

A bridge to the future – Future-proofing your career in times of change

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“Luck is where opportunity meets preparation”
- Seneca





If
o p p o r t u n i t y
d o e s n ' t
k n o c k ,

BUILD A DOOR



Current state of Library and Information Services employment

| Position Type | Percentage Change (2010-2015) | | |
|--------------------|----------------------------------|--|--|
| Librarian | - 43.5% | | |
| Library Technician | + 16.3% | | |
| Library Assistant | - 12.4% | | |

Source: ALIA LIS Education, Skills and Employment Trend Report (2016)

Current state of Library and Information Services employment

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| Librarian | - 43.5% | Loss of 8,400 jobs | |
| Library Technician | + 16.3% | Increase of 1,500 jobs | |
| Library Assistant | - 12.4% | Loss of 800 jobs | |

Source: ALIA LIS Education, Skills and Employment Trend Report (2016)

Current state of Library and Information Services employment

| Position Type | Percentage Change (2010-2015) | Change in number (2010 – 2015) | Future Prospect (to 2020) |
|--------------------|----------------------------------|-----------------------------------|------------------------------|
| Librarian | - 43.5% | Loss of 8,400 jobs | Stable |
| Library Technician | + 16.3% | Increase of 1,500 jobs | + 4.8% |
| Library Assistant | - 12.4% | Loss of 800 jobs | - 27.6% |

Source: ALIA LIS Education, Skills and Employment Trend Report (2016)

Library and Information Services Education

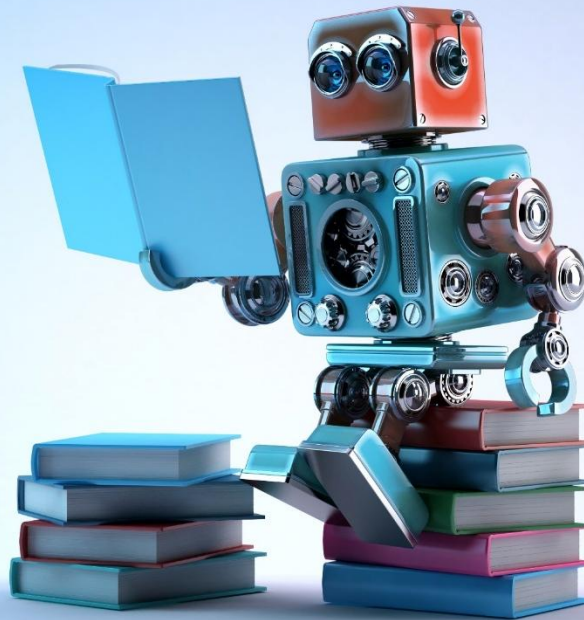
| Study Type | Percentage breakdown (2014) | Number of students (2014) |
|--|-----------------------------|---------------------------|
| Higher Education (University Level) | 25% | 1,000 |
| Vocational Education & Training (mainly Diploma) | 75% | 3,080 |
| TOTAL | 100% | 4,080 |

Source: ALIA LIS Education, Skills and Employment Trend Report (2016)

Competition



Disruption



To ‘disrupt’ is to prevent something, especially a system, process or event, from continuing as usual or as expected; and to change the traditional way that an industry operates, especially in a new and effective way.

- Cambridge Dictionary



Source: <https://www.expressandstar.com/news/2016/01/11/100-gather-to-oppose-pleck-library-closure/>

“The sector is undergoing profound shifts driven by a number of trends, chiefly those arising from the dramatic changes in how people access, share and engage in digital services and social media enabled by broadband and mobile networks”

- The GLAM Innovation Study (2014)





“It is clear, that to differentiate one’s self in a challenging economic environment, and a competitive job environment, that a qualification is absolutely necessary, but not enough. It does not entitle anyone to a job at any level. Rather, it may just get one’s resume into the “For Review” pile, as opposed to the “Rejected” pile.”

