



Academic and National Library Training Co-operative
www.anltc.ie

Cooperative Training & Development : ANLTC – now and hereafter

Presented by:

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Trinity College Dublin

ANLTC is...

- ANLTC (Academic & National Libraries Training Cooperative) -

is an independent body made up of the senior staff in member libraries who have responsibility for staff training and development. It has loose connections with CONUL, and its membership encompasses all CONUL members. In addition it takes on an All-Ireland flavour by the participation of the two universities from Northern Ireland.

ANLTC's mission is to...

- The Academic and National Library Training Co-operative (ANLTC) was founded in 1995. The aim of ANLTC is to identify training and development needs within [member](#) Irish academic and national libraries to form the basis of an ongoing co-operative training and development programme. This training supplements each institution's own programme and through consultation aims to offer a wide range of training opportunities to library staff at an economical rate. Co-operative training also enables staff to meet colleagues from other institutions to exchange experience.

Current ANLTC membership

Institution

- Dublin City University
- Dublin Institute of Technology
- National Library of Ireland
- National University of Ireland, Galway
- National University of Ireland, Maynooth
- Queens University Belfast
- Royal College of Surgeons in Ireland
- Royal Irish Academy
- Trinity College Dublin
- University College Cork
- University College Dublin
- University of Limerick
- University of Ulster

Current member

Miriam Corcoran
Ursula Gavin
Grainne MacLochlainn
Ann Mitchell
Helen Fallon
Trevor Lyttle
Paul Murphy
Petra Schnabel
Jessie Kurtz
Seamus McMahon
Carmel O'Sullivan
vacant
Colette McKenna

ANLTC aims to....

- Offer to all levels of library staff the appropriate level and complimentary range of training and development opportunities, based on regular training needs analysis, and in line with individual service and institutional policies.
- Eliminate duplication of effort in staff training and development.
- Extend the range and flexibility of training and development available to staff.
- Ensure improved value-for-money through shared investment.
- Foster greater co-operation and communication among ANLTC staff to identify common needs and goals, to share expertise.
- Develop in-house training skills of staff by providing the opportunity for our staff to make presentations and deliver training
- Provide opportunity of awards for Assistant Librarians encouraging practitioner-based research and for Library Assistants promoting and supporting staff development.

ANLTC engages collaboratively by:

- Developing collaborative and innovative approaches to the delivery of staff training and development.
- The dissemination of information, best practice and shared experience.
- Pursuing collaborative procurement of staff training and development services.
- Influencing policy in the area of staff training and development of library staff.
- Liaising as appropriate with the Consortium of National & University Libraries (CONUL) to inform staff training and development strategies and policies.
- Representing the interests of ANLTC regionally, nationally, and on similar bodies.
- Seeking funding opportunities, for the development of staff training and development programmes by the consortium.

ANLTC's goals 2009-2014.....

- Review the ANLTC's role in the context of the conferences provided by IUISC, INULS, or the CONUL Colloquium and/or provide an annual conference around a broad theme related to Staff Training and Development or an annual low-charge thematic seminar on a current issue (e.g. Copyright)
- Review the feasibility of an Irish Mentoring & an Irish job-shadowing programme.
- Provide access to generic and specific member library guidelines for Staff Development and Training policies and procedures
- Continue the discussions with CONUL and the LAI related to the ANLTC's 2006 CPD report and proposal to take forward the idea of accreditation, coordination, and resource support for CPD development.

Cooperative cross-sectoral training & development - beyond ANLTC.....

- Music training/courses
- Cataloguing & metadata training/courses
- Courses to outliers (e.g. DRIS on the road)
- Extending courses to non-ANLTC members
- Brendan Teeling at ANLTC annual planning meetings
- External liaison representative on key committees
- LAI Fellowship & CILIP Accreditation

Why is it important now especially

- Succession planning
- Funding resources – value-for money
- Staff resources – CPD, skills building
- Business continuity planning & risk reduction
- Morale building
- Addressing PMDS (Performance Development Scheme) needs
- Succession planning

What are the current issues (1)

- Is it worth considering opening up courses to a wider audience – including LIR, all public and regional libraries and library students at UCD, DBS, or UU?
- Is it worth considering less ‘sector specific’ events and try to combat the multiplicity of library groups that are offering such events?
- Is it worth considering cutting the cost - €120 may be a little on the high side, especially when you have LIR offering ‘free’ events?
- What about a ‘subscription based’ membership fee?
- Is it worth considering cutting the number of events by half and concentrating them during specific months?

Current issues (2)

- What about 'panned' (bought in) events that are offered in multiple 'regional' locations?
- If we do 'regional' events, how do we meet our 'mission' and 'terms', which include the importance of sharing of experience/networking?
- Is there room for a 'national cross-sectoral' training and development cooperative?
- What about the issue of training linked to salary and career progression?



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Thank you - Jessie Kurtz [kurtzj@tcd.ie]