

CPD made easier

The ALIA CPD scheme was launched in January 2000 and had a take-up rate in its first year of ten per cent by eligible Associate and Library Technician members. In 2003, ten per cent of participants from the first two years of the scheme were asked to take part in a survey to evaluate the scheme. The survey revealed that the participation rate was not as high as we had hoped, and the results led to changes being made to the scheme to encourage compliance.

Some of the concerns expressed by members in the survey included:

- difficulty in understanding the 'weighted hours' concept,
- difficulty in determining what activities were eligible for recognition within the scheme, and
- difficulty in record-keeping for audit purposes.

To address these concerns, the modified scheme now:

- uses a simple points system for the

wide-ranging activities,

- details each activity, and
- includes guidelines about simplified record-keeping for audit purposes.

At the same time as the scheme was being evaluated, ALIA was developing an education framework (an outcome of the LISEKA project), within which CPD was an integral part. After finalising the framework and evaluating the scheme, the *ALIA career-long learning guide* [<http://alia.org.au/members-only/education/cpd/userguide/>] was developed. The learning guide incorporates the education framework, work-level guidelines, the modified CPD scheme and information on how to turn your learning into credentials.

CPD activities

The summary of activities table below will assist you in selecting your CPD activities and illustrates how points are accrued. This table is taken from the *ALIA career-long learning guide* — if you go to the *guide* online you can follow the

links from the activities for more details [<http://www.alia.org.au/members-only/education/cpd/userguide/activities.html>].

The activities included in the scheme are suitable for members in cities, regions and remote areas who might experience difficulty in attending traditional training courses. For example, the *ALIA career development kit* (<http://alia.org.au/education/cpd/career.kit.html>) can be worked through wherever you live and work, as is the case with a personal study project and internet courses.

The new points system

The CPD scheme will continue to be run over a triennium (three years) with a minimum of 30 points required in each year and a minimum total of 120 points over the triennium. You will see in the table alongside that there is a maximum number of points that can be claimed each year for all activities. This is to encourage members to participate in a range of CPD activities over the triennium, rather than focusing on just one type of activity.

Some CPD activities require more rigour than others. The points system embedded in the scheme ensures that members receive fair recognition for the effort that they put into their CPD.

Registering for CPD, and tracking your activities

Join the ALIA CPD scheme at <http://alia.org.au/members-only/education/cpd/register.html>. This also enables you to use the online tracking system developed by ALIA to track your CPD activities and points for the year and triennium.

Are you already a member of the scheme?

If you are already a member of the scheme, please do not be concerned about the changes — you will not have to start from scratch. The modified scheme took effect from 1 July 2003 and we ask you to record activities using the new points system from that date.

Further information?

For further information about the CPD scheme and the education framework please refer to <http://alia.org.au/members-only/education/cpd/userguide/> or contact ALIA's Education and CPD officer ph 02 6215 8216, or e-mail cpd@alia.org.au. ■

type of activity	point allocation	max points per year
Informal learning activities	1 point per hour	30 points per year
Professional reading	1 point per hour	10 points per year
Publications	1 point per hour	10 points per year non-refereed 20 points per year refereed
ALIA Career Development Kit	2 points per hour	20 points per year, once only
Personal study projects	2 points per hour	20 points per year
Presentations and papers	2 points per hour	20 points per year
Work-based research projects	2 points per hour	20 points per year
Secondments	2 points per hour	20 points per year
Assessed short courses	1 point per hour 10 points per course	30 points per year
Tertiary courses	30 points per semester	60 points per year
Contributions to ALIA	1 point per hour	5 points per year, self-nominating group 10 points per year, Board advisory committees etc 20 points per year, ALIA Board of Directors