

## Labor Market Analysis: 1602.00/Library Technician (Aide)

**Library Technician** - Associate of Science (A.S.) degree; Certificate requiring 16 to fewer than 30 semester units

Los Angeles Center of Excellence, November 2023

### Summary

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

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to two middle-skill occupations:

- **Library Technicians (25-4031)** Assist librarians by helping readers in the use of library catalogs, databases, and indexes to locate books and other materials; and by answering questions that require only brief consultation of standard reference. Compile records; sort and shelve books or other media; remove or repair damaged books or other media; register patrons; and check materials in and out of the circulation process. Replace materials in shelving area (stacks) or files. Includes bookmobile drivers who assist with providing services in mobile libraries.<sup>1</sup>
- **Library Assistants, Clerical (43-4121)** Compile records, and sort, shelve, issue, and receive library materials such as books, electronic media, pictures, cards, slides and microfilm. Locate library materials for loan and replace material in shelving area, stacks, or files according to identification number and title. Register patrons to permit them to borrow books, periodicals, and other library materials.<sup>2</sup>

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>3</sup> This report is intended to help determine whether there is demand in the local

<sup>1</sup> [Library Technicians and Assistants \(bls.gov\)](#)

<sup>2</sup> [Library Technicians and Assistants \(bls.gov\)](#)

<sup>3</sup> 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
- All 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.

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 middle-skill library occupations in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, the majority of annual openings for the occupations in this report typically require a postsecondary non-degree award. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

#### **Demand:**

- **Supply Gap Criteria** – Over the next five years, **1,094 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is more than the three-year average of 56 awards conferred** by educational institutions in the region.
- **Living Wage Criteria** – Within Los Angeles County, both occupations **have entry-level wages below the self-sufficiency standard hourly wage** (\$18.10/hour).<sup>4</sup>
- **Educational Criteria:** Within the greater LA/OC region, **56% of the annual job openings** for middle-skill library occupations **typically require a postsecondary non-degree award.**
  - Furthermore, the national-level educational attainment data indicates **between 52% and 60% of workers in the field have completed some college/associate degree or less education.**

#### **Supply:**

- There are **3 community colleges** in the greater LA/OC region that issue awards related to library technician (aide), conferring an average of **56 awards annually** between 2019 and 2022.
- Currently, there **are no non-community college institutions** in the greater LA/OC region that have conferred sub-baccalaureate awards that train for middle-skill library occupations in the past three years.

### **Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for these middle-skill library occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 5% through 2026. There will be nearly 1,100 job openings per year through 2027 due to job growth and replacements.

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<sup>4</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>5</sup>**

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	4,922	5,137	215	4%	893
Orange	1,096	1,155	59	5%	202
<b>Total</b>	<b>6,019</b>	<b>6,293</b>	<b>274</b>	<b>5%</b>	<b>1,094</b>

**Wages**

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

**Los Angeles County**

Both occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$17.71 and \$17.78. Experienced workers can expect to earn wages between \$24.01 and \$25.44, which are higher than the self-sufficiency standard.

**Exhibit 2: Earnings for Occupations in LA County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Library Technicians (25-4031)	\$17.78	\$21.34	\$24.01	\$44,400
Library Assistants, Clerical (43-4121)	\$17.71	\$22.47	\$25.44	\$46,700

\*Rounded to the nearest \$100

**Orange County**

Both occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$16.76 and \$16.86. Experienced workers can expect to earn wages between \$22.77 and \$24.15, which are higher than the self-sufficiency standard.

**Exhibit 3: Earnings for Occupations in Orange County**

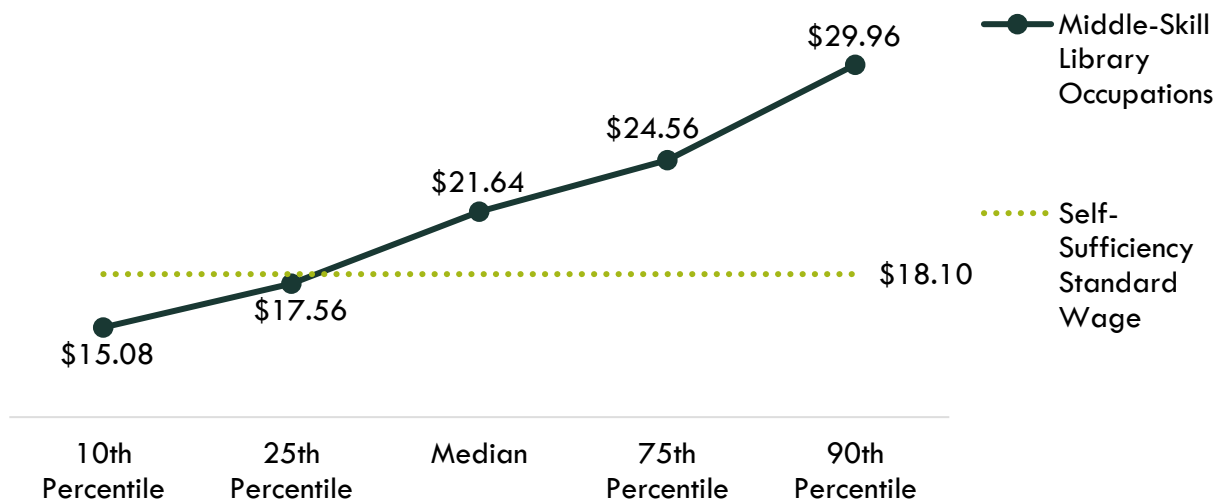
Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Library Technicians (25-4031)	\$16.86	\$20.15	\$22.77	\$41,900
Library Assistants, Clerical (43-4121)	\$16.76	\$21.20	\$24.15	\$44,100

