

Firstly, thanks for all the work that's been put into developing the draft framework, running the survey and touring it to workshops around Australia.

It was good to attend last week's workshop in Adelaide and it provided for interesting discussion amongst our cataloguing team this week.

Ours is a fairly brief contribution but I wanted to endorse your work as the peak industry advocate.

This comes from ALS being a significant employer of UniSA and TAFE SA graduates who go on to become expert practitioners under the "Information management" heading and me as a late-career person who's worked in various types of libraries and organizations.

One of the cataloguers raised the question of how this framework applies to people who come from overseas. Her comments follow:

"Knowledge of Aboriginal and Torres Strait Islander culture and history is seen as an essential foundation domain but we have a portion of the workforce who have been educated and spent part of their career internationally and wouldn't have the same knowledge base as someone who grew up in Australia. In these cases would the in depth knowledge they have of their own culture be enough to compensate for that until they get a better understanding of Aboriginal and Torres Strait Islander's or would that be something they would have to address prior to starting education/work in Australia?"

Another commented:

"The Professional Pathways Frameworks Project document is very thorough in encompassing the areas for library staff and professionals.

As a library professional with experience in a Public Library and a library book supplier, there is a wide ranging scope that has been covered in the document.

Having the Active Professionalism overarching and in all the areas is excellent. Have attached a suggestion. Two options, as AP1 and AP2 is included in all areas; can this be added to the visual framework page, either down the bottom or as a note?

Feel it is important to be included on the page as that is the how things happen. Communication, professionalism and behavior skills in action."

A third cataloguer, who teaches digital literacy and provides technology advice to many adults in her public library job, picked up on the "ABC" image/icon for "Literacies and learning" having childlike connotations. She recommended something indicative of the literacies idea as even better than the basic written literacy idea behind "ABC".

For myself as team leader, I value the body of knowledge that graduates of library and information management courses bring to ALS. Sometimes they also bring library experience or foreign language skills and all bring their personal interests and favourite reading genres to grow the team's knowledge base. Our immigrant cataloguers need coaching about some Australian-isms and tuning to indigenous themes and culture.

