Technology from Sage

8. 46% of librarians feel that there is not sufficient budget available for upskilling, and 47% don't feel there is sufficient time.

It is also worth noting that librarian training is coupled within travel budgets, which has increased the impact of COVID on librarian training budgets.

9. Librarians by and large discover training via email and would prefer to continue to find upskilling opportunities this way.

The next most popular choice was “other,” with respondents specifying their different ways of discovery. Some respondents described using online platforms such as Coursera or LinkedIn to discover new learning, while others spoke of having to undertake mandatory training.

Skilltype Data

Director desires

- There is more of an interest in specific products among directors – LibGuides, Microsoft 356, and Zoom are all identified among the top 10 most popular director interests

- The most popular interest among library directors is **student success**, with other popular categories including **customer service**, **diversity, equity, and inclusion**, and **information literacy**

Survey Data

Skills for the future

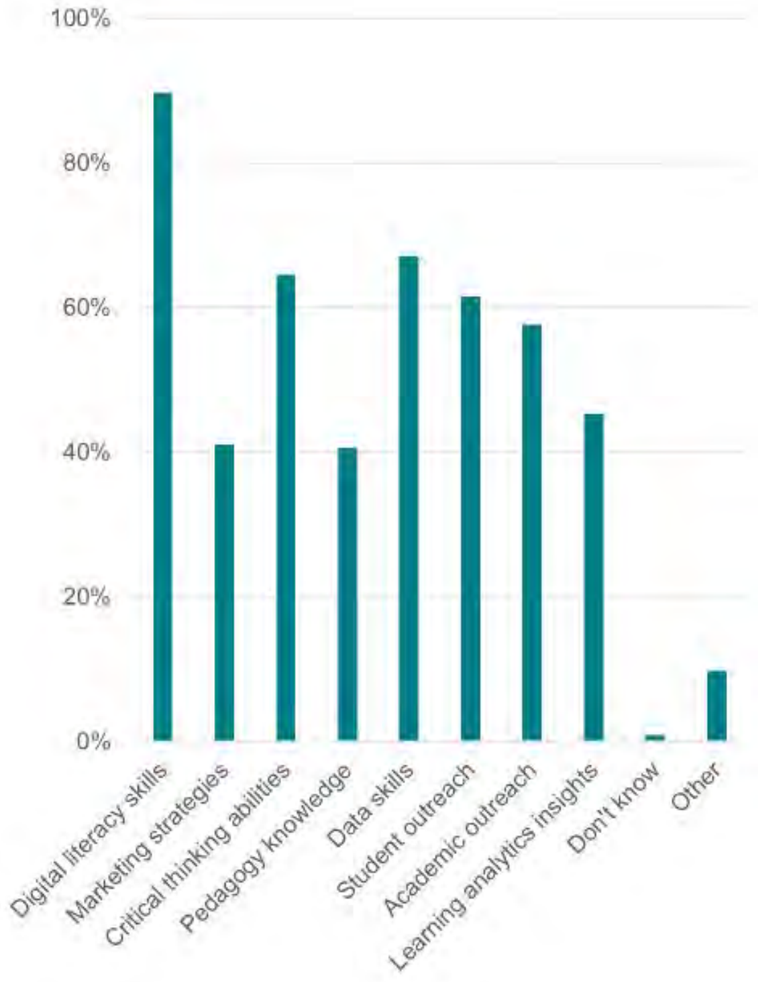
- Librarians were asked which skills they believed were crucial to develop in the short, medium, and long term...

