



SALARY & LIBRARY SURVEY

2020 | OALT/ABO

OVERVIEW

In 2020, OALT/ABO conducted a Salary and Library Survey to determine benchmark employment remuneration, standards, and trends concerning Library Technicians. The last salary and library survey was carried out in 2017.

This year's analysis is based on 138 responses to the English survey and 4 responses to the French survey.

All questions were optional and not every respondent answered each question. Some questions were asked per job, so respondents reporting more than one library-related position submitted multiple answers. There were 12 respondents who indicated having two library-related positions, while no respondents reported a third position.

The average respondent to the survey is a Library Technician with a Library Technician diploma in addition to another degree(s) and/or diploma(s) and earns approximately between \$43,000 and \$47,000 per year.

The majority of respondents to the survey are employed on a full-time, permanent basis and are paid bi-weekly, with some form of benefits.

Respondents indicated working in a variety of cities across Ontario, with the highest concentration located in Ottawa and the surrounding area or Toronto and the surrounding area.



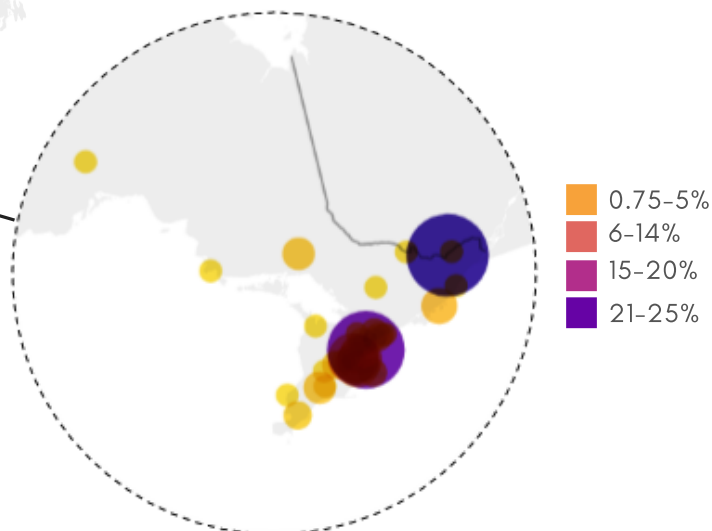
WHO WE ARE

- Where do we work?
- What OALT/ABO chapters do we belong to?

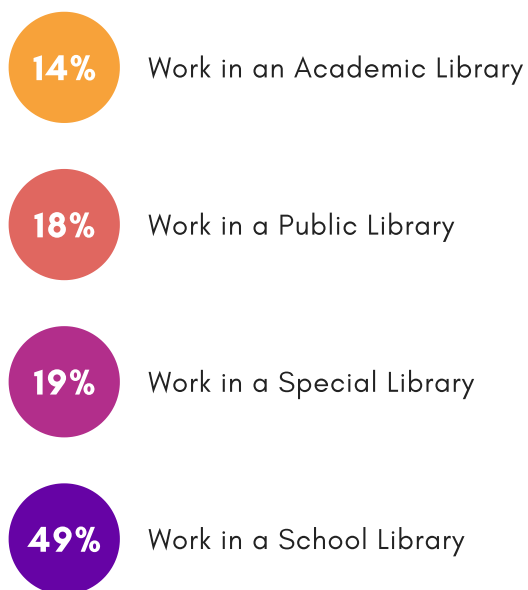


Click to enlarge map

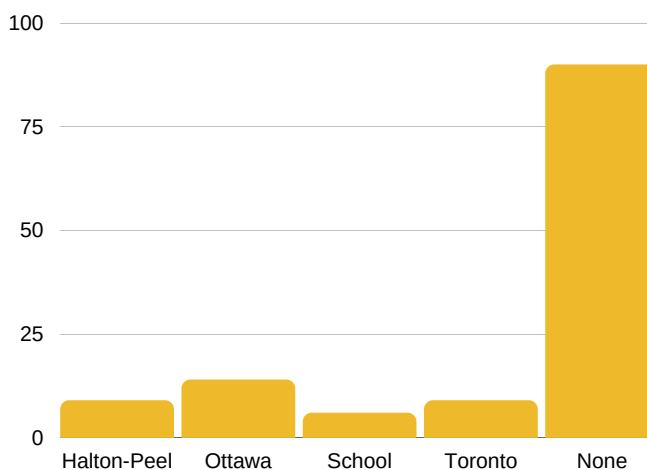
Out of 133 respondents who provided the city they work in, the majority answered a place in Southern or Eastern Ontario, with high concentrations in both Ottawa and the Greater Toronto Area (GTA).



WHAT TYPE OF LIBRARIES DO WE WORK IN?



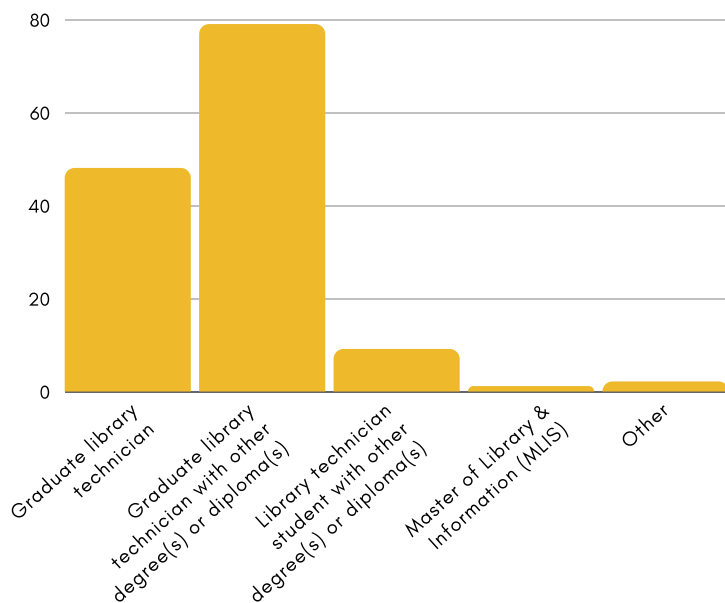
WHAT OALT/ABO CHAPTERS DO WE BELONG TO?



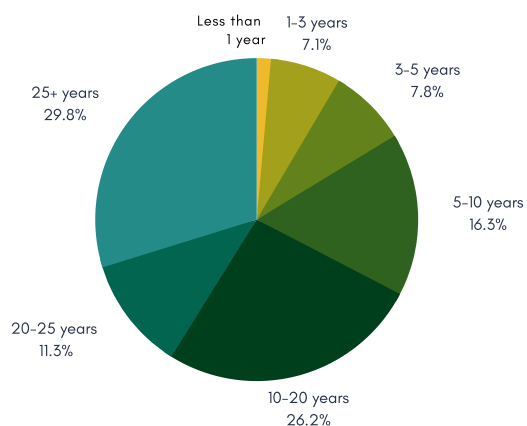
WHO WE ARE

- Education Level
- Years Experience
- Years Until Retirement
- Languages

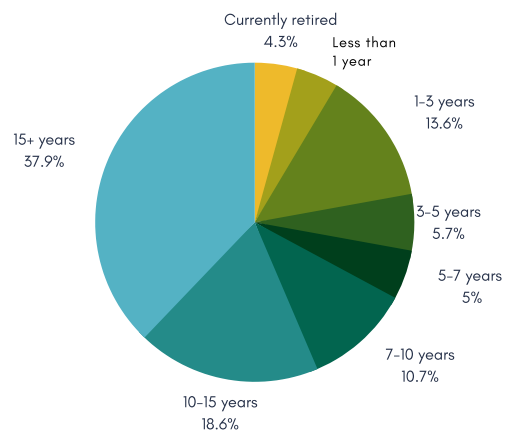
EDUCATION LEVEL



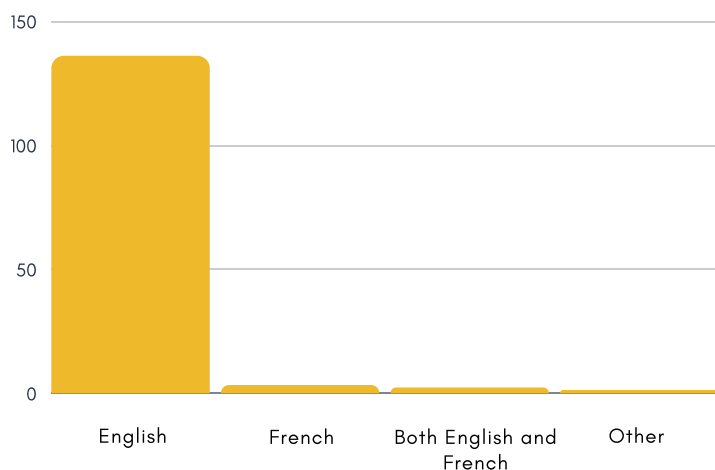
YEARS EXPERIENCE



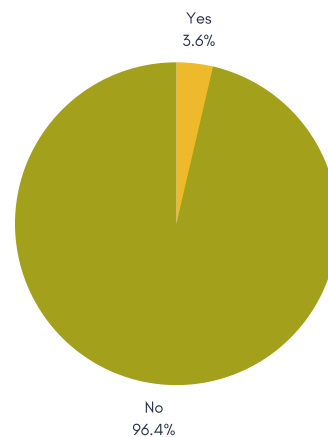
YEARS UNTIL RETIREMENT



LANGUAGE PREFERRED (SPOKEN AND WRITTEN)



