

Skills, Education & Professional Development

Preparing Information Workers for the Future of Work, Learning, and Knowledge

Information Futures Series – Uganda

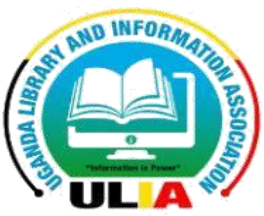
Based on IFLA Trend Report 2024 & ALA STEEPED Framework / Contextualized for Uganda

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INFORMATION FUTURES SERIES:
TODAYS CONVERSATION FOR TOMORROW'S PRACTICE.



Overview

Key Points:

- Opening & Context
- STEEPED Framework – Scanning the Future
- Deep Dive – Key Trends for Ugandan LIS
- The Scenario & The Gap
- The Solution – Competencies & Credentials
- Learning Ecosystems & A Vision
- Action & Commitment

The Quiet Crisis

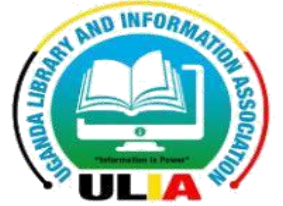
THE TENSION
PREPARING INFORMATION WORKERS
FOR WHAT'S NEXT

THE FUTURE
CONNECTED, FAST, DIGITAL

THE PAST
OUTDATED, SLOW, LIMITED

LIBRARY AND INFORMATION SCIENCE
INTRODUCTION TO CATALOGUING
INFORMATION ORGANIZATION
REFERENCE SERVICES
CLASSIFICATION THEORY
MANUAL OF LIBRARIANSHIP

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Discussion Question

“Are we training for yesterday’s library or tomorrow’s knowledge economy?”

The Ugandan Context

UGANDA'S INFORMATION FUTURE

TODAY'S CONVERSATION FOR TOMORROW'S PRACTICE.

Empowering information workers through skills, education and professional development for the future of work, learning and knowledge.



77%
under 25



Mobile
penetration
~60%



Trust in
libraries:
high



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Information. Opportunity. Impact.
Stronger together for a better Uganda.

STEEPED Framework



To understand the future,
we need a structured way to scan for change.

STEEPED =

Society • Technology • Education • Environment • Politics • Economics • Demographics



Each category contains **trends already visible today.**



Our goal: Identify which trends are most urgent for Ugandan LIS.

STEEPED Wheel Visual

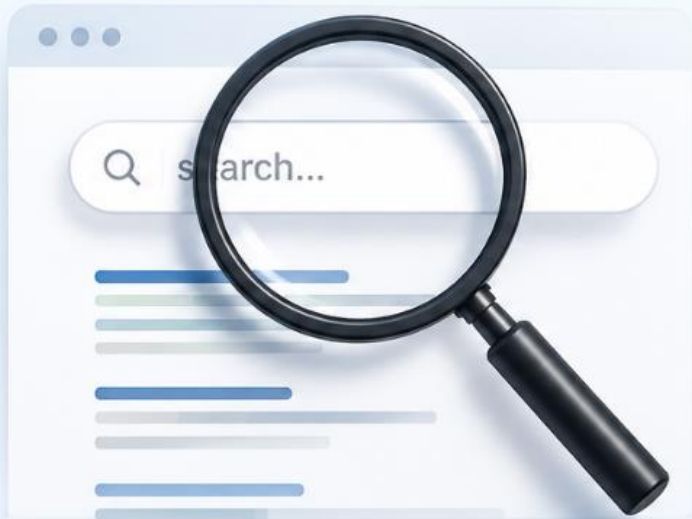


AI as "Do Engine"



SEARCH ENGINE

Finds information



VS.

-  Retrieves information
-  User decides what to do next
-  Many links, varied quality



