

## Survey: ANLTC Library Staff Survey 2004

**Author:**

**Filter:**

**Responses Received: 224**

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### Library

Response	Count	Percent
DCU	12	5.4%
DIT	9	4.0%
NLI	10	4.5%
NUIG	22	9.8%
NUIM	21	9.4%
RCSI	8	3.6%
TCD	40	17.9%
UCC	33	14.7%
UCD	47	21.0%
UL	22	9.8%

### Position

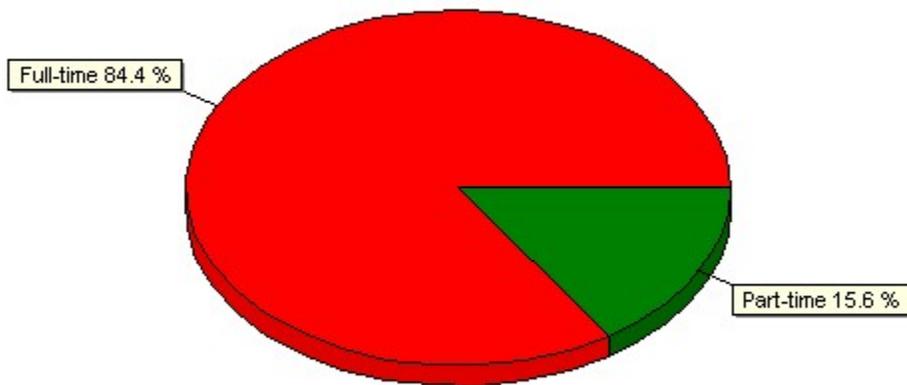
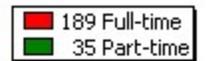
Response	Count	Percent
Library Assistant	69	30.9%
Senior Library Assistant	32	14.3%
Assistant Librarian	86	38.6%
Sub-Librarian	13	5.8%
Deputy Librarian	4	1.8%
University Librarian	4	1.8%
Other	15	6.7%

### Other responses

Executive Assistant
IT Manager
Archivist
Project Assistant
Assistant Keeper - Herald Painter
Executive/Library Assistant
Administrative Assistant

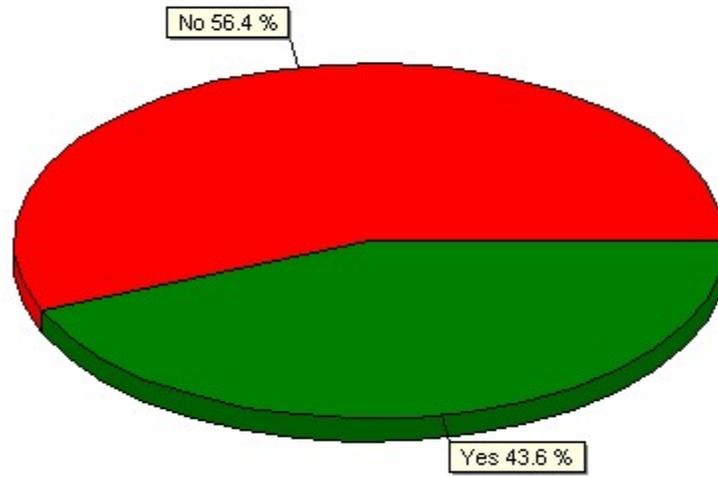
Assistant Keeper I
Library Technician
Faculty Librarian
Senior Executive Assistant, Librarians Office
Assistant Keeper II
Associate Librarian
Systems Assistant
Resource officer
Systems Administrator

**Category**



If you selected "Part-time" in the previous question, are you a job sharer?

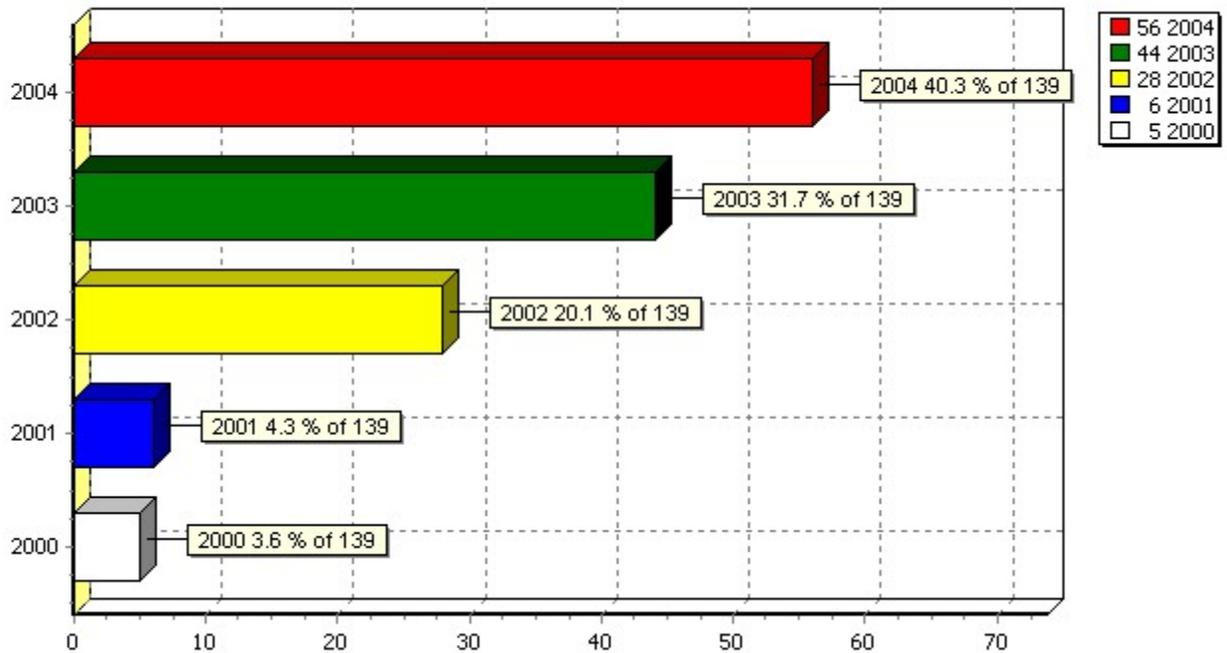
22 No  
17 Yes



Have you ever attended an ANLTC course?

Response	Count	Percent
Yes	158	71.8%
No	62	28.2%

If you have attended a course since 2000, please tick the most recent year



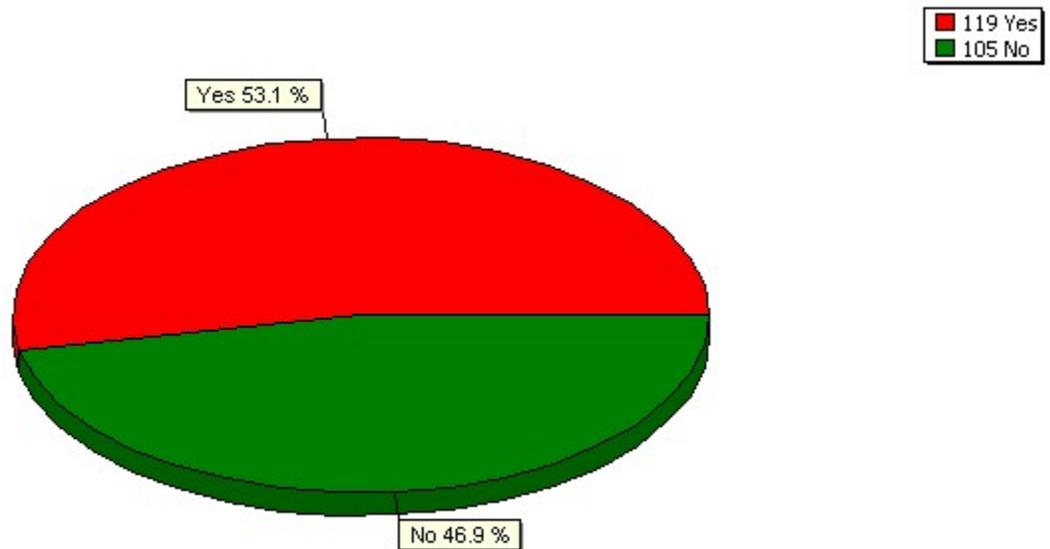
How do you hear about ANLTC courses (please tick any that apply)?

