

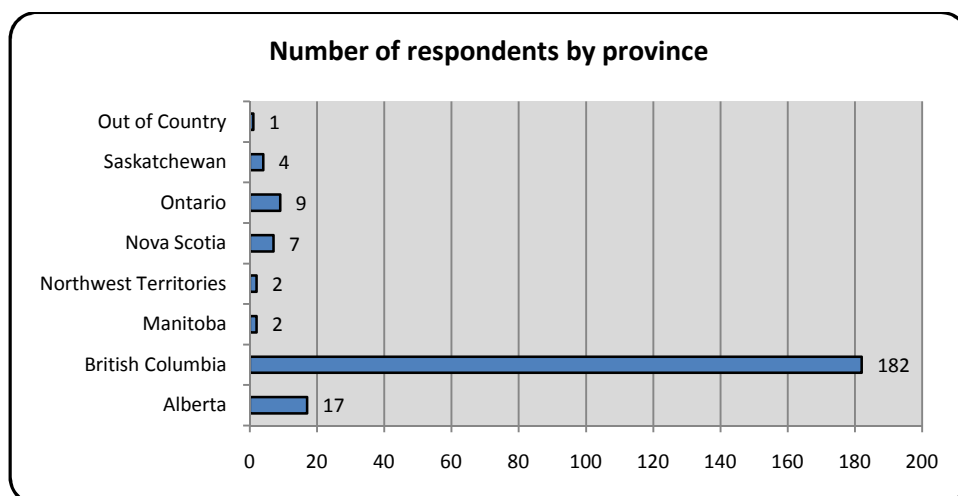
# Results of the 2011 LTAIG Salary Survey

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## 1. Respondents

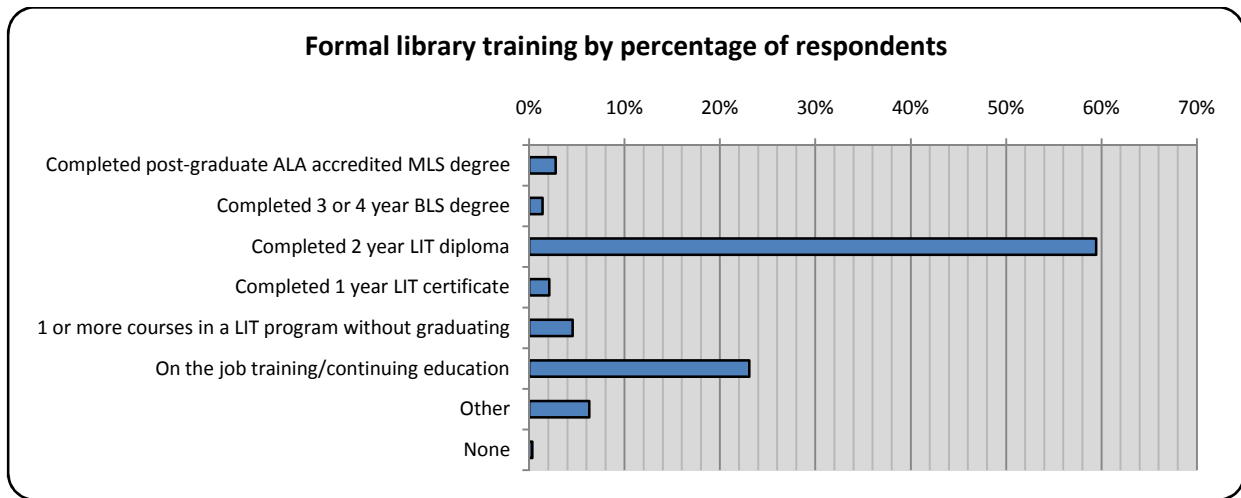
There were 224 respondents from 7 provinces and 1 from out of country. One hundred eighty-two (81%) of the respondents were from British Columbia. Not every question was answered and other questions allowed for multiple answers. Therefore the number of responses per question varied.



## 2. Formal Library Training

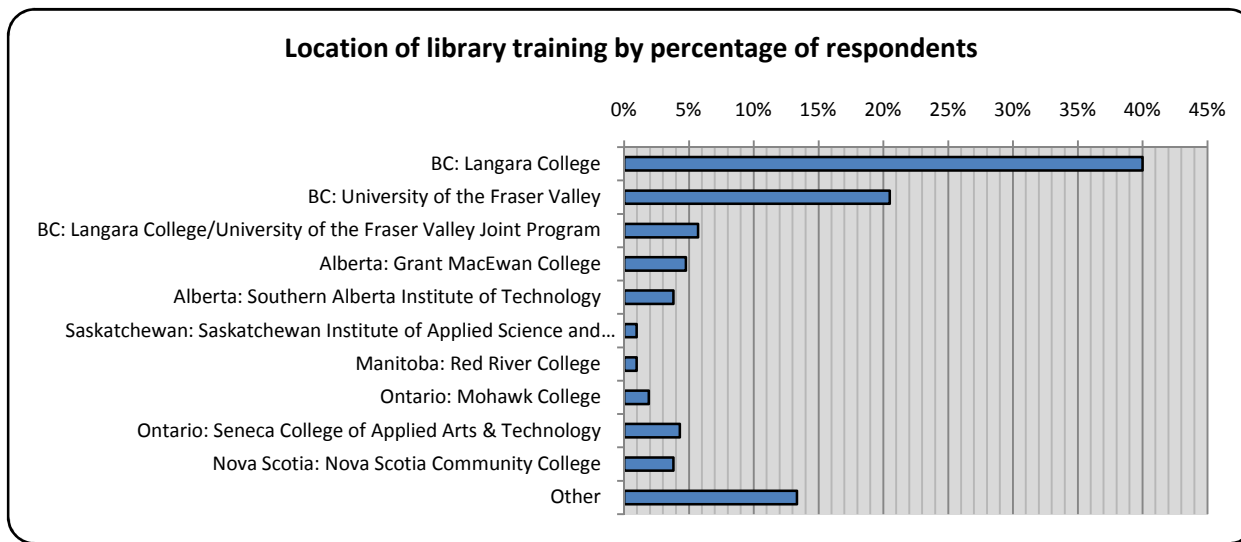
Of the 224 respondents, most (59%) of the respondents indicated completion of a 2-year Library and Information Technology program. Twenty-three percent of respondents indicated that they had received on-the-job training or continuing education.

