

# We Are CILIP – celebrating 125 years and looking ahead to the future

YOHHLNET face-to-face event , York

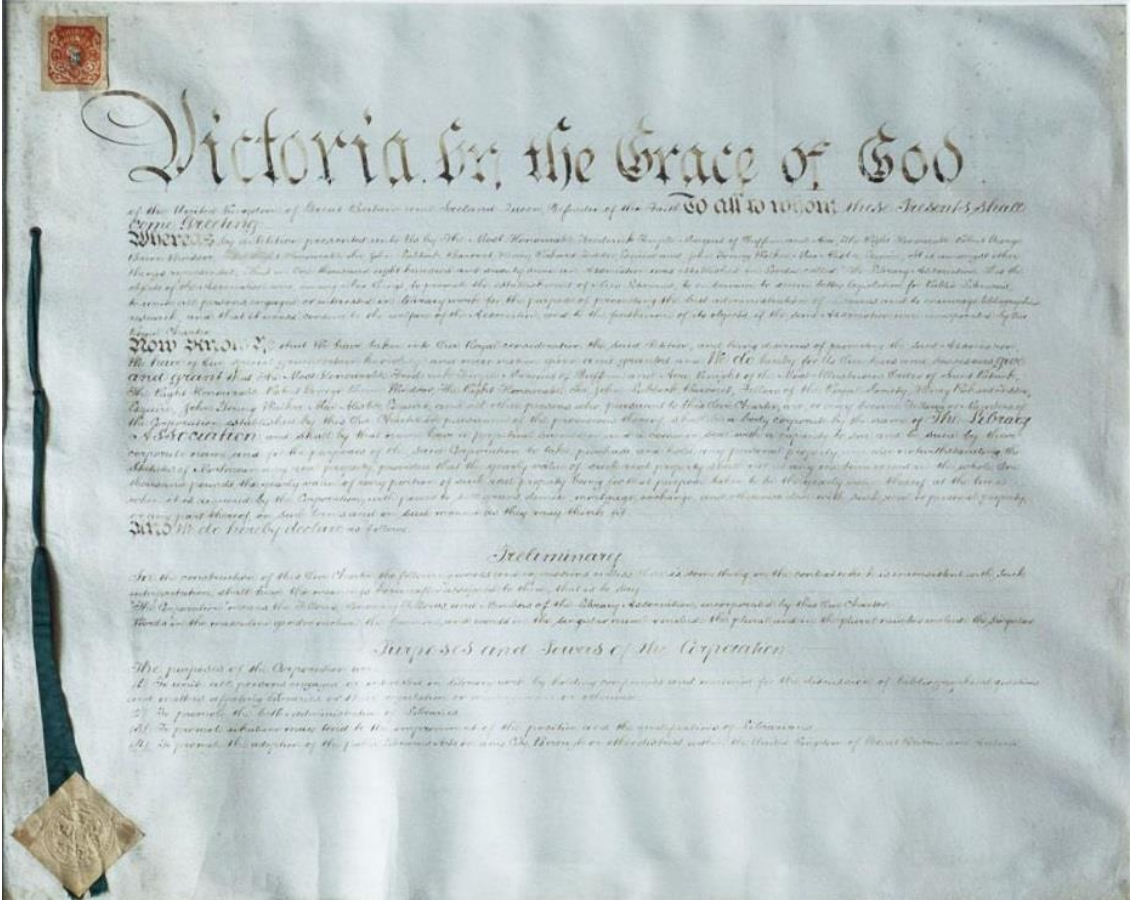
28<sup>th</sup> June 2023

# Celebrating 125 years of professional librarianship

2023 marks the 125<sup>th</sup> anniversary of the granting of Royal Assent to the CILIP Charter by HM Queen Victoria in 1898 (later amended by Queen Elizabeth II).

*“We have only to hope that the Library Association of the United Kingdom will flourish, and that it will justify itself in the public estimation by assisting libraries to become what they ought to be efficient instruments of national education.”*

The Athenaeum welcomes the inauguration of the Library Association in 1877





125

**CILIP**

Launching The CILIP **125** - the **new** generation of librarians, information & knowledge management professionals

<http://www.cilip.org.uk/125>

# Thinking about the future

**CILIP is working with Shared Intelligence on *Future Libraries*, an ACE-funded programme to build 'futures literacy' in the library, information and knowledge sector.**

