



**Tshwane University
of Technology**

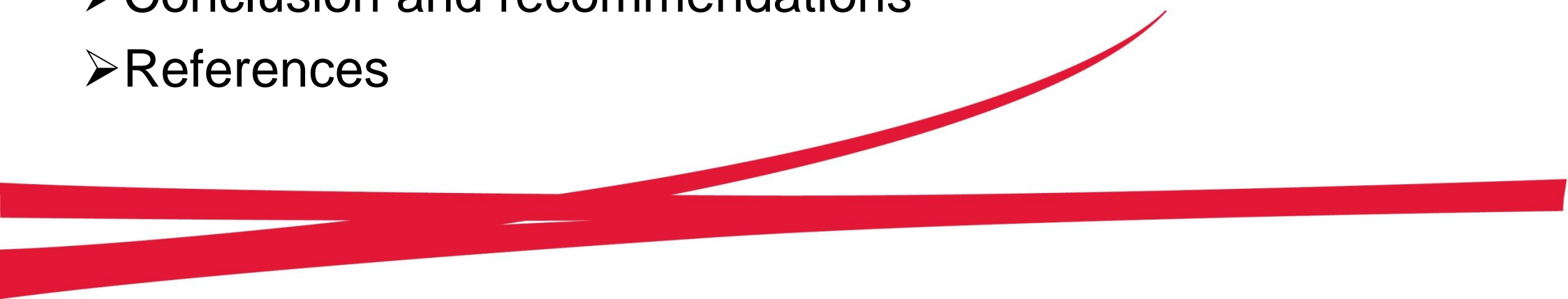
We empower people

Entry level librarian recruitment: an infometric analysis of job advertisement at the Tshwane University of Technology

Presentation by:

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- Introduction and background
 - Research problem
 - Rationale of the study
 - Literature review
 - Data collection
 - TUT LIS staff component
 - Findings and discussion
 - Conclusion and recommendations
 - References
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INTRODUCTION

- New graduates empowerment
 - Job placements and internship programmes
 - Recruitment of librarians & entry level librarians
 - The ageing workforce
 - Employment practices
 - Attracting young people
 - The librarianship professional identity crisis
 - LIS professional development
- 

INTRO.....

- Shortage of trained librarians
 - DAC & NCLIS study on demand and supply of skills
 - Employment practices
 - Stagnant job market
 - Succession planning
 - Closing down of LIS schools
 - Movement of current professionals into managerial positions
 - The experience trap
- 

RESEARCH PROBLEM

- Minister of Labour: skills and experience – the new discriminatory tools in the workplace
- Experience barrier
- Experience is overrated

Theresa Brunno

“It is vicious cycle. You can’t get a librarian position because you don’t have experience. You cant get experience unless you have a librarian position”

- Lack of professional experience

RATIONALE OF THE STUDY

DAC recommendations – Five tiered strategy

- Career progression of library assistants
- Offer NQF 4 and 5 qualifications
- Articulate these qualifications into HEQF
- Lis community to embark on a program of action
- Empower library assistants and New LIS graduates



LITERATURE REVIEW

- ❖ The graying professional hype dialogue
- ❖ Entry level gap within the LIS profession
- ❖ ‘Baby boomers’ about to hit the retirement age
- ❖ Succession plans
- ❖ The entry level gap (Sproles; Ratledge & Brunno)
- ❖ Flinders University graduate trainee program
- ❖ Employers increasingly required Experience & Knowledge
- ❖ The jobs can be found – Conners and McCarthy

DATA COLLECTION

- Purposive data collection
- Data sourced from both Primary and secondary sources
- TUT Online vacancy bulletin + Sabinet vacancies
- 139 LIS job advertisements – 28 Nov 2007 – 10 Dec 2014

