



**CONTINUING PROFESSIONAL
DEVELOPMENT & WORKPLACE
LEARNING**

UPDATE

CPDWL

*Newsletter of the **Continuing Professional Development
& Workplace Learning** Section #43 of the
International Federation of Library Associations and Institutions*

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Standing Committee, Officers & Corresponding Members

Responsibilities

CPDWL Standing Committee, Office Bearers & Corresponding Members (revised October 31,2015)

NAME	ADDRESS & CONTACT NUMBERS	TERM	RESPONSIBILITIES
Officers			
Catharina Isberg Co-Chair	Library Director Helsingborg City Libraries Stadsparken, 251 89 HELSINGBORG, Sweden Tel. +46 42-10 34 60 Email: cathis.isberg@gmail.com	2nd term 2015-19	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings.
Ewa Stenberg Co-Chair	Librarian Library and IT Services Malmö University, Orkanen Library MALMÖ 205 06 Sweden Tel.+46 (0) 40-6658304 Fax +46 (0) 406657301 ewa.stenberg@mah.se	1st term 2013-17	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings
Vivian Lewis Secretary	Acting University Librarian McMaster University Library Mills Library, Room 204 McMaster University HAMILTON, Ontario L8S 4L6 Canada Tel: +1 (905) 525-9140, ext. 23883 lewisvm@mcmaster.ca	1st term 2013-17	Organise committee meetings and manage agenda/minutes.
Standing Committee Members			
Mary S. Laskowski Information Coordinator	Head, Collection Management Services Associate Professor, University Library University of Illinois Urbana-Champaign 1408 W. Gregory Drive URBANA, Illinois 61801 USA Tel. +1 (217) 244-3771 mkschnei@illinois.edu	1st term 2015-19	Manage website. Provide information to IFLA website coordinator Member of communication group
Juanita Jara de Súmar Newsletter Editor	Liaison Librarian (Retired) Humanities and Social Sciences Library 3459 McTavish Street MONTREAL, Quebec, H3A 1Y1 Canada Tel: +1 (450) 674-1646 Email: juanita.jaradesumar@mcgill.ca	1st term 2013-17	Edit and produce two newsletters per year Member of communication group Translate CPDWL documents into Spanish
Eileen Breen	Executive Publisher Emerald Group Publishing Limited, UK Email ebreen151520@btinternet.com	1st term 2013-17	Member of communication group
Rebecca Brown	Trainer/Curriculum and Content Spec. National Library of Medicine Training Center. Spencer S. Eccles Health Sc.Library University of Utah, 10 North 1900 East SALT LAKE CITY 84112-5890 USA Tel:+1 (913) 232-7595 rebecca.brown@utah.edu	1st term 2013-17	
Jane Dysart	Partner Dysart & Jones Associates 47Rose Park Dr. TORONTO, Ontario M4T 1R2 Canada jane@dysartjones.com	1st term 2015-19	
Matilde Fontanin	Librarian Università di Trieste, Biblioteca della sede di Gorizia Via Alviano, 18 34170 GORIZIA (GO) Italy Tel. +39 (0481) 599263 Email: fontanin@pug.units.it	2nd term 2013-17	Cleveland Satellite program coordinator

