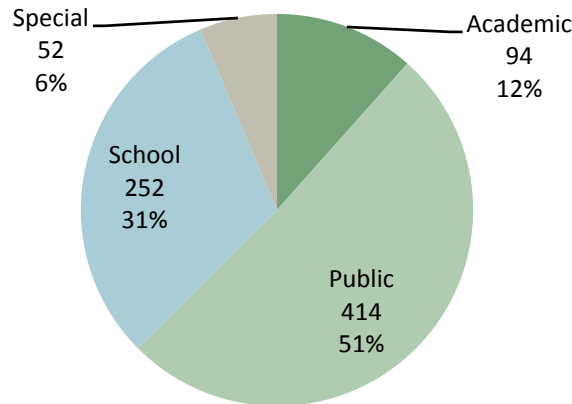


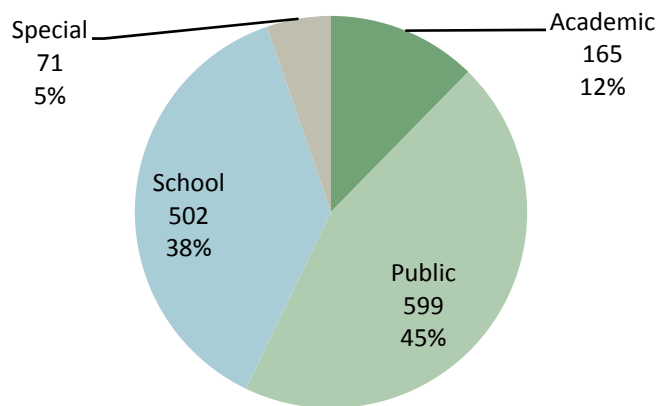
# Survey Results: All Respondents (N=812)

## Library type

Respondents by library type (N=812)



Estimated workers by library type (N=1337)

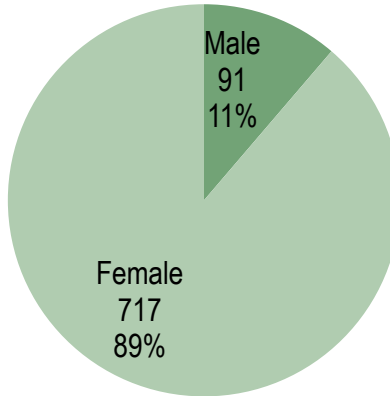


Based on the estimated number of total library workers for each library type, public libraries had the highest response rates and may be over-represented in the respondent pool. School libraries had the lowest response rates and may be under-represented.

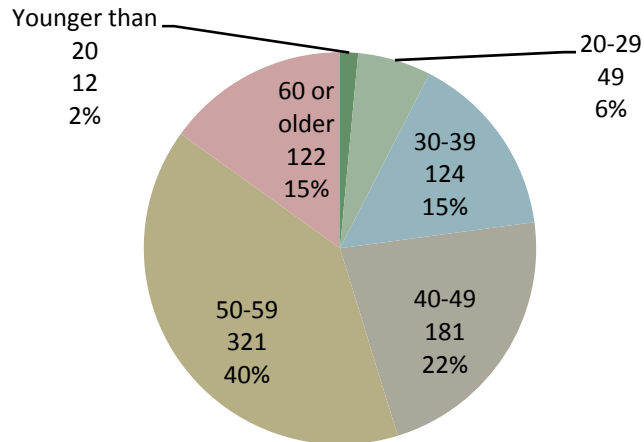
Special libraries include law, medical, institution, government and “other” libraries.

## Workforce demographics

Respondents by gender, all libraries (N=808)



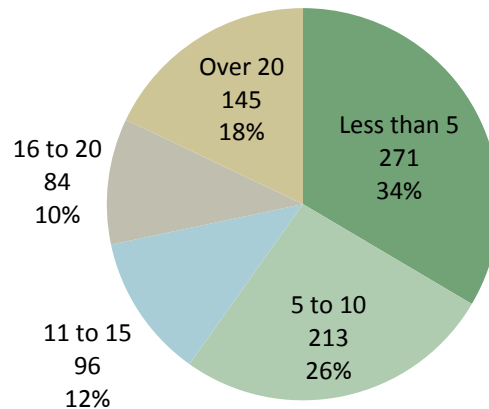
Respondents by age, all libraries (N=809)



The Wyoming Library Workforce is predominantly female; women who responded to the survey outnumbered men nearly eight to one. The library workforce is an aging one, with more than half of all respondents age 50 and older. Although not exact comparisons, preliminary U.S. Census data provided by the Wyoming Economic Analysis Division estimates that in 2005, those aged 45-64 were only 41% of the state's age 15-64 population; and in 2006, the U.S. Bureau of Labor Statistics estimated that 16.8% of the national workforce was age 55 and older and 23.2% were age 45-54. The workforce survey did not include any questions on ethnicity.

