

## From Curation to Creation: Building 21st Century Innovative Skills for Library Professionals

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**Abstract**-This study discusses the need for libraries to shift from a traditional role of curating information to a more innovative focus on creating new knowledge to remain relevant in the digital age. The study emphasizes the importance of building 21st century skills, such as critical thinking, creativity, and communication, for library innovation. It identifies challenges and opportunities associated with this shift, including resistance to change and lack of expertise, as well as opportunities for engagement, relevance, collaboration, and innovation. The study concludes by suggesting that libraries can address these challenges and leverage these opportunities by providing training and professional development, building partnerships, and experimenting with new programs and services. Overall, the study highlights the crucial role that libraries play in building 21st century skills and promoting innovation and creativity in their communities.

**Keywords:** Curation, Creation, 21<sup>st</sup> Century Skills, Changing Role of Libraries, Innovation, Challenges and Opportunities.

### I. Introduction

Libraries are institutions that collect, organize, and provide access to information resources for public use. They have been an important part of society for centuries, providing people with access to knowledge, education, and entertainment. In recent years, the role of libraries has evolved in response to changes in technology and society. Libraries are no longer just physical spaces for books and other materials, but also digital spaces for accessing information and engaging in learning and cultural activities. They are also increasingly becoming community centers, providing services such as job training, internet access, and social and cultural programs. Makerspaces not only take advantage of such openness to create opportunities for partnership, collaboration and creation but also becoming a means of future-proofing libraries to ensure that the library evolves along with advances in technology and changes in users' needs (Slatter, Howard, 2013 and Moorefield-Lang, 2015).

The term "21st century skills" refers to a set of competencies required for success in today's fast-paced, knowledge-based economy. Critical thinking, creativity, collaboration, communication, information literacy, media literacy, and digital literacy are examples of these skills. By enhancing these skills, library personnel can better understand and respond to the needs and interests of their communities, as well as develop innovative services and programs to meet those needs. Furthermore, developing 21st-century skills can assist library staff in embracing new technologies and tools such as virtual and augmented reality, artificial intelligence, and data analytics, as well as exploring new ways of delivering services and engaging with users.

Libraries can remain relevant and effective in the twenty-first century by shifting from curation to creation, providing valuable resources and services that meet the changing needs and expectations of their communities. This necessitates libraries being adaptable, responsive, and flexible to new

technologies and trends, as well as embracing a culture of creativity, innovation, and collaboration. Besides that, libraries can use their information literacy expertise to help users become knowledge creators themselves by teaching them how to evaluate sources, conduct research, and present their findings in compelling ways.

## **II Related Literature**

In the 21st century, libraries are increasingly being called upon to play a role in promoting innovation and creativity. As a result, there has been a growing interest in exploring how libraries can build 21st century skills that support these goals. This review of literature presents a collection of resources that address various aspects of building 21st century skills for library innovation.

Librarians can play a key role in fostering innovation and creativity in their communities by shifting from a focus on curation to a focus on creation. Smith (2016) provides examples of how libraries can facilitate creativity and innovation through makerspaces, digital storytelling, and other hands-on learning opportunities. The changing role of librarians and the importance of developing new skills to meet the needs of digital-age users are taking place. Cooper (2017) highlights the need for librarians to move beyond traditional roles of curating and managing resources to become creators and innovators. Academic libraries to develop 21st century skills among staff and patrons is essential to fulfill changing user's needs. Armstrong (2018) highlights the importance of collaboration, digital literacy, and creative thinking in library innovation, and provides examples of successful programs and initiatives in academic libraries that support these skills. The importance of building an innovation culture in libraries and how it can be achieved is crucial in 21<sup>st</sup> century. Saldana (2019) discusses the need for libraries to be flexible and adaptable in the face of changing technologies and user needs and provides examples of successful innovation initiatives in libraries. Approach to building innovation skills is through the promotion of digital creativity. Amelung (2019) argues that libraries can foster digital creativity by providing access to digital tools and resources and by promoting collaboration among patrons. This approach can

lead to the development of new and innovative projects and ideas. Another approach is through the development of digital curation skills. Hecker (2020) suggests that librarians can expand their role to become digital curators, who collect, organize, and preserve digital resources. This approach helps to ensure that valuable digital resources are available for use by current and future generations. Makerspaces are another tool that libraries can use to promote innovation and creativity. Hollister and Schmidt (2020) argue that makerspaces offer opportunities for patrons to engage in hands-on learning and to develop new skills. This approach can lead to the creation of new and innovative projects and ideas.

