



### Education for the Future of the Profession

On the 23<sup>rd</sup> July the Academic and Research Libraries group held a panel discussion titled "Education for the future of the profession".

Our guest speakers included:

**Belinda Tiffen** – Belinda is currently studying a Graduate Diploma of Library and Information Studies at Curtin University of Technology, and has a PhD in Literature from the University of New England.

**Paul Genoni** – Paul is a lecturer in the school of Media and Information at Curtin University of Technology. He has been involved in the ALIA mentoring program, and is familiar with the issues that face new graduates.

**Karen Anderson** – Karen is currently co-ordinating the Master of Information Services at Edith Cowan University which encompasses three streams -- Information Science, Teacher Librarianship and Archives and Records. She also teaches in the Library Technician course. Karen's primary interest at present is in archives and records, but she is particularly interested in professional education, particularly the delivery to distance students and in designing authentic assessment.

**Imogen Garner** – Imogen is the Associate Librarian of the University of Western Australia. Imogen is a representative for the LISEKA group (Library and Information Science Education for the Knowledge Age).

#### Belinda Tiffen

I am a student in the Graduate Diploma course, and the accounts of my studies are both personal and anecdotal, and reflect discussions that students and myself have had over coffees. The Graduate Diploma course comprises of eight units to be studied over two semesters, or the equivalent of one years full time study. The course contains units in traditional library services such as cataloguing and reference work, with an equal focus on technology, its use, and the impact information technology has upon the profession. In terms of a student's point of view, most of the problems that occurred with the course were due to technology. We have had problems with access to computer facilities at times (not lack of facilities, but facilities not functioning correctly). The library student needs above ordinary access to computing facilities. We need access to online databases, Kinetica, and other technologies, and we need to see them working. It has been disappointing for all concerned when we have had problems with technology.

A main issue with the course is the base level of knowledge students need with computers. Should there be a pre-requisite knowledge with computers, or an assumed level of experience with computers? Due to the diversity of backgrounds amongst students, there is a corresponding wide range of expertise with computers. The University of Queensland has a pre-requisite of one semester of tertiary computing studies. There are a substantial number of mature age students in the course, and some have not received much exposure to computers. All these matters have had an influence on our learning.

Another issue with technology has been WebCT, which hasn't been a highlight of the course. There has been confusion over who it's intended for, but this has been sorted out this semester. WebCT has been used mainly to post lecture notes and discussion postings for external students. This has not been

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#### Editorial Panel

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an innovative way of exploiting this kind of technology, and is especially disappointing given that WebCT and similar software is the platform used to deliver online information literacy programs by libraries.

Just as advancements in information technology continue to pose challenges to librarians, it also creates both difficulties and possibilities for library instructors and students based around issues of information literacy, accessibility of computing facilities (both hardware and software), and connectivity.

### **Paul Genoni**

Several issues seem to keep coming up concerning library education when I speak to members of the profession. These discussions often commence with the theme of 'what's wrong with library education'. The issue keeps on getting revisited, so it is obviously of great importance to the profession.

One of the main problems that becomes apparent in these discussions is that there is a misunderstanding of what life is like in universities these days. This may not be the case with most people attending tonight's panel discussion, many of whom work in universities or similar environments and have a close understanding of the pressures under which academic staff work and under which the higher education sector generally operates. It needs to be noted, however, that in the last 10 years there has been an enormous change in higher education, which is mainly driven by government policy and in particular funding. This is inevitably having an impact on the quality of education. Areas such as library education are perhaps under more pressure than most, due to the drive for larger academic units which are placing the 'squeeze' on those smaller units which have survived on their capacity to provide highly focussed professional education.

The School of Library and Information Studies has gone under enormous changes in this period of time. Ten years ago library and information studies at Curtin was conducted in an independent school with autonomous control of its own budget, premises, and in particular curriculum. This is no longer the case. Since that time there has been re-structuring of many academic departments and divisions within the university. In the last decade the School of Library and Information Studies has changed from being an independent School of Information and Library Studies, to a part of a School of Social Sciences, to an independent department, to a teaching area within a School of Media and Information. By the end of this year information and library studies will be part of another – as yet unknown - academic arrangement.

These changes have been extraordinarily time consuming due to engagements with other academics and management on campus. This inevitably detracts from the primary reason for being there – teaching, although under the circumstances I believe we have remained very much focussed on delivering high quality outcomes to our students. We have, however, been required to make some compromises in order to ensure our future at Curtin. These compromises have been approached with the attitude that even if they required us to suffer some 'losses' they were nonetheless necessary in order to maintain viable information and library studies courses at Curtin University. Evidence suggests that similar process have been undergone at other Australian universities teaching in these disciplines. I would also make the point that some of the 'forced' changes have also had benefits, while others have been compromises and decisions we would not have taken left entirely to our own devices.

