

## SCONUL Talent Pipeline - Leavers

SCONUL, the professional organisation for academic libraries ([www.sconul.ac.uk](http://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](mailto:ebase@bcu.ac.uk).

\* 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

## Leavers

Thank you for agreeing to complete our survey as a "leaver". We are interested here in the views of people who have qualified in the last five years and have at some time during that period worked in a SCONUL member library - but are no longer working there for whatever reason. Your views will be particularly important to us in determining whether there are things SCONUL could do differently in order to retain talent within member libraries.

### Section 1 - About the job you left

3. Which of the following best describes the type of post you left in a SCONUL library?

- Role which requires professional qualifications
- Role which does not require professional qualifications
- Other (please specify)

4. Please tell us the title of that job:

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5. Please could you tell us why you left your post in a SCONUL library. Please select all that apply.

- Job did not meet my expectations
- I did not feel prepared to undertake a professional post
- I considered that there were barriers to my career progression
- I was not able to fulfil my potential in the role
- I chose a different career direction
- Personal circumstances
- SCONUL Library did not support my preparedness for work/or career development
- Prefer not to say
- Other

Please tell us more about your answer.

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6. What factors (if any) would have encouraged you to stay in your post in a SCONUL library? Please select all that apply.

- Higher salary
- Promotion/promotion opportunities
- Opportunity to move into a professional role
- Greater responsibility
- Few responsibilities
- Lighter workload
- Better training and development opportunities
- More interesting work
- Better working environment
- Other (please specify)

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7. Please could you tell us what you are doing now?

- Working in a different part of the Library sector
- Working in another sector altogether
- Seeking work in the Library sector
- Seeking work in a different sector
- Not currently seeking work
- Prefer not to say
- Other

Please tell us more about your answer.

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8. How many library posts have you had since qualifying (including the SCONUL library post you left) 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 - General Support

9. What more (if anything) might your SCONUL library have done to support ECPs in their professional development?

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

Yes

No

Please explain your answer below.

11. Do you have any further comments?

### Section 3 - A Little More About You

12. At what type of SCONUL institution did 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)

13. Where was that work place located?

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

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

- Undergraduate
- Post graduate diploma
- MA/MSc
- PhD
- Other (please specify)

15. In which country did you obtain this qualification?

- UK
- Republic of Ireland
- Other country (please specify)

16. In which year did you qualify?

- 2014
- 2015
- 2016
- 2017
- 2018
- 2019

## Section 6 - A Little More About You

17. 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

\* 18. Did you progress to a higher salary band?

- Yes
- No

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19. 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**

20. What is your gender?

- Female
- Male
- Other - non binary

21. 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

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\* 22. 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

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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.

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