



The Commission was launched in May 2021 to address a pressing need for training anthropology students in professionalization skills and anthropological practice. With the help of scores of volunteers, the Commission launched seven working groups. This handout provides you with some of the key takeaways from their work by March 2022.

Using the Delphi Survey technique, **Group 1** dove into the questions of what training and resources would have been helpful to practitioners in **getting a job and doing their job**.

For **getting a job**, practitioners needed:

- Help and guidance in developing their professional networks
- Training in job-search skills tailored specifically for careers in the business sector, non-profits, and/or government
- Proficiency in anthropology's value as they "pitch" themselves to potential employers.

For **doing a job**, practitioners needed:

- Methods, with many highly specialized (e.g., qualitative, quantitative, survey, rapid assessment, design, GIS)
- Communication—writing *and* speaking simply and clearly to clients, colleagues, and others
- Management skills—especially project planning and implementation.

A second round dug deeper into **the methods practitioners use and the questions they answer frequently about anthropology**. Interviewing, surveys, and statistics were frequently mentioned. Newer methods were rapid, digital, online, and visual. "How can anthropology help us?" was the top question. Practitioners must be able to explain what anthropology is, its advantages, and how it can be used to help employers, clients, and other stakeholders.

**Group 2** focused on surveying the existing literature and resources related to anthropological practice. Its members have assembled over 250 resources to date, organized into the following categories:

- History and current state of applied and practicing anthropology
- Teaching and pedagogical approaches
- Information on practitioner careers across work sectors
- Career and professionalism resources for anthropological careers in industry, non-profits, and government

You can find them these resources: <https://anthrocareerready.net/resources/career-related-materials/>

**Group 3** conducted a rapid qualitative assessment featuring practitioner interviews. This group also saw methods rise to the top when it came to what practitioners need and use in the workplace.

- **Most used:** Interviewing, fieldwork, observation
- **Most missed:** Quantitative methods
- **Most requested:** Rapid qualitative analysis
- **Communication Skills:** Teamwork and public speaking
- **Tool Training:**
  - *General* - Excel
  - *Sector Specific* - Figma, Miro (used in UX/design)



Group 4 focused on the elements of successful anthropology programs which prepare students for work in industry, nonprofits, and government. The following are some key recommendations:

- Establish applied and practice expectations for faculty to become knowledgeable in scholarship, issue-based fieldwork, and employment
- Incorporate application and practice into coursework (e.g., via readings, skills-based fieldwork, class research projects)
- Offer multiple courses in methods, building on connections with other university departments
- Market anthropology both within and beyond the university to attract enrollment, teach students to articulate the value of an anthropological education, and be recognized for helping to address community and organizational issues
- Develop or expand client connections to sponsor class projects and serve as a pipeline for student internships and employment
- Track and involve program alumni to assist in training current students, tapping into their experience, networks, internship opportunities, and advice



Groups 5 and 6 are still in process. Group 5 is examining the role of support organizations such as student groups and associations, while Group 6 is looking towards the future and what skills may be needed.

Group 7 is just getting started. Its members are exploring robust ways of communicating the value of anthropology to prospective employers, colleagues, and others.

## Overall, what are the needs?

### What students need



- Methods training, given most is insufficient in type and variety
- Skill building (e.g., communication skills, project management, class-based projects, teamwork/collaboration)
- Ability to articulate anthropology's value to prospective employers and others
- Network connections with alumni, practitioners, other university departments, organizations, and communities
- Career preparation (e.g., job hunting, exposure to practitioner careers, networking with practitioners)
- Interdisciplinary exposure (e.g., cross-functional courses, skills)

### What programs need



- Acknowledgement and encouragement of practice as an essential career path
- Strong advocates/champions for practice
- Pedagogy for teaching practice (e.g., metrics, templates, checklists)
- Ongoing, multi-year development of organizational/community partners
- Tighter connections between associations and programs (e.g., programming, resources, initiatives)
- Relief for high workload for practice courses (e.g., course relief, funding)
- Critical mass of instructors teaching practice courses
- Some basic standardization of the anthropology curriculum
- A support community for instructors teaching practice
- Discussions of compensation and student debt
- Changes in university reward systems (i.e., recruitment, tenure, promotion)