A closely related issue that commonly arises in discussions is the content of our courses. Questions are often asked as to why some particular aspect of librarianship is not apparent in our units or courses. Often the answer is "no we don't teach that", or perhaps more often, "we'd could teach that but we have decided not to". Obviously there is limited space within the curriculum, and all courses could be expanded to include 'more'. We have made a conscious decision to remain focussed on 'education' rather than 'training', and although there are many practical skills components to our courses, we believe that our fundamental role is to focus on the principles underpinning our professional disciplines. Much of the pressure we get is for very specific skills training, which is often of limited applicability in the workplace. We maintain that these skills are often best acquired by some form of continuing professional development undertaken after completion of the first qualifying degree. This issue is made more complicated because of the range of possible job choices for graduates. There is no single profession of librarianship, each job requires different skills, but they all draw on a generic body of knowledge. We concentrate on imparting that generic body of knowledge, but that does mean we disappoint employers who want particular skills for their particular work environment.

It should also be noted that the last ten years has seen a shift in student 'demographics'. Whereas our student body used to be primarily undergraduate librarianship students, compared with the one-year graduate diploma students. My estimate would be that we used to have 3 to 1 in favour of undergraduate students. The balance of student numbers has now shifted very much in favour of graduate diploma students. This means we don't always have the luxury of including detailed skills development into what is essentially an abbreviated course.

I think the issue of education versus continuing professional development is very relevant to this evening's discussion. I believe that a misunderstanding of the role to be played by each was apparent in the LISEKA document. Fundamentally, what has been identified by LISEKA is a problem of the lack of continuing professional development for our profession, but the discussion paper attempted to address these problems by looking at issues of education and accreditation of individuals.

At present there are insufficient options available for CPD – made worse by the demise of AIMA - and individuals do sometimes rightly look to the universities to offer CPD opportunities. I believe that there is more universities could do in this regard, and working in conjunction with professional bodies such as ALIA is a way forward. This does not mean, however, that the profession should countenance a shift away from university based education, or consider in any way a move away from ALIA recognised courses at our universities as being the basic means of gaining professional membership of the Association.

### **Karen Anderson**

Some of my discussion will be quite familiar, because I agree quite strongly with many points raised by Paul. There is a base level of knowledge in the profession that is quite important, and the LISEKA document seems to be emphasising CPD whilst ignoring the base level of knowledge in library and information education.

In terms of Library and Information Science at ECU, what are we teaching? Some things never change; there is a core of philosophy and base level of professional knowledge. We teach about library systems, acquisitions, reference services and we also teach about library technologies. We try to address the issue of broadening our students' views by encouraging electives, but at the same time draw on strengths within the School wherever we can. In the School of Computer and Information Science we don't assume anything other than the Internet skills of the general community for students entering the course and develop general computing skills in tandem with coursework. In terms of education issues in the profession, we try to encourage the information literacy unit that is part of the teacher librarianship course as an elective for students of librarianship. As part of the library courses, we also look at managing metadata both for information discovery and record keeping. In the Information Services Management unit we work on an in-tray of problems for students to solve, just like in the outside world. Other possibilities for elective studies are the cultural heritage and record keeping issues. There are lots of options in electives, but the course structure is quite controlled.

In terms of designing our courses, we are trying to be as realistic as possible. We have worked with instructional designers in the school to identify student attributes - professional knowledge that draws on competencies, communication skills. We aim for authentic assessment, one example being the in-tray of problems. In one of our record keeping units we had students writing XML document description. We have also had students analyse documents, such as the ECU Library circulation policy. For this exercise students provide a critique and workflow analysis. We try to make the assessments realistic, focussing on what graduates will actually do in the workplace. We do not have endless essays as part of our course assessment, but they do have their place in the course.

In answering the topic of discussion, what is important for the future of the profession, I believe it is very important to encourage a research culture in the profession. At ECU we have developed an honours program for undergraduate students of library studies. The graduate diploma students have the option of obtaining a masters by coursework by studying three extra units which include research methods and research projects.

We also need to try to encourage the profession into higher research, namely PhDs and masters by research, although government policy is making it harder to get into research degrees. Another area of concern for encouraging research is that most commencing students are mature age. Late entry means further studies and research are left even later in careers, because the work force seems more encouraging. Soon the minimum requirement for university lecturers will be a PhD. It may become difficult to recruit new educators for the profession if there are few professionals with PhDs. There needs to be more career incentives for further study.

These are some of the issues that should be thought about for the future of the profession.

### **Imogen Garner**

Library and Information Science Education for the Knowledge Age (LISEKA) was set up 12 months ago as a working group of ALIA, to look at developing a career long educational framework and approach to professional development. Members of the Project Working Group (PWG) consisted of some educators including Mairead Browne and Don Schauder and practitioners including Alison O'Connor, Naida Tattersall and Imogen Garner and the Executive Director of ALIA, Jennefer Nicholson which helped balance opinions amongst the Group. The PWG has consulted with many stakeholder groups, and the culmination was the discussion paper seeking stakeholder comments by the end of May. The PWG received responses from groups and individuals.

After considering responses to the discussion document, it appears that the members want to preserve the 'status quo' as the starting point to the profession based on formal professional qualifications that have international standing and continuation of the ALIA course recognition processes. This feedback will be submitted to the ALIA Board of Directors in the PWG report for further investigation of these issues. (Note that the Board of Education no longer exists).