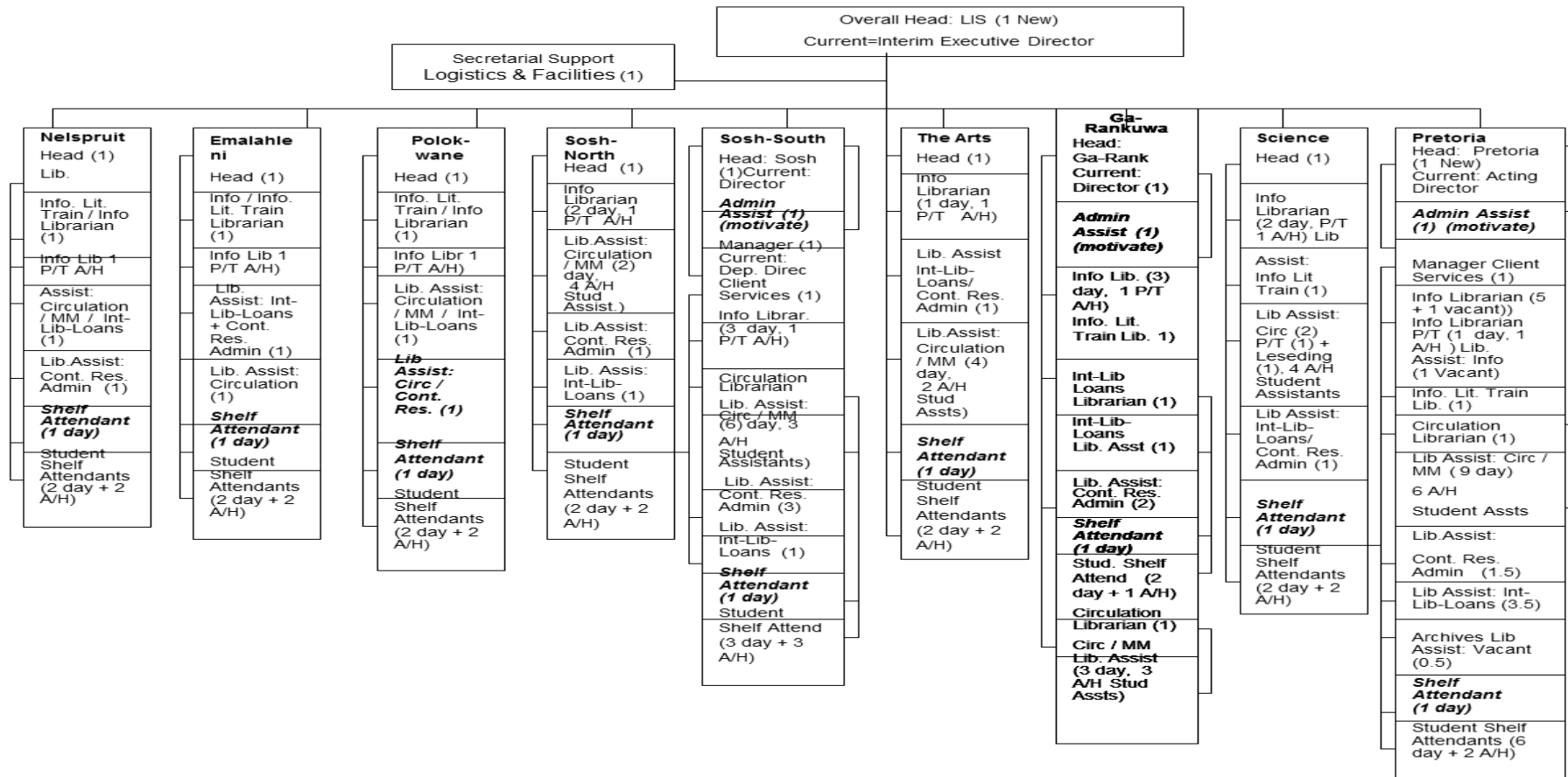
CRITERIA

1. A LIS Degree or equivalent + no experience
2. A LIS Degree or equivalent + one or less years of exp
3. National Diploma + one or less years of exp



