

## Part 5. A\*CENSUS: Report on Continuing Education

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Nancy Zimmelman  
Special Research Consultant

### Introduction and Overview

A hallmark of any profession is not only its ability to recruit and initially train members, but also its ability to provide members of the profession with ongoing education and training to remain current with the knowledge and skills they need to do their jobs now and adapt to future demands. A principal goal of the A\*CENSUS is to help the archival profession succeed in educating a diverse next generation of professionals by collecting baseline data for continuing education programs. The data will enable continuing education providers to support the recruitment and training of new archivists, and then to provide them with ongoing knowledge and skills once they have entered the profession. To obtain the baseline data, the A\*CENSUS surveyed archivists, manuscript curators, and others working with historical records to determine how they acquired the knowledge and skills used in archival work, and what educational and funding resources they have to acquire additional training. Finally, the survey examined the continuing education needs of respondents currently in the profession to try to forecast future continuing education needs and required resources to meet those needs.

### The Questions

This report will address each of the findings concerning continuing education by looking at the following questions:

- What has been the primary source of archives-related education and training for respondents working with historical records?
- To what extent have individuals working with historical records participated in continuing education and training? What has been the source(s) of their continuing education and training?
- What are the trends for continuing education and training for individuals working with historical records?
- What are the barriers to obtaining continuing education and training?
- If there were no barriers to continuing education and training, what topics would respondents working with historical records like to learn

about in the next five years? Who will be providing the continuing education and training?

To answer these questions of all respondents to the survey, this analysis will examine seven factors to determine whether respondents have different levels of participation in continuing education or training, different barriers to education or training, or different education or training needs. The seven characteristics are: (1) employer; (2) position; (3) when respondents entered the profession; (4) age; (5) gender; (6) race/ethnicity; and (7) the geographic region where respondents were located (Fig. 1.1, U.S. regions used in A\*CENSUS data analysis, in Part 1, Introduction).

### **Prior Study of Continuing Education and the Archives Profession**

In 2000, as part of the National Forum on Archival Continuing Education (NFACE), an individual needs survey was done of people caring for the nation's historical records. The NFACE survey was undertaken to develop a better understanding about continuing education needs at that time. The survey asked respondents to whom they go for assistance on archival matters, what priority they would place on various training opportunities or information resources, the type of continuing education services they would be most likely to take advantage of, and the chief reasons keeping them from trying to acquire additional education or training. The NFACE survey also asked about the best vehicles, i.e., journals, manuals, listservs, direct mailings, and other means, for providing technical information or support.

The NFACE survey was the first comprehensive survey of continuing education needs of individuals in the profession to that time.<sup>1</sup> The NFACE survey provides an important benchmark for A\*CENSUS. Although the A\*CENSUS survey differs from the earlier NFACE survey both in the depth and breadth of questions asked, there are several measurements made by the NFACE survey that can be compared to the A\*CENSUS results to show trends in continuing education between 2000 and 2004.

### **A\*CENSUS Findings on Continuing Education**

Although there are no particular surprises in the A\*CENSUS results with respect to continuing education and professional development, the

<sup>1</sup> Prior surveys of the profession focused on demographics such as gender and age, salaries, employment, and professional affiliations. Past surveys looked at educational patterns, but only as they related to what degrees respondents had received.

A\*CENSUS revealed eight principal findings concerning persons who work with historical records and their education, training, and professional development. They are:

1. Continuing education has been a key route for the primary and ongoing training of individuals working with historical records. A significant percentage have relied on self-education as their primary source of education and training. In the early 1990s, graduate education surpassed continuing education as the primary source of entry education and training for the profession.
2. Participation in continuing education and training is very high. Most continuing education and training is being provided through professional archival associations, self-directed study, and informal, unstructured, on-the-job training.
3. Continuing education needs are changing. Although continuing education will still be needed at a basic level, more advanced or specialized training will be needed in the future, as individuals enter the profession with greater knowledge and skills acquired from graduate education. More continuing education and training will need to be provided to individuals with archives responsibilities who are working in other professions or occupations and as technical and support staff.
4. Cost is the leading barrier to continuing education and professional development. Managers are faced with similar barriers to obtaining continuing education for themselves and their staffs.
5. There is support from employers and managers for continuing education and training. It is the funding that is insufficient or lacking.
6. Providers of continuing education and professional development will have to look for ways to deliver education and training for the lowest-possible cost.
7. A variety of continuing education topics will be required, with heavy emphasis on areas related to new technologies, including digitization, digital/media asset management, and all aspects of electronic records appraisal, acquisition, description, preservation, and storage. Managers have similar continuing education needs.
8. Continuing education and training will have to be provided by a variety of sources, but particularly from regional, state, and local archival associations. There is somewhat less interest in continuing education and training from national and international archival associations. Self-directed study, including professional publications, training manuals, Web-based instruction, tapes, and videos, is also a preferred method of continuing education and training.

**Finding 1: Continuing education has been a key route for primary training of archivists.**

The A\*CENSUS survey results indicate that continuing education or self-education have been the primary sources of education and training for almost 41% of the respondents (Table 5.1).<sup>2</sup> However, the continuing education percentage is actually higher. Many respondents (more than 23%) marked “other” as their primary source of training, but then when asked to specify their “other” training, they identified workshops and seminars, archives institutes, or formal, structured, on-the-job training. So, there seems to be a flaw in the question, which was, “*What has been the primary source of the archival training or education you have received to date?*” Because the meaning of “continuing education” was not well defined, many respondents checked “other” and then specified workshops, seminars, institutes and other training—all of which generally are considered to be continuing education programs. The result is that many continuing education and/or training options that could have been counted under “continuing education” were not counted because they were defined by the respondents as “other” education or training.

**Employer:** Those employed by academic institutions reported graduate education as their primary source of education or training with greater frequency than respondents with other types of employers. In fact, among those employed by academic institutions, an equal number of respondents named graduate education (40.8%) and continuing education or self-education (40.7%) as their primary training. Those employed by government reported the lowest rate of education or training from graduate school programs (28.1%)

**Table 5.1.** Primary source for archival training or education, all respondents

Q9: What has been the primary source for the archival training or education you have received to date? (all respondents)		
Value	Count	Valid Percent
Graduate school	1875	35.1%
Continuing education	1044	19.6%
Self-education	1127	21.1%
Other	1238	23.2%
Don't know	39	0.7%
No answer	16	0.0%
Total	5620	100%

<sup>2</sup> For purposes of this analysis, self-education is being included along with continuing education because the survey results indicate that a significant percentage of the respondents have utilized self-education as their primary source of education and training as well as a source of continuing education and training.

**Table 5.2.** Primary source for archival training or education, by employer

Q9: What has been the primary source for the archival training or education you have received to date?	Q21: Which of the following best describes your current employer?					
	Academic institution n=1793	Government n=1576	Nonprofit n=1151	For-profit n=270	Self-employed n=65	Other n=132
Graduate school	40.8%	28.1%	34.0%	36.2%	32.8%	25.2%
Continuing education	22.1%	18.9%	19.7%	18.9%	12.5%	22.0%
Self-education	18.6%	21.0%	24.4%	24.8%	34.4%	23.6%
Other	18.0%	30.6%	21.1%	20.1%	20.3%	26.8%
Don't know	0.5%	1.2%	0.5%			0.8%
No answer	0.1%	0.2%	0.3%			1.6%
Total	100%	100%	100%	100%	100%	100%

and often identified in-house or employer education as their primary source of education or training. Respondents who are self-employed were most likely to be self-educated (34.4%) (Table 5.2, Primary source for archival training or education, by employer, at [www.archivists.org](http://www.archivists.org)).

**Position:** Slightly more A\*CENSUS respondents already in the profession and working as archivists or manuscript curators reported graduate education as their primary source of education or training (39%), but close to an equal percentage (37.6%) reported continuing education and self-education as their primary sources of education or training. It is no surprise that a high percentage (76.1%) of those studying to be archivists described their primary training or education as graduate education, because they were likely to have been presently studying in a graduate education program. Those working in another profession with archives-related responsibilities, or those working as technical or support staff members with archives-related responsibilities, were the most likely to be self-educated. It is noteworthy that 30%, or almost one-third, of respondents with archives-related responsibilities specified self-education as their primary education or training (Table 5.3, Primary source for archival training or education, by position, at [www.archivists.org](http://www.archivists.org)).

**When respondents entered the profession:** The most significant trend in the profession related to continuing education and professional development is the generational change that is occurring. More than 55% of the respondents indicated that they had entered the profession since 1991 (Table 5.4, Year started first archival job, at [www.archivists.org](http://www.archivists.org)).<sup>3</sup>

Those who entered the profession prior to 1991 generally reported receiving their primary training from continuing education, such as workshops, seminars, on-the-job training, self-study, and other similar methods. For example,

<sup>3</sup> Prior surveys have not compared the primary source of education, nor have they measured when respondents to those surveys entered the profession. Thus, this A\*CENSUS survey breaks new ground in examining the generational shift of the profession and the shift in the primary source of training.

**Table 5.3.** Primary source for archival training or education, by position

Q1: Please indicate if you currently are:								
Q9: What has been the primary source for the archival training or education you have received to date?	Archivist/ manuscript curator n=2890	Managing a program that employs archivists n=1787	Retired from employ'm't as an archivist n=120	Teaching in a graduate education program n=38	Studying to be an archivist n=147	Working in another profession w/archives- related respons. n=748	Working as technical or support staff w/archives- related respons. n=309	Administering a program serving archival interests but not working directly with archival records n=114
Graduate school	39.0%	33.1%	25.4%	44.1%	76.1%	27.4%	16.2%	27.6%
Continuing education	19.5%	24.6%	31.4%	17.6%	2.1%	20.3%	16.2%	24.8%
Self-education	18.1%	21.3%	20.3%	11.8%	7.0%	30.9%	29.7%	23.8%
Other	22.9%	20.6%	19.5%	23.5%	14.8%	20.5%	34.8%	21.9%
Don't know	0.4%	0.4%	0.0%	2.9%	0.0%	0.7%	3.0%	1.9%
No answer	0.1%	0.1%	3.4%	0.0%	0.0%	0.3%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

**Table 5.4.** Year started first archival job

Q30: In what year did you begin your first archival job?	Total *	Percentage
1943-1950	9	0.2%
1951-1960	18	0.4%
1961-1970	156	3.1%
1971-1980	828	16.7%
1981-1990	1214	24.5%
1991-2000	1998	40.3%
2001-2004	734	14.8%
Totals	4957	100.0%

\* Table excludes the 275 respondents who did not answer Q30.

of the total respondents, 70.8% of those who entered the profession between 1971 and 1990 indicated that their primary source of education or training was continuing education, self-education, or some other education or training. For those who entered the profession after 1991, the percentage dropped to 58.5% (Table 5.5, Primary source for archival training, by decade of entry into profession, at [www.archivists.org](http://www.archivists.org)).

Compared with earlier cohorts, a much higher percentage of those entering the profession in the last fifteen years or so have had graduate education. Of A\*CENSUS respondents entering the profession between 1971 and 1990, 28.8% indicated that their primary education/training was from graduate education. However, of those entering the profession between 1991 and 2004, 41% indicated they had primary education/training from graduate education

**Table 5.5.** Primary source for archival training, by decade of entry into profession

Q9: What has been the primary source for the archival training you have received to date?	Q30: In what year did you begin your first archival job?			
	1971-1990		1991-2004	
	Count	Percentage	Count	Percentage
Graduate school	586	28.8%	1118	41.0%
Continuing education, Self-education	1443	70.8%	1597	58.5%
Other				
Don't know	9	0.4%	15	0.5%
Total	2038	100.0%	2730	100.0%

**Table 5.6.** Primary source of archival education, by year started first archival job

Q9: Primary source of archival education	Q30: In what year did you begin your first archival job?									
	Shaded indicates principal source									
	Before 1965	1965-1969	1970-1974	1975-1979	1980-1984	1985-1989	1990-1994	1995-1999	2000-2004	
Graduate school	28.8%	18.3%	17.4%	23.1%	32.7%	32.0%	37.5%	42.7%	40.7%	
Continuing education										
Self-education	36.5%	53.8%	51.1%	46.7%	43.9%	44.9%	38.8%	36.3%	35.4%	

(Table 5.5; also see Table 5.6, Primary source of archival education, by year started first archival job, also at [www.archivists.org](http://www.archivists.org)).

These results suggest that continuing education or self-education as the primary source of education or training generally has been decreasing over time, and that by the mid-1990s, graduate school had surpassed continuing education and self-education as the principal source of training for those entering the profession.

**Age:** Age is another area in which there are differences among respondents in their primary source of education or training. More respondents over age forty were more likely to have received education or training through continuing education, self-education, or some other source, while more respondents under age forty said they received primary training through graduate education (Table 5.7, Primary source for archival training or education, by age, at [www.archivists.org](http://www.archivists.org)).

**Gender:** There are minimal differences between men and women respondents concerning continuing education and training. Almost an equal percentage cited graduate school as the primary source of their archival education or training. Slightly more women (21%) than men (17%) cited continuing education as the primary source of their education or training. Slightly more

**Table 5.7.** Primary source for archival training or education, by age

Q9: What has been the primary source for the archival training or education you have received to date?	Q1: What is your age? (Agefinal)									
	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	60-65
	n=69	n=252	n=457	n=475	n=514	n=632	n=860	n=666	n=363	n=480
Graduate school	49.3%	68.3%	61.9%	43.6%	38.1%	34.0%	29.3%	23.9%	19.0%	14.6%
Continuing education	1.4%	7.5%	8.8%	15.6%	19.3%	20.9%	23.3%	25.7%	23.4%	27.7%
Self-education	18.8%	7.9%	11.8%	16.2%	20.8%	22.9%	20.3%	25.1%	30.0%	30.6%
Other (Please specify)	27.5%	15.5%	17.3%	24.4%	21.0%	21.5%	26.0%	24.8%	27.3%	25.2%
Don't know	2.9%	0.8%	0.2%		0.8%	0.6%	0.8%	0.5%		0.4%
No answer				0.2%			0.2%	0.2%	0.3%	1.5%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

men (25%) than women (23%) cited self-education. An approximately equal percentage of men (23%) and women (24%) indicated some other source of education or training.

**Race/ethnicity:** The number of respondents identifying their race/ethnicity as something other than white/Caucasian is quite small, perhaps too small to enable broad conclusions. However, with the exception of respondents who identified themselves as Asian, there were only slight differences in primary sources of training between those who identified themselves as white/Caucasian and those who identified as part of some other racial/ethnic group. A greater percentage of Asians (50.0%) indicated graduate school as their primary source of archival training than did other groups.

Those who identified themselves as Native American reported relying on continuing education or self-education as their primary source of education or training (50.5%) to a greater extent than any other racial/ethnic group (Table 5.8, Primary source for archival training or education, by race/ethnicity, at [www.archivists.org](http://www.archivists.org)).