ALIA members want to see professional recognition based on both a formal program of study and sustained profes-

sional development as is common in other professions. There is the need for career long education and professional development. The question is how is the profession going to do this? Entry level professionals need to have more than a Bachelor's degree; they need a practical experience component. This could be either work experience and/or a practical skills component. A theme that emerged from the responses is that recent graduates lack the skills to perform in the workplace. There is also a feeling amongst the profession that entry level studies cannot carry you through your whole career. Members want KSAs (knowledge, skills and attributes) in place at entry level and then to build on these throughout a professional career to provide a continuum of learning so that KSAs would be different for different levels and career stages, such as "this is what we expect when you graduate; this is where you should be in five years" and so forth. The benchmarks should describe what knowledge and skills people have at various points in time. Cost and access issues with CPD caused some anxiety, particularly among rural communities. The question was also raised, should CPD be mandatory or voluntary?

CASL and CAUL did not put in a response to the discussion document. These represent large numbers of potential employers, so their lack of response was quite disappointing. If these groups are not recognising the need for career long professional development, where is the push for the individual to recognise its importance?

The PWG received quite a lot of responses about specialisation within librarianship. Some librarians want professional development opportunities to develop their capacities within a framework of specialisation. Professionals wanted some type of specialisation in different areas of librarianship within their educational qualifications -where niche areas in the profession could be recognised. Some people want broad knowledge, but some want experience such as rare books experience, law library experience, and so on. There are probably ways to encourage specialisations, and the various ALIA groups could help with that.

An issue raised by members of the profession was that librarians and technicians are often seen as two parallel streams in the profession. Feedback suggested that the "never the twain shall meet" attitude for CPD between these groups needs to be reviewed. There needed to be less distinction between the various paths people took at the start of their professional careers, and more of a continuum of development.

The PWG received much interesting feedback and strong themes emerged concerning LISEKA. We wish to thank the people and groups that responded to the discussion paper. Their advice and feedback will be forwarded to the ALIA Board of Directors for consideration in the PWG's report.

The LISEKA document can be accessed from <http://www.alia.org.au/education/liseka>  
A summary of the document can also be found in the May 2002 issue (Volume 23) of InCite.

Transcript by Paige Luff  
Edited by Belinda Tiffen, Paul Genoni, Karen Anderson and Imogen Garner.

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## INFOWEST

Infowest is the "Contact List for Information Professionals in WA".

It is a searchable database.

It is an initiative of the KISWA Group and was set up in 2000 by Kay Schneider and her committee as a resource for the information community in WA.

See <http://www.infowest.com>

It is a database containing approx 145 names so far.

Each person enters his/her own details and skills. The database is searchable by name, organisation, subject, expertise, skill or availability. When you retrieve a record certain details are displayed and certain details are hidden to protect the privacy of the individual. Each record is password protected.

Check it out – make a search – enter your own details!

Jeanette Hill  
KISWA

## August Board of Directors Meeting

My first trip to Canberra for a Board of Directors meeting, and the Canberra weather was very kind to me, no frosts and clear sunny days. Although a Qantas strike added some extra excitement to the Board meeting, would we get home tonight? We did with only some delays.

As always the Board's agenda was varied and some highlights are as follows:

- Signing of a Memorandum of Understanding between ALIA and ASA (Australian Society of Archivists)
- A productive planning session to draft the ALIA 2003-04 Plan for discussion at the National Policy Congress (NPC) in November
- ALIA's submission to the Senate inquiry into the role of libraries in the online environment.
- ALIA will survey groups of libraries re copyright as part of its preparation for the Federal Government's promised review of the Digital Agenda amendments.

One of the major issues was the discussion on the LISEKA Project. The two main outcomes of the LISEKA project's consultation process (the model discussion paper) were: concern at the possibility of moving away from a recognised entry level qualification or standard, and the need for an effective CPD program. From the submissions received no one model was a clear preferred choice and the Board did not nor was it asked to vote on or choose a preferred model. The Board agreed that ALIA should continue to reflect a sector wide Association and will continue the LISEKA project into stage 2 with the development of an educational framework. A sub group of 3 Directors (including yours truly) has been given the task of "fleshing out" the education framework and identified future actions for discussion at the November NPC.

### UPDATE ON ALIA's KEY INITIATIVES

Key Initiative 1 – Develop & market new services for students/new professional members

An advisory group called the New Generation Policy & Advisory Group has been established to assist the Board with this initiative. WA's Samantha Hughes is a member of this advisory group.

**Are you a bright and funky librarian?** If yes, visit the ALIA New Librarian's Symposium website at <http://www.alia.org.au/conferences/newlibrarian/> for further details on the program, social events and things to do around Brisbane. The symposium will be held Friday 6 and Saturday 7 December 2002, Brisbane's Carlton Crest Hotel.

Key Initiative 7 – Develop a strategic action program for public libraries.

A Public Libraries Reference Group has been established with the following terms of reference:

- Partnerships & alliances with other key organisations
- Review of the Connecting Australians lobbying strategy
- Improved communication
- Investigation of standards & benchmarks for public libraries.

