


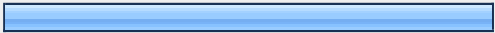


HCOANZ Heritage Trades and Training Project



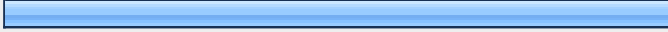
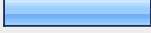



1. Your Location and Postcode			Response Percent	Response Count
City			100.0%	435
Postcode			97.5%	424
<i>answered question</i>				435
<i>skipped question</i>				21

2. State (including New Zealand)										
State	ACT	NSW	VIC	QLD	TAS	WA	SA	NT	New Zealand	Response Count
Please Select	5.8% (24)	23.5% (97)	25.9% (107)	6.8% (28)	3.6% (15)	7.5% (31)	4.1% (17)	0.7% (3)	22.0% (91)	413
<i>answered question</i>										413
<i>skipped question</i>										43

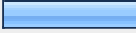
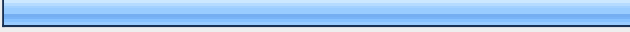


3. Are you responding to this questionnaire as:

	Response Percent	Response Count
<p>An individual who works in a heritage trade or profession? If so, press 'Next' to be taken to Section B</p> 	61.8%	248
<p>A representative of a heritage agency, institution or private company? If so, press 'Next' to be taken to Section C</p> 	38.2%	153
	<i>answered question</i>	401
	<i>skipped question</i>	55


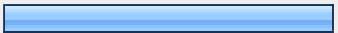
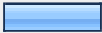






4. Employment status?

	Response Percent	Response Count
Volunteer 	4.9%	14
Consultant/freelance worker 	28.9%	82
Full-time paid employee 	52.1%	148
Part-time or casual paid employee 	11.3%	32
Apprentice/student 	3.9%	11
Retired 	2.1%	6
Other (please specify) 	5.6%	16
	<i>answered question</i>	284
	<i>skipped question</i>	172

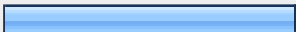
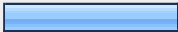

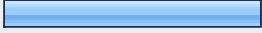



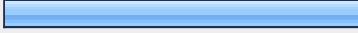
5. Your age range?

	Response Percent	Response Count
Under 30 	10.4%	29
30-50 	49.3%	138
50-65 	38.2%	107
66 or over 	2.1%	6
	<i>answered question</i>	280
	<i>skipped question</i>	176




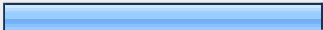



6. How would you best define you place of work?

	Response Percent	Response Count
Commonwealth Government Agency 	4.6%	13
State Government Agency 	25.7%	73
Local Government Agency 	7.4%	21
Educational Institution 	6.3%	18
Heritage Site 	4.2%	12
Trades Company 	3.5%	10
Private Practice/Consultancy 	43.7%	124
Non-government Organisation 	5.3%	15
Other (please specify) 	4.6%	13
	<i>answered question</i>	284
	<i>skipped question</i>	172



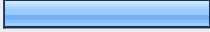
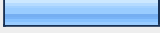
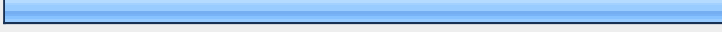
7. How would you best define your trade or profession?

	Response Percent	Response Count
Archaeologist 	22.8%	64
Historian 	13.5%	38
Architect 	19.2%	54
Heritage Manager 	19.9%	56
Tradesperson 	6.0%	17
Academic/Teacher 	2.1%	6
Bureaucrat 	2.8%	8
Other (please specify) 	27.8%	78
<i>answered question</i>		281
<i>skipped question</i>		175

8. What is your highest level of education?

	Response Percent	Response Count
Secondary School 	1.8%	5
Trade Apprenticeship 	1.1%	3
TAFE, Polytechnic or Vocational Education Certificate or equivalent 	3.5%	10
Undergraduate Degree 	24.7%	70
Post-Graduate Award 	56.2%	159
Doctorate 	10.2%	29
Other (please specify) 	2.5%	7
<i>answered question</i>		283
<i>skipped question</i>		173