Minimum Qualification Requirements

Librarian - Undergraduate or Postgraduate qualifications

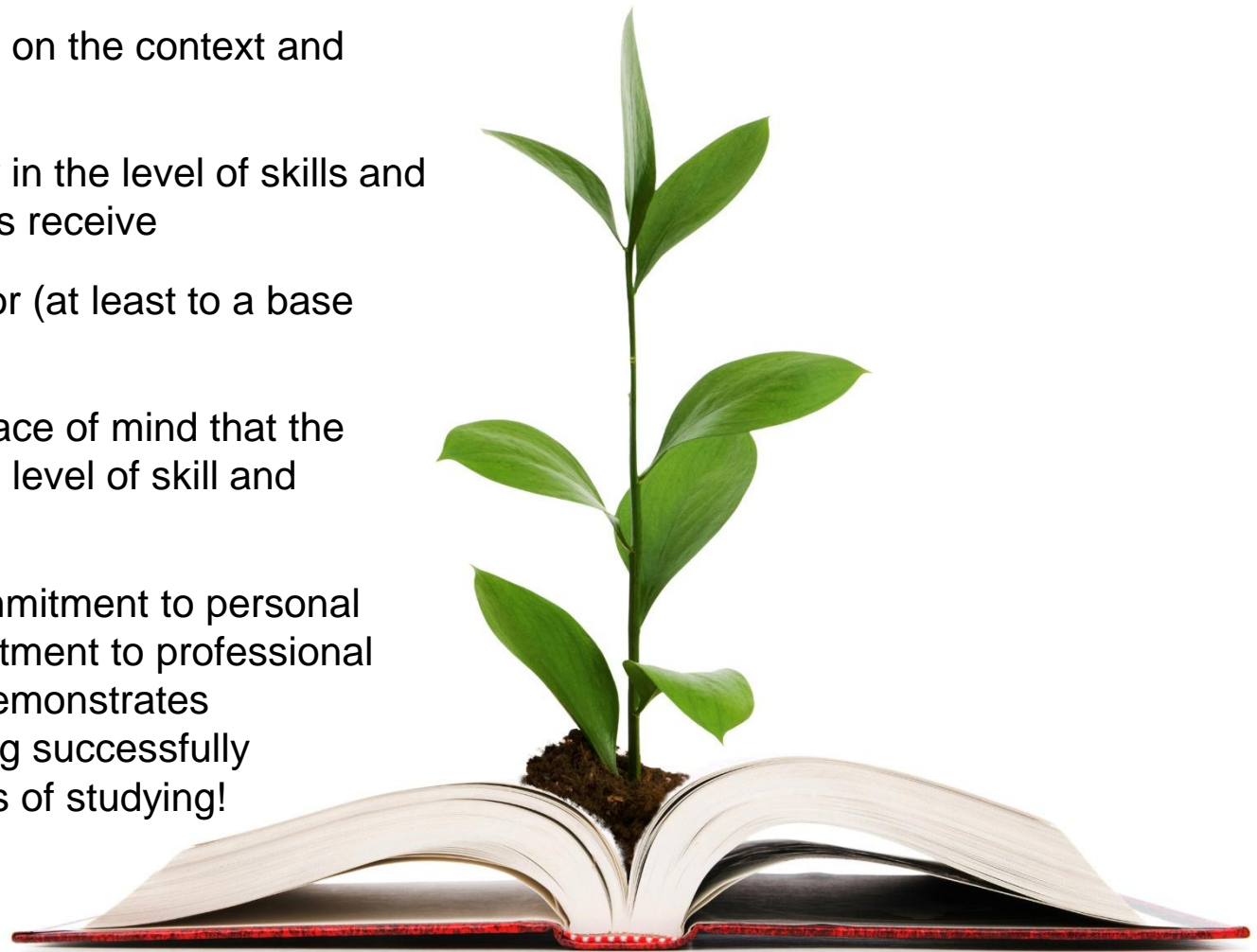
Library Technician – Diploma

Library Assistant – No formal qual required, but Cert III or IV strongly recommended



Why is a qualification important?

- Delivers the skills and knowledge required to have a successful GLAM career
- Provides information on the context and sector more broadly
- Delivers consistency in the level of skills and knowledge graduates receive
- It is a quality indicator (at least to a base level of competency)
- Gives employers peace of mind that the graduate has a base level of skill and knowledge
- Demonstrates a commitment to personal excellence, a commitment to professional development, and demonstrates perseverance (having successfully navigated the rigours of studying!



A person's hands are raised, framing a city skyline at sunset. The hands are positioned in the foreground, with the fingers pointing towards the horizon. The city skyline is visible in the background, with several tall buildings and a bright sun setting behind them, creating a warm, orange glow. The overall image has a purple and pink tint, giving it a dreamy, futuristic feel.

Future-proofing

The process of anticipating the future, and developing methods of adaptation - mitigating any negative effects, while taking advantage of positive effects of the future (Rich, 2016)



**A
Future-Proofed
Library Career!**



**Practical
Experience**

**A
Future-Proofed
Library Career!**

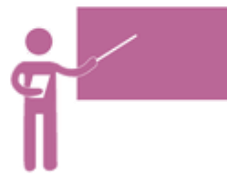
70:20:10 principle of adult workplace learning



70% On-the-job
Experience



20%
Informal
Learning



10%
Formal
Learning

Source: Charles Jennings, former CLO of Reuters








Networking

A professional network is a type of social network that is focussed on interactions and relationships of a professional nature, rather than purely of a personal nature.


