Gaps: An Analysis of the Roles, Responsibilities and Challenges of New Professionals Today

Gina Chacon Vargas
Janny Sjåholm
Susannah Tindall
Lerato Tshabalala
Laura Yturbe Mori
Oscar Zamora Flores
Introduction
Introduction

2016 New Professionals Survey

Who
New Professionals are?

What
they do to get employed

How
they could be better supported to keep and enjoy their employment

2022 New Professionals Survey

Reconduct and adjust 2016 Survey

Follow up recommendation of 2016 Survey
New Professional Cohort
2021-2022
New Professional Cohort 2022

Laura Yturbe Mori

Archive management operator of the Comptroller General of the Republic, Peru
Has 3 years of experience
Bachelor Degree in Archives and Records Management Program of the Catholic University Sedes Sapientiae
ICA Mentor: Sergio Miranda de Lima

Oscar Zamora Flores

CUNY Graduate Center library
Graduate Student at Queens College, City University of New York
Has 1 year of experience
ICA Mentor: Rodrigo Sandoval Diaz
New Professional Cohort 2022

Gina M. Chacon Vargas

Digital Asset Management Librarian in a multinational consulting company. Has 4 years of experience. Bachelor Degree in Archival Science from the University of Costa Rica (UCR)

ICA Mentor: Ted Cheng Yui-tat

Janny Sjåholm

Adviser at the Intermunicipal archive of Hordaland, Norway. Has 5 years of experience. Masters Degree in History from the University of Bergen and currently studying Records Management at Oslo Metropolitan University. ICA Mentor: Margaret Crockett
New Professional Cohort 2022

Susannah Tindall
Senior Records Officer at Monash University, Australia
Has 5 years of experience. Master of Information Studies from Charles Sturt University (CSU) and Graduate Diploma of Information and Knowledge Management from Monash University
ICA Mentor: Victor Kabata

Lerato Tshabalalala
Archivist at Telkom South Africa
Has 5 years of experience. Honours Degree in Information Management from University of Johannesburg and currently studying a MPhil Specialising in Digital Curation at University of Cape Town
ICA Mentor: Normand Charbonneau
Demographics
Demographics - Age groups

Age Group

- >50
- 20
- 21-30
- 31-40
- 41-50

Total
Demographics - Countries

Top 10 countries

- Cameroon
- Germany
- Uruguay
- Peru
- United States
- Canada
- United Kingdom
- Costa Rica
- Norway
- Argentina
Demographics - Regions

World parts

ICA regions
Education
Education - Highest level completed

Highest level of education completed

- Others
- Doctoral level
- Master level
- Bachelor level
- Technical/diploma level
- Secondary/high school level

0 % 5 % 10 % 15 % 20 % 25 % 30 % 35 % 40 %
Education - Completed qualification in archives/records management

Completed qualification in archives/records management

- Not applicable
- No training
- Doctoral level
- Master level
- Bachelor level
- Technical/diploma level
- On-the-job training
- Internship
Employment
Employment - Currently employed

82% Yes
18% No
Employment - **Organizations**

- **39%** Government and local government
- **22%** Education
- **9%** Business and Corporate
Employment - Kind of employment

- Full time: 68%
- Part-time: 13%
- Contracts: 7%
Employment - Job titles

Great diversity and wide field for professional development and specialization

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other</td>
<td>32%</td>
</tr>
<tr>
<td>Archivist</td>
<td>23%</td>
</tr>
<tr>
<td>Archives Assistant</td>
<td>8%</td>
</tr>
<tr>
<td>Chief</td>
<td>7%</td>
</tr>
</tbody>
</table>

- Archivist technician: 6%
- Advisor: 6%
- IT Archivist/Digital Archivist: 4%
- Professor/Lecturer: 32%
- Data Governance Manager: 6%
- Librarian: 23%
- Digital Preservation Officer: 8%
- Information Management Officer: 4%
- Inspector: 7%
- Digital Asset Management: 32%
- Director of Collections: 6%
- Media Librarian: 23%
- Metadata Specialist: 7%
Employment - **Time to get first job**

Short time to get the first job. However, the percentage has decreased in comparison to the 2016 Survey.

**Survey 2016: Comparison**

- **Decrease:** percentage within a year to get a job
- **Increase:** percentage for more than two years to be employed
Employment - Factors to get current job.

Education:
Latin America, Eurasia, North America, and West Africa

1. Education

2. Technical Skills

3. Interpersonal Skills

Interpersonal Skills
Europe, Central Africa, and the Pacific Region

4. Experience

5. References

6. Recommendations
Employment - Functions

- Arrangement/records classification
- Description
- Records Management
- Appraisal/selection of records
- Digitization
- Response to enquiries from users through email, telephone, and in-person.