9. When did you complete this study?

	Response Percent	Response Count
Current 	4.9%	14
2007-2009 	12.4%	35
2004-2006 	15.9%	45
2001-2003 	12.0%	34
2000 or before 	56.5%	160
<i>answered question</i>		283
<i>skipped question</i>		173

10. If in this formal education you specialised in a particular heritage field, what was it?

	Response Count
	167
<i>answered question</i>	167
<i>skipped question</i>	289

11. What other types of heritage training have you undertaken?

	Response Percent	Response Count
Professional Short Course or Workshop	64.3%	173
Internship	8.6%	23
Informal or 'On the Job' Training	77.7%	209
Self-taught	37.5%	101
Other (please specify)		16
answered question		269
skipped question		187

12. Physical Conservation

	Select any of the following that you most use in your workplace	In which of the skills or knowledge sets have you had formal training	In which of the skills or knowledge sets you selected have you had informal or 'on the job' training	Which of the following is a priority for training to enhance your capacity in your current work?	Response Count
Thatching	12.5% (1)	25.0% (2)	37.5% (3)	37.5% (3)	8
Bricklaying	52.8% (28)	22.6% (12)	64.2% (34)	32.1% (17)	53
Mortar Analysis	50.0% (33)	22.7% (15)	59.1% (39)	53.0% (35)	66
Paint analysis	62.9% (44)	25.7% (18)	57.1% (40)	34.3% (24)	70
Gilding	23.5% (4)	17.6% (3)	64.7% (11)	41.2% (7)	17
Traditional tool making and or use	46.4% (13)	39.3% (11)	57.1% (16)	35.7% (10)	28
Painting and decorating	54.1% (33)	27.9% (17)	59.0% (36)	27.9% (17)	61
Interior finishes	58.6% (34)	27.6% (16)	58.6% (34)	36.2% (21)	58
Glass conservation and/or replacement	46.5% (20)	25.6% (11)	62.8% (27)	32.6% (14)	43
Stone masonry	61.3% (46)	32.0% (24)	68.0% (51)	45.3% (34)	75
Metalwork/forging/blacksmithing	50.0% (22)	18.2% (8)	54.5% (24)	45.5% (20)	44
Roofing	66.7% (40)	30.0% (18)	56.7% (34)	35.0% (21)	60
Plastering	58.6% (34)	39.7% (23)	62.1% (36)	34.5% (20)	58
Carpentry	59.7% (40)	38.8% (26)	65.7% (44)	29.9% (20)	67
Joinery	63.8% (37)	39.7% (23)	56.9% (33)	32.8% (19)	58

Engineering	62.2% (23)	32.4% (12)	48.6% (18)	48.6% (18)	37	
Traditional mechanical skills	36.0% (9)	16.0% (4)	44.0% (11)	52.0% (13)	25	
Architectural analysis	73.8% (79)	52.3% (56)	63.6% (68)	40.2% (43)	107	
				Other (please specify)	20	
					answered question	149
					skipped question	307

