

Abstract

Cultivating Rural Librarians' Technology Skills 2010 IMLS Laura Bush 21st Century Librarian Program

The Nebraska landscape is dominated by sparsely populated, remote rural areas, containing about 42% of the state's nearly 1.8 million residents, but spread over 94% of the land area. More than 88% of Nebraska public libraries serve communities of fewer than 5,000. In many cases, these libraries are the sole source of free Internet access for their communities. Most of the personnel staffing these libraries are part-time, undereducated, poorly paid, and do not receive benefits. To help Nebraskans “build the skills Americans need in the 21st century,” library staff must first possess the skills themselves.

The Nebraska Library Commission (NLC), the lead applicant, is Nebraska's state library agency, with the mission of statewide promotion, development, and coordination of library and information services. The quality of library service in Nebraska will be improved through this partnership project to recruit and provide support to promising students. We aim to ensure that rural libraries throughout the state will have qualified staff with 21st century technology skills to serve their communities into the future. *Cultivating Rural Librarians' Technology Skills* will operate from November 2010 through October 2013 and will build on what we learned from our previous 21st Century Librarian grant.

Our partner organization, Central Community College, and our supporting organizations (Nebraska Educational Media Association, Nebraska Library Association, University of Missouri, University of Nebraska at Omaha) bring years of experience in library education and service. These relationships are already in place, and they are strong and deep. A broad-based advisory team will be assembled for this project. Our evaluator is Keith Curry Lance from RSL Research Group. The Nebraska Community Foundation will assist in the sustainability of this project.

Awarding scholarship, internship, and stipend support to students engaged in preprofessional—associate- and bachelor's-level—education (and secondarily, master's-level education), will equip more Nebraska library staff members with the skills to provide high-quality, individualized customer service. Providing the students with value-added learning experiences will ensure that Nebraska library staff members are proficient in helping library customers develop 21st Century Learner Skills, especially technology literacy.

The NLC will cultivate rural librarians' 21st century skills through:

- **Scholarships, internships, and stipends** to support preprofessional and professional education for at least 165 students.
- **Value-added learning** experiences—such as consultation, training, national conference attendance, professional organization memberships, and social and face-to-face networking—to ensure that scholarship recipients build 21st century learning and technology skills that can be transferred to library customers.
- **Recruitment** of promising high school and college students and diverse library personnel to match them with educational/employment opportunities at appropriate levels of the career/education ladder.
- A multi-faceted **marketing and communication** campaign to raise awareness and identify prospects for library service careers and to disseminate the student learning experience. Traditional marketing strategies will be enhanced with a Web-based Storybank and other Web 2.0 communication strategies to encourage online social networking.

Project deliverables include curriculum and recruitment materials in various formats designed to reach both high school and college-aged students. These materials will include handouts, displays, and brochures, as well as interactive learning exercises, video spots, Webinars, and podcasts distributed via social networking applications.

Cultivating Rural Librarians' Technology Skills 2010 IMLS Laura Bush 21st Century Librarian Program

The Nebraska Library Commission (NLC) is pleased to report that efforts are well underway to improve the quality of library service in Nebraska through recruitment and support of promising library science students. We continue to implement strategies to ensure that rural libraries throughout the state will have qualified staff with 21st Century technology skills to serve their communities into the future. The project, *Cultivating Rural Librarians' Technology Skills*, continues to equip students with the skills to provide high-quality, individualized customer service by awarding scholarship, internship, and stipend support to students engaged in pre-professional (associate- and bachelor's-level education), and secondarily, master's-level education.

Providing the students with value-added learning experiences designed to improve their proficiency in helping library customers develop 21st Century Learning Skills (especially technology literacy) has been a particularly rewarding component of this project. The 21st Century Skills learning activities have been particularly effective in helping students build Communication, Collaboration, Creativity, and Critical Thinking skills and have been very well received by the participants. They report using their newly-honed skills in their schools, public libraries, and communities. Continuing this focus on 21st Century Learning Skills, offering enhanced learning experiences in a variety of formats (e.g. eReader training, face-to-face marketing training and technology webinars) provides the students with “just-in-time learning experiences” to meet the emerging, immediate needs of Nebraska library customers.

In response to a community education need that scholarship students are uniquely equipped to help meet, the Nebraska Library Commission began offering stipends to a limited number of LIS scholarship students enabling them to serve as Nebraska Library Digital Literacy Corps trainer/coaches. Their efforts to improve the digital literacy of library customers help the students gain hands-on experience with 21st Century skills—promoting and teaching digital literacy. Students can offer the classes and coaching sessions in libraries—school and public—or in other community locations, as sponsored by the library.

We greatly appreciate receiving IMLS approval for a one-year, no-cost extension for this grant. The additional year provides us with the opportunity to increase the number of 21st Century Skills seminars and enhanced learning experiences that we can offer—benefitting more students and their communities, and to test the effectiveness of the Nebraska Library Digital Literacy Coaching Corps. The added year helps ensure that students will spend down on the scholarships awarded within the grant period, and that communication vehicles (e.g. Storybank and Website) can be further refined and populated.

We are excited to share more comprehensive information about our project and have detailed our activities and results below according to the goals and objectives of the grant. For a brief overview of the program, please see the **Program Summary** report (Attachment 1), which presents the primary outputs of this grant project to date. For a fiscal summary, please see the **Annual Federal Financial Report, Year 3** (Attachment 2). Please also note the **Revised Estimated Schedule of Completion** (Attachment 3).

Goal 1: Increase education levels of current library staff and new recruits in rural Nebraska

Objective 1a: Identify and recruit 40 current library staff and 30 new students.

Activities

NLC continually conducted marketing and recruitment activities from November 2012 through October 2013. Activities included assessment, planning, communicating (announcements, distribution of materials, exhibits at career events, exhibits at library and educational events, presentations, etc.), and evaluation. For a complete **list and timeline of marketing and recruitment efforts**, including a listing of all deliverables and references to

the appropriate attachments, see Attachment 4. The **Marketing Strategy Worksheet**, Attachment 5, illustrates the marketing planning process, including brainstorming sessions and key informant interviews. It also lists activities conducted and those planned for future reach to target markets.

Announcements

The scholarship and internship grant programs were continually announced by the Nebraska Library Commission (NLC) from November 2012 through October 2013 via:

- NLC news releases (Attachment 6),
- Facebook (<http://www.facebook.com/NebraskaLibraryCommission> and <http://www.facebook.com/NebraskaLibrarians>) (Attachment 7),
- NCompass blog posts (Attachment 8),
- RSS feeds
- E-mail blasts to Nebraska listservs and to scholarship students (Attachment 9), and
- NLC's Now Hiring @ your library® Website (<http://www.nowhiringatyourlibrary.com>).

Faculty at Nebraska schools announced the availability of scholarships to their students. Library systems and the Nebraska Library Association (NLA) and Nebraska School Librarians Association (NSLA) announced the availability of scholarships and internship grants to current library staff. Central Community College included scholarship information on Library and Information Services course offerings flyers. NLC will continue to work with partner organizations as intermediaries in Year 4.

Distribution of Materials

Print materials, including a recruitment rack card and poster, were distributed to library staff and other interested individuals (each-one-reach-one) at various meetings and events and at various outreach events. Materials were distributed at various exhibit booths.

Deliverables included:

- Could This Be You? Flyers (Attachment 10)
- Send Us Your Best rack card (See Year 1 Report: Attachment 6)
- Scholarship flyers (Attachment See Year 2 Report: Attachment 12)
- Thousands Work in Nebraska Libraries rack card, 3.67" x 8.5" (Attachment 11)
- Thousands Work in Nebraska Libraries rack card, 4.25" x 5.5", front and back (Attachment 11)
- Thousands Work in Nebraska Libraries RSVP postcard, 4.25" x 5.5", front and back (Attachment 12)
- Thousands Work in Nebraska Libraries poster 8.5 " x 11" (See Year 2 Report: Attachment 12)
- Thousands Work in Nebraska Libraries poster 11" x 17" (See Year 2 Report: Attachment 12)
- QR Code (See Year 2 Report: Attachment 13)
- PowerPoint Presentation CD (Attachment 13)
- Facebook page flyer (Attachment 14)
- Now Hiring @ your library® Website, <http://www.nowhiringatyourlibrary.org>
- Work @ your library® PSA video on YouTube, <http://www.youtube.com/watch?v=8ZvHUE6qfP8>
- Facebook page bookmark (See Year 2 Report: Attachment 16)
- Thousands Work in Nebraska Libraries Bookmark (Attachment 15)
- Newsletter articles (Attachment 16)

Advertisements for recruitment (Attachment 17) were placed in the January/February 2013 (College Edition targeted to Nebraska high school seniors and their parents) and in the May/June 2013 edition of *Nebraska Life* magazine, <http://www.nebraskalife.com/>—each edition reaching an estimated 45,000 Nebraska households. Ads were also placed in the February 2013, and September 2013 editions of *NCB News*,

http://centerforthebook.nebraska.gov/news/archive_issues/archive_issues.html, (Nebraska Center for the Book newsletter for the state’s readers, writers, booksellers, librarians, publishers, printers, educators, and scholars—reaching more than 2,500 households).

Case Studies

A new series in the NCompass blog called “New Faces” (<http://nlcblogs.nebraska.gov/nlcblog/tag/new-faces/>) was created. Scholarship students were interviewed about their school and work experiences. The online Storybank was launched, with students recording stories of how they are making a difference in the lives of library customers, see <http://librarystorybank.nebraska.gov>.

Exhibits at Library and Educational Events

NLC staff hosted an exhibit booth at a Southeast Community College event for prospective students, families, and staff on November 4, 2012. NLC also hosted an exhibit booth at the October 9-11, 2013 Nebraska Library Association/Nebraska School Librarians Association (NLA/NSLA) annual conference and made personal contact with prospective students and scholarship applicants as well as prospective internship grant applicants. Current scholarship students interacted with potential applicants. The exhibit booth included a projected PowerPoint slide show, flyers, postcards, bookmarks, and rack cards. Samples of the slides from the PowerPoint slide presentation are attached (Attachment 18).

Website

Design work began in Year 3 to reorganize and streamline content from the current Now Hiring @ your library® website (<http://nowhiringatyourlibrary.nebraska.gov/>), and to reposition the site within the framework of the Nebraska Library Commission’s new website, which launched in 2011. The current website was evaluated for accuracy and currency. Usability testing of the new site took place in September 2013. New web pages will reflect best design and navigation practices. Prototypes of the pages are included in Attachment 19. Design work and testing will continue in Year 4, and the new site will launch in early 2014.

Presentations

NLC staff conducted live informational webinars through the NCompass Live program, which were recorded and made available for viewing at a later date:

- *Internships: Cultivating Nebraska’s Future Librarians*, recorded 1/9/2013
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=11942>
- *A Day-in-the-life of the Scholarship Student Conference Attendee*, recorded 1/16/2013
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=11953>
- *What does a successful internship look like?*, recorded 5/1/2013
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=12220>; recording available at <http://www.youtube.com/g7RDDwPcVCU>

NLC staff made presentations at State Advisory Council on Libraries meetings and provided reports to the Nebraska Library Commission at their quarterly meetings. NLC staff made a presentation to Central Community College Admissions Directors on September 19, 2013.

NLC hosted a session at the Fall 2013 NLA/NSLA conference. Sponsored by the NLA New Members Round Table (NMRT), NLC and NRMT hosted the “Library Students Talk About Life In and Out of Library School” session. NLC scholarship students discussed how they used their funding and reflected on their scholarship program and school experiences. A question-and-answer period followed.

Focus Group

NLC conducted a focus group with members of the Central Community College (Columbus campus) Multicultural Club to learn how Hispanic students are counselled in their choice of college and major, as well as their perception of library work. The participants were introduced to school and career opportunities in the field of library science.

Results

For a complete **list and timeline of marketing and recruitment efforts**, including a listing of all deliverables, see Attachment 4. For sample press coverage in response to news released, see Attachment 20.

There are over 1,200 recipients on the NLC e-mail listserv. Announcements on the Nebraska Librarians Learning Together Facebook page have the potential to reach 332 fans. Announcements on Nebraska Library Commission Facebook page have the potential to reach 527 fans.



Panelists and facilitator at October NLA/NSLA conference

NLA/NSLA conference: During the conference exhibit session, NLC had the potential to reach out to the 476 attendees. Central Community College (CCC) staff spoke with prospective LIS students and directed them to the NLC booth for scholarship information. In addition to the four presenters and two facilitators, there were more than forty librarians and students in attendance at the “Library Students Talk About Life In and Out of Library School” session.

NCompass Live’s “Internships: Cultivating Nebraska’s Future Librarians” had four attendees, four presenters, and one host. The recording is available <http://youtu.be/biHpF4W28no> and to date has been viewed 30 times. NCompass Live’s “A Day-in-the-life of the Scholarship Student Conference Attendee” had six attendees, three presenters, and one host. The recording is available <http://youtu.be/xb2Nkuu76hU> and to date has been viewed 20 times. NCompass Live’s “What Does a Successful Internship Look Like?” had nine attendees, one presenter, and one host. The recording is available at <http://youtu.be/xb2Nkuu76hU> and to date has been viewed 53 times.

Now Hiring @ your library® Website and pages: The main page, <http://www.nowhiringatyourlibrary.org>, had 12,303 views (average of 1,025 views/month). Use of the page continues to build—with October 2013 logging in as the highest month ever for hits on the job search page, <http://nowhiringatyourlibrary.ne.gov/JobsAndCareers.asp>, with 4,090 searches. The Scholarships page, <http://nowhiringatyourlibrary.nebraska.gov/Scholarships.asp>, had 2,055 views (average of 171 views per

month). The Internship Grants page, <http://nowhiringatyourlibrary.nebraska.gov/Internships.asp>, had 940 views (average of 78 views per month). Job search detail pages had 30,745 views (average 2,562 per month), peaking at 4,090 views in October 2013.

A **statistical survey**—optional, not required of the applicant—was presented at the beginning of the online scholarship application. For applications with deadlines in Year 3, 12 of the 13 online applicants completed the survey.

Among those who completed the statistical survey for applications due in Year 3, the following number reported how they heard about the scholarship program (**Table 1**):

Table 1. Referral source of information about scholarship program

Source	Number of respondents
Nebraska Library Commission Website	3
Teacher	3
College counselor/advisor	3
Friend	2
Library	2
Student	1
Now Hiring @ your library® Website	1
Other – EducationQuest	1

Among the 12 awardees completing the baseline survey in Year 3, six were currently employed in a library. Two applicants had never worked or volunteered in a library.

Focus group results: Three members of the Central Community College Multicultural Club participated in the focus group. Two are in the academic transfer program. They chose CCC for its low cost of tuition and its proximity to immediate family. All three used the school or public library as youth. Two reported using the college library for research for coursework. One is completing the work study program by working in the college library.

Objective 1b: Promote access by awarding 105 scholarships to selected candidates.

The following is an excerpt from a Bachelor's-level scholarship application submitted by a student who had been awarded two previous scholarships at the same level. It exemplifies the impact this scholarship program can have on a student.

The second scholarship provided the tuition for a 15 credit hours for my Spring Semester. I work part time as a middle school library paraprofessional, I am president of my town's library board, and have a personal life that is just as crazy. What the IMLS/NLC scholarship has provided to me is the ability to focus on my education and channel what I have learned into my current work experiences and volunteer work to start making a difference today. As crazy as things are, NLC provides valuable and flexible opportunities to learn that fit within my schedule. There is consistently something coming out on the Facebook page that applies directly to what I am learning in my classes or initiatives I am working on.

These scholarships fulfill the requirements of the grant awarded to the Nebraska Library Commission by the Institute of Museum and Library Services (IMLS) to recruit and educate the next generation of librarians. Scholarship information and applications are available on the Now Hiring @ your library® Website scholarship page (<http://nowhiringatyourlibrary.nebraska.gov/Scholarships.asp>) hosted by the Nebraska Library Commission (NLC). Stipend information and applications are available on the Now Hiring @ your

library® Website stipends page (<http://nowhiringatyourlibrary.nebraska.gov/Scholarships/Stipends.asp>). For details on marketing and recruitment activities, see **Objective 1a: Identify and recruit 40 current library staff and 30 new students.**

Scholarship applications were continuously made available online. Year 3 application deadlines were November 1, 2012; March 1, 2013; and June 3, 2013. Current scholarship students in good standing were eligible to apply for subsequent scholarships or scholarships at higher degree level. Scholarship award letters were mailed to the students and to the schools. Recipients were required to sign a letter of agreement and complete various program-related forms. They were issued an orientation document, also available at <http://nowhiringatyourlibrary.nebraska.gov/Scholarships/orientation.asp>. Scholarship students completed a baseline survey and liked the Nebraska Librarians Learning Together Facebook page (<http://www.facebook.com/NebraskaLibrarians>). Recipients were listed on the Now Hiring @ your library® Website (<http://nowhiringatyourlibrary.nebraska.gov/Scholarshipsrecipients.asp>). During Year 3, regional and national conference opportunities were announced via e-mail, Facebook, and the Now Hiring @ your library® Website (<http://nowhiringatyourlibrary.nebraska.gov/Scholarships/StipendAnnounce.pdf>). Stipend application forms for laptop computers, dues for professional associations, and travel for professional conferences were made available online and scholarship students were invited to access the applications from <http://nowhiringatyourlibrary.nebraska.gov/Scholarships/Stipends.asp>. Stipend award letters were mailed to the students. Exiting scholarship students completed a Follow-up Survey.

Available Scholarship and Tuition Assistance Programs

The 21st Century Librarian Scholarships associated with this grant are now in place. Three levels of 21st Century Librarian scholarships were made available and awarded:

Preprofessional Scholarship Program Levels

- Library and Information Services (LIS, formerly LTA) Professional Certificate
- Associate of Arts or Science Degree in Library and Information Services (LIS, formerly LTA)
- Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media

The scholarship program at the Master's level came to a close in Year 3. All funding budgeted at this level has been expended.

Stipends

Stipends in the categories of laptop purchase, conference attendance, and professional organization membership were continually offered and awarded in Year 3.

Of note:

Nebraska Libraries Digital Literacy Coaching Corps

NLC initiated a pilot project to offer stipends to a limited number of scholarship students—enabling them to serve as Digital Literacy Corps trainers/coaches. The goal of the project is that students will impact on the digital literacy of library customers, while getting hands-on experience with 21st Century skills—promoting and teaching digital literacy. They will connect to their community, help improve the image of the library in the community, help build community relationships and partnerships with the library, and build intergenerational connections in the teaching/coaching/learning setting. The student participants and library hosts in the pilot project will provide valuable information about training/coaching efforts to help the NLC determine the resources and support that might be required if this effort were to be undertaken on a larger scale. This is an optional opportunity to get experience organizing, promoting and offering digital literacy classes and coaching sessions—teaching library customers to use computers for a variety of purposes (computer skills, access e-government resources, educational resources, teaching how to use

digital devices, set up a website or social network site, etc.). NLC awards and provides stipends of up to \$2,000. An orientation clinic, available to any interested scholarship student, was held August 19, 2013. Lists of resources by educational track, a Frequently Asked Questions guide, and stipend application were created and disseminated. An online survey to assess the training was implemented. For a complete **report on the Nebraska Libraries Digital Literacy Coaching Corps**, including deliverables, see Attachment 21.

Results

Summary of Scholarships Awarded November 1, 2012 – October 31, 2013

From November 1, 2012, through October 31, 2013, 43 scholarship applications were received and 42 were awarded to people pursuing education in library studies for a total of \$143,000.

Summary of Stipends Awarded November 1, 2012 – October 31, 2013

From November 1, 2011, through October 31, 2012, 27 stipend applications were received and 27 were awarded to scholarship recipients for a total of \$20,503.12.

To date, there have been 88 individual students in the scholarship program. Of the 88, 42 (48%) reside in rural Nebraska. “Rural,” for the purposes of this grant, is defined as residing in counties not otherwise identified as “metropolitan” by the Federal Office of Management and Budget. **Figure 1** depicts the geographic distribution of scholarship students.

Figure 1. Map distribution of scholarship students



Below are summaries of the scholarships and stipends in outline form and in **Table 2** and **Table 3**, which follow.

Preprofessional Scholarship Programs

The Nebraska Library Commission anticipated the award of up to twenty (20) preprofessional scholarship packages of up to \$3,500 each in Year 3. Forty-one (41) preprofessional scholarship packages were awarded in Year 3, for a total of \$143,500. The additional scholarship funding was captured from students that did not use their entire scholarship award in Years 1 and 2. The total anticipated number of preprofessional scholarship recipients during Years 1 through 4 is fifty (50). To date the number of preprofessional scholarship recipients is fifty (50). Scholarships are being used for tuition, course-related materials, and fees associated with the courses. In addition, some recipients have applied for and received stipends of up to \$4,000 for value-added activities, which may include purchase of a laptop computer (a majority of classes are delivered remotely); student memberships in a professional organization; expenses for attendance at a regional or national

professional conference; and expenses related to serving as a Nebraska Library Digital Literacy Coaching Corps coach. Eighteen recipients had received a previous scholarship at the same educational level. Of special note: One recipient who had previously received a scholarship at the LIS Certificate level applied for and received a scholarship at the Associate's level. Another recipient who had previously received a scholarship at the LIS Certificate level applied for and received a scholarship at the Bachelor's level. This serves as evidence that this program can help students progress up the educational/career ladder.

Library and Information Services (LIS, formerly LTA) Professional Certificate Scholarship

The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at community colleges leading to a Library and Information Services Professional Certificate.

- All scholarships and stipends funded with federal funds from the IMLS grant
- To date, twelve of thirteen applicants have been awarded scholarships
- Two scholarships, totaling \$7,000, were awarded and accepted during Year 3
- One stipend application received, one stipend awarded during Year 3, totaling \$700.00

Associate of Arts or Science Degree in Library and Information Services (LIS, formerly LTA)

The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at community colleges leading to an Associate of Arts or Science Degree in Library and Information Services.

- All scholarships and stipends funded with federal funds from the IMLS grant
- To date, twenty-four of twenty-five applicants have been awarded scholarships
- Seven scholarships, totaling \$24,500, were awarded and accepted during Year 3
- Nine stipend applications received, nine stipends awarded during Year 3, totaling \$8,162.34

Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media

The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at accredited colleges leading to a Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media.

- All scholarships and stipends funded with federal funds from the IMLS grant
- To date, all fifty-five applicants have been awarded scholarships
- Thirty-three scholarships, totaling \$115,500, were awarded and accepted during Year 3
- Thirteen stipend applications received, thirteen stipends awarded during Year 3, totaling \$9,621.78

Master's-level Scholarship Programs

No master's-level scholarship packages were awarded in Year 3. In previous years scholarships were used for tuition, course-related materials, and fees associated with the courses. In addition, recipients received stipends up to \$2,000 for value-added activities, which may include purchase of a laptop computer (many classes are delivered remotely); student memberships in a professional organization; and expenses for attendance at a regional or national professional conference.

Master of Arts or Science Degree in Library and Information Science (MLS/MLIS)

The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at ALA-accredited colleges leading to a Master of Arts or Science Degree in Library and Information Science (MLS/MLIS).

- All scholarships and stipends funded with federal funds from the IMLS grant
- To date, twenty-six of thirty applicants have been awarded scholarships

- Two stipend applications received, two stipends awarded during Year 3, totaling \$1,286.00

Master of Arts or Science Degree in Education (MEd) with a School Library Media Endorsement

The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at ALA-accredited colleges leading to a Master of Arts or Science degree in Education (MEd) with a School Library Media endorsement.

- All scholarships and stipends funded with federal funds from the IMLS grant
- To date, all eleven applicants have been awarded scholarships
- No stipend applications received

Graduate-level School Library Media Endorsement

The Nebraska Library Commission established this scholarship to provide financial support to eligible Nebraskans for coursework at ALA-accredited colleges leading to a graduate-level School Library Media endorsement.

- All scholarships and stipends funded with federal funds from the IMLS grant
- To date, all thirteen applicants have been awarded scholarships
- Two stipend applications received, two stipends awarded during Year 3, totaling \$733.00

Table 2. Scholarships by level and award cycle, Year 3

Level	Award cycle	# of applications	# of awards	Amount awarded
Library and Information Services (LIS) Professional Certificate	Dec. 2012	1	1	\$3,500
	April 2013	1	1	\$3,500
	July 2013	0	0	---
LIS Certificate-level subtotal		2	2	\$7,000
Associate of Arts or Science Degree in Library and Information Services (LIS)	Dec. 2012	3	3	\$10,500
	April 2013	2	1	\$3,500
	July 2013	3	3	\$10,500
Associate's-level subtotal		8	7	\$24,500
Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media	Dec. 2012	12	12	\$42,000
	April 2013	11	11	\$38,500
	July 2013	10	10	\$35,000
Bachelor's-level subtotal		33	33	\$115,500
PREPROFESSIONAL-LEVEL TOTAL		43	42	\$147,000
SUBTOTAL BY CYCLE	Dec. 2012	16	16	\$56,000
	April 2013	14	13	\$45,500
	July 2013	13	13	\$45,500
YEAR 3 TOTAL		43	42	\$147,000

Table 3. Stipends by level and type, Year 3

Level	Type of Stipend	# Applications	# Awards	Amount Awarded
Library and Information Services (LIS) Professional Certificate	Laptop	1	1	\$700.00
	Association dues	0	0	---
	Conference	0	0	---
	Coaching Corps	0	0	---
LIS Certificate-level subtotal		1	1	\$700.00
Associate of Arts or Science Degree in Library and Information Services (LIS)	Laptop	3	3	\$2,100.00
	Association dues	1	1	\$53.00
	Conference	4	4	\$4,009.34
	Coaching Corps	1	1	\$2,000.00
Associate's-level subtotal		9	9	\$8,162.34
Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media	Laptop	5	5	\$2,976.16
	Association dues	2	2	\$66.00
	Conference	4	4	\$4,579.62
	Coaching Corps	1	1	\$2,000.00
Bachelor's-level subtotal		12	12	\$9,621.78
Master of Arts or Science Degree in Library and Information Science (MLS/MLIS)	Laptop	1	1	\$700.00
	Association dues	1	1	\$33.00
	Conference	0	0	---
	Coaching Corps	0	0	---
MLIS-level subtotal		2	2	\$733.00
Master of Arts or Science degree in Education (MEd) with a School Library Media Endorsement	Laptop	0	0	---
	Association dues	0	0	---
	Conference	0	0	---
	Coaching Corps	0	0	---
MEd-level subtotal		0	0	\$0
Graduate-level School Library Media Endorsement	Laptop	1	1	\$700.00
	Association dues	0	0	---
	Conference	1	1	\$586.00
	Coaching Corps	0	0	---
MEd endorsement-level subtotal		2	2	\$1,286.00
SUBTOTAL BY STIPEND TYPE	Laptop	11	11	\$7,176.16
	Association dues	4	4	\$152.00
	Conference	10	10	\$9,174.96
	Coaching Corps	2	2	\$4,000.00
YEAR 3 TOTAL		27	27	\$20,503.12

In their stipend applications, students described the impact the purchase of a computer would have on their coursework. For example:

A tablet would assist me in my educational and career goals in two ways. First, for me the tablet has advantages in reading ebooks especially when making notations and holding it for reading. The simple ease of transporting is also a big factor. Many of my textbooks are now available on ebook, having a tablet

would maximize my use of this option. Secondly, using a tablet would expand my knowledge and skill level, helping me to be adept at a variety of platforms. This would assist me in creating handouts and activities on-the-go at workshops and other learning experiences.

In their stipend applications, students described the benefits to be had from membership in a professional library association. For example:

I would like to become a member of ALA so that I can utilize the resources to help make me become the best 21st Century School Librarian. Being a member of ALA will allow me to be informed about the latest topics in library operations, help me learn about the newest technologies, help me acquire knowledge about the best practices for school and public librarians, and help me find resources for students to help them increase their learning.

In their applications, students described the impact conference attendance would have on their career. For example:

I feel like the last couple of years I have been running from school to work and not really spending the time to take outside learning experiences to broaden my knowledge of the library world. I believe the American Library Association Conference will give me the opportunity to take time out of my busy life to connect and network with other librarians. This amazing opportunity will help me in my career goals by getting my name out there to other libraries and learning valuable information from the different speakers such as technology in libraries, leadership and library marketing. This experience would also help me with my classes by getting a fuller view on certain subjects that we talk about such as where the library is going technologically.

Upon receiving the awards, scholarship recipients expressed their gratitude for the scholarships and stipends:

Thank you so very much for a second scholarship. I can't even begin to tell you how much it has changed my life (yes...changed my life!) I'm eternally grateful.

I just wanted to say thanks so much for the continued support. The scholarship program has eased the financial burden of my MLS so much and I appreciate all of the access to resources, additional education, and moral support from other students. It's a wonderful program and I am really glad to be a part of it!

Because of what I was able to do with the money that I received from the scholarship, I am able to graduate one semester early. Thanks!

In their exit survey, students described the impact the laptop, association membership, and conference stipends had on their schooling and work:

The computer was an obvious help as I was able to complete course work and many different locations and save all the information to the computer. I can go back and review information later as I need it. The conference was definitely helpful in determining what area of library work I wanted to go into which is reference. I was able to get a better understanding of the different areas through some of the sessions I attended and the networking I was able to do.

The association membership allows for me to associate with other librarians and the computer allowed me to do my work in a timely manner.

My ALA & AASL memberships have allowed me to have at my fingertips quality, current resources that that have helped me learn about the latest advances in library management and technology. I am using my iPad to: learn more about technology and apps for students, be interactive at conferences, do research for my UNK courses, and having fun learning!

I was able to network through the membership and conferences. I also kept up to date on library news with membership and conference attendance. With the laptop I was able to get my work done more efficiently because I had an up to date computer.

It was helpful to have the laptop to take with me to class and do homework other places than at home because I didn't always have time to do everything at home.

Having a computer allowed me to participate in the online classes for my endorsement, and it also allowed me to research different conferences, as well as what sessions to attend within the conference, and the ability to real time interact during the conference sessions. The association membership made it affordable to go to the conference and provided lots of additional information I am sure I will use in my work next year.

By being a member of the American Library Association really helped to learn about what is happening in the library world and being able to participate in their online learning and using their other information sources really helped a lot. By attending the NLA/NEMA Conference in October was very beneficial in being able to attend the different sessions and then also the networking with other librarians across the state with sharing of ideas and what is happening in their libraries is very beneficial to me with helping be the best librarian I can be. And of course the new laptop computer was very beneficial in doing my online classes plus viewing the webinars and being able to take it with me to conferences and workshops was very beneficial.

The laptop has been invaluable for use in class and completing the online requirements of my MLS classes. I also use it daily in my work at my library.

The new laptop has been a godsend for my coursework, enabling me to run the software needed for many of my classes and to better collaborate with my classmates during our face-to-face meetings and projects. The membership to MPLA has been valuable, too. Even if I have not been able to attend their meetings, I've found their newsletters and other communications to be interesting and useful, and I have had the opportunity to network with librarians from surrounding states.

The stipends were a huge bonus for me as a scholarship recipient. The conference stipend was probably the most influential for me this fall. It provided me with a wonderful opportunity to meet others in the field, begin to see and understand all of the issues facing libraries in the 21st Century, and gain further motivation and inspiration for my career path. The association membership was helpful because without it, I would not have joined NLA so early on in the degree program. Lastly, the laptop computer stipend was tremendously helpful!! The financial adjustment to paying for graduate school was a big one and this additional aid allowed me to purchase a much-needed personal computer. There is no way I could have used my work computer or iPad for all of the assignments and coursework that was required in the fall. I am very grateful for the financial assistance and continued support of the NLC.

Current and former scholarship students replied to a Fall 2013 e-mail inquiry as to their current job status. There were 57 responses. Of the 22 students who were not employed in a library at the time of their scholarship award, eight have since been hired. Twenty-eight students who were employed in a library at the time of their scholarship award are currently employed in a library. Of the eighteen who have graduated from

college, ten are currently working in a library. Five scholarship students were former interns in the Internship Grant program.

Two “New Faces” entries were made on the NLC NCompass blog:

- New Faces: Tina Walker, 8/2/2013, <http://nlcblogs.nebraska.gov/nlcblog/2013/08/02/new-faces-tina-walker/>
- New Faces: Emily McIllece, 9/24/13, <http://nlcblogs.nebraska.gov/nlcblog/2013/09/24/new-faces-emily-mcillece/>

Eight “Storybank” videos were entered into the Storybank Web page: <http://librarystorybank.nebraska.gov>.

Nebraska Libraries Digital Literacy Coaching Corps

NLC contacted current scholarship students to inform them of this stipend opportunity. Students interested in applying for the stipend or interested in the pilot project attended a one-day orientation clinic held August 19, 2013, led by Jessamyn West, author, community technology librarian and computer skills teacher. Regional Library System staff were also invited to attend. Track handouts and a Frequently Asked Questions guide were disseminated in advance. There were sixteen participants and five Commission staff in attendance. Eleven participants completed an online evaluation. Two students applied for and were awarded stipends of up to \$2,000 to serve as coaches/trainers. Next steps include conducting a community-wide assessment, connecting with host libraries, and selecting tracks and formats for training. For a complete **report on the Nebraska Libraries Digital Literacy Coaching Corps pilot project**, including deliverables, see Attachment 21.

In their stipend applications, students described the impact they would like to make. For example:

I think that it is important to help people be more confident and comfortable on computers and the internet. It is becoming more important in many job fields and often a necessity of being able to apply for jobs in today's environment. It is also becoming a vital way for older generations to stay connected with their families. I want to be able to help people to be more comfortable using computers and getting on the Internet. I also want to be able to expand my experience in helping people with technology so that I will be able to do a better job of it.

Evaluation

Data was collected by external evaluator Keith Curry Lance of RSL Research Group through the online scholarship recipient baseline survey, online follow-up survey, and anecdotal communication received via mail, e-mail and Facebook posts. Due to the no-cost extension, funds are not available for the evaluator to complete a Year 3 Evaluation Report. Instead, Year 3 data will be combined with that of other years to allow him to submit a Final Report at the end of Year 4.

Objective 1c: Increase awareness of careers in libraries by awarding 60 internships.

