

ALIA introduces a new approach to CPD

The importance of CPD

The dynamic environment of the library and information sector means that library and information professionals need to remain flexible and adaptable to change. The ALIA Education Statement on Continuing Professional Development suggests that to meet this need, members have a responsibility to themselves, as well as to the community, to demonstrate a commitment to lifelong learning.

Lifelong learning updates, extends and develops the knowledge, skills and competencies of practitioners. It also enables them to prepare for their work more effectively, to broaden their career and to undertake new tasks.

Continuing Professional Development (CPD) is a significant component of lifelong learning and is intended to:

- maintain and improve technical knowledge, professional skills and competencies;
- assist workers to remain flexible and adaptable; and
- provide reasonable assurance to the

community that information workers are keeping themselves up-to-date through such activities as professional reading, participation in seminars, courses and conferences, and workplace learning.

CPD is something that you do already — get it recognised!

The new CPD subcategory of membership will be introduced in 2000. The subcategory will recognise the CPD of members and will provide guidance to employers in identifying members who maintain currency in their professional knowledge and skills. Membership of the category will be open to Associate and Technician members of ALIA. The scheme is offered as a free membership service so there is no cost involved in joining the category. There is however, a \$30.00 payment required on completion of the three-year reporting period for certification.

The category will be:

- voluntary but with mandatory compliance, and



- a further benchmark or evidence, beyond initial qualifications and work experience, by which employers may choose to evaluate individual staff and applicants for positions.

Mandatory CPD for membership compliance requires a structured approach. In adopting such an approach, ALIA is responsible for ensuring that members undertake a minimum amount of CPD as a requirement for continuing membership. There will be a prescribed minimum twenty hours of CPD annually with a total of eighty hours to be gained over each three-year period. Random audits will occur, but no member will be audited more than once every three years.


By participating in the scheme, members will:

- demonstrate their continuing commitment to their profession;
- develop the good practice of regularly reviewing their needs;

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- ▶ be provided with a widely-accepted and endorsed record of learning for themselves, their present and prospective employers;
- be recognised for undertaking CPD through the awarding of the post nominals (CP), certified practitioner; and
- be provided with a strategy for identifying and planning the acquisition of further skills.

Members may elect to join this category on their membership or annual renewal form. Registration forms can also be obtained by contacting ALIA National Office. Each year participants will re-affirm their CPD compliance by returning a copy of their completed *CPD Record Sheet* with their membership renewal form and by signing a declaration stating that they have met compliance requirements.

ALIA supporting its members

To maintain the credibility of the scheme, ALIA has developed a system

to effectively monitor the extent to which members are observing their guidelines on CPD.

Participants will be required to undertake CPD from a range of generic and library and information studies specific subject areas and from a mix of activities that include:

- professional reading;
- formal education and training;
- informal learning activities;
- presentations and papers;
- attendance at conferences and seminars;
- workplace learning; and
- Association activities.

While ALIA does not accredit CPD activities or CPD providers, the *Guidelines for selecting CPD* included in the *ALIA career development kit* will give participants a checklist of the features they should look for when selecting their CPD activities.

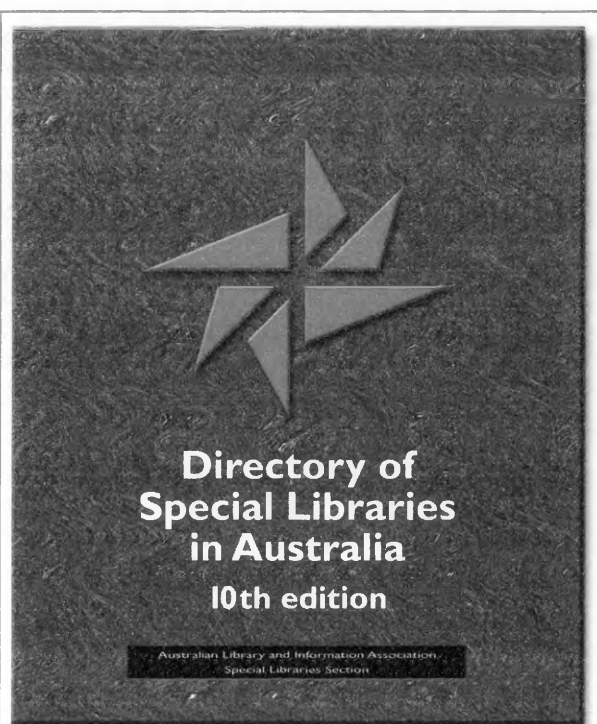
As the monitoring system provides only limited assessment of the 'quality' of compliance — the system will be primarily quantitative. To achieve this, the weighted hours of CPD will be measured by multiplying the actual time spent on CPD activities by a relevant time factor.

CPD — it is your responsibility!

CPD is consistently identified by members as a priority for the Association. Through the development of this scheme, ALIA is responding to the needs of its members. Members are encouraged to take advantage of the scheme.

Remember, just having a CPD program will not make you a better practitioner, it is your commitment to that program which counts!

You can obtain further information about the new subcategory of membership by contacting Sharon Greenshields at ALIA National Office by phone 02 6258 1877, or e-mail sharon.greenshields@alia.org.au. ■



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