Message from the Chair Section
By Helen Man Yi Chan

Dear IFLA members, long-standing supporters, and friends,

With the echoes of the song “Amigos para siempre” still fresh from the final Professional Division Committee (Division F) Meeting at WLIC 2023, I am delighted to pen down my thoughts for this Newsletter. Having met the dynamic team of the Continuing Professional Development and Workplace Learning Section (CPDWL) and bidding farewell to the vibrant team of the Professional Division Committee (Division F) has been a memorable experience at the congress.

Following the handover of the award-winning CPDWL section, we initiated discussions on a variety of projects at WLIC. I would like to express my profound gratitude towards respected members of the administrative group: Jorun Systad (Secretary), Joan Weeks (Information Coordinator), Alan Brine, Hebe Ismail, and Carmen Lei (Ex-Secretary). Their insightful advice, coupled with the professional support from all other Standing Committee Members, has been pivotal in handling various section matters. These range from an action plan encompassing over 15 projects, including the CPDWL webinar series, podcasts, CDP Guidelines, Facebook, Blog, CPDWL Award, Research Methods in Professional Practice, CPDWL Newsletter, and online coaching. The smooth organization and timely submission of these were only possible due to the harmonious efforts of each standing member. I would like to extend special thanks to Alan Brine, who has been offering me invaluable professional advice since the very first day I assumed the role of CPDWL Chair in Rotterdam.

A Welcoming Meeting
Post-Netherlands, connections with different section members continue to grow. We extended a warm welcome to our 11 Newly Elected, 3 Re-elected, and 6 Continuing Standing Committee Members at an on-
line meeting held on September 20, 2023. During this social gathering event, we organized a Speed Dating Activity. Prior to this, Standing Committee Members were asked to participate in a Zoom poll to share their initial feelings. The result was quite positive - a majority expressed feeling “motivated”, with others conveying “excitement” or “curiosity”.

Honorary Advisors
Subsequent to the Welcoming meeting, we held the Post-Congress Business Meeting on Oct 6, 2023, to which the 12 advisors were invited to join us. We are deeply appreciative of the robust advisory group, led by the immediate past Chair, Ulrike Lang.

Below is the list of our esteemed CPDWL advisors:

1. Ulrike Lang, Former Head of Education and Training Department, State and University Library Hamburg, Germany
2. Loida Garcia-Febo, International Library Consultant, USA
3. Gillian Hallam, Freelance Consultant (Library Science & Higher Education), Australia
4. Catharina Isberg, Library Director, Lund Public Libraries, Sweden
5. Juanita Jara De Sumar, Former Liaison librarian, McGill University, Canada
6. Monica Mooney Ertel, Vice President, Research and Data Services, Bain and Company, United States
7. Sara Ulloa, Head Librarian of Secondary, San Silvestre School, Peru
8. Almuth Gastinger, Senior Academic Librarian, NTNU University Library, Norway
9. Ray Pun, Research/Instruction Librarian, Alder Graduate School of Education
10. Edward Junhao Lim, Liaison librarian, University of Connecticut
11. Jana Varlejs, Professor Emerita, Rutgers School of Communication & Information, USA
12. Rajen Munoo, Head, Learning & Engagement, Singapore Management University Libraries, Singapore
Alongside the 12 advisors, we have three co-opted members - Hend Shennawy from Egypt, Tatiana Usova from Qatar, and Camilla Antonia Livi Notarbartolo from Italy. In addition, we have three dedicated volunteers - Sharon Riley from the USA, Calista Lam from Hong Kong SAR, and Alex San from Hong Kong SAR. This makes CPDWL a large, diverse, and inclusive family that encompasses members, supporters, and partners spread across six continents.

**Partnership with Regional Division Committees**
The success of project innovation within CPDWL is intrinsically linked to the valuable support from the IFLA Regional Division Committees (RDC). It is with heartfelt gratitude that I acknowledge the exceptional assistance provided by the RDC Chairs. Their dedication is instrumental to our progress, and I would like to specifically mention Ayanda Lebele, the guiding force of Sub-Saharan Africa RDC; Ertuğrul Çimen, at the helm of Europe RDC; SAIF ALJABRI, leading the Middle East and North Africa RDC; and the dynamic duo of Verónica Maigua Delgado, Chair, and Vice-Chair of the Latin America and the Caribbean RDC.

