



Labor Market Analysis: 1602.00 – Library Technician (Aide)

25.0301 – Library and Archives Assisting

Library Support Staff – Noncredit award requiring 288 to <480 hours

Los Angeles Center of Excellence, July 2026

Program Endorsement:	Endorsed: All Criteria Met ☐	Endorsed: Some Criteria Met ☒	Not Endorsed ☐
Program Endorsement Criteria			
Supply Gap:	Yes ☒	No ☐	
Living Wage: (Entry-Level, 25 th)	Yes ☐	No ☒	
Education:	Yes ☒	No ☐	
Emerging Occupation(s)			
	Yes ☐	No ☒	

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations¹ or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the two identified middle-skill occupations in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, approximately one-third of current workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Recommendation: Due to two of three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

Key Findings

Supply Gap

- 1,147 annual job openings are projected in the region through 2029. This number is greater than the three-year average of 124 awards conferred by educational institutions in the region.

¹ Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree. 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.

Living Wage

- Both occupations have entry-level wages **below** Los Angeles County's self-sufficiency standard hourly wage (\$24.03/hour).²

Educational Attainment

- 65% of the annual job openings typically require a high school diploma or equivalent for middle-skill library occupations in the LA/OC region.
- 27%-36% of workers in the field have completed some college or an associate degree, according to national educational attainment data.
 - 52%-59% of workers in the field have completed an associate degree or less educational attainment.

Community college supply

- 4 community colleges issued awards related to library technology in the greater LA/OC region.
- 124 awards (degrees and certificates) were conferred on average each year between 2023 and 2025.

Other postsecondary supply

- No educational institutions in the LA/OC region have conferred sub-baccalaureate awards in programs related to library technology over the past three years.

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to two middle-skill occupations. [For full occupation descriptions, please see Appendix.](#)

- **Library Technicians (25-4031)**³
- **Library Assistants, Clerical (43-4121)**⁴

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 2029. There will be more than 1,100 job openings per year through 2029 due to job growth and replacements. The majority of jobs in 2024 for these middle-skill library occupations (81%) were located in Los Angeles County.

² Center for Women's Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024*. <http://selfsufficiencystandard.org/California>.

³ [Library Technicians and Assistants \(bls.gov\)](#)

⁴ [Ibid.](#)

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁵

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	4,850	5,086	236	5%	925
Orange	1,119	1,204	85	8%	221
Total	5,969	6,290	321	5%	1,147

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time. Occupations with a lower-than-average percentage of full-time workers may have less employment security but may see increased activity in the gig economy.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County⁶

Occupation	2024 Jobs	2029 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Library Technicians	1,897	1,794	(5%)	328	33%	Data unavailable
Library Assistants, Clerical	2,952	3,292	12%	597	35%	46%
Total	4,850	5,086	5%	925	-	-

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 Los Angeles/Orange County region.

Los Angeles County

Both occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$18.72 and \$20.75. (Exhibit 3). Experienced workers can expect to earn wages between \$29.29 and \$30.48, which are higher than the self-sufficiency standard.

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

⁶ Ibid.

Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Library Technicians	\$20.75	\$24.36	\$30.48	\$50,700
Library Assistants, Clerical	\$18.72	\$23.25	\$29.29	\$48,400

*Rounded to the nearest \$100

Orange County

Both occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$17.49 and \$19.30 (Exhibit 4). Experienced workers can expect to earn wages between \$27.35 and \$28.35, which are higher than the self-sufficiency standard.

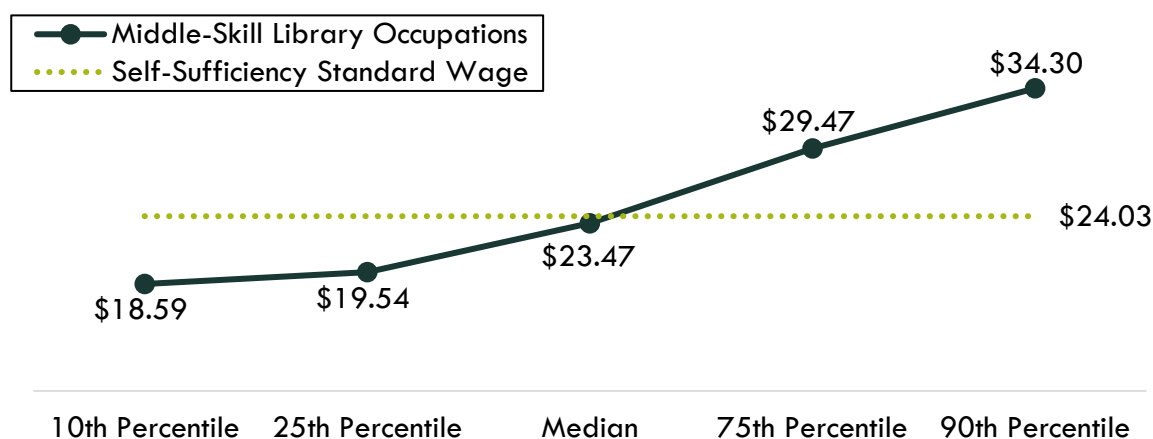
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Library Technicians	\$19.30	\$22.65	\$28.35	\$47,100
Library Assistants, Clerical	\$17.49	\$21.71	\$27.35	\$45,200

