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CLA President's Council on the 8R's

CFL Information Session

Carrol Lunau
Strategic Office
Library and Archives Canada

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What is it?

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- A council composed of participants invited to contribute to facilitating action on the findings of the study *The Future of Human Resources in Canadian Libraries*
- Supported by CLA
- Expected to last 18-24 months
- Chaired by Wendy Newman
- Diverse membership of librarians and others at all stages of their careers

Priorities for Action

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- **Summary documents extracting the results of the study for specific groups – e.g., academic libraries, public libraries, etc.**
- **Development of tool kits for priority actions**
- **Recruitment**
 - developing a recruitment website
- **Internships and practicum programs**
 - identifying the programs and wants to gather information on best practices

Priorities for Action

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- **Leadership, management, mid-career development**
 - Plan to develop a list of ideas on how to create opportunities for current leaders/managers to meet with new librarians,
 - Survey libraries and schools about what they're doing for professional development and to develop best practices,
 - Encourage CLA and provincial associations to include leadership and management programs
 - Identify mid-career development institutes
 - Gather information on certification

Priorities for Action

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- **Foreign credentials**
 - Need to quantify the issue and gather data
- **Accessibility of LIS education**
 - Will look at distance and part-time learning, scholarships and how they can be used to encourage applicants from current library staff, Aboriginals and visible minorities, questions of advanced standing for library technicians, and bilingual programs
- **Succession planning to be included in discussions of other groups**
- **Mentoring to be looked at later**

- **Training Gaps Analysis for Librarians and Library Technicians, Cultural Human Resources Council**
 - <http://www.culturalhrc.ca>
- **Proposed School of Information Studies, University of Ottawa**
 - lweir@uottawa.ca or mcavanag@uottawa.ca
- **The Future of Librarians in the Workforce**
 - <http://libraryworkforce.org/tiki-index.php>