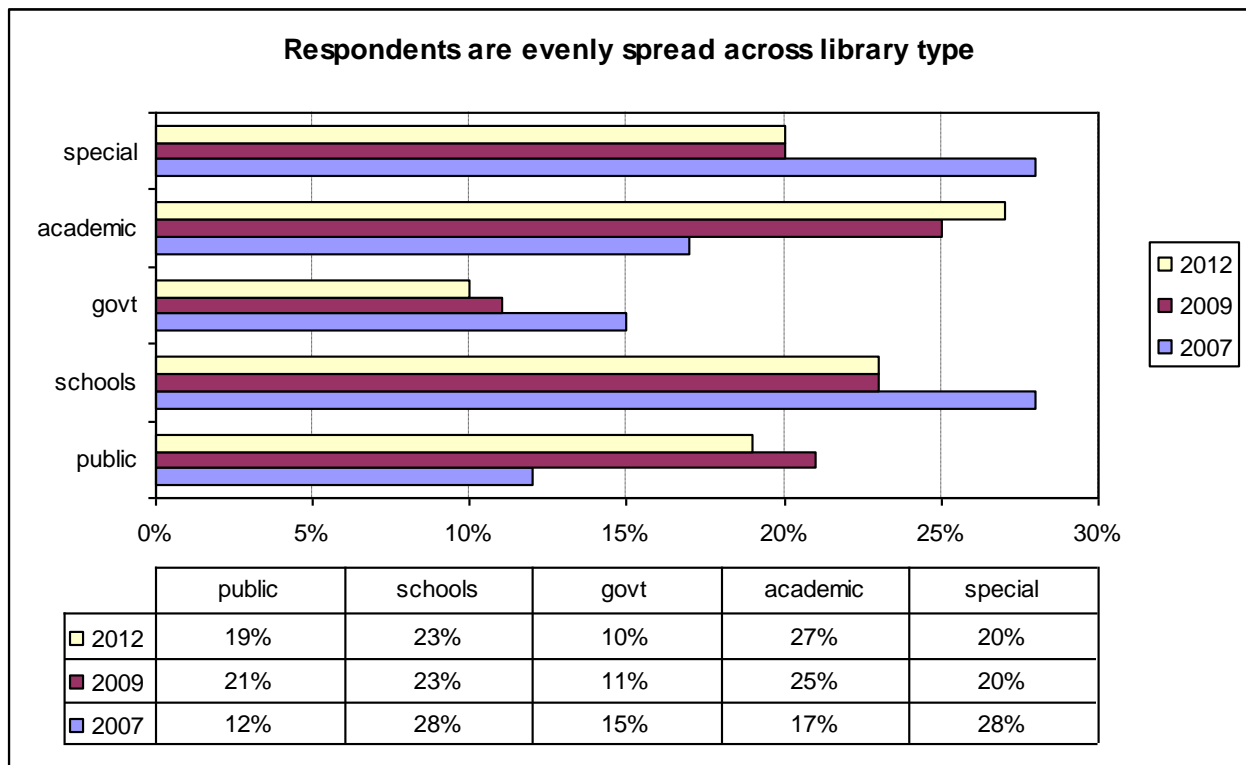


OALT/ABO Salary & Library Profile Survey, 2012

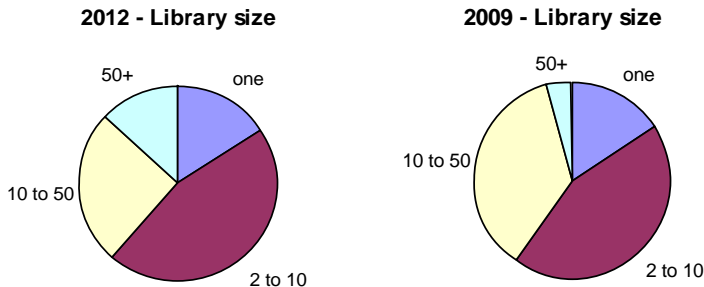
A big “Thank you!” to the 306 members and non-members who completed the latest salary survey. This high response is undoubtedly a benefit of an online survey. In addition, 11 respondents completed the French-language survey.

