

**QUARTERLY MEETING - COMMITTEE REPORT: One Workforce Project**

***Report by:*** Hanlie Erasmus ***Date:*** 9 November 2015

**Background**

Workforce planning is no longer an emerging issue: it is now a business imperative with organisations of all sizes requiring evidence-based information to advance their current and future workforce requirements.

Preliminary research into workforce planning for the library sector indicates that the network is likely to face a number of challenges over the coming decade. Our staff are the key drivers in the profession and a strong future will depend on ensuring that recruitment, retention and professional development issues and concerns are clearly understood and managed.

Giving these changes, Public Libraries SA in collaboration with PLS is undertaking a workforce planning project to enable the library network to meet the changing needs of the community. The **One Workforce** project commenced in January 2013 and preliminary work and desktop research were undertaken by a working party consisting of managers and staff from various Councils and PLS. Work included:

* In December 2013 a survey was undertaken of all SAPLN staff and the findings were discussed at a Quarterly meeting in March 2014
* In August 2014 an application was submitted to the LGA Research and Development Grant Scheme, but was unsuccessful
* In August 2015 a joint PLS and Public Libraries SA funding submission to the LGA Research and development resulted in success, gaining almost $30K to engage a workforce planning consultant in 2015/16. The ‘Tomorrow’s Libraries’ report contributed to the success of the funding application as it clearly linked the objectives and reiterated the need for a network specific library workforce plan.

**Current Project Status**

A new project officer has been assigned to PLS for a six month period to assist with this project. Jem Benson commenced with PLS in October 2015, and joins the working group from the Department of State Development.

Membership of the current working group includes: Veronica Mathews, Jo Freeman, Jem Benson (PLS); Ben Footner (Public Libraries SA); Hanlie Erasmus (network member). The project is now well positioned to make progress in the coming months.