



2020 PATHWAY WILL MAKE OUR PROFESSION STRONGER

AN EXCITING FUTURE FOR LIS PROFESSIONALS

ALIA is planning for a future where library and information science professionals continue to be as respected and valued by employers as teaching, health, accountancy, engineering and other professionals.

We are introducing a formal ongoing learning requirement for Members who want to become Certified Professionals and place their professional status on a par with peers in professions where ongoing learning is mandatory.

Ours is not a legally regulated profession and any professional membership and ongoing commitment to professional development is a demonstration of an individual's professionalism and the sector's own standards, rather than being enforced by legislation. Members have found that this lack of formal regulation can work against their best interests.

THE BENEFITS FOR MEMBERS

Health Librarians and Health Library Technicians are a good example. Our Members working in this sector need to be recognised as professionals alongside other health workers if they are to be given PD time and funding by their employers and to avoid being placed in a non-professional category such as 'administration' in their workplace and their enterprise agreement frameworks.

ALIA Health Libraries Australia has been instrumental in driving changes in the way we think about our professional development.

OUR MEMBERS VALUE PROFESSIONAL DEVELOPMENT

At the moment, membership of the ALIA PD Scheme is optional, yet over 40% of eligible members are participating in the ALIA PD Scheme, with more members joining every day.

More and more Members are becoming ALIA Certified Professionals. These are Professional Members who have successfully participated in the ALIA PD Scheme for at least one year – and many are on the journey after three years to receiving their Certified Professional Certificate and listing on the ALIA website.

This is currently a three step process. You have to join ALIA, be accepted as an Associate, Library Technician or Allied Field member and then join the ALIA PD Scheme. There is then the option to choose a Specialisation.

ONE SIMPLE STEP TO BECOME A CERTIFIED PROFESSIONAL

From 2020, new Associate, Library Technician and Allied Field members will be able to join ALIA and make a formal commitment to ongoing learning all in one process. In doing so, they will be recognised as Certified Professionals and this will become the new preferred professional standard recognised by the sector.

Their new membership will include automatic entry to the ALIA PD scheme, and if they choose, they may add an ALIA PD Scheme Specialisation as well. This one simple step will replace the current three separate processes.

The ALIA PD Scheme will retain all the features that Members value – the reflective learning approach and the flexibility to be tailored to your particular learning needs and interests.

We anticipate that most professional members, regardless of their joining date, will want to be recognised as a Certified Professional and will welcome the requirement for formal commitment to ongoing learning in order to achieve this status.

FAQs

Q Can I still be a Member of ALIA without being part of the ALIA PD Scheme after 2020?

A Yes, you can still be an Associate, Library Technician, Allied Field or General Member, but you will not have the same professional status as a Certified Professional.

Q When can I join the ALIA PD Scheme?

A Associate, Library Technician and Allied Field Members can join at any time before or after the 2020 changes.

Q Do I need to be a Personal Member of ALIA or can I join the PD Scheme through my organisation?

A You need to be a Personal Member, as PD is very much an individual learning journey that continues wherever your career takes you.

Q How does this fit with what is happening in other countries?

A This complements what is happening internationally, for example CILIP Chartership in the UK and LIANZA Registration in New Zealand.

Q How did this plan come about?

A The decision to progress along the 2020 Pathway was taken by the ALIA Board in 2012 and further endorsed in 2013, when ALIA PD Scheme specialisations and Certified Professional membership were first introduced.

Q Why are we waiting until 2020 to introduce the change?

A This is a cultural shift. It gives existing ALIA Members time to consider their commitment to ongoing learning and educators teaching ALIA accredited qualification courses time to inform students of their future professional ongoing learning expectations.

Q How are we communicating the 2020 changes?

A We have begun the communication process through our Library Technician and Higher Education Educator Forums, ALIA Annual reports and the ALIA LIS Education, Skills and Employment Trend Reports. Judy Brooker, Director of learning, presented the idea to the New Librarians Symposium in Brisbane in 2013, and it has been discussed at Leadership and Innovation Forums around the country. Past-President John Shipp talked about it in the May/June 2016 edition of INCITE and in his President's report at the AGM in May 2016. As 2020 approaches we will ramp up our communication to ensure that all current and new ALIA

professional members are aware of the new Certified Professional standard and have the opportunity to provide their feedback about the changes.

Q How will Members be able to give their feedback about the 2020 Pathway?

If you have further questions, and to be part of the discussion, contact pd@alia.org.au.