- Acquisition
- Photographic records
- Audiovisual records
- Records Discovery
- Disaster recovery planning
- Rights management.
Employment - Requirement qualification

- **22%** Bachelor or equivalent required
- **19%** Master level or equivalent required
- **13%** Qualification was desirable but not essential
- **6%** Equivalent experience required
- **17%** Technical level or equivalent required
Employment - **Satisfaction**

**Current Job**
- Very satisfied: 37.6%
- Somewhat satisfied: 47.5%
- Neutral: 5.9%
- Not very satisfied: 7.0%
- Not at all satisfied: 11.0%
- No applicable: 16.0%

**Salary**
- Very satisfied: 34.0%
- Somewhat satisfied: 26.0%
- Neutral: 6.0%
- Not very satisfied: 7.0%
- Not at all satisfied: 11.0%
- No applicable: 16.0%
Employment - Actively searching or planning to leave

2016

Are you actively looking for a new job or planning to leave your job in the near future?

2022

Looking for a new job
Employment - If yes? What is the reason(s)?

- Archives Burn-out
- Better Pay
- Better professional development
- Fixed term/end of contract
- I am looking for a better work environment
- I am planning to move to a different city or country
- I want to gain experience in other areas/organizations
- Increased responsibilities
- To gain further qualifications
- [Other]
Employment - Reason For Unemployment

2016

2022

If you are not employed: What do you think is/are the reason(s)

- I do not have the type of job experience or expertise required by employers
- I am overqualified for most positions offered in the current job market
- I do not have the years of experience required by employers
- I do not have the professional qualifications required by employers
- There are limited employment opportunities in the archives/record management sector
- I do not have strong references from previous employers
- Different expectations from studies to job market
- I am not currently looking for employment
- Others

Bar chart showing the percentage of respondents for each reason.
Employment- Expectations

Does the profession meet your expectations?

- Not applicable
- Not at all like I thought it would be
- Not really like I thought it would be
- Somewhat like I thought it would be
- Undecided
- Very much like what I thought it would be

Total
Employment- Expertise Needed

Do you feel you have the expertise needed to do archival/records management work?

<table>
<thead>
<tr>
<th>Region</th>
<th>0</th>
<th>10</th>
<th>20</th>
<th>30</th>
<th>40</th>
<th>50</th>
<th>60</th>
<th>70</th>
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<tbody>
<tr>
<td>West Orange</td>
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<tr>
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<td></td>
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<tr>
<td>Arabian World</td>
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</tr>
</tbody>
</table>

- **Completely agree**
- **Somewhat agree**
- **Neutral/Undecided**
- **Somewhat disagree**
- **Completely disagree**

Do you feel you have the expertise needed to do archival/records management work?

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Completely agree</td>
<td>100</td>
</tr>
<tr>
<td>Completely disagree</td>
<td>0</td>
</tr>
<tr>
<td>Neutral/Undecided</td>
<td>0</td>
</tr>
<tr>
<td>Somewhat agree</td>
<td>0</td>
</tr>
<tr>
<td>Somewhat disagree</td>
<td>0</td>
</tr>
</tbody>
</table>

9th Annual Conference
of the International Council on Archives

ROME
19-23 September 2022
Employment - Need for Education and Training

Is there any area in your work that you feel you should have received education and training on while studying for a qualification in archives/records management, which you did not?

- Appraisal/selection of records,
- Accessioning,
- Access to information request,
- IT task related record management,
- Digital preservation and,
- Digital assets management.
Employment - Obtaining Digital Skills

Digital training and education in current job

- Not applicable
- Not very important
- Somewhat important
- Undecided
- Very important
Employment- Support Skill Development

Do you get enough support, from work post-qualification to plan your professional development and training?

- Somewhat disagree
- Somewhat agree
- Not applicable
- Neutral/Undecided
- Completely disagree
- Completely agree
Employment- Support Skill Development

Do you get enough support, from professional bodies, post-qualification to plan your professional development and training?

- Somewhat disagree
- Somewhat agree
- Not applicable
- Neutral/Undecided
- Completely disagree
- Completely agree
Career and Development
Career- Training opportunities

Yes 53,0%
No 40,0%
Not applicable 7,0%
Survey carried out in 2016

Have you had access to training/education opportunities in archives/records management related areas in your current job?