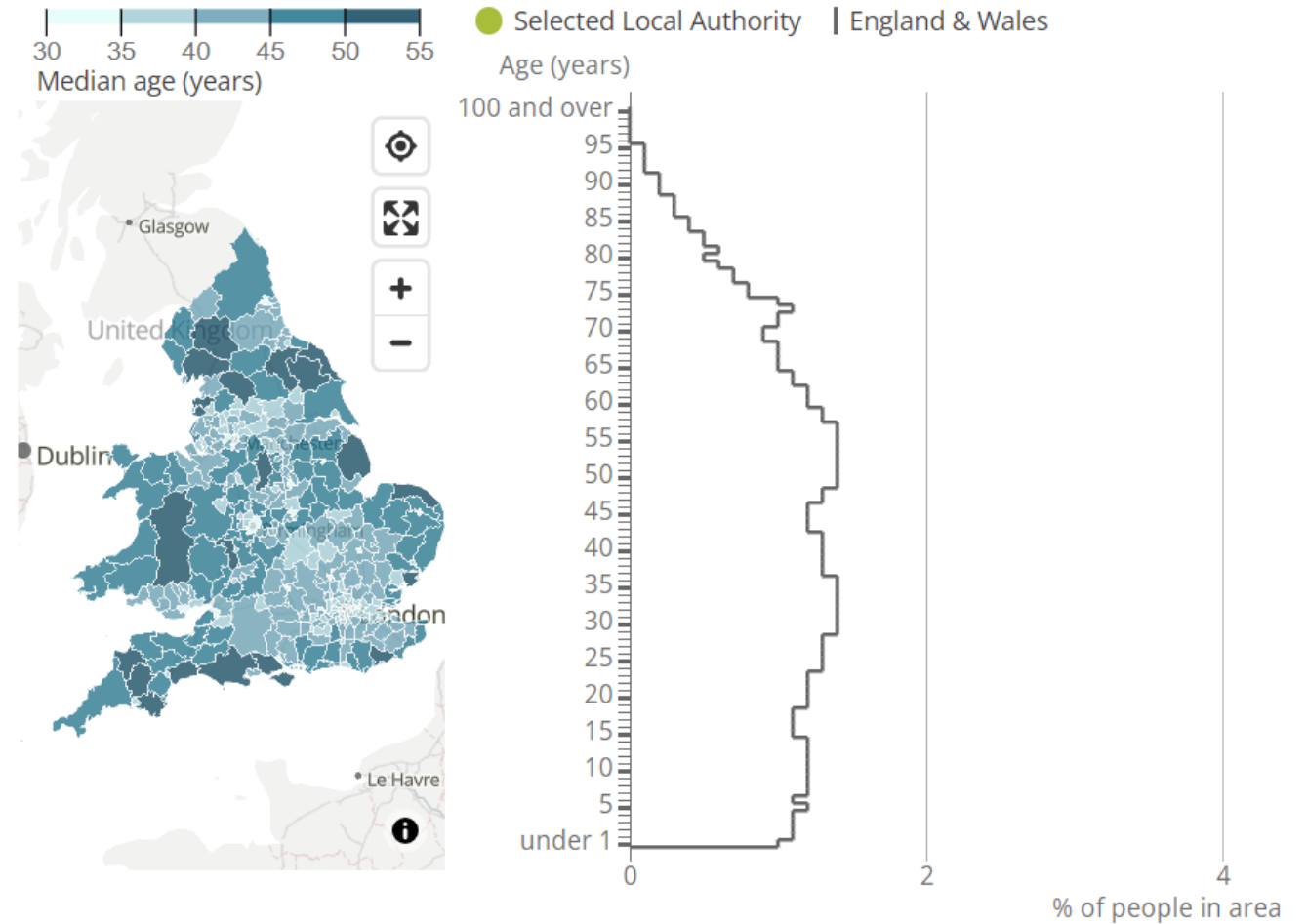
We are exploring the trends that will impact on libraries and information services in the decades ahead:

