

Skills Profiles Development Webinar 19/08/2020

Presented by Dr Pamela Abbott
for WACREN's AfricaConnect3 LIBSENSE Initiative



Agenda

- Presentation on LIBSENSE workshop outputs on skills profiles
- Mentimeter questionnaire about technical/non-technical skills
- Q&A
- Presentation on breakout activity
- Wrap-up & Evaluation

LIBSENSE Workshop Survey Highlights

How did you envision the future of the African HLI Librarian?

The LIBSENSE survey final report expressed your feedback on several items of importance to the future of the African HLI librarian as you, the participants, envisioned it.

These items relate to the:

1. Evolving role of the HLI library and librarian
2. Digital skills currently held by HLI librarians
3. Digital skills needed by librarians
4. Digital skills related to Open services and barriers to achieving them



Breakout session – LIBSENSE II Workshop

Reskilling the future librarian in an African HLI context

- Key aspects to address include:
 - **Education** through the development of curricula in LIS schools and affiliated academic departments
 - **Training** through CPD – capacity building through on-the-job training and development, linking to lifelong learning cycles
 - An understanding of what **role the academic library will play** in the remit of HLIs in the sector
 - Training institutions?
 - Research institutions?
 - Development-oriented institutions?
 - Community engagement institutions?
 - Post-COVID institutions?
 - Combinations of all the above?
- A potential starting point for this workshop:
 - **Benchmarking** – current capabilities (drawing upon LIBSENSE 3-region surveys and workshops)
 - **Having a vision** – future skills (developed collaboratively through workshops and engagement)
 - **Gap analysis** – map to training or curriculum development (feeding into training programs and curricula development)

Your Feedback on the Evolving HLI Librarian Role

- General aspects of the evolution of the role
- These themes are the ways in which you see your role as a whole changing and evolving
- Translating the *traditional role* of the librarian into a "*digital*" form
- Playing the role of *intermediary, boundary spanner, focal point, community builder*
- Adopting *leadership or influential roles* within the institution or externally
- Being *technically competent* and able to train others in such competencies
- Having *multiple roles or blended roles*
- Strong *training and education role*
- Strong *research support role*
- Being *knowledgeable on open platforms and services*
- Understanding the *HLI context*, the *scholarly communications process*
- Having an *advocacy and promotional role*

