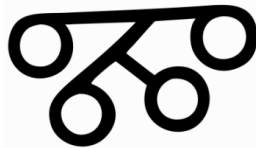


# Shaping the future information professionals: searching for the balance of job requirements in libraries and education

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# Introduction

- Changing world – new views on knowledge, skills and literacies of future workforce
- New demands from employers
- Preparing new information professionals for work – a challenging task
- Libraries and other information institutions: seeking highly knowledgeable, skillful and motivated individuals
- Employers: being clear about what to expect of future employees in terms of work related characteristics

# Employability

- The combination of factors and processes which enable people to progress towards or get into employment, to stay in employment, and to move on in the workplace
- Employability of students is an on-going hot topic
- Higher education institutions constantly adjust their study programs to provide students with new knowledge, skills and competencies in many areas of human endeavor

# Research

- Public libraries – a major employer of students in Croatia
- Aim
  - Finding out what libraries expect from their future employees: knowledge and skills and collecting data about their communication with academic institutions on the topic of study programs
- Hypothesis:
  - There is a need for more frequent, direct and better communication between libraries and universities about the education of future library employees

# Research

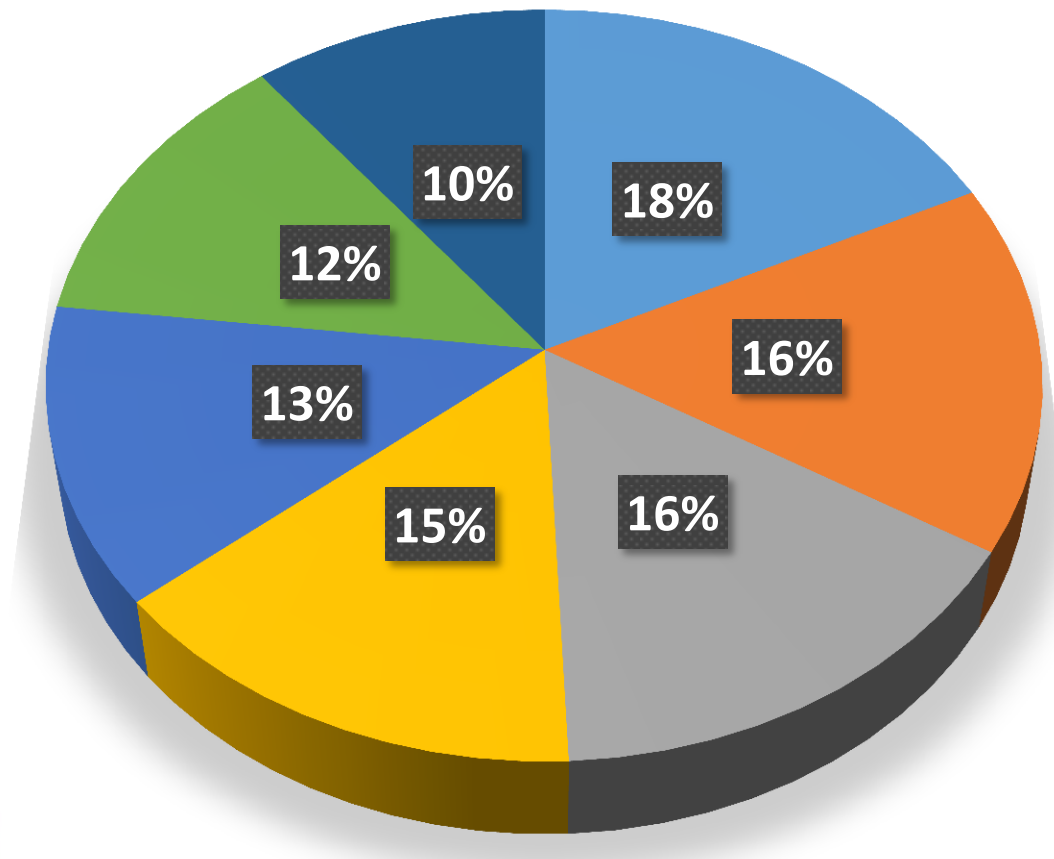
- Sample:
  - Statistical yearbook of the Republic of Croatia for 2016 - 269 public libraries in Croatia
  - Portal of libraries in Croatia – 160 libraries listed
- Research May 12<sup>th</sup> till May 26th 2017 – online questionnaire
- 159 e-mails delivered
- The total of 105 answer sets collected
  - 39 percent of all public libraries listed in the Statistical yearbook of 2016
  - 66 percent of all invitations sent for participation in the research study