Their collective support has been a cornerstone in the expansion and enhancement of our webinar series and online coaching initiatives. We have managed to tailor these projects to the distinct needs of various regions and have addressed the diverse demands of the library sectors effectively. It brings me immense pleasure to share that the Asia-Oceania RDC and North America will be joining our collaborative efforts in June 2024. We extend our warmest thanks to Lin Li Soh, the Chair of Asia-Oceania RDC, and Diane Koen, the Chair of North America RDC, for their commitment. This robust partnership signifies our combined strength and shared vision to better serve the library field.

**Stronger Together**
“Stronger Together” is the presidential theme of the current IFLA President, Vicki McDonald. I want to extend my gratitude to Loida Garcia-Febo, a CPDWL advisor and member of the Governing Board. Her efforts have helped bridge CPDWL and NPSIG, culminating in the co-hosting of the webinar “Empowering communities: The impact of volunteering in the library field” and a Meme Contest to celebrate Volunteer Day. There’s no doubt that we take immense pride in serving our field voluntarily as IFLA members. Participate in IFLA – we are indeed stronger together!
This CPDWL co-sponsored session in IFLA WLIC 2023 drew a lot of interest. There were over 200 attendees and 20 facilitators, 4 speakers, and 1 moderator. The topic focused on the issues experienced by librarians at all levels in the workplace. Panelists briefly about toxic workplaces, difficult leadership, microaggressions, wellness in the workplace, and more. Our session wrapped up with round table discussions hosted by facilitators from different sections and groups. This created opportunities for attendees to hear one another and their stories and to reflect on what was heard. Finally, there was a Q & A session and opened to anyone to ask or comment on what was shared. It was a very important topic that drew interest from many attendees. We like to thank the IFLA Management and Marketing Section and the New Professionals Special Interest Group for co-sponsoring and promoting this session jointly. Thanks to all the facilitators and speakers for participating! We know this topic is not going away but it’s a start to have more conversations about this in conferences so more people will know and support one another.

By Raymond Pun, CPDWL Advisor raypun101@gmail.com
I was a member of CPDWL from 2007 – 2015, had at the WLIC held in Rotterdam in August 2023, the CPDWL Standing Committee saw several members complete their term of office and the freshly elected members were welcomed on board. One of the first activities for the SC was to form the various working groups required to undertake the core activities of the section. The Guidelines Working Group was acknowledged to still be a very important one, with the work on updating the Guidelines for Continuing Professional Development: Principles and Best Practices seen to be one of the section’s primary responsibilities.

Membership of the Guidelines Working Group 2023-2025 includes a mix of SC Members and Advisors:
SC Members: Ivana Todorovic, Alan Brine, Hiro Oda, Elena Corradini, Svetlana Gorokhova, Jorun Systad, Anne Reddacliff & Florian Forestier. Advisors: Gill Hallam, Juanita Jara de Sumar, Jana Varlejs & Sara Ulloa. Ivana and Gill were invited to serve as the Co-Chairs of the Working Group.

The first meeting of the Working Group was held online in late November 2023. This provided the opportunity to discuss the background of the Guidelines project to those who were new to the section, to reflect on the work that had been completed over the past couple of years, and to determine the preferred strategies to move forward. A project plan has been developed to guide the work activities, which focuses firstly on the content analysis of all the materials that have been identified and collated; we already have around 100 documents and web resources which examine various quality assurance standards and good practices relating to online/digital/virtual learning in different regions of the world. Our understanding of these resources will underpin the drafting of the new Guidelines that will present the principles and best practices for professional learning in an online context. And, while we don’t underestimate the immense scope of this work, we do hope to achieve some productive outcomes in 2024.

The second area of activity for the Working Group is ongoing and involves translating our poster into multiple languages. The poster, launched at the 2022 WLIC in Dublin, encapsulates some of the different stakeholders’ roles and responsibilities for promoting high quality digital learning environments. As the CPDWL SC members are drawn from many linguistic areas, our initial goal will be to translate the poster into all the official IFLA languages and into the SC members’ own native languages.

As this poster has already been translated into German by Ulrike Lang, into Serbian by Ivana Todorovic and into Turkish by Didar Bayir, we are extending an invitation to the wider LIS community to help translate the poster into other languages, to ensure that the important messages about the value of professional learning for everyone involved in library and information services are shared across the globe. Ideally, we would like to see library and information associations demonstrate their leadership to coordinate the translation work in their own country or region, and to then promote the poster to their members and beyond.

