



UPDATE CPDWL NEWSLETTER

APRIL 2023 / International Federation of Library Associations and Institutions. CPDWL Section #43

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CPDWL Officers and SC Members to January 2023

By Iris van den Broek



Officer's Team letter

Ulrike Lang, Chair, CPDWL Standing Committee

Dear colleagues, members and friends of CPDWL,

Another difficult year has passed, with war, hunger, viruses, natural disasters, refugee crises and financial challenges for everyone, libraries and their staff.

Today, libraries are not only a place to access information, but a so-called "third place", an important pillar in society: as a shelter in difficult circumstances, such as a lack of heating in addition, libraries provide power for customer's electronic devices or a warm place for homeless people. Public libraries are the only space in the community to go for shelter where it is free to enter. Librarians have always taken care of the needs of their users and the wider community.

Librarians also have to take care of their own life-long learning and professional development because libraries and their services are subject to constant change. It is one of the tasks of CPDWL to help them address challenging working conditions and develop new skills, but also assist in supporting their work-life-learn balance.

Three years ago, CPDWL asked its standing committee members and advisory group members for their special interests and skills to help us review and create future projects for CPD. Unfortunately, the response rate was rather low but we hope you may be interested in a follow up survey in 2023, because only with your input, suggestions, and ideas can keep our projects relevant.

In September 2021 we completed the Annual Report, to be approved by the IFLA Governing Board and this will be published on our website. This is an evolving document and has been updated recently and will be published on the IFLA website soon.

In 2023, there are elections again. As some of CPDWL's highly esteemed and very active colleagues will end their second term, and others will leave the standing committee after their first term. There are good opportunities for engaged and active colleagues to be elected and start working with the standing committee of CPDWL. As we write elections are underway for new committee members. The timetable is as follows:

- Elections will close on **April 12**
- We will welcome our new SC members by **May 5**
- There will be a joint outgoing/incoming meeting sometime in **May**
- New SC members should decide if they'd like to be part of CPDWL officers by **June 19**
- SC members will elect their CPDWL officers by **July 10**

To talk about the projects and expectations for new SC members we held a zoom meeting for all interested IFLA members on January 23. It was good to see some new faces there and wish everyone all the best for the elections. We look forward to working with our new colleagues in the future.

The CPDWL Standing committee has used its huge variety of social media channels to stay in touch with its members and colleagues worldwide. If you haven't connected so far, please take a look at CPDWL [Facebook](#), [Twitter](#), [Instagram](#), [Youtube](#), WhatsApp and WeChat, our [Blog](#) and [Podcast](#). We look forward to seeing you there.

The planning for the WLIC 2023 in Rotterdam has begun and further details are expected soon and will be posted on the ELIC website (<https://2023.ifla.org>). More information will be added as this becomes available. CPDWL has planned coaching sessions, an open session on toxic librarianship and also a satellite on Open Access "Inclusiveness through openness" (<https://www.eur.nl/en/library/ifla/inclusiveness-through-openness>) with the Academic and Research Libraries Section. We look forward to seeing you there.



Ulrike Lang
ulrike@lang-site.de

You might be surprised to see this editorial named "Co-chairs letter" again, as it had been previously. IFLA HQ asked us in 2021 to stop using "co-chair" for the leadership of our section, because it is not an official position in the IFLA structure. In fact, we never expected to have "co-chair" as an official position. We just wanted to share the work as chair, give new colleagues a chance to be more involved in the work of officers before taking the lead and ensure that SC members and members of CPDWL have a contact all the time, even if one of us is unavailable.

The use of the term "co-chair" was not previously approved by IFLA and we have searched for an alternative but haven't found one. However, one could find the terms "chair" and "vice-chair" in the Election Guide 2023 although "vice-chair" is not an official term in the IFLA structure to date either. So, we will use the term "co-chair" for the present.

As CPDWL Co-Chairs we thank everybody for their contributions, the work they undertook in different roles but we also hope that others are interested in taking over new roles and supporting the global community going forward.

