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Creative Ideas in Technical Services Interest Group roundtable discussion

## Core Competencies for Technical Services Staff - How do we assess? How do we plan? How do we train?

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### Why Core Competencies?

- Leverage the existing work done by library (and other) organizations
  - ALA / NASIG / OCLC all have competency documents
- Can choose the competency document(s) that most closely align with your/staff work
  - Or even cherry pick sections / specific competencies from a variety of documents

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### Observations

- "Soft Skills" competencies are similar across many competency documents
  - Communication
  - Collaboration
  - Initiative & adaptability
  - Leadership
  - Problem solving
  - Professional curiosity
- But once you get beyond "soft skills" - competencies can be very granular & specific...

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## Questions for discussion

- There are a lot of competency lists to choose from - How can TS managers identify the relevant competencies for their department/unit?
  - Are the existing competency documents the best way to identify needed skills, or are there other ways?
  - How to choose what 'fits' you / your staff best?
  - And at what level of granularity?
- What is the best way to assess if you/your staff have those competencies?
  - How do you determine which competencies are needed across the unit/department?
  - Which competencies / skills might only be needed by a few staff?
  - Which competencies might be areas to grow into?
- What are good ways to go about developing training that is pertinent to staff?
  - How do we develop/deliver training that is cyclical or repeated over time vs. one off training?

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## Resources

- [ALA Core Competencies for Cataloging and Metadata Professional Librarians](#)
  - [ALA Acquisition Core Competencies](#)
  - [I LAMA leadership and management competency](#)
  - [Linked data Competency Index](#)
  - NASIG [Core Competencies for Electronic Resources Librarians](#)
  - NASIG [Core Competencies for Scholarly Communication Librarians](#)
  - [OCLC New Skillset for metadata management](#)
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- Competencies for Information Professionals list : <https://librarianship.ca/resources/competencies/>
  - Library Staff Competency Collections:  
[https://www.webjunction.org/documents/webjunction/Library\\_Staff\\_Competency\\_Collections.html](https://www.webjunction.org/documents/webjunction/Library_Staff_Competency_Collections.html)

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