

Name: Anonymous

Feedback provided from:
An individual

Organisation Name (if providing on behalf of an organisation):

1. Do you think the conceptual design of the Draft Framework works? What would you change?

I think the visual presentation works really well and that the topics covered are good. I think that it is important to emphasise the adaptable part of this (p. 18), so that there is no confusion or expectation that a LIS professional could or should meet every sub-topic area. However I also like that you are saying that all the domains are foundational - this should encourage those among us that want to develop careers as generalists rather than as deep specialists in 1-2 areas. I really like the Active Professionalism domains and the emphasis on behavioural skills. Sometimes there can be too much focus on WHAT you know or do, rather than HOW you know or do it. The soft skills listed in Active Professionalism 2 are essential for employability in any industry now, and it should not be a big ask for librarians to understand that they should be addressing these throughout their careers.

2. Are there any elements that you would add, amend, or remove?

I think it is good and that we need to start somewhere! I would expect the framework will be a living thing that ALIA will review and change over time.

3. Would a Framework along the lines of the draft Framework be useful to you in your career or workplace? How could you see it being used?

I would have love to have something along these lines earlier in my career, but even now as a middle manager I think that it would be useful for identifying possible gaps and as a conversation starter with my supervisor in our performance planning sessions about what professional development I could/should be focusing on.

4. Is LIS professional recognition valuable to you? What changes would you like to see to professional recognition?

Yes, LIS professional recognition is important to me personally. When recruiting and developing staff I do take notice of those people who are engaged in the profession in this way. However I am not biased against anyone for not being an ALIA member - there are a range of reasons why people may not be a member and more actively involved, including cost of living, caring responsibilities, etc.

5. Any other comments?

I am pleased to see micro-credentials to support transition into the LIS sector are mentioned in the report. The link between an expensive university higher degree and professional recognition is too hard-wired currently. Other professions seem to have found ways to accommodate industry experience, competency assessments and private provider certifications alongside formal university

qualifications in their frameworks and it is time that we started being more flexible if we want to attract and retain good people in the profession and in ALIA.