Australian **Library** and
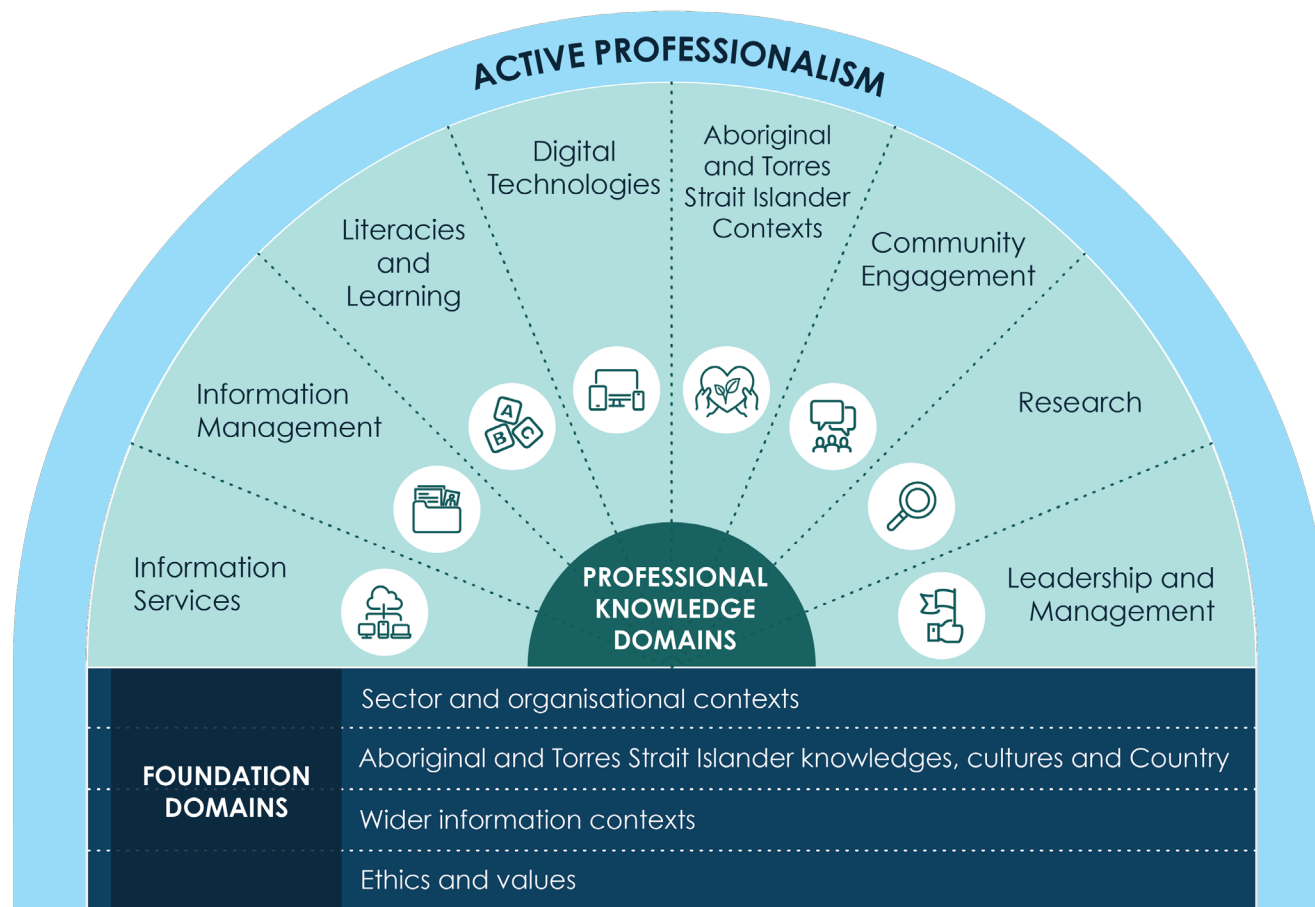**Information** Association

PROFESSIONAL PATHWAYS

Consultation 2022

The Vision

A diverse, valued and supported Library and Information Sector (LIS) workforce with the skills, knowledge and ethics needed to deliver quality library and information services that anticipate and meet the needs of the population.

