

## Skills, partnerships and professional identity: Sector skills analysis

Throughout the project we have been analysing community librarian and social inclusion-related vacancies as advertised in the CILIP Library and Information Gazette. The skills and personal qualities specified in vacancy adverts have been coded according to the following key categories:

Skills/knowledge/experience	Definitions
Library specific	Knowledge or experience explicitly/specifically linked to library work and the requisite skills
Social inclusion/community based	Such as prior experience of working in a community setting, or of working with socially excluded groups
Interpersonal	Such as communication skills, or behavioural skills linked to personality traits
Generic	Generic skills and attributes that could be associated with a wide range of posts, e.g. time management or organizational skills, creativity etc

So far, 35 vacancies have been advertised, specifying a total of 189 skills and personal qualities, which can be broken down as such:

Library specific	29
Social inclusion/community based	11
Interpersonal	52
Generic	97

The majority of skills specified can be classed as 'generic'. These include ICT skills, staff management experience/supervisory skills, organization skills and creativity. Experience of working with community groups/in a community setting was one of the least specified criteria. Library specific skills included knowledge of reader development strategies, public/prison library experience and in one case familiarity with *Framework for the Future*. Despite the emphasis on generic skills, **16 (46%) of the 35 vacancies require applicants with a recognized library qualification.**

