

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be 427 annual job openings throughout Los Angeles and Orange counties for <i>library technicians</i> , which is more than the 93 awards conferred by educational institutions .		
Self-Sufficiency Standard Living Wage ¹ :	Met <input type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input checked="" type="checkbox"/>
	The typical entry-level wage for <i>library technicians</i> is \$18.67 , which is below the OC living wage of \$27.13 .		
Education:	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
	The typical education requirement for <i>library technicians</i> is a postsecondary non-degree award and 28% of workers in the field have completed some college or an associate degree as their highest level of education .		

Summary

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles and Orange counties regional labor market related to one middle-skill occupation:

- *Library Technicians (25-4031)*

Based on the available data, there appears to be a supply gap for *library technicians* and typical education requirements for this middle-skill occupation align with a community college education. However, entry-level wages are below the Self-Sufficiency Standard living wage. **Therefore, due to some regional labor market criteria being met, the COE endorses this proposed program.**

¹ The living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard, which the COE refers to as a living wage; Orange County's living wage of \$27.13, was last updated in March 2024.

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the middle-skill occupation included in this report.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Library Technicians (25-4031)	LA: 346 OC: 81	LA: 74 OC: 19	OC: \$18.67	Postsecondary non-degree award	28%
Total	427	93	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to *library technicians* is projected to increase 1% through 2029, equating to 427 annual job openings.
- Hourly entry-level wages for this occupation are \$18.67 in Orange County, which is below the Self-Sufficiency Standard living wage.
- There were 61 online job postings for *library technicians* over the past 12 months. The highest number of postings were for library media technicians, library technicians, and library circulation assistants.
- The typical entry-level education for *library technicians* is a postsecondary non-degree award.
- Approximately 28% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2021 to 2024, an average of 93 awards were conferred by 4 community colleges for this middle-skill occupation in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 0 awards for this middle-skill occupation.
- In the 2022-23 academic year, Orange County community college students that exited library technician (aide) programs had a median annual wage of \$41,600 (\$20.00 per hour) post-exit.
- DataVista shows there is insufficient data regarding regional living wage attainment and employment in a related field of study.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for *library technicians* from 2019 through 2029. Between 2019 and 2020, employment levels across Los Angeles and Orange counties declined sharply due to the broader economic impacts of the COVID-19 pandemic, with Orange County seeing a particularly steep drop of 8%. From 2021 to 2024, Orange County saw a continued annual decline in employment. Job levels are projected to flatten through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Library Technicians 2019-2029