**Geographic region:** Variances in the importance of continuing education are also evident on a regional basis. A\*CENSUS respondents in the South Atlantic region have relied most (26.9%) on continuing education for their primary archival training or education. Respondents in New England (18.7%), the North Mid-Atlantic (18.2%), and the South Mid-Atlantic (14.1%) areas were less likely to have had continuing education as their principal source of archival training or education compared with respondents in other regions



**Table 5.8.** Primary source for archival training or education, by race/ethnicity

Q9: What has been the primary source for the archival training or education you have received to date?	Q3: Are you of Latino or Hispanic background? Q3a: Select the racial group(s) that best describe(s) your race/ethnicity.							
	White/ Caucasian n=450 4	Latino or Hispanic n=108	African American n=144	Alaska Native n=5	Asian n=52	Native American n=97	Pacific Islander n=19	Other n=147
Graduate school	35.9%	38.0%	25.0%	0.0%	46.2%	19.6%	21.1%	26.5%
Continuing education or self-education	40.5%	41.6%	41.7%	100.0%	28.9%	50.5%	42.2%	44.9%
Other	22.9%	19.4%	30.6%	0.0%	23.1%	26.8%	31.6%	27.2%
Don't know	0.4%	0.0%	2.8%	0.0%	1.9%	3.1%	5.3%	1.4%
No answer	0.2%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

**Table 5.9.** Primary source for archival training or education, by region

Q9: What has been the primary source for the archival training or education you have received to date?	Q4: Please indicate the state or territory in which you work.										
	New England n=523	North Mid- Atlantic n=864	South Mid- Atlantic n=551	South Atlantic n=575	South Central n=376	Great Lakes n=849	Plains n=315	Mountain n=218	Southwest n=389	Northwest n=202	Pacific n=563
Graduate school	44.0%	39.8%	29.9%	30.7%	31.4%	38.0%	24.5%	25.5%	37.1%	44.4%	33.3%
Continuing education	18.7%	18.2%	14.1%	26.9%	22.7%	16.1%	20.3%	24.1%	22.1%	20.4%	19.1%
Self-education	14.7%	19.5%	16.1%	22.6%	23.5%	25.6%	24.8%	24.1%	22.1%	17.3%	21.7%
Other	21.0%	21.3%	38.8%	19.3%	22.4%	19.8%	29.1%	25.0%	18.4%	16.8%	24.8%
Don't know	1.0%	0.8%	0.9%	0.4%		0.4%	1.3%	0.9%	0.3%	1.0%	1.1%
No answer	0.6%	0.4%	0.2%	0.2%		0.1%		0.5%			
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

(Table 5.9, Primary source for archival training or education, by region, at [www.archivist.org](http://www.archivist.org)).<sup>4</sup>

**Conclusion:** Continuing education has been a key route for the primary and ongoing training of individuals working with historical records. A smaller but significant percentage of those working with historical records have relied

<sup>4</sup> The South Atlantic region consists of Georgia, Virginia, North Carolina, South Carolina, Florida, Puerto Rico, and the Virgin Islands. The South Mid-Atlantic region consists of Delaware, District of Columbia, Maryland, and West Virginia. The North Mid-Atlantic region consists of New Jersey, New York, and Pennsylvania. The New England region consists of Maine, New Hampshire, Vermont, Connecticut, Massachusetts, and Rhode Island.

on self-education as their primary source of education and training. But in the early 1990s, graduate education surpassed continuing education as the primary source of education or training for the profession.

**Finding 2: Participation in continuing education and/or training is very high. The major sources are archival associations, self-directed study, and informal, unstructured, on-the-job training.**

More than of the A\*CENSUS respondents indicated that they had participated in archives-related workshops or seminars from national, international, state, regional, or local archival associations. Fewer participated in education and/or training options available from nonarchival professional associations. A relatively high percentage—almost one-third—of respondents reported that they had participated in archives-related workshops or seminars provided by their employer (Table 5.10).

The A\*CENSUS conclusions about sources of continuing education and professional development are very consistent with the results of the NFACE survey of individuals four years earlier. Like the A\*CENSUS survey, the NFACE survey found that those who identified themselves as archivists cited professional associations as their most frequent source of assistance. Furthermore, NFACE also determined that of the professional associations, the Society of American Archivists and regional and state/local associations were the most likely to be consulted by archivists for assistance.

Beyond the education and/or training offered by professional associations, well over half of the A\*CENSUS survey respondents indicated that they often seek continuing education and/or training by self-directed study through

**Table 5.10.** Participation in archives-related continuing education and/or training - associations or employer, all respondents

Q10a: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	All respondents	
	Number	Valid %
Workshops or seminars provided by . . .		
National/international archival associations	3120	55.5%
Regional archival associations	3224	57.4%
State or local archival associations	3124	55.6%
Tribal organizations	91	1.6%
Other nonarchival professional associations	1593	28.3%
Your employer	1687	30.0%
Other	563	10.0%
None of the above	406	7.2%
Don't know	24	0.40%

professional publications, training manuals, Web-based training, audiotapes, or videotapes. More than half of the respondents have participated in informal, unstructured, on-the-job training. (Table 5.11, Participation in archives-related continuing education and training – self-directed, nondegree, or on-the-job training, all respondents, at [www.archivists.org](http://www.archivists.org)).

Mentoring (21.2%) and internships (32.8%) were mentioned as frequent sources of continuing education and training, while field service programs and National Historical Publications and Records Commission (NHPRC)-sponsored fellowships constituted a relatively small percentage of the continuing education and/or training opportunities utilized by the A\*CENSUS respondents (Table 5.12, Participation in archives-related continuing education and training – mentoring, internships, fellowships, or other, all respondents, at [www.archivists.org](http://www.archivists.org)).

**Employer:** Participation in continuing education and training differed somewhat depending on the respondents' employers. More than half of the overall respondents have participated in archives-related training from national, international, regional, state, or local archival associations. Respondents who indicated they were self-employed were more likely to have participated in

**Table 5.11.** Participation in archives-related continuing education and training – self-directed, nondegree, or on-the-job training, all respondents

Q10b: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	All respondents	
	Number	Valid %
Self-directed	3418	60.8%
Archives institutes	1237	22.0%
Nondegree college or university course work	891	15.9%
Formal, structured, on-the-job training	1277	22.7%
Informal, unstructured, on-the-job training	3198	56.9%
None of the above	497	8.8%
Don't know	37	0.7%

**Table 5.12.** Participation in archives-related continuing education and training – mentoring, internships, fellowships, or other, all respondents

Q10c: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	All respondents	
	Number	Valid %
Mentoring	1193	21.2%
Internships	1845	32.8%
Field service programs	231	4.1%
NHPRC-sponsored fellowships	109	1.9%
Other	276	4.9%
None of the above	2230	39.7%
Don't know	65	1.20%

**Table 5.13.** Participation in archives-related continuing education and/or training – associations or employer, by employer

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q21: Which of the following best describes your current employer?					
	Academic institution n=1793	Government agency n=1576	Nonprofit organization n=1151	For-profit organization n=270	Self-employed n=65	Other n=132
	Shaded areas indicate over 40%					
National/international archival associations	61.8%	55.6%	57.1%	60.4%	56.9%	56.8%
Regional archival associations	64.2%	58.4%	60.3%	47.0%	64.6%	55.3%
State or local archival associations	61.7%	55.8%	57.5%	43.3%	60.0%	55.3%
Tribal organizations	1.1%	2.3%	1.4%	1.5%	0.0%	4.5%
Other nonarchival professional associations	30.9%	30.1%	28.1%	27.4%	44.6%	28.8%
Your employer	29.7%	46.8%	20.8%	17.4%	23.1%	22.0%
Other	10.5%	9.3%	10.3%	8.1%	7.7%	12.9%
None of the above	5.5%	7.0%	7.2%	9.3%	9.2%	7.6%
Don't know	0.2%	0.4%	0.4%	0.4%	0.0%	2.3%

archives-related training from other nonarchival professional associations (44.6%). Government agency employees (46.8%) were more likely than others to have participated in training from their employers (Table 5.13, Participation in archives-related continuing education and/or training – associations or employer, by employer; and Table 5.14, Participation in archives-related continuing education and/or training – self-directed, on-the-job, internships, fellowships, and other, by employer, both at [www.archivists.org](http://www.archivists.org)).

Regardless of employer, more than half of the respondents have utilized self-education or informal, unstructured, on-the-job training for continuing education and training. Those who were self-employed indicated that they had obtained education and training from a greater variety of sources.

**Position:** A\*CENSUS respondents who were managing archival programs, teaching in graduate programs, or working as archivists or manuscript curators reported participating in continuing education or training at the highest rate of all respondents. Respondents working in another profession or occupation with archives responsibilities, or those who said they were technical or support staff with archives responsibilities, indicated participating in archives-related continuing education or training at the lowest rates. Regardless of job or position, self-directed education and informal, unstructured, on-the-job training represented a high percentage of respondents' continuing education and professional development. Not surprisingly, respondents studying to be archivists reported participating in internships at a higher rate than any other group (Table 5.15, Participation in archives-related continuing education and/or training – associations and employer, by

**Table 5.14.** Participation in archives-related continuing education and/or training – self-directed, on-the-job, internships, fellowships, and other, by employer

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q21: Which of the following best describes your current employer?					
	Academic institution n=1793	Government agency n=1576	Nonprofit organization n=1151	For-profit organization n=270	Self-employed n=65	Other n=132
Shaded areas indicate over 40%						
Self-directed	67.7%	58.7%	63.2%	61.1%	64.6%	56.8%
Archives institutes	22.3%	26.9%	21.3%	14.1%	29.2%	28.8%
Nondegree college or university course work	18.1%	17.1%	13.1%	14.1%	26.2%	17.4%
Formal, structured, on-the-job training	18.9%	38.6%	14.0%	15.9%	23.1%	24.2%
Informal, unstructured, on-the-job training	58.2%	63.4%	57.6%	51.5%	50.8%	54.5%
None of the above	7.9%	7.4%	10.6%	11.9%	7.7%	11.4%
Don't know	0.5%	0.7%	0.4%	0.7%	0.0%	2.3%
Mentoring	23.8%	20.3%	21.1%	20.7%	32.3%	10.6%
Internships	36.3%	32.9%	30.9%	32.2%	27.7%	28.8%
Field service programs	4.0%	4.3%	4.2%	2.2%	9.2%	6.8%
NHPRC-sponsored fellowships	2.5%	2.5%	0.9%	1.1%	4.6%	0.8%
Other	4.6%	4.3%	5.0%	2.6%	3.1%	7.6%
None of the above	40.3%	43.3%	41.5%	42.6%	30.8%	43.2%
Don't know	1.1%	1.5%	0.7%	1.9%	0.0%	3.0%

**Table 5.15.** Participation in archives-related continuing education and/or training – associations and employer, by position

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q1: Please indicate if you currently are:						
	Archivist/ manuscript curator n=2890	Managing program employing archivists n=1787	Teaching in graduate archival program n=38	Studying to be an archivist n=147	Working in another profession with archives responsibility n=748	Technical or support staff with archives responsibility n=309	Administering program serving archival interests n=114
National/international archival associations	65.6%	71.3%	76.3%	31.3%	38.5%	30.7%	55.3%
Regional archival associations	66.6%	71.1%	76.3%	28.6%	45.9%	36.6%	50.0%
State or local archival associations	61.1%	66.1%	57.9%	38.8%	52.5%	37.9%	44.7%
Tribal organizations	1.0%	2.2%	0.0%	0.7%	3.2%	1.9%	4.4%
Other nonarchival professional associations	28.1%	37.7%	47.4%	9.5%	33.0%	19.7%	33.3%
Your employer	33.3%	33.4%	36.8%	21.8%	22.3%	35.3%	36.0%
Other (please specify)	10.7%	12.2%	15.8%	8.2%	11.6%	4.9%	8.8%
None of the above	4.3%	3.6%	0.0%	26.5%	9.9%	16.2%	14.0%
Don't know	0.2%	0.2%	0.0%	2.0%	0.1%	1.6%	0.9%

**Table 5.16.** Participation in archives-related continuing education and/or training – self-directed, on-the-job, internships, fellowships, and other, by position

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q1: Please indicate if you currently are:						
	Archivist/ manuscript curator n=2890	Managing program employing archivists n=1787	Teaching in graduate archival program n=38	Studying to be an archivist n=147	Working in another profession with archives responsibility n=748	Technical or support staff with archives responsibility n=309	Administering program serving archival interests n=114
Self-directed	66.3%	70.2%	63.2%	50.3%	59.0%	42.4%	57.9%
Archives institutes	24.6%	28.0%	34.2%	4.8%	18.6%	16.2%	21.1%
Nondegree college or university course work	17.3%	19.4%	18.4%	11.6%	13.8%	14.6%	15.8%
Formal, structured, on-the-job training	24.7%	29.7%	15.8%	14.3%	16.7%	21.0%	24.6%
Informal, unstructured, on-the-job training	60.2%	62.8%	52.6%	55.8%	55.2%	55.3%	57.0%
None of the above	8.1%	6.5%	7.9%	17.7%	10.3%	12.9%	10.5%
Don't know	0.4%	0.4%	0.0%	2.0%	0.3%	2.3%	0.9%
Mentoring	23.1%	27.4%	36.8%	26.5%	16.2%	11.7%	17.5%
Internships	39.1%	37.0%	36.8%	68.0%	19.4%	17.5%	28.1%
Field service programs	3.9%	5.0%	7.9%	4.8%	4.3%	3.6%	8.8%
NHPRC-sponsored fellowships	1.8%	3.4%	0.0%	2.0%	0.9%	1.0%	2.6%
Other	4.5%	5.0%	5.3%	8.2%	5.2%	5.2%	2.6%
None of the above	39.0%	72.0%	36.8%	15.0%	48.3%	55.3%	45.6%
Don't know	0.8%	0.7%	0.0%	1.4%	1.3%	2.6%	0.9%

position; and Table 5.16, Participation in archives-related continuing education and/or training – self-directed, on-the-job, internships, fellowships, and other, by position, both at [www.archivists.org](http://www.archivists.org)).

**Entry into the profession:** When A\*CENSUS respondents entered the profession has some bearing on their participation in continuing education and training. Except for those who entered within the last five years, half to three-quarters of respondents had participated in continuing education and training from national, international, regional, state, or local archival organizations. However, those who entered the profession prior to 1980 were more likely to have obtained continuing education and training from other, nonarchival professional associations or from their employers.

All respondents, regardless of when they entered the profession, had utilized self-directed study to obtain continuing education and training. Similarly, almost all respondents have had informal, unstructured, on-the-job training. Over time, an increasing percentage of those entering the profession had received continuing education and training through internships (Table 5.17, Participation in archives-related continuing education and training – associations or employer, by year started first archival job; Table 5.18, Participation in

**Table 5.17.** Participation in archives-related continuing education and training – associations or employer, by year started first archival job

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q30: In what year did you begin your first archival job?								
	Before 1965	1965-1969	1970-1974	1975-1979	1980-1984	1985-1989	1990-1994	1995-1999	2000-2004
	n=52	n=93	n=288	n=454	n=504	n=659	n=760	n=1074	n=1073
National/international archival associations	50.0%	81.7%	75.0%	77.5%	75.6%	65.9%	61.4%	57.1%	39.9%
Regional archival associations	51.9%	72.0%	70.5%	78.4%	74.4%	68.0%	66.4%	60.4%	43.0%
State or local archival associations	57.7%	62.4%	61.1%	67.2%	69.4%	66.0%	60.1%	59.8%	48.4%
Tribal organizations	0.0%	2.2%	1.4%	1.3%	1.0%	1.7%	1.7%	1.2%	2.1%
Other nonarchival professional associations	32.7%	39.8%	42.4%	42.7%	37.3%	31.9%	30.4%	26.1%	20.8%
Your employer	19.2%	53.8%	40.3%	41.4%	36.9%	35.5%	33.8%	28.6%	25.0%
Other	7.7%	10.8%	14.9%	11.9%	9.5%	12.4%	10.5%	10.8%	9.0%
None of the above	7.7%	4.3%	4.9%	2.4%	2.6%	4.6%	4.5%	6.2%	14.3%
Don't know	1.9%	0.0%	0.0%	0.2%	0.4%	0.2%	0.4%	0.2%	0.4%

**Table 5.18.** Participation in archives-related continuing education and training – self-directed, nondegree, on-the-job, by year started first archival job

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q30: In what year did you begin your first archival job?								
	Before 1965	1965-1969	1970-1974	1975-1979	1980-1984	1985-1989	1990-1994	1995-1999	2000-2004
	n=52	n=93	n=288	n=454	n=504	n=659	n=760	n=1074	n=1073
Self-directed	53.8%	73.1%	65.6%	70.3%	69.8%	63.9%	65.9%	65.0%	60.6%
Archives institutes	28.8%	22.6%	41.3%	32.8%	27.2%	25.5%	22.0%	19.3%	16.6%
Nondegree college or university course work	15.4%	22.6%	26.4%	24.4%	18.8%	15.3%	16.2%	15.6%	13.0%
Formal, structured, on-the-job training	21.2%	48.4%	36.5%	37.7%	28.0%	31.6%	24.6%	20.9%	12.4%
Informal, unstructured, on-the-job training	38.5%	69.9%	63.2%	67.6%	58.3%	62.4%	60.4%	61.1%	60.6%
None of the above	9.6%	3.2%	5.9%	3.3%	7.1%	6.4%	11.2%	9.2%	10.8%
Don't know	1.9%	0.0%	0.7%	0.7%	0.4%	0.3%	0.5%	0.7%	0.4%

archives-related continuing education and training – self-directed, nondegree, on-the-job, by year started first archival job; and Table 5.19, Participation in archives-related continuing education and training – mentoring, internships, fellowships, other, by year started first archival job, all at [www.archivists.org](http://www.archivists.org)).

