

The Australian Way To Educate Staff Without Any Formal Archival Education

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Education and training options for Australians in archives and records

- University programs
 - Technical And Further Education (TAFE)
 - Competency-based certificates and diplomas
 - In-house training
 - Ad hoc training provided by independent trainers
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Australian professional education

- 3 university-based programs (+1)
 - Edith Cowan University, Perth (distance education specialist)
 - Curtin University, Perth
 - Monash University, Melbourne
 - University of South Australia (starts 2007)
 - TAFE Colleges
 - Technical & Further Education Colleges provide competency-based vocational certificates and diplomas
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Course design

- A **major** or **minor stream** in a 3-year Bachelor Degree (8-10 courses)

OR

- A 3-semester 'professional' Master degree with exit points at:
 - Graduate Certificate (4 courses)
 - Graduate Diploma (8 courses)
 - Master (ECU: 9 + research dissertation).
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TRADITIONAL ENTRY TO GRADUATE LEVEL STUDIES

Any Bachelor
degree
NO EXPERIENCE

Graduate Certificate
Information Services
4 courses

Graduate Diploma
Information Services
+ 4 courses (total = 8)

Master of Information
Services
+ 3 courses (total = 11)

GRADUATE

ALTERNATIVE ENTRY TO GRADUATE LEVEL STUDIES

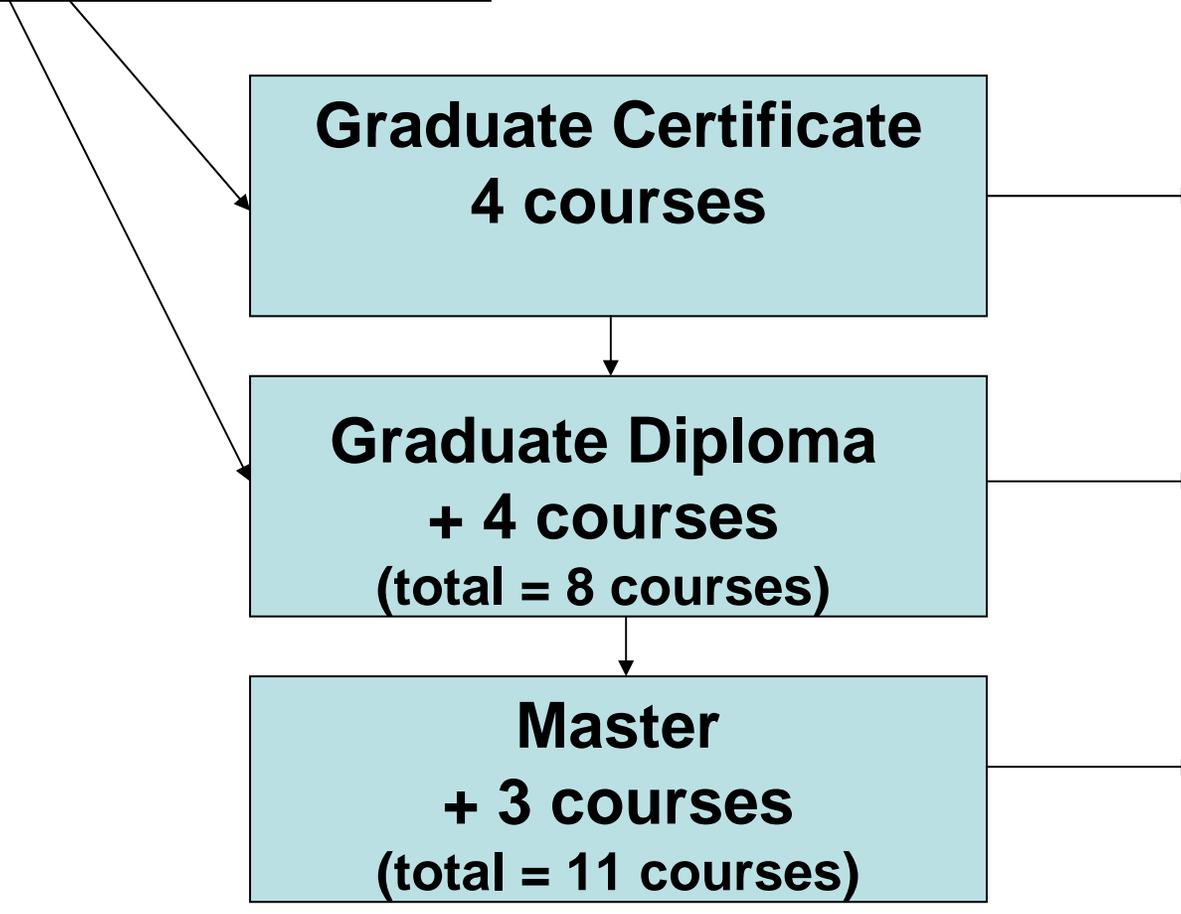
NO DEGREE
5 years' experience
(+ professional
association
membership)