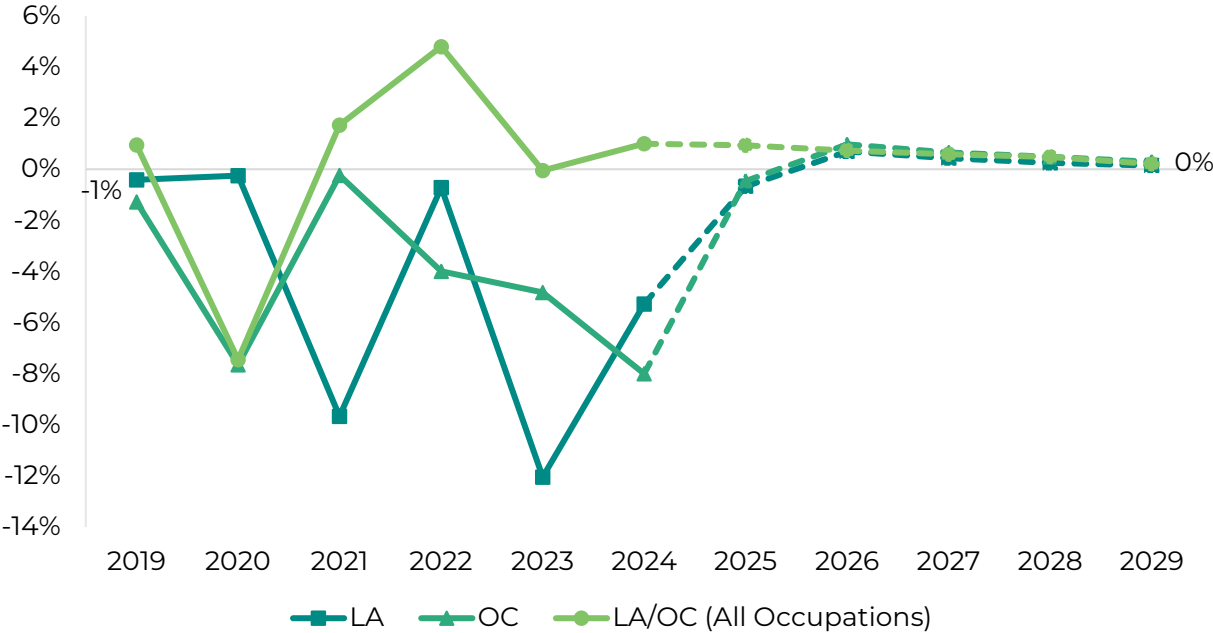


Exhibit 3 shows the five-year occupational demand projections for *library technicians*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase 1% by 2029. There is projected to be 427 available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties²

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	1,899	1,915	16	1%	346
Orange	436	445	9	2%	81
Total	2,335	2,359	25	1%	427

² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

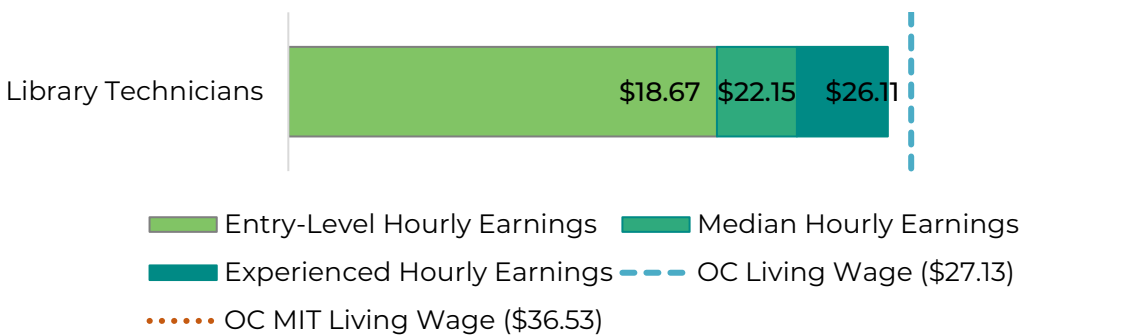
Wages

The labor market endorsement in this report considers the entry-level hourly wages for *library technicians* in Orange County as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in Orange County is \$36.53. Both figures account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

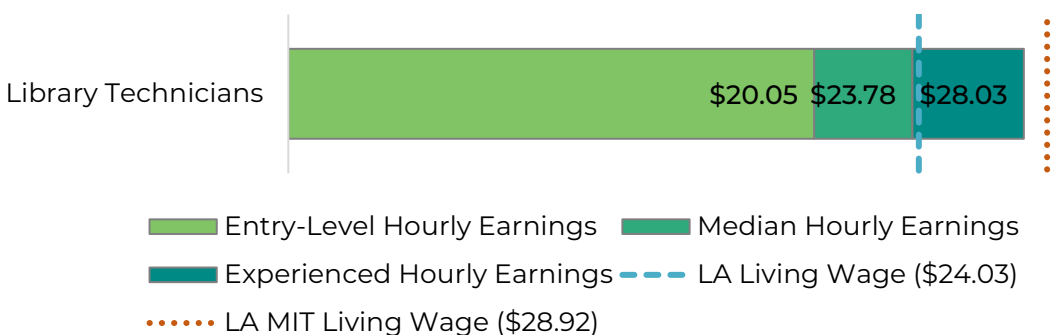
In Orange County, the typical entry-level wages for *library technicians* are \$18.67, which is below the Self-Sufficiency living wage of \$27.13 for a single adult. Exhibit 4 shows the wage range for this occupation in Orange County and how it compares to the regional living wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, the typical entry-level wage for *library technicians* is \$20.05, which is below the Self-Sufficiency living wage of \$24.03 for a single adult. Exhibit 5 shows the wage range for this occupation in Los Angeles County and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Resilient Jobs and U.S. News & World Report Best Jobs

Exhibit 6 shows if this occupation, *library technicians* is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job³. This occupation did not meet the criteria for any of the three designations.

Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Library Technicians	☐	☐	☐

Job Postings

Important Job Postings Data Note: There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.

This section provides two job posting analyses to provide a comprehensive assessment of regional demand for the proposed program. The first analysis examines all job postings for *library technicians*. The second analysis broadens the search to postings that require less than a bachelor's degree (e.g., high school diploma or an associate degree) and include "library" or "museum" keywords.

Please note, job postings do not equate to labor market demand. Rather, they provide insights for program development, such as which employers are hiring and the skills they look for from candidates.

Job Postings for Library Technicians

There were 61 online job postings related to *library technicians* listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation.

Exhibit 7: Number of Job Postings by Occupation (n=61)

Occupation	Job Postings	Percentage of Job Postings
Library Technicians	61	100%
Total Postings	61	100%

The top job titles for *library technicians* in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for the Middle-Skill Occupation (n=61)

Job Titles	Job Postings	Percentage
Library Media Technicians	15	25%
Library Technicians	13	21%
Library Circulation Assistants	6	10%
Elementary Library Media Specialists	3	5%
Student Library Employees	3	5%
School Library Media Specialists	2	3%
Cataloging Assistants	2	3%
Learning Resource Specialists	2	3%

³ "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

Job Titles	Job Postings	Percentage
School Librarians	2	3%
Library Media Specialists	1	2%

The top employers for *library technicians* in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for the Middle-Skill Occupation (n=61)

Employer	Job Postings	Percentage of Job Postings
Edjoin.Org	7	11%
Santa Ana Unified School District	4	7%
Chapman University	4	7%
Coast Community College District Office	4	7%
Antelope Valley College	3	5%
Irvine Unified School District	3	5%
El Camino Community College District	2	3%
Mt San Antonio College	2	3%
Capistrano Unified School District	2	3%
Citrus Community College District	2	3%

The top specialized, soft, and computer skills for *library technicians* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

Exhibit 10: Top Skills by Number of Job Postings for the Middle-Skill Occupation (n=61)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Cataloguing (21)	Clerical Works (26)	Web Browsers (5)
Collections (19)	Writing (23)	Microsoft Office (4)
Interlibrary Loan (17)	Operations (22)	OCLC Connexion (4)
Library (15)	Record Keeping (22)	Spreadsheets (4)
Library Services (15)	English Language (21)	System Software (4)
Integrated Library Systems (14)	Arithmetic (19)	Microsoft Excel (2)
Punctuation and Capitalization (14)	Communication (19)	Warehouse Management Systems (2)
Invoicing (13)	Filing (18)	Adobe Acrobat (1)
Statistics (13)	Research (18)	Apache Ant (1)
Library Science (12)	Customer Service (17)	Database Management Systems (1)

Supplemental Job Postings for 'Library' and 'Museum' Positions Below a Bachelor's Degree

Over the past 12 months, there were 2,800 online job postings with a minimum education requirement below a bachelor's degree and including 'library' or 'museum' as keywords. The top occupations from this search, by number of job postings, are shown in Exhibit 11.

Exhibit 11: Top Occupations by Number of Job Postings for 'Museum' or 'Library' Positions Below a Bachelor's Degree (n=2,800)

Job Titles	Job Postings	Percentage
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)	130	5%
Library Assistants, Clerical (43-4121)*	123	4%
Security Guards (33-9032)	72	3%
Retail Salespersons (41-2031)*	65	2%
First-Line Supervisors of Retail Sales Workers (41-1011)	60	2%
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel (41-3091)*	55	2%
Laborers and Freight, Stock, and Material Movers, Hand (53-7062)*	52	2%
First-Line Supervisors of Office and Administrative Support Workers (43-1011)	51	2%
Tutors (25-3041)^	50	2%
Computer Occupations, All Other (15-1299)^	45	2%

The top job titles for 'library' or 'museum' postings requiring less than a bachelor's degree in the region, by number of job postings, are shown in Exhibit 12.