Response	Count	Percent
ANLTC Web site	41	18.3%
Library training co-ordinator/ANLTC committee member	171	76.3%
Supervisor	35	15.6%
Colleague	28	12.5%
I never hear about ANLTC courses	7	3.1%
Other	8	3.6%

### Other responses

Mentioned @ conferences / seminars
Committee member
booklet
brochure circulated by Human Resources
ANLTC Training Manual which arrives in post or e-mailed to me.
email
Would be involved in the organisation of the courses hosted by UCD
circulated staff emails
ANLTC handbook

**Have you ever accessed the ANLTC Web site?**



**If you have accessed the site, do you have any comments about it?**

Clear, user friendly.
The re-designed site is much more intuitive.
Having recently attended an ANLTC course and failed to get on one in 2003 I enjoyed reading the annual report re the courses; found the website user friendly and easy to find ones way around
No
None, events are usefully detailed
I have not used it in a while. Not very exciting.
Will make a point of checking it in future.
Easy to manouevre, clear in its layout
Had problems downloading/opening the application form last time I visited the site.
very clear
Easy to use, clear information layout
Very impressive
Very user friendly, very clear layout. More detailed course content would on occasion be helpful in assessing usefulness of courses for my staff and for myself.
No

Easy to find information.
I think the new site is very clear and easy to navigate
Web Page very clear and links also
Very clear and concise
Possibly call events courses. Was not sure that events were actually details about courses.
perhaps put the courses in chronological order
No Comments
I prefer a hard copy that I can read,
the concise explanation of courses given in previous years was educational
Easy to use to find out what courses are planned
Quite clear, easy to navigate
I was'nt aware that there was a website for the ANLTC.
Straight forward and user friendly
Excellent site
New interface a great improvement
Visually rather bland. Good information, easily accessed.
Very clear, easy to use. Well laid out.
It is very simple and straightforward to use
The website is clear and easy to use.
Easy to read, clear
delightfully simple and clear
Easy to locate what you are looking for.
very user friendly
It seems very informatative, it tells all about the courses that are available
Just accessed it for the first time today and intend to review it in the future. The layout of the website is very clear and informative
well laid out
I can always find the information I am looking for - it is clear and well laid out.
very helpful and comprehensive
Yes, the site is uncluttered & easy to navigate
Found information I was looking for on it, so my experience was positive
site is excellent well laid out and easy to use
It has given me the information I required
I thought the site was very clear, it just gives you the information you need to know, and doesn't go overboard with too much information which can be off putting when using a web site.
It provides the information I need - what, where, when
It would be useful to have course presentations posted on the site

Clear and precise outline of courses
Good set up. Easy to navigate.
Easy to use, clear info - I have just used it to check what courses are coming up
Haven't accessed it v. often but easy to navigate.
Focused. "Does exactly what it says on the tin". And does it satisfactorily.
good
Easy to use.
Comprehensive and user friendly
eenough clear info to make choice
Could be a little more directional towards course listing.
Clear - useful - good on contacts ... and very useful when presentations are posted for courses missed ...
user friendly easy to access

**Below are events offered by ANLTC in 2003. In the case of those for which you did not apply, please indicate the main reason for this**

<b>(Percentages)</b>	<b>Timing</b>	<b>Location</b>	<b>Relevance</b>	<b>Cost</b>	<b>No advance information received</b>
Library services to non-traditional users (16 Jan, UU)	15.8%	15.8%	49.2%	3.8%	15.3%
Collection management strategies (29 Jan, UCD)	25.0%	1.7%	56.3%	3.4%	13.6%
Searching the Web (6 Feb, NUIG)	22.5%	16.0%	40.2%	3.6%	17.8%
Group facilitation skills (28 Feb, NUIM)	22.9%	3.4%	55.4%	3.4%	14.9%
Supervisory skills (6 March, NLI)	19.0%	3.6%	58.9%	4.2%	14.3%
Marrying effective learning and teaching with online technology (4 Apr, DCU)	28.5%	1.7%	51.7%	1.7%	16.3%
Project management (8 Apr, NUIG)	24.7%	9.0%	48.8%	3.6%	13.9%
Disaster planning (11 Jun, UL)	12.1%	5.8%	64.7%	5.2%	12.1%
Visit to TCD Library (9 Sept)	40.6%	2.5%	34.4%	3.8%	18.8%

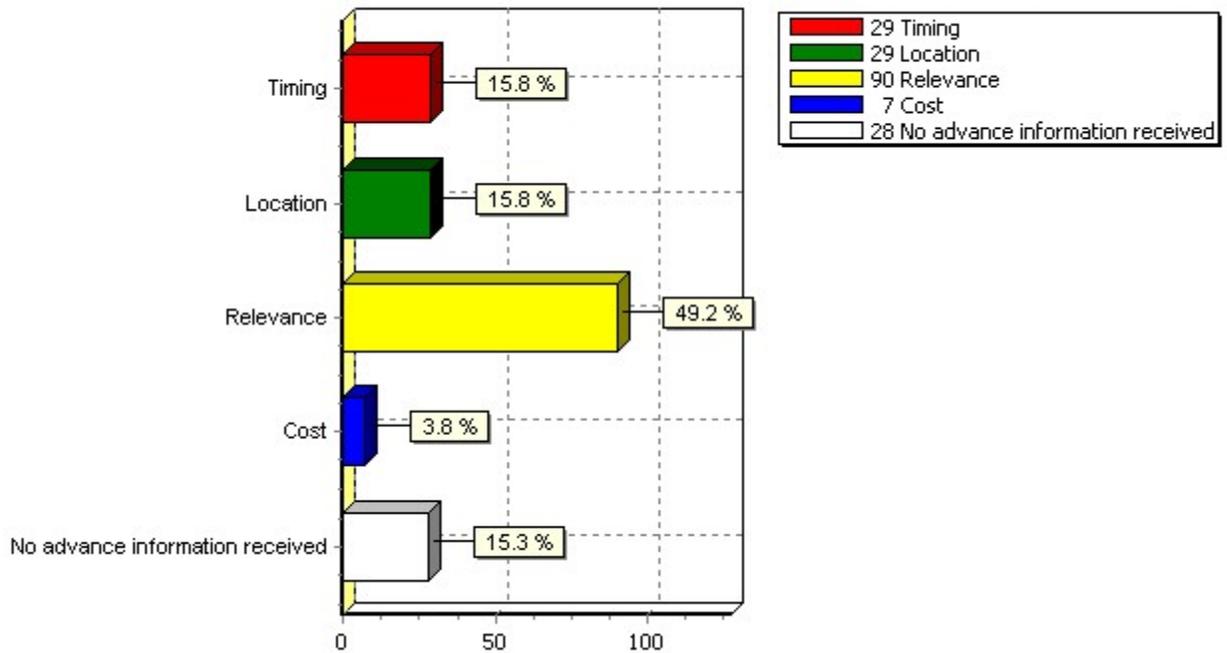
## Comments

Searching Web course booked out
failure to get a place on some courses (eg Searching the Web) and bugetry considerations and division of course with colleagues
The timing issues above were largely due to my commencement in a new workplace, and committments elsewhere, rather than inappropriate scheduling of events.
Not relevant to my work
No funds at UCC to send staff to any courses
budget cuts in ucc limit access to training
Not a problem of timing , per say, just a particularly busy year for me.
Some course subjects are covered by own experience along with in-house training. Some are now frankly beyond my capacity to absorb and apply; eg I am never going to be a better manager with all the co
I was on leave up to April 2003
I had done some similar courses organized on campus
I had done some similar courses organized on campus
More innovation needed in course topics/more emphasis on new library environment and the skills/competencies needed to work in it
I had attended similar courses to some of the above in the past so I ticked the relevance box for these
Travel in term time is not on.
Not relevant to my position
Some courses are relevant to my job but I have gone on similar courses before. I als have to choose which courses I go on as we can't afford them all!
attended supervisory skills course
Courses requiring overnight stays and long journeys are difficult to fit into an already heavy schedule especially in term time.
Decision to attend courses is not up to individual so that influences what you are willing to 'ask' for.
Not all of the courses where relevant to my line of work.
not all courses relevant to job, some of interest timing wrong or we had reached our quota of candidates.
I was unaware of ANLTC courses until I joined the NLI.
Don't really understand question. I didn't apply for any courses mainly not relevant but also pressure of work
Term time can have a hindrance on atteding courses,
Completed some of the above courses before being employed at NUIG
I wasn't working in DIT at the time of most of these courses.
I would be more inclined to opt for courses closer to home.
Where I have ticked non-attendance at courses for reasons of location and timing,

