Essential Skill Sets For Today’s Librarians

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Embedded Librarianship: The Library As a Service, Not a Space
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What exactly is embedded librarianship? While it may mean many things to many people, the key element of embedded librarianship is to move libraries out of the traditional library setting, whether physically or virtually, and into a new framework for providing library services. It shifts the emphasis from reactively answering research requests in a vacuum to developing a unique understanding of what customers need and delivering actionable results.

Embedded librarianship allows for a more focused approach, and for librarians to become fully engaged in the work of the team, group or department they support. As they build stronger relationships with their customers, embedded librarians develop highly focused, targeted, solicited and information needs, often moving beyond what a library traditionally provides and toward a more integrated, analytical approach.

The Building Blocks of Embedded Librarianship
How do you go about creating a successful embedded librarianship initiative? David Burkett of Catholic University of America’s School of Library and Information Science identifies four keys to embedded librarianship.

- Build strong relationships with members of a specific information user group.
- Focus on understanding your work and information needs.
- Share your goals and actively contribute to the achievement of these goals.
- Become an integral and indispensable member of the group.

Each of these steps is important individually, but they are also interrelated and need to be addressed in precisely that order: step one or leave it misunderstood, and embedded librarianship cannot flourish. One step not included on this list, but critical for success, is support from the organization’s leadership. Embedding librarians should be seen as a strategy for strengthening and repositioning the library’s presence within an organization and demonstrating librarians’ added value.

One way to do this is to frame and promote embedded librarianship as a method for championing the library’s role as the
questions to ponder

How will people learn differently in the future?

How will the curriculum and teaching approaches change?

What is the institutional balance between teaching and research?

How can libraries provide maximum value to their institutions?

Source: Arnold Hirshon
Developing student skills

Library opportunities to work with faculty to modify instruction and advance learning provide or support instruction to develop:

- collaborative learning skills
- research skills
- ability to complete work within a defined deadline
- critical thinking skills
- organize information
- present research results (verbal, graphic, written)

Source: Arnold Hirshon
Ernst & Young, one of the UK's biggest graduate recruiters, has announced removing the degree classification from its entry criteria, saying the success at university correlates with achievement in later life.

PwC scraps UCAS points as entry criteria for graduate jobs

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PwC, one of the UK’s largest graduate employers, is to scrap the UCAS tariff as an entry criteria for its graduate scheme. It’s a move that could drive radical changes in the social mobility and diversity of the professional services’ industry, and how companies assess potential more broadly.

The strong correlation that exists in the UK between social class and school academic performance suggests that by placing too much emphasis on UCAS scores, employers will miss out on key talent from disadvantaged backgrounds, who can perform less well at school.

Removing UCAS scores as an entry prerequisite follows analysis of applications to the firm from students who have not achieved the normally required A-Level grades. The move will enable the firm to further diversify its graduate intake through broader access to talented young people, who may not have strong historical academic performance at school, but have gone on to perform well at university and have all round proven capabilities.

The firm’s graduate programme, voted the top scheme in the country for 12 years in row, will continue to filter applications by university degree results and through online behavioural and aptitude assessments that test students more closely on their capacity to learn, personal skills and overall suitability for the workplace. This approach will maintain the high level of talent that PwC demands from its graduate recruits.
“maker spaces”

3D scanning at Case Western Reserve University

University of Nevada, Reno

University of Massachusetts, Amherst
digital collaboration spaces

multi-touch collaboration visualization (Microsoft Surface Hubs)
Your Role

Roles of a librarian:
- Custodian
- Guide
- PR Officer
- Information Broker
- Tech Application Leader
- Facilitator
- Educator
- Web Manager
- Database Manager
- Collaborator
- Policy Maker
- Business Manager

Information Specialist
70:20:10 Rule of Professional Development

70% On-the-job Experience

20% Informal Learning

10% Formal Learning

Source: Charles Jennings, former CLO of Reuters

8 Phases of Workplace Learning
70:20:10 Rule of Professional Development

Research shows that people acquire new knowledge and/or skills through both formal education and training programs and informal learning situations. When you think back on the past twelve months what was the primary way in which you acquired the new knowledge and/or skills?

48% Informal learning situations (either intentional or accidental) comprising interactions with peers or management or subject matter experts or observations and/or personal investigation into the subject such as reading or free webinars or attending conferences.

29% Learning by performing the knowledge or skills or attitudes and/or behaviors in on-the-job situations with real performance consequences where the output of the activity is measurable and is conducted in business environments.

23% Formal education programs and/or systems where learning objectives have been established and published and in which knowledge or skill is acquired in activities or exercises.
8 Phases of Workplace Learning

Source: Skillsoft, White Paper
“Can We Help?”

- Workshop for Librarians / Researcher
- Research Dashboard
- Marketing of Research Works
- Skill Upgrading & Competency Assessment
- Institution Repository
Thank you

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