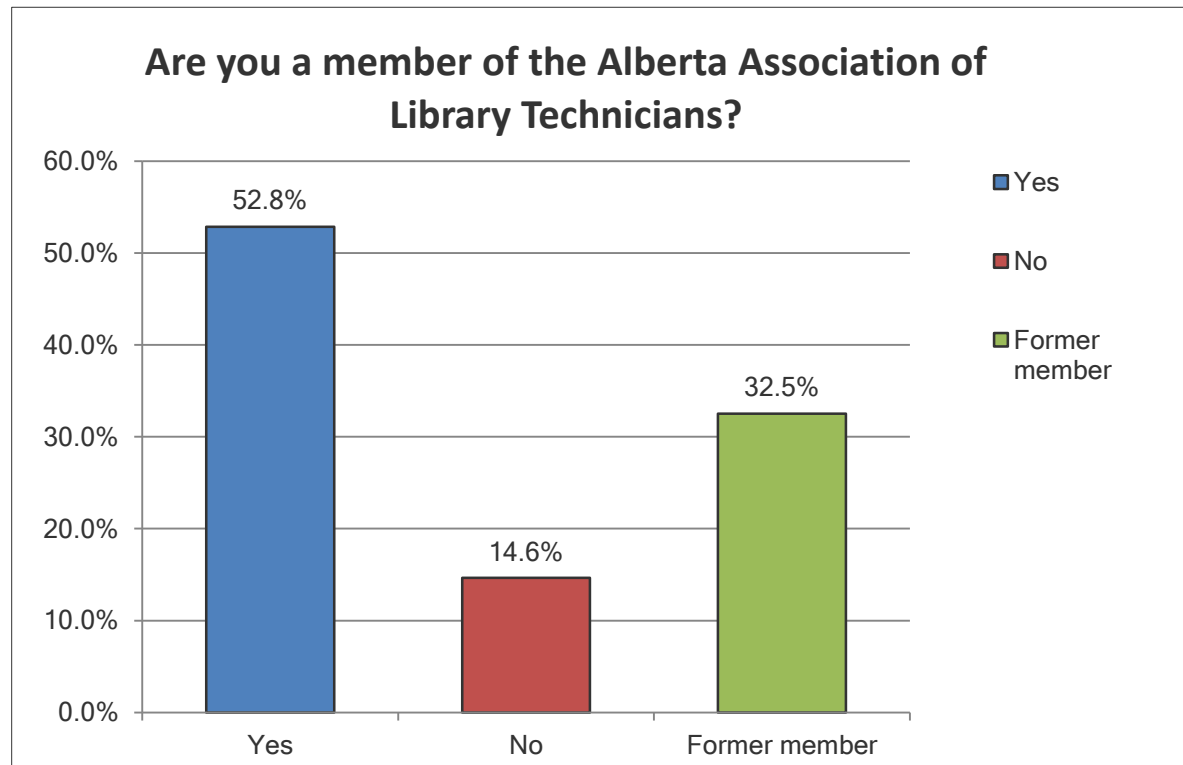


2014 AALT Employment Survey

Are you a member of the Alberta Association of Library Technicians?

Answer Options	Response Percent	Response Count
Yes	52.8%	65
No	14.6%	18
Former member	32.5%	40



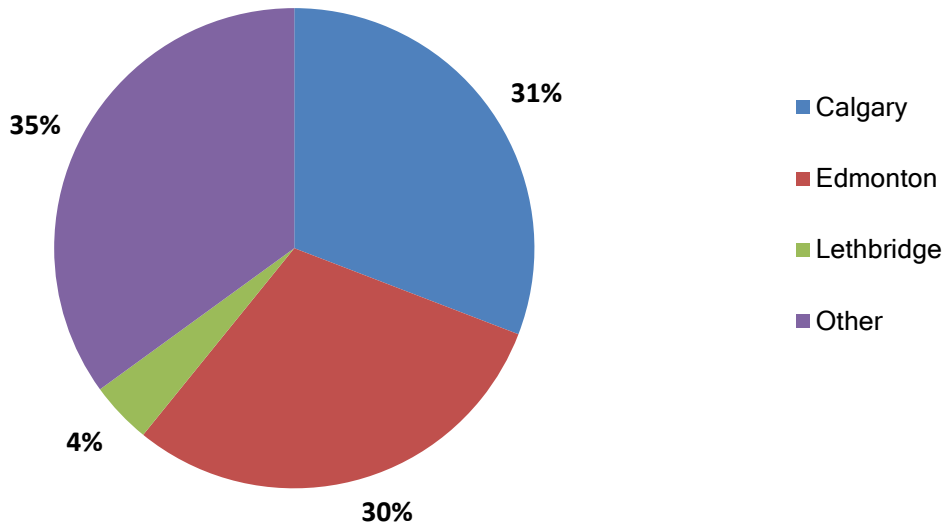
Do you live or work in Alberta?

Answer Options	Response Percent	Response Count
Yes	98.4%	121
No	1.6%	2

What is your city/town of employment?

Answer Options	Response Percent	Response Count
Calgary	30.8%	37
Edmonton	30.0%	36
Lethbridge	4.2%	5
Other	35.0%	42

What is your city/town of employment?



