

UNIVERSITETET I BERGEN

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

Therese Skagen

Irene Hunskår

Regina Küfner Lein



Aims

To examine Norwegian employers' requirements for library competencies, which are expressed in job advertisements (Part 1 of the project)

(Survey - part 2)

To inform providers of continuous professional education about librarians' needs of competencies

Economic support from
The National Library of Norway



Therese Skagen
Academic librarian
Western Norway University of Applied Sciences, Bergen, Norway
Project leader



Irene Hunskår
Academic librarian
VID Specialized University, Bergen, Norway



Regina Kufner Lein
Academic librarian
Medical Library, University of Bergen, Norway

Analysis of job advertisements, Jan 2020 – June 2021

Two data sets from Norwegian authorities: metadata and texts
=> **326.119** advertisements

Search for *bib* / *bibliotek* => **3.276** advertisements

Screening based on criteria for inclusion/exclusion:

- ✓ Higher education, research libraries
- ✓ Public/private, full-time/part-time, permanent/temporary

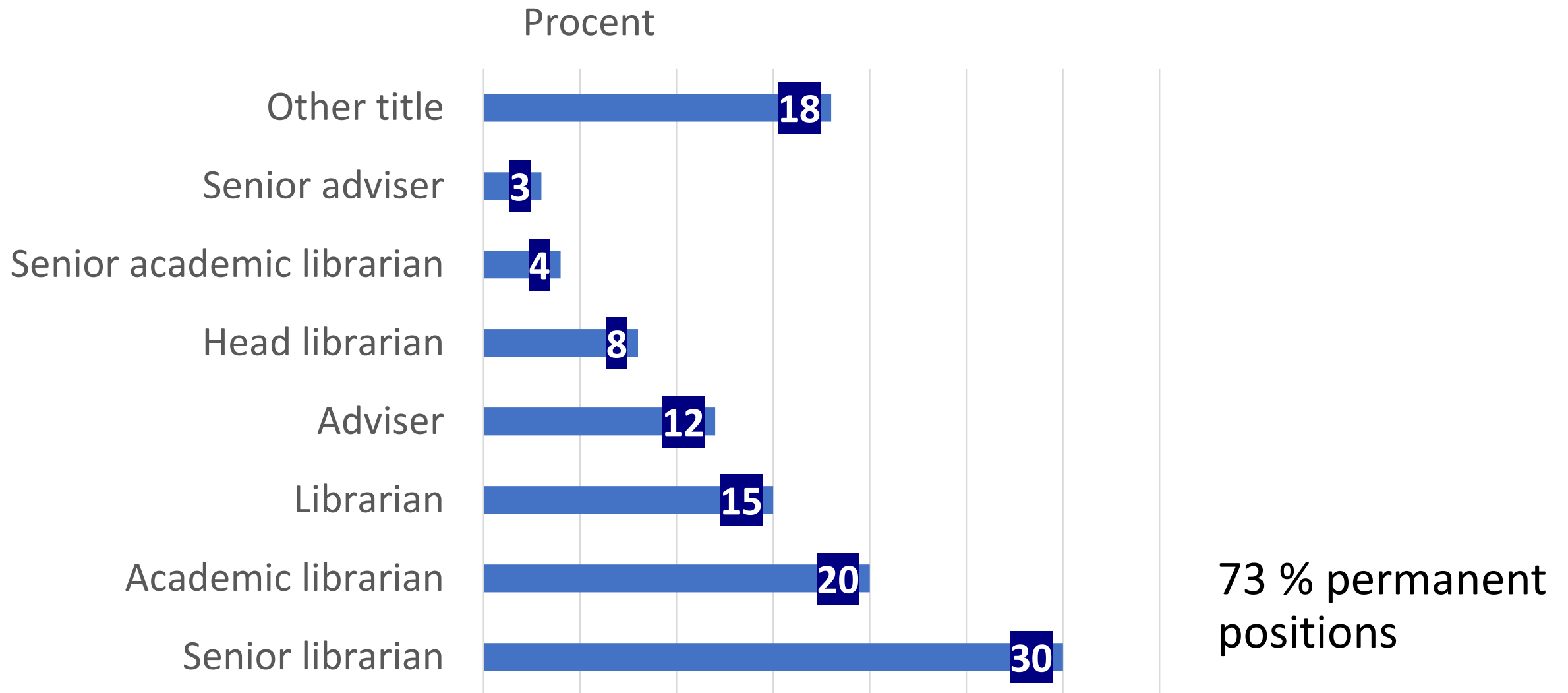
=> **272** advertisements

Data extraction => **204** advertisements (**228** positions)



Results – Job titles (in %, total = 110%*)

* due to several job titles per position



Results – Tasks



First line 41 %



Teaching 36 %



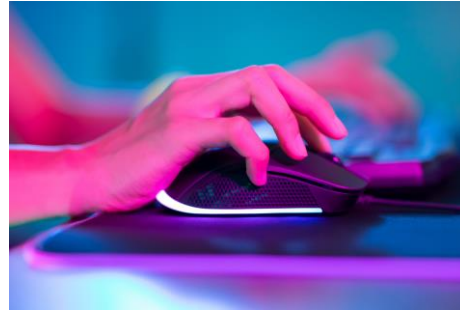
Consultations 38 %



Service development
22,5 %



Collections 20 %



Literature searching
19 %



Research support 12 %,
research data 5 %, Open
access 4 %, open science 4 %

Results – Teaching/Consultations

Formal qualifications:

Library science, Bachelor	62 %
Library science, Master	30 %
Other subjects, Bachelor	20 %
Other subjects, Master	40 %

Experiences and knowledge:

Experience from academic library	60 %
Digital skills, IT-skills	49 %
Experience from similar tasks	43 %
Pedagogical competency	12 %



Personal skills:

Collaboration	75 %
Independent work	70 %
Communication	65 %
Initiative	56 %
Service minded	55 %

Results – Service development ~~Teaching/Consultations~~

Formal qualifications:

Library science, Bachelor	60	62 %
Library science, Master	28	30 %
Other subjects, Bachelor	24	20 %
Other subjects, Master	44	40 %

Experiences and knowledge:

Experience from academic library	57	60 %
Digital skills, IT-skills	48	49 %
Experience from similar tasks	42	43 %
Pedagogical competency	8	12 %



Personal skills:

Collaboration	80	75 %
Independent work	67	70 %
Communication	64	65 %
Initiative	56	56 %
Service minded	42	55 %

Results - Digital competence

Employers ask for digital skills:
Digital skills, digital competence, IT skills,
technological competence, ...

What is digital competence?

Does library staff possess digital competence?

The revised PKSB has been extended to reflect the growing importance of skills in data handling and knowledge management, and to incorporate recommendations around digital skills identified by CILIP's Technology Review.

13

Technology and communication

Using a range of digital technologies and resources to manage information, data and knowledge and deliver successful services. Using effective communication skills including oral, writing and presentation skills, networking and relationship building with individuals and groups.

Conclusions ... and more questions

One position covers several work tasks

-> Do libraries need generalists more than specialists?

Working experience is highly required

-> How can newly educated librarians find their first job?

Employers do not require specialized competencies for the newer tasks

-> Are these competencies mainly built at the workplace?

Thank you for attending

Contact information:



Therese Skagen
therese.skagen@hvl.no
Project leader



Irene Hunskår
irene.hunskar@vid.no



Regina Kufner Lein
regina.lein@uib.no



UNIVERSITETET I BERGEN