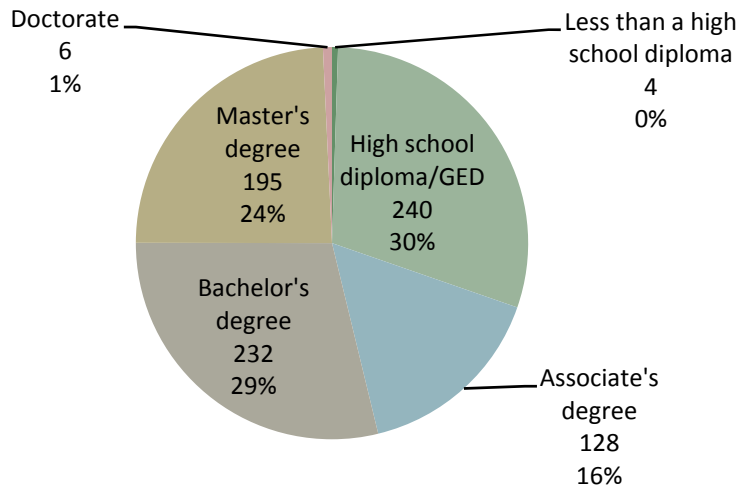
## Experience and Education

Years employed in a Wyoming library, all libraries (N=809)



More than one-third of respondents have worked in a Wyoming library less than five years. The reasons this proportion is so large was not addressed by the survey and would require additional investigation.. This large group of relatively new workers may present an opportunity for training to develop these workers' skills and retain them in the library workforce.

Highest level of education, all libraries (N=805)



The Wyoming library workforce is well-educated. Seventy percent of respondents have completed education beyond high school, and 25% have completed a master's degree or doctorate. According to U.S. Census 2000 figures, 21.9% of Wyoming's general population age 25+ hold a bachelor's degree, while in the library workforce, more than half do.

Question 6 on the survey asked respondents to indicate which library- or education-related credential(s) they held, were pursuing, or were considering.

<b>Library workers holding specific library/education credentials (N=812)</b>	<b>Number</b>	<b>Percent</b>
ALA-accredited master's degree	109	13.4%
School library media endorsement	84	10.3%
Master's degree in educational media	25	3.1%
Other master's degree in library/information science	23	2.8%
NCATE-accredited master's degree	5	0.6%
<b>Total reporting one or more credentials currently held</b>	<b>194</b>	<b>23.9%</b>

<b>Library workers currently pursuing library/education credentials (N=812)</b>	<b>Number</b>	<b>Percent</b>
Currently pursuing school library media endorsement	15	1.8%
Currently pursuing master's degree in library/information science	13	1.6%
<b>Total pursuing specific library/education credentials</b>	<b>28</b>	<b>3.4%</b>

<b>Library workers considering pursuing library/education credentials (N=812)</b>	<b>Number</b>	<b>Percent</b>
Considering pursuing master's degree in library/information science	46	5.7%
Considering pursuing school library media endorsement	41	5.0%
<b>Total considering pursuing specific library/education credentials</b>	<b>77</b>	<b>9.5%</b>

Respondents were asked to mark all that applied. Two hundred eighty nine (289) respondents reported that they held currently, were pursuing or were considering 361 degrees and/or endorsements. The number currently holding (not pursuing or considering) one or more credentials was 194, or 23.9% of respondents. The most commonly held credential was an American Library Association (ALA) accredited master's degree, followed by the school library media endorsement.

Eighty-four respondents reported they held "other" credentials, and 82 of them listed the following items as their "other" credentials:

