LIBRARIES AND CAREER & TECHNICAL EDUCATION PROGRAMS: PROMISING PARTNERSHIP FOR A DIVERSE WORKFORCE
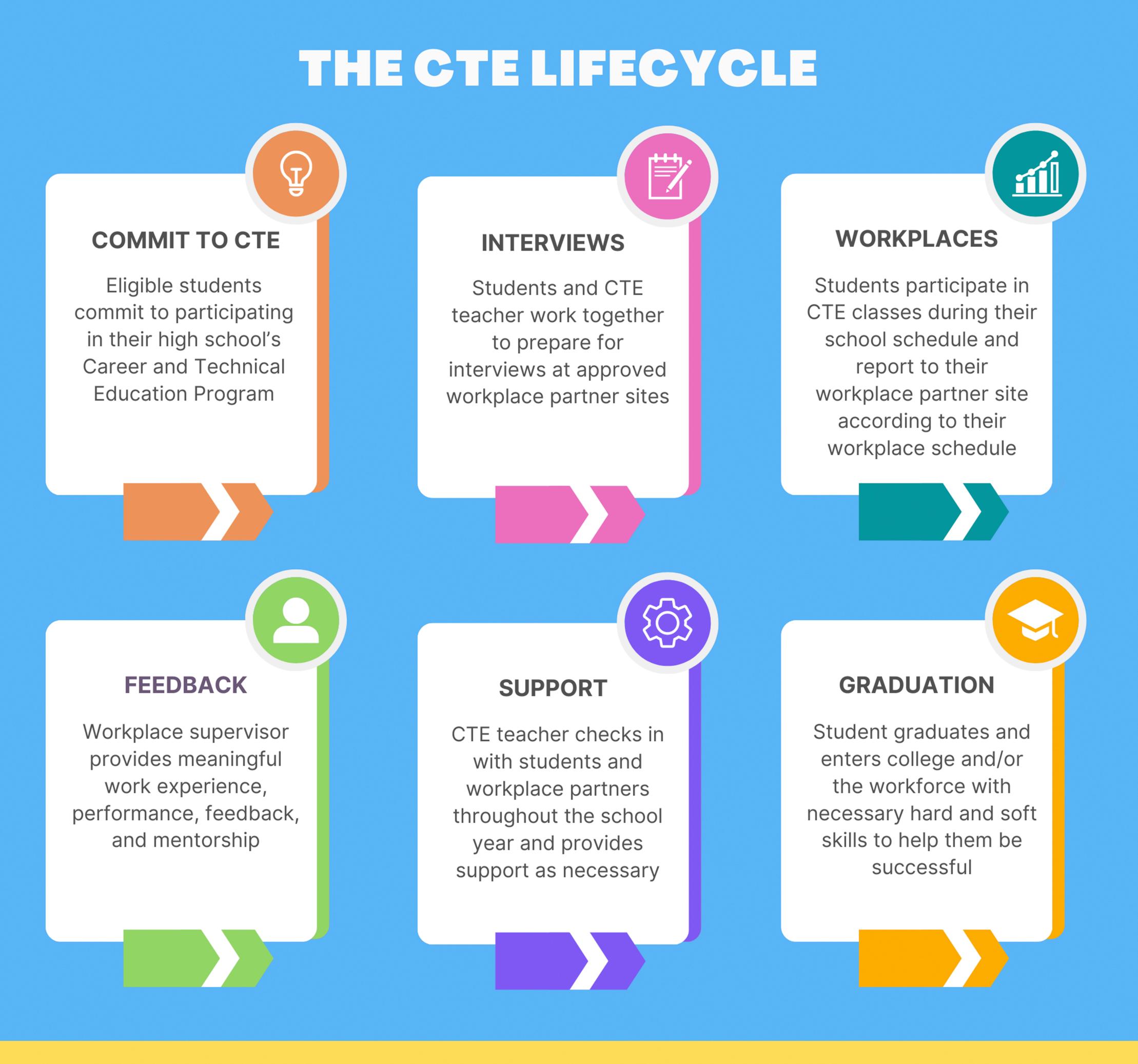
DIVERSE
LIBRARIANSHIP
CAREER
TRAINING &
EDUCATION

ABOUT THE DLCTE PROGRAM

Libraries are often run by folks who do not represent the communities they serve. The Diverse Librarianship Career Training and Education Program (DLCTE) partners with high school Career and Technical Education (CTE) programs to recruit high school seniors from underrepresented groups to experience a paid library internship.

By leveraging the already existing CTE structure, libraries and cultural institutions can create programs that lead to systematic changes in librarianship. The creation of diversity workforce pipelines can benefit employers, students, and communities at large.

This poster explores how libraries can partner with CTE programs to recruit high school seniors from underrepresented groups to explore careers in librarianship.