Technology from Sage

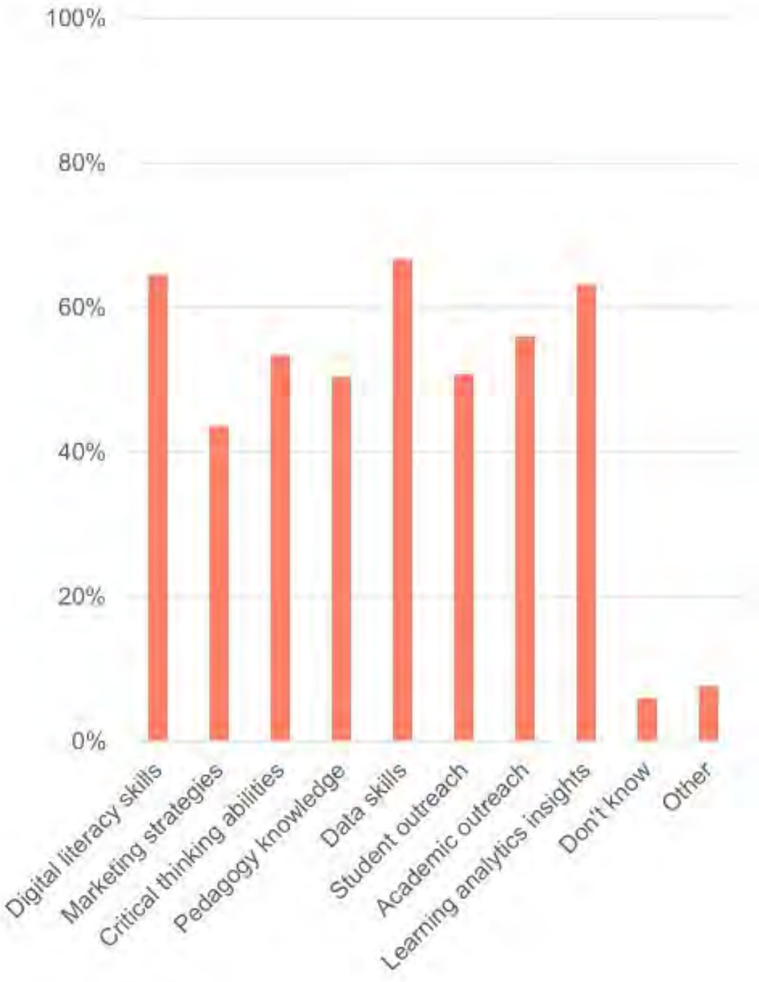
Survey Data

Skills for the future

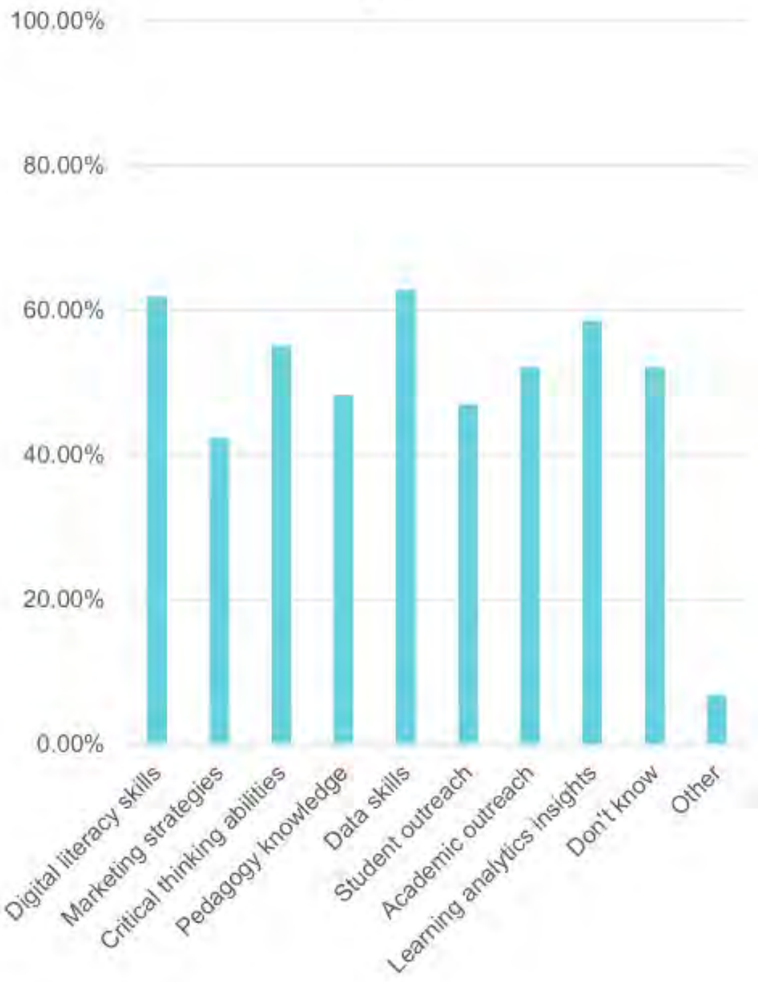
1-2 years



2-5 years



5+ years



Conclusion

If our results show one thing, it is that the future of the academic library is bright. Broadly speaking, the interests and ambitions of library professionals and library leaders are aligned. Librarians have confidence in their abilities to fulfil the day-to-day functions of their role, and largely have a great deal of confidence regarding emerging technological challenges. Most librarians are also engaging in regular training and upskilling, and having conversations with a broad range of stakeholders throughout the academic library. There are, however, challenges to be conscious of.

CASE STUDY

Flinders University Library

Prashant Pandey
Director of Library Services

Flinders University

WE ARE ON KAURNA LAND

Flinders University acknowledges the Traditional Owners and Custodians of the lands on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the South East, First Peoples of the River Murray & Mallee region, Jawoyn, Kaurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders past, present and emerging.

Today, over **400 ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS** are enrolled in courses at Flinders University.

Flinders University

“Future of Libraries depends on librarians”

“we need a **diverse highly-skilled values-driven** set of people who **collaborate** across & within institutions **to support, to create** and **to inspire** the very best of current and future scholarship and teaching……”

- Chris Bourg, Director of MIT Libraries, "The Once & Future Librarian"

