



The University of Texas at Austin
School of Information

Help Wanted: Effectively Articulating and Assessing Information Literacy Skills for Employers and Job Seekers

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Development



Objectives:

- (1) Understand how the need for IL proficiency is articulated and prioritized in **job vacancy announcements**
- (2) Consider the potential impact of the 2016 **Framework for Information Literacy for Higher Education** in the hiring process
- (3) Understand how **employers** perceive the value and importance of IL as well as assess it; and
- (4) Understand how recent LIS program **graduates** perceive the importance of IL skills and their impact on the **job search process**



iCareers: vetted and curated job board exclusive to School of Information students/alums and employers interested in hiring them.

The screenshot displays the iCareers website interface. At the top left is a hamburger menu icon. Next to it is the iCareers logo, which includes the University of Texas at Austin crest and the text "iCareers The University of Texas at Austin School of Information". To the right of the logo is a search bar with a magnifying glass icon and the word "Search". Below the header is a vertical sidebar with several icons: a clock, a briefcase, a person, a document, a flag, a rocket, a lightbulb, a right-pointing chevron, and a graduation cap. The main content area shows a list of four job postings, each with a letter in a square icon, the job title, the position type, and the location. The first posting is for a "Library Intern - Fall 2017" at Johnson City Library. The second is for a "Library Assistant I/Circulation Assistant - Part-time evenings" at Tarlton Law Library, with a red "Apply by Sep 20" deadline. The third is for a "National Transportation Library (NTL) Data Fellow" at the National Transportation Library. The fourth is for a "Lyndon Baines Johnson Library & Museum Volunteer" at the Lyndon Baines Johnson Library & Museum.

Letter	Job Title	Position Type	Location
J	Library Intern - Fall 2017	Internship/Student Position	Johnson City Library - Johnson City, Texas
T	Library Assistant I/Circulation Assistant - Part-time evenings	Part-time Job, Entry-level (0-3 yrs)	Tarlton Law Library (UT Austin) - Austin, Texas Apply by Sep 20
N	National Transportation Library (NTL) Data Fellow	Internship/Student Position	National Transportation Library - Washington, District of Columbia
L	Lyndon Baines Johnson Library & Museum Volunteer	Part-time Job, Internship/Student Position	Lyndon Baines Johnson Library & Museum - Austin, Texas



