

Program Endorsement Brief: 1602.00/ Library Technician (Aide)

Library Technician

Orange County Center of Excellence, March 2022

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25 th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to two middle-skill occupations: *library technicians* (25-4031), and *library assistants, clerical* (43-4121). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data there appears to be a supply gap for these Library Technician occupations in the region. Furthermore, while the majority of annual openings for the occupations in this report typically require a high school diploma or equivalent, many workers in the field have completed some college or an associate degree as their highest level of education. However, entry-level wages are lower than the living wage in both Los Angeles and Orange counties. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **933 jobs available annually** in the region due to new job growth and replacements, **which is more than the 41 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – Within Orange County, **all annual job openings** for these Library Technician occupations have **entry-level wages below the county's living wage (\$20.63/hour).**²

¹ The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- Select occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

² Living wage data was pulled from California Family Needs Calculator on 1/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

- **Educational Criteria** – Within the LA/OC region, **53% of the annual job openings** for occupations related to Library Technician **typically require a high school diploma or equivalent**.
 - However, the national-level educational attainment data indicates **between 26.6% and 35.7% of workers in the field have completed some college or an associate degree** as their highest level of education.

Supply:

- There are **three community colleges** in the LA/OC region that issue awards related to these Library Technician occupations, conferring an average of **41 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there were **no awards conferred** in related training programs by non-community college institutions in the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these Library Technician occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 0.27% through 2025. There will be more than 930 job openings per

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	5,036	5,077	41	1%	767
Orange	1,134	1,109	(25)	(2%)	167
Total	6,170	6,187	16	0.27%	933

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these Library Technician occupations in Orange County as they relate to the county's living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Orange County: All annual openings for these Library Technician occupations have entry-level wages below the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$13.55 and \$19.00. *Library assistants, clerical* have entry-level wages that are below California's current minimum wage (\$14.00/hour for employers with 25 employees or less; \$15.00/hour for employers with 26 or more employees).⁴ Experienced workers can expect to earn wages between \$22.32 and \$24.17, which are higher than the living

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁴Wage data is based on data collected over the previous three years. This historical data is a "point-in-time" estimate and does not reflect recent changes in minimum wage laws. https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm

wage estimate. Orange County's average wages are below the average statewide wage of \$23.11 for these occupations.

Los Angeles: All annual openings for these Library Technician occupations have entry-level wages below the living wage for one adult (\$18.10 in Orange County). Typical entry-level hourly wages are in a range between \$14.49 and \$20.19. *Library assistants, clerical* have entry-level wages that are below California's current minimum wage (\$14.00/hour for employers with 25 employers or less; \$15.00/hour for employers with 26 or more employees). Experienced workers can expect to earn wages between \$23.87 and \$25.69, which are higher than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$23.11 for these occupations.

Job Postings

There were 438 online job postings related to these Library Technician occupations listed in the past 12 months. The highest number of job postings were for library assistants, library clerks, library pages, library aides, and library technicians. The top skills were scheduling, customer service, record keeping, repair, and library resources. The top three employers, by number of job postings, in the region were the City of Huntington Beach, Chapman University, and Mt. San Antonio College.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a postsecondary nondegree award as the typical entry-level education for *library technicians* and a high school diploma or equivalent as the typical entry-level education for *library assistants, clerical*. In the LA/OC region, the majority of annual job openings (54%) typically require a high school diploma or equivalent. However, the national-level educational attainment data indicates that between 26.6% and 35.7 % of workers in the field have completed some college or an associate degree as their highest level of education. Of the 61% of Library Technician job postings listing a minimum education requirement in Los Angeles/Orange County, 64.6% (173) requested high school or vocational training, 11.9% (32) requested an associate degree, and 21.6% (58) requested a bachelor's degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP code: Library Technician (Aide) (1602.00). The college with the most completions in the region is Santa Ana. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
1602.00	Library Technician (Aide)	Long Beach	4	7	11	7
		Pasadena	20	20	7	16
		LA Subtotal	24	27	18	23
		Santa Ana	14	24	17	18
		OC Subtotal	14	24	17	18
Supply Total/Average			38	51	35	41

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Library Technicians (25-4031)	544	537	(7)	(1%)	78	\$19.00	\$21.46	\$24.17
Library Assistants, Clerical (43-4121)	590	572	(18)	(3%)	88	\$13.55	\$16.54	\$22.32
Total	1,134	1,109	(25)	(2%)	167			

Exhibit 5. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Library Technicians (25-4031)	2,382	2,416	34	1%	354	\$20.19	\$22.81	\$25.69
Library Assistants, Clerical (43-4121)	2,654	2,661	7	0%	412	\$14.49	\$17.70	\$23.87
Total	5,036	5,077	41	1%	767			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Library Technicians (25-4031)	2,926	2,953	28	1%	433
Library Assistants, Clerical (43-4121)	3,245	3,233	(11)	(0%)	501
Total	6,170	6,187	16	0.27%	933

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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