WA's Kerry Smith is a member of this group.

There are many advisory groups that support the Board of Directors. Most of the work of these groups is done by email or by teleconference, and the workload varies. The Board is always asked to nominate or suggest an interested ALIA member to join a group. If anyone is interested in being part of an advisory group or has a particular "soap box" issue they would like to pursue, let me know.

ALIA action please!

Have you seen this new initiative? It is advertised in InCite & the form can be found at <http://www.alia.org.au/membership/action.html>

I have new contact details. So please contact me on ph 9268 7138 or email [Deanne.Barrett@fedcourt.wa.gov.au](mailto:Deanne.Barrett@fedcourt.wa.gov.au) if you have any questions of wish to raise an issue.

Deanne Barrett

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### From the Editors

The deadline for copy is the 25<sup>th</sup> of the month.

We are always on the lookout for articles and photos about recent events, news about upcoming events, suggestions for Net Notes topics, and contributions from groups. Copy may be sent to either editor:

Alethea Raspa [a\\_raspa@hotmail.com](mailto:a_raspa@hotmail.com)

Camille Peters [cpeters@myrealbox.com](mailto:cpeters@myrealbox.com)



## Mentoring Group Searches the Web

On Wednesday 21 August Lothar Retzlaff, convenor of the National Library Technician's group, presented his Internet Searching Workshop for the WA Library Technician's Group Mentoring Programme members, and a few others who were interested. It was a necessarily brief (time was limited) but extremely interesting workshop, covering:

How the Web works

Use of meta search engines and subject directories and

Search techniques - 'Surfing' is a waste of time, PLAN your search.

The workshop also dealt with evaluating information found on the internet and provided some helpful hints, including what to do when a link is down, and how to operate with multiple windows.

Perhaps the most valuable tip was Lothar's advice to read the information each search engine provides in the 'Help' section. It is tempting to just have a go, but the time spent learning how best to use the search engine can be an investment that will bring good returns. Not all search engines are created equal and knowing their strengths and weaknesses will help you choose the best one for your search.

Learning how to search more effectively for information online was only one of the learning needs identified by the WA Library Technician's Group Mentoring programme members at the beginning of the year. Some other areas of interest to the group include motivation, interview skills, and negotiation skills.

The WA Library Technician's Group Mentoring Programme provides support to new graduates in the transition from study to work, providing opportunities for networking and continuing professional development.

Recruitment for the 2003 group will begin soon for those completing their studies this year. For further information contact Judy Smith [jasmith@library.uwa.edu.au] or Judy Allan [allan@wantree.com.au].

Judy Smith

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## CPD Column

There is a plethora of CPD activities on offer in September. The third week of September is practically as busy as Library and Information Week with the South West Forum on the weekend, the Australian Copyright Council seminars, a Kinetica Web course, the annual New Norcia Library Lecture and four functions with Phil Teece run by WALGLA, ARL, WA Forum/KISWA, and WAGLIN. One hopes that Phil will still have a voice at the end of it. Thanks must go to Cheryl Hamill for starting the ball rolling on Phil's first visit to WA since 1998.

In the ALIA planning cycle now is the time to start considering what activities to run next year as group budgets are due in November. If you have any suggestions or wish to volunteer for the CPD committee please email me at [ctpeters@myrealbox.com](mailto:ctpeters@myrealbox.com).

There are currently 7 ALIA groups in WA: WA Forum, Kiswa, Library Technicians, Local Studies, Mentoring Program, Academic and Research Libraries, and Geraldton Mid-West Regional Group. <soapbox mode> At least half of these groups are having problems getting office bearers so the demise of some local groups is likely. This means that there will be fewer activities organised and fewer CPD opportunities. Last year there were four people on the CPD committee (not counting the CPD Coordinator) while this year there is one. This has a significant impact on the number and nature of events that we can organise, especially as there are fewer people in WA Forum to call on for help.

If you don't care about having local ALIA groups, CPD activities, a local newsletter, or contributing to your profession then continue doing nothing. If you do care, consider nominating yourself for WA Forum convenor, WA Forum secretary, CPD committee, WALTG convenor, KISWA committee, or other currently vacant positions. </soapbox mode>

Camille Peters  
CPD Coordinator



## New Norcia Library Lecture 2002

You are invited to attend the NEW NORCIA LIBRARY LECTURE on THURSDAY SEPTEMBER 19 at St Ildephonsus College, New Norcia. We can assure you of a stimulating and entertaining day, with good food and company in a beautiful setting.

Our keynote speaker is JULIANNE SIMPSON, who is now Deputy Curator of Special Collections at the University of Melbourne. For six years she worked on the Early Printed Books Project at the University of Oxford, cataloguing pre-1801 imprints in the college libraries. She has a degree in History from the University of WA and gained her library qualification from Curtin University. She has also completed an MA in the History of the Book at the University of London. Her topic is: "BEYOND THE CATALOGUE: NEW WAYS OF LOOKING AT OLD BOOKS"

The traditional role of the library catalogue is changing with the advent of new technologies, and the possibilities for access and interpretation are ever widening. Nowhere is this more apparent than in the field of special collections. How can we exploit these new possibilities? We will look at some examples ranging from small scale collections to the largest research libraries.