Ulrike Lang
Alan Brine
Co-chairs CPDWL

AUGUST 2023

www.ifla.org/units/cpdwl



IFLA CPDWL SECTION SCHEDULE PROGRAMMES

1 AGILE METHODOLOGY IN LIBRARIES: INNOVATIONS IN LIBRARY PROJECTS (LED BY IFLA INFORMATION TECHNOLOGY SECTION)

Date: 18 August 2023 (Friday)

Location: Erasmus University

Satellite Meeting Registration: free

2 INCLUSIVENESS THROUGH OPENNESS (LED BY IFLA ACADEMIC AND RESEARCH LIBRARIES SECTION)

Date: 18–19 August 2023 (Friday & Saturday)

Location: Erasmus University

Satellite Meeting Registration: EUR 75

3 CPDWL SECTION BUSINESS MEETING 1

Date: 20 August 2023 (Sunday),
3:45–5:30 pm

Location: Port 1 B+C, 2nd Floor
(Zoom link for virtual participation forthcoming)

4 TOXIC LIBRARIANSHIP AND LEADERSHIP?: STRATEGIES AND METHODS IN ADDRESSING DIFFICULT WORKPLACE ENVIRONMENTS COLLABORATING WITH IFLA MANAGEMENT AND MARKETING SECTION)

Date: 21 August 2023 (Monday),
12:45–1:45 pm

Venue: Rotterdam A, 2nd Floor

5 KNOWLEDGE CAFE (COLLABORATING WITH IFLA KNOWLEDGE MANAGEMENT SECTION)

Date: 22 August 2023 (Tuesday),
8:30–9:30 am

Venue: Rotterdam B+C+D, 2nd Floor

6 CPDWL COACHING INITIATIVE

Date: 23 August 2023 (Wednesday),
10–11:30 am

Venue: Rotterdam A, 2nd Floor

7 CPDWL SECTION BUSINESS MEETING 2

Post WLIC 2023 / Virtual / TBA

SEE YOU ALL THERE! #WLIC2023

IFLA Coaching Initiative: an ongoing success story in cooperation with Management & Marketing Section

By Ulrike Lang

Convenor of the Coaching Initiative of IFLA
ulrike@lang-site.de

Our last report was published in the CPDWL newsletter in January 2022, and the Coaching working group has been very active since.

We were delighted that we could have an in-person coaching session during the WLIC 2022 in Dublin. This time we had 15 colleagues who agreed to join the session as coaches because several previous coaches could not attend the congress but as there were less participants than other in-person congresses in the past, we expected this number of coaches to be sufficient.

The coaching session in Dublin (session No 82) took place on 26th of July and was very well attended. The various tables in the room had the name of the coach, and our hosts welcomed the participants to the room, wrote down their names, and answered questions about available languages to be coached in.

It was interesting to note that rather than have a coaching session we were surprised that several attendees expected a lecture or short presentations about coaching and not actual face-to-face coaching. We think that confusion resulted from the session title that IFLA requested and attendees not necessarily reading the subtitle/description for the session. The WLIC programme showed **International Coaching: Building New Leaders Globally**, with the following subtitle: "Whether you are facing challenging work environments in times (or after times) of the pandemic, or you are simply considering what is my next step to get ready for a leadership position, we want to work with you to contemplate solutions. Experienced coaches from IFLA sections

will facilitate tailor-made solutions via face-to-face 30 minutes coaching sessions in all or most of the official IFLA and other languages." So, for the next congress in Rotterdam we should have a session title that is clearly describing what to expect.

All coaches had at least two coachees during the session, but many had more. All participants were satisfied with the session format and the conversations at the tables as captured from comments when leaving the session. We really are looking forward to another fruitful session at the WLIC 2023 in Rotterdam. Thanks to the hosts and coaches who made this a success.

In September 2022, we sent an online evaluation form to all coaches and coachees in order to find out more about their experiences. Ten coaches and nine coachees answered the form and the results were all positive. Some respondents suggested offering coaching in more languages and the possibility of follow-ups after the session at the congress. It has always been our goal to offer at least all official IFLA languages, and even more languages if possible. But that has been particularly a challenge for French and Arabic. So, this is another call for your contribution: If you are experienced in coaching, would you like to serve as a coach in your mother tongue at the WLIC 2023 or online? Maybe both in your mother tongue and in English? You would be very welcome! In regards to follow-up sessions there is no restriction from us as organisers. If the coach and coachee would like to meet again, either in person or online, please go ahead. We make the introduction but you can exchange your contact details and talk to each other as often as you like.

We also had plans for offering online coaching again, this time at the beginning of September 2022. Due to several reasons we had to postpone that to November 14th to 25th. The online coaching was advertised via

IFLA-L, and CPDWL as well as M&M Standing Committee (SC) members were asked to publish this offer in their national and regional emailing lists and social media channels. Thanks to the support by IFLA HQ we were able to use the booking platform Acuity Scheduling again.