Nebraska Library Commission/Nebraska Library Association Internship Grant Program

The 21st Century Librarian Internship Grants associated with this IMLS grant are now in place. Year 3 internship grants of up to \$1,000 were funded from the IMLS Librarians for the 21st Century grant. These internship grants fulfill the requirements of the grant awarded to the Nebraska Library Commission by the Institute of Museum and Library Services (IMLS) to recruit and educate the next generation of librarians. Library applications for Year 4 grants are due March 17, 2014.

Activities

In order to promote the Internship program, NLC staff sent out an e-mail blast to library directors, posted on the Nebraska Library Commission blog, listed availability on the NLC grants page (<http://nlc.nebraska.gov/Grants/>), and updated the Now Hiring @ your library® Website internship grant page (<http://nowhiringatyourlibrary.nebraska.gov/Internships.asp>). NLC hosted an exhibit booth at the Nebraska Library Association/Nebraska School Librarians Association (NLA/NSLA) conference and made personal contact with prospective applicants. NLA listed grant availability on their Website (<http://nebraskalibraries.org/>). For details on marketing and recruitment activities, see **Objective 1a: Identify and recruit 40 current library staff and 30 new students.**

Internship grant information and the online application were made available on the Now Hiring @ your library® Website internship grant page (<http://ncl1.nlc.state.ne.us/nowhiring/internships.asp>) in December 2012. The Year 3 application deadline was February 15, 2013, and the Year 2 award date was March 5, 2013. NLC received internship inquiries from several individuals interested in working in libraries who were encouraged to contact the libraries who had received awards. Recipients were mailed an award letter and an orientation packet. Recipients were listed on the Now Hiring @ your library® Website (<http://nowhiringatyourlibrary.nebraska.gov/internship/Internshipgrantrecipients.asp>) and listed via the online NLC grant recipients database (<http://nlc.nebraska.gov/grants/database/>). Interns completed a survey consent form, an online baseline survey, and an online follow-up survey. Supervisors submitted a signed letter of agreement, a request for payment form, a schedule of activities (if they hadn't done so at the time of application), an online post-internship survey about the intern, and an online post-internship survey about the internship program.

Designed as an orientation to the program, NLC staff conducted a live informational webinar through the NCompass Live program, which was recorded and made available for viewing at a later date:

- *What Does a Successful Internship Look Like?*, recorded 5/1/2013
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=12220>; recording available at <http://youtu.be/g7RDDwPcVCU>

Results

To date, 55 of 64 applicants have been awarded internships. In this reporting period, 21 internship grants of up to \$1,000 were awarded to 18 libraries. One library declined their grant. Several libraries planned for their interns to visit outside libraries. A total of \$20,250 was awarded by NLC in Year 3 of this grant. 10 of the 18 grant recipient libraries were located in rural Nebraska. See **Figure 2** for the distribution of libraries in Nebraska by population density. See **Table 4** for a detailed summary.

[Continued on next page]

Figure 2. Map distribution of internship grant libraries by population density



Interactive map available at <http://www.zeemaps.com/map?group=517921>

Table 4. Summary of internship grant awards, Year 3

# of grants	Library	Amount	Rural?
1	Beatrice Public Library	\$1,000	Y
1	Emerson Public Library	\$1,000	Y
1	Hastings Memorial Library, Grant	\$1,000	Y
1	Keene Memorial Library, Fremont	\$1,000	N
1	Kimball Public Library	\$1,000	Y
1	La Vista Public Library	\$500	N
4	Lincoln City Libraries	\$4,000	N
1	Norfolk Public Library	\$1,000	Y
1	North Bend Public Library	\$1,000	N
1	Omaha Public Library	\$1,000	N
1	Ord Public Library	\$1,000	Y

Table 4. Summary of internship grant awards, Year 3, continued

# of grants	Library	Amount	Rural?
1	Ponca Carnegie Library	\$1,000	N
1	Rock County Public Library, Bassett	\$1,000	Y
1	Schuyler Public Library	\$1,000	Y
1	South Sioux City Public Library	\$1,000	N
1	Stromsburg Public Library	\$750	Y
1	Sump Memorial Library, Papillion	\$1,000	N
1	Verdigre Public Library	\$1,000	Y
21	Total # of libraries = 18	\$20,250	Rural = 10

NCompass Live's "What Does a Successful Internship Look Like?" had 9 attendees, 1 presenter, and 1 host. The recording has been viewed 56 times to date. Supervisors were directed to view the webinar, live or recorded. Depending on the library, intern supervisors oriented their interns and assigned tasks to them in the areas of circulation, programs/events, customer service, outreach services, public access computers, reference, administration, acquisitions, cataloging, collection development, interlibrary loan, and the library's Website. Orientation also included visits to other libraries.

Specific projects conducted by interns included:

- Manage, conduct, or assist with summer reading programming
- Juvenile and young adult collection development
- Solicite donations for summer reading program
- Organize and implement a youth book discussion group

One particular intern's work had an impact on the library staff and the community the library serves:

It is such a bonus to have an intern to be able to stretch our staff to create new projects and learn new skills. The addition of short films on our website increased our visibility online and added an entertainment factor to our website. Patrons, of course, enjoyed seeing their kids featured in a film.

Interns brought their technology skills to the forefront, much to the appreciation of the library staff, library customers, and community. The following experiences were reported by the supervisors about their interns' contributions:

- Complete videos of summer reading activities as a promotional tool
- Create an instructional video on Overdrive use, added to the website
- Prepare pictures for banner rotation on the website
- Start a library Facebook page

- Web page design
- Update policies on the website
- Review of other library websites to implement new ideas
- Create public relations materials on the computer

One intern reported:

Throughout the summer, I produced promotional videos about the summer reading program. By doing this, I learned how to use cameras, video cameras, and Windows Live Movie Maker in much greater detail.

The supervisor of this intern reported:

Our intern was assigned the project of producing and completing 8 videos of summer reading program activities. This is the first time our library has produced and used videos as a promotional tool. Our intern quickly learned to use the equipment and software to make movies and at the end of the internship she instructed other staff members in the software.

The internships made local news.

Beatrice *Daily Sun*; July 12, 2013

http://beatricedailysun.com/news/local/beatrice-public-library-is-giving-away-t-rex-models/article_5e8279ef-3213-567b-8c7c-a62ca0994fd6.html

Beatrice Public Library is giving away T-rex models

[Recommend](#) 0 [Tweet](#) 0 [+1](#) 0 [Pin.it](#) [Share](#) [Print](#) [Email](#)



Photo by Emily Deck/Daily Sun staff

Beatrice Public Library's summer intern Rachel Overbeck puts together T-rex models at the library Wednesday. At the end of July, children who participated in the library's summer reading club will have a chance to win the models.

[Buy Now](#)

Interns shared what they learned during the course of their internships:

I learned about the broad variety of goals that librarians are tasked with achieving. The purpose of libraries in the community is an important one, with many aspects, and all employees of the library take part in fulfilling that purpose. With that comes a number of interesting and exciting opportunities to work with people, develop programs, and provide resources.

There is a lot more work than most people realize. Not only does one have to be knowledgeable in books and authors but one also has to be knowledgeable in science, math, and business. Librarians also have to do an extreme lot of marketing to keep the library on the map and keep some sort of cash flow coming through. Being a librarian is a lot of work but it seems to be extremely rewarding because one has to be all of the things I stated previously but they also get to provide knowledge which is something people strive for in life.

I learned that there are a lot more duties for a librarian to perform than the general public thinks. I liked working with all of the patrons and learning how to keep the library organized and running smoothly. I haven't decided what I would like to do for a career in the future, but after this summer I would definitely consider being a librarian.

I learned that librarians need to have very extensive knowledge regarding the operations of computers and their programs. It was very surprising, but I can see how necessary this knowledge is now that books, journals and magazines are becoming digitized.

Supervisors reflected on the internship experience:

Our library is an extremely busy branch and during the summer months we need all the help we can possibly get. Suffice it to say having an intern during the summer reading program is an invaluable asset. This year we had a software change and many of our customers had been used to the old system so the new system needed to be explained. Especially the first few weeks of June our intern was interacting with the public constantly and answering questions about summer reading program and helping people make it work with the new software.

I think what this intern most learned was that programming takes a lot more work than it seems and that not every idea works. I think now that he has been on both ends of planning (as a Teen Advisory Board member and as an intern actually planning his own program) he can take this new knowledge back to the Teen Advisory Board and effectively be a voice for programming to his peers and has a better grasp on the reality of things, such as the need for supplies, budgeting (we did a lot of this over the summer), and looking at how one can realistically do a program.

Our intern was given several projects to work on during the course of her internship and often these projects involved a computer component. For example we have a competition between the middle and high schools our library serves and we keep a running tally on how the schools are stacking up against each other. Dana created the graph that was displayed in the library.

She helped train our summer teen volunteers to run our summer reading program desk efficiently. She taught me how to make a spreadsheet to keep records with information and statistics about our volunteers.

Our intern was also instrumental in soliciting donations for the Summer Reading program. She contacted businesses with what we needed to see if they could donate items needed. This not only benefited us, but her as well. It gives her experience networking in the community.

Making sure the focus isn't solely on library school students is important. It is important to note that these internships, while giving good employment skills to young people, also educate the public about libraries—they are more than books, they are a gathering place, they play a role in literacy skills, etc. The internships are a two-way street. We definitely saw that in this experience.

I do believe having our intern in the library did encourage more teens to come in. She was also very good at recommending books to other teens and helping me decide which books to add to our collection. Our circulation numbers continue to increase. I believe in the young adult area her suggestions have aided in that increase.

Facebook Page photo of intern and library staff; July 25, 2013

<https://www.facebook.com/photo.php?fbid=650250794985395&set=a.163666840310462.37177.144840585526421&type=1>



[Continued on next page]

Some interns found their way to the Nebraska Librarians Learning Together Facebook page.

Post by intern on Facebook page; August 14, 2013

<https://www.facebook.com/NebraskaLibrarians/posts/628409520511431>



Katy Reznicek ▸ **Nebraska Librarians Learning Together**
August 14 at 3:41pm · 🌐

I just completed an internship at the North Bend Public Library. The NLC gave our library a grant to pay for this internship. I am considering a career as a librarian, and this internship helped me see that this is really what I want to do. I will be starting the search for graduate schools soon, and will go on to get my Master's degree in Library Science. I am so thankful to the staff here. They have helped me learn a lot this summer!

Unlike · Comment

👍 Nebraska Librarians Learning Together, Monica Porter Tidyman, Christa Burns, Mary Geibel and 6 others like this. Top Comments ▾

Write a comment...

Emily Dust Nimsakont That's exciting, Katy! Welcome to the world of librarianship! Good luck with your education.
Like · Reply · August 15 at 9:35am

Nebraska Librarians Learning Together Hi, Katy -- We're glad to hear your internship was a success and that it helped to spark your interest in a career in libraries. Best of luck to you with your studies!
Like · Reply · August 15 at 8:24am

Sherry Crow Wonderful news, Katy! Being a librarian is one of the best jobs in the world! I have never regretted making that decision, and I'm guessing you won't either!
Like · Reply · August 15 at 10:41am

Rod Wagner Very pleased to know that you've had a great experience through your internship at the North Bend library, and delighted to know that you wish to pursue a career in librarianship. Best wishes!
Like · Reply · August 15 at 9:47am

Recruiting to library science education and to the profession

After the internship had concluded, when asked, “Based on your internship experience, how likely is it that you will pursue further education in the library field?” 14 of the 17 interns (82%) responding replied “Very likely” or “Somewhat likely.”

After the internship had concluded, when asked, “Based on your internship experience, how likely is it that you will apply for a library job within the next five years?” 16 of the 17 respondents (94%) replied “Very likely” or “Somewhat likely.”

Internship supervisors were asked in what capacity their interns might continue at their library following the internship experience. Four interns were to continue as volunteers. Four were to continue as seasonal or on-call employees. **One was to continue as a year-round, part-time employee.** NLC continues to seek evidence of library employment of these interns, following their internship experience. More longitudinal study will be required to determine if they continue their education in the field of library science and/or are hired to work in Nebraska libraries in the future.

Evaluation

Data was collected by evaluator Keith Curry Lance of RSL Research Group through the online intern baseline survey, intern follow-up survey, online supervisor post-internship survey about the intern, and online supervisor post-internship survey about the internship program. Due to the no-cost extension, funds are not available for the evaluator to complete a Year 3 Evaluation Report. Instead, Year 3 data will be combined with that of other years to allow him to submit a Final Report at the end of Year 4.

Objective 1d: Bring the demographic distribution of the population of librarians into closer alignment with the Nebraska population as a whole.

Activities

Follow-up letters were mailed in early 2013 to high school students who had attended a Leadership and Diversity workshop in late 2012. In April 2013, NLC staff conducted a focus group with members of the Central Community College (Columbus campus) Multicultural Club.

Results

Twelve scholarship applicants completed the online statistical survey between November 1, 2012, and October 31, 2013. See **Table 5** for details.

Table 5. Demographic background of online scholarship applicants, Year 3

Demographic	# of applicants
Gender	
Female	9
Male	0
(No response)	3
Age	
Under 20 years	1
20 to 24 years	2
25 to 34 years	2
35 to 44 years	0
45 to 54 years	4
55 to 64 years	2
(No response)	1
Ethnicity	
Not of Hispanic, Latino, or Spanish origin	11
Of Hispanic, Latino, or Spanish origin	1
(No response)	0
Race	
White	9
Black, African American	0
American Indian and Alaska Native	0
Asian	0
Native Hawaiian and Other Pacific Islander	0
More than one race	2
Other	1

Details about the focus group are listed under **Objective 1a**. Demographics of scholarship applicants still do not reflect Nebraska’s changing landscape, but diversity recruitment efforts are underway and more are planned for Year 4.

Goal 2: Enhance and improve the technology competency and 21st Century skills among program participants, and among library staff in Nebraska libraries, improving library service delivery.

Objective 2a: Scholarship recipients will participate in a 21st Century Skills Seminar.

Activities

Serving Spanish-Speaking Populations: An Introduction

<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgId=11924>

<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgId=11925>

To help Nebraska librarians and library students understand better the Hispanic/Latino culture, NLC participated in an ALA Editions Workshop, *Serving Spanish-Speaking Populations: An Introduction (Part 1)*, on January 16, 2013, and January 23, 2013, using WebEx. The workshop via webinar was streamed live to the Commission. This workshop was paid for with 21st Century Librarian grant funds, Training and Consultation category. The Nebraska Library Association Diversity Committee was a co-sponsor along with the Nebraska Library Association and paid for with grant funds. E-mail invitations were sent to SYSTEMS-L, NLA listserv, and current/former scholarship students.

Nebraska Library Digital Literacy Coaching Corps Orientation Clinic

<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgId=12419>

The **Nebraska Library Digital Literacy Coaching Corps Orientation Clinic**, a scenario-based, immersion learning experience, was designed to enhance the learning that scholarship students accomplish in their academic program and to encourage collaboration, communication, critical thinking, and creativity. Planning for the clinic took place in Year 3 of the IMLS grant. The training, conducted by Jessamyn West, author, community technology librarian and computer skills teacher, took place August 19, 2013. For a complete **report on the Nebraska Libraries Digital Literacy Coaching Corps pilot project**, including deliverables, see Attachment 21.

Results

Serving Spanish-Speaking Populations: An Introduction

<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgId=11924>

<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgId=11925>

There were 24 individuals registered for the January 16 event, and 14 in attendance. Five were current or former scholarship students. Part 2 was held on January 23. There were 18 individuals registered for the event, and 8 in attendance. Three were current or former scholarship students.

Evaluation data collected included reasons why individuals chose to attend the training. Sample feedback:

I worked in outreach in the past and am interested in promoting services to the Spanish-speaking population as well as providing a welcoming atmosphere in public libraries. I believe that in order to promote such an atmosphere we must support diversity training for library staff.

Sample feedback about the clinics:

Mily Lugo and Ramades Suarez shared a thorough presentation about the present and future realities about Spanish speakers in the United States. They presented trends and facts about the demographics of Spanish speakers and how libraries need to consider and plan for collections and services as the the populations of their visitors change. They shared a few internet resources that could possibly enhance the patron experience that would benefit the patron and the information provider. "Libraries are a democracy," in that they should engage all knowledge seekers. Both majorities and minorities.

They also discussed cultural perspectives to take into consideration such as the various characteristics, the role of religion and the traits of many Spanish speakers. Did you know there is a Patron Saint of Drug Dealers?

The final point they made in their presentation was the enormous lack of Hispanic librarians percentage-wise in the area of librarianship.

Nebraska Library Digital Literacy Coaching Corps Orientation Clinic

<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgId=12419>

There were sixteen participants and five Commission staff in attendance. Eleven participants completed an online evaluation. For a complete **report on the Nebraska Libraries Digital Literacy Coaching Corps pilot project**, including deliverables, see Attachment 21.

Figure 3. Map distribution of clinic attendees



The YouTube recording of part of Jessamyn West's presentation, "Five Steps for Teaching Tech," is available at http://www.youtube.com/watch?v=_xpLIeBBDE8, with 11 views to date.

At least 50% of the material presented was new to seven of the eleven respondents.

Sample comment:

While there was not a lot new, the presentation presented me with another perspective and the long time experience of someone who does this for a living. It reminded me of things I had not thought about in a while and got me excited about providing benefits to my community.

Hands-on training was useful for many of the participants.

Sample comments:

Being able to practice coaching using the techniques we learned was a great tool.

I have always liked hands on training it is very effective especially for someone who is more of a visual - hands on learner.

I enjoy the hands on aspect and find that the feedback from this type of practice makes it very beneficial.

All 11 of the respondents were just as or more confident than before the training in their ability to tech adults about computer usage.

Sample comments in the Nebraska Librarians Learning Together Facebook forum, <https://apps.facebook.com/forumforpages/139298226089232/3c24a6f6-ec76-42f6-ba88-248bf1bbbb3f/0>:



Nancy Copple 3 months ago

1 Like

What a wonderful full of great information and ideas! Jessamyn West began the day with a very energized presentation on coaching and various types of activities that work for her. I really like the idea of a "drop in" time for patrons to come and get one on one time with their personal concerns. One of the things that I really took away from this session was to be patient and understand that everyone learns differently and that you need to be precise in the language that you use because not everyone is well versed in tech speak. The afternoon hands on time spent in small groups was also very informative. I learned about sites that I personally do not participate on such as pinterest and this has motivated me to expand my own personal tech presence so that I am able to better help my patrons as questions arise.



Angie Krejci 2 months ago

1 Like

I am very thankful for the opportunity to put into action many of the things I have been learning through my training opportunities available through this scholarship and use it within my community. The most recent is the Digital Literacy Coaching Corps. I have been doing coaching over the years as "the friend you call" when your computer is messing up. To make some of these skills available within my community through the public library is going to be a challenge and an opportunity to make the library be more of a hub. Jessamyn West brought to light that there is still a great need out there for the basics. It isn't enough to just have computers available, there needs to be resources to help people use them as well. We can do it ourselves or find resources from others who would like to help as well. After this session, I feel confident to go out and get more formal programs initiated, but in the very least will start up a drop in time to help patrons with technology as soon as possible. One focus area we have talked about at Louisville Public Library is to help patrons with creating a resume and job application questions, a workshop time where they can get some advice on a resume, help getting one created on a computer, navigating other issues like having an email. This session got me thinking of a lot of opportunities we have as a library to create opportunity for our patrons. To keep the momentum going I am reading Jessamyn's book, "Without a net" - checked it out on Overdrive. You can read it when I am done ;)



Dorlissa Beyer 3 months ago

1 Like

This was a wonderful training session Jessamyn had some great ideas of teaching people that I both plan to use now and hope to use in the future. One of the ideas that I liked the most that I plan on implementing right away is the idea of drop-in time. I think that it is a great way to let people know that we can help and this is when. Also her idea of benign neglect when helping people start with something the first time was wonderful. I think it is a great way to help avoid hovering or trying to do it for them instead so that they don't get the opportunity to learn as well. I also enjoyed the small group presentation practice for the great feedback I received as well as learning some great tips that I plan on using in the future.

Objective 2b: Project participants will actively take part in Web-based programs designed to enhance the educational experience.

Activities

Project participants, as well as the NLC project team and other interested practitioners, participated in periodic Webinars and other online and in-person programs designed to improve awareness of technology tools and their application in libraries and to answer questions that arise in library practice in Nebraska libraries.

In Year 3, online programming took place on a regular basis. Training opportunities were announced in the **Nebraska Librarians Learning Together Facebook Forum** (http://www.facebook.com/NebraskaLibrarians?sk=app_202980683107053). Once a student participated in or viewed a training session, they posted under the appropriate Forum topic regarding what they learned and how they could apply it to the library setting. Training opportunities included face-to-face programming, as many in-person programs and events offer educational benefits that fit this goal.

Of special note:

What Accidental Marketers Need to Know

<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=11723>

Kathy Dempsey is a consultant and trainer through her business, Libraries Are Essential, and is the author of *The Accidental Library Marketer* (Information Today, Inc., 2009). She conducted a workshop on November 30, 2012, in Lincoln. This workshop was supported in part by the grant.

Introduction to eReaders and eBooks

Whether or not their library officially supports eBooks and eReaders, many Nebraska librarians are approached by patrons for assistance in using and troubleshooting their devices. In response to the need to prepare librarians and scholarship students, NLC purchased eBook and eReader devices as student training tools with the goals that students and Nebraska librarians who participate in the training will:

- Learn basics of e-Reader devices through hands-on practice,
- Gain knowledge of troubleshooting approaches, and
- Gain confidence in tackling new technologies and figuring out new apps.

The NLC staff trainers walked participants through the ins and outs of today's eBook technology including hands-on time with various devices, along with the OverDrive eBook lending service. The training included PowerPoint presentations, handouts, exercises, which were made available online (https://delicious.com/#nlc_reference/ereaders).

Educational activities, supported with Nebraska state funds as match to this IMLS grant, allowed NLC to help students and current Nebraska library staff to further work toward the IMLS grant project goal of enhancing and improving their technology competency and 21st Century skills:

Basic Skills (<http://www.nlc.state.ne.us/CE/BasicSkills/>)

NLC Public Librarian Certification program participants who do not have a Master's degree in Library Science must fulfill the requirement to attend Basic Skills training. Scholarship recipients are also encouraged to attend the sessions. The Basic Skills courses are presented as online asynchronous learning modules using Moodle software. Online technologies have progressed to the point that NLC can use them to deliver quality content while lowering costs and offering greater flexibility and convenience to Basic Skills participants. A module to improve participants' technology skills was added. Modules were offered between November 1, 2012, and October 31, 2013, under the direction of NLC Continuing Education Coordinator Laura Johnson.

Continuing Education Grants (<http://www.nlc.state.ne.us/grants/ce/>)

The purpose of these grants is to assist Nebraska libraries to improve the library services provided to their communities through continuing education and training for their library personnel and supporters. Accredited public libraries, regional library systems, state-run institutions, and consortia of accredited public libraries are all eligible to apply. This year, because the Association of Rural and Small Libraries was having their annual conference in Omaha, NE, and since this organization targets so many of the public libraries in Nebraska, all of the available funds were designated for assisting Nebraska librarians to attend the conference.

NCompass Live Tech Talk with Michael Sauers (<http://nlc.nebraska.gov/NCompassLive/>)

NCompass Live is the Nebraska Library Commission weekly online event, hosted by Christa Burns, the NLC Special Projects Librarian. NCompass Live covers a variety of library activities and topics presented by NLC staff and guests. Once each month, Technology Innovation Librarian Michael Sauers hosts "Tech Talk with Michael Sauers." He discusses the tech news of the month and shares new and exciting tech for Nebraska libraries. Time is allotted in each episode for attendees to ask their tech questions. The sessions were broadcast live and recorded for later viewing.

Nebraska Library Leadership Institute

Co-sponsoring with the Regional Library Systems, NLC assisted with funding of a Library Leadership Institute. This four-day summer institute for librarians from across the state provides the opportunity for them to examine their own leadership styles, gain knowledge and skills needed for effective leadership, identify professional and personal goals, develop a network of professional peers, and interact with outstanding library leaders who serve as mentors. The Institute was facilitated by Becky Schreiber and John Shannon, organizational development consultants.

Heartland School Library Conference

Co-sponsoring with the Regional Library Systems, NLC assisted with funding of the Heartland School Library Conference, with a focus on the Inquiry Process and Common Core. ALA President Barbara Stripling and Marc Aronson, Rutgers University and author and authority on Common Core, keynoted the event.

Results**Participation**

To date, 169 training opportunities have been presented to the scholarship students, announced in the Nebraska Librarians Learning Together Facebook forum (http://www.facebook.com/NebraskaLibrarians?sk=app_202980683107053). Topics of interest included RDA, introduction to eBooks and eReaders, regional and national conference sessions, Nebraska Learns 2.0 "things," RDA, Windows 8, data visualization, customer service, and more. Methods of delivery included live and recorded webcasts, online learning modules, conference sessions, and hands-on training. Approximately two-thirds of the opportunities were sponsored by NLC. Nearly all students have participated in scholarship program-related trainings. See **Table 6** for participation numbers.

Table 6. Enhanced learning opportunities and participation of scholarship students, Year 3

Method	Topic	Attendance
NLC-hosted online webinars (live and recorded) and learning modules	<ul style="list-style-type: none"> • NCompass Live sessions including Tech Talk with Michael Sauers • Nebraska Learns 2.0 (a version of 23 Things) • Big Talk from Small Libraries • Basic Skills 	50
NLC-hosted or sponsored face-to-face training	<ul style="list-style-type: none"> • Introduction to eBooks and eReaders workshops • What Accidental Marketers Need to Know • Serving Spanish-Speaking Populations: An Introduction • Nebraska Library Digital Literacy Coaching Corps Orientation Clinic 	42
Other online trainings (live and recorded)	Mostly selected from the Free Webinars listing on http://nlc.nebraska.gov/CE/webinars.aspx	9
Conferences	<ul style="list-style-type: none"> • Digital Library Federation Forum • THATCamp Digital Humanities & Libraries • American Library Association Midwinter Meeting • Library and Information Science Graduate Student Association (LISGSA) Conference • American Library Association Annual Conference • Heartland School Library Conference • Association for Rural & Small Libraries Conference • Nebraska Library Association/Nebraska School Librarians Association Annual Conference 	20
Online social networking	Nebraska Librarians Learning Together Facebook Page www.facebook.com/NebraskaLibrarians	88

Conference	Number of attendees
2012 Digital Library Federation Forum THATCamp Digital Humanities & Libraries Denver, CO: November 3-5, 2012	1
American Library Association 2013 Midwinter Meeting Seattle, WA: January 25-28, 2013	1
Library and Information Science Graduate Student Association (LISGSA) Conference Columbia, MO: April 27, 2013	1
American Library Association 2013 Annual Conference Chicago, IL: June 28 – July 2, 2013	5
Heartland School Library Conference Omaha, NE: August 2-3, 2013	1
Association for Rural & Small Libraries Conference Omaha, NE: September 25-28, 2013	2
TOTAL	11

Feedback from students about the training component of the scholarship program:

 **Tracy Tibbels** 7 months ago 2

I just finished writing up my latest "thing" for Nebraska Learns 2.0. I LOVE doing these assignments, and it keeps me somewhat current on my blog, which is a bonus.

 **Chandra Kosmicki** 8 months ago 1

I've just recently gotten into Pinterest--LOVE it! Keeps all of my ideas organized how I want them--and I don't have sticky notes cluttering my desk and computer. Great ideas in this training session about how to use it with your library. Kids and teachers alike would love it, and much easier to navigate than other alternatives I've seen. Since I'm not a school librarian yet, ideas for promoting and advocating are just what I'm looking for. I really like the idea on one of the external links on this page for creating a book recommendation board. There are so many possibilities. Thanks!

 **Monica Porter Tidyman** 10 months ago 1

Even though this session was over a year old, I did learn some valuable things.

First, listening to Michael talk about his experience with getting his niece's Nook set up sounded a lot like my experience with a patron on Tuesday. It just helped me to know that we were doing everything right, sometimes computers or devices just have other problems that complicate the issue.

Second, while watching Michael's screen shots, I noticed he went to the Nebraska Library Commission website and was looking at some OverDrive information. I was able to go to the NLC website and find out more information about OverDrive that should help me in the future.

Last, I will definitely be checking out more of the Tech Talks in the future because I enjoyed all his information about delicious, Chrome, Flickr and Spoon that Michael shared. I don't have the time or knowledge to find this information on my own so I really enjoyed learning about the technology that is available out there to make my life easier. Thanks Michael!

What Accidental Marketers Need to Know

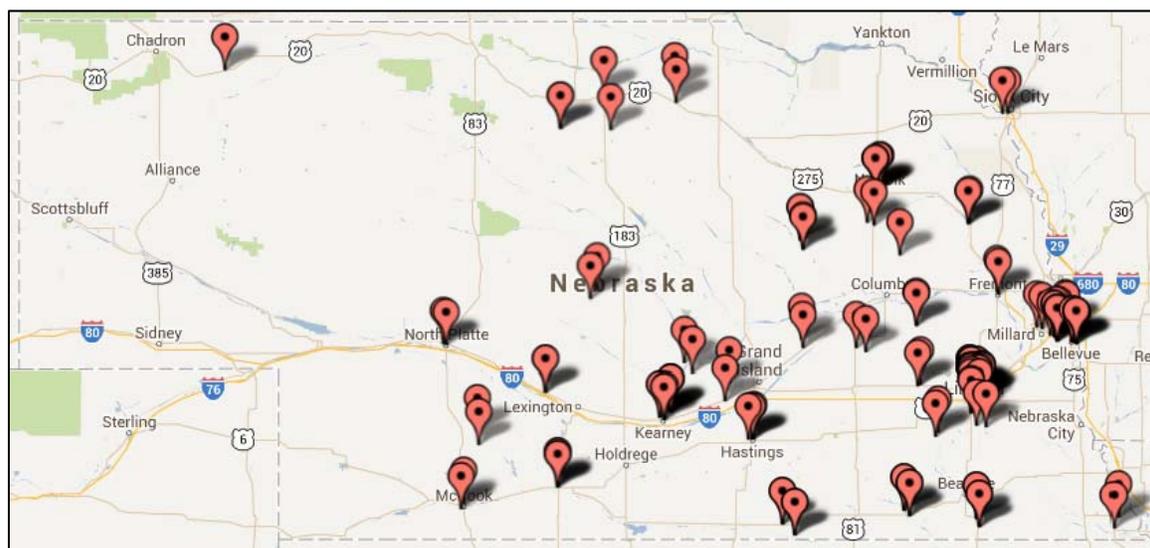
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=11723>

The workshop was held on November 30 in Lincoln. There were 82 in attendance (10 were scholarship students). Approximately 52% were from rural Nebraska.



Scholarship students pose with workshop facilitator Kathy Dempsey

Figure 4. Map of geographic distribution of registrants



Sample feedback about the workshop,
<https://apps.facebook.com/forumforpages/139298226089232/d831cfb5-3d4c-4ade-8920-b0dca495a956/0>:

I loved the accidental marketer's workshop! I've been away from library land a few months so it was great not only to reconnect with everyone, but to start thinking in depth about library services again from a non-theoretical perspective. I enjoyed the planning map that Kathy presented. Some things were definitely not in the order I expected.

Went to the Accidental Marketer's Workshop in Nov. it was interesting and Kathy Dempsey provided good information. She gave useful tips on the five common mistakes to avoid when marketing your library and programs. Biggest mistake not to do "assuming" its the biggest mistake we all tend to do. Plus remembering to talk to the non-users. Her information will come in handy especially with library programs. It was also great seeing other librarians, scholar students, and NLC friends again.

Introduction to eBooks and eReaders workshop

Continuing since the October 2011 pilot workshop, NLC Technology Innovation Librarian Michael Sauers and NLC Online Services Librarian Susan Knisely conducted seven full-day workshops between November 2012 and October 2013. They walked participants through the ins and outs of today's eBook technology including hands-on time with a Barnes & Noble Nook Simple Touch, Amazon Kindle 3, Amazon KindleFire, along with the OverDrive eBook lending service (see PowerPoint presentation slides and tutorial handouts, available from http://delicious.com/nlc_reference/ereaders). The atmosphere was relaxed and "play" was encouraged. Class size was limited to twelve, in order to maximize participants' chances to handle the devices. There was a waiting list for nearly every session, showing demand still to be met. Participants were assessed regarding their use of and confidence with the devices, before and after the workshop. IMLS 21st Century Librarian scholarship students reported on their training in the Nebraska Librarians Learning Together Facebook forum, <https://apps.facebook.com/forumforpages/139298226089232/67d58d1b-e9ed-4dc9-929f-13b6086c55fd/0>.

The total number of participants over the course of seven training sessions was 76 (each class was limited to 12 trainees). Eight of the participants were scholarship students. 72 (94.7%) were employed in a library. 59 (77.6%) were residing or working in rural Nebraska. There was a waiting list for nearly all of the workshops.

Hands-on time and the troubleshooting/tutorial handouts were cited as the most effective aspects of the training. Additional sessions, including advanced sessions, are scheduled for Year 4 of the project.

Figure 5. Map of locations of eBooks/eReaders workshops



Pictures from the eBooks/eReaders workshops:



Sample feedback about the eBooks/eReaders workshop, posted to Facebook Forum, <https://apps.facebook.com/forumforpages/139298226089232/67d58d1b-e9ed-4dc9-929f-13b6086c55fd/0>:

 **Dorlissa Beyer** 3 months ago 1 Like

I attended the eReaders training session on August 20th in Bellevue. While I had a basic understanding of how to use the various reading apps prior to starting I was unfamiliar with how to get books onto most of them. Michael and Susan did a great job of explaining how to use the most common ones and their handouts are very valuable for reference if I need to look at them again. I was surprised by the long history of eReaders and eBooks. While I did know that they have been around for longer than most people realize they go back even further than I knew. Currently I am not sure that I will have much of an opportunity to use this new knowledge in my library work although once I get going with the Digital Literacy Training Corps it will be invaluable as Michael and Susan have given me the tools to be able to troubleshoot the eReaders and Overdrive for patrons as well as find information on how to use different eReaders that I may not know.



