

*What do I need to learn?*

## Identifying regional training needs: the value of a Skills Audit

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# Background



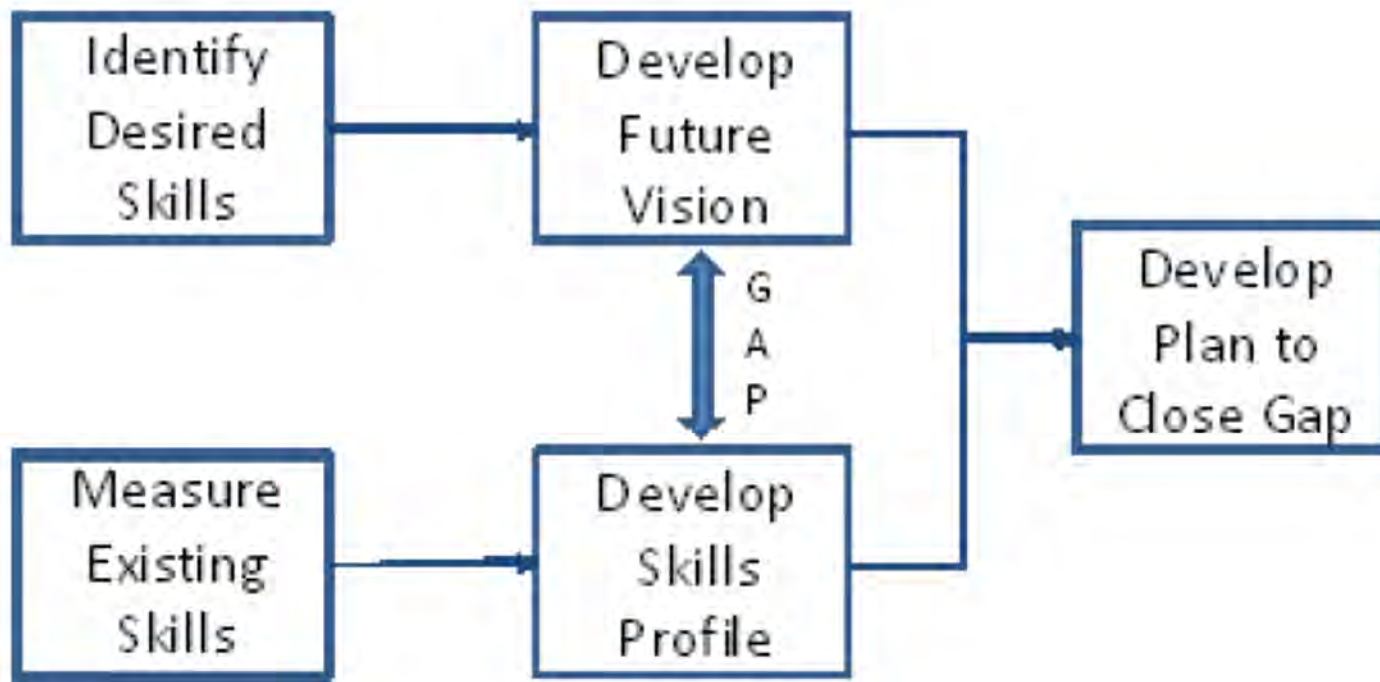
- Proactive workforce development strategies
- Need for robust and reliable data
- Recent data on demographic of archives workforce
  - *Library, Archive, Records and Information Management Services Workforce Survey (2012) (LSIS)*
  - *Workforce Mapping Survey (2015) CILIP / ARA*
  - *Archives Sector Workforce Development Strategy (2018) TNA / Pye Tait*
- ARA North West regional training events 2015-18 lacked evidence of skills *gaps* or training *needs*

# N W region skills audit: aim and scope

- A tool to help develop regional training strategically
- An audit to
  - Understand the *current* skills in the sector in the North West
  - Determine what the *future* skills needs are
  - Highlight any skills *gaps*
- Align with ARA competency framework
- Complement Archive Sector Workforce Survey (2018)
- Take an inclusive approach