1. Demographics
2. Economics
3. Skills
4. Technology
5. Climate
6. The post-pandemic landscape
7. Workforce analysis

# Demographics - age

**The global population over 65 is projected to double by 2050<sup>1</sup>**

By 2066 more than 25% of UK population will be over 65<sup>2</sup>

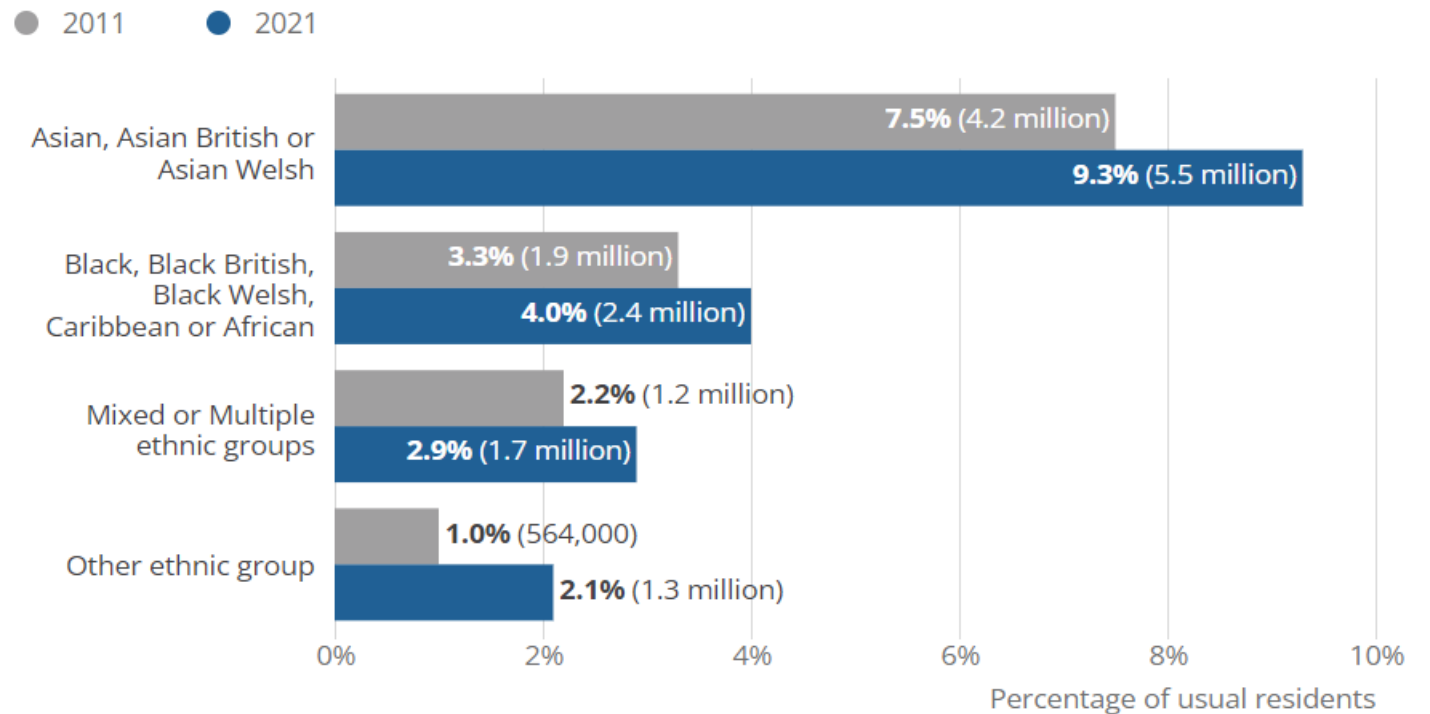


1. [HM Government Demographic Trend Deck 2021](#)
2. As above
3. Graphic: [ONS Census 2021 data – England and Wales](#)

# Demographics - ethnicity

**The UK is rapidly becoming significantly more diverse.**

The percentage of the population in all high-level ethnic demographics, excluding “White”, has increased since 2011<sup>1</sup>



1. [ONS UK Statistical release – Ethnicity \(Census 2021\)](#)

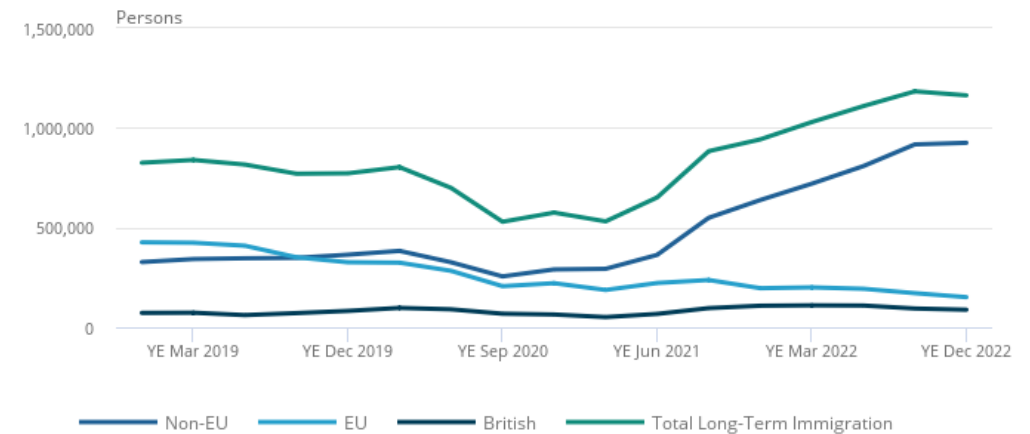
# Demographics – net migration

**In 2022, long-term immigration into the UK was estimated at 1.2m people, of which 925,000 were non-EU nationals<sup>1</sup>**

Net migration over this period is estimated at 606,000 people (source as above) – equivalent to the population of Bristol.