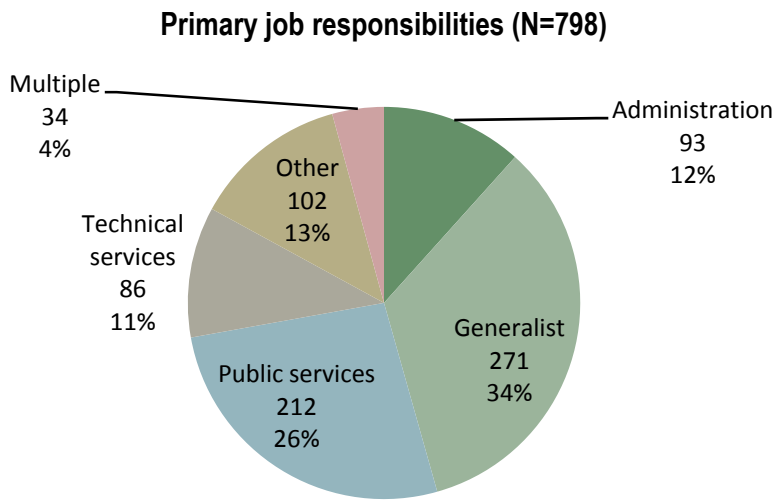
- |   |   |
|---|---|
| 1 yr. away from Associate's Degree in Library/Info. Science.  | BMUD Inst.  |
| 2 associates  | BS/Education  |
| 2 Master's Degrees M.S.-Sp. Ed. MLS   | Business school   |
| 2 <sup>nd</sup> master's  | certified elem. Teacher B.S. in Ed.+ computer training  |
| 3 years college, some library classes, workshops, experience  | considering alternative master's degree   |
| 48 credit hours passed praxis highly qualified test   | considering subject master's  |
| Adult learning and technology w/ specialization in library science                                    | currently pursuing masters degree in other Ed. Works for job. BA+History+Art History. MA Adult Ed History |
| always working on IT credentials  | Elementary & Early Education BA Childhood   |
| AS Data Processing  | ESL   |
| associates degree in accounting   | experience  |
| BA Education K-12   | finishing Associate's   |
| BA in Education   | Have applied to ALA Accred MLIS Program   |
| BA in Elementary Education  | HS diploma  |
| Bach. Foreign Languages   | Journalism/communication degree   |
| Bachelor Degree   | K-12 Physical Ed & English Degree   |
| Bachelors in Fine Art, Masters Degree in Fine Art, Literature Humanities, emphasis on library science | Law Degree  |
|   | leaning toward masters in technology  |
|   | library tech, AAS   |

M.S. in Environmental Engineering  
 MA Art History  
 Master degree in Instructional Technology  
 master gardener  
 Master of Education  
 Masters Degree in Curriculum & Instruction School  
 Administration endorsement  
 Master's Degree in Educational Technology  
 Master's Degree in Literacy  
 Master's Degree Instructional Technology  
 Master's in Administration  
 Masters in Business Administration  
 Masters in Curriculum/Technology (2)  
 Master's in English Theory and Practice of Writing  
 Master's Management  
 Master's Reading  
 Master's Reading Ed.  
 MBA  
 MBA – business Admin. Currently pursuing PHD  
 MED Elem. Ed.  
 medical transcription  
 MFA  
 MLIS, M.A. English  
 MPA  
 MS in General Curriculum

MS Psych 2<sup>nd</sup> BA Spanish  
 Nursing BSO  
 Nursing Degree  
 page  
 paraprofessional library certification  
 Public Administration  
 pursuing associate's degree  
 pursuing bachelor's in library information  
 management  
 pursuing other degree  
 school audio-visual class  
 School Library Media/Literacy Masters  
 Secretarial Course  
 Sheet Metal Journeyman  
 subject M.A.  
 Teaching Certificate  
 Technology Certification  
 Therapeutic Recreation  
 Unfinished Master's in Instructional Technology  
 (don't know if I'll finish)  
 Was pursuing a MLS until I was informed that  
 education was not important by the director  
 work/hands on experience  
 yr of work experience

## Job Duties

Question 7 on the survey asked for respondents' one primary job responsibility. Of the 798 who answered the question, 34 marked multiple areas. It is possible, but uncertain, that many of these are generalists, i.e. lone librarians, or one of small staff. Generalists, "i.e. lone librarian or one of small staff," were the largest group of workers, not counting those who marked multiple items. This likely reflects the large number of small libraries in Wyoming; in the initial estimates, it was believed that 162 of the 355 libraries contacted (45.6%) had only one staff member.