**Age:** The A\*CENSUS results indicated that age had no bearing on respondents' participation in continuing education and training. All respondents, regardless of age, reported that they had taken advantage of continuing education and training from national, international, regional, state, and local

**Table 5.19.** Participation in archives-related continuing education and training – mentoring, internships, fellowships, other, by year started first archival job

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q30: In what year did you begin your first archival job?								
	Before 1965	1965-1969	1970-1974	1975-1979	1980-1984	1985-1989	1990-1994	1995-1999	2000-2004
	n=52	n=93	n=288	n=454	n=504	n=659	n=760	n=1074	n=1073
Mentoring	30.8%	33.3%	28.8%	32.4%	26.8%	20.5%	25.5%	21.0%	15.8%
Internships	11.5%	28.0%	24.7%	31.5%	33.7%	36.4%	38.2%	39.6%	37.5%
Field service programs	5.8%	6.5%	6.3%	3.7%	5.2%	3.6%	4.9%	3.5%	3.8%
NHPRC-sponsored fellowships	3.8%	4.3%	4.9%	3.7%	4.2%	2.3%	1.7%	1.1%	0.7%
Other	3.8%	7.5%	6.6%	5.7%	4.6%	3.5%	5.9%	5.6%	4.8%
None of the above	30.8%	38.7%	44.4%	39.2%	42.9%	44.0%	39.6%	38.5%	42.3%
Don't know	1.9%	2.2%	0.7%	1.8%	0.4%	0.8%	1.2%	1.2%	1.1%

archival associations, self-directed study, and informal, unstructured, on-the-job training. The only differences with respect to the age of the respondents was that those under age twenty-five were less likely to have participated in continuing education and training provided by national, international, or regional associations. Those under age forty were much more likely (45-50%) to have obtained continuing education and training through internships. Otherwise, by age, it was a fairly uniform picture.

**Gender:** The survey results showed slightly different levels of participation in continuing education or training by men and women. Men were somewhat more likely to have participated in continuing education or training from national or international organizations than women (64% compared with 57%). Women were somewhat more likely to have had continuing education or training from state/local archival organizations than men (61% compared with 58%).

**Geographic region:** There was little distinction along geographic lines of A\*CENSUS respondents' participation in continuing education and training. (Table 5.20, Participation in archives-related continuing education and training – associations or employer, by region; Table 5.21, Participation in archives-related continuing education and training – self-directed, nondegree, on-the-job, by region; and Table 5.22, Participation in archives-related continuing education and training – mentoring, internships, fellowships, other, by region, all at [www.archivists.org](http://www.archivists.org)). The exception was that more than 54% of the respondents in the South Mid-Atlantic region reported receiving continuing education and training from employers, compared with 25-35% of respondents in other regions. The South Mid-Atlantic respondents also reported a higher rate of formal, structured, on-the-job training, reflecting the predominance of A\*CENSUS respondents from the National Archives and other federal entities in the region. The only other geographic distinction of note for continuing education was that a higher percentage of A\*CENSUS respondents in the New



**Table 5.20.** Participation in archives-related continuing education and training – associations or employer, by region

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q4: Please indicate the state or territory in which you work										
	New England n=523	North Atlantic n=864	South Atlantic n=551	South Atlantic n=575	South Central n=376	Great Lakes n=849	Plains n=315	Mountain n=218	Southwest n=389	Northwest n=202	Pacific n=563
	Shaded indicates over 40%										
National/international archival associations	61.4%	55.9%	60.8%	55.7%	54.3%	54.4%	52.7%	60.6%	57.6%	63.4%	56.7%
Regional archival associations	71.9%	63.9%	51.7%	52.9%	59.0%	59.4%	68.6%	71.1%	65.3%	60.4%	36.6%
State or local archival associations	45.1%	61.1%	29.9%	75.0%	71.8%	54.7%	64.4%	58.3%	58.1%	57.4%	58.6%
Tribal organizations	1.1%	0.6%	0.4%	0.3%	1.1%	0.6%	1.0%	2.8%	6.4%	4.0%	3.2%
Other nonarchival professional associations	28.5%	25.9%	26.0%	29.7%	30.9%	28.4%	27.9%	0.0%	0.0%	0.0%	0.0%
Your employer	28.1%	24.0%	54.1%	34.3%	32.7%	23.6%	33.7%	36.2%	29.8%	28.2%	25.9%
Other (please specify)	10.7%	8.2%	15.2%	10.3%	10.6%	9.9%	8.6%	6.4%	14.7%	8.9%	9.2%
None of the above	7.3%	7.5%	8.0%	5.0%	6.4%	9.1%	6.3%	2.8%	6.4%	7.9%	9.6%
Don't know	0.2%	0.5%	0.4%	0.2%	0.0%	0.6%	0.3%	1.8%	0.0%	1.0%	0.7%

England region reported they had obtained continuing education and training through internships.

A noticeably lower percentage of respondents from the Pacific region indicated participation in continuing education or training from regional associations because California, the location for most of the respondents in the region, has a state association.<sup>5</sup> Similarly, the South Mid-Atlantic region respondents reported less participation in state or local associations' continuing education or training because the area is served by a regional association.

**Race/ethnicity:** Among those who were working with historical records, if there were any distinction as to how they had participated in continuing education and training, it was more visible across racial/ethnic lines (Table 5.23,

<sup>5</sup> The A\*CENSUS Pacific region consists of California, American Samoa, Hawaii, and Nevada.

**Table 5.21.** Participation in archives-related continuing education and training – self-directed, nondegree, on-the-job, by region

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q4: Please indicate the state or territory in which you work. Shaded indicates over 40%												
	North		South		Great		Mountain		Southwest		Northwest		Pacific
	New England	Mid-Atlantic	Mid-Atlantic	South Atlantic	Central	Lakes	Plains	Mountain	Southwest	Northwest	Pacific		
Self-directed Archives institutes	61.2%	60.8%	54.1%	63.1%	58.8%	65.7%	66.7%	63.3%	67.4%	67.3%	63.9%		
Nondegree college or university course work	19.3%	18.2%	29.6%	29.7%	27.1%	13.3%	25.4%	31.2%	21.1%	20.3%	26.5%		
Formal, structured, on-the-job training	17.2%	16.3%	15.4%	17.4%	15.4%	14.6%	15.9%	14.7%	19.0%	20.8%	15.8%		
Informal, unstructured, on-the-job training	18.4%	19.8%	44.3%	25.4%	25.5%	14.1%	26.0%	26.6%	23.4%	24.3%	20.4%		
None of the above	54.7%	53.6%	62.8%	59.0%	61.7%	54.5%	64.8%	63.3%	60.4%	66.3%	60.2%		
Don't know	10.7%	10.9%	8.0%	8.3%	8.8%	10.0%	7.0%	9.2%	6.7%	7.4%	8.2%		
	1.0%	0.2%	0.2%	0.3%	0.3%	1.1%	0.0%	2.3%	0.8%	1.2%	1.2%		

Participation in archives-related continuing education and training – associations or employer, by race/ethnicity; Table 5.24, Participation in archives-related continuing education and training – self-directed, nondegree, on-the-job, by race/ethnicity; and Table 5.25, Participation in archives-related continuing education and training – mentoring, internships, fellowships, other, by race/ethnicity, all at [www.archivists.org](http://www.archivists.org)). The relatively limited number of respondents (11.3%) who identified themselves as other than white/Caucasian had participated in the same *types* of continuing education and training as those who identified themselves as white/Caucasian. The difference is that those who indicated their race/ethnicity as Latino or Hispanic, African American, Alaska Native, Native American, or Pacific Islander were less likely to have participated. As might be expected, a high percentage of those who identified themselves as Native American had participated in archives-related continuing education or training from tribal organizations. Otherwise, notably, respondents who indicated they were Asian had participated in continuing education or training from national or international organizations at a substantially higher rate than any other group, including those identified as white/Caucasian.

**Table 5.22.** Participation in archives-related continuing education and training – mentoring, internships, fellowships, other, by region

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q4: Please indicate the state or territory in which you work. Shaded indicates over 40%										
		North	South								
	New England	Mid-Atlantic	Mid-Atlantic	South Atlantic	South Central	Great Lakes	Plains	Mountain	Southwest	Northwest	Pacific
Mentoring	24.1%	19.6%	25.2%	21.9%	19.7%	23.3%	18.7%	21.1%	22.9%	18.8%	21.1%
Internships	45.7%	36.2%	33.4%	33.7%	27.7%	27.9%	27.0%	31.7%	31.6%	43.1%	35.7%
Field service programs	4.4%	3.4%	2.5%	5.6%	8.0%	4.4%	4.4%	5.5%	3.6%	5.4%	2.3%
NHPRC-sponsored fellowships	2.7%	1.3%	1.8%	2.6%	2.4%	2.0%	1.3%	1.8%	1.5%	4.0%	1.8%
Other	5.0%	4.4%	4.7%	4.9%	5.6%	0.0%	0.0%	0.0%	6.4%	0.0%	0.0%
None of the above	31.5%	41.0%	43.2%	38.8%	47.6%	44.1%	48.6%	43.1%	39.6%	32.7%	39.3%
Don't know	0.4%	0.8%	0.9%	1.6%	0.8%	1.3%	1.0%	1.8%	1.5%	2.0%	2.0%

**Table 5.23.** Participation in archives-related continuing education and training – associations or employer, by race/ethnicity

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options? Shaded indicates over 40%	Q3: Are you of Latino or Hispanic background? Q3a: Select the racial group(s) that best describe(s) your race/ethnicity.							
	Latino or Hispanic	African American	Alaska Native	Asian	White/Caucasian	Native American	Pacific Islander	Other
	n=108	n=144	n=5	n=52	n=4504	n=97	n=19	n=147
National/international archival associations	46.3%	41.7%	40.0%	63.5%	60.0%	44.3%	57.9%	55.8%
Regional archival associations	51.9%	46.5%	0.0%	40.4%	62.1%	47.4%	42.1%	57.1%
State or local archival associations	53.7%	50.7%	40.0%	51.9%	59.9%	53.6%	47.4%	58.5%
Tribal organizations	3.7%	0.0%	20.0%	1.9%	1.0%	32.0%	5.3%	4.8%
Other nonarchival professional associations	28.7%	20.1%	20.0%	26.9%	30.5%	34.0%	42.1%	37.4%
Your employer	30.6%	35.4%	0.0%	34.6%	31.7%	24.7%	52.6%	32.0%
Other (please specify)	14.8%	11.1%	0.0%	7.7%	10.8%	6.2%	10.5%	17.7%
None of the above	10.2%	11.8%	20.0%	9.6%	6.9%	8.2%	21.1%	4.8%
Don't know	0.0%	2.1%	0.0%	5.8%	0.3%	1.0%	0.0%	0.0%

**Conclusion:** Participation in continuing education and training was very high, except among persons working in another profession or occupation with archival responsibilities and among technical and support staff with archives

**Table 5.24.** Participation in archives-related continuing education and training – self-directed, nondegree, on-the-job, by race/ethnicity

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q3: Are you of Latino or Hispanic background? Q3a: Select the racial group(s) that best describe(s) your race/ethnicity.							
	Latino or Hispanic n=108	African American n=144	Alaska Native n=5	Asian n=52	White/Caucasian n=4504	Native American n=97	Pacific Islander n=19	Other n=147
Shaded indicates over 40%								
Self-directed	62.0%	47.9%	60.0%	80.8%	65.1%	53.6%	63.2%	70.1%
Archives institutes	20.4%	35.4%	60.0%	32.7%	22.8%	27.8%	26.3%	25.2%
Nondegree college or university course work	17.6%	16.7%	0.0%	19.2%	16.3%	15.5%	26.3%	20.4%
Formal, structured, on-the-job training	22.2%	35.4%	0.0%	23.1%	23.7%	23.7%	21.1%	27.9%
Informal, unstructured, on-the-job training	56.5%	48.6%	80.0%	71.2%	60.9%	56.7%	73.7%	61.2%
None of the above	12.0%	11.1%	0.0%	3.8%	9.1%	11.3%	10.5%	8.8%
Don't know	0.9%	0.7%	0.0%	1.9%	0.5%	2.1%	0.0%	0.7%

**Table 5.25.** Participation in archives-related continuing education and training – mentoring, internships, fellowships, other, by race/ethnicity

Q10: Have you ever participated in any of the following ARCHIVES-RELATED continuing education and/or training options?	Q3: Are you of Latino or Hispanic background? Q3a: Select the racial group(s) that best describe(s) your race/ethnicity.							
	Latino or Hispanic n=108	African American n=144	Alaska Native n=5	Asian n=52	White/Caucasian n=4504	Native American n=97	Pacific Islander n=19	Other n=147
Shaded indicates over 40								
Mentoring	19.4%	20.1%	0.0%	26.9%	22.5%	19.6%	26.3%	29.3%
Internships	40.7%	29.9%	0.0%	42.3%	35.4%	23.7%	47.4%	33.3%
Field service programs	3.7%	6.9%	0.0%	5.8%	4.1%	9.3%	10.5%	5.4%
NHPRC-sponsored fellowships	0.9%	3.5%	0.0%	0.0%	2.0%	2.1%	0.0%	2.0%
Other	4.6%	5.6%	0.0%	9.6%	5.3%	7.2%	5.3%	6.8%
None of the above	35.2%	44.4%	80.0%	32.7%	41.1%	45.4%	31.6%	37.4%
Don't know	2.8%	1.4%	0.0%	1.9%	1.0%	4.1%	0.0%	0.0%

responsibilities. The sources of most continuing education and training were professional archival associations, self-directed study, and informal, unstructured, on-the-job training.

### Finding 3: Continuing education needs are changing.

The generational shift in the profession, combined with the fact that more people are entering with graduate education is, in part, driving changes in continuing education and training needs.

