

Carnegie Library Lab

Cohort 2: Project Snapshot



Carnegie Library Lab is the Carnegie UK Trust's programme to support innovation and leadership in the public library sector.

The second round of the programme launched in 2016 and we selected six participants ('Carnegie Partners') to engage in the programme between May 2016 and October 2017.

This is a snapshot of participants' progress during the first half of the programme. It draws on information collated by Blake Stevenson Ltd as part of an interim evaluation conducted on behalf of the Trust.





PROJECT: 'Adopt a Book' by Joanne Kirkpatrick, Exeter Library, Libraries Unlimited, England



DESCRIPTION	OUTCOMES SOUGHT		PROGRESS TO DATE
<p>To develop a British Library inspired project that will enable library users and book enthusiasts within Devon and further afield to fund restoration works on specific books held by the library. People pay to 'adopt' a book, meaning that they are making a donation for it to be restored and preserved, protecting it for future generations of book lovers. Books have been chosen that reflect the diversity of the Special Collections Archive of rare and valuable books, and to appeal to a wide range of customers. Books with a particular local significance or 'hook' have been chosen to draw on the interests of the local community.</p>	<p><i>From project:</i></p>	<p><input checked="" type="checkbox"/> Greater awareness and sense of ownership of Special Collections amongst members of the public.</p>	<p>Having worked hard to set up Adopt a Book, Joanne launched her project in early December 2016. Following its launch, Adopt a Book led to 21 recorded enquiries to Libraries Unlimited. Fourteen of these enquiries resulted in 'adoptions', with £2702 being raised in the project's first month.</p>
		<p><input checked="" type="checkbox"/> Special Collections contribute more to cultural life of Exeter.</p>	<p>The books that have been adopted and restored are more robust and therefore more suitable for display and sharing with the wider public through exhibitions.</p>
<p>The aim of the project is to enable the community to preserve the library collection for present and future generations and engage the community in the library collections.</p>	<p><i>For library service:</i></p>	<p><input checked="" type="checkbox"/> Books at risk of damage due to age are conserved through increased investment in the books themselves and the way in which they are stored.</p>	<p>Project funding has been put towards the purchase of materials that will improve the conditions in the Archive. Following from this, shelf liners have been purchased and will be added to the Archive in order to ensure that the books are better protected against damage or deterioration.</p>
		<p><input checked="" type="checkbox"/> Library has enhanced reputation for having a successful and innovatively managed Archive and Special Collections Archive of rare and valuable books.</p>	<p>It is early days but when the project comes to a close Joanne hopes that there will be scope to share learning about the potential of the scheme with other public library archives.</p>
	<p><i>For project lead:</i></p>	<p><input checked="" type="checkbox"/> Developed and improved project management skills, including managing budgets.</p>	<p>Joanne feels that the successful launch of Adopt a Book and its good press coverage reflect her project management skills which have been enhanced and developed as a result of her engagement with Carnegie Library Lab. In particular Joanne has developed skills around organising launch events, time management and public engagement through marketing. Joanne has also had the opportunity to do a live radio interview on BBC Radio Devon and two TV interviews.</p>
		<p><input checked="" type="checkbox"/> Increased network of contacts with the archival and book restoration sector.</p>	<p>Joanne has gained contacts within the library sector via her mentor, Jamie Andrews at the British Library, and has also received enquiries from colleagues from other branch libraries and libraries across the county who are interested in the fundraising capabilities of the Adopt a Book model with a view to setting up similar preservations schemes in their own public library archives and special collections.</p>



PROJECT: 'Art In-formation' by Harriet Hopkins, Bridgend Libraries, Awen Cultural Trust, Wales