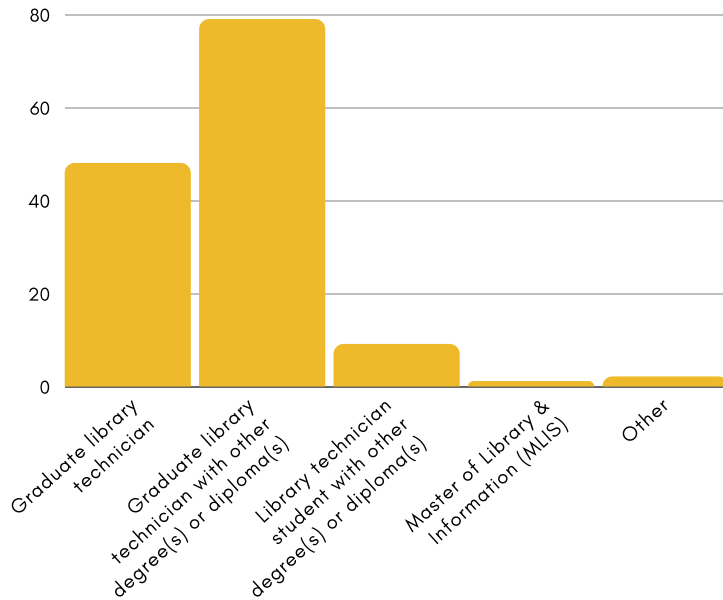
IS BILINGUALISM A JOB REQUIREMENT?



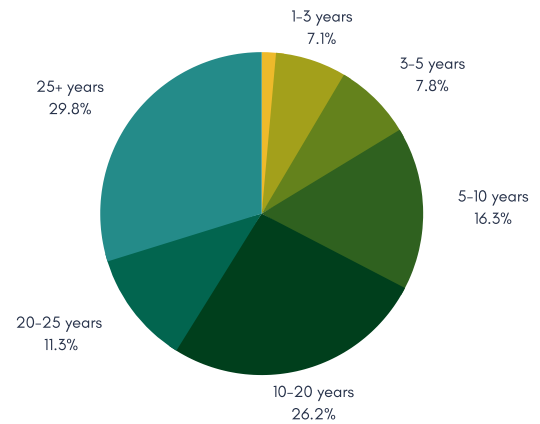
WHO WE ARE

- Education Level
- Years Experience
- Years Until Retirement
- Languages

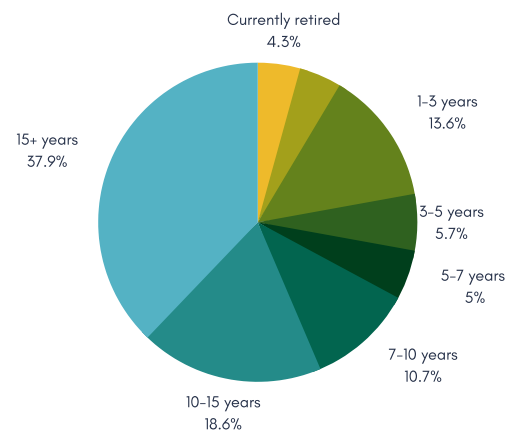
EDUCATION LEVEL



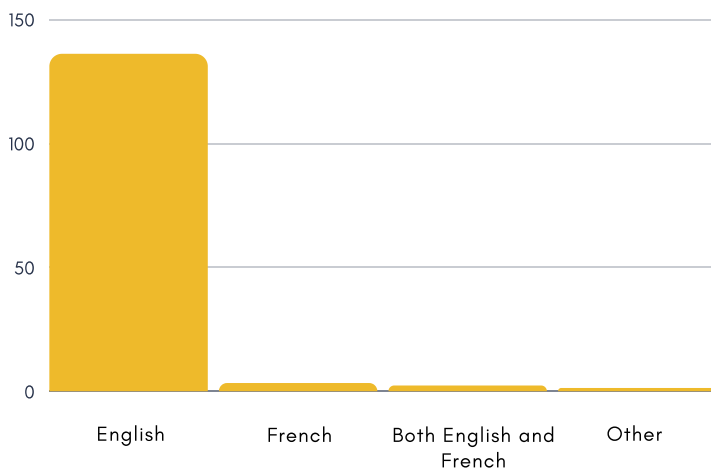
YEARS EXPERIENCE



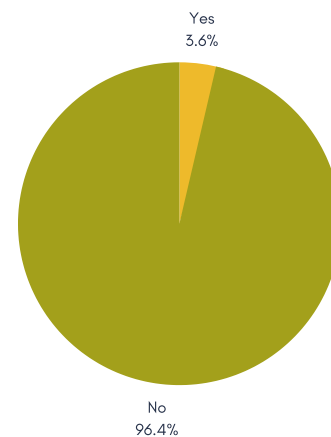
YEARS UNTIL RETIREMENT



LANGUAGE PREFERRED (SPOKEN AND WRITTEN)



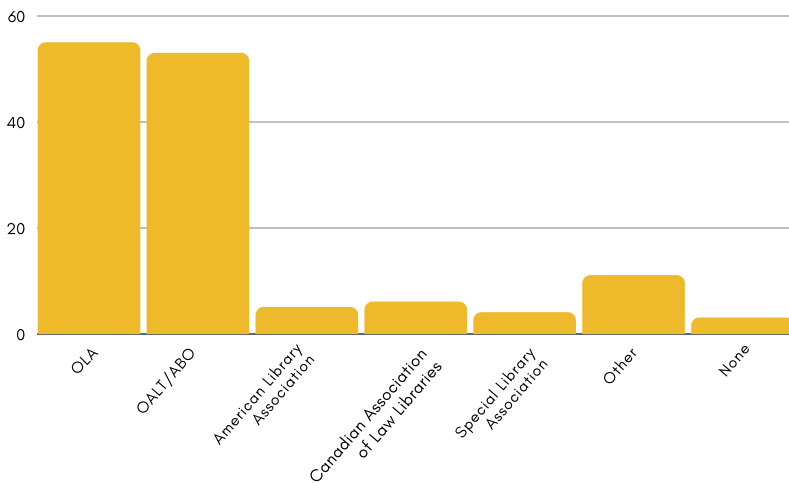
IS BILINGUALISM A JOB REQUIREMENT?



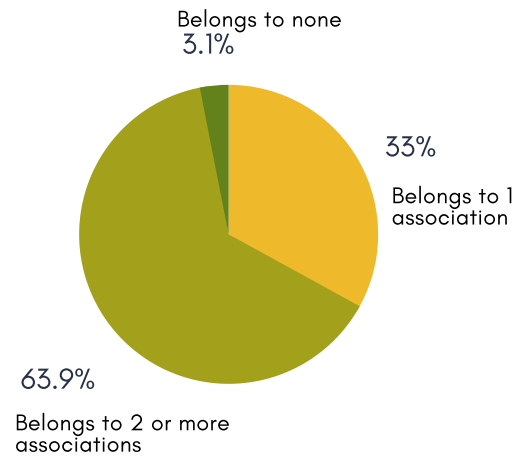
WHO WE ARE

- Associations
- Conferences

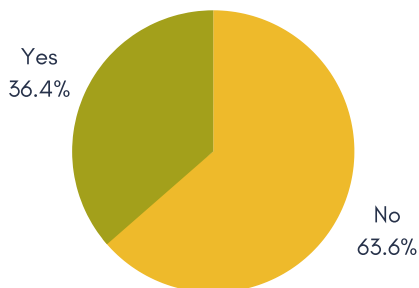
WHAT LIBRARY/INFORMATION-RELATED ASSOCIATION(S) DO YOU BELONG TO?



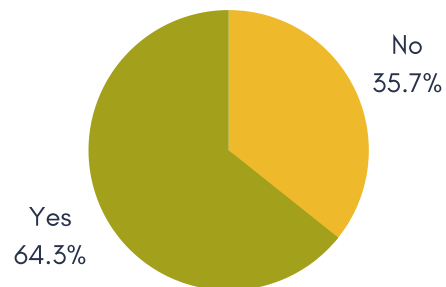
HOW MANY ASSOCIATIONS DO YOU BELONG TO?



