Health Librarianship Competencies Review 2018

Presented on behalf of ALIA/Health Libraries Australia

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Today's presentation

1. What is a health librarian?

2. HLA Competencies – the review
   – Objectives, methodology, results

3. Next steps

Never underestimate the importance of a librarian.

Librarians play a vital role on any team enabling research breakthroughs and point-of-care solutions. Whether you're choosing information for specific research communities or decision-support for professionals, Elsevier offers access to a world of information that empowers knowledge, which empowers those who use it. Select from a wide range of

Roles of health librarians in multidisciplinary teams serving multiple client groups:
- ✓ Reference & research librarians
- ✓ Informationists – embedded
- ✓ Clinical, subject, faculty & liaison librarians
- ✓ Collections & resources managers
- ✓ Systems & e-resources/e-services managers
- ✓ Education/literacy/e-learning librarians
- ✓ Research data managers
- ✓ And more

What is a health librarian?

- A librarian who works in a health care service to achieve the business goals of their organisation
- A health information professional who serves the information needs of their clients in multiple ways – right information, right place, right time
- A dynamic, innovative, techno-savvy, evidence-based practitioner with advanced health information skills, knowledge and attributes
- Not simply any librarian who works in a health library!

Who are we? 2014-16 Census: Quick facts

CENSUS
of Australian Health Librarians and Library and Information Services (LIS) by Health Libraries Australia (HLA)

Gemma Siemensma, Ann Ritchie, Suzanne Lewis, Melanie Kammermann (Principal Researcher), Bronia Renison. (Contact details: gemma.siemensma@bhs.org.au)

RESULTS

Health Libraries: 328   Employees: 1250
Qualified Staff: 1050   Support Staff: 200

219 responses, equating to 267 unique National Union Catalogue symbols. An additional 61 services were further identified (n=328), approximating a 2% reduction since the last census of Australian health LIS in 2002.

The employed workforce is largely female

NSW, VIC, QLD & SA are the states with the largest number of health libraries, 70% are located in capital cities

FORECAST

Projected shortage of health librarians in the near future due to:

- The number of potential retirees outnumbering the number of new graduates entering the sector in the past 5 years (approximately 2:1)
- Job vacancies almost 10%, compared with the national job vacancy rate of 1.2%.

CONCLUSION

Extensive, systematic and ongoing data collection are necessary to provide supporting evidence for the development of health librarianship in Australia.

Full report: https://www.alia.org.au/groups/HLA/hla-demonstrating-value

12-16th June 2017 - ICML & EAHIL - Dublin

Purpose
- provide an objective evidence base for advocacy & promotion
- inform planning, policy development, & professional development for the sector

Aims
- quantify & qualify the Australian health library workforce
- report publicly on the data
- make the census replicable
- develop a web based data collection & reporting system

Methods
Many of the demographic & workforce data questions included in the census instruments were questions adapted from the Workforce & Education research project (Hallam et al,2011*). Two questions were added asking about organisational structure and the types of library services. Services were identified and listed under six broad headings: information, education, access, materials, building and equipment & technology.

The online census tool was built using a secure, industry standard Oracle database.

Qlikview, a data analysis software tool, was used to analyse the data.

*Hallam G et al (2011). Health Librarianship Workforce and Education: Research To Plan The Future. http://tinyurl.com/lla4mkm

- 328 health libraries (2% drop since 2002)
- 1250 staff, 1050 LIS qualified, mostly female
- ~50% work in hospitals, also universities, research, not-for-profit community/social care, dentistry, pharma/drug, etc
- serve client groups from multiple organisations
- 10% job vacancy rate
- 2:1 will retire < 5yrs vs new recruits

Kammermann, M. 2016. The Census of Australian Health Libraries and Health Librarians Working Outside the Traditional Library Setting: The Final Report.

Where are health libraries located?

State/Territory	Number of LIS	Percentage
NSW	104	32
Victoria	96	29
Queensland	48	15
SA	27	8
WA	26	8
ACT	19	3
NT	10	3
Tasmania	7	2
Total	328	100

73% metro --- 31% regional --- 4% rural/remote

61% public --- 20% NFP --- 14% private sector

Who are our clients?

