

Career Development Group Annual Report 2007-2008

Introduction

2007-08 has seen several changes. CILIP capitation has been reduced to all Special Interest Groups and CILIP itself has undergone a change to its governance structure. Despite these challenges 2007-08 has still been a busy and successful year for the Group and its members. We remain the second largest Special Interest Group of CILIP, with over 4,500 members.

1) Divisions

The strength of our Group lies in its Divisional structure. Thirteen divisions across England, Wales, Scotland & Ireland provide CPD and networking opportunities for members, organising events, courses, visits and social activities and publishing regular newsletters. Divisions also work with local CILIP Branches and other organisations as appropriate.

Social events this year have included a walk around the South Bank spotting the Antony Gormley statues in London, a bar rally & treasure hunt around Newcastle, Mince pies in Nottingham, a pub quiz in Birmingham, a team quiz in Bristol, a sponsored walk in Snowdonia, and speed-networking in London.

Visits to libraries and other places of interest have included the Royal Society of Medicine in London, Wells and Winchester Cathedral Libraries, Special Collections library in Sheffield, The Baltic Centre for Contemporary Art in Gateshead, BBC East Midlands Television Studios, Mary Seacole Library in Birmingham, Royal Armouries Library in Leeds, Museum of Photography in Bradford, ITV Yorkshire Archives, University of the West of Scotland (UWS) Hamilton Campus Library (formerly Bell College Library) & Hamilton Town House Library, the Scottish Poetry Library and Scottish Storytelling Centre, Centre of Migration Studies, Omagh.

Courses have included Managing your career events in Kettering and Bristol, 'Essential Skills' seminars on Budget skills, Information Literacy and CVs in London, CPD & dressing for interviews in Manchester, CPD and Careers in York, Portfolio planning in Edinburgh, How Libraries can support the skills for life agenda and help those seeking work in Sunderland, Windmills for Skills Workshop in Newcastle, Flying Colours image course and Interview Skills and CVs seminar in Northern Ireland.

Divisions also ran the usual training courses for chartership, accreditation & revalidation. Over 90 events of different types were available for members this year-an impressive amount of activity allowing access to CPD opportunities across the country. Our social events and visits are an important opportunity for Divisions to raise money for our charitable International projects.

Other innovations from our Divisions this year include the Passport to Latin America Reading Challenge from Scottish Division.

2) Framework of Qualifications

We currently have 19 Candidate Support Officers (CSOs) who provide advice, guidance and support to candidates who are going through the process of working towards one of

CILIP's Qualifications: Certification, Chartership, or Revalidation.

Over the past year CSOs sent almost 3000 emails, made and received nearly 400 phone calls, read 98 draft submissions from candidates, delivered 39 training courses, and had 55 meetings with individual candidates. If you include the other aspects of the CSO role, such as writing letters, attending Divisional committee meetings, and attending the annual Training Day in London at CILIP, you begin to realise how much time and work this involves for the 19 CSOs.

Martin Kidds, the Associate Learning Co-ordinator, has estimated how many hours these volunteers have put in over the last twelve months, and it adds up to an enormous 2000 hours.

If a person were employed for 35 hours a week it would take them 14 months to do what the CSOs achieve in a year, in their spare time.

And like all Career Development Group committee and Council members, the work they do is purely voluntary, and they do it because they find it challenging, rewarding and inspiring.

3) CILIP's Seal of Recognition

Officers have been working hard to complete the submission forms for CILIP's Seal of Recognition. If successful this means that we can apply the Seal initially to all our chartership, portfolio building, accreditation & revalidation courses.

4) Publications

The Group is continuing negotiations with Remploi so that all monies owing can be paid into Group funds, and that royalties can be made to our authors. Old stock has now been deleted and we are looking forward to kick-starting our programme with our popular Sequels titles in 2008-9

4.1) Impact

The Group continued to publish its Journal, Impact, on a quarterly basis. It remained a vital means of communication with our members, and contained high quality and relevant articles on issues such as project management, a guide to changes in CILIP governance, the lighter side of chartering, how to run a successful event, blogging for beginners, wikis for beginners, tips on portfolio building, how to cope with redundancy, reports from CDG conferences and many articles on international topics.

This year, like many Special Interest Groups and Branches, we have had to take stock and consider publishing on line instead of print. We are still committed to publishing hardcopy issues but this year published one of our four issues as an online version. This allowed us to increase content and offer more articles than usual to members.

5) Communications

We have continued to improve communications to members

The new email bulletin, CDG Bulletin, was launched in June 2007. This monthly emailing provides details of events, news and other information to members. Currently there are

over 250 subscribers and this number is growing daily. Members can sign up to the bulletin at <http://www.jiscmail.ac.uk/lists/CDGBULLETIN.html>

Being in contact with members is all important-I don't want members to feel that either divisional or national officers are remote or for new members to feel intimidated at their first meeting.

