

WLS Department Reports January 2018

CATALOGING SERVICES

Contact: Douglas Wray, Manager [231-3243]

Manager of Cataloging Services Douglas Wray and Coordinator of Multi-language Collections and Services Nancy Coradin scheduled their next workshop *Cataloging @ WLS 2018* on June 11th. At the workshop, which will be held at WLS Headquarters, Mr. Wray and Ms. Coradin will explain the services performed by the department, discuss current issues, offer helpful suggestions, and address attendees' questions and concerns. This year, Mr. Wray is specifically gearing the workshop toward recently hired personnel, as there are quite a few new faces in the member libraries' technical services departments.

The upcoming workshop aims to meet a departmental goal of helping the libraries' staff and WLS Cataloging Services to work more effectively with each other, in order to serve the public by making the libraries' holdings easily and quickly accessible.

Another goal of the department is to improve the public's experience when searching the online catalog. To this end, Mr. Wray will work with the WLS IT Department in early 2018 to continue to enhance certain search features, specifically those which will allow patrons to more easily specify format (e.g. large print, book, CD, DVD, CD audiobook, score, etc.) when using the catalog.

In 2018, WLS Cataloging Services will continue to strive for the goal of serving Westchester County by cataloging local history materials, local authors' works (including many self-published titles), and items in any language. Providing access to these often requires expert original cataloging (i.e. the bibliographic records are not available to be downloaded from an outside database, such as OCLC WorldCat, and must be created in-house).

WLS Cataloging Services also serves the member libraries and the community at large by offering consulting in the areas of outreach and collection development. Nancy Coradin is chiefly responsible for these duties.

OUTREACH

Bilingual Story Time

Ms. Coradin created a holiday bilingual story time with Elaine Provenzano, Children's Librarian at the Tuckahoe Public Library, on November 16th. The outreach support is accomplished by meeting with the librarian several times before the program to explain how to select bilingual books and songs and how to write short puppet skits. The process is concluded with a bilingual story time, which on this occasion yielded an attendance greater than 60. The readings, puppet play and songs encourage early literacy and demonstrate a model for parents and guardians to mimic. Ms. Provenzano will continue the bilingual program with a Spanish speaking clerk at the Tuckahoe Public Library.

Ms. Coradin is currently collaborating with Francine Vernon, WLS Parent & Youth Outreach Coordinator, to connect families enrolled in the Mount Kisco Head Start program with their local libraries. Ms. Vernon and Ms. Coradin work together in welcoming the Head Start families to the library by explaining the collections and services offered. Since more than 90% of the Head Start families are Latinos, the welcome events are

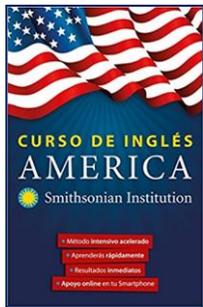
conducted in English and Spanish and include a bilingual story time as an example of a free library program.

Mary Esbjornson, Director of the Bedford Hills Free Library, agreed to host two bilingual programs on December 8th and 13th, and offered the assistance of storyteller Rachel Izes. Ms. Coradin and Ms. Vernon introduced close to 40 Head Start families to the wealth of resources at the library.

REFORMA *Book Buzz*

Ms. Coradin attended the REFORMA second annual *Book Buzz*. REFORMA is a national organization that promotes library and information services to Latinos and the Spanish speaking. *Book Buzz* highlights what is new in Spanish literature with authors who speak about their works and publishers and distributors who showcase their books. Ms. Coradin made several contacts for possible exhibitors for the WLS Multi-language Book Fair scheduled for April 24, 2018, at the White Plains Public Library. She was approached by Cynthia Weill, Director of the Bank Street College of Education, who wanted to discuss the possibility of creating their own multi-language book fair in New York City.

Collection Development



On November 14th, Ms. Coradin visited the Bilingual Publications' Pop-up Book Fair, where the distributor displayed Spanish language titles from international book fairs of Spain and Mexico. Ms. Coradin selected material to build up the collection at the Bedford Hills Free Library and the Central Library collection housed at the Mount Vernon Public Library. Two books selected were: a translation of *Hidden Figures* and an ESOL book that breaks down learning English into 4 basic phases: Speaking and expressing oneself in English; Listening and understanding; Reading and comprehending; and Writing with ease and no errors.



