Program Endorsement Brief:

Sacramento City College: Library Technician

North/Far North Center of Excellence, December 2018

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INTRODUCTION

Sacramento City College is exploring a library technician program supported by the advisory board to fulfill a need in local school libraries.

This report provides an overview of the labor market demand and supply for library technician-related occupations. It provides an overview of the employment opportunities and existing community college programs that prepare students for the profession.

Key findings include:
- There were 1,700 related regional jobs in 2007; that number declined to 1,400 total jobs in 2017. Occupational projections show about 220 annual openings over the next five years. Growth is negligible.
- Library technicians have median wages of about $20 per hour. Library assistants have median wages of $14 per hour.
- The major employers of these library occupations are school districts.
- Both occupations are middle skill.
- Only Sacramento City College (SCC) has a program in the related TOP code. SCC produces 13 awards on average annually.

Findings in this report were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi and job posting data from Burning Glass.

The report contains the following sections:
- Occupational demand,
- Wages and job postings,
- Educational attainment and supply, and
- Findings and recommendations.

OCCUPATIONAL DEMAND

Two Standard Occupational Classification (SOC) codes were analyzed in relation to the proposed program. Exhibit 1 summarizes job trends per the SOC codes in Sacramento County and in the 7-county North region. The data also includes estimates for self-employed workers.

Exhibit 1: Employment, projected occupational demand and education levels[1]

Occupation	SOC	2007 Jobs	2017 Jobs	2022 Jobs	2017-22 Jobs % Change	Annual Openings
Library Technicians	25-4031	470	352	362	3%	48
Library Assistants, Clerical	43-4121	418	336	349	4%	50
Sacramento County	**TOTAL**	**889**	**688**	**711**	**3%**	**99**
Library Technicians	25-4031	917	746	791	6%	109
Library Assistants, Clerical	43-4121	802	705	750	6%	111
7-County North Region	**TOTAL**	**1,719**	**1,451**	**1,541**	**6%**	**219**

WAGES AND JOB POSTINGS

Exhibit 2 displays hourly wages for library technician occupations in the study regions compared to the Sacramento County living wage for a one-adult, one-child household.[2] The chart highlights the difference between the median wages of the representative occupations.

Exhibit 2: Wages for library technician occupations[3]
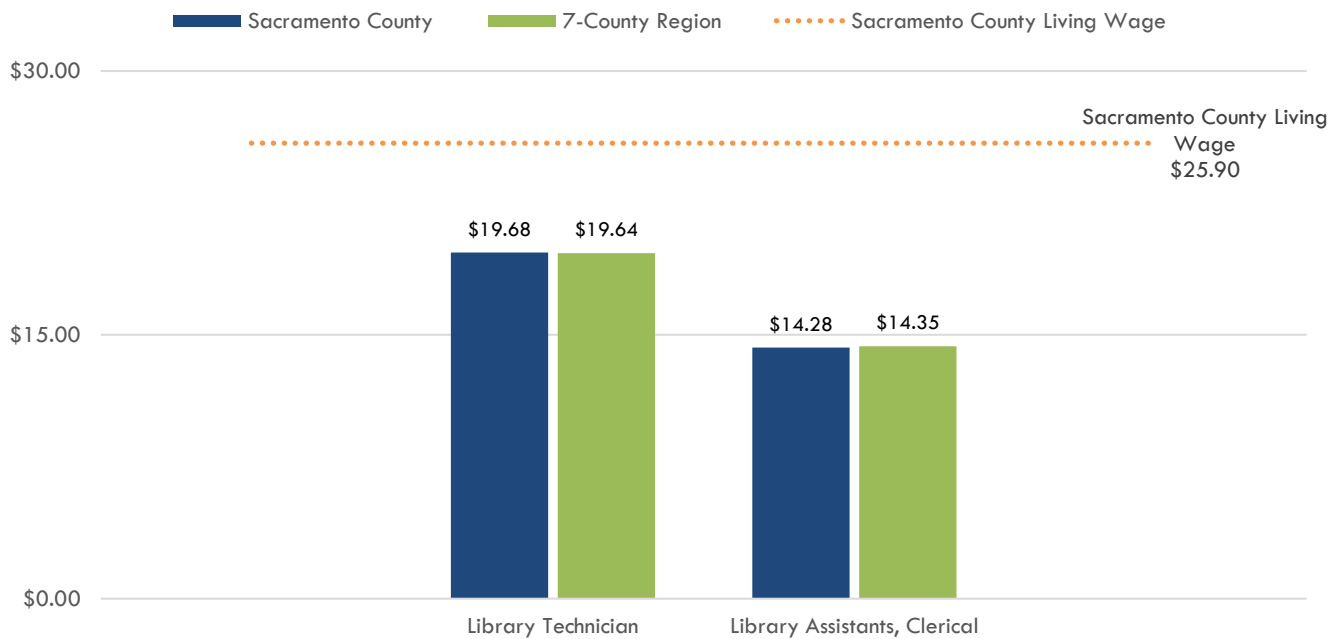
Burning Glass data for job postings identified a pool of 86 listings in the 7-County North region based on the two representative SOC codes. Data was pulled for the last year from November 1, 2017 through October 31, 2018.