DESCRIPTION	OUTCOMES SOUGHT		PROGRESS TO DATE
<p>To work with young people in a disadvantaged area by delivering short courses in creative subjects.</p> <p>The aim of the project is to broker understanding so that the library better understands young teens that currently don't access the library service and help this age group better understand what the library might offer them.</p>	<p>From project:</p>	<p>Project participants (and their friends):</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> use the library building more and <input checked="" type="checkbox"/> feel comfortable coming into the library. <p>Project participants (and their friends):</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> feel they have learnt something new; <input checked="" type="checkbox"/> feel their confidence has improved; and <input checked="" type="checkbox"/> plan to do more of at least one thing they learnt on the course. 	<p>Harriet's original project plan involved working with the local youth centre. As funding cuts meant the youth centre had to step back from the project, Harriet developed a partnership with a local comprehensive school. Thus far she has:</p> <ul style="list-style-type: none"> • conducted promotional visits to the local comprehensive school; • run a pilot phase; and • delivered four full three-week sessions of activities with a total of 19 participants. <p>Following these activities staff noticed that:</p> <ul style="list-style-type: none"> • there was an increase in library usage among teenagers and • workshop attendees who had not used the library before or in a long time set up or re-activated their library cards. <p>Furthermore, of those that attended the full three-week workshops:</p> <ul style="list-style-type: none"> • 13 out of 19 young people reported that they had learnt something new; • 14 out of 19 young people stated they had increased confidence; and • 18 out of 19 young people answered 'yes' to an interest in attending further sessions.
	<p>For library service:</p>	<p>Staff:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> feel more comfortable interacting with teenagers; <input checked="" type="checkbox"/> build positive relationships with participants; <input checked="" type="checkbox"/> build confidence in promoting services to teenagers; and <input checked="" type="checkbox"/> build confidence in offering teenage appropriate activities and events. 	<p>Staff made a real effort to approach young people in an open, friendly attitude. Staff have also played a key role in capturing photos and videos with the teenagers and uploading these to Facebook to help promote events. The increased usage of the library by teenagers may indicate that this group feels more welcome. However, there continue to be challenges, with young people still learning how to take account of other library users and staff adapting to how young people use the library.</p>
	<p>For project lead:</p>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Develop improved project management skills. 	<p>Harriet feels she has successfully applied aspects of the leadership module of the online learning programme to her project work and day-to-day management responsibilities. In particular, Harriet feels more comfortable with delegation and prioritising tasks.</p>
		<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Gain knowledge and confidence in working with young people. 	<p>Through the first half of the programme and in developing her project Harriet has gained confidence in working with young people through conducting promotional visits to the local comprehensive school.</p>
	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Gain skills and knowledge in marketing. 	<p>Harriet has developed 'Facebook Ads' to promote courses and set up an Instagram page for the project, as well as working with designers on developing a brand including a logo, colours and images for flyers and posters.</p>	



**PROJECT: ‘Cook2Learn’ by Frances Tout,
North Somerset Libraries, England
(now at Libraries Unlimited, England)**



DESCRIPTION	OUTCOMES SOUGHT	PROGRESS TO DATE
<p>To deliver cookery workshops in libraries in order to:</p> <ul style="list-style-type: none"> develop people’s cooking skills, promote healthy lifestyles, literacy and numeracy; promote libraries as community spaces; and change perceptions of the role of libraries. 	<p><i>From project:</i></p>	<p>Frances’ time as a Carnegie Partner is dedicated to planning the roll out and delivery of cookery workshops in libraries. Cook2Learn workshops are designed to be delivered by one health trainer, one member of library staff and two volunteers. New book stock, focused on healthy cooking and eating has been secured to accompany the workshops.</p> <p>Despite operating against a backdrop of service review, job insecurity and major changes to service delivery, Frances’ project is on schedule. Frances has:</p> <ul style="list-style-type: none"> developed a brand, logo and effective website; created partnerships with North Somerset Health Trainers, Public Health and Community Learning; delivered a half-day project development workshop for all staff involved from libraries, Community Learning and health trainers; delivered bespoke training for the project team of 20 people; and undertaken substantial work to ensure that the project is in line with health and safety requirements as cooking on library premises was banned, leading to a focus on salads, smoothies and cold food preparation. <p>Frances has successfully conducted pilots and the feedback gathered has helped fine-tune her approach for future sessions.</p>
	<ul style="list-style-type: none"> ✓ Workshop participants gain an increased awareness of healthier food and lifestyle choices. 	
	<ul style="list-style-type: none"> ✓ Participants gain improved confidence in numeracy and literacy. 	
	<p><i>For library service:</i></p>	<p>As a result of setting up Cook2Learn, the library service has forged new partnerships with North Somerset Health Trainers, Public Health and Community Learning.</p> <p>As a result of these new working relationships, libraries are delivering promotional materials for Public Health England’s new One You and Change4Life campaign and the 2017 library events’ calendar has been devised to link in with Public Health and the Healthy Lifestyles team’s promotions creating a more joined up ‘One Council’ approach.</p>
	<ul style="list-style-type: none"> ✓ North Somerset Library service will increase the use of library space for diverse and creative purposes. 	
	<ul style="list-style-type: none"> ✓ North Somerset Library Service has an increase in library membership and usage. 	<p>The early stages of workshop bookings indicate that most participants are very infrequent library members and utilise the library for borrowing books rather than any other activities and resources. New book stock that has been introduced as part of Cook2Learn is proving popular.</p>



PROJECT: 'Cook2Learn' (continued)