Angie Krejci 3 months ago

1 Like

I attended this session at the Bellevue Public Library on August 20th. I am a techie kind of person, but the variety of eReader tools and how fast they change can be very daunting even to a person that likes messing around with technology. My favorite part was the walk down memory lane and the amazing revelation that eReading has been around longer than we think. The session demystified why the public libraries promote certain technology. I feel more comfortable using Overdrive and am better able to speak to patron questions on availability of titles and using Overdrive through various technologies. The work sessions allowed us to try out things hands on and make connections on the similarities and differences between devices. I feel ready for the holidays and providing better service to our growing eReader community. The NLC Overdrive offering for small libraries has made a big difference to our libraries value and we want it to just keep growing. This class is well worth making time for and it was also a great opportunity to make connections with other professional resources in our library community.

Follow-up with class participants revealed dissemination of learning:

I have both trained some of my fellow employees as well as helped patrons. Just today I helped a patron with downloading the Overdrive and Kindle apps on her iPad and helped her download a book from Overdrive after we had the apps set up on her computer. I have also helped patrons with their Nook Color devices and their Kindle Fire devices. Other staff members have looked on while I have helped these patrons and asked questions to clarify what they did not understand.

We have launched a monthly Tech Tuesday program where a coworker and myself assist patrons with their devices and of course on a daily basis we get questions on using Overdrive for checking out books.

Hi! I'm the only full-time employee for the public library, so I haven't trained any co-workers. Although, the school librarian and I have talked over what we know about ereaders and ebooks and Overdrive.

I came back and scheduled five different workshops for the library to have. Each night I concentrated on one device. We had a workshop for each of the following : Kindle Fires, Kindles, Nooks, iPads, and iPods. Also, we had two articles in the paper about Overdrive, and publicized it on our Facebook page as well. I had quite a few patrons stop in and I gave one-on-one instruction on Overdrive. The most common device brought in was iPads. I only had one Nook that I worked with.

The training very helpful, as I had no prior experience with using anything but a Kindle Fire, because I own one. I also originally had planned to have one workshop covering all devices, and after hearing how overwhelming that may be, changed my plan. I'm so glad I did too! It was much more manageable to have different nights to focus on different devices.

We have been better equipped to assist our patrons. We held a "Tech Tuesday" event for two hours one evening where users could come in and explore our digital resources using our devices. We also launched our e-reader lending service that night. Eight adults attended. We helped several learn about our e-readers and one needed help getting Zinio to work on an iPad.

Matching grant activity participation

There were a total of 479 registrations for **Basic Skills** classes (160 Nebraska participants total). Seventeen (17) modules were offered between November 1, 2012, and October 31, 2013. Approximately 65% of the participants lived or worked in rural Nebraska. See **Table 7** for details of class offerings and registration. See **Figure 6** for a map of the geographic distribution of the registrants. Note: Three (3) scholarship recipients were among those registered for Basic Skills.

Table 7. Basic Skills class offerings and registration, Year 3

Class	Date class started	# registered
Communication	Nov. 5, 2012	30
Library Finance	Dec. 3, 2012	24
The Community and the Library	Jan. 7, 2013	33
Library Services to Children & Youth	Jan. 28, 2013	29
Customer Service	Feb. 11, 2013	39
Organization of Materials	Feb. 25, 2013	31
Leadership	Mar. 25, 2013	23
Library Policy	Apr. 8, 2013	26
Communication	Apr. 22, 2013	25
Reference	May 6, 2013	23
Management and Supervision	June 3, 2013	30
Intellectual Freedom and the Core Values of Librarianship	June 17, 2013	26
Library Technology	July 15, 2013	19
Library Finance	Aug. 19, 2013	23
Customer Service	Sept. 9, 2013	37
Readers Advisory	Sept. 23, 2013	29
Collection Management	Oct. 21, 2013	32
TOTAL # REGISTRANTS		479

Figure 6. Geographic distribution of Basic Skills registrants, Year 3



In Year 3, NLC funded grants totaling \$19,016.25 for projects involving **Continuing Education and Training**. Grants covered the costs of 43 practitioners from 33 libraries from all over the state. **Table 8** outlines grant awards made during Year 3, from November 1, 2012, to October 31, 2013.

Table 8. Continuing Education grant awards to attend ARSL Annual Conference, Year 3

Recipient Library	Amount
Baright	\$165.09
Lincoln	\$352.31
Alma	\$743.29
Seward	\$539.78
La Vista	\$312.67
Valparaiso	\$570.12
Valley	\$429.43*
Baright	\$373.30
Plainview	\$773.75
Bennington	\$180.00*
Nebraska City	\$707.40
Norfolk	\$494.72
Red Cloud	\$602.19
Plattsmouth	\$244.00
Ponca	\$816.11
Blue Hills	\$617.92
Tekamah	\$371.18
North Platte	\$650.39
Waterloo	\$365.70
Wahoo	\$430.68
Lied Randolph	\$666.08
Wayne	\$617.00

Recipient Library	Amount
John A. Stahl	\$754.97
Wahoo	\$173.71
Baright	\$184.09
Wayne	\$195.58
Weeping Water	\$344.64
Crete	\$325.17
Wayne	\$282.00
Superior	\$848.21
Lied Randolph	\$249.08
Hastings	\$1064.24*
Oakland	\$715.95
Atkinson	\$774.00
Ashland	\$329.94
Harvard	\$248.56
Wahoo	\$184.13
Exeter	\$582.49
Culbertson	\$879.66
Plattsmouth	\$309.00
Scottsbluff	\$922.19
Plattsmouth	\$299.20
TOTAL	20689.92

* In process

Nebraska Library Leadership Institute (<http://libraries.ne.gov/mls/files/2013/05/NLLI-flyer-2013.pdf>) was held August 5 – 9, 2013, in Schuyler, Nebraska. Evaluation data was collected from eighteen participants by the Regional Library Systems via SurveyMonkey and is presented in Attachment 22.

Reporting on Training Sessions

The Forum of the Facebook page (http://www.facebook.com/NebraskaLibrarians?sk=app_202980683107053) has been a very effective tool for allowing students to report on their training experiences. Peers and other fans of the page read and comment on the posts, thereby multiplying the learning. To date, Nearly all 84 students have posted their feedback to trainings in the Forum and on the Wall. One student submitted training reports via e-mail due to privacy concerns stemming from posting on the public Facebook page.

Sample forum posts:

Thing #67: And the Webby goes to....

Description: For this month's Thing, you're going to select any site from this list of the 17th Annual Webby Awards Nominees & Winners and explore it. The Webby Awards honor excellence in interactive design, creativity, usability and functionality on the Internet in over 100 Website, Interactive Advertising & Media, Online Film & Video, Mobile & Apps, and Social categories.

I explored the website for the New Yorker Magazine which was nominated for the "Best Writing: Editorial" category. I found the page absolutely fascinating. The photo booth section was especially interesting to me. It showed different things happening around the world in photographs with explanations of what and where they were taken in a summary article underneath the slideshow. In one of the blogs I also learned there is a thing called the nocebo effect (basically the opposite of the placebo) which causes people to have the negative side effects of a medication even if they took a false treatment.

One thing I didn't like was that some of the articles you had to read the magazine for in order to understand them. I understand why they do this, a magazine is a business after all, I just wish I could have read some of the magazine articles because the online stuff seemed like it would be very intriguing. Overall I think the website would help me keep up to date on what is popular with the people I'm around right now in school but also in work setting once I get my degree. There's a book section that would be especially helpful for work in a library and also a culture section that I think could be put to good use.

The Digital Public Library of America: a New Resource for Our Communities -- NCompass Live

Description: The Digital Public Library of America is a newly launched resource that is a portal, a platform, and an advocate for the free and open access to the cultural heritage of America. The site brings together a diversity of resources, including images, words, sounds, and more from libraries, archives, and museums across the nation. Learn about what the DPLA offers for libraries and their communities from Jamie Hollier, DPLA board member.

Jamie Hollier gave a wonderful presentation of Digital Public Library of America. I had recently heard of DPLA but have never went to the site to see what is available. Listening to the webinar, I believe this resource can be available tool for libraries and patrons to use. I like how many (hubs) museums, libraries, and archives were used to provide a wealth of information, photos, and history for dpla's site. Jamie explained how API works to bring access to millions of items and there is free data and the use of Glam Wiki for information. There are apps to download for a verity of info, like library obser, open pics, stacklife. This site does appear to be a rich resource to gain knowledge about America's history and culture. I plan on passing it on to patrons and my library for a resource for library users.

RDA Toolkit Essentials Live Webinar

Description:

The webinar RDA Toolkit Essentials serves as an introduction and guide to using RDA Toolkit. Unlike past webinars, it is not a one-off event. Instead, it will return every other month (typically on the third Wednesday), and each occurrence of RDA Toolkit Essentials will focus on exactly that--the essentials of using RDA Toolkit. We'll review subscription options, logging in, navigating, creating Workflows, and setting bookmarks. We'll cover the variety of content available and offer tips for getting more from your account. And above all, we will answer your questions.

I found this video very interesting. I have been taking a cataloging class, and I found the way the information was very easy to understand. I think that some of the most interesting changes will be the exact transcription of information and the elimination of abbreviations. I think this will really help patrons understand the information they find in the OPACs. I also look forward to the advent of linked data sites, they sound very promising.

Additional dissemination of learning occurred via webinars and conference sessions:

- Two scholarship students presented during the NCompass Live session “A Day-in-the-life of the Scholarship Student Conference Attendee,” recorded 1/16/2013, <http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=11953>
- Two scholarship students presented during the NLA/NSLA Annual Conference session Library Students Talk About Life In and Out of Library School, 10/10/2013

Feedback on trainings via exit survey responses:

By participating in the Tech Talk and other webinars it helps me keep up to date on the new technology out there and other happenings in the library world. The eBooks and eReaders training was excellent to be able to learn about the different devices out there and then to be able to help patrons back in the library with their devices. The Technology Planning Camp 1 & 2 was excellent to learn about video cameras and editing videos and using screencast in the library to do different projects was very helpful. By participating in all the Basic Skills really helped me with what it takes to be a great librarian. By learning all the different modules and then also the sharing of ideas with other librarians really helped me become a better librarian.

The e-reader classes allowed me to better understand the different e-readers available and how they worked. I also listened in on a couple of live webinars about customer relations and work related topics. It helped to better do my job.

Evaluation

Data on how training sessions help enhance 21st Century skills among the students is available through Facebook posts. Future training opportunities will be offered in response to the 21st Century skills needs reported by the students during the baseline survey and periodic inquiries. Due to the no-cost extension, funds are not available for the evaluator to complete a Year 3 Evaluation Report. Instead, Year 3 data will be combined with that of other years to allow a Final Report to be submitted by the external evaluator at the end of Year 4.

Objective 2c: The curriculum of the Central Community College Library and Information Science program will be reviewed to confirm that it provides students with the 21st Century skills that library practitioners need.

Members of the NLC *Cultivating Rural Librarians' Technology Skills* team met with Central Community College (CCC) staff and instructors May 16, 2013, to examine the CCC curriculum in light of growing and changing student needs. CCC staff submitted a **Program Review** (Attachment 23) and an outline of **Library and Information Science Class Competencies** (Attachment 24).

Goal 3: Foster a supportive community among program participants and other Nebraska library staff.

Objective 3a: Project participants will attend a national conference.

Activities

During Year 3, regional and national conference opportunities were announced via e-mail, Facebook, and the Now Hiring @ your library® Website. Scholarship students were encouraged to apply for conference attendance stipends. Stipend applications were reviewed and awarded. Mentorship was set up for the ALA

conference. Attendees were requested to submit reports and share their experiences via webinars and conference sessions. Scholarship recipients are being encouraged to apply for these stipends during Year 4. Mentors will attend the conferences with the students.

Results

In Year 3, ten (10) applications for conference attendance were received and ten (10) were awarded. From November 1, 2012, to October 31, 2013, 11 scholarship students attended national and regional conferences on stipends (**Table #**). A project mentor accompanied students to one of the conferences. Additionally, NLC staff contacted Nebraska librarians attending each of the other conferences and set up an informal mentorship by introducing them prior to the conference via e-mail.

Prior to the conference, NLC staff created a tutorial on using the ALA Conference online scheduler. It was posted to YouTube, <http://youtu.be/NQE6kqQixbM>, and has been viewed 14 times.

NLC staff conducted a live informational webinar through the NCompass Live program, which was recorded and made available for viewing at a later date:

- A Day-in-the-life of the Scholarship Student Conference Attendee, recorded 1/16/2013
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=11953>

Students shared their conference experience during a live webinar through the NCompass Live program, which was recorded and made available for viewing at a later date:

- Scholarship Student Reflections on the 2013 ALA Annual Conference, recorded 9/11/2013
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=12568>

Results

Table 9. Scholarship recipient attendance at regional/national conferences

Conference	Number of attendees
2012 Digital Library Federation Forum THATCamp Digital Humanities & Libraries Denver, CO: November 3-5, 2012	1
American Library Association 2013 Midwinter Meeting Seattle, WA: January 25-28, 2013	1
Library and Information Science Graduate Student Association (LISGSA) Conference Columbia, MO: April 27, 2013	1
American Library Association 2013 Annual Conference Chicago, IL: June 28 – July 2, 2013	5
Heartland School Library Conference Omaha, NE: August 2-3, 2013	1
Association for Rural & Small Libraries Conference Omaha, NE: September 25-28, 2013	2
TOTAL	11

- NCompass Live’s “A Day-in-the-life of the Scholarship Student Conference Attendee” had 6 attendees, 3 presenters, and 1 host. The recording has been viewed 22 times to date. Among other things, students reported gaining programming tips and tricks increased confidence in putting their

ideas into motion up their return from conference. Two students reported that sessions confirmed that they are “on the right path” in their work.

- NCompass Live’s “Scholarship Student Reflections on the 2013 ALA Annual Conference” had 6 attendees, 5 presenters, and 1 host. The recording has been viewed 15 times to date. Among other things, students reported gaining programming tips and tricks increased confidence in putting their ideas into motion up their return from conference. Two students reported that sessions confirmed that they are “on the right path” in their work.

Sample feedback from viewing NCompass Live’s “A Day-in-the-life of the Scholarship Student Conference Attendee”:

I thought that this might be good for me to watch since I am a scholarship student. It was great to hear about the conferences and some of the things they offer. I also think that it might be helpful to have a video that explains how to find things on the website and tells about all the different things you can do with the scholarship. This scholarship has helped me so much, and I felt that Monica did a great job of telling about her experiences and how she took advantage of the resources available.

Nearly all students have submitted reports in the Facebook forum. Three students presented during the NCompass Live session “A Day-in-the-life of the Scholarship Student Conference Attendee,” recorded 1/16/2013. Four students presented during the NCompass Live session “Scholarship Student Reflections on the 2013 ALA Annual Conference,” recorded 9/11/2013.

All students awarded stipends in Year 3 were scheduled to attend their conferences in Year 3. One student awarded a stipend in Year 2 was unable to attend a conference held in Year 3.

Networking with librarians and students was an important component:

Overall, the conference was very eye-opening and allowed me to network with many different librarians I would not have had the chance to without ALA. I cannot thank the Nebraska Library Commission for giving me the opportunity to go.

The benefits of attending a conference, no matter who the presenters are though, is only part of what you receive. As a current college student and someone who wants to be employed in the future you make connections. By seeing the people on the board, you meet the movers and shakers of our industry, by mixing in with other attendees you make valuable connections for your PLC, your next peers, professors, and maybe even your next employer. You learn the diversity of experiences, people, opportunities in what a career as a librarian has to offer. You learn about challenges.

Sample feedback via exit survey:

I enjoyed the Midwinter conference a great deal. I met one of my instructors for the first time face to face, was able to do meet and greet with author's, see what's new in the field which was helpful for me since I was new to this field anyway. I attended committee meetings, and loved witnessing how that process works. I was inspired to get involved down the road. I went to many sessions, my favorite being listening to keynote Caroline Kennedy speak.

The conference was definitely helpful in determining what area of library work I wanted to go into which is reference. I was able to get a better understanding of the different areas through some of the sessions I attended and the networking I was able to do.

Being able to attend the conference last fall was a great asset to my classes. It was a huge opportunity to dive into the profession and see what it is all about.

[The conference] provided me with a wonderful opportunity to meet others in the field, begin to see and understand all of the issues facing libraries in the 21st Century, and gain further motivation and inspiration for my career path.

Facebook event and sample posts/interactions by students and Nebraska professionals, engagement with 19 individuals attending ALA:



Nebraska Librarians Learning Together

What was the best part of ALA? What was the best part of being in Chicago?

Like · Comment · Share · Follow Post · July 5 at 8:36am near Lincoln, NE



Maureen McCombs The best part of ALA was having the importance of libraries and librarians validated and bolstered. The passion for librarianship was inspiring. Also the speaker series was phenomenal, Khaled Hosseini and Ann Patchett both brought me to tears. The best parts about being in Chicago were that the locals were so friendly and the city was so clean!

July 5 at 9:23am · Like



Jake Rundle I think the very best part of ALA was the networking opportunities. When you are wandering the exhibit hall and sitting in sessions with total librarian strangers, you can be pretty safe starting a conversation about what kind of librarianship that person does. I had fascinating conversations with librarians of all stripes in some pretty strange places, including the elevator, the shuttle bus back to the hotel, and the bar.
The Best part about Chicago was the train system. I could (and did) go just about anywhere in the city in under 30 minutes. I also enjoyed the Blackhawks parade on Friday and the Pride parade on Sunday. I've never seen so many people in my life.

July 5 at 10:15am · Like



Randy Placek There were a lot of great things!! Temple Gradin's speech especially how you can help children with autism could apply to most kids. I enjoyed the free book and advanced reader copy giveaways. Also, if you get on the AASL page, they list the best apps for learning and best websites for learning. Both of these presentations were good. This was my first ALA conference and I was impressed. I noticed that they have it in Chicago every 3 or 4 years. Is there anyway that we could charter a bus again when it is in Chicago?

Randy

July 10 at 2:26pm via email · Like



Jeff and Kim Green-Hailey

I am so looking forward to this conference! This will be my first conference of this magnitude.

Unlike · Comment · Share · Follow Post · March 29 at 9:53pm



Nebraska Librarians Learning Together and Leslie Brown like this.

Excerpts from students' reports in the Facebook forum:

I attended this conference back in August and my late reporting on it allows me to tell you this, I have been able to draw from what I experienced there not only in my library classes, but my core teaching classes as well. I have used resources and recommendations in projects, discussions, and lesson plans. As a library paraprofessional, I have used what I learned in my job. As a student, if you are not taking advantage of the opportunities to attend these sessions, you are missing out, especially at UNO our very own backyard. Hope to see you at the next one, you will not be disappointed!

I've been to big conferences before, so I thought I knew what I was getting myself into. Oh, my goodness - I had no idea! ALA is HUGE, way bigger than I ever imagined! It was definitely fun, very exhausting and thrilling to be around so many people who love their profession.

I have never been to a conference this large so the sheer scope of it was certainly something that surprised me. The variety of librarians was also something that surprised me - who knew there were so many specialties and career paths one could choose in librarianship? I was lucky enough to meet librarians from Oregon, Oklahoma, Ohio, California, and North Carolina - ranging from public librarians to corrections librarians. The joy for librarianship is certainly something that inspired me to come back to my library and let my co-workers know how much they are appreciated not only by me but by the greater library community.

Objective 3b: Project participants will engage in online social networking to enhance and encourage communication and learning.

Activities

- The Facebook page **Nebraska Librarians Learning Together**, <http://www.facebook.com/NebraskaLibrarians>, continues to be a vehicle for scholarship recipients and other interested Nebraska librarians to discuss issues and problems, with the intention that the exchange continue as a networking support tool beyond the life of the project. The page was promoted to current Nebraska librarians and former scholarship recipients as a networking tool and an avenue to mentor current scholarship students. Posts made by page administrators show up in page fans' news feeds. Fans' posts show up on the Wall, but other fans must visit the Page to see those posts.
- A group on **LinkedIn**, Nebraska Librarians Learning Together, a tool for networking, was created in September 2013. The group is located at <http://www.linkedin.com/groups/Nebraska-Librarians-Learning-Together-5141875>.
- The online **Storybank**, is underway. The Storybank is located at <http://librarystorybank.nebraska.gov>.

Results

To date, **330 individuals have "liked" the Facebook page**, an increase of 76 from Year 2. The group is composed of all scholarship recipients to date (88), Nebraska librarians (at least 200), former scholarship students from a previous IMLS grant, students who have expressed interest in the scholarship program, interns, and other library professionals from across the United States.

The Facebook page is a multi-functioning, dynamic tool. Posts and updates reflect efforts to network and discuss library-related topics:

- NLC staff make scholarship program-related announcements on the Wall, such as upcoming stipend opportunities or reminders to turn in time-sensitive forms.

- NLC staff post links to library-related articles and blog entries on the Web on the Wall, accompanied by thought-provoking questions. Readers often comment on these posts or “like” them.
- Scholarship students and current library professionals post links to articles of interest or pose questions about hot topics. Readers often comment on these posts or “like” them.
- Fans of the page introduce themselves.
- Current library professionals share successes and challenges of their jobs.
- Students report on their training experiences on the Wall and in the Forum.

Wall post by scholarship recipient:



Dorothy Schultz

If you work with adult programming listen to Adults Just Want To Have Fun by Duncan Witmire and presented by Audrey Barbakoff. This webinar offered by NLC had some great ideas for adult programming, I liked the idea of having a (who done it) murder mystery night at the library. Other ideas were paper bridges, making soap or other home made projects, using teen programs but stepping them up for adults. This webinar also introduced some creative "budget friendly" ways to advertise programs in the community.

Unlike · Comment · September 23 at 8:30am

Nebraska Librarians Learning Together likes this.

Wall post by NLC staff with comment made by scholarship recipient:



Nebraska Librarians Learning Together

If you are sitting at the reference desk and someone asks for information that could be used to harm themselves or others, what do you do?

<http://www.facebook.com/NebraskaLibrarians/posts/283927291626324>
www.facebook.com

74 People Reached · 1 Person Talking About This

Like · Comment · Share · October 11 at 1:19pm ·



Emily Kesten This is always a tough one, because we're supposed to be private and objective, and we have no definitive way to tell if the information would be used for harm or is for learning purposes. :-\ I guess if you see clear signs that this person might harm themselves or others, alert appropriate authorities? But it's so hard to tell.

October 11 at 8:14pm · Like

Wall post by Nebraska library professional:



Teresa Hartman

ALA President Stripling is calling for all of our communities to sign the Declaration for the Right to Libraries. I can predict signing ceremonies all over our great state!



Wall post by scholarship student with comments by NLC staff and scholarship student:



Emily McIllece

Anyone at ACRL next week? I'd love to meet up! It's my first national conference 😊

Unlike · Comment · April 5 at 11:14am

👍 Nebraska Librarians Learning Together and Wynette Mills like this. Top Comments ▾

 Write a comment... 

 **Sky Shute Seery** I'm not going but I'd love to hear your thoughts about it once you get back! Have fun!!
Like · Reply · April 5 at 12:15pm

 **Nebraska Librarians Learning Together** How was the conference, Emily?
Like · Reply · May 14 at 4:10pm

 **Emily McIllece** Good but there was too much stuff going on at once, so there were a lot of presentations I missed.
Like · May 14 at 5:21pm

The **LinkedIn** group has 37 members to date.

Sample LinkedIn post by group administrator with comment by group member:

FIND A MENTOR State your interests in the field of library work and education. What sort of work do you do or want to do? What are your interests? Are you looking to go to school in library science?

Kathryn Brockmeier

Research Analyst / Special Projects Associate at Nebraska Library Commission



How a Mentor Can Accelerate Your Career
mashable.com

Having a mentor can alleviate a lot of the stress of being a young professional. Read on to learn about the benefits of mentorship, and how to find one.

Tracy Tibbels

Library Service Associate at Lincoln City Libraries

How very timely that you would post this today--I was just invited to attend a recruitment event for TeamMates to become a mentor. It wouldn't be an opportunity for me to mentor to library school students, but I do think it'll be a good experience for me--and perhaps give me the confidence I need to be a mentor to those in the library field!

Thanks, Kathryn, for the added encouragement I needed!

Nine stories have been added to the **Storybank** site, eight of which were provided by current and former scholarship students who work in Nebraska libraries. For example, a story by Dorothy Schultz of Grand Island Public Library sharing how she worked with a Vietnam War veteran to obtain a map in order to qualify for benefits is offered on this interactive story-gathering site. There have been 477 page views, to date.

Storybank screen capture, from <http://librariystorybank.nebraska.gov/veteran-obtains-map-qualify-benefits/>:



Evaluation

Data on how online social networking enhances the student experience is available through Facebook posts. Future training opportunities will be offered in response to the 21st Century skills needs reported by the

students during the baseline survey and periodic inquiries. Due to the no-cost extension, funds are not available for the evaluator to complete a Year 3 Evaluation Report. Instead, Year 3 data will be combined with that of other years to allow a Final Report to be submitted by the external evaluator at the end of Year 4.

Additional Comments/Anecdotal

During the course of implementation, timelines and activities have been adjusted, as follows:

- The Nebraska Library Commission requested and received approval for a one-year, no-cost extension for the grant. The additional year remains necessary to complete this project since project staff members have been required to make considerable adjustments in the project timeline. In addition as we monitor student spending on the scholarships awarded, it remains apparent that the students are not spending down on the funds awarded as fast as expected. We really appreciate the additional year and the additional opportunities it affords us.
- Outside evaluation activities conducted by Keith Curry Lance, RSL Research Group, will be modified from the original proposal. The third evaluation report has been rescheduled to Year 4 to provide timely information for the Final Grant Report.
- The value-added, enhanced learning experiences in the grant proposal featured online and Web-based methods of delivery. Various opportunities arose again in Year 3 to offer in-person training, and these opportunities were added to the enhanced learning opportunities offered to the students, along with online and Web-based training. For example, NLC staff saw a need to continue to put technology directly in the hands of the students and library professionals, so we reworked the eBooks/eReaders training and delivered it across the state. Additionally the opportunity to host face-to-face marketing training with a nationally known librarian/marketer provided a great opportunity for our scholarship students to supplement their online learning experiences with in-person training. Training activities in Year 4 will continue to be delivered in a variety of formats—in-person, online, and Web-based. (Objective 2b) Additionally, opportunities surfaced that allowed NLC to support educational activities with state funds as match to this IMLS grant. This included Continuing Education Grants for attendance at the Association of Rural and Small Libraries Conference, Heartland School Library Conference, and Nebraska Library Leadership Institute.
- In Year 4, additional enhanced learning experiences will be offered to students in response to their unfamiliarity with some 21st Century learning skills, as reported in the baseline survey. One example is that more than 32% of students reported unfamiliarity with financial, economic, business, and entrepreneurial literacy (see **Year 2 Evaluation** report, Attachment 24). NLC has been awarded private funding to deliver extensive statewide training in this area—another source of unanticipated private match for this grant. (Objective 2b)
- Diversity recruitment efforts are slightly delayed, but underway. This effort will be a significant focus of Year 4 (Objective 1d). For example, Community Conversations will be conducted in community ethnic and cultural centers during Year 4
- Negotiations for the very successful immersion learning experiences (Tech Rodeo in Summer 2012 and Nebraska Library Digital Literacy Coaching Corps in Summer 2013) were so effective at keeping costs down that funds are available for a follow-up 21st Century Skills Seminar in Year 4. (Objective 2a)
- Scholarships and stipends awarded to date differ somewhat (slightly more master's-level and less preprofessional) from those proposed in the grant proposal (Objective 1b). NLC staff will increase recruitment efforts in the preprofessional category to ensure that targets are met in Year 4. Target audiences for recruitment include individuals in the NLC Continuing Education database who do not have a bachelor's degree; current school and public librarians to act as intermediaries with students,

co-workers and community members; prospective community college students and their families, and current associate-level scholarship students to disseminate to friends or classmates. (Objective 1a)

- All master's-level scholarships have been awarded and applications will not be accepted for master's-level scholarships in Year 4.
- Storybank development is underway, with a prototype available at <http://librarestorybank.nebraska.gov> , and nine sample stories uploaded. Students, along with library staff and supporters, will be encouraged to share their stories in Year 4.
- The opportunity to provide some students with more than one scholarship—sometimes allowing them to begin working on a higher degree—has produced the added benefit of helping students to move up the career/educational ladder from one degree to another.
- In keeping with dissemination plans, NLC will design a space on the Now Hiring @ your library[®] Website to house information about the grant and to post reports, as part of the revision of the site underway.
- An informal mentoring component of the program continues to build:
 - The scholarship recipients who presented at the NLA/NSLA/MPLA conference attended other sessions, which afforded them the opportunity to meet current Nebraska and regional library professionals.
 - Scholarship students attending a national conference are being matched up with current Nebraska library professionals to enhance their experience at the conference.
- Stipends are not being expended as quickly as originally expected, but efforts to promote the use of stipends, including the Nebraska Library Digital Literacy Coaching Corps, will be increased in Year 4.



**Nebraska
Library Commission**

“Bringing together people and information”



This project is made possible by a grant from the U.S. Institute of Museum and Library Services

***IMLS Laura Bush 21st Century Librarian Program
Cultivating Rural Librarians’ 21st Century Skills***

Summary, Years 1, 2 & 3

November 1, 2010 – October 31, 2013

SCHOLARSHIPS AWARDED

Level	Number awarded	Total amount awarded
Library and Information Services (LIS) Professional Certificate	12	\$42,000
Associate of Arts or Science Degree in Library and Information Services (LIS)	19	\$66,500
Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media	56	\$196,000
PREPROFESSIONAL-LEVEL TOTAL	87	\$304,500
Master of Arts or Science Degree in Library and Information Science (MLS/MLIS)	26	\$49,400
Master of Arts or Science degree in Education (MEd) with a School Library Media Endorsement	11	\$18,400
Graduate-level School Library Media Endorsement	13	\$20,528
MASTER’S-LEVEL TOTAL	50	\$88,328
YEARS 1, 2 & 3 TOTAL	137	\$392,828

Schools: Central Community College, Southeast Community College, Northeast Community College, Mid-Plains Community College, Southeast Community College, Chadron State College, Peru State College, Wayne State College, University of Nebraska at Omaha, University of Nebraska at Kearney, University of Missouri

STIPENDS AWARDED

Type	Number awarded	Total amount awarded
Laptop computers	69	Approx. \$47,776
Professional association dues	28	Approx. \$1,039
Conference attendance	41	Approx. \$37,566
Coaching Corps	2	Approx. \$4,000
YEARS 1, 2 & 3 TOTAL	140	Approx. \$90,381

Conferences: 2013 Association for Rural & Small Libraries Conference, 2013 Heartland School Library Conference, American Library Association 2013 Annual Conference, 2013 Library and Information Science Graduate Student Association (LISGSA) Conference, ALA 2013 Midwinter Meeting; AASL Fall Forum 2012; ARSL 2012 Annual Conference; NLA/NSLA/MPLA 2012 Tri-conference; 2012 Digital Library Federation Forum and THATCamp; Joint Conference of Librarians of Color 2012 Conference; Internet Librarian 2012 Annual Conference; ALA 2012 Annual Conference; PLA 2012 Biennial Conference; AASL 2011 National Conference & Exhibition; LITA 2011 National Forum

Associations: AASL, ALA, NLA, ACRL, PLA, SLA, NSLA, YALSA

ENHANCED LEARNING OPPORTUNITIES

Method	Topic	Attendance Years 1, 2 & 3
NLC-hosted online webinars (live and recorded) and learning modules	<ul style="list-style-type: none"> • NCompass Live sessions including Tech Talk with Michael Sauers • Nebraska Learns 2.0 (a version of 23 Things) • Big Talk from Small Libraries • Basic Skills 	119
NLC-hosted or sponsored face-to-face training	<ul style="list-style-type: none"> • Introduction to eBooks and eReaders workshops • Tech Rodeo • Technology Planning Summer Camp • Nebraska Libraries on the Web WordPress training • What Accidental Marketers Need to Know • Serving Spanish-Speaking Populations: An Introduction • Nebraska Library Digital Literacy Coaching Corps Orientation Clinic 	95
Other online trainings (live and recorded)	Mostly selected from the Free Webinars listing on http://nlc.nebraska.gov/CE/webinars.aspx	25

<p>Conferences</p>	<ul style="list-style-type: none"> • American Association of School Librarians Fall Forum • Association for Rural & Small Libraries Annual Conference • Joint Conference of Librarians of Color • MPLA/NLA/NSLA Tri-Conference • Internet Librarian • American Association of School Librarians Fall Forum • American Library Association • Public Library Association • Mountain Plains Library Association Leadership Institute • NLA/NSLA (formerly NLA/NEMA) Conference • OverDrive's Digipalooza • Library and Information Technology Association National Forum • American Association of School Librarians National Conference • Digital Library Federation Forum • THATCamp Digital Humanities & Libraries • American Library Association Midwinter Meeting • Library and Information Science Graduate Student Association (LISGSA) • Heartland School Library Conference • Association for Rural & Small Libraries Conference 	<p style="text-align: center;">73</p>
<p>Online social networking</p>	<p style="text-align: center;">Nebraska Librarians Learning Together Facebook Page www.facebook.com/NebraskaLibrarians</p>	<p style="text-align: center;">88</p>

INTERNSHIP GRANTS AWARDED

Funder	Number of libraries	Number of grants	Number of interns	Amount
Nebraska Library Commission	50*	61	68	\$60,000
Nebraska Library Association (used as match)	5	10	10	\$10,000
YEARS 1 & 2 TOTAL	55	71	78	\$70,000

*The total number of libraries, including partner libraries, is 53. Two libraries partnered with local community college libraries. One library partnered with a school library.