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[1] Emsi 2018.2; QCEW Employees, Non-QCEW Employees and Self-Employed. The seven-county North region includes El Dorado, Placer, Nevada, Sacramento, Sutter, Yolo and Yuba.
[2] Living Wage Calculator: Counties and Metropolitan Statistical Areas in California, http://livingwage.mit.edu/states/06/locations.
[3] Emsi 2018.2; QCEW Employees, Non-QCEW Employees and Self-Employed.

Exhibit 3 presents the job postings trend for the five SOC code job postings over the past 10 years compared to the median during the same period for the North region.

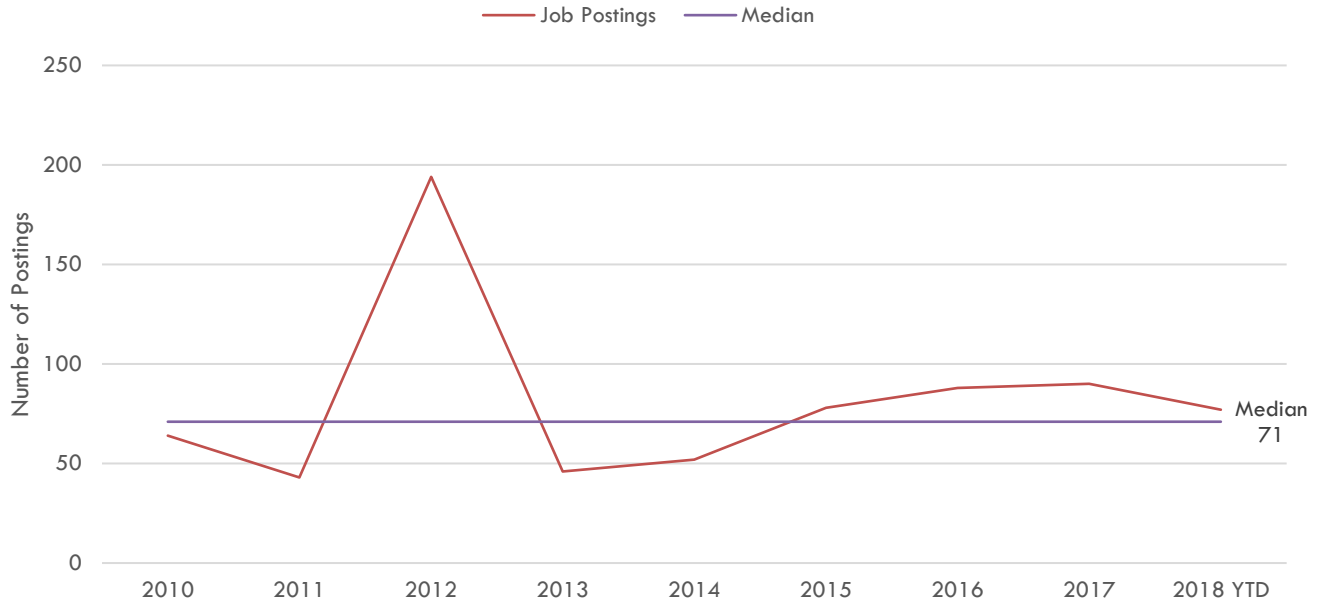**Exhibit 3: Job posting trend for library technician occupations**[4]

Exhibit 4 shows the top titles for library technician occupations that were present in the job postings in the North region.