If you are interested in translating the poster into your own language(s), all you need to do is request the poster template file from Ivana or Gill. We are waiting to hear from you!

Co-Chairs, CPDWL Guidelines Working Group
Ivana Todorovic: icana3010@gmail.com
Gill Hallam: 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
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 and the second in Cambodia in 2021.

This update highlights some of the follow-up actions undertaken through collaborations as part of capacity building efforts to support the LIS sectors in Maldives and Cambodia some of which were also extended to other countries in the Asian region.

Capacity building effort targeted at School Librarians
One key finding identified in the two country studies was the gap in continuing professional development (CPD) opportunities available to school/teacher librarians. In an attempt to address this gap, a series of webinars, was initiated in collaboration with Kampuchea Action to Promote Education (KAPE), the largest local NGO in the education sector in Cambodia. The following two webinars have been presented to date to librarians in the Asian Region.

- **October 5th, 2023:** Hidden Treasures: Revealing School Libraries’ Vital Role by Lisa Miller, Teacher Librarian, Canadian International School, Singapore.

- **December 4th, 2023:** How the Public Library Reading Consultant (RC) Adds Value to the ‘Library in School’ in the Netherlands by Bart Droogers, Specialist for the Library in School program in primary education and Caroline Heijer, Specialist for the Library in School program for secondary education.

Pich Sophoeun, Program Manager, KAPE is currently working on translating the webinar content into Khmer for the benefit of Khmer speaking school librarians.

Maldivian librarians’ one-week Workshop held in Singapore sets a milestone
22 Maldivian librarians and students from the first two cohorts of the Bachelor of Information Management (BALIM) program and the coordinator, BALIM, visited Singapore on an ambitious PD field trip from July 21st through to the 28th. The program set a milestone in the Maldives with the very first offering of PD opportunities in a world-class library setting. BALIM is the first in-country degree program in Library & Information Services (LIS) in the Maldives approved by the Maldives Qualifications Authority in 2021.

The objective of the professional development (PD) program was to include field trips to the libraries supplemented with workshop sessions to provide opportunity for the group to explore state-of-the-art libraries and to foster networking with LIS professionals and fellow participants.

The group included librarians from the national, academic, and special libraries as well as school libraries in Male’ city and the outer islands. Led by Aminath Riyaz, Assistant Professor, Department of Social Sciences, Faculty of Arts at the Maldives National University (MNU), the capacity building program was a collaboration with the Maldives Library Association (MLA) and Dr Gina de Alwis Jayasuriya, CPD Researcher & Program Coordinator based in Singapore (BALIM/MLA tour booklet; further details on the Workshop).

The PD program comprised visits to the National Library of Singapore, the National Archives of Singapore, and nine libraries covering academic, public, and international school libraries; a presentation by Civica Singapore, the library service provider that manages the Ministry of Education school library system and selected special libraries.
in the state sector; and, workshop sessions where the participants reviewed the daily learnings in pre-assigned groups.

A pre-departure program was conducted virtually to orientate participants for the event. The participants were pre-assigned to pre-assigned groups and one task they were required to prepare in advance was one-page handouts on topics such as Singapore’s education system, culture, and places of interest.

Since the program was considered a unique opportunity for the Maldivian librarians, partial funding was provided by the Maldives Library Association. To further supplement the budget the resourceful organising committee held fundraising events from December 2022 to April 2023 and raised a total of MVR 63,262.00. However, the funding was insufficient to cover all costs including renting a vehicle for the week in Singapore and participants made do with public transport, mainly trains and in a few instances buses and taxis. The visits extended to many parts of Singapore and the commutes provided the participants with opportunities for exposure to the local way of life. As the participants were housed at two different locations, it also meant the preparation of two separate schedules for the daily commute, considering not only the shortest route but also minimising transfers and inconvenience to the participants.

A post-event workshop was held in the second-week of September where each team was required to make 15-minute presentations to pitch to the relevant stakeholders and provide an overview of their experiences. Each presentation identified 3-key information services that should be introduced to the Maldives libraries; key challenges they may face if the identified services are to be implemented; and, finally to short-list at least one service that can be implemented in any local library with minimal or no financial implication. (The summary ppt deck). The final objective of the exercise is to compile a book on the collective experiences and learning outcomes to be shared with the relevant stakeholders.