Thirty-five respondents had completed a combination of formal library training and on-the-job training or continuing education. Eight respondents had completed a Library and Information Technology (LIT) program plus additional formal library training. Other formal library training included: MLS in progress, CLTP certificate, BA, B Ed., refresher courses, 2-year Media Resources, UTA, and 3-year online LIT program.



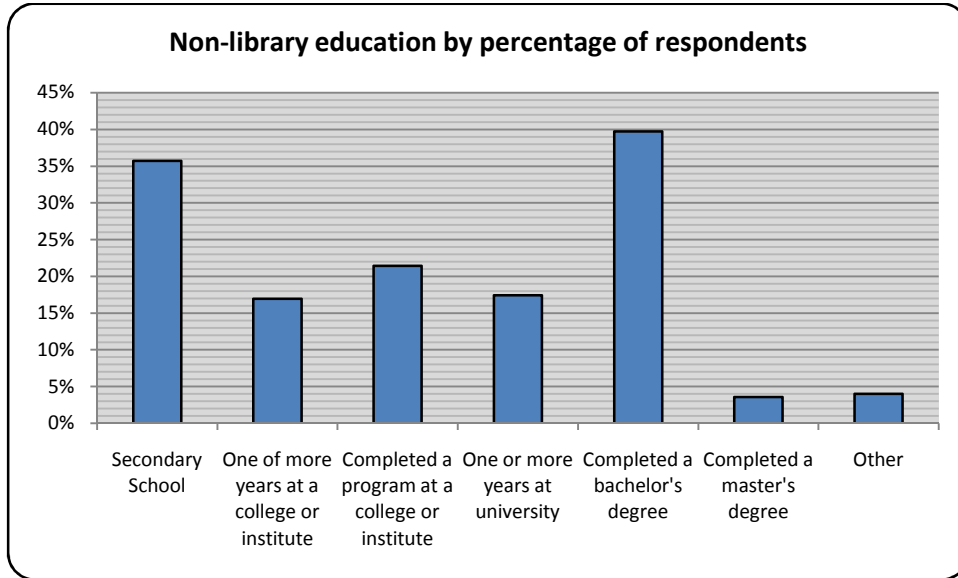
## 3. Location of Library Training

There were 210 responses to this question. Ten respondents indicated that they had attended more than one of the listed programs. Other training locations included Korea, PLSB and Canadian universities (not listed in the survey) that offer MLS/MLIS programs.



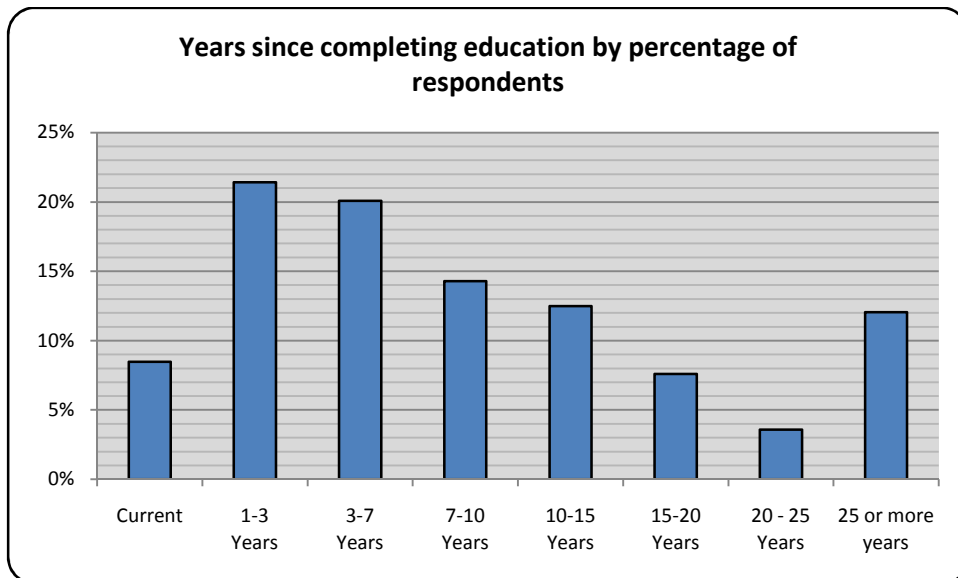
#### 4. Non-Library Education

Forty percent of the 224 respondents indicated that they had completed a bachelor's degree, 36% had completed secondary school and 21% had completed a program at a college or institute. Other answers included TESL certificate, associate degrees, and GED.