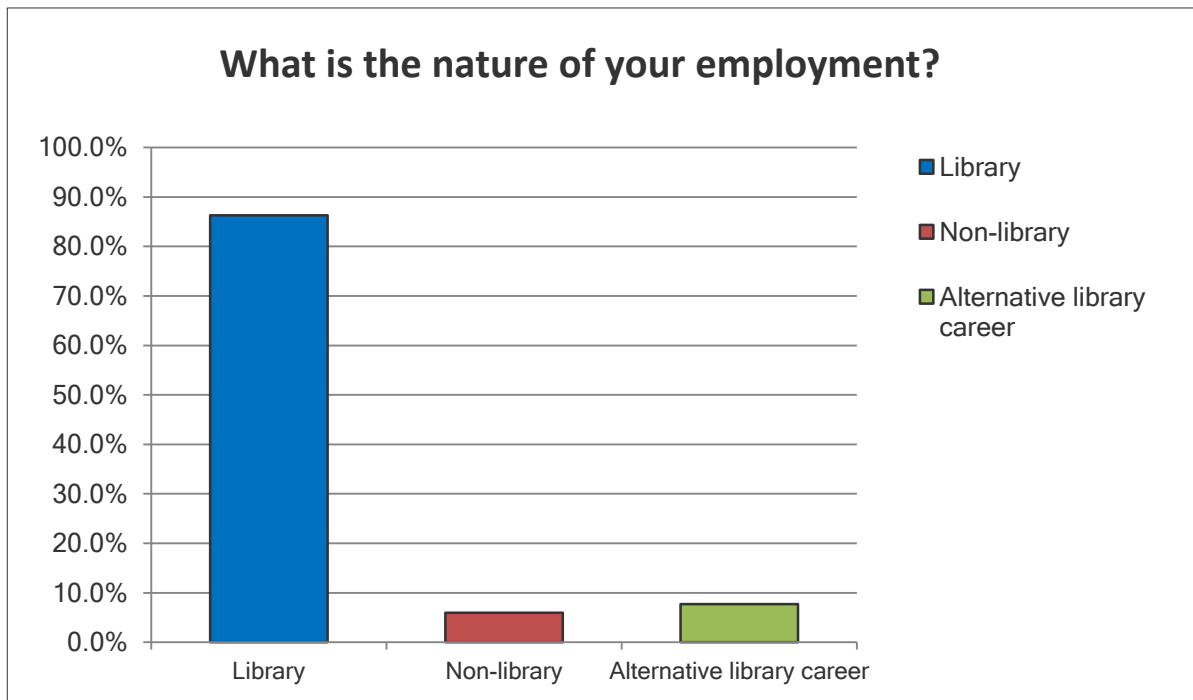
Other responses	Number
Sherwood Park	4
Airdrie	3
Okotoks	3
Devon	2
Drayton Valley	2
Grande Prairie	2
Peace River	2
Red Deer	2
Spruce Grove	2
Banff	1
Beiseker	1
Bow Island	1
Cold Lake	1
Didsbury	1
Donnelly	1
Elk Point	1
Falher	1
Fort McMurray	1
Fort Saskatchewan	1
Longview & Millarville	1
Medicine Hat	1
Olds	1
Redwater	1
Rocky Mountain House	1
Sangudo	1
Saskatoon	1
St. Albert	1
Stettler	1
Stony Plain	1
Sundre	1

What was your employment status as of April 1st, 2014?

Answer Options	Response Percent	Response Count
Full time permanent	67.9%	89
Full time temporary	0.8%	1
Full time contract	0.8%	1
Part time permanent	15.3%	20
Part time temporary	1.5%	2
Part time contract	0.8%	1
Currently seeking full time employment	4.6%	6
Currently seeking part time employment	0.8%	1
Not currently in the work force	3.8%	5
Casual	3.8%	5

What is the nature of your employment?

Answer Options	Response Percent	Response Count
Library	86.3%	101
Non-library	6.0%	7
Alternative library career	7.7%	9