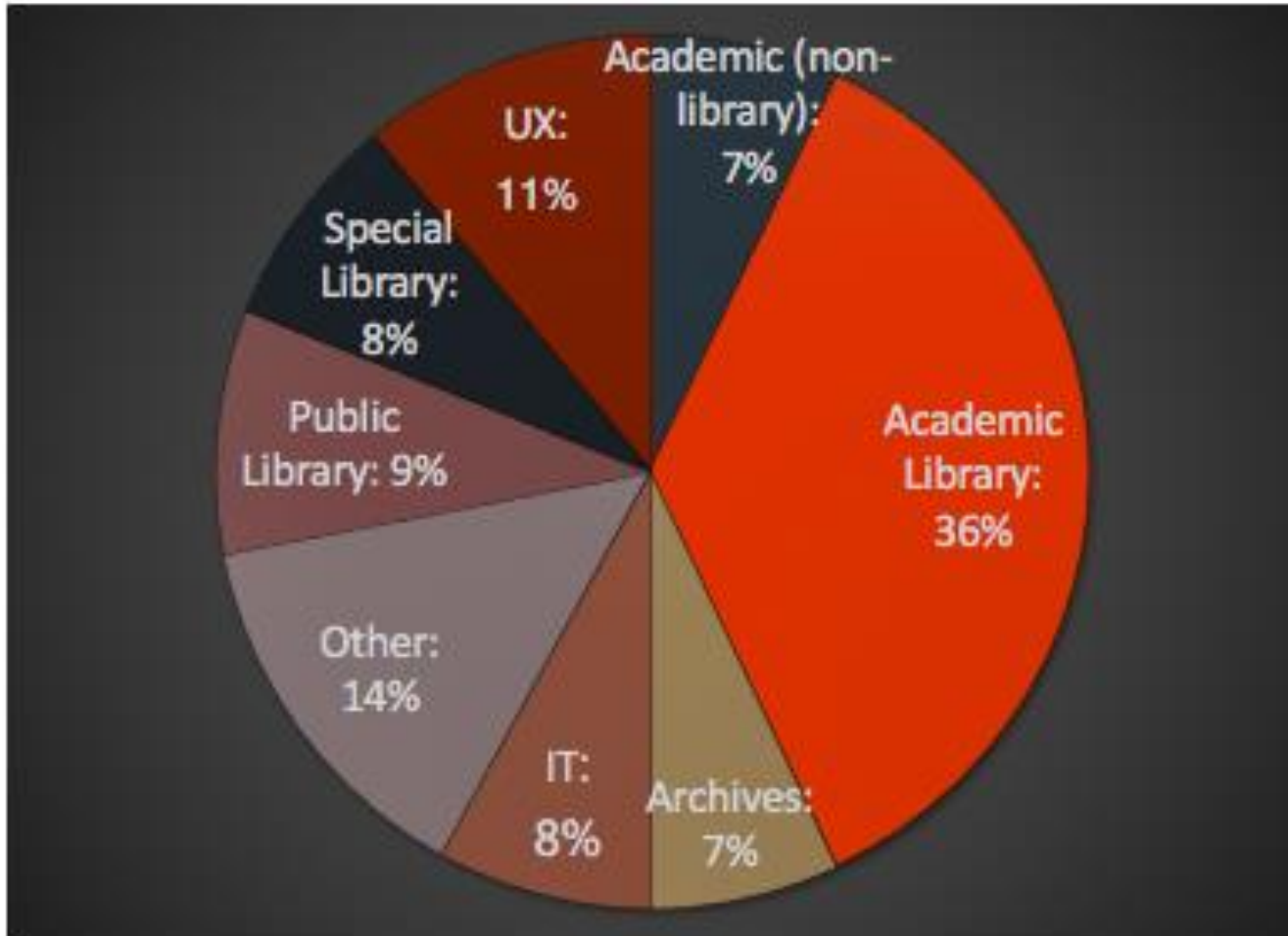
Selection of postings - pilot

- Ran a report of all job postings submitted to iCareers database from November 2016-June 2017 (prime recruitment time period).
- **N = 1,108** (total job postings for time period), culled to 665 after removal of duplicates and non-applicable jobs for LIS students
- **n = 100** sample job postings reviewed (posted Nov. 2016-end of Dec. 2016) as pilot for content analysis