In the afternoon, you can contribute to a lively discussion with the panel, which is MAUREEN PERKINS from Curtin University, BARBARA McGuire from the State Library of W.A., and GRANT STONE from Murdoch University. They will discuss collecting ephemera, and the selection policies and weeding policies used in libraries.

You will have a delicious morning tea and lunch, and you will also have free entry to the Museum and Art Gallery, where the C.A Gardner exhibition is a must-see.

Registration is at 10am and the day finishes at 3pm.

Please register and pay by September 13 so that we know numbers for seating and catering. The price is \$60 for adults, and \$25 for students. This year, we can take credit card payment as well as cheques. Tax invoices can be provided on request. Please send your form with payment to New Norcia Library, New Norcia WA 6509

If you have any queries, contact Sue Johnson at library\_nn@hotmail.com or phone 9654 8060 between Wednesday and Friday.

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### REGISTRATION FORM

NAME \_\_\_\_\_

LIBRARY \_\_\_\_\_

Payment (please tick): ( ) \$60 adult ( ) \$25 student

Cheques are payable to Benedictine Community of New Norcia.

Or charge credit card \$ \_\_\_\_\_ ( ) Mastercard ( ) Visa ( ) Bankcard

Card no. \_\_\_\_\_ Expiry date \_\_\_\_\_

Card-holder's name \_\_\_\_\_



The Academic and Research Libraries Group (ARL-WA)

invite you to hear the ALIA Industrial Relations and Employment Advisor, Phil Teece, when he visits Perth in September.

The topic is: Relativities: industrial issues in the academic and research library environment

Come along and hear Phil Teece speak on developments in industrial relations, affecting the university and state sector, and about the recent landmark NSW Pay Equity case.

Phil's column, Work Watch, appears regularly in InCite, the ALIA newsletter

When: 5.30pm for 6.00pm start on Tuesday September 17th 2002

Where: Murdoch University Library, M Room, located on South Wing Level 2 in Room 2.007 (Free parking after 5pm. Car Park 3, from South Street on the ring road)

Wine, juice, softdrinks and light refreshments provided

Cost: ALIA members \$5 (free for student & unwaged members) (Please bring your membership number)  
Non-members \$7.50 waged; \$5 unwaged; free for students.

Please RSVP Jenny Smith 9360 2763 [jenny.smith@murdoch.edu.au](mailto:jenny.smith@murdoch.edu.au)

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WAGLIN - the Western Australian Government Libraries Network has organised a meeting with Phil Teece at 10 am on Thursday 19th September. All interested parties are welcome.

Venue: 2nd Floor, 197 St George's Terrace, Perth

This informal meeting will be to discuss employment issues regarding library staff in state government organisations.

RSVP to Dee Malkmus [dmalkmus@dpc.wa.gov.au](mailto:dmalkmus@dpc.wa.gov.au) or ph. 92229264 by the 18th September

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WA Forum and KISWA present  
Industrial Relations and the Library  
with

Phil Teece  
Topic: NSW Pay Equity case

and a speaker from DOCEP (Dept of Consumer and Employment Protection)  
Topic: Recent changes to Industrial Relations law in WA

**When:** Wednesday September 18<sup>th</sup>  
5:30 – 7pm

**Where:** Villa Italia, corner William and Aberdeen St, Northbridge

**Cost:** Cost of coffee, tea, cake, or whatever you want to order from Villa Italia

**RSVPs essential**

**RSVP** by 13 September to Linda Simonis  
[wabranch@alianet.alia.org.au](mailto:wabranch@alianet.alia.org.au)  
9201 2621



## **SOUTH WEST FORUM**

Just a reminder about the South West Forum that will be happening on September 14-15 at the Sanctuary Golf Resort in Bunbury.

The WA Library Technicians Group is organising the weekend with support from WA Forum, SWell (South West Library Link) and sponsors Raeco International and Iluka Mining.

The forum features the Minister for Culture and the Arts, Sheila McHale delivering the keynote address and a panel discussion on the subject of 'the electronic library' with the Minister, WA Forum Convenor Bobbie Bruce and The State Library Public Library Services Director, Susan Feeney encouraging your input.

A range of topics will be explored during the forum and we'd love to see lots and lots of people enjoying themselves at a fabulous resort with fabulous presenters.

To help tempt you, here are a few snippets about some of our presenters:

WALTG Convenor Bonnie Bruce will be chatting about professional development using her experiences as a student of Edith Cowan University, her work background within TAFE and Curtin University and her involvement with WALTG, mentoring and CPD.

Judy Hawkins will co-present a session about family history. Judy is an avid reader of history which encouraged her to take up family research while fitting in the raising of three children and assisting in a family business. Her membership with the Australind Family History Society has helped achieve her aim to trace her parents' family histories and she is now researching her husband's family. Judy has found links with Thomas Marriott and the development of the Australind region and will continue with her quest while also spending time with her grandchildren, going fishing and tackling cross stitch.