Type of org served	Number	Percentage	Type of org served	Number	Percentage
Hospital	112	51%	Health prof assocn	20	9%
University	87	40%	Primary care GPs/private	20	9%
Community health	60	27%	Pathology	16	7%
Mental health	48	22%	Pharmacy/drug co Dentistry	12 11	5% 5%
Public health	46	21%	Health informatics	5	2%
Research institute	45	21%	Biotech	2	1%
Govt dept	36	16%	Publisher Consulting firm Veterinary	3 2 1	1%
Consumer/ patient orgn	24	11%	Other No response	33 6	15% 3%
TOTAL responses (more than one response possible)				**589**	269%

Workforce & Education Research 2009-11

o   Developed initial HLA Competencies (based on MLA's, 2007)

o   Future requirement for more technology-related competencies

o   Employers wanted more proactive health librarians, had bigger vision for the profession

-> competency-based education and PD (e.g. research data management, advanced searching, systematic reviews)

-> Health Librarianship Essentials online course (with QUT)

-> Digital Health Information Services course (2019 Uni Melb to host, + digital/ehealth/data management content)

Competencies Review

- **Objectives**
- **Methods**
- **Results**

Objectives

1. To update the HLA competencies in line with the changing health services environment
2. To learn from and incorporate the experiences of colleagues in professional associations (e.g. USA and UK) regarding competencies and evolving roles for health library and information professionals
3. To inform strategic workforce planning, post-graduate education and professional development for the profession

Methods

1. Environmental scan – Australia's *National Digital Health Strategy* 2018
2. Comparison with MLA's 2017 revisions and CILIP/HLG's 2014 Professional Knowledge & Skills Base
3. Rolling re-drafts and feedback from peers
4. Consultations with educators

HLA Competency Area 1

2010

Understand the health sciences and health care environment and the policies, issues and trends that impact on that environment.

2018

THE HEALTH ENVIRONMENT:

The health sciences, and the health and social care environments, and the policies, issues and trends that impact on those environments.

*Red text indicates changes from 2010

HLA Competency Area 2

2010

Understand the principles and practices related to providing information services to meet users' needs.

2018

REFERENCE & RESEARCH SERVICES:

Reference and research services and delivering best practice information services.

HLA Competency Area 3

2010

Understand the management of health information resources in a broad range of formats.

2018

RESOURCES:

The management of health knowledge and information resources in a variety of formats.

HLA Competency Area 4

2010

Know and understand the application of leadership, finance, communication, and management theory and techniques.

2018

LEADERSHIP & MANAGEMENT:

Leadership and management theory and practice.

HLA Competency Area 5

2010

Understand and use technology and systems to manage all forms of information.

2018

DIGITAL, EHEALTH & TECHNOLOGY:

The digital and ehealth context, and the technology and systems used to manage data, information and knowledge resources in the delivery of library and information services.

HLA Competency Area 6

2010

Understand curricular design and instruction, and have the ability to teach ways to access, organise and use information.

2018

HEALTH LITERACY & TEACHING:

Health literacy, curricular design and instruction, and teaching the information skills associated with evidence-based practice.

HLA Competency Area 7

2010

Understand scientific research methods and have the ability to critically examine and filter research literature from many related disciplines.

2018

HEALTH RESEARCH:

Health research and the application of health research methodologies.

HLA Competency Area 8

2010

Maintain currency of professional knowledge and practice.

2018

PROFESSIONALISM:

Health information professionalism.

[HLA Competency Areas and Descriptions](https://www.alia.org.au/sites/default/files/Revised%20HLA%20Competencies%202018%20%28002%29.pdf)
https://www.alia.org.au/sites/default/files/Revised%20HLA%20Competencies%202018%20%28002%29.pdf

Comments

- *an ambitious set of competencies (Lisa Kruesi, University of Melbourne)*
- *indeed a big piece of work (Michele Gaca, Helen Baxter, Austin Hospital)*
- *I had to use this document recently as I was audited by the ALIA PD scheme (Laura Foley, ANZCA)*

- Re the future:
  - *One thing that does spring to mind is personalised medicine so some genetics type skills etc? …The other area is machine learning / AI both in healthcare itself but also perhaps some of the online resources (Rob Penfold, Barwon Health)*
  - *Only thing I'm beginning to see on the horizon that is different is libraries as publishers. (Cheryl Hamill, Fiona Stanley Hospital)*

- Re overlap with health informatics:
  - *I believe our worlds will collide…. Yes it is a plausible future that we are more engaged in this space as we have information management, workflow analysis, usability (website design etc) skills…. They know we have a unique skill base which will plug their gap. (Michele Gaca, Austin Hospital)*
  - *There are many librarians who are already value-adding to their library services, and who have project roles that overlap with HIM and many other areas of knowledge management and information brokerage…the competencies are intended to express the broadest scope of health librarianship, because narrowing the scope removes recognition of value-added services and project collaborations. (Gina Velli, Princess Alexandra Hospital)*

Primary responsibility* of health librarians

Aligning with the business purpose of the organisation i.e.