1. Library environment

The 288 respondents who identified a library or resource centre as their workplace are fairly evenly spread across the various library types, in a similar distribution to our 2009 survey. Several respondents work part-time in a library environment and part-time in non-library jobs. One third of special library respondents work in a health or medical library, and one quarter work in a law library.



Compared to 2009, the same proportion work alone and small libraries. But more work in very large libraries (13% compared to 4% in 2009):



2. Involvement in associations

228 OALT/ABO members responded to the survey (Table 1). One quarter of responses came from individuals who are not members of OALT/ABO. “Thank you!” to those members who forwarded the survey to friends and colleagues, and to non-members who responded – the resulting analysis is a benefit to all Library Technicians in Ontario.

The non-member respondents come from all types of library, and this year an unusually high percentage came from academic libraries.

Table 1: Library type by membership status

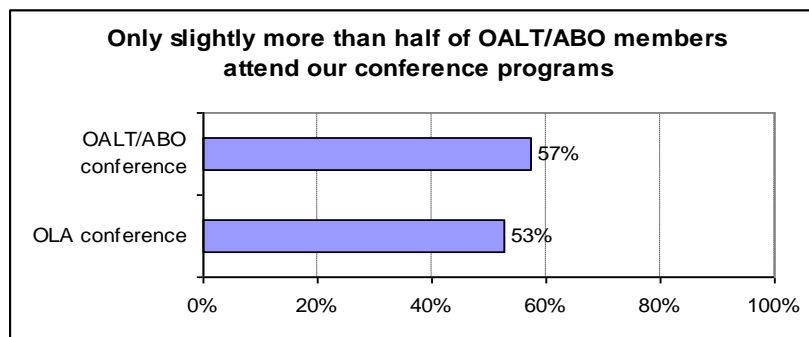
Type of Library	2012 respondents			2009 respondents			Genre de bibliothèque
	Total	Members	Non-members	Total	Members	Non-members	
Public Library	58	46	14	31	20	11	Publique
Schools	70	52	18	36	22	13	Scolaire
Government	32	21	11	16	11	5	Gouvernementale
Academic	84	55	33	36	26	10	Universitaire/collégiale
Special	62	45	18	31	20	11	Spéciale
Total	306	*72%	*28%	157	68%	32%	

(*53 respondents skipped the question about memberships, and 36 skipped the question about library type.)

OALT/ABO member respondents listed reported 28 other library and information associations in which they hold membership. More than one-third of OALT/ABO members respondents also belong to the Ontario Library Association (OLA).

Over the last few years, OALT/ABO has worked with OLA to offer additional benefits to Ontario’s library technicians, including technician oriented sessions at OLA Super Conference and a column in Access, OLA’s member magazine.

Only about half of OALT/ABO member respondents have attended an OALT/ABO or OLA conference:

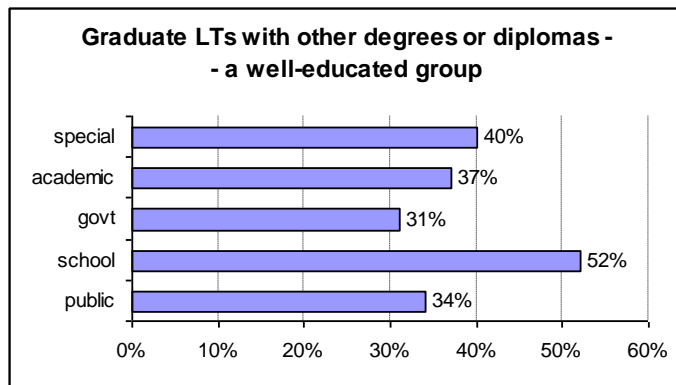


3. Education and experience

Respondents are well-educated – 42% of respondents have a degree / diploma as well as the Library Technician qualification (Table 2).