\*Rounded to the nearest \$100

<sup>5</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

On average, the entry-level earnings for the occupations in this report are \$17.56; this is below the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

**Exhibit 4: Average Hourly Earnings for Middle-Skill Library Occupations in LA/OC**



### Job Postings

There were 354 online middle-skill job postings related to library occupations listed in the past 12 months. Exhibit 5 displays the number of job postings by occupation. The majority of job postings (68%) were for *library assistants, clerical*, followed by *library technicians* (32%). The highest number of job postings were for library assistants, library aides, library clerks, library pages, and library media assistants. The top skills were library services, integrated library systems, library programming, cataloguing, library science, and interlibrary loans. The top three employers, by number of job postings, in the region were California State University, Chapman University, and Capistrano Unified School District.

**Exhibit 5: Job postings by occupation (last 12 months)**



### Educational Attainment

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

- **Postsecondary non-degree awards:** *Library technicians*
- **High school diploma or equivalent:** *Library assistants, clerical*

In the greater LA/OC region, the majority of annual job openings (56%) typically require a postsecondary non-degree award. Furthermore, the national-level educational attainment data

indicates between 52% and 60% of workers in the field have completed some college/associate degree or less education. Of the 64% of middle-skill library job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 66% (149) requested high school or vocational training, 17% (38) requested an associate degree, and 17% (39) requested a bachelor's degree.

## Educational Supply

### Community College Supply

Exhibit 6 shows the annual and 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 Pasadena. Currently, there are no non-community college institutions in the greater LA/OC region that have conferred sub-baccalaureate awards that train for middle-skill library occupations in the past three years. USC offers a master's degree in Library and Information Science<sup>6</sup> as well as a Library and Information Management graduate certificate<sup>7</sup> program. Both of these programs require a bachelor's degree for admission.

**Exhibit 6: Regional community college awards (certificates and degrees), 2019-2022**

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
1602.00	Library Technician (Aide)	Long Beach	11	8	18	12
		Pasadena	7	50	27	28
		<b>LA Subtotal</b>	<b>18</b>	<b>58</b>	<b>45</b>	<b>40</b>
		Santa Ana	17	12	19	16
		<b>OC Subtotal</b>	<b>17</b>	<b>12</b>	<b>19</b>	<b>16</b>
<b>Supply Total/Average</b>			<b>35</b>	<b>70</b>	<b>64</b>	<b>56</b>

### Appendix A: Occupational demand and wage data by county

**Exhibit 7. Los Angeles County**

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Library Technicians (25-4031)	2,849	2,952	103	4%	502	\$17.78	\$21.34	\$24.01
Library Assistants, Clerical (43-4121)	2,073	2,185	112	5%	391	\$17.71	\$22.47	\$25.44
<b>Total</b>	<b>4,922</b>	<b>5,137</b>	<b>215</b>	<b>4%</b>	<b>893</b>	<b>-</b>	<b>-</b>	<b>-</b>

<sup>6</sup> [Library and Information Science \(MMLIS\) - University of Southern California \(usc.edu\)](https://www.usc.edu/library/information-science)

<sup>7</sup> [Library and Information Management Graduate Certificate - University of Southern California \(usc.edu\)](https://www.usc.edu/library/information-management)

### Exhibit 8. Orange County

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Library Technicians (25-4031)	641	670	29	5%	115	\$16.86	\$20.15	\$22.77
Library Assistants, Clerical (43-4121)	455	485	30	7%	87	\$16.76	\$21.20	\$24.15
<b>Total</b>	<b>1,096</b>	<b>1,155</b>	<b>59</b>	<b>5%</b>	<b>202</b>	-	-	-

### Exhibit 9. Los Angeles and Orange Counties

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	% Age 55 and older*	Typical Entry-Level Education
Library Technicians (25-4031)	3,490	3,623	133	4%	617	32%	Postsecondary non-degree award
Library Assistants, Clerical (43-4121)	2,528	2,670	142	6%	478	33%	HS diploma or equivalent
<b>Total</b>	<b>6,019</b>	<b>6,293</b>	<b>274</b>	<b>5%</b>	<b>1,094</b>	-	-

\*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. These occupations have a larger share of older workers, which typically indicates greater replacements needs to offset the amount of impending retirements.

#### Appendix B: Sources

- O\*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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