DO ENGINE

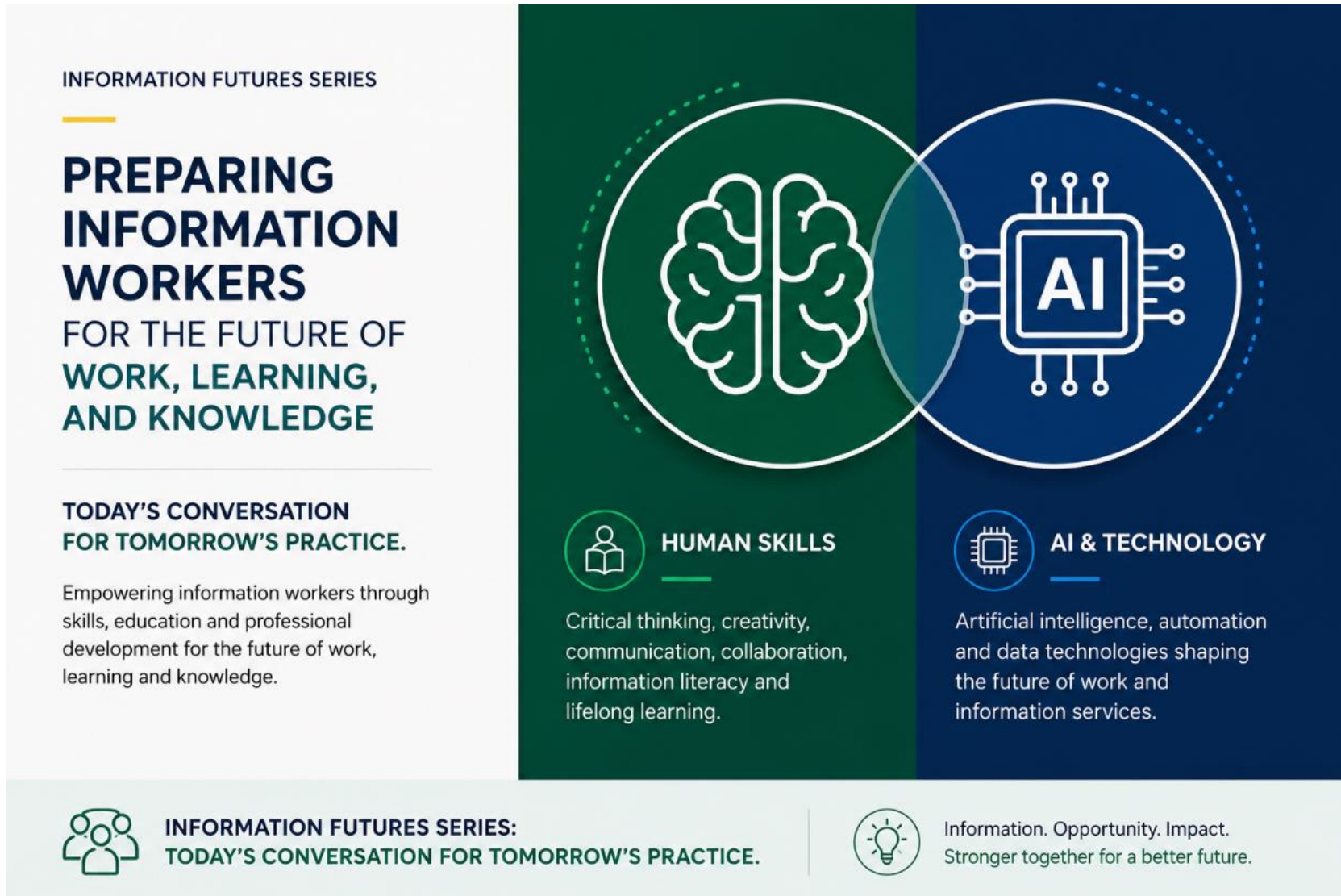
Gets things done



-  Understand Goal
- ↓
-  Plan Actions
- ↓
-  Execute Task
- ↓
-  Deliver Result

-  Takes action and delivers outcomes
-  AI decides the best way and executes
-  Fewer steps, measurable results

The Seven Shifts – Complexity & AI



Discussion Question

Local implication: AI tools (ChatGPT, Gemini) are free but require prompt literacy. Who teaches that?

Voice Control Trend



**Ask me
anything –
by voice.**

The Seven Shifts – Knowledge & Trust



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MISINFORMATION

False information
Rumors
Bias
Manipulation

TRUST

Credible information
Transparency
Verification
Integrity

LIBRARIAN

CRITICAL THINKING
Question. Analyze.
Evaluate.

INFORMATION LITERACY
Find. Understand.
Use wisely.

COLLABORATION
Share knowledge.
Build community.

EMPOWERMENT
Informed today.
Empowered tomorrow.