Table 2: **Education Level**

Education Level	2012 percent	2009 percent	Niveau scolaire
Graduate Library Technician	44%	51%	Bibliotechnicien(ne) gradué(e)
Graduate Library Technician with other degrees/diplomas	42%	46%	Bibliotechnicien(ne) gradué(e) avec d'autres diplômes
Student	6%	4%	Étudiant(e)
Total	325	157	



Library / Information Work Experience

Table 3: **Years of Experience**

Years of Experience	2012 Respondents		2009 Respondents	
	Number	Percent	Number	Percent
Less than 1 year /moins d'un ans	21	6%	3	2%
1 – 2 years / ans	24	7%	9	6%
3 – 5 years / ans	36	11%	17	11%
6 – 10 years / ans	39	12%	23	15%
11 – 20 years / ans	97	30%	47	30%
21 – 25 years / ans	44	13%	16	10%
26+ years / ans	62	20%	42	27%
Total	325		157	

Survey respondents have many years of experience in library & information work, with 75% reporting more than 5 years' experience, and one-third (33.2%) reporting more than 20 years' experience (Table 3).

A new question this year related to retirement. 13% of respondents expect to retire in 4 years or less. More than one third of respondents (35.7%) expect to retire within the next 10 years.

4. Job Responsibilities & Activities

In all, there were 140 unique job titles. In Table 4, these have been grouped to show the most common forms.

Table 4: **Job titles**

Job title		
Library technician / bibliotechnicien(ne)	126	41%
“Technician” in title	67	22%
“Assistant” in title	33	11%
Management: Librarian, Head, Coordinator, Supervisor, Manager, Administrator, Team Leader, etc.	34	11%
Number of unique job titles: 140		

