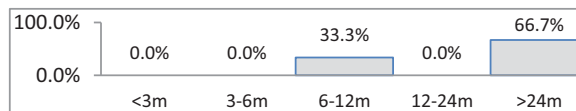
none	NVQ	ugrad	pgrad	PhD
0	0	1	1	1



New Entrant Experience Needed

n= 3

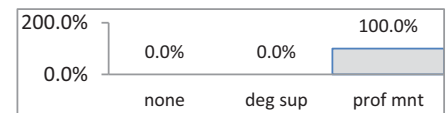
<3m	3-6m	6-12m	12-24m	>24m
0	0	1	0	2



New Entrant Guidance or Mentoring

n= 3

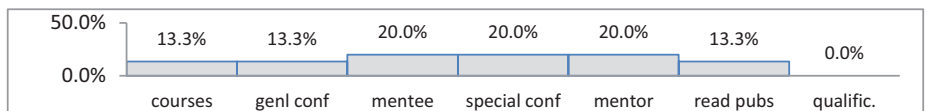
none	deg sup	prof mnt
0	0	3



CPD Mechanisms Preferred

n= 15

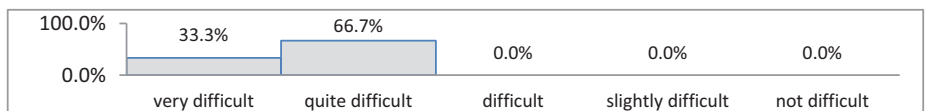
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
2	2	3	3	3	2	0



Access to Initial Training

n= 3

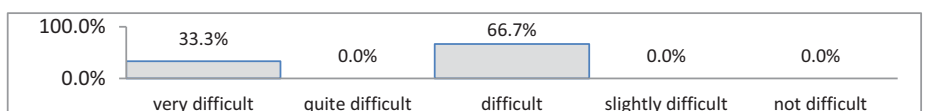
very difficult	quite difficult	difficult	slightly	not difficult
1	2	0	0	0



Access to CPD Training

n= 3

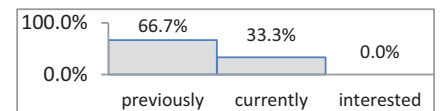
very difficult	quite difficult	difficult	slightly	not difficult
1	0	2	0	0



Being a Trainer

n= 3

previously	currently	interested
2	1	0

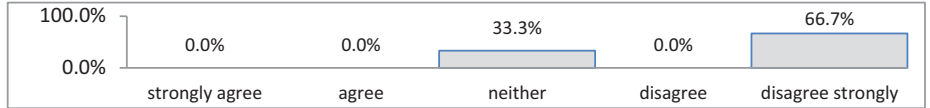


**Palaeoenvironmental
Archaeobotany - Diatoms**

About the Changing Levels of Demand for Work

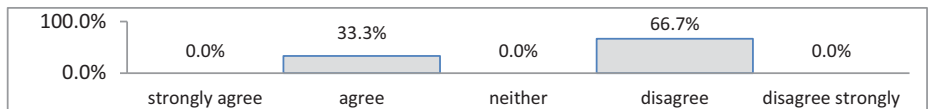
Reduced Projects
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	0	2



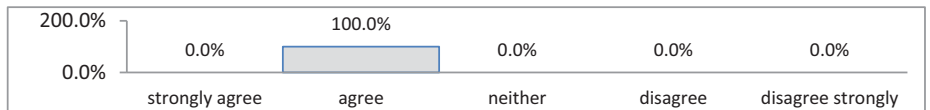
Reduce Costs
n= 3

strongly agree	agree	neither	disagree	disagree
0	1	0	2	0



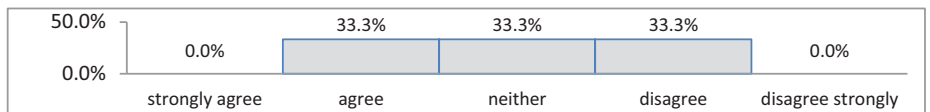
Time Pressure
n= 3

strongly agree	agree	neither	disagree	disagree
0	3	0	0	0



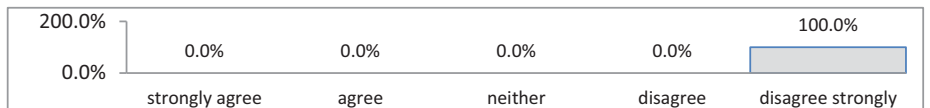
Cut Back Aspects
n= 3

strongly agree	agree	neither	disagree	disagree
0	1	1	1	0



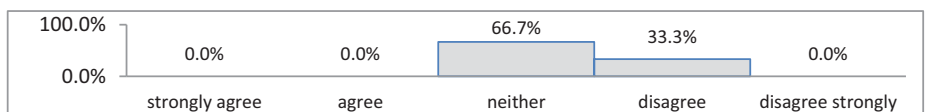
Job Security Worries
n= 2

strongly agree	agree	neither	disagree	disagree
0	0	0	0	2



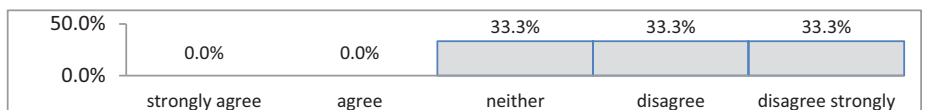
Non-Specialist Duties
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	2	1	0



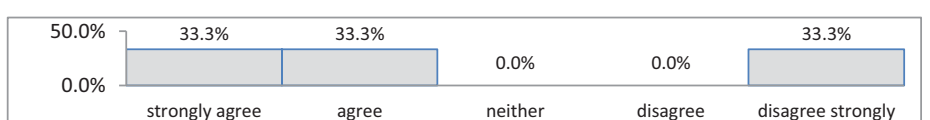
Take Work Home
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	1	1



Decrease in Specialists
n= 3

strongly agree	agree	neither	disagree	disagree
1	1	0	0	1

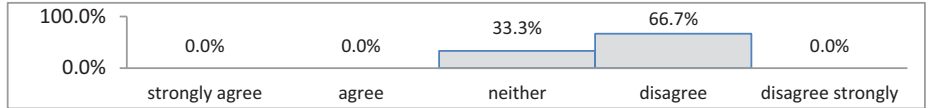


**Palaeoenvironmental
Archaeobotany - Diatoms**

About the Potential Impact of Brexit

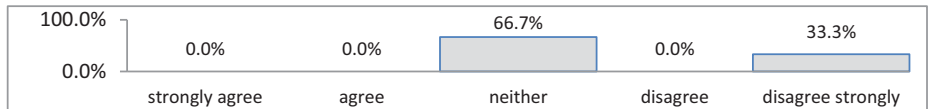
Reduced Projects
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	1	2



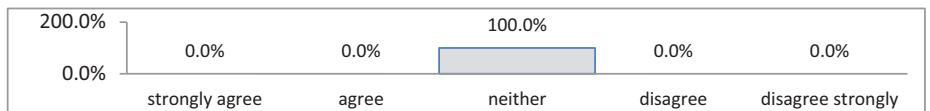
Reduce Costs
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	2	1



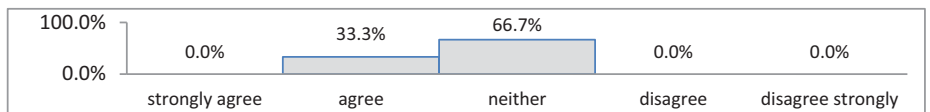
Time Pressure
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	3	0



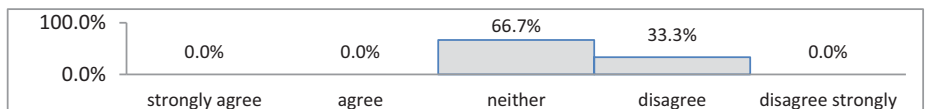
Cut Back Aspects
n= 3

strongly agree	agree	neither	disagree	disagree
0	1	2	0	0



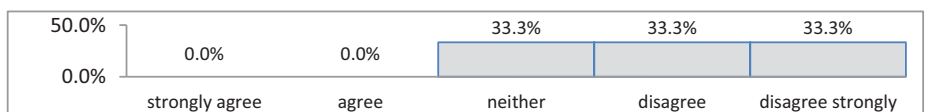
Job Security Worries
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	2	1	0



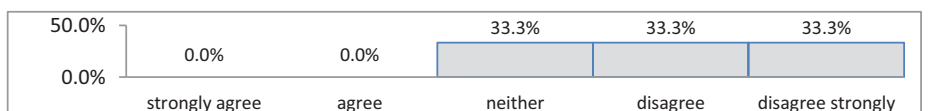
Non-Specialist Duties
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	1	1



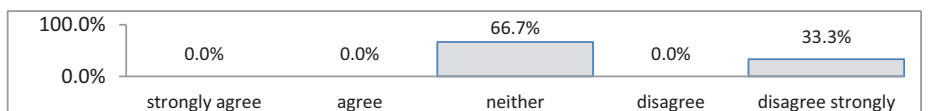
Take Work Home
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	1	1



Decrease in Specialists
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	2	0	1



**Palaeoenvironmental
Zooarchaeology - Vertebrate**

n= 33

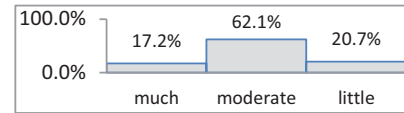
About the Work

Charge / day
n= 26

mean	SD	min	max
£ 218.04		72.71 £	120.00 £ 400.00

Competition
n= 29

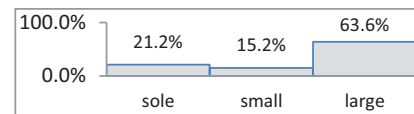
5	18	6
great deal	moderate	very little



About the Organisation

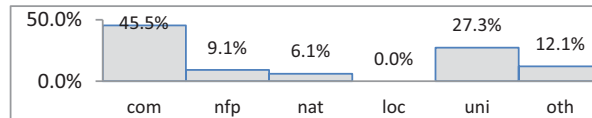
Sizes of Organisation
n= 33

7	5	21
sole trader	small	large



Types of Organisation
n= 33

15	3	2	0	9	4
commercial	not for profit	nat gov	local gov	university	other



Location
n= 33

east of england	1	3.0%
east midlands	5	15.2%
london	3	9.1%
south-east england	8	24.2%
south west england	2	6.1%
north-east england	2	6.1%
north-west england	1	3.0%
west midlands	0	0.0%
yorkshire & the humber	2	6.1%
scotland	4	12.1%
wales	3	9.1%
northern ireland	0	0.0%
channel islands	1	3.0%
isle of man	0	0.0%
outside uk - european union	1	3.0%
outside uk - rest of world	0	0.0%

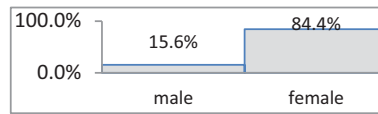
Palaeoenvironmental Zooarchaeology - Vertebrate

About the Specialists

Gender

n= 32

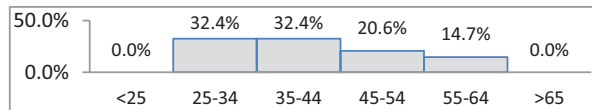
male	female
5	27



Age

n= 34

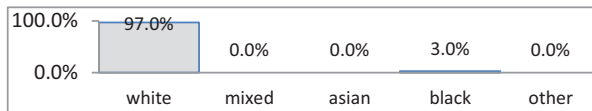
<25	25-34	35-44	45-54	55-64	>65
0	11	11	7	5	0



Ethnicity

n= 33

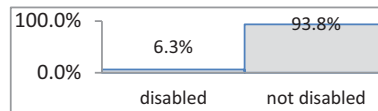
white	mixed /	asian / asian	black /	other ethnic
32	0	0	1	0



Disability Status

n= 32

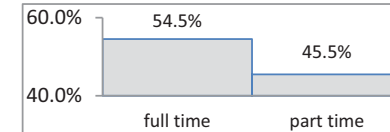
disabled	not disabled
2	30



Hours Worked

n= 33

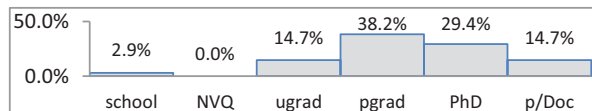
full time	part time
18	15



Highest Qualification

n= 34

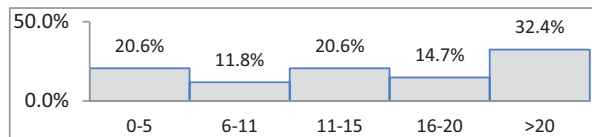
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	5	13	10	5



Years Practising to Date

n= 34

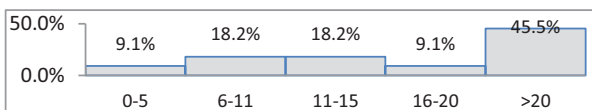
0-5	6-11	11-15	16-20	>20
7	4	7	5	11



Years Intending to Continue

n= 33

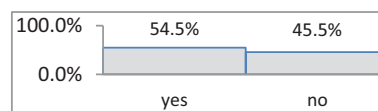
0-5	6-11	11-15	16-20	>20
3	6	6	3	15



Waiting List

n= 33

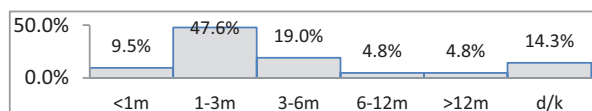
yes	no
18	15



Waiting List Length

n= 21

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	10	4	1	1	3



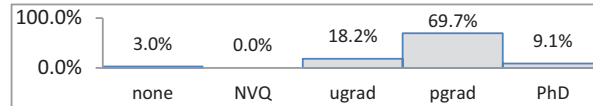
Palaeoenvironmental Zooarchaeology - Vertebrate

About Training and Professional Development

New Entrant Qualifications Needed

n= 33

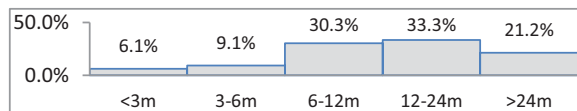
none	NVQ	ugrad	pgrad	PhD
1	0	6	23	3



New Entrant Experience Needed

n= 33

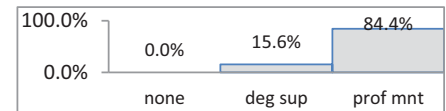
<3m	3-6m	6-12m	12-24m	>24m
2	3	10	11	7



New Entrant Guidance or Mentoring

n= 32

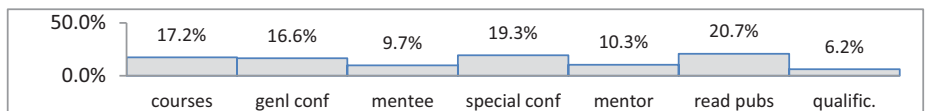
none	deg sup	prof mnt
0	5	27



CPD Mechanisms Preferred

n= 145

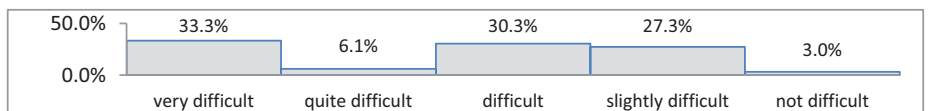
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
25	24	14	28	15	30	9



Access to Initial Training

n= 33

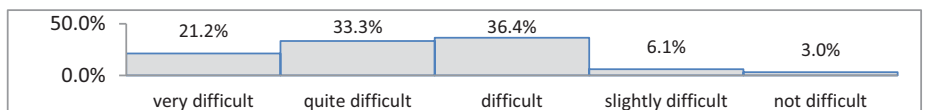
very difficult	quite difficult	difficult	slightly	not difficult
11	2	10	9	1



Access to CPD Training

n= 33

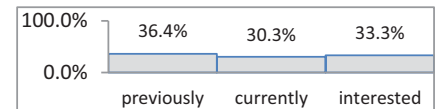
very difficult	quite difficult	difficult	slightly	not difficult
7	11	12	2	1



Being a Trainer

n= 33

previously	currently	interested
12	10	11

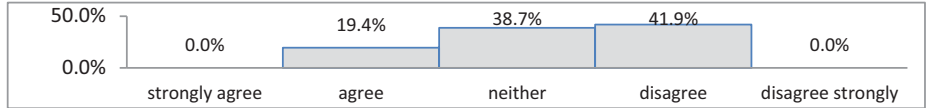


**Palaeoenvironmental
Zooarchaeology - Vertebrate**

About the Changing Levels of Demand for Work

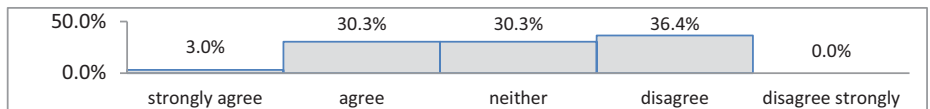
Reduced Projects
n= 31

strongly agree	agree	neither	disagree	disagree
0	6	12	13	0



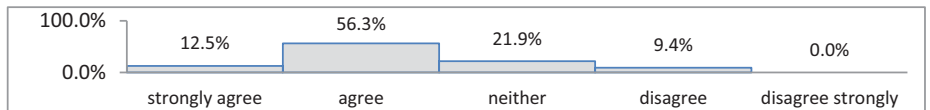
Reduce Costs
n= 33

strongly agree	agree	neither	disagree	disagree
1	10	10	12	0



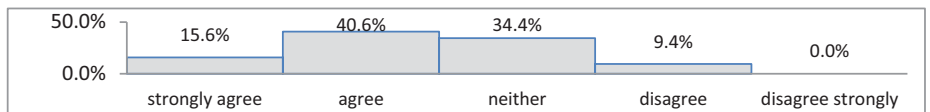
Time Pressure
n= 32

strongly agree	agree	neither	disagree	disagree
4	18	7	3	0



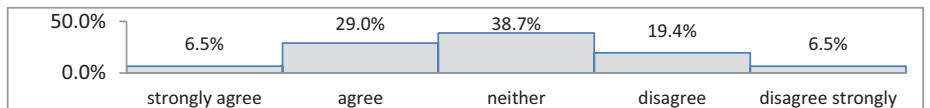
Cut Back Aspects
n= 32

strongly agree	agree	neither	disagree	disagree
5	13	11	3	0



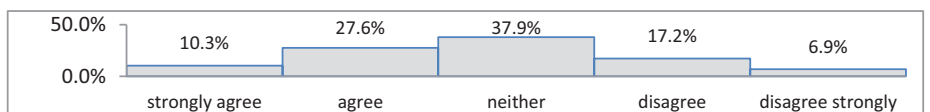
Job Security Worries
n= 31

strongly agree	agree	neither	disagree	disagree
2	9	12	6	2



Non-Specialist Duties
n= 29

strongly agree	agree	neither	disagree	disagree
3	8	11	5	2



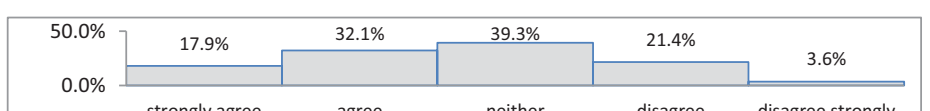
Take Work Home
n= 28

strongly agree	agree	neither	disagree	disagree
5	11	10	2	0



Decrease in Specialists
n= 32

strongly agree	agree	neither	disagree	disagree
5	9	11	6	1

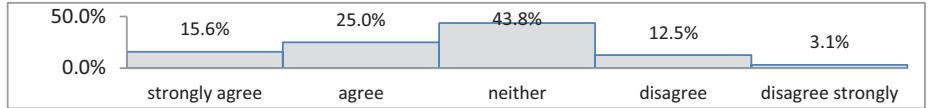


**Palaeoenvironmental
Zooarchaeology - Vertebrate**

About the Potential Impact of Brexit

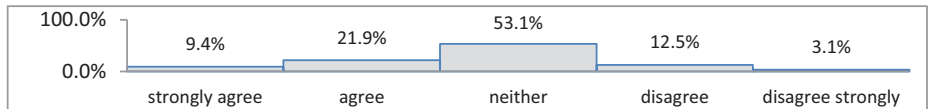
Reduced Projects
n= 32

strongly agree	agree	neither	disagree	disagree
5	8	14	4	1



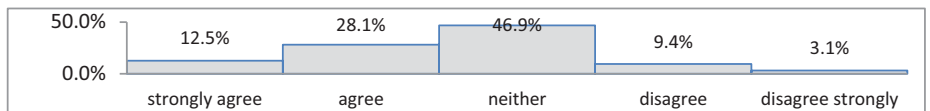
Reduce Costs
n= 32

strongly agree	agree	neither	disagree	disagree
3	7	17	4	1



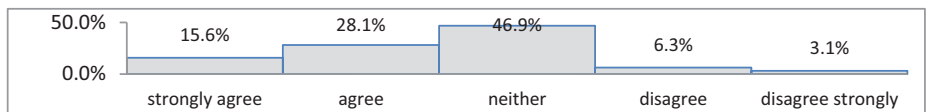
Time Pressure
n= 32

strongly agree	agree	neither	disagree	disagree
4	9	15	3	1



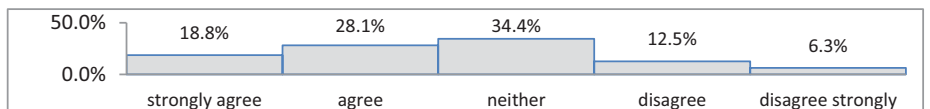
Cut Back Aspects
n= 32

strongly agree	agree	neither	disagree	disagree
5	9	15	2	1



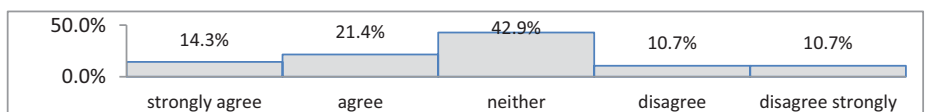
Job Security Worries
n= 32

strongly agree	agree	neither	disagree	disagree
6	9	11	4	2



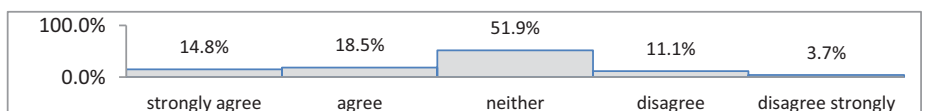
Non-Specialist Duties
n= 32

strongly agree	agree	neither	disagree	disagree
4	6	12	3	3



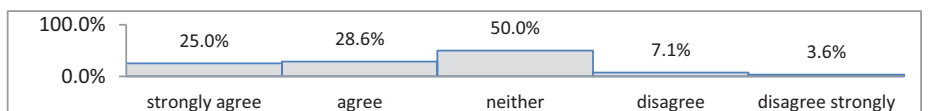
Take Work Home
n= 28

strongly agree	agree	neither	disagree	disagree
4	5	14	3	1



Decrease in Specialists
n= 27

strongly agree	agree	neither	disagree	disagree
7	8	14	2	1



**Palaeoenvironmental
Zooarchaeology - Microfauna**

n= 22

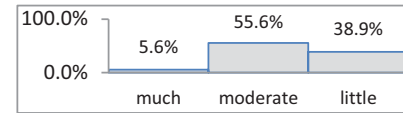
About the Work

Charge / day
n= 16

mean	SD	min	max
£ 212.13		63.29 £	150.00 £ 340.00

Competition
n= 18

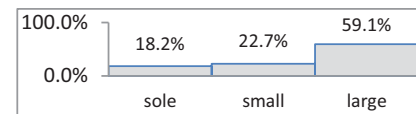
1	10	7
great deal	moderate	very little



About the Organisation

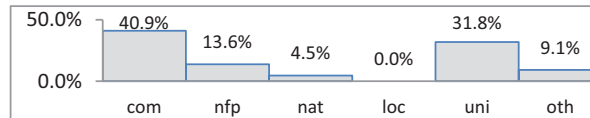
Sizes of Organisation
n= 22

4	5	13
sole trader	small	large



Types of Organisation
n= 22

9	3	1	0	7	2
commercial	not for profit	nat gov	local gov	university	other



Location
n= 22

east of england	1	4.5%
east midlands	4	18.2%
london	1	4.5%
south-east england	8	36.4%
south west england	2	9.1%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	1	4.5%
scotland	3	13.6%
wales	1	4.5%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	4.5%
outside uk - rest of world	0	0.0%

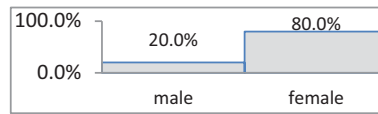
Palaeoenvironmental Zooarchaeology - Microfauna

About the Specialists

Gender

n= 20

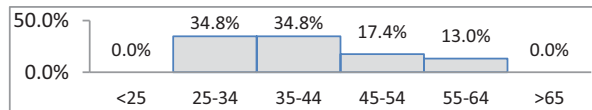
male	female
4	16



Age

n= 23

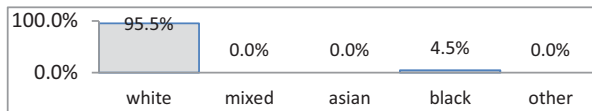
<25	25-34	35-44	45-54	55-64	>65
0	8	8	4	3	0



Ethnicity

n= 22

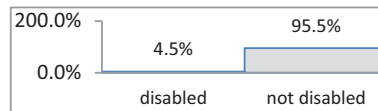
white	mixed /	asian / asian	black /	other ethnic
21	0	0	1	0



Disability Status

n= 22

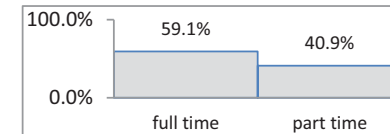
disabled	not disabled
1	21



Hours Worked

n= 22

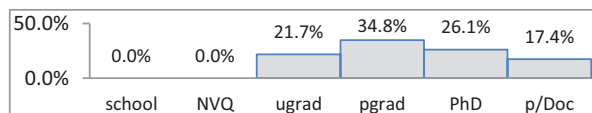
full time	part time
13	9



Highest Qualification

n= 23

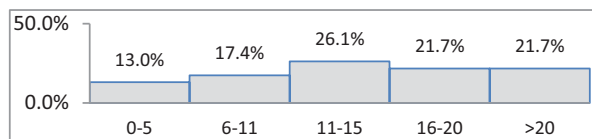
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	5	8	6	4



Years Practising to Date

n= 23

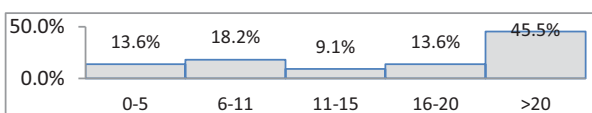
0-5	6-11	11-15	16-20	>20
3	4	6	5	5



Years Intending to Continue

n= 22

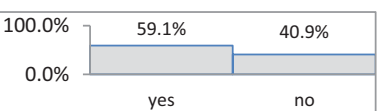
0-5	6-11	11-15	16-20	>20
3	4	2	3	10



Waiting List

n= 22

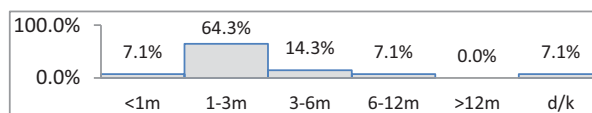
yes	no
13	9



Waiting List Length

n= 14

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	9	2	1	0	1



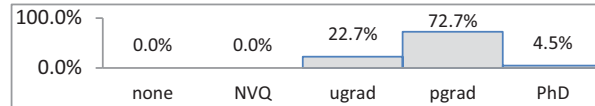
Palaeoenvironmental Zooarchaeology - Microfauna

About Training and Professional Development

New Entrant Qualifications Needed

n= 22

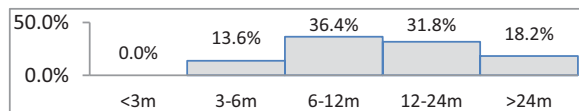
none	NVQ	ugrad	pgrad	PhD
0	0	5	16	1



New Entrant Experience Needed

n= 22

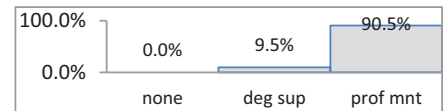
<3m	3-6m	6-12m	12-24m	>24m
0	3	8	7	4



New Entrant Guidance or Mentoring

n= 21

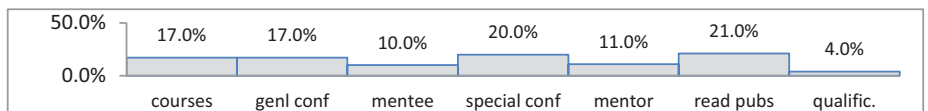
none	deg sup	prof mnt
0	2	19



CPD Mechanisms Preferred

n= 100

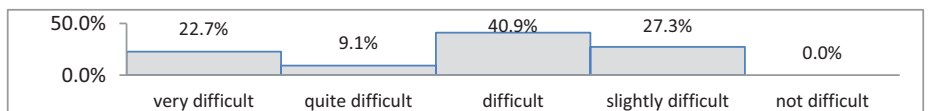
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
17	17	10	20	11	21	4



Access to Initial Training

n= 22

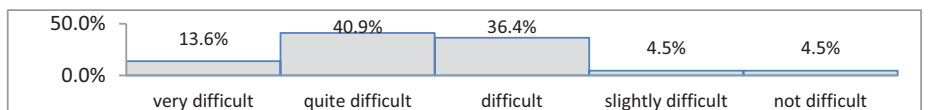
very difficult	quite difficult	difficult	slightly	not difficult
5	2	9	6	0



Access to CPD Training

n= 22

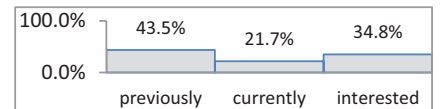
very difficult	quite difficult	difficult	slightly	not difficult
3	9	8	1	1



Being a Trainer

n= 23

previously	currently	interested
10	5	8

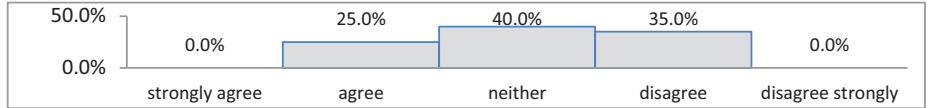


Palaeoenvironmental Zooarchaeology - Microfauna

About the Changing Levels of Demand for Work

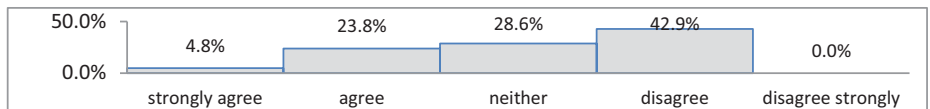
Reduced Projects
n= 20

strongly agree	agree	neither	disagree	disagree
0	5	8	7	0



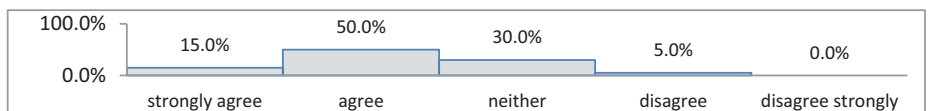
Reduce Costs
n= 21

strongly agree	agree	neither	disagree	disagree
1	5	6	9	0



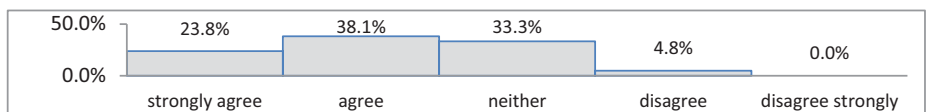
Time Pressure
n= 20

strongly agree	agree	neither	disagree	disagree
3	10	6	1	0



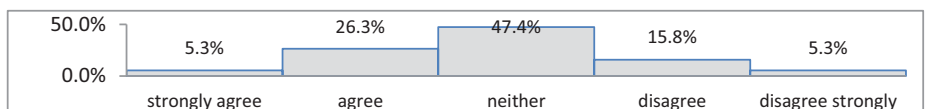
Cut Back Aspects
n= 21

strongly agree	agree	neither	disagree	disagree
5	8	7	1	0



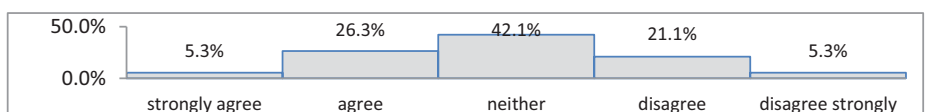
Job Security Worries
n= 19

strongly agree	agree	neither	disagree	disagree
1	5	9	3	1



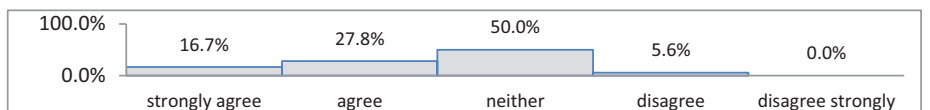
Non-Specialist Duties
n= 19

strongly agree	agree	neither	disagree	disagree
1	5	8	4	1



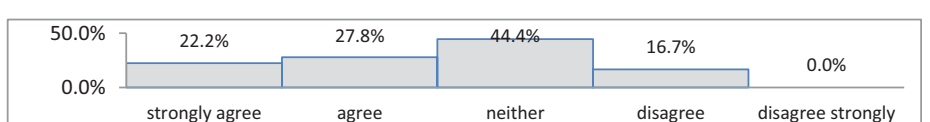
Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree
3	5	9	1	0



Decrease in Specialists
n= 20

strongly agree	agree	neither	disagree	disagree
4	5	8	3	0

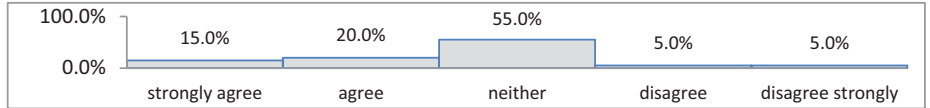


**Palaeoenvironmental
Zooarchaeology - Microfauna**

About the Potential Impact of Brexit

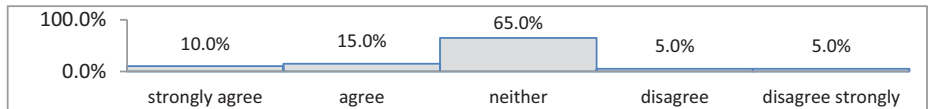
Reduced Projects
n= 20

strongly agree	agree	neither	disagree	disagree
3	4	11	1	1



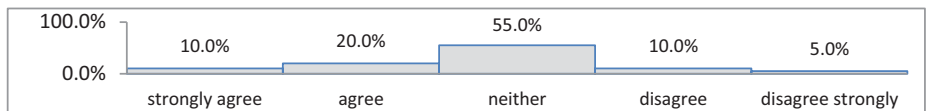
Reduce Costs
n= 20

strongly agree	agree	neither	disagree	disagree
2	3	13	1	1



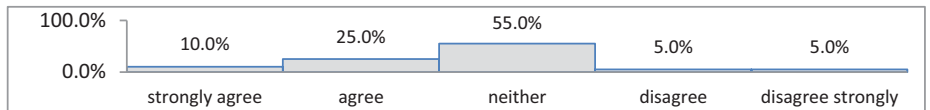
Time Pressure
n= 20

strongly agree	agree	neither	disagree	disagree
2	4	11	2	1



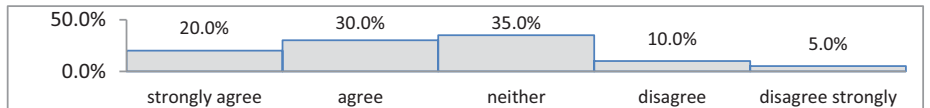
Cut Back Aspects
n= 20

strongly agree	agree	neither	disagree	disagree
2	5	11	1	1



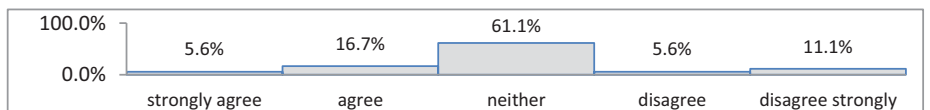
Job Security Worries
n= 20

strongly agree	agree	neither	disagree	disagree
4	6	7	2	1



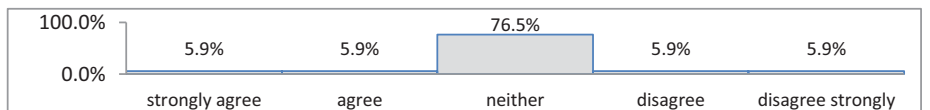
Non-Specialist Duties
n= 20

strongly agree	agree	neither	disagree	disagree
1	3	11	1	2



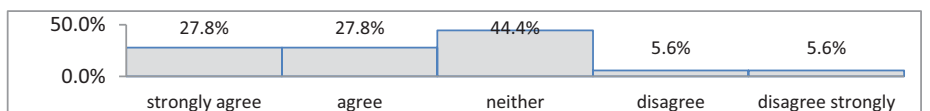
Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree
1	1	13	1	1



Decrease in Specialists
n= 17

strongly agree	agree	neither	disagree	disagree
5	5	8	1	1



**Palaeoenvironmental
Zooarchaeology - Insect**

n= 8

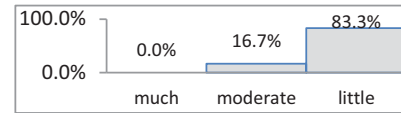
About the Work

Charge / day
n= 5

mean	SD	min	max
£ 297.80		24.45 £	250.00 £ 315.00

Competition
n= 6

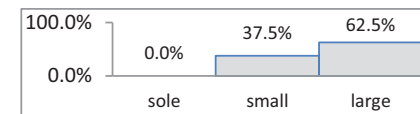
0	1	5
great deal	moderate	very little



About the Organisation

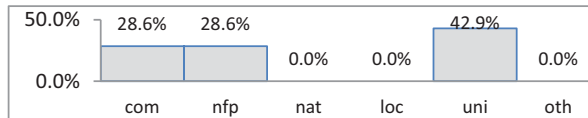
Sizes of Organisation
n= 8

0	3	5
sole trader	small	large



Types of Organisation
n= 7

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



Location
n= 8

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	5	62.5%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	2	25.0%
yorkshire & the humber	1	12.5%
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 - european union	0	0.0%
outside uk - rest of world	0	0.0%

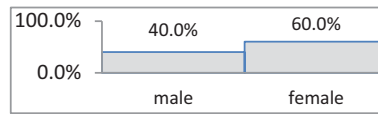
Palaeoenvironmental Zooarchaeology - Insect

About the Specialists

Gender

n= 5

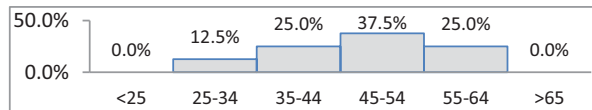
male	female
2	3



Age

n= 8

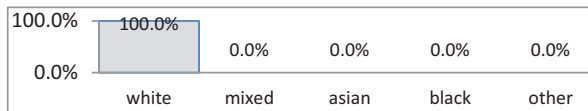
<25	25-34	35-44	45-54	55-64	>65
0	1	2	3	2	0



Ethnicity

n= 5

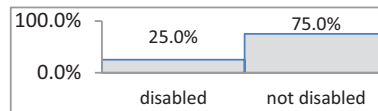
white	mixed /	asian / asian	black /	other ethnic
5	0	0	0	0



Disability Status

n= 8

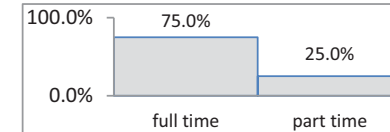
disabled	not disabled
2	6



Hours Worked

n= 8

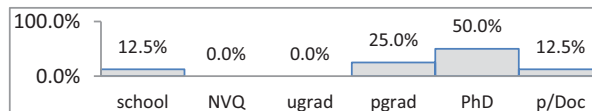
full time	part time
6	2



Highest Qualification

n= 8

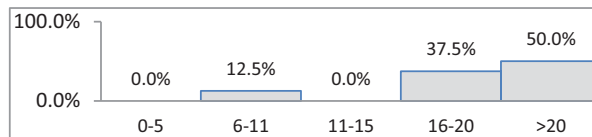
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	0	2	4	1



Years Practising to Date

n= 8

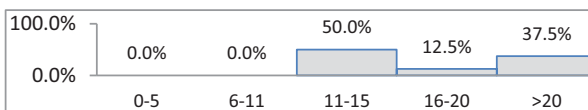
0-5	6-11	11-15	16-20	>20
0	1	0	3	4



Years Intending to Continue

n= 8

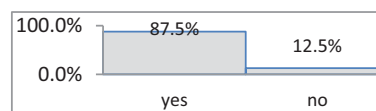
0-5	6-11	11-15	16-20	>20
0	0	4	1	3



Waiting List

n= 8

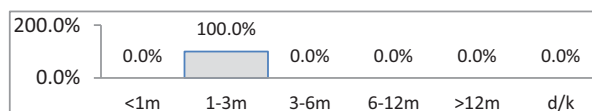
yes	no
7	1



Waiting List Length

n= 6

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



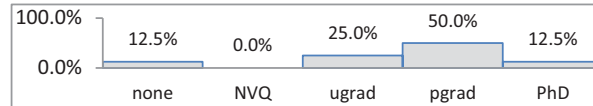
Palaeoenvironmental Zooarchaeology - Insect

About Training and Professional Development

New Entrant Qualifications Needed

n= 8

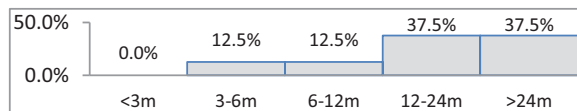
none	NVQ	ugrad	pgrad	PhD
1	0	2	4	1



New Entrant Experience Needed

n= 8

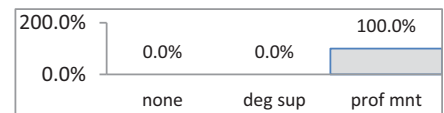
<3m	3-6m	6-12m	12-24m	>24m
0	1	1	3	3



New Entrant Guidance or Mentoring

n= 8

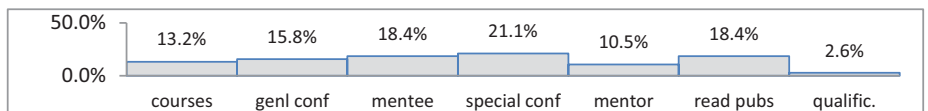
none	deg sup	prof mnt
0	0	8



CPD Mechanisms Preferred

n= 38

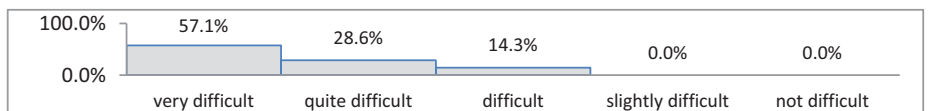
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
5	6	7	8	4	7	1



Access to Initial Training

n= 7

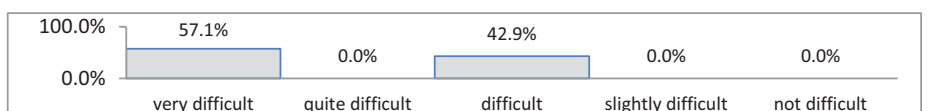
very difficult	quite difficult	difficult	slightly	not difficult
4	2	1	0	0



Access to CPD Training

n= 7

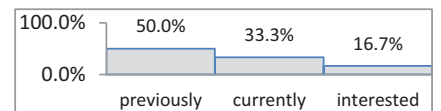
very difficult	quite difficult	difficult	slightly	not difficult
4	0	3	0	0



Being a Trainer

n= 6

previously	currently	interested
3	2	1

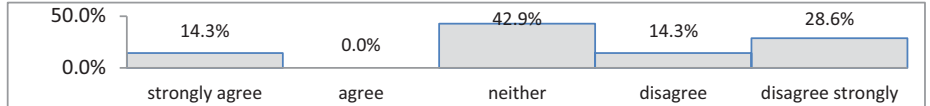


Palaeoenvironmental Zooarchaeology - Insect

About the Changing Levels of Demand for Work

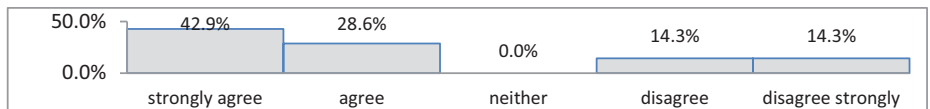
Reduced Projects
n= 7

strongly agree	agree	neither	disagree	disagree
1	0	3	1	2



Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree
3	2	0	1	1



Time Pressure
n= 6

strongly agree	agree	neither	disagree	disagree
3	3	0	0	0



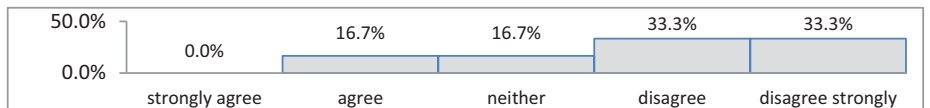
Cut Back Aspects
n= 7

strongly agree	agree	neither	disagree	disagree
3	2	0	2	0



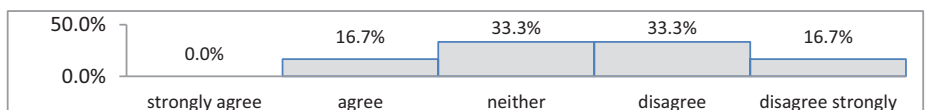
Job Security Worries
n= 6

strongly agree	agree	neither	disagree	disagree
0	1	1	2	2



Non-Specialist Duties
n= 6

strongly agree	agree	neither	disagree	disagree
0	1	2	2	1



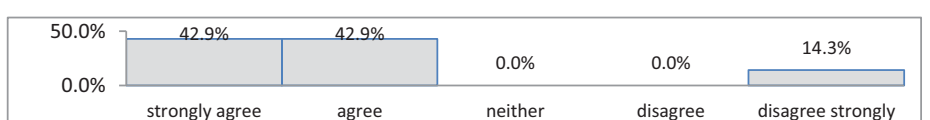
Take Work Home
n= 7

strongly agree	agree	neither	disagree	disagree
3	1	1	2	0



Decrease in Specialists
n= 7

strongly agree	agree	neither	disagree	disagree
3	3	0	0	1

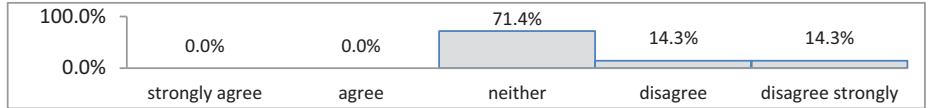


**Palaeoenvironmental
Zooarchaeology - Insect**

About the Potential Impact of Brexit

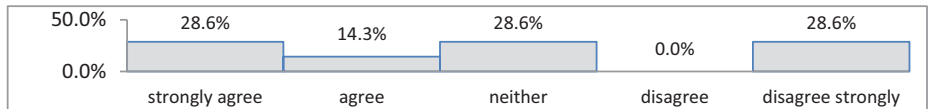
Reduced Projects
n= 7

strongly agree	agree	neither	disagree	disagree
0	0	5	1	1



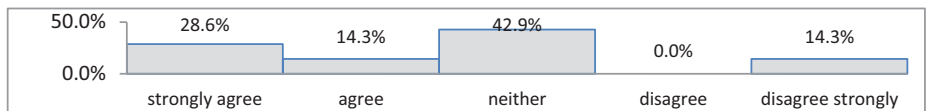
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree
2	1	2	0	2



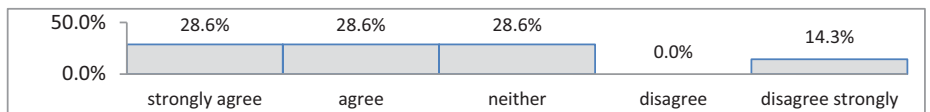
Time Pressure
n= 7

strongly agree	agree	neither	disagree	disagree
2	1	3	0	1



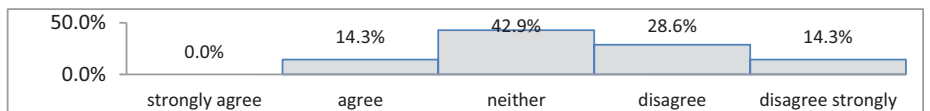
Cut Back Aspects
n= 7

strongly agree	agree	neither	disagree	disagree
2	2	2	0	1



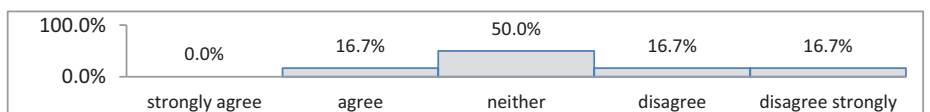
Job Security Worries
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	3	2	1



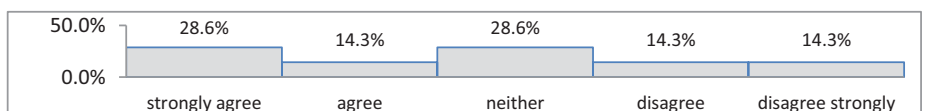
Non-Specialist Duties
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	3	1	1



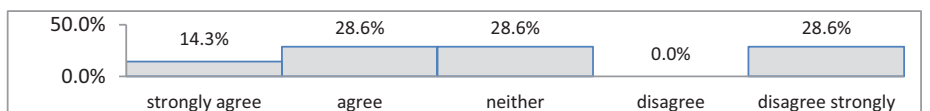
Take Work Home
n= 6

strongly agree	agree	neither	disagree	disagree
2	1	2	1	1



Decrease in Specialists
n= 7

strongly agree	agree	neither	disagree	disagree
1	2	2	0	2



**Palaeoenvironmental
Zooarchaeology - Mollusc**

n= 15

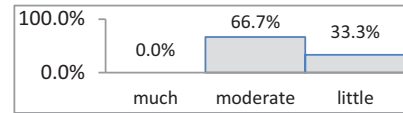
About the Work

Charge / day
n= 12

mean	SD	min	max
£ 244.08		73.65 £	150.00 £ 400.00

Competition
n= 12

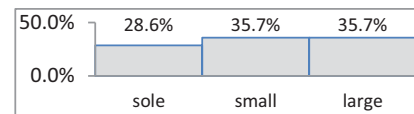
	0	8	4
great deal			
moderate			
very little			



About the Organisation

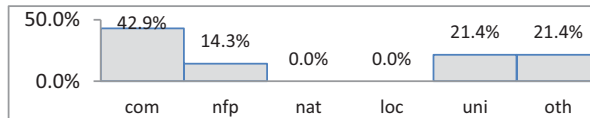
Sizes of Organisation
n= 14

	4	5	5
sole trader			
small			
large			



Types of Organisation
n= 14

	6	2	0	0	3	3
commercial						
not for profit						
nat gov						
local gov						
university						
other						



Location
n= 14

east of england	1	7.1%
east midlands	1	7.1%
london	2	14.3%
south-east england	5	35.7%
south west england	2	14.3%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	1	7.1%
yorkshire & the humber	1	7.1%
scotland	1	7.1%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

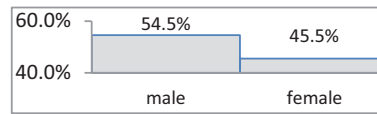
Palaeoenvironmental Zooarchaeology - Mollusc

About the Specialists

Gender

n= 11

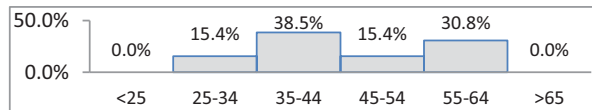
male	female
6	5



Age

n= 13

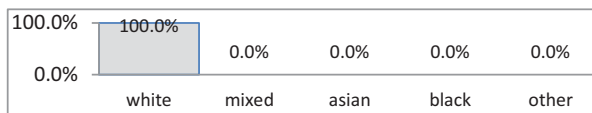
<25	25-34	35-44	45-54	55-64	>65
0	2	5	2	4	0



Ethnicity

n= 12

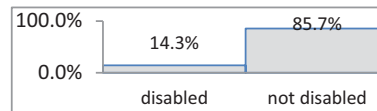
white	mixed /	asian / asian	black /	other ethnic
12	0	0	0	0



Disability Status

n= 14

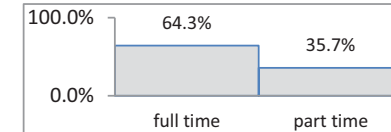
disabled	not disabled
2	12



Hours Worked

n= 14

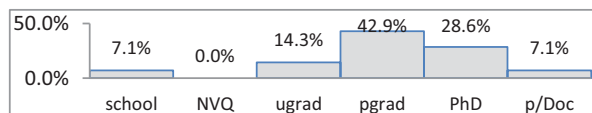
full time	part time
9	5



Highest Qualification

n= 14

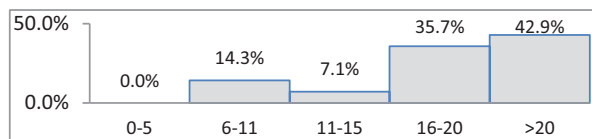
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	2	6	4	1



Years Practising to Date

n= 14

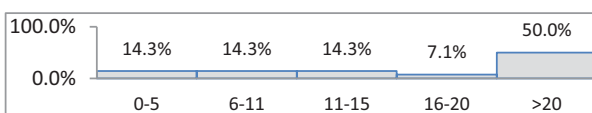
0-5	6-11	11-15	16-20	>20
0	2	1	5	6



Years Intending to Continue

n= 14

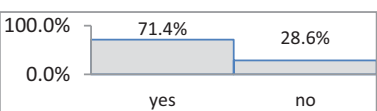
0-5	6-11	11-15	16-20	>20
2	2	2	1	7



Waiting List

n= 14

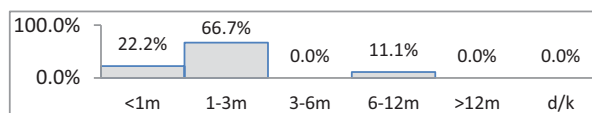
yes	no
10	4



Waiting List Length

n= 9

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



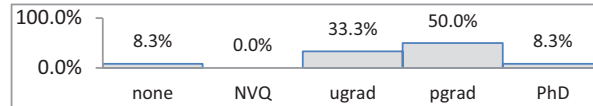
Palaeoenvironmental Zooarchaeology - Mollusc

About Training and Professional Development

New Entrant Qualifications Needed

n= 12

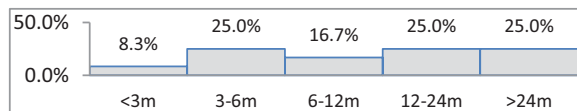
none	NVQ	ugrad	pgrad	PhD
1	0	4	6	1



New Entrant Experience Needed

n= 12

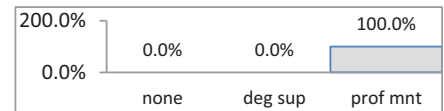
<3m	3-6m	6-12m	12-24m	>24m
1	3	2	3	3



New Entrant Guidance or Mentoring

n= 13

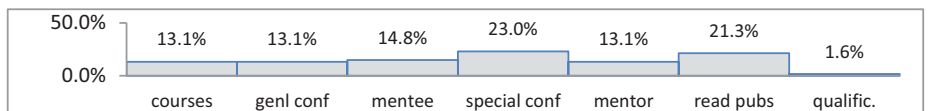
none	deg sup	prof mnt
0	0	13



CPD Mechanisms Preferred

n= 61

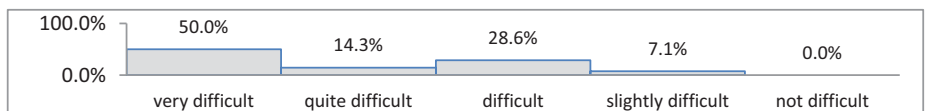
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
8	8	9	14	8	13	1



Access to Initial Training

n= 14

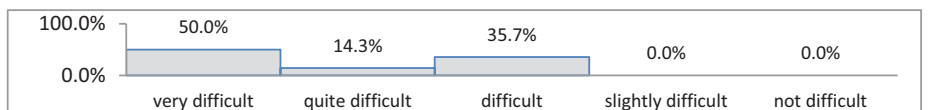
very difficult	quite difficult	difficult	slightly	not difficult
7	2	4	1	0



Access to CPD Training

n= 14

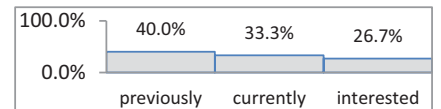
very difficult	quite difficult	difficult	slightly	not difficult
7	2	5	0	0



Being a Trainer

n= 15

previously	currently	interested
6	5	4

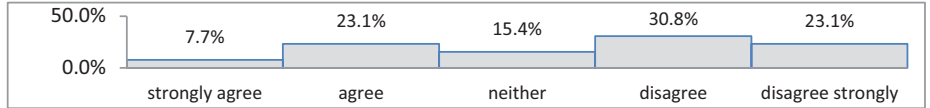


Palaeoenvironmental Zooarchaeology - Mollusc

About the Changing Levels of Demand for Work

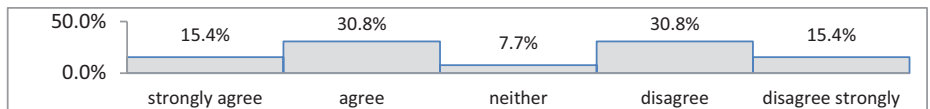
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree
1	3	2	4	3



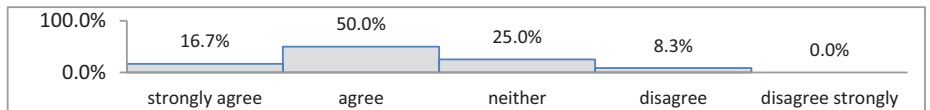
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree
2	4	1	4	2



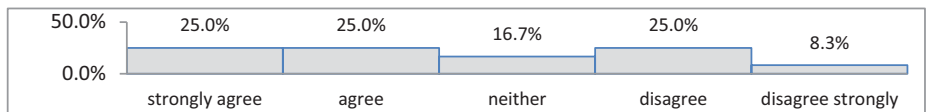
Time Pressure
n= 12

strongly agree	agree	neither	disagree	disagree
2	6	3	1	0



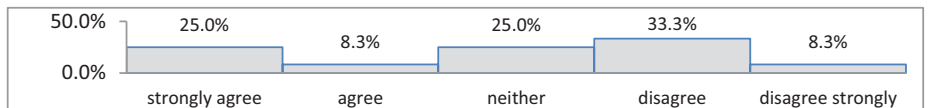
Cut Back Aspects
n= 12

strongly agree	agree	neither	disagree	disagree
3	3	2	3	1



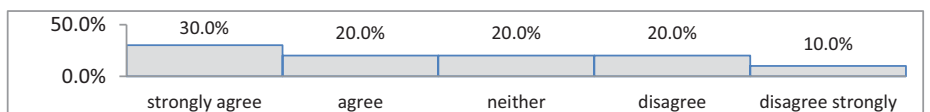
Job Security Worries
n= 12

strongly agree	agree	neither	disagree	disagree
3	1	3	4	1



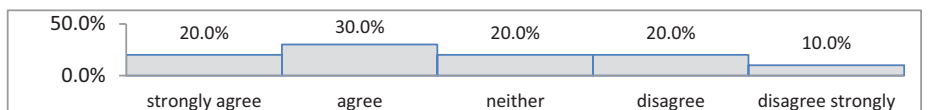
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree
3	2	2	2	1



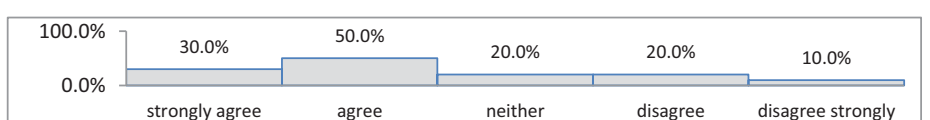
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree
2	3	2	2	1



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree
3	5	2	2	1

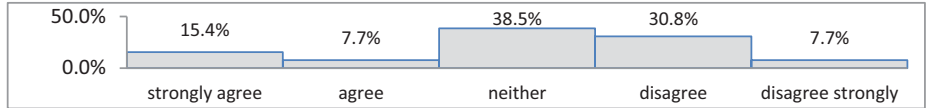


**Palaeoenvironmental
Zooarchaeology - Mollusc**

About the Potential Impact of Brexit

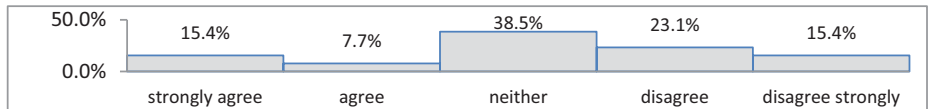
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree
2	1	5	4	1



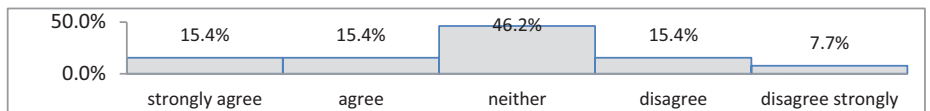
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree
2	1	5	3	2



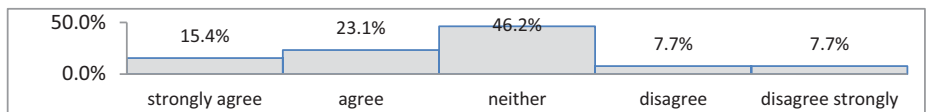
Time Pressure
n= 13

strongly agree	agree	neither	disagree	disagree
2	2	6	2	1



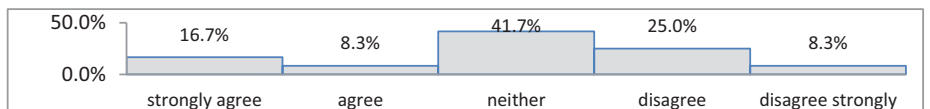
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree
2	3	6	1	1



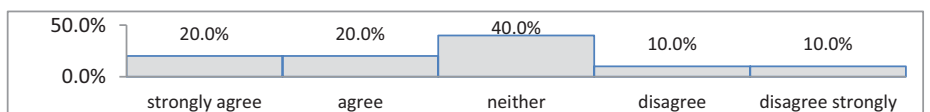
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree
2	1	5	3	1



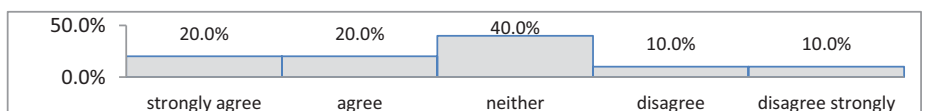
Non-Specialist Duties
n= 12

strongly agree	agree	neither	disagree	disagree
2	2	4	1	1



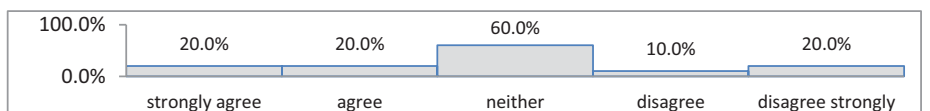
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree
2	2	4	1	1



Decrease in Specialists
n= 10

strongly agree	agree	neither	disagree	disagree
2	2	6	1	2



**Palaeoenvironmental
Geoarchaeology - Sedimentology**

n= 31

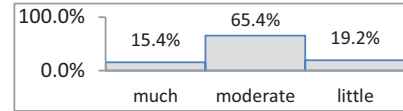
About the Work

Charge / day
n= 23

mean	SD	min	max
£ 269.73		84.17 £	82.69 £ 400.00

Competition
n= 26

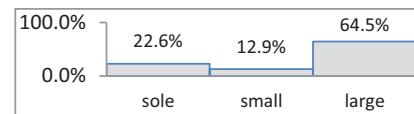
4	17	5
great deal	moderate	very little



About the Organisation

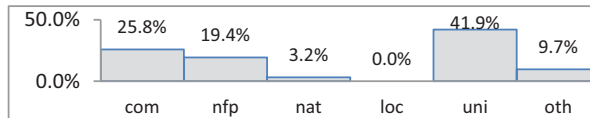
Sizes of Organisation
n= 31

7	4	20
sole trader	small	large



Types of Organisation
n= 31

8	6	1	0	13	3
commercial	not for profit	nat gov	local gov	university	other



Location
n= 31

east of england	3	9.7%
east midlands	1	3.2%
london	5	16.1%
south-east england	9	29.0%
south west england	6	19.4%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	2	6.5%
yorkshire & the humber	0	0.0%
scotland	3	9.7%
wales	1	3.2%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	3.2%
outside uk - rest of world	0	0.0%

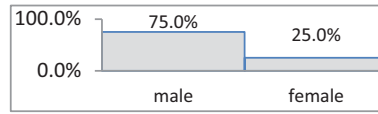
Palaeoenvironmental Geoarchaeology - Sedimentology

About the Specialists

Gender

n= 24

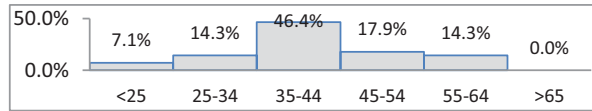
male	female
18	6



Age

n= 28

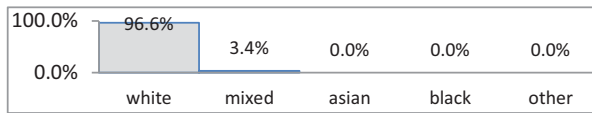
<25	25-34	35-44	45-54	55-64	>65
2	4	13	5	4	0



