SCONUL Talent Pipeline - Early Career Professionals

SCONUL, the professional organisation for academic libraries (www.sconul.ac.uk), is undertaking research into the "pipeline for new talent". We want to collect evidence about the experience of early career professionals (ECPs) working in SCONUL member libraries (at any level), in order to help us recruit the best people and support them in fulfilling their potential. We are also interested in the perspectives of line managers and Heads of Service regarding the experience and potential of new library professionals.

Our research will give us a better understanding of:

The numbers involved and the types of roles occupied by early career professionals in SCONUL libraries;
The transition from Library and Information School (or equivalent) to professional practice;
The opportunities for ECPs to use and develop their skills while working in SCONUL member libraries; and
How managers can best support the professional development of their new recruits.

The project is part of SCONUL's strategic priority to develop tools and materials to support members in workforce planning, and Evidence Base are undertaking this research on SCONUL's behalf.

We would like to invite any early career professionals, line managers andHeads of Service to contribute to this research by completing our survey https://www.surveymonkey.co.uk/r/SCONUL2019.

For the purposes of this research, "early career professionals (ECPs)" means people:

With a CILIP-accredited (or equivalent) library qualification awarded in 2014 or later; and
Either working in, or having within the past 5 years worked in, the library (in the widest sense) of a SCONUL member.
A list of CILIP-accredited programmes is available at: https://www.cilip.org.uk/general/custom.asp?page=Qualifications; a list of SCONUL member libraries is available at: https://www.sconul.ac.uk/members-and-representatives.

Please note that our definition includes leavers (ie anyone qualified as above but who has left a SCONUL library post within the past 5 years).

The survey is open until Friday 25th October 2019, and there is an opportunity to provide contact details if you are interested in assisting further with the research project by taking part in a follow-up interview.

Every care will be taken to maintain confidentiality and anonymity; all information received will be stored securely and out of reach of any third party.

Should you wish to get an overview of the survey questions before or during completion of the survey you can view PDFs of the survey <u>here</u>.

Ethical and GDPR Statement

Evidence Base is a Library and Information Research and Consultancy unit based in Birmingham City University (BCU). We are conducting this survey in collaboration with consultants David Ball and Sara Marsh on behalf of SCONUL.

We are collecting the data for SCONUL so that it can help SCONUL understand how to recruit and support Information and Library Studies students in their first role post-qualification in a SCONUL member library. We are using Survey Monkey which is compliant with GDPR and data protection laws. Data will be stored in compliance with BCU's data protection policies during the time of this project, then anonymised data will be transferred to SCONUL for their future use for internal strategic planning.

The project report will be openly published on SCONUL's website. Some comments from the survey may be used in the report to illustrate issues and points.

You have the right to have a copy of your data, you can withdraw from the survey at any point and if you want to lodge a complaint, you can do so.

Our email address is <u>ebase@bcu.ac.uk</u>.

* 1. Do you consent to your data being used in the ways described above?

◯ Yes

◯ No

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Please can you select the term that best fits your role. If you have more than one of the roles shown, please select the one that you feel is most appropriate. Definitions of these terms are at the beginning of the survey.

* 2. Are you?

- ○ An Early Career Professional
- ○ A Line Manager
- ○ A Head of Service
- ○ A Leaver

Early Career Professionals in Academic Libraries

Section 1 - About your Job

3. Which of the following best describes your current job type?

○ Role which requires professional qualifications

○ Role which does not require professional qualifications

○ Other (please specify)

[   ]

4. Please tell us your job title:

[   ]

5. Please summarise the key elements of your role (e.g. I am a subject librarian for the science and engineering faculty and my role includes teaching information literacy).

6. How many library posts have you had since qualifying (including your present post) and at what level?

Post/s at level that requires professional qualifications

Post/s at level that does not require professional qualifications

Other

Section 2 - Preparedness for Your First Professional Post

This section explores how prepared you felt or feel in joining the profession as an Early Career Professional since gaining a CILIP-accredited (or equivalent) library qualification awarded in 2014 or later. You may wish to refer to the categories of skills outlined in the Professional Knowledge and Skills Base (PKSB) published by CILIP. A PDF of the skills can be found by clicking here and more details about the PKSB can be found by clicking here, (http://www.cilip.org.uk/PKSB).

