

## CONTINUING EDUCATION PROGRAMMS (CEP) FOR THE PROFESSIONAL DEVELOPMENT OF LIBRARIAN

Dr. Atul D. Wankhade,  
Librarian,  
Mahatma Jyotiba Fule Mahavidyalaya,  
Amravati.

### Introduction :

For any profession and professionals, continuous education and training is needed to improve performance and output. Training is also necessary for working library professionals so as to improve their work performance, refresh their knowledge and to know the technological developments in their subjects. As the Information Technology (IT) transforming the conventional library to digital library, the library professionals must have to know about both the techniques to manage printed documents as well as digital documents. The continuous education is synonymous to the words such as In-service training, Continuous professional development. Staff development programmes etc.

### Meaning

Continuous education is the process of assisting the professionals for enhancing his efficiency and effectiveness by improving and updating their professional knowledge, by developing skills relevant to their work and cultivating appropriate behaviour and attitude towards the work.

The process through which and individual updates and upgrades his / her already acquired knowledge in any particular field of specialization or profession or vocation so as to improve efficiency in one's profession is called continuing education.

### Continuous Education Programmes

For library professionals in India, continuous education programmes include Short term courses, Orientation programmes, Refresher courses, Workshops, Seminars, Symposiums and Conferences. In addition to these programmes courses run by conventional and open universities such BLISC, MLISC, MPhil and PhD are also available for library and information science professionals.

### Short-term courses

Short-term courses are conducted by professional institutes such as “National Institute of Science Communication And Information Resources” (NISCAIR), “Documentation Research and Training Centre” (DRTC) etc. The key area of this kind of training included Bar-code. Technology,

Bibliometrics, Computer Application to Library and Information Retrieval, Library Automation and Resource sharing, SOUL Software Training etc.

### **Orientation courses.**

Orientation courses sensitize the participants in the area of teaching methodology, management issues, psychology, computer application and other new trends.

### **Refresher courses**

Refresher courses are subject specific classroom based training programmes of 3 to 4 weeks duration for librarians. The purpose of these courses is up gradation of knowledge and skills in the field of specialization of the participating library professionals.

### **Workshops, Seminars, Symposiums and Conferences.**

These are effective means of training especially learning latest technological developments in any discipline, workshops provide practical based training, while seminars, symposiums and conferences provide opportunity for professionals to meet in one place and share the ideas, views, information and latest developments of a subject and also provide discussion on the subject.

### **Aims and Objectives of continuous education**

- **To develop knowledge and skills**

This is a creative process in which education and training become strong foundations for prospective opportunities of professional development in terms of acquiring management skills, learning problem solving techniques and career growth.

- **To encourage staff for personal development**

One of the essential aim and objective of any training programme should be to encourage an individual to see it as part of his / her personal development. This will ultimately be beneficial to the organization.

- **To improve staff morale**

All training programmes should aim at enhancing the capacity of the trainees so as to enable them to increase their problem solving capacity and providing a scientific base of knowledge and skills which effectively help in the discharge of roles and responsibilities of a library professional. These capabilities ultimately improve morale of library personnel.

### **Necessity of continuous education.**

- To abreast with latest development in subject area.
- To provide better and efficient services for users.
- Continuous education is necessary to accept the changes.
- To upgrade social status.

- To improve the performance of library personnel
- Continuous education is essential due to development in subject field & application of advance technologies in libraries.

Learning is a continuous process and it does not stop once a person gets a degree or certificate. In-service training or continuous education at different levels is very necessary So as to provide better and efficient services, to abreast with latest development in subject area. In-service training is the practice of applying methods and techniques to execute plans and programmes effectively.

Continuous education and training of library and information science professionals help an organization to improve the functions and activities of its library and information centre, which enable the organization to perform better and to accept the changes.

Continuous education is a answer to resistance to change. This means that every personnel of library including librarian keep on training as a regular part of job until he retire.

The library professionals should be proactive and customer service-minded in nature. They should not wait for users to come to the library, instead of it they should reach towards users and assist them. The library professionals should have the responsibilities of indentifying, locating, collecting, organizing, handling managing, storing and presenting information to the user community in the manner they like. For this LIS professionals should be given adequate training in this field to help him attain expertise in IT, managerial skill, analytical skill etc., which can only provide conformity to the requirements of the user in the fast growing advancement in 21<sup>st</sup> century.

Hence continuous education essential for librarian and library professionals to provide the effective services to users and to keep abreast themselves with latest development in the LIS field.

#### References

- JAIN (Priti). On the job training : A key to human resource development, *Library management*. 20,5-6; 1999;283-594.
- KANNAPPANAVAR (B U) and KUMBARGOUDAR (P K). Effectiveness and usefulness of training programmes for library professionals in India : Survey of the library professionals working in Agricultural Science University Libraries. *ILA Bulletin*. 41,4;2005;18-22.
- SMITH (Ian). Continuing professional development and workplace learning 9 :Human resource development : Measuring return on investment. *Library Management*. 25,6;2004;318-320.