# Research

## Research questions:

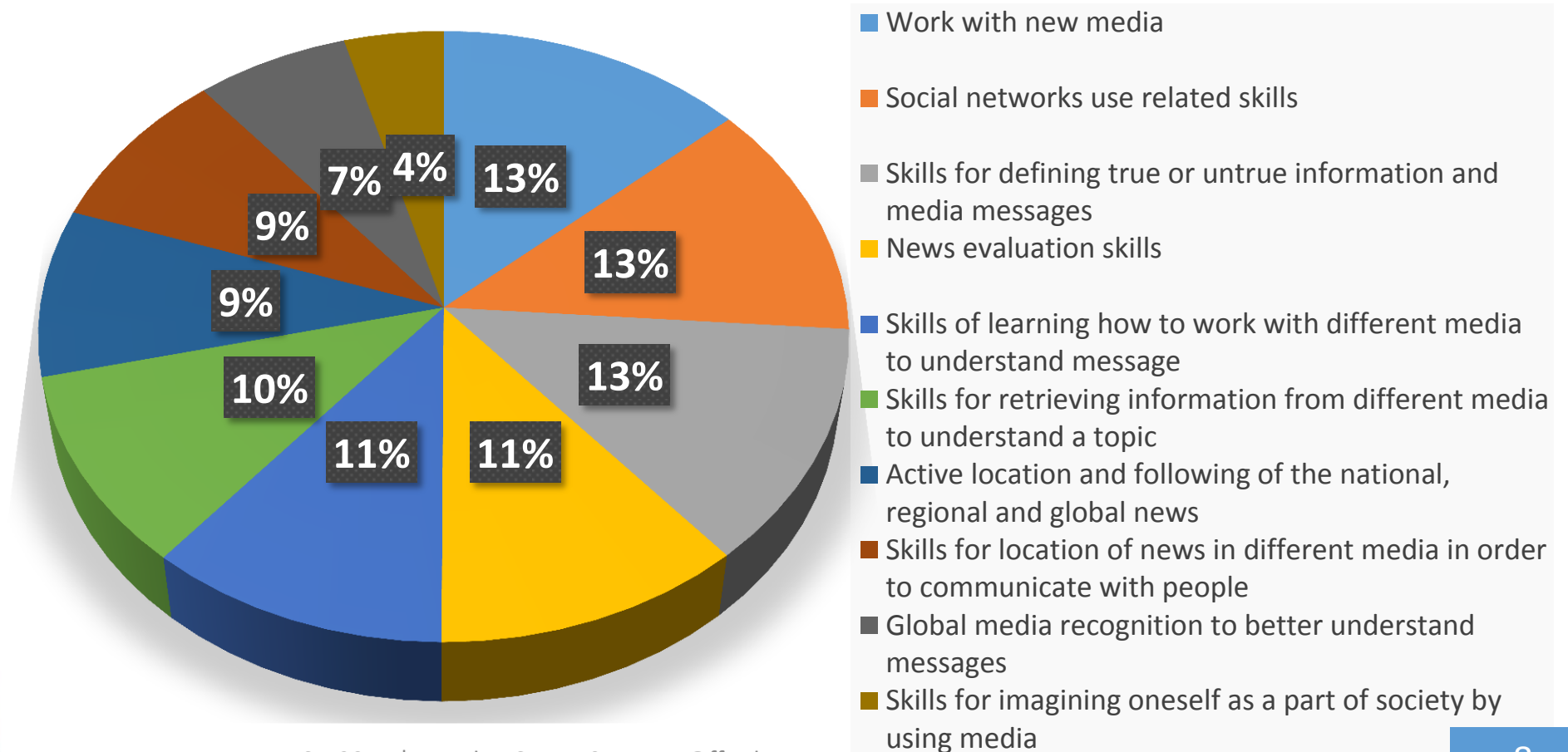
1. Do libraries have a clear understanding of knowledge, skills and competencies based on research of their needs when executing search for new employees?
2. Is there a need for adjustment of the university study programs with the library practice?
3. Who initiates adjustments of the study programs and how frequently do involved parties express their wishes for these adjustments?