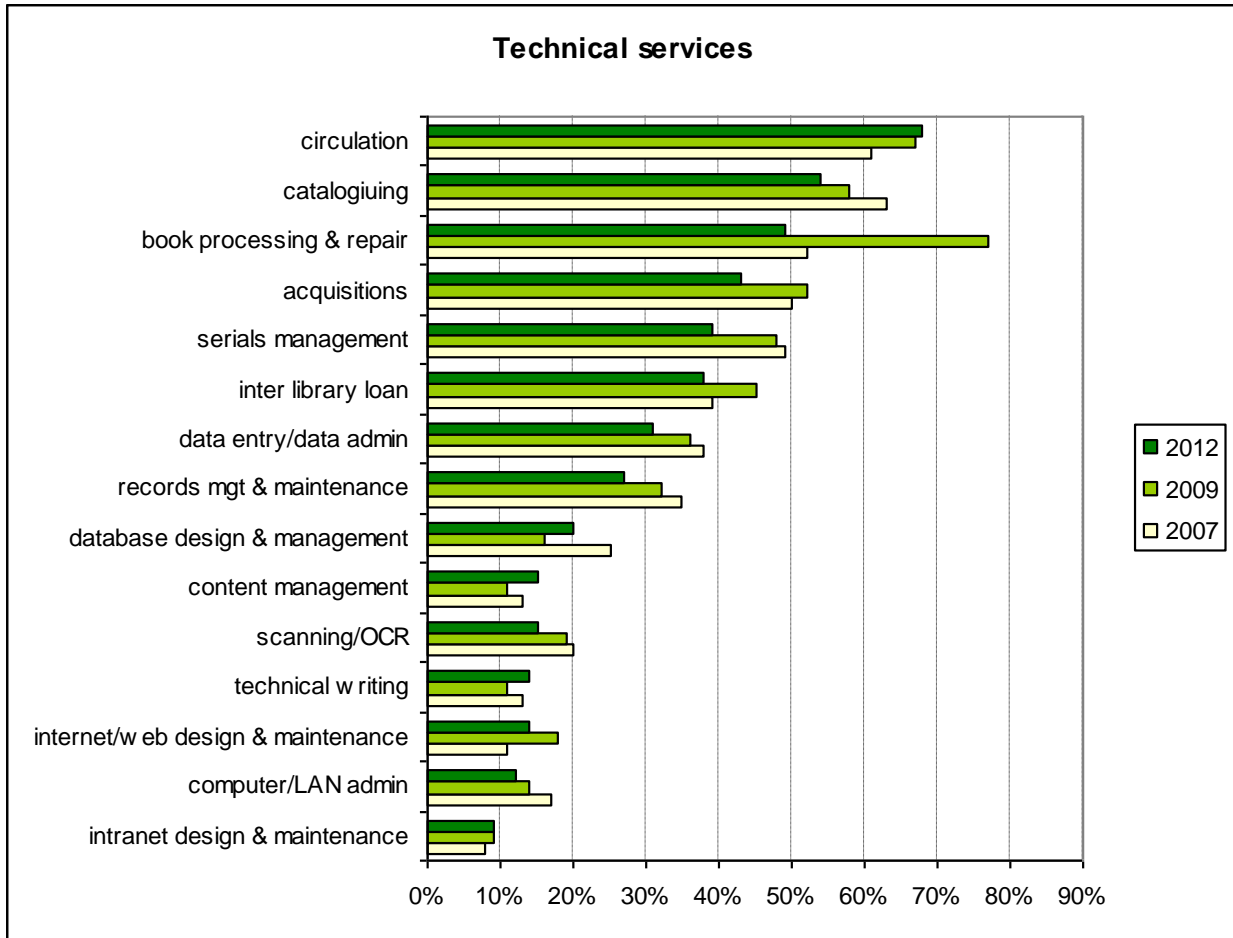
Job Activities

Respondents were asked to indicate their activities, under the headings of Technical Services, Public & Research Services, and Management & Administration.

LIT students will appreciate an understanding of the skills that they will find most useful in the workplace.

Respondents were asked to indicate primary responsibilities, but it is clear that most respondents indicated every single activity, not just their key activities. For example, in technical services, 75 “additional” responsibilities were identified; in public services, 38 more were identified, and in management/administrative areas, 18 more were identified.

We will study these additions for new areas of responsibility. And in future surveys, we will rephrase these questions in order to have more meaningful analysis.



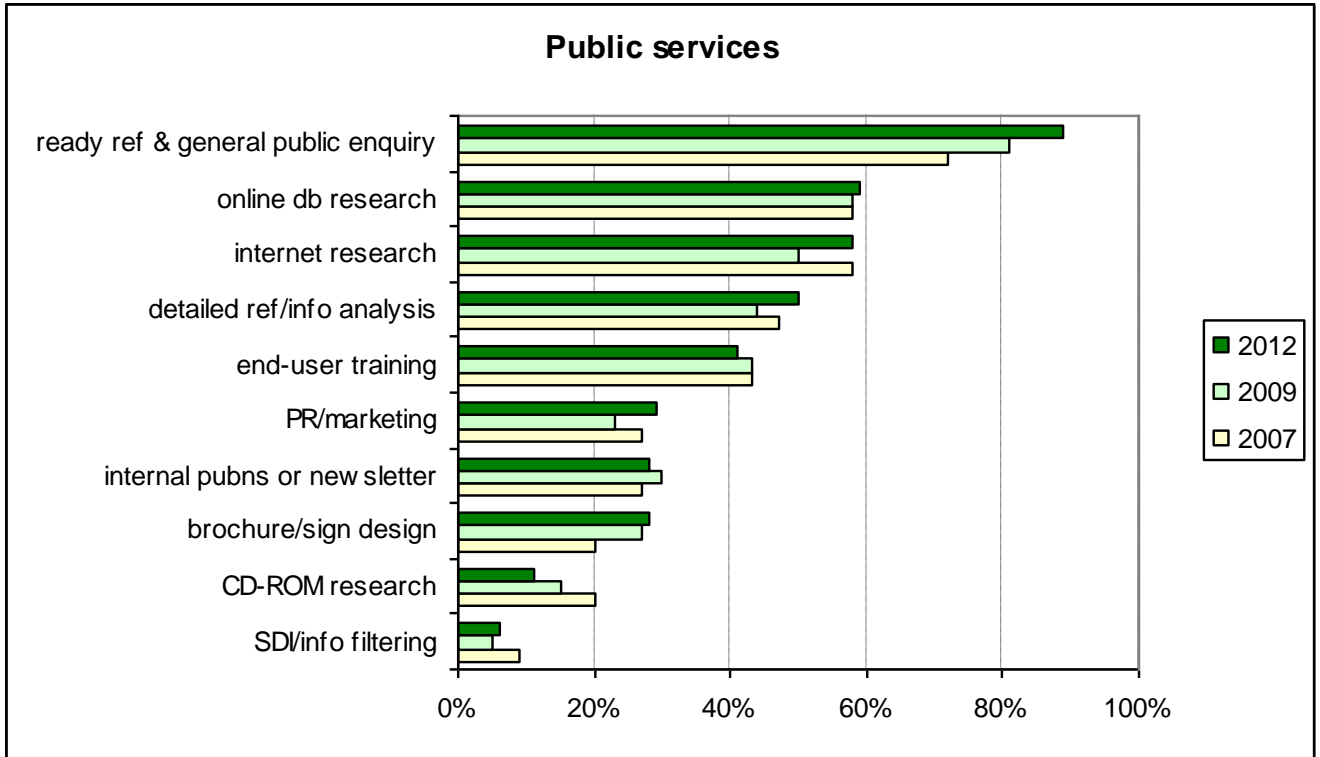
Almost all libraries are automated (92%), and many different systems were named. While LIT programs can't train students in all possible systems, it is important for all LTs to be flexible enough to move between systems, as libraries upgrade.

