What do I need to learn?

Identifying regional training needs: the value of a Skills Audit

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Archives & Records Association UK & Ireland

Background

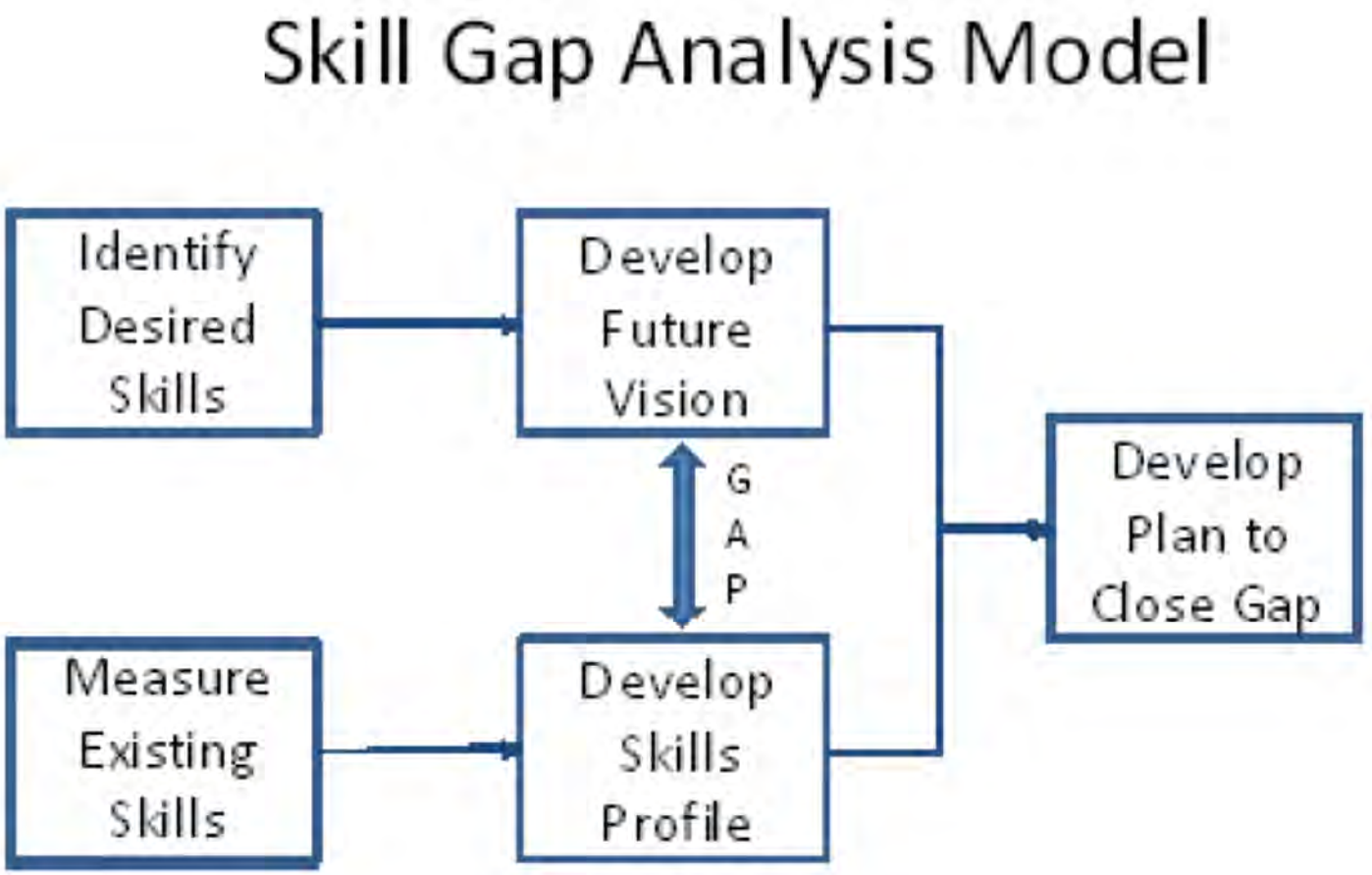
- Proactive workforce development strategies
- Need for robust and reliable data
- Recent data on demographic of archives workforce
  - *Library, Archive, Records and Information Management Services Workforce Survey* (2012) (LSIS)
  - *Workforce Mapping Survey* (2015) CILIP / ARA
  - *Archives Sector 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