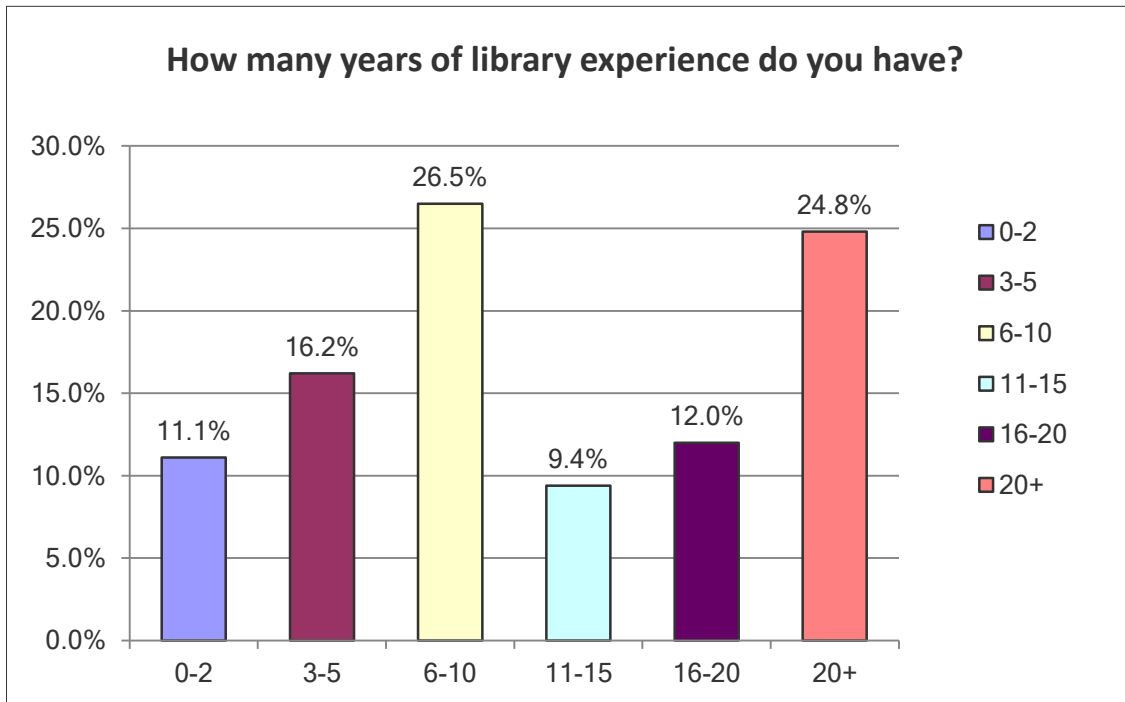


What is your job title?		
Answer Options	Response Percent	Response Count
Library Technician	46.3%	56
Library Assistant	9.9%	12
Librarian	5.0%	6
Other	38.8%	47

Other responses include	
A	Academic Chair Assistant Manager
C	Cataloguing Team Leader Circulation Assistant Circulation Clerk Circulation Coordinator Customer Experience Representative
D	Director of Knowledge Management and Libraries
I	ILL Specialist ILL Team Leader IMC Supervisor Information Assistant/Specialist Information Services Technician Instructional Media Specialist IT Specialist
K	Knowledge Specialist Knowledge Technician
L	Learning Commons Facilitator Learning Commons Operations Library Page
M	Manager, Library Manager OR Office Manager
P	Program Coordinator Public Services Assistant
R	Records Assistant Reference and Research Specialist
S	Secretary Special Collections / Archives Assistant Supervisor System Library Technician Systems Specialist
T	Team Lead, Library Technical Services
V	Vault Technician
W	Web Development Supervisor

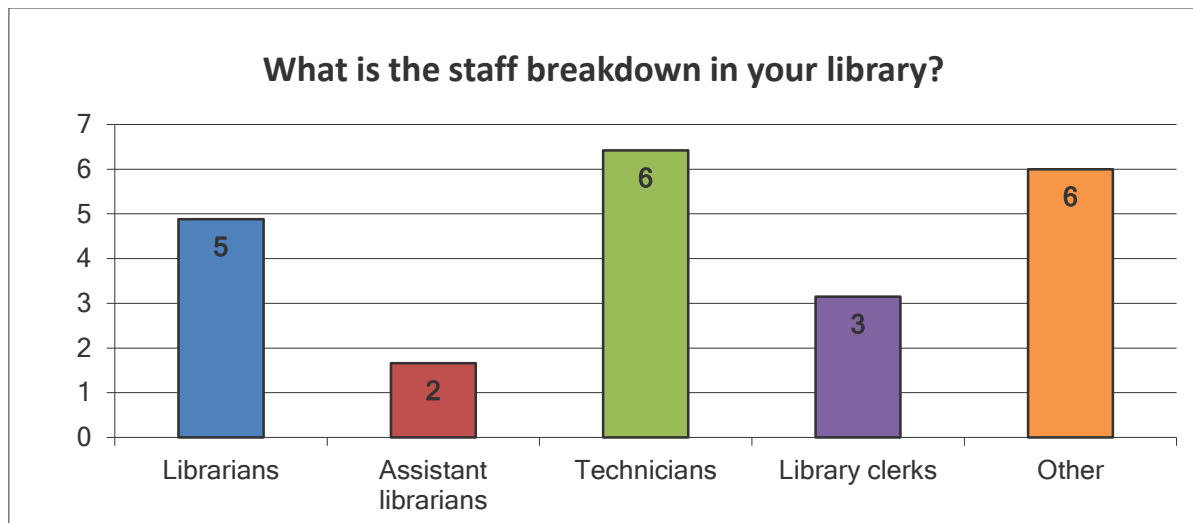
How many years of library experience do you have?

Answer Options	Response Percent	Response Count
0-2	11.1%	13
3-5	16.2%	19
6-10	26.5%	31
11-15	9.4%	11
16-20	12.0%	14
20+	24.8%	29



What is the staff breakdown in your library?

Answer Options	Response Average	Response Total	Response Count
Librarians	5	351	72
Assistant librarians	2	53	32
Technicians	6	584	91
Library clerks	3	164	52
Other	6	342	57



What level(s) of library education do you hold?

Answer Options	Response Percent	Response Count
Library Technician Diploma	82.9%	97
Library Technician courses	6.0%	7
MLIS/BLS	1.7%	2
Small Library Operations Certificate	6.0%	7
No formal library training	3.4%	4

Have you completed other (non-library) post-secondary accreditation, such as: certificate,

Answer Options	Response Percent	Response Count
Yes	53.4%	62
No	46.6%	54

In which field or discipline do you hold these accreditations?

Animal Health	General Drafting Diploma
Arts	History
Aviation	Management
Biology and Laboratory Research	Massage Therapy
Business	Medical Secretary
Canadian Studies and History	Music
CERTESL (Certificate in ESL)	Network Infrastructure
Classical Studies	Office Administration
Communications and Culture Studies	Paleobiology
Community Health Service Worker	Pharmacy Technician
Comparative Literature	Professional Cooking
Computer Science	Psychology
Graphic Design	Records Management
Dietary Technology	Science
Early Childhood Development	Social Science
Education	Sociology/History
Environmental Science	Special Needs Certification
Fine Arts	

What non-library accreditation(s) do you hold? (Check all that apply)

Answer Options	Response Percent	Response Count
Certificate	23.4%	26
Diploma	22.5%	25
Professional designation (e.g. CPA)	1.8%	2
Bachelor's degree	28.8%	32
Master's degree	0.9%	1
Doctorate	0.9%	1
Other	21.6%	24

Have you taken any post-secondary courses without completing accreditation? (e.g. a single writing class or a few web development courses)

Answer Options	Response Percent	Response Count
Yes	55.7%	64
No	44.3%	51

If yes, what courses have you taken?

