ARE WE THERE YET?
DO WE HAVE THE STAFF WE NEED TO MEET THE NEEDS OF NEW GENERATION LEARNERS?

IATUL Conference 2012
New Zealand Context

Eight universities

- Auckland University of Technology
- Lincoln University
- Massey University
- University of Auckland
- University of Canterbury
- University of Otago
- University of Waikato
- Victoria University of Wellington
Overview

- Total NZ population - 4,414,400
- Total Student (EFT) – 137,411
- Total staff (FTE) – 19,401
- Total Library staff (FTE) – 805
Trends and issues affecting workforce planning in New Zealand university libraries

- Interviewed 3 groups of people – senior library managers, younger qualified staff & HR managers
Trends and Issues

Technological changes

“Nice, but as long as there are readers there will be scrolls.”
Trends and issues

Scholarly publishing
Trends and issues

Library staff skills
Trends and issues

Service models
Trends and issues

Research support
EVERY DECISION WE MAKE AFFECTS HOW PEOPLE EXPERIENCE THE LIBRARY. LET’S MAKE SURE WE’RE CREATING IMPROVEMENTS.

Photo Credit: Steven J. Bell
How do we get from here to there?
Workforce Planning

Recruitment

- Ageing work force
- Employer of choice
- Recruitment to the profession
Workforce planning (2)

Turnover & Retention

- Motivation & engagement
- Training & development
- Leadership & management development
- Remuneration
Are we there yet?

- Employer of choice
- Leadership and management development
- LIS courses
- Other skills
Thank You!

The new learning precinct @AUT

gillian.barthorpe@aut.ac.nz