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Developing the 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

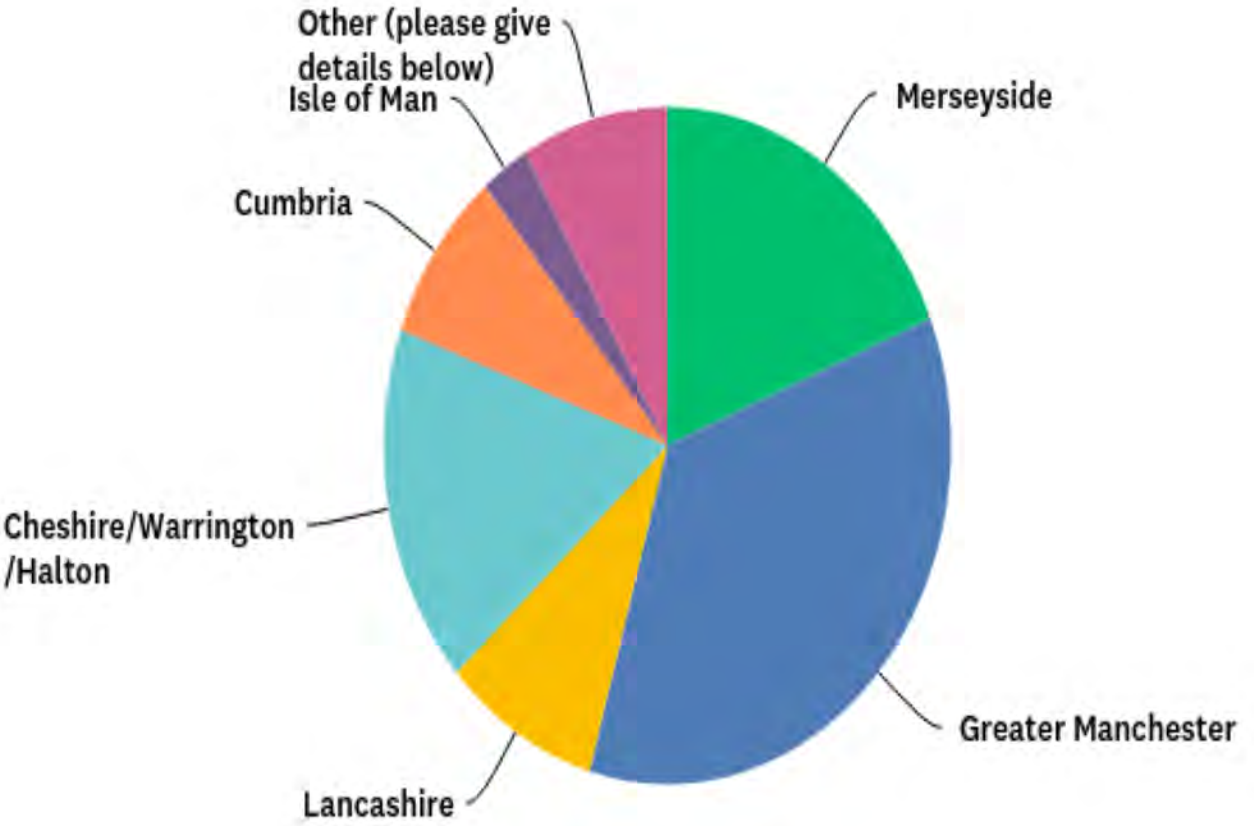
- Digitisation skills
- Managing born digital data and information
- Using cataloguing software
- Undertaking digital preservation processes
- Using digital preservation software
- Reading and understanding archives
- Managing audio visual collections