Several respondents listed courses that they have completed while working towards a degree

Other popular responses included:

Microsoft Office (Outlook, Word, Excel, Access, etc.)
 Other Software (Photoshop, Frontpage, DocuShare, Dreamweaver, etc.)
 Web Development and Design (HTML, CSS, Flash, Java Script, etc.)

Specific responses included:

Anthropology	Intro to the Canadian Judicial System
Applied Human Service Administration	IT Servers
Archival Display	Latin
Art Classes	Leadership courses
Art History	Library Technician related courses
Biomedical Ethics	Media Communications
Business Writing	Medical Terminology
Canadian History	MOOCs related to libraries
Children's Literature	Network Administration
Communication	Online Research
Creative Writing	Philosophy
Customer Service related courses	Photography
Digital Archiving	Psychology
Digital Video	Records Management
Environmental Science	Sharepoint
Graphic Design	Sign Language
Hardware Construction	Spanish
Information Systems	Writing
Intro to Accounting	

Please check your work environment type (Check all that apply)

Answer Options	Response Percent	Response Count
Elementary school	6.8%	10
Elementary/Jr. High school	6.1%	9
Jr. High/Middle school	2.7%	4
Jr. High/Sr. High school	1.4%	2
K-12 school	2.7%	4
Sr. High school	6.1%	9
Special library	2.7%	4
Corporate library	4.1%	6
Law library	2.0%	3
Medical library	1.4%	2
Non-profit library	1.4%	2
Federal government library	0.0%	0
Provincial government library	5.4%	8
University library	10.1%	15
College library	11.5%	17
Public library	13.5%	20
Regional library system	6.8%	10
Alternative career	1.4%	2
Archives	0.7%	1
Non-library environment	2.7%	4
Records management	2.7%	4
Not currently employed	1.4%	2
Student	2.0%	3
Other	4.7%	7

What designation is your library known by?

Answer Options	Response Percent	Response Count
Library	78.3%	90
Other	21.7%	25

Other responses	Number
Learning Commons	10
Information Center	2
Learning Resource Center	2
Instructional Materials Centre K-12	1
Instructional Media Centre	1
Learning Resources	1
Library and Information Services	1
Library System	1
Records and Information Management Department	1
Records Department	1
Regional Library System	1
The Nook at the Brook	1

Common functions performed by library technicians (NOTE results for regular tasks are sorted in descending order)

Answer Options	Regularly	Occasionally	I supervise
Internet searching	74	18	2
Circulation	66	18	5
Instructing users: on library use	63	17	2
Reference: under 15 min	62	13	1
Cataloguing	55	19	5
Instructing users: research process	53	15	1
Collection development	50	17	4
On-line database searching	50	25	3
Data entry	48	21	3
Instructing users: on software or technology products	48	19	1
Advocacy	45	23	2
Book ordering	45	26	4
Displays	45	21	3
Processing	44	17	4
Shelving	43	14	7
Collection maintenance (book repair, etc.)	42	21	5
Acquisitions	40	29	4
Financial responsibilities	40	15	3
Reference: 15 min to 1 hour	40	18	2
Supervising students	38	13	0
Database maintenance	36	17	0
Interlibrary loans	36	21	5
Reading	33	11	1
Serials check-in	32	15	3
Audio-visual	31	24	1
Programming events or activities	31	17	1
Public relations	31	21	0
Reserves	30	13	2
Current awareness/routing	29	15	0
Document delivery	29	15	3
Inventory	29	29	6
Writing/updating documentation or manuals	28	36	1
Children services	27	14	1
Records management	26	19	0
Supervising staff	26	11	1
Testing new products	26	16	1
Computer/LAN admin	25	17	2
Serials ordering	25	12	4
Marketing	23	18	3
Training staff	21	41	2
Secretarial duties	20	13	1

Results continue on next page --->

Common functions performed by library technicians (continued)