Revised Estimated Schedule of Completion

Schedule of Completion	Fall 2010	Winter 2011	Spring 2011	Summer 2011	Fall 2011	Winter 2012	Spring 2012	Summer 2012	Fall 2012	Winter 2013	Spring 2013	Summer 2013	Fall 2013	Winter 2014	Spring 2014	Summer 2014	Fall 2014	Totals	
Administration/ Operating																			
Materials					\$2,700			\$200	\$2,500			\$800				\$800		\$7,000	
Staff		\$27,847				\$33,602				\$42,684								\$104,133	
Staff (NLC MATCH)		\$67,733				\$57,014				\$84,895				\$42,448				\$252,090	
Training/ Consultation						\$1,500			\$3,200	\$3,000			\$8,500		\$800			\$17,000	
Evaluation		\$3,750				\$3,750	\$3,750			\$3,750							\$7,500	\$22,500	
Capacity Building														\$3,000				\$3,000	
Travel		\$750				\$7,400				\$2,000	\$350	\$5,000				\$5,000		\$20,500	
Comprehensive Marketing Campaign (NLC MATCH)					\$1,200				\$5,400			\$1,000			\$1,136			\$8,736	
Scholarships		\$109,970								\$111,265				\$111,265				\$332,500	
Stipends		\$66,991								\$43,505				\$43,504				\$154,000	
Internship Grants			\$12,750				\$27,000				\$15,000				\$5,250			\$60,000	
Internship Grants (NLA MATCH)			\$10,000												\$10,000			\$20,000	
Distribution / Dissemination																	\$400	\$400	
Preprofessional Education Support (NLC MATCH)		\$21,000							\$21,902			\$25,000				\$25,000		\$92,902	
Nebraska Library Leadership Institute (NLC MATCH)				\$18,000								\$10,000						\$28,000	
	\$0	\$298,041	\$22,750	\$18,000	\$3,900	\$103,266	\$30,750	\$200	\$33,002	\$291,099	\$15,350	\$41,800	\$8,500	\$200,217	\$17,186	\$30,800	\$7,900	\$1,122,761	

Marketing and Recruitment Efforts, Year 3 Timeline, activities, and deliverables

Table 1. Announcements

Date	Content	Attachment
2012		
12/12	E-mail blast of internship grant availability to library directors	9
12/17	Blog post about internship grant availability	8
2013		
1/4	Blog post about internship webinar	8
1/7	Facebook post about internship webinar	7
1/7	News release of scholarship awards	6
1/8	Blog post of scholarship awards	8
1/9	Facebook post about scholarship webinar	7
1/11	Blog post about scholarship webinar	8
1/17	E-mail blast of availability of recruitment materials	9
1/19	Facebook calendar event about scholarship application deadline	7
1/19	Facebook calendar event about internship grant application deadline	7
1/31	Blog post of scholarship availability	8
2/1	E-mail blast of internship grant, scholarship availability to NLC statewide listserv	9
3/29	News release of internship grant awards	6
3/29	Blog post of internship grant awards	8
5/3	Blog post of scholarship availability	8
5/3	Facebook post about scholarship application deadline	7
7/30	News release of scholarship awards	6
7/30	Blog post of scholarship awards	8
9/1	NLC Year in Review	16
9/6	Blog post about scholarship webinar	8
9/12	Blog post of scholarship availability	8
10/17	Blog post of scholarship availability	8
10/17	E-mail blast of scholarship availability to Nebraska librarians	9

Table 2. Distribution of materials

Date	Content	Attachments
2012		
11/3	1000s rack cards, Now Hiring postcards, 1000s posters, Facebook bookmarks – Celebration of Nebraska Books	11, 7 (Year 1), 12 (Year 2), 16 (Year 2)

11/4	1000s rack cards, Now Hiring postcards, 1000s posters, Facebook bookmarks – Southeast Community College open house	11, 7 (Year 1), 12 (Year 2), 16 (Year 2)
11/8	Send Us Your Best rack cards, 1000s rack cards, Now Hiring postcards, 1000s posters, Facebook bookmarks – Nebraska Community Foundation	6 (Year 1), 11, 7 (Year 1), 12 (Year 2), 16 (Year 2)
12/5	Could this be you? flyer; email – Lincoln Public Schools media specialists	10
12/12	Could this be you? flyer, Send Us Your Best rack cards – League of Municipalities, Nebraska elected officials	10, 6 (Year 1)
2013		
1/7	Letter + Could this be you? flyer, Facebook page flyer, scholarship information – scholarship and career inquiry response	10, 15 (Year 2)
1/28	1000s rack cards, Now Hiring postcards, 1000s posters, Facebook bookmarks, Now Hiring PSA DVD, Now Hiring PowerPoint CD – Columbus Lakeview High School librarian for local career fair	11, 7 (Year 1), 12 (Year 2), 16 (Year 2), 13
1/31	1000s rack cards, 1000s postcards, 1000s posters, Facebook bookmarks, Now Hiring PSA DVD, Now Hiring PowerPoint CD, Could this be you? flyer – Lexington Public Library for local career fair	11, 12, 12 (Year 2), 16 (Year 2), 13, 10
1/31	1000s rack cards, 1000s postcards, 1000s posters, Facebook bookmarks, Now Hiring PSA DVD, Now Hiring PowerPoint CD, Could this be you? flyer – Atkinson Public Library	11, 12, 12 (Year 2), 16 (Year 2), 13, 10
1/31	1000s rack cards, 1000s postcards, 1000s posters, Facebook bookmarks, Now Hiring PSA DVD, Now Hiring PowerPoint CD, Could this be you? flyer – Wilcox-Hildreth Public School librarian	11, 12, 12 (Year 2), 16 (Year 2), 13, 10
1/31	1000s rack cards, 1000s postcards, 1000s posters, Facebook bookmarks, Now Hiring PSA DVD, Now Hiring PowerPoint CD, Could this be you? flyer – Walthill Public School librarian	11, 12, 12 (Year 2), 16 (Year 2), 13, 10
1/31	1000s rack cards, 1000s postcards, 1000s posters, Facebook bookmarks, Now Hiring PSA DVD, Could this be you? flyer – Central City Public Schools librarian	11, 12, 12 (Year 2), 16 (Year 2), 10
1/31	1000s rack cards, 1000s postcards, 1000s posters, Facebook bookmarks, Now Hiring PSA DVD, Now Hiring PowerPoint CD, Could this be you? flyer – Rock County Public Library	11, 12, 12 (Year 2), 16 (Year 2), 13, 10
1/31	Letters + Facebook flyers, scholarship flyers – response to high school diversity fair attendees	15 (Year 2), 10 (Year 2)
Jan/Feb	Print ad in <i>Nebraska Life</i> magazine	17
February	Print ad <i>NCB News</i>	17
3/23	1000s rack cards, 1000s postcards, 1000s posters, Facebook bookmarks, Now Hiring PowerPoint CD – Omaha Public Library Teen Job Fair	11, 12, 12 (Year 2), 16 (Year 2), 13
3/26	1000s postcards – UNO students touring NLC	12
4/3	Letters – response to high school career fair attendees	
4/13	1000s rack cards, 1000s postcards, Facebook bookmarks – Central Community College LIS instructors' meeting	11, 12, 16 (Year 2)
4/25	1000s rack cards, 1000s postcards, Facebook bookmarks – Nebraska Educational Technology Association Conference, La Vista	11, 12, 16 (Year 2)
6/5	1000s rack cards, 1000s posters, Facebook bookmarks – Grand Island Public Library	11, 12 (Year 2), 16 (Year 2)
6/6	1000s rack cards, 1000s posters, Facebook bookmarks – Republican Valley Library System Annual Meeting	11, 12 (Year 2), 16 (Year 2)
6/7	1000s rack cards, 1000s posters, Facebook bookmarks – Eastern Library System Annual Meeting	11, 12 (Year 2), 16 (Year 2)
6/7	1000s rack cards, 1000s posters, Facebook bookmarks – Southeast Library System Annual Meeting	11, 12 (Year 2), 16 (Year 2)
7/19	1000s rack cards, 1000s posters, Facebook bookmarks – Panhandle Library System Annual Meeting	11, 12 (Year 2), 16 (Year 2)
7/31	1000s rack cards, 1000s posters, Facebook bookmarks – Meridian Library System Annual Meeting	11, 12 (Year 2), 16 (Year 2)

8/2	Facebook page flyer – Heartland School Librarians conference	14
September	Print ad <i>NCB News</i>	17
Sept/Oct	Print ad in <i>Nebraska Life</i> magazine	17
9/12-13	1000s rack cards, 1000s posters, Facebook bookmarks – Eastern Library System Youth Services Retreat	11, 12 (Year 2), 16 (Year 2)
9/18	1000s rack cards, 1000s posters, Facebook bookmarks – Northeast Library System Annual Meeting	11, 12 (Year 2), 16 (Year 2)
9/28	1000s rack cards, 1000s posters, Facebook bookmarks – Plum Creek Children’s Literacy Festival	11, 12 (Year 2), 16 (Year 2)
10/4	1000s rack cards, 1000s posters – Durham Museum Teachers Night, Omaha	11, 12 (Year 2)
10/9	1000s rack cards, 1000s posters – MLS informational meeting, Kearney Public Library	11, 12 (Year 2)
10/9	1000s rack cards, 1000s posters – NLA/NSLA Annual Conference, Kearney	11, 12 (Year 2)
10/26	1000s rack cards, 1000s posters – Celebration of Nebraska Books, Lincoln	11, 12 (Year 2)

Table 3. Exhibits at career events

Date	Content	Details
11/4/2012	Southeast Community College Open House	200 high school students and families from southeast Nebraska

The exhibit booth included brochures, flyers, and rack cards.

Table 4. Exhibits at library and educational events

Date	Content	Details
10/9 – 10/11/2013	Nebraska Library Association/Nebraska School Librarians Association Tri-conference	600+ librarians, library board members, library students

The exhibit booth included a projected PowerPoint slide show, brochures, flyers, bookmarks, and rack cards.

Table 5. Presentations

Date	Content
2013	
1/9	NCompass Live session: Internships: Cultivating Nebraska’s Future Librarians, http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProglD=11942 . Live webinar, recorded and available for viewing at a later date
1/16	NCompass Live session: A Day-in-the-life of the Scholarship Student Conference Attendee http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProglD=11953 . Live webinar, recorded and available for viewing at a later date.
5/1	NCompass Live session: A Day-in-the-life of the Scholarship Student Conference Attendee http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProglD=12220 . Live webinar, recorded and available for viewing at a later date.

Table 6. Website pages and Facebook pages

Page	Content
Now Hiring @ your library [®] , main page http://www.nowhiringatyourlibrary.org	12,303 views (average of 1,025 views/month)
Now Hiring @ your library [®] , Scholarships page http://nlc1.nlc.state.ne.us/nowhiring/scholarships.asp	2,055 views (average of 171 views/month)
Now Hiring @ your library [®] , Internship Grants page http://nlc1.nlc.state.ne.us/nowhiring/internships.asp	940 views (average of 78 views/month)
Nebraska Librarians Learning Together Facebook page https://www.facebook.com/NebraskaLibrarians	330 fans
Nebraska Library Commission Facebook page https://www.facebook.com/NebraskaLibraryCommission	532 fans

Marketing Strategy: IMLS Grant *Cultivating Rural Librarians' Technology Skills*

Goal: Increase education levels of current library staff and new recruits in rural Nebraska.

Award at least 70 **pre-professional** scholarship packets to at least 50 students. (progress @ June 2012= 45 scholarships awarded)

Double the number of **pre-professional** scholarship packets awarded by June 2013_____

Target Market Segmentation

Target

- High school, particularly students considering ed. field
- New Community College and bachelor's level students
- Minority students, particularly Hispanic
- New library directors in small towns
- Library directors (and other staff) that do not have BA (Systems offered to help to reach this group)
- Teachers

Intermediary

- Librarians currently working in Nebraska libraries to find others (supervisees, volunteers, co-workers, student workers) to "each one recruit one"
- Education Quest staff
- Minority recruiters on the college staff
- Individuals in community organizations that interface with target market
- School librarians (NSLA) that interface with target market, (Systems suggested to be sure to include the volunteers working in the school library)
- High school counselors
- High school and College Teachers

Marketing Intermediaries Worksheet

Product: Pre-professional Scholarships through **IMLS Grant *Cultivating Rural Librarians' Technology Skills***

Target	Outreach	Intermediaries	Contact	When	How	Outcome
HS students	key inform key inform	counselors EducationQuest	select list AP e-mail to hs counselor		You ad You ad scholarshipquest revised 7/12 listserv	
	cmtly website	parents	select list		1,000s ad	
cc students		cc min. recruiters cc advisers	select list need list		You ad You ad cc booth at college fairs	
Bilingual students	cmtly events	local hs counselors	eduquest listserv & Leadership/Career events			
PrimeTime interns		Focus on specific community school newspapers				
CC IT & ED crossovers		Humanities Council contact				
Diversity Organizations		through college newspaper ad				
		Community Conversations-style discussions				

Communication Strategy Menu

Strategy	Library Customer Target	Ideas for Our Library	Target Date	Person Responsible	Results
<p>Outreach: Share the message directly. Go where the customers are. Partner with organizations.</p> <p>Speaking engagements Interview shows Sponsorship of community events/activities Offsite seminars Offsite workshops Service club membership Other club memberships Offsite delivery of library services Offsite demonstrations Offsite displays College Fairs ScholarshipQuest listing Other Librarian events (conferences, 2012 Tech Planning Summer Camp, etc.)</p>	Latino Cmt Cnt	Specialized materials Community Conversations	Spring 2012 & 2-13	KB	
	NE Cmt Found Student/parents Students/parents	Foundation Members SECC Revise listings/stipends	Nov. 2012 Oct 2012 June 2012	MJR Mjr Mjr	Nv'12 √ √
	Intermediaries	Each one recruit one	ongoing	MJR/KB	√

Strategy	Library Customer Target	Ideas for Our Library	Target Date	Person Responsible	Results
Specialty Advertising Matchbooks, keychains, other novelties Calendars Datebooks Bookmarks Thumb Drives Other	students	200 2G	7/26/12	PW	√ Tech Rodeo distrib.
One-On-One Selling Presentation materials Storytelling. Elevator Speech. Personal letters Customized proposals Telemarketing Library personnel training Other Storybank	Current student stories	Youtube/Blog	2013 Summer	MJR/KB/PW	

Strategy	Library Customer Target	Ideas for Our Library	Target Date	Person Responsible	Results
Telemarketing Inquiry handling/reference Direct marketing by phone Service: customer complaints, follow-up, special offers Other					
Facilities Site location and shared advertising Signage (inside and outside) Window displays Point-of-use displays Fixtures and layout of library Lighting Other					
Other Promotion Electronic techniques: • Web site • E-mail • Social Networking Blimps and balloons Sandwich boards Temporary Signs	Pop-up banner	Emphasize \$	Spring 2013	PW	

Other					
-------	--	--	--	--	--

July 26-28, 2012 Tech Rodeo: Marketing Pieces Shared with Participants

- 1,000s posters—ask them to post in library
- 1,000s cards—ask them to write a note and give to prospective scholarship student
- Facebook Banner cards
- Jump drives with 1,000s message loaded (+ participant list?)

August 21-22, 2012/September 5-6, 2012/September 11-12, 2012

Tech Planning Summer Camps: Marketing Pieces Shared with Participants

- 1,000s posters—ask them to post in library
- 1,000s cards—ask them to write a note and give to prospective scholarship student
- Facebook Banner cards

Marketing/Recruiting Key Informant Session: IMLS Librarians for the 21st Century Grant

June 26, 2012

Anders Peterson, EducationQuest Counselor

Possible intermediaries: “EducationQuest has outreach staff working in community agencies doing college planning, grants & scholarships”

Can we get information to these staff people? Anders will check

Contact Guidance Counselors: “EducationQuest has listserv to hs counselors”

Can we get information delivered via this listserv? Anders will check

Focus on selling the scholarship vs. selling the profession

Do need to raise awareness of what library staff do—QR code the video...√Peter did that

Add facebook to the 1,000s piece...√Peter did that

Revised pieces...√Peter did that

EPP...College Planning Program

Build Word of Mouth

Raise interest level by featuring the \$3500 and \$2000 stipend for laptop computer, association dues and attendance at a national/regional professional conference—√mjr did

A. Peterson Email 6/29/12: “As to other fairs and related events, the “Upcoming Events” section of our website has them listed. Currently it’s showing a college fair in Grand Island on September 16th, in Norfolk the 23rd, and most everything else is in October: in Scottsbluff the 7th; South Sioux City the 14th; Lincoln the 21st and Omaha the 28th.

I’ll talk to my boss about a head’s up on the **counselor listserv** when he gets back from vacay (a week from Monday, but given the time of year, we’d likely want to wait until school was back in session anyhow), and with the scholarships’ info updated, I’ll spread the word within the college planning offices (Lincoln, Omaha and Kearney).”

11/1/12... A. Peterson identified prospect...Native American female hs senior interested In undergrad library school...mjr followed up with e-mail...**schedule second follow-up for 2013**

Suggestions:

- √ Update the EducationQuest searchable database to reflect changes and strengthen the focus on stipend \$...mj did
- √ Contact: Eric Drumheller and maggieh@educationquest.org, 402-479-6619
- √ Need to check on whether these scholarships can be found on library Search on scholarshipquest
- √ Posters in school and public libraries (NOTE: distributed at NLA/NEMA &summer camp and rodeo)
- **Tap into** community centers in 2013
- **Check census data** projections on whether NE library openings favorable?
- **Check on whether staff** of TRIO and upward bound programs in colleges would be good intermediaries

Marketing/Recruiting Key Informant Session: IMLS Librarians for the 21st Century Grant June 12, 2012

Chloe Worth High School Senior

Focus on identifying how seniors hear about college/career opportunities

Themes:

- Need to hear \$ for school, stipends for laptops
- Need clearer picture of what librarians do at work...day to day tasks/pictures and words

Build Word of Mouth

“Most of what we know about libraries comes from our school library and stereotypes”

Information about college/career opportunities comes from:

- Counselors at school
- Military
- Education Quest (suggested Anders Peterson key informant)
- Educational Institutions—get contact info. from ACT test checkoff
-

Ideas about how to reach seniors:

- HS newspapers/magazines/newsletters go to parents and students...**check on target communities**
- HS websites
- Radio?
- College websites
- College visit days (?exhibit booths?)
- College Fair—Education Quest does one at SCC? Other community colleges?
- Facebook ads—“NO..I don’t look at them”
BUT Sherry Crow said that UNK got really good results with theirs

Do you know anyone that wants to go into library work: “NO...maybe the library assistants in school library?”

Do you know anyone that wants to go into education? “YES...lots of people”

Marketing/Recruiting Brainstorm Session: IMLS Librarians for the 21st Century Grant August 16, 2010

Focus on identifying the target market(s) for our Marketing and Recruitment efforts and brainstorm ways to reach them (including intermediaries):

Target

- High school and post high school-age students
- Minority students, particularly Hispanic
- New library directors in small towns
- Library directors (and other staff) that do not have BA (Systems offered to help to reach this group)

Build Word of Mouth

- Teachers

Intermediary

- Librarians currently working in Nebraska libraries to find others (supervisees, volunteers, co-workers, student workers) to “each one recruit one”
- Minority recruiters on the college staff
- Individuals in community organizations that interface with target market
- School librarians (NEMA) that interface with target market, (Systems suggested to be sure to include the volunteers working in the school library)
- High school counselors
- Teachers

To be awarded:

35 MLS

70 Undergraduate (35 AA, 35 BA)

60 Internships (more if fundraising with private foundations is successful)

40 currently involved in library work

30 not currently involved in library work

Communication Activities, to be determined based on particular audience, however ideas surfaced:

Notice in college newsletters sent to teachers

Systems suggested that students sent out 10 texts

Scholarship Policy and Criteria Development, suggestions for policy/criteria to be developed by Library Commission staff and submitted to the Nebraska Library Commissioners for approval. The following issues were raised:

Will the amount of money for each type of scholarship vary from the projection of \$3,500 for undergraduate and \$2,500 for graduate?

Will scholarships be spread out evenly over the three-year grant period or more scholarships awarded in the first two years?

Will scholarships be awarded to support all courses required to advance students toward degrees or limited to funding only library science classes and advisor-approved electives?

Will students be required to submit a course plan?...be required to be admitted to a degree program?

Can students receive multiple scholarships?...serial scholarships for continuing degree programs (up the educational degree ladder)?

Will students be allowed to skip semesters?

Will academic programs be required to be accredited/nationally recognized?

NOTE: Marketing Tracking. See marketing activities IMLS Cultivating.xlsx in Tracking Logs.

Recruitment and Marketing News Releases

News releases are issued from the Nebraska Library Commission to various newspapers, radio stations, and television stations across the state.

January 7, 2013; News release of scholarship awards

<http://nlc.nebraska.gov/publications/newsreleases/1301NLCAwards21stCenturyScholarships.aspx>

FOR MORE INFORMATION:

Mary Jo Ryan
402-471-3434
800-307-2665

FOR IMMEDIATE RELEASE:

January 7, 2013

Nebraska Library Commission Awards 21st Century Skills Scholarships

Thanks to a grant from the federal Institute of Museum and Library Services (IMLS), the Nebraska Library Commission recently awarded 21st Century Librarian scholarships to sixteen Nebraska students in undergraduate Library Science programs. Nebraska Library Commission Director Rod Wagner commented, “Thousands of Nebraskans rely on libraries for personal, educational, and work related needs. A skilled and educated library workforce is needed to serve these needs. The Nebraska Library Commission is pleased to provide 21st Century Librarian scholarships to support students involved in library science educational programs. We wish them the very best toward their educational and career goals.”

Students who wish to apply for scholarships for a Library and Information Services Professional Certificate (offered through Nebraska’s community colleges), an Associate of Arts or Science Degree in Library and Information Services, or a Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media should submit application materials by March 1, 2013.

For more information about Nebraska’s *Cultivating Rural Librarians’ 21st Century Skills* program, see NowHiringAtYourLibrary.org. For a list of current scholarship recipients, see <http://nlc1.nlc.state.ne.us/nowhiring/Scholarshipsrecipients.asp>.

The Institute of Museum and Library Services is the primary source of federal support for the nation’s 123,000 libraries and 17,500 museums. The Institute’s mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit www.imls.gov.

As Nebraska’s state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services- “bringing together people and information.” The most up-to-date news releases from the

Nebraska Library Commission are always available on the Library Commission Website, <http://nlc.nebraska.gov/publications/newsreleases>.

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December 2012 Scholarship Recipients

Caroline Arellano, Bridgeport
Nancy Black, Uehling
Kimberly Blackburn, Broken Bow
Delilah Gillming, Kearney
Justine Goeden, West Point
Kimberly Green-Hailey, South Sioux City
Angela Krejci, Louisville
Jared Lechner, Norfolk
Maureen McCombs, Gretna
Julianne Moulton, Omaha
Libby Munsell, York
Allison Reisig, Morrill
Dorothy Schultz, Wood River
David Watchorn, Ponca
Andrea Wright, Omaha
Celeste Wright, Lincoln

March 29, 2013; News release of internship grant awards:

<http://nlc.nebraska.gov/publications/newsreleases/1303InternshipGrantsAwardedtoPublicLibraries.aspx>

FOR IMMEDIATE RELEASE:

March 29, 2013

FOR MORE INFORMATION:

Mary Jo Ryan
402-471-3434
800-307-2665

\$20,250 in Internship Grants Awarded to Nebraska Public Libraries

The Nebraska Library Commission and the Nebraska Library Association recently awarded **21st Century Librarian internship grants** totaling \$20,250 to eighteen Nebraska public libraries. These internship grants will support public library interns, who will contribute to the scope and value of the diverse programs and activities in Nebraska’s public libraries.

“The internships offer valuable work and learning experiences for the interns and helpful assistance to the participating libraries. We thank the participating libraries for their contributions to the internship program and we wish this year’s group of interns the very best for great and worthwhile experiences,” said Nebraska Library Commission Director Rod Wagner.

Funding for the project is provided through a Laura Bush 21st Century Librarian Program grant from the federal Institute of Museum and Library Services (IMLS), administered through the Nebraska Library Commission. Such funding helps the Nebraska Library Commission and the Nebraska Library Association continue to support the missions and goals of libraries across Nebraska and statewide efforts to recruit the next generation of Nebraska's librarians.

Student interns will learn about library work as they shadow and assist with day-to-day library operations and implement special projects. Interns will lead youth summer reading program activities, conduct training sessions to teach senior citizens to use technology, facilitate book discussion activities, help develop and update library Website and Facebook pages, create young adult library programs and spaces, work on publicity materials for library programs, sort and preserve archival materials, and assist in a host of other worthwhile activities.

In 2012, interns brought their technology skills to the forefront, much to the appreciation of the library staff, library customers, and community:

- One intern taught library users how to check out and download eBooks to their devices.
- Another intern researched best practices for effective Website design.
- A third intern assisted library users with utilizing computer programs to complete projects.

Said one intern: "I learned that librarians work very hard to stay abreast of changing technology, cultures, and, of course, books. I had no idea our library had so many online databases to offer."

The following Nebraska libraries received internship grant funding in March 2013:

- Bassett, Rock County Public Library
- Beatrice Public Library
- Emerson Public Library
- Fremont, Keene Memorial Library
- Grant, Hastings Memorial Library
- Kimball Public Library
- La Vista Public Library
- Lincoln City Libraries
- Norfolk Public Library
- North Bend Public Library
- Omaha Public Library
- Ord Township Library
- Papillion, Sump Memorial Library
- Ponca Carnegie Library
- Schuyler Public Library
- South Sioux City Public Library
- Stromsburg Public Library
- Verdigre Public Library

As the state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services, bringing together people and information. For more information, visit <http://nlc.nebraska.gov/>.

The Nebraska Library Association is the cornerstone of the Nebraska library community. The Association advocates for its members, enriches their professional lives, advances the lifelong learning of all Nebraskans, and promotes all library interests in Nebraska. For more information, visit <http://nebraskalibraries.org>.

The Institute of Museum and Library Services is the primary source of federal support for the nation's

123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit <http://www.ims.gov>.

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The most up-to-date news releases from the Nebraska Library Commission are always available on the Library Commission website, www.nlc.nebraska.gov/publications/newsreleases.

March 29, 2013; News release of scholarship awards:

<http://nlc.nebraska.gov/publications/newsreleases/1307NLC Awards21stCenturyScholarships.aspx>

FOR IMMEDIATE RELEASE:

July 30, 2013

FOR MORE INFORMATION:

Mary Jo Ryan
402-471-3434
800-307-2665

Nebraska Library Commission Awards 21st Century Skills Scholarships

Thanks to a grant from the federal Institute of Museum and Library Services (IMLS), the Nebraska Library Commission recently awarded Laura Bush 21st Century Librarian scholarships to sixteen Nebraska students in undergraduate Library Science programs. Nebraska Library Commission Director Rod Wagner commented, "The 21st Century Librarian scholarships are helping to assure that Nebraska libraries have educated and skilled staff to serve the thousands of Nebraskans who rely on libraries for a variety of needs each and every day. We congratulate these students for their efforts to improve their knowledge and skills and wish them the very best toward their educational and career goals."

Students who wish to apply for scholarships for a Library and Information Services Professional Certificate (offered through Nebraska's community colleges), an Associate of Arts or Science Degree in Library and Information Services, a Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media, should submit application materials by November 1, 2013.

Spring/Summer 2013 Scholarship Recipients

Dorlissa Beyer, Aurora
Kassandra Bielenberg, Omaha
Nancy Black, Uehling
Kimberly Blackburn, Broken Bow
Gabrielle DeGagne, Omaha
Justine Goeden, West Point
Kimberly Green-Hailey, South Sioux City
Araceli Hernandez, Kearney
Angela Krejci, Louisville
Misty McClain, North Platte
Maureen McCombs, Gretna
Margaret McGurk-Kramer, Lincoln
Julianne Moulton, Omaha

Libby Munsell, York
Mary Jo Pittman, Omaha
Allison Reising, Morrill
Dorothy Schultz, Wood River
Sky Seery, North Platte
Samantha Stock, Omaha
Jordan Stough, Bellevue
Monica Tidyman, Stromsburg
Brianna Weichel, Harbine

For more information about Nebraska's *Cultivating Rural Librarians' 21st Century Skills* program, see <http://nowhiringatyourlibrary.nebraska.gov>. For a list of current scholarship recipients, see <http://nowhiringatyourlibrary.nebraska.gov/Scholarshipsrecipients.asp>.

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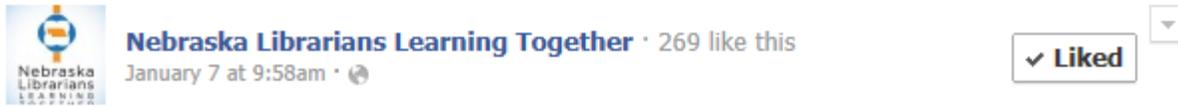
The most up-to-date news releases from the Nebraska Library Commission are always available on the Library Commission Website, <http://nlc.nebraska.gov/publications/newsreleases>.

Recruitment and Marketing Announcements on Facebook

The Nebraska Library Commission hosts three Facebook pages that are used for grant project-related announcements:

- Nebraska Library Commission (<http://www.facebook.com/NebraskaLibraryCommission>)
- Nebraska Librarians Learning Together (<http://www.facebook.com/NebraskaLibrarians>)
- NCompass Live (<https://www.facebook.com/NCompassLive>)

January 7, 2013; Facebook post about NCompass Live presentation on internship grant program
<https://www.facebook.com/NebraskaLibrarians/posts/542783555740559>



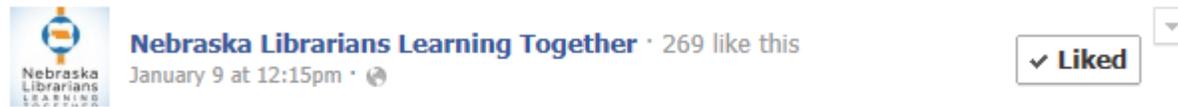
As part of the IMLS 21st Century Librarian program grant, NLC offers grants to public libraries for internships. Hear first-hand stories about the program and learn about this year's application process during the next NCompass Live this Wednesday morning. Details are available at <http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgId=11875>

NCompass Live: Internships: Cultivating Nebraska's Future Librarians - Details
nlc.nebraska.gov

In this session, participating libraries will share their experiences with the internship program, including successes and lessons learned. This session will

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January 9, 2013; Facebook post about NCompass Live presentation on conference attendance
<https://www.facebook.com/NebraskaLibrarians/posts/489642437741522>



Three scholarship students who attended conferences on stipends will talk about their experience during the next NCompass Live. Please join us!
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgId=11874>

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January 19, 2013; Facebook event about scholarship application deadline
https://www.facebook.com/events/414347911978399/permalink/414347915311732/



Export · Share · Report

IMLS 21st Century Librarian Scholarship application deadline

Public · By Nebraska Librarians Learning Together and Nebraska Library Commission

Friday, March 1, 2013 What time?

- Online Application Deadline: March 1, 2013; The Nebraska Library Commission must receive your validated and accepted application by no later than 4:59 p.m., Central Time, of the appropriate deadline date.
- Letters of Recommendation Deadline (if mailed): postmarked February 19, 2013
- Deadline for Transcripts: postmarked February 19, 2013
- Scholarship Award Date: April 2, 2013
- Scholarship Award Amount: Up to \$3,500
- Awarding Agency: Nebraska Library Commission
- Eligible Applicants: Legal residents of the state of Nebraska
- <http://nlc1.nlc.state.ne.us/nowhiring/Scholarships.asp>

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January 19, 2013; Facebook event about internship grant application deadline
https://www.facebook.com/events/394293027329434/permalink/394293030662767/



Export · Share · Report

IMLS 21st Century Librarian Internship Grant Application Deadline

Public · By Nebraska Librarians Learning Together and Nebraska Library Commission

Friday, February 15, 2013 What time?

- 2013 Application cycle open: Dec. 17, 2012
- 2013 Application deadline: Feb. 15, 2013
- 2013 Award announced: Mar. 15, 2013
- Award Amount: \$500 - \$1,000
- Expected Number of Awards: 20 or more
- Awarding Agency: Nebraska Library Commission
- Eligible Applicants: Accredited Nebraska Public Libraries
- Application Process: Online
- <http://nlc1.nlc.state.ne.us/nowhiring/Internships.asp>

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May 3, 2013; Facebook post about scholarship availability
<https://www.facebook.com/NebraskaLibrarians/posts/582050955147288>



Nebraska Librarians Learning Together · 291 like this
7 seconds ago near Lincoln · 🌐

Who is going to library school in the Fall? IMLS/NLC 21st Century Librarian scholarship applications at the undergraduate and associate's level are due June 3 (with some documentation required by May 22). Learn more at <http://nowhiringatyourlibrary.nebraska.gov/Scholarships.asp>. Share the news with a classmate or co-worker!

May 7, 2013; Facebook post by library about internship program
https://www.facebook.com/pages/Rock-County-Public-Library/144840585526421#!/permalink.php?story_fbid=610645535612588&id=144840585526421



Rock County Public Library · 117 like this
23 hours ago · 🌐

INTERN HIRED

You will see a new cheerful face on staff at the Rock County Public Library this summer. Saresse Clay has been selected as the 2013 intern funded through a 21st Century Librarian Internship Grant. Saresse will be a senior next fall at Rock County High School where she has been involved in many activities. While serving as an intern, Saresse will develop an enlightened view the role of libraries and librarians, understanding the behind-the-scenes library operations, and an understanding of the role of technology in libraries. This project is a cooperative project of the Nebraska Library Commission and the Nebraska Library Association and funded through a grant from the Institute of Museum and Library Services (IMLS) Laura Bush 21st Century Librarian Program.

Unlike · Comment · Share

👍 Nebraska Library Commission, Carol Friedrich, Deb Frank, Lisa Kelly and 19 others like this.

Recruitment and Marketing Announcements: Blog Posts

The Nebraska Library Commission hosts a blog, **NCompass Blog**, which can be accessed at <http://nlcblogs.nebraska.gov/nlcblog/>.

December 17, 2012; Blog post about internship grant availability
<http://nlcblogs.nebraska.gov/nlcblog/2012/12/17/internship-grants-due-feb-15-2013/>

Public Libraries Invited to Apply for Internship Grants — Applications due Feb. 15, 2013

Posted on [December 17, 2012](#) by [Kathryn Brockmeier](#)

Posting date: **Dec. 17, 2012**

Application deadline: **Feb. 15, 2013**

Award amount: **\$500 – \$1,000**

The [Nebraska Library Commission's](#) [Cultivating Rural Librarians' 21st Century Skills](#) program offers support for internships through grants to accredited public libraries. In partnership with the [Nebraska Library Association](#) and funded through a grant from the [Institute of Museum and Library Services](#) (IMLS) Laura Bush 21st Century Librarian Program, the [internship grants](#) increase awareness about library professions and education and the opportunities for employment in Nebraska libraries.

So, what can your library do with the internship program?