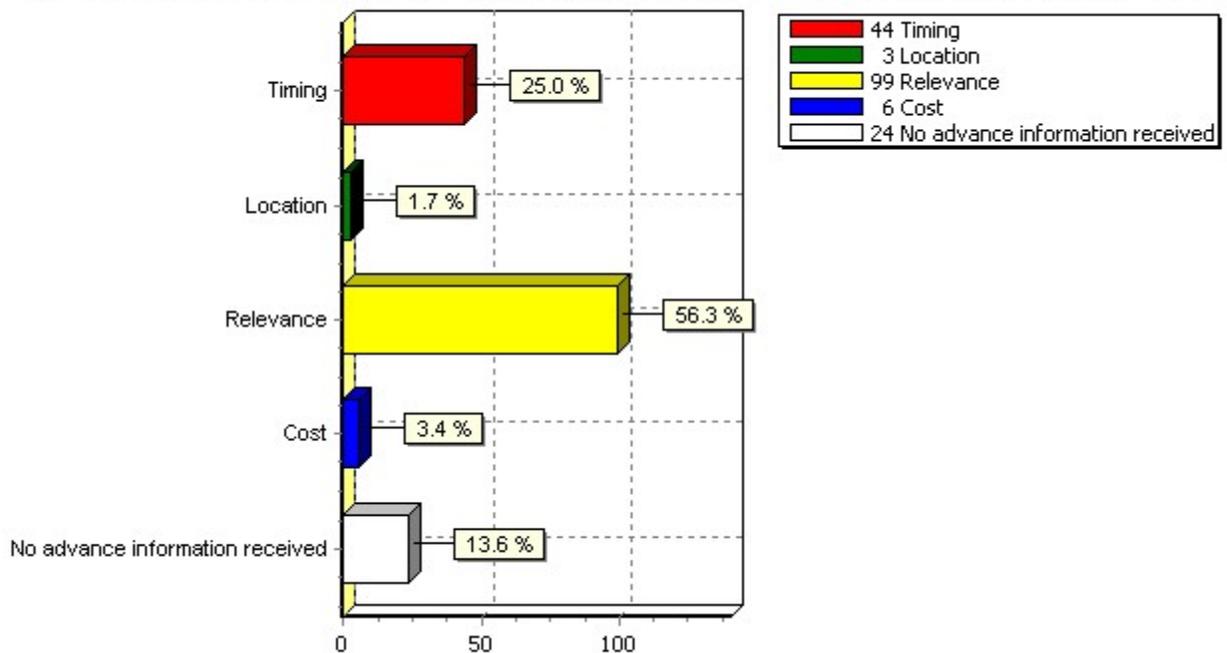
this is usually because I need to find and/or pay a child minder(as a widow with 2 small children)
I attended other courses/conferences during the year, and it's difficult to get time and permission to go to every course I'd like to
The freeze on training costs made one wary of applying for courses that 'management might perceive as to "senior" for one; staffing cuts limited the freedom to apply due to rota requirements.
Courses generally excellent.
I was informed that there was'nt sufficient funding available to train staff which is imperative to my area of work.
Was not employed in DCU until end April 2003, therefore was not in a position to attend most of these courses.
Went on one which all I felt was reasonable - some colleagues attended many of the above
I greatly enjoyed the visit to TCD Library
As a jobshare person the timing and location of courses impact on my decision most
There is no opportunity to indicate non-attendance either because that course, or a similar one, has already been attended, or other colleagues have been selected to attend.
ANLTC courses are in "competiton" with other trg
I was not working in Trinity last year so have not completed this section.
Was off work for 2003
time of courses in term are a disaster,
sometimes unable to attend due to no. of applications
attended 11 JUNE
I was unavailable for some of these course because I was involved in fulltime study
Cannot attend all courses, due to time constrarints
NB: I was on a career break for most of 2003.
some 'relevance' ans really mean 'no training needed in this area'
Can only attend a limited number of courses both as far as my line manager is concerned and the need not to be personally overwhelmed.
I did not attend courses in 2003 as I was not employed by ANLTC affiliated library
only started attending anltc courses this year as i stupidly thought they were only aimed at librararians
New member of staff from Australia unfamiliar with organisation until recently
Visited TCD last year
Out of country for 2003 - N/A
because of family commitments I had to stay close to base and therefore took a decision not to apply for any course despite the fact there were at least three courses I was very interested in.
as a job-sharer I find it difficult at times to be able to apply and have approval for attendance on time or before the course is booked up as participation from individual

libraries seems restricted
lack of awareness is mainly reason for not availing of courses
I have already completed some of the courses I marked under 'relevance'
lack of time!
Could courses be organised for summer months, when the library is not so busy?
I had completed a supervisory management in 2003
You cannot apply for all courses, it must be relevant
I was doing exams last year - could not attend.
Not able to attend in 2003
Staff Shortage in Dept at time of courses
My interest is currently in early printed material. I monitor the site for courses specifically on that subject matter
quotas apply per library & within libraries, also Â€ considerations
did not ask for any because of chronic family situation in 2003
Funding for training is scarce at present
Some of the courses duplicate the courses already provided in house.
Improve publicity and target staff more directly
Other training opportunities - level / target audience would also be an issue ...Often would have visited a Library or had training in another forum - but also a question of time and priorities
Not able to book too far in advance . As a result have found that the most interesting courses for me, are then completely booked up.