DEVELOPMENT

Contact: Pat Brigham, Director [231-3241]

At the close of 2017, the Development Office received a \$10,000 grant from Con Edison to support Family Literacy Outreach programs in 2018. In addition WLS received a total of \$715 from individuals as a result of the #GivingTuesday campaign (11/28) and \$1,570 in individual year-end gifts. In FY2017 WLS received \$73,000 from corporations and foundations and an additional \$3,585 in unrestricted gifts from individuals.

Moving forward into 2018, Director of Development Pat Brigham is working on renewing current grants and securing new funding to support WLS initiatives. A letter of inquiry for the highly competitive Impact 100 grant of \$90,000 was submitted this month to support the on-demand, student-focused learning tool, Tutor.com Learning Suite. Invitation to submit a full proposal will be announced on February 6, 2018. Ms. Brigham met with TD Bank regarding 2018 sponsorship and program support; she also received verbal commitment for the 2018 Annual Breakfast sponsorship and an invitation to submit a program grant to the TD Charitable Foundation.

The 2018 Annual Breakfast *Celebrating Westchester Libraries* will take place on Friday, April 6, 2018, at Doral Arrowwood in Rye Brook. Nancy Silberkleit, Co-CEO of Archie Comics Publications, will be the guest speaker. Ms. Silberkleit is an ardent library supporter and has traveled around the country speaking at libraries to promote literacy and her Rise Above Social Issues Foundation which she founded to address challenging social issues in the lives of young people such as bullying and discrimination. By enhancing literacy and encouraging self-confidence and knowledge through age-accessible, non-threatening reading materials such as specially created, topical comic books, the Foundation strives to stimulate creativity and tolerance in young students, giving them the tools to become a positive influence on their peers. Ms.

Silberkleit, a Westchester resident, is also involved in presenting the local Comic Extravaganza in collaboration with the White Plains Youth Bureau.

INFORMATION TECHNOLOGY (IT)

Contact: Rob Caluori, Director [231-3207]

In response to informal discussions by directors regarding eliminating overdue fines, Rob Caluori hosted a roundtable discussion about the topic. The meeting was attended by 15 library directors and included discussion focused on the technological, financial, socio-economic, marketing and political impacts of eliminating some or all overdue fines from a library. The conversation pointed toward the children's materials being the best place to begin such an exploration. There was also a discussion about how a measure like this could positively impact public perception of libraries and possibly increase library card registration and circulation. Requested reports show that overdue fines from children's materials generate an average of 45% of fine revenue county-wide. Another meeting will be held to discuss the results of all requested reports and to continue the exploration of the impact of eliminating fines.

The IT Department has begun the process of applying for E-Rate funds following the Board's decision to allow such action. Form 471, the first stage of soliciting quotations for service from interested vendors, has been filed in accordance with the E-Rate program's schedule and rules. Preparations are also being made for the implementation of child protection measures required by the program. These measures include the presentation of an Internet Use Policy that specifies the protections in place that filter content harmful to children. The WLS Board has approved the use of a minimally impactful filter that will be set to exclude sites known to distribute illegal content depicting children in abusive situations. The filter will not edit or manipulate content. Rather, when a page is blocked, it will display a message to the user clearly explaining that content has been blocked and why and the process to unblock the content should the user be an adult engaged in bona fide research. This process to unblock will not require mediation by another person, further ensuring that no social censorship will be involved. The IT Department will also report, at least annually, on the impact of the filter to ensure that the filter is not becoming a barrier to Internet access.

TOR browser is a tool designed to protect an individual's anonymity when conducting web searches. The system-wide rollout of the TOR browser is now complete on all WLS supported PCs for both staff and patrons. For the last 15 years, WLS has protected patron privacy by providing an anonymous Internet experience through our network configuration. Implementation of the TOR browser marks a milestone for WLS with the provision of software that further protects patron privacy. WLS will also be launching a TOR Relay (also referred to as "routers" or "nodes") that receive and re-route traffic on the Tor network. The Tor Relays are operated and maintained by volunteers and participating organizations who contribute bandwidth and staffing resources to support Tor's global privacy effort. The more Tor Relays that are operational, the more robust the overall search and retrieval process will be for the end user.

The shared WLS Member Library mobile app has been launched. Services available through the app include: searching the catalog; access to electronic resources; management of library users' account; and use of a digital library card. The app is available on iPhone and iPad via the Apple App Store and will soon also be available on Android devices via the Google Play App Store by searching "Westchester Library System."