Figure 1: Long-term immigration in 2022 was largely driven by non-EU nationals

Number of non-EU, EU, and British nationals immigrating into the UK, between 2018 and 2022



Source: Office for National Statistics, Department for Work and Pensions, Home Office

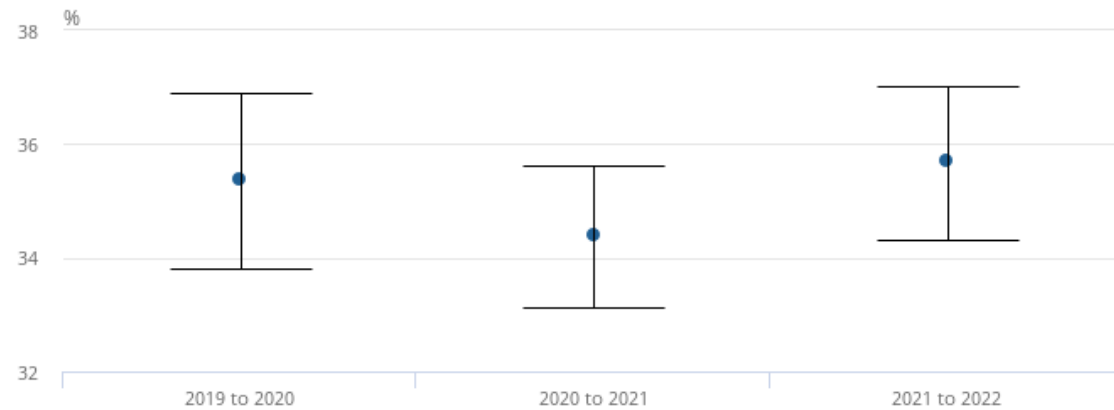
1. [ONS Data Release – Long-term migration provisional data release \(December 2022\)](#)

# Economics

**The Gini coefficient (the measure of income inequality before and after household costs) increased from 34.4% in financial year ending (FYE) 2021 to 36.5% in FYE 2022<sup>1</sup>**

Figure 1: The Gini coefficient increased from 34.4% in financial year ending (FYE) 2021 to 36.5% in FYE 2022

Gini coefficient for disposable income and 95% confidence intervals around the central estimate, UK, FYE 2020 to 2022



Source: Office for National Statistics – Household Finances Survey

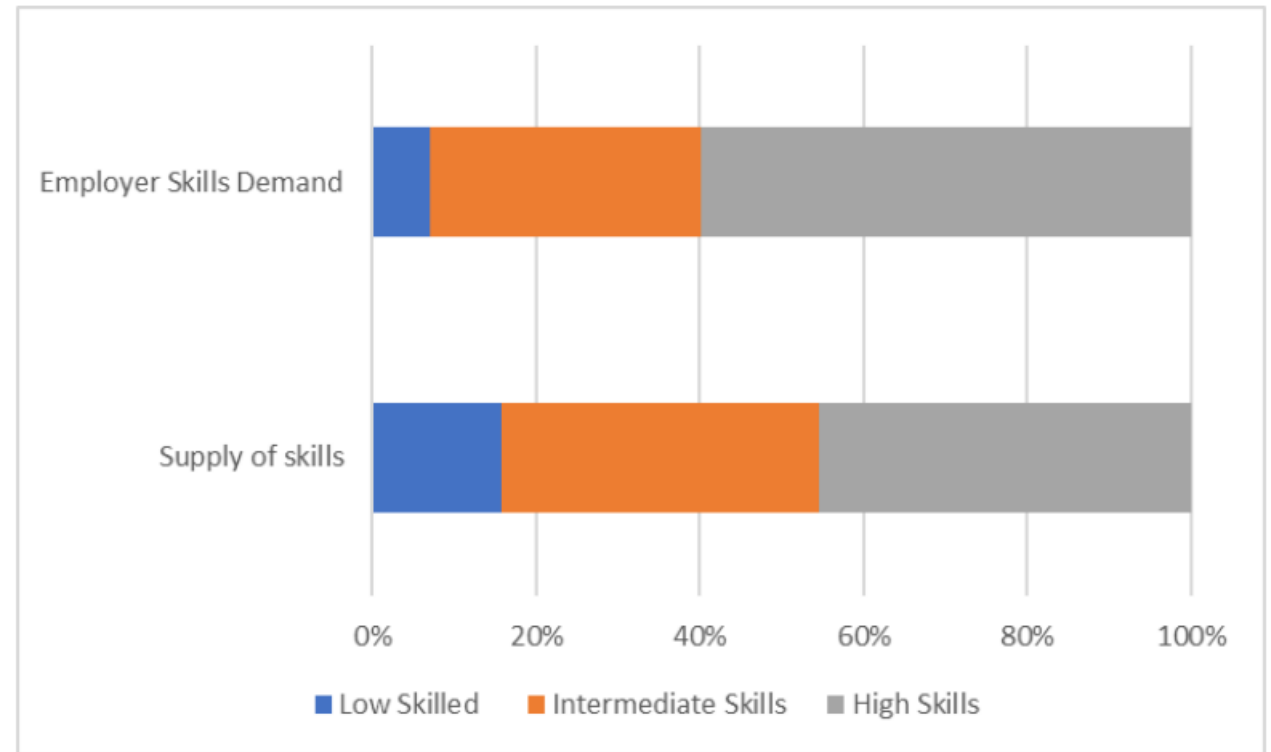
1. [ONS Data Release – Household Income Inequality FY 2022](#)



