

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?

Conceptually, it does - it articulates really well the skills and knowledge that ALIA considers central to professional LIS work in ways that are much more clearer than any LIS course has IMHO.

However, I'm still skeptical that this professional framework offers a better value proposition to a potential employer than a really well written job application that outline's one's skills and knowledge based on practical experience. The LIS employment market is so very diverse and specific that I don't see many employer making recruitment decisions primarily on the basis of whether somebody has an ALIA professional status or not. Certainly there are many capable and accomplished people working in the LIS sector who aren't ALIA-accredited professionals, and they will continue to be important leaders in the industry, whether they are 'professionally active' or not.

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

I feel like elements often need more clarity in their definition - but also that these definitions vary depending on the context (ie academic, public, special, non-library settings). Here lies much of the difficulty for me - it feels both too prescriptive, but in a way that lacks defined meaning.

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?

It's definitely a good aspirational framework for embedding professional values, and I would be supportive of it being promoted in a workplace.

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

It used to be valuable to me, when it was seen as a requirement for professional employment. However, I don't see any evidence to show that my professional recognition makes my skills and knowledge any more valuable than those of somebody who does not have professional recognition. Furthermore, in hindsight, I feel like professional recognition has created barriers for skilled and accomplished workers to enter the LIS industry, and this is to our detriment. We've become gatekeepers to mediocrity when as a sector we could be doing so much more if we attracted the right people into leadership roles.

My radical change would be to do away with mandatory tertiary qualifications (or even secondary qualifications!). Assess members based on their portfolio of applied skills and knowledge in the sector as a substitute for formal learning, as a pathway to professional status. We don't need to

commit ourselves to tens of thousands of \$\$ in debt to get a piece of paper that claims that we have skills that we could have learnt on the job.

Imagine if professional recognition was based on a track record of excellence in the field, rather than having successfully completed a course? That would be so much more valuable!

5. Any other comments?

Not that I can think of right now.