

2011 MALT Survey

Section 1: Analysis of Results

Every two years MALT conducts a survey of Library Technicians and other library staff who are working in the library field in Manitoba, but who do not have a Masters in Library and Information Science. This survey provides a snapshot of the job market and current salary information, and helps MALT support continuing education and advocacy needs. 143* people responded to the 2011 survey, which was conducted from October 21st to 30th. This is what you told us:

Part 1: Employment

The average hourly rate of pay is \$20.44 with the pay scale ranging from minimum wage to more than \$35 per hour.

The most common job title is 'Library Technician' as indicated by for 39% of respondents. The second is 'Library Assistant' at 27%. Many others had job titles that indicate a managerial or supervisory role.

The average length of time employed in the library field is 12.1 years with 48% having worked in the field for fewer than 10 years. The average length of time in your current position is 7.2 years. 71% belong to a union.

A slight majority of 56% said that there is no opportunity for advancement with their current employer. 75% felt that their skills were being put to use in their jobs.

Question 12: Issues of Concern for Your Library

We asked respondents to share the issues affecting their libraries. 38 people responded with lots of details about the concerns they are facing. What was reported generally fell into two main categories: funding and continuing education.

Funding

The one issue that stood out was funding; either cuts to existing budgets or increases that aren't keeping up with needs. Insufficient funding affects everything: the services

that can be offered; hours of operation; maintaining the physical space and renovations; keeping up with technology; acquisitions; and staffing.

Paying staff competitive wages and being able to offer benefits was particularly problematic, especially in non-unionized environments. Understaffing is a chronic issue for some libraries but it seems to be a problem of not enough money rather than not enough people.

Continuing Education

Many respondents indicated that the lack of continuing education opportunities was an issue. Beyond whether or not training is available, you said that there is a lack of willingness on the part of employers to support continuing education. Furthering your education is not recognized by employers when it comes to pay increases and opportunities for advancement. Several also said that employers do not support continuing education financially or by providing you with paid leave. There is a perception that continuing education is valued for Librarians but not for Library Technicians or support staff.

Libraries are becoming more and more technical, so it is unsurprising that many of you strongly expressed the need for education about new technology and how to use it effectively.

School Libraries

A few of the issues mentioned in the responses were specific to school libraries. The general lack of full-time positions and the need to balance multiple part-time jobs is very stressful, as is going on Employment Insurance in the summer. Wages are not high enough to get you through the six week waiting period comfortably and by the time you start receiving EI, you are almost back at work.

Politics both within the school and the division can be a minefield. Working with teacher librarians who don't have library education and training, job classification and pay scales (especially in relation to other non-teaching positions such as EAs), unequal staffing, and hiring practices were particularly singled out.

Other Issues

You also mentioned job security, copyright, union negotiations, and security issues such as dealing with problem patrons.

Part 2: Education

57% have a college diploma as their highest level of education, while 32% have a university degree. 68% responded that a Library Clerk certificate or Library Technician diploma was required in their position description.

Question 18: Continuing Education Topics

60% of respondents said that they had participated in continuing education in the previous 12 months. We asked what types of continuing education opportunities would be beneficial to you. 51% said that they would like further training in cataloguing, particularly in RDA and authority control. 89% responded that they could use more training in technology, especially electronic resources management. 41% were interested in reference topics. 57% wanted training library issues such as navigating consortia and information management. Other areas of interest were human resources management, working with students and volunteers, networking, language skills, accounting, design, mending materials and ideas for storytime.

Part 3: About You

The vast majority of respondents – 91% – are female. 73% work in either Winnipeg or Brandon, 22% work in rural southern Manitoba and 4% work in northern Manitoba.

The age range was fairly evenly distributed with the majority – 49% – falling between age 40 and 54.








**Please note: when the number of responses is higher than 143, it is because participants selected more than one answer; for example, when they work in more than one type of library.*

2011 MALT Survey








Section 2: Results

Part 1: Employment














1. How many years have you been working in the library field?

Response	Chart	Percentage	Count
0 - 4		28%	40
5 - 9		20%	28
10 - 14		17%	24
15 - 19		8%	12
20 - 24		13%	18
25 - 29		7%	11
30 +		7%	10
Total Responses			143






2. How many years have you been in your current position?

Response	Chart	Percentage	Count
0 - 4		50%	72
5 - 9		24%	34
10 - 14		11%	15
15 - 19		5%	7
20 - 24		6%	8
25 - 29		3%	5
30 +		1%	2
Total Responses			143

3. What is your job title?

Response	Chart	Percentage	Count
Library Technician		39%	56
Library Assistant		27%	39
Librarian		7%	9
Head Librarian		6%	8
Library Manager		4%	6
Library Clerk		3%	4
Library Administrator		2%	3
Divisional Library Technician		1%	2
Assistant Librarian		1%	2
Library Supervisor		1%	2
Circulation Supervisor		1%	2
Liaison Librarian		1%	2
Other		7%	10
Total Responses			145