TUT LIS STAFF COMPONENT

ORGANISATIONAL STRUCTURE FOR LIBRARY AND INFORMATION SERVICES 2006+

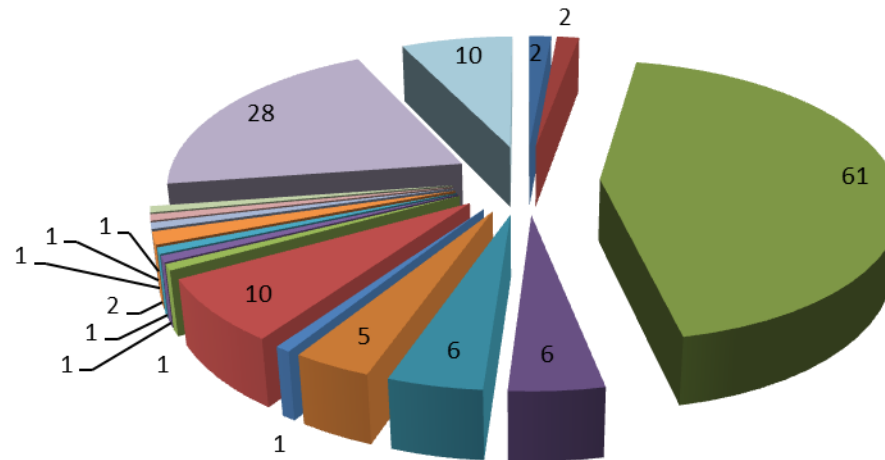




FINDINGS

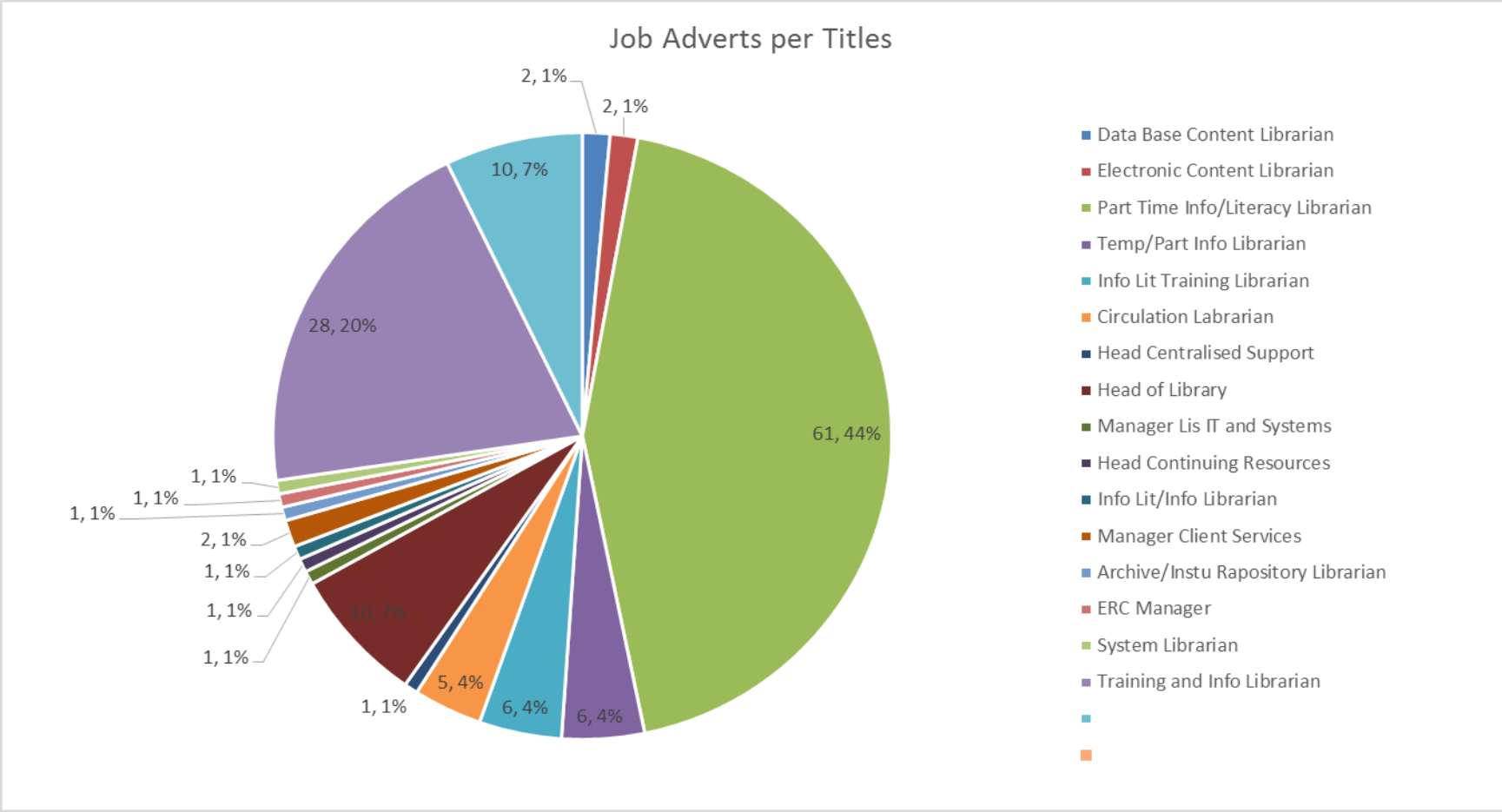
Job Adverts per Title

- Data Base Content Librarian
- Temp/Part Info Librarian
- Head Centralised Support
- Head Continuing Resources
- Archive/Instu Rpository Librarian
