



Tools for future-proofing your library career

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Overview

- What does a “future-proof” career look like?
- Quick tips and tricks for “future-proofing”:
 - Introduction to a couple of quick futuring techniques, and time to practice

Change isn't new.

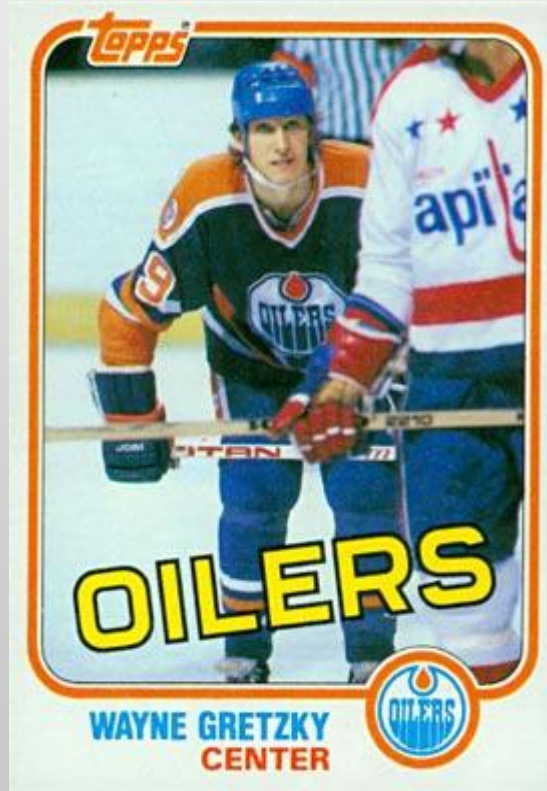
(Picture source: Saint Paul Public Library “**Using the card catalog. November 20, 1958,**”
<http://www.sppl.org/locations/central-history.html>)



“Skate where the puck’s going,
not where it’s been.”

—Wayne Gretzky

Picture source: <http://www.vintagecardprices.com/>



“Skate where the puck’s going,
not where it’s been.”

—Wayne Gretzky

○ But how?

Start with looking one step ahead. (or at least at the present.)

Postings snapshot

The Partnership – 20 April 2010

the
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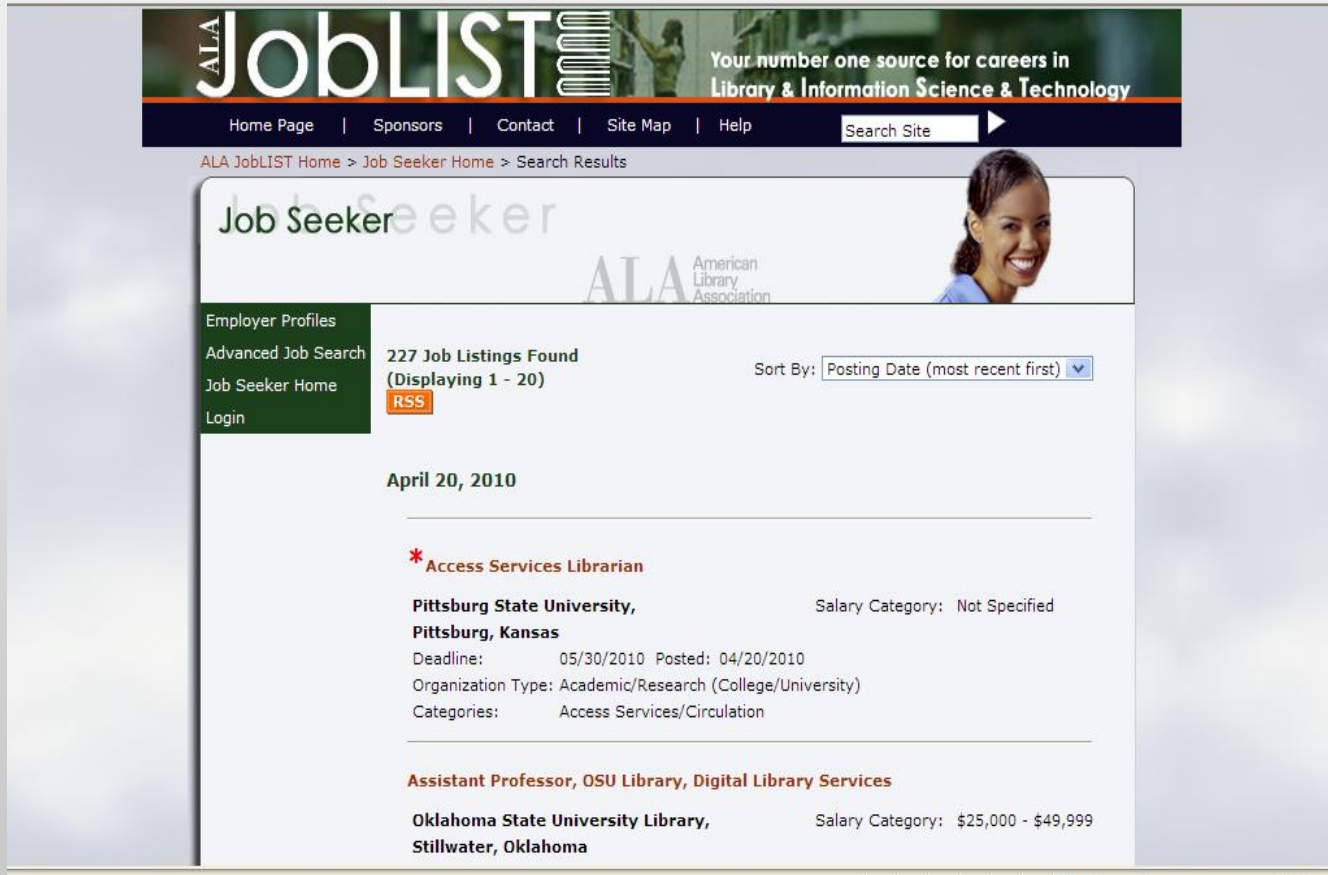
Province:

1 of 2 (total 25 items) ▶▶

<u>Job Title</u>	<u>Company</u>	<u>Location</u>	<u>Start Date</u>	<u>Expiry Date</u>
Librarian	Mental Health Centre Penetanguishene	Penetanguishene, ON	4/19/2010	4/30/2010
Information Specialist, Knowledge Management Services	BC Securities Commission	Vancouver, BC	4/16/2010	5/3/2010
Community Digitization Librarian/Archivist (Term, 2 years from the date of hire)	University of British Columbia	Vancouver, BC	4/15/2010	5/21/2010
Youth Services Librarian	Okanagan Regional Library	Salmon Arm, BC	4/15/2010	5/15/2010
Digitization Facilitator/Animateur en numérisation [Extended / Prolongé]	Knowledge Ontario	West Nipissing & Clarence-Rockland regions, ON	4/7/2010	4/22/2010
IFS – Research Centre Technician	PwC Management Services LP	Vancouver, BC	4/14/2010	7/13/2010
Members' Services Research Assistant	Saskatchewan Legislative Library	Regina, SK	4/14/2010	4/29/2010
Section Head, Seven Oaks Hospital Library	University of Manitoba	Winnipeg, MB	4/14/2010	5/21/2010
KNOWLEDGE RESOURCE SPECIALIST	Saskatchewan Research Council	Saskatoon, SK	4/13/2010	4/26/2010
Student Librarian (Summer position)	Nunavut Arctic College	Iqaluit, NU	4/9/2010	4/30/2010
Reference Librarian, Leslie Frost Library (updated Apr. 5)	Scott Library, York University	Toronto, ON	3/8/2010	5/5/2010

Academic postings snapshot

ALA JobList - 20 April 2010



The screenshot displays the ALA JobLIST website interface. At the top, the header features the 'ALA JobLIST' logo and the tagline 'Your number one source for careers in Library & Information Science & Technology'. Below the header is a navigation bar with links for Home Page, Sponsors, Contact, Site Map, and Help, along with a search bar. The main content area shows the 'Job Seeker' section with a sidebar containing links for Employer Profiles, Advanced Job Search, Job Seeker Home, and Login. The main content area displays search results for April 20, 2010, with 227 job listings found. The first listing is for an 'Access Services Librarian' at Pittsburg State University, Kansas, with a deadline of 05/30/2010 and a salary category of 'Not Specified'. The second listing is for an 'Assistant Professor, OSU Library, Digital Library Services' at Oklahoma State University Library, Stillwater, Oklahoma, with a salary category of '\$25,000 - \$49,999'.