Your *Feedback on the Evolving HLI Librarian Role*

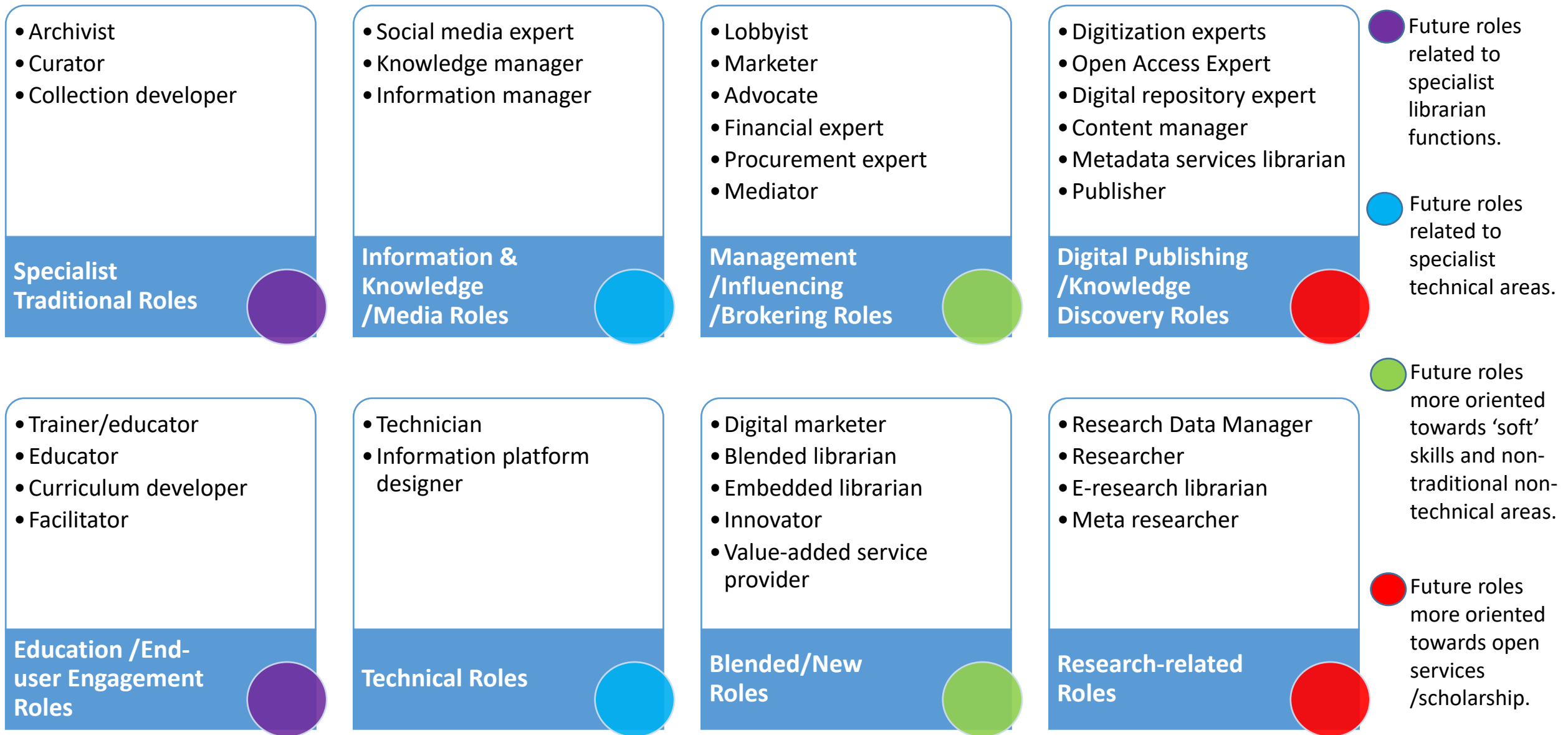
General characteristics of the evolving HLI librarian

- Adaptability and versatility
- Good at collaboration
- Good at communication
- Continuously learning
- Highly experienced
- Possessing critical thinking skills

Barriers to the evolution of the HLI librarian

- Role not respected
- Role not valued
- Role not influential
- Lack of support to develop professional skills

Your Feedback on the Evolving HLI Librarian Role



Your Feedback on Current & Desired Digital Skills

Current Digital Skills



14% of respondents did not report having any digital skills



Key differences were an emphasis on 'data', e.g. Big Data and 'open' resources.

Desired Digital Skills



10% of respondents only reported needing 'all relevant skillsets'; 5% could not identify skills needed.

