

# Professional Pathways Framework: Phase 2 Consultation

## Feedback Submission

**Submission type:** On behalf of VET Libraries Australia (VLA)

**Permission to publish?:** Yes

**Anonymous?:** No

## General comments / feedback

- The framework successfully and succinctly highlights the knowledge, skills and behaviours LIS professionals should have and uphold.
- When referring to different contexts of LIS sectors, we would like to see an acknowledgement of VET libraries in discussions. Universities are specifically mentioned, however, a change to either 'academic' or 'university and VET' would be helpful in the language used around tertiary library sectors. Page 12 example, VET libraries appear to be excluded: "Knowledge areas in this domain embrace the wider library and information context, as well as the specific sector area of employment and the way in which they operate in their areas e.g. schools, university, public, health, law, etc".

## Response to consultation paper questions

### Framework detail

1. What changes should be made to the Framework? Please explain why the changes will improve the Framework.

N/A

### Feedback and changes

1. Are there any changes to the structure that you disagree with? If so, why?

No. The terminology now used in the professional knowledge domains feels less sector focused, meaning the framework's appeal is much broader and can be effectively aligned with all library sectors. The flat structure of the core domains is very much welcomed and helps to clarify their non-sequential role.

2. Are there any changes to the visual appearance that you disagree with? If so, why?

No, the colour scheme works well and clearly defines the different components/layers.  
Has the visual framework been checked for accessibility requirements?

3. Are there any changes to the content that you disagree with? If so, why?

No. The framework is sound and has scope for future agility (e.g., particularly the technologies domain, which is an ever changing area).

## Framework use and recognition

4. Do you support the use of credentialling such as badges to identify skills and specialisations? Why/why not?

Yes, could be useful to employers to easily identify a potential employee's skills and fit for a role/organisation. It could also provide LIS professionals with tangible goals to work towards that fit in with their interests and preferred career path.

5. Do you agree that it is important to have a credential to cover the Core Domains? Why/why not?

Yes, these are important knowledge/skills/behavioural areas that all LIS professionals should be encouraged to develop and maintain.

6. Do you support the extension of the CPD scheme to student and general members? Why/why not?

Yes, students and general members have an invested interest in the profession too and may be beneficial for their developing career or understanding of LIS work/issues.

## CPD and specialisation

7. Do you have any concerns or suggestions about the proposal to align the CPD specialisations to the Framework?

No, we welcome this proposal. The CPD specialisations should mirror the framework's knowledge and core domains.

Support the idea of ensuring small teams and solo librarians are ensured support to allow them to continue to engage with the profession.

8. Are there any specialisations that ALIA does not currently have that should be developed? Are there any that should be retired?

The current CPD specialisations seem overly complex and sector focused rather than knowledge/skills focused. E.g., Public Library - Accessibility, does this not relate to all sectors? E.g., Research/Academic - Academic and Research/Academic - Research, what is the difference between these two? This structure makes the specialisations limiting and cumbersome to select the right one. Aligning the specialisations with the framework's knowledge and core domains would make the scheme more applicable across the different sectors and much easier to select the relevant specialisation.

9. Would you support a scheme to recognise employers who meet a best practice benchmark in terms of support for LIS staff? Please indicate whether you are answering from the perspective of an employer or employee.

From the perspective of an employee, a best practice benchmark scheme would be helpful:

- to determine which are the employers of choice within the LIS sector for those searching for employment or planning to move.
- to motivate employers to provide LIS staff with quality PD and career development opportunities.
- to highlight to employers the importance of PD to the ongoing role of their staff as an embedded requirement of their employment.

## Additional materials

10. Are there any points that are unclear to you that you think ALIA should prioritise in developing explainers? Are there better formats than static text?

The Active Professionalism component may be the most difficult to understand due to its ambiguity within the framework. Although its relationship to the rest of the framework as an overarching principle is well illustrated, it may be unclear what Active Professionalism means or encompasses. An explanatory video which breaks down each component of the framework would be helpful.

A regular review (including consultation with members of the profession) of the points listed against each Active Professionalism component may assist in ensuring they stay current but also reduce the ambiguity of each component.

11. Are there versions of the Framework that you think ALIA should prioritise developing? Please indicate if you are willing to contribute.

N/A

## Update, review and ongoing work

12. Do you have any suggestions for things that should be factored into the stress testing of the Framework?

Consider monitoring the framework's useability and relevance across all LIS roles (e.g., does it work for library officers and techs as well as librarians and managers?). We feel the framework is flexible enough to deal with various scenarios but may be good to track its universal impact nonetheless.

13. Is there anything else that should be added to the update and review plan?

N/A

14. Do you have any priorities for explanatory materials?

The creation of an explanatory video should be prioritised. We feel this will help to explain the framework in simple terms; a brief breakdown/explanation of each component of the framework is recommended. A video can not only be watched at a viewer's preferred time, it can also be paused, re-watched and captioned, making it a flexible and less static medium to provide education about the framework.