ALA JobLIST

Your number one source for careers in
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ALA JobLIST Home > Job Seeker Home > Search Results

Job Seeker

ALA American Library Association

Employer Profiles
Advanced Job Search
Job Seeker Home
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227 Job Listings Found
(Displaying 1 - 20)

RSS

Sort By: Posting Date (most recent first)

April 20, 2010

* Access Services Librarian

Pittsburg State University,
Pittsburg, Kansas

Salary Category: Not Specified

Deadline: 05/30/2010 Posted: 04/20/2010

Organization Type: Academic/Research (College/University)

Categories: Access Services/Circulation

Assistant Professor, OSU Library, Digital Library Services

Oklahoma State University Library,
Stillwater, Oklahoma

Salary Category: \$25,000 - \$49,999

The Future.

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library future

Search

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Results 1 - 10 of about 226,000,000 for **library future**. (0.27 seconds)

Video results for **library future**



[Library of the Future](#)

6 min - 5 Nov 2006

[www.youtube.com](#)



[What is the future of the library?](#)

2 min 11 sec - 16 Jun 2009

[www.youtube.com](#)

Libraries of the Future - What does the academic library of the ...

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proud. We can leave no better gift for **future** generations than a digital mathematical **library** of the past. Draft- 5.3, 24 March 2005.

[www.ceic.math.ca/Publications/dml_vision.pdf](#) - [Similar](#)

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Library and Archives Canada Cataloguing in Publication. Bibby, Reginald W. (Reginald Wayne), date. The **future** families project : a survey of Canadian ...

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[www.chla-absc.ca/documents/wallsfinal.pdf](#)

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The majority of our **libraries** have responded to this but many have done this in a bolt-on way and there is more that we can do. The **future Library** Space ...

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The Future.

 **SIMON FRASER UNIVERSITY**
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
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

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KEYWORD  Entire Collection 

☐ Limit to items currently in library

Author [Cornish, Edward, 1927-](#)

Title **Futuring : the exploration of the future / Edward Cornish.**

Published Bethesda, Md. : World Future Society, c2004.

Rating ★★★★★

Permanent link to this record <http://troy.lib.sfu.ca/record=b4692393~S1a>

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Bennett Library 3week	HM 901 C67 2004	DUE 10-01-05





Descript. xiv, 313 p.


Note Includes bibliographical references and index.

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A Few Futuring Techniques

- **Scanning** (focussing on changes and trends)
- **Trend projection** (what if a given trend continues at current rate?)
- **Scenarios** (possible future developments described in story or outline form)
- **Brainstorming** (useful in identifying possibilities, opportunities, and risks)
- **Backcasting** (once a future goal is determined, identify what sequence of events is required to achieve it)
- **Wild cards** (the big surprises, both good and bad, that can knock us sideways)

- Source: Edward Cornish. *Futuring: The Exploration of the Future*. Bethesda, MD: World Future Society, 2005.

Scenarios

Example: Future of reference services in the X University Library

- 1. Surprise-free scenario: For example, reference desk stats fall gradually while online use increases
 - 2. Optimistic scenario: Extra funding for special projects increase support to online reference service.
 - 3. Pessimistic scenario: The division's budget is drastically reduced. Service hours and some services are cut.
 - 4. Disaster scenario: The division or branch is eliminated.
 - 5. Transformation (“miracle”) scenario: Large donation or grant awarded.
-
- Source: Edward Cornish. *Futuring: The Exploration of the Future*. Bethesda, MD: World Future Society, 2005.

Wild cards

- Often discussed in terms of large-scale disasters
- Can be positive or negative
- Can be personal too

- Source: Edward Cornish. *Futuring: The Exploration of the Future*. Bethesda, MD: World Future Society, 2005.

Group futuring exercise

○ Choose a topic, e.g.:

- Collections
- Reference/information services
- Outreach
- Programming
- Liaison services
- Marketing
- Technical services
- Library buildings and facilities

○ Choose a futuring technique, e.g.:

- Trend projection
- Scenarios
- Brainstorming
- Backcasting
- Wild cards

Checking back

- Topic?
- Tool?
- What possible futures?
- What surprises?

In conclusion

“Future-proofing” your career:

- A range of ongoing activities
- Current awareness and engagement
- Reflective thought
 - What’s the big picture?
 - What are the trends?
 - What are some possible futures?
 - What actions are required?
- Action steps

Career Sustainability:

Strategies and tools for future-proofing your library career

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