Allison Midgley will be hosting an Open House for staff from the member libraries of the Ramapo-Catskill Library System (RCLS). WLS has partnered with RCLS to allow their member library staff to attend training sessions at WLS in exchange for direct reimbursement by RCLS. Many of the RCLS member libraries are located in the river towns on the other side of the Hudson and are closer to the WLS Headquarters than the RCLS Headquarters. This will be an opportunity to showcase the training programs WLS has to offer. Similar sessions are always available by appointment for WLS member libraries.

Makerspace training sessions continue to be very popular. Topics covered include: *Getting started with Circuits & Arduino*; *Turning Your Photo into a 3D Print*; *Vinyl Cutter Certification*; and various STEM (Science, Technology, Engineering, Math) program ideas, for example, *Physics Fun*.

INTERLIBRARY LOAN

Contact: *Hui Sheng, Manager, e-Content & Resource Sharing [231-3258]*

It goes without saying that no one library, not even the Library of Congress, can own all the books and magazines that have ever been published; let alone a public library system like WLS. That's when library resource sharing, not just among member libraries, but with external partners, plays an integral role in providing vital library services to Westchester local public libraries and their patrons.

During the calendar year of 2017, WLS ILL received a total of 7,312 requests for loans of books/musical scores/microfilm and photocopies of journal/magazine articles from member libraries on behalf of their patrons. Of the total requests received, 6,210 (85%) have been successfully filled, thanks to our local, regional, national resource sharing partners, some as far away as the states of Washington and Alaska.

Among the 38 member libraries, the top following seven libraries submitted 300 or more requests in 2017. It is of interest to note that economic factors and service population size are not always factors for interlibrary loan usage.

John C. Hart Memorial Library in Shrub Oak/Yorktown	720
Scarsdale Public Library	506
White Plains Public Library	500
Larchmont Public Library	492
The Field Library in Peekskill	317
Croton Free Library	316
Chappaqua Library	300

To get an idea of some of the items people are requesting, the following book titles have been requested four times or more by Westchester library cardholders. While there is no exact way of telling, the requests seem to be driven by current media and political discussions.

The creature from Jekyll Island : a second look at the Federal Reserve -- 9

Deep denial : the persistence of white supremacy in the United States history and life -- 7

Spilled milk : based on a true story [about a battered child seeking escape] -- 6

Gods of money : Wall Street and the death of the American century -- 4

NASM essentials of personal fitness training -- 4

Shanghai legacy : a novel [about Jews without visas surviving WWII in Shanghai] -- 4

The Pope and the professor : Pius IX, Ignaz von Döllinger, and the quandary of the modern age -- 4

Tudor anthems : a collection of fifty anthems for mixed voices (musical score) -- 4

Besides serving the 38 member libraries, ILL coordinates book loan services to the three correctional facilities as well. A total of 1,164 book loans were processed to fill the needs of the inmates in 2017.

The ILL Department continues to address major staff changes in 2018, following Anne Marie Perdichizzi's retirement after nearly 22 years with the Department. Looking ahead, WLS ILL will continue to be service-oriented to extend the reach of Westchester residents for resources they need but are not readily available at their home libraries.

PUBLIC INNOVATION AND ENGAGEMENT

Contact: *Elena Falcone, Director [231-3240]*

Elena Falcone attended the New York Library Association Conference. In addition to participation in meetings and educational sessions related to outreach audiences and services, Ms. Falcone offered a program, *Listen Like a Librarian*. The program emphasized strategies for cultivating this essential skill for effective public service.

ADULT SERVICES OUTREACH

Outreach - Speaker on Topics Related to Workforce Development: At the invitation of the Westchester County Department of Senior Programs and Services, Francine Vernon addressed 10 participants, ages 50+, who were completing their job readiness training program. Suggestions and encouragement on steps to take in preparing to search for employment were provided.

Westchester Seniors Out Speaking (WSOS)

