**New Direction area name:** Support and Training for Staff to Better Pursue New Directions

**Starting point 1:** Establish library-wide training task force:

1) coordinate needs assessment by function, then perform a skills inventory of current staff;

2) identify library-wide training that would benefit all staff as well as specific staff in their jobs;

3) make recommendations about using different modes of training (i.e. face-to-face, e-learning, consultation with “experts,” etc.);

4) make recommendations to ADMIN on how to make training on-going and part of the Library’s culture.

- **Benefits:**
  - more efficient workforce
  - learning what we need/what we have
  - culture of lifelong learning

- **Risks/Concerns:**
  - yet another task force
  - whose responsibility is it?
  - sustainability

**Starting point 2:** Ask ADMIN to re-examine and formalize professional development as a joint responsibility between individual and the Library. Broaden professional development opportunities to include not only funding and support for conferences/training but also mentoring activities and learning more about other areas in the library (cross-functional training); incorporate “succession” planning within the context of professional development

- **Benefits:**
  - career opportunities for staff inside Library and beyond
  - fostering a learning environment
  - happier, more confident, employees

- **Risks/Concerns:**
  - professional development activities cannot overshadow primary job
  - sometimes can’t tell the difference between professional development and job training (i.e. Web 2.0 training).