



## ALIA Professional Pathways Board take-home messages 15 February 2022

### Present

#### **Board Members**

Vicki Edmunds ALIA President – Chair of the Professional Pathways Board and ALIA President

Kirsten Thorpe Aboriginal and Torres Strait Islander Representative

Kylie Poulton AGLIN (Australian Government Library and Information Network)

Sandra Ryan ALIA Schools

Beatriz Aroche ALIA VET

Viv Barton APLA (Australian Public Library Alliance)

Robyn Murfet APLA (Australian Public Library Alliance)

Philip Kent CAUL (Council of Australian University Librarians)

Chelsea Harper CAUL (Council of Australian University Librarians)

Diane Velasquez Higher Education Educators

Ann Ritchie HLA (Health Libraries Australia)

Sara Altmann NGAC (New Generation Advisory Committee)

Vicki McDonald NSLA (National and State Libraries Australia)

Geoff Strempel NSLA (National and State Libraries Australia)

Caitlin Wallace SNGG (Students and New Graduates Group)

#### **ALIA staff**

Nicole Barnes (Acting CEO and Company Secretary)

Trish Hepworth (Director of Policy and Education)

Dr Phoebe Weston-Evans (Research and Program Coordinator)

#### **Professional Pathways Consultant**

Dr Gillian Hallam

### Apologies

Julie Barkman (VET Educators)

## Meeting summary

The third meeting of the ALIA Professional Pathways Board was conducted over zoom from the lands of many different Aboriginal peoples. We pay our respects to their Elders, past and present.

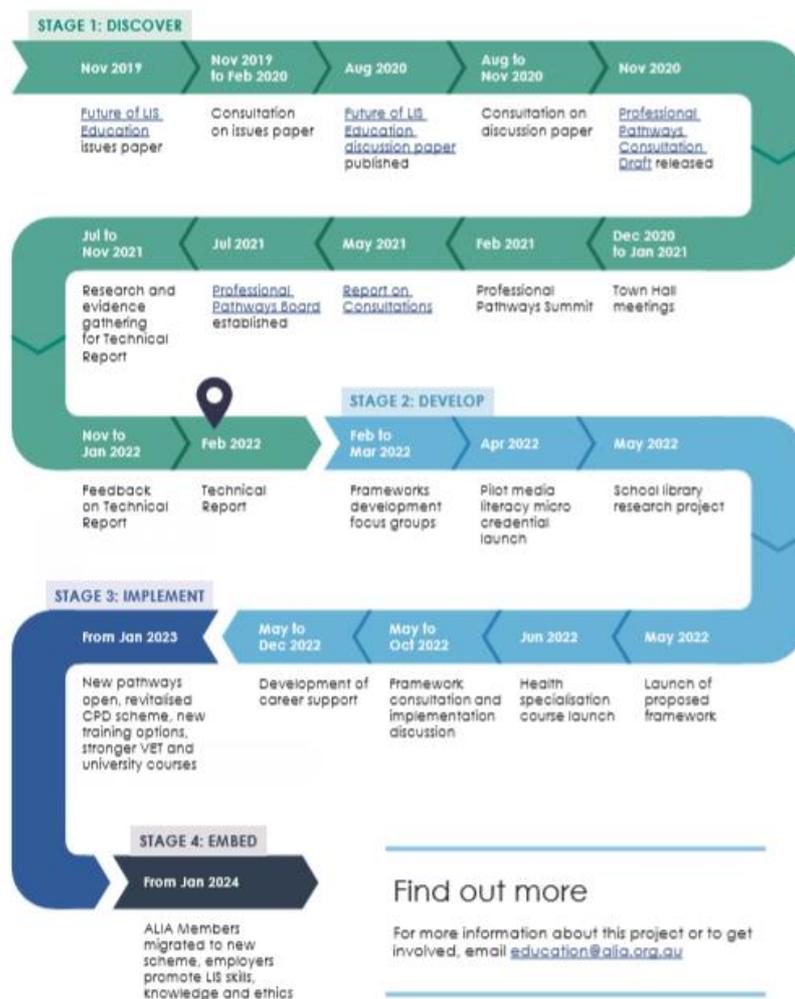
The meeting included discussion of a range of issues including:

## Project progress

### Professional Pathways project update and key milestones

Year one of the four-year plan is now complete, with upcoming publication of the Technical Report in February signifying the conclusion of the discovery phase of the project.

The second stage, which will run through 2023, is the development stage, which starts with the focus groups to inform the development of the whole-of career framework.



Dr Gillian Hallam gave a presentation on the findings from the Technical Report. In response to those findings the Board makes the following recommendations to guide the next stage of the project:

**Recommendation 1: Develop a framework of knowledge, skills and ethical behaviour**

It is recommended that ALIA develops a comprehensive framework of knowledge, skills and ethical behaviour that represents a sector-wide, whole-of-career resource, supporting the learning and development needs of all library and information professionals while recognising specific needs of specialisations. The framework should be developed in consultation with people across the sector, and draw from the evidence in this report and ALIA's [Foundation knowledge for entry-level library and information professionals](#) (2020e).

**Recommendation 2: Work with educators to strengthen accredited courses**

It is recommended that ALIA work with educators and the industry to strengthen the ALIA-accredited qualifications with specific attention to industry engagement, practical experience, and quality improvement. ALIA should work with educators to better track the student cohort diversity measures and to attract and support talented students from diverse backgrounds.

**Recommendation 3: Develop new professional pathways**

It is recommended that in implementing the new framework (recommendation 1) consideration is given to new pathways into the profession, professional registration, and revalidation of professional status. ALIA should work with educators and other partners to identify existing and potential CPD offerings which will integrate with the new framework.

**Recommendation 4: Progress employer engagement strategy**

It is recommended that ALIA develop an employer engagement strategy to build a deeper appreciation of the importance and value of professionalism, continuing professional development, and the whole-of-career framework as implemented.

**Framework development and consultation**

Dr Hallam also presented an update on the upcoming focus groups for framework consultation and development. Around 80 people from across sectors, specialisations and career stages are participating in the focus groups. A specific focus group for Aboriginal and Torres Strait Islanders will also take place.

**Strengthening accreditation and courses**

Director of Policy and Education gave a quick overview of the key areas identified for the strengthening of accreditation processes and ALIA-accredited qualifications, including:

- clarifying and tracking recognition of prior learning (RPL) practices and articulation pathways.



- increasing industry involvement.
- measuring student diversity.
- tracking graduate outcomes.

Thanks was given to the educators at VET and university level who have worked hard to ensure industry placements and reference groups occurred throughout the COVID-19 pandemic.

## Research and projects

Director of Policy and Education gave a quick update to three research projects. The School library research being undertaken by Dr Lyn Hay with the support of the ALIA Schools Expert Reference Group (ERG) has completed the focus group stage and has a survey due to go live on 25 February 2022.

Health Librarianship Specialisation Course is being developed with Health Libraries Australia (HLA). This course will be available to people who hold or are studying for an ALIA-accredited tertiary degree and want to specialize in health librarianship.

The Media Literacy course for Libraries in partnership with the University of Canberra which will open for enrolments in February 2022.