The following are highlights of key collective takeaways of the participants:

**On libraries in general--**

- “What stood out to me was their modern and creative designs, which were not only aesthetically pleasing but also highly functional.”
- “Civica support of the public-school library
system & the Sport Hub special library, an eye opener.”
• “Polytechnic Libraries Consortium—working together for mutual gain.”
• “SUTD Library open to the public to browse and use Wi-Fi.”

On coping with resource constraints--

• “This trip has made me realise what more could be done using the few resources we have in the islands.”
• “I discovered that budget is not everything. A fantastic team with creative ideas and a sense of responsibility is needed too.”
• “… wonderful ideas to apply in our libraries... use of genres to classify fiction, book drop, the library design, book reviews from students, and services to the elderly.”

On library services--

• “The importance of making the library a more welcoming space and responsive to the needs of the users.”
• “The teacher librarian’s approach to reading stories...Categorising fiction by genres and spine labels representing the genres very user friendly... and allowing parents to use the library is outstanding.”
• “Continuing effort to identify the students’ or patrons’ needs and provide or improve services... start with the small things.”
• “The sense of calmness I experienced in each library visited... we need to create such spaces where users can have a similarly enriching experience. ... innovative ideas like the Dropbox concept that can be implemented with minimal or no financial implication... and, we can establish various dedicated areas such as silent reading zones, discussion spaces, and cozy corners for children using creative and cost-effective solutions.”

One participant reflected on her experiences which more or less was the consensus of the group

“It was like walking through a dreamland where books, technology, and human interaction converged harmoniously.”

For more information, please email: ginadealwis@gmail.com
Meet the CPDWL Standing Committee
Members from 16 countries

Helen Chan (China)
Helen Chan, the current Chair of the IFLA Continuing Professional Development and Workplace Learning (CPDWL) and member of the IFLA Asia-Oceania Regional Division Committee, is an accomplished academic and professional in the library and information science sector. Prior to her current role, she chaired the IFLA Professional Division Committee of Division F and the Action Plan Review Committee, which introduced the widely used ‘Infinity’ platform within IFLA at WLIC 2023. Helen's strong academic background, including over a decade teaching the Master of Science in Library and Information Management (MsLIM) program at the University of Hong Kong (HKU), enriches her role in CPDWL. Her passion for accessible information led to the creation of a new course for Bachelor of Science in Information Management (BslIM) students at HKU. Beyond academia, Helen supports teacher-librarian training in Hong Kong and participates actively in local non-profit work, holding directorship roles in an educational fund and a local secondary school board.

Jorun Systad (Norway)
As a library director in a small public library, I am particularly interested in developing good public library services for smaller municipalities. I have particularly interest in quality improvement of library services in cooperation and partnership with organizations and institutions in the community. Our libraries collaborate with voluntary and public organizations that work with local languages, literature dissemination and places outside the libraries where the inhabitants meet. Collaboration that requires libraries that provide opportunities for ongoing staff development and workplace training.

I have previously worked as a reading-motivator for a national reading organization “Foreningen!Les” for
children and young adults in my region. I am also active in NLA - Norwegian Library association and a member in National Library’ strategic committee for 2020-2023.

**Joan Weeks (United States of America)**

Joan Weeks is Head of the Near East Section and Turkish Specialist in the African and Middle Eastern Division (AMED) at the Library of Congress. Since she joined AMED in 2015, she supervises a staff of eight, including Arab, Persian and Armenian specialists, reference librarians and library technicians, as well as volunteers, with responsibility to acquire, process, and serve the Near East Collections. Prior to this she was a Sr. Instruction Librarian in the Cooperative and Instructional Programs Division. Before coming to the Library she worked with a Turkish Association. She holds an MA in International Studies with a Middle East and Turkic specialization from American University, an MA in Education from Marshall University, and an MLIS from Catholic University.

Joan is an elected member-al-large of ALA Council, and was the Information Coordinator for the Section on Education and Training. She is newly appointed to Information Coordinator for CPDWL. She has strong interest in library professional development instruction and school libraries, as a former staff professional development instructor, LIS adjunct and teacher.

**Camilla Antonia Livi Notarbartolo (Italy)**

Currently employed by the Training Office of the Milan City Libraries, I contribute to the continuing professional development and workplace learning of librarians at a local level in all areas covered by the IFLA Public Library Service Guidelines that relate to the skills and competencies of human resources in the library sector, with a focus on digital skills, soft skills and community development skills through Design Thinking for Libraries.