Exhibit 12: Top Job Titles by Number of Job Postings for 'Museum' or 'Library' Positions Below a Bachelor's Degree (n=2,800)

Job Titles	Job Postings	Percentage
Administrative Assistants	39	1%
Library Assistants	37	1%
Production Coordinators	31	1%
Administrative Coordinators	27	1%
Library Clerks	24	1%
Sales Associates	24	1%
Security Officers	23	1%
Material Handlers	22	1%
Guest Services Associates	22	1%
Store Assistant Managers	19	1%

The top employers for 'library' or 'museum' postings requiring less than a bachelor's degree in the region, by number of job postings, are shown in Exhibit 13.

Exhibit 13: Top Employers by Number of Job Postings for ‘Museum’ or ‘Library’ Positions Below a Bachelor’s Degree (n=2,800)

Employer	Job Postings	Percentage of Job Postings
The Salvation Army	171	6%
Westlake Services	54	2%
Hankey Group Of Companies	47	2%
Go Rentals	42	2%
Edjoin.Org	39	1%
County Of Los Angeles	38	1%
City Of Irvine	34	1%
Antelope Valley College	32	1%
Los Angeles County Department Of Human Resources	31	1%
Allied Universal	31	1%

The top specialized, soft, and computer skills for ‘library’ or ‘museum’ postings requiring less than a bachelor’s degree listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 14.

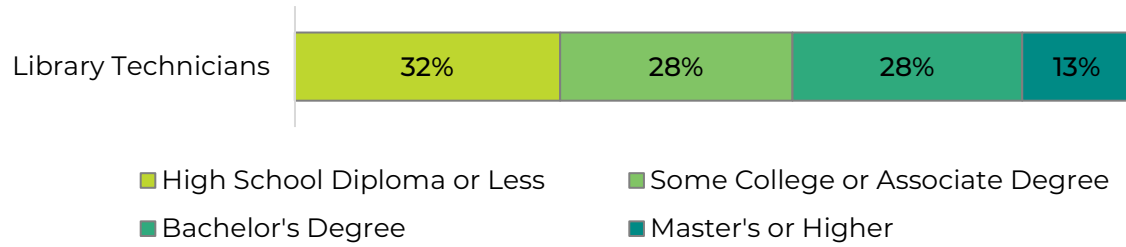
Exhibit 14: Top Skills by Number of Job Postings for ‘Museum’ or ‘Library’ Positions Below a Bachelor’s Degree (n=2,800)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Lifting Ability (447)	Communication (1,696)	Microsoft Office (567)
Office Equipment (287)	Customer Service (1,013)	Microsoft Excel (550)
Workflow Management (270)	Management (887)	Microsoft Outlook (416)
Merchandising (230)	Operations (869)	Microsoft PowerPoint (293)
Project Management (218)	Detail Oriented (686)	Microsoft Word (155)
Inventory Management (206)	Problem Solving (588)	Spreadsheets (127)
Invoicing (196)	Microsoft Office (567)	Productivity Software (87)
Auditing (195)	English Language (560)	Microsoft SharePoint (83)
Data Entry (195)	Microsoft Excel (550)	Adobe Illustrator (80)
Purchasing (186)	Coordinating (524)	AutoCAD (79)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a postsecondary non-degree award as the typical entry-level education for *library technicians*. The national-level educational attainment data indicates that 28% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 15 shows the educational attainment for this occupation.

Exhibit 15: National-level Educational Attainment for Occupation



Requested Minimum Education Requirement

Of the cumulative job postings for this occupation in Los Angeles and Orange counties that listed a minimum education requirement:

- 80% (49) of Job Postings for *Library Technicians*
 - 92% (45) requested a high school diploma or associate degree
 - 8% (4) requested a bachelor's degree
- 100% (2,800) of Job Postings 'Library' or 'Museum' Positions Below a Bachelor's Degree
 - 73% (2,044) requested a high school diploma
 - 27% (756) requested an associate degree

Educational Supply

The following supply tables display the total supply for *library technicians* that align with these TOP and CIP codes and program needs.

