

Name: The University of South Australia Library

The University of South Australia Library submits the following feedback on the ALIA Professional Pathways program:

- The framework is comprehensive and has already incorporated a good deal of feedback received through the first round of consultation.
- The amended design of the framework image itself is much more engaging and clear.
- Will there be scope for individuals within the sector to build depth in areas of the framework where there is interest/need, while not necessarily engaging in other areas where competency already exists? If this is the case, does it need to be more specifically stated?
- Extension of the CPD scheme to student and general members is very much supported. It is hoped that this could lead to an expansion of library/literacy/information skills beyond the Library sector and into other professions.
- CPD = continuing professional development. Recommend writing out/defining in full with first use of that term.
- Will an abbreviated summary be available? This would be helpful in pitching engagement in the framework to senior decision-makers.
- Core domain 2 – Respect and recognition for Aboriginal and Torres Strait Islander knowledges, cultures and Country - how do we assess ourselves against that when Aboriginal and Torres Strait Islander representation is so low within the sector and there are so few people within Aboriginal communities for us to contact? How to do this in a culturally respectful way. What steps do we take? Could a rubric be developed of exactly what that looks like?
- Credentialling – needs to align with certificates of completion and opportunities for professional development elsewhere ie does it add value and give you a demonstrable edge or advantage, not just a token/tokenism? To what standard will the credentials be recognised? Could they be used as equivalence in programs at overseas institutions? It would be beneficial for credentials to be translatable to equivalents in other countries?
- Not entirely supportive of an employer benchmarking scheme – there may be differences in views between employers, meaning their professional development delivery will be different. This could also create inequities based on fiscal capacity. Yes there should be a general standard. But then it should be up to individual institutions to self-measure/self-assess. It would also require substantial resources for institutions to be able to demonstrate delivery to a particular standard, and UniSA for one does not have capacity at this time.

This submission is made on behalf of our institution, and can be published in an identifiable manner.