



# Skills Needs in Buildings History and Garden History 2016-17

*Prepared for Historic England, Historic Environment  
Scotland and Cadw*

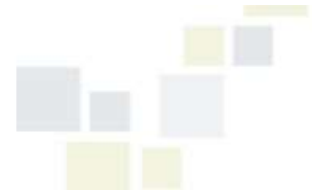


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# Skills Needs in Buildings History and Garden History 2016-17

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## ACKNOWLEDGEMENTS

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

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## EXECUTIVE SUMMARY

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The synthetic results presented here and in this report's sister project, *Survey of Archaeological Specialists 2016-17* (Aitchison 2017) allow for comparison between sub-sectors and across specialist areas in the Historic Environment sector. This report covers the results of a survey of buildings history and garden history specialists based on 408 responses.

The key findings of this survey are:

- **Charges:** Buildings history specialists charge day rates between £50 - £1,280 with a median of £350 and average of £394.
- **Charges:** Garden history specialists charge day rates between £120 - £800 with a median of £375 and an average of £383.
- **Competition:** Most specialists in both subsectors encounter moderate amounts of competition.
- **Employers:** 62.9% of buildings history and 52.7% of garden history specialists work for commercial companies.
- **Employer type:** Most of the specialists are either sole traders or work for larger organisations (with more than nine employees).



- **Location:** Both subsector specialists are based throughout the UK but the south of England and Scotland have the highest concentrations of specialists.
- **Gender:** Two thirds of both subsector specialists are male. However, this is related to age and there is gender parity between specialists under the age of 45.
- **Age:** The largest age cohort is those aged 55-64 in both specialisms.
- **Ethnicity:** Both subsectors are ethnically unrepresentative, with only one person of a non-white background working in them.
- **Disability:** There are also very low levels of building history and garden history specialists with stated disabilities.
- **Qualifications gained:** Roughly two-thirds of the specialists have a Masters degree, though few have a PhD.
- **Retirement:** 12% of buildings history or garden history specialists plan to retire in the next five years, with a further 25-30% planning on stopping working in these sectors in 6-10 years.
- **Working hours:** 70% of respondents work full-time, with those who are older more likely to work part-time.
- **Waiting lists:** Half of the specialists currently have waiting lists of work, indicating a mixed work situation in terms of demand.
- **Qualifications needed:** Buildings history and garden history specialists believe a Masters or undergraduate degree is required to become a specialist but not a PhD. The majority believe new entrants need 1-2+ years of experience and ongoing professional mentoring.
- **Entry level training:** Buildings history specialists typically consider that it is moderately difficult for new entrants to gain initial specialist training. Garden history specialist find it more difficult.
- **CPD access:** Respondents consider it to be moderately difficult to access training to facilitate their ongoing continuing professional development.
- **CPD types:** Reading professional publications, attending specialists' conferences and taking refresher courses are the preferred routes to obtain CPD.
- **Skills loss:** No areas of buildings history or garden history are at risk of skills loss within the next five years.
- **Skills loss 2:** However, beyond the five-year horizon between 25-29% of respondents plan to retire in 6-10 years. In five years' time it is therefore likely that there could be shortages in both fields.
- **Future workload and Brexit effect:** A large portion of buildings history and garden history specialists do not anticipate any changes in demand for their

services in the near future. The anticipation of Brexit has no effect on these beliefs.

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

Roof of Bell Harry Tower, Canterbury Cathedral. By Tobiasvonderhaar CC BY-SA 3.0, via Wikimedia Commons



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Summer sunset over Perch Rock Lighthouse, also known as New Brighton Lighthouse, New Brighton, Merseyside, England. By Richard J Smith CC BY-SA 4.0, via Wikimedia Commons

# 1 INTRODUCTION

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## 1.1 BACKGROUND

The last Labour Market Intelligence (LMI) research on the historic environment subsector of buildings history (Atkins 2008) was gathered in 2008. Since then, LMI data for the archaeological subsector have been gathered (Aitchison & Rocks-Macqueen 2013, Aitchison 2016) which included some information on activities of historic buildings specialists. These were peripheral data and not sufficient to develop new initiatives or inform strategic planning to meet training needs and capacity building. Moreover, garden history was not included in the Atkins 2008 study. A targeted survey on activities in buildings history was therefore overdue and it was decided to expand the LMI survey to include the allied field of garden history.

A literature review undertaken by Landward Research Ltd found that previous surveys have been conducted in these and related subsectors/sectors to gather various data:

- Project to map careers, occupations and skills required for the management and maintenance of botanic and historic gardens (E3 Marketing Limited 2005).

- Cultivating Skills in Historic and Botanic Gardens: Careers, Occupations and Skills Required for the Management and Maintenance of Historic and Botanic Gardens, (Lantra 2012).
- Identifying Activity and Skills Needs in Buildings History (Atkins 2008).

The garden sector surveys were very broad in their coverage, including all horticultural workers in gardens. This current *Skills Needs in Buildings History and Garden History 2016* survey has covered 'disciplines presently referred to variously as architectural history, buildings history and buildings archaeology, garden history and garden archaeology', as defined in the project brief. Like the surveys of the archaeological sector (Aitchison & Rocks-Macqueen 2013, Aitchison 2017) these previous garden surveys were too broad in scope to have comparable results to this survey and could not be used for comparisons.

The Atkins (2008) survey only included buildings history. As will be discussed below changes in methodology deployed in the current survey meant that **this is not an updated version of the 2008 survey** and not all the same questions were asked which means only limited comparisons are possible.

## 1.2 COMPARISON WITH SURVEY OF ARCHAEOLOGICAL SPECIALISTS

This project was originally scoped to have comparable results with the Atkins (2008) survey. This was changed by the project board during the initial board meeting when the decision was made to use a single digital survey instrument to gather data for both this survey and the *Survey of Archaeological Specialists 2016-17* (Aitchison 2017). The data were collected from a single survey instrument and separated out for analysis in this report.

There were several reasons why this decision was made by the project board:

- in the tight time frame of the project (Late December 2016 start and end of February 2017 finish) combining surveys reduced time costs by eliminating duplicate work;
- some individual specialists would have been part of all three sets – the set of archaeological specialists, and the sets of buildings history or garden history specialists. One survey avoided having some participants fill in two or three separate surveys asking similar questions, improving response rates and avoiding survey fatigue;

- asking the same questions of both groups ensured comparability between results. Garden history, buildings history and archaeology specialists' data could be compared. For funders of training, this allows for easier assessment of funding needs across multiple subsectors in the historic environment;
- two separate surveys would have led to the potential to double-count responses whereas having one database ensured only one response per person.

It was recognised at the time that decision was made that there might be limitations to combining the surveys:

- an archaeological specialist might only be tangentially involved in buildings history and garden history but have responded that they offer some services in this area. This might have skewed the results (as demonstrated in this report, that was not the case);
- as will be indicated in some comments there are tensions with people practicing buildings history and garden history feeling that archaeologists are undertaking the work at lower costs and producing lower quality work because they are not experts in their field. Combining the surveys had the potential to exacerbate these feelings by associating both subsectors closely together;
- the ability to gather data specific to a subsector was reduced because asking too many subsector specific questions would put off other respondents from finishing the survey;
- **This report is not comparable to most of the previous LMI buildings history report (Atkins 2008).** The questions would align across heritage subsectors but would not be backwards compatible with the earlier buildings history survey because different questions would be asked.

### 1.3 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*, *Entry Level Requirements and Training*, *Current Training*, *Changing Levels of Demand*, *Brexit*, *Discussion of Findings* and *Recommendations*. These sections are separated into garden history and buildings



history specialists' results. The overall data are presented in *Appendix I: Dataset*. These datasets are also presented in aggregate form covering each of the broad subsectors and the combined, full set of results. That appendix also contains the full analysis tables referenced throughout this report and the qualitative responses. A copy of the *Questionnaire* used is included as *Appendix II: Questionnaire*.

## 1.4 AIM AND OBJECTIVES

The main aim of this project was to obtain baseline information on the practitioners engaged in analysing and recording historic buildings and gardens in the United Kingdom today, providing a skills audit of this sector and identifying recognised training needs to inform decisions on strategic support for training in the sector.

The objectives of this project were:

- to produce a comprehensive list of the skills and specialisms practicing in these areas **(with the integration of this survey with the Archaeologists Specialists survey the ability to meet this objective was reduced to select areas);**
- to establish the present value of activity in these subsectors and extrapolate this to provide an estimate of likely capacity needs in the next 5-10 years;
- to review existing training provision and suggest means of developing new training routes to meet present and predicted need;
- to build on the results of the 2008 survey to establish trend data **(with the integration of this survey with the Archaeologists Specialists survey the ability to meet this objective was reduced to only a few select questions);**
- to establish a clear list of skills gaps and skills shortages to prioritise actions.

A secondary benefit envisioned by the funders was:

- to help individual practitioners (both professional and avocational) and organisations that carry out buildings history and garden history to enhance their own Continuing Professional Development and inform organisational training priorities.



## 2 METHODOLOGY

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Data were collected from specialists via a structured online questionnaire using NoviSurvey software-as-a-service. As a remotely hosted tool, there was no need for coding of responses, as all the data were collected by NoviSurvey and provided to the researcher when required. The questionnaire was deliberately structured to present questions in a variety of formats, leading respondents to think about their own work and professional development progressively through the survey. The full questionnaire (and cover letter) is provided as Appendix II.

A hybrid approach to reaching respondents was used; firstly, a mailing list of individuals that could be directly invited to contribute was created, using sources identified in section 2.1, Creation of Database of Specialists, of this report.

Emails inviting contributions were sent to everyone on the mailing list, with reminders being sent after 10 and 20 days. Secondly, specialists were made aware of the survey via professional institutes, special interest groups, associations and societies. In addition to this, individual respondents shared awareness of the project in their own professional networks via social media. 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. Because this questionnaire was open to anyone to complete it is unknown what percentage of the entire population of specialists completed returns.

To maximise cross-sectoral comparison, the methodology and survey instrument used in this project and the simultaneous *Survey of Archaeological Specialists 2016-17* project were identical. Different cover letters were provided to stakeholder groups to invite contributions from garden history and buildings history specialists and archaeological specialists. 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 CREATION OF DATABASE OF SPECIALISTS

**As the two surveys – of Archaeological Specialists, and Skills Needs for Buildings History and Garden 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 (Table 1, Table 2 and**

Table 3).

In total, 2,593 unique addresses were identified and emails were sent to those addresses inviting contributions. There was no differentiation between archaeological specialism, buildings history or garden history in the cover email sent to these people – 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.



**Table 1: Source for Archaeology specialists.**

Source	No	Source Info	URL/Email Source
Archaeological Reference Sources UK email	128	Archaeological Reference Sources Project contact list	Provided by CIfA
Survey of Archaeological Specialists 2010/11	160	Emails from the 2010/11 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	<a href="http://archaeologydataservice.ac.uk/archives/view/greylit/az.cfm">http://archaeologydataservice.ac.uk/archives/view/greylit/az.cfm</a>
BAJR Specialism Directory 2016	378	British Archaeological Jobs and Resources specialism finder, excel sheet provided by David Connolly	<a href="http://www.bajr.org/RACsmap/specialists.asp">http://www.bajr.org/RACsmap/specialists.asp</a>
FAME Emails	60	Federation of Archaeological Managers and Employers	Provided by FAME
RPH Emails	108	Responsible Post Holders at CIfA Registered Organisations	Provided by CIfA
<b>Total</b>		<b>986</b>	

**Table 2: Source for Buildings and Garden History.**

Source	No	Source Info	URL/Email Source
AABC	392	Register of Architects Accredited in Building Conservation	<a href="https://www.aabc-register.co.uk/">https://www.aabc-register.co.uk/</a>
Courses - IHBC Accredited	25	IHBC accredited course leaders	<a href="http://www.ihbc.org.uk/learning/page35/index.html">http://www.ihbc.org.uk/learning/page35/index.html</a>
GHS CMP List	62	Garden History Society (The Gardens Trust) Conservation Management Plan contractors	Provided by Project Board
HESPR	31	Directory of the IHBC's Historic Environment Service Provider Recognition	<a href="http://www.ihbc.org.uk/hespr/">http://www.ihbc.org.uk/hespr/</a>
ICE Accredited	46	Institute of Chartered Engineers (ICE) conservation accreditation (CARE) directory	<a href="https://www.ice.org.uk/careers-and-professional-development/careers-advice-for-civil-engineers/specialist-professional-registers">https://www.ice.org.uk/careers-and-professional-development/careers-advice-for-civil-engineers/specialist-professional-registers</a>
IHBC Yearbook Ads	31	Institute for Historic Building Conservation Yearbook 2016	
Landscape Institute Members	420	Landscape Institute Members practice directory	<a href="https://members.landscapeinstitute.org/li-registered-practice-directory/">https://members.landscapeinstitute.org/li-registered-practice-directory/</a>
RIAS Conservation Architects	79	Royal Incorporation of Architects in Scotland Directory	<a href="http://www.rias.org.uk/directory/conservation/">http://www.rias.org.uk/directory/conservation/</a>
RIBA Conservation architects	122	Royal Institute of British Architects Directory	<a href="https://www.architecture.com/FindAnArchitect/FindaConservationArchitect/ConservationArchitect.aspx">https://www.architecture.com/FindAnArchitect/FindaConservationArchitect/ConservationArchitect.aspx</a>
RIBA Specialist	103	Royal Institute of British Architects Directory	<a href="https://www.architecture.com/FindAnArchitect/FindaConservationArchitect.aspx">https://www.architecture.com/FindAnArchitect/FindaConservationArchitect.aspx</a>

Source	No	Source Info	URL/Email Source
Conservation architects			<a href="#">ionArchitect/SpecialistConservationArchitect.aspx</a>
RICS Accreditation	49	Royal Institution of Chartered Surveyors building conservation accreditation directory	<a href="https://www.ricsfirms.com/accréditationlist/buildingconservationaccreditationscheme">https://www.ricsfirms.com/accréditationlist/buildingconservationaccreditationscheme</a>
Buildings Conservation Directory	26	Online directory as well as the copy of the Directory book accessible online	<a href="http://www.buildingconservation.com/">http://www.buildingconservation.com/</a>
CIAT Accredited	10	Accredited Conservationists under the Chartered Institute of Architectural Technologists	<a href="http://www.ciat.org.uk/en/members/conservation-register.cfm">http://www.ciat.org.uk/en/members/conservation-register.cfm</a>
<b>Total</b>		<b>1396</b>	

**Table 3: Combined sources for Archaeology, Buildings History and Gardens History specialists.**

Source	No	Source Info
Independent Search	74	Independent internet searches
Project Board Suggestion	42	Suggested by Project Board members via email
Course Providers	95	Academic course providers in archaeology/buildings/garden history
<b>Total</b>		<b>211</b>

In addition to 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.

Several 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.

## 2.2 RESPONSES

The questionnaire opened for responses on 9<sup>th</sup> January 2017 and closed on the 3<sup>rd</sup> February 2017. An aggregate total of 1290 responses to the survey were received, covering both the *Survey of Archaeological Specialists* and *Survey of Buildings and Garden History Specialists*. 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. Not all the respondents answered every question on the survey and the response rate to each question (n=) is included in each table. Percentages are based on response rate to each question and not the total population.

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 was used as the dataset for this *Skills Needs in Buildings and Garden History* project, with the remaining 882 responses forming the dataset for the archaeological specialists' project. These datasets were kept separate (no one who undertook garden history or buildings history work was included in the archaeological specialists' survey) and so can be compared without double counting.

The sub-categories (respondents could choose multiple categories) in buildings history (Table 4) and garden history (Table 5) were as follows:



**Table 4: Number of responses by sub-categories for buildings history.**

The production of metrically accurate measured drawings using a variety of survey methods including CAD software	<b>137</b>
The production of analytical, contextual reports combining field evidence with information obtained from a range of documentary and cartographical sources	<b>215</b>
The assessment of significance and the placing of buildings, structures and areas in their historical and architectural contexts	<b>225</b>
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	<b>226</b>
The identification, analysis, and interpretation of a wide variety of historic buildings, structures, complexes and areas	<b>250</b>

**Table 5: Number of responses by sub-categories for garden history.**

The production of metrically accurate map overlays (map regression) and a range of annotated survey drawings using a variety of methods including CAD software	<b>53</b>
The investigation and evaluation of the cultural significance of historic landscapes, by assessing natural landscape, overall landscape design, views, tree structure, 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	<b>79</b>
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	<b>82</b>
The production of analytical, contextual, illustrated reports combining field (site) evidence with information obtained from a range of documentary and cartographical sources	<b>82</b>
The identification, analysis, and interpretation of a wide variety of historic landscapes (parks, Garden, cemeteries etc )	<b>87</b>

For buildings history, the response by sub-categories was roughly unchanged from the 2008 survey. In both surveys the 'The production of metrically accurate measured drawings using a variety of survey methods including CAD software' category had the fewest responses while all the other categories had relatively similar levels of response.

## 2.3 RELATED SPECIALISTS SKILLS

Because the survey was combined with an Archaeology Specialists survey the respondents had many choices in the areas of specialism which they could list, beyond buildings history and garden history. The respondents that indicated they were specialist in buildings history and garden history also indicated they were experts in the following areas too (Table 6, list truncated at minimum of seven responses):

**Table 6: Number of responses by sub-categories for all categories.**

All Specialists	
<b>Buildings History (identification, recording, evaluation, assessment, reporting)</b>	348
Historical Research (documentary research on archaeological sites or landscapes, historic buildings, Garden or designed landscapes, palaeography)	285
Survey (landscape, topographic, geophysical, building, photogrammetry / rectified photography, aerial, lidar)	198
Conservation (on-site, analytical / investigative, archiving; display, building, Garden or designed landscapes)	191
Report Production (design, editing, indexing, paper publication, electronic publication, distribution)	186
<b>Garden History (identification, analysis, recording, evaluation, reporting)</b>	127
Photography (microphotography, artefact, site, historic building)	120
Illustration (digital, traditional)	102

All Specialists	
Other (any other specialist service)	90
Archaeological Finds Study (pottery, ceramic building material, clay pipe, worked stone, metal, glass, organic material)	58
Archiving (including security copying)	33
Palaeoenvironmental Study (archaeobotany, zooarchaeology, geoarchaeology, human osteology)	22
Forensic Archaeology	8
Physical Dating (dendrochronology, radiocarbon, other physical dating, chemical dating)	7

Most respondents provide services in related categories such as survey, report writing, *etc* - tasks that they would undertake as part of buildings and/or garden history work. In general, the responses came from people who primarily work in garden history and buildings history, with a small number of people with more diverse working areas.

### 2.3.1 Generalists and Subcontracting

Out of the 408 responses that said they provided buildings or garden history services, there were 23 (5.6%) responses with 10 or more specialisms and three (0.7%) with over 20 (Figure 1). Given that the results of this survey demonstrate that it takes a minimum of two years of practical experience to become a specialist, it seems unlikely that a respondent could be a specialist in 20 or more fields with only five years of working experience.

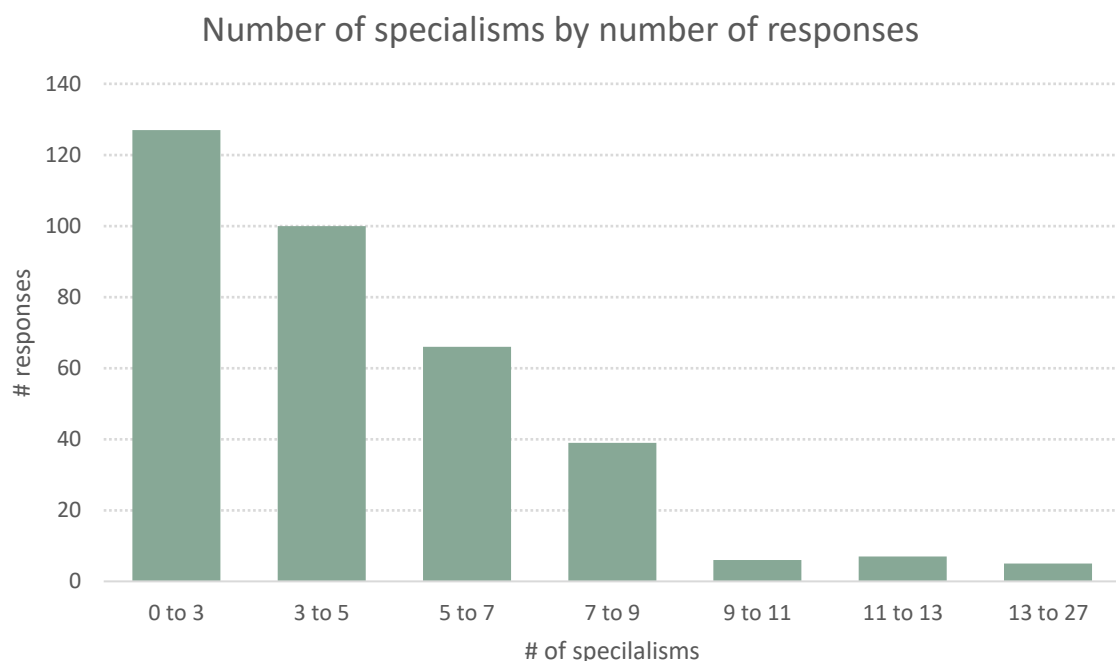
There are several possible explanations for these responses. One is that they are generalists who responded to the survey. Respondents could provide additional information in free text boxes and some answered that these specialisms were 'subcontracted' or 'usually sub-contracted':

'I buy in this skill for my historic woodland surveys etc'

'We often outsource this as there are commercial surveyors who can produce to the required standard.'

One respondent commented, 'We provide these services as a business...'. While this survey was meant to be filled out by individuals it may be that a few responded on behalf of an organisation.

Given that less than 1% of respondents deliver more than 20 specialists services the reason for this response *e.g.* responding as a company, subcontracting or generalists, does not matter. The majority of respondents focus only on providing specialists services in buildings and/or garden history and related areas, which intrinsically means there is high confidence that the results of this survey represents specialists whose work is primarily in these subsectors.



**Figure 1: Number of responses per number of specialisms**

## 2.4 SEPARATING GARDEN HISTORY FROM BUILDINGS HISTORY

The 67 respondents who said they provide both garden history and buildings history services present a difficult issue to address. Roughly half of those that undertake garden history work also undertake buildings history work, which is why the remit of the survey was extended from the buildings history focus of the Atkins (2008) survey to include garden history. Separating out the responses into those that deliver only garden history, only buildings history and those that combine the two would have



created samples too small to be able to make any definitive statements about the subsectors but including them all in one category would miss out on differences between the subsectors.

To deal with these issues this report presents profiles of those that undertake each type of work, regardless of the other sorts of specialist work that is undertaken by them. This results in an overlap of responses between the two subsectors. When reading the results, the data should be treated as a profile of a person who undertakes this sort of work but who may be multifaceted and undertake other types of work too.

Because of this overlap and responses there tends to be convergence in results between the two areas but there are still some areas where there is significant divergence between the two subsectors.

## **2.5 COMMENTS ON SPECIALISMS**

Respondents could provide comments throughout the survey. All the comments for this section are in *Appendix I (Section 16)*. There were a few notable comments related to this section.

'A lot of penniless client's dependent on grant aid or saddled with buildings they cannot afford to maintain'

There were concerns about competition:

'We provide these services as a business, but the competitive environment is dominated by self-employed individuals who can charge a lot less.'

A reoccurring theme in responses throughout the survey there were a number of complaints about other specialists:

'Very few firms understand building construction and so do not produce proper or accurate drawings.'

'Whilst there are a number of archaeologists offering this service very few seem to have any in depth knowledge of building practices or usages.'

'Cannot tell who competes but many 'pure' archaeologists offer excellent recording but have little experience of historic style and details and decoration.'

## 2.6 PRESENTATION OF RESULTS

Data in this report are presented in tables using the following metrics (Table 7). All numbers presented are rounded to the nearest whole number.

**Table 7: Definitions for data presentations**

Abbreviation	Description
n	N stands for the number of respondents. This is the number of people who answered that question. Not every person who filled out the questionnaire responded to every question.
Min	Minimum. Used in charges tables. This was the lowest number received.
Median	This is the middle number of respondents or 50 <sup>th</sup> percentile. Half of the respondents were above and half below this number. Particularly high or low responses can skew averages and this can be a better indication of what is the middle ground.
Max	Maximum. Used in charges tables. This was the highest number received.
Mean	This is the arithmetical average - the total of all the responses divided by the number of responses received.
Stand Dev	Standard Deviation. A quantity expressing by how much the members of a group differ from the mean value for the group. A small standard deviation indicates that the data points tend to be close to the average, while a large standard deviation indicates that the data points are spread out over a wider range of values. On a normal distribution one standard deviation results in 68% of values falling within that standard deviation on either side of the average. For example, if the mean was £150 and the standard deviation 50 then 68% of all responses would be between £100 and £200. Two standard deviations would represent 95% of all responses falling within that range. This is for a normal distribution but not all of the responses to this survey follow a normal distribution.
R <sup>2</sup>	The coefficient of determination. It is used to analyse how differences in one variable can be explained by a difference in a second variable. It can have a value of between 0 and 1. The closer to 1 this statistic is, the stronger the correlation between the variables are.



Chelsea Physic Garden, London, Image originally published in *Queer Places: Retracing the Steps of LGBTQ people around the World* Authored by Elisa Rolle. Image by Elisa.rolle CC BY-SA 4.0 via Wikimedia Commons

### 3 CHARGES

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Respondents were asked how much they charged per day to provide their services. They could specify different rates for different services offered. For all buildings history services the lowest day rate was £50 while the highest was £1,280 and the average was £394, which is close to the median of £350. For garden history specialists, the charge rates had a more compressed range with a low of £120 and a high of £800, an average of £383 and a median of £375. Although this is a more compressed charging range it has very similar middle charging rates to Buildings History.

Some respondents did not respond to this question but left comments explaining their situation. In some cases, this was because they were salaried:

- ‘As part of salaried.’
- ‘No idea as an employee.’
- ‘I do not charge but am waged for my services.’
- ‘I have a salary.’

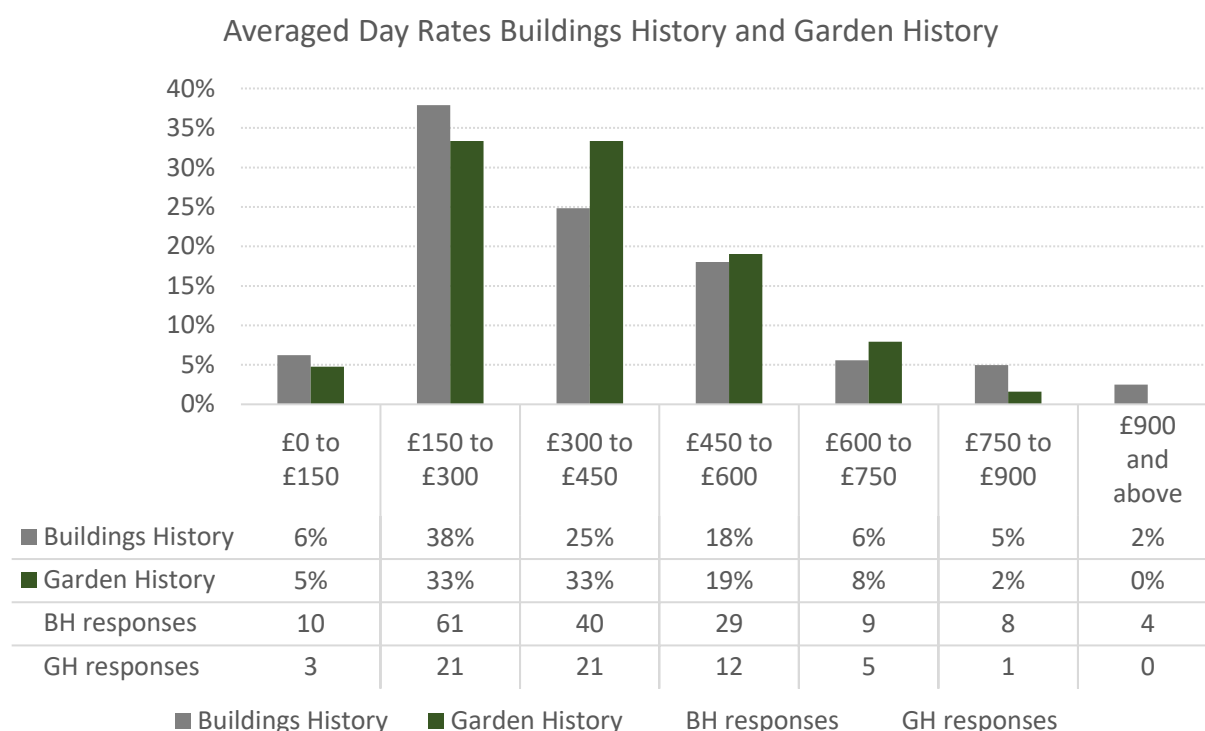
While others do not usually charge day rates:

- ‘Very difficult to ascertain costs i.e. fee charged against actual work done.’
- ‘Usually bid as a lump sum to produce a report.’

- ‘Usually lump sum fee.’
- ‘Seldom able to charge day rate - nearly always lump sum for survey.’

### 3.1 DISTRIBUTION OF DAY RATES

Averaging out the day rate for those 15% who use variable rates (*e.g.* if someone charges £200 and £250 for two different work areas their averaged day rate would be £225) and then combining those with the single rates we found the following distribution of averaged day rates:

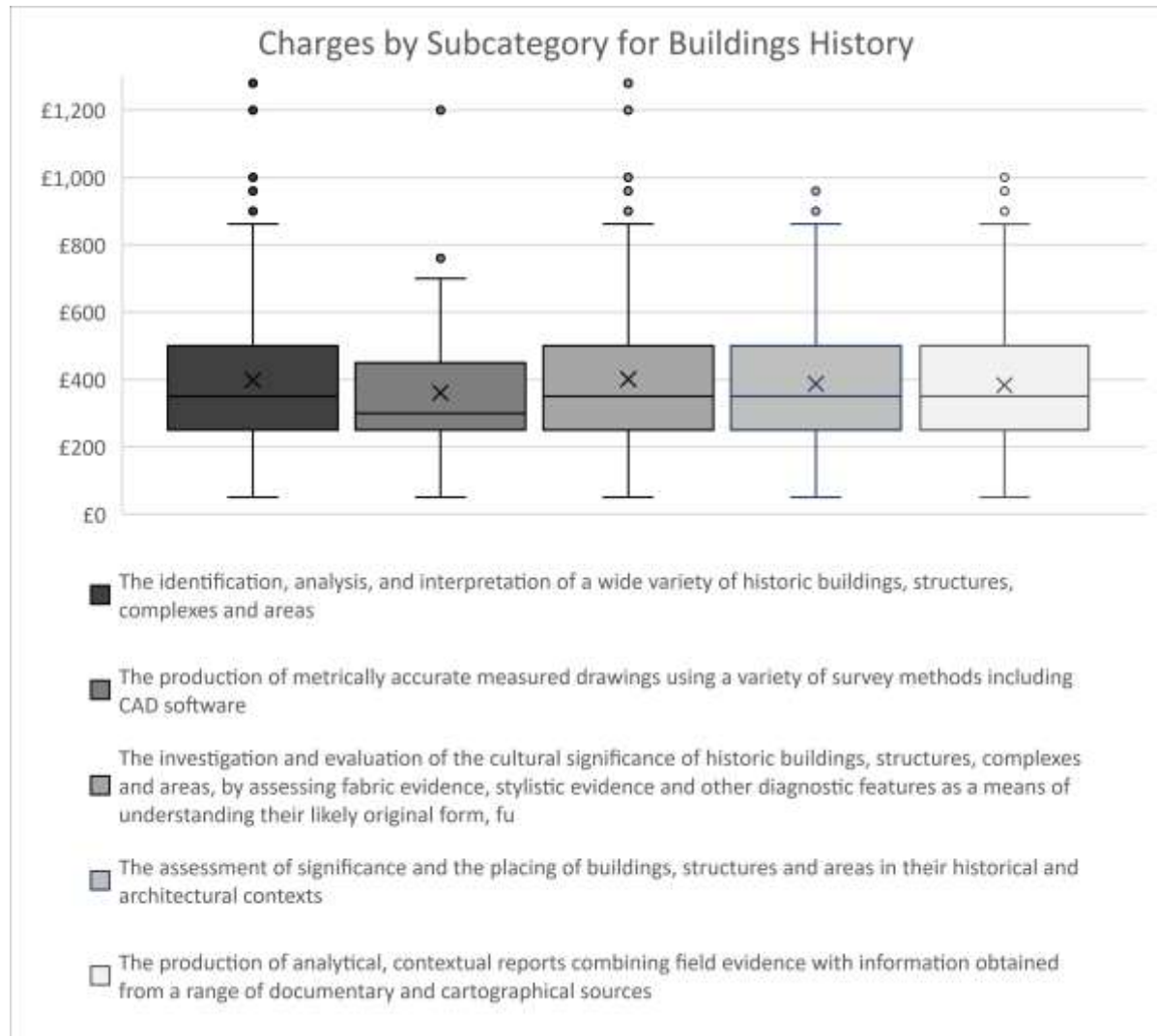


**Figure 2: Distribution of Averaged Rates- Buildings History**

This distribution (Figure 2) is a skewed model in which most day rates are clustered around the £200-£400 range with a smaller number of respondents having higher day rates. These higher day rates pull up the average day rate, thus why the mean day rate is typically higher than median. Like with buildings history, garden history has a skewed distribution, but more compact, which pulls up the averages above the median. Therefore, this report includes median day rates, as they are a better representation of what most specialists will experience in terms of charging rates. The averages are skewed higher.

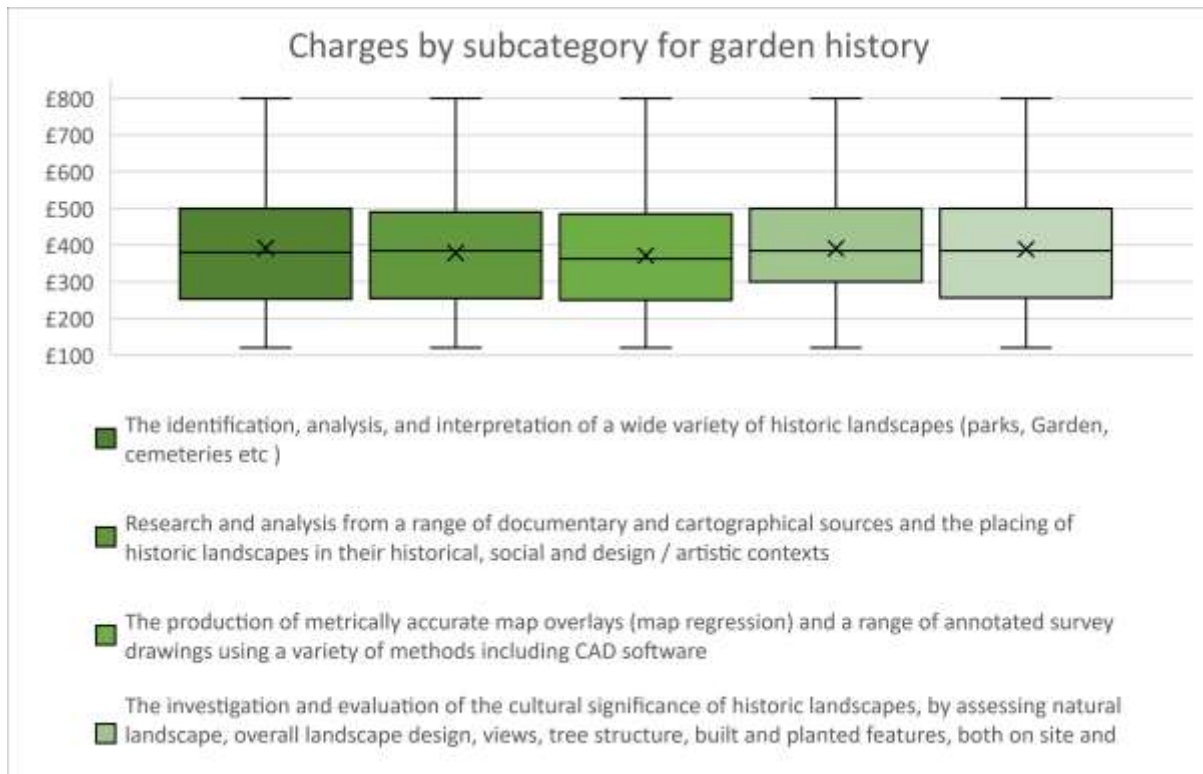
## 3.2 CHARGES BY SUBSECTOR AND SUBCATEGORIES

For the sub-categories in each subsector there was very little deviation in median and mean charges (Figure 3 & Figure 4).



**Figure 3: Charges by subcategory for buildings history. Box- 50% of responses; line in box- median; x in box- mean; end of lines- highest or lowest number or 1.5 times the interquartile range e.g. 1.5 the range of box; dots- outliers; those outside the 1.5 range.**





**Figure 4: Charges by subcategory for garden history. Box- 50% of responses; line in box- median; x in box- mean; end of lines- highest or lowest number or 1.5 times the interquartile range e.g. 1.5 the range of box.**

The reasons for the limited difference between sub-categories is because for buildings history 83% of respondents charged the same rates across all sub-categories; for garden history, the number was 86%. Essentially, ~85% of respondents charge the same day rate regardless of the type of work they undertake within buildings history or garden history, while roughly 15% vary their day rates depending on the task they are undertaking – a percentage that is not large enough to change the means and medians.

Comment left by respondents gave some reasons why they vary rates:

- 'Highest staff rate given- range is from 300-580 depending on grade required/availability.'
- 'The charge shown is average and dependant on client/complexity this may vary.'

### **3.3 ARCHAEOLOGISTS DRIVING DOWN RATES?**

A comment from one of the report reviewers was 'Are the low fees distorting the medium and mean figures especially if the low fees are charged by archaeologists rather than professional building history and garden history specialists.' This is in reference to the possibility that the combined survey may have resulted in some archaeological specialists being inadvertently included in this survey because they also ticked either buildings and/or garden history, maybe by mistake or as only peripheral area of work.

The day rates were calculated for all the different specialisms that the buildings and/or garden history respondents checked in the survey (see Table 25, Appendix I). Those that also undertake archaeological finds work do have lower day rates. However, these are only a couple of respondents, which are not enough to change the averages for this survey and which demonstrates that archaeological specialists with only minor interests in these fields are not distorting the results of this survey. As demonstrated in the previous section, low fees are not distorting the rates. It is higher wages that are driving up the average rates.

### **3.4 CHARGES BY ORGANISATION TYPE**

For both buildings and garden history around 70% of all respondents worked for commercial companies, followed by roughly 15% in the 'other' category. This meant that there were only a handful of responses from each of the remaining organisation types, such as charities or government organisations. This is because some respondents who work for government organisations do not have day rates:

- 'As I work for Historic England and largely provide an internal service the idea of charging/competition doesn't really apply.'
- 'I work in the public sector.'
- 'n/a as government advisor.'

Though a few did work in these sectors and also answered this question. This low response rate for some organisations meant that it is impossible to draw any conclusions about correlations between charges and organisation type (Full data in Appendix I, Table 23 & Table 24). Rates are based on an average for all garden and buildings sub-categories.

As discussed in Section 5, the high level of commercial respondents reflects the success of this survey in reaching more respondents and only a slight change in the sector composition since 2008 (Atkins).

### 3.5 CHARGES BY LOCATION

Given the sample size and the number of regions used, the breakdown of day rates by region is limited. However, for both garden and buildings history the general trend is for higher day rates for people based in London, South-East and North-East England and for lower rates in Wales and North-West England (Table 8 & Table 9). The difference can be almost double the median.

**Table 8: Buildings History charges by region located in, organised by median.**

<b>Buildings History location based in.</b>	<b>N</b>	<b>Min</b>	<b>Median</b>	<b>Max</b>	<b>Mean</b>	<b>Stand Dev</b>
North-West England	11	£163	£250	£580	£311	£131
Yorkshire and the Humber	17	£125	£250	£560	£293	£121
Outside UK - Rest of the World	2	£200	£275	£350	£275	£75
Wales	11	£120	£278	£450	£275	£80
Outside UK - European Union	2	£50	£292	£533	£292	£242
South-West England	20	£75	£313	£790	£381	£218
West Midlands	12	£138	£325	£810	£385	£188
East Midlands	13	£150	£340	£655	£379	£170
Scotland	20	£195	£350	£600	£372	£109
Northern Ireland	1	£350	£350	£350	£350	£-
London	12	£70	£378	£1,000	£444	£245
East of England	15	£65	£380	£640	£402	£151
South-East England	27	£50	£400	£1,040	£476	£269
North-East England	11	£225	£500	£630	£463	£129
Channel Islands	1	£750	£750	£750	£750	£-

**Table 9: Garden History charges by region located in, organised by median (lowest to highest).**

Garden History location based in.	N	Min	Median	Max	Mean	Stand Dev
Wales	6	£120	£253	£580	£318	£167
North-West England	3	£250	£263	£450	£321	£91
South-West England	10	£120	£275	£680	£300	£158
East Midlands	4	£250	£315	£655	£384	£159
Yorkshire and the Humber	7	£200	£320	£500	£324	£95
Scotland	5	£195	£325	£464	£327	£97
East of England	3	£300	£350	£450	£367	£62
South-East England	10	£250	£400	£750	£434	£149
West Midlands	7	£300	£400	£700	£447	£124
London	3	£385	£450	£600	£478	£90
North-East England	3	£480	£500	£500	£493	£9
No Response- Northern Ireland, Channel Islands, Isle of Man, Outside UK - European Union, Outside UK - Rest of the World						

The patterns seen in rates by location are likely to be the result of overheads charged associated with being based at those locations rather than simply because specialists work in those locations. Respondents were asked which regions they worked in and most work in more than one region. When looking at charging rates by 'areas worked in' instead of 'areas based in (where home and office are)' we find that rates are more even across the UK, most medians falling within a £100-150 range of each other as opposed to a spread of £250 when just looking at the location a specialist is based in (Table 10 and Table 11).

**Table 10: Buildings history charges by region worked in, organised by median (lowest to highest).**

<b>Buildings History (Location of Sites worked on)</b>	<b>n</b>	<b>Min</b>	<b>Median</b>	<b>Max</b>	<b>Mean</b>	<b>Stand Dev</b>
Outside UK - European Union	6	£50	£250	£480	£262	£143
South-West England	39	£120	£300	£1,000	£409	£234
West Midlands	32	£120	£300	£1,000	£368	£214
Yorkshire and the Humber	30	£125	£300	£1,000	£365	£186
Wales	19	£120	£300	£650	£332	£128
Channel Islands	5	£250	£300	£750	£390	£183
Isle of Man	3	£250	£300	£400	£317	£62
Outside UK - Rest of the World	13	£160	£300	£750	£335	£154
London	41	£70	£306	£1,000	£410	£215
East Midlands	41	£125	£310	£1,000	£364	£171
East of England	33	£125	£340	£1,000	£404	£189
South-East England	51	£70	£340	£1,040	£443	£243
North-East England	33	£70	£350	£1,000	£380	£182
North-West England	36	£125	£350	£1,000	£377	£173
All of UK	53	£50	£360	£810	£391	£175
Scotland	24	£70	£375	£600	£379	£129
Northern Ireland	5	£300	£390	£650	£418	£121



**Table 11: Garden History charges by region worked in, organised by median (lowest to highest).**

Garden (Location of Sites worked on)	n	Min	Median	Max	Mean	Stand Dev
Wales	15	£120	£296	£580	£321	£136
South-West England	17	£120	£300	£750	£352	£164
Yorkshire and the Humber	12	£200	£315	£550	£352	£114
Scotland	5	£195	£325	£480	£343	£113
West Midlands	21	£120	£330	£580	£343	£121
East of England	8	£250	£340	£550	£357	£85
Isle of Man	2	£263	£356	£450	£356	£94
North-East England	10	£250	£375	£550	£376	£103
East Midlands	16	£250	£378	£550	£371	£87
South-East England	15	£150	£385	£750	£394	£145
London	10	£300	£400	£550	£408	£80
North-West England	14	£200	£400	£550	£374	£105
Outside UK - European Union	6	£250	£443	£580	£428	£111
All of UK	25	£250	£450	£700	£444	£130
Outside UK - Rest of the World	5	£250	£480	£503	£417	£101
Northern Ireland	1	£580	£580	£580	£580	£-
No Response- Channel Islands						

### 3.5.1 Correlation between response of location rates

A reviewer of this reported commented that they thought that the location results might be correlated with the level of response; that higher rates are correlated with higher response rates. However, a quick examination of the  $R^2$  values of response numbers and the mean and median for regions found absolutely no correlation (Table 12). The number of responses per region had no effect on the outcomes.

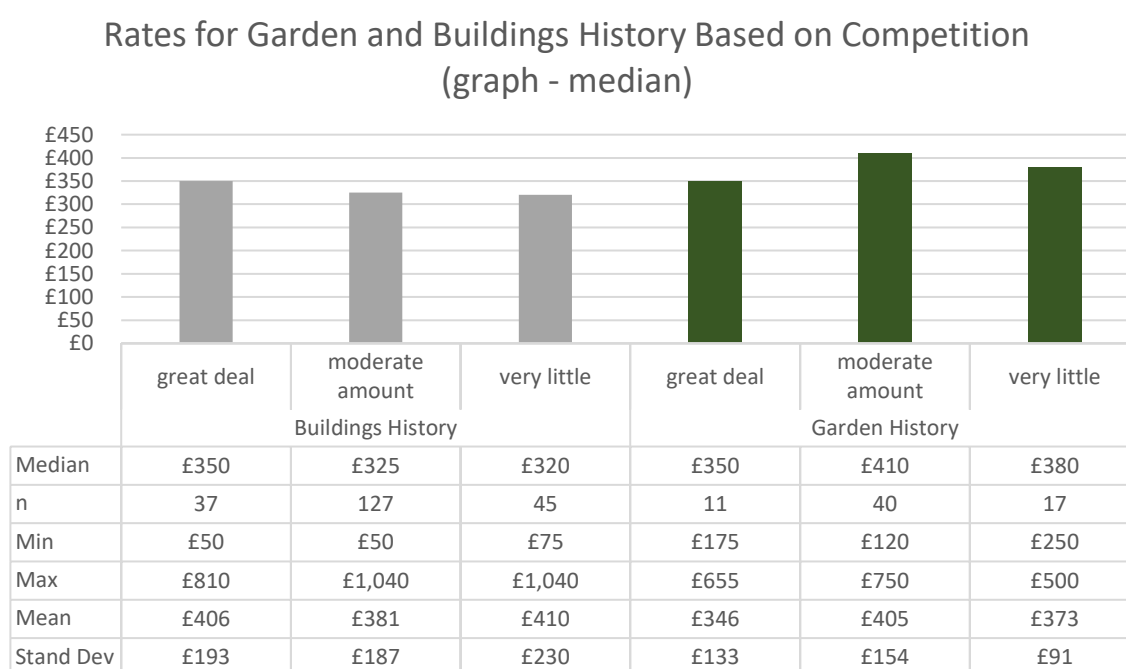
**Table 12: R<sup>2</sup> for the variables of number of responses to regions and day rates.**

R <sup>2</sup> for	Mean	Median
Garden History	0.058406881	0.049056963
Buildings History	0.002595464	0.047535027

### 3.6 OTHER VARIABLES AFFECTING CHARGES

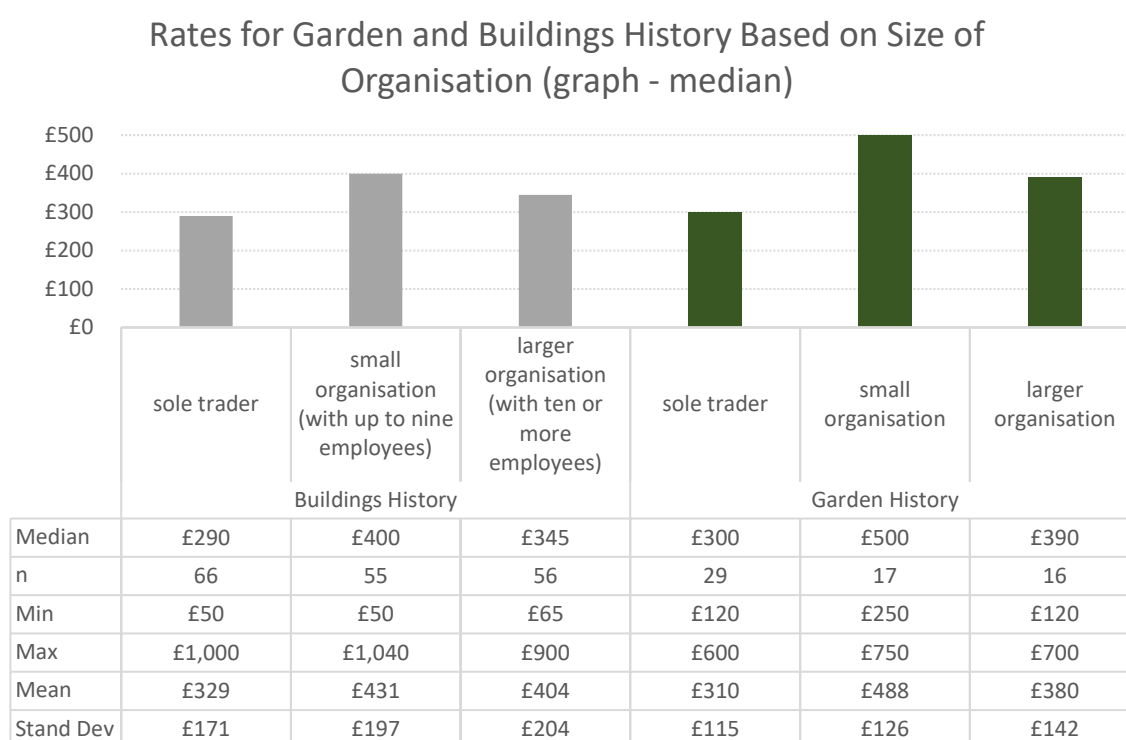
The question on self-reported levels of competition produced mixed results. For garden history there was no discernible pattern but for buildings history, lower levels of competition correlated with lower median day rates, but only slightly (Figure 5). Given the difference is £5-25 this pattern is most likely 'statistical noise' in the data.

Statistical noise is when an expected variation can look like a pattern, even when none exists. For example, if you were to flip a coin 10 times you would expect the results to be 5 heads and 5 tails. However, if you did this yourself you may end up with 4 heads one time and then 8 the next time you tried it. This is an expected variation in results especially with small survey samples. Over many coin flips the results would average out to 50:50. Like a coin flip if this survey was run multiple times we would see small variation in the responses. These variations can appear to create patterns but they are just the normally expected changes in responses.



**Figure 5: Rates for garden and buildings history based on competition.**

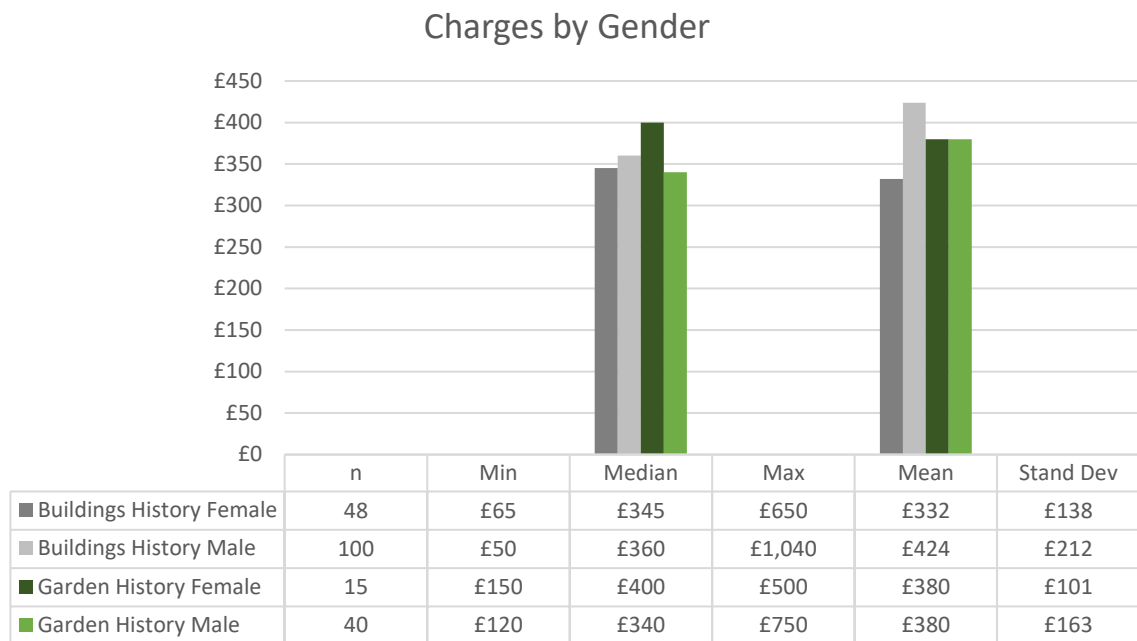
Size was correlated with charging rates (Figure 6). For both garden and buildings history the highest rates were charged by small organisations. Given that Sole Traders tend to have lower overheads, often by working from home, and large companies can have the advantages of economies of scale it would be logical that small companies might have the highest charging rates as they have higher overhead costs than Sole Traders but have yet to be able to benefit fully from scaling.



**Figure 6: Rates for Garden and Buildings History based on size of organisation.**

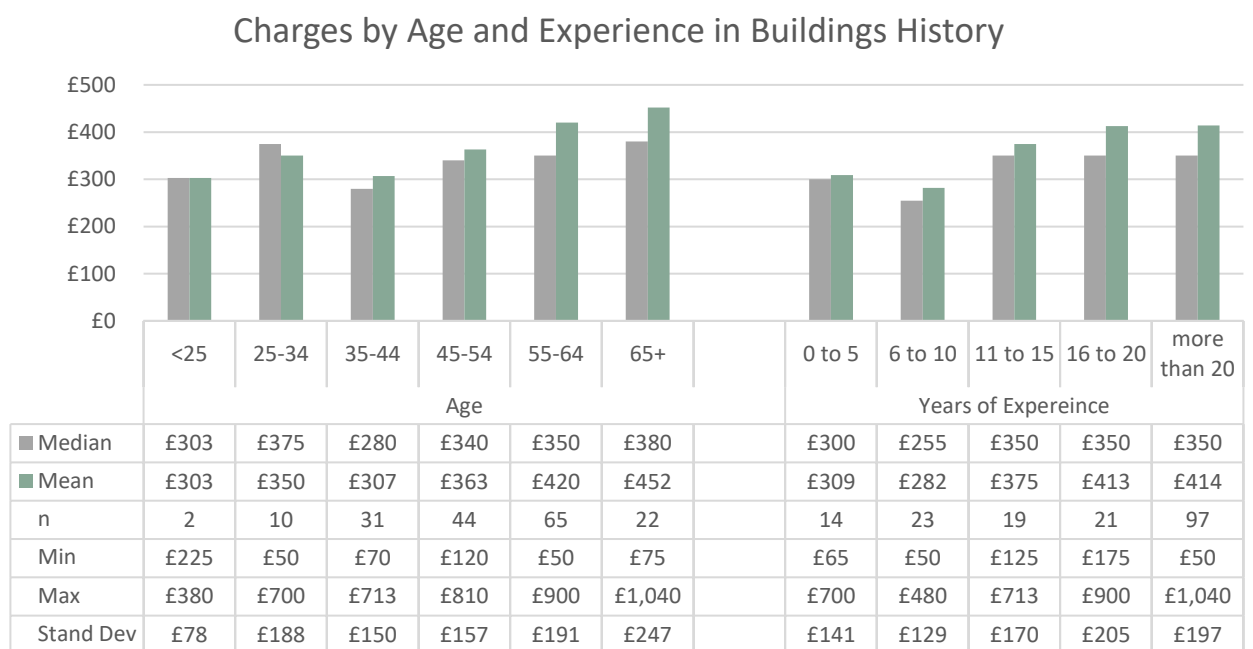
The full tables for the following data can be found in the appendix in Table 26 and Table 27.

For buildings history a few higher day rates for men pulled up the average day rate charged but the medians are within £20 for both men and women. But, in garden history women has higher median rates (Figure 7). However, the sample for women is small and the result could represent 'noise' in the data (see above for explanation). As will be discussed later in this report there are more women in the younger cohorts and wages are correlated with age. We would expect these there to be a difference in charging rates between genders based on those factors but that is not the case.



**Figure 7: Charges by gender**

For buildings history, older age is correlated with higher day rates and so represents the value of experience (Figure 8). But when given age and experience are correlated, these results are not independent but represent the same trend. For garden history, two-thirds of respondents had over 20 years of experience which skewed the results and made it impossible to determine if age and experience are related to charges in garden history.



**Figure 8: Charges by age and experience in buildings history.**

Having a Masters degree resulted in the charging of higher day rates. However increased levels of education, like obtaining a PhD or post-doctoral experience, did not result in higher day rates; conversely, they resulted in lower charging rates (Figure 9).

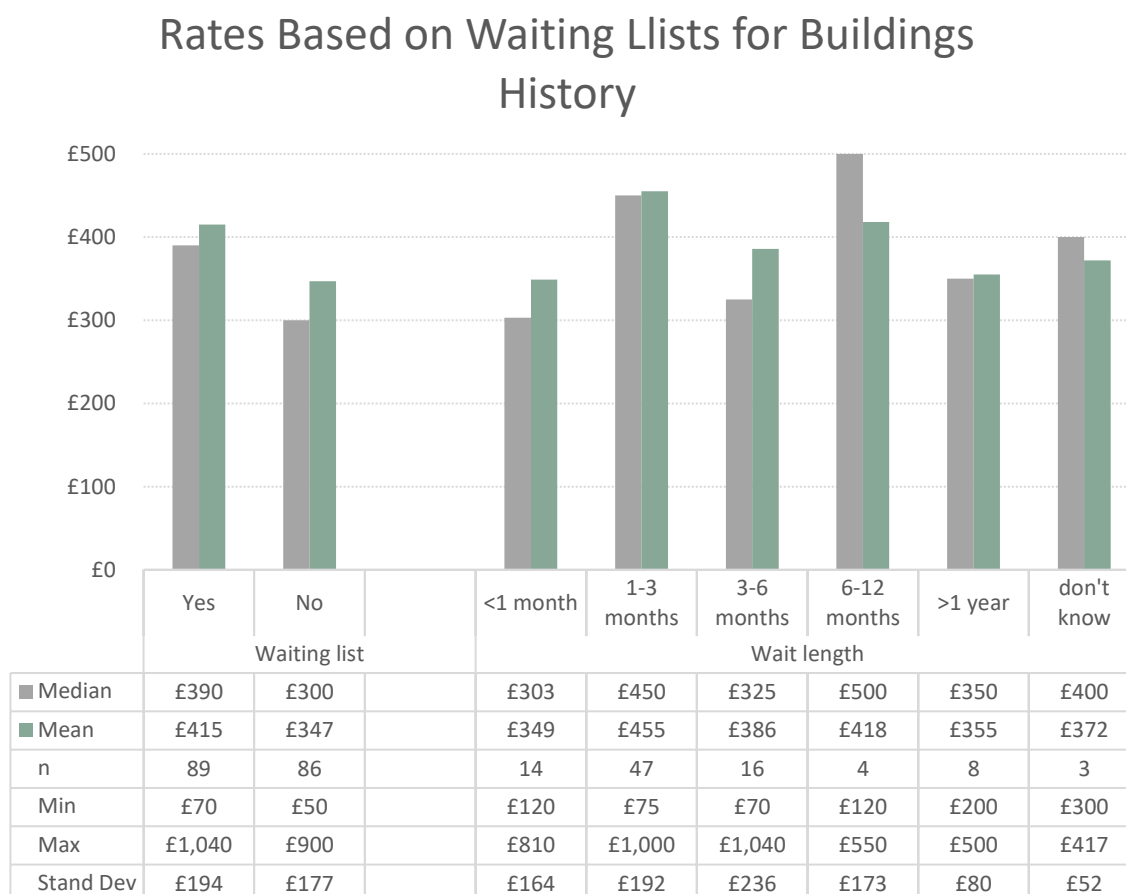
**Note-** 'post-doctoral' is not a qualification but to reduce the number of questions and increase responses obtaining a post-doctoral position was included under the qualifications question.



**Figure 9: Charges by education.**

In buildings history, those that have waiting lists have higher charging rates (mean and median). It is unknown if higher rates are because with a waiting list of work the respondents could charge higher rates, or whether another factor, such as skill, resulted in them being able to charge higher rates and having more work. For garden history, there does not appear to be a correlation between waiting lists and charging

rates (Table 28, Appendix). For buildings history there was no correlation between length of waiting list and charges (Figure 10).



**Figure 10: Rates based on waiting lists and length of waiting list for buildings history.**

### 3.7 COMPARED TO BUILDINGS HISTORY 2008

The Atkins 2008 Buildings History survey collected data on organisational turnover, not day rates. This means there are no long-term trend data for charges and that part of the 2008 report is not comparable to this survey.

### 3.8 COMMENTS

Respondents had the option to leave comments. Some have already been reviewed in this section and this contains some of the other notable comments. The full list of comments can be found in Appendix 16.2.

There were only two comments about poor rates:



'Day rates have to vary sometimes as low as £225, yet I have over 20 years' experience and often work is won by units who use junior staff, without the depth of experience.'

'Why are rates of pay so poor in our sector?'

And one comment about the lower rates of others:

'Commercial non archaeological survey companies are generally quicker and cheaper.'

A view across the gardens to the Palm House in Kew Gardens, in London, England. By Diliff CC BY-SA 3.0 via Wikimedia Commons





Helmsley Castle, By Barkmatter CC BY-SA 3.0, via Wikimedia Commons

## 4 COMPETITION

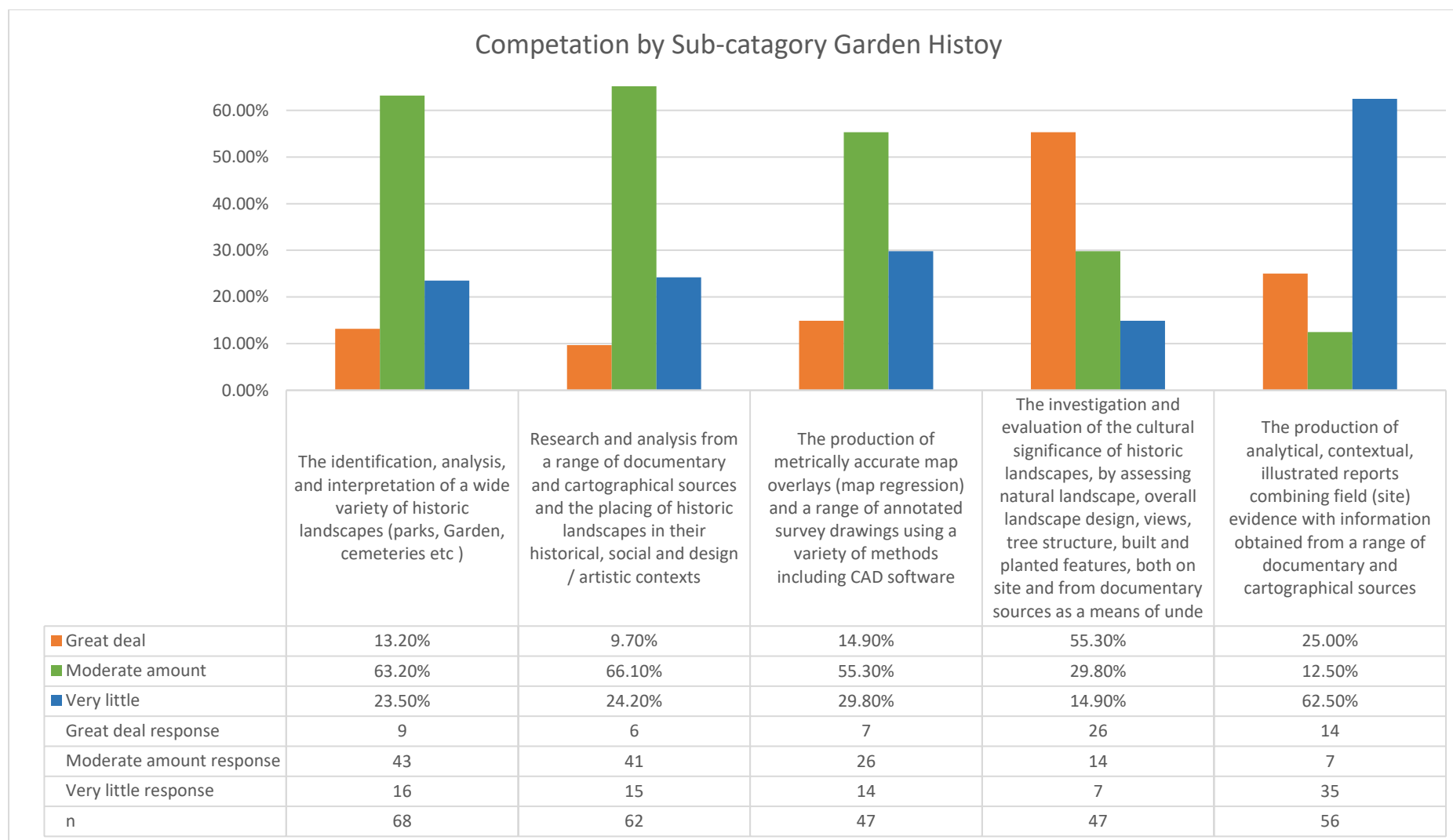
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Respondents were asked what degree of competition they faced to provide their services. The three answers available were – ‘a great deal’, ‘a moderate amount’ or ‘very little’. This was not defined *e.g.* it might be that facing three other bidders for a tender meant moderate competition but was by identified by self-assessment.

Roughly two-thirds of respondents to all the buildings history sub-categories report perceived moderate amounts of competition, there was almost no difference in responses (Table 31, Appendix 1). For garden history, ‘evaluation of the cultural significance of historic landscapes’ had high competition and ‘The production of analytical, contextual, illustrated reports combining field (site) evidence with information obtained from a range of documentary and cartographical sources’ had low levels of competition (Figure 11).

High levels of competition indicate an abundance of people offering the services and not enough work. This is especially seen in ‘The investigation and evaluation of the cultural significance of historic landscapes’ for garden history. As with most questions, it was not relevant to all respondents-

‘Statutory work for government, and difficult to gage competition as my work is for specific statutory outcome’ – (respondent)



**Figure 11: Perceived competition based on sub-categories of garden history.**

## 4.1 COMPETITION BY OTHER FACTORS

While there was some fluctuation in results there were no varying trends in areas such as location, organisation size, gender of respondents *etc.*, or any of the other factors recorded in the survey. Essentially, most of the respondents perceive moderate levels of competition regardless of their personal circumstances. The data can be found in Table 32 and Table 33 in Appendix I.

## 4.2 COMPARED TO 2008

This question was not asked in the 2008 survey.

## 4.3 COMMENTS

The value of the quantitative data for this question will be using it to create time depth trends e.g. increase or decrease in competition compared to economic growth. An indicator of the health of the subsector. However, that will not be fully realised until future surveys collect this information. However, the qualitative results provide interesting insights into the experiences of some of the respondents with competition. A full list of comments is presented in Appendix I 16.3.

Government-based specialists reported not experiencing competition:

- ‘As I work for Historic England and largely provide an internal service the idea of charging/competition doesn't really apply’
- ‘No competition - relates to HES statutory work’
- ‘Statutory work for government, and difficult to gauge competition as my work is for specific statutory outcome’
- ‘No competition - it is HES statutory work’

While others report having very little competition:

- ‘I have more than enough work, and don't charge for all the time it takes to do the work!’
- ‘Moderate as there are relatively few experienced professionals working in garden history/conservation’.

Some of the respondents indicated that the issue of competition if more nuanced:

- 'Very little competition for same professional quality of work. A lot of low level competition winning on cost.'
- 'As an expert witness little competition, for the more standard investigations to support planning applications there is more competition.'
- 'Degree of competition depends on the procurement process and client. V formal processes with bureaucratic clients mean more competition because more consultants are inevitably asked to tender. This makes for low odds at getting a job. When the client is a private individual or small firm seeking specialist advice, competition isn't relevant.'

There were some comments about competing against people in other fields:

- 'Competing with architects.'
- 'Competition from architectural practices and engineering practices doesn't always recognise the value of an art historical approach.'
- 'Competition from archaeological units drives prices down.'
- 'Competition from non-accredited professionals offering heritage services.'
- 'Large multi-disciplinary companies out-compete small specialists.'

Some of these comments were very critical:

- 'Too many LA archaeologists have very little grasp of historic buildings and should not be writing building related briefs.'
- 'Never yet met an archaeologist that fully understood buildings - I have an advantage in having a practical construction background.'

In general, there are some concerns about the quality of work being undertaken and being accepted by local planning authorities:

- 'LPA need to insist this done under planning law, so often they don't and accept info in the design and access statement or from the developer themselves, thus not getting specialist advice. This needs to be lobbied.'
- 'Too many non-specialists' reports accepted by planners.'
- 'Very few firms understand building construction and so do not produce proper or accurate analysis or interpretation.'
- 'Very wide range of standards in issued reports between those providing the service.'
- 'There are a lot of poor quality reports being produced by under-qualified people to support planning applications.'





The Roman Garden, Deva Victrix (Chester, UK), By Carole Raddato from FRANKFURT, Germany CC BY-SA 2, via Wikimedia Commons

## 5 ORGANISATIONS

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Data were gathered on the size and types of organisations that specialists were working for.