- Training and Info Librarian
- Electronic Content Librarian
- Info Lit Training Librarian
- Head of Library
- Info Lit/Info Librarian
- ERC Manager
- Info Librarian
- Part Time Info/Literacy Librarian
- Circulation Labrarian
- Manager Lis IT and Systems
- Manager Client Services
- System Librarian





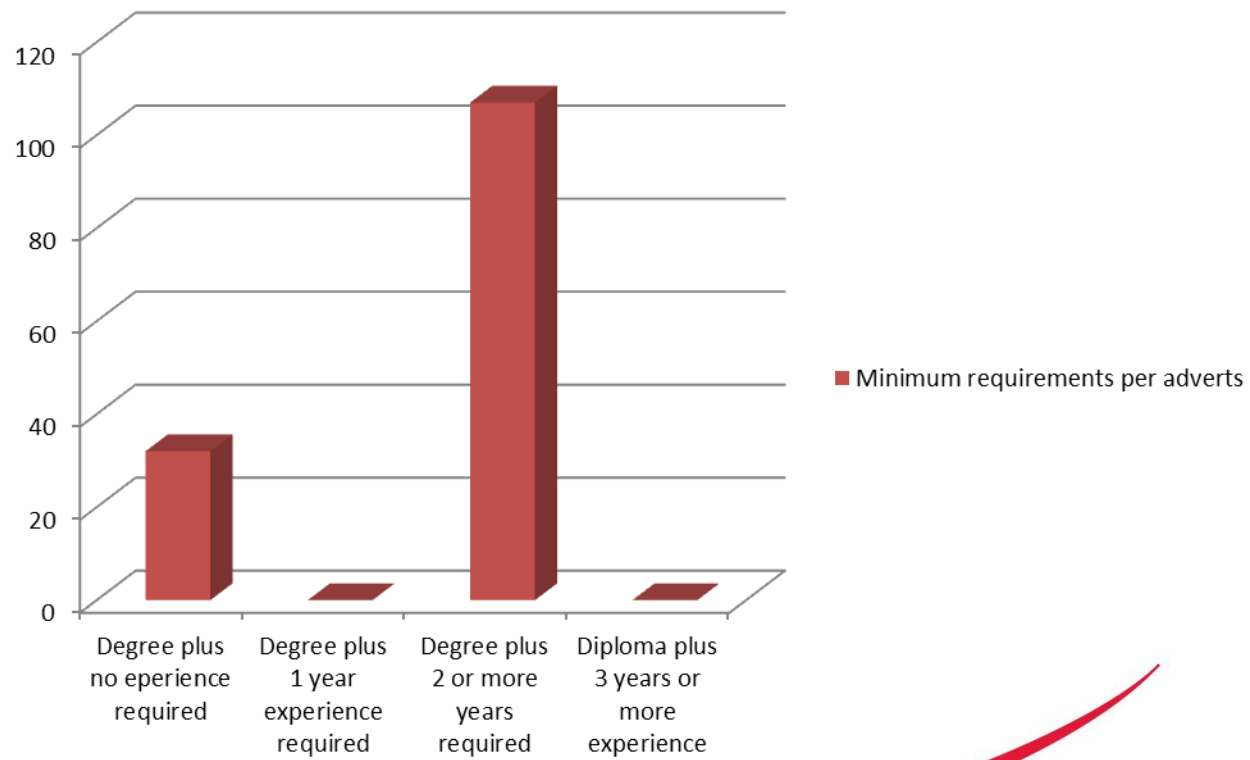
FINDINGS.....