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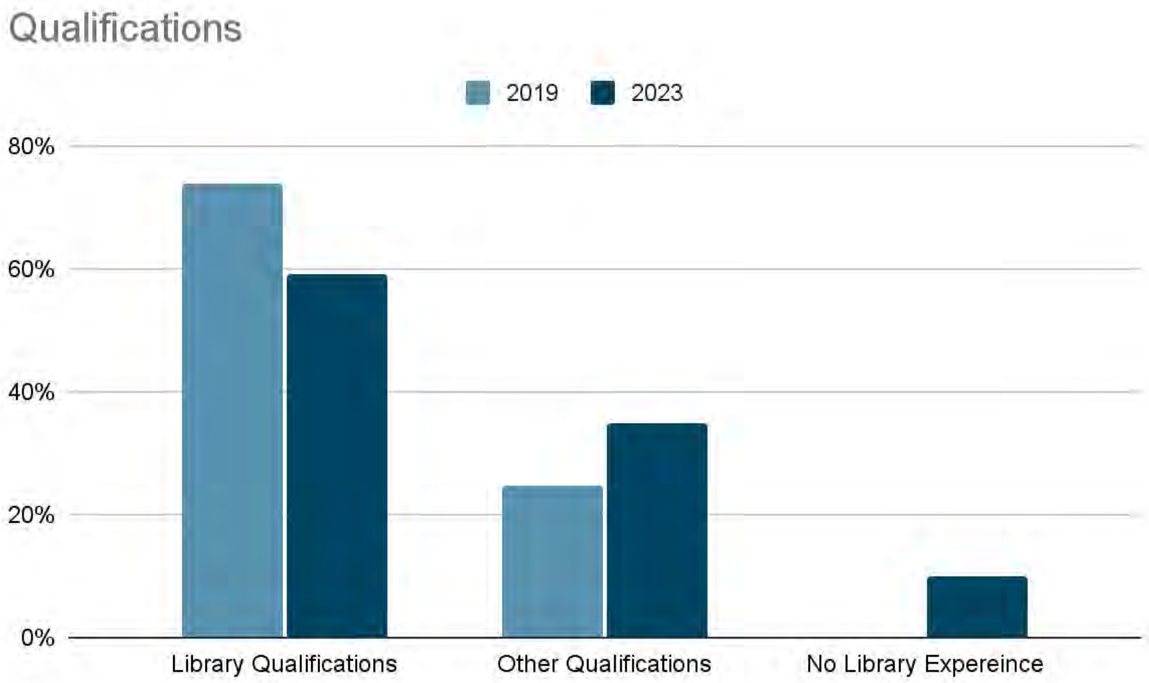
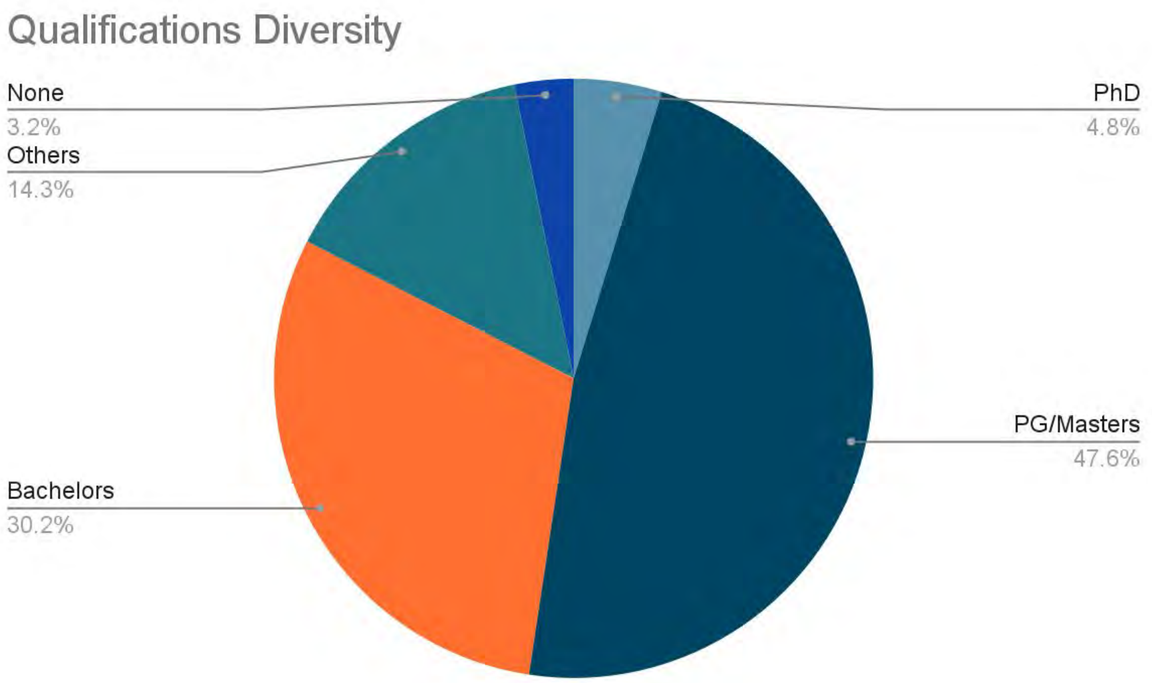
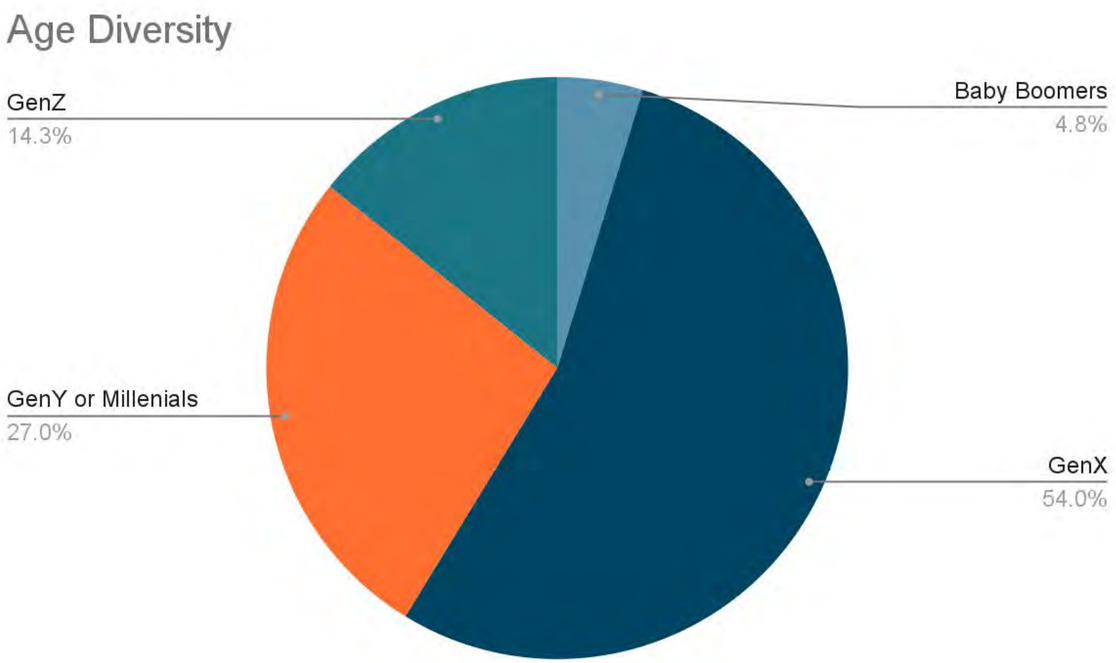
Workforce Diversity @Flinders University Library