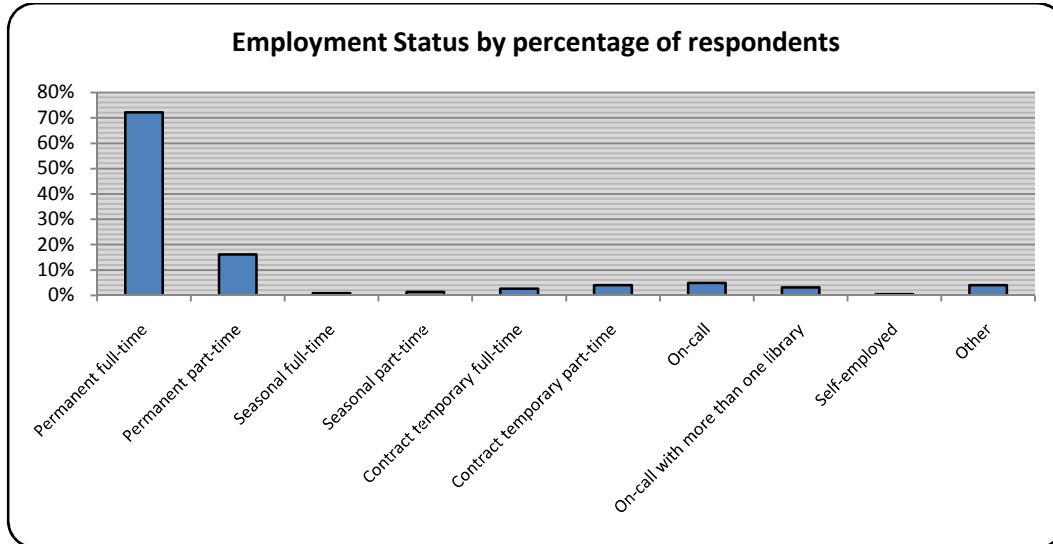
#### 5. Years Since Completing Education

There were 224 responses to this question. Twenty-one percent were recent graduates (1-3 years ago) and 20% had graduated 3 to 7 years ago. **Note:** Previous surveys had stated this question as “years since completing library studies.” Therefore these results include all education types. It is recommended that the intention of the question be clarified for future surveys.



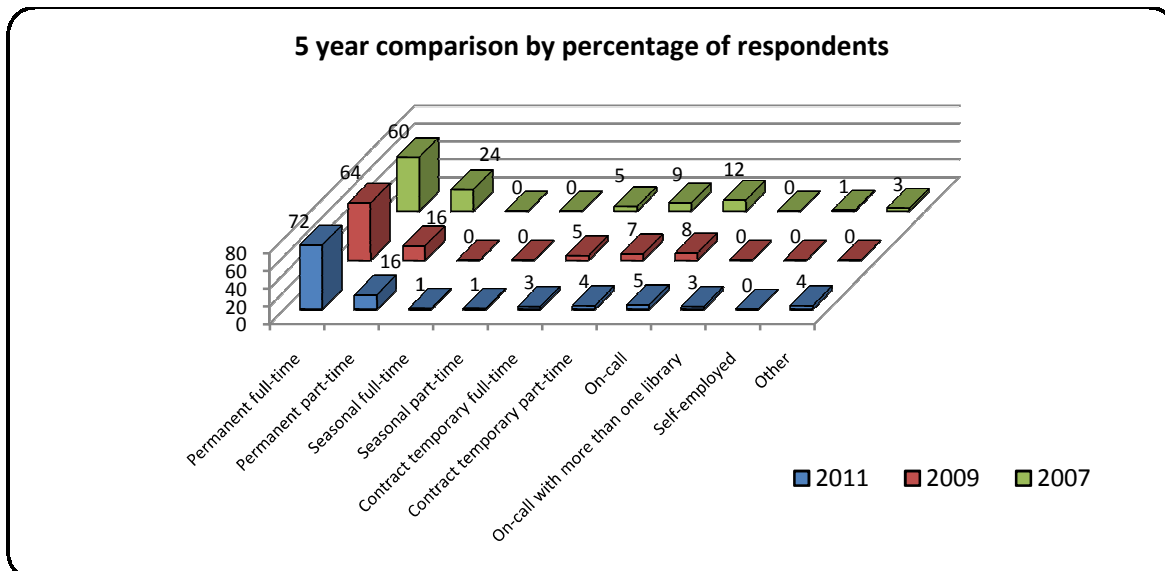
## 6. Employment Status

There were 223 respondents of which 72% are working in permanent full-time positions, 16% in permanent part-time positions, and 8% on-call (including on-call with more than one library). There were 17 multiple responses to this question, of those, most included on-call positions. Other answers included: sessional, educational leave-of-absence, and unemployed.