Loida Garcia-Febo	President, Information New Wave PO Box 90789 BROOKLYN, NY 11209. USA Tel. +1 (646) 470-5190 Email: loidagarciafebo@gmail.com	2nd term 2015-19	Webinars
Almuth Gastinger	Senior Academic Librarian. NTNU University Library Høgskoleringen 1 7491 TRONDHEIM Norway almuth.gastinger@ub.ntnu.no	1st term 2015-19	
Gillian Hallam	Adjunct Professor.LIS Science and Engineering Faculty Queensland University of Technology GPO Box 2434 BRISBANE Qld 4001 Australia Tel. +61 (0) 423 373 547 g.hallam@qut.edu.au	1st term 2015-19	
Sandy Hirsh	Professor and Director, School of Library and Information Science San Jose State University, SAN JOSE, CA 95192-0029, USA Tel. +1 (408) 924-2491 Email: Sandy.hirsh@sjsu.edu	1st term 2013-17	
Holly Hubenschmidt	Head of Instruction, Liaison and Reference Services Webster University Library Webster Groves Main Campus USA Email: hollyh@webster.edu	1st term 2015-19	
Anne Lehto	Head of Services Tampere University Library P.O. Box 617, Kalevantie 5 33014 University of Tampere TAMPERE Finland Tel. +358 (40) 190 4262 Email: anne.m.lehto@uta.fi	2nd term 2013-17	
Cindy Lombardo	Deputy Director, Chief Operations Officer Cleveland Public Library 325 Superior Ave CLEVELAND, OH 44114 USA Tel: +1 (216) 623-28781 cindy.lombardo@cpl.org	1st term 2013-17	Cleveland Satellite logistics coordinator
Mary-Jo Romaniuk	Associate University Librarian & Adjunct Professor, School of Library and Information Studies University of Alberta EDMONTON AB T6G2J8 Canada Tel. +1 (780) 919-0172 Email: mary-jo.romaniuk@shaw.ca	2nd term 2013-17	
Nadia Temmar	Sous-directrice, Bibliothèque Ecole Supérieure de Banque BP 156 Bouzaréah, ALGER Algérie Tel & fax +213 23 23 67 53 nadiatemmar@yahoo.fr	1st term 2015-19	
Wilhelm Elinatse Uutoni	University of Namibia. Private Bag 13301 WINDHOEK Namibia Tel: +264 61 206 3844 wuutoni@unam.na	1st term 2015-19	

Corresponding members, consultants and other roles			
Mary L Chute	State Librarian New Jersey State Library PO Box 520 (185 West State Street) TRENTON, NJ 08608 USA 609 278-2640 Ext 101 mchute@njstatelib.org		Consultant
Mary Ellen K. Davis	Executive Director Association of College & Research Libraries United States Email: mdavis@ala.org		Consultant
Monica Ertel	Director, Global Information Services Bain & Company One Embarcadero Center #3600 SAN FRANCISCO CA 94901 USA Tel. +1 (415) 6271352 Email: monicaertel@yahoo.com		Consultant
Lawrence Abraham Gojeh	Department of Information Science Jimma University P.O.Box 378, JIMMA, Ethiopia Email: lawrencegojeh786@gmail.com	1st term 2015-17	
Svetlana Gorokhova	Head, International Cultural Center M.I. Rudomino All Russia State Library for Foreign Lit. Russian Federation Email: svetagorokhova@gmail.com	1st term 2015-17	
Ulrike Lang	Head of Education + Training Dept. State and University Library Von Melle Park 3 D-20146 HAMBURG Germany Tel. +49 (40) 428385696 . Email: lang@sub.uni-hamburg.de	1st term 2015-17	Cleveland Satellite Overall Coordinator
Lydia Namugera	Makerere University P.O. Box 7062 KAMPALA, Uganda Email: lydianamugera@gmail.com	1st term 2013-15	
Susan Schnuer	Associate Director University of Illinois, Mortenson Center 1402 Gregory Drive, Room 142 URBANA, Illinois 61801 USA. Tel. +1 (217) 3330031 Email: schnuer@illinois.edu	1st term 2013-15	Satellite Guide
Jana Varlejs	Associate Professor Emerita, Rutgers School of Communication & Information Home: 612 S. First Ave., HIGHLAND PARK, NJ 08904 USA Tel. +1 (732) 846-6850 Email: varlejs@rutgers.edu		Consultant Update CPD quality project



**Continuing Professional
Development and Workplace
Learning Section**

Letter from the co-Chairs



Catharina Isberg



Ewa Stenberg

Dear colleagues, members and friends of CPDWL,

Greetings to all of you as we approach the end of 2015.

During 2015 the CPDWL Section has been involved in several activities and gained new Standing Committee (SC) members. The quarterly webinars hosted by CPDWL together with the New Professionals Special Interests Group (NPSIG) has been greatly appreciated and have had many participants. The CPDWL Facebook group has grown considerably during 2015, we now have more than 1500 followers.