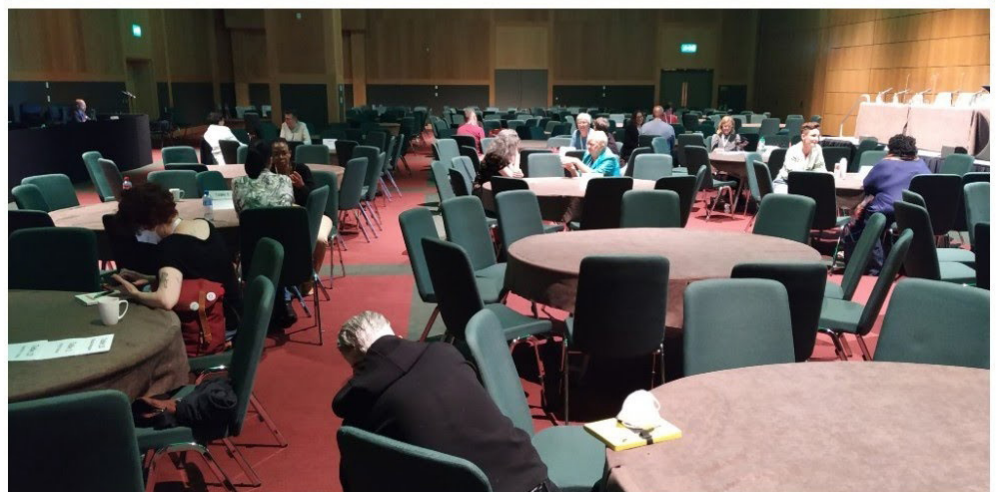
Unfortunately, only seven colleagues who applied for and booked a coaching session in the end. That was totally unexpected since we had more than 100 participants last year.

Of course, we were/are looking for explanations and asked ourselves the following:

- Was the marketing good enough?
- Did potential colleagues realise that this coaching was free for IFLA members?
- Was there a problem with the languages offered? All coaches were able to coach in English, but we also offered coaching in other languages, i.e. in Swedish, Spanish, Russian, Portuguese and German.
- Were there too many podcasts and webinars of IFLA sections offered at the same time? Are people too busy to ask for and book one hour of coaching? Or are we all tired of online formats after lockdowns and home office working?
- Do potential coachees need more information about the coaches? Last year we prepared one page with a picture for every coach, and they could also add a short description/bio, but not every coach did this.

We do not have complete answers to these questions, though we know there is always room for improvements. So, if you have anything to add about why people did not participate in the online coaching, please let us know. We will use this to make the online coaching a success again in 2023.

What else did we do in 2022 and what are the plans for 2023?



In November 2022, Vera Keown and Ulrike Lang prepared and published another podcast about the differences between coaching and mentoring, and about their experiences with coaching. You can listen to it here: <https://anchor.fm/ifla-cpdwl> (S3E6: [Ulrike Lang and Vera Keown](#)). There you can also find links to other podcasts about coaching.

For 2023, we have already started organising another in-person coaching session at the WLIC. We are also in touch with a colleague from Rotterdam to organise a meeting with interested future coaches. But that would be outside the official WLIC programme because CPDWL and M&M are using limited WLIC hours for other programmes/sessions. In addition, we intend to prepare better information for coaches and coachees so that they can improve the preparations for their coaching sessions.

Finally, a big thank you to the members of the Coaching Working Group: Almuth Gastinger, Tina Haglund, Ulrike Lang and Carmen Lei as CPDWL SC members, Vera Keown as member of the CPDWL Advisory Group, and Anya Feltreuter and Nie Hua as M&M SC members.

IFLA Guidelines for CPD: Principles and Best Practices

We have a new poster “CPD in a changing world”
and now we need translators!

Our new poster promoting the IFLA Guidelines for CPD was launched at the WLIC in Dublin in August 2022. The poster seeks to inspire library and information professionals globally to understand the issues of quality that need to be considered when professional learning and development activities move into the online environment. The impact of the COVID-19 pandemic has emphasised the critical importance of high-quality digital learning environments which support the introduction of more innovative content, ideally underpinned by open educational resources, and stimulating interactive and engaging learning experiences for all participants.

CPDWL already knows that the poster concept is successful: our first [IFLA Guidelines for CPD poster](#) has already been translated into 36 languages. Ivana Todorovic, one of our Standing Committee members who lives and works in Serbia, very generously volunteered to apply her creative mind to develop the new poster, supported by Alan Brine and myself. It was a really interesting, interactive process, leading up to the final poster being presented at the WLIC in Dublin by Alan Brine and other members of the Standing Committee.