Sue Grey-Smith has a graphic design background, studied at Melbourne University and is currently a Senior Librarian at Curtin University. Her co-presenter, Kathy Deubert is a reference librarian also from Curtin University. Kathy is responsible for Web-based information literacy 'products' and is keen to demystify libraries and information, particularly for mature aged, returning and international students. Together, Kathy and Sue will discuss the concept of 'Info-Trekk'.

Belinda Grayson will present her session on 'User education and IT'. Belinda trained at Curtin University and spent her first working year in country public libraries. She is now the Systems Librarian at Cambridge Library and has been instrumental in setting up the libraries' Senior's Internet Group.

Another attraction will be Saturday's sundowner party with entertainment by 'The Wild Lilies', both generously sponsored by Raeco International.

So, don't miss out on all the fun - it's not too late! Get your registrations in and be part of the SouthWest Forum! Registration forms are available at the WA Library Technician Group home page via <http://www.alia.org.au/groups/libtwa/activities/registration.form.html> and accommodation information is available from [bellen@sro.wa.gov.au](mailto:bellen@sro.wa.gov.au)

Brenda ELLEN, ALIATec  
SouthWest Forum

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WA Local Government Librarians Association invites any interested librarians or library technicians who are eligible to be members of ALIA to a DISCUSSION FORUM with Phil Teece, Industrial Relations Adviser with ALIA. The forum will be an informal question and answer session on industrial relations issues relating to public libraries. If you have questions about enterprise bargaining in local government, salary loadings for rostered hours, employment contracts, come along and get some feedback from Phil.

WHERE: Morley Public Library 7 Dewar St Morley, MONDAY 16 SEPT 2002, 5 - 6.30PM.

RSVP: Judi Willmott, Riverton Library 9231 0940 or [jwillmott@canning.wa.gov.au](mailto:jwillmott@canning.wa.gov.au) by 12 Sept 2002

COST: \$2 to cover catering

**Diary Dates****SEPTEMBER**

DATE: 2ND

EVENT: Book Indexing  
 PRESENTER: Max McMaster  
 VENUE: Centre for Business Solutions  
 Training room B312  
 140 Royal Street, East Perth  
 TIME: 9:30am - 4:30pm  
 COST: \$198 CAVAL/ALIA members  
 \$220 non-members  
 CONTACT: Eve Cornish evec@caval.edu.au  
 Register online at  
[http://www.caval.edu.au/Services/rego\\_form.html](http://www.caval.edu.au/Services/rego_form.html)

DATE: 3RD

EVENT: Indexing Databases and Pictorial Materials  
 PRESENTER: Max McMaster  
 VENUE: Centre for Business Solutions  
 Training room B312  
 140 Royal Street, East Perth  
 TIME: 9:30am - 4:30pm  
 COST: \$198 CAVAL/ALIA members  
 \$220 non-members  
 CONTACT: Eve Cornish evec@caval.edu.au  
 Register online at  
[http://www.caval.edu.au/Services/rego\\_form.html](http://www.caval.edu.au/Services/rego_form.html)

DATE: 3RD

EVENT: KISWA meeting  
 VENUE: Villa Italia, Northbridge  
 TIME: 5:30pm  
 CONTACT: Rose Hockley  
[Rose.Hockley@wmc.com](mailto:Rose.Hockley@wmc.com)

DATE: 9TH

EVENT: WA Forum meeting  
 VENUE: Room 2.9, Alexander Library Building  
 TIME: 5:30pm

DATE: 12TH

EVENT: Kathy Reichs public lecture  
 TOPIC: Forensic Anthropology: Fact into Fiction  
 VENUE: Octagon Theatre, UWA  
 TIME: 7pm  
 COST: \$11  
 CONTACT: Subiaco Council or Library for tickets  
 Library 9381 5088

DATE: 14TH-15TH

EVENT: South West Forum  
 VENUE: Sanctuary Golf Resort, Bunbury  
 COST: \$90 ALIA (full registration)  
 \$120 non-ALIA (full registration)  
 Registration form at: <http://groups.alia.org.au/libtwa/>  
 CONTACT: Brenda Ellen bellen@sro.wa.gov.au

DATE: 16TH

EVENT: Australian Copyright Council  
 Copyright training for website and online publishers  
 Website and online publishers 2 - 4pm

VENUE: School of Isolated and Distance Education  
 164-194 Oxford St, Leederville  
 COST: \$88  
 CONTACT: sales@copyright.org.au (02) 9699 3247  
<http://www.copyright.org.au>

DATE: 16TH

EVENT: WA Local Government Librarians Association  
 Discussion forum with Phil Teece, Industrial Relations  
 Advisor, ALIA  
 VENUE: Morley Public Library, 7 Dewar St, Morley  
 TIME: 5 - 6:30pm  
 COST: \$2  
 RSVP to Judi Willmott 9231 0940  
[jwillmott@canning.wa.gov.au](mailto:jwillmott@canning.wa.gov.au)