Instructional design is also an important aspect of building 21st century skills for library innovation. Lovejoy and Walther (2021) suggest that librarians can use digital curation skills to design engaging and meaningful online learning experiences for patrons. Digital scholarship is also an important aspect of building 21st century skills for library innovation. Wu (2021) notes that libraries can play a key role in supporting digital scholarship by providing access to digital tools and resources, as well as by promoting collaboration and innovation among scholars. Professional development is also key to building 21st century skills for library innovation. Secker (2022) emphasizes the importance of providing ongoing training and support to library staff, particularly in digital skills. Study examines the shift from traditional library roles focused on curation to modern roles that prioritize creation and innovation. Vinturella and Birkett (2022) explore the skills and competencies required of librarians in this new landscape and identify areas where professional development may be necessary. Study discusses the importance of designing and implementing training programs to develop digital skills and competencies for library workers, including the ability to create and curate digital content. Shanks and Pannabecker (2022) explore strategies for designing effective training programs and the role of professional development in supporting the acquisition of new skills. explore the creation of makerspaces in academic libraries to encourage digital creation and innovation. Thompson and Butson (2022) discuss the importance of providing space and

resources for library patrons to engage in creative digital activities and the role of librarians in supporting these efforts.

This review of literature highlights the importance of building 21st century skills for library innovation. The resources presented here suggest a variety of approaches, including digital creativity, digital curation, makerspaces, instructional design, professional development, and digital scholarship. By developing these skills, libraries can remain relevant and effective in meeting the needs of patrons in the digital age.

### III. The Changing Role of Libraries

#### A. Libraries: From repositories to centers of innovation.

Libraries have come a long way since their humble beginnings as book and resource repositories. They have evolved over time into dynamic centres of learning and innovation, serving as crossroads for educational, cultural, and technological advancement. The proliferation of digital technology and the internet has been a key driver of this evolution. Libraries today are outfitted with cutting-edge technology and software, giving patrons access to a vast array of online resources, databases, and e-books. These digital resources enable libraries to provide a more diverse and comprehensive collection of materials, while also allowing patrons to access information from virtually any location on the planet.

The shift towards lifelong learning and community engagement has also been an important factor in the evolution of libraries. Libraries now not only provide information, but also a variety of educational programs, workshops, and classes. From basic literacy and job skills to advanced training in specialised fields, these programs cover a wide range of topics. Many libraries also function as community hubs, hosting cultural events, exhibitions, and other activities that encourage social and intellectual engagement.

Finally, libraries have evolved into innovation hotspots, encouraging the development of new ideas and technologies. Many libraries now provide makerspaces and other resources to entrepreneurs, inventors, and other creative professionals so that they can experiment, collaborate, and bring their ideas to life. Libraries

are also becoming more involved in digital inclusion initiatives, such as providing underprivileged communities with access to technology and training.

#### B. Libraries: Embracing change for relevance.

Libraries have been traditionally seen as repositories of books and other physical materials. However, in today's digital age, libraries need to be at the forefront of technological and social change to continue to be relevant to their communities. Here are some arguments to support this statement:

1. **Meeting the changing needs of patrons:** The needs and expectations of library patrons change as society evolves. People nowadays want easy access to a variety of digital resources, such as e-books, databases, and other online tools. Libraries can meet the changing needs of their patrons and remain a relevant resource by embracing technology and staying up to date with the latest innovations.

2. **Providing equitable access to information:** A critical role in ensuring equal access to information. Libraries can help bridge the digital divide and provide access to information to all members of their communities by embracing technology and offering a variety of digital resources and services.

3. **Fostering innovation and creativity:** Libraries can serve as innovation hotspots, providing resources and assistance to entrepreneurs, inventors, and other creative professionals. Libraries can foster innovation and creativity by remaining at the forefront of technological and social change, thereby contributing to economic growth and cultural development in their communities.

