

## LISEKA update

As reported in the last issue of *inCite*, the LISEKA Working Group has been seeking to set up a series of pilot studies to offer a new approach to CPD. In the first instance the Group has targeted organisations with staff development programs already in place. One of the major outcomes sought from the pilot studies will be recognition of an individual's involvement in such a program within the ALIA CPD scheme.

To enable this Marie Murphy from ALIA National Office has been working with Brisbane City Council (BCC) Library Services, which already has a well-developed staff development strategy and program in place. BCC's program, called *Streams*, has been developed from a framework that identifies the skills that staff will need to operate in the library of the future. Staff from all levels — from library assistants to team leaders — are invited to participate in a twelve-month program concentrating on one particular area. Nine topics are covered, including online reference, reader's advisory, services to teenagers, merchandising, community liaison and leadership. Senior staff act as 'navigators' for a stream, to identify presenters and places to visit, and develop their particular program with the People and Learning unit, giving them the opportunity to grow their own leadership skills as well as capitalising on their expertise in that particular area. The takeup by staff and their satisfaction with the program is very high.

The aim of this LISEKA pilot is to test how a staff member participating in regular training such as this offered by their organisation could also use it to gain credits for their CPD. There are many issues to work through yet to understand how such training could be accredited. The main objective is to ensure that, for all activities offered through developmental programs such as this, there are clearly defined learning outcomes, individual involvement and development can be quantified and there are mechanisms in place to ensure learning outcomes are met.

Once the pilot project has been completed with BCC, it can be rolled out to other organisations that are interested. If your organisation offers a comprehensive staff development program and you are interested in being part of this exciting project that will assist your staff to engage with ALIA's CPD program please contact Marie Murphy e-mail: [marie.murphy@alia.org.au](mailto:marie.murphy@alia.org.au).

At the same time the Working Group has begun preliminary consultations with LIS schools to develop a model for future directions in the Association's course recognition program, beginning with those schools which have courses due for recognition in 2003. Invitations to pilot the new model as part of the course recognition process will be offered and wider consultations with LIS schools and other stakeholders will follow. Revitalisation of the course recognition process is an important element in the further development of the LISEKA education framework and affirms ALIA's role as a standards body for the profession.

For more information on the LISEKA project see <http://www.alia.org.au/education/liseka/> or contact Marie Murphy at the ALIA National Office, phone 02 6215 8218, [marie.murphy@alia.org.au](mailto:marie.murphy@alia.org.au) ■

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