



CAREER DEVELOPMENT: THE IFLA/ OCLC EXPERIENCE

MAHLAP National Congress
February 29, 2008

What is a career?

A career is :

- ✓ A category of possibilities
- ✓ A field of endeavor

What is Career Development?

- ✓ a lifelong process
that is unique
for every individual

What is Career Development?

- ✓ An ongoing and formalized effort that focuses on developing enriched and more capable workers

Importance of Career Development

- ✓ There is an increasing need for individuals to take charge of the development of their own careers.
- ✓ There is increasing rate of change in our organizations.

Importance of Career Development

- ✓ There is an increasing rate of change in the knowledge and skills we need to perform our jobs.
- ✓ There is an increasing need to keep learning to keep up with the rapid growth in knowledge and the rate of change of our workplace environments

Importance of Career Development

- ✓ Career ladders are rapidly shrinking or disappearing as reorganizations lead to flatter structures.
- ✓ Involvement in one's own development fosters greater commitment to the process than others-directed activities.

A survey of Human Resource Development Directors¹ indicates that they consider career development to be their least important function. The responsibility for learning and development of career paths has been downloaded to the individual employees.

¹Johansen, K, M. Kusy and R. Rouda. "The Business Focus of HRD Leaders: a Picture of Current Practice", 1996
Academy of Human Resource Development Conference, Minneapolis, February, 1996.

Therefore:

Career development is now the primary responsibility of Individuals.

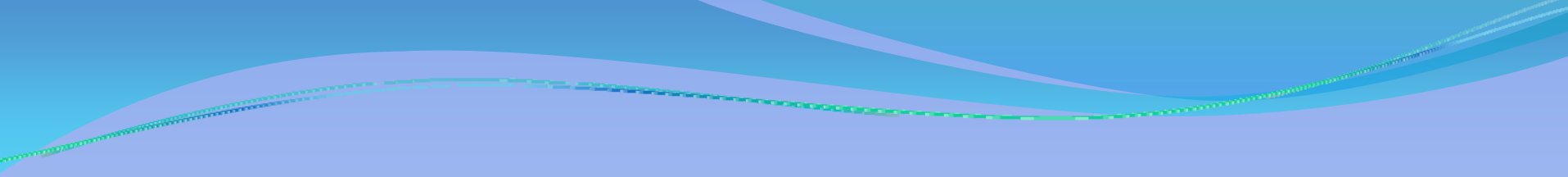
Employees, specifically librarians, must take an active role in their own development.



Career Development and Professional Competence

“Professional excellence is an individual, rather than a corporate, characteristic. Although organizations can be described as "professional" or "excellent," their collective excellence results from the work of individuals who practice the highest principles of the profession. Learning, which is the key to acquiring and maintaining individual excellence, is ultimately the responsibility of the individual.”

---Association of College and Research Libraries Statement on Professional Development *Approved by the ACRL Board of Directors on July 8, 2000*



Executive Order 220 s. 2003,
entitled “Directing the Adoption
of Code of Good Governance for
the Professions in the Philippines”
stipulates that:

✓ In providing professional service,
a certain level of competence is
necessary:

- Knowledge
- Technical skills
- Attitudes
- Experience

✓ Professional Competence

“Professionals shall...undertake only those services that they can reasonably deliver with professional competence....it is their express obligation to keep up with new knowledge and techniques in their field, continually improve their skills and upgrade their level of competence, and take part in a life-long continuing education process.”

✓ **Global Competitiveness**

“Every professional shall remain open to the challenges of a more dynamic and interconnected world. He or she shall rise up to the challenge of a more dynamic and interconnected world. He or she shall rise up to global standards and maintain levels of professional practices fully aligned with global best practices.”

“Librarians have to continually update and educate themselves about the trends and best practices in the profession.”

---Sen. Aquilino “Nene” Pimentel

---sponsorship speech delivered during the Senate deliberation of RA 9246, 13 August 2003., as quoted from BFL Member Elizabeth Peralejos's **Guidelines and Procedures for the Implementartion of Continuaing Professional Education (CPE) Programs for Librarians.**

How Do we Develop our Career?

1. By Planning and Goal Setting

- ✓ *set some goals and describe the steps you need to carry out in order to achieve those goals*
- ✓ *think about what possible constraints or barriers you may need to deal with*
- ✓ *what resources you require*
- ✓ *how long will it take to achieve your goals*

Some thoughts to remember in goal setting:

- ✓ The goal is yours- you own the goal
- ✓ The goal must generate excitement when you ponder their accomplishment

Believe you can accomplish the goal.