Responses: profile

180 responses

51% ARA members

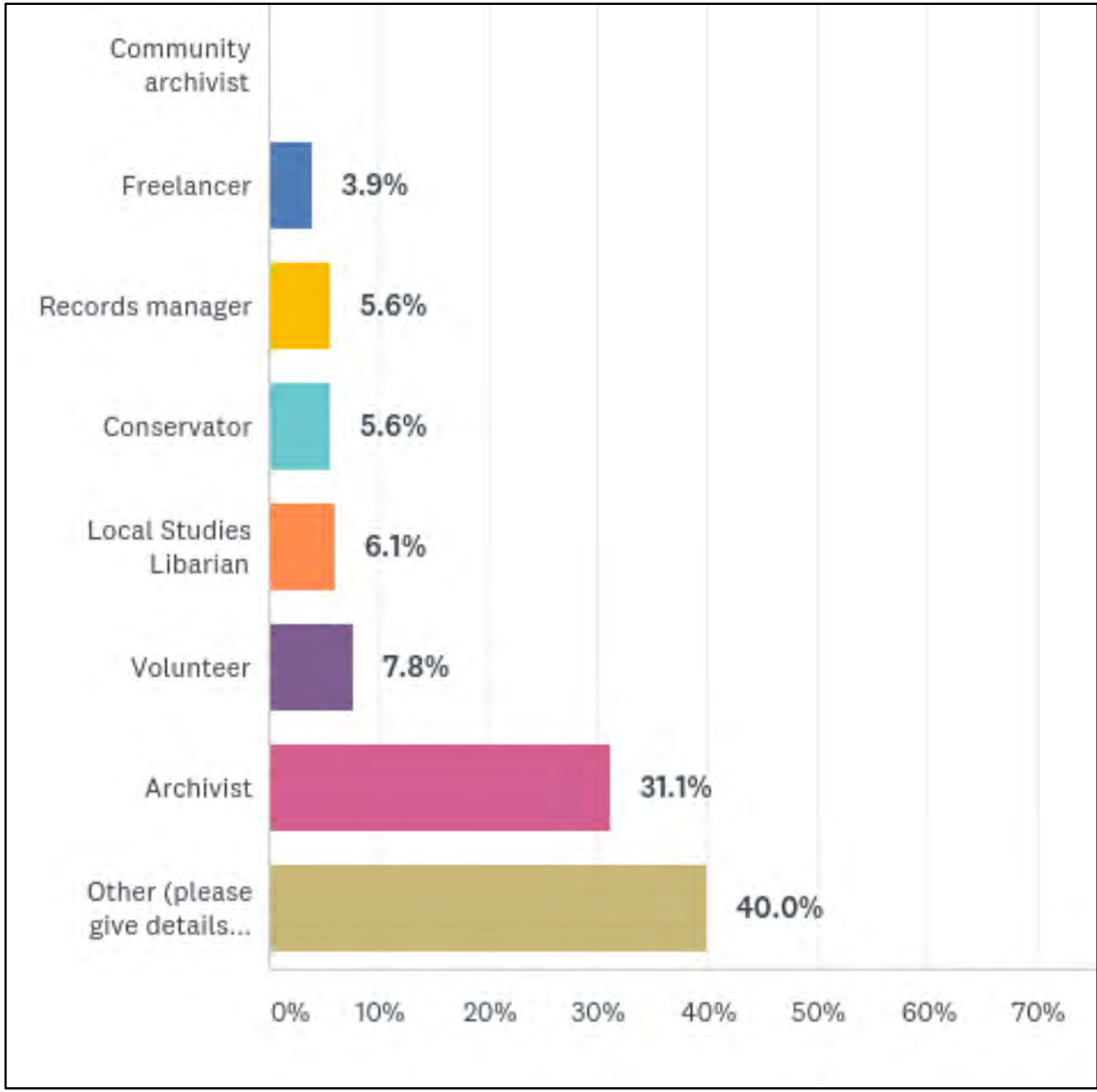
35% Gtr Manchester



