

APTITUDE + ATTITUDE =

GETTING THAT GREAT JOB

There have been significant changes to the employment and career prospects of young Australians since the Global Financial Crisis (GFC). Although not all new librarians are young, some graduate librarians are youths, and youths have been disproportionately affected by the GFC. In a climate where casualisation and funding cuts are rife, how can we conjure a positive attitude towards continual job seeking?

Change is occurring across all industries. Job insecurity has become the norm and Gen X and Y can no longer expect to hold a job for life, as Associate Professor Lucas Walsh wrote on *The Conversation* earlier this year (bit.ly/1m37R9Z). How can we stay positive?

LOOK AT THE BIG PICTURE

Sometimes we forget that we're part of a bigger context. The problems we face are not necessarily due to the fact that we are librarians. The education sector is similarly affected, as are our colleagues in government positions and many other industries in Australia and across the globe.

VALUE OUR COMMUNITY

We come together under the ALIA umbrella for a reason: we recognise the importance of libraries. Each of us has a personal story to share about how we got into this industry. ALIA Groups are not only good for networking and uncovering jobs via word of mouth; they're also great for maintaining morale while on the job hunt. Sharing our experiences and supporting each other encourages more library discussion and evaluation, which will only improve our community knowledge, so join in as often as you can.

THINK POSITIVE AND BE PROACTIVE

Find ways to increase your skill set and create positive opportunities that can lead to stronger job prospects and further positions. If you don't have a lot of actual library experience on your resume, make sure you emphasise other experience that is relevant. No one expects a perfect candidate straight out of university; however skills such as administration, time management, customer service, and teamwork are all transferable.

Graduate librarians in Australia face credential creep (where competition for jobs and uncapped university places create a situation in which job applicants require higher and higher qualifications). You don't necessarily need a PhD but you do need to keep up to date with the industry trends and information seeking skills. Graduates should get into the habit of increasing their professional development, whether through the ALIA PD program, employer-based programs, or self-learning strategies such as massive open online courses (MOOCs), free training, mentoring (choose your own unofficial mentor or join the International Librarians' Network), or learn to code (try bit.ly/1sCD0Dx).

Creating employment opportunities requires the same amount of skill, effort, and motivation as studying for your librarianship qualification. Remember, there is hope if you're struggling to find a job! Maintain your passion and realise that there are alternatives to working in traditional libraries, if you choose to look for them.

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