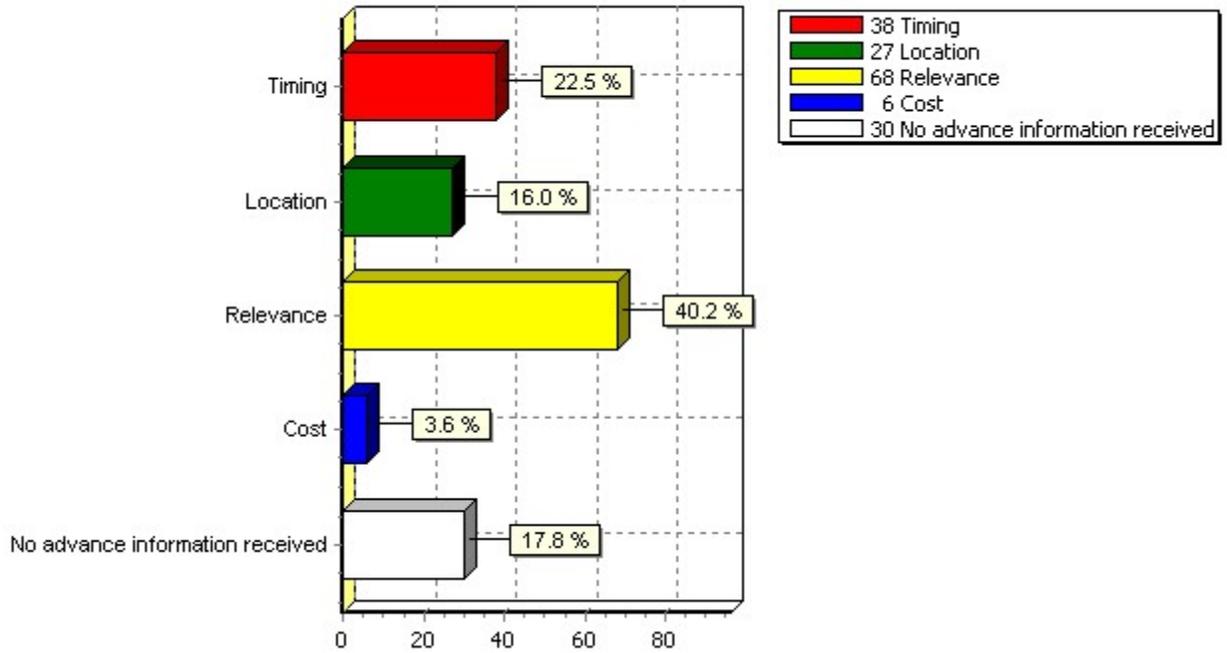
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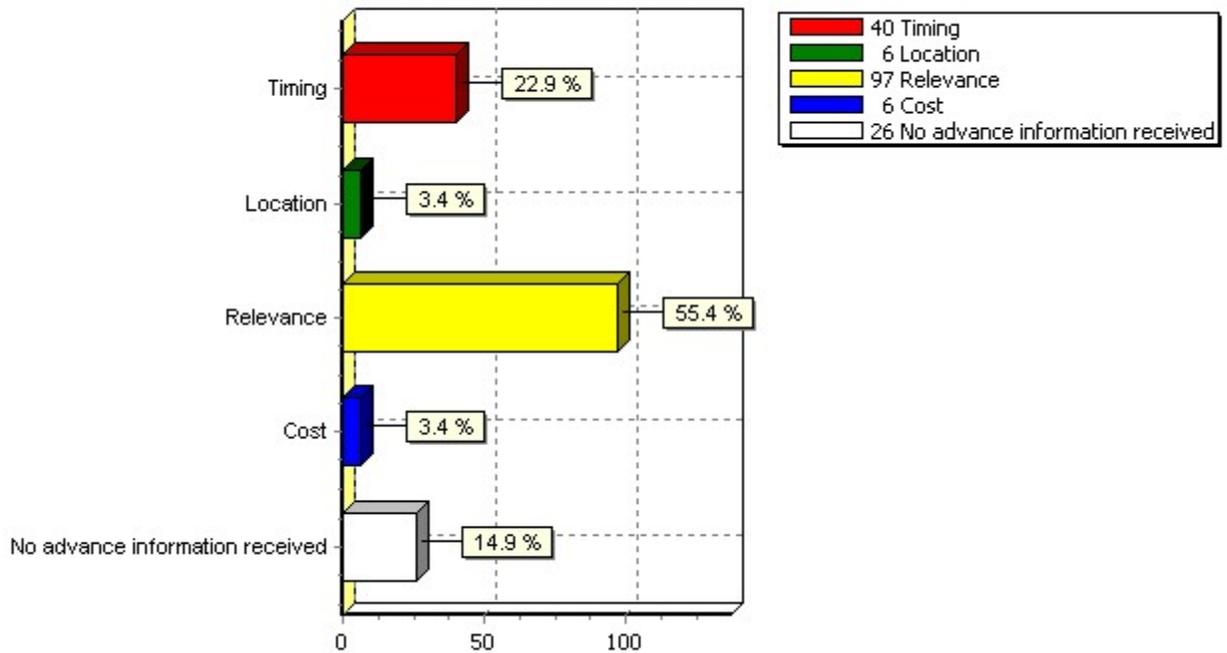
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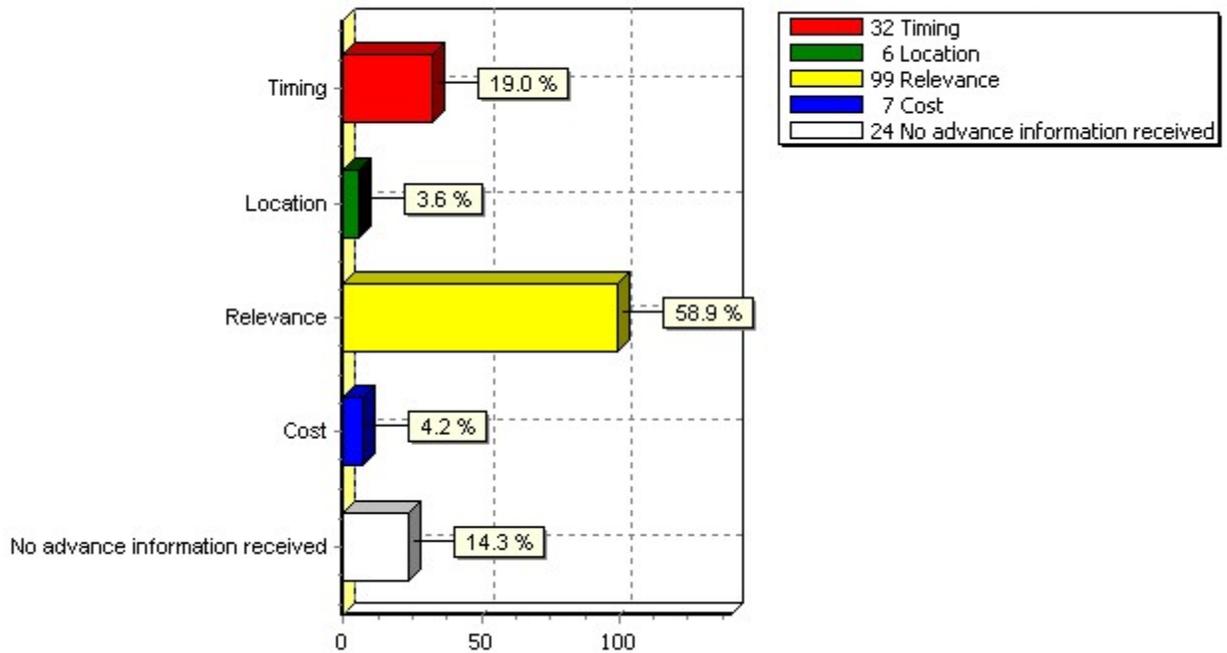
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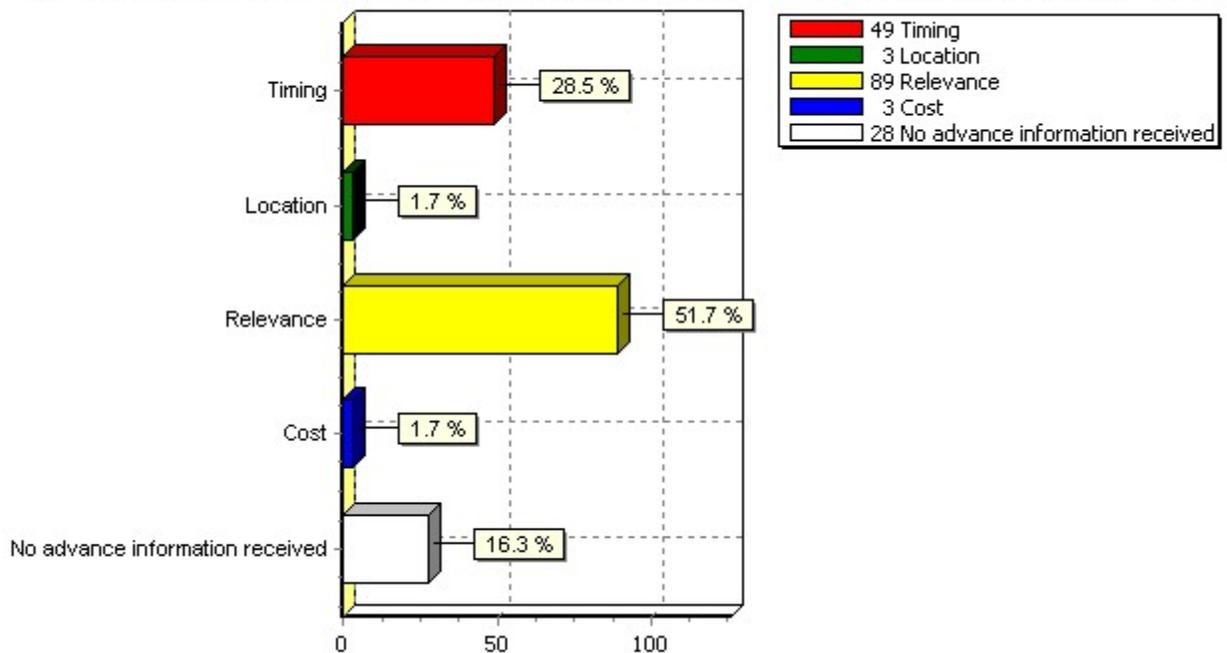
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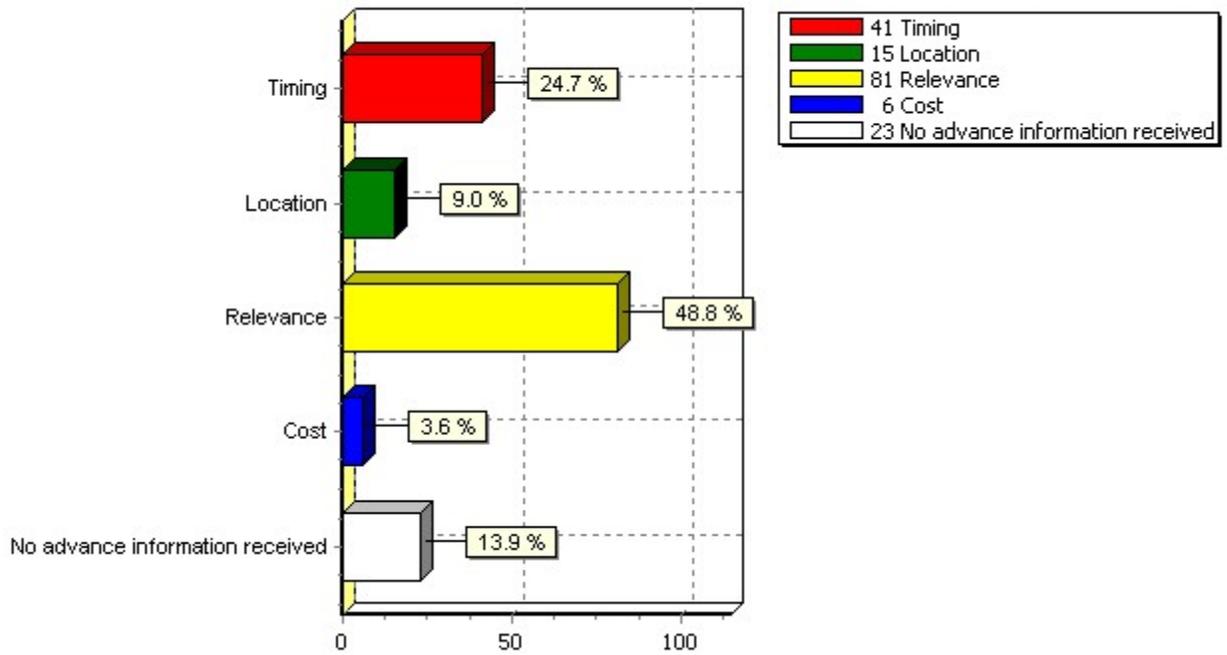
