



UPDATE CPDWL NEWSLETTER

August 2025 / International Federation of Library Associations and Institutions. CPDWL Section #43

Inside this Issue

Message from the Chair
CPDWL Sessions at WLIC
2025

Connecting Through Peer
Learning: from the MetLib
Learning Circle to CPDWL

Small Public Library – Big
Impact: Strategic Competence
Planning in Sunnfjord, Norway

Unlocking Potential Through
Inclusive One-on-One
Coaching

Shape Your Future and Shine

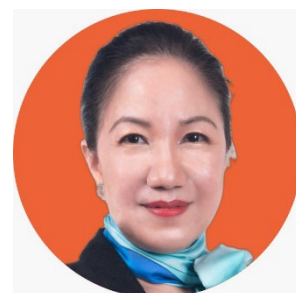
Celebrating the Contributions
of the CPDWL Chair

Empowering Library Workers
in the Digital Age: Revised
IFLA CPD Guidelines

CPDWL Officers and SC Members
to July 2025

Welcome Message

By Helen Man Yi Chan,
Chair of CPDWL Section



Dear IFLA colleagues and friends,

As I reflect on the past two years as Chair of the IFLA Continuing Professional Development and Workplace Learning (CPDWL) Section, I am filled with gratitude for our vibrant and dedicated team. Together, we have accomplished so much, from innovative projects to impactful sessions that continue to inspire and empower library professionals worldwide. None of this would have been possible without the collective energy, creativity, and commitment of our Standing Committee members, partners and collaborators. Thank you all for your invaluable contributions.

As we look ahead to the IFLA World Library and Information Congress (WLIC) 2025 in Astana, Kazakhstan, from August 17 to 21, I warmly invite all IFLA colleagues and friends to join us in the CPDWL-involved sessions. This year's program offers a wide range of opportunities to engage, learn, and connect with peers while exploring critical topics like AI, professional coaching, and sustainable futures.

CPDWL Sessions at WLIC 2025

Here's a preview of the sessions that CPDWL is organizing or co-hosting. We encourage you to join each event:

August 17

Session 047: CPDWL Business Meeting

Time: 3:30–5:30 PM

Venue: Zheitsu Congress Center

August 18

Session 079: Jackpot or Jeopardy? Exploring AI and Subject Indexing (In partnership with the IFLA Subject Analysis and Access Section)

Time: 1:00–2:00 PM

Venue: Grand Ballroom, Hilton

August 19

Session 095: CPDWL Open session, “Reimagine Continuing Professional Development for Sustainable Futures” (in partnership with the Six IFLA Regional Division Committees – Asia Oceania, Europe, Latin America and Caribbean, Middle East and North Africa, North America, and Sub-Saharan Africa)

Time: 9:00–10:15 AM

Venue: Sargarqa + Zheitsu, Congress Center

Session 119: Coaching Session (In partnership with the Management and Marketing (M&M) Section)

Time: 3:15–4:15 PM

Venue: Astana Hall, Hilton

August 20

Session 190: Coaching Session (In partnership with M&M Section)

Time: 10:45 AM–12:15 PM

Venue: Conference Hall 2, Hilton



Session 191: Coaching Session (In partnership with M&M Section)

Time: 10:45 AM–12:15 PM

Venue: Conference Hall 4, Hilton

Session 142: Knowledge Café: Uniting Colleagues in Building Our Future (in partnership with the Knowledge Management (KM) Section)

Time: 10:45 AM–12:15 PM

Venue: Astana Hall, Hilton

August 21

Session 191: Coaching Session (In partnership with M&M Section)

Time: 10:45 AM–12:15 PM

Venue: Conference Hall 2, Hilton

Session 192: Coaching Session (In partnership with M&M Section)

Time: 10:45 AM–12:15 PM

Venue: Conference Hall 4, Hilton

Session 193: Coaching Session (In partnership with M&M Section)

Time: 1:30–2:45 PM

Venue: Astana Hall, Hilton

Join Us in Astana!

Each session is a unique opportunity to engage with the global library community, share experiences, and explore new ideas. Whether you're interested in AI, coaching, or professional development, there is something for everyone. I look forward to seeing you in Astana and continuing this exciting journey together.

Let's make WLIC 2025 a memorable event for all!

Connecting Through Peer Learning: from the MetLib Learning Circle to CPDWL

Peer learning is an essential tool for continuing professional development in libraries—especially in a fast-evolving and collaborative field like ours. As a member of the IFLA CPDWL Standing Committee and a participant in the upcoming *MetLib Learning Circle 2025–2026*, I see rich potential in cross-pollinating these two spaces.