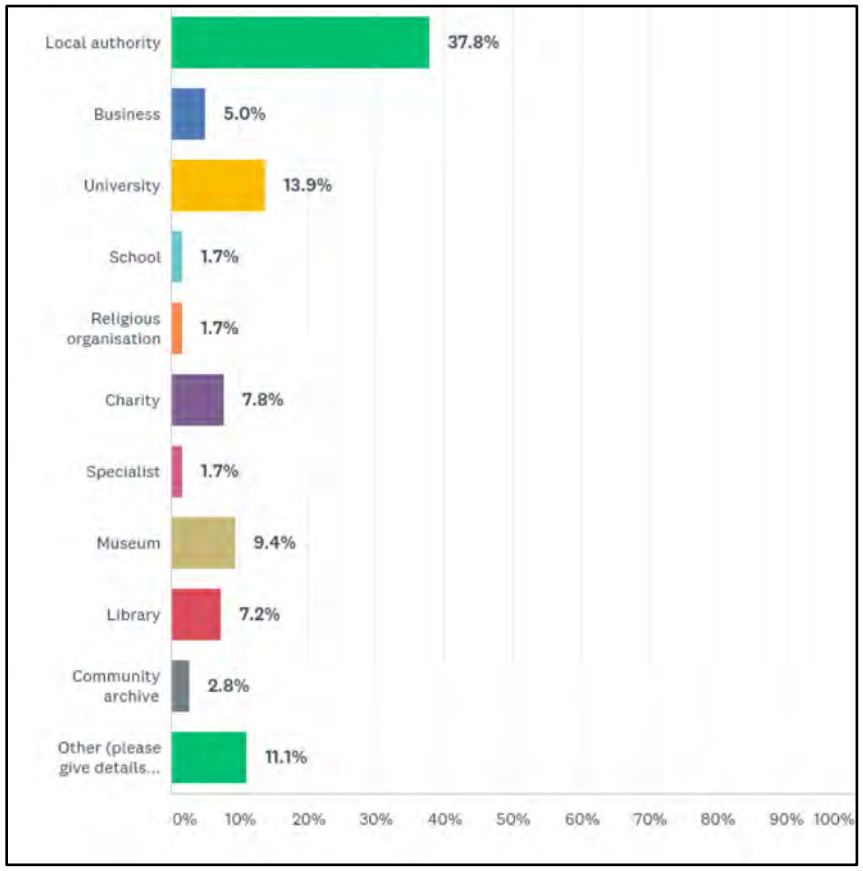
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Role

