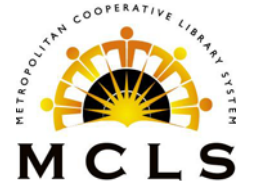


Opening Doors for Twenty-first Century Librarians

From Interns to Library Leaders - MCLS



palger@mcls.org



FILL Overview

- To increase interest in public librarianship
- Began 2001 with an LSTA grant
 - o All internship stipends funded through grant
 - o Stipend began at \$3,500 and decreased to \$2,000
 - o Currently stipend is shared by the System and the library
 - All paper work (1099 etc) processed by the System
- 252 FILL placements since its inception



Collaborative Effort

➤ Between Systems, Libraries and Library Schools

Even if you do not have a library school near you, there are many students participating in distance education

Library School

- Sets standards
 - o For students and sites
- Internship Coordinator
 - o Facilitates promotion of program and communication with students
 - o Confirm students and sites are eligible
 - o Aid system in trouble shooting placement problems
 - o Work with system to set application deadlines



Libraries

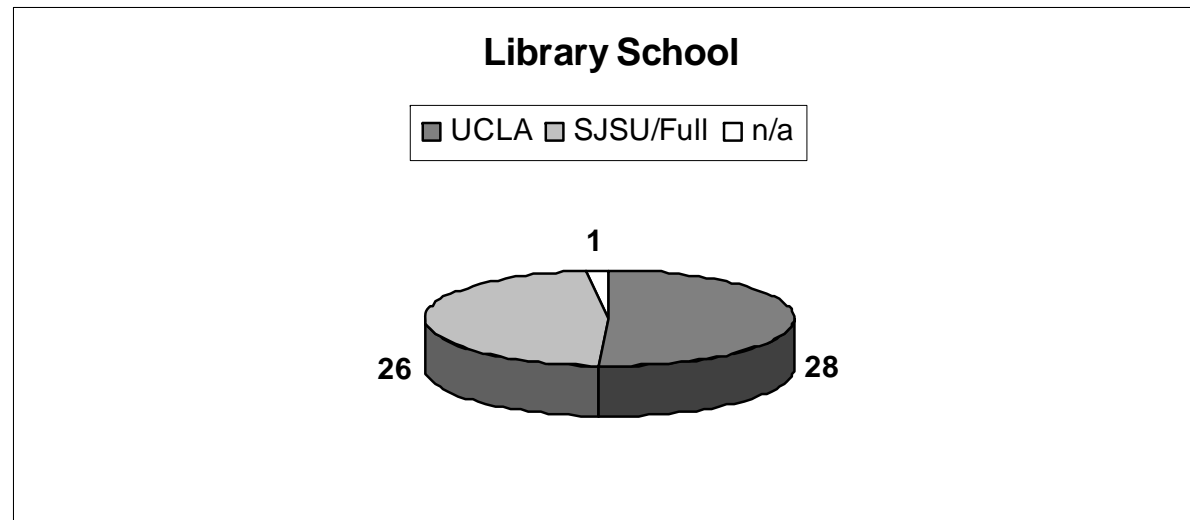
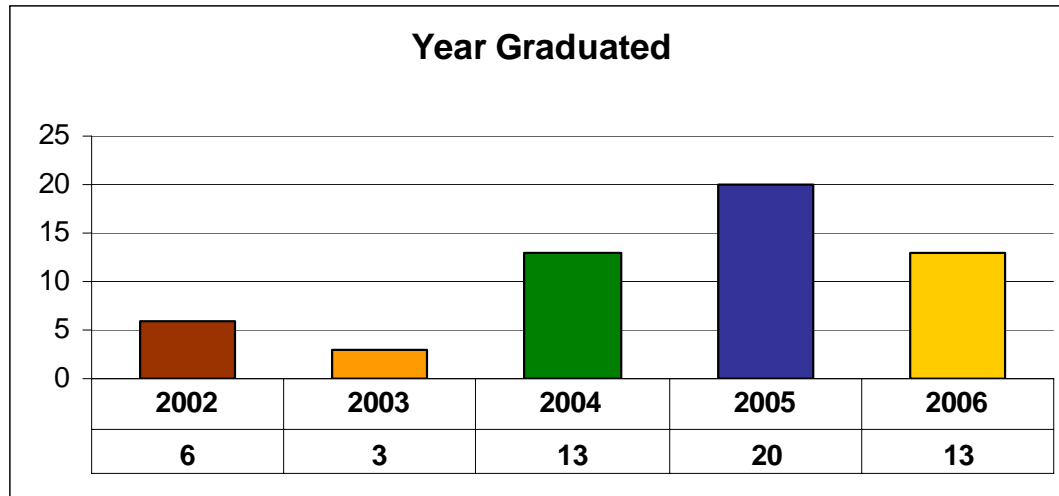
- Provide professional mentoring
- Provide professional assignments for the intern
- Work with the System to update information on openings and job descriptions
- Work with the School to provide all necessary reports or paperwork