Exhibit 4: Top titles for library technician job postings[5]

Top Titles	Number	Percent (n=86)
Library Assistant	27	31.4%
Library Media Technician, Elementary	8	9.3%
Library Technician	6	7.0%
Middle School Library Technician	4	4.7%
Library Clerk, Elementary	4	4.7%
Library Aide, Elementary School	4	4.7%

Exhibit 5 shows the top employers for library technician-related jobs postings in the North region.

In the North region, of the 86 postings, there were 83 records that included an employer. As a result, the table below may not be representative of the full sample.

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[4] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool," 2018.
[5] Ibid.

Exhibit 5: Top Employers among library technician job postings[6]

Top Employers	Number	Percent (n=83)
Twin Rivers Unified School District	8	9.6%
Folsom Cordova Unified School District	7	8.4%
Rocklin Unified School District	5	6.0%
Elk Grove Unified School District	4	4.8%
Sacramento City Unified School District	4	4.8%
University of California	4	4.8%
Yuba City Unified School District	4	4.8%

Exhibit 6 shows the top skills desired for library technician professionals in the North region.

In the North region, of the 86 postings, there were 45 records that included a skill. As a result, the table below may not be representative of the full sample.

Exhibit 6: Top Skills desired in the library technician job postings[7]

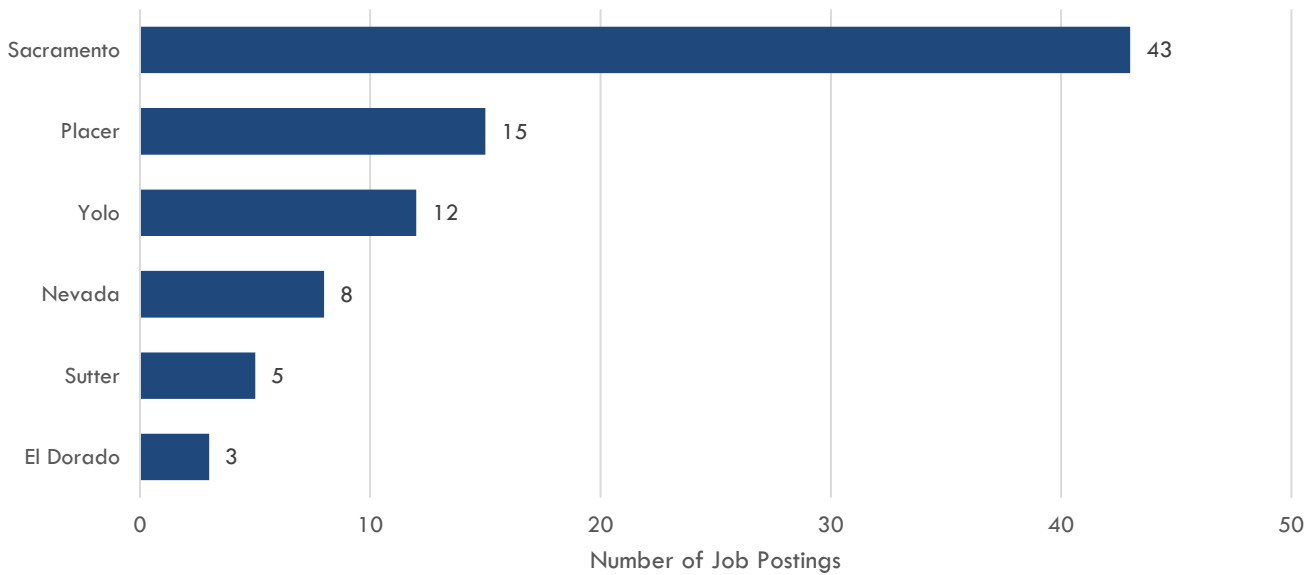| Top Skills	Number	Percent (n=45)
Repair	15	33.3%
Record keeping	11	24.4%
No Child Left Behind (NCLB)	10	22.2%
Calculation	10	22.2%
Clerical Duties	9	20.0%
Budgeting	9	20.0%
Lifting ability	8	17.8%
Teaching	7	15.6%