Table 5. Most frequently mentioned library systems

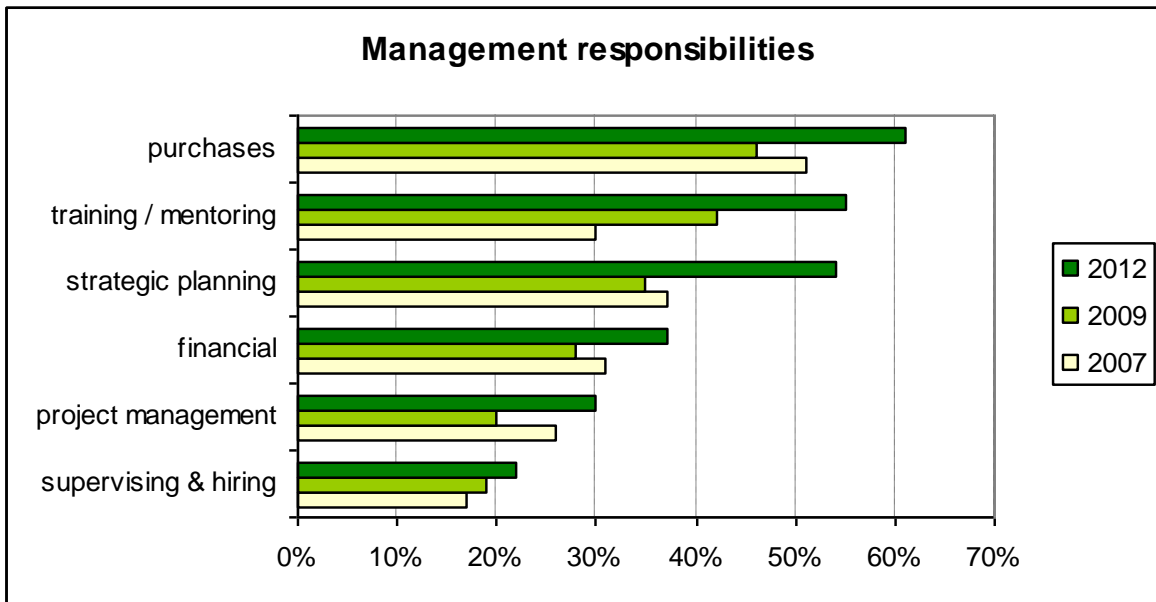
Most frequently mentioned systems

SirsiDynix (unspecified) 14%
Horizon 14%
Symphony/Workflows 13%
Follett: Destiny 12%
Voyager 6%
Evergreen 5%
InMagic 5%

Many respondents did not report the name of their system, or did not know it. However in the event of a job change, it would be important to know which system(s) you have experience with.



Even individuals with less than 5 years experience have some management responsibilities, but as might be expected, the respondents with the most experience (21+ years) are the most likely to have management responsibilities.