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Professional Pathways Frameworks Project: Draft Framework

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F | FOUNDATION DOMAINS

- The Foundation domains have been identified as being the universal and essential domains for everyone working in the library and information profession.

- The four domains, ethics and values, wider information contexts, Aboriginal and Torres Strait Islander knowledges, cultures and Country, and sector and organisational contexts, underpin the application of LIS skills within the different Professional Knowledge domains.

- While the Foundation domains anchor the framework design, no chronology is inferred – people may develop their understanding in any order and after building expertise in other domains.

FOUNDATION DOMAINS	Sector and organisational contexts
	Aboriginal and Torres Strait Islander knowledges, cultures and Country
	Wider information contexts
	Ethics and values

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PK PROFESSIONAL KNOWLEDGE DOMAINS

- The Professional Knowledge domains represent the key areas of LIS knowledge, while acknowledging that the specific range and scope of application will depend on the different LIS sectors and workplace roles, along with the need to accommodate innovation and change in practice over time.

- People in traditional library technician or librarian roles would be expected to have some knowledge drawn from each of these Professional Knowledge areas.

- As LIS professionals in more specialised roles are likely to have developed deeper expertise in one or more particular domains, they would not be expected to apply knowledge from all of the segments in their practice.

- The Professional Knowledge domains represent the focus of career specialisations and provide structure and support for continued professional development (CPD).

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AP | ACTIVE PROFESSIONALISM

- Active Professionalism represents the overarching concepts which bind all the elements of the framework.

- It encompasses the professional mindset and the behavioural skills that are critical for the LIS professional's successful application of the Foundation and Professional Knowledge domains, and ensure positive and productive interactions with colleagues and clients.

- Active Professionalism stresses the LIS professional's ongoing commitment to lifelong learning, setting the expectation they will strive to deepen their knowledge, master new skills and achieve professional excellence.

- As an arched shape in the framework design, it provides the tension for constant improvement across the Foundation and Professional Knowledge domains and reinforces the professional commitment to the wider profession and community.

ACTIVE PROFESSIONALISM

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F1 | Ethics and values
FOUNDATION DOMAIN

During every stage of evidence gathering it has been agreed that values and ethics are at the core of professional practice and library and information services.

It was also noted that values and ethics are not neutral, are sometimes in conflict and need regular revision to ensure they remain relevant.

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F1 | Ethics and values
FOUNDATION DOMAIN

People engaged in library and information services are members of a profession committed to act with integrity, ethics, trust, expertise and the promotion of public good. This includes upholding the core ethical principles include:

- access to information
- responsibilities towards individuals and society
- privacy, secrecy and transparency
- open access and intellectual property
- neutrality, personal integrity and professional skills
- colleague and employer/employee relationships

IFLA (2012). *IFLA code of ethics for librarians and other information workers*

ALIA (2018). *Endorsement of the IFLA code of ethics statement*

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F1 Ethics and values
FOUNDATION DOMAIN

Library and information services professionals commit themselves to the following core values:

- free and equal access to information
- Commitment to dissemination of information and knowledge
- Protection of cultural heritage and memory
- Commitment to community engagement and empowerment
- Dedication to learning

- Diversity and inclusion
- Professionalism and ethical conduct
- Embracing the shift to digital
- Freedom of expression
- Spirit of collaboration

ALIA (2018). *ALIA core values policy statement.*
https://read.alia.org.au/alia-core-values-policy-statement

F2 Wider information contexts
FOUNDATION DOMAIN

Current knowledge and understanding of the library and information environment, including:

- historical background and changing nature of the library, information and knowledge environments
- contexts in which information is originated, described, stored, organised, preserved, retrieved, modified and used
- principles of human rights, inclusion and equality
- wider political, economic, social, cultural, educational, technological and environmental factors and events which may impact on the profession
- legal and regulatory frameworks which may apply to professional practice
- policies and standards of relevant government, corporate and professional bodies
- terminologies and vocabularies as used in different professional and technical contexts
- ethical issues associated with working with a wide range of client groups, third parties and the requirement to practice with integrity and fairness

