



MOLA EARLY CAREERS PROGRAMMES



Our two Early Career Archaeologist programmes are designed to give people the skills, knowledge and experience needed to work as professional field archaeologists. Both programmes are split into nine core modules, with five optional modules to help you explore other specialisms in archaeology. The core modules cover subjects like:

- How commercial archaeology works, and your role within the industry
- Excavation skills and techniques
- Recording archaeology by completing paperwork, drawing plans and taking photos
- Different types of archaeology and periods of British history
- Artefact identification
- Environmental questions archaeology can answer
- How we analyse the data and write up our findings

Both the Trainee and the Graduate programme have the same learning outcomes (which are mapped to the National Occupational Standards for Archaeological Practice) - the difference is the structure and delivery. Graduates have a foundation of knowledge to build upon and the programme is more focused on providing commercial experience and filling in specific skills gaps.

	Trainee Archaeologist	Graduate Archaeologist
Programme length	6 months	3–6 months
Contract length	6 months	6 months
Entry requirements	No specific experience or qualification needed	Degree in archaeology or closely-related subject
Outcomes	<ul style="list-style-type: none">• 6 months' work experience• Portfolio of work• BAJR Skills Passport• Support gaining professional accreditation with the Chartered Institute for Archaeologists (CIfA)• Ability to work as a MOLA Archaeologist	

Trainee Archaeologist



Who is it for?

Anyone with an interest in history or archaeology and who is happy doing hands-on work outdoors.

There are no specific qualifications or experience needed, although there is a short test as part of the recruitment process which assesses core skills like English and maths.

How long does the programme last?

The programme is six months long.

The first three months are spent working on site with a dedicated Fieldwork Trainer, and attending weekly classroom sessions and workshops. There is then a mid-point assessment to make sure you're on track, followed by another three months spent working more independently (but still with regular progress meetings with a Trainer).

How is it assessed?

The mid-point assessment is a multiple choice test covering each of the core modules to make sure you've understood the key concepts. Once you pass it, your salary increases to recognise that you are ready to work more independently.

The final assessment after six months looks at lots of different evidence to see whether you have met all the learning outcomes and are ready to work as an Archaeologist. This includes seeing a portfolio of your work, getting feedback from your supervisors, and a short test.



Two of our Trainee Archaeologists, one working on site to dig archaeology and the other using their MOLA workbook during a classroom session.

Graduate Archaeologist



Who is it for?

Anyone with a degree in archaeology or a closely-related subject (for example, someone with a degree Geology who has studied Geoarchaeology, understands stratigraphy and has carried out geological fieldwork has a good basis of knowledge).

How long does the programme last?

The programme length varies person to person. The first three months are spent working on site with guidance and regular progress meetings, and fortnightly classroom sessions and workshops. At three months you can choose to take the final assessment - if you meet all the learning outcomes of the programme, you complete the training programme and spend the following three months of your contract working as an Archaeologist (with the appropriate salary increase). If you're not ready at three months, or don't pass the first time, you have the whole six month training period to use as needed.

How is it assessed?

The final assessment looks at lots of different evidence to see whether you have met all the learning outcomes and are ready to work as an Archaeologist. This includes seeing a portfolio of your work, getting feedback from your supervisors, and a short test.

We also ask Graduates to complete a short entry assessment on their first day with us - this isn't a scored test, it simply aims to identify areas you are strong in and areas you may need some extra guidance in, so we can tailor the training to your needs.



Two of our Graduate Archaeologists, one drawing a stratigraphic matrix in a classroom session and the other using a mattock on site.