My approach is based on bottom-up planning of training programs and activities, within the framework of my organization’s mission and priorities and considering trends on librarians’ professional development reported by leading professional organizations. Mentoring, peer-to-peer training and the collaboration with other agencies are the strategies I apply to optimize available resources.

I am also active in the Italian Library Association (AIB) as a member of the Executive Committee for the Lombardy Region, where I am particularly involved in: strengthening a network of professionals to develop training programs for librarians; providing training opportunities to access local, regional, national and European funding for adult education in the library sector; developing the capacity of librarians and library systems to serve multicultural populations. I am eager to share my expertise, experience and network internationally, by actively contributing as a member of the CPDWL section of IFLA.

**Tatiana Usova (Qatar)**

Currently working as the library director at Carnegie Mellon University in Qatar, Tatiana holds a MLIS from Simmons University, Boston, and has over 20 years of international experience with academic and special libraries in Belarus, Canada, and Qatar.

Navigating the world, she learned to adapt, embrace new perspectives, and continuously sharpen her skills and knowledge. Lifelong learning is a core value for her, fueling the constant pursuit of personal and professional growth. Tatiana actively engages with professional associations such as IFLA, IATUL, and ALA, and drives positive community changes by leading with purpose and vision. Tatiana recognizes that empowering individuals with new knowledge is essential for them to navigate the current ever-changing world and this is the reason behind her joining CPDWL. Her ORCID ID: 0000-0003-3431-3892.

**Hend Shennawy (Egypt)**

My name is Hend Elshennawy and I am the Director of Quality and Administrative Services Department in the Library of Alexandria (Bibliotheca Alexandrina).

I am an accomplished and highly experienced Administration and Financial Manager with extensive years of experience in Administration, Quality Assurance, Budgeting, Financial Management and Acquisitions processes in the library field. I have been working in the library of Alexandria for more than 20 years now and throughout the years worked on several projects related to community services and awareness in the fields of education and dissemination of knowledge. Within the library field worked on acquisitions, collection management and development, quality assurance in library services, budgeting and library financial services. Multilingual mastering fluently four languages; Arabic as the mother tongue, English, German and French.
Tao Yang (China)
I have been working in library and information industry in China, Australia and Hong Kong for nearly three decades. I am now the Associate Librarian at the University of Hong Kong Libraries, leading a dynamic team to provide a wide range of information, learning and research services. During my long career journey, I have witnessed the technology-innovated changes including the digital transformation which is now taking libraries by storm. All the changes are not just about technology but more about people. Without the right mindset and required capabilities, there will be a disconnection between digitalisation and the people at the center of the processes it transforms. As a library manager, I value the importance of continuing education for myself as well as for my fellow colleagues. Joining CPDWL will afford me the opportunity to work with a team of like-minded and passionate people to share good practices, develop educational programs and facilitate lifelong learning in the library profession.

I have been involved in IFLA Regional Standing Committee of Asia and Oceania as a member (2011-2015), Secretary (2017-2019) and Chair (2019-2021) and Regional Division of Asia and Oceania Committee as a member (2021-2023).

Svetlana Gorokhova (Russia)
I am on art if IFLA since 1994 and had always been fascinated by the opportunities this space is providing for everyone. CPDWL is not a facultative thing anymore. It is professional life in its core. Now nothing happens without constant learning. That is why we need to provide seamless space to ensure it happens for every sector of library community. This is why I am here).

Susan Cherono (Kenya)
My name is Susan Cherono-Librarian at United States International University-Africa. I hold a Bachelor degree in Information Science specialized in Records and Archives management. I will be of support to CPDWL because I am an easy learner, easily to get along with and full of innovation, creativeness as I have over 14 years of experience in this field of Librarianship. Looking forward of more interaction through meetings, trainings as I have a portion in referencing and citation management tools-ZOTERO.

Mingyan Li (United States of America)
Mingyan Li is the Metadata Librarian and Clinical Assistant Professor of University of Illinois at Chicago. Before UIC, Mingyan worked as a professional librarian in Library Technical Services for over fifteen years in various types of libraries including special library, public library and academic libraries. Ms. Li received her Master of Library and Information Science from University of Illinois at Urbana-Champaign. She also holds a Master of Computer and Information System from Bradley University. Ms. Li’s scholarly interests focus on developing and accessing metadata workflows and seeking creative approaches for managing metadata.