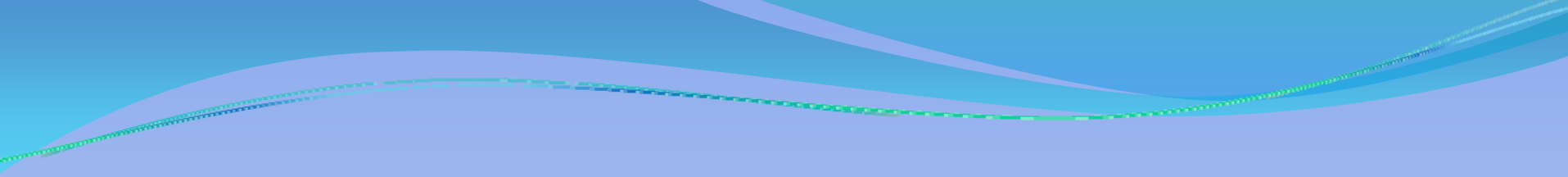
“The tragedy in life doesn’t lie in not reaching your goal. The tragedy lies in having no goal to reach.”

---Benjamin Mays, African – American Minister, president of Morehouse College, Atlanta, Georgia; mentor of Civil Rights Leader, Martin Luther King Jr;

How Do we Develop our Career?

2. By Doing

- ✓ *carry out your plan*
- ✓ *learn new information and gain new insight*
- ✓ *stay focused on your goals*
- ✓ *do not be too rigid- be open to opportunities: be flexible*
- ✓ *adjust your plan accordingly*
- ✓ *take time to review your goals and strategies*



Medical librarians, just like all professional librarians, must strive to keep up-to-date with changing technologies and issues in librarianship. Part of the fun of becoming an information professional is the opportunity to learn new things that help you better serve your users.

This can be accomplished by:

- ✓ academic preparation: Master's/ Ph. D
- ✓ writing book/ monograph
- ✓ research/ innovative programs/ creative projects
- ✓ post graduate/ in- service training
- ✓ study/ observation
- ✓ attendance to seminars
- ✓ book/ monograph

- ✓ attending continuing education courses
- ✓ reading professional literature
- ✓ maintaining memberships in national organizations
- ✓ attending conferences and seminars
- ✓ participating in fellowship grants



Career Development Opportunities for Librarians

The logo for BibliOMondialis features the word "BibliOMondialis" in a green, sans-serif font. The letter "O" is replaced by a stylized globe icon with a vertical line through its center, suggesting a bridge or connection. The background of the logo is white, set against a blue gradient background with wavy lines at the top.

BibliOMondialis

*CANADIAN PARTNERS
FOR LIBRARIES BRIDGE-BUILDING*

*PARTENAIRES CANADIENS POUR
DES ÉCHANGES EN MILIEU DOCUMENTAIRE*

FINANCIAL SUPPORT PROGRAM FOR INTERNATIONAL LIBRARY SCIENCE AND INFORMATION SCIENCES ACTIVITIES, INCLUDING A BURSARY PROGRAM FOR DELEGATES FROM DEVELOPING COUNTRIES TO ALLOW THEM TO ATTEND THE ANNUAL CONFERENCES OF THE INTERNATIONAL FEDERATION OF LIBRARY ASSOCIATIONS AND INSTITUTIONS(IFLA)

<http://www.ifla.org/IV/ifla74/grant2008.htm>

IFLA/OCLC Early Career Development Fellowship

The IFLA / OCLC Early Career Development Fellowship Program provides early career development and continuing education for library and information science professionals from countries with developing economies. The program is jointly sponsored by the International Federation of Library Associations and Institutions (IFLA), OCLC Online Computer Library Center and the American Theological Library Association (ATLA).

<http://www.ifla.org/III/grants/ecdf.htm>

Action for Development through Libraries Programme Core Activity (ALP) SCHOLARSHIPS ASIA AND OCEANIA

Mission

The purpose of the programme is to further the library profession, library institutions and library and information services in developing countries. In many developing countries the status of the library and information profession needs to be strengthened. This can be done among other things by continuing education programme, especially in areas striving to keep up with the rapid pace of development in library and information services. Consequently, this is a priority area to which ALP addresses itself.

<http://www.ifla.org/VI/1/admin/scholarasia.htm>

STIMULATE (Scientific and Technological Information Management in Universities and Libraries: an Active Training Environment)

Aim / goal of the training program:

The main aim and goal of this International Training Program is to offer a stimulating learning environment to the participants. These are young scientists and professionals who have a function as information intermediary in the area of science and technology, so as to sharpen their skills in collecting, storing, retrieving, presenting and managing information. This can be of great benefit to the teaching and research activities going on in their institute and to the further development of their organisation and region.

<http://www.vub.ac.be/BIBLIO/itp/stimulate7/stimulate7-announcement.htm>

Conclusion:

“My advice to other librarians:
be proactive, apply for
scholarships, travel grants,
join international discussion
groups, whenever the opportunity
opens.”

-Mrs. Mila Ramos, Chief Librarian, IRR