### 5.1 ORGANISATION TYPES

Respondents were asked to identify what kind of an organisation they worked for – whether it was a commercial organisation, one constituted on a not-for-profit basis, part of national government or a national government agency, part of local government, part of a university or constituted on some other basis (Table 13).



**Table 13: Respondents Organisation Type for Buildings and Garden History.**

<b>Organisation Types</b>	<b>Buildings History</b>	<b>Garden History</b>
<b>commercial company</b>	158 (62.9%)	49 (52.7%)
<b>not-for-profit company (including charitable trusts)</b>	20 (8.0%)	11 (11.8%)
<b>national government agency</b>	23 (9.2%)	13 (14.0%)
<b>local government</b>	5 (2.0%)	2 (2.2%)
<b>university</b>	10 (4.0%)	5 (5.4%)
<b>other</b>	35 (13.9%)	13 (14.0%)

Many of the respondents who identified their organisation as 'other' also commented that they were self-employed/sole trader. Some of the responses were:

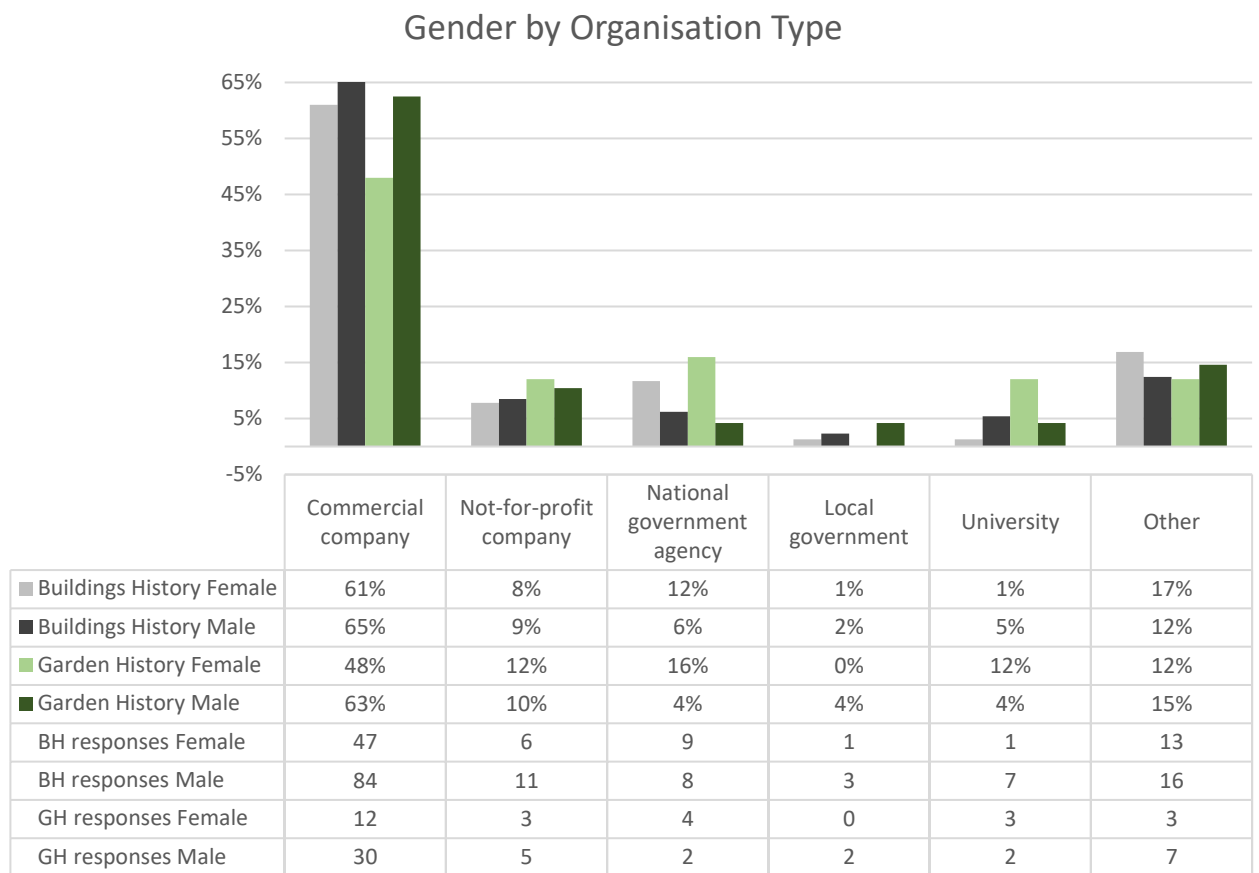
- 'I am a retired museum worker who still has access to a workspace.'
- 'Sole trader/ Self employed.'
- 'Consultant'
- 'Government Quango'
- 'Own business'
- 'Architectural partnership; two partners working from separate offices, no employees.'
- 'Architectural Practice (not a company).'

## **5.2 ORGANISATION TYPES FACTORS**

When the organisation type was compared to other personal characteristics of respondents several trends appeared. A full breakdown of this comparison can be found in Table 34 and Table 35 in Appendix I. Only the characteristics that show a pattern are discussed here.

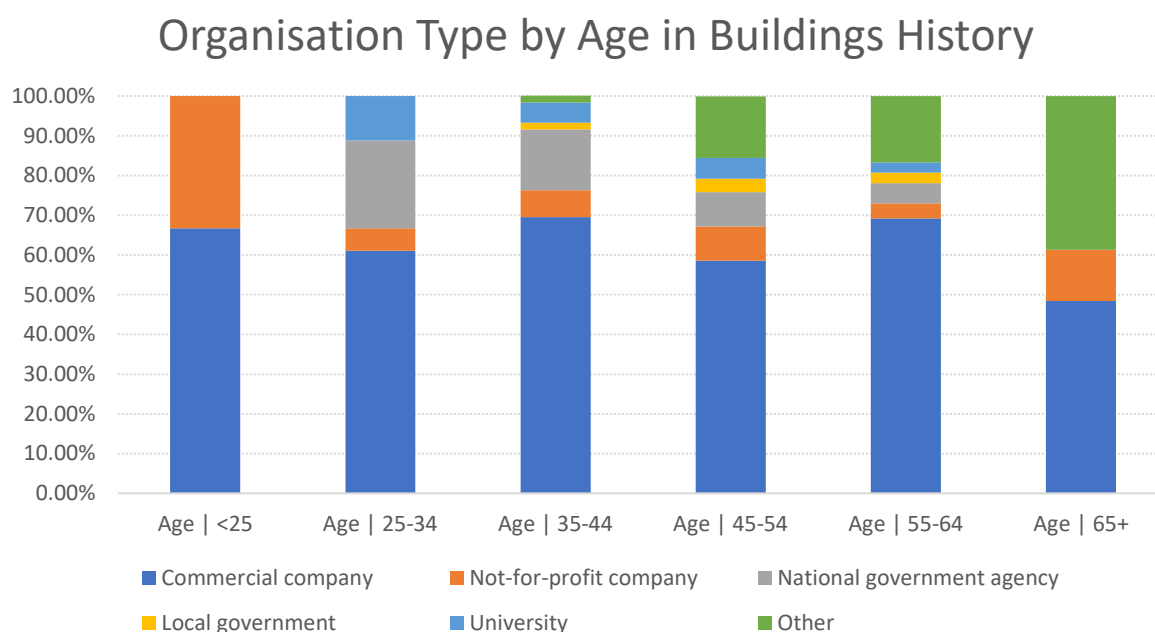
In Scotland, for both garden history and buildings history, a much higher percentage of specialists work for a national government agency (Table 34 and Table 35). Given

the low number of responses this could be statistical noise. Women working in garden history, in all the UK, were less likely to work for commercial organisations and much more likely to work for National Government agencies (Figure 12).



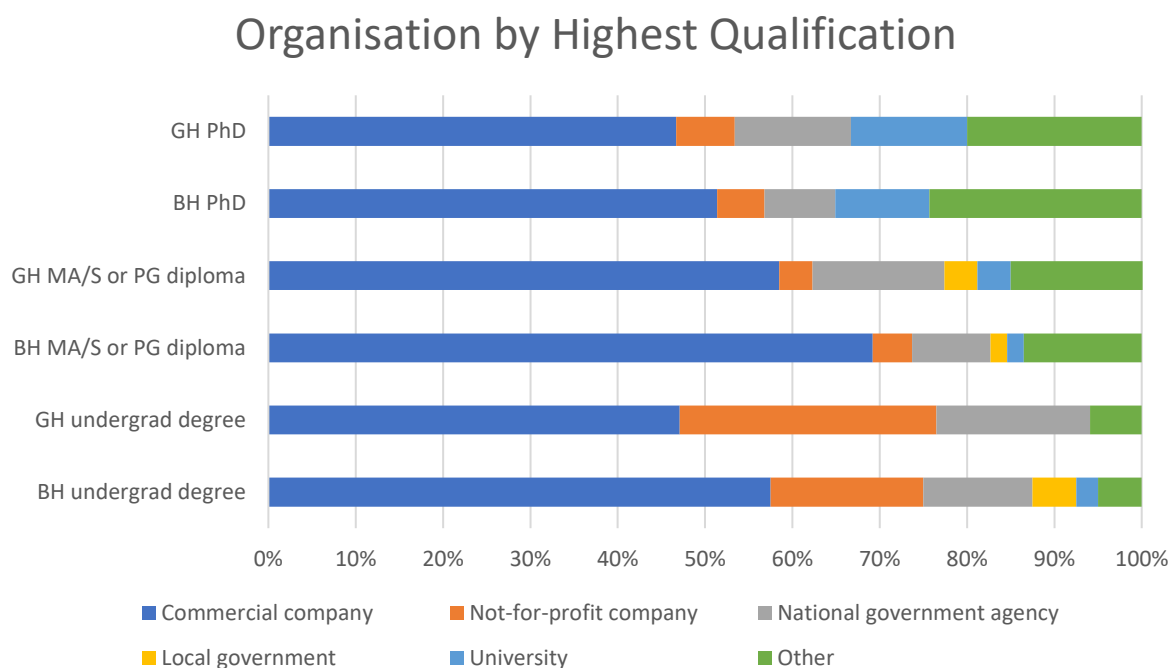
**Figure 12: Gender by organisation type.**

For Buildings Specialists, 39% of those over the age of 65+ selected 'other' for their employment while the other age groups followed the general pattern of 60%+ working in a commercial company (Figure 13).



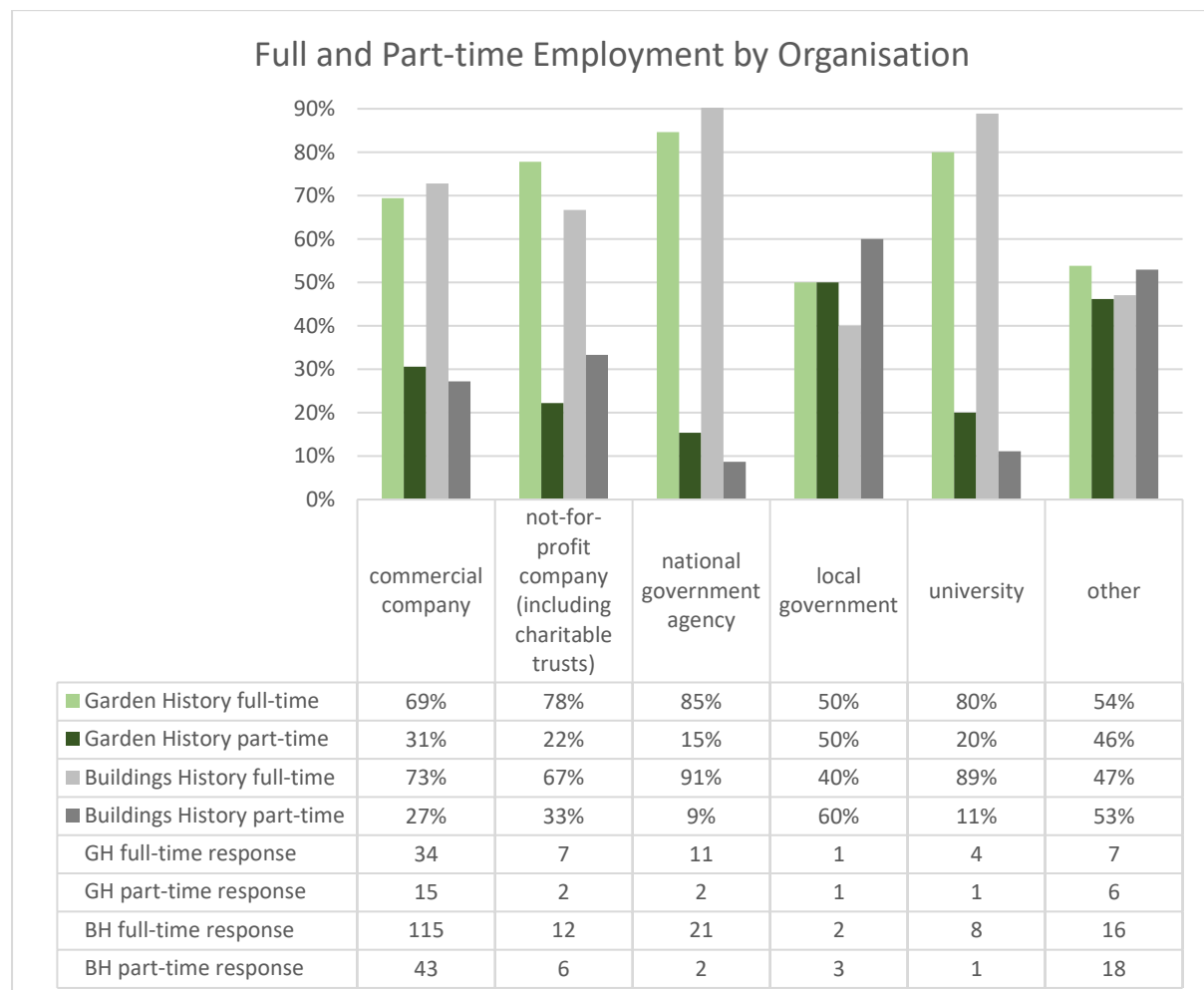
**Figure 13: Organisation Type by Age in Buildings History.**

As would be expected there was a higher number of those with PhDs working in Universities. However, roughly 85-90% of those with PhDs do not work at Universities. In these subsectors a PhD does not automatically lead to a traditional academic career (Figure 14).



**Figure 14: Organisation by highest qualification obtained excluding- School, NVQ & post-doctoral**

There was also twice the percentage of part-time workers employed in the 'other' category than those who were employed full-time (Figure 15). It is unclear if this is because people choose 'other' types of employment because it offers more flexible work hours or if they were under-employed.



**Figure 15: Full and part-time employment by organisation type.**

### 5.3 ORGANISATION TYPES 2008

The 2008 survey did not use the same definitions of organisations (Table 14) so the results are not directly comparable.

**Table 14: Organisations types in 2008 survey. Combined from answers to questionnaires A, B and C in Appendix I.**

Organisation Type 2008	
Trust, learned society or amenity society	4 (4.7%)
Public body	9 (10.6%)
Sole trader	16 (18.8%)
Other	3 (3.5%)
Other: assumed commercial business	20 (23.5%)
Local authority	17 (20.0%)
Government department or agency	4 (4.7%)
University	12 (14.1%)

However, it is possible to group the different results to get comparable results between the two surveys. While it appears that the 2016-17 survey had fewer responses from Universities, National Governments, when looking at the responses by percentages, there were more responses from those that work for national government organisations than for the 2008 survey. This survey was significantly more successful in eliciting responses than the previous years, especially in the commercial sector. This is most likely due to methodology; this was a digital survey instead of a postal survey and digital surveys get higher response rates. This changes percentages but not total number of responses.

The greatest difference has been the reduction in responses from Local Authorities to this year's survey (Table 15). In the case of Local Authorities, other research has shown a significant reduction in Historic Environment workers since 2008, as tracked by the yearly *Report on Local Authority Staff Resources* produced by Historic England, so it is possible that these results reflect this.

**Table 15: Responses from the 2008 survey and this survey by organisation type for buildings history.**

<b>Buildings this survey</b>	<b>n</b>	<b>%</b>	<b>Buildings 2008 survey</b>	<b>n</b>	<b>%</b>
commercial company	158	63%	Other: assumed commercial business	20	24%
not-for-profit company (including charitable trusts)	20	8%	Trust, learned society or amenity society	4	5%
national government agency	23	9%	Public body & Government department or agency	13	15%
local government	5	2%	Local authority	17	20%
University	10	4%	University	12	14%
Other	35	14%	Other and Sole trader	19	22%

## 5.4 ORGANISATION SIZES

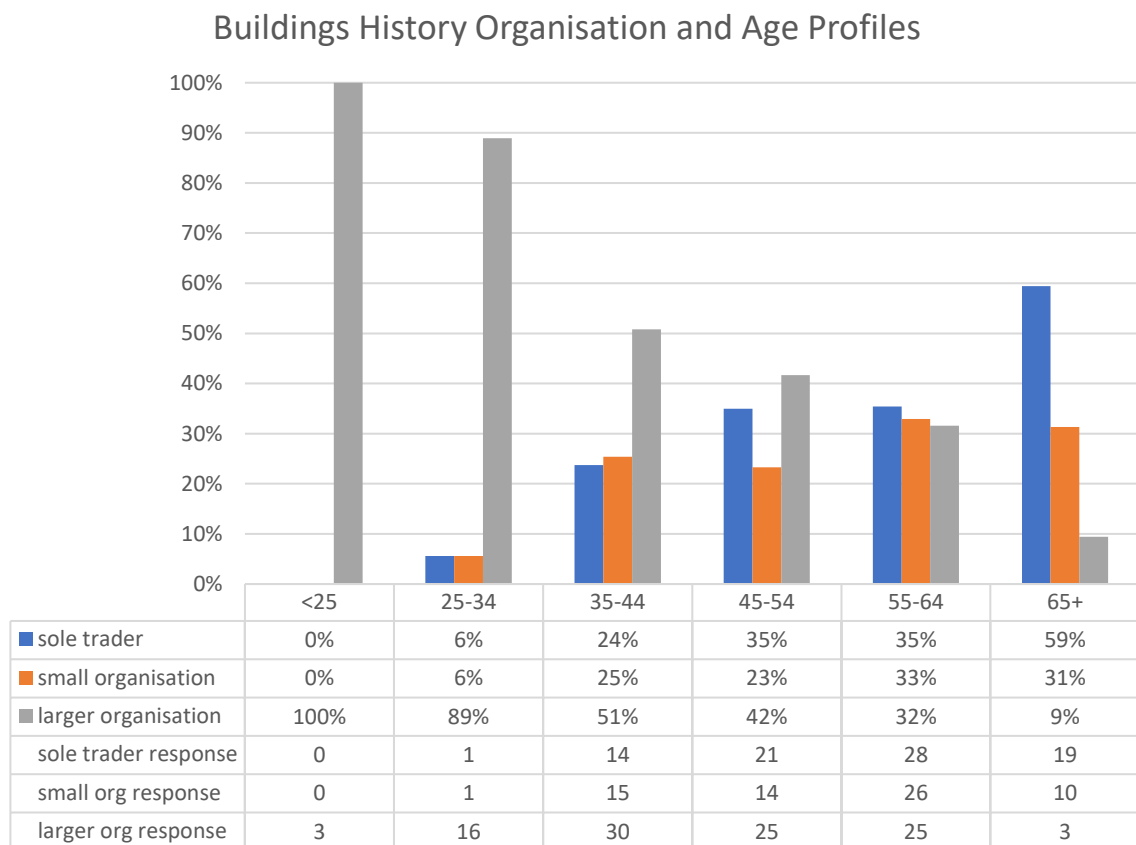
Respondents were asked to identify the size of the organisation they worked for, with choices of sole trader, small (less than 10 employees) or large (10 or more employees). Only 20-25% of respondents work for small organisations (Table 16).

**Table 16: Size of organisation respondents worked for.**

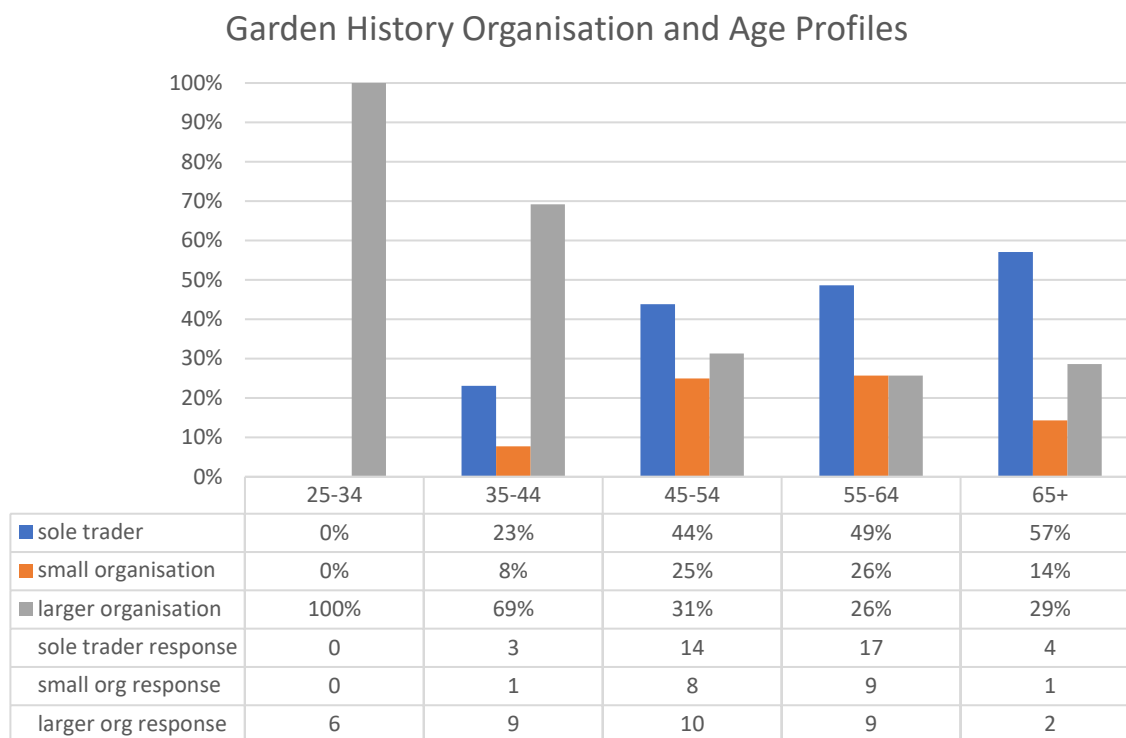
	<b>Buildings History</b>	<b>Garden History</b>
<b>I work as a sole trader</b>	83 (32.5%)	38 (40.0%)
<b>I work for a small organisation (with up to nine employees)</b>	66 (25.9%)	19 (20.0%)
<b>I work for a larger organisation (with ten or more employees)</b>	106 (41.6%)	38 (40.0%)



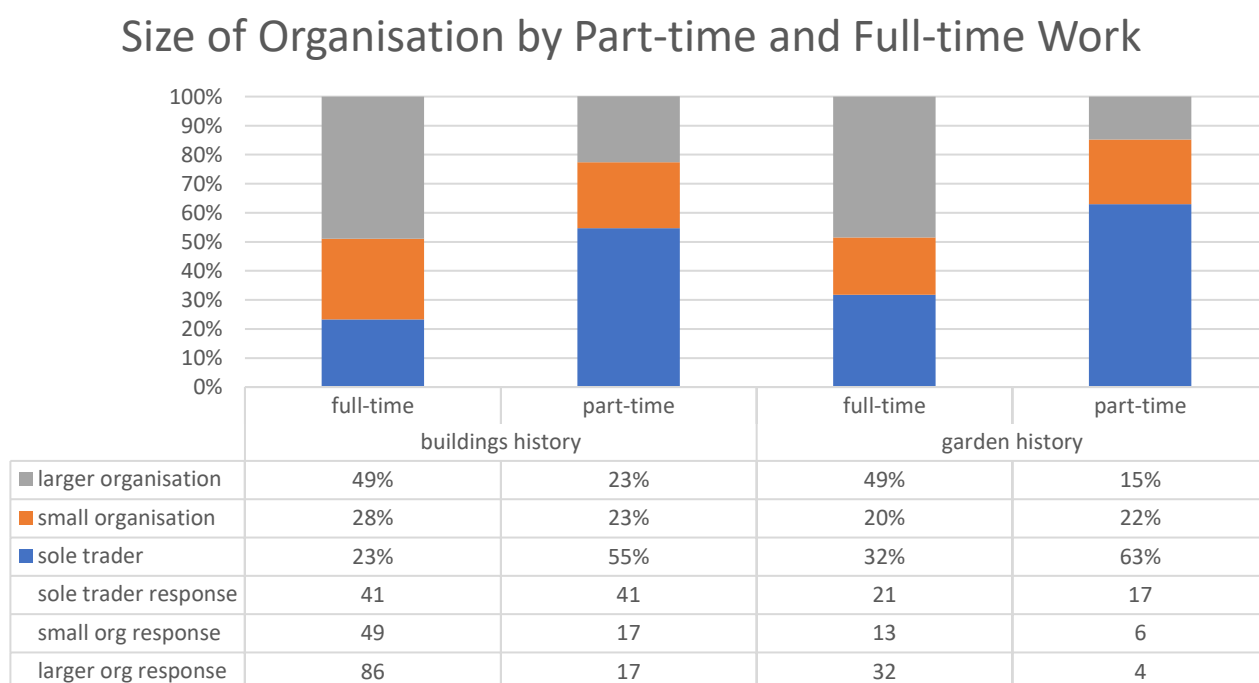
An interesting trend was that most people start out in larger organisations when they are younger and older workers are more likely to be employed in smaller organisations or as sole traders (Figure 16 & Figure 17). Also, a significant number of sole traders work part-time (Figure 18). All comparisons can be found in Table 36 and Table 37 of Appendix I, only significant ones shown below.



**Figure 16: Composition of size of organisations buildings history specialists work for by age.**



**Figure 17: Composition of size of organisations garden history specialists work for by age.**



**Figure 18: Size of organisations for buildings and garden history specialists work for by part-time and full-time work.**

## 5.5 ORGANISATION SIZE 2008 SURVEY

Again, the 2008 buildings survey did not ask the exactly same question, it had different size categories. Moreover, their methods were significantly different in that they asked only a sample (Group A) of respondents about the size of their organisation, not all respondents. The percentage of sole traders were the same but this survey had many more larger organisations responding than the 2008 survey (Table 17). It is unclear if this is the result of a change in organisations or survey methods e.g. this survey asked this question of all respondents not just a subsection which the 2008 survey did. Given this difference in methods this report cannot make any definitive statements about what these changes might mean.

**Table 17: Organisations sizes in 2008 and 2016/17.**

2016/17		2008 (commercial only)	
I work as a sole trader	83 (32.5%)	1	33%
I work for a small organisation (with up to nine employees)	66 (25.9%)	2 to 5	40%
		6 to 10	18%
I work for a larger organisation (with ten or more employees)	106 (41.6%)	11 to 50	7%
		51 and over	2%



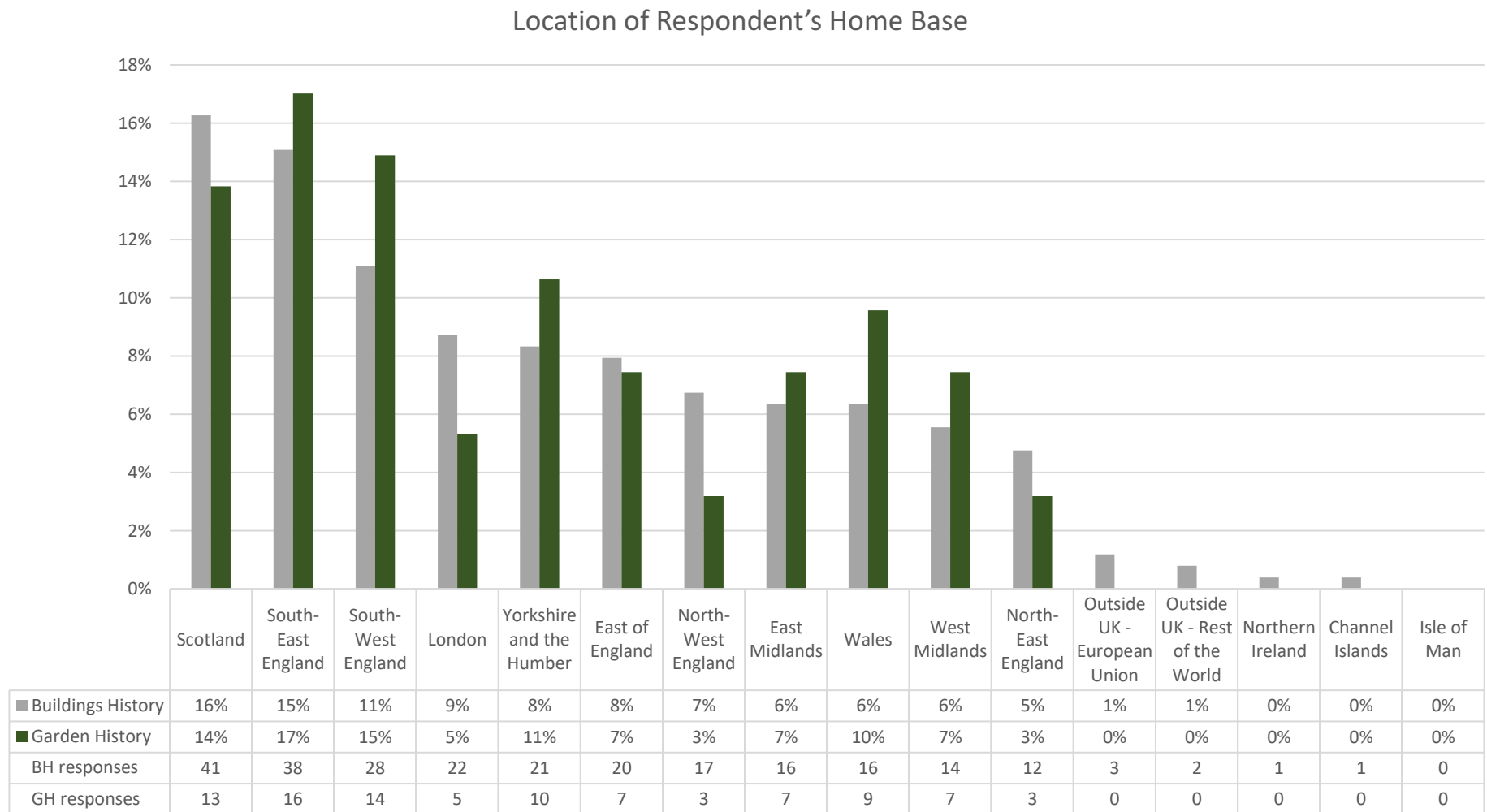
The Fyrish Monument in December, By Reg Tait CC BY-SA 3.0, via Wikimedia Commons

## 6 LOCATION

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Respondents were asked the location they were based in by country or by region in England. They could work in more than one region; this was the location that was their home base. The largest number of buildings history specialists are based in South-East & South-West England, London and Scotland. Garden history follows a similar pattern but with some deviations- fewer are based in London and North-West England and more are based in Wales and Yorkshire (Figure 19).

Although only having 8.3% of the UK population Scotland has strong buildings history and garden history sectors. This was not identified in the 2008 Buildings survey.

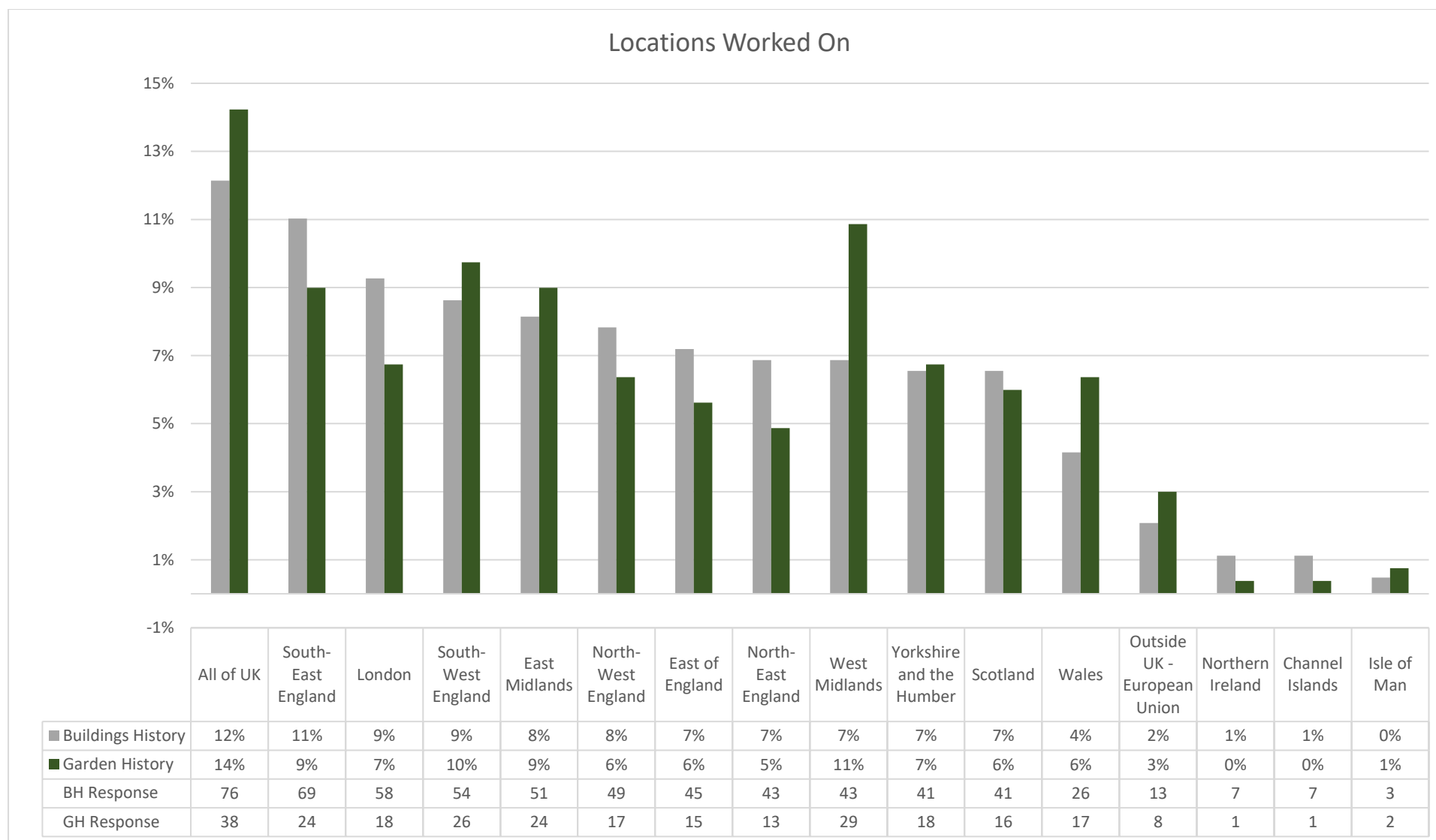


**Figure 19: Location of respondent's home base.**

Because there were 16 different regions and only a few hundred respondents there were too few respondents in each category to find any discernible trends with other factors.

Respondents were asked the location of the materials they work on, in addition to the location they are based. There were similar patterns except there was significant more garden history work in the West Midlands and Wales and less work in the London. Interestingly, while there are many buildings and garden history specialists living in Scotland they tend to work all over the UK and not just in Scotland (Figure 20).





**Figure 20: Location of materials worked on.**



The Italian Gardens, part of Scarborough's South Cliff Gardens. Alan Walker CC BY-SA 2.0, via Wikimedia

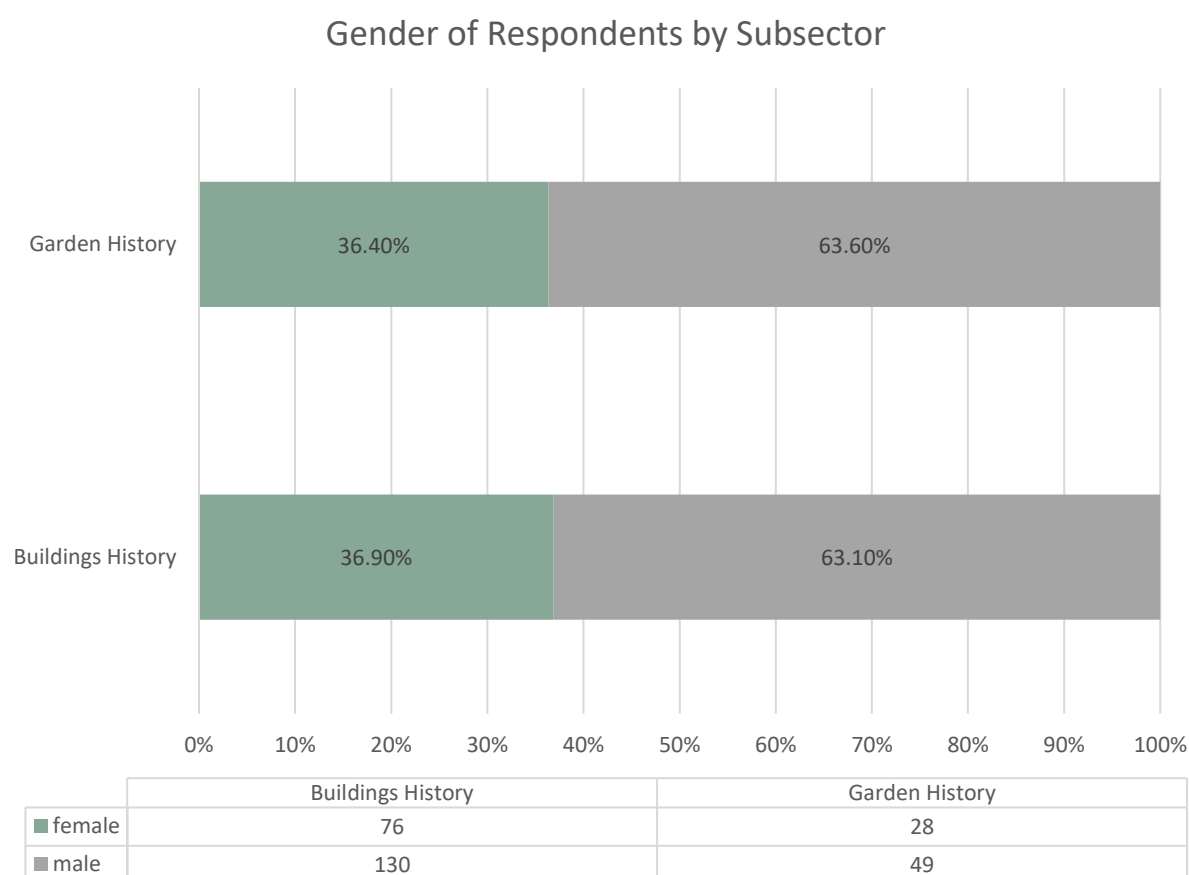
## 7 INDIVIDUAL SPECIALISTS

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

### 7.1 GENDER

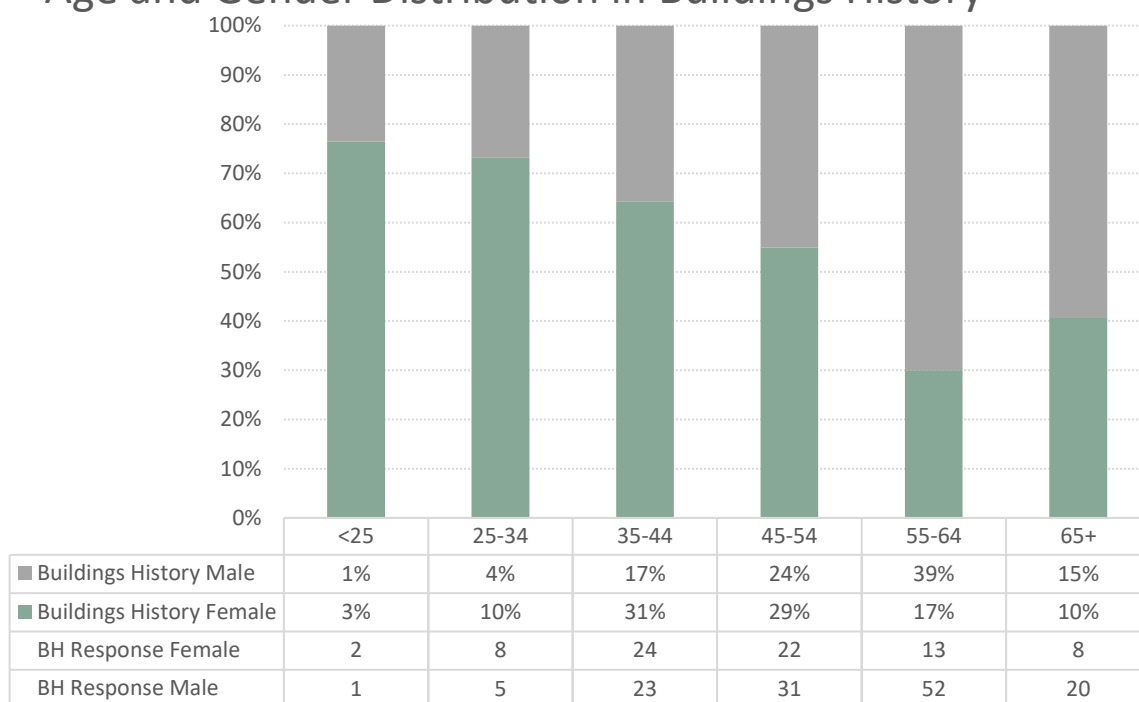
Men outnumber women by almost two to one in both sectors (Figure 21). Third gender or other gender/sex information was not sought so it is unknown how many respondents identify as transgender or in another category.



**Figure 21: Gender of respondents by subsector.**

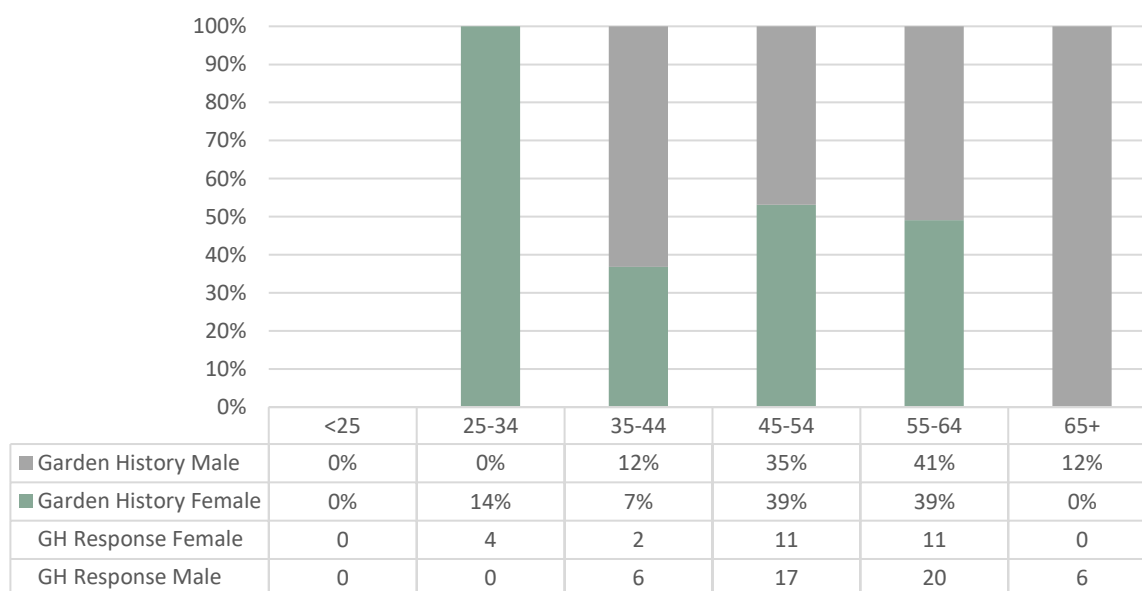
This very heavy gender difference is possibly closing over time. Over half of male respondents are 55 or older and will likely retire in the next two decades; a third are only planning to work for another decade. By contrast women are much younger and most are not planning on stopping working for many more years. In coming years, the gender ratio should become more even. Critically, the ratio is even for 35-44 year olds (Figure 22 & Figure 23) and for buildings history there appears to be no family ceiling keeping women from working in the sector. However, for garden history the long-term prospect of gender parity is less clear.

## Age and Gender Distribution in Buildings History



**Figure 22: Age and gender distribution in buildings history.**

## Age and Gender Distribution in Garden History

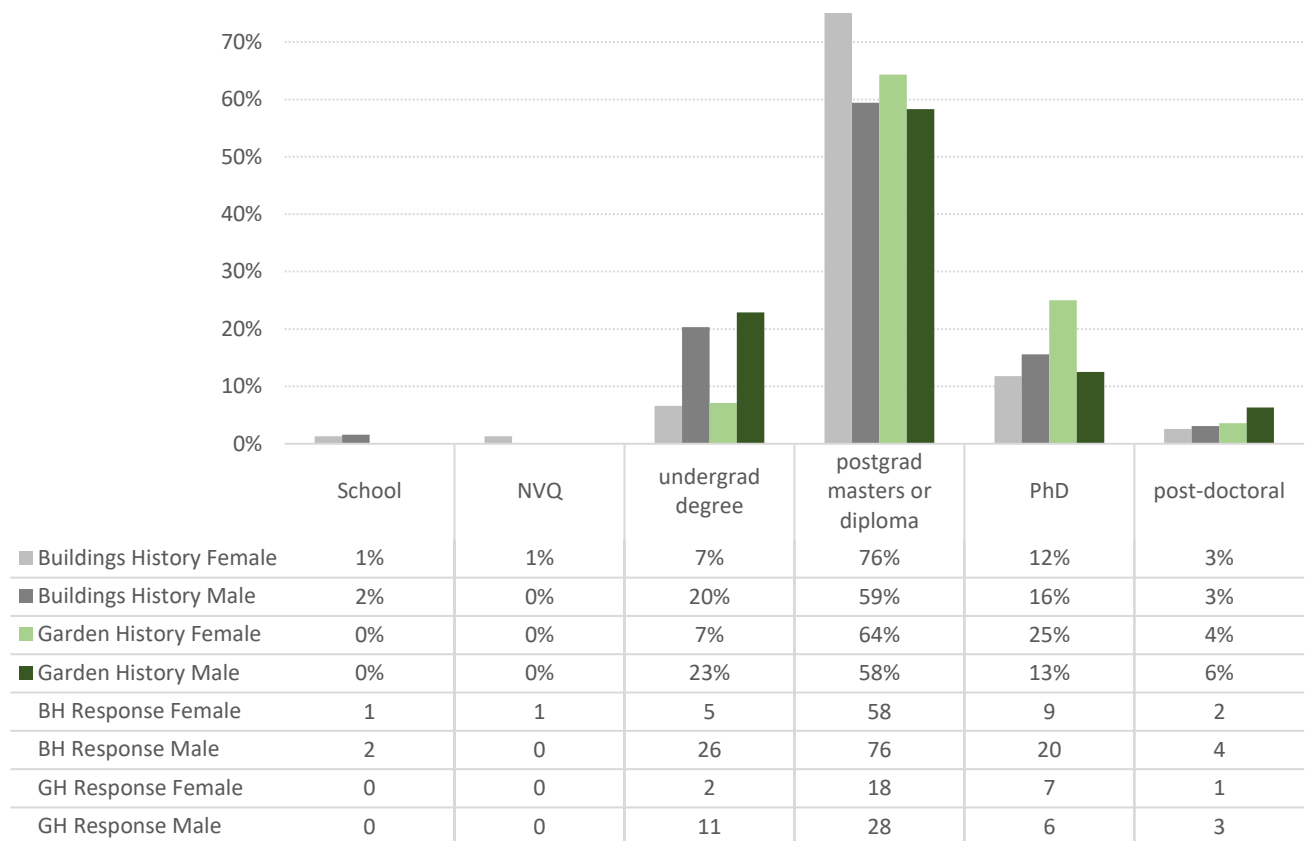


**Figure 23: Age and gender distribution in garden history.**

Women on average have more advanced qualifications than men (Figure 24). But because of the trend for degree inflation and women being younger, this result is more likely to be related to age than to gender. Such data were not recorded in the

2008 survey so it cannot be compared. (Full analysis in Table 29 & Table 30, Appendix I).

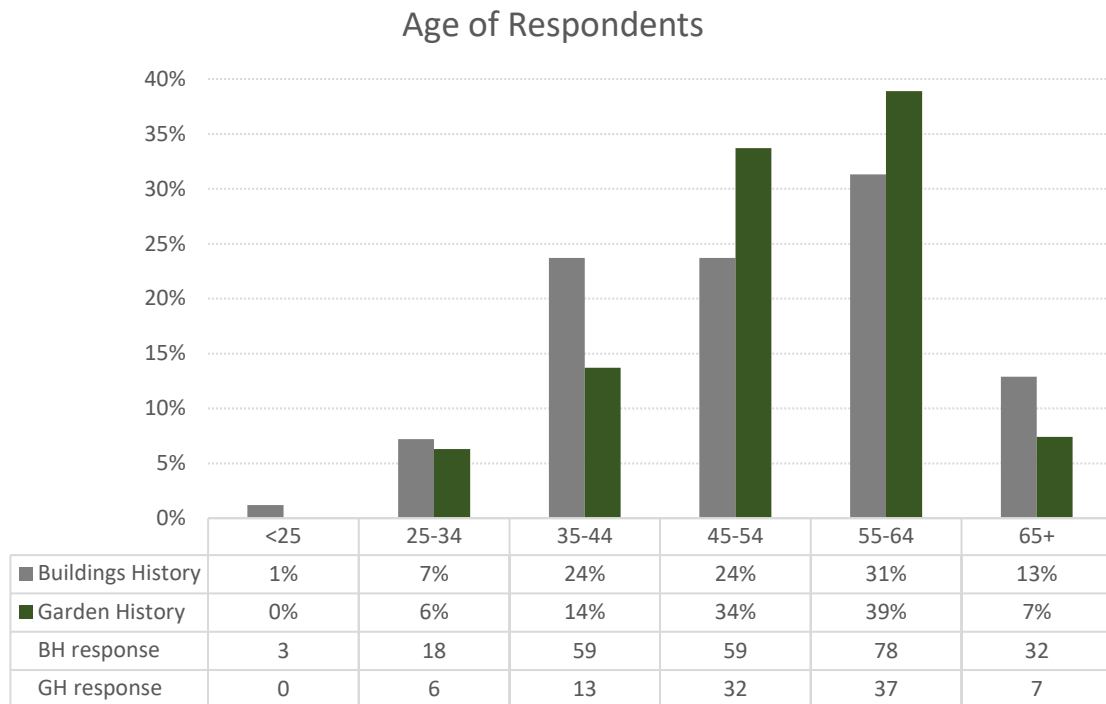
## Education by Gender for Garden History and Buildings History



**Figure 24: Percentage of education by gender for garden history and buildings history.**

## 7.2 AGE

Specialists both in buildings history and in garden history tend to be mature, with the majority over 45 and the largest age cohort being in the decade before traditional retirement (55-64). Garden history specialists are typically older than their buildings history colleagues (Figure 25).



**Figure 25: Age of respondents in buildings history and garden history.**

There were some trends in age groups. For buildings history, full-time work decreases with age. However, for garden history it is mostly stable. Most specialists are planning on retiring when they reach retirement age ~65. For buildings history, the under-35 group almost all have a postgraduate degree. The full list of comparisons can be found Appendix I.

### 7.3 AGE 2008

Again, the results were not directly comparable because the previous survey used different categories. However, a roughly similar trend is seen — respondents tend to be older, although the overall profile has not changed significantly in the last decade (Table 18).

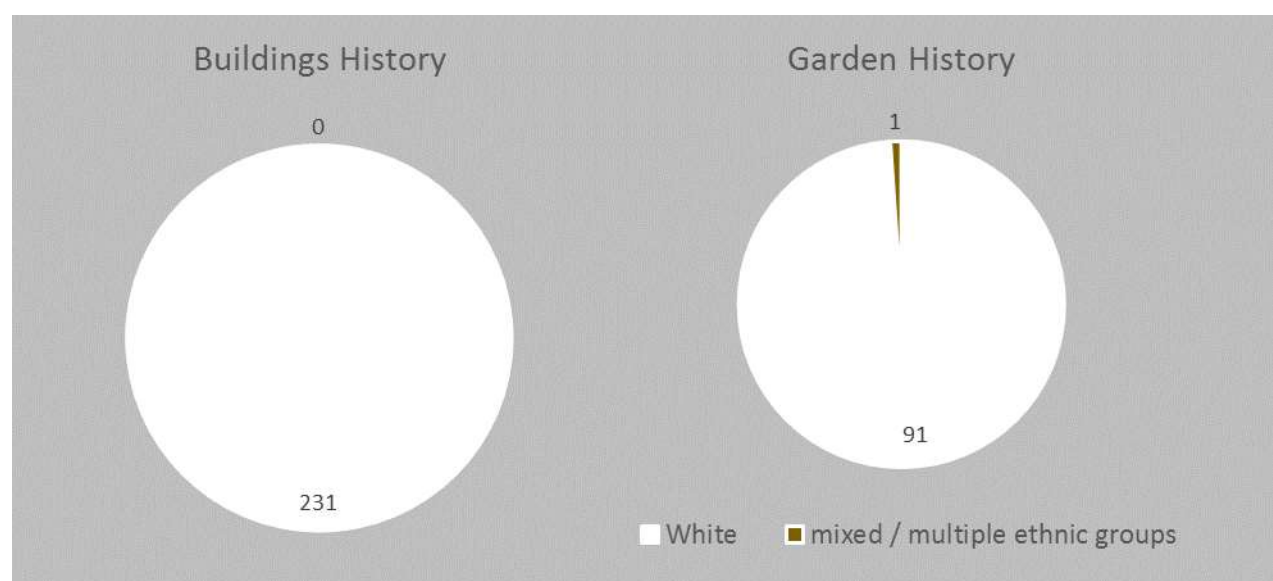


**Table 18: Age distribution in 2016/17 and 2008**

Age 2016/17		Age 2008	
age <25	3 (1.2%)	Under 20	1%
		21-25	6%
age 25-34	18 (7.2%)	26-30	10%
age 35-44	59 (23.7%)	31-40	20%
age 45-54	59 (23.7%)	41-50	23%
age 55-64	78 (31.3%)	51 and over	40%
age 65+	32 (12.9%)		

## 7.4 ETHNICITY

This was not recorded in the 2008 survey. This survey found that both specialisms lack ethnic diversity, with buildings history showing none (Figure 26).

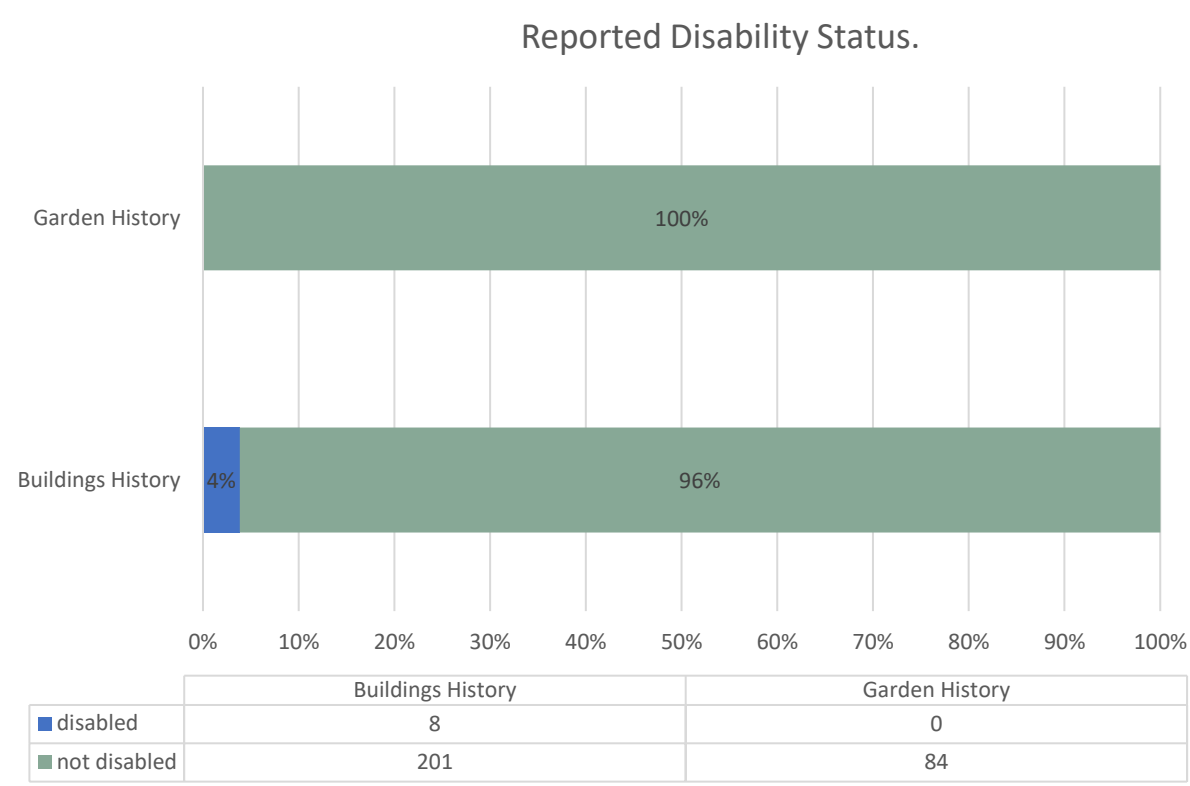


**Figure 26: Ethnic makeup of garden history specialists**

These subsectors, 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).

## 7.5 DISABILITY STATUS

The sector also does not have many people with disabilities. No-one working in garden history reported themselves as being disabled and only 3.8% of Buildings History respondents did so (Figure 27). 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. Disability status was not recorded in the 2008 buildings history survey. These are similar levels seen in archaeology (Aitchison & Rocks-Macqueen 2013).

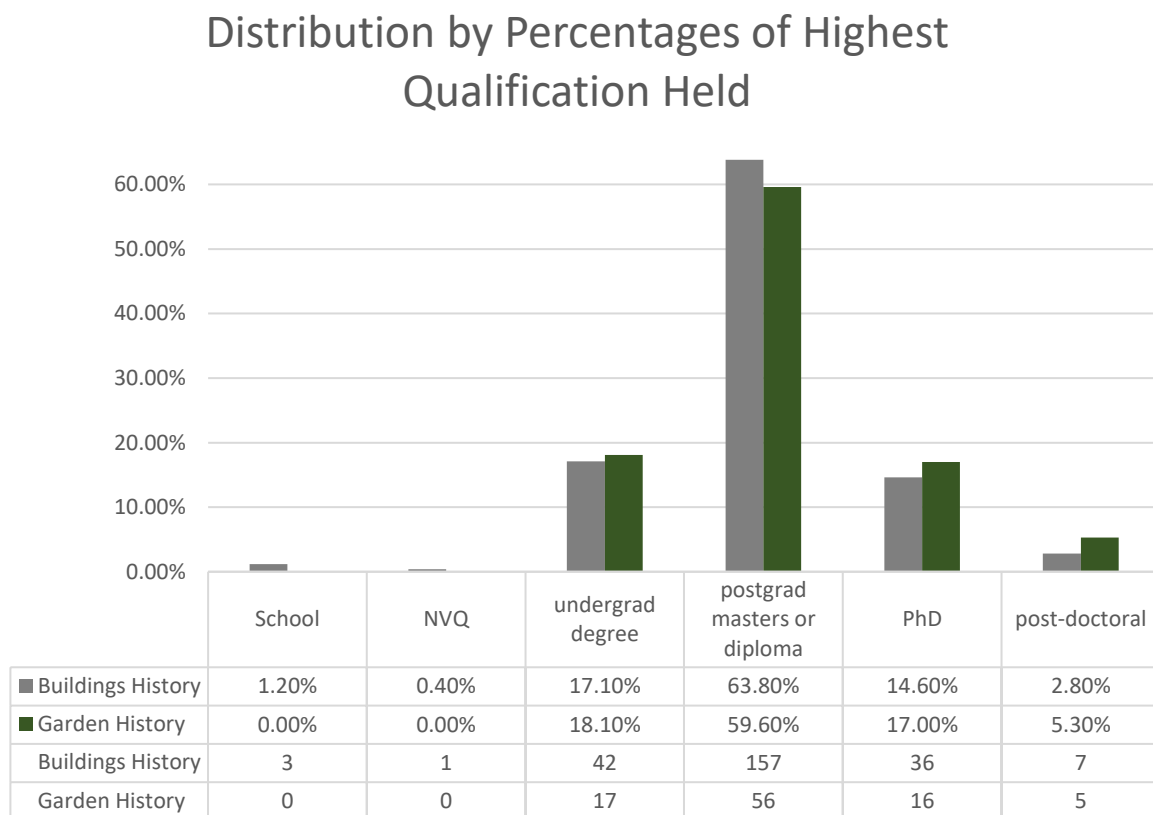


**Figure 27: Reported disability status.**

## 7.6 QUALIFICATIONS HELD

Roughly 60% of both garden history and buildings history respondents have a Masters degree and roughly 18% have a Doctorate (Figure 28). As shown when reviewing ages, those with undergraduate and lower levels of highest qualifications tend to be concentrated in the older cohorts. Interestingly, most stop at a Masters

and a PhD is not a pre-requisite to be a specialist in these subsectors of heritage work. This information was not gathered in the 2008 survey for buildings history.



**Figure 28: Distribution by percentages of highest qualifications held.**

Some of the comments indicate that these high levels of postgraduate degrees is the result of the need to get a job,

‘I am currently doing an additional MA in Art Curating at (university), hoping to broaden my career options as I have another 2 years to work and have been in my current job for 2 years without prospect of developing my role further’

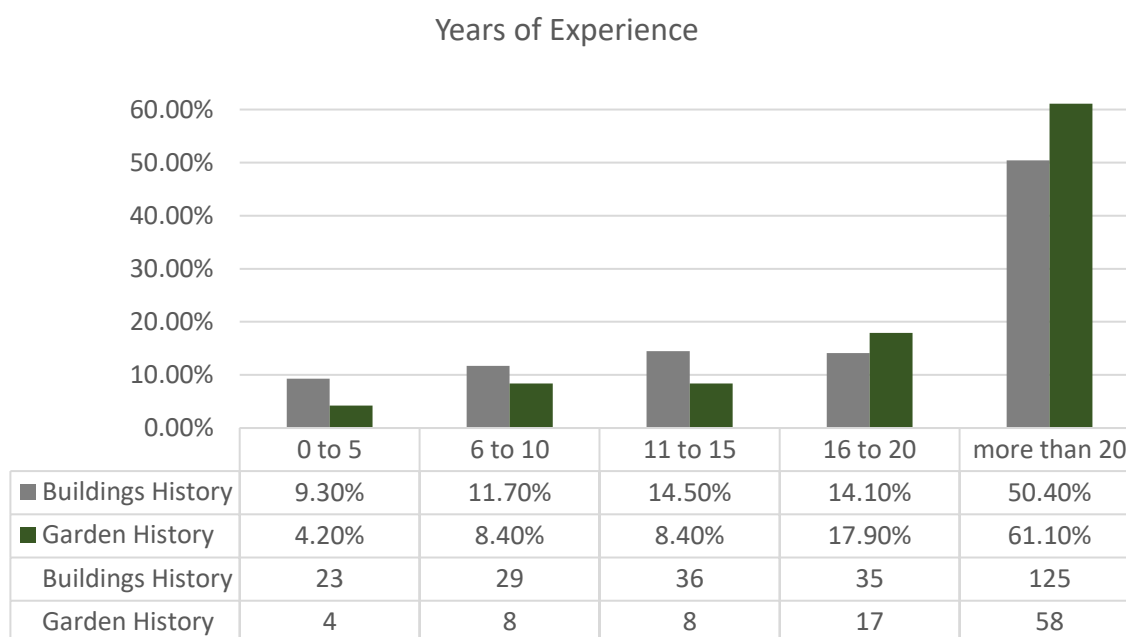
Indeed, some of the respondents have impressive CVs of qualifications:

- ‘I have a new Diploma in Horticulture, an MA in designed landscape conservation and a PhD in a related subject’

- ‘In addition to my Degree in Engineering, I am a Chartered Structural Engineer, which involved sitting the Professional Examination of the Institution of Structural Engineers.’
- ‘I am a qualified Architect and currently enrolled on a Masters in Sustainable Building Conservation.’

## 7.7 YEARS PRACTICING TO DATE

Most specialists have more than 20 years of experience (Figure 29). Unsurprisingly this is highly correlated with age (Table 39, Table 38). The majority of specialists have over 20 years of experience in their field(s) of work. This information was not recorded in the 2008 survey for Buildings History.



**Figure 29: Years practicing to date.**

## 7.8 INTENTION TO CONTINUE PRACTICING

Over a third of specialists report that they are intending to stop practicing their work in the next decade (Figure 30). This would indicate that there is a significant skills shortage on the horizon. Given the findings of this report that it takes at least two years of experience to become a specialist (Section 9), training of new cohort of specialists needs to occur very soon. However, as will be reviewed in this report a reduction in the workforce may improve the health of these subsectors.

As might be expected, this is highly correlated with age. This information was not recorded in the 2008 survey for buildings history.



**Figure 30: Number of respondents planning to retire in the next few years.**

This coming retirement wave was noted in some of the comments, especially in regards to the ability to retain younger specialists,

'While I have for some time been very concerned about older specialists such as myself, I have in the last couple of years become much more concerned at how archaeology is losing young talent. I have seen at least 3 young (in their late 20s to early 30s) people with PhDs and with some year's professional experience deciding to just pack archaeology in and move to another sector (the BBC, teaching, landscape gardening /architecture) because of the way they were treated by their archaeological employers. They love archaeology and they initially loved the work (these are all people who entered the commercial sector) and they enjoyed the projects. They came to dislike the cavalier attitude of senior management in the organisations they worked for who seemed to still believe that skilled individuals are easily replaced and so they can be treated poorly. Quite understandably these people (who are already part of an all too scarce resource) firstly tried changing employer within archaeology as that is now easy for any skilled person and then when that did not bring the expected standards of management they left the profession (actually one of these people is in the process of doing this, but I will be amazed if she is still in the profession in 3 months' time). Until the management of many archaeological

organisations become more professional (instead of just calling themselves 'professionals') and realise they have to value their major assets (skilled people) instead of sticking to the outmoded view that working in archaeology is a privilege and everyone is discardable, we will continue to suffer this drain of skills. We have never really been able to afford this and over the next few years this will exacerbate the impending pressures on the profession. This will result in a poor service being offered to clients and this will ultimately reduce the leverage archaeology has to maintain its position in the development process and in relation to government policy.'

This concern for attracting younger workers was echoed by other respondents:

- 'Lack of professional recognition within government heritage agencies and poor pay and work conditions outside of that means that like many in my field I will be forced out of the profession.'
- 'I tried to find work in my town... without success.'
- 'I have been in the heritage sector since I was 16, I'm now 36 with a lot of experience and a related PhD and I still can't find (a) permanent (position) and am on short fixed term contracts which pay less than the average graduate wage. I do not feel this sector invests in younger people at all.'
- 'specialisation is desirable as this is a complex area of work, but current levels of recruitment and pay in the public sector are low, especially in NW England - this will erode the profession.'

Even those that have found work find it difficult to make a living,

'[organisation] is probably the first independent historic buildings practice specialising in standing buildings only. We have kept going for 3 years plus by not having children, not having a pension and periodic injections of personal money to keep afloat. The work we do is a real delight most of the time, we are highly-respected in our small corner of the sector, but it is no way to earn a living.'

'Following the downturn in the economy from 2008 we had to make specialist staff redundant and downsize'

There also appears to be some who wish they could retire but must continue to work,

‘I am in cohort of women whose state pension age has been pushed back. Many freelance or commercial specialist archaeologists will have poor occupational pension provision and will need to work as long as they can.’

Though some planned to reduce their workloads even if they continue to work,

‘Likely to reduce hours or work part-time after age 60.’

Some are even using their wind-down time to train their successors,

‘I am a former scholar of the Society for the Protection of Ancient Buildings (21), an accredited conservation architect (AABC) and a chartered member of the RIBA. I also teach in a University at Masters level (Building Conservation) on a regular basis. Because I have specialist skills I have been able to leave full-time work but continue to offer one off reports etc as a consultant to my former employers. I am winding down, but hope to pass on knowledge to my successor.’

7.9 HOURS WORKED

Over two-thirds of specialists work full-time (defined as 35 hours or more per week) (Figure 31). As Buildings History specialists get older more tend to work part-time (defined as less than 35 hours per week) (Table 38). Data on working hours were not recorded in 2008 survey for Buildings History.