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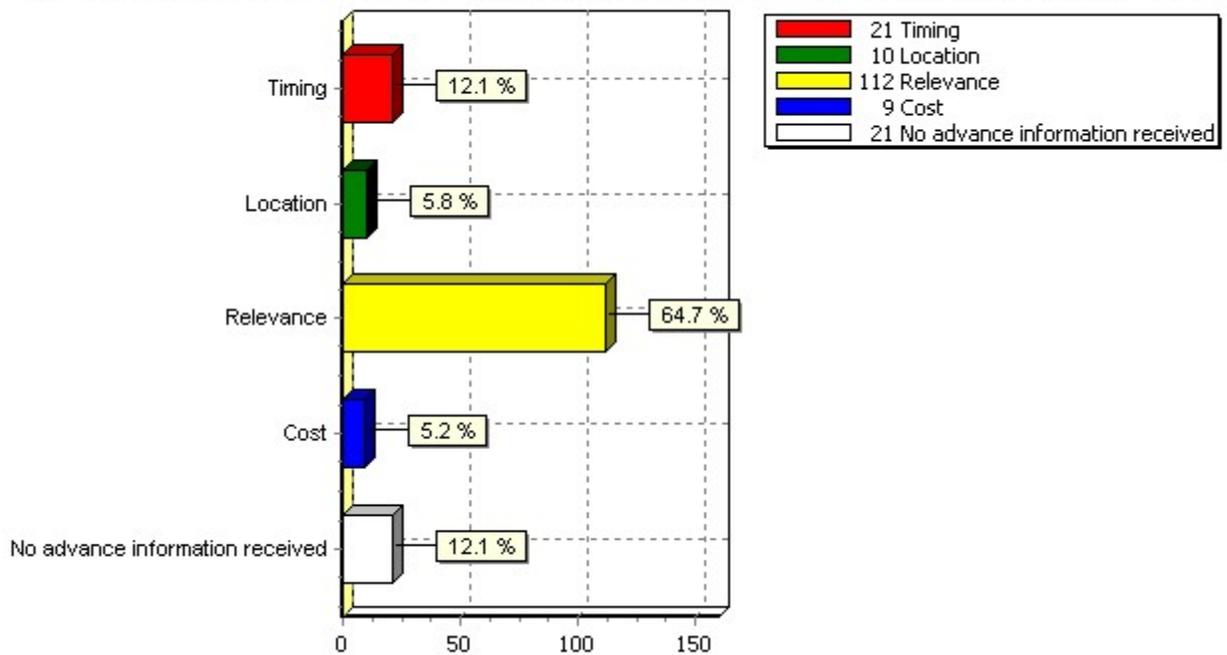
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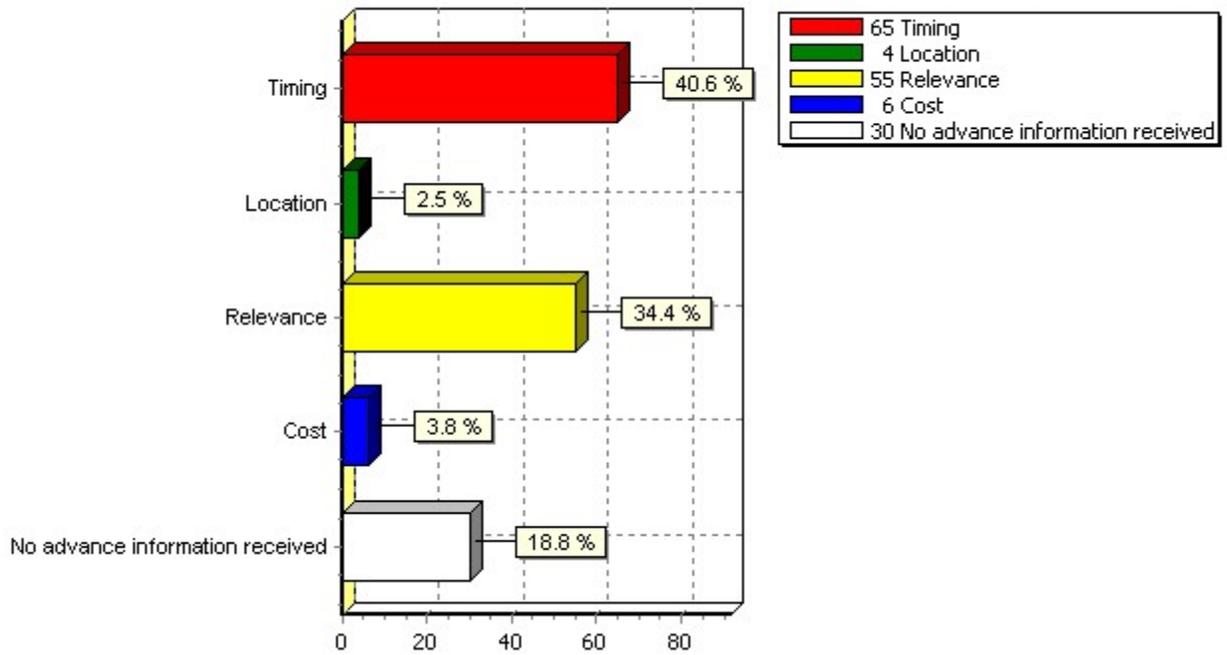
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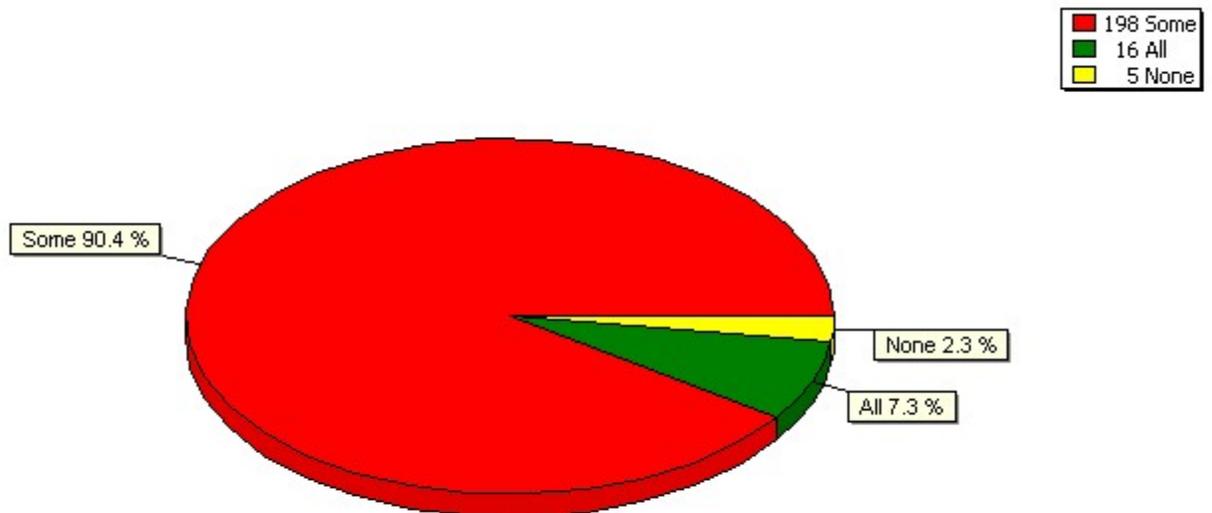
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In general, do you feel ANLTC courses are relevant to your work?