# Categories related to scientific literacy public libraries expect their employees to possess



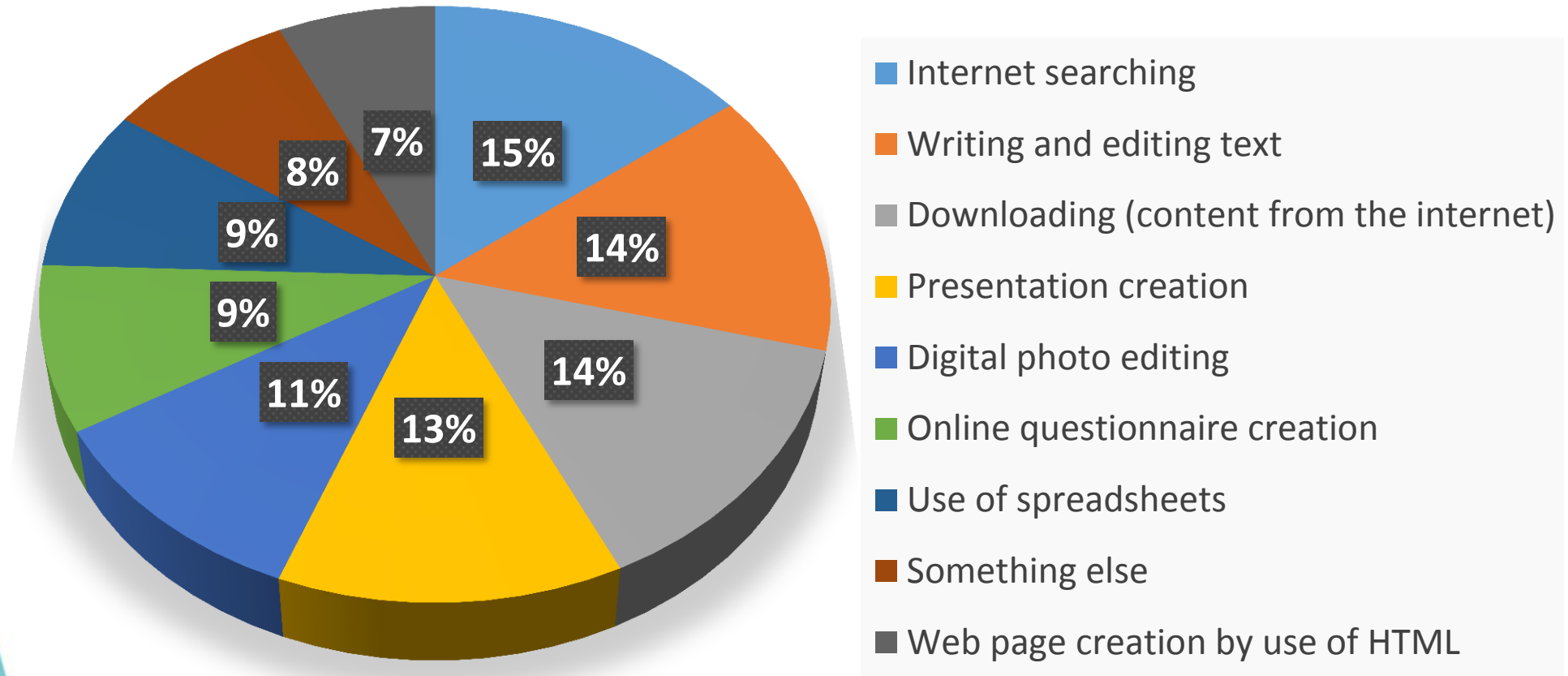
- Evaluation of scientific information resources
- Possessing interest in science
- Evaluation of proper and improper use of scientific information
- Understanding of research methods
- Understanding and interpretation of basic statistics
- Reading and interpretation of graphic representation of data
- Creation of graphic representation of data

