Data Professionals' Training Challenges in Workplace Environments

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INTRODUCTION
Data Professionals need to develop, though they face challenges
## Methodology

<table>
<thead>
<tr>
<th>SN</th>
<th>Position</th>
<th>Sector</th>
<th>Gender</th>
<th>Age Bracket</th>
<th>Training Conditions</th>
<th>Years of Training</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Lecturer</td>
<td>Academic</td>
<td>M</td>
<td>60–64</td>
<td>Workplace training</td>
<td>40 years</td>
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<td>2</td>
<td>Lecturer</td>
<td>Academic</td>
<td>F</td>
<td>35-39</td>
<td>Self/workplace training/parental sponsorship</td>
<td>8 years</td>
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<td>3</td>
<td>University Librarian</td>
<td>Academic</td>
<td>F</td>
<td>60–64</td>
<td>Self/workplace training/parental sponsorship</td>
<td>36 years</td>
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<tr>
<td>4</td>
<td>University Librarian</td>
<td>Academic</td>
<td>M</td>
<td>45-49</td>
<td>Self/workplace training/parental sponsorship</td>
<td>20 years</td>
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<tr>
<td>5</td>
<td>Director</td>
<td>Public</td>
<td>M</td>
<td>45-49</td>
<td>Self/workplace training/parental sponsorship</td>
<td>18 years</td>
</tr>
<tr>
<td>6</td>
<td>Director</td>
<td>Cultural Heritage Institution</td>
<td>F</td>
<td>50-54</td>
<td>Self/workplace training/parental sponsorship</td>
<td>20 years</td>
</tr>
<tr>
<td>7</td>
<td>Archivist</td>
<td>Cultural Heritage Institution</td>
<td>M</td>
<td>50-54</td>
<td>Self/workplace training</td>
<td>13 years</td>
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<tr>
<td>8</td>
<td>Digital Librarian</td>
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<td>F</td>
<td>40-44</td>
<td>Self/workplace training/parental sponsorship</td>
<td>10 years</td>
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<tr>
<td>9</td>
<td>Systems Analyst</td>
<td>Public</td>
<td>F</td>
<td>35–39</td>
<td>Self/workplace training</td>
<td>6 years</td>
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<tr>
<td>10</td>
<td>Researcher</td>
<td>Public</td>
<td>F</td>
<td>35-39</td>
<td>Self/workplace training/parental sponsorship</td>
<td>5 years</td>
</tr>
</tbody>
</table>
CHALLENGES FACED
Challenges

😊 Funding the training
😊 Getting adequate infrastructure to work with after training.
😊 Bosses or colleagues not understanding the drive to get more training.
😊 Understanding the technicalities of the new knowledge.
😊 Knowing the source of training opportunities
😊 Hard time lobbying to be given release to go for training.
😊 For online training, synchronizing time of training.
Solutions to the Challenges

😊 Sourcing for sponsorship or saving to meet costs.
😊 Using social media to seek for training opportunities.
😊 Showcasing results of training to colleagues to prove your worth.
😊 Reading up to meet training challenges in grey areas.
😊 Learning lobbying skills or how to play organizational politics.
😊 Acquiring grant seeking skills.
😊 Move ahead of the human and material obstacles.
😊 Politicize issues if necessary.
😊 Make personal sacrifices - time, money etc.
What more to do?

* Data professionals should be motivated in cash and kind

* Professional Associations should occasionally give global training free of charge to encourage their members

* Trainers should train others.

* Social media to be used to get word about training.

* Institutional mentoring is desirable to enhance training of professionals.

* Professional Associations (e.g. The Nigerian Library Association) have to come up with better ways to mentor data professionals.

* Data professionals should invest in themselves.
Going forward...?

"Use constructive arrogance"
Learn, Re-learn, Un-learn!
CONCLUSION
Going Forward...
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