The 2015 Satellite Conference in Milnerton, Cape Town, took place August 12-14 and brought together more than 60 colleagues from 15 countries around the world under the title and theme *Taking Charge of your LIS Career: Personal Strategies, Institutional Programs, Strong Libraries*. For the first time we did not publish a hardcover “green back”, but every participant received the presentations on a USB stick and the papers will be uploaded to the IFLA Library. Read more about the Milnerton Satellite at the conference webpage <https://iflasatellitemilnerton2015.wordpress.com/>.

The IFLA World Library and Information Congress (WLIC) 2015 was held in Cape Town, and CPDWL presented a joint session with the Public Library Section. The session title was *Learning across boundaries: a workshop*, and was a well-attended session with very active participants. The results of the discussions are available at the IFLA webpage <http://www.ifla.org/publications/node/9884?og=49>.

At the CPDWL Standing Committee meeting in Cape Town, new members of the committee were welcomed and outgoing members were thanked. A discussion about the goals for CPDWL was initiated, which will continue in 2016. The CPDWL Action Plan is available at the web <http://www.ifla.org/publications/cpdwl-action-plan?og=82>. The update of the CPDWL quality document *Guidelines for Continuing Professional Development: Principles and Best Practice* was approved by the SC meeting. The Guidelines are now being submitted to IFLA for final approval.

After the Standing Committee meeting many expressed their interest in becoming committee members or corresponding members – actually, we would like everyone to be a member! In order to at least get more people involved in the section’s work, the meeting decided to form a group of CPDWL Consultants, beside the elected members and the corresponding members. We are very happy to see that all seats in the Standing Committee are filled with enthusiastic and skilled colleagues, and that many others want to follow and join the CPDWL activities. The more the merrier!

In 2016 the IFLA WLIC will take place in Columbus, Ohio, 13-19 August. Prior to the WLIC, we are proud to announce that the CPDWL will be offering a Satellite Meeting, hosted by the Cleveland Public Library. The working title of the Satellite Meeting is *Transforming Libraries: What does this mean for continuing professional development and workplace learning?* During the WLIC 2016, CPDWL will be conducting a workshop on the updated Guidelines for CPD, and we will also be collaborating with other committees in joint sessions.

During the last year IFLA has been actively involved in the process of the UN Sustainable Development Goals, the 2030 Agenda. IFLA has advocated for access to information which can now be found as part of the UN Agenda. CPDWL is now looking into how continuing development and workplace learning can support the implementation of the Global Development Goals. More will come on this during 2016.

The use of participative methods and involvement of delegates, in order to maximize the knowledge sharing, has become a trade mark of the CPDWL Section. We want to continue this work, and look forward to develop the activities and methods together with all of you during the coming year. 2015 has been turbulent in many ways, if we look at what is happening around the world – but 2015 has also been the year proclaimed as the **International Year of Light and Light-based Technologies (IYL 2015)** by the UN General Assembly. There is a constant need for light in the dark, and our hope and ambition is that the work of the CPDWL Section will make a small but noticeable contribution to enlightenment and development in the sector we are active in.

Please keep updated with the latest CPDWL happenings by joining our Facebook group, visiting our blog or the CPDWL web page. We are happy to receive ideas, comments and feedback concerning the CPDWL work. Don't hesitate to contact us via the websites mentioned, or directly by email.
Happy New Year 2016!

CPDWL co-chairs,

Catharina Isberg
cathis.isberg@gmail.com

Ewa Stenberg
ewa.stenberg@mah.se



Join CPDWL!

Highlights of the Satellite Conference: *Taking charge of your LIS career: Personal strategies, institutional programs, strong libraries* Milnerton Public Library 12-14 August 2015

Juanita Jara de Súmar

Ewa Stenberg, chair of the organizing committee reported that the Satellite was a very successful meeting. There was great cooperation from the South African team headed by Clare Walker (Finances) and Flippie van der Walt, Manager, District Library and Information Services, City of Cape Town who took care of the local arrangements. The staff at the Milnerton Public Library was very friendly and helpful too. And the venue, refreshments and transportation worked very well. Feedback of the participants was very positive.

