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
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
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).
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)

TRADITIONAL ENTRY TO GRADUATE LEVEL STUDIES
NO DEGREE
5 years’ experience (+ professional association membership)

ALTERNATIVE ENTRY TO GRADUATE LEVEL STUDIES

Graduate Certificate
4 courses

Graduate Diploma
+ 4 courses
(total = 8 courses)

Master
+ 3 courses
(total = 11 courses)
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
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
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
Course orientations

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

- Curtin University
  - Emphasis on records management.
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
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
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.
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.
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.
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.
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).
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.

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)
References