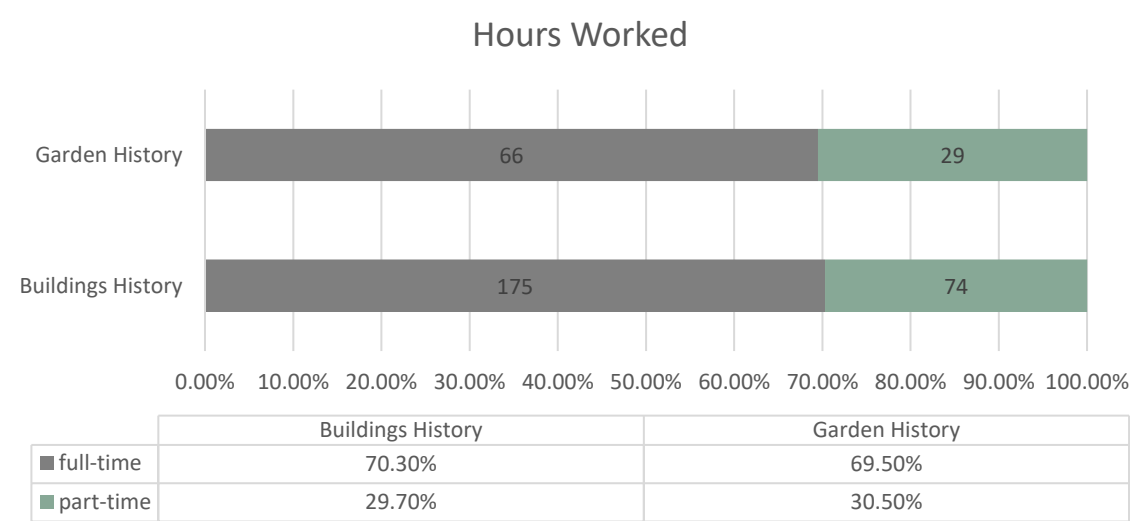


Figure 31: Respondents who are working full-time. Exact number of responses in data labels.



## 7.10 CAREER INFORMATION COMMENTS

Below are all the replies provided by respondents to the question 'career information - any further comments'. They have only been edited to anonymise responses and correct typographic errors where necessary. The full list of comments can be found in Appendix I, section 16.4, these are just a few significant ones, not already mentioned.

As discussed in the methodology, there was the risk that combining the surveys might cause some confusion and this shows through in some of these comments,

'I deal with historic environments as part of wider professional practice. This includes heritage projects, business planning, feasibility studies, heritage-led regeneration and economic development, policy planning and stakeholder engagement. This survey is very narrow in scope. only covering a very small part of conservation practice!'

**Clarification:** This survey was always meant to be narrow in scope. The recommendation has been made to run a much larger general historic environment specialists survey to ensure it does cover more of the conservation practice.

'This survey (including the bodies listed at 24 below) is very biased towards the archaeological world and will not give a true representation of the picture, as stated by the survey aims, nor the future needs of the more comprehensive extent and pan-professional activities that take place in the conservation sector. In consequence, its findings will need to be properly qualified to avoid creating a significant misrepresentation of the results.'

**Clarification:** In the survey, there was a question asking about organisations which respondents were members of but it did not include free text answers. Also, it did not include a full enough range of organisations. That question has been dropped from this report as the data were not useful because they did not represent the full range of possible answers. Future surveys will correct for that mistake. We hope this answer helps reduce some of this respondent's concern.

That question might also explain some of the other comments made,

'As the Burra Charter highlighted, heritage management is multi-disciplinary. We have also seen issues where one skill - be it the archaeologist, the architect, or the 'heritage manager' sought to take on board the full gambit of different skills with little success. Heritage is not an area where any one discipline can claim a monopoly, even the IFA'

Again, there were complaints about quality of work,

'One of the principal problems in the architectural side of the sector are poorly or underqualified commercial firms who have sought to move in on the back of difficult economic times, pushing fees down across the board and raising quality control issues, particularly for mid-range work. Confusion over different conservation accreditation levels does little to assist as few clients differentiate adequately depending upon project type.'

Hever Castle rose garden and fountain, Kent, England







Dolwilym Burial Chamber goes by two names; Arthur's Table and Gwal y Filiast (which means 'Lair of the Greyhound Bitch'. By Karen Sawyer CC BY-SA 3.0, via Wikimedia Commons

## 8 WAITING LISTS

About half of the respondents had a waiting list of work (Figure 32). These data were not gathered in the 2008 survey for buildings history.

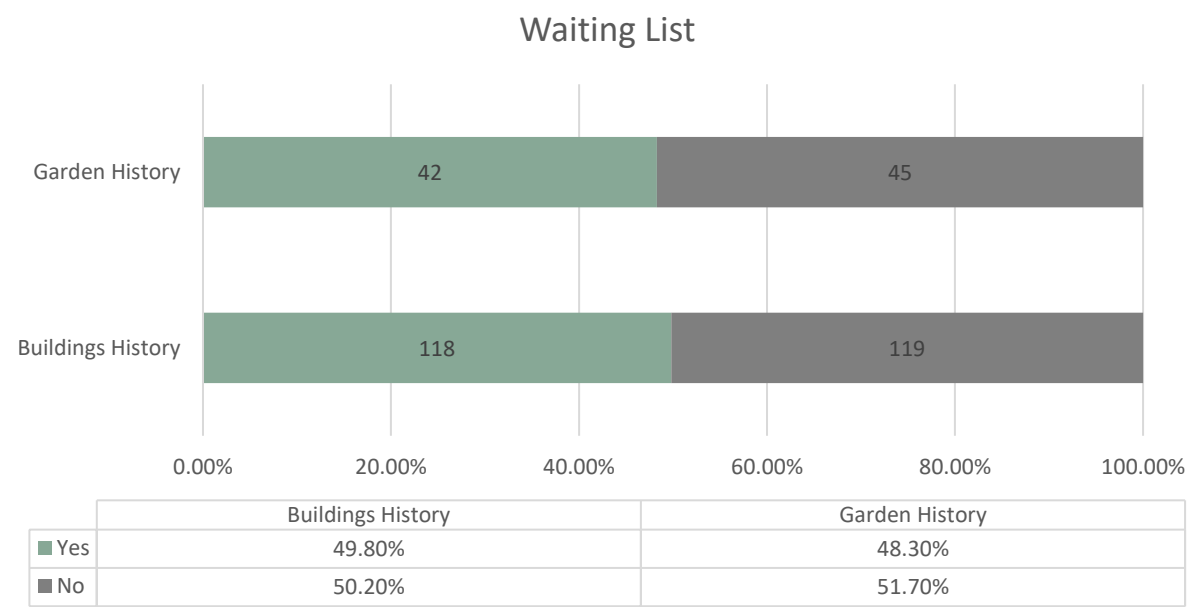
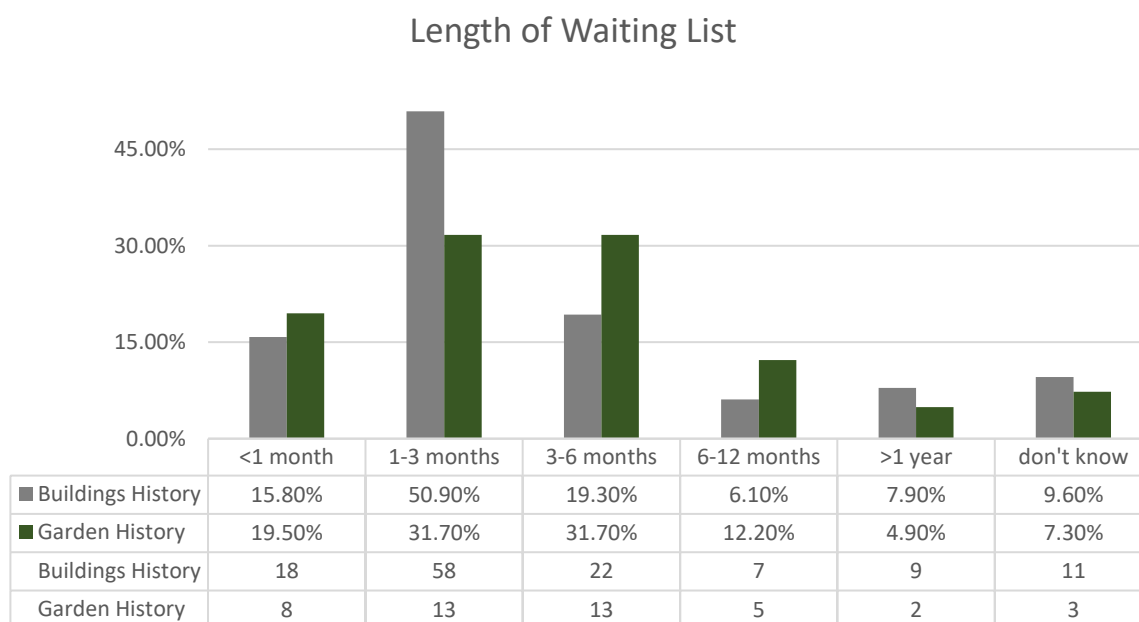


Figure 32: Those that have waiting lists of clients and work. Exact number of responses in data labels.

## 8.1 WAITING LIST LENGTH

Of those that that did have a waiting list the majority had waits of between one and six months (Figure 33).



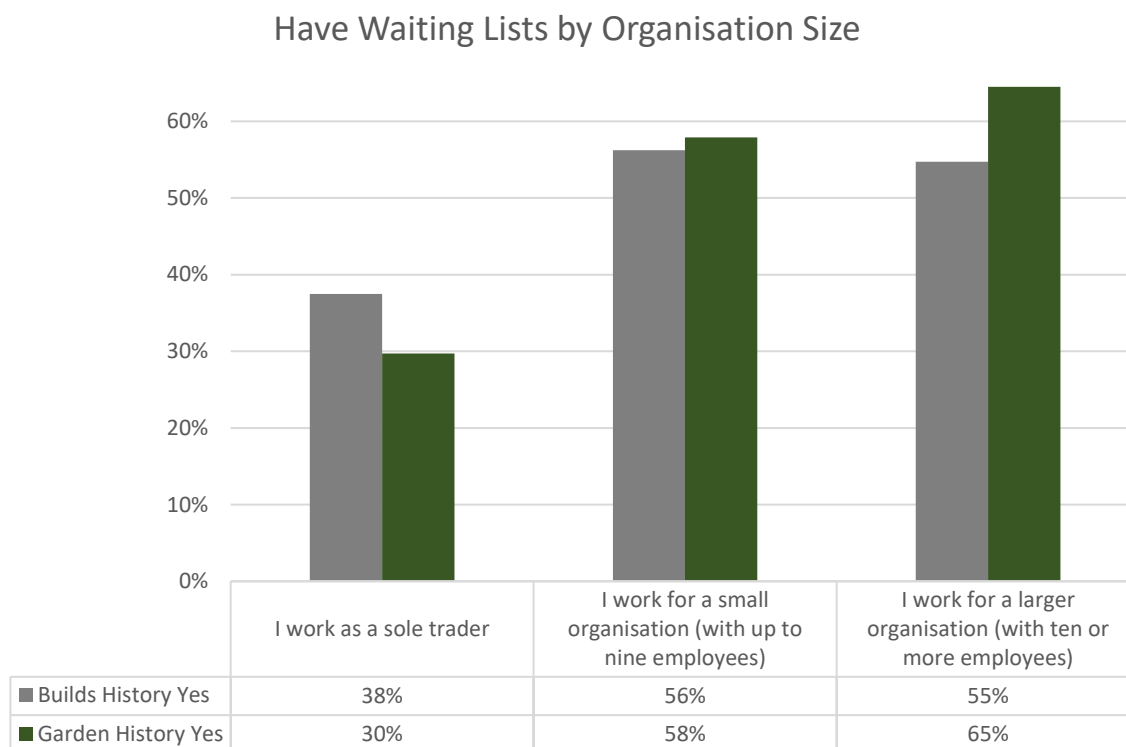
**Figure 33: Length of time of those that have waiting lists. Exact number of responses in data labels.**

This question was not relevant to all respondents:

'Not relevant to ask for waiting list, but I do have to turn down work and decline tenders due to lack of capacity.'

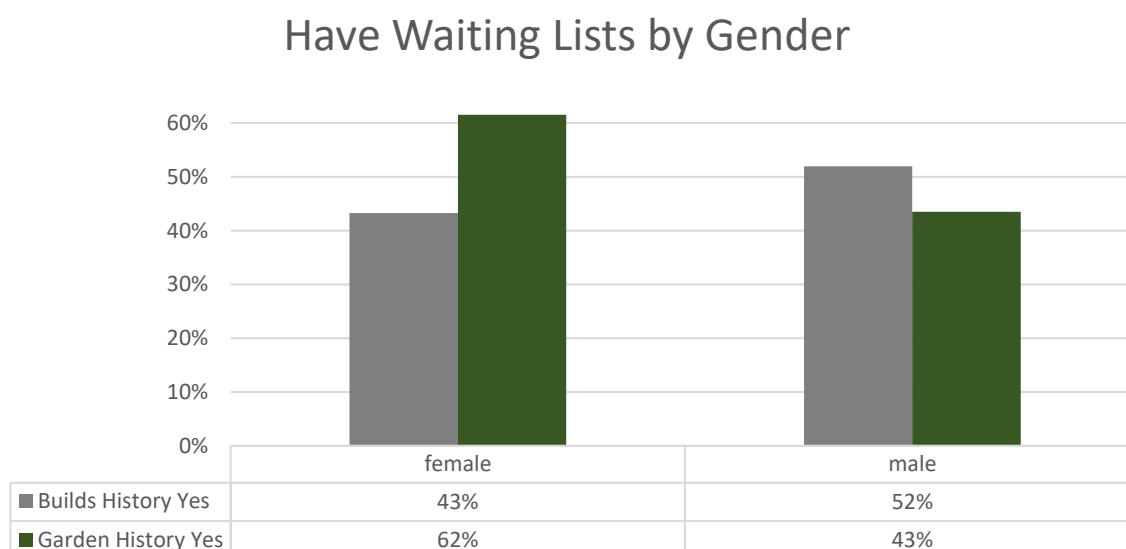
## 8.2 WAITING LISTS COMPARED TO OTHER FACTORS

Those that had waiting lists were compared to the other responses to this survey to ascertain if there were any correlations. Those that work as sole traders were less likely to have waiting lists (Figure 34). Sole traders tend to be older and have more experience (5.4 Organisation Sizes). However, there was no correlation between age and experience and having a waiting list (Appendix I, Table 40 and Table 41) which means the results are solely based on organisation size.



**Figure 34: Have waiting lists by organisation size.**

Another factor observed was that garden history had more women with waiting lists, while buildings history had more men in this situation (Figure 35). It is not possible to determine why that is from the data available.



**Figure 35: Have waiting lists by gender**





Orchard garden showing orchard trees, herbaceous perennials and ground-cover plants, at Hergest Croft Gardens, Herefordshire, Britain. By Rowan Adams (Own work) CC BY-SA 4.0, via Wikimedia Commons

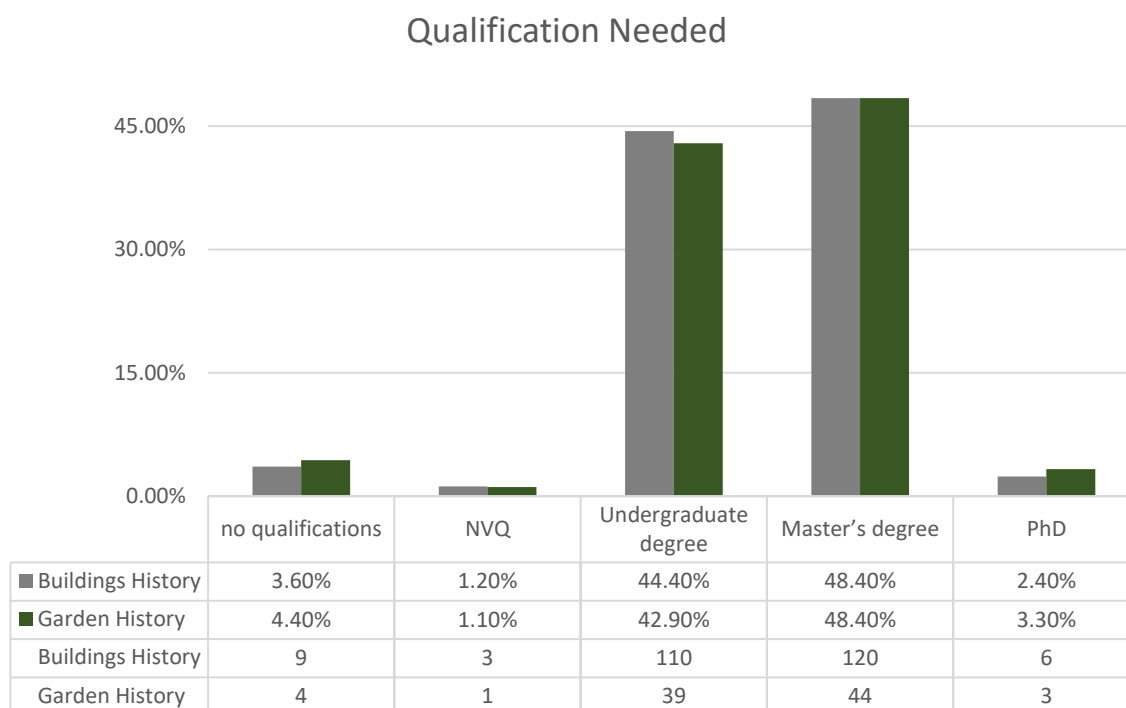
## 9 ENTRY LEVEL REQUIREMENTS AND TRAINING

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Respondents were asked a series of questions relating to what is required for a person to become a specialist and the availability of training.

### 9.1 ENTRY LEVEL EDUCATION

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. Surprisingly, 40% thought an undergraduate degree was adequate (Figure 36), while less than 20% of specialists have an undergraduate degree as their highest qualification earned. This question was not posed in the 2008 survey for buildings history.



**Figure 36: Level of qualifications believed to be needed by new entrants. Exact number of responses in data labels.**

Some of the comments expanded upon the thinking behind these responses:

'I put Masters level only because I'm not aware of any undergraduate courses which provide the specialist skills necessary to do a job in buildings archaeology or history. Thus I would expect new entrants to have done one of the specialist masters available.'

Some responded with very specific requirements for qualifications in their area of work:

- 'A graduate or postgraduate qualification specifically in architectural/building history or building conservation is particularly important.'
- 'Adherence to RIBA SCA process pertains as best route.'
- 'An archaeology degree or similar is an absolute minimum, preferable a Master's and practical experience.'
- 'An architect working on conservation will already hold a Masters degree in architecture and should hopefully have a further Masters degree in building conservation or equivalent experience. Award of a SPAB Scholarship would be



ideal. Experience will need to be gained working alongside an experienced historic buildings architect.'

Though some had the opposite response:

'A keen interest in the subject and some experience and a willingness to learn regardless of qualifications in the subject.'

This could all be surmised by this comment, 'the qualification depends on the professional discipline involved.' Given the range of people and fields involved in buildings history and garden history there is no one qualification route for someone interested in working in these subsectors.

## **9.2 DEGREE INFLATION**

These results suggested that only an undergraduate degree is adequate to become a specialist, though only in some areas as the comments indicate architects working on conservation must have a Masters and having Masters was a close second. However, ~60% of respondents have a Masters and ~15% have PhDs. More respondents thought that no qualification was required than thought having a PhD was necessary:

- 'Experience and intellectual ability are more important than actual qualifications; demonstration of competence and adherence to a professional code of conduct are beneficial aspects of membership of a professional institute and specialist accreditation, and these should be prerequisites for work in this field.'
- 'Genuine interest, enthusiasm and ability should rank more highly than paper qualifications.'
- 'An undergraduate degree does not compensate for experience on the job.'

Comments indicate that the very high level of postgraduate degrees seen in current practitioners is partially the result of some respondents attempting to improve their career prospects.

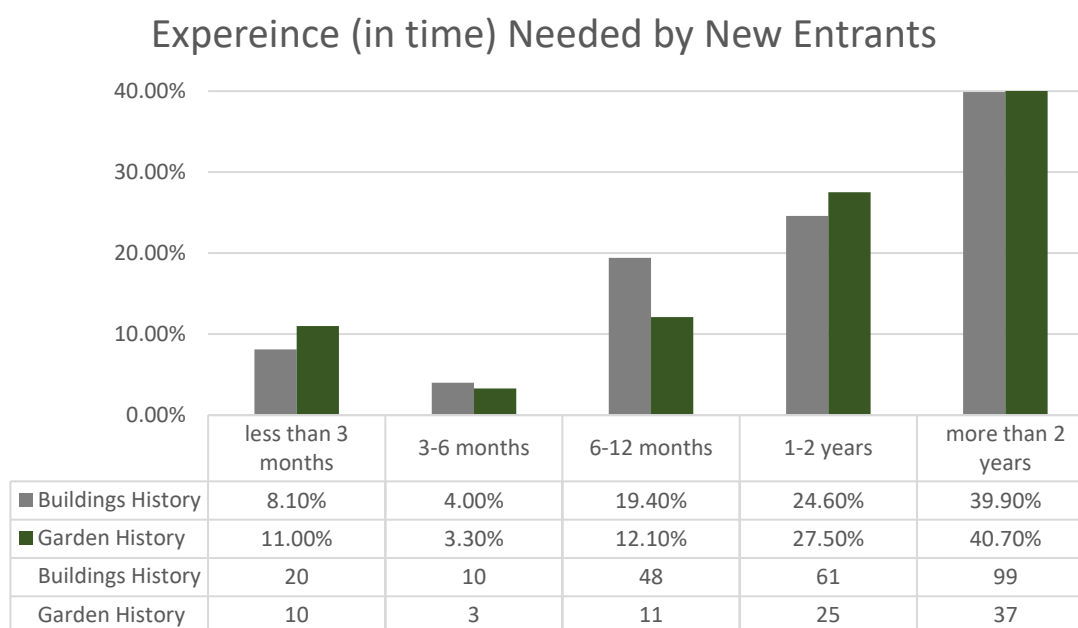
'I am currently doing an additional MA in Art Curating at (university), hoping to broaden my career options as I have another 2 years to work and have been in my current job for 2 years without prospect of developing my role further'

The high number of postgraduate degrees held by specialists appears to be degree inflation. Credential inflation or degree inflation is the decrease in the advantage that a degree gives its holder in the job market. Given the high number of postgraduate degrees when entry level requirements do not specify them and the comments left indicating the struggle to find employment it appears degree inflation is occurring in these subsectors.

**This is not to devalue any of the other reasons why someone might want to undertake a degree programme.** This is specifically referring to career prospects and not to the overall value of a degree.

### 9.3 ENTRY LEVEL EXPERIENCE

This survey also asked how much experience a new specialist might need to begin a career (Figure 37).



**Figure 37: Years of experience believed to be needed by new entrants.**

Some expanded upon their responses to give more nuanced views of the years of experience required. Five years is usually required for conservation architectural work:

- '2 Years is not sufficient 5 at least in Conservation.'
- 'I am an Advanced Accredited Conservation Architect. The RIAS Conservation Accreditation Scheme requires 5 years' experience after registration as an architect.'
- 'The AABC qualification (or new RIBA equivalent) is a requirement for working on grant-aided projects and is a good benchmark for ensuring that architects working on historic buildings have sufficient specialist expertise.'
- 'Full 2 years' professional experience post-graduation are required to enter the architectural profession.'

Many of the respondents found the questions about qualification and experience requirements to be too prescriptive on what new entrants need to begin their careers:

- 'There is no sensible way of setting a simple fixed set of criteria here. Some people and some specialisms require masters training, but then experience and guidance is far more important than further formal qualifications. For other specialisations (and for some people) a PhD is vital and only this really gives the person the base from which to then gain experience and benefit from guidance so that they can then provide a high quality professional service. In some cases, (such as illustration) it may be that formal archaeological qualifications need not be the starting point at all and other forms of qualification combined with experience are what is needed.'
- 'The above are indicative. I don't think any fixed qualification level or experience are required, one can offset the other and natural ability and/or interest can offset both. It is also rather a vague specialism and a high level of mentoring is required. I still would benefit from working with those more experienced than myself, unfortunately many of these people are retiring soon or have already left the profession.'
- 'In real life the criteria are more subtle - I have worked with people who had no qualifications but great understanding, and with highly qualified people who are complete rubbish. This questionnaire doesn't reflect the experience gap - if everyone wants to recruit highly experienced staff, where do they get that experience? We have always balanced seniors and juniors. The juniors are paid less and one invests in training and mentoring instead.'

- ‘So much is down to the individual - I don't think it is possible to be binary with this question.’
- ‘Everybody is different, every career path different. I wouldn't want to prescribe any particular route.’

## 9.4 ACCESS TO 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 initial, entry-level, training in their specialist area. For both garden history and buildings history the highest level of response was for 3 – medium level of difficulty (Figure 38). Garden history respondents tended to find entry level training more difficult to obtain. This might be related to a lack of formal courses available.

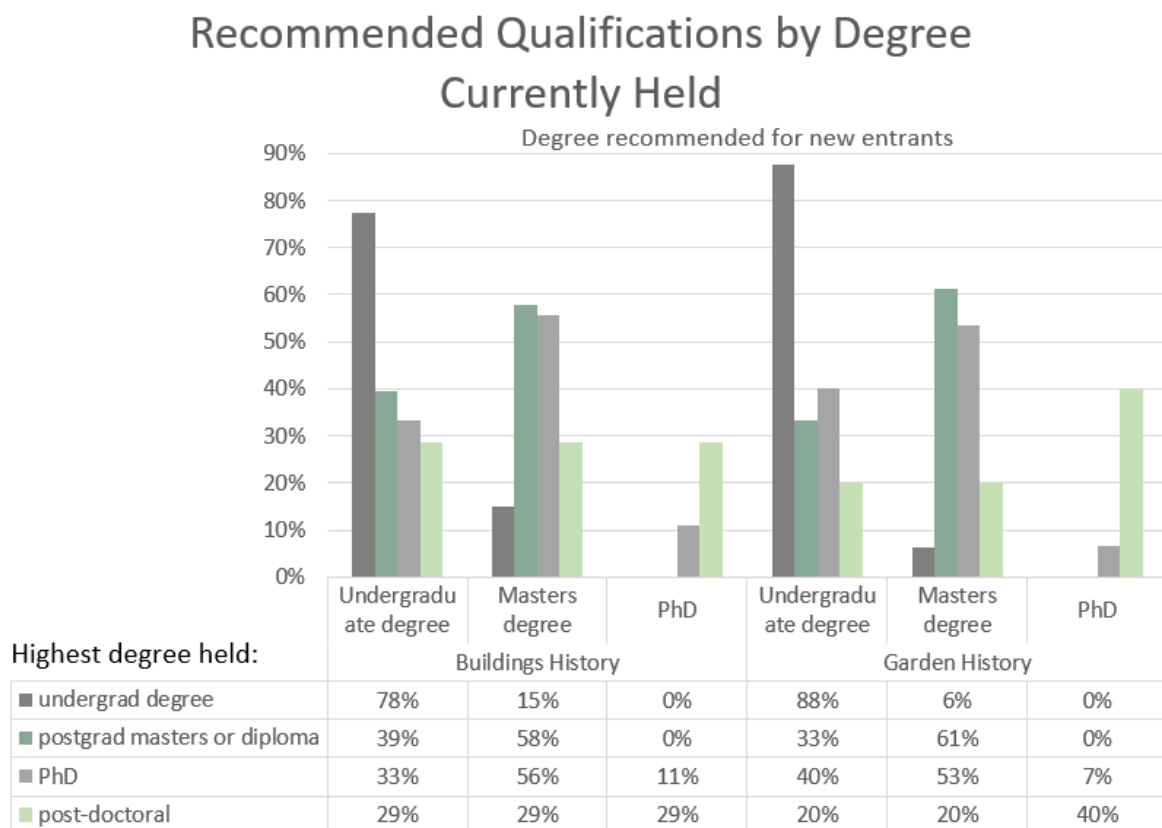
‘Specialised garden history and landscape conservation training is required, but few courses now available’



**Figure 38: Access to entry-level training.**

## 9.5 VIEWS INFLUENCED BY EXPERIENCES

Recommendations for qualifications needed were influenced by the respondents' experiences. Those with only undergraduate degrees recommend an undergraduate degree for new entrants. Those with a Masters mainly recommend Masters. While it was only people with PhDs that recommend getting a PhD, though the majority of them still recommend other degrees such as an Undergraduate or Masters (Figure 39).



**Figure 39: Recommended qualifications by degree currently held.**

No other factors were found to influence the responses to the questions in this section.

## 9.6 ENTRY TO PROFESSION

Many prospective specialists could enter this profession with an undergraduate degree, in many cases, and with a few years of experience. For buildings history a barrier is access to training but not for buildings history. This indicates it is possible to enter profession. How easy that is will be relative but the apparent ease was

enough for one of the reviewers of this report to ask, 'then why are so few in the younger groups moving into the sector?'. As noted earlier in this report there are very few specialists under the age of 35, or even under the age of 45.

Various results of this survey support a conclusion that these are not difficult subsectors to enter but ones that are hard to keep working in, or even get a job in. Several comments highlight this:

- 'I tried to find work in my town... without success'
- 'While I have for some time been very concerned about older specialists such as myself, I have in the last couple of years become much more concerned at how archaeology is losing young talent. I have seen at least 3 young (in their late 20s to early 30s) people with PhDs and with some year's professional experience deciding to just pack archaeology in and move to another sector (the BBC, teaching, landscape gardening /architecture) because of the way they were treated by their archaeological employers. They love archaeology and they initially loved the work (these are all people who entered the commercial sector) and they enjoyed the projects. They came to dislike the cavalier attitude of senior management in the organisations they worked for who seemed to still believe that skilled individuals are easily replaced and so they can be treated poorly. Quite understandably these people (who are already part of an all too scarce resource) firstly tried changing employer within archaeology as that is now easy for any skilled person and then when that did not bring the expected standards of management they left the profession (actually one of these people is in the process of doing this, but I will be amazed if she is still in the profession in 3 months' time). Until the management of many archaeological organisations become more professional (instead of just calling themselves 'professionals') and realise they have to value their major assets (skilled people) instead of sticking to the outmoded view that working in archaeology is a privilege and everyone is discardable, we will continue to suffer this drain of skills. We have never really been able to afford this and over the next few years this will exacerbate the impending pressures on the profession. This will result in a poor service being offered to clients and this will ultimately reduce the leverage archaeology has to maintain its position in the development process and in relation to government policy.'
- '[organisation] is probably the first independent historic buildings practice specialising in standing buildings only. We have kept going for 3 years plus by

not having children, not having a pension and periodic injections of personal money to keep afloat. The work we do is a real delight most of the time, we are highly-respected in our small corner of the sector, but it is no way to earn a living.'

The quantitative data indicate that there may not be enough work to support new entrants into the field. Half of all respondents had no waiting lists. Out of those that did have waiting lists the majority have waiting lists of less than three months. That time frame is unlikely to allow for the hiring of long term staff.

This survey recorded day rates but not the number of days worked. High day rates do not always translate into high annual salaries/pay if one is not able to have many chargeable hours/days. A recommendation is made at the end of this survey to collect these data in future surveys to estimate the financial health of specialists. At this point we cannot quantify poor pay but the comments certainly indicate that it is an issue:

- '.... Many people have asked to come and work for us, but they are all (understandably) looking for salaries in excess of what we earn: this means we are not passing on our experience or knowledge.'
- '... I have insufficient hours to do all that my job entails, and a great deal is done as unpaid overtime. The pay, such as it is, is not great, which may be a disincentive for younger people. However, this is the kind of field, like gardening, which is partly a vocation and done for more than just monetary reward.'
- 'I have been in the heritage sector since I was 16, I'm now 36 with a lot of experience and a related PhD and I still can't find (a) permanent (position) and **am on short fixed term contracts which pay less than the average graduate wage.**'

While in five years' time a good portion of specialists will start to retire there may not be the need to train a large number of replacements. The current slack in the market may be able to handle it. It could lead to improved working conditions for current specialists.



## 9.7 ENTRY LEVEL COMMENTS

There were additional comments given. Some other notable ones are highlighted here. The full list in Section 16.5, Appendix I.

Some respondents thought there should be business training:

- 'Entrants should also have formal training in Business Management'
- 'To operate as a successful Sole Trader, the individual also needs formal training in business management.'

While others raised other skills that people should have:

- 'Historic environment specialists need a broader background in UK history and European influences to put detailed knowledge and learning into context'
- 'Practical training to extend desk/digital learning'
- 'There is a general lack of understanding of the fundamentals of English local history, topography and documentation. Training people with expectation of GIS and digitised sources is no substitute for a basic understanding of landscape and village history, an awareness of the importance of parishes, types of records, and historical publications (e.g. records and county histories). Most people seem to think that medieval archaeology stops about 1066, and I am not aware of any serious teaching of later medieval archaeology/ history/ historical geography/ that would allow a continuation of the classic Hoskins/ Beresford/ Aston & Bond approach; instead the whole tendency is towards fluffy and meaningless analysis of trivial topics undertaken without a sound understanding of basics.'
- 'experience can only come from working in the sector that one chooses to do. Apart from general background very little experience can be gained from desk based learning initially. Such training should be considered as reinforcement and expansion of what is gained from work based experience and practice.'

### Other miscellaneous comments:

- 'Would regard this as minimum, but in effect most specialists in my area have a Masters and often PhDs. Mentoring required will depend on the range of the material they have seen and worked with and on the type of training they have received. The Archaeobotanical Working Group and the Charcoal and Wood Working Group are very important in this respect. Also essential is access to good comparative reference collections. The ability to investigate plant remains preserved by charring does not mean that the specialist can also report on waterlogged plant remains and charcoal for example. Different skills and experience are needed for different types of material. Also, regional knowledge of the area. For example, working on Near Eastern material does not automatically qualify a specialist to work on material from the UK.'
- 'There are so few younger people coming into this field that while the qualifications/experience above would be ideal, quite frankly if anyone is interested and bright, they should be encouraged wholeheartedly. The Historic Landscape Project with the Gardens Trust is running a new programme to encourage new people to get involved. Began in 2016 in SW and will be taken to other areas in future. 3-part training.'

Espalier trained plane trees in Erddig House gardens. By John Haynes CC BY-SA 2.0, via Wikimedia Commons.





The Cloisters below Bute Hall, Glasgow University. By Michael Harris CC BY-SA 3.0, via Wikimedia Commons

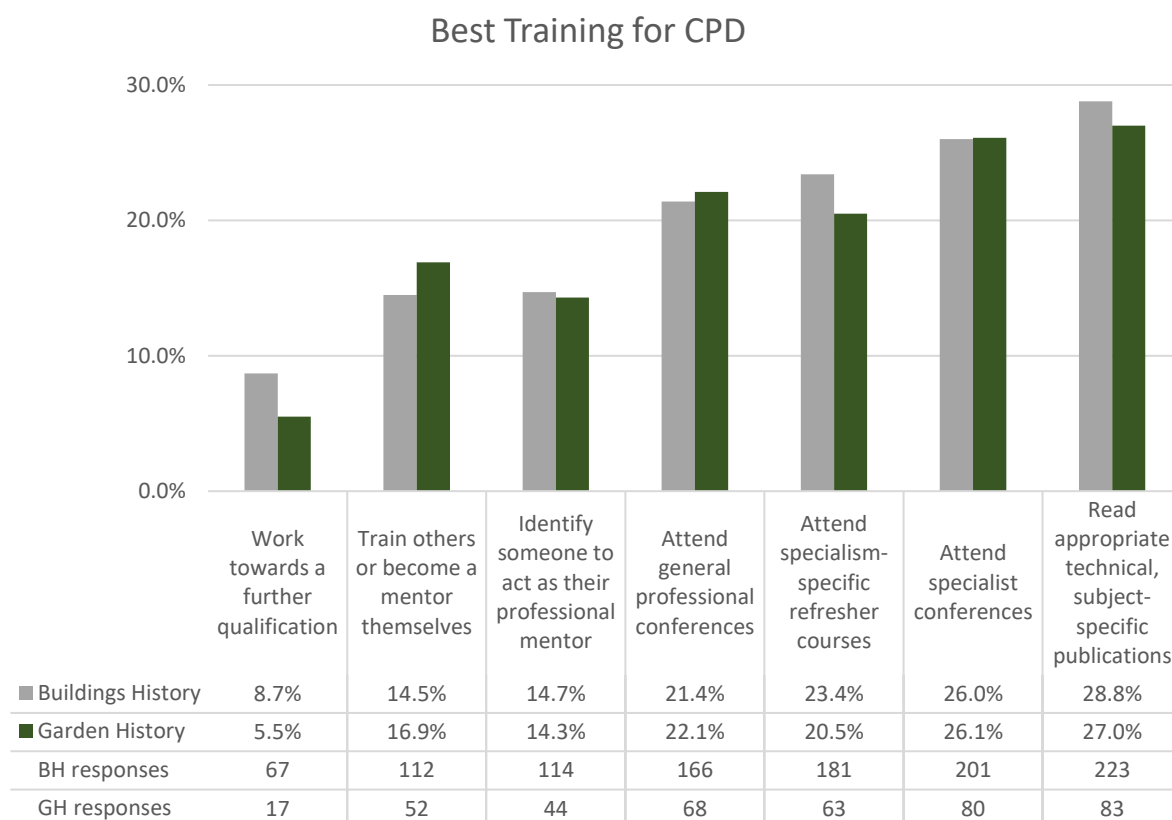
## 10 CURRENT TRAINING

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This survey also asked questions about ongoing training and continuing professional development (CPD).

### 10.1 CONTINUING PROFESSIONAL DEVELOPMENT

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. This question was not asked in the 2008 survey for buildings history.



**Figure 40: Training required for CPD.**

Reading appropriate technical, subject-specific publications was the most popular form of CPD, followed by attendance at specialist conferences (Figure 40). Working towards a further qualification was not seen as a high CPD priority. However, many respondents thought that all of these routes should be pursued:

- ‘I believe everyone should strive to attain all of the above. There is no such thing as a specialist who needs no CPD! it's essential to also pass such skills on to younger people in particular ’
- ‘All of these are of possible benefit and everyone should consider them all. Of course in each individual case (and at different times in one's career) the balance of these will vary, but nothing should ever be ruled out (or declared 'finished, I have done that') in continuing professional development.’
- ‘All the above are relevant, though specialist-specific courses and qualifications are not always easy to find. Enthusiasm for the relevant specialist subject is also essential!’



Some believe that training should be as holistic as possible:

- 'A wide range of historical/scientific/archaeological knowledge needs to be maintained regardless of specialism.'
- 'Any training and cross fertilisation of ideas and concepts should be welcomed. Broader thinking outside of the narrow confines of the heritage sector is very necessary. Commercial understanding of the development / property is also required as that directly or indirectly is where the work comes from.'
- 'Conservation can be highly sectoral; multi-disciplinary working should be encouraged to overcome this.'
- 'I believe that widening your study area and becoming involved in all types of archaeological and historical areas enriches your understanding of your subject. Teaching others allows you to refine your subject and the feedback you receive from the student tests or encourages you to question your own theories. Working with others in similar fields and continued private study keeps you current.'
- 'Be active in your work. A reliance on formal training once in practice will not offer a complete solution.'

There were contrasting views on how long someone should undertake CPD, with some believing it is a lifelong commitment:

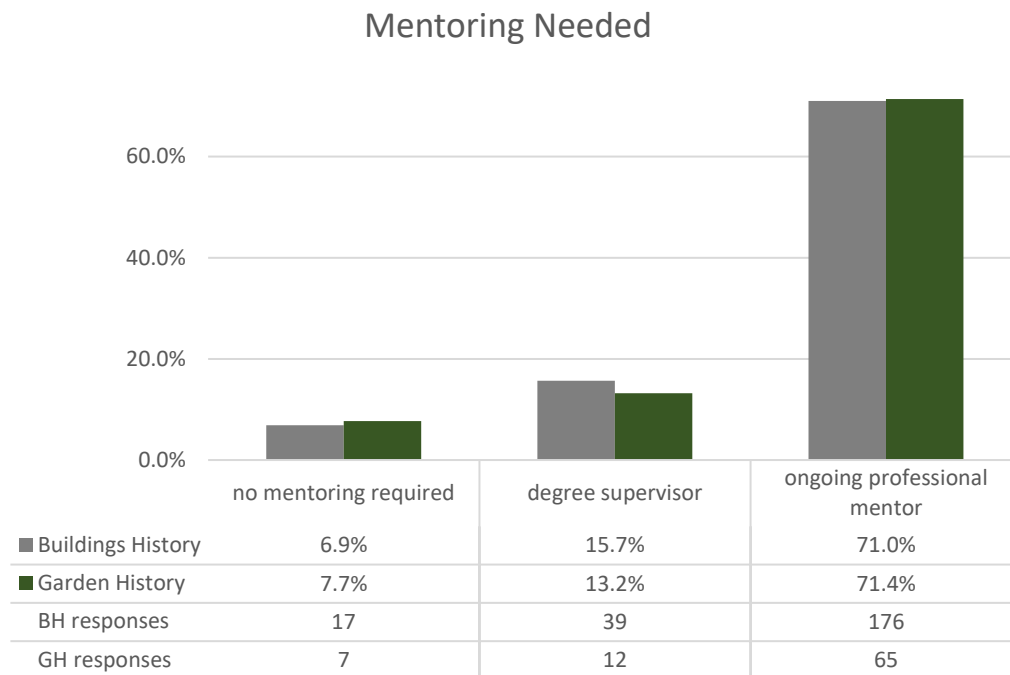
- 'Attaining conservation accreditation is a goal for architects working on historic buildings. Accreditation needs to be renewed and so ensures ongoing study and personal development.'
- 'Conservation and understanding architectural conservation will always be an ongoing thing.'

At least one commenter disagreed with this:

'I work as a specialist in historic buildings in my own niche area and have been doing so for thirty years - with the best will in the world going on a course would teach me nothing as I have a fundamental grasp of what I need to know (and a good home reference library to cover the gaps) - CPD may work for newcomers in the profession but if you do not know your job after twenty years you should resign in disgrace not take noddy courses.'

## 10.2 MENTORSHIP

Over 70% of respondents believe that an ongoing professional mentor is needed (Figure 42).



**Figure 41: Mentoring needed.**

This was reflected in the comments as well:

- ‘Entirely depends upon the individual. As for mentoring, not essential, but desirable and completely practical. Could be informal, merely the ability to ask someone who has been around longer, if they have seen a particular thing before.’
- ‘This area of work is about learning on the job - every site is different and experience takes years to accumulate - so an on-going professional mentor is more important than higher level qualifications.’

Many believe that mentoring is very important early in one's career:

- 'Consultants should always be qualified to degree level and be committed to a conservation philosophy. Mentoring is essential in early years.'
- 'A professional mentor is valuable at the inception of a career.'

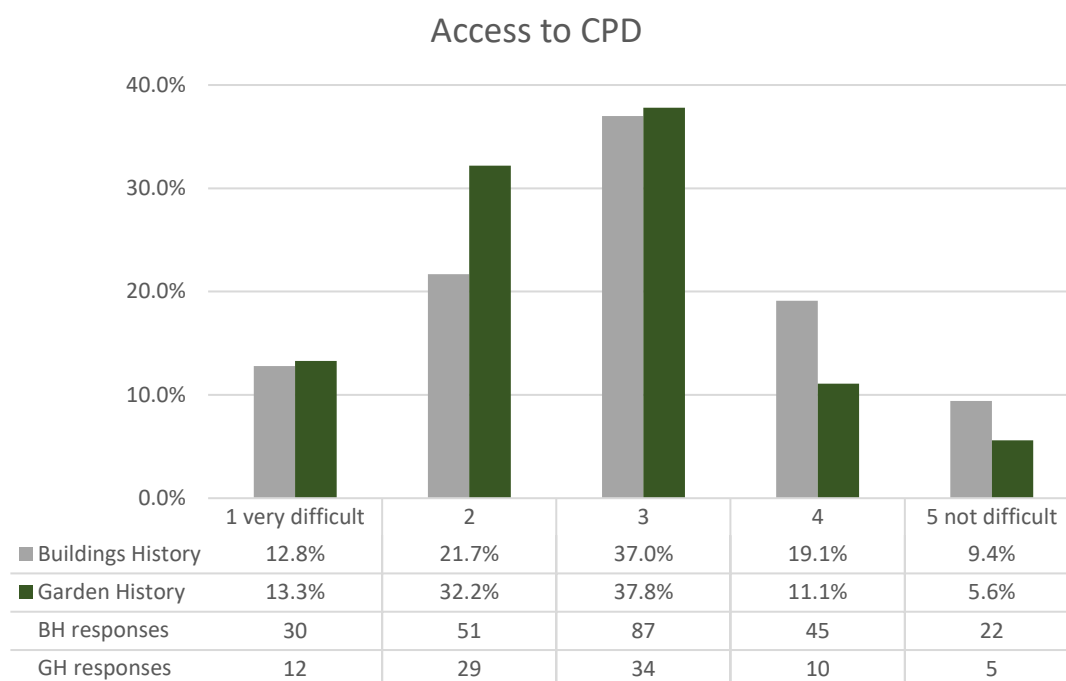
Current experiences with mentoring were shared together with suggestions on how to implement it:

- 'We involve junior members of staff in historic project teams to learn through the experience and they are closely mentored.'
- 'Peer to peer mentoring is vital, especially for small businesses in remote locations, computer packages cost a lot and recommendation and training help or use of packages for a small rental would be a really good idea, some small partnerships only need short term use and a larger company could mentor them with a view to sub-contract work.'
- 'My experience is that a high level of education/experience is needed for private sector historic environment work, particularly in small companies. I have a public sector background which provided invaluable experience and a structured progression with mentoring. this will be in short supply in the future, so consultancies will increasingly need to train their own people, which is hard for a small firm. So I think training will be patchy, unless there are national standards in the sector. I am keen on mentoring, but this is resource-hungry for both parties.'

The full list of comments can be found in section 16.6.

### **10.3 ACCESS TO ONGOING CPD 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.



**Figure 42: Access to CPD training**

As with entry level training more Garden History respondents found it difficult to find CPD (Figure 42). This was reinforced by the comments:

- ‘NO undergraduate/post graduate courses available and CPD limited.’
- ‘Decreasing numbers of specialist course for Garden History and Conservation and increasing emphasis on training and using volunteers to do archival research probably goes together but is not efficient as a method of working to produce complex management plans for important cultural landscapes.’
- ‘The professional care of historic landscapes, parks and gardens is increasingly overlooked. The value of the contribution of landscape specialists is diminishing in organisations such as Historic England and the National Trust.’
- ‘My organisation is very supportive of CPD but external opportunities are limited.’
- ‘Several courses have close recently. There is now no landscape conservation course. Many practice without specialist training.’

Out of the two subsectors reviewed the qualitative and quantitative demonstrates that garden history has a greater overall training deficient. But access to training is



highly variable based on the subject covered. Many respondents had trouble finding training for a range of topics, regardless of subsector:

- 'Conservation is almost entirely absent from architectural courses (I am an architect by training), meaning that the only way forward is a mix of professional experience and postgrad training, the former not always being easy to find and the latter often expensive.'
- 'I am about to carry out research into small scale historic harbours; there is almost no professional or technical guidance, and training tends to be engineering based.'
- 'Not many courses relating specifically to buildings recording in terms of CPD'
- 'Virtually no training available in dendro in UK, current crop of UK dendros have mostly done PhDs in it in English Unis or abroad.'
- 'Post grad. CPD in buildings archaeology is essential and very much missing. It is extremely difficult to find short courses or even accredited buildings courses at post grad. Level and it is badly needed.'
- 'There are few schools of Architecture that teach or train Architects in conservation. It always seems to be a specialism you seek out and either work at or do supplementary training/or study for. '
- 'Petrology is unfortunately a dying art, with few people prepared to put in the training.'
- 'Places of worship-churches, mosques, Temples, etc are not considered particularly important and training etc is not really available.'
- 'There is little specifically related to dealing with historic buildings and it is not taught in our architecture schools!'
- 'While you can study basic Roman wall decoration at University there are very few surviving examples of Roman wall plaster in the UK which makes it difficult to take the subject to a specialist level without leaving the country.  
**The subject is not widely known** and unless you are part of a project close work is not easily accessible or available.'

'The subject is not widely known' summarises many of the comments about an inability to obtain CPD. Many of the topics are so specific that there might only be a handful of people interested in CPD. One of the commenters suggested a route to address this issue,

'More heritage specific CPD would be very welcome. The profession is fragmented across many bodies, and these combining their access to CPD and seminars would be very useful.'

A recommendation is made by this report to develop more cross training between heritage bodies. As mentioned in many comments, this work is undertaken by archaeologists, historians, architects, horticulturalists and a whole host of other professions, each represented by their own organisations. Given the low number of specialists in any one topic training needs to be cross professional to reach the critical mass required to make the training financially viable.

Caution should be taken when running cross profession and sector training to ensure some feelings about professional boundaries are respected and that some areas do not feel as though they are being over taken by others,

'Garden history as a subject often gets subsumed under buildings history or other topic ...it is a specialism in its own right.'

### **10.3.1 CPD for more advanced topics**

A concern raised was that too much of the CPD was aimed at entry-level types of training. Because of this, a recommendation is made at the end of this report to increase the range of CPD offered.

- 'Not enough expert specialist CPD training available for those having worked in this field for a few years- all targeted at entry level in the field.'
- 'Most of the post graduate courses have finished, and although there are some starter courses for those beginning in the field, there is not a lot out there. Grapevine is starting to try to fill this niche but is London based at present.'

### 10.3.2 Barriers to Training

There were a series of comments that highlight some of the issues that people experience in trying to obtain training. Foremost was the barrier of cost:

- 'Conservation training courses are expensive. Without support from my employer I would not have been able to gain the appropriate quality, breadth and depth of CPD necessary'.
- 'Cost is a big factor, especially now when first degrees are significantly more expensive than they were when I qualified.'
- 'Cost is sometimes prohibitive, and companies will obviously only pay so much.'
- 'It is difficult to find appropriate CPD at reasonable cost that does not take up too much time.'
- 'There is not much training available. The cost of training is often high.'

Some even thought finding training was easy but it was cost that was the greatest factor:

- 'I don't think it's difficult to find training, but I think covering the costs is difficult by your employer/ financing oneself at an entry level position.'
- 'I said very difficult as further training beyond u/g degree requires significant investment: it's easy enough to find the training, but lack of finance for masters courses restricts entry pool.'

There were several commenters who disagreed that cost is a barrier:

- 'Some will say that cost is a deterrent, but there are bursaries and, importantly, low-cost and DIY alternatives.'
- 'Training is widely available and not expensive.'

Several people mentioned geography/distance as a significant problem in accessing training:

- 'I live in West Wales, so there are not many opportunities, they are mostly in Cardiff.'
- 'Training in the central belt of Scotland is available but travel will be involved for those farther away.'
- 'Probably depends where you live - good courses in Oxford near us.'
- 'Oxford provide some very useful courses but too far away and very expensive to attend.'

Finally, time was raised as a barrier to obtaining CPD:

- 'It is most difficult to pay for it and to make the time to attend training.'
- 'Overall it is easy to get further training but while working it is much harder as often there is no time and/or money for a commercial company to send staff to undertake costly courses which not always are that useful as they may only be designed to fulfil (tick the box) the cpd requirements. '
- 'There are courses but I'm not sure employers are releasing people, especially in the hard pressed Local Gov sector.'

### **10.3.3 Quality of current training**

For the training that does exist concerns were raised about the quality:

- 'The quality of training varies enormously (both at university and at professional level) and this remains a problem for the people who are trying to undertake the training. I suspect nothing can really be done about this as the only checks on all this are effectively box ticking systems, but it would be marvellous to be able to find a way to provide some quality assurance one day.'
- 'Other than Ironbridge and York there are no institutions offering courses in historic building archaeology that are worth the paper they are written on.'
- 'Training providers within the heritage sector are not used to working in a commercial environment and certainly not within the development or property market that provides the bulk of the work. They do not have any knowledge of or provide any training in how to deal with buildings or landscape in any form apart from very vague theoretical references.'

- ‘We attend courses and conferences but - apart from the very specific skills-based ones - they don't teach us anything new about the care of the historic environment’
- ‘Most CPD training in conservation is of a very poor standard.’

### 10.3.4 Additional Comments

The full range of comments can be found in section 16.7. Some other notable comments made are presented here.

As noted throughout this report there are very few young people going into these specialisms. A fact that has been noted by others and some believe related to training:

‘I think it is very important to distinguish between conservation-led careers in buildings, for which I do see some career paths, and skills in building analysis and recording which are quite separate. The latter is my area of expertise.

I think the entry level jobs that were available when I entered the profession in 2004 have dried up. Even then it was difficult, but there were archaeological units and others who were willing to take on inexperienced staff and train them up. I'm now aware of very few private sector employers who do this. The government-sponsored sector (where I now work) is increasingly reliant on an ageing set of specialists trained in the 1980s under the listed building resurvey and/or RCHME days. These avenues are not now available. I don't think there are sufficient specialists under 40 in the sector to replace those currently nearing retirement age. And I think there are even fewer coming through in their early 20s to replace even my generation, let alone the one before. At some point there will be a crisis in the provision of such specialist expertise.’

There were some comments on specific courses/course providers on how to improve training:

- ‘There is no PROFESSIONAL training in the most effective way to write conservation plans, and not much other training in analytical skills. Some County Gardens Trusts provide training for volunteers but this is inadequate

for professional sector. Perhaps the Gardens Trust/GHS could take on this aspect?’

- ‘Many courses eg HELM are free for local government, but no account is given re charging of whether the private sector professional is an individual or a large company. Sometimes difficult for an individual to afford the fees.’

A few people also saw volunteering as an option to obtain the training and experience they might need:

- ‘Any initial training I received was via volunteering via my own volition.’
- ‘In order to get experience, I did an unpaid internship for one day a week for two years, at a council which I arranged, alongside my normal job. It was not the norm and I was lucky to get the placement. It was only through pushing myself forward that this was possible. I then had to work in the evenings and eventually freelance to gain the experience I needed to get a job in this field. There is very little in the way of appropriate career advice. This field should be promoted in art schools, there are very many crossovers with philosophy / art having come originally from a fine art sculpture background, I know myself for this to be true and I find it hugely fulfilling and challenging. I am keen to continue working in this sector and expanding my knowledge.’

## 10.4 BEING A TRAINER

Respondents were asked if they were a trainer (Table 19). The responses were almost evenly divided between the possible choices. This was not surveyed in the 2008 Buildings History report.

Response	Buildings History	Garden History
<b>I have previously been a trainer, but I am not now</b>	69 (33.3%)	24 (32.9%)
<b>I am currently a trainer</b>	67 (32.4%)	24 (32.9%)
<b>I am not currently a trainer, but I would be interested in becoming one</b>	71 (34.3%)	25 (34.2%)

**Table 19: Trainer experiences.**

Respondents could comment on this question. Most used the comments to explain what they do:

- 'As I'm also trained as an architect, I currently teach design at University level, but I have not found the universities to be interested in my skills as a historic environment practitioner.'
- 'I am hoping to become a trainer again very shortly.'
- 'I run short courses in photography for archaeologists and also buildings archaeology aimed at under graduates.'
- 'I currently provide on the job training to more junior staff.'
- 'I lecture final year students at University.'

There was one negative comment about the current quality training:

- 'Most 'training' is hoop-jumping, or more about 'coffee' and 'break-out sessions'. It's on the job practice, especially alongside more experienced colleagues, that matters. All too often the 'trainers' are professional 'trainers', and 'training' is all they know about.'
- There appears to be a wealth of experience in delivering training in these subsectors. Should organisations look provide training opportunities there will be many experienced people to provide it. Indeed some are quite keen to deliver paid training:
- 'In a volunteer capacity I train volunteers for a county Garden trust in research and recording of historic designed landscapes. I do not provide professional training but would be interested in doing so if there was any scope and a commercial pay scale.'

The full list of comments can be found in section 16.8.



Parade Gardens in Bath, England after a summer rain shower. By Diliff GFDL, CC-BY-SA-3.0, via Wikimedia Commons

## 11 CHANGING LEVELS OF DEMAND

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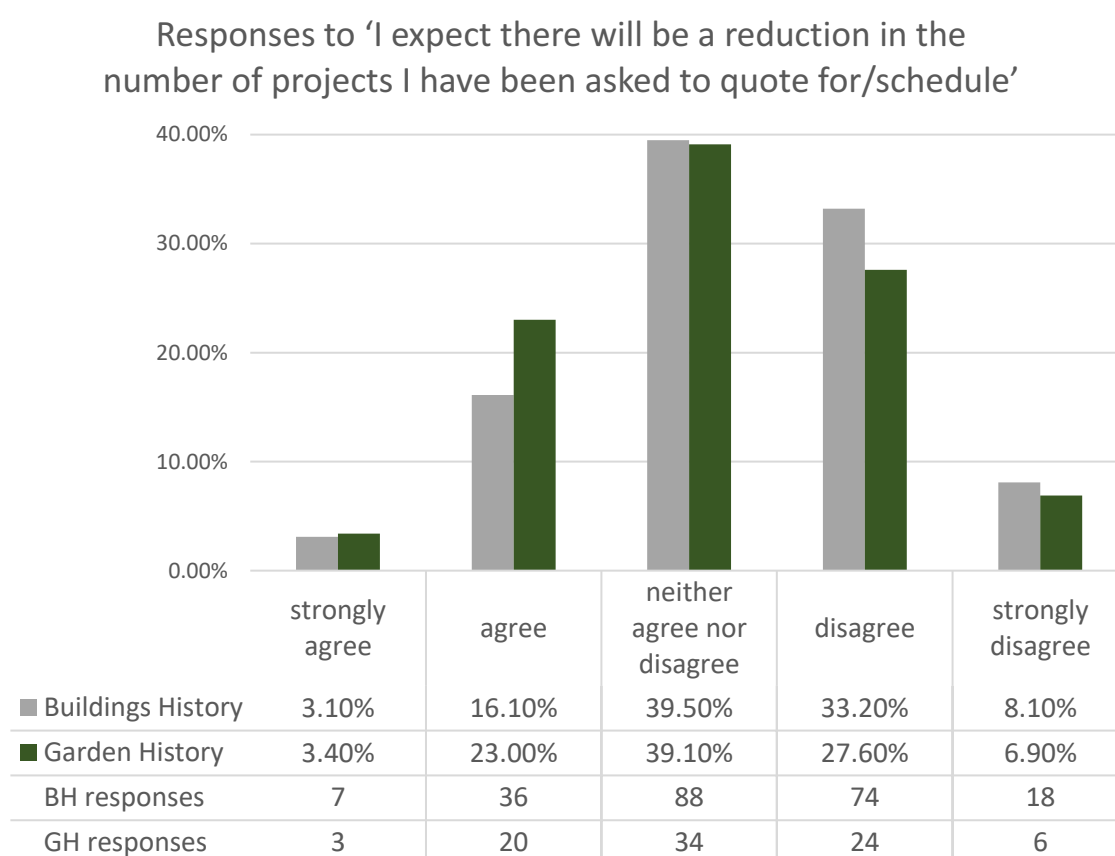
Respondents were asked to what degree they agreed with a series of statements structured around anticipated changing levels of demand in their sectors. There have been indications that there will be increased demand in work driven by construction (as identified by Hook *et al*/2016). These questions were aimed at assessing demand for work in the near future and thus potential labour demand. This also would provide a snapshot of the relative health of these subsectors. This series of statements were:

- ‘I expect there will be a reduction in the number of projects I have been asked to quote for/schedule’ (more disagreed)
- ‘I expect that I will be asked to reduce the cost of specialist reports’ (more agreed)
- ‘I expect there will be increased pressure on the time I take to complete specialist reports’ (majority agreed)
- ‘I expect that I will be asked to cut back on aspects of reports’ (i.e. visiting external reference collections, further research) (more agreed)



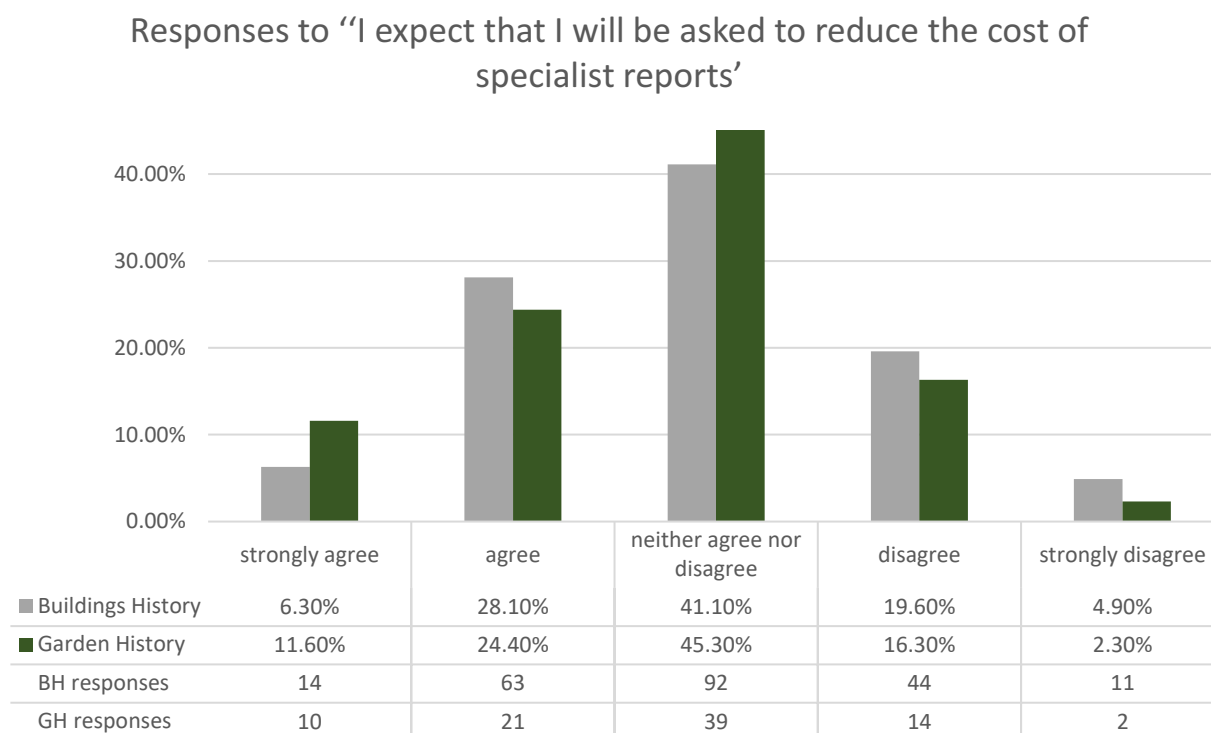
For all questions, the largest number of responses were for the 'neither agree nor disagree' option. This would indicate that many of the participants are either unsure of the future or see it not changing from current conditions. A slightly higher number seem optimistic that there will be the same levels of work or more work in the future (Figure 43). Though more see themselves being asked to reduce the cost of specialists reports and for there be more demands on their time.

These data combined with the findings on new entrants into these subsectors indicates that these subsectors do not have enough work to support many new entrants. While the quantity of projects are likely to stay the same and quality will suffer.

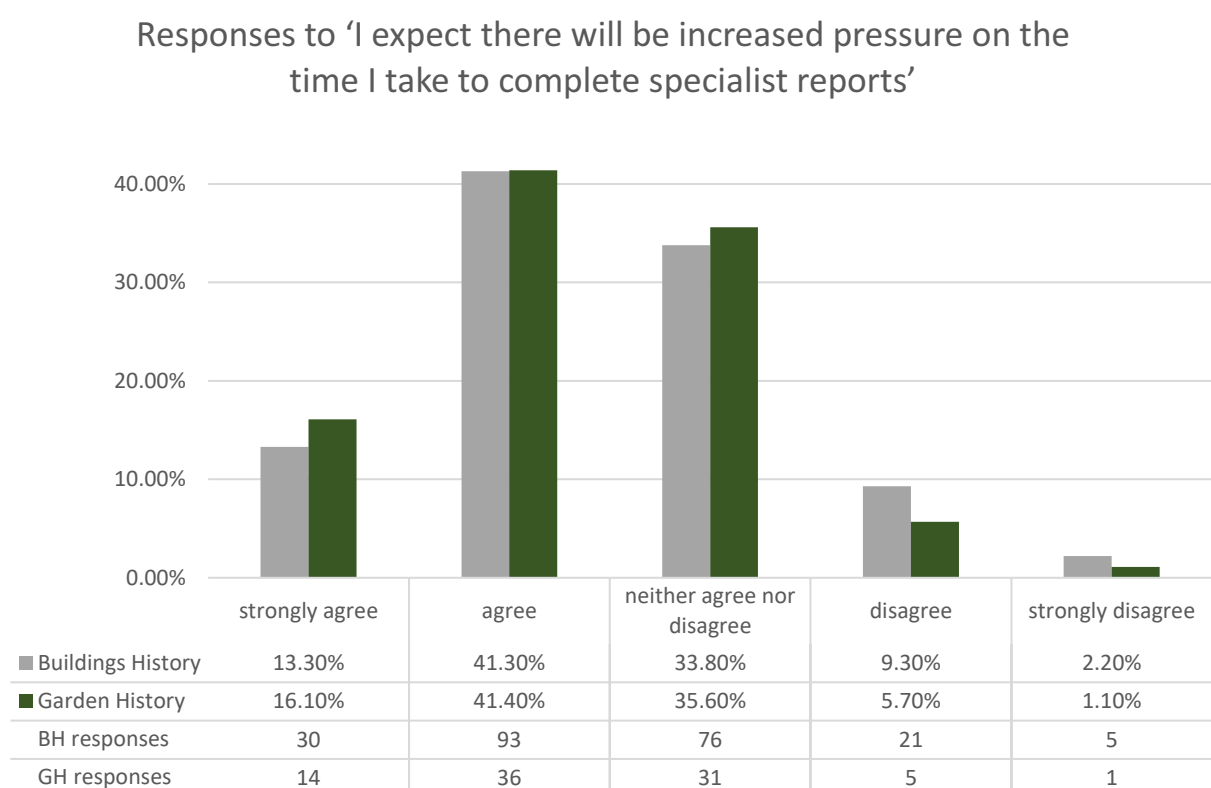


**Figure 43: Responses to 'I expect there will be a reduction in the number of projects I have been asked to quote for/schedule'.**

More disagree with the question than agree with it, but ~40% did not express an opinion. Likely the result of being cautious about what the future holds.

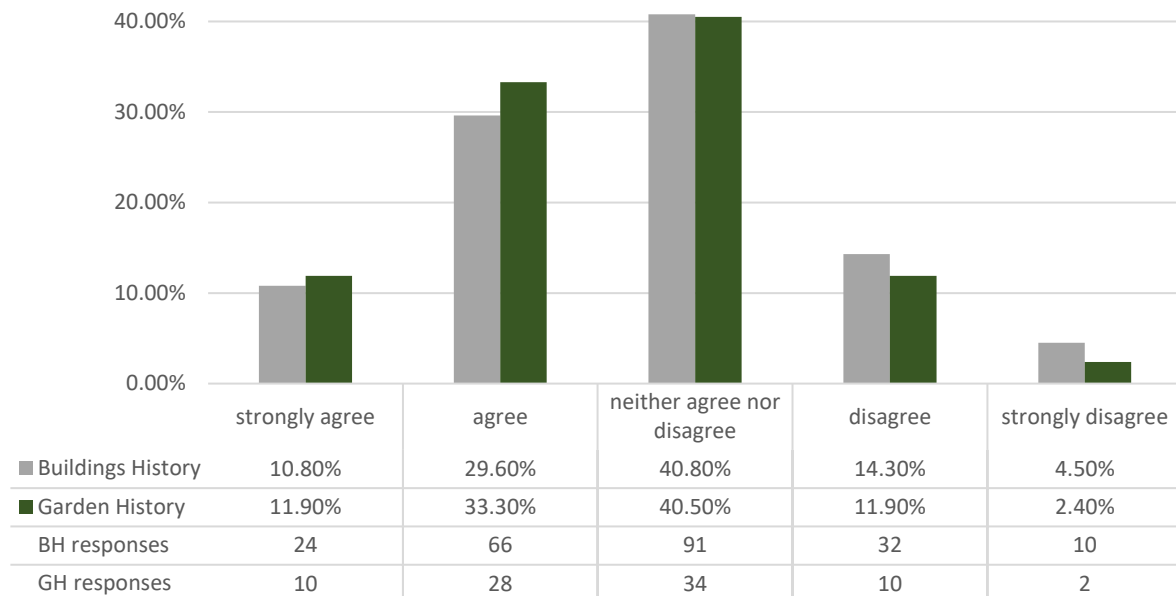


**Figure 44: Responses to ‘I expect that I will be asked to reduce the cost of specialist reports’.**



**Figure 45: Responses to ‘I expect there will be increased pressure on the time I take to complete specialist reports’.**

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



**Figure 46: Responses to 'I expect that I will be asked to cut back on aspects of reports' (i.e. visiting external reference collections, further research).**

## 11.1 EMPLOYMENT SECURITY

Questions were also asked of those that were employed about their job security, in order to assess individuals' confidence in their future employment prospects.