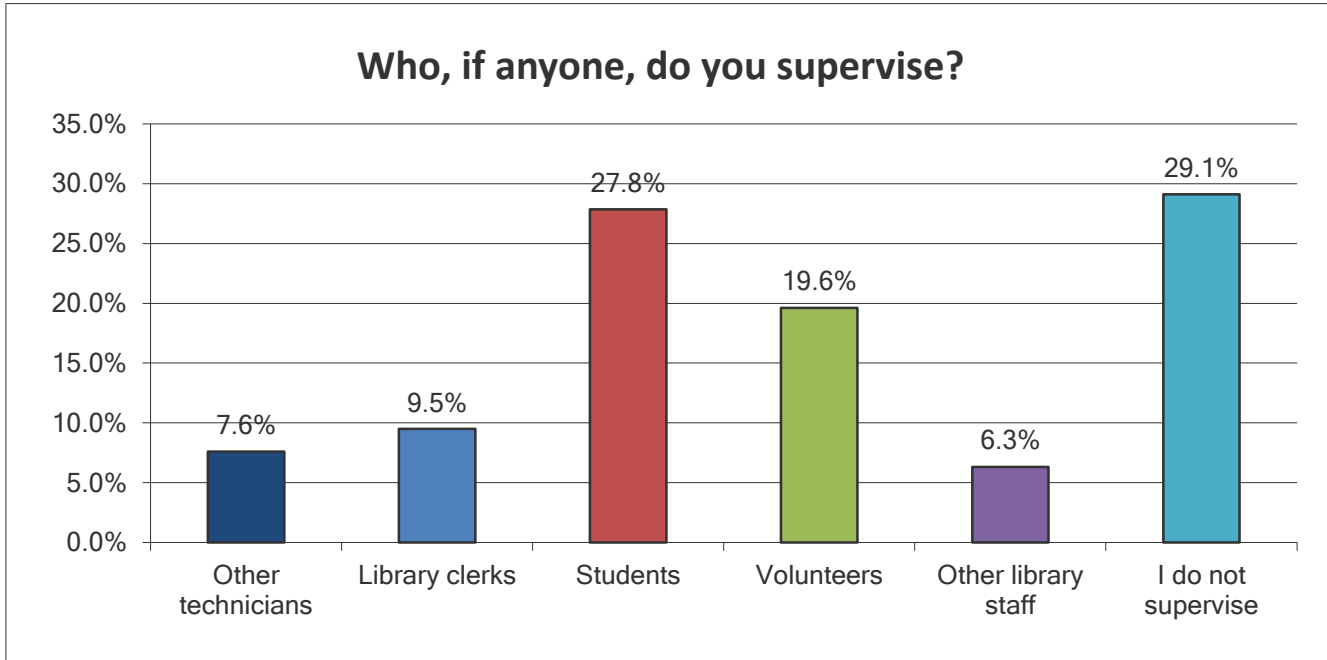
Answer Options	Regularly	Occasionally	I supervise
Conduct story hour or read to students	19	10	3
Reference: over 1 hour	18	15	1
Archives	17	21	2
CD-ROM searching	17	12	1
ILS administration	17	13	0
Website development	17	20	3
Electronic publishing	15	15	1
Indexing	15	9	1
Fund raising	14	15	0
Tours	14	37	2
Looseleaf update filing	12	15	2
Outreach	12	23	2
Graphic design	10	18	2
Programming scripts, apps or software	9	13	1
Recruitment	9	14	1
Maintain pamphlet or vertical file	5	12	1

Please list any other tasks not mentioned above.

Billing for texts and library items not returned, preparation and distribution of novel studies for LA classes
Blogging, knowledge management, project management, facilitation
Cleaning, dusting
Collaboration with teachers on library skills
Compiling Statistics
Coordinating library supplies for sale to our libraries
Curriculum development in post-secondary library education/program, student advising in post-secondary
Designing promotional materials, digital and Print signage creation and updating
I manage my homepage but someone else manages the school website and the library website
I recruit, supervise and train volunteers who do shelving and book processing
Invoice reconciliation
Maintenance of smart boards and projectors. Troubleshooting technology equipment.
Managing social media
Paying and issuing invoices, ILL system maintenance, troubleshooting (not ILS/LAN/computer)
Purchasing apps and updating ipads in configurator laptop, management of laptops and ipad carts
Receiving items, claiming
Repair of library materials and textbooks, managing text distribution and returns each semester
Responsible for equipment repair and maintenance
Statistics reporting, staff scheduling, closing duties, ad hoc reporting
Study Room booking system management
Systems research, implementation and maintenance
TAL Card management
Teaching admin, teachers, parents how to search and use the catalogue and online resources
Technology troubleshooting
Textbook distribution, collecting of caution cheques, e-mailing parents regarding unreturned textbooks
Textbook ordering, cataloguing, circulation, and repair
Training/Supervising volunteers.
Updating library software, technology support for staff, maintenance of patron information
Using in-house mapping programs, plotting air photos
Writing/Updating instructional materials in print and for online access

Who, if anyone, do you supervise? (Check all that apply)

Answer Options	Response Percent	Response Count
Other technicians	7.6%	12
Library clerks	9.5%	15
Students	27.8%	44
Volunteers	19.6%	31
Other library staff	6.3%	10
I do not supervise	29.1%	46



Are you responsible for hiring for the library?

Answer Options	Response Percent	Response Count
Yes	8.1%	9
No	91.9%	102

Do you have input into hiring and/or the interview process?

Answer Options	Response Percent	Response Count
Yes	36.7%	40
No	63.3%	69

Do you participate in performance reviews for other staff?

