

# TE TŌTARA WORKFORCE CAPABILITY FRAMEWORK

## GROWING A STRONG AND DIVERSE LIBRARY & INFORMATION SECTOR

Leaders from around the sector have come together to endorse Te Tōtara Workforce Capability as a framework for the library and information services sector.

Developed with wide input from across the sector and in collaboration with associations in Aotearoa New Zealand, Australia, and the United Kingdom, this framework includes most of the capabilities needed for people working in libraries, information services and related teams.

The framework is a tool for kaimahi throughout their career journey to self-assess their levels of skills and knowledge and to identify areas for growth. Te Tōtara is based on kaupapa Māori principles and library and information sector ethics and best practice and considers evolving competencies such as digital information storage and sharing.

Te Tōtara is also a tool for teams to use to self-assess strengths and gaps. We encourage you to apply this framework to strengthen the learning and development culture in your teams and to strengthen diverse capabilities in your workforce.

The Te Tōtara framework, workbook and further resources can be found here:

<https://www.lianza.org.nz/professional-development/te-totara-workforce-capability/>

*E kore te tōtara e tū noa i te pārae  
engari me tū i roto i te wao-nui-a-Tāne*

*The tōtara does not stand alone on the plain,  
it stands within the great forest of Tāne*