The [MetLib Learning Circle](#), an initiative of [IFLA's Metropolitan Libraries Section](#), brings together urban library leaders for a 12-month program offering them a unique opportunity to engage with global experts, share best practices, and collaborate on innovative projects addressing urban library challenges. With monthly virtual convenings, an in-person meeting in Toronto (the [MetLib Conference 2025 "From Isolation to Social Connection: Libraries & Well-being"](#), taking place October 5th-9th), and a specific thematic focus (the third cohort of the MetLib Learning Circle focuses on the library's role in fostering *social connection*), the Circle is a unique opportunity to learn *with* and *from* fellow professionals across diverse urban contexts, while simultaneously enhancing international professional networks.



Peer learning—central to training initiatives in the Milan Public Library System where I work as a Training Manager—empowers staff at all levels to share expertise, co-develop knowledge, and foster a democratic culture of professional growth. These principles align closely with CPDWL's mission.

Through my involvement in both programs, I hope to highlight the methodologies and outcomes of the MetLib Learning Circle within CPDWL, strengthening our section's efforts to promote inclusive, peer-driven models for continuing professional development worldwide.

Camilla Notarbartolo, Training Manager (Milan Library System)

Camilla Notarbartolo is the Training Manager of the Milan Public Library System, where she's responsible for the continuing professional development and workplace learning of library professionals, as well as for managing national and international mobility programmes. Her role also includes planning and implementing EU-funded projects, coordinating the working group on lifelong learning for library users, and overseeing internships, apprenticeships, volunteering and community service activities. She is a member of the *IFLA CPDWL Standing Committee 2023-2027* and participates in the MetLib Learning Circle 2025-2026.

Small Public Library – Big Impact: Strategic Competence Planning in Sunnfjord, Norway

Jorun Systad, Secretary, IFLA CPDWL, Library Director, Sunnfjord Public Library



How can a small public library ensure professional development, quality services, and future readiness – with limited resources? In Sunnfjord Public Library, Norway, a competence plan is a powerful, practical tool for strategic staff development and alignment with local, national and international priorities.

A competence plan is a practical and strategic tool to ensure that public library staff have the necessary skills to meet current and future needs. It supports continuous professional development, ensures alignment with national strategies, and promotes quality services rooted in community needs.

At Sunnfjord Public Library in western Norway, the competence plan has been actively used over the years. Although a small library, Sunnfjord's experience shows how a structured approach to staff development can make a big difference. The plan provides a clear overview of each employee's expected competencies, training, and professional goals for the coming year. It includes digital training, subject-specific courses, and even higher education – Several training possibilities are free of charge by the county library or the National Library of Norway.

The competence plan is developed in collaboration with staff and updated annually. It includes both short- and long-term goals and is anchored in relevant policy frameworks, such as national library strategies and local development plans. By doing this, the library ensures legal compliance, professional relevance, and strong community connections.

Key Objectives

- **Service Quality** – Staff are equipped to offer inclusive, high-quality services tailored to the needs of children, youth, seniors, and diverse user groups.
- **Literature and Programming** – Strong focus is placed on literature promotion, reader advisory, and creating a welcoming library as a meeting place. Staff develop skills to host events, lead book talks, and foster dialogue.
- **Digital Competence** – Staff are trained to support users with digital tools and online services, ensuring access and inclusion.
- **Strategic Role** – Libraries are local hubs for learning and culture. The competence plan helps staff engage in projects with schools, cultural institutions, and community groups.

- **Continuous Learning** – The plan identifies training needs and encourages learning through structured courses, mentoring, and peer exchange.

Competence Areas

The competence plan at Sunnfjord builds on key areas aligned with international recommendations:

- Library and Information Science
- User-Centered Service and Communication
- Digital Literacy and Technology Use
- Literature Promotion and Cultural Mediation
- Inclusion, Diversity, and Accessibility
- Libraries as Community Meeting Places
- Project Development and Innovation
- Health, Safety, and Work Environment
- Professional Reflection and Lifelong Learning