HAVE YOU EVER ATTENDED THE OALT/ABO CONFERENCE?



HAVE YOU EVER ATTENDED THE OLA CONFERENCE?



36%

Have attended the OALT/ABO Conference

64%

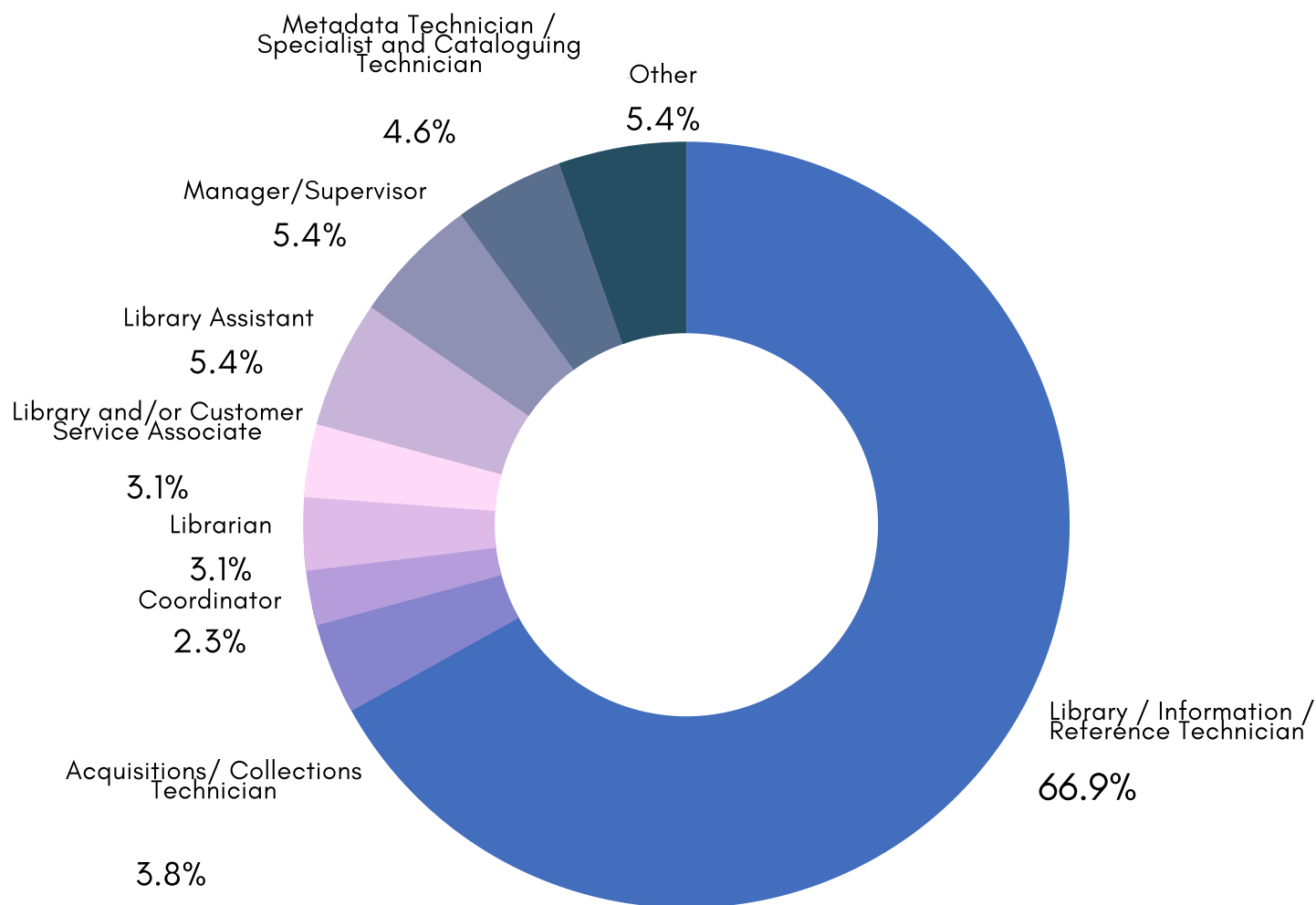
Have attended the OLA Superconference

The majority of respondents belong to 2 or more associations, with most of them belonging to either OLA, OALT/ABO, or both.

OUR EMPLOYMENT

- Common Job Titles
- Alternate Job Titles

JOB TITLES



Many respondents indicated a job title that did not include the term "Library Technician", though many titles included the term "Technician". Below are some examples of various titles that appeared several times.

ALTERNATE JOB TITLES

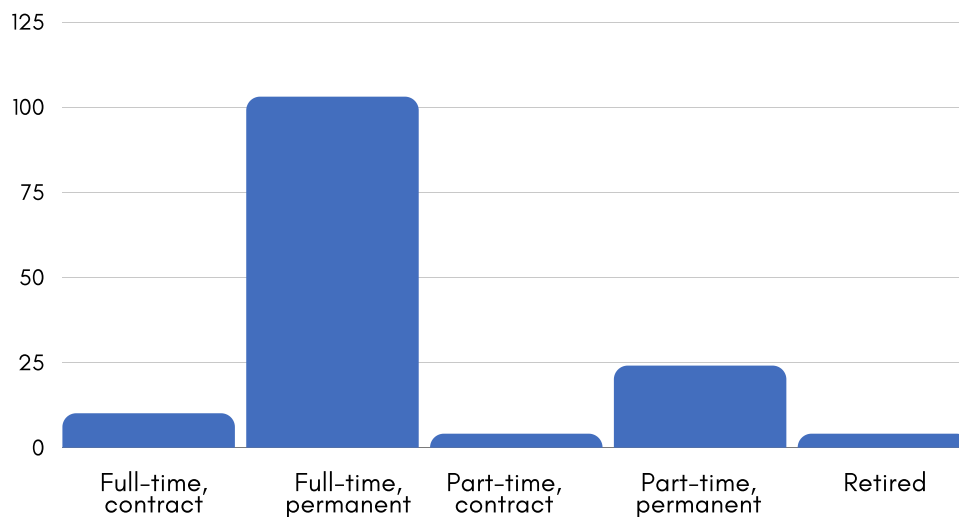
Circulation and News Technician
 Clerk
 Collections Technician
 Interlibrary Loan & Document Delivery Specialist

Learning Commons Specialist
 Metadata Services Technician
 Serials Coordinator
 Service Delivery Coordinator