The new poster is eye-catching, with a bright contemporary design and a clearly structured message about the roles played by all the stakeholders involved in professional learning:

Learners, Employers, Library and information associations, LIS educators, and LIS training providers.

We are now calling for members of the IFLA community across the world to translate the poster into their own language(s). The goal is to make sure library and information professionals, wherever they are, feel comfortable about adopting new learning technologies and adapting their professional practice in a rapidly changing world.

We know that you can help us! And it is so easy for you and your colleagues can get involved and do it: the content of the poster is only a couple of hundred words... We especially hope that all national and regional library associations will support the translation of the poster for their members to display in their libraries.

Please don't miss this great opportunity! If you would like to get involved in the translation work, please contact me to request a copy of the poster template file.

Thank you for your assistance – and I look forward to hearing from you very soon!

Gill Hallam
CPDWL Standing Committee Member
Email: gillian.hallam1@bigpond.com

Inspiring library and information professionals globally

to improve practice,
adopt new technologies
and adapt to a changing world

Continuing professional development (CPD) is a key element for everyone involved in learning and development: individual learners, employers, professional associations, LIS educators and training providers. The principles and best practices presented in the *IFLA Guidelines for CPD* enable LIS professionals across the world to enhance their professional practice.

In revising the *Guidelines*, the CPDWL section has worked to help LIS professionals face the challenges of the shift to online learning.

In promoting high-quality digital learning environments, the focus is on introducing more innovative content, underpinned by open educational resources, and stimulating interactive and engaging learning experiences for all participants.

Learners

Ensure that they have good, reliable Internet connectivity
Plan their time and stay organised to ensure they are committed to their online learning journey
Participate actively by engaging and collaborating with other learners

Employers

Understand the value of high-quality online learning activities for organisational outcomes
Encourage staff to value online professional learning as an intrinsic part of their career
Ensure that staff are given the time to schedule, attend and reflect on online CPD activities

Library and information associations

Demonstrate leadership in establishing best practices for online CPD events
Provide a digital platform for members to record and present evidence of their online learning outcomes
Develop policies to recognise or accredit providers of high-quality online CPD activities

Library and information educators

Develop digitally literate graduates who recognise the potential affordances of online professional learning
Model best practice in the design, delivery and management of their online courses
Invest in themselves as online learners to keep up with developments in theory and practice

Training providers

Make innovative, flexible and independent learning a priority
Ensure online learning strategies are accessible and inclusive for all learners
Create a social online environment to foster a vibrant learning community



10 -14 July 2023

SINGAPORE MANAGEMENT UNIVERSITY

BUSINESS MANAGEMENT

ASEAN Summer School for Emerging Library Leaders

Overview

Digital Libraries exist symbiotically with traditional physical libraries creating an ecosystem of hybrid services built around innovation and creativity. Leading the digital library requires the ambidexterity to keep up to date with trends and development and at the same time being a catalyst to lead change management. Recently, academic libraries have embraced the pandemic with resilience and have become champions of agility in transforming their services through strong leadership.

About the programme

Developed in collaboration with SMU Academy, the professional training arm of Singapore Management University, this Summer School for the Association of Southeast Asian Nations (ASEAN) Emerging Library Leaders is curated by SMU Libraries as a bespoke programme for fifteen (15) participants. Furthermore, recent conversations about leadership skills development, talent management, career paths and succession planning are being put higher up on the agenda, especially in academic libraries. The programme is targeted at early to mid-career librarians and/ or

librarians nominated by their institutions as having high potential.

Programme learning objectives

The objective of the programme is to share knowledge, provide insights and learn with other librarians to embrace the digital transformation of their libraries.

By the end of the programme, participants will be able to:

- Identify trends in the digital transformation of libraries
- Acquire skills in developing digital transformation strategies
- Develop an action plan to apply best practices within institutional contexts
- Participate in a mentoring programme

Course fee and programme design

The course fee is Singapore dollars 1,000 (includes 8% GST).

The Taylor & Francis Group is excited to be collaborating with Singapore Management University (SMU) on the ASEAN Summer School by

offering five (5) 'Named Scholarships' for applicants from Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Thailand, Vietnam. Each sponsorship covers tuition fees, course material, meals listed in the programme and transport costs for library visits. The sponsorship does not cover airfare, accommodation and other personal costs. The Taylor & Francis Group is committed to assist in the much-needed growth of digital transformation in libraries across ASEAN.

The programme is designed for participants who enjoy learning in small groups, sharing best practices, case studies and library visits. Seminars are scheduled in the morning and the afternoons include learning journeys, and 'issues pitches' to make it more practical with transferrable workplace learning practices. The week concludes with a Digital Transformation Workshop and the launch of a mentoring programme.