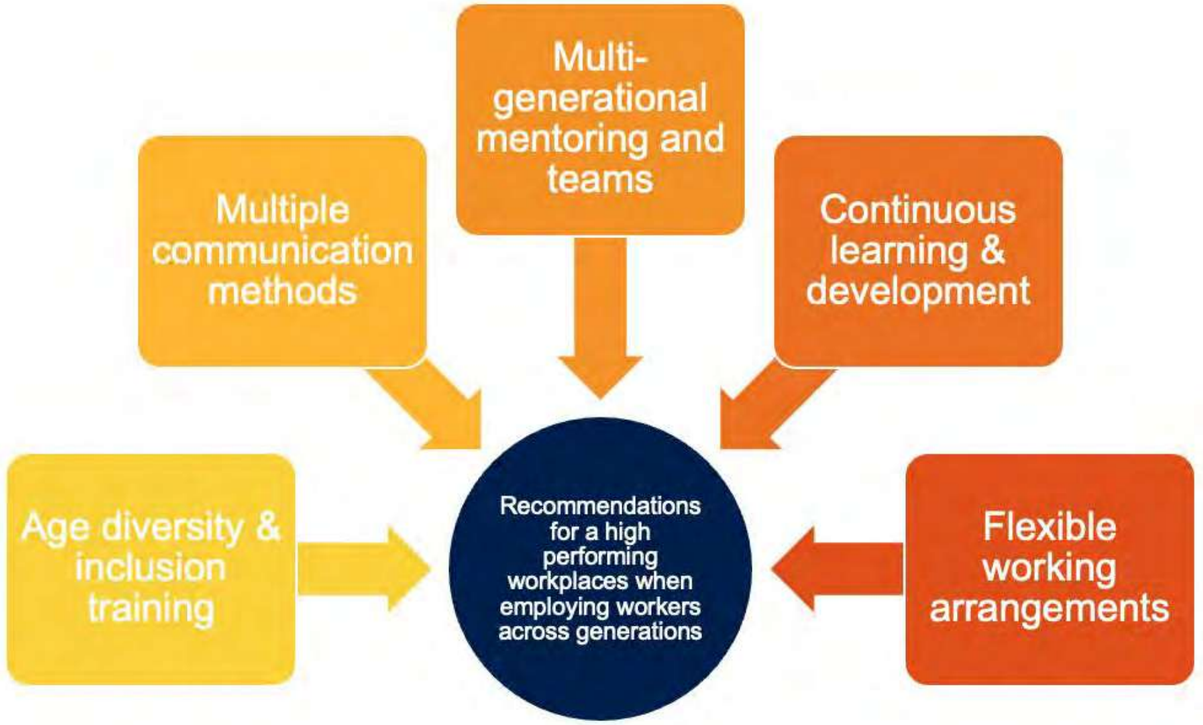




Flinders University

Workforce Diversity @Flinders University Library





Brough, P., Troth, A., Radford, K., Meissner, E., Gai, S., Langerud, D., & Rose, M. (2023) ***MULTI-GENERATIONAL WORKPLACES RESEARCH: FINAL REPORT,*** **Centre for Work, Organisation & Wellbeing, Griffith University**

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Professional Development @ Flinders University Library

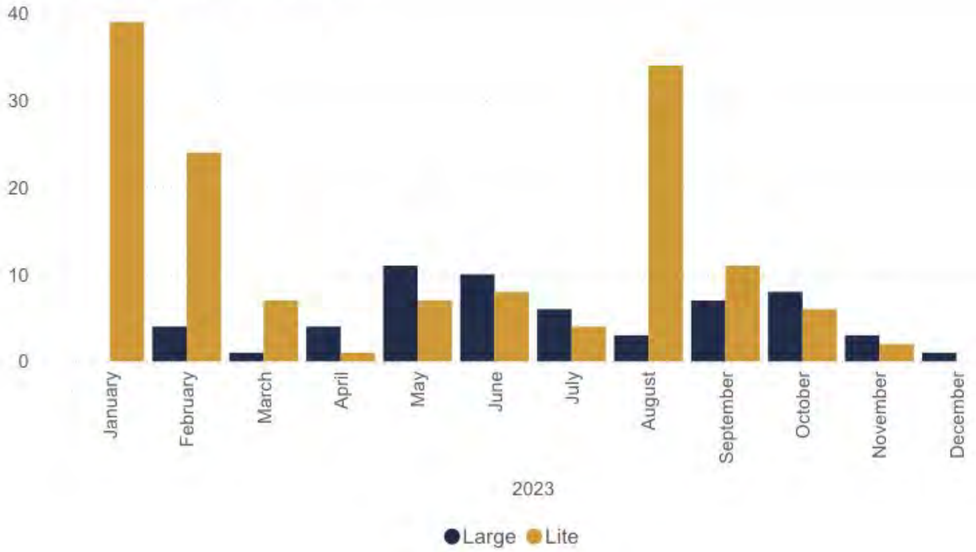
58
PD Applications

143
Lite PD Applications

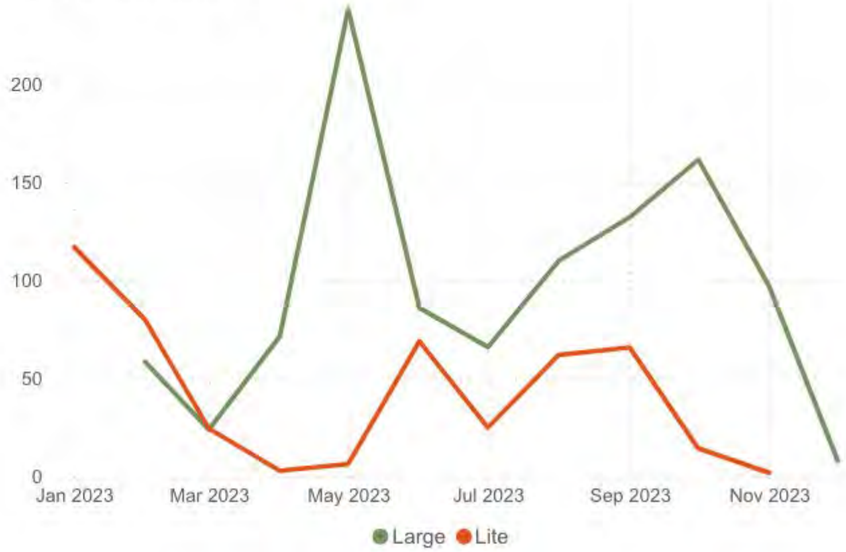
54
Individual Staff

Top events	Attendees
RIMPA Webinar 1: Information and Records Management Fundamentals and Values	38
Library introduction to AI: your first steps down the rabbit hole of these new digital disruptive technologies	28
RIMPA Webinar 2: Appraisal, Sentencing and Archiving Fundamentals	21
CAUL Procurement Exhibition Event	8
Research Support Community Day	7