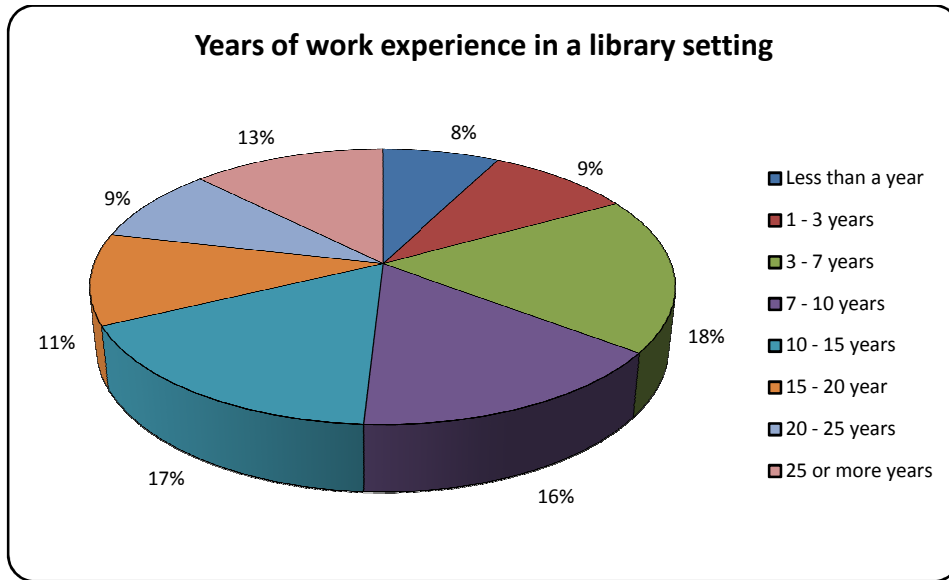
### Comparison to previous surveys

Keeping in mind that the 2007 survey did not include the responses from those outside of British Columbia, and the 2009 and 2007 surveys did not include seasonal full-time and seasonal part-time, nor on-call with more than one library, below is a comparison from the past 3 surveys over a 5-year period. The number of permanent full-time positions has increased, permanent part-time positions has remained stable over the last two surveys, and has decreased over the 5 year period. Overall, on-call positions have decreased over the time period. The 2009 survey indicated 64% permanent full-time, 16% permanent part-time and 8% on-call. The 2007 survey indicated 60% permanent full-time, 24% permanent part-time and 12% on-call.



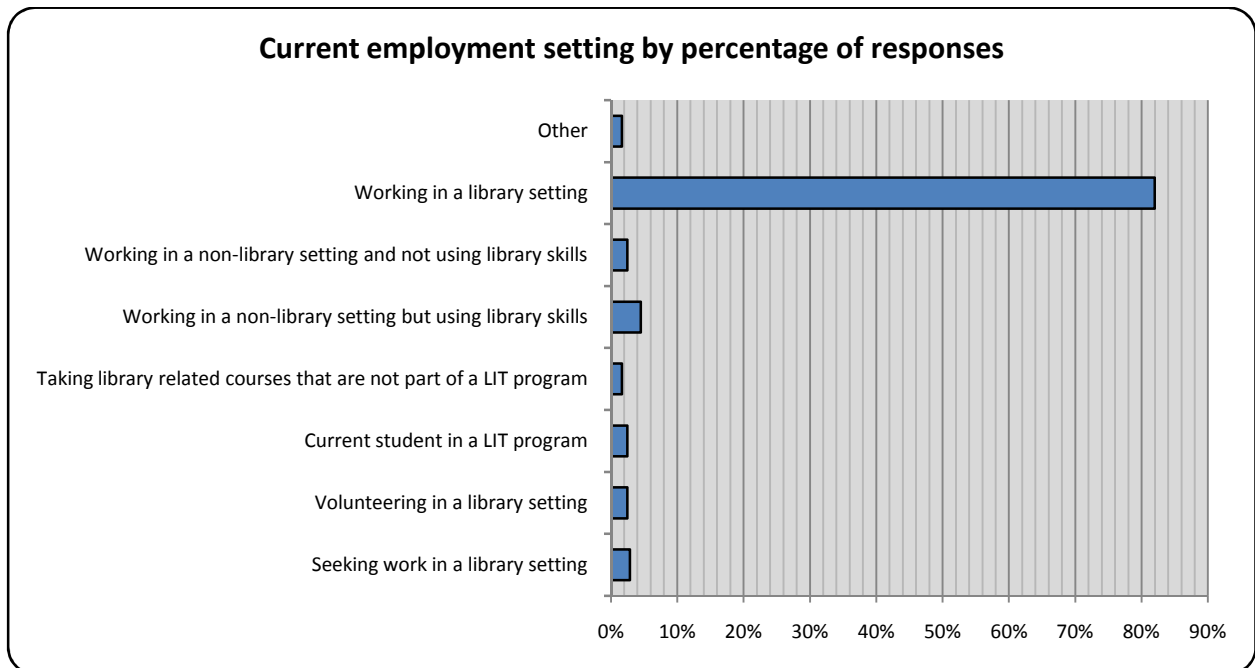
## 7. Work Experience

All survey respondents answered this question. Most of the survey respondents have been working in a library setting from between 3-7, 7-10, or 10-15 years.