7. To what extent did you, or do you, feel prepared for your first professional post?

Very Well Prepared	Fairly Well Prepared	Neither prepared nor unprepared	Not very well prepared	Very unprepared
○	○	○	○	○

8. To what extent did, or do, the following factors contribute to your feeling of preparedness?

	A great deal	Much	Somewhat	A little	Not at all
My library school qualifications and training	◯	◯	◯	◯	◯
My other qualifications and training	◯	◯	◯	◯	◯
My skills and knowledge	◯	◯	◯	◯	◯
My previous work experience	◯	◯	◯	◯	◯

Please explain your answer.

9. What would have helped you to feel better prepared? Please tick all that apply.

☐ Additional skills/knowledge taught on library school course

☐ On the job training

☐ More practical experience

☐ Other (please specify)

[   ]

* 10. Have you undertaken CILIP chartership?

◯ Yes

◯ In progress

◯ No

11. If yes, has this been beneficial in preparing you for your first professional post?

◯ Yes

◯ No

Please explain your answer below:

12. Is there anything else you would like to tell us about how prepared you were, or are, for your first professional post?

Section 3 - About Professional Development

13. What additional skills (if any) do you feel you need to develop in order to fulfil your current role?

14. What training and professional development opportunities have you undertaken since obtaining your qualification? Please select all that apply and indicate overall how valuable they have been in your work and current role.

	High Value	Moderate Value	Low Value	No Value	Not Undertaken
360 degree feedback	◯	◯	◯	◯	◯
Coaching	◯	◯	◯	◯	◯
Conference attendance	◯	◯	◯	◯	◯
Induction (role-specific)	◯	◯	◯	◯	◯
Job Rotation	◯	◯	◯	◯	◯
Learning on the job	◯	◯	◯	◯	◯
Mentoring	◯	◯	◯	◯	◯
Peer support	◯	◯	◯	◯	◯
Performance appraisal	◯	◯	◯	◯	◯
Professional activities	◯	◯	◯	◯	◯
Secondment	◯	◯	◯	◯	◯
Taking on a professional responsibility e.g. committee membership, organising an event	◯	◯	◯	◯	◯
Training Course - in house	◯	◯	◯	◯	◯
Training Course - professional	◯	◯	◯	◯	◯

Other (please specify)

[   ]

15. Is there anything else you would like to tell us about your professional development?

Section 4 - Career Progression

16. How much do you agree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
I found it easy to get my first professional post after qualifying	◯	◯	◯	◯	◯	◯
I feel ready to progress my career at this point in time	◯	◯	◯	◯	◯	◯
I feel confident about being able to progress in my career when I am ready to do so	◯	◯	◯	◯	◯	◯
I have found it easy to progress my career in my own SCONUL member library	◯	◯	◯	◯	◯	◯
I have found it easy to progress my career by securing a post in another SCONUL member library	◯	◯	◯	◯	◯	◯

Please explain your answer.

17. Please indicate which factors have helped you in your career progression since qualifying and how valuable they were. Please select all that apply.

	High Value	Moderate Value	Low Value	Not Applicable
Support from colleagues	◯	◯	◯	◯
Support from management	◯	◯	◯	◯
Willingness to relocate	◯	◯	◯	◯
Suitable opportunities	◯	◯	◯	◯
Willingness to consider a wide range of possibilities	◯	◯	◯	◯
Relevant training	◯	◯	◯	◯
Appropriate skills and knowledge	◯	◯	◯	◯
Self-confidence	◯	◯	◯	◯
Personal circumstances	◯	◯	◯	◯

Other (please specify)

[   ]

18. Please indicate which, if any, of the following have hindered your career progression. Please select all that apply.

	Significant	Moderate	Low	Not at all
Lack of support from colleagues	○	○	○	○
Lack of support from management	○	○	○	○
Unwillingness to relocate	○	○	○	○
Lack of appropriate skills	○	○	○	○
Suitable opportunities not available	○	○	○	○
Lack of relevant training	○	○	○	○
Lack of confidence	○	○	○	○
Personal circumstances	○	○	○	○

Other (please specify)

19. Is there anything else you would like to tell us about your career progression?

Section 5 - General Support

20. What more (if anything) might your library do to support ECPs in their professional development?

21. Do you consider that professional organisations have a role in supporting ECPs?

◯ Yes

◯ No

Please explain your answer below.

