

## **Employability of students in "Library and Information Management"**

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**Abstract:** The scientific report presents the development of the project "Investigation and analysis of the opportunities for professional development of students of" Library and Information Management". The project aims to stimulate interest in the opportunities for real career development and to increase the motivation of students and doctoral students to participate and perform field research and practice. Surveys of the students will take place under the guidance of professors from ULSIT and leading professionals in various areas of information and communication activities. It presents opportunities to enhance information literacy and competence of students which the University of Library Studies and Information Technologies in Sofia, Bulgaria, in particular the Department of Library Management provides them.

**Keywords:** research, analysis, professional development, students, library information management, strategy, European Development, information society

### **1. Introduction**

Youth care is defined as the most important national clause to ensure European Development of Bulgaria in the National Youth Strategy 2010-2020 year. The

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range of issues that affect youth mandates implementation of a comprehensive approach to address them. In this connection there cannot be advantage without effective coordination with other sectors such as education, employment, competitiveness and others. Today's young people are challenged to deal with the numerous problems of any kind at this time. Due to the complex economic, social and demographic situation in recent decades there is a greatly impaired possibility of adequate cooperation and continuity between generations. A major problem is the lack of an effective mechanism through which young people are involved in decision-making on important matters. Often there are no opportunities for professional development of young people or their work is insufficient measured in financial terms. Problem for young people who wish to develop is not only a shortage of funds but lack of sufficient information and skills for organization and management. Today's young generation is facing one of the biggest challenges. Since the financial and economic crisis levels of youth unemployment reached unprecedented proportions in Europe. In all EU Member States since the recession it can be seen a significant growth in unemployment among young people. A comparison of national indicators for young people with indicators of the average in the EU shows that in terms of unemployment Bulgaria is close to the average figures of the European indicators.

## **2. Project "Investigation and analysis of the opportunities for professional development of students of Library and Information Management"**

The project aims to stimulate interest in the opportunities for real career development and to increase the motivation of students and doctoral students to participate and perform in the field of research and in practice. Surveys of students will take place under the guidance of professors from ULSIT and leading professionals in various areas of information and communication activities. It is expected to obtain rich scientific material that will be presented in the form of papers, publications, reports, multimedia presentations. Useful contacts between teachers, students and professionals from different institutions will be established. Meanwhile fieldwork will contribute to increasing the interest and motivation of students majoring in "Library and Information Management" to their careers. Career guidance unites choice of profession with the choice of opportunities for education, training and employment, focusing on the interaction between the learning and the labor market. It should contribute to the increasing of the competitiveness of young educated people in conditions of globalization and to the assisting of decision-making when choosing education and profession in the context of the factors in the labor market, but also according to factors related to the individual progress and personal development. Youth employment is a national priority that requires high public and political attention and effective coordination of policies in this regard.

The students who acquired degree "Bachelor" in "Library and Information Management" at the University of Library and Information technologies have wide-qualification framework of knowledge and skills and are competent to

carry out management and organizational activities in all types and libraries; in data centers; in information services of ministries, committees and foundations; in community centers, museums, archives and other cultural institutions; in documentary departments of state, public, business and other institutions and organizations; in editorial and other departments of printed and electronic media; in the publishing industry and book trading. The project aims to expand access to career guidance services related to choice of profession or career development of young people, increasing the level of participation in education with a variety of learning opportunities and work. The result will be achieved and higher motivation of young people for realization, increased sustainable employment, and reducing search time work and shorter periods of unemployment.

The main objective of the project: research and analysis of the opportunities for professional development of students of Library and Information Management, as well as developing and testing the results of the study suitable for use model.

***Objectives:***

- i. Application of interactive educational approach to motivate and improve the career development of students of LIM.
- ii. Increasing the efficiency and quality of training of students through the acquisition and upgrade of IT competence.
- iii. Motivate attitudes for innovative and creative way of thinking among students of LIM compliant contemporary knowledge society.

The main working hypothesis is that through fieldwork, research and analysis and doctoral students will improve their professional qualifications and acquire skills to search and find information related to their future career in different fields.