Exhibit 7 shows the counties where library technician postings were located throughout the North region.
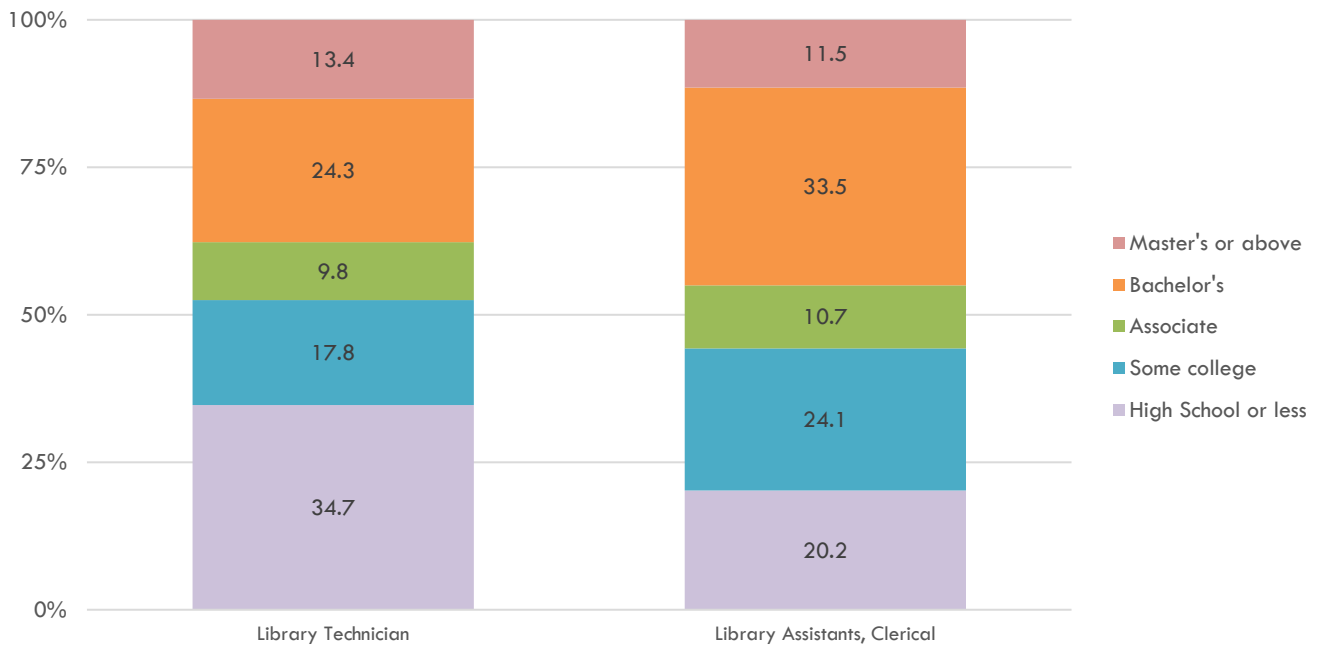
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[6] Ibid.
[7] Ibid.

Exhibit 7: Top locations listed in library technician job postings[8]

Location	Number of Job Postings
Sacramento	43
Placer	15
Yolo	12
Nevada	8
Sutter	5
El Dorado	3

Number of Job Postings

EDUCATIONAL ATTAINMENT AND SUPPLY

At the national level, the typical education required for library technician jobs is postsecondary, non-degree award or high school diploma with short-term on-the-job training. Exhibit 8 breaks down the educational attainment percentages by degree type.

Exhibit 8: Typical educational attainment for library technician occupations nationally[9]

|	Library Technician	Library Assistants, Clerical
Master's or above	13.4	11.5
Bachelor's	24.3	33.5
Associate	9.8	10.7
Some college	17.8	24.1
High School or less	34.7	20.2

[8] Ibid.
[9] Current Population Survey, Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2014-2015, https://www.bls.gov/emp/ep_table_111.htm.

There is one Taxonomy of Programs (TOP) code identified that relates to library technician: Library Technician (Aide) (1602.00). There is one school in the North region that offers related training: Sacramento City College.

There were on average 13 awards earned by students each year over the past three years, more than half of which were certificates Exhibit 9 shows the total number of awards during the past three academic years.