- Share your enthusiasm for library education and the library profession
- Expand your programming
- Bring in fresh faces
- Show interns what happens behind-the-scenes
- Partner with other library types to show the variety of work settings

Internship grants range from \$500 to \$1,000. A library may provide one 100-hour internship during the summer months that might last eight weeks, or two 50-hour internships during the school year that might last ten weeks, depending on the needs of the library and the scheduling needs and qualifications of the internship candidates. Library grantees will recruit, select, and hire their interns. Usually, interns are hired as contract workers and paid on a stipend rather than an hourly wage, but the terms of employment are determined by the library's governing body. Interns provide valuable assistance with library service activities and local library programming. Library staff help introduce interns to the joys of library service careers. Partnership projects involving collaboration between a public library and another type of library will be given special consideration.

Reflection from one intern:

I learned various things from working as a librarian. I learned that the job entails numerous activities. I didn't previously realize how much work and preparation goes into being a librarian. Also, I learned more about how libraries operate. A lot must take place in order for libraries to be successful. It was fun to learn about different books, computers, and the OPAC system used in most libraries. Overall, throughout this internship experience, I learned that the job of a librarian is exciting, interesting, and ever-changing.

Web conferencing: NLC staff are available by [phone](#) and through [e-mail](#) to discuss general issues relating to the internship grant program. We also invite you to participate in a webinar to learn more about the program from previous grant recipients, ask questions, and listen to the questions and comments of other participants. NLC's NCompass Live will air [Internships: Cultivating Nebraska's Future Librarians](#) on Wednesday, January 9, at 10 a.m. Central time. In this session, participating libraries will share their experiences with the internship program, including successes and lessons learned. This session will also introduce the upcoming 2013 grant opportunity for internships.

To apply: Applications are now being accepted. The deadline for applications is **Feb. 15, 2013**. More information is available on the Now Hiring @ your library® website, at <http://nlc1.nlc.state.ne.us/nowhiring/Internships.asp>.

As Nebraska's state library agency, the **Nebraska Library Commission** is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services — “bringing together people and information.”

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This entry was posted in [General](#), [Now hiring @ your library](#) and tagged [grants](#), [internships](#). Bookmark the [permalink](#).

January 4, 2013; Blog post about internship webinar

<http://nlcblogs.nebraska.gov/nlcblog/2013/01/04/ncompass-live-internships-cultivating-nebraskas-future-librarians/>

NCompass Live: Internships: Cultivating Nebraska’s Future Librarians

Posted on [January 4, 2013](#) by [Christa Burns](#)

Join us for the next NCompass Live: “Internships: Cultivating Nebraska’s Future Librarians”, on Wednesday, January 9, 10:00am – 11:00am CT.

Description: The 21st Century Librarian internship grant program, sponsored by the Nebraska Library Association and Nebraska Library Commission, awarded grants totaling \$27,000 to nineteen Nebraska public libraries in 2012. Students have been learning about library work as they shadow and assist with day-to-day operations and implement special projects.

In this session, participating libraries will share their experiences with the internship program, including successes and lessons learned. This session will also introduce the upcoming 2013 grant opportunity for internships, offered by the Nebraska Library Commission and made possible through a grant from the Institute for Museum and Library Services.

Upcoming NCompass Live events:

- Jan. 16 – A Day-in-the-life of the Scholarship Student Conference Attendee
- Jan. 23 – NEworks: Unemployment Insurance & Job Searching
- Jan. 30 – Tech Talk with Michael Sauers

For more information, to register for NCompass Live, or to listen to recordings of past events, go to the [NCompass Live webpage](#).

NCompass Live is broadcast live from 10am – 11am Central Time. Convert to your time zone on the [Official U.S. Time website](#).

IMPORTANT: NCompass Live is presented online using the GoToWebinar online meeting service. Before you attend a session, please see the [NLC Online Sessions webpage](#) for detailed information about GoToWebinar, including system requirements, firewall permissions, and equipment requirements for computer speakers and microphones.

January 8, 2013; Blog post about scholarship awards

<http://nlcblogs.nebraska.gov/nlcblog/2013/01/08/nebraska-library-commission-awards-21st-century-skills-scholarships-3/>

Nebraska Library Commission Awards 21st Century Skills Scholarships

Posted on [January 8, 2013](#) by [Jennifer Wrampe](#)

Thanks to a grant from the federal Institute of Museum and Library Services (IMLS), the Nebraska Library Commission recently awarded 21st Century Librarian scholarships to sixteen Nebraska students in undergraduate Library Science programs. Nebraska Library Commission Director Rod Wagner commented, "Thousands of Nebraskans rely on libraries for personal, educational, and work related needs. A skilled and educated library workforce is needed to serve these needs. The Nebraska Library Commission is pleased to provide 21st Century Librarian scholarships to support students involved in library science educational programs. We wish them the very best toward their educational and career goals."

Students who wish to apply for scholarships for a Library and Information Services Professional Certificate (offered through Nebraska's community colleges), an Associate of Arts or Science Degree in Library and Information Services, or a Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media should submit application materials by March 1, 2013.

For more information about Nebraska's *Cultivating Rural Librarians' 21st Century Skills* program, see [NowHiringAtYourLibrary.org](http://nowhiringatyourlibrary.org). For a list of current scholarship recipients, see <http://nlc1.nlc.state.ne.us/nowhiring/Scholarshipsrecipients.asp>.

The Institute of Museum and Library Services is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit www.ims.gov.

As Nebraska's state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services, bringing together people and information.

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The most up-to-date news releases from the Nebraska Library Commission are always available on the Library Commission Website, <http://nlc.nebraska.gov/publications/newsreleases>.

December 2012 Scholarship Recipients

Caroline Arellano, Bridgeport
Nancy Black, Uehling
Kimberly Blackburn, Broken Bow
Delilah Gillming, Kearney
Justine Goeden, West Point
Kimberly Green-Hailey, South Sioux City
Angela Krejci, Louisville
Jared Lechner, Norfolk
Maureen McCombs, Gretna
Julianne Moulton, Omaha
Libby Munsell, York
Allison Reisig, Morrill
Dorothy Schultz, Wood River
David Watchorn, Ponca
Andrea Wright, Omaha
Celeste Wright, Lincoln

January 11, 2013; Blog post about scholarship webinar

<http://nlcblogs.nebraska.gov/nlcblog/2013/01/11/ncompass-live-a-day-in-the-life-of-the-scholarship-student-conference-attendee/>

NCompass Live: A Day-in-the-life of the Scholarship Student Conference Attendee

Posted on [January 11, 2013](#) by [Christa Burns](#)

Join us for the next NCompass Live: “A Day-in-the-life of the Scholarship Student Conference Attendee”, on Wednesday, January 16, 10:00am – 11:00am CT.



Description: As part of its IMLS 21st Century Librarian program, the Nebraska Library Commission awards stipends to scholarship students to attend national and regional conferences. Attend this session to hear these students talk about their learning and networking experiences.

Upcoming NCompass Live events:

- Jan. 23 – NEworks: Unemployment Insurance & Job Searching
- Jan. 30 – Tech Talk with Michael Sauers

For more information, to register for NCompass Live, or to listen to recordings of past events, go to the [NCompass Live webpage](#).

NCompass Live is broadcast live from 10am – 11am Central Time. Convert to your time zone on the [Official U.S. Time website](#).

IMPORTANT: NCompass Live is presented online using the GoToWebinar online meeting service. Before you attend a session, please see the [NLC Online Sessions webpage](#) for detailed information about GoToWebinar, including system requirements, firewall permissions, and equipment requirements for computer speakers and microphones.

January 31, 2013; Blog post about scholarship availability

<http://nlcblogs.nebraska.gov/nlcblog/2013/01/31/scholarship-applications-due-mar-1-2013/>

Reminder: 21st Century Librarian Scholarship Applications Due Mar. 1, 2013

Posted on [January 31, 2013](#) by [Kathryn Brockmeier](#)

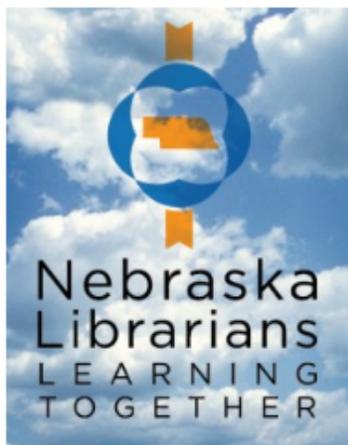
The Nebraska Library Commission announces the seventh cycle of its **21st Century Librarian Scholarship program** (<http://nlc1.nlc.state.ne.us/nowhiring/scholarships.asp>). Legal residents of the state of Nebraska are eligible to apply. In this seventh cycle, online applications are due March 1, 2013; transcripts (as required) are due Feb. 19, 2013; and letters of recommendation, if mailed, are due Feb. 19, 2013. Scholarships of **up to \$3,500** will be awarded, depending on the degree or certificate the applicant is pursuing and the applicant's course plan.

Scholarships may be used for tuition (for coursework contributing toward a certificate or degree, including general education classes), course-required materials, and school-assessed fees at the following levels:

- **Library and Information Science (LIS) Professional Certificate**
- **Associate of Arts or Science Degree in Library and Information Science (LIS)**
- **Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media**

Scholarship recipients will be eligible to apply for **stipends** for such things as laptop or tablet computers, professional association dues, and regional or national conference attendance.

A former scholarship student recently said, "I am so happy I had this opportunity. I loved it and it really helped me finish my classes for my library certification!"



Current scholarship recipients are participating and reporting on trainings such as the 21st Century Skills Seminar ([Tech Rodeo](#), held in Crete, NE, in July, 2012), hands-on eBook/eReader trainings, and live and recorded webinars about the latest Internet tools. Participants are networking with Nebraska librarians on the **Nebraska Librarians Learning Together** Facebook page, <http://www.facebook.com/NebraskaLibrarians>. Through the associated stipends program, students have purchased **laptop computers** to use with their online classes, joined **professional library associations**, and attended **regional and national conferences**. For example, several scholarship students have been awarded stipends to attend the upcoming ALA annual conference in Chicago.

The scholarships, stipends, and value-added training are offered through the Nebraska Library Commission's [Cultivating Rural Librarians' 21st Century Skills program](#), which is funded through a grant from the **Institute of Museum and Library Services** (IMLS) [Laura Bush 21st Century Librarian Program](#). For more information, contact Kathryn Brockmeier, Grant Program Manager, by [e-mail](#) or by phone, 402-471-4002 or 800-307-2665.

NOTE: Due to the significant number of applications for the Nebraska Library Commission master's-level scholarships (funded through the Librarians for the 21st Century Program of the Institute of Museum and Library Services), as of July 1, 2012, graduate-level scholarships will no longer be available. **Scholarships DO continue to be available for undergraduate Library Science studies**, including LIS certificates, and Associate's and Bachelor's degrees.



The Institute of Museum and Library Services is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance

learning and innovation; and support professional development. To learn more about the Institute, please visit www.ims.gov.

March 29, 2013; Blog post about internship grant awards

<http://nlcblogs.nebraska.gov/nlcblog/2013/03/29/20250-in-internship-grants-awarded-to-nebraska-public-libraries/>

\$20,250 in Internship Grants Awarded to Nebraska Public Libraries

Posted on [March 29, 2013](#) by [Jennifer Wrampe](#)

FOR IMMEDIATE RELEASE

March 29, 2013

FOR MORE INFORMATION

[Mary Jo Ryan](#)

402-471-3434

800-742-7691

\$20,250 in Internship Grants Awarded to Nebraska Public Libraries

The Nebraska Library Commission and the Nebraska Library Association recently awarded **21st Century Librarian internship grants** totaling \$20,250 to eighteen Nebraska public libraries. These internship grants will support public library interns, who will contribute to the scope and value of the diverse programs and activities in Nebraska's public libraries.

"The internships offer valuable work and learning experiences for the interns and helpful assistance to the participating libraries. We thank the participating libraries for their contributions to the internship program and we wish this year's group of interns the very best for great and worthwhile experiences," said Nebraska Library Commission Director Rod Wagner.

Funding for the project is provided through a Laura Bush 21st Century Librarian Program grant from the federal Institute of Museum and Library Services (IMLS), administered through the Nebraska Library Commission. Such funding helps the Nebraska Library Commission and the Nebraska Library Association continue to support the missions and goals of libraries across Nebraska and statewide efforts to recruit the next generation of Nebraska's librarians.

Student interns will learn about library work as they shadow and assist with day-to-day library operations and implement special projects. Interns will lead youth summer reading program activities, conduct training sessions to teach senior citizens to use technology, facilitate book discussion activities, help develop and update library Website and Facebook pages, create young adult library programs and spaces, work on publicity materials for library programs, sort and preserve archival materials, and assist in a host of other worthwhile activities.

In 2012, interns brought their technology skills to the forefront, much to the appreciation of the library staff, library customers, and community:

- One intern taught library users how to check out and download eBooks to their devices.
- Another intern researched best practices for effective Website design.
- A third intern assisted library users with utilizing computer programs to complete projects.

Said one intern: "I learned that librarians work very hard to stay abreast of changing technology, cultures, and, of course, books. I had no idea our library had so many online databases to offer."

The following Nebraska libraries received internship grant funding in March 2013:

- Bassett, Rock County Public Library
- Beatrice Public Library
- Emerson Public Library
- Fremont, Keene Memorial Library
- Grant, Hastings Memorial Library
- Kimball Public Library
- La Vista Public Library
- Lincoln City Libraries
- Norfolk Public Library
- North Bend Public Library
- Omaha Public Library
- Ord Township Library
- Papillion, Sump Memorial Library
- Ponca Carnegie Library
- Schuyler Public Library
- South Sioux City Public Library
- Stromsburg Public Library
- Verdigre Public Library

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As the state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services, bringing together people and information. For more information, visit <http://nlc.nebraska.gov/>.

The Nebraska Library Association is the cornerstone of the Nebraska library community. The Association advocates for its members, enriches their professional lives, advances the lifelong learning of all Nebraskans, and promotes all library interests in Nebraska. For more information, visit <http://nebraskalibraries.org>.

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May 3, 2013; Blog post about scholarship availability

<http://nlcblogs.nebraska.gov/nlcblog/2013/01/31/scholarship-applications-due-june-3-2013/>

Reminder: 21st Century Librarian Scholarship Applications Due June 3, 2013

Posted on [May 3, 2013](#) by [Kathryn Brockmeier](#)

The Nebraska Library Commission announces the eighth cycle of its **21st Century Librarian Scholarship program** (<http://nowhiringatyourlibrary.nebraska.gov/Scholarships.asp>). Legal residents of the state of Nebraska are eligible to apply. In this seventh cycle, online applications are due June 3, 2013; transcripts (as required) are due May 24, 2013; and letters of recommendation, if mailed, are due May 24, 2013. Scholarships of **up to \$3,500** will be awarded, depending on the degree or certificate the applicant is pursuing and the applicant's course plan.

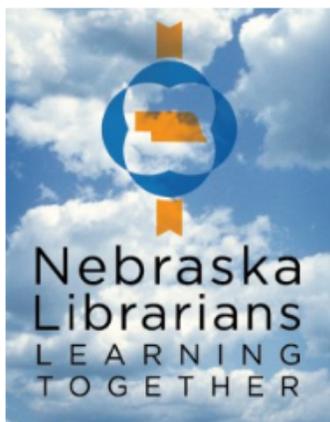
Scholarships may be used for tuition (for coursework contributing toward a certificate or degree, including general education classes), course-required materials, and school-assessed fees at the following levels:

- **Library and Information Science (LIS) Professional Certificate**
- **Associate of Arts or Science Degree in Library and Information Science (LIS)**
- **Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media**

Scholarship recipients will be eligible to apply for **stipends** for such things as laptop or tablet computers, professional association dues, and regional or national conference attendance.

A former scholarship student recently said, "I finished up my certificate this last weekend and I wanted to thank the Commission for the opportunity to do this. No matter how much you think you know you always learn something. I would not have been able to do this without the financial support from the Commission. Also a big thank you for buying me a laptop, which made it so much easier for me to get the assignments done, and for sending me to the NLA/MPLA conference."

Through the associated stipends program, students have purchased **laptop computers** to use with their online classes, joined **professional library associations**, and attended **regional and national conferences**. For example, several scholarship students have been awarded stipends to attend the upcoming ALA annual conference in Chicago.



Current scholarship recipients are participating and reporting on trainings such as the 21st Century Skills Seminar, hands-on eBook/eReader trainings, and live and recorded webinars about the latest Internet tools. Participants are networking with Nebraska librarians on the **Nebraska Librarians Learning Together** Facebook page, <http://www.facebook.com/NebraskaLibrarians>.

The scholarships, stipends, and value-added training are offered through the Nebraska Library Commission's [Cultivating Rural Librarians' 21st Century Skills program](#), which is funded through a grant from the **Institute of Museum and Library Services (IMLS)** [Laura Bush 21st Century Librarian Program](#). For more information, contact Kathryn Brockmeier, Grant Program Manager, by [e-mail](#) or by phone, 402-471-4002 or 800-307-2665.

NOTE: Due to the significant number of applications for the Nebraska Library Commission master's-level scholarships (funded through the Librarians for the 21st Century Program of the Institute of Museum and Library Services), as of July 1, 2012, graduate-level scholarships will no longer be available. **Scholarships DO continue to be available for undergraduate Library Science studies**, including LIS certificates, and Associate's and Bachelor's degrees.



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learning and innovation; and support professional development. To learn more about the Institute, please visit www.ims.gov.

September 6, 2013; Blog post about scholarship webinar

<http://nlcblogs.nebraska.gov/nlcblog/2013/09/06/ncompass-live-scholarship-student-reflections-on-ala-2013/>

NCompass Live: Scholarship Student Reflections on ALA 2013

Posted on [September 6, 2013](#) by [Christa Burns](#)

Join us for the next NCompass Live: "Scholarship Student Reflections on ALA 2013", on Wednesday, September 11, 10:00-11:00 am Central Time.



As part of its IMLS 21st Century Librarian program, the Nebraska Library Commission awards stipends to scholarship students to attend national and regional conferences. Attend this session to hear the students talk about their learning and networking experiences attending the 2013 ALA conference. Speakers: Sky Seery, Mid-Plains Community College – North Platte; Dave Mixdorf, Kim Green-Hailey, and Odessa Meyer of South Sioux City Public Library.

Upcoming NCompass Live events:

- Sept. 18 – Libraries in Search Engines: Search Engine Optimization (SEO) for Libraries
- Sept. 25 – Genealogy Resources for Librarians
- Oct. 9 – NO NCOMPASS LIVE THIS WEEK – ENJOY [NLA/NSLA!](#)

For more information, to register for NCompass Live, or to listen to recordings of past events, go to the [NCompass Live webpage](#).

NCompass Live is broadcast live every Wednesday from 10am – 11am Central Time. Convert to your time zone on the [Official U.S. Time website](#). The show is presented online using the GoToWebinar online meeting service. Before you attend a session, please see the [NLC Online Sessions webpage](#) for detailed information about GoToWebinar, including system requirements, firewall permissions, and equipment requirements for computer speakers and microphones.

September 12, 2013; Blog post about scholarship availability

<http://nlcblogs.nebraska.gov/nlcblog/2013/09/12/21st-century-librarian-scholarship-nov-1-2013/>

Reminder: 21st Century Librarian Scholarship Applications Due Nov. 1, 2013

Posted on [September 12, 2013](#) by [Kathryn Brockmeier](#)

The Nebraska Library Commission announces the ninth cycle of its **21st Century Librarian Scholarship program** (<http://nowhiringatyourlibrary.nebraska.gov/Scholarships.asp>). Legal residents of the state of Nebraska are eligible to apply. In this ninth cycle, online applications are due November 1, 2013; transcripts (as required) are due October 22, 2013; and letters of recommendation, if mailed, are due October 22, 2013. Scholarships of **up to \$3,500** will be awarded, depending on the degree or certificate the applicant is pursuing and the applicant's course plan.

A former scholarship student recently said,

I really appreciate all this scholarship helped me to attain. I believe that because of this scholarship, I was able to attain knowledge that will help me throughout my library career.

Scholarships may be used for tuition (for coursework contributing toward a certificate or degree, including general education classes), course-required materials, and school-assessed fees at the following levels:

- **Library and Information Science (LIS) Professional Certificate**
- **Associate of Arts or Science Degree in Library and Information Science (LIS)**
- **Bachelor of Arts or Science Degree/Endorsement with a major in Library and Information Science or Library Media**

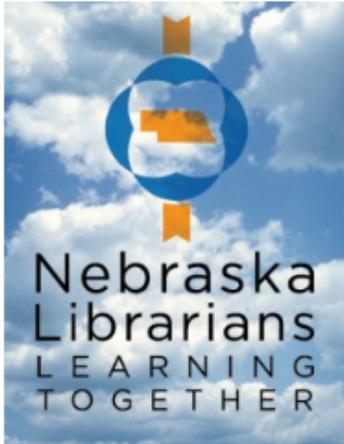
Scholarship recipients will be eligible to apply for **stipends** for such things as laptop or tablet computers, professional association dues, and regional or national conference attendance.

Through the associated stipends program, students have purchased **laptop computers** to use with their online classes, joined **professional library associations**, and attended **regional and national conferences**. For example, several scholarship students were awarded stipends to attend the ALA annual conference this past summer in Chicago.

Current scholarship recipients are participating and reporting on trainings such as hands-on eBook/eReader trainings, and live and recorded webinars about the latest Internet tools.

According to one scholarship student,

The e-reader classes allowed me to better understand the different e-readers available and how they worked. I also listened in on a couple of live webinars about customer relations and work related topics. It helped to better do my job.



Participants are networking with Nebraska librarians on the **Nebraska Librarians Learning Together** Facebook page, <http://www.facebook.com/NebraskaLibrarians>.

The scholarships, stipends, and value-added training are offered through the Nebraska Library Commission's [Cultivating Rural Librarians' 21st Century Skills program](#), which is funded through a grant from the **Institute of Museum and Library Services** (IMLS) [Laura Bush 21st Century Librarian Program](#). For more information, contact Kathryn Brockmeier, Grant Program Manager, by [e-mail](#) or by phone, 402-471-4002 or 800-307-2665.

NOTE: Due to the significant number of applications for the Nebraska Library Commission master's-level scholarships (funded through the Librarians for the 21st Century Program of the Institute of Museum and Library Services), as of July 1, 2012, graduate-level scholarships will no longer be available. **Scholarships DO continue to be available for undergraduate Library Science studies**, including LIS certificates, and Associate's and Bachelor's degrees.



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learning and innovation; and support professional development. To learn more about the Institute, please visit www.ims.gov.

October 17, 2013; Blog post about scholarship availability

<http://nlcblogs.nebraska.gov/nlcblog/2013/09/12/21st-century-librarian-scholarship-nov-1-2013/>

There's Still Time to Apply for a 21st Century Librarian Scholarship

Posted on [October 17, 2013](#) by [Kathryn Brockmeier](#)

The Nebraska Library Commission is accepting online applications for its **21st Century Librarian Scholarship program** through [November 1, 2013](#) (<http://nowhiringatyourlibrary.nebraska.gov/Scholarships.asp>). These scholarships are for students pursuing a degree or certificate in Library and Information Science at the Associate's and Bachelor's levels. Legal residents of the state of Nebraska are eligible to apply. Transcripts (as required) are due October 25, 2013; and letters of recommendation, if mailed, are due October 25, 2013. Scholarships of **up to \$3,500** will be awarded, depending on the degree or certificate the applicant is pursuing and the applicant's course plan.

Scholarships may be used for tuition (for coursework contributing toward a certificate or degree, including general education classes), course-required materials, and school-assessed fees at the following levels:

- **Library and Information Science (LIS) Professional Certificate**
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and innovation; and support professional development. To learn more about the Institute, please visit www.imls.gov.

Recruitment and Marketing Announcements: E-mail Blasts

The Nebraska Library Commission issues e-mails statewide on the SYSTEMS-L listserv. Recipients include library staff, library board members, library system staff, and other interested individuals who have subscribed to alerts from NLC. The grant manager also participates in the Nebraska School Librarians Association and Nebraska Library Association listservs.

December 17, 2012; E-mail blast of internship grant availability to NLC statewide listserv

Sent: Monday, December 17, 2012 8:48 AM
To: NLC now hiring at your library
Subject: Applications for internship grants now being accepted

Public Libraries Invited to Apply for Internship Grants Applications due Feb. 15, 2013

Posting date: **Dec. 17, 2012**
Application deadline: **Feb. 15, 2013**
Award amount: **\$500 – \$1,000**

The [Nebraska Library Commission's](#) [Cultivating Rural Librarians' 21st Century Skills](#) program offers support for internships through grants to accredited public libraries. In partnership with the [Nebraska Library Association](#) and funded through a grant from the [Institute of Museum and Library Services](#) (IMLS) Laura Bush 21st Century Librarian Program, the [internship grants](#) increase awareness about library professions and education and the opportunities for employment in Nebraska libraries.

Partnership projects (for example, accredited public library/school library media center) are encouraged. Libraries who have never applied for or received an internship grant are strongly encouraged to apply. An attempt will be made to award grants to libraries from all areas of the state.

Read more at <http://nlcblogs.nebraska.gov/nlcblog/2012/12/17/internship-grants-due-feb-15-2013/>.

January 17, 2013; E-mail blast about recruiting to NLC statewide listserv

Sent: Thursday, January 17, 2013 9:34 AM
To: 'systems-l@listserv.nlc.state.ne.us'
Subject: Upcoming career day?

Hello, Nebraska librarians,

Will you or someone from your library be attending a local career day for young people this spring? The Nebraska Library Commission has promotional materials we would be happy to mail to you as well as a PowerPoint presentation available for projection. You may have heard about the IMLS 21st Century Librarian scholarship program administered by NLC. Promotion of this program could be a successful marketing tool to entice high school seniors to consider pursuing a credential or degree in Library Science and/or a career in libraries.

February 1, 2013; E-mail blast of internship grant and scholarship availability to NLC statewide listserv

From: SYSTEMS@listserver.nlc.state.ne.us on behalf of kathryn.brockmeier@nebraska.gov
Sent: Friday, February 01, 2013 10:09 AM
To: Brockmeier, Kathryn
Subject: [SYSTEMS] There's still time to apply for scholarships and internship grants

Two opportunities through the NLC/IMLS 21st Century Librarian program have upcoming deadlines:

SCHOLARSHIPS

Are you or someone you know pursuing a certificate, Associate's degree, or Bachelor's degree in library science? The next deadline for scholarship applications is **March 1**, with some documentation (as required) due by February 19. Don't miss out on this opportunity to fund your education! Scholarships of up to **\$3,500** for tuition, fees, course-related materials are available. Plus, scholarship students are eligible to apply for stipends of up to **\$2,000** for conference attendance, association membership, and a laptop/tablet computer. Learn more at <http://nlc1.nlc.state.ne.us/nowhiring/Scholarships.asp>.

INTERNSHIP GRANTS

These internship grants increase awareness about the library profession and the opportunities for employment in Nebraska libraries. What can your library do with the internship program? Share your enthusiasm for library education and the library profession. Expand your programming. Bring in fresh faces. Show interns what happens behind-the-scenes. Partner with other library types to show the variety of work settings. Applications are due **February 15**. Learn more at <http://nlc1.nlc.state.ne.us/nowhiring/Internships.asp>.

June 18, 2013; E-mail blast to Nebraska library staff about student conference attendance

From: SYSTEMS@listserver.nlc.state.ne.us on behalf of kathryn.brockmeier@nebraska.gov
Sent: Tuesday, June 18, 2013 1:44 PM
To: Brockmeier, Kathryn
Subject: [SYSTEMS] Are you going to ALA? Meet our scholarship students!

Thanks to a grant from IMLS, five 21st Century Librarian scholarship students are headed to the ALA conference in Chicago. If you are going to ALA and would like to connect with them while you're there, please:

- send me your cell phone number,
- say whether or not you text,
- mention any sessions you're sure you'll attend, and
- offer a hint or trick to enjoying the conference.

I'll compile this information and send it out to the entire group.

Why do this? Scholarship students who attended PLA and ALA last year really appreciated networking with Nebraska librarians and receiving their help getting the lay of the land. Together, the students and librarians sat at the opening and closing sessions, navigated the exhibit hall, and attended evening receptions.

Your enthusiasm for and support of Nebraska's next generation of librarians is much appreciated and has really enhanced this scholarship program! If you're not going to ALA but want to wish these students the best, please post on the Nebraska Librarians Learning Together Facebook page event at <https://www.facebook.com/NebraskaLibrarians/events#!events/12380927795725/>.

October 17, 2013; E-mail blast of scholarship availability to Nebraska library staff

From: Brockmeier, Kathryn
Sent: Thursday, October 17, 2013 9:00 AM
Subject: There's Still Time to Apply for a 21st Century Librarian Scholarship

The Nebraska Library Commission is accepting online applications for its **21st Century Librarian Scholarship program** through November 1, 2013 (<http://nowhiringatyourlibrary.nebraska.gov/Scholarships.asp>). These scholarships are for students pursuing a degree or certificate in Library and Information Science at the Associate's and Bachelor's levels. Legal residents of the state of Nebraska are eligible to apply. Transcripts (as required) are due October 22, 2013; and letters of recommendation, if mailed, are due October 22, 2013. Scholarships of **up to \$3,500** will be awarded, depending on the degree or certificate the applicant is pursuing and the applicant's course plan.

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Nebraska Library Commission

The Atrium • 1200 N St. • Suite 120 • Lincoln NE 68508-2023 • 402-471-2045 • Fax 402-471-2083 • nlc.nebraska.gov



Could this be you?

**Technology Specialist | Information Detective | Digital Preserver of our Heritage
Bilingual Storyteller | Community Leader | Defender of the Right to Read**

This is an exciting time to be jumping into the library service field! Nebraska has a need for *professional librarians and library assistants* in all sorts of libraries:

**Public | Academic | School | Medical
Law | Business & Corporate | Museum & Archives**

Wherever you are on the career ladder, there are educational institutions here in Nebraska to assist you on your journey. Please see <http://www.nowhiringatyourlibrary.com> [Learning] for information on *certificates and degrees available* at the following levels:

Associate's — Certificate or Degree in Library and Information Services — Online library coursework available through Central Community College; general education classes available through any Nebraska community college. Classes may transfer to UNO.

Bachelor's — Endorsement or Degree in Education, Library Media concentration — Available through University of Nebraska Omaha, Chadron State College

Bachelor's — Degree in Library Science (Public, Academic, and Special Libraries) — Available through University of Nebraska Omaha, Chadron State College

And, the Nebraska Library Commission is pleased to announce that *\$3,500 scholarships* are available at the associate's and bachelor's level to help you finance your education. Details are available at <http://www.nowhiringatyourlibrary.com> [click on Scholarships].

Please contact me with any questions you may have. Best of luck to you in your educational and career pursuits!

Sincerely,

Kathryn Brockmeier
kathryn.brockmeier@nebraska.gov
402-471-4002

Rack card, 3.67” x 8.5”

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Nebraska libraries.

You could be
one of them.

Contact us about
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education, and \$3,500 scholarships. Send my information to:

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PHONE _____

E-MAIL _____

COMMENTS: _____

Connect with Nebraska Librarians

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The staff is key to the success of the library: cultivate our staff.

— Nebraska Libraries Future Search Conference vision statement

Nebraska Librarians Learning Together

303 likes · 12 talking about this

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Contribute to the community of Nebraska's current and future librarians. Network with current and former NLC scholarship recipients. <http://nowhiringatyourlibrary.org/>

About Photos Forum Events Likes

What's on the Wall?

- Links to library-related articles and blog entries on the Web. Readers often comment on these posts or "like" them.
- Scholarship students and current library professionals post links to articles of interest or pose questions about hot topics.
- Current library professionals share successes and challenges of their jobs.

Nebraska Librarians Learning Together shared Rock County Public Library's photo. July 25

An IMLS/NLC/NLA intern at Rock County Public Library went on a field trip to the Norfolk Public Library. Great idea!

Our summer intern, toured and visited the Norfolk Public Library on July 17th with Evelyn Ost, Director & Supervisor. Jessica Chamberlain, Director of the Norfolk Public Library and Youth Services Librarian, Marci, took time to visit with us about their library services and programs.

Recent Posts by Others

Dorlissa Beyer
Just participated in a great conference session on how to u...
July 25 at 1:57pm

Monica Porter Tidyman
Very interesting, I think I need to add a "Didn't finish" sh...
July 14 at 10:53pm

Kathryn Brockmeier
Neligh, NE, annually hosts a Mayor for the Day program...
July 5 at 10:38am

Teresa Hartman
ALA President Stripling is calling for all of our communitie...
July 3 at 11:49am

Dorlissa Beyer
I'm looking for help on ideas for a late summer reading pro...
June 27 at 5:56pm

Bookmark, 8.5” x 2.75”

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Up to \$2000 for a laptop,
conference travel, etc.

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SERVICES

This project is made possible by a grant from the U.S. Institute of Museum and Library Services.

Recruitment and Marketing Newsletter Articles

The *NCompass* newsletter, Year in Review 2013, covered Nebraska Library Commission activities from July 1, 2012 to June 30, 2013. The newsletter is mailed out to 808 recipients and is available online at <http://nlc.nebraska.gov/Publications/archives/Ncom/FY2013/NCompassAnnualReportFY2013.pdf>.

IMLS Grant Supports Next Generation Librarians



The Nebraska Library Commission's grant from the **Institute of Museum and Library Services Laura Bush 21st Century Librarian** program continues to improve the quality of library service in Nebraska through recruitment and support of promising library science students. The project, ***Cultivating Rural Librarians' Technology Skills***, is equipping students with the skills to provide high-quality, individualized customer service by awarding scholarship, internship, and stipend support to students engaged in pre-professional (associate- and bachelor's-level education), and secondarily, master's-level education. Providing the students with value-added learning experiences designed to improve their proficiency in helping library customers develop 21st Century Learner Skills (especially technology literacy) has been a particularly rewarding component of this project. Students participated in learning opportunities and reflected on their experience, making connections as to how new knowledge transfers to their academic and work settings and how their skills make a difference in the lives of library customers. The project includes:

- **Scholarships, internships, and stipends.** In FY2013, sixty-seven scholarships totaling \$169,828 were awarded. Stipends for laptops were awarded to twenty-five students; thirteen students received stipends to join professional library associations; and twenty-five students received stipends to attend national or regional conferences. In FY2013, internship grants totaling

\$20,250 were awarded to eighteen public libraries (related article on p. 14).