THE CTE LIFECYCLE

COMMIT TO CTE
Eligible students commit to participating in their high school's Career and Technical Education Program

INTERVIEWS
Students and CTE teacher work together to prepare for interviews at approved workplace partner sites

WORKPLACES
Students participate in CTE classes during their school schedule and report to their workplace partner site according to their workplace schedule

FEEDBACK
Workplace supervisor provides meaningful work experience, performance, feedback, and mentorship

SUPPORT
CTE teacher checks in with students and workplace partners throughout the school year and provides support as necessary

GRADUATION
Student graduates and enters college and/or the workforce with necessary hard and soft skills to help them be successful

98

98% OF ALL US PUBLIC-SCHOOL DISTRICTS OFFERED CTE PROGRAMS TO STUDENTS IN 2017*

*U.S. Department of Education. (September 2019). Bridging the Skills Gap: Career and Technical Education in High School.

WHAT IS CTE?

Career and Technical Education (CTE) is a broad term applied to education that combines academic and technical skills and prepares students to make successful transitions to postsecondary education and the workplace. CTE is taught in high schools, area career centers, community colleges, and increasingly middle school.

CTE provides students with opportunities for dual enrollment, industry recognized credentials, and work-based learning (WBL) experiences.

The Diverse Librarianship Career Training and Education (DLCTE) Program utilizes the work-based learning opportunity of CTE.