13. Recording

	Select any the following that you most use in your workplace	In which of the skills or knowledge sets have you had formal training	In which of the skills or knowledge sets you selected have you had informal or 'on the job' training	Which of the following is a priority for training to enhance your capacity in your current work?	Response Count
Fabric survey	82.8% (106)	38.3% (49)	57.8% (74)	33.6% (43)	128
Site survey	88.0% (146)	55.4% (92)	55.4% (92)	21.7% (36)	166
Mapping	78.1% (82)	43.8% (46)	52.4% (55)	33.3% (35)	105
GIS	58.4% (59)	32.7% (33)	49.5% (50)	55.4% (56)	101
Inventory preparation	76.9% (93)	27.3% (33)	62.0% (75)	18.2% (22)	121
Cataloguing	69.9% (79)	37.2% (42)	56.6% (64)	23.9% (27)	113
Data management	78.9% (101)	30.5% (39)	66.4% (85)	32.0% (41)	128
Photography	85.7% (162)	29.6% (56)	57.7% (109)	14.3% (27)	189
Sketching	72.5% (74)	44.1% (45)	51.0% (52)	11.8% (12)	102
Photogrammetry	22.5% (9)	20.0% (8)	30.0% (12)	55.0% (22)	40
Measured drawing	73.8% (93)	61.9% (78)	42.9% (54)	18.3% (23)	126
Oral history	68.9% (82)	39.5% (47)	50.4% (60)	27.7% (33)	119
Historical research	87.0% (168)	57.5% (111)	53.4% (103)	27.5% (53)	193
Archival research	84.0% (142)	48.5% (82)	58.0% (98)	27.8% (47)	169
				Other (please specify)	11
				answered question	223

14. Management

	Select any of the following that you most use in your workplace	In which of the skills or knowledge sets have you had formal training	In which of the skills or knowledge sets you selected have you had informal or 'on the job' training	Which of the following is a priority for training to enhance your capacity in your current work?	Response Count
Significance assessment	93.0% (185)	44.7% (89)	65.3% (130)	31.2% (62)	199
Thresholds	81.7% (76)	24.7% (23)	68.8% (64)	32.3% (30)	93
Policy development	85.6% (137)	30.6% (49)	64.4% (103)	33.1% (53)	160
Risk management	80.7% (117)	27.6% (40)	62.1% (90)	31.7% (46)	145
Issues analysis	85.0% (113)	32.3% (43)	64.7% (86)	24.8% (33)	133
Implementation	85.8% (103)	21.7% (26)	65.8% (79)	24.2% (29)	120
Tolerance for change	72.9% (62)	17.6% (15)	63.5% (54)	32.9% (28)	85
Legislative/statutory context	89.8% (150)	34.7% (58)	64.1% (107)	29.9% (50)	167
Comparative analysis	88.7% (126)	37.3% (53)	62.7% (89)	23.2% (33)	142
Legislative compliance	82.5% (127)	25.3% (39)	64.3% (99)	29.2% (45)	154
Conservation strategy	80.0% (132)	31.5% (52)	63.0% (104)	37.6% (62)	165
Conservation management planning	82.7% (148)	33.5% (60)	62.6% (112)	39.1% (70)	179
Site analysis	91.5% (150)	45.7% (75)	57.9% (95)	24.4% (40)	164
				Other (please specify)	7

	<i>answered question</i>	226
	<i>skipped question</i>	230

15. Consultation					
	Select any of the following that you most use in your workplace	In which of the skills or knowledge sets have you had formal training	In which of the skills or knowledge sets you selected have you had informal or 'on the job' training	Which of the following is a priority for training to enhance your capacity in your current work?	Response Count
Stakeholder engagement	91.2% (165)	19.9% (36)	65.2% (118)	37.0% (67)	181
Public speaking	80.9% (140)	32.9% (57)	56.1% (97)	32.4% (56)	173
Recording information	91.6% (163)	41.0% (73)	60.1% (107)	25.3% (45)	178
Survey development and analysis	84.4% (103)	38.5% (47)	54.1% (66)	37.7% (46)	122
'Plain English' publication	86.3% (138)	26.9% (43)	56.9% (91)	31.3% (50)	160
				Other (please specify)	6
				<i>answered question</i>	221
				<i>skipped question</i>	235