Target audience – seniors, low-income seniors

- Volunteer Education:** The December education meetings of our volunteer team took place at the WLS Headquarters. The education topic was “What’s New (in Medicare) for 2018,” with a special emphasis on explaining changes in premium coverage and options for those who may be eligible for the Medicare Savings Program. Supplementing the delivery of this topic at January *Medicare Minutes* will be a piece on the safe use of medicine from an National Institute of Health (NIH) newsletter for older adults. The December meeting was also the annual “Holiday Carbohydrate Swap.” Dianne Poonai of the Department of Senior Programs and Services joined the event and distributed gifts of branded NY HIICAP portfolios to all volunteers. (HIICAP is the New York State Health Insurance Information Counseling and Assistance Program whose exam all volunteers take to certify their knowledge of Medicare.)
- Outreach - Saturday Senior Benefits Information Center (SBIC):** A third and final “SBIC Saturday” was offered at the John C. Hart Memorial Library on 12/2, just before the 12/7 close of Medicare Open Enrollment. These volunteer-fueled events are especially important in that they make it easier for working seniors and caregivers to access our service.
- Volunteer Recognition:** Program Coordinator Beth Casso was recognized on 12/1 as a new inductee to the Westchester County Senior Citizen Hall of Fame. Beth joins more than a dozen WSOS volunteers who have been so honored. Beth’s prior experience as a nursing home administrator, along with her dedication to making plain essential information for consumer health available, have made her an invaluable asset to the WSOS Team. (Her energy and humor make her a delight to work with!)



HSE Connect! (also known as TASC Connect!) / Target audience – low-literate adults

Information Sessions: The 2018 schedule for Information Sessions is now posted to the WLS website and flyers have been distributed to libraries. Additionally, sessions for library staff have been scheduled to keep professionals abreast of key changes in the options for obtaining a high school equivalency (HSE) diploma, changes in locally available supports and in resources for self-study.

CORRECTIONAL FACILITY (CF) SUPPORT/RE-ENTRY SERVICES / Target audience – current and formerly incarcerated adults, as well as those navigating parole or probation

Outreach: Human Resources (HR) Consultant, Rebecca Mazin, along with Elena Falcone, offered a two-session (12/4, 12/8) job search program entitled *Re-entry Job Search Roadmap* for inmates at the Sing Sing CF. Leveraging the content in the *Job Search Tool Kit* and *Westchester Connections Guide*, the series emphasized communicating a realistic understanding of the employment landscape, offering strategies to address obstacles to employment and reviewing preparation and presentation basics. The series was targeted toward those within 1-3 years of release.

Re-entry Road Map: A Guide to the Job Search Toolkit		
 Write it down.	Plan & keep track. Chapter 1: p 4	Find a job is your new job. Start with a notebook, pen and calendar. Plan and keep track of your efforts.
 What kind of work can you do?	Every job is a good start. Chapter 1: pp 5-7	Know the jobs you won't be hired for; skip jobs that relate to your rap sheet. For example, if you were convicted of armed robbery - don't plan on work in private homes without supervision.
 Where can you work?	Connect with a re-entry organization. Chapter 8: pp 62-66	Get help and training plus find ex-offender friendly companies like; Applebee's, Aramark Food Service, Dunkin Donuts, Kohl's (no violent felons), Longhorn Steakhouse, McDonald's, Olive Garden, PetSmart, Red Lobster, Red Robin, Sears, Target (no violent offenders), Walmart. Be polite and professional with everyone you meet.
 Write down your work history.	Fill out a Personal Data Form. Chapter 4: pp 36-38	Get names, addresses and telephone numbers of places where you worked, or volunteered. Be prepared to answer a criminal conviction question using just facts, no excuses or "will explain in person."
 Telephone tips.	Use the phone correctly. Chapter 2: p 17	Answer every call politely and use a professional, clear, message for callers to hear when you can't pick up. Don't have your own phone? Ask someone you trust if you can put down their number and take a message if you get calls.
 Check your email.	Make sure you have a professional email address. Chapter 4: p 28	Have a work friendly email address. bghaddedy@aol.com is not recommended. Write down the email address and password and learn how to use it; on a computer, not just a cell phone. Find help using email and a computer class at your local library.
 You may need a resume.	Writing a resume. Chapter 5: pp 40-45	Get help, this doesn't mean your cousin writes your resume for you. This is a document you must be able to talk about. Your library, a One Stop Center and non-profits may be your guide to resume writing.
 Tell people you're looking for a job.	Networking to find work. Chapter 2: pp 16-21	The #1 way people get jobs is from a referral. Tell everyone you know you're looking for a job. When you meet new people, tell them too. Write down names and contact information to follow up. If you use Facebook keep it work friendly, no photos of partying, foul language, racist or sexist content.
 Apply for jobs online.	Use a computer to apply for jobs. Chapter 6: pp 51-56	Online applications take as long as an hour. Having your Personal Data Form makes it easier. Read everything and answer all questions. Don't check every box "yes" that offers additional information about jobs, education or training. When you check yes you get tons of emails you don't need. Keep track of applications including log ins and passwords.
 Find volunteer work.	The value of volunteer work. Chapter 7: pp 59-61	Volunteer work gives you experience you can add to a resume or application and references from people who see the quality of what you do. You never know, volunteering can turn into a paid job. It's all part of networking.
 Prepare for interviews.	Walk in with confidence. Chapter 9: pp 67-75	Be prepared to answer common interview questions like, "Why do you want to work here?" Have responses for gaps in your work history and the reason for your criminal conviction. Focus on what you learned and how you have grown, not a list of excuses and blame.
 Interview	Describe your talent. Chapter 10: pp 76-79	Get to the interview a little early, but not an hour before. Wear neat and clean clothes, same with your hair, hygiene and any jewelry. It's ok to be nervous. Take your time answering questions. Get the name and contact information from interviewers so you can send a thank you note.
June 2017, Westchester Library System connections.westchesterlibraries.org		