Personal vs Professional Network Mindsets

Personal Networks

Professional Networks

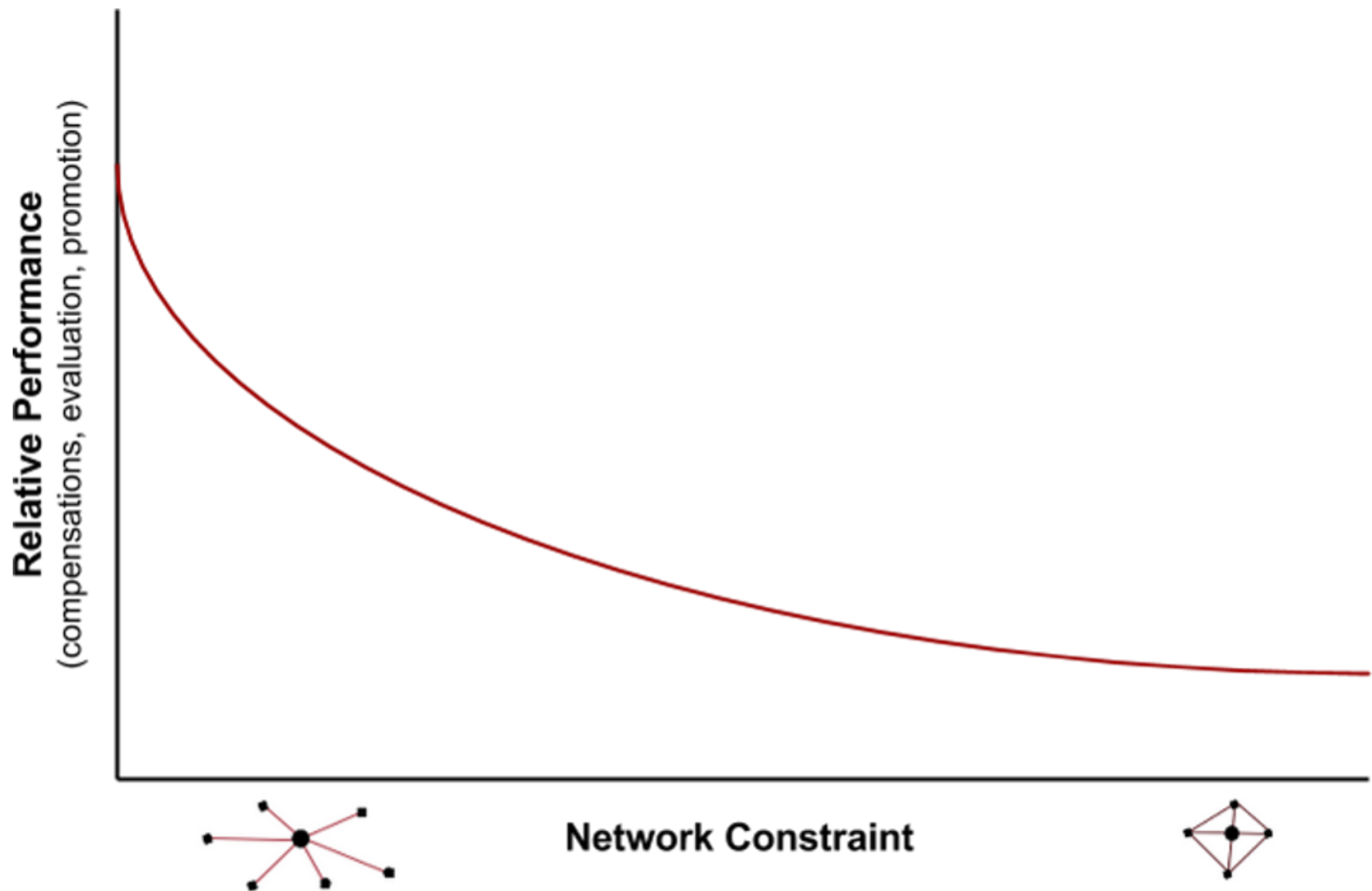


Socialize
Stay in touch
Be entertained
Kill time
Share content

- 1 Maintain professional identity
 - 2 Make useful contacts
 - 3 Search for opportunities
 - 4 Stay in touch
 - 5 Keep up to date for career
- 

“Spend Time”