Ethnicity

n= 29

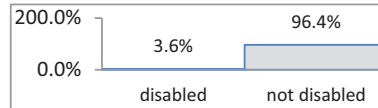
white	mixed /	asian / asian	black /	other ethnic
28	1	0	0	0



Disability Status

n= 28

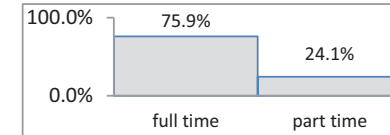
disabled	not disabled
1	27



Hours Worked

n= 29

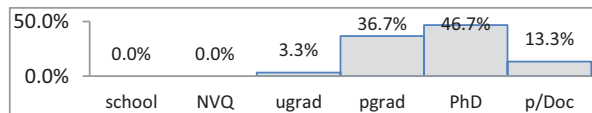
full time	part time
22	7



Highest Qualification

n= 30

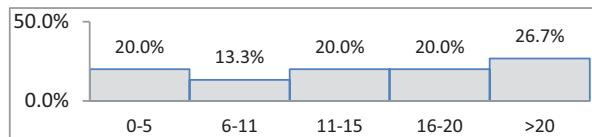
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	1	11	14



Years Practising to Date

n= 30

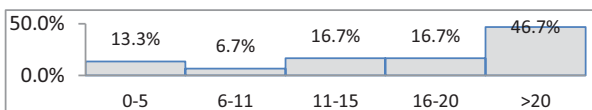
0-5	6-11	11-15	16-20	>20
6	4	6	6	8



Years Intending to Continue

n= 30

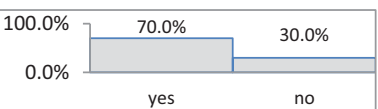
0-5	6-11	11-15	16-20	>20
4	2	5	5	14



Waiting List

n= 30

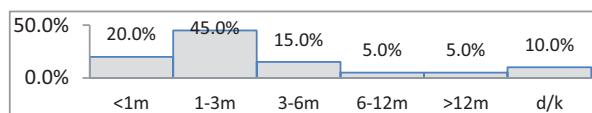
yes	no
21	9



Waiting List Length

n= 20

<1m	1-3m	3-6m	6-12m	>12m	d/k
4	9	3	1	1	2



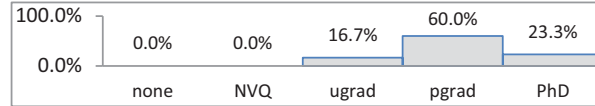
Palaeoenvironmental Geoarchaeology - Sedimentology

About Training and Professional Development

New Entrant Qualifications Needed

n= 30

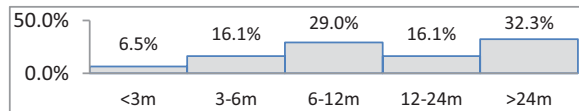
none	NVQ	ugrad	pgrad	PhD
0	0	5	18	7



New Entrant Experience Needed

n= 31

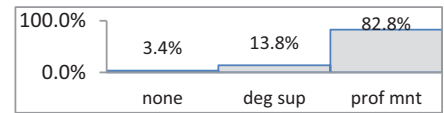
<3m	3-6m	6-12m	12-24m	>24m
2	5	9	5	10



New Entrant Guidance or Mentoring

n= 29

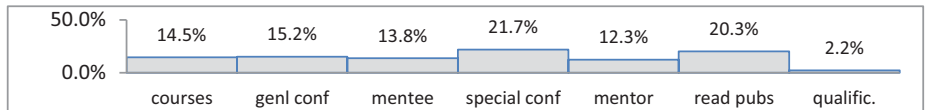
none	deg sup	prof mnt
1	4	24



CPD Mechanisms Preferred

n= 138

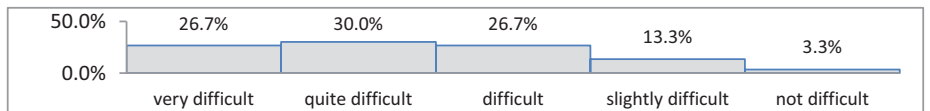
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
20	21	19	30	17	28	3



Access to Initial Training

n= 30

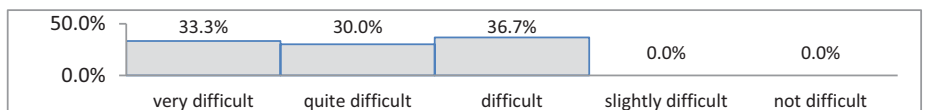
very difficult	quite difficult	difficult	slightly	not difficult
8	9	8	4	1



Access to CPD Training

n= 30

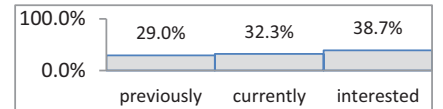
very difficult	quite difficult	difficult	slightly	not difficult
10	9	11	0	0



Being a Trainer

n= 31

previously	currently	interested
9	10	12

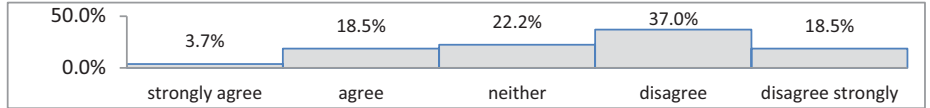


Palaeoenvironmental Geoarchaeology - Sedimentology

About the Changing Levels of Demand for Work

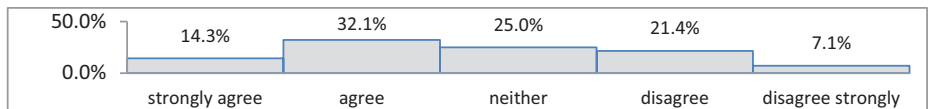
Reduced Projects
n= 27

strongly agree	agree	neither	disagree	disagree
1	5	6	10	5



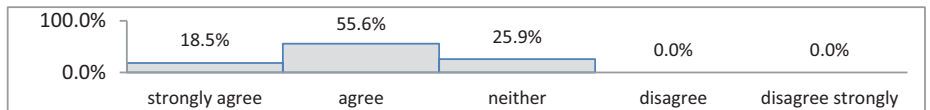
Reduce Costs
n= 28

strongly agree	agree	neither	disagree	disagree
4	9	7	6	2



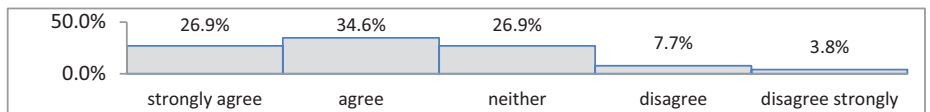
Time Pressure
n= 27

strongly agree	agree	neither	disagree	disagree
5	15	7	0	0



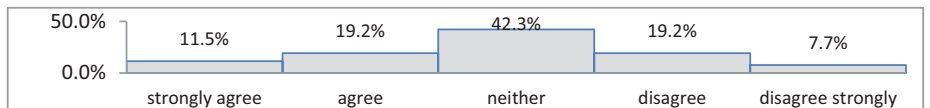
Cut Back Aspects
n= 26

strongly agree	agree	neither	disagree	disagree
7	9	7	2	1



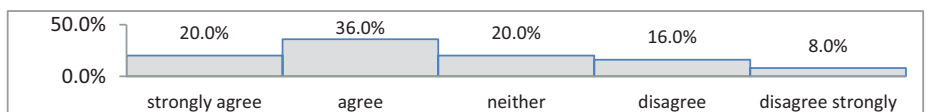
Job Security Worries
n= 26

strongly agree	agree	neither	disagree	disagree
3	5	11	5	2



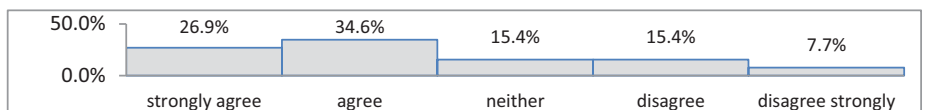
Non-Specialist Duties
n= 25

strongly agree	agree	neither	disagree	disagree
5	9	5	4	2



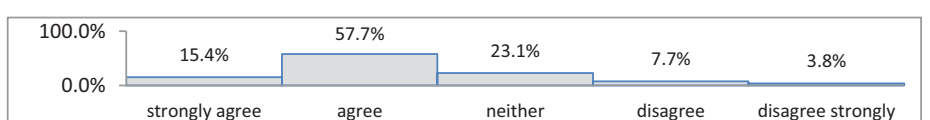
Take Work Home
n= 26

strongly agree	agree	neither	disagree	disagree
7	9	4	4	2



Decrease in Specialists
n= 28

strongly agree	agree	neither	disagree	disagree
4	15	6	2	1

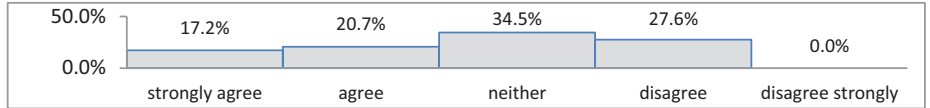


**Palaeoenvironmental
Geoarchaeology - Sedimentology**

About the Potential Impact of Brexit

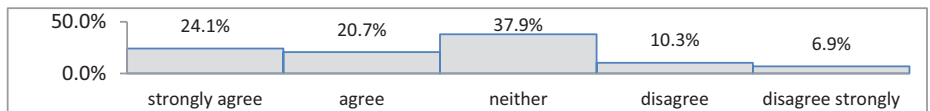
Reduced Projects
n= 29

strongly agree	agree	neither	disagree	disagree
5	6	10	8	0



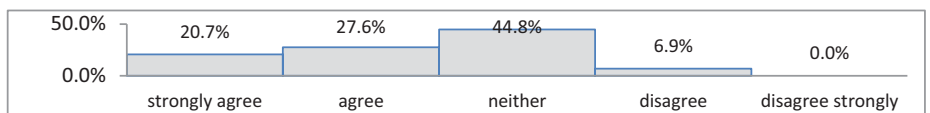
Reduce Costs
n= 29

strongly agree	agree	neither	disagree	disagree
7	6	11	3	2



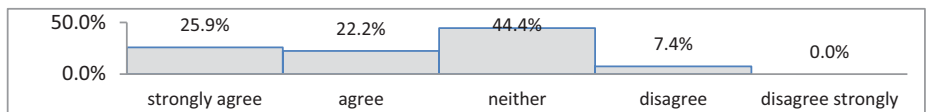
Time Pressure
n= 29

strongly agree	agree	neither	disagree	disagree
6	8	13	2	0



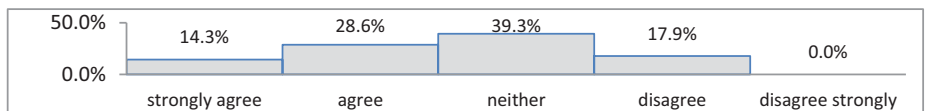
Cut Back Aspects
n= 29

strongly agree	agree	neither	disagree	disagree
7	6	12	2	0



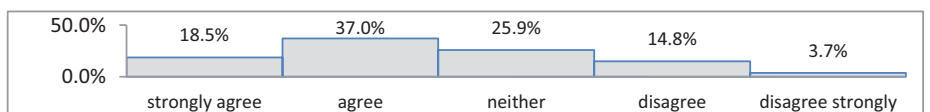
Job Security Worries
n= 27

strongly agree	agree	neither	disagree	disagree
4	8	11	5	0



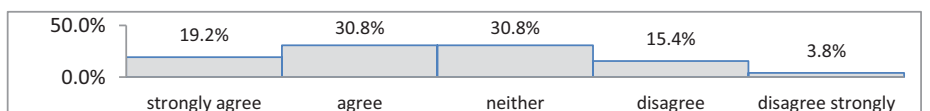
Non-Specialist Duties
n= 28

strongly agree	agree	neither	disagree	disagree
5	10	7	4	1



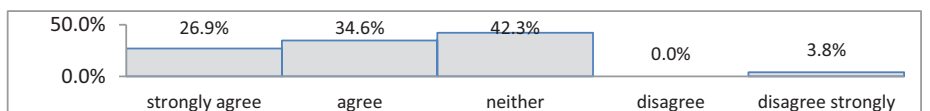
Take Work Home
n= 27

strongly agree	agree	neither	disagree	disagree
5	8	8	4	1



Decrease in Specialists
n= 26

strongly agree	agree	neither	disagree	disagree
7	9	11	0	1



**Palaeoenvironmental
Geoarchaeology - Soil Micromorphology**

n= 10

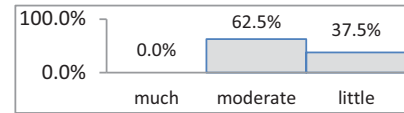
About the Work

Charge / day
n= 7

mean	SD	min	max
£ 261.00		137.07 £	515.00 £

Competition
n= 8

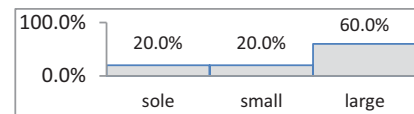
0	5	3
great deal	moderate	very little



About the Organisation

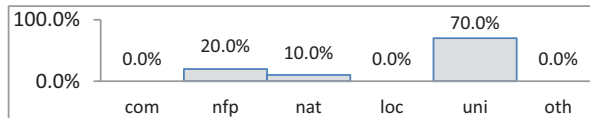
Sizes of Organisation
n= 10

2	2	6
sole trader	small	large



Types of Organisation
n= 10

0	2	1	0	7	0
commercial	not for profit	nat gov	local gov	university	other



Location
n= 10

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

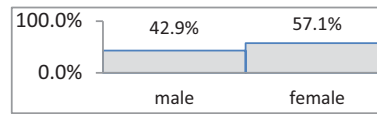
Palaeoenvironmental Geoarchaeology - Soil Micromorphology

About the Specialists

Gender

n= 7

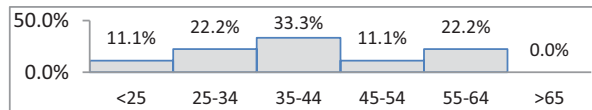
male	female
3	4



Age

n= 9

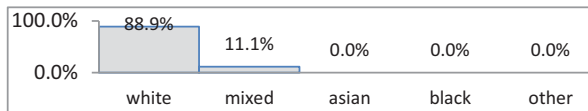
<25	25-34	35-44	45-54	55-64	>65
1	2	3	1	2	0



Ethnicity

n= 9

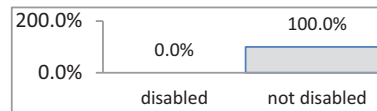
white	mixed /	asian / asian	black /	other ethnic
8	1	0	0	0



Disability Status

n= 10

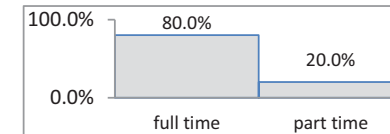
disabled	not disabled
0	10



Hours Worked

n= 10

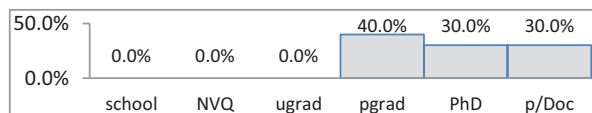
full time	part time
8	2



Highest Qualification

n= 10

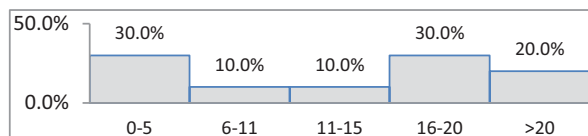
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	4	3	3



Years Practising to Date

n= 10

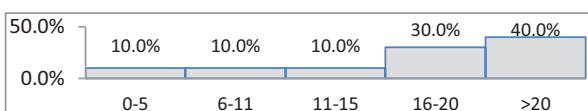
0-5	6-11	11-15	16-20	>20
3	1	1	3	2



Years Intending to Continue

n= 10

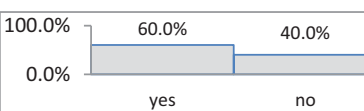
0-5	6-11	11-15	16-20	>20
1	1	1	3	4



Waiting List

n= 10

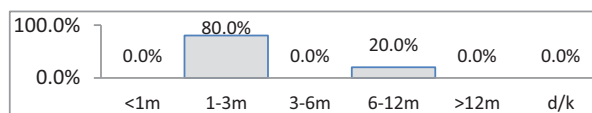
yes	no
6	4



Waiting List Length

n= 5

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



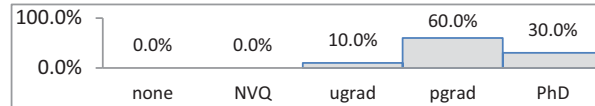
**Palaeoenvironmental
Geoarchaeology - Soil Micromorphology**

About Training and Professional Development

**New Entrant
Qualifications
Needed**

n= 10

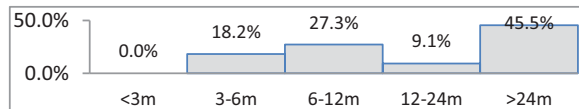
none	NVQ	ugrad	pgrad	PhD
0	0	1	6	3



**New Entrant
Experience Needed**

n= 11

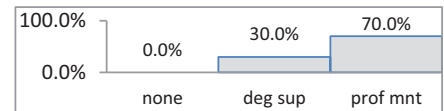
<3m	3-6m	6-12m	12-24m	>24m
0	2	3	1	5



**New Entrant
Guidance or
Mentoring**

n= 10

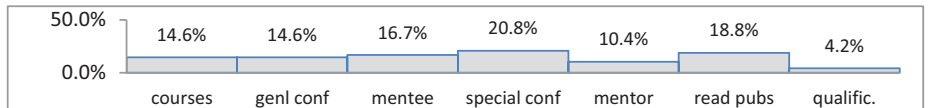
none	deg sup	prof mnt
0	3	7



**CPD Mechanisms
Preferred**

n= 48

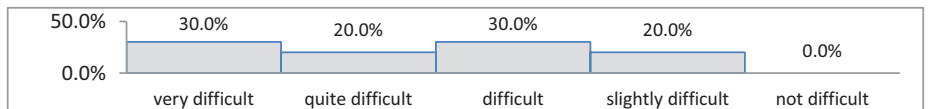
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
7	7	8	10	5	9	2



**Access to Initial
Training**

n= 10

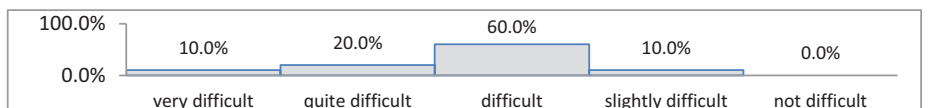
very difficult	quite difficult	difficult	slightly	not difficult
3	2	3	2	0



**Access to CPD
Training**

n= 10

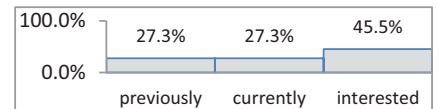
very difficult	quite difficult	difficult	slightly	not difficult
1	2	6	1	0



Being a Trainer

n= 11

previously	currently	interested
3	3	5

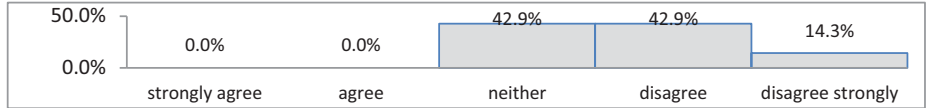


**Palaeoenvironmental
Geoarchaeology - Soil Micromorphology**

About the Changing Levels of Demand for Work

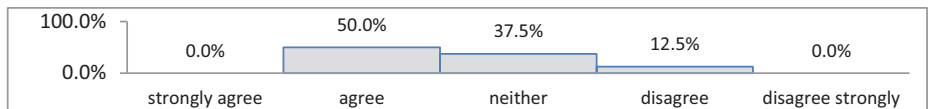
Reduced Projects
n= 7

strongly agree	agree	neither	disagree	disagree
0	0	3	3	1



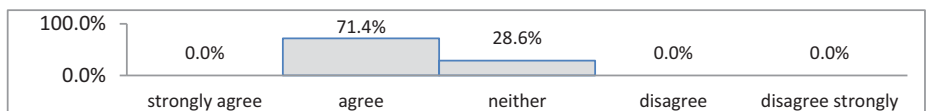
Reduce Costs
n= 8

strongly agree	agree	neither	disagree	disagree
0	4	3	1	0



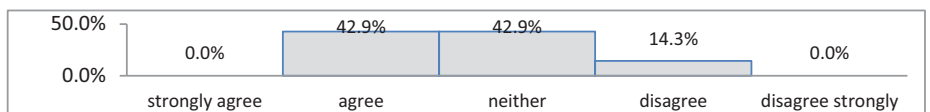
Time Pressure
n= 7

strongly agree	agree	neither	disagree	disagree
0	5	2	0	0



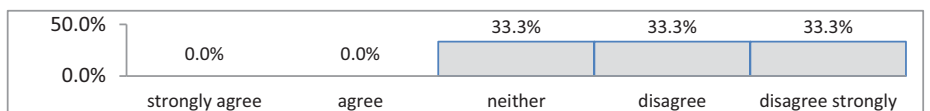
Cut Back Aspects
n= 7

strongly agree	agree	neither	disagree	disagree
0	3	3	1	0



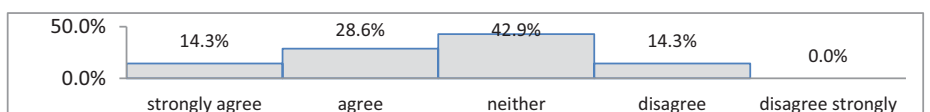
Job Security Worries
n= 6

strongly agree	agree	neither	disagree	disagree
0	0	2	2	2



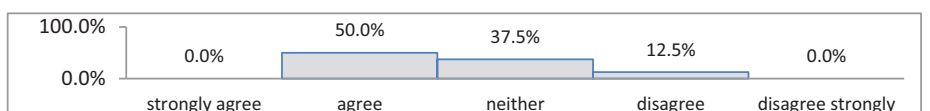
Non-Specialist Duties
n= 7

strongly agree	agree	neither	disagree	disagree
1	2	3	1	0



Take Work Home
n= 8

strongly agree	agree	neither	disagree	disagree
0	4	3	1	0



Decrease in Specialists
n= 8

strongly agree	agree	neither	disagree	disagree
1	4	1	1	1

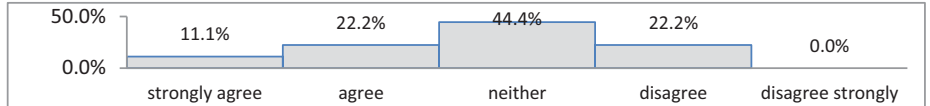


Palaeoenvironmental Geoarchaeology - Soil Micromorphology

About the Potential Impact of Brexit

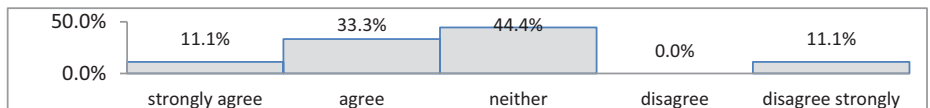
Reduced Projects
n= 9

strongly agree	agree	neither	disagree	disagree	
1	2	4	2	0	



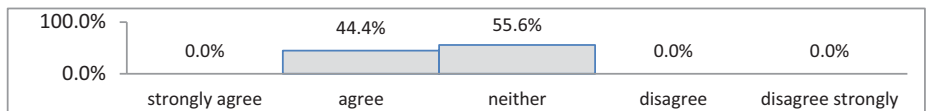
Reduce Costs
n= 9

strongly agree	agree	neither	disagree	disagree	
1	3	4	0	1	



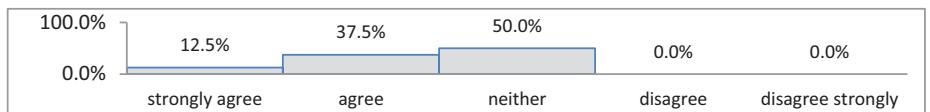
Time Pressure
n= 9

strongly agree	agree	neither	disagree	disagree	
0	4	5	0	0	



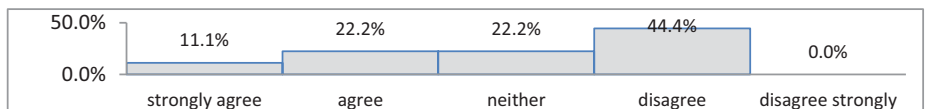
Cut Back Aspects
n= 9

strongly agree	agree	neither	disagree	disagree	
1	3	4	0	0	



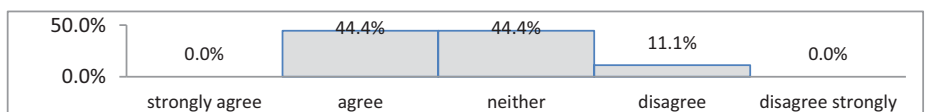
Job Security Worries
n= 8

strongly agree	agree	neither	disagree	disagree	
1	2	2	4	0	



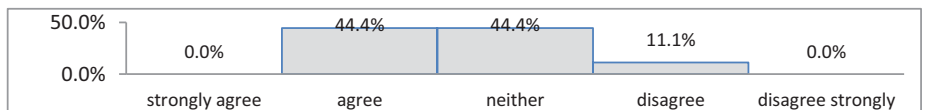
Non-Specialist Duties
n= 9

strongly agree	agree	neither	disagree	disagree	
0	4	4	1	0	



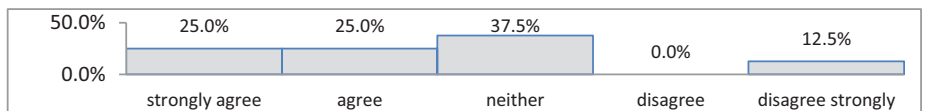
Take Work Home
n= 9

strongly agree	agree	neither	disagree	disagree	
0	4	4	1	0	



Decrease in Specialists
n= 9

strongly agree	agree	neither	disagree	disagree	
2	2	3	0	1	



**Palaeoenvironmental
Human Osteology**

n= 38

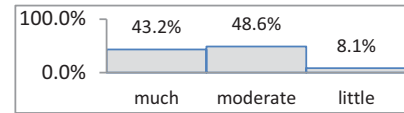
About the Work

Charge / day
n= 26

mean	SD	min	max
£ 207.37		95.50 £	40.00 £ 500.00

Competition
n= 37

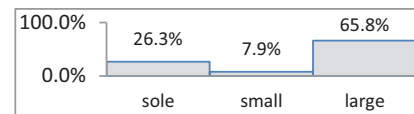
16	18	3
great deal	moderate	very little



About the Organisation

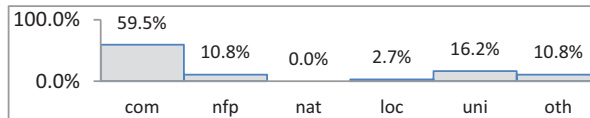
Sizes of Organisation
n= 38

10	3	25
sole trader	small	large



Types of Organisation
n= 37

22	4	0	1	6	4
commercial	not for profit	nat gov	local gov	university	other



Location
n= 38

east of england	5	13.2%
east midlands	4	10.5%
london	8	21.1%
south-east england	7	18.4%
south west england	2	5.3%
north-east england	0	0.0%
north-west england	1	2.6%
west midlands	1	2.6%
yorkshire & the humber	2	5.3%
scotland	3	7.9%
wales	2	5.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	3	7.9%
outside uk - rest of world	0	0.0%

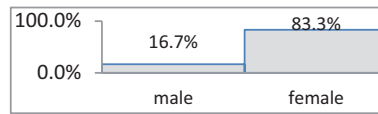
Palaeoenvironmental Human Osteology

About the Specialists

Gender

n= 36

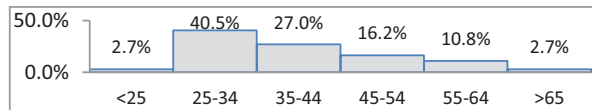
male	female
6	30



Age

n= 37

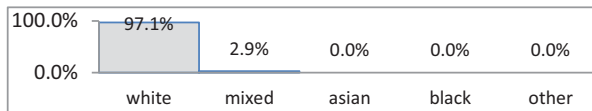
<25	25-34	35-44	45-54	55-64	>65
1	15	10	6	4	1



Ethnicity

n= 34

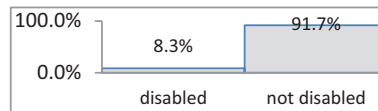
white	mixed /	asian / asian	black /	other ethnic
33	1	0	0	0



Disability Status

n= 36

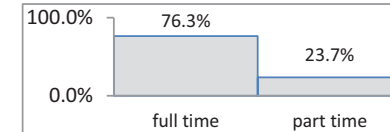
disabled	not disabled
3	33



Hours Worked

n= 38

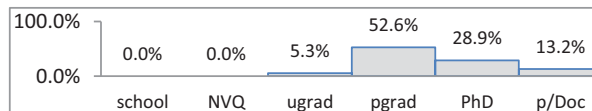
full time	part time
29	9



Highest Qualification

n= 38

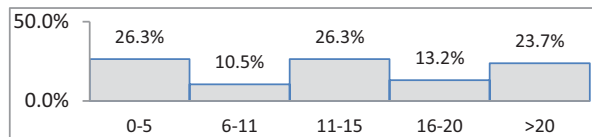
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	2	20	11	5



Years Practising to Date

n= 38

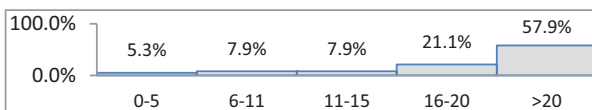
0-5	6-11	11-15	16-20	>20
10	4	10	5	9



Years Intending to Continue

n= 38

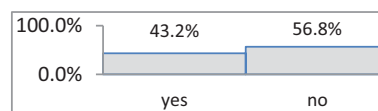
0-5	6-11	11-15	16-20	>20
2	3	3	8	22



Waiting List

n= 37

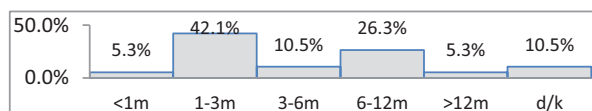
yes	no
16	21



Waiting List Length

n= 19

<1m	1-3m	3-6m	6-12m	>12m	d/k
1	8	2	5	1	2



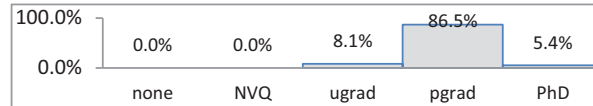
Palaeoenvironmental Human Osteology

About Training and Professional Development

New Entrant Qualifications Needed

n= 37

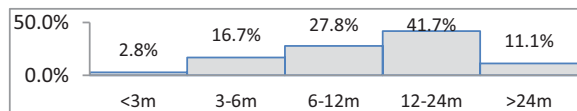
none	NVQ	ugrad	pgrad	PhD
0	0	3	32	2



New Entrant Experience Needed

n= 36

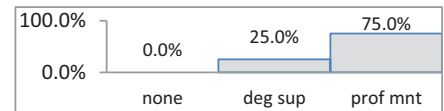
<3m	3-6m	6-12m	12-24m	>24m
1	6	10	15	4



New Entrant Guidance or Mentoring

n= 36

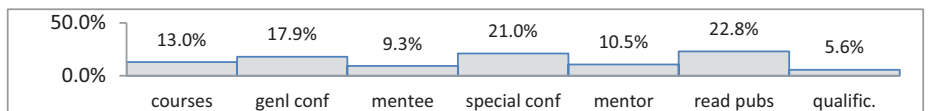
none	deg sup	prof mnt
0	9	27



CPD Mechanisms Preferred

n= 162

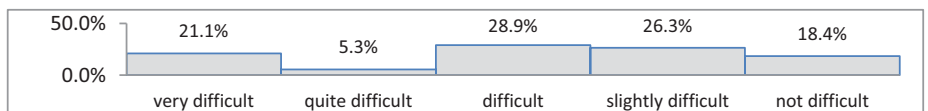
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
21	29	15	34	17	37	9



Access to Initial Training

n= 38

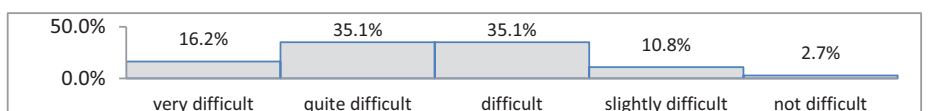
very difficult	quite difficult	difficult	slightly	not difficult
8	2	11	10	7



Access to CPD Training

n= 37

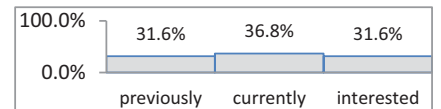
very difficult	quite difficult	difficult	slightly	not difficult
6	13	13	4	1



Being a Trainer

n= 38

previously	currently	interested
12	14	12

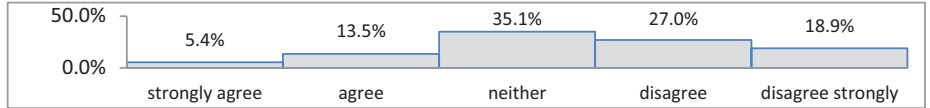


Palaeoenvironmental Human Osteology

About the Changing Levels of Demand for Work

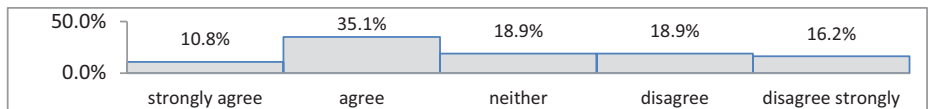
Reduced Projects
n= 37

strongly agree	agree	neither	disagree	disagree
2	5	13	10	7



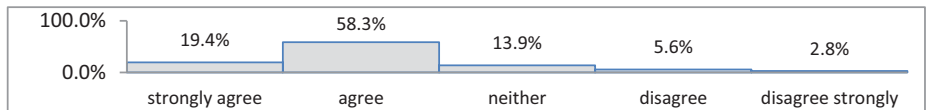
Reduce Costs
n= 37

strongly agree	agree	neither	disagree	disagree
4	13	7	7	6



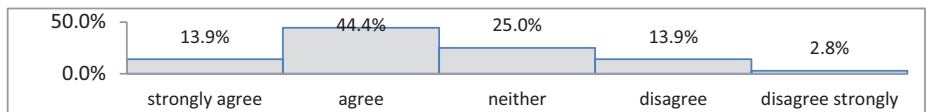
Time Pressure
n= 36

strongly agree	agree	neither	disagree	disagree
7	21	5	2	1



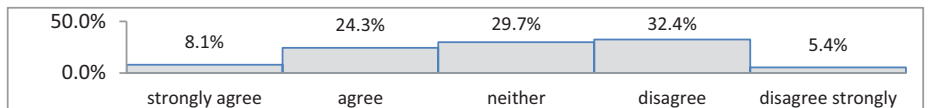
Cut Back Aspects
n= 36

strongly agree	agree	neither	disagree	disagree
5	16	9	5	1



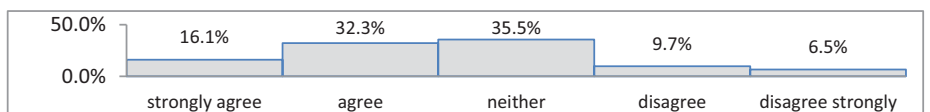
Job Security Worries
n= 37

strongly agree	agree	neither	disagree	disagree
3	9	11	12	2



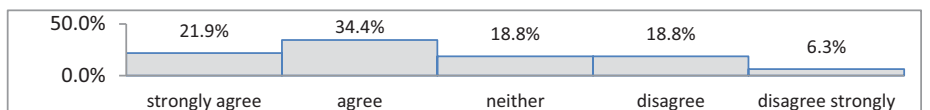
Non-Specialist Duties
n= 31

strongly agree	agree	neither	disagree	disagree
5	10	11	3	2



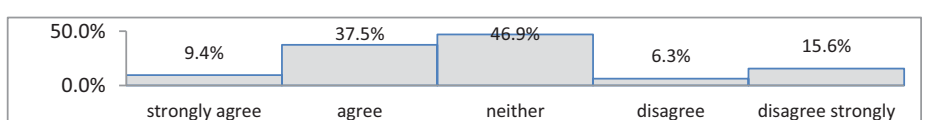
Take Work Home
n= 32

strongly agree	agree	neither	disagree	disagree
7	11	6	6	2



Decrease in Specialists
n= 37

strongly agree	agree	neither	disagree	disagree
3	12	15	2	5



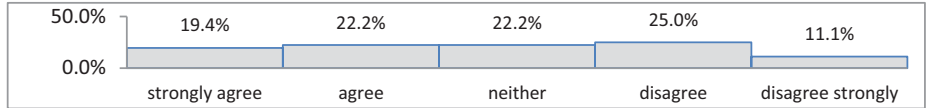
Palaeoenvironmental Human Osteology

About the Potential Impact of Brexit

Reduced Projects

n= 36

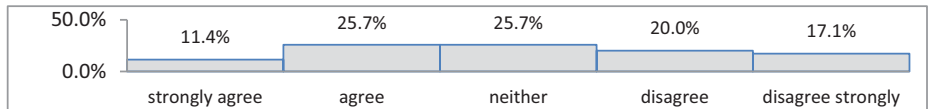
strongly agree	agree	neither	disagree	disagree
7	8	8	9	4



Reduce Costs

n= 36

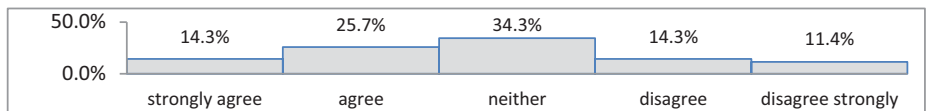
strongly agree	agree	neither	disagree	disagree
4	9	9	7	6



Time Pressure

n= 35

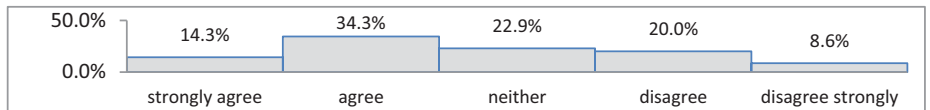
strongly agree	agree	neither	disagree	disagree
5	9	12	5	4



Cut Back Aspects

n= 35

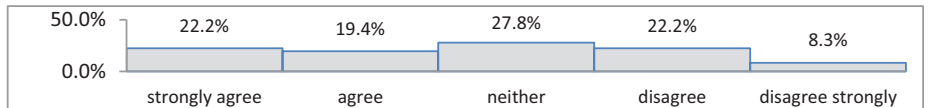
strongly agree	agree	neither	disagree	disagree
5	12	8	7	3



Job Security Worries

n= 35

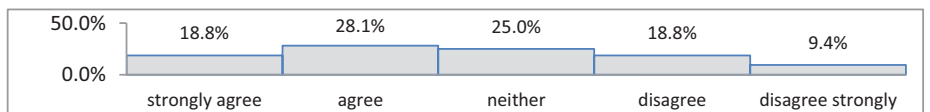
strongly agree	agree	neither	disagree	disagree
8	7	10	8	3



Non-Specialist Duties

n= 36

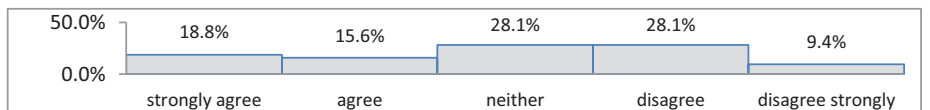
strongly agree	agree	neither	disagree	disagree
6	9	8	6	3



Take Work Home

n= 32

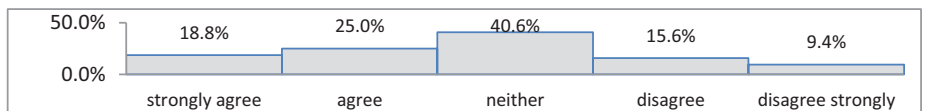
strongly agree	agree	neither	disagree	disagree
6	5	9	9	3



Decrease in Specialists

n= 32

strongly agree	agree	neither	disagree	disagree
6	8	13	5	3



**Photography
All Specialisms**

n= 60

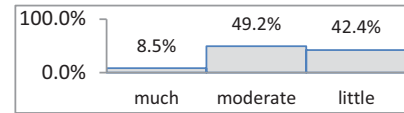
About the Work

Charge / day
n= 45

mean	SD	min	max
£ 241.24	158.61	£ 75.00	£ 800.00

Competition
n= 59

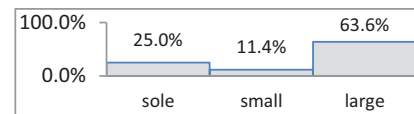
5	29	25
great deal	moderate	very little



About the Organisation

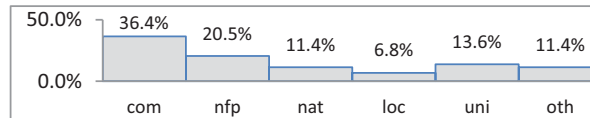
Sizes of Organisation
n= 44

11	5	28
sole trader	small	large



Types of Organisation
n= 44

16	9	5	3	6	5
commercial	not for profit	nat gov	local gov	university	other



Location

n= 44

east of england	2	4.5%
east midlands	4	9.1%
london	2	4.5%
south-east england	6	13.6%
south west england	8	18.2%
north-east england	1	2.3%
north-west england	2	4.5%
west midlands	3	6.8%
yorkshire & the humber	3	6.8%
scotland	8	18.2%
wales	1	2.3%
northern ireland	0	0.0%
channel islands	1	2.3%
isle of man	0	0.0%
outside uk - european union	2	4.5%
outside uk - rest of world	1	2.3%

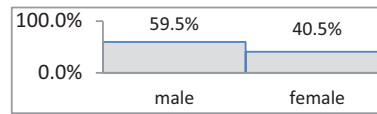
Photography All Specialisms

About the Specialists

Gender

n= 37

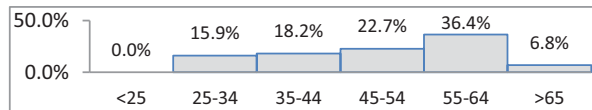
male	female
22	15



Age

n= 44

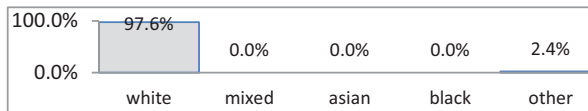
<25	25-34	35-44	45-54	55-64	>65
0	7	8	10	16	3



Ethnicity

n= 42

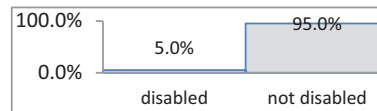
white	mixed /	asian / asian	black /	other ethnic
41	0	0	0	1



Disability Status

n= 40

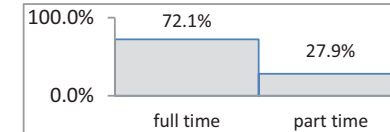
disabled	not disabled
2	38



Hours Worked

n= 43

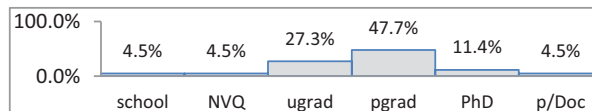
full time	part time
31	12



Highest Qualification

n= 44

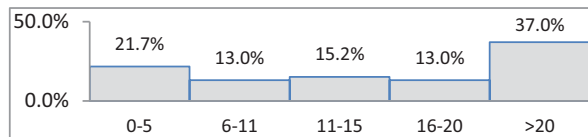
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	2	12	21	5	2



Years Practising to Date

n= 46

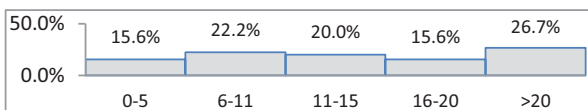
0-5	6-11	11-15	16-20	>20
10	6	7	6	17



Years Intending to Continue

n= 45

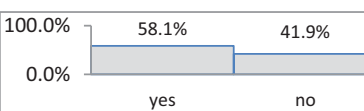
0-5	6-11	11-15	16-20	>20
7	10	9	7	12



Waiting List

n= 43

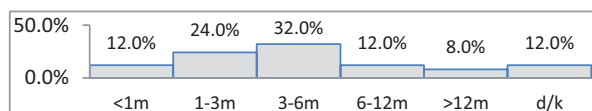
yes	no
25	18



Waiting List Length

n= 25

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	6	8	3	2	3



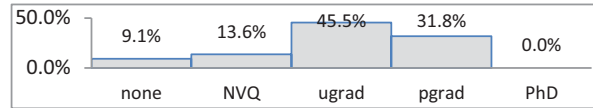
Photography All Specialisms

About Training and Professional Development

New Entrant Qualifications Needed

n= 44

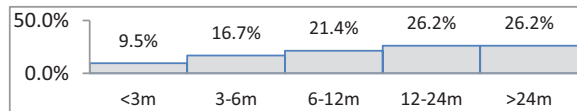
none	NVQ	ugrad	pgrad	PhD
4	6	20	14	0



New Entrant Experience Needed

n= 42

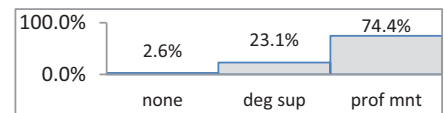
<3m	3-6m	6-12m	12-24m	>24m
4	7	9	11	11



New Entrant Guidance or Mentoring

n= 39

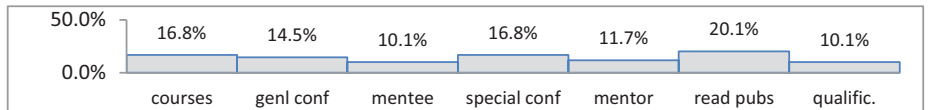
none	deg sup	prof mnt
1	9	29



CPD Mechanisms Preferred

n= 179

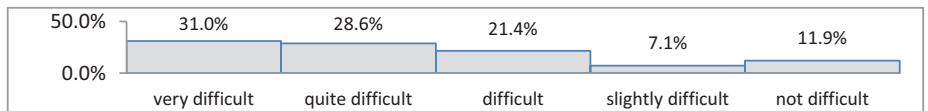
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
30	26	18	30	21	36	18



Access to Initial Training

n= 42

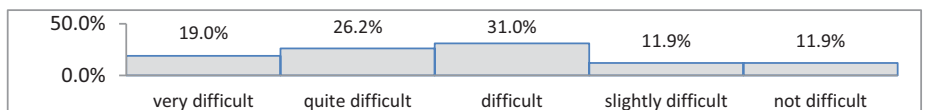
very difficult	quite difficult	difficult	slightly	not difficult
13	12	9	3	5



Access to CPD Training

n= 42

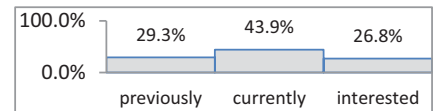
very difficult	quite difficult	difficult	slightly	not difficult
8	11	13	5	5



Being a Trainer

n= 41

previously	currently	interested
12	18	11

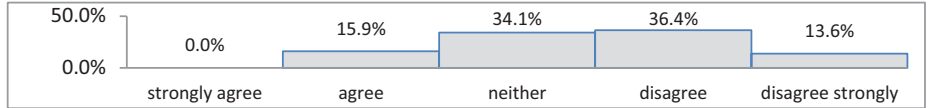


**Photography
All Specialisms**

About the Changing Levels of Demand for Work

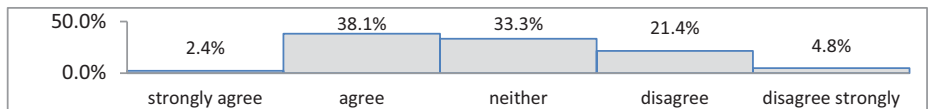
Reduced Projects
n= 44

strongly agree	agree	neither	disagree	disagree
0	7	15	16	6



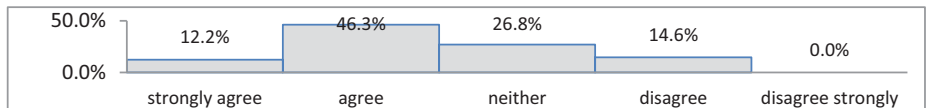
Reduce Costs
n= 42

strongly agree	agree	neither	disagree	disagree
1	16	14	9	2



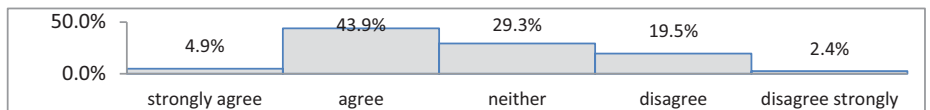
Time Pressure
n= 41

strongly agree	agree	neither	disagree	disagree
5	19	11	6	0



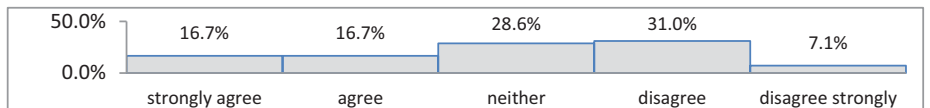
Cut Back Aspects
n= 41

strongly agree	agree	neither	disagree	disagree
2	18	12	8	1



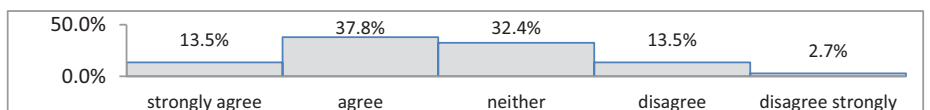
Job Security Worries
n= 42

strongly agree	agree	neither	disagree	disagree
7	7	12	13	3



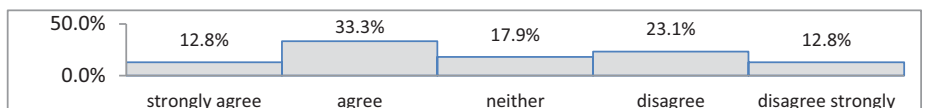
Non-Specialist Duties
n= 37

strongly agree	agree	neither	disagree	disagree
5	14	12	5	1



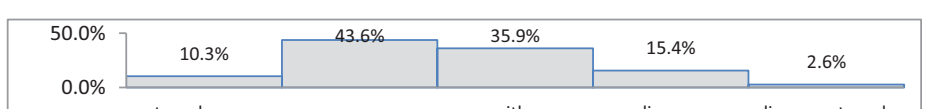
Take Work Home
n= 39

strongly agree	agree	neither	disagree	disagree
5	13	7	9	5



Decrease in Specialists
n= 42

strongly agree	agree	neither	disagree	disagree
4	17	14	6	1

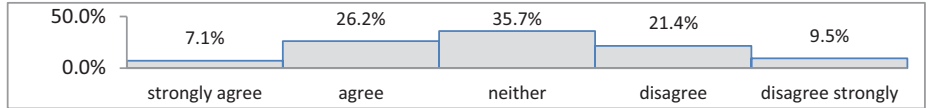


**Photography
All Specialisms**

About the Potential Impact of Brexit

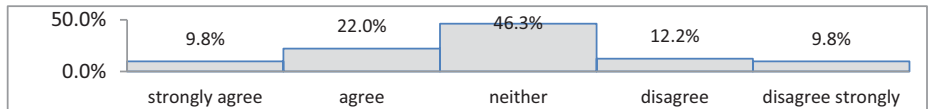
Reduced Projects
n= 42

strongly agree	agree	neither	disagree	disagree
3	11	15	9	4



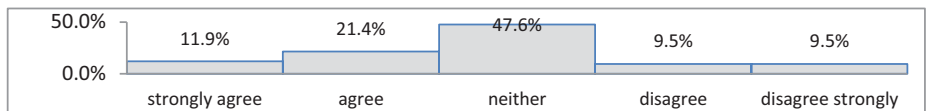
Reduce Costs
n= 42

strongly agree	agree	neither	disagree	disagree
4	9	19	5	4



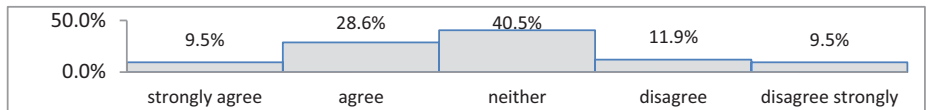
Time Pressure
n= 41

strongly agree	agree	neither	disagree	disagree
5	9	20	4	4



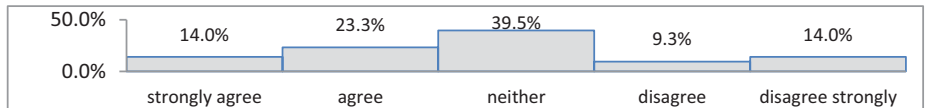
Cut Back Aspects
n= 42

strongly agree	agree	neither	disagree	disagree
4	12	17	5	4



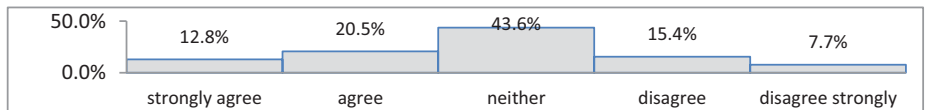
Job Security Worries
n= 42

strongly agree	agree	neither	disagree	disagree
6	10	17	4	6



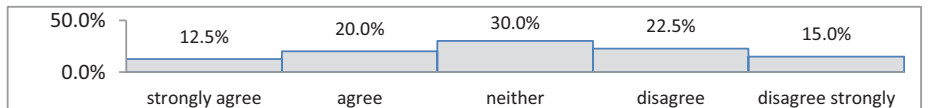
Non-Specialist Duties
n= 43

strongly agree	agree	neither	disagree	disagree
5	8	17	6	3



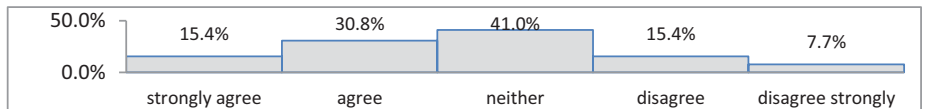
Take Work Home
n= 39

strongly agree	agree	neither	disagree	disagree
5	8	12	9	6



Decrease in Specialists
n= 40

strongly agree	agree	neither	disagree	disagree
6	12	16	6	3



All comments from providers of Photography services:

full-time employee

human bone only

I work for [national heritage organisation], so competition isn't really relevant

Maritime

not much competition since everyone does it.

Occasional

publication only

UAV survey

We are expected to photograph and edit images for all artefacts we record

Works considered part of my contract with [organisation]

**Photography
Microphotography**

n= 6

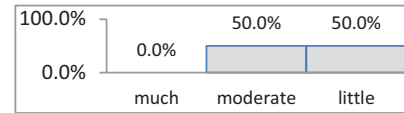
About the Work

Charge / day
n= 3

mean	SD	min	max
£ 300.00		282.84 £	100.00 £ 700.00

Competition
n= 4

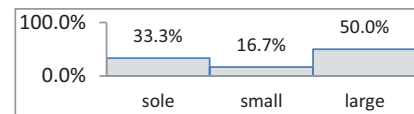
0	2	2
great deal	moderate	very little



About the Organisation

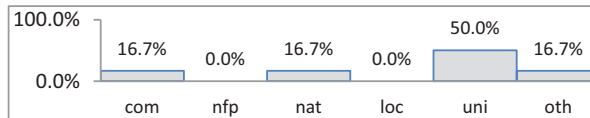
Sizes of Organisation
n= 6

2	1	3
sole trader	small	large



Types of Organisation
n= 6

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



Location

n= 6

east of england	0	0.0%
east midlands	0	0.0%
london	1	16.7%
south-east england	1	16.7%
south west england	2	33.3%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
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 - european union	1	16.7%
outside uk - rest of world	1	16.7%

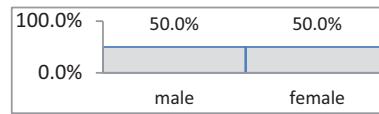
Photography Microphotography

About the Specialists

Gender

n= 4

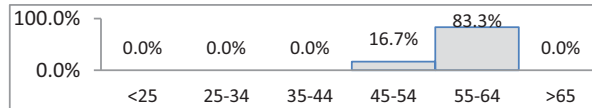
male	female
2	2



Age

n= 6

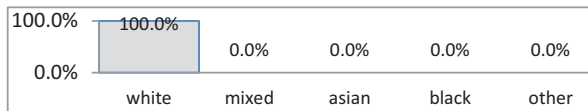
<25	25-34	35-44	45-54	55-64	>65
0	0	0	0	1	5



Ethnicity

n= 5

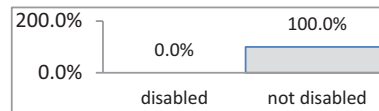
white	mixed /	asian / asian	black /	other ethnic
5	0	0	0	0



Disability Status

n= 5

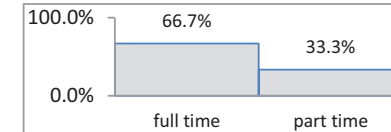
disabled	not disabled
0	5



Hours Worked

n= 6

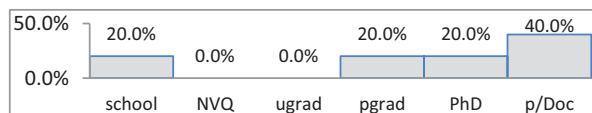
full time	part time
4	2



Highest Qualification

n= 5

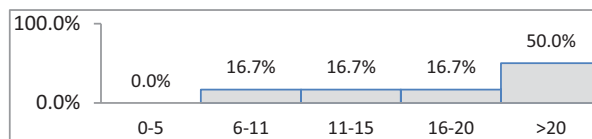
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	0	0	1	1



Years Practising to Date

n= 6

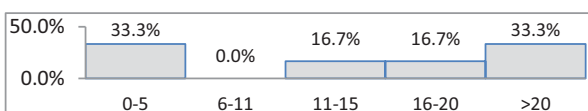
0-5	6-11	11-15	16-20	>20
0	1	1	1	3



Years Intending to Continue

n= 6

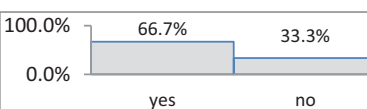
0-5	6-11	11-15	16-20	>20
2	0	1	1	2



Waiting List

n= 6

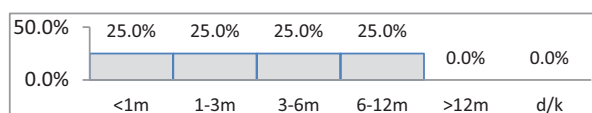
yes	no
4	2



Waiting List Length

n= 4

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



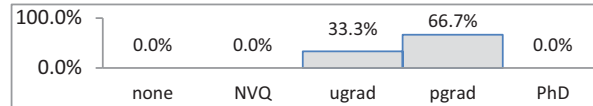
Photography Microphotography

About Training and Professional Development

New Entrant Qualifications Needed

n= 6

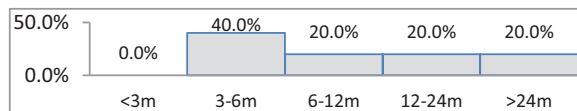
none	NVQ	ugrad	pgrad	PhD
0	0	2	4	0



New Entrant Experience Needed

n= 5

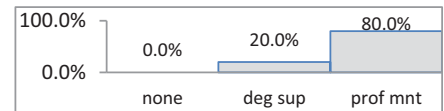
<3m	3-6m	6-12m	12-24m	>24m
0	2	1	1	1



New Entrant Guidance or Mentoring

n= 5

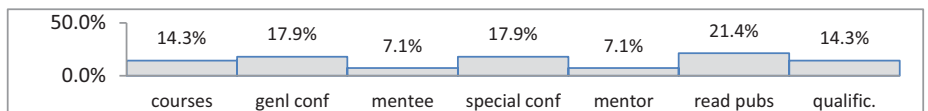
none	deg sup	prof mnt
0	1	4



CPD Mechanisms Preferred

n= 28

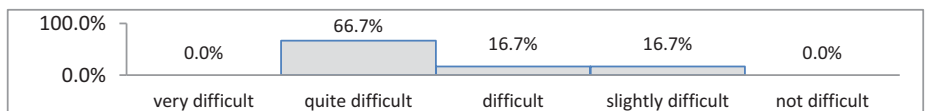
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
4	5	2	5	2	6	4



Access to Initial Training

n= 6

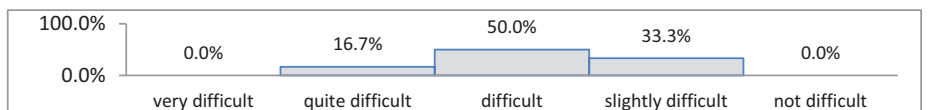
very difficult	quite difficult	difficult	slightly	not difficult
0	4	1	1	0



Access to CPD Training

n= 6

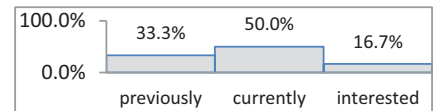
very difficult	quite difficult	difficult	slightly	not difficult
0	1	3	2	0



Being a Trainer

n= 6

previously	currently	interested
2	3	1

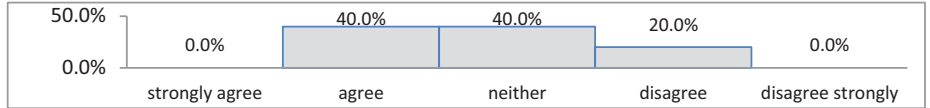


**Photography
Microphotography**

About the Changing Levels of Demand for Work

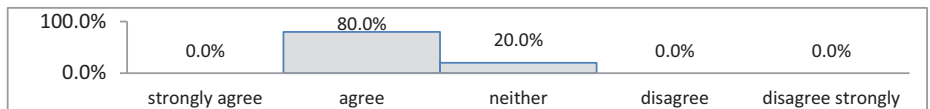
Reduced Projects
n= 5

strongly agree	agree	neither	disagree	disagree
0	2	2	1	0



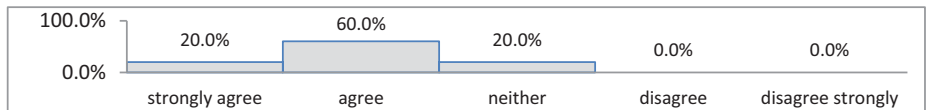
Reduce Costs
n= 5

strongly agree	agree	neither	disagree	disagree
0	4	1	0	0



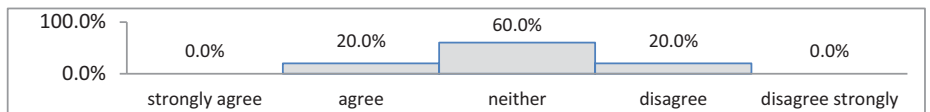
Time Pressure
n= 5

strongly agree	agree	neither	disagree	disagree
1	3	1	0	0



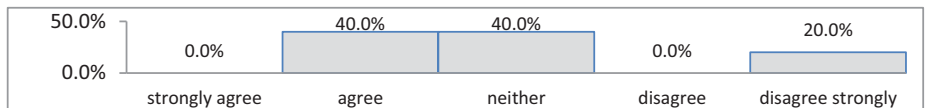
Cut Back Aspects
n= 5

strongly agree	agree	neither	disagree	disagree
0	1	3	1	0



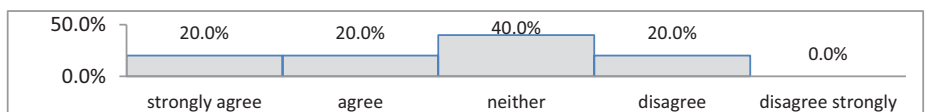
Job Security Worries
n= 5

strongly agree	agree	neither	disagree	disagree
0	2	2	0	1



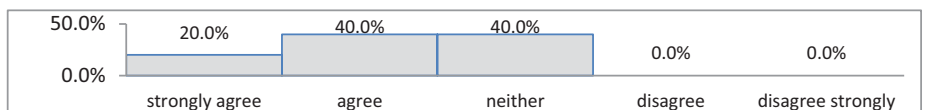
Non-Specialist Duties
n= 5

strongly agree	agree	neither	disagree	disagree
1	1	2	1	0



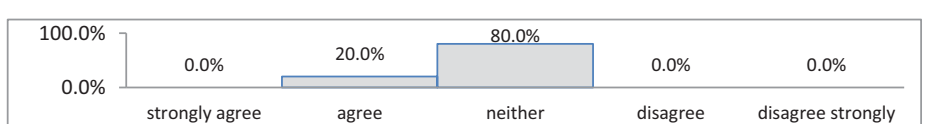
Take Work Home
n= 5

strongly agree	agree	neither	disagree	disagree
1	2	2	0	0



Decrease in Specialists
n= 5

strongly agree	agree	neither	disagree	disagree
0	1	4	0	0



Photography Microphotography

About the Potential Impact of Brexit

Reduced Projects

n= 5

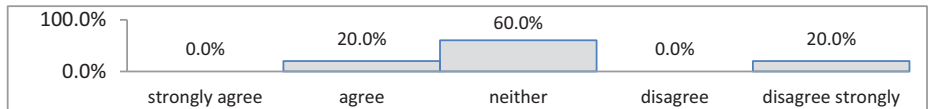
strongly agree	agree	neither	disagree	disagree
0	2	0	2	1