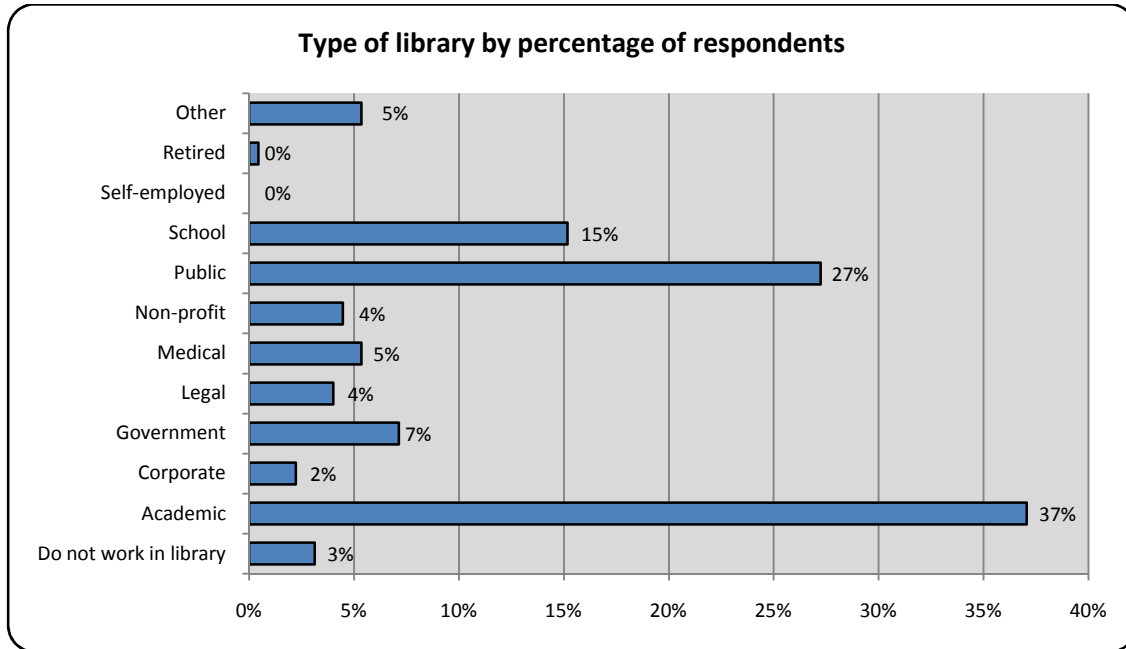
## 8. Current Employment Setting

Eighty-two percent of the responses indicated current employment in a library setting and 2% indicated current enrollment in a library and information technology program. Nine people responded that they are currently taking courses and working at the same time, 7 indicated that they are seeking work in a library setting.



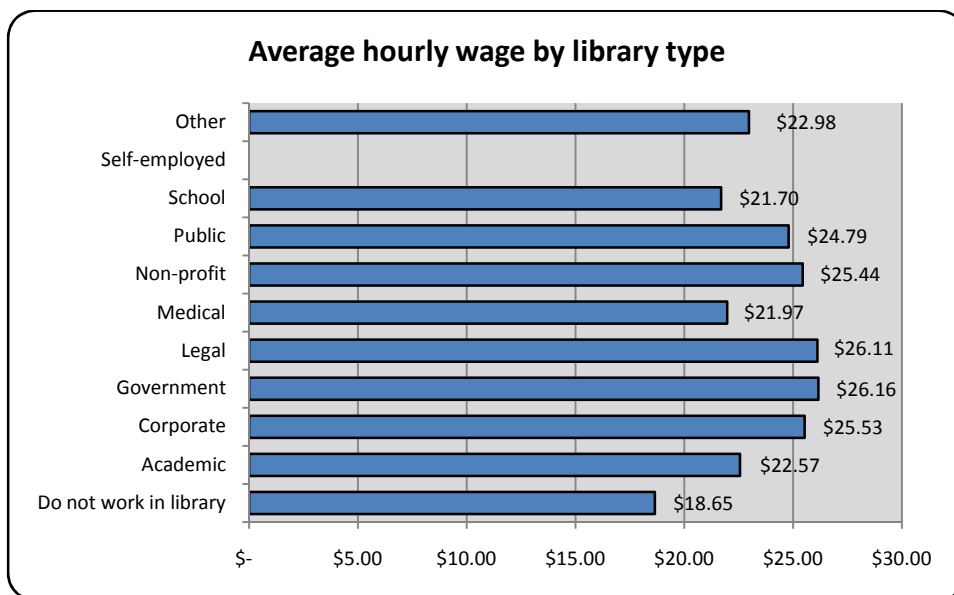
## 9. Type of library

There were 18 multiple responses to this question with up to three libraries included at a time in some responses. Thirty-seven percent of respondents work in an academic library and 27% work in a public library. Other libraries that respondents work at include: federation, school district resource centre, specialized collections, church, research, prison, and special cultural.



## 10. Average Hourly Wage by Library Type

The overall average hourly wage for all library types is \$23.91. The library type with the highest average hourly pay is government libraries at \$26.16 followed closely by legal libraries at \$26.11 and corporate libraries at \$25.53. The library types with the lowest hourly wages are school libraries at \$21.70 with school, academic and medical libraries filling out the bottom three.

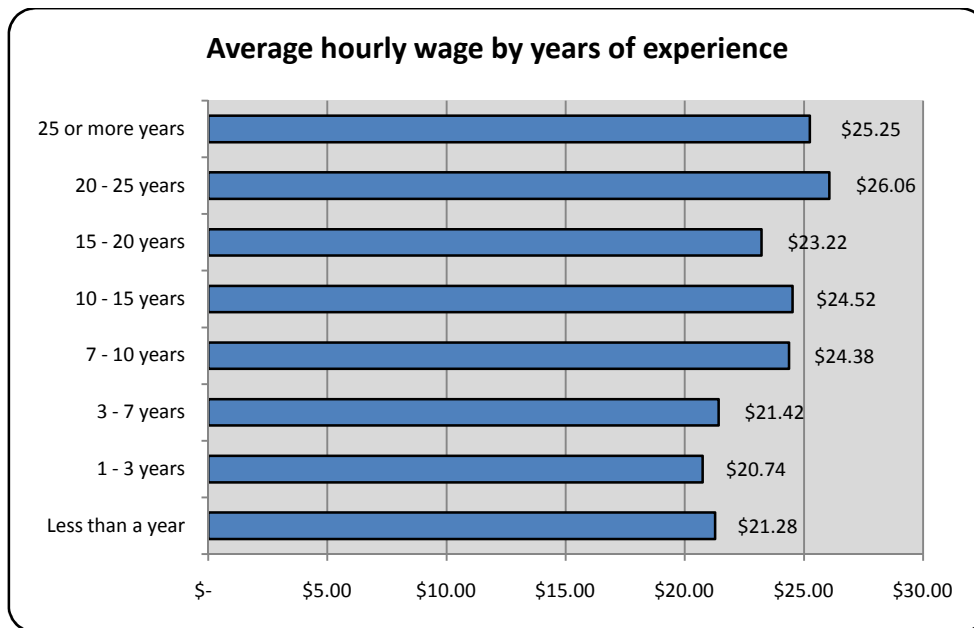


### Comparison to previous surveys

Compared to salary data from the last two surveys (2007 & 2009) there is a small increase in the average hourly wage. In 2007 the average hourly wage was \$21.80, and in 2009 it was \$22.36. The average hourly wage overall from this survey is \$23.91.