Comments

Most are relevant, some however are similar to ones that I have completed before not necessarily organised by ANLTC.

topic may be relevant but it is often targeted to a specific group. Supervisory skills targeted a specific group.

They are generally very well run, with excellent trainers

Select only courses specifically relevant to my current position.

Yes, excellent, usually try to get a few in.

This year I found very little of direct relevant to my work

I always look at the intended audience

Very affirming of work skills and a great confidence boost always

Depends on your previous experience

It depends on your grade. I have been pleased with all the ANLTC courses I have gone on.

Generally I think ANLTC offers a very good range of courses

I accept that not all courses are going to be relevant to my work as a very broad spectrum of interests and subject areas need to be covered to meet the needs of all academic library staff.

They seem to provide training I have received in house

All courses are relevant, some more than other, depends which area you work in. I only attend those that I feel I will gain most from.

I'd like to see an increase in numbers for courses as I had applied for two already this year and was told twice that the courses were full.

There is sufficient variety to find something of relevance

I am interested in all aspects of librarianship. I learn a lot from the courses and it keeps me up to date.

It's very good to get an overview of issues that may not be central to my duties, but that are relevant to the overall provision of library services.

never heard of it

Most are. Very difficult anticipate demands of readers- second term should have been possible.

Effective learning and teaching with online technology to assist our patrons to become self sufficient in accessing/retrieving information towards research/examinations etc.

ideally would check them all out - just not practical

The courses mainly seem to be for people in management

Occasionally difficult to know if a course will give you new information or reinforce what you already know. Indicating the level, ie. introductory, advanced etc would help. eg. VLE course in 2004

Helpful if gps of staff could attend so that the knowledge isn't in a vacuum - a local funding issue

well organised and interesting

I would like in the future to attend relevant courses

My work is fairly specailised
relevance of courses can change over time, moving departments, changes in how we do certain work, etc.
Good variety
although some are more relevant to the actual work one does but all help to improve knowledge and understanding
I wasn,t really aware of relevance of course to my job
but you cannot attend everthing, so it is important to go to new course that have not been run previouslu
individual staff selected for courses, others cant go even if relevant
Most courses offered are relevant now or will be. Because of financial constraints this year, courses 91,92 & 94 would have been both relevant and interesting.
Although I have ticked some, there are very few that would appeal or would be relevant to my work

### **What course(s) would you like to see in the future?**

Professional web design & maintenance courses
Encourage more visits to other libraries to share experience with people working in the same or similar areas. More courses on the Web & electronic resources.
I would like to see more technology courses. For example: programming, web technologies (XML, JavaScript, etc.).
Management Skills
I would like to see more courses aimed at Library Assistant. I have noticed recently that a lot of the courses are aimed at managerial level.
More on project management and management generally
More courses in the electronic area - databases, elearning etc..
1) Strategies for Coping with Distance Learners's Needs; 2) Usage Statistics & Decision Making - Effective & Efficient Use; 3) Effective Meetings - Staff / Users / etc.
Cataloguing, OCLC searching, Describing old and rare books
n/a
Repeats of the above offered in 2003
in service for LA's/others in use of databases - they are updating all the time.
Visits to specialised Libraries
Supervisory skills
The courses have being evolving and ive participated in many. Might be scope to revisit some topics as many new staff have joined the profession again. Some of the programmes are specialised and not applicable to library assistants. Their choice might have weakened?

Library services to non-traditional users as I missed the 2003 course; an information day on the activities of CONUL and its sub-committees and/or other library bodies, such as LAI, CILIP; see also No. 13

More courses based on electronic resource training

Effective negotiation skills. An event for Senior Managers - all aspects. Information Literacy - all aspects

Management skills/Teaching, Learning/Financial&performance management skills/principles for costing services/statistics for libraries/professional development/advocacy skills

Perhaps some advanced reference skills courses aimed at librarians or courses on information sources in broad subject areas, such as the humanities, biomedical sciences, etc.

Visits to other libraries or lectures on special libraries.

Continue with Web advancements/advice Best work practices Health in the work place (check list) perhaps once a year?

Knowledge management Managing VLE's

Job motivation in a static environment

Information Skills Virtual Learning Environment Developing relationships with Academic staff

Personal Development How to handle difficult customers

Exchange of information on various ways of attracting students to take part in user education.

Management techniques Web design

Project management again! Advanced web searching skills Effective staff management skills Subject-related resources

more practical courses for front line staff ie communication, dealing with rude patrons, how to work as a team player, staff morale etc

library technology courses

MARC Cataloguing Supervisory Skills Government Publications

Further courses on management and supervisory skills, conflict resolution, IT skills and others which apply more generally to any workplace

Conservation related courses

Advanced cataloguing skills / Reference skills & online resources for the visual arts /

Work/life balance Career development for library assistants Writing for publication - aimed specifically at library staff Managing/dealing with change Presentation skills for information skills training The role of the Library in the research process

More Customer Service type courses and more practical IT based courses e.g. advanced Word, Excel etc.

Update on employment law with reference to new legislation as per the new Equality Bill 2004. Advanced Disaster Planning Workshop with particular reference to the writing of a Library Disaster Plan.

Exchange of information on Web sources for foreign language material (Acquisitions work)

Training on how to teach students and different methods of teaching.
courses on HTML XML webpages customer care for users with English as a second language
career planning research skills
Statistics for Librarians Advanced Excel for Librarians Models of Integration of Computer Services and Library Services Guest speakers from other universities in Europe and US on their experiences
perhaps an overview of how different libraries operate inter library loans depts
Electronic Publishing developments - Journals particularly
'Searching the web' and 'teaching online technology' type courses useful.
More web based courses and information reference skills courses.
Could repeat courses that are oversubscribed, e.g DDC22,
I would like to see a course being given on the information environment - it was at the core of the curriculum in library school and I would like to refresh my mind on it.
Basic courses: 'Book mending' 'Care for books' 'Customer relations in 21st Century' and International Perspectives 'Looking at European Library systems'
how to manage your department; strategic planning and diplomacy.
I'm working in our Assistive Technology Services and would like further training in "Disability Awareness" - would like to know more about courses available in this area.
More on management; course on digitising manuscript materials; preservation management
searching the web courses again
Course with relevance to dealing with students and the new technology coming in to play.
I think anything that impacts on the use of technology in Libraries should be explored...way works flows change, how remote access affects what we do, budgeting for this area so the correct infrastructure exists etc. I believe the pooling of information could lead to active cooperation in this area which is badly needed otherwise we all keep reinventing the wheel
Some courses could be repeated to allow other staff to attend, or if I missed one myself. Group facilitation skills. Supervisory & Communication skills. Systems & Technical training.
Negotiation skills for dealing with suppliers and possibly separately for dealing with academics.
A course on Music and the Internet, downloading recorded music/scores, ipods, copyright implications - maybe this could be a joint venture with IAML (International Association of Music Libraries, Archives and Documentation Centres (UK and Ireland Branch) Also , Practicalities of managing your pc and the Internet e.g problems with downloading software to view and search certain sites, clearing out files, managing bookmarks, troubleshooting .
Grant proposals, how to successfully apply for funding Negotiation skills, how to negotiate with the variety of people we do business with such as suppliers, IT staff etc
More on online tutorials, online quizzes, FAQs. The Virtual Reference Desk

More on information literacy for library assistants/SLAs Irish in the library (because of the new legislation)

Technical programmes/courses: ie: web development, java, html, xml etc.

Managing staff(and customers!); how to upgrade one's computer skills in a way that reflects the advancement of skills pertinent to one's position and the future librarianship; managing your managers! in competitive circumstances, and to get your point across, politely and allowing for dignity on all sides. I dont think assertiveness training is necessarily the vehicle for this!Combat aegism in the workplace, overt or covert.!

Regular training made available to staff who are responsible for the training needs of a wide diversity of patrons needing to access a multi-disciplinary of databases geared towards towards ongoing research, educational needs, examination purposes and patient care.

More courses of a practical nature such as the DDC 22 and LOC Subject Heading courses held this year.

Team building/work for library assistants

More on electronic resources such as open Access journals

Searching the Web, Stress management, career development for Library Assistants

More courses for Library Assistants. Not workshops.

Staff management and motivation, Leading Teams, Bullying and harrassment in the workplace

Something on e-journals

I would like to see more courses on teaching skills. ALso courses such as the Eresources one in Galway on 19.5.04, which was a mixture of presentations and discussions. In some courses, especially hands-on ones, there isn't always time to discuss how we are operating in our home libraries.

Practical work related courses

project management and good use of time.

The courses run are useful but consider frequency e.g. if it was known that the course on reference work was to run every year it would help staff and lib management plan Course/s on book handling, first aid

More cataloguing courses.

Using and managing electronic resoures, advertising services to users, personnel management,

Course on Dreamweaver/web design; Editing & design of newsletters and promotional literature

Promotion of libraries within institutions, overview of metadata, handling difficult employees, change management,

Staff motivation Working in teams Using the web to promote facilities and services

contemporary electronic formats. explore different softwares, eg adobe all digital service library service. visionary stuff to provoke thought how to downsize your job and still be busy!

dealing with library users from different cultures and that dont have very good english

Stress management in the workplace.
book preservation e books role play to deal with varies problems
Customer service training/ideas.
Dreamweaver
More on preservation and promoting collections
E-Skills training
The courses provided in 2003 looked very interesting. more of the same.
I would like to see more courses directly aimed at non professional members of staff.
Database/ Internet training
More courses specifically geared towards Library Assistants would be useful.
Courses on libraries and distance learners, libraries and services to a variety of off campus users and how libraries provide services for people coming back to study after an absence of many years
Practical ones, like that on LCSH, DDC. Perhaps something on AACR, MARC?
More courses relevant to cataloguers
more of the same, rotating the courses through locations may improve accessibility to courses for some people.
More courses relevant to Library Assistant duties
More detailed courses relating to some of the 'general' courses offered.
Managing Electronic Resources again (I could not make the recent course in Galway) Something on the publishing industry in Ireland
Approaches to special collections for example European Documentation
I would like to see a course on Evidence Based Medicine/Problem based learning
*Finance and budgeting for non-financial managers *RFID *Library Security *Self-Service initiatives/case studies *Employment Law *Demonstrating Value (measurement techniques, metrics etc.) *More VLE related events - e.g. content solutions *Making meetings work *Managing Change *Document Delivery: current issues, trends etc. *Outsourcing - developments, case studies *'Sharing Quality' e.g. initiatives, audits, documenting processes etc. *Costing Services *Questionnaire/Survey Skills *Writing for the net *Operational Service Planning Techniques *Encouraging innovation at work *How to bid for funds *Physical space and knowledge management *Managing Budgets to deliver objectives *Influencing/Negotiating Skills
More courses to enhance the effective use of the various databases and courses on web based skills, with hands on approach.
more in-depth training on databases searching retrieving information etc.
Presentation skills Reports Budgeting
Preservation Skills Fund Raising Marketing
More computer based courses - often courses that are run are very basic and therefore of no relevance to me.
Would like more courses on how to do information skills training, for example how to design a course and tips on the best methods of teaching
Developing technologies - RFID, Wireless, SSO etc. Serials cataloguing