Your Feedback on Desired
Open Access, Open Science, Open Data, Skills

Desired Digital Skills

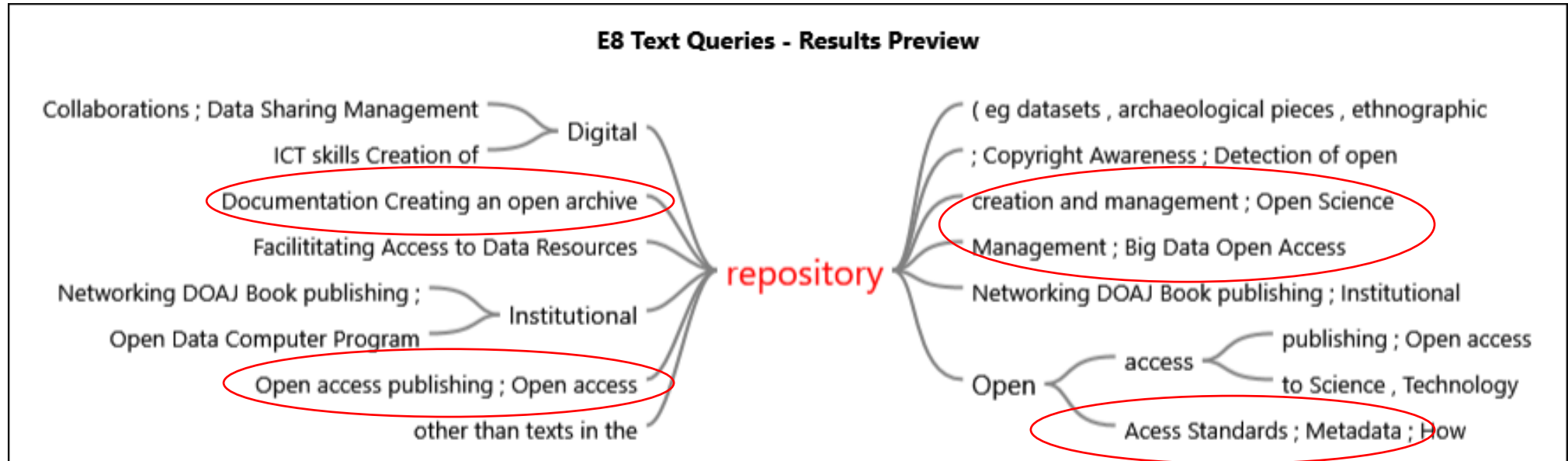


More emphasis on
'open', 'data', 'access',
'digital' 'science',
'information',
'development',
'research'. Less
emphasis on
'digitization',
'database', 'software'

Desired 'Open' Skillsets

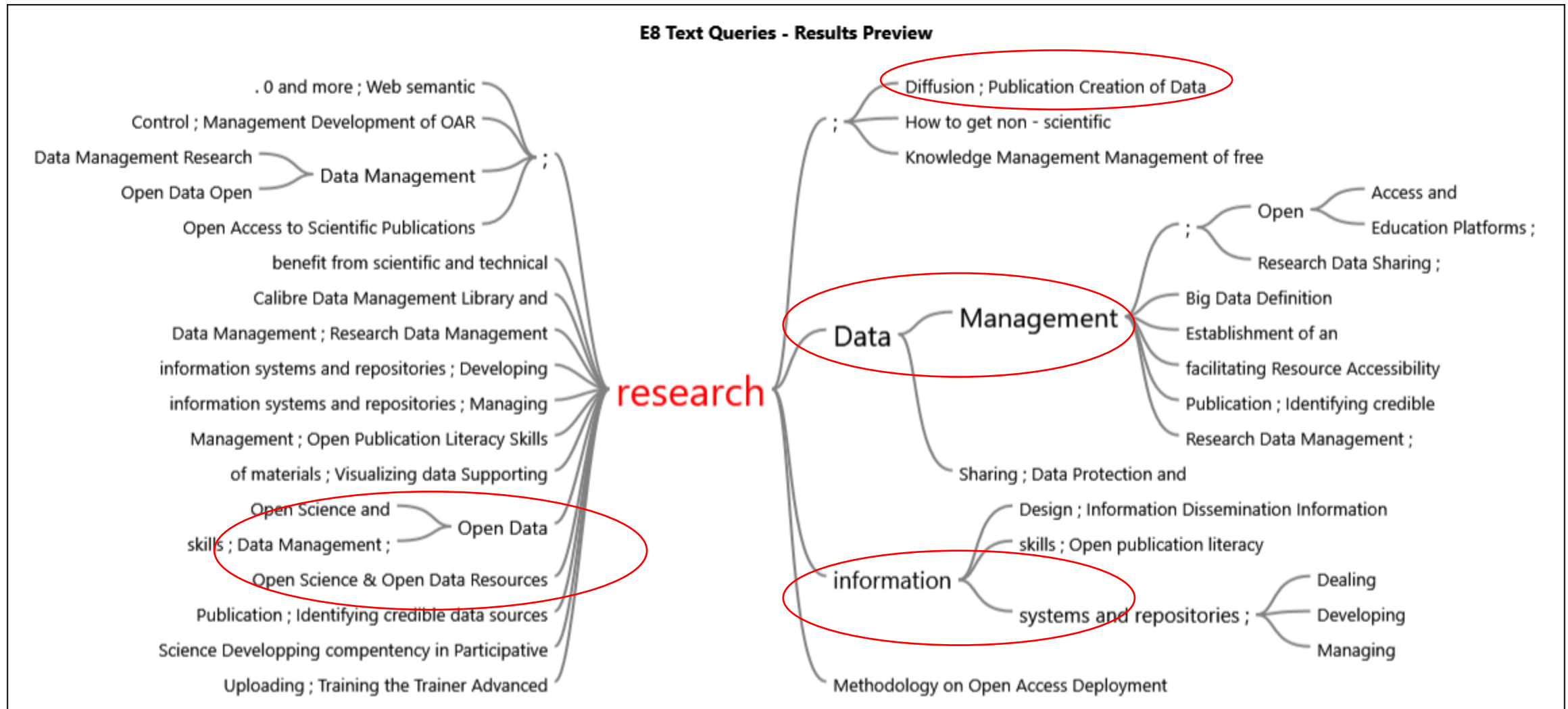


Your Feedback on Desired 'Open' Skills – Skills clusters associated with “repository”