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F3 | Aboriginal and Torres Strait Islander knowledges, culture and Country

FOUNDATION DOMAIN

It is expected that people engaged in library and information services in Australia have current knowledge and awareness of Aboriginal and Torres Strait Islander knowledges, cultures and Country in relation to the library and information environment, including:

- an acknowledgement that we are all living and working on Aboriginal and Torres Strait Islander Country
- the diversity and importance of Aboriginal and Torres Strait Islander people and knowledges systems
- the significance of Indigenous worldviews and cultural practices as these relate to the library and information sector
- the provision of services addressing different information needs of Indigenous people and communities
- the impact of colonisation and the relationship with libraries and information systems
- protocols around Indigenous collections and access
- the importance of First Nations' voices and representation in collection building
- cultural competency to support Aboriginal and Torres Strait Islander colleagues' wellbeing within the workplace
- a commitment to uphold the United Nations Declaration on the Rights of Indigenous Peoples

United Nations Declaration on the Rights of Indigenous Peoples:
https://www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html

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F4 Sector and organisational contexts
FOUNDATION DOMAIN

Current knowledge and understanding of the sector and organisational contexts, including:

- the political, economic, social, cultural, educational, technological and environmental factors and events which may impact on the specific library and information contexts
- the sectoral and organisational contexts in which information is originated, described, stored, organised, preserved, retrieved, modified and used
- the relevant legal and regulatory frameworks which may apply to professional practice in the sector
- policies and standards of relevant government, corporate and professional bodies that apply to that sector
- terminologies and vocabularies as used in the immediate professional and technical contexts
- ethical issues associated with working with specific client groups, third parties and the requirement to practice with integrity and fairness

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PK1 Information services
PROFESSIONAL KNOWLEDGE DOMAIN

Current knowledge and understanding of the delivery of data, information and knowledge services that connect users with the resources they need at the right time and place, and in the right format, including:

- client engagement
- information needs analysis
- information seeking behaviour, user experience and accessibility
- retrieval, evaluation and synthesis of information
- reference and research consultation services
- customised delivery of resources tailored to target client groups

PK2 Information management
PROFESSIONAL KNOWLEDGE DOMAIN

Current knowledge and understanding of the acquisition and management of the multiple information formats used by individuals and organisations, including:

- information architecture to determine the structure, design and flows of data and information
- storage, curation, protection, preservation of collections, data, records and knowledge
- migration, restructure, manipulation, transformation and presentation of data and records
- cataloguing, classification, metadata, interoperability and other information standards and schema
- thesauri and subject indexing
- collection analysis and management
- acquisition, negotiating with publishers and providers of resources, licensing and monitoring publishing trends
- digitisation and digital repository management
- research data management
- intellectual property rights, copyright and creative commons

PK3 Literacies and learning
PROFESSIONAL KNOWLEDGE DOMAIN

Current knowledge and understanding of the importance of literacies and learning to connect individuals and communities to ideas and knowledge creation, including:

- advocacy for reading, literacy and digital literacy
- programs to meet the literacy, educational, information literacy, digital literacy and media literacy needs of individuals and communities
- cultural events, exhibitions and displays, and activities that foster discovery, creativity and collaboration
- training needs assessment
- community-focused training programs and learning activities
- instructional methodologies, including technology-enhanced learning

PK4 Digital technologies
PROFESSIONAL KNOWLEDGE DOMAIN

Current knowledge and understanding of information and communications technologies, including:

- library business systems and platforms
- content, learning, research data, repository and database management systems
- web and network management services
- industry standards relating to eResource management
- identity management and authentication systems
- principles of information privacy and cybersecurity
- mobile technologies and applications, including systems interoperability
- artificial intelligence (AI) and machine learning
- social media and collaborative tools
- assistive and related technologies
- data analytics and the value of data as evidence in decision making, policy and research contexts
- the potential of emerging technologies for future library and information practice

