

neXus2 Workforce Planning in the LIS sector: SURVEY

Dear colleagues

ALIA and NSLA (National and State Libraries Australasia) are supporting a national research project to examine the workforce planning and staff development policies and practices in Australian libraries.

This project, *neXus 2*, builds on the initial *neXus* research project that was conducted in 2006, which captured data about the individuals who work in the LIS sector here in Australia - ie demographic, educational and career data about the workforce. More than 2,300 LIS workers participated in that project. The final report of the *neXus* study, which reviews the data by State and by sector, is available to download from the ALIA website (<http://www.alia.org.au/employment/workforce/>).

neXus2 aims to help the LIS sector better understand the diverse issues that impact on the recruitment and retention and the training and development of library staff. The study focuses on the institutional perspectives, rather than the individual. This means we seek the active participation of library management, to be able to obtain data at the organisational level. We anticipate **ONE** response submitted by each organisation that participates, with the institutional data compiled by a representative of the senior management team or human resources/staff development personnel.

Importantly, the project is aligned with similar international studies, allowing us to compare and contrast LIS workforce policy and practice across the different countries.

The project has the support of a range of industry bodies, not only ALIA and NSLA, but also:

- Libraries of the Australian Technology Network (LATN)
- Western Australian Group of University Librarians (WAGUL)
- Queensland University Libraries Office of Cooperation (QULOC)
- Public Libraries Australia (PLA)
- TAFE Libraries Australia
- Health Libraries Australia (HLA)
- Australian Law Libraries Association (ALLA)
- AGLIN (Australian Government Libraries Information Network)

You have probably received this email directly from the industry body you are associated with - my sincere thanks go to everybody who has helped and supported this initiative.

YOUR INVOLVEMENT!

We invite you to complete the *neXus2* survey, or to pass the email onto the relevant person in your organisation.

WARNING! This is a complex study, so that the survey instrument itself is extensive. We are managing this in several ways:

1. Respondents are asked to request a Survey Identification Code as the first step. This will allow us to manage the different parts of the survey and correctly link each submission to the relevant institution.
2. The survey questionnaires are online - we do require you to complete the online survey to ensure we manage the collection of data efficiently.

3. HOWEVER - we have divided the survey into 4 parts, so that you can complete the survey at different times (NB the Survey Identification Code is the glue to hold it all together!)
4. We have provided printable copies of the 4 parts of the survey. You will need to print off these documents and work offline to collect and collate the data. These serve as work sheets that you can refer to as you complete the survey online.
5. Please try to use this project as an opportunity for discussion and reflection on professional issues within your own organisation. We encourage you to work with your senior management colleagues to explore some of the questions - the qualitative information you collectively provide in response to some of the questions will be invaluable to the profession at large.
6. The cut off date for the survey is **Friday, 4 April 2008**.
*However, we would like to present some very preliminary findings at the ALIA Education and Workforce Summit (<http://www.alia.org.au/education/summit08/>) in Melbourne on Friday, 28 March 2008, so if you can get your surveys in by **Thursday, 20 March**, I would be very grateful.*

Research ethics and publications: All information collected from individual institutions will be handled in the strictest confidence, in accordance with the requirements of the ethical handling of research data. The research findings will be presented in a report to be distributed to ALIA and NSLA, and also reviewed and discussed at professional forums and in the professional literature, locally, nationally and internationally. We aim to compare the data by library sector and by State/Territory. Please note that no individual institution will be identified in any of the published materials.

I do hope you will be inspired to participate in this ground-breaking study. I acknowledge the time commitment required and trust that the deep interest you have in professional issues in the LIS sector will be a significant factor to motivate and support you as you work through it all!

WHAT YOU NEED TO DO:

STEP 1: Register for your Security Identification Code: link to <http://datagecko.com/nexus/index.php?sid=14>

** Please ensure there is only one respondent for your organisation.

** Please allow 48 hours before receipt of the code.

** Please make a note of your Security Identification Code and keep it in a safe place!

STEP 2: Using your Security Identification Code, access the *neXus2* survey website: <http://datagecko.com/nexus/index.php?sid=1>

STEP 3: Print off the four parts of the survey (note: the printable copies can all be downloaded from the Introduction to the survey).

STEP 4: Allocate some time to collect the required data and to then complete the online survey.

** Reminder: this can all be done in progressive stages. You do have the opportunity to save the survey and return to it later.

** Reminder: you will need your Security Identification Code to access the different parts of the online survey!

** Reminder: the cut off date for the survey is Thursday, 20 March 2008.

STEP 5: Treat yourself to something special as recognition of the contribution you have made!

STEP 6: Watch out for the reports and dissemination of the research findings!

Please do not hesitate to contact me (email: g.hallam@qut.edu.au or mob: 0402 159 818) if you have any queries regarding the *neXus2* project. I look forward to working on all the data that comes in!

Thanks go to the *neXus2* Project Team, Scott Hamilton and Julie Lee, for the work already done - and also in anticipation for the work ahead of us!

Finally, my thanks to you - the LIS professionals who will help determine the sector's future!

Kind regards

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