'Repository' was associated with skills related to publishing and creating various kinds of repositories, with open access, management of repositories, metadata, archiving and standards.

Your Feedback on Desired 'Open' Skills – Skills clusters associated with “research”



'Research' was associated research data management, information systems, open data and resources, repositories and publication.

Mentimeter Questionnaire

Q&A

Breakout Session Introduction

Aims of the Skills Profiles Development Webinar Breakout Sessions

- To discuss evolving skills profiles of African HLI librarians using feedback generated from the LIBSENSE workshops in 2018/19 and to determine a set of preferred skills profiles to support ongoing digitalisation (e.g. OAR development, data analytics, support for Open Science) that suit an African HLI context.
- Key objectives:
 - Stimulating discussion around the topic through content that is a mixture of LIBSENSE outputs, African scholars/librarian professionals and the workshop participants
 - Providing feedback and input into capacity development areas of the LIBSENSE activities under AfricaConnect3

Librarians Future Roles – From the Literature

- Existing literature reveals some key future roles for academic librarians
 - Data-related (various forms of data management and analytics)
 - Research data management (*e.g., Schmidt et al., 2016*)
 - Data stewardship (*e.g. EOSC FAIR Data Stewardship Skills*)
 - Data scientist (*e.g. Whyte et al., 2019*)
 - Research-related (supporting research teams)
 - Embedded librarians (*e.g. Shumaker, 2009*)
 - Embedded roles (*e.g. Cox & Corrall, 2013*)
 - Soft-skills focused (management, negotiation, communication, marketing) (*e.g. Raju, 2014*)
 - Open platform/services related (supporting open access/data/science) (*e.g. Ayrís & Ignat, 2018*)
 - Scholarly communications and publishing (*e.g. Brown et al., 2015; Gwyer, 2015*)

