

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?

No, I don't. It is not clear what the professional pathways framework is addressing. Is it diversity, education, professionalism, ongoing learning, specialisation - or all of it? The technical reports appears to cherry pick literature and it is very heavy on grey literature. The research methodology and literature search strategy have not been included as an appendix, which is a lack of transparency.

In the graphical professional pathways 'fan' our profession's knowledge and expertise is missing from the foundational elements. If we don't have unique knowledge and expertise then how can we call ourselves a profession? In practice you build the domains on top of your foundational knowledge and expertise. This is quite different to values and ethics - which are less likely to be gained through education, more through motivation and work experience. All professionals operate within a context of ethics and values - but they are applied within the context of professional knowledge.

It appears that foundational knowledge and expertise has been left out of 'foundational domains' in order to lessen the importance of library education.

In practice, library education, knowledge and expertise remain fundamental to the sector.

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

Knowledge of Aboriginal and Torres Strait Islander cultures is important to every library, but it unclear why it is listed in two separate sections. The duplication in 'domains' is confusing. I also question why it is foundational and 'community engagement' is not. Likewise for domains such as digital technology and information management. What libraries are not engaging with and serving their communities? Which libraries do not have a digital system or are not supporting learning or research?

The terminology 'professional knowledge domains' suggests that you can have some, but not all. This is true of leadership and management, but not of the other domains listed. These competencies are built on professional knowledge and expertise, which is the starting point.

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?

This framework is not useful, because it does not celebrate the true contribution that we make as library and information workers. The contribution is driven by our professional knowledge and expertise. The framework weakens our professionalism, knowledge and expertise.

A framework that acknowledges the core professional knowledge of library and information workers would be helpful.

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

Yes, extremely important. I would like to see more continuing professional development (rules based so it is not seen as optional) and professional recognition in the library sector. Librarianship in particular is a career, not just a job.

However, professional development and microcredentials should not replace the process for attaining a first step qualification as a librarian or library technician. These qualifications remain valid and important. I am very concerned that it will be possible to attain these qualifications via microcredentials in the future, which would be completely inappropriate. This will downgrade our profession and cause numbers to dry up in tertiary courses.

It feels like ALIA undermining its own members.

5. Any other comments?

The example that has been given about a social worker in a public library setting is frustrating. I work in health care alongside social workers. I cannot become a social worker through a microcredential just because I work in health and have another degree. That would not be appropriate because you need to undertake appropriate training to become a social worker. It is the same for librarianship.

When I have raised concerns I have been told by ALIA that 'specials are different'. The special library sector should be celebrated, not isolated. We cannot afford to fracture. The industry will be much stronger if we work together on a solution that fits all library sectors, not just public and state libraries. Considering the pressure that libraries are under, and how hard we must work to thrive and survive, I am very disappointed to feel under valued by my professional association.