

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

## Library Technology – Certificate requiring 16 to fewer than 30 semester units

Los Angeles Center of Excellence, July 2024

<b>Program Endorsement:</b>	<b>Endorsed:</b> All Criteria Met	<input checked="" type="checkbox"/>	<b>Endorsed:</b> Some Criteria Met	<input type="checkbox"/>	<b>Not Endorsed</b>	<input type="checkbox"/>
Program Endorsement Criteria						
<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 checked="" type="checkbox"/>	No	<input type="checkbox"/>		
<b>Education:</b>	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Emerging Occupation(s)						
Yes			<input type="checkbox"/>			
			No <input checked="" type="checkbox"/>			

### SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations<sup>1</sup> 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. Furthermore, entry-level wages exceed the self-sufficiency standard wage in Los Angeles County, and more than half of current workers in the field have completed an associate degree or less education as their highest educational attainment.

**Recommendation:** Due to all 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

- 1,086 annual job openings are projected in the region through 2027. This number is substantially greater than the three-year average of 70 awards conferred by educational institutions in the region.

<sup>1</sup> 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 **above** Los Angeles County's self-sufficiency standard hourly wage (\$18.10/hour).<sup>2</sup>

### **Educational Attainment**

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

### **Community college supply**

- 3 community colleges issued awards related to library technology in the greater LA/OC region.
- 70 awards (degrees and certificates) were conferred on average each year between 2021 and 2023.

### **Other postsecondary supply**

- No educational institutions in the LA/OC region have conferred sub-baccalaureate awards in 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)**<sup>3</sup>
- **Library Assistants, Clerical (43-4121)**<sup>4</sup>

## **OCCUPATIONAL DEMAND**

Exhibit 1 shows the five-year occupational demand projections for these middle-skill library technology occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 1% through 2027. There will be nearly 1,100 job openings per year through 2027 due to job growth and replacements. The majority of jobs in 2022 for these middle-skill library technology occupations (82%) were located in Los Angeles County.

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<sup>2</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

<sup>3</sup> [Library Technicians and Assistants \(bls.gov\)](#)

<sup>4</sup> [Ibid.](#)

**Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties<sup>5</sup>**

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	4,724	4,684	(40)	(1%)	869
Orange	1,019	1,120	101	10%	216
<b>Total</b>	<b>5,744</b>	<b>5,805</b>	<b>61</b>	<b>1%</b>	<b>1,086</b>

**Detailed Occupation Data**

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. The percentage of workers aged 55+ and automation index are included to visualize upcoming replacement demand for these occupations.

**Exhibit 2: Current employment, projected occupational demand, percentage of workers aged 55+, Los Angeles County<sup>6</sup>**

Occupation	2022 Jobs	2027 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older*	Automation Index**	% Full Time Workers***
Library Technicians	2,371	2,032	(14%)	357	33%	95.0	Data Unavail.
Library Assistants, Clerical	2,353	2,653	13%	512	35%	97.1	46%
<b>Total</b>	<b>4,724</b>	<b>4,684</b>	<b>(1%)</b>	<b>869</b>	<b>-</b>	<b>-</b>	<b>-</b>

\*The average percentage of workers aged 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.

\*\*The automation index captures an occupation’s risk of being affected by automation with a base of 100. An automation index greater than 100 indicates a higher-than average risk of automation; less than 100 indicates a lower-than-average risk.

\*\*\* Across all jobs in California, 81% of workers are employed full-time.

**WAGES**

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill library technology 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 above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$18.56

<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.

<sup>6</sup> Ibid.

and \$18.92 (Exhibit 3). Experienced workers can expect to earn wages between \$27.12 and \$27.35.

**Exhibit 3: Earnings for occupations in Los Angeles 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	\$18.92	\$21.80	\$27.35	\$45,300
Library Assistants, Clerical	\$18.56	\$22.94	\$27.12	\$47,700

\*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 \$17.09 and \$17.39 (Exhibit 4). Experienced workers can expect to earn wages between \$24.99 and \$25.13.

