



*Promoting all libraries in Indiana and fostering
the professional growth of our members*

How Indiana's Libraries Advance and Support Educational and Workforce Outcomes

1. Education and Workforce supports

- a. Employers are desperate for applicants with basic skills that are developed in the library—whether the student aims to enter the workforce directly or higher education.
- b. School, academic and public librarians provide supports to teachers and faculty in planning curriculum aligned to standards, incorporating digital and print resources.
- c. Libraries and certified librarians are critical to helping students who are reluctant readers or English Language Learners (ELL). Some public libraries operate or staff adult literacy programs.
- d. The public library is often the first access to an email address that is required to apply for a job online. Job applicants hone their skills, develop a resume, apply online, complete initial testing, and sometimes even Skype an interview at the library.

2. Assessments and Test Preparation

- a. The INSPIRE databases, available to all Hoosiers, provide access to test prep courses and practice for college and military entrance exams and certification tests for high-need job areas of law enforcement, medical or nursing and computer skills.
- b. Libraries offer electronic tools and games to help practice for assessments, which is especially important for disadvantaged learners who may have language or socio-economic barriers.
- c. School librarians provide one-on-one support for students who need help in preparing for K-12 assessments, while Public librarians provide assistance with employment tests and also proctor many technical and higher education tests, often for distance learners.

3. Effective Instructors

- a. Making use of their master's degrees, Public librarians teach or host classes on literacy, basic computer and internet skills, job search, resume writing, interviewing skills, and many other skills.
- b. As certified teachers, School librarians serve as instructional coaches to fellow educators, helping them incorporate digital and print resources into the classroom more effectively and helping align their assignments and materials to the standards.

4. Access to Broadband and E-Government Services

- a. One in six Hoosiers lives in an area without broadband access. Many more cannot afford it. Libraries are critical to Hoosiers who live in poverty or on the edge of poverty, as today's citizens need access to the electronic tools to participate in society.
- b. Hoosiers rely on libraries to access e-government and essential online services, such as renewing a driver's license, paying property taxes, completing tax returns, applying for HIP, searching online for child care, checking a child's school grades online, and so much more.

Opportunities to Enhance the Role of Libraries in Education and Workforce Development

- **Workforce Development Strategy** – Public Libraries are often hidden and unrecognized partners in education and workforce development—from supporting early learners and their families to helping residents with skill development, job applications, distance education and more. Formal opportunities might include grants for adult literacy, collaborative partnerships, support services coordination, etc.
- **Every Student Succeeds Act** –If included in the State's plan, School librarians are allowable uses of funds in the professional development and school improvement strategies allowed under ESSA. School librarians may provide professional development of fellow educators, making cost effective use of limited taxpayer funds.