Building a Skilled Digital Preservation Workforce

Using the DigCurV Framework
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?
Starting to Make Progress

• Make sure roles and responsibilities are clearly defined
  – Include as part of any planning and development work
  – Guidance and documentation
  – May result in new job descriptions

• Undertake a skills audit
  – Benchmarking will help you identify gaps
  – Highlights training needs
  – Can help make a case for additional staff
  – DigCurV framework can be used as the starting point
The DigCurV Project

DigCurV - Digital Curator Vocational Education Europe

http://www.digcur-education.org/

Main activities

• Identified and analysed existing training opportunities and methodologies
  – Training registry

• Surveyed training needs

• Identified key skills and competences
  – Focus groups, job adverts analysis

• Created a curriculum framework

• Tested results within communities

• Promoted the results for use within and across countries
A Curriculum Framework for Digital Curation

Digital curation has an increasingly important role to play in a range of market sectors, not least of which is the Cultural Heritage sector. Supporting the professional development of digital curators across these sectors is a priority in maintaining the quality of service delivered by organisations that rely on digital curation in its many forms.

The DigCurV Curriculum Framework offers a means to identify, evaluate, and plan training to meet the skill requirements of staff engaged in digital curation, both now and in the future.

Significantly, our framework is rooted in the actual working experience of digital curators ‘in the field’. In particular, the DigCurV team has undertaken multi-national research to understand both the skills currently used by those working in digital curation in the Cultural Heritage sector, and the skills sought by employers in this sector.

Focusing on Specific Audiences

The framework defines separate skill lenses to match the specific needs of distinct audiences within digital curation in the shape of Executives, Managers, and Practitioners.
Levels for Training and Development: DPOE

DigCurV Lenses

• 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
Our digital memory accessible tomorrow

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Executive Lens

- Is aware of subject-specific knowledge and definitions
- Is aware of relevance of and need for digital curation activity within subject context
- Is aware of current and emerging subject landscape (trends, people, institutions)
- Understands respective responsibilities for digital curation across institution
- Understands scope of own role within institutional context
- Is able to scope the boundaries for digital curation at institution
- Is able to develop a professional network for support
- Is able to maximise benefits and long-term value of collections
- Is able to contribute to institutional policies including criteria for selection / appraisal
- Is able to prioritise funding for curation activities based on the value of digital objects and the risks facing objects
- Is able to respond constructively to findings from user studies in future decision-making
- Is aware of key metadata standards for sector / subject
- Understands what constitutes responsibility, accountability, and good practice in digital curation
- Understands value of policy formulation to deal with malpractice
- Is able to make transparent decisions
- Is able to demonstrate leadership in high quality standards of work
- Is able to communicate across domains, staff groups and with other relevant communities
- Is able to articulate importance of digital curation to peers, other staff and public
- Is able to articulate value of collections to peers, other staff and public
- Is able to make case for funding of digital curation activity
- Is able to manage and foster stakeholder relationships

- Is aware of potential developments in business models, strategic planning and management models in digital curation
- Is aware of potential of developments in digital curation to influence new services and tools
- Understands emerging developments in discipline and their applicability to digital curation activity in the institution
- Is able to cultivate and maintain relationships with other relevant sources of information in digital curation (individuals / services / institutions)
- Is able to communicate across domains, staff groups and with other relevant communities
- Is able to articulate importance of digital curation to peers, other staff and public
- Is able to articulate value of collections to peers, other staff and public
- Is able to make case for funding of digital curation activity
- Is able to manage and foster stakeholder relationships

- Understands legal frameworks in which digital curation is taking place
- Is aware of domain-specific policies and standards for management and preservation of digital objects
- Is able to contribute to national / international regulatory framework in which digital repositories operate
- Is able to incorporate legal requirements into institutional policies
- Is able to contribute to institutional regulatory framework in which digital repositories operate
- Understands institutional legal responsibilities in digital curation activity
- Is able to embed principles of ethical conduct throughout institutional policies (inc. those affecting curation activity)
- Is able to adhere to principles of ethical conduct
- Understands social and ethical responsibility in digital curation
- Understands energy consumption, carbon footprint of digital curation activity

- Evaluation Studies
  - Information Skills
    - Integrity
    - Communication and Advocacy
  - Selection / Appraisal
    - Knowledge and Intellectual Abilities
    - Executive Lens
  - Subject Knowledge
    - Resource Management
    - Management and Quality Assurance
    - Executive Lens
  - Audit and Certification
    - Risk Management
    - Ethics, Principles and Sustainability
    - Regulatory
      - Compliance
      - Requirements
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
Other Uses for the Framework

• Curriculum development
  – Developing new courses
  – Reviewing current courses

• Continuing Professional Development
  – Benchmarking an individual’s skills against a particular lens
  – Goal setting for moving forward
  – Identifying relevant training courses

• Course Accreditation
  – Framework for assessing relevance