***Approaches:***

Construction of examples of application of the received knowledge into practice in the learning process through the production of presentations and illustrative material;

Motivating students and PhD students to creative application of management and marketing in their future professional activity;

***Methods:***

monitoring, analysis and synthesis, field research, photographing the studied initiatives.

***For achieving the main goal, the following tasks are given:***

- analyzing and presenting the essential elements of the model, structure and processes related to innovative approaches for employability of students of Library and Information Management

- Establishment of practical environment for the improvement and harmonization of processes of theoretical and practical training in ULSIT;
- implementing effective educational approaches based on the achievements of ICT in active cooperation between teachers, librarians and students in the information environment of the University of Library Studies and Information Technologies;
- research, analysis and review of information activities in different types of institutions - academic, media, library, etc.;
- research and analysis of foreign best practices in innovation in library education and opportunities for professional development - for the purpose participants in the project will focus on academic and public libraries in the UK, as they are among the first in the world who constantly innovate and optimize their business using the latest achievements of modern technology, methods and means of work;
- Development and implementation of effective and innovative approaches to training students of LIM in ULSIT;
- Establishing partnerships and scientific cooperation allowing the team included undergraduate and graduate students of specialty "Library and Information Management" for field work in real conditions
- Creation of new educational content - reports, papers, multimedia presentations.
- Development of promotional materials / posters, flyers and more/.

### **3. Expected Results**

#### *Scientific and theoretical results*

- Encouraging partnerships between institutions at national and international level.
- Investigation and analysis of best international practices related to choice of profession or career development of young people.
- Presentation of research and multimedia presentations to students and teachers from field research organization of career development workshops and scientific conferences.

#### *Applied research results*

- Development of presentations to help the learning process.
- Establishment of useful scientific contacts between students and teachers from ULSIT and students.
- Print collection that helps solve the problems of the students in their professional development.

Rich scientific material that will be presented in the form of papers, publications, reports, multimedia presentations will become available.

Useful contacts between teachers, students and professionals from different institutions will be established. Meanwhile fieldwork will contribute to increasing the interest and motivation of students majoring in "Library and Information Management" to their careers. The main purpose is to expand the access to career guidance services related to choice of profession or career development of young people, increasing the level of participation in education with a variety of learning opportunities and work. The result will be achieved and higher motivation of young people for realization, increased sustainable employment, and reducing search time work and shorter periods of unemployment will be the outcome from the conducted activities. The achievements from field research results will find application in the preparation of educational and illustrative materials related to the visualization of training courses such as management and marketing; Information literacy - models and practices; services to children and students in libraries and multimedia libraries. Subsequently, the acquired knowledge will be used in the preparation of dissertations of PhD students and theses by students. Not least, this knowledge will be applied in the practice of graduates and postgraduates. The results from the scientific and practical research will be applied in the Career Center ULSIT. With overall activity on the project we expect to achieve increasing information literacy of students and to assist them in solving the problems related to their professional development.

#### **4. Conclusions**

The dynamics of youth unemployment in Bulgaria follows the general European trends. At the same time economic activity of young Bulgarians is traditionally lower, and their inclusion in the labor market - more difficult due to a number of factors the local environment. Among them are structural problems in the labor market, unreformed educational system anachronistic labor laws and some cultural peculiarities. Data on educational characteristics of unemployed youths in Bulgaria concluded that the bulk of efforts should focus on keeping young people in the education system and training of persons with primary or lower education. At the same time, increasing according to agency employment share of unemployed graduates need faster pace of restructuring programs at state universities. However, in view of their competitive advantages compared to young people with low education and the fact that the state has done or continues to invest in a large number of young graduates in the form of subsidies for training, the focus should be directed to young people with less education.

Young graduates are the key players in youth employment programs at the state and local administrations. The latter, however, have proven less effective and should be limited at the expense of the development of partnership between the private sector and educational institutions. Youth employment must be a priority, the solution to which requires efforts from all sides, so that every young

person with potential, desire and work to build yourself, your family, society, and thus the state.

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