There were 63 participants attending the 12 presentations with full-paper publishing, 6 presentations without formal paper, 3 workshops, 4 round table discussions and 9 personal stories. The event also included the Elizabeth Stone Memorial Lecture "*The Power of One*": *Circumspice!* given by Clare Walker, Past Deputy University Librarian, Wits University, Johannesburg and the closing Keynote speech: *Continuing Professional Development and Workplace Learning: Past to Future*, by Blanche Woolls, Professor and Director Emerita, iSchool, San Jose State University, California with an introduction by Jana Varlejs. We should also note that several members of the CPDWL Standing Committee offered individual career consultancy periods.

As an introduction to the event the organizers offered a guided tour to City of Cape Town local Blaauwberg Nature Reserve. This was followed by a Reception with local cheese, fruit & wine at the Milnerton Public Library. The Welcome speech was offered by Ms **Ninnie Steyn**, Director City of Cape Town Public Libraries.

Please have a look at some of the pictures that give testimony of what went on.

Reserve visit and welcoming reception



Blaauwberg Nature Reserve, Mountains and sea



Enthusiastic tour guide



Welcome reception, with a large group of Committee members and participants listening to Ninnie Steyn and Ewa

There was also a *Recognition Ceremony for honored members of CPDWL*. These members are **Blanche Woolls, Clare Walker and Jana Varlejs**. Ulrike Lang conducted the ceremony and handed out small souvenirs



Presentations, Workshops, Round tables and more...



Saying Good-bye to Milnerton

CPDWL Conference program during the Cape Town Congress

Joint Session hosted by the **Continuing Professional Development and Workplace Learning section** and the **Public Libraries Section**

Learning across boundaries: a workshop

CPDWL presented a joint session with the Public Library Section at the WLIC in Cape Town on Monday 17 August, with the title **Learning across boundaries: a workshop** which was very well attended. The organizers of the session, in a World Café structure, were Catharina Isberg for the CPDWL section and Marian Morgan Bindon for the Public Libraries section.

Presenters were:

Nicole Johnston, *Sustainable and effective professional development for diverse libraries: Current status and best practice*; Ramune Petuchovaite, *Building librarians' capacity to use ICT in services that meet community needs in Africa*; Britta Biedermann, *Make them stay: keeping young librarians in the profession*; and Mark Freeman, *Improving public library services for people with sight loss in the UK through staff development and reader engagement*.

A summary of the questions and answers from the various tables has been posted at http://www.ifla.org/files/assets/public-libraries/publications/cape_town_-_learning_across_boundaries_-_questions.pdf





Standing Committee Meetings in Cape Town

The complete approved minutes of the Standing Committee meetings in Cape Town can be read at <http://www.ifla.org/files/assets/cpdwl/minutes/august-2015.pdf>





Some snapshots of the Standing Committee Meetings

From the Information Coordinator

Mary Laskowski

With many thanks to Monica Ertel for the assistance with the transition, Mary Laskowski, our new Information Coordinator, has begun the process of working with the updated communication plan. Basic communication mechanisms include the CPDWL website, the blog, and the Facebook page. If you have ideas for updating the CPDWL website with fresh information, or a relevant news item you'd like to see reach a larger audience, please get in touch with Mary (mkschnei@illinois.edu).



[CPDWL Blog](#)

[CPDWL on Facebook](#)

[CPDWL on twitter](#)

Standing Committee dinner



Taking time for strengthening formal and informal relationships while tasting local food

Guidelines for Continuing Professional Development: Principles and Best Practices--2d edition

Jana Varlejs



NOTE: Here is a draft of the executive summary of the second edition of these Guidelines. Please send comments varlejs@rutgers.edu; you can also obtain a link to the full document from Jana.

Executive Summary

The quality and effectiveness of library and information science services depends on the expertise of staff. Constant flux in the needs of societies, changing technologies, and growth in professional knowledge demand that librarians and other information professionals expand their knowledge and update their skills on an ongoing basis. As stated originally in the 1994 UNESCO/IFLA Public Library Manifesto: (http://portal.unesco.org/ci/en/ev.phpURL_ID=4638&URL_DO=DO_TOPIC&URL_SECTION=201.html),

The librarian is an active intermediary between users and resources. Professional and continuing education of the librarian is indispensable to ensure adequate services.