For the last fifteen or twenty years, as the profession has moved toward having the master's degree (whether in history, public history, or library or

information studies) or an education that is equivalent to a master's in archival studies (MAS), the knowledge and skill levels of individuals entering the profession have been greater than in prior periods. This is also evidenced in the growth of graduate programs with specific archives "tracks." The increased knowledge and skills of entry-level archivists, manuscript curators, and others working with archival records affect continuing education, in that more emphasis will need to be placed on more advanced or specialized topics than on what could be characterized as "basic," core education.<sup>6</sup> These changing needs are beyond those that would be naturally associated with future demands brought on by use of technology and changes in archival practice, for example.

**Sustainability of fundamental continuing education:** At the same time as the A\*CENSUS findings indicate a trend toward graduate education as the fundamental training for the profession, they also indicate that basic, core education should not be abandoned. Although 41% of the respondents entering the profession from 1991 through 2004 indicated graduate education as their primary education, 59% of them did not (Table 5.5). While the numbers show that the prevalence of graduate education as the primary education or training is growing, it has not grown at such a rate that graduate education will be the only source of education or training for the profession. Furthermore, continuing education or training will also be needed to maintain professional competencies.

**Employer:** The continued importance of core continuing education and training is evident when looking at the respondents by employer. As previously stated, those employed by academic institutions reported graduate education as their primary source of education with greater frequency. However, among those employed by the three other principal employers—government, non-profit organizations, and for-profit organizations—a greater percentage of respondents received their principal training through continuing education and self-education than from graduate education.

In addition, those respondents working in another profession or occupation with archives-related responsibilities, and those working as technical or support staff with archives-related responsibilities, had relied on continuing education and self-education for their primary training. But they had participated less in continuing education and training, which suggests opportunities for continuing education providers to expand their outreach to these groups as well as serving the more traditional audiences of archivists/manuscript curators and persons managing archival programs.

**Conclusion:** Those just entering the archival profession were more likely to have had graduate education than those entering the profession in the past. The

<sup>6</sup> There has been much debate in the profession concerning definitions of "basic" and "advanced" education and training. For the purposes of this analysis, "basic" education and training is meant to include introductory, fundamental, or "core" topics, as opposed to topics that are more specialized.

trend toward graduate education as entry preparation will continue. As a consequence, continuing education will have to evolve away from providing exclusively fundamental or “core” education to providing more advanced and/or specialized training as well. At the same time, continuing education providers will still need to provide fundamental or “core” education for those who have relied on, or will rely on, continuing education as their primary source of training.

**Finding 4: Cost is the most significant barrier to continuing education and training.**

The 2000 NFACE survey of individuals specifically asked, “*Rate the chief reasons that keep you from trying to acquire additional training or education.*” NFACE survey respondents ranked on a scale of zero to 3 whether nine different obstacles were “not a concern” to a “major concern,” with a score of 3 representing a major concern (Table 5.26, Barriers to additional training or education, NFACE Survey [2000], at [www.archivists.org](http://www.archivists.org)). Cost—that is, additional training or education being too expensive, or budgets being too limited—was identified as the greatest barrier. That it was too far to travel to obtain additional training or education was the second greatest barrier for NFACE survey respondents. Cost and distance are, of course, linked because traveling a greater distance to receive continuing education or training increases the cost.

The A\*CENSUS found that, in the four years since the NFACE survey, very little had changed (Table 5.27). A\*CENSUS respondents ranked on a scale of 1 to 7 whether six different obstacles were “not at all a barrier” to “very much a barrier,” with a score of 7 representing an obstacle that is “very much a barrier” to seeking continuing education or training. Like the NFACE survey in 2000, the A\*CENSUS survey determined that cost continued to be the greatest barrier to continuing education or training. In fact, the frequency at which cost was cited as a barrier by A\*CENSUS respondents was well above that of the second-

**Table 5.26.** Barriers to additional training or education, NFACE Survey (2000)

NFACE Q7: Rate the chief reasons that keep you from trying to acquire additional training or education. (3=major concern, 2=moderate concern, 1=minor concern, 0=not a concern)	All respondents Mean
Too expensive	2.13
Limited budget	2.08
Too far to travel	2.00
Other priorities	1.76
Insufficient staff coverage	1.56
Not aware of opportunities	1.41
Employer won't pay	1.15
Not important to employer	0.65
Don't need	0.36

**Table 5.27.** Barriers to continuing education, all respondents, A\*CENSUS survey (2004)

A*CENSUS Q16: When seeking continuing education, how much of a barrier is each of the following? 7=very much a barrier to I=not at all a barrier	All respondents
	Mean
Cost	5.08
Distance	4.53
Lack of courses relevant to my needs	4.29
Time away from work	3.96
Lack of employer support	3.41
Time away from family	3.33

most-named obstacle, the distance to travel to receive training. If anything had changed in the four years since the NFACE survey, it would seem to be the greater degree to which “cost” was an obstacle to continuing education or training.

A\*CENSUS respondents in 2004 indicated “time away from work” was a barrier, just as NFACE respondents in 2000 cited “insufficient staff coverage” as a barrier. For both NFACE in 2000 and the A\*CENSUS in 2004, “lack of employer support/employer won’t pay” was much less of a barrier to continuing education and professional development.

The A\*CENSUS asked one question that was particularly different from those in the NFACE survey. When asking about barriers to acquiring additional education/training, the A\*CENSUS gave the option, “lack of courses to meet my needs.” The NFACE survey choices allowed respondents to indicate that they were “not aware of opportunities that meet my needs.” There is a significant difference between respondents’ not being *aware* of opportunities to meet their needs versus a lack of relevant courses. It would have been useful to the providers of continuing education to know about A\*CENSUS respondents’ *awareness* of continuing education courses in order to be more effective in promoting their programs.

**Position:** Cost of continuing education or training was cited as the greatest barrier for most A\*CENSUS respondents, except by those respondents teaching in a graduate archival education program. For them, lack of courses relevant to their needs ranked as the highest barrier, with cost being the second-highest-ranked barrier. Predictably, the cost of continuing education or training was cited as the greatest barrier overall for those studying to be archivists (Table 5.28, Mean ratings of barriers to continuing education, all respondents and archivists/manuscript curators; and Table 5.29, Mean ratings of barriers to continuing education, other respondents, both at [www.archivists.org](http://www.archivists.org)). Respondents who completed the questions for managers indicated that lack of funding ranked as the greatest barrier to professional development for them and for their staffs (Table 5.30, Managers’ barriers to professional development, mean responses, at [www.archivists.org](http://www.archivists.org)).

**Table 5.28.** Mean ratings of barriers to continuing education, all respondents and archivists/manuscript curators

Mean rating by employment (Q1)						
1 = not at all a barrier <=> 7 = very much a barrier						
Shaded indicates greatest barrier						
Q16: When seeking continuing education, how much of a barrier is each of the following?	All respondents n = 5620	Working as an archivist or manuscript curator n = 2890	Managing a program that employs archivists n=1787	Retired from empl'ment as an archivist n=120	Teaching in a graduate archival program n=38	Studying to be an archivist n=147
Q16a: Distance	4.53	4.58	4.42	4.40	3.38	4.62
Q16b: Cost	5.08	5.08	4.75	4.60	4.62	5.76
Q16c: Time away from work	3.96	3.86	4.11	2.42	3.56	4.19
Q16d: Lack of employer support	3.41	3.37	3.22	3.05	3.21	4.08
Q16e: Time away from family	3.33	3.34	3.49	3.17	3.88	2.78
Q16f: Lack of courses relevant to needs	4.29	4.26	4.41	3.52	5.06	3.51

**Table 5.29.** Mean ratings of barriers to continuing education, other respondents

Mean rating by employment (Q1)			
1 = not at all a barrier <=> 7 = very much a barrier			
Shaded indicates greatest barrier			
Q16: When seeking continuing education, how much of a barrier is each of the following?	Working in another profession or occupation but with archives-related re'pon'bilities n=748	Working as a technical or support staff member with archives-related re'pon'bilities n=309	Administering a program serving archival interests but not working directly with archival records n=114
Q16a: Distance	4.68	4.66	3.94
Q16b: Cost	5.16	5.24	4.90
Q16c: Time away from work	4.31	3.99	3.88
Q16d: Lack of employer support	3.51	3.64	3.62
Q16e: Time away from family	3.28	3.46	3.54
Q16f: Lack of courses relevant to needs	4.36	4.10	4.27

In the A\*CENSUS survey, the barriers to continuing education or training were generally higher for those working in another profession or occupation with archives-related responsibilities and for those working as technical or support staff with archives-related responsibilities.



**Table 5.30.** Managers' barriers to professional development, mean responses

QM21: How much of a barrier to obtaining professional development for you and your staff are the following? 7=very much a barrier <==> 1=not at all a barrier	Mean
QM21G: Unable to fund international travel	5.26
QM21C: Lack of funding	4.73
QM21D: Lack of staff coverage	4.26
QM21F: Unable to fund out-of-state travel	3.80
QM21E: Unable to fund any travel	3.48
QM21A: Lack of interest on part of staff	2.86
QM21B: Lack of support/encouragement from upper management	2.75

It is challenging to make a comparison of barriers by job description between the earlier NFACE survey and the A\*CENSUS results, as far as whether someone's position affects the ability to obtain continuing education and training. The NFACE survey included seven specific job titles, while the A\*CENSUS looked at what the respondents were doing.<sup>7</sup> Despite this difference, the types of barriers were the same. The barriers were greater for those persons not working as archivists and manuscript curators or managing archival programs, but working in other jobs with archives responsibilities.

The A\*CENSUS results can be more closely compared to the NFACE findings by looking at the barriers to continuing education or training identified by those working as archivists or manuscript curators. The top five barriers identified by both surveys were remarkably similar, with cost and travel factors topping both lists (Table 5.31).

The A\*CENSUS broke new ground by providing the ability to look at the barriers to continuing education and professional development from various perspectives. NFACE did not analyze, for example, any of the regional,

**Table 5.31.** Comparative rankings of barriers to additional or continuing education, NFACE and A\*CENSUS surveys

Rank	NFACE Q7: Rate the chief reasons that keep you from trying to acquire additional training or education.	Rank	A*CENSUS Q16: When seeking continuing education, how much of a barrier is each of the following?
1	Too expensive	1	Cost
2	Limited budget	2	Distance
3	Too far to travel	3	Lack of courses relevant to needs
4	Other priorities	4	Time away from work
5	Insufficient staff coverage	5	Lack of employer support

<sup>7</sup> The seven job categories for the NFACE survey were: (1) archivist or manuscript curator; (2) librarian; (3) museum professional; (4) records manager; (5) other government official or employee; (6) unpaid volunteer; and (7) other.

**Table 5.32.** Barriers to continuing education, mean ratings by region

Q16: When seeking continuing education, how much of a barrier is each of the following?  
 1 = not at all a barrier <==> 7= very much a barrier  
 Shaded indicates greatest barrier for each region; bold indicates where respondents in a region ranked the barrier higher than other regions ranked the barrier

Region	Distance	Cost	Time away from work	Lack of employer support	Time away from family	Lack of courses to meet my needs
	<i>Mean ratings</i>					
New England	4.42	5.04	3.96	3.23	3.24	4.36
North Mid-Atlantic	4.46	5.06	<b>4.09</b>	3.50	3.30	4.28
South Mid-Atlantic	3.71	4.62	3.89	3.23	3.14	4.15
South Atlantic	4.66	5.27	3.92	3.48	3.43	<b>4.38</b>
South Central	4.87	<b>5.45</b>	3.94	3.44	3.34	4.30
Great Lakes	4.48	5.07	3.90	3.32	3.35	4.21
Plains	4.66	5.17	3.98	3.47	3.55	4.21
Mountain	<b>4.98</b>	5.13	4.05	<b>3.55</b>	<b>3.69</b>	4.32
Southwest	4.67	5.11	3.85	3.43	3.38	4.37
Northwest	4.84	5.15	3.87	3.43	3.19	4.22
Pacific	4.75	5.04	4.02	3.53	3.26	4.36

generational, or racial/ethnic differences among respondents to that survey. NFACE also did not look at gender.

**Geographic region:** Analyzing the A\*CENSUS responses by the geographic location of respondents suggests there were some regional differences relating to the barriers to continuing education or training (Table 5.32, Barriers to continuing education, mean ratings by region, at [www.archivists.org](http://www.archivists.org)). Cost was cited as the greatest barrier in every region, but particularly so in the South Central region.<sup>8</sup> Not only was the mean figure for cost as a barrier the highest in this region, at 5.45 (with 7 “very much a barrier” and 1 “not at all a barrier”), it was also significantly higher than the same figure from all of the other regions. Mountain region respondents ranked distance (mean of 4.98) and time away from family (mean of 3.69) as significantly greater barriers than did those in other regions.<sup>9</sup>

**Age:** The A\*CENSUS indicates there were some notable differences in how the different “generations” of archivists perceived the barriers to continuing education or training. The mean figure for cost, though still the most significant barrier, declined with increasing age of survey respondents (5.91 for the “under 25” group; 4.41 for those 65 and older). The declining significance of cost as people mature can be attributed to their becoming more established in the profession. But the cost of continuing education or training made such learning less accessible to those who were less established in the profession,

<sup>8</sup> South Central region states are Alabama, Mississippi, Arkansas, Louisiana, Kentucky, and Tennessee.

<sup>9</sup> Mountain region states are Colorado, Idaho, Montana, Utah, and Wyoming.

individuals who also happened to be in greater need of it. Distance was the second greatest barrier cited by all age groups, except for those ages 60-64 where “lack of courses relevant to needs” was named as a slightly greater barrier than distance (Table 5.33, Barriers to continuing education, mean ratings, by age – under 25 to 40-44; and Table 5.34, Barriers to continuing education, mean ratings, by age – 45-49 to 65 and over, both at [www.archivists.org](http://www.archivists.org)).

While all respondents indicated that a lack of courses relevant to meet their needs was a barrier, there was a general trend for respondents over age forty to find this a somewhat greater barrier to continuing education and training.

**Entry into the profession:** The same generational patterns that were involved with the “age” factor also were evident based upon when respondents entered the profession (Table 5.35, Barriers to continuing education, mean ratings, by year started first archival job, at [www.archivists.org](http://www.archivists.org)).

**Gender:** According to the A\*CENSUS responses, barriers to continuing education were greater for women than for men respondents (Table 5.36, Barriers to continuing education, mean ratings, by gender, at [www.archivists.org](http://www.archivists.org)).

