

## Archive Sector Workforce Development Delivery Plan 2019

### Digital Skills

Delivery	Description	Timeframe
Digital Capacity Building Strategy	Initial skills, capacity and technology-landscape mapping completed by Jisc. Further data gathered from the Digital Learning Sets, Accessions and Archive Service Accreditation data carried out by The National Archives' Collections and Audience Insight team Final report synthesising data and providing sector direction and outcomes written by the Collections and Audience Insight team	Ongoing over 3 years
Bridging the Digital Gap	3-year trainee programme funded by the National Lottery Heritage Fund through which 24 trainees with digital skills will be recruited, seconded to regional archives and given training to become digital archive assistants.	Project completes March 2022
Digital Learning Sets	Five cross-sectoral events which promote awareness of the different regional approaches to the digital challenge. The aim of the learning set is to: <ul style="list-style-type: none"> <li>bring projects together to discuss common issues, share solutions and new approaches</li> <li>explore the full spectrum of digital challenges; digital preservation, digital discovery and digital access</li> <li>identify common themes and learning points across all projects</li> </ul>	Completed
Digital Archive Learning Exchange (DALE)	The exchange will facilitate a number of groups to share knowledge and solutions to current issues relating to digital preservation and access.	Launch June 2019

### Talent Development

<b>Delivery</b>	<b>Description</b>	<b>Timeframe</b>
Salary benchmarking	ARA has completed its salary benchmarking exercise. There is work to be done to raise visibility and embed this as standard.	Ongoing

### Diversity & Inclusion Delivery Programme

<b>Delivery</b>	<b>Description</b>	<b>Timeframe</b>
Inclusion and Change Manager role	This new role will support the delivery of the Archive Sector Development inclusion objectives.	End of 2019
Archive Network Group	A group of archive professionals who are best-practice leaders for work that promotes diversity, inclusion and representation in the workforce and audience of archives.  The group is a platform to connect, support and create leaders/influencers who embed inclusion across the sector and act as a critical friend to The National Archives and partners.	Ongoing
Inclusive Practice – Case Studies	Showcase best inclusive practice across the sector. There will be 4/5 different examples of inclusion best practice.	Ongoing
Bursary Scheme	Programme to address the financial barriers that obstruct access to archive sector.	Ongoing
Inclusion training package	Work with experienced consultants to create new training programmes that develop skills to create a more inclusive workforce and archive community.	Ongoing

## Career and Progression Opportunities

<b>Delivery</b>	<b>Description</b>	<b>Timeframe</b>
Creative Careers Programme	Work with Creative Industries Federation, ScreenSkills and Creative & Cultural Skills to contribute to the sector-designed and -led programme to develop the understanding of career pathways in the archive sector, including those roles for which a postgraduate qualification is not required – highlighting the skillsets attached to roles such as education officer, outreach worker, digital technician etc.	Ongoing
Apprenticeship Awareness Training	Events to explain the apprenticeship system, look in detail at the options currently available for archives and discuss the possibility of post-graduate level apprenticeships.	Completed 2018
Representation from The National Archives and the wider archive sector on the T-Level Apprenticeship Panel for the Creative & Design Pathway	T-levels will provide an early-career technical route into the arts and heritage. Sector representation on the panel will shape the learning experience so that the young people who take part will grow skills in key areas of need for the sector. This will increase their employability within the sector and enable them to find out about career options early.	The T-level that will be delivered though the panel is due to launch in 2022
Level 7 Apprenticeship Standard	Chair of the Archives Apprenticeship Trailblazer working towards developing a Level 7 Archives Apprenticeship. Trailblazer group includes representation from ARA and CILIP.	Ongoing
LARKIM Assistant Level 3 Apprenticeship Standard	Trailblazer group includes representation from The National Archives, ARA and CILIP.	Launch in 2019
ICON Conservation Technician Level 4 and Conservator Standard Level 7	Trailblazer groups includes representation from The National Archives, ICON, and wider cultural heritage institutions.	Launch in 2019