4. **Staying competitive:** Libraries must remain competitive in order to remain relevant in a world where information is increasingly accessible through digital channels. By embracing technology and staying current on the latest trends, libraries can provide a variety of services and resources that are not available elsewhere, helping to distinguish them from other information providers.

5. **Engaging with the community:** Libraries are an important part of many communities because they provide a place for people to gather,

learn, and interact with one another. Libraries can continue to be a hub for community engagement and social interaction by embracing technology and staying on the cutting edge of social change.

**IV. Curation vs Creation**

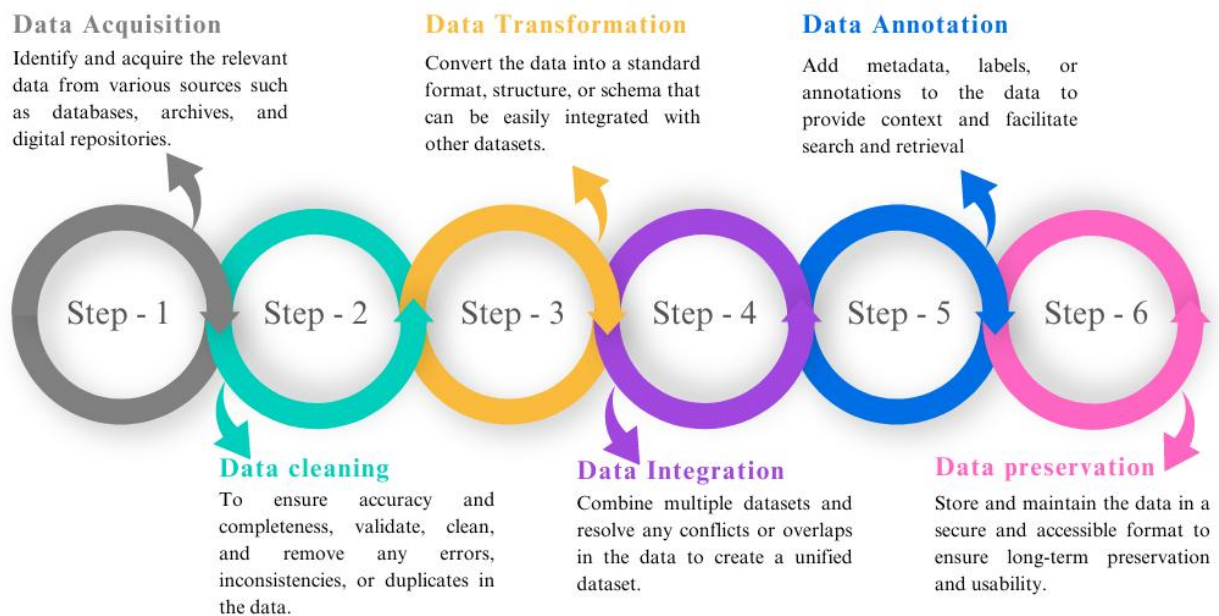
Curation and creation are two approaches to content creation and management. Curation entails selecting and organising existing content from various sources, whereas creation entails creating new content from scratch. Both approaches have advantages and can be used in different situations.

**A. Curation:**

Curation is the process of locating, evaluating, and selecting relevant content from a variety of sources, then organising and presenting it in a meaningful and coherent manner. When there is a large amount of existing content and it is important to identify the most relevant and high-quality material, this approach can be useful. Curation can save time and resources while also providing a valuable service to readers who may not have the time or expertise to sift through large amounts of content on their own.

The following are the typical steps involved in data curation.

Figure – 1



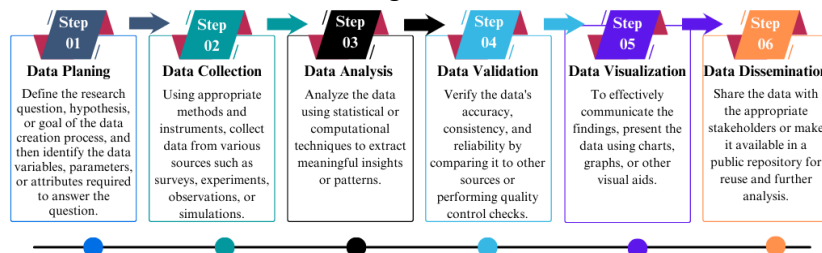
**B. Creation:**

On the other hand, creation entails creating new content from scratch, whether it is written, visual, or audio. This method is useful when it is necessary to provide unique, original content that cannot be found elsewhere. Creation gives you

more control over your content and can help you establish a unique voice or brand identity. Creation, on the other hand, can be time-consuming and resource-intensive, necessitating a significant investment of time, talent, and resources.