Read more about the programme here:

<https://academy.smu.edu.sg/asean-summer-school-emerging-library-leaders-8406>



Registration and enquiries

Being a pilot programme, SMU Libraries is excited to welcome participants from ASEAN and has expanded participation to Asia-Pacific. Participants can [register here](#).

Rajen Munoo

ASEAN Summer School for Emerging Library Leaders Programme Manager
Head, Learning & Engagement, Singapore Management University Libraries

For enquiries, please email:

rajen@smu.edu.sg or library@smu.edu.sg

**Know your
Colleagues
from around
the World**

NEW CPDWL PODCAST PROJECT EPISODE

Carmen Ka Man Lei
(Macao) and Ray Pun (USA)
CPDWL Standing Committee
Members

(in Chinese-Cantonese/廣東話)

Link:
<https://anchor.fm/ifla-cpdwl>



Continuing Professional Development (CPD) for Library and Information Science (LIS) Professionals in Selected Asian Countries Update 2: Focus on Cambodia



By Gina de Alwis Jayasuriya, PhD
Independent Researcher
Singapore

Scientific research is a core activity pursued by In January 2019, I initiated a study on "Continuing Professional Development (CPD) for LIS professionals in Selected Asian Countries" to be carried out in collaboration with LIS professionals, library associations, and library schools in the respective countries. The focus was on countries that had conducted limited research on the LIS sector, specifically on CPD for LIS professionals. The first study was conducted in the Republic of Maldives in 2020 (<https://repository.ifla.org/bitstream/123456789/1859/1/cpdwl-newsletter-january2022.pdf>) and the second in Cambodia in 2021.

The Cambodian study was conducted during the height of the pandemic. 26 semi-structured interviews were conducted via Zoom with 14 training providers and 12 library employees drawn from national, academic, special, and school libraries. Non-governmental organisations (NGOs) involved in library development in the country were also included. As a large number of libraries in Cambodia are school libraries, special attention was given to training efforts of the Cambodian government and NGOs to upgrade school libraries to the standards of 21st century learning centres.

Findings revealed some commonalities and differences with regards to the barriers faced by the two participating groups. Some common key barriers highlighted were:

- The sparseness of CPD opportunities in the country;
- The lack of awareness of training needs of library employees;
- The lack of a professional LIS education program/school to act as CPD advisor and training provider.
- The glaring lack of resource personnel who could conduct CPD programmes. For example, at present there are just THREE professional librarians with a MLIS in the country.
- Inactivity of the Cambodian Library Association;

On the contrary, although barriers such as trying to learn/teach online and lack of proficiency in the English language; limited institutional funding; lack of employer/ library management commitment/ support; lack of employer recognition of the value of CPD activities and, heavy workload were identified by both groups, the emphasis was on slightly different aspects. For example, the institutional funding barrier– reflected the divergent concerns of the two participant groups. Library employees' key concerns were associated with the failure of employers to allocate funds and study leave for CPDs. In comparison Training Providers supporting teacher librarians highlighted that shortage of funds usually led to a reduction of training hours which meant failure to comply with the Ministry of Education guidelines; the lack of a Training & Development Policy; the challenge of recruiting external resource persons due to unattractive honorarium, and the inability to cover participants cost of travel and accommodation to attend training programs in other provinces.

A key potential area of improvement that needs



The Asia Foundation Signs MOU to Enhance School Libraries with Cambodia’s Government

urgent attention is the development of a strong LIS support system to support the CPD framework. In the first instance, this includes the establishment of a LIS education programme and the reactivation of the Cambodian Librarians Association which can act as a CPD advisor and primary LIS CPD provider in the country.

The findings also highlighted the need to encourage library employees to take measures to develop a basic proficiency in English language. This would boost their confidence and participation in CPD programs offered by international training providers, motivate them to network with professionals in other countries, and read professional literature in English language. Additionally, encouraging employees to acquire IT skills would enable them to perform more effectively at their work places. The importance of acquiring IT skills was also reinforced during the Covid-19 pandemic when face-to-face training was not an option. The Cambodian Library employees also needed to pay attention to developing soft skills such as communication skills, problem solving, and team building.