Reduce Costs

n= 5

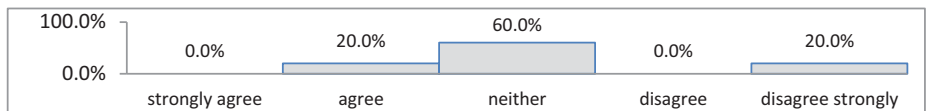
strongly agree	agree	neither	disagree	disagree
0	1	3	0	1



Time Pressure

n= 5

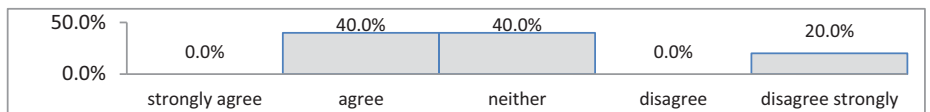
strongly agree	agree	neither	disagree	disagree
0	1	3	0	1



Cut Back Aspects

n= 5

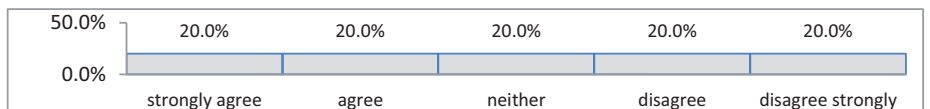
strongly agree	agree	neither	disagree	disagree
0	2	2	0	1



Job Security Worries

n= 5

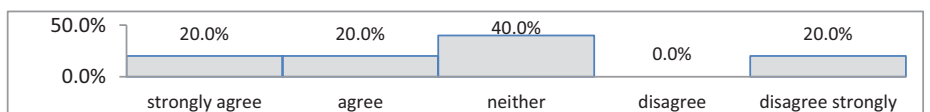
strongly agree	agree	neither	disagree	disagree
1	1	1	1	1



Non-Specialist Duties

n= 5

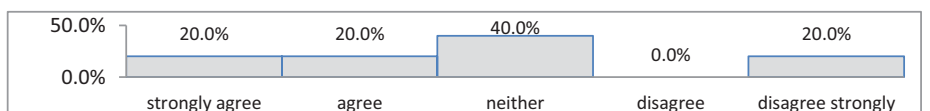
strongly agree	agree	neither	disagree	disagree
1	1	2	0	1



Take Work Home

n= 5

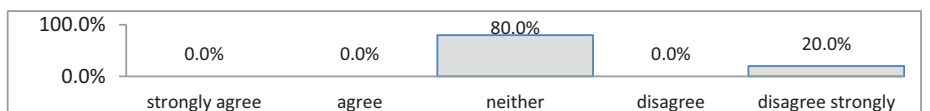
strongly agree	agree	neither	disagree	disagree
1	1	2	0	1



Decrease in Specialists

n= 5

strongly agree	agree	neither	disagree	disagree
0	0	4	0	1



**Photography
Artefact**

n= 30

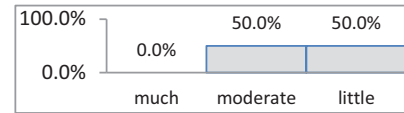
About the Work

Charge / day
n= 17

mean	SD	min	max
£ 205.64		119.19 £	75.00 £ 600.00

Competition
n= 20

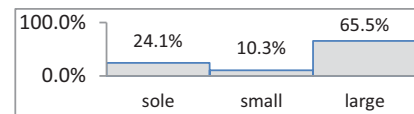
0	10	10
great deal	moderate	very little



About the Organisation

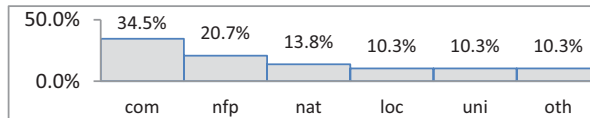
Sizes of Organisation
n= 29

7	3	19
sole trader	small	large



Types of Organisation
n= 29

10	6	4	3	3	3
commercial	not for profit	nat gov	local gov	university	other



Location
n= 29

east of england	2	6.9%
east midlands	3	10.3%
london	2	6.9%
south-east england	4	13.8%
south west england	4	13.8%
north-east england	1	3.4%
north-west england	2	6.9%
west midlands	2	6.9%
yorkshire & the humber	3	10.3%
scotland	4	13.8%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	1	3.4%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	1	3.4%

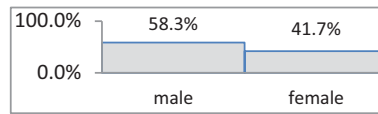
Photography Artefact

About the Specialists

Gender

n= 24

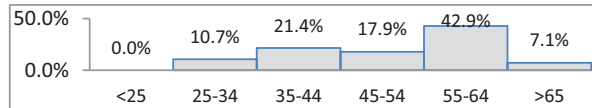
male	female
14	10



Age

n= 28

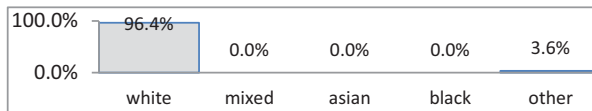
<25	25-34	35-44	45-54	55-64	>65
0	3	6	5	12	2



Ethnicity

n= 28

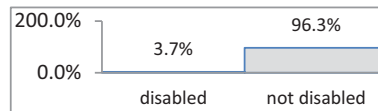
white	mixed /	asian / asian	black /	other ethnic
27	0	0	0	1



Disability Status

n= 27

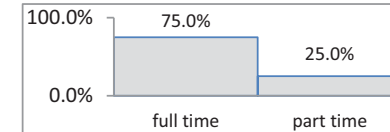
disabled	not disabled
1	26



Hours Worked

n= 28

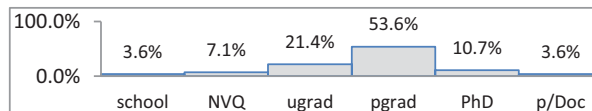
full time	part time
21	7



Highest Qualification

n= 28

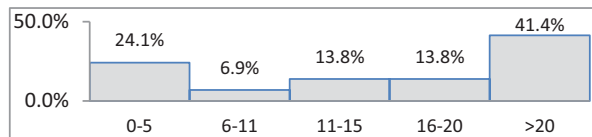
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	2	6	15	3	1



Years Practising to Date

n= 29

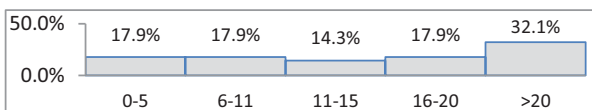
0-5	6-11	11-15	16-20	>20
7	2	4	4	12



Years Intending to Continue

n= 28

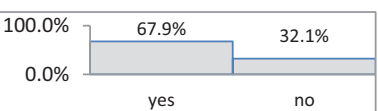
0-5	6-11	11-15	16-20	>20
5	5	4	5	9



Waiting List

n= 28

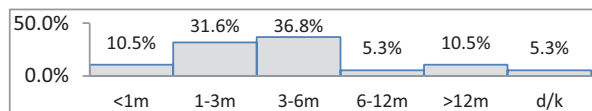
yes	no
19	9



Waiting List Length

n= 19

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



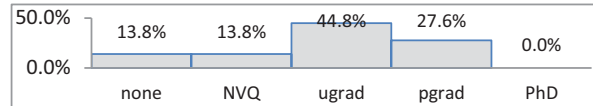
Photography Artefact

About Training and Professional Development

New Entrant Qualifications Needed

n= 29

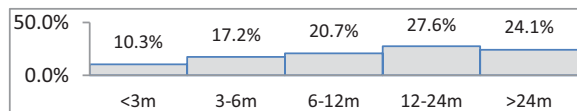
none	NVQ	ugrad	pgrad	PhD
4	4	13	8	0



New Entrant Experience Needed

n= 29

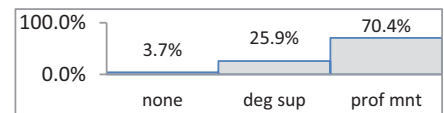
<3m	3-6m	6-12m	12-24m	>24m
3	5	6	8	7



New Entrant Guidance or Mentoring

n= 27

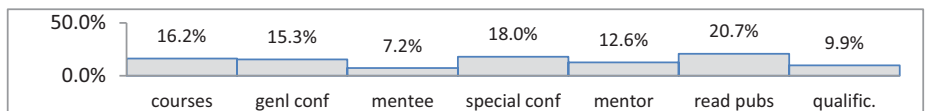
none	deg sup	prof mnt
1	7	19



CPD Mechanisms Preferred

n= 111

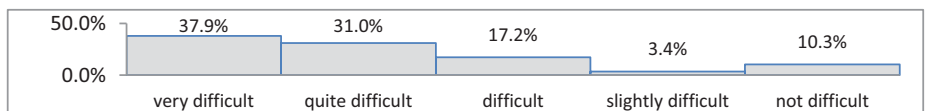
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
18	17	8	20	14	23	11



Access to Initial Training

n= 29

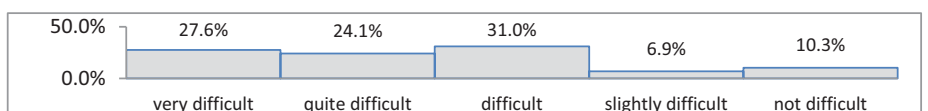
very difficult	quite difficult	difficult	slightly	not difficult
11	9	5	1	3



Access to CPD Training

n= 29

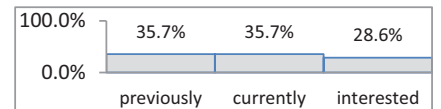
very difficult	quite difficult	difficult	slightly	not difficult
8	7	9	2	3



Being a Trainer

n= 28

previously	currently	interested
10	10	8

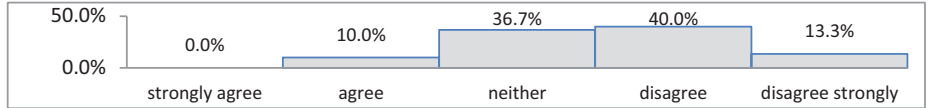


**Photography
Artefact**

About the Changing Levels of Demand for Work

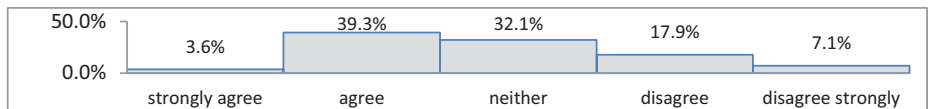
Reduced Projects
n= 30

strongly agree	agree	neither	disagree	disagree
0	3	11	12	4



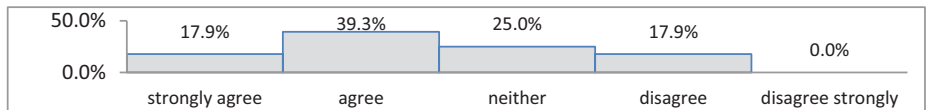
Reduce Costs
n= 28

strongly agree	agree	neither	disagree	disagree
1	11	9	5	2



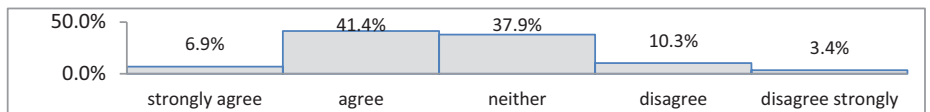
Time Pressure
n= 28

strongly agree	agree	neither	disagree	disagree
5	11	7	5	0



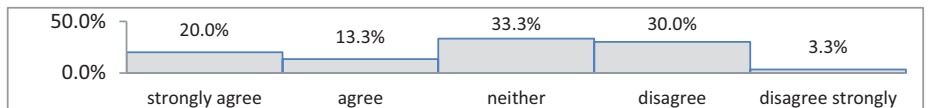
Cut Back Aspects
n= 29

strongly agree	agree	neither	disagree	disagree
2	12	11	3	1



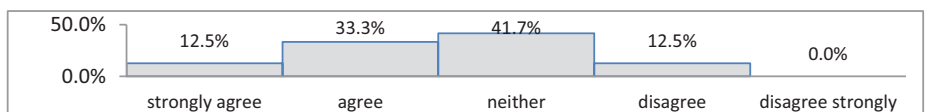
Job Security Worries
n= 30

strongly agree	agree	neither	disagree	disagree
6	4	10	9	1



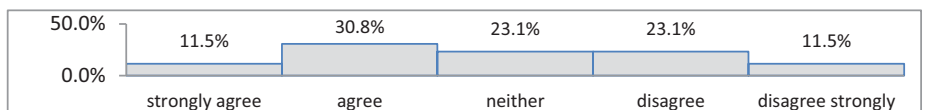
Non-Specialist Duties
n= 24

strongly agree	agree	neither	disagree	disagree
3	8	10	3	0



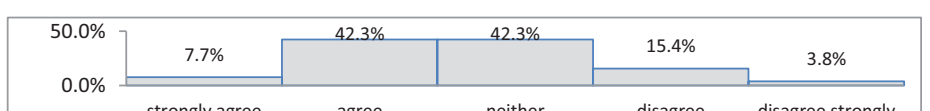
Take Work Home
n= 26

strongly agree	agree	neither	disagree	disagree
3	8	6	6	3



Decrease in Specialists
n= 29

strongly agree	agree	neither	disagree	disagree
2	11	11	4	1

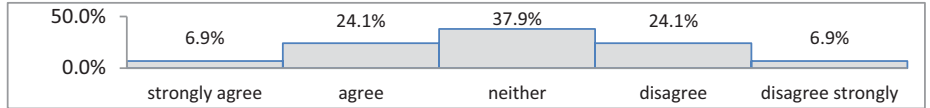


**Photography
Artefact**

About the Potential Impact of Brexit

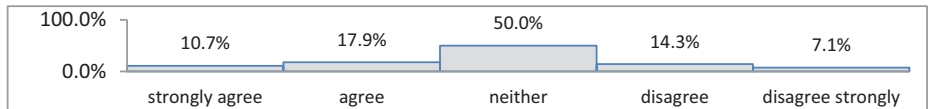
Reduced Projects
n= 29

strongly agree	agree	neither	disagree	disagree
2	7	11	7	2



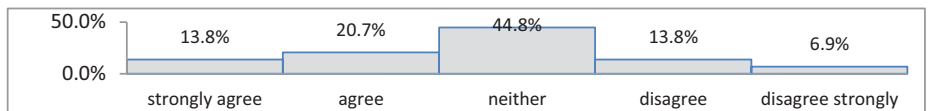
Reduce Costs
n= 29

strongly agree	agree	neither	disagree	disagree
3	5	14	4	2



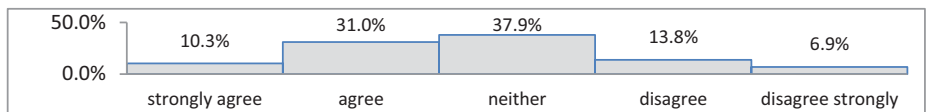
Time Pressure
n= 28

strongly agree	agree	neither	disagree	disagree
4	6	13	4	2



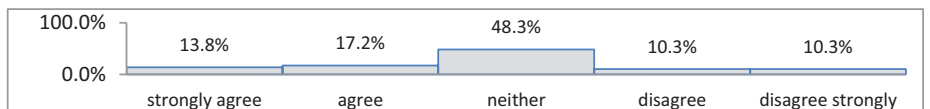
Cut Back Aspects
n= 29

strongly agree	agree	neither	disagree	disagree
3	9	11	4	2



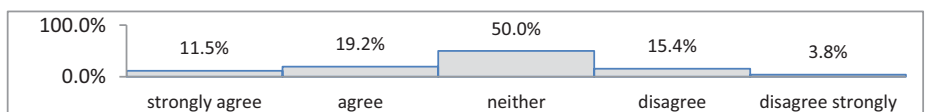
Job Security Worries
n= 29

strongly agree	agree	neither	disagree	disagree
4	5	14	3	3



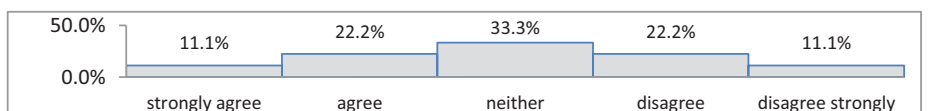
Non-Specialist Duties
n= 29

strongly agree	agree	neither	disagree	disagree
3	5	13	4	1



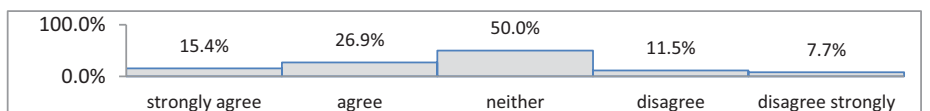
Take Work Home
n= 26

strongly agree	agree	neither	disagree	disagree
3	6	9	6	3



Decrease in Specialists
n= 27

strongly agree	agree	neither	disagree	disagree
4	7	13	3	2



Photography Site

n= 28

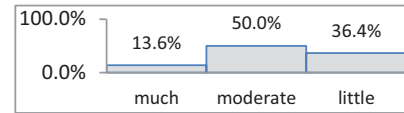
About the Work

Charge / day
n= 16

mean	SD	min	max
£ 289.38		181.98 £	100.00 £ 800.00

Competition
n= 22

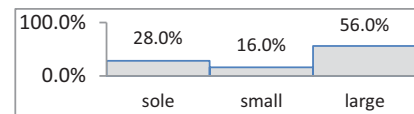
3	11	8
great deal	moderate	very little



About the Organisation

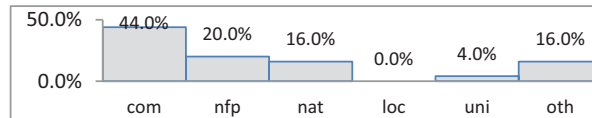
Sizes of Organisation
n= 25

7	4	14
sole trader	small	large



Types of Organisation
n= 25

11	5	4	0	1	4
commercial	not for profit	nat gov	local gov	university	other



Location

n= 25

east of england	0	0.0%
east midlands	1	4.0%
london	2	8.0%
south-east england	3	12.0%
south west england	5	20.0%
north-east england	1	4.0%
north-west england	1	4.0%
west midlands	3	12.0%
yorkshire & the humber	0	0.0%
scotland	6	24.0%
wales	1	4.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	4.0%
outside uk - rest of world	1	4.0%

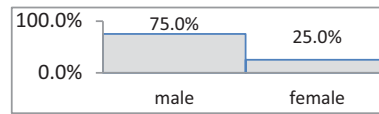
Photography Site

About the Specialists

Gender

n= 24

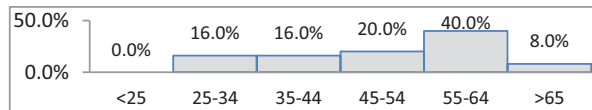
male	female
18	6



Age

n= 25

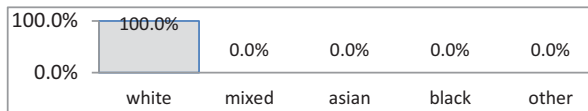
<25	25-34	35-44	45-54	55-64	>65
0	4	4	5	10	2



Ethnicity

n= 25

white	mixed /	asian / asian	black /	other ethnic
25	0	0	0	0



Disability Status

n= 24

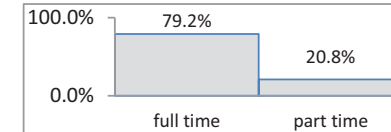
disabled	not disabled
0	24



Hours Worked

n= 24

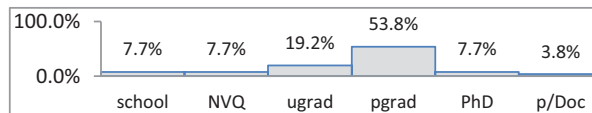
full time	part time
19	5



Highest Qualification

n= 26

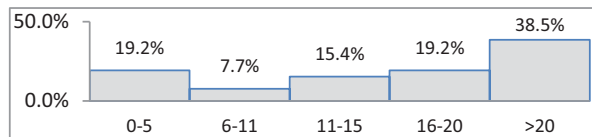
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	2	5	14	2	1



Years Practising to Date

n= 26

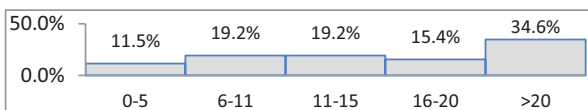
0-5	6-11	11-15	16-20	>20
5	2	4	5	10



Years Intending to Continue

n= 26

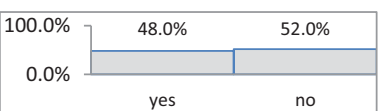
0-5	6-11	11-15	16-20	>20
3	5	5	4	9



Waiting List

n= 25

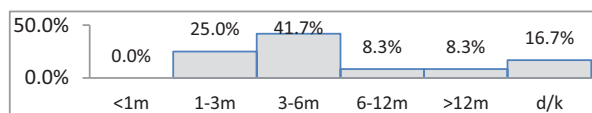
yes	no
12	13



Waiting List Length

n= 12

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



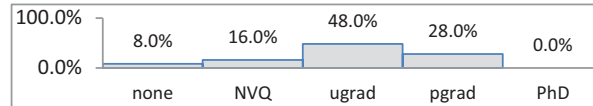
Photography Site

About Training and Professional Development

New Entrant Qualifications Needed

n= 25

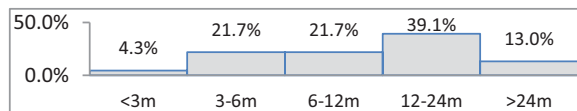
none	NVQ	ugrad	pgrad	PhD
2	4	12	7	0



New Entrant Experience Needed

n= 23

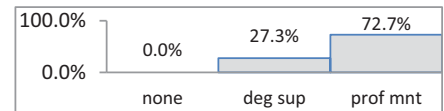
<3m	3-6m	6-12m	12-24m	>24m
1	5	5	9	3



New Entrant Guidance or Mentoring

n= 22

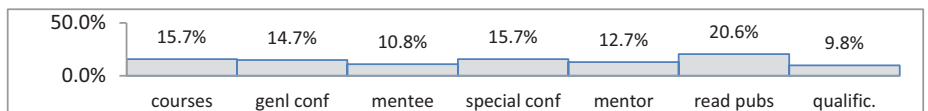
none	deg sup	prof mnt
0	6	16



CPD Mechanisms Preferred

n= 102

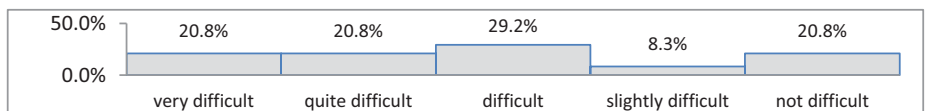
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
16	15	11	16	13	21	10



Access to Initial Training

n= 24

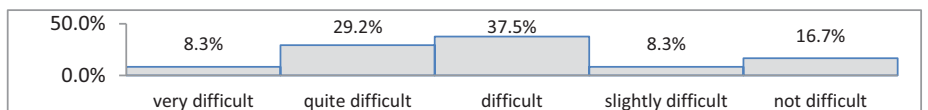
very difficult	quite difficult	difficult	slightly	not difficult
5	5	7	2	5



Access to CPD Training

n= 24

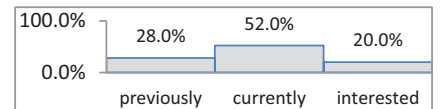
very difficult	quite difficult	difficult	slightly	not difficult
2	7	9	2	4



Being a Trainer

n= 25

previously	currently	interested
7	13	5

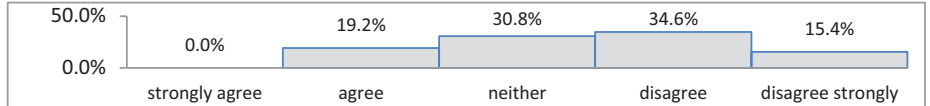


Photography Site

About the Changing Levels of Demand for Work

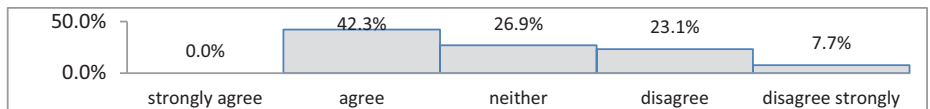
Reduced Projects
n= 26

strongly agree	agree	neither	disagree	disagree
0	5	8	9	4



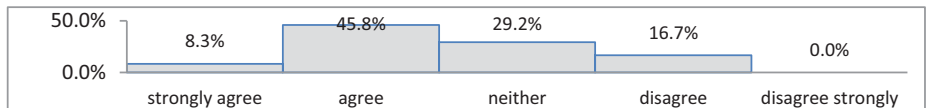
Reduce Costs
n= 26

strongly agree	agree	neither	disagree	disagree
0	11	7	6	2



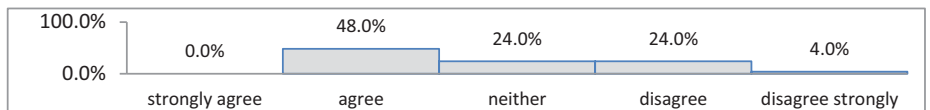
Time Pressure
n= 24

strongly agree	agree	neither	disagree	disagree
2	11	7	4	0



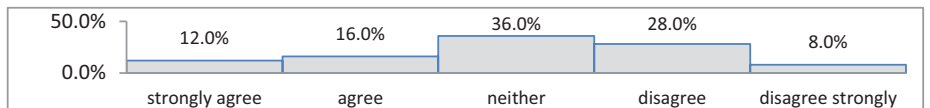
Cut Back Aspects
n= 25

strongly agree	agree	neither	disagree	disagree
0	12	6	6	1



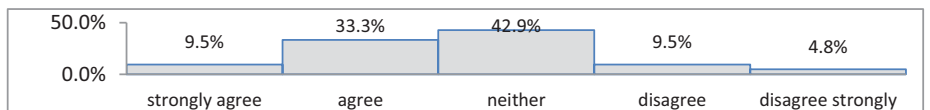
Job Security Worries
n= 25

strongly agree	agree	neither	disagree	disagree
3	4	9	7	2



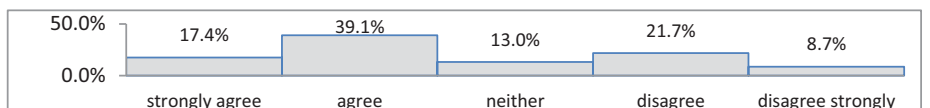
Non-Specialist Duties
n= 21

strongly agree	agree	neither	disagree	disagree
2	7	9	2	1



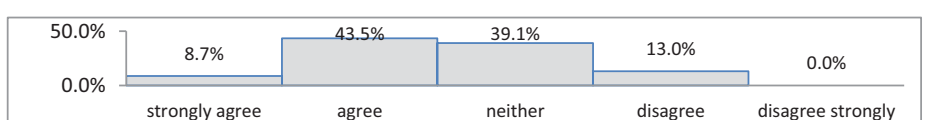
Take Work Home
n= 23

strongly agree	agree	neither	disagree	disagree
4	9	3	5	2



Decrease in Specialists
n= 24

strongly agree	agree	neither	disagree	disagree
2	10	9	3	0

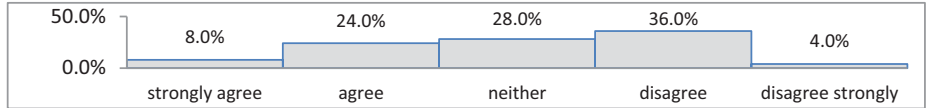


Photography Site

About the Potential Impact of Brexit

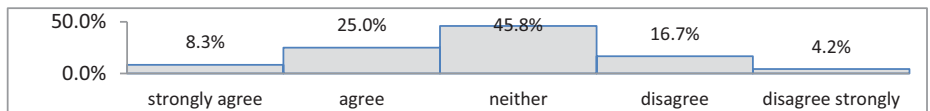
Reduced Projects
n= 25

strongly agree	agree	neither	disagree	disagree
2	6	7	9	1



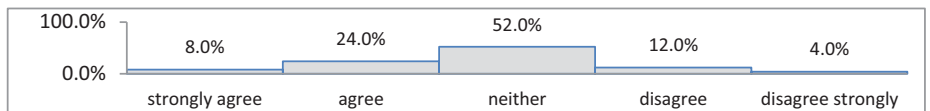
Reduce Costs
n= 25

strongly agree	agree	neither	disagree	disagree
2	6	11	4	1



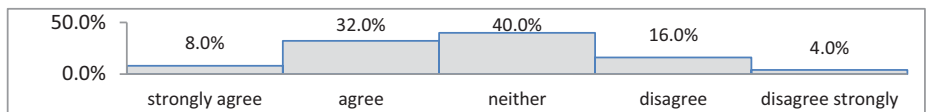
Time Pressure
n= 24

strongly agree	agree	neither	disagree	disagree
2	6	13	3	1



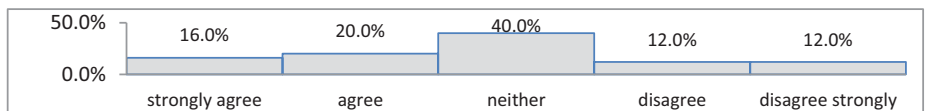
Cut Back Aspects
n= 25

strongly agree	agree	neither	disagree	disagree
2	8	10	4	1



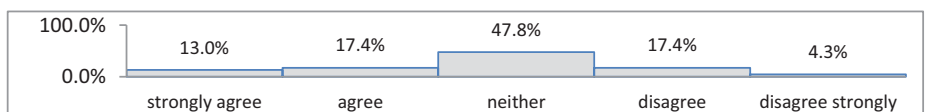
Job Security Worries
n= 25

strongly agree	agree	neither	disagree	disagree
4	5	10	3	3



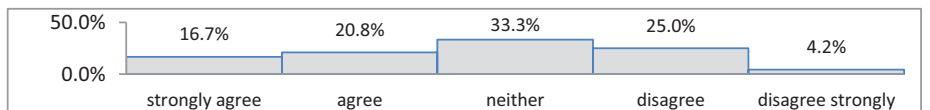
Non-Specialist Duties
n= 25

strongly agree	agree	neither	disagree	disagree
3	4	11	4	1



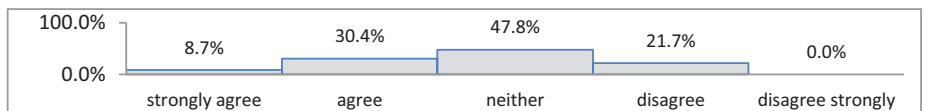
Take Work Home
n= 23

strongly agree	agree	neither	disagree	disagree
4	5	8	6	1



Decrease in Specialists
n= 24

strongly agree	agree	neither	disagree	disagree
2	7	11	5	0



**Photography
Historic Building**

n= 18

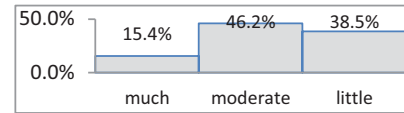
About the Work

Charge / day
n= 9

mean	SD	min	max
£ 203.33		65.66 £	100.00 £ 300.00

Competition
n= 13

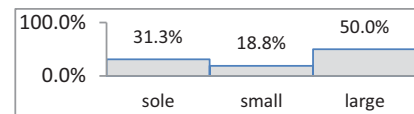
2	6	5
great deal	moderate	very little



About the Organisation

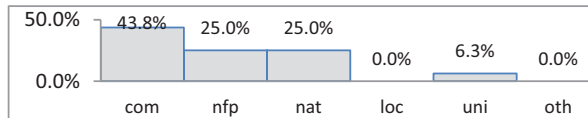
Sizes of Organisation
n= 16

5	3	8
sole trader	small	large



Types of Organisation
n= 16

7	4	4	0	1	0
commercial	not for profit	nat gov	local gov	university	other



Location

n= 16

east of england	0	0.0%
east midlands	1	6.3%
london	1	6.3%
south-east england	0	0.0%
south west england	2	12.5%
north-east england	1	6.3%
north-west england	1	6.3%
west midlands	3	18.8%
yorkshire & the humber	0	0.0%
scotland	6	37.5%
wales	1	6.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

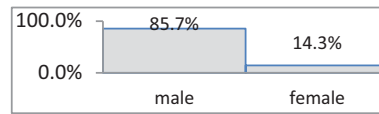
Photography Historic Building

About the Specialists

Gender

n= 14

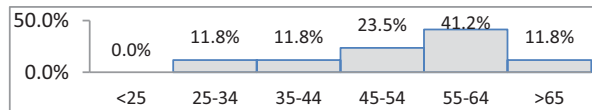
male	female
12	2



Age

n= 17

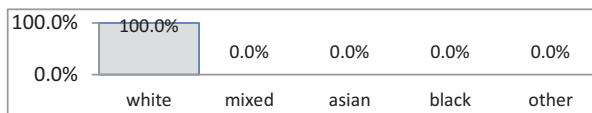
<25	25-34	35-44	45-54	55-64	>65
0	2	2	4	7	2



Ethnicity

n= 16

white	mixed /	asian / asian	black /	other ethnic
16	0	0	0	0



Disability Status

n= 15

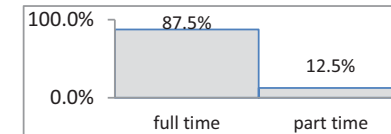
disabled	not disabled
0	15



Hours Worked

n= 16

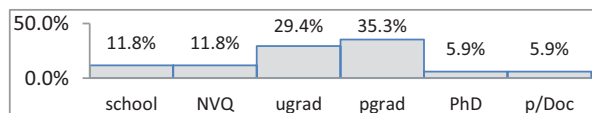
full time	part time
14	2



Highest Qualification

n= 17

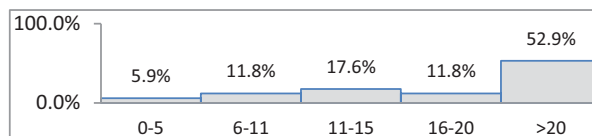
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	2	5	6	1	1



Years Practising to Date

n= 17

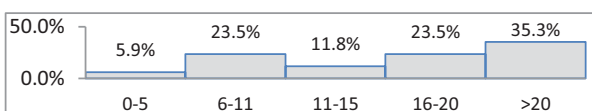
0-5	6-11	11-15	16-20	>20
1	2	3	2	9



Years Intending to Continue

n= 17

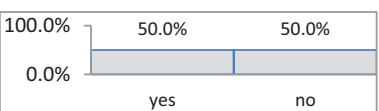
0-5	6-11	11-15	16-20	>20
1	4	2	4	6



Waiting List

n= 16

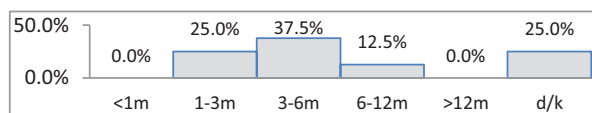
yes	no
8	8



Waiting List Length

n= 8

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



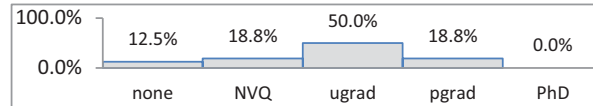
Photography Historic Building

About Training and Professional Development

New Entrant Qualifications Needed

n= 16

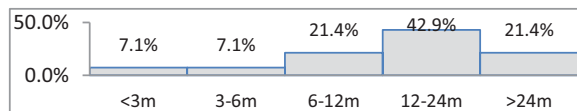
none	NVQ	ugrad	pgrad	PhD
2	3	8	3	0



New Entrant Experience Needed

n= 14

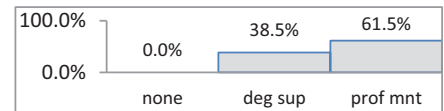
<3m	3-6m	6-12m	12-24m	>24m
1	1	3	6	3



New Entrant Guidance or Mentoring

n= 13

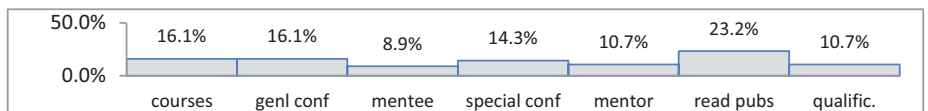
none	deg sup	prof mnt
0	5	8



CPD Mechanisms Preferred

n= 56

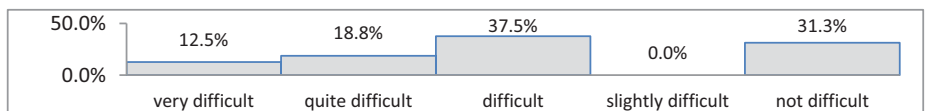
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
9	9	5	8	6	13	6



Access to Initial Training

n= 16

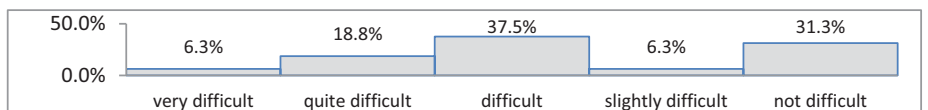
very difficult	quite difficult	difficult	slightly	not difficult
2	3	6	0	5



Access to CPD Training

n= 16

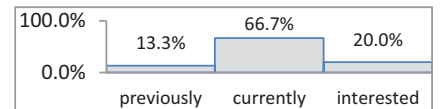
very difficult	quite difficult	difficult	slightly	not difficult
1	3	6	1	5



Being a Trainer

n= 15

previously	currently	interested
2	10	3

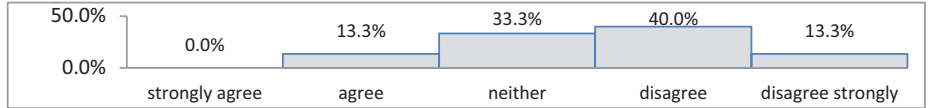


**Photography
Historic Building**

About the Changing Levels of Demand for Work

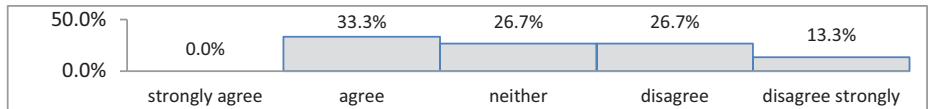
Reduced Projects
n= 15

strongly agree	agree	neither	disagree	disagree
0	2	5	6	2



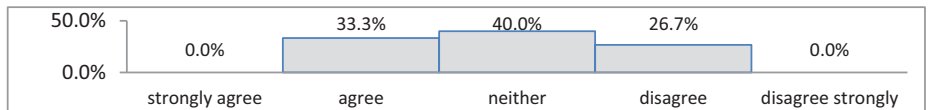
Reduce Costs
n= 15

strongly agree	agree	neither	disagree	disagree
0	5	4	4	2



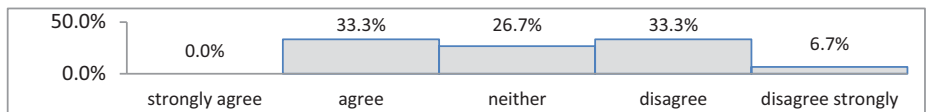
Time Pressure
n= 15

strongly agree	agree	neither	disagree	disagree
0	5	6	4	0



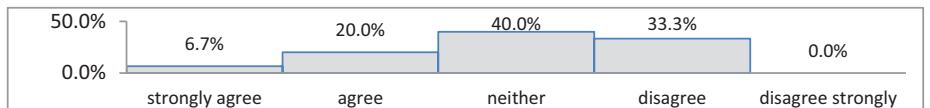
Cut Back Aspects
n= 15

strongly agree	agree	neither	disagree	disagree
0	5	4	5	1



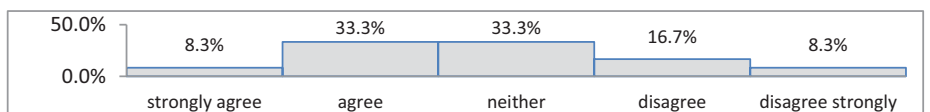
Job Security Worries
n= 15

strongly agree	agree	neither	disagree	disagree
1	3	6	5	0



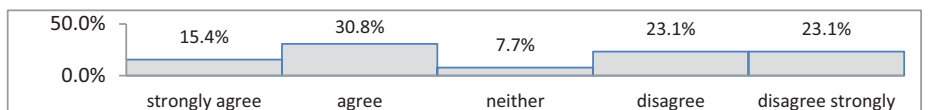
Non-Specialist Duties
n= 12

strongly agree	agree	neither	disagree	disagree
1	4	4	2	1



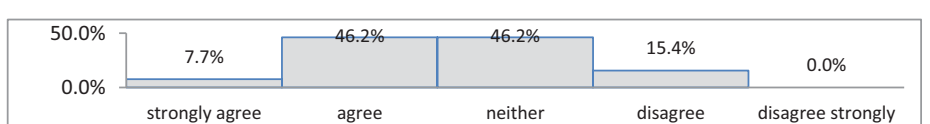
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree
2	4	1	3	3



Decrease in Specialists
n= 15

strongly agree	agree	neither	disagree	disagree
1	6	6	2	0

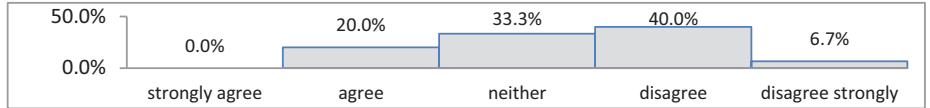


Photography Historic Building

About the Potential Impact of Brexit

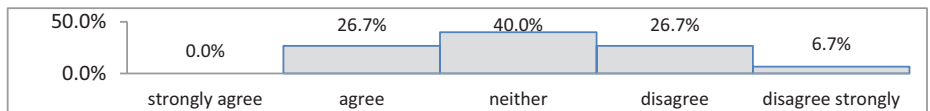
Reduced Projects
n= 15

strongly agree	agree	neither	disagree	disagree
0	3	5	6	1



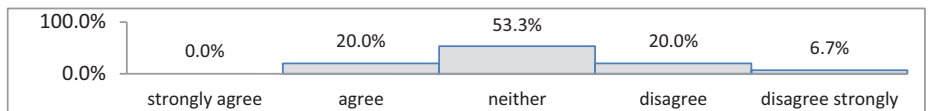
Reduce Costs
n= 15

strongly agree	agree	neither	disagree	disagree
0	4	6	4	1



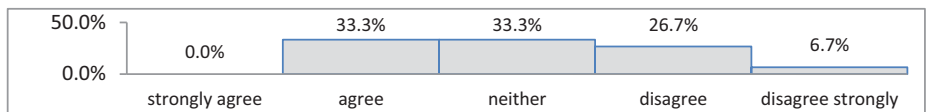
Time Pressure
n= 15

strongly agree	agree	neither	disagree	disagree
0	3	8	3	1



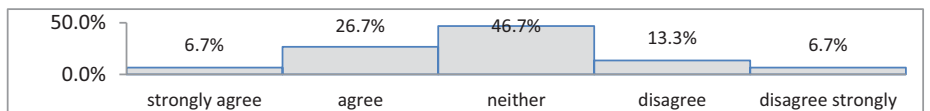
Cut Back Aspects
n= 15

strongly agree	agree	neither	disagree	disagree
0	5	5	4	1



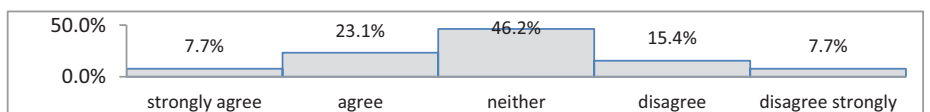
Job Security Worries
n= 15

strongly agree	agree	neither	disagree	disagree
1	4	7	2	1



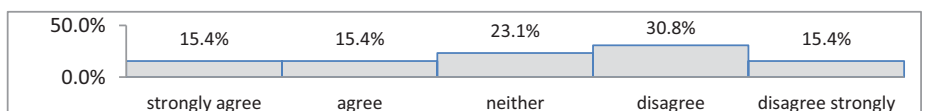
Non-Specialist Duties
n= 15

strongly agree	agree	neither	disagree	disagree
1	3	6	2	1



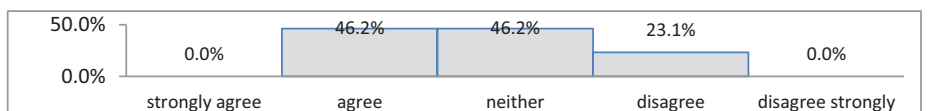
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree
2	2	3	4	2



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree
0	6	6	3	0



**Physical Dating
All Specialisms**

n= 20

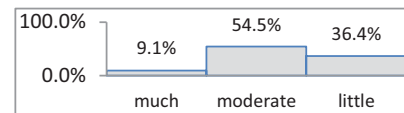
About the Work

Charge / day
n= 7

mean	SD	min	max
£ 285.71		50.03 £	180.00 £ 360.00

Competition
n= 11

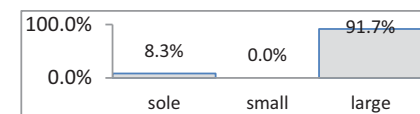
1	6	4
great deal	moderate	very little



About the Organisation

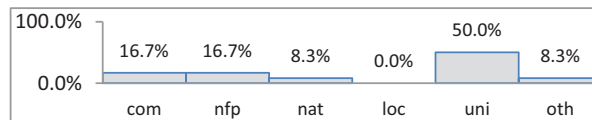
Sizes of Organisation
n= 12

1	0	11
sole trader	small	large



Types of Organisation
n= 12

2	2	1	0	6	1
commercial	not for profit	nat gov	local gov	university	other



Location
n= 12

east of england	1	8.3%
east midlands	0	0.0%
london	2	16.7%
south-east england	0	0.0%
south west england	1	8.3%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	6	50.0%
wales	1	8.3%
northern ireland	0	0.0%
channel islands	1	8.3%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

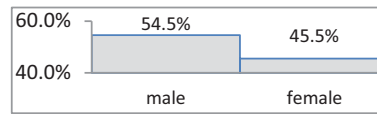
Physical Dating All Specialisms

About the Specialists

Gender

n= 11

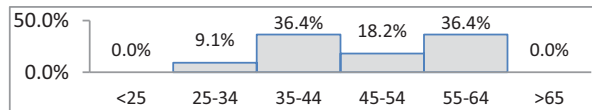
male	female
6	5



Age

n= 11

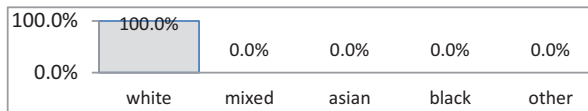
<25	25-34	35-44	45-54	55-64	>65
0	1	4	2	4	0



Ethnicity

n= 11

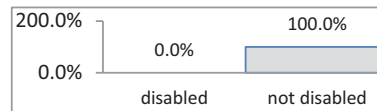
white	mixed /	asian / asian	black /	other ethnic
11	0	0	0	0



Disability Status

n= 11

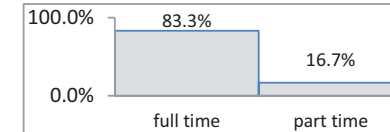
disabled	not disabled
0	11



Hours Worked

n= 12

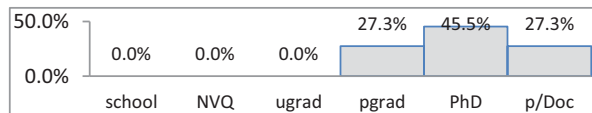
full time	part time
10	2



Highest Qualification

n= 11

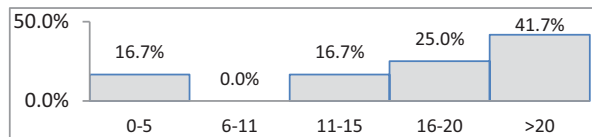
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	3	5	3



Years Practising to Date

n= 12

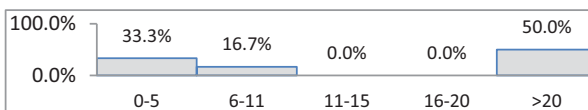
0-5	6-11	11-15	16-20	>20
2	0	2	3	5



Years Intending to Continue

n= 12

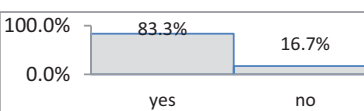
0-5	6-11	11-15	16-20	>20
4	2	0	0	6



Waiting List

n= 12

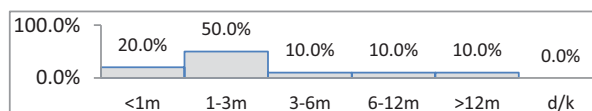
yes	no
10	2



Waiting List Length

n= 10

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



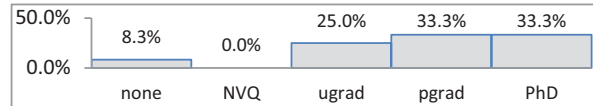
Physical Dating All Specialisms

About Training and Professional Development

New Entrant Qualifications Needed

n= 12

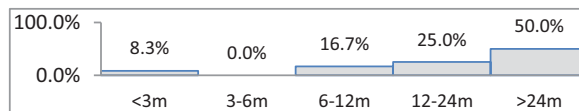
none	NVQ	ugrad	pgrad	PhD
1	0	3	4	4



New Entrant Experience Needed

n= 12

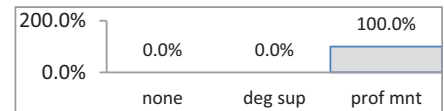
<3m	3-6m	6-12m	12-24m	>24m
1	0	2	3	6



New Entrant Guidance or Mentoring

n= 12

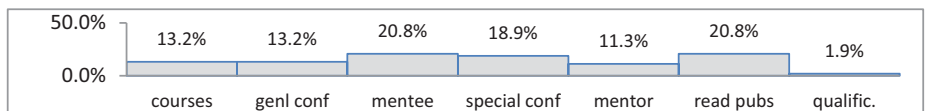
none	deg sup	prof mnt
0	0	12



CPD Mechanisms Preferred

n= 53

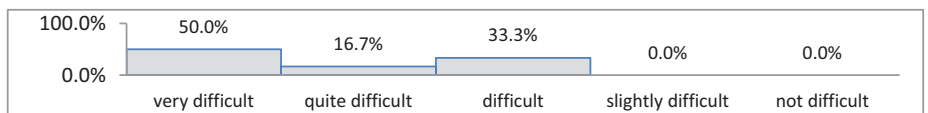
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
7	7	11	10	6	11	1



Access to Initial Training

n= 12

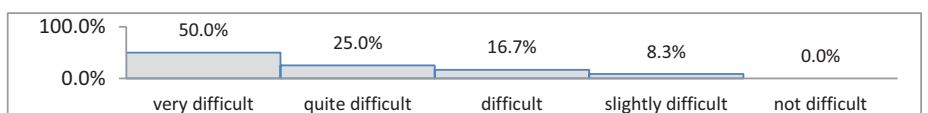
very difficult	quite difficult	difficult	slightly	not difficult
6	2	4	0	0



Access to CPD Training

n= 12

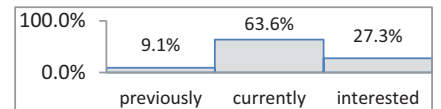
very difficult	quite difficult	difficult	slightly	not difficult
6	3	2	1	0



Being a Trainer

n= 11

previously	currently	interested
1	7	3

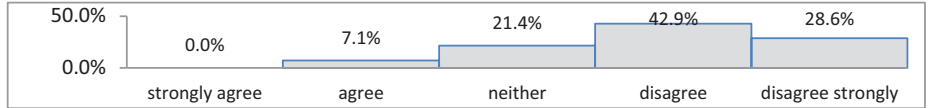


Physical Dating
All Specialisms

About the Changing Levels of Demand for Work

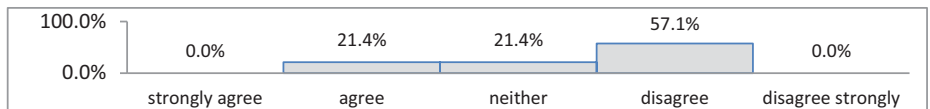
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree
0	1	3	6	4



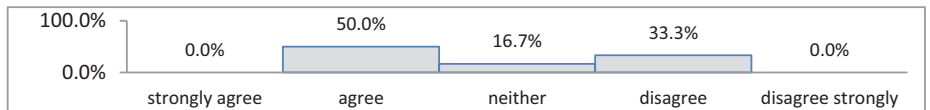
Reduce Costs
n= 14

strongly agree	agree	neither	disagree	disagree
0	3	3	8	0



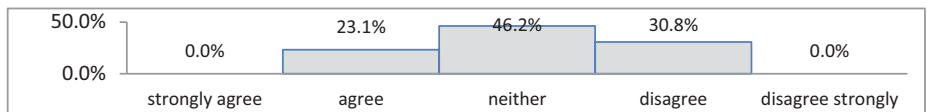
Time Pressure
n= 12

strongly agree	agree	neither	disagree	disagree
0	6	2	4	0



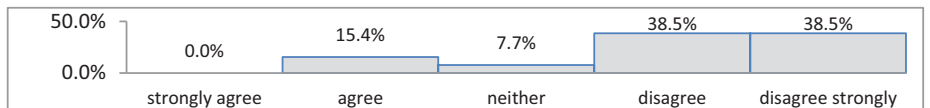
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree
0	3	6	4	0



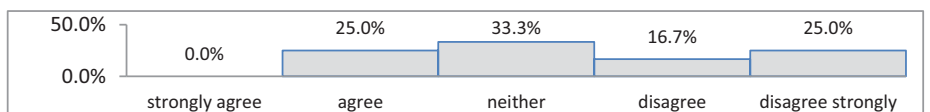
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree
0	2	1	5	5



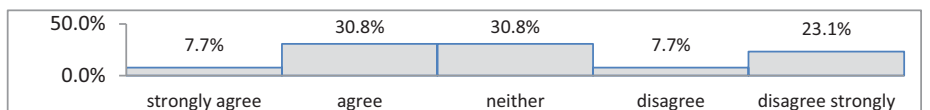
Non-Specialist Duties
n= 12

strongly agree	agree	neither	disagree	disagree
0	3	4	2	3



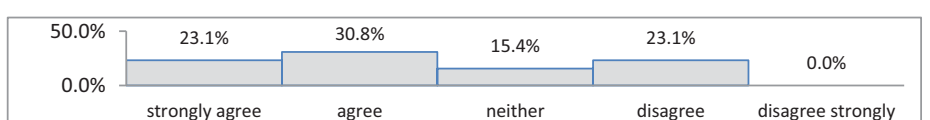
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree
1	4	4	1	3



Decrease in Specialists
n= 12

strongly agree	agree	neither	disagree	disagree
3	4	2	3	0

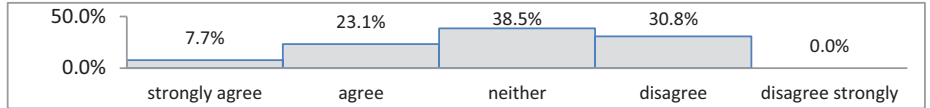


**Physical Dating
All Specialisms**

About the Potential Impact of Brexit

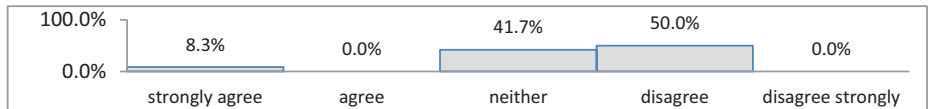
Reduced Projects
n= 13

strongly agree	agree	neither	disagree	disagree	
1	3	5	4	0	



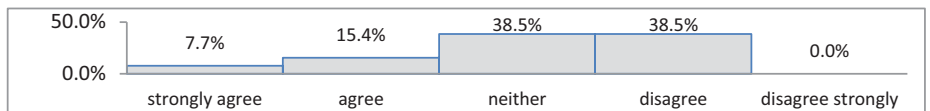
Reduce Costs
n= 13

strongly agree	agree	neither	disagree	disagree	
1	0	5	6	0	



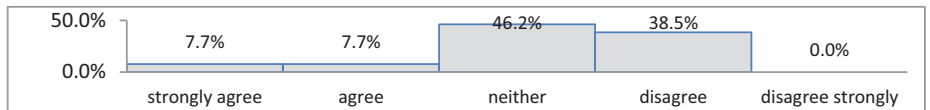
Time Pressure
n= 12

strongly agree	agree	neither	disagree	disagree	
1	2	5	5	0	



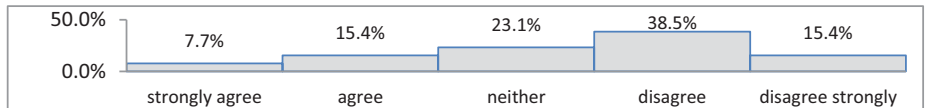
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree	
1	1	6	5	0	



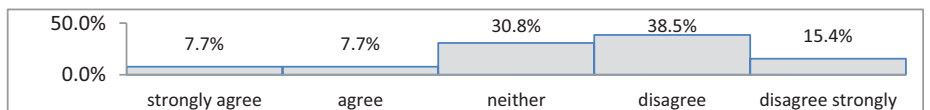
Job Security Worries
n= 13

strongly agree	agree	neither	disagree	disagree	
1	2	3	5	2	



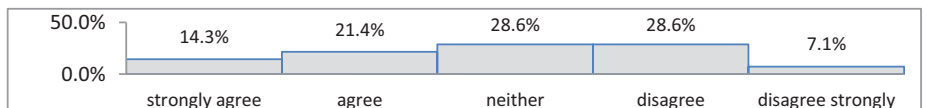
Non-Specialist Duties
n= 13

strongly agree	agree	neither	disagree	disagree	
1	1	4	5	2	



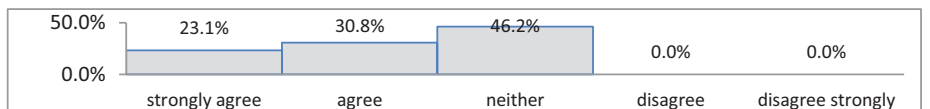
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree	
2	3	4	4	1	



Decrease in Specialists
n= 14

strongly agree	agree	neither	disagree	disagree	
3	4	6	0	0	



**Physical Dating
Dendrochronology**

n= 4

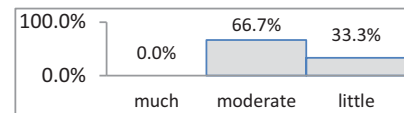
About the Work

Charge / day
n= 3

mean	SD	min	max
£ 320.00		28.28 £	300.00 £ 360.00

Competition
n= 3

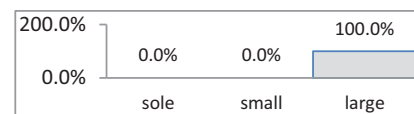
0	2	1
great deal	moderate	very little



About the Organisation

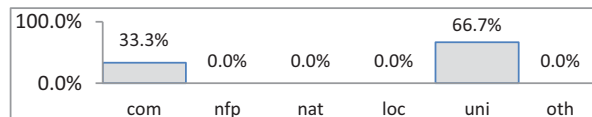
Sizes of Organisation
n= 3

0	0	3
sole trader	small	large



Types of Organisation
n= 3

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



Location
n= 3

east of england	0	0.0%
east midlands	0	0.0%
london	1	33.3%
south-east england	0	0.0%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	1	33.3%
wales	1	33.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

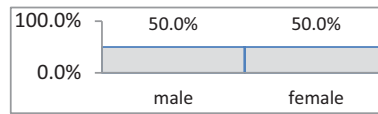
Physical Dating Dendrochronology

About the Specialists

Gender

n= 2

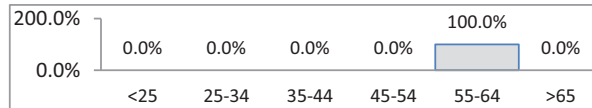
male	female
1	1



Age

n= 2

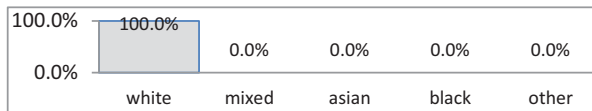
<25	25-34	35-44	45-54	55-64	>65
0	0	0	0	0	2



Ethnicity

n= 2

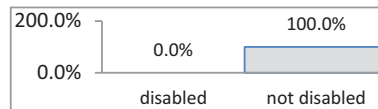
white	mixed /	asian / asian	black /	other ethnic
2	0	0	0	0



Disability Status

n= 2

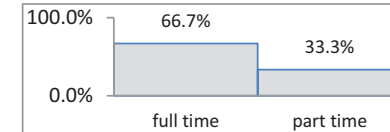
disabled	not disabled
0	2



Hours Worked

n= 3

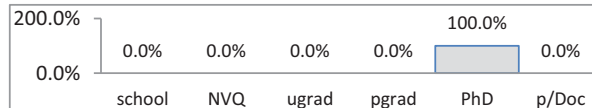
full time	part time
2	1



Highest Qualification

n= 2

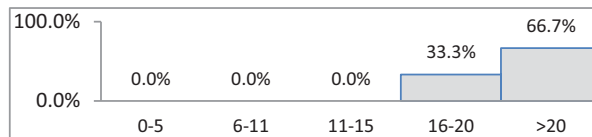
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	0	0	2



Years Practising to Date

n= 3

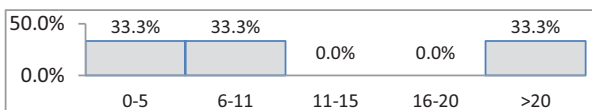
0-5	6-11	11-15	16-20	>20
0	0	0	1	2



Years Intending to Continue

n= 3

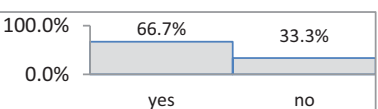
0-5	6-11	11-15	16-20	>20
1	1	0	0	1



Waiting List

n= 3

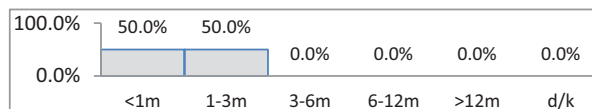
yes	no
2	1



Waiting List Length

n= 2

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



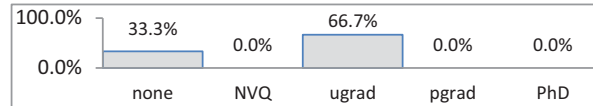
Physical Dating Dendrochronology

About Training and Professional Development

New Entrant Qualifications Needed

n= 3

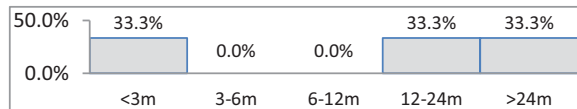
none	NVQ	ugrad	pgrad	PhD
1	0	2	0	0



New Entrant Experience Needed

n= 3

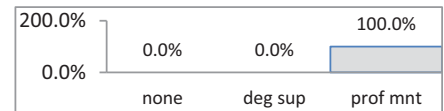
<3m	3-6m	6-12m	12-24m	>24m
1	0	0	1	1



New Entrant Guidance or Mentoring

n= 3

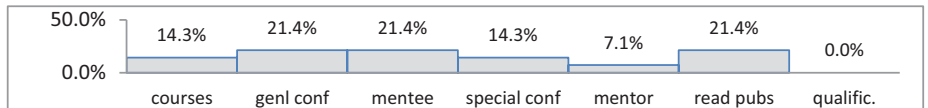
none	deg sup	prof mnt
0	0	3



CPD Mechanisms Preferred

n= 14

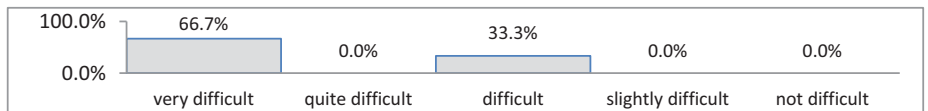
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
2	3	3	2	1	3	0



Access to Initial Training

n= 3

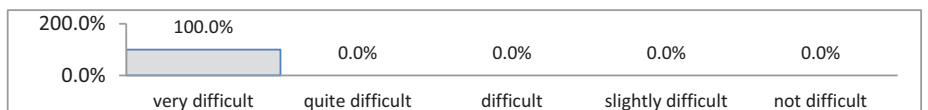
very difficult	quite difficult	difficult	slightly	not difficult
2	0	1	0	0



Access to CPD Training

n= 3

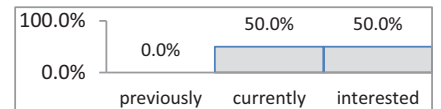
very difficult	quite difficult	difficult	slightly	not difficult
3	0	0	0	0