I've been pleased to visit several Divisions during my year as President, including continuing to contribute to my own local divisional committee, London & the South East. During the past year I have

- visited Plymouth (Devon & Cornwall Division) to give a talk on CDG projects as part of the Divisional AGM
- visited Kettering (East Midlands Division) to run a session on CPD as part of their 'Managing your career' day
- visited York (Yorkshire & Humberside Division) to run a session on CPD as part of the local divisions contribution to the local CILIP Branch day
- visited Birmingham (West Midlands Division) for a more informal talk on how CDG involvement has helped contribute to my own career
- arranged to visit Newcastle (North Eastern Division) for a talk as part of the Divisional AGM on the importance of CPD and professional activism. Regrettably, due to the high winds and loss of power cables I didn't actually make it to Newcastle, but sent a version of my talk to be used instead.

The Group had several features in both CILIP Update and Gazette, including an interview with the President, week in the life columns from several National officers, articles and news features on our events and International projects and a preview feature of our Umbrella sessions.

5.1) New promotional leaflets

Our old promotional material was significantly revamped this year.

We produced a professionally designed colour leaflet showcasing its international work available to all divisions to aim fundraising for the Group's international activities.

A new general promotional leaflet was launched in February 2008 to add to our existing poster materials. In order to make the leaflet more readily accessible it has been loaded on to the files area of our email list for Divisional committee members, allowing divisions to print off copies themselves on demand, without having to wait for supplies to be delivered.

5.2) Online working

National Officers have looked at new ways of working in an attempt to save funds and to work more efficiently. As a result of this we now use the files area of our mailing list for storing documents and held an online meeting instead of a face to face meeting in September 2007.

Several Divisions also now use their committee list files areas to store divisional information.

5.3) Website

After significant problems with our old web hosts we have moved to new web hosts and are undertaking a website review as part of this process. The new system has enabled far easier updating of our site but we are keen to review all the options open to us and also have a presence on the Group area within CILIP's site.

5.4) Web 2.0

As a Group we're keen to use new technologies and have set up a new Facebook group, Flickr area to share group photographs and a CPD bookmarks area on De.li.cio.us. Thanks go to our Vice-President for these initiatives.

Flickr site.

It's not necessary to join the group to view , just go to our group site:

<http://www.flickr.com/groups/398516@N22>

To join the Flickr group contact Amanda Quick E-mail: manda_quick@yahoo.co.uk

Career Development Group Facebook

To join the network, log into www.facebook.com look up CILIP Career Development Group and apply to join.

De.li.cio.us view the bookmarks at <http://del.icio.us/CDGvicepresident>

6) Awards

6.1) Martin Award (sponsored by Intellident)

The Martin Award was established in the 1950s in honour of Previous Hon. Joint Education Officers Mr and Mrs Martin. It is now sponsored by Intellident <http://www.intellident.co.uk/> and currently consists of £50 prize money, a day pass to Umbrella and travel expenses to Umbrella. A far cry from the original award of £5!

It is awarded every other year in recognition of the best article published in Impact over the two year period. A shortlist was drawn up with voting open to all CDG members.

The runaway winner was Daisy Steiner, for her article *Chartership the rockier road* – in the Summer 2005 Vol 8 no 2 issue of Impact.

Daisy was the runaway winner polling just over half of the votes in total.

Daisy's article is a good blend of personal experience, research and practical advice, tackling a difficult subject in an honest manner and showing why it is important not to give up. The happy end to the story is that Daisy was eventually successful in gaining her chartership. The award was presented by the President at the Umbrella Awards Dinner 2007.

6.2) Career Development Group Honorary Fellowship

We are the only Special Interest Group of CILIP to award our own Honorary Fellowships. These recognise longstanding achievement and contribution to the Group, to CPD and to

the wider profession as a whole. Nominations were invited from members, and we were delighted to present former CDG President, and current CILIP Chief Executive Bob McKee with the award of CDG Honorary Fellowship at our AGM at Umbrella 2007.

7) International Work

2007 has been another busy and fulfilling year. We have built up on previous work by identifying and supporting new projects, as well as helping members of the Group and the wider profession to gain a better understanding of international issues.

7.1) The African Prisons Project

In 2007 CDG International became a partner on the African Prisons Project (APP). The APP's objective is the promotion of education and health in African Prisons, through the construction of libraries and renovation of medical facilities within the prison environment.

The Zambia Prisons Library Project launch took place on 4th July 2007 at CILIP HQ. Alexander McLean, founder of APP and UK Charity Volunteer of the Year 2006, spoke of the appalling conditions that exist in these institutions and was presented with a cheque for £2000.

