

# **Ontario Library Association**

## **Library and Information Graduate Employment Survey 2021**

Version: September 20, 2022

## Executive Summary

In 2019, the Ontario Library Association (OLA) initiated our first ever Library and Information Sector Employment Survey. Surveying recent graduates of Library Technician diploma programs and Master of Library and Information Science (MLIS/MI) programs in Ontario, each biannual report provides a snapshot of employment trends for that time. By repeating this survey periodically, we can better understand how our sector is evolving. The results of the 2019 survey can be found [here](#).

The 2021 Library and Information Sector Graduate Employment Survey captures the experience of graduates who completed their studies in 2020 and 2021, during the first two years of the COVID-19 pandemic.

Across sectors, we know that students and young people in Canada bore a disproportionate impact of employment loss during the pandemic. Statistics Canada research found that between the start of the pandemic and January 2021, 44% of net employment loss was among people aged 15- to 24<sup>1</sup>. They also noted that Indigenous, Black and people of colour experienced higher levels of unemployment and financial difficulties during that time. Likewise, while workers with the ability to telework were more likely to have retained employment through the pandemic, in-person jobs were disproportionately impacted.

The Ontario library and information sector was no exception. In March 2020, public, school and academic libraries temporarily closed their physical doors, suspended services or moved to remote work and service delivery. Many library jobs required workers to be physically present and many workers were furloughed; hiring at many institutions was temporarily frozen.

### Key findings

#### *Employment Status*

There was a noted decrease in full-time employment of recent graduates in 2021 compared with 2019. In 2021, 48% of respondents were working full-

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<sup>1</sup> <https://www.cbc.ca/news/business/imf-shock-jobs-recover-pandemic-1.5899706>  
<https://www150.statcan.gc.ca/n1/pub/11-631-x/11-631-x2021001-eng.htm>

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time in a single job, compared to 57% in 2019. Only 35% of Library Technician graduates surveyed were employed full time.

### *Employment Sector*

In 2021, the three biggest employment sectors for Library Technician graduates were:

- Public libraries (40%)
- School libraries (30%)
- Academic libraries (20%)

In 2021, the three biggest employment sectors for MLIS/MI graduates were:

- Public libraries (28%)
- Other (24%) and
- Academic libraries (22%).

### *Contract Type*

In 2021, 83% of Library Technician graduates were employed in permanent contracts; an increase from 71% in 2019.

By contrast, in 2021, 56% MLIS/MI graduates were employed in permanent contracts; a decrease from 64% in 2019.

### *Salary Range*

Among graduates employed full-time in 2021:

- 82% of MLIS/MI graduates earned salaries greater than \$50,000/year
- 30% of Library Technician graduates earned salaries greater than \$50,000/year

### *Relevance of Job to Program*

When asked how relevant their training was to their current job, most respondents answered positively, either describing their degree as “very” or “quite” relevant to their current job.

Around a third of respondents described their schooling as “somewhat” relevant to their current job. Many observed that they mostly learned practical skills on the job or through their own initiative.

### *Impacts of COVID-19*

Respondents described a wide range of impacts of COVID-19, including:

- Fewer job postings
- Fewer opportunities to gain work experience
- Remote work
- Health concerns about working in-person
- Virtual interview processes

### *Remote Work*

Among MLIS/MI graduates:

- 44% were working exclusively in-person
- 42% were working in a hybrid in-person/remote work situation
- 14% were working exclusively remotely

Among Library Technician graduates:

- 76% were working exclusively in-person
- 24% were working in a hybrid in-person/remote work situation
- None were working exclusively remotely

### *Duration of Job Search*

40% of employed MLIS/MI graduates and 38% of employed Library Technician graduates were hired prior to graduation.

50% of unemployed MLIS/MI graduates and 40% of unemployed Library Technician graduates had been job searching for more than 9 months at the time they responded to the survey.

### *Seeking Another Job or Considering Further Study*

The most common reasons cited for seeking another job were:

- Career advancement (62%)
- Seeking more permanent opportunity (57%) and
- Seeking a more competitive salary (55%)

Respondents were most often seeking employment in:

- Academic library (65%)

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- Government (46%)
- Public library (45%)
- Special library (44%)

55% of Library Technician graduates were considering further study, a significant increase compared with 2019 (29%). Many were considering pursuing their MLIS/MI.

### *How well did school prepare them for the job market?*

When asked whether school had adequately prepared them for their employment search, nearly half of respondents indicated that they did not feel their school had prepared them to find a job. Some attribute this to COVID-19 specific circumstances, including challenges finding field placements.

Approximately a third of respondents felt that their school had prepared them well for finding a job.

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## Methodology

This survey was administered via *Survey Monkey*, with responses accepted from November 15, 2021, to January 17, 2022.

For the purposes of this survey, a “recent graduate” was defined as any person who completed a Library Technician diploma program or Masters of Library and Information Science (MLIS/MI) program in Ontario in the previous two years.

The survey was promoted by Ontario library schools to their networks and through the following OLA communications channels:

- OLA members email list
- Past OLA student volunteers
- OLA social media channels.

Respondents were offered an incentive of a 1-year complimentary OLA membership.

## Respondents

A total of 164 responses were received. Recent graduates from all Library Technician and MLIS/MI programs in Ontario responded.

|                        | Library Technician program | MLIS/MI or equivalent | All |
|------------------------|----------------------------|-----------------------|-----|
| 1 to 2 years ago       | 15                         | 43                    | 58  |
| 6 months to 1 year ago | 31                         | 39                    | 70  |
| Less than 6 months ago | 10                         | 26                    | 36  |
| All                    | 56                         | 108                   | 164 |



# Legend

The following colour-codes are used in graphics throughout this report.



All  
Graduates  
2019



MLIS  
Graduates  
2019



Library  
Technician  
Graduates  
2019



All  
Graduate  
2021



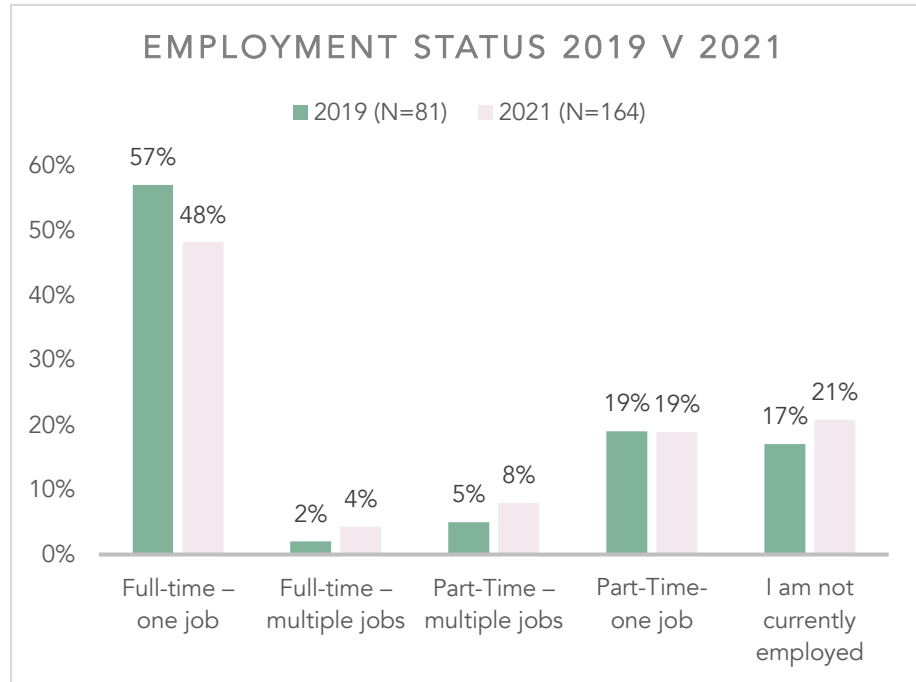
MLIS  
Graduates  
2021



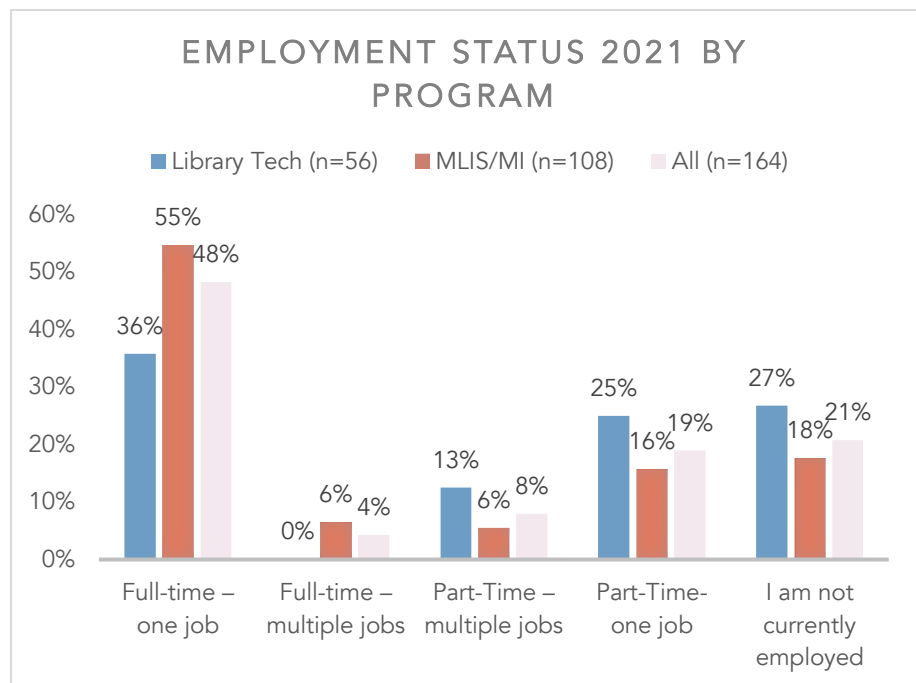
Library  
Technician  
Graduates  
2021

## Current Employment Status

In 2021, fewer graduates (48%) reported working full-time in a single job compared to 2019 (57%).



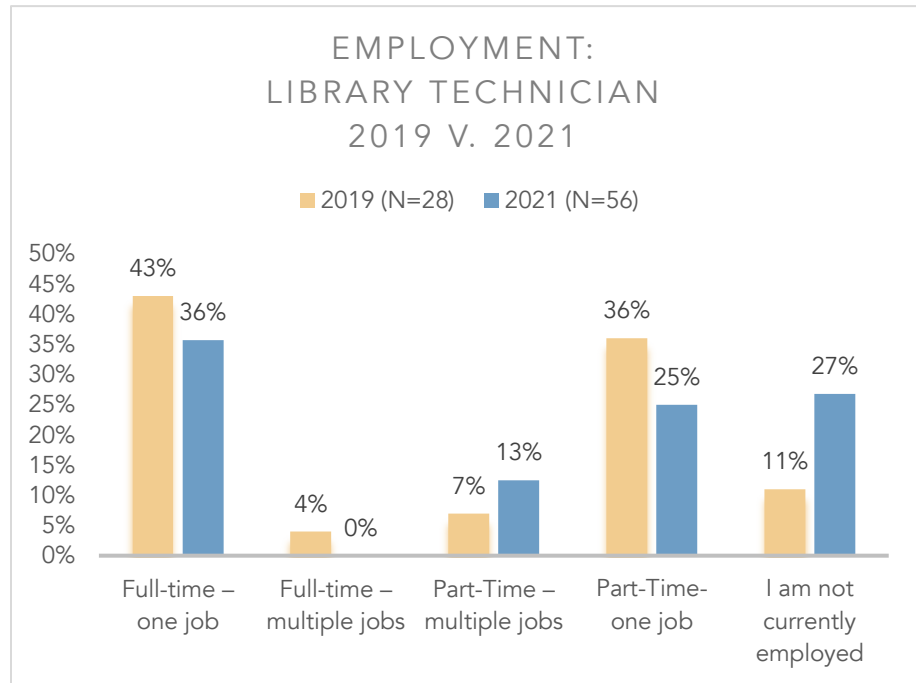
In 2021, a higher proportion of MLIS/MI graduates (55%) were employed full-time, compared to their Library Technician counterparts (36%).