Being a Trainer

n= 4

previously	currently	interested
0	2	2

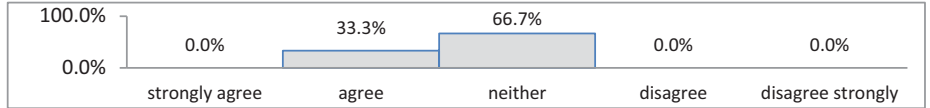


**Physical Dating
Dendrochronology**

About the Changing Levels of Demand for Work

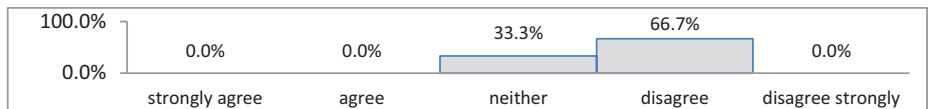
Reduced Projects
n= 3

strongly agree	agree	neither	disagree	disagree
0	1	2	0	0



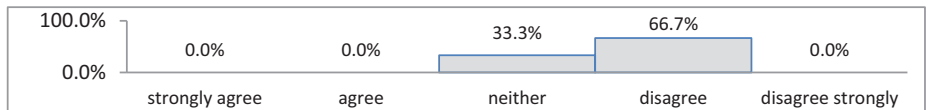
Reduce Costs
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	2	0



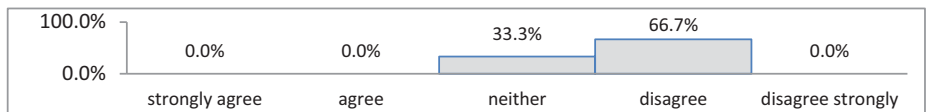
Time Pressure
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	2	0



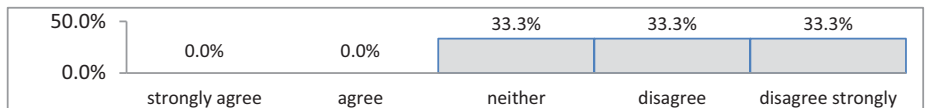
Cut Back Aspects
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	2	0



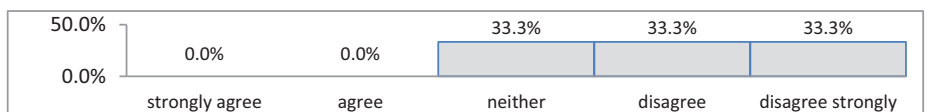
Job Security Worries
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	1	1



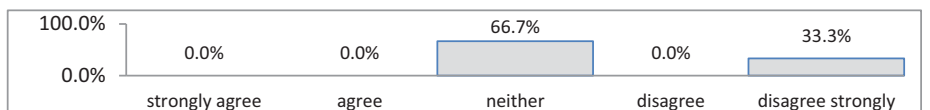
Non-Specialist Duties
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	1	1



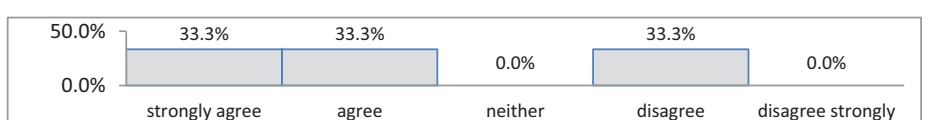
Take Work Home
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	2	0	1



Decrease in Specialists
n= 3

strongly agree	agree	neither	disagree	disagree
1	1	0	1	0

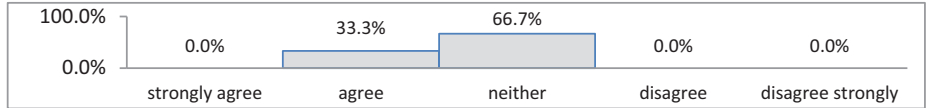


**Physical Dating
Dendrochronology**

About the Potential Impact of Brexit

Reduced Projects
n= 3

strongly agree	agree	neither	disagree	disagree
0	1	2	0	0



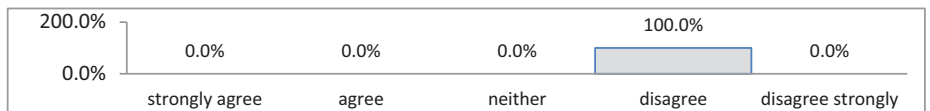
Reduce Costs
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	3	0



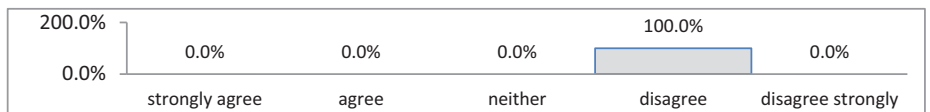
Time Pressure
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	3	0



Cut Back Aspects
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	3	0



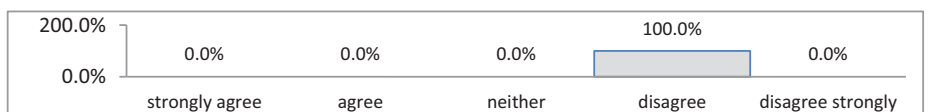
Job Security Worries
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	3	0



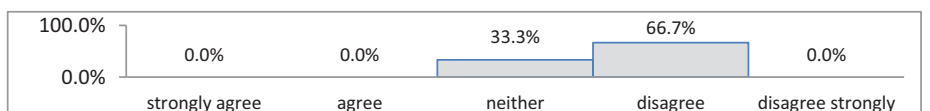
Non-Specialist Duties
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	3	0



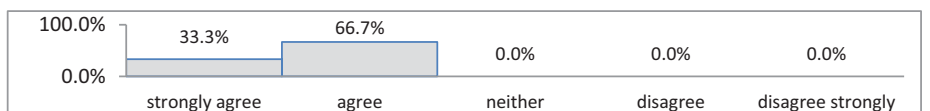
Take Work Home
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	2	0



Decrease in Specialists
n= 3

strongly agree	agree	neither	disagree	disagree
1	2	0	0	0



**Physical Dating
Radiocarbon**

n= 5

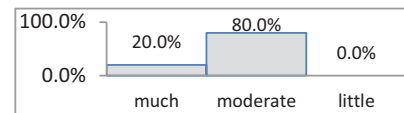
About the Work

Charge / day
n= 3

mean	SD	min	max
£ 286.67		11.79 £	270.00 £ 295.00

Competition
n= 5

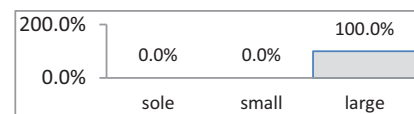
1	4	0
great deal	moderate	very little



About the Organisation

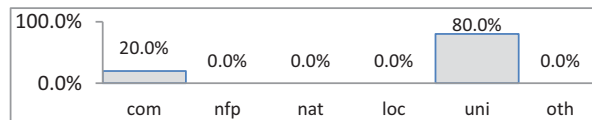
Sizes of Organisation
n= 5

0	0	5
sole trader	small	large



Types of Organisation
n= 5

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



Location
n= 5

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	0	0.0%
south west england	1	20.0%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	4	80.0%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

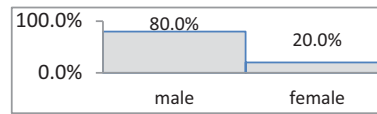
Physical Dating Radiocarbon

About the Specialists

Gender

n= 5

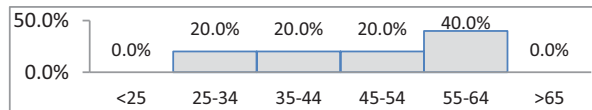
male	female
4	1



Age

n= 5

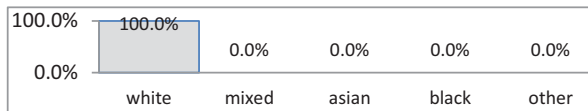
<25	25-34	35-44	45-54	55-64	>65
0	1	1	1	2	0



Ethnicity

n= 5

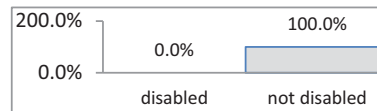
white	mixed /	asian / asian	black /	other ethnic
5	0	0	0	0



Disability Status

n= 5

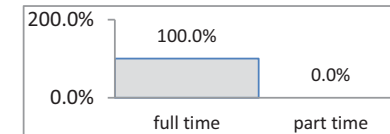
disabled	not disabled
0	5



Hours Worked

n= 5

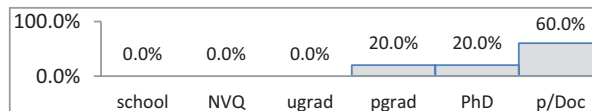
full time	part time
5	0



Highest Qualification

n= 5

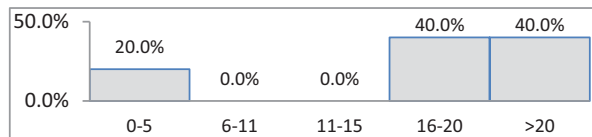
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	0	1	1
					3



Years Practising to Date

n= 5

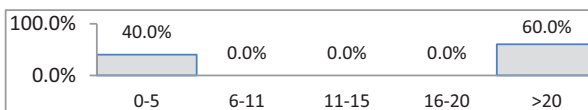
0-5	6-11	11-15	16-20	>20
1	0	0	2	2



Years Intending to Continue

n= 5

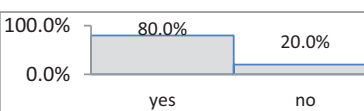
0-5	6-11	11-15	16-20	>20
2	0	0	0	3



Waiting List

n= 5

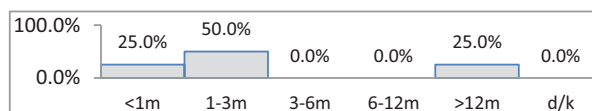
yes	no
4	1



Waiting List Length

n= 4

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



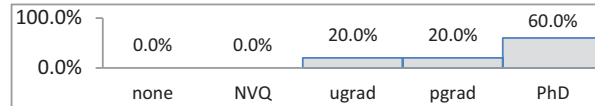
Physical Dating Radiocarbon

About Training and Professional Development

New Entrant Qualifications Needed

n= 5

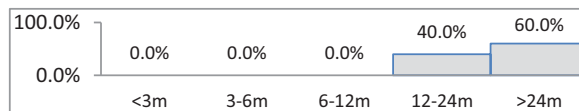
none	NVQ	ugrad	pgrad	PhD
0	0	1	1	3



New Entrant Experience Needed

n= 5

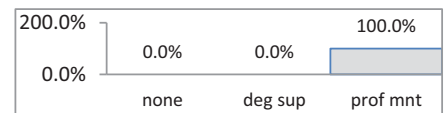
<3m	3-6m	6-12m	12-24m	>24m
0	0	0	2	3



New Entrant Guidance or Mentoring

n= 5

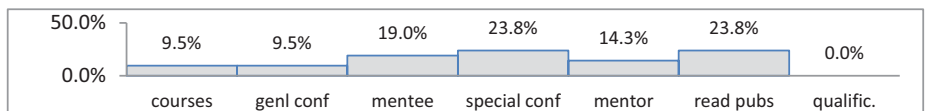
none	deg sup	prof mnt
0	0	5



CPD Mechanisms Preferred

n= 21

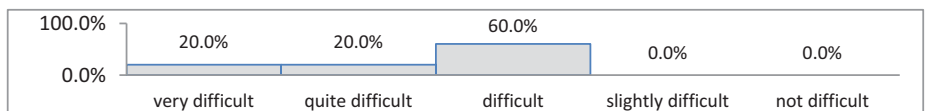
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
2	2	4	5	3	5	0



Access to Initial Training

n= 5

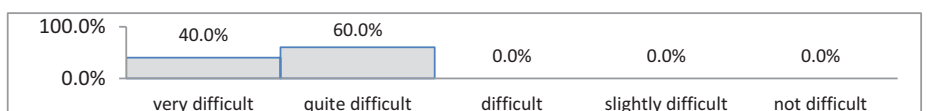
very difficult	quite difficult	difficult	slightly	not difficult
1	1	3	0	0



Access to CPD Training

n= 5

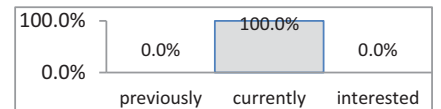
very difficult	quite difficult	difficult	slightly	not difficult
2	3	0	0	0



Being a Trainer

n= 4

previously	currently	interested
0	4	0



**Physical Dating
Radiocarbon**

About the Changing Levels of Demand for Work

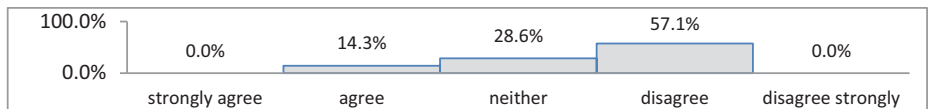
Reduced Projects
n= 7

strongly agree	agree	neither	disagree	disagree
0	0	1	4	2



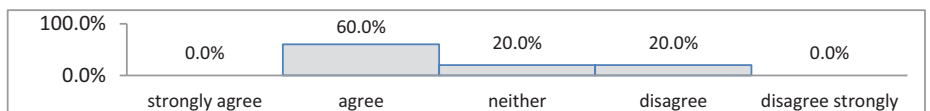
Reduce Costs
n= 7

strongly agree	agree	neither	disagree	disagree
0	1	2	4	0



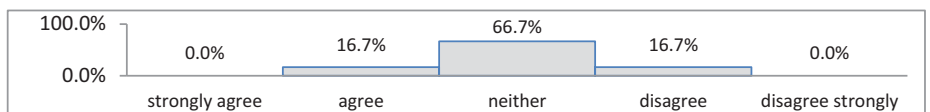
Time Pressure
n= 5

strongly agree	agree	neither	disagree	disagree
0	3	1	1	0



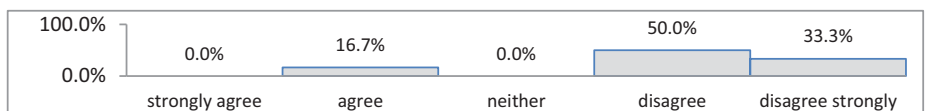
Cut Back Aspects
n= 6

strongly agree	agree	neither	disagree	disagree
0	1	4	1	0



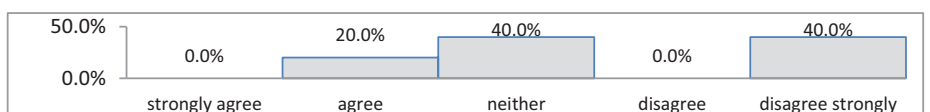
Job Security Worries
n= 6

strongly agree	agree	neither	disagree	disagree
0	1	0	3	2



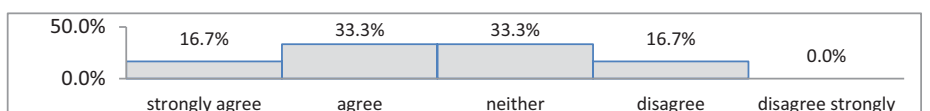
Non-Specialist Duties
n= 5

strongly agree	agree	neither	disagree	disagree
0	1	2	0	2



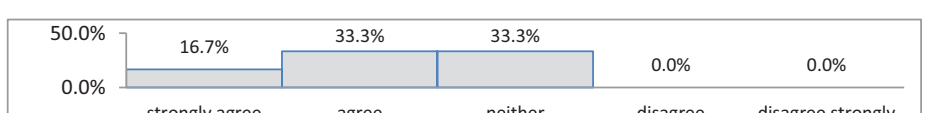
Take Work Home
n= 6

strongly agree	agree	neither	disagree	disagree
1	2	2	1	0



Decrease in Specialists
n= 5

strongly agree	agree	neither	disagree	disagree
1	2	2	0	0

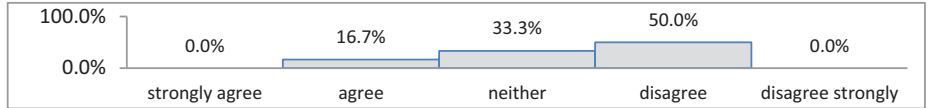


**Physical Dating
Radiocarbon**

About the Potential Impact of Brexit

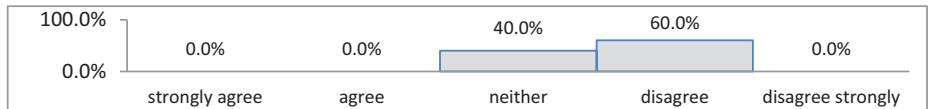
Reduced Projects
n= 6

strongly agree	agree	neither	disagree	disagree
0	1	2	3	0



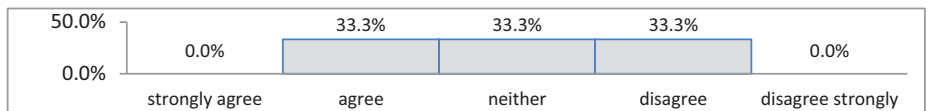
Reduce Costs
n= 6

strongly agree	agree	neither	disagree	disagree
0	0	2	3	0



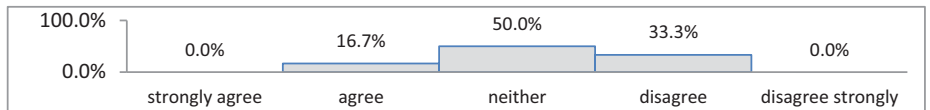
Time Pressure
n= 5

strongly agree	agree	neither	disagree	disagree
0	2	2	2	0



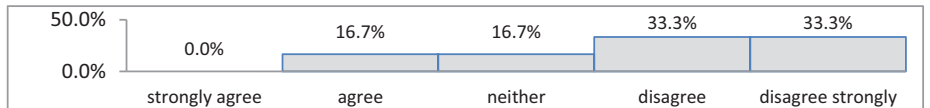
Cut Back Aspects
n= 6

strongly agree	agree	neither	disagree	disagree
0	1	3	2	0



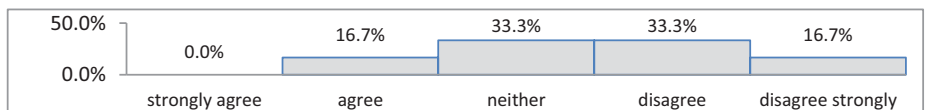
Job Security Worries
n= 6

strongly agree	agree	neither	disagree	disagree
0	1	1	2	2



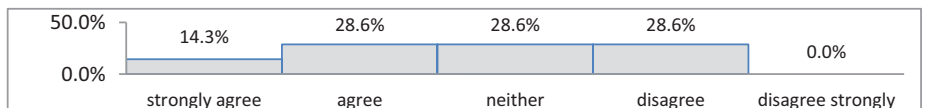
Non-Specialist Duties
n= 6

strongly agree	agree	neither	disagree	disagree
0	1	2	2	1



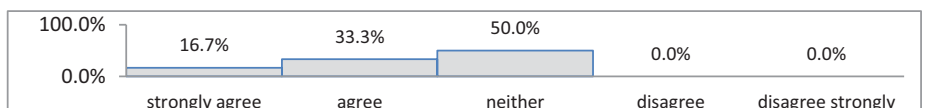
Take Work Home
n= 6

strongly agree	agree	neither	disagree	disagree
1	2	2	2	0



Decrease in Specialists
n= 7

strongly agree	agree	neither	disagree	disagree
1	2	3	0	0



Physical Dating
Other Physical Dating

n= 3

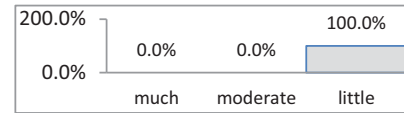
About the Work

Charge / day
n= 1

mean	SD	min	max
£ 180.00		0.00 £	180.00 £

Competition
n= 3

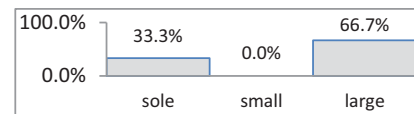
0	0	3
great deal	moderate	very little



About the Organisation

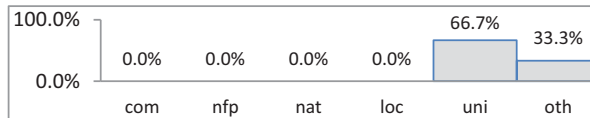
Sizes of Organisation
n= 3

1	0	2
sole trader	small	large



Types of Organisation
n= 3

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



Location
n= 3

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	0	0.0%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	2	66.7%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	1	33.3%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

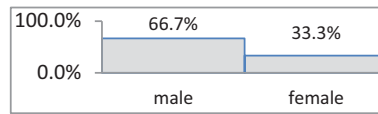
Physical Dating
Other Physical Dating

About the Specialists

Gender

n= 3

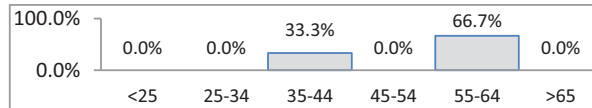
male	female
2	1



Age

n= 3

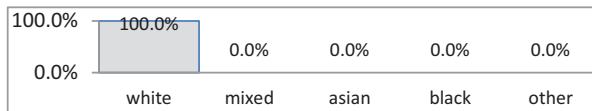
<25	25-34	35-44	45-54	55-64	>65
0	0	1	0	2	0



Ethnicity

n= 3

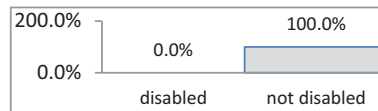
white	mixed /	asian / asian	black /	other ethnic
3	0	0	0	0



Disability Status

n= 3

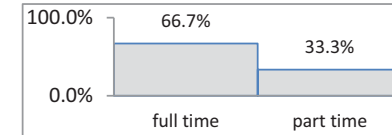
disabled	not disabled
0	3



Hours Worked

n= 3

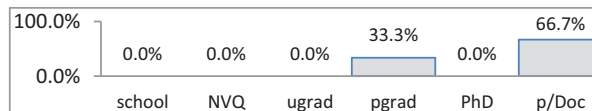
full time	part time
2	1



Highest Qualification

n= 3

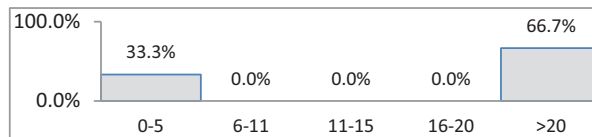
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	0	1	2



Years Practising to Date

n= 3

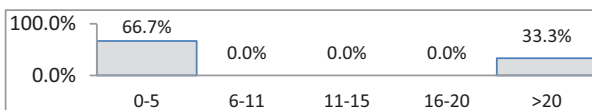
0-5	6-11	11-15	16-20	>20
1	0	0	0	2



Years Intending to Continue

n= 3

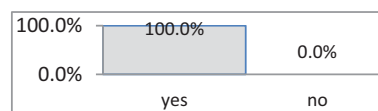
0-5	6-11	11-15	16-20	>20
2	0	0	0	1



Waiting List

n= 3

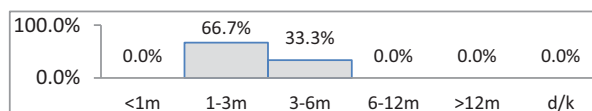
yes	no
3	0



Waiting List Length

n= 3

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



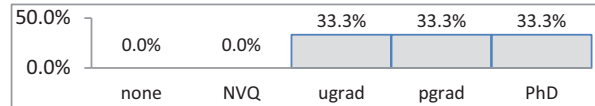
Physical Dating
Other Physical Dating

About Training and Professional Development

New Entrant Qualifications Needed

n= 3

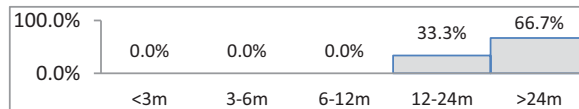
none	NVQ	ugrad	pgrad	PhD
0	0	1	1	1



New Entrant Experience Needed

n= 3

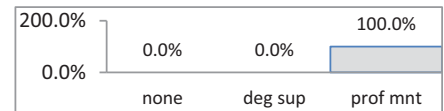
<3m	3-6m	6-12m	12-24m	>24m
0	0	0	1	2



New Entrant Guidance or Mentoring

n= 3

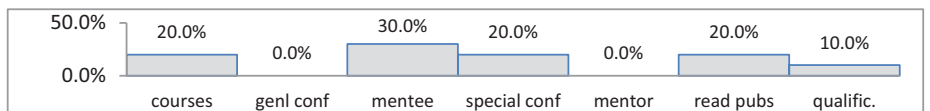
none	deg sup	prof mnt
0	0	3



CPD Mechanisms Preferred

n= 10

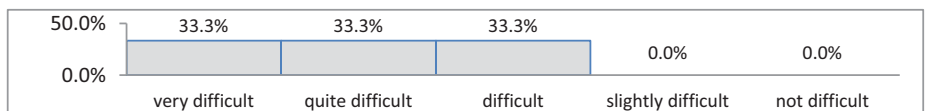
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
2	0	3	2	0	2	1



Access to Initial Training

n= 3

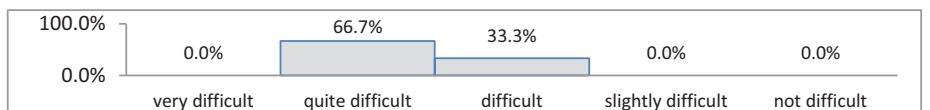
very difficult	quite difficult	difficult	slightly	not difficult
1	1	1	0	0



Access to CPD Training

n= 3

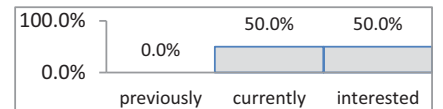
very difficult	quite difficult	difficult	slightly	not difficult
0	2	1	0	0



Being a Trainer

n= 2

previously	currently	interested
0	1	1



Physical Dating
Other Physical Dating

About the Changing Levels of Demand for Work

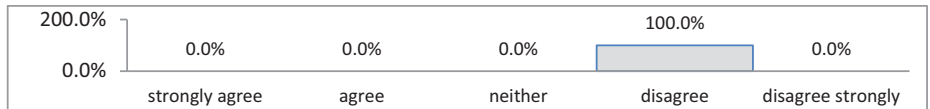
Reduced Projects
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	3	0



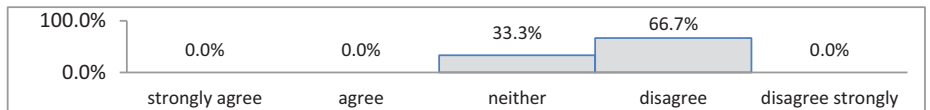
Reduce Costs
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	3	0



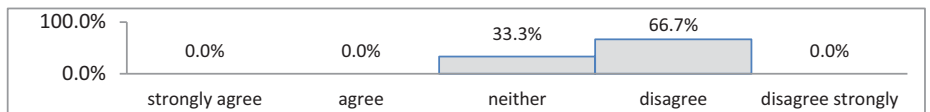
Time Pressure
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	2	0



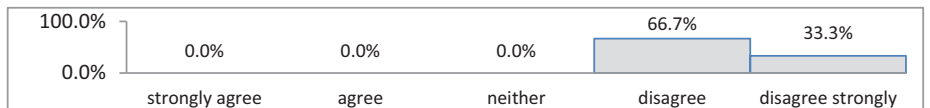
Cut Back Aspects
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	1	2	0



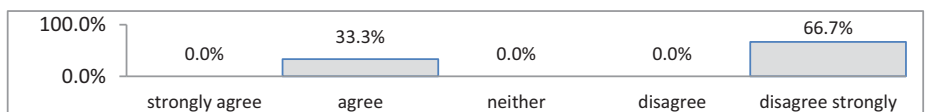
Job Security Worries
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	2	1



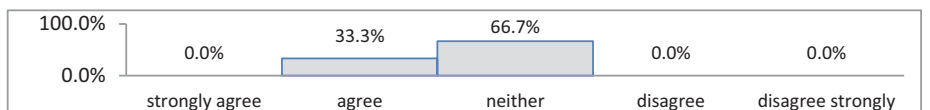
Non-Specialist Duties
n= 3

strongly agree	agree	neither	disagree	disagree
0	1	0	0	2



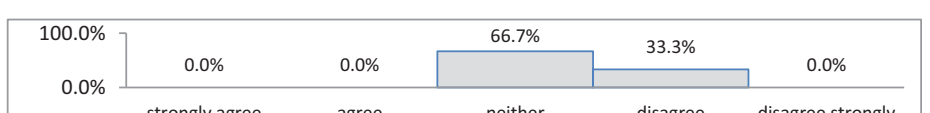
Take Work Home
n= 3

strongly agree	agree	neither	disagree	disagree
0	1	2	0	0



Decrease in Specialists
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	2	1	0

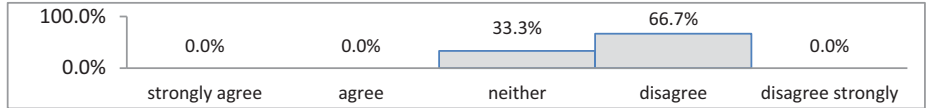


Physical Dating
Other Physical Dating

About the Potential Impact of Brexit

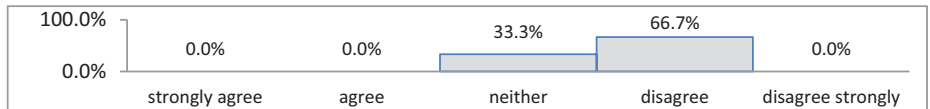
Reduced Projects
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	1	2



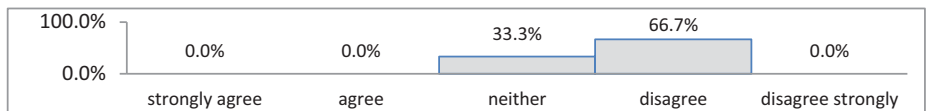
Reduce Costs
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	1	2



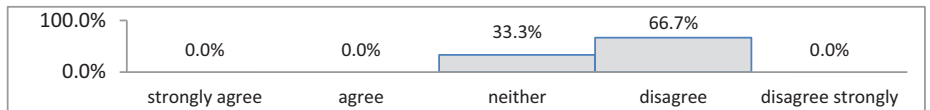
Time Pressure
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	1	2



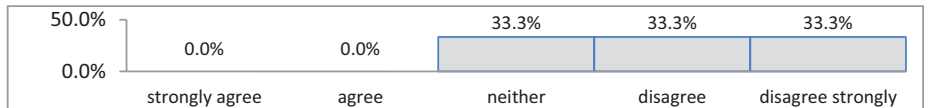
Cut Back Aspects
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	1	2



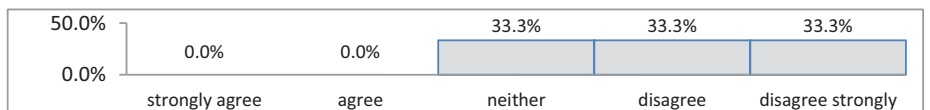
Job Security Worries
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	1	1



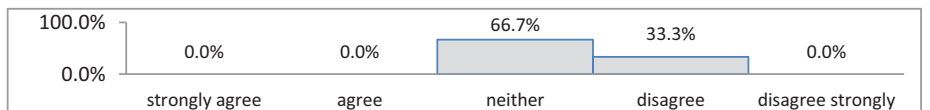
Non-Specialist Duties
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	1	1



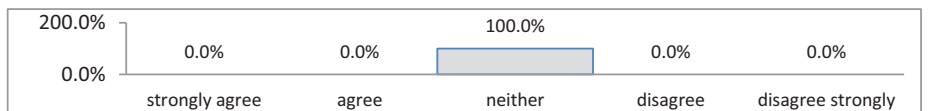
Take Work Home
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	2	1



Decrease in Specialists
n= 3

strongly agree	agree	neither	disagree	disagree
0	0	0	3	0



Physical Dating
Chemical Dating

n= 1

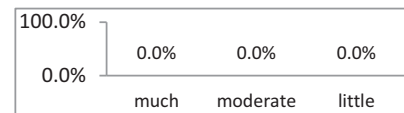
About the Work

Charge / day
n= 0

mean	SD	min	max
£	-	£	£
		0.00	-

Competition
n= 0

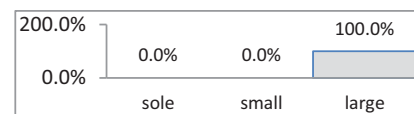
0	0	0
great deal	moderate	very little



About the Organisation

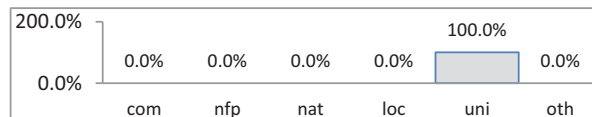
Sizes of Organisation
n= 1

0	0	1
sole trader	small	large



Types of Organisation
n= 1

0	0	0	0	1	0
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	0	0.0%
south west england	0	0.0%
north-east england	0	0.0%
north-west england	0	0.0%
west midlands	0	0.0%
yorkshire & the humber	0	0.0%
scotland	0	0.0%
wales	1	100.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

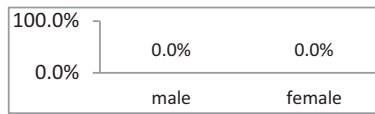
Physical Dating
Chemical Dating

About the Specialists

Gender

n= 0

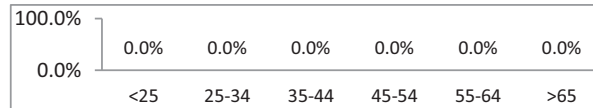
male	female
0	0



Age

n= 0

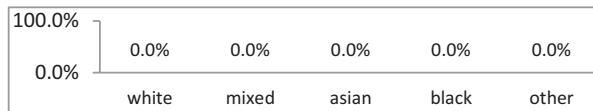
<25	25-34	35-44	45-54	55-64	>65
0	0	0	0	0	0



Ethnicity

n= 0

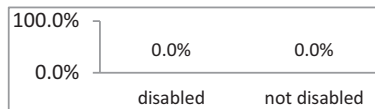
white	mixed /	asian / asian	black /	other ethnic
0	0	0	0	0



Disability Status

n= 0

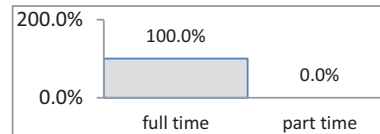
disabled	not disabled
0	0



Hours Worked

n= 1

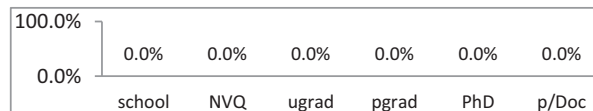
full time	part time
1	0



Highest Qualification

n= 0

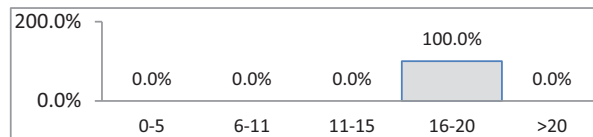
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	0	0	0



Years Practising to Date

n= 1

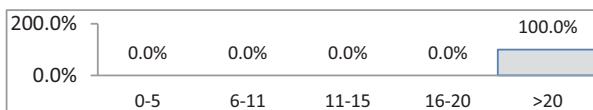
0-5	6-11	11-15	16-20	>20
0	0	0	1	0



Years Intending to Continue

n= 1

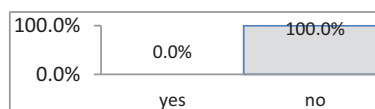
0-5	6-11	11-15	16-20	>20
0	0	0	0	1



Waiting List

n= 1

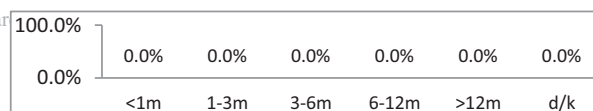
yes	no
0	1



Waiting List Length

n= 0

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



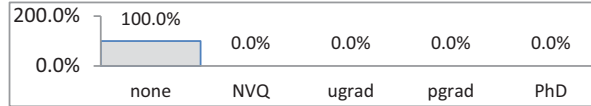
**Physical Dating
Chemical Dating**

About Training and Professional Development

New Entrant Qualifications Needed

n= 1

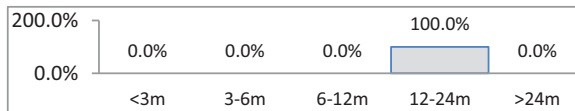
none	NVQ	ugrad	pgrad	PhD
1	0	0	0	0



New Entrant Experience Needed

n= 1

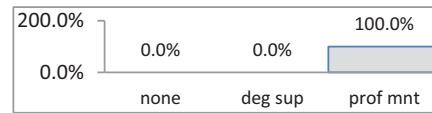
<3m	3-6m	6-12m	12-24m	>24m
0	0	0	1	0



New Entrant Guidance or Mentoring

n= 1

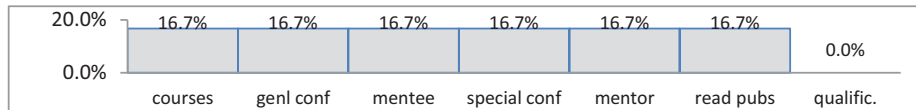
none	deg sup	prof mnt
0	0	1



CPD Mechanisms Preferred

n= 6

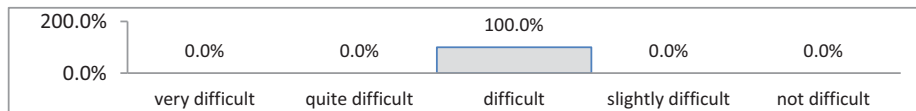
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
1	1	1	1	1	1	0



Access to Initial Training

n= 1

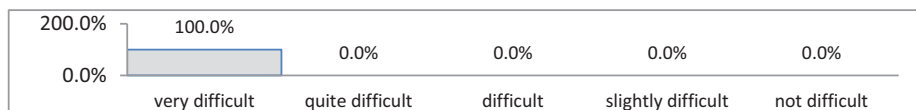
very difficult	quite difficult	difficult	slightly	not difficult
0	0	1	0	0



Access to CPD Training

n= 1

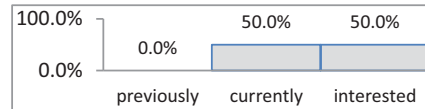
very difficult	quite difficult	difficult	slightly	not difficult
1	0	0	0	0



Being a Trainer

n= 2

previously	currently	interested
0	1	1

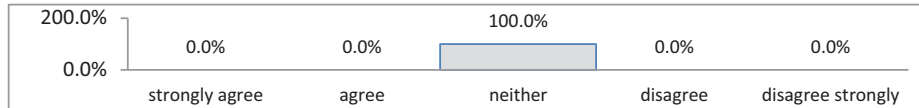


**Physical Dating
Chemical Dating**

About the Changing Levels of Demand for Work

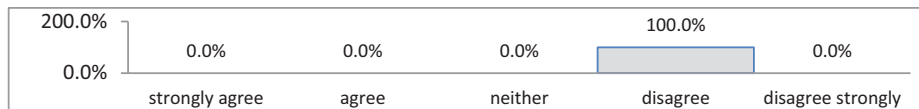
Reduced Projects
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	1	0	0



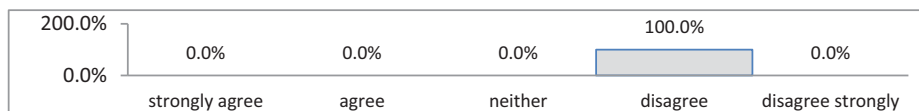
Reduce Costs
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



Time Pressure
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



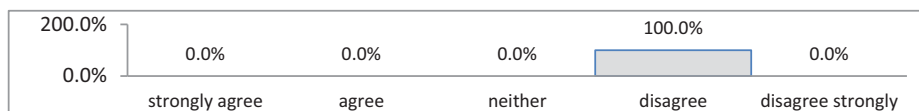
Cut Back Aspects
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



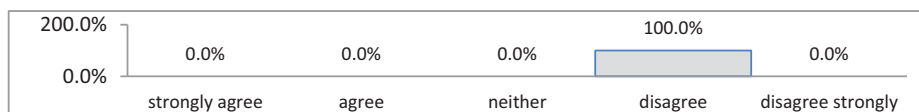
Job Security Worries
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



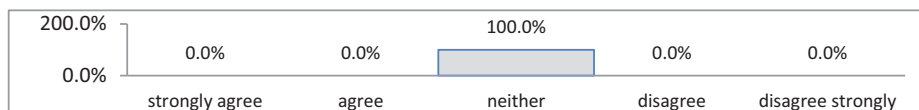
Non-Specialist Duties
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



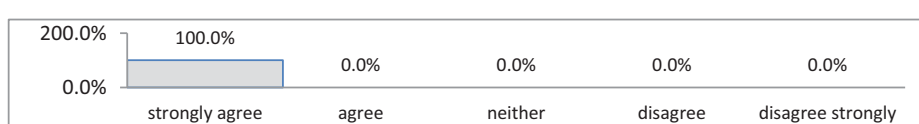
Take Work Home
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	1	0	0



Decrease in Specialists
n= 1

strongly agree	agree	neither	disagree	disagree
1	0	0	0	0

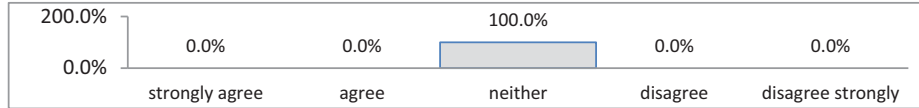


**Physical Dating
Chemical Dating**

About the Potential Impact of Brexit

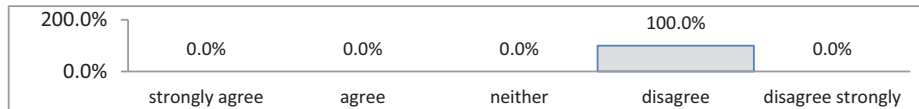
Reduced Projects
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



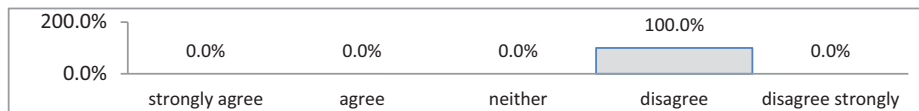
Reduce Costs
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



Time Pressure
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



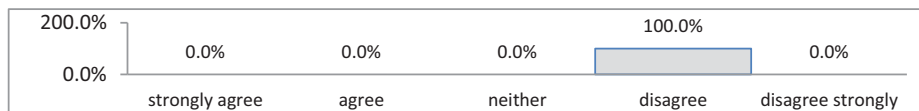
Cut Back Aspects
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



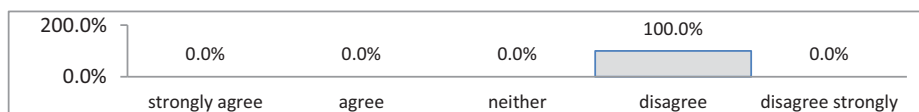
Job Security Worries
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



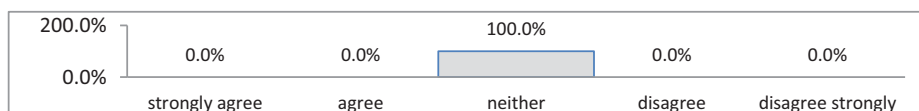
Non-Specialist Duties
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	0	1	0



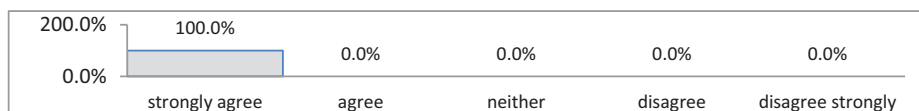
Take Work Home
n= 1

strongly agree	agree	neither	disagree	disagree
0	0	1	0	0



Decrease in Specialists
n= 1

strongly agree	agree	neither	disagree	disagree
1	0	0	0	0



**Report Production
All Specialisms**

n= 139

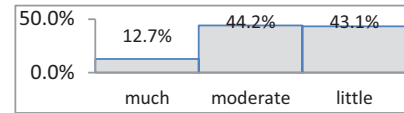
About the Work

Charge / day
n= 167

mean	SD	min	max
£ 255.94		148.98 £	75.00 £ 900.00

Competition
n= 197

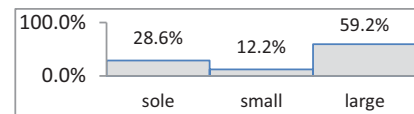
25	87	85
great deal	moderate	very little



About the Organisation

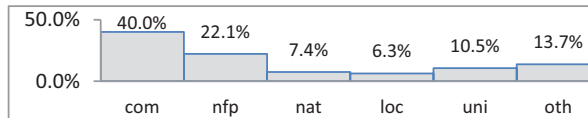
Sizes of Organisation
n= 98

28	12	58
sole trader	small	large



Types of Organisation
n= 95

38	21	7	6	10	13
commercial	not for profit	nat gov	local gov	university	other



Location

n= 98

east of england	9	9.2%
east midlands	10	10.2%
london	3	3.1%
south-east england	17	17.3%
south west england	15	15.3%
north-east england	2	2.0%
north-west england	4	4.1%
west midlands	4	4.1%
yorkshire & the humber	11	11.2%
scotland	16	16.3%
wales	3	3.1%
northern ireland	0	0.0%
channel islands	1	1.0%
isle of man	0	0.0%
outside uk - european union	1	1.0%
outside uk - rest of world	2	2.0%

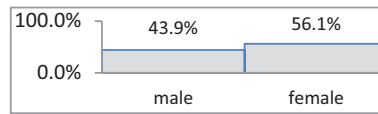
Report Production All Specialisms

About the Specialists

Gender

n= 82

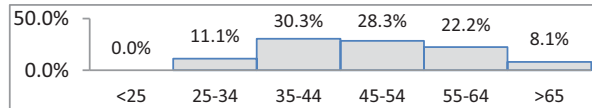
male	female
36	46



Age

n= 99

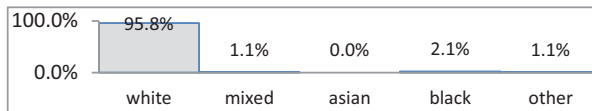
<25	25-34	35-44	45-54	55-64	>65
0	11	30	28	22	8



Ethnicity

n= 95

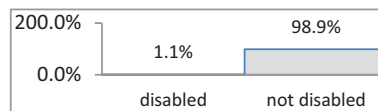
white	mixed /	asian / asian	black /	other ethnic
91	1	0	2	1



Disability Status

n= 91

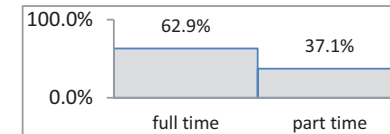
disabled	not disabled
1	90



Hours Worked

n= 97

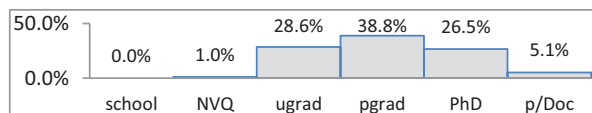
full time	part time
61	36



Highest Qualification

n= 98

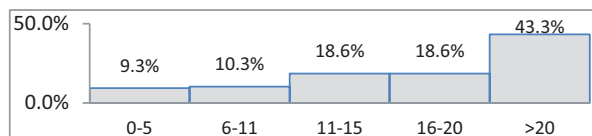
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	1	28	38	26	5



Years Practising to Date

n= 97

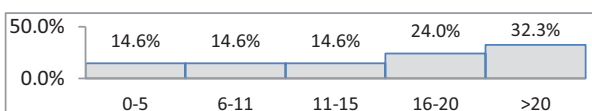
0-5	6-11	11-15	16-20	>20
9	10	18	18	42



Years Intending to Continue

n= 96

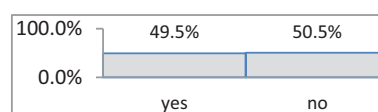
0-5	6-11	11-15	16-20	>20
14	14	14	23	31



Waiting List

n= 97

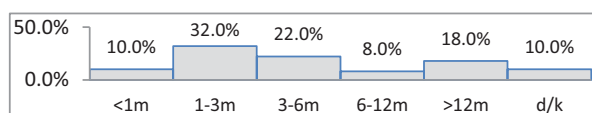
yes	no
48	49



Waiting List Length

n= 50

<1m	1-3m	3-6m	6-12m	>12m	d/k
5	16	11	4	9	5



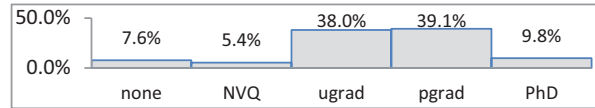
Report Production All Specialisms

About Training and Professional Development

New Entrant Qualifications Needed

n= 92

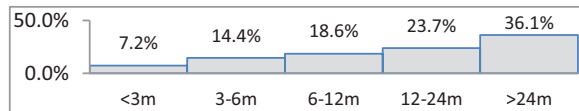
none	NVQ	ugrad	pgrad	PhD
7	5	35	36	9



New Entrant Experience Needed

n= 97

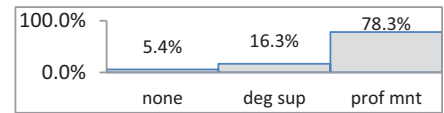
<3m	3-6m	6-12m	12-24m	>24m
7	14	18	23	35



New Entrant Guidance or Mentoring

n= 92

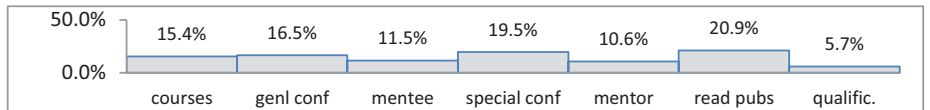
none	deg sup	prof mnt
5	15	72



CPD Mechanisms Preferred

n= 436

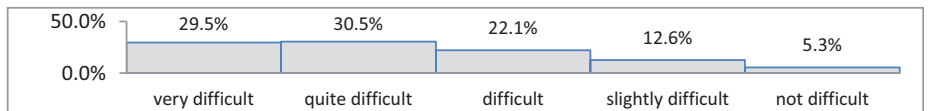
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
67	72	50	85	46	91	25



Access to Initial Training

n= 95

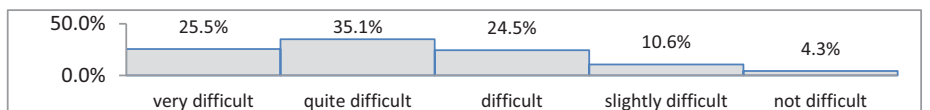
very difficult	quite difficult	difficult	slightly	not difficult
28	29	21	12	5



Access to CPD Training

n= 94

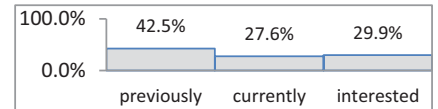
very difficult	quite difficult	difficult	slightly	not difficult
24	33	23	10	4



Being a Trainer

n= 87

previously	currently	interested
37	24	26



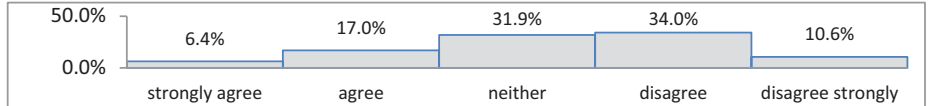
Report Production All Specialisms

About the Changing Levels of Demand for Work

Reduced Projects

n= 94

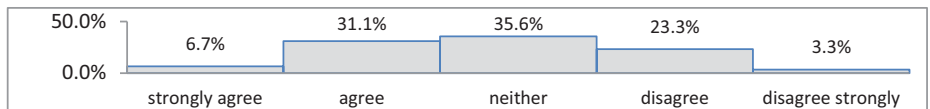
strongly agree	agree	neither	disagree	disagree
6	16	30	32	10



Reduce Costs

n= 90

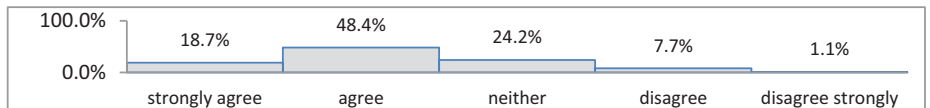
strongly agree	agree	neither	disagree	disagree
6	28	32	21	3



Time Pressure

n= 91

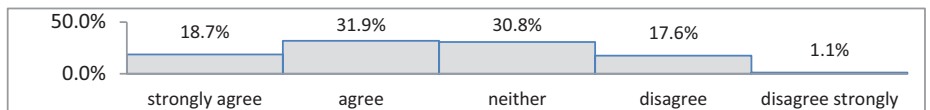
strongly agree	agree	neither	disagree	disagree
17	44	22	7	1



Cut Back Aspects

n= 91

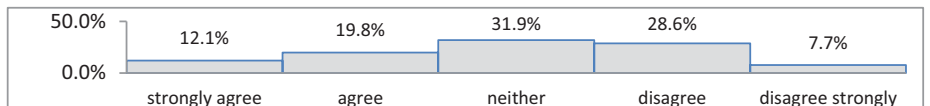
strongly agree	agree	neither	disagree	disagree
17	29	28	16	1



Job Security Worries

n= 91

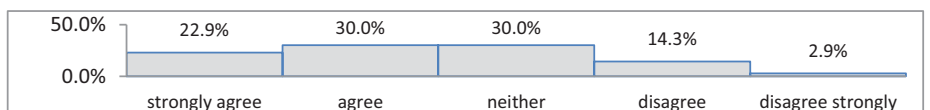
strongly agree	agree	neither	disagree	disagree
11	18	29	26	7



Non-Specialist Duties

n= 70

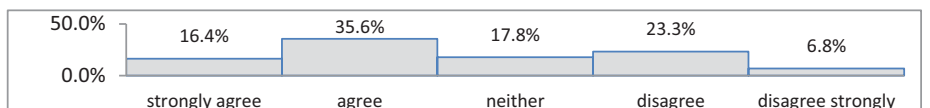
strongly agree	agree	neither	disagree	disagree
16	21	21	10	2



Take Work Home

n= 73

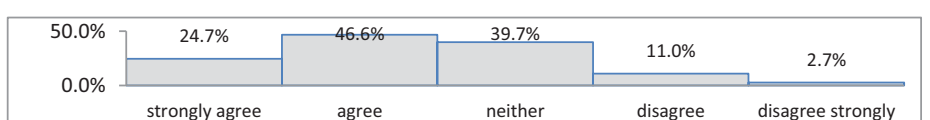
strongly agree	agree	neither	disagree	disagree
12	26	13	17	5



Decrease in Specialists

n= 91

strongly agree	agree	neither	disagree	disagree
18	34	29	8	2

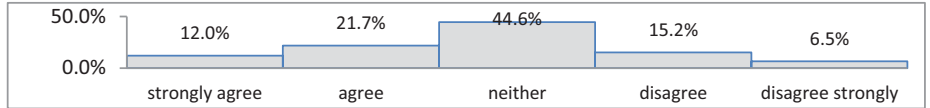


Report Production All Specialisms

About the Potential Impact of Brexit

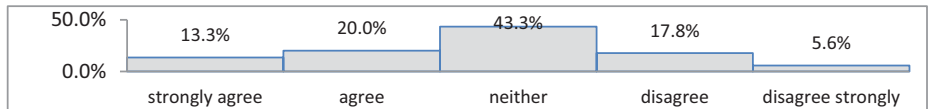
Reduced Projects
n= 92

strongly agree	agree	neither	disagree	disagree
11	20	41	14	6



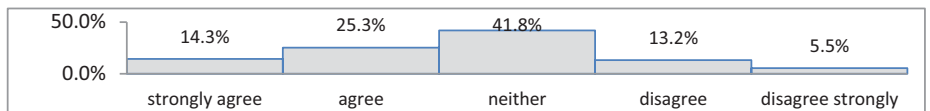
Reduce Costs
n= 92

strongly agree	agree	neither	disagree	disagree
12	18	39	16	5



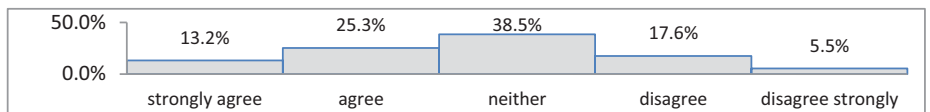
Time Pressure
n= 90

strongly agree	agree	neither	disagree	disagree
13	23	38	12	5



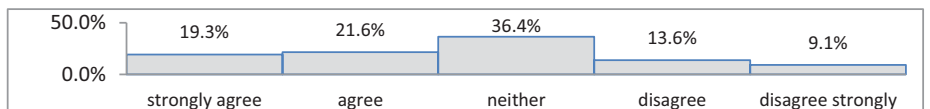
Cut Back Aspects
n= 91

strongly agree	agree	neither	disagree	disagree
12	23	35	16	5



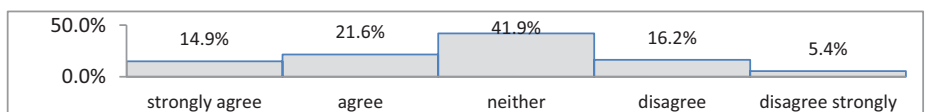
Job Security Worries
n= 91

strongly agree	agree	neither	disagree	disagree
17	19	32	12	8



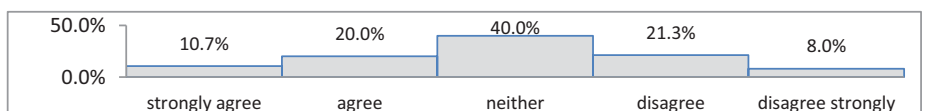
Non-Specialist Duties
n= 88

strongly agree	agree	neither	disagree	disagree
11	16	31	12	4



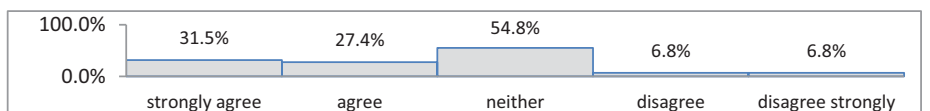
Take Work Home
n= 74

strongly agree	agree	neither	disagree	disagree
8	15	30	16	6



Decrease in Specialists
n= 75

strongly agree	agree	neither	disagree	disagree
23	20	40	5	5



All comments received from providers of Report Production services:

Archaeological editing requires and understanding of the subject - commercial 'general' editors are usually not equipped to deliver the appropriate service

As with glass specialism, if organisations need to cut costs they do the work in house. The advantage of me expanding this side of my work is that I can also work outside archaeology, and that is why I have chosen to develop this to increase my chance of future work. It may lead to leaving archaeology altogether.

Day rate for me from employer

Done as part of my academic duties

don't really know what you mean

don't really know what you mean - publishers do this!

entirely working on in-house reports

Everybody thinks they're a designer...

I am employed by a company as my permanent job so don't charge per day and the competition question isn't relevant to me

I edit for our in-house reports

I encounter more competition when providing translations

I focus on voluntary work

I work for a uni part-time hourly paid, and get the Research Assistant hourly rate of £12.12 if I work a 7.5 hour day

Maritime

much undertaken without financial remuneration

not currently employed to do this but have in past

Too many 'in house' monographs series do not index/do not index adequately rendering the reports difficult to use.

