

# Library competency standards

**W**ith the development phase of the Library Competency Standards over and their endorsement by the National Training Board implementation within the industry is now beginning. Several projects are in progress in education and in a range of workplaces, auguring well for the long-term take-up of the standards and their impact on the library and information services industry in this country.

In the education arena, the National Library and Information Studies Curriculum Project (which is developing core curriculum for library technician courses) has progressed to the stage where a draft proposal from the ACT has been submitted for national accreditation. Once the full document is accepted at the national level each state can use or adapt the modules for their own requirements. Curriculum based on the standards is being developed in Victoria for a course for library assistants in local government and a traineeship for library assistants in school libraries.

Later in the year ELISS, the State Library of Victoria and the University of Melbourne are sponsoring a two-day conference in Melbourne aiming to inform participants about the competency standards provide participants with opportunities to apply the standards to an

identifiable job, and to discuss application of the standards in the workplace and for career development.

Arts Training Australia (ATA) is planning to undertake three workplace implementation trials of the Standards in the second half of 1995. The first trial is in the university sector, where ATA is working with Curtin University library staff to document the process of integrating the Library Competency Standards with the University's enterprise standards, and the ways the standards could be used to enhance the effectiveness of in-house training and development programs. One of the major concerns expressed around the country during the development of the library standards was their value to higher education institutions where a new broad band, ten level classification structure had recently been introduced. One group of university library staff to whom the eight levels of the Australian Standards Framework (ASF) were mentioned informed the speaker that the ASF had ten levels in their institution. The integration project at Curtin will therefore be most enlightening.

The other two trials will involve using libraries in the local government and Australian public service sectors to verify and build on the process used by Curtin University library. The libraries selected are the Taxation Office librar-

ies which are covered by the Joint Australian Public Service Training Council competencies, the Taxation Office enterprise competencies and the library industry competencies; and Stirling (WA) City Council libraries which are covered by the local government competency standards.

The outcomes of this trial will be the generic documentation of the process of integrating the standards with other standards, whether core industry or enterprise, and a model for applying standards in enterprise. The draft report of the project will be distributed for broader comment in October.

## Assessment

A draft of the report *Competency based assessment of complex work*, has been circulated by Arts Training to a wide group of interested bodies for comment. This report is the outcome of the first phase of a DEET-funded research project currently being undertaken by ATA in conjunction with the National Community Services and Health Industry Training Advisory Body, and is of particular interest to ALIA members since its focus is on ASF levels 4-6 which cover the work of many library technicians and librarians.

The project aims to identify a framework for assessing more complex work. The framework outlines the issues, approaches and evidence which relate to assessment in more complex areas of work and is designed to alert stakeholders to the key areas relating to competency-based assessment of complex areas of work. The three questions which form the structure for the framework and guide its development are:

1. Who are the stakeholders and how can they be confident in the assessment process?
2. What is being assessed in complex work?
3. How can complex work be assessed?

The project will examine in greater detail a number of the key issues identified in the draft report. It is envisaged that the outcomes of this research will complement and build on work already undertaken in competency-based assessment and will contribute to the implementation of reform in vocational education and training.

The final report, which will be available in November, will be significant for both individuals and managers involved in assessment of competence at the workplace, as well as educators and students involved in field experience programs and other industry placements.

*Anne Hazell  
Library Competency  
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## ALIA welcomes Technicians in Tas

**L**ibrary technicians in the North West coast of Tasmania are special! We have studied at the North West Institute of TAFE (Devonport Campus), often travelling far to classes and to other major centres as well, particularly for educational visits to various libraries. We always shared transport, learnt together, even did some lobbying for the local library, and as we shared the new experiences, became a close knit group.

As we found employment and became scattered along the coast in many different library venues, we began a group which met socially and exchanged information and ideas relevant to our vocation.

Over the last year or so, quite a few of us have joined ALIA and have really benefited from the information available as well as the contact with others in the

field at the functions we have attended.

On 14 May 1995, we met together and formally re-established the Tasmania group of the Library Technicians Section, and are very pleased to announce our committee: President, Glenyce Surtees; Secretary, Kerry Dick; Treasurer, Robyn Parker; Committee members, Lyn Orr, Bev Clarke, Avril Flewellen, and Roslyn Rockcliffe.

We are looking forward to meeting existing section members within the state and also to the opportunity to promote ALIA to other library technicians and students.

Not the least of course, I am quite excited at the prospect of representing the newly formed Tasmanian group at *Techs at the top*. See you in Darwin!

*Glenyce Surtees, President, Tas  
Library Technicians Section*