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Librarian Continuing Education Based on Third Space: Practice of Hangzhou Public Library, China

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Session: 162 — *Libraries and librarians as forces for transformative change: continuing education the fuel* — Continuing Professional Development and Workplace Learning

Abstract:

The theory of Third Space is leading public libraries to transfer to comprehensive cultural services with more diversified needs on the contents and patterns of service, which requires librarians have more extensive knowledge and more diverse professional skills.

The approach and mode of innovation on continuing education by Hangzhou Public Library supply the possibility of wider continuing education for librarians as well as make a comparatively perfect system the guarantee for carrying it out for librarians.

On the approach of continuing education: a) Provide professional training; b) Provide academic lectures; c) In-library position rotation; d) Take a temporary position in non-library organization.

Key word : *Third Space continuing education professional skills*

Light from light: from Living Room to Space

The Light from light cooperation between Australia and Republic of China libraries is the recipient of constant praise for successful efforts.¹ Not only the library visitors who participated have experienced an upsurge of interest but also the professional staff thought it was worthy. Dr. Jianzhong Wu, the Director of Shanghai Library of China, considers it unprecedented that the successful activity expresses *The Library as the Third Space.*² This comment means the Light from light activity surpasses others that came before. This comment means those earlier activities would not match the model of the third space. However, this is not exactly the case

On the surface, the Library ranking dropped from the Second living room to the Third space. In fact, the truth of the matter is for the library to be solely and completely responsible for one section.

The concept of innovation is not to imply that the original library as living room for reader's activities and planning does not belong to the third space. As the saying goes, the fundamental things still apply.³

Like most of the domestic libraries, Hangzhou Public Library was impacted by Light from light as early as 2011. It's obvious to see from the staff's Continuing education activity.

¹ Light from light : Activity during 2011 year as a part of Reciprocal Years of Culture.

² Jinshan Liu, Jianzhong Wu: Construction of third space Strengthen Social participation, Library Work in College and University , 2012, V.1.

³ Marilyn Tracy: The Fundamental Thing Apply, Silhouette Books Press, 1993.

Method and Content at Special Subject Department of Hangzhou Public Library in Continuing Education

As an example of a Light from light activity, the staff of a library should understand and operate the display products well before an exhibition opens. Then, it would keep the show open during the whole time while the visitors are coming.

This highlights different staff of library with different education background and art appreciation. So this situation helps the library managers recognize the importance of continuing education in order to promote awareness of effective public benefit in the third space. The management of the third space depends on the development of adult education of librarians. Continuing education could extend these professional education opportunities. It is for this reason that Hangzhou Public Library is engaged in this work.

On the approach of continuing education, the following applies: A) Provide academic lectures, B)) Exchange of librarian C) Take a temporary position in library or non library organization.

Both A and B are under arrangements by the Library, as is the exchange librarian learning abroad. Those involved in continuing education are not limited by department or position. Generally speaking, these types of education offer the opportunities and training within a short time period.

Special Subject Department Training in the forth quarter 2011				
Host	Subject	Number	Time	Remarks
University College of Cork of Ireland	Exchange librarian	1 person	30 days	2 persons in Library
Hangzhou Public Library	Dr. Xinhua Liu\Queen Distract of New York Library	15 persons	3 hours	
Shanghai Library	The second Shanghai cup competition of library information reference	6 persons	2 days	One in top Ten
Total	3	22 persons	Account 381 hours	

Resource :OA Training List of Hangzhou Public Library in 2011

Exchange of librarian, in alignment with the different positions of department personnel, in conjunction with some industry conferences and events as a special activity, so as to enhance the training of personnel quality and enhance academic consciousness.

Special Subject Department Travel Expense in the forth quarter 2011				
Place	Subject	Number	Time	Crash (CNY)
Other province (Jiangsu)	The Yangtze River Delta region Internet Conference	2 persons	2 Days	563 Yuan
Other province (Beijing)	Provincial public library consulting services theory and practice training class	2 persons	7 Days	1089 Yuan
Other province (Si chuan)	"Qingchuan witness: Record the great earth quarter in 2008" on-the-spot interview	5 persons	8 Days	10800 Yuan
Other province (Chongqing)	Government Information search Central and western province	1 persons	5 Days	4934 Yuan
Local (Shaoxing)	Local Document Work Conference in Public Library of Zhejiang Province	2 persons	3 Days	1120 Yuan
Total	5 Time	12 Persons	545 Hours	18506 Yuan

Resource :OA Travel Expense List of Hangzhou Public Library in 2011

Take a temporary position in library or non library organization.