APP's work has restored Library buildings and materials, allowing prisoners to study, improve themselves and also to help fight their legal cases - this work is inspirational as it brings both hope and real help to prisoners living in really poor conditions.

Unfortunately, work in Zambia had been delayed due to the retirement of the Commissioner of Prisons, and the change-over to a new Commissioner. However, it is hoped the APP would resume work building a central prison library once the new Commissioner gives the go ahead.

In the meantime, we continue to support APP's work in other African countries – currently Uganda, where a legal library is well underway - by providing publicity for the projects as well as our contacts, including links to books donations from the library world.

For latest developments go to the APP website <http://www.africanprisons.com/project.html>

or read Alexander's blog at <http://www.scottmelhuish.com/africanprisonsblog/>

7.2) Jose Marti National Library of Cuba Project

The Biblioteca Nacional "José Martí" (BNJM) is the national repository of the memory and patrimony of Cuba and the main source of information on its collections. The BNJM stores and preserves around four million printed volumes as well as the born-digital patrimony, which is made accessible via the national intranet and the www. From 1959 it has also undertaken the role of central public library and it is responsible for the union catalogue, which links 392 Cuban public libraries.

The BNJM website, connected to the internet via the Cuban Ministry of Culture website, suffers frequent technical problems, mostly caused by the unsuitability of its servers.

The BNJM is also currently undertaking a major digitalisation project, 'Biblioteca Digital Clasicos Cubanos', which includes photographs, art, maps and music, as well as Cuban literature. Once completed, it is most probable that the library servers will not be able to support the volume of information held.

CDG International has been raising funds to help BNJM implementing a basic infrastructure able to increase the quality of the connexion by incrementing BNJM library servers capacity.

The project beneficiaries will be the users of BNJM, of all Cuban public libraries, as well as users from all over the world as information would be accessible worldwide via the internet; the project will also improve the working conditions of library and information professionals based at the BNJM and at the other 392 public libraries in the country.

7.3) Voluntary Service Overseas (VSO) Librarian:

CDG International is sponsoring CILIP member Sheila Rudd - who started her two-year placement developing a library at Katoke Teacher Training College, Tanzania in February - with a £1,000 a year donation.

We also welcome back our 2005-06 VSO volunteer, Sarah Ellis, who came to CILIP to talk to us about her inspirational experiences (Sarah went to Uganda's capital to work as an office manager for a non-governmental organisation aiming at promoting literacy and basic education, before moving to a rural area to do another placement as organisation development officer for another NGO, which she very successfully finished in September 06).

7.4) Partnerships in Health Information (Phi):

The Group became an Institutional Friend of Phi in January 2007
<http://www.intute.ac.uk/healthandlifesciences/hosted/phi/supporting/friends.html>

The Phi Newsletter - for those interested in keeping up to date with Phi news and activities and to share information on useful resources related to health information - is circulated by email any new subscribers are welcome.

7.5) Host Directory

The joint CDG/ ILIG (International Library and Information Group) Host Directory continues to be available and has received a small number of requests during 2007.

We have hosts around the country; they get the opportunity to meet international colleagues, offering free meals and accommodation to visiting professionals for short periods in exchange.

7.6) Fundraising

All CDG Divisions have continued their amazing support, fundraising for our international projects. We also have received some external donations – Department of Information Studies, Aberystwyth University donated £125.50 won in a pub quiz, and others.

At national level, CILIP's Chief Executive Bob McKee accepted a second challenge to lose 10% of his body weight fundraising £450 among colleagues, friends and family. He has also donated to 2 bottles of wine which will be raffled at London & SE Divisions AGM in 30th April.

Other CDG international fundraising events during 2007 have included reading challenges, sponsored walks, pub quizzes and bar rallies, as well as our popular library visits.

We have worked to set up an online site which would allow members to donate to our international projects online, facilitating fundraising. We have hit multiple problems, but are confident an alternative site would be available soon.

7.7) Cooperation with other Special Interest Groups

Two successful international themed sessions, jointly with the International Library and Information Group, and the Government Library and Information Group, were organised at the Umbrella conference. Our cooperation project in African prison has also fostered exciting new links with the Prisons Library Group (PLG), which we are looking forward to strengthen during 2008.

8) Supporting Students

Another of our successful students events was held at City University, including a talk from the London Libraries Development Agency, a session on CVs and job interviews, and talks from colleagues working in academic, legal, public, health and government libraries. Committee members also attended CILIP Student roadshow events at several LIS institutions around the country, including Northumbria University, promoting the Group, chartership and professional involvement in general

CDG continued to have a presence at CILIP's Graduate Day-as I gave a presentation on CPD & Chartership as well as chatting to several students and prospective students throughout the day.