# Categories related to media and information literacy libraries expect employees to possess

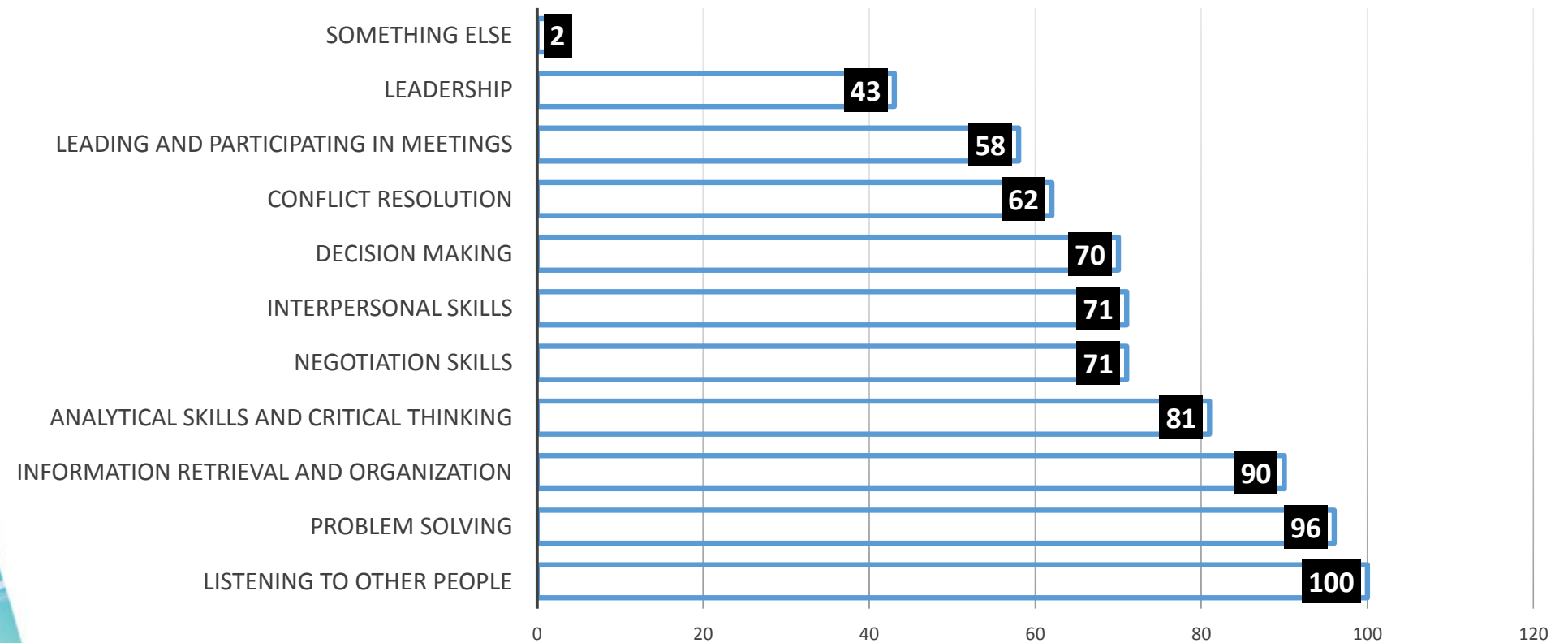




# Categories related to digital literacy public libraries expect employees to possess



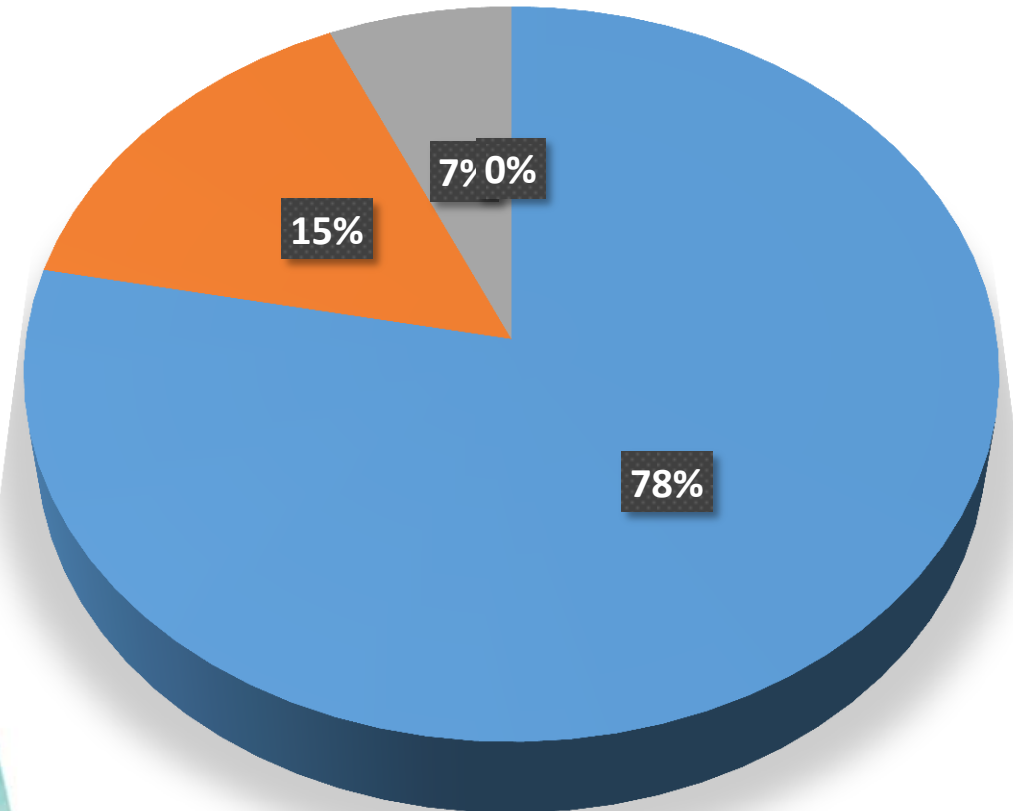
# Skills important for future library employees



