## SHPO Staff Survey - Workforce Questions

Dear SHPO Staff Members.

Please take a few minutes to complete the following ANONYMOUS survey, which will help the National Conference of State Historic Preservation Officers (NCSHPO) understand the pros and cons - the joys and the challenges - of working in a SHPO. Thank you so much for your time and effort!

## Background:

The National Conference of State Historic Preservation Officers (NCSHPO) is a nonprofit organization which represents State Historic Preservation Officers (SHPOs) and their staff who carry out the national historic preservation program as delegates of the Secretary of the Interior pursuant to the National Historic Preservation Act of 1966, as amended (NHPA). NCSHPO serves as a communications vehicle between SHPOs, federal agencies and other organizations. It also educates the public and elected officials about the national historic preservation program, legislation, policies and regulations.

From time to time NCSHPO establishes committees to study issues of interest to SHPOs. Currently, a NCSHPO Workforce Committee is examining both the internal conditions and the external forces impacting employment and staffing within SHPOs throughout the United States. The work of the committee is intentionally narrowly focused and will primarily be a collection, synthesis, and analysis of data. The goal is to have the analysis and report completed no later than July 31, 2024. It is our hope that this report may be useful in advocating for additional funding and for increasing appropriation levels to recruit and retain qualified staff -- staff like you!

## **National Conference of State Historic Preservation Officers**

Internal Subcommittee of the NCSHPO Workforce Committee

Questions or comments? Please contact Anne Raines, Deputy Director / DSHPO, Maryland Historical Trust, Chair of the Internal Subcommittee (NCSHPO Workforce Committee), at anne.raines@maryland.gov.

ncshpo2023@gmail.com Switch account



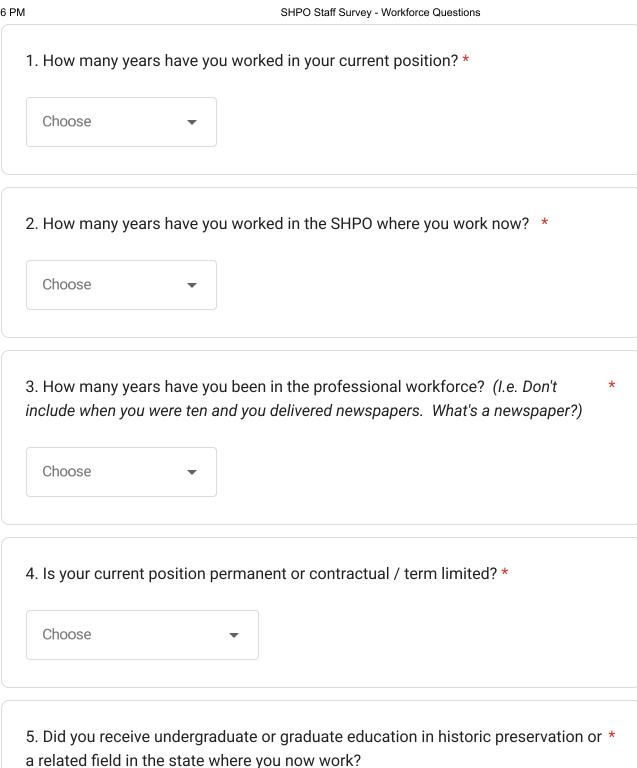


Not shared

\* Indicates required question







a related field in the state where you now work?



Choose



6. Do you supervise other staff? *
Choose ▼
7. Have you previously held positions in any of the following? Select all that apply, * but don't include prior positions you've held within the <u>same SHPO</u> where you work now.
Federal government
State government
Local government
A SHPO other than the one where I work now
THPO
Higher education
Consulting / CRM firm
Architecture / Engineering
Nonprofit
Museum
Advocacy organization
Construction / preservation trades
None
Other





8. What skills are most important in your current job?
--

Please assign an "importance value" to each skill. Is your superpower on the list?

	1 = not at all important	2	3 = neutral	4	5 = extremely important
Knowledge in a discipline related to historic preservation (e.g. architectural history, architecture, archaeology)	0	0	0	0	0
Knowledge of local/state/regional history and architecture	0	0	0	0	0
Writing	0	0	0	0	0
Accounting, finance, or math	0	0	0	0	0
Public administration	0	0	0	0	0
General computer skills (Microsoft Office suite, file management, etc.)	0	0	0	0	0
Computer programming, databases, data management	0	0	0	0	0
GIS	0	0	0	0	0
Problem solving /	0	0	0	0	0

analysis						
Interpersonal skills / consensus building / mediation	0	0	0	0	0	
Political savvy	0	0	0	0	0	
Supervisory skills	0	0	0	0	0	
Public speaking / public engagement / education	0	0	0	0	0	
Patience	0	0	0	0	0	
Efficiency	0	0	0	0	0	





9. Please give an overall impression of where you learned what you need to do your
current job. Use the scroll bar below this question to see all response
options. Please consider having your percentages total 100%.

	0%	10%	20%	30%	40%	50%	60%	70%	80%
Learned in undergrad	0	0	0	0	0	0	0	0	0
Learned in grad school	0	0	0	0	0	0	0	0	0
Learned in internships in my discipline	0	0	0	0	0	0	0	0	0
Learned in previous non-SHPO jobs	0	0	0	0	0	0	0	0	0
Learned in previous jobs at my current SHPO	0	0	0	0	0	0	0	0	0
Learned in previous jobs at a different SHPO	0	0	0	0	0	0	0	0	0
Was trained / mentored in how to do my current job	0	0	0	0	0	0	0	0	0



Learned on

0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
	0							





10. Now could we ask you to be more precise? Please indicate where you learned each skill needed to do your current job. Use the scroll bar below this question to see all response options.