Photo by Torunn Rygg

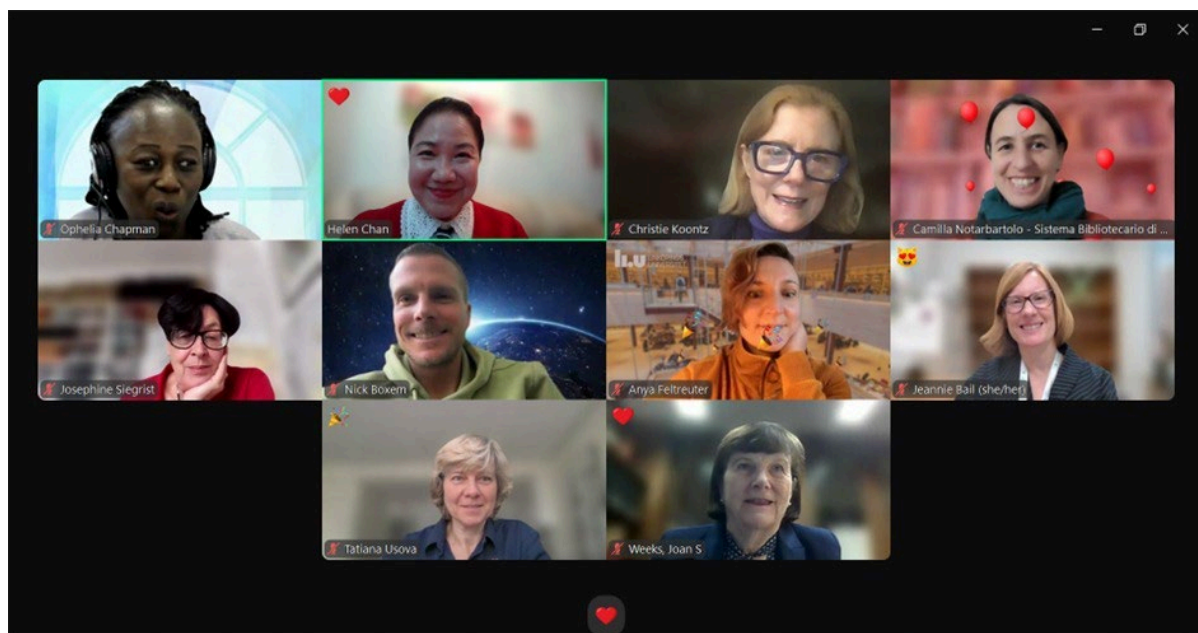
Strategic Tool for the Future

Beyond training, the plan is used for recruitment, team planning, and evaluation. It helps identify future competence needs and ensures that the library is equipped to respond to changing demands.

By using a competence plan actively, even a small library like Sunnfjord can remain innovative, inclusive, and aligned with both local and national priorities. The model reflects many of the best practices outlined in IFLA CPDWL guidelines, such as supporting learner-driven development, institutional responsibility, and access to high-quality, flexible training.

Unlocking Potential Through Inclusive One-on-One Coaching

The IFLA Coaching Initiative, led by the Continuing Professional Development and Workplace Learning (CPDWL) Section in collaboration with the Management & Marketing (M&M) Section, successfully offered free 30-minute online coaching sessions throughout April 2025. With the help of online appointment booking software and a scheduling app, the initiative provided participants with personalized guidance on leadership, career development, workplace challenges, and professional growth. Sessions were conducted in multiple languages, ensuring equity, diversity, and inclusiveness for participants worldwide. Languages offered included English, French, German, Spanish, Russian, Swedish, Italian, Akan, Turkish, and Modern Greek. Coaches included Jeannie Bail, Ophelia Chapman, Philippe Colomb, Anya Feltreuter, Christi Koontz, Elena Stöhr, Josephine Siegrist, Tatiana Usova, Anne Reddacliff, Joan Weeks, Julia Gelfand, Camilla Notarbartolo, and Nora Ledis Quiroz Gil. To prepare for the event, CPDWL Section Chair Helen Chan hosted a coaching training session on March 22, 2025, equipping coaches with tools to deliver impactful and inclusive sessions. Following the event, an evaluation session was conducted after April 30 to gather feedback and guide future collaborations. This successful initiative underscores CPDWL's commitment to fostering professional growth through inclusive, global engagement.



Shape Your Future and Shine

As part of the British University in Egypt (BUE) Library's dynamic summer training program for fresh graduates and final-year students from librarianship departments across Egypt, I was honored to be invited to deliver a special session titled ***'Shape Your Future and Shine: Discover Award and Grant Opportunities in the Library & Information Field'***. This opportunity allowed me to share my expertise with the next generation of library professionals and support their journey toward global engagement and career development



Held on Wednesday, 23 July 2025, the session aimed to empower emerging librarians by introducing them to global opportunities for professional growth. These included fellowships, awards, and grants such as those offered by IFLA, AFLI, ALA, Sharjah Libraries Literature Award, Naseej and Qatar National Library and more.

The 4-hour workshop was divided into two key parts:

- **Part 1:** A detailed overview of international and regional grants and training programs available in the library and information science field.
- **Part 2:** A hands-on simulation of the application process for the Dr. Shawky Salem Conference Grant, which supports attendance at the IFLA World Library and Information Congress. Participants received detailed guidance on how to write effective motivation and recommendation letters, equipping them with practical skills for real-world grant applications.

The 29 participants were divided into six groups, each tasked with preparing application documents. At the end of the session, all groups were recognized and received small souvenirs in appreciation of their efforts.