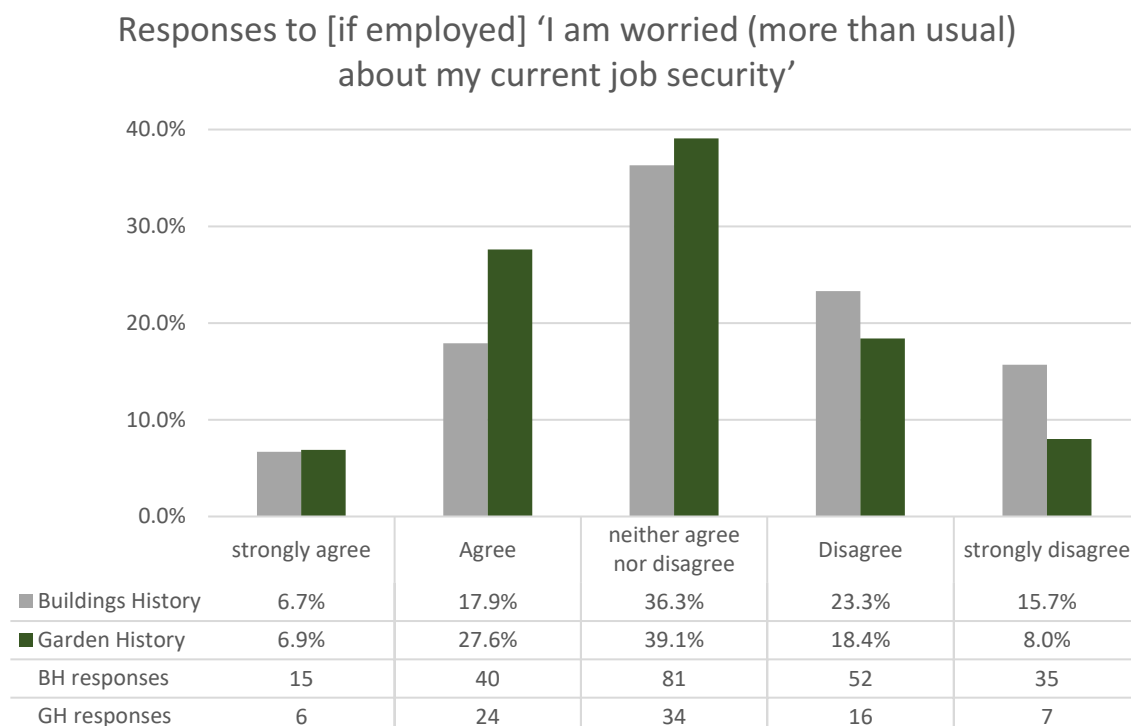
- 'I am worried (more than usual) about my current job security' (more disagreed)
- [if employed] 'I expect that I will be asked to carry out other non-specialist duties which were not originally part of my post' (non-significant number agree more than disagreed)
- [if employed] 'I expect that I will have to take an increasing amount of work home to maintain standards due to pressure on time allotted during working hours' (more agreed)

- ‘I expect that there will be a decrease in the number of historic environment specialists’ (more agreed)

Like the other questions, the largest number of responses were for the ‘neither agree nor disagree’ option. Again, this is interpreted as that many of the participants are either unsure of the future or see it not changing from current conditions.

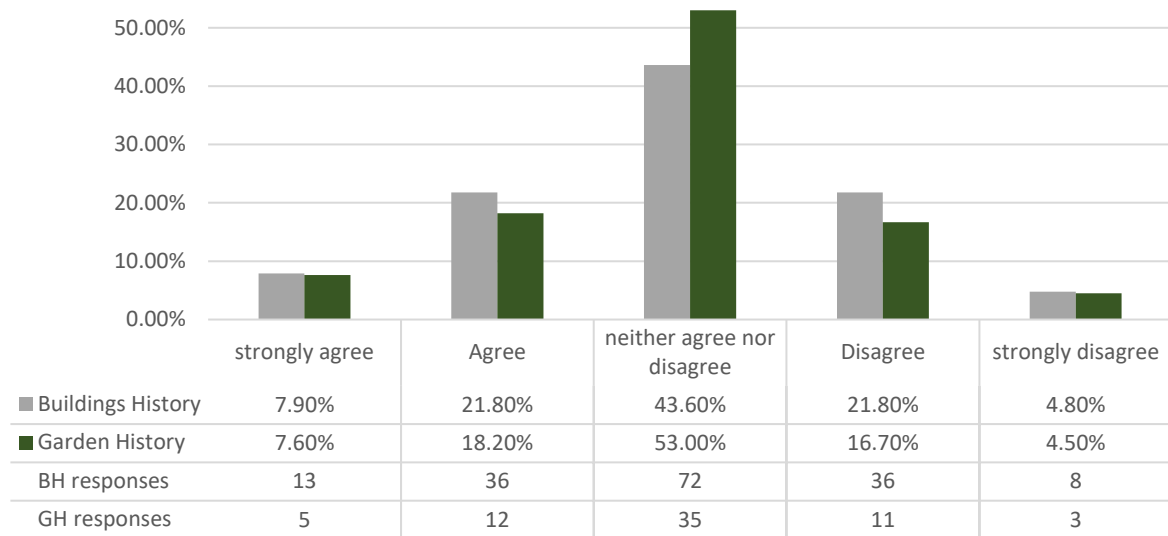
Even though more employed people were not worried (more than usual) about their job security there were still significant numbers who were, ~25% of buildings history) and ~35% of gardens history (Figure 47). A quarter to a third of those working in these subsectors are experience potentially high levels of stress and financial insecurity.

Moreover, more respondents thought that there will be fewer historic environment specialists in the future (Figure 50). If this is true than there may not be any jobs for new entrants into these subsectors.



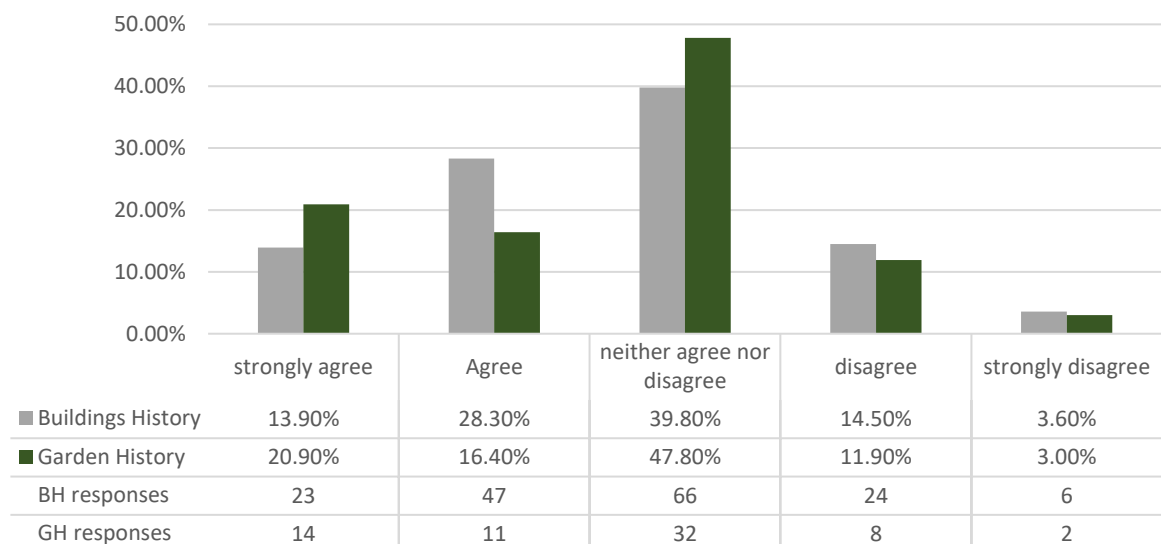
**Figure 47: Responses to [if employed] ‘I am worried (more than usual) about my current job security’.**

[if employed] 'I expect that I will be asked to carry out other non-specialist duties which were not originally part of my post'

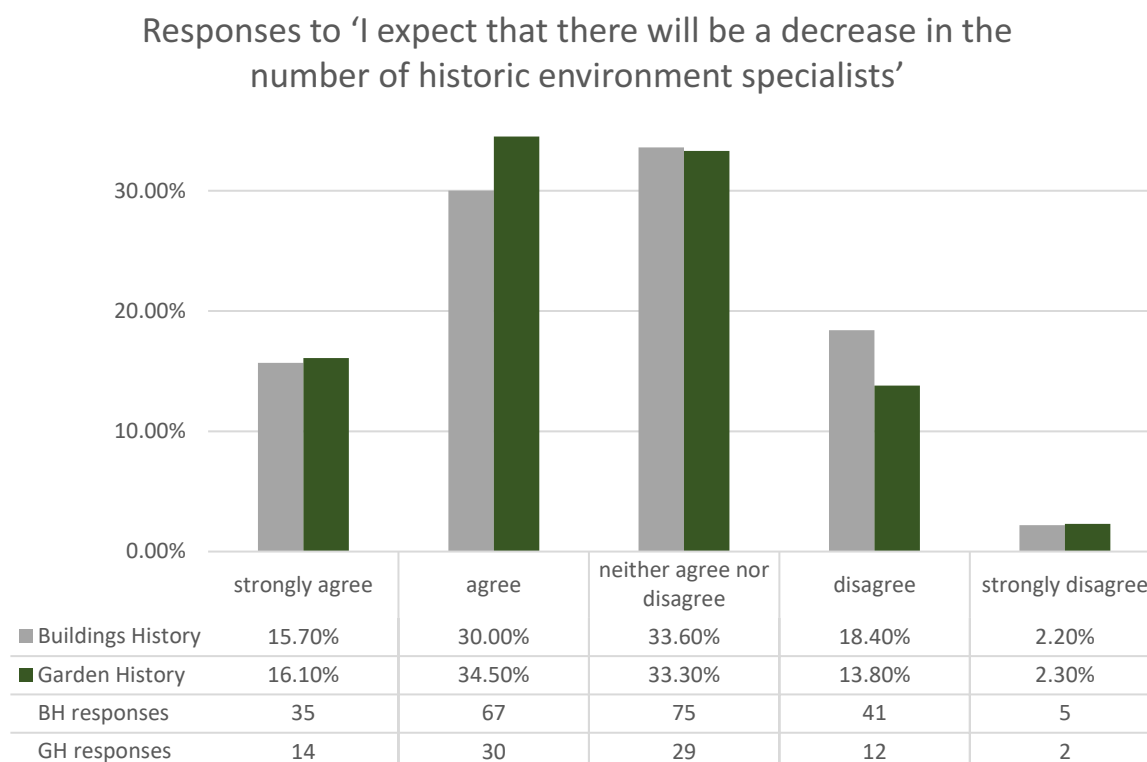


**Figure 48: Responses to [if employed] 'I expect that I will be asked to carry out other non-specialist duties which were not originally part of my post'.**

Responses to [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'



**Figure 49: Responses to [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'.**



**Figure 50: Responses to 'I expect that there will be a decrease in the number of historic environment specialists'.**

This results in a close to normal distribution (bell curve response) for all the questions. Essentially, most of the respondents indicate no change in circumstances but on the ends of the spectrum there are individuals who see great improvement in their working conditions or a bleak future. Those individuals on the extremes would not recognise those at the other end as being in the same profession as each other.

The 2008 survey used interviews to assess change, and so the results gathered then are not directly comparable with the results of this survey.



## 12 BREXIT

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Respondents were then asked to what degree they agreed with precisely the same series of statements as in the previous section but structured around whether they thought that the UK leaving the European Union will have an impact on their working lives.

There was not much variation in responses compared to the answers listed in the previous sections, except for more people choosing 'neither agree nor disagree' (Table 20). This would indicate that there is more uncertainty about Brexit's impact upon the sector than anything else. Given that the terms of Brexit had not been decided at the time of the survey, these answers are not surprising.

**Table 20: Responses to Brexit questions.**

Responses	Buildings History	Garden History
<b>'I expect there will be a reduction in the number of projects I have been asked to quote for/schedule'</b>		
strongly agree	22 (9.4%)	10 (11.2%)
Agree	48 (20.6%)	16 (18.0%)
neither agree nor disagree	94 (40.3%)	35 (39.3%)
Disagree	54 (23.2%)	25 (28.1%)
strongly disagree	15 (6.4%)	3 (3.4%)
<b>'I expect that I will be asked to reduce the cost of specialist reports'</b>		
strongly agree	17 (7.5%)	11 (12.6%)
Agree	53 (23.2%)	19 (21.8%)
neither agree nor disagree	90 (39.5%)	34 (39.1%)
Disagree	55 (24.1%)	20 (23.0%)
strongly disagree	13 (5.7%)	3 (3.4%)
<b>'I expect there will be increased pressure on the time I take to complete specialist reports'</b>		
strongly agree	20 (8.7%)	10 (11.4%)
Agree	60 (26.0%)	24 (27.3%)
neither agree nor disagree	98 (42.4%)	38 (43.2%)
Disagree	42 (18.2%)	13 (14.8%)
strongly disagree	11 (4.8%)	3 (3.4%)
<b>'I expect that I will be asked to cut back on aspects of reports'</b>		
strongly agree	16 (7.0%)	6 (6.9%)
Agree	54 (23.5%)	20 (23.0%)
neither agree nor disagree	101 (43.9%)	43 (49.4%)
Disagree	46 (20.0%)	14 (16.1%)
strongly disagree	13 (5.7%)	4 (4.6%)



Responses	Buildings History	Garden History
<b>'I am worried (more than usual) about my current job security'</b>		
strongly agree	16 (7.0%)	11 (12.5%)
Agree	57 (25.0%)	23 (26.1%)
neither agree nor disagree	83 (36.4%)	29 (33.0%)
Disagree	46 (20.2%)	19 (21.6%)
strongly disagree	26 (11.4%)	6 (6.8%)
<b>[if employed] 'I expect that I will be asked to carry out other non-specialist duties which were not originally part of my post'</b>		
strongly agree	12 (7.1%)	5 (7.7%)
Agree	27 (16.1%)	10 (15.4%)
neither agree nor disagree	86 (51.2%)	35 (53.8%)
Disagree	34 (20.2%)	12 (18.5%)
strongly disagree	9 (5.4%)	3 (4.6%)
<b>[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'</b>		
strongly agree	14 (8.3%)	10 (15.6%)
Agree	33 (19.5%)	10 (15.6%)
neither agree nor disagree	84 (49.7%)	32 (50.0%)
Disagree	29 (17.2%)	10 (15.6%)
strongly disagree	9 (5.3%)	2 (3.1%)
<b>'I expect that there will be a decrease in the number of historic environment specialists'</b>		
strongly agree	27 (11.8%)	16 (18.2%)
Agree	60 (26.3%)	17 (19.3%)
neither agree nor disagree	88 (38.6%)	37 (42.0%)
Disagree	42 (18.4%)	14 (15.9%)
strongly disagree	11 (4.8%)	4 (4.5%)



St Michaels Mount, Marazion in Cornwall UK. By Fuzzypiggy CC BY-SA 3.0, via Wikimedia Commons

## 13 DISCUSSION OF FINDINGS

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The following section is a discussion of the findings of this survey and their implications. Furthermore, it lays out the rationale for recommendations made in the next section.

### 13.1 CHARGES

Several respondents put their day rates at between £50-£180. Assuming a person works five days a week for fifty-two weeks a year at £50 per day (below the over age-25 minimum wage) they would only make £13,000 in a year before deductions and other business expenses, also without any holiday. Even if this response were a typo (£500 but with a missing second zero) there are several other rates that would put people at near minimum wage or below.

A reviewer of this report hypothesised that some of these low rates could be loss leaders, at least for garden history; organisations or individuals charging less for some work like conservation plans in the hope of more lucrative phases of large projects later. However, the data show that only ~15% of respondents vary their rates and most of those with low rates in question did not do this. This is not to say people

do not use loss leaders as a business strategy. There are other ways of running such a method like charging fewer days. However, this practice cannot explain the low charging rates seen in some of the responses. Currently, there is no explanation other than some specialists charge very low day rates.

While this represents a minority of respondents, it appears that there are several people charging rates well below the sectors' going rates; rates that are economically unsustainable and significantly undercut other professionals. Many of the comments indicate that some specialists are concerned about this undercutting. Moreover, it is generally seen as a factor discouraging people from entering these subsectors.

It is recommended that training should either be created to inform specialists on how to calculate actual costs or sign-post resources that already exist. If new resources need to be created, then online resources should be the preferred method to deal with issues raised in this survey around cost and location of training. This subject can be covered with e-learning or digital publications (publications being the preferred CPD route). In-person workshops are unlikely to reach everyone, be expensive, geographically limited and would not get enough interest to run frequently – all the significant barriers to training raised in this survey.

## **13.2 PERSON SPECIFICS**

Considering the trend is for the younger population to be more ethnically diverse and that ~8% of the entire UK workforce is disabled, the lack of participation in these professions by these groups (one single respondent who was not white, and 3% of respondents reporting that they were disabled) is concerning. While it is not expected that the demographics of the professions will exactly match the whole of the UK's it is very noticeable that they are so far from the norm.

It is beyond the scope of this project to investigate such issues, just to highlight them. Ethnographic research, possibly combined with a survey, would be needed to help determine the issues causing this. This project recommends that additional research be conducted to explore these trends and determine the causes.

### 13.3 SKILLS LOSS AND DEMAND

The simultaneously undertaken Archaeological Specialists survey (Aitchison 2017) considers the potential risk of skills losses as 'severe' where more than 25%, or one specialist in four, is not intending to continue working beyond the next five years, and 'acute' where 33.3% or more are not intending to continue working beyond the next five years.

By these measures, neither buildings history or garden history are facing severe or acute skills shortage in the next five years. But, 25-29% of respondents plan to retire in 6-10 years. Combined with those that are planning to retire in the next five years the subsectors will have to replace 35-45% of their specialist workforce in the next ten years. The 55-64 age cohort is the largest of all age cohorts (31.3% for Buildings History and 38.9% for Garden History) and most will be retiring in the next ten years.

In five years, it is therefore likely that a severe skills shortage in both subsectors will start – and so should training be increased for new entrants to help fill these positions?

Possibly not; the data indicate that these subsectors are likely already strained with not enough work to support all the people currently practicing:

- one third of respondents work less than full time and they charge less for their work indicating they do not have enough work (while for some part-time work is a choice, some of that part-time work is the process of moving to retirement);
- respondents indicate that they expect there to be fewer specialists in the future;
- a third of respondents expect to be asked to reduce their rates in the immediate future;
- over half expect increased time pressures and 40% expect to have to cut back on the quality of their reports;
- ~25% of buildings history and ~35% of gardens history specialists were worried, more than usual, about their job security;
- only half of respondents have work lined up beyond their current projects.
- of those that did have work lined up, 50-65% only had one to three months of work. There is no hard rule on how much work one should have waiting, but

one would expect that in a healthy market the majority of respondents would have work planned out for several months, if not for over a year, so they can forward plan their lives and know they will have work *i.e.* money, coming in;

- there are very few younger specialists and the comments indicate that the reason for this is that there is not enough work available.

In this economic climate a reduction in the workforce could be positive with more work to go around for other specialists. A reduction in specialists could even lead to increased charges and improved working environment for everyone that remained.

There are several caveats to this conclusion. The term 'lack of work' used in this report is not meant to imply there is no work in these sectors. There may be work, just not work at reasonable rates and requirements:

'My colleagues and I are constantly declining tenders because of lack of capacity, unrealistic timetables and often unrealistic, fixed budgets.' - reviewer

Many comments mentioned concern about the quality of projects being delivered and accepted. Investigating this is outside the remit of this project which focuses on specialists not those reviewing the work or commissioning it, though some might be specialists themselves. However, based on the concerns raised a recommendation is made to explore these problems.

The data from this survey are not conclusive on this shortcoming of economically healthy working conditions. It is stated in the comments that this is an issue, however that is not quantitatively backed up. For the quantitative data that do exist the lack of work is implied for various data collected - high numbers of part-time workers, lack of future work, *etc.* These data are imperfect and do not explicitly ask about the quality of the work available to specialists. For example, as discussed in the survey, high day rates do not always translate into high annual salaries/pay if one is not able to have many chargeable hours/days. As such it is recommended that future surveys develop questions to specifically determine the economic health of the specialists' sectors. Given that the large wave of retirements is not anticipated to begin for another five years, this can be addressed in the next iteration of this survey.

If there is going to be demand for more specialists in the future, it will affect buildings and garden history differently. As demonstrated by the results of this survey there is not great demand in buildings history for entry level training. Moreover, the 2008 (Atkins) project estimated that there were 500 people

undertaking higher education programmes relating to buildings history. A review the programmes mentioned in that report found most of them were still in existence together with a few new ones. One year's cohort could cover all the future retirements for the foreseeable future, although the current lack of younger specialists is attributed by some of the comments to differences in expectations about pay and work held by potential new specialists.

However, that evidence is anecdotal. There are no data for new entrants' expectations. It is not known if most potential new entrants are not pursuing careers because the conditions are worse than they expected. It is thus recommended that students in buildings history related programmes be surveyed to better understand their expectations and the likelihood that they will pursue a career in this area.

The situation for garden history is different from that in buildings history. As mentioned in the survey responses, there is a lack of degree programmes and respondents consider that it is difficult to find entry level training in this sector. But, like buildings history, the current data indicate that there is not enough work to support the current number of professionals. This may change in five years' time, and a repetition of the survey could then ask more explicit questions to determine the health of the market for such skills. It is recommended that organisations begin to prepare to fill this training void as it can take years to ramp up a training programme.

A finding of this survey was that specialists consider that any new entrant into these subsectors should receive mentoring. This was reflected in the qualitative data as well. Only a handful of respondents believed that mentoring is not needed. However, the comments about mentoring show that it is currently *ad hoc* and of variable levels of interaction. It is the recommendation of this report that funding bodies, employers (where large enough) and societies look to create or strengthen existing mentorship programmes.

### **13.3.1 Loss of Experience and Knowledge**

The data indicate that the coming wave of retirements is unlikely to cause a specialist shortage as there are already too many specialists in these sectors (though this needs to be determined in next iteration of the survey with different questions). However, this wave of retirement will result in a significant loss of knowledge and experience as most of those retiring will have decades of work experience - most specialists have

20 or more years of experience. Passing on this professional knowledge is a great challenge facing these sectors.

The survey data show that there are three issues that will make it hard to address this problem:

1. High degrees of specialisation.

As revealed in the comments, some specialists are very niche in their focus (some say they are the only ones undertaking a particular specialist activity). There is not enough work to support current numbers. Adding a new entrant before the current specialist retires can greatly stress the market or make life difficult for both new and old specialist.

2. Older people are more likely to be sole traders.

Sole trader positions are more prevalent in the older age cohorts (including two-thirds of specialists over the age of 65). This is a problem because those who are likely to retire soon may not have the resources to train a replacement. Given the lack of waiting lists it is also unlikely that they would have enough work to support something like an Apprenticeship.

3. Lack of long term projects.

The lack of long term work prospects makes it difficult for organisations to hire new entrants and properly train them for the two or more years required.

Currently, the methods for replacing specialists is either for organisations to take on the training of new staff or for funding bodies to fund PhDs, with an increasing number of Apprenticeships.

The issues listed above make these not very successful methods. In-house training will miss many of the older individuals who are sole traders and not part of a larger organisation. That assumes they can hire someone for long enough to provide the required training and experience. Funding PhDs and degrees adds more people to an already saturated job market, unless there is a break in specialists' skills being offered between when a specialist retires and someone finishes a degree in their niche subject. Comments indicate that some respondents consider that they are the only specialists in their area of focus.



The suggested solution for heritage organisations and funders is to create a registry of specialists looking to retire in the next five years, and then to work with these individuals to take on an Apprentice/partner/mentee/*etc.* for one, two, or however many years of experience are required before the person retires. They could then work with this person to pass on their skills and experience before they retire. Most specialists aged over 60 work part-time and are in the process of winding down their work. Having someone step into some of their work as they start to reduce their input could address the possible issue of too many specialists and not enough work. This would also ensure that is not a break in niche specialist provision.

To address the issue of funding, this would most likely need to be part-funded by larger organisations, such as the national heritage agencies. They could provide coverage and support. Sole traders may not have the resources or the will to take on the paperwork involved in such a scheme. A larger body could supply this sort of support. The most recent funding round for *HLF Skills for the Future* had closed at the time of the survey but another round would be expected, if they continue the programme, in a few years' time.

## 13.4 CPD

Slightly more specialists found it difficult to find CPD than found it easy, indicating there is room to improve access to CPD. Specialist publications were the most preferred method for CPD among respondents. It is thus recommended that specialists publications be created or made more accessible. Creating joint publications between heritage bodies would possibly reduce duplication and share resources.

An issue for some specialists, variable within these subsectors, were the barriers to participating in CPD. Those issues raised were primarily related to cost and distance. Many of the specialists in more remote locations found it difficult both in terms of time and money to travel to obtain CPD. There will be no one-size-fits-all answer to this problem. Some training cannot be easily replicated through online courses so online courses are not always the answer. However, as recommended in the previous buildings history survey, organisations across disciplines *e.g.* architecture, archaeology, horticultural, *etc.* should consider pooling resources to offer training.

This might reduce costs and allow training to be offered in a wider range of locations.

A theme found in the comments was that too much training focuses on entry level skills and knowledge, and that there need to be more advanced topics in CPD courses. The data also support this assertion as more people thought that it was easier to find entry level training than advanced training. Trainers and funders therefore need to ensure they are not ignoring more advanced topics when developing and delivering training.

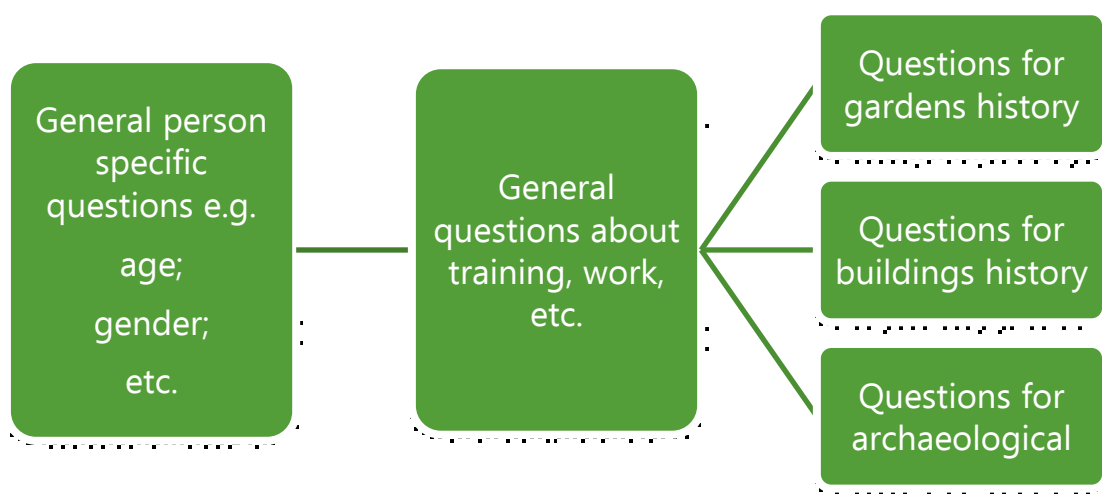
### **13.5 SURVEY AND OTHER RECOMMENDATIONS**

The experience of running this survey has led to several insights that could help improve future labour market intelligence. Some are very specific. While the evidence supports the view that there is not enough work for all specialists, this needs to be better defined. Future surveys should ask questions to determine more clearly the potential slack or lack of work available to specialists. This will help to better determine if in fact the subsectors can support the number of specialists they currently have with healthy levels of work and financial reward.

There were several issues raised by this project. Running this survey alongside the archaeological specialists' survey allows for direct comparison across subsectors. But, several comments pointed out that this survey was both too narrow in focus and not specific enough to subsectors. The too narrow focus was in regards to range of specialists that some considered were left out of this pair of surveys – conservation, public engagement, museums, *etc.* The argument that the surveys were not specific enough was that there were questions that are only relevant to certain sub-sectors.

A solution to this problem would be to include a much wider range of specialists in a survey. There are additional reasons why this would be beneficial; LMI surveys can be expensive to run with tightening budgets. Many results cannot be compared across subsectors due to different methodologies even across simple questions like age *i.e.* one survey breaks down age groups such as 20-30 and another 25-35. Running a single survey across multiple subsectors would reduce costs and ensure comparability.

This survey should also have sector-specific questions. Ideally created with input from sector organisations. Most survey software allows controlled questioning based on other responses. For example, someone who checked gardens history as their specialism could be presented with a set of questions that respondents will not see if they did not check gardens history. The flow of such a survey can be seen below. This ensures that data like personal traits can be compared across sectors but that subsector specific information could be gathered. Also, it ensures that respondents only see a limited number of questions that are relevant to them – potentially increasing completion rates. This could also reduce the number of surveys specialists receive.



This survey specifically targeted individuals and could not estimate the subsector sizes. A survey such as *Profiling the Profession* (most recent iteration Aitchison & Rocks-Macqueen 2013) targets organisations and can make those estimates. It can also ask different sets of questions. Surveying each population- individuals and organisations – has its advantages and disadvantages. As such it is the recommendation of this project that two surveys be conducted- one of individuals and one of organisations, spaced two years apart. This would result in obtain different datasets but with some overlap so that some information *e.g.* age, employment, *etc.* can be captured more often. But because these would be spaced out sufficiently, most would be asked to complete a survey only once every four years, so the respondents would not get survey fatigue. However, certain data *e.g.* personal traits, would be collected every two years which would increase data accuracy and the identification of emerging trends.

## 14 RECOMMENDATIONS

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Below, a series of recommendations, based on the results of this survey, are made – to individual specialists, to training deliverers (including universities) and to funding bodies (including national heritage agencies) – in the areas of charges, person specifics, entry-level training, continuing professional development, and of other recommendations. These recommendations accord with or complement the objectives in the *2016-18 Forward Plan of the Archaeology Training Forum*<sup>11</sup>.

### 14.1 CHARGES

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.

Charges 2: to funding bodies and professional organisations.

Create and/or run training to educate all members of the subsectors how to calculate appropriate rates. Where training already exists ensure it is well publicised.

### 14.2 PERSON SPECIFICS

Person Specifics 1 to funding bodies and professional organisations.

Research should be conducted to determine why people of different background and abilities do, or do not, become buildings and/or garden history specialists,

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<sup>11</sup> <http://archaeologytraining.org.uk/wp-content/uploads/2016/07/ATF-Progress-Rept-2015-and-Forward-Plan-2016-18.pdf>

### 14.3 ENTRY LEVEL

Entry Level 1 to funding bodies and sectoral organisations.

Graduates and new entrants should be surveyed to determine what they expect out of their career and what would keep them in the subsectors (primarily buildings history but if garden history programmes develop they should be surveyed too).

Entry Level 2 to funding bodies and training deliverers.

Encourage mentoring by and for specialists.

Entry Level 3 to funding bodies and training deliverers.

Develop plans to create entry level training for garden history to address the lack of offerings and potential future needs.

Entry Level 4 to funding bodies and sectoral organisations.

Create a registry of retiring specialists to identify those unique specialisms (only one) being lost and work to transfer that knowledge and skills to a new specialist.

### 14.4 CPD

CPD 1 to funding bodies and professional organisations

Create technical, subject-specific publications or facilitate access to them.

CPD 2 to funding bodies, professional organisations and training deliverers

Review the offerings of specialists' CPD and find ways to reduce barriers e.g.

- Bursaries for conferences
- Online training

CPD 3 to funding bodies, professional organisations and training deliverers

Coordinate training across disciplines to reduce costs and increase participation.

CPD 4 to funding bodies, professional organisations and training deliverers

Focus training on more advanced subjects for both buildings history and garden history.

## 14.5 OTHER RECOMMENDATIONS

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### Other 1 to funding bodies.

That this exercise be expanded simultaneously across multiple sub-sectors beyond archaeological specialists, buildings history and garden history - potentially including other areas such as museums, conservation, heritage site management, etc.

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### Other 2 to funding bodies.

The number of funding bodies that support these surveys should be expanded to reduce waste and maximise returns.

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### Other 3 to funding bodies.

Run this type of survey, one that samples individuals, every four years and run a separate survey that samples sectoral employers every four years as well but separated by two years so that a survey occurs every two years.

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### Other 4 to surveying organisations

Include questions about the quantity of work available and if respondents can support themselves.

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### Other 5 to professional organisations and funding bodies

Research quality control issues (raised by the specialists) over the review and commissioning of work.

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## 16 APPENDIX I: DATASET

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### 16.1 FULL LIST OF COMMENTS FROM 2.5 COMMENTS ON SPECIALISMS

- A lot of penniless client's dependent on grant aid or saddled with buildings they cannot afford to maintain.
- A mixture of paid-for and pro bono work.
- AABC registered.
- As a Local Authority landscape archaeologist I consider buildings, and their setting, in their broader landscape context e.g. for large scale landscape projects, agri- environment, strategic planning advice and Neighbourhood Planning.
- As part of my work for the Architectural Heritage Society of Scotland (AHSS).
- Building Recordings, Heritage Statements.
- Cannot tell who competes but many 'pure' archaeologists offer excellent recording but have little experience of historic style and details and decoration.
- Carried out as part of our work - not a service to external parties.
- Do this as part of our statutory functions as an NDPB.
- Government function.
- I am an employee.
- I contribute to this field by id, analysis and interpretation of timber elements for building historians.
- I do all these activities in the context of my primary role as a Conservation-Accredited Structural Engineer.
- I do this work for Historic England, so not commercially or in competition with other specialists.
- in-house.
- Internal consultant so part of my role.
- Internal HE.
- Not enough regulation of those providing this service.
- Not in commercial sector, I'm employed by a Charitable Trust.

- Not many firms providing this in East York's area.
- Statutory role and personal.
- We have SLAs with neighbouring authorities and other Govt. agencies.
- We provide these services as a business, but the competitive environment is dominated by self-employed individuals who can charge a lot less.
- Whilst there are a number of archaeologists offering this service very few seem to have any in depth knowledge of building practices or usages.
- Work as part of team, only deal with carpentry and woodwork.
- Working in public sector, not for private clients.
- I have vast experience of historic sources especially maps and mss maps.
- I subcontract this to former employees.
- In association with architectural commissions. Measurements taken using basic means but drawn to a high standard using hand drawings or CAD software. Cost negotiable.
- Not CAD.
- Only for small areas-- usually use larger specialist surveying firms.
- Small scaled hand drawings.
- Sub-contract.
- Sub-contracted.
- Usually sub-contracted.
- Very few firms understand building construction and so do not produce proper or accurate drawings.
- We often outsource this as there are commercial surveyors who can produce to the required standard.
- As part of my work for the Architectural Heritage Society of Scotland
- Academic/advisory only.
- Assessments of setting seems often now to be undertaken by architects and practices concerned with townscape analysis.
- I work for a public body.
- Often done by architects.
- Part of SLA planning advisory work.
- In combination with other specialists.

- I subcontract drawn work.
- Again this is not asked enough by LPA when applications are submitted.
- As part of LBC application review.
- For long term clients (cathedrals).
- Experienced in Spanish standards.
- For applications for mineral extraction etc.
- I do this for the timber elements of structures.
- As part of Designations work of Historic Environment Scotland.
- Do this as part of our statutory functions as an NDPB.
- I do this for cultural wooded landscapes incl designed landscapes, historic parks, relict wood pasture etc.
- Internal consultant so part of my role.
- Niche market
- This and the following four areas are my specialist field.
- We tend to undertake garden history alongside building history, our main activity.
- I buy in this skill for my historic woodland surveys etc.
- I have to outsource this work.
- Many clients and consultants do not take account of these valuable objective methodologies.
- Produced by our team map provider.
- Sub-contracted.
- All considered when making responses.
- I do this for cultural wooded landscapes of many sorts
- Tree and vegetation survey

## **16.2 FULL LIST OF COMMENTS FROM 3.8 COMMENTS**

- Allowances and travel expenses to be added.
- As part of salaried.
- Competitive rates.

- Costs n/a.
- Currently free to CBA/WANHS.
- Day rates have to vary sometimes as low as £225, yet I have over 20 years' experience and often work is won by units who use junior staff, without the depth of experience.
- ex VAT.
- Highest staff rate given- range is from 300-580 depending on grade required/availability.
- I do not charge but am waged for my services.
- I have a salary.
- I was an employee until December 2016 but I now carry out this work as a consultant to [organisation]. Rates are their charges to clients.
- In association with architectural commissions. Cost negotiable.
- No idea as an employee.
- Non-commercial organisation.
- Seldom able to charge day rate - nearly always lump sum for survey.
- Statutory work for government, and difficult to gage competition as my work is for specific statutory outcome.
- The charge shown is average and dependant on client/complexity this may vary.
- This provided as part of an Architect Scope of Services so a daily rate reflects all services which is (not completed).
- Very difficult to ascertain costs i.e. fee charged against actual work done.
- Why are rates of pay so poor in our sector?
- Commercial non archaeological survey companies are generally quicker and cheaper.
- Not usually time based, but part of comprehensive fee.
- Provided with my team, not personally. Cost per person, on a basis of three person team, including equipment. Allowances and travel expenses to be added.
- I am salaried.
- Usually bid as a lump sum to produce a report.
- Usually lump sum fee.

- All four tend to be combined in single commissions with an overall daily fee of 315.
- As I work for Historic England and largely provide an internal service the idea of charging/competition doesn't really apply.
- I do not charge but am waged for my services.
- I work in the public sector.
- n/a as government advisor.
- Internal HE.

### **16.3 FULL LIST OF COMMENTS FROM 4.3 COMMENTS**

- Competition from archaeological units drives prices down.
- Competition from non-accredited professionals offering heritage services.
- As an expert witness little competition, for the more standard investigations to support planning applications there is more competition.
- I have more than enough work, and don't charge for all the time it takes to do the work!
- In each case much of my work comes direct from contacts and colleagues.
- Low demand in rural NW.
- No competition - it is HES statutory work.
- Very little competition for same professional quality of work. A lot of low level competition winning on cost.
- Competing with architects.
- Competition from architectural practices and engineering practices doesn't always recognise the value of an art historical approach.
- LPA need to insist this done under planning law, so often they don't and accept info in the design and access statement or from the developer themselves, thus not getting specialist advice. This needs to be lobbied.
- Too many LA archaeologists have very little grasp of historic buildings and should not be writing building related briefs.
- Too many non-specialists' reports accepted by planners.
- Very few firms understand building construction and so do not produce proper or accurate analysis or interpretation.

- Very wide range of standards in issued reports between those providing the service.
- There are a lot of poor quality reports being produced by under-qualified people to support planning applications.
- Never yet met an archaeologist that fully understood buildings - I have an advantage in having a practical construction background.
- Degree of competition depends on the procurement process and client. V formal processes with bureaucratic clients mean more competition because more consultants are inevitably asked to tender. This makes for low odds at getting a job. When the client is a private individual or small firm seeking specialist advice, competition isn't relevant.
- Large multi-disciplinary companies out-compete small specialists.
- Moderate as there are relatively few experienced professionals working in garden history/conservation.
- Statutory work for government, and difficult to gauge competition as my work is for specific statutory outcome.
- Usually in a short list of 3-8 competitors.
- As I work for Historic England and largely provide an internal service the idea of charging/competition doesn't really apply.
- No competition - relates to HES statutory work.

## **16.4 FULL LIST OF COMMENTS FROM 7.10 CAREER INFORMATION COMMENTS**

- I am in cohort of women whose state pension age has been pushed back. Many freelance or commercial specialist archaeologists will have poor occupational pension provision and will need to work as long as they can.
- Specialisation is desirable as this is a complex area of work, but current levels of recruitment and pay in the public sector are low, especially in NW England - this will erode the profession.
- Likely to reduce hours or work part-time after age 60.
- Also tutor and lecturer at [University}, Building Conservation Course.
- The questions are wholly geared to archaeological services and fail to recognise the fundamental difference between archaeology and building conservation. Archaeologists are not qualified to advise on architectural and



building conservation matters unless they have additional specialist qualifications. The survey should recognise this.

- Post-doctoral isn't a qualification. anyone working after their PhD is post doctoral, there are lots of qualifications after a PhD, for example I was awarded an NVQ after my phd. by post-doc do you mean a funded university post?
- I am currently doing an additional MA in Art Curating at (university), hoping to broaden my career options as I have another 2 years to work and have been in my current job for 2 years without prospect of developing my role further.
- While I have for some time been very concerned about older specialists such as myself, I have in the last couple of years become much more concerned at how archaeology is losing young talent. I have seen at least 3 young (in their late 20s to early 30s) people with PhDs and with some years professional experience deciding to just pack archaeology in and move to another sector (the BBC, teaching, landscape gardening /architecture) because of the way they were treated by their archaeological employers. They love archaeology and they initially loved the work (these are all people who entered the commercial sector) and they enjoyed the projects. They came to dislike the cavalier attitude of senior management in the organisations they worked for who seemed to still believe that skilled individuals are easily replaced and so they can be treated poorly. Quite understandably these people (who are already part of an all too scarce resource) firstly tried changing employer within archaeology as that is now easy for any skilled person and then when that did not bring the expected standards of management they left the profession (actually one of these people is in the process of doing this, but I will be amazed if she is still in the profession in 3 months time). Until the management of many archaeological organisations become more professional (instead of just calling themselves 'professionals') and realise they have to value their major assets (skilled people) instead of sticking to the outmoded view that working in archaeology is a privilege and everyone is discardable, we will continue to suffer this drain of skills. We have never really been able to afford this and over the next few years this will exacerbate the impending pressures on the profession. This will result in a poor service being offered to clients and this will ultimately reduce the leverage archaeology has to maintain its position in the development process and in relation to government policy.
- I set up my own consultancy in 2016 having worked in the public and private sectors. I am a specialist Landscape Architect which(with) unusual academic

and practical experience. I specialise in conservation planning documents, grant applications and agri environmental schemes. I also lecture and teach.

- The remainder is consultancy for new development within sites of historic, community and environmental importance.
- I have a new Diploma in Horticulture, an MA in designed landscape conservation and a PhD in a related subject.
- Not relevant to ask for waiting list, but I do have to turn down work and decline tenders due to lack of capacity.
- My work is largely in the UK Overseas territories.
- RIAS Accredited Conservation Architect.
- [organisation] is probably the first independent historic buildings practice specialising in standing buildings only. We have kept going for 3 years plus by not having children, not having a pension and periodic injections of personal money to keep afloat. The work we do is a real delight most of the time, we are highly-respected in our small corner of the sector, but it is no way to earn a living.
- Following the downturn in the economy from 2008 we had to make specialist staff redundant and downsize.
- One of the principal problems in the architectural side of the sector are poorly or underqualified commercial firms who have sought to move in on the back of difficult economic times, pushing fees down across the board and raising quality control issues, particularly for mid-range work. Confusion over different conservation accreditation levels does little to assist as few clients differentiate adequately depending upon project type.
- As the Burra Charter highlighted, heritage management is multi-disciplinary. We have also seen issues where one skill - be it the archaeologist, the architect, or the 'heritage manager' sought to take on board the full gambit of different skills with little success. Heritage is not an area where any one discipline can claim a monopoly, even the IFA.
- Turning to special bodies, this is based on English-based bodies and excludes important bodies (within their own respective home nations) such as RIAS, RSUA, AHSS, SCT, Society of Antiquaries of Scotland, and others. That is not particularly acceptable for a "national" UK survey.
- You forgot about the RIAS in question 24.
- As an architect in private practice have a wide general practice experience but personally it has become more historic building specific in past 15 years.

- I am an RIBA Accredited Specialist Conservation Architect.
- I have been in the restoration/conservation game for 3 years. 2 years as a restoration carpenter, 1 years as a surveyor.
- I deal with historic environments as part of wider professional practice. This includes heritage projects, business planning, feasibility studies, heritage-led regeneration and economic development, policy planning and stakeholder engagement. This survey is very narrow in scope. only covering a very small part of conservation practice!
- I am an RIBA accredited Conservation Architect, I work in general architectural practice, where about 5% of my work is on heritage assets.
- I am a Conservation accredited Architect and have been running my firm for 45 years or so and am now a Consultant with the firm.
- 75% of work is with [organisation] but c.25% is freelance away from London.
- The partnership is small and supplemented by other employment, private clients ask for individual building histories for personal use, rather than as a result of a planning application.
- Prefer to work in Yorks and NE England but occasionally work elsewhere. Do some voluntary and some paid work.
- Very difficult to assess when my competitors do not have much architectural-historical experience.
- I am a former scholar of the Society for the Protection of Ancient Buildings (21), an accredited conservation architect (AABC) and a chartered member of the RIBA. I also teach in a University at Masters level (Building Conservation) on a regular basis. Because I have specialist skills I have been able to leave full-time work but continue to offer one off reports etc as a consultant to my former employers. I am winding down, but hope to pass on knowledge to my successor.
- In addition to my Degree in Engineering, I am a Chartered Structural Engineer, which involved sitting the Professional Examination of the Institution of Structural Engineers.
- Separately I have, by submission of a portfolio, become a Conservation Accredited Engineer, on the CARE register.
- I am a qualified Architect and currently enrolled on a Masters in Sustainable Building Conservation.
- My professional qualifications have been gained via distance learning and experience.

- The specialisms detailed are undertaken across seven specialists within our company, four female and three male but in similar age range and background to above apart from one female under 25.
- I work as an accredited conservation Architect for a small practice in (town). I also work independently.
- Currently on maternity leave so could not provide up to date cost information.
- This survey (including the bodies listed at 24 below) is very biased towards the archaeological world and will not give a true representation of the picture, as stated by the survey aims, nor the future needs of the more comprehensive extent and pan-professional activities that take place in the conservation sector. In consequence, its findings will need to be properly qualified to avoid creating a significant misrepresentation of the results.
- Lack of professional recognition within government heritage agencies and poor pay and work conditions outside of that means that like many in my field I will be forced out of the profession.
- I tried to find work in my town... without success.
- I have been in the heritage sector since I was 16, I'm now 36 with a lot of experience and a related PhD and I still can't find (a) permanent (position) and am on short fixed term contracts which pay less than the average graduate wage. I do not feel this sector invests in younger people at all.
- These answers will thus far confuse you. I am actually retired from my Conservation Architecture practice, and devoting time to [organisation], a national photographic archive 1930-1974 with special coverage to (town), 1840 - 2. This is largely buildings and landscape based and of value to conservation. Various ticked items above represent my previous practice work as a special conservation architect.

## **16.5 FULL LIST OF COMMENTS FROM AND 10.2 MENTORSHIP**

- 2 Years is not sufficient 5 at least in Conservation.
- A graduate or postgraduate qualification specifically in architectural/building history or building conservation is particularly important.
- A keen interest in the subject and some experience and a willingness to learn regardless of qualifications in the subject.
- Adherence to RIBA SCA process pertains as best route to 25 above.

- An archaeology degree or similar is an absolute minimum, preferable a Master's and practical experience.
- An architect working on conservation will already hold a masters degree in architecture and should hopefully have a further Masters degree in building conservation or equivalent experience. Award of a SPAB Scholarship would be ideal. Experience will need to be gained working alongside an experienced historic buildings architect.
- An undergraduate degree does not compensate for experience on the job.
- Assuming a traditional architects training route.
- At present we have assistant adviser roles which work well as they prepare for an adviser role.
- At the moment there is insufficient work for additional dendrochronologists in the small pool of work in (area) However, I believe my competitors are training someone. I have mixed feelings about this!
- Consultants should always be qualified to degree level and be committed to a conservation philosophy. Mentoring is essential in early years.
- Entirely depends upon the individual. As for mentoring, not essential, but desirable and completely practical. Could be informal, merely the ability to ask someone who has been around longer, if they have seen a particular thing before.
- Entrants should also have formal training in Business Management.
- Everybody is different, every career path different. I wouldn't want to prescribe any particular route.
- Everyone starts with no experience!
- Experience and intellectual ability are more important than actual qualifications; demonstration of competence and adherence to a professional code of conduct are beneficial aspects of membership of a professional institute and specialist accreditation, and these should be prerequisites for work in this field.
- Experience can only come from working in the sector that one chooses to do. Apart from general background very little experience can be gained from desk based learning initially. Such training should be considered as reinforcement and expansion of what is gained from work based experience and practice.
- Experience could be gained as part of degree programmes.
- Experience in the field is critical.

- Experience: ideally we would be able to recruit fully-fledged buildings archaeologists, but experience has shown that such people are few and far between and in reality we tend to have to recruit people in the early stages of their career and provide on the job training.
- Full 2 years' professional experience post-graduation are required to enter the architectural profession.
- Genuine interest, enthusiasm and ability should rank more highly than paper qualifications.
- Historic environment specialists need a broader background in UK history and European influences to put detailed knowledge and learning into context.
- How can someone start their career with experience already? Don't understand the question.
- I am an Advanced Accredited Conservation Architect. The RIAS Conservation Accreditation Scheme requires 5 years' experience after registration as an architect.
- I don't really understand the question...I think to do the work independently you would have to have gone through a PhD program; ideally, that would prepare you to work independently. During your program, you should be mentored. And it never hurts to have people around who know more than you do. For contract lab workers, they should have a Masters degree but will need more than 2 years to need little guidance.
- I have had no formal training, however, I was given the opportunity to Catalogue the Roman Decorative Borders and through the Catalogue process, which took 5 years, the Roman wall decoration became my area of specialty. I have continued my study outside of the project and worked with students to develop their understanding of it. I believe some introduction into the subject is required - a basic understanding of the four styles of decoration and the process of decoration in the Roman world. I work at a level that identifies individual decorators and workshops and I take students through an introduction to the styles, the process and the methods I have devised to identify the decorators hands and workshop markers. From here they are able to continue their study alone.
- I put Masters level only because I'm not aware of any undergraduate courses which provide the specialist skills necessary to do a job in buildings archaeology or history. Thus I would expect new entrants to have done one of the specialist masters available.

- I suggest need some experience of working life post degree, but it should be possible to train on the job.
- I think qualification and experience could offset each other. I started with a UK based PhD but little experience, while more experience could offset the need for higher academic qualifications. I think guidance and mentoring should be ongoing.
- I think this is slightly too broad a question, as Historic Environment Specialists will obviously cover quite a large number of different types of career or work type. However, to enter my own profession, (Buildings Archaeologists and Heritage Consultant) I have entered the above.
- I was an external examiner at [University]. I have been accredited as a Conservation Architect for 2 years. I also give talks on local history as related to buildings. I also work with English Heritage/HLF .
- If someone has an interest in going in to specialist area of work do they need experience - they have to start somewhere. If they were intending to start as an advisor, then they would need experience.
- In addition to training and qualifications, the very best buildings archaeologists/architectural historians (and there sadly few of them) are very self-motivated.
- In order to become a Conservation Architect, I have undertaken a strict professional evaluation including the submission of Case Studies and a minimum of 5 years' experience in the field of conservation.
- In order to start out within their professional career as a specialist one does not necessarily require much experience, but progression within the field will require several years of experience with on-going learning.
- In practice with good well motivated graduate level trainees I have found they need at least five years close mentoring before being sufficiently experienced to work on projects unsupervised. Graduates in the last five years have been so bad I would not take on any as paid trainees - they think they know it all, which makes them profoundly dangerous to themselves, the archaeology and others.
- In real life the criteria are more subtle - I have worked with people who had no qualifications but great understanding, and with highly qualified people who are complete rubbish.
- This questionnaire doesn't reflect the experience gap - if everyone wants to recruit highly experienced staff, where do they get that experience? We have

always balanced seniors and juniors. The juniors are paid less and one invests in training and mentoring instead.

- It depends upon the person's background, knowledge gained from previous work and formal or informal education and the application of this to the task in question. All 'entry-level' staff should receive supervision to ensure the job is carried out correctly, regardless of knowledge.
- Much comes from field experience. Time on the job is invaluable and offers both experience and perspective.
- My answers are based on the assumption that the new 'specialist' will first need to become a chartered engineer. Only then can he/she become conservation accredited.
- My experience is that a high level of education/experience is needed for private sector historic environment work, particularly in small companies. I have a public sector background which provided invaluable experience and a structured progression with mentoring. this will be in short supply in the future, so consultancies will increasingly need to train their own people, which is hard for a small firm. So I think training will be patchy, unless there are national standards in the sector. I am keen on mentoring, but this is resource-hungry for both parties.
- My experience of historic building archaeology has come through mentoring and through practical exercise. It is the kind of discipline best achieved by proper work experience
- No recognition of difference between archaeology and building conservation
- No two projects are alike, repair techniques are subject to research and change, mentoring establishes approach.
- On the wider conservation sector a lot needs to be initiated at the basic level to adequately prepare those for the more specialist activities. This needs to happen across the sector.
- Peer to peer mentoring is vital, especially for small businesses in remote locations, computer packages cost a lot and recommendation and training help or use of packages for a small rental would be a really good idea, some small partnerships only need short term use and a larger company could mentor them with a view to sub-contract work.
- Practical experience is paramount.
- Practical training to extend desk/digital learning.



- So much is down to the individual - I don't think it is possible to be binary with this question.
- Specialised garden history and landscape conservation training is required, but few courses now available .
- Start young and train them through the education system.
- The AABC qualification (or new RIBA equivalent) is a requirement for working on grant-aided projects and is a good benchmark for ensuring that architects working on historic buildings have sufficient specialist expertise.
- The above are indicative. I don't think any fixed qualification level or experience are required, one can offset the other and natural ability and/or interest can offset both. It is also rather a vague specialism and a high level of mentoring is required. I still would benefit from working with those more experienced than myself, unfortunately many of these people are retiring soon or have already left the profession.
- The author is a postgraduate tutor and lecturer.
- The qualification depends on the professional discipline involved.
- The question above is irrelevant to us. Many people have asked to come and work for us, but they are all (understandably) looking for salaries in excess of what we earn: this means we are not passing on our experience or knowledge.
- There are so few younger people coming into this field that whilst the qualifications/experience above would be ideal, quite frankly if anyone is interested and bright, they should be encouraged wholeheartedly. The Historic Landscape Project with the Gardens Trust is running a new programme to encourage new people to get involved. Began in 2016 in SW and will be taken to other areas in future. 3-part training.
- There is a general lack of understanding of the fundamentals of English local history, topography and documentation. Training people with expectation of GIS and digitised sources is no substitute for a basic understanding of landscape and village history, an awareness of the importance of parishes, types of records, and historical publications (e.g. records and county histories). Most people seem to think that medieval archaeology stops about 1066, and I am not aware of any serious teaching of later medieval archaeology/ history/ historical geography/ that would allow a continuation of the classic Hoskins/ Beresford/ Aston & Bond approach; instead the whole tendency is towards fluffy and meaningless analysis of trivial topics undertaken without a sound understanding of basics.

- There is no sensible way of setting a simple fixed set of criteria here. Some people and some specialisms require masters training, but then experience and guidance is far more important than further formal qualifications. For other specialisations (and for some people) a PhD is vital and only this really gives the person the base from which to then gain experience and benefit from guidance so that they can then provide a high quality professional service. In some cases, (such as illustration) it may be that formal archaeological qualifications need not be the starting point at all and other forms of qualification combined with experience are what is needed.
- This all depends on the individual and the degree of responsibility they have.
- This area of work is about learning on the job - every site is different and experience takes years to accumulate - so an on-going professional mentor is more important than higher level qualifications.
- This is an impossible question to answer; think of Lutyens.
- This is for a degree with a significant amount of relevant training, in an employee rather than self-employed capacity.
- This is should have, new starts are regularly recruited by non-professional management who do not have these standards, which is leading to a diminution and decline in products, standards and further professional standards.
- This question was ambiguous: how can you have experience before you have started your professional career?
- To operate as a successful Sole Trader, the individual also needs formal training in business management.
- Understanding historic buildings is often a matter of experience, and being mentored in practice is an important aspect of learning the material and workmanship as well as judgement based skills that are difficult to learn in the classroom.
- We involve junior members of staff in historic project teams to learn through the experience and they are closely mentored.
- Would regard this as minimum, but in effect most specialists in my area have a masters and often PhDs. Mentoring required will depend on the range of the material they have seen and worked with and on the type of training they have received. The Archaeobotanical Working Group and the Charcoal and Wood Working Group are very important in this respect. Also essential is access to good comparative reference collections.

- The ability to investigate plant remains preserved by charring does not mean that the specialist can also report on waterlogged plant remains and charcoal for example. Different skills and experience are needed for different types of material. Also regional knowledge of the area. For example, working on Near Eastern material does not automatically qualify a specialist to work on material from the UK.

## **16.6 FULL COMMENTS FROM 10.1 CONTINUING PROFESSIONAL DEVELOPMENT**

- A professional mentor is valuable at the inception of a career.
- A wide range of historical/scientific/archaeological knowledge needs to be maintained regardless of specialism.
- Again, impossible but this time because you can't indicate yes or no.
- All of the above.
- All of these are of possible benefit and everyone should consider them all. Of course in each individual case (and at different times in one's career) the balance of these will vary, but nothing should ever be ruled out (or declared 'finished, I have done that') in continuing professional development.
- All the above are relevant, though specialist-specific courses and qualifications are not always easy to find. Enthusiasm for the relevant specialist subject is also essential!
- Any training and cross fertilisation of ideas and concepts should be welcomed. Broader thinking outside of the narrow confines of the heritage sector is very necessary. Commercial understanding of the development / property is also required as that directly or indirectly is where the work comes from.
- As above, specialist training desirable in addition to background training as landscape architect, architect, horticulturalist, historian etc.
- Attaining conservation accreditation is a goal for architects working on historic buildings. Accreditation needs to be renewed and so ensures ongoing study and personal development.
- Attending conferences and mentoring are valuable activities but are not a requirement.

- Be active in your work. A reliance on formal training once in practice will not offer a complete solution.
- Conservation and understanding architectural conservation will always be an ongoing thing.
- Conservation can be highly sectoral; multi-disciplinary working should be encouraged to overcome this.
- Costs can however be a barrier to ongoing CPD
- Cuts and lack of professional recognition means that this is in significant decline.
- Difficult question as it depends on the quality of course/conference etc.
- Entering the sector without a masters or diploma has become rare. But I would not encourage someone to do an MA unless they are very committed due to the cost. Some conferences are too general to be useful, though there are networking benefits.
- Experience on real projects is vital. No amount of courses and reading can replace that. The most important thing for an aspiring conservation engineer to do is to work somewhere that is already involved in conservation under the guidance of an experienced engineer. (eg I was at xxxxx for 36 years and a Partner there for 29 years.
- Formal training in Business Management.
- Full architectural professional development is required to successfully repair and sustain historic buildings fit for use.
- further qualification desirable but not essential.
- General learning which is on-going is necessary, but a formal qualification would not really be required unless very specific.
- Go out with existing professionals to learn skills on the ground.
- I am a member of the AABC. Other accreditation are available for historic environment specialists. Accreditation is a practical method of demonstrating experience and capability.
- I believe everyone should strive to attain all of the above. There is no such thing as a specialist who needs no CPD! it's essential to also pass such skills on to younger people in particular.
- I believe that widening your study area and becoming involved in all types of archaeological and historical areas enriches your understanding of your subject. Teaching others allows you to refine your subject and the feedback

you receive from the student tests or encourages you to question your own theories. Working with others in similar fields and continued private study keeps you current.

- I think it is important now for me to mentor the next generation of conservation specialists.
- I think this relates to contract work...ideally the person would have ongoing professional development, but if they don't want a further degree, they shouldn't have to get it if they are happy in their current situation
- I work as a specialist in historic buildings in my own niche area and have been doing so for thirty years - with the best will in the world going on a course would teach me nothing as I have a fundamental grasp of what I need to know (and a good home reference library to cover the gaps) - CPD may work for newcomers in the profession but if you do not know your job after twenty years you should resign in disgrace not take noddy courses.
- Ideally all these boxes should be ticked!
- Ideally there would be time to work towards further research/qualifications, but in reality, I have insufficient hours to do all that my job entails, and a great deal is done as unpaid overtime. The pay, such as it is, is not great, which may be a disincentive for younger people. However, this is the kind of field, like gardening, which is partly a vocation and done for more than just monetary reward.
- Ideally we should develop a support network of architects, craftspeople and other specialists who can provide support and advice. This is invaluable.
- I'm afraid I don't know any really competent buildings archaeologist that has attended CPD.
- Individuals should be self motivated to learn every day.
- It is also important to have unofficial professional mentors such as more experienced colleagues.
- Lots of travel and have an inquiring mind.
- Networking is vital - eg socialising through professional and amenity organisations.
- No substitute for doing the work.
- Not all of this is required at all times, and needs change depending on work/ stage of career.
- Nothing like experience.

- Once a good level of understanding is reached then a CPD and general reading approach should be sufficient. Doing ongoing work is the best way to keep learning.
- Ongoing CPD is a requirement for all architects.
- Practical workshops are essential. These are not courses as such.
- Practice and experience!
- Qualifications are no substitute for experience. Time in the field is all.
- Regular use of their specialist skills.
- Work across disciplines - too many people think just archaeology is sufficient.
- Work alongside others specialists (in this instance archaeological consultants) in order to develop professional judgement across a wide range of scenarios and be able to discuss the specific issues arising out of projects.

## **16.7 FULL COMMENTS FROM 10.3 ACCESS TO ONGOING CPD TRAINING**

- A general understanding of archaeological practice in the UK is an essential precursor to becoming a competent archaeological consultant. However, identifying experiences archaeologists with commercial awareness and ability to distinguish the key issues for resolving clients'/curators problems is more challenging. I can see no obvious training other than experience- learning on the job which is subsequently reinforced with specific targeted training (such as EIA, DBA, expert witness, accounting, marketing etc).
- Again, this question set can be misleading. It needs to be fully qualified as to what range of professional and vocational expertise is being reported upon to avoid misinterpretation.
- Any initial training I received was via volunteering via my own volition.
- But it depends hugely on which skill; some of which can never be taught.
- Conservation is almost entirely absent from architectural courses (I am an architect by training), meaning that the only way forward is a mix of professional experience and postgrad training, the former not always being easy to find and the latter often expensive.
- Conservation training courses are expensive. Without support from my employer I would not have been able to gain the appropriate quality, breadth and depth of CPD necessary.

- Cost is a big factor, especially now when first degrees are significantly more expensive than they were when I qualified.
- Cost is sometimes prohibitive, and companies will obviously only pay so much.
- Decreasing numbers of specialist course for Garden History and Conservation and increasing emphasis on training and using volunteers to do archival research probably goes together but is not efficient as a method of working to produce complex management plans for important cultural landscapes.
- Depends on how committed the individual is.
- Garden historians come from a broad range of disciplines, so 'entry-level' could be a horticultural course, archaeology, architectural history, not just a specific garden history course. Plus having studied garden history (usually to MA level) does not mean someone is capable of analysing a landscape. Needs to be a high level of practical experience too. Best learnt on the job.
- Garden history as a subject often gets subsumed under buildings history or other topic ...it is a specialism in its own right.
- I am about to carry out research into small scale historic harbours; there is almost no professional or technical guidance, and training tends to be engineering based.
- I don't know what CPD training is.
- I don't think it's difficult to find training, but I think covering the costs is difficult by your employer/ financing oneself at an entry level position.
- I live in West Wales, so there are not many opportunities, they are mostly in Cardiff.
- I really can't say.
- I said very difficult as further training beyond u/g degree requires significant investment: it's easy enough to find the training, but lack of finance for masters courses restricts entry pool.
- I think it is very important to distinguish between conservation-led careers in buildings, for which I do see some career paths, and skills in building analysis and recording which are quite separate. The latter is my area of expertise.
- I think the entry level jobs that were available when I entered the profession in 2004 have dried up. Even then it was difficult, but there were archaeological units and others who were willing to take on inexperienced staff and train them up. I'm now aware of very few private sector employers who do this. The government-sponsored sector (where I now work) is increasingly reliant

on an ageing set of specialists trained in the 1980s under the listed building resurvey and/or RCHME days. These avenues are not now available. I don't think there are sufficient specialists under 40 in the sector to replace those currently nearing retirement age. And I think there are even fewer coming through in their early 20s to replace even my generation, let alone the one before. At some point there will be a crisis in the provision of such specialist expertise.

- I'm not really sure about this.
- In order to get experience, I did an unpaid internship for one day a week for two years, at a council which I arranged, alongside my normal job. It was not the norm and I was lucky to get the placement. It was only through pushing myself forward that this was possible. I then had to work in the evenings and eventually freelance to gain the experience I needed to get a job in this field. There is very little in the way of appropriate career advice. This field should be promoted in art schools, there are very many crossovers with philosophy / art having come originally from a fine art sculpture background, I know myself for this to be true and I find it hugely fulfilling and challenging. I am keen to continue working in this sector and expanding my knowledge.
- It is difficult to find appropriate CPD at reasonable cost that does not take up too much time.
- It is most difficult to pay for it and to make the time to attend training.
- It's not difficult if you work in a firm that does conservation engineering. It's virtually impossible if you don't!
- Just do it and get experience. None of it is rocket science.
- Little opportunity for generalists in building work, design, planning, surveying, archaeology to get good specialist training in assessment and evaluation of significance. ongoing CPD is easier to come by, although fewer opportunities to have this paid for in public sector roles.
- Many colleges and universities offer courses at various levels, including in Business Management. Training is widely available, accessible and affordable.
- Many courses eg HELM are free for local government, but no account is given re charging of whether the private sector professional is an individual or a large company. Sometimes difficult for an individual to afford the fees.
- More heritage specific CPD would be very welcome. The profession is fragmented across many bodies, and these combining their access to CPD and seminars would be very useful.



- Most CPD training in conservation is of a very poor standard.
- Most of the post graduate courses have finished, and although there are some starter courses for those beginning in the field, there is not a lot out there. Grapevine is starting to try to fill this niche but is London based at present.
- Most widely available training offers a level of observation and knowledge that is typically essential for a functioning consultant. Taking this to the next level is specialist and often requires a level of focus that is only of economic value when a job requires.
- Much training provided by larger organisations is quite general - specific focussed and detailed training is necessary - broad-brush approach usually available through publications/press.
- My organisation is very supportive of CPD but external opportunities are limited.
- My training was a long time ago!
- NO undergraduate/post graduate courses available and CPD limited.
- Not difficult if you can pay. Making sure those providing training know what they are talking about may be more questionable.
- Not enough expert specialist CPD training available for those having worked in this field for a few years- all targeted at entry level in the field.
- Not many courses relating specifically to buildings recording in terms of CPD.
- Not sure; not easy now that local authorities are suffering funding cuts.
- Other than Ironbridge and York there are no institutions offering courses in historic building archaeology that are worth the paper they are written on.
- Overall it is easy to get further training but while working it is much harder as often there is no time and/or money for a commercial company to send staff to undertake costly courses which not always are that useful as they may only be designed to fulfil (tick the box) the cpd requirements.
- Oxford provide some very useful courses but too far away and very expensive to attend.
- Petrology is unfortunately a dying art, with few people prepared to put in the training.
- Places of worship-churches, mosques, Temples, etc are not considered particularly important and training etc is not really available.

- Post grad. CPD in buildings archaeology is essential and very much missing. It is extremely difficult to find short courses or even accredited buildings courses at post grad. Level and it is badly needed.
- Probably depends where you live - good courses in Oxford near us.
- RIBA Provides specialist courses. Numerous training courses available.
- Several courses have close recently. There is now no landscape conservation course. Many practice without specialist training.
- Some will say that cost is a deterrent, but there are bursaries and, importantly, low-cost and DIY alternatives.
- The difficulty in the initial training is a lack of full-time specialist places; the difficulty in CPD is having to fund it as some commercial companies do not fund training, despite being a CifA RO.
- The professional care of historic landscapes, parks and gardens is increasingly overlooked. The value of the contribution of landscape specialists is diminishing in organisations such as Historic England and the National Trust.
- The quality of training varies enormously (both at university and at professional level) and this remains a problem for the people who are trying to undertake the training. I suspect nothing can really be done about this as the only checks on all this are effectively box ticking systems, but it would be marvellous to be able to find a way to provide some quality assurance one day.
- There are courses but I'm not sure employers are releasing people, especially in the hard pressed Local Gov sector.
- There are currently no courses covering this specialism. The few people who work within it can get ongoing CPD.
- There are few schools of Architecture that teach or train Architects in conservation. It always seems to be a specialism you seek out and either work at or do supplementary training/or study for.
- There is a growing range of building conservation courses aimed at basic principles, specific materials and often aimed at a broad audience (e.g. owners of historic buildings), Specialist conservation training for building professionals is limited outside formal education, although the SPAB and RICS offer spring / autumn courses and the Summer School. Professionals must work hard to find the specific training they require.
- There is little specifically related to dealing with historic buildings and it is not taught in our architecture schools!

- There is no PROFESSIONAL training in the most effective way to write conservation plans, and not much other training in analytical skills. Some County Gardens Trusts provide training for volunteers but this is inadequate for professional sector. Perhaps the Gardens Trust/GHS could take on this aspect?
- There is not much training available. The cost of training is often high.
- Training tends to be practical and on going
- Training in the central belt of Scotland is available but travel will be involved for those farther away.
- Training is widely available and not expensive.
- Training may sometimes have to be self-funded due to organisational financial constraints but there are a range of relevant courses available.
- Training providers within the heritage sector are not used to working in a commercial environment and certainly not within the development or property market that provides the bulk of the work. They do not have any knowledge of or provide any training in how to deal with buildings or landscape in any form apart from very vague theoretical references.
- Virtually no training available in dendro in UK, current crop of UK dendros have mostly done PhDs in it in English Unis or abroad.
- We attend courses and conferences but - apart from the very specific skills-based ones - they don't teach us anything new about the care of the historic environment.
- While you can study basic Roman wall decoration at University there are very few surviving examples of Roman wall plaster in the UK which makes it difficult to take the subject to a specialist level without leaving the country. The subject is not widely known and unless you are part of a project close work is not easily accessible or available.

## **16.8 FULL LIST COMMENTS FROM 10.4 BEING A TRAINER**

- As an Architect with conservation accreditation I work to train others on their route to becoming chartered as architects and Architects to become accredited though practical experience in the study and repair of listed structures.

