



# ALIA PD CAN BE FREE

**T**imes are tough; budgets are tight all over. When it comes to professional development (PD), many of us immediately think of events such as conferences. But there are many ways to gain extra LIS skills and knowledge that can be managed around your available time and don't require travel.

The benefits of PD aren't just felt when going for a promotion or a new role. Many employers now value learning agility as a core competency.

PD showcases your achievements, helps you cope positively with change by updating your skills set and become more productive and efficient by reflecting on your learning.

The ALIA PD Scheme is a free membership benefit, supporting Associate and Library Technician Members in undertaking ongoing learning. The ALIA PD Scheme provides a structure for your professional growth. If you're not already a PD Scheme member, now is the time to consider it.

## MEMBER SPOTLIGHT: REBECCA RANDLE AALIA (CP)



To better understand how to complete PD on a tight budget, we analysed how one member became a certified professional by undertaking most of her PD for free.

Each year ALIA reviews 10% of participants in the professional development scheme for professional commitment and currency. Regional Librarian Rebecca Randle, who works at the Logan Hyperdome Library in Queensland, was in the cohort for the 2013/2014 ALIA PD Scheme audit.

Rebecca passed with flying colours, having recorded 80 points of PD across the year and, interestingly, all the professional development activities Rebecca included in her audit submission were free.

They included a work-based research project (20 points for 20 hours work), a secondment (20 points for 20 hours – at which point Rebecca had already reached compliance, having scored over the minimum of 30 points PD per year), 10 hours of professional reading (10 points), 20 hours' worth of development and delivery of presentations and papers (20 points), and 10 hours contribution to ALIA (10 points).

In addition to the free PD she reported for the audit and her employer-provided training, Rebecca also attended the IFLA conference in Lyon last year, using her annual leave and self-funding the trip.

Rebecca's top tip for success is to always have a goal in mind. She wrote: 'Logan City Council always provides me with a variety of opportunities to enhance my PD. Highlights from the past 12 months have included participating in several training sessions, a mentoring program, presenting a paper and ALIA training. My personal commitment to my position and profession is to stay up to date with my PD in order to deliver a high level of service to support Council and the community.'

'When it comes to PD, there are plenty of opportunities that don't cost any money, or you can apply for a scholarship. I always have a big goal in mind such as wanting to attend IFLA or the Aurora Institute and, while working my way towards these big things, I look for other free PD opportunities.'

## REFLECTIONS

The vast majority of us are doing the reading, the learning, and applying our skills, but we struggle to keep records, or aren't sure how to reflect on what we learned. ALIA asked four of our Distinguished Certified Professionals (DCPs) to share their thoughts and tips on this important aspect of lifelong learning.

To attain DCP status, each of the Members must: have the support of peer referees; be currently employed in the Australian library and information, or allied, sector; have complied with ALIA PD scheme requirements for a minimum of five years; and have demonstrated professional/technical, personal knowledge and skills. They must also provide evidence of a significant degree of autonomy in decision-making in practice.



Craig Milne, Principal Librarian, Qld Department of Transport and Main Roads, says, 'For me it is a good way to demonstrate professional development on my CV and in job applications, and to keep track of what I have been doing. I tried to get into a habit of entering the PD as I do it but I usually go through my calendar every three months or so get all the PD I have done and enter it in a block in the PD Tool. I also tend to keep a pile of papers I have read and enter them when I get time.'

ShirleyAnn Summers-Morrow is Library Manager with TAFE NSW – Sydney Institute. She admits: '...the recording can be a pain. I normally save them up and do them in bulk when it is quiet.'

Regional Sales Manager at Proquest and ALIA VicSpecials Convenor, Alison Foster, says she has established her own spreadsheet to record her PD. 'I record all professional-related events, sometimes including social ones. It helps me to plan out how many points I have and how many I need. I can also see my habits and challenge myself to try some PD in a new area, for example, a course instead of a conference', she said.

ALIA NT Manager Jayshree Mamtora works full time as Research Services Coordinator at Charles Darwin University. While all her work appointments are kept in her online calendar, she also keeps a hard copy diary to record everything else, including any PD she has undertaken.

'Then, periodically,' Jayshree says, 'I will go into MyPD and record my activities online. That way I don't forget what I've done. I have been a member of the ALIA PD Scheme since 2000 and I am very familiar with the points-based scheme, so it doesn't take me long at all to record the activity and the number of points and reflect on what I've gained from them. I've never had difficulty acquiring enough points for the PD Scheme. All you have to do is satisfy your curiosity.'

The ALIA PD Scheme only requires you to reflect on what you learned. Keep records in a way that suits you, but they have to be accessible for audit.

Some suggestions for record keeping which meet audit requirements in addition to the free ALIA MyPD Tracking Tool include setting up a spreadsheet like Alison has done, emails to yourself or setting up an ePortfolio such as PebblePad, or keeping a personal journal.

Taking that first step can be the hardest part of starting any new PD. But now you can see how easy it is, and how many options are readily available. The choice is yours.

---

ANNE NEWTON AALIA (CP)  
ALIA Learning Services Coordinator  
anne.newton@alia.org.au



## PD FOR FREE

The ALIA PD Scheme provides a structure for your professional growth. The Scheme is free for ALIA Associate and LibTech Members.

If you haven't already joined the Scheme, now is the time to consider it.

### HERE ARE THE BASICS:

#### RECORD PD AND EARN POINTS:



#### WRITE A REFLECTION ON:



- No need for receipts or participation certificates.
- Audit by learning reflection.

### YOU CAN CLAIM:

- Reading a blog
- Watching online webinars
- Completing a MOOC
- Going on secondment
- Writing a journal article
- Mentoring a colleague
- Presenting at a conference
- Volunteering on an ALIA committee
- Editing a library relevant Wikipedia page
- Attending a symposium
- Training on OH&S or First Aid
- Being mentored
- Supervising a LIS student
- Listening to LIS podcasts
- Teaching yourself coding
- Reading journal articles
- Training on project management
- Reading a book on library management

### Keep records in a way that suits you:

- ALIA's MyPD Tracking Tool
- Personal journal
- Emails to yourself
- Spreadsheet
- ePortfolio

### FIND OUT MORE

Freecall 1800 020 071 or email [pd@alia.org.au](mailto:pd@alia.org.au)  
[www.alia.org.au/professional-development](http://www.alia.org.au/professional-development)