This practical session was not only informative but also inspiring, as it provided participants with clear guidance, real-world insights, and hands-on tools to navigate and apply for professional development opportunities—empowering them to advance their careers beyond the academic setting.

It is worth mentioning that the BUE library's training program itself was a rich and intensive experience, running from 7 to 31 July 2025, and covering a wide range of essential topics in librarianship. These included presentation and interview skills, AI applications in libraries, information literacy, cataloging, marketing strategies, LibGuides, digital humanities, RFID labeling, and more. The program also featured hands-on practice sessions, expert-led lectures, and final trainee presentations.

Heba Mohamed Ismail, Vice President of the Arab Federation for Libraries and Information, CPDWL member



Celebrating the Contributions of the CPDWL Section Chair

As Chair of the Continuing Professional Development and Workplace Learning (CPDWL) Section, Helen Chan has been a driving force in advancing professional growth and collaboration among library workers worldwide. Under her leadership, CPDWL has spearheaded innovative initiatives, including the revision of the IFLA Guidelines for Continuing Professional Development. These updated guidelines emphasize the importance of adaptability, inclusivity, and digital literacy, ensuring library professionals are equipped to thrive in a rapidly evolving digital landscape.

Helen has also championed multi-stakeholder collaboration and lifelong learning, fostering a culture where learners, employers, and educators work together to enhance professional development. Her dedication to empowering library workers has been instrumental in creating impactful resources and opportunities for growth.

As Helen concludes her first tenure in CPDWL, her leadership and achievements will serve as a lasting legacy, continuing to inspire CPDWL's efforts in supporting resilient and innovative library professionals.

For more insights, please read Helen's article on leadership in the IFLA Newsletter May 2025 – Vol. 5, No. 6.

We extend our heartfelt gratitude for her exceptional contributions.



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Empowering Library Workers in the Digital Age: Revised IFLA CPD Guidelines

28 May 2025

In our rapidly evolving digital landscape, accessible continuing professional development (CPD) is crucial for library professionals. The **IFLA Continuing Professional Development and Workplace Learning (CPDWL) Section** is pleased to share updates on the revision of the IFLA Guidelines for Continuing Professional Development: Principles and Best Practices, a vital resource designed to empower library workers worldwide.

<https://www.ifla.org/news/empowering-library-workers-in-the-digital-age-revised-ifla-cpd-guidelines/>

More news

RADAR: Réseau Africain de Documentation et des Archives des Parlements
19 July 2025


IFLAPARL at the 4th Global Conference on Parliamentary Studies
19 July 2025

Call for Trainers: Transforming Armenian Public Libraries into

Empowering Library Workers in the Digital Age: Revised IFLA CPD Guidelines

The IFLA Continuing Professional Development and Workplace Learning (CPDWL) Section is excited to announce the revision of the IFLA Guidelines for Continuing Professional Development: Principles and Best Practices. This essential resource empowers library professionals globally, especially as digital transformation accelerates learning needs. Building on the foundational 2016 guidelines, the new “Part 2: Guidelines for CPD in the Online Context” addresses the unique challenges and opportunities of digital learning. It covers quality assurance, equitable access, inclusivity, and highlights the importance of collaboration among learners, employers, educators, and providers. Innovative approaches, such as AI-driven personalization and open educational resources (OER), are also featured. The revised guidelines stress adaptability and digital literacy, equipping library workers to thrive amid technological change. We thank all contributors for their dedication. Together, we champion CPD as the foundation of our profession’s resilience.

You can read the full article in the IFLA Newsletter – May 2025, Vol. 5, No. 5: *Supporting Library Workers*.




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IFLA Newsletter, May 2025: Supporting library workers

29 May 2025



More news

IFLA MLAS Thanks MLAS
Secretary 2019-2025, Loy Jyoon
Chin

07 August 2025

New IFLA ARL blog post: “Quiet
Powerhouses (Lessons from
Nigeria)”

07 August 2025

IFLA MLAS Thanks Members for
Their Service

CPDWL Members

Responsibilities

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IFLA CPDWL

The CPDWL Section embraces all aspects of professional development and learning in the workplace in the period post-qualification to the end of a career.

New developments and trends in information and communication technology, higher expectations of users, requirements of employers and managers of libraries and information service organisations and competition from information professionals in the broader information industry emphasize the imperative for associations and institutions to be 'learning organisations' and develop their staff by providing opportunities for continuing professional development and training in the workplace; and for individuals to be responsible for their own career planning and development.

Our membership engages institutions, organisations and individuals in a community of practice which supports practical and research-related activities within our area of subject expertise. The Section also brings together those who are interested in and responsible for the quality improvement of systems for delivering continuing professional development and workplace learning programs.

Join us!