- As I'm also trained as an architect, I currently teach design at University level, but I have not found the universities to be interested in my skills as a historic environment practitioner.
- As part of degree programmes.
- By request for certain problems.
- Constantly mentoring junior members of staff through projects and have given papers on some occasions at conferences.
- Course Leader RIBA Conservation Course.
- Have taught in the past on [university]buildings conservation courses.
- Historic Buildings Conservation course at Plymouth university has collapsed. - Occasional professional courses on specialist subjects.
- I am a module leader on a MSc course in sustainable building conservation at [university]. I have previously worked in offices where I have provided assistance to junior members of the team an informal, regular / ongoing basis.
- I plan to employ colleagues in the near future and to offer comprehensive specialist training in the course of office project work.
- I am an AABC mentor for one person.
- I am bidding for work at the moment as a THS advisor and hope if I'm successful to take on trainee[s].
- I am Course Leader for an MCS.
- I am hoping to become a trainer again very shortly.
- I am specialising in distance training.
- I currently provide on the job training to more junior staff.
- I do try to pass on my skills to other general architectural staff in the practice where possible.
- I get involved in training but I am not trained as a trainer.
- I give many talks to regional County Garden Trust members, also to IHBC groups and other similar bodies, on a variety of topics relating to historic landscape conservation.
- I have been volunteering as a mentor.
- I have experience in training from my previous career.
- I have given informal advice, training and mentoring only to volunteers and students.

- I have only informally acted as mentor within the office team I worked with.
- I have previously mentored professional studies students and would be happy to do so in the future.
- I have run a specialised unit, training staff (unable to recruit sufficiently skilled/experienced staff), but it is exceptionally difficult and time-consuming to do so and remain commercially viable.
- I have taught and mentored students, but not officially (just volunteers in my lab).
- I help colleagues develop their archaeological consultancy skills.
- I help organise regular CPD events for RIAS Conservation Accredited Architects.
- In 2016 we had a one-day workshop for those seeking accreditation. 3 case studies from the last 5 years are required for accredited level accreditation and the lack of case studies is a serious barrier for those seeking accreditation. I have mentored staff seeking accreditation when we had a staffed office.
- I lecture and tour the students from [university] annually in Italy but have not worked with students in the UK. I would like to work with students in the UK and to develop the field further.
- I lecture final year students at University.
- I lectured while at university and still give training in various elements of digital recording techniques.
- I mentor the practice Architectural Student/trainees.
- I provide professional training and support in aspects of historic building construction, building development and analysis and forensics. This provided to those within the heritage sector as well as those in the property sector who want to break into the heritage sector.
- I run short courses in photography for archaeologists and also buildings archaeology aimed at under graduates.
- I support / mentor my colleagues by giving specialist advice, but this is a relatively informal arrangement.
- I teach on the [organisation] course on Understanding Place (annual) and on the Riba ongoing conservation course for architects aiming for accreditation. I also speak at seminars and conferences to share experience with the sector. I would be interested in mentoring one to one with younger people outside my firm.

- I work for a volunteer organization and train volunteers regularly.
- I would need to be paid!
- In a volunteer capacity I train volunteers for a county Garden trust in research and recording of historic designed landscapes. I do not provide professional training but would be interested in doing so if there was any scope and a commercial pay scale.
- I've only rarely given any training. Most regret not having a pupil.
- Mentor.
- Mentor.
- Mentor to community groups/charities and university post-grad student conservation tutor.
- Mentoring Other Staff.
- Most 'training' is hoop-jumping, or more about 'coffee' and 'break-out sessions'. It's on the job practice, especially alongside more experienced colleagues, that matters. All too often the 'trainers' are professional 'trainers', and 'training' is all they know about.
- No longer economically worth training people up - employment legislation is too punitive to risk employing trainees these days.
- Occasionally.
- Oddly, it is training the clients to understand.
- Only informal training.
- Part-time HELM training.
- Questions of commercial competition colour my answer. I don't envisage training anyone yet.
- Regularly do training in heritage-led regeneration and economic development, planning for heritage, urban design, conservation law and policy, conservation philosophy and professional practice.
- Run occasional practically focussed courses.
- Teaching Roman pottery and finds at University level.
- The company I worked for has ceased the training side so I have carried out much assessing etc recently.
- Training is part of my work, and of my activity for the profession, but not the dominant element.

- Training staff for historical research.
- Tutor and lecturer at [university].
- Tutor until courses closed recently.
- We have recently taken on an Intern and are therefore providing training.
- Well sometimes.

**Table 21: Charges by subcategory for Buildings History.**

Sub-Categories for Buildings History	n	Min	Med	Max	Mean	SD
The identification, analysis, and interpretation of a wide variety of historic buildings, structures, complexes and areas	177	£50	£350	£1,280	£398	+/-218
The production of metrically accurate measured drawings using a variety of survey methods including CAD software	102	£50	£300	£1,200	£360	+/-173
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	155	£50	£350	£1,280	£399	+/-220
The assessment of significance and the placing of buildings, structures and areas in their historical and architectural contexts	149	£50	£350	£960	£383	+/-195
The production of analytical, contextual reports combining field evidence with information obtained from a range of documentary and cartographical sources	98	£50	£350	£960	£385	+/-203
<b>All</b>	<b>180</b>	<b>£50</b>	<b>£350</b>	<b>£1,280</b>	<b>£394</b>	<b>+/-208</b>

**Table 22: Charges by subcategory for Garden History.**

Sub-Categories for Garden History	n	Min	Med	Max	Mean	SD
The identification, analysis, and interpretation of a wide variety of historic landscapes (parks, Garden, cemeteries etc)	60	£120	£380	£800	£392	£160



Sub-Categories for Garden History	n	Min	Med	Max	Mean	SD
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	53	£120	£385	£800	£379	£144
The production of metrically accurate map overlays (map regression) and a range of annotated survey drawings using a variety of methods including CAD software	42	£120	£363	£800	£372	£148
The investigation and evaluation of the cultural significance of historic landscapes, by assessing natural landscape, overall landscape design, views, tree structure, 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	53	£120	£385	£800	£391	£151
The production of analytical, contextual, illustrated reports combining field (site) evidence with information obtained from a range of documentary and cartographical sources	57	£120	£385	£800	£389	£153
<b>All</b>	<b>63</b>	<b>£120</b>	<b>£375</b>	<b>£800</b>	<b>£383</b>	<b>£154</b>

**Table 23: Day rates by organisation type for Buildings History**

Organisation Type Buildings History	N	Min	Median	Max	Mean	Stand Dev
commercial company	124	£50	£355	£1,040	£407	£198
not-for-profit company (including charitable trusts)	10	£120	£295	£500	£285	£102
national government agency	2	£125	£163	£200	£163	£38
local government	3	£265	£320	£390	£325	£51
university	8	£50	£325	£500	£299	£124
other	27	£75	£325	£1,000	£374	£216

**Table 24: Day rates by organisation type for Garden History**

Organisation Type Garden History	N	Min	Median	Max	Mean	Stand Dev
commercial company	44	£120	£400	£750	£407	£150
not-for-profit company (including charitable trusts)	4	£120	£210	£296	£209	£75
national government agency	1	£400	£400	£400	£400	£-
local government	2	£320	£350	£380	£350	£30
University	2	£250	£250	£250	£250	£-
Other	8	£200	£300	£550	£322	£103

**Table 25: Day rates by other specialisms of respondents.**

Speciality	Number of Responses	Median	Mean
archaeological finds   pottery prehistoric	3	£ 250	£ 270
archaeological finds   Roman - amphorae	3	£ 250	£ 253

Speciality	Number of Responses	Median	Mean
archaeological finds   Roman - mortaria	3	£ 250	£ 253
archaeological finds   Roman - Samian	2	£ 255	£ 255
archaeological finds   Roman - stamped Samian	1	£ 200	£ 200
archaeological finds   Roman - all other	4	£ 238	£ 246
archaeological finds   medieval	6	£ 250	£ 248
archaeological finds   post-medieval	6	£ 238	£ 223
archaeological finds   ceramic building material tile	7	£ 225	£ 186
archaeological finds   brick	8	£ 160	£ 159
archaeological finds   mosaic	2	£ 135	£ 135
archaeological finds   clay pipe	2	£ 215	£ 215
archaeological finds   worked stone carved	5	£ 280	£ 231
archaeological finds   flaked	7	£ 200	£ 194
archaeological finds   ground	2	£ 203	£ 203
archaeological finds   petrology	2	£ 243	£ 243
archaeological finds   metal coins & tokens	1	£ 225	£ 225
archaeological finds   other artefacts	4	£ 163	£ 159
archaeological finds   slag (and other byproducts)	2	£ 175	£ 175
archaeological finds   glass vessel	3	£ 180	£ 177
archaeological finds   window	2	£ 175	£ 175
archaeological finds   other artefacts	1	£ 100	£ 100
archaeological finds   organic material leather	1	£ 100	£ 100
archaeological finds   wood	3	£ 200	£ 200
archaeological finds   textiles	1	£ 400	£ 400
archaeological finds   bone & antler	7	£ 250	£ 191
archiving   archiving (including security copying)	4	£ 200	£ 220
archiving   digital archiving	5	£ 200	£ 220
conservation   stone	2	£ 581	£ 581
conservation   metal	1	£ 862	£ 862

Speciality	Number of Responses	Median	Mean
conservation   stone	4	£ 580	£ 631
conservation   metal	2	£ 731	£ 731
conservation   glass	2	£ 580	£ 580
conservation   buildings	85	£ 450	£ 473
conservation   gardens and designed landscapes	44	£ 435	£ 420
forensic   forensic archaeology	2	£ 575	£ 575
historic research   documentary research archaeological sites and landscapes	94	£ 300	£ 342
historic research   historic buildings	136	£ 328	£ 372
historic research   gardens and designed landscapes	85	£ 350	£ 363
historic research   palaeography	4	£ 255	£ 240
illustration   digital maps, plans & elevations	50	£ 300	£ 348
illustration   artefacts	13	£ 250	£ 238
illustration   reconstructions	13	£ 350	£ 379
illustration   display	16	£ 310	£ 322
illustration   traditional maps, plans & displays	38	£ 300	£ 353
illustration   artefacts	14	£ 200	£ 203
illustration   reconstructions	13	£ 300	£ 348
illustration   display	12	£ 350	£ 359
palaeoenvironmental   archaeobotany plant macrofossil	6	£ 305	£ 325
palaeoenvironmental   pollen	1	£ 300	£ 300
palaeoenvironmental   diatoms	1	£ 300	£ 300
palaeoenvironmental   zooarchaeology vertebrate	2	£ 295	£ 295
palaeoenvironmental   microfauna	1	£ 280	£ 280
palaeoenvironmental   mollusc	1	£ 400	£ 400
palaeoenvironmental   geoarchaeology sedimentology	3	£ 150	£ 180
palaeoenvironmental   soil micromorphology	2	£ 135	£ 135

Speciality	Number of Responses	Median	Mean
photography   microphotography	3	£ 450	£ 503
photography   artefact	11	£ 250	£ 206
photography   site	47	£ 290	£ 305
photography   historic building	58	£ 300	£ 326
physical dating   other physical dating	2	£ 175	£ 175
report production   design	75	£ 300	£ 345
report production   editing	77	£ 300	£ 327
report production   indexing	31	£ 300	£ 315
report production   paper publication	62	£ 250	£ 290
report production   digital publication	65	£ 300	£ 319
report production   distribution	24	£ 300	£ 335
survey   landscape	52	£ 283	£ 327
survey   topographic	35	£ 300	£ 323
survey   geophysical	16	£ 280	£ 287
survey   buildings	89	£ 300	£ 389
survey   photogrammetry / rectified photography	30	£ 300	£ 311
survey   3D photogrammetry	17	£ 300	£ 355
survey   3D laser scanning	9	£ 350	£ 499
survey   aerial photography	5	£ 250	£ 300
survey   lidar	8	£ 425	£ 459
other services	39	£ 450	£ 451

**Table 26: Charges by personal traits for buildings history.**

Buildings History	n	Min	Median	Max	Mean	Stand Dev
<b>Gender</b>						
Female	48	£65	£345	£650	£332	£138

<b>Buildings History</b>	<b>n</b>	<b>Min</b>	<b>Median</b>	<b>Max</b>	<b>Mean</b>	<b>Stand Dev</b>
Male	100	£50	£360	£1,040	£424	£212
<b>Age</b>						
<25	2	£225	£303	£380	£303	£78
25-34	10	£50	£375	£700	£350	£188
35-44	31	£70	£280	£713	£307	£150
45-54	44	£120	£340	£810	£363	£157
55-64	65	£50	£350	£900	£420	£191
65+	22	£75	£380	£1,040	£452	£247
<b>Highest level of qualification held</b>						
School	3	£50	£250	£300	£200	£108
NVQ	1	£200	£200	£200	£200	£-
undergrad degree	30	£120	£284	£1,000	£347	£201
postgrad masters or diploma	108	£50	£395	£1,040	£416	£195
PhD	27	£125	£300	£700	£336	£139
post-doctoral	3	£250	£250	£350	£283	£47
<b>Full-time or part-time</b>						
(35 hours per week or more)	119	£50	£360	£900	£398	£179
(less than 35 hours per week)	56	£50	£300	£1,040	£352	£208
<b>For how many years have you been practising as a historic environment specialist?</b>						
0-5	14	£65	£300	£700	£309	£141
6-10	23	£50	£255	£480	£282	£129
11-15	19	£125	£350	£713	£375	£170
16-20	21	£175	£350	£900	£413	£205

Buildings History	n	Min	Median	Max	Mean	Stand Dev
more than 20	97	£50	£350	£1,040	£414	£197
<b>For how many more years do you intend (or hope) to continue practising as a historic environment specialist?</b>						
0-5	23	£75	£350	£760	£386	£184
6-10	52	50	£425	£1,040	£456	£221
11-15	32	70	£350	£750	£363	£157
16-20	30	125	£305	£810	£344	£158
more than 20	38	50	£300	£713	£332	£161

**Table 27: Charges by personal traits for garden history.**

Garden History	n	Min	Median	Max	Mean	Stand Dev
<b>Gender</b>						
Female	15	£150	£400	£500	£380	£101
Male	40	£120	£340	£750	£380	£163
<b>Age</b>						
<25	0					
25-34	4	£250	£450	£480	£408	£92
35-44	5	£120	£400	£655	£380	£207
45-54	23	£120	£330	£700	£364	£151
55-64	25	£150	£350	£750	£371	£139
65+	5	£300	£464	£500	£433	£76
<b>Highest level of qualification held</b>						
School	0					
NVQ	0					

Garden History	n	Min	Median	Max	Mean	Stand Dev
undergrad degree	12	£120	£283	£655	£316	£143
postgrad masters or diploma	37	£120	£400	£750	£401	£149
PhD	10	£200	£375	£700	£380	£127
post-doctoral	2	£250	£300	£350	£300	£50
<b>Full-time or part-time</b>						
(35 hours per week or more)	40	£120	£390	£750	£388	£150
(less than 35 hours per week)	22	£120	£323	£600	£355	£133
<b>For how many years have you been practising as a historic environment specialist?</b>						
0-5	2	£300	£375	£450	£375	£75
6-10	7	£200	£250	£480	£319	£112
11-15	2	£500	£525	£550	£525	£25
16-20	9	£175	£300	£400	£286	£76
more than 20	42	£120	£390	£750	£398	£154
<b>For how many more years do you intend (or hope) to continue practising as a historic environment specialist?</b>						
0-5	7	£263	£464	£500	£425	£94
6-10	22	£150	£363	£750	£392	£161
11-15	11	£210	£380	£680	£382	£122
16-20	11	£175	£300	£655	£319	£123
more than 20	11	£120	£400	£620	£367	£163

**Table 28 Rates based on waiting lists and length of waiting list.**



Garden History	n	Min	Median	Max	Mean	Stand Dev
<b>Waiting list</b>						
Yes	27	£120	£400	£620	£357	£132
No	35	£200	£350	£750	£392	£153
<b>Wait length</b>						
<1 month	7	£120	£375	£450	£326	£104
1-3 months	9	£195	£450	£620	£394	£132
3-6 months	7	£175	£400	£500	£361	£105
6-12 months	4	£120	£325	£500	£318	£183
>1 year	1	£400	£400	£400	£400	£-
don't know	1	£350	£350	£350	£350	£-

**Table 29: Gender compared to other factors. Percentages based on both genders.**

Personal Traits	Buildings History		Garden History	
	Female	Male	Female	Male
age<25	2 (66.7%)	1 (33.3%)		
age25-34	8 (61.5%)	5 (38.5%)	4 (100.0%)	0 (0.0%)
age35-44	24 (51.1%)	23 (48.9%)	2 (25.0%)	6 (75.0%)
age45-54	22 (41.5%)	31 (58.5%)	11 (39.3%)	17 (60.7%)
age55-64	13 (20.0%)	52 (80.0%)	11 (35.5%)	20 (64.5%)
age65+	8 (28.6%)	20 (71.4%)	0 (0.0%)	6 (100.0%)
school	1 (33.3%)	2 (66.7%)		
NVQ	1 (100.0%)	0 (0.0%)		
undergrad degree	5 (16.1%)	26 (83.9%)	2 (15.4%)	11 (84.6%)
postgrad masters or diploma	58 (43.3%)	76 (56.7%)	18 (39.1%)	28 (60.9%)

Personal Traits	Buildings History		Garden History	
PhD	9 (31.0%)	20 (69.0%)	7 (53.8%)	6 (46.2%)
post-doctoral	2 (33.3%)	4 (66.7%)	1 (25.0%)	3 (75.0%)
full-time	51 (35.2%)	94 (64.8%)	20 (37.7%)	33 (62.3%)
part-time	26 (40.6%)	38 (59.4%)	8 (33.3%)	16 (66.7%)

**For how many years have you been practising as a historic environment specialist?**

0-5	15 (71.4%)	6 (28.6%)	3 (100.0%)	0 (0.0%)
6-10	11 (42.3%)	15 (57.7%)	4 (66.7%)	2 (33.3%)
11-15	14 (56.0%)	11 (44.0%)	1 (33.3%)	2 (66.7%)
16-20	5 (18.5%)	22 (81.5%)	5 (35.7%)	9 (64.3%)
more than 20	31 (28.7%)	77 (71.3%)	15 (29.4%)	36 (70.6%)

**For how many more years do you intend (or hope) to continue practising as a historic environment specialist**

0-5	10 (40.0%)	15 (60.0%)	3 (30.0%)	7 (70.0%)
6-10	12 (22.2%)	42 (77.8%)	7 (30.4%)	16 (69.6%)
11-15	11 (31.4%)	24 (68.6%)	3 (23.1%)	10 (76.9%)
16-20	15 (42.9%)	20 (57.1%)	6 (42.9%)	8 (57.1%)
more than 20	30 (50.8%)	29 (49.2%)	9 (56.3%)	7 (43.8%)

**Waiting list**

Yes	32 (32.7%)	66 (67.3%)	16 (44.4%)	20 (55.6%)
No	42 (40.8%)	61 (59.2%)	10 (27.8%)	26 (72.2%)

**Wait length**

<1 month	6 (40.0%)	9 (60.0%)	3 (42.9%)	4 (57.1%)
1-3 months	14 (30.4%)	32 (69.6%)	4 (40.0%)	6 (60.0%)
3-6 months	6 (33.3%)	12 (66.7%)	5 (41.7%)	7 (58.3%)
6-12 months	2 (33.3%)	4 (66.7%)	2 (50.0%)	2 (50.0%)
>1 year	6 (50.0%)	6 (50.0%)	1 (100.0%)	0 (0.0%)

Personal Traits	Buildings History		Garden History	
don't know	2 (33.3%)	4 (66.7%)	1 (50.0%)	1 (50.0%)

**Table 30: Gender compared to other factors. Percentages based on single gender i.e. percentages in the female are based on all female respondents and not both male and female respondents.**

Personal Traits	Buildings History	Garden History	Buildings History	Garden History
	Female		Male	
age <25	2 (2.6%)	0 (0.0%)	1 (0.8%)	0 (0.0%)
age 25-34	8 (10.4%)	4 (14.3%)	5 (3.8%)	0 (0.0%)
age 35-44	24 (31.2%)	2 (7.1%)	23 (17.4%)	6 (12.2%)
age 45-54	22 (28.6%)	11 (39.3%)	31 (23.5%)	17 (34.7%)
age 55-64	13 (16.9%)	11 (39.3%)	52 (39.4%)	20 (40.8%)
age 65+	8 (10.4%)	0 (0.0%)	20 (15.2%)	6 (12.2%)
School	1 (1.3%)	0 (0.0%)	2 (1.6%)	0 (0.0%)
NVQ	1 (1.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
undergrad degree	5 (6.6%)	2 (7.1%)	26 (20.3%)	11 (22.9%)
postgrad masters or diploma	58 (76.3%)	18 (64.3%)	76 (59.4%)	28 (58.3%)
PhD	9 (11.8%)	7 (25.0%)	20 (15.6%)	6 (12.5%)
post-doctoral	2 (2.6%)	1 (3.6%)	4 (3.1%)	3 (6.3%)
full-time	51 (66.2%)	20 (71.4%)	94 (71.2%)	33 (67.3%)
part-time	26 (33.8%)	8 (28.6%)	38 (28.8%)	16 (32.7%)
<b>For how many years have you been practising as a historic environment specialist?</b>				
0-5	15 (19.7%)	3 (10.7%)	6 (4.6%)	0 (0.0%)
6-10	11 (14.5%)	4 (14.3%)	15 (11.5%)	2 (4.1%)
11-15	14 (18.4%)	1 (3.6%)	11 (8.4%)	2 (4.1%)

Personal Traits	Buildings History	Garden History	Buildings History	Garden History
16-20	5 (6.6%)	5 (17.9%)	22 (16.8%)	9 (18.4%)
more than 20	31 (40.8%)	15 (53.6%)	77 (58.8%)	36 (73.5%)
<b>For how many more years do you intend (or hope) to continue practising as a historic environment specialist?</b>				
0-5	10 (12.8%)	3 (10.7%)	15 (11.5%)	7 (14.6%)
6-10	12 (15.4%)	7 (25.0%)	42 (32.3%)	16 (33.3%)
11-15	11 (14.1%)	3 (10.7%)	24 (18.5%)	10 (20.8%)
16-20	15 (19.2%)	6 (21.4%)	20 (15.4%)	8 (16.7%)
more than 20	30 (38.5%)	9 (32.1%)	29 (22.3%)	7 (14.6%)
<b>Waiting list</b>				
Yes	32 (43.2%)	16 (61.5%)	66 (52.0%)	20 (43.5%)
No	42 (56.8%)	10 (38.5%)	61 (48.0%)	26 (56.5%)
<b>Wait length</b>				
<1 month	6 (16.7%)	3 (18.8%)	9 (13.4%)	4 (20.0%)
1-3 months	14 (38.9%)	4 (25.0%)	32 (47.8%)	6 (30.0%)
3-6 months	6 (16.7%)	5 (31.3%)	12 (17.9%)	7 (35.0%)
6-12 months	2 (5.6%)	2 (12.5%)	4 (6.0%)	2 (10.0%)
>1 year	6 (16.7%)	1 (6.3%)	6 (9.0%)	0 (0.0%)
don't know	2 (5.6%)	1 (6.3%)	4 (6.0%)	1 (5.0%)

**Table 31: Perceived competition based on sub-categories of buildings history.**

Buildings History	Great deal	Moderate amount	Very little	n
The identification, analysis, and interpretation of a wide variety of historic buildings, structures, complexes and areas	40 (18.9%)	135 (63.7%)	37 (17.5%)	212

<b>Buildings History</b>	<b>Great deal</b>	<b>Moderate amount</b>	<b>Very little</b>	<b>n</b>
The production of metrically accurate measured drawings using a variety of survey methods including CAD software	23 (19.0%)	79 (65.3%)	19 (15.7%)	121
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	29 (15.4%)	118 (62.8%)	41 (21.8%)	188
The assessment of significance and the placing of buildings, structures and areas in their historical and architectural contexts	35 (18.7%)	116 (62.0%)	36 (19.3%)	187
The production of analytical, contextual reports combining field evidence with information obtained from a range of documentary and cartographical sources	30 (16.8%)	113 (63.1%)	36 (20.1%)	179

**Table 32: Perceived competition based on personal traits for Buildings History.**

<b>Buildings History</b>	<b>great deal</b>	<b>moderate amount</b>	<b>very little</b>	<b>n</b>
<b>Organisation</b>				
sole trader	13 (14.6%)	52 (58.4%)	24 (27.0%)	89
small organisation	15 (19.0%)	46 (58.2%)	18 (22.8%)	79
larger organisation	21 (24.1%)	53 (60.9%)	13 (14.9%)	87
commercial company	41 (23.6%)	101 (58.0%)	32 (18.4%)	174

<b>Buildings History</b>	<b>great deal</b>	<b>moderate amount</b>	<b>very little</b>	<b>n</b>
not-for-profit company	1 (7.7%)	10 (76.9%)	2 (15.4%)	13
national government agency	1 (7.7%)	6 (46.2%)	6 (46.2%)	13
local government	0 (0.0%)	4 (66.7%)	2 (33.3%)	6
University	2 (22.2%)	6 (66.7%)	1 (11.1%)	9
Other	4 (11.1%)	21 (58.3%)	11 (30.6%)	36
<b>Location based</b>				
East of England	0 (0.0%)	15 (75.0%)	5 (25.0%)	20
East Midlands	3 (18.8%)	9 (56.3%)	4 (25.0%)	16
London	5 (25.0%)	12 (60.0%)	3 (15.0%)	20
South-East England	8 (19.0%)	25 (59.5%)	9 (21.4%)	42
South-West England	6 (25.0%)	14 (58.3%)	4 (16.7%)	24
North-East England	4 (28.6%)	6 (42.9%)	4 (28.6%)	14
North-West England	7 (35.0%)	12 (60.0%)	1 (5.0%)	20
West Midlands	5 (25.0%)	9 (45.0%)	6 (30.0%)	20
Yorkshire and the Humber	2 (8.7%)	14 (60.9%)	7 (30.4%)	23
Scotland	6 (20.7%)	19 (65.5%)	4 (13.8%)	29
Wales	1 (6.3%)	9 (56.3%)	6 (37.5%)	16
Northern Ireland	0 (0.0%)	0 (0.0%)	1 (100.0%)	1
Channel Islands	0 (0.0%)	0 (0.0%)	1 (100.0%)	1
Isle of Man				-
Outside UK - European Union	1 (25.0%)	3 (75.0%)	0 (0.0%)	4
Outside UK - Rest of the World	1 (33.3%)	2 (66.7%)	0 (0.0%)	3
<b>Location Work In</b>				
All of UK	17 (23.3%)	42 (57.5%)	14 (19.2%)	73
East of England	7 (14.0%)	32 (64.0%)	11 (22.0%)	50

<b>Buildings History</b>	<b>great deal</b>	<b>moderate amount</b>	<b>very little</b>	<b>n</b>
East Midlands	10 (15.9%)	39 (61.9%)	14 (22.2%)	63
London	10 (15.4%)	40 (61.5%)	15 (23.1%)	65
South-East England	11 (14.5%)	44 (57.9%)	21 (27.6%)	76
South-West England	11 (19.0%)	33 (56.9%)	14 (24.1%)	58
North-East England	11 (21.2%)	34 (65.4%)	7 (13.5%)	52
North-West England	12 (20.7%)	37 (63.8%)	9 (15.5%)	58
West Midlands	10 (18.5%)	30 (55.6%)	14 (25.9%)	54
Yorkshire and the Humber	9 (18.0%)	31 (62.0%)	10 (20.0%)	50
Scotland	7 (20.0%)	22 (62.9%)	6 (17.1%)	35
Wales	6 (19.4%)	16 (51.6%)	9 (29.0%)	31
Northern Ireland	0 (0.0%)	5 (62.5%)	3 (37.5%)	8
Channel Islands	2 (22.2%)	5 (55.6%)	2 (22.2%)	9
Isle of Man	0 (0.0%)	3 (75.0%)	1 (25.0%)	4
Outside UK - European Union	2 (15.4%)	8 (61.5%)	3 (23.1%)	13
Outside UK - Rest of the World	7 (26.9%)	13 (50.0%)	6 (23.1%)	26
<b>Personal Characteristics</b>				
Female	14 (19.2%)	43 (58.9%)	16 (21.9%)	73
Male	27 (20.0%)	79 (58.5%)	29 (21.5%)	135
<25	1 (33.3%)	2 (66.7%)	0 (0.0%)	3
25-34	5 (26.3%)	11 (57.9%)	3 (15.8%)	19
35-44	15 (26.8%)	34 (60.7%)	7 (12.5%)	56
45-54	15 (27.8%)	26 (48.1%)	13 (24.1%)	54
55-64	9 (10.1%)	59 (66.3%)	21 (23.6%)	89
65+	4 (12.9%)	17 (54.8%)	10 (32.3%)	31
School	1 (33.3%)	1 (33.3%)	1 (33.3%)	3

<b>Buildings History</b>	<b>great deal</b>	<b>moderate amount</b>	<b>very little</b>	<b>n</b>
NVQ	0 (0.0%)	1 (100.0%)	0 (0.0%)	1
undergrad degree	12 (27.9%)	24 (55.8%)	7 (16.3%)	43
postgrad masters or diploma	27 (16.9%)	97 (60.6%)	36 (22.5%)	160
PhD	7 (19.4%)	21 (58.3%)	8 (22.2%)	36
full-time	38 (21.0%)	108 (59.7%)	35 (19.3%)	181
part-time	11 (15.3%)	42 (58.3%)	19 (26.4%)	72
<b>Years practising as a historic environment specialist?</b>				
0-5	7 (29.2%)	14 (58.3%)	3 (12.5%)	24
6-10	9 (25.7%)	19 (54.3%)	7 (20.0%)	35
11-15	4 (12.9%)	19 (61.3%)	8 (25.8%)	31
16-20	4 (12.9%)	21 (67.7%)	6 (19.4%)	31
more than 20	26 (19.7%)	76 (57.6%)	30 (22.7%)	132
<b>Years intending (or hope) to continue practising as a historic environment specialist?</b>				
0-5	2 (7.1%)	20 (71.4%)	6 (21.4%)	28
6-10	12 (18.5%)	41 (63.1%)	12 (18.5%)	65
11-15	5 (10.9%)	26 (56.5%)	15 (32.6%)	46
16-20	12 (27.3%)	24 (54.5%)	8 (18.2%)	44
more than 20	19 (27.1%)	39 (55.7%)	12 (17.1%)	70
<b>Waiting list</b>				
Yes	25 (19.5%)	73 (57.0%)	30 (23.4%)	128
No	24 (19.5%)	77 (62.6%)	22 (17.9%)	123
<b>Wait length</b>				
<1 month	3 (16.7%)	14 (77.8%)	1 (5.6%)	18
1-3 months	13 (19.7%)	37 (56.1%)	16 (24.2%)	66
3-6 months	7 (25.9%)	14 (51.9%)	6 (22.2%)	27



<b>Buildings History</b>	<b>great deal</b>	<b>moderate amount</b>	<b>very little</b>	<b>n</b>
6-12 months	1 (16.7%)	2 (33.3%)	3 (50.0%)	6
>1 year	1 (9.1%)	6 (54.5%)	4 (36.4%)	11
don't know	2 (28.6%)	4 (57.1%)	1 (14.3%)	7

**Table 33: Perceived competition based on personal traits for Garden History.**

<b>Garden History</b>	<b>great deal</b>	<b>moderate amount</b>	<b>very little</b>	<b>n</b>
<b>Organisation</b>				
sole trader	8 (20.0%)	25 (62.5%)	7 (17.5%)	40
small organisation	3 (14.3%)	12 (57.1%)	6 (28.6%)	21
larger organisation	1 (4.3%)	12 (52.2%)	10 (43.5%)	23
commercial company	10 (18.5%)	33 (61.1%)	11 (20.4%)	54
not-for-profit company	0 (0.0%)	3 (60.0%)	2 (40.0%)	5
national government agency	0 (0.0%)	1 (20.0%)	4 (80.0%)	5
local government	0 (0.0%)	0 (0.0%)	2 (100.0%)	2
University	1 (20.0%)	2 (40.0%)	2 (40.0%)	5
Other	1 (9.1%)	8 (72.7%)	2 (18.2%)	11
<b>Location based</b>				
East of England	0 (0.0%)	4 (80.0%)	1 (20.0%)	5
East Midlands	2 (50.0%)	2 (50.0%)	0 (0.0%)	4
London	1 (25.0%)	3 (75.0%)	0 (0.0%)	4
South-East England	1 (6.7%)	10 (66.7%)	4 (26.7%)	15
South-West England	2 (18.2%)	7 (63.6%)	2 (18.2%)	11
North-East England	0 (0.0%)	2 (50.0%)	2 (50.0%)	4
North-West England	1 (33.3%)	2 (66.7%)	0 (0.0%)	3

Garden History	great deal	moderate amount	very little	n
West Midlands	1 (11.1%)	5 (55.6%)	3 (33.3%)	9
Yorkshire and the Humber	1 (10.0%)	4 (40.0%)	5 (50.0%)	10
Scotland	2 (28.6%)	2 (28.6%)	3 (42.9%)	7
Wales	1 (9.1%)	7 (63.6%)	3 (27.3%)	11
Northern Ireland				0
Channel Islands				0
Isle of Man				0
Outside UK - European Union				0
Outside UK - Rest of the World				0
<b>Location work in</b>				
All of UK	5 (12.2%)	28 (68.3%)	8 (19.5%)	41
East of England	1 (10.0%)	5 (50.0%)	4 (40.0%)	10
East Midlands	2 (10.0%)	11 (55.0%)	7 (35.0%)	20
London	3 (20.0%)	7 (46.7%)	5 (33.3%)	15
South-East England	2 (11.1%)	11 (61.1%)	5 (27.8%)	18
South-West England	4 (20.0%)	10 (50.0%)	6 (30.0%)	20
North-East England	1 (8.3%)	6 (50.0%)	5 (41.7%)	12
North-West England	2 (11.8%)	8 (47.1%)	7 (41.2%)	17
West Midlands	5 (19.2%)	12 (46.2%)	9 (34.6%)	26
Yorkshire and the Humber	2 (13.3%)	8 (53.3%)	5 (33.3%)	15
Scotland	1 (12.5%)	3 (37.5%)	4 (50.0%)	8
Wales	4 (20.0%)	12 (60.0%)	4 (20.0%)	20
Northern Ireland	0 (0.0%)	1 (100.0%)	0 (0.0%)	1
Channel Islands	0 (0.0%)	1 (100.0%)	0 (0.0%)	1
Isle of Man	1 (50.0%)	1 (50.0%)	0 (0.0%)	2

Garden History	great deal	moderate amount	very little	n
Outside UK - European Union	2 (25.0%)	4 (50.0%)	2 (25.0%)	8
Outside UK - Rest of the World	2 (22.2%)	4 (44.4%)	3 (33.3%)	9
<b>Personal Characteristics</b>				
Female	4 (18.2%)	14 (63.6%)	4 (18.2%)	22
Male	7 (14.3%)	27 (55.1%)	15 (30.6%)	49
<25				0
25-34	1 (16.7%)	4 (66.7%)	1 (16.7%)	6
35-44	2 (28.6%)	4 (57.1%)	1 (14.3%)	7
45-54	5 (17.2%)	16 (55.2%)	8 (27.6%)	29
55-64	3 (9.4%)	20 (62.5%)	9 (28.1%)	32
65+	1 (10.0%)	5 (50.0%)	4 (40.0%)	10
School				0
NVQ				0
undergrad degree	3 (18.8%)	8 (50.0%)	5 (31.3%)	16
postgrad masters or diploma	4 (8.3%)	30 (62.5%)	14 (29.2%)	48
PhD	3 (18.8%)	9 (56.3%)	4 (25.0%)	16
full-time	6 (10.0%)	35 (58.3%)	19 (31.7%)	60
part-time	6 (25.0%)	14 (58.3%)	4 (16.7%)	24
<b>Years practising as a historic environment specialist?</b>				
0-5	0 (0.0%)	1 (100.0%)	0 (0.0%)	1
6-10	2 (25.0%)	6 (75.0%)	0 (0.0%)	8
11-15	0 (0.0%)	2 (66.7%)	1 (33.3%)	3
16-20	4 (28.6%)	5 (35.7%)	5 (35.7%)	14
more than 20	6 (10.3%)	35 (60.3%)	17 (29.3%)	58

Garden History	great deal	moderate amount	very little	n
<b>Years intending (or hope) to continue practising as a historic environment specialist?</b>				
0-5	1 (9.1%)	6 (54.5%)	4 (36.4%)	11
6-10	3 (10.7%)	16 (57.1%)	9 (32.1%)	28
11-15	1 (7.1%)	8 (57.1%)	5 (35.7%)	14
16-20	5 (33.3%)	7 (46.7%)	3 (20.0%)	15
more than 20	2 (12.5%)	12 (75.0%)	2 (12.5%)	16
<b>Waiting list</b>				
Yes	5 (13.2%)	21 (55.3%)	12 (31.6%)	38
No	7 (15.6%)	28 (62.2%)	10 (22.2%)	45
<b>Wait length</b>				
<1 month	2 (22.2%)	5 (55.6%)	2 (22.2%)	9
1-3 months	3 (21.4%)	8 (57.1%)	3 (21.4%)	14
3-6 months	1 (11.1%)	6 (66.7%)	2 (22.2%)	9
6-12 months	0 (0.0%)	2 (40.0%)	3 (60.0%)	5
>1 year	0 (0.0%)	0 (0.0%)	2 (100.0%)	2
don't know	1 (50.0%)	1 (50.0%)	0 (0.0%)	2

**Table 34: Results of comparing Organisation Type against other factors for Buildings History.**

Buildings history	Commercial company	Not-for-profit company	National government agency	Local government	University	Other
<b>Location based</b>						
East of England	15 (75.0%)	0 (0.0%)	1 (5.0%)	0 (0.0%)	1 (5.0%)	3 (15.0%)
East Midlands	12 (75.0%)	1 (6.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (18.8%)
London	13 (59.1%)	1 (4.5%)	2 (9.1%)	0 (0.0%)	1 (4.5%)	5 (22.7%)
South-East England	26 (70.3%)	2 (5.4%)	1 (2.7%)	0 (0.0%)	3 (8.1%)	5 (13.5%)
South-West England	17 (60.7%)	4 (14.3%)	2 (7.1%)	1 (3.6%)	0 (0.0%)	4 (14.3%)
North-East England	10 (83.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (16.7%)
North-West England	10 (58.8%)	2 (11.8%)	1 (5.9%)	0 (0.0%)	1 (5.9%)	3 (17.6%)
West Midlands	10 (71.4%)	0 (0.0%)	0 (0.0%)	2 (14.3%)	1 (7.1%)	1 (7.1%)
Yorkshire and the Humber	13 (59.1%)	2 (9.1%)	2 (9.1%)	1 (4.5%)	1 (4.5%)	3 (13.6%)
Scotland	18 (43.9%)	5 (12.2%)	12 (29.3%)	1 (2.4%)	0 (0.0%)	5 (12.2%)
Wales	10 (66.7%)	3 (20.0%)	2 (13.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Northern Ireland	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)
Channel Islands	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Isle of Man						

Buildings history	Commercial company	Not-for-profit company	National government agency	Local government	University	Other
European Union	2 (66.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	0 (0.0%)
Rest of the World	1 (50.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)
<b>Locations work in</b>						
All of UK	49 (65.3%)	11 (14.7%)	4 (5.3%)	1 (1.3%)	4 (5.3%)	6 (8.0%)
East of England	31 (68.9%)	0 (0.0%)	3 (6.7%)	0 (0.0%)	3 (6.7%)	8 (17.8%)
East Midlands	32 (62.7%)	2 (3.9%)	4 (7.8%)	1 (2.0%)	2 (3.9%)	10 (19.6%)
London	39 (67.2%)	0 (0.0%)	4 (6.9%)	0 (0.0%)	2 (3.4%)	13 (22.4%)
South-East England	50 (72.5%)	0 (0.0%)	4 (5.8%)	0 (0.0%)	3 (4.3%)	12 (17.4%)
South-West England	39 (70.9%)	4 (7.3%)	4 (7.3%)	1 (1.8%)	0 (0.0%)	7 (12.7%)
North-East England	31 (70.5%)	1 (2.3%)	3 (6.8%)	0 (0.0%)	0 (0.0%)	9 (20.5%)
North-West England	32 (64.0%)	2 (4.0%)	4 (8.0%)	0 (0.0%)	2 (4.0%)	10 (20.0%)
West Midlands	26 (60.5%)	3 (7.0%)	3 (7.0%)	2 (4.7%)	1 (2.3%)	8 (18.6%)
Yorkshire and the Humber	28 (66.7%)	1 (2.4%)	4 (9.5%)	0 (0.0%)	2 (4.8%)	7 (16.7%)
Scotland	22 (53.7%)	2 (4.9%)	12 (29.3%)	0 (0.0%)	0 (0.0%)	5 (12.2%)
Wales	22 (84.6%)	2 (7.7%)	2 (7.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Northern Ireland	2 (28.6%)	0 (0.0%)	2 (28.6%)	0 (0.0%)	1 (14.3%)	2 (28.6%)
Channel Islands	5 (71.4%)	1 (14.3%)	0 (0.0%)	0 (0.0%)	1 (14.3%)	0 (0.0%)

Buildings history	Commercial company	Not-for-profit company	National government agency	Local government	University	Other
Isle of Man	3 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
European Union	7 (53.8%)	1 (7.7%)	1 (7.7%)	0 (0.0%)	4 (30.8%)	0 (0.0%)
Rest of the World	15 (71.4%)	3 (14.3%)	0 (0.0%)	0 (0.0%)	2 (9.5%)	1 (4.8%)
<b>Personal Characteristics</b>						
Female	47 (61.0%)	6 (7.8%)	9 (11.7%)	1 (1.3%)	1 (1.3%)	13 (16.9%)
Male	84 (65.1%)	11 (8.5%)	8 (6.2%)	3 (2.3%)	7 (5.4%)	16 (12.4%)
age <25	2 (66.7%)	1 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
age 25-34	11 (61.1%)	1 (5.6%)	4 (22.2%)	0 (0.0%)	2 (11.1%)	0 (0.0%)
age 35-44	41 (69.5%)	4 (6.8%)	9 (15.3%)	1 (1.7%)	3 (5.1%)	1 (1.7%)
age 45-54	34 (58.6%)	5 (8.6%)	5 (8.6%)	2 (3.4%)	3 (5.2%)	9 (15.5%)
age 55-64	54 (69.2%)	3 (3.8%)	4 (5.1%)	2 (2.6%)	2 (2.6%)	13 (16.7%)
age 65+	15 (48.4%)	4 (12.9%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	12 (38.7%)
School	3 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
NVQ	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)
undergrad degree	23 (57.5%)	7 (17.5%)	5 (12.5%)	2 (5.0%)	1 (2.5%)	2 (5.0%)
MA/S or PG diploma	108 (69.2%)	7 (4.5%)	14 (9.0%)	3 (1.9%)	3 (1.9%)	21 (13.5%)
PhD	19 (51.4%)	2 (5.4%)	3 (8.1%)	0 (0.0%)	4 (10.8%)	9 (24.3%)

Buildings history	Commercial company	Not-for-profit company	National government agency	Local government	University	Other
post-doctoral	1 (14.3%)	1 (14.3%)	0 (0.0%)	0 (0.0%)	3 (42.9%)	2 (28.6%)
full-time	115 (66.1%)	12 (6.9%)	21 (12.1%)	2 (1.1%)	8 (4.6%)	16 (9.2%)
part-time	43 (58.9%)	6 (8.2%)	2 (2.7%)	3 (4.1%)	1 (1.4%)	18 (24.7%)
<b>Years practising as a historic environment specialist?</b>						
0-5	19 (82.6%)	2 (8.7%)	0 (0.0%)	0 (0.0%)	2 (8.7%)	0 (0.0%)
6-10	20 (71.4%)	1 (3.6%)	2 (7.1%)	0 (0.0%)	2 (7.1%)	3 (10.7%)
11-15	19 (52.8%)	2 (5.6%)	10 (27.8%)	1 (2.8%)	0 (0.0%)	4 (11.1%)
16-20	24 (68.6%)	3 (8.6%)	3 (8.6%)	1 (2.9%)	1 (2.9%)	3 (8.6%)
more than 20	74 (59.7%)	10 (8.1%)	7 (5.6%)	3 (2.4%)	6 (4.8%)	24 (19.4%)
<b>Years intending (or hope) to continue practising as a historic environment specialist?</b>						
0-5	15 (53.6%)	2 (7.1%)	3 (10.7%)	1 (3.6%)	1 (3.6%)	6 (21.4%)
6-10	41 (65.1%)	5 (7.9%)	2 (3.2%)	1 (1.6%)	1 (1.6%)	13 (20.6%)
11-15	23 (56.1%)	4 (9.8%)	4 (9.8%)	2 (4.9%)	2 (4.9%)	6 (14.6%)
16-20	28 (68.3%)	2 (4.9%)	2 (4.9%)	1 (2.4%)	3 (7.3%)	5 (12.2%)
more than 20	50 (68.5%)	5 (6.8%)	11 (15.1%)	0 (0.0%)	4 (5.5%)	3 (4.1%)
<b>Waiting list</b>						
Yes	79 (68.1%)	6 (5.2%)	13 (11.2%)	0 (0.0%)	6 (5.2%)	12 (10.3%)
No	72 (60.5%)	10 (8.4%)	6 (5.0%)	5 (4.2%)	5 (4.2%)	21 (17.6%)



Buildings history	Commercial company	Not-for-profit company	National government agency	Local government	University	Other
<b>Wait length</b>						
<1 month	12 (66.7%)	2 (11.1%)	0 (0.0%)	0 (0.0%)	3 (16.7%)	1 (5.6%)
1-3 months	46 (80.7%)	1 (1.8%)	3 (5.3%)	0 (0.0%)	0 (0.0%)	7 (12.3%)
3-6 months	16 (72.7%)	0 (0.0%)	4 (18.2%)	0 (0.0%)	0 (0.0%)	2 (9.1%)
6-12 months	3 (50.0%)	1 (16.7%)	2 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
>1 year	2 (18.2%)	2 (18.2%)	2 (18.2%)	0 (0.0%)	3 (27.3%)	2 (18.2%)
don't know	4 (44.4%)	0 (0.0%)	3 (33.3%)	0 (0.0%)	1 (11.1%)	1 (11.1%)

**Table 35: Results of comparing Organisation Type against other factors for Garden History.**

Garden History		commercial company	not-for-profit company (including charitable trusts)	national government agency	local government	university	other
Location based							
East of England		4 (57.1%)	0 (0.0%)	2 (28.6%)	0 (0.0%)	0 (0.0%)	1 (14.3%)
East Midlands		3 (42.9%)	2 (28.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (28.6%)
London		3 (75.0%)	0 (0.0%)	1 (25.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
South-East England		9 (60.0%)	1 (6.7%)	2 (13.3%)	0 (0.0%)	1 (6.7%)	2 (13.3%)
South-West England		6 (42.9%)	4 (28.6%)	2 (14.3%)	0 (0.0%)	0 (0.0%)	2 (14.3%)
North-East England		3 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
North-West England		2 (66.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	0 (0.0%)
West Midlands		5 (71.4%)	0 (0.0%)	0 (0.0%)	1 (14.3%)	0 (0.0%)	1 (14.3%)
Yorkshire and the Humber		4 (40.0%)	0 (0.0%)	1 (10.0%)	1 (10.0%)	2 (20.0%)	2 (20.0%)
Scotland		5 (38.5%)	1 (7.7%)	5 (38.5%)	0 (0.0%)	0 (0.0%)	2 (15.4%)
Wales		5 (55.6%)	3 (33.3%)	0 (0.0%)	0 (0.0%)	1 (11.1%)	0 (0.0%)
No Responses							
Northern Ireland, Channel Islands, Isle of Man, European Union, Rest of the World							

Garden History	commercial company	not-for-profit company (including charitable trusts)	national government agency	local government	university	other
<b>Locations work in</b>						
All of UK	22 (61.1%)	4 (11.1%)	3 (8.3%)	1 (2.8%)	1 (2.8%)	5 (13.9%)
East of England	5 (33.3%)	1 (6.7%)	4 (26.7%)	0 (0.0%)	1 (6.7%)	4 (26.7%)
East Midlands	9 (37.5%)	2 (8.3%)	5 (20.8%)	1 (4.2%)	2 (8.3%)	5 (20.8%)
London	8 (44.4%)	1 (5.6%)	4 (22.2%)	0 (0.0%)	0 (0.0%)	5 (27.8%)
South-East England	12 (50.0%)	2 (8.3%)	4 (16.7%)	0 (0.0%)	0 (0.0%)	6 (25.0%)
South-West England	12 (46.2%)	5 (19.2%)	5 (19.2%)	0 (0.0%)	0 (0.0%)	4 (15.4%)
North-East England	6 (46.2%)	1 (7.7%)	3 (23.1%)	0 (0.0%)	1 (7.7%)	2 (15.4%)
North-West England	8 (47.1%)	1 (5.9%)	3 (17.6%)	0 (0.0%)	2 (11.8%)	3 (17.6%)
West Midlands	12 (41.4%)	4 (13.8%)	5 (17.2%)	1 (3.4%)	2 (6.9%)	5 (17.2%)
Yorkshire and the Humber	6 (33.3%)	1 (5.6%)	4 (22.2%)	0 (0.0%)	3 (16.7%)	4 (22.2%)
Scotland	4 (26.7%)	1 (6.7%)	5 (33.3%)	0 (0.0%)	2 (13.3%)	3 (20.0%)
Wales	11 (64.7%)	3 (17.6%)	0 (0.0%)	0 (0.0%)	1 (5.9%)	2 (11.8%)
Northern Ireland	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Channel Islands	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Isle of Man	2 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

Garden History	commercial company	not-for-profit company (including charitable trusts)	national government agency	local government	university	other
European Union	5 (62.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (25.0%)	1 (12.5%)
Rest of the World	4 (57.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (42.9%)	0 (0.0%)
<b>Personal Characteristics</b>						
Female	12 (48.0%)	3 (12.0%)	4 (16.0%)	0 (0.0%)	3 (12.0%)	3 (12.0%)
Male	30 (62.5%)	5 (10.4%)	2 (4.2%)	2 (4.2%)	2 (4.2%)	7 (14.6%)
age <25						
age 25-34	4 (66.7%)	0 (0.0%)	1 (16.7%)	0 (0.0%)	1 (16.7%)	0 (0.0%)
age 35-44	5 (38.5%)	3 (23.1%)	4 (30.8%)	0 (0.0%)	0 (0.0%)	1 (7.7%)
age 45-54	18 (60.0%)	1 (3.3%)	4 (13.3%)	1 (3.3%)	3 (10.0%)	3 (10.0%)
age 55-64	17 (48.6%)	4 (11.4%)	4 (11.4%)	1 (2.9%)	1 (2.9%)	8 (22.9%)
age 65+	5 (71.4%)	1 (14.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (14.3%)
School						
NVQ						
undergrad degree	8 (47.1%)	5 (29.4%)	3 (17.6%)	0 (0.0%)	0 (0.0%)	1 (5.9%)
MA/S or PG diploma	31 (58.5%)	2 (3.8%)	8 (15.1%)	2 (3.8%)	2 (3.8%)	8 (15.1%)
PhD	7 (46.7%)	1 (6.7%)	2 (13.3%)	0 (0.0%)	2 (13.3%)	3 (20.0%)



Garden History	commercial company	not-for-profit company (including charitable trusts)	national government agency	local government	university	other
Yes	24 (58.5%)	4 (9.8%)	7 (17.1%)	0 (0.0%)	4 (9.8%)	2 (4.9%)
No	25 (56.8%)	3 (6.8%)	3 (6.8%)	2 (4.5%)	1 (2.3%)	10 (22.7%)
<b>Wait length</b>						
<1 month	6 (75.0%)	1 (12.5%)	0 (0.0%)	0 (0.0%)	1 (12.5%)	0 (0.0%)
1-3 months	9 (75.0%)	1 (8.3%)	1 (8.3%)	0 (0.0%)	1 (8.3%)	0 (0.0%)
3-6 months	8 (61.5%)	0 (0.0%)	3 (23.1%)	0 (0.0%)	1 (7.7%)	1 (7.7%)
6-12 months	2 (40.0%)	2 (40.0%)	1 (20.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
>1 year	0 (0.0%)	0 (0.0%)	2 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
don't know	2 (66.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	0 (0.0%)

**Table 36: Results of comparing Organisation Size against other factors for Buildings History.**

<b>Buildings History</b>	<b>I work as a sole trader</b>	<b>I work for a small organisation (with up to nine employees)</b>	<b>I work for a larger organisation (with ten or more employees)</b>
<b>Location based</b>			
East of England	10 (50.0%)	5 (25.0%)	5 (25.0%)
East Midlands	7 (43.8%)	6 (37.5%)	3 (18.8%)
London	5 (22.7%)	1 (4.5%)	16 (72.7%)
South-East England	9 (23.7%)	9 (23.7%)	20 (52.6%)
South-West England	10 (35.7%)	9 (32.1%)	9 (32.1%)
North-East England	5 (41.7%)	5 (41.7%)	2 (16.7%)
North-West England	5 (29.4%)	6 (35.3%)	6 (35.3%)
West Midlands	4 (28.6%)	4 (28.6%)	6 (42.9%)
Yorkshire and the Humber	6 (27.3%)	6 (27.3%)	10 (45.5%)
Scotland	11 (26.2%)	8 (19.0%)	23 (54.8%)
Wales	9 (56.3%)	2 (12.5%)	5 (31.3%)
Northern Ireland	0 (0.0%)	1 (100.0%)	0 (0.0%)
Channel Islands	0 (0.0%)	1 (100.0%)	0 (0.0%)
Isle of Man			
Outside UK - European Union	0 (0.0%)	3 (100.0%)	0 (0.0%)
Outside UK - Rest of the World	2 (100.0%)	0 (0.0%)	0 (0.0%)
<b>Location work</b>			
All of UK	21 (27.6%)	19 (25.0%)	36 (47.4%)
East of England	20 (43.5%)	13 (28.3%)	13 (28.3%)

<b>Buildings History</b>	<b>I work as a sole trader</b>	<b>I work for a small organisation (with up to nine employees)</b>	<b>I work for a larger organisation (with ten or more employees)</b>
East Midlands	23 (44.2%)	11 (21.2%)	18 (34.6%)
London	21 (35.6%)	13 (22.0%)	25 (42.4%)
South-East England	25 (35.7%)	18 (25.7%)	27 (38.6%)
South-West England	17 (30.9%)	21 (38.2%)	17 (30.9%)
North-East England	15 (34.1%)	15 (34.1%)	14 (31.8%)
North-West England	17 (34.0%)	17 (34.0%)	16 (32.0%)
West Midlands	18 (40.9%)	11 (25.0%)	15 (34.1%)
Yorkshire and the Humber	15 (35.7%)	12 (28.6%)	15 (35.7%)
Scotland	10 (23.8%)	10 (23.8%)	22 (52.4%)
Wales	8 (30.8%)	9 (34.6%)	9 (34.6%)
Northern Ireland	1 (14.3%)	3 (42.9%)	3 (42.9%)
Channel Islands	2 (28.6%)	3 (42.9%)	2 (28.6%)
Isle of Man	1 (33.3%)	2 (66.7%)	0 (0.0%)
Outside UK - European Union	3 (23.1%)	6 (46.2%)	4 (30.8%)
Outside UK - Rest of the World	7 (33.3%)	8 (38.1%)	6 (28.6%)
<b>Personal characteristics</b>			
Female	24 (30.8%)	18 (23.1%)	36 (46.2%)
Male	45 (34.4%)	36 (27.5%)	50 (38.2%)
age <25	0 (0.0%)	0 (0.0%)	3 (100.0%)
age 25-34	1 (5.6%)	1 (5.6%)	16 (88.9%)
age 35-44	14 (23.7%)	15 (25.4%)	30 (50.8%)
age 45-54	21 (35.0%)	14 (23.3%)	25 (41.7%)
age 55-64	28 (35.4%)	26 (32.9%)	25 (31.6%)



<b>Buildings History</b>	<b>I work as a sole trader</b>	<b>I work for a small organisation (with up to nine employees)</b>	<b>I work for a larger organisation (with ten or more employees)</b>
age 65+	19 (59.4%)	10 (31.3%)	3 (9.4%)
School	2 (66.7%)	0 (0.0%)	1 (33.3%)
NVQ	0 (0.0%)	1 (100.0%)	0 (0.0%)
undergrad degree	13 (31.7%)	12 (29.3%)	16 (39.0%)
postgrad masters or diploma	51 (32.3%)	44 (27.8%)	63 (39.9%)
PhD	11 (29.7%)	8 (21.6%)	18 (48.6%)
post-doctoral	4 (57.1%)	0 (0.0%)	3 (42.9%)
full-time	41 (23.3%)	49 (27.8%)	86 (48.9%)
part-time	41 (54.7%)	17 (22.7%)	17 (22.7%)

#### **For how many years have you been practising as a historic environment specialist?**

0-5	5 (21.7%)	2 (8.7%)	16 (69.6%)
6-10	5 (17.2%)	9 (31.0%)	15 (51.7%)
11-15	10 (27.8%)	8 (22.2%)	18 (50.0%)
16-20	13 (37.1%)	9 (25.7%)	13 (37.1%)
more than 20	48 (38.1%)	37 (29.4%)	41 (32.5%)

#### **For how many more years do you intend (or hope) to continue practising as a historic environment specialist?**

0-5	12 (40.0%)	8 (26.7%)	10 (33.3%)
6-10	23 (35.9%)	21 (32.8%)	20 (31.3%)
11-15	12 (29.3%)	16 (39.0%)	13 (31.7%)
16-20	17 (41.5%)	9 (22.0%)	15 (36.6%)
more than 20	14 (18.9%)	13 (17.6%)	47 (63.5%)

#### **Waiting list**

Yes	30 (25.4%)	36 (30.5%)	52 (44.1%)
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<b>Buildings History</b>	<b>I work as a sole trader</b>	<b>I work for a small organisation (with up to nine employees)</b>	<b>I work for a larger organisation (with ten or more employees)</b>
No	50 (41.3%)	28 (23.1%)	43 (35.5%)
<b>Wait length</b>			
<1 month	3 (16.7%)	3 (16.7%)	12 (66.7%)
1-3 months	17 (28.8%)	20 (33.9%)	22 (37.3%)
3-6 months	6 (27.3%)	8 (36.4%)	8 (36.4%)
6-12 months	0 (0.0%)	3 (50.0%)	3 (50.0%)
>1 year	4 (36.4%)	2 (18.2%)	5 (45.5%)
don't know	2 (22.2%)	1 (11.1%)	6 (66.7%)

**Table 37: Results of comparing Organisation Size against other factors for Garden History.**

<b>Garden History</b>	<b>I work as a sole trader</b>	<b>I work for a small organisation (with up to nine employees)</b>	<b>I work for a larger organisation (with ten or more employees)</b>
<b>Location based</b>			
East of England	4 (57.1%)	1 (14.3%)	2 (28.6%)
East Midlands	3 (42.9%)	2 (28.6%)	2 (28.6%)
London	2 (40.0%)	1 (20.0%)	2 (40.0%)
South-East England	5 (31.3%)	3 (18.8%)	8 (50.0%)
South-West England	7 (50.0%)	3 (21.4%)	4 (28.6%)
North-East England	0 (0.0%)	2 (66.7%)	1 (33.3%)
North-West England	1 (33.3%)	1 (33.3%)	1 (33.3%)
West Midlands	3 (42.9%)	2 (28.6%)	2 (28.6%)

Garden History	I work as a sole trader	I work for a small organisation (with up to nine employees)	I work for a larger organisation (with ten or more employees)
Yorkshire and the Humber	4 (40.0%)	1 (10.0%)	5 (50.0%)
Scotland	3 (23.1%)	2 (15.4%)	8 (61.5%)
Wales	5 (55.6%)	1 (11.1%)	3 (33.3%)
No Response			
Northern Ireland, Channel Islands, Isle of Man, Outside UK - European Union, Outside UK - Rest of the World, Outside UK - Rest of the World, Outside UK - Rest of the World			
<b>Location work in</b>			
All of UK	17 (44.7%)	10 (26.3%)	11 (28.9%)
East of England	9 (60.0%)	1 (6.7%)	5 (33.3%)
East Midlands	10 (41.7%)	4 (16.7%)	10 (41.7%)
London	8 (44.4%)	2 (11.1%)	8 (44.4%)
South-East England	10 (41.7%)	5 (20.8%)	9 (37.5%)
South-West England	11 (42.3%)	5 (19.2%)	10 (38.5%)
North-East England	5 (38.5%)	3 (23.1%)	5 (38.5%)
North-West England	6 (35.3%)	5 (29.4%)	6 (35.3%)
West Midlands	12 (41.4%)	5 (17.2%)	12 (41.4%)
Yorkshire and the Humber	6 (33.3%)	4 (22.2%)	8 (44.4%)
Scotland	4 (26.7%)	1 (6.7%)	10 (66.7%)
Wales	9 (52.9%)	2 (11.8%)	6 (35.3%)
Northern Ireland	0 (0.0%)	0 (0.0%)	1 (100.0%)
Channel Islands	1 (100.0%)	0 (0.0%)	0 (0.0%)
Isle of Man	1 (50.0%)	1 (50.0%)	0 (0.0%)
Outside UK - European Union	2 (25.0%)	3 (37.5%)	3 (37.5%)

Garden History	I work as a sole trader	I work for a small organisation (with up to nine employees)	I work for a larger organisation (with ten or more employees)
Outside UK - Rest of the World	2 (28.6%)	2 (28.6%)	3 (42.9%)
<b>Personal Characteristics</b>			
female	12 (44.4%)	4 (14.8%)	11 (40.7%)
male	21 (43.8%)	12 (25.0%)	15 (31.3%)
age <25	0	0	0
age 25-34	0 (0.0%)	0 (0.0%)	6 (100.0%)
age 35-44	3 (23.1%)	1 (7.7%)	9 (69.2%)
age 45-54	14 (43.8%)	8 (25.0%)	10 (31.3%)
age 55-64	17 (48.6%)	9 (25.7%)	9 (25.7%)
age 65+	4 (57.1%)	1 (14.3%)	2 (28.6%)
school			
NVQ			
undergrad degree	5 (29.4%)	3 (17.6%)	9 (52.9%)
postgrad masters or diploma	20 (37.0%)	15 (27.8%)	19 (35.2%)
PhD	8 (50.0%)	1 (6.3%)	7 (43.8%)
post-doctoral	4 (80.0%)	0 (0.0%)	1 (20.0%)
full-time	21 (31.8%)	13 (19.7%)	32 (48.5%)
part-time	17 (63.0%)	6 (22.2%)	4 (14.8%)
<b>For how many years have you been practising as a historic environment specialist?</b>			
0-5	1 (25.0%)	1 (25.0%)	2 (50.0%)
6-10	3 (37.5%)	0 (0.0%)	5 (62.5%)
11-15	1 (14.3%)	1 (14.3%)	5 (71.4%)
16-20	8 (50.0%)	2 (12.5%)	6 (37.5%)

Garden History	I work as a sole trader	I work for a small organisation (with up to nine employees)	I work for a larger organisation (with ten or more employees)
more than 20	25 (43.1%)	15 (25.9%)	18 (31.0%)
<b>For how many more years do you intend (or hope) to continue practising as a historic environment specialist?</b>			
0-5	3 (30.0%)	3 (30.0%)	4 (40.0%)
6-10	12 (44.4%)	7 (25.9%)	8 (29.6%)
11-15	7 (41.2%)	6 (35.3%)	4 (23.5%)
16-20	10 (62.5%)	2 (12.5%)	4 (25.0%)
more than 20	5 (22.7%)	1 (4.5%)	16 (72.7%)
<b>Waiting list</b>			
Yes	11 (26.2%)	11 (26.2%)	20 (47.6%)
No	26 (57.8%)	8 (17.8%)	11 (24.4%)
<b>Wait length</b>			
<1 month	2 (25.0%)	2 (25.0%)	4 (50.0%)
1-3 months	3 (23.1%)	4 (30.8%)	6 (46.2%)
3-6 months	4 (30.8%)	4 (30.8%)	5 (38.5%)
6-12 months	1 (20.0%)	2 (40.0%)	2 (40.0%)
>1 year	0 (0.0%)	0 (0.0%)	2 (100.0%)
don't know	2 (66.7%)	0 (0.0%)	1 (33.3%)

**Table 38: Age compared to other traits for Buildings History. Percentages are by individual age cohort.**

Buildings History						
	age <25	age 25-34	age 35-44	age 45-54	age 55-64	age 65+

## Buildings History

### Highest Qualification

School	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (1.7%)	2 (2.6%)	0 (0.0%)
NVQ	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (1.7%)	0 (0.0%)	0 (0.0%)
undergrad degree	0 (0.0%)	1 (5.6%)	13 (22.4%)	9 (15.5%)	13 (16.7%)	6 (18.8%)
postgrad masters or diploma	2 (100.0%)	15 (83.3%)	38 (65.5%)	36 (62.1%)	47 (60.3%)	20 (62.5%)
PhD	0 (0.0%)	2 (11.1%)	6 (10.3%)	10 (17.2%)	12 (15.4%)	5 (15.6%)
post-doctoral	0 (0.0%)	0 (0.0%)	1 (1.7%)	1 (1.7%)	4 (5.1%)	1 (3.1%)
full-time	2 (66.7%)	17 (94.4%)	48 (81.4%)	43 (72.9%)	54 (68.4%)	11 (33.3%)
part-time	1 (33.3%)	1 (5.6%)	11 (18.6%)	16 (27.1%)	25 (31.6%)	22 (66.7%)

### For how many years have you been practising as a historic environment specialist?

0-5	3 (100.0%)	6 (16.7%)	9 (7.6%)	2 (1.7%)	2 (1.3%)	0 (0.0%)
6-10	0 (0.0%)	8 (22.2%)	10 (8.5%)	7 (5.9%)	3 (1.9%)	2 (3.0%)
11-15	0 (0.0%)	4 (11.1%)	22 (18.6%)	3 (2.5%)	4 (2.6%)	2 (3.0%)
16-20	0 (0.0%)	0 (0.0%)	11 (9.3%)	7 (5.9%)	14 (9.0%)	3 (4.5%)
more than 20	0 (0.0%)	0 (0.0%)	7 (5.9%)	40 (33.9%)	54 (34.6%)	26 (39.4%)

### For how many more years do you intend (or hope) to continue practising as a historic environment specialist?

0-5	0 (0.0%)	1 (5.6%)	0 (0.0%)	4 (6.7%)	16 (20.3%)	9 (28.1%)
6-10	0 (0.0%)	0 (0.0%)	2 (3.4%)	13 (21.7%)	32 (40.5%)	17 (53.1%)
11-15	0 (0.0%)	1 (5.6%)	3 (5.2%)	13 (21.7%)	21 (26.6%)	4 (12.5%)

Buildings History						
16-20	0 (0.0%)	0 (0.0%)	14 (24.1%)	20 (33.3%)	5 (6.3%)	0 (0.0%)
more than 20	3 (100.0%)	16 (88.9%)	39 (67.2%)	10 (16.7%)	5 (6.3%)	2 (6.3%)
Waiting list						
Yes	1 (33.3%)	12 (70.6%)	28 (51.9%)	25 (43.1%)	37 (47.4%)	16 (55.2%)
No	2 (66.7%)	5 (29.4%)	26 (48.1%)	33 (56.9%)	41 (52.6%)	13 (44.8%)
Wait length						
<1 month	0 (0.0%)	2 (16.7%)	6 (20.7%)	5 (17.2%)	2 (5.4%)	2 (10.5%)
1-3 months	1 (100.0%)	9 (75.0%)	9 (31.0%)	10 (34.5%)	21 (56.8%)	9 (47.4%)
3-6 months	0 (0.0%)	0 (0.0%)	8 (27.6%)	3 (10.3%)	10 (27.0%)	1 (5.3%)
6-12 months	0 (0.0%)	0 (0.0%)	2 (6.9%)	3 (10.3%)	1 (2.7%)	1 (5.3%)
>1 year	0 (0.0%)	0 (0.0%)	1 (3.4%)	4 (13.8%)	3 (8.1%)	4 (21.1%)
don't know	0 (0.0%)	1 (8.3%)	3 (10.3%)	4 (13.8%)	0 (0.0%)	2 (10.5%)

**Table 39: Age compared to other traits for Garden History. Percentages are by individual age cohort.**

Garden History						
	age <25	age 25-34	age 35-44	age 45-54	age 55-64	age 65+
Highest Qualification						
school	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	
NVQ	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	
undergrad degree	1 (16.7%)	5 (38.5%)	6 (19.4%)	5 (13.5%)	0 (0.0%)	