**Table 5.33.** Barriers to continuing education, mean ratings, by age – under 25 to 40-44

Q16: When seeking continuing education, how much of a barrier is each of the following?	Mean rating by age (Q1)				
	Shaded indicates greatest barrier				
	Under 25 n=69	Age 25-29 n=252	Age 30-34 n=457	Age 35-39 n=475	Age 40-44 n=514
Q16a: Distance	4.61	4.47	4.57	4.60	4.38
Q16b: Cost	5.91	5.69	5.47	5.31	5.17
Q16c: Time away from work	4.57	3.90	3.93	4.10	3.97
Q16d: Lack of employer support	3.79	3.60	3.56	3.54	3.60
Q16e: Time away from family	3.03	2.75	3.27	3.89	3.68
Q16f: Lack of courses relevant to needs	3.68	3.93	4.27	4.42	4.23

**Table 5.34.** Barriers to continuing education, mean ratings, by age – 45-49 to 65 and over

Q16: When seeking continuing education, how much of a barrier is each of the following?	Mean rating by age (Q1)				
	Shaded indicates greatest barrier				
	Age 45-49 n=632	Age 50-54 n=860	Age 55-59 n=666	Age 60-64 n=363	65 and over n=480
Q16a: Distance	4.64	4.65	4.50	4.23	4.30
Q16b: Cost	5.12	4.99	4.79	4.58	4.41
Q16c: Time away from work	4.18	4.14	4.12	3.74	2.86
Q16d: Lack of employer support	3.57	3.43	3.40	2.98	2.57
Q16e: Time away from family	3.74	3.52	3.10	3.02	2.39
Q16f: Lack of courses relevant to needs	4.48	4.46	4.48	4.25	3.68

**Table 5.35.** Barriers to continuing education, mean ratings, by year started first archival job

Q16: When seeking continuing education, how much of a barrier is the following?	Mean rating by date of entry into profession									
	1 = not at all a barrier <==> 7 = very much a barrier									
	Shaded indicates greatest barrier									
	Before 1965 n=52	1965-1969 n=93	1970-1974 n=288	1975-1979 n=454	1980-1984 n=504	1985-1989 n=659	1990-1994 n=760	1995-1999 n=1074	2000-2004 n=1073	
Q16a: Distance	4.26	3.82	4.28	4.11	4.48	4.50	4.58	4.64	4.73	
Q16b: Cost	4.42	4.56	4.56	4.71	4.87	5.09	5.14	5.23	5.34	
Q16c: Time away from work	2.92	3.69	3.90	4.08	3.95	4.04	3.99	3.86	3.95	
Q16d: Lack of employer support	3.06	3.16	3.14	3.33	3.30	3.52	3.56	3.45	3.36	
Q16e: Time away from family	2.40	3.07	3.13	3.60	3.72	3.65	3.37	3.15	3.14	
Q16f: Lack of courses relevant to needs	4.11	4.41	4.22	4.45	4.41	4.39	4.50	4.19	4.06	

**Table 5.36.** Barriers to continuing education, mean ratings, by gender

Q16: When seeking continuing education, how much of a barrier is each of the following?	Q2: What is your gender?	
	Shaded indicates greatest barrier	
	Men n=1747	Women n=3314
Q16a: Distance	4.30	4.65
Q16b: Cost	4.86	5.19
Q16c: Time away from work	3.87	3.99
Q16d: Lack of employer support	3.39	3.41
Q16e: Time away from family	3.49	3.24
Q16f: Lack of courses relevant to needs	4.29	4.30

**Table 5.37.** Barriers to continuing education, mean rankings, by race/ethnicity

Q16: When seeking continuing education, how much of a barrier is each of the following?	Q3a: Are you of Latino or Hispanic background?								
	Q3a: Select the racial group(s) that best describe(s) your race/ethnicity.								
	Mean rankings								
	Latino or Hispanic n=108	African American n=144	Alaska Native n=5	Asian n=52	White/Caucasian n=4504	Native American n=97	Pacific Islander n=19	Other n=147	
Q16a: Distance	4.50	4.26	<b>6.20</b>	4.85	4.51	5.12	4.26	4.75	
Q16b: Cost	5.32	5.23	5.60	<b>5.56</b>	5.05	5.23	4.78	5.30	
Q16c: Time away from work	3.83	3.51	3.40	<b>4.53</b>	3.95	4.47	3.16	3.91	
Q16d: Lack of employer support	3.88	3.35	4.00	<b>4.08</b>	3.37	3.96	4.00	3.57	
Q16e: Time away from family	2.88	2.84	<b>5.80</b>	3.48	3.34	3.86	3.16	3.01	
Q16f: Lack of courses relevant to needs	4.33	3.76	4.00	<b>4.73</b>	4.28	4.67	3.95	4.62	

**Race/ethnicity:** Despite the relatively small number of respondents who identified themselves as other than white/Caucasian, it is still possible to see how the barrier to continuing education or training affected respondents based on their race/ethnicity (Table 5.37, Barriers to continuing education, mean rankings, by

race/ethnicity, at [www.archivists.org](http://www.archivists.org)). Cost was the most significant barrier for respondents of racial/ethnic groups other than white/Caucasian. However, for most of those other groups, some of the other barriers were greater than for those who identified themselves as white/Caucasian. For example, distance was cited as a substantially greater barrier for respondents who identified themselves as Alaska Native or Native American.

**Conclusion:** Cost was the greatest barrier—significantly greater than any of the others—to continuing education or training, regardless of employer, position, region, age, date of entry into the profession, gender, or race/ethnicity. The A\*CENSUS results demonstrate that little has changed in the four years since the NFACE survey of individuals. What has changed is the degree to which cost has become an even greater barrier. Cost, or lack of funding, was also a barrier to managers seeking continuing education or training for themselves or their staffs. It will be important in the future to do follow-up surveys to see if those factors identified as barriers to continuing education or training by the A\*CENSUS continue to be barriers, and to what extent.

**Finding 5: There is support for continuing education or training.**

While cost was identified as the greatest barrier to continuing education and professional development, the A\*CENSUS revealed that employers *did* provide some support for continuing education and professional development. Almost two-thirds of the respondents (65.8%) indicated that in the previous year, they had received some support for registration. More than half (57.1%) had received some support for travel/lodging (Tables 5.38a and 5.38b). As

**Tables 5.38a and 5.38b.** Dollar level of financial support from employer for continuing education and professional development, all respondents – registration fees and travel/lodging

Q14a & Q14b: How much financial support did you receive from your employer last year for continuing education and professional development (e.g. workshops, seminars, conferences, association meetings)?

Q14A: Registration fees			Q14B: Travel/lodging		
Value	Count	Valid Percent	Value	Count	Valid Percent
None	1615	30.6%	None	2025	38.3%
Less than \$500	2385	45.1%	Less than \$500	1377	26.1%
\$500 to \$999	729	13.8%	\$500 to \$999	818	15.5%
\$1,000 to \$1,499	204	3.9%	\$1,000 to \$1,499	409	7.7%
\$1,500 to \$1,999	78	1.5%	\$1,500 to \$1,999	191	3.6%
\$2,000 to \$2,499	35	0.7%	\$2,000 to \$2,499	100	1.9%
\$2,500 or more	40	0.8%	\$2,500 or more	119	2.3%
Rather not say & no answer	198	3.8%	Rather not say & no answer	245	4.6%
Total		100%	Total		100%

further evidence of the consistency of employer support, only 6.3% of those who identified themselves as managers in the survey reported that lack of support or encouragement from upper management was very much a barrier to providing or receiving professional development for them or their staffs. Conversely, more than 57% of the managers said lack of support/encouragement was not a barrier at all, or only slightly a barrier.

Because respondents indicated that “lack of employer support” was less of a barrier but that “cost” was the greatest barrier, the issue almost certainly would have to be the *amount* of support provided by employers. Of the survey respondents, just under half (45.1%) received less than \$500 in registration support. The survey revealed that employers were more frequently providing support for registration than for travel/lodging, which demonstrates why “distance” would be second to “cost” as a barrier for A\*CENSUS respondents. Almost 40% (38.3%) of respondents received no money for travel/lodging; more than 25% (26.1%) received less than \$500 for travel/lodging.

The earlier NFACE survey did not ask questions concerning employer support for continuing education and professional development, so it is not possible to track any trends.

**Employer:** Excluding those who were self-employed, the A\*CENSUS survey results suggest that academic institutions were more likely than any other type of employer to provide support for continuing education and training. Although more than half of all employers (again excluding self-employed respondents) did provide some support for continuing education and professional development, government agencies provided less support than any other employer, *including* nonprofit employers. The results also show that all employers were somewhat more likely to provide support for registration than for travel and lodging (Table 5.39a, Financial support from employer for continuing education and professional development, by current employer – registration fees; and Table 5.39b, Financial support from employer for continuing education and professional development, by current employer – travel/lodging, both at [www.archivists.org](http://www.archivists.org)).

**Position:** Respondents managing a program employing archivists or archivists/manuscript curators indicated they were most likely to have obtained financial support for continuing education and professional development

**Table 5.39a.** Financial support from employer for continuing education and professional development, by current employer – registration fees

Q14a: How much financial support did you receive from your employer last year for registration fees?	Q21: Which of the following best describes your current employer?					
	Academic	Government	Nonprofit	For-profit	Self-employed	Other
No support	20.9%	35.2%	25.7%	25.8%	60.3%	35.3%
Some support	77.0%	62.7%	71.0%	69.7%	32.8%	64.7%
Rather not say	2.1%	2.0%	3.3%	4.4%	6.9%	0.0%
	100%	100%	100%	100%	100%	100%

**Table 5.39b.** Financial support from employer for continuing education and professional development, by current employer – travel/lodging

Q14b: How much financial support did you receive from your employer last year for travel/lodging?	Q21: Which of the following best describes your current employer?					
	Academic	Government	Nonprofit	For-profit	Self-employed	Other
No support	25.6%	45.7%	37.5%	33.5%	62.1%	41.9%
Some support	72.3%	52.3%	59.0%	61.6%	31.0%	58.1%
Rather not say	2.1%	2.1%	3.6%	4.8%	6.9%	0.0%
	100%	100%	100%	100%	100%	100%

(77.6%). Those teaching in graduate archival education programs also reported a high level of financial support (70.5%). Respondents who were engaged in other work (69.0%) and respondents who were technical or support staff with archives responsibilities (51.2%) were least likely to have obtained financial support—excluding those studying to be archivists (18.7%).

As with the overall respondents, the survey results indicated that more support was given for registration than for travel/lodging, even when viewed by job or position (Table 5.40a, Financial support from employer for continuing education and professional development, by position – registration fees; and Table 5.40b, Financial support from employer for continuing education and professional development, by position – travel/lodging, both at [www.archivists.org](http://www.archivists.org)).

Again, it is the level of support—receiving no financial support, or less than \$500 for registration or travel/lodging—that was the issue for most respondents, regardless of their position (Table 5.41a, Dollar level of financial support from employer for continuing education and professional development, by position – registration fees; and Table 5.41b, Dollar level of financial support from employer for continuing education and professional development, by position – travel/lodging, both at [www.archivists.org](http://www.archivists.org)).

**Table 5.40a.** Financial support from employer for continuing education and professional development, by position – registration fees

Q14a & Q14b: How much financial support did you receive from your employer last year for continuing education and professional development?								
14a: Registration	Archivist/ manuscript curator	Managing program employing archivists	Teaching in graduate archival program	Studying to be an archivist	Working in another profession with archives responsibility	Technical or support staff with archives responsibility	Administering program serving archival interests	Other
	n=2890	n=1787	n=38	n=147	n=748	n=309	N=114	n=635
No support	25.7%	19.5%	29.4%	75.5%	28.2%	45.0%	26.0%	44.4%
Some support	71.6%	77.6%	70.5%	18.7%	69.0%	51.2%	69.3%	50.2%
Rather not say	2.3%	2.2%	0.0%	5.0%	2.1%	2.7%	3.8%	3.5%
No answer	0.5%	0.6%	0.0%	0.7%	0.6%	1.0%	1.0%	2.0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

**Table 5.40b.** Financial support from employer for continuing education and professional development, by position – travel/lodging

Q14a &amp; Q14b: How much financial support did you receive from your employer last year for continuing education and professional development?

I4b: Travel/ Lodging	Archivist/ manuscript curator n=2890	Managing program employing archivists n=1787	Teaching in graduate archival program n=38	Studying to be an archivist n=147	Working in another profession with archives responsibility n=748	Technical or support staff with archives responsibility n=309	Administering program serving archival interests N=114	Other n=635
No support	34.5%	23.9%	20.6%	79.1%	38.3%	56.7%	36.5%	50.3%
Some support	62.1%	72.7%	76.5%	15.0%	57.7%	39.1%	57.8%	43.0%
Rather not say	2.4%	2.4%	0.0%	5.0%	2.0%	2.7%	3.8%	3.5%
No answer	1.0%	1.0%	2.9%	0.7%	2.0%	1.4%	1.9%	3.3%
Total	100%	100%	100%	100%	100%	100%	100%	100%

**Table 5.41a.** Dollar level of financial support from employer for continuing education and professional development, by position – registration fees

Q14a &amp; Q14b: How much financial support did you receive from your employer last year for continuing education and professional development?

I4a: Registration	Archivist/ manuscript curator n=2890	Managing program employing archivists n=1787	Teaching in graduate archival program n=38	Studying to be an archivist n=147	Working in another profession with archives responsibility n=748	Technical or support staff with archives responsibility n=309	Administering program serving archival interests n=114	Other n=635
None	25.7%	19.5%	29.4%	75.5%	28.2%	45.0%	26.0%	44.4%
Less than \$500	50.7%	47.5%	38.2%	12.2%	46.3%	37.1%	43.3%	35.5%
More than \$500	20.9%	30.1%	32.3%	6.5%	22.7%	14.1%	26.0%	14.7%

**Table 5.41b.** Dollar level of financial support from employer for continuing education and professional development, by position – travel/lodging

Q14a &amp; Q14b: How much financial support did you receive from your employer last year for continuing education and professional development?

I4b: Travel/ Lodging	Archivist/ manuscript curator n=2890	Managing program employing archivists n=1787	Teaching in graduate archival program n=38	Studying to be an archivist n=147	Working in another profession with archives responsibility n=748	Technical or support staff with archives responsibility n=309	Administering program serving archival interests N=114	Other n=635
None	34.5%	23.9%	20.6%	79.1%	38.3%	56.7%	36.5%	50.3%
Less than \$500	28.7%	26.9%	29.4%	10.8%	28.2%	24.1%	18.3%	21.0%
More than \$500	33.4%	45.8%	47.1%	4.2%	29.5%	15.0%	39.5%	22.0%



**Entry into the profession/Age:** Neither the timing of entry into the profession nor the age of the respondents had any bearing on the level of financial support received for continuing education and professional development, according to the A\*CENSUS. It is quite consistent that almost three-quarters of the respondents, regardless of when they entered the profession or their ages, said they received no financial support, or less than \$500, from their employers. The only distinction was that those who entered the field more recently and/or who were younger said they receive less support.

**Gender:** A slightly higher percentage of men indicated they received some financial support (particularly for travel and lodging) for continuing education and professional development than the percentage of women receiving financial support. But there were no strong patterns with respect to gender in the amounts (Table 5.42a, Level of financial support for continuing education, by gender – registration and travel/lodging, and Table 5.42b, Dollar amount of support for continuing education, by gender – registration and travel/lodging, both at [www.archivists.org](http://www.archivists.org)).

**Race/ethnicity:** Well over 50% of all respondents, regardless of race/ethnicity, said they received some support for registration and travel/lodging

**Table 5.42a.** Level of financial support for continuing education, by gender – registration and travel/lodging

Q14a & Q14b: How much financial support did you receive from your employer last year for continuing education and professional development?

14a: Registration	Men n=1747	Women n=3314	14b: Travel/ Lodging	Men n=1747	Women n=3314
None	32.0%	29.4%	None	37.7%	38.5%
Some support	65.3%	66.9%	Some support	59.0%	56.8%
Rather not say	1.9%	2.4%	Rather not say	1.9%	2.5%
No answer	0.8%	1.3%	No answer	1.4%	2.2%
Total	100%	100%	Total	100%	100%

**Table 5.42b.** Dollar amount of support for continuing education, by gender – registration and travel/lodging

Q14a & Q14b: How much financial support did you receive from your employer last year for continuing education and professional development?

14a: Registration	Men n=1747	Women n=3314	14b: Travel/ Lodging	Men n=1747	Women n=3314
None	32.0%	29.4%	None	37.7%	38.5%
Less than \$500	42.4%	47.1%	Less than \$500	23.3%	27.7%
More than \$500	22.9%	19.8%	More than \$500	35.7%	29.1%
Rather not say	1.9%	2.4%	Rather not say	1.9%	2.5%
No answer	0.8%	1.3%	No answer	1.4%	2.2%
Total	100%	100%	Total	100%	100%

(Table 5.43a, Level of financial support for continuing education and professional development, by race/ethnicity – registration; and Table 5.43b, Level of financial support for continuing education and professional development, by race/ethnicity – travel/lodging, both at [www.archivists.org](http://www.archivists.org)). There were some differences when looking at support according to respondents’ race/ethnicity, but they had less to do with the respondents’ race/ethnicity than with the type of employer and the regional location. More than 40% of those respondents who identified themselves as African American or Pacific Islander reported receiving no support for continuing education and professional development registration, and almost 50% reported receiving no support for travel/lodging. Those who identified themselves as white/Caucasian or Asian were more likely to receive some support than those who identified themselves as members of other racial/ethnic groups.

