

SCONUL Talent Pipeline - Heads of Service/Line Managers

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 and Heads 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 [here](#).

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 ebase@bcu.ac.uk.

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

Yes

No

SCONUL Talent Pipeline - Heads of Service/Line Managers

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

Line Managers and Heads of Service

Section 1 - Employment of Early Career Professionals (ECPs)

* 3. Has your library employed ECPs in the past 5 years?

Yes

No

SCONUL Talent Pipeline - Heads of Service/Line Managers

4. Please list the reasons for employing ECPs, please select all that apply.

- We have post(s) specifically designed to suit ECPs
- ECP was best candidate for our vacancy at the time
- Staff member who gained professional qualifications while in a role which did not require professional qualifications
- Other (please specify)

SCONUL Talent Pipeline - Heads of Service/Line Managers

5. For what reason have you not recruited new professionals during that time? Please select all that apply.

- No library vacancies
- No suitable vacancies
- No new professionals have applied to posts
- No suitable new professionals applied to posts
- No new professional deemed appointable at the interview/final stage of recruitment
- Other (please specify)

Section 2 - Early Career Preparedness

This section explores your views on how prepared Early Career Professionals are for joining the profession 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 [here](#) and more details about the PKSB can be found here, (<http://www.cilip.org.uk/PKSB>).

6. To what extent do you feel that ECPs are prepared for their first professional post?

Very Well Prepared	Fairly Well Prepared	Neither prepared nor unprepared	Not very well prepared	Very unprepared
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please explain your answer.

7. To what extent do you feel that the following factors contribute to, or would contribute to, ECPs being well prepared for their first professional post?

	A great deal	Much	Somewhat	A little	Not at all
Their qualifications and training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Their skills and knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Their previous work experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please explain your answer.

SCONUL Talent Pipeline - Heads of Service/Line Managers

8. Are there any other relevant factors here? (Please specify below)

9. If you feel that ECPs are relatively unprepared, what reason(s) would you give for this?

Section 3 - ECP Training and Experience

10. To what extent do you feel that library schools prepare ECPs sufficiently for their first professional post?

Very well prepared	Fairly well prepared	Neither prepared nor unprepared	Not very well prepared	Very unprepared
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please explain your answer

SCONUL Talent Pipeline - Heads of Service/Line Managers

11. In your view what skills and attributes do ECPs typically bring to their first professional post?

SCONUL Talent Pipeline - Heads of Service/Line Managers

* 12. Do you consider that there are skills and attributes which ECPs typically lack on starting their first professional post?

Yes

No

SCONUL Talent Pipeline - Heads of Service/Line Managers

13. If yes, what are these?

SCONUL Talent Pipeline - Heads of Service/Line Managers

14. Is there anything else you would like to tell us about ECP skills, training or experience?

Section 4 - ECP Professional Development

15. What training and professional development opportunities do you provide for ECPs? Please tick all that apply.

- 360 degree feedback
- Coaching
- Induction (role-specific)
- Job rotation
- Mentoring
- Performance appraisal
- Secondments
- Support for professional activities eg conference/course attendance, committee membership
- Other (please specify)

SCONUL Talent Pipeline - Heads of Service/Line Managers

16. Are the learning/development needs of ECPs specifically addressed in your learning and development strategy?

- Yes
- No
- Not applicable

Please explain your answer below.

17. Is there anything else you would like to tell us about ECP professional development?

Section 5 - ECP Career Progression

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
It is easy for ECPs to obtain a suitable professional post after qualifying	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are many opportunities for ECPs to progress their careers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please explain your answer.

Section 5 - ECP Career Progression

19. Please list up to three factors that you consider to be most important in enabling career progression for ECPs

20. Please list up to three factors that you consider to be the most significant barriers to career progression for ECPs

21. Is there anything else you would like to tell us about ECP career progression?

Section 6 - General Support

22. Have you needed to provide more training/mentoring/support to ECPs than you had anticipated?

Yes

No

Please explain your answer below.

23. Do you think your library could do more to support ECPs in their professional development?

Yes

No

Unsure

Please explain your answer below.

SCONUL Talent Pipeline - Heads of Service/Line Managers

24. Do you think there is anything that SCONUL should do to support ECPs and their managers?

- Yes
- No
- Unsure

Please explain your answer below.

25. Do you consider that other professional organisations have a role in supporting ECPs in SCONUL libraries?

- Yes
- No
- Unsure

Please explain your answer below.

26. Do you have any further comments?

Section 7 - A Little More About You

27. 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)

28. Where is your workplace located?

- England
- Scotland
- Northern Ireland
- Republic of Ireland
- Wales

Gender and Ethnicity

29. What is your gender?

- Female
- Male
- Other - non binary

30. 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

SCONUL Talent Pipeline - Heads of Service/Line Managers

* 31. 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

SCONUL Talent Pipeline - Heads of Service/Line Managers

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.

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