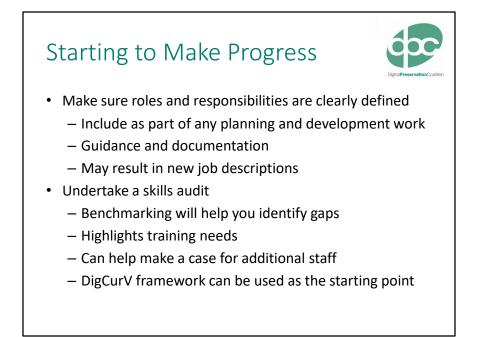
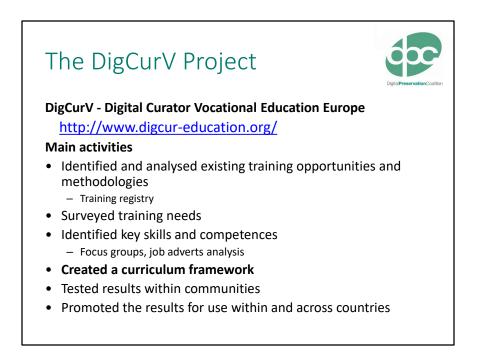


The Issues...



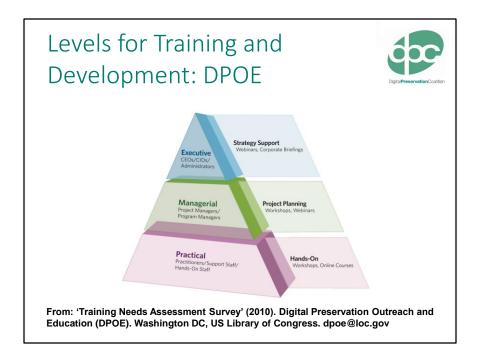
- New and developing field
 - Constantly moving target!
 - Lots of theory but more limited in experience of practice
- New skills required
 - Training for existing staff
 - Job descriptions for changing roles and new hires
 - How to structure CPD?
- Staff retention
 - Remember staff are both a key resource and asset
 - How to ensure continuity?





•DigCurV - Digital Curator Vocational Education Europe - was an EC-funded lifelong learning initiative.

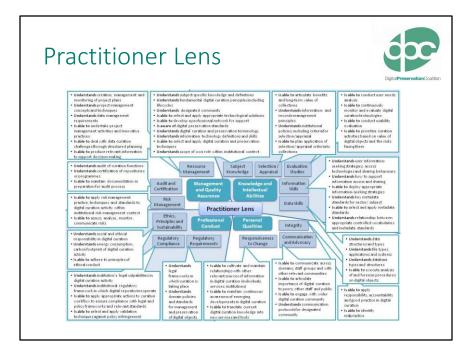
• The aim was to support and extend vocational training for digital curation and preservation staff in libraries, archives and museums.



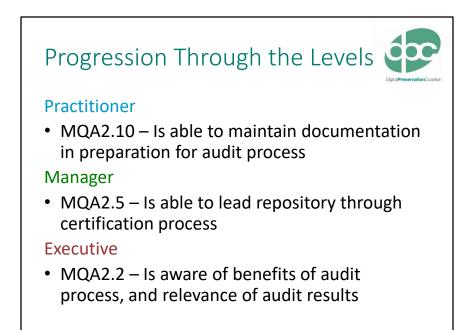




- Portfolio of three 'lenses' to reflect career progression: 'Practitioner', 'Manager' and 'Executive'
- Indicate digital curation skills and competences, and pathways of skills progression
- Framework: i.e. will NOT specify a particular training curriculum



A Mix	k of Skills
Evaluation Studies	KIA3.3 – Is able to conduct user needs analysis
	For example: Design and deployment of questionnaires
	KIA3.4 – Is able to continuously monitor and evaluate digital curation technologies
	For example: Use of watch services to check for obsolete technology Ensuring virtualisation tools have long-term stability
	KIA3.6 – Is able to conduct usability evaluation
	For example: Design and planning of evaluation methods Techniques for gathering feedback from users
	KIA3.7 – Is able to prioritise curation activities based on value of digital objects and the risks facing them



Using the DigCurV Framework for a Skills Audit



- Identify roles with digital preservation responsibilities
- Map roles to lenses of the DigCurV framework
- Work with role holders to match skills to relevant lenses
 - Useful to mark on a scale
 - Self-assessment or collaborative process
- Analyse results to identify:
 - Skills gaps
 - Training requirements
 - Additional roles that may be required
- Can be carried out in the course of regular staff reviews/CPD activities