Community College Supply

Exhibit 16 shows the three-year average number of awards conferred by community colleges in the related TOP code:

- Library Technician (aide) (1602.00)

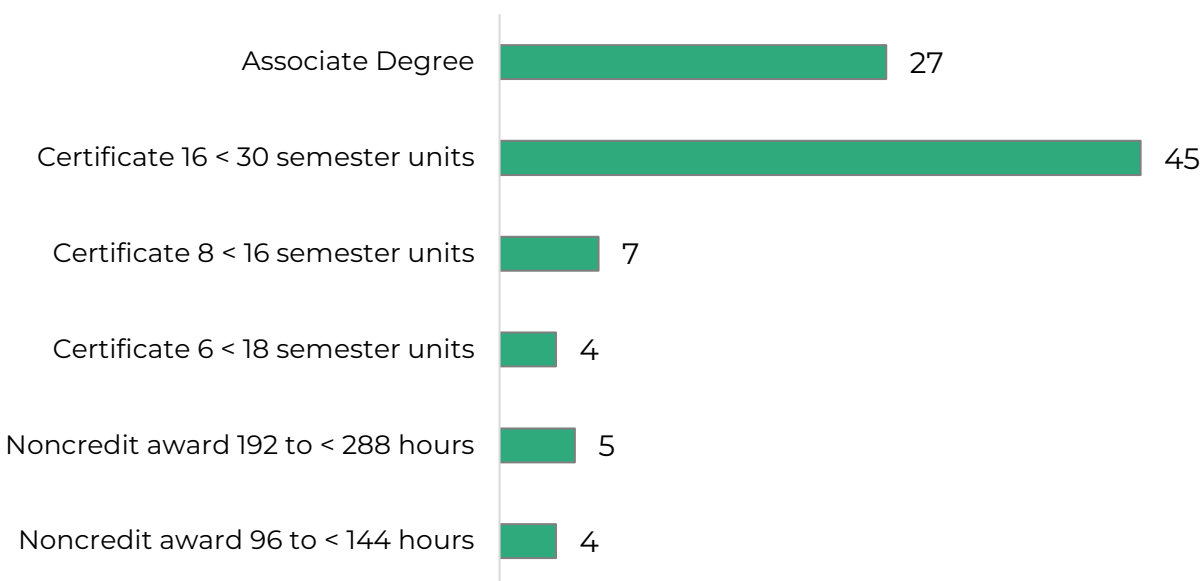
The colleges with the most completions in the region are Pasadena (38), followed by Long Beach (36), and Santa Ana (19). Over the past 12 months, there were two other related program recommendation requests from regional community colleges.

Exhibit 16: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1602.00	Library Technician (Aide)	Long Beach	18	30	59	36
		Pasadena	27	25	62	38
		LA Subtotal	45	55	121	74
		Saddleback	0	0	1	0
		Santa Ana	19	20	18	19
		OC Subtotal	19	20	19	19
Supply Total/Average			64	75	140	93

Exhibit 17 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for certificate 16 to 30 semester units, followed by associate degree then certificate 8 to 16 semester units.

Exhibit 17: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes

Exhibit 18 shows the Strong Workforce Program (SWP) metrics for library technician (aide) programs in the Rancho Santiago Community College District (RSCCD), the Orange County Region, and California. Of the 95 Orange County library technician (aide) students in the 2023-24 academic year, 100% (95) attended an RSCCD college.

RSCCD students that exited library technician (aide) programs in the 2022-23 academic year had higher median annual earnings (\$41,600 or \$20.00 per hour) compared to all library technician (aide) students in California (\$40,172 or \$19.31 per hour). DataVista shows there is insufficient data for the percentage of exiting students who attained the living wage.

Exhibit 18: Library Technician (Aide) (1602.00) Strong Workforce Program Metrics, 2021-24⁴

SWP Metric	RSCCD	OC Region	California
SWP Students	95	95	1,372
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	31%	31%	31%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	Insufficient Data	75%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	13	14	205
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	Insufficient Data	Insufficient Data	54
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	Insufficient Data	73%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$41,600 (\$20.00)	\$41,600 (\$20.00)	\$40,172 (\$19.31)
Median Change in Earnings for SWP Exiting Students (2022-23)	Insufficient Data	Insufficient Data	28%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Insufficient Data	Insufficient Data	34%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering library technician programs. However, no non-community college institutions conferred any awards between 2020 and 2023 under the related Classification of Instructional Programs (CIP) code: Library and Archives Assisting (25.0301).