16. Interpretation

	Select any of the following that you most use in your workplace	In which of the skills or knowledge sets have you had formal training	In which of the skills or knowledge sets you selected have you had informal or 'on the job' training	Which of the following is a priority for training to enhance your capacity in your current work?	Response Count
Communication skills	94.4% (170)	38.3% (69)	58.9% (106)	25.0% (45)	180
Multi-media skills	78.4% (98)	22.4% (28)	56.0% (70)	42.4% (53)	125
Tour guiding	56.9% (37)	16.9% (11)	70.8% (46)	21.5% (14)	65
Visitor management	56.8% (42)	17.6% (13)	58.1% (43)	32.4% (24)	74
Historical themes	88.6% (117)	36.4% (48)	55.3% (73)	27.3% (36)	132
Content development	73.6% (67)	25.3% (23)	63.7% (58)	47.3% (43)	91
Audience analysis	51.6% (32)	17.7% (11)	48.4% (30)	51.6% (32)	62
Interpretation strategies/plans	82.5% (113)	24.8% (34)	60.6% (83)	48.9% (67)	137
				Other (please specify)	5
				answered question	205
				skipped question	251

17. Archaeology

	Select any of the following that you most use in your workplace	In which of the skills or knowledge sets have you had formal training	In which of the skills or knowledge sets you selected have you had informal or 'on the job' training	Which of the following is a priority for training to enhance your capacity in your current work?	Response Count
Research design	76.9% (60)	57.7% (45)	46.2% (36)	35.9% (28)	78
Archaeological site survey	79.8% (71)	65.2% (58)	46.1% (41)	29.2% (26)	89
Archaeological excavation	69.5% (57)	64.6% (53)	47.6% (39)	24.4% (20)	82
Permit applications	78.5% (62)	20.3% (16)	60.8% (48)	15.2% (12)	79
Artefact analysis	70.7% (58)	61.0% (50)	40.2% (33)	30.5% (25)	82
Artefact conservation	50.7% (37)	38.4% (28)	47.9% (35)	37.0% (27)	73
Report writing	85.9% (79)	52.2% (48)	50.0% (46)	17.4% (16)	92
Diving	40.9% (9)	77.3% (17)	22.7% (5)	31.8% (7)	22
Underwater survey and recording	36.4% (8)	59.1% (13)	36.4% (8)	36.4% (8)	22
				Other (please specify)	7
				answered question	117
				skipped question	339

18. Historic Landscape Management

	Select any of the following that you most use in your workplace	In which of the skills or knowledge sets have you had formal training	In which of the skills or knowledge sets you selected have you had informal or 'on the job' training	Which of the following is a priority for training to enhance your capacity in your current work?	Response Count
Landscape assessment	76.1% (89)	24.8% (29)	53.8% (63)	47.9% (56)	117
Arboriculture	40.6% (13)	9.4% (3)	31.3% (10)	59.4% (19)	32
Horticulture	57.1% (20)	20.0% (7)	31.4% (11)	57.1% (20)	35
Landscape architecture	59.7% (37)	27.4% (17)	53.2% (33)	61.3% (38)	62
Historic map/plan analysis	85.7% (108)	27.8% (35)	59.5% (75)	41.3% (52)	126
Curtilage analysis	80.2% (65)	16.0% (13)	61.7% (50)	48.1% (39)	81
View analysis	74.2% (49)	16.7% (11)	65.2% (43)	48.5% (32)	66
				Other (please specify)	4
				answered question	154
				skipped question	302

