

How the Skills Investment Plan can support the communities strand

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#HeritageSkills
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Heritage science priorities



- Understanding skills gaps, succession planning and continuity
- Advocacy, funding and support
- Structured training provision
- Attracting future talent and improving pathways

Community: an inclusive, confident, diverse and outward-looking heritage science community.

- ✓ Research who makes up the heritage science community, capacity of the current workforce, and levels of demand.
- ✓ Research skills strengths, gaps and needs.
- ✓ Develop varied entry routes, forms of training and opportunities for career progression, including opportunities to move in and out of the field of heritage science.
- ✓ Address barriers to recruitment, retention and career progression.
- ✓ Build an identity for heritage science that celebrates common interests and maximises interdisciplinary collaboration.
- ✓ Increase the visibility of heritage science as a potential career, for example through opportunities for school-age children to learn about heritage through science

Understanding skills gaps, succession planning & continuity

- Map who, how and where there are skills gaps
- Research who makes up the heritage science community, capacity of the current workforce, and levels of demand.
- Research skills strengths, gaps and needs.
- Undertake an economic impact of heritage science for use as an advocacy tool
- Create training models to support succession planning

Advocacy, funding & support

- Scope funding opportunities and advocate for funding opportunities to include skills
 - Identify and develop cross sector partnerships
 - Demonstrate the benefit of heritage science in relation to government policy
 - Embedding scientific skills in national strategies
 - Develop a mechanism for a collaborative approach between non IROs and IROs to support skills development
- ✓ Build an identity for heritage science that celebrates common interests and maximises interdisciplinary collaboration.

Structured training provision

- Map training provision
- Provide a structure for skills & knowledge sharing allowing input from connected sectors and creating more opportunities to move across sectors
- ✓ Develop varied entry routes, forms of training and opportunities for career progression, including opportunities to move in and out of the field of heritage science.
- ✓ Address barriers to recruitment, retention and career progression
 - Increase the visibility and scale of existing training provision
 - Explore the need for and role of a governing body
 - Mentorship
 - Learning from other countries/ sectors

Attracting Future talent & improving pathways

- Community engagement to support careers education
 - More visibility of exemplar career pathways
 - Initiative to widen access to heritage science at all levels
- ✓ Increase the visibility of heritage science as a potential career, for example through opportunities for school-age children to learn about heritage through science



WHAT NEXT...AND HOW CAN WE WORK TOGETHER TO DELIVER?



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