FINDINGS...

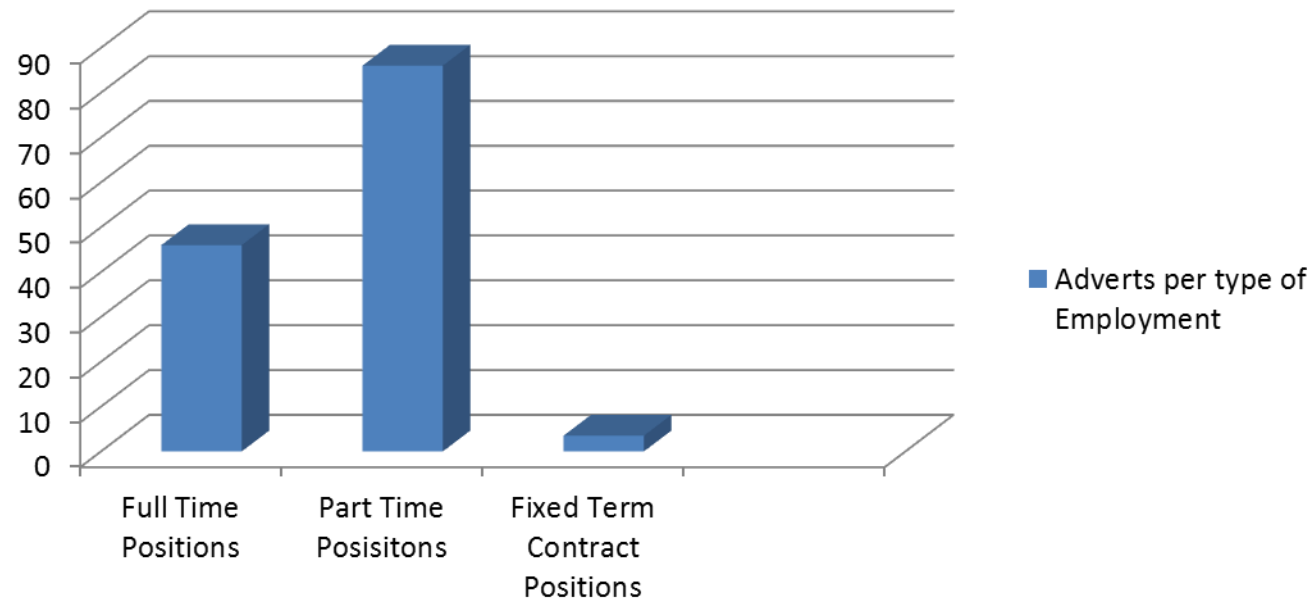
Minimum requirements per adverts





FINDINGS.....

Adverts per type of Employment





FINDINGS AND DISCUSSIONS

- ✓ 93 of 139 were Part time/Fixed term contracts
- ✓ 46 Fulltime positions
- ✓ 67 % of the adverts were Part time /Contract positions
- ✓ 33 % of Fulltime positions From
- ✓ From the 93 positions 83 counts as part time contract
- ✓ 25 of which counts as Entry level
- ✓ From 10 Contract positions 7 qualify as entry level
- ✓ 32 Entry level position = 34 % of 93 Part time/Contract positions 81
- ✓ From 46 full time positions = 0 Entry level position
- ✓ 70 % of contract positions are Entry level
- ✓ Total 34 % of total adverts are Entry level from PT/Contract
- ✓ 0 % adverts from Full time positions



CONCLUSION AND RECOMMENDATION

- Full study to establish the full spectrum of Entry level positions
- Fast track the recognition Diploma holders
- Policy development/legislate/regulate employment practices
- Enforce the Employment Equity definition of suitable candidates
- Empower library assistants with qualifications
- Remove barriers for employment of Entry level positions
- Education overhaul/On the job training??
- Create career paths for LIS staff

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