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# Connecting Talent Management to LIS Course Descriptions

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## LIS Curriculum Design

One way that LIS programs review the content of courses is through examination of job descriptions. We reviewed job ads published at ALAjobs... for the years 2016-2018.

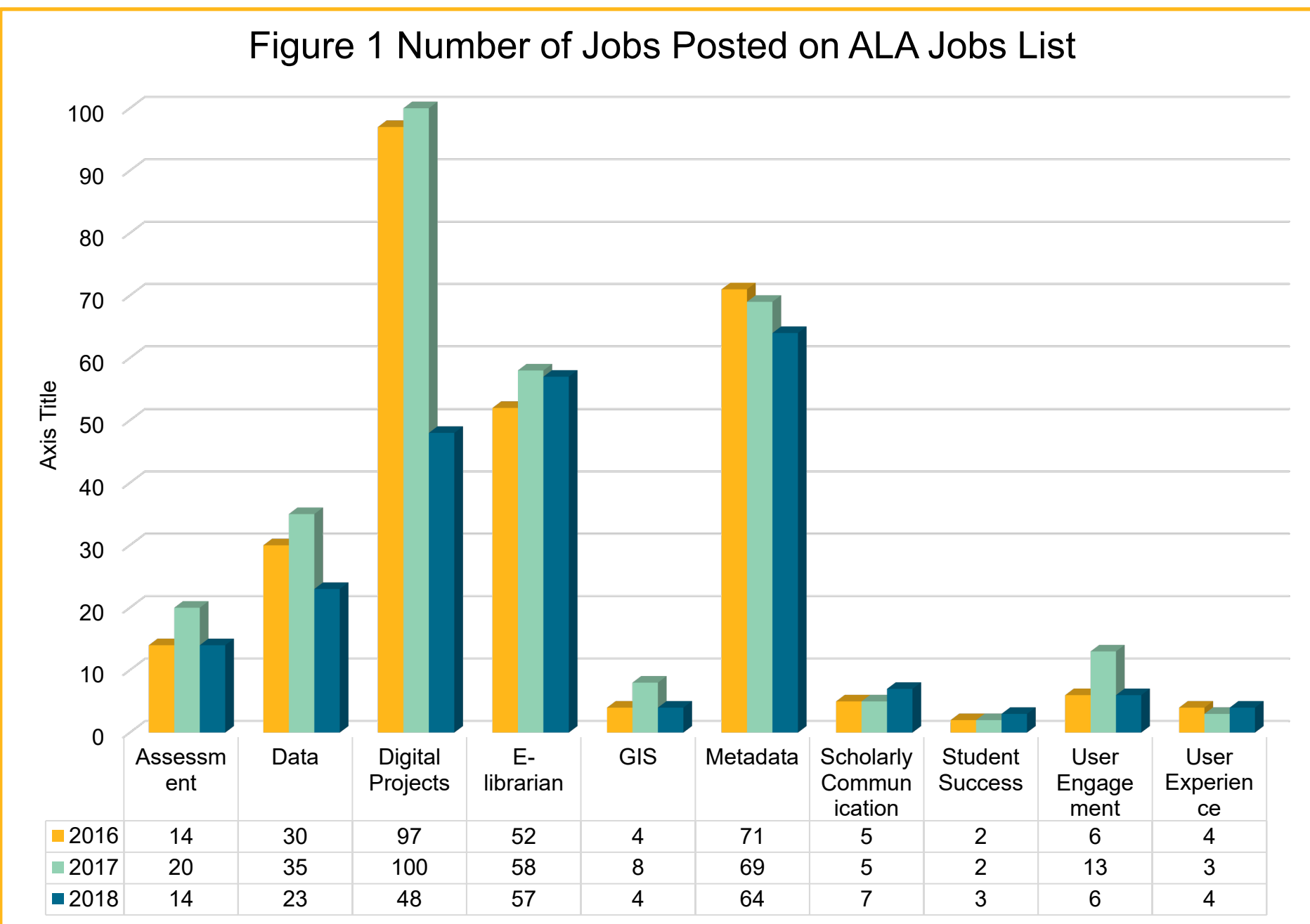


Figure 1 shows the frequency of jobs in certain new categories.