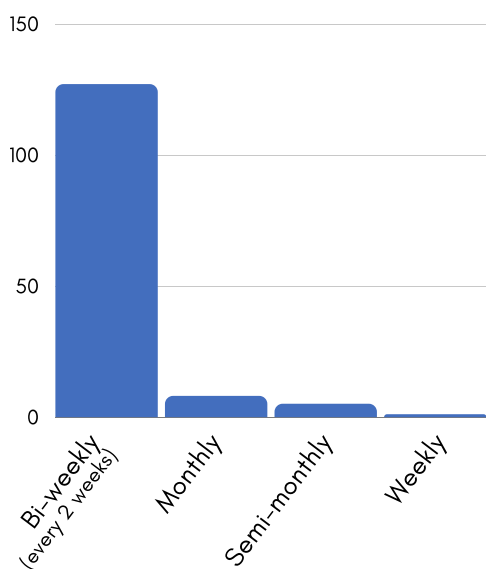
OUR EMPLOYMENT

- Employment Type and Term
- Payment Schedule
- Salary Negotiation

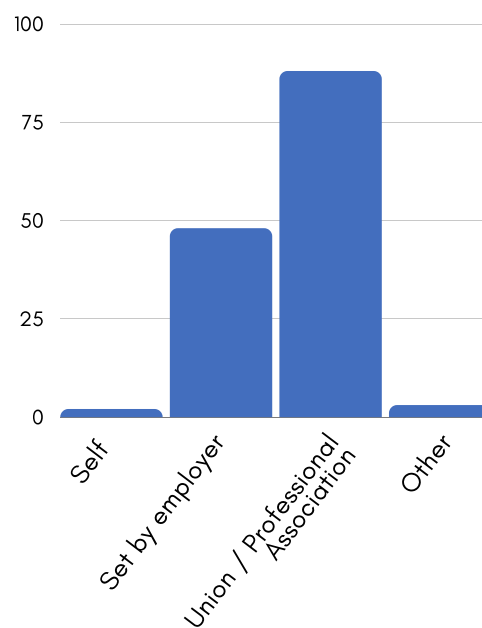
EMPLOYMENT TYPE AND TERM



PAYMENT SCHEDULE



HOW SALARY IS NEGOTIATED



74%

Are employed full-time, on a permanent basis

89%

Are paid every two weeks

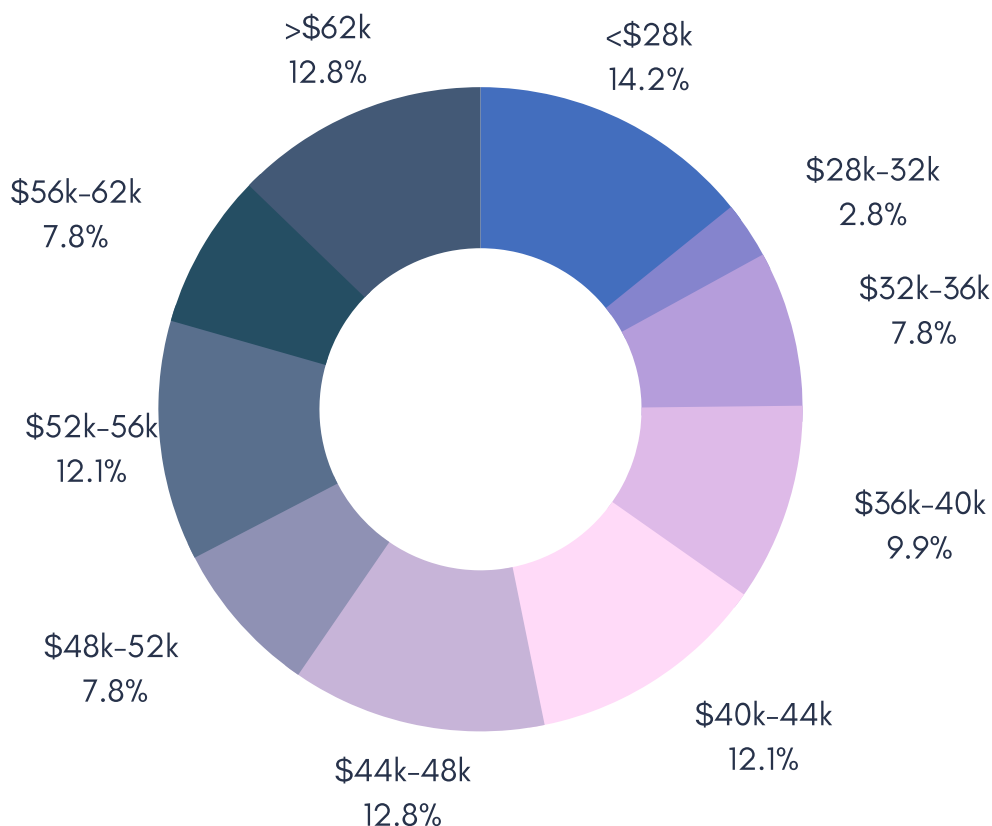
63%

Have their salaries set by a union/professional association

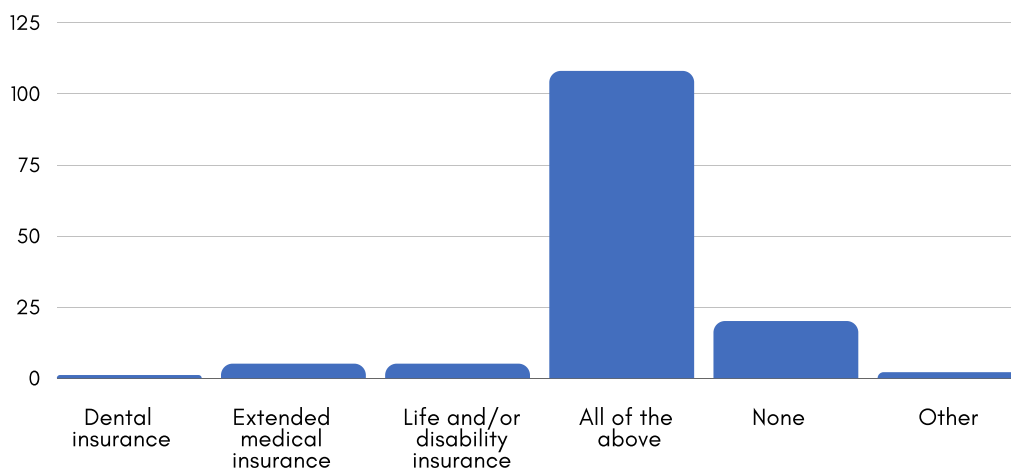
OUR EMPLOYMENT

- Salary Range
- Benefits

SALARY RANGE



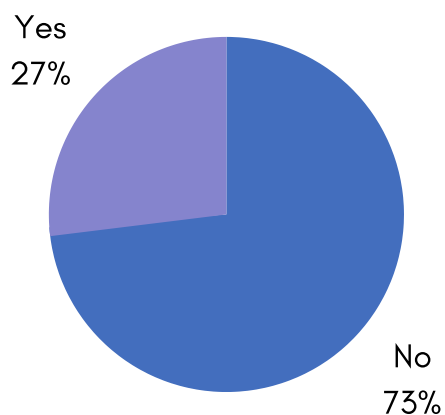
BENEFITS (DEDUCTED FROM SALARY)



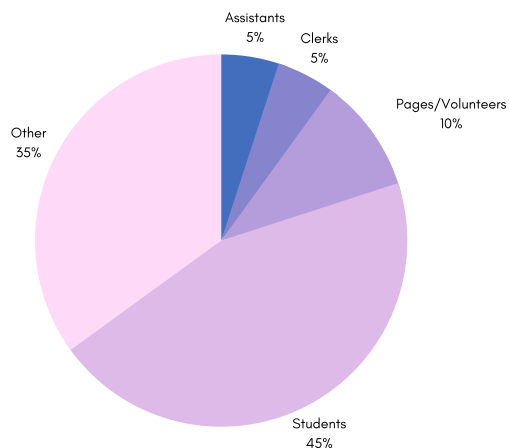
OUR EMPLOYMENT

- Supervisors
- Management/Administrative Responsibilities

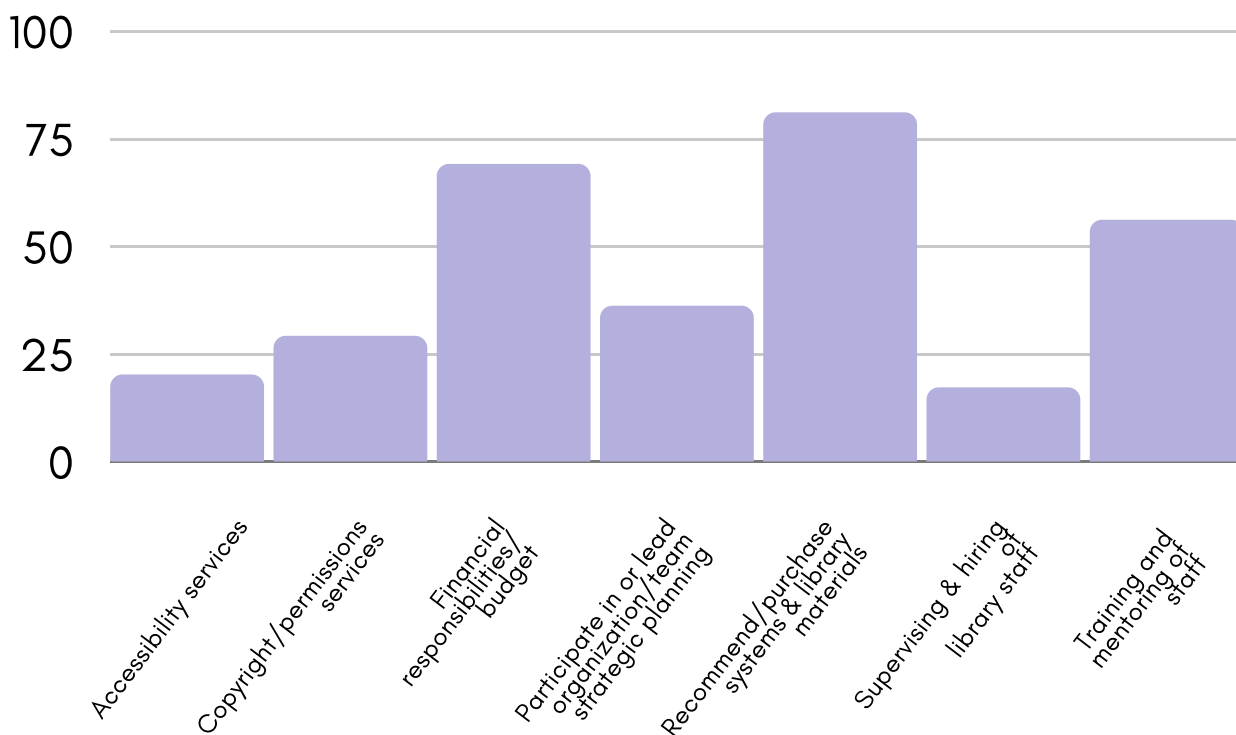
DO YOU SUPERVISE OTHERS?