19. Legislation and Policy

	Select any of the following that you most use in your workplace	In which of the skills or knowledge sets have you had formal training	In which of the skills or knowledge sets you selected have you had informal or 'on the job' training	Which of the following is a priority for training to enhance your capacity in your current work?	Response Count
ICOMOS Charter (NZ and AUS)	100.0% (15)	26.7% (4)	60.0% (9)	53.3% (8)	15
Resource Management Act (NZ)	83.3% (25)	50.0% (15)	43.3% (13)	46.7% (14)	30
Historic Places Act (NZ)	94.1% (32)	20.6% (7)	61.8% (21)	38.2% (13)	34
EPBC Act	68.3% (56)	18.3% (15)	61.0% (50)	37.8% (31)	82
State Heritage Legislation	93.9% (153)	22.1% (36)	65.6% (107)	28.2% (46)	163
State Planning Legislation	87.0% (114)	24.4% (32)	64.1% (84)	32.8% (43)	131
International Agreements and Conventions	69.0% (60)	28.7% (25)	47.1% (41)	37.9% (33)	87
OH and S requirements	80.3% (102)	42.5% (54)	55.1% (70)	22.0% (28)	127
Building Codes	84.2% (101)	29.2% (35)	59.2% (71)	30.8% (37)	120
Natural Heritage Legislation	61.9% (39)	19.0% (12)	44.4% (28)	47.6% (30)	63
Aboriginal Heritage Legislation	76.3% (71)	20.4% (19)	55.9% (52)	45.2% (42)	93
Burra Charter	89.1% (156)	37.7% (66)	56.6% (99)	25.1% (44)	175
				Other (please specify)	23
				answered question	220
				skipped question	236

20. Are you aware of training opportunities that would provide the skills and knowledge you have identified as a priority?

	Response Percent	Response Count
No	69.9%	151
Yes	25.9%	56
If 'Yes', please describe	24.5%	53
<i>answered question</i>		216
<i>skipped question</i>		240

21. What is your preferred mode of delivery for training? (you may select more than one)

	Response Percent	Response Count
Full-time study	4.9%	11
Part-time study	20.4%	46
Intensive short course	81.3%	183
By distance or online	39.1%	88
'On the Job'	41.3%	93
Other (please specify)	3.6%	8
<i>answered question</i>		225
<i>skipped question</i>		231

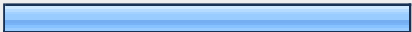
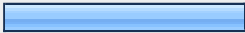

22. What factors limit you undertaking further skills training?

	Response Percent	Response Count
Cost	46.0%	103
Time	68.3%	153
Lack of appropriate training opportunities	52.2%	117
Lack of training opportunities in the local area	38.8%	87
Other (please specify)	7.6%	17
answered question		224
skipped question		232


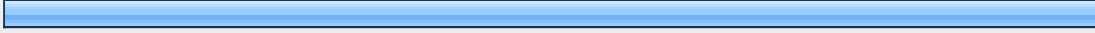



23. How would you best define your place of work?

	Response Percent	Response Count
Commonwealth Government Agency	6.3%	9
State Government Agency	39.4%	56
Local Government Agency	9.2%	13
Education Institution	4.9%	7
Heritage Site	2.1%	3
Trades Company	7.0%	10
Private Practice/Consultant	26.1%	37
Non-government Organisation	10.6%	15
Other (please specify)	7.7%	11
	<i>answered question</i>	142
	<i>skipped question</i>	314



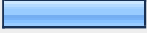

24. How many staff are there in your workplace?

	Response Percent	Response Count
<10 	31.7%	44
10-20 	18.7%	26
>20 	49.6%	69
answered question		139
skipped question		317



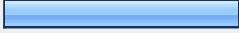
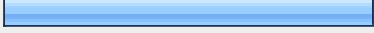


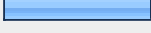
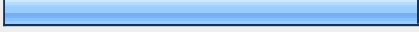
25. Are the majority of staff in your workplace?

	Response Percent	Response Count
Volunteers 	5.7%	8
Full-time paid employees 	85.8%	121
Part-time or casual paid employees 	5.0%	7
Apprentice/students 	0.7%	1
Other (please specify) 	2.8%	4
answered question		141
skipped question		315




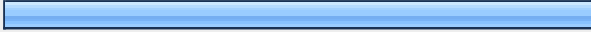
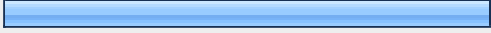

26. What is the average age of staff in your workplace?

	Response Percent	Response Count
Under 30 	3.6%	5
30-50 	84.1%	116
50-65 	10.9%	15
66 or over 	1.4%	2
<i>answered question</i>		138
<i>skipped question</i>		318



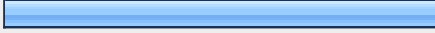
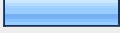
27. How do you define your trade or profession?