### 11. Average Hourly Wage by Years of Experience

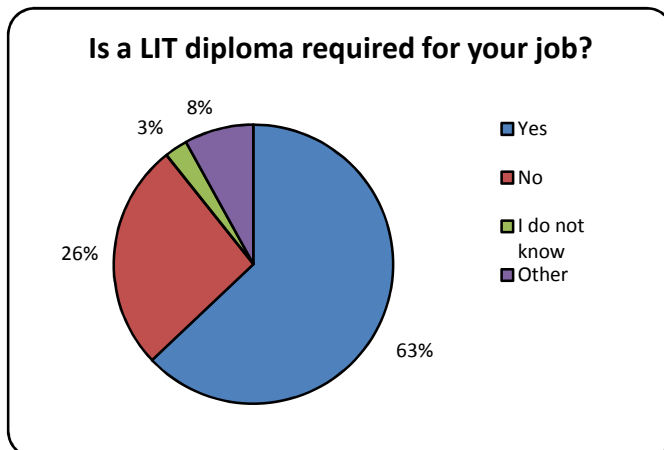
The highest hourly wage earners by years of experience are those with 20-25 years experience at an average of \$26.06. Those with 25 or more years experience average \$25.25. Those with 10-15 years experience average \$24.52. The lowest hourly wage earners by years experience are those with 1-3 year's experience at \$20.74.



### 12. Unionized Workers

Seventy-nine percent of respondents belong to a union, while 21% do not.

### 13. Requirement for Library and Information Technology Diploma



Sixty-three percent of the respondents stated that a LIT diploma is required for their job while 26% responded that it was not required. Some of the other answers included: equivalent combination of experience and/or education is accepted, MLIS is required, LIT diploma is preferred – plus relevant experience, current employees may be grandfathered in [without the need for a LIT diploma], and finally, staff or applicants must be actively pursuing their certification.

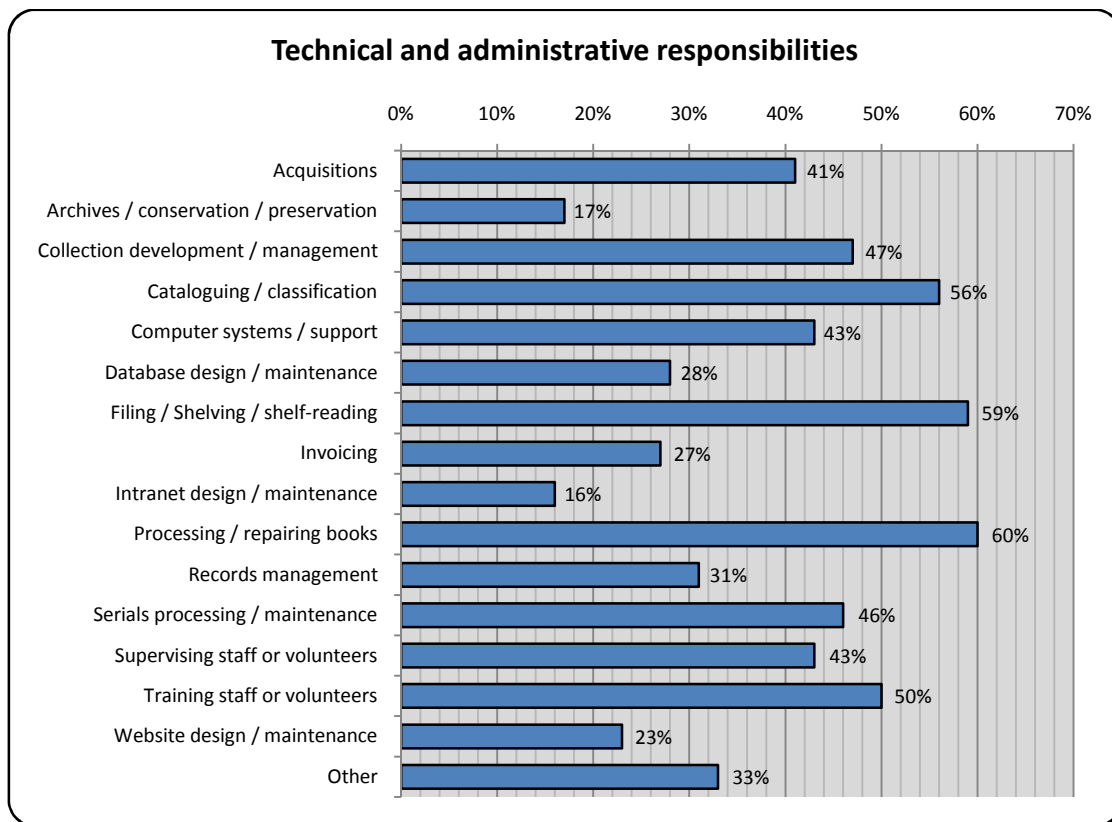
## 14. Job Responsibilities

Survey respondents have a wide variety of job responsibilities. Multiple answers were allowed on these survey questions; therefore, the totals add up to more than 100%.