WHO DO YOU SUPERVISE?



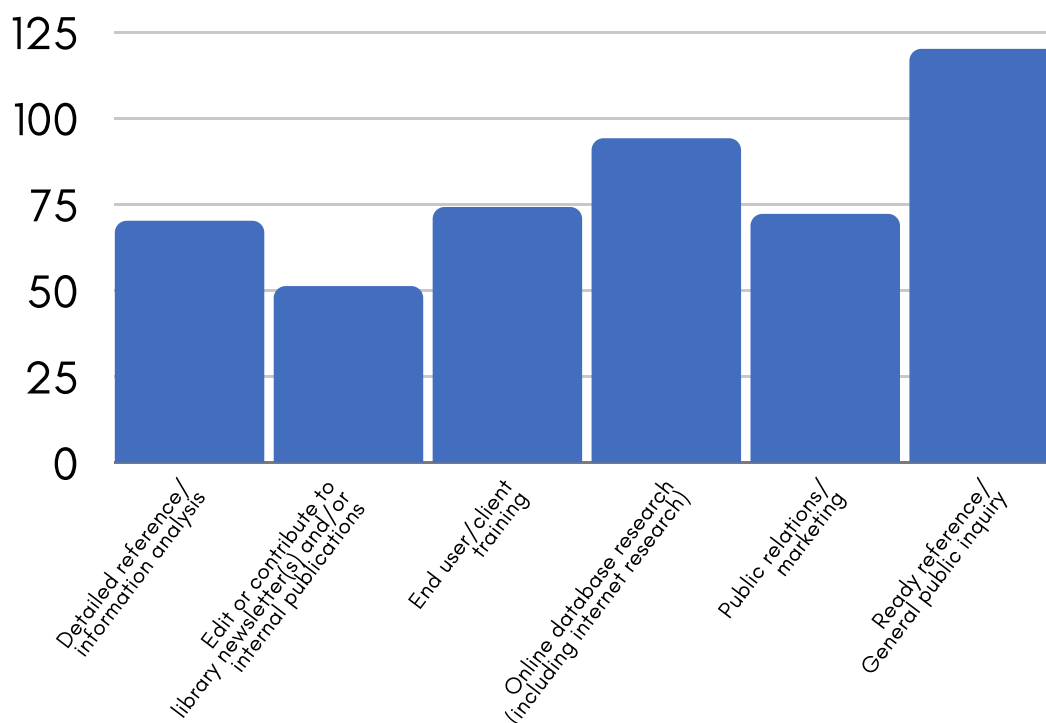
PRIMARY MANAGEMENT / ADMINISTRATIVE RESPONSIBILITIES



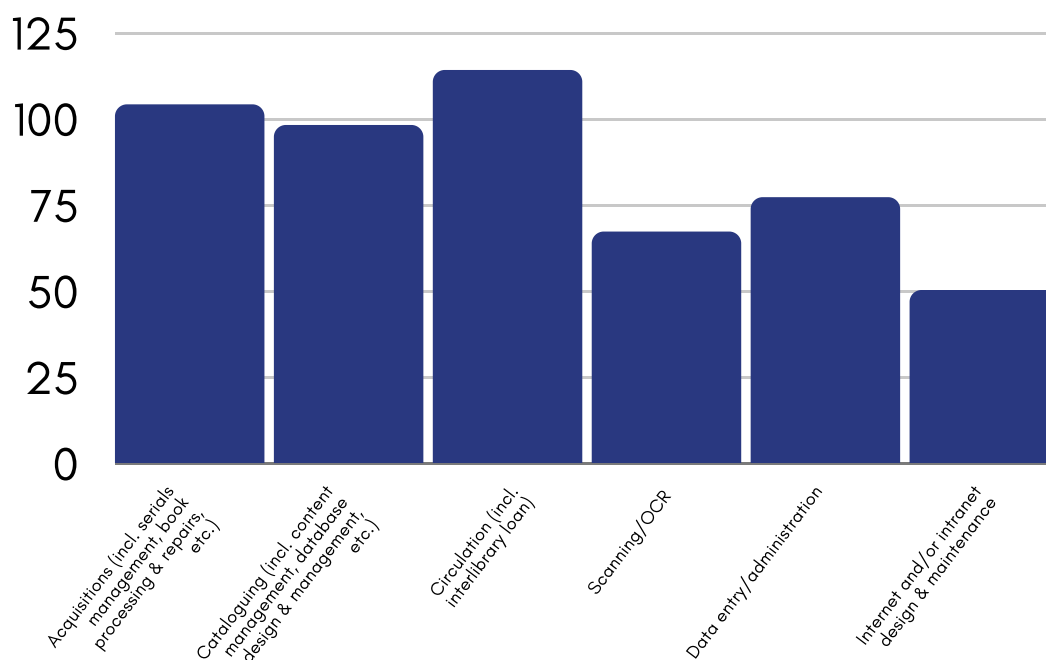
OUR EMPLOYMENT

- Supervisors
- Public Service Responsibilities
- Technical Services Responsibilities

PRIMARY PUBLIC SERVICE RESPONSIBILITIES



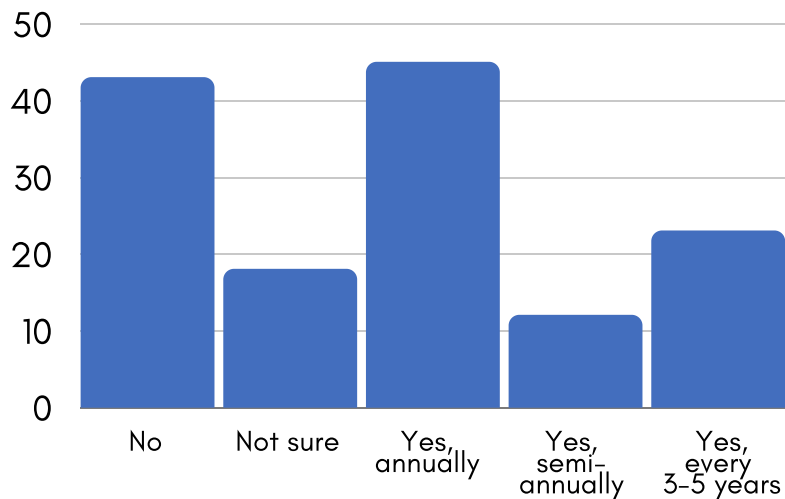
PRIMARY TECHNICAL SERVICES RESPONSIBILITIES