Despite the many gaps revealed in the study, it is encouraging to note that the government has made some investment to develop school libraries in recent years. One example is the five year project between Kampuchea Action to Promote Education (KAPE), the Ministry of Education, Youth and Sports (MoEYS) and The Asia Foundation

(TAF) (<https://asiafoundation.org/2018/10/26/the-asia-foundation-signs-mou-to-enhance-school-libraries-with-cambodias-government>)

Initial steps taken to address the significant CPD gaps in Cambodia include assisting the Centre for Khmer Studies Library, Seam Reap, connect with COAR Asia OA for resource persons for a Workshop on Digital Libraries, a first in Cambodia; and, collaborating with the Cambodian Library Association to have an international LIS professional to present a webinar (<https://www.facebook.com/cambodianlibrary>). Discussions are ongoing to implement a series of CPD programs.

**WEBINAR
ON**

**MARKETING
LIBRARIES IN
THE DIGITAL ERA**

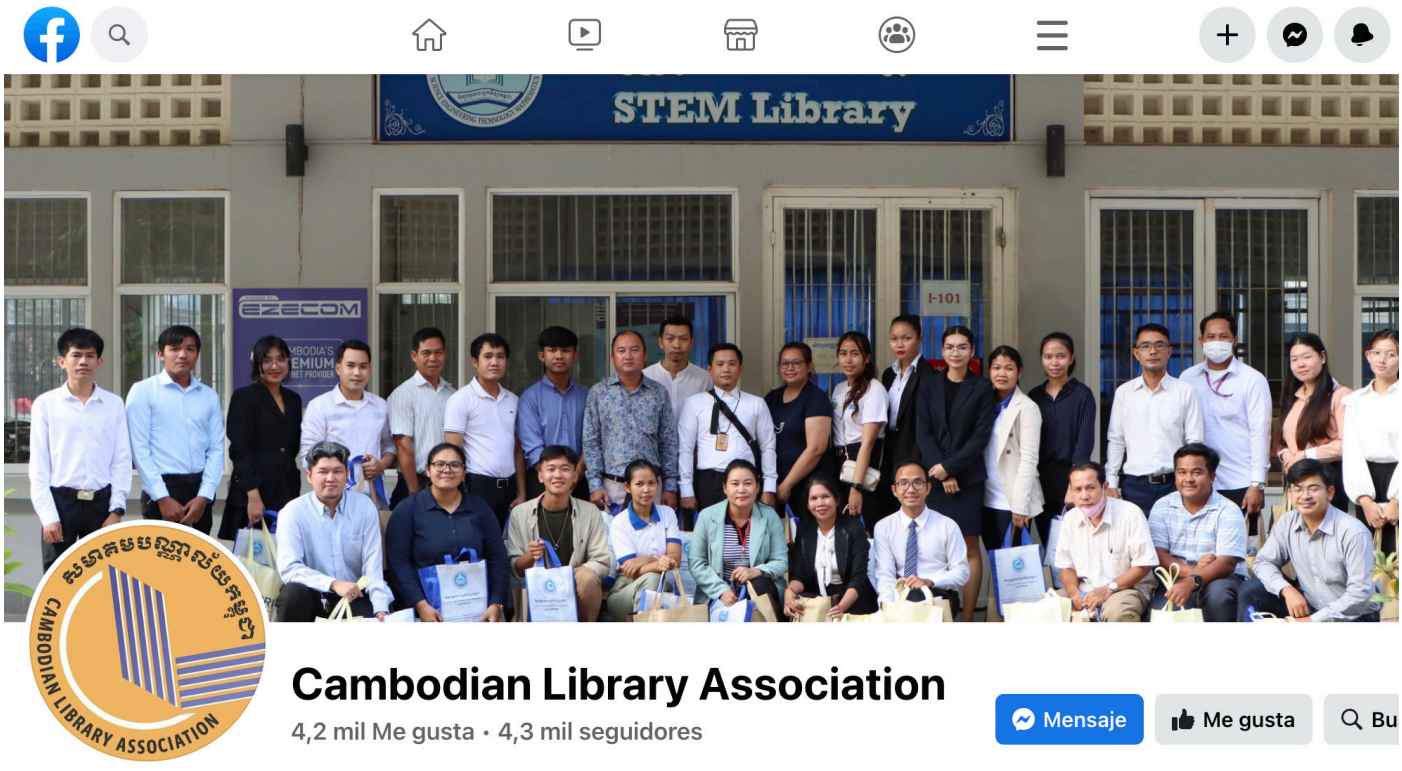
Elena Stöhr

Date: 23 November 2022
Time: 2:00–3:30 PM

Register at
rb.gy/t4re7p





The following publications offer detailed findings of the Cambodian study:

- De Alwis Jayasuriya, G. and Majid, S. (2022). Capacity building through continuing professional development (CPD) in Cambodia: Perspectives of library employees and training providers: Paper presented at the XVIII CONSAL Conference, 29-30 November, 2022.
- De Alwis Jayasuriya, G. and Majid, S. (2022). Continuing professional development in Cambodia: Perspectives of different stakeholders. IFLA Journal <https://doi.org/10.1177/03400352221130776>

The findings of the initial CPD study on the Maldives is available in:

- Journal of Education in Library & Information Science, JELIS vol 63, issue 2 (<https://www.utpjournals.press/doi/abs/10.3138/jelis-2020-0002>);

- IKC conference 2021 https://www.pustaka-sarawak.com/apps/ikc2021/document_uploaded/A2_IDeAlwis%20Riyaz%20&%20Majid%20abstract.pdf);
- UTP Blog (<https://blog.utpjournals.com/2022/01/24/school-library-employees-capacity-building-through-continuing-professional-development-cpd-in-the-republic-of-maldives>);

and an ALA21 Virtual poster. The collaboration with the Maldives to address gaps in CPD opportunities continued over 2021/22 through a series of webinars featuring LIS professionals from around the world. These were offered under the auspices of the National Library of Maldives. Plans for 2023 include a study tour of Singapore libraries for the first intake of the Bachelor in Library & Information Science Management program.

For more information, please email: ginadealwis@gmail.com

CPDWL Newsletters

All 48 past issues of our Section's newsletter (since Oct 1998) have been uploaded successfully to IFLA Repository. This was one of the major tasks arising from the new IFLA.org website migration.

- All links on our [Newsletter webpage](#) have been updated to point to the IFLA repository.
- It can also be retrieved on our Section's Resources > Type = Serials: https://www.ifla.org/resources/?_sfm_unitid=105139&_sfm_resource_type=Serials

It captures a rich history of our Section, from the early days of the CPERT (Continuing Professional Education Round Table) to the current CPDWL Section.

For example, did you know we've had five editors for the newsletter?

- John F. Harvey, Oct 1998-Apr 2005
- Ann Ritchie, Oct 2005-Apr 2007
- Monica Ertel, Oct 2007-Jun 2008
- Juanita Jara de Súmar, Oct 2008-Jun 2021
- Alan Brine, Jan 2022-current

Archive

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- 1998: [October](#)



INNOVATION IN LIBRARIES

By Heba Mohamed Ismail, Ph.D.

Arab Federation for Libraries and Information (AFLI) Vice President
IFLA CPDWL SC Member 2019 - 2023
Director of INELI-MENA Program
Director of 2030 Arab Librarians
Libraries Technical Manager
Egypt's Society for Culture & Development

Public libraries have been and still are a place for creativity, inspiration and innovation. Librarians around the world realize the importance of innovation in developing and implementing library programs.

In supporting innovation in libraries, the Arab Federation for Libraries and Information (AFLI) collaborated with IFLA Continuing Professional Development and Workplace Learning Section (CPDWL) in conducting an e-training course on innovation for public librarians worldwide.

The course aimed to develop outstanding future innovative librarians in public libraries, which will effect a change to improve the standard and services of public libraries; strengthening the capacity of public librarians by the end of the program; and enhancing skills and knowledge of emerging public librarians. The program was provided through the Moodle platform (a free and open-source learning management system) and lasted for three months from April 24th till July 10th 2022.

The committee received 28 applications from the Emirates; Saudi Arabia; Nigeria; Algeria; Malaysia; Morocco; Egypt; India; Philippine; South Africa; Zambia; Kenya; and Pakistan.

After applying a predetermined set of criteria, 15 applicants were selected but only seven accomplished the course and achieved their certificates.

The e-training program included two modules:

Module 1: Getting Started: aimed to help librarians to become familiar with navigating in Moodle and using Moodle tools and resources.

Course Content

Course start date: 23/04/22 Category: AFLI – IFLA CPDWL

Introduction	^
Tech Check (April 24-28)	^
Learn to Use Moodle Tools (April 29- May 4)	^
Update Your Personal Profile (May 5-10)	^
Feedback (May 11-15)	^

Module 2: Innovation: The module included eight topics and aimed to help participants mastering innovation and implementing innovative ideas in their public libraries.