Number of PD applications



Hours spent on PD



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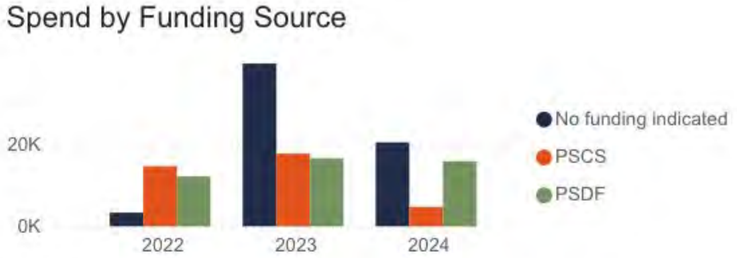
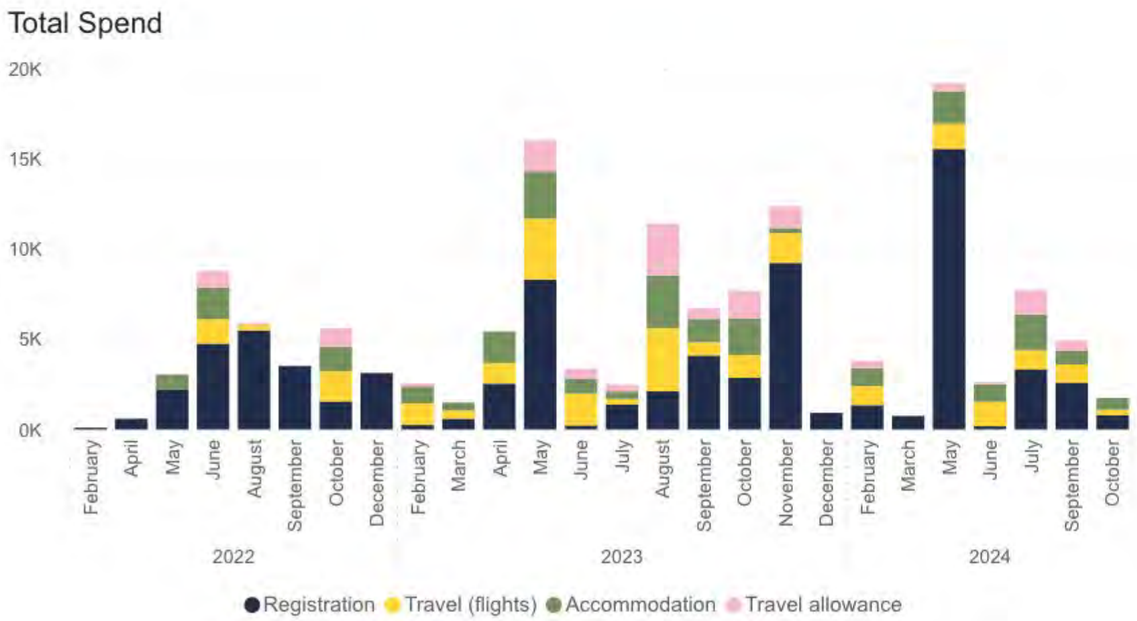
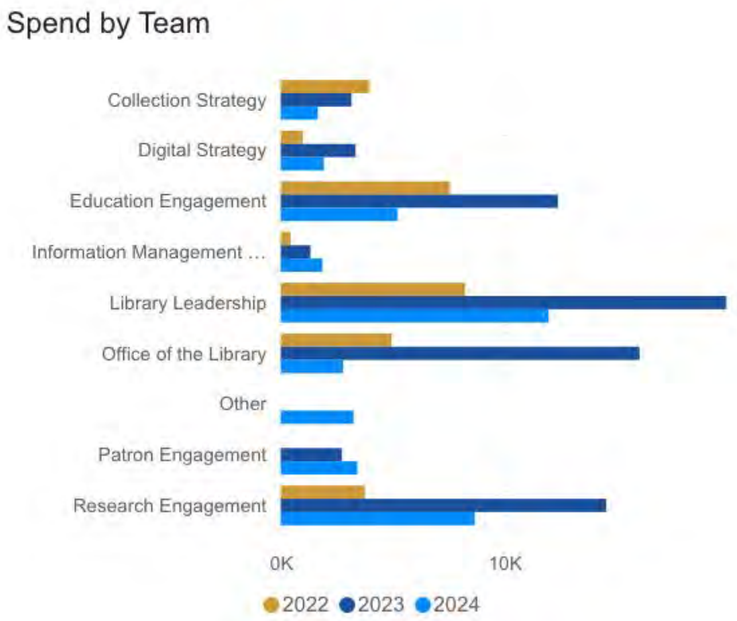
Professional Development @ Flinders University Library







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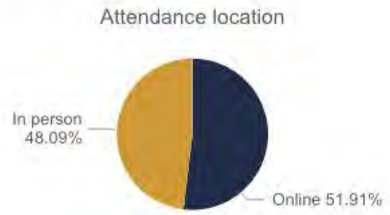
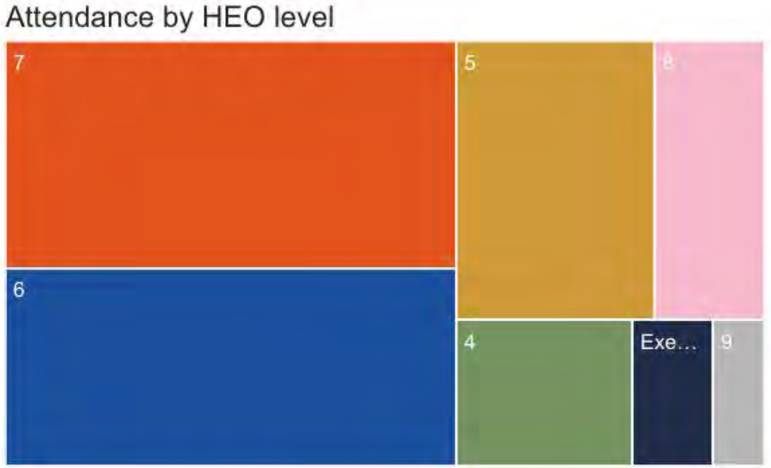
Professional Development @ Flinders University Library

