Consultation paper submission template

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Organisation or group:

Are you responding on behalf of your organisation? N

Do you give permission to make this submission public? Y

The Professional Pathways [Consultation Paper](#) invites you to respond to a number of questions about the draft framework and future career pathways in the LIS sector. To aid your response to the Paper, the questions are reproduced below. You do not have to answer every question. If you prefer to write a submission in a different format that is also fine but please include the information above in your submission.

Submissions should be emailed to professionalpathways@alia.org.au with the word "submission" in the subject line. Submissions are due by 31 October 2022.

Further information is available from the Professional Pathways website or by emailing professionalpathways@alia.org.au

Section	No	Question
2.2	Q1	Do you believe that the 10 core values remain relevant for the LIS sector today? Please explain your reasons. I do think the 10 core values remain relevant – 1.Free and equal access to information 2. Commitment to dissemination of information and knowledge 3. Protection of cultural heritage and memory 4. Commitment to community engagement and empowerment 5. Dedication to learning 6. Diversity and inclusion 7. Professionalism and ethical conduct 8. Embracing the shift to digital 9. Freedom of expression 10. Spirit of collaboration. Core value 1, is going to become even more important as we move forward on the economic impact of COVID and the war in Ukraine. Protecting and allowing access to our cultural heritage and memory as we embrace many different cultures, we should not lose sight of our culture as well as assisting in protecting others. Collaboration will become more important, once again with the economic impact and ensuring that our communities have equal access to information no matter if you are a first world or third world country and collaboration in this space assists this to happen.
2.2	Q2	Do you agree with the range and scope of the proposed Foundation Knowledge domains? Please explain the reasons for your responses. I think the range and scope of the Foundation Knowledge is broad enough to cover common areas across our sector. However, while I agree that First Nations Knowledges, Culture and Country is important, as Australia has such a diverse range of cultures, it is important to capture this in the domains. Perhaps it can be added in the professional knowledge domains, or included in the First Nations professional knowledge domain as having knowledge of all cultures.
2.2	Q3	Are there any elements that you would add, amend, or remove from the Foundation Knowledge domains? Please explain the reasons for your responses. See previous answer.
2.3	Q4	Do you agree with the range and scope of the proposed Professional Knowledge domains? Please explain the reasons for your responses. See answer to Q2.
2.3	Q5	Are there any elements that you would add, amend, or remove from the Professional Knowledge domains? Please explain the reasons for your responses. Depending on the Library sector you are in PK7 Research could be difficult to obtain. Academic and special libraries seem to offer more opportunity to be involved in research, whereas public libraries are sometimes "locked down" by organisational red tape making the research and publishing side difficult unless you do isolated research that has nothing to do with your organisation – how then do you share this (potentially another discussion).
2.4	Q6	Do you agree with the range and scope of the proposed Active Professional domains?

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		Please explain the reasons for your responses. AP1 can be hard to obtain due to organisational restrictions around publishing, unless you engage in isolated research that does not touch on your professional experiences with your organisation. Formal and informal training opportunities are not equal to all. It can be dependant on personal finances, your place of work allowing access/time to attend, ability to access training (e.g. may live in a rural area with little access – would like to see more online options that were offered during COVID restrictions), providing a range of options to obtain this domain will assist – especially if this becomes a requirement to retain your professional membership/qualification. Investigation into a better tool to record CPD would be good (potentially a separate topic to this). Ensuring full library sector support of Active professional to ensure that if it does become a tool to be used to retain professional membership/qualification that all the library sector recognises this and you do not have two people working side by side – one being an active professional and the other not, without any implication on the one not being active, e.g. lesser pay, only allowed to work in a certain position/role. If our sector does not embrace this, then those working hard to retain their qualification will lose motivation due to no incentive.
2.4	Q7	Are there any elements that you would add, amend, or remove from the Active Professional domains? Please explain the reasons for your responses. See answer to Q6
2.5	Q8	Are there any ways you feel the conceptual design of the draft Framework could be enhanced or changed to articulate the knowledge, skills and values for the LIS sector? No I think it is well presented and easy to understand.
3.2	Q9	How could the draft Framework support LIS courses at the higher education and/or the VET level, for example in course development or ALIA accreditation? I think the draft Framework could be mapped to the current course descriptions and competencies. This would assist the students completing the course easily identifying what parts of the framework they are meeting by completing the course/subject, and those already in the industry to be able to identify what subjects/courses they need to complete to meet the domains.
3.2	Q10	To what extent do you feel that the draft Framework could serve as a resource to guide quality assurance in accrediting LIS courses? Please explain the reasons for your response. I was involved in accrediting a LIS course many years ago (over 10 years) so it is a bit of a distant memory but I think as I said in my answer to Q9, if you are able to map the Framework as you do the course to the training package/competencies, then this should ensure that if we go down the path of a course not meeting accreditation unless it meets a certain amount of domains within the framework. It should at least meet the Foundation Domains at a certificate II level, and then meet more of the professional knowledge domains as the course level progresses.