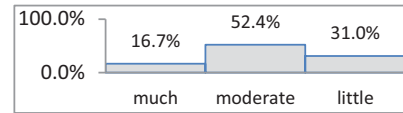
Report Production Design

n= 48

About the Work

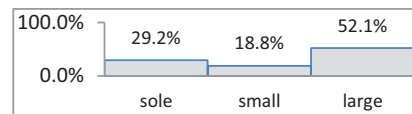
Charge / day mean SD min max
 n= 35 £ **269.51** 178.97 £ 75.00 £ 900.00

Competition 7 22 13
 n= 42 great deal moderate very little

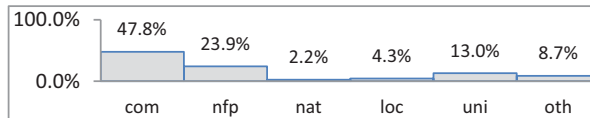


About the Organisation

Sizes of Organisation 14 9 25
 n= 48 sole trader small large



Types of Organisation 22 11 1 2 6 4
 n= 46 commercial not for profit nat gov local gov university other



Location n= 48

east of england	5	10.4%
east midlands	3	6.3%
london	2	4.2%
south-east england	7	14.6%
south west england	6	12.5%
north-east england	0	0.0%
north-west england	4	8.3%
west midlands	3	6.3%
yorkshire & the humber	7	14.6%
scotland	6	12.5%
wales	3	6.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	2	4.2%

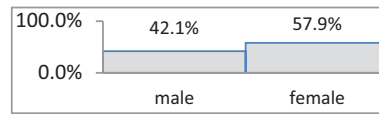
Report Production Design

About the Specialists

Gender

n= 38

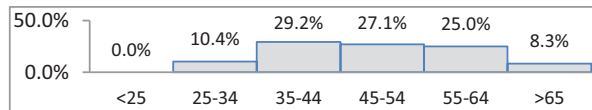
male	female
16	22



Age

n= 48

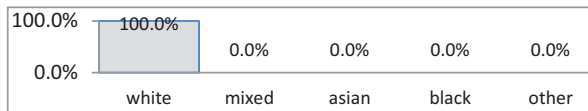
<25	25-34	35-44	45-54	55-64	>65
0	5	14	13	12	4



Ethnicity

n= 45

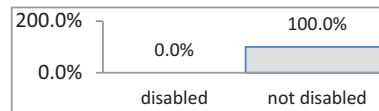
white	mixed /	asian / asian	black /	other ethnic
45	0	0	0	0



Disability Status

n= 46

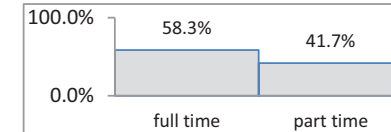
disabled	not disabled
0	46



Hours Worked

n= 48

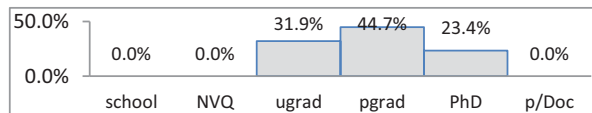
full time	part time
28	20



Highest Qualification

n= 47

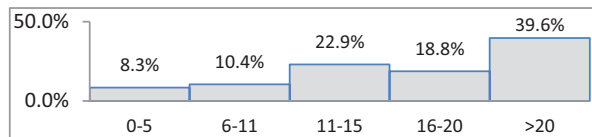
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	15	21	11	0



Years Practising to Date

n= 48

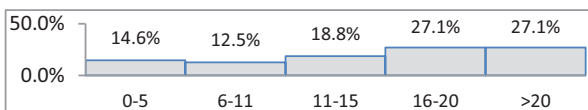
0-5	6-11	11-15	16-20	>20
4	5	11	9	19



Years Intending to Continue

n= 48

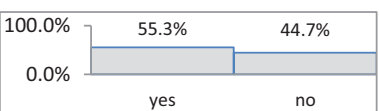
0-5	6-11	11-15	16-20	>20
7	6	9	13	13



Waiting List

n= 47

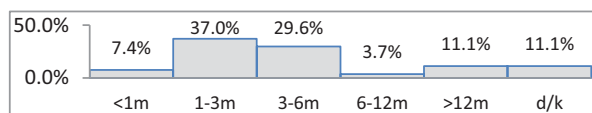
yes	no
26	21



Waiting List Length

n= 27

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	10	8	1	3	3



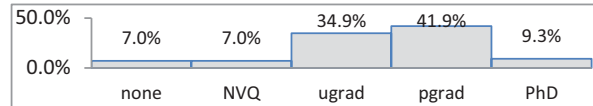
Report Production Design

About Training and Professional Development

New Entrant Qualifications Needed

n= 43

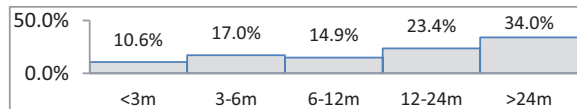
none	NVQ	ugrad	pgrad	PhD
3	3	15	18	4



New Entrant Experience Needed

n= 47

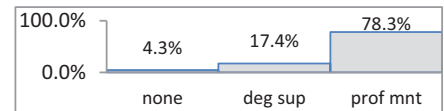
<3m	3-6m	6-12m	12-24m	>24m
5	8	7	11	16



New Entrant Guidance or Mentoring

n= 46

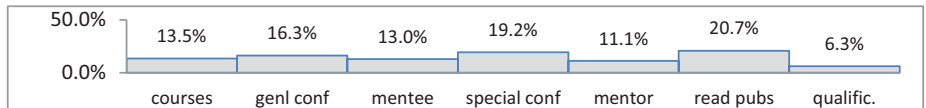
none	deg sup	prof mnt
2	8	36



CPD Mechanisms Preferred

n= 208

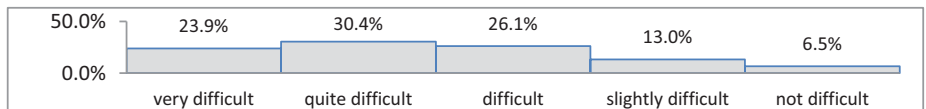
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
28	34	27	40	23	43	13



Access to Initial Training

n= 46

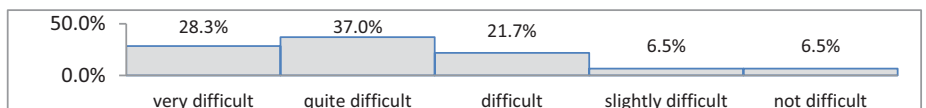
very difficult	quite difficult	difficult	slightly	not difficult
11	14	12	6	3



Access to CPD Training

n= 46

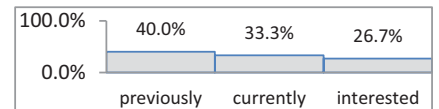
very difficult	quite difficult	difficult	slightly	not difficult
13	17	10	3	3



Being a Trainer

n= 45

previously	currently	interested
18	15	12

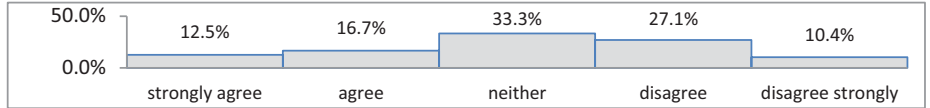


Report Production Design

About the Changing Levels of Demand for Work

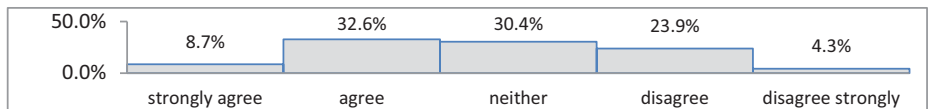
Reduced Projects
n= 48

strongly agree	agree	neither	disagree	disagree
6	8	16	13	5



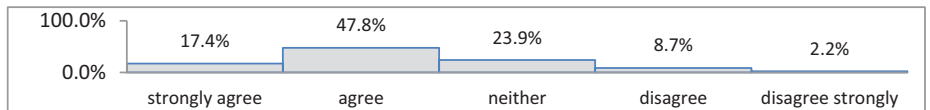
Reduce Costs
n= 46

strongly agree	agree	neither	disagree	disagree
4	15	14	11	2



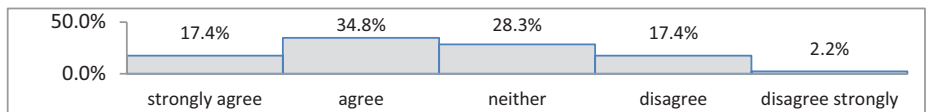
Time Pressure
n= 46

strongly agree	agree	neither	disagree	disagree
8	22	11	4	1



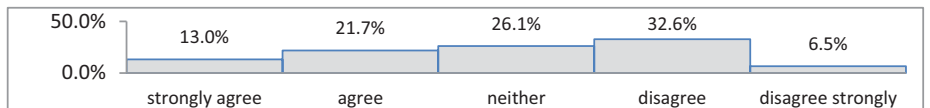
Cut Back Aspects
n= 46

strongly agree	agree	neither	disagree	disagree
8	16	13	8	1



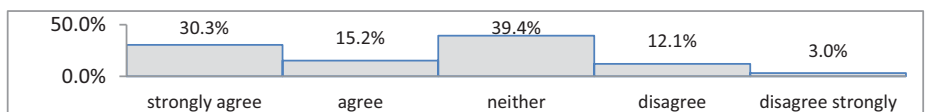
Job Security Worries
n= 46

strongly agree	agree	neither	disagree	disagree
6	10	12	15	3



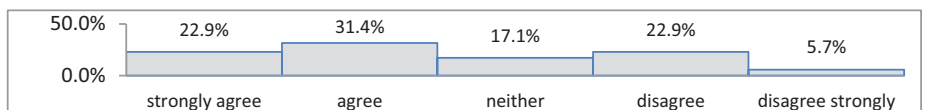
Non-Specialist Duties
n= 33

strongly agree	agree	neither	disagree	disagree
10	5	13	4	1



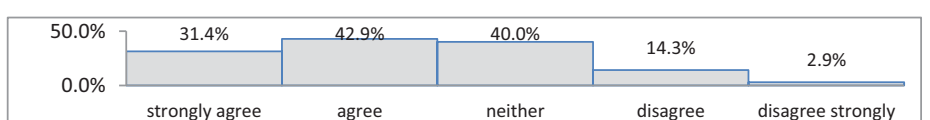
Take Work Home
n= 35

strongly agree	agree	neither	disagree	disagree
8	11	6	8	2



Decrease in Specialists
n= 46

strongly agree	agree	neither	disagree	disagree
11	15	14	5	1

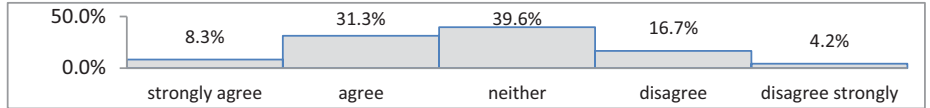


Report Production Design

About the Potential Impact of Brexit

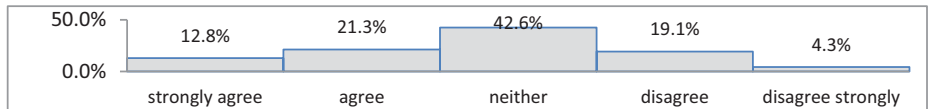
Reduced Projects
n= 48

strongly agree	agree	neither	disagree	disagree
4	15	19	8	2



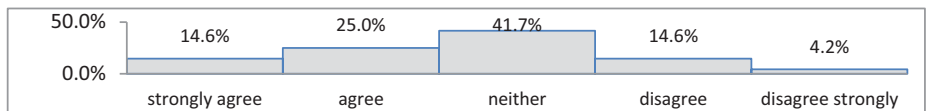
Reduce Costs
n= 48

strongly agree	agree	neither	disagree	disagree
6	10	20	9	2



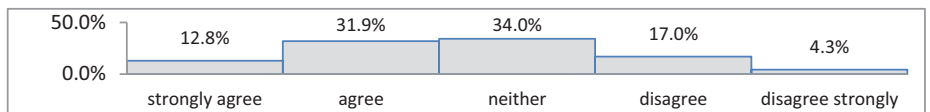
Time Pressure
n= 47

strongly agree	agree	neither	disagree	disagree
7	12	20	7	2



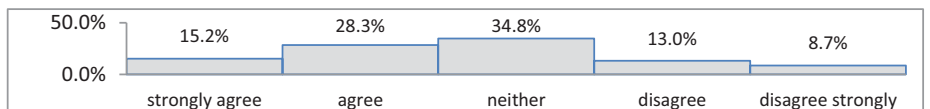
Cut Back Aspects
n= 48

strongly agree	agree	neither	disagree	disagree
6	15	16	8	2



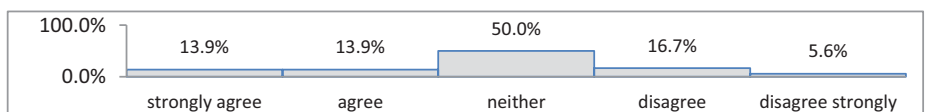
Job Security Worries
n= 47

strongly agree	agree	neither	disagree	disagree
7	13	16	6	4



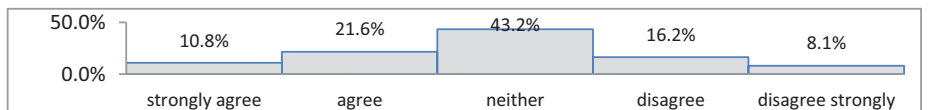
Non-Specialist Duties
n= 46

strongly agree	agree	neither	disagree	disagree
5	5	18	6	2



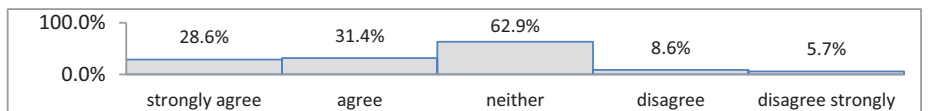
Take Work Home
n= 36

strongly agree	agree	neither	disagree	disagree
4	8	16	6	3



Decrease in Specialists
n= 37

strongly agree	agree	neither	disagree	disagree
10	11	22	3	2



Report Production Editing

n= 66

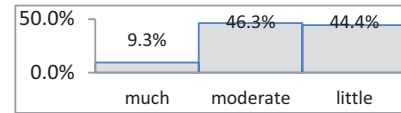
About the Work

Charge / day
n= 46

mean	SD	min	max
£ 255.93		129.60 £	80.00 £ 600.00

Competition
n= 54

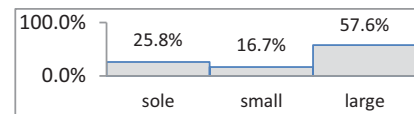
5	25	24
great deal	moderate	very little



About the Organisation

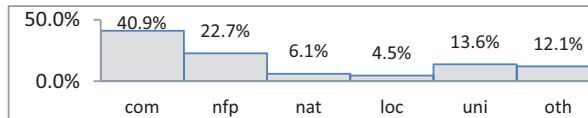
Sizes of Organisation
n= 66

17	11	38
sole trader	small	large



Types of Organisation
n= 66

27	15	4	3	9	8
commercial	not for profit	nat gov	local gov	university	other



Location
n= 66

east of england	7	10.6%
east midlands	6	9.1%
london	2	3.0%
south-east england	8	12.1%
south west england	11	16.7%
north-east england	2	3.0%
north-west england	3	4.5%
west midlands	4	6.1%
yorkshire & the humber	5	7.6%
scotland	11	16.7%
wales	3	4.5%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	2	3.0%
outside uk - rest of world	2	3.0%

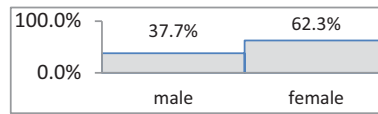
Report Production Editing

About the Specialists

Gender

n= 53

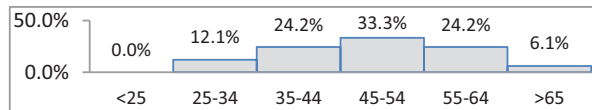
male	female
20	33



Age

n= 66

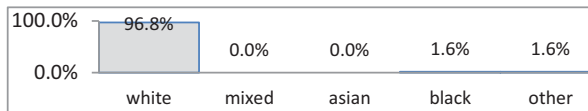
<25	25-34	35-44	45-54	55-64	>65
0	8	16	22	16	4



Ethnicity

n= 63

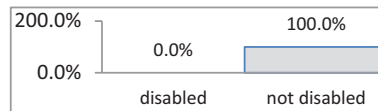
white	mixed /	asian / asian	black /	other ethnic
61	0	0	1	1



Disability Status

n= 60

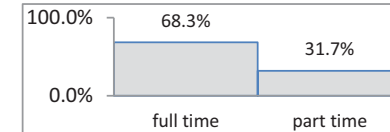
disabled	not disabled
0	60



Hours Worked

n= 63

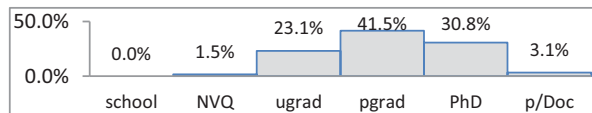
full time	part time
43	20



Highest Qualification

n= 65

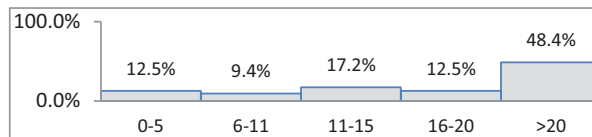
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	1	15	27	20	2



Years Practising to Date

n= 64

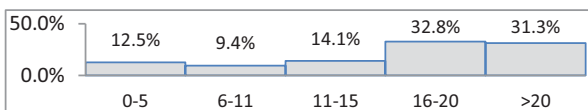
0-5	6-11	11-15	16-20	>20
8	6	11	8	31



Years Intending to Continue

n= 64

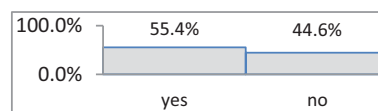
0-5	6-11	11-15	16-20	>20
8	6	9	21	20



Waiting List

n= 65

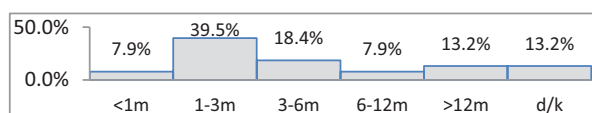
yes	no
36	29



Waiting List Length

n= 38

<1m	1-3m	3-6m	6-12m	>12m	d/k
3	15	7	3	5	5



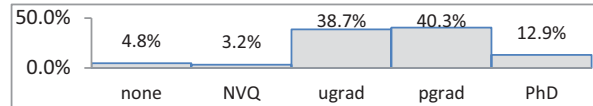
Report Production Editing

About Training and Professional Development

New Entrant Qualifications Needed

n= 62

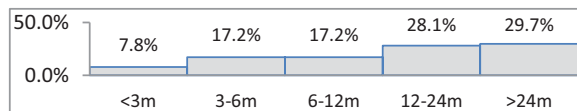
none	NVQ	ugrad	pgrad	PhD
3	2	24	25	8



New Entrant Experience Needed

n= 64

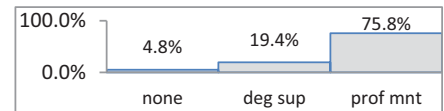
<3m	3-6m	6-12m	12-24m	>24m
5	11	11	18	19



New Entrant Guidance or Mentoring

n= 62

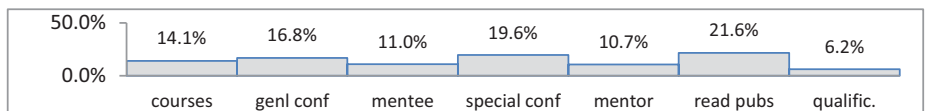
none	deg sup	prof mnt
3	12	47



CPD Mechanisms Preferred

n= 291

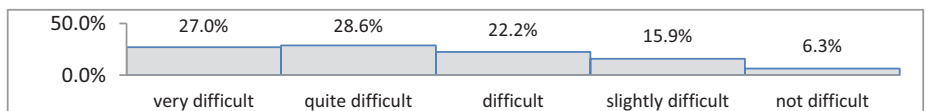
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
41	49	32	57	31	63	18



Access to Initial Training

n= 63

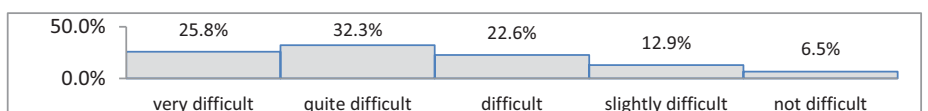
very difficult	quite difficult	difficult	slightly	not difficult
17	18	14	10	4



Access to CPD Training

n= 62

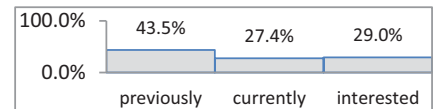
very difficult	quite difficult	difficult	slightly	not difficult
16	20	14	8	4



Being a Trainer

n= 62

previously	currently	interested
27	17	18



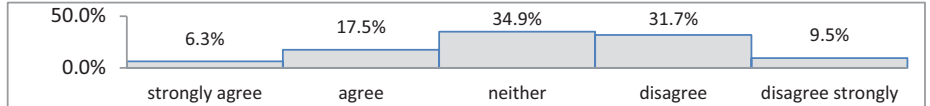
Report Production Editing

About the Changing Levels of Demand for Work

Reduced Projects

n= 63

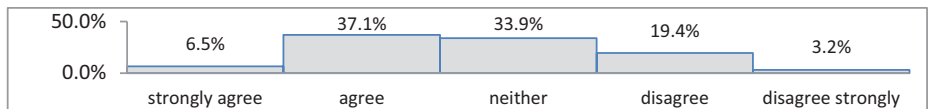
strongly agree	agree	neither	disagree	disagree
4	11	22	20	6



Reduce Costs

n= 62

strongly agree	agree	neither	disagree	disagree
4	23	21	12	2



Time Pressure

n= 61

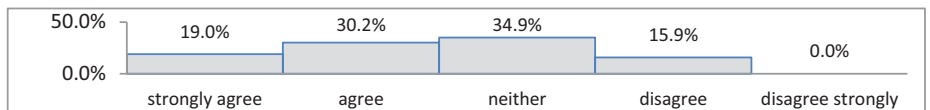
strongly agree	agree	neither	disagree	disagree
11	32	13	5	0



Cut Back Aspects

n= 63

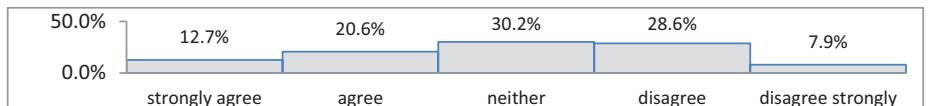
strongly agree	agree	neither	disagree	disagree
12	19	22	10	0



Job Security Worries

n= 63

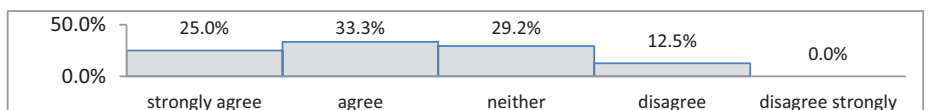
strongly agree	agree	neither	disagree	disagree
8	13	19	18	5



Non-Specialist Duties

n= 48

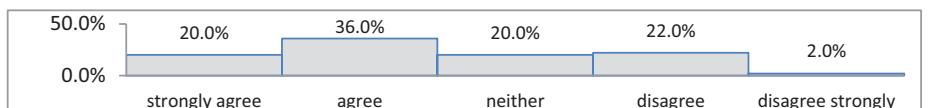
strongly agree	agree	neither	disagree	disagree
12	16	14	6	0



Take Work Home

n= 50

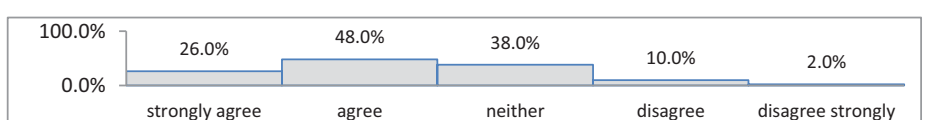
strongly agree	agree	neither	disagree	disagree
10	18	10	11	1



Decrease in Specialists

n= 62

strongly agree	agree	neither	disagree	disagree
13	24	19	5	1



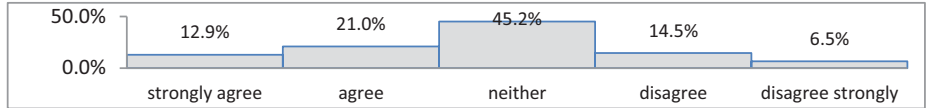
Report Production Editing

About the Potential Impact of Brexit

Reduced Projects

n= 62

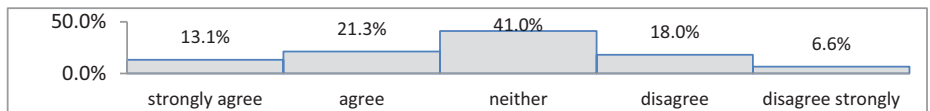
strongly agree	agree	neither	disagree	disagree
8	13	28	9	4



Reduce Costs

n= 62

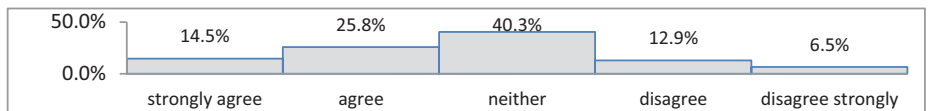
strongly agree	agree	neither	disagree	disagree
8	13	25	11	4



Time Pressure

n= 61

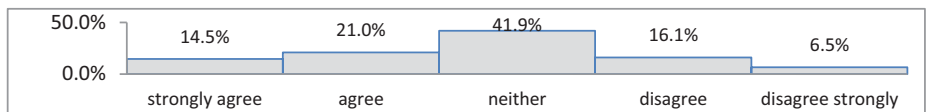
strongly agree	agree	neither	disagree	disagree
9	16	25	8	4



Cut Back Aspects

n= 62

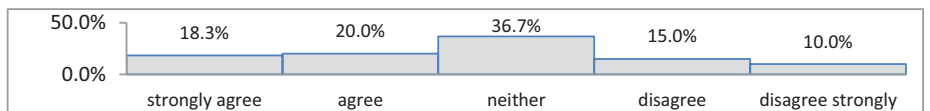
strongly agree	agree	neither	disagree	disagree
9	13	26	10	4



Job Security Worries

n= 62

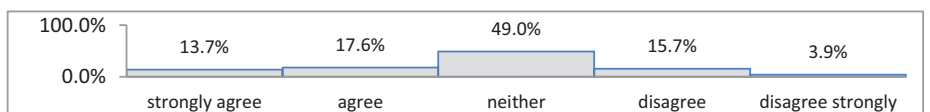
strongly agree	agree	neither	disagree	disagree
11	12	22	9	6



Non-Specialist Duties

n= 60

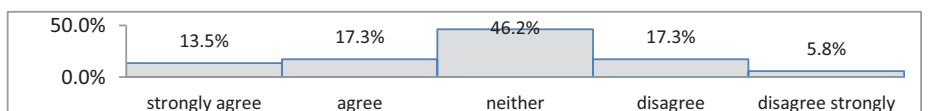
strongly agree	agree	neither	disagree	disagree
7	9	25	8	2



Take Work Home

n= 51

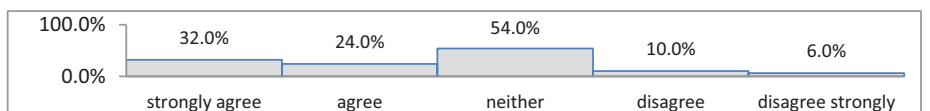
strongly agree	agree	neither	disagree	disagree
7	9	24	9	3



Decrease in Specialists

n= 52

strongly agree	agree	neither	disagree	disagree
16	12	27	5	3



Report Production Indexing

n= 20

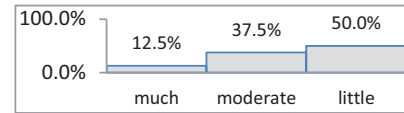
About the Work

Charge / day
n= 17

mean	SD	min	max
£ 235.05	151.14	£ 75.00	£ 600.00

Competition
n= 16

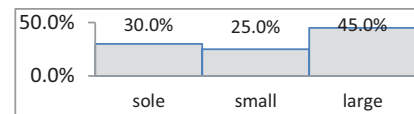
2	6	8
great deal	moderate	very little



About the Organisation

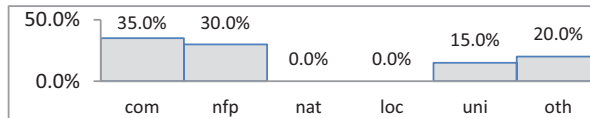
Sizes of Organisation
n= 20

6	5	9
sole trader	small	large



Types of Organisation
n= 20

7	6	0	0	3	4
commercial	not for profit	nat gov	local gov	university	other



Location
n= 20

east of england	1	5.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	2	10.0%
south west england	3	15.0%
north-east england	0	0.0%
north-west england	3	15.0%
west midlands	2	10.0%
yorkshire & the humber	3	15.0%
scotland	3	15.0%
wales	1	5.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	2	10.0%

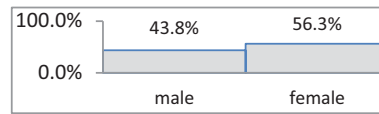
Report Production Indexing

About the Specialists

Gender

n= 16

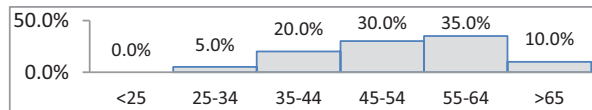
male	female
7	9



Age

n= 20

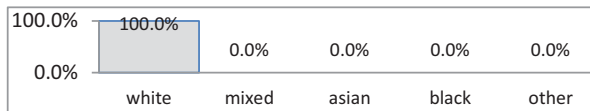
<25	25-34	35-44	45-54	55-64	>65
0	1	4	6	7	2



Ethnicity

n= 19

white	mixed /	asian / asian	black /	other ethnic
19	0	0	0	0



Disability Status

n= 18

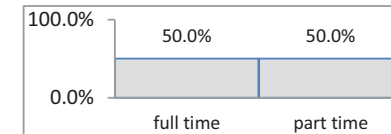
disabled	not disabled
0	18



Hours Worked

n= 20

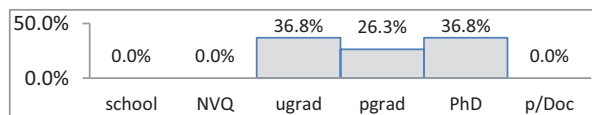
full time	part time
10	10



Highest Qualification

n= 19

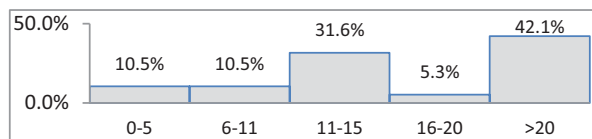
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	7	5	7	0



Years Practising to Date

n= 19

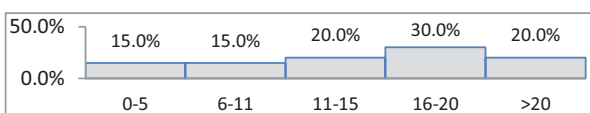
0-5	6-11	11-15	16-20	>20
2	2	6	1	8



Years Intending to Continue

n= 20

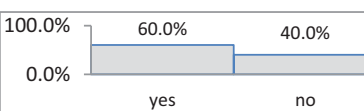
0-5	6-11	11-15	16-20	>20
3	3	4	6	4



Waiting List

n= 20

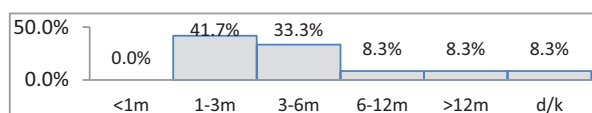
yes	no
12	8



Waiting List Length

n= 12

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



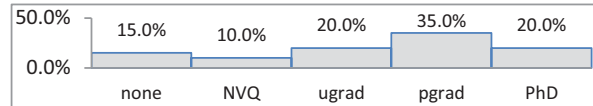
Report Production Indexing

About Training and Professional Development

New Entrant Qualifications Needed

n= 20

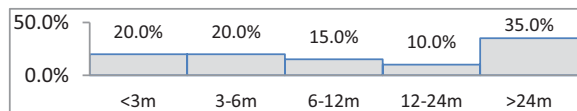
none	NVQ	ugrad	pgrad	PhD
3	2	4	7	4



New Entrant Experience Needed

n= 20

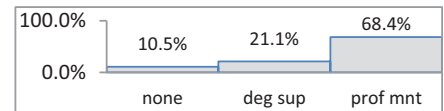
<3m	3-6m	6-12m	12-24m	>24m
4	4	3	2	7



New Entrant Guidance or Mentoring

n= 19

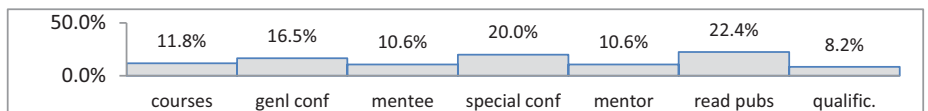
none	deg sup	prof mnt
2	4	13



CPD Mechanisms Preferred

n= 85

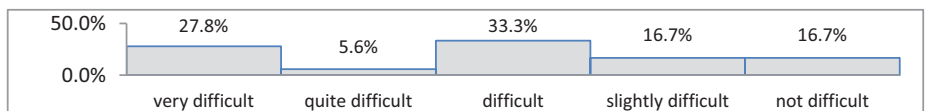
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
10	14	9	17	9	19	7



Access to Initial Training

n= 18

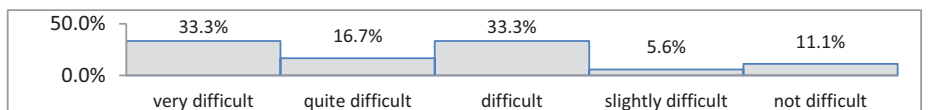
very difficult	quite difficult	difficult	slightly	not difficult
5	1	6	3	3



Access to CPD Training

n= 18

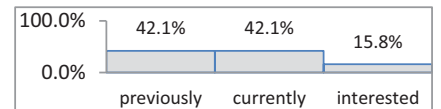
very difficult	quite difficult	difficult	slightly	not difficult
6	3	6	1	2



Being a Trainer

n= 19

previously	currently	interested
8	8	3

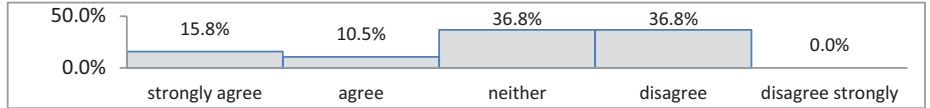


Report Production Indexing

About the Changing Levels of Demand for Work

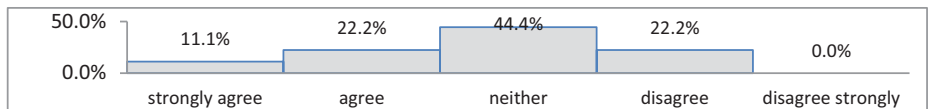
Reduced Projects
n= 19

strongly agree	agree	neither	disagree	disagree	disagree
3	2	7	7	0	0



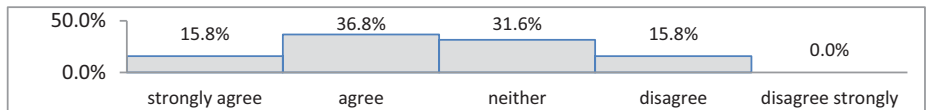
Reduce Costs
n= 18

strongly agree	agree	neither	disagree	disagree	disagree
2	4	8	4	0	0



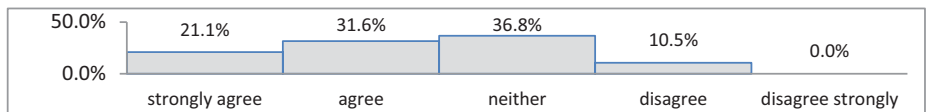
Time Pressure
n= 19

strongly agree	agree	neither	disagree	disagree	disagree
3	7	6	3	0	0



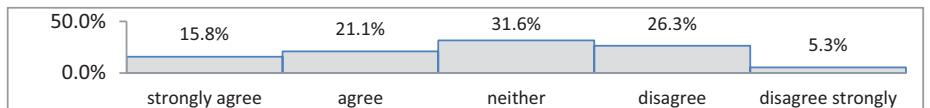
Cut Back Aspects
n= 19

strongly agree	agree	neither	disagree	disagree	disagree
4	6	7	2	0	0



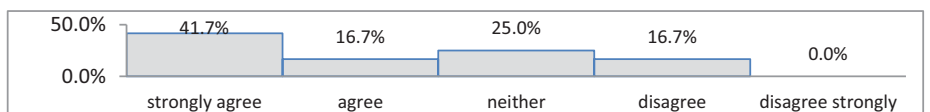
Job Security Worries
n= 19

strongly agree	agree	neither	disagree	disagree	disagree
3	4	6	5	1	1



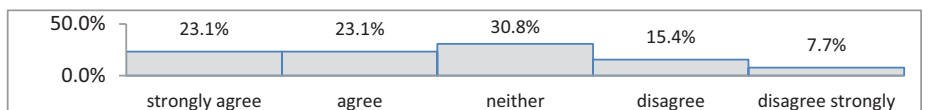
Non-Specialist Duties
n= 12

strongly agree	agree	neither	disagree	disagree	disagree
5	2	3	2	0	0



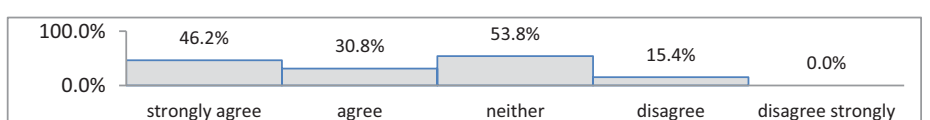
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree	disagree
3	3	4	2	1	1



Decrease in Specialists
n= 19

strongly agree	agree	neither	disagree	disagree	disagree
6	4	7	2	0	0

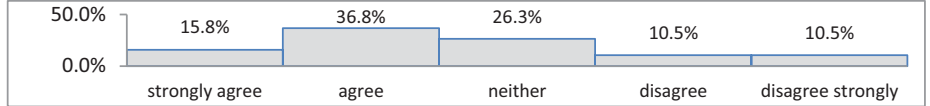


Report Production Indexing

About the Potential Impact of Brexit

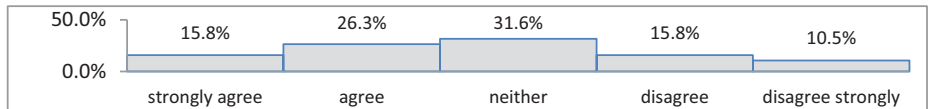
Reduced Projects
n= 19

strongly agree	agree	neither	disagree	disagree
3	7	5	2	2



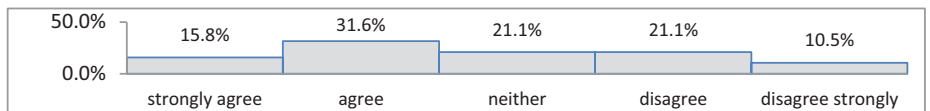
Reduce Costs
n= 19

strongly agree	agree	neither	disagree	disagree
3	5	6	3	2



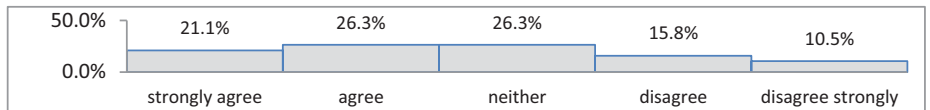
Time Pressure
n= 19

strongly agree	agree	neither	disagree	disagree
3	6	4	4	2



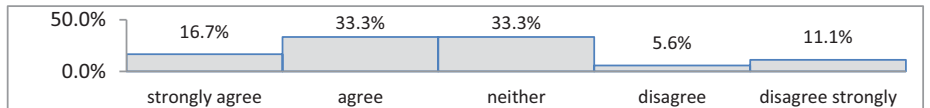
Cut Back Aspects
n= 19

strongly agree	agree	neither	disagree	disagree
4	5	5	3	2



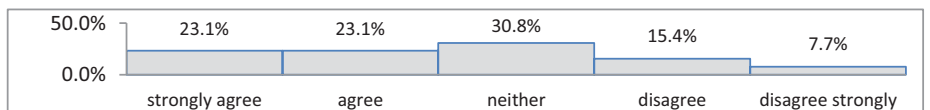
Job Security Worries
n= 19

strongly agree	agree	neither	disagree	disagree
3	6	6	1	2



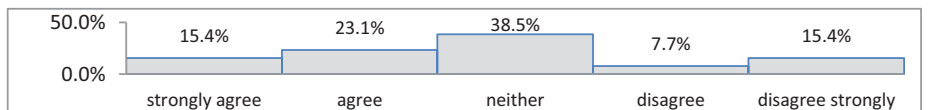
Non-Specialist Duties
n= 18

strongly agree	agree	neither	disagree	disagree
3	3	4	2	1



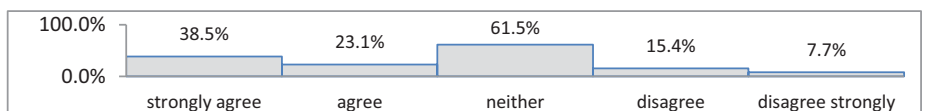
Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree
2	3	5	1	2



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree
5	3	8	2	1



**Report Production
Paper Publication**

n= 50

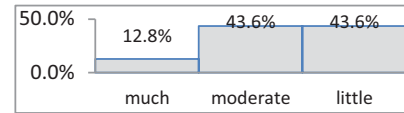
About the Work

Charge / day
n= 34

mean	SD	min	max
£ 245.47		131.53 £	75.00 £ 600.00

Competition
n= 39

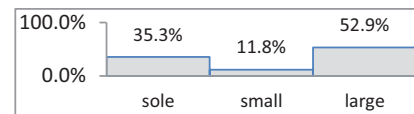
5	17	17
great deal	moderate	very little



About the Organisation

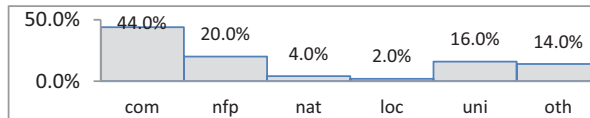
Sizes of Organisation
n= 51

18	6	27
sole trader	small	large



Types of Organisation
n= 50

22	10	2	1	8	7
commercial	not for profit	nat gov	local gov	university	other



Location
n= 51

east of england	4	7.8%
east midlands	4	7.8%
london	1	2.0%
south-east england	7	13.7%
south west england	9	17.6%
north-east england	2	3.9%
north-west england	3	5.9%
west midlands	3	5.9%
yorkshire & the humber	7	13.7%
scotland	4	7.8%
wales	3	5.9%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	2	3.9%
outside uk - rest of world	2	3.9%

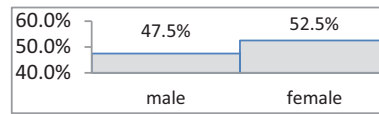
Report Production Paper Publication

About the Specialists

Gender

n= 40

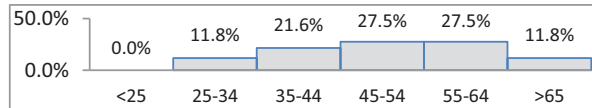
male	female
19	21



Age

n= 51

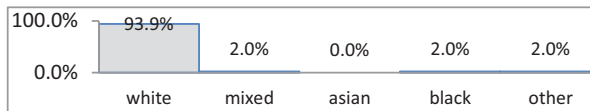
<25	25-34	35-44	45-54	55-64	>65
0	6	11	14	14	6



Ethnicity

n= 49

white	mixed /	asian / asian	black /	other ethnic
46	1	0	1	1



Disability Status

n= 45

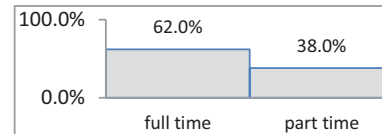
disabled	not disabled
0	45



Hours Worked

n= 50

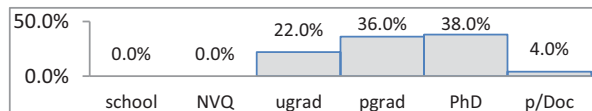
full time	part time
31	19



Highest Qualification

n= 50

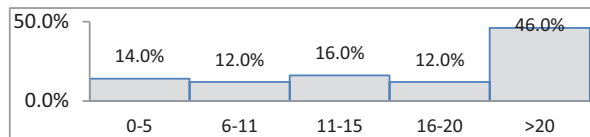
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	11	18	19	2



Years Practising to Date

n= 50

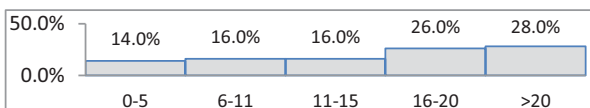
0-5	6-11	11-15	16-20	>20
7	6	8	6	23



Years Intending to Continue

n= 50

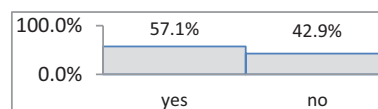
0-5	6-11	11-15	16-20	>20
7	8	8	13	14



Waiting List

n= 49

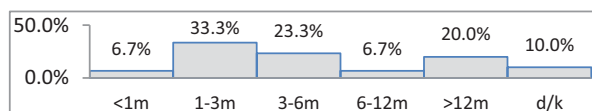
yes	no
28	21



Waiting List Length

n= 30

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	10	7	2	6	3



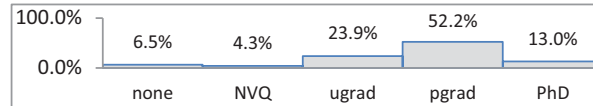
Report Production Paper Publication

About Training and Professional Development

New Entrant Qualifications Needed

n= 46

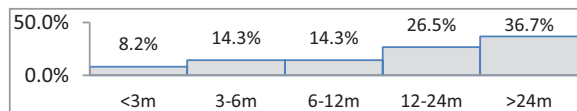
none	NVQ	ugrad	pgrad	PhD
3	2	11	24	6



New Entrant Experience Needed

n= 49

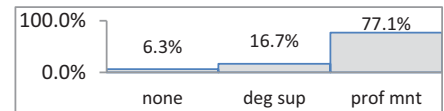
<3m	3-6m	6-12m	12-24m	>24m
4	7	7	13	18



New Entrant Guidance or Mentoring

n= 48

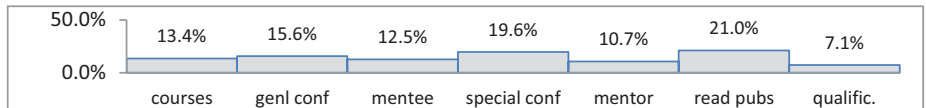
none	deg sup	prof mnt
3	8	37



CPD Mechanisms Preferred

n= 224

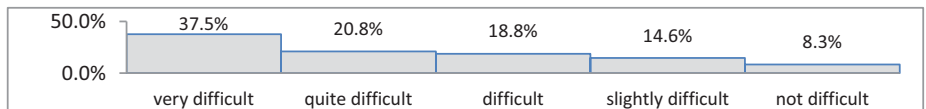
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
30	35	28	44	24	47	16



Access to Initial Training

n= 48

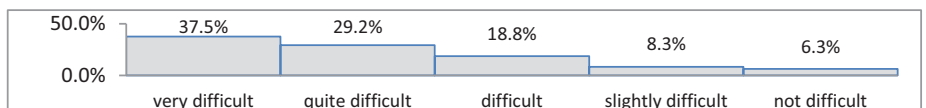
very difficult	quite difficult	difficult	slightly	not difficult
18	10	9	7	4



Access to CPD Training

n= 48

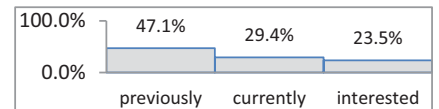
very difficult	quite difficult	difficult	slightly	not difficult
18	14	9	4	3



Being a Trainer

n= 51

previously	currently	interested
24	15	12



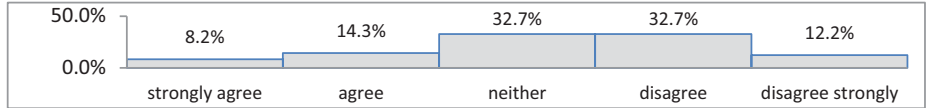
Report Production Paper Publication

About the Changing Levels of Demand for Work

Reduced Projects

n= 49

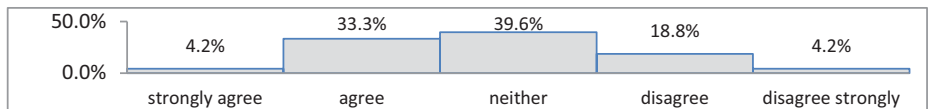
strongly agree	agree	neither	disagree	disagree
4	7	16	16	6



Reduce Costs

n= 48

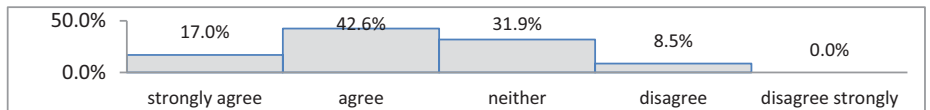
strongly agree	agree	neither	disagree	disagree
2	16	19	9	2



Time Pressure

n= 47

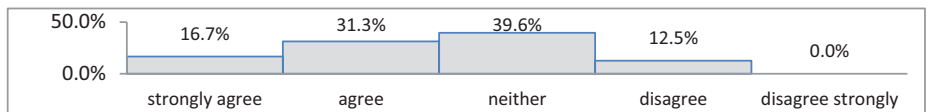
strongly agree	agree	neither	disagree	disagree
8	20	15	4	0



Cut Back Aspects

n= 48

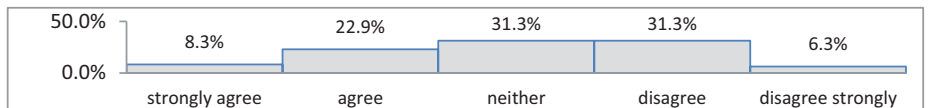
strongly agree	agree	neither	disagree	disagree
8	15	19	6	0



Job Security Worries

n= 48

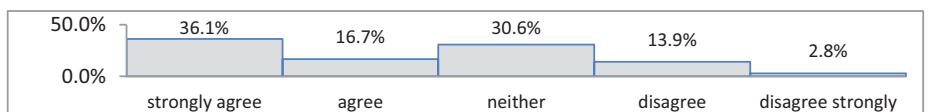
strongly agree	agree	neither	disagree	disagree
4	11	15	15	3



Non-Specialist Duties

n= 36

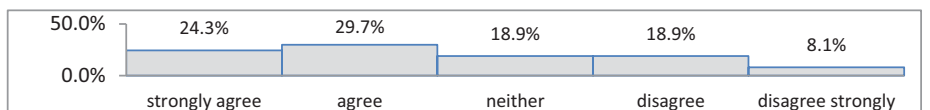
strongly agree	agree	neither	disagree	disagree
13	6	11	5	1



Take Work Home

n= 37

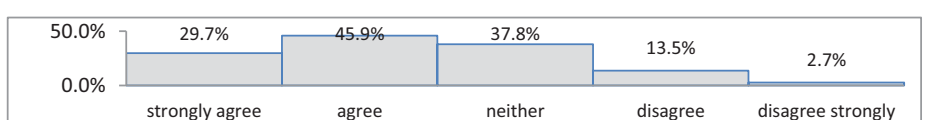
strongly agree	agree	neither	disagree	disagree
9	11	7	7	3



Decrease in Specialists

n= 48

strongly agree	agree	neither	disagree	disagree
11	17	14	5	1

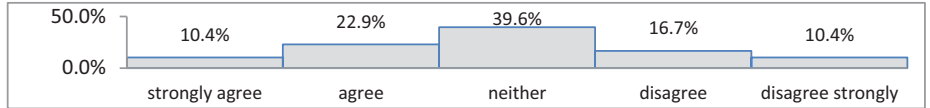


**Report Production
Paper Publication**

About the Potential Impact of Brexit

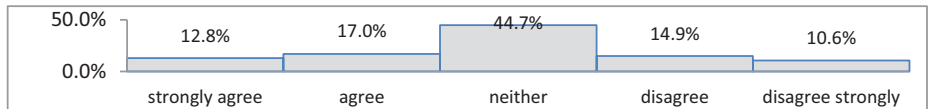
Reduced Projects
n= 48

strongly agree	agree	neither	disagree	disagree
5	11	19	8	5



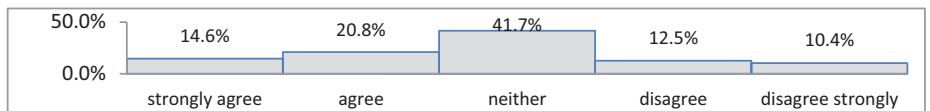
Reduce Costs
n= 48

strongly agree	agree	neither	disagree	disagree
6	8	21	7	5



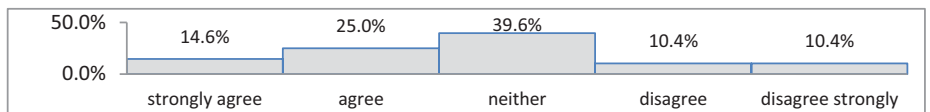
Time Pressure
n= 47

strongly agree	agree	neither	disagree	disagree
7	10	20	6	5



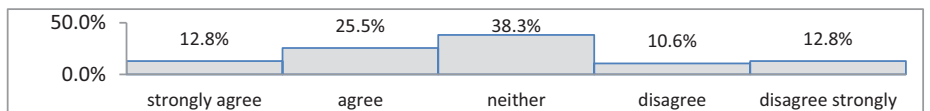
Cut Back Aspects
n= 48

strongly agree	agree	neither	disagree	disagree
7	12	19	5	5



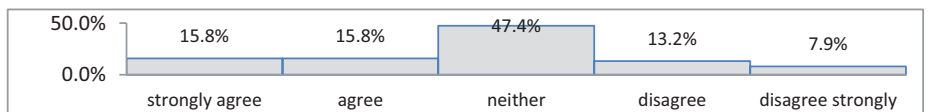
Job Security Worries
n= 48

strongly agree	agree	neither	disagree	disagree
6	12	18	5	6



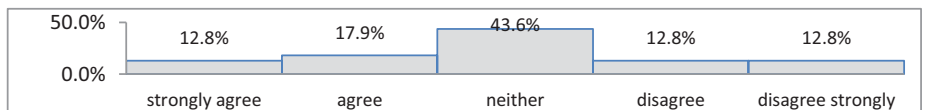
Non-Specialist Duties
n= 47

strongly agree	agree	neither	disagree	disagree
6	6	18	5	3



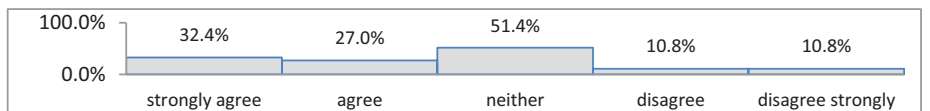
Take Work Home
n= 38

strongly agree	agree	neither	disagree	disagree
5	7	17	5	5



Decrease in Specialists
n= 39

strongly agree	agree	neither	disagree	disagree
12	10	19	4	4



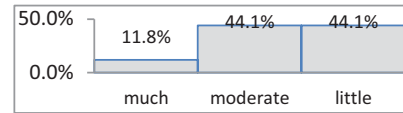
**Report Production
Digital Publication**

n= 46

About the Work

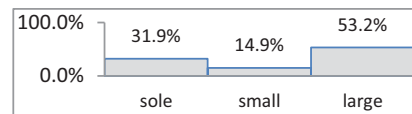
Charge / day mean SD min max
 n= 27 £ **240.93** 135.93 £ 75.00 £ 600.00

Competition 4 15 15
 n= 34 great deal moderate very little

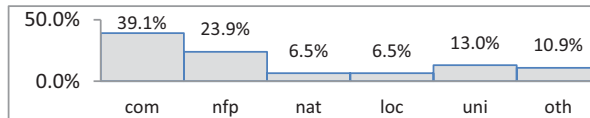


About the Organisation

Sizes of Organisation 15 7 25
 n= 47 sole trader small large



Types of Organisation 18 11 3 3 6 5
 n= 46 commercial not for profit nat gov local gov university other



Location n= 47

east of england	5	10.6%
east midlands	5	10.6%
london	1	2.1%
south-east england	7	14.9%
south west england	7	14.9%
north-east england	1	2.1%
north-west england	3	6.4%
west midlands	2	4.3%
yorkshire & the humber	8	17.0%
scotland	2	4.3%
wales	2	4.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	2	4.3%
outside uk - rest of world	2	4.3%

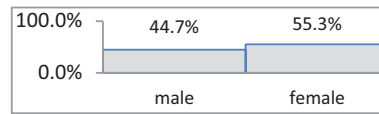
Report Production Digital Publication

About the Specialists

Gender

n= 38

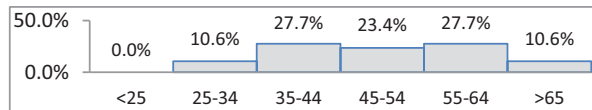
male	female
17	21



Age

n= 47

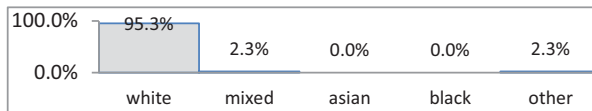
<25	25-34	35-44	45-54	55-64	>65
0	5	13	11	13	5



Ethnicity

n= 43

white	mixed /	asian / asian	black /	other ethnic
41	1	0	0	1



Disability Status

n= 41

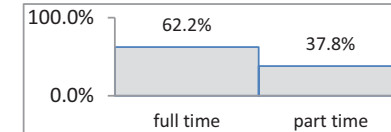
disabled	not disabled
0	41



Hours Worked

n= 45

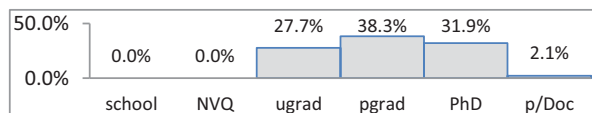
full time	part time
28	17



Highest Qualification

n= 47

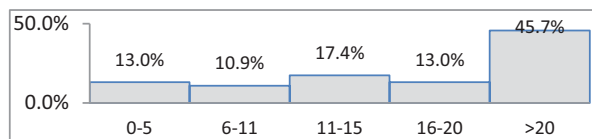
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	13	18	15	1



Years Practising to Date

n= 46

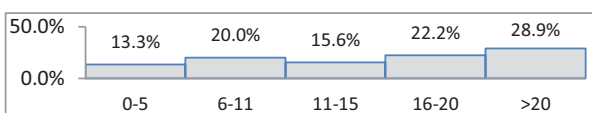
0-5	6-11	11-15	16-20	>20
6	5	8	6	21



Years Intending to Continue

n= 45

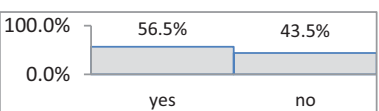
0-5	6-11	11-15	16-20	>20
6	9	7	10	13



Waiting List

n= 46

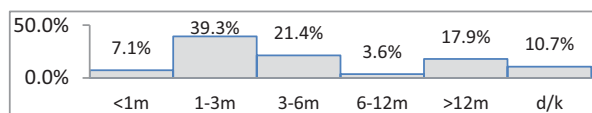
yes	no
26	20



Waiting List Length

n= 28

<1m	1-3m	3-6m	6-12m	>12m	d/k
2	11	6	1	5	3



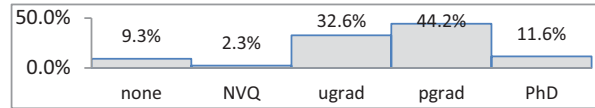
Report Production Digital Publication

About Training and Professional Development

New Entrant Qualifications Needed

n= 43

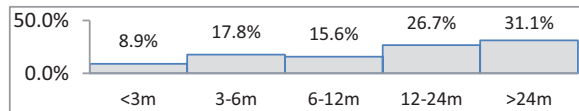
none	NVQ	ugrad	pgrad	PhD
4	1	14	19	5



New Entrant Experience Needed

n= 45

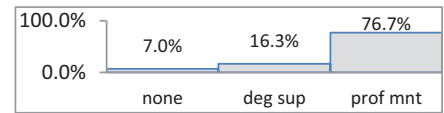
<3m	3-6m	6-12m	12-24m	>24m
4	8	7	12	14



New Entrant Guidance or Mentoring

n= 43

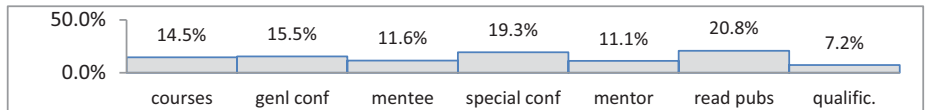
none	deg sup	prof mnt
3	7	33



CPD Mechanisms Preferred

n= 207

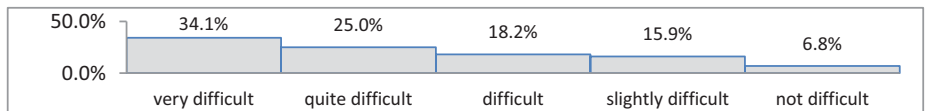
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
30	32	24	40	23	43	15



Access to Initial Training

n= 44

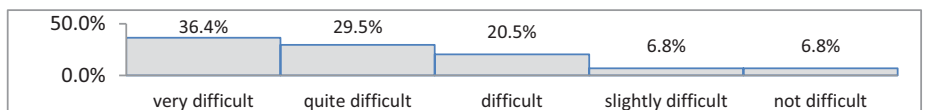
very difficult	quite difficult	difficult	slightly	not difficult
15	11	8	7	3



Access to CPD Training

n= 44

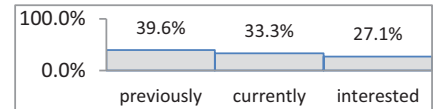
very difficult	quite difficult	difficult	slightly	not difficult
16	13	9	3	3



Being a Trainer

n= 48

previously	currently	interested
19	16	13

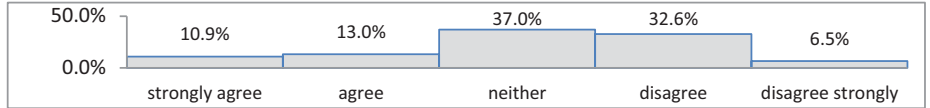


Report Production Digital Publication

About the Changing Levels of Demand for Work

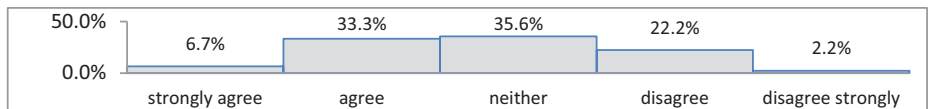
Reduced Projects n= 46

strongly agree	agree	neither	disagree	disagree
5	6	17	15	3



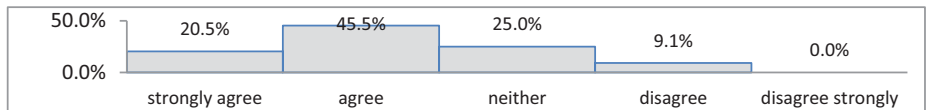
Reduce Costs n= 45

strongly agree	agree	neither	disagree	disagree
3	15	16	10	1



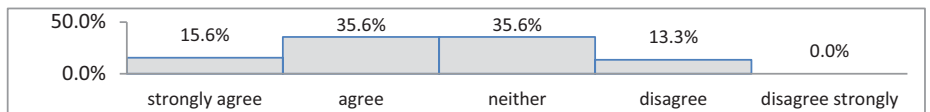
Time Pressure n= 44

strongly agree	agree	neither	disagree	disagree
9	20	11	4	0



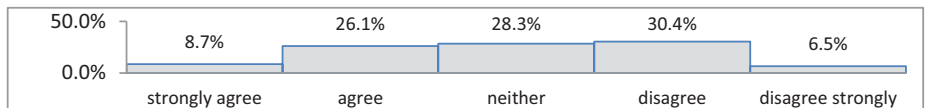
Cut Back Aspects n= 45

strongly agree	agree	neither	disagree	disagree
7	16	16	6	0



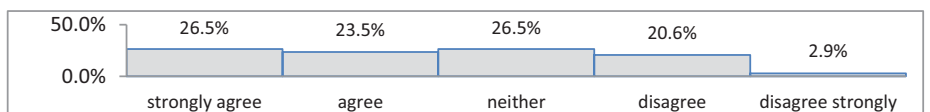
Job Security Worries n= 46

strongly agree	agree	neither	disagree	disagree
4	12	13	14	3



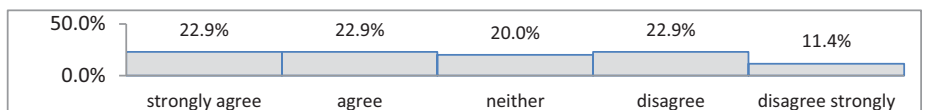
Non-Specialist Duties n= 34

strongly agree	agree	neither	disagree	disagree
9	8	9	7	1



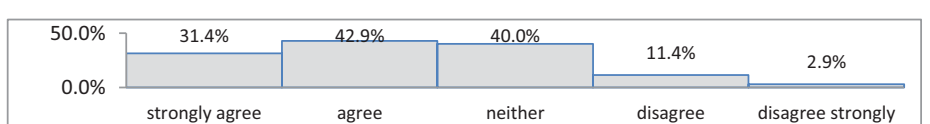
Take Work Home n= 35

strongly agree	agree	neither	disagree	disagree
8	8	7	8	4



Decrease in Specialists n= 45

strongly agree	agree	neither	disagree	disagree
11	15	14	4	1



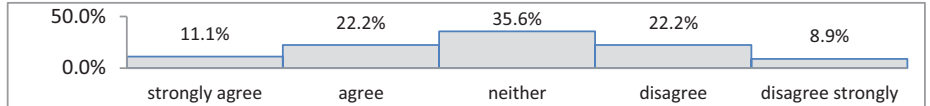
Report Production Digital Publication

About the Potential Impact of Brexit

Reduced Projects

n= 45

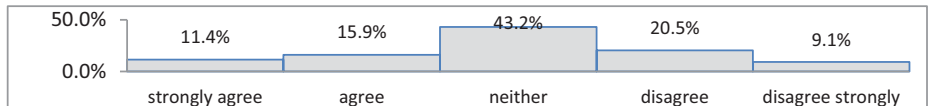
strongly agree	agree	neither	disagree	disagree
5	10	16	10	4



Reduce Costs

n= 45

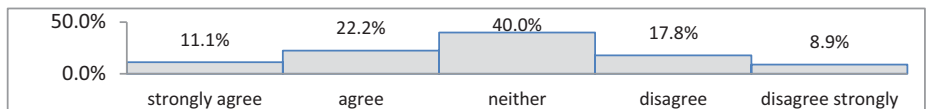
strongly agree	agree	neither	disagree	disagree
5	7	19	9	4



Time Pressure

n= 44

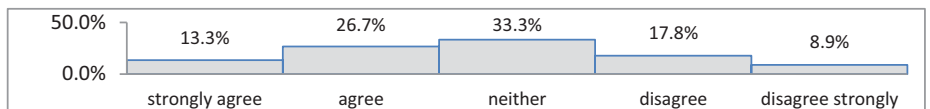
strongly agree	agree	neither	disagree	disagree
5	10	18	8	4



Cut Back Aspects

n= 45

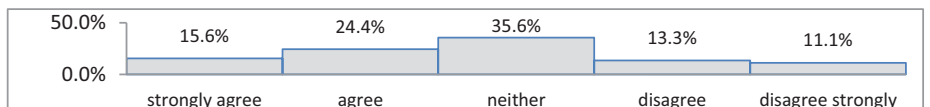
strongly agree	agree	neither	disagree	disagree
6	12	15	8	4



Job Security Worries

n= 45

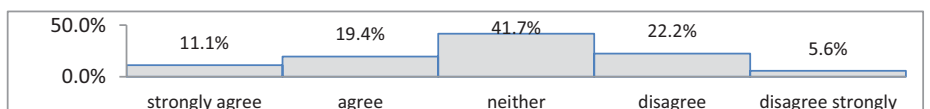
strongly agree	agree	neither	disagree	disagree
7	11	16	6	5



Non-Specialist Duties

n= 45

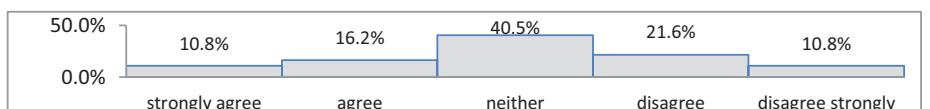
strongly agree	agree	neither	disagree	disagree
4	7	15	8	2



Take Work Home

n= 36

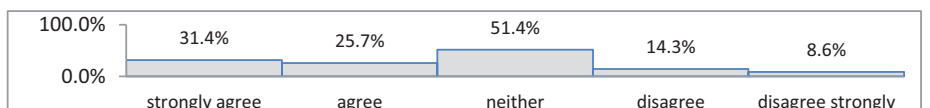
strongly agree	agree	neither	disagree	disagree
4	6	15	8	4



Decrease in Specialists

n= 37

strongly agree	agree	neither	disagree	disagree
11	9	18	5	3



Report Production Distribution

n= 16

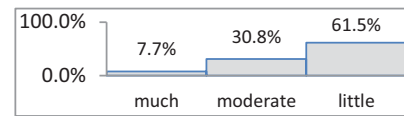
About the Work

Charge / day
n= 9

mean	SD	min	max
£ 332.22		169.43 £	100.00 £ 600.00

Competition
n= 13

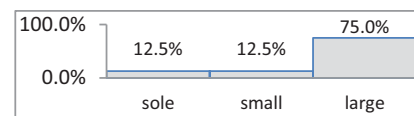
1	4	8
great deal	moderate	very little



About the Organisation

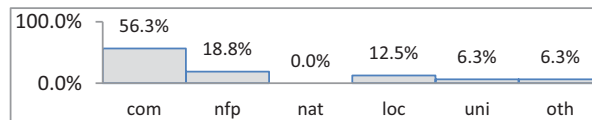
Sizes of Organisation
n= 16

2	2	12
sole trader	small	large



Types of Organisation
n= 16

9	3	0	2	1	1
commercial	not for profit	nat gov	local gov	university	other



Location
n= 16

east of england	1	6.3%
east midlands	2	12.5%
london	0	0.0%
south-east england	3	18.8%
south west england	2	12.5%
north-east england	1	6.3%
north-west england	2	12.5%
west midlands	1	6.3%
yorkshire & the humber	1	6.3%
scotland	1	6.3%
wales	2	12.5%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	0	0.0%
outside uk - rest of world	0	0.0%

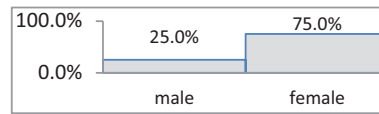
Report Production Distribution

About the Specialists

Gender

n= 12

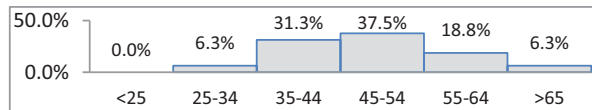
male	female
3	9



Age

n= 16

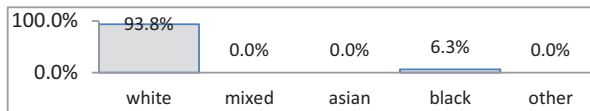
<25	25-34	35-44	45-54	55-64	>65
0	1	5	6	3	1