⁴ All SWP metrics are for 2023-24 unless otherwise noted.

Regional Demographics

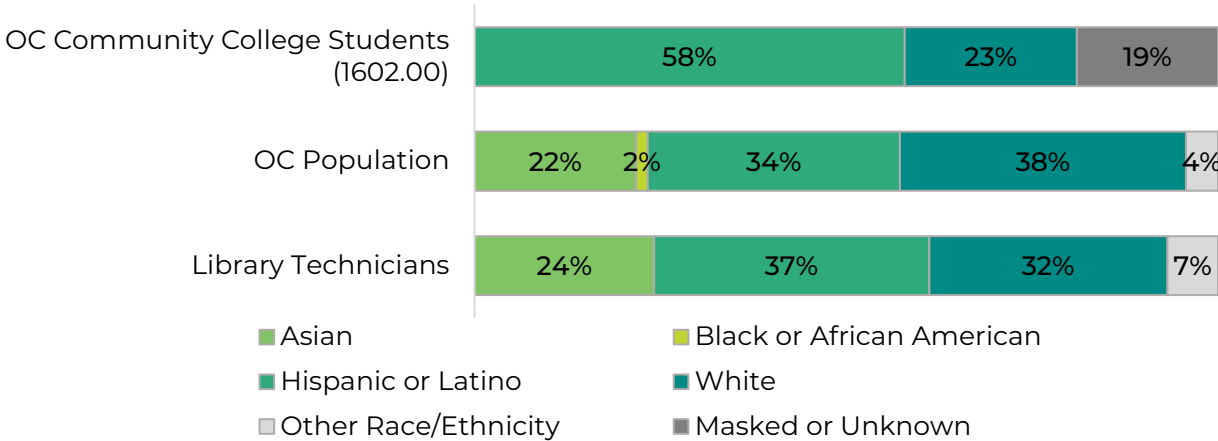
The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for this occupation. These insights can inform program development, outreach, and support strategies to better align community college programs with current labor market needs.

Ethnicity

Exhibit 19 compares the ethnicity of Orange County community college students enrolled in library technician (aide) programs, the overall Orange County population, and occupation-specific data for *library technicians*.

White and Asian individuals account for 32% and 24% of *library technicians*, while white students make up 23% of program enrollment and Asian students are absent from these library technician (aide) programs, suggesting alternative pathways to entering the field. In comparison, Hispanic or Latino individuals represent 58% of the community college students but account for 37% of the workforce, indicating a potential disconnect within the education-to-employment pipeline.