STRONGER INFORMATION. STRONGER COMMUNITIES. BETTER FUTURES.

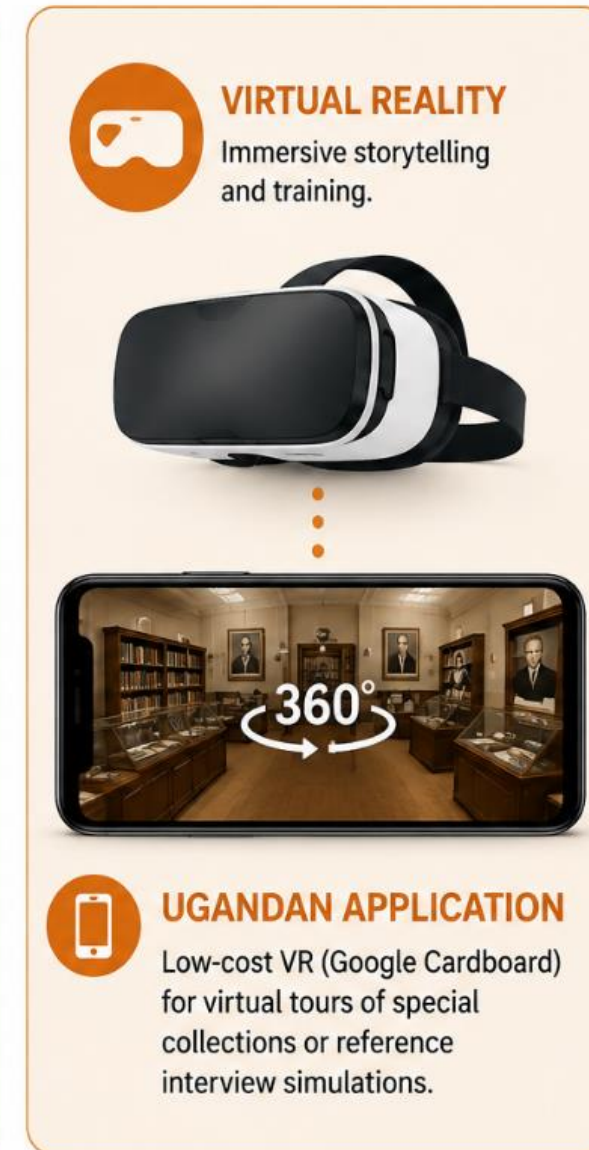
Discussion Question

Ugandan librarians must lead in fact-checking and indigenous knowledge preservation.

Unplugged + Subscription Boxes



Data Everywhere + VR



The “AI Scalper” Scenario (from IFLA)



Discussion Question

Does your community have the skills to navigate an AI-mediated system? Or will they be excluded?

The Curriculum Gap – Diagnosed



CURRENT CURRICULUM



Cataloging rules



Basic ICT



Collection management



NEEDED CURRICULUM



Prompt engineering



Voice search literacy



Research Data Management (RDM)



Unplugged programming



Data ethics



Privacy & information ethics



AI literacy & critical thinking



THE GAP WIDENS
as technology accelerates.



QUESTION FOR LIS FACULTY:
When will your students graduate
with a badge in AI literacy?

The Librarian Reimagined

THE ROLE HAS EVOLVED. SO HAVE WE.

OLD LIBRARIAN

Gatekeeper of information



Controls access



Works in isolation



Focus on rules



NEW LIBRARIAN

Facilitator of learning and discovery



Empowers people



Encourages dialogue



Builds skills & confidence



Connects & collaborates

FROM SILENCE...

...TO IMPACT

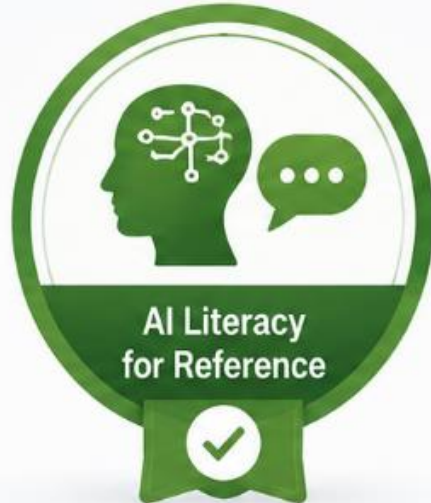
Badging & Micro-Credentials



ALA TREND: Badging recognizes specific competencies outside traditional degrees.