22. Do you have any further comments?

Section 6 - A Little More About You

23. At what type of institution do you work? Please select the most appropriate.

☐ RLUK

☐ Old (pre-1992, excluding RLUK members)

☐ New (post-1992)

☐ Higher Education College

☐ National Library

☐ Republic of Ireland library

☐ Other (please specify)

_____

24. Where is your workplace located?

○ England

○ Scotland

○ Northern Ireland

○ Republic of Ireland

○ Wales

25. What is the highest level of Library and Information qualifications that you have?

◯ Undergraduate

◯ Post graduate diploma

◯ MA/MSc

◯ PhD

◯ Other (please specify)

[   ]

26. In which country did you obtain this qualification?

◯ UK

◯ Republic of Ireland

◯ Other country (please specify)

[   ]

27. In which year did you qualify?

◯ 2014

◯ 2015

◯ 2016

◯ 2017

◯ 2018

◯ 2019

Section 6 - A Little More About You

28. What was the salary band of the first academic library post you held after qualifying? Please note we have added a scale which assumes an exchange rate of 1GBP = 1.1 Euro.

◯ Under 15,000 GBP / 16,500 Euro per annum

◯ 15,000 - 20,000 GBP / 16,500 - 22,000 Euro per annum

◯ 20,000 - 25,000 GBP / 22,000 - 27,500 Euro per annum

◯ 25,000 - 30,000 GBP / 27,500 - 33,000 Euro per annum

◯ 30,000 - 35,000 GBP / 33,000 - 38,500 Euro per annum

◯ 35,000 - 40,000 GBP / 38,500 - 44,000 Euro per annum

◯ Over 40,000 GBP / 44,000 Euro per annum

* 29. Have you progressed to a higher salary band?

◯ Yes

◯ No

30. If yes - What is your current salary band? Please note we have added a scale which assumes an exchange rate of 1GBP = 1.1 Euro.

○ Under 15,000 GBP / 16,500 Euro per annum

○ 15,000 - 20,000 GBP / 16,500 - 22,000 Euro per annum

○ 20,000 - 25,000 GBP / 22,000 - 27,500 Euro per annum

○ 25,000 - 30,000 GBP / 27,500 - 33,000 Euro per annum

○ 30,000 - 35,000 GBP / 33,000 - 38,500 Euro per annum

○ 35,000 - 40,000 GBP / 38,500 - 44,000 Euro per annum

○ Over 40,000 GBP / 44,000 Euro per annum

Gender and Ethnicity

31. What is your gender?

◯ Female

◯ Male

◯ Other - non binary

32. To which ethnic group do you belong?

◯ White: (English/Welsh/Scottish/Northern Irish/British – Irish Gypsy or Irish Traveller)

◯ Mixed/multiple ethnic groups: (White and Black Caribbean - White and Black African - White and Asian)

◯ Asian/Asian British: (Indian – Pakistani – Bangladeshi – Chinese)

◯ Black/Black British: (African/Caribbean)

◯ Arab

◯ Other ethnic group or mixed/multiple group

* 33. This survey will be included in a report to SCONUL which will be posted on their website. Please could you indicate your consent for your anonymised comments to be included in the report?

○ I consent

○ I do not consent

To supplement the survey we are hoping to follow up a selection of survey respondents to take part in follow up interviews and explore these topics in more depth. We would be really grateful if you would consider whether you would be willing to be contacted to take part in a follow up interview by telephone or video call. We are aiming to select approximately 20 people for follow up interview.

34. If you would be willing to be interviewed at the next stage of this project, please enter your email address below.