Although the number of respondents who identified themselves as Asian was small compared with the number of overall responses (52 people out of

**Table 5.43a.** Level of financial support for continuing education and professional development, by race/ethnicity – registration

Q14a & Q14b: How much financial support did you receive from your employer last year for continuing education and professional development (e.g., workshops, seminars, conferences, association meetings)?

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Q3: Are you of Latino or Hispanic background?  
Q3a: Select the racial group(s) that best describe(s) your race/ethnicity.

---

14a: Registration	Latino or Hispanic n=108	African American n=144	Alaska Native n=5	Asian n=52	White/ Caucasian n=4504	Native American n=97	Pacific Islander n=19	Other n=147
None	34.3%	41.0%	20.0%	21.2%	29.8%	30.9%	47.4%	35.4%
Some support	62.0%	56.3%	60.0%	78.8%	67.1%	66.9%	52.6%	61.2%
Rather not say	1.9%	3%	20%	0%	2%	2%	0%	1%
No answer	1.9%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	2.0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

**Table 5.43b.** Level of financial support for continuing education and professional development, by race/ethnicity – travel/lodging

Q14a & Q14b: How much financial support did you receive from your employer last year for continuing education and professional development (e.g., workshops, seminars, conferences, association meetings)?

---

Q3: Are you of Latino or Hispanic background?  
Q3a: Select the racial group(s) that best describe(s) your race/ethnicity.

---

14a: Travel/ Lodging	Latino or Hispanic n=108	African American n=144	Alaska Native n=5	Asian n=52	White/ Caucasian n=4504	Native American n=97	Pacific Islander n=19	Other n=147
None	38.9%	48.6%	20.0%	34.6%	37.8%	36.1%	52.6%	43.5%
Some support	56.4%	47.9%	60.0%	65.4%	58.0%	59.8%	47.3%	52.5%
Rather not say	1.9%	2.8%	20.0%	0.0%	2.2%	2.1%	0.0%	1.4%
No answer	2.8%	0.7%	0.0%	0.0%	1.9%	2.1%	0.0%	2.7%
Total	100%	100%	100%	100%	100%	100%	100%	100%

more than 5,000), some of the findings are intriguing. Respondents who identified themselves as Asian reported that the cost of continuing education was a greater barrier than was reported by other respondents, regardless of race/ethnicity, yet their A\*CENSUS responses also indicated that they were more likely than any other group to receive support for continuing education and training. Again, the issue is the level of support: more than half of the respondents identifying themselves as Asian said they receive less than \$500 in registration support, a percentage well above that of any other group in this lowest category of support received (Table 5.44a, Dollar level of support for continuing education and professional development, by race/ethnicity – registration, at [www.archivists.org](http://www.archivists.org); and Table 5.44b, Dollar level of support for continuing

**Table 5.44a.** Dollar level of support for continuing education and professional development, by race/ethnicity – registration

Q14a & Q14b: How much financial support did you receive from your employer last year for continuing education and professional development (e.g., workshops, seminars, conferences, association meetings)?

---

Q3: Are you of Latino or Hispanic background?  
 Q3a: Select the racial group(s) that best describe(s) your race/ethnicity.

---

14a: Registration	Latino or Hispanic n=108	African American n=144	Alaska Native n=5	Asian n=52	White/ Caucasian n=4504	Native American n=97	Pacific Islander n=19	Other n=147
None	34.3%	41.0%	20.0%	21.2%	29.8%	30.9%	47.4%	35.4%
Less than \$500	38.9%	34.0%	20.0%	55.8%	46.2%	40.2%	31.6%	37.4%
More than \$500	23.1%	22.3%	40.0%	23.0%	20.9%	26.7%	21.0%	23.8%
Rather not say	1.9%	2.8%	20.0%	0.0%	2.1%	2.1%	0.0%	1.4%
No answer	1.9%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	2.0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

**Table 5.44b.** Dollar level of support for continuing education and professional development, by race/ethnicity – travel/lodging

Q14a & Q14b: How much financial support did you receive from your employer last year for continuing education and professional development (e.g., workshops, seminars, conferences, association meetings)?

---

Q3: Are you of Latino or Hispanic background?  
 Q3a: Select the racial group(s) that best describe(s) your race/ethnicity.

---

14b: Travel/ Lodging	Latino or Hispanic n=108	African American n=144	Alaska Native n=5	Asian n=52	White/ Caucasian n=4504	Native American n=97	Pacific Islander n=19	Other n=147
None	38.9%	48.6%	20.0%	34.6%	37.8%	36.1%	52.6%	43.5%
Less than \$500	27.8%	22.2%	20.0%	26.9%	26.2%	24.7%	26.3%	28.6%
More than \$500	28.6%	25.7%	40.0%	38.5%	31.8%	35.1%	21.0%	23.9%
Rather not say	1.9%	2.8%	20.0%	0.0%	2.2%	2.1%	0.0%	1.4%
No answer	2.8%	0.7%	0.0%	0.0%	1.9%	2.1%	0.0%	2.7%
Total	100%	100%	100%	100%	100%	100%	100%	100%

education and professional development, by race/ethnicity – travel/lodging, both at [www.archivists.org](http://www.archivists.org)).

**Geographic region:** The Mountain region was the area with the highest percentage of respondents receiving some financial support (Table 5.45a, Level of financial support for continuing education and professional development, by geographic region – registration; and Table 5.45b, Level of financial support for continuing education and professional development, by geographic region – travel/lodging, both at [www.archivists.org](http://www.archivists.org)). The region with the largest percentage of respondents not receiving financial support was the South Mid-Atlantic area, the section of the country that includes the District of

**Table 5.45a.** Level of financial support for continuing education and professional development, by geographic region – registration

Q14a and Q14b: How much financial support did you receive from your employer last year for continuing education and professional development (e.g., workshops, seminars, conferences, association meetings)?

I 4a: Registration

Shaded indicates highest percentage	No support	Some support
New England	25.8%	68.4%
North Mid-Atlantic	31.5%	70.1%
South Mid-Atlantic	39.3%	54.8%
South Atlantic	27.7%	74.3%
Great Lakes	28.5%	64.7%
South Central	31.0%	65.0%
Plains	34.4%	65.0%
Mountain	23.1%	77.5%
Southwest	30.7%	61.7%
Northwest	31.1%	64.2%
Pacific	30.4%	69.4%

**Table 5.45b.** Level of financial support for continuing education and professional development, by geographic region – travel/lodging

Q14a and Q14b: How much financial support did you receive from your employer last year for continuing education and professional development (e.g., workshops, seminars, conferences, association meetings)?

I 4b: Travel/Lodging

Shaded indicates highest percentage	No support	Some support
New England	38.9%	57.9%
North Mid-Atlantic	41.6%	52.8%
South Mid-Atlantic	50.2%	47.8%
South Atlantic	36.9%	59.3%
Great Lakes	34.2%	60.7%
South Central	35.7%	60.0%
Plains	35.4%	60.6%
Mountain	27.9%	66.3%
Southwest	34.4%	60.1%
Northwest	38.9%	57.9%
Pacific	39.0%	57.4%

Columbia and Maryland, where there are high concentrations of government archivists who receive employer-provided training. The regions with the percentages of people receiving the greatest dollar levels of financial support for these purposes are the Pacific and Northwest (Table 5.46a, Dollar level of support for continuing education and professional development, by geographic region – registration; and Table 5.46b, Dollar level of support for continuing education and professional development, by geographic region – travel/lodging, both at [www.archivists.org](http://www.archivists.org)).<sup>10</sup>

**Table 5.46a.** Dollar level of support for continuing education and professional development, by geographic region – registration

Q14a and Q14b: How much financial support did you receive from your employer last year for continuing education and professional development (e.g., workshops, seminars, conferences, association meetings)?

Shaded indicates highest percentage	I4a: Registration		
	None	Less than \$500	More than \$500
New England	25.8%	47.70%	20.70%
North Mid-Atlantic	31.5%	46.20%	23.90%
South Mid-Atlantic	39.3%	37.30%	17.50%
South Atlantic	27.7%	52.30%	22.00%
Great Lakes	28.5%	47.90%	16.80%
South Central	31.0%	45.70%	19.30%
Plains	34.4%	42.00%	23.00%
Mountain	23.1%	56.70%	20.80%
Southwest	30.7%	41.50%	20.20%
Northwest	31.1%	40.90%	23.30%
Pacific	30.4%	41.40%	28.00%

**Table 5.46b.** Dollar level of support for continuing education and professional development, by geographic region – travel/lodging

Q14a and Q14b: How much financial support did you receive from your employer last year for continuing education and professional development (e.g., workshops, seminars, conferences, association meetings)?

Shaded indicates highest percentage	I4b: Travel/Lodging		
	None	Less than \$500	More than \$500
New England	38.90%	27.40%	30.50%
North Mid-Atlantic	41.60%	24.70%	28.10%
South Mid-Atlantic	50.20%	13.90%	33.90%
South Atlantic	36.90%	33.50%	25.80%
Great Lakes	34.20%	30.10%	30.60%
South Central	35.70%	31.90%	28.10%
Plains	35.40%	28.20%	32.40%
Mountain	27.90%	29.80%	36.50%
Southwest	34.40%	25.20%	34.90%
Northwest	38.90%	21.20%	36.70%
Pacific	39.00%	22.80%	34.60%

<sup>10</sup> The Northwest region consists of Oregon, Washington, and Alaska.

**Conclusion:** Support is provided for continuing education and training. It is the amount of financial support that is a barrier.

**Finding 6: Providers of continuing education will have to look at ways to provide continuing education or training for the lowest-possible cost.**

A\*CENSUS respondents were asked, “If your employer does not provide full funding for continuing education, how much are you willing to invest, per year, in your continuing education and professional development?” It is noteworthy that more than half (57.5%) of the respondents, regardless of any of the variables of employer, job, region, gender, age, race/ethnicity, or when they entered the profession, were not willing to invest more than \$500 annually for either registration or travel/lodging (Table 5.47a and Table 5.47b). This presents particular challenges to continuing education providers to keep costs down. This also presents opportunities for regional, state, and local archival associations to provide continuing education and training, because those organizations typically are able to provide training at a lower cost. In addition, participants in their programs typically do not have the added travel costs associated with attending continuing education and training provided by national or international archival associations.

**Table 5.47a and Table 5.47b.** Amount respondents are willing to invest to pay for continuing education and professional development, all respondents – registration (Table 5.47a) and travel/lodging (Table 5.47b)

Q15. If your employer does not provide full funding for continuing education, how much are you willing to invest, per year, in your continuing education and professional development (e.g., workshops, seminars, conferences, association meetings)?

Q15A: Registration fees			Q15B: Travel/lodging		
All Respondents					
Value	Count	Valid Percent	Value	Count	Valid Percent
Less than \$500	3033	57.50%	Less than \$500	2686	50.90%
\$500 to \$999	764	14.50%	\$500 to \$999	962	18.20%
\$1,000 to \$1,499	154	2.90%	\$1,000 to \$1,499	266	5.00%
\$1,500 to \$1,999	32	0.60%	\$1,500 to \$1,999	77	1.50%
\$2,000 to \$2,499	21	0.40%	\$2,000 to \$2,499	20	0.40%
\$2,500 or more	16	0.30%	\$2,500 or more	20	0.40%
Whatever it takes	142	2.70%	Whatever it takes	151	2.90%
Employer provides full funding	591	11.20%	Employer provides full funding	553	10.50%
Rather not say	416	7.90%	Rather not say	428	8.10%
No answer	110	2.10%	No answer	117	2.20%
<b>Total</b>		<b>100%</b>	<b>Total</b>		<b>100%</b>

However, half of the respondents would pay less than \$500 for registration or travel/lodging if their employer did not provide full funding. Notably, only 11.2% of the respondents reported receiving full funding from their employers for registration, and only 10.5% reported receiving full funding for travel/lodging.

**Conclusion:** Providers of continuing education and training will have to look to ways to deliver instruction at the lowest-possible cost.

**Finding 7: A variety of continuing education topics will be required, with heavy emphasis on areas related to new technologies.**

If there were no barriers to obtaining continuing education, A\*CENSUS respondents indicated that they would most like to learn about areas relating to new technologies, including digitization, electronic records, digital media/asset management, and website creation and management. In fact, six of the top ten possible continuing education topics cited by A\*CENSUS respondents as most desired involved electronic records, digitization, and digital/media asset management. There was less demand for fundamental or core topics such as arrangement, description, and reference and access (Table 5.48).

While some of the fundamental topics did not make the top fifteen of the thirty-eight areas surveyed for continuing education and training, the interest levels shown were still relatively close to those areas of greatest interest to A\*CENSUS respondents. For example, acquisition and appraisal ranked seventeenth; arrangement was eighteenth; description was twentieth on the ranking; and reference and access was twenty-fifth.

**Table 5.48.** Preferred topics for continuing education, all respondents, rankings 1-10

Q17: If there were no barriers to obtaining continuing education, which of the following would you most like to learn about in the next 5 years?

All respondents			
Rank	Percent		Count
1	41.10%	Digitization	2308
2	33.90%	Electronic records - preservation and storage	1907
3	32.90%	Preservation	1847
4	31.10%	Digital/media asset management	1749
5	30.10%	Copyright	1689
6	28.20%	Conservation	1587
7	28.10%	Visual materials (architectural records)	1580
8	26.50%	Electronic records - description and access	1487
9	25.90%	Electronic records - appraisal and accessioning	1455
10	25.10%	Grants	1413

The lowest-ranked interest areas included learning about specific types of repositories, i.e., business and tribal archives. Surprisingly, in the post-9/11 era of the USA PATRIOT Act,<sup>11</sup> and with mounting public concern about identity theft, personal privacy, and access to public records, topics relating to ethics, privacy, and security ranked quite low on the list of areas that A\*CENSUS respondents would like to know more about (ethics at thirtieth, privacy at thirty-first, and security at thirty-second). In the age of digitization, it is no surprise that micrographics would rank very low (thirty-fifth) on the list of A\*CENSUS respondents' interests (Table 5.49, Complete list of rankings [1-39] of continuing education and training topics, in Appendix J).

**Position:** Although the broad spectrum of survey respondents indicated that topics relating to electronic records, digitization, and other new ways of creating, accessing, or preserving records were of greatest interest, the positions held by the A\*CENSUS respondents further defined their continuing education and professional development needs. So, while the survey revealed great similarities, the stated education and training needs of respondents who identified themselves as archivists or manuscript curators differed from those working in other professions with archives-related responsibilities, and those working as technical or support staff members with archives-related responsibilities.

Only those respondents who identified themselves as technical or support staff with archives responsibilities indicated high interest in core topics such as arrangement, description, acquisition and appraisal, records management, and cataloging.

Respondents teaching in graduate archival education programs expressed greater interest than the overall respondents in the areas touching on security, ethics, legal, and privacy concerns. Aside from the large number of overall respondents who indicated interest in digitization, electronic records, and other similar topics, there also was considerable interest in preservation and conservation (Table 5.50, Top ten preferred topics for continuing education, by position [the ten highest-percentage topics selected by each category], in Appendix J).