FOR UGANDA: LIS schools should offer TVET-style badges for:

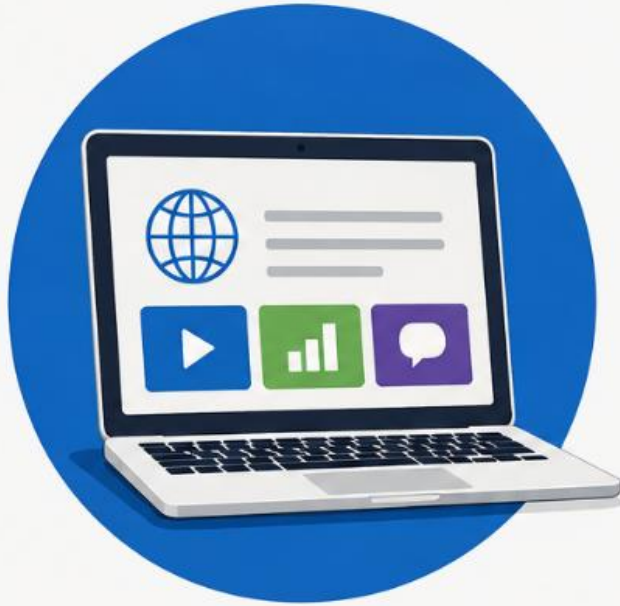


EXAMPLE: A librarian earns a badge for “Hybrid Reference (AI + Human).”



Three Core Competencies for 2030

PREPARING TODAY. EMPOWERING TOMORROW.



DIGITAL LITERACY

Access. Evaluate. Create.
Participate.



MEDIA & INFORMATION LITERACY

Question. Verify. Understand.
Make informed decisions.



FUTURES THINKING

Anticipate. Imagine. Adapt.
Shape a better future.

Flipped Learning + Worker Activism

**HOME**
Watch lecture.



 Watch

 Learn

 Anytime, Anywhere

**CLASS**
Create guide.



 Collaborate

 Practice

 Create & Share



WORKER ACTIVISM

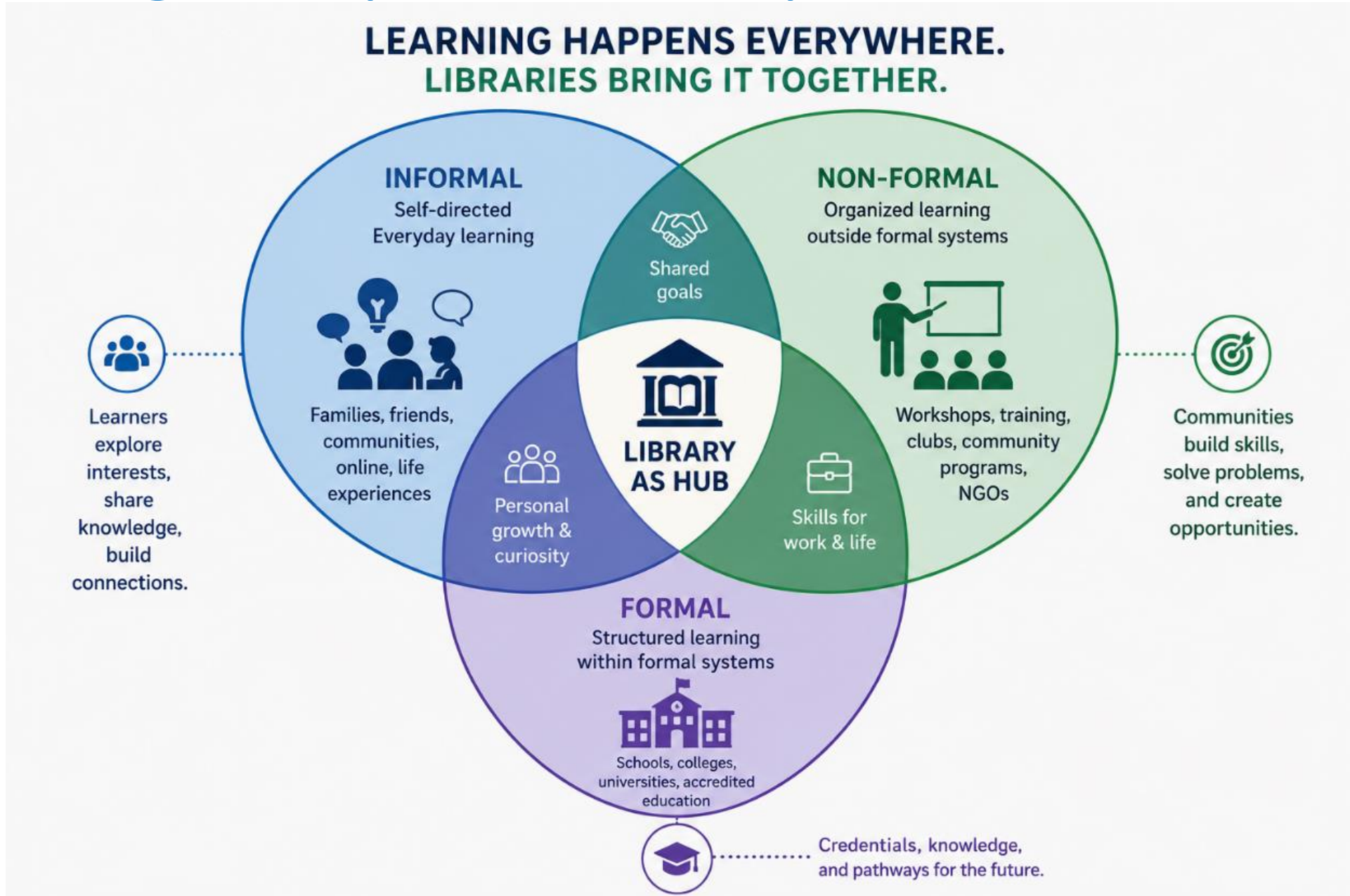
Tech workers are protesting ethical issues (facial recognition, climate).



