Is there a future in librarianship?

A Data Geek’s Point of View
~Nicolle Steffen~
Topics

• Librarian retirements
• Job vacancies
• Salaries
• MLIS value
3Rs
Retirement, Retention, and Recruitment: The Future of Librarianship in Colorado

Demographic & General Questions

Screening Question

Retirement
Librarians & Paraprofessionals retiring in the next 5 years

Retention
Incumbent librarians not retiring in the next 5 years

Recruitment - LIS Students

Recruitment - Paraprofessionals not retiring in the next 5 years
Retirees

• 17% of all respondents
• 1 in 5 librarians
• 1 in 7 paraprofessionals
Retirees By Library Type

- School: 47%
- Special: 21%
- Public: 15%
- Academic: 10%
Experience

• 3 in 5 have 20 or more years of library experience

• 1 in 4 have 11 to 20 years of library experience

• 3 in 4 are supervisors
Job Description

• 2 in 5 are generalist
• 1 in 5 is an administrator
• 1 in 6 is in public service
• 1 in 10 is in technical services
What does this mean to the profession?

- Significant institutional and professional knowledge will be lost
- Possible dearth of leaders
- Opportunities
- Loss of positions
Will the position be filled with an MLS librarian?

- Refill with similar education requirements: 48%
- Position Changed: 19%
- Refill with higher education requirements: 14%
- Don't know: 17%
- Reorganize or combine with another position: 12%
- Eliminate position: 7%
• 1 in 5 expects job to be combined with another job or eliminated

• Almost 1 in 5 expects job qualifications to be lowered
• 940 postings
• 1,150 positions
  • 598 in 2008
  • 552 in 2007
Job Postings by Library Type 2007-08

- Public: 59%
- Academic: 18%
- Special: 10%
- School: 9%
- Institutional: 4%
Reason for Job Vacancy

- **Retirement**: 15.1%
- **Promotion**: 13.3%
- **New**: 25.4%
- **Resignation**: 46.2%

2008
MLS Requirements

2007

- MLS Required: 36%
- MLS Preferred: 14%
- MLS Not Required or Preferred: 50%

2008

- MLS Required: 33%
- MLS Preferred: 14%
- MLS Not Required or Preferred: 53%
MLS Requirements by Library Type

<table>
<thead>
<tr>
<th>Library Type</th>
<th>MLS Required</th>
<th>MLS Preferred</th>
<th>MLS Not Required or Preferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>48%</td>
<td>6%</td>
<td>46%</td>
</tr>
<tr>
<td>Special</td>
<td>37%</td>
<td>20%</td>
<td>43%</td>
</tr>
<tr>
<td>Public</td>
<td>35%</td>
<td>17%</td>
<td>48%</td>
</tr>
</tbody>
</table>
# 10 Hottest Jobs - 2008

<table>
<thead>
<tr>
<th>Rank</th>
<th>Job</th>
<th>Organization</th>
<th>Views</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Teacher Librarian</td>
<td>Denver Public Schools</td>
<td>4,142</td>
</tr>
<tr>
<td>2</td>
<td>Economic Intelligence Specialist</td>
<td>City of Littleton</td>
<td>1,520</td>
</tr>
<tr>
<td>3</td>
<td>Assistant Librarian</td>
<td>Lafayette Public Library</td>
<td>1,515</td>
</tr>
<tr>
<td>4</td>
<td>Para-Librarian</td>
<td>ASRC Management Services</td>
<td>1,484</td>
</tr>
<tr>
<td>5</td>
<td>Patron Services Specialist II</td>
<td>Arapahoe Library District</td>
<td>1,444</td>
</tr>
<tr>
<td>6</td>
<td>Temporary Librarian Pool</td>
<td>Colorado State University</td>
<td>1,443</td>
</tr>
<tr>
<td>7</td>
<td>Library Assistant/Receptionist</td>
<td>Regis Jesuit High School</td>
<td>1,394</td>
</tr>
<tr>
<td>8</td>
<td>Assistant Librarian</td>
<td>Community College of Aurora</td>
<td>1,343</td>
</tr>
<tr>
<td>9</td>
<td>Librarian</td>
<td>National Oceanic &amp; Atmospheric Admin.</td>
<td>1,292</td>
</tr>
<tr>
<td>10</td>
<td>Branch Manager</td>
<td>Pikes Peak Library District</td>
<td>1,290</td>
</tr>
</tbody>
</table>
• 2006 - 158,000 librarian jobs
• 2016 - 164,000 librarian jobs
• Growth of 4%
• Growth is slower than average
• Retirements will make for a favorable job market
• Jobs outside traditional libraries growth the fastest
• School librarian jobs also growing
Salaries – SLA

<table>
<thead>
<tr>
<th>Respondent Country</th>
<th>10th Percentile</th>
<th>First Quartile 25%</th>
<th>Median 50%</th>
<th>Third Quartile 75%</th>
<th>90th Percentile</th>
<th>Number</th>
<th>Mean</th>
<th>Mean Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada*</td>
<td>45,000</td>
<td>54,000</td>
<td>64,000</td>
<td>76,000</td>
<td>93,160</td>
<td>315</td>
<td>67,171</td>
<td>4.9%</td>
</tr>
<tr>
<td>United States</td>
<td>40,620</td>
<td>50,000</td>
<td>64,000</td>
<td>82,000</td>
<td>104,000</td>
<td>2,833</td>
<td>69,426</td>
<td>5.1%</td>
</tr>
<tr>
<td>United Kingdom**</td>
<td>26,470</td>
<td>28,500</td>
<td>42,000</td>
<td>60,000</td>
<td>90,100</td>
<td>48</td>
<td>48,185</td>
<td>7.9%</td>
</tr>
<tr>
<td>All Other Europe***</td>
<td>29,660</td>
<td>39,836</td>
<td>51,500</td>
<td>76,950</td>
<td>86,500</td>
<td>28</td>
<td>57,246</td>
<td>6.8%</td>
</tr>
</tbody>
</table>

Note: Slide was edited for posting to web. 10/16/08
Salaries – ALA

- ALA-MLS
  - Average – $57,809
  - Median – $53,251
  - Ranged from $22,000 to $331,200

- Non MLS
  - Ranged from $10,712 to $143,700
So, is an MLS worth it?

Would you recommend the degree?
Value of an MLS degree

• Market driven
• Reader poll style survey
• Almost 2,000 respondents
• All 50 states
• 6 continents
Perceptions of the Value of an MLIS Degree by Years Since Earning Degree

- MLS worth the investment to respondent
- Respondent would recommend MLS degree to others today

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>MLS Worth</th>
<th>Recommend</th>
</tr>
</thead>
<tbody>
<tr>
<td>16 or more years ago</td>
<td>95%</td>
<td>89%</td>
</tr>
<tr>
<td>6-15 years ago</td>
<td>93%</td>
<td>87%</td>
</tr>
<tr>
<td>Within the last 5 years</td>
<td>81%</td>
<td>82%</td>
</tr>
<tr>
<td>Overall</td>
<td>89%</td>
<td>86%</td>
</tr>
</tbody>
</table>
Perceptions of the Value of an MLIS Degree By Degree Status

- Respondent does not have an MLIS degree:
  - Recommend MLIS, 58%
  - Not Recommend MLIS, 42%

- Respondent has an MLIS degree:
  - Recommend MLIS, 86%
  - Not Recommend MLIS, 14%
Is there a future in librarianship?

YES!
Trends to watch

• Continued retirements
• Tighter entry-level positions
• Advancement opportunities
• Differences based on geography
• Economic influences
Sources