# Personal characteristics important for future library employees

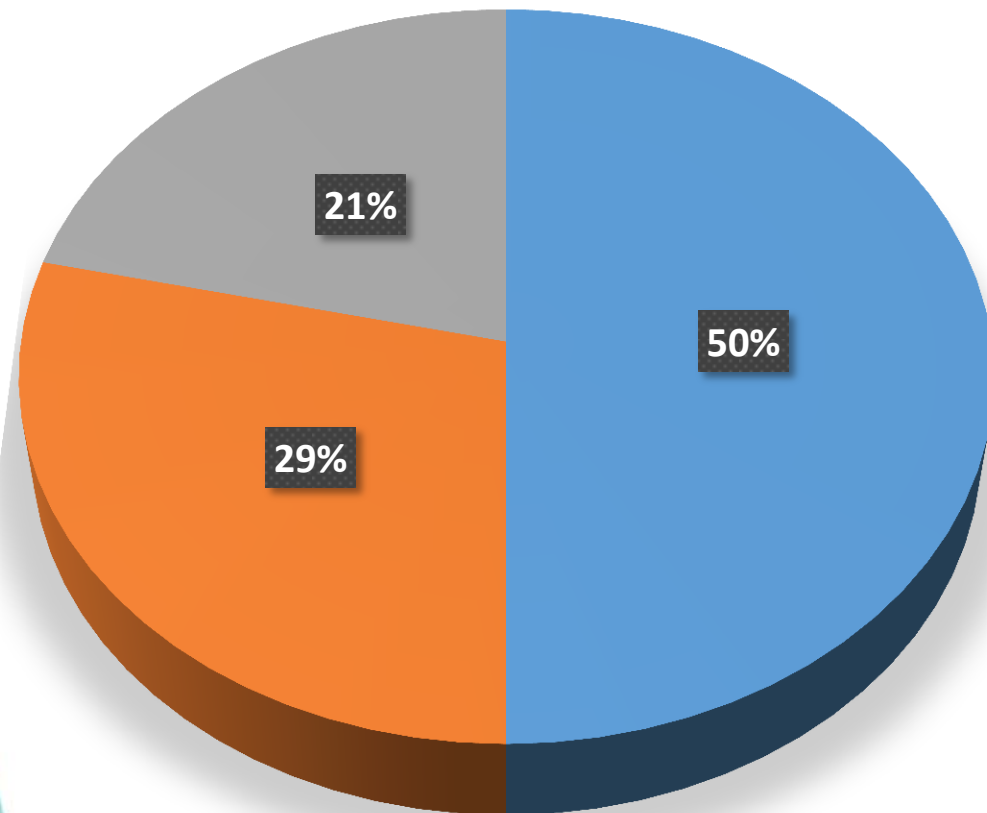


# Frequency of communication with academic institutions about adjustments of the study programs in accordance with needs for knowledge and skills in the public libraries



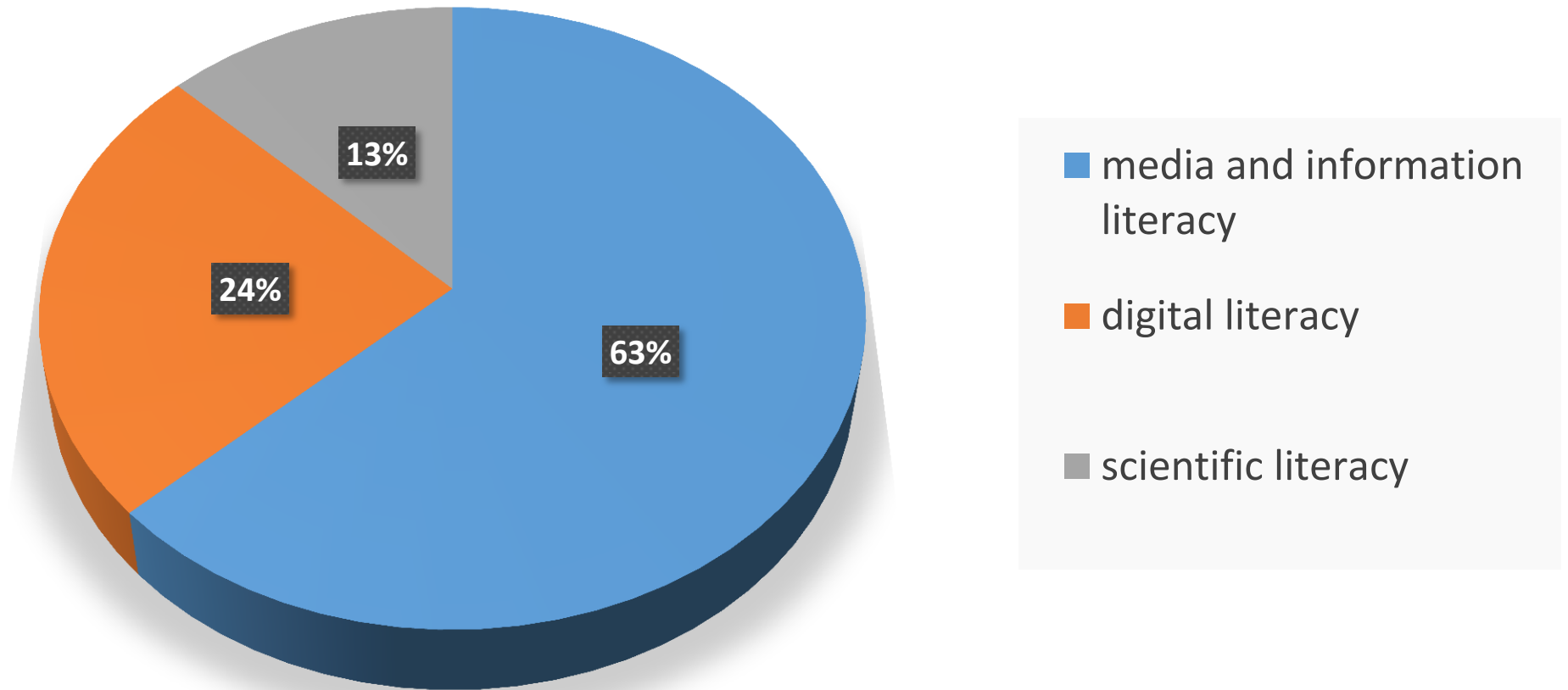
- never communicated with academic institutions
- did it seldom
- communicated occasionally
- communicated often or always

When communicating with the academic institutions in Croatia on adjustments of the study programs, who proposes the adjustments in accordance with needs for knowledge and skills in the public libraries?