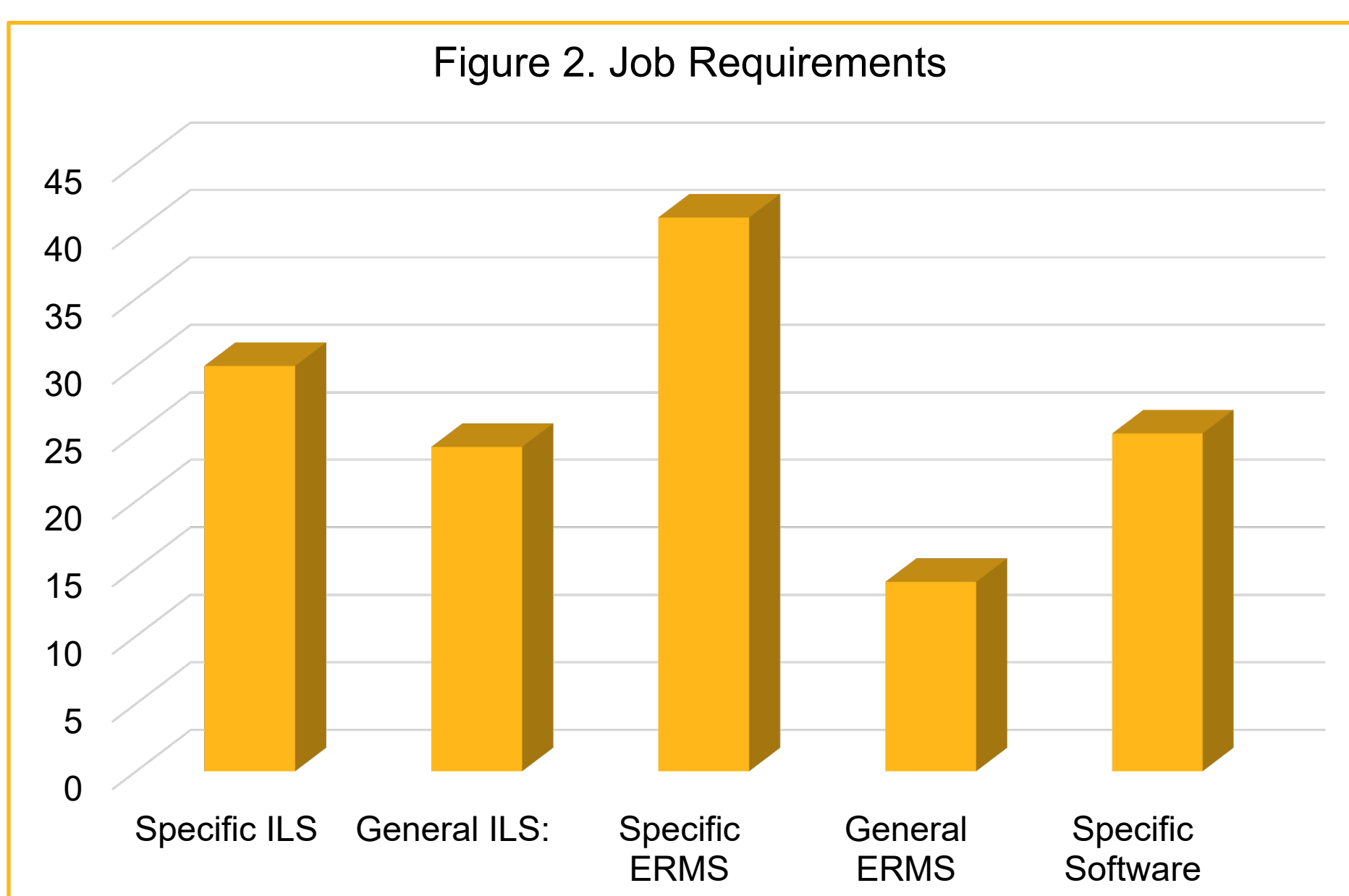


Figure 2 is an analysis of the types of requirements that were listed on jobs for Electronic Resources Librarians. We reviewed these and marked the requirements as calling for general or specific ILS systems, general or specific ERM systems or specific named software programs, for example Microsoft Office Suite or EZProxy.