The 8 Skills Profiles & Facilitators

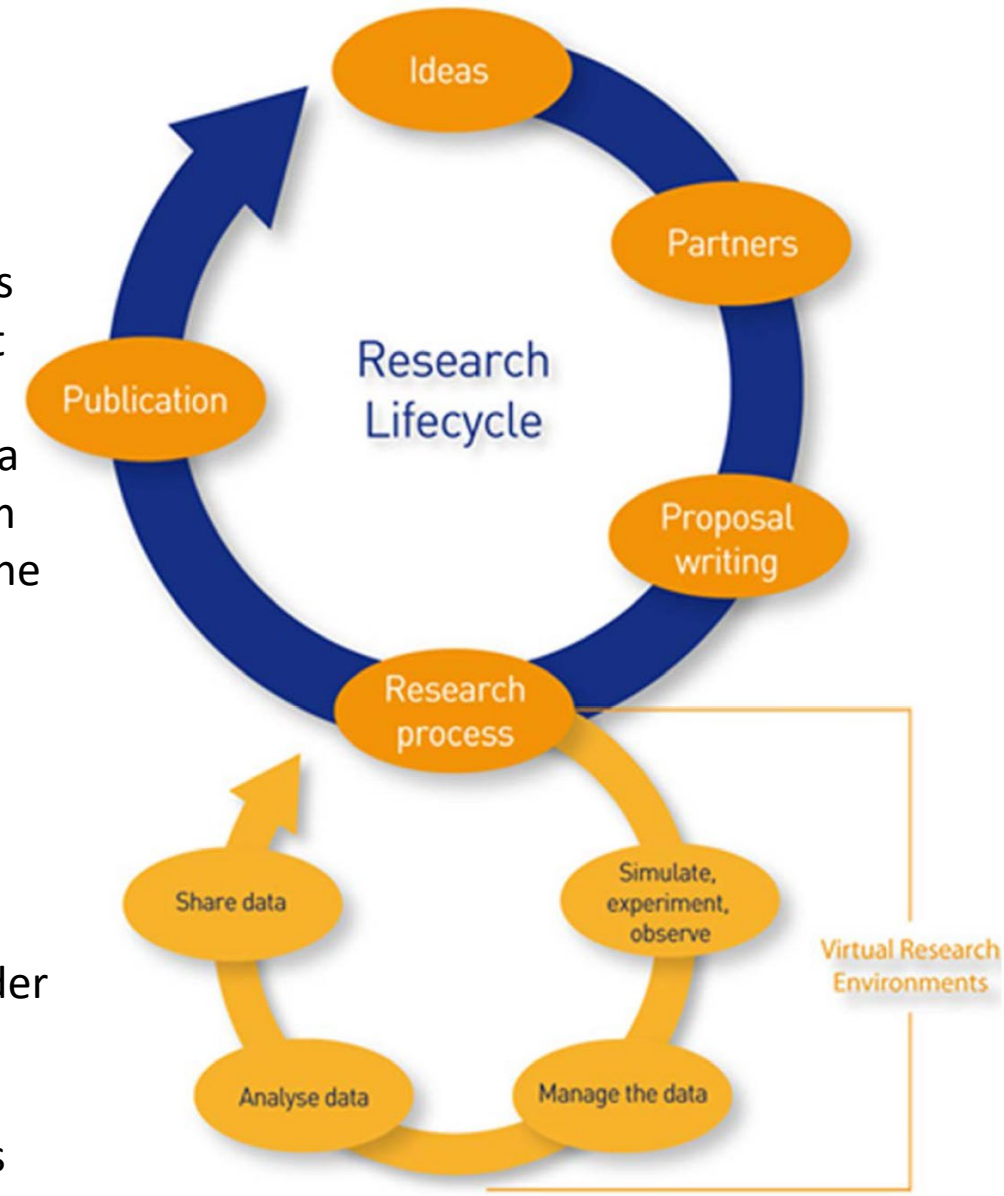
1	Repository Manager and Repository Administrator	Ms. Nina Chachu (Ashesi University, Ghana) Ms Iryna Chachu (EIFL)
2	Research Data Manager	Prof. Miriam Conteh-Morgan (USL, Sierra Leone) Dr. Sahm Nikoi (KNUST, Ghana)
3	Metadata Librarian	Mr. David Bukenya (UCU, Uganda)
4	Scholarly Communications Librarian	Dr. Stephen Akintunde (UNIJOS, Nigeria) Dr. Reggie Raju (UCT, South Africa)
5	Data Librarian, Data Steward, Data Curator	Dr. Solomon Mekonnen (AAU, Ethiopia) Samuel Simango (SU, South Africa)
6	Information Services Architect	Dr Gitau Njoroge (KU, Kenya) Ms. Miriam Ndungu (KU, Kenya)
7	Digital Archivist / Digital Scholarship Specialist	Mr. Niklas Zimmer (UCT, South Africa)
8	Indigenous Information / Traditional Knowledge Consultant	Prof. Dennis Ocholla (UNIZULU, South Africa) Dr Buhle Mbambo-Thata (NUL, Lesotho)