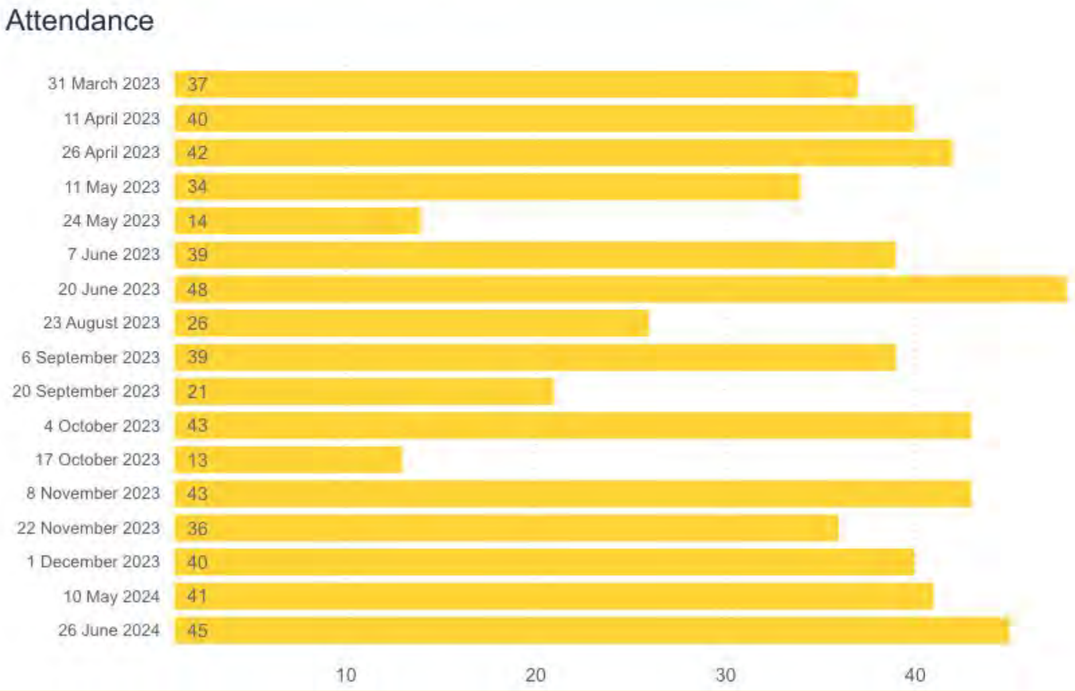
Professor Quacktackular

601
Prof. Quack. Attendees

75
Individual Staff







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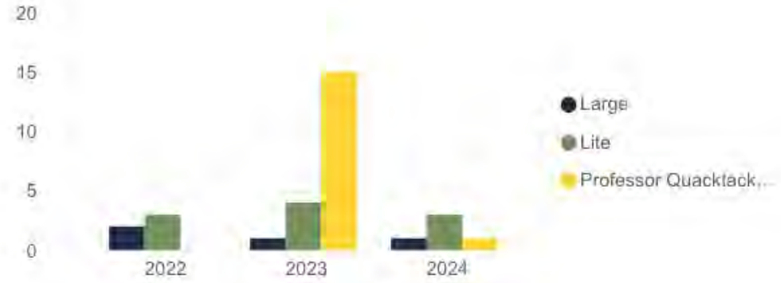
Professional Development @ Flinders University Library



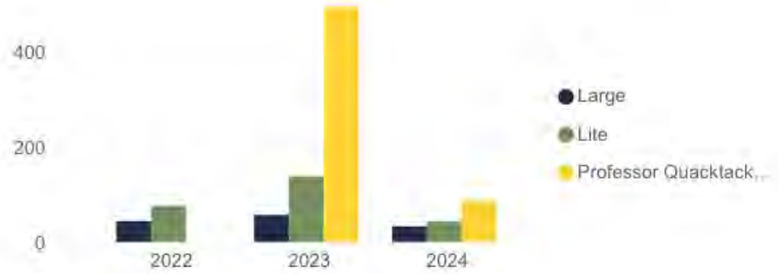
Total	Total	Total
4	10	16
PD Applications	Lite PD Applications	Prof. Quack. Attendance

Professor Quacktackular	Location
A day in the life of Collection Strategy & Research Engagement	In person
A day in the life of Information Management Strategy & Education Engagement	In person
A day in the life of Patron Engagement & Digital Library Strategy	In person
A day in the life of the randoms	In person
Deep Dive into Read & Publish	In person
Deep dive into UX	In person
Get to know Disability and Counseling Services	In person
Get to Know Flinders Academy	In person
Get to know students	In person
Indigenous knowledges yarning circle	In person
Library Spaces Specktackular	In person
Waddle or Wheel to Sturt	In person
Waddle or Wheel to Tonsley	In person
What we learnt in 2023	In person

Year	Professional Development	Hours	Location
2023	Library introduction to AI: your first steps down the rabbit hole of these new digital disruptive technologies	1.50	On campus
2024	EQ Experience	4.00	On campus (any Flinders University campus location
2022	ADCET Webinar: Screen Readers - Everything Access and Teaching Staff should know	1.00	Online
2022	How Accessibility Statements Create a Better Library User Experience	1.00	Online
2022	Introduction to Web Accessibility	20.00	Online
2022	Round Table on Information Access for People with Print Disabilities	15.00	Online
2023	Audiobooks: Revolutionizing Learning for Modern Students	1.00	Online
2023	RIMPA Webinar 1: Information and Records Management Fundamentals and Values	3.00	Online
2023	Story, Audience, and Listening: Essential Elements of Good UX Design	1.00	Online
2024	From Chaos to Clarity: Improve Your Library's Web Presence with Content Strategy	1.00	Online
Total		**111.50**	

Flinders University

Professional Development @ Flinders University Library



Total	Total	Total
134	257	581
PD Applications	Lite PD Applications	Prof. Quack. Attendance

