

Pilot project launched in Queensland

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The ALIA (Queensland) Mentoring project, launched in Brisbane in July 1996, aims to provide a facilitated mentoring program to meet the development needs of library professionals at various levels.

The co-ordinating committee for the project decided quite early in the planning process on a structured program as most suitable for both mentors and mentees. This structured program involves: distributing general guidelines to potential participants; negotiating formal pairings; recording written agreements for each pairing so that both partners have a reference point for their relationship and expectations; setting time frames for intakes, monitoring and evaluation.

Written into the original guidelines was an 'employment caveat' to the effect that the mentoring project was not intended to function as a pseudo-em-

ployment agency, although changes in employment status might occur as a result of a pairing.

Participants in the scheme must be current members of ALIA, and qualified librarians or library technicians. Students at this stage are not eligible, although that may be reviewed at the end of the pilot project. The co-ordinating committee considered it desirable for participants to be employed as employment provided a good operational framework for the mentoring process.

There are currently nine pairings in the pilot project, more than eighty per cent of whom are librarians. One participant is acting as both a mentor and a mentee, in different pairings. Most participants are from the Brisbane region, with one person from North Queensland. Monitoring by the co-ordinating committee so far indicates that the pairings are working well, with

both mentors and mentees reporting benefits.

Queensland Branch Council and the executive committee have been closely involved from the beginning in planning for the mentoring project, and in ongoing monitoring of the trial. The co-ordinating committee and branch council are hopeful that the success of the trial will inspire other librarians and library technicians to participate in an ongoing mentoring scheme, and that more non-metropolitan people will become involved.

For more information about the Queensland scheme, contact Jess Burke, co-ordinating committee chair, telephone (07) 3864 3585, e-mail j.burke@qut.edu.au, or Veronica Lampkin, co-ordinating committee secretary, telephone (07) 3875 5695, or e-mail v.lampkin@ins.gu.edu.au. ■



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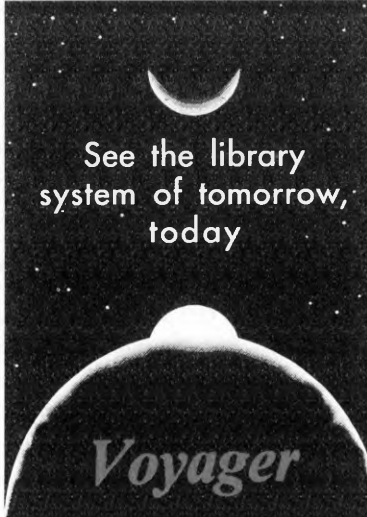
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