Doing it together: effective collaboration in scientific and technological university libraries

PARALLEL SESSION 1C – E Learning – Skills development
13:35 – 15:15
Just because you have a license doesn’t mean you *know* how to drive!

Tackling the gap between LIS qualification and professional capacity

by

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With grateful thanks to London Transport!
Eras of emphasis
An appeal to IFLA ...

• **IFLA, Quebec 2008**
  Delegates from Asia & Africa asked for IFLA accreditation of library education and certification of individual professionals

• Mark of an occupation as a profession

• **AUSTRALIA**

• **SINGAPORE**

• **UK**
The librarian is an active intermediary between users and resources. **Professional and continuing education of the librarian is indispensable to ensure adequate services.**

In an increasingly networked environment, school librarians must be competent in planning and teaching different information-handling skills to both teachers and students. **Therefore they must continue their professional training and development.**
IFLA CPDWL Statement 2008
Best practices, 1-10

1. Learning needs assessment
2. Range of learning opportunities
3. Organizational commitment
4. Dissemination of info re learning opportunities
5. Content design & alignment with needs
6. Documentation → hiring & promotion decisions
7. % of institutional budget for ST&D
8. 10% of work hours for ST&D
9. Evaluation of offerings
10. Research to assess CPD efficacy and outcomes
KM 101 : put your finger on the pulse!

Skills analysis:

– Who’s who in the zoo &
... what can they do
   (THINKING TRAINING!)

– Who’s who in the zoo &
... what can’t they do
   (THINKING LEARNING!)
Learning opportunities

• Library schools including distance education
  – Often employer sponsored
• Professional bodies & interest groups
  – CiCD funding
  – Special rate for members
• “In-house” workshops & training
  – Skills levy funding
  – Institutional training budget
Learning opportunities “out there”

• “Pay your own way” e.g. e-course or webinar
• 23 Things
• OCLC WebJunction
• ACRL Proficiency Standards / Top 10 Trends
• Online sharing in general
  e.g. RDA and cataloguers
  – JSC
  – LoC
  – CLA
  – RDA-SA
The DUT Library ST&DC

Raison d'être is because:

– New LIS graduates don’t hit the ground running!
– Qualifications do not in themselves a librarian make!
– There is no such thing as a shelf-ready librarian!
The SWAT Team SWOT

- Composition = **S**trengths
- Attitudes = **W**eaknesses
- Challenges = **O**pportunities
- Success stories = **T**hreats ............& Thrills

You win some – You lose some – And some get rained out
Of cats & cataloguing

- Retiring greys need replacing
- Exploit the “experts”
- Introducing new breeds & new blood
  - Mentoring talent = two-tiered approach
  - Skills testing = careful recruitment & selection
- CPD & workplace learning – *The never ending story*
  - If it’s not systems – it’s standards!
SLs aka Faculty Librarians aka ....

The Professionals .... *50 Shades of emphasis*

• **We** are the professionals
• We **are** the professionals
• We are **the** professionals
• We are the **professionals**

“It’s all about Teaching & Learning!”

Yes – but ....
Teaching the un-teachable

Problem
“What happens in Vegas, stays in Vegas”

Cure
• Putting your finger on the pulse
• Peer coaching works!
• Workshop exposure & Public platforms

Prevention is better than cure
• The two-tiered approach to development
• Scrupulous scrutiny in recruitment & selection
Collaboration = future possibilities

• Professional qualification → CPE/CPD
• Professional certification → CPE/CPD

• Academic landscape = ideal environment
• Win-Win for all = Librarians, Libraries & LIS depts.

• Partners = professional bodies
• Programmes = collaborative solutions