The following are the typical steps involved in data creation.

Figure – 2



Both curation and creation can be useful in a variety of contexts and for a variety of purposes. In many cases, a hybrid approach with curated content supplemented by original content may be ideal. Finally, the decision between curation and creation will be influenced by factors such as available resources, project goals, and the needs of the target audience.

**a. Libraries' traditional role: Information curators.**

Libraries' traditional role has been to serve as information curators, which involves the selection, acquisition, organisation, preservation, and dissemination of knowledge and information. Libraries have traditionally been viewed as repositories of carefully selected and organised books, journals, and other materials that provide access to authoritative information for educational, cultural, and research purposes.

Libraries, as information curators, play an important role in ensuring that the information they provide is accurate, reliable, and up to date. This implies a rigorous process of selecting materials based on their quality, relevance, and authority, as well as organising them in a way that makes them easy to access and use. Libraries also play an important role in the preservation of cultural heritage and the preservation of important works of literature, history, and science for future generations. This includes both the physical preservation of materials like books and manuscripts and the digitization and preservation of digital materials like electronic journals and databases. Apart from these core functions, libraries offer a variety of services and resources to support research, teaching, and learning. Reference services, interlibrary loan, library instruction, and access to specialised databases and other research tools are examples.

Overall, libraries' traditional role as information curators remains critical in today's digital age, even as libraries' services and resources have expanded to include a wide range of digital and multimedia materials. Libraries play an important role in promoting lifelong learning, intellectual freedom, and the advancement of knowledge and culture by continuing to serve as trusted sources of information and knowledge.

**b. The importance of creation in a knowledge-based economy**

In a knowledge-based economy, where innovation and creativity are essential drivers of economic growth and competitiveness, creation is of utmost importance. The creation of new products, services, and ideas is essential for businesses, organizations, and individuals to stay ahead of the competition and succeed in the marketplace.

Creation involves the development of new ideas, products, services, and processes, often by combining existing knowledge and information in innovative ways. This may involve research and development, experimentation, and the application of specialized skills and knowledge.

In a knowledge-based economy, the importance of creation can be seen in several ways:

1. **Driving innovation and growth:**In a knowledge-based economy, businesses and organisations must innovate to remain competitive and grow. The development of new ideas and solutions that can assist businesses and organisations in addressing new challenges and seizing new opportunities is a key driver of innovation.

2. **Creating new jobs and industries:**The development of new industries and the creation of new jobs can also result from creation. Businesses and entrepreneurs can create new markets and opportunities for growth by developing new products and services, resulting in increased employment and economic activity.

3. **Enhancing productivity and efficiency:**New ideas and processes can help businesses and organisations streamline operations and reduce costs, which can lead to increased productivity and efficiency. Businesses and organisations can improve their competitiveness and profitability by developing new products and services that are more efficient or effective than existing ones.

4. **Encouraging lifelong learning:**Creation also promotes lifelong learning because it necessitates individuals acquiring new knowledge and skills on a continuous basis in order to develop new ideas and solutions. This emphasis on ongoing learning and skill development is critical in a knowledge-based economy where change occurs

quickly and individuals must be able to adapt to new challenges and opportunities.

In a knowledge-based economy, creation is critical because it drives innovation, creates new industries and jobs, boosts productivity and efficiency, and encourages lifelong learning. Businesses, organisations, and individuals can stay ahead of the curve and succeed in a rapidly changing marketplace by cultivating a culture of creativity and innovation.

**c. Libraries must transition from curators of information to active creators of new knowledge to remain relevant.**

While the traditional role of libraries as curators of information remains essential, there is no denying the fact that the rapid pace of technological change and the abundance of digital information has created a need for libraries to evolve and adapt to remain relevant in today's knowledge economy. One way that libraries can do this is by shifting from a focus on curation to a focus on creation.