Graduate Certificate
4 courses

Graduate Diploma
+ 4 courses
(total = 8 courses)

Master
+ 3 courses
(total = 11 courses)

PhD



Pedagogical issues arising from the two entry options

Mix of

- ❑ **academic experience** (some with, some without) and
 - ❑ **professional experience** (some with, some without)
 - ❑ Students may lack study skills, writing skills, confidence
 - ❑ Need to build a community of sharing
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Research Higher Degrees entry requirements

- Master by research (2 years FT)
 - Undergraduate degree or
 - graduate diploma or
 - professional masters in the discipline
 - PhD (3 years FT)
 - Bachelor (Honours) (4 years FT) or
 - Masters
 - Evidence of publication in the discipline
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Accreditation & Competency standards

- Both ASA & RMAA accredit or 'recognise' university courses
- Competency Standard
 - Training packages
 - Delivered by TAFE and RTOs (Registered Training Organisations)
- Statement of Professional Knowledge

<http://www.archivists.org.au>

<http://www.rmaa.com.au/>

Course orientations

□ Monash University

- The Records Continuum theoretical model
- Expertise & research in metadata management

□ Curtin University

- Emphasis on records management.
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Course orientations

- Edith Cowan University:
 - Working in a digital world
 - A systems approach to digital recordkeeping
 - Grounded in the Records Continuum theoretical model
 - All courses are delivered online, with extensive use of online discussions
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A new player: University of South Australia

- Graduate Certificate in Business Information Management with streams:
 - Preservation and archives management
 - EDRMS
 - Records management: 2 specialisations-
 - Information Management
 - Systems Management
 - Sponsored by: State Records SA; State Library SA; Fuji Xerox
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What do we deliver?

- University graduates are prepared for work across the whole continuum:
 - Records management roles in government and business;
 - Recordkeeping authorities such as NAA and State Archives;
 - Cultural heritage-focused archival organizations.
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Preparation for practice

- 2 x 2-week or 1 x 4-week practicum placements within 1 year's FT study.
 - ECU requires
 1. Supervision by a qualified Archivist or Records Manager
 2. Student must complete a project agreed by ECU & the host supervisor during each placement
 3. Student submits a written report + project products for assessment.
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Meeting employers' needs

- ❑ Employers are represented on course consultative committees;
 - ❑ ASA & RMAA Accreditation panels interview employers of graduates;
 - ❑ Educators are on State & National Archives consultative committees;
 - ❑ Developing students' non-archival skills and attributes.
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TAFE Diploma graduates

- ❑ Work in records management;
 - ❑ Courses delivered Australia-wide are 'Training packages' based on the *Competency Standard*;
 - ❑ Emphasis on practice: assessed on competence in the workplace.
 - ❑ Are eligible for some advanced standing in some university programs.
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National Archives of Australia in-house training programs

New staff from APS Graduate Recruitment Program (any degree)

- ❑ will undergo an induction (workplace learning);
 - ❑ have on-the-job rotations (workplace learning);
 - ❑ may complete a course in project management (competency-based learning);
 - ❑ have a mentor (reflective learning); and
 - ❑ may complete postgraduate qualifications (self-directed learning) (Hoy, 2004, p.15).
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Australian Digital Recordkeeping Initiative (ADRI)

- Arises from CAARA: Council of **Australasian** Archives and Records Authorities, an Australian & New Zealand collaborative group;
- Aims to pool resources and expertise to find better ways to ensure that digital records are preserved and made accessible for the future.

<http://www.adri.gov.au/>

ADRI plans to develop

- ❑ Archival staff training workshops in digital recordkeeping for staff working in state and national archives
 - ❑ State Records SA has undertaken this work program
 - ❑ based on VERS training (Victorian Electronic Records Strategy)
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References

Business Services Training Australia, *BSB01: Business Services Training Package, Units of Competency: Recordkeeping*, Business Services Training Australia, South Melbourne, 2001.

Hoy, Marian. (2004). *Professional development and competency standards: unravelling the contradictions and maximising opportunities*. Paper presented at the ICA Congress, Vienna.
http://www.wien2004.ica.org/imagesUpload/pres_121_HOY_SAE%2004.pdf
