

## ALIA HLA feedback: PP Phase 2 Consultation June 2023

*Consultation paper: Library and information services workforce: Framework and Recognition.* Australian Library and Information Association, Canberra ACT, May 2023

[https://professionalpathways.alia.org.au/wp-content/uploads/2023/05/PP\\_Phase\\_2\\_Consultation\\_Paper\\_May\\_2023.pdf](https://professionalpathways.alia.org.au/wp-content/uploads/2023/05/PP_Phase_2_Consultation_Paper_May_2023.pdf)

### Questions

#### Page 21, First Question 1

##### The Framework

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

It should be clear from Framework that the pathway to achieving professional LIS status i.e. recognition as a qualified librarian or qualified library technician, is only possible by successfully completing accredited LIS courses that cover all 8 PKDs.

Having knowledge of all 8 Professional Knowledge Domains is gained through undertaking a course of study that leads to LIS professional qualifications i.e. librarians and library technicians.

It's unclear as to who it applies to and which bits apply to whom? If it is a 'pathway', the entry points and way through should be clear. This is not clear in the Framework as it stands.

#### Page 24, Questions 1-3

##### Second Question 1.

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

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

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

As in First Question 1 (above), it should be clear who the Framework applies to, and the entry points and way through should be clear.

#### Page 27, Questions 4-6

##### Framework use and recognition

##### Recognition and credentialling

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

Yes, support credentialling in principle. Badges sounds gimmicky, avoid the terminology.

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

Yes, the Core domains are the “minimum” and they are the “starting point” (p11) for the non-LIS qualified LIS workforce to be recognised as practitioners in the LIS industry.

LIS qualified librarians and library technicians will acquire the Core Domains in their LIS education, but could also attain a credential as part of a re-training program when seeking to re-enter the workforce, or to refresh and update their knowledge of the sector.

But is this “minimum” and “starting point” terminology contradictory to p22 where it states that it is “non-hierarchical, non chronological”?

Also: Are we talking about only 6% of the alia membership? (Allied Field and General membership categories – 2022 Annual Report data.) Is it worth setting up an elaborate structure and processes just for this minority subset?

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

Yes, this is the only way to improve the quality of the whole LIS workforce, and for ALIA to maintain standards of professional practice.

## **Page 29, Questions 7-9 CPD and Specialisations**

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

CPD must be affordable, relevant and high quality, and must meet the needs of specialist areas of practice (sector based and role based).

If the ‘offerings’ fail on any of these three criteria (affordability, relevance and quality), the support required from individuals and employers to ensure success of the program, will be jeopardised.

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

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.*

Yes, in principle.

### **Page 30, Questions 10-11**

#### **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?*

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

Developing a structured system of affordable, relevant and high quality CPD specialisations for those who are LIS qualified as well as for others who work in the LIS sector, should be the number 1 priority. This must be done in consultation with all stakeholders - individuals, employers, professional associations and educators.

A systematic and structured approach to CPD is imperative if ALIA is to fulfil its responsibilities in upholding standards of professional practice, and for the sustainability of librarianship as a profession – the necessity of CPD applies to all librarians and library technicians, and others who work in the LIS sector (not only to those in specialist roles).

See Ritchie, A. (2008) *Future visions for Continuing Professional Development in health librarianship: an Australian perspective*. *Health Information and Libraries Journal*, 25: (Suppl. 1); 100-102. DOI: 10.1111/j.1471-1842.2008.00819.x.  
<https://onlinelibrary.wiley.com/doi/full/10.1111/j.1471-1842.2008.00819.x>

### **Page 31, Questions 12-14**

#### **Update, review and ongoing work**

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

Detail on the nature and intention of the stress testing ALIA plans to undertake with regard to Professional Pathways is scant in the Phase 2 Consultation Paper. HLA would like to understand the scope of stress testing so that we can better contribute factors for ALIA's consideration.

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

*14. Do you have any priorities for explanatory materials?*

**Other things to note:**

The document talks about recommendations 2 (Work with educators to strengthen accredited courses) and 4 (Progress an employer engagement strategy) as being progressed in parallel with key stakeholders. We would like to have seen more information about this to get a better understanding of the future of the LIS profession and to understand what steps are being taken to strengthen the LIS profession.