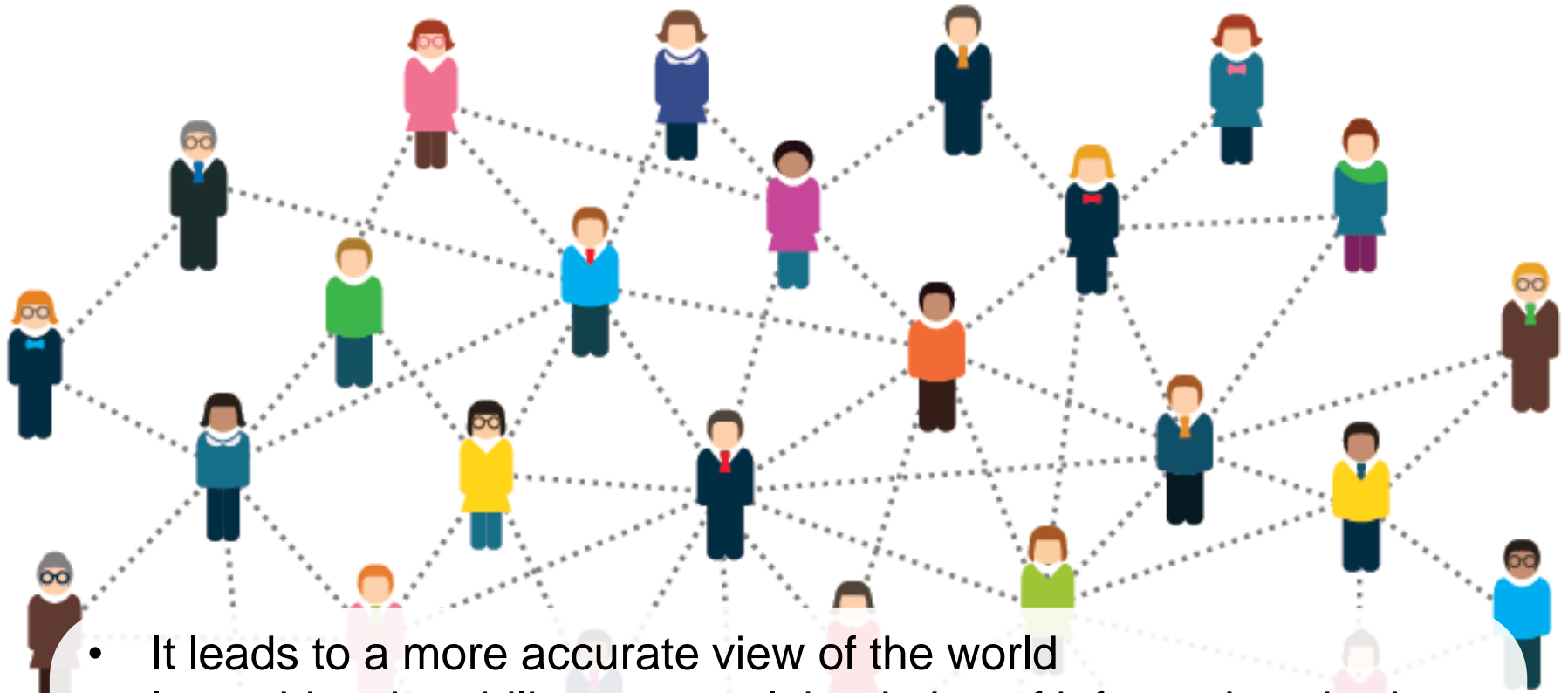
“Invest Time”



large, open network where you are the link between people from different clusters.

small, closed network where you are connected to people who already know each other.

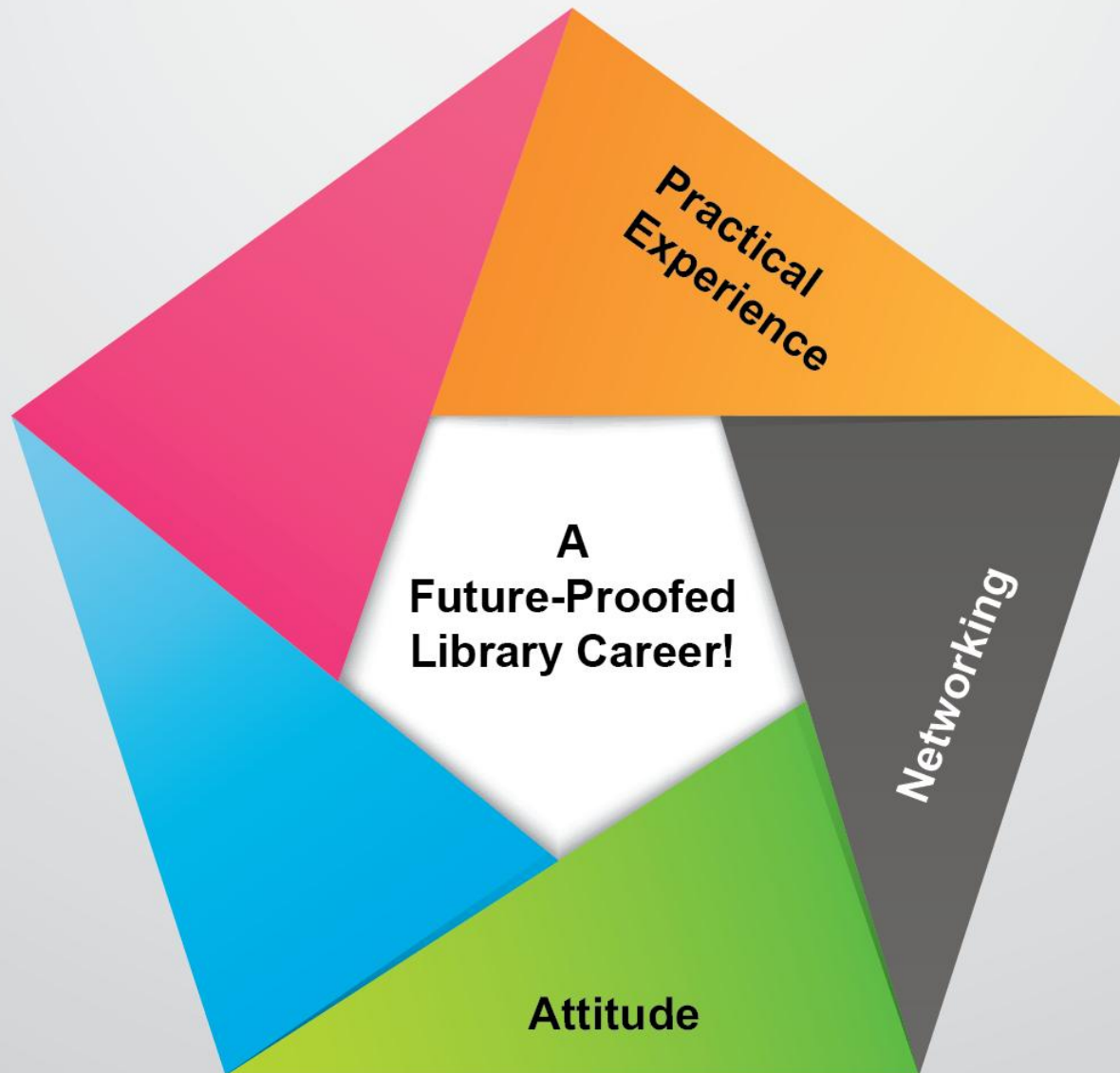
Benefits of diverse professional networks



