

employLT – facilitating employment in Australia

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Over the years the use of e-mail has grown at a rapid rate. In libraries this has given rise to e-lists and bulletins that have enabled the communication of shared interest. Of note has been the use of lists for advertising job vacancies. Until now this has occurred in a random way across many lists that represent varied library interests.

While serving a term as president of the Western Australian Library Technicians I undertook the responsibility for posting any job vacancies that came my way. Now this role has been formalised with the creation of the position of 'national employment co-ordinator for library technicians'. This will involve taking postings from as many lists as possible and re-posting them on the library technician's e-list, aliaLIBTEC.

The national employment co-ordinator provides a contact point for employment postings. To make this a successful national network, state contacts act as referrals for local information.

The concept has been given the name employLT.

The national employment co-ordinator organises postings so that:

- duplication is reduced;
- other lists are monitored;
- aliaLIBTEC becomes a known central posting for positions from all areas of the library and information industry;
- aliaLIBTEC attracts membership both to the list and to ALIA;
- aliaLIBTEC continues to foster a national cohesion of technicians and library and information staff.

The aliaLIBTEC mission is to represent the voice of library technicians in Australia and to serve as a forum for discussion, learning, and the exchange of information. As well, the list contains discussions about library industry policy and issues that will benefit library technicians and other library workers. The format for discussion is diverse, with emphasis on the co-operative exchange of ideas across the industry.

The employment co-ordinator's function is to:

- co-ordinate employment positions on aliaLIBTEC;
- co-ordinate employment opportunities on aliaLIBTEC;
- accept employment postings and match with criteria as follows:
 - check employment requirements,
 - check academic status requirements,
 - confirm job requirements and benefits are included;
- maintain list of references for use in recruitment;
- maintain phone and e-mail archive of postings;
- develop contacts with employment organisations;
- establish a relationship with prospective employers;
- provide informational materials to prospective employers on how to post on aliaLIBTEC;
- send out written posting materials to first-time inquirers;
- send follow-up mailings as needed;
- offer additional information such as format, structure, et cetera;
- learn about needs and interests of prospective employers;
- determine what services are of most interest;
- inquire about time-frames for posting;
- determine level of interest in aliaLIBTEC by employers.

It is hoped that employers and the library industry will embrace this innovative concept and allow employLT to facilitate the posting of employment vacancies. So far, in just over four weeks, employLT has posted nine vacancies on the aliaLIBTEC list.

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