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PK5 Aboriginal and Torres Strait Islander contexts

PROFESSIONAL KNOWLEDGE DOMAIN

Current knowledge and understanding of Aboriginal and Torres Strait Islander professional knowledge as it relates to the library and information sector, including:

- Indigenous information and knowledge systems
- principles of Indigenous rights to self-determination and sovereignty
- Indigenous information initiatives, policies and protocols
- history and legacy of colonisation and impacts on Indigenous peoples' knowledge and information needs
- Indigenous authority, ownership and control
- relationality, wellbeing and respect in Indigenous information contexts
- cultural context of Indigenous Library Professionals

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PK6 Community engagement
PROFESSIONAL KNOWLEDGE DOMAIN

Current knowledge and understanding of the strategies and practices that contribute to the development of strong communities, including:

- ethical issues associated with working with a wide range of client groups and third parties
- Aboriginal and Torres Strait Islander cultures, histories and contemporary realities and awareness of Aboriginal and Torres Strait protocols, combined with the proficiency to engage and work effectively in Indigenous contexts
- community information and recreation needs
- information resources, programs and services designed to support community engagement and social inclusion
- principles of community development and evaluation strategies for community engagement
- relationships and alliances achieved through consultation, liaison and partnering with other groups and organisations

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PK7 Research
PROFESSIONAL KNOWLEDGE DOMAIN

Current knowledge and understanding of research activities, including:

- the importance of evidence-based information practice to support decision making
- quantitative and qualitative research methods
- conducting research, quality improvement and innovation projects
- critical appraisal and synthesis of research literature from different disciplines
- interpretation and presentation of data and statistical analyses
- scholarly communications
- research support services
- informetrics
- the value of open access, open science and open data

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PK8 Leadership and management
PROFESSIONAL KNOWLEDGE DOMAIN

Current knowledge and understanding of the principles of leadership and management, including:

- governance and accountability
- the value of organisational policies and procedures
- people management and development, including equity, multicultural, diversity and cultural issues
- workplace health and safety
- leading and inspiring individuals and teams
- strategic, business and workforce planning
- budgets, financial management and fiscal accountability
- business continuity and disaster management

- risk management
- program, project and change management
- space, facilities and technology management
- communications, marketing, public relations, advocacy and influencing key stakeholders
- development and application of policies and procedures
- service improvement
- horizon scanning to identify innovative service and practice improvements

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AP1 Professionalism
ACTIVE PROFESSIONALISM

Maintain currency of professional knowledge and practice and uphold professional standards and values, through:

- the understanding and application of moral, cultural, ethical principles and legal responsibilities involved in the provision of library and information services to individuals and communities

- advocacy for the library and information profession

- active contribution to society by sharing specialist knowledge and expertise as a library and information professional

- membership of and participation in ALIA as well as other professional associations, as appropriate to the individual's specialisation

- commitment to undertaking formal and informal continuing professional development activities to build knowledge and skills

- professional certification through the relevant ALIA CPD specialisation

- mentoring and coaching activities

- research and publishing in the professional literature

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AP2 Behavioural skills
ACTIVE PROFESSIONALISM

Application of strong behavioural skills to successfully interact with others in the workplace and to contribute to a positive and productive work environment, through:

- self-awareness and management
- communication skills
- interpersonal skills
- relationship building
- collaboration
- empathy
- conflict resolution

- intellectual curiosity, flexibility and adaptability
- creative and positive thinking
- critical thinking and problem solving
- resilience
- critical reflective practice
- enthusiasm for lifelong learning and new roles

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Acknowledgement of Country

We would like to acknowledge that this presentation, and this project, have been created on Aboriginal and Torres Strait Islander lands. For the core Professional Pathways team, we are based on the lands of the Ngunnawal, Ngamberi, Turrbal and Jagera Peoples. We pay our respects to their Elders and acknowledge their continuing connection to lands, waters and culture.

The Professional Pathways team wish also to acknowledge the generous contributions of the Aboriginal and Torres Strait Islander people who have participated in this project.