

Cluster Report On: UCC

Survey: ANLTC Library Staff Survey 2004

Responses Received: 33

Library

Response	Count	Percent
DCU	0	0.0%
DIT	0	0.0%
NLI	0	0.0%
NUIG	0	0.0%
NUIM	0	0.0%
RCSI	0	0.0%
TCD	0	0.0%
UCC	33	100.0%
UCD	0	0.0%
UL	0	0.0%

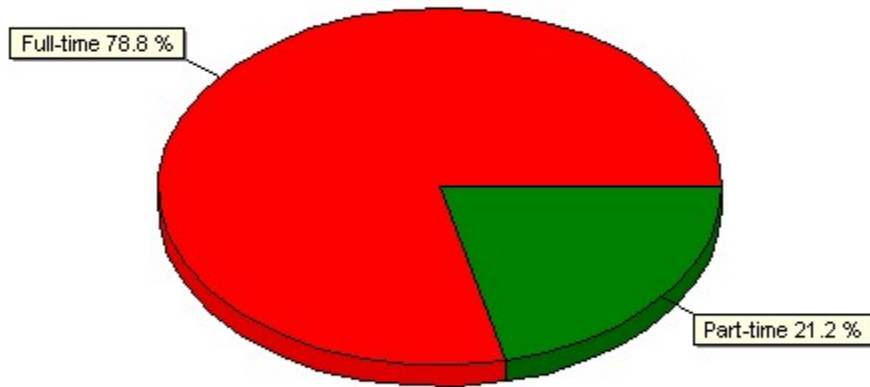
Position

Response	Count	Percent
Library Assistant	9	27.3%
Senior Library Assistant	12	36.4%
Assistant Librarian	8	24.2%
Sub-Librarian	2	6.1%
Deputy Librarian	0	0.0%
University Librarian	0	0.0%
Other	2	6.1%

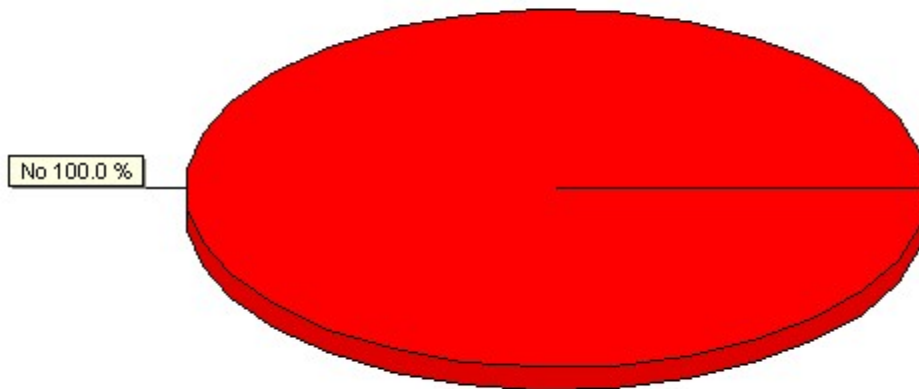
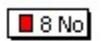
Other