FOR LIS

Information workers may demand ethical AI, privacy protections, fair pay. Teach information ethics as active, not passive.

Learning Ecosystems – Beyond the Classroom



A Day in the Life – A UG Librarian, 2030 (Inspired by IFLA Scenario)



A LIBRARY. ALL DAY. EVERY DAY.

Meeting people where they are. Helping them go further.



CONNECT

We listen. We help.
We're here for you.



EMPOWER

We build skills.
We open doors.



TOGETHER

We grow communities.
We shape futures.

— INFORMATION. INSPIRATION. IMPACT. —

Collective Impact – Uganda



ALA INSIGHT: Collective impact = cross-sector collaboration to solve complex problems.



UGANDAN OPPORTUNITY:
Partner TVET institutions + NGOs + tech hubs + libraries.



EXAMPLE: A shared “AI Literacy for Librarians” workshop across 5 Ugandan universities.



YOUR ROLE:



Identify one potential partner this week.



Send one email.

Your First Step – No-Cost Actions

What We Can Do, Together.



LISTEN & INCLUDE

Ask diverse voices. Understand real needs.
Co-create solutions.



BUILD SKILLS

Offer practical learning for all ages.
Focus on digital, information and AI literacy.



PROMOTE TRUST

Fight misinformation. Curate quality content.
Uphold privacy and ethical use.



COLLABORATE & ACT

Partner across sectors. Share resources.
Measure impact and keep improving.



STRONGER LIBRARIES. STRONGER COMMUNITIES. BETTER FUTURES.

Conclusion & Call to Action



Individual Commitment Card



I, _____, commit to
piloting one trend-based initiative:



☐ Unplugged reading hour



☐ Voice-activated library FAQ



☐ Badging program for RDM



☐ AI literacy workshop for staff



☐ Other: _____



Deadline: _____



One person I will hold myself accountable with: _____



A vibrant outdoor market scene, likely in a developing country, with many people. In the foreground, a young woman with her hair in a bun is looking at a smartphone. Behind her, a man in a yellow shirt is also looking at a phone. To the right, another woman is using a phone. The background is filled with colorful umbrellas and market stalls. In the bottom right corner, there are baskets of green bananas and red tomatoes.

SKILLS, EDUCATION & PROFESSIONAL DEVELOPMENT:

PREPARING INFORMATION WORKERS FOR THE FUTURE OF WORK, LEARNING, AND KNOWLEDGE



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