Employment areas

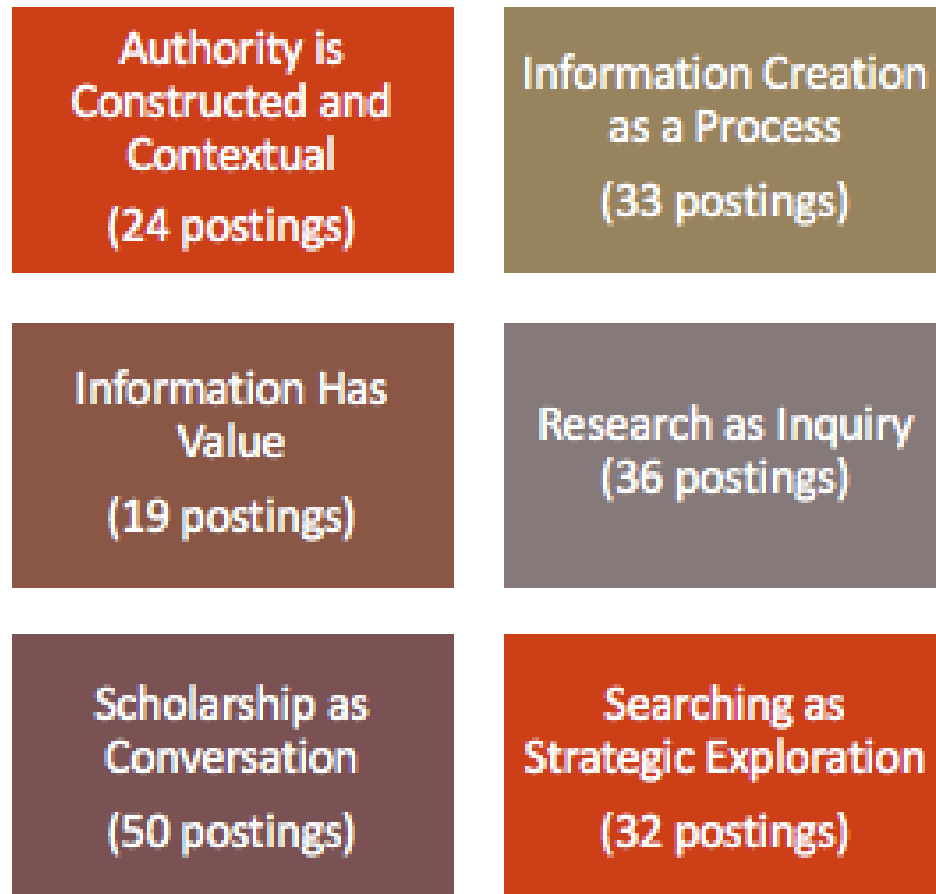
n = 100





Alignment with framework

61 out of 100 job postings sampled included some type of reference to IL skills that could be indirectly tied to framework.





References to job duties and requirements related to **Scholarship as Conversation** listed **most often** (82 percent of postings with IL).

But with often **broad descriptions**, e.g.,:

- Strong communication skills
- Strong interpersonal skills
- Ability to work with faculty and students
- Engagement with community
- Work collaboratively