Archivist
Project Assistant

Category



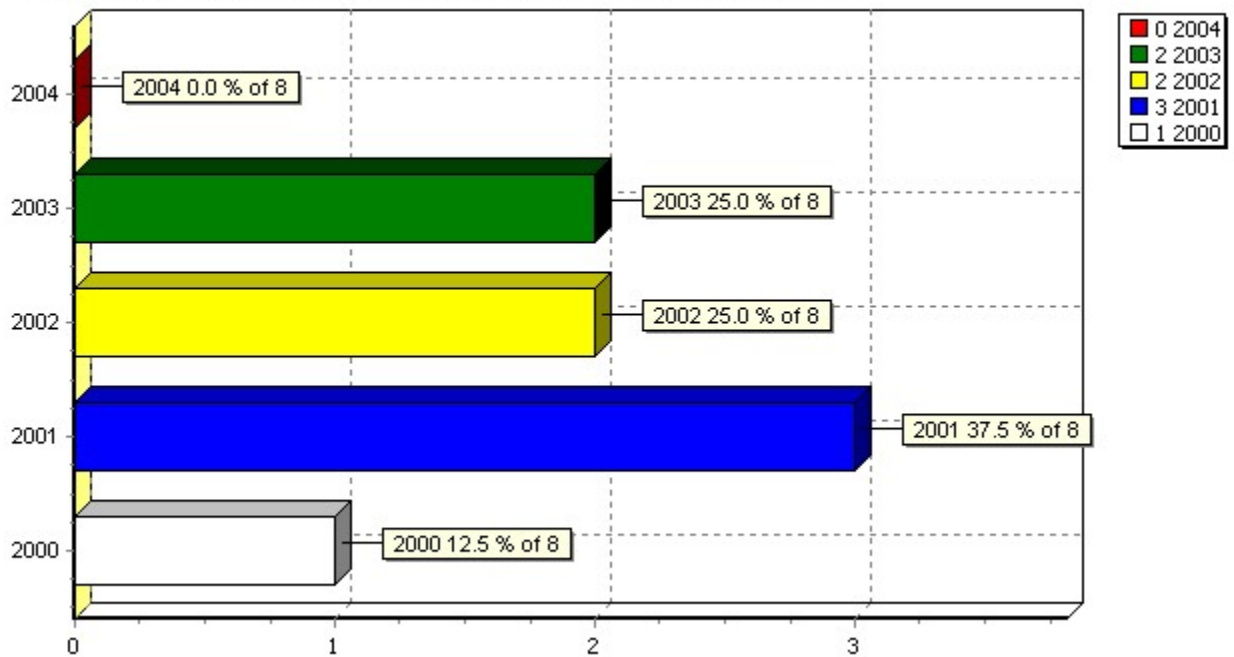
If you selected "Part-time" in the previous question, are you a job sharer?



Have you ever attended an ANLTC course?

Response	Count	Percent
Yes	14	42.4%
No	19	57.6%

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	2	6.1%
Library training co-ordinator/ANLTC committee member	22	66.7%
Supervisor	2	6.1%
Colleague	3	9.1%
I never hear about ANLTC courses	6	18.2%
Other	3	9.1%

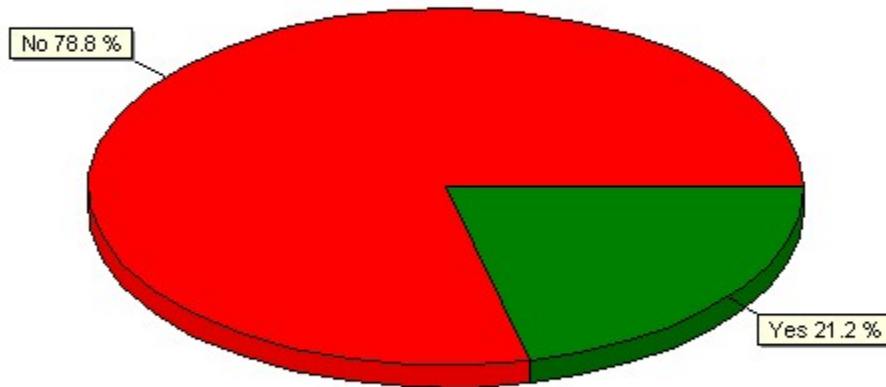
Other

Mentioned @ conferences / seminars

booklet
brochure circulated by Human Resources
ANLTC Training Manual which arrives in post or e-mailed to me.

Have you ever accessed the ANLTC Web site?

