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## **Training for working – is conservation in alignment?**

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### **ABSTRACT**

How aligned is the training and education of conservators with current and future needs of the 21<sup>st</sup> century workplace? As the nature of work continues to change apace – with increased automation, the 4th Industrial Revolution, digitisation, and AI – conservators may well question where their skills fit in and how, or in what way, they will be needed. Do current training approaches optimally prepare conservators for future employment? Does it need to? Should employers expect to provide on the job training for most of the requisite skills? What does that mean for salaries and progression? How do early career conservators deal with the diminution of opportunities for development of hands-on skills?

In the modern work environment, education and life-long learning have increasing importance. How do conservators tailor their skills and passion in the evolving world of competitive budgets and cultural agendas? How can the conservation profession combine expert artisan skills with adaptability, resilience, and buoyancy to meet these challenges?

This paper will frame and discuss these issues and more.

### **BIOGRAPHY**

Julian Bickersteth is the Managing Director of International Conservation Services, a company he founded over 30 years ago. A furniture conservator by training, he is particularly interested in the interface between conservation and wider cultural disciplines, and the roles that conservators can play in facilitating dialogue and interaction.