

CONTINUING EDUCATION OF NEW LIBRARIANS: FINDINGS REPORT

Purpose of project

Project O was charged with investigating the continuing education needs of new librarians, specifically:

- What do new librarians need?
- How does ALA and other library-affiliated organizations currently reach them?

Two-Part Investigation

In response to the charge, Team O conducted a review of current library and information science literature to investigate the training and educational needs of new librarians.

A summary of needs document is available.

In addition, the team researched the current continuing education opportunities available to new librarians through ALA and other organizations. Areas of inquiry included researching different facets of library work (technical services, public services, library administration, etc.), Google and Worldcat searches, content provided by library organizations, Leadership institutes, and post-Masters certification programs.

A summary of training opportunities document is available.

Conclusions

Based on the research of new librarians' needs and existing continuing education opportunities, Team O found that the gaps in training opportunities may be perceived rather than actual.

In order to bridge the gap, ALA and other affiliated organizations must:

- Educate new librarians on various organizations that provide training
- Provide mentoring to devise customized training for new librarians
- Help new librarians recognize appropriate training modes (i.e. online, classroom-based) for best outcomes

Recommendations

In efforts to meet the educational needs of new librarians, the Project O team recommends the following actions to LAMA, ALA, and other library organizations:

- Continued influence in the conversation regarding MLS/MLIS education's ability to address the need to develop practical/hands on skills through internships and practica
- Continued development of mentoring programs that allow for the personalization of training to meet the needs of each individual
- Further promotion of current training activities available by finding communication streams outside of ALA that can meet new librarians on the ground and who may not as yet have made connections to ALA
- Further promotion and creation of placement assistance activities for newly graduated librarians
- Promotion of soft skills training with focus on communication skills
 - To address the discrete expressed needs as demonstrated in the literature review
 - To assist to mend the "generational gap" that is often discussed