	Response Percent	Response Count
Archaeologist 	18.3%	26
Historian 	7.7%	11
Architect 	18.3%	26
Heritage Manager 	28.9%	41
Tradesperson 	5.6%	8
Academic/Teacher 	2.1%	3
Bureaucrat 	11.3%	16
Other (please specify) 	32.4%	46
<i>answered question</i>		142
<i>skipped question</i>		314

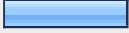
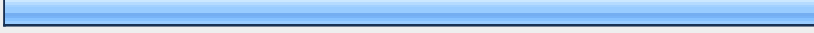
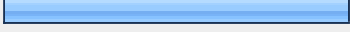
28. What is the average level of education of staff in your workplace?

	Response Percent	Response Count
Secondary School 	4.4%	6
Trade Apprenticeship 	7.3%	10
TAFE, Polytechnic College, Vocational Education Certificate or Equivalent 	11.7%	16
Undergraduate Degree 	46.0%	63
Post-graduate Award 	38.0%	52
Doctorate 	4.4%	6
<i>answered question</i>		137
<i>skipped question</i>		319

29. How many staff in your workplace have undertaken professional development training in heritage related skills?

	Response Percent	Response Count
None 	6.6%	9
Few 	50.7%	69
Most 	33.8%	46
All 	8.8%	12
answered question		136
skipped question		320

30. Does your workplace provide 'in-house' training opportunities?

	Response Percent	Response Count
Never 	9.4%	13
Occasionally 	63.8%	88
Regularly 	26.8%	37
answered question		138
skipped question		318

31. Physical Conservation

	Select any of the following that are most used in your workplace	Given the nature of your current work is any of the following lacking in your workplace?	Which of the following are priority skills or knowledge for staff in your workplace now and/or in the near future?	Response Count
Thatching	0.0% (0)	100.0% (3)	0.0% (0)	3
Bricklaying	46.2% (6)	69.2% (9)	46.2% (6)	13
Mortar Analysis	60.0% (9)	53.3% (8)	40.0% (6)	15
Paint analysis	68.4% (13)	31.6% (6)	15.8% (3)	19
Gilding	20.0% (1)	80.0% (4)	20.0% (1)	5
Traditional tool making and or use	50.0% (4)	62.5% (5)	25.0% (2)	8
Painting and decorating	70.6% (12)	29.4% (5)	23.5% (4)	17
Interior finishes	52.9% (9)	47.1% (8)	29.4% (5)	17
Glass conservation and/or replacement	30.8% (4)	53.8% (7)	23.1% (3)	13
Stone masonry	68.4% (13)	36.8% (7)	47.4% (9)	19
Metalwork/forging/blacksmithing	22.2% (2)	66.7% (6)	11.1% (1)	9
Roofing	72.2% (13)	33.3% (6)	22.2% (4)	18
Plastering	66.7% (10)	53.3% (8)	40.0% (6)	15
Carpentry	78.9% (15)	26.3% (5)	42.1% (8)	19
Joinery	56.3% (9)	37.5% (6)	37.5% (6)	16
Engineering	60.0% (9)	46.7% (7)	20.0% (3)	15

Traditional mechanical skills	44.4% (4)	55.6% (5)	22.2% (2)	9
Architectural analysis	86.2% (25)	13.8% (4)	51.7% (15)	29
			Other (please specify)	2
			answered question	33
			skipped question	423