YOUTH SERVICES (YS) SUPPORT / Target audience – youth county-wide

- **Youth Services Advisory Group Programs:** The YS Advisory Group's calendar of 2018 programs has been posted to the [Youth Services wiki](#). Events include discussion of programming opportunities (escape rooms, Performers Showcase, summer reading planning); technology training (2D design and coding--hosted at the White Plains Public Library); and current topics of relevance to youth services (Adverse Childhood Events

Study and early literacy spaces). Additional opportunities for early literacy training are being planned for 2018 and will be announced soon.

- **Youth Services Advisory Group Members:** Effective December 2017, Kim Larsen (Larchmont) and Marie Pierre (Mamaroneck) have joined the Youth Services Advisory Group. The full roster of YS Advisory Group members and its charter are posted to the YS wiki.

YOUTH OUTREACH

New York School for the Deaf: Elena Falcone, along with Greenburgh Public Library's Christina Linder, provided a review of system and local library services at the New York School for the Deaf's Professional Development Day on December 13th. The school, which serves students ranging from pre-K to age 21, recently revamped its library and is active in working to reconnect its professionals and students to public library services. Ms. Falcone will be returning to the school to provide a more in-depth review of databases, while Ms. Linder is facilitating card registration and group visits. The school will also be offering a program for member library staff both to showcase their operations and to explore strategies for providing and publicizing services for the deaf community.

EARLY LITERACY PROGRAM / Target audience – families with pre-school children attending Early Childhood/Head Start centers (primarily low-income and non-library user families)

Activities led or arranged by Francine Vernon, Public Innovation & Engagement Department's Parent & Youth Outreach Coordinator, during the period November/December are noted below.

- **Outreaching to Parents through Presentations to Promote Early Literacy:** Presentations were made at the Yonkers Children's Place Head Start Center to parents of children ages 3 & 4 and at the Saturday Five Steps to 5 Program to parents of children ages 1½ - 2. Remarks addressed the importance of early literacy and offered parents suggestions, made relevant to the age group of their children, on what they can do at home to increase their children's communication and literacy skills. A combine total of 30 parents attended the 2 presentations.



- **Introducing Parents to the Library:** A presentation was made at the Yorktown Head Start Center to introduce parents from the Yorktown/Mahopac areas to selected library programs and resources for all ages in the family. Special appreciation is given to the directors from the John C. Hart Memorial and Mahopac Libraries—the featured speakers who co-led the presentation on the opportunities at their respective libraries [12 parents attended]. Flyers advertising the programs were provided for distribution to the Center’s 51 families.
- **Promoting Parents Reading to Children through Workshops:** An interactive workshop and demonstration for parents on how to select and share books with their pre-school children was held at the Yonkers Children’s Place Head Start Center [16 parents participated].
- **Organizing Trips for Children and Parents to Introduce Libraries and Promote Literacy:** Morning library visits were organized for six (6) classes of pre-school children from several centers. The visits engaged the children in a sample of programming and provided presentations for the parents in attendance on library offerings for both children and adults. The participating centers and libraries are listed below [a combined total of 27 parents and 92 children attended the 6 visits].
 - 3 classes with parents from Yonkers Children’s Place Head Start to the Riverfront Library
 - 1 class from Peekskill Head Start to the Field Library - A trip for a 2nd class was scheduled but had to be cancelled due to weather conditions.
 - 2 classes from Mount Kisco Head Start to the Bedford Hills Free Library – Both trips were originally scheduled to the Mount Kisco Public Library. However, due to staffing issues, Mount Kisco had to cancel them and the venue had to be changed. When asked to substitute, Bedford Hills agreed to do so. Nancy Coradin participated to help Bedford Hills provide a bilingual storytime program. Special appreciation is given both to the Bedford Hills Free Library and to Ms. Coradin. On short notice, they made the center’s class visits possible and provided a positive library experience for the children.