Ethnicity

n= 16

white	mixed /	asian / asian	black /	other ethnic
15	0	0	1	0



Disability Status

n= 16

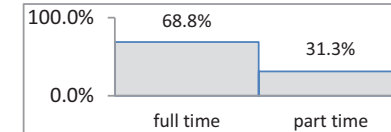
disabled	not disabled
0	16



Hours Worked

n= 16

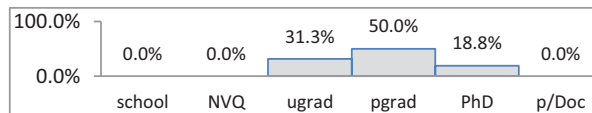
full time	part time
11	5



Highest Qualification

n= 16

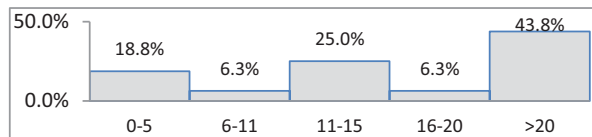
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	5	8	3	0



Years Practising to Date

n= 16

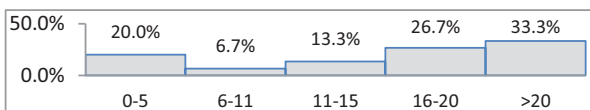
0-5	6-11	11-15	16-20	>20
3	1	4	1	7



Years Intending to Continue

n= 15

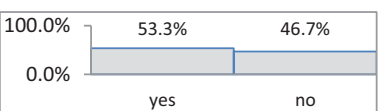
0-5	6-11	11-15	16-20	>20
3	1	2	4	5



Waiting List

n= 15

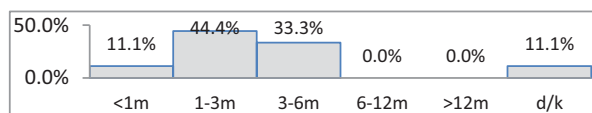
yes	no
8	7



Waiting List Length

n= 9

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



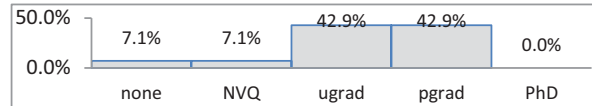
Report Production Distribution

About Training and Professional Development

New Entrant Qualifications Needed

n= 14

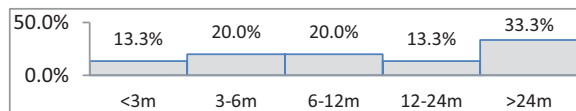
none	NVQ	ugrad	pgrad	PhD	0
	1	1	6	6	



New Entrant Experience Needed

n= 15

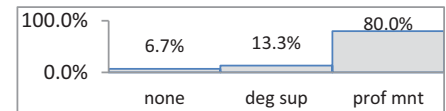
<3m	3-6m	6-12m	12-24m	>24m	5
	2	3	3	2	



New Entrant Guidance or Mentoring

n= 15

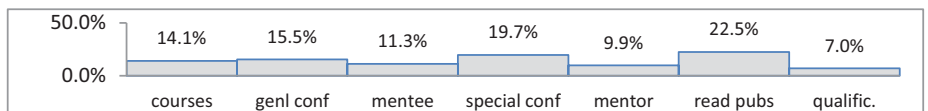
none	deg sup	prof mnt	12
	1	2	



CPD Mechanisms Preferred

n= 71

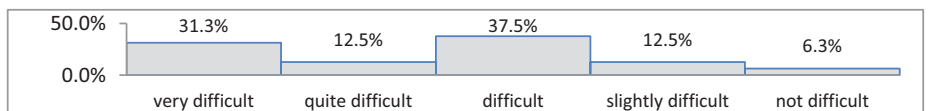
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.	5
	10	11	8	14	7	16	



Access to Initial Training

n= 16

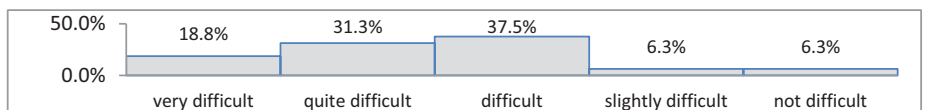
very difficult	quite difficult	difficult	slightly	not difficult	1
	5	2	6	2	



Access to CPD Training

n= 16

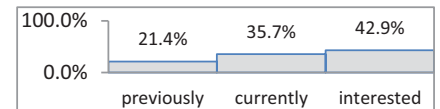
very difficult	quite difficult	difficult	slightly	not difficult	1
	3	5	6	1	



Being a Trainer

n= 14

previously	currently	interested	6
	3	5	

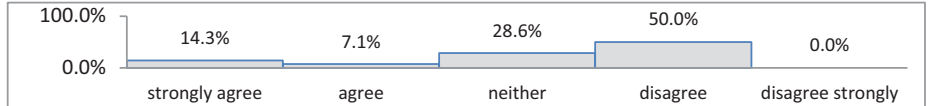


Report Production Distribution

About the Changing Levels of Demand for Work

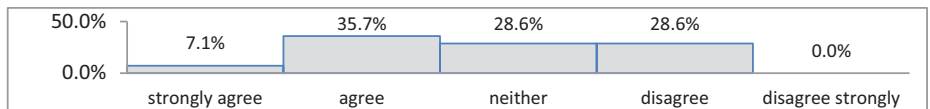
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree	disagree strongly
2	1	4	7	0	0



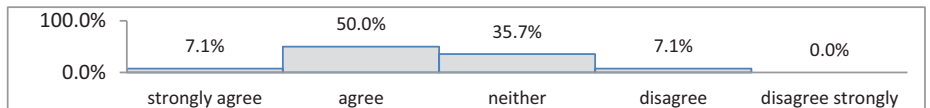
Reduce Costs
n= 14

strongly agree	agree	neither	disagree	disagree	disagree strongly
1	5	4	4	0	0



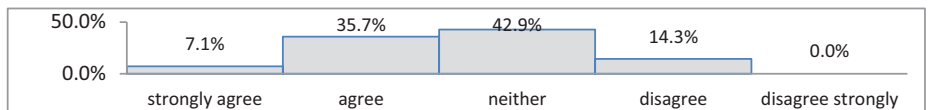
Time Pressure
n= 14

strongly agree	agree	neither	disagree	disagree	disagree strongly
1	7	5	1	0	0



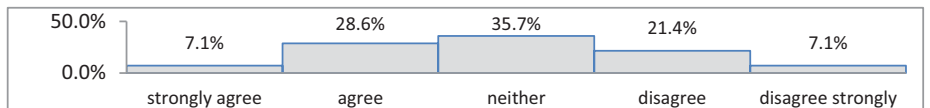
Cut Back Aspects
n= 14

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



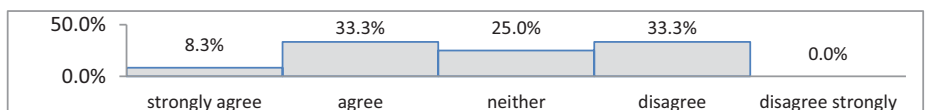
Job Security Worries
n= 14

strongly agree	agree	neither	disagree	disagree	disagree strongly
1	4	5	3	1	1



Non-Specialist Duties
n= 12

strongly agree	agree	neither	disagree	disagree	disagree strongly
1	4	3	4	0	0



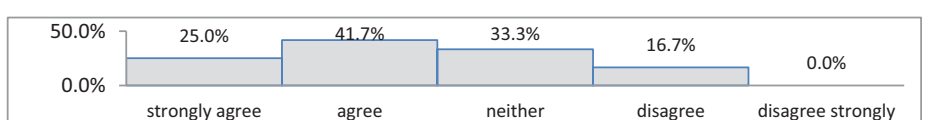
Take Work Home
n= 12

strongly agree	agree	neither	disagree	disagree	disagree strongly
2	3	3	4	0	0



Decrease in Specialists
n= 14

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

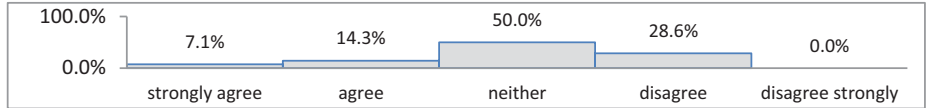


Report Production Distribution

About the Potential Impact of Brexit

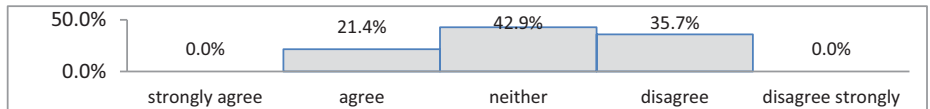
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree	
1	2	7	4	0	



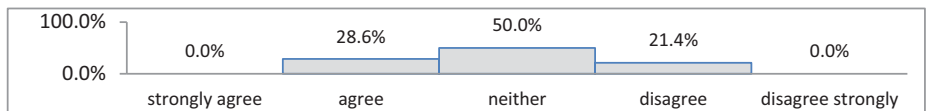
Reduce Costs
n= 14

strongly agree	agree	neither	disagree	disagree	
0	3	6	5	0	



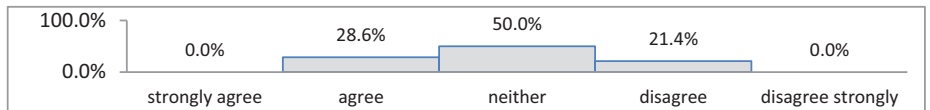
Time Pressure
n= 14

strongly agree	agree	neither	disagree	disagree	
0	4	7	3	0	



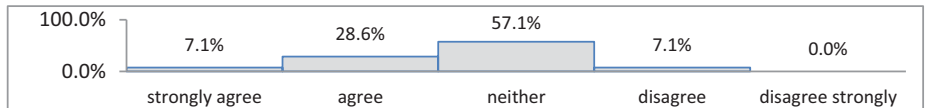
Cut Back Aspects
n= 14

strongly agree	agree	neither	disagree	disagree	
0	4	7	3	0	



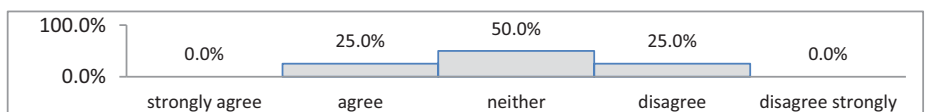
Job Security Worries
n= 14

strongly agree	agree	neither	disagree	disagree	
1	4	8	1	0	



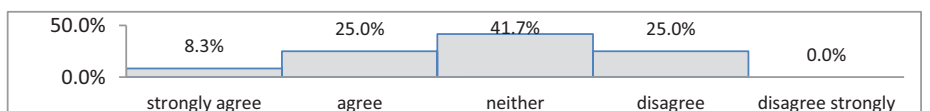
Non-Specialist Duties
n= 14

strongly agree	agree	neither	disagree	disagree	
0	3	6	3	0	



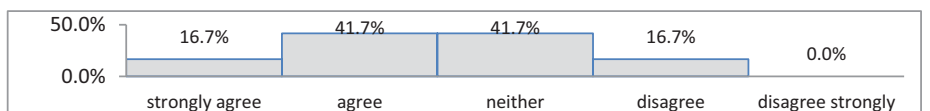
Take Work Home
n= 12

strongly agree	agree	neither	disagree	disagree	
1	3	5	3	0	



Decrease in Specialists
n= 12

strongly agree	agree	neither	disagree	disagree	
2	5	5	2	0	



Survey – All Specialisms

Survey
All Specialisms

n= 166

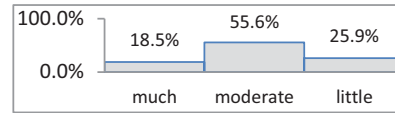
About the Work

Charge / day
n= 143

mean	SD	min	max
£ 377.55		372.85 £	80.00 £ 3,000.00

Competition
n= 189

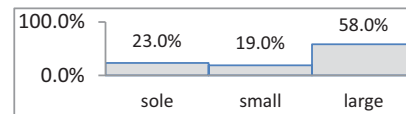
	35	105	49
great deal			
moderate			
very little			



About the Organisation

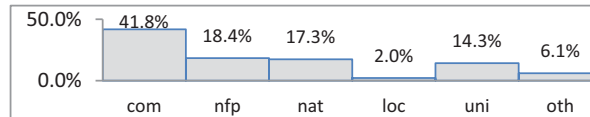
Sizes of Organisation
n= 100

	23	19	58
sole trader			
small			
large			



Types of Organisation
n= 98

	41	18	17	2	14	6
commercial						
not for profit						
nat gov						
local gov						
university						
other						



Location
n= 100

east of england	5	5.0%
east midlands	4	4.0%
london	4	4.0%
south-east england	14	14.0%
south west england	16	16.0%
north-east england	3	3.0%
north-west england	6	6.0%
west midlands	6	6.0%
yorkshire & the humber	10	10.0%
scotland	23	23.0%
wales	3	3.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	5	5.0%
outside uk - rest of world	1	1.0%

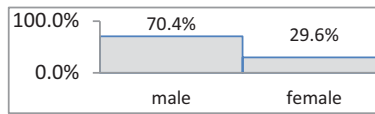
**Survey
All Specialisms**

About the Specialists

Gender

n= 71

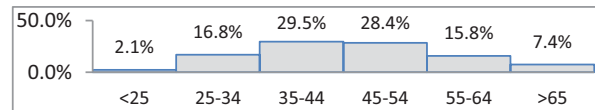
male	female
50	21



Age

n= 95

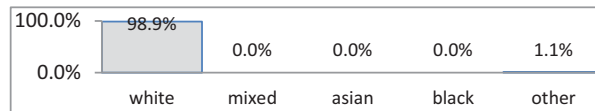
<25	25-34	35-44	45-54	55-64	>65
2	16	28	27	15	7



Ethnicity

n= 92

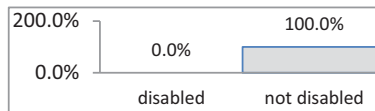
white	mixed /	asian / asian	black /	other ethnic
91	0	0	0	1



Disability Status

n= 86

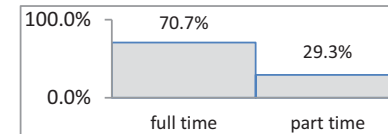
disabled	not disabled
0	86



Hours Worked

n= 99

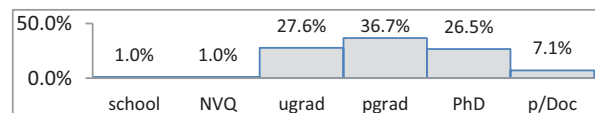
full time	part time
70	29



Highest Qualification

n= 98

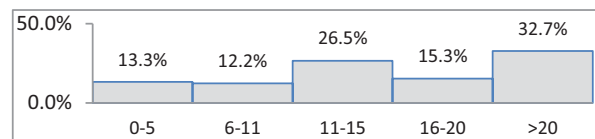
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	27	36	26	7



Years Practising to Date

n= 98

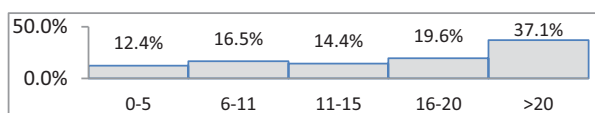
0-5	6-11	11-15	16-20	>20
13	12	26	15	32



Years Intending to Continue

n= 97

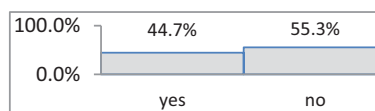
0-5	6-11	11-15	16-20	>20
12	16	14	19	36



Waiting List

n= 94

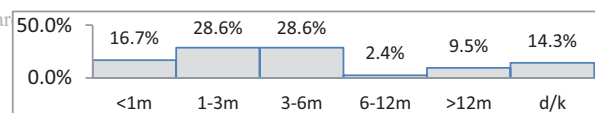
yes	no
42	52



Waiting List Length

n= 42

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



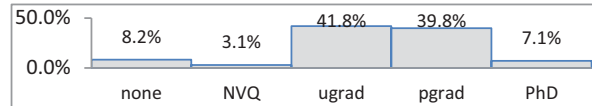
**Survey
All Specialisms**

About Training and Professional Development

New Entrant Qualifications Needed

n= 98

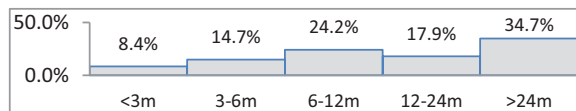
none	NVQ	ugrad	pgrad	PhD
8	3	41	39	7



New Entrant Experience Needed

n= 95

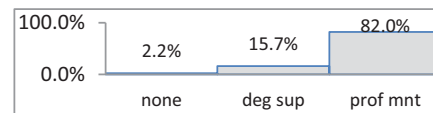
<3m	3-6m	6-12m	12-24m	>24m
8	14	23	17	33



New Entrant Guidance or Mentoring

n= 89

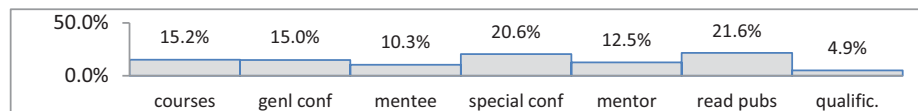
none	deg sup	prof mnt
2	14	73



CPD Mechanisms Preferred

n= 408

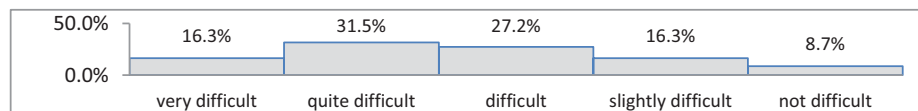
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
62	61	42	84	51	88	20



Access to Initial Training

n= 92

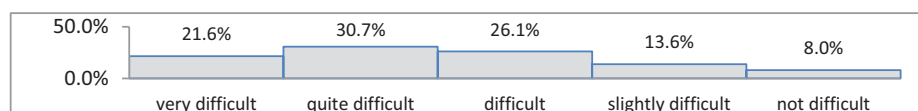
very difficult	quite difficult	difficult	slightly	not difficult
15	29	25	15	8



Access to CPD Training

n= 88

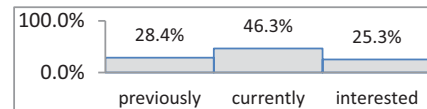
very difficult	quite difficult	difficult	slightly	not difficult
19	27	23	12	7



Being a Trainer

n= 95

previously	currently	interested
27	44	24

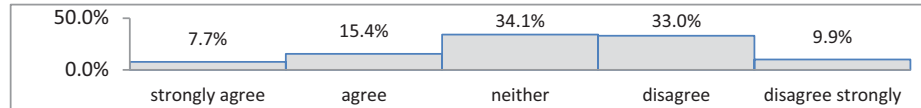


**Survey
All Specialisms**

About the Changing Levels of Demand for Work

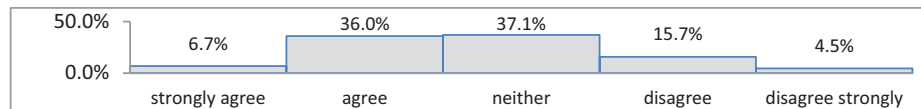
Reduced Projects
n= 91

strongly agree	agree	neither	disagree	disagree
7	14	31	30	9



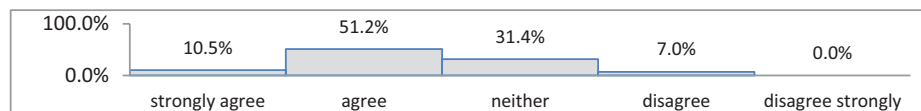
Reduce Costs
n= 89

strongly agree	agree	neither	disagree	disagree
6	32	33	14	4



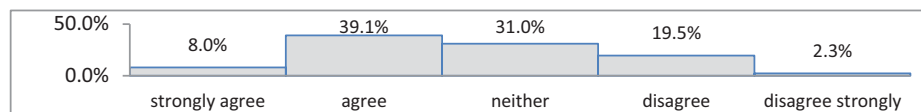
Time Pressure
n= 86

strongly agree	agree	neither	disagree	disagree
9	44	27	6	0



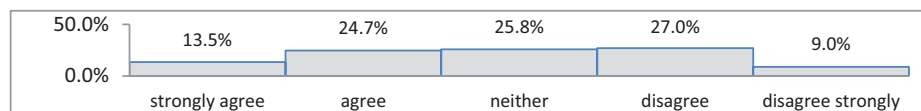
Cut Back Aspects
n= 87

strongly agree	agree	neither	disagree	disagree
7	34	27	17	2



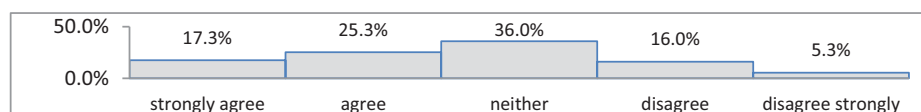
Job Security Worries
n= 89

strongly agree	agree	neither	disagree	disagree
12	22	23	24	8



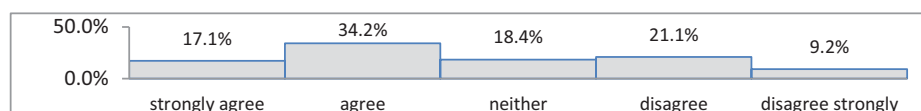
Non-Specialist Duties
n= 75

strongly agree	agree	neither	disagree	disagree
13	19	27	12	4



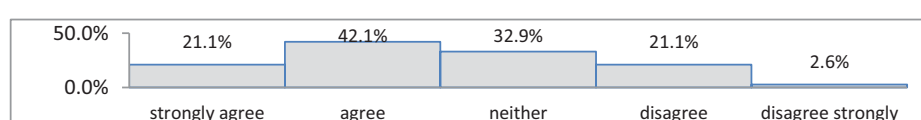
Take Work Home
n= 76

strongly agree	agree	neither	disagree	disagree
13	26	14	16	7



Decrease in Specialists
n= 91

strongly agree	agree	neither	disagree	disagree
16	32	25	16	2

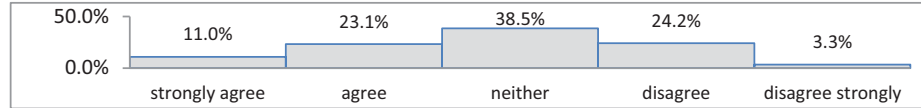


**Survey
All Specialisms**

About the Potential Impact of Brexit

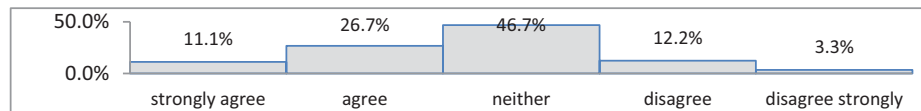
Reduced Projects
n= 91

strongly agree	agree	neither	disagree	disagree
10	21	35	22	3



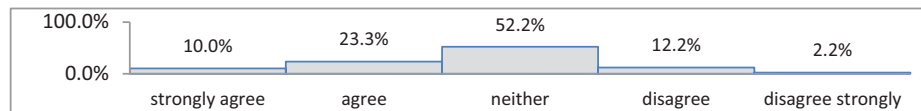
Reduce Costs
n= 91

strongly agree	agree	neither	disagree	disagree
10	24	42	11	3



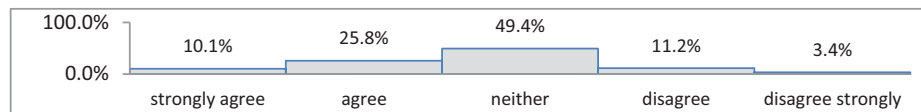
Time Pressure
n= 90

strongly agree	agree	neither	disagree	disagree
9	21	47	11	2



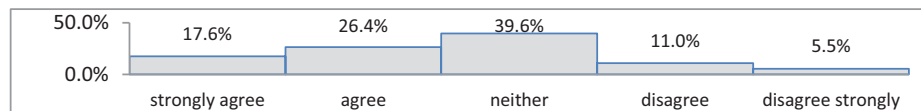
Cut Back Aspects
n= 90

strongly agree	agree	neither	disagree	disagree
9	23	44	10	3



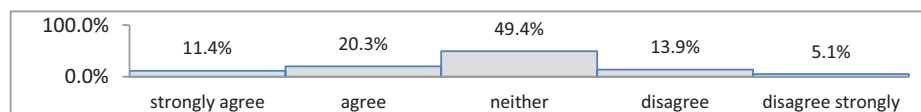
Job Security Worries
n= 89

strongly agree	agree	neither	disagree	disagree
16	24	36	10	5



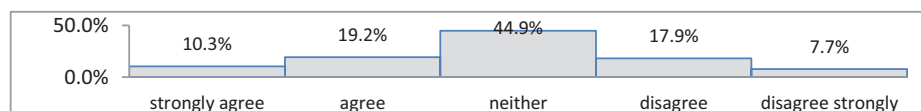
Non-Specialist Duties
n= 91

strongly agree	agree	neither	disagree	disagree
9	16	39	11	4



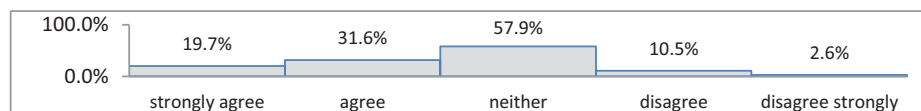
Take Work Home
n= 79

strongly agree	agree	neither	disagree	disagree
8	15	35	14	6



Decrease in Specialists
n= 78

strongly agree	agree	neither	disagree	disagree
15	24	44	8	2



All comments received from providers of Survey services:

3d point cloud/2d elevations, sections, plans line drawn from 3d model

a variety of deliverables derived from 3d point cloud model

Aerial and laser scan derived point clouds

charges vary dependant on technique

charging is per area covered and method used

Competition has driven prices down to rock bottom in recent years

Costs are variable according to project

Depending on the case I sometimes charge more. I am also a planner and urban designer with specialism in heritage significance and setting

geo-referenced point clouds with additional photographic reference data

Help out freelance colleagues with surveying

I usually charge £240 for a one-day survey + report

I work for [national heritage organisation], so competition isn't really relevant

Interested to know who decided that there was a difference between photogrammetry and 3D photogrammetry. Clearly not a specialist compiling the list.

Internal use and partnerships

Largely work on HE funded projects who keep oversight on tendering

Little specialist capacity in the sector

Maritime

N/A public sector

Not recommended as becoming more mechanised. Lack of policing of standards.

only undertake very specialist geophysics for geological archaeology

people undercutting with inferior product. no accountability for this

Provided as part of lottery funded projects and research projects

Structure from Motion

subcontracted then data combined with terrestrial/bathymetric data

The analysis of, not the collection/capture of.

The interpretation of archaeological features on APs is not always regarded as a specialism by some in the profession

This includes air photo interpretation and mapping. As a government organisation we do not charge for aerial services.

THIS IS FOR MAPPING FROM EXISTING RESOURCES NOT THE TAKING OF PHOTOS OR FLYING OF LIDAR

Too many non-specialists undertake geophysics and often do not do it to the best standards

UAV mapping

We only do specialist GPR work and that to understand stratigraphy. The day rate is for my time. Obviously the daily costs of a survey are a great deal more than this.

within wider context of my job

work for [national heritage organisation] so don't charge; while there are a reasonable number of general geophysical survey practitioners there are very few that can provide high resolution GPR and caesium magnetometry for large-scale sites

Works considered part of my contract with [national heritage organisation]

**Survey
Landscape**

n= 50

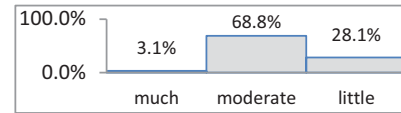
About the Work

Charge / day
n= 28

mean	SD	min	max
£ 291.96	252.76	£ 80.00	£ 1,500.00

Competition
n= 32

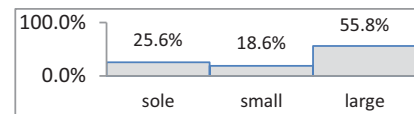
1	22	9
great deal	moderate	very little



About the Organisation

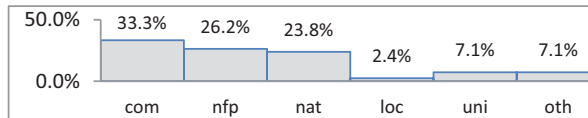
Sizes of Organisation
n= 43

11	8	24
sole trader	small	large



Types of Organisation
n= 42

14	11	10	1	3	3
commercial	not for profit	nat gov	local gov	university	other



Location

n= 43

east of england	1	2.3%
east midlands	4	9.3%
london	0	0.0%
south-east england	3	7.0%
south west england	6	14.0%
north-east england	2	4.7%
north-west england	1	2.3%
west midlands	3	7.0%
yorkshire & the humber	7	16.3%
scotland	13	30.2%
wales	1	2.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	2	4.7%
outside uk - rest of world	0	0.0%

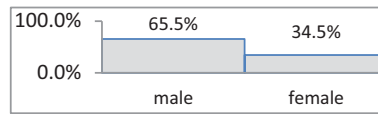
Survey Landscape

About the Specialists

Gender

n= 29

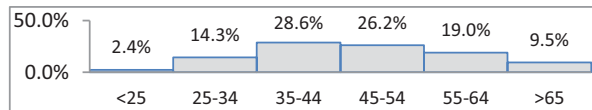
male	female
19	10



Age

n= 42

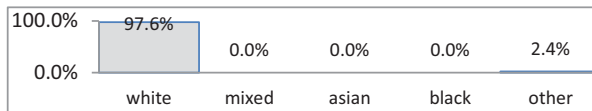
<25	25-34	35-44	45-54	55-64	>65
1	6	12	11	8	4



Ethnicity

n= 41

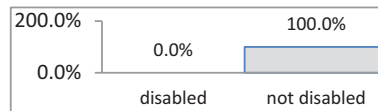
white	mixed /	asian / asian	black /	other ethnic
40	0	0	0	1



Disability Status

n= 36

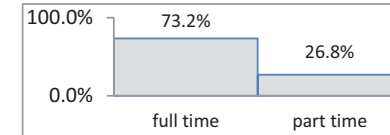
disabled	not disabled
0	36



Hours Worked

n= 41

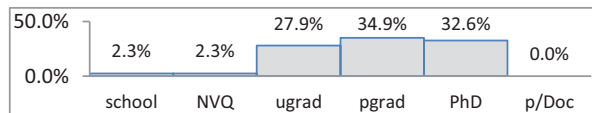
full time	part time
30	11



Highest Qualification

n= 43

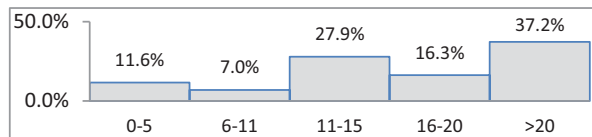
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	12	15	14	0



Years Practising to Date

n= 43

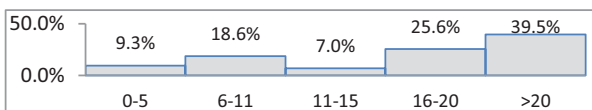
0-5	6-11	11-15	16-20	>20
5	3	12	7	16



Years Intending to Continue

n= 43

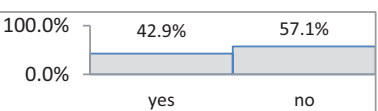
0-5	6-11	11-15	16-20	>20
4	8	3	11	17



Waiting List

n= 42

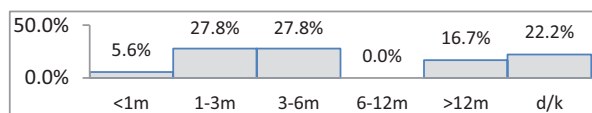
yes	no
18	24



Waiting List Length

n= 18

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



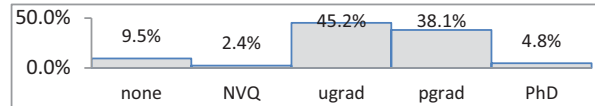
Survey Landscape

About Training and Professional Development

New Entrant Qualifications Needed

n= 42

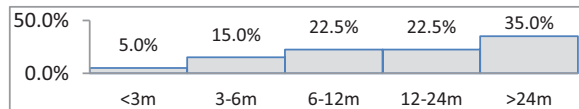
none	NVQ	ugrad	pgrad	PhD
4	1	19	16	2



New Entrant Experience Needed

n= 40

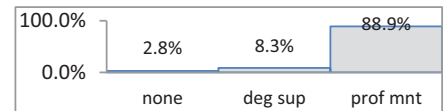
<3m	3-6m	6-12m	12-24m	>24m
2	6	9	9	14



New Entrant Guidance or Mentoring

n= 36

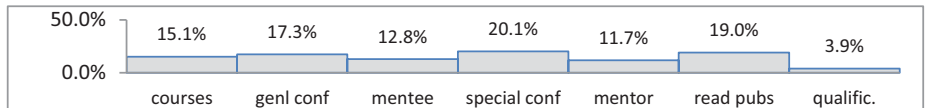
none	deg sup	prof mnt
1	3	32



CPD Mechanisms Preferred

n= 179

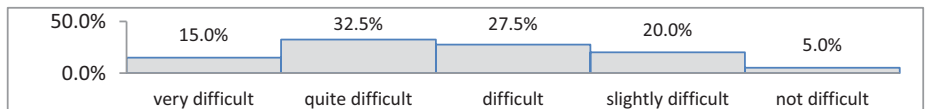
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
27	31	23	36	21	34	7



Access to Initial Training

n= 40

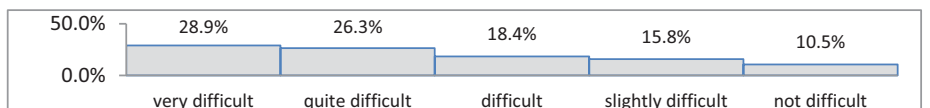
very difficult	quite difficult	difficult	slightly	not difficult
6	13	11	8	2



Access to CPD Training

n= 38

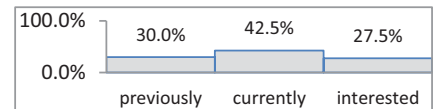
very difficult	quite difficult	difficult	slightly	not difficult
11	10	7	6	4



Being a Trainer

n= 40

previously	currently	interested
12	17	11

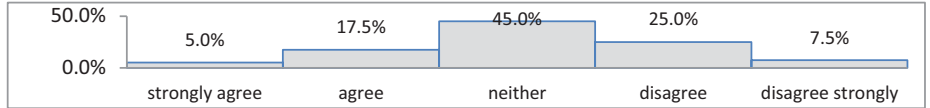


Survey Landscape

About the Changing Levels of Demand for Work

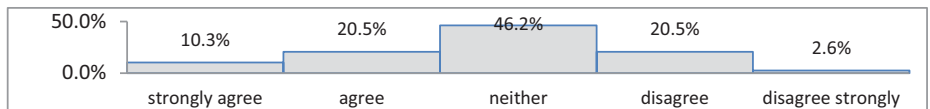
Reduced Projects
n= 40

strongly agree	agree	neither	disagree	disagree
2	7	18	10	3



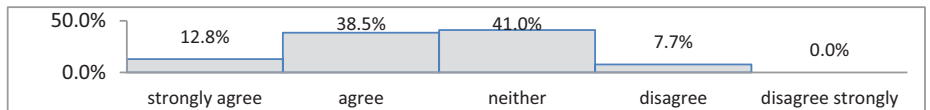
Reduce Costs
n= 39

strongly agree	agree	neither	disagree	disagree
4	8	18	8	1



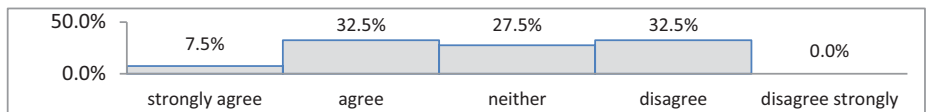
Time Pressure
n= 39

strongly agree	agree	neither	disagree	disagree
5	15	16	3	0



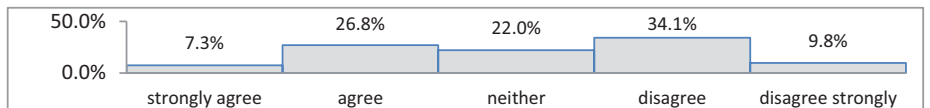
Cut Back Aspects
n= 40

strongly agree	agree	neither	disagree	disagree
3	13	11	13	0



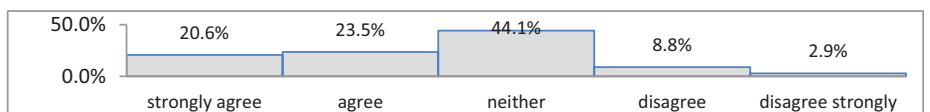
Job Security Worries
n= 41

strongly agree	agree	neither	disagree	disagree
3	11	9	14	4



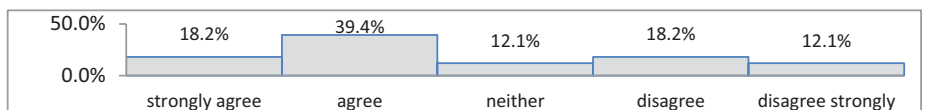
Non-Specialist Duties
n= 34

strongly agree	agree	neither	disagree	disagree
7	8	15	3	1



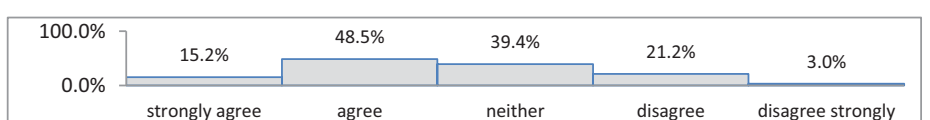
Take Work Home
n= 33

strongly agree	agree	neither	disagree	disagree
6	13	4	6	4



Decrease in Specialists
n= 42

strongly agree	agree	neither	disagree	disagree
5	16	13	7	1

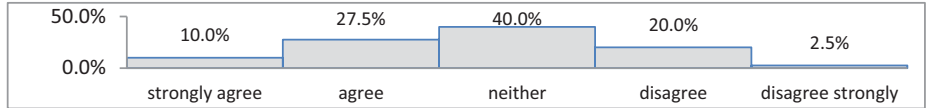


Survey Landscape

About the Potential Impact of Brexit

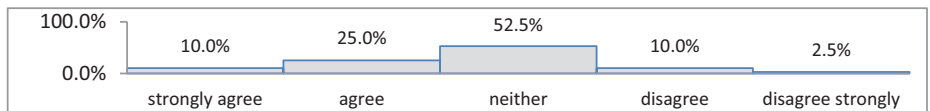
Reduced Projects
n= 40

strongly agree	agree	neither	disagree	disagree
4	11	16	8	1



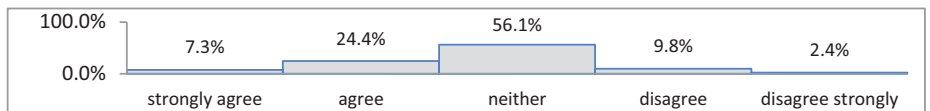
Reduce Costs
n= 40

strongly agree	agree	neither	disagree	disagree
4	10	21	4	1



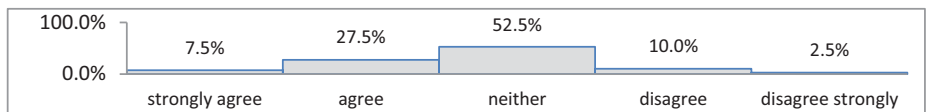
Time Pressure
n= 40

strongly agree	agree	neither	disagree	disagree
3	10	23	4	1



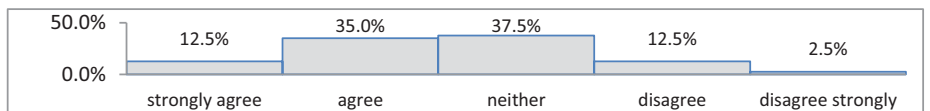
Cut Back Aspects
n= 41

strongly agree	agree	neither	disagree	disagree
3	11	21	4	1



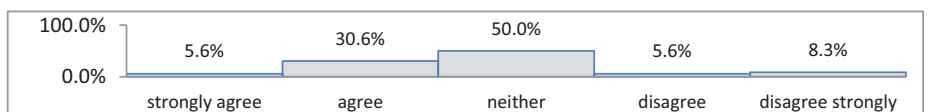
Job Security Worries
n= 40

strongly agree	agree	neither	disagree	disagree
5	14	15	5	1



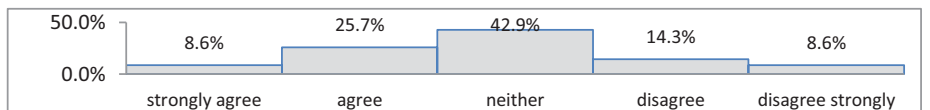
Non-Specialist Duties
n= 40

strongly agree	agree	neither	disagree	disagree
2	11	18	2	3



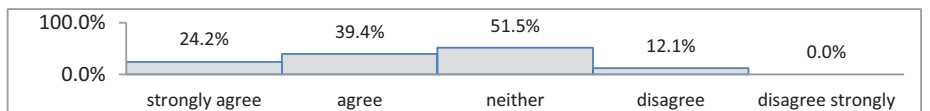
Take Work Home
n= 36

strongly agree	agree	neither	disagree	disagree
3	9	15	5	3



Decrease in Specialists
n= 35

strongly agree	agree	neither	disagree	disagree
8	13	17	4	0



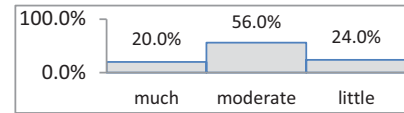
**Survey
Topographic**

n= 42

About the Work

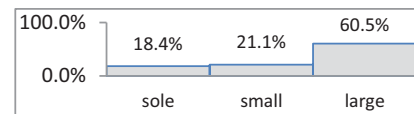
Charge / day mean SD min max
 n= 20 £ **366.25** 289.38 £ 150.00 £ 1,500.00

Competition 5 14 6
 n= 25 great deal moderate very little

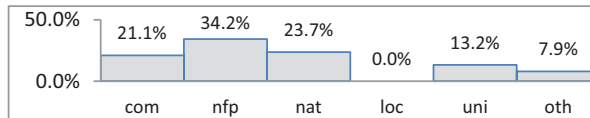


About the Organisation

Sizes of Organisation 7 8 23
 n= 38 sole trader small large



Types of Organisation 8 13 9 0 5 3
 n= 38 commercial not for profit nat gov local gov university other



Location n= 38

east of england	2	5.3%
east midlands	3	7.9%
london	0	0.0%
south-east england	4	10.5%
south west england	7	18.4%
north-east england	2	5.3%
north-west england	1	2.6%
west midlands	3	7.9%
yorkshire & the humber	5	13.2%
scotland	8	21.1%
wales	1	2.6%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	2	5.3%
outside uk - rest of world	0	0.0%

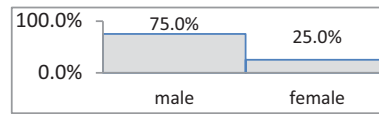
**Survey
Topographic**

About the Specialists

Gender

n= 28

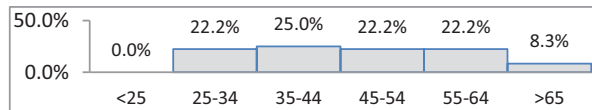
male	female
21	7



Age

n= 36

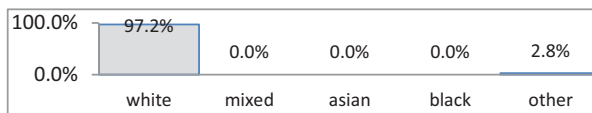
<25	25-34	35-44	45-54	55-64	>65
0	8	9	8	8	3



Ethnicity

n= 36

white	mixed /	asian / asian	black /	other ethnic
35	0	0	0	1



Disability Status

n= 32

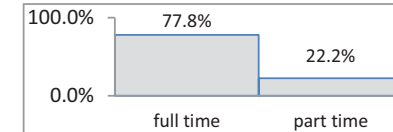
disabled	not disabled
0	32



Hours Worked

n= 36

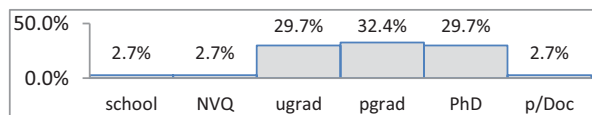
full time	part time
28	8



Highest Qualification

n= 37

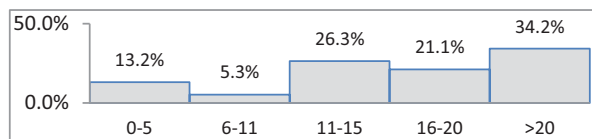
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	11	12	11	1



Years Practising to Date

n= 38

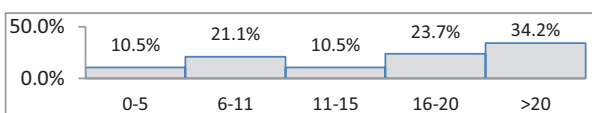
0-5	6-11	11-15	16-20	>20
5	2	10	8	13



Years Intending to Continue

n= 38

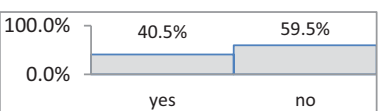
0-5	6-11	11-15	16-20	>20
4	8	4	9	13



Waiting List

n= 37

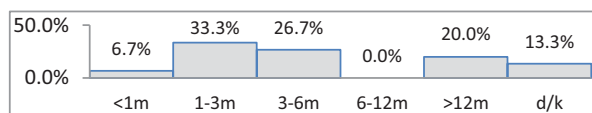
yes	no
15	22



Waiting List Length

n= 15

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



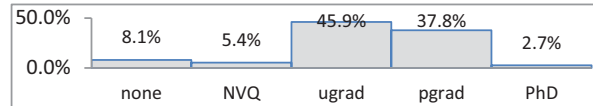
**Survey
Topographic**

About Training and Professional Development

**New Entrant
Qualifications
Needed**

n= 37

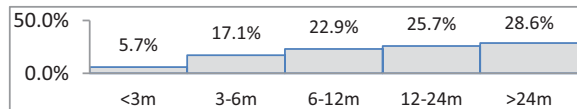
none	NVQ	ugrad	pgrad	PhD
3	2	17	14	1



**New Entrant
Experience Needed**

n= 35

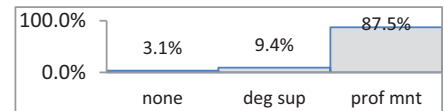
<3m	3-6m	6-12m	12-24m	>24m
2	6	8	9	10



**New Entrant
Guidance or
Mentoring**

n= 32

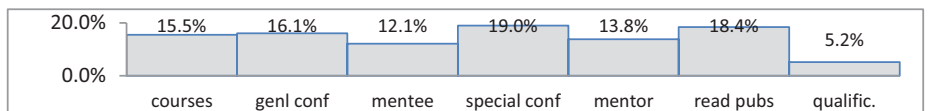
none	deg sup	prof mnt
1	3	28



**CPD Mechanisms
Preferred**

n= 174

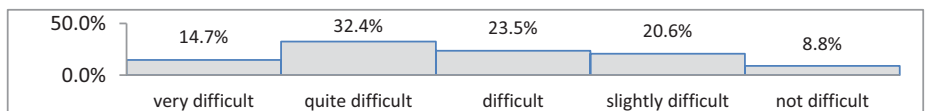
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
27	28	21	33	24	32	9



**Access to Initial
Training**

n= 34

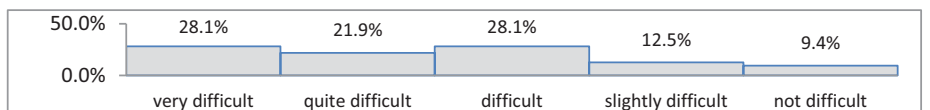
very difficult	quite difficult	difficult	slightly	not difficult
5	11	8	7	3



**Access to CPD
Training**

n= 32

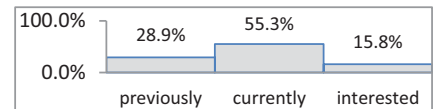
very difficult	quite difficult	difficult	slightly	not difficult
9	7	9	4	3



Being a Trainer

n= 38

previously	currently	interested
11	21	6

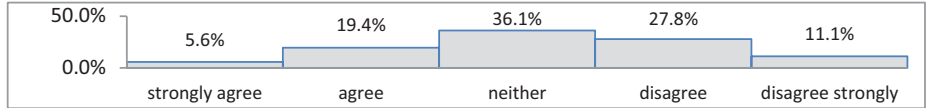


**Survey
Topographic**

About the Changing Levels of Demand for Work

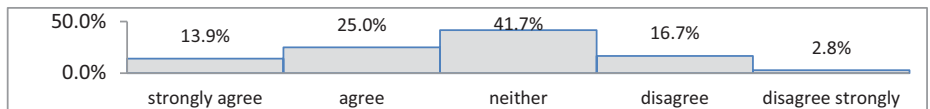
Reduced Projects
n= 36

strongly agree	agree	neither	disagree	disagree
2	7	13	10	4



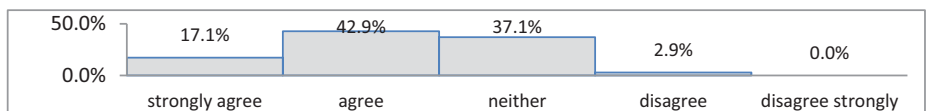
Reduce Costs
n= 36

strongly agree	agree	neither	disagree	disagree
5	9	15	6	1



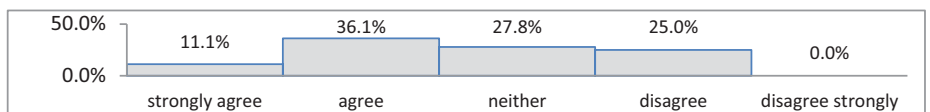
Time Pressure
n= 35

strongly agree	agree	neither	disagree	disagree
6	15	13	1	0



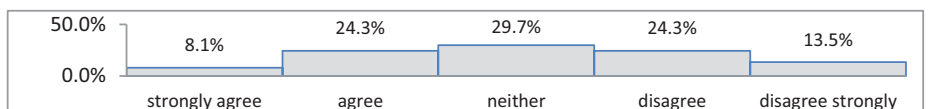
Cut Back Aspects
n= 36

strongly agree	agree	neither	disagree	disagree
4	13	10	9	0



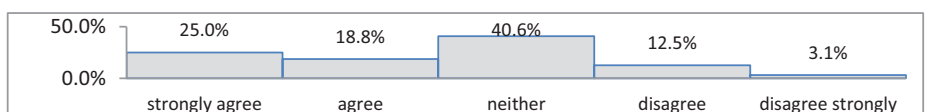
Job Security Worries
n= 37

strongly agree	agree	neither	disagree	disagree
3	9	11	9	5



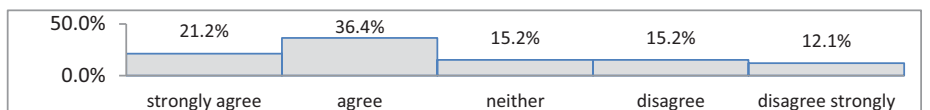
Non-Specialist Duties
n= 32

strongly agree	agree	neither	disagree	disagree
8	6	13	4	1



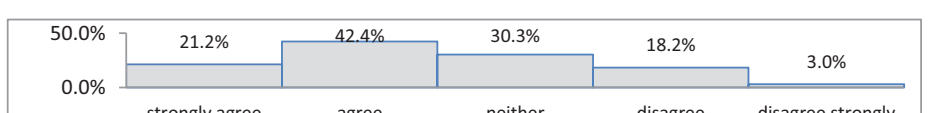
Take Work Home
n= 33

strongly agree	agree	neither	disagree	disagree
7	12	5	5	4



Decrease in Specialists
n= 38

strongly agree	agree	neither	disagree	disagree
7	14	10	6	1

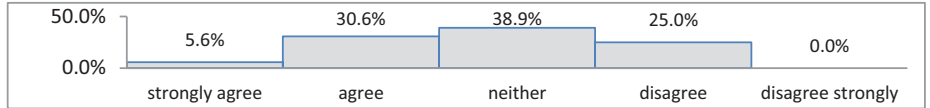


**Survey
Topographic**

About the Potential Impact of Brexit

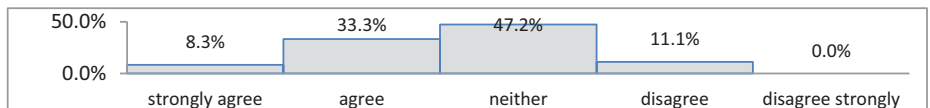
Reduced Projects
n= 36

strongly agree	agree	neither	disagree	disagree
2	11	14	9	0



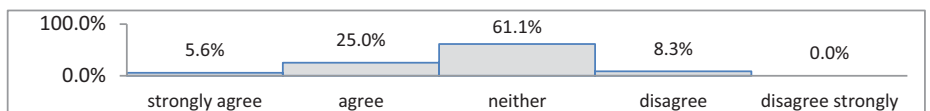
Reduce Costs
n= 36

strongly agree	agree	neither	disagree	disagree
3	12	17	4	0



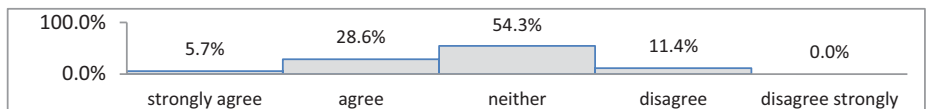
Time Pressure
n= 36

strongly agree	agree	neither	disagree	disagree
2	9	22	3	0



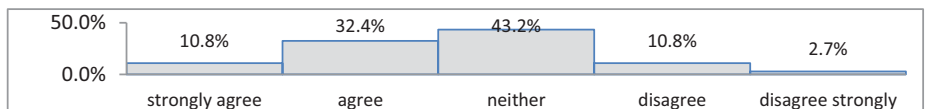
Cut Back Aspects
n= 36

strongly agree	agree	neither	disagree	disagree
2	10	19	4	0



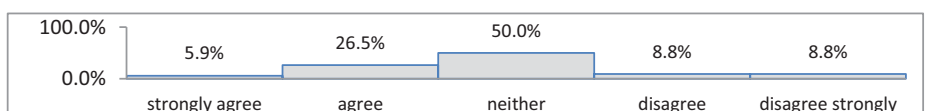
Job Security Worries
n= 35

strongly agree	agree	neither	disagree	disagree
4	12	16	4	1



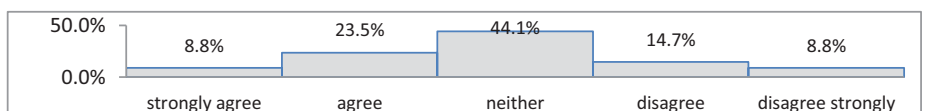
Non-Specialist Duties
n= 37

strongly agree	agree	neither	disagree	disagree
2	9	17	3	3



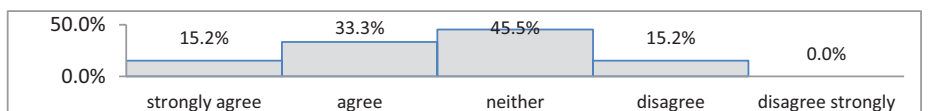
Take Work Home
n= 34

strongly agree	agree	neither	disagree	disagree
3	8	15	5	3



Decrease in Specialists
n= 34

strongly agree	agree	neither	disagree	disagree
5	11	15	5	0



**Survey
Geophysical**

n= 42

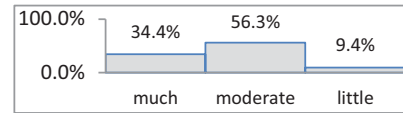
About the Work

Charge / day
n= 22

mean	SD	min	max
£ 393.64		327.05 £	100.00 £ 1,600.00

Competition
n= 32

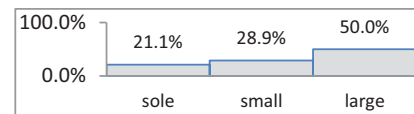
11	18	3
great deal	moderate	very little



About the Organisation

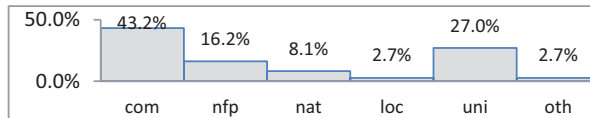
Sizes of Organisation
n= 38

8	11	19
sole trader	small	large



Types of Organisation
n= 37

16	6	3	1	10	1
commercial	not for profit	nat gov	local gov	university	other



Location
n= 38

east of england	2	5.3%
east midlands	0	0.0%
london	0	0.0%
south-east england	8	21.1%
south west england	6	15.8%
north-east england	2	5.3%
north-west england	3	7.9%
west midlands	3	7.9%
yorkshire & the humber	5	13.2%
scotland	4	10.5%
wales	2	5.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	3	7.9%
outside uk - rest of world	0	0.0%

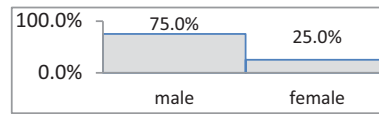
**Survey
Geophysical**

About the Specialists

Gender

n= 24

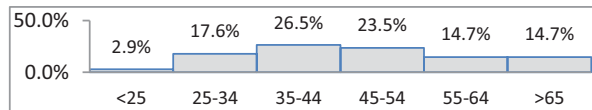
male	female
18	6



Age

n= 34

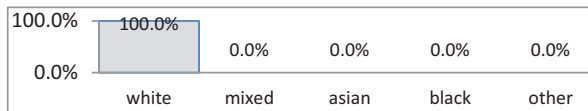
<25	25-34	35-44	45-54	55-64	>65
1	6	9	8	5	5



Ethnicity

n= 32

white	mixed /	asian / asian	black /	other ethnic
32	0	0	0	0



Disability Status

n= 30

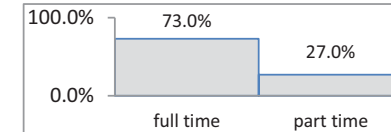
disabled	not disabled
0	30



Hours Worked

n= 37

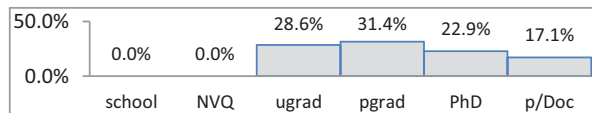
full time	part time
27	10



Highest Qualification

n= 35

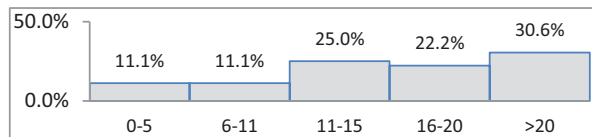
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	10	11	8	6



Years Practising to Date

n= 36

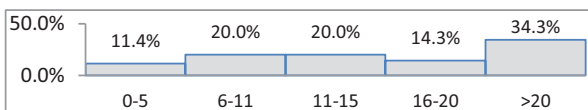
0-5	6-11	11-15	16-20	>20
4	4	9	8	11



Years Intending to Continue

n= 35

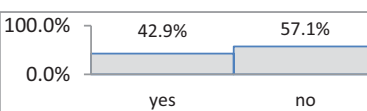
0-5	6-11	11-15	16-20	>20
4	7	7	5	12



Waiting List

n= 35

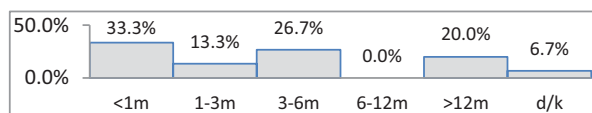
yes	no
15	20



Waiting List Length

n= 15

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



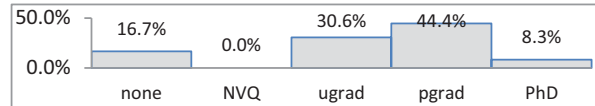
**Survey
Geophysical**

About Training and Professional Development

New Entrant Qualifications Needed

n= 36

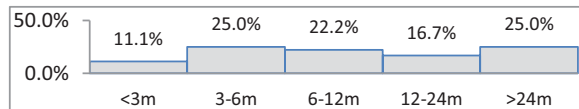
none	NVQ	ugrad	pgrad	PhD
6	0	11	16	3



New Entrant Experience Needed

n= 36

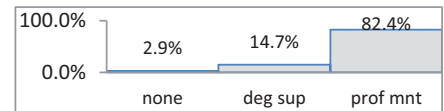
<3m	3-6m	6-12m	12-24m	>24m
4	9	8	6	9



New Entrant Guidance or Mentoring

n= 34

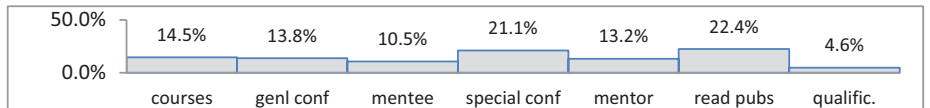
none	deg sup	prof mnt
1	5	28



CPD Mechanisms Preferred

n= 152

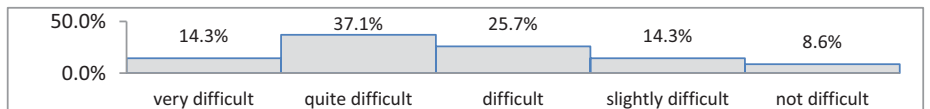
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
22	21	16	32	20	34	7



Access to Initial Training

n= 35

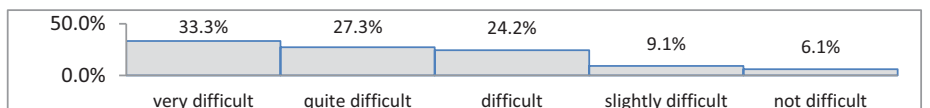
very difficult	quite difficult	difficult	slightly	not difficult
5	13	9	5	3



Access to CPD Training

n= 33

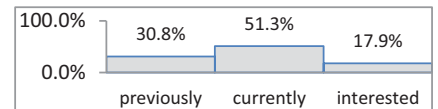
very difficult	quite difficult	difficult	slightly	not difficult
11	9	8	3	2