The Continuing Professional Development and Workplace Learning Section of IFLA (CPDWL) undertook a project to develop guidelines which resulted in the 2006 *Continuing Professional Development: Principles and Best Practices*. The ten statements comprising the *Principles* were based on an extensive literature search and consultation with experienced continuing education providers, and were approved by the CPDWL Standing Committee in the spring of 2006. In order to judge their current validity, an update of the original literature search was carried out in 2014. On the basis of that review, a new report was prepared in 2015; it expands and reorganizes the ten 2006 *Principles*, and adds a glossary and appendixes with additional resources. A link to the full document will be added to the CPDWL website. The following is the short list of the 2015 *Principles and Best Practices*.

PRINCIPLES AND BEST PRACTICES – BY ROLE

1.0 The learner

1.1 Principle: It is the library and information professional who is primarily responsible for pursuing ongoing learning that constantly improves knowledge and skills.

1.1.1 Rationale: Ethics codes generally include statements such as “Librarians and other information workers strive for excellence in the profession by maintaining and enhancing their knowledge and skills” (IFLA, 2012a). Individuals are responsible to themselves, their profession, and society.

1.2 Best practice: The individual

1.2.1 conducts regular self-assessment congruent with job responsibilities and aspirations;

1.2.2 participates in performance appraisals;

1.2.3 monitors developments that impact the profession and seeks out and uses opportunities to close competency gaps and to advance in knowledge and skills;

1.2.4 develops a personal learning plan that will lead to both improvement in current performance and future career advancement; makes judicious choices of formal and informal learning resources based on best information about what is available.

1.2.5 seeks learning needed for present responsibilities before preparing for a new position.

1.3 In summary, best practice places responsibility for ongoing learning, based on regular assessment, on the individual practitioner. It demands actions to correct current performance gaps and to prepare for future responsibilities. There are several imperatives: one to support the employing organization’s goals for excellent

service, another to further one's own career development, and ultimately to contribute to profession-wide growth and improvement.

2.0 The employer

2.1 Principle: Employers of library/information personnel are responsible for providing staff development programs and support for continuing education.

2.1.1 Rationale: "The librarian is an active intermediary between users and resources. Professional and continuing education of the librarian is indispensable to ensure adequate services" (UNESCO/IFLA, 1994). It follows that the organization responsible for providing service to its clientele is also responsible for enabling staff to maintain competence and to continue to learn.

2.2 Best practice: The employer's human resources policies show commitment to engaging all staff in ongoing learning. Evidence of such a commitment includes:

2.2.1 designation of one individual with appropriate expertise to oversee staff development;

2.2.2 a system of regular needs assessment based on reviews of employees' performance in relation to the institution's mission and goals, resulting in learning plans for both individuals and staff as a whole;

2.2.3 access to a broad range of learning opportunities, both formal and informal, which follow best practices for CE design and delivery, in a choice of formats that meet identified needs and attend to different learning styles; opportunities begin with basic orientation for new staff, and proceed sequentially through advanced training;

2.2.4 consistent documentation of individuals' participation in learning and recognition of it in new assignments, and in compensation and promotion decisions;

2.2.5 a minimum of 0.5 to 1.0 % of institutional budget earmarked for staff development;

2.2.6 about 10 % of work hours provided for professionals for attendance at workshops, conferences, in-service training, and other educational activities, and for informal learning projects, including professional association and publishing work;

2.2.7 periodic evaluation of the staff development program.

2.3 In summary, best practice for employers requires organizational commitment and leadership from administration and designated staff development managers with expertise in adult continuing education; effective personnel policies and procedures; allocation of adequate budget and time for staff learning; and a high quality, multifaceted program that delivers training and learning opportunities (see also 5.0, providers)

3.0 Professional associations, consortia, government agencies, and other bodies with library development responsibilities

3.1 Principle: In the interest of advancing the profession, associations and other organizations are active providers, advocates, and arbiters of CPD quality.

3.1.1 Rationale: Professional associations can build consensus for quality in CPD by enabling the adoption of guidelines and systems such as provider approval programs and recognition of member's CPD achievements; government bodies may be responsible for administering certification/licensure programs.