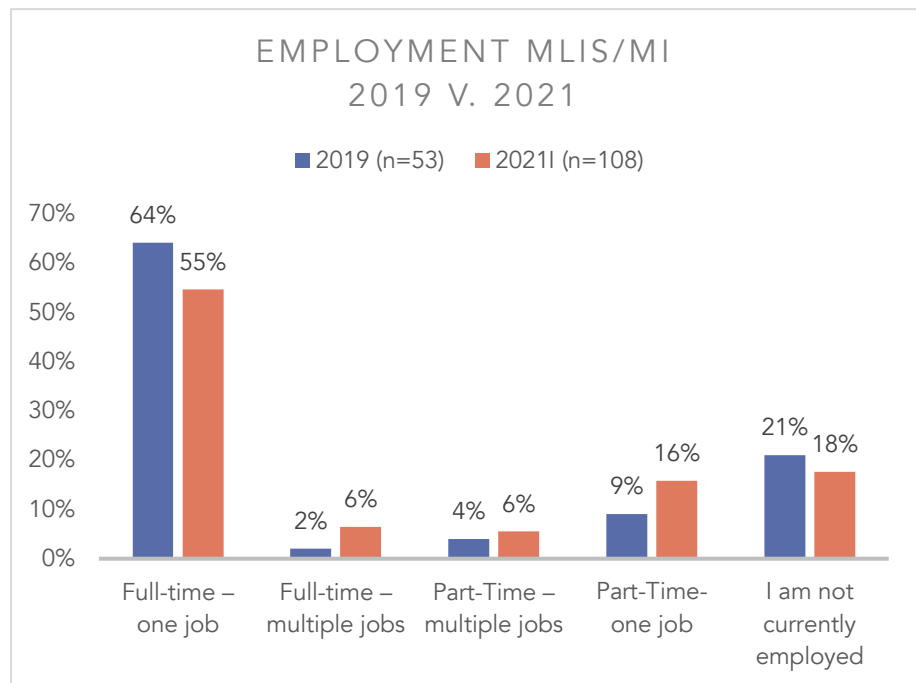
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In 2021, the rate of Library Technician graduates employed full-time in a single job had decreased (36%) compared to 2019 (43%)

27% of Library Technician graduates were not currently employed.

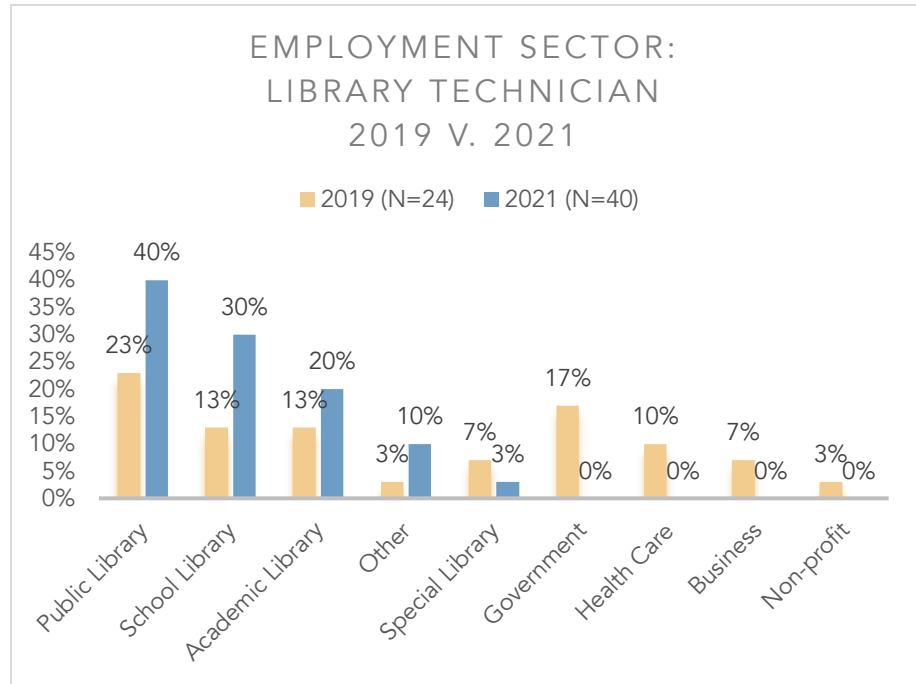


In 2021, the rate of MLIS/MI graduates employed full-time in a single job had decreased (55%) compared to 2019 (64%)

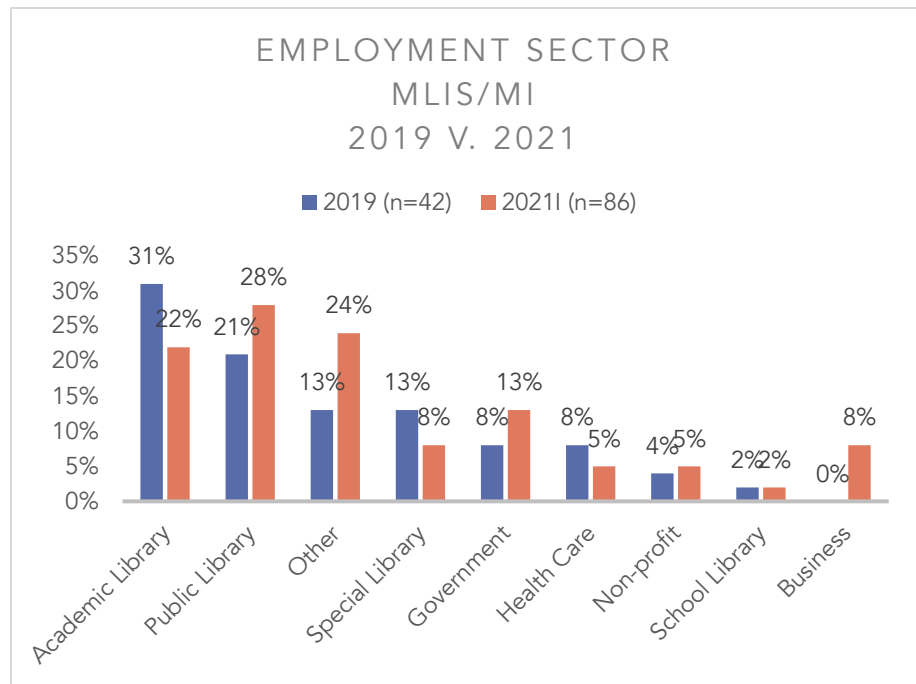


## Current Employment: Employment Sector

In 2021, the three biggest employment sectors for Library Technician graduates were: Public libraries (40%), School libraries (30%) and Academic libraries (20%).

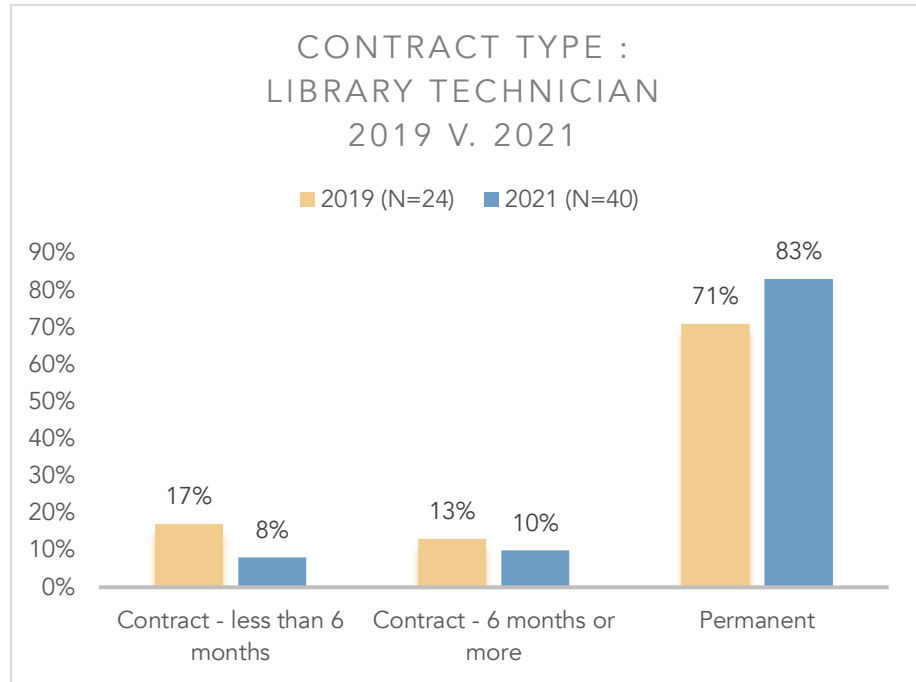


In 2021, the three biggest employment sectors for MLIS/MI graduates were: Public libraries (28%), Other (24%) and Academic libraries (22%).

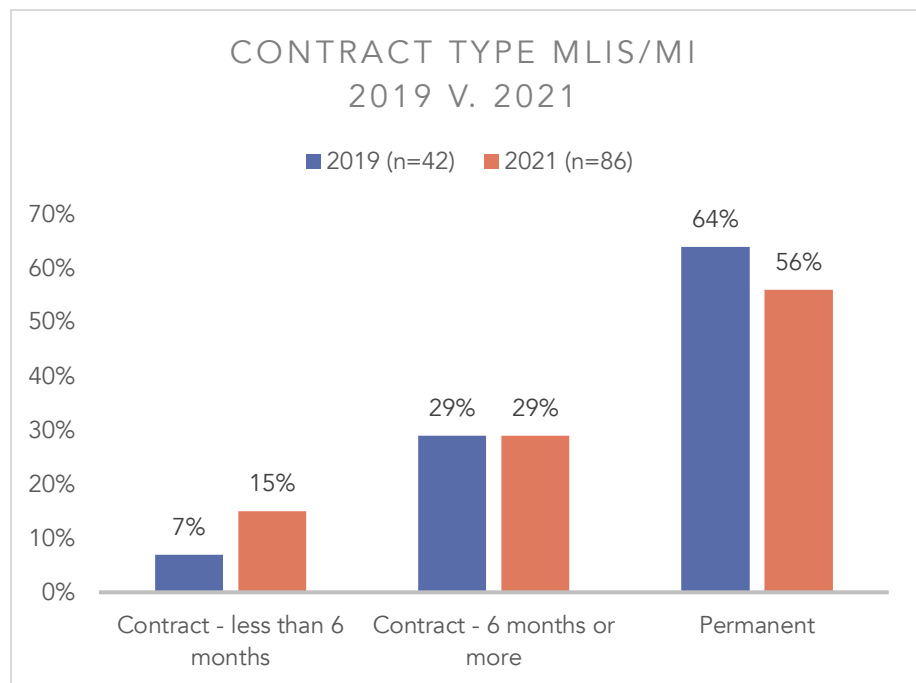


## Current Employment: Contract Type

In 2021, 83% of Library Technician Graduates were employed in permanent contracts, an **increase** from 71% in 2019.

