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

Presentation by:
Mokgakele Jan Moeketsi
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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
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
• 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 can’t get experience unless you have a librarian position”

- Lack of professional experience
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
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

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
FINDINGS

Job Adverts per Title

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

28
10
2
61
6
6
FINDINGS...

Minimum requirements per adverts

- Degree plus no experience required
- Degree plus 1 year experience required
- Degree plus 2 or more years required
- Diploma plus 3 years or more experience

Minimum requirements per adverts
FINDINGS.....

Adverts per type of Employment

- Full Time Positions
- Part Time Positions
- Fixed Term Contract Positions

Adverts per type of Employment
✓ 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
Berry, J. 2008. The experience trap. Library Journal, 133(9), 10-?
Brunno, T. 2009. It isn’t just me: a story of four recent Library Science graduates on the prowl for their first librarian job. Indiana libraries, 28(2), 20-22


South Africa. Department of Arts and Culture. 2010. The demand for and supply of skills in library and information services, archival services and records management: final report. Pretoria: Government printers

THANK YOU