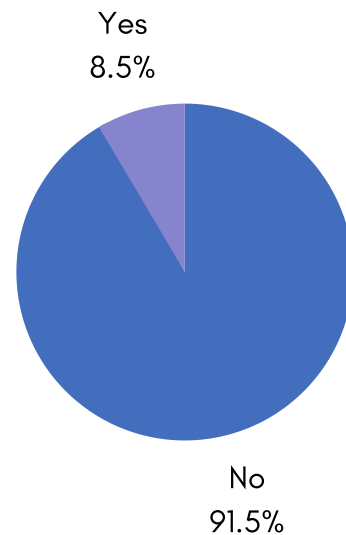
OUR EMPLOYMENT

- Performance Evaluations
- Travel
- Change in Position

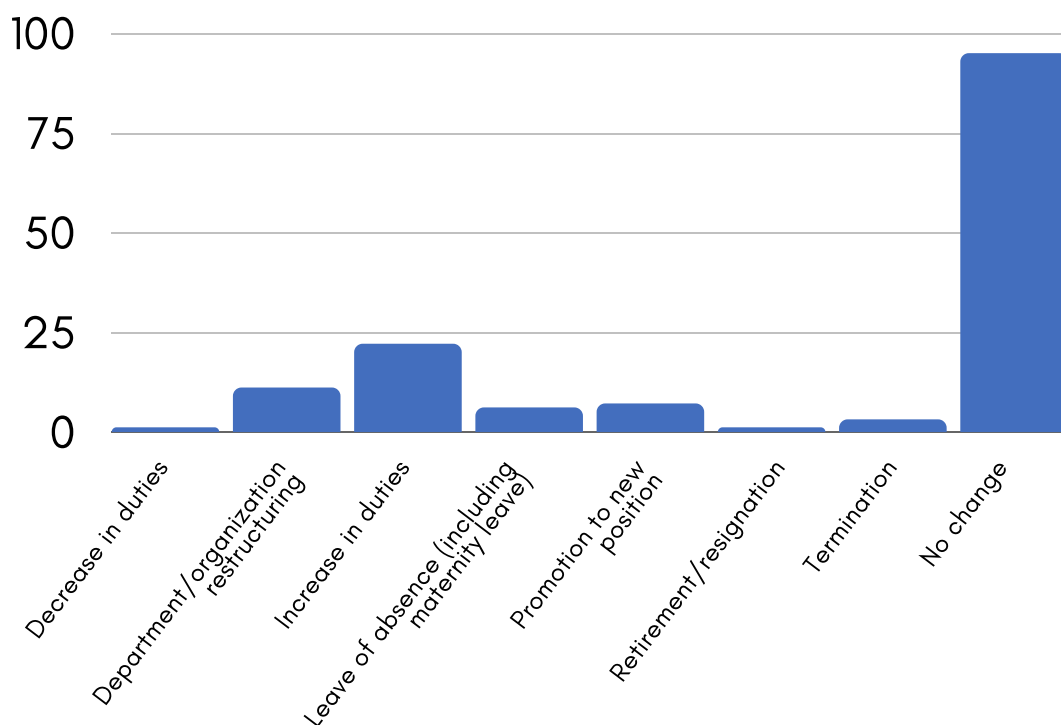
DO YOU RECEIVE PERFORMANCE EVALUATIONS?



IS TRAVEL REQUIRED FOR YOUR JOB?



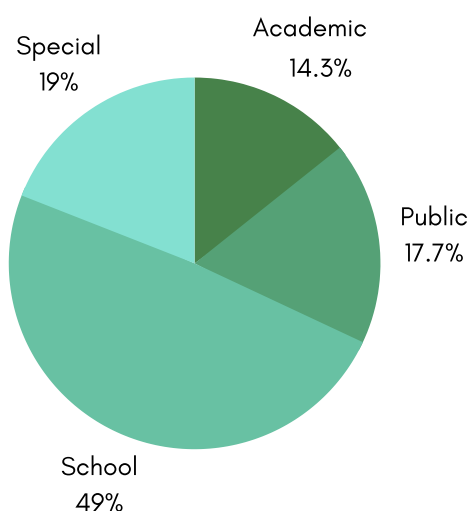
CHANGES IN YOUR POSITION IN THE LAST 12 MONTHS



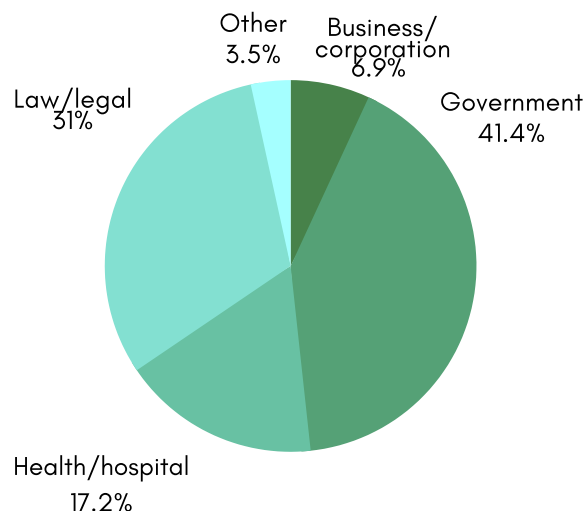
OUR WORKPLACES

- Library Types
- Size of Workplace
- Workplace Management

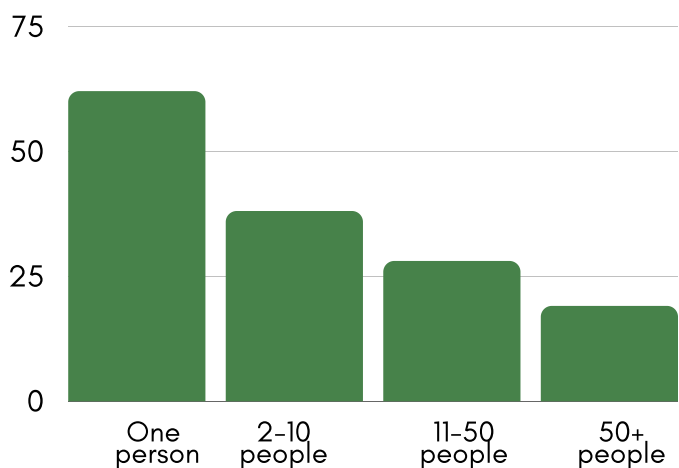
LIBRARY TYPE



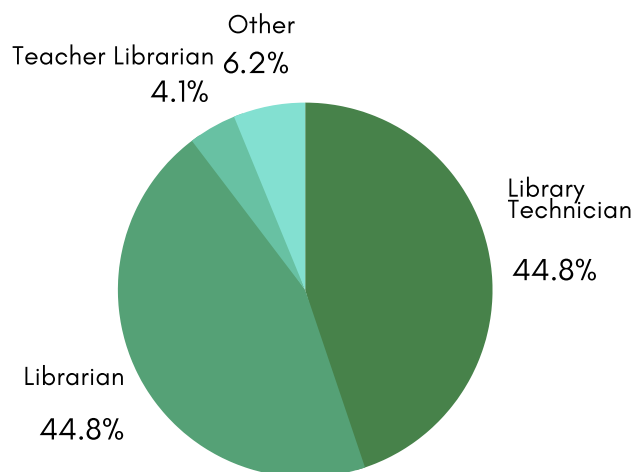
TYPES OF SPECIAL LIBRARY



SIZE OF WORKPLACE



WHO IS IN CHARGE OF YOUR LIBRARY?



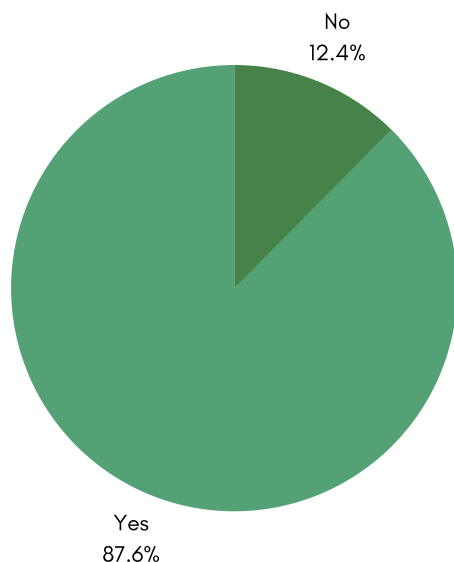
The majority of respondents indicated they work in a School Library. Of the respondents who work in a Special Library, most specialize in either Government or Law.

A large majority of respondents work in a Library run by either a Library Technician or a Librarian.

OUR WORKPLACES

- Automation of cataloguing and circulation
- Systems

IS YOUR LIBRARY'S CATALOGUE/CIRCULATION AUTOMATED?



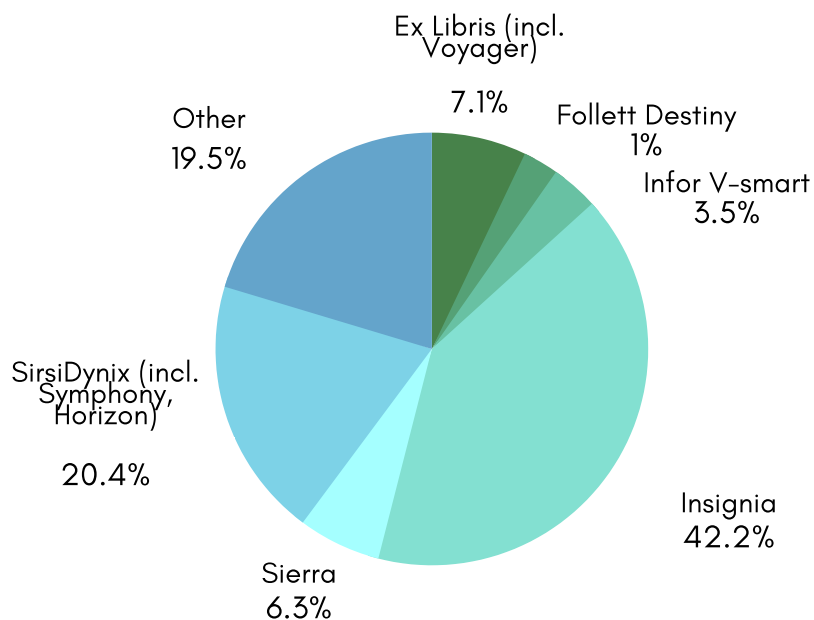
Almost 90% of respondents indicated that their library uses an automated system for cataloguing/circulation.

The most commonly used systems were Insignia, SirsiDynix, and Ex Libris.