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$19.54; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

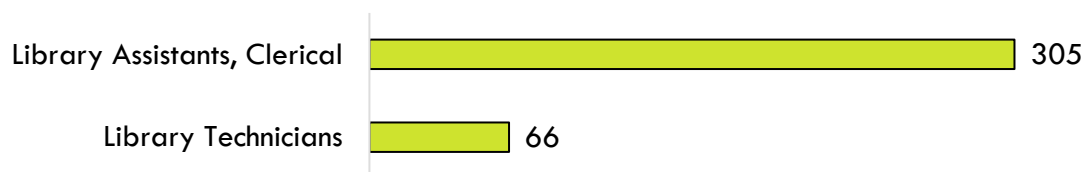
Exhibit 5: Average hourly earnings for occupations, Los Angeles and Orange counties



JOB POSTINGS

There were 371 online job postings related to middle-skill library occupations listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (82%) were for *library assistants, clerical*, followed by *library technicians* (18%).

Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
- Library assistants - Library clerks - Library aides - Library media technicians - Library associates - Library technicians - Library media assistants - Library pages - Library services assistants	- Collections - Library services - Office equipment - Cataloguing - Library programming - Integrated library systems - Statistics - Interlibrary loan	- University of La Verne - Coast Community College District Office - City of Newport Beach - California State University-Fullerton - County of Los Angeles - City of Long Beach - Chapman University

In the greater Los Angeles/Orange County region, 63% of the target job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

Exhibit 8: Education levels requested in job postings for target occupations, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	47	20%
Associate degree	39	17%
High school diploma or vocational training	147	63%

EDUCATIONAL ATTAINMENT

In the greater Los Angeles/Orange County region, the majority of annual job openings (65%) typically require a high school diploma or equivalent (Exhibit 9). The national-level data indicates between 27% and 36% of workers in the field have completed some college or an associate degree as their highest level of educational attainment, while 52%-59% have completed an associate degree or less educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Library Technicians	Postsecondary non-degree award
Library Assistants, Clerical	High school diploma or equivalent

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 10 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 colleges with the most completions in the region are Long Beach and Pasadena.

Exhibit 10: Regional community college awards (certificates and degrees), 2023-2025

TOP Code	Program	College	2022-23 Awards	2023-24 Awards	2024-25 Awards	3-Year Average
1602.00	Library Technician (Aide)	Long Beach	30	59	75	55
		Pasadena	25	62	37	41
		LA Subtotal	55	121	112	96
		Saddleback	-	1	6	2
		Santa Ana	20	18	38	25
		OC Subtotal	20	19	44	28
Supply Total/Average			75	140	156	124

Exhibit 11 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are certificates (56%).

Exhibit 11: Community college awards by award type, 2023-2025

Award Type	# of Awards	% of Awards
A.A./A.S. degrees	34	27%
Certificates	70	56%
Noncredit awards	20	16%
Total	124	100%

Other Postsecondary Supply

Currently, there are no other postsecondary institutions in the greater LA/OC region that have conferred bachelor's or sub-baccalaureate awards for library technology in the past three years. USC offers a master's degree in Library and Information Science,⁷ as well as a Library and Information Management graduate certificate⁸ program. Both of these programs require a bachelor's degree for admission. There have been no awards conferred in the related CIP code in the past three years: Library and Archives Assisting (25.0301).

APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target 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.⁹
- **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 loans 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.¹⁰

⁷ [Library and Information Science \(MMLIS\) - University of Southern California \(usc.edu\)](https://library.usc.edu/mmlis/)

⁸ [Library and Information Management Graduate Certificate - University of Southern California \(usc.edu\)](https://library.usc.edu/lm/)

⁹ [Library Technicians and Assistants \(bls.gov\)](https://www.bls.gov/occupations/25-4031.htm)

¹⁰ [Ibid.](#)

Contact information:

Luke Meyer, Director

Los Angeles Center of Excellence

Lmeyer7@mtsac.edu

If for any reason this document is not accessible or if you have specific needs for readability, please contact us and we will do our utmost to accommodate you with a modified version.

DATA SOURCES

POWERED BY



- 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)

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

© 2026 California Community Colleges Chancellor's Office,

Centers of Excellence for Labor Market Research, Economic and Workforce Development Program