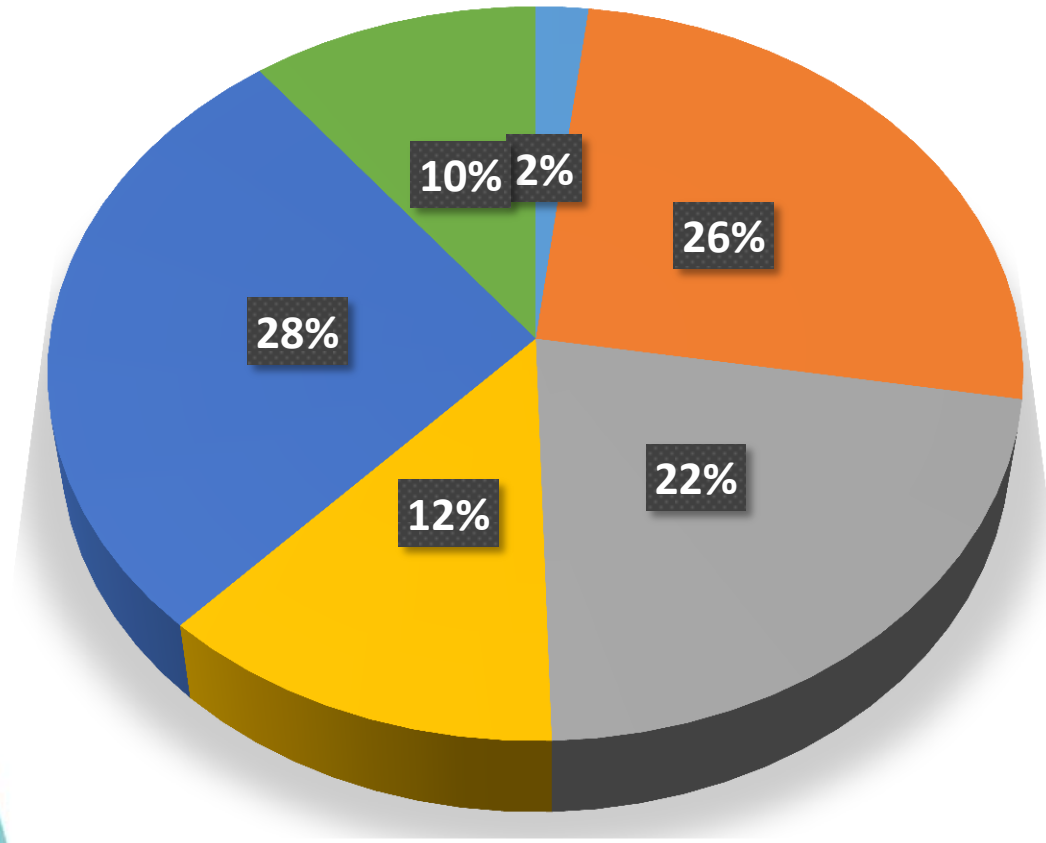


- proposed the adjustments
- stated that the adjustments are proposed by academic institutions
- stated that both sides propose the adjustments of the university study programs

# Priorities in possible adjustments of the university study programs



# Frequency of adjustments of the university study programs in accordance with needs for knowledge and skills in the public libraries



- would wait for more than 5 years
- every 5 years
- every 4 years
- every 3 years
- every 2 years
- every year

# Conclusion

- Finding knowledgeable and skillful workforce is always a dynamic and unpredictable task
- Discrepancies between visions of universities and libraries about knowledge and skills
- The abilities of future employees in libraries are already known from the developments in society
- The need for more frequent, direct and better communication between libraries and universities





**Thank  
You!!!**