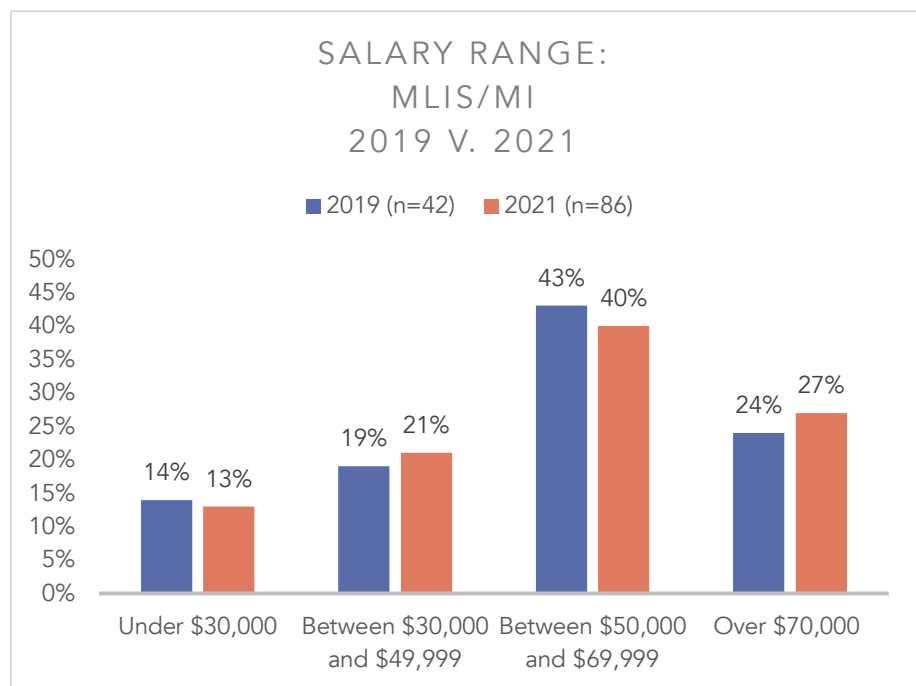
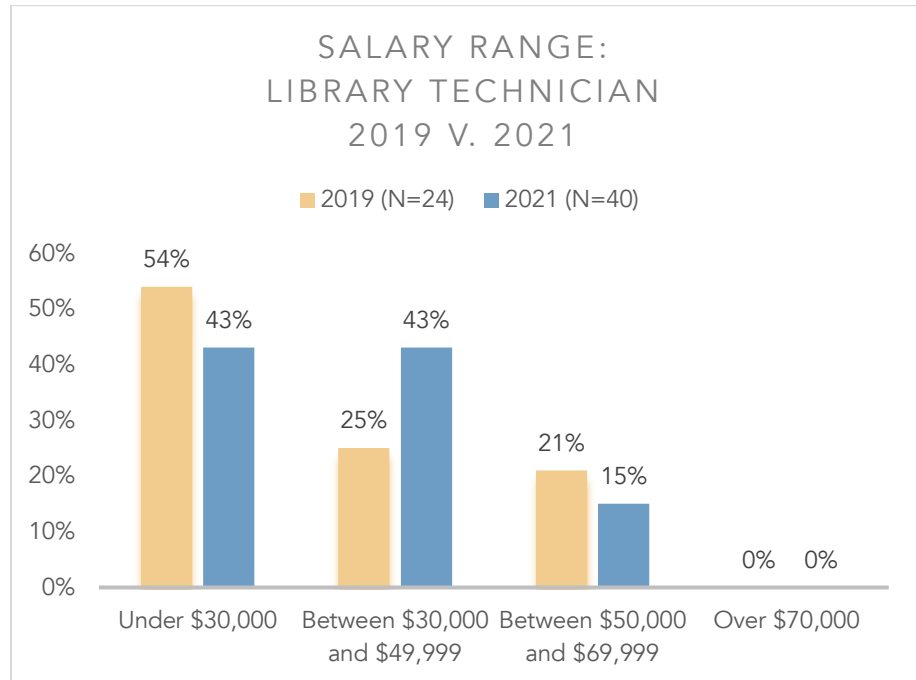


By contrast, 56% MLIS/MI Graduates were employed in permanent contracts, a **decreased** from 64% in 2019.



## Current Employment: Salary Range (Graduates employed Full and Part-time)

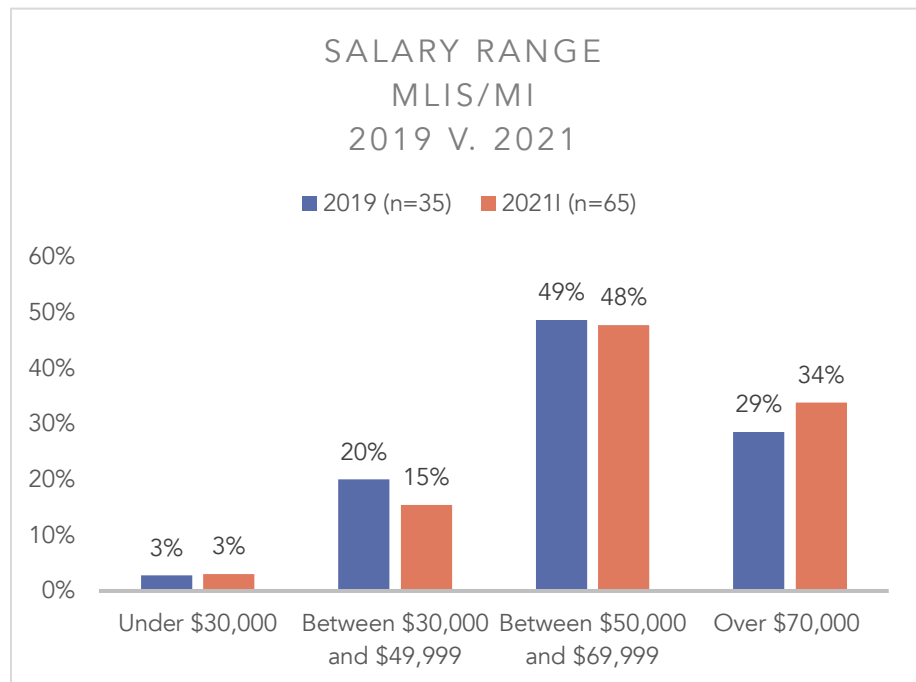
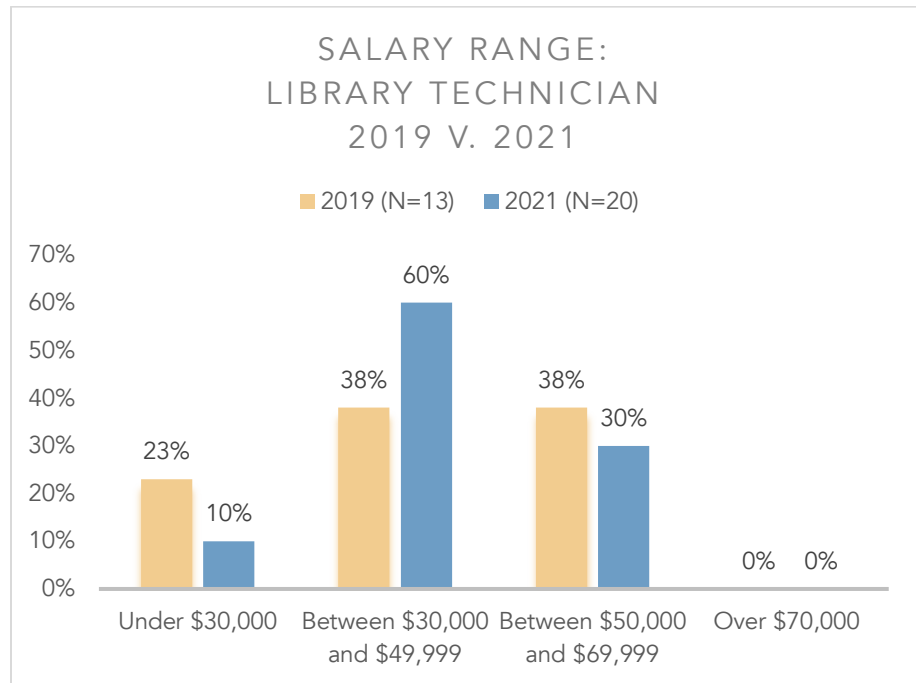
On average, MLIS graduates earned more than Library Technician Graduates.



## Current Employment: Salary Range Full Time Only

Among Full-time employed graduates:

82% of MLIS/MI graduates and 30% of Library Technician graduates earned salaries greater than \$50,000/year.



## Relevance of Program to Job

Employed respondents were asked: “How relevant is your library and information training to your current job?”

Most respondents answered positively, either describing their degree as “very” or “quite” relevant to their current jobs.

“My library and information training is extremely relevant to my current job. The courses that I took in my MLIS are integral to my current position. I have found myself going back to my notes, specifically for legislative research as a background to my work.”

“My library and information training is extremely relevant to my current job. I help out with some basic cataloguing so my education has given me a great foundation for learning on the job. I also gained a lot of understanding about the culture and values of the academic library which is extremely relevant to my current position.”

A third of respondents described their schooling as “somewhat” relevant to their current jobs.

“70% or so. None of the standard public library geared courses were of much use to me. The courses with wide reaching applications were much better. I feel like I took something away from almost every course that was useful in my work.”

“Only 2 courses were helpful to real-life work: readers' advisory and public library in the community.”

Many observed that they mostly learned practical skills on the job or through their own initiative.

“The ideas and information I learned is relevant but I received most practical training in my position as a library assistant and librarian.”

“The theory that I learned in my MI program is relevant, but the work that I did alongside my studies (work-study, contract jobs, research assistant positions) has been key to me finding employment post-graduation.”



“I have found that some day-to-day operations were not covered in my educational training; but, I do think this is something that must be learned on the job.”

“...anything else not learned can be found online (i.e. YouTube videos) or through other employees.”

About 10% of respondents answered that it was not at all relevant. For some in this group, they were not currently working in the library and information sector. A few were working in libraries but had found that their education did not prepare them well for their role.

“None which makes me sad. I'm still applying & interviewing for LIS jobs but it's taking so long that I've had to take other roles in the meantime.”