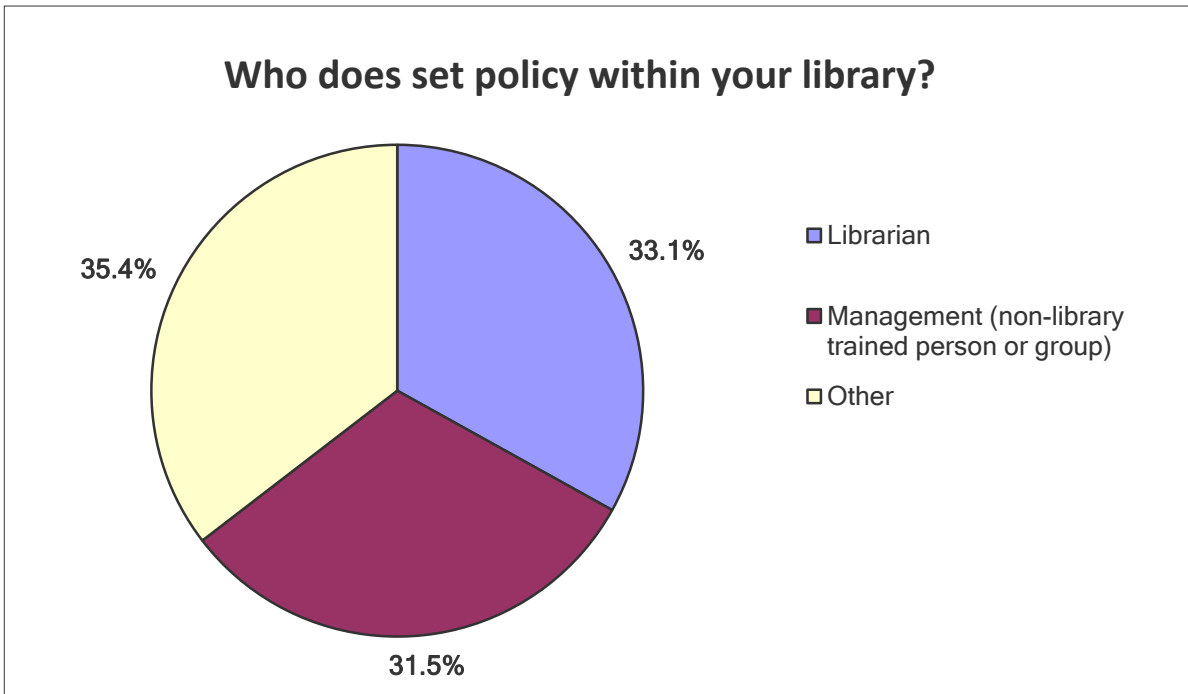
Answer Options	Response Percent	Response Count
Yes	21.6%	24
No	78.4%	87

Do you set library policy?

Answer Options	Response Percent	Response Count
Yes	16.2%	18
No	53.2%	59
Some	30.6%	34

Who does set policy within your library?

Answer Options	Response Percent	Response Count
Librarian	33.1%	42
Management (non-library trained person or group)	31.5%	40
Other	35.4%	45



Other responses

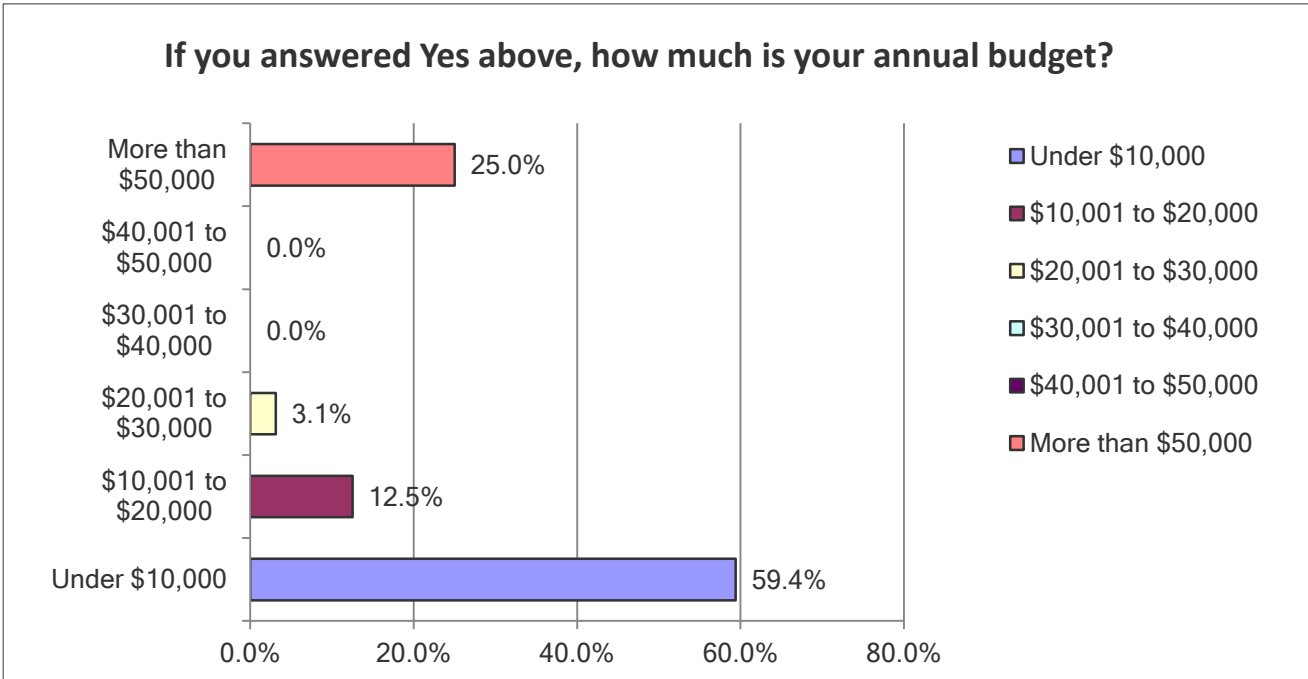
- CBE Educational Resources and Learning Systems department
- Central Office committee
- Collaborative policy building by library technicians & librarians
- Director
- Group Manager
- In cooperation with Principal/Vice-Principal
- Librarian, Board Members, IMC Supervisor, Curriculum Supervisor
- Library Board
- Library Committee
- No clear policies
- Principal
- Records Department Manager (has an MLIS) and Corporate Management
- School Board
- School Division

Do you maintain or set up an annual budget?

Answer Options	Response Percent	Response Count
Yes	63.3%	31
No	36.7%	18

If you answered Yes above, how much is your annual budget?