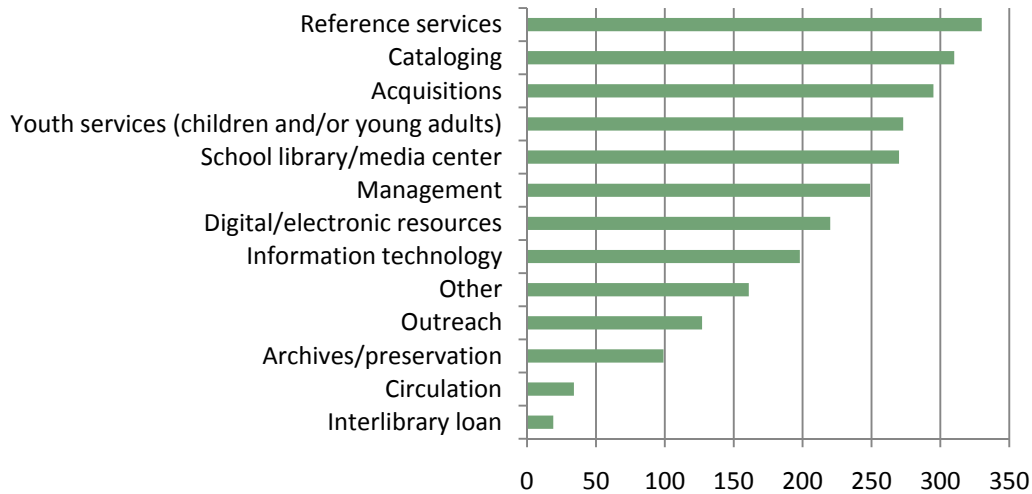


These items were listed as “other” job responsibilities by 118 workers in response to question 7:

a little of everything	I.T.	public & TS
adjunct custodian	ILL	Public Relations (3)
Aide	Information Technology (3)	Public Relations/Programming
All of the above (2)	IT (3)	Reference
Also Eng. Instructor	IT Services	reference, events
As a parttime employee I help in many areas of the library.	Just 2 of us here so we do it all.	research (2)
Ass't Mgr – Branches	K-12 High School Lib/Media Spec.	School Library Media Tech. serials
Bookkeeper, YA Programmer	K-12 library	Serials/I.L.L.
bookkeeping	Lib media specialist	Shelver (4)
branch manager	Library Aide (2)	shelving
Business	Library Clerk	Shelving, checking in materials
children/YA	Library Development	small staff
Children's	Library Page	sort room
Children's Librarian (4)	Library Para	substitute (2)
Children's Services (2)	Library Technician	Systems, IT
Circ.	Maintenance (5)	teach computer labs K-4
Circulation and Interlibrary loans	Manager, small staff 3	Teach Library Computer Teacher (2)
circulation clerk	Marketing/Public Relations	Teacher media classes + all other circ. Duties
circulation desk	Media Specialist	teaching assistant
circulation services	middle management – branch librarian	Teaching Information Skills
clerical (3)	office assistance	Tech Services/Reference – can't mark just one
Clerk	ordering, cataloging, budget, planning activities	Technology
Clerk/Tech	outreach	Technology Coordinator
collection development	Page (3)	Technology Librarian
Communications/outreach	paraprofessional	Technology Manager,
custodian	PR Marketing	Bookkeeper
Director of Education	Process books & do circulation	Toilet Cleaner
Education/Teaching and Administration	programming	training
Facility	programming for children	youth service staff
facility maintenance	Programs & Education	
help desk	Programs/events	

Question 8 asked them to mark all of their job responsibilities. Reference services, cataloging and acquisitions were the most commonly listed responsibilities.

**Wyoming library workers current job responsibilities, ALL that apply (N=812)**



<b>Job responsibilities, all libraries, ALL that apply (N=812)</b>	<b>Number</b>	<b>Percent</b>
Reference services	330	40.6%
Cataloging	310	38.2%
Acquisitions	295	36.3%
Youth services (children and/or young adults)	273	33.6%
School library/media center	270	33.3%
Management	249	30.7%
Digital/electronic resources	220	27.1%
Information technology	198	24.4%
Other	161	19.8%
Outreach	127	15.6%
Archives/preservation	99	12.2%
Circulation	34	4.2%
Interlibrary loan	19	2.3%

Circulation and Interlibrary Loan were not offered as choices on the survey, but were added due to the large number of write-ins as “other” for these two functions. These job functions may be under-represented for that reason.

These items were listed as “other” job responsibilities by 118 workers in response to question 8:

- |                              |  |                         |
|------------------------------|--|-------------------------|
| “Adult” Services ILL !!      | assist the full-time media specialist                              | book keeping            |
| Accounting (2)               | Assistant to Director  | book shelving           |
| Admin Office                 | AV   | Bookkeeping             |
| Administration (2)           | because our library is small, I help with all areas in our library | Branch responsibilities |
| adult programming, publicity | Billing and ILL  | business office (2)     |
| All                          |  | business/accounting     |
| Art Gallery CFAC             |  | circ (3)                |

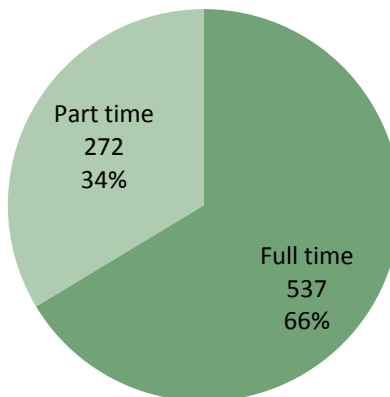
Circ & Serials  
 Circ Desk + Shelver  
 Circulation (24)  
 Circulation and Interlibrary loan  
 circulation desk (2)  
 circulation services  
 Cleaning  
 Clerical (2)  
 collection development (2)  
 collection development,  
 instruction  
 computer labs  
 computers  
 custodial  
 customer service  
 displays bulletin boards  
 Do it all as a school librarian  
 Education Program  
 e-media/electronic resource  
 record  
 ESL Services, Span/Eng  
 Translator, WEN Coordinator  
 facilities  
 Facilities Management  
 financial  
 front desk (2)  
 general circulation  
 duties/shelving  
 Government Docs  
 graphic design, PR  
 HR

