

IBSA COMPLETES SCOPING REVIEW

LibTechs take note - Innovation and Business Skills Australia (IBSA) has just released the results of their scoping review of training packages for the cultural and creative industries. The National Project Reference Group (NPRG) has endorsed the recommendations of the Scoping Review Report, including:

- development of one set of qualifications addressing the needs of the workforce for libraries, museums, records and archives
- development of a Certificate II and III to provide career pathways for libraries, museums, records, archives and cultural administration
- development of a Certificate IV for libraries and museums in specialised vocations
- development of skill sets for museums and galleries
- consideration of rebranding following development of new qualifications and units

Libraries were noted to have better developed pathways

and training than some other areas in the cultural sector, however technology was recognised as a key factor "impacting on the type of workers attracted to the sectors and the demand for generic skills in conjunction with specialised skills".

A draft Workforce Development Strategy will be put to the Cultural and Creative Industries Sector Advisory Committee and a full package is expected to be presented to the DEEWR Quality Assurance Team in June. Updates and the Scoping Review Report are available at www.ibsa.org.au/news-and-projects/news/tabid/112/articleType/ArticleView/articleId/215/Scoping-Review-CUL04-Workforce-Development-Strategy-for-Museum-LibrariesInformation-Services.aspx

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the last word

THE LAST WORD

CONNECTING EVERY DAY OF YOUR CAREER

If the debate topic was "Is ALIA better than FaceBook?" I would have to choose the affirmative team. FaceBook may have positioned itself as the ultimate personal networking tool, and be a convenient way to view my friend's holiday snaps, but bang for buck my ALIA membership provides me with a whole lot more value. I am happy to make this argument of value for someone just starting out in their career, an established professional, or a member like myself who has notched up a long service history.

As with most professionals; my work life spans a series of planes. I am pulled between differing roles, changing technologies and shifting employer expectations; impacted by local events while shaped by a global environment. To navigate this I need one place to anchor my career success.

"I am confident in claiming that in every job I have ever gotten I was pushed over the line ahead of other applicants by the experiences gained as an active ALIA volunteer."

The choice of professional association membership seems a clear winner.

I first joined ALIA as a new graduate, looking for a way to build a more substantial resume and supplement a non-existent work history. I'd been drawn in by my lecturers, who were active ALIA members, and were instrumental in setting up a new interest group, where I attended a couple of meetings and watched them debate issues I could see would affect my future career. It was my first glimpse of something ahead of me that was bigger than just a job. Suddenly I understood that a profession, and my career, was greater than the paying role I was so keen to win. I could see how I would be a player in a larger game and the thought excited me.

I've been an active ALIA member ever since. I've lived the advice I now give my LIS students and the many LIS professionals I counseled during 10 years recruiting for our industry. Join up, get involved, volunteer, and connect.

Connecting is what I have done every day of my career: electronically, face to face, across meeting rooms, across countries. There is not a day when I don't tap into a colleague

or their resources for advice or information. The network of people who shape my professional knowledge is vast. I read their emails, tweets and blogs. I rely on them to provide critical assessment and filter huge amounts of information relating to our area of work. I trust their judgment and know they will pass onto me the most important topics, along with informed comment. I couldn't exist without this intelligent human filter to my RSS feeds.

The most valuable connections I have made are with other members, as I volunteered for committees or projects. As a young librarian I sat with the most senior staff in planning meetings and at functions, enabling me to hone skills I wasn't yet able to exercise in my workplace. My boss was impressed with the experience I garnered this way. So were all my future bosses. I am confident in claiming that in every job I have ever gotten I was pushed over the line ahead of other applicants by the experiences gained as an active ALIA volunteer.

I urge members to put up their hand and play a part on an ALIA Group or Advisory Committee. Laughing with others over plans for an edible book competition or agonising over line items in a million dollar conference budget is a valuable experience. It's an opportunity to connect with others who share your interest in driving the direction of their career. Posting to an elist or responding to a tweet will not only be a tiny part of building your own professional network but also builds good career karma as you contribute to the professional development of others.

Of course being an active member of your profession takes time, but you can choose to tailor your contribution to fit your availability. Running for the ALIA Board might be a realistic commitment for some, while others make their contribution giving a single presentation at a Group PD event. With ALIA membership providing me with such a choice of knowledge sharing and mentoring opportunities, I'd argue I don't have time not to invest in this network.

Make the commitment and get connected to ALIA and your professional network

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