Being a Trainer

n= 39

previously	currently	interested
12	20	7

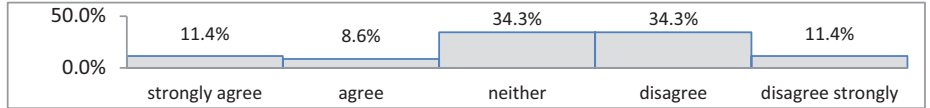


**Survey
Geophysical**

About the Changing Levels of Demand for Work

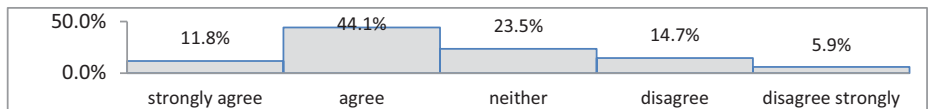
Reduced Projects
n= 35

strongly agree	agree	neither	disagree	disagree
4	3	12	12	4



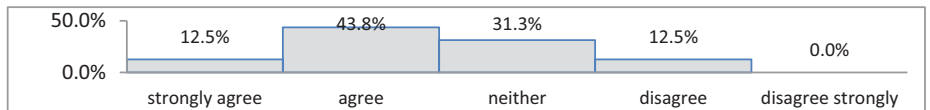
Reduce Costs
n= 34

strongly agree	agree	neither	disagree	disagree
4	15	8	5	2



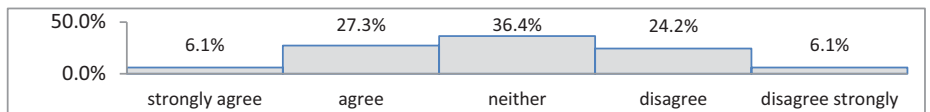
Time Pressure
n= 32

strongly agree	agree	neither	disagree	disagree
4	14	10	4	0



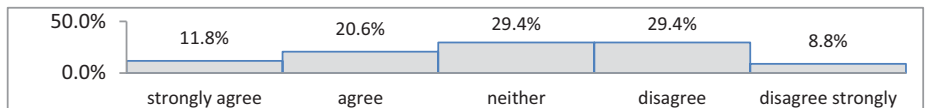
Cut Back Aspects
n= 33

strongly agree	agree	neither	disagree	disagree
2	9	12	8	2



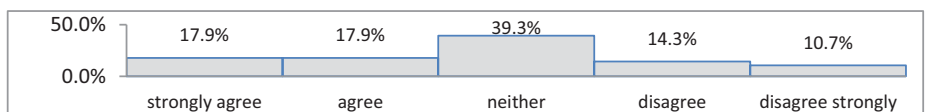
Job Security Worries
n= 34

strongly agree	agree	neither	disagree	disagree
4	7	10	10	3



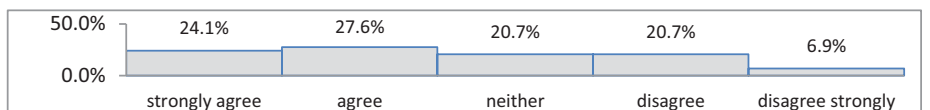
Non-Specialist Duties
n= 28

strongly agree	agree	neither	disagree	disagree
5	5	11	4	3



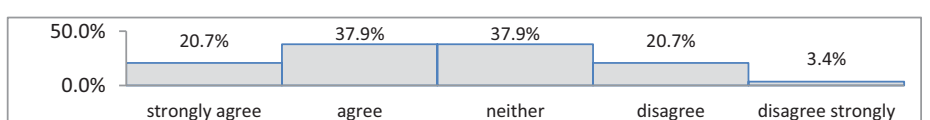
Take Work Home
n= 29

strongly agree	agree	neither	disagree	disagree
7	8	6	6	2



Decrease in Specialists
n= 35

strongly agree	agree	neither	disagree	disagree
6	11	11	6	1

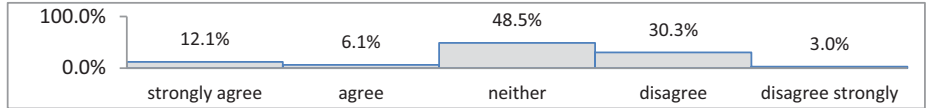


**Survey
Geophysical**

About the Potential Impact of Brexit

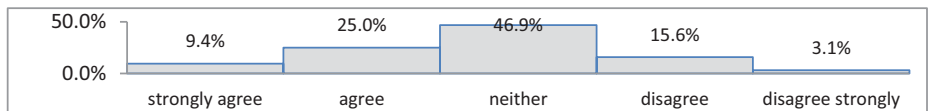
Reduced Projects
n= 33

strongly agree	agree	neither	disagree	disagree
4	2	16	10	1



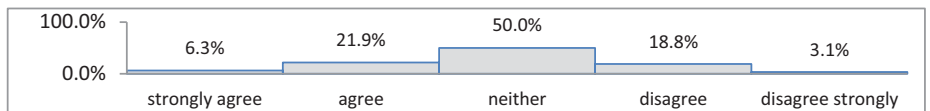
Reduce Costs
n= 33

strongly agree	agree	neither	disagree	disagree
3	8	15	5	1



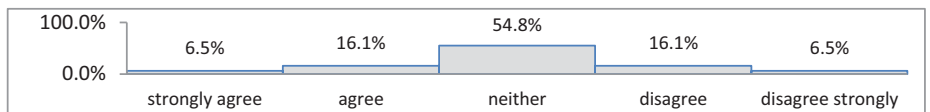
Time Pressure
n= 32

strongly agree	agree	neither	disagree	disagree
2	7	16	6	1



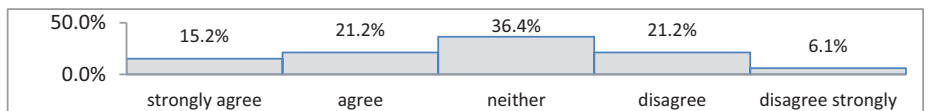
Cut Back Aspects
n= 32

strongly agree	agree	neither	disagree	disagree
2	5	17	5	2



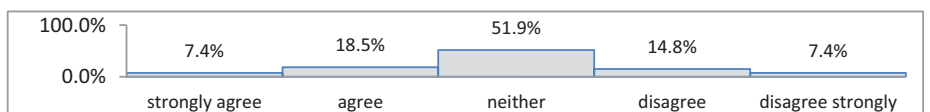
Job Security Worries
n= 31

strongly agree	agree	neither	disagree	disagree
5	7	12	7	2



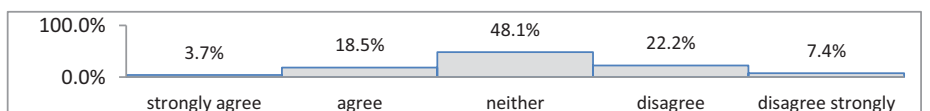
Non-Specialist Duties
n= 33

strongly agree	agree	neither	disagree	disagree
2	5	14	4	2



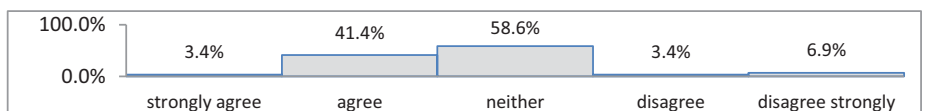
Take Work Home
n= 27

strongly agree	agree	neither	disagree	disagree
1	5	13	6	2



Decrease in Specialists
n= 27

strongly agree	agree	neither	disagree	disagree
1	12	17	1	2



Survey Buildings

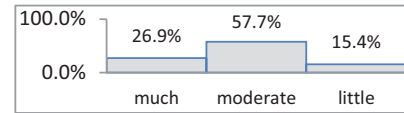
n= 33

About the Work

Charge / day
n= 23
mean SD min max
£ 360.13 305.86 £ 100.00 £ 1,500.00

Competition
n= 26

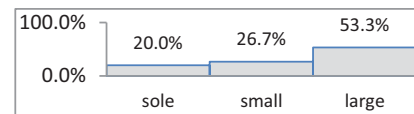
	7	15	4
great deal	moderate	very little	



About the Organisation

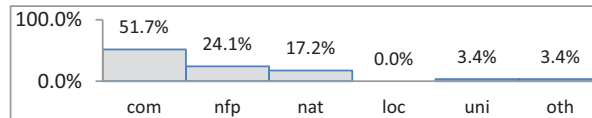
Sizes of Organisation
n= 30

	6	8	16
sole trader	small	large	



Types of Organisation
n= 29

	15	7	5	0	1	1
commercial	not for profit	nat gov	local gov	university	other	



Location
n= 30

east of england	1	3.3%
east midlands	2	6.7%
london	3	10.0%
south-east england	1	3.3%
south west england	3	10.0%
north-east england	1	3.3%
north-west england	3	10.0%
west midlands	4	13.3%
yorkshire & the humber	1	3.3%
scotland	9	30.0%
wales	1	3.3%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	3.3%
outside uk - rest of world	0	0.0%

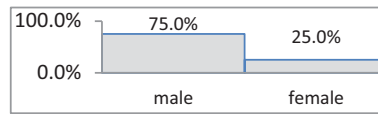
Survey Buildings

About the Specialists

Gender

n= 20

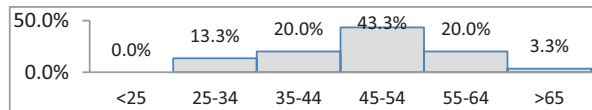
male	female
15	5



Age

n= 30

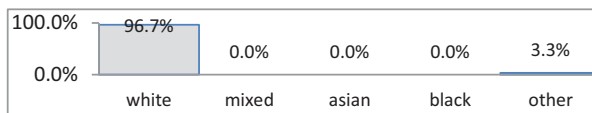
<25	25-34	35-44	45-54	55-64	>65
0	4	6	13	6	1



Ethnicity

n= 30

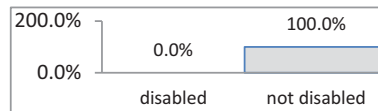
white	mixed /	asian / asian	black /	other ethnic
29	0	0	0	1



Disability Status

n= 27

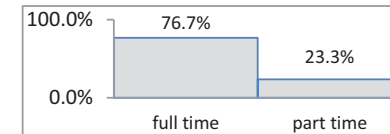
disabled	not disabled
0	27



Hours Worked

n= 30

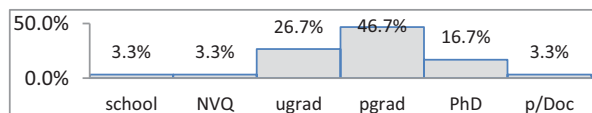
full time	part time
23	7



Highest Qualification

n= 30

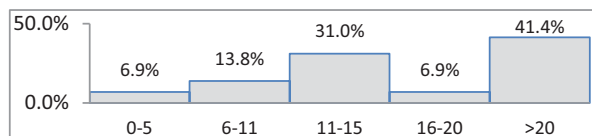
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	8	14	5	1



Years Practising to Date

n= 29

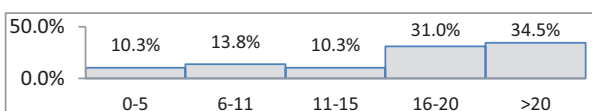
0-5	6-11	11-15	16-20	>20
2	4	9	2	12



Years Intending to Continue

n= 29

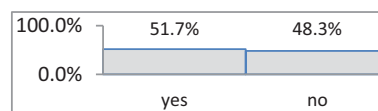
0-5	6-11	11-15	16-20	>20
3	4	3	9	10



Waiting List

n= 29

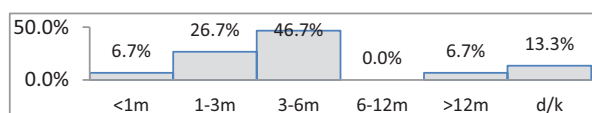
yes	no
15	14



Waiting List Length

n= 15

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



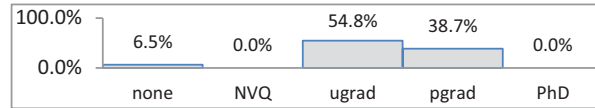
Survey Buildings

About Training and Professional Development

New Entrant Qualifications Needed

n= 31

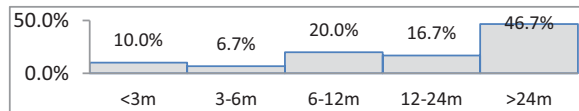
none	NVQ	ugrad	pgrad	PhD
2	0	17	12	0



New Entrant Experience Needed

n= 30

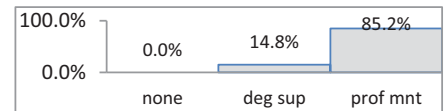
<3m	3-6m	6-12m	12-24m	>24m
3	2	6	5	14



New Entrant Guidance or Mentoring

n= 27

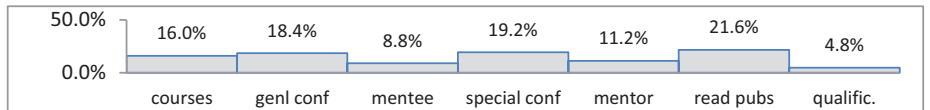
none	deg sup	prof mnt
0	4	23



CPD Mechanisms Preferred

n= 125

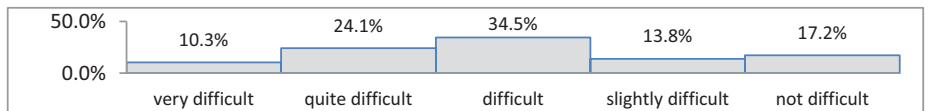
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
20	23	11	24	14	27	6



Access to Initial Training

n= 29

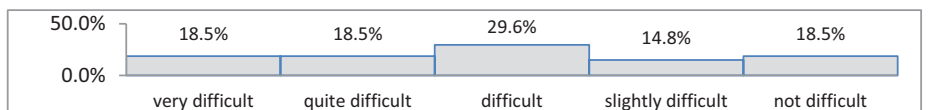
very difficult	quite difficult	difficult	slightly	not difficult
3	7	10	4	5



Access to CPD Training

n= 27

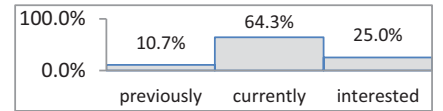
very difficult	quite difficult	difficult	slightly	not difficult
5	5	8	4	5



Being a Trainer

n= 28

previously	currently	interested
3	18	7

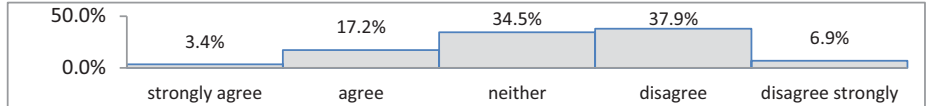


Survey Buildings

About the Changing Levels of Demand for Work

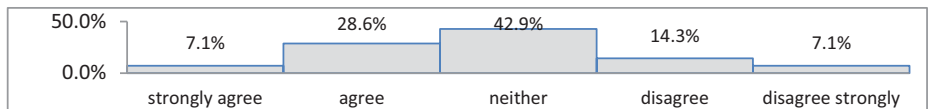
Reduced Projects
n= 29

strongly agree	agree	neither	disagree	disagree
1	5	10	11	2



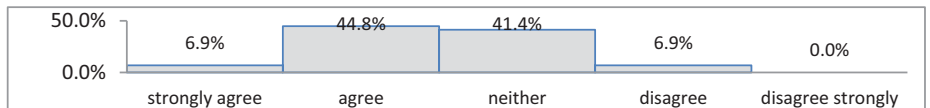
Reduce Costs
n= 28

strongly agree	agree	neither	disagree	disagree
2	8	12	4	2



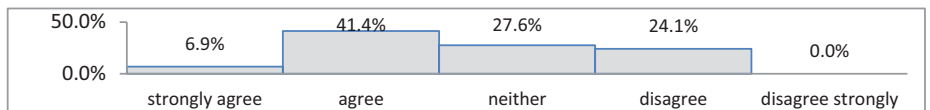
Time Pressure
n= 29

strongly agree	agree	neither	disagree	disagree
2	13	12	2	0



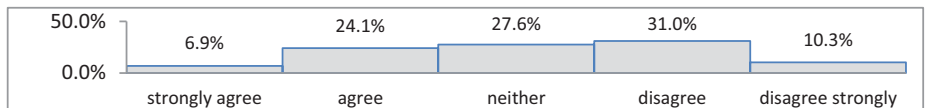
Cut Back Aspects
n= 29

strongly agree	agree	neither	disagree	disagree
2	12	8	7	0



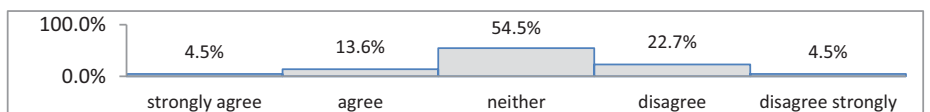
Job Security Worries
n= 29

strongly agree	agree	neither	disagree	disagree
2	7	8	9	3



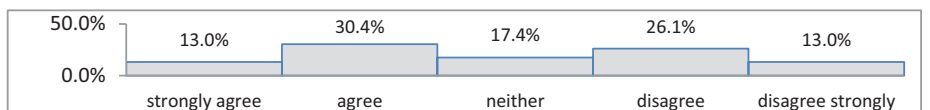
Non-Specialist Duties
n= 22

strongly agree	agree	neither	disagree	disagree
1	3	12	5	1



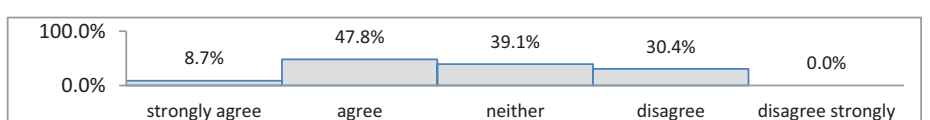
Take Work Home
n= 23

strongly agree	agree	neither	disagree	disagree
3	7	4	6	3



Decrease in Specialists
n= 29

strongly agree	agree	neither	disagree	disagree
2	11	9	7	0

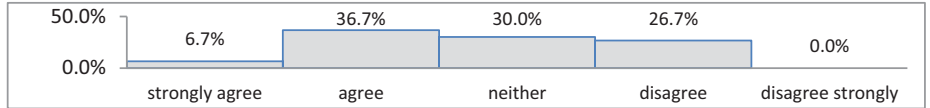


Survey Buildings

About the Potential Impact of Brexit

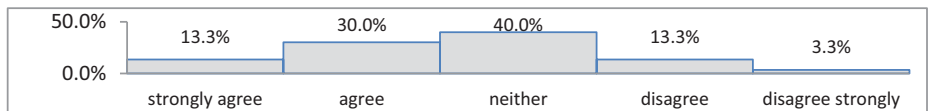
Reduced Projects
n= 30

strongly agree	agree	neither	disagree	disagree
2	11	9	8	0



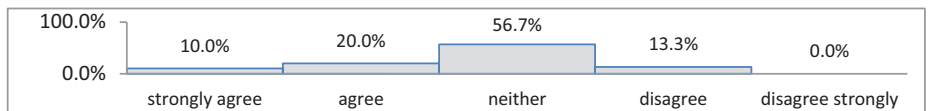
Reduce Costs
n= 30

strongly agree	agree	neither	disagree	disagree
4	9	12	4	1



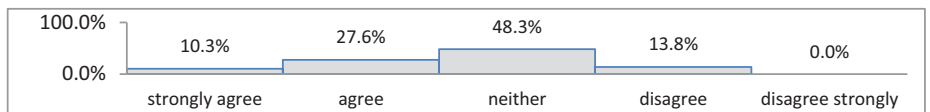
Time Pressure
n= 30

strongly agree	agree	neither	disagree	disagree
3	6	17	4	0



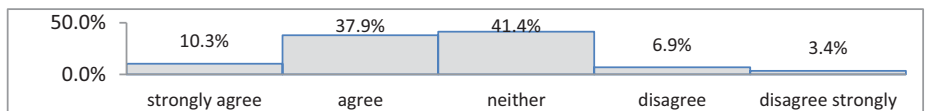
Cut Back Aspects
n= 30

strongly agree	agree	neither	disagree	disagree
3	8	14	4	0



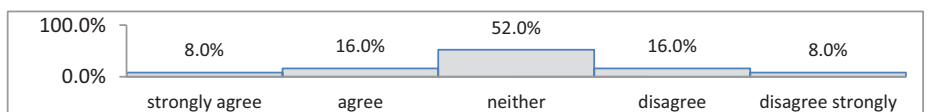
Job Security Worries
n= 29

strongly agree	agree	neither	disagree	disagree
3	11	12	2	1



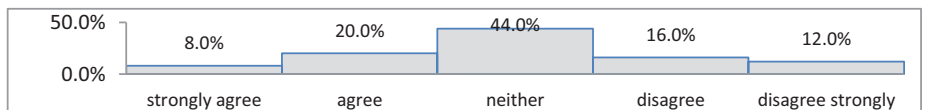
Non-Specialist Duties
n= 29

strongly agree	agree	neither	disagree	disagree
2	4	13	4	2



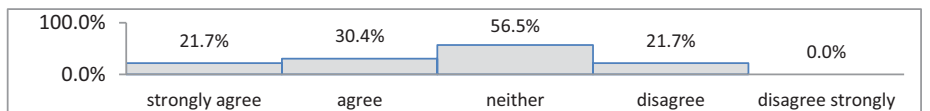
Take Work Home
n= 25

strongly agree	agree	neither	disagree	disagree
2	5	11	4	3



Decrease in Specialists
n= 25

strongly agree	agree	neither	disagree	disagree
5	7	13	5	0



**Survey
Photogrammetry/Rectified Photography**

n= 31

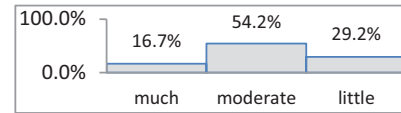
About the Work

Charge / day
n= 18

mean	SD	min	max
£ 285.33		164.15 £	100.00 £ 800.00

Competition
n= 24

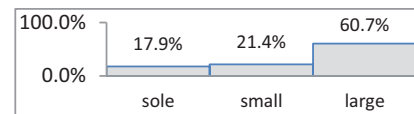
4	13	7
great deal	moderate	very little



About the Organisation

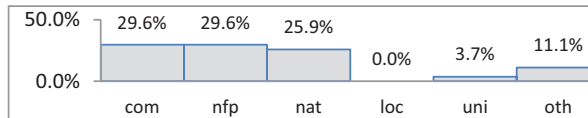
Sizes of Organisation
n= 28

5	6	17
sole trader	small	large



Types of Organisation
n= 27

8	8	7	0	1	3
commercial	not for profit	nat gov	local gov	university	other



Location
n= 28

east of england	1	3.6%
east midlands	1	3.6%
london	1	3.6%
south-east england	2	7.1%
south west england	5	17.9%
north-east england	1	3.6%
north-west england	0	0.0%
west midlands	2	7.1%
yorkshire & the humber	2	7.1%
scotland	10	35.7%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	3	10.7%
outside uk - rest of world	0	0.0%

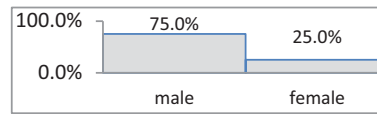
Survey Photogrammetry/Rectified Photography

About the Specialists

Gender

n= 20

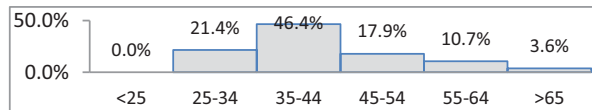
male	female
15	5



Age

n= 28

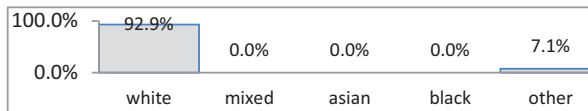
<25	25-34	35-44	45-54	55-64	>65
0	6	13	5	3	1



Ethnicity

n= 28

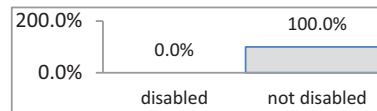
white	mixed /	asian / asian	black /	other ethnic
26	0	0	0	2



Disability Status

n= 25

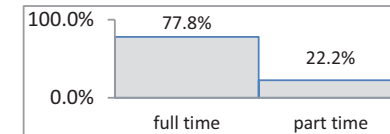
disabled	not disabled
0	25



Hours Worked

n= 27

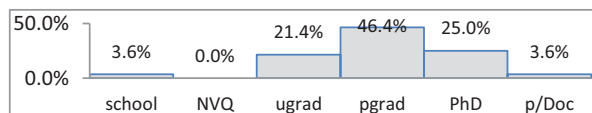
full time	part time
21	6



Highest Qualification

n= 28

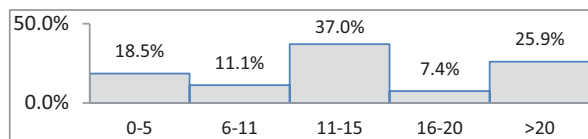
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	6	13	7	1



Years Practising to Date

n= 27

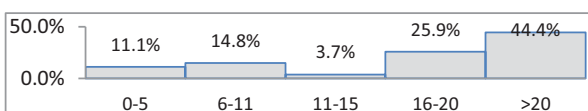
0-5	6-11	11-15	16-20	>20
5	3	10	2	7



Years Intending to Continue

n= 27

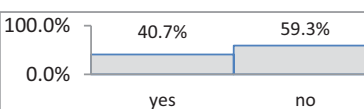
0-5	6-11	11-15	16-20	>20
3	4	1	7	12



Waiting List

n= 27

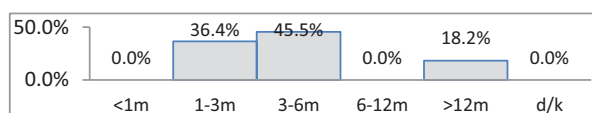
yes	no
11	16



Waiting List Length

n= 11

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



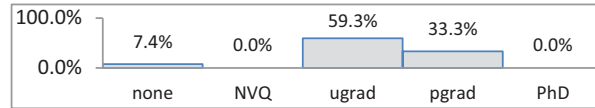
Survey
Photogrammetry/Rectified Photography

About Training and Professional Development

New Entrant Qualifications Needed

n= 27

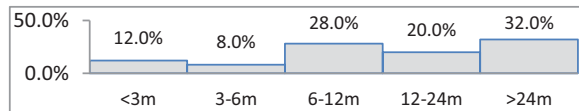
none	NVQ	ugrad	pgrad	PhD
2	0	16	9	0



New Entrant Experience Needed

n= 25

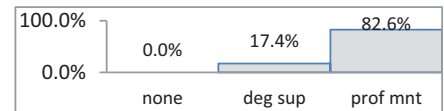
<3m	3-6m	6-12m	12-24m	>24m
3	2	7	5	8



New Entrant Guidance or Mentoring

n= 23

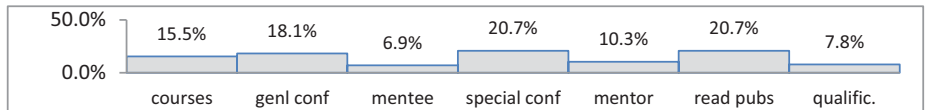
none	deg sup	prof mnt
0	4	19



CPD Mechanisms Preferred

n= 116

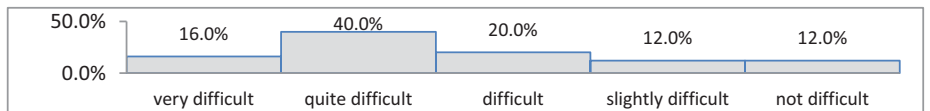
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
18	21	8	24	12	24	9



Access to Initial Training

n= 25

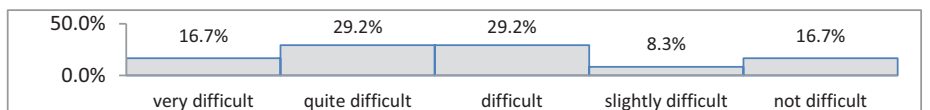
very difficult	quite difficult	difficult	slightly	not difficult
4	10	5	3	3



Access to CPD Training

n= 24

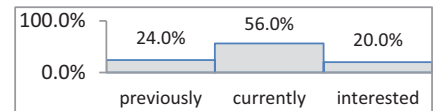
very difficult	quite difficult	difficult	slightly	not difficult
4	7	7	2	4



Being a Trainer

n= 25

previously	currently	interested
6	14	5

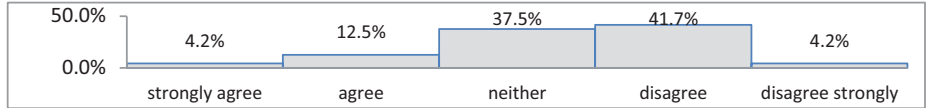


Survey
Photogrammetry/Rectified Photography

About the Changing Levels of Demand for Work

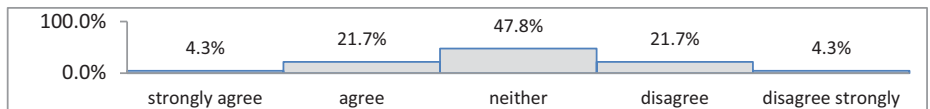
Reduced Projects
n= 24

strongly agree	agree	neither	disagree	disagree
1	3	9	10	1



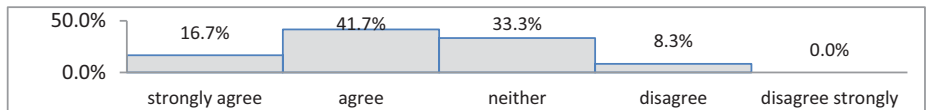
Reduce Costs
n= 23

strongly agree	agree	neither	disagree	disagree
1	5	11	5	1



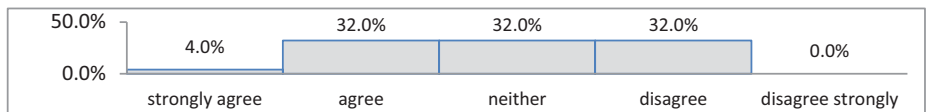
Time Pressure
n= 24

strongly agree	agree	neither	disagree	disagree
4	10	8	2	0



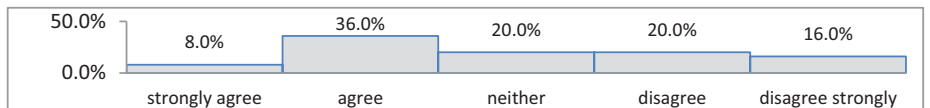
Cut Back Aspects
n= 25

strongly agree	agree	neither	disagree	disagree
1	8	8	8	0



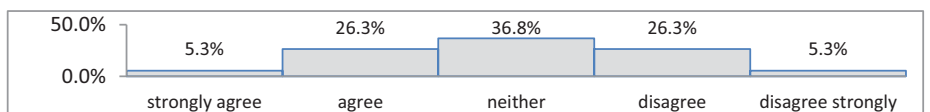
Job Security Worries
n= 25

strongly agree	agree	neither	disagree	disagree
2	9	5	5	4



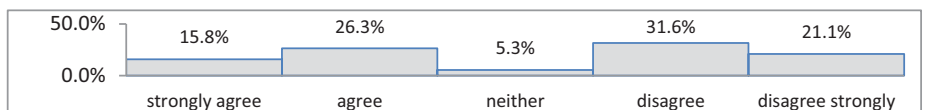
Non-Specialist Duties
n= 19

strongly agree	agree	neither	disagree	disagree
1	5	7	5	1



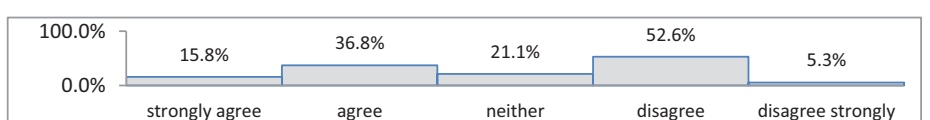
Take Work Home
n= 19

strongly agree	agree	neither	disagree	disagree
3	5	1	6	4



Decrease in Specialists
n= 25

strongly agree	agree	neither	disagree	disagree
3	7	4	10	1

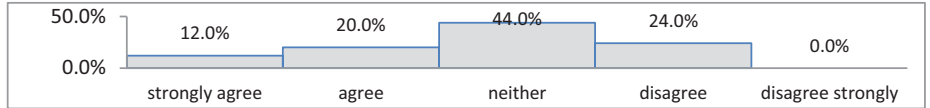


Survey
Photogrammetry/Rectified Photography

About the Potential Impact of Brexit

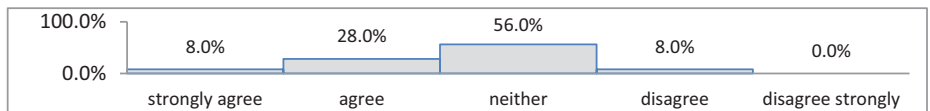
Reduced Projects
n= 25

strongly agree	agree	neither	disagree	disagree	
3	5	11	6	0	



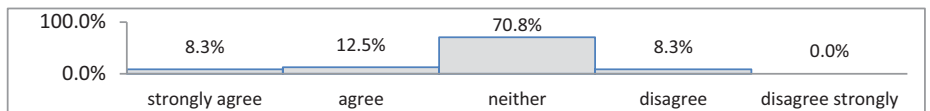
Reduce Costs
n= 25

strongly agree	agree	neither	disagree	disagree	
2	7	14	2	0	



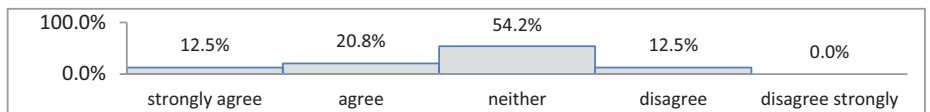
Time Pressure
n= 25

strongly agree	agree	neither	disagree	disagree	
2	3	17	2	0	



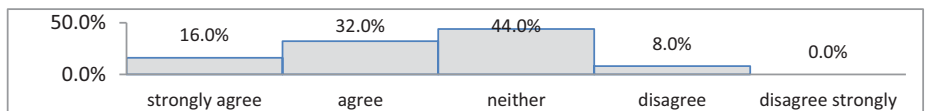
Cut Back Aspects
n= 24

strongly agree	agree	neither	disagree	disagree	
3	5	13	3	0	



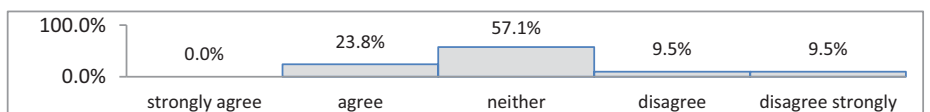
Job Security Worries
n= 24

strongly agree	agree	neither	disagree	disagree	
4	8	11	2	0	



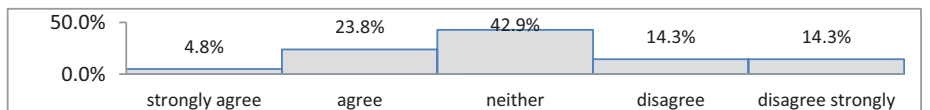
Non-Specialist Duties
n= 25

strongly agree	agree	neither	disagree	disagree	
0	5	12	2	2	



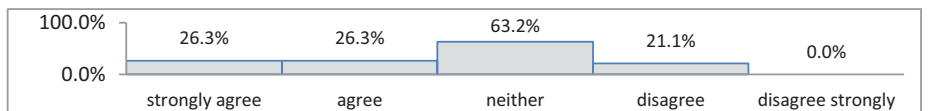
Take Work Home
n= 21

strongly agree	agree	neither	disagree	disagree	
1	5	9	3	3	



Decrease in Specialists
n= 21

strongly agree	agree	neither	disagree	disagree	
5	5	12	4	0	



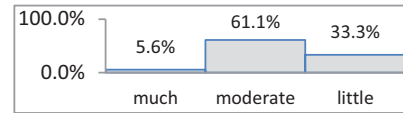
**Survey
3D Photogrammetry**

n= 24

About the Work

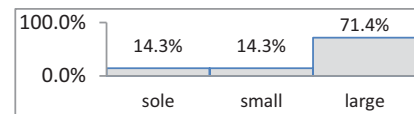
Charge / day mean SD min max
 n= 13 £ **308.31** 185.44 £ 100.00 £ 800.00

Competition 1 11 6
 n= 18 great deal moderate very little

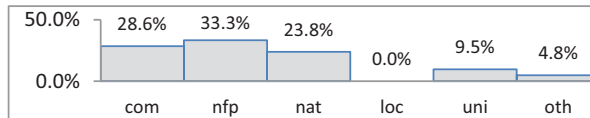


About the Organisation

Sizes of Organisation 3 3 15
 n= 21 sole trader small large



Types of Organisation 6 7 5 0 2 1
 n= 21 commercial not for profit nat gov local gov university other



Location n= 21

east of england	1	4.8%
east midlands	0	0.0%
london	0	0.0%
south-east england	1	4.8%
south west england	4	19.0%
north-east england	1	4.8%
north-west england	1	4.8%
west midlands	1	4.8%
yorkshire & the humber	1	4.8%
scotland	9	42.9%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	2	9.5%
outside uk - rest of world	0	0.0%

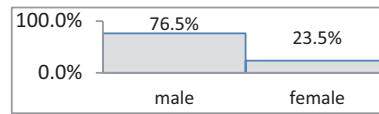
Survey 3D Photogrammetry

About the Specialists

Gender

n= 17

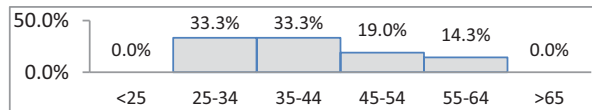
male	female
13	4



Age

n= 21

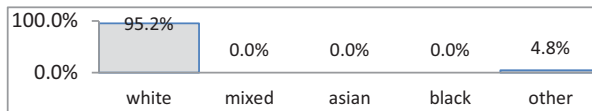
<25	25-34	35-44	45-54	55-64	>65
0	7	7	4	3	0



Ethnicity

n= 21

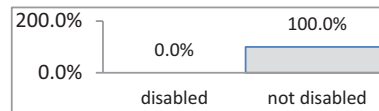
white	mixed /	asian / asian	black /	other ethnic
20	0	0	0	1



Disability Status

n= 18

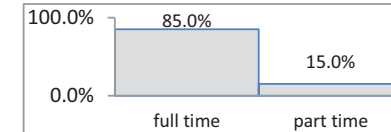
disabled	not disabled
0	18



Hours Worked

n= 20

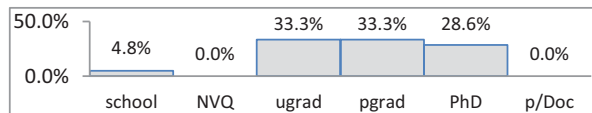
full time	part time
17	3



Highest Qualification

n= 21

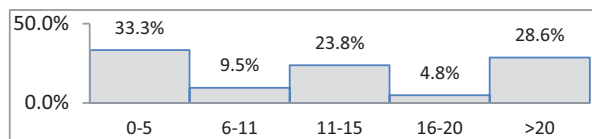
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	0	7	7	6	0



Years Practising to Date

n= 21

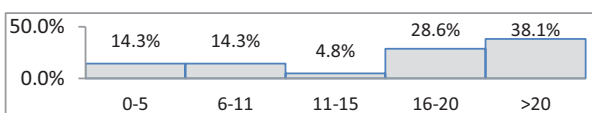
0-5	6-11	11-15	16-20	>20
7	2	5	1	6



Years Intending to Continue

n= 21

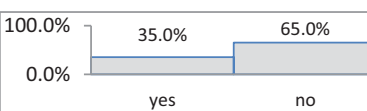
0-5	6-11	11-15	16-20	>20
3	3	1	6	8



Waiting List

n= 20

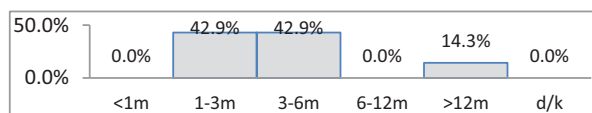
yes	no
7	13



Waiting List Length

n= 7

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



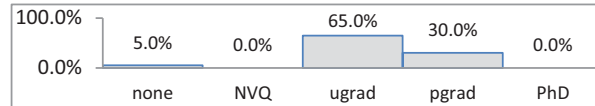
Survey 3D Photogrammetry

About Training and Professional Development

New Entrant Qualifications Needed

n= 20

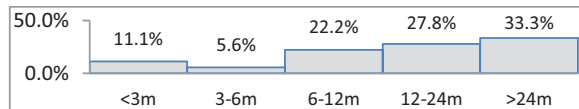
none	NVQ	ugrad	pgrad	PhD
1	0	13	6	0



New Entrant Experience Needed

n= 18

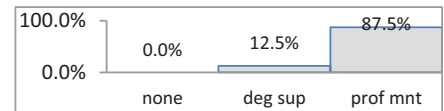
<3m	3-6m	6-12m	12-24m	>24m
2	1	4	5	6



New Entrant Guidance or Mentoring

n= 16

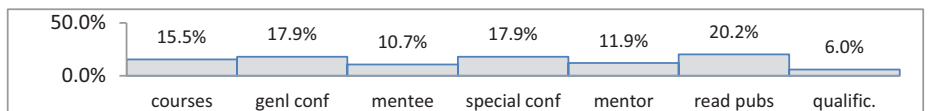
none	deg sup	prof mnt
0	2	14



CPD Mechanisms Preferred

n= 84

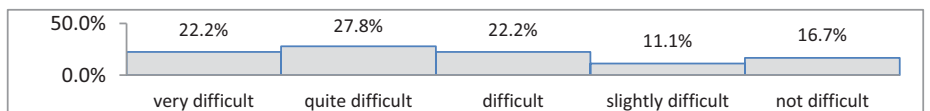
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
13	15	9	15	10	17	5



Access to Initial Training

n= 18

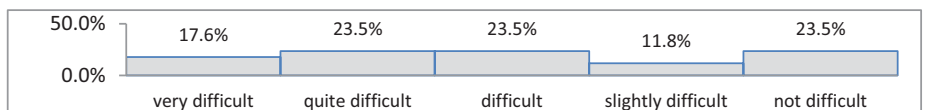
very difficult	quite difficult	difficult	slightly	not difficult
4	5	4	2	3



Access to CPD Training

n= 17

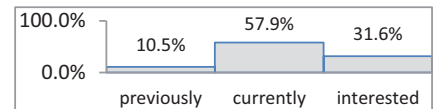
very difficult	quite difficult	difficult	slightly	not difficult
3	4	4	2	4



Being a Trainer

n= 19

previously	currently	interested
2	11	6

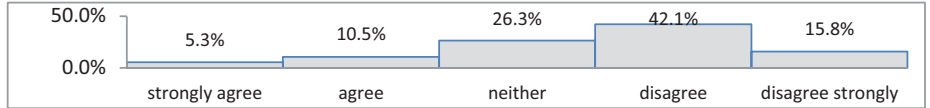


Survey
3D Photogrammetry

About the Changing Levels of Demand for Work

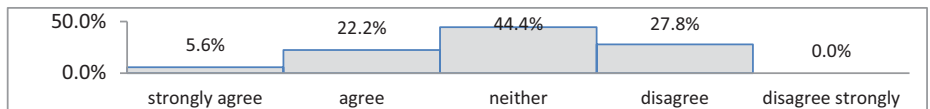
Reduced Projects
n= 19

strongly agree	agree	neither	disagree	disagree
1	2	5	8	3



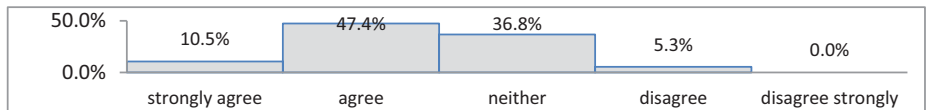
Reduce Costs
n= 18

strongly agree	agree	neither	disagree	disagree
1	4	8	5	0



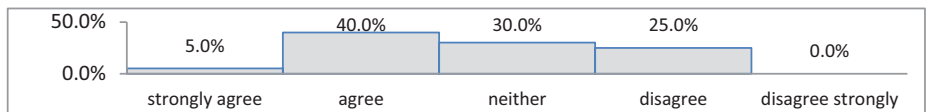
Time Pressure
n= 19

strongly agree	agree	neither	disagree	disagree
2	9	7	1	0



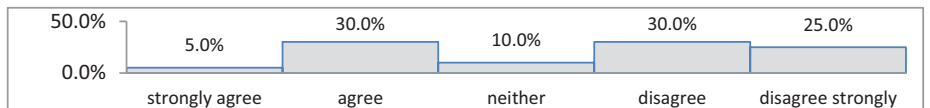
Cut Back Aspects
n= 20

strongly agree	agree	neither	disagree	disagree
1	8	6	5	0



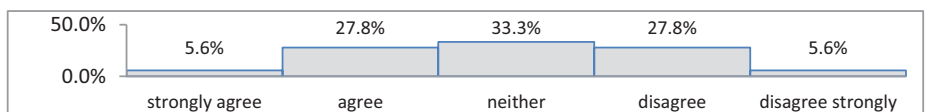
Job Security Worries
n= 20

strongly agree	agree	neither	disagree	disagree
1	6	2	6	5



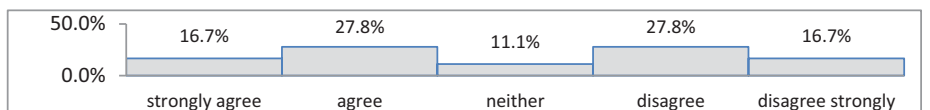
Non-Specialist Duties
n= 18

strongly agree	agree	neither	disagree	disagree
1	5	6	5	1



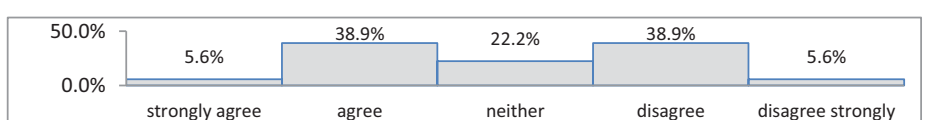
Take Work Home
n= 18

strongly agree	agree	neither	disagree	disagree
3	5	2	5	3



Decrease in Specialists
n= 20

strongly agree	agree	neither	disagree	disagree
1	7	4	7	1

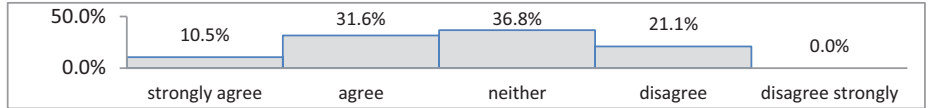


Survey
3D Photogrammetry

About the Potential Impact of Brexit

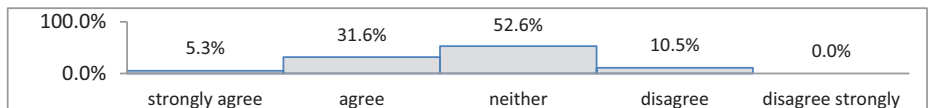
Reduced Projects
n= 19

strongly agree	agree	neither	disagree	disagree
2	6	7	4	0



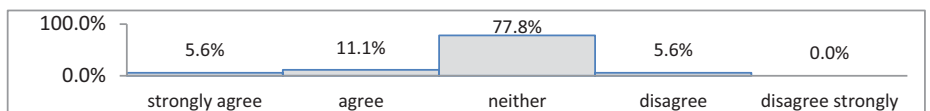
Reduce Costs
n= 19

strongly agree	agree	neither	disagree	disagree
1	6	10	2	0



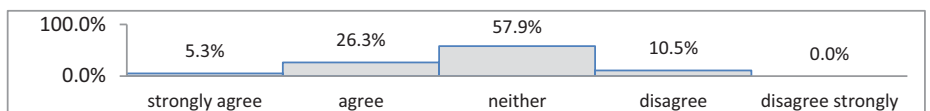
Time Pressure
n= 19

strongly agree	agree	neither	disagree	disagree
1	2	14	1	0



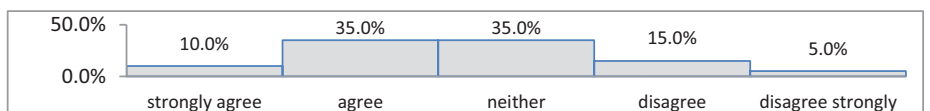
Cut Back Aspects
n= 18

strongly agree	agree	neither	disagree	disagree
1	5	11	2	0



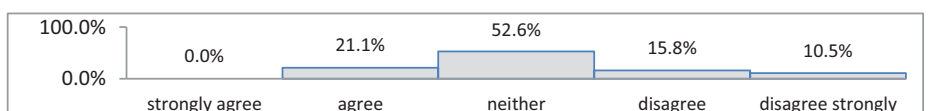
Job Security Worries
n= 19

strongly agree	agree	neither	disagree	disagree
2	7	7	3	1



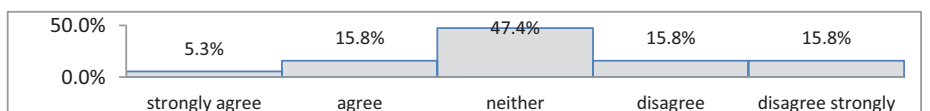
Non-Specialist Duties
n= 20

strongly agree	agree	neither	disagree	disagree
0	4	10	3	2



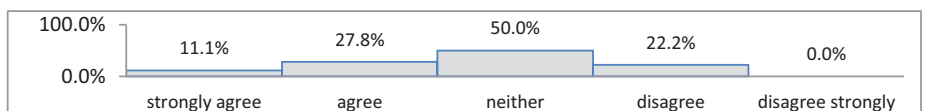
Take Work Home
n= 19

strongly agree	agree	neither	disagree	disagree
1	3	9	3	3



Decrease in Specialists
n= 19

strongly agree	agree	neither	disagree	disagree
2	5	9	4	0



**Survey
Laser Scanning**

n= 17

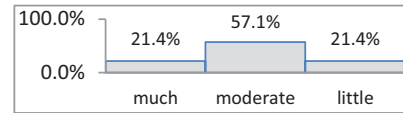
About the Work

Charge / day
n= 8

mean	SD	min	max
£ 609.75	436.24	£ 200.00	£ 1,500.00

Competition
n= 14

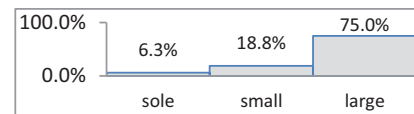
	3	8	3
great deal	moderate	very little	



About the Organisation

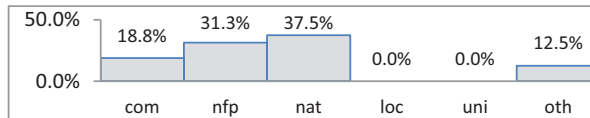
Sizes of Organisation
n= 16

	1	3	12
sole trader	small	large	



Types of Organisation
n= 16

	3	5	6	0	0	2
commercial	not for profit	nat gov	local gov	university	other	



Location
n= 16

east of england	0	0.0%
east midlands	0	0.0%
london	0	0.0%
south-east england	2	12.5%
south west england	4	25.0%
north-east england	1	6.3%
north-west england	0	0.0%
west midlands	1	6.3%
yorkshire & the humber	0	0.0%
scotland	7	43.8%
wales	0	0.0%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	1	6.3%
outside uk - rest of world	0	0.0%

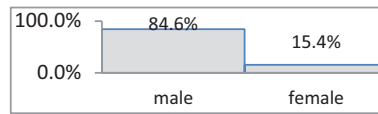
**Survey
Laser Scanning**

About the Specialists

Gender

n= 13

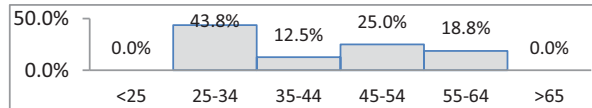
male	female
11	2



Age

n= 16

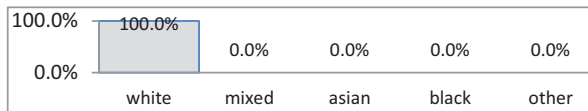
<25	25-34	35-44	45-54	55-64	>65
0	7	2	4	3	0



Ethnicity

n= 16

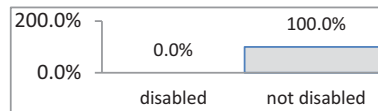
white	mixed /	asian / asian	black /	other ethnic
16	0	0	0	0



Disability Status

n= 12

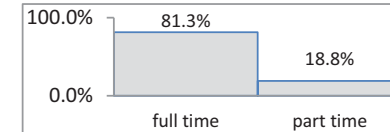
disabled	not disabled
0	12



Hours Worked

n= 16

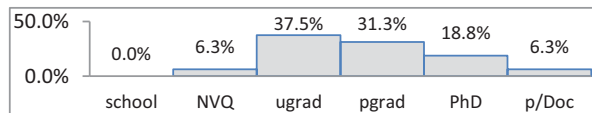
full time	part time
13	3



Highest Qualification

n= 16

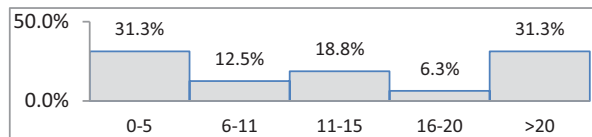
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	1	6	5	3	1



Years Practising to Date

n= 16

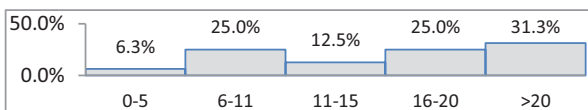
0-5	6-11	11-15	16-20	>20
5	2	3	1	5



Years Intending to Continue

n= 16

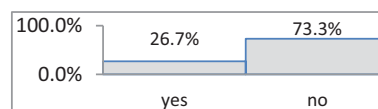
0-5	6-11	11-15	16-20	>20
1	4	2	4	5



Waiting List

n= 15

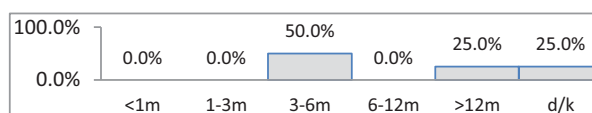
yes	no
4	11



Waiting List Length

n= 4

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



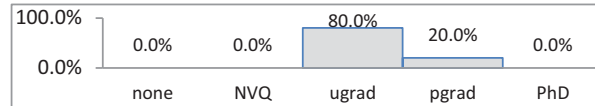
Survey
Laser Scanning

About Training and Professional Development

New Entrant Qualifications Needed

n= 15

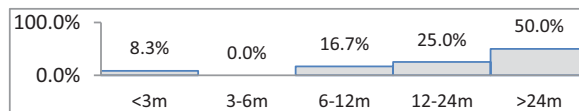
none	NVQ	ugrad	pgrad	PhD
0	0	12	3	0



New Entrant Experience Needed

n= 12

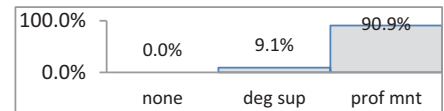
<3m	3-6m	6-12m	12-24m	>24m
1	0	2	3	6



New Entrant Guidance or Mentoring

n= 11

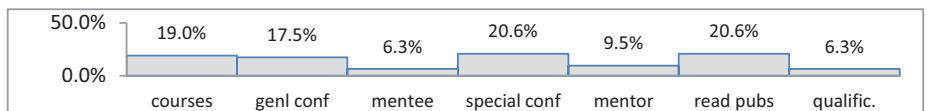
none	deg sup	prof mnt
0	1	10



CPD Mechanisms Preferred

n= 63

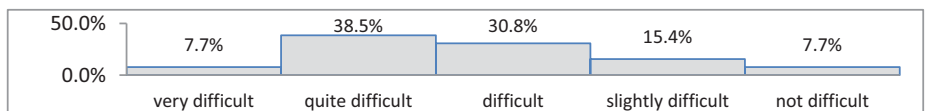
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
12	11	4	13	6	13	4



Access to Initial Training

n= 13

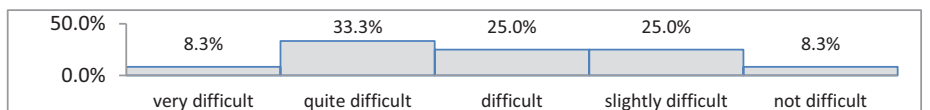
very difficult	quite difficult	difficult	slightly	not difficult
1	5	4	2	1



Access to CPD Training

n= 12

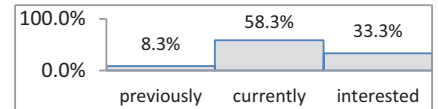
very difficult	quite difficult	difficult	slightly	not difficult
1	4	3	3	1



Being a Trainer

n= 12

previously	currently	interested
1	7	4

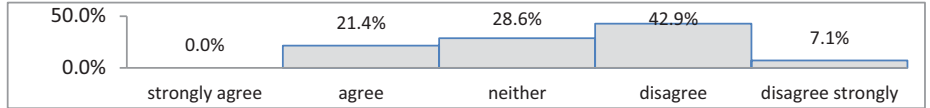


**Survey
Laser Scanning**

About the Changing Levels of Demand for Work

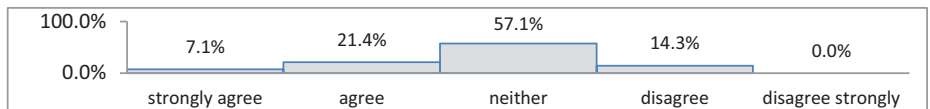
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree
0	3	4	6	1



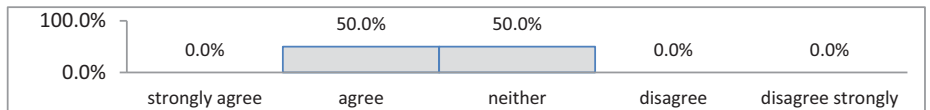
Reduce Costs
n= 14

strongly agree	agree	neither	disagree	disagree
1	3	8	2	0



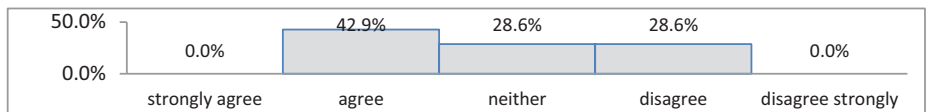
Time Pressure
n= 14

strongly agree	agree	neither	disagree	disagree
0	7	7	0	0



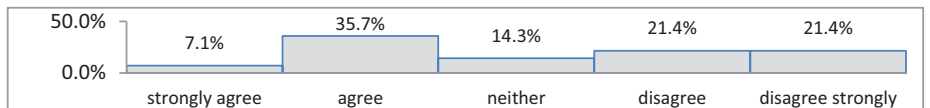
Cut Back Aspects
n= 14

strongly agree	agree	neither	disagree	disagree
0	6	4	4	0



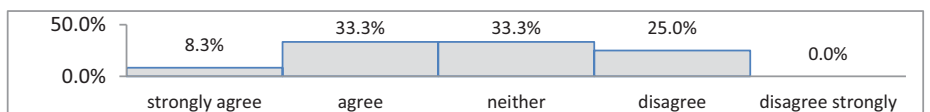
Job Security Worries
n= 14

strongly agree	agree	neither	disagree	disagree
1	5	2	3	3



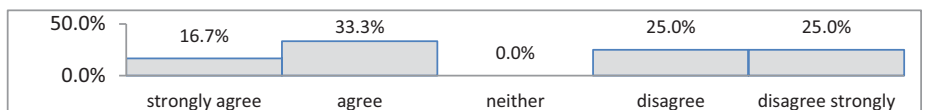
Non-Specialist Duties
n= 12

strongly agree	agree	neither	disagree	disagree
1	4	4	3	0



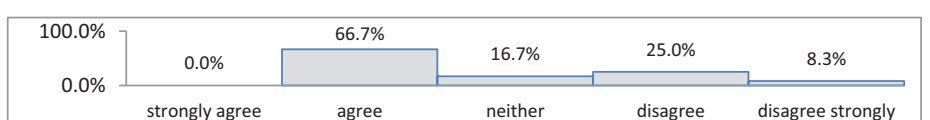
Take Work Home
n= 12

strongly agree	agree	neither	disagree	disagree
2	4	0	3	3



Decrease in Specialists
n= 14

strongly agree	agree	neither	disagree	disagree
0	8	2	3	1

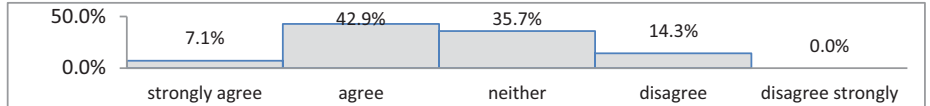


**Survey
Laser Scanning**

About the Potential Impact of Brexit

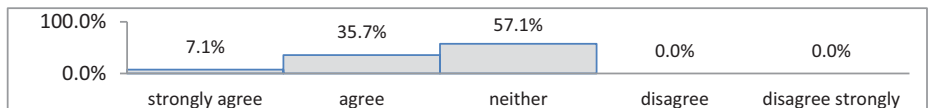
Reduced Projects
n= 14

strongly agree	agree	neither	disagree	disagree
1	6	5	2	0



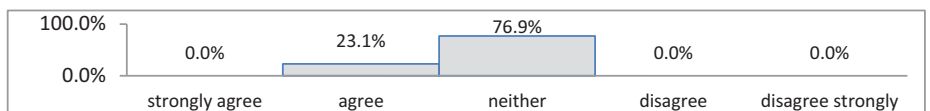
Reduce Costs
n= 14

strongly agree	agree	neither	disagree	disagree
1	5	8	0	0



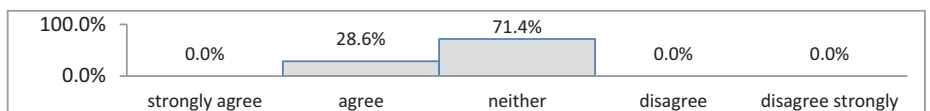
Time Pressure
n= 14

strongly agree	agree	neither	disagree	disagree
0	3	10	0	0



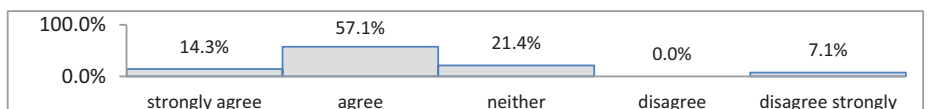
Cut Back Aspects
n= 13

strongly agree	agree	neither	disagree	disagree
0	4	10	0	0



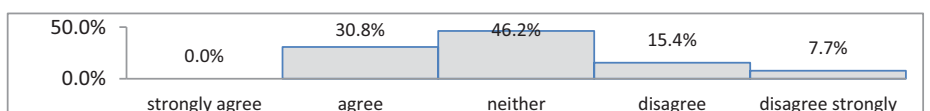
Job Security Worries
n= 14

strongly agree	agree	neither	disagree	disagree
2	8	3	0	1



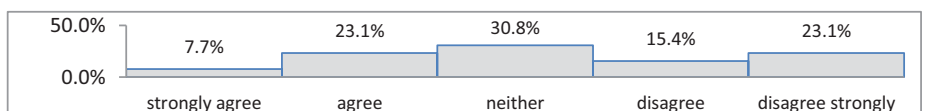
Non-Specialist Duties
n= 14

strongly agree	agree	neither	disagree	disagree
0	4	6	2	1



Take Work Home
n= 13

strongly agree	agree	neither	disagree	disagree
1	3	4	2	3



Decrease in Specialists
n= 13

strongly agree	agree	neither	disagree	disagree
2	5	5	2	0



**Survey
Aerial Photography**

n= 23

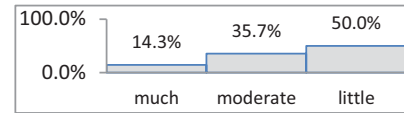
About the Work

Charge / day
n= 10

mean	SD	min	max
£ 436.20		405.08 £	150.00 £ 1,500.00

Competition
n= 14

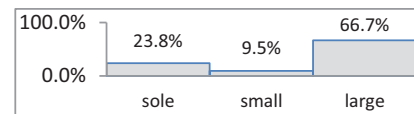
2	5	7
great deal	moderate	very little



About the Organisation

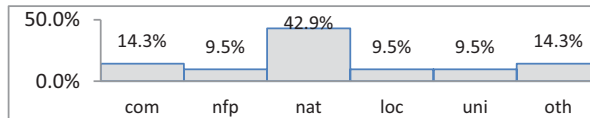
Sizes of Organisation
n= 21

5	2	14
sole trader	small	large



Types of Organisation
n= 21

3	2	9	2	2	3
commercial	not for profit	nat gov	local gov	university	other



Location
n= 21

east of england	2	9.5%
east midlands	0	0.0%
london	0	0.0%
south-east england	1	4.8%
south west england	4	19.0%
north-east england	1	4.8%
north-west england	0	0.0%
west midlands	2	9.5%
yorkshire & the humber	4	19.0%
scotland	3	14.3%
wales	1	4.8%
northern ireland	0	0.0%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	3	14.3%
outside uk - rest of world	0	0.0%

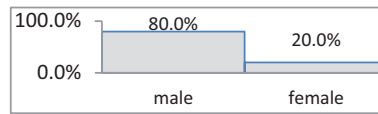
Survey
Aerial Photography

About the Specialists

Gender

n= 15

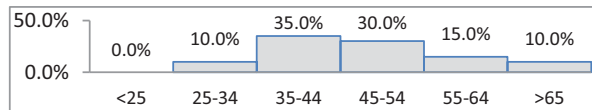
male	female
12	3



Age

n= 20

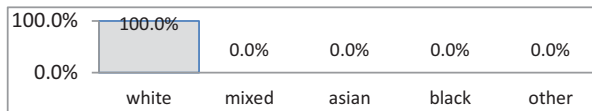
<25	25-34	35-44	45-54	55-64	>65
0	2	7	6	3	2



Ethnicity

n= 20

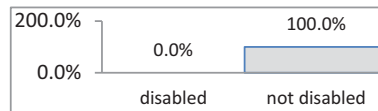
white	mixed /	asian / asian	black /	other ethnic
20	0	0	0	0



Disability Status

n= 20

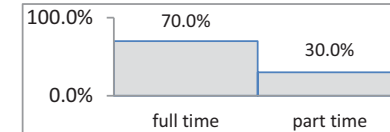
disabled	not disabled
0	20



Hours Worked

n= 20

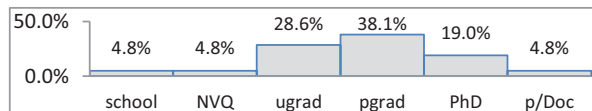
full time	part time
14	6



Highest Qualification

n= 21

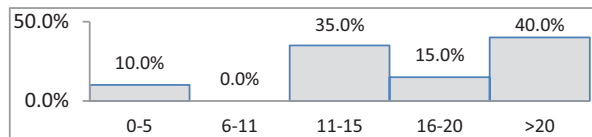
school	NVQ	ugrad	pgrad	PhD	p/Doc
1	1	6	8	4	1