- It leads to a more accurate view of the world
- It provides the ability to control the timing of information sharing
- It provides the ability to serve as a translator/connector between groups
- There are more breakthrough ideas (both from within and external from the LIS sector)
- It can provide access to the hidden or informal job market

Linked

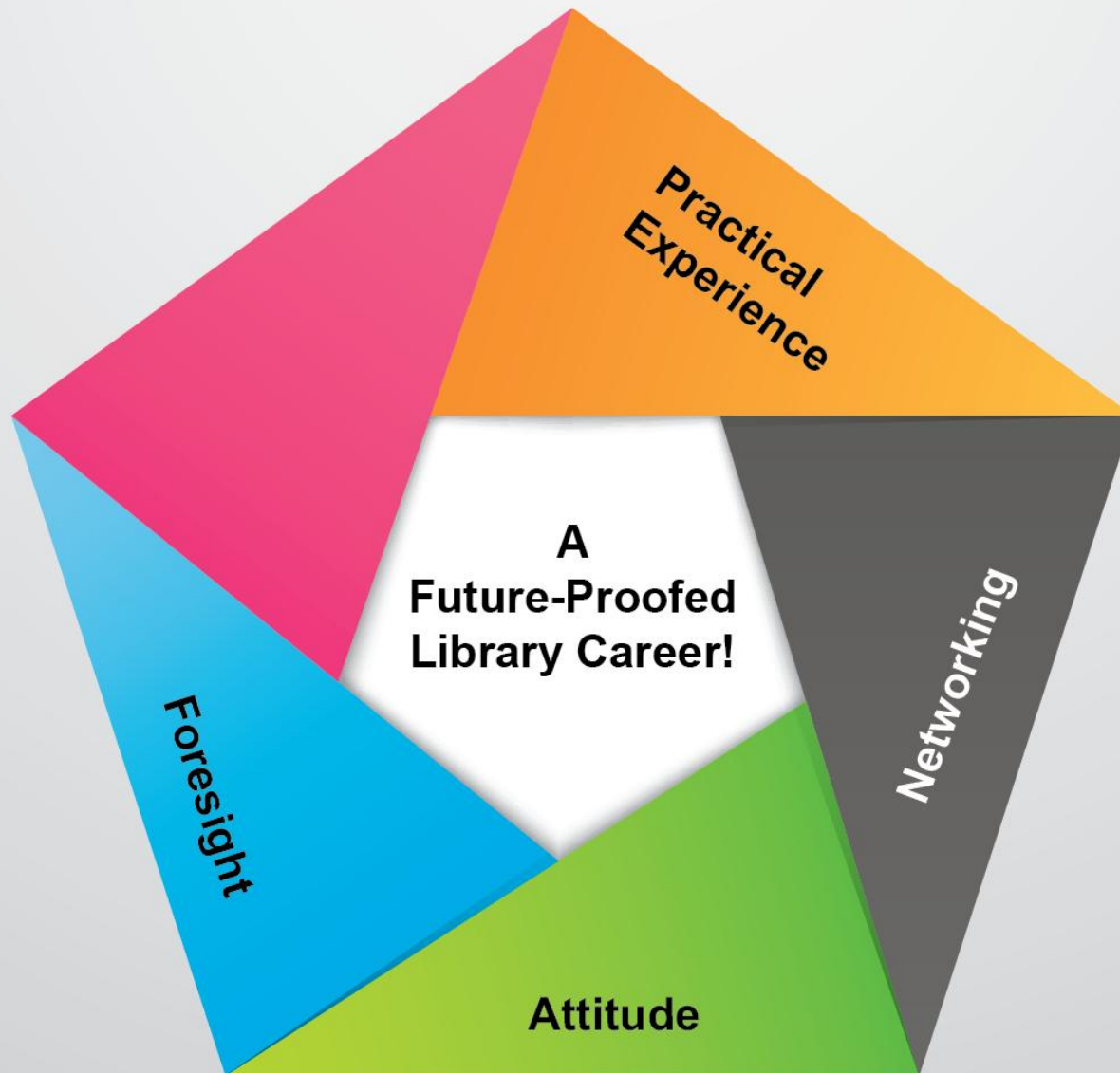




STAY
CURIOUS



**Work
in
Progress**



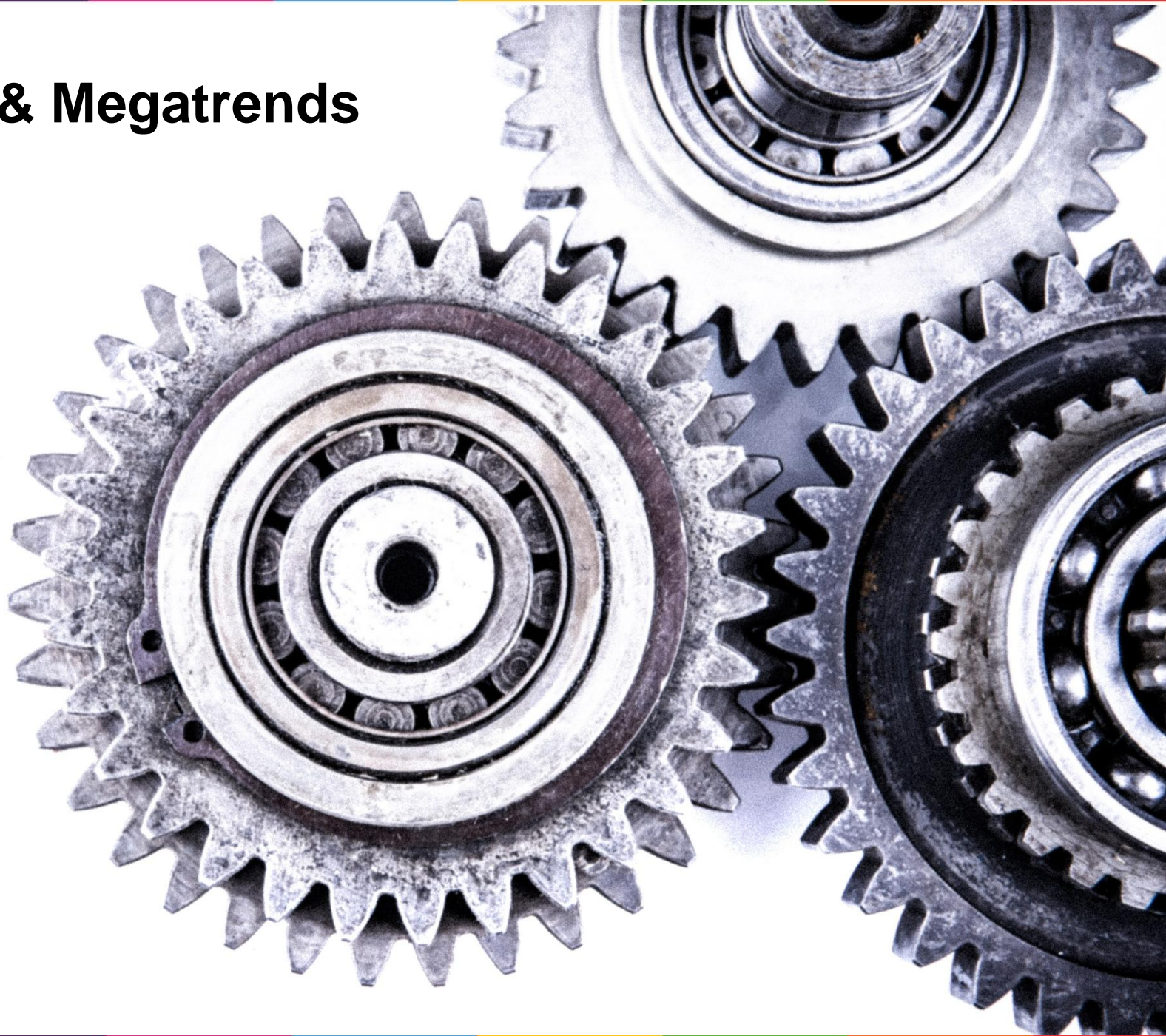
A person's silhouette is shown from the side, looking through a telescope. The telescope is pointed towards a city skyline at sunset. The sun is low on the horizon, creating a warm, orange glow. The city buildings are silhouetted against the bright sky. The overall mood is contemplative and forward-looking.

Foresight

Foresight is the ability to judge correctly what is going to happen in the future and plan your actions based on this knowledge.

- Cambridge Dictionary

Trends & Megatrends



A person's hands are holding a white rectangular sign that is tilted diagonally. The sign features the word "HIPSTERS" in a large, bold, red, sans-serif font. The background is dark with a bokeh effect of out-of-focus, colorful lights in shades of red, orange, yellow, and blue. The person's arms and hands are visible, holding the corners of the sign.

