

THE COMPETENT PROFESSIONAL

ESTABLISHING A FRAMEWORK FOR
PROFESSIONAL DEVELOPMENT

Wednesday 4 February 2015
Cambridge

www.gem.org.uk



How do we feel about our own professional development?

Do we feel able to:

- fulfil the expectations of our current job/role?
- adapt to changing circumstances and keep a fresh approach?
- move on and remain employable?
- reach our career goals?

Is our professional development 'continuing'?

Are we proactive with CPD or merely responsive?



Arts Council England Goal 4

“The leadership and workforce in the arts, museums and libraries are diverse and **appropriately skilled.**”

Great Art and Culture for Everyone, ACE 2013

Recognition of the importance of a skilled workforce to the resilience of museums.



How can GEM help?



GEM is about:

- Being **passionate** about the value of heritage education.
- Sharing** skills and expertise.
- Networking** with like-minded individuals.
- Reflecting** on what we as heritage educators do and how effective we are.
- Approaching the **professional development** of heritage educators in an **integrated way.**

Foundations of heritage education training

- An integrated approach to training centred on sharing and networking.
- A clear, structured and recognised path for heritage educators to follow.
- A suite of CPD opportunities for
 - those just entering the profession
 - those mid-way in their careers and
 - experienced heritage education specialists.

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Foundations of heritage education training

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- An agreed set of competencies: the core knowledge and skills along with experience and other attributes required of a heritage educator.
- Career progression linked to GEM membership.
- A focus on the quality of education provision across the heritage sector.
- The creation of recognised training and professional development standards in heritage education.



GEM's suite of CPD opportunities

GEM Foundation Course: Museum Learning Autumn 2015

Aimed at those either:

- in their first year or so of employment in an education position in the heritage sector;
- already working in a different part of the heritage sector but wishing to take up an education position;
- currently volunteering for a significant and continuing period of time;
- or following a traineeship in museum learning.



GEM's suite of CPD opportunities

GEM Foundation Course: Museum Learning

- Maximum of 12 students, each with a mentor
- Students maintain a work-based reflective journal
- Six days of formal training, site visits and activities spread over three months
- Students required to complete work-based assignments
- Reading lists provided



GEM's suite of CPD opportunities

GEM Intermediate Modules

Starting June 2015

- Series of modules for mid-career heritage educators wishing to develop their professional skills.
- Delivery through GEM Area networks with support of toolkits and local case studies.



GEM's suite of CPD opportunities

GEM Annual Conference

Tuesday 8 – Thursday 10
September 2015

Measuring the Magic

National Waterfront
Museum, Swansea



Photo courtesy of National Museum Wales



GEM Membership

GEM membership currently helps you:

- Keep up to date with sector news and best practice
- Access a wide range of learning resources
- Develop new skills and take control of your career
- Meet and share ideas with colleagues
- Raise your profile
- Post and look for jobs
- Ask questions and debate issues

GEM membership is open to anyone interested in learning through museums and heritage.



Career progression linked to GEM membership

- **Associates** – open to everyone interested in learning through museums and heritage.
- **Professional members** – open to experienced heritage educators who can show to their peers that they have the required skills, experiences and relevant training.
- **Fellows** – very experienced professional members, probably in a position of responsibility, who can show to their peers that they have made a significant contribution to good practice or the development of heritage education.



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GEM

the voice for heritage learning

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