Professor Quacktackular	Location
What we learnt in 2023	In person
A day in the life of Collection Strategy & Research Engagement	Online
A day in the life of Information Management Strategy & Education Engagement	Online
A day in the life of Patron Engagement & Digital Library Strategy	Online
A day in the life of the randoms	Online
Artificial Intelligence: Copilot	Online
Deep Dive into Read & Publish	Online
Get to know Disability and Counseling Services	Online
Get to Know Flinders Academy	Online
Get to know students	Online
Janette Wright from Federation University	Online
Library Spaces Specktackular	Online
Tech Tips	Online
What we learnt in 2023	Online

Year	Professional Development	Hours	Location
2024	Participation in the course about Panel Data Analysis	28.00	Melbourne Institute: Applie Economic & Social Resear Level 6, 111 Barry St Carlt VIC 3010
2023	Greening Libraries Conference	14.00	National Library of Australi Canberra
2023	IFLA World Congress/ Satellite Meeting Buildings and Equipment	50.00	Netherlands, Belgium
2023	Aurora Residential Programme	38.00	North Sydney
2022	CAUL Enabling a Modern Curriculum Workshop	10.00	On campus
2022	LGBTQ Awareness and Empowering Allies Training	2.50	On campus
2022	Open Access Week Panel Discussion: Climate justice	5.00	On campus
2022	Open Research Intensive	8.00	On campus
2022	Planning Inclusively: Disrupting 'Ableism' to Make Communities Just for All	1.50	On campus
2022	Responding to SASH - Library Workshop	1.00	On campus
Total		**3,080.15**	

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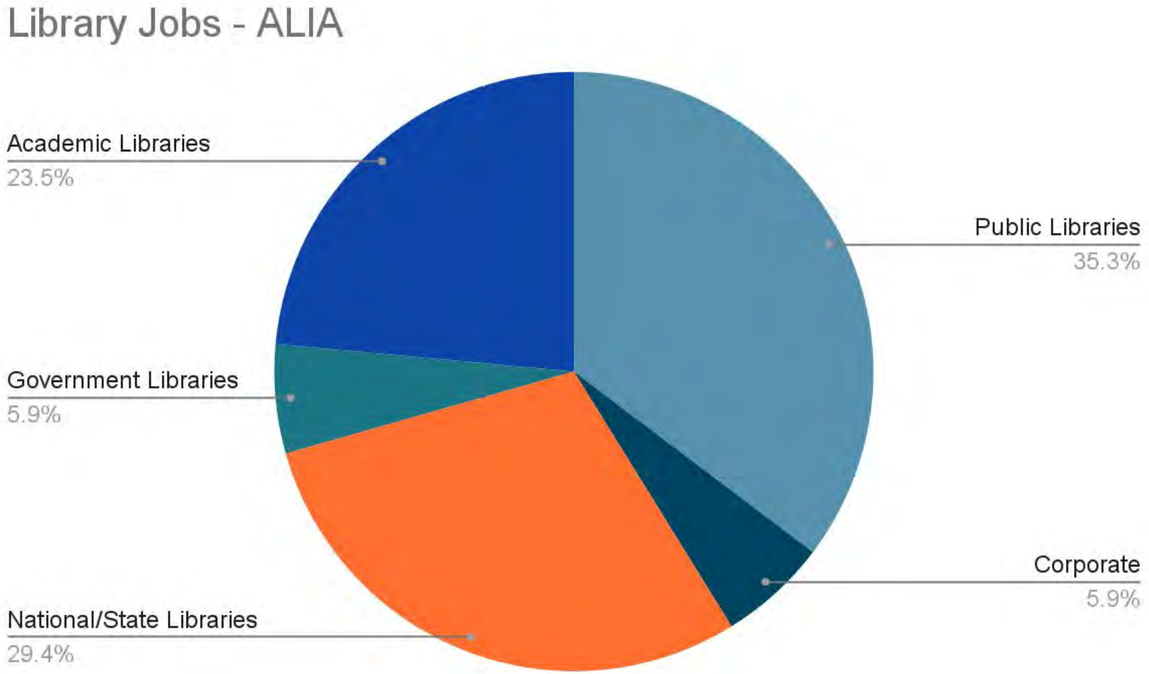
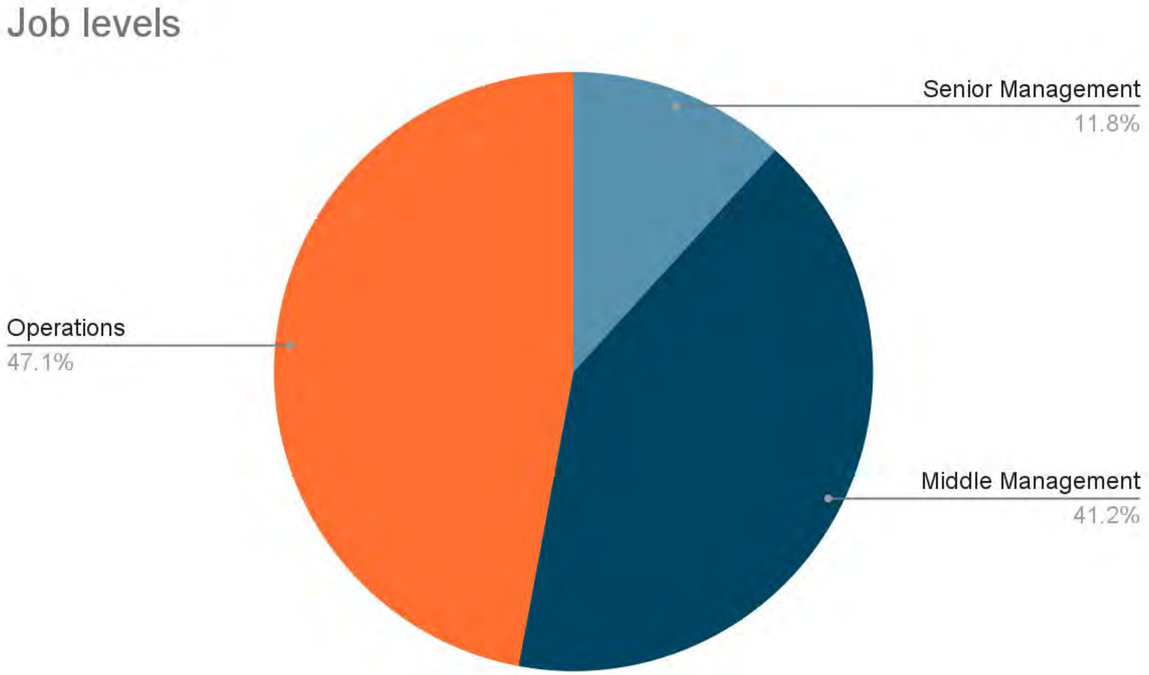
Professional Development @ Flinders University Library