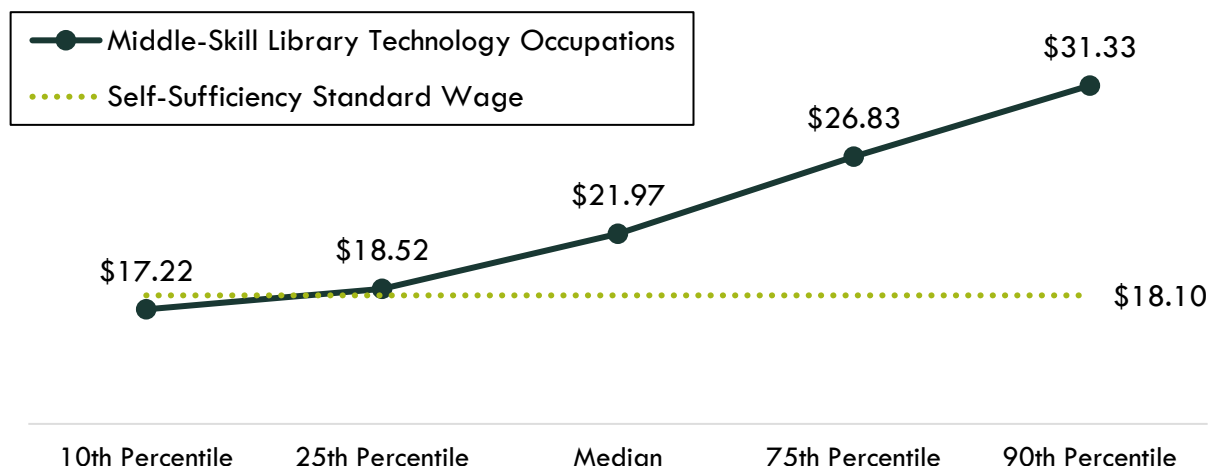
**Exhibit 4: Earnings for occupations in Orange County**

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	\$17.39	\$20.03	\$25.13	\$41,700
Library Assistants, Clerical	\$17.09	\$21.13	\$24.99	\$44,000

\*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 \$18.52; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

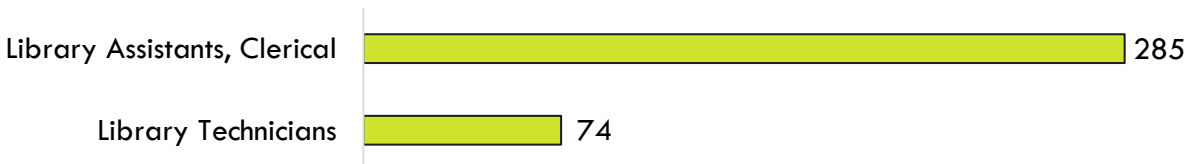
**Exhibit 5: Average hourly earnings for middle-skill library technology occupations, Los Angeles and Orange counties**



## JOB POSTINGS

There were 359 online job postings related to library technology 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 (79%) were for library assistants, clerical, followed by library technicians (21%).

**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
<ul style="list-style-type: none"> <li>Library assistants</li> <li>Library clerks</li> <li>Library aides</li> <li>Library technicians</li> <li>Library pages</li> <li>Library media technicians</li> <li>Library associates</li> </ul>	<ul style="list-style-type: none"> <li>Library services</li> <li>Office equipment</li> <li>Integrated Library Systems</li> <li>Cataloguing</li> <li>Library programming</li> </ul>	<ul style="list-style-type: none"> <li>California State University</li> <li>University of California</li> <li>Chapman University</li> <li>Capistrano Unified School District</li> <li>The J. Paul Getty Trust</li> </ul>

In the greater Los Angeles/Orange County region, 62% of the library technology job postings listed a minimum educational requirement. The number and percentage of job postings by educational level appear in exhibit 8.

**Exhibit 8: Education levels requested in job postings for occupations related to library technology, Los Angeles and Orange counties**

Education Level	Job Postings	% of Job Postings
Bachelor's degree	59	26%
Associate degree	28	13%
High school diploma or vocational training	137	61%

## EDUCATIONAL ATTAINMENT

In the greater Los Angeles/Orange County region, the majority of annual job openings (59%) typically require a high school diploma or equivalent (Exhibit 9). However, the national-level data indicates between 52% and 59% of workers in the field have completed an associate degree or less education as their highest level of 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 college with the most completions in the region is Pasadena. Currently, there are no other postsecondary institutions in the greater LA/OC region that have conferred sub-baccalaureate awards for library technology in the past three years. However, other postsecondary institutions in the region have conferred master's degrees in library science over the past three years:

- Library and Information Science (25.0101) – University of Southern California
  - 41 master's degrees annually (3-year average)
- Library Science, Other (25.9999) – University of California-Los Angeles
  - 52 master's degrees annually (3-year average)

**Exhibit 10: Regional community college awards (certificates and degrees), 2021-2023**

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1602.00	Library Technician (Aide)	Long Beach	8	18	30	19
		Pasadena	50	27	25	34
		<b>LA Subtotal</b>	<b>58</b>	<b>45</b>	<b>55</b>	<b>53</b>
		Santa Ana	12	19	20	17
		<b>OC Subtotal</b>	<b>12</b>	<b>19</b>	<b>20</b>	<b>17</b>
<b>Supply Total/Average</b>			<b>70</b>	<b>64</b>	<b>75</b>	<b>70</b>

## 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.<sup>7</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>8</sup>

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### DATA 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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<sup>7</sup> [Library Technicians and Assistants \(bls.gov\)](#)

<sup>8</sup> [Ibid.](#)

decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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