HIPSTERS

Trends

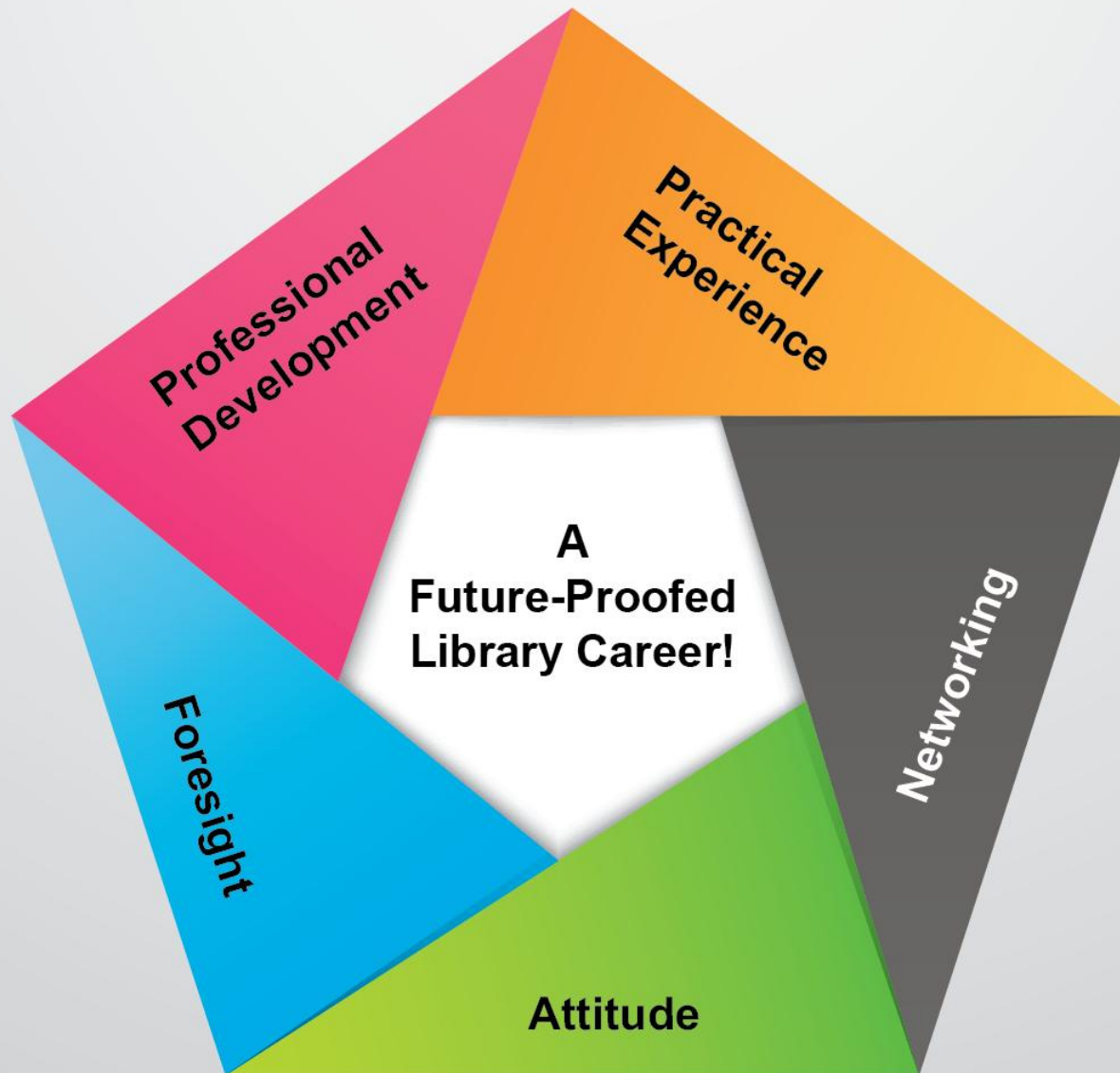
- Capturing data, visualising it & analysing it. Turning data into a narrative
- Digitisation, discovery, access & curation
- Digital preservation
- Self-funded & co-funded business models for library & information services
- Articulating clear value propositions to all stakeholders
- Trans-disciplinary collaboration & partnerships
- Transformation, change management & skill development
- Shared systems & infrastructure, with a focus on integration
- Sustainability & eco-friendliness
- Re-invention of physical spaces
- New tech, including interactive experiences & immersive learning e.g. VR, AR, 3D printers, Gamification, Makerspaces, the Sharing Economy, the Internet of Things (IoT), Robotics, Coding, Cloud Computing etc.
- Social media & networking
- Engaging new audiences & staying relevant e.g. Enterprise Hubs
- Digital Rights Management (DRM) & licensing
- Copyright reform
- E-resources
- Self-publishing & community created content
- Customer-focus & customer-centricity
- Privacy & data protection

Mega-Trends

- Scarcity of resources (power, water, food). More from less – a focus on resource efficiency
- Interconnection & globalisation – Geopolitical, Economic, Social & Cultural impacts & instability (think Trump, Brexit, Refugee Crisis, North Korea etc.)
- Capacity Capture – finding and unlocking exciting new sources of value, or finding creative ways to eliminate any wasted resources
- Artificial Intelligence & Machine Learning
- Accelerating global climate change
- Personalisation of consumer goods & services
- Cyber security
- Divergent demographics