DESCRIPTION	OUTCOMES SOUGHT	PROGRESS TO DATE
	<p><i>For library:</i></p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> North Somerset Library Service offers increased development opportunities for library staff and volunteers. 	<p>Cook2Learn has led to the creation of eight new volunteering roles.</p> <p>In terms of project staff, library staff have attended food hygiene training and gained Level 2 Food Safety and Hygiene for Catering certificates.</p> <p>Bespoke 'train the trainer' sessions (two full days) were delivered by food education specialists 'All about Food' Project library staff and all volunteers attended the training.</p>
	<p><i>For project lead:</i></p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Improved project management skills. <input checked="" type="checkbox"/> Improved skills in self-evaluation and reflection. <input checked="" type="checkbox"/> Increased confidence in overcoming obstacles. <input checked="" type="checkbox"/> Increased experience in partnership working. 	<p>Frances feels she has incorporated elements of the leadership module of the online learning programme into her project work and day-to-day management responsibilities.</p> <p>Cook2Learn has also led Frances to be interviewed on Radio 4's Today programme and Radio 5 Live.</p> <p>Since embarking on Cook2Learn Frances has started a blog to record her progress and reflect upon challenges. https://beyondthebookstack.wordpress.com/ Frances' blog posts have been shared by Society of Chief Librarians, Library Taskforce and Public Libraries News.</p> <p>Through delivering the project Frances has used communication, problem solving, compromise and perseverance to overcome the challenges she has faced. The major obstacles Frances has had to resolve include:</p> <ul style="list-style-type: none"> • Health and Safety concerns regarding cooking in the library <ul style="list-style-type: none"> – Resolved by holding sessions on salads, smoothies and cold dishes • Finance department concerns around holding petty cash <ul style="list-style-type: none"> – Resolved through negotiation with senior staff across four departments, resulting in petty cash being released to those delivering projects <p>Working on Cook2Learn has enabled Frances to form either new or improved working relationships with the Health Trainers and Healthy Lifestyles Service Manager, Public Health managers, the Community Learning team and manager, the Graphics and Communications team and the Health and Safety team.</p>



PROJECT: 'Kings College London Partnership' by Caroline Mackie, Lambeth Council, England



DESCRIPTION	OUTCOMES SOUGHT		PROGRESS TO DATE
<p>To work with Kings College London (KCL) to develop IT and coding classes for young people not in employment, education or training, care leavers and ex-offenders in one of the most deprived districts in London.</p> <p>The aims are to:</p> <ul style="list-style-type: none"> improve the employability skills of local people; increase the range of services provided by the library service; and give KCL students and volunteers valuable teaching experience in the community. 	<i>From project:</i>	<input checked="" type="checkbox"/> Participants are more involved in their local community.	<p>Caroline has not yet started collating data on this outcome as she has been focussed on set up and piloting the workshops. Thus far Caroline has:</p> <ul style="list-style-type: none"> worked with staff across a range of libraries, Kings College London to arrange a suitable slot for a 10-week pilot; initiated the pilot; and built relationships with a range of local agencies as a route to recruiting suitable participants for the course.
		<input checked="" type="checkbox"/> Volunteers have acquired new skills.	<p>The project has engaged two student volunteers who are assisting in the pilot and in training staff. They have fed back that they are gaining valuable experience in training and tutoring. Volunteers have also shared how they feel more involved with their community through assisting with this training.</p>
	<i>For library service:</i>	<input checked="" type="checkbox"/> Library staff acquire new project delivery skills.	<p>Six members of staff attended the pilot and are undertaking training to enable them to deliver the course from their own libraries. Staff are actively engaging in adapting the course to suit their own style of delivery. Initial feedback suggests that all staff felt they had acquired new skills in terms of IT, training and partnership working.</p>
	<input checked="" type="checkbox"/> IT provision in the library is improved.	<p>Improving IT provision through the project is an ongoing goal. Caroline feels positive about achieving this outcome at present, as her management team are keen to improve both IT provision and in-house training within the library service.</p>	
	<i>For project lead:</i>	<input checked="" type="checkbox"/> Improved project management skills.	<p>Caroline has valued the opportunity to develop her leadership skills via the online learning programme. In particular, the module has led her to consider different ways of working with her team and Caroline thinks she has developed as a manager as a result of her engagement with the online learning programme.</p>



PROJECT: 'History in Action on the Screen' by Naomi Kenny, Falkirk Libraries, Scotland