# Skills

By 2030, the Learning and Work Institute estimates that there will be 17.4m highly-skilled jobs in the UK, but only 14.8m highly-skilled workers. A skills deficit of 2.5m<sup>1</sup>

Figure 1: Projected composition of skills demand and supply in England, 2030



1. Learning and Work Institute, [Local Skills Deficits and Spare Capacity](#) (2019)

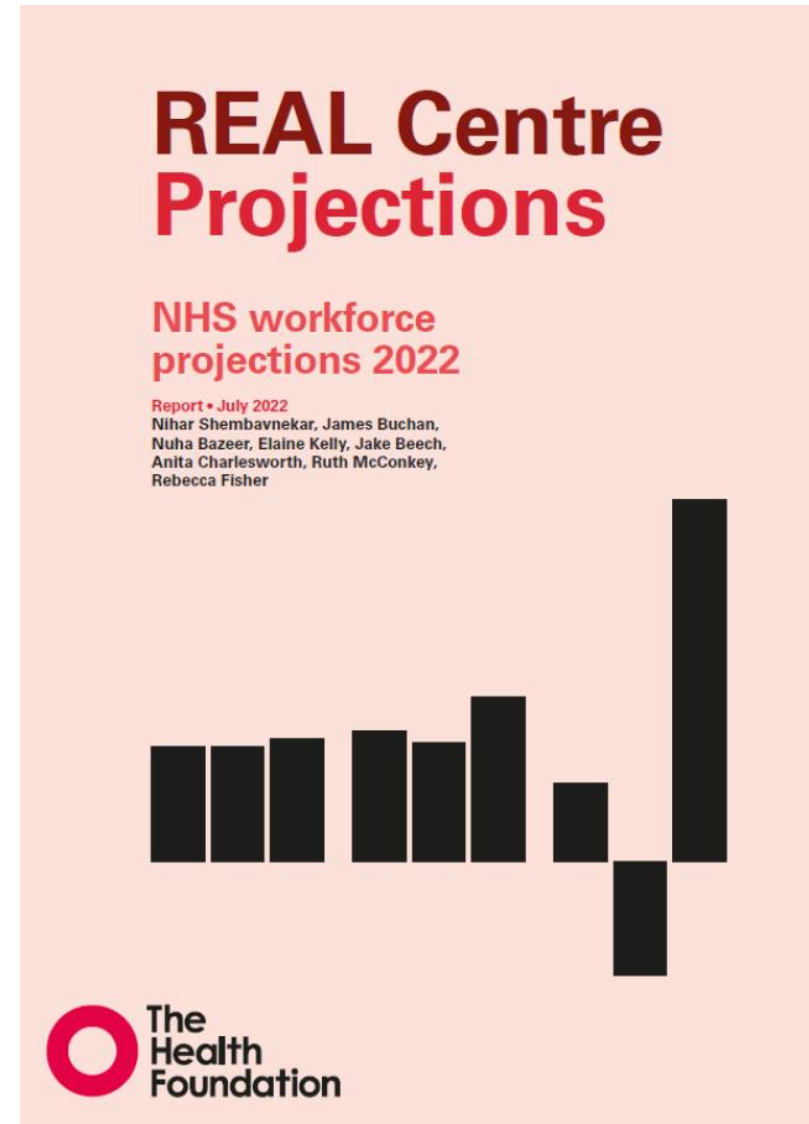
# Health and Care

**An ageing population means that people are living longer, with increasingly complex healthcare needs (NHS England), placing additional demand on the health and care system.**

The supply/demand gap in the health and care workforce is projected to reach ~179,000 by 2025, declining slightly to 156,000 by 2030/31<sup>1</sup>

The workforce gap in GP surgeries is projected to reach 48% over the same period.