- **Value-added learning experiences.** More than one hundred training opportunities were offered to the scholarship students—on topics including health literacy, digital libraries, mobile device services, innovative customer service, and Nebraska Learns 2.0 Things (such as Pinterest and WeGIF). These educational opportunities were offered via live and recorded webcasts, online learning modules, camps, conference sessions, and hands-on training. Twenty-two students attended national conferences with stipend support.
- **Recruitment** of promising high school and college students and diverse library personnel remained a priority. Matching them with educational/employment opportunities at appropriate levels of the career/education ladder was facilitated by the website, NowHiringAtYourLibrary.org.
- **Marketing and communication** campaign—raising awareness and identifying prospects for library service careers—included a Web-based Storybank (librarystorybank.nebraska.gov) and other Web 2.0 communication strategies to encourage online social networking, such as the Nebraska Librarians Learning Together Facebook page, (www.facebook.com/NebraskaLibrarians), in addition to print collateral.

"Because of the support structures and both formal and informal trainings I have had the opportunity to attend, I know the truth. The truth is that there is a heightened requirement and massive opportunities for librarians to make a difference in the world today."

– EXCERPT FROM
SCHOLARSHIP
APPLICATION FOR
A STUDENT WHO
RECEIVED PREVIOUS
SCHOLARSHIPS.

This project is funded through a grant to the Nebraska Library Commission from the Institute of Museum and Library Services Laura Bush 21st Century Librarian program.

From the Director...

Libraries adapt. People depend on their libraries to supply the books, magazines and other publications they want to read, or refer to, both paper copies and increasingly eBooks and digital audio-books and other online resources. People expect libraries to offer programming—for all ages. And we expect libraries to be a source for information we need for personal interests, employment, business opportunities, health, or for personal needs such as contacting a distant relative or friend via an Internet connection supplied by the library. The Library Commission's *NCompass* annual review edition covers many activities and events from the past year, demonstrating how the Commission supports Nebraska's evolving and adapting libraries.

The *Library Broadband Builds Nebraska Communities* three-year grant project ends in September 2013, followed by a few additional months to complete reporting and other close-out work. The final report will highlight many successes; some not imagined at the outset and some goals far surpassed. Funds from the U.S. Department of Commerce National Telecommunications and Information Administration, with matching funds and other significant support from the Bill & Melinda Gates Foundation, made the project possible. The 140 Nebraska public libraries involved in the project have been great partners along the way and deserve appreciation and credit for their responsiveness and efforts—all for the purpose of better serving the public. Partner organizations enriched the project and added valuable information and services. Project grant funds are spent, but much activity will continue. Sustainability has been promoted throughout the project, as it will be in the future. Technology will need to be replaced and supplemented over time. Programming is expected to continue. In a way—we've only just begun.

The Commission's Institute of Museum and Library Services Laura Bush 21st Century Librarian grant

project *Cultivating Rural Librarians' 21st Century Skills* continued with scholarships, stipends, internships, special training activities and more—with notable successes. The productive work of the Public Library Accreditation Review Committee concluded with a new approach introduced this year. Online basic skills courses have grown in number and participation. Talking Book and Braille Services lead in helping borrowers use digital technologies for reading books and magazines. The Commission's weekly *NCompass Live* webinars have offered various and timely topics important to Nebraska's library workers, trustees, friends, and advocates.

The Library Commission, regional library systems, our state library associations, and one thousand plus libraries have all had an active year. The Library Commission's annual report is an opportunity to thank all our many colleagues and partners for their support and efforts. In the year ahead the Library Commission will continue to pursue its statutory purposes toward statewide promotion, development and coordination of library services.

Rod Wagner ♦♦



Rock County Public Library Intern Saressa Clay assists customers at the library.

Internship Grants Awarded

The Nebraska Library Commission and the Nebraska Library Association awarded Internship grants to eighteen libraries in March 2013, funded through the *Cultivating Rural Librarians' 21st Century Skills* grant program. Interns learned about library work as they helped with day-to-day operations and worked on special projects. They conducted summer reading programming, made recommendations for young adult collections, wrote Blog posts, assisted customers in the computer lab, and instructed customers on how to check out and download eBooks to eReading devices. Several interns became employees of a library.

One intern shared a story of her experience, "I was almost brought to tears when a patron informed us that our teen writing contest inspired her daughter to write more and possibly pursue a career in the field. The mother and daughter were both ecstatic when she won first place."

The following libraries received Internship grants in 2013:

- Bassett, Rock County Public Library
- Beatrice Public Library
- Emerson Public Library

- Fremont, Keene Memorial Library
- Grant, Hastings Memorial Library
- Kimball Public Library
- La Vista Public Library
- Lincoln City Libraries
- Norfolk Public Library
- North Bend Public Library
- Omaha Public Library
- Ord Township Library
- Papillion, Sump Memorial Library
- Ponca Carnegie Library
- Schuyler Public Library
- South Sioux City Public Library
- Stromsburg Public Library
- Verdigris Public Library

The internship program is funded through a grant to the Nebraska Library Commission from the Institute of Museum and Library Services Laura Bush 21st Century Librarian program.

Ed. Note: More information about grants awarded by the Nebraska Library Commission—including links to a database of recipients since 1998—is located at <http://nlc.nebraska.gov/grants/>



Commission Facilitates Library Recruitment

The Nebraska Library Commission continued to place emphasis on helping to match the best candidates with Nebraska library job openings. Encouraging Nebraska library professionals to share materials with promising prospects helped implement the "Each One Reach One" recruiting effort of the grant from the **Institute of Museum and Library Services Laura Bush 21st Century Librarian** program. For more information contact Mary Jo Ryan, see page 15 for contact information. ➡

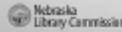
Thousands of people work in Nebraska libraries.

YOU could be one of them.

Contact us about scholarships, internships, job openings, and stipends! Up to \$3500!

Up to \$2000 for a laptop, conference travel, etc.

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Recruitment made possible by a grant from the U.S. Institute of Museum and Library Services.

Need a library job? Need to hire a librarian?

Use the Nebraska Library Commission job search Website at <http://nowhiringatyourlibrary.nebraska.gov/JobsAndCareers.asp> to help locate jobs in Nebraska and contiguous states. Search by location or keyword. Advertise open positions. Questions? Contact Mary Geibel, 402-471-2045 or 800-307-2665, e-mail: mary.geibel@nebraska.gov. ➡

Nebraska Life Magazine Advertisement

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**Application
Deadline:
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NCB NEWS Newsletter Advertisement

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**The staff is key to the
success of the library:
cultivate our staff.**

— Nebraska Libraries Future
Search Conference vision statement


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Now Hiring @ your library® Website Prototype Pages

Main page, including header and footer

Official Nebraska Government Website
Calendar • Library Directory • NLC Catalog • Site Map • Ask A Librarian

Nebraska Library Commission

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[Explore education opportunities in Nebraska and nationwide](#)

[Apply for a 21st Century Librarian Scholarship](#)

Now Hiring at Your Library in Action

VIDEO >> Work @ your library® - Nebraska Library Commission PSA

VIDEO >> NLC Storybank: Interlibrary Loan Expands Paperback Collection

Latest Headlines

Twyla Hansen of Lincoln has been named the Nebraska State Poet. Hansen will be t... Nebraska Librarians Learning Together

In Bassett, NE, the "Twelve Days of Christmas Story Walk" will begin December 1... Nebraska Librarians Learning Together

Librarians help people find new opportunities, reeducate themselves, realize the... Nebraska Librarians Learning Together

Main page, including header and footer, continued

<p>Jobs & Careers</p> <ul style="list-style-type: none"> • Find a Job • Explore Careers • Network • Find a Mentor <p>Scholarships</p> <ul style="list-style-type: none"> • 21st Century Librarian • Opportunities in Nebraska • Other Funding Sources 	<p>Education</p> <ul style="list-style-type: none"> • Programs in Nebraska • Other Programs <p>For Librarians</p> <ul style="list-style-type: none"> • Internship Grants • Become a Mentor • Recruit to the Profession • Diversity in the Profession • Post a Job Opening • Share Your Story 	<p>About Now Hiring</p> <ul style="list-style-type: none"> • Our Sponsors • IMLS Grant Programs • Contact Us • In the News • Library Storybank • Sitemap 	<p>Sponsors</p> <div data-bbox="1136 346 1388 451">  <p>INSTITUTE of Museum and Library SERVICES</p> </div> <p>This project is made possible by a grant from the U.S. Institute of Museum and Library Services</p> <div data-bbox="1136 546 1388 619">  <p>Nebraska Library Commission</p> </div> <p>The mission of the Library Commission is statewide promotion, development, and coordination of library and information services</p>
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For more information, contact [NowHiring](#).

	<p>Nebraska Library Commission The Atrium 1200 N Street Suite 120 Lincoln, NE 68508-2023</p> <p>Directions</p>	<p>402-471-2045 800-307-2665 (Nebraska only) Fax: 402-471-2083</p> <p>Contact Us</p>	<p>Talking Book & Braille Service VOICE/TDD: 800-742-7691 402-471-4038</p> <p>Contact TBBS Staff</p>
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Jobs & Careers page content

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- Jobs & Careers**
- Education
- Scholarships
- Internship Grants
- Recruiting
- About Now Hiring

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Education page content

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Education

Programs in Nebraska

University of Nebraska Omaha

- Undergraduate Programs in School Library / Library Science
 - Bachelor of Science in Education, School Library concentration, Teacher Certification
 - Bachelor of Science in Education, Library Science concentration, Non-certified (College of Education - COE)
 - Bachelor of Science, General Studies, Library Science Major (College of Public Affairs and Community Service - CPACS)
- Graduate Programs in School Librarianship
 - Master of Science in Elementary Education - School Library Endorsement
 - Master of Science in Secondary Education - School Library Endorsement
 - Master of Science in Reading - School Library Endorsement
- UNO/University of Missouri cooperative Master of Arts, Library Science emphasis program

Nebraska Community Colleges

- Certificate program in Library and Information Services - Central Community College
- Associates etc a different link here, though? <http://catalog.cccneb.edu/content.php?catoid=19&navoid=1207> or <http://www.cccneb.edu/LIS>
 - Southeast, Northeast, Central, Mid-Plains, Western

Chadron State College

- Library Information Management Minor
- Library Media Specialist (K-8) Area of Concentration

University of Nebraska Kearney

- Graduate School Librarian Endorsement

Other Educational Program Resources

Searchable database of ALA accredited programs

Directory of ALA-accredited Master's programs in Library and Information Studies or School Librarianship

NCATE nationally recognized programs in School Library Media Specialist (ALA/AASL) and School Media Specialist (AECT)

Nationally reviewed and recognized NCATE/AASL School Librarianship education programs

COLT Directory of Library Technician Programs

ALA-APA Library Support Staff Certification Program

Directory of online degree programs in Library and Information Sciences

International Degrees in Library and Information Science

Educational Paths: International Degrees, Librarian, Librarian in Schools, Library Assistants & Technicians

Scholarships page content



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Fund Your Education. Find a Scholarship.



For Nebraskans

- [Nebraska Library Commission / IMLS Laura Bush 21st Century Librarian](#)
- [Nebraska Library Association Louise A. Nixon, Duane Munson](#)
- [Nebraska School Librarians Association Karla Wendelin, Duane Munson](#)
- [Chadron State College](#)
- [University of Missouri College of Education](#)
- [University of Nebraska Kearney College of Education](#)
- [University of Nebraska Omaha](#)
- [Central Community College](#)
- [Metropolitan Community College](#)
- [Mid-Plains Community College](#)
- [Northeast Community College](#)
- [Southeast Community College](#)
- [Western Nebraska Community College](#)
- [ScholarshipQuest Free database containing over 2,000 Nebraska-based scholarships](#)

Nationwide Scholarship and Financial Aid Resources

- [American Library Association \(ALA\) General Scholarships](#)
- [ALA Scholarships by Specialty or Practice Area](#)
- [ALA Scholarships for Support Staff Working on MLS/MLIS](#)
- [ALA Scholarships for Underrepresented Groups](#)
- [Financial Assistance for Library & Information Studies ALA annual directory of awards](#)
- [Federal Student Loan Forgiveness](#)

21st Century Librarian Scholarships page content

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Now Hiring >> Scholarships >> NLC Scholarships

Nebraska Library Commission / IMLS Laura Bush 21st Century Librarian Scholarships

NOTE: Due to the significant number of applications for the Nebraska Library Commission master's-level scholarships (funded through the Librarians for the 21st Century Program of the Institute of Museum and Library Services), as of July 1, 2012, graduate-level scholarships will no longer be available. Scholarships DO continue to be available for undergraduate Library Science studies, including LIS Certificates, and Associate's and Bachelor's degrees.

Application Availability: February 11, 2011, to June 2, 2014

2013 Online Application Deadlines: March 1, June 3, **November 1**. *The Nebraska Library Commission must receive your validated and accepted application by no later than 4:59 p.m., Central Time, of the appropriate deadline date.*

2013 Letters of Recommendation Deadlines (if mailed): postmarked February 19, May 22, **October 22**

2013 Deadlines for Transcripts: postmarked February 19, May 22, **October 22**

2013 Scholarship Award Dates: April 2, July 1, **December 2**

Scholarship Award Amount: Up to \$3,500, depending on course of study

Awarding Agency: Nebraska Library Commission

Eligible Applicants: Legal residents of the state of Nebraska

Guidelines and Criteria: See below

Description

Libraries in the 21st century need librarians with 21st century skills—and this scholarship program will help you develop those skills. Not only does this program help with tuition, fees and class-related materials, it will support you in your education and professional development with funds that may be used to purchase laptop computers, attend national professional conferences, and join professional associations. This dynamic program includes enhanced learning opportunities such as the 21st Century Skills Seminar, webinars, face-to-face training, and online social networking. If you are a Nebraska resident pursuing an education in library science, you are eligible to apply.

Scholarships may be used for tuition (for coursework contributing toward a certificate or degree), course-required materials, and school-assessed fees at the following levels:

Library and Information Services (LIS, formerly LTA) Professional Certificate

Associate of Arts or Science Degree in Library and Information Services (LIS, formerly LTA)

Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media

Scholarship recipients will be eligible to apply for stipends for such things as laptop computers, professional association dues, and regional or national conference attendance.

The scholarships, stipends, and value-added training are offered through the Nebraska Library Commission's Cultivating Rural Librarians' 21st Century Skills program, which is funded through a grant from the Institute of Museum and Library Services (IMLS) Laura Bush 21st Century Librarian Program.

21st Century Librarian Scholarships page content, continued

If You Wish to Apply

Application Process -- Please Read First

- Application Calendar/Deadlines
- Eligibility
- Scholarship Program Description
- Stipend Description
- Value-added Learning Experiences Description
- Award Information
- Application Review
- Award Administration

Apply for a Scholarship

Sponsors

For More Information

For inquiries regarding the nature of the grant program and application, contact:

Kathryn Brockmeier, Grant Program Manager, by e-mail, 402-471-4002 or 800-307-2665

Mary Jo Ryan, Grant Project Director, by e-mail, 402-471-3434 or 800-307-2665

Sponsors

As Nebraska's state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans. The mission of the Library Commission is statewide promotion, development, and coordination of library and information services—"bringing together people and information."

The Institute of Museum and Library Services is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit <http://www.ims.gov/>.

Scholarship Recipients

See the list of previous scholarship winners.

Internships page content

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[Jobs & Careers](#)[Education](#)[Scholarships](#)[Internship Grants](#)[Recruiting](#)[About Now Hiring](#)[Now Hiring >> Internship Grants](#)

21st Century Librarian Internship Grants

2014 Application Cycle Open: Dec. 17, 2013**2014 Application Deadline:** Feb. 18, 2013**2014 Award Announced:** Mar. 17, 2014**Grant Award Amount:** \$500 - \$1,000**Awarding Agency:** Nebraska Library Commission**Eligible Applicants:** Accredited Nebraska Public Libraries**Application Process:** Online

Description

Each accredited Nebraska public library that receives a grant from the Nebraska Library Commission will hire one or more individuals (high school age and up) to serve as interns. The library will assign a supervisor/mentor who will design a program that will expose the intern to a wide variety of things that libraries do. The intern will work at the library while being introduced to the range of opportunities for library employment and education. The supervisor and the intern will report on their experiences.

So, what can your library do with the internship program? Share your enthusiasm for library education and the library profession. Expand your programming. Bring in fresh faces. Show interns what happens behind-the-scenes. Partner with other library types to show the variety of work settings.

The Nebraska Library Commission's Cultivating Rural Librarians' 21st Century Skills program offers support to accredited public libraries for student internships. Through a partnership with the Nebraska Library Association and funded through a grant from the Institute of Museum and Library Services (IMLS) Laura Bush 21st Century Librarian Program, the internship grants increase awareness about the library profession and the opportunities for employment in Nebraska libraries.

To learn about other libraries' experiences, view the recording of the May 1, 2013, NCompass Live session [What Does a Successful Internship Look Like?](#)

If You Wish to Apply

Application Process – Please Read First

[Application Calendar/Deadlines](#)[Grant Program Description](#)[Award Information](#)[Eligibility](#)[Application Review](#)[Award Administration](#)

Application Process – Apply for a Grant

[Prepare and Submit an Application](#)

Internships page content, continued

For More Information

For inquiries regarding the nature of the grant program and application, contact:

Kathryn Brockmeier, Grant Program Manager, by e-mail, 402-471-4002 or 800-307-2665

Mary Jo Ryan, Grant Project Director, by e-mail, 402-471-3434 or 800-307-2665

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The Nebraska Library Association is the cornerstone of the Nebraska library community. The Association advocates for its members, enriches their professional lives, advances the lifelong learning of all Nebraskans, and promotes all library interests in Nebraska. For more information, visit <http://nebraskalibraries.org>.

Recruiting page

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Are you hiring? Advertise your job opening to be included in the Now Hiring @ your library® job bank.

Recruiting Activities and Initiatives

Volunteer mentors can recruit potential librarians and library students to mentor by attending career fairs and presenting the recruitment Public Service Announcement (PSA) and other informational/promotional materials (see below).

Find out about NLC's recruitment grants: Cultivating Rural Librarians' Technology Skills and Recruiting the Next Generation of Nebraska Librarians @ the Movies, funded by the Institute for Museum and Library Services (IMLS) 21st Century Librarian program.

On this page...

- Post a Job
- Recruiting Activities and Initiatives
- Promotional Materials
- Videos, Websites, Articles, and Related Resources
- Recruiting for Diversity

Promotional Materials

Request a recruitment kit for a career fair or event to be mailed to your library. Kits include:

Library Education and Scholarship Opportunities in Nebraska Flyer

Thousands of People Work in Nebraska Libraries Rack card and posters

Tell Me More RSVP Postcard for prospective students to mail in for more information

Presentation Can be run as a slideshow or presentation, with notes provided; PowerPoint slides on CD, on SlideShare

Nebraska Librarians Learning Together on Facebook Bookmark, brochure

Videos, Websites, Articles, and Related Resources

Now Hiring @ Your Library PSA Nebraska Library Commission Recruitment Public Service Announcement, YouTube video

Now Hiring @ Your Library Website Designed to provide information about careers in libraries and education in library science, particularly as they pertain to Nebraskans

Librarians in Society Open source directory of sites discussing the status, image, and portrayal of librarians

Libraries and Librarians *The New York Times* news topics

Recruitment Clearinghouse American Library Association

YouTube videos

Conan the Librarian

The ADVENTURES OF Super Librarian

Hollywood Librarian Trailer

Gorilla Librarian

Angry Librarian

A Librarian's 2.0 Manifesto

Funny Library Commercial

Super Librarian

1987 - The Betty Grover Librarian Workout

Recruiting page, continued

Recruiting for Diversity

American Indian Library Association (AILA)

Asian/Pacific American Librarian's Association (APALA)

Black Caucus of the American Library Association (BCALA)

Chinese American Librarians Association (CALA)

Nebraska Library Association Diversity Committee

REFORMA National Association to Promote Library and Information Services to Latinos and the Spanish Speaking

Spectrum Scholarships American Library Association

Press Coverage, Year 3

Sandhills *Express*; January 9, 2013

<http://www.sandhillsexpress.com/BuySell/BuySellDetails/tabid/108/ArticleId/6879/National-Library-Commission-Awards-21st-Century-Librarian-Scholarships.aspx>



1/9/2013 9:00:59 AM

National Library Commission Awards 21st Century Librarian Scholarships

The Nebraska Library Commission recently awarded 21st Century Librarian scholarships to sixteen Nebraska students in undergraduate Library Science programs.

Nebraska Library Commission Director Rod Wagner commented, "Thousands of Nebraskans rely on libraries for personal, educational, and work related needs. A skilled and educated library workforce is needed to serve these needs." These scholarships are funded by a grant from the federal Institutes of Museum and Library Services.

Kim Blackburn, Children's Services Librarian at the Broken Bow Public Library, is among the current scholarship recipients.

York *News-Times*; January 16, 2013

http://www.yorknewstimes.com/news/nebraska-library-commission-awards-st-century-skills-scholarships/article_a7fea23e-5fa8-11e2-9c75-0019bb2963f4.html

Nebraska Library Commission awards 21st Century Skills Scholarships

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Thanks to a grant from the federal Institute of Museum and Library Services (IMLS), the Nebraska Library Commission recently awarded 21st Century Librarian scholarships to sixteen Nebraska students in undergraduate Library Science programs, Libby Munsell of York was among those recipients.

Nebraska Library Commission Director Rod Wagner commented, "Thousands of Nebraskans rely on libraries for personal, educational, and work related needs. A skilled and educated library workforce is needed to serve these needs.

The Nebraska Library Commission is pleased to provide 21st Century Librarian scholarships to support students involved in library science educational programs. We wish them the very best toward their educational and career goals."

Students who wish to apply for scholarships for a Library and Information Services Professional Certificate (offered through Nebraska's community colleges), an Associate of Arts or Science Degree in Library and Information Services, or a Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media should submit application materials by March 1, 2013.

For more information about Nebraska's Cultivating Rural Librarians' 21st Century Skills program, see [NowHiringAtYourLibrary.org](http://nowhiringatyourlibrary.org). For a list of current scholarship recipients, see <http://nlc1.nlc.state.ne.us/nowhiring/Scholarshipsrecipients.asp>.

The Institute of Museum and Library Services is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas.

The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development.

To learn more about the Institute, please visit www.ims.gov.

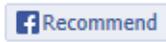
As Nebraska's state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans.

The mission of the Library Commission is statewide promotion, development, and coordination of library and information services, bringing together people and information.

Beatrice *Daily Sun*; July 12, 2013

http://beatricedailysun.com/news/local/beatrice-public-library-is-giving-away-t-rex-models/article_5e8279ef-3213-567b-8c7c-a62ca0994fd6.html

Beatrice Public Library is giving away T-rex models

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Photo by Emily Deck/Daily Sun staff

Beatrice Public Library's summer intern Rachel Overbeck puts together T-rex models at the library Wednesday. At the end of July, children who participated in the library's summer reading club will have a chance to win the models.

[Buy Now](#)

Eastern Express, Southeast Library System Newsletter; July/August 2013
<http://www.elsne.org/wp-content/uploads/2010/11/EasternExpressJulyAug2013.pdf>

ELS Members Receive Higher Ed Scholarships

The scholarships are administered by the Nebraska Library Commission and funded through a grant from the Institute of Museum and Library Services (IMLS) Laura Bush 21st Century Librarian Program.

April 2013 Scholarship Recipients

- Nancy Black, Uehling
- Justine Goeden, West Point
- Maureen McCombs, Gretna
- Julianne Moulton, Omaha
- Mary Jo Pittman, Omaha
- Jordan Stough, Bellevue
- Samantha Stock, Omaha

Samantha Stock answered a few questions for the *Eastern Express*:

What degree are you working toward?

Bachelor of Science in Education, Library Science concentration

In what type of library would you most like to work?

A school or local library.

How has the NLC/IMLS Laura Bush 21st Century Librarian program helped you?

So far it has granted me a stipend to purchase a laptop computer for college and to attend a conference in Omaha this fall!

Beatrice *Daily Sun*; July 30, 2013

http://beatricedailysun.com/news/local/scrapbook/library-commission-awards-scholarships/article_d14c36a3-584d-50b4-96af-054d4ced9d2c.html

Library Commission awards scholarships



July 30, 2013 11:00 pm

(0) Comments

Sixteen Nebraska students in undergraduate Library Science programs were awarded Laura Bush 21st Century Librarian scholarships, thanks to a grant from the federal Institute of Museum and Library Services (IMLS).

Spring/summer 2013 scholarship recipients include Brianna Weichel of Harbine.

Students who wish to apply for scholarships for a Library and Information Services Professional Certificate (offered through Nebraska's community colleges), an Associate of Arts or Science Degree in Library and Information Services, a Bachelor of Arts or Science Degree with a major in Library and Information Science or Library Media, should submit application materials by Nov. 1, 2013.

For more information about Nebraska's Cultivating Rural Librarians' 21st Century Skills program, visit <http://nowhiringatyourlibrary.nebraska.gov>.

The Institute of Museum and Library Services is the primary source of federal support for the nation's 123,000 libraries and 17,500 museums. The Institute's mission is to create strong libraries and museums that connect people to information and ideas. The Institute works at the national level and in coordination with state and local organizations to sustain heritage, culture, and knowledge; enhance learning and innovation; and support professional development. To learn more about the Institute, please visit www.ims.gov.

As Nebraska's state library agency, the Nebraska Library Commission is an advocate for the library and information needs of all Nebraskans.

NEBRASKA LIBRARY

Digital Literacy

Coaching Corps

Annual Report
November 1, 2012 – October 31, 2013

Description

In 2013, through a Laura Bush 21st Century Librarian grant from the Institute of Museum and Library Services (IMLS), the Nebraska Library Commission (NLC) initiated a pilot project to offer stipends to a limited number of Library and Information Services scholarship students, enabling them to serve as Nebraska Library Digital Literacy Coaching Corps (DLCC) trainer/coaches. They will impact on the digital literacy of library customers, while getting hands-on experience with 21st Century skills—promoting and teaching digital literacy. They will connect to their community, help improve the image of the library in the community; help build community relationships and partnerships with the library; and build intergenerational connections in the teaching/coaching/learning setting. The student participants and library hosts in the pilot project will provide valuable information about training/coaching efforts to help the Nebraska Library Commission determine the resources and support that might be required if this effort were to be undertaken on a larger scale.

Student Project Stipends

Funded through the IMLS LB 21 grant, students will receive a special stipend for organizing and offering digital literacy classes and coaching sessions. A stipend is a periodic payment, scholarship or fellowship allowance granted to a student for a particular purpose. It is not an employment contract. This is an optional opportunity to get experience organizing, promoting and offering digital literacy classes and coaching sessions—teaching library customers to use computers for a variety of purposes (computer skills, access e-government and educational resources, use of digital devices, setting up a website or social network site, etc.). Nebraska Library Digital Literacy Coaching Corps (DLCC) stipends of up to \$2,000 will be awarded based on approximately \$50 per teaching/coaching hour. This is not an hourly salary...just a guideline for projecting stipend awards. For example, a \$500 stipend might represent ten hour-long classes or coaching sessions. Mileage will be reimbursed at the current negotiated rate. Whether/how far to travel outside the student's hometown will be determined on an individual basis, based on the needs of the student.

Sites

Students will offer the classes and coaching sessions in libraries—school and public—or in other community locations, as sponsored by the library. For students not currently working in a school or public library, NLC and Regional Library System staff will help to match them with a good library host. For students currently working in a library, they can conduct teaching and coaching activities through their employer-library—but not during the hours that they are paid to work at the library—OR they can negotiate with another area school or public library host.

Training and Preparation

The Nebraska Library Commission will provide training throughout the stipend period, including:

1. Instructional webinars
2. Networking sessions
3. August 19 Train-the-Trainer Clinic (videotaped), facilitated by Jessamyn West, to include:
 - Teaching Adults about Computers
 - One-on-one coaching practice
 - Practice presenting a 5-minute lesson to a small group
 - Tips for Creating Handouts
 - Overview of Nebraska Library Digital Literacy Coaching Corps

Resource sheets are available with links to resources on preparing to coach and teach adults (andragogy), as well as the specific content tracks:

- Social Media and Websites
- eReaders, eBooks, and Overdrive
- e-Government
- Computer Skills

Students conduct a community needs assessment to determine needs. Given the pressure to begin soon (funding runs out October 31, 2014), a quick-and-dirty needs assessment may be required, i.e., interview library staff RE: questions they have fielded from customers, classes that have been held in the past, etc.

Assistance and resources will be provided on identifying target markets for sessions, developing communication pieces, and evaluating success. Since local library hosts will be expected to cover the cost of the marketing effort, the marketing plan is developed through discussion between the student and the library director.

Format

Students may provide **Coaching Sessions or Classes or both**. But the decision to decide where to start can best be made through discussion between the student and the library director about library customer needs and trainer/coach comfort levels.

Typically, coaching happens on a one-on-one basis, often responds to immediate need or question, and may be advertised as available on a broader range of topics. Example: Customers are invited to sign up for a one-hour coaching session on “iPad tips/aps/tricks” or “Using Email.”

Students will provide a number of classes over a period of several months. This may not be possible for everyone. The scope will be determined through discussion between the student, Nebraska Library Commission staff, and the library director.

Communication and Reporting

Students will be expected to use *Nebraska Librarians Learning Together* Facebook page and the digitallearn.org/teach online community to share tips and experiences. The *Library Broadband Builds Nebraska Communities* blog and the *Now Hiring @ your library*[®] website will have expanded sections on Resources for Digital Literacy Training for students to use.

The Nebraska Library Commission will furnish the students with a link to reporting tools to facilitate quarterly reporting on progress and survey data collection. The Nebraska Library Commission will furnish the host library director with a link to reporting tools to facilitate periodic progress reporting.

Payments

Upon approval of the stipend agreement, students will provide a quarterly invoice requesting partial/full payment reflecting the classes and coaching sessions conducted during the previous quarter. Students may submit more than one invoice and report during a quarter if they complete a class series mid-quarter. Students will request reimbursement for mileage using the State of Nebraska Expense Reimbursement Request form.

Grant expectations

As stated in the IMLS grant narrative:

Goal 1: Increase education levels of current library staff and new recruits in rural Nebraska.

Objective 1b: Promote access by awarding 105 scholarships to selected candidates.

Activities: The project team will develop criteria for selection of candidates and will review and evaluate all scholarship applications. Scholarship applications will be available online and in print. We will award 70 scholarship packages for preprofessional education, at the associate level and bachelor's level, including in the package stipends for associated costs and value-added activities*, through the duration of the project. We will award 35 scholarship packages (including stipend) for study at the master's level for candidates for whom that level of study is appropriate, through the duration of the project. A student may apply serially for additional scholarships, when a previous scholarship is exhausted.

*Note: Associated costs and value-added activities may include purchase of a laptop computer for each scholarship recipient (classes are delivered remotely); student memberships in a professional organization; expenses for attendance at the 21st Century Skills Seminar; and expenses for attendance at a national professional conference.

Expected Results:

1. Scholarship applications will be developed and made available in print and online in Winter 2011.
2. Scholarship applications will be received in spring, summer and fall of Years 1, 2 and 3.
3. Preprofessional (associate- and bachelor's-level) education: 20 scholarship packages will be awarded in Year 1; 30 in Year 2; 20 in Year 3. Total anticipated number of scholarship recipients: 50.
4. Master's-level education: 10 scholarship packages will be awarded in Year 1; 15 in Year 2; 10 in Year 3. Total anticipated number of scholarship recipients: 20.
5. 95% of scholarship recipients will report positive feedback on value-added activities.

Data Source and Collection: Program records will document numbers of applications received, scholarship packages awarded, and scholarship recipients. Tracking system will record results from exit surveys; in-depth interviews; and anecdotal communication received by mail, e-mail, and social network posts. Data will be collected by project team and external evaluator each year.

An update to the scholarship policy was approved by the Nebraska Library Commissioners August 12, 2013:

- a. NLC will award approximately 105 stipends based on the need for funding for scholarship-associated costs and value-added educational activities, for example:
 - i. Laptop computers (one per scholarship recipient, regardless of number of scholarships received by the recipient);

- ii. Student-level association dues in the Nebraska Library Association, or Nebraska School Librarians Association, or a regional or national library-related professional organization; and
- iii. Travel and registration expenses for one library-related national or regional conference.
- iv. Conducting computer training classes in libraries as part of the Nebraska Library Digital Literacy Coaching Corps.

The total amount of stipend awards was increased to \$4,000, allowing for a maximum stipend for the Nebraska Library Digital Literacy Coaching Corps (DLCC) of \$2,000.

Also stated in the IMLS grant narrative:

Goal 2: Enhance and improve the technology competency and 21st century skills among program participants, and among library staff in Nebraska libraries, improving library service delivery.

Objective 2a: Scholarship recipients will participate in a 21st Century Skills Seminar.

Activities: In order to enhance specialized and specific training in 21st century skills, a 2-day residential seminar will be held in Year 2 of the project. Project participants will be strongly encouraged to attend and offered stipends to cover their expenses. The program for this seminar will be planned during Year 1 by a committee of the project team, headed by Michael Sauers and Laura Johnson. The seminar will emphasize technology, vision, planning, partnership development, and the ability to transfer the 21st century skills to the community.

Expected Results:

1. Planning for seminar programming will take place during Year 1.
2. Seminar will take place during Year 2.
3. Participants will report and demonstrate increased technology, vision, planning and partnership abilities and skills.
4. Participants will report increased knowledge of the 21st Century Learning Skills initiative and its application in libraries.
5. 60% of seminar participants will disseminate increased knowledge to the wider library community.

Data Source and Collection: Pre- and post-tests, and anecdotal communication received through social network posts will be documented in tracking system. Data will be collected by project team in Year 2. Dissemination of increased knowledge will take place during Years 2 and 3 through newsletter articles, special projects, social network posts or conference presentations.