# Developing the model

## Skill Gap Analysis Model



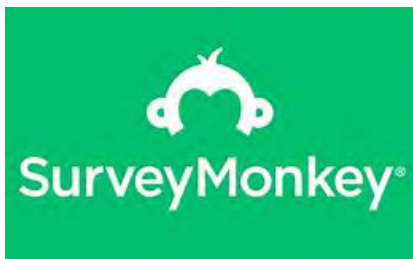
# Identify desired skills: the audit

## *Your profile:*

role, geographical area  
and type of service

## *Your skills:*

**35 skills in 5 areas**



## **Skills areas**

1. Archives and records
2. Preservation and conservation
3. Digital and technical
4. Access and engagement
5. Business, transferable, personal development

# Measure existing skills

For each skill

## 1) Rate your ability:

- I am confident
- I could improve
- I need to work on it

## 2) Need or want it?

- Need it for current role?
  - Want it for career progression?
    - Neither?

E.g. Digital and technical

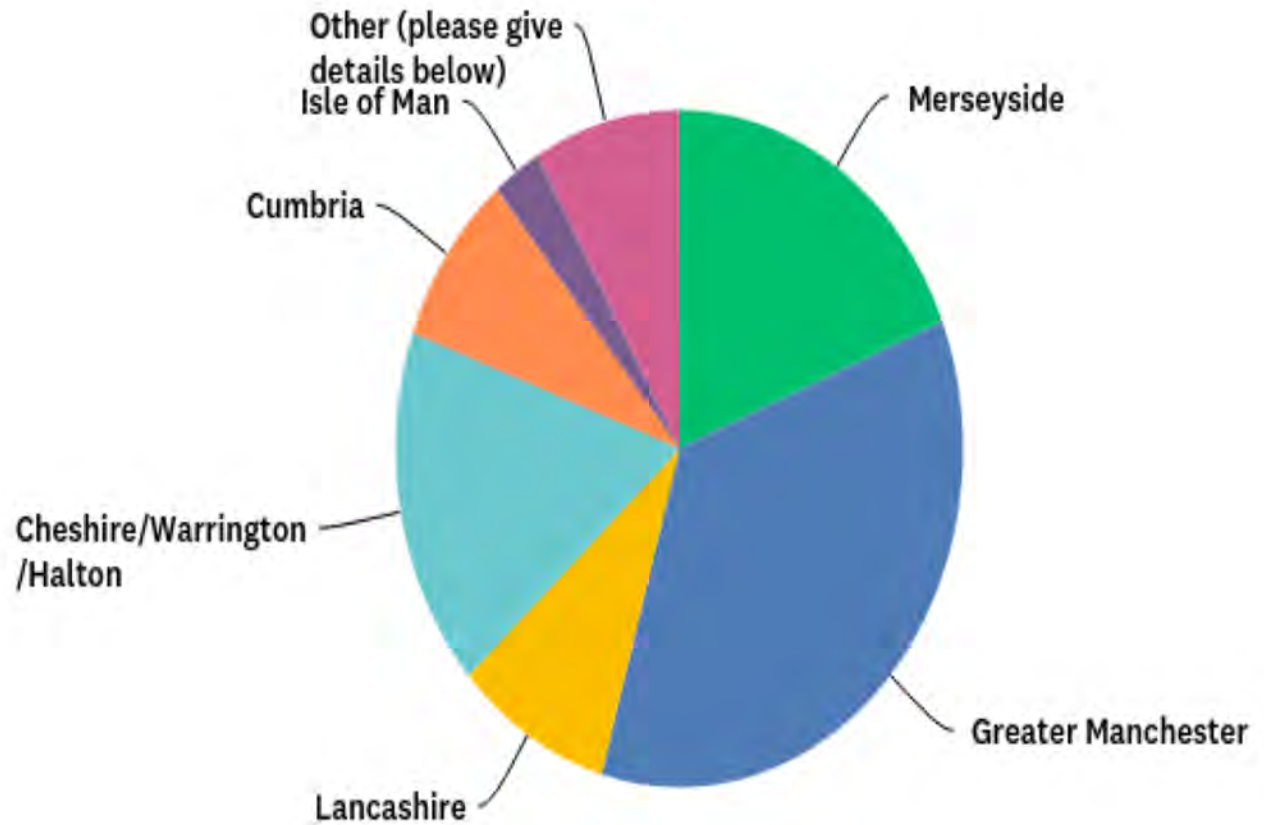
- Digitisation skills
- Managing born digital data and information
- Using cataloguing software
- Undertaking digital preservation processes
- Using digital preservation software
- Reading and understanding archives
- Managing audio visual collections