In addition, an evening “Welcome to the Library” program, which extended into hours after the library’s regular closing to the public, was piloted by the John C. Hart Memorial Library for parents and their children from the Yorktown Head Start Center. The evening included stories, a puppet show, and a movie for the children. A presentation on library programs and a tour was provided for the parents. Refreshments were also served [6 parents and 7 children braved the freezing weather to participate in the program].

- **Connecting Parents to Information:** Presentation was made at a Head Start Policy Council meeting on the importance of healthy eating habits for the family and children, in particular. A handout on elements of good nutrition from the U.S. Department of Agriculture’s MyPlate education series was distributed. Council members were asked to take the information back to their respective Centers to use in encouraging conversation on the subject with other parents [a total of 25 Council members were present].
- **Assisting Families to Connect with Libraries:** Presentations, library visits, and direct outreach at Centers resulted in 29 parents applying for library cards.

YOUTH DEVELOPMENT

- **Tuckahoe Public Library:** Mrs. Vernon conducted a drop-in clinic at the library on gaining work experience through community service [2 pre-teens participated].
- **Great Potential College for a Day Program for middle schoolers:** The event, held at Purchase College, offered a combined total of 40 students from middle schools in New Rochelle, Peekskill, and White Plains an early exposure to a college campus and an opportunity to explore themes related to thinking about pursuing higher education after graduating from high school. The highlight of the day for the youth was a series of interactive exercises led by members of CoolSpeak, a youth engagement company, which addressed getting to know yourself, defining your purpose and passions, and why college.

WEBS

Contact: Elaine Sozzi, Director [231-3239]

As digital and technological advancements continue to affect workers and the workplace, it is vital that career counselors understand the possible future directions the field may take, and apply these trends in their practice. Today, counselors can use online inventories to help assess client interests and personality style. Job seekers can use websites like O*Net and LinkedIn to research specific jobs and apply to openings all over the world. Those who have a profile on LinkedIn enable employers to access information and possibly recruit them. And recently, the expanding capability of computer software is beginning to generate artificial intelligence that can more accurately interpret search information. Soon, virtual reality may allow clients to try out different occupations in a virtual program and practice interviewing skills with virtual interviewers.

Plans for 2018 are being implemented with these future trends in mind, and the WEBS counselors are being encouraged to pay attention as more tools become available in career development. The eight-week seminars will continue to emphasize the use of technology and social networking to advance one's career, and new handouts have been developed with relevant information. Additional programs will be designed and developed according to the needs of the member libraries throughout Westchester County. The main goal of the WEBS department is to provide model programs that acquaint patrons with the information and skills they need to succeed in their careers.

Registration for the winter seminars is now open, with five nine-week programs set for the libraries in Somers, Yonkers, White Plains, Pelham and Chappaqua. Clients on waiting lists from the previous cycle have been contacted, and we are receiving a good response to our recent publicity campaign from new applicants that include the target population of unemployed and underemployed individuals. Weekly individual counseling by appointment has now resumed at the Yonkers Public Library (Grinton I. Will Branch) which always has a full roster of clients. Next month, the Mount Vernon Public Library will resume its individual counseling program.

The year-long workshop series will be kicked off with a specially designed *Resume Trends* workshop aimed at college students. The Purchase Free Library requested this program since students from nearby Purchase College and Manhattanville College often request resume assistance. The workshop will emphasize the use of accomplishment statements and offer tips for defining and communicating one's brand. It is essential that students understand the needs of prospective employers so they can demonstrate proficiencies that can add value to the organization. Having a strategy and a focused plan before one initiates a job search will also be explored.

The Westchester Library Association has asked WLS to co-sponsor a professional development program on LinkedIn for its members and WLS library staff. WEBS counselor Marie Riffel will present the program which will cover the benefits of LinkedIn, building an online profile, and adding and maximizing contacts. This educational opportunity for librarians and staff will help them stay current with technologies and trends in support of their roles and responsibilities.

WEBS director Elaine Sozzi attended the PLDA luncheon at the Hendrick Hudson Free Library in Montrose and met with management at the One Stop Employment Center in White Plains to discuss upcoming programs.