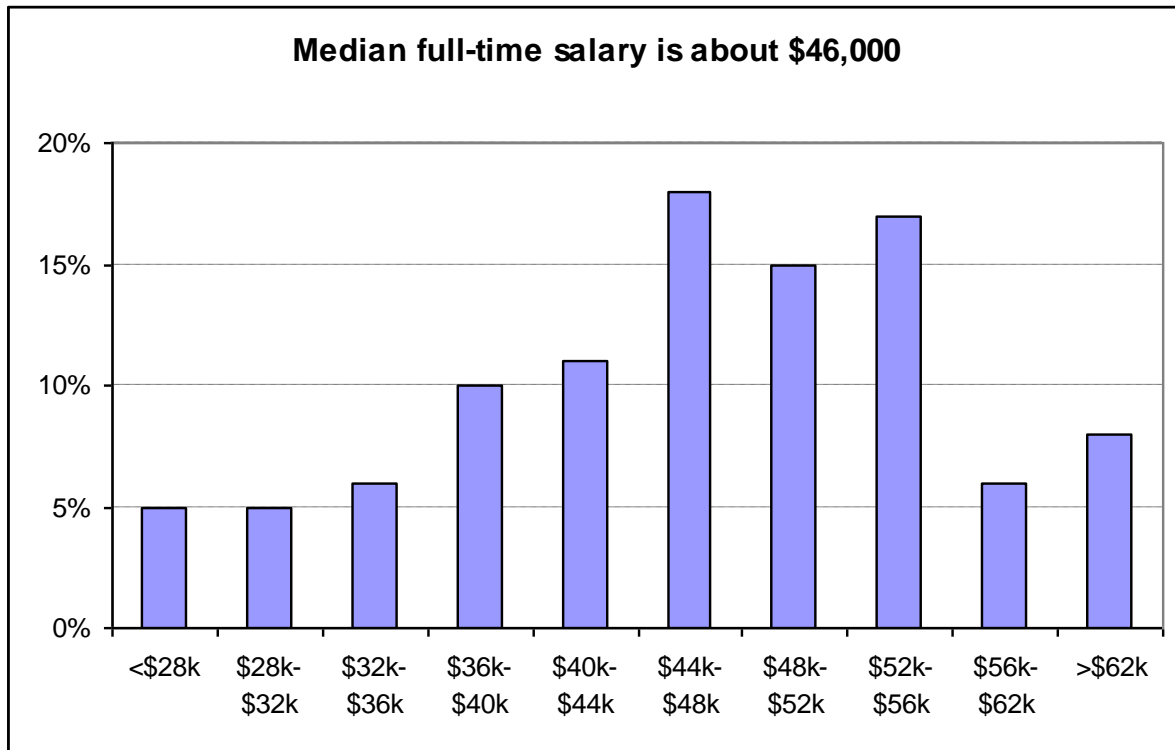
Fewer than half of respondents (43%) have supervisory responsibility. Respondents at all levels of experience report supervisory responsibilities, however supervisory responsibility is somewhat a factor of experience (Table 6).

Table 6. **Staff / volunteer supervision by experience**

Years of library experience	Supervisory responsibilities Percent
0-10 years	31%
11-20 years	31%
21+ years	39%
Total	53%

5. Salaries

Of the 306 individuals who completed the salary survey, 287 (94%) provided salary information. 213 (70%) respondents reported having full-time jobs. The median (midpoint) salary of all respondents is about \$46,000 – the same as in our 2009 survey.



However, salaries for respondents in school libraries seem to reflect their “ten-month year”.