# Responses: profile

180  
responses

51% ARA  
members

35% Gtr  
Manchester



Archives & Records  
Association  
UK & Ireland

## Role

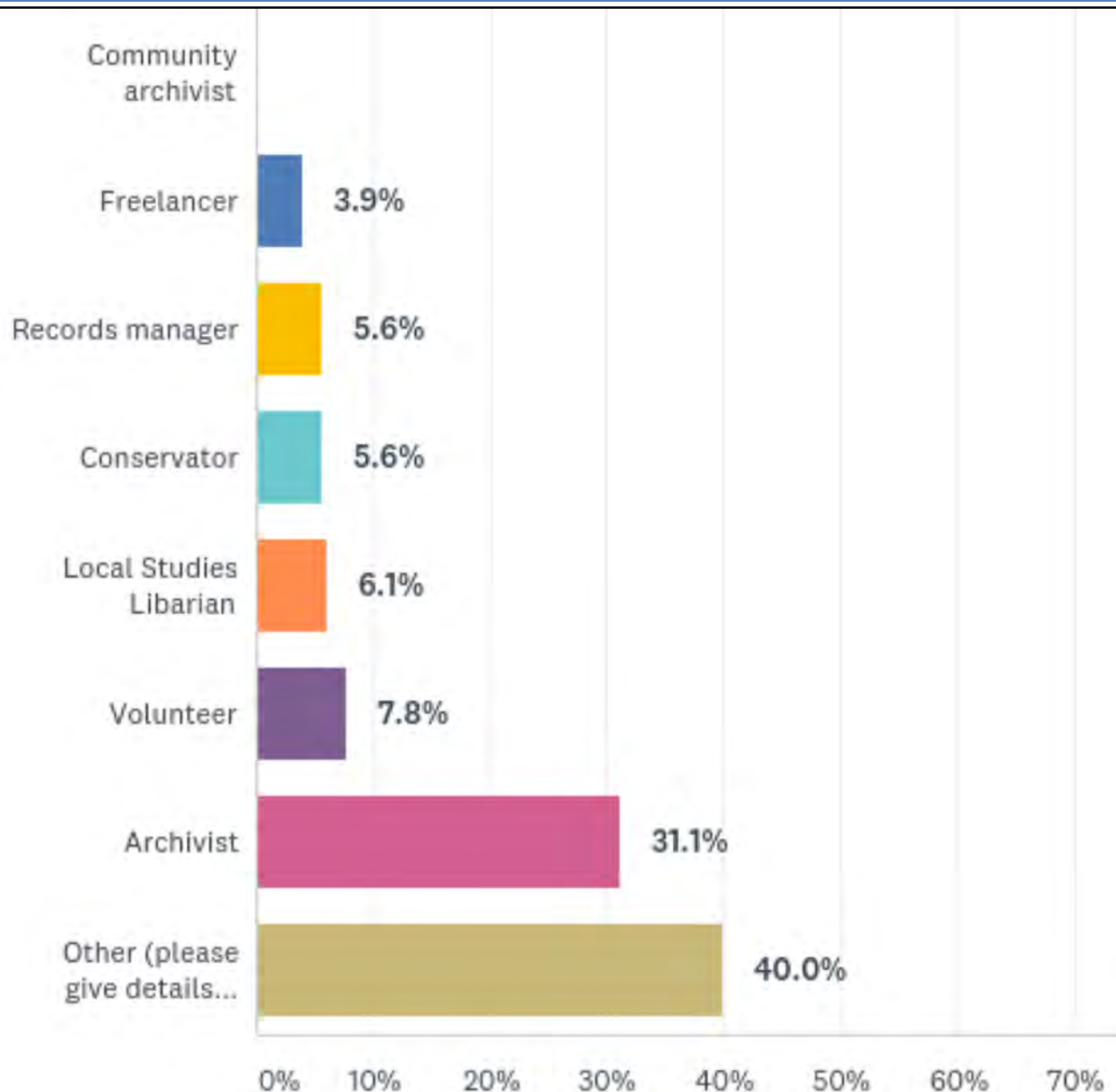
Archivists  
31%

R Managers  
6%

Conservators  
6%

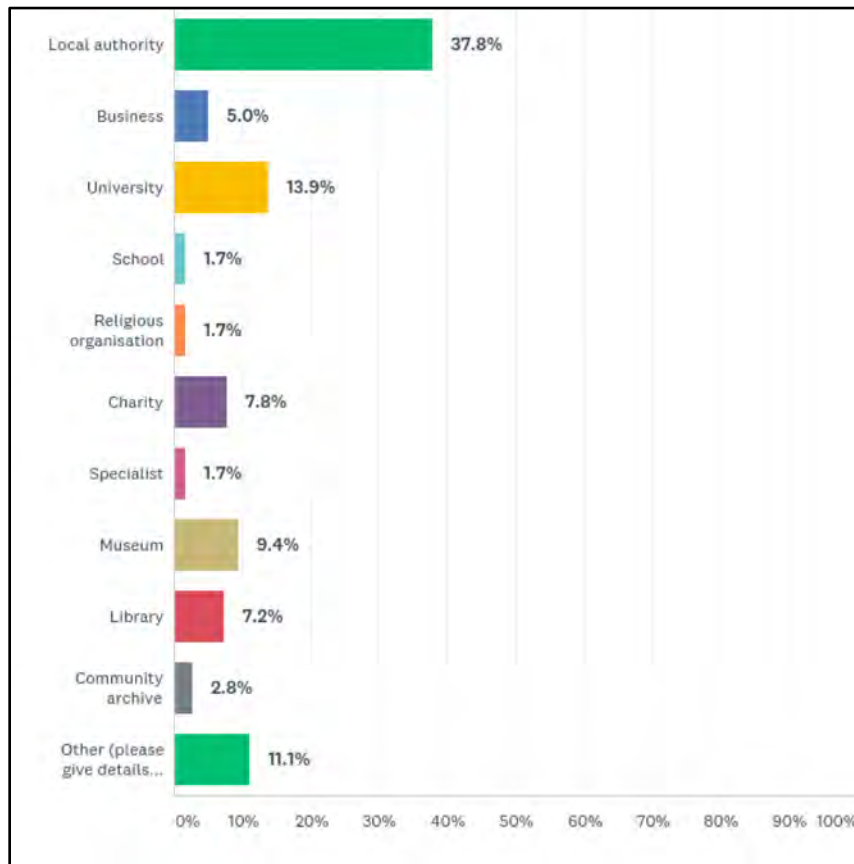
Volunteers  
8%

Other  
40%



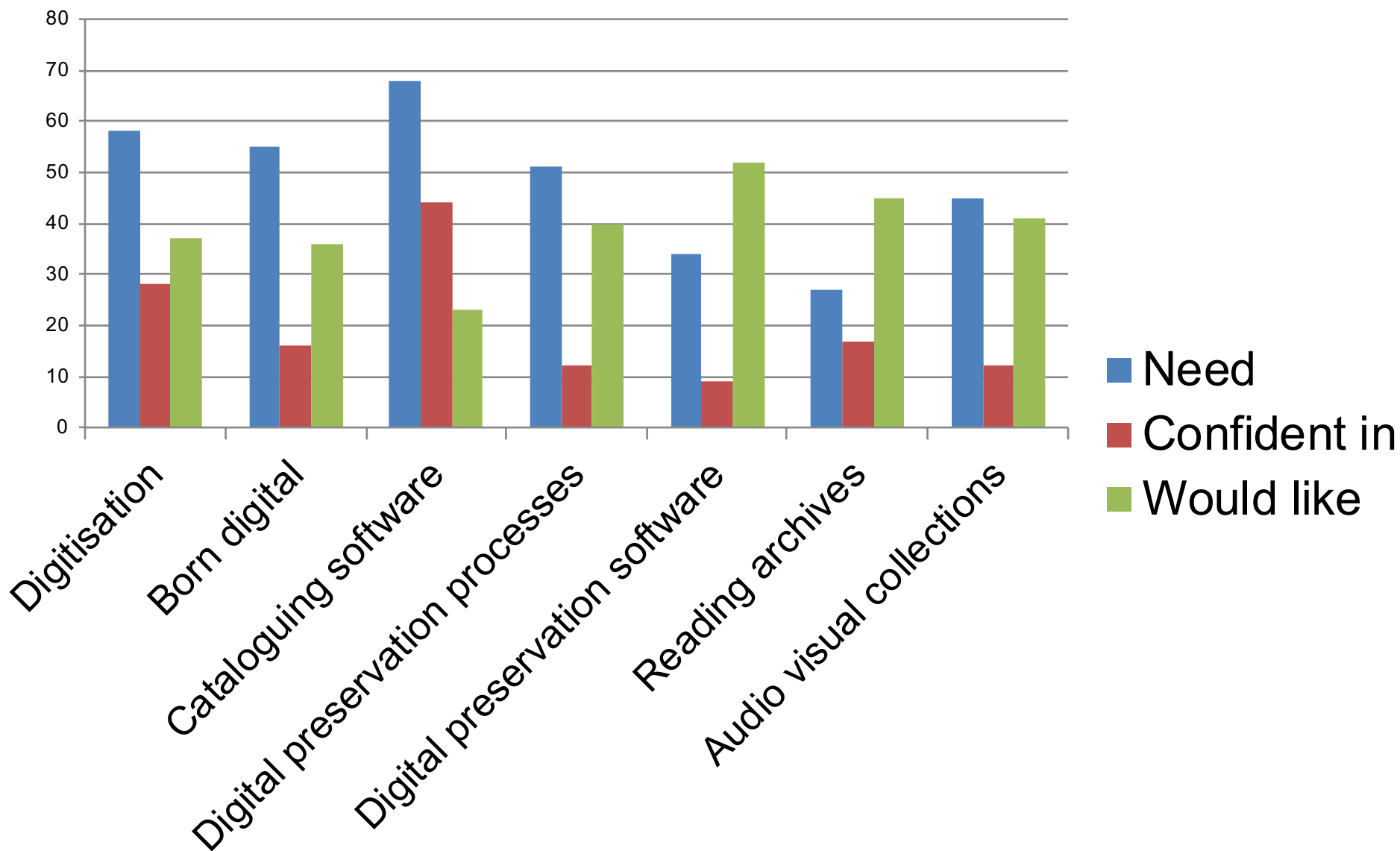


# Type of service



- Local authority 38% (68)
- HEI 14% (25)
- Other 11% (20)
- Museum 9% (17)
- Charity 8%
- Library 7%
- Business 5%
- Community 3%
- School, Religious, Specialist each 2%

# Digital and technical



# Findings

- Even spread of need
- Lack of confidence
- The greatest **need** for **current roles** =
- The most **wanted** for **career development** =



# Priority needs:

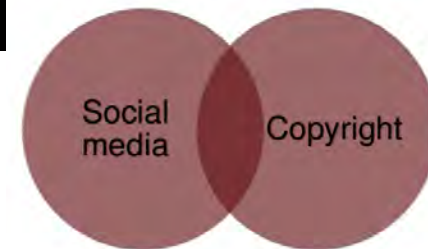
collections retention processes cataloguing Managing training  
conservation skills Digital Preservation  
management archives records management Digital  
GDPR Digitisation copyright records access preservation  
born digital

# Audit outcomes

- Quantitative & qualitative info about training needs and skills levels
- Clear view of strengths and weaknesses
- A practical tool already put to good use in the North West
- Done differently?



## SOCIAL MEDIA AND COPYRIGHT



# Benefits of a regional approach

- ...can focus on local workforce requirements
- ...individual needs are logged on regional map
- ...prioritisation within existing budgets
- ...competency framework alignment supports personal development for all
- ...product that demonstrates the value of joining ARA
- ...potential for wider application



# THANK YOU!

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