3.2 Best practice: Associations/organizations promote quality continuing education for the LIS profession. In addition to following best practices in their role as providers of CE activities and events (see 5.0 below), they also:

3.2.1 develop guidelines, recognition systems, certification/licensure processes

3.2.2 identify topics and learning needs that should be addressed by the organization

3.2.3 coordinate CPD efforts in their area of expertise and/or geographical region and promote collaboration in CE provision, including train-the-trainer projects

3.2.4 disseminate timely and accurate information about CE opportunities to their constituencies

3.2.5 sponsor resources such as publications, electronic communication, and learning objects that inform and educate

3.2.6 advocate for policies and regulations that ensure LIS staff has access to CE

3.3 In summary, best practice for professional associations, governmental and other bodies concerned with library development begins with recognition of the importance of CPD for LIS professionals' effectiveness, which in turn enables good information services. Best practice ensures that there are resources and strategies that enable high quality CPD and that there are incentives for librarians to pursue continuous learning.

4.0 LIS degree granting programs

4.1 Principle: LIS educators motivate their students to continue learning after graduating, and are themselves lifelong learners. They conduct and disseminate research on CPD and staff development, act as instructors/presenters at CE events in their areas of expertise, and advise on CPD policy. LIS degree granting programs may also offer specialized CE opportunities to the profession.

4.1.1 Rationale: Behaviors and attitudes are shaped by pre-service professional education; research is needed to provide evidence of the effect of high quality CPD on the improvement of library services.

4.2 Best practice: Faculty model professional excellence by continuing their own learning, conducting research, and acting as advisors to LIS associations, governments, and other organizations. They further the aims and quality of CPD when they:

4.2.1 convince students of the imperative of staying abreast of changes in technology and society that affect library/information services, while maintaining their own expertise;

4.2.2 acquaint students and practitioners with research on and best practice in CPD and staff development; investigate successes and failures and long-range impact; identify gaps in the profession's access to CE;

4.2.3 encourage efforts of LIS schools to provide CE and post-graduate certificates where needed and supported by the parent university

4.2.4 advise professional and government bodies on CE needs and practices.

4.3 In summary, best practice involves LIS educators and degree programs in CPD as researchers, advocates, and providers.

5.0 All providers

5.1 Principle: Providers of CPD activities, programs, or products follow best practices for design, implementation, and evaluation.

5.1.1. Rationale: Employers, professional associations, governmental or other organizations; information industry; higher education institutions; and entrepreneurs who offer CE have a vested interest in, and responsibility for successful outcomes for learners, their institutions, and the publics they serve.

5.2 Best practices: Whether it is for a one-time event or for an institution's staff development program, and regardless of whether delivery is face-to-face or electronic, the provider adheres to principles of instructional design and adult learning theory, and makes sure that there is evidence of:

5.2.1 expert and committed leadership;

5.2.2 instructional design based on needs assessment and SMART learning objectives;

5.2.3 appropriate learning activities that build on previous learning and include hands-on practice, learner interaction, and progress checks;

5.2.4 instructors who possess teaching ability, subject expertise, and sensitivity to learners

5.2.5 effective management that assures that information about learning opportunities is disseminated; that adequate facilities, technology, and materials are available; and that learning participation is documented;

5.2.6 transfer of training

5.2.7 evaluation

5.3 In summary, best practice requires providers to have expertise in instructional design, presentation, administration, and evaluation of CPD programs.

CPD ONLINE – ADDITIONAL QUALITY ISSUES

Because instructional programs of many kinds are increasingly available in electronic formats, it is important to consider what additional quality concerns are raised if learning is to happen online. There are differences to take into account, especially when designing and facilitating continuing education, as opposed to courses for students in an online degree granting program, especially when some of the CE enrollees are international .

CPDWL Satellite Guide

Ewa Stenberg and Susan Schnuer

CPDWL is happy to share the new *Satellite Guide*, a concise and easy-to-use document. CPDWL has a reputation for hosting excellent satellite meetings and this document gathers that rich experience in one place. Looking for previous call for papers? Wondering about satellite timelines? The guide will provide access to the needed information.