Answer Options	Response Percent	Response Count
Under \$10,000	59.4%	19
\$10,001 to \$20,000	12.5%	4
\$20,001 to \$30,000	3.1%	1
\$30,001 to \$40,000	0.0%	0
\$40,001 to \$50,000	0.0%	0
More than \$50,000	25.0%	8



How is your salary negotiated?

Answer Options	Response Percent	Response Count
Self	4.3%	5
Set by governing body	33.0%	38
Union/Professional association	48.7%	56
Other	13.9%	16

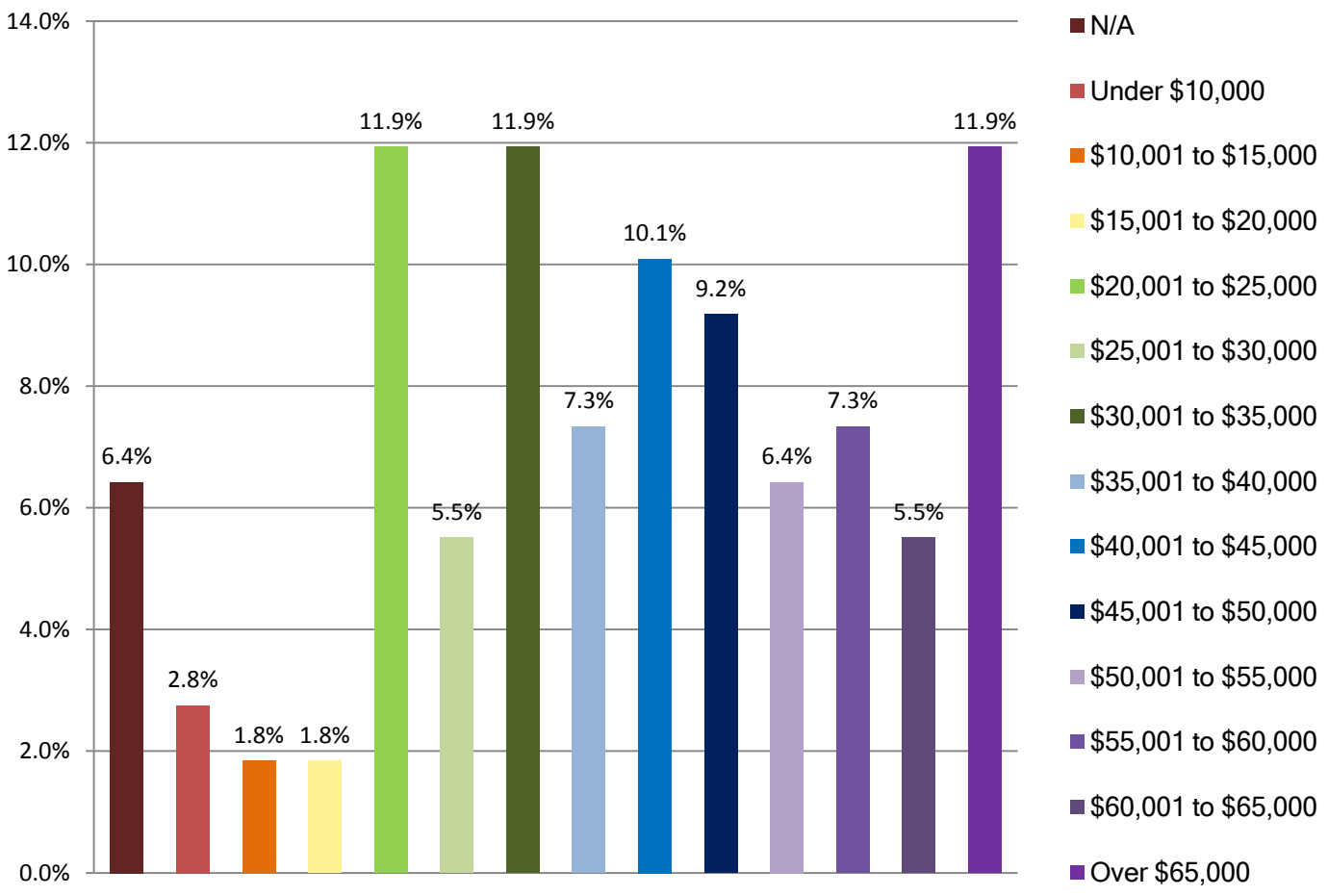
Other responses

Town Council and Board
Specified by employer
Hourly, I do not negotiate
Library Board
School Board

What was your gross income in 2013 from library-related work?

Answer Options	Response Percent	Response Count
N/A	6.4%	7
Under \$10,000	2.8%	3
\$10,001 to \$15,000	1.8%	2
\$15,001 to \$20,000	1.8%	2
\$20,001 to \$25,000	11.9%	13
\$25,001 to \$30,000	5.5%	6
\$30,001 to \$35,000	11.9%	13
\$35,001 to \$40,000	7.3%	8
\$40,001 to \$45,000	10.1%	11
\$45,001 to \$50,000	9.2%	10
\$50,001 to \$55,000	6.4%	7
\$55,001 to \$60,000	7.3%	8
\$60,001 to \$65,000	5.5%	6
Over \$65,000	11.9%	13

What was your gross income in 2013 from library-related work?