Garden History						
postgrad masters or diploma	5 (83.3%)	5 (38.5%)	18 (58.1%)	24 (64.9%)	4 (57.1%)	
PhD	0 (0.0%)	3 (23.1%)	6 (19.4%)	5 (13.5%)	2 (28.6%)	
post-doctoral	0 (0.0%)	0 (0.0%)	1 (3.2%)	3 (8.1%)	1 (14.3%)	
full-time	6 (100.0%)	10 (76.9%)	22 (68.8%)	23 (62.2%)	5 (71.4%)	
part-time	0 (0.0%)	3 (23.1%)	10 (31.3%)	14 (37.8%)	2 (28.6%)	
For how many years have you been practising as a historic environment specialist?						
0-5	1 (8.3%)	1 (3.8%)	1 (1.6%)	1 (1.4%)	0 (0.0%)	
6-10	4 (33.3%)	1 (3.8%)	1 (1.6%)	2 (2.7%)	0 (0.0%)	
11-15	1 (8.3%)	5 (19.2%)	0 (0.0%)	2 (2.7%)	0 (0.0%)	
16-20	0 (0.0%)	4 (15.4%)	9 (14.1%)	4 (5.4%)	0 (0.0%)	
more than 20	0 (0.0%)	2 (7.7%)	21 (32.8%)	28 (37.8%)	7 (50.0%)	
For how many more years do you intend (or hope) to continue practising as a historic environment specialist?						
0-5	0 (0.0%)	0 (0.0%)	1 (3.1%)	8 (22.2%)	2 (28.6%)	
6-10	0 (0.0%)	0 (0.0%)	8 (25.0%)	18 (50.0%)	2 (28.6%)	
11-15	0 (0.0%)	1 (7.7%)	7 (21.9%)	7 (19.4%)	2 (28.6%)	
16-20	0 (0.0%)	3 (23.1%)	11 (34.4%)	2 (5.6%)	0 (0.0%)	
more than 20	6 (100.0%)	9 (69.2%)	5 (15.6%)	1 (2.8%)	1 (14.3%)	
Waiting list						
Yes	5 (83.3%)	6 (60.0%)	15 (46.9%)	14 (42.4%)	2 (33.3%)	
No	1 (16.7%)	4 (40.0%)	17 (53.1%)	19 (57.6%)	4 (66.7%)	
Wait length						
<1 month	1 (20.0%)	2 (33.3%)	4 (25.0%)	0 (0.0%)	1 (33.3%)	
1-3 months	3 (60.0%)	1 (16.7%)	4 (25.0%)	4 (28.6%)	1 (33.3%)	



Garden History						
3-6 months	1 (20.0%)	3 (50.0%)	3 (18.8%)	6 (42.9%)	0 (0.0%)	
6-12 months	0 (0.0%)	0 (0.0%)	3 (18.8%)	2 (14.3%)	0 (0.0%)	
>1 year	0 (0.0%)	0 (0.0%)	1 (6.3%)	1 (7.1%)	0 (0.0%)	
don't know	0 (0.0%)	0 (0.0%)	1 (6.3%)	1 (7.1%)	1 (33.3%)	

**Table 40: Waiting list compared to other traits, buildings history.**

Do you have a waiting list?	yes	no
<b>Size of Organisation</b>		
I work as a sole trader	30 (37.5%)	50 (62.5%)
I work for a small organisation (with up to nine employees)	36 (56.3%)	28 (43.8%)
I work for a larger organisation (with ten or more employees)	52 (54.7%)	43 (45.3%)
<b>Type of Organisation</b>		
commercial company	79 (52.3%)	72 (47.7%)
not-for-profit company (including charitable trusts)	6 (37.5%)	10 (62.5%)
national government agency	13 (68.4%)	6 (31.6%)
local government	0 (0.0%)	5 (100.0%)
university	6 (54.5%)	5 (45.5%)
other	12 (36.4%)	21 (63.6%)
<b>Location based in</b>		
East of England	12 (60.0%)	8 (40.0%)
East Midlands	6 (42.9%)	8 (57.1%)
London	12 (57.1%)	9 (42.9%)
South-East England	15 (41.7%)	21 (58.3%)
South-West England	16 (61.5%)	10 (38.5%)

Do you have a waiting list?	yes	no
North-East England	10 (83.3%)	2 (16.7%)
North-West England	5 (31.3%)	11 (68.8%)
West Midlands	5 (35.7%)	9 (64.3%)
Yorkshire and the Humber	9 (45.0%)	11 (55.0%)
Scotland	16 (44.4%)	20 (55.6%)
Wales	8 (53.3%)	7 (46.7%)
Northern Ireland	1 (100.0%)	0 (0.0%)
Channel Islands	1 (100.0%)	0 (0.0%)
Outside UK - European Union	0 (0.0%)	2 (100.0%)
Outside UK - Rest of the World	1 (50.0%)	1 (50.0%)
<b>Location work in</b>		
All of UK	36 (51.4%)	34 (48.6%)
East of England	30 (66.7%)	15 (33.3%)
East Midlands	26 (51.0%)	25 (49.0%)
London	33 (57.9%)	24 (42.1%)
South-East England	38 (56.7%)	29 (43.3%)
South-West England	31 (60.8%)	20 (39.2%)
North-East England	22 (52.4%)	20 (47.6%)
North-West England	24 (50.0%)	24 (50.0%)
West Midlands	20 (50.0%)	20 (50.0%)
Yorkshire and the Humber	23 (57.5%)	17 (42.5%)
Scotland	20 (52.6%)	18 (47.4%)
Wales	16 (61.5%)	10 (38.5%)
Northern Ireland	7 (100.0%)	0 (0.0%)
Channel Islands	3 (37.5%)	5 (62.5%)
Isle of Man	2 (66.7%)	1 (33.3%)

Do you have a waiting list?	yes	no
Outside UK - European Union	4 (33.3%)	8 (66.7%)
Outside UK - Rest of the World	11 (52.4%)	10 (47.6%)
<b>Personal Traits</b>		
female	32 (43.2%)	42 (56.8%)
male	66 (52.0%)	61 (48.0%)
age <25	1 (33.3%)	2 (66.7%)
age 25-34	12 (70.6%)	5 (29.4%)
age 35-44	28 (51.9%)	26 (48.1%)
age 45-54	25 (43.1%)	33 (56.9%)
age 55-64	37 (47.4%)	41 (52.6%)
age 65+	16 (55.2%)	13 (44.8%)
school	0 (0.0%)	3 (100.0%)
NVQ	1 (100.0%)	0 (0.0%)
undergrad degree	20 (51.3%)	19 (48.7%)
postgrad masters or diploma	73 (48.0%)	79 (52.0%)
PhD	21 (60.0%)	14 (40.0%)
post-doctoral	3 (50.0%)	3 (50.0%)
do you work full-time as a historic environment specialist? (35 hours per week or more)	99 (58.9%)	69 (41.1%)
do you work part-time as a historic environment specialist? (less than 35 hours per week)	21 (29.6%)	50 (70.4%)
<b>for how many years have you been practising as a historic environment specialist?</b>		
0-5	7 (30.4%)	16 (69.6%)
6-10	18 (60.0%)	12 (40.0%)
11-15	15 (48.4%)	16 (51.6%)

Do you have a waiting list?	yes	no
16-20	14 (42.4%)	19 (57.6%)
more than 20	66 (54.1%)	56 (45.9%)
<b>for how many more years do you intend (or hope) to continue practising as a historic environment specialist?</b>		
0-5	13 (43.3%)	17 (56.7%)
6-10	30 (48.4%)	32 (51.6%)
11-15	19 (48.7%)	20 (51.3%)
16-20	15 (39.5%)	23 (60.5%)
more than 20	43 (59.7%)	29 (40.3%)

**Table 41: Waiting list compared to other traits, garden history.**

Waiting List	Yes	No
<b>Organisation size</b>		
I work as a sole trader	11 (29.7%)	26 (70.3%)
I work for a small organisation (with up to nine employees)	11 (57.9%)	8 (42.1%)
I work for a larger organisation (with ten or more employees)	20 (64.5%)	11 (35.5%)
<b>Organisation Type</b>		
commercial company	24 (49.0%)	25 (51.0%)
not-for-profit company (including charitable trusts)	4 (57.1%)	3 (42.9%)
national government agency	7 (70.0%)	3 (30.0%)
local government	0 (0.0%)	2 (100.0%)
university	4 (80.0%)	1 (20.0%)
other	2 (16.7%)	10 (83.3%)
<b>Location based in</b>		

Waiting List	Yes	No
East of England	3 (42.9%)	4 (57.1%)
East Midlands	2 (40.0%)	3 (60.0%)
London	2 (50.0%)	2 (50.0%)
South-East England	10 (62.5%)	6 (37.5%)
South-West England	6 (46.2%)	7 (53.8%)
North-East England	3 (100.0%)	0 (0.0%)
North-West England	2 (66.7%)	1 (33.3%)
West Midlands	3 (42.9%)	4 (57.1%)
Yorkshire and the Humber	5 (50.0%)	5 (50.0%)
Scotland	4 (40.0%)	6 (60.0%)
Wales	2 (25.0%)	6 (75.0%)
<b>Location work in</b>		
All of UK	19 (52.8%)	17 (47.2%)
East of England	7 (50.0%)	7 (50.0%)
East Midlands	11 (50.0%)	11 (50.0%)
London	6 (35.3%)	11 (64.7%)
South-East England	8 (34.8%)	15 (65.2%)
South-West England	12 (50.0%)	12 (50.0%)
North-East England	6 (50.0%)	6 (50.0%)
North-West England	8 (50.0%)	8 (50.0%)
West Midlands	13 (48.1%)	14 (51.9%)
Yorkshire and the Humber	11 (64.7%)	6 (35.3%)
Scotland	6 (50.0%)	6 (50.0%)
Wales	7 (41.2%)	10 (58.8%)
Northern Ireland	0 (0.0%)	1 (100.0%)
Channel Islands	1 (100.0%)	0 (0.0%)

Waiting List	Yes	No
Isle of Man	1 (50.0%)	1 (50.0%)
Outside UK - European Union	3 (37.5%)	5 (62.5%)
Outside UK - Rest of the World	4 (57.1%)	3 (42.9%)
<b>Personal Traits</b>		
female	16 (61.5%)	10 (38.5%)
male	20 (43.5%)	26 (56.5%)
age <25		
age 25-34	5 (83.3%)	1 (16.7%)
age 35-44	6 (60.0%)	4 (40.0%)
age 45-54	15 (46.9%)	17 (53.1%)
age 55-64	14 (42.4%)	19 (57.6%)
age 65+	2 (33.3%)	4 (66.7%)
<b>highest level of qualification held</b>		
undergrad degree	8 (53.3%)	7 (46.7%)
postgrad masters or diploma	25 (49.0%)	26 (51.0%)
PhD	6 (37.5%)	10 (62.5%)
post-doctoral	2 (50.0%)	2 (50.0%)
do you work full-time as a historic environment specialist? (35 hours per week or more)	38 (62.3%)	23 (37.7%)
do you work part-time as a historic environment specialist? (less than 35 hours per week)	4 (15.4%)	22 (84.6%)
<b>for how many years have you been practising as a historic environment specialist?</b>		
0-5	2 (50.0%)	2 (50.0%)
6-10	4 (50.0%)	4 (50.0%)
11-15	3 (60.0%)	2 (40.0%)

Waiting List	Yes	No
16-20	4 (28.6%)	10 (71.4%)
more than 20	29 (51.8%)	27 (48.2%)
<b>for how many more years do you intend (or hope) to continue practising as a historic environment specialist?</b>		
0-5	5 (50.0%)	5 (50.0%)
6-10	12 (46.2%)	14 (53.8%)
11-15	4 (28.6%)	10 (71.4%)
16-20	7 (43.8%)	9 (56.3%)
more than 20	13 (65.0%)	7 (35.0%)

Data are presented in datasheets for each buildings history or garden history specialism, plus aggregate figures for broad areas of specialism and for all specialisms combined.

For all specialisms where responses were received, data are presented on the number of respondents and charging rates (combining all reported charges). The charges are presented as the mean figure together with 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.



## 16.9 Buildings History and Garden History – All Specialisms

### Buildings History and Gardens History All Specialisms

**n= 408**

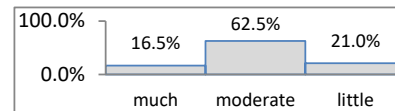
#### About the Work

**Charge / day**  
n= 1017

mean	SD	min	max
£ 387.47	192.84	£ 50.00	£ 1,280.00

**Competition**  
n= 1187

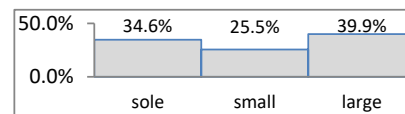
196	742	249
great deal	moderate	very little



#### About the Organisation

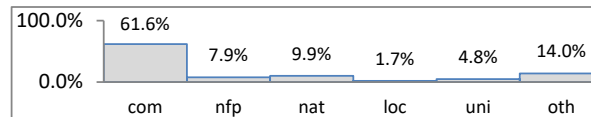
**Sizes of Organisation**  
n= 298

103	76	119
sole trader	small	large



**Types of Organisation**  
n= 292

180	23	29	5	14	41
commercial	not for profit	nat gov	local gov	university	other



**Location**  
n= 294

east of england	21	7.1%
east midlands	18	6.1%
london	26	8.8%
south-east england	46	15.6%
south west england	37	12.6%
north-east england	12	4.1%
north-west england	18	6.1%
west midlands	17	5.8%
yorkshire & the humber	26	8.8%
scotland	46	15.6%
wales	20	6.8%
northern ireland	1	0.3%
channel islands	1	0.3%
isle of man	0	0.0%
outside uk - european union	3	1.0%
outside uk - rest of world	2	0.7%

# Buildings History and Gardens History

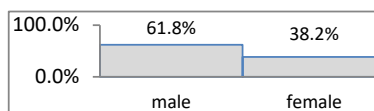
## All Specialisms

### About the Specialists

#### Gender

n= 241

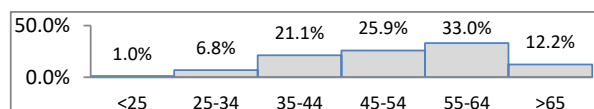
male	female
149	92



#### Age

n= 294

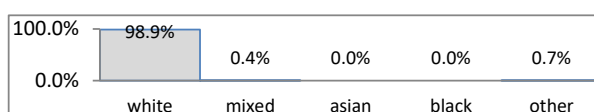
<25	25-34	35-44	45-54	55-64	>65
3	20	62	76	97	36



#### Ethnicity

n= 277

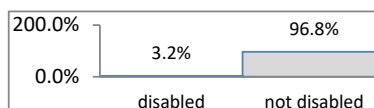
white	mixed /	asian / asian	black /	other ethnic
274	1	0	0	2



#### Disability Status

n= 250

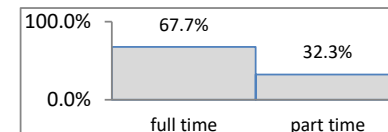
disabled	not disabled
8	242



#### Hours Worked

n= 294

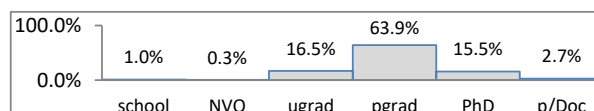
full time	part time
199	95



#### Highest Qualification

n= 291

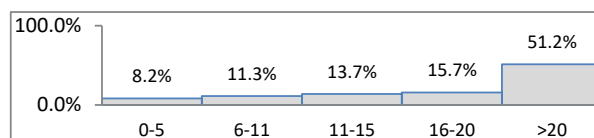
school	NVQ	ugrad	pgrad	PhD	p/Doc
3	1	48	186	45	8



#### Years Practising to Date

n= 293

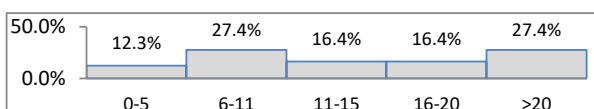
0-5	6-11	11-15	16-20	>20
24	33	40	46	150



#### Years Intending to Continue

n= 292

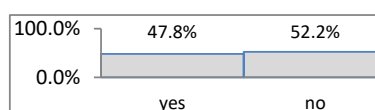
0-5	6-11	11-15	16-20	>20
36	80	48	48	80



#### Waiting List

n= 278

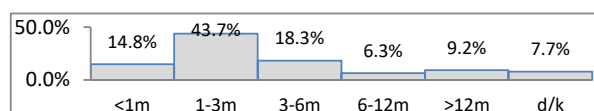
yes	no
133	145



#### Waiting List Length

n= 142

<1m	1-3m	3-6m	6-12m	>12m	d/k
21	62	26	9	13	11

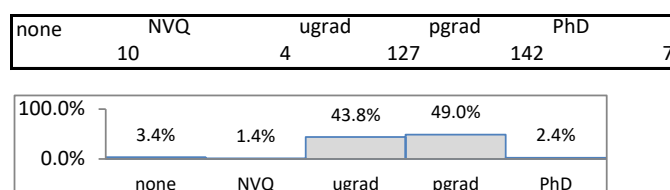


## Buildings History and Gardens History All Specialisms

### About Training and Professional Development

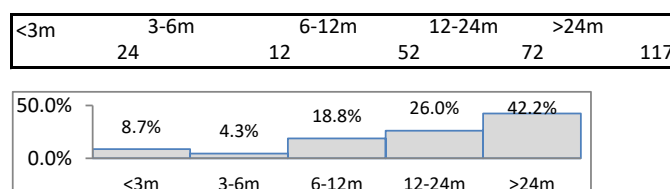
#### New Entrant Qualifications Needed

n= 290



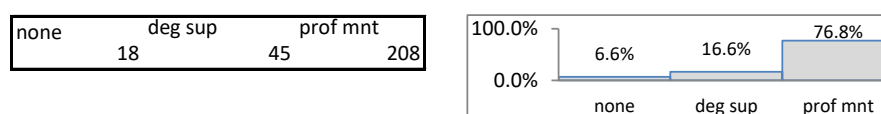
#### New Entrant Experience Needed

n= 277



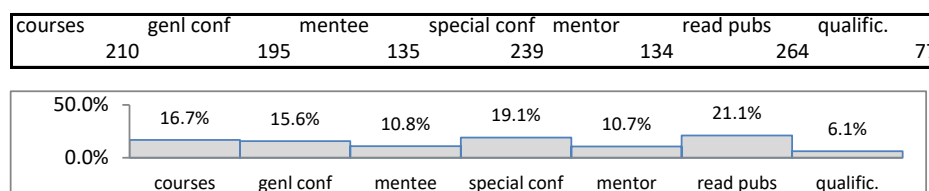
#### New Entrant Guidance or Mentoring

n= 271



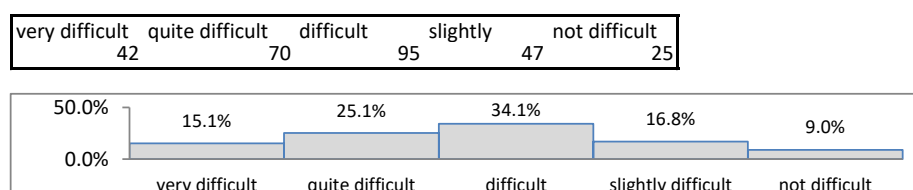
#### CPD Mechanisms Preferred

n= 1254



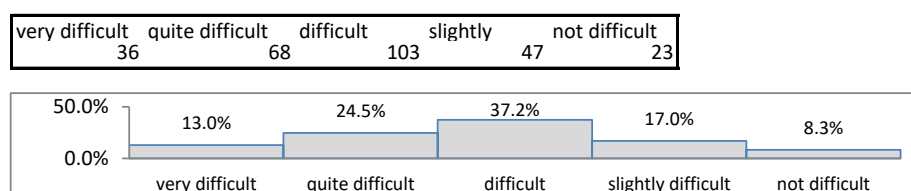
#### Access to Initial Training

n= 279



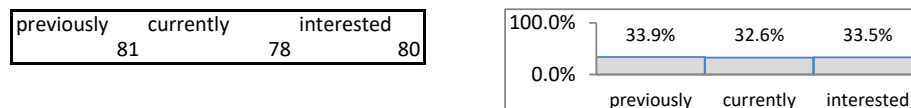
#### Access to CPD Training

n= 277



#### Being a Trainer

n= 239



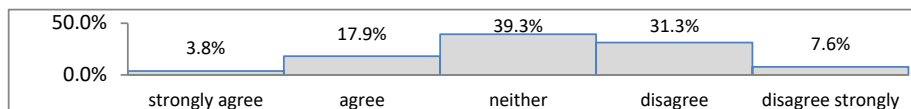
## Buildings History and Gardens History All Specialisms

### About the Changing Levels of Demand for Work

#### Reduced Projects

n= 262

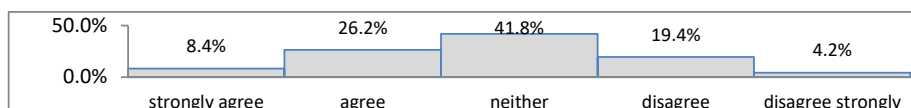
strongly agree	agree	neither	disagree	disagree
10	47	103	82	20



#### Reduce Costs

n= 263

strongly agree	agree	neither	disagree	disagree
22	69	110	51	11



#### Time Pressure

n= 265

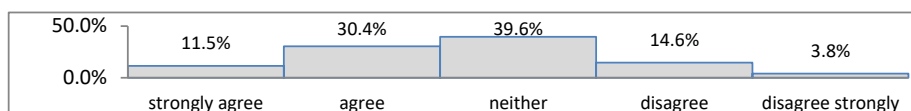
strongly agree	agree	neither	disagree	disagree
38	105	93	24	5



#### Cut Back Aspects

n= 260

strongly agree	agree	neither	disagree	disagree
30	79	103	38	10



#### Job Security Worries

n= 262

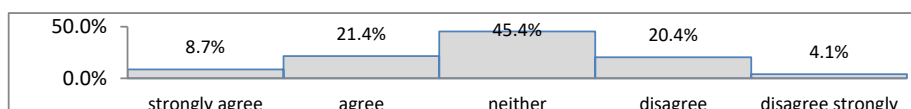
strongly agree	agree	neither	disagree	disagree
20	51	96	60	35



#### Non-Specialist Duties

n= 196

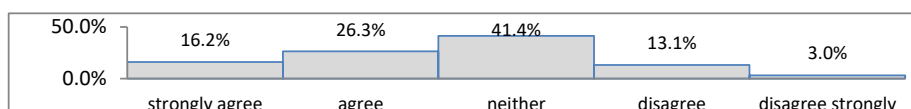
strongly agree	agree	neither	disagree	disagree
17	42	89	40	8



#### Take Work Home

n= 198

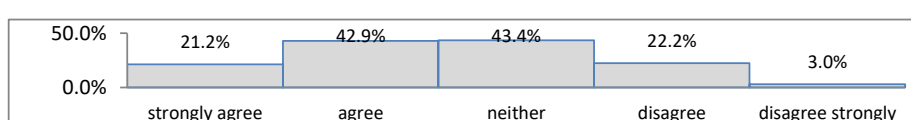
strongly agree	agree	neither	disagree	disagree
32	52	82	26	6



#### Decrease in Specialists

n= 263

strongly agree	agree	neither	disagree	disagree
42	85	86	44	6



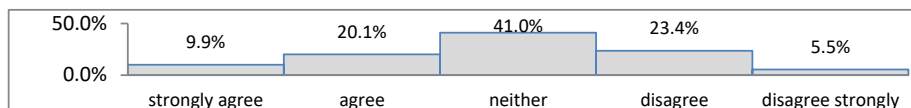
## Buildings History and Gardens History All Specialisms

### About the Potential Impact of Brexit

#### Reduced Projects

n= 273

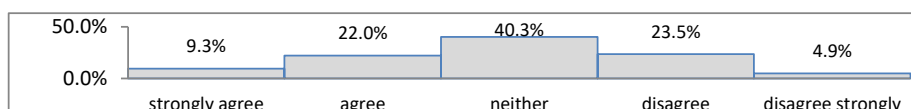
strongly agree	agree	neither	disagree	disagree
27	55	112	64	15



#### Reduce Costs

n= 273

strongly agree	agree	neither	disagree	disagree
25	59	108	63	13



#### Time Pressure

n= 268

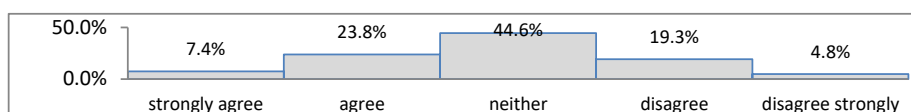
strongly agree	agree	neither	disagree	disagree
26	69	118	47	11



#### Cut Back Aspects

n= 271

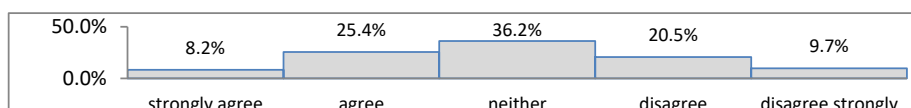
strongly agree	agree	neither	disagree	disagree
20	64	120	52	13



#### Job Security Worries

n= 269

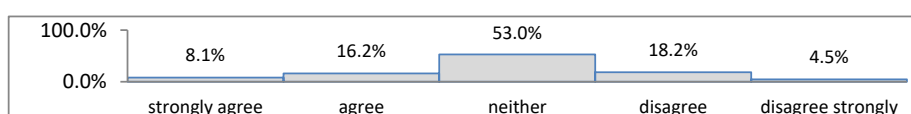
strongly agree	agree	neither	disagree	disagree
22	68	97	55	26



#### Non-Specialist Duties

n= 268

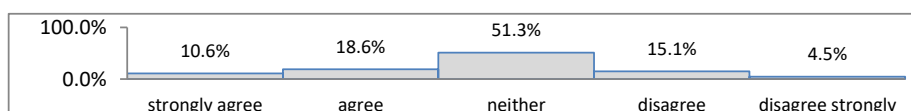
strongly agree	agree	neither	disagree	disagree
16	32	105	36	9



#### Take Work Home

n= 198

strongly agree	agree	neither	disagree	disagree
21	37	102	30	9



#### Decrease in Specialists

n= 199

strongly agree	agree	neither	disagree	disagree
38	68	106	44	12



## 16.10 BUILDINGS HISTORY – ALL SPECIALISMS

### Buildings History All Specialisms

n= 348

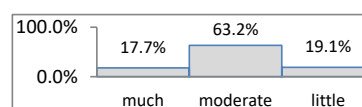
#### About the Work

**Charge / day**  
n= 752

mean	SD	min	max
£ 388.30		205.36 £	50.00 £ 1,280.00

**Competition**  
n= 887

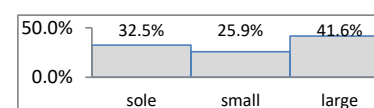
157	561	169
great deal	moderate	very little



#### About the Organisation

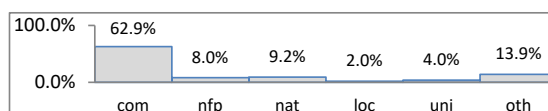
**Sizes of Organisation**  
n= 255

83	66	106
sole trader	small	large



**Types of Organisation**  
n= 251

158	20	23	5	10	35
commercial	not for profit	nat gov	local gov	university	other



**Location**  
n= 252

east of england	20	7.9%
east midlands	16	6.3%
london	22	8.7%
south-east england	38	15.1%
south west england	28	11.1%
north-east england	12	4.8%
north-west england	17	6.7%
west midlands	14	5.6%
yorkshire & the humber	21	8.3%
scotland	41	16.3%
wales	16	6.3%
northern ireland	1	0.4%
channel islands	1	0.4%
isle of man	0	0.0%
outside uk - european union	3	1.2%
outside uk - rest of world	2	0.8%

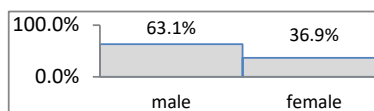
## Buildings History All Specialisms

### About the Specialists

#### Gender

n= 206

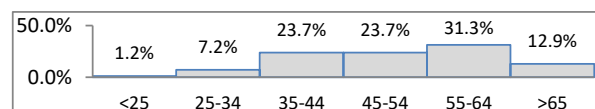
male	female
130	76



#### Age

n= 249

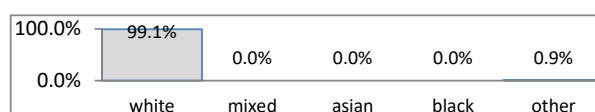
<25	25-34	35-44	45-54	55-64	>65
3	18	59	59	78	32



#### Ethnicity

n= 233

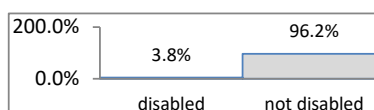
white	mixed /	asian / asian	black /	other ethnic
231	0	0	0	2



#### Disability Status

n= 209

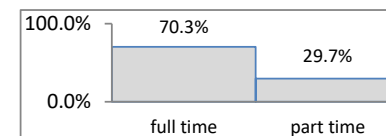
disabled	not disabled
8	201



#### Hours Worked

n= 249

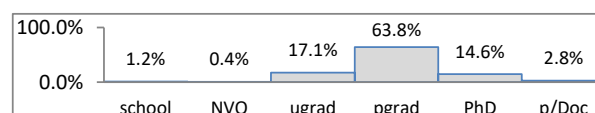
full time	part time
175	74



#### Highest Qualification

n= 246

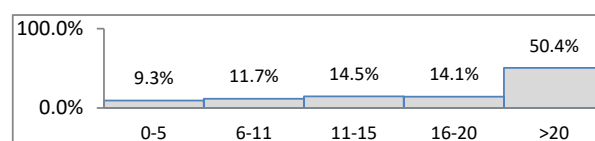
school	NVQ	ugrad	pgrad	PhD	p/Doc
3	1	42	157	36	7



#### Years Practising to Date

n= 248

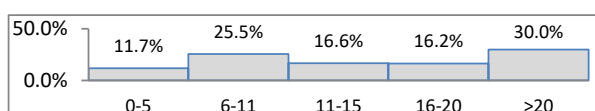
0-5	6-11	11-15	16-20	>20
23	29	36	35	125



#### Years Intending to Continue

n= 247

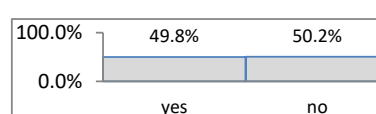
0-5	6-11	11-15	16-20	>20
29	63	41	40	74



#### Waiting List

n= 237

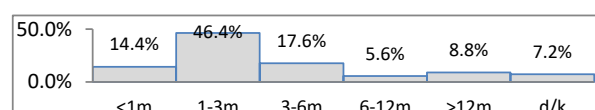
yes	no
118	119



#### Waiting List Length

n= 125

<1m	1-3m	3-6m	6-12m	>12m	d/k
18	58	22	7	11	9

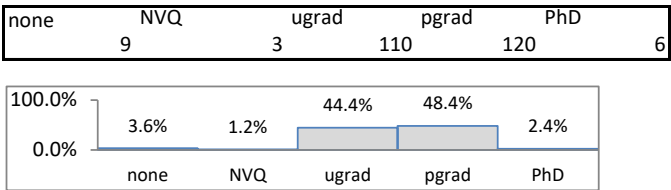


Buildings History  
All Specialisms

About Training and Professional Development

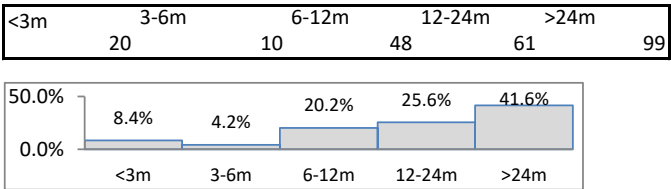
New Entrant  
Qualifications  
Needed

n= 248



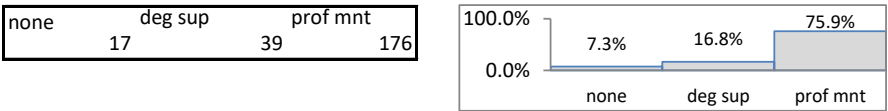
New Entrant  
Experience Needed

n= 238



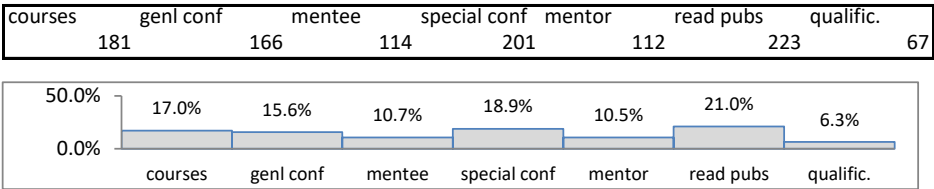
New Entrant  
Guidance or  
Mentoring

n= 232



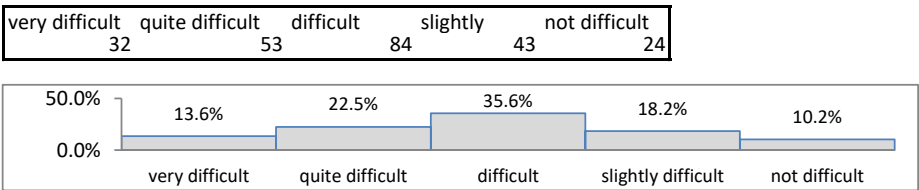
CPD Mechanisms  
Preferred

n= 1064



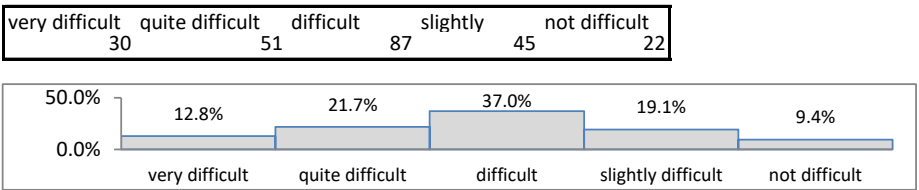
Access to Initial  
Training

n= 236



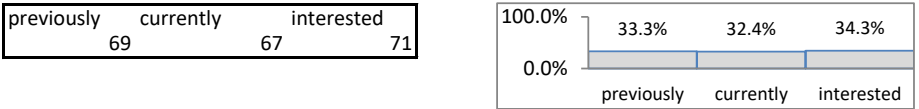
Access to CPD  
Training

n= 235



Being a Trainer

n= 207





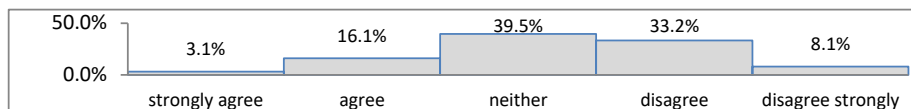
## Buildings History All Specialisms

### About the Changing Levels of Demand for Work

#### Reduced Projects

n= 223

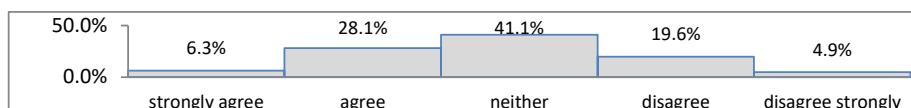
strongly agree	agree	neither	disagree	disagree
7	36	88	74	18



#### Reduce Costs

n= 224

strongly agree	agree	neither	disagree	disagree
14	63	92	44	11



#### Time Pressure

n= 225

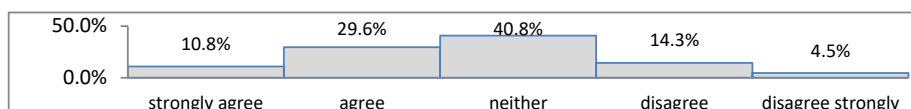
strongly agree	agree	neither	disagree	disagree
30	93	76	21	5



#### Cut Back Aspects

n= 223

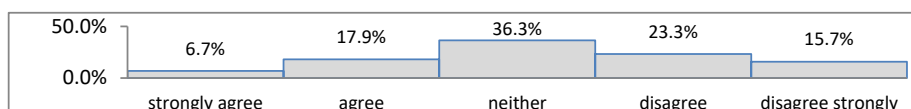
strongly agree	agree	neither	disagree	disagree
24	66	91	32	10



#### Job Security Worries

n= 223

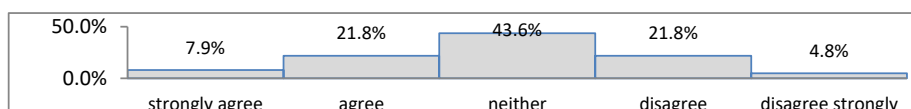
strongly agree	agree	neither	disagree	disagree
15	40	81	52	35



#### Non-Specialist Duties

n= 165

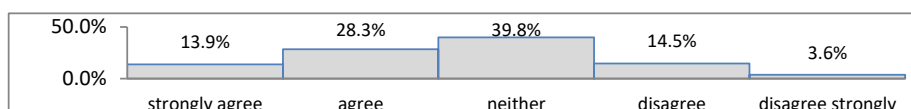
strongly agree	agree	neither	disagree	disagree
13	36	72	36	8



#### Take Work Home

n= 166

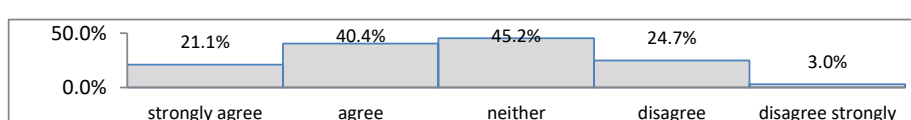
strongly agree	agree	neither	disagree	disagree
23	47	66	24	6



#### Decrease in Specialists

n= 223

strongly agree	agree	neither	disagree	disagree
35	67	75	41	5



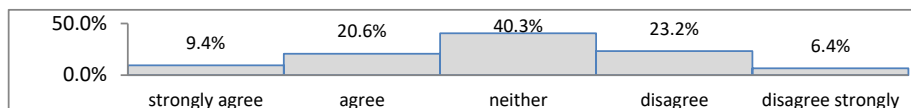
## Buildings History All Specialisms

### About the Potential Impact of Brexit

#### Reduced Projects

n= 233

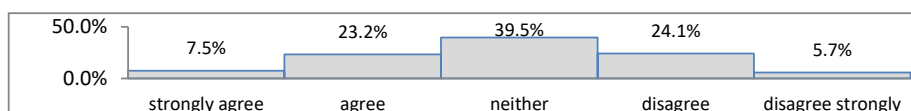
strongly agree	agree	neither	disagree	disagree
22	48	94	54	15



#### Reduce Costs

n= 233

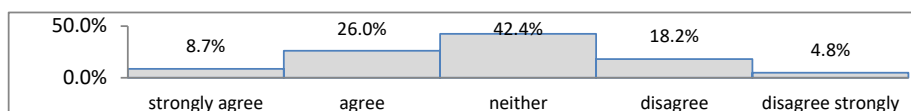
strongly agree	agree	neither	disagree	disagree
17	53	90	55	13



#### Time Pressure

n= 228

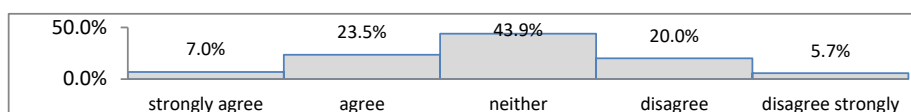
strongly agree	agree	neither	disagree	disagree
20	60	98	42	11



#### Cut Back Aspects

n= 231

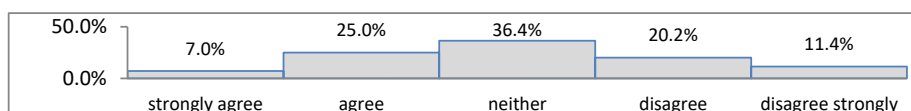
strongly agree	agree	neither	disagree	disagree
16	54	101	46	13



#### Job Security Worries

n= 230

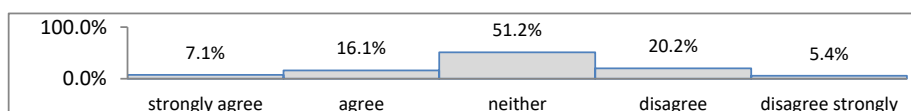
strongly agree	agree	neither	disagree	disagree
16	57	83	46	26



#### Non-Specialist Duties

n= 228

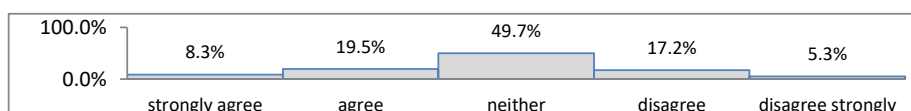
strongly agree	agree	neither	disagree	disagree
12	27	86	34	9



#### Take Work Home

n= 168

strongly agree	agree	neither	disagree	disagree
14	33	84	29	9



#### Decrease in Specialists

n= 169

strongly agree	agree	neither	disagree	disagree
27	60	88	42	11



## 16.11 BUILDINGS HISTORY – IDENTIFICATION

### Buildings History

n= 250

The identification, analysis, and interpretation of a wide variety of historic buildings, structures, and

#### About the Work

##### Charge / day

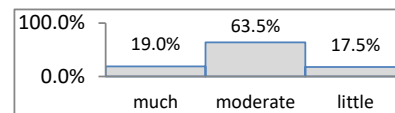
n= 177

mean	SD	min	max
£ 398.30	218.19	£ 50.00	£ 1,280.00

##### Competition

n= 211

40	134	37
great deal	moderate	very little

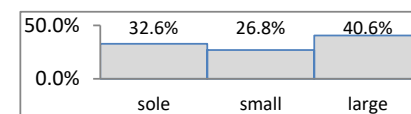


#### About the Organisation

##### Sizes of Organisation

n= 239

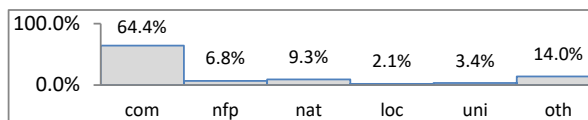
78	64	97
sole trader	small	large



##### Types of Organisation

n= 236

152	16	22	5	8	33
commercial	not for profit	nat gov	local gov	university	other



##### Location

n= 237

east of england	20	8.4%
east midlands	15	6.3%
london	17	7.2%
south-east england	37	15.6%
south west england	26	11.0%
north-east england	11	4.6%
north-west england	16	6.8%
west midlands	14	5.9%
yorkshire & the humber	20	8.4%
scotland	40	16.9%
wales	14	5.9%
northern ireland	1	0.4%
channel islands	1	0.4%
isle of man	0	0.0%
outside uk - european union	3	1.3%
outside uk - rest of world	2	0.8%

## Buildings History

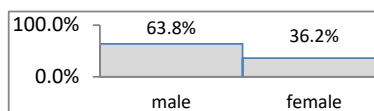
The identification, analysis, and interpretation of a wide variety of historic buildings, structures, (

### About the Specialists

#### Gender

n= 196

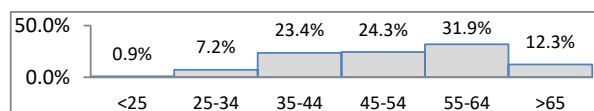
male	female
125	71



#### Age

n= 235

<25	25-34	35-44	45-54	55-64	>65
2	17	55	57	75	29



#### Ethnicity

n= 221

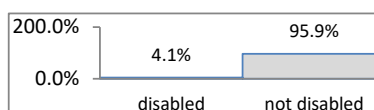
white	mixed /	asian / asian	black /	other ethnic
219	0	0	0	2



#### Disability Status

n= 197

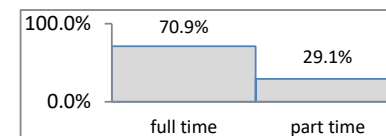
disabled	not disabled
8	189



#### Hours Worked

n= 237

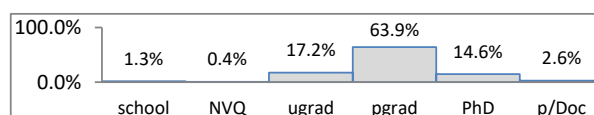
full time	part time
168	69



#### Highest Qualification

n= 233

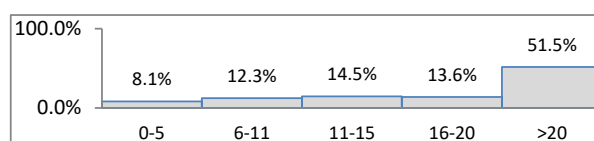
school	NVQ	ugrad	pgrad	PhD	p/Doc
3	1	40	149	34	6



#### Years Practising to Date

n= 235

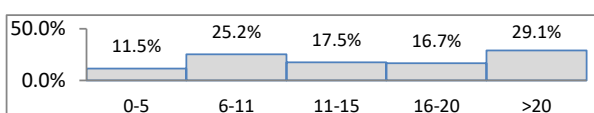
0-5	6-11	11-15	16-20	>20
19	29	34	32	121



#### Years Intending to Continue

n= 234

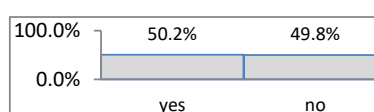
0-5	6-11	11-15	16-20	>20
27	59	41	39	68



#### Waiting List

n= 225

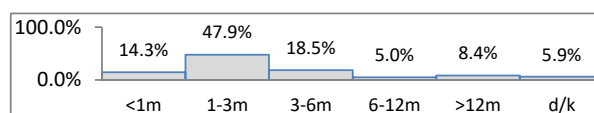
yes	no
113	112



#### Waiting List Length

n= 119

<1m	1-3m	3-6m	6-12m	>12m	d/k
17	57	22	6	10	7



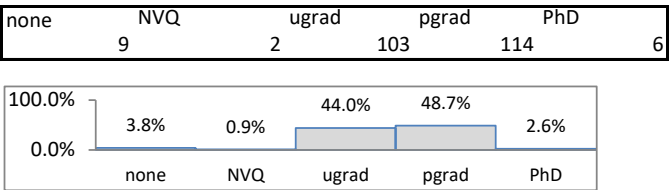
# Buildings History

The identification, analysis, and interpretation of a wide variety of historic buildings, structures, and sites

## About Training and Professional Development

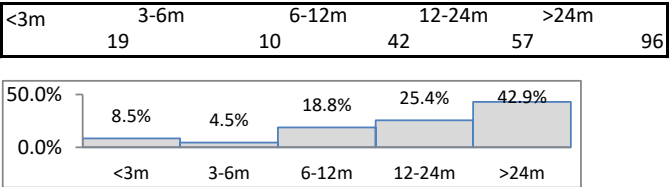
### New Entrant Qualifications Needed

n= 234



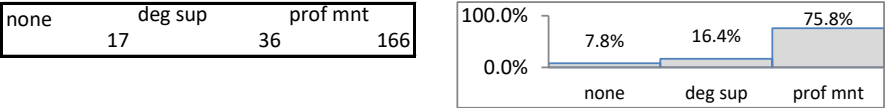
### New Entrant Experience Needed

n= 224



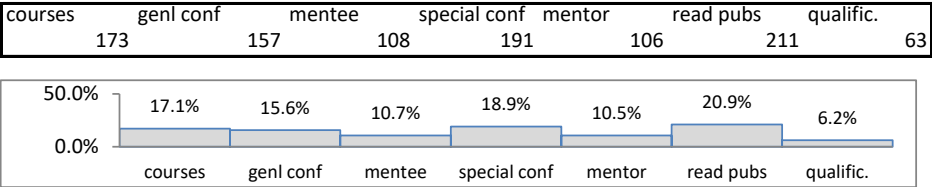
### New Entrant Guidance or Mentoring

n= 219



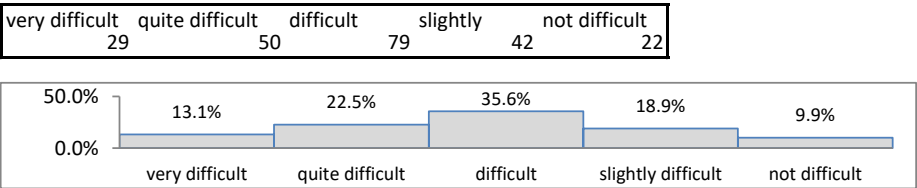
### CPD Mechanisms Preferred

n= 1009



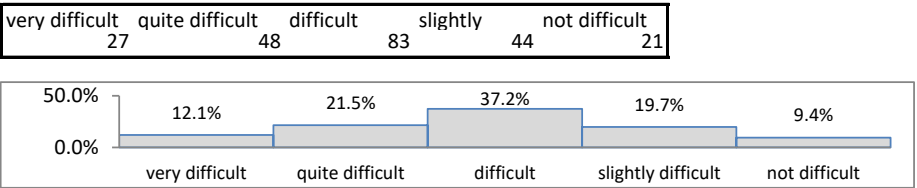
### Access to Initial Training

n= 222



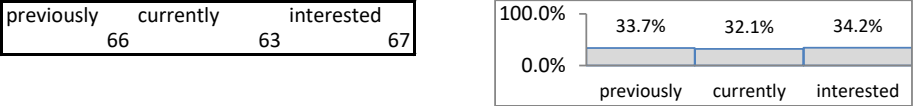
### Access to CPD Training

n= 223



### Being a Trainer

n= 196



## Buildings History

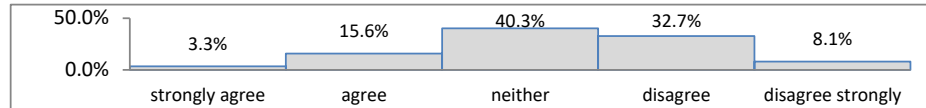
The identification, analysis, and interpretation of a wide variety of historic buildings, structures, and sites

### About the Changing Levels of Demand for Work

#### Reduced Projects

n= 211

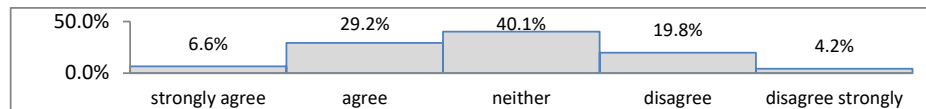
strongly agree	agree	neither	disagree	disagree
7	33	85	69	17



#### Reduce Costs

n= 212

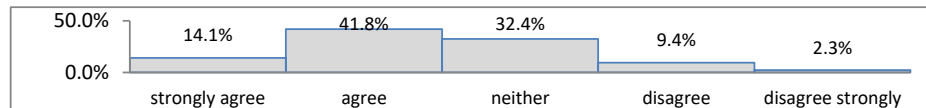
strongly agree	agree	neither	disagree	disagree
14	62	85	42	9



#### Time Pressure

n= 213

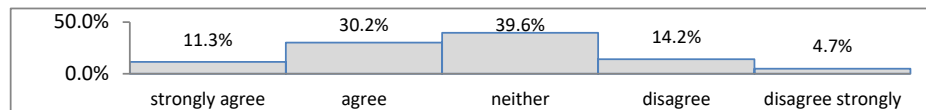
strongly agree	agree	neither	disagree	disagree
30	89	69	20	5



#### Cut Back Aspects

n= 212

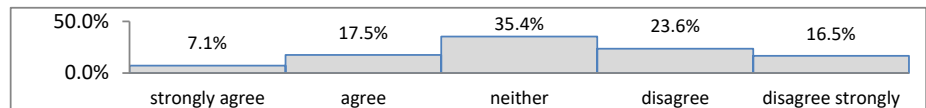
strongly agree	agree	neither	disagree	disagree
24	64	84	30	10



#### Job Security Worries

n= 212

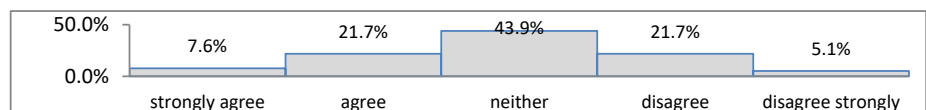
strongly agree	agree	neither	disagree	disagree
15	37	75	50	35



#### Non-Specialist Duties

n= 157

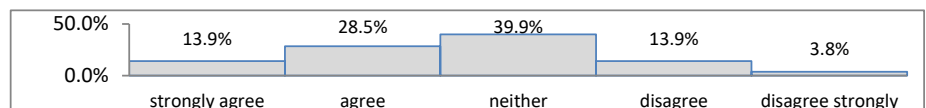
strongly agree	agree	neither	disagree	disagree
12	34	69	34	8



#### Take Work Home

n= 158

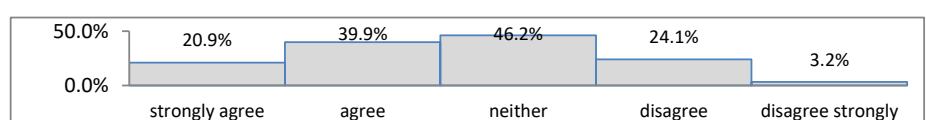
strongly agree	agree	neither	disagree	disagree
22	45	63	22	6



#### Decrease in Specialists

n= 212

strongly agree	agree	neither	disagree	disagree
33	63	73	38	5



## Buildings History

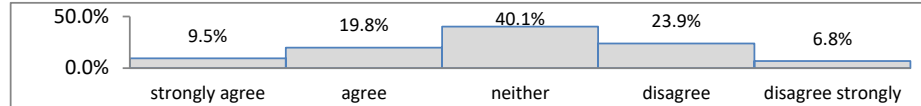
The identification, analysis, and interpretation of a wide variety of historic buildings, structures, and sites

### About the Potential Impact of Brexit

#### Reduced Projects

n= 222

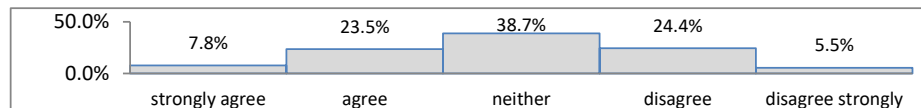
strongly agree	agree	neither	disagree	disagree
21	44	89	53	15



#### Reduce Costs

n= 222

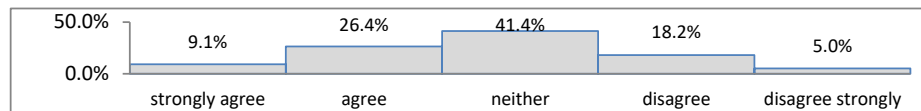
strongly agree	agree	neither	disagree	disagree
17	51	84	53	12



#### Time Pressure

n= 217

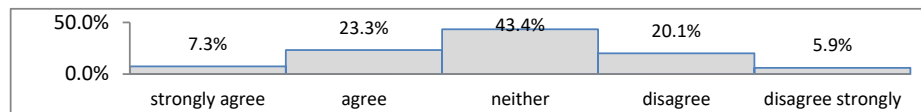
strongly agree	agree	neither	disagree	disagree
20	58	91	40	11



#### Cut Back Aspects

n= 220

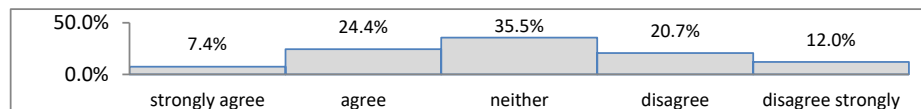
strongly agree	agree	neither	disagree	disagree
16	51	95	44	13



#### Job Security Worries

n= 219

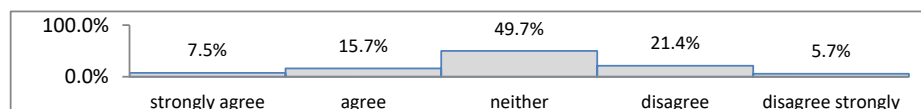
strongly agree	agree	neither	disagree	disagree
16	53	77	45	26



#### Non-Specialist Duties

n= 217

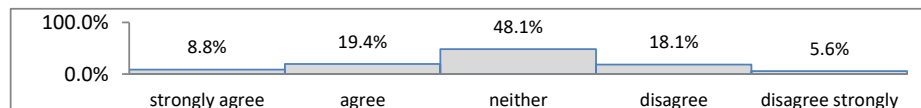
strongly agree	agree	neither	disagree	disagree
12	25	79	34	9



#### Take Work Home

n= 159

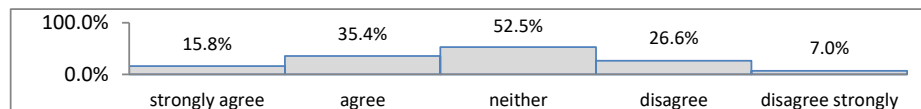
strongly agree	agree	neither	disagree	disagree
14	31	77	29	9



#### Decrease in Specialists

n= 160

strongly agree	agree	neither	disagree	disagree
25	56	83	42	11



## 16.12 BUILDINGS HISTORY – PRODUCTION OF DRAWINGS

### Buildings History

n= 137

The production of metrically accurate measured drawings  
using a variety of survey methods including CAD software

#### About the Work

##### Charge / day

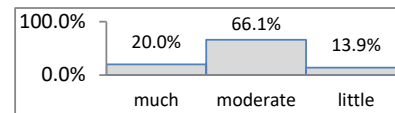
n= 100

mean	SD	min	max
£ 358.65	174.11	£ 50.00	£ 1,200.00

##### Competition

n= 115

23	76	16
great deal	moderate	very little

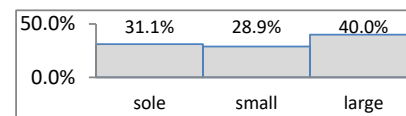


#### About the Organisation

##### Sizes of Organisation

n= 135

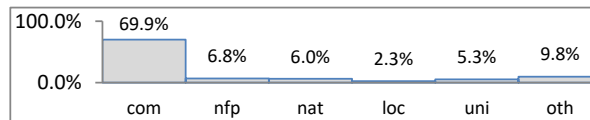
42	39	54
sole trader	small	large



##### Types of Organisation

n= 133

93	9	8	3	7	13
commercial	not for profit	nat gov	local gov	university	other



##### Location

n= 133

east of england	14	10.5%
east midlands	8	6.0%
london	8	6.0%
south-east england	21	15.8%
south west england	15	11.3%
north-east england	3	2.3%
north-west england	9	6.8%
west midlands	7	5.3%
yorkshire & the humber	11	8.3%
scotland	22	16.5%
wales	11	8.3%
northern ireland	1	0.8%
channel islands	0	0.0%
isle of man	0	0.0%
outside uk - european union	2	1.5%
outside uk - rest of world	1	0.8%



## Buildings History

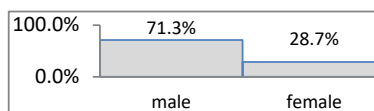
### The production of metrically accurate measured drawings

#### About the Specialists

##### Gender

n= 108

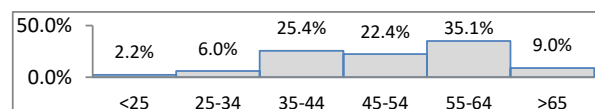
male	female
77	31



##### Age

n= 134

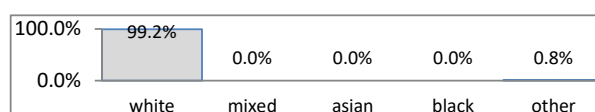
<25	25-34	35-44	45-54	55-64	>65
3	8	34	30	47	12



##### Ethnicity

n= 119

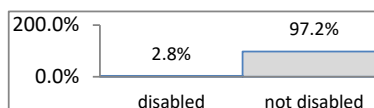
white	mixed /	asian / asian	black /	other ethnic
118	0	0	0	1



##### Disability Status

n= 107

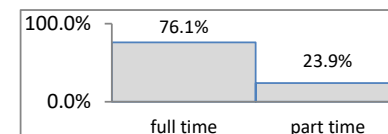
disabled	not disabled
3	104



##### Hours Worked

n= 134

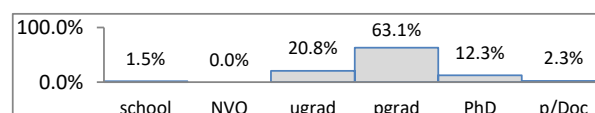
full time	part time
102	32



##### Highest Qualification

n= 130

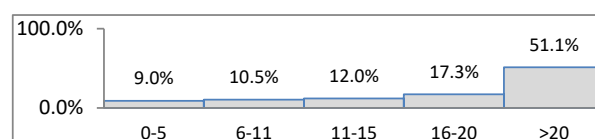
school	NVQ	ugrad	pgrad	PhD	p/Doc
2	0	27	82	16	3



##### Years Practising to Date

n= 133

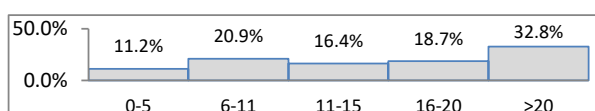
0-5	6-11	11-15	16-20	>20
12	14	16	23	68



##### Years Intending to Continue

n= 134

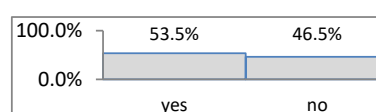
0-5	6-11	11-15	16-20	>20
15	28	22	25	44



##### Waiting List

n= 127

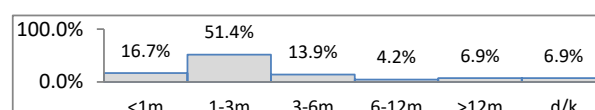
yes	no
68	59



##### Waiting List Length

n= 72

<1m	1-3m	3-6m	6-12m	>12m	d/k
12	37	10	3	5	5



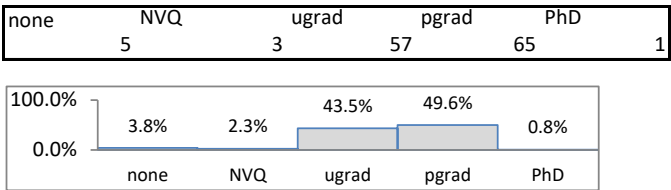
# Buildings History

## The production of metrically accurate measured drawings

### About Training and Professional Development

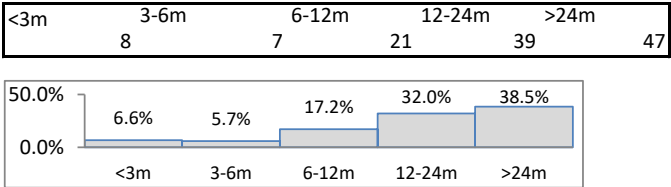
#### New Entrant Qualifications Needed

n= 131



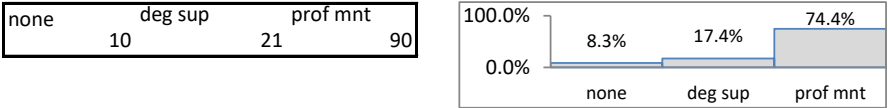
#### New Entrant Experience Needed

n= 122



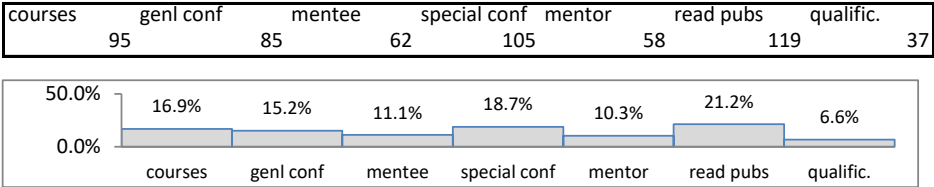
#### New Entrant Guidance or Mentoring

n= 121



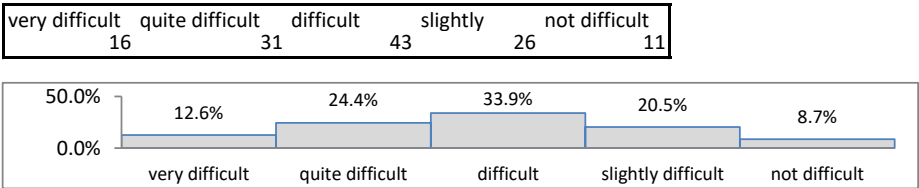
#### CPD Mechanisms Preferred

n= 561



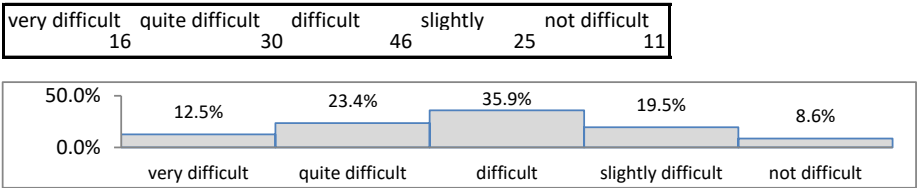
#### Access to Initial Training

n= 127



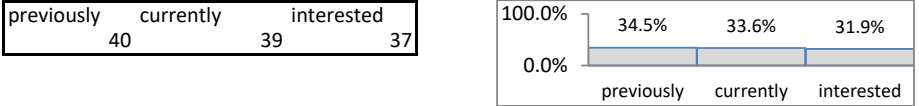
#### Access to CPD Training

n= 128



#### Being a Trainer

n= 116



## Buildings History

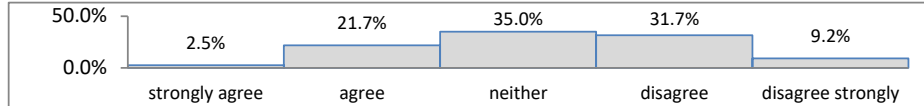
### The production of metrically accurate measured drawings

#### About the Changing Levels of Demand for Work

##### Reduced Projects

n= 120

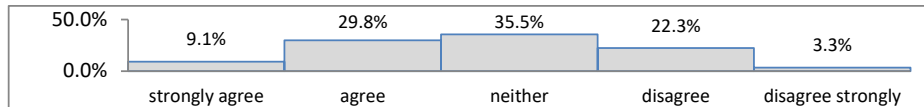
strongly agree	agree	neither	disagree	disagree
3	26	42	38	11



##### Reduce Costs

n= 121

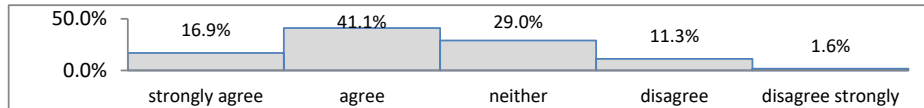
strongly agree	agree	neither	disagree	disagree
11	36	43	27	4



##### Time Pressure

n= 124

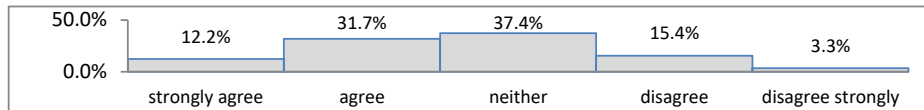
strongly agree	agree	neither	disagree	disagree
21	51	36	14	2



##### Cut Back Aspects

n= 123

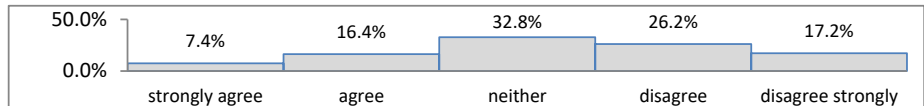
strongly agree	agree	neither	disagree	disagree
15	39	46	19	4



##### Job Security Worries

n= 122

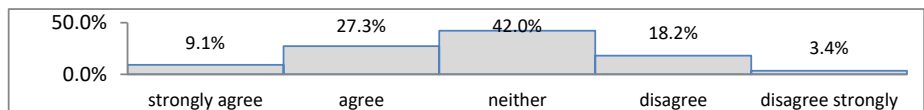
strongly agree	agree	neither	disagree	disagree
9	20	40	32	21



##### Non-Specialist Duties

n= 88

strongly agree	agree	neither	disagree	disagree
8	24	37	16	3



##### Take Work Home

n= 90

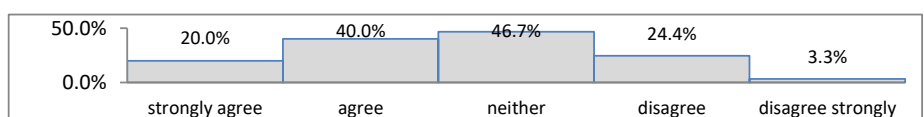
strongly agree	agree	neither	disagree	disagree
17	28	30	12	3



##### Decrease in Specialists

n= 121

strongly agree	agree	neither	disagree	disagree
18	36	42	22	3



## Buildings History

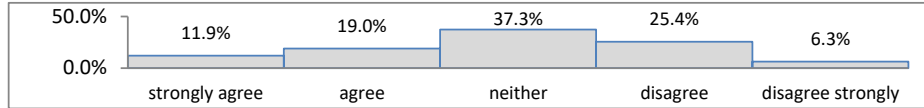
### The production of metrically accurate measured drawings

#### About the Potential Impact of Brexit

##### Reduced Projects

n= 126

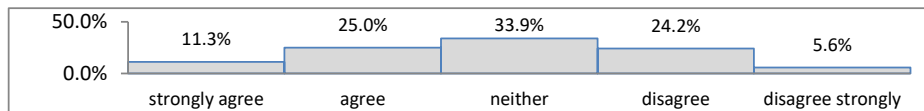
strongly agree	agree	neither	disagree	disagree
15	24	47	32	8



##### Reduce Costs

n= 126

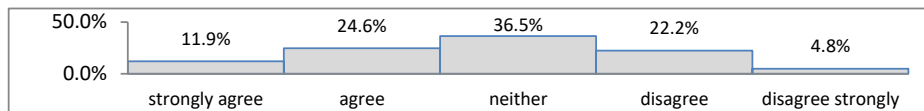
strongly agree	agree	neither	disagree	disagree
14	31	42	30	7



##### Time Pressure

n= 124

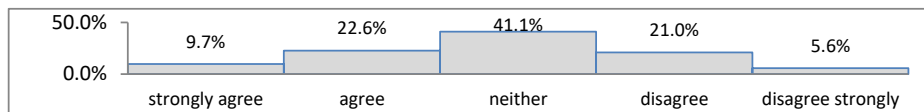
strongly agree	agree	neither	disagree	disagree
15	31	46	28	6



##### Cut Back Aspects

n= 126

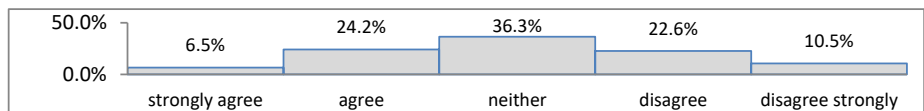
strongly agree	agree	neither	disagree	disagree
12	28	51	26	7



##### Job Security Worries

n= 124

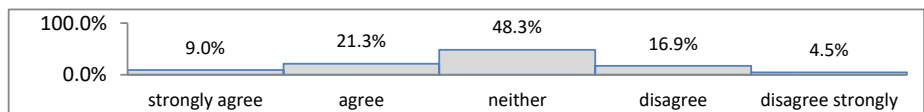
strongly agree	agree	neither	disagree	disagree
8	30	45	28	13



##### Non-Specialist Duties

n= 124

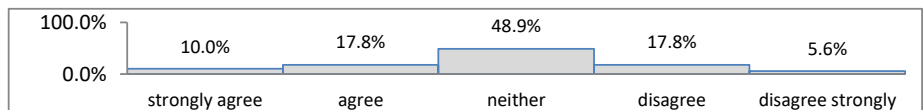
strongly agree	agree	neither	disagree	disagree
8	19	43	15	4



##### Take Work Home

n= 89

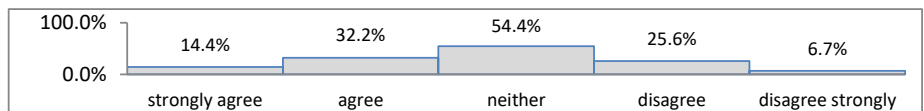
strongly agree	agree	neither	disagree	disagree
9	16	44	16	5



##### Decrease in Specialists

n= 90

strongly agree	agree	neither	disagree	disagree
13	29	49	23	6



## 16.13 BUILDINGS HISTORY – INVESTIGATION AND EVALUATION

### Buildings History

n= 226

The investigation and evaluation of the cultural significance of historic buildings structures, complexes and areas ...

