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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...

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?

Resources

- [ALA Core Competencies for Cataloging and Metadata Professional Librarians](#)
 - [ALA Acquisition Core Competencies](#)
 - [JLAMA 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