- West Africa
- South and West Asia
- North America
- Europe
- Eastern and Southern Africa
- Central Africa
- Arab world

Today's survey

- West Africa
- Southeast Asia
- Pacific Region
- North America
- Latin America
- Europe
- Eurasia
- Eastern and Southern Africa
- Central Africa
- Caribbean

No  Not applicable  Yes
Archival education/training: 7.6%
Records management: 6.7%
Digital preservation: 6.5%
Digital assets management: 6%
Records classification: 5.5%
Development - Method of learning

- In-person training courses/workshops
- Online training course
- Self-directed learning
- Workshops attached to conferences
- Mentoring
Development - Work in a team

- Yes: 43.0%
- No: 48.0%
- Not applicable: 9.0%
10.3% Digital preservation
8.7% Digital assets management
7.6% IT tasks related with record management
6.2% Metadata
Development- Ask colleagues for help

- Almost always: 63.0%
- Everyone in awhile: 9.0%
- Sometimes: 20.0%
- Rarely: 6.0%
- Never: 4.0%
- Not applicable: 4.0%
Development - Mentor assignment

Survey carried out in 2016

Did your workplace assign a mentor to help guide you and answer any questions you may have had when you first started in the archival profession?

Todays survey

<table>
<thead>
<tr>
<th></th>
<th>No</th>
<th>Not applicable</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>120</td>
<td>10</td>
<td>90</td>
</tr>
</tbody>
</table>
Career and Development
Development - Where do you look for professional support and advice?

- I ask colleagues that I know in my organization: 65%
- I ask colleagues that I know outside my organization: 55%
- I ask colleagues using listserv: 15%
- I look for information in books, journal articles or other bibliographic resources: 40%
- I look for information in internet forums: 60%
- I look for information on the webpage of archives and professional associations: 55%
- I use references I have from other jobs: 80%
- I ask colleagues through social media: 80%
Interaction with Professional Associations

- **National**: 49%
- **International**: 16%
- **State**: 15%
- **Regional Domestic**: 11%
- **Regional International**: 9%
Development - Do you feel comfortable joining professional associations?

**2022**
- No: 28.5%
- Yes: 71.5%

**2016**
- No: 18.0%
- Blank: 7.0%
- Yes: 75.0%
Development - Why don’t you feel comfortable joining networks/associations?

- 50% Cost
Development - Why don’t you feel comfortable joining networks/associations?

- Cost
- Have specific eligibility requirements for membership
- I do not think the support they offer is useful
- I do not think they offer enough support
- I feel they are for more experienced professionals only
- I found that they do very little to promote the profession or offer support for those starting in the profession
- Lack of support of different types of professions, i.e. government, academic
- Not enough information available to join
- Reluctance to contribute due to inexperience
- They don’t take the concerns of newer archivists seriously
Did you know there was an ICA New Professionals bursary available?

- Yes: 23.5%
- No: 76.5%

Did you know there was an ICA New Professionals network?

- Yes: 48.6%
- No: 51.4%
Development - Are you aware that the ICA provides training and resources?

48% Yes
Development - Do you feel part of a global community?

- Unsure: 5.0%
- All the time: 12.3%
- Most of the time: 12.3%
- Rarely: 26.8%
- Never: 14.5%
- Some of the time: 29.1%
Interviews
New Professional Interviews

Manuel Antonio Riofrio Javier

Manuel is an alumnus of the Archival and Record Management program at the Universidad Catolica Sedes Sapientiae in Lima, Peru.

Currently he works as a record digitizer at the Ministerio de la Produccion (PRODUCE).
Megan Guest

Megan completed her undergraduate degree in Anthropology from Goldsmiths College University of London. Since undertaking a work experience placement in 2015, Megan has been working towards entering the sector through volunteering and engaging with professional development training courses.

She is currently a Digital Preservation Officer based within the Corporate Records Management team at the Independent Office for Police Conduct. Megan is aiming to attend University College London’s Archives and Records management post-graduate course.
Saman is an architectural archivist at the CEPT Archives an initiative by CEPT University in Ahmedabad, India. She is constantly exploring ways to develop research content through archival practices and critical writing. She is currently working on a research project titled ‘Craft of Archiving: through Collections at CEPT Archives’ exploring ways in which architectural archives shape themselves and become entry points for negotiating architectural histories.

Saman holds a master of architecture degree with a major in History Theory Criticism from CEPT University. Saman’s professional undertakings and other endeavors are situated at the confluence of archival research practice.
Recommendations for the ICA and conclusions
Recommendations

1. Mentorship
2. Engagement
3. Communications
4. Membership
Thank you!
Muchas gracias!
Merci!