

Welcome to this Month's SERI Webinar!

February 13, 2018



Attracting and Retaining Great Talent

Use the chat box at the right of the screen to tell us who you are, where you're from, and who is participating with you today.

You can connect to the audio portion of today's webinar through your **phone line** or through **VoIP**

WELCOME!

SERI
State Electronic
Records Initiative
COUNCIL OF STATE ARCHIVISTS



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New York State Archives

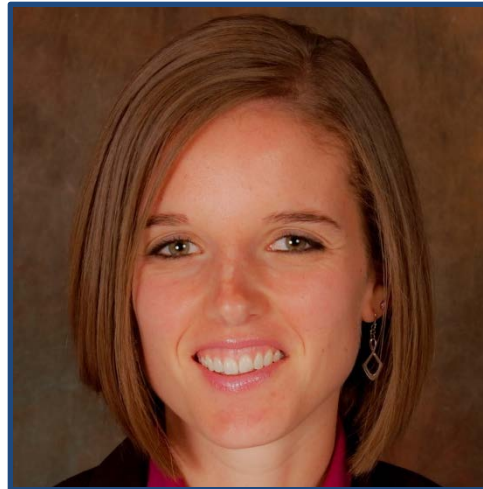


INSTITUTE *of*
Museum and **Library**
SERVICES

PRESENTERS



Anne Ackerson
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Cathy Popovich
Illinois State
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Connecticut State
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TODAY'S AGENDA

Importance of attracting and retaining great staff

What makes an employee “great”?

How can state archives recruit and retain great employees?

Implications of this report in re: staff who work with electronic records

WHY IS THIS IMPORTANT NOW?

- How this report came about
- What we hope it will do
- What we hope it will spur you to do



WHAT IS GREAT TALENT?

- *Hard Skills*

- The Basics
- Technical Expertise
- Understanding of Government Organization



WHAT IS GREAT TALENT?

- ***Soft Skills***

- Adaptability
- Flexibility
- Communication



WHY IS THIS A PRIORITY?

Some statistics

- 5% of program graduates working in government archives¹
- Federal (2%) and state (3%) agencies at the bottom of industries with the highest level of employment for archivists²
- 10% of SAA listings representing government archives jobs³

¹ University of Michigan School of Information *2016 Employment Report*
https://www.si.umich.edu/sites/default/files/2016_employment_report_0.pdf

² Bureau of Labor Statistics, <https://www.bls.gov/oes/current/oes254011.htm>

³ Review of SAA website in November 2017

WHY IS THIS A PRIORITY?

What's at Stake

- Government archives play a significant role
- “Do more with less”
- Attract & retain staff that can meet the mandate



THE CHALLENGES

- Slow sector growth
- Funding constraints
- Poor position descriptions/antiquated job titles
- Low salaries/little opportunity to advance
- Low visibility for government careers
- Lack of succession planning
- Lack of workforce diversity

THE BRIGHT SPOTS

- **Arkansas**
- **Connecticut**
- **Illinois**

ACTION AGENDA

• *For individuals:*

- Know thyself
- Seek out opportunities
- Be an advocate
- Team/division development
- Mentorship
- Work with your graduate programs
- Work with your professional associations



ACTION AGENDA

- ***For agencies:***

- Share, share, share
- Internships & partnerships
- Work with iSchools / SAA
- Evaluate recruitment programs
- Nurture staff
- Cross-discipline experimentation



ACTION AGENDA

- *For iSchools/graduate schools:*

- Internship opportunities
- Build relationships
- Become more interdisciplinary
- Acknowledge emotional labor
- Reach out to government archives



ACTION AGENDA

- ***For CoSA***
 - Gather and publish data
 - Foster ways to reach younger and more diverse professionals
 - Partner with iSchools to promote careers in government
 - Advocate for addressing long-term vacancies
 - Form an Affinity Group to keep working on these issues



IMPLICATIONS RE: ELECTRONIC RECORDS



QUESTIONS & COMMENTS



WEBINAR EVALUATION

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