26 No
7 Yes



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

I prefer a hard copy that I can read,
the concise explanation of courses given in previous years was educational
I was'nt aware that there was a website for the ANLTC.
The website is clear and easy to use.
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
Haven't accessed it v. often but easy to navigate.
good

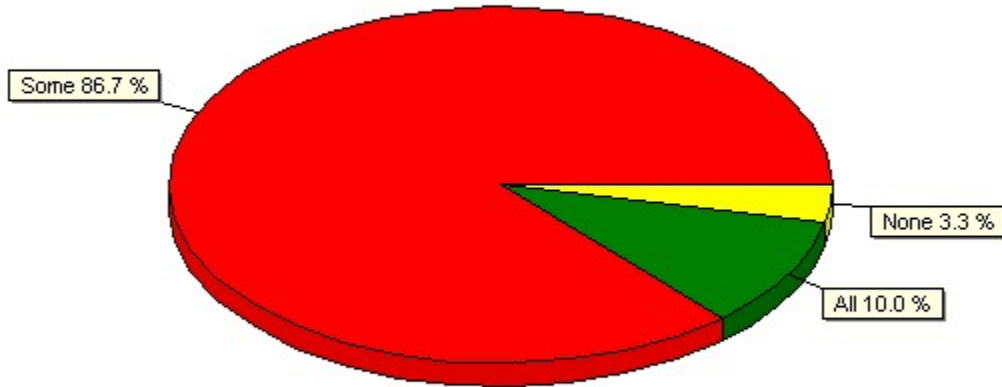
Below are events offered by ANLTC in 2003. In the case of those for which you did not apply, please indicate the main reason for this

(Percentages)	Timing	Location	Relevance	Cost	No advance information received
Library services to non-traditional users (16 Jan, UU)	13.8%	17.2%	31.0%	13.8%	24.1%
Collection management strategies (29 Jan, UCD)	20.0%	6.7%	36.7%	13.3%	23.3%
Searching the Web (6 Feb, NUIG)	22.2%	7.4%	29.6%	11.1%	29.6%
Group facilitation skills (28 Feb, NUIM)	15.4%	3.8%	46.2%	11.5%	23.1%
Supervisory skills (6 March, NLI)	24.0%	0.0%	36.0%	12.0%	28.0%
Marrying effective learning and teaching with online technology (4 Apr, DCU)	21.4%	7.1%	35.7%	7.1%	28.6%
Project management (8 Apr, NUIG)	15.4%	7.7%	38.5%	11.5%	26.9%
Disaster planning (11 Jun, UL)	7.4%	0.0%	48.1%	22.2%	22.2%
Visit to TCD Library (9 Sept)	11.5%	3.8%	23.1%	15.4%	46.2%

Comments

Not relevant to my work
No funds at UCC to send staff to any courses
budget cuts in ucc limit access to training
Term time can have a hindrance on attending courses,
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.
I was informed that there was'nt sufficient funding available to train staff which is imperative to my area of work.
ANLTC courses are in "competiton" with other trg
Could courses be organised for summer months, when the library is not so busy?
Funding for training is scarce at present
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.

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



Comments

They are generally very well run,with excellent trainers
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.
Helpful if gps of staff could attend so that the knowledge isn't in a vacuum - a local funding issue

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

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

Visits to specialised Libraries
Supervisory skills
Basic courses: 'Book mending' 'Care for books' 'Customer relations in 21st Century' and International Propectives 'Looking at European Library systems'
how to manage your department; strategic planning and diplomacy.
searching the web courses again
Course with relevance to dealing with students and the new technology coming in to play.
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.
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
Customer service training/ideas.
more disability orientated
Customer services within library Project management in library
supervisory skills group facilitation skills more 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?

Don't know.
n/a
A 'grape-vine' for library staff
monitoring the provision of training in Libraries
not really sure.
perhaps having more courses within each library so staff on lower salaries could attend courses in their home library
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.

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?

facilitator of library qualifications

Perhaps have continuous professional development courses for professional library staff.

We would welcome any other comments you have

None.

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.

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

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.

The most valuable training is provided by practically experienced, and mostly professionally trained librarians. A College Human Reource Management Department is definitely not the appropriate vehicle, fr too orientated towards academia; and does not have the appropriate vocabulary, expertise, or experrience 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.

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.

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

Courses to date have been excellent

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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