You can access this guide at: <http://www.ifla.org/publications/node/10044?og=82>

You are welcome to contact ewa.stenberg@mah.se and/or schnuer@illinois.edu with questions or comments

Preparing for IFLA 2016: Three WLIC sessions you don't want to miss

Ewa Stenberg

During the IFLA WLIC 2016 in Columbus, Ohio, you are welcome to take part in three different sessions where the CPDWL either is a cohost or a single host.

The session facilitated by CPDWL solely, is a workshop on the “**Guidelines for Continuing Professional Development : Principles and Best Practices**”.

The two joint sessions are:

- "**Libraries keeping their staff up to date and helping their communities learn. A knowledge café**", in conjunction with the Knowledge Management and Parliamentary Libraries Standing Committees.
- "**Connecting the library and information science's academics and professionals through the online education and training**", hosted by Education and Training, Information Technology **and CPDWL**.

Come and join us in the knowlede sharing and discussions at these three sessions!

2015 CPDWL and NPSIG Webinars. Our Continuing Education Webinar Series: Successful model to reach out to librarians across the world

By Loida Garcia-Febo
IFLA Governing Board Member & CPDWL Member .Webinar Series Coordinator



During 2015, IFLA's Continuing Professional Development and Workplace Learning Section and the New Professionals Special Interest Group in partnership with the American Library Association presented three free webinars in English, and two in Spanish and one in Portuguese in partnership with the Latin America and Caribbean Section. The series, "New Librarians Global Connection: best practices, models and recommendations," featured topics of interest to the global library community. We gladly welcomed speakers from across the world including Eva Dahlbäck, Acting Head of Customer Service at the University of Stockholm, and Kimberly Sweetman; Library Consultant in The Netherlands who spoke about making the leap to library leadership and essential skills for 21st century library leaders. This webinar was coordinated by the Association of College and Research Libraries.

PhD candidates Fiona Jardine from the University of Maryland, College of Information Studies, Sandy Littletree from the University of Washington, Information School, and K.R. Roberto from the University of Illinois, Graduate School of Library and Information Science shared experiences and views related to LIS PhD programs as another option for students thinking about joining or currently enrolled in an LIS graduate program. This webinar was coordinated by the New Professionals SIG.

We were glad to present Anna Maria Tammaro, Chair of the Library Theory and Research Standing Committee of IFLA, and Coordinator of the Digital Library Learning International Master at the University of Parma in Italy as the Keynote speaker for a webinar about competencies in librarian's CPD. Simon Edwards, Director of Professional Services at the Chartered Institute of Library and Information Professionals (CILIP) from the UK, Judy Brooker, Director of Learning at the Australian Library and Information Association (ALIA), and Matilde Fontanin, member of CPDWL and the AIB Associazione Italiana Biblioteche, University of Trieste, shared guidelines and models about this timely topic. Matilde graciously coordinated this webinar.

Our webinars for the Latin American and Caribbean Region were presented in partnership with the IFLA Latin America & Caribbean Section (LAC) and the University of São Paulo, Ribeirão Preto Campus. We were lucky to work with Sueli Mara Ferreira, current Chair of LAC as the LAC Coordinator of these webinars. The sessions in Spanish featured topics such as new roles of librarians in the 21st Century, effective copyright advocacy, and our webinar in Portuguese was about new contract models to acquire electronic content. Speakers included Katiusa Nunes Bueno from the Universidad Federal de Río Grande do Sul in Brazil, Anderson Santana from the Universidad de São Paulo in Brazil, Paz Pena, Director of Advocacy en ONG Derechos Digitales from Chile, Santiago Villegas, Digital Strategist from Colombia, and Yamira Santiago, a Puerto Rican librarian working at the NASA Langley Research Center in the USA.

