

# ***Ready to take on new roles - How can librarians build new skills?***

*Therese Skagen, Irene Hunskår, Regina Küfner Lein*

*EAHIL 2023 Workshop 7.1 Friday 16<sup>th</sup> June 2023, 8.30 to 10*



# Purpose of this workshop 7.1 on competencies

Explore the different opportunities on how librarians can build competencies to cope with new roles and tasks

- Introduction
- Group discussions and comments
- Plenary and summing up



# New library services – new competencies

Open science, systematic reviews, user experiences, clinical librarianship, research data

-> Need for new competencies



Competency frameworks, certifications for librarians, continuing education courses



No framework, no certifications

-> occasional offers for continuing education, or workplace learning


-> initiative and motivation by the individual librarian



# Norwegian project presented at EAHIL 2022

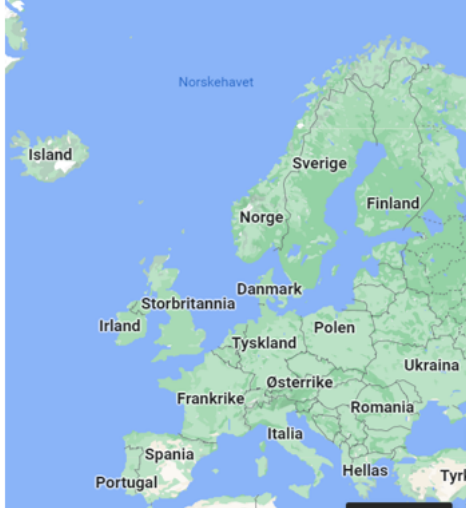
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***Librarian in future:  
Professional requirements  
from Norwegian employers  
EAHIL 2022, Rotterdam***

*Therese Skagen  
Irene Hunskår  
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A map of Europe showing various countries labeled in Norwegian: Island, Norge, Sverige, Finland, Danmark, Polen, Ukraina, Frankrike, Østerrike, Romania, Italia, Hellas, Tyrk, Spania, Portugal, Storbritannia, Tyskland, and Norskehavet. The map highlights the geographical context of the project's international reach.



<https://hdl.handle.net/11250/3001116>

# How do librarians gain new competencies?\*

\* Results from the project “Librarian in future”, survey with staff in medical and health libraries, June 2022, 102 respondents

- Join courses, webinars, conferences
- Learn from colleagues
- Learn on their own / self-studies
- Further education

*«I use and test new software, press all buttons and am not afraid to play around»*

*«Always interested and curious. Ask questions and try to learn from someone who knows. Get myself out of the comfort zone.»*

## **Contribution to knowledge dissimulation**

- Collaboration with faculty, promoting library services
- Give courses in their institutions
- Members of committees or library organisations
- Own research

<b>Important when building competencies (multiple choice)*</b>	
Relevancy of course content for my work	77,5 %
Using work time for competency building	68,6 %
Support from my leader	51 %
Financial support from my employer	42,2 %

<b>Barriers when building competencies (comments)*</b>	
Lack of time because of high work load	41 %
+ Unacceptable burden on colleagues	3 %
Lack of energy/motivation because of high work load	30 %
Unawareness or lack of relevant courses	7 %
Employer requires use of spare time	7 %

\* Results from the project “Librarian in future”, survey with staff in medical and health libraries, June 2022. 102 respondents = 100 %

## Group activities

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Group discussions (40 min)  
5 persons – one question

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Group comments on one of the other questions (10 min)

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Plenary discussion and summing up (30 min)

# Questions to discuss in this workshop

Q1: How can individual employees enhance their competencies?

Q2: How can knowledge building activities for employees be organized in libraries?

Q3: How can librarians fit competency building into a busy working schedule?

Please make notes on <https://tinyurl.com/EAHIL2023competency>



## 1. Group discussions (40 min)

Five persons – one question

Find the column with your question, and your group.

Click on the pluss + on top of the column for a new post, and fill in your notes. Please use a new post for a new suggestion or idea.



Legg til kommentar

## 2. Group comments (10 min)

Select one of the other questions, read, discuss and comment on the ideas noted from other groups

Use the comments field below each post

# Competency-workshop

**Q1: How can individual employees enhance their competencies?**



**Group A - Ideas and suggestions**

Click on the pluss + on top for a new post and make your notes there. One idea per post.



Legg til kommentar

**Q1: How can individual employees enhance their competencies?**



**Group D - Ideas and suggestions**

Click on the pluss + on top for a new post and make your notes there. One idea per post.



Legg til kommentar

**Q2: How can knowledge building activities for employees be organized in libraries?**



**Group B - Ideas and suggestions**

Click on the pluss + on top for a new post and make your notes there. One idea per post.



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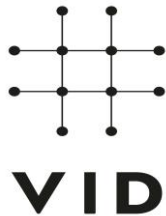
# Thank you!



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## **Norwegian Medical Librarians' Views about the Future**

Irene Hunskår, Regina Küfner Lein, Therese Skagen

Read more about some of the results from our project “Librarian in future”, survey with staff in medical and health libraries, June 2022.

# International competency frameworks

## The professional knowledge and skills base – sector skills standards

(Great Britain - CILIP, 2021. CILIP is the UK's library and information association)  
14 competencies (ethics, generic, professional skills, collaboration)

## Professional Competencies - MLA Competencies for Lifelong Learning and Professional Success (USA – MLA Medical Library Association, 2017)

6 competencies (information services, information management, Instruction & Instructional Design, Leadership & Management, Evidence-Based Practice & Research, Health Information Professionalism)

## HLA competencies

(Australia – ALIA Australia Library and Information Association, 2018)  
8 competencies (Health sciences, information services, information management, leadership & communication, technology, teaching, research methods, professionalism)

## Competencies for librarians in Canadian research libraries

(Canada – CARL, 2020), 9 competencies (active learning & adaptation, Collaboration, Consultation & communication, Curation & Preservation, Equity, diversity & inclusion, Engagement & participation, Evaluation & Assessment, Leadership & Facilitation, Vision & innovation)