OTHER SYSTEMS MENTIONED:

- BiblioCommons
- Evergreen
- Inmagic
- LibraryWorld
- Mandarin
- Surpass
- TLC

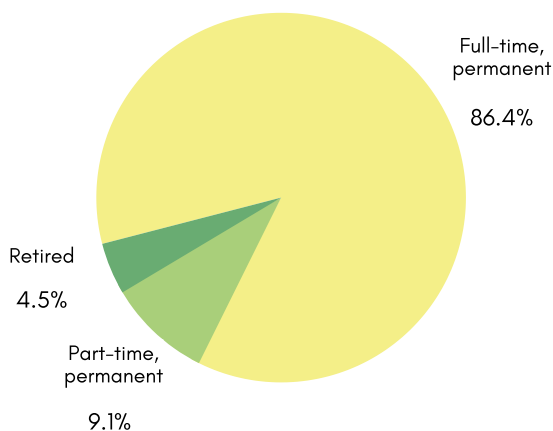
WHAT SYSTEM DOES YOUR LIBRARY USE?



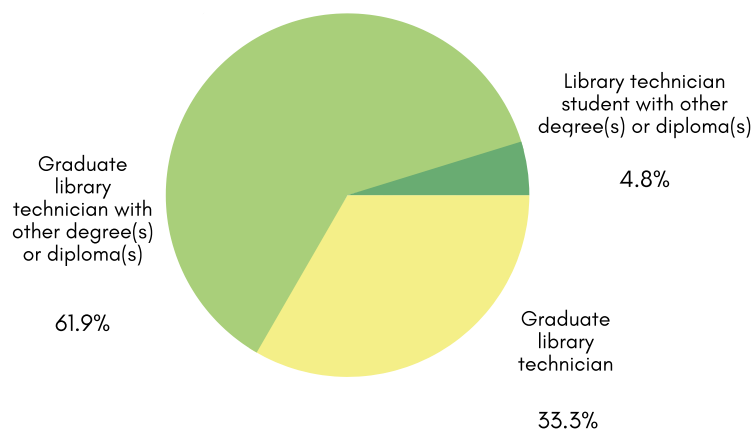
FOCUS ON: ACADEMIC LIBRARY

- Salary Range
- Employment Type
- Education

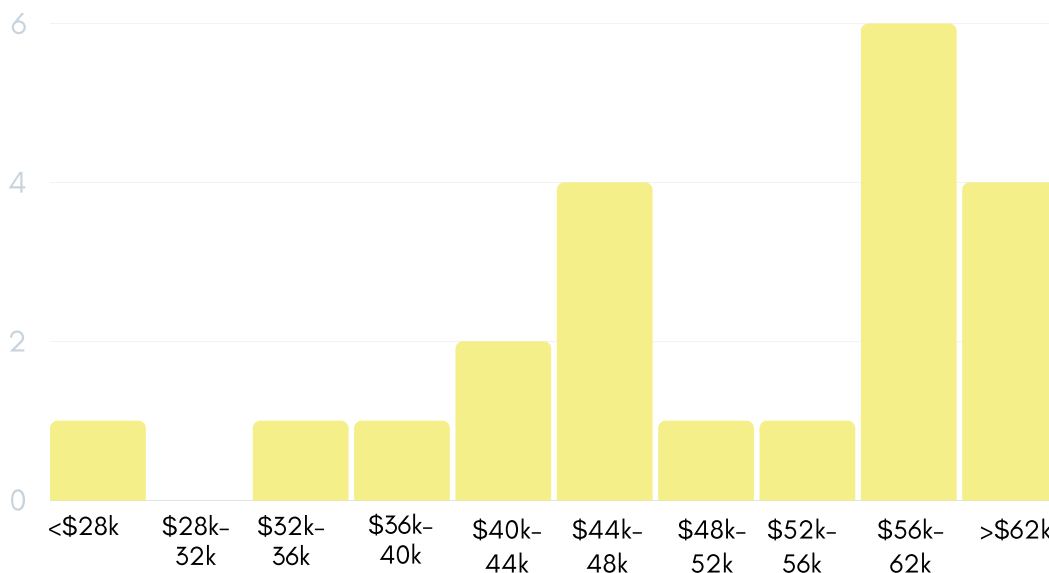
EMPLOYMENT TYPE



EDUCATION



SALARY



21

Respondents indicated they work in an Academic Library, with the majority earning between \$56-62k a year.

86%

Are employed on a permanent full-time basis

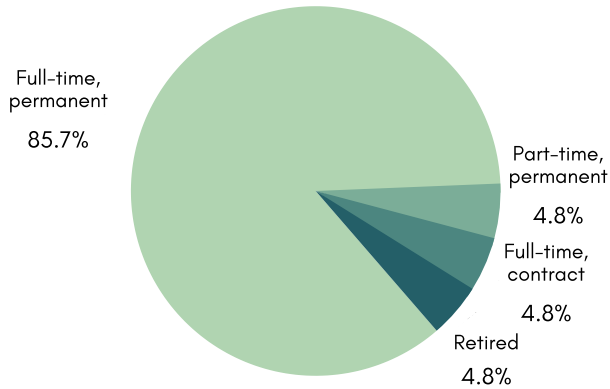
62%

Have a Library Technician diploma in addition to another degree or diploma

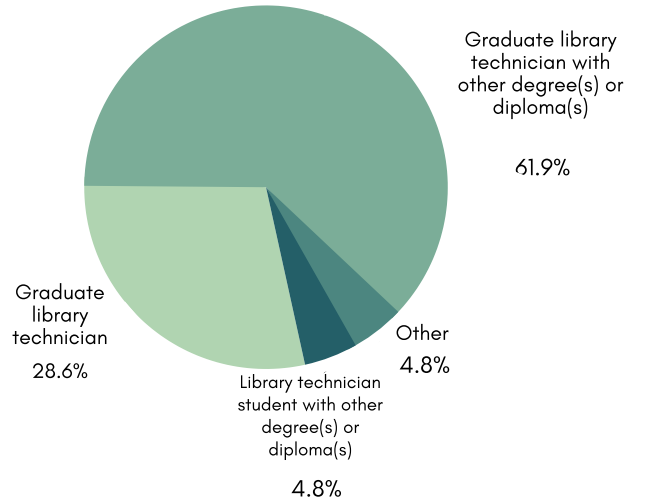
FOCUS ON: PUBLIC LIBRARY

- Salary Range
- Employment Type
- Education

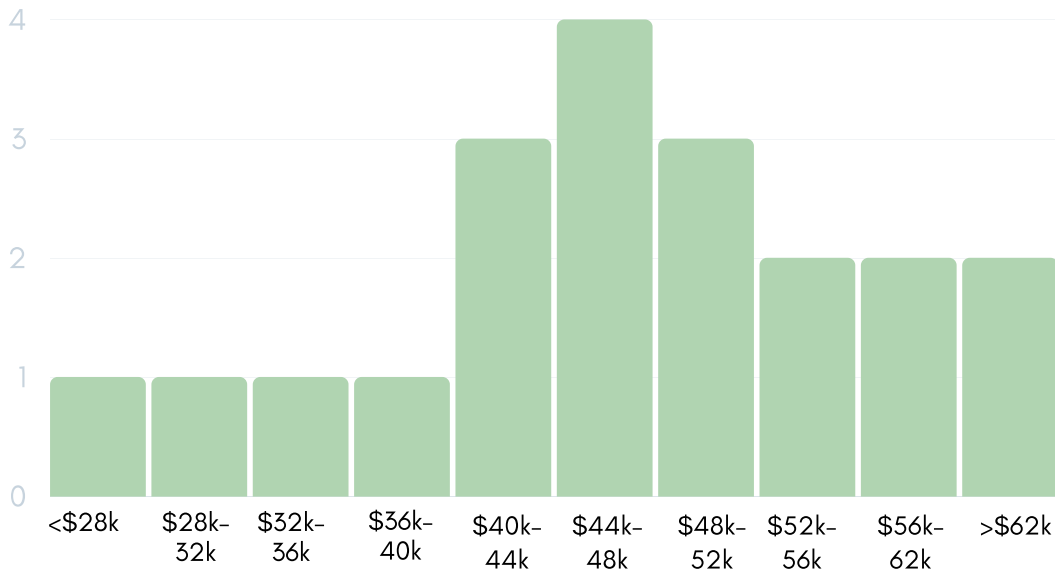
EMPLOYMENT TYPE



EDUCATION



SALARY



26

Respondents indicated they work in a Public Library, with the majority earning between \$44-48k a year.

