



# The Promotion Path of Librarians' Core Literacy in Wisdom Libraries

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**Abstract:** The development of modern science and technology as well as the popularization of information technology have exerted a profound impact on human civilization. The alternation of knowledge is accelerated and the difficulty of management is unprecedented, which is an arduous challenge for the library. The birth and development of wisdom library is the inevitable choice to respond to this challenge and solve the realistic demand. The construction and operation of wisdom library cannot be made without the librarians with corresponding core literacy. How to improve the core literacy of librarians, and who can better adapt to the development of wisdom library have become the focus of research. By interpreting the development and connotation of wisdom library, this paper clarifies the unique characteristics of wisdom library, compares the changing needs of personnel ability, and explores the promotion path of librarians' core literacy in wisdom libraries.

**Keywords:** wisdom library, librarian, core literacy, promotion

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## Introduction

With the development of the times, the application of new technology has penetrated into all aspects of society. Libraries, as repositories of human wisdom, have been widely valued and constantly improved. How to develop the library career well in the new era and better meet the demands of readers is the subject that the library practitioners constantly think and explore. In today's society, the speed and form of knowledge derivation have changed greatly, and the traditional library management mode of books fails to meet the needs of the society. With the rise of the Internet and other new technologies, wisdom library emerged at the historic moment. A series of changes have realized for wisdom libraries from concept to function, from management technology to management mode. In the face of this new form, the requirements of wisdom library on librarians are very different from those of traditional libraries, and new requirements on staff's core competence accomplishment have arisen. In order to explore the change and improvement of librarians' core literacy, it is necessary to deeply understand the origin of the development of wisdom library, connotation requirements and personnel ability requirements.

## 1. Analysis on the characteristics of wisdom library

### 1.1 Tracing of development of libraries

With the invention of writing, human civilization can be fixed, preserved and passed on through records. Since then, human exchanges have been more extensive and profound, and the flame of civilization has spread to all corners of the world. As the carrier of character collection and protection, library is the centralized storage place of civilization. Western libraries originated in the ancient Greek and Roman period and were built by the royal family. They mainly collect books with single function and grand architecture, which were made with the aim to declare the imperial power and strength. In the Middle Ages, religion flourished in Europe, and the study of religious works also reached its peak. A large number of books began to emerge, universities were born, libraries were available at schools rather than just for the royal family, which gained wider development. The functions of libraries also changed from a single collection of books to both collection and reading. After the Industrial Revolution, the popularization of printing once again led to a large number of books, and libraries were available for the public from schools. At this time, the library was made with attention to the separation of collection and reading on the basis of the functions of both collection and reading. The increase in borrowing has led to the professionalization of library management. In modern society, with the satisfaction of physical life, people's demand for spiritual life is increasing, library has become an indispensable public resource, which was a must of the city. The application of new technology and the transformation of text transmission mode make the development of modern library more conceptualized, digitized and led, and enter the era of intelligence.

### 1.2 Constitution of concept of wisdom library

With the progress of the times, the traditional library is changing to the wisdom library. The biggest characteristic of

wisdom library is formed with basis on digital technology, which virtualizes the tangible books in the past and collects and delivers them in a conceptual and digital way. Modern scholars have studied and defined wisdom library mainly from three aspects.

First of all, from the technical level, wisdom library is a kind of new library based on cloud service, Internet of things, big data and other modern technologies. It can be simply understood as the virtual form and advanced form of traditional library, which can be rendered as the product of technological development. Secondly, from the perspective of functional level, the wisdom library integrates the physical library building with the collection and the virtual collection as a whole through the extensive, timely and comprehensive integration of resources and customer needs to provide customers with intelligent and all-round experience services. Thirdly, from the level of function positioning, wisdom library span the passive retrieval stage. Through intelligent system design and personnel cooperation, wisdom library can actively lead customers to carry out intelligent interaction. From intelligent technology to intelligent service, and then to intelligent interaction, wisdom library is a new type of interaction platform between host and guest, which realizes service experience and learning guidance through modern technology.

### **1.3 Comparison of characteristics between wisdom library and traditional library**

Compared with the traditional library, the wisdom library enjoys the following distinct characteristics: First, the data scale is larger. wisdom library is developed with relies on digital technology and cloud technology to transform physical books into virtual numbers, which greatly expands the storage space and information storage quantity. wisdom library is made without the physical barrier and expands the resource carrying quantity of traditional library by surpassing space resources from storage. Second, faster and more accurate services. Through information technology, users can quickly search information resources, and precise positioning and contact expansion, and intelligence will replace simple labor, as a result, the basic work can be done in a more efficient way, which can, at the same time, provide users with more abundant reserve expansion resources. Third, personality interaction is more distinct. While technology is replacing simple manpower, the role of librarians in wisdom library is more important. Through librarians' human wisdom, they can provide personalized services for users in a more targeted way, which, meet users' rich and unique needs, and thus leading users to experience personalized services and building a three-dimensional interactive platform.

## **2. The changing requirements of the core literacy of the wisdom library**

wisdom library has ushered in the era of active interactive with its unique technical advantages and professional services. However, technological innovation is ultimately dependent on human application and management. The core of the construction of wisdom library is the librarian. New technology is the foundation and "hands and feet" of wisdom library, so the librarian is the core and "brain" of wisdom library, which is also the key to realize intelligence. Under the wisdom library management mode, the requirements of librarians' core literacy have changed.