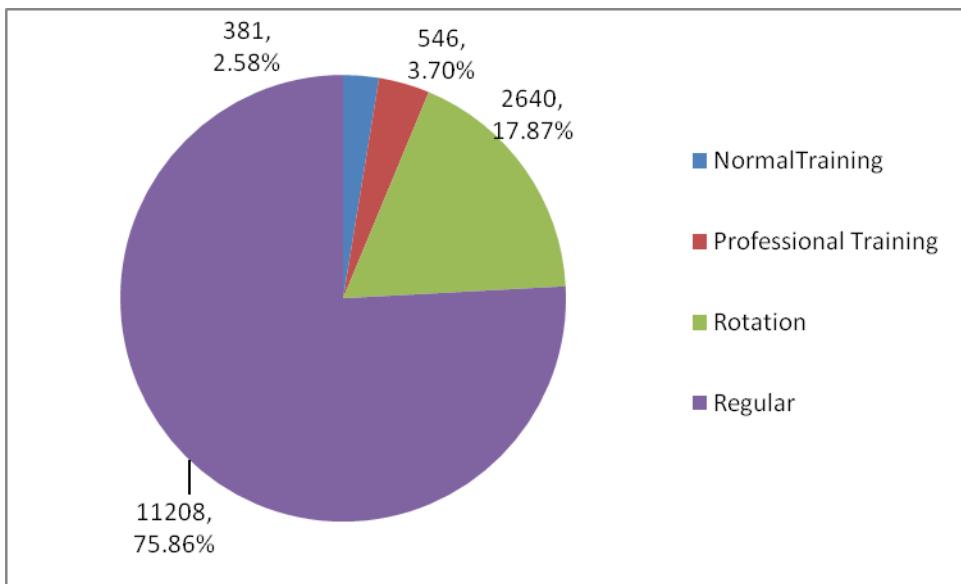
Special Subject Department Post Shifting Arrangement				
Before Rotation		After Rotation		Number of Post change
Special Subject group	13	Special Subject group	14	2
Information group	4	Information group	5	1
Special Collection Center	6	Special Collection Center	6	Not change
Office duty	1	Office duty	2	1
Non library organization	0	Non library organization	1	1
Total	Five persons, Average 22day per month, 8 hours per day, 2460 hours in the forth quarter 2011			

Resource :OA Post Shifting Arrangement List of Hangzhou Public Library in 2011

According to the Department of 28 persons (excluding yearly vacation, sick leave and other special circumstances), job time in the fourth quarter total of 14,784 hours. Subtracting the time dedicated to Continuing Education, the regular work time total is 11208 hours.

Normal Training	Professional Training	Rotation	Regular
381	546	2640	11208

Unit: Hour



IV、Performance Management : Influence of staff Continuing Education

According the third space theory, the library is the third space for readers, but for the librarians it is primarily the place of occupation. The staff dedicate one quarter of their job time for continuing education for the sake of efficiency.

The Director and leadership of Hangzhou Library were consistent in implementing the policies by the prescribed model.

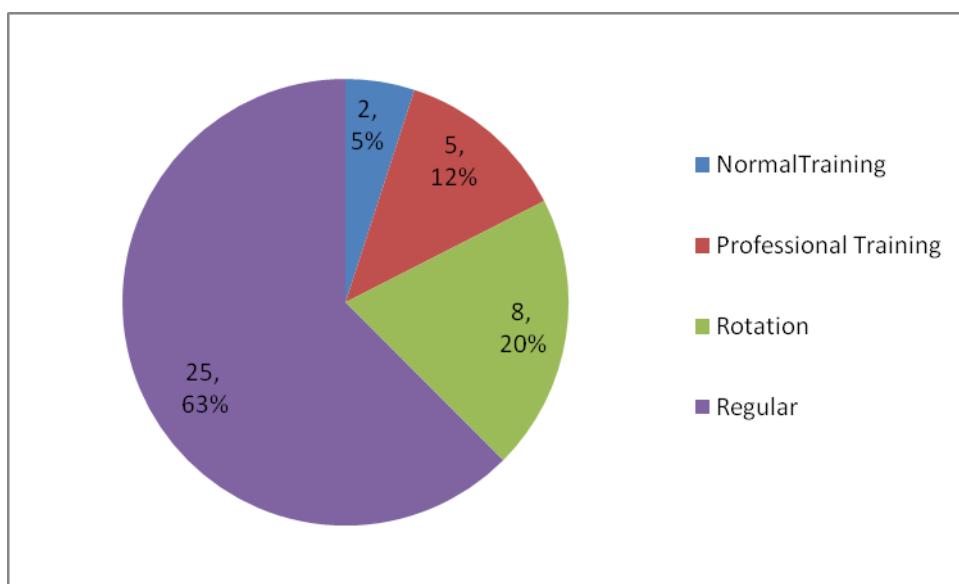
Firstly, daily adjustment and replacement rotation is essential for the reasonable implementation and exchange necessary for Continuing Education activities. Secondly, the education not only gave the staff much positive change, but also provided great improvement in performance management. Continuing Education achievement ratio is higher than the regular time proportion. According to the statistics twenty-four percent

time in Continuing Education correlates with thirty-seven percent of department performance management .

Normal Training	Professional Training	Rotation	Regular
2	5	8	25

Unit: point

*Resource :OA Special Subject Department Performance management List
of Hangzhou Public Library in 2011*



Prospects of Continuing Education in Hangzhou Public Library

In a word, the continuing education benefits are not only experienced in the short time by individual staff members, but also over the longer time frame by the group. When our International exchange librarians came back from Ireland at the end of 2011 with insightful reports, a new exchange started. In 2012 two Librarians from University College of Cork shared with the Chinese readers.

It's a time of great challenge for the library and information service content with the growth of science and technology as well as the readers

calling for growth in the third space. So it's key that the staff of the library look to the role exchange in Hangzhou Public Library of China. As long as there is development of the service, the continuing education is full of vigor.