Building on the success of the 2011 Tech Rodeo, and to meet the training needs of prospective stipend applicants, the Nebraska Library Digital Literacy Coaching Corps Orientation Clinic, a scenario-based, immersion learning experience, was designed to enhance the learning that scholarship students accomplish in their academic program and to encourage collaboration, communication, critical thinking, and creativity. Planning for the clinic took place in Year 3 of the IMLS grant. Planning was led by Laura Johnson, Continuing Education Coordinator, with assistance from members of the 21st Century Librarian grant program committee.

Learning objectives of the clinic:

1. DLCC coaches will have the confidence to present computer technology concepts and skills that are needed by and of interest to the community of library users.

2. DLCC coaches will be able to assist learners one-on-one to master particular technology-related tasks.
3. DLCC coaches will be able to approach adult learners with appropriate language, attitudes, and teaching techniques.
4. DLCC coaches will be able to create pertinent useful and attractive written materials to reinforce teaching and coaching.
5. DLCC coaches will be prepared to participate in collegial exchanges of materials, plans and tips.

Modules of the clinic:

- Teaching adults about computers
- Teaching and tech tips round robin
- Presenting a lesson exercise and feedback
- Coaching/Explaining one-on-one exercise and feedback
- Creating Handouts introduction and exercise

Students interested in in the pilot project or applying for the stipend were encouraged to attend the clinic. Regional Library System staff were also invited to attend. Registration took place on the Library Training & Events calendar (<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgId=12419>). The training was held August 19, 2013, in Lincoln, Nebraska, led by Jessamyn West. West works in rural Vermont as a library technologist and is a community manager at MetaFilter.com. She is the author of *Without a Net: Librarians Bridging the Digital Divide* and manages the website librarian.net. Clinic attendees were asked to complete an online survey following the clinic. Portions of the clinic were recorded and made available for viewing at a later date.

Results—Stipends

In an effort to assess community needs and to determine interest in the Coaching Corps stipend program, scholarship students were contacted to provide input as to the nature and scope of training they might like to provide.

Students' responses to the e-mail inquiry:

Off the top of my head I think that Nebraska Access is probably underutilized. I also think that the tools available through Google for household/business management, project planning, organization. I think I take for granted the skills I learned as a secretary/administrative assistant that gave me the basis to properly write a letter or memo, for business or personal reasons. Also research and writing abilities to make a case or persuade for something be it a letter to your landlord or to your children's school. I recently worked with a patron at our library who had their home computer hacked and came to the library to use our computers, but she was transporting files back and forth and I introduced her to Google Drive.

This also melts into digital safety, management of files, organization of files, password and file naming conventions. These are necessary skills that you don't often learn. Having a past history working on a hotline where I dealt with both software and hardware issues, I also feel that I could help people work through those issues with best practices, very much along the line of what Michael did with the tech rodeo. Librarians need to know those things, because patrons are struggling with these areas. We have people who can't get their email to work, want to know where to research items, are trying to work out an issue with a product issue all the way to the more serious issues like job loss and navigating using the

online sources for legal issues. You can't give advice on their issue, but navigating the software or website...we can do that.

I have been planning to begin offering something like this at our library, but I would also like to get out to other libraries as well. I think it is a great opportunity to learn best practices.

I've actually talked with our director about the possibility of teaching basic computer skills classes at our library in the future. Because we received a grant for computer classes that are taking place in the next couple weeks, I told our director that I would like to sit in a few to get ideas. I think that I know basic skills, but teaching people who do not have any experience at all with computers is the part that I'd like to learn.

One thing that I have noticed is people need help with unemployment benefits, and food stamps etc. Most places want people to apply on line and submit a resume. People do not know how to make even a very basic resume let alone apply for a job online. Being able to organize someone with the help of a jump drive, so that all the information that they need is saved right to it would be amazing.

I already do some of this – teaching Social Media classes, Kindle/iPad classes. I'd love to teach a Pinterest class! Actually, simply a Facebook How-to class is needed.

It would be fun to show adult students what kinds of resources are available for researching class projects and papers.

NLC contacted current scholarship students to inform them of the stipend opportunity. Prospective applicants were encouraged to attend the Coaching Corps Clinic. Eleven students participated in the clinic, during which time they were oriented to the stipend program. Two students applied for and were awarded stipends of up to \$2,000 to serve as coaches/trainers. See sample application (attached) and award letter (attached).

Sample responses from stipend applications:

Digital literacy is the ability to use technologies to find, evaluate, create, and communicate information. What is your interest in increasing the digital literacy skills of the people in your community?

I think that it is important to help people be more confident and comfortable on computers and the internet. It is becoming more important in many job fields and often a necessity of being able to apply for jobs in today's environment. It is also becoming a vital way for older generations to stay connected with their families.

Digital literacy is in many ways just like traditional literacy. It opens doors to new places that would otherwise be completely inaccessible. I hope to help people who are unaware or unable to access the vast amounts of information available through technical means.

Why do you want to be a digital literacy coach?

I want to be able to help people to be more comfortable using computers and getting on the Internet. I also want to be able to expand my experience in helping people with technology so that I will be able to do a better job of it.

I want to be a digital literacy coach because I truly hope to help people, even if it is simply creating a letter or viewing pictures of their family.

Are you aware of any specific needs in your community you would like to meet?

I think that there may be a need in the community to help the older generations start to be more comfortable with eReaders and tablet computers.

There is a deficit of free basic skills in our local area. Having a wider array of subjects and times would be beneficial to our community.

How do you see yourself working with a library to implement the Coaching Corps program?

I see myself working with the library to see what they feel are the learning needs that should be address first as well as seeing if we could do a couple of surveys to see what the community thinks is needed. I would like to establish a good working relationship with them where I would be able to get help from them on ideas and other things.

I hope to start basic skills classes at my local library and libraries in the surrounding area who have a similar need. Having a drop-in time is also very appealing, as well as setting up appointments for one-on-one consultations.

Several documents and a video were produced to help awardees plan their coaching/training sessions:

- **Frequently Asked Questions** (Attached)
- **Teaching and Coaching Toolkit** (Attached)
- **Computer Skills Track Handout** (Attached)
- **e-Government Track Handout** (Attached)
- **eReaders and OverDrive Track Handout** (Attached)
- **Social Media and Websites Track Handout** (Attached)
- **Video: “Five Steps for Teaching Tech”**
(http://www.youtube.com/watch?v=_xpLleBBDE8)

Next steps for awardees include conducting community-wide assessments, connecting with host libraries, and selecting tracks and formats for training. Next steps for NLC include training materials for the coaches and assisting with evaluation and marketing materials. All activities related to the stipend program, from additional planning to implementation, reimbursement, evaluation and reporting will take place in Year 4.

Results—Coaching Corps Clinic

The Teaching and Coaching Toolkit, track handouts, Frequently Asked Questions guide, and **homework assignment** (attached) were disseminated in advance to the clinic registrants. There were 16 participants (eleven scholarship students, five Regional Library System staff) and five Commission staff in attendance.

Figure #. Map distribution of clinic attendees



Evaluation

Feedback on the training was gathered via Facebook and an online survey via SurveyMonkey.

Posts in the Nebraska Librarians Learning Together Facebook forum, <https://apps.facebook.com/forumforpages/139298226089232/3c24a6f6-ec76-42f6-ba88-248bf1b3bb3f/0>:

What a wonderful full of great information and ideas! Jessamyn West began the day with a very energized presentation on coaching and various types of activities that work for her. I really like the idea of a "drop in" time for patrons to come and get one on one time with their personal concerns. One of the things that I really took away from this session was to be patient and understand that everyone learns differently and that you need to be precise in the language that you use because not everyone is well versed in tech speak. The afternoon hands on time spent in small groups was also very informative. I learned about sites that I personally do not participate on such as pinterest and this has motivated me to expand my own personal tech presence so that I am able to better help my patrons as questions arise.

This was a wonderful training session Jessamyn had some great ideas of teaching people that I both plan to use now and hope to use in the future. One of the ideas that I liked the most that I plan on implementing right away is the idea of drop-in time. I think that it is a great way to let people know that we can help and this is when. Also her idea of benign neglect when helping people start with something the first time was wonderful. I think it is a great way to help avoid hovering or trying to do it for them instead so that they don't get the opportunity to learn as well. I also enjoyed the small group presentation practice for the great feedback I received as well as learning some great tips that I plan on using in the future.

I enjoyed the workshop, Jessamyn West was engaging she had a lot of ideas for teaching people and how to manage time for patrons with technology questions and problems. I liked her "Drop In" time as in my library we have "Book a Librarian." I liked her point about using precise language and remembering not to use tech or library terminology with patrons when working with them on computers which is good to know for sometimes we tend to forget this part. The small group sessions was informative and a good way to receive feedback on our presentation. It was also interesting to see other presentations to gain ideas and tips.

It was fun to hear and meet Jessamyn for I heard her speak on PBS Radio not to long ago talking about how her library helped Sandy victims.

I am very thankful for the opportunity to put into action many of the things I have been learning through my training opportunities available through this scholarship and use it within my community. The most recent is the Digital Literacy Coaching Corps. I have been doing coaching over the years as "the friend you call" when your computer is messing up. To make some of these skills available within my community through the public library is going to be a challenge and an opportunity to make the library be more of a hub. Jessamyn West brought to light that there is still a great need out there for the basics. It isn't enough to just have computers available, there needs to be resources to help people use them as well. We can do it ourselves or find resources from others who would like to help as well. After this session, I feel confident to go out and get more formal programs initiated, but in the very least will start up a drop in time to help patrons with technology as soon as possible. One focus area we have talked about at Louisville Public Library is to help patrons with creating a resume and job application questions, a workshop time where they can get some advice on a resume, help getting one created on a computer, navigating other issues like having an email. This session got me thinking of a lot of opportunities we have as a library to create opportunity for our patrons. To keep the momentum going I am reading Jessamyn's book, "Without a net" - checked it out on Overdrive. You can read it when I am done ;)

I thought this was a great training session! I picked up several ideas from Jessamyn West- Drop In Time, a shelf display idea (can't remember the name but the idea is in my head!), as well as different websites, Internet Buttons, Mousercise. I consider myself lucky because I can try this stuff out on my patrons first, before putting it to use as a trainer.

If you ever have the opportunity to listen to Jessamyn West, DO IT!

Online survey responses:

At least 50% of the material presented was new to seven of the eleven respondents.

Comments:

While there was not a lot new, the presentation presented me with another perspective and the long time experience of someone who does this for a living. It reminded me of things I had not thought about in a while and got me excited about providing benefits to my community.

The only experience I have teaching digital literacy is impromptu computer help with public computers.

Hands-on training was useful for many of the participants.

Comments:

I have always liked hands on training it is very effective especially for someone who is more of a visual - hands on learner.

I really enjoyed the hands-on learning. It makes it easier for me to see where I need to make changes.

Being able to practice coaching using the techniques we learned was a great tool.

I like hands-on instruction. It has always been a learning style I learn best from.

I enjoy the hands on aspect and find that the feedback from this type of practice makes it very beneficial.

The hands-on training was helpful to get feedback from peers and instructors concerning proper vocabulary during instruction and mannerisms.

All 11 of the respondents were just as or more confident than before the training in their ability to teach adults about computer usage.

Respondents were asked to share one tip they picked up about working with adults on computers.

Comments:

Slow down

It can be interesting and fun.

About letting go and let the patron do the work and making sure to give a step by step each time someone needs help

That it can be a good idea to just walk away for a little while after showing them the initial steps for how to do something.

Novice Internet users read the page from left to right and top to bottom. They do not know how to ignore ads or always find "hidden buttons."

That it's okay to show that you are learning also.

To be specific and to use proper terms such as correct or yes when teaching mouse applications

Some helpful language and things to think about like not saying easy and using another word like accessible. Being careful with words to inspire and empower.

Prepare ahead of time, getting used to using words that are easy to understand for someone who does not know much about computers. Also, explain difficult vocabulary and have them write down words.

Respondents were asked to share what they understood better about coaching one-on-one.

Comments:

Letting them do most of the steps themselves. It is hard sometimes to step back.

That it is good to be willing to learn with the person you are teaching if you are not entirely certain how to do something

Be patient and allow them to perform the steps themselves so they can learn.

Take things slow allow the student to do the work and do not take over for them.

Patience

Listen. Don't assume you know the patrons objective. What do they want to do and then let them lead you onto more if that is desired.

It is important to let the patron have control over the computer and mouse and to guide them through the exercise, rather than taking over the computer and mouse. Our goal is to teach them how to do things on their own, but also be comfortable to ask us questions.

Respondents were asked what they learned during their “Teaching a 5-minute Lesson” session.

Comments:

It was good to hear what others had to say and what their ideas were

That it can be a good idea to ask for input while showing a group of people how to do something. Particularly if it is something where a choice needs to be made.

It is important to think about the small things I take for granted

That I need to pay attention when I am logging into my accounts and I need to develop a securer password.

That I should go slower and not assume anything about the students’ level of understanding

Listening to other presentations I learned potential sessions I could offer. In the constructive feedback I learned to start at a lower level. With Evernote it would be making a note, before I decide to make a folder. Make sure to back things up when appropriate.

It is important to talk about every step involved in doing a computer activity, even if it seems obvious to me. Also, I need to do my research about the website or activity I am teaching to be prepared for possible questions.

All 11 of the respondents were just as or more confident than before the training in their ability to create handouts.

Conclusion

Planning for and early stages of implementation of the stipend program have taken place with success. The two awardees look forward to connecting with libraries and beginning their coaching/training sessions. Incoming scholarship students will be informed of the program and will be encouraged to apply for the stipend. NLC will monitor the program, keeping in mind the related objectives of the grant. In partnership with the Regional Library System directors, NLC hopes to sustain the project beyond Year 4 with concerted effort to build a volunteer pool of interested Nebraskans and a cadre of librarians who wish to provide training/coaching in libraries, thereby increasing the technology knowledge, skills, and abilities of Nebraskans statewide.



Nebraska Library Digital Literacy Coaching Corps
 Student Project Stipends
 Frequently Asked Questions
 August 2013

What is the Nebraska Library Digital Literacy Coaching Corps?

The Nebraska Library Commission is initiating a **pilot project** to offer stipends to a limited number of LIS scholarship students (IMLS Laura Bush Librarians for the 21st Century)—enabling them to serve as Digital Literacy Corps trainer/coaches. They will impact on the digital literacy of library customers, while getting hands-on experience with 21st Century skills—promoting and teaching digital literacy. They will connect to their community, help improve the image of the library in the community; help build community relationships and partnerships with the library; and build intergenerational connections in the teaching/coaching/learning setting. The student participants and library hosts in the **pilot project** will provide valuable information about training/coaching efforts to help the Nebraska Library Commission determine the resources and support that might be required if this effort were to be undertaken on a larger scale.

What are Student Project Stipends?

Funded through the IMLS LB 21 grant, students will receive a special stipend for organizing and offering digital literacy classes and coaching sessions. A stipend is a periodic payment, scholarship or fellowship allowance granted to a student for a particular purpose. It is not an employment contract. This is an optional opportunity to get experience organizing, promoting and offering digital literacy classes and coaching sessions—teaching library customers to use computers for a variety of purposes (computer skills, access e-government resources, educational resources, teaching how to use digital devices, set up a website or social network site, etc.). **Digital Literacy Coaching Corps** stipends of up to \$2,000 will be awarded based on approximately \$50 per teaching/coaching hour. This is not an hourly salary...just a guideline for projecting stipend awards. For example, a \$500 stipend might represent ten hour-long classes or coaching sessions.

Where do these classes and coaching sessions take place?

Students will offer the classes and coaching sessions in libraries—school and public—or in other community locations, as sponsored by the library. For students **not currently** working in a school or public library, we will help to match them with a good library host. For students **currently** working in a library, they can conduct teaching and coaching activities through their employer-library—but not during the hours that they are paid to work at the library—OR they can negotiate with another area school or public library host.

Will **mileage** be reimbursed if it is necessary to travel out of town for classes/coaching sessions?

Yes. Mileage will be reimbursed at the current negotiated rate, \$.565 per mile (as of 1/1/13).

Whether/how far to travel outside the student's hometown will be determined on an individual basis, based on the needs of the student.

How will students **communicate** with each other about their activities?

Students will be expected to use *Nebraska Librarians Learning Together* Facebook page and the *digitallearn.org/teach* online community to share tips and experiences. The *Library Broadband Builds Nebraska Communities* blog and the *NowHiringAtYourLibrary* website will have expanded sections on Resources for Digital Literacy Training for students to use.

Will **training** be provided?

Yes. The Nebraska Library Commission will provide training throughout the stipend period, including:

1. Instructional webinars
2. Networking sessions
3. August 19 Train-the-Trainer Clinic, facilitated by Jessamyn West, to include:
 - Teaching Adults about Computers
 - One-on-one coaching practice
 - Practice presenting a 5-minute lesson to a small group
 - Tips for Creating Handouts
 - Overview of Nebraska Library Digital Literacy Coaching Corps

Can a student participate if **unable to attend** the August 19 Training?

Yes. The training will be videotaped to assist students that cannot attend on August 19.

Will **resources** be provided to assist trainer/coaches?

Yes. Resource sheets are available with links to resources on preparing to coach and teach adults (andragogy), as well as the specific content tracks:

- Social Media and Websites
- eReaders, eBooks, and Overdrive
- e-Government
- Computer Skills

How do students decide **which track** to start with and what classes to teach or topics to prepare for coaching sessions?

This will vary. Ideally, students conduct a community needs assessment to determine needs. Given the pressure to begin soon (funding runs out October 31, 2014), a quick-and-dirty needs assessment may be required, i.e., interview library staff RE: questions they have fielded from customers, classes that have been held in the past, etc.

How do students decide whether to provide **Coaching Sessions or Classes or both**?

Ideally, students may provide both. But the decision to decide where to start can best be made through discussion between the student and the library director about library customer needs and trainer/coach comfort levels.

How does coaching **differ** from teaching classes?

Typically, coaching happens on a one-on-one basis, often responds to immediate need or question, and may be advertised as available on a broader range of topics. Example: Customers are invited to sign up for a one-hour coaching session on “iPad tips/aps/tricks” or “Using Email.”

How will students **market** the classes and coaching sessions?

Assistance and resources will be provided on identifying target markets for sessions, developing communication pieces, and evaluating success. Since local library hosts will be expected to cover the cost of the marketing effort, the marketing plan is developed through discussion between the student and the library director.

What is the **scope** of the time commitment for this stipend?

Ideally, students will provide a number of classes over a period of several months. This may not be possible for everyone. The scope will be determined through discussion between the student, Nebraska Library Commission staff, and the library director.

How will **students report** to the Nebraska Library Commission?

The Nebraska Library Commission will furnish the students with a link to reporting tools to facilitate quarterly reporting on progress and survey data collection.

How will host **libraries report** to the Nebraska Library Commission?

The Nebraska Library Commission will furnish the host library director with a link to reporting tools to facilitate periodic progress reporting.

How will students receive stipend **payments**?

Upon approval of the stipend agreement, students will provide a quarterly invoice requesting partial/full payment reflecting the classes and coaching sessions conducted during the previous quarter. Students may submit more than one invoice and report during a quarter if they complete a class series mid-quarter. Students will request reimbursement for mileage using the State of Nebraska Expense Reimbursement Request form.

NEBRASKA LIBRARY

Digital Literacy Coaching Corps

Prepare to Coach & Teach

HOW-TO: TEACH DIGITAL LITERACY TO ADULTS

Adult education has a long history in the United States, starting with the Lyceum Movement in the early 19th century and extending to today in programs sponsored by community colleges, public libraries, and other community-based organizations. Throughout this history, the goal has been the same: to provide adults with education that will help them become lifelong learners and productive members of society. With nearly 200 years of practice and research behind them, what can the practitioners and researchers in the field of adult education teach about digital literacy instruction? The following are key takeaways to keep in mind when designing a digital literacy training program for adults:

1. **Learning is social.** A successful digital literacy program will provide opportunities for learners to interact with one another. Hearing other learners' questions, having opportunities to share knowledge, and joint celebration of success are all important for keeping motivation high and solidifying knowledge.
2. **One-on-one help is essential.** Even though it's important to have space for social learning, it's equally important that adult learners are able to access individual help when they need it. Individual help makes it possible to more quickly get "unstuck" and keep going on new learning activities. In class environments, this means having aides that can work one-on-one with students during lessons; in labs it means having tutors available.
3. **Learning must be immediately relevant.** Adults are faced with more practical needs and competing priorities than younger learners, and will usually only prioritize learning when a skill is relevant to meeting a pressing need. In order to address this in digital literacy instruction, classes should be designed around learning how to complete tasks that are important to the learner and having tangible takeaways after completing a lesson.
4. **Feelings of self-efficacy and competence are important motivators.** Adult learners may sometimes feel embarrassed that they haven't kept up with technology and need basic digital literacy instruction. It's important to remind these learners that they are capable of learning and that they will eventually get the hang of technology. Try asking them about other things they have learned to do and remind them of how they were eventually able to master those skills.
5. **Adults face many personal barriers.** Low levels of basic English literacy; physical, cognitive, and age-related disabilities; lack of childcare or transportation; and less time for practice or homework are all additional barriers adults face when they are pursuing education. Successful digital literacy programs will learn which of these barriers affect their students and try to address as many of them as possible.
6. **Adult learners need continuity.** Oftentimes adults have educational goals, but not realistic plans for reaching them. To keep adult learners on track, they should have the help of instructors to develop written educational goals and plans. Learning materials, classes, and instructors should be designed for maximum continuity so that the learners can pick up where they left off if their learning is disrupted by the barriers they face.

WE NEED YOUR FEEDBACK: As you work your way through these resources, please rate them. Put the following codes next to each entry:

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(Share) **U:** I used this for myself to prepare to teach or coach.

★ = Required reading

★ Online Trainers Community

This will be our Coaching Corps' platform for communication. Individuals and organizations that help digital literacy learners (through tutoring, classes, on-demand assistance, or other means) can support and learn from one another.

<http://digitallearn.org/teach>

- REQUIRED FOR COACHES: Join the program
- Watch the tutorial at <http://youtu.be/njJ26KhOFOE>. Then, join groups, especially the Nebraska community.
- Share ideas and best practices with other practitioners
- Exchange resources and build curriculum
- Form local groups with other individuals and organizations

★ Magic Tricks and Maintenance: Helping the Public Learn Technology

Learn instructional techniques to provide effective training through active learning in a technology classroom setting. Learn classroom management techniques and preparation skills. Link to handouts:

<http://www.librarian.net/talks/nebraska/> Link to presentation at the Big Talk From Small Libraries online conference on February 28, 2012:

<http://www.youtube.com/watch?v=TdzGbBVdPRU>

Teaching Technology: Classroom Instruction

Learn instructional techniques to provide effective training through active learning in a technology classroom setting. Learn classroom management techniques and preparation skills.

<http://create.coloradovirtuallibrary.org/teaching-technology-classroom-instruction>

Teaching Technology: One on One

Learn about effective training techniques when working with patrons individually, in both impromptu and scheduled situations. Learn how to focus on patron needs.

<http://create.coloradovirtuallibrary.org/teaching-technology-one-one>

Tools to Improve Effectiveness and Efficiency

<http://e4vt.org/programs/e-vermont/toolkit/iconnect-materials-participants>

- Basics Manual
- Tips for Working with Adult Learners
- Checklist for Assessing Digital Literacy Skills
- Glossary of Computer and Internet Terms
- Digital Literacy and Accessibility

Without a Net: Librarians Bridging the Digital Divide

Jessamyn West, 2011, Libraries Unlimited, ISBN 1-59884-453-9

Teaching novice computer users, including seniors and individuals with disabilities such as low vision or motor skills, how to do what they want and need to do online is a formidable challenge for library staff. Part inspirational, part practical, this book is a summary of techniques, approaches, and skills that will help librarians meet this challenge.

Tech Training for Libraries

Plans, outlines, and handouts for public technology training classes; trainer outlines and handouts for staff workshops to train technology trainers.

<http://create.coloradovirtuallibrary.org/>

NEBRASKA LIBRARY

Digital Literacy Coaching Corps

Computer Skills

WE NEED YOUR FEEDBACK: As you work your way through these resources, please rate them. Some of them you may direct your “student” to complete. Some of them you may use as inspiration and you modify them. Some of them are ideas or subjects you employ. Put the following codes next to each entry:

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★ = Required reading

HOW-TO: FIND DIGITAL LITERACY CURRICULUM ONLINE

Many digital literacy programs have made their materials available online at no cost to help similar programs save time and resources. Program organizers can customize these to the needs of the audience, and contribute new adaptations to the growing library of shared resources. Two good sources of instructor-led and self-guided digital literacy materials are:

DIGITALLITERACY.GOV

➤ Created through collaboration among federal agencies, www.DigitalLiteracy.gov is an online portal designed to share and enhance tools for learning computer and Internet skills. The Digital Literacy portal provides a central space where practitioners in service-oriented organizations—such as libraries, schools, community centers, community colleges, and workforce training centers—can share teaching materials and practices. The site also contains resources that people can use on their own to learn digital literacy skills and enhance their use of broadband.

COMMUNITIES CONNECT RESOURCE LIBRARY

➤ A project of the EdLab Group, the Communities Connect Network is a statewide coalition of public and private organizations working to make Washington State a leader in “digital inclusion.” Digital inclusion refers to the idea of all citizens having access and the skills to use computers and the Internet to benefit their lives. The Resource Library of <http://www.communitiesconnect.org> provides new learning technologies, useful best practices, and tools for running public computer centers.

★ DigitalLearn.org/learn

Short, self-directed classes to help your student tackle technology at their own pace and gain the confidence they need to succeed.

<http://digitalllearn.org/learn>

- Intro to Email
- Using a PC (Windows 7)
- Basic Search
- Getting Started on the Computer
- Using a Mac (OS X)
- Navigating a Website

★ WordPress for Web Sites

Online training videos for setting up and maintaining a website, presented by Michael Sauers of the Nebraska Library Commission,

<http://libraries.ne.gov/projectblog/online-training/>

★ NetLiteracy Lesson Plans

Computer basics, Internet, e-mail basics, social networking skills, accessible from

<http://www.netliteracy.org/community-connects/lesson-plans/>

Checklist for Training

Computer basics, printing, Microsoft Word, Microsoft Excel, Internet, Facebook, E-books, Databases

<http://lbbnc.nebraska.gov/?p=774>

Computer Literacy

Modules: computer basics, Internet basics, Overview of common Office suites,

<http://www.connectcommunity.org/curriculum-center/cyc-curriculum-computer-literacy/>

Online Resources

From Library Broadband Builds Nebraska

Communities, http://lbbnc.nebraska.gov/?page_id=8

- www.digitalliteracy.gov/content/educator (search the database)
- www.gcflearnfree.org
- <http://tln.lib.mi.us/blog/techcomm/projects>
- www.basicsbee.com/lesson1.html (Internet Basics)
- www.connectcommunity.org/curriculum-center
- [Microsoft Digital Literacy \(www.microsoft.com/digitalliteracy\)](http://www.microsoft.com/digitalliteracy)
- [Microsoft Office Online training](http://www.microsoft.com/office/online)
- [Microsoft My PC](http://www.mypcprogram.com) Windows specific training (www.mypcprogram.com)
- Assess training needs
<http://lbbnc.nebraska.gov/wp-content/uploads/2012/09/Computer-Basic-Training-test.docx>

Curriculum Materials

Basic computer skills; introduction to the Internet; selecting, installing, and maintaining a computer, how to take an online course

<http://fastforwardnm.org/resources/curriculum>

Computers for Beginners

Adapt these materials to teach your own class.

<http://create.coloradovirtuallibrary.org/computers-beginners>

Help for Genealogy Researchers

The USGenWeb Project

<http://usgenweb.org/research/>

- Getting Started
- Primary and Secondary Resources
- Calendar Information and Date Formats
- Finding Names
- Census Records
- Land Patent Records
- Immigration and Passenger Arrival Records
- Old Occupations Explained
- Care of old Documents
- Photographic Preservation
- Links

Learn Microsoft Office

There are course materials online for Office 2003, 2007 and 2010 at the moment, all downloadable as PDF files with no registration required.

<http://www.techsupportalert.com/content/want-learn-microsoft-office-these-top-class-training-manuals-are-free.htm>

NEBRASKA LIBRARY

Digital Literacy Coaching Corps

e-Government

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★ Nebraska e-Government Resources

Department of Labor – <http://www.dol.nebraska.gov/>

- NEworks – Job openings, career exploration, résumé help, employer information, education, and labor market research information – <https://networks.nebraska.gov/vosnet/Default.aspx>
- NCompass Live recorded webinar: NEworks—
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=11977>
- Unemployment Insurance, benefits – <https://uibenefits.nwd.ne.gov/BPSWeb/jsp/BPSClaimantWelcome.jsp>

Nebraska Court Administrators Office

- Information for the public – <http://www.supremecourt.ne.gov/citizens>
- E-services – <http://www.supremecourt.ne.gov/e-services>
- NCompass Live: Accessing Courts through E-Government –
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=10335>
- NCompass Live: Nebraska Online Legal Self-Help Center –
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=10476>

Health and Human Services

- ACCESSNebraska – <http://accessnebraska.ne.gov>
- NCompass Live: ACCESSNebraska –
<http://nlc.nebraska.gov/scripts/calendar/eventshow.asp?ProgID=11878>

NebraskAccess – websites selected by librarians – <http://nebraskaccess.ne.gov>

- Nebraska Law & Legal FAQ;– <http://nebraskaccess.ne.gov/NEFAQ-LawLegal.asp>
- Nebraska Health / Medical FAQ – <http://nebraskaccess.ne.gov/NEFAQ-HealthMedical.asp>
- Nebraska Social Services FAQ – <http://nebraskaccess.ne.gov/NEFAQ-Society.asp>
- Nebraska Government FAQ – <http://nebraskaccess.ne.gov/NEFAQ-Government.asp>

State of Nebraska

- <http://nebraska.gov/>

★ HealthCare.gov

The Health Insurance Marketplace is coming soon. A new way to get affordable coverage launches October 1. Library customers can answer a few questions to learn if they qualify. <https://www.healthcare.gov/>

Introduction to E-Government

Features resources on the wide range of electronic government sources in an array of subject areas. But what if someone doesn't understand government information, or would like a good introduction to the most general sources that cover many topics? This module is designed to provide a general introduction to government information, as well as to present the most useful electronic resources.

<http://www.webjunction.org/partners/arizona/qi21/qi21-egov.html>;

<http://www.webjunction.org/partners/arizona/qi21/qi21-egov/documents.html>

LibEGov.org

Collaboration among libraries and government agencies, and also to think more broadly about partnerships to meet community e-government needs. Its current focus is on federal information about immigration and taxation, with the goal of expanding to other topics and levels of government (state and local). <http://libegov.org/>

NEBRASKA LIBRARY
 Digital Literacy
 Coaching Corps

eReaders, eBooks
 & OverDrive

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★ Links to Handouts with Hands-on Exercises

Compiled by Nebraska Library Commission handout with Hands-on Exercises –

https://delicious.com/#nlc_reference/ereaders

- Sony Reader WiFi
- Kindle Fire
- Nook Color
- Sony Reader Touch
- iPad
- Kindle 3

OverDrive User Resources

<http://www.overdrive.com/libraries/public-libraries/user-resources/>

- OverDrive Media Console
- Device Resource Center
- OverDrive Help

Links to Sites with Free eBooks

Compiled by Michael Sauers –

<https://delicious.com/travelinlibrarian/ebooks+free>

History of eBooks & eReaders

Nebraska Library Commission PowerPoint –

<http://www.slideshare.net/nebraskaccess/history-of-e-books-ereaders-10433863>

OverDrive: A Digital Download Service for Libraries

Nebraska Library Commission PowerPoint –

<http://www.slideshare.net/nebraskaccess/e-readertrainings>

NEBRASKA LIBRARY
 Digital Literacy
 Coaching Corps

Social Media & Websites

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★ DigitalLiteracy.gov

Digital literacy topics — Social Media.

<http://www.digitalliteracy.gov/resources-by-topics?tid%5B%5D=9>

★ WordPress: Blogging and Websites

Online training videos for setting up and maintaining a website, presented by Michael Sauers of the Nebraska Library Commission,

<http://libraries.ne.gov/projectblog/online-training/>

★ Nebraska Learns 2.0

An archive of instructional “things” to do in social media.

<http://nlcblogs.nebraska.gov/nelearns/category/thing/>

Social Networking 101

This lesson will give a broad overview of the social networking trend, its benefits and drawbacks, and then will focus in on specific popular social networking sites as examples. This topic does not cover setting up profiles or actually using any of these sites; it is a topical overview.

<http://create.coloradovirtuallibrary.org/social-networking-101>

Social Media for Librarians

Social Media 101: What It Is And Why Is It Important? Webinar

New to social media or considering jumping in? Lack of familiarity with these tools can make social media seem overwhelming. Let us help you overcome these obstacles with Social Media 101. In this interactive webinar, you'll get an overview of the most common social media tools and discover how they can help you tell your organization's stories and connect with a broader audience. We'll share some applications that can make your social media efforts manageable and measurable. Most importantly, you'll learn how social media fits into your overall communications strategy.

- Download a PDF of the training slides – <http://www.communitiesconnect.org/sites/default/files/uploads/documents/Social-Media-101-What-It-Is-Why-It-Is-Important.pdf>
- View and listen to a recording of the webinar. – <http://www.communitiesconnect.org/sites/default/files/uploads/Social%20Media%20101%20on%20Nov%2015%2C%202011%20edited.mov>

Blogging 101

This class is both for students who don't know what blogs are and have a curiosity about them and for students who would like to begin blogging themselves.

<http://create.coloradovirtuallibrary.org/blogging-101>

Designing Beginner Friendly Websites Resources

This toolkit offers best practices for designing websites with Internet beginners in mind. The page Why Design for Internet Beginners? provides more details on the types of websites experiencing beginner traffic and the benefits of beginner friendly design. <http://e4vt.org/programs/e-vermont/toolkit/internet-basics/internet-beginner-friendly-websites>

Social Media 201: Getting Started

Whether you're ready to get started with social media, or looking to improve upon your initial efforts, Social Media 201 will provide valuable information to get the most bang for your buck out of these tools. This interactive webinar will teach you how to set up accounts on Facebook and Twitter, discover best practices for building online relationships, and determine what tools are available to help plan and coordinate your social media efforts.