“Not very. Most courses have no relevant application to the work I do now. They are out of touch with the reality of being a public librarian. Very sad. In fact, only a few courses are useful to my current work. I need more training in certain areas which were not offered in Library School. Disappointing at best.”

“The MLIS course seemed to be geared to more manager and administrator role. Since I am currently in an entry level library I find that my on-the-job training has been relevant to my role than my schooling.”

Some noted that while their job required them to have a library credential, the content of their training had not proved to be helpful in their day-to-day work.

“Having the degree was a requirement but I don't believe anything I learned in my MI was relevant to my current position”

## Impact of COVID-19

When asked how COVID-19 had impacted their job search, respondents described:

- Fewer job postings
- Fewer opportunities to gain work experience
- A shift to remote work
- Health concerns about working in-person
- Virtual interview processes

More than a third of respondents described challenges of finding work with fewer library opportunities available to them. In March 2020, many libraries laid off employees. Several respondents had been either laid off or had had contracts cancelled.

While noting that job postings have increased in the past year, respondents also felt it was a very competitive job market. Many noted the negative mental health impacts of the pandemic and the frustrations of a prolonged job search. Respondents used terms like “demoralizing”, “exhausting”, “discouraging” and “frustrating”.

“By my estimation, I applied for well over 50 jobs in the field & was scheduled for 3 interviews. It was very discouraging & very difficult on my mental health.”

For those who were able to find work, respondents described a lack of permanent positions available. Others reported leaving the library sector, going back to school or taking positions below their expectations due to challenges of finding jobs in line with their interests and qualifications.

“Made me settle for anything good I could come across, less risk taking”.

“I have had a great deal of difficulty finding permanent employment. Most job opportunities are contract-based, short-term, and/or part-time.”

“At the time that I graduated, libraries were furloughing staff due to the pandemic & few were hiring. As a result, I pivoted into a completely different industry & role: tech.”

Co-ops and field placements were cancelled due to COVID-19, impacting the ability of respondents to gain work experience during their studies. Similarly, many noted the challenges of networking in the virtual environment.

“As a new grad, I was competing for entry-level positions against not only all the other new LIS grads but people who had been working for 10+ years and had been laid off, etc.”

“Limited my networking opportunities with peers, supervisors and instructors (who could also serve as references), limited options of job openings due to budget cuts and holds.”

For several job seekers, there was a preference for remote work, some specifically mentioning health concerns of working in-person in a library.

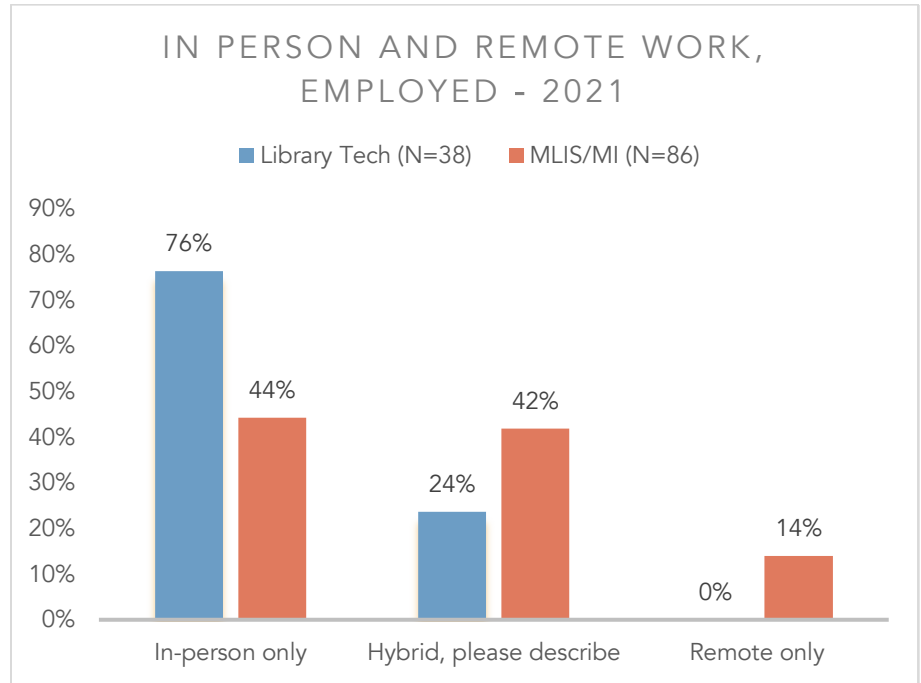
“Jobs were pretty scarce and difficult to find things that were remote. Did not want to work in person due to health risks.”

Approximately 20% of respondents described little-to-no impact of the pandemic. Either they were able to find work without much difficulty or were employed prior to the pandemic.

About 5% of respondents described the positive impacts of the pandemic, which allowed them to expand the geographic area of their employment search, opening new opportunities.

## Remote Work

Most Library Technician graduates are working in-person only.

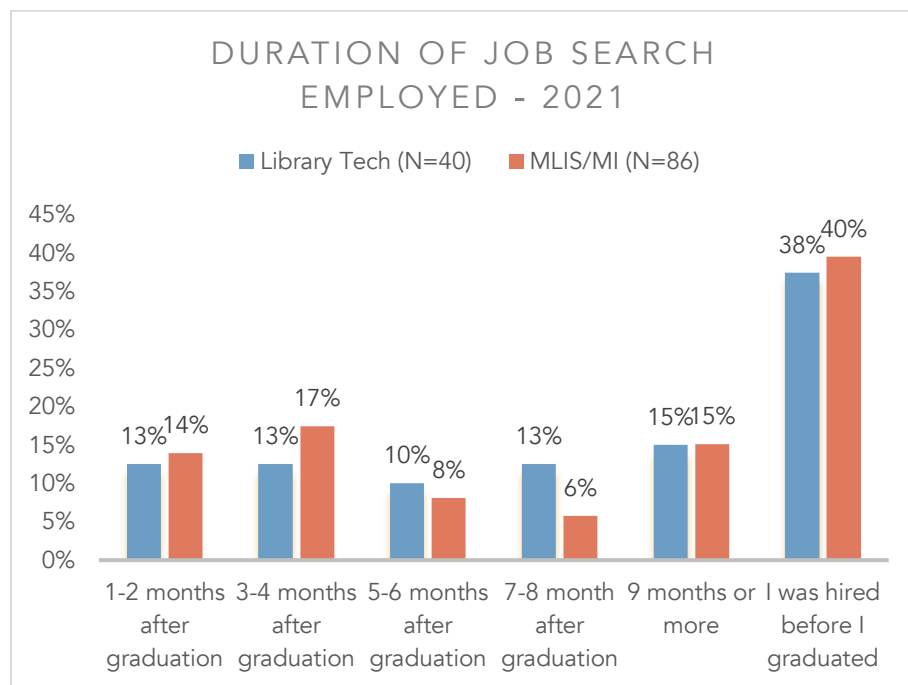


## Duration of Job Search

### *Employed graduates:*

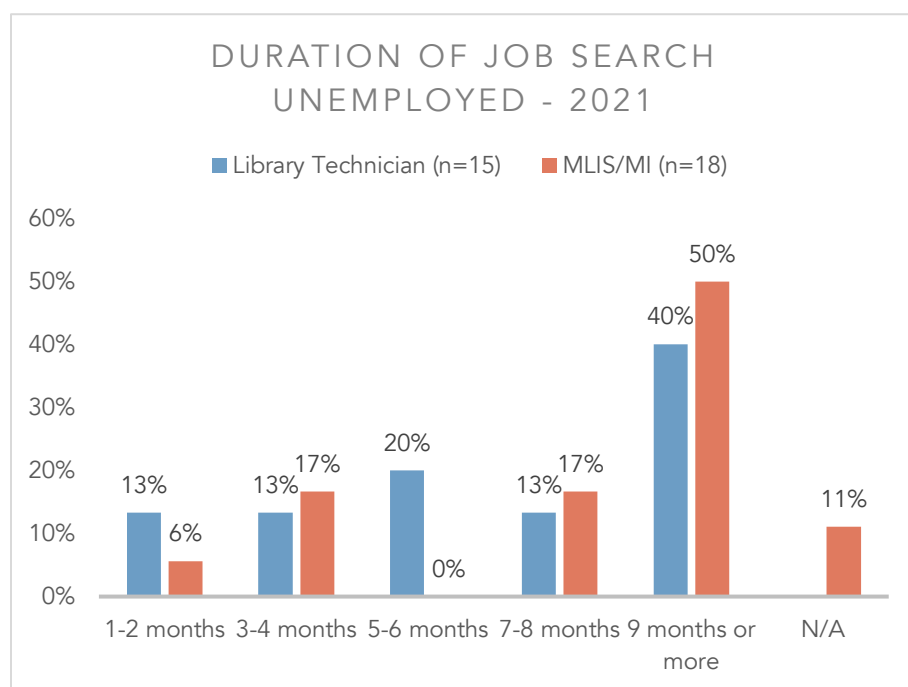
40% of employed MLIS/MI graduates and 38% of employed Library Technician graduates were hired prior to graduation.

15% of employed graduates looked for more than 9 months before they found their current job.



### *Unemployed graduates:*

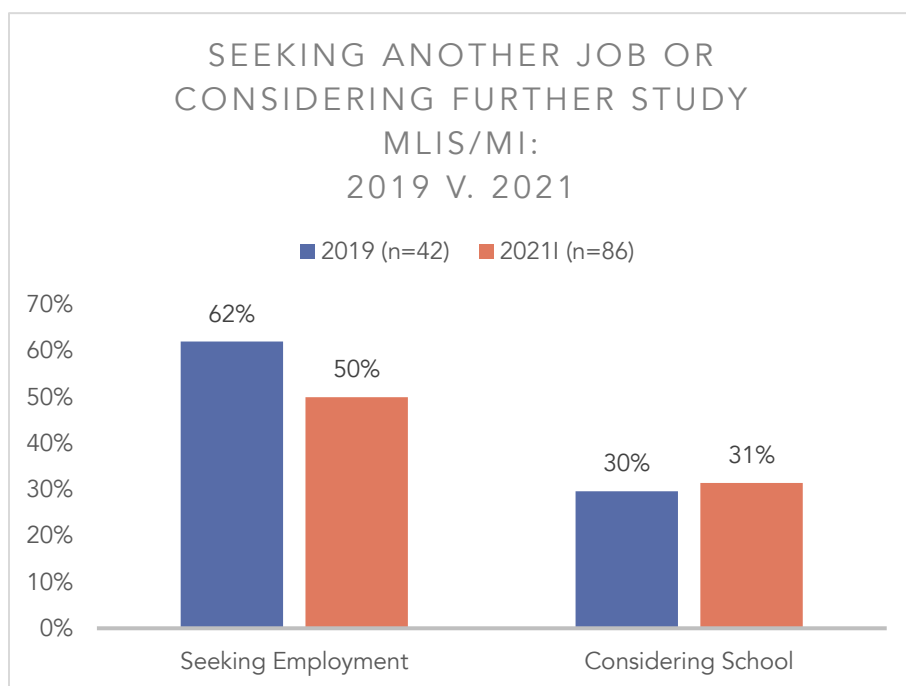
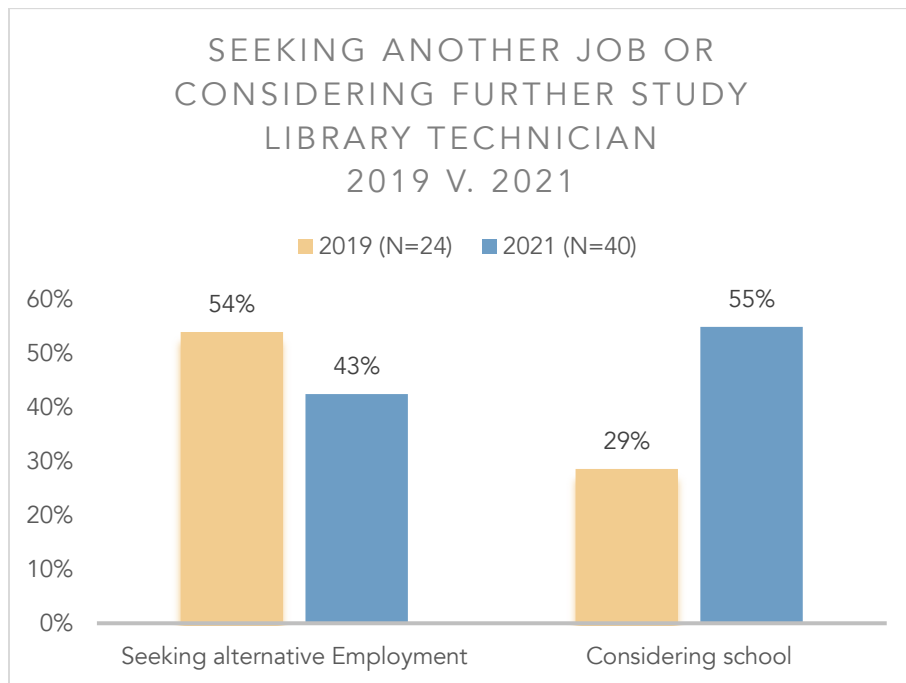
50% of unemployed MLIS/MI graduates and 40% of unemployed Library Technician graduates had been job searching for more than 9 months at the time they responded to the survey.



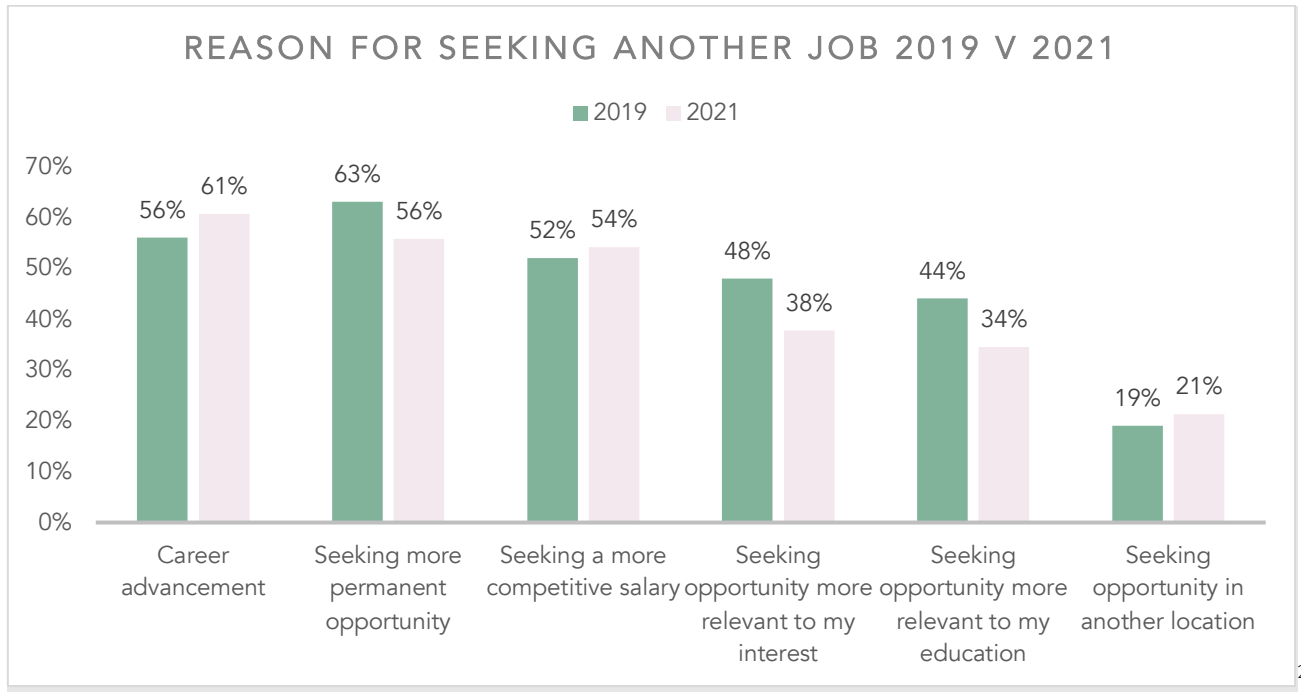
## Employed Graduates: Seeking Another Job or Considering Further Study

Among both Library Technician and MLIS graduates who were employed at the time of the survey, fewer are seeking another job employment in 2021 compared to 2019.

55% of Library Technician graduates were considering further study, a significant increase compared to 2019 (29%). Many were considering pursuing their MLIS/MI.

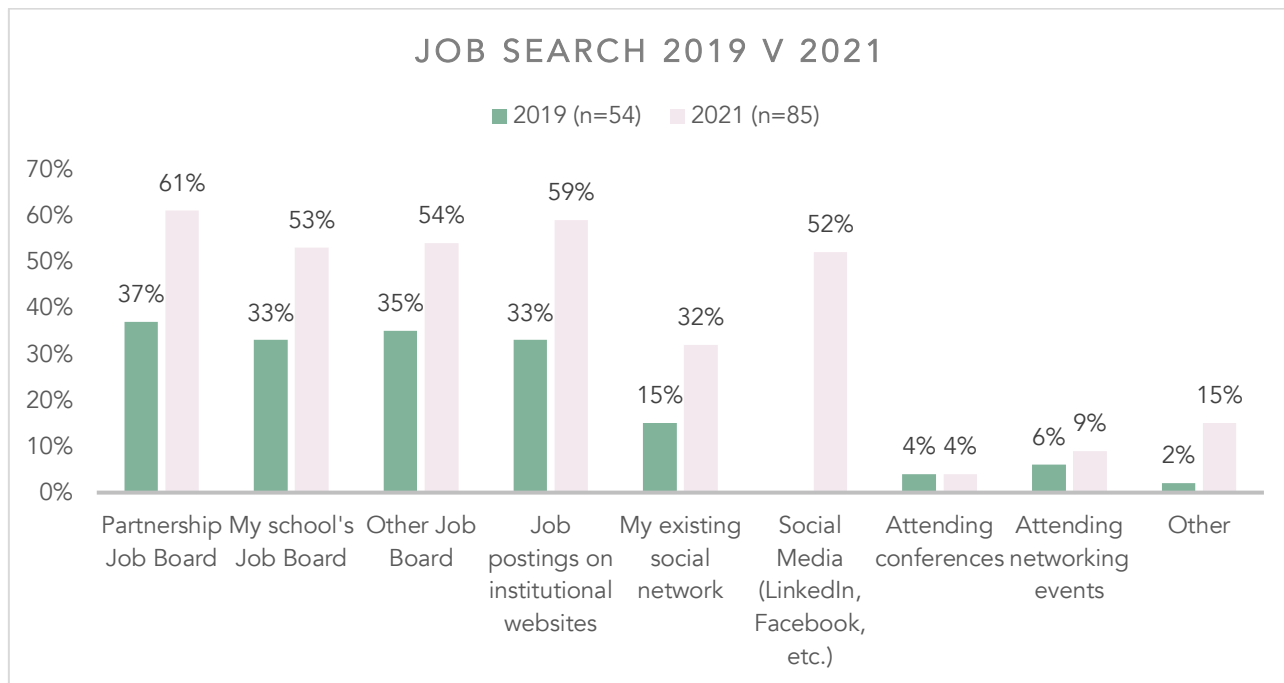


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<sup>2</sup> Survey respondents were able to select more than option to this question.

## Finding employment opportunities



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Students are using multiple tools to find employment opportunities. The Partnership Job Board is used most often, with job postings on institutional websites a close second. New this year, we included the option of “Social Media,” used by more than half of respondents.

15% of respondents indicated they were using “other” methods for their job search. These included other job boards such as Indeed, the Federal job bank, and Glassdoor, as well as their personal networks.

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<sup>3</sup> Survey respondents were able to select more than option to this question.



## How well do you feel school prepared you?

When asked whether school had adequately prepared them for their employment search, nearly half of respondents indicated that they did not feel their school had prepared them well. Some attribute this to COVID-19 specific circumstances, including challenges finding field placements.

“I graduated in the spring of 2020 so really there was no preparing for how much everything would change.”

“The lack of real library experience through field placements is unfortunate and likely left me less prepared.”

Others pointed to issues with how school approach job preparations more generally:

“Not as well as it could have. I learned much more about the politics around employment in academic libraries from a co-op position in an academic library.”

“No. As a commuting student with family responsibilities, finding part-time work in a library during my studies was difficult. It would have been helpful if my school had communicated how necessary this part-time work would be to getting my foot in the door in public librarianship. I would have made it a higher priority if I had known.”

Approximately a third of respondents felt that their school had prepared them well for finding work:

“Yes, I believe my school has adequately prepared me for my employment search in as much as education can help you learn how to better articulate and present oneself. I gained the skills necessary to be able to understand much of the language in job postings and am able to directly address those points in my cover letters.”

“Yes, I believe that my school has prepared me to do my employment search by learning what to expect in a workplace like a library. I also learned how to apply my skills in the workplace and learning new procedures in my program.

“Yes, there were opportunities for job search workshops, as well as interview workshops.”

Other comments included:

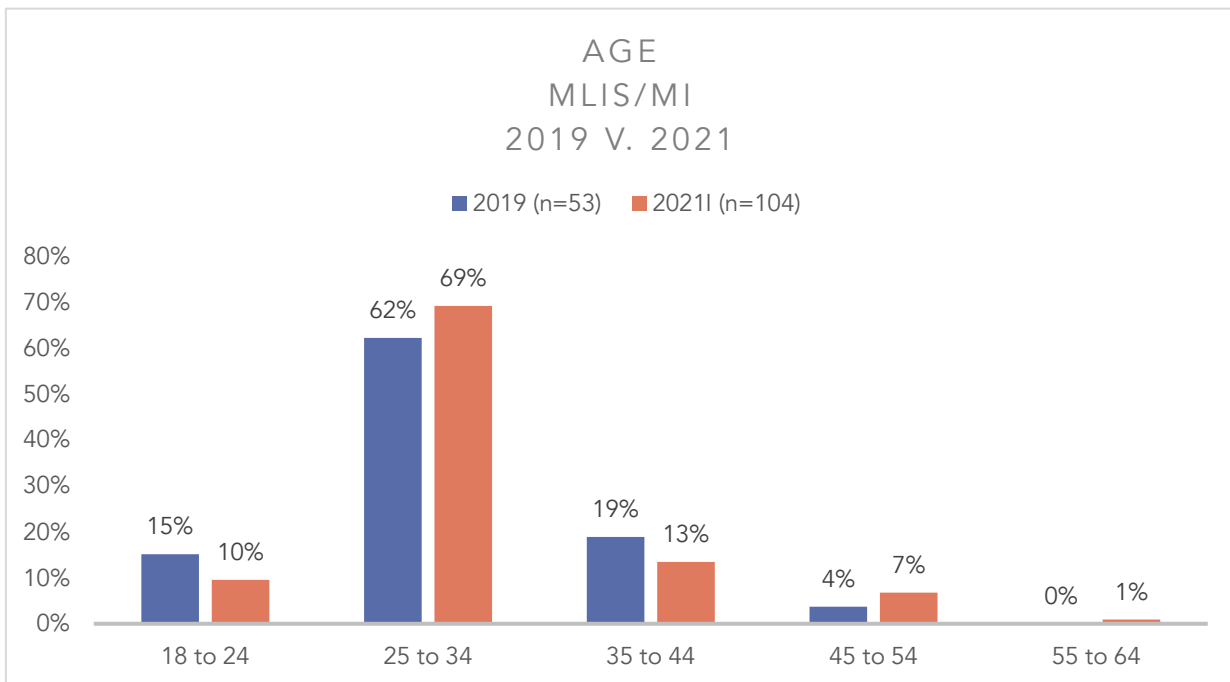
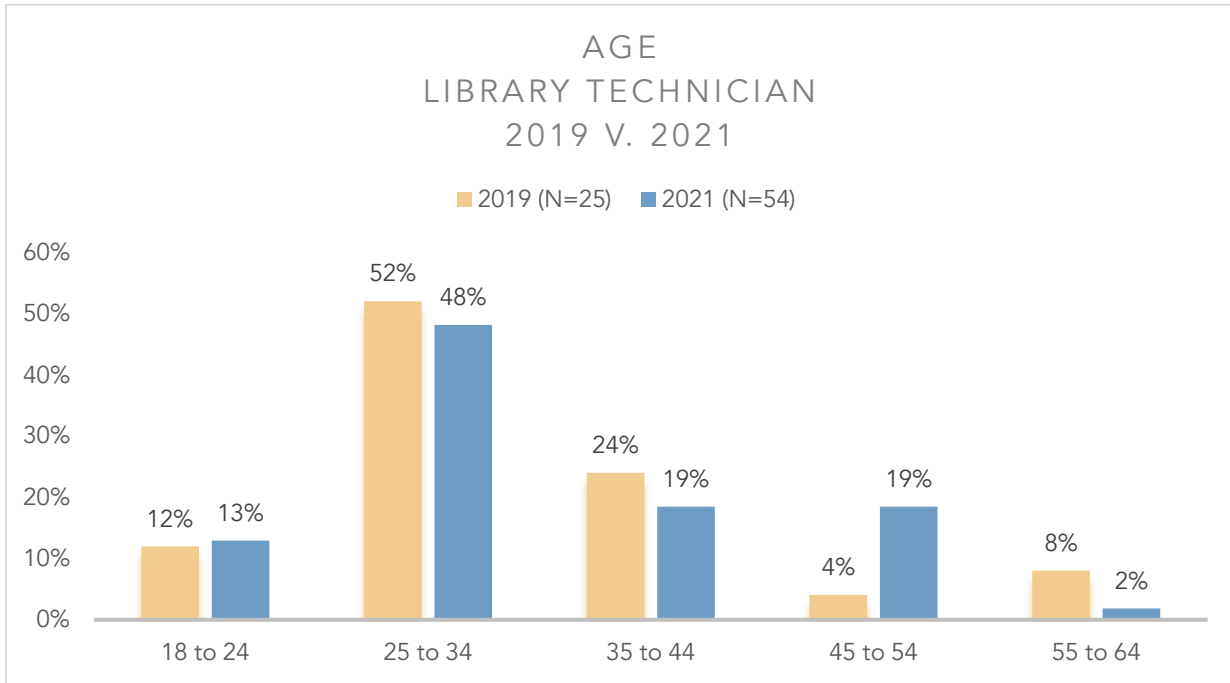
“While the emails highlighting jobs are helpful, having more focus on job negotiations and cover letter building would have been nice. It was only touched on briefly and with covid networking was incredibly difficult - making resume writing and interview skills even more vital.”

“Being someone who has no experience working for or volunteering at a library, my LIT studies has prepared me with the essential knowledge that is needed to begin working at a library. Unfortunately, I am finding it somewhat difficult to attain a library job. With the LIT diploma being a job requirement for a library technician position, I've learned that libraries significantly value hiring someone who has already gained hands-on experience working in a library. Therefore, even with a LIT diploma I wasn't hired for a library assistant position or a shelver position I interviewed for.”

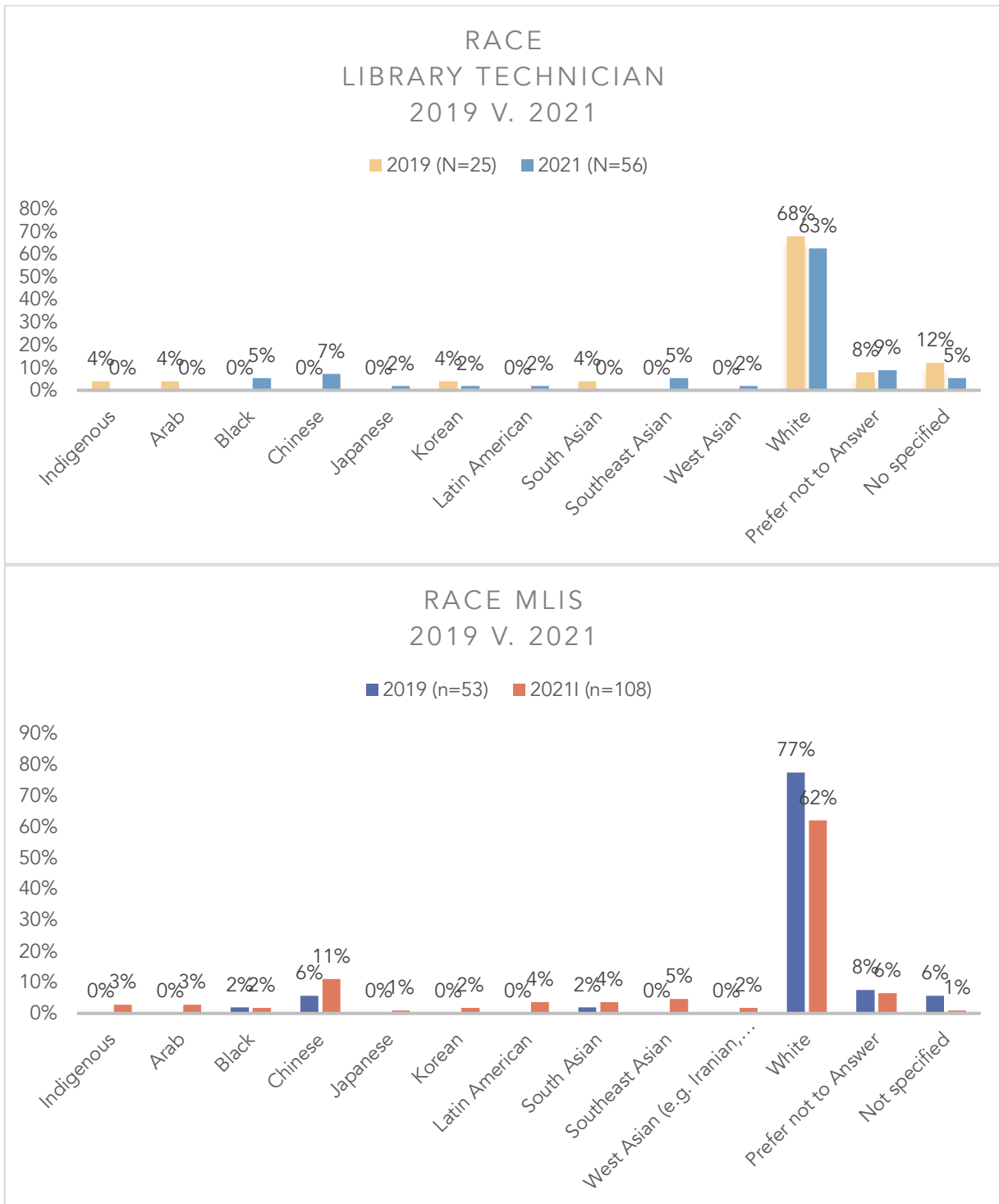
“The support my school provided was too generalized to be as effective as I would like.”

“They did the best they could with what we knew at the time, but I suspect the job field was not as open as they claimed with how little there has been at any point.”

## Demographics: Age

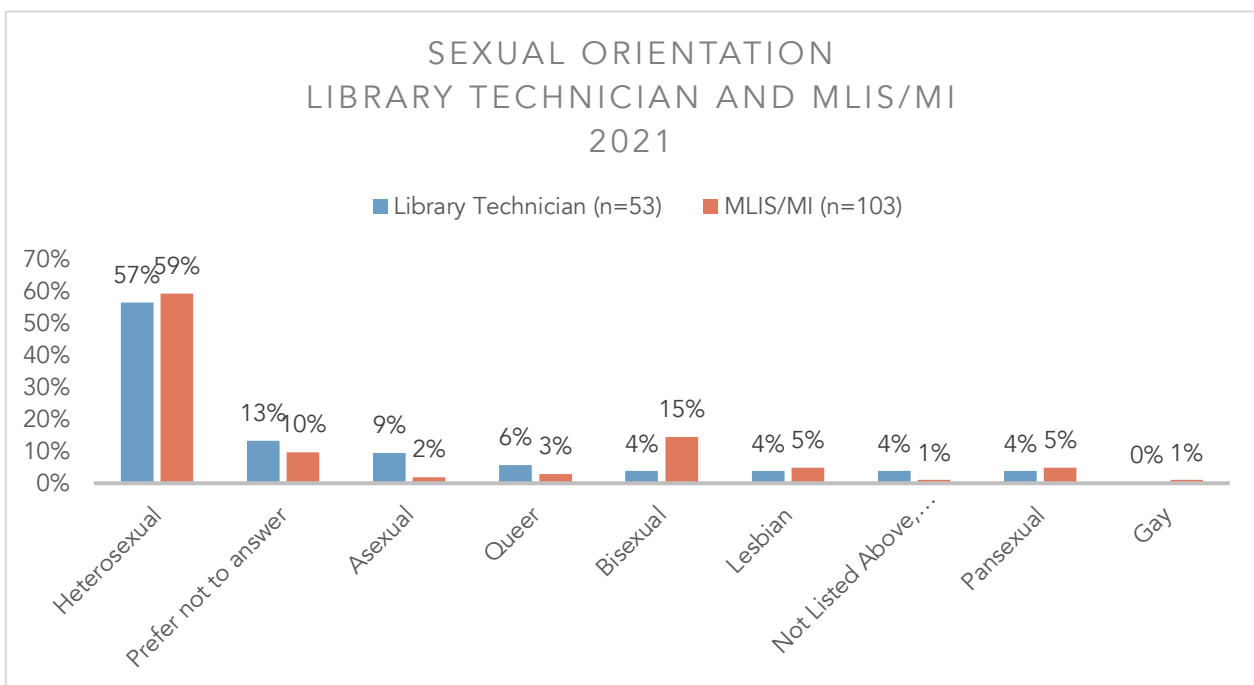
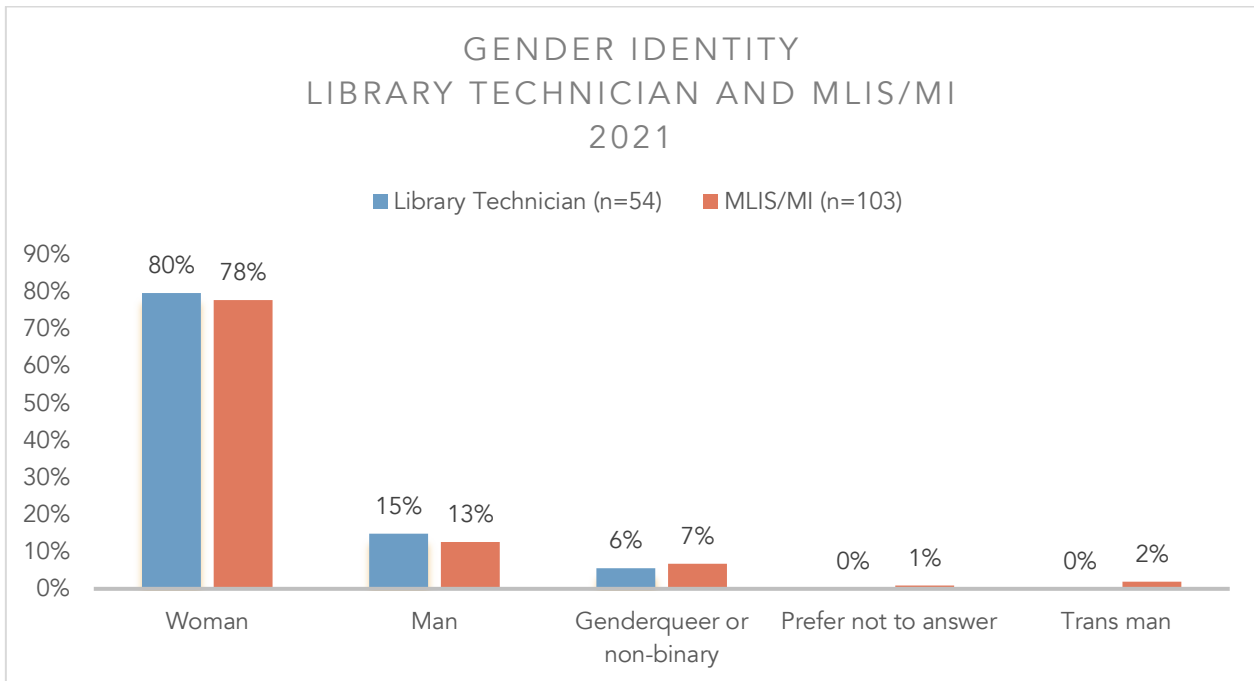


## Demographics: Race<sup>4</sup>



<sup>4</sup> Survey respondents were able to select more than option to this question.

## Demographics: Gender Identity and Sexual Orientation



## Acknowledgements

We would like to thank all respondents of the survey, as well as OLA's partners at Ontario colleges and universities for their help in sharing the survey and encouraging their students and graduates to participate.

## About the Ontario Library Association

Founded in 1900, the Ontario Library Association (OLA) is the oldest continually operating non-profit library association in Canada. With more than 5,000 members, the OLA is the largest library association in the country. We provide the chance for library staff and supporters to share experience and expertise while creating innovative solutions in a constant changing environment. We offer opportunities for learning, networking, recognizing, influencing and celebrating within the library world.

### Our Mission

We empower our members in the library and information services to build informed, participatory, and inclusive communities through:

- Research
- Education
- Advocacy
- Partnerships

### Our Vision and Values

OLA is leading and inspiring the growth and innovation of the library and information services sector. Our set of guiding values has stood the test of time and continue to guide us in our work.



## Appendix A: Tables

### Respondents 2021

|                        | Library Technician program | MLIS/MI or equivalent | All |
|------------------------|----------------------------|-----------------------|-----|
| 1 to 2 years ago       | 15                         | 43                    | 58  |
| 6 months to 1 year ago | 31                         | 39                    | 70  |
| Less than 6 months ago | 10                         | 26                    | 36  |
| All                    | 56                         | 108                   | 164 |

### Employment Status 2021

|                             | Library Tech (n=56) | MLIS/MI (n=108) | All (n=164) |
|-----------------------------|---------------------|-----------------|-------------|
| Full-time – one job         | 36%                 | 55%             | 48%         |
| Full-time – multiple jobs   | 0%                  | 6%              | 4%          |
| Part-Time – multiple jobs   | 13%                 | 6%              | 8%          |
| Part-Time- one job          | 25%                 | 16%             | 19%         |
| I am not currently employed | 27%                 | 18%             | 21%         |

### Employment Status - 2019

|                             | Library Tech (n=28) | MLIS/MI (n=53) | All (n=81) |
|-----------------------------|---------------------|----------------|------------|
| Full-time – one job         | 43%                 | 64%            | 57%        |
| Full-time – multiple jobs   | 4%                  | 2%             | 2%         |
| Part-Time – multiple jobs   | 7%                  | 4%             | 5%         |
| Part-Time- one job          | 36%                 | 9%             | 19%        |
| I am not currently employed | 11%                 | 21%            | 17%        |



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### Employment Sector: 2021

|                  | Library Technician Graduates (n=40) | MLIS/MI Graduates (n=86) | All Graduates (n=126) |
|------------------|-------------------------------------|--------------------------|-----------------------|
| Academic Library | 20%                                 | 22%                      | 21%                   |
| Business         | 0%                                  | 8%                       | 6%                    |
| Government       | 0%                                  | 13%                      | 9%                    |
| Health Care      | 0%                                  | 5%                       | 3%                    |
| Non-profit       | 0%                                  | 5%                       | 3%                    |
| Public Library   | 40%                                 | 28%                      | 32%                   |
| School Library   | 30%                                 | 2%                       | 11%                   |
| Special Library  | 3%                                  | 8%                       | 6%                    |
| Other            | 10%                                 | 24%                      | 20%                   |

### Employment Sector: 2019

|                  | Library Technician Graduates | MLIS/MI Graduates | All Graduates |
|------------------|------------------------------|-------------------|---------------|
| Academic Library | 13%                          | 31%               | 24%           |
| Business         | 7%                           | 0%                | 3%            |
| Government       | 17%                          | 8%                | 12%           |
| Health Care      | 10%                          | 8%                | 9%            |
| Non-profit       | 3%                           | 4%                | 4%            |
| Public Library   | 23%                          | 21%               | 22%           |
| School Library   | 13%                          | 2%                | 6%            |
| Special Library  | 7%                           | 13%               | 10%           |
| Other            | 3%                           | 13%               | 9%            |

### Contract Type - 2021

|                               | Library Tech (N=40) | MLIS/MI (N=86) | All N=126 |
|-------------------------------|---------------------|----------------|-----------|
| Contract - less than 6 months | 8%                  | 15%            | 13%       |
| Contract - 6 months or more   | 10%                 | 29%            | 23%       |
| Permanent                     | 83%                 | 56%            | 64%       |

## Library and Information Sector Graduate Employment Survey – 2021

### Contract Type - 2019

|                               | Library Tech<br>(N=24) | MLIS/MI (N=42) | All N=66 |
|-------------------------------|------------------------|----------------|----------|
| Contract - less than 6 months | 17%                    | 7%             | 11%      |
| Contract - 6 months or more   | 13%                    | 29%            | 23%      |
| Permanent                     | 71%                    | 64%            | 67%      |

### Salary Range - 2021

|                               | Library Technician program (n=40) | MLIS/MI or equivalent (n=86) | All recent graduates (n=126) |
|-------------------------------|-----------------------------------|------------------------------|------------------------------|
| Under \$30,000                | 43%                               | 13%                          | 22%                          |
| Between \$30,000 and \$49,999 | 43%                               | 21%                          | 28%                          |
| Between \$50,000 and \$69,999 | 15%                               | 40%                          | 32%                          |
| Over \$70,000                 | 0%                                | 27%                          | 18%                          |

### Salary Range - 2019

|                               | Library Technician program (n=24) | MLIS/MI or equivalent (n=42) | All recent graduates (n=66) |
|-------------------------------|-----------------------------------|------------------------------|-----------------------------|
| Under \$30,000                | 54%                               | 14%                          | 29%                         |
| Between \$30,000 and \$49,999 | 25%                               | 19%                          | 21%                         |
| Between \$50,000 and \$69,999 | 21%                               | 43%                          | 35%                         |
| Over \$70,000                 | 0%                                | 24%                          | 15%                         |

Full-time Salary 2021

|                               | Library Technician (n=20) | MLIS/MI or equivalent (n=65) |
|-------------------------------|---------------------------|------------------------------|
| Under \$30,000                | 10%                       | 3%                           |
| Between \$30,000 and \$49,999 | 60%                       | 15%                          |
| Between \$50,000 and \$69,999 | 30%                       | 48%                          |
| Over \$70,000                 | 0%                        | 34%                          |

Full-time Salary 2019

|                               | Library Technician (n=13) | MLIS/MI or equivalent (n=35) |
|-------------------------------|---------------------------|------------------------------|
| Under \$30,000                | 23%                       | 3%                           |
| Between \$30,000 and \$49,999 | 38%                       | 20%                          |
| Between \$50,000 and \$69,999 | 38%                       | 49%                          |
| Over \$70,000                 | 0%                        | 29%                          |

Remote Work 2021

|                         | Library Technician program (N=38) | MLIS/MI or equivalent (N=86) |
|-------------------------|-----------------------------------|------------------------------|
| Hybrid, please describe | 24%                               | 42%                          |
| In-person only          | 76%                               | 44%                          |
| Remote only             | 0%                                | 14%                          |

Employed Duration of job Search 2021

| Row Labels                     | Library Technician program (n=40) | MLIS/MI or equivalent (n=86) |
|--------------------------------|-----------------------------------|------------------------------|
| 1-2 months after graduation    | 13%                               | 14%                          |
| 3-4 months after graduation    | 13%                               | 17%                          |
| 5-6 months after graduation    | 10%                               | 8%                           |
| 7-8 month after graduation     | 13%                               | 6%                           |
| 9 months or more               | 15%                               | 15%                          |
| I was hired before I graduated | 38%                               | 40%                          |

Unemployed duration of Job search 2021

| Count of Summary - Duration of Job Search Unemployed | Library Technician program (n=15) | MLIS/MI or equivalent (n=18) |
|--|-----------------------------------|------------------------------|
| 1-2 months   | 13%                               | 6%                           |
| 3-4 months   | 13%                               | 17%                          |
| 5-6 months   | 20%                               | 0%                           |
| 7-8 months   | 13%                               | 17%                          |
| 9 months or more                                     | 40%                               | 50%                          |
| N/A  | 0%                                | 11%                          |

Employed graduates seeking another job 2021

|                     | Library Technician program (n=40) | MLIS/MI or equivalent (n=86) |
|---------------------|-----------------------------------|------------------------------|
| Seeking Another Job | 43%                               | 50%                          |

Employed seeking another job 2019

|                     |                                   |                              |
|---------------------|-----------------------------------|------------------------------|
|                     | Library Technician program (n=24) | MLIS/MI or equivalent (n=42) |
| Seeking Another Job | 43%                               | 50%                          |

Reasons for seeking another job 2021

| Reason  | All (n=61) |
|---|------------|
| Career advancement                                | 61%        |
| Seeking opportunity more relevant to my education | 34%        |
| Seeking opportunity more relevant to my interest  | 38%        |
| Seeking more permanent opportunity                | 56%        |
| Seeking opportunity in another location           | 21%        |
| Seeking more competitive compensation / benefits  | 54%        |
| Other   | 20%        |

Desired employment sector - 2021

|   |            |
|---|------------|
| Sector                                      | All (n=93) |
| Academic Library                            | 65%        |
| Arts and Culture                            | 29%        |
| Business                                    | 16%        |
| Government                                  | 46%        |
| Health Care                                 | 17%        |
| Non-profit                                  | 23%        |
| Public Library                              | 45%        |
| School Library                              | 20%        |
| Special Library                             | 44%        |
| Don't know                                  | 11%        |
| N/A - I am not currently seeking employment | 2%         |
| Other                                       | 6%         |

Considering further study - 2021

|     | Library Technician program | MLIS/MI or equivalent | All     |
|-----|----------------------------|-----------------------|---------|
| No  | 45.00%                     | 68.60%                | 61.11%  |
| Yes | 55.00%                     | 31.40%                | 38.89%  |
| All | 100.00%                    | 100.00%               | 100.00% |

Considering further study - 2019

| Count of Are you considering further study? <sup>92</sup> | Library Technician program | MLIS/MI or equivalent | All     |
|---|----------------------------|-----------------------|---------|
| No  | 71.43%                     | 70.37%                | 70.73%  |
| Yes   | 28.57%                     | 29.63%                | 29.27%  |
| All   | 100.00%                    | 100.00%               | 100.00% |

Job Search locations - 2021

|   | 2019 | 2021 |
|---|------|------|
| Partnership Job Board                       | 37%  | 61%  |
| My school's Job Board                       | 33%  | 53%  |
| Other Job Board                             | 35%  | 54%  |
| Job postings on institutional websites      | 33%  | 59%  |
| My existing social network                  | 15%  | 32%  |
| Social Media (LinkedIn, Facebook, etc.)     | N/A  | 52%  |
| Attending conferences                       | 4%   | 4%   |
| Attending networking events                 | 6%   | 9%   |
| N/A - I am not currently seeking employment | 2%   | 1%   |
| Other                                       | 9%   | 15%  |

Age - 2021

|          | Library Technician program | MLIS/MI or equivalent | All |
|----------|----------------------------|-----------------------|-----|
| 18 to 24 | 13%                        | 10%                   | 11% |
| 25 to 34 | 48%                        | 69%                   | 62% |
| 35 to 44 | 19%                        | 13%                   | 15% |
| 45 to 54 | 19%                        | 7%                    | 11% |
| 55 to 64 | 2%                         | 1%                    | 1%  |
| (blank)  | 0%                         | 0%                    | 0%  |
| All      | 13%                        | 10%                   | 11% |

## Library and Information Sector Graduate Employment Survey – 2021

### Race 2021

|   | MLIS/MI | Library Technician |
|---|---------|--------------------|
| Indigenous                              | 3%      | 0%                 |
| Arab                                    | 3%      | 0%                 |
| Black                                   | 2%      | 5%                 |
| Chinese                                 | 11%     | 7%                 |
| Filipino                                | 0%      | 0%                 |
| Japanese                                | 1%      | 2%                 |
| Korean                                  | 2%      | 2%                 |
| Latin American                          | 4%      | 2%                 |
| South Asian                             | 4%      | 0%                 |
| Southeast Asian                         | 5%      | 5%                 |
| West Asian (e.g. Iranian, Afghan, etc.) | 2%      | 2%                 |
| White                                   | 62%     | 63%                |
| Prefer not to Answer                    | 6%      | 9%                 |
| No specified                            | 1%      | 5%                 |

### 2021- Gender Identity

| Row Labels                | Library Technician program | MLIS/MI or equivalent | All |
|---------------------------|----------------------------|-----------------------|-----|
| Genderqueer or non-binary | 4%                         | 2%                    | 3%  |
| Man                       | 15%                        | 13%                   | 13% |
| Nonbinary                 | 2%                         | 5%                    | 4%  |
| Prefer not to answer      | 0%                         | 1%                    | 1%  |
| Trans man                 | 0%                         | 2%                    | 1%  |
| Woman                     | 80%                        | 78%                   | 78% |



2021 – Sexual Orientation

|                                  | Library Technician program | MLIS/MI or equivalent | All |
|----------------------------------|----------------------------|-----------------------|-----|
| Asexual                          | 9%                         | 2%                    | 4%  |
| Bisexual                         | 4%                         | 15%                   | 11% |
| Gay                              | 0%                         | 1%                    | 1%  |
| Heterosexual                     | 57%                        | 59%                   | 58% |
| Lesbian                          | 4%                         | 5%                    | 4%  |
| Not Listed Above, please specify | 4%                         | 1%                    | 2%  |
| Pansexual                        | 4%                         | 5%                    | 4%  |
| Prefer not to answer             | 13%                        | 10%                   | 11% |
| Queer                            | 6%                         | 3%                    | 4%  |

## Appendix B: Full Survey Questions 2022

1. This is a survey of recent graduates (in the past 2 years) of Ontario information & library studies programs (MI, MLIS or library technician programs). Are you a recent graduate of an information / library studies program (in the past 2 years)?

Yes

No

2. What is the first digit of your postal code?

K

L

M

N

P

Other (please specify)

\* 3. When did you graduate? (DD/MM/YYYY)

\* 4. From what program did you graduate?

MLIS/MI or equivalent

Library Technician program

Other (please specify)

Graduates, Masters of Information

5. What school did you attend?

University of Toronto

University of Western Ontario

University of Ottawa

Other (please specify)

Graduates, Library Tech

\* 6. What school did you attend?

Algonquin College of Applied Arts and

Technology (including joint degree program with Carleton University)

Conestoga College of Applied Arts & Technology (through OntarioLearn courses hosted online by Mohawk College)

Confederation College (through OntarioLearn courses hosted online by Mohawk College)

Durham College of Applied Arts and Technology (through OntarioLearn courses hosted online by Mohawk College)

Mohawk College of Applied Arts & Technology (online)

Seneca College of Applied Arts & Technology (Toronto)  
Other (please specify)

\* 7. I am currently employed:

Full-time - one job  
Part-time- one job  
Full-time - multiple jobs  
Part-time - multiple jobs  
Self-Employed  
I am not currently employed  
Employed

8. How did COVID-19 impacted your job-search?

\* 9. How long was your job search before you found your current job?

I was hired before I graduated  
1-2 months after graduation  
3-4 months after graduation  
5-6 months after graduation  
7-8 month after graduation  
9 months or more

\* 10. Is your job permanent or contract? If you have multiple jobs, please provide information for what you would consider your primary employment.

Permanent  
Contract - less than 6 months  
Contract - 6 months or more

11. Is your job:

If you have multiple jobs please reply for your primary employment

Remote only  
In-person only  
Hybrid, please describe

\* 12. In what sector are you employed? If you have multiple jobs, please provide information for what you would consider your primary employment.

Academic Library  
Arts and Culture  
Business  
Government  
Health Care

Non-profit  
Public Library  
School Library  
Special Library  
Don't know  
Other (please specify)

\* 13. How relevant is your library and information training to your current job?

\* 14. What is your annual salary?

Under \$30,000  
Between \$30,000 and \$39,999  
Between \$40,000 and \$49,999  
Between \$50,000 and \$59,999  
Between \$60,000 and \$69,999  
Between \$70,000 and \$79,999  
Between \$80,000 and \$89,999  
Between \$90,000 and \$99,999  
Over \$100,000

\* 15. Are you considering further study?

Yes

No

If yes, what program are you considering?

\* 16. Are you looking for another job?

Yes

No

\* 17. Why are you seeking alternative employment? Please select all that apply.

Career advancement

Seeking opportunity more relevant to my education

Seeking opportunity more relevant to my interest

Seeking more permanent opportunity

Seeking opportunity in another location

Seeking more competitive compensation / benefits

Other (please specify)

Graduates - not currently employed

18. When did you start searching for work? MM/DD/YYYY

\*19. Are you considering further study?

Yes

No

If yes, what program are you considering?

20. How has COVID-19 impacted your approach to your job-search?

Future employment

\*21. Where do you hope to find employment? Please select all that apply.

Academic Library

Arts and Culture

Business

Government

Health Care

Non-profit

Public Library

School Library

Special Library

Don't know

N/A - I am not currently seeking employment

Other (please specify)

\*22. How are you finding employment opportunities. Please select all that apply.

Partnership Job Board

My school's Job Board

Other Job Board

Job postings on institutional websites

My existing social network

Social Media (LinkedIn, Facebook, etc.)

Attending conferences

Attending networking events

N/A - I am not currently seeking employment

Other (please specify)

\*23. Do you feel your school has adequately prepared you for your employment search?

24. Please share any further comments regarding your job search experience.

25. What is your age?

18 to 24

25 to 34

35 to 44

45 to 54

55 to 64

65 to 74

75 or older

26. Do you identify as Indigenous?

Yes, I identify as Métis

Yes, I identify as First Nations

Yes, I identify as Inuit

No, I am not Indigenous

Prefer not to answer

Not specified above (please specify)

27. Select the population group(s) you identify with.

Arab

Black

Chinese

Filipino

Japanese

Korean

Latin American

South Asian

Southeast Asian

West Asian (e.g. Iranian, Afghan, etc.)

White

Prefer not to Answer

Not specified above (please specify)

28. Select the option that best describes your current gender identity.

Woman

Man

Genderqueer or non-binary

Gender fluid

Man

Nonbinary

Trans man

Trans woman

Two-Spirit  
Woman  
Prefer not to answer  
Not specified above (please specify)

29. Select the sexual orientation that best describes how you currently think of yourself.

Asexual  
Bisexual  
Gay  
Heterosexual  
Lesbian  
Pansexual  
Queer  
Two-Spirit  
Prefer not to answer  
Not Listed Above, please specify