Compared to the earlier NFACE survey, which also sought responses from archivists and manuscript curators and persons working at other jobs with archival responsibilities, the A\*CENSUS results are very consistent regarding topics of interest. In the NFACE survey, the nonarchivists shared six of the same priorities that were listed by archivists as the top ten priorities for training topics. Although the choices of continuing education topics in the NFACE survey differed somewhat from the choices in the A\*CENSUS, the common ground between the two surveys is that the uses of technology, preservation, and electronic records management were all ranked as high priorities by respondents.

<sup>11</sup> The full name of this U.S. law, from which the acronym "USA PATRIOT" [Act] is derived, is "Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism."



**Table 5.51.** Top preferred topics for continuing education selected by managers

Q17: If there were no barriers to continuing education, which of the following would you like to learn more about in the next 5 years?

<i>Managers</i>	
Ranked by highest-percentage topics selected	
43.5%	Digitization
40.2%	Digital/media asset management
40.1%	Electronic records - preservation & storage
36.0%	Copyright
31.6%	Electronic records - appraisal & accessioning
29.7%	Electronic records - description & access
28.4%	Grants
27.5%	Preservation
25.5%	Visual materials
24.5%	Conservation
23.9%	Fund-raising

**Managers:** The continuing education interests of managers were very similar to those of respondents in other types of positions (Table 5.51, Top preferred topics for continuing education selected by managers, at [www.archivists.org](http://www.archivists.org)).

**Employer:** Employer type also affected A\*CENSUS respondents' stated interests in topics for continuing education and professional development (Table 5.52a, Preferred topics for continuing education, by employer, at [www.archivists.org](http://www.archivists.org)). Those employed by nonprofit organizations reported greater interest in archival fundamentals, such as acquisition and appraisal, arrangement and description, conservation, preservation, and cataloging, for example. Those employed by academic organizations indicated greater interest in areas such as digitization, Encoded Archival Description, and donor relations. Respondents employed by government agencies showed greater interest in legal issues, security, and reference and access. Those employed by for-profit organizations indicated strong interest in such areas as business archives, digital/media asset management, all aspects of electronic records, metadata, records management, and information management. The education and training interests of those respondents who identified themselves as self-employed were consistent with the overall responses of the others (Table 5.52b, Preferred topics for continuing education, self-employed, at [www.archivists.org](http://www.archivists.org)).

NFACE did not break down the type of employers to the same degree as the A\*CENSUS, but there were still distinctions between stated priorities for training or information resources according to respondents' types of employers. Those distinctions were very much along the same lines as the A\*CENSUS results.

**Entry into the profession/Age:** The timing of respondents' entry into the profession had only slight impact on their continuing education and training interests, according to the A\*CENSUS. Those who entered the field in the

**Table 5.52a.** Preferred topics for continuing education, by employer

Academic		Government	
Ranked by highest-percentage topics selected			
46.8%	Digitization	38.4%	Digitization
36.3%	Copyright	34.8%	Electronic records - preservation & storage
35.9%	Electronic records - preservation & storage	30.1%	Preservation
35.4%	Digital/media asset management	29.3%	Digital/media asset management
32.3%	Preservation	27.2%	Electronic records - description & access
32.2%	Grants	27.0%	Conservation
29.9%	Visual materials	25.2%	Copyright
28.7%	Electronic records - appraisal & accessioning	24.6%	Web site creation/management
28.6%	Electronic records - description & access	23.5%	Visual materials
27.0%	Conservation	21.3%	Legal
Nonprofit		For-profit	
44.2%	Digitization	46.3%	Digital media/asset management
38.0%	Preservation	41.1%	Electronic records - preservation & storage
33.9%	Copyright	38.1%	Digitization
33.4%	Electronic records - preservation & storage	33.0%	Preservation
33.2%	Conservation	31.9%	Moving images
32.2%	Visual materials	28.5%	Electronic records - appraisal & accessioning
29.9%	Digital media/asset management	28.5%	Electronic records - description & access
28.8%	Cataloging	27.8%	Metadata
26.9%	Grants	27.4%	Records management
26.5%	Electronic records - description & access	25.2%	Information mg'e'mt / Visual materials (tie)

**Table 5.52b.** Preferred topics for continuing education, self-employed

Self-employed	
Ranked by highest-percentage topics selected	
32.3%	Digitization
30.8%	Digital media/asset management
30.8%	Electronic records - preservation & storage
30.8%	Preservation
30.8%	Visual materials
27.7%	Electronic records - appraisal & accessioning
27.7%	Web site creation/management
24.6%	Electronic records - description & access
23.1%	Fund-raising

previous five years tended to express greater interest in the largest number of topics. Respondents under age forty had the greatest number of education and training interests.

**Gender:** The survey suggests there were some differences between men and women in their continuing education and training interests (Table 5.53, Preferred topics for continuing education, by gender, at [www.archivists.org](http://www.archivists.org)). For almost every topic, including those in which less than 25% of the respondents (selected by gender) expressed an interest, a greater percentage of

**Table 5.53.** Preferred topics for continuing education, by gender

Topics where over 25% of either men or women expressed interest

Shaded indicates a greater percentage expressed interest, compared with the other gender group

Q17: If there were no barriers to continuing education, which of the following would you like to learn more about in the next 5 years?

	Men	Women
Cataloging	19.7%	25.4%
Conservation	27.6%	31.7%
Copyright	31.0%	32.8%
Digital/media asset management	35.7%	31.9%
Digitization	45.2%	43.2%
EAD	22.6%	26.0%
Electronic records - appraisal and accessioning	30.1%	26.8%
Electronic records - description and access	27.7%	28.8%
Electronic records - preservation and storage	38.1%	35.6%
Exhibits	18.2%	26.3%
Grants	22.7%	29.3%
Preservation	30.6%	37.5%
Visual materials (architectural records)	24.4%	33.1%
Web site creation/management	25.5%	25.5%

women indicated that they wanted to learn more about the topic than men. The areas in which more men expressed interest were generally more technically oriented subjects, such as digitization, digital/media asset management, electronic records preservation and storage, information management, legal, moving images, sound recordings, and security.

**Race/ethnicity:** Again, although the number of respondents who indicated their race/ethnicity as other than white/Caucasian was quite small, some general conclusions about continuing education and training interests can be drawn (Table 5.54, Preferred topics for continuing education, by race/ethnicity, at [www.archivists.org](http://www.archivists.org)). These respondents' greatest interests were similar to those who identified as white/Caucasian—again, with some of the highest percentages of respondents being interested in digitization, digital/media asset management, conservation, and preservation. The greatest interest was expressed in preservation, with 40% to 50% of the nonwhite/non-Caucasian respondents wanting to learn more about the topic.

For some topics, the interest level expressed by those respondents identifying themselves as other than white/Caucasian was higher than that of white/Caucasian respondents. For example, 40.2% of those identifying themselves as Native American expressed interest in conservation, compared with 30.3% of those identifying as white/Caucasian. For other topics, the percentage of respondents of other racial/ethnic groups was lower than that of white/Caucasian respondents. And, for some, the variances covered a range but were not dramatically different. For example, while 32.3% of respondents identifying themselves as

**Table 5.54.** Preferred topics for continuing education, by race/ethnicity

Topics where at least 25% of respondents in one or more categories by race/ethnicity expressed interest

Q17: If there were no barriers to continuing education, which of the following would you like to learn more about in the next 5 years?	Shaded indicates more than 25%							
	Latino or Hispanic n=108	African American n=144	Alaska Native n=5	Asian n=52	White or Caucasian n=4504	Native American n=97	Pacific Islander n=19	Other n=147
Acquisition and appraisal	18.5%	35.4%	0.0%	32.7%	22.0%	23.7%	10.5%	20.4%
Arrangement	21.3%	28.5%	40.0%	23.1%	20.3%	17.5%	26.3%	19.0%
Cataloging	25.0%	25.7%	20.0%	32.7%	23.3%	32.0%	10.5%	28.6%
Conservation	34.3%	25.7%	20.0%	36.5%	30.3%	40.2%	42.1%	37.4%
Copyright	27.8%	31.3%	20.0%	25.0%	32.3%	25.8%	21.1%	32.0%
Description	22.2%	21.5%	20.0%	25.0%	19.6%	12.4%	26.3%	20.4%
Digital/media asset management	31.5%	31.3%	60.0%	34.6%	33.6%	27.8%	36.8%	27.9%
Digitization	39.8%	44.4%	40.0%	36.5%	44.1%	36.1%	21.1%	41.5%
Disaster preparedness/recovery	22.2%	18.1%	0.0%	17.3%	15.8%	26.8%	15.8%	18.4%
EAD	31.5%	33.3%	20.0%	28.8%	24.8%	17.5%	15.8%	25.2%
Electronic records - appraisal and accessioning	26.9%	25.7%	0.0%	30.8%	28.4%	17.5%	10.5%	19.7%
Electronic records - description and access	25.9%	22.2%	20.0%	30.8%	28.9%	17.5%	15.8%	25.2%
Electronic records - preservation and storage	32.4%	25.7%	20.0%	36.5%	37.1%	26.8%	31.6%	32.7%
Ethnic and minority archives	36.1%	38.2%	20.0%	21.2%	5.5%	22.7%	15.8%	21.1%
Exhibits	30.6%	27.8%	20.0%	25.0%	23.5%	29.9%	21.1%	32.0%
Grants	25.0%	41.0%	20.0%	19.2%	26.8%	35.1%	15.8%	24.5%
Management of cultural institutions	20.4%	17.4%	20.0%	25.0%	13.9%	32.0%	21.1%	13.6%
Metadata	22.2%	24.3%	40.0%	34.6%	22.8%	9.3%	31.6%	17.0%
Moving images (film, video)	24.1%	13.9%	40.0%	28.8%	19.6%	12.4%	26.3%	22.4%
Preservation	48.1%	30.6%	40.0%	50.0%	34.5%	53.6%	52.6%	48.3%
Records management	23.1%	31.3%	20.0%	23.1%	22.6%	21.6%	21.1%	21.8%
Tribal archives	7.4%	2.1%	60.0%	5.8%	3.6%	46.4%	15.8%	6.8%
Visual materials (architectural records)	35.2%	15.3%	40.0%	44.2%	30.8%	28.9%	31.6%	31.3%
Web site creation/management	23.1%	18.8%	0.0%	34.6%	26.0%	17.5%	31.6%	22.4%

white/Caucasian expressed interest in copyright, 20% to 31.3% of those identifying as other racial/ethnic groups expressed interest in that topic. So, it can be concluded that race/ethnicity does not seem to have significant influence on respondents' continuing education or training interests.

**Geographic region:** The A\*CENSUS showed considerable uniformity in continuing education or training interests across the various regions, with only a few regional differences (Table 5.55, Preferred topics for continuing education, by region, in Appendix J). Digitization emerged as the top area of interest for all regions except the Northwest region. There, the top area of interest was electronic records preservation and storage, with digitization second.

**Conclusion:** A variety of continuing education topics will be required, with greatest emphasis on those areas related to new technologies such as digitization, digital/media asset management, and all aspects of electronic records

**Table 5.56.** Mean rating of preferred sources of continuing education – all respondents

Preferred sources of continuing education, all respondents	
Q13: How interested are you in obtaining ARCHIVES-RELATED continuing education and training from the following sources?	Mean rating 1 = not at all interested 7 = very interested <i>All respondents</i>
Regional archival associations	5.49
State/local archival associations	5.43
National/international archival associations	5.22
Self-directed	5.09
Informal, unstructured, on-the-job training	4.72
Your employer	4.37
Formal, structured, on-the-job training	4.26
Another provider	4.25
Other non-archival professional associations	4.08
Archives institutes	4.05
Nondegree college or university course work	3.77
Mentoring	3.69
NHPRC fellowships	3.39
Field service programs	3.16
Internships	2.75
Tribal organizations	2.51

appraisal, acquisition, description, preservation, and storage. Preservation and conservation will also be important areas for continuing education and training.

**Finding 8: Continuing education will have to be provided by a variety of sources, but particularly by regional, state, and local archival associations.**

Regional, state, local, and national or international archival associations were described as the preferred sources of continuing education or training for A\*CENSUS respondents (Table 5.56). Self-directed continuing education or training from professional publications, training manuals, Web-based sources, tapes, or videos also ranked high. Lengthier continuing education or training regimens, such as internships, field service programs, NHPRC fellowships, mentoring, or nondegree college or university course work, were ranked lower.

**Employer:** Regional, state, or local archival associations, and national or international archival associations were ranked highest as the preferred sources of archives-related training, regardless of the respondents' employer type. Training from nonarchival professional associations also ranked high (Table 5.57).

**Position:** There were some differences in preferred sources of continuing education and training when looking at respondents' positions (Table 5.58). Those studying to be archivists ranked all sources of archives-related continuing education and training higher than did other respondents. Respondents teaching in graduate archival programs indicated that they preferred continuing

**Table 5.57.** Mean rating of preferred sources of continuing education, by employer

Preferred sources of continuing education, by type of employer						
Q13: How interested are you in obtaining ARCHIVES-RELATED continuing education and training from the following sources	Q21: Which of the following best describes your current employer? Shading indicates highest-ranked source					
	Mean ranking: 1 = not at all interested <==> 7 = very interested					
	Academic institutions n=1793	Government agency n=1576	Nonprofit organization n=1151	For-profit organization n=270	Self-employed n=65	Other n=132
National/international archival associations	5.43	5.06	5.19	5.52	4.43	5.12
Regional archival associations	5.73	5.26	5.58	5.31	4.84	5.25
State/local archival associations	5.60	5.21	5.54	5.18	4.63	5.47
Tribal organizations	2.40	2.71	2.23	2.26	3.41	2.86
Other nonarchival professional associations	4.17	4.12	3.89	4.42	4.22	4.04
Your employer	3.07	2.95	2.96	3.24	3.32	2.97
Another provider	3.82	3.57	3.64	3.89	3.82	3.56
Self-directed	3.00	3.03	2.91	2.87	3.20	3.41
Archives institutes	2.81	2.84	2.91	3.11	2.74	2.89
Nondegree college or university course work	2.98	2.86	2.96	3.23	2.78	3.15
Formal, structured, on-the-job training	3.05	2.95	2.98	3.10	3.17	3.16
Informal, unstructured, on-the-job training	3.16	3.10	3.01	3.07	3.08	3.44
Mentoring	2.77	2.80	2.68	2.71	2.67	2.94
Internships	2.41	2.33	2.33	2.15	2.38	2.45
Field service programs	2.94	2.80	2.95	2.65	2.91	2.97
NHPRC fellowships	3.06	2.80	2.97	2.67	2.95	2.83

education and training from national and international archival associations. Archivists/manuscript curators, persons administering archival programs, and those administering programs serving archival interests preferred regional archival associations as their source of continuing education and training. Respondents working in other professions or occupations with archives responsibilities, and those working as technical support staff with archives responsibilities, indicated preference for state or local archival associations as sources of training. Technical and support staff reported higher interest in continuing education and training from their employers as well as self-directed learning, and indicated a higher level of interest in archive institutes. All respondents, regardless of their position, indicated interest in continuing education and training from nonarchival professional associations and other providers.

