

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?

My main concern is around the prospect of alternative pathways that would likely a.) undermine and devalue professional recognition, with consequences for employment opportunities and remuneration; and b.) would remove a common body of professional knowledge that underpins our profession.

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

Include professional knowledge domains in the "Foundation Domains".

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 could see a framework being used to as the basis for a balanced PD program, both in my career and in various workplaces. In the health sector, HLA has a much more useful and specific set of core competencies.

I think ongoing PD should be a requirement for LIS professionals, and I think that ALIA should do more to provide affordable and accessible PD options. I could see micro-credentials being useful for specialisation and ongoing PD, but they should not be considered equivalent to an LIS degree.

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

Yes, LIS professional recognition is absolutely essential. In the health sector, tertiary-level qualifications are an important element in librarians being recognised as professionals able provide specialised services and resources. A university degree is a prerequisite for entry or advancement in MANY professions, and it is this way for a reason -- because it is through higher-level education that the workforce acquires the required skills and knowledge.

Without LIS professional recognition, what makes us a profession? Deprofessionalisation is not the answer to the challenges facing the library world. If ALIA devalues LIS professional recognition, it is likely to devalue LIS in the eyes of those outside LIS. ALIA seems to be drawing connections between real issues and Professional Pathways, suggesting that the issues would be ameliorated by this initiative -- where is the evidence for that? The claimed connections don't seem to match up.

I would like there to be sufficient delineation between library professionals, so that it means something -- in terms of qualifications, skills, knowledge -- to be a "librarian" vs. a "library technician" etc.

5. Any other comments?

As an early-career librarian and relatively recent graduate of an MIS, I find the proposed changes demoralising. It feels as though ALIA doesn't value the professional knowledge that I spent several years acquiring – knowledge and theory which have been an invaluable foundation for my work as a librarian. It also feels as though ALIA doesn't have an interest in the negative effects that these changes may very well have on the profession that I've only recently joined. Altogether, I'm concerned about the long-term viability of a career that I've only just begun! If the proposed changes had been in place before I undertook my MIS, I would have been hesitant to consider librarianship as a possible career. I came to librarianship after a previous career, and was specifically looking for another profession.

I attended the consultation session for health libraries on 27th October 2022, and there was a lot of room for improvement in terms of how that session was managed. It would have been helpful to use the correct slides, at the very least; to refrain from making personal comments; and to listen to and acknowledge questions and feedback rather than issue rebuttals.

I'm an ALIA member but there no longer seems to be any point in being an ALIA member, now or in the future -- especially if this initiative is implemented.