**BIG
JOURNEYS
BEGIN WITH
SMALL
STEPS**





Professional Development

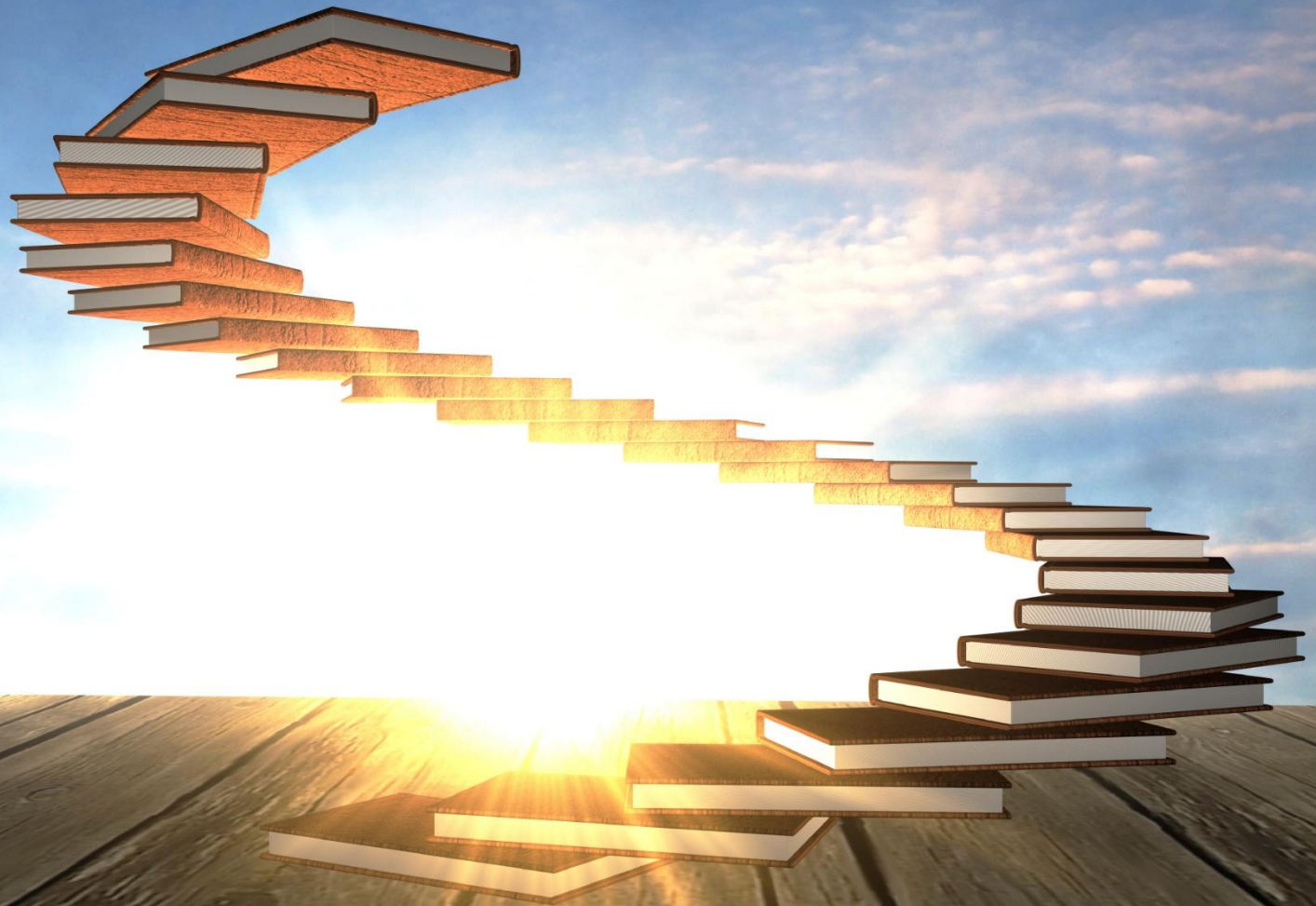
Professional development can include:

- Joining an association such as ALIA, who will help keep one up-to-date on important industry information and changes;
- Join the ALIA PD scheme;
- Join networking groups;
- Read industry magazines and newsletters (including those that are outside of the LIS sector);
- Engage with library vendors, who can help educate LIS Professionals on the latest, newest products and services impacting on the LIS sector;
- Attend free webinars – there are so many of them out there!
- Create a Google Alert to update one on the latest info of any topic of interest;
- Read, read, read – search out information relating to key areas that one wishes to develop or learn about;
- Undertake short courses on Lynda.com or other short-course providers;
- Take part in social media – there are so many great information sources being shared through Twitter, through LinkedIn, through Facebook groups... it's all there and so easy to access.

Professional Development

Professional development can include:

- Undertake study via a MOOC – or Massive Open Online Course. These are a free course of study made available over the internet without charge to a very large number of people;
- Update one's skills and knowledge in particular key areas by undertaking further study in individual, nationally-recognised VET sector subjects (e.g. Maintain digital repositories, Copyright, or Cataloguing), or further tertiary education. Target key areas that one wishes to learn more about. One doesn't have to study a whole qualification, but can do individual subjects;
- Attend conferences and other learning opportunities;
- Share information with one's colleagues – learn from each other. Utilise the collective wisdom that lies amongst both professionals and those new to the sector.
- Watch How To's on YouTube!
- Read quality blogs
- Find a mentor, or shadow a colleague where possible and learn something new
- Etc. etc. etc.



Career Development Plan



Check out the below link or
the QR code for a free
Career Development Plan
for Library Professionals

<http://bit.ly/career-dev-plan>



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