1. [Health Foundation 2022 Workforce Statistics](#)



# Workforce Mapping

**The new UK Information Workforce Data Consortium, led by CILIP, has delivered a comprehensive overview of the contemporary workforce in libraries, information and knowledge management.**

- 40,000 – 60,000 workers, predominantly female (75%) and highly-educated (37% hold a Masters or Phd)
- Significant variation in earnings – 30% on £22,500 or less, 22% on £40,000 or more
- Lots of positive action programmes by employers have not (yet) moved the dial on representation
- Highly-experienced – 63% of the workforce are over 45, 40% have 20+ years of experience

# Technology

**“National prosperity is likely to be increasingly tied to the effectiveness of data systems.**

Almost all predictions suggest rapid increases in the volume and variety of citizen data, generated through increasingly varied devices and services, and held across the public and private sectors.

Data systems that embrace this stand to benefit from higher productivity; improved public services; and a role in the advancement of global science.”<sup>1</sup>

1. [The Future of Citizen Data Systems Report](#) (2021)

Government  
Office for Science

- Citizen data
- Governments
- Regional data systems
- Regulations
- Global trends
- Technologies
- COVID-19
- 2030 scenarios

# Evidence and scenarios for global data systems

September 2020

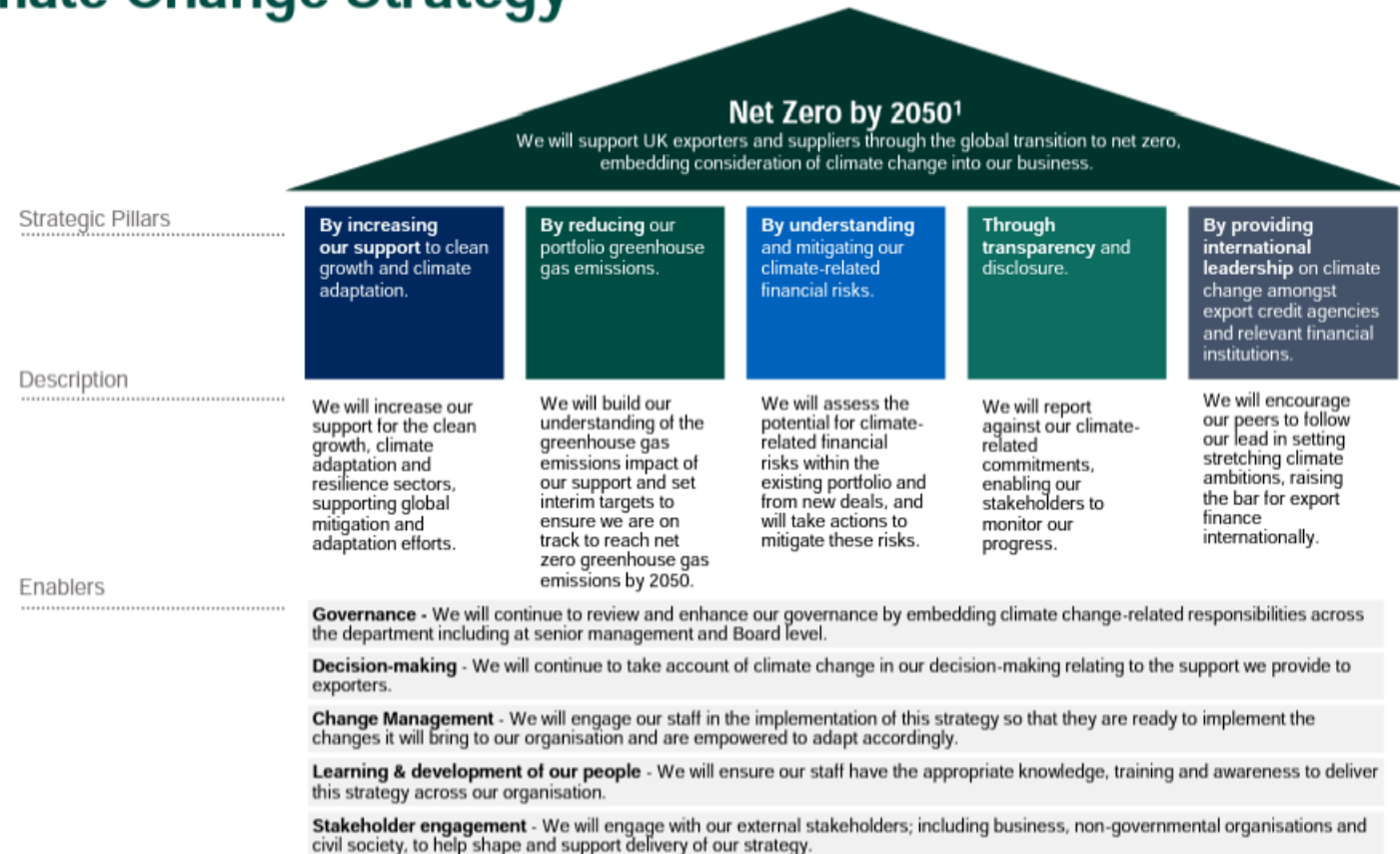
**The Future of Citizen Data Systems**

Foresight

# Climate

In 2019, the UK became the first major economy to set into law a domestic requirement for net zero greenhouse gas emissions by 2050.

## Executive Summary Climate Change Strategy



1. Through implementing the pillars of our Climate Change Strategy, we will reduce our operational and portfolio greenhouse gas emissions to zero on a net basis. See glossary for further detail.

# Post-pandemic landscape

**“In England there is a strong, reinforcing link between social disadvantage and low literacy.**

For this reason, the Government has announced a target to increase the number of children attaining expected levels in maths and literacy to 90% by 2030”<sup>1</sup>



1. [Public Libraries and Literacy Recovery: A Report](#), Libraries Connected and National Literacy Trust (2023)

# What do we know?

We can start to draw out some major themes:

1. By 2030, there will be more of us, we will be older and more diverse
2. Our society will be more unequal, socially and economically
3. Our economy, skills & industry will be increasingly focused on data and technology
4. There will be increased demand on the health and care system
5. We need to continue to open up more inclusive pathways into & through the profession
6. We need leaders who can redefine services in an age of disruption



**CILIP**

The library  
and information  
association

**5 year Action Plan**

**#WeAreCILIP**

*We*

*are*

**CILIP**

Information, Knowledge, Libraries  
changing lives together



# Our role as a Charity

## Our impact

We change lives by improving education, literacy and prosperity for all.

We achieve this by raising standards in libraries, information and knowledge management.

## Our charitable objects

CILIP's Charitable objects are to:

*“Work for the benefit of the public to promote education and knowledge through the establishment and development of libraries and information services and to advance information science (being the science and practice of the collection, collation, evaluation and organised dissemination of information)”.*