Research Lifecycles & the Librarians' Roles

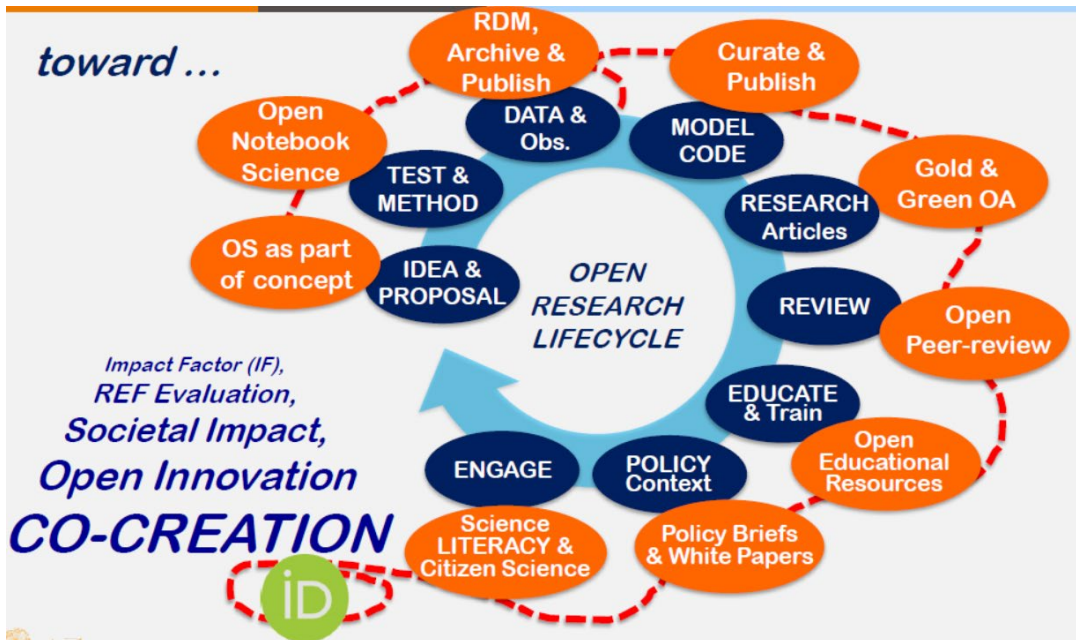
Librarians will be expected to support all aspects of the research lifecycle and increasingly those aspects that are 'online', 'digital', 'virtual' or 'open'.

There is also an increasing emphasis on the 'data' aspect of these support services that cover a range of needs from 'management' at one end to 'analytics' at the other.

This opens up the librarians' competencies and capabilities to a wider range of skills and knowledge as captured by various scholars in the literature.