Exhibit 19: Program and County Demographics by Ethnicity

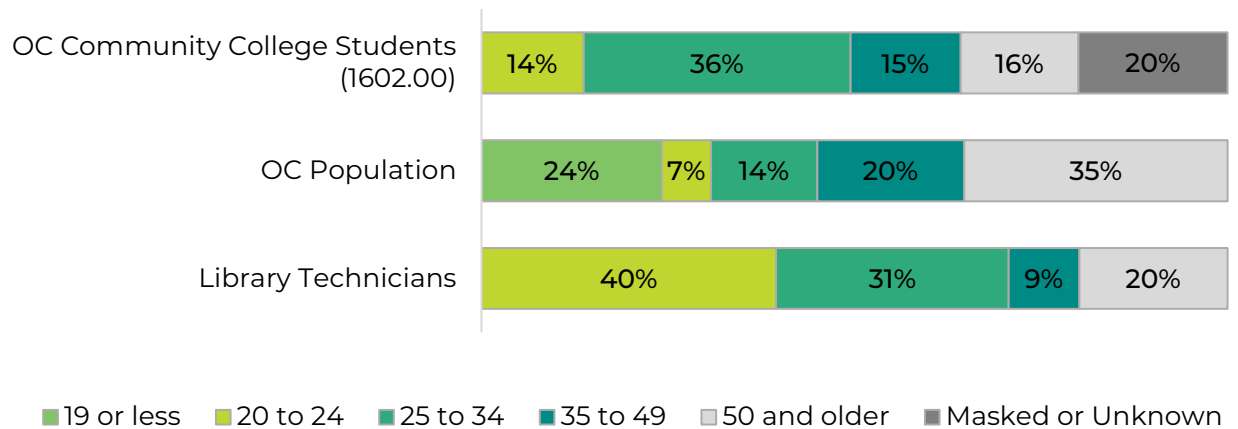


Age

Exhibit 20 compares the age of Orange County community college students enrolled in library technician (aide) programs, the overall Orange County population, and occupation-specific data for *library technicians*.

Community college students enrolled in library technician (aide) programs skew slightly younger than the overall county population, with 14% aged 19 or less and 36% between the ages of 25 to 34. In contrast, the largest demographic group of *library technicians* consists of individuals aged 20 to 24 at 40%, while only 20% of these workers are aged 50 or older. This suggests that the current workforce is heavily represented by younger professionals, whereas the student body is comprised of a broader mix of age groups including individuals who are 50 and older (16%).

Exhibit 20: Program and County Demographics by Age

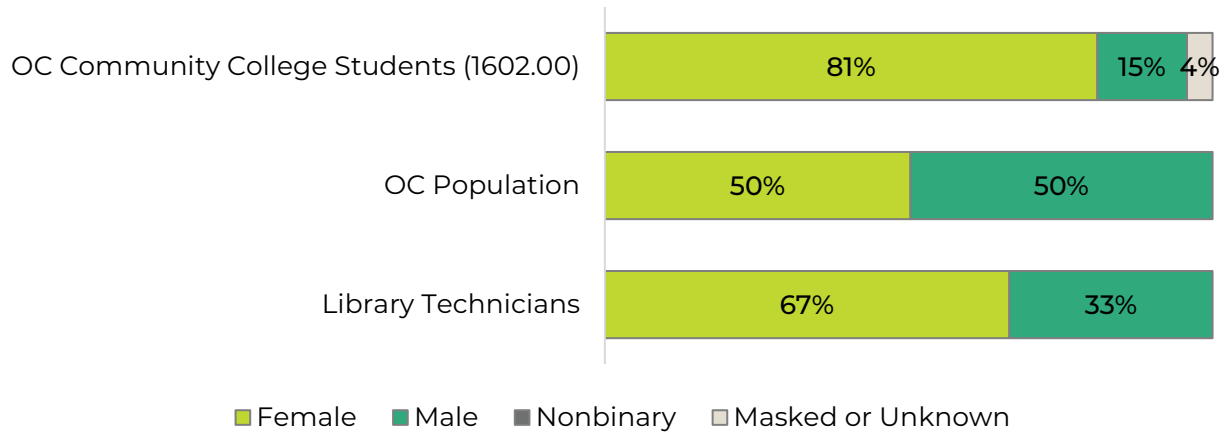


Sex

Exhibit 21 compares the sex of Orange County community college students enrolled in library technician (aide) programs, the overall Orange County population, and occupation-specific data for *library technicians*.

Though the population is split evenly between women and men, only 33% of *library technicians* and 15% of community college students are men.

Exhibit 21: Program and County Demographics by Sex



Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) (datamart.cccco.edu) and the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that have 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.

The OC COE determined labor market supply for each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. Traditional labor market data was used to assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from Lightcast (v.2026.1), a labor market analytics firm.
Living Wage	<p>Per the CCCC's this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$57,294 annually) in Orange County.</p> <p>The MIT Living Wage, updated on February 15, 2026, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$36.53.</p>
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	<p>The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff.</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).</p>
Student Metrics and Demographics	The Data Vista (v.2.0), a statewide data system supported by the California Community Colleges Chancellor's Office provides data on progress, success, employment, and earnings outcomes for California community college students.
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information.</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products.</p>

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June 2026



FOR LABOR MARKET RESEARCH

ORANGE COUNTY