32. Recording

	Select any of the following that are most used in your workplace	Given the nature of your current work is any of the following lacking in your workplace?	Which of the following are priority skills or knowledge for staff in your workplace now and/or in the near future?	Response Count
Fabric survey	84.6% (22)	26.9% (7)	53.8% (14)	26
Site survey	96.8% (30)	16.1% (5)	51.6% (16)	31
Mapping	66.7% (14)	23.8% (5)	38.1% (8)	21
GIS	53.6% (15)	39.3% (11)	53.6% (15)	28
Inventory preparation	79.2% (19)	12.5% (3)	41.7% (10)	24
Cataloguing	80.0% (16)	20.0% (4)	50.0% (10)	20
Data management	86.4% (19)	4.5% (1)	63.6% (14)	22
Photography	90.6% (29)	9.4% (3)	37.5% (12)	32
Sketching	56.3% (9)	37.5% (6)	25.0% (4)	16
Photogrammetry	20.0% (1)	80.0% (4)	20.0% (1)	5
Measured drawing	85.0% (17)	15.0% (3)	25.0% (5)	20
Oral history	56.3% (9)	37.5% (6)	43.8% (7)	16
Historical research	91.2% (31)	14.7% (5)	55.9% (19)	34
Archival research	89.7% (26)	17.2% (5)	55.2% (16)	29
			Other (please specify)	0
			answered question	40

33. Management

	Select any of the following that are most used in your workplace	Given the nature of your current work is any of the following lacking in your workplace?	Which of the following are priority skills or knowledge for staff in your workplace now and/or in the near future?	Response Count
Significance assessment	93.9% (31)	18.2% (6)	60.6% (20)	33
Thresholds	66.7% (8)	41.7% (5)	58.3% (7)	12
Policy development	83.9% (26)	22.6% (7)	32.3% (10)	31
Risk management	67.7% (21)	25.8% (8)	38.7% (12)	31
Issues analysis	70.8% (17)	20.8% (5)	41.7% (10)	24
Implementation	73.7% (14)	31.6% (6)	36.8% (7)	19
Tolerance for change	50.0% (8)	31.3% (5)	31.3% (5)	16
Legislative/statutory context	92.9% (26)	7.1% (2)	50.0% (14)	28
Comparative analysis	84.2% (16)	15.8% (3)	47.4% (9)	19
Legislative compliance	90.0% (27)	16.7% (5)	43.3% (13)	30
Conservation strategy	75.8% (25)	27.3% (9)	51.5% (17)	33
Conservation management planning	88.2% (30)	17.6% (6)	55.9% (19)	34
Site analysis	82.6% (19)	30.4% (7)	34.8% (8)	23
			Other (please specify)	1
			answered question	42

34. Consultation

	Select any of the following that are most used in your workplace	Given the nature of your current work is any of the following lacking in your workplace?	Which of the following are priority skills or knowledge for staff in your workplace now and/or in the near future?	Response Count
Stakeholder engagement	88.2% (30)	11.8% (4)	55.9% (19)	34
Public speaking	82.1% (23)	25.0% (7)	35.7% (10)	28
Recording information	92.3% (24)	15.4% (4)	38.5% (10)	26
Survey development and analysis	53.8% (14)	38.5% (10)	57.7% (15)	26
'Plain English' publication	68.0% (17)	28.0% (7)	52.0% (13)	25
			Other (please specify)	1
			answered question	39
			skipped question	417

35. Interpretation

	Select any of the following that are most used in your workplace	Given the nature of your current work is any of the following lacking in your workplace?	Which of the following are priority skills or knowledge for staff in your workplace now and/or in the near future?	Response Count
Communication skills	93.8% (30)	9.4% (3)	43.8% (14)	32
Multi-media skills	72.0% (18)	24.0% (6)	52.0% (13)	25
Tour guiding	80.0% (8)	20.0% (2)	40.0% (4)	10
Visitor management	62.5% (10)	31.3% (5)	56.3% (9)	16
Historical themes	85.7% (18)	19.0% (4)	47.6% (10)	21
Content development	78.3% (18)	21.7% (5)	39.1% (9)	23
Audience analysis	44.4% (8)	44.4% (8)	55.6% (10)	18
Interpretation strategies/plans	78.6% (22)	14.3% (4)	53.6% (15)	28
			Other (please specify)	0
			<i>answered question</i>	35
			<i>skipped question</i>	421

