

MAPPING AVAILABLE RESOURCES TO JOB COMPETENCIES USED AT THE OHIO OFFICE OF BUDGET AND MANAGEMENT (OBM)

Highlighting freely accessible and relevant professional development resources from the State Library collection and other sources to OBM employees

OBJECTIVE(S)

TO CURATE AND CREATE STATE LIBRARY TOPIC GUIDES FOR OBM STAFF

- To showcase to all OBM employees (union and non-union) the books, online courses, databases, and other skill building and information resources which are freely available via the State Library of Ohio.
- To ensure the listed resources are relevant by aligning each topic guide to competencies, knowledge, skills, and abilities associated with positions at OBM.
- To demonstrate to employees who wish to advance their careers that many resources exist to help them build their knowledge and skills.
- To allow the Training Director to test theory and principles learned in the Kent State University School of Library and Information Science and meet Master's level practicum requirements (150 hours) while also fulfilling an OBM need.
- To create a base template the State Library can replicate using with other agencies.

RATIONALE

A strategic goal of the Operations Division at the State of Ohio Office of Budget and Management (OBM) is to help **ensure employees have a path and feel an expectation to grow and develop their knowledge and skills** over an extended period of time. To assist in this goal, Training Academy (TA) will be taking a more deliberate approach to internal staff development efforts. However, OBM TA spends a great deal of its time supporting 4,764 external learners, leaving fewer resources available to support OBM's roughly 250 employees. *What resources exist for employees who wish to advance their careers? What resources exist when OBM TA isn't immediately available?*

Additionally, both union and non-union employees are going to be rated on pre-determined competencies each rating yearly period. While these competencies have been identified and communicated to employees and managers, providing specific training on each competency may not be feasible due to the time consuming nature of instructional design life cycle. Therefore, *what resources exist for employees who wish to increase their competence in the areas they'll be rated on?*

This project would answer these questions by providing a collection of competency-aligned resources employees can access from the State Library of Ohio's robust collection of resources. This project would also help to show employees in entry-level positions the types of competencies and KSAs they must possess, along with the resource which can help develop those competencies, should those employees wish to advance their careers.

ELECTIVE COURSES COMPLETED / IN PROGRESS

- The Public Library (3 hours)
- Leadership in Libraries (3 hours)
- Organizational Culture Assessment (3 hours)
- Foundational Principles of Knowledge Management (3 hours)
- WKSP: How are we doing (1 hour)
- WKSP: Designing Successful Grant Projects (1 hour)

- Knowledge Assessment and Evaluation (*Fall 2016*) (3 hours)
- WKSP: Tips & Tricks for Searching Online Databases (*Fall 2016*) (1 hour)

ANTICIPATED SCHEDULE

My supervisor at OBM would like this project to be started as soon as possible. If it's possible to begin working on this project and counting hours prior to 08/29/16 when the fall term begins, that would be preferable. If not, the project will begin on 08/29/16 and will conclude upon completion of the required 150 hours (prior to 12/11/16). Target deadline for completion: 11/30/2016.

UNOFFICIAL TRANSCRIPT

View Unofficial Transcript

Academic Transcript

This is not an official transcript. Courses which are in progress may also be included on this transcript.
 To print the entire transcript, right click and then select Print.

Transcript Data

STUDENT INFORMATION

Name: Matthew R. Dyer
 Birth Date: 12/26/1970

Curriculum Information

CURRENT PROGRAM(S):
 Master of Library/Info Science
 College: College of Comm and Info
 Campus: Kent Campus
 Major and Department: Library / Information Science, Library and Information Sd

***Transcript type: Advising is NOT Official ***

DEGREE(S) AWARDED:

Seeking: Master of Library/Info Science
 Degree Date:

Curriculum Information

College: College of Comm and Info
 Campus: Kent Campus
 Major: Library / Information Science

INSTITUTION CREDIT -Top-

Term: Fall 2013

College: College of Comm and Info
 Major: Library / Information Science
 Academic Standing: Not Calculated

Subject	Course	Campus	Level	Title	Grade	Credit Hours	Quality Points	R
LIS	60000	Kent Campus	GR	TOOLS FOR HLIS SUCCESS	S	1.000	0.000	
LIS	60600	Kent Campus	GR	FOUND LIBRARY INFO SCIENCE	A	3.000	12.000	

Term Totals (Graduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Current Term:	4.000	4.000	4.000	3.000	12.000	4.000
Cumulative:	4.000	4.000	4.000	3.000	12.000	4.000

Unofficial Transcript

Term: Spring 2014

College: College of Comm and Info
 Major: Library / Information Science
 Academic Standing: Not Calculated

Subject	Course	Campus	Level	Title	Grade	Credit Hours	Quality Points	R
LIS	60092	Kent Campus	GR	ORGANIZATION OF INFORMATION	A-	3.000	11.100	

Term Totals (Graduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Current Term:	3.000	3.000	3.000	3.000	11.100	3.700
Cumulative:	7.000	7.000	7.000	6.000	23.100	3.850