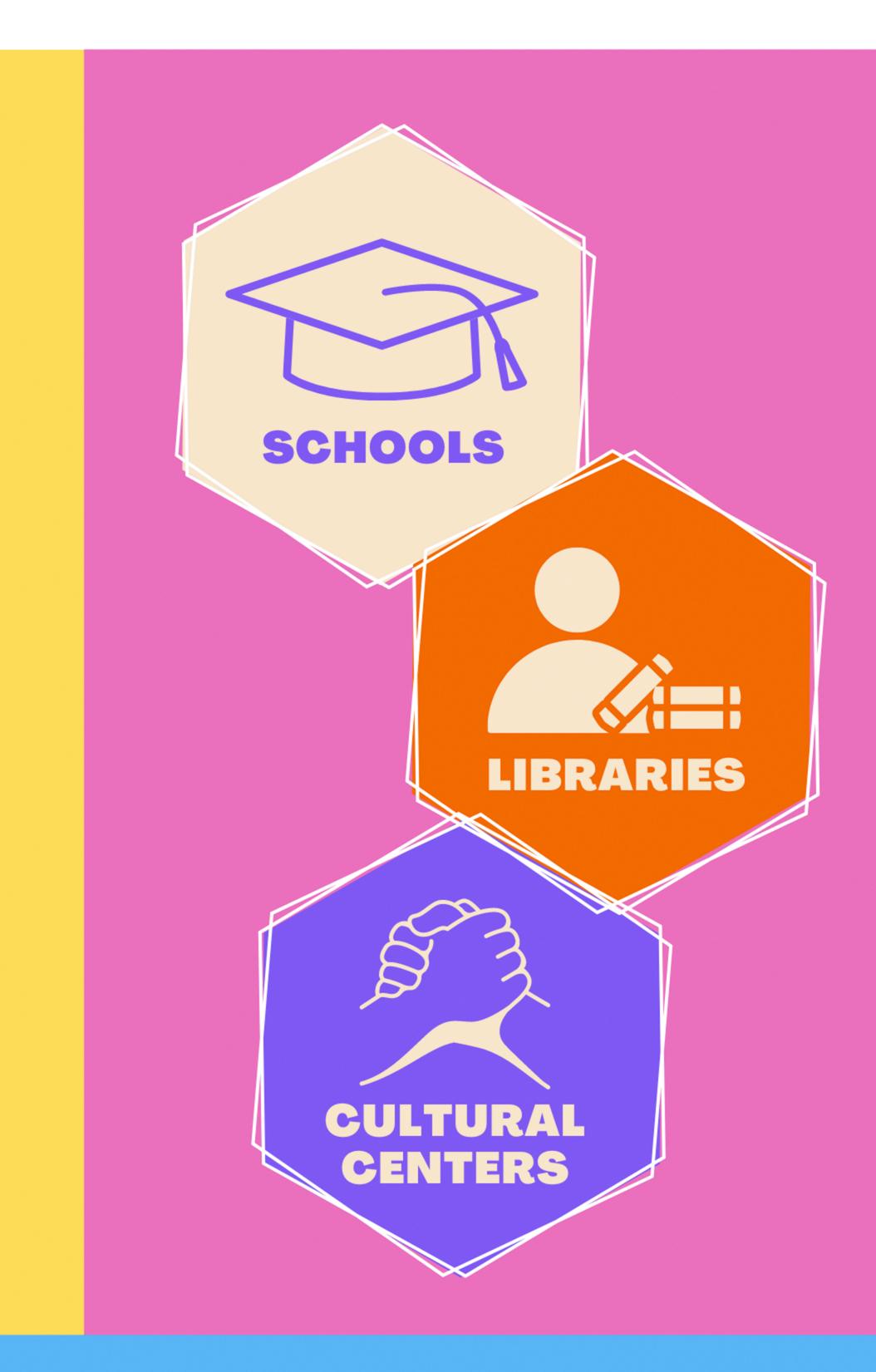## PARTNERSHIPS

SCHOOLS, CTE, & TEACHERS

CTE programs are typically run through high school and middle schools throughout the nation. Partnering with CTE teachers and school administrators can help identify students who have an interest in libraries, as well as provide communication and support for your program.
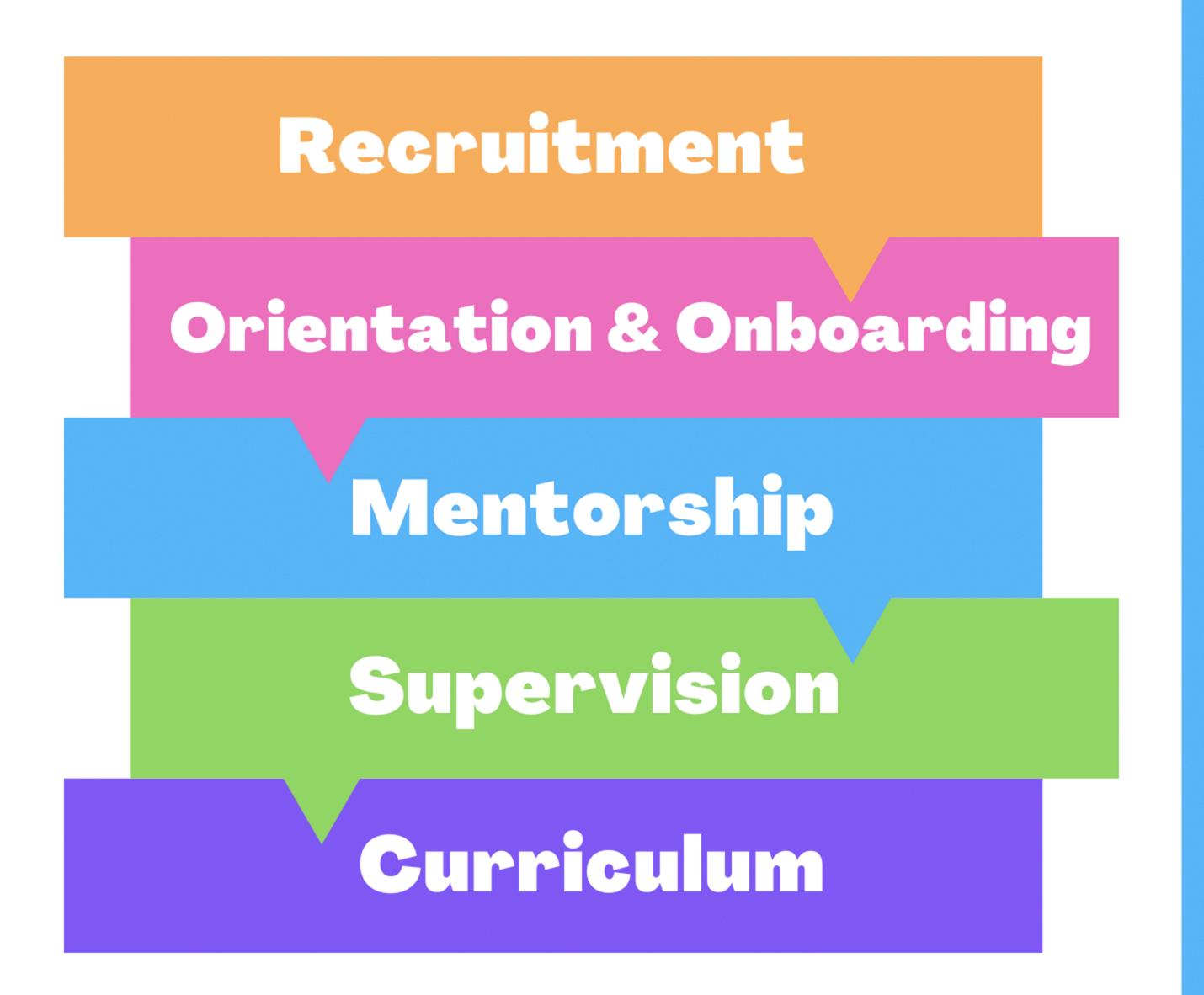
LIBRARIES & CULTURAL INSTITUTIONS

Partnering with regional libraries and cultural institutions can provide a variety of workplace partners for your program. The DLCTE program received enthusiastic support from a variety of institutions such as: public libraries, museums, and historical societies.

