**Public Libraries South Australia Quarterly**

**Unley Library - Town Hall**

**Oxford Terrace, Unley**

**24 February 2014**

Agenda

8.45am **Tea & Coffee**

9.15am **Welcome & Reports**

* PLSA Reports
  + PLSA President: Lynn Spurling
  + Treasurer: Janice Nitchke
* Committee & Working Party brief updates
* Public Library Services update – Acting Associate Director, Jo Freeman

10.00 **Take Action**

*Guest Speaker: Wendy Perry, Workforce Blueprint*

Wendy will be speaking about as system called TAKE ACTION, shifting from a mechanistic approach (building on the way we have done things in the past) to a vision-oriented approach (defining what a different future needs to look like).

11.00am **Sponsor address - Morning Tea**

11.30am **Future Proofing the Library**

*Guest Speaker: Anne Rundle, Manager Adelaide Library Service*

Anne shares some insights into the value of the innovative recruitment process they have used to ensure the best fit for staff at the new City Library in Rundle Mall.

12.30pm **Sponsor address - Lunch**

1.30pm **Four Enablers of Strategy**

*Guest Speaker: Scott Buley –Manager Organisational Development,*

*City of Unley*

Scott will be talking about the fine balance between Systems, Structure, People Capability and Culture when developing workforce strategies.

2.30pm **Focus Group Consultation – One Workforce**

*Hanlie Erasmus, Chair PLSA One Workforce Project* (see attached preparation document, pg. 2)

* School Community Libraries (Chair: Lynn Spurling)
* General staff of public libraries (Chair: Anne Pascoe)
* Managers of public libraries (Chair: Hanlie Erasmus)

4.00pm **Close**

**Focus Group Consultation – One Workforce**

The intent of the PLSA One Workforce project is to assist in the achievement of the most effective and efficient mix of resources in support of the public and school community library sector’s future resourcing footprint. To do so, we need to know and understand our current workforce. This includes overviews of our intention to stay in library services, our readiness for and attitudes to change and our capabilities to undertake work in an ever changing environment.

Your participation in the **Focus Group Consultation sessions** will be highly valued and your input, views and opinions will help to develop a workforce strategy for the network which will include several elements such as a skills gap analysis, core competency dictionary and identification of professional development opportunities.

In preparation of the focus group consultations, please consider the following questions to enable effective participation.

***School Community Libraries (Chair: Lynn Spurling)***

* What does the future look like for SA School Community Libraries? E.g. key changes or any strategic directions (both from your council and the education department) that will impact on school community libraries?
* Are there critical skills or capabilities that staff lack, to be successful in this new future?
* What career intentions do you have and how do you think we can develop better pathways for you to meet your goals?
* What would assist you to do your work more productively?
* Are you interested in up-skilling and what does this look like for you? What expectations regarding network support do you have?

***General staff of public libraries (Chair: Anne Pascoe)***

* What does the future look like for South Australian Public Libraries?
* Are there critical skills or capabilities that staff lack, to be successful in this new future?
* What career intentions do you have and how do you think we can develop better pathways for you to meet your goals?
* What would assist you to do your work more productively?
* What are the main factors that attract and retain you to working in the library/council?
* Are you interested in up-skilling and what does this look like for you? What expectations regarding network support do you have?

***Managers of public libraries (Chair: Hanlie Erasmus)***

* What does the future look like for the library industry in Australia?
* Are there critical skills or capabilities that staff/managers lack, to be successful in this new future?
* Which critical job groups are currently essential to achieving core business deliverables and delivering strategic outcomes? Will these critical job groups change? What about demand and supply?
* Are there any emerging workforce patterns in the library industry – local, national and international?
* Are your staff interested in further development, and how do you currently assist them? What are your expectations regarding training and development opportunities offered by PLS and PLSA?