### Technical & administrative responsibilities

220 respondents answered this question.

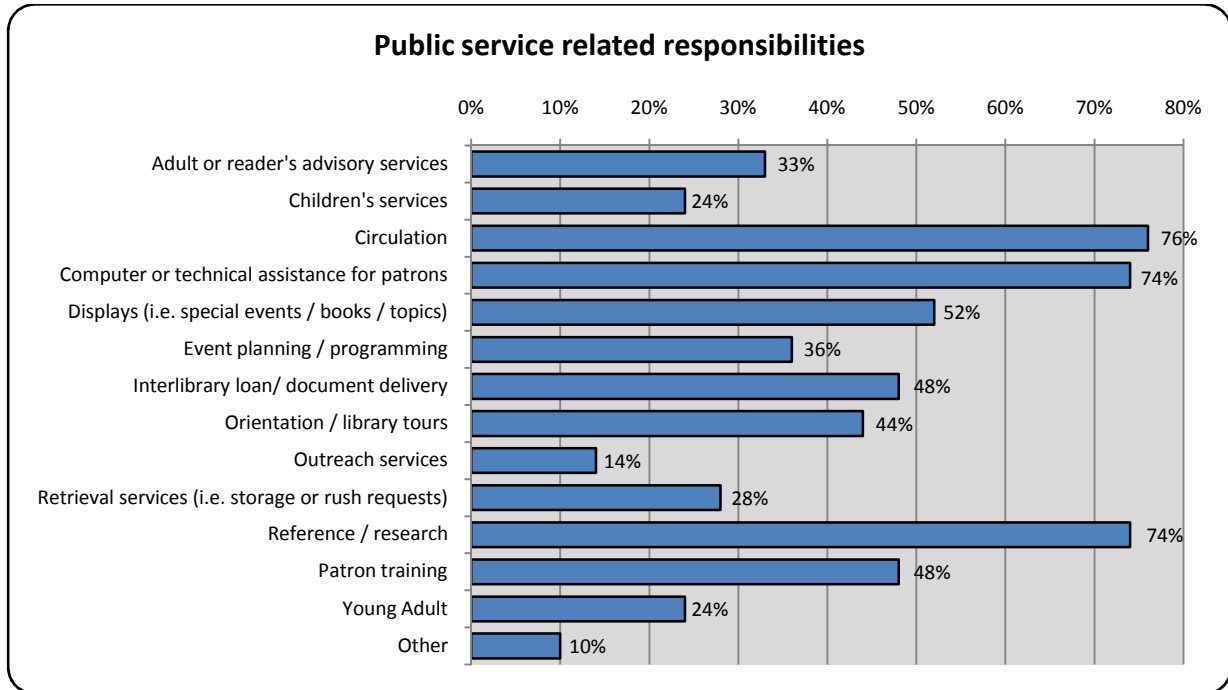
Some of the other responsibilities included: administration, managing/processing course reserves, creating a monthly newsletter of relevant information, electronic resource management, budgeting, overall management of the library, work with sourcing alternate format materials for students with disabilities, reception, inventory, multi-media work (filming, editing, streaming, etc.), depositing finances, distributing current awareness, payroll, digitization of hard-copy documents, producing reports for accreditation purposes, and non-library government work.



## Public service related responsibilities

203 respondents answered this question.

Other responsibilities included: online reference and communications (blog, newsletter etc).



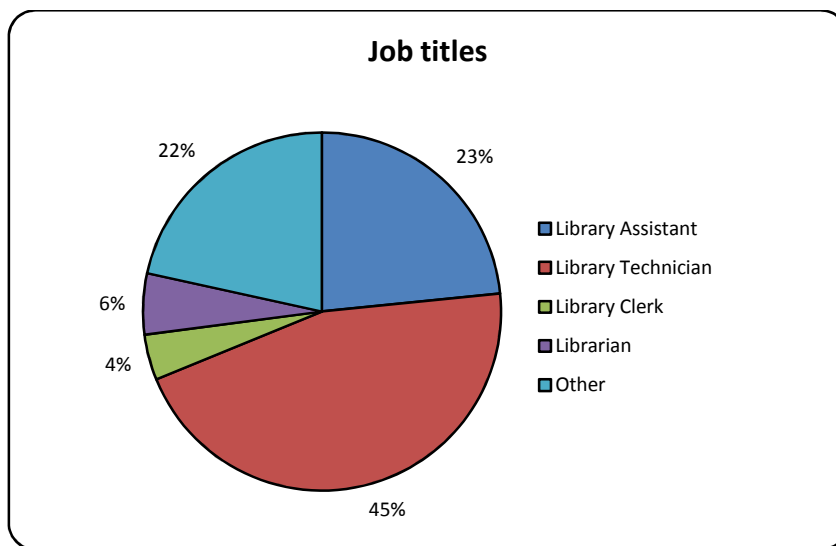
## Comparison to previous surveys

In comparison to the past two surveys, a few of the significant changes include: "Circulation," "Computer or Technical Assistance," and "Reference/research" responsibilities which have increased by 12%, 19%, and 22% respectively since the 2007 survey; and have increased by 3%, 6% and 1% respectively since the 2009 survey. Collection development/management has increased by 13% since 2007 and only 3% since the 2009 survey.