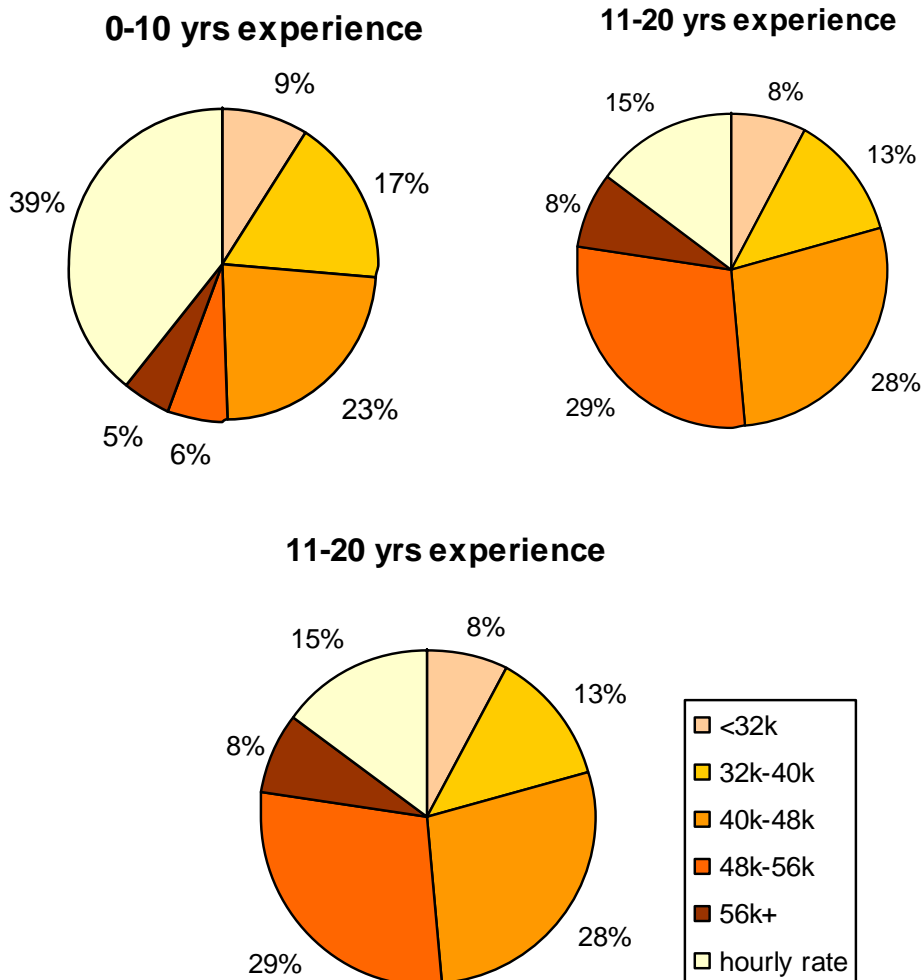
This year our survey again allowed respondents to provide information about more than one job. Four individuals reported having more than one full-time job; 61 reported hourly-paid part-time work, and 11 work on contract.

As our job market changes and formerly unusual job situations become more common, we want to make this part of the salary survey easier to complete. The addition of the “second” and “third” job options was handled easily online, but the analysis is very complicated. For example, it made reporting by “library type” impossible. We’ll be looking at ways to report this data in a meaningful way in future.

61 respondents work at hourly rates; 57% of these respondents report wage rates of more than \$20.00/hour.

90% of respondents working are paid bi-weekly or semi-monthly. Benefits are also fairly standard, with almost all of employed respondents reporting receiving extended medical insurance, prescription coverage, dental insurance and life or disability insurance.

59% of respondents have their remuneration set by a union. A handful of respondents negotiate their salaries themselves.



Consistent with previous years, respondents with least experience are most likely to be paid at hourly rates. And not surprisingly, the highest salaries (>\$56,000) are earned by the respondents with most experience. But low full-time salaries (<\$40,000) are the lot of more than 20% of respondents, at every level of experience.

Slightly more than half of respondents (52%) receive a performance evaluation annually or semi-annual (Table 7). Almost one third of respondents report they receive no performance evaluations, thus missing an important opportunity to convince management of the value of their work. An additional 9% receive performance evaluations less frequently than annually, and 10% are not sure.

Table 7: Performance evaluations

Performance evaluations		
Annually	128	43%
Semi-annually	27	9%
Other	26	9%
No performance evaluation	86	29%
Not sure	31	10%
	292	

Thank you / Merci !

Additional information provided by respondents but not reported here is used by the Executive of OALT/ABO in strategic planning for the association, and by the Conference Planning team to guide the choice of sessions offered.

Thank you to all the members of library technician profession who responded to the 2012 salary survey. We hope you find this survey useful. Please contact OALT/ABO (see <http://www.oaltabo.on.ca>) with your suggestions for questions that might be included in future surveys.

Lisa Eschli, Maggie Weaver and Donna Brown
 OALT/ABO
 April, 2012