Florian Forestier (France)
My name is Florian Forestier. I’m in charge of social innovation and diversity politics at the French national Library, and project manager for the creation of the research center. These missions are closely linked to the training and development of staff skills. On the one hand, with regard to preventing discrimination, deconstructing stereotypes and changing managerial attitudes. On the other hand, for the acculturation of the BnF’s scientific staff to research, its methods, modes of reasoning and current events.

Elena Corradini (Italy)
I have been working as a public librarian for more than 25 years, coordinating staff, civil service projects, and internships for many years. From 1 December 2023 I am going to work as an academic librarian at a dynamic university in Northern Italy, where I expect to learn about new working approaches. I am a member of the Italian Library Association Study Group on Coworking in libraries and a member of the ALA IRRT committee. I would like to be the voice of librarians working in rural and suburban areas by being an active member of this IFLA Standing Committee.

Mantra Roy (United States of America)
As the Collection Strategy Librarian at an academic library, I work with collection building decisions and as newer technologies, including AI, permeate our work, I need to
learn new ways of handling research demands and reference services. CPDWL is an excellent committee that focuses on developing opportunities for librarians to improve their skills, practices, and learn newer ways to meet and anticipate patron needs.

Jarkko Rikkilä (Finland)
I'm Jarkko Rikkilä and I currently work as a library manager in a public library in the municipality of Lempäälä, Finland. During my 15-year career, I have worked in various positions in the library: as a librarian, department head and as a coordinator in the regional development task. In the CPDWL section I represent the Finnish library association of which I am the first vice president. I've been a fan of the fantastic CPDWL section since 2019. Then I participated in the satellite conference in Zagreb with the paper addressing multichannel library customer experience and digital competence of staff. International cooperation is essential. In today's polarizing world, the role of librarians is almost crucial in facilitating democratic work and creating connections. This requires new skills from us and challenges workplace learning in ways never seen before. CPDWL can make a change.

Tina Haglund (Sweden)
I want to contribute by strengthening librarians and leaders worldwide by being able to network, collaborate between all types of libraries and share good examples and best practises. By empowering the staff members in many different ways we are able to meet the challenges and needs of our users and non-users. In my everyday work at public libraries I meet and can see the challenges, requests and needs of our citizens. This means great demands on the staff’s competence and ability to adapt to many different situations also outside their field of competence, especially according to democratic aspects and access to digital help. This requires many different skills as a librarian and changes the role of the modern librarian and the modern library. Libraries contributes and plays an important role to make the citizens to become smart members of the society. Many of our citizens are not prepared or included in the faster and faster digital transformation and visit our libraries to get help and guidance.

Alan Brine (United Kingdom)
As a member of the standing committee I aim to bring my skills and experience to help the work of the section in achieving IFLAs aims. As Chair of the Chartered Institute of Library and Information Professionals (Cilip UK) Professional Registration Panel I have a responsibility for ensuring that those working in the profession have the opportunities to achieve a high level of professional practice. Continuing professional development is key to this wherever you are across the globe. Tools and techniques and providing access to training is more important than ever and we have seen a change in providing access to conferences and other training has seen a change over the last few years which will impact CPD in the future. My work at De Montfort University has a focus on the UN Sustainable Development Goals due to our library and university's ongoing working relationship with the UN which is also reflected in IFLAs ongoing agenda.

Mitsuhiro Oda (Japan)
I work, as a professor, at the College of Community Studies, Aoyama Gakuin University in Japan. I have been involved in LIS education and CPD activities. In these two decades, I played a role of an instructor in training opportunities for workplace learning. As to research activities, by adopting practical and empirical approach, I published several academic articles on such topics as effective methods for workplace learning, efficiency of training program development, and significance of integrating LIS education with continuing professional development in theory. Regarding contribution to professional development, I have experiences of the President of Japan Society of Library and Information Science (2014-2019), and the President of the Japan Library Association (2019-2021). Also, I have been a member of the Standing Committee in Section of Education and Training (SET) for two terms (2011-2019) and in Section of Continuing Professional Development and Workplace Learning (CPDWL) for one term (2019-2023). As the concept of CPDWL has not still distributed in among Japanese librarians, so I would try to enhance it in my second term of this Section. Especially, I feel that, in Japanese context, the translation and introduction of the CPDWL Guideline should be crucial.
Julia Gelfland (United States of America)
I am deeply committed to global communication & cooperation and have been very engaged with the IRRT Roundtable at ALA my entire career. I have worked and studied abroad, done consulting and lectured in Europe, Asia, the Mid-East and Africa. IFLA has been an important part of my professional life for over 30 years. I have been very involved with the Science & Technology Section and the Acquisitions & Collection Development Section and have been involved in the planning of many interesting programs and have made many lasting friends among colleagues in IFLA. I now join this section committed to professional development activities and bettering the workplace environment. The profession and libraries have changed immensely due to technology, open movements and new roles for librarians in all sectors. This Section addresses those changes in innovative and pragmatic ways that I look forward to participating in.