more specific ones like mapping or customer care. most seemed aimed at Managers not staff.
Cataloguing and technical services courses
Repeats of some past courses to give staff who missed them an opportunity to attend. Perhaps a survey to assess which ones would be in demand.
Time management Managing job-sharing
Implications of e-science Integration of information skills to curriculum Preservation strategies
Electronic resources
Marc 21, Metadata standards, Library of Congress subject headings. VLEs/MLEs. Intranet/web page design.
Motivational Skills- both for supervisors and for long term staff who feel unmotivated.
e journals web page design for beginners
some courses to be repeated if there is demand from people who could not get on it cataloguing and new technology as impacting on library assistants
Any dealing with electronic resources
Courses relevant to Library Assistants/senior Library Assistants. Career advancement etc.
any which reflect changing user and technology.
Repeat of Electronic Resources, which I heard was excellent, hopefully in Dublin.
e-mail management
I think the courses are really very good. There is perhaps a greater range of "strategic" type courses in 2004? Need to include these as well as the "doing" courses. Important to encourage thinking about future library roles....
Use of Web Internet security Software for Indexing
effective use/collection of statistics how best to sell/advertise your library via web, guides (library PR)
The courses already given are very good and comprehensive
more web-based training
more disability orientated
Customer services within library Project management in library
access and disability issues. OPAC/LMS design and update. Presentations from european/international counterparts. EU library/information initiatives Project management.
As I am involved in User Education, a seminar on "Training the trainer" would be useful.
Research methods training,
Copyright Good Customer Care
Courses relating to archival material
Exploration of different ways of working/The psychology of work/ + & - of different attendance patterns & how these might facilitate 'pre-retirees'

Information skills Assessing of sources Update on technology
Distance learning Online technology & teaching& learning
More strategic-based courses, especially in systems design and development
I would like to see more content based courses on issues like European Union, statistics. Particular information skills rather than generic issues.
More management related courses would be useful.
I think that there should be courses relating to IT and electronic materials.
Marketing / Promotion / Costing of Services etc. etc. (but these also being considered in the CONUL arena)
supervisory skills group facilitation skills more training
interpersonal skills training.
Assistant Librarian specific courses in particular 1) keeping uptodate IT skills 2) Information Literacy Training of Trainers courses. 3)Management learning skills 4) Managementpeople skills 5)Assertiveness courses for manager

**Apart from its role as an organiser of training, what other roles do you think ANLTC should have?**

Perhaps to help share best practice between libraries
ANLTC should continue to encourage co-operation between libraries. It is best to share resources when faced with budget cuts.
Maybe provide web-delivered training courses?
Disseminator of info relevant to national and academic libraries, more involvement with HEA and Dept of Education (DIT) re: future development of academic libraries/policy making; organising socials!! (barbecues, table quizzes) - great method of networking, contact making and fun!
Don't know.
n/a
visits by library staff to libraries other than their own - see how other do things.
A 'grape-vine' for library staff
monitoring the provision of training in Libraries
Personnally, I find that many training courses of relevance to my work are offered on campus. As a result, I rarely have occasion to meet my colleagues from other libraries. I miss this very much so another role I feel ANLTC could have would be to bring together functional librarians and subject librarians for seminars/discussions/workshops, e.g. a workshop for Reader Services Librarians or a workshop for Economics Librarians, etc. Of course, this suggestion would have to be tailored to suit the way the majority of the libraries are organised.
I think that ANLTC should further develop it's training role. I think there is not sufficient clear identity between groups such as LIR, ANLTC. Important that roles of each group obvious and clear.
A greater role in professional development/advocacy for libraries

Liasing with colleagues from other libraries. Library Assistants don't get much chance for this except at INULS and it makes a big difference meeting staff you are dealing with personally

Liase with other groups involved in Continuing Profesisonal Development

To encourgage further co-operation and engagement between staff in the various libraries

None

Consultancy for good practice in academic libraries

not sure.

I think teh ANLTC should probably keep to training

ANLTC is a training co-operative so should probabllly stick to 'training'. It is doing it very well at the moment so should be careful that expanding it's role does not compromise its existing efficiency. At the same time, 'taking stock' is always a good idea.

marketing libraries

liason between libraries and their growing needs

none

Suggest expanding visits to other Libraries and Archives.

I think ANLTC should focus on its role as a training organisation and develop this role further.

Possibly organising Distance Education courses within Ireland for Library Assistants with a view to Professional qualifications.

Updating academic librarians on developments in key areas of academic librarianship - type of current awareness service or updates

Staff swop - a staff member could go and work in another library for a period of time, maybe during the summer, when it is quieter.

I think it is fine as it is I suppose you could encourage libraries to spend more money on training and development of their staff but best of luck

Promoting the professionalism of Library and Information work Lobbying for improvement of The Library Course in UCD

Lobbying Government for funding to improve library services

Possibly some personal development type courses.

No Comment

Could possibly provide database on course providers and trainers avilable one used tried and tested etc.

not really sure.

be pro-active and innovative in designing new courses in accordance with changing needs

encourage DLIS in UCD to be more relevant to libraries in Ireland

perhaps having more courses within each library so staff on lower salaries could attend courses in their home library

Antlc should consider promoting and pushing cross institutional cooperation

To promote active coordination and cooperation between libraries, on projects etc, as many libraries seem to be doing the same things but without enough sharing of skills and resources and even basic tips on pitfalls to avoid when working on a new development in library services. This kind of communication and cooperation can be extremely useful, especially if Technical Support & Subscription Agents etc are not located in Ireland, as it creates a supportive environment between library staff in different institutions here.

Perhaps organising more ongoing training in specific areas, maybe in conjunction with Deplis in UCD.

Possibly provision of bursary/funding for individual pieces of research so that there is Irish-based research into relevant issues for libraries.

What about a newsletter or some current awareness service of what is taking place around the country in member libraries?

It's doing fine with concentrating on training.

Organising training is itself a very wide-ranging and important job. The virtue of ANLTC is its focus on this area. I'm not sure a dilution of this would be beneficial.

To advertise new developments that libraries have achieved.

provide for link between professional education, and training by professionals- look at its role and that of the LAI and see where the gaps lie.

Zoning in on specific staff training needs with particular emphasis to each staff member's individual needs. It is extremely important that all staff needs are catered for as each section/division will have its own unique requirements. After all, our aims and objectives are always geared towards a state of the art service for the benefit of our patrons.

should focus on this role

There is more scope for development of relations between staff in the various academic libraries.

None

I think ANLTC should continue to concentrate on training. I would be concerned that it would spread itself too thinly if other roles were taken on.

discussion forum

The only other role that I could see is that of communication concerns, ideas, etc. that emerge at the courses/seminars to the relevant bodies such as CONOL. As it is ANLTC is very successful at what it does.

Is it possible to have an analysis of the work and tasks of library staff at present & in future carried out? Has a survey of training needs for each level of library staff been carried out?

I think it should have a forum for librarians to share information and bring up hot topics (if it doesn't already have one - I have not seen the website).

Act as a consortium for purchasing online resources. Conference organiser.

It could run slightly longer, more comprehensive, training courses in off peak periods such as the summer.

get proper certification for courses....

Provider of Information with regards new technologies, info systems, data bases etc

Perhaps highlighting training elsewhere in relevant areas

Sorry no ideas
I think the role of the ANLTC is important enough as it is. Further roles could dilute the present function
Could it have input to the UCD Library courses, perhaps persuading them to increase the practical content and reduce the theory?
There are so many umbrella organisations that it is difficult to see how ANLTC could expand without overlapping, e.g. LIR, LAI groups - stick to training!
Role as trainer only
I don't think it needs to assume another role.
None - I don't think that ANLTC should diversify into anything else. It would dilute their core function - which should remain training.
Perhaps a 'chat room' where one could liaise with other library staff and share information, experiences. An example of this would perhaps be the sharing information of how 'flexi-time' works in the other institutions etc
I think ANLTC should continue to concentrate on training
Ensure higher quality of training within the universities, and also try to bring some kind of uniformity to procedures. Many places are unaware of better strategies or ways of doing things in the smallest jobs. Sharing tips and ideas for the more menial tasks would help.
ANLTC - Good at what it presently does
Maybe encourage increased contact between libraries in the form of visits/ sharing of expertise.
policy maker on further training of library staff facilitator for exchange scheme for library staff to work in other libraries in Ireland
If funds stretched it would be nice to meet other colleagues in a more informal setting once a year!
Publish documentation from courses on the web
Should ANLTC be involved in harmonisation between library staff requirements and training within the Public Libraries, and those within Corporate/School/University libraries?
facilitator of library qualifications
Good for networking with others in the the same work field
There is a huge amount of expertise locked up in staff who may be in same post for years. Could ANLTC make use of this wisdom in a mentoring system Would ANLTC promote more movement within & between libs?
networking facilitator social aspect for staff round table aspect
Hard to find something distinct from other groups. Perhaps could organise seminars on developments in the Library world. These could aimed at library assistants highlighting new theme such as SFX/Metalib/sparc etc
Perhaps to facilitate forums (or fora) for debate among staff at similar levels. Include online debate.
Making known all aspects of information science as well as communicating the wide role of libraries to the general public.
Identifying and liaising with other course / training / education providers to

supplement the work of ANLTC. Providing more specialist training in areas where provision of the same course at local level - either by the Library or the HR Division within the Institution would not be cost effective or justifiable. Greater role for ANLTC in liaison with Teaching and Learning providers to position libraries within the burgeoning VLE environment

Perhaps have continuous professional development courses for professional library staff.

