

# Taking the initiative, up- skilling and joined-up thinking

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# Introduction

- **Sideways look**
- **Particular perspective**
- **Experience since end of last year**
- **Touch on issues raised already**



# **Foresight – some concerns for higher education – Downey, L. 2009**

- **Inadequate commitment of resources to accredited CPD**
- **CPD imperative across wide range of disciplines**
- **CPD is essential in upgrading knowledge levels**
- **Too many graduates stop learning on leaving higher education**



# Archaeological profession offers a particular challenge

- Consultancy sector strongly tied to infra-structural development and construction
- High proportion of graduates, mostly in SMEs
- Dramatic fall in employment since 2008
- The brain drain



# The aim of up-skilling

- Sustain graduates in archaeological employment
- Equip individuals with a wider range of skills – broaden skills base within the profession and also personal development
- Archaeology better placed to respond to opportunities as the economy recovers – heritage tourism, green technologies (?)



# Internal proposal in UCD – for graduates working in archaeology

- Offer part time programmes – MA and Grad. Cert
- Offer appropriate, individual modules within these programmes – to be accredited modules in IAI CPD programme
- Upskilling in specific aspects of archaeological professional practice
- Upskilling in generic transferable skills



# The problem....

- Mechanism – via financial support from DTEE, but this is focused on particular areas
- Currently archaeology proposal not in mix
- Perception – is the problem recognised?
- Scale of the profession – relatively small in terms of national problems...



# The Post-Scientific Society

- In the post-scientific society the creation of wealth and jobs based on innovation and new ideas will tend to draw less on the natural sciences and engineering and more on the organisational and social sciences, on the arts, on new business processes, on meeting consumer demand based on niche production of specialised products and services
- Hill, C.T. The Post-Scientific Society ([http://www.issues.org:80/24.!/c\\_hill.html](http://www.issues.org:80/24.!/c_hill.html))



# Joined-up thinking...

- The innovation – to realise that we are all dealing with knowledge – creation, management and dissemination

- Every sector of archaeology is threatened

- Cuts in public spending/sector

- Changing place of archaeology since the early 1990s

- Functional view of the past

- Failure to communicate – is the problem known?

- Scale of the profession, relatively small



# Joined-up thinking...

- Third level sector – what it can do – giving support

- Recognise complementary strengths in HEIs

- Graduate institute? – Foresight 2020

- Consultancy sector – enrich research – INSTAR, doctoral and post-doctoral work

- Value of links with state sector -inform policy

- IAI

- accreditation of relevant modules – role in CPD – FETAC/HETAC



# Joined-up thinking...

- Third level sector – what it could do with – needing support

Particular issue – place of archaeology in the humanities

- Support from industry – SME/Academic partnerships, national, EU
- Recognition by the state services – integrating research,
- IAI – professional accreditation of specific modules, programmes? - Critical



# An opportunity....?

- More time for reflection?
- Re-structuring of the public sector
- Legislative and policy review
- Take the initiative – communication – e.g NIAF, all-party group
- Focus on knowledge
- Look to the future, PLAN
- The Aim....emerge as a better profession.....be there for the second wave!