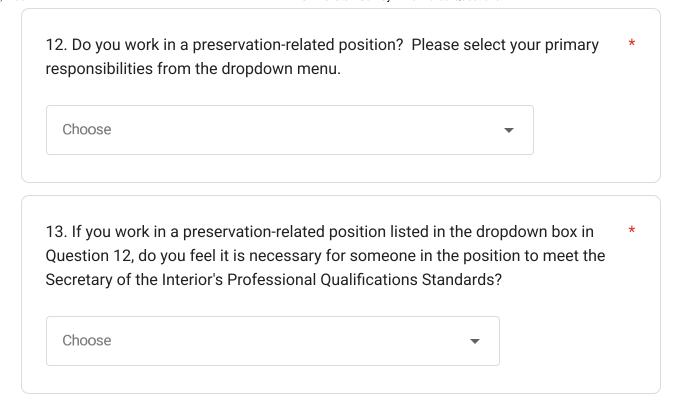
Select all that apply. Or were you born with it?

	Learned in undergrad	Learned in grad school	Learned in internships in my discipline	Learned in previous non- SHPO jobs	in previous jobs at my	Learned in previous jobs at a different SHPO	Was traine mento in how do m curre job	
Knowledge in a discipline related to historic preservation (e.g. architectural history, architecture, archaeology)								
Knowledge of local/state/regional history and architecture								
Writing								
Accounting, finance, or math								
Public administration								
General computer skills (Microsoft Office suite, file management, etc.)								
Computer programming,								/

uatabases, uata management									
GIS									
Problem solving / critical thinking and analysis									
Interpersonal skills / consensus building / mediation									
Political savvy									
Supervisory skills									
Public speaking / public engagement / education									
Patience									
Efficiency									
11. When you began your current position, how well prepared did you feel to perform the job's duties and responsibilities?									
	1 2 3	3 4 5	6 7	8 9	10				
Not at all prepared	000	000	000	00	O Ver	y well prep	oared		











14. Please rate the importance to you of the following benefits that you might be eligible for as part of your job.

Please assign an "importance value" to each benefit. You can do it!

	0 = this benefit is not available to me	1 = not at all important	2	3 = neutral	4	5 = extremely important
Salary	0	0	0	0	0	0
Pension	0	0	0	0	0	0
Other retirement savings account that my employer contributes to	0	0	0	0	0	0
Health insurance	0	0	0	0	0	0
Prescription drug insurance	0	0	0	0	0	0
Health savings accounts (FSA, HSA, or HRA)	0	0	0	0	0	0
Student loan forgiveness	0	0	0	0	0	0
Tuition support or reimbursement	0	0	0	0	0	0
Paid time off	0	0	0	0	0	0

schedules	0	0	0	0	$\bigcirc$	0			
Telework	0	0	0	0	0	0			
Comp time	0	0	0	0	0	0			
15. How do the quality and types of benefits - <i>not including your base pay</i> - affect * your willingness to stay in your current position?									
				including yo	our base pa	y - affect			





16. In your opinion, how do you feel the compensation at other employers in your area stack up to your SHPO? *Compensation would include the whole package of salary and benefits*.

	Less than SHPO	About the same as SHPO	More than SHPO	Don't know
Other state agencies	0	0	0	0
Federal agencies	0	0	0	0
Local governments	0	0	0	0
Higher education	0	0	0	0
Consulting / CRM firm	0	0	0	0
Architecture / engineering	0	0	0	0
Nonprofit / museum	0	0	0	0





17. Please rate how important each of the following factors is to you in deciding to work at the SHPO in the first place, or to continue working at the SHPO (vs. take a job elsewhere).

Please assign an "importance value" to each factor. We assign a lot of importance to this question.

	1 = the grass is greener elsewhere	2	3 = neutral	4	5 = the grass is greener at SHPO
Availability of salary increases / pay raises / bonuses	0	0	0	0	0
Opportunities for promotion or advancement	0	0	0	0	0
Availability of pension	0	0	0	0	0
Availability of any other retirement savings account that my employer contributes to	0	0	0	0	0
Quality of benefits	0	0	0	0	0
Availability of paid time off	0	0	0	0	0
Availability of comp time	0	0	0	0	0

Eligibility for

PM	student loan	SHPO Staff Survey - Workforce Questions					
	forgiveness	0	0	0	0	0	
	Flexible work schedules Opportunity to	0	0	0	0	0	
	telework	0	0	0	0	0	
	Workload	0	0	0	0	0	
	Colleagues	0	0	0	0	0	
	Job location  Reputation of	0	0	0	0	0	
	employer Opportunity for	0	0	0	0	0	
	public service  Opportunity to	0	0	0	0	0	
	work in my chosen field	0	0	0	0	0	
	Opportunity to travel	0	0	0	0	0	
	Opportunity to do fieldwork do fieldwork	0	0	0	0	0	
	uo neiuwork						









0. All things considered, where would you most prefer to work? *			
We know it's hard but choose only one!			
O In my current job in this SHPO			
O In another job in this SHPO			
O Another SHPO			
O THPO			
Federal Government Agency			
State Government Agency			
C Local Government			
Higher Education			
Preservation-Related Non-Profit, Museum, or Advocacy Group			
Consulting / CRM Firm			
Architecture / Engineering Firm			
O Construction / Preservation Trades			
Work for myself in a preservation related field			
C Leave the preservation profession			
O Don't know / prefer not to answer			





21. Please add any other information you think may be helpful, or other questions you think we should ask, as we undertake further inquiry into the factors affecting preservation careers and the SHPO/preservation workforce. You can also contact Anne Raines, Deputy Director / DSHPO, Maryland Historical Trust, Chair of the Workforce Internal Subcommittee, at anne.raines@maryland.gov, with any comments.

Your answer

## Thank you for your time and consideration!

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