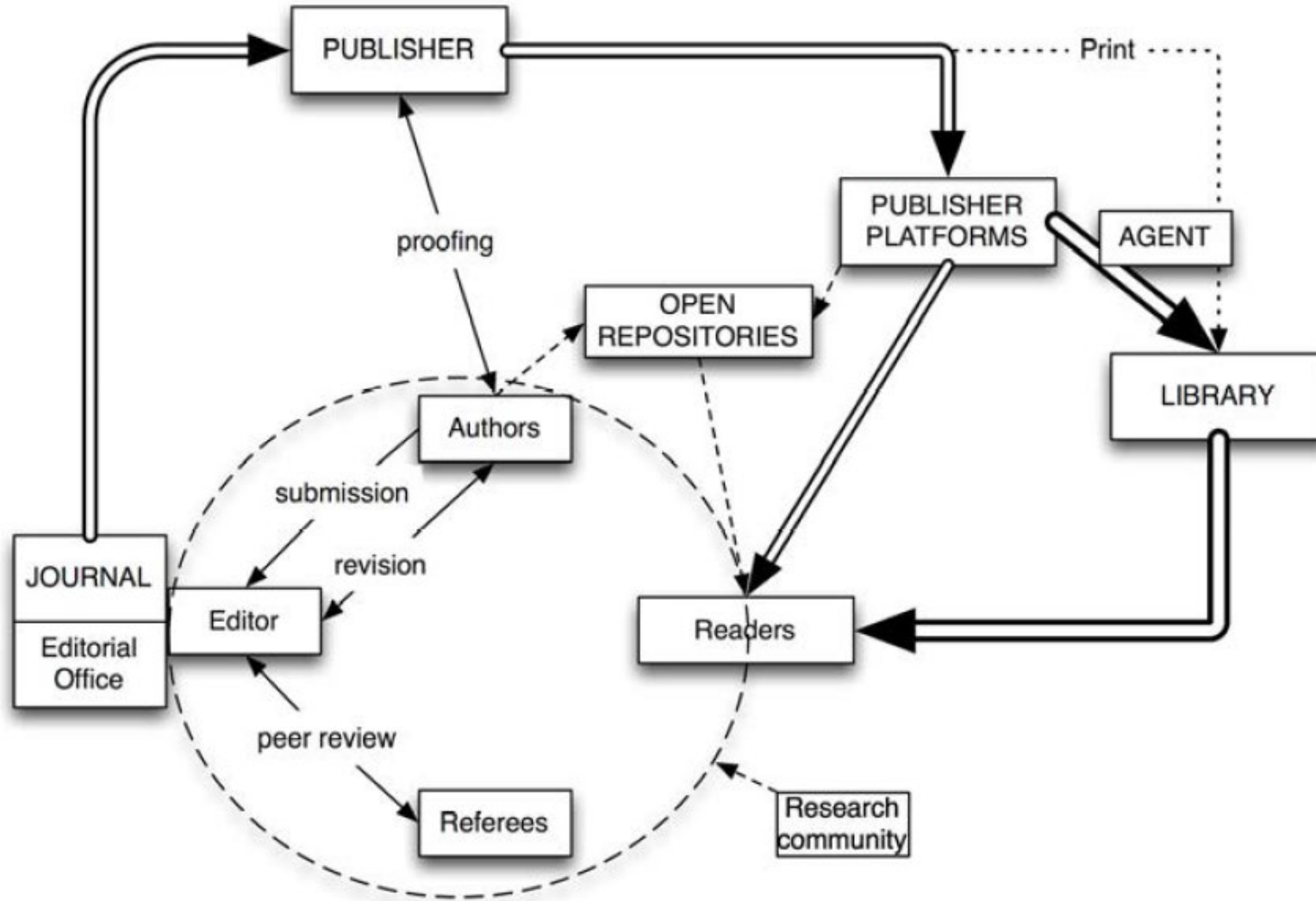


JISC Research and Data Lifecycle
Reproduced from Tenopir et al. (2011)



Open Research Lifecycle Reproduced from
(Grigorov et al., 2016)

Publishing Lifecycles & the Librarians' Roles



Reproduced from the 2018 STM Report (Johnson et al., 2018)

The library's **traditional role** is that of a player in the scholarly communications system, i.e., part of the 'knowledge' supply chain. Libraries are distributors of the outputs of publishers.

The library accomplishes this through a **subscription-based business model** which depends on functioning **library consortia**.

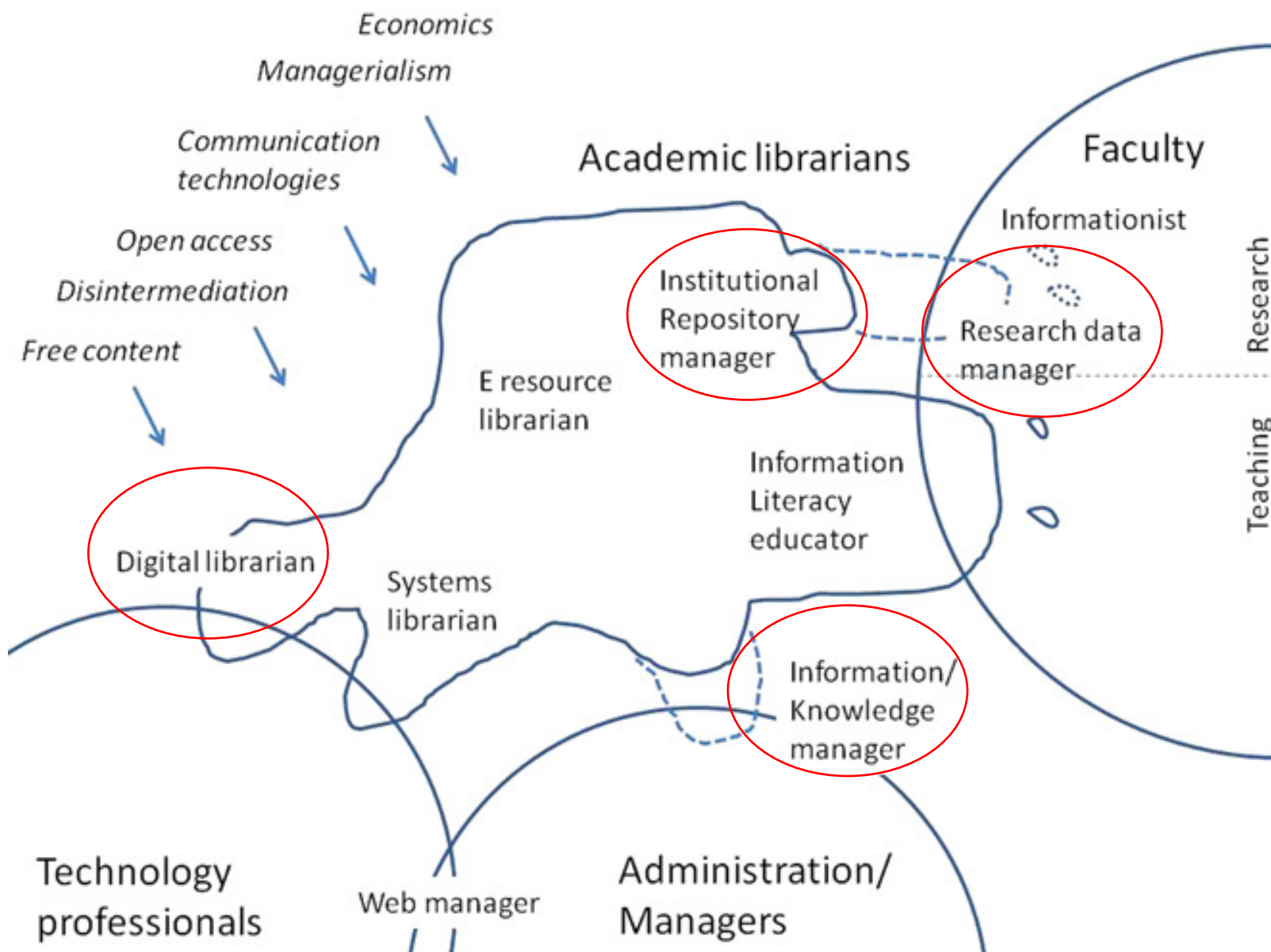
The advent of **digital platforms** and the **open movement** is challenging this existing role. Libraries can become publishers through open platforms like OJS, acting on behalf of research institutes and universities, i.e. libraries occupy a different part of the 'knowledge' supply chain, producers of knowledge.

