

Wanted, Teachtechmanagarian

**Millennial Librarians Equip to enter the
new job market.**

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Introduction

- Millennial Attributes
- Today's job market
 - Technology Trends
 - Budget Cuts and Downsizing
- Current Library Job Descriptions
- Young Librarians hit the job market
 - Expected to fill new job descriptions
 - Equip themselves with appropriate skills
- The stereotypical attributes of millennial graduates help fulfill the requirements of the new job market.

Portrait of a Generation

- “Millennial,” “Generation Y,” or “Nexter” are many times used to describe the same generational group
 - **Millennial** – Born between 1980 – 2000
- The Millennial generation is beginning to embark on their professional careers
- Literature Found on teaching the Millennial Generation, but not as much on their role as professionals

Millennial/Generation Y Stereotypes

- Stereotypical Attributes vary by study, but most seem to agree upon the following:
 - Technology
 - Multi-tasking (sometimes to fault)
 - Career Development
 - Working as group
 - Questions and Feedback

The Job Market

- Today library job descriptions are increasingly requesting their applicants to have the following skills:
 - Technology
 - 90% of the job descriptions found in Shank's study of academic library positions required technology skills (Shank, 2006).
 - 72% of job adds contained at least one IT skill (Matthews and Pardue, 2009).
 - Communication
 - 80% of the job descriptions found in Shank's study of academic library positions required communication skills (Shank, 2006).

The Job Market

- Managerial/Project management
 - 20% of the jobs found in Shank's study had required project management skills (p4).
- Problem Solving
- Additional Skills – outside of the library realm



The Job Market

Technology Skills requirements of the past

- Few computer skills required
 - In 1983 only 30% of jobs advertised in Library Journal and American Libraries required some computer skills (Starr, 2004).
- An example of a computer skill in Starr's study included items such as "database searching" (p.9)

The New Job Market

Current Technology Skills

- Today a new level of computer expertise is required of librarians
 - Network Security
 - Integrative Library Systems
 - Web development
 - Programming languages
 - Word processing software
- "As technology changes, so have the skill sets required of librarians" (Matthews & Pardue, 2009).

The New Job Market

- In addition to integrative technologies, libraries are facing many new challenges
 - Budget Cuts
 - Downsizing
- Combining job descriptions
 - Adding to the skills desired of new library professionals
 - Information Technology Skills
 - Language Proficiency
 - Managerial Skills
 - Additional Subject Specialties

Millennial Librarians Take on the Job Market

- Millennial Generation beginning their professional careers
- Although many of the stereotypes have had a negative connotation, these tendencies may help the new generation successfully fill the ever-growing list of skills found on current job descriptions.



Millennial Librarians Take on the Job Market

- Training in technical skills
 - Web development
 - Network Security
 - Integrative Library Systems
- Multi-tasking while using this technology
 - Able to handle multiple tasks

Millennial Librarians Take on the Job Market

- Communication Skills developed throughout school years to:
 - Work well in groups
 - Work and play in groups (Larkin, 2009).
 - Ask questions
 - Thrive on feedback
- Quest for further professional development skills
 - Self directed learners – 68 % initiated most of their learning themselves (MacLeod, 2008).

Job Description

Qualifications Required

- ✓ Problem Solving
 - ✓ Question/feedback
- ✓ Interpersonal/Oral Communication Skills
 - ✓ Group work
- ✓ Work in a complex multitasking environment
 - ✓ Multi-taking

Qualifications Preferred

- ✓ E-Serials management
 - ✓ Tech Savvy
- ✓ Accounting
 - ✓ Professional advancement/development
 - ✓ Multitasking
- ✓ MS Office
 - ✓ Tech Savvy
- ✓ Serials Databases
 - ✓ Tech Savvy
 - ✓ Traditional Library skills
- ✓ Integrated library systems
 - ✓ Tech Savvy (required to learn something about IS in many library science programs)

Collections and Electronic Resources Librarian

Qualifications – Required

- MLS degree from an ALA-accredited program.
- The successful candidate will possess excellent problem solving skills, and the ability to develop resourceful solutions.
- The Librarian must possess excellent organizational, interpersonal, oral and written communication skills; s/he must work well in a complex, multi-tasking environment.

Qualifications - Preferred

- Minimum of one year's experience in one of the following areas; acquisitions, interlibrary loan/ documents delivery or E-serials management.
- Professional experience with accounting procedures and budgeting processes and practices. Previous experience working with vendors in negotiating license agreements.
- Working knowledge of standard computer office applications such as Access and Excel. Familiarity with a serials database such as Serials Solutions. Familiarity with OCLC and integrated library

To Summarize:



1. Today's Job market demands many new and improved skills sets from the new generation of librarians
2. The millennial generation is beginning to enter the job market armed with knowledge of technology, communication, and problem solving
3. The stereotypes of the Millennial Generation uniquely prepares them for the demands of the new job market.

MacLeod, A. (2008) Unlocking the Talent of Generation Y. *Chartered Management Institute*. Retrieved from EBSCO September 10, 2009

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Starr, J. (2004) A Measure of change: comparing library job advertisements of 1983

Thank You

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