# Vision, mission, values

## Our Vision

A professional community, dedicated to changing lives and promoting economic wellbeing through quality information, services and expertise.

## Our Mission

To be the leading professional membership association for people working in information, knowledge, libraries and related sectors.

## Our values

- Social justice
- Intellectual freedom
- Evidence-based practice

## Four contexts for our professional future

# Sustainability

Our members will help their users, communities and organisations create a more Sustainable world by making informed decisions and being accountable for their use of resources.



“Librarians and information professionals have a central role to play in ensuring sustainable environmental future of our planet, helping their users and communities to confront the realities of climate crisis and to take urgent, evidence-based action to avert it.”

**Maja Maricevic**  
Head of Higher Education and Science  
The British Library

# Working together for people and planet



#GreenLibraries



[www.cilip.org.uk/greenlibraries](http://www.cilip.org.uk/greenlibraries)

# Digital transformation

Our members will help their users, communities and organisations to harness the positive potential of new and disruptive technologies including AI, machine learning, automation and robotics while minimising the risks.



“We are living in an age of rapid technological advancement. As ethical information professionals, it is empowering that we can provide the leadership and expertise to equip and enable our communities to effectively interpret information, discover new content and develop knowledge, to be better connected and part of a digitally fluent and enriched world”.

**Emma Adamson**  
CILIP Member  
Director of Learning Services  
University of South Wales



## Four contexts for our professional future

# Equity and social justice

Our members will work with their users, communities and organisations to achieve a more just, inclusive and representative society which ensures intellectual freedom and access to opportunity for all.



“As librarians and information professionals, we have a central role to play in achieving a more just, inclusive and representative society. There is a great deal of work to do, but as a professional community we are committed to challenging inequality and building a more equitable future for everyone by being mindful of this is everything we do, from our partnerships with the community, other professionals and organisations, to upholding our professional standards and making sure that they are still relevant and address the new diverse and inclusive landscape.”

**Abibat Olulode**

Committee Member, CILIP Prison Libraries Group  
Development Librarian Literacy, Skills, Employment and Business  
London Borough of Lambeth

**LibrariesWeek**

4-10 OCTOBER 2021



**Taking action,  
changing lives**



#librariesweek

[www.cilip.org.uk/changinglives](http://www.cilip.org.uk/changinglives)



## Leadership

Our members will move from “Information Managers to Information Leaders” – enabling their users, communities and organisations to harness the power of information, knowledge and data to fulfil their potential.