## 15. Job Titles

Forty-five percent of the 218 respondents have library technician as their title, 23% have library assistant as their title, and 22% have another title. Other titles included:

- public service assistant, administrative secretary, circulation intern
- cataloguer, information services technician, resource centre technician, information assistant, library support specialist, library and information technologist, library systems specialist, senior cataloguing clerk, serials coordinator, library specialist I, library and document manager/processor, technical library assistant, computer lab attendant, instructional assistant, student advisor, cataloguing technician
- manager/coordinator, information coordinator, operation supervisor, circulation coordinator, reading room coordinator, circulation desk administrator, circulation services assistant, circulation supervisor, administrative coordinator-library administration, deputy librarian



## 16. Volunteering

Of the 219 responses to this question, only 6% of the respondents indicated that they are currently volunteering and 93% indicated that they are not. This question did not specify whether the volunteer work be library related. However, of the 13 respondents (6%) that responded “yes” and specified the type of volunteer work that they do, all but one was library related. Most of the respondents did not indicate the type of work that they do or their volunteer responsibilities; of those that provided this information, the responsibilities included: cataloguing, and collection development related.

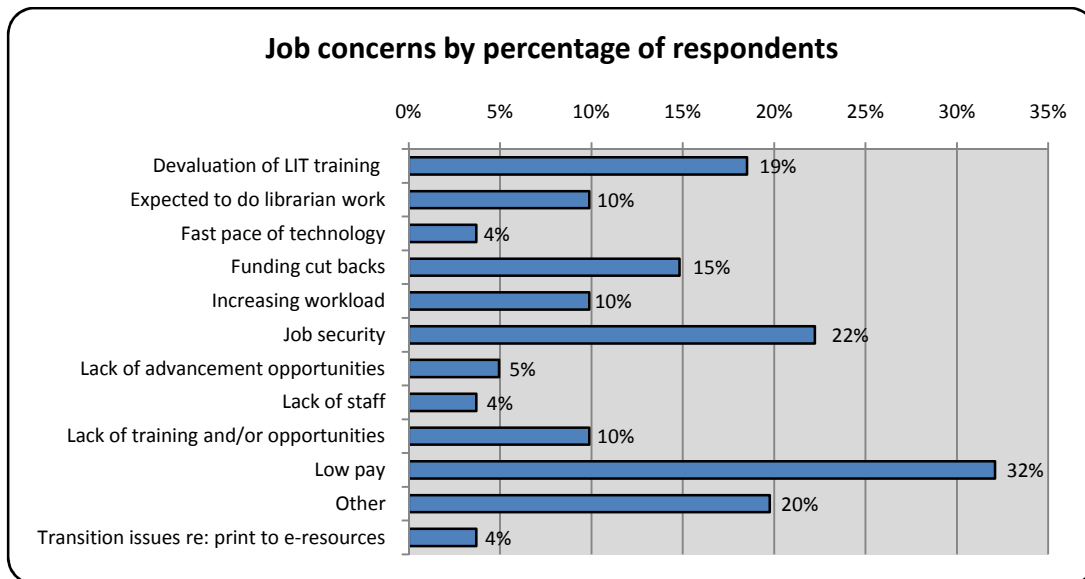
The types of library or related volunteer work indicated were: art gallery, friends of the library, church, student volunteer at an academic library, library association, public library board, elementary school library, community cultural library, and non-profit library.

## 17. Library-related Job Concerns

*\*\*Please note that these concerns reflect the opinions of individual respondents, and do not necessarily reflect the views of the Library Technicians & Assistants Interest Group or the British Columbia Library Association.\*\**

Eighty-one respondents expressed concerns regarding their library jobs. Low pay, job security, other, and devaluation of LIT training had the highest percentages of concern by 32%, 22%, 20% and 19% respectively.

The survey posed this as an open-ended question; therefore, the categories summarized in the chart below were created via survey analysis where more than 3 respondents expressed the same/related job concern. The concerns included in the "Other" category were indicated by less than 3 respondents, and they included: age discrimination, copyright, lack of benefits, lack of opportunities to use previous career skills, lack of professional designation, lack of recognition for work experience, need for more technical training in LIT program, poor working conditions, prohibitive hiring process, replacing those that retire, safety issues, stress, technology replacing LIT work, and under-employment.



## 18. Summary of Feedback

This question sought feedback regarding the survey. We received a wide variety of comments, some of which are listed below.

*\*\*Please note that these comments reflect the opinions of individual respondents and do not necessarily reflect the views of the Library Technicians & Assistants Interest Group or the British Columbia Library Association.\*\**

“I am still insanely thankful that I took the Library Technology diploma”

“Not as detailed as I expected but I'm not sure what the outcome of the survey will portray...”

“Questions 1 and 2 should include the Community Library Training Program here in BC.”

“Thank you, for providing library technicians and assistants with this opportunity. I look forward to reading the results.”

“A very well thought-out survey, thanks!”

“My volunteer work + practicum helped me get my full-time work”

“It would be helpful to know which questions are 'select one only' and which questions are 'select all that apply'.”

“I really liked knowing the number of questions and having them all on one page.

“I am not quite sure what questions 15 and 15a are asking: whether I volunteer in a library setting like questions 6-14 revolve around or whether I volunteer at all/somewhere else.”

“It might be a good idea to add a question(s) about how long individuals held their library positions.”

“This survey is a good idea. My opinion is that Library Techs are greatly underpaid. “

“Question number 8 should have had a choice for unemployed. Question number 9 should not be required if respondent is unemployed.”

### Credits

#### 2011 Survey Team

Sandra Cole and Vaunda Dumont

Special thanks to Member at Large Dan Vitaly, for proof-reading/editing.

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British Columbia Library Association