- What is innovation? A YouTube presentation and articles on innovation, and a discussion forum for defining the meaning of innovation, and what makes library programs innovative.
- What is innovation in libraries today? Participants learned about innovative programs and services in libraries, and why they are considered innovative from their point of view.
- What is your vision for the library in 2030? Participants worked in small teams to describe the beneficiaries, priorities, services, resource allocation, and community partners of public libraries in 2030.
- Is your library ready for innovation? Participants worked with consultants to decide how prepared their library or organization is for innovation.
- Innovation during COVID: The topic discussed what public libraries did during COVID-19 and how they survived and could reach their users; participants shared their thoughts about the best programs/services implemented.
- Are you an innovator? It described the characteristics of an innovator; participants were asked to complete a self-assessment.
- What will you do to develop your innovation skills? Participants created a self-development plan that includes at least three actions they will take to improve their innovative skills.

Tech-check module

Course Content

Course start date: 14/05/22 Category: AFLI – IFLA CPDWL

Introduction	^
What Is Innovation? (May 15 – 21)	^
Do Libraries Really Need to Innovate? (May 22 – 31)	^
What Is Your Vision for the Future of Your Library (June 1 – 10)	^
Is Your Library Ready for Innovation? (June 11 – 20)	^
Innovation during COVID (June 21-28)	^
Are You an Innovator? (June 29 – July 5)	^
What Did You Think of this Module? (July 6 – 10)	^
Learn More	^

Innovation module

It should be noted that the program adapted Global Libraries "INELI innovation module" in English through creating an online learning environment that will raise public librarians' competencies in innovation.

In responding to a question in the evaluation survey about what did they like about the course? The following answers were provided:

Oluwatoyin Falana

- The whole module is an eye opener, it exposes me to understand what innovation is, what I needed to do to make my work visible. Everything I learnt is very useful to make a better version of me.

Kim Albertyn

- What was really interesting was learning about what other libraries are doing all around the world and seeing that they are facing similar challenges as my library

Rabab Bedeir

- For me the most interesting part were the quizzes, the group work, which introduced me to another public librarian, and the conversation between us didn't stop.

Yusuf Ganyana

- The course content has been illuminating. It was quite eye-opening. I learned a lot about myself through the modules, and I plan to apply what I've learned to improve my work and life. I enjoyed the course material as well as the professional networking with my colleagues.

Amal Ahmed

- The most interesting: is contact with others in same core business and sharing ideas and knowledge, also give wide range in thinking with others.



Podcast

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In this podcast conversation, we speak with library leaders to get their perspectives and thoughts on the profession. Read more about us here: <https://www.ifla.org/cpdwl>

Careers

All Episodes



S4:E3: Carmen Lei, CPDWL Standing Committee Member (in 廣東話/Cantonese-Chinese)

(in 廣東話/Cantonese-Chinese) This episode's host is Ray Pun, CPDWL SC Member. This episode's guest is Carmen Lei. Carmen Lei is the Librarian at Macao Institute for Touris...



Apr 14 · 18 min 19 sec

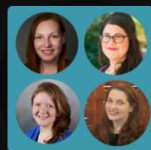


S4E2: Lessa Kanani'opua Pelayo-Lozada, ALA President 2022-23

CPDWL host Ray Pun. This episode's guest is Lessa Kanani'opua Pelayo-Lozada, American Library Association (ALA) President. Lessa Kanani'opua Pelayo-Lozada is...



Apr 6 · 28 min 17 sec

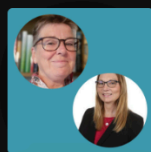


S4E1: Kate Dohe, Celia Emmelhainz, Erin Pappas, and Maura Seale

CPDWL co-host: Ray Pun and M&M co-host: Catherina Isberg. This episode's guests Kate Dohe, Celia Emmelhainz, Erin Pappas, and Maura Seale. Kate Dohe (she/her) is th...



Mar 11 · 49 min 18 sec



S3E6: Ulrike Lang and Vera Keown

This episode's guests are Ulrike Lang and Vera Keown. Ulrike Lang: Until June 2020 Ulrike Lang was head of the Education and Training Department at the State and...



Nov 2022 · 36 min 11 sec

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The CPDWL Section embraces all aspects of professional development and learning in the workplace in the period post-qualification to the end of a career.

New developments and trends in information and communication technology, higher expectations of users, requirements of employers and managers of libraries and information service organisations and competition from information professionals in the broader information industry emphasize the imperative for associations and institutions to be 'learning organisations' and develop their staff by providing opportunities for continuing professional development and training in the workplace; and for individuals to be responsible for their own career planning and development.

Our membership engages institutions, organisations and individuals in a community of practice which supports practical and research-related activities within our area of subject expertise. The Section also brings together those who are interested in and responsible for the quality improvement of systems for delivering continuing professional development and workplace learning programs.