A paper entitled "Experiences from the Online Continuing Education Series Presented by the Latin America and Caribbean Section of IFLA during 2014-2015" was presented by Sueli Mara Ferreira and Loida Garcia-Febo during the IFLA World Library and Information Congress in Cape Town in August 2015. It was published on the IFLA Library at <http://library.ifla.org/1274/>

This year we were lucky to work with a very productive Webinar Team including members of CPDWL, NPSIG, and LAC collaborating harmoniously with me towards the same goals. The recordings to the webinars in English are available on the NPSIG website, <https://npsig.wordpress.com/webinars-2/past-webinars/2015-2/> The videos of the webinars presented in Spanish and Portuguese are available on the following website, https://www.youtube.com/channel/UCaBb9eX-9cfLgdwt_smGoZQ

Reporting about IFLA and CPDWL activities

Mary Chute

As the COSLA liaison to IFLA, I generated and distributed this fall the 2015 WLIC Report. COSLA is the organization of all the State Librarians in the USA. The report highlights included:

- Comments on the Opening session,
- Some thoughts on the plenary session about “The Hypatiad”, a drama written by Richard Higgs
- An account of the session where Carolyn Steyn, founder of the “67 Blankets for Nelson Mandela Day” campaign, described in detail the rise of this registered non-profit organization that invites people to knit and crochet blankets to be given to people in need.
- A mention of the most prevalent themes of the Congress : Literacy, technological advances, management of library associations, preservation issues, outreach and advocacy

A separate section was devoted to CPDWL pre-conference workshop, *Taking Charge of your LIS Career: Personal strategies, institutional programs, strong libraries*, which showcased examples of best practices for forging a vibrant library work force and examined how enhanced library skills contribute to stronger libraries. The workshop explored how individual librarians have successfully managed their careers and increased job satisfaction. Sessions and case studies dealt with preparing for and embracing changing roles, developing core proficiencies, and designing individualized professional development and training goals for oneself and one's colleagues.

On a more local level, the NJ State Library has led the past several months five very successful CE/training/ development activities: Literacy Bootcamp, The Experienced Director’s Summit, Youth Mental Health First Aid Training, Librarian’s Disaster Planning and Community Resiliency Guidebook and Workbook, and MentorNJ.

Publications of interest

Eileen Breen

The publication of an open access issue of ‘Performance Management and Metrics’, about the Bill & Melinda Gates Foundation GLI might be of interest – see <http://www.emeraldgroupublishing.com/about/news/story.htm?id=6447>

And this news item <http://www.emeraldgroupublishing.com/about/news/story.htm?id=6469> includes a feature on the recently published *Library staffing for the future*

<http://www.emeraldgroupublishing.com/librarians/features/pdf/Staffing%20for%20the%20Future.pdf>

New Standing Committee corresponding member



LAWRENCE ABRAHAM GOJEH

Department of Information Science, College of Natural Science,
Jima University, P.O. Box 378, Jimma, Ethiopia.

He has a PhD in Library and Information Science from Bello University, Zaria, Nigeria. Besides being a Corresponding member of the CPDWL Section he is a Volunteer Member, Award Review Committee of IFLA/ekz LIS Student Paper Award, IFLA Education and Training Section,

Strength in collaborations

Catharina Isberg, co-chair CPDWL

CPDWL is looking into how to strengthen its work with finding ways to collaborate with the International Librarians Network. On an international arena we need different ways to connect and to network, to find new contacts and to learn new skills. The work of the International Librarians Network is one way of continuing professional development.

Please let us know what you think!



The International Librarians Network: new round begins March 2016

Want to build your professional network and learn about librarianship around the world? Love the idea of professional travel but just don't have the budget? The International Librarians Network (ILN) is for you. We are pleased to announce the next round of this popular program will commence in early March 2016.

The ILN peer mentoring program is a facilitated program aimed at helping librarians develop international networks. Participating in the ILN brings wider professional awareness, an international perspective to your work, new ideas, and increased professional confidence. We know this because many of our participants tell us – and we've had over 3500 librarians from 120+ countries take part so far.

Applications for the next round of partnerships will open in mid January and **close at midnight on Monday 15th February 2016**. Numbers are limited, so apply early to ensure you don't miss out.

The ILN is open to anyone working (or studying) in the library and information industry around the world. The program is free and the only requirements to participate are an internet connection, fluent English skills, an hour each week and a desire to build professional connections and learn from colleagues.

Get involved now! Find out [more about the way the program works](#), or [apply online](#).