Years Practising to Date

n= 20

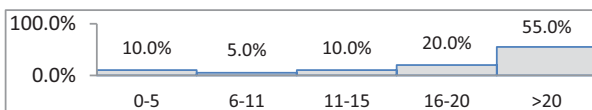
0-5	6-11	11-15	16-20	>20
2	0	7	3	8



Years Intending to Continue

n= 20

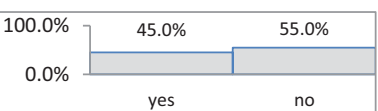
0-5	6-11	11-15	16-20	>20
2	1	2	4	11



Waiting List

n= 20

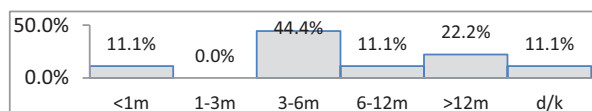
yes	no
9	11



Waiting List Length

n= 9

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



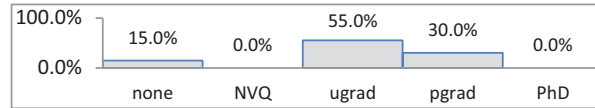
Survey
Aerial Photography

About Training and Professional Development

New Entrant Qualifications Needed

n= 20

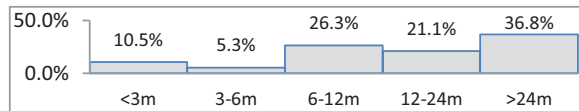
none	NVQ	ugrad	pgrad	PhD
3	0	11	6	0



New Entrant Experience Needed

n= 19

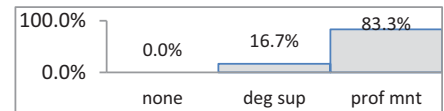
<3m	3-6m	6-12m	12-24m	>24m
2	1	5	4	7



New Entrant Guidance or Mentoring

n= 18

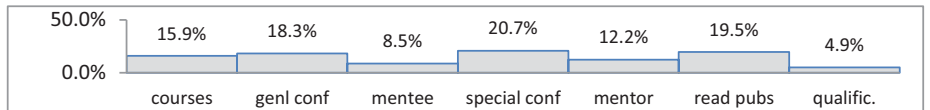
none	deg sup	prof mnt
0	3	15



CPD Mechanisms Preferred

n= 82

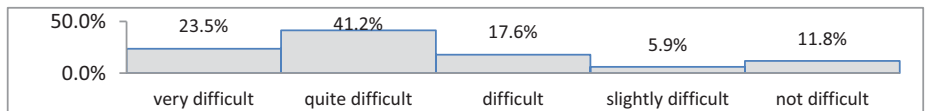
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
13	15	7	17	10	16	4



Access to Initial Training

n= 17

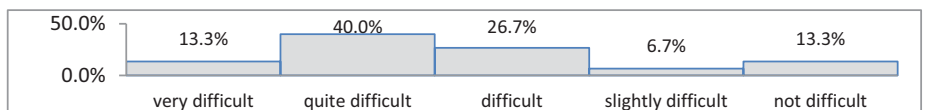
very difficult	quite difficult	difficult	slightly	not difficult
4	7	3	1	2



Access to CPD Training

n= 15

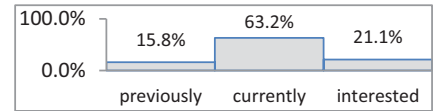
very difficult	quite difficult	difficult	slightly	not difficult
2	6	4	1	2



Being a Trainer

n= 19

previously	currently	interested
3	12	4

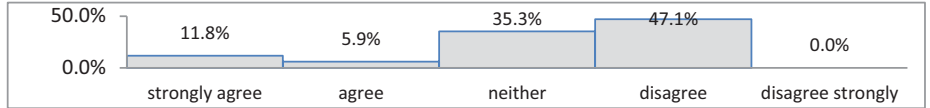


Survey
Aerial Photography

About the Changing Levels of Demand for Work

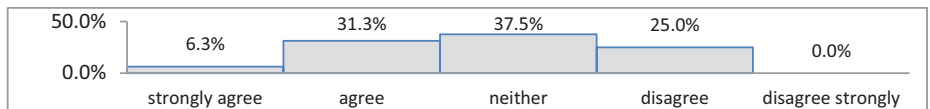
Reduced Projects
n= 17

strongly agree	agree	neither	disagree	disagree	
2	1	6	8	0	



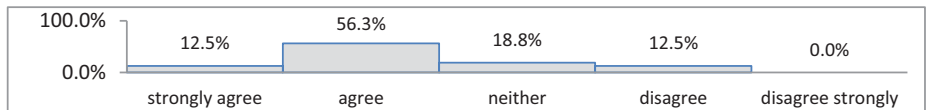
Reduce Costs
n= 16

strongly agree	agree	neither	disagree	disagree	
1	5	6	4	0	



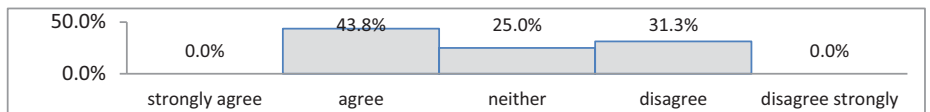
Time Pressure
n= 16

strongly agree	agree	neither	disagree	disagree	
2	9	3	2	0	



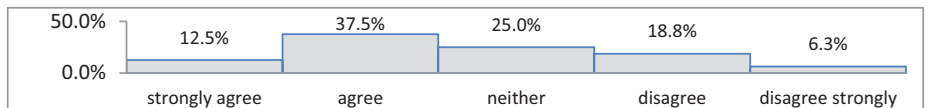
Cut Back Aspects
n= 16

strongly agree	agree	neither	disagree	disagree	
0	7	4	5	0	



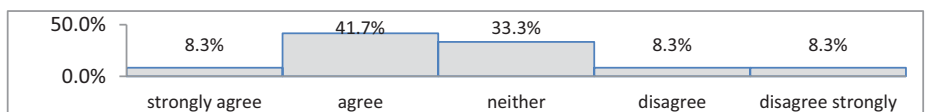
Job Security Worries
n= 16

strongly agree	agree	neither	disagree	disagree	
2	6	4	3	1	



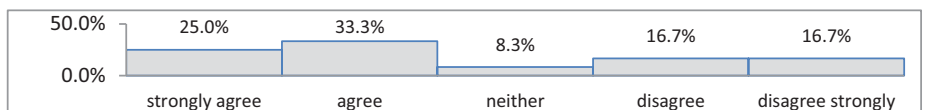
Non-Specialist Duties
n= 12

strongly agree	agree	neither	disagree	disagree	
1	5	4	1	1	



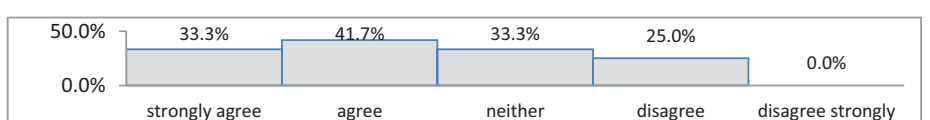
Take Work Home
n= 12

strongly agree	agree	neither	disagree	disagree	
3	4	1	2	2	



Decrease in Specialists
n= 16

strongly agree	agree	neither	disagree	disagree	
4	5	4	3	0	

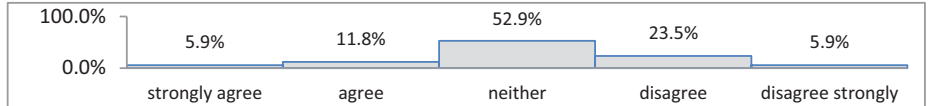


Survey
Aerial Photography

About the Potential Impact of Brexit

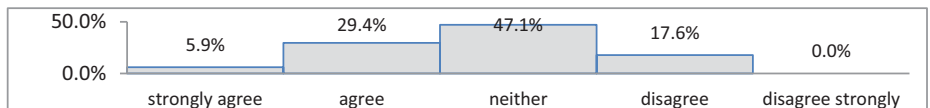
Reduced Projects
n= 17

strongly agree	agree	neither	disagree	disagree
1	2	9	4	1



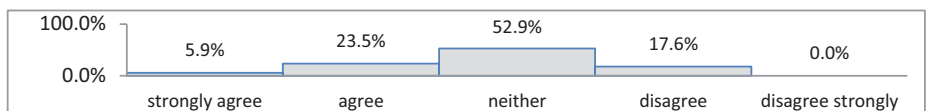
Reduce Costs
n= 17

strongly agree	agree	neither	disagree	disagree
1	5	8	3	0



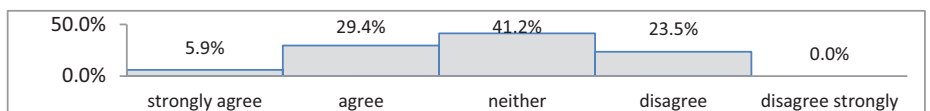
Time Pressure
n= 17

strongly agree	agree	neither	disagree	disagree
1	4	9	3	0



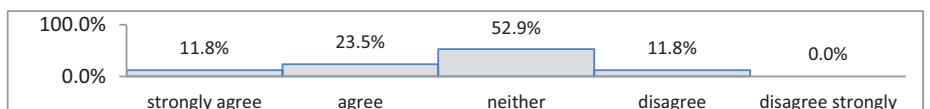
Cut Back Aspects
n= 17

strongly agree	agree	neither	disagree	disagree
1	5	7	4	0



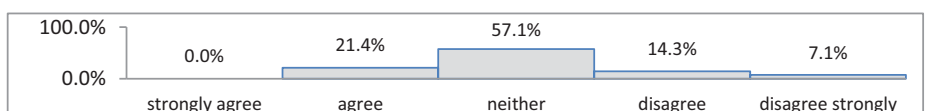
Job Security Worries
n= 17

strongly agree	agree	neither	disagree	disagree
2	4	9	2	0



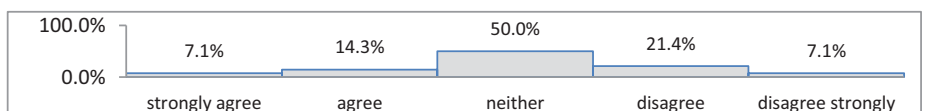
Non-Specialist Duties
n= 17

strongly agree	agree	neither	disagree	disagree
0	3	8	2	1



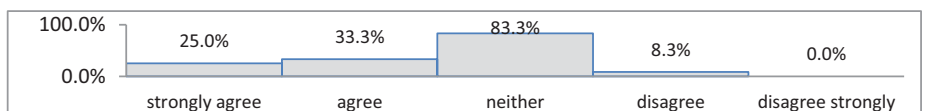
Take Work Home
n= 14

strongly agree	agree	neither	disagree	disagree
1	2	7	3	1



Decrease in Specialists
n= 14

strongly agree	agree	neither	disagree	disagree
3	4	10	1	0



**Survey
Lidar**

n= 15

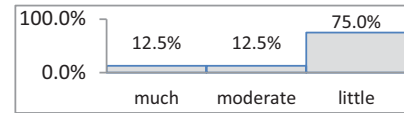
About the Work

Charge / day
n= 5

mean	SD	min	max
£ 832.40	1090.34	£ 150.00	£ 3,000.00

Competition
n= 8

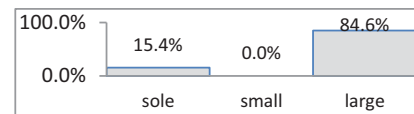
1	1	6
great deal	moderate	very little



About the Organisation

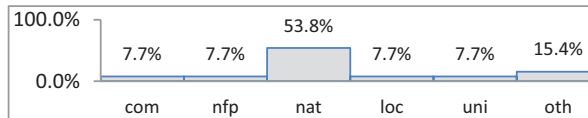
Sizes of Organisation
n= 13

2	0	11
sole trader	small	large



Types of Organisation
n= 13

1	1	7	1	1	2
commercial	not for profit	nat gov	local gov	university	other



Location

n= 13

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

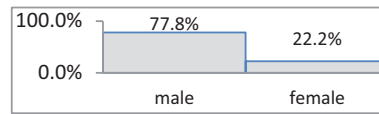
**Survey
Lidar**

About the Specialists

Gender

n= 9

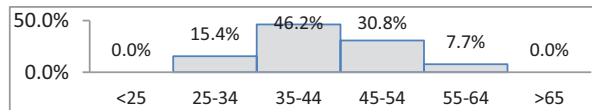
male	female
7	2



Age

n= 13

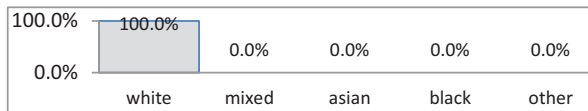
<25	25-34	35-44	45-54	55-64	>65
0	2	6	4	1	0



Ethnicity

n= 13

white	mixed /	asian / asian	black /	other ethnic
13	0	0	0	0



Disability Status

n= 13

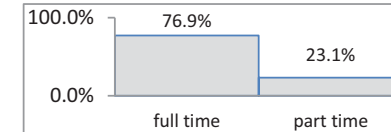
disabled	not disabled
0	13



Hours Worked

n= 13

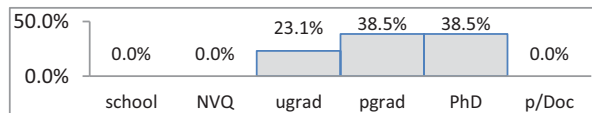
full time	part time
10	3



Highest Qualification

n= 13

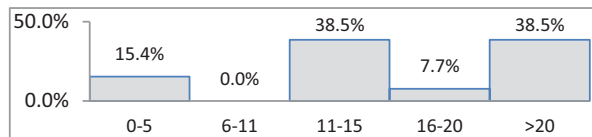
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	3	5	5	0



Years Practising to Date

n= 13

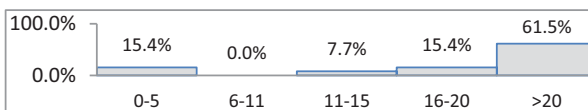
0-5	6-11	11-15	16-20	>20
2	0	5	1	5



Years Intending to Continue

n= 13

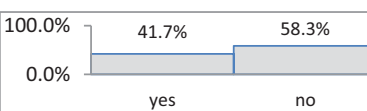
0-5	6-11	11-15	16-20	>20
2	0	1	2	8



Waiting List

n= 12

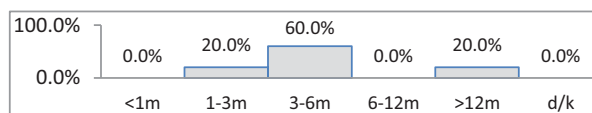
yes	no
5	7



Waiting List Length

n= 5

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



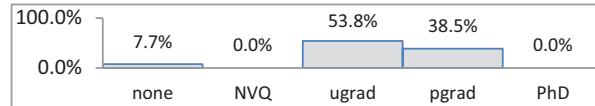
**Survey
Lidar**

About Training and Professional Development

**New Entrant
Qualifications
Needed**

n= 13

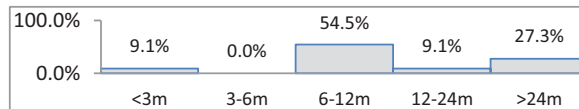
none	NVQ	ugrad	pgrad	PhD
1	0	7	5	0



**New Entrant
Experience Needed**

n= 11

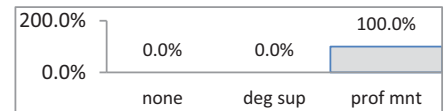
<3m	3-6m	6-12m	12-24m	>24m
1	0	6	1	3



**New Entrant
Guidance or
Mentoring**

n= 10

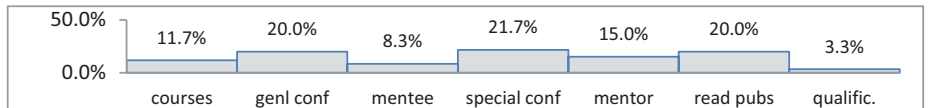
none	deg sup	prof mnt
0	0	10



**CPD Mechanisms
Preferred**

n= 60

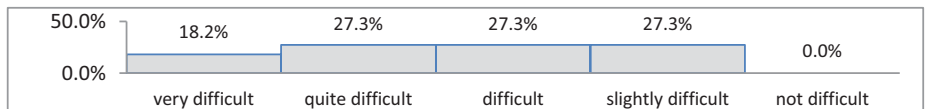
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
7	12	5	13	9	12	2



**Access to Initial
Training**

n= 11

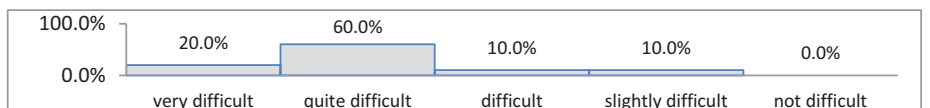
very difficult	quite difficult	difficult	slightly	not difficult
2	3	3	3	0



**Access to CPD
Training**

n= 10

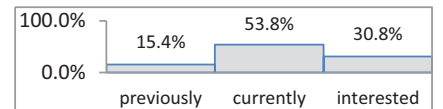
very difficult	quite difficult	difficult	slightly	not difficult
2	6	1	1	0



Being a Trainer

n= 13

previously	currently	interested
2	7	4

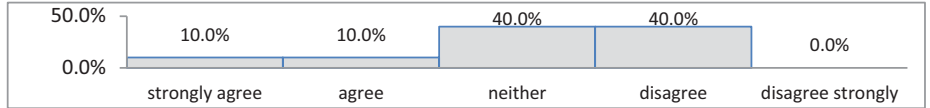


**Survey
Lidar**

About the Changing Levels of Demand for Work

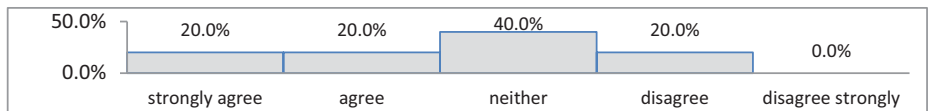
Reduced Projects
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
1		1	4	4	0



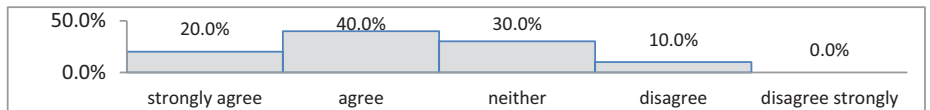
Reduce Costs
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
2		2	4	2	0



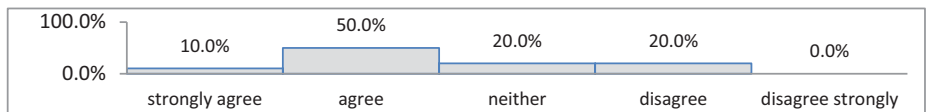
Time Pressure
n= 10

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



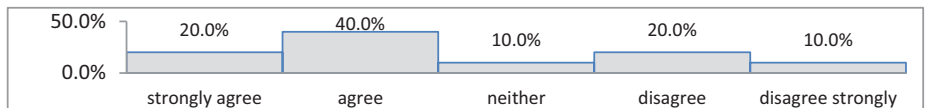
Cut Back Aspects
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
1		5	2	2	0



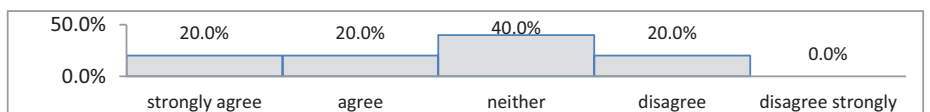
Job Security Worries
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
2		4	1	2	1



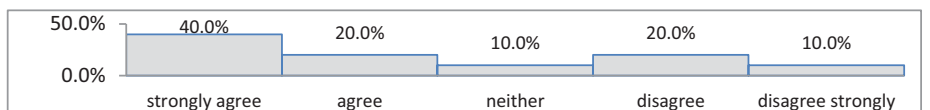
Non-Specialist Duties
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
2		2	4	2	0



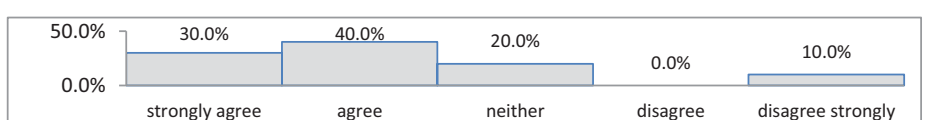
Take Work Home
n= 10

strongly agree	agree	neither	disagree	disagree	disagree
4		2	1	2	1



Decrease in Specialists
n= 10

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

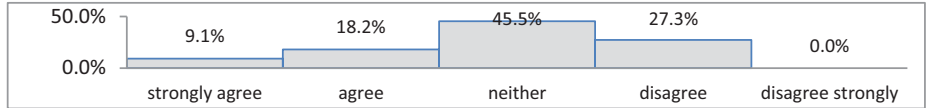


**Survey
Lidar**

About the Potential Impact of Brexit

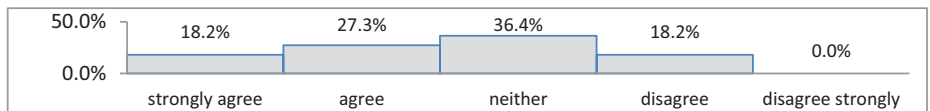
Reduced Projects
n= 11

strongly agree	agree	neither	disagree	disagree	
1	2	5	3	0	



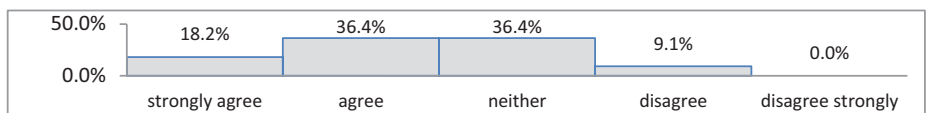
Reduce Costs
n= 11

strongly agree	agree	neither	disagree	disagree	
2	3	4	2	0	



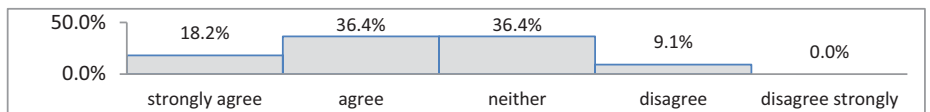
Time Pressure
n= 11

strongly agree	agree	neither	disagree	disagree	
2	4	4	1	0	



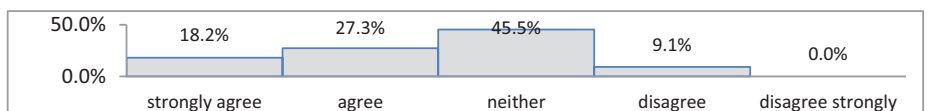
Cut Back Aspects
n= 11

strongly agree	agree	neither	disagree	disagree	
2	4	4	1	0	



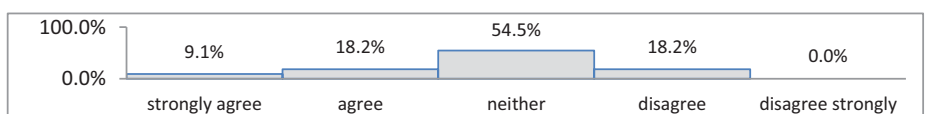
Job Security Worries
n= 11

strongly agree	agree	neither	disagree	disagree	
2	3	5	1	0	



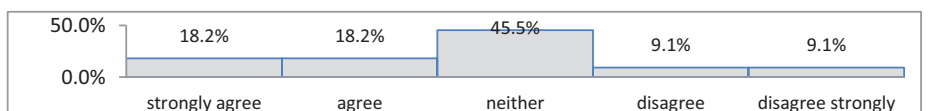
Non-Specialist Duties
n= 11

strongly agree	agree	neither	disagree	disagree	
1	2	6	2	0	



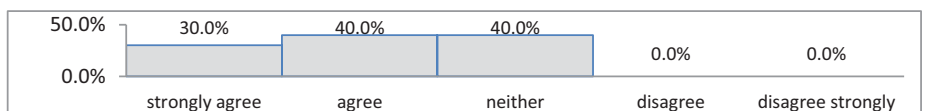
Take Work Home
n= 11

strongly agree	agree	neither	disagree	disagree	
2	2	5	1	1	



Decrease in Specialists
n= 11

strongly agree	agree	neither	disagree	disagree	
3	4	4	0	0	



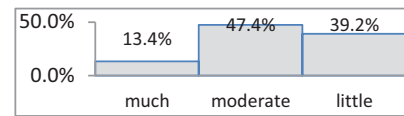
**Other Services
All Specialisms**

n= 117

About the Work

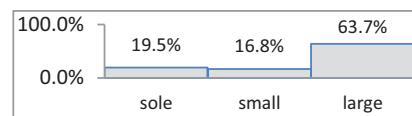
Charge / day mean SD min max
 n= 73 £ **311.16** 188.37 £ 60.00 £ 1,040.00

Competition 13 46 38
 n= 97 great deal moderate very little

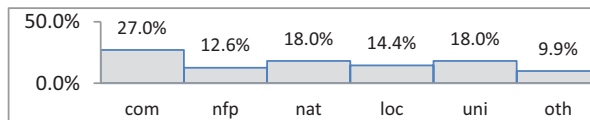


About the Organisation

Sizes of Organisation 22 19 72
 n= 113 sole trader small large



Types of Organisation 30 14 20 16 20 11
 n= 111 commercial not for profit nat gov local gov university other



Location n= 112

east of england	7	6.3%
east midlands	7	6.3%
london	7	6.3%
south-east england	16	14.3%
south west england	16	14.3%
north-east england	10	8.9%
north-west england	3	2.7%
west midlands	6	5.4%
yorkshire & the humber	12	10.7%
scotland	17	15.2%
wales	5	4.5%
northern ireland	1	0.9%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	3	2.7%
outside uk - rest of world	2	1.8%

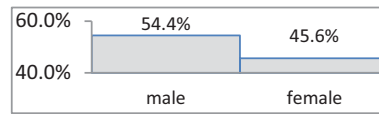
Other Services
All Specialisms

About the Specialists

Gender

n= 90

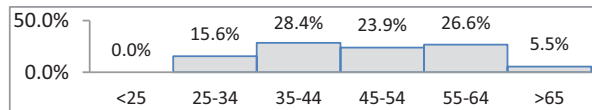
male	female
49	41



Age

n= 109

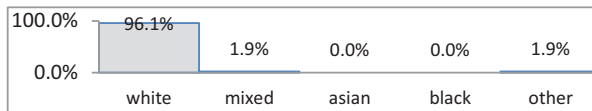
<25	25-34	35-44	45-54	55-64	>65
0	17	31	26	29	6



Ethnicity

n= 103

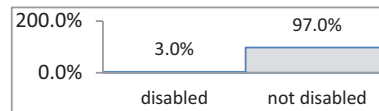
white	mixed /	asian / asian	black /	other ethnic
99	2	0	0	2



Disability Status

n= 100

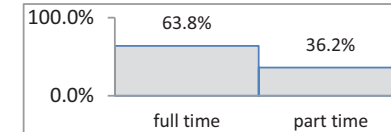
disabled	not disabled
3	97



Hours Worked

n= 105

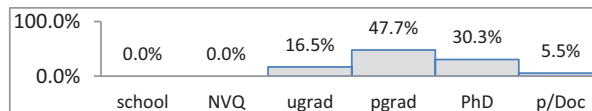
full time	part time
67	38



Highest Qualification

n= 109

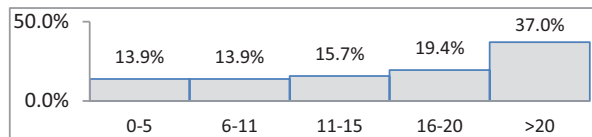
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	18	52	33	6



Years Practising to Date

n= 108

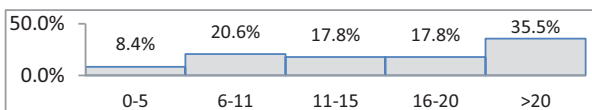
0-5	6-11	11-15	16-20	>20
15	15	17	21	40



Years Intending to Continue

n= 107

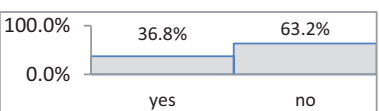
0-5	6-11	11-15	16-20	>20
9	22	19	19	38



Waiting List

n= 106

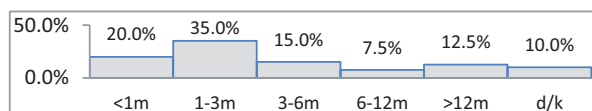
yes	no
39	67



Waiting List Length

n= 40

<1m	1-3m	3-6m	6-12m	>12m	d/k
8	14	6	3	5	4



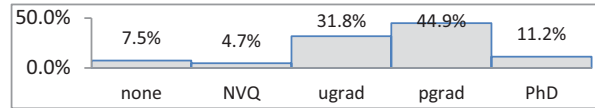
Other Services
All Specialisms

About Training and Professional Development

New Entrant Qualifications Needed

n= 107

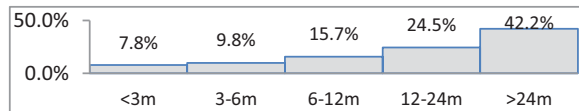
none	NVQ	ugrad	pgrad	PhD
8	5	34	48	12



New Entrant Experience Needed

n= 102

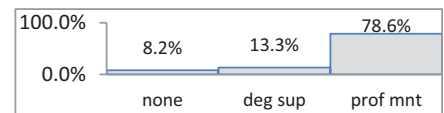
<3m	3-6m	6-12m	12-24m	>24m
8	10	16	25	43



New Entrant Guidance or Mentoring

n= 98

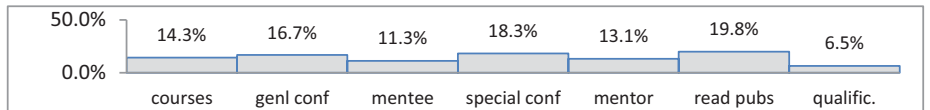
none	deg sup	prof mnt
8	13	77



CPD Mechanisms Preferred

n= 504

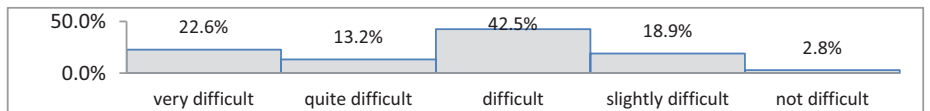
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
72	84	57	92	66	100	33



Access to Initial Training

n= 106

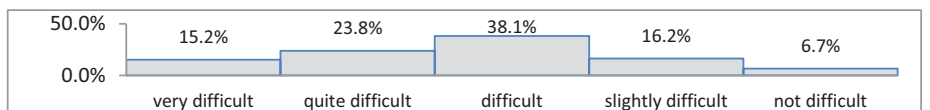
very difficult	quite difficult	difficult	slightly	not difficult
24	14	45	20	3



Access to CPD Training

n= 105

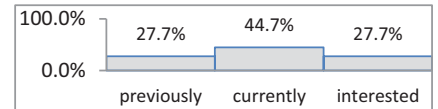
very difficult	quite difficult	difficult	slightly	not difficult
16	25	40	17	7



Being a Trainer

n= 94

previously	currently	interested
26	42	26

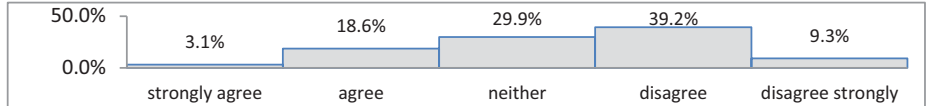


Other Services
All Specialisms

About the Changing Levels of Demand for Work

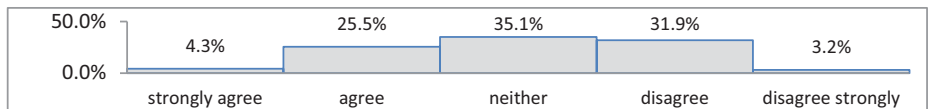
Reduced Projects
n= 97

strongly agree	agree	neither	disagree	disagree
3	18	29	38	9



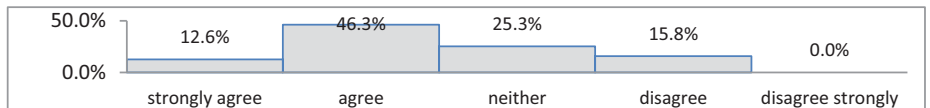
Reduce Costs
n= 94

strongly agree	agree	neither	disagree	disagree
4	24	33	30	3



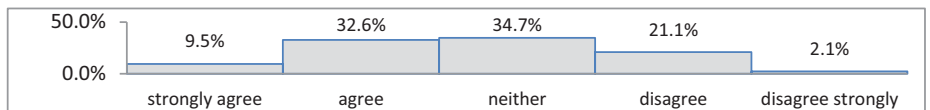
Time Pressure
n= 95

strongly agree	agree	neither	disagree	disagree
12	44	24	15	0



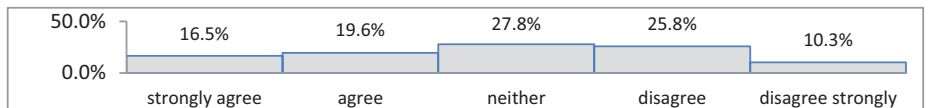
Cut Back Aspects
n= 95

strongly agree	agree	neither	disagree	disagree
9	31	33	20	2



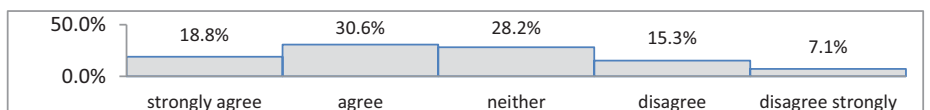
Job Security Worries
n= 97

strongly agree	agree	neither	disagree	disagree
16	19	27	25	10



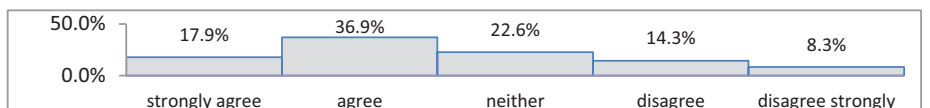
Non-Specialist Duties
n= 85

strongly agree	agree	neither	disagree	disagree
16	26	24	13	6



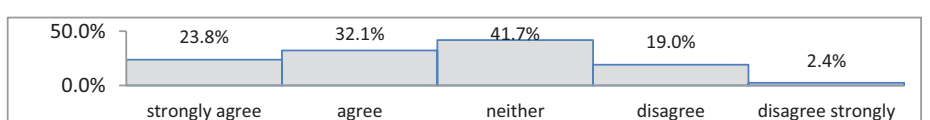
Take Work Home
n= 84

strongly agree	agree	neither	disagree	disagree
15	31	19	12	7



Decrease in Specialists
n= 100

strongly agree	agree	neither	disagree	disagree
20	27	35	16	2

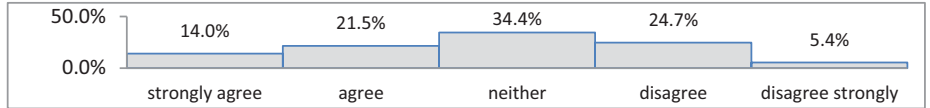


**Other Services
All Specialisms**

About the Potential Impact of Brexit

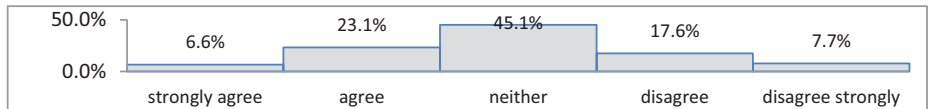
Reduced Projects
n= 93

strongly agree	agree	neither	disagree	disagree
13	20	32	23	5



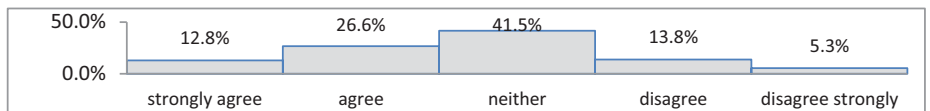
Reduce Costs
n= 93

strongly agree	agree	neither	disagree	disagree
6	21	41	16	7



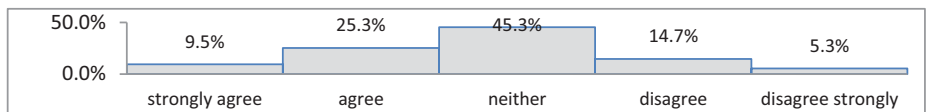
Time Pressure
n= 91

strongly agree	agree	neither	disagree	disagree
12	25	39	13	5



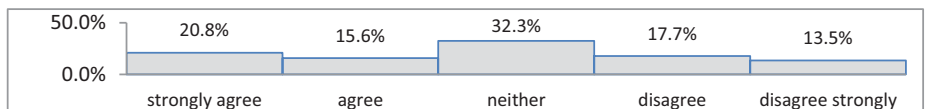
Cut Back Aspects
n= 94

strongly agree	agree	neither	disagree	disagree
9	24	43	14	5



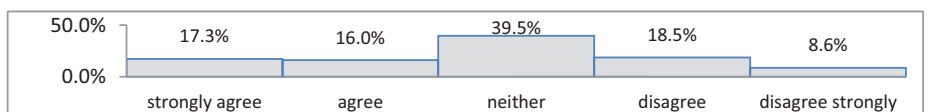
Job Security Worries
n= 95

strongly agree	agree	neither	disagree	disagree
20	15	31	17	13



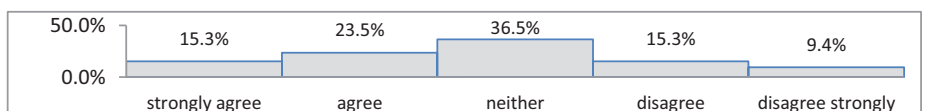
Non-Specialist Duties
n= 96

strongly agree	agree	neither	disagree	disagree
14	13	32	15	7



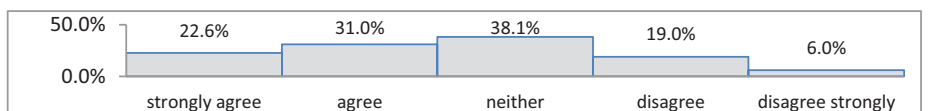
Take Work Home
n= 81

strongly agree	agree	neither	disagree	disagree
13	20	31	13	8



Decrease in Specialists
n= 85

strongly agree	agree	neither	disagree	disagree
19	26	32	16	5



Appendix II Career Information Comments

38 years an Architectural Technician.

6 Years a photographer

Ageism is the leveller. Lack of ability to afford a Pension is the mandate.

Also currently studying Neolithic Carved Stone Balls for PhD with Aberdeen University

Although I work within a University and run all my contract research within that context I am only employed when I have a contract; otherwise I am honorary. I cannot give a price for my work in £/day as I always have to price per sample. At present this is between £150 and £200 per sample depending on how much of the sampling process I do and the complexity of the analysis required. In addition to pottery I look at amorphous organic deposits from metal and stone vessels and other artefacts and from plaster/beaten earth floors, pit/vat linings etc.

Among the 'specialisms' listed earlier in this survey, there are very few that I have not been involved in commissioning. In order to bring various of these specialist inputs together, it is vital to have a working understanding (and frequently an advanced awareness) of what they can contribute. I have seen numerous examples of where 'specialists' have been asked to recruit other specialists and have exhibited very little clue as to the purpose or practicability of doing so. There are many omissions among the list of bodies set out below.

As a freelance archaeological specialist, it is not possible to build up any sort of pension, so basically, I feel as if I have to work until I drop!

as there is little money to be made, I concentrate on my own research projects and earn a living teaching and working for a news agency.

Conservation Architect

Currently training two conservation engineers

Dependent on availability of work

Due to changes in Pension Age I am still working. If older rules were still in place I would've retired 2 years ago.

Due to uni costings, I tend to just manage contracts. As I am too expensive at FEC

Employed now as a finds liaison officer, whose duties are reflected in responses to this survey

Entire team in same age bracket

Former archaeologist - providing insurance services to commercial and voluntary archaeological organisations and individuals for past 5 years.

Full-time work as averaged over the year. As I am freelance, there are gaps and more intensive periods of work.

Full-time work as an academic researcher but extra self-employed work as a finds specialist

Graduated as an Archaeologist in 1997, currently working in Planning Policy and studying part-time Historic Conservation. Hope to work in the Historic Environment in the future.

Has previously been a fairly minor side line to my other curatorial work but there is increasing emphasis in the museum on income generation and providing specialist find services is one of few ways as archaeologists we can try to meet new income generation requirements. I suspect, in the near future, we will be more actively looking for specialist work and trying to extend our activities in this area beyond Wales.

Having completed a degree and PhD in medicinal chemistry, I worked in industry as a research development chemist until being made redundant in 2008. After spending 18 months as a technician at [organisation], a Research Associate position became available. For the past 6 years I have been using carbon, nitrogen and sulphur stable isotope analysis to reconstruct palaeodiet, interpret the movement and trade of people and their animals, and have used the results in conjunction with radiocarbon dating to gain a better understanding of marine and freshwater reservoir effects. Additionally, I work in collaboration with a number of research partners to provide isotopic analysis and interpretation of results for their projects. The [organisation] also provides a standalone commercial isotope service to other universities and archaeological units.

Consultation fee: £295/day

Standalone isotopic costs are:

d13C & d15N: £10/sample

d34S: £20/sample

Turnaround of results is usually within 3-4 weeks.

I am a Finds Liaison Officer not a HER officer, working 4 days a week for 8 years and wish to continue.

I am a jobbing field archaeologist and work for commercial companies when interesting work is available. I do all osteology for one of those and occasionally for other organisations.

I am a University Academic with a full-time post. I supervise and manage commercial archaeological work that comes to the Department.

I am also a Member of Chartered Institute for Archaeologists. My work hours are flexible and can vary above the base level I am officially employed for. This is so that my employer can more easily accommodate fluctuations in work flow. I am not disabled but have life time health conditions which can occasionally limit my ability to work in certain locations. These are situations which I agree with my employer. I am fortunate that flexibility is built into our working conditions.

I am also an academic and teach masters and PhD students, as well as on an RIBA accredited Part 2 programme.

I am an Honorary Visiting Researcher at the UK university where I recently finished my PhD (within the last year), where I provide specialist GIS services for a project based at a university in Ireland. My home university is a project partner, but I am employed directly by the Irish university.

I am currently doing a PhD in Archaeometallurgy at [university], specialising in Viking Age iron making and metallurgy. My main area of focus is Norway, but I am also looking into the connection between mainland Scandinavia and the North Atlantic Islands (Iceland, the Orkneys, the Faroes, Shetland, Britain, Ireland, Man etc.).

I am currently not working in the historic environment. I am a geophysicist and couldn't find work in this sector.

I am employed so do very little freelance work at present. I am not employed in commercial archaeological fieldwork so many of the questions on this survey don't apply to me.

I am in the process of retiring but can find very few people to take over my role as a conservation consultant who is an architect rather than just an archaeologist or historian and can advise on major designs.

I am just about to become freelance - in all the categories identified - I will have a better idea of issues of competition/ charges for services once i do. The daily rate indicated is based on what i have occasionally charged in the past, and what I expect to be charging in the future

I am not entirely sure how long i will continue in my post

I am officially retired but acting as a consultant occasionally as required.

I am on a part-time hourly paid contract which is effectively zero hours as I am not guaranteed any work. I currently have a contract 1/1/17-31/7/17 and if funding is available next academic year, it might be renewed, but not until October 2017 at the earliest. My maximum working week is 37.5 hours which is full-time, but I do not have a full-time contract so I have categorised myself as part-time. Most of my work is given to me as uni staff are familiar with my skills and will ask me to carry out different types of work, which can include academic research, teaching and marking, as well as commercial-type archaeology jobs.

I am working with grants or contracts

I cannot agree that there is any sort of 'crisis' in finds work - my own business virtually collapsed at the end of 2014 and since then I have had only small assemblages from sites of very limited extent. While there are some signs that the market might be reviving, this could be nothing more than an illusion. Recent government announcements about relaxing planning conditions on development, Local Authority hostility towards archaeology, a lack of understanding of the NPPF amongst local Councillors, a statement by Highways England to the effect that specialist reports are too expensive and the negative effects of the referendum on the economy seem likely to kill off any revival of the market. Meanwhile, there seems to be no increase in the numbers of PhD students working on British material - I have prepared outlines for PhD research topics for [university] and [university] but none have yet been taken up because of a lack of funding. This despite the fact that a PhD is by far the best way to gain the necessary experience required for specialist work. Meanwhile the crisis in archiving and the storage of archaeological archives is growing with some museums (e.g.[museum]) requiring material to be discarded before deposition and few having suitable space for assemblages to be studied after deposition.

A note on Q.24 below - you have omitted a number of specialist pottery groups including the Friends of Blue, the English Ceramic Circle and the Northern Ceramic Society, not to mention the SMA, the SPMA and local / regional societies. This makes the list below look somewhat arbitrary (and heavily biased towards the Cifa which offers little or nothing to specialists).

I combine planning with urban design and heritage services as well as working on legal matters and acting as an expert witness.

I do freelance work but also take on project based contracts if they arise. flexibility is about the only way I can stay employed in a gainful way.

I do specialist work in conjunction with other work outside archaeology. I am undecided how long I will continue to work as a specialist.

I dont think the questions in this survey are pertinent to the work undertaken by local authority archaeologists, not sure of the point of this.

I expect to die in the saddle if I don't go doolally first

I have a job as an archaeologist but occasionally do freelance work. I haven't charged for this for years as it is usually to help with local voluntary organisations.

I have worked for heritage organisations and skeletal assemblages outside the UK but not in my current job.

I intend to leave the historic environment sector and the UK in the next 12 to 18 months. Given my background, working for [organisation], I have no realistic opportunities to develop my professional career. As an immigrant, I also feel unwelcome in the UK in an era of Brexit. I have concluded that the only reasonable route for me is to leave the sector, leave the country and take my chances elsewhere.

I ONLY DO A SMALL AMOUNT OF THIS WORK

I only work a limited amount of time in the historic building environment given the nature of the work I do for the business I work for as a Consulting Engineer. If more opportunities existed, I would take on more work in the historic building environment. Often clients have very restricted budgets to pay for services and this makes conservation engineering a challenging career. I have seen many instances of other engineers proposing solutions to situations which are not the most suited in conservation terms but are adopted because the client does not have the budget to invest more time for investigation or survey work.

I only work part-time on contract/paid work, while also doing my own research (also in archaeobotany) for a PhD.

I provide the above services as part of my salaried full-time employment, but only as part of my job (which includes report writing publication and archiving). I carry out free-lance specialist work in addition in my own time.

I run a geoarchaeological consultancy, but most of my employment is as a university lecturer.

I specifically specialise in providing legal advice for archaeological archive repositories.

I thought you were asking about employees of this company who do historic environment work. Now it seems to be about me....?

I work both for university (part-time) and in a private partnership with similar aged/experienced business partner

I work for [organisation] so generally do not provide services to the commercial sector, however do occasionally and also to amateur groups.

I work full-time for a local museum and supplement my income working freelance completing finds reports for commercial units. The costings I provide here relate to my freelance work.

I work full-time in field work, but have a specialism in osteoarchaeology (animal and human). I have written 1 commercial zooarch report (about a month ago) and am a TA at bone workshops. I am unable to get a mentor in human osteology (the local person declined to do this) and that is holding me back in the human area

I work part-time on a university research project and offer specialist work in order to supplement my income

I would like to continue to work as a specialist rather than a manager but work part-time maybe 3 days a week

I'll continue for as long as the swingeing cuts to public sector services allows!

I'm a full-time academic and work as a specialist part-time on research projects. I also supervise junior specialists undertaking commercial work

I'm hoping to take early retirement in about 3 years time as I really don't want to have to work till I'm 67!

I'm in full-time employment but only work for part of that time as an insect specialist

I'm retired and work on an occasional basis

'intend' and 'hope' are very different in the current climate!

Isn't excavation/fieldwork a specialisation?

May be 6 -10 years but that pushes me over the normal retirement age

Most of my work is in Heritage Led Regeneration - scoping out and designing projects and coming up with the economic case to justify the proposed intervention. This requires broad skills in heritage, conservation and regeneration.

my job role combines teaching and commercial work, with commercial work comprising approx. 35% of my time.

My main work is educational archaeological and historical workshops in schools and museums, but I supplement this with my specialist reports on clay tobacco pipes and guided walks and talks.

My work is almost entirely funded from successful lottery grants, research projects and local group and society grants.

Once again, it is frustrating to see project management, stratigraphic analysis and publication writing unacknowledged as specialist skills. These are fundamental to ensuring all the other specialist results are appropriately integrated and based on correct data.

once got a place but couldn't get funding for a PhD. The organisation I work for is a managerial basket case. They believe that they can Hoover up small/medium projects while larger ones are too busy engaged in HS2. I guess they haven't understood that bigger units can more easily recruit more staff for small projects and better absorb the admin costs...

As a specialist I believe my days in post are numbered- most other specialist staff (finds researchers/community archaeologists/graphics staff) were kicked into "voluntary" redundancy 2 years ago. Apparently "anyone" can do those jobs. promises made to those people about bringing them back for freelance work have been broken and several highly experienced archaeologists have in consequence been forced out of the profession. And yet we are still an RO

Pendulum: no planning protection in 70s, through PPG16 & comp tendering to current govt consultation to reduce planning conditions. Commercial archaeology has seen charge out rates static over 25yrs

Post doctoral positions provide experience, they are not a qualification.

Previous career in Merchant Navy.

As a pensioner, I am also a jobseeker.

Previous extensive experience as a field archaeologist, worked as an osteoarchaeologist and currently am employed as a forensic anthropologist/archaeologist

Previously employed by [organisation] as an Engineering Project Manager but took my pension in 2014 to set up my laser scanning business. I have an assistant and can call on the expertise of a qualified archaeologist. Among my other projects, I have completed a major laser scan building survey of [site] and have recently undertaken projects for [organisation] including the first phase of a combined aerial and terrestrial point cloud survey of [site].

Qualified architect. Carry out works in relation to historic environment as separate commissions as well as part of day to day conservation architectural services.

Regular employment opportunities are limited and work is often further limited by either time or finance considerations. Historical research should be done in advance of projects not as a post excavation after thought. It can be very effective if the right resources are available.

Retired from full-time historic environment employment

Slightly tricky to answer the above, as my hours vary across different specialisms, and although I work full-time, not all of that is in the specialist roles outlined. In effect I'm paid as a (junior) finds specialist for only 15 hours a week, although invariably it takes up considerably more time and energy.

specialist role is part of a full-time post within a company. Freelance work or research work on non-UK projects occasionally undertaken in own time

Survey doesn't seem to cover the full range of speciality requirements e.g also education and development of technology enhanced learning materials to support developments and changes. Also other SIGs like Royal Photographic Society with Archaeology and Heritage Group

the question of continuing to practice is a difficult one as i am just about to go on maternity leave with my second child....unfortunately this sector does not pay enough for me to return to work with two children in childcare unless i can make my hours very flexible...i am waiting to see if this is possible...

The shortness of my continuing involvement is led by the fact I have just been informed that my Senior Archaeologist post has been deleted (along with most of my colleagues) taking effect March 31 2018

this is not my main area of work but historic environments are part of around 20% of my average workload

Will continue as long as health allows - before I became an archaeologist I did this for fun and I still find the work hugely thrilling

Will probably be giving up very shortly due to shortage of work.

Work the rest of the time as [university] tutor

Your 'special interests group' list miss the following: - RICS Building Conservation Accreditation scheme, CIAT Accredited Conservationist, RICS, CIOB to mention four, with other professional institutes having disciplines that actively promote built and natural environment conservation. The results of this survey will therefore be skewed.

Appendix III Questionnaire



The image shows the cover page of a questionnaire titled "Survey of Historic Environment Specialists 2016-17". At the top, there are logos for Historic Environment Scotland (with Gaelic text "ÀRAINN-ÈACHD EACH-DRÀIDHEIL ALBA"), Historic England, Cadw, and the Welsh Government (with Welsh text "Llywodraeth Cymru Welsh Government"). The title "Historic Environment Specialists 2016-17" is centered below the logos. The main heading is "Welcome - Survey of Historic Environment Specialists 2016-17". The text explains that Landward Research has been commissioned by Historic England with support from Historic Environment Scotland and Cadw to conduct a survey of historic environment specialists. It highlights the need for a skilled workforce due to large-scale infrastructure projects and a mammoth programme of housebuilding. The survey aims to find out more about the distribution of specialists, their working environments, training needs, and thoughts on the future. It asks specialists to complete the questionnaire and encourages employers to ask their staff to do so. The survey is open until 3rd February 2017. All answers will be treated in the strictest confidence. The Landward Research Ltd logo is at the bottom left, and a decorative graphic of squares is at the bottom right.

Historic Environment Specialists 2016-17

Welcome - Survey of Historic Environment Specialists 2016-17

Landward Research have been commissioned by Historic England with support from Historic Environment Scotland and Cadw, Welsh Historic Monuments to conduct a survey of historic environment specialists working within the disciplines of archaeology, buildings history and garden history.

Survey of Historic Environment Specialists: We need your help

The next few years are forecast to be a time of considerable change affecting our historic environment. Large-scale infrastructure projects like HS2, major road schemes, and a mammoth programme of housebuilding are forecast to very significantly increase the demand for a skilled historic environment workforce, at a time when some of the country's most experienced historic environment specialists are approaching retirement. As a sector we need to try to get to grips with the impact of these two factors, and to invest focused resources into accommodating them.

The national heritage agencies have commissioned Landward Research to undertake a new survey of historic environment specialists, building on the work that was undertaken in 2010. We aim to find out more about the distribution of specialists, their working environments, their training needs and opportunities, and their thoughts on the future.

If you are an archaeological, buildings history or garden history specialist or scientist, please invest just 10 minutes of your time to complete the questionnaire, and encourage others to do the same.

If you are an employer of historic environment specialists, please ask your staff to complete the questionnaire and spread the word about it.

The Archaeology Training Forum – the sector body with a focus on archaeological and related skills in the study of the historic environment – has identified the need for a skills and training audit as a key priority, and its members from across the sector will use the results of the survey to help plan for the delivery of high-quality expertise to make the most of the opportunities and to help mitigate the impacts of national infrastructure projects. The better the information we gather, the more effective we can be.

If you have any queries about the survey, please contact specialists@landward.eu.

The questionnaire is now open until **3rd February 2017**.

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. Landward Research Ltd is also a Company Partner of the Market Research Society.

LANDWARD RESEARCH LTD



HISTORIC ENVIRONMENT SCOTLAND
ARAINNEACHD EACHDRAIDHEIL ALBA



Historic England



+ Cadw



Llywodraeth Cymru
Welsh Government

Historic Environment Specialists 2016-17

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 them on another page

- Archaeological Finds Study** (pottery, ceramic building material, clay pipe, worked stone, metal, glass, organic material)
- Archiving** (including security copying)
- Buildings History** (identification, recording, evaluation, assessment, reporting)
- Conservation** (on-site, analytical / investigative, archiving & display, building, gardens or designed landscapes)
- Forensic Archaeology**
- Garden History** (identification, analysis, recording, evaluation, reporting)
- Historical Research** (documentary research on archaeological sites or landscapes, historic buildings, gardens or designed landscapes, palaeography)
- Illustration** (digital, traditional)
- Palaeoenvironmental Study** (archaeobotany, zooarchaeology, geoarchaeology, human osteology)
- Photography** (microphotography, artefact, site, historic building)
- Physical Dating** (dendrochronology, radiocarbon, other physical dating, chemical dating)
- Report Production** (design, editing, indexing, paper publication, electronic publication, distribution)
- Survey** (landscape, topographic, geophysical, building, photogrammetry / rectified photography, aerial, laser)
- Other** (any other specialist service)

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If you have any problems completing this survey, please email specialists@landward.eu



Historic Environment Specialists 2016-17

Specialist Services - Archaeological Finds Study

2. Do you provide any of these specialist services?

Archaeological Finds Study

	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
pottery						
prehistoric	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Roman - amphorae	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Roman - modera	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Roman - Samian	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Roman - stamped Samian	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Roman - all other	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
medieval	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
post-medieval	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
ceramic petrology	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
ceramic building material						
tile	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
brick	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
mosaic	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
clay pipe	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
worked stone						
carved	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
flaked	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
ground	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
petrology	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
metal						
coins & tokens	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
other artefacts	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
metaburgical analysis	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
slag (and other by-products)	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
glass						
vessel	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
window	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
other artefacts	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
glass working (and by-products)	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
organic material						
leather	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
wood	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
metallic	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
bone & antler	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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Specialist Services - Archiving

5. Do you provide any of these specialist services?

Archiving

	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
archiving <small>(including security copying)</small>	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
digital archiving	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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Specialist Services - Buildings History




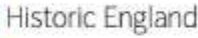


4. Do you provide any of these specialist services?

Buildings History

	do you provide this?	how much do you charge?	how much competition do you encounter?			comment or opinion
	yes	avg £ / day	great deal	moderate amount	very little	
The identification, analysis, and interpretation of a wide variety of historic buildings, structures, complexes and areas	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The production of metrically accurate measured drawings using a variety of survey methods including CAD software	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The investigation and evaluation of the cultural significance of historic buildings, structures, complexes and areas, by assessing fabric evidence, stylistic evidence and other diagnostic features as a means of understanding their likely original form, function and phasing	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The assessment of significance and the placing of buildings, structures and areas in their historical and architectural contexts	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The production of analytical, contextual reports combining field evidence with information obtained from a range of documentary and cartographical sources	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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Specialist Services - Conservation

5. Do you provide any of these specialist services?

Conservation

	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
on-site						
pottery	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
stone	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
metal	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
glass	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
organic material	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
analytical / investigative						
pottery	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
stone	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
metal	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
glass	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
organic material	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
archiving / display						
pottery	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
stone	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
metal	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
glass	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
organic material	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
buildings	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
gardens and designed landscapes	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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Specialist Services - Forensic Archaeology





6. Do you provide any of these specialist services?

Forensic Archaeology

	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
forensic archaeology	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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Specialist Services - Garden History

7. Do you provide any of these specialist services?

Garden History

	do you provide this?	how much do you charge?	how much competition do you encounter?			comment or opinion
	yes	avg £ / day	great deal	moderate amount	very little	
The identification, analysis, and interpretation of a wide variety of historic landscapes (parks, gardens, cemeteries etc)	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Research and analysis from a range of documentary and cartographical sources and the placing of historic landscapes in their historical, social and design / artistic contexts	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The production of metrically accurate map overlays (map regression) and a range of annotated survey drawings using a variety of methods including CAD software	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The investigation and evaluation of the cultural significance of historic landscapes, by assessing natural landscape, overall landscape design, views, tree structures, built and planted features, both on site and from documentary sources as a means of understanding their likely form at different periods, function, patterns of management and use and phasing	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The production of analytical, contextual, illustrated reports combining field (site) evidence with information obtained from a range of documentary and cartographical sources	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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Specialist Services - Historical Research


8. Do you provide any of these specialist services?

Historical Research


	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
documentary research	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
archaeological sites and landscapes	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
historic buildings	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
gardens and designed landscapes	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
palaeography	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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Specialist Services - Illustration







9. Do you provide any of these specialist services?

Illustration

	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
digital						
maps, plans & elevations	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
artefacts	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
reconstructions	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
display	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
traditional						
maps, plans & displays	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
artefacts	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
reconstructions	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
display	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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Specialist Services - Palaeoenvironmental Study

18. Do you provide any of these specialist services?

Palaeoenvironmental Study

	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
archaeobotany						
plant macrofossil	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
pollen	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
diatoms	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
zooarchaeology						
vertebrate	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
microfauna	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
insect	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
mollusc	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
geoarchaeology						
sedimentology	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
soil micromorphology	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
human osteology	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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Specialist Services - Photography

11. Do you provide any of these specialist services?

Photography

	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
microphotography	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
artefact	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
site	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
historic building	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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Specialist Services - Physical Dating

12. Do you provide any of these specialist services?

Physical Dating

	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
dendrochronology	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
radiocarbon	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
other physical dating	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
chemical dating	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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Specialist Services - Report Production






13. Do you provide any of these specialist services?

Report Production

	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £ / day	great deal	moderate amount	very little	
design	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
editing	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
indexing	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
paper publication	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
digital publication	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
distribution	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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Specialist Services - Survey

14. Do you provide any of these specialist services?

Survey

	do you provide this?	how much do you charge?	how much competition do you encounter?			do you have any further comments on this specialist area?
	yes	avg £ / day	great deal	moderate amount	very little	comment
landscape	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
topographic	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
geophysical	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
buildings	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
photogrammetry / rectified photography	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
3D photogrammetry	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
3D laser scanning	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
aerial photography	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
lidar	<input type="checkbox"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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Specialist Services - Any Other Specialist Services

15. Do you provide any of these specialist services?

Any Other Historic Environment Specialist Service


	do you provide this?	how much do you charge?	how much competition to provide this service do you encounter?			comments or observations
	yes	avg £/ day	great deal	moderate amount	very little	
specialism <small>please identify in comment box</small>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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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 historic environment specialists, and will help to guide specialist service provision in the future.

16. What size of an organisation do you work for?

17. What kind of an organisation do you work for?





18. Where are you personally based (e.g. your usual office)?

19. 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 - European Union
<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 - Rest of the World
<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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About You and Your Career

20. please provide us with some information about yourself

	gender		age					highest level of qualification held					ethnicity					disability status			
	female	male	<25	25-34	35-44	45-54	55-64	65+	school	NVQ	undergrad degree	postgrad masters or diploma	PhD	post-doctoral	white	mixed / multiple ethnic groups	asian / asian british	black / african / caribbean / black british	other ethnic group	disabled	not disabled
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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. career information

	full-time or part-time		for how many years have you been practicing as a historic environment specialist?					for how many more years do you intend (or hope) to continue practicing as a historic environment specialist?					
	do you work full-time as a historic environment specialist? (35 hours per week or more)	do you work part-time as a historic environment 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"/>	<input type="radio"/>

any further comments

22. do you have a waiting list of specialist work?





23. if you do have a waiting list, how long is it?

24. are you a member of any of these special interest groups or bodies?

<input type="checkbox"/> 20th Century Society	<input type="checkbox"/> Building Limes Forum	<input type="checkbox"/> County Gardens Trust(s)	<input type="checkbox"/> ICON Archaeology Group	<input type="checkbox"/> RIBA	<input type="checkbox"/> Society of Architectural Historians of Great Britain
<input type="checkbox"/> Aerial Archaeology Research Group	<input type="checkbox"/> CIBSE	<input type="checkbox"/> Finds Research Group 700-1700 AD	<input type="checkbox"/> IHPC	<input type="checkbox"/> Roman Finds Group	<input type="checkbox"/> GRAAS
<input type="checkbox"/> Ancient Tree Forum	<input type="checkbox"/> CJK	<input type="checkbox"/> Garden History Society	<input type="checkbox"/> ISAP	<input type="checkbox"/> Royal Horticultural Society	<input type="checkbox"/> Study Group for Roman Pottery
<input type="checkbox"/> Archaeological Leather Group	<input type="checkbox"/> CIA Finds Special Interest Group (SIG)	<input type="checkbox"/> Gardens Trust	<input type="checkbox"/> Landscape Institute	<input type="checkbox"/> RTPA	<input type="checkbox"/> Vernacular Architecture Group
<input type="checkbox"/> Architects Registration Board	<input type="checkbox"/> CIA Forensic SIG	<input type="checkbox"/> Georgian Group	<input type="checkbox"/> Medieval Pottery Research Group	<input type="checkbox"/> Scotland's Garden and Landscape Heritage	<input type="checkbox"/> Victorian Society
<input type="checkbox"/> Association for Environmental Archaeology	<input type="checkbox"/> CIA Geophysical SIG	<input type="checkbox"/> Historic Gardens Foundation	<input type="checkbox"/> Prehistoric Ceramics Research Group	<input type="checkbox"/> Scottish Vernacular Buildings Working Group	<input type="checkbox"/> Woodland Trust
<input type="checkbox"/> BABAO	<input type="checkbox"/> CIA Graphics SIG	<input type="checkbox"/> ICE	<input type="checkbox"/> Professional Zooarchaeology Group	<input type="checkbox"/> Society for Museum Archaeology	

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Historic Environment Specialists 2016-17

Training

25. What qualifications, what length of experience and how much professional guidance do you think a new specialist, seeking to start their professional career 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

26. 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 specialist-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

27. How easy is it to get training in your specialist area(s)?

initial, entry-level training					ongoing CPD 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

28. 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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HISTORIC ENVIRONMENT SCOTLAND




ARAINNEACHD EACHDRAIDHEIL ALBA



Historic England



+ Cadw



Llywodraeth Cymru Welsh Government

Historic Environment Specialists 2016-17

Effects of the Changing Economic Situation

29. Do you expect your specialist work to be affected by changing levels of demand for archaeological fieldwork?
as identified in the Historic England 2016 report National Infrastructure Development and Historic Environment Skills and Capacity 2015-33: An Assessment

	opinion				
	strongly agree	agree	neither agree nor disagree	disagree	strongly disagree
"I expect there will be 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 expect that I will be asked to reduce the cost of specialist reports"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"I expect there will be 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 expect that I will be 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 expect that I will be asked to carry out other non-specialist duties which were not originally part of my post"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[If employed] "I expect that I will have 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"/>
"I expect that there will be a decrease in the number of historic environment specialists"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Do you expect your specialist work to be affected by the United Kingdom leaving the European Union?

	opinion				
	strongly agree	agree	neither agree nor disagree	disagree	strongly disagree
"I expect there will be 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 expect that I will be asked to reduce the cost of specialist reports"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"I expect there will be 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 expect that I will be 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 expect that I will be asked to carry out other non-specialist duties which were not originally part of my post"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[If employed] "I expect that I will have 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"/>
"I expect that there will be a decrease in the number of historic environment specialists"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Historic Environment Specialists 2016-17				
Email Contact				
S1. If you would like to be sent a copy of the project report when it is published, please enter your email address below:				
<input type="text"/>				
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