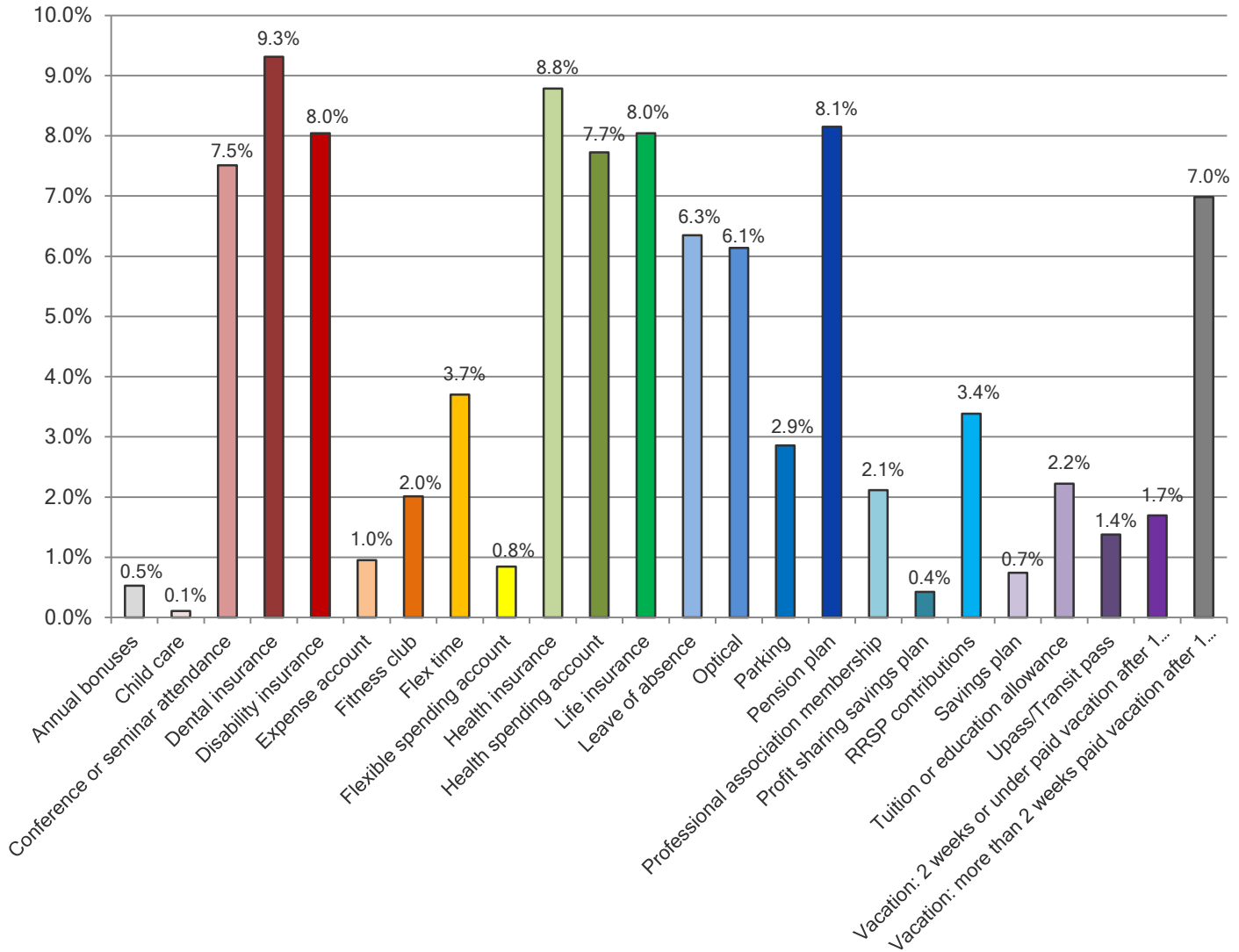
Does your employer offer a health and benefits plan?		
Answer Options	Response Percent	Response Count
Yes	95.4%	103
No	4.6%	5

Do you qualify for your employer's health and benefits plan?		
Answer Options	Response Percent	Response Count
Yes	88.6%	93
No	11.4%	12

Does your employer offer financial assistance for professional development opportunities?		
Answer Options	Response Percent	Response Count
Yes	65.7%	69
No	11.4%	12
Some	22.9%	24

Please indicate which of the following other benefits you are eligible for		
Answer Options	Response Percent	Response Count
Annual bonuses	0.5%	5
Child care	0.1%	1
Conference or seminar attendance	7.5%	71
Dental insurance	9.3%	88
Disability insurance	8.0%	76
Expense account	1.0%	9
Fitness club	2.0%	19
Flex time	3.7%	35
Flexible spending account	0.8%	8
Health insurance	8.8%	83
Health spending account	7.7%	73
Life insurance	8.0%	76
Leave of absence	6.3%	60
Optical	6.1%	58
Parking	2.9%	27
Pension plan	8.1%	77
Professional association membership	2.1%	20
Profit sharing savings plan	0.4%	4
RRSP contributions	3.4%	32
Savings plan	0.7%	7
Tuition or education allowance	2.2%	21
Upass/Transit pass	1.4%	13
Vacation: 2 weeks or under paid vacation after 1 year of	1.7%	16
Vacation: more than 2 weeks paid vacation after 1 year of	7.0%	66

Please indicate which of the following other benefits you are eligible for



List any other benefits not included above

- Free coffee, free food at company events
- Raises for following the completion of continuing education courses
- Flexibility when there are family issues to deal with
- Permitted to bank time on an as needed basis to take time off at a later date.
- Professional development, financial assistance in the form of a several hundred of dollars every few of years
- I do not have health and benefits with my employer, I receive benefits from my husband's company
- One amount \$250 annually
- Compressed work schedule
- I didn't see anywhere to make note of this: I'm considered full time at 32.5 hours per week. I am not paid for any school breaks such as Christmas, Easter, PD days, summer, etc. Vacation pay is added to my paycheque.