As creators of new knowledge, libraries can play a vital role in driving innovation and promoting lifelong learning in their communities. This can involve a range of activities, such as:

1. **Collaborating with researchers and educators:**Libraries can help to create new knowledge by collaborating with researchers and educators, providing access to specialised resources and expertise, and encouraging collaboration and knowledge sharing..

2. **Developing new programs and services:**Libraries can also generate new knowledge by developing innovative programs and services that address emerging community needs and trends. Libraries, for example, may create new programs centred on digital literacy, entrepreneurship, or community engagement.

3. **Conducting research and scholarship:**Libraries can also help to create new knowledge through their own research and scholarship. This could include conducting original research, publishing scholarly articles and books, or giving presentations at conferences and other professional gatherings.

4. **Creating new digital resources:**Libraries can create new digital resources, such as online databases, e-books, and multimedia resources, in

addition to physical materials, to provide access to a wide range of information and knowledge.

Libraries can play a more active role in driving innovation and promoting lifelong learning in their communities by shifting from being curators of information to creators of new knowledge. This shift may also assist libraries in remaining relevant in a rapidly changing knowledge economy in which the ability to create new knowledge and innovate is critical for success.

**V. Building 21st Century Skills**

**A. Key skills of 21st century that are essential for library innovation.**

Certain skills have become increasingly important for library innovation as libraries evolve and adapt to the changing needs of their communities. Here are some critical 21st century skills for libraries looking to innovate and stay relevant:

1. **Critical thinking:**In an age of information overload, the ability to critically evaluate and analyse information is critical. Libraries must be able to assist their patrons in navigating complex and frequently contradictory sources of information, as well as in thinking critically about the information they encounter.

2. **Creativity:**Creativity is essential for library innovation because it entails the ability to generate new ideas and solutions that respond to emerging community needs and trends. Libraries must be capable of creating new programs, services, and resources that engage and inspire their users.

3. **Communication:**Effective communication is essential for library innovation because it requires the ability to share ideas, collaborate with others, and establish partnerships and networks. Libraries must be able to communicate the value of their services to stakeholders and maintain strong relationships with their communities.

4. **Technology literacy:**Libraries must be able to effectively leverage technology to deliver services and resources to their patrons in a rapidly changing technological landscape. This necessitates a high level of technological literacy as well as the ability to keep up with emerging technologies and trends.

5. **Adaptability:**Libraries must be able to respond quickly to changing community needs and trends, as well as changes in the broader

economic, social, and technological landscape. This necessitates a high level of adaptability, as well as a willingness to embrace change and innovation.

6. **Collaboration:**Collaboration is critical for library innovation because it requires the ability to collaborate with others to develop new ideas, programs, and services. Libraries must be able to form alliances and networks with other organisations and stakeholders, as well as encourage patron collaboration.

7. **Media Literacy:**Media literacy is an important skill that libraries should promote among their patrons. Libraries, as trusted sources of information, can assist individuals in becoming more discerning and critical consumers of media content.

8. **Networking:**Networking is an important skill for libraries to promote among their patrons in the twenty-first century. With the world becoming more interconnected, networking has become an essential tool for personal and professional success.

9. **Leadership:** Leadership abilities are necessary for libraries in the twenty-first century to thrive and effectively serve their communities. With the information landscape changing at such a rapid pace, libraries require leaders who can adapt to new challenges and inspire their staff and patrons to innovate and explore new opportunities.

10. **Social Responsibility:**Libraries have an important social responsibility in the twenty-first century to serve their communities in meaningful and impactful ways. Libraries, as trusted sources of information and resources, can shape public opinion and influence social change.

11. **Flexibility:**Libraries in the twenty-first century must be adaptable to a rapidly changing information landscape and shifting community needs. Libraries that can adapt quickly and respond to changing circumstances are better positioned to serve their communities.

12. **Problem-Solving:**Libraries in the twenty-first century face a variety of complex challenges related to technology, information management, and community needs, making problem-solving a critical skill. Libraries that can effectively solve problems are better positioned to serve their communities and achieve their objectives.