9) National Events

9.1) National conference

Our National Conference this year was held at the award winning Brighton Jubilee Library, continuing our practice of rotating our National conferences around the county, having held conferences previously in Edinburgh, Leicester and London. This years theme was Engaging communities and brought together contributors from a variety of sectors (public, academic, youth, health, prisons) to describe their experiences, celebrate achievements and share lessons learned.

9.2) Umbrella

We ran five successful sessions at Umbrella last year, working in partnership with other Special Interest Groups.

- What stops me getting where I want to be? Preparing for Promotion-in conjunction with the Affiliated Members

This was an entertaining and engaging session run by Nicola Franklin (Sue Hill Recruitment) and Lyndsay Rees-Jones (CILIP)

- Building your Portfolio in conjunction with the Affiliated Members and PTEG
A packed full house learned useful tips and techniques from Karen Newton (Affiliated Members) Carol Campbell-Hayes (PTEG) Carol Barker (CDG Honorary Learning Coordinator) and Martin Kidds (CDG Associate Learning Coordinator)
- Debate: 'This house believes that the wisdom & insight needed for effective leadership can only come with age and experience' in conjunction with the Diversity Group
CDG Past President Ayub Khan chaired a very lively debate with Amanda Poulton and Trevor Knight
- Recovering from disasters-Sri Lanka In conjunction with ILIG and GLIG
A positive session from Edwina Smart showing the work done as libraries recovered from the Tsunami disaster
- WSIS, a proxy for the government control of the Internet? Or an opportunity for cooperation? A view from the DTI on internet governance after WSIS- in conjunction with ILIG & GLIG

9.3) AGM

We also held our AGM at Umbrella, with delegates enjoying the initial weigh-in for Bob McKee's sponsored slim before enjoying a social networking event replete with chocolate cake.

10) Equal Opportunities

Equal opportunities should be embedded in our work. With this in mind we have decided to remove the specific post of National Equal Opportunities Officer so that all officers now have this remit as part of their role. We have long collected EO monitoring data at our national and divisional events and now look forward to helping CILIP with their review of EO. The Vice-President has attended CILIP's Equal Opportunities panel on behalf of the Group.

11) Partnerships

We continue to work with various partners including the Affiliated Members, PTEG, the British Library, LLDA, Chapter One network for Graduate Trainees, CILIP Branches and CILIP Home Nations CILIPS and CILIP Cymru.

The President attends both Affiliated members & PTEG committee meetings as Liaison from CDG

12) CILIP

The Vice-President is part of the Membership recruitment panel and has also attended CILIP's Equal Opportunities panel.



I attended the inaugural meeting of CILIP's new Policy Forum.

We note with interest that two of the new CILIP Councillors are Past Presidents of this Group.

During the past year we have contributed to various CILIP consultations including CILIP's Advocacy Review, the Framework of Qualifications Review and the MLA review.

Thanks

The Career Development Group could not continue to deliver the range of services to our members without tremendous support from colleagues throughout the profession.

Thanks to the staff at the Chartered Institute of Library and Information Professionals at Ridgmount Street, particularly to Marion Huckle, Michael Martin and all at the Qualifications Department and Rowena Wells who has helped with advice and support on financial regulations. Several organisations have provided us with sponsorship for the Group for which we are very grateful: the British Library, Intellident and Sue Hill Recruitment

Thanks are also due to Career Development Group Officers who are retiring during the year, without whom the level of activity achieved within the Group would have not been so great –Isabel Hood (Past President) Catherine Davies (Honorary Editor) Paula Younger (Secretary) Beth Carter (Membership & Marketing Officer) and Judith Smith who retires as Treasurer but takes up the post of Publications Officer and Maria Cotera who retires as International Officer but takes up the post of Vice-President.

I would also like to thank London School of Economics Library for giving me time to undertake CDG duties, and all of the National Officers and Divisional Committee members for all the help and support they have given me during my Presidential year.

Rowena Macrae-Gibson
Career Development Group President 2007-2008

Career Development Group National Officers April 2007-March 2008

President Rowena Macrae-Gibson
Past President Isabel Hood
Vice President Amanda Quick
Secretary Paula Younger (to December 2007) Jon Scown (from January 2008)
Treasurer Judith Smith
Associate Treasurer Helen Thomas
Membership & Marketing Officer Beth Carter (to August 2007) Paul Tovell (from August 2007)
Web Coordinator Carol Wurchbacher
Events Officer Viki Lagus
International Officer Maria Cotera
Associate International Officer Tracey Ainsley (from November 2007)
Student Officer Derek Mackenzie
Honorary Learning Coordinator Carol Barker
Associate Learning Coordinator Martin Kidds
Impact Editor Catherine Davies (to December 2007) Cheney Gardner & Charlotte Hobson (from January 2008)



Subscriptions Officer Janice McQuilkin