An investigation of global future development and training for Special Librarians

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Outline:

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Introduction

- Understanding what the future hold for each fields, enable the experts or professionals to understand what skills and trainings will be of demand in the future.
- Preparing for the future makes personnel skills to be up to date and continuously relevant for any era.
- That is also a case in special libraries as they focuses on a particular field, user group, area, or type of publication in their collections and services.
- They are unique as they found in corporates, governmental-departments, health and law firm etc.
- They play significant role in supporting their parental organization to meet its objectives and competitive advantages
Library history

- Wikimedia says that the history of libraries in South Africa had its start with libraries formed for private use which later were made available for the general public.
- Types of libraries
What is special about your library?

“The ultimate goal of special librarianship and perhaps the key distinguish factor between libraries and other library setting, is the provision of customised information services that meet the requirements of the parent organization”?
Future development and training

• Skills development Act No. 97 of 1998
  ❖ The Main Aims of the Act are: To improve the quality of life of workers, their prospects of work and labour mobility. To improve productivity in the workplace and the competitiveness of employers.

• Types of skills
  ❖ Technical skills – deals with knowledge and abilities that need to accomplish ICT applications.
  ❖ Management skills – these include self development, creativity and marketing
  ❖ Discipline-specific knowledge - these required for the new LIS professionals includes metadata, database development and system management
The purpose is to support the Libraries’ strategic goals to recruit, develop, and retain excellent and diverse staff while developing professional skills.
Individual development plan is a process of enhancement of an individual growth.
Continuing Professional Development (CPD)

- This is about ensuring that individuals have the opportunity to keep forefront with the continuously developments and improve their knowledge.

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Motivation and morale
   Internal training
   External training

Job rotation
   Mentoring and coaching
   seminars
   Professional learning

conferences

Learn a new skill
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“Librarians should be encouraged to develop future career plans within the profession”
Future skills that will be on demand

- Digital library design
- Digital content management
- 3D Printing
- Digital literacy
- Big data analysis
- Virtual data analysis
- Data curation
- Knowledge mining
- Design and use of knowledge warehouse and knowledge discovery tools/systems
- Metadata creation
- Expert systems
- Artificial Intelligence system for library use.
Libraries in the future

- Future libraries are seen as the libraries with no wall driven by the 4th Industrial Revolution that comes with robots, augmented reality, internet of things, artificial intelligent systems, expert systems, data visualisation and analysis, and big data. However, those libraries still with walls will be equipped with full of technology gadgets, makerspaces, 3rd Printers, Innovation and Knowledge hubs and robots interactions, etc.

“Libraries are much more than a place to read books and journals”
Recommendations

- Special librarians need to consider key areas of competencies such as self-awareness, career awareness, goals setting, skill development and career management.

- Special librarian development opportunities includes job special assignment in which will enable job rotation that will stretch the level of development in areas such as mentoring, individual and team projects, perspective and strategic building, and analytical problem solving.

- Special librarians need to put trainings that is more about the current and future trends, innovation, strategic planning and project management based on digital services, and fourth industrial revolution trainings on their Individual Development Plan provided by their parental organizations.

- Higher education institutions need to change their curriculums with the aim of preparing LIS students with skills that will be of demand in the future.

“
We need to create the library/ information centre interface that user’s will want.”
Steve Denning
What’s special about you?

“Hence, apart from educational practices, librarians required different kinds of skills and competency to give right information at the right time for the right users”
THE END