Wanted: librarians! the Dutch approach

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Introduction

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VOB / association of public library’s
in the Netherlands
Challenges

Library staff (total population 7,500)
40%  55 – 67 years old

No formal library education

New tasks require new skills

Tight labor market
Chances

Libraries are “hot”

Extra funding

Young people seek relevant jobs
Profile new library professional

Likes to do socially relevant work

Former education and job experience

Wants to be challenged, to develop themselves
Solutions: the Dutch approach

• Initiative Library education “new style”
  Project period 2022- 2026

• Funding :
  members of VOB, fixed % of total wage bill

• Based on shared societal challenges of the Dutch library network
  (language and reading abilities, participation, life long learning)

• Objective : modulair, accessible, up to date education for all
  workers in libraries

• Priority : library specific content
Structure of the curriculum
New Library academy

**verdieping**

- impactmanagement
- verandermanagent

**basis**

- persoonlijk leiderschap
- branchekennis

**algemeen**

- collectievorming
- samenwerking IDO

**informatie**

- digitale vaardigheden
- collectiekennis
- informatieveardigheden
- gespreksvaardigheden

**educatie**

- omgaan met maertaligheid
- samenwerking onderwijs
- digitale geletterdheid
- stimuleren

- kennis onderwijs en literatuur
- didactiek

**programmering**

- gesprekken leiden
- fondsen weren
- samenwerking cultuur
- democratisch burgerschap aan jagen

- leren programmeren
- community building
Bibliotheekcampus

Website: platform for all relevant educational content

* shop window

* e-learning platform

Extra

* learning management system for local libraries
Project stage 2024-2026

Curriculum defined

Quality guarantees for education

Rewards for learning effort

Guarantees for the future