**We would welcome any other comments you have**

Overall I think the ANLTC programme is well managed & provides an efficient & up-to-date training service

Thank you for all the courses that ANLTC have organised to date. I look forward to more in the future.

If courses are booked out perhaps they could be run again may be at a different location. As a former jobsharer it is often very difficult to attend training courses. If a jobsharer works a 2 day / 3 day week attending a two day course is often an impossibility.

Excellent courses, very relevant.

These courses are of importance not just because of content but also because of the building up of a network of contacts within the library system. Perhaps some more self promotion to make us want to look at your website

None.

Found the DDC22 and LCSH courses held in 2004 extremely practical, relevant and useful.

n/a

Perhaps made courses cheaper to attend

very little funding for training. staff have to seek it out for themselves. no encouragement from management.

Great work by the committee. Always good choices of topics and excellent presentations by colleagues in the library world.

Just to say congratulations on continually providing a very comprehensive training programme year after year

I really value ANLTC's role. We would have a huge training deficit without it. Also, has a role in developing a national skills portfolio of those who have contributed.

See 10 above

I have always found all ANLTC courses I have attended to be very well run.

Open courses to anyone interested, in Government and semi state sector

I think ANLTC is very well run. Well done to all concerned. Your hard work is appreciated. Carol

ANLTC does a great job - keep up the good work!

a lot of the courses are not relevant to somebody at my grade so I can not justify

the expense of attending also if the course is outside Dublin it may involve a total of a day and half away from the library which is not always possible. Friday is generally the quietest day in the libraries and would be a good day for courses.

could information on courses be e-mailed to individual e-mail addresses

I have only attended one ANLTC course to date (Conflict Resolution - 2004) and found it extremely well-run and very useful

A factor affecting the decision as to whether to attend courses has been the fact that numbers of places on courses are often restricted.

try within reason to schedule courses for non term times although I fully appreciate that this will not always be feasible.

ANTLTC should keep abreast of all developments in the world of electronic library.

I prefer to attend Dublin courses. Maybe the same courses that are held in Dublin can also be held outside and visa versa

I attended an Interview Skills training course held in Maynooth last year or the year before - it was absolutely excellent...and helped me immensely regarding interview preparation for the LA2 position I subsequently applied for and was successful in.

ANLTC provides a very wide range of courses to suit all grades of staff working in libraries. In cases of the more popular courses where there is a big demand, in-house training often proves more cost effective

Although the courses you run are often not relevant to me I do think that you provide an excellent range of quality courses.

I have attended a number of courses in the past, of which some where good. I would like to see more basic courses to up grade skills as well as How Libraries are organised in U.S.A. and Europe

Have been busy during past year and not really given enough thought to personal training needs. If I had, would probably have attended the course on 4th April at DCU.

none, so far

If people travel from Dublin or whatever (2/3 hrs journey) they have to go back the day of the actual course. But if the course started later they could travel that morning, have the course, stay overnight and then return. No matter how good the training is, it tends to be tiring and a long journey afterwards does not help.

I attended an ANLTC Library of Congress Subject Headings course in TCD in March. This was excellent and relevant to my work, but there was a lot to take in and 2 days was not long enough.

I think ANLTC does a wonderful job given the shoestring budget in terms of both time and money that is available to it. WE're still looking at the library in the same light as we did twenty years ago, and there is rally no evidence of innovation in areas of approach. How many NALTC people have looked at new developments in serious personal development/job satisfaction? Has the potential for the application of Neurolinguistic Programming (NLP) been looked at? Pity! I believe there are vast developments that we have neither the time nor money to explore TOGETHER.

ANTLTC has an important role and it is good to have an opportunity to suggest courses for the future

Some of the courses look really interesting, but it would be useful to have more than one date when the course is running, so that you have more opportunity to attend.

1.Perhaps ANLTC should broaden its membership to include ITs? 2. Have a paid administrative staff to take that end of course organisation away from the committee, who could then concentrate on strategic issues relating to the courses.

What about trying out a forum for current practice on a particular topic in different libraries. Ask for several people from different libraries willing to give a presentation on what they do/plan to do in an area - say information literacy - with an open floor afterwards.

The most valuable training is provided by practically experienced, and mostly professionally trained librarians. A College Human Resource Management Department is definitely not the appropriate vehicle, fr too orientated towards academia; and does not have the appropriate vocabulary, expertise, or expererience to understand the role and responsibilities. of librarians. Accountability seems to be devolving more and more to the AL level. This trend should be questioned, examined, and provided for in training, if its deemed appropriate.

I have marked relevance as a reason for not attending courses but I would have attended many of them in earlier years or they might have been too low level

Funding should never be highlighted as a fundamental problem as staff training needs have been hampered for a few years now. After all, our priorities should always be articulated by providing the most up-to-date training our clients richly deserve. Training needs of staff are an essential requirement in order to maintain and continuously upgrade our skills in providing our patrons the expertise they yearn for.

John - please don't enter me in the draw

I think ANLTC does a good job overall. Keep up the good work

I appreciate and have learned from the courses I have attended in the past. Thank you.

better information regarding courses that are on.we always seem to hear about too late

ANLTC does a very good job. It is important to keep costs down as cutbacks are affecting training budgets.

I think that the courses organised by ANLTC are relevant, very informative and well organised. The courses provide an opportunity to get together in small groups to liaise and network with each other.

How feasible would it be for some courses to travel to different locations on a regular basis e.g. reference

Keep up the good work.

better timing and location....fewer and bigger?

Well run courses, well organised, interesting, relevant and enjoyable.

I enjoyed the few courses I have been on, as well as learning new stuff I also enjoyed the interaction of people from other institutions

There were several courses in 2004 that I would have liked to attend, but might have had difficulty persuading the powers taht be of their immediate relevance

I think the courses offered by the ANLTC are well organised and appropriate, and generally applaud the work put into them.

If more courses were repeated in Dublin locations, more of us would have the opportunity to attend

I know it is not always possible - but it would be very helpful if all events didn't start until 10.00am at the very earliest. Lunch and coffee breaks can be shortened if necessary.

have noticed some of your best courses for this year which I would have loved to have attended where based in Galway and Cork - I have family commitments and would not have had the time or minder available to travel Dublin based 1 or 2 day course if required would have been more suitable However I still think your courses are excellent your co-ordinators producing a very high standard of organisation and professional skills in presenting the information - attended the referencing skills course which I found excellent.

Some courses are too short. They just give a taste of the subject

~ looking forward to hearing about your courses and training sessions

Looking forward to future ANLTC courses

I have really enjoyed every course I have attended and hope there will be many more interesting courses coming up. I wish there were more places available so one would not have to 'fight' to get on (although this must mean they are very popular and that should please the organisers)

I really can't make any comments as up to now I haven't been on an ANLTC course

More publicity about courses would be helpful .

I found both courses that I did in the past very useful and interesting, and enjoyed the opportunity to meet library staff from other institutions. Keep up the good work!

Go raibh maith agaibh

many thanks for all the courses you have organised to date

None at this time

Prior to Antlc course, there was practically no course for non professional staff working in the university structures, so antlc have enabled non profession staff to avail of these course, and the staff who have attended them have benefited from the skills they received at the antlc course. - so from that point of view I see them as a great success.

Courses to date have been excellent

Does ANTLC have a role in the education of library staff for retirement ? With Å€ shortages & freezes age profile is on the mature side

ANLTC contributes to the upskilling of all library staffs; because designed by staff in the profession, it answers to the constant and present needs of the ever-changing demands of ICT. However, funding or lack of, tends to neutralize the benefits by not affording access to all.

Pretty much as for 12 and 13 but it would be a good idea to have courses on electronic libraries as I think that there will be many such libraries in the future.

ANLTC courses are very professionally managed - Maybe to look more at targeting participants to ensure a certain level of course ..

As I am an Assistant librarian in charge of a team of library assistants, I would to attend some courses that are for professional staff only.

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