



CIFA FAME and Prospect joint statement on apprentice's pay

CIFA, FAME and Prospect recognise the importance of diversifying entry routes into archaeology and the clear business need for a new approach to recruiting and training the archaeologists of the future. We welcome the development of Trailblazer apprenticeships in England and the ongoing project to develop Modern Apprenticeships in Scotland.

We also recognise that low pay in specific areas of our profession remains an issue. As set out in our [2014 statement on pay](#), we believe low pay damages our profession and weakens our standing with allied professionals. It also hampers our ability to recruit the archaeologists of the future, and to retain and motivate the archaeologists of today.

Each organisation has a different perspective to contribute to the development of good practice guidance for employers seeking to recruit apprentices in the future. In the meantime, each organisation will encourage its members to recognise that apprentice archaeologists are training for skilled roles requiring high levels of knowledge and understanding and to reflect this in the salaries they offer apprentices.