Amy Walduck AALIA (CP)
@amywalduck

Queensland State Manager
Australian Library and Information Association
@ALIANational #ALIA #librariesrock
I also work at State Library of Queensland
In the Government Research And Information Library and the Business Studio
I like baking, playing music and musical theatre
Last book I read and my current read

THE GIRL ON THE TRAIN

FIGHT LIKE A GIRL
CLEMENTINE FORD
ALIA LIS EDUCATION, SKILLS AND EMPLOYMENT TRENDS REPORT 2016
### Table 1: Characteristics of LIS employment

<table>
<thead>
<tr>
<th></th>
<th>Librarians</th>
<th>Technicians</th>
<th>Library Assistants</th>
<th>Archivists, Curators and Record Managers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Number of jobs November 2010</strong></td>
<td>14,900</td>
<td>12,500</td>
<td>6,800</td>
<td>8,600</td>
</tr>
<tr>
<td><strong>Number of jobs November 2015</strong></td>
<td>8,400</td>
<td>11,000</td>
<td>6,000</td>
<td>6,200</td>
</tr>
<tr>
<td><strong>5 year change to November 2015</strong></td>
<td>-6,500</td>
<td>-1,500</td>
<td>-800</td>
<td>-2,400</td>
</tr>
<tr>
<td><strong>5 year change (%)</strong></td>
<td>-43.5%</td>
<td>-16.3%</td>
<td>-12.4%</td>
<td>-28.3%</td>
</tr>
<tr>
<td>Future employment change 2020</td>
<td>100</td>
<td>500</td>
<td>-1,700</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Future employment change (%)</strong></td>
<td>0.7%</td>
<td>4.8%</td>
<td>-27.6%</td>
<td>16.7%</td>
</tr>
<tr>
<td><strong>Number of jobs November 2020</strong></td>
<td>8,500</td>
<td>11,500</td>
<td>4,300</td>
<td>7,200</td>
</tr>
<tr>
<td><strong>Unemployment level compared with other occupations</strong></td>
<td>Below average</td>
<td>Below average</td>
<td>Above average</td>
<td>Average</td>
</tr>
<tr>
<td>Median age</td>
<td>51</td>
<td>50</td>
<td>51</td>
<td>44</td>
</tr>
<tr>
<td>Working part time</td>
<td>39%</td>
<td>54%</td>
<td>69%</td>
<td>25%</td>
</tr>
<tr>
<td>Working full time</td>
<td>61%</td>
<td>46%</td>
<td>31%</td>
<td>75%</td>
</tr>
<tr>
<td>Skill level</td>
<td>1</td>
<td>2</td>
<td>4</td>
<td>1</td>
</tr>
</tbody>
</table>

Source: Department of Employment Australian Jobs 2016

[1] Skill level 1 is commensurate with a Bachelor degree or higher qualification; 2 is commensurate with an Advanced Diploma or Diploma; 4 is commensurate with a Certificate II or III
Figure 13: Number of positions for Librarians, Library Technicians and Library Assistants

Source: Department of Employment Australian Jobs 2016
Figure 14: Number of positions for library and allied fields

- Librarians
- Gallery Library and Museum Technicians
- Library Assistants
- Archivists, Curators, Records Managers

Source: Department of Employment Australian Jobs 2016
Figure 15: Comparison of library and allied field job vacancies in June of each year (all Australia)

Source: Internet Vacancy Index, March 2016
Figure 16: Comparison of combined library and allied field job vacancies in June of each year by state and territory.

Source: Internet Vacancy Index, March 2016
Figure 17: Educational attainment (per cent of employment)

- Below Year 10: 4%
- Years 11 and 10: 16.5%
- Year 12: 19.5%
- Certificate III or IV: 20.9% (all), 24.5% (library assistants, technicians, librarians)
- Advanced Diploma/Diploma: 10.5% (all), 14.4% (library assistants), 22.4% (technicians), 35.9% (librarians)
- Bachelor degree: 19.6% (all), 28.6% (library assistants), 26% (technicians)
- Post Grad/Grad Diploma or Grad Certificate: 9% (all), 18.8% (library assistants), 18.5% (technicians), 24.5% (librarians)

Source: ABS 2013 Survey of Education and Work
Skills for librarians of the future

https://libsource.com/top-five-skills-required-for-librarians-today-tomorrow/

- Information Curation
  - As content creation becomes available to all, information curation becomes a more critical skill.