13. **Productivity:** Productivity is an important skill for libraries in the twenty-first century, as they face increasing demands for services and resources while managing limited budgets and staff resources. Libraries that can increase their productivity are better able to serve their communities and achieve their goals.

These critical 21st-century skills are critical for libraries looking to innovate and remain relevant in a rapidly changing knowledge economy. Libraries can help to drive innovation and promote lifelong learning in their communities by fostering a culture of critical thinking, creativity, communication, technology literacy, adaptability, and collaboration.

#### **B. Libraries can promote the development of these skills among their staff and patrons.**

Libraries can play a significant role in promoting the development of 21st century skills among their staff and patrons. Here are some ways libraries can promote the development of these skills:

1. **Provide training and professional development:**Provide training and professional development: Libraries can provide staff and patrons with training and professional development opportunities to help them develop the skills they require. Workshops on critical thinking, creativity, communication, technology literacy, adaptability, and collaboration may be included, as well as opportunities to learn new skills through on-the-job training, mentoring, and coaching.

2. **Offer resources and tools:**Libraries can offer resources and tools to help staff and patrons develop their skills. For example, libraries can offer access to online courses, tutorials, and webinars, as well as tools and software for learning and experimentation.

3. **Foster a culture of learning:**Libraries can foster a learning culture that encourages staff and patrons to learn new skills and experiment with new ideas. This could include providing opportunities for staff and patrons to share their knowledge and expertise, encouraging experimentation and risk-taking, and promoting a growth mindset.

4. **Build partnerships and networks:**To promote the development of 21st century skills, libraries can form alliances and networks with other organisations and stakeholders.

Collaboration with schools and universities to develop joint programs and resources, collaboration with community organisations to address local social and economic issues, or collaboration with other libraries to share knowledge and resources are some examples.

5. **Incorporate skills development into programs and services:** Libraries can incorporate 21st-century skill development into their programs and services. Libraries, for example, can host workshops and provide resources on critical thinking, creativity, communication, technology literacy, adaptability, and collaboration, or they can create programs and services that encourage experimentation and skill development.

Libraries can help to build a more resilient and innovative knowledge economy, as well as foster lifelong learning and engagement in their communities, by encouraging the development of 21st century skills among their staff and patrons.

## VI. Challenges and Opportunities

The shift from curation to creation presents both challenges and opportunities for libraries in developing 21st-century innovation skills. Here are some of the most important challenges and opportunities:

### A. Challenges:

Libraries face several challenges in building 21st century skills, both for their staff and for the communities they serve. Here are some of the key challenges:

#### The challenges libraries face in building 21st century skills.

1. **Funding:** Funding is one of the most significant challenges that libraries face. Obtaining the resources needed to develop programs and initiatives to promote 21st century skills can be difficult.

2. **Resistance to change:** Some library employees may be resistant to change and wary of adopting new technologies or approaches. It can be difficult to change an organization's culture and ensure that all employees are on board.

3. **Lack of training:** Many library employees may lack the necessary training to effectively teach 21st century skills. It can be challenging to provide staff with the necessary training to become effective instructors.

4. **Artificial Intelligence (AI):** AI is increasingly being used in libraries to automate tasks, improve user experience, and personalize services. However, there are concerns about the ethical application of AI, such as privacy, bias, and accountability.

5. **Cybersecurity:** Libraries are facing new cybersecurity challenges as they increasingly rely on technology to deliver services and manage data. Libraries must implement strong security measures to protect their systems and user data.

6. **Information overload:** Users may feel overwhelmed and struggle to find relevant information due to the vast amount of information available online. Libraries must find new and effective ways to curate and present information to their users.

7. **Digital divide:** While the shift to digital resources and services opens up new possibilities, it also creates a divide between those who have access to digital technologies and those who do not. Libraries must find ways to bridge this gap and ensure that their services are available to all members of their community.

8. **Intellectual freedom:** As libraries become more involved in content creation and distribution, they must uphold intellectual freedom principles and ensure that all points of view are represented in their collections and services.

9. **Sustainability:** Libraries must develop long-term, financially, and environmentally sustainable services and resources.

10. **User adoption:** Libraries may face difficulties in convincing their users to adopt and engage with new creation-focused services and resources, especially if they are used to traditional curation-focused services. mentally.