System

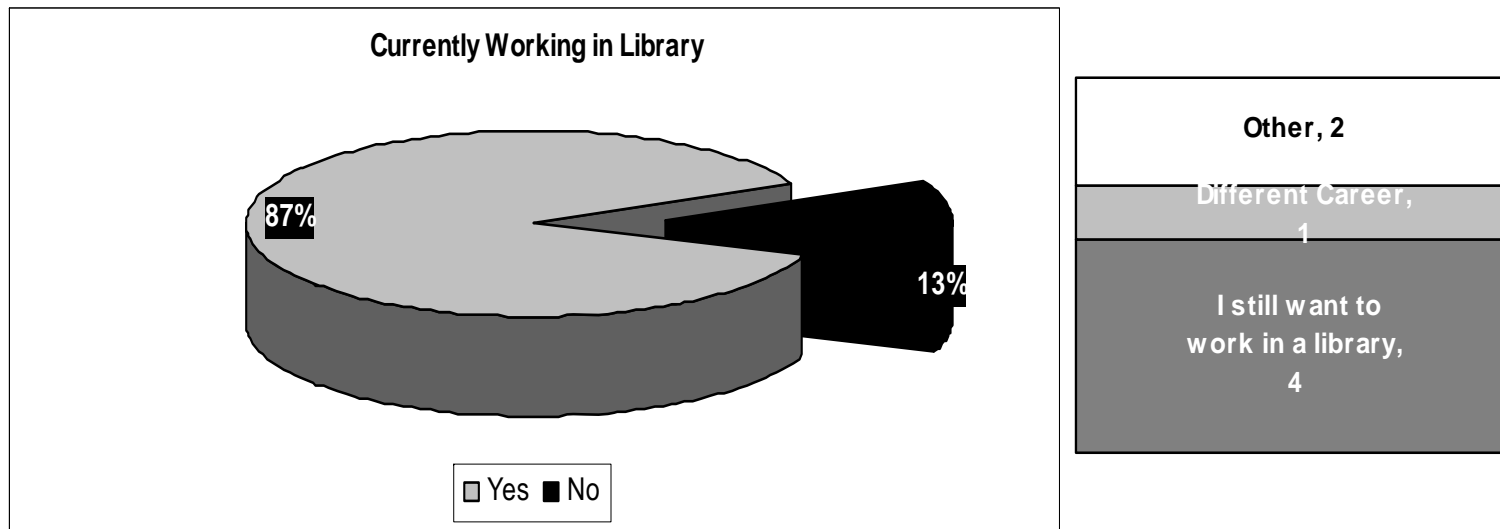
- Receives and evaluates applications
- Ensures updated information on FILL openings
- Places Interns to best meet needs of students and libraries
- Serves as mediator for concerns of Interns, Libraries and Schools
- Provides follow-up on placements
- Coordinates all fiscal paperwork and payments