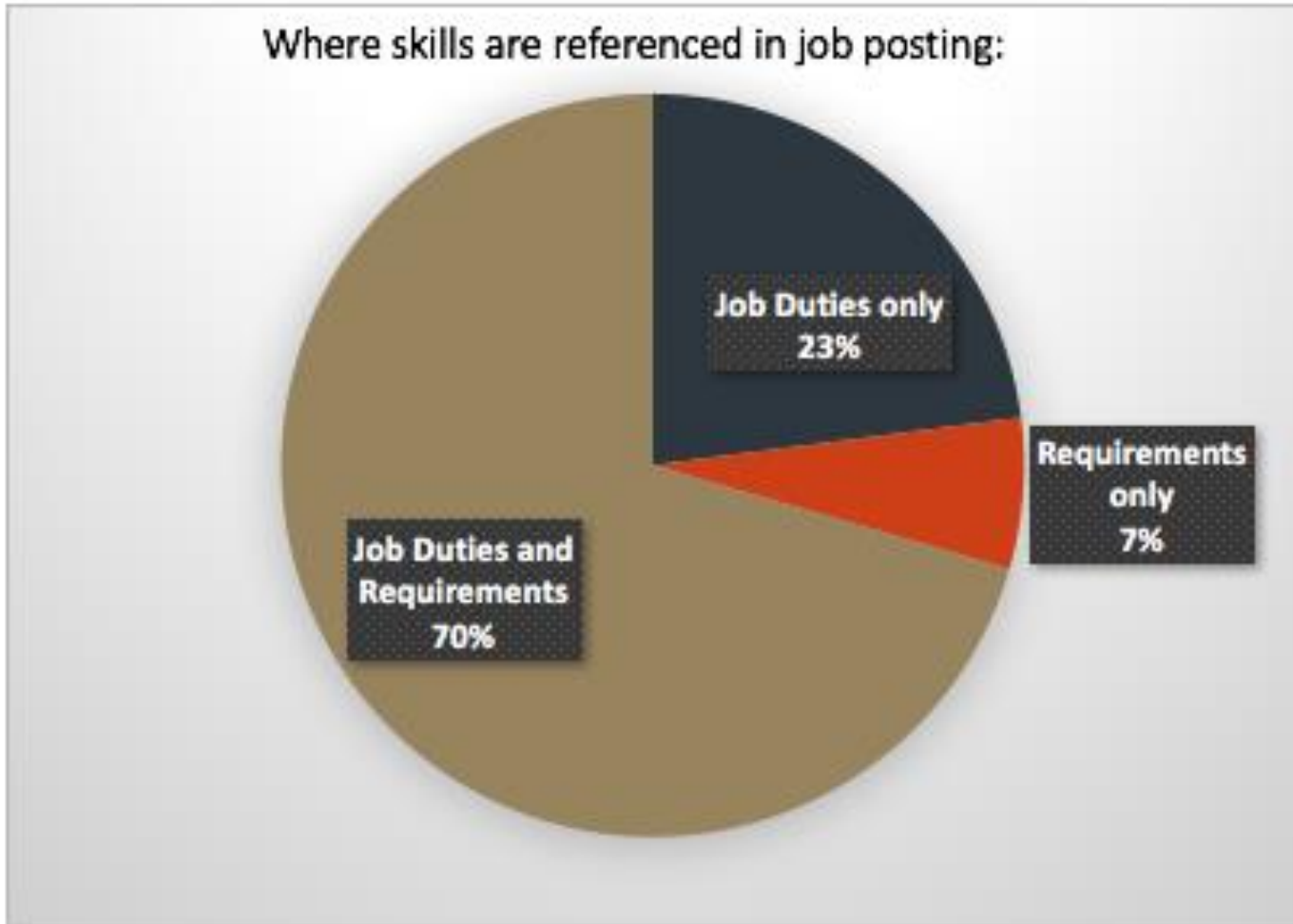
References to job duties and requirements related to **Information Has Value** listed **least often** (31 percent of postings with IL).

But with **more specific** descriptions, e.g.,:

- Advises on library policy issues...such as **copyright** policy, intellectual freedom issues, **fair use**, e-privacy concerns, or censorship of Internet content.
- Develop and implement an educational program on the **rights** of both creators and users of **original works of authorship**.
- Familiarity with **copyright limitations, exceptions, and defenses** in US **copyright law**



Placement of IL skills





Developed **two surveys** to measure knowledge of framework and hiring practices related to it:

- for employers
- for recent graduates

Divided questions into knowledge and attributes of IL in alignment with framework.

Ask also about knowledge of framework.

Piloted employer survey with UT Librarians in hiring roles.



Example – employer

□ Q4

Thinking of that job opening (or others), how important do you think it is for someone applying for this position in your institution to demonstrate their ability to:



	Often Important	Sometimes Important	Seldom Important	Never Important
Knowledge				
A. Define different types of authority such as subject experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Use research tools to determine credibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Recognize well-known scholars and publications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. Recognize that authoritative content may be found in many formats	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E. Acknowledge their responsibility in becoming recognized as an authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



- Level of **detail** from framework was overwhelming, making the survey too long
- Recommend measuring level of **priority** rather than level of importance of each element – as all are important
- Need to clarify whether **assessment** of candidates is about what candidates *know and can do* vs. whether candidates *know how to teach it*



Next Steps

- Complete **content analysis** to study how IL skills are articulated and if ACRL framework begins to be more pervasive over time.
- **Redesign** survey for employers and recent graduates to simplify and focus on prioritization of IL skills.
- Identify perceived IL **gaps** in the candidate pool as well as recent graduates' ability to articulate and prove IL skills.