Libraries face significant challenges as they transition from curation to creation, but by addressing these challenges, they can develop the 21st-century skills required to innovate and stay relevant in a rapidly changing digital landscape.

### B. Opportunities

The shift from curation to creation presents numerous opportunities for libraries to develop 21st-century innovation skills. Among these opportunities are:

1. **Collaboration:** Collaboration provides libraries with an important opportunity to promote

21st century skills. Libraries can broaden their reach and offer a broader range of resources and programs by collaborating with schools, businesses, and community organisations.

2. **New Technologies:**Libraries can use new technologies like virtual and augmented reality to create engaging and innovative programs that promote 21st-century skills.

3. **Social Change:**By promoting 21st century skills, libraries have the potential to drive social change. Libraries can empower people to make positive changes in their lives and communities by providing resources and programs that help them develop these skills.

4. **Digital Literacy:**Libraries can have a significant impact in promoting digital literacy, which is a necessary skill in the twenty-first century. Libraries can help bridge the digital divide and ensure equal access to information by providing access to technology and programs that teach digital literacy.

5. **Expanded Reach:**Libraries can reach new audiences and serve existing users in new and innovative ways by embracing digital technologies and creation-focused services.

6. **Increased Relevance:**Libraries can remain relevant and important community resources by developing services and resources that meet the needs of their communities in the digital age.

7. **New Partnerships:**The transition from curation to creation opens new avenues for collaboration with local organisations and businesses, as well as other libraries and institutions.

8. **Innovation:**The shift to creation-focused services encourages libraries to be more innovative and creative in their service to their communities.

9. **Empowerment:**Libraries can empower their users to share their own stories, perspectives, and ideas by providing resources and support for content creation.

10. **Community Building:**Libraries can foster a sense of community and bring people together around shared interests and goals by providing collaborative spaces and resources.

11. **Enhanced Community Engagement:**Libraries can use creation-focused services to promote active learning and creativity,

as well as increased community engagement and involvement.

12. **Skills Development:**Users of creation-focused services may be able to learn new skills such as digital literacy, multimedia production, and coding.

13. **Enhanced User Experience:**Creation-focused services can assist libraries in providing a more engaging and personalized user experience by tailoring services to individual users' specific needs and interests.

14. **Access to New Resources:**Users of creation-focused services may gain access to new resources, such as digital media production tools, that are not otherwise available in the community.

15. **Providing Access to Technology and Resources:**Libraries can provide community members with access to technology and resources that may not be available to everyone, such as high-speed internet, software programs, and multimedia production tools.

16. **Offering Training and Support:**Libraries can offer training and support to help members of the community learn new skills such as digital literacy, coding, and multimedia production. One-on-one instruction, workshops, and online resources are all possibilities.

17. **Facilitating Collaboration and Innovation:**Libraries can serve as hubs for collaboration and innovation, bringing together members of the community with diverse skills and interests to work on projects and solve problems.

18. **Promoting Lifelong Learning:**Libraries can encourage lifelong learning and continuous skill development by providing a diverse range of programs and resources for students of all ages and backgrounds.

19. **Fostering Community Engagement:**Libraries can help foster community engagement and involvement by offering creation-focused services that allow members of the community to share their knowledge, skills, and experiences with others.

20. **Advocating for Technology and Digital Literacy:**Libraries can advocate for more investment in technology and digital literacy programs at the local and national levels, ensuring that everyone in the community has access to the

tools and resources they need to succeed in the digital age.

The shift from curation to creation presents many exciting opportunities for libraries to develop 21st century skills and to serve their communities in new and innovative ways.

#### **VII. Successful Library Innovation Initiatives.**

Libraries have long been an important part of education and knowledge sharing in communities worldwide. Libraries have become even more important as technology has rapidly changed the way we access information and learn new skills in the twenty-first century. Many libraries have implemented successful innovation initiatives as a result of developing 21st-century skills in response to these changes.