STATE AND FEDERAL SUPPORT

Both state and federal agencies are able to support partnerships and programs. The DLCTE received support from IMLS and the Consortium of Academic and Research Libraries in Illinois (CARLI).

SCHOOLS
LIBRARIES
CULTURAL CENTERS

PROGRAM COMPONENTS

- Recruitment
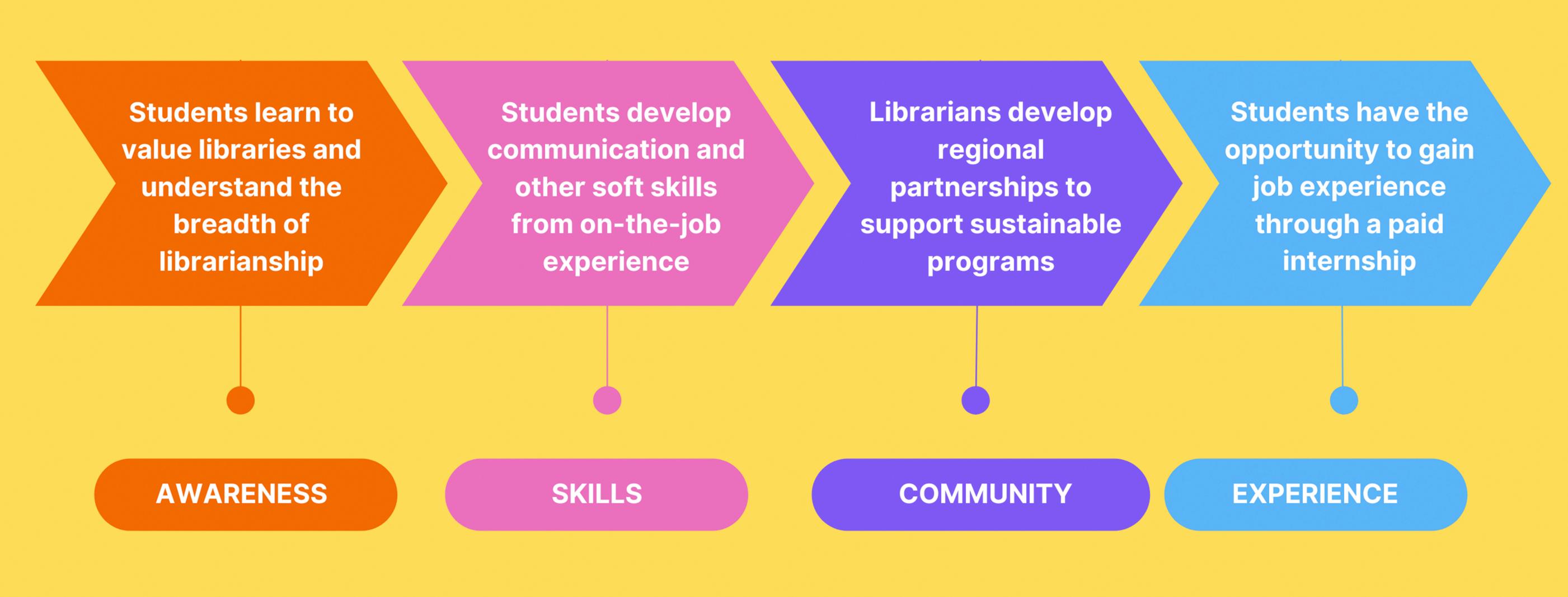- Orientation & Onboarding
- Mentorship
- Supervision
- Curriculum

DEVELOPING A PROGRAM

There are key program components that guide librarians through designing a program and/or becoming a workplace partner that places CTE students in library settings for their work-based learning.

Recruitment is key for getting a program started. Orientation and onboarding will set students up for success in an internship or work-based learning experience. Mentors offer guidance, support, and encouragement to help mentees reach their full potential. Supervisors help students develop on-the-job skills that they can utilize post-graduation. Curriculum focuses on training culturally competent and socially responsible library and information science professionals. The curriculum builds necessary skills to navigate the information services workforce, as well as provides tools to have constructive conversations on all aspects of the library profession.

POTENTIAL PROGRAM OUTCOMES

Students learn to value libraries and understand the breadth of librarianship

Students develop communication and other soft skills from on-the-job experience

Librarians develop regional partnerships to support sustainable programs

Students have the opportunity to gain job experience through a paid internship

AWARENESS — **SKILLS** — **COMMUNITY** — **EXPERIENCE**

CHECK OUT OUR TOOLKIT

The DLCTE Toolkit is split into two sections: program components and documents and forms. The program components will guide librarians through major steps in being a workplace partner and/or managing a program that places CTE students in library settings for their work-based learning. Within documents and forms, you will see downloadable templates that you can edit to fit your needs.