- In-Depth, High Value Research
  - As the haystack gets bigger, finding the needle gets tougher.

- Digital Preservation
  - How to preserve and manage digital assets.

- Mobile Environment
  - Librarians should understand the pros and cons of cloud computing, to serve as advisers and consultants to those decisions as they apply to information curation and digital preservation.

- Collaboration, Coaching and Facilitation
  - Become a vital resource in facilitating strategic decisions around information procurement and information budgets.
Top skills for tomorrow’s librarians

http://lj.libraryjournal.com/2016/03/careers/top-skills-for-tomorrows-librarians-careers-2016/#

- Advocacy/Politics
- Collaboration
- Communication/People Skills
- Creativity/Innovation
- Critical Thinking
- Data Analysis
- Flexibility
- Leadership
- Marketing
- Project Management
- Technological Expertise

Tomorrow’s
Academic Librarians

- Teachers
- Active Faculty Support
- Rapid Resource Response
“If you have modern library skills like taxonomy development, web system management, data analytics, information architecture, and information literacy, you’re qualified to work in many marketing departments.”

“People with MLIS degrees are managing content, shaping marketing strategy and organizing digital assets for companies around the world.”
[Learned helplessness]
[Chase the trends]
[Position yourself for what is coming]
[Control your destiny]
[Patience, professionalism & perseverance]
[Storytelling]
How can ALIA support your future
Being a member of ALIA gives you a competitive edge.

• Eligibility for ALIA professional membership is often a requirement of the job.

• Informal networking helps you keep abreast of opportunities even before they are advertised.

• And our regular weekly recruitment update, RecruitUS, brings the opportunities direct to your inbox.

• Professional journals — Australian Library Journal and Australian Academic & Research Libraries.

• Free access to ebooks about library and information science.
There are plenty of opportunities to participate.

• Join an ALIA group — there are more than 40 to choose from.

• Set up your own group or informal network of like minded members.

• Join an elist to share information and be part of the discussion.

• Attend our national conferences to meet colleagues from across Australia.

• Volunteer — help the Association and build your own skills.
And when you need help, you can turn to ALIA for **expert advice**.

- **Member only copyright resources.**

- **We can help you advocate for your library and information service.**

- **We also offer our career advisory service.**
As you settle into your career, you might like to get more involved and help set the policy agenda for ALIA.

• There are opportunities to join Advisory Committees, working with the ALIA Board.

• You can nominate to be a Director of the Association.

• Apply for a research grant to pursue a line of study.

• Your contribution may well be recognised with one of our prestigious awards.
You can build your knowledge and flesh out your CV by participating in our **PD Scheme**.

- Use the MyPD tool to track your professional development.
- Sign up to the PD Scheme to have your professional development hours formally recognised.
- Choose a specialisation and aim for Certified Professional status - AALIA (CP) & AALIA (DCP)

**Keep your skills current through ongoing learning.**

- Participate in national conferences and local events.
- Attend ALIA workshops and seminars, both face-to-face and online.
Your support for ALIA enables us to advocate for the sector and for the profession.

- Return on investment studies providing a dollar value for library and information services.

- Active and effective responses to budget cuts, job cuts and library and information service closures.

- Collaborating with other organisations; carrying out research; developing issues and position papers; enabling our members to set the future agenda.
Amy’s PD tips...

- Social media especially Twitter
- Large conferences
- Local events
- Non-LIS events
- Read widely
- Research, write and publish
- Volunteer in a group
- Convene a conference

- NETWORKING !!!
  - Show up
  - Speak to people
  - Share
  - Be generous
Cool stuff to try...

Canva
DIY graphic design

Lynda.com
Online courses
SLQ provides access QLD-wide

Slack
Communication tool

Trello
Collaborative planning tool
It is clear that librarianship of the future is not for those who seek a quiet refuge or who won’t embrace ongoing change in the information, technology, and community needs landscapes.
More information

Contact ALIA on 1800 020 071
Or email membership@alia.org.au
Visit our website www.alia.org.au
Friend us on Facebook: ALIANational
Follow us on Twitter: @alianational

Contact AMY on 0438 730 905
Or email amy.walduck@alia.org.au
Twitter & Instagram: @amywalduck
LinkedIn & Facebook: Amy Walduck