### **2.1 Emphasis on qualities of innovation and initiative**

The transformation of the function of wisdom library inevitably brings about the transformation of librarian's identity and role. Compared with traditional libraries, librarians in wisdom libraries are no longer required to undertake repetitive, mechanical and simple tasks, such as management in borrowing books, book sorting, registration and retrieval, etc. These jobs will increasingly be done by advanced technology and even machines. As valuable human intelligence, librarians will change their role from facilitator to leader, and their main work will be to provide personalized services for users with initiative and creativity. Therefore, under the wisdom library management mode, librarians' innovation and initiative quality become the first requirement quality. Abandoning the traditional passive demand mode and enriching user experience with more active, innovative and humanized service will become the first priority of intelligent librarians.

### **2.2 Quality in expertise**

With the development of the society, the trend of specialization is becoming more and more obvious. As the latest form of library, wisdom library has higher requirements on the professional quality of librarians. Separated from the simple, mechanical and repetitive work content, the professional quality of librarians is increasingly prominent. The professional quality of intelligent librarians mainly includes the recognition of professional value and the quality of information technology.

The cognition of professional value is the driving force of librarian's work. The technical and personnel requirements of the wisdom library are much higher than those of the traditional library, so the cognition of low professional value prevalent in the traditional librarians must be reversed. Low cognition of professional value will lead to librarian's low mood and passive behavior, which will especially affect the development of creativity and initiative. Under the wisdom library

management mode, the cognition of librarian's professional value should be clear and accurate. Correct recognition of professional value is the basis of professional ability, which is the recognition of self-work and the expression of confidence in professional ability. It can effectively improve the happiness of librarians and thus improve the service level.

Information technology literacy is the core literacy for librarians to participate in wisdom library management. The wisdom library relies on the advanced information technology. Only comprehensive, professional grasp of information technology, can the library be better operated and managed. Information technology literacy is mainly reflected in the skilled application of information technology by librarians, and the organic combination of information collection, retrieval, screening, release and transmission through technical ability when the in-place users provide personalized services, so as to truly realize the interaction of wisdom library. This has a high demand on the librarians' ability to control information and use technology. At the same time, as new technologies change rapidly, information technology literacy also includes the ability to perceive and learn new technologies.

### **2.3 Quality in teamwork**

Teamwork based quality is an important factor of librarians' professional literacy, which provides strong support for professional embodiment. The operation of the society is inseparable from the division of labor and cooperation, and the embodiment of individual ability depends on the effective cooperation of the team. Teamwork quality is an important quality under the management mode of wisdom library. In the face of different problems of users, librarians are required to communicate and mobilize various relevant personnel. Good cooperation and communication is the guarantee of accurate and rapid information interaction.

## **3. The path to improve the core literacy of smart librarians**

### **3.1 Introduction of counterpart talents**

To improve the core literacy of intelligent librarians, the first step is to introduce talents. Talents are the key to the development of all walks of life, and the library cannot be developed without the introduction of talents. Counterpart talents are valuable human resources of the library. Increasing the introduction of counterpart talents can effectively improve the overall quality of library personnel. At the same time, the introduction of senior counterpart personnel can accelerate the pace of talent construction in the wisdom library. Through the introduction and cultivation, the establishment of talent benchmark and training objectives can effectively improve the overall core literacy of the wisdom library librarians.

### **3.2 Training of expertise**

Work related to library work has always been a disciplinary and professional work. In the wisdom library, professional training is particularly important. To improve the professional quality of intelligent librarians, it is necessary to provide professional training platform for them. Especially in the era of digitalization, perceptionalization and servitization, intelligent librarians need to learn traditional library system knowledge and, at the same time, to strengthen the study and cultivation of information technology, video technology, retrieval technology and interactive technology, so as to constantly improve professional quality and service level and provide interactive wisdom experience for users with professional quality and service, and truly become the "navigator" of wisdom library.

### **3.3 Setting of assessment mechanism**

The establishment of a professional assessment mechanism can effectively standardize the professional behavior of librarians, and it is also the continuous tracking and recognition of the professional quality of librarians. On the one hand, the professional ability based requirements and core qualities of wisdom library officials can be clarified by establishing clear assessment objectives, evaluation steps and incentive system, so that librarians can make clear the direction of efforts. On the other hand, it can effectively stimulate the autonomy of learning improvement.

## **4. Conclusion**

wisdom library is the inevitable trend of library development in the new era, which enjoys the characteristics of theoretical advance and practicality. The wisdom library is different from the traditional library in essence. The birth of new concepts, the transformation of new perspectives and the application of new technologies enable the wisdom library to be endowed with its own unique requirements on personnel. Different from the traditional requirement that librarians focus on library management, the identity of librarians has changed from administrator and server to knowledge "navigator", and the demand of service-oriented, guidance based and intelligent personnel is more obvious. Through the introduction of talents, more efforts can be made in the absorption of professional talents. The post setting should be changed to guide the changes

of roles of librarians. To strengthen the professional knowledge training, improve the new technology based application ability and intelligent management level of librarians. To initiate the assessment mechanism that is more align with the present and development needs of wisdom library. To promote the improvement of librarians' independent learning ability can effectively promote the improvement of smart librarians' core literacy.

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