- ➤ Patient care – individuals, families, carers
- ➤ Population health – communities, geographic catchments and/or groups e.g. children, women, disabled etc
- ➤ Education, research, policy, and programs to influence health service delivery

The state of being responsible, accountable, or answerable. A duty, obligation or liability for which someone is held accountable.

Competencies for future roles

Ma, J., Stahl, L., & Knotts, E. (2018). **Emerging roles of health information professionals for library and information science curriculum development: a scoping review.** *Journal of the Medical Library Association : JMLA, 106*(4), 432-444

Method: 268 peer-reviewed articles

Results: HIPs, who generally serve as "embedded librarians," are taking on more active roles as collaborators, research experts, and liaisons, replacing more passive and exclusive roles as information providers and outreach agents or research assistants.

Conclusions: Linking roles to competencies... "A better understanding of HIP demands and expectations will enhance the capacity of library programs to prepare students in HIP specializations."

Ma, 2018 Scoping review

"..current master's... programs in North America offer insufficient academic preparation for students who wish to work in health information fields [Aken, 2010]

...outdated curricula and nonspecific learning outcomes often neglect current emerging demands and challenges that health sciences libraries face [Albert, 2010; Alcock, 2017]

... (LIS) educators might fail to equip those students with sufficient understanding of evidence-based medicine (EBM) practice and updated HIP activities through their library science course learning [Aken, 2010; Akers, 2017].

.. the disconnect between the general knowledgebase of librarianship and the specialized competency requirements for HIPs compounds the problem of inadequate guidance and instructional support for library students who are pursuing a career as an HIP and later transitioning to continuing professional development [Aldrich, 2014]."

Results of scoping review: In approximate order* of frequency in or primacy of reviewed articles (n=268), the foremost roles emerged as 9 distinct categories:

1) Clinical and medical information provision
2) Instruction, reference, and medical education
3) Informatics collaboration
4) Library management
5) Liaison, outreach, and inclusion

6) Research and scholarly publishing
7) Patient support and advocacy
8) Web presence and scholarly communication
9) Data management

1) Competency 2. Reference & research services
2) Competency 6. Health literacy & teaching
3) Competency 5. Digital, ehealth & technology
4) Competency 4. Leadership & management
5) Competency 2. Reference & research services
6) Competency 7. Health research
7) Competency 6. Health literacy & teaching
8) Competency 7. Health research
9) Competency 3. Resources; Competency 5. Digital, ehealth & technology

*My disclaimer– vote counting introduces bias to the rankings

Competencies for future roles

Edirippulige S, et al. 2018. It's important, but not important enough: eHealth as a curriculum priority in medical education in Australia. Journal of Telemedicine and Telecare Vol. 24(10) 697–702.

"As eHealth continues to integrate into routine healthcare, practitioners may require new knowledge, skills and competencies to make best use of it, and to be able to communicate with an increasingly digitally-enabled consumer."

Health Information Workforce Alliance

- HLA/ALIA is a founding member (with HIMAA, HISA, ACHI, ACHSM)

- Mapping competency sets with other health information professions is underway

- These will be used to develop our education offerings, workforce planning and advocacy with employers and policy-makers

- Seeking joint recognition as a registered health profession

Challenges

The Census showed
- o   10% job vacancy rate (cf national rate 1.2%)
- o   imminent shortage of health librarians entering and progressing to management and leadership positions (2 :1 ratio – those who will retire in < 5yrs vs new recruits)

National Digital Health Strategy highlights
- o   Consumer health literacy & digital inclusion
- o   Training health professionals and digital technology skills

Scoping review suggests a ".. disconnect between the general knowledgebase of librarianship and the specialized competency requirements for HIPs"

We have updated our HLA Competencies

how are we educating health librarians to be practitioners, managers and leaders for the future?

References & Acknowledgements

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Questions?