Flinders University

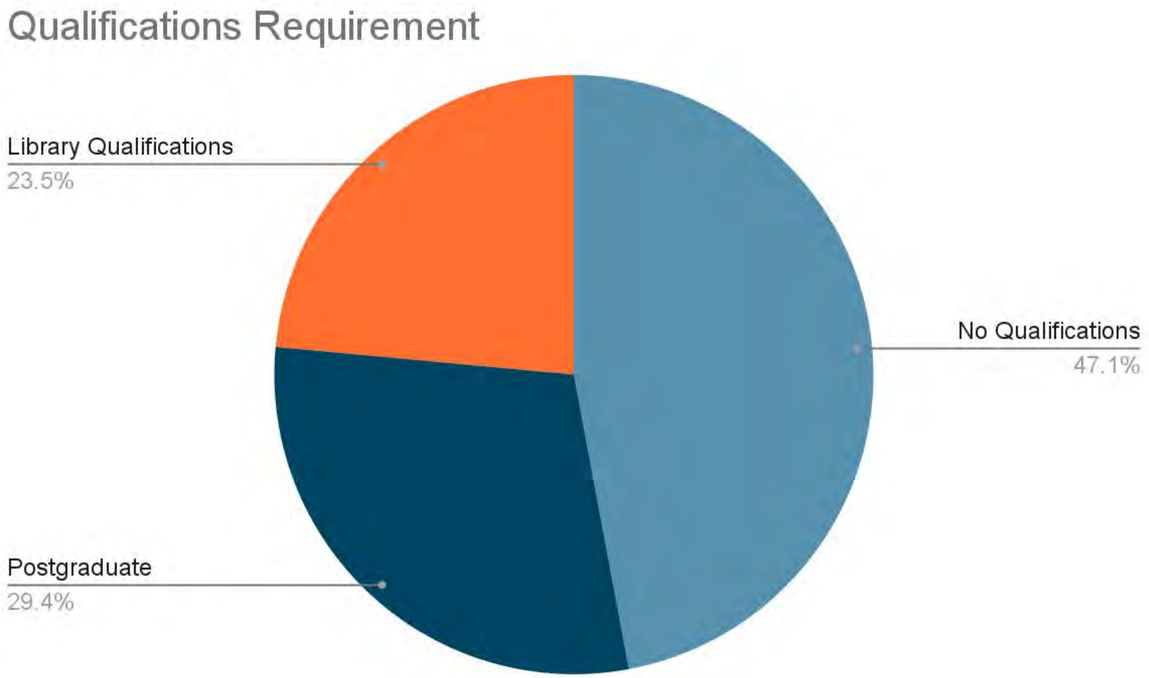
Observations from the Broader Sector

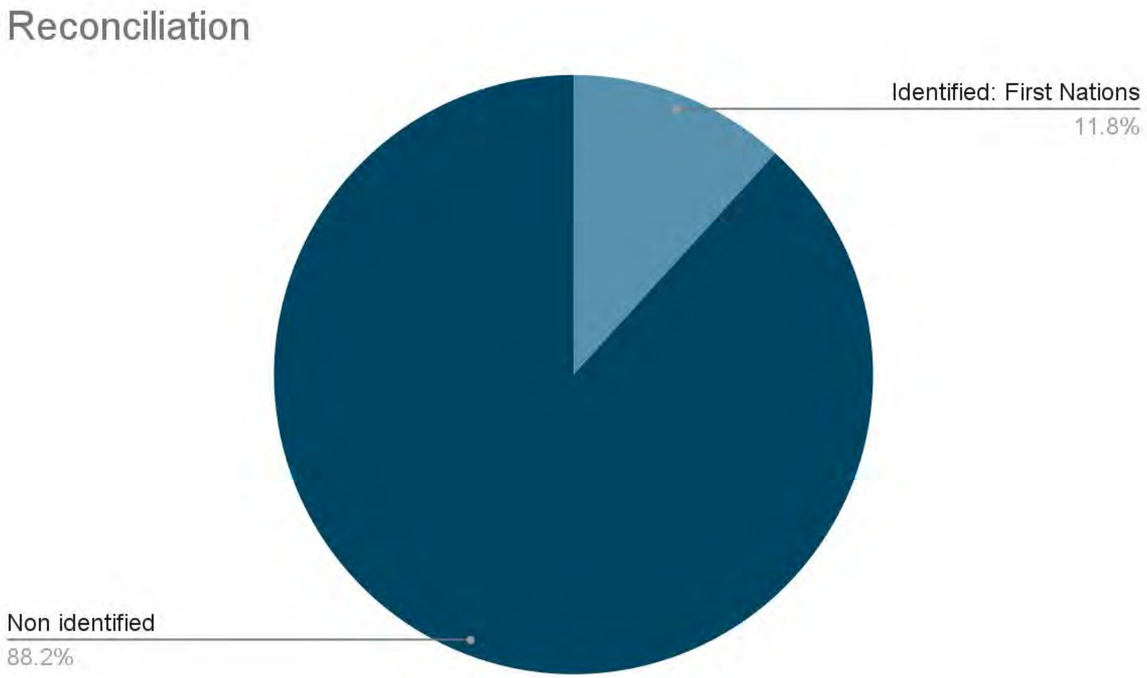




Source: ALIA Job Board

Observations from the Broader Sector





Source: ALIA Job Board

Observations from the Broader Sector

Source: ALIA Job Board

Thank You!

Flinders University

Future-facing librarians

Transforming library skills development

Tony Zanders
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Getting IT back to grass roots
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