DATE: 17TH

EVENT: Australian Copyright Council  
 Libraries copyright seminars  
 1) Copyright basics 9:30 - 10:30am  
 2) Using material in the collection 11am - 1pm  
 3) Internet, software, videos, CDS 2 - 3pm  
 VENUE: School of Isolated and Distance Education  
 164-194 Oxford St, Leederville  
 COST: \$66 per session (1 or 3), \$88 session 2  
 CONTACT: sales@copyright.org.au (02) 9699 3247  
<http://www.copyright.org.au>  
 Cheque to: Australian Copyright Council  
 PO Box 1986, Strawberry Hills 2012 Australia

DATE: 17TH

EVENT: Academic and Research Libraries Group  
 Relativities: industrial issues in the academic and research  
 library environment  
 SPEAKER: Phil Teece  
 VENUE: Murdoch University Library  
 M room (room 2.007), South Wing Level 2  
 TIME: 5:30 for 6pm  
 COST: \$5 ALIA, free for unwaged members  
 \$7:50 non-members, \$5 unwaged non-members  
 free for students (members or non-members)  
 RSVP: Jenny Smith 9360 2763  
[jenny.smith@murdoch.edu.au](mailto:jenny.smith@murdoch.edu.au)

DATE: 18TH

EVENT: IIM Breakfast  
 SPEAKER: Kirsty Watkins, IBC  
 TOPIC: Web Content Management  
 VENUE: WA Club, 101 St George's Terrace, Perth  
 TIME: 7:30am  
 COST: \$27.50 members and students  
 \$38.50 non-members

DATE: 18TH

EVENT: Australian Copyright Council seminars  
 1) Copyright basics 9:30-10:30  
 2) Moral rights 11am - 12:30pm  
 VENUE: School of Isolated and Distance Education  
 164-194 Oxford St, Leederville  
 COST: \$66 session 1, \$77 session 2  
 CONTACT: sales@copyright.org.au (02) 9699 3247  
<http://www.copyright.org.au>



DATE: 18TH  
 EVENT: Kinetica Web Course  
 VENUE: Training room, Level 4  
 Alexander Library Building  
 Kinetica Web course guide provided  
 COST: \$115.50  
 CONTACT: Jane Jones 9427 3273  
 jjones@liswa.wa.gov.au

DATE: 18TH  
 EVENT: WA Forum and KISWA  
 Industrial Relations and the Library  
 SPEAKER: Phil Teece  
 VENUE: Villa Italia, Northbridge  
 TIME: 5:30 - 7pm  
 COST: pay for drinks/nibbles  
 RSVP by 13/9 to Linda Simonis 9201 2621  
 wabranch@alianet.alia.org.au

DATE: 19TH  
 EVENT: WAGLIN (WA Government Librarians  
 Network) meeting with Phil Teece  
 VENUE: 2<sup>nd</sup> floor, 197 St George's Terrace, Perth  
 TIME: 10am  
 RSVP by 18/9 to Dee Malkmus  
 dmalkmus@dpc.wa.gov.au 9222 9264

DATE: 19TH  
 EVENT: New Norcia Library Lecture  
 St Ildephonsus College, New Norcia  
 Keynote speaker: Julianne Simpson  
 "Beyond the catalogue: new ways of looking at old  
 books"  
 Panel discussion on ephemera  
 Maureen Perkins, Curtin University  
 Barbara McGuire, State Library  
 Grant Stone, Murdoch University  
 TIME: 10am - 3pm  
 COST: \$60 adult, \$25 student  
 RSVP and pay by 13/9 to New Norcia Library,  
 New Norcia WA 6509  
 CONTACT: Sue Johnson 9654 8060 (Wed-Fri)  
 library\_nn@hotmail.com

DATE: 19TH  
 EVENT: Australian Copyright Council  
 Copyright training for educational institutions  
 1) Copyright basics 9:30 - 10:30am  
 2) Text, images, software, Internet 11am - 1pm  
 3) TV, radio and video 2 - 3pm  
 4) Music for schools 3:30 - 4:30pm  
 VENUE: School of Isolated and Distance Education  
 164-194 Oxford St, Leederville  
 COST: \$66 per session (1, 3 or 4), \$88 session 2  
 CONTACT: sales@copyright.org.au (02) 9699 3247  
 http://www.copyright.org.au

DATE: 20TH  
 EVENT: Australian Copyright Council  
 Copyright training for government  
 1) Copyright basics 9:30 - 10:30am  
 2) Local governments 11am - 1pm  
 [including local government libraries and museums]

3) Commonwealth & State Governments 2 - 3:30pm  
 VENUE: School of Isolated and Distance Education  
 164-194 Oxford St, Leederville  
 COST: \$66 session 1, \$88 session 2, \$77 session 3  
 CONTACT: sales@copyright.org.au (02) 9699 3247  
 http://www.copyright.org.au

DATE: TBA  
 EVENT: Health Libraries HIRS @ KEMH  
 TIME: 5:30 for 6pm

DATE: September  
 EVENT: International Association of Music Librarians  
 Biennial Conference 2002  
 Ad infinitum: preserving Australia's musical culture  
 CONTACT: Allison Fyfe 9427 3247  
 afyfe@liswa.wa.gov.au