**Entry into the profession:** Except for those respondents who had entered the profession within the previous five years, all respondents, regardless of when they began their first archival jobs, indicated that their preferred providers of continuing education and training were regional archival associations (Table 5.59, Mean rating of preferred sources of continuing education, by year started first archival job, at [www.archivists.org](http://www.archivists.org)). Second to regional associations were state and

**Table 5.58.** Mean rating of preferred sources of continuing education, by position

Preferred sources of continuing education, by position									
Q1: Please indicate if you currently are:									
Mean rating									
1 = not at all interested <==> 7 = very interested									
Shaded indicates highest-ranked source									
Q13: How interested are you in obtaining ARCHIVES-RELATED continuing education and training from the following sources?	Working as an archivist or manuscript curator n=2890	Managing a program that employs archivists n=1787	Retired from employment as an archivist n=120	Teaching in a graduate archival education program n=38	Studying to be an archivist n=147	Working in another profession or occupation but with archives-related responsibilities n=748	Working as a technical or support staff member with archives-related responsibilities n=309	Administering a program serving archival interests but not working directly with archival records n=114	
National/international archival associations	5.43	5.36	3.29	5.27	5.81	5.01	5.00	4.98	
Regional archival associations	5.70	5.52	3.58	4.70	5.98	5.45	5.36	5.14	
State/local archival associations	5.58	5.40	3.92	4.09	5.99	5.55	5.39	4.94	
Tribal organizations	2.34	2.24	1.46	2.28	3.91	2.58	3.34	2.89	
Other nonarchival professional associations	4.04	4.12	2.66	4.16	4.25	4.36	4.06	4.35	
Your employer	4.43	4.21	2.33	3.35	5.52	4.13	5.14	4.25	
Another provider	4.26	4.21	2.35	3.31	4.94	4.43	4.61	4.27	
Self-directed	5.22	5.23	3.77	5.00	5.12	5.15	5.01	4.65	
Archives institutes	4.07	3.82	2.53	2.12	5.47	4.31	4.46	3.77	
Nondegree college or university course work	3.84	3.56	2.19	2.67	4.68	3.89	4.01	3.54	
Formal, structured, on-the-job training	4.37	4.03	2.30	1.97	5.65	4.10	4.66	4.09	
Informal, unstructured, on-the-job training	4.82	4.47	2.77	2.74	5.60	4.69	5.23	4.73	
Mentoring	3.61	3.32	2.16	2.36	5.67	3.98	4.11	3.81	
Internships	2.61	2.46	2.01	1.47	5.68	2.78	3.26	2.68	
Field service programs	3.12	2.88	1.94	1.94	5.65	3.13	3.45	3.30	
NHPRC fellowships	3.46	3.22	2.04	2.94	5.75	3.20	3.50	3.16	

local archival associations, with national and international archival associations third. Self-directed study was the fourth most desired source of continuing education and training. There were some slight differences among those who began their first archival jobs between 1965 and 1974. For that group, national and international archival associations ranked second, rather than third, as the preferred source of continuing education and training.

**Age:** Except for respondents under age twenty-five and over age sixty, the preferred sources of continuing education and training were regional archival associations (Table 5.60, Mean rating of preferred sources of continuing education, by age, at [www.archivists.org](http://www.archivists.org)). Both the youngest and the oldest respondents indicated that they favored receiving continuing education and training from state or local archival associations. The youngest respondents—under age 25—reported a greater interest in continuing education and training from all sources. Interest in self-directed education and training was also high. However, the survey suggests that the interest in continuing education and training from the various sources declined as the age of the respondents rose.

**Table 5.59.** Mean rating of preferred sources of continuing education, by year started first archival job

Preferred sources of continuing education, by year started first archival job									
Q30: In what year did you begin your first archival job?									
Q13: How interested are you in obtaining ARCHIVES-RELATED continuing education and training from the following sources?	Mean rating								
	1 = not at all interested <==> 7 = very interested								
	Shaded indicates highest-ranked source								
	Before 1965	1965-1969	1970-1974	1975-1979	1980-1984	1985-1989	1990-1994	1995-1999	2000-2004
	n=52	n=93	n=283	n=451	n=504	n=659	n=760	n=1074	n=1073
National/international archival associations	3.35	4.38	4.70	4.89	5.22	5.13	5.37	5.41	5.57
Regional archival associations	4.10	4.48	4.74	5.07	5.37	5.46	5.66	5.74	5.92
State/local archival associations	4.05	4.20	4.59	4.90	5.26	5.36	5.53	5.70	5.95
Tribal organizations	1.76	2.43	2.53	2.38	2.74	2.99	3.07	3.16	3.54
Other nonarchival professional associations	2.83	3.07	3.59	3.83	4.09	3.94	4.06	4.02	4.07
Your employer	2.76	3.47	4.12	4.18	4.36	4.34	4.37	4.41	4.82
Another provider	2.45	3.87	3.89	4.03	4.26	4.34	4.48	4.60	4.88
Self-directed	3.76	4.23	4.38	4.78	4.80	4.88	4.97	5.11	5.22
Archives institutes	2.23	2.66	2.98	3.07	3.19	3.68	4.13	4.21	4.85
Nondegree college or university course work	2.28	2.39	2.72	2.95	3.17	3.42	3.72	3.83	4.26
Formal, structured, on-the-job training	2.32	2.82	3.13	3.50	3.74	4.13	4.39	4.45	4.76
Informal, unstructured, on-the-job training	2.90	3.30	3.75	4.03	4.20	4.47	4.75	4.88	5.23
Mentoring	2.03	2.45	2.57	2.69	2.77	3.26	3.59	3.93	4.53
Internships	1.67	2.34	2.02	2.15	2.22	2.45	2.69	2.85	3.37
Field service programs	1.97	2.59	2.34	2.58	2.73	3.10	3.45	3.54	4.12
NHPRC fellowships	1.97	2.80	2.60	2.66	2.95	3.35	3.78	3.93	4.46

**Gender:** Women respondents to the A\*CENSUS survey indicated a greater interest in all sources of continuing education and training than the male respondents. Preferred sources of education and training for both men and women were regional archival associations. State and local associations were the second choice for continuing education for women, while national and international associations were the second choice for continuing education and training for men (Table 5.61, Mean rating of preferred sources of continuing education, by gender, at [www.archivists.org](http://www.archivists.org)).

**Race/ethnicity:** As has just been shown, examining the preferred sources of continuing education and training according to respondents' employers, positions, when they entered the profession, age, and gender reveals considerable consistency. However, when looking at the preferred sources according to race/ethnicity, a somewhat different picture emerges (Table 5.62, Mean rating of preferred sources of continuing education, by race/ethnicity, at [www.archivists.org](http://www.archivists.org)). Again, while the number of respondents identifying



**Table 5.60.** Mean rating of preferred sources of continuing education, by age

Preferred sources of continuing education, by age										
What is your age? (Agefinal)										
Mean rating										
1 = not at all interested <==> 7 = very interested										
Shaded indicates highest-ranked source										
Q13: How interested are you in obtaining ARCHIVES-RELATED continuing education and training from the following sources?	Under 25 n=69	Age 25-29 n=252	Age 30-34 n=457	Age 35-39 n=475	Age 40-44 n=514	Age 45-49 n=632	Age 50-54 n=860	Age 55-59 n=666	Age 60-64 n=363	Age 65 and over n=480
National/international archival associations	5.32	5.74	5.57	5.40	5.40	5.40	5.09	4.80	4.44	3.73
Regional archival associations	5.75	5.94	5.79	5.68	5.59	5.68	5.33	5.21	4.78	4.46
State/local archival associations	5.90	5.81	5.63	5.47	5.43	5.54	5.22	5.14	4.88	4.68
Tribal organizations	4.06	3.76	3.42	3.56	3.07	3.15	3.02	2.72	2.51	1.90
Other nonarchival professional associations	4.30	4.08	4.21	4.19	4.10	4.28	4.13	3.83	3.60	2.68
Your employer	5.35	5.08	4.79	4.63	4.57	4.43	4.39	4.25	4.07	3.06
Another provider	5.16	4.97	4.82	4.72	4.64	4.62	4.46	4.26	4.07	3.27
Self-directed	4.61	5.23	5.03	5.15	5.04	5.15	5.00	4.77	4.78	4.20
Archives institutes	5.01	4.87	4.39	4.26	4.22	3.87	3.77	3.61	3.45	2.90
Nondegree college or university course work	4.58	4.37	4.17	3.93	3.87	3.56	3.52	3.32	2.95	2.46
Formal, structured, on-the-job training	5.14	5.02	4.75	4.72	4.60	4.35	3.99	3.83	3.33	2.61
Informal, unstructured, on-the-job training	5.62	5.25	5.16	4.92	4.90	4.81	4.37	4.22	4.14	3.77
Mentoring	4.91	4.47	4.05	3.96	3.87	3.58	3.24	3.23	3.30	2.92
Internships	4.99	3.53	3.00	2.85	2.76	2.67	2.49	2.52	2.45	2.20
Field service programs	5.00	4.53	3.81	3.65	3.54	3.33	2.99	3.07	2.87	2.54
NHPRC fellowships	5.23	4.80	4.31	4.12	3.87	3.59	3.30	3.24	3.07	2.52

themselves as other than white/Caucasian was relatively small, some general conclusions can be made about the influence of race and ethnicity on preferences for sources of training.<sup>12</sup>

Respondents who identified themselves as white/Caucasian and Latino or Hispanic chose regional archival associations as their preferred source of continuing education and training. In fact, those identifying as Latino or Hispanic had greater interest in continuing education and training from regional associations than did any other group. However, respondents who identified themselves as African American or Native American expressed preference for continuing education and training from state and local archival associations. And respondents who identified themselves as Asian favored continuing education from national and international associations. Respondents

<sup>12</sup> Those respondents identifying themselves as Alaska Native and Pacific Islander are not included in this analysis because their numbers are so exceptionally small compared with those of other groups.

**Table 5.61.** Mean rating of preferred sources of continuing education, by gender

Preferred sources of continuing education, by gender		
	Q2: What is your gender?	
	Mean rating	
	1 = not at all interested <==>	
	7 = very interested	
Q13: How interested are you in obtaining ARCHIVES-RELATED continuing education and training from the following sources?	Shaded indicates highest-ranked source	
	Men n=1747	Women n=3314
National/international archival associations	4.88	5.21
Regional archival associations	5.01	5.61
State/local archival associations	4.85	5.59
Tribal organizations	2.81	3.15
Other non-archival professional associations	3.76	4.09
Your employer	4.32	4.44
Another provider	4.17	4.59
Self-directed	4.77	5.03
Archives institutes	3.75	4.03
Nondegree college or university course work	3.29	3.76
Formal, structured, on-the-job training	3.92	4.31
Informal, unstructured, on-the-job training	4.35	4.76
Mentoring	3.16	3.83
Internships	2.46	2.86
Field service programs	3.08	3.47
NHPRC fellowships	3.33	3.78

who identified themselves as belonging to another racial or ethnic group favored regional associations. Looking at all sources of continuing education and training, the respondents who identified themselves as other than white/Caucasian had higher levels of interest in all sources of education and training than those who identified themselves as white/Caucasian.

**Geographic region:** Regionally, the A\*CENSUS suggests there were some variances in preferred sources for continuing education and training (Table 5.63, Mean rating of preferred sources of continuing education, by geographic region, in Appendix J). Respondents in most regions indicated preference for continuing education and training from regional archival associations. However, respondents in several regions—generally, those regions that were served by state and local associations—indicated preference for education and training from state and local associations. Only respondents from the South Mid-Atlantic region (which includes the District of Columbia) favored continuing education and training from national and international archival associations.

**Table 5.62.** Mean rating of preferred sources of continuing education, by race/ethnicity

Preferred sources of continuing education, by race/ethnicity								
	Q3a: Are you of Latino or Hispanic background? Q3a: Select the racial group(s) that best describe(s) your race/ethnicity.							
	<i>Mean rating</i> 1 = not at all interested <==> 7 = very interested							
	Shaded indicates highest-ranked source							
Q13: How interested are you in obtaining ARCHIVES-RELATED continuing education and training from the following sources?	Latino or Hispanic n=108	African-American n=144	Alaska Native n=5	Asian n=52	White/Caucasian n=4504	Native American n=97	Pacific Islander n=19	Other n=147
National/international archival associations	5.54	5.56	3.80	5.92	5.07	5.07	4.94	5.50
Regional archival associations	6.06	5.80	5.00	5.87	5.39	5.49	5.05	5.73
State/local archival associations	5.99	5.92	5.00	5.62	5.31	5.68	4.68	5.62
Tribal organizations	4.09	4.29	6.00	4.39	2.92	5.43	3.22	3.55
Other nonarchival professional associations	4.72	4.74	4.80	4.19	3.93	4.29	4.26	4.30
Your employer	4.97	5.41	5.00	4.27	4.35	4.79	4.22	4.38
Another provider	5.13	5.15	5.00	4.96	4.41	4.46	4.37	4.64
Self-directed	5.43	5.21	5.40	5.19	4.92	4.92	5.26	5.55
Archives institutes	4.93	5.03	3.60	5.08	3.87	4.87	4.39	4.42
Nondegree college or university course work	4.54	4.62	3.40	4.27	3.54	4.08	4.11	3.79
Formal, structured, on-the-job training	5.09	5.41	4.40	4.92	4.10	5.17	4.94	4.68
Informal, unstructured, on-the-job training	4.89	4.84	5.20	4.86	4.61	4.78	4.50	4.78
Mentoring	4.25	4.69	4.20	4.25	3.55	3.76	3.89	4.08
Internships	3.63	4.21	4.20	3.50	2.64	3.38	3.42	3.11
Field service programs	4.14	4.84	3.20	4.38	3.24	4.02	3.95	3.94
NHPRC fellowships	4.63	4.94	4.40	5.00	3.53	4.08	4.78	4.23

The strongest interest for continuing education and training from national and international archival associations was seen in the Pacific region. Of the regions that favored education and training from regional associations, the strongest interest was in the Mountain region. Self-directed study had a high level of interest across all regions, with the greatest interest in the Southwest region.<sup>13</sup> A\*CENSUS respondents in the Northwest region had the highest interest in continuing education and training from tribal organizations.

**Conclusion:** Although respondents' preferences suggest that continuing education and training will have to come from a variety of providers, the A\*CENSUS tells us that regional archival associations are the preferred sources of education and training, with state and local archival associations the second preferred source. National and international associations are ranked as the

<sup>13</sup> The Southwest region states are Arizona, New Mexico, Texas, and Oklahoma.

third-favored providers. Self-directed continuing education and training, which includes Web-based materials, tapes, and videos, is also of high interest to A\*CENSUS respondents. There is interest in employer-provided continuing education and training, and in offerings from nonarchival and other continuing education and training providers. Continuing education and training regimens that are typically lengthy, such as internships, fellowships, field service programs, and nondegree college and university courses, are less desired.

### **S u m m a r y**

The A\*CENSUS survey has demonstrated that continuing education or training has been and will continue to be a significant source of preparation for persons working with historical records. Participation in continuing education and training is high, but cost is the greatest barrier for those wishing to receive it. There is support from employers for the idea of continuing education and training, but actual financial support is insufficient or lacking. For all of these reasons, continuing education or training will have to be relatively inexpensive. In addition, continuing education and training needs are changing as more people enter the profession with graduate archival education. There is a need to provide more topics relating to digitization, electronic records, and digital/media asset management. Also, greater attention will need to be directed toward continuing education and training for persons with archives-related responsibilities, but who are not working as archivists or manuscript curators. Regional, state, and local archival associations and, to a somewhat lesser extent, national and international associations will be the principal sources of continuing education and training. Self-directed study will also be of importance.

Trends in continuing education and professional development serve as a forecast of how individuals who care for historical records will be able to maintain their competency in their chosen profession. In addition, these trends have significant impact on the recruitment of new archivists. By deepening our understanding of these trends, the A\*CENSUS can become an important tool for shaping the future of the profession.