#### About the Work

##### Charge / day

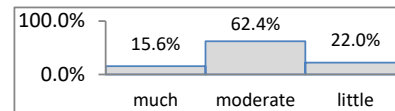
n= 162

mean	SD	min	max
£ 400.56	220.01	£ 50.00	£ 1,280.00

##### Competition

n= 186

29	116	41
great deal	moderate	very little

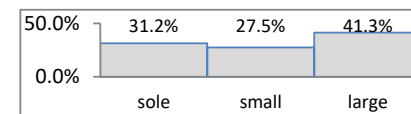


#### About the Organisation

##### Sizes of Organisation

n= 218

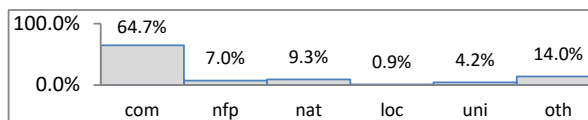
68	60	90
sole trader	small	large



##### Types of Organisation

n= 215

139	15	20	2	9	30
commercial	not for profit	nat gov	local gov	university	other



##### Location

n= 216

east of england	18	8.3%
east midlands	13	6.0%
london	18	8.3%
south-east england	35	16.2%
south west england	23	10.6%
north-east england	10	4.6%
north-west england	14	6.5%
west midlands	13	6.0%
yorkshire & the humber	18	8.3%
scotland	34	15.7%
wales	14	6.5%
northern ireland	1	0.5%
channel islands	1	0.5%
isle of man	0	0.0%
outside uk - european union	2	0.9%
outside uk - rest of world	2	0.9%

## Buildings History

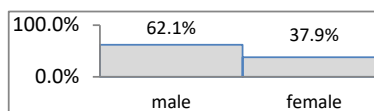
### The investigation and evaluation of the cultural significance of historic buildings

#### About the Specialists

##### Gender

n= 182

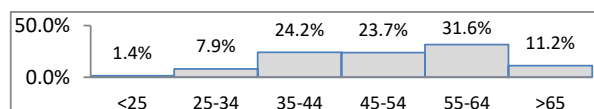
male	female
113	69



##### Age

n= 215

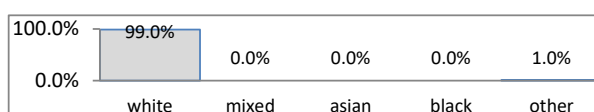
<25	25-34	35-44	45-54	55-64	>65
3	17	52	51	68	24



##### Ethnicity

n= 200

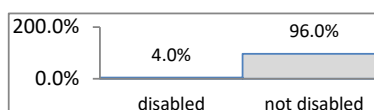
white	mixed /	asian / asian	black /	other ethnic
198	0	0	0	2



##### Disability Status

n= 177

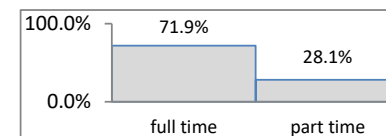
disabled	not disabled
7	170



##### Hours Worked

n= 217

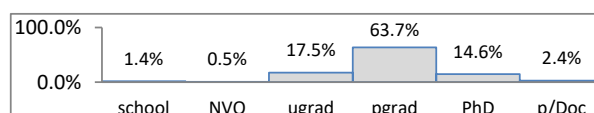
full time	part time
156	61



##### Highest Qualification

n= 212

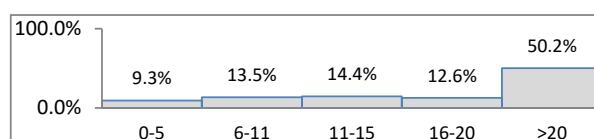
school	NVQ	ugrad	pgrad	PhD	p/Doc
3	1	37	135	31	5



##### Years Practising to Date

n= 215

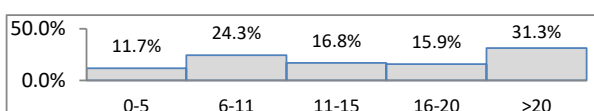
0-5	6-11	11-15	16-20	>20
20	29	31	27	108



##### Years Intending to Continue

n= 214

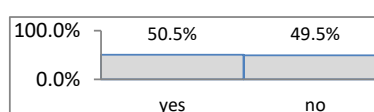
0-5	6-11	11-15	16-20	>20
25	52	36	34	67



##### Waiting List

n= 206

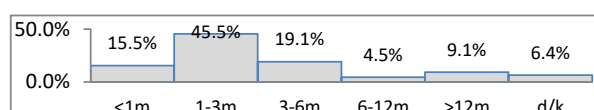
yes	no
104	102



##### Waiting List Length

n= 110

<1m	1-3m	3-6m	6-12m	>12m	d/k
17	50	21	5	10	7



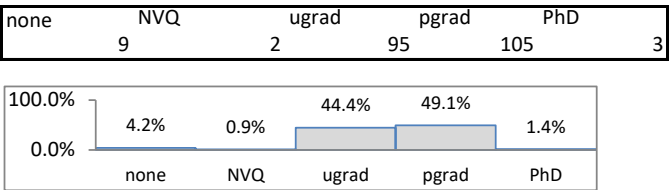
# Buildings History

## The investigation and evaluation of the cultural significance of historic buildings

### About Training and Professional Development

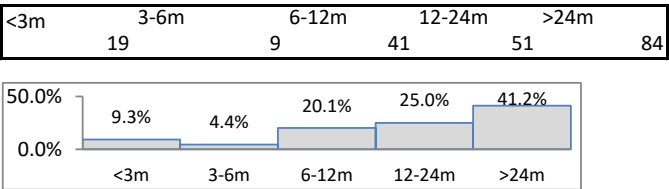
#### New Entrant Qualifications Needed

n= 214



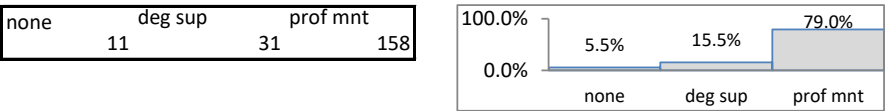
#### New Entrant Experience Needed

n= 204



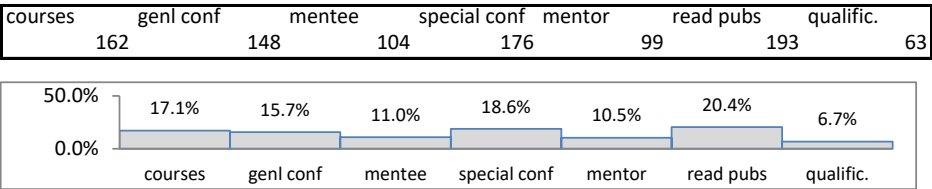
#### New Entrant Guidance or Mentoring

n= 200



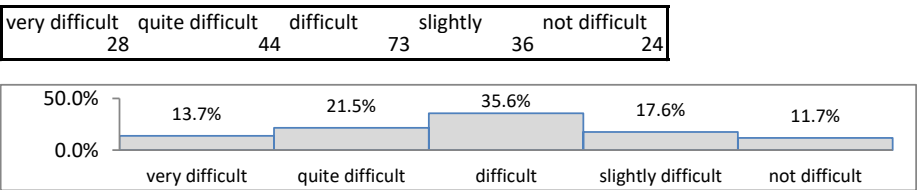
#### CPD Mechanisms Preferred

n= 945



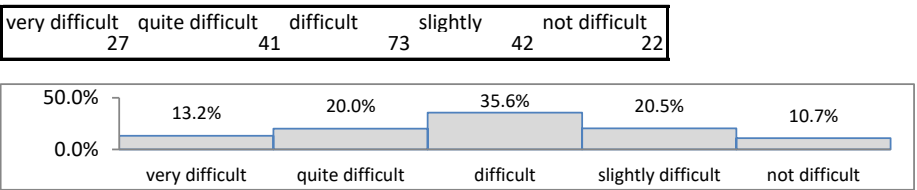
#### Access to Initial Training

n= 205



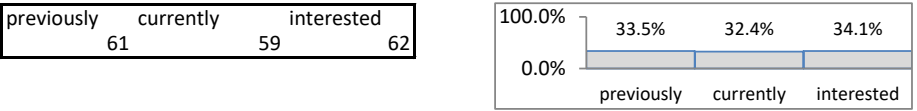
#### Access to CPD Training

n= 205



#### Being a Trainer

n= 182



## Buildings History

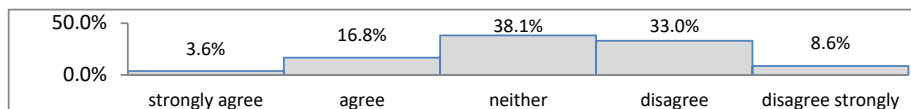
### The investigation and evaluation of the cultural significance of historic buildings

#### About the Changing Levels of Demand for Work

##### Reduced Projects

n= 197

strongly agree	agree	neither	disagree	disagree
7	33	75	65	17



##### Reduce Costs

n= 198

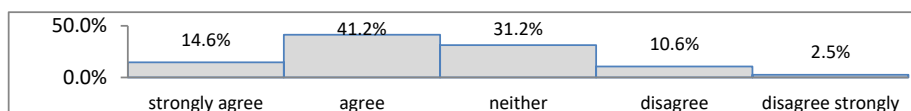
strongly agree	agree	neither	disagree	disagree
13	58	77	40	10



##### Time Pressure

n= 199

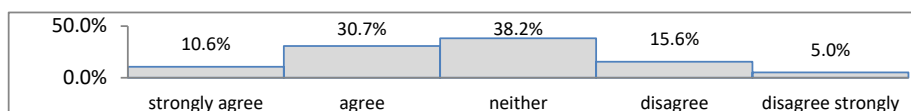
strongly agree	agree	neither	disagree	disagree
29	82	62	21	5



##### Cut Back Aspects

n= 199

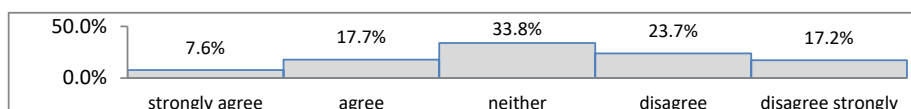
strongly agree	agree	neither	disagree	disagree
21	61	76	31	10



##### Job Security Worries

n= 198

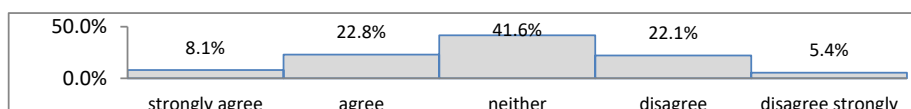
strongly agree	agree	neither	disagree	disagree
15	35	67	47	34



##### Non-Specialist Duties

n= 149

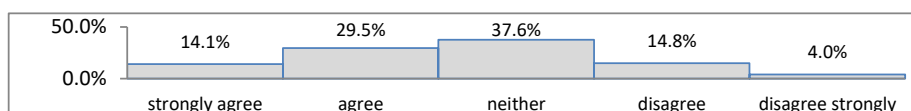
strongly agree	agree	neither	disagree	disagree
12	34	62	33	8



##### Take Work Home

n= 149

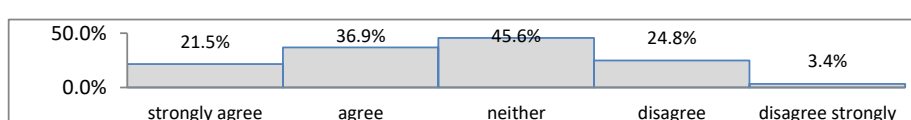
strongly agree	agree	neither	disagree	disagree
21	44	56	22	6



##### Decrease in Specialists

n= 197

strongly agree	agree	neither	disagree	disagree
32	55	68	37	5





## Buildings History

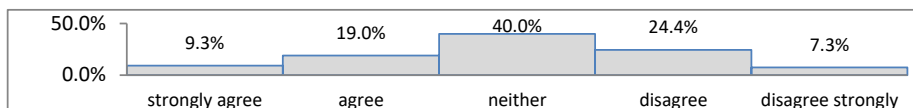
### The investigation and evaluation of the cultural significance of historic buildings

#### About the Potential Impact of Brexit

##### Reduced Projects

n= 205

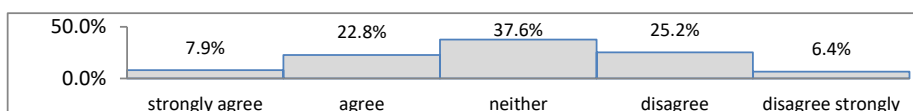
strongly agree	agree	neither	disagree	disagree
19	39	82	50	15



##### Reduce Costs

n= 205

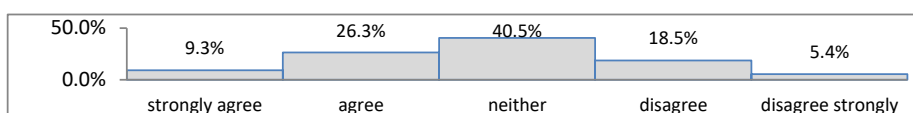
strongly agree	agree	neither	disagree	disagree
16	46	76	51	13



##### Time Pressure

n= 202

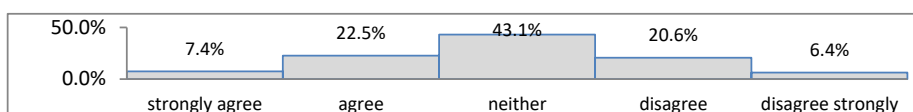
strongly agree	agree	neither	disagree	disagree
19	54	83	38	11



##### Cut Back Aspects

n= 205

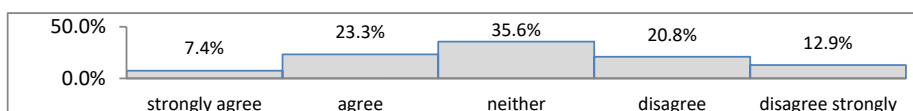
strongly agree	agree	neither	disagree	disagree
15	46	88	42	13



##### Job Security Worries

n= 204

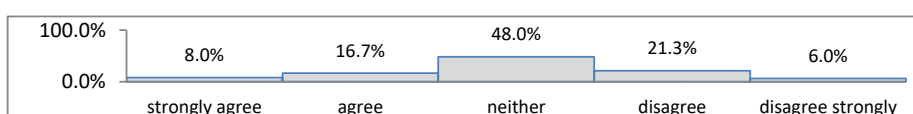
strongly agree	agree	neither	disagree	disagree
15	47	72	42	26



##### Non-Specialist Duties

n= 202

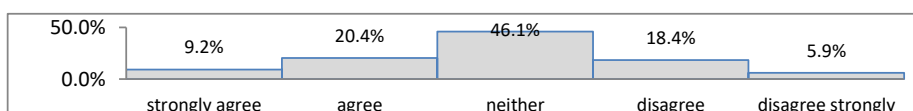
strongly agree	agree	neither	disagree	disagree
12	25	72	32	9



##### Take Work Home

n= 150

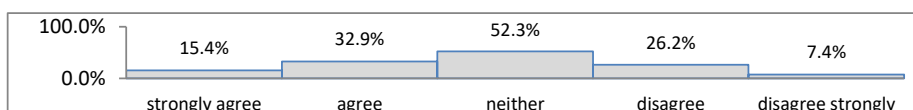
strongly agree	agree	neither	disagree	disagree
14	31	70	28	9



##### Decrease in Specialists

n= 152

strongly agree	agree	neither	disagree	disagree
23	49	78	39	11



## 16.14 BUILDINGS HISTORY – ASSESSMENT OF SIGNIFICANCE

### Buildings History

n= 225

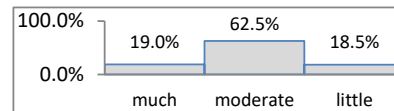
The assessment of significance and the placing of buildings  
structures and areas in their historical and architectural contexts  
About the Work

**Charge / day**  
n= 156

mean	SD	min	max
£ 387.11	193.72	£ 50.00	£ 960.00

**Competition**  
n= 184

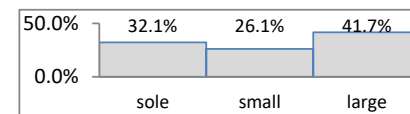
35	115	34
great deal	moderate	very little



### About the Organisation

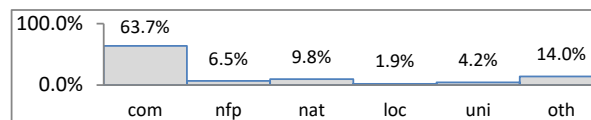
**Sizes of Organisation**  
n= 218

70	57	91
sole trader	small	large



**Types of Organisation**  
n= 215

137	14	21	4	9	30
commercial	not for profit	nat gov	local gov	university	other



**Location**  
n= 216

east of england	19	8.8%
east midlands	12	5.6%
london	17	7.9%
south-east england	33	15.3%
south west england	26	12.0%
north-east england	11	5.1%
north-west england	15	6.9%
west midlands	12	5.6%
yorkshire & the humber	19	8.8%
scotland	33	15.3%
wales	13	6.0%
northern ireland	1	0.5%
channel islands	1	0.5%
isle of man	0	0.0%
outside uk - european union	2	0.9%
outside uk - rest of world	2	0.9%

## Buildings History

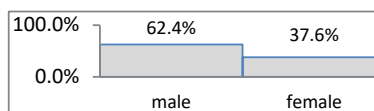
### The assessment of significance and the placing of buildings

#### About the Specialists

##### Gender

n= 178

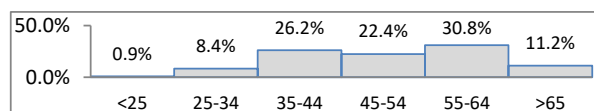
male	female
111	67



##### Age

n= 214

<25	25-34	35-44	45-54	55-64	>65
2	18	56	48	66	24



##### Ethnicity

n= 202

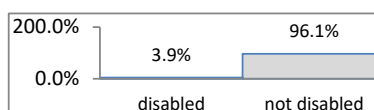
white	mixed /	asian / asian	black /	other ethnic
200	0	0	0	2



##### Disability Status

n= 180

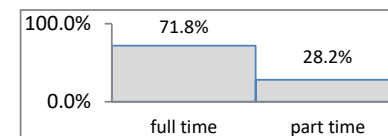
disabled	not disabled
7	173



##### Hours Worked

n= 216

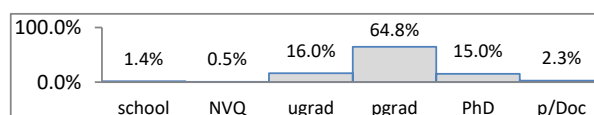
full time	part time
155	61



##### Highest Qualification

n= 213

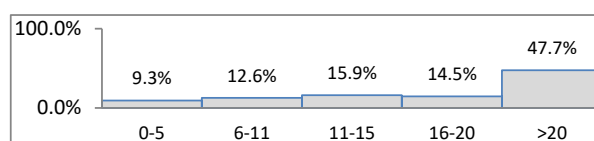
school	NVQ	ugrad	pgrad	PhD	p/Doc
3	1	34	138	32	5



##### Years Practising to Date

n= 214

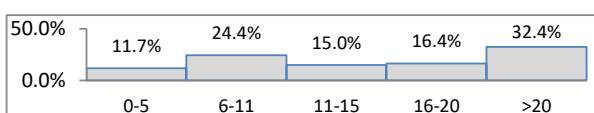
0-5	6-11	11-15	16-20	>20
20	27	34	31	102



##### Years Intending to Continue

n= 213

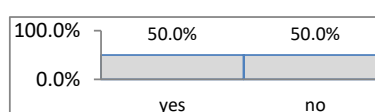
0-5	6-11	11-15	16-20	>20
25	52	32	35	69



##### Waiting List

n= 206

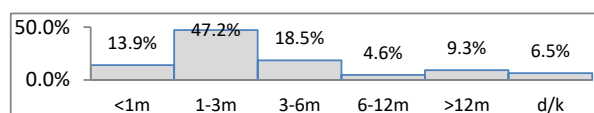
yes	no
103	103



##### Waiting List Length

n= 108

<1m	1-3m	3-6m	6-12m	>12m	d/k
15	51	20	5	10	7

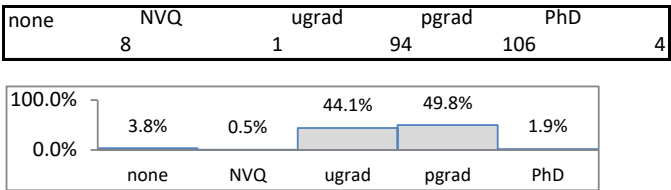


**Buildings History**  
The assessment of significance and the placing of buildings

**About Training and Professional Development**

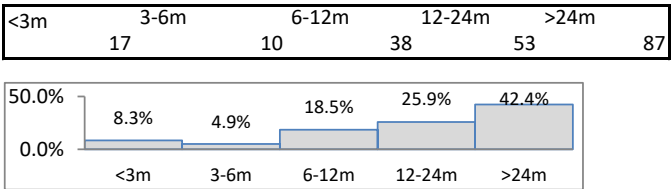
**New Entrant Qualifications Needed**

n= 213



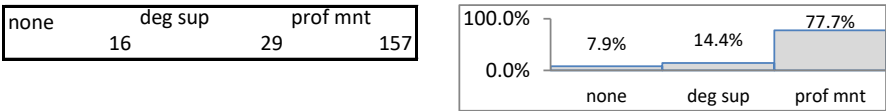
**New Entrant Experience Needed**

n= 205



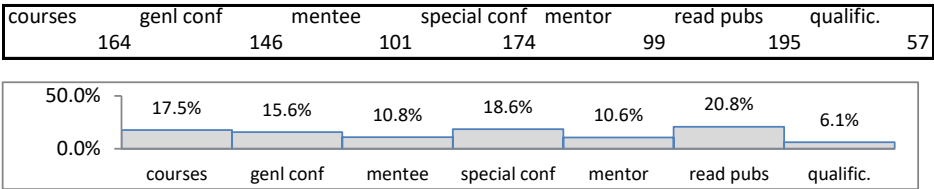
**New Entrant Guidance or Mentoring**

n= 202



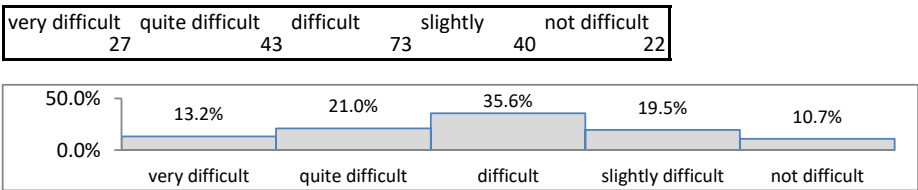
**CPD Mechanisms Preferred**

n= 936



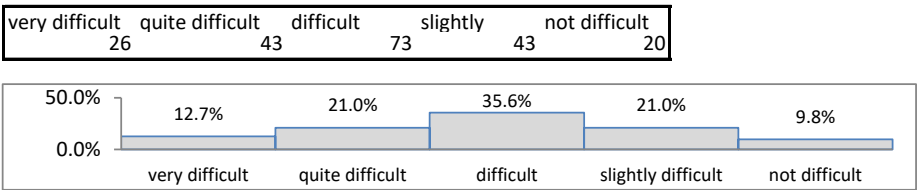
**Access to Initial Training**

n= 205



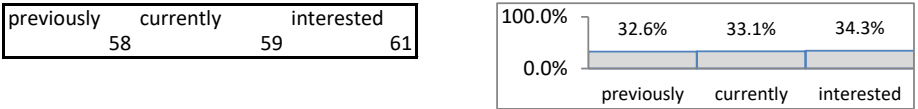
**Access to CPD Training**

n= 205



**Being a Trainer**

n= 178



## Buildings History

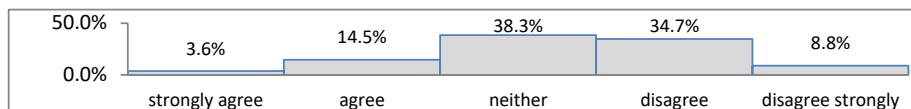
### The assessment of significance and the placing of buildings

#### About the Changing Levels of Demand for Work

##### Reduced Projects

n= 193

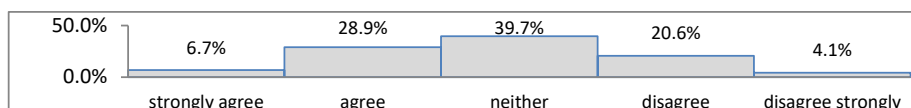
strongly agree	agree	neither	disagree	disagree
7	28	74	67	17



##### Reduce Costs

n= 194

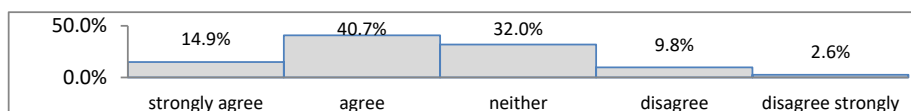
strongly agree	agree	neither	disagree	disagree
13	56	77	40	8



##### Time Pressure

n= 194

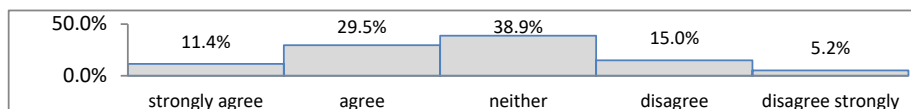
strongly agree	agree	neither	disagree	disagree
29	79	62	19	5



##### Cut Back Aspects

n= 193

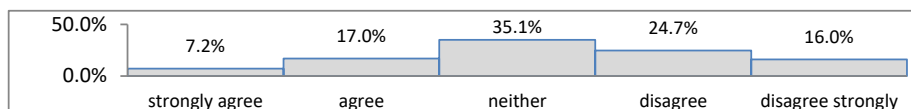
strongly agree	agree	neither	disagree	disagree
22	57	75	29	10



##### Job Security Worries

n= 194

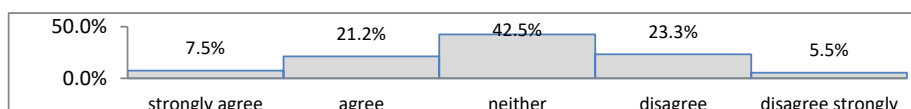
strongly agree	agree	neither	disagree	disagree
14	33	68	48	31



##### Non-Specialist Duties

n= 146

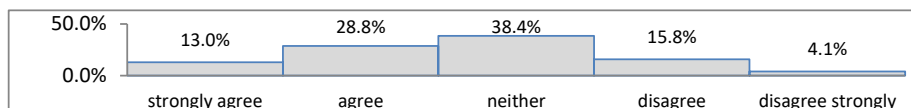
strongly agree	agree	neither	disagree	disagree
11	31	62	34	8



##### Take Work Home

n= 146

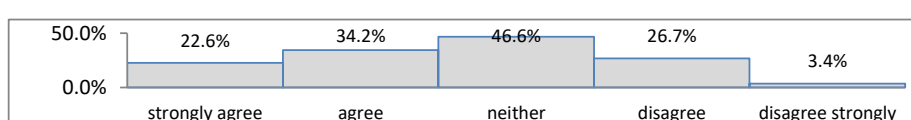
strongly agree	agree	neither	disagree	disagree
19	42	56	23	6



##### Decrease in Specialists

n= 195

strongly agree	agree	neither	disagree	disagree
33	50	68	39	5



## Buildings History

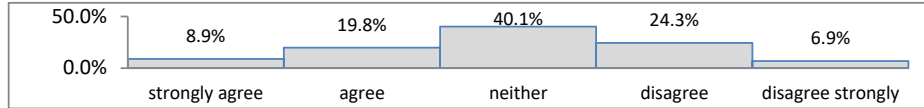
### The assessment of significance and the placing of buildings

#### About the Potential Impact of Brexit

##### Reduced Projects

n= 202

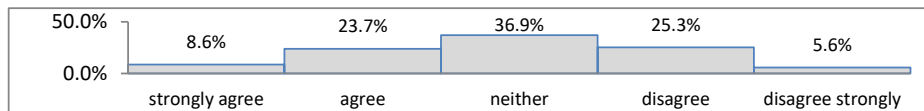
strongly agree	agree	neither	disagree	disagree
18	40	81	49	14



##### Reduce Costs

n= 202

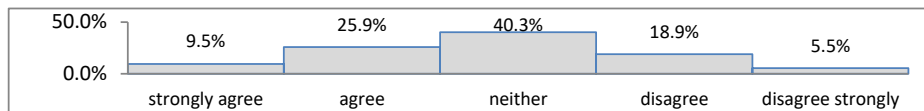
strongly agree	agree	neither	disagree	disagree
17	47	73	50	11



##### Time Pressure

n= 198

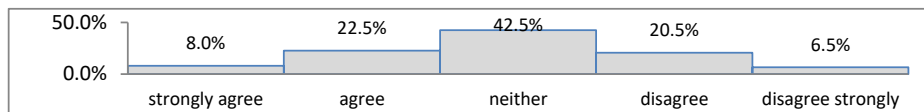
strongly agree	agree	neither	disagree	disagree
19	52	81	38	11



##### Cut Back Aspects

n= 201

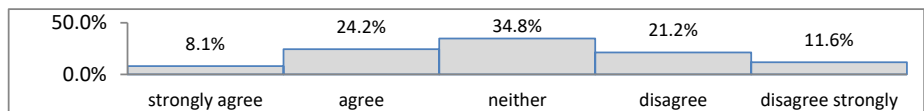
strongly agree	agree	neither	disagree	disagree
16	45	85	41	13



##### Job Security Worries

n= 200

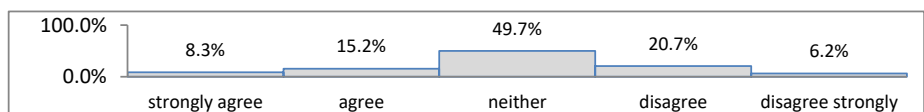
strongly agree	agree	neither	disagree	disagree
16	48	69	42	23



##### Non-Specialist Duties

n= 198

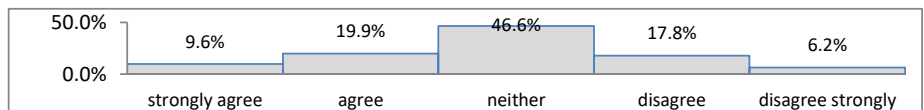
strongly agree	agree	neither	disagree	disagree
12	22	72	30	9



##### Take Work Home

n= 145

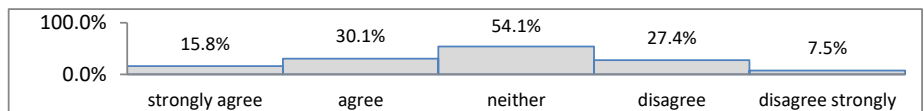
strongly agree	agree	neither	disagree	disagree
14	29	68	26	9



##### Decrease in Specialists

n= 146

strongly agree	agree	neither	disagree	disagree
23	44	79	40	11



## Buildings History

n= 215

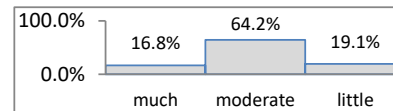
The production of analytical, contextual reports  
combining field evidence with information obtained from a range ...  
About the Work

**Charge / day**  
n= 151

mean	SD	min	max
£ 383.26		202.17 £	50.00 £ 1,000.00

**Competition**  
n= 173

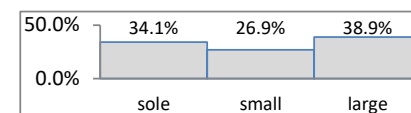
	29	111	33
great deal			
moderate			
very little			



## About the Organisation

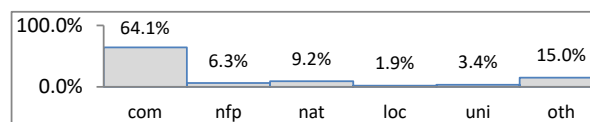
**Sizes of Organisation**  
n= 208

	71	56	81
sole trader			
small			
large			



**Types of Organisation**  
n= 206

	132	13	19	4	7	31
commercial						
not for profit						
nat gov						
local gov						
university						
other						



**Location**  
n= 206

east of england	19	9.2%
east midlands	13	6.3%
london	17	8.3%
south-east england	30	14.6%
south west england	22	10.7%
north-east england	9	4.4%
north-west england	13	6.3%
west midlands	12	5.8%
yorkshire & the humber	18	8.7%
scotland	33	16.0%
wales	13	6.3%
northern ireland	1	0.5%
channel islands	1	0.5%
isle of man	0	0.0%
outside uk - european union	3	1.5%
outside uk - rest of world	2	1.0%

## Buildings History

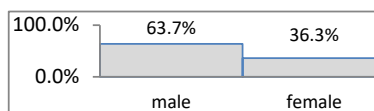
### The production of analytical, contextual reports

#### About the Specialists

##### Gender

n= 168

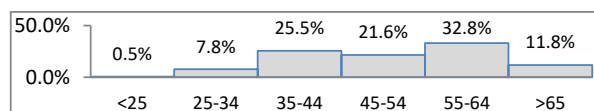
male	female
107	61



##### Age

n= 204

<25	25-34	35-44	45-54	55-64	>65
1	16	52	44	67	24



##### Ethnicity

n= 193

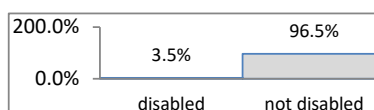
white	mixed /	asian / asian	black /	other ethnic
191	0	0	0	2



##### Disability Status

n= 170

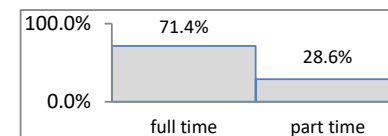
disabled	not disabled
6	164



##### Hours Worked

n= 206

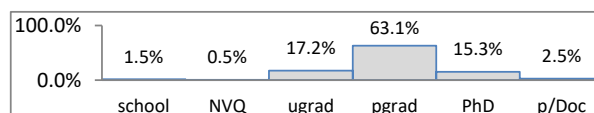
full time	part time
147	59



##### Highest Qualification

n= 203

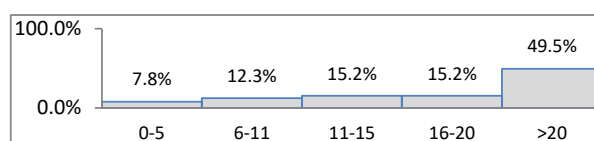
school	NVQ	ugrad	pgrad	PhD	p/Doc
3	1	35	128	31	5



##### Years Practising to Date

n= 204

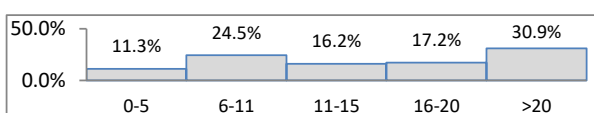
0-5	6-11	11-15	16-20	>20
16	25	31	31	101



##### Years Intending to Continue

n= 204

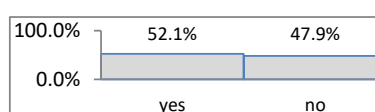
0-5	6-11	11-15	16-20	>20
23	50	33	35	63



##### Waiting List

n= 194

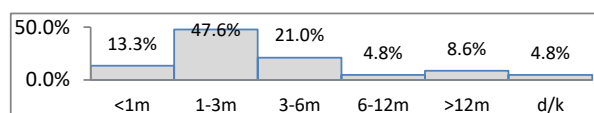
yes	no
101	93



##### Waiting List Length

n= 105

<1m	1-3m	3-6m	6-12m	>12m	d/k
14	50	22	5	9	5





## Buildings History

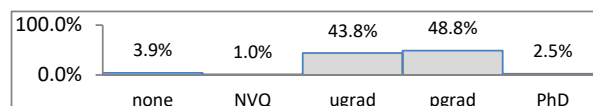
### The production of analytical, contextual reports

#### About Training and Professional Development

##### New Entrant Qualifications Needed

n= 203

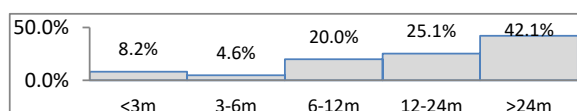
none	NVQ	ugrad	pgrad	PhD
8	2	89	99	5



##### New Entrant Experience Needed

n= 195

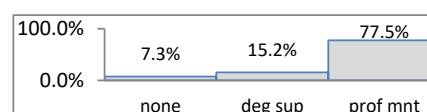
<3m	3-6m	6-12m	12-24m	>24m
16	9	39	49	82



##### New Entrant Guidance or Mentoring

n= 191

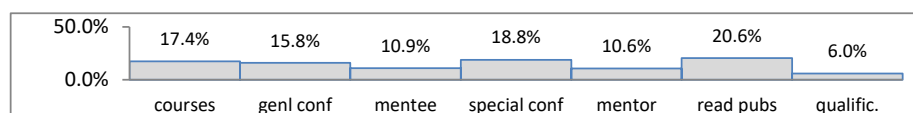
none	deg sup	prof mnt
14	29	148



##### CPD Mechanisms Preferred

n= 890

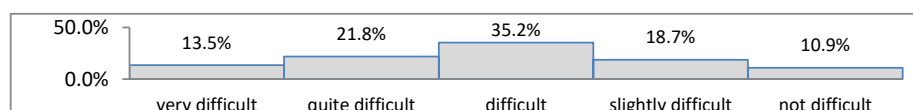
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
155	141	97	167	94	183	53



##### Access to Initial Training

n= 193

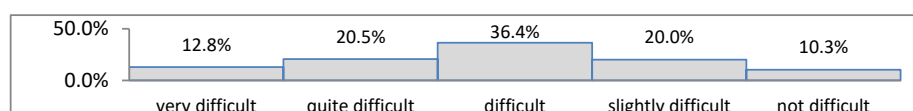
very difficult	quite difficult	difficult	slightly	not difficult
26	42	68	36	21



##### Access to CPD Training

n= 195

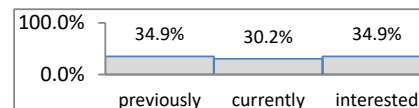
very difficult	quite difficult	difficult	slightly	not difficult
25	40	71	39	20



##### Being a Trainer

n= 169

previously	currently	interested
59	51	59



## Buildings History

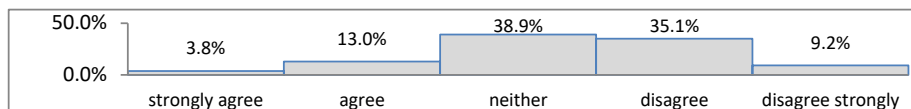
### The production of analytical, contextual reports

#### About the Changing Levels of Demand for Work

##### Reduced Projects

n= 185

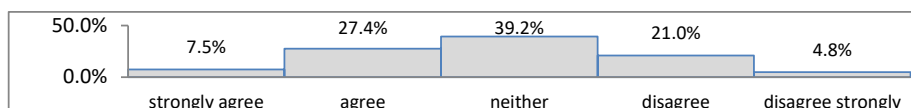
strongly agree	agree	neither	disagree	disagree
7	24	72	65	17



##### Reduce Costs

n= 186

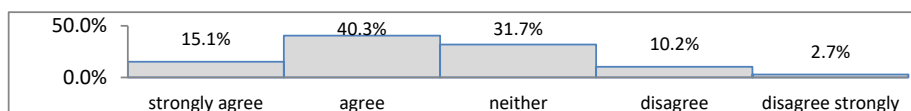
strongly agree	agree	neither	disagree	disagree
14	51	73	39	9



##### Time Pressure

n= 186

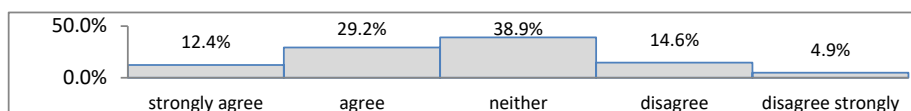
strongly agree	agree	neither	disagree	disagree
28	75	59	19	5



##### Cut Back Aspects

n= 185

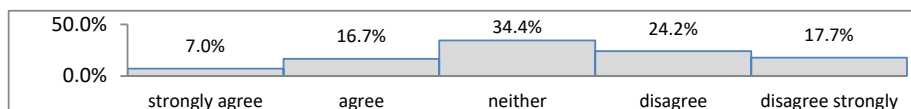
strongly agree	agree	neither	disagree	disagree
23	54	72	27	9



##### Job Security Worries

n= 186

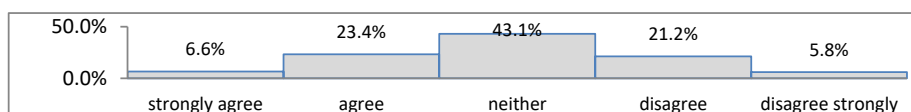
strongly agree	agree	neither	disagree	disagree
13	31	64	45	33



##### Non-Specialist Duties

n= 137

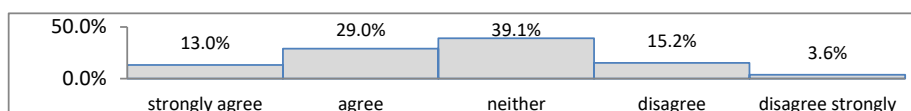
strongly agree	agree	neither	disagree	disagree
9	32	59	29	8



##### Take Work Home

n= 138

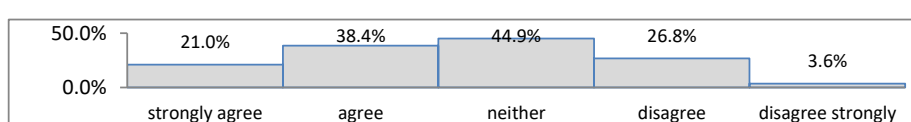
strongly agree	agree	neither	disagree	disagree
18	40	54	21	5



##### Decrease in Specialists

n= 186

strongly agree	agree	neither	disagree	disagree
29	53	62	37	5



## Buildings History

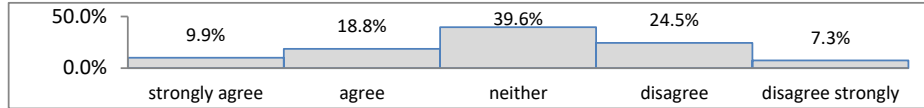
### The production of analytical, contextual reports

#### About the Potential Impact of Brexit

##### Reduced Projects

n= 192

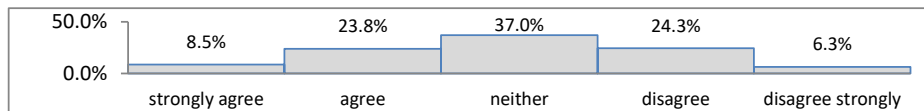
strongly agree	agree	neither	disagree	disagree
19	36	76	47	14



##### Reduce Costs

n= 192

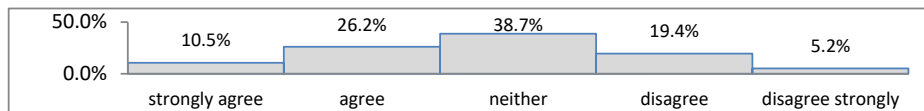
strongly agree	agree	neither	disagree	disagree
16	45	70	46	12



##### Time Pressure

n= 189

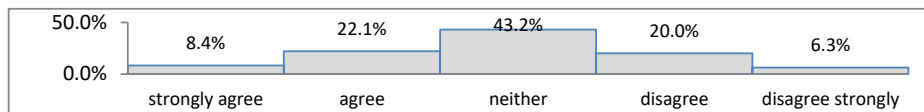
strongly agree	agree	neither	disagree	disagree
20	50	74	37	10



##### Cut Back Aspects

n= 191

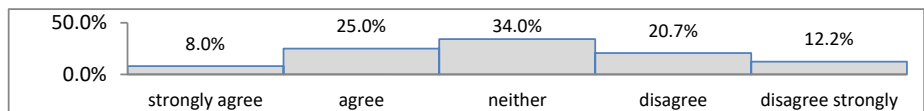
strongly agree	agree	neither	disagree	disagree
16	42	82	38	12



##### Job Security Worries

n= 190

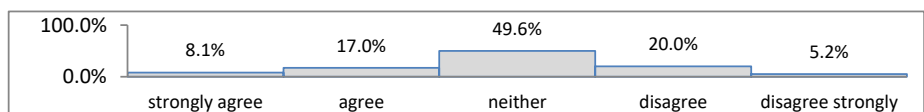
strongly agree	agree	neither	disagree	disagree
15	47	64	39	23



##### Non-Specialist Duties

n= 188

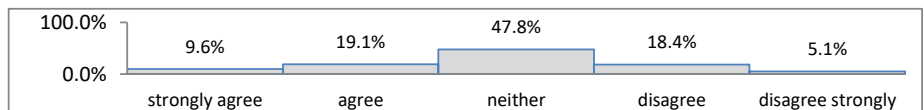
strongly agree	agree	neither	disagree	disagree
11	23	67	27	7



##### Take Work Home

n= 135

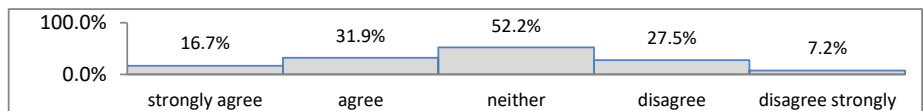
strongly agree	agree	neither	disagree	disagree
13	26	65	25	7



##### Decrease in Specialists

n= 136

strongly agree	agree	neither	disagree	disagree
23	44	72	38	10



## 16.15 GARDEN HISTORY – ALL SPECIALISMS

### Gardens History All Specialisms

n= 127

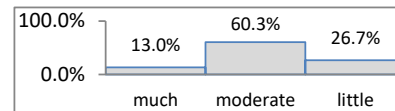
#### About the Work

##### Charge / day n= 265

mean	SD	min	max
£ 385.12	151.76	£ 120.00	£ 800.00

##### Competition n= 300

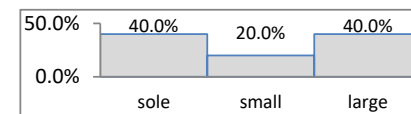
39	181	80
great deal	moderate	very little



#### About the Organisation

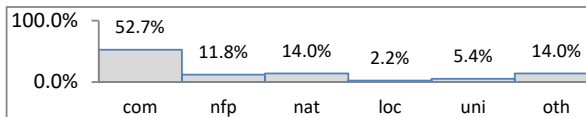
##### Sizes of Organisation n= 95

38	19	38
sole trader	small	large



##### Types of Organisation n= 93

49	11	13	2	5	13
commercial	not for profit	nat gov	local gov	university	other



##### Location

n= 94

east of england	7	7.4%
east midlands	7	7.4%
london	5	5.3%
south-east england	16	17.0%
south west england	14	14.9%
north-east england	3	3.2%
north-west england	3	3.2%
west midlands	7	7.4%
yorkshire & the humber	10	10.6%
scotland	13	13.8%
wales	9	9.6%
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%

## Gardens History

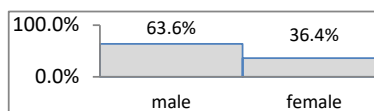
### All Specialisms

#### About the Specialists

##### Gender

n= 77

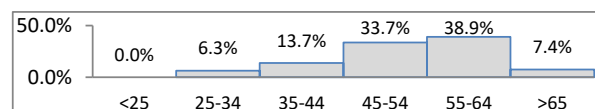
male	female
49	28



##### Age

n= 95

<25	25-34	35-44	45-54	55-64	>65
0	6	13	32	37	7



##### Ethnicity

n= 92

white	mixed /	asian / asian	black /	other ethnic
91	1	0	0	0



##### Disability Status

n= 84

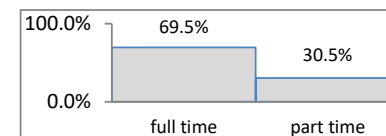
disabled	not disabled
0	84



##### Hours Worked

n= 95

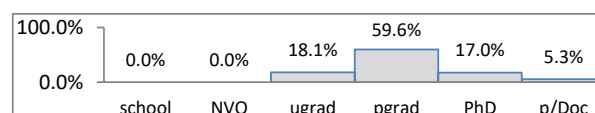
full time	part time
66	29



##### Highest Qualification

n= 94

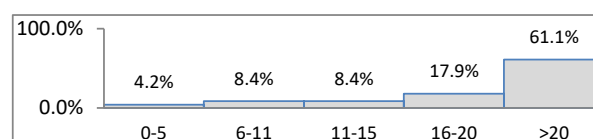
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	17	56	16	5



##### Years Practising to Date

n= 95

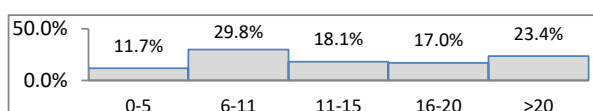
0-5	6-11	11-15	16-20	>20
4	8	8	17	58



##### Years Intending to Continue

n= 94

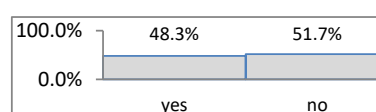
0-5	6-11	11-15	16-20	>20
11	28	17	16	22



##### Waiting List

n= 87

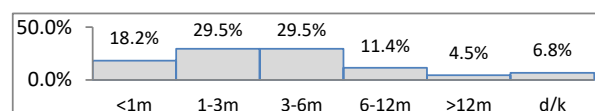
yes	no
42	45



##### Waiting List Length

n= 44

<1m	1-3m	3-6m	6-12m	>12m	d/k
8	13	13	5	2	3

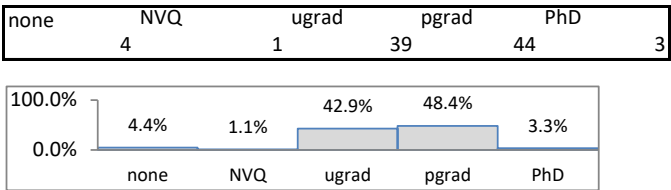


Gardens History  
All Specialisms

About Training and Professional Development

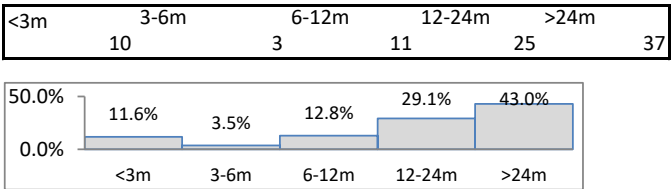
New Entrant  
Qualifications  
Needed

n= 91



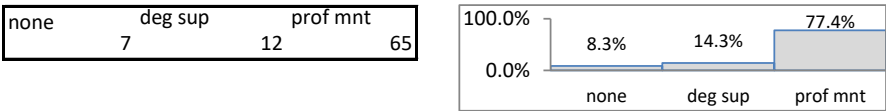
New Entrant  
Experience Needed

n= 86



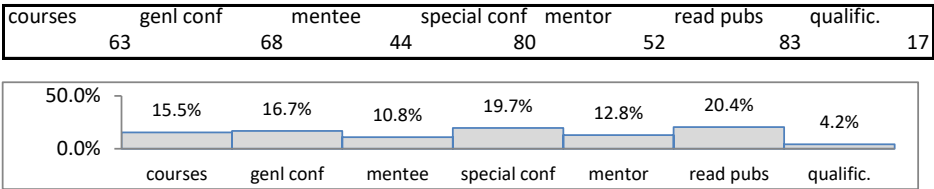
New Entrant  
Guidance or  
Mentoring

n= 84



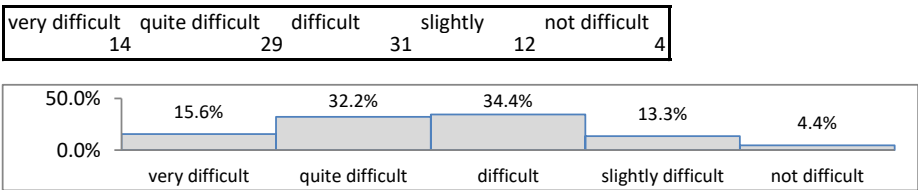
CPD Mechanisms  
Preferred

n= 407



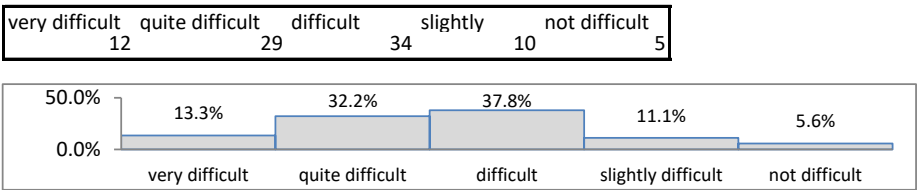
Access to Initial  
Training

n= 90



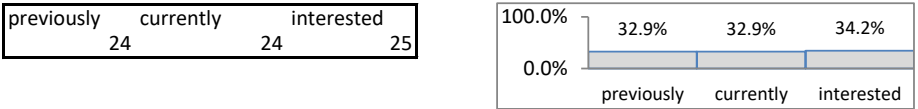
Access to CPD  
Training

n= 90



Being a Trainer

n= 73



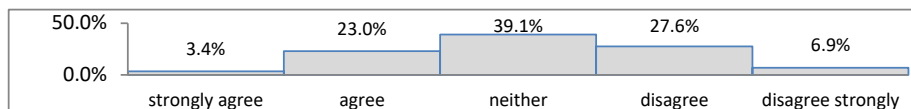
## Gardens History All Specialisms

### About the Changing Levels of Demand for Work

#### Reduced Projects

n= 87

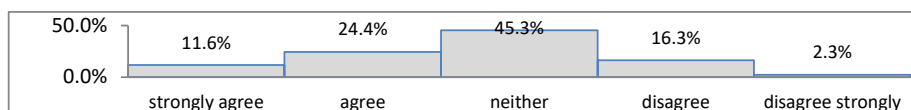
strongly agree	agree	neither	disagree	disagree
3	20	34	24	6



#### Reduce Costs

n= 86

strongly agree	agree	neither	disagree	disagree
10	21	39	14	2



#### Time Pressure

n= 87

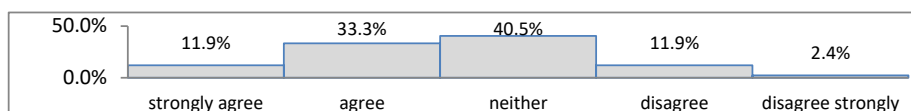
strongly agree	agree	neither	disagree	disagree
14	36	31	5	1



#### Cut Back Aspects

n= 84

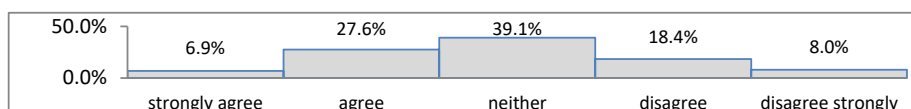
strongly agree	agree	neither	disagree	disagree
10	28	34	10	2



#### Job Security Worries

n= 87

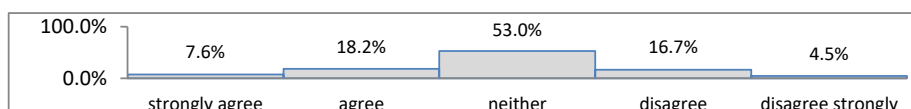
strongly agree	agree	neither	disagree	disagree
6	24	34	16	7



#### Non-Specialist Duties

n= 66

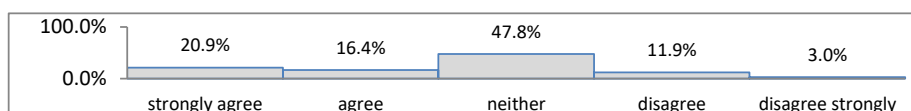
strongly agree	agree	neither	disagree	disagree
5	12	35	11	3



#### Take Work Home

n= 67

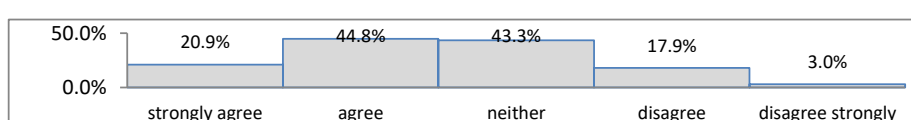
strongly agree	agree	neither	disagree	disagree
14	11	32	8	2



#### Decrease in Specialists

n= 87

strongly agree	agree	neither	disagree	disagree
14	30	29	12	2



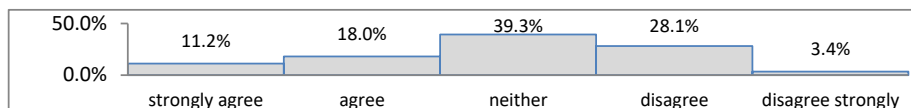
## Gardens History All Specialisms

### About the Potential Impact of Brexit

#### Reduced Projects

n= 89

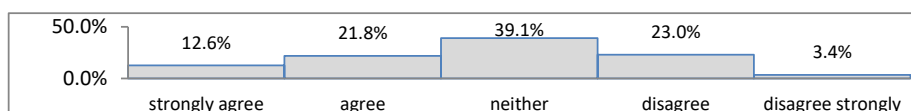
strongly agree	agree	neither	disagree	disagree
10	16	35	25	3



#### Reduce Costs

n= 89

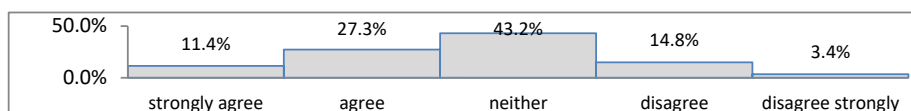
strongly agree	agree	neither	disagree	disagree
11	19	34	20	3



#### Time Pressure

n= 87

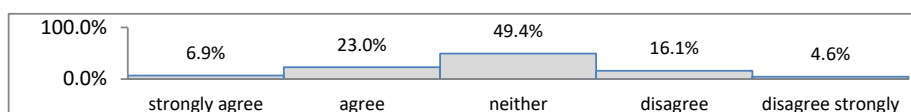
strongly agree	agree	neither	disagree	disagree
10	24	38	13	3



#### Cut Back Aspects

n= 88

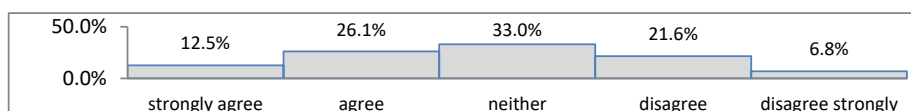
strongly agree	agree	neither	disagree	disagree
6	20	43	14	4



#### Job Security Worries

n= 87

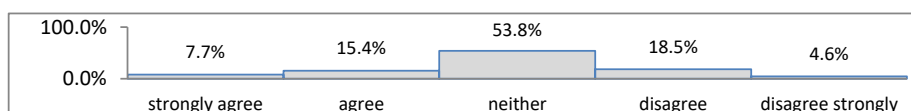
strongly agree	agree	neither	disagree	disagree
11	23	29	19	6



#### Non-Specialist Duties

n= 88

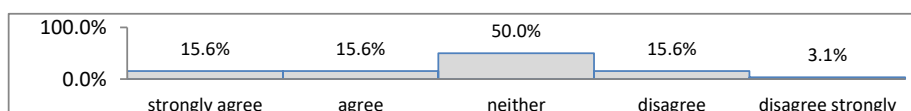
strongly agree	agree	neither	disagree	disagree
5	10	35	12	3



#### Take Work Home

n= 65

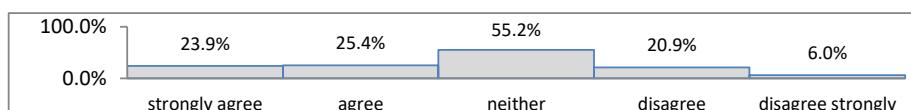
strongly agree	agree	neither	disagree	disagree
10	10	32	10	2



#### Decrease in Specialists

n= 64

strongly agree	agree	neither	disagree	disagree
16	17	37	14	4





## 16.16 GARDEN HISTORY – IDENTIFICATION

### Gardens History

n= 87

The identification, analysis, and interpretation  
of a wide variety of historic landscapes (parks, gardens, cemeteries etc.)