## OCTOBER

DATE: 1ST  
 EVENT: KISWA meeting  
 VENUE: Villa Italia, Northbridge  
 TIME: 5:30pm  
 CONTACT: Rose Hockley  
 Rose.Hockley@wmc.com

DATE: 2ND  
 EVENT: Kinetica Document Delivery Course  
 VENUE: Training room, Level 4  
 Alexander Library Building  
 Kinetica Document Delivery manual provided  
 COST: \$220  
 CONTACT: Jane Jones 9427 3273  
 jjones@liswa.wa.gov.au

DATE: 14TH  
 EVENT: WA Forum meeting  
 VENUE: Room 2.9, Alexander Library Building  
 TIME: 5:30pm

DATE: 16TH  
 EVENT: WALTG General Meeting  
 VENUE: TBA

DATE: 16TH  
 EVENT: IIM Breakfast  
 TOPIC: Disaster recovery  
 SPEAKER: John Stickle  
 VENUE: WA Club, 101 St George's Terrace, Perth  
 TIME: 7:30am  
 COST: \$27.50 members and students  
 \$38.50 non-members

DATE: 17TH  
 EVENT: Kinetica Web Course  
 VENUE: Training room, Level 4  
 Alexander Library Building  
 Kinetica Web course guide provided  
 COST: \$115.50  
 CONTACT: Jane Jones 9427 3273  
 jjones@liswa.wa.gov.au



DATE: 23RD  
 EVENT: Kinetica Document Delivery Course  
 VENUE: Training room, Level 4  
 Alexander Library Building  
 Kinetica Document Delivery manual provided  
 COST: \$220  
 CONTACT: Jane Jones 9427 3273  
 jjones@liswa.wa.gov.au

## NOVEMBER

DATE: 4TH  
 EVENT: Introduction to Metadata, CAVAL  
 TIME: 9:30am - 12:30pm  
 COST: \$110 CAVAL & ALIA members  
 \$132 non-members  
 CONTACT: Eve Cornish evec@caval.edu.au  
 Register online at  
[http://www.caval.edu.au/Services/rego\\_form.html](http://www.caval.edu.au/Services/rego_form.html)

DATE: 4TH  
 EVENT: Informit, CAVAL  
 CONTACT: Eve Cornish evec@caval.edu.au  
 Register online at  
[http://www.caval.edu.au/Services/rego\\_form.html](http://www.caval.edu.au/Services/rego_form.html)

DATE: 5TH  
 EVENT: KISWA meeting  
 VENUE: Villa Italia, Northbridge  
 TIME: 5:30pm  
 CONTACT: Rose Hockley  
 Rose.Hockley@wmc.com

DATE: 11TH  
 EVENT: WA Forum meeting  
 VENUE: Room 2.9, Alexander Library Building  
 TIME: 5:30pm

DATE: 20TH  
 EVENT: IIM Breakfast  
 SPEAKER: Sue Jefferies, Knowledge Management  
 Consultant  
 VENUE: WA Club, 101 St George's Terrace, Perth  
 TIME: 7:30am  
 COST: \$27.50 members and students  
 \$38.50 non-members

DATE: 25TH  
 EVENT: WALTG end of year function  
 VENUE: TBA

DATE: TBA  
 EVENT: Health Libraries Royal Perth Hospital  
 TIME: 5:30 for 6pm

## DECEMBER

DATE: 4TH  
 EVENT: IIM Christmas function  
 VENUE: WA Club, 101 St George's Terrace, Perth

## Net Notes: Employment Sites

### *Recruitment agencies*

<http://www.iea.com.au/>  
 Information Enterprises - the local agency for library and records  
 management work.

<http://www.oneumbrella.com.au/>  
 The One Umbrella - recruitment agency covering libraries,  
 records management, and knowledge management in the eastern  
 states.

<http://www.tfpl.com/>  
 TFPL is based in London and has a New York office so they  
 cover the UK and US job markets.

### *Job listings*

Following is a list of some of the major Australian lists of  
 vacancies. Many of them include information on preparing  
 resumes, handling interviews, and other aspects of the job search  
 process so it is worthwhile browsing even if there are no library  
 jobs listed.

### Public Service

Joblist (WA state government online jobs board)  
<http://www.joblist.com.au/>  
 InterSector  
<http://www.dpc.wa.gov.au/psmd/intersector/index.html>  
 Commonwealth Public Service Gazette  
<http://www.psgazetteonline.gov.au/index2.html>  
 Australian Local Government Job Directory  
<http://www.job-directory.com.au/>

### General

Australian Job Search  
<http://www.jobsearch.gov.au/>  
 Byron Employment Australia  
<http://www.employment.byron.com.au/>  
 Career One  
<http://www.careerone.com.au/>  
 Monsterboard  
<http://www.monsterboard.com.au/>  
 My Career  
<http://www.mycareer.com.au/>  
 Seek  
<http://www.seek.com.au/index.asp>

### Camille Peters