86%

Are employed on a permanent full-time basis

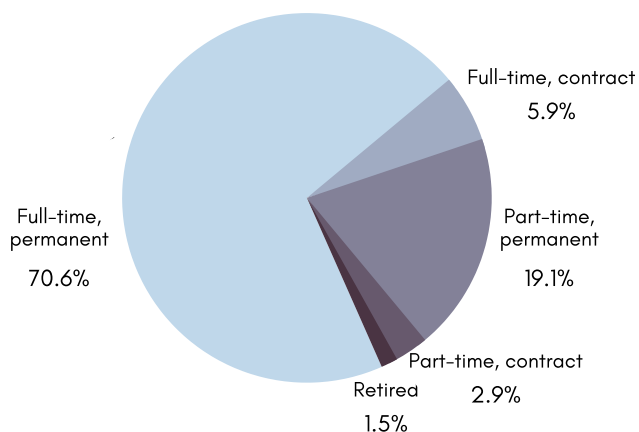
62%

Have a Library Technician diploma in addition to another degree or diploma

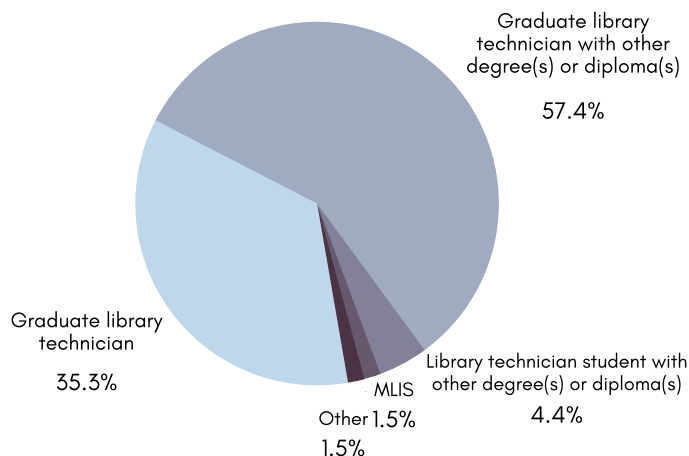
FOCUS ON: SCHOOL LIBRARY

- Salary Range
- Employment Type
- Education

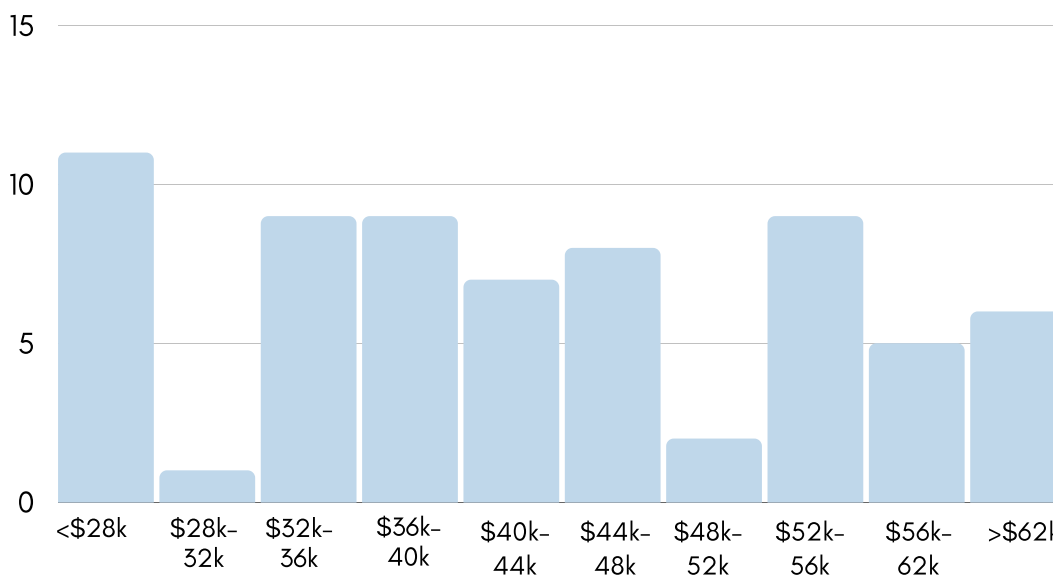
EMPLOYMENT TYPE



EDUCATION



SALARY



68

Respondents indicated they work in a School Library, with more variation in salaries than other library types

71%

Are employed on a permanent full-time basis

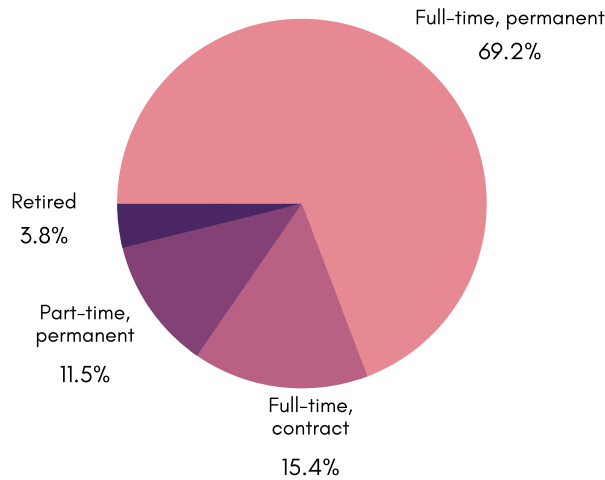
57%

Have a Library Technician diploma in addition to another degree or diploma

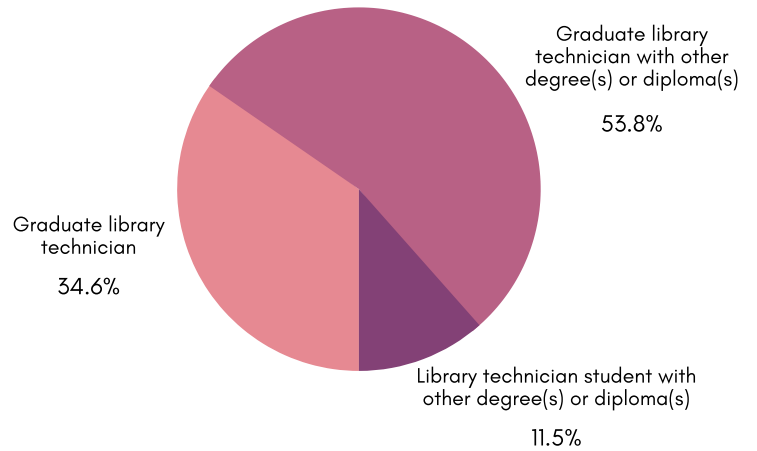
FOCUS ON: SPECIAL LIBRARY

- Salary Range
- Employment Type
- Education

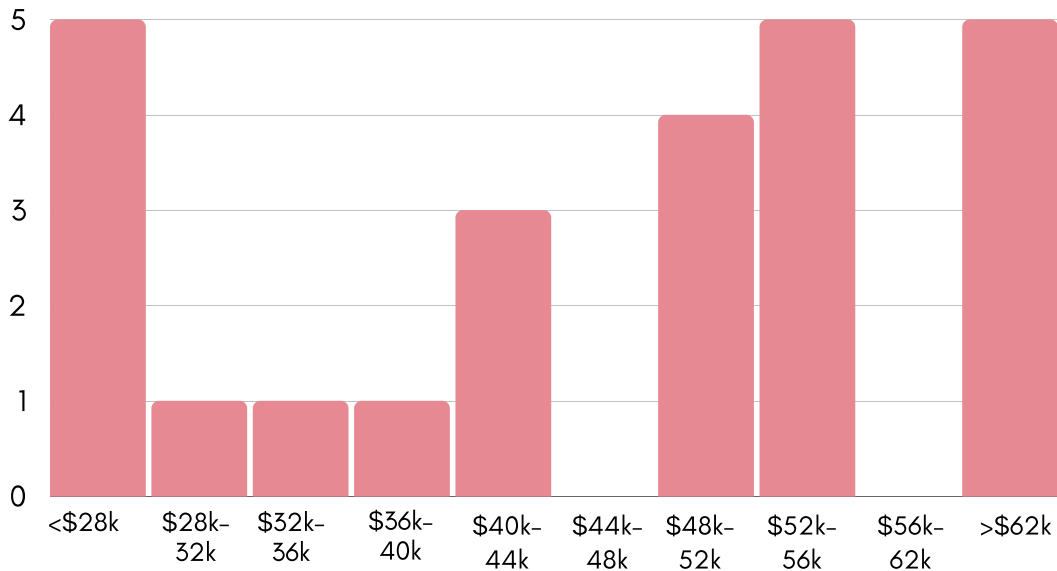
EMPLOYMENT TYPE



EDUCATION



SALARY



28

Respondents indicated they work in a Special Library, with the majority earning either at the lowest or highest end of the salary scale.

69%

Are employed on a permanent full-time basis

54%

Have a Library Technician diploma in addition to another degree or diploma