“Over the next 5 years, our profession will move from information managers to information leaders – working with our users, communities and organisations to learn, adapt and grow for the future.”

**Amina Shah**  
President, CILIP Scotland  
National Librarian and Chief Executive,  
National Library of Scotland



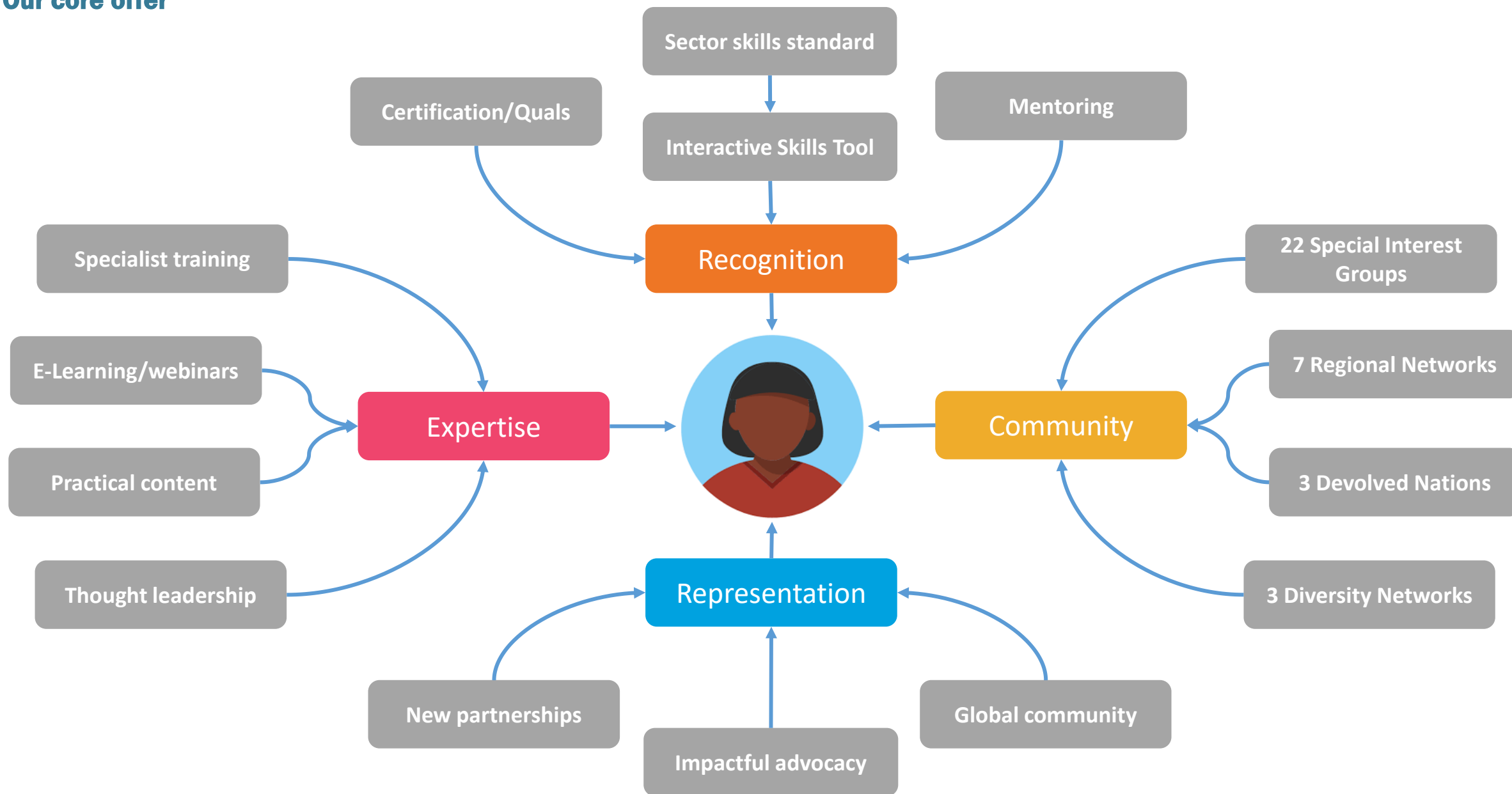
The library  
and information  
association

A person wearing bright orange sneakers and black leggings is climbing a set of blue metal stairs. The person's feet are the central focus, with one foot on a step and the other in mid-air. The background is a blurred wall with a grid pattern.

# Stepping into Leadership

<https://www.cilip.org.uk/CarnegieLeadership>

## Our core offer





# 125 years of Royal Charter

**#CILIP125**

125

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