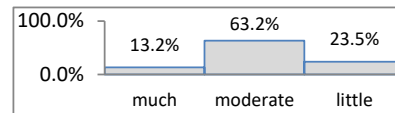
#### About the Work

**Charge / day**  
n= 60

mean	SD	min	max
£ 391.96		159.89 £	120.00 £ 800.00

**Competition**  
n= 68

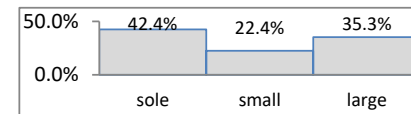
9	43	16
great deal	moderate	very little



#### About the Organisation

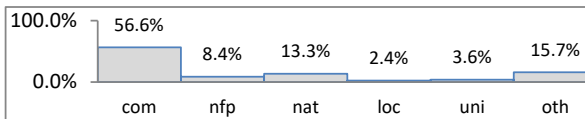
**Sizes of Organisation**  
n= 85

36	19	30
sole trader	small	large



**Types of Organisation**  
n= 83

47	7	11	2	3	13
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 84

east of england	6	7.1%
east midlands	5	6.0%
london	5	6.0%
south-east england	13	15.5%
south west england	13	15.5%
north-east england	3	3.6%
north-west england	2	2.4%
west midlands	7	8.3%
yorkshire & the humber	10	11.9%
scotland	12	14.3%
wales	8	9.5%
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%

# Gardens History

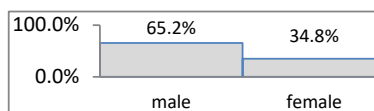
## The identification, analysis, and interpretation

### About the Specialists

#### Gender

n= 69

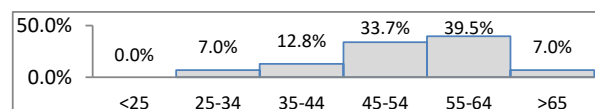
male	female
45	24



#### Age

n= 86

<25	25-34	35-44	45-54	55-64	>65
0	6	11	29	34	6



#### Ethnicity

n= 83

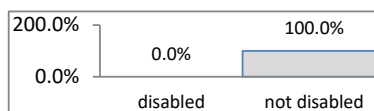
white	mixed /	asian / asian	black /	other ethnic
82	1	0	0	0



#### Disability Status

n= 77

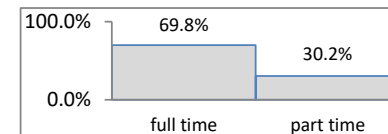
disabled	not disabled
0	77



#### Hours Worked

n= 86

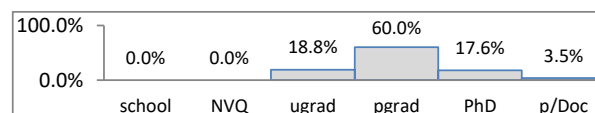
full time	part time
60	26



#### Highest Qualification

n= 85

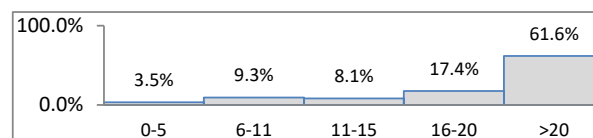
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	16	51	15



#### Years Practising to Date

n= 86

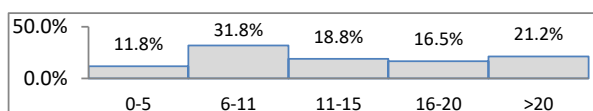
0-5	6-11	11-15	16-20	>20
3	8	7	15	53



#### Years Intending to Continue

n= 85

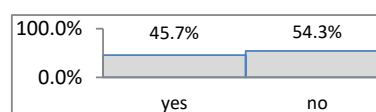
0-5	6-11	11-15	16-20	>20
10	27	16	14	18



#### Waiting List

n= 81

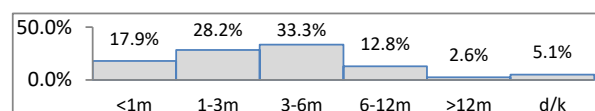
yes	no
37	44



#### Waiting List Length

n= 39

<1m	1-3m	3-6m	6-12m	>12m	d/k
7	11	13	5	1	2



## Gardens History

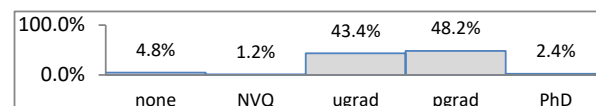
### The identification, analysis, and interpretation

#### About Training and Professional Development

##### New Entrant Qualifications Needed

n= 83

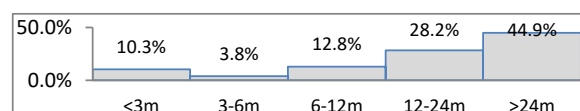
none	NVQ	ugrad	pgrad	PhD
4	1	36	40	2



##### New Entrant Experience Needed

n= 78

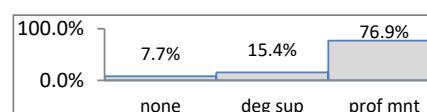
<3m	3-6m	6-12m	12-24m	>24m
8	3	10	22	35



##### New Entrant Guidance or Mentoring

n= 78

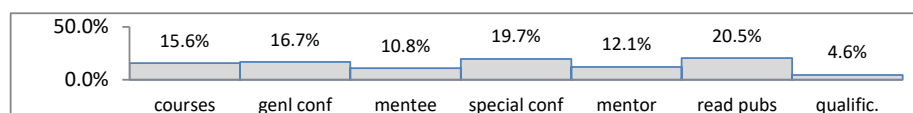
none	deg sup	prof mnt
6	12	60



##### CPD Mechanisms Preferred

n= 371

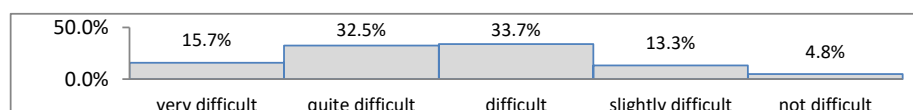
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
58	62	40	73	45	76	17



##### Access to Initial Training

n= 83

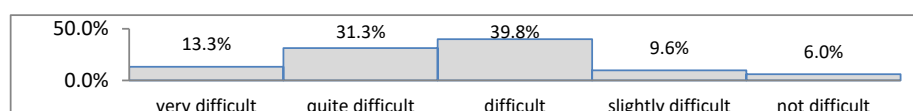
very difficult	quite difficult	difficult	slightly	not difficult
13	27	28	11	4



##### Access to CPD Training

n= 83

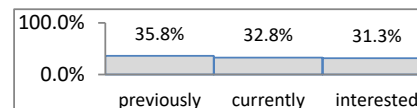
very difficult	quite difficult	difficult	slightly	not difficult
11	26	33	8	5



##### Being a Trainer

n= 67

previously	currently	interested
24	22	21



## Gardens History

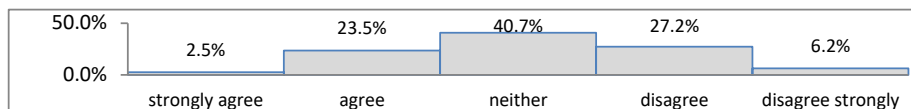
### The identification, analysis, and interpretation

#### About the Changing Levels of Demand for Work

##### Reduced Projects

n= 81

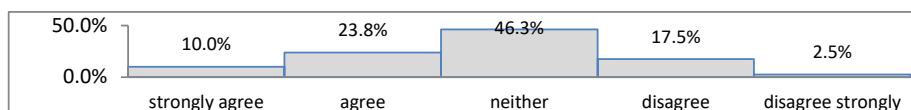
strongly agree	agree	neither	disagree	disagree
2	19	33	22	5



##### Reduce Costs

n= 80

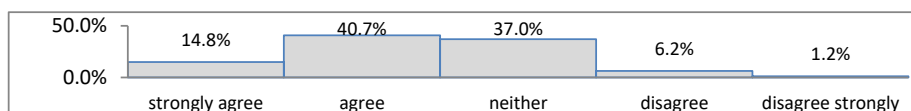
strongly agree	agree	neither	disagree	disagree
8	19	37	14	2



##### Time Pressure

n= 81

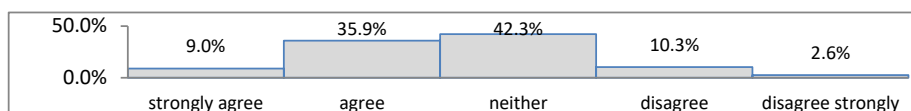
strongly agree	agree	neither	disagree	disagree
12	33	30	5	1



##### Cut Back Aspects

n= 78

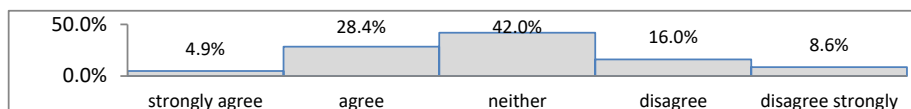
strongly agree	agree	neither	disagree	disagree
7	28	33	8	2



##### Job Security Worries

n= 81

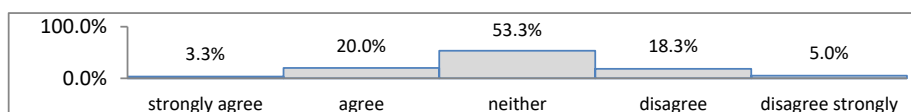
strongly agree	agree	neither	disagree	disagree
4	23	34	13	7



##### Non-Specialist Duties

n= 60

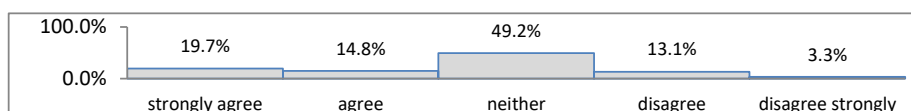
strongly agree	agree	neither	disagree	disagree
2	12	32	11	3



##### Take Work Home

n= 61

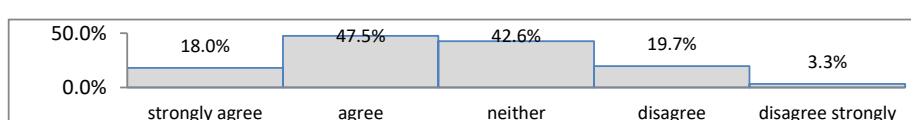
strongly agree	agree	neither	disagree	disagree
12	9	30	8	2



##### Decrease in Specialists

n= 80

strongly agree	agree	neither	disagree	disagree
11	29	26	12	2



## Gardens History

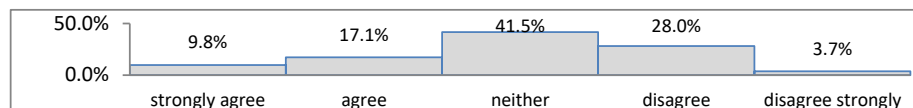
### The identification, analysis, and interpretation

#### About the Potential Impact of Brexit

##### Reduced Projects

n= 82

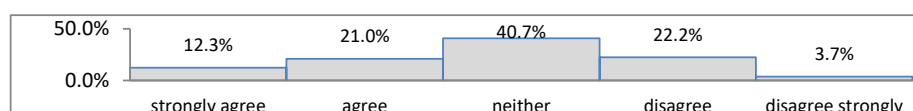
strongly agree	agree	neither	disagree	disagree
8	14	34	23	3



##### Reduce Costs

n= 82

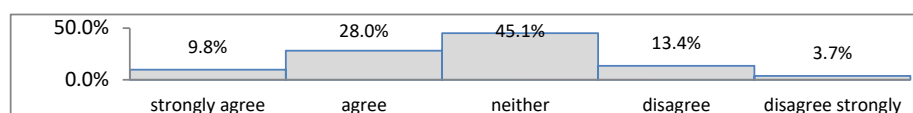
strongly agree	agree	neither	disagree	disagree
10	17	33	18	3



##### Time Pressure

n= 81

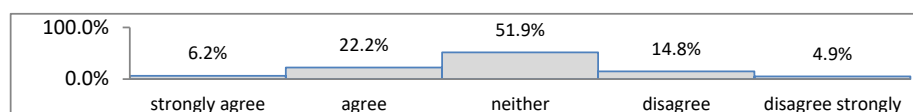
strongly agree	agree	neither	disagree	disagree
8	23	37	11	3



##### Cut Back Aspects

n= 82

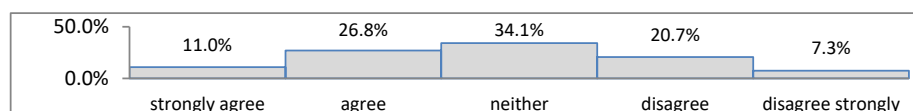
strongly agree	agree	neither	disagree	disagree
5	18	42	12	4



##### Job Security Worries

n= 81

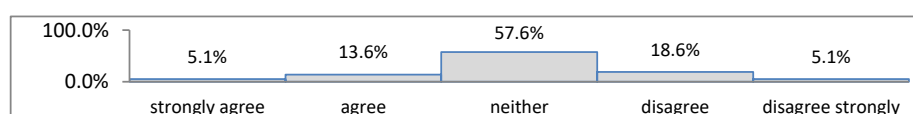
strongly agree	agree	neither	disagree	disagree
9	22	28	17	6



##### Non-Specialist Duties

n= 82

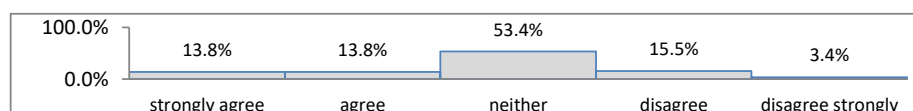
strongly agree	agree	neither	disagree	disagree
3	8	34	11	3



##### Take Work Home

n= 59

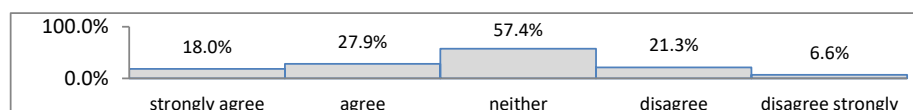
strongly agree	agree	neither	disagree	disagree
8	8	31	9	2



##### Decrease in Specialists

n= 58

strongly agree	agree	neither	disagree	disagree
11	17	35	13	4



## 16.17 GARDEN HISTORY – MAP OVERLAYS

### Gardens History

n= 53

The production of metrically accurate map overlays (map regression)  
and a range of annotated survey drawings using a variety of methods including CAD software  
About the Work

#### Charge / day

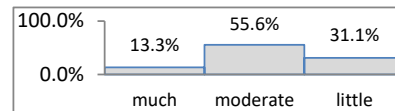
n= 39

mean	SD	min	max
£ 380.27		147.44 £	120.00 £ 800.00

#### Competition

n= 45

6	25	14
great deal	moderate	very little

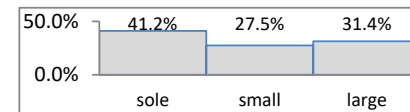


### About the Organisation

#### Sizes of Organisation

n= 51

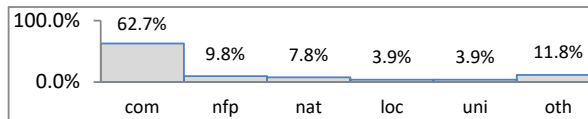
21	14	16
sole trader	small	large



#### Types of Organisation

n= 51

32	5	4	2	2	6
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 50

east of england	5	10.0%
east midlands	2	4.0%
london	1	2.0%
south-east england	10	20.0%
south west england	6	12.0%
north-east england	3	6.0%
north-west england	2	4.0%
west midlands	5	10.0%
yorkshire & the humber	6	12.0%
scotland	4	8.0%
wales	6	12.0%
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%

## Gardens History

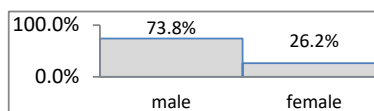
### The production of metrically accurate map overlays (map regression)

#### About the Specialists

##### Gender

n= 42

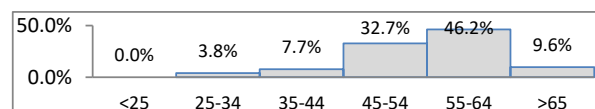
male	female
31	11



##### Age

n= 52

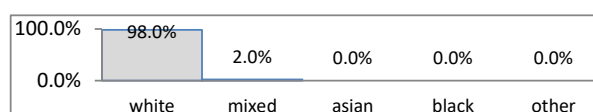
<25	25-34	35-44	45-54	55-64	>65
0	2	4	17	24	5



##### Ethnicity

n= 49

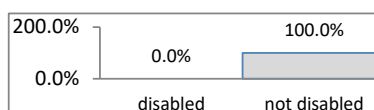
white	mixed /	asian / asian	black /	other ethnic
48	1	0	0	0



##### Disability Status

n= 46

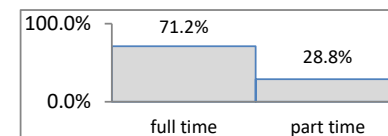
disabled	not disabled
0	46



##### Hours Worked

n= 52

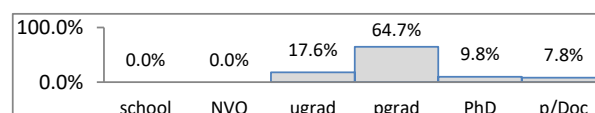
full time	part time
37	15



##### Highest Qualification

n= 51

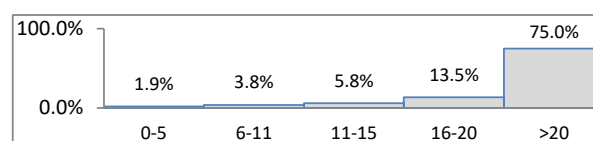
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	0	9	33	5



##### Years Practising to Date

n= 52

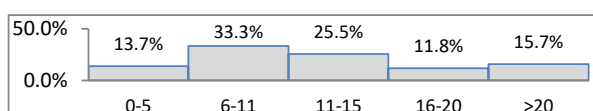
0-5	6-11	11-15	16-20	>20
1	2	3	7	39



##### Years Intending to Continue

n= 51

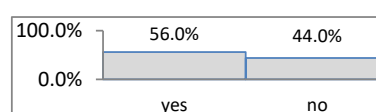
0-5	6-11	11-15	16-20	>20
7	17	13	6	8



##### Waiting List

n= 50

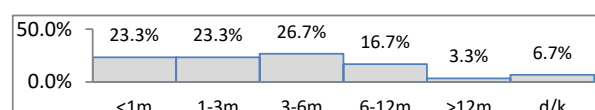
yes	no
28	22



##### Waiting List Length

n= 30

<1m	1-3m	3-6m	6-12m	>12m	d/k
7	7	8	5	1	2



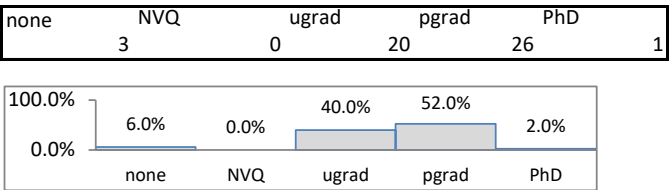
# Gardens History

## The production of metrically accurate map overlays (map regression)

### About Training and Professional Development

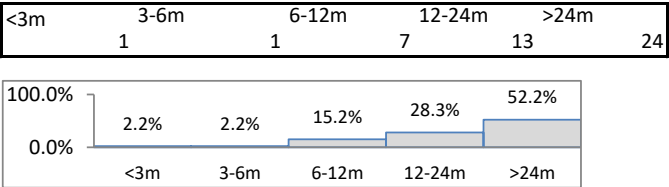
#### New Entrant Qualifications Needed

n= 50



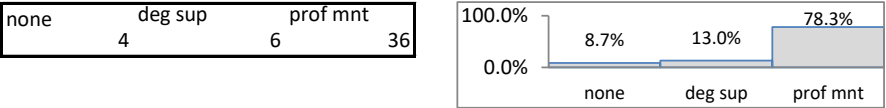
#### New Entrant Experience Needed

n= 46



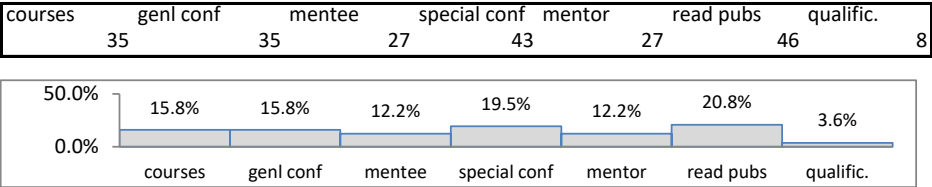
#### New Entrant Guidance or Mentoring

n= 46



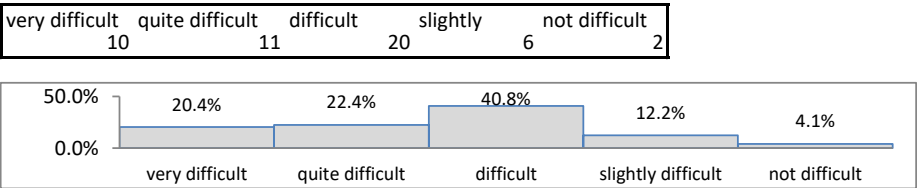
#### CPD Mechanisms Preferred

n= 221



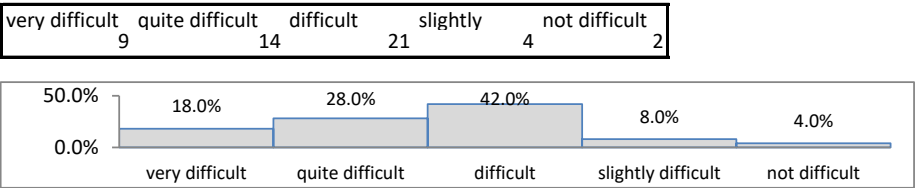
#### Access to Initial Training

n= 49



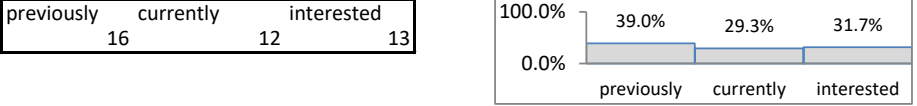
#### Access to CPD Training

n= 50



#### Being a Trainer

n= 41





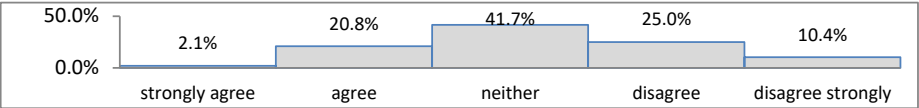
Gardens History  
The production of metrically accurate map overlays (map regression)

About the Changing Levels of Demand for Work

Reduced Projects

n= 48

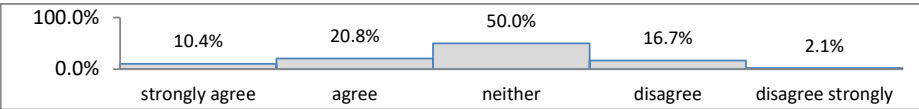
strongly agree	agree	neither	disagree	disagree
1	10	20	12	5



Reduce Costs

n= 48

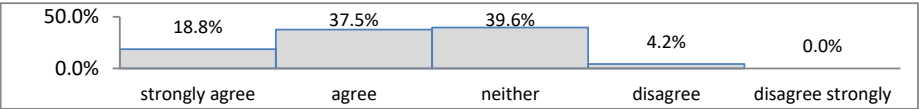
strongly agree	agree	neither	disagree	disagree
5	10	24	8	1



Time Pressure

n= 48

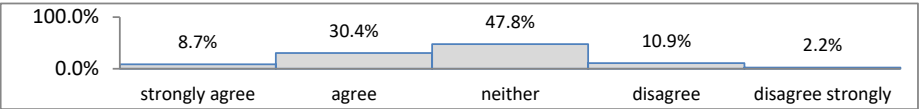
strongly agree	agree	neither	disagree	disagree
9	18	19	2	0



Cut Back Aspects

n= 46

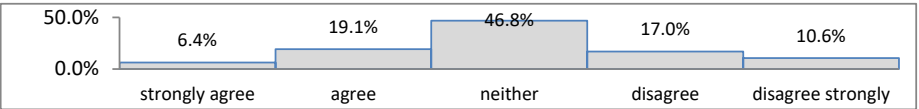
strongly agree	agree	neither	disagree	disagree
4	14	22	5	1



Job Security Worries

n= 47

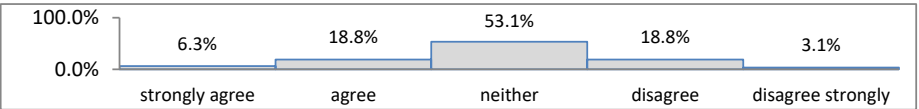
strongly agree	agree	neither	disagree	disagree
3	9	22	8	5



Non-Specialist Duties

n= 32

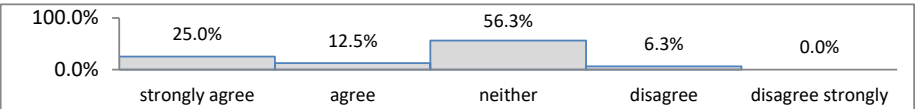
strongly agree	agree	neither	disagree	disagree
2	6	17	6	1



Take Work Home

n= 32

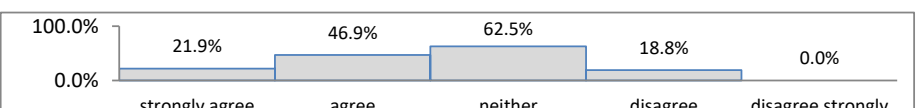
strongly agree	agree	neither	disagree	disagree
8	4	18	2	0



Decrease in Specialists

n= 48

strongly agree	agree	neither	disagree	disagree
7	15	20	6	0



## Gardens History

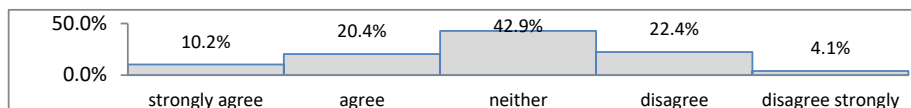
### The production of metrically accurate map overlays (map regression)

#### About the Potential Impact of Brexit

##### Reduced Projects

n= 49

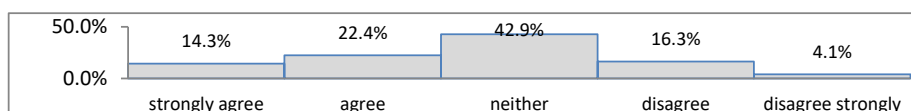
strongly agree	agree	neither	disagree	disagree
5	10	21	11	2



##### Reduce Costs

n= 49

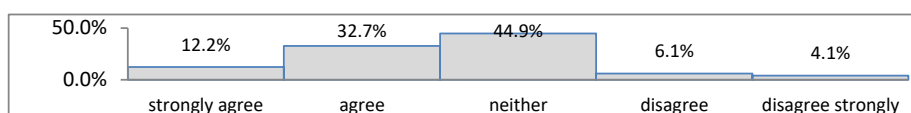
strongly agree	agree	neither	disagree	disagree
7	11	21	8	2



##### Time Pressure

n= 49

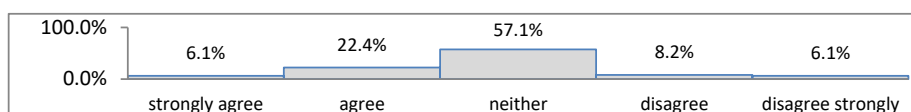
strongly agree	agree	neither	disagree	disagree
6	16	22	3	2



##### Cut Back Aspects

n= 49

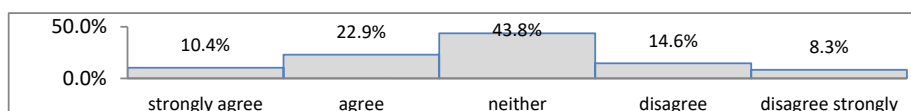
strongly agree	agree	neither	disagree	disagree
3	11	28	4	3



##### Job Security Worries

n= 49

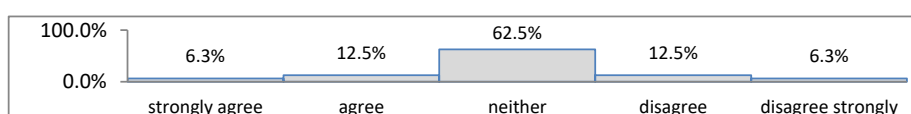
strongly agree	agree	neither	disagree	disagree
5	11	21	7	4



##### Non-Specialist Duties

n= 48

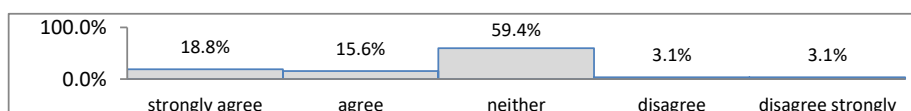
strongly agree	agree	neither	disagree	disagree
2	4	20	4	2



##### Take Work Home

n= 32

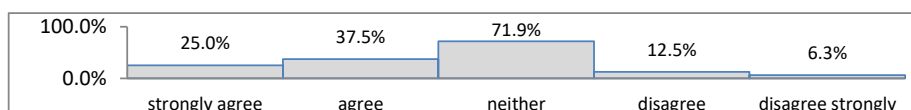
strongly agree	agree	neither	disagree	disagree
6	5	19	1	1



##### Decrease in Specialists

n= 32

strongly agree	agree	neither	disagree	disagree
8	12	23	4	2



## 16.18 GARDEN HISTORY – INVESTIGATION AND EVALUATION

### Gardens History

n= 79

The investigation and evaluation of the cultural significance of historic landscapes  
by assessing natural landscape, overall landscape design ...

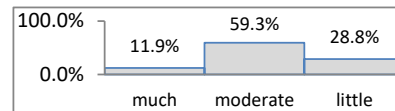
#### About the Work

**Charge / day**  
n= 53

mean	SD	min	max
£ 390.71	150.54	£ 120.00	£ 800.00

**Competition**  
n= 59

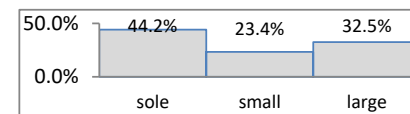
7	35	17
great deal	moderate	very little



#### About the Organisation

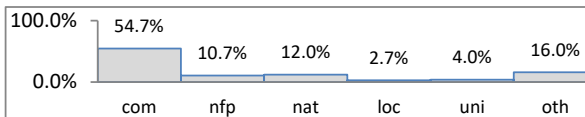
**Sizes of Organisation**  
n= 77

34	18	25
sole trader	small	large



**Types of Organisation**  
n= 75

41	8	9	2	3	12
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 76

east of england	6	7.9%
east midlands	4	5.3%
london	5	6.6%
south-east england	11	14.5%
south west england	12	15.8%
north-east england	3	3.9%
north-west england	2	2.6%
west midlands	6	7.9%
yorkshire & the humber	9	11.8%
scotland	10	13.2%
wales	8	10.5%
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%

## Gardens History

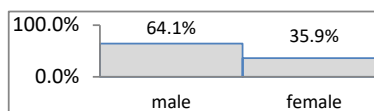
### The investigation and evaluation of the cultural significance of historic landscapes

#### About the Specialists

##### Gender

n= 64

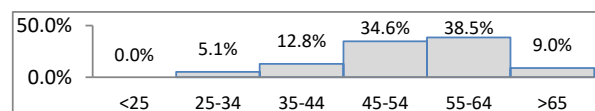
male	female
41	23



##### Age

n= 78

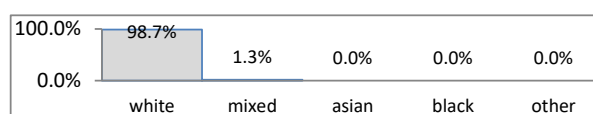
<25	25-34	35-44	45-54	55-64	>65
0	4	10	27	30	7



##### Ethnicity

n= 75

white	mixed /	asian / asian	black /	other ethnic
74	1	0	0	0



##### Disability Status

n= 68

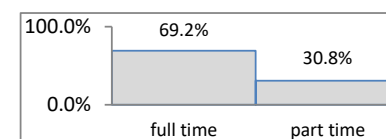
disabled	not disabled
0	68



##### Hours Worked

n= 78

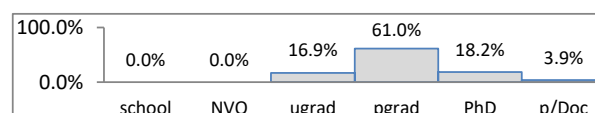
full time	part time
54	24



##### Highest Qualification

n= 77

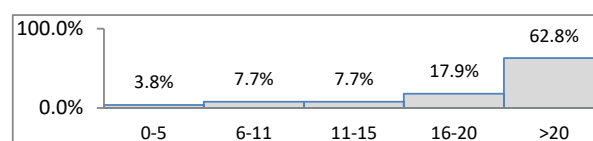
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	13	47	14	3



##### Years Practising to Date

n= 78

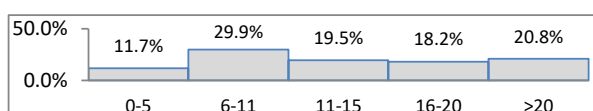
0-5	6-11	11-15	16-20	>20
3	6	6	14	49



##### Years Intending to Continue

n= 77

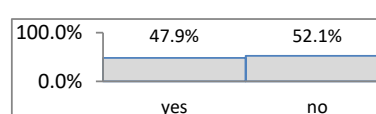
0-5	6-11	11-15	16-20	>20
9	23	15	14	16



##### Waiting List

n= 73

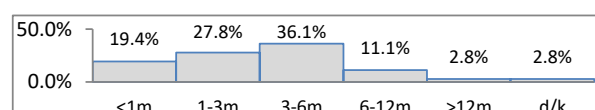
yes	no
35	38



##### Waiting List Length

n= 36

<1m	1-3m	3-6m	6-12m	>12m	d/k
7	10	13	4	1	1



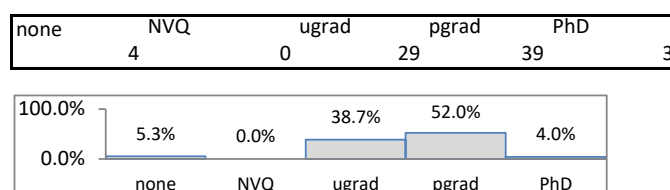
## Gardens History

### The investigation and evaluation of the cultural significance of historic landscapes

#### About Training and Professional Development

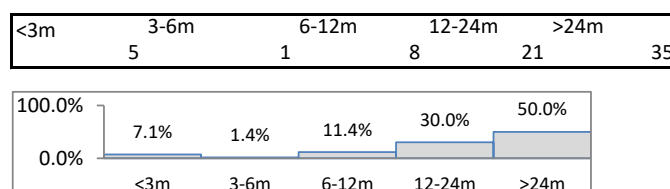
##### New Entrant Qualifications Needed

n= 75



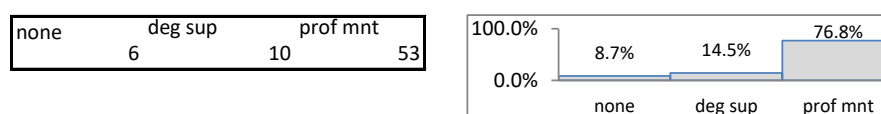
##### New Entrant Experience Needed

n= 70



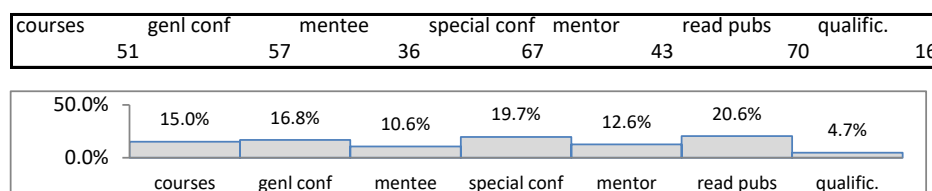
##### New Entrant Guidance or Mentoring

n= 69



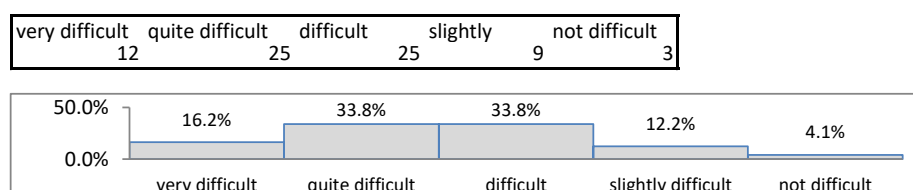
##### CPD Mechanisms Preferred

n= 340



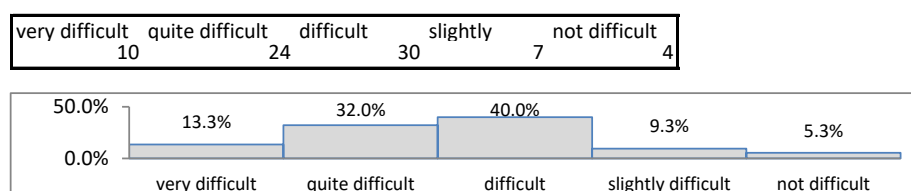
##### Access to Initial Training

n= 74



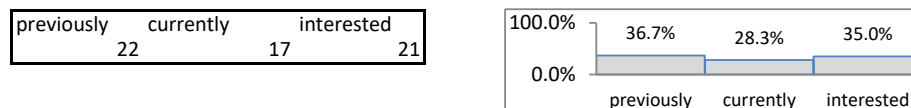
##### Access to CPD Training

n= 75



##### Being a Trainer

n= 60



## Gardens History

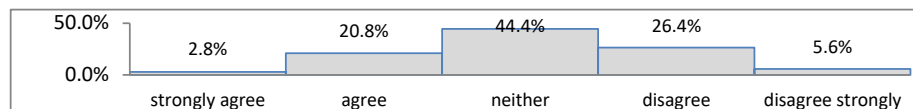
### The investigation and evaluation of the cultural significance of historic landscapes

#### About the Changing Levels of Demand for Work

##### Reduced Projects

n= 72

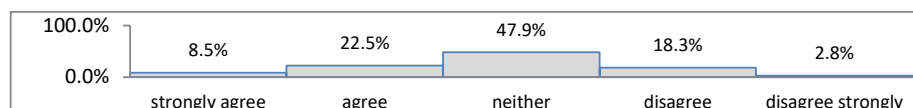
strongly agree	agree	neither	disagree	disagree
2	15	32	19	4



##### Reduce Costs

n= 71

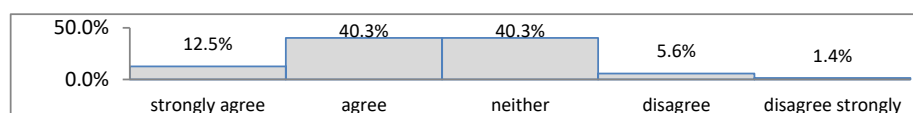
strongly agree	agree	neither	disagree	disagree
6	16	34	13	2



##### Time Pressure

n= 72

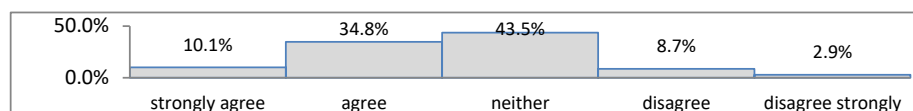
strongly agree	agree	neither	disagree	disagree
9	29	29	4	1



##### Cut Back Aspects

n= 69

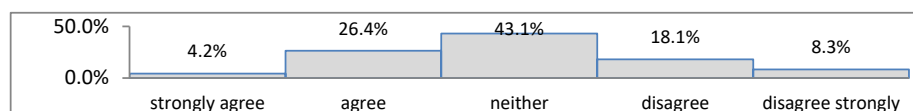
strongly agree	agree	neither	disagree	disagree
7	24	30	6	2



##### Job Security Worries

n= 72

strongly agree	agree	neither	disagree	disagree
3	19	31	13	6



##### Non-Specialist Duties

n= 53

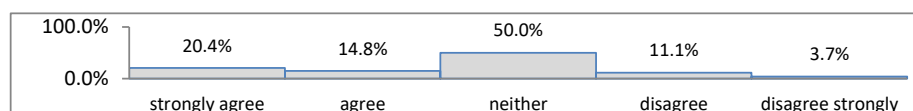
strongly agree	agree	neither	disagree	disagree
2	11	28	10	2



##### Take Work Home

n= 54

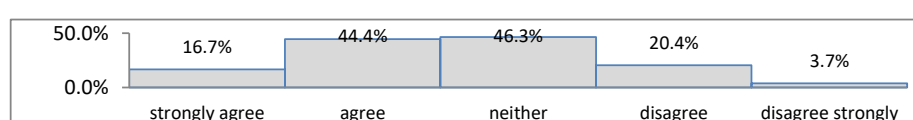
strongly agree	agree	neither	disagree	disagree
11	8	27	6	2



##### Decrease in Specialists

n= 71

strongly agree	agree	neither	disagree	disagree
9	24	25	11	2



## Gardens History

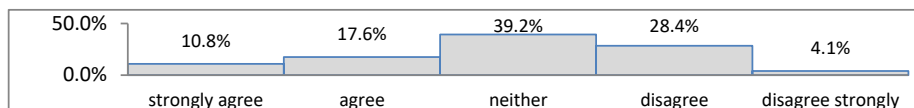
### The investigation and evaluation of the cultural significance of historic landscapes

#### About the Potential Impact of Brexit

##### Reduced Projects

n= 74

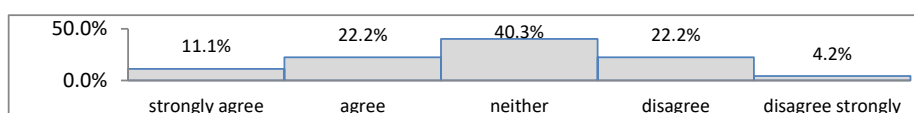
strongly agree	agree	neither	disagree	disagree
8	13	29	21	3



##### Reduce Costs

n= 74

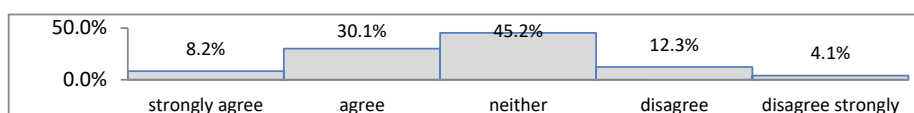
strongly agree	agree	neither	disagree	disagree
8	16	29	16	3



##### Time Pressure

n= 72

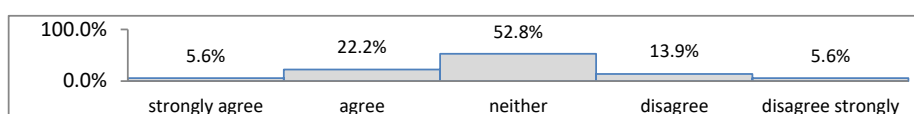
strongly agree	agree	neither	disagree	disagree
6	22	33	9	3



##### Cut Back Aspects

n= 73

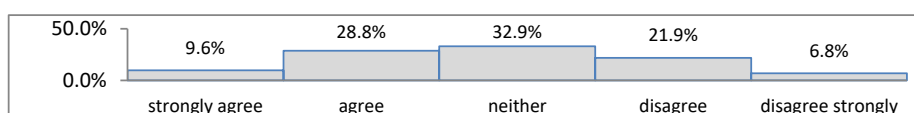
strongly agree	agree	neither	disagree	disagree
4	16	38	10	4



##### Job Security Worries

n= 72

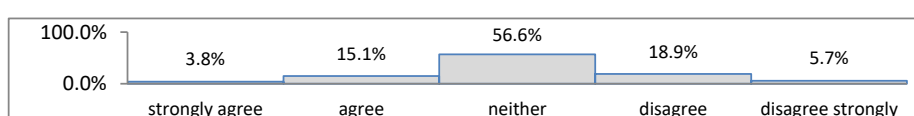
strongly agree	agree	neither	disagree	disagree
7	21	24	16	5



##### Non-Specialist Duties

n= 73

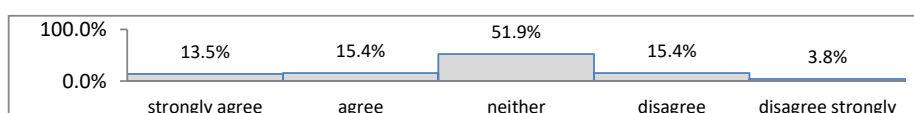
strongly agree	agree	neither	disagree	disagree
2	8	30	10	3



##### Take Work Home

n= 53

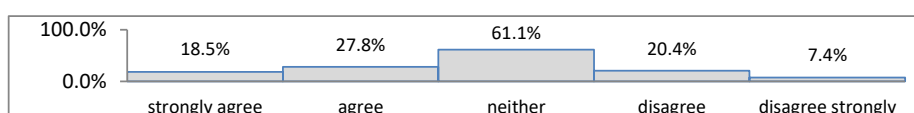
strongly agree	agree	neither	disagree	disagree
7	8	27	8	2



##### Decrease in Specialists

n= 52

strongly agree	agree	neither	disagree	disagree
10	15	33	11	4



## 16.19 Garden History – Research and Analysis

### Gardens History

**n= 82**

Research and analysis from a range of documentary and cartographical sources  
and the placing of historic landscapes in their ... contexts

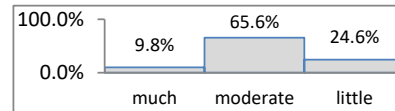
#### About the Work

**Charge / day**  
n= 52

mean	SD	min	max
£ 382.07	143.23	£ 120.00	£ 800.00

**Competition**  
n= 61

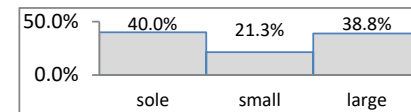
6	40	15
great deal	moderate	very little



#### About the Organisation

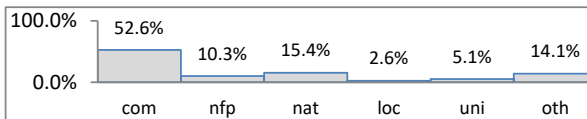
**Sizes of Organisation**  
n= 80

32	17	31
sole trader	small	large



**Types of Organisation**  
n= 78

41	8	12	2	4	11
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 79

east of england	7	8.9%
east midlands	4	5.1%
london	5	6.3%
south-east england	12	15.2%
south west england	11	13.9%
north-east england	3	3.8%
north-west england	3	3.8%
west midlands	6	7.6%
yorkshire & the humber	8	10.1%
scotland	12	15.2%
wales	8	10.1%
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	0	0.0%



## Gardens History

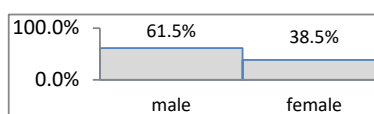
Research and analysis from a range of documentary and cartographical sources

### About the Specialists

#### Gender

n= 65

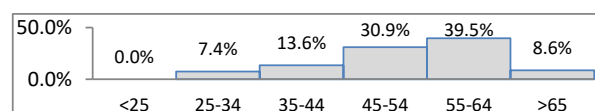
male	female
40	25



#### Age

n= 81

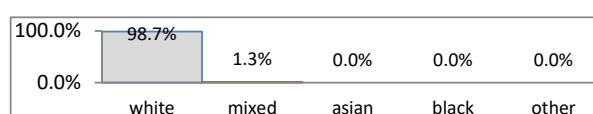
<25	25-34	35-44	45-54	55-64	>65
0	6	11	25	32	7



#### Ethnicity

n= 78

white	mixed /	asian / asian	black /	other ethnic
77	1	0	0	0



#### Disability Status

n= 71

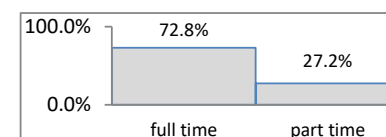
disabled	not disabled
0	71



#### Hours Worked

n= 81

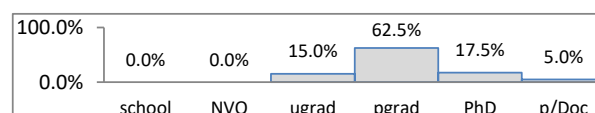
full time	part time
59	22



#### Highest Qualification

n= 80

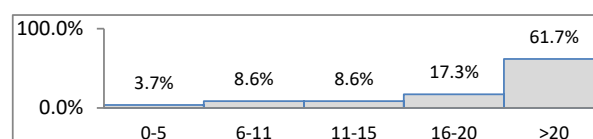
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	12	50	14	4



#### Years Practising to Date

n= 81

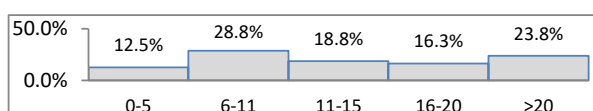
0-5	6-11	11-15	16-20	>20
3	7	7	14	50



#### Years Intending to Continue

n= 80

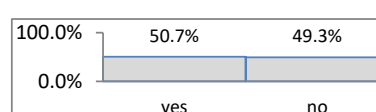
0-5	6-11	11-15	16-20	>20
10	23	15	13	19



#### Waiting List

n= 75

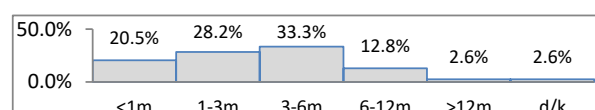
yes	no
38	37



#### Waiting List Length

n= 39

<1m	1-3m	3-6m	6-12m	>12m	d/k
8	11	13	5	1	1



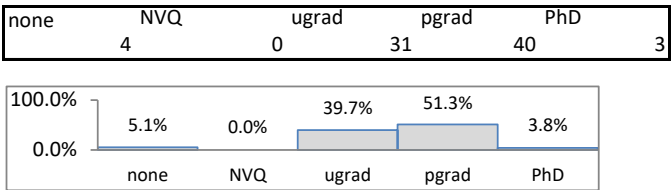
# Gardens History

Research and analysis from a range of documentary and cartographical sources

## About Training and Professional Development

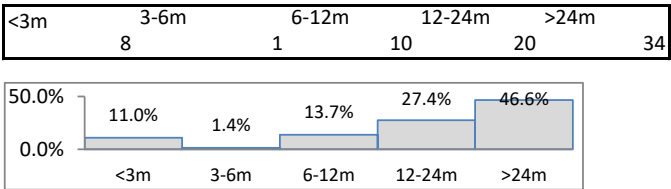
### New Entrant Qualifications Needed

n= 78



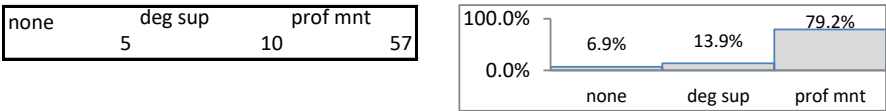
### New Entrant Experience Needed

n= 73



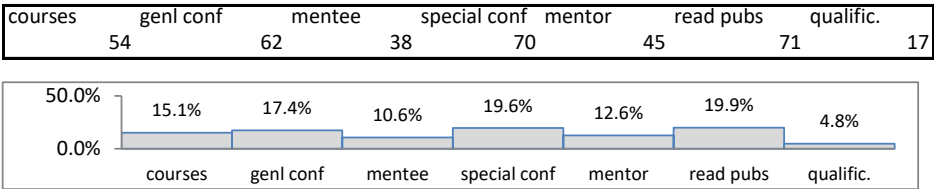
### New Entrant Guidance or Mentoring

n= 72



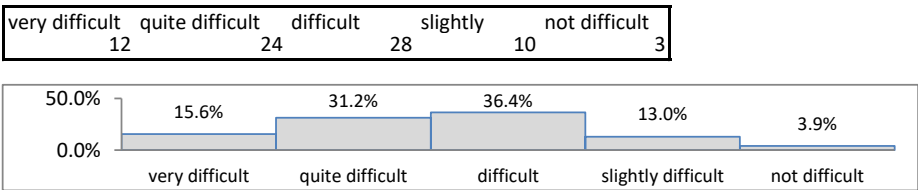
### CPD Mechanisms Preferred

n= 357



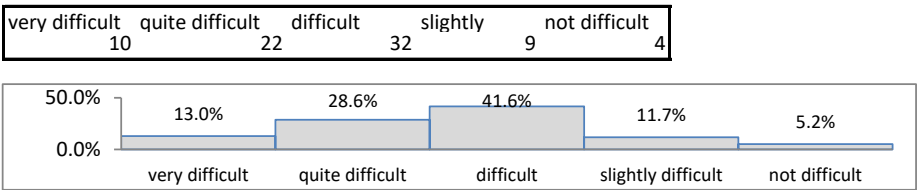
### Access to Initial Training

n= 77



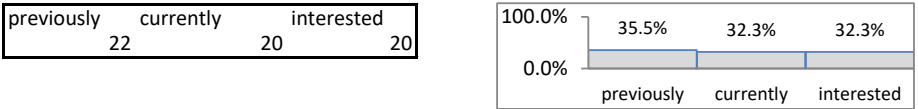
### Access to CPD Training

n= 77



### Being a Trainer

n= 62



## Gardens History

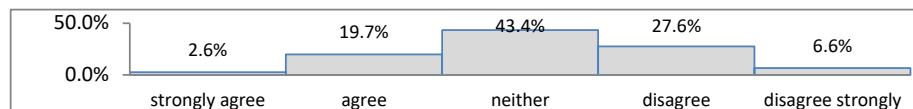
Research and analysis from a range of documentary and cartographical sources

### About the Changing Levels of Demand for Work

#### Reduced Projects

n= 76

strongly agree	agree	neither	disagree	disagree
2	15	33	21	5



#### Reduce Costs

n= 75

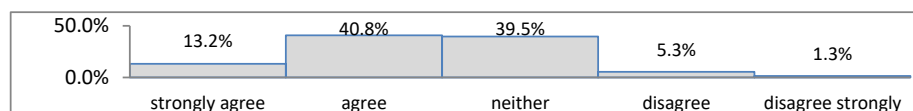
strongly agree	agree	neither	disagree	disagree
6	16	38	13	2



#### Time Pressure

n= 76

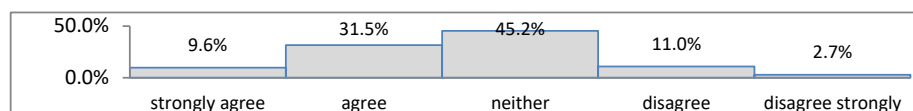
strongly agree	agree	neither	disagree	disagree
10	31	30	4	1



#### Cut Back Aspects

n= 73

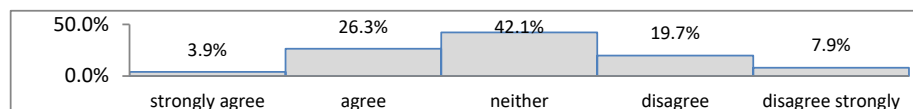
strongly agree	agree	neither	disagree	disagree
7	23	33	8	2



#### Job Security Worries

n= 76

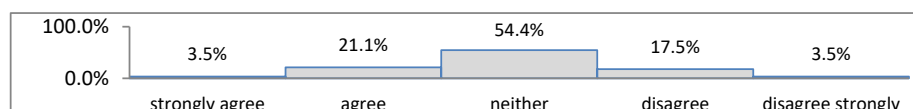
strongly agree	agree	neither	disagree	disagree
3	20	32	15	6



#### Non-Specialist Duties

n= 57

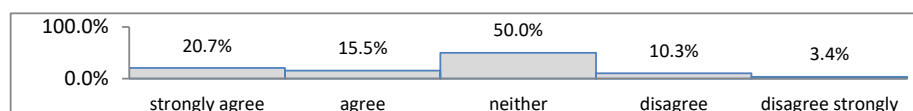
strongly agree	agree	neither	disagree	disagree
2	12	31	10	2



#### Take Work Home

n= 58

strongly agree	agree	neither	disagree	disagree
12	9	29	6	2



#### Decrease in Specialists

n= 75

strongly agree	agree	neither	disagree	disagree
9	26	26	12	2



## Gardens History

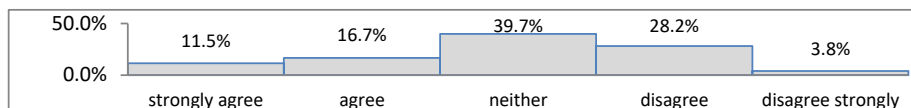
Research and analysis from a range of documentary and cartographical sources

### About the Potential Impact of Brexit

#### Reduced Projects

n= 78

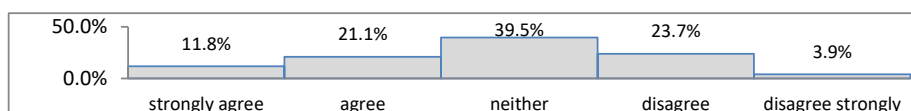
strongly agree	agree	neither	disagree	disagree
9	13	31	22	3



#### Reduce Costs

n= 78

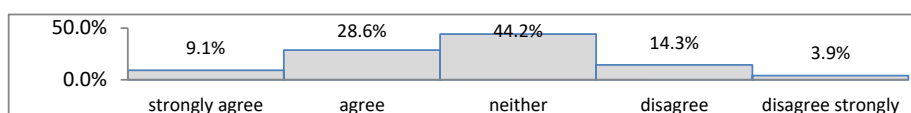
strongly agree	agree	neither	disagree	disagree
9	16	30	18	3



#### Time Pressure

n= 76

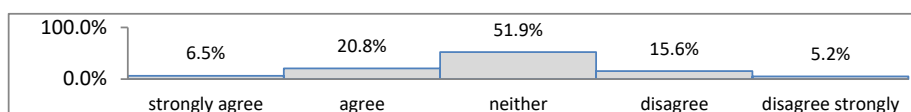
strongly agree	agree	neither	disagree	disagree
7	22	34	11	3



#### Cut Back Aspects

n= 77

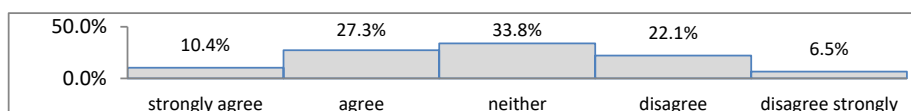
strongly agree	agree	neither	disagree	disagree
5	16	40	12	4



#### Job Security Worries

n= 77

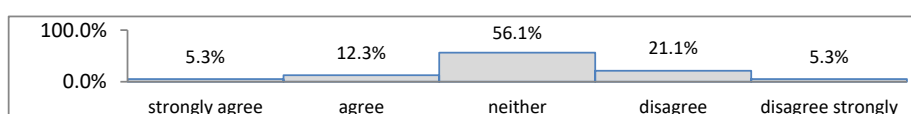
strongly agree	agree	neither	disagree	disagree
8	21	26	17	5



#### Non-Specialist Duties

n= 77

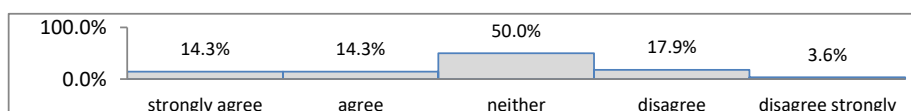
strongly agree	agree	neither	disagree	disagree
3	7	32	12	3



#### Take Work Home

n= 57

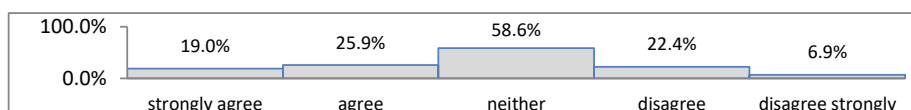
strongly agree	agree	neither	disagree	disagree
8	8	28	10	2



#### Decrease in Specialists

n= 56

strongly agree	agree	neither	disagree	disagree
11	15	34	13	4



## 16.20 GARDEN HISTORY – REPORTING

### Gardens History

n= 82

The production of analytical, contextual, illustrated reports

combining field (site) evidence with information obtained from a range of ... sources

About the Work

#### Charge / day

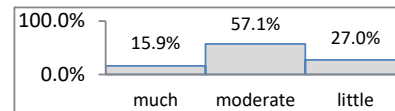
n= 57

mean	SD	min	max
£ 388.73		153.01 £	120.00 £ 800.00

#### Competition

n= 63

10	36	17
great deal	moderate	very little

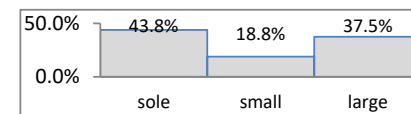


### About the Organisation

#### Sizes of Organisation

n= 80

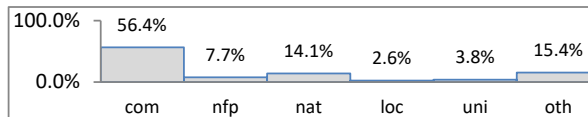
35	15	30
sole trader	small	large



#### Types of Organisation

n= 78

44	6	11	2	3	12
commercial	not for profit	nat gov	local gov	university	other



#### Location

n= 79

east of england	6	7.6%
east midlands	4	5.1%
london	5	6.3%
south-east england	13	16.5%
south west england	11	13.9%
north-east england	3	3.8%
north-west england	2	2.5%
west midlands	7	8.9%
yorkshire & the humber	10	12.7%
scotland	11	13.9%
wales	7	8.9%
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	0	0.0%

## Gardens History

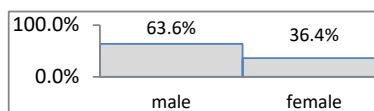
### The production of analytical, contextual, illustrated reports

#### About the Specialists

##### Gender

n= 66

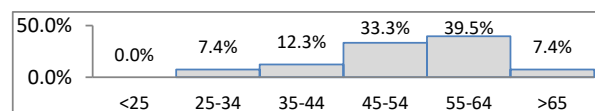
male	female
42	24



##### Age

n= 81

<25	25-34	35-44	45-54	55-64	>65
0	6	10	27	32	6



##### Ethnicity

n= 78

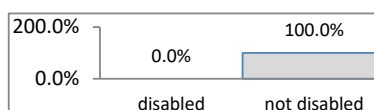
white	mixed /	asian / asian	black /	other ethnic
77	1	0	0	0



##### Disability Status

n= 72

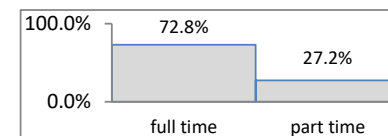
disabled	not disabled
0	72



##### Hours Worked

n= 81

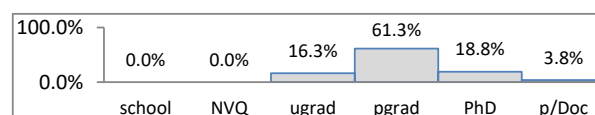
full time	part time
59	22



##### Highest Qualification

n= 80

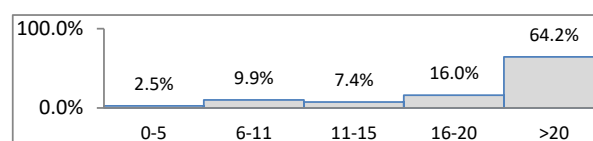
school	NVQ	ugrad	pgrad	PhD	p/Doc
0	0	13	49	15	3



##### Years Practising to Date

n= 81

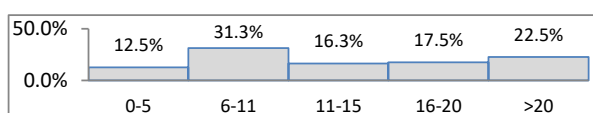
0-5	6-11	11-15	16-20	>20
2	8	6	13	52



##### Years Intending to Continue

n= 80

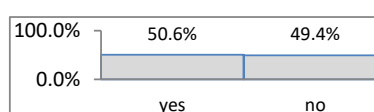
0-5	6-11	11-15	16-20	>20
10	25	13	14	18



##### Waiting List

n= 77

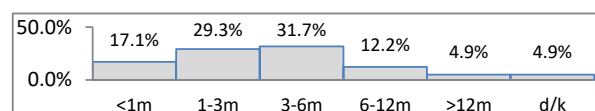
yes	no
39	38



##### Waiting List Length

n= 41

<1m	1-3m	3-6m	6-12m	>12m	d/k
7	12	13	5	2	2



## Gardens History

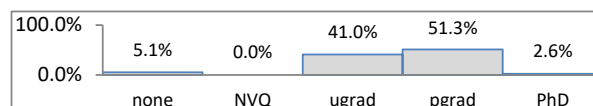
### The production of analytical, contextual, illustrated reports

#### About Training and Professional Development

##### New Entrant Qualifications Needed

n= 78

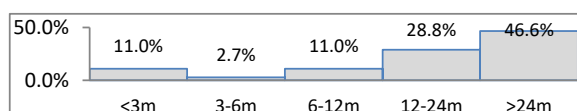
none	NVQ	ugrad	pgrad	PhD
4	0	32	40	2



##### New Entrant Experience Needed

n= 73

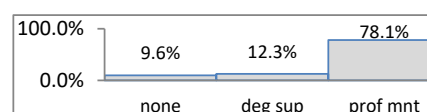
<3m	3-6m	6-12m	12-24m	>24m
8	2	8	21	34



##### New Entrant Guidance or Mentoring

n= 73

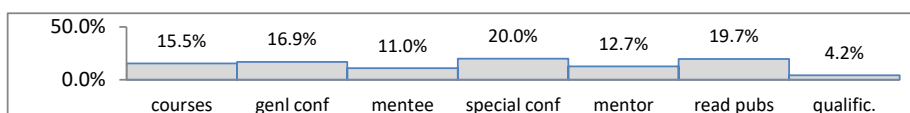
none	deg sup	prof mnt
7	9	57



##### CPD Mechanisms Preferred

n= 355

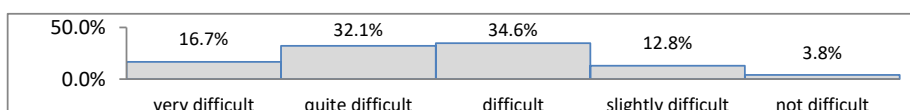
courses	genl conf	mentee	special conf	mentor	read pubs	qualific.
55	60	39	71	45	70	15



##### Access to Initial Training

n= 78

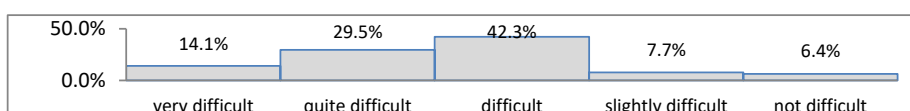
very difficult	quite difficult	difficult	slightly	not difficult
13	25	27	10	3



##### Access to CPD Training

n= 78

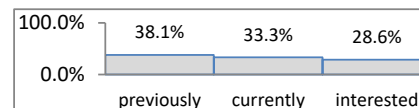
very difficult	quite difficult	difficult	slightly	not difficult
11	23	33	6	5



##### Being a Trainer

n= 63

previously	currently	interested
24	21	18



## Gardens History

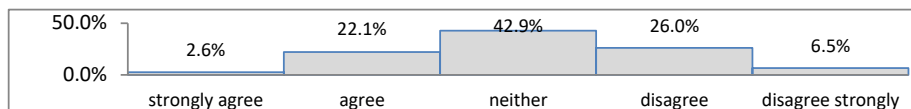
### The production of analytical, contextual, illustrated reports

#### About the Changing Levels of Demand for Work

##### Reduced Projects

n= 77

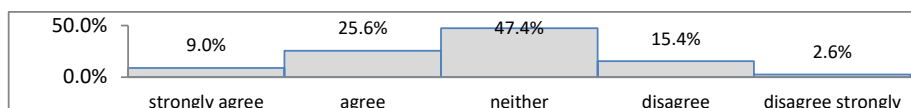
strongly agree	agree	neither	disagree	disagree
2	17	33	20	5



##### Reduce Costs

n= 78

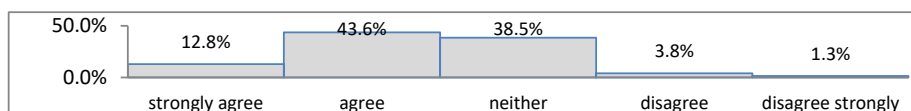
strongly agree	agree	neither	disagree	disagree
7	20	37	12	2



##### Time Pressure

n= 78

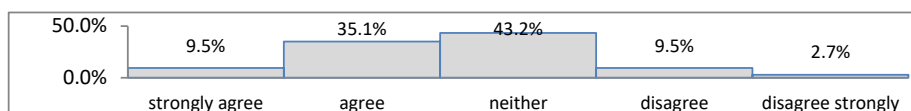
strongly agree	agree	neither	disagree	disagree
10	34	30	3	1



##### Cut Back Aspects

n= 74

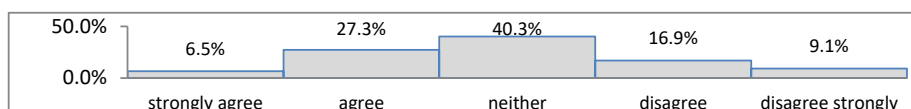
strongly agree	agree	neither	disagree	disagree
7	26	32	7	2



##### Job Security Worries

n= 77

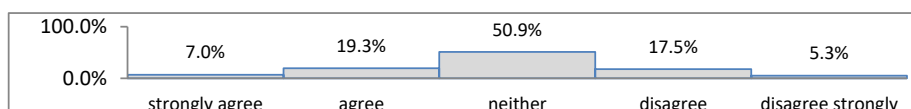
strongly agree	agree	neither	disagree	disagree
5	21	31	13	7



##### Non-Specialist Duties

n= 57

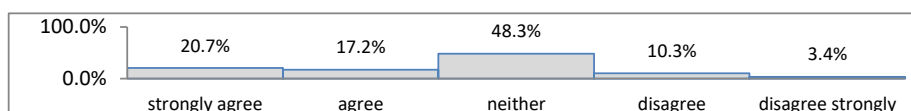
strongly agree	agree	neither	disagree	disagree
4	11	29	10	3



##### Take Work Home

n= 58

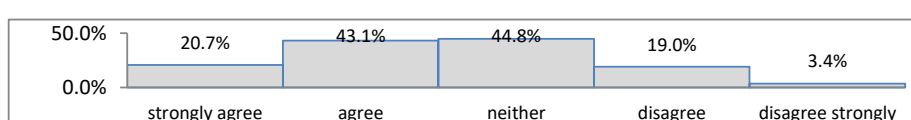
strongly agree	agree	neither	disagree	disagree
12	10	28	6	2



##### Decrease in Specialists

n= 76

strongly agree	agree	neither	disagree	disagree
12	25	26	11	2





## Gardens History

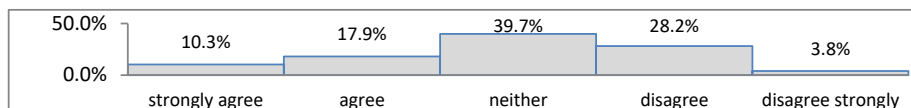
### The production of analytical, contextual, illustrated reports

#### About the Potential Impact of Brexit

##### Reduced Projects

n= 78

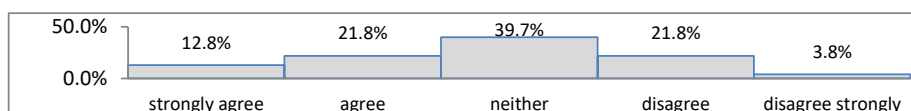
strongly agree	agree	neither	disagree	disagree
8	14	31	22	3



##### Reduce Costs

n= 78

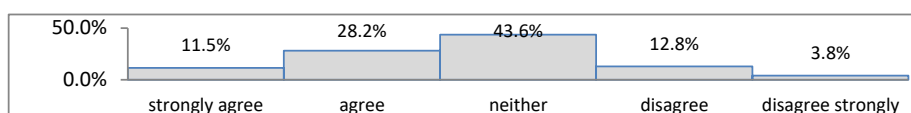
strongly agree	agree	neither	disagree	disagree
10	17	31	17	3



##### Time Pressure

n= 78

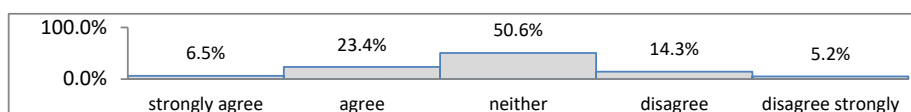
strongly agree	agree	neither	disagree	disagree
9	22	34	10	3



##### Cut Back Aspects

n= 78

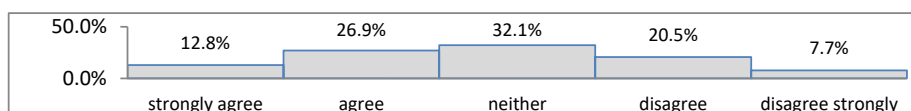
strongly agree	agree	neither	disagree	disagree
5	18	39	11	4



##### Job Security Worries

n= 77

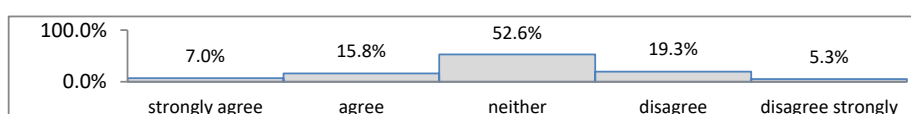
strongly agree	agree	neither	disagree	disagree
10	21	25	16	6



##### Non-Specialist Duties

n= 78

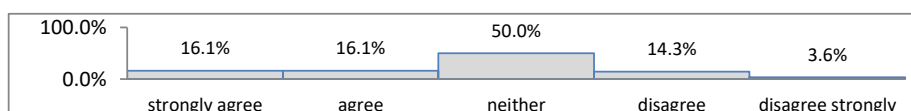
strongly agree	agree	neither	disagree	disagree
4	9	30	11	3



##### Take Work Home

n= 57

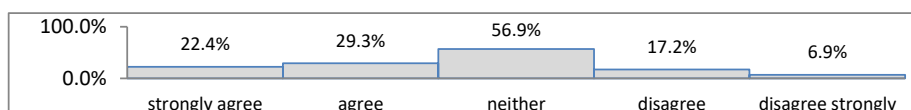
strongly agree	agree	neither	disagree	disagree
9	9	28	8	2








##### Decrease in Specialists

n= 56

strongly agree	agree	neither	disagree	disagree
13	17	33	10	4



# 17 APPENDIX II: QUESTIONNAIRE



## 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](mailto: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.



## 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 these 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, lidar)
- ☐ **Other** (any other specialist service)

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## 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	
<b>pottery</b>						
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 - modura	<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"/>	
<b>ceramic building material</b>						
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"/>	
<b>clay pipe</b>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>worked stone</b>						
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"/>	
<b>metal</b>						
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"/>	
metallurgical 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"/>	
<b>glass</b>						
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"/>	
<b>organic material</b>						
weaver	<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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
test/Rec	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
bone & arder	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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## Historic Environment Specialists 2016-17

### Specialist Services - Archiving

3. 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 (including security copying)	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
digital archiving	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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## Historic Environment Specialists 2016-17

### 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 to provide this service 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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## Historic Environment Specialists 2016-17

### 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	
<b>on-site</b>	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"/>	
<b>analytical / investigative</b>	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"/>	
<b>archiving / display</b>	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"/>	
<b>buildings</b>		<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>gardens and designed landscapes</b>		<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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## Historic Environment Specialists 2016-17

### 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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## Historic Environment Specialists 2016-17

### 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 to provide this service 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, trees 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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## Historic Environment Specialists 2016-17

### Specialist Services - Historical Research

6. 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	
<b>documentary research</b>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
archaeological sites and landscapes	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
historic 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"/>	
<b>palaeography</b>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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## Historic Environment Specialists 2016-17

### 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	
<b>digital</b>	maps, plans & elevations	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	artefacts	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	reconstructions	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	display	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>traditional</b>	maps, plans & displays	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	artefacts	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	reconstructions	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	display	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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## Historic Environment Specialists 2016-17

### 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	
<b>archaeobotany</b>						
plant macrofossil	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
pollen	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
diatoms	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>zooarchaeology</b>						
vertebrate	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
microfauna	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
insect	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
mollusc	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>geoarchaeology</b>						
sedimentology	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
soil micromorphology	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>human osteology</b>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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## Historic Environment Specialists 2016-17

### 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"/>	

If you have any problems completing this survey, please email [specialists@antecard.eu](mailto:specialists@antecard.eu)

## Historic Environment Specialists 2016-17

### 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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## Historic Environment Specialists 2016-17

### 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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## Historic Environment Specialists 2016-17

### 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 is provide this service 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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
topographic	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
geophysical	<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"/>	
photogrammetry / rectified photography	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3D photogrammetry	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3D laser scanning	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
aerial photography	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
lidar	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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## Historic Environment Specialists 2016-17

### 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 please identify in comment box	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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## Historic Environment Specialists 2016-17

### 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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## Historic Environment Specialists 2016-17

### 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 practising as a historic environment specialist?					for how many more years do you intend (or hope) to continue practising 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"/>

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"/> CBSE	<input type="checkbox"/> Finds Research Group 700-1700 AD	<input type="checkbox"/> IHBC	<input type="checkbox"/> Roman Finds Group	<input type="checkbox"/> GRAAS
<input type="checkbox"/> Ancient Tree Forum	<input type="checkbox"/> C3K	<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"/> RTPS	<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	HVQ	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"/>	<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 England



### Historic Environment Specialists 2016-17

#### Email Contact

31. If you would like to be sent a copy of the project report when it is published, please enter your email address below

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## 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 England



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