Libraries then engage in **a larger portion of the publishing lifecycle**, from knowledge production to knowledge discovery.

A Place for Hybrid Roles?

- The need for practical technical skills, or not? (Read & Cox, 2020)
 - Softer skills needed rather than practical technical skills
 - Socio-technological competence more desirable
- Cox and Corrall (2013) refer to a specialist informationist hybrid role between librarianship, scholarship, and computer science
- Other 'hybrid' roles examples come from training programmes in informatics and 'data science' type competencies, e.g. in iSchool programmes (Riley-Huff & Rholes, 2011)
- Open 'research' roles seem to specialise into distinct sets of skills around 3 domains (generic skills overlap, but specific skills are more narrow):
 - OA, repositories, and RDM (Pontika, 2019)

Evolving academic library specialties (Cox & Corral, 2013)



This map demonstrates where 'hybrid' roles may develop for evolving academic libraries.

Some key roles are identified that reflect the feedback obtained in the LIBSENSE survey and other trends in the literature.

A key question that emerges is the extent to which these 'hybrid' roles address library-specific services, tasks and activities and vs. a movement to more technical specialisms, e.g. web development, software development, network engineering, etc.

Skills Profiles

- Range of literature exists on librarians' skillsets, job profiles and competencies (see references section)
- Using a combination of sources, this workshop will develop 'future-oriented' skills profiles for identified librarian roles, e.g. Research Data Manager
- A Skills Profile template will be provided for the workshop incorporating ideas from these sources
- The Skills Profile exercise will allow HLI librarians to imagine how their roles may be reskilled in a future African academic context

Breakout Sessions

Wrap up & Next Steps

What happens now?

- We continue the conversation after this webinar by providing a link to participants to continue entering their ideas in the webinar worksheets
- We provide an evaluation sheet & an additional questionnaire based on the JISC Information Professional Profiles
- We feed into other LIBSENSE AfricaConnect3 programmes, e.g., capacity building the outcomes of your feedback on skills profiles
- We organise other skills profiles seminars and advertise them

Acknowledgements – a big THANK YOU!!

- WACREN CTO Omo Oaiya and staff
- EIFL OA Programme Manager, Iryna Kuchma
- Facilitators from various African HLI Libraries:
 - Dr. Solomon Mekonnen (AAU, Ethiopia)
 - Samuel Simango (SU, South Africa)
 - Mr. Niklas Zimmer (UCT, South Africa)
 - Prof. Dennis Ocholla (UNIZULU, South Africa)
 - Dr Buhle Mbambo-Thata (NUL, Lesotho)
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