Exhibit 9: Total awards conferred by North community colleges, 2014-2017[10]
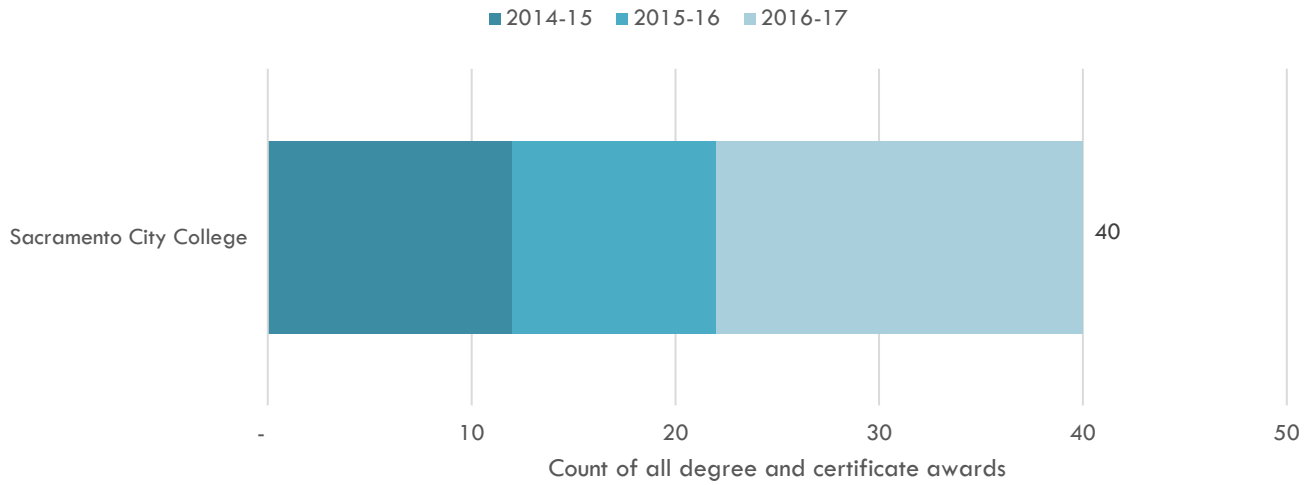
FINDINGS AND RECOMMENDATIONS

- The research measured the two most related occupations. Regional employment has declined slightly; most of the employment losses were in Sacramento County. There were 1,700 regional jobs in 2007; that number declined to 1,400 total jobs in 2017. Occupational projections show about 220 annual openings over the next five years; tiny amount of growth is expected.

- Library technicians have median wages of about $20 per hour. Library assistants have median wages of $14 per hour. Both are below the living wage level for a one-adult-one child household in Sacramento County ($25.90).

- The major employers of these library occupations are school districts.

- Both occupations are middle skill. Library technicians have some college or an associate (middle skill); about a third have a bachelor's degree. Library assistants have higher educational attainment. About 40 percent have a bachelor's or above. About 35 percent have some college or an associate degree.

- Only Sacramento City College has a program in the related TOP code in the region. SCC produces 13 awards on average annually.

RECOMMENDATIONS

- The COE recommends that SCC move forward with the program. The annual openings, mostly due to turnover, not growth, exceed the award production in the region. There are concerning issues here related to the overall decline of the occupational employment, weak recovery after the recession, and low wages, especially for library assistants.

COE Recommendation		
Move forward with program	Program is not recommended	Additional information needed
☑	☐	☐

SUMMARY RECOMMENDATION (FOR RC APPLICATION)

- The COE recommends that SCC move forward with the program, but recognizes the weak employment trends and low wages for library assistants.

COE Recommendation		
Move forward with program	Program is not recommended	Additional information needed
☑	☐	☐

APPENDIX A: SOURCES

Sources used for data analysis purposes in this report include:

- U.S. Department of Labor/Employment and Training Administration (DOLETA) O*NET Online

- Burning Glass, Labor Insight/Jobs

- Economic Modeling Specialists, International (EMSI)

- California Employment Development Department, Labor Market Information Division (EDD, LMID)

- Bureau of Labor Statistics, Occupational Employment Statistics (OES)

- California Community Colleges Chancellor's Office, Cal-PASS Plus LaunchBoard

- Living Insight Center for Community Economic Development, Self-Sufficiency Standard Tool for California

- California Community Colleges Chancellor's Office Management Information Systems (MIS Data Mart)

- U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS)

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December 2018