1. **The Brooklyn Public Library - "Telestory program"** (<https://www.bklynlibrary.org/outreach/justice-initiatives/telestory>): This program connects incarcerated parents with their children for Storytime via videoconferencing technology. To manage the technology and facilitate the Storytime sessions, the program requires staff with strong digital literacy skills.
2. **The Chicago Public Library - "YOUmedia program"** (<https://www.chipublib.org/programs-and-partnerships/youmedia/>): This program offers teens the opportunity to create and produce digital media. Staff with multimedia production and digital literacy skills are required to run this program and assist teens in developing 21st century skills.
3. **The Charlotte Mecklenburg Library - "Idea Box program"** (<https://charlotte.axios.com/61752/charlotte-mecklenburg-libraries-makerspace/>): This program provides a makerspace for community members to work on collaborative and creative projects. The library provides access to tools and resources, as well as assistance from staff who are knowledgeable about 3D printing, laser cutting, and robotics.
4. **The New York Public Library - "TechConnect program"** (<https://www.nypl.org/techconnect>): This program provides free classes and one-on-one sessions to help members of the community develop digital literacy skills. Staff with expertise in computer basics, social media, and

coding are required to run this program and assist community members in developing new skills.

5. **The Berks County Public Library - "Library of Things"** (<https://www.berkslibraries.org/ebooks-more/library-of-things>): This program provides a place for patrons to borrow unusual items such as musical instruments, board games, and gardening equipment. The concept behind the Library of Things is to provide library patrons with access to a diverse range of non-traditional items that they may require but may not want to purchase themselves.
6. **The Seattle Public Library - "Library to Business program"** (<https://www.spl.org/programs-and-services/business>): This program offers resources and support to entrepreneurs and small business owners, such as workshops and one-on-one assistance from staff with expertise in areas such as market research, business planning, and intellectual property.
7. **Madison Public Library - "Bubblr program"** (<https://www.madisonpubliclibrary.org/reading-and-viewing/insider/bubblr>): This program provides dedicated creative and innovative spaces, such as music and art studios. In addition, there is a program that provides a variety of maker-focused workshops and classes for people of all ages.
8. **The San Francisco Public Library - "Bridge at Main"** (<https://sfpl.org/locations/main-library/bridge-main-5th-floor/bridge-sfpl-live-online-learning>): This program makes technology more accessible to all patrons by providing assistive technology tools and equipment, such as screen readers and magnifiers.
9. **The New York Public Library - "Code.org program"** (<https://code.org/>): This program is offering coding and robotics programs for children and teens to develop their skills in computer science and engineering.
10. **The Seattle Public Library - "Virtual Reality Check-Out"** (<https://www.vrtality.org/>): This program incorporates virtual reality (VR) technology into their collections in order to provide patrons with immersive learning experiences, as well as this program, which allows patrons to borrow VR equipment and explore virtual environments.

11. **The Los Angeles Public Library - "Workforce Development"** (<https://www.lapl.org/stable-living/resource-centers/job-and-career-center-worksource-portal-central-library>): This program provides adult learners with classes and workshops on a variety of topics such as financial literacy, job skills, and language learning.

12. **The Ferguson Library in Stamford – "Library-led publishing"** (<https://ferg.na.iiivega.com/search?searchType=everything&query=library-led-publishing>): This program uses the library's expertise and resources to help them become publishers. This programme, for example, established their own publishing imprint, Ferguson Press, which publishes books by local authors.

These initiatives demonstrate how libraries can use the 21st century skills of their staff to provide innovative and valuable programs and services to their communities. Libraries can position themselves as leaders in promoting lifelong learning, creativity, and innovation by developing and investing in these skills.

#### **VIII. Conclusion**

The study highlights the need for libraries to adapt to the digital age by shifting their focus from curating information to creating new knowledge, using essential 21st century skills like critical thinking, creativity, and communication. This shift presents challenges such as resistance to change and resource constraints, but also opportunities such as engagement, relevance, collaboration, and innovation. To stay relevant, libraries must invest in developing these skills and take a leadership role in promoting innovation and creativity. By doing so, libraries can equip their staff and patrons with the tools they need to thrive in a rapidly changing world and provide access to information for all. Building 21st century skills is crucial for library innovation and enables libraries to remain responsive to the changing needs of their communities, promoting lifelong learning. The study concludes by suggesting ways for libraries to address challenges and leverage opportunities, including providing training and professional development, building partnerships, and experimenting with new programs and services.

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