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Vision 2017: Learning Strategy

Next Horizons: Vision 2017

- A collaboration
- Led by State Library of Queensland, with
- Queensland Public Libraries Association
- Local Government Association of Queensland
- Based on extensive consultation across the State

the next horizon
VISION 2017 for Queensland public libraries

Key Themes

- Connectors – physical and virtual
- Technology trendsetters
- Incubators of ideas, learning and innovation
- Creative community spaces

Actioning Vision 2017

- Library workforce at the centre of this vision
- Training Needs Analysis
- Develop priorities
- Collaboration continues

Training Needs Analysis

- Discussion Paper
- Reference Group
- Independent Consultant
- Training needs survey
- Workshops

What did we find?: Library staff

- Focus on 'need to be trained'
- Time poor
- Feeling of needing permission to learn
- Learning has limited opportunity to implement at workplace
- Most training focused on core library skills

What did we find?: Library Managers

- Need a staff body with new skills
- Confident learners
- Change management within a public library & Council context
- Mainstream providers do not operate in remote areas
- Library skills still needed

What did we find?: Opportunities

- Culture of professional development
- Committed to lifelong learning
- Significant amount of PD targeting the sector
- State Library's role could be:
  - Broker
  - Deliverer
  - Disseminator

Higher order skills needed

- Strategic Planning/Thinking
- Project /Contract management
- Advocacy
- Networking / Partnerships/ Relationships
- Embrace risk
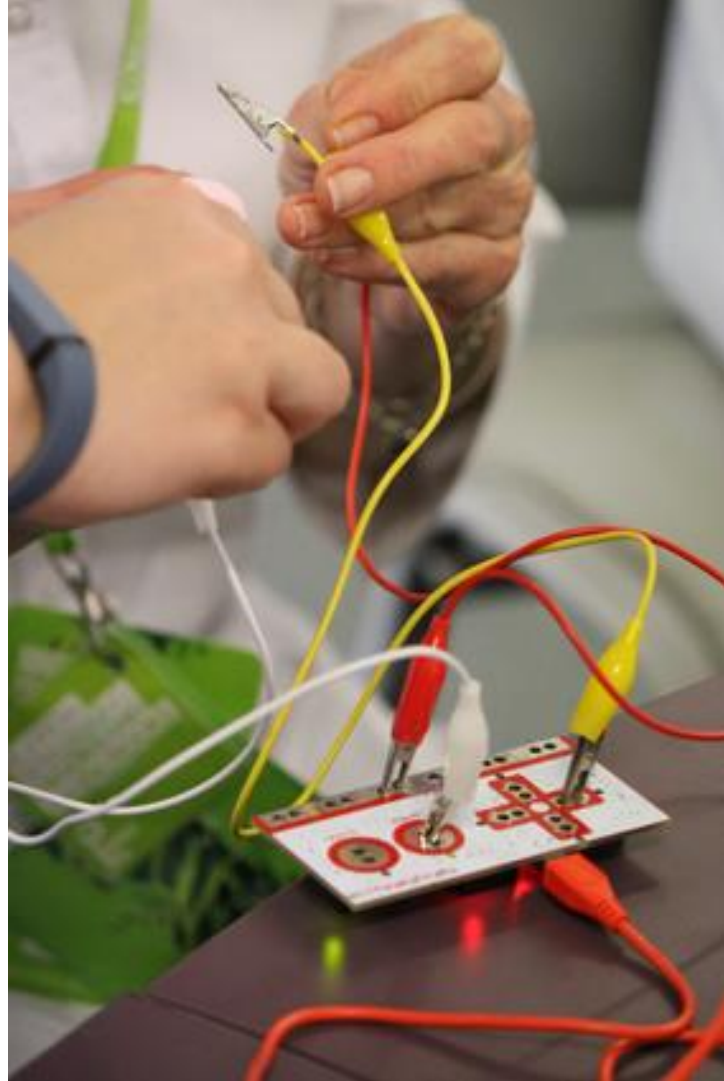- Building evidence based business case

Change in thinking:

- Learning as everyday opportunity
- Willingness to invest time
- Willingness to invest money in PD
- Confidence in not knowing
- Use data effectively
- Work with local lead agencies

Access to Training
Multiple delivery
Work based training
Online learning
Learning Community
networks

Leadership

Learning and development priorities

Library Business Management

Innovation

Vision 2017: Learning Strategy

Outcome 1

Leadership and Innovation

A 12 month leadership program that supports innovation in the sector

Outcome 2

Learning Communities

Learning networks and programs formed around RLQ programs and public library learning priorities

Outcome 4

Convergence and Consolidation

Connecting public libraries to a broad range of professional development resources

Outcome 3

Policy and Workforce planning

Learning initiatives that progress development of the sector and exemplify service models

ConnectEd

Professional development for public libraries

Library Industry skills – delivered online
Blended self-paced learning

Training modules
- Finding information in 21st century

A new look at old ideas
- Recent trends

Quick tasters
- Emerging media

Tips and Tricks
- Troubleshooting

Priorities

- Leadership program that includes an agreed workplace application
- Innovation grant funding program
- Library Business management workshops/ resources
- Innovation Forums/workshops

Links

- http://www.plconnect.slq.qld.gov.au/manage/21st-century-public-libraries/vision2017

- http://www.plconnect.slq.qld.gov.au/news/2014-news/opal-grants-technology-trendsetters

State Library of Queensland

Queensland Government

all yours