## Abstract

Today's libraries are faced with many of the employment and labor issues prevalent in the country today related to economic changes within the workforce, personal preferences, and workplace freedoms in the "what about me" economy. Employment needs of libraries are also undergoing tremendous change and the need for specific skills, or the management of the talent being hired becomes critical.

Each individual curriculum element in LIS course offerings can be critical to the future employment of LIS graduates. Program offerings should reflect expected success in applying an earned degree to the job market and individual courses can produce the learning and experience needed by new graduates seeking positions in a wide variety of situations and circumstances.

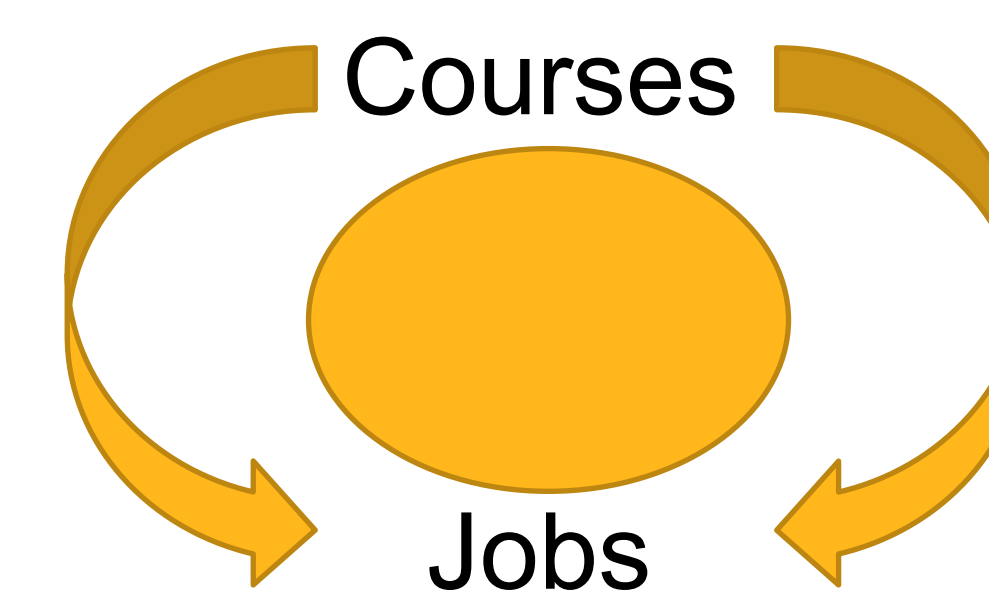
This poster will offer a schematic or infographic of employment talent needs and skills desired in libraries and connect these needs to course content. Skill requirements were derived from a qualitative study of ALA Joblist Data from 2006 through 2018 (used by permission of the ALA). We will encourage interactivity with viewers by encouraging them to help us make the connections between curricular development and the identified skills.

The learning outcome is to expand the awareness of course design to talent needs for successful employment of graduating students in a changing and dynamic employment market.

## Talent Management

Talent management is defined as a set of procedures, processes and development of organizational cultural norms that are used to assess, recruit, deploy and retain the talent and skill sets need to successfully run and strategically grow any organization.

## Talent Management Cycle



### Bibliography of Recent Related Articles

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## PLOs to Jobs

How do you connect what is taught in classes to the wide world of LIS?

We would love to know.

## Take Our Survey

In the classes that you teach, do you address connections to talent management concerns such as job requirements?

- Yes
- No

Are talent management need incorporated in your student learning outcomes

- Yes
- No

How do you learn about new job requirements for course revision?

- Advisory Board
- Review Job Ads
- Literature Review
- Marketing Data
- Other

Have you revised courses to match talent management needs in information organizations?

- Yes
- No