- Download a PDF of the training slides – <http://www.communitiesconnect.org/sites/default/files/uploads/Social%20Media%20201-Getting%20Started%2011.29.11.pdf>
- View and listen to a recording of the webinar – <http://www.communitiesconnect.org/sites/default/files/uploads/Social%20Media%20101%20on%20Nov%2015%2C%202011%20edited.mov>

Social Media 301

Having a consistent presence on social media platforms is essential to building long-lasting online relationships. How do you keep up momentum without spending all of your staff resources managing these profiles? Join our Social Media 301 webinar where we'll share tips and tricks to manage time and guarantee the sustainability of your efforts. You'll learn how to measure effectiveness, ensuring that you're meeting your social media goals and contributing to your organization's overall communications plan.

- Download a PDF of training slides – <http://www.communitiesconnect.org/sites/default/files/uploads/documents/Social%20Media%20301-Keeping-Momentum.pdf>
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Nebraska Library Leadership Institute Evaluation

The **Nebraska Library Leadership Institute** (<http://libraries.ne.gov/mls/files/2013/05/NLLI-flyer-2013.pdf>) was held August 5 – 9, 2013, in Schuyler, Nebraska. The institute was facilitated by Becky Schreiber and John Shannon. There were ## attendees. Evaluation data was collected by the Nebraska Library Regional Systems and submitted to NLC, presented below.

Meet Objectives?	1	2	3	4	5	Responses
Explore personal leadership qualities	1	1	1	9	7	19
Assess environment/develop vision for future	1	3	5	8	2	19
Clarify personal/professional goals	1	2	2	12	2	19
Gain leadership knowledge & skills	1	4	5	5	4	19
Strategies to empower yourself/others	1	1	3	12	2	19
Network of Peers	0	1	2	9	7	19
Commit to action/robust libraries	1	3	6	7	2	19
Value of Activities	1	2	3	4	5	
Learning Comm Sessions w/ John & Becky	1	1	3	11	3	19
Mentor Moments	0	2	1	7	9	19
Learning groups	0	3	1	8	7	19
Daily Dialogue	2	2	6	7	2	19
Overall Balance & Flow	0	3	2	10	4	19
Staff Feedback	1	2	3	4	5	
Organizers	0	0	3	5	11	19
Consultants	1	0	4	8	6	19
Mentors	1	0	4	6	8	19
Site	0	2	4	7	6	19

Rating: 1 = Low, 5 = High

Comments:

Times w/ J&B were good. Appreciated their love/advocacy of libraries - There were aspects that I really enjoyed and others not so much...like the role playing - J&B seem out of step with current trends, technology and business practices. They are from the past and teach in that fashion - Really enjoyed the activities, it allows us to see how we work in a group and how others interpret the same general ideas in different ways - Topics were incredibly relevant to me as a young leader - For the most part, enjoyed sessions w/J&B. Looking back, I understand how everything worked together and came together to create the overall experience, but in the moment I felt like things in the beginning moved very slowly. I wasn't sure what I was going to gain from the experience - Interesting, Informative, they know their material - Very informative stuff, if occasionally hard to digest in so little time - Good job. Enjoyable and worked well together –

Especially enjoyed mm. Great to hear from those I admire and who are viewed as leaders - Mentors were candid & I appreciate that very much - Great choices for mentors. They were completely open & brought a variety of backgrounds - This was a great way to get to know our mentors - Probably the most helpful, though some seemed to be unprepared. It may have been helpful if the mentors were not potential future bosses - I absolutely loved hearing other people's stories about how they got into their positions, and the personal/professional challenges they faced - Some mentor moments, especially Many's & Scott's, were really deep & meaningful. Others were somewhat lacking in the depth of content - I enjoyed hearing the mentor's stories. There were some wonderfully empowering statements made during these sessions - mm were a favorite of mine. They made the mentors & the work they do more accessible by knocking down the pedestals we place them on - Very insightful and drew good things from learning about their careers and thoughts - Had some problems with the outdoor session...allergies. Would rather indoor sessions

Enjoyed my group very much. Felt comfortable and learned a lot - Hard to hear in main room - I so enjoyed my group! They made an impact on me & I am thankful for my new network - The potential was there. Assignments were just not productive. Mentors walking around with pen & paper was unnerving & distracting - This was one of my favorite parts. Really like hearing how people I have known for years (& know are strong in their leadership roles) all have different methods of leadership styles - Enjoyed learning groups & working with librarians from different types of institution. Found that the groups were way too large. Very hard to be heard & to listen to others. In my group, this is where feelings were hurt & rules that were established were totally ignored. Did enjoy the group of people I was working with. In the end, we came together as a team. With so many people in the group, it took too long to reach agreements on any topic or activity - Groups gave us a great opportunity to exercise & demonstrate our skills. Provided microcosm for the challenges we will face as leaders in our workplaces - My group was great. Some have criticized the method used to create the groups, but I think it was a positive experience, both in choosing who you surround yourself with and in working with those you are forced to work with - Being in a diverse learning group was valuable - It would have also been nice to spend more time in our Enneagram groups. Perhaps for a few activities we could have gotten together with similar types to discuss how we handled certain situations - I tried not to take the facilitator/motivator role every time, but was often frustrated by our groups slow progress - The learning group work helped add perspective, especially in terms of different types of library organizations - Excellent part of the institute, for support, discussion, contacts and variance of backgrounds and future directions -

Did not find these helpful at all - Very helpful in assessing the feelings of the group as a whole - No point. Did not change any outcomes - Eh, Take it or leave it. The last day I didn't contribute - Did it matter? - Enjoyed the dd. It helped to see that others were feeling the same way I was, and to get a different perspective on what other teams were thinking - Good way to 'discuss' the days events without wasting time or being deconstructive - Loved the anonymity of this - I understand that anonymity would possibly be needed to get reactions from some people, but it would have been nice to have time for daily dialogue within our learning groups at the end of the day too - It was good to hear what others struggled with or enjoyed - Seems more useful for J&B's info than the group, though it was nice to see how we progressed as a group - Good way to make us stop and think about what we were getting out of the sessions...Maybe even half-day ones would be good

Exhausting & too much crammed into the time - Worked well. Exhausting. Not enough time to prepare for first group activity - More breaks would be nice - Balance & flow was good. Sometimes it was slow, but I feel like there was so much accomplished - Exhausting & could have been accomplished in less time w/ better time management - Really liked how B&J & mentors kept things moving along as promised. I like when things don't get sidetracked with info that doesn't need to be shared. However, sometimes there was a lot of repetition on some topics - Some sessions seemed more rushed than others (in particular the preparations for the presentations), but overall, it worked well - Had room been better acoustically, I could rate this higher. Room was loud/chaotic during group work - Some sessions drug a bit but it was probably more a function of my prior familiarity with some of the material. Most were engaging enough that even if the material was familiar, I was able to maintain an interest - Excellent. Just right on time for self-reflection, if needed and getting to talk with and become acquainted with other attendees -

Excellent program - Well Organized - Keep doing it - Well organized. Thank you - Plan activities to release tension? - Very helpful and knew just where to find whatever you were looking for. Thank you very much - Entire event seemed well organized and planned - Fine overall, though I had an unpleasant exchange when I arrived. It was not indicative of the rest of my experience - Thanks - Great job! - I really knew what to expect as far as lodging and schedules

Overall excellent program. When you kept talking about the non-scientific nature of Enneagram, you lost me. Felt like you did not think it was an appropriate tool. You said not to label yourself as something, yet the rest of the time you (and others) asked what people were - They were aware of their audience and were very knowledgeable, but they did very little to get to know us - Their time has passed - They were friendly & knowledgeable about their topics. Easy to listen to because they were very engaged in the topics & the program as a whole - Terrific! - I wish they had talked more about moving toward other styles; how to think like a different number - You play off each other really well. Your respect for one another is evident and it models a respectful atmosphere for participants to follow - Very good! Challenged us, serious, funny, balanced -

Would like to hear more from mentors. They observed and seemed to be taking notes and I would have liked to hear what they were thinking. Mentors for my group were great individuals. Enjoyed learning from them, but wanted to know more about their feedback/ideas. Would have liked individual time with them at end of week to discuss their observations - Loved my mentors, have developed great relationships - I would have liked more feedback from my group mentors - Some good, some bad - Mentors were great. Easy to talk to. Not only did they help with any situation that came up, they were very approachable. I felt like they really were interested in being there & wanted to guide us whether it was good or bad. Great group of mentors to have - I liked the range of personalities/positions represented, but wish our group's mentors had been more hands on. We received little feedback from them - Mentors were great, but didn't provide a lot of feedback. Could have been greater clarification about what the purpose of the mentors was - Would have liked more relevant one-on-one feedback from the mentors of our group. Maybe a pre- and post- skills test that we could discuss without mentors so they would be able to get to know us more - One of the best parts was getting to spend time with each of the eight mentors. I have great respect for the 2 mentors in my group in particular. I have seen each of them since, and feel like they take their mentorship seriously - I really appreciate the mentors knowledge and willingness to share. Their shared experiences were honest and helped take the 'scary' edge off moving into the next stages of our careers. Good variety. Some were concerned that their own administrators might not be a good idea to be completely open with...but I think it worked out ok - I thought there would be more advice, less observing. The mentors mostly seemed very talented and dedicated. Also well spoken

Beautiful. Everyone there was helpful, warm, and welcoming. Beds were a little hard, but food was delicious. Felt very peaceful - Remoteness took something away from the event. Understand why we were out there, but not being able to contact loved ones and the 'outside world' has a lot of people on edge - Warn attendees to bring extra pillow - Even though beds were hard, I liked the Spartan, non-fluff approach of the lodging - Really need phone & wifi service - Such a beautiful, peaceful location - Nice place, needs better beds so we can get some sleep & not feel out of sorts. Need to be able to go somewhere and not feel isolated - Perfect environment to have this type of conference. Was able to walk away from outside distractions and concentrate on the programs. Everything about my stay was perfect. Would like to see other events like this held there -

Perfect! - Loved the site - Room & food were adequate. Remote location was great for reflecting and focusing. Main room was way too loud for group work - Everything was beautiful but I have to drop the usual 'It was really cold' - Wonderful site location. Handy & not too far to get to, yet away. Good, basic accommodations. Good Food - In this day and age, I think better connectivity throughout is lacking. It's just impossible to let it all go, even for those of us not glued to it! Food was awesome; lodging was really good quality

Dealing with change & diff Personalities - Self-reflection, learning how I am as an individual and as a leader. Great to interact with librarians from other libraries. Especially liked focus on future of libraries - Learned a lot about myself & my interactions with others. Enjoyed info on change & empowerment. Wish more time was focused on those 2 topics - Knowledge of how to best approach different personality types & idea of constantly shifting cycle of change - Learned more about myself, how to own my feelings & reactions - Involvement brings commitment - Enneagram. Microdot of control - Meeting & networking with peers - Learned an incredible amount. Was rather unsure of where to go or even if I wanted to pursue librarianship. I've since redeemed my passion for this profession. Implemented several new programs and have 'found my voice' - Personality traits of myself & others - There was a short time at the beginning where I was told by a member of my group to basically be quiet, so I stopped communicating. I spoke with w mentor and a teammate, and we as a group talked about the rules, and that this was a time for everyone to be heard, and above all feel safe - Change management, environmental scanning and leadership styles were especially helpful to me. I've never before considered the process of handling changes and how different workers handle them at different paces - Change information was probably the most useful. Enneagram was also really great - I really enjoyed the chance to get together with other library employees & find ways to lead within the library. Most leadership experiences come from the corporate world so it was very valuable to be able to have this experience within the context of libraries. All of the group work (in particular the simulation game) were valuable to see & reflect on ways I contributed to a group and handled risk - I have thought about the "microdot of control". I learned about the unhealthy side of my leadership style - I learned I am much more in control of things than I thought, not necessarily of my environment but of my reactions to it. I learned how to plan for myself and take steps to get what I want out of my professional & personal goals - Soften up on stressing the small stuff. Pick your battles. Let go of what's out of your control - Enneagrams and networking with others

Feel I can make a difference. Given me a way to create goals for myself & co-workers - I came back stronger and found my voice. I am sharing more and requested more leadership roles. I would not have done this without NLLI - Talk of empowerment has got me thinking about how my staff can feel more empowered. Discussion of change has me hopeful for the future of our org. - Made me much more aware of my strengths/weakness & given me ideas to improve them - It will make me ask for more: clarifications, tasks and responsibilities, even if I was not successful with them the first time around - It will give me confidence, lets me see my leadership style is as legitimate & effective as any others - Will have a better understanding of what I can control vs what I can influence - Not much - Far more confident in my abilities - Will be able to recognize the types of personalities & adjust my leadership style accordingly - I have learned to see things different ways. I always thought I was pretty open & approachable and try hard to be. What I learned most was that I have different ways of dealing with different situations - Now that I know my strengths better, I can take a more confident approach to leadership. Also have better perspective of other people and events in my community - I am more confident as a leader, but the true impact will be how things affect my leadership skills going forward - I hope to be more assertive & focused with my ideas as well as pay more attention to my co-workers and how I can work better with them & their styles of leading - I recognize that other styles are not "wrong" or "less than". That helps when collaborating & coming to agreement with others. I have used John's statement "I am going to push back on that for a second..." in meetings & it has been a great way to prepare someone for my difference in opinion - I feel like I'm already better at understanding others' motivations and understanding how I can bring disparate ideas/people together for a common goal - I'm still figuring that out...It was good to go back to my notebook when thinking about this eval. I am working on trying to get away from my 'reformer-ness' to more of my secondary areas of motivator & enthusiast - Minimal

Thank you. I feel changed, positive influence on my life and career. Understand the need to have us in groups, but wanted to get to know other librarians, especially from my area of librarianship. You asked for feedback, but when it was given, you seemed to respond with criticism back and blame on the individual - Loved working in small groups, but could have benefited more by being with more similar librarians. Hard to discuss across so many platforms: academic, public, large, small, schools, etc. One group of large public librarians would have helped me more specifically – Thank you. It was a great experience - I thought J&B worked well together. The experience went smoothly - Five days is too long. Consider not doing enneagrams. Did not like being a number for 5 days. Main room too noisy for group work. Building too cold. Games at night were fun. It made many uncomfortable with the pace & amount of work with not much time - It is such an intense experience. It's something I will appreciate for years & years to come. Hopefully I will be able to give back & mentor for the institute - Thanks very much for the opportunity - There isn't a lot of opportunity for me to connect with academic & special librarians. Making connections at the institute opened my eyes to other paths in librarianship that I could explore. This experience motivated me to pursue further education & look for opportunities to lead outside of my organization - I'll admit I went in skeptical, but NLLI was a really powerful, eye-opening experience. I'd highly recommend it to anyone, but especially new/newer librarians -

**Central Community College
Program Review**

Academic Year: 2012-13Program: Library & Information ServicesSite: Columbus**I. Describe the Program Review Process**

Central Community College has been designated as the Nebraska community college which offers the Library and Information Services (LIS) program. It is offered as an online certificate, and students who wish to pursue further studies may receive an AA degree from any of the six Nebraska community colleges.

The program is designed to meet Nebraska Library Commission guidelines as well as transfer to the University of Nebraska-Omaha and Chadron State College, the two Nebraska institutions who offer undergraduate degrees in the library field. The program began in 2003 as the Library Technical Assistant program. It was designed by professional librarians throughout the state in cooperation with the Nebraska Library Commission (NLC). The original purpose of the previous Library Technical Assistant program was to help the NLC serve those employed or wishing to be employed in small rural Nebraska libraries. When Central Community College was designated the state-wide provider of the program, the program title was changed to Library and Information Services, the credit hour total was reduced from 24 to 18 credits, and it was articulated with the two Nebraska transfer institutions who offer undergraduate library programs. Two of the original instructors remain as program instructors. Each of the six courses is taught by a professional master's degree librarian, and each has been chosen to represent different kinds of libraries. Two are academic librarians, one at a large university, the other at a small college. One is a high school school librarian, two are public librarians, and the other is a special librarian in the health field.

The LIS program provides students with specialized courses directed at library work and includes coursework in the Foundations of Library and Information Services, Collection Development, Cataloging, Reference Services and Library Management. It also includes a final capstone semester working in a library under the supervision of a library director, to assimilate prior knowledge and apply that knowledge in a real-world setting.

In 2008 Central Community College was selected to administer the program, beginning in 2009-2010. Thus, in 2008 Central began reviewing the program in line with the Western Council Core Competencies. These competencies were based on an earlier set of competencies "Library Practitioner Core Competencies" developed by State Library continuing education coordinators, in order to develop a certification model. The competencies represent a consensus opinion about what is the essential knowledge, skills and ability for public library practitioners. Although the Western Council discontinued its certification program shortly after this assessment, the core competencies are no less relevant today. They describe knowledge and skill sets required for a competent performance as a library director/manager of a small, usually rural public library, one that is not part of a large library system. Application of these competencies would be at the practitioner, not professional, level and will vary, both with the individual, and with the size and complexity of the library and its community.

Thus, this review is for a program in existence for four years. The review involved administrator and library faculty input. The process involved analyzation of data regarding students as they progress through the program, awards received, and student performance and feedback.

II. Provide Evidence of Need, Demand, and Efficiency for the Program in Nebraska and at CCC**A. Graduates, Graduate Employment and Student Credit Hour Production**

**Table 1
Credential Awarded**

Degree/ Credential Awarded	2007-08	2008-09	2009-10	2010-11	2011-12	5-Year Average
AAS	NA	NA	NA	NA	NA	NA

Diploma	NA	NA	NA	NA	NA	NA
Certificate	NA	NA	4	10	5	6
Total Awards	NA	NA	4	10	5	6
# of Graduates	NA	NA	4	10	5	6

Table 2
Graduate Employment Report

	2007-08	2008-09	2009-10	2010-11	2011-12	5-Year Average
# of Graduates	NA	NA	4	10	NA	7
Survey Respondents	NA	NA	100%	80%	NA	90%
# Continuing Education	NA	NA	1	2	NA	1.5
# Available for Employment	NA	NA	3	8	NA	5.5
# Employed in Training Related Jobs	NA	NA	2	2	NA	2
# Employed in Non-Related Training Jobs	NA	NA	0	0	NA	0
% Employed in Training Related Jobs	NA	NA	50%	20%	NA	35%
% Employed & Continuing Education	NA	NA	75%	40%	NA	57.5%

Table 3
Student Credit Hours/FTE Faculty

	2007-08 Fall/Spring	2008-09 Fall/Spring	2009-10 Fall/Spring	2010-11 Full-Year	2011-12 Full-Year	5-Year Average
Student Credit Hours	NA	NA	321	331	366	339
Faculty FTE	NA	NA	.6	.59	.5	.56
Student Credit Hours Produced per Faculty FTE	NA	NA	193	195	183	190

B. Thresholds for Graduates and Student Credit Hour Production
The thresholds are 10 awards/275 credits/per faculty FTE.

C. Additional Requirements for Programs under the Thresholds
Award totals will fluctuate in this unique program. While the 2011-2012 total is 5 awards, there could be up to 15 in 2012-2013. It is an 18 credit certificate, and with only one or two courses offered per semester/summer on a systematic rotating basis, it takes four to five terms (fall/spring/summer) to complete (one year and a half to two years) at a minimum. Many students take longer to complete the program. It is

offered online state-wide by a totally adjunct faculty at a low cost. Those who receive the certificate have the option to enroll in an AA degree at any one of the six Nebraska community colleges.

D. Employer Needs:

Of the 779 public library staff participating in the state librarian certification program, 44% do not have a college degree although some have earned college credits. 25% have an undergraduate degree but not with credentials in library science.

Education Level	Number Certified	%
Level I – High school diploma or General Education Development (GED certificate)	178	23%
Level II – High school diploma or GED certificate and 60 semester hours of college credit	147	19%
Level II-L – At least 60 semester hours of college credit; with AA degree or Professional Certificate in Library Science	19	2%
Level III – Bachelor’s degree from an accredited college or university	191	25%
Level III-L – Bachelor’s degree from an accredited college or university, <i>and</i> that degree in Library Science; or another Bachelor’s degree, AA degree, or Professional Certificate in Library Science	30	4%
Level IV – Graduate degree from an accredited college or university	47	6%
Level IV-L – Graduate degree from an accredited college of university; and Bachelor’s degree, AA degree, or Professional Certificate in Library Science	5	1%
Level V – Graduate degree in library or information science from an institution of higher education accredited by the American Library Association	162	21%
Total	779	100%

In order for a Nebraska library to receive grant funding, it must employ a staff member who completes the state librarian certification program administered by the Nebraska Library Commission for accreditation purposes. In order to serve rural librarians who need this certification, a committee of librarians throughout the state originally developed the Library Technical Assistant curriculum. The LTA program was highly successful from a curriculum standpoint, but had no home college. Students had difficulty with student services such as financial aid and advising. Courses were offered on a semester and a quarter basis, and different Learning Management Systems were used by the different colleges. Beginning in 2009-10, Central Community College was designated as the state-wide administrator of the program. Today, the faculty and NLC continue to work together to make sure curriculum meets certification guidelines and remains current. Since this program is totally online, it serves anyone in Nebraska who has access to a computer, regardless of where they live.

E. Other Evidence:

The curriculum of the certificate builds skills that are essential to the growth and development of library personnel throughout Nebraska. The program includes: typical functions in libraries in today’s society; methods for collection assessment; library patron assessment and view of community demographics; current information resources and evaluation of credibility; marketing tools and resources available for all types of libraries; cataloging and processing terminology and policies; resources for continuing education, and professional organization networking contacts.

III. Assessment of Student Learning (2009-2012)

A. Brief Statement of Assessment of Student Learning Processes

The goal of the program is to have a 100% success rate (C or better in all courses) for students whose career goals are to work in a library. Even though this program is entirely online, the instructors communicate regularly, particularly if they find a student is struggling. The faculty develop methodologies to assist

students who are not doing well, and utilize the Student Progress Notification System to officially report students who are having difficulties.

B. Critical Findings of Assessment of Student Learning Processes

Student success rates in the LIS program as a whole are as follows:

2009-2010 – 85%

2010-2011 – 80%

2011-2012 – 88%

Fall 2012 – 88%

C. Actions Taken to Modify Learning Processes and Environment as a Result of Findings

The Central Community College instructors and administration meet face-to-face at least twice a year to discuss problems students are facing, ways to improve student success, new developments in the field, and curriculum improvement. They also discuss best practices they use in course work as well as optimal use of the college Learning Management System. Administrators share new college procedures and processes which affect instructors.

In addition, faculty and administrators meet at least once a year with the Nebraska Library Commission and University of Nebraska – Omaha, where most transfer students study following their AA degree. These meetings assist in curriculum development and serve as advisory meetings. Currently, the NLC provides scholarships to some of the students in the program, so discussion of student progress is added to the agenda during these meetings.

IV. Summary of Key Findings

A. Needs and Demand

With more than 200 public libraries across the state of Nebraska, many in small rural communities, there exists a continued need to provide education in the Library and Information Services area that is readily available, affordable, and flexible enough to allow students to work and take classes simultaneously. No other program on the certificate or Associate Degree level program exists in the state.

B. Assurance of Efficiency

All instructors are adjunct faculty in this all online program, so cost to the institution is minimal. Foundation and Capstone courses are offered each semester, so students can begin and end the program during any term (fall/spring/summer). The other courses are offered one time per year on a semester rotation. Additionally, all instructors hold a Master's Degree in Library Science, and are actively employed in different kinds of libraries: academic, high school, public, and special libraries. This gives students a breadth of exposure to different practices, and in the different types of institutions. The college supports the program administratively and provides technological assistance.

C. Avoidance of Unnecessary Duplication

Central Community College offers the only Library and Information Services certificate program in the state.

D. Centrality to the Role and Mission of the Public Institution

The mission of Central Community is to provide access to quality student-centered instruction and learning support systems for individuals desiring higher learning. The instructional and service priorities include: applied technology and occupational education; transfer education including general academic transfer programs; and public service. The LIS program encompasses these elements.

“Learning support systems” are mentioned as part of the mission of Central Community College, and libraries by their very definition are learning support systems. They provide one of the few free, democratic, opportunities for individual growth in our culture. By training practitioners to work in these environments, to understand the ethics of this service, and to evaluate and provide resources that will continue life-long learning, the college continues to model that mission.

E. Assessment of Student Learning

Assessment of student learning is an ongoing process. At least once a semester, courses, programs, and student success are evaluated with external advisory members.

- F. Provide a brief narrative analysis with rationale as to what should be done: (1) discontinue the program, (2) recommend that the Commission authorize continuation of the program, (3) direct the institution to initiate an in-depth review of the program, and/or (4) offer an alternative option.

It is recommended to authorize continuation of the program. By providing this curriculum, Central Community College has a singular status in the state for NLC certification for small rural librarians. The benefit reaches state-wide as evidenced by the residence of the students in the program. Additionally, the school benefits from association with other institutions involved in the collaboration and further refinement of the program, including the University of Nebraska at Omaha, Chadron State College and the Nebraska Library Commission.

- G. Rationale for Continuation if the Program is Below CCPE Thresholds (10 degrees/awards and 275 credits for vocational/technical programs).

This program is not a career and technical program, nor are the degree/award/credit thresholds appropriate. It offers only one type of award (certificate), it potentially could lead toward an AA degree, and the length of time to complete the program is typically two or more years. It serves a state-wide need expressed by the profession and transfers well to baccalaureate institutions who offer library programs.

Library Information Services Program

	Foundations of Library and Information Services	Reference Resources and Services	Collection Management	Organization of Information	Management of Library and Information Environments	Practicum
FOUNDATIONS						
Philosophy and Ethics						
1. Articulate the role of the public library	I					R
2. Protect the library user's right to privacy	I	R	R		R	R
3. Provide equal service to all community members	I	R			R	R
4. Ensure the right of people to access information	I	R		R	R	R
5. Encourage a free and open exchange of information and ideas	I	R	R		R	R
6. Ensure that personal biases do not interfere with the provision of services	I	R	R	R	R	R
7. Commit to intellectual freedom and explain the role of intellectual freedom in libraries	I		R		R	R
8. Commit to services for culturally diverse populations	I	R	R	R	R	R
Leadership						
1. Develop and promulgate a vision for library services	R	R			I	R
2. Build effective relationships with members of the library board, staff, and community	R				I	R
3. Manage conflict and emergency situations					I	R
4. Conduct effective meetings	I				R	R
5. Acquire new skills and knowledge, especially of trends affecting library services	R	R	R	R	I	R
6. Negotiate agreements			R	R	I	R
7. Use strategies to cope with stressful situations and to manage time effectively					I	R
8. Use professional strategies and methods to understand the needs of people		R	R		I	R
9. Make effective verbal presentations	R				I	R
10. Produce concise and effective written communication	R	R	R	R	I	R
11. Encourage and promote the active use of library services by all community members	R	R	R	R	I	R
12. Articulate the values and ethics of public librarianship expressed in the ALA Statement of Professional Ethics	I				R	R
13. Explain the principles of information literacy and the role of those principles in the public library	I	R			R	R
ADMINISTRATION						
Laws						
1. Understand the library's governing structure, the powers of its board, and its relationship to other government levels	R				I	R
2. Articulate the role of state, regional, and national professional organizations	R				I	R
3. Apply local, state, and national laws affecting the library	R				I	R
4. Apply state and national library standards	I	R	R	R	R	R

Library Information Services Program

	Foundations of Library and Information Services	Reference Resources and Services	Collection Management	Organization of Information	Management of Library and Information Environments	Practicum
Library Board						R
1. Identify the roles and responsibilities of the board and library director					I	R
2. Inform the board of matters affecting their authority and responsibility					I	R
3. Foster an effective and articulate board of trustees					I	R
4. Maintain frequent and open communication with the board					I	R
5. Encourage citizen interest in the board					I	R
Personnel						R
1. Comply with relevant state and federal laws pertaining to employment and personnel					I	R
2. Recruit, select, train, supervise, and evaluate paid and volunteer staff					I	R
3. Plan, implement, and encourage participation in staff development activities	R				I	R
Policies and Procedures						R
1. Implement and evaluate adopted policies	R	R	I	R	I	R
2. Review policy documents regularly and suggest revisions as needed			R	R	I	R
3. Identify when new policies and procedures are needed		R	I	R	I	R
4. Develop policies for consideration by the board for adoption	I	R	I	R	I	R
Finance and Funding						R
1. Implement accepted accounting practices and procedures, complying with state, local, and federal audit requirements					I	R
2. Develop, justify, negotiation, administer, and evaluate a budget, understanding the role of the board and other officials in these processes					I	R
3. Identify and seek potential additional resources of income, including grants					I	R
4. Apply appropriate processes to purchasing services and products			R	R	I	R
Facilities						R
1. Develop short and long-range facility plans	R				I	R
2. Modify the facility's layout to improve library service	R				I	R
3. Apply building and life safety codes in collaboration with appropriate officials	R				I	R

Library Information Services Program

	Foundations of Library and Information Services	Reference Resources and Services	Collection Management	Organization of Information	Management of Library and Information Environments	Practicum
Planning						R
1. Develop, implement, and evaluate short and long-range plans, with measurable objectives, based on community analysis, library information, and stakeholder involvement					I	R
2. Use standard assessment processes to measure performance and progress toward meeting goals and objectives					I	R
3. Compose regular reports to the board, other public officials, and the community regarding the library's progress					I	R
Partnerships						R
1. Participate in state library programs, cooperative information systems and networks	I	R	R	R	R	R
2. Initiate and maintain community contacts	I	R		R	R	R
3. Develop and maintain partnerships with other organizations, agencies and institutions	I	R	R	R	R	R
4. Develop library support groups such as Friends and a Foundation	R				I	R
Advocacy and Marketing						R
1. Promote the library's value, services, accomplishments and needs to library users, the community, and to funding agencies	R				I	R
2. Encourage Board and Friends to promote the library					I	R
3. Develop, implement, and evaluate a marketing plan, including media relations					I	R
SERVICES						R
Circulation						R
1. Apply basic concepts of organizing and controlling library materials			R	I		R
2. Operate the process of circulation, interlibrary loan, reserves, registration, shelving, and inventory functions			I	R	R	R
Readers Advisory						R
1. Determine the user's interest and reading level		R	I			R
2. Use standard resources about books and authors to recommend materials in all genres, subject areas, and formats		R	I			R

Library Information Services Program

	Foundations of Library and Information Services	Reference Resources and Services	Collection Management	Organization of Information	Management of Library and Information Environments	Practicum
Reference and Information Services						R
1. Determine the precise information needs of the user		I	R			R
2. Construct competent, complete, and appropriate search strategies		I				R
3. Select the appropriate resource to match the user's need		I	R			R
4. Follow up with the user to determine satisfaction		I				R
5. Instruct users in the use of information resources	R	I				R
6. Use available digital communication tools to communicate, learn, and discuss library issues and development	I	R	R	R	R	R
7. Show users how to operate library computers and equipment		I				R
8. Demonstrate efficient and effective use of the Internet	I	R	R	R	R	R
Adult and Children's Services						R
1. Plan, present, and evaluate library programs and services based on the interests, needs and abilities of the community	I	R	R	R	R	R
2. Use outside programming resources if appropriate	I				R	R
3. Cooperate with other community groups to enhance services	I	R			R	R
COLLECTIONS						R
Planning and Selection						R
1. Develop, implement, and evaluate a collection management plan, including budget goals			I			R
2. Develop and maintain collections based on community needs		R	I	R		R
3. Evaluate materials in all formats using appropriate review sources and select materials based on the collection management plan		R	I			R
4. Budget systematically for collection development			I		R	R
Acquisition						R
1. Establish procedures for ordering, receiving orders, resolving problems, and accounting			I	R		R
2. Establish procedure for handling serials, digital resources, alternative formats and special materials			I	R		R
Collection Maintenance						R
1. Use standard methods for evaluating materials for retention, replacement, rebinding, weeding and duplication			I			R
2. Evaluate options for repairing and/or replacing worn or damaged materials			I			R
3. Perform basic repair of materials of various formats			I	R		R

Library Information Services Program

	Foundations of Library and Information Services	Reference Resources and Services	Collection Management	Organization of Information	Management of Library and Information Environments	Practicum
TECHNICAL SERVICES						
Cataloging, Classification, Processing						
1. Maintain an accurate, current catalog of library materials				I		R
2. Use standardized sources of cataloging information for copy and original cataloging				I		R
3. Apply basic cataloging methodology				I		R
4. Apply appropriate methods and technique for physical preparation of all materials, including archives				I		R
Technology						
1. Operate computer hardware, software, and library equipment	I	R	R	R	R	R
2. Identify problems and seek appropriate resolution	I	R	R	R	R	R
3. Work with vendors to maintain equipment and to plan for upgrades or replacements	I		R	R	R	R
4. Apply privacy and copyright laws to the use of technology	R	R	I	R	R	R

I = Introduce concepts (Spend the most time on content)
 R = Review concepts (Review / Minor discussion)

Notes

Technology: Technology is integrated into all six Library and Information Services (LIS) courses to provide focus and context for hardware/software. An integrated approach moves LIS students beyond a basic knowledge level and requires students to learn/use/evaluate specific technologies relevant to concepts/experiences in each course. Moving to an application level better prepares students to transfer their skills to library and information environments.

Youth Services: Competencies for Youth Services librarianship are integrated into all six Library and Information Services (LIS) courses to address the personal, academic and information-seeking characteristics/needs of this particular patron group. Specific objectives addressing collections/resources, policies/procedures, programming/outreach, information literacy/research skills and current trends in youth services will be included in each course as appropriate.

Technologies Integrated into the Courses

Foundations of Library and Information Services	Reference Resources and Services	Collection Management	Organization of Information	Management of Library and Information Environments	Practicum
Online databases	Online databases	Online databases	Online databases	Online databases	Online databases
NetLibrary	NetLibrary	NetLibrary	NetLibrary		
Library Automation			Library Automation		
Search Engines	Search Engines	Search Engines			
Webconferencing					
Microsoft Office	WorldCat Microsoft Office OCLC	WorldCat Microsoft Office	WorldCat Microsoft Office OCLC	Microsoft Office	Technology specific to field site
Web 2.0 Tools Blogs, wikis, social networking sites	Web 2.0 Tools Blogs, wikis, social networking sites	Web 2.0 Tools Blogs, wikis, social networking sites		Web 2.0 Tools Blogs, wikis, social networking sites	

Grid represents a sampling of technologies currently used in coursework.