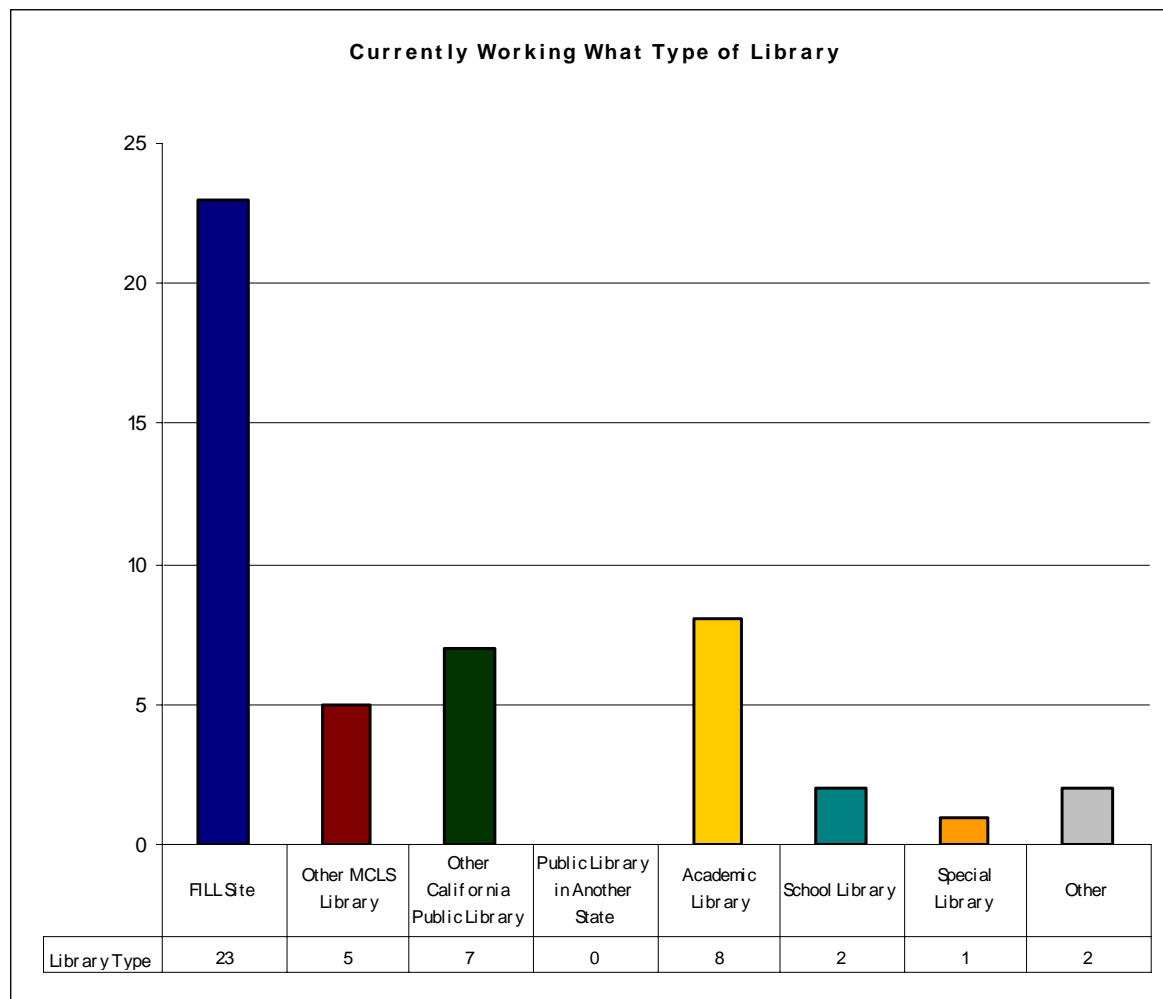
Our Accomplishments - FILL Longitudinal Study



Longitudinal - Working in Library



Longitudinal - What type of library?



What do you think of Public Library work now?

For those working in Public Libraries:

Was Public Librarianship Your First Job Choice:

Yes 60.6% No 39.4%

(For Yes) Having worked in a Public Library is the work as satisfying as you had anticipated?

Yes 100% No 0

(For No) Now that you have worked in a Public Library have you changed your view?

Yes I want to continue working in Public Libraries - 91.7%

No I would prefer to work in a different type of library - 8.3%

No I would like a job outside of libraries 0

The Survey

If you would like to view the complete survey on Survey Monkey, please send me an email palger@mcls.org and I will send you the link.



Our Experiences

➤ Library School

- o Keri Botello, UCLA

➤ Library Directors

- o Kathy Gould, Palos Verdes Library District

- o Pat Sullivan, Irwindale

➤ Library Intern Alums

- o Bryan Griest, Glendale Public Library

- o Gina Orello, Downey City Library

- o Mary Augugliaro, Whittier College

- o Alison Orr, Palos Verdes Library District



What Makes FILL Different

- Single point of contact for library schools, libraries and students
- Students can view multiple opportunities on a single website
- FILL participants are encouraged to participate in professional development
- Extra student support and advice
- Payment for Internship increases the view of the Intern as a professional



Starting a Program - Questions to consider before starting a program

- Do you have a consortia (formal or informal) with whom you can work?
- Do you have staff who can put in the time to coordinate?
 - o Ongoing
- Can you provide pre-professional, mentored learning experience?
- Do you have a continuing source for internship stipends?



The Basics

- Recruit Library Participation
- Designate a Coordinator(s)
- Establish a budget
- Coordinate with Library School
- Develop Internship Procedures
 - o Recruitment
 - o Placement
 - o Follow-up
 - o Payment
 - o Evaluation



More Basics

- Develop Internship Job Descriptions
 - o Identify special interest, special need
 - o Identify specific goals/objectives for intern and for library
 - What will you gain from having an intern? What experience/expertise can you offer to a new librarian?
 - o Identify qualifications/expertise required of intern

More Basics

- Identify supervisor with mentoring focus/orientation
- Determine training intern will receive

You Don't Have to Reinvent the Wheel

- A FILL manual is available for download at www.mcls.org/fill
 - o More detailed information on starting a program and FILL procedures
 - o Copies of forms used for FILL

