**Proposal for a Presentation at WCMC-Q Library Symposium- April 12 – 13, 2016**

**Session Title**: **Capacity building for Library support staff: Skills needed for Continuous**

**Professional Development.**

**Abstract**

Libraries depend on support staff for most of the day to day operations of the library including public services, cataloguing, acquisitions, serials management etc. This requires the staff to be well trained and up to speed with skills needed to get the job done. Not only do they need such skills, technological changes taking place in the world force them to re-tool and re-skill. The majority of library paraprofessionals in UAE and Qatar have not had any formal training in the field of library and information management. In countries where there is no institution taking on the responsibility of training library professionals, the need for training becomes even greater. Libraries have to take matters in their own hands and develop training programs for their employees. Such training can be provided as on the job training and or continuous professional development. Having support staff trained is beneficial to both the employee and the institution. The staff feel appreciated and are motivated to be even more productive, hence improving their ability to respond better to demands and challenges encountered in their daily work. The organization on the other hand benefits through having a stable and skilled workforce and getting the job done well. This allows librarians to engage in highly skilled responsibilities requiring MLIS or other higher library qualification.

The proposed presentation will discuss a continuous professional development training program that has been pursued at an institution in the Emirates and what has been learned from it. Future plans to sustain such programs will be presented and recommendations will be made for colleagues to implement.