Archivists
31%
R Managers
6%
Conservators
6%
Volunteers
8%
Other
40%

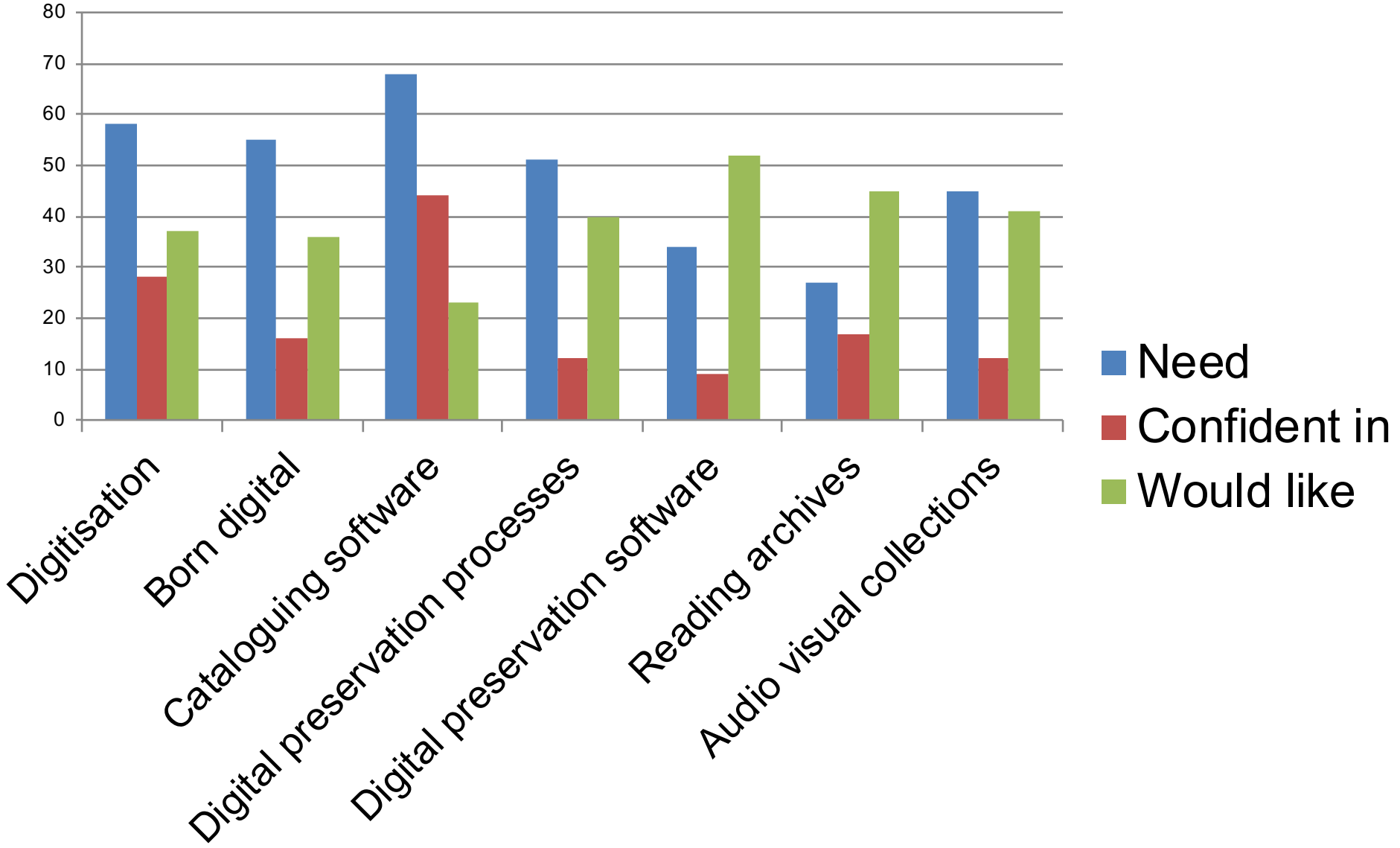


Type of service



- 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:



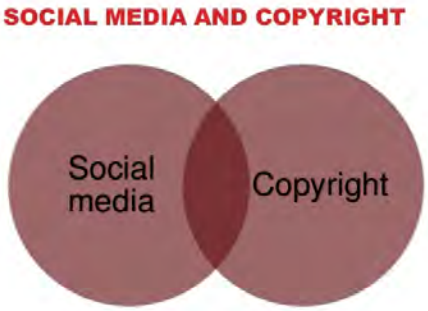
Audit outcomes

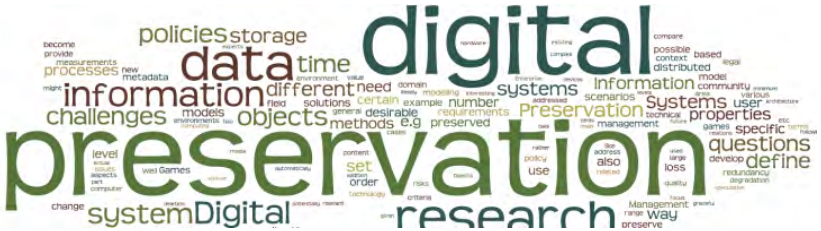
- Quantitative & qualitative info about training needs and skills levels
- Clear view of strengths and weaknesses
- A practical tool already put to good use in the North West
- Done differently?











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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