36. Archaeology

	Select any of the following that are most used in your workplace	Given the nature of your current work is any of the following lacking in your workplace?	Which of the following are priority skills or knowledge for staff in your workplace now and/or in the near future?	Response Count
Research design	61.5% (8)	30.8% (4)	53.8% (7)	13
Archaeological site survey	58.8% (10)	58.8% (10)	35.3% (6)	17
Archaeological excavation	42.9% (6)	64.3% (9)	50.0% (7)	14
Permit applications	88.9% (16)	11.1% (2)	33.3% (6)	18
Artefact analysis	57.1% (8)	50.0% (7)	64.3% (9)	14
Artefact conservation	40.0% (4)	60.0% (6)	60.0% (6)	10
Report writing	75.0% (12)	31.3% (5)	43.8% (7)	16
Diving	25.0% (1)	75.0% (3)	25.0% (1)	4
Underwater survey and recording	33.3% (2)	66.7% (4)	33.3% (2)	6
			Other (please specify)	1
			answered question	25
			skipped question	431

37. Historic Landscape Management

	Select any of the following that are most used in your workplace	Given the nature of your current work is any of the following lacking in your workplace?	Which of the following are priority skills or knowledge for staff in your workplace now and/or in the near future?	Response Count
Landscape assessment	64.0% (16)	44.0% (11)	56.0% (14)	25
Arboriculture	62.5% (5)	50.0% (4)	37.5% (3)	8
Horticulture	50.0% (3)	83.3% (5)	50.0% (3)	6
Landscape architecture	50.0% (9)	55.6% (10)	55.6% (10)	18
Historic map/plan analysis	68.2% (15)	31.8% (7)	59.1% (13)	22
Curtilage analysis	90.0% (18)	25.0% (5)	45.0% (9)	20
View analysis	75.0% (12)	43.8% (7)	31.3% (5)	16
			Other (please specify)	0
			<i>answered question</i>	26
			<i>skipped question</i>	430

38. Legislation and Policy

	Select any of the following that are most used in your workplace	Given the nature of your current work is any of the following lacking in your workplace?	Which of the following are priority skills or knowledge for staff in your workplace now and/or in the near future?	Response Count
ICOMOS Charter (NZ or AUS)	100.0% (8)	12.5% (1)	62.5% (5)	8
Resource Management Act (NZ)	100.0% (8)	12.5% (1)	62.5% (5)	8
Historic Places Act (NZ)	100.0% (11)	9.1% (1)	54.5% (6)	11
EPBC Act	84.6% (11)	30.8% (4)	46.2% (6)	13
State Heritage Legislation	96.0% (24)	16.0% (4)	64.0% (16)	25
State Planning Legislation	90.9% (20)	18.2% (4)	45.5% (10)	22
International Agreements and Conventions	75.0% (9)	50.0% (6)	58.3% (7)	12
OH and S requirements	91.7% (22)	16.7% (4)	33.3% (8)	24
Building Codes	92.0% (23)	20.0% (5)	52.0% (13)	25
Natural Heritage Legislation	58.3% (7)	33.3% (4)	41.7% (5)	12
Indigenous Heritage Legislation	69.2% (9)	46.2% (6)	53.8% (7)	13
Burra Charter	92.6% (25)	22.2% (6)	55.6% (15)	27
			Other (please specify)	1
			answered question	38
			skipped question	418

39. Is there anything else you would like to add, to help us identify the needs for and training in heritage trades and professional skills?

	Response Count
	148
<i>answered question</i>	148
<i>skipped question</i>	308