DESCRIPTION	OUTCOMES SOUGHT		PROGRESS TO DATE
<p>To offer green screen technology to:</p> <ul style="list-style-type: none"> enable young people and volunteer community groups to film short, locally relevant historical pieces; close the opportunity gap (in terms of access to technology) between young people from deprived areas whilst promoting the library service; and enable an intergenerational approach to delivering and exploring local history. 	<p><i>From project:</i></p>	<p>✔ Participants have increased confidence and knowledge in digital skills.</p>	<p>Naomi's time as a Carnegie Partner has so far been dedicated to developing partnerships with the local historical society and procuring the relevant equipment. Naomi has:</p> <ul style="list-style-type: none"> ordered and secured the necessary technology; delivered training to the project team; spoken at her local historical society meeting and secured interest from them; secured models, backgrounds for the green screen work from the local historical society; and delivered pilots.
		<p>✔ Improved intergenerational communication and understanding.</p>	
	<p><i>For library service:</i></p>	<p>✔ Library staff learn new technologies to promote library use in an innovative way.</p>	<p>So far Naomi has run training and a pilot but more sessions are planned.</p>
	<p><i>For project lead:</i></p>	<p>✔ Improved project management skills.</p>	<p>Naomi feels that that her project management skills have improved through producing a project plan and utilising MS Project software as a way of communicating her progress with mentor, sponsor and line managers. Naomi also reports how her mentor has supported and coached her in relation to management skills and techniques.</p>
	<p>✔ Develops practical understanding of partnership working between libraries and voluntary organisations.</p>	<p>As the project is still being rolled out, learning is in the early stages, but Naomi has successfully developed a relationship with the local historical society and agreed roles, responsibilities, expectations and exit strategy.</p>	



PROJECT: 'Sense of Place' by Natassia Reilly, Dungiven and Limavady libraries, Libraries NI, Northern Ireland



DESCRIPTION	OUTCOMES SOUGHT		PROGRESS TO DATE
<p>To bring together people from different backgrounds in the post-conflict context of Northern Ireland to celebrate the cultural heritage of the local area through a series of events and workshops exploring how the environment, music, language and storytelling traditions of the area influence people's sense of identity.</p> <p>The project will:</p> <ul style="list-style-type: none"> • help participants explore how their heritage and culture has shaped who they are; • help participants share their culture and heritage; and • inspire participants' creativity and enable them to create and perform original songs, stories, films etc to express their 'sense of place' with the assistance of modern technology and expert facilitators. 	<p><i>From project:</i></p>	<p><input checked="" type="checkbox"/> Local people have enjoyable experiences and have a chance to learn about local heritage and culture.</p>	<p>Natassia has not yet started collating data in a systematic manner on these outcomes as she has been focussed on time-tabling and arranging the events, securing facilitators, and running a pilot.</p> <p>To date Natassia has:</p> <ul style="list-style-type: none"> • developed a core programme of events June – October 2017 which includes workshops on yarn-spinning, Minecraft, song-writing, creative writing, photography and film-making; • secured facilitators for relevant events; • developed marketing materials; and • successfully delivered two yarn-spinning events with Library NI's storyteller in residence to a total of 33 people aged between 9 and 85. <p>Feedback from the yarn spinning events shows that participants enjoyed the events and using the library space for these activities. Moreover, 91% of participants reported that they had learned about local legends and customs they were previously unaware of.</p>
		<p><input checked="" type="checkbox"/> Local people are more aware of their own and each other's culture and heritage.</p>	
		<p><input checked="" type="checkbox"/> To inspire creativity in people and produce some original works eg. stories, songs, photos and videos depicting people's sense of place.</p>	
	<p><i>For library service:</i></p>	<p><input checked="" type="checkbox"/> The public library is established as a focal point in the community, as well as a neutral, inclusive environment.</p>	<p>Natassia will secure data on these outcomes as she moves forward with the project.</p>
	<p><input checked="" type="checkbox"/> Increased use of the library by other organisations as a meeting/event space.</p>		
	<p><input checked="" type="checkbox"/> Funders and policy makers in government to be more aware of the contribution public libraries make to society.</p>		
<p><i>For project lead:</i></p>	<p><input checked="" type="checkbox"/> Greater confidence and enhanced leadership skills.</p>	<p>Natassia feels she has developed better time management skills and delegation skills since embarking on A Sense of Place.</p>	
<p><input checked="" type="checkbox"/> Improved project management skills.</p>	<p>Natassia reports improved knowledge around project planning and evaluation. In particular, in relation to procurement processes, writing business cases and tenders. She has also found the online learning module on power helpful in thinking through management in her day-to-day work.</p>		

The Carnegie UK Trust works to improve the lives of people throughout the UK and Ireland, by changing minds through influencing policy, and by changing lives through innovative practice and partnership work. The Carnegie UK Trust was established by Scots-American philanthropist Andrew Carnegie in 1913.

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Carnegie United Kingdom Trust
Registered Charity No: SC 012799 operating in the UK
Registered Charity No: 20142957 operating in Ireland
Incorporated by Royal Charter 1917

ISBN 978-1909447714



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