Anne Reddacliff (Australia)
I started my library career in 2001 when I got a job volunteering at my local library during a period of illness which forced me to give up university study. Little did I know that my timid enquiries about volunteering would lead to such a long, fulfilling and rewarding career! I am actively involved in professional development here in Australia where I volunteer for two of the Australian Library and Information Association’s (ALIA) groups: ALIA Rainbow (for LGBTQA+ library workers and allies) and ALIA Sustainable Libraries Group. I love how these groups keep me connected with colleagues around Australia, inspired and enthused about the profession. I love writing and meeting new people so I’m hoping to bring these skills to IFLA CPDWL, expanding my volunteering to an international scale! I am thrilled to be part of this Section and I look forward to making many new friends through my involvement.

Carmen Lei (Macau SAR China)
Ms Carmen Lei is currently the Head Librarian at Macao Institute for Tourism Studies, she has been serving in the profession for almost 20 years, she assists in planning, supervision, organization and administration of library services and carries out the library’s mission, values and long-term plan.

Heba Ismail (Egypt)
Heba graduated from Department of Librarianship and Archives, Faculty of Arts, Cairo University and finished her PhD on e-training networks for public librarians. Heba is the Libraries Technical Manager at Egypt’s Society for Culture & Development (ESCD), an NGO which maintain networks of public & children’s libraries in Egypt.

Heba is currently the vice–president of the Arab Federation for Libraries and Information (AFLI), she played an instrumental key in different projects hold within the MENA region as she was the Manager of the International Network of Emerging Library Innovators – Middle East and North Africa “INELI-MENA” funded by Global Libraries at Bill & Melinda Gates Foundation and conducted by AFLI & the Manager of the 2030 Arab Librarians: Towards the road to sustainable development goals program funded by IFLA & implemented by AFLI.

She won many honors & awards: Library Journal’s Movers and Shakers 2019; Dr. Shawky Salem Award “Ideal Egyptian Librarian” at the Egyptian Library Association Conference 2018, AFLI in recognition of the role accomplished in INELI-MENA 2017; U.S Embassy in Cairo in recognition of my effort in civic engagement in the 1st. Annual Alumni Award (2014); The Egyptian Library Association (ELA) for the outstanding achievements in Librarianship field (2012).

Simona Bursasiu (Romania)
I work as a librarian at the Politehnica University of Timișoara, Romania and as an associate lecturer at the West University of Timișoara in the field of library and information sciences. I was president of the Education and training section of the Romanian Library Association, in the period 2019-2023 and we have implemented a series of online trainings for the members of our Association, and now as secretary general. As member of the CPDWL Section I would like to involve in the projects of the section so that librarians all over the world can benefit of trainings in various topics of interest. Sharing examples of good practice around the world is essential to the evolution of the library profession.
Ivana Todorovic, Serbia

I work as a library advisor in the Department of Library System Research and Development in the National Library of Serbia. With more than seventeen years of experience in library field my responsibilities envisage, among other, providing professional assistance for libraries, monitoring current state of libraries of the country and suggesting measures for their improvement.

By participating in accredited seminars for librarians, and through my membership in the Republic Commission for State Professional Exam in Librarianship where I also hold lectures, I have been collaborating with colleagues across Serbia. For more than fifteen years I have been the member of the Serbian Library Association.

I am the member of the Continuing Professional Development and Workplace Learning Standing Committee and currently running my second term. I participate in the CPD Guidelines working group, which is revising the Guidelines for high-quality CPD in an online setting. I believe the fundamental principles of high-quality online learning discussed in the poster presented at WLIC in Dublin will assist library and information professionals around the world and broadening their current scope of practice.
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Former Head of Education and Training Department, State and University Library Hamburg
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.

Join us!