4. What type of library setting do you work in?

Response	Chart	Percentage	Count
Academic		32%	47
Public		18%	27
School		35%	51
Special		8%	11
Other		7%	10
Total Responses			146

5. Which best describes your employment status?

Response	Chart	Percentage	Count
Full-time		78%	109
Part-time		22%	30
Casual		4%	6
Permanent position		17%	23
Temporary position		3%	4
Self-employed		0%	0
Student		1%	1
Other		4%	5
Total Responses			139

6. What is your hourly rate of pay?

Response	Chart	Percentage	Count
\$10 - \$14		13%	18
\$15 - \$19		24%	34
\$20 - \$24		40%	55
\$25 - \$28		20%	28
30 +		3%	4
Total Responses			139

7. How many people do you supervise?

Response	Chart	Percentage	Count
0		54%	74
1 – 4		22%	29
5 – 9		13%	17
10 – 19		3%	4
20 +		7%	9
Total Responses			133


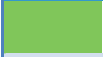
8. In my current job, I use my skills and training to the fullest extent.

Response	Chart	Percentage	Count
Strongly agree		35%	49
Agree		40%	56
Neutral		10%	14
Disagree		9%	13
Strongly disagree		5%	7
No opinion		0%	0
Total Responses			139











9. Do you have opportunities for advancement with your current employer?

Response	Chart	Percentage	Count
Yes		22%	31
Yes, but I would need further education / training		22%	30
No		56%	77
Total Responses			138

10. Do you belong to a union?

Response	Chart	Percentage	Count
Yes		71%	98
No		29%	40
Total Responses			138

11. Does your employer provide you with the following?






Response	Chart	Percentage	Count
Pension plan		94%	116
Life insurance		81%	101
Medical insurance		77%	95
Dental benefits		71%	88
Disability benefits		77%	95
Parental leave (in addition to EI)		60%	74
Paid overtime		24%	31
Time off in lieu of overtime		59%	73
Paid sabbatical / research leave		10%	13
Other		10%	10
Total Responses			124

12. Are there issues of concern for your library that you would like to share with MALT?







Responses are summarized in Section 1: Analysis of Results.

Part 2: Education

13. What is your highest level of education?

Response	Chart	Percentage	Count
High school diploma		9%	12
College diploma		53%	72
Undergraduate degree		31%	42
Masters degree		2%	3
Other		5%	7
Total Responses			136

14. What is the level of education required in your position description?

Response	Chart	Percentage	Count
High school		26%	35
Library Clerk certificate		11%	15
Library Technician diploma		57%	77
Master of Library Science		2%	3
Bachelor of Education		1%	1
Other		3%	5
Total Responses			136


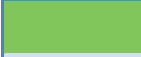
15. What library training have you had?

Response	Chart	Percentage	Count
None		2%	3
On the job training		19%	26
Courses in a Library Technician program		12%	16
1-year Library Tech certificate		14%	20
2-year Library Tech diploma		46%	64
Other		7%	9
Total Responses			138





16. Does your employer provide the following supports for continuing education?

Response	Chart	Percentage	Count
Paid time off		31%	30
Time off without pay		22%	21
Travel costs		38%	37
Registration fees		53%	51
Tuition reimbursement		61%	59
Other		9%	9
Don't know		3%	3
Total Responses			97






17. Do you participate in continuing education opportunities?

Response	Chart	Percentage	Count
Yes		60%	81
No		40%	55
Total Responses			136

17b. How many continuing education opportunities did you attend in the past 12 months?

Response	Chart	Percentage	Count
0		21%	16
1 – 4		69%	53
5 – 9		7%	5
10 +		3%	2
Total Responses			76

18. What continuing education topics would be beneficial to you?

Response	Chart	Percentage	Count
Cataloguing		51%	67
Reference		41%	54
Library issues		57%	75
Technology		89%	116
Other, please specify		16%	21
Total Responses			131

18. What continuing education topics would be beneficial to you? (Other, please specify:)

Responses are summarized in Section 1: Analysis of Results.

Part 3: About You

19. What is your age?

Response	Chart	Percentage	Count
18 – 24		5%	6
25 – 29		8%	11
30 – 34		10%	13
35 – 39		8%	11
40 – 44		17%	22
45 – 49		13%	17
50 – 54		19%	24
55 – 59		12%	16
60 +		8%	10
Total Responses			130

20. What is your gender?

Response	Chart	Percentage	Count
Female		91%	117
Male		9%	12
Total Responses			129

21. Where do you live?

Response	Chart	Percentage	Count
Northern Manitoba		4%	6
Rural Southern Manitoba		22%	30
Urban (Brandon or Winnipeg)		73%	99
Total Responses			135