

## Time to act

Based on recent CILIP membership figures, just 2% of library & information staff formally describe themselves as Black and minority ethnic. By contrast, 8% of the population as a whole comes from a non-White minority ethnic group.\* It's unacceptable for a profession that should fairly represent the society it serves – and to ignore so much potential talent makes no economic sense. Now CILIP has got together with the skills development agency Path National to offer a trainee scheme to encourage Black and minority ethnic community members to pursue a library & information career. Our target is 100 trainees over five years – and that's where you come in.

*\*Figures based on CILIP membership records for 2006 and the 2001 Census.*

This publication is available in alternative formats upon request.

### Encompass

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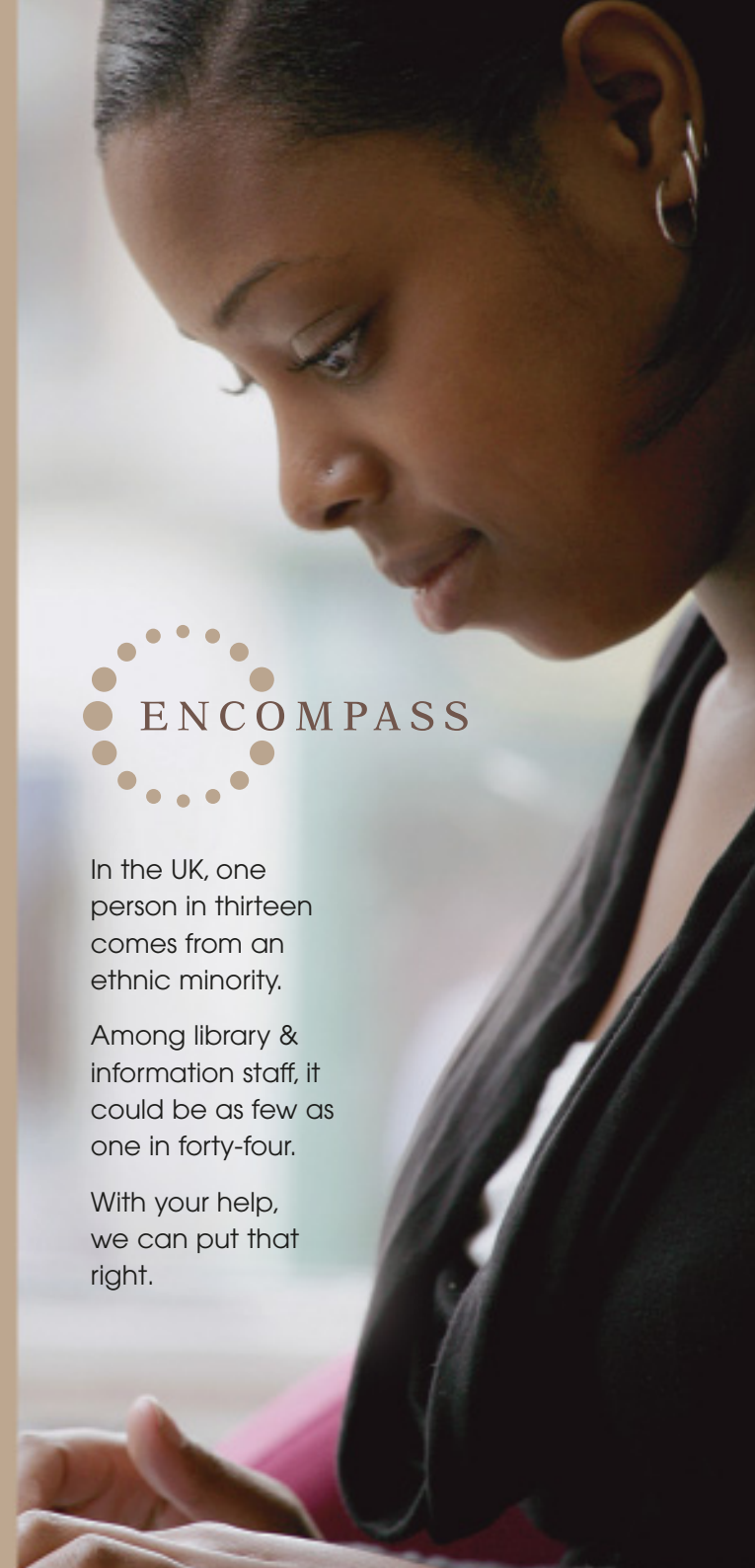
POSITIVE ACTION TRAINING HIGHWAY  
**POTH**  
national  
part of the  
Novus Scamman Group



In the UK, one person in thirteen comes from an ethnic minority.

Among library & information staff, it could be as few as one in forty-four.

With your help, we can put that right.



## How it works

We ask you the employer to convert an existing post into a trainee post (or create a new post). Your trainee will spend on average four days a week working for you and one day studying.

The graduate traineeship will last for three years and will include part-time or distance learning on a CILIP-accredited course at a university department of library & information studies, leading to an MCLIP qualification (Member of CILIP). It will also provide further professional training and support. For this we'll ask you to pay an annual fee to Path National.

## Benefits for you

As an employer, you can save on staff costs by paying an allowance instead of a salary. You'll also save on National Insurance contributions, recruitment costs, and possibly on pension contributions as well. Once all costs are taken into account, the traineeship could even end up costing you less than the full time post it replaces – so you might be able to save a threatened post. And, of course, you can end up with a more diverse and creative workforce.

Your chosen trainee will not only benefit from the educational opportunity, but will also receive free CILIP membership, free attendance at a one-day CILIP training course and one day at a CILIP conference, MCLIP registration fees paid, professional networking opportunities, and full support and mentoring from CILIP staff and volunteers.

## Interested?

We hope you feel that this represents a worthwhile opportunity for you as an employer. Obviously there will be lots more you'll want to discuss with us. So do go to [www.cilip.org.uk/encompass](http://www.cilip.org.uk/encompass) for more information and to register your interest, and we'll get in touch.

Or, if you prefer, you can simply email us at [encompass@cilip.org.uk](mailto:encompass@cilip.org.uk).

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