

EARLY CAREERS SIG COMMITTEE MEETING

Minutes

3 March 2022 8pm

Meeting held < VIA ZOOM>

Present: Tabitha Lawrence, Megan Schlanker, Claire Corkill, Mike D’Aprix,, Jo Kirton, Jennie Robinson

Agenda Point		Action (Initials)
1.	<p>Apologies</p> <p>Meg Keates, Phil Pollard, Laura May Jones</p>	
2.	<p>Minutes of the Previous Meeting</p> <p>January Minutes sent out – official approval will occur at April meeting</p>	
3.	<p>Matters Arising</p> <p>N/a</p>	
4.	<p>CifA Conference 2022 update</p> <p>a. Speaker fees and registration According to an email by MK our speakers are covered – no speakers need to be asked to cover their ‘speaker fees’.</p> <p>Twitter incident in which the committee was asked to comment on thread concerning the financial accessibility to CifA conference. CC highlights it is important to respond, and this response could include the issues regarding conference fee signposting. JK suggests using examples of our own experiences with the signposting issues. TL mentions not referring to the data breach issues raised on Twitter as that was managed by CifA. Thank you to JK for our initial response in a twitter dm!</p> <p>CC also notes that not all CifA bursaries are taken up, and that their presence needs clearer instructions and signposting.</p> <p>b. Organising a meeting for panellists and organisers</p> <p>A meeting between MS, TL, MD’A and the panellists will be arranged in due course. Meeting will allow everyone to meet each other as well as initially discuss the session’s layout.</p>	<p>MD’A, TL, MS will meet and discuss CifA 2022 in separate zoom call. TL to arrange doodle poll for this call mid-March</p> <p>JK to draft an email response regarding twitter incident to be added to and signed off by the entire group</p> <p>MS to look into people registering for the conference and whether we need to register as a committee.</p>

<p>5.</p>	<p>Jennie Robinson – employability for archaeology graduates</p> <p>JR gives introduction to her career and research of employability skills within archaeology. JR is a former archaeology lecturer, who moved to a business school ten years ago and was amazed at the coaching that is taught and pushed. JR has worked with several organisations incl. TAG as well as UAUK to try encourage business and employability skills within heritage degrees. <u>Main issues raised by JR: wide range of disparities between university students, lecturers and commercial units don't communicate enough with a lack of swapping skills, lack of proactive work, inequalities within profession such as degree requirements/ practical vs theoretical knowledge requirements, employability services not encouraging archaeology as a career as the centres don't know the specific course details, university department closures and a focus on first vs third years</u></p> <p>There are half a dozen heritage bodies who share no information or unity whereas other sectors like geography are more unified ('too many cooks'). Predominant concern of UAUK was lack of arch students which JR challenged (no proactive steps taken by UAUK following JR's advice).</p> <p>Comments added by JK, CC, and MS. JK: taught at the Uni of Chester during her PhD and led an employability lecture – potential for the EC to <u>make an 'off the shelf careers talk'</u> that can be sent out to universities to add their stories.</p> <p>JR referred to 'an arsenal of material' that she could provide the group, including events run by the Uni of Leeds. Group could consider '<u>travelling show of careers workshop</u>' (perhaps run virtually although it's noted by JR more impact is made face to face). JK suggests <u>picking 3 departments and trialling it there</u> (MD'A suggests UCL would benefit from this, with JK targeting Chester, CBA could ask York). This targeted approach needs to be POSITIVE and CAREFUL.</p> <p>JR mentions committee <u>creating an early career database of resources</u>, perhaps with <u>previous recorded conference sessions</u>. Potential idea of a <u>mentoring system</u> (like Uni of Leeds 'Nurturing Talent'), as well as <u>encouragement of placement years</u> and 'the act of being in a working environment.' Anna Welch runs the <u>university accreditation panel</u> – MD'A suggests using that as a starting point to encourage placement years.</p>	<p>TL to forward on JR's resources to the committee.</p> <p>Further discussion to be had on how to target the universities chosen and what content the EC group will provide.</p>
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<p>6.</p>	<p>EC SIG/ CBA Student and Early Careers Conference</p> <p>CBA preference to be remote due to costs which is supported by committee. JK/ CC highlight our early approach to the session will be positive for the group, and hopefully create an international audience again. Theme to be a replication of last years (theme on amplifying early careers which is open to encourage topic diversity). Repetition of giving speakers opportunity to chair and practise sessions. Goals to encourage different nationalities using social media (with use of languages) as well as more specific sectors like - metal detecting, kickstart placement students, trainees, and apprentices. Potential idea of a panel session with audience asking kick starters/ apprentices employability questions.</p> <p>Greater and earlier promotion of the conference to units, unis and museums. Afternoon into evening conference decided with session structures decided later. CBA lead is Kickstart placement Celyn – very lovely, and who will be able to help with CFP/ assets/ social media content. JK notes that Celyn is very keen and capable with equal standing within the committee.</p> <p>Project team as it stands: Celyn, MS, TL, CC. Further conference organisation via a new WhatsApp group or a quick zoom chat.</p> <p>CFP draft deadline – 21 March, by start of April it will be fully published.</p>	<p>CBA EC SIG session: online, team decided of Celyn, CC, MS, TL, open theme, session structure to be decided later, <u>21st March</u> – CFP draft deadline.</p> <p><u>27th July 2022</u> – proposed date of the CBA EC SIG session.</p> <p>JK to ask Celyn’s permission regarding Whatsapp chat.</p>
<p>7.</p>	<p>Consolidating information</p> <p>MD’A: reemphasises the need to signpost information more especially on the CifA website which in turn means we can promote the EC SIG. Current website is dense and ‘extremely static’.</p> <p>Whole committee agrees that a virtual space is needed elsewhere – use of a blog or website, using WordPress, or the CBA website (who is keen to promote the links between itself and this committee).</p>	<p>Committee to think of examples/ their own experiences where better signposting is needed in relation to the CifA website.</p>
<p>8.</p>	<p>Any other business</p> <p>CC asks someone take her place at the CifA chartership special meeting of advisory council on the Tuesday 15 10-12 pm. Thanks to MD’A for agreeing to attend.</p>	<p>MD’A agrees to go, CC and MD’A to communicate details and links.</p>

9.	Next meeting Will be arranged for late April, in addition to the earlier meeting between TL, MD'A and MS regarding CifA 2022 session.	TL to send out doodle poll links
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Many thanks to Jennie Robinson for attending and offering such important and thought-provoking advice for the committee.