Section	No	Question
3.3	**Q11**	What opportunities for micro-credentials do you see in the LIS sector? The Professional Knowledge Domains certainly offer an opportunity to be developed into micro-credentials – similar to how ALIA offers specialised TAFE courses as professional development and the CPD scheme allows for specialisations – you could even develop micro-credentials around the specialisations. This allows for the LIS professional to assess their knowledge/skills gaps and have an opportunity to complete a micro-credential course rather than repeat a whole degree/diploma/certificate.
3.4	**Q12**	In what way is LIS professional recognition important to you, as an individual or as an employer? What might make professional recognition have more value and/or use in the LIS sector? Professional recognition is important to me as most people in the community do not realise that a qualification is required to work in some libraries. I think we have lost our way over the years with organisations devaluing the qualifications and hiring anyone to work in a library – or those with good customer service skills without recognising the other skills/knowledge a qualified person brings to the organisation. I think that ensuring that a qualification, or ability to match skills/knowledge to the Framework is inbuilt in organisational recruitment processes will result in greater recognition for our profession. Building in the requirement of continued professional development and ensuring you are meeting the required domains of the framework, means you keep your position. However, I think this may be one of the most difficult things we do unless we get some large well known organisations as sponsors/supporters of the Framework to advocate the importance of this. Or perhaps with the Library Standards and Guidelines – using public libraries as an example – a library does not get as much funding unless it can prove that its' staff are meeting the required domains within the Framework.
3.4	**Q13**	What should professional recognition be based upon? For example, the attainment of ALIA-accredited academic qualifications, experience in the LIS sector, demonstrated skills and/or knowledge gained from other training or other sectors, or other career opportunities? All of what this question says. Or if you can not obtain, you can go through something similar to a RPL process to show how your skills/knowledge meet the Framework.
3.4	**Q14**	What distinctions do you think are important for professional recognition? Should there be distinctions between: a. people with accredited qualifications in LIS and people with other qualifications or experience? b. librarians and teacher librarians? c. people at the beginning of their careers and people with more professional expertise? d. people who invest in ongoing CPD and those who don't? All of the above.
3.4	**Q15**	Would you support a program of professional recognition for those working in the LIS sector? Please explain the reasons for your responses.

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		Yes as I believe without professional recognition the value of libraries will drop as the quality of staffing becomes that of a retail sector rather than an information sector. There needs to be a "reward" for being recognised and motivation to keep learning in order to keep your recognition. This has to be supported industry wide, with implications for those that do not continue to develop to retain the recognition.
3.4	Q16	Would the draft Framework be suitable to underpin a professional recognition program? Please explain the reasons for your response. I think it provides a great tool to be used to underpin a professional recognition program.
3.4	Q17	Would you support a system where those working in the LIS sector can demonstrate their career progression? Please explain the reason for your choice. Yes as I think this will assist in advocating for library professionals to be recognised as professionals. However, there would need to be support to cover potential issues/barriers that I outlined in my answer to Q6.
3.5	Q18	Are there ways for the draft Framework to provide a new structure for the ALIA CPD scheme? Please explain the reasons for your responses. I think that the foundation domains and the professional knowledge domains provide the structure for the ALIA CPD scheme and these could potentially be used to replace the specialisations.
4.6	Q19	How do you see the draft Framework being applied in either your personal career or in your organisation? The Framework provides me with a tool to match my current skills/knowledge to, identify where I need to grow/learn and if matched with micro-credentials, a way of achieving the domains I may be missing.

Q20   Any other comments or feedback