I have no specific primary  
 position.  
 ILL (7)  
 ILL Coll Development  
 ILL Services  
 ILL/Serials  
 ILL/Staff scheduling  
 Instruction (3)  
 instruction, collection  
 development  
 Interlibrary Loan (3)  
 Latino Programs  
 Library clerk – a little of  
 everything  
 Library Development  
 library instruction  
 library Page  
 Maintenance (5)  
 older adults  
 operating OPAC  
 operating the computer system  
 overdues-office supplies  
 Page  
 Patron Service (2)  
 periodical specialist  
 periodically  
 Periodicals  
 PR  
 PR/marketing  
 processing and repair  
 Processing Materials  
 processing, ordering

programs/advertisement  
 Public Adult Services  
 public relations (2)  
 Public relations budget  
 public relations: programming  
 Public Services  
 Publicity/Marketing  
 Research Teaching  
 same for #7.  
 Security  
 selection  
 serials (2)  
 Serials & I.L.L.  
 shelvers  
 shelving (5)  
 Shelving books.  
 Specialized focus for parents,  
 schools, professionals  
 Supervisor but not Management  
 teacher  
 Teaching  
 teaching about libraries  
 teaching library info  
 literacy/tech classes  
 tech services  
 technical services  
 VDX + clerical  
 volunteers  
 webmaster  
 weekly deposits from cash  
 drawer

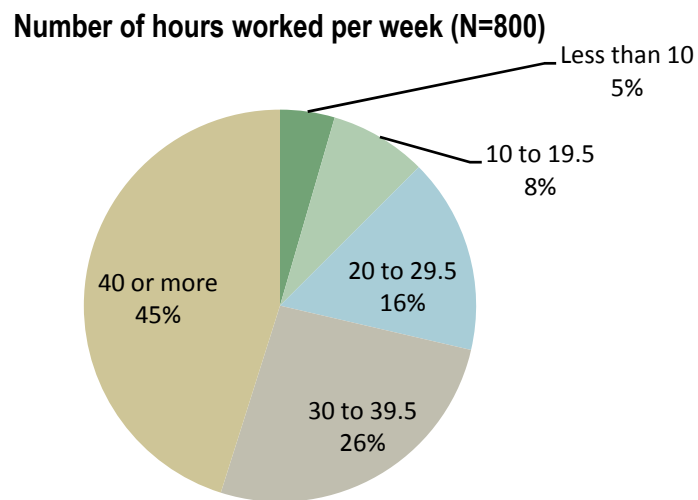
## Employment status, salaries and benefits

Employment status (N=809)



Two-thirds of respondents reported that they work full-time in a Wyoming public library. There are insufficient data to determine if this is representative of the total workforce, or if full time workers were over- or under-represented in the pool of workforce survey respondents.

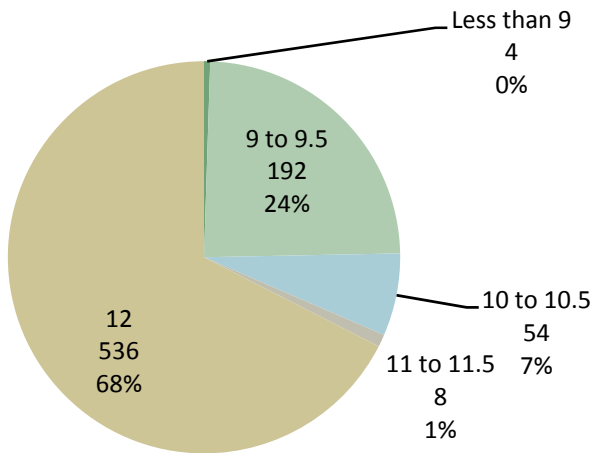
Question 10 of the survey asked how many hours the respondent worked each week, and how many months out of the year they worked. Some adjustments were made to the responses to allow for numeric calculations. Where they gave a range (eg. 5-10) hours, it was converted to the midpoint of the two numbers. Where they reported working hours beyond their official scheduled work week, only the number of hours in their official work week was used. Where they added a plus sign (+) to a number (eg. 40+), the plus sign was eliminated and the number was used. The largest proportion reported working 40 hours or more:



The most commonly reported number of hours was 40, with 334 respondents. Not all full-time employees work 40 hours or more: 168 of 537 full-time workers reported working between 30 and 39.5 hours

Similar adjustments were made to the data on months worked per year – plus signs deleted (+) and ranges averaged. Numbers larger than 12 were deleted. Two-thirds of workforce survey respondents work the full 12 months out of the years. Shorter work-years are most commonly found in school libraries, and also some in academic libraries.

**Number of months worked per year (N=794)**



Question 11 asked for respondents' hourly wage or annual salary. Six hundred fifty seven (657) respondents provided wage or salary information: 390 reported their hourly wages, 265 reported their salary, and 2 provided both. As with hourly and monthly data, ranges were averaged and plus sign (+), less than signs (<) and other symbols and comments were deleted. Inconsistent or nonsensical data were deleted. Full-time and part-time data are presented separately.

Reported annual salaries, all libraries	Minimum	1 <sup>st</sup> quartile	Median	3 <sup>rd</sup> quartile	Maximum	Mean average
<b>Full-time workers (N=247)</b>	\$16,380.00	\$32,000.00	\$44,000.00	\$56,050.00	\$145,000.00	\$45,104.17
<b>Part-time workers (N=20)</b>	\$4,500.00	\$20,664.00	\$29,000.00	\$46,875.00	\$55,000.00	\$33,660.82

Reported hourly wages, all libraries	Minimum	1 <sup>st</sup> quartile	Median	3 <sup>rd</sup> quartile	Maximum	Mean average
<b>Full-time workers (N=179)</b>	\$7.72	\$11.54	\$13.75	\$16.47	\$32.00	\$14.59
<b>Part-time workers (N=209)</b>	\$6.80	\$9.00	\$10.50	\$13.44	\$25.66	\$11.79

The average reported annual salary for a full-time Wyoming library worker is \$45,104, and the median is \$44,000. The average reported wage for a part-time library worker was \$11.79 (\$24,523 for a 40-hour, 12-month position), and the median was \$10.50 (\$21,840 for a 40-hour, 12-month position). In 2008, the American Library Association-Allied Professional Association (ALA-APA) endorsed a \$13.00 per hour minimum wage for all library workers.

A calculated hourly wage was derived from salary data to adjust for differences in scheduled hours and months worked, eg. a \$40,000 salary at 38 hours per week works out to a higher hourly wage than the same salary at 40 hours per week. Calculated hourly wages from salaries were combined with reported hourly wages in the next table. There were 644 usable records with adequate salary or wage information, hours worked and months worked for an hourly wage calculation, as shown in the next table.

Calculated hourly wage, all libraries	Minimum	1 <sup>st</sup> quartile	Median	3 <sup>rd</sup> quartile	Maximum	Mean average
Full-time workers (N=422)	\$7.72	\$13.27	\$16.70	\$25.61	\$69.71	\$20.17
Part-time workers (N=222)	\$6.80	\$9.12	\$10.89	\$14.00	\$37.51	\$12.61

Question 12 asked respondents to check all the employer-sponsored benefits for which they were eligible. Among full-time workers, only 6 out of 537 did not report being eligible for one or more of the listed benefits. Nineteen out of every 20 full-time workers reported that their employer offered health insurance – arguably, one of the most sought-after benefits in an era of soaring health care costs. Sick leave was available to 97.0% of full-time workers and retirement is available to 93.7%.

Benefits, full-time library workers (N=537)		
Benefit	Number	Percent
Sick leave	521	97.0%
Health insurance	513	95.5%
Retirement	503	93.7%
Dental insurance	453	84.4%
Life insurance	414	77.1%
Holiday pay	402	74.9%
Vacation	402	74.9%
Vision insurance	348	64.8%
Deferred compensation plan (401K, 457/403B, etc.)	307	57.2%
Other	33	6.1%
<b>No benefits reported</b>	<b>6</b>	<b>1.1%</b>

Not surprisingly, part-time workers are less likely to have benefits than full-time workers. Only one in three has health insurance, and nearly 30 percent did not report a single employer-sponsored benefit for which they were eligible. As with full-time workers, the most commonly offered benefit is sick leave.

Benefits, part-time library workers (N=272)		
Benefit	Number	Percent
Sick leave	153	56.3%
Retirement	135	49.6%
Vacation	120	44.1%
Holiday pay	114	41.9%
Health insurance	94	34.6%
Dental insurance	89	32.7%
Life insurance	75	27.6%
Deferred compensation plan (401K, 457/403B, etc.)	69	25.4%
Vision insurance	67	24.6%
Other	10	3.7%
<b>No benefits reported</b>	<b>77</b>	<b>28.3%</b>

“Other” benefits listed in comments:

1 class waiver  
accident/cancer

Aflack, Sec. 125, Flexible  
Medical

Cancer Insurance  
Convien. Leave

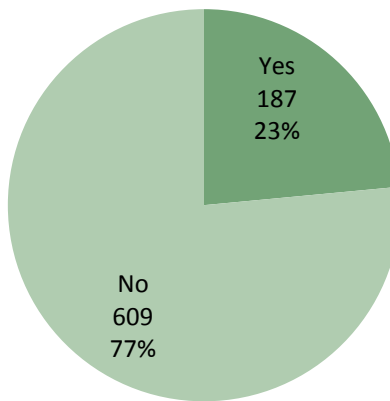
deferred payroll  
 dental, health club discount,  
 wellness program  
 Disability Insurance (2)  
 Disability, Long term Care  
 Flex (2)  
 flex plan  
 flexible hours  
 HAS  
 Job Share. Get ½ benefits  
 long term care, short and long  
 term disability

Long term insurance  
 long-term care & disability  
 longterm disability  
 Long-term disability insurance  
 no late fees.  
 No library fines  
 none (4)  
 occasional bonus  
 personal day  
 personal days (2)  
 Personal Leave  
 Section 125 (2)

the district pays into a Health  
 Savings Account  
 TIAA-CREF  
 tuition waiver  
 uncertain (2)  
 URM – Unreimbursed Medical  
 Water has been recently  
 approved  
 WY Retirement

## Planned retirements

Do you plan to retire in the next 5 years? (N=796)

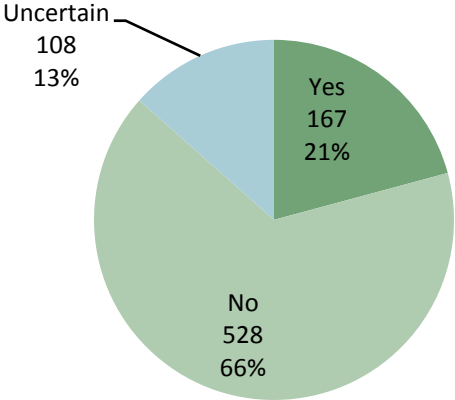


Nearly one-fourth of respondents plan to retire in the next five years. Although many industries are expecting coming wave of Baby Boomer retirements, the relatively older library workforce will face this issue sooner. School libraries will be particularly hard-hit, with 31% of all school library workers and nearly half of those holding a school library media endorsement planning to retire soon. As libraries face this large proportion of its workforce retiring, it will be important to plan how to retain institutional knowledge and how to develop the next crop of library leaders to take the place of those leaving the profession.

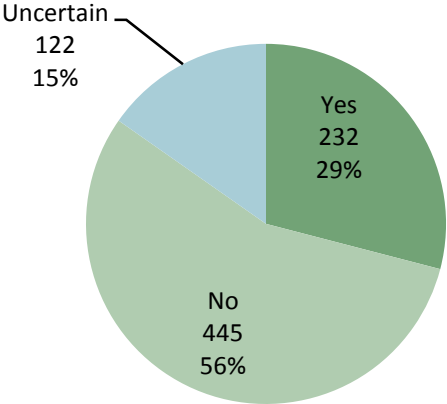
# Support for training

Most respondents reported that their libraries did not have formal programs either to train new employees or to provide for ongoing staff development. However, 85% said they are given an opportunity to attend training, workshops and other learning events on work time.

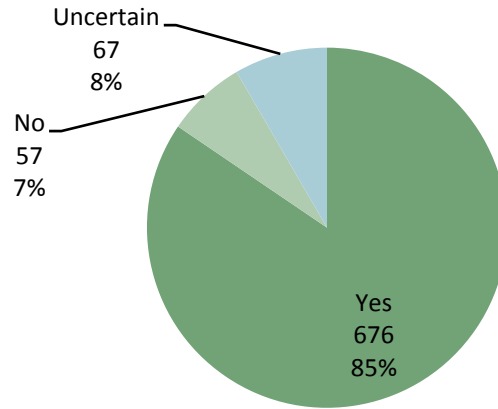
**Library has a formal program for training new employees (N=803)**



**Library has a formal program for ongoing training and staff development (N=799)**



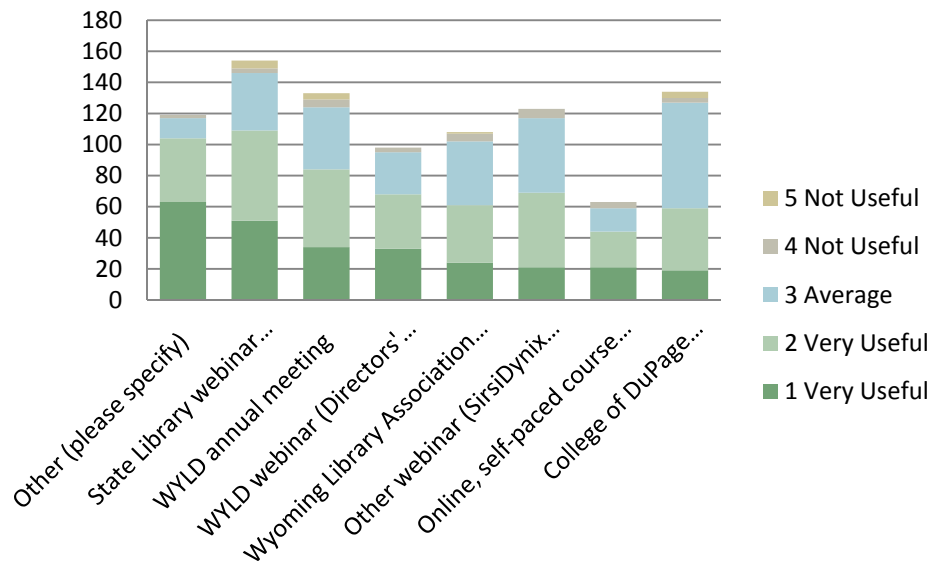
**Library workers are given opportunity to attend training, workshops, and other learning events on work time (N=800)**



## Usefulness of existing training

Question 17 on the survey asked respondents to rank the usefulness of existing training offered during 2007 through the Wyoming State Library, the WYLD consortium and other sources. Rankings were from 1 to 5, with 1 to 2 being “Very Useful,” 3 “Average,” and 4 to 5 “Not Useful.” Responses were not used where more than one rank was marked for a training opportunity. Data is presented below sorted largest to smallest by the number of workers who ranked a training opportunity “1 Very Useful.”

Perceived usefulness of existing training, all library workers  
(N=812)



Perceived usefulness of existing training, all library workers (N=812)						
Training opportunity	1 Very Useful	2 Very Useful	3 Average	4 Not Useful	5 Not Useful	N=
Other (please specify)	63 (52.9%)	41 (34.5%)	13 (10.9%)	2 (1.7%)	0 (0.0%)	119
State Library webinar (Databases of the month, etc.)	51 (33.1%)	58 (37.7%)	37 (24.0%)	3 (1.9%)	5 (3.2%)	154
WYLD annual meeting	34 (25.6%)	50 (37.6%)	40 (30.1%)	5 (3.8%)	4 (3.0%)	133
WYLD webinar (Directors' Station, NetLibrary, etc.)	33 (33.7%)	35 (35.7%)	27 (27.6%)	3 (3.1%)	0 (0.0%)	98
Wyoming Library Association spring meeting	24 (22.2%)	37 (34.3%)	41 (38.0%)	5 (4.6%)	1 (0.9%)	108
Other webinar (SirsiDynix Institute, WebJunction, etc.)	21 (17.1%)	48 (39.0%)	48 (39.0%)	6 (4.9%)	0 (0.0%)	123
Online, self-paced course (LibraryU, WebJunction, etc.)	21 (33.3%)	23 (36.5%)	15 (23.8%)	4 (6.3%)	0 (0.0%)	63
College of DuPage Teleconference	19 (14.2%)	40 (29.9%)	68 (50.7%)	3 (2.2%)	4 (3.0%)	134

State Library webinars were the most highly attended training opportunities, based on the number of respondents who ranked their usefulness, and also ranked highly with participants. College of DuPage Teleconferences were well-attended, but their usefulness was perceived as only average.

“Other” training received the highest rankings, perhaps because these were training opportunities that respondents sought out specific to their jobs. The following 122 items were specified as “other” training, ranked by how respondents marked the usefulness of “Other” training:

**Unrated (12)**

ARMA  
BCR/WorldCat Resources  
    Sharing  
book fair  
BYU Young Readers  
CALI  
Have not attended yet.  
LOTI-Mentor training/cert. stats  
NA  
not offered opportunity  
regional meeting  
Soaring Eagle  
Train the Trainer Conference  
    Federal Depository Library  
    Conference

**0 Did Not Attend (1)**

Colorado ILL Conference

**1 Very Useful (59)**

AASL in Reno  
AASL, CCIRA  
ACRL Conference  
ALA Tech Source  
Basin to learn WyldCat  
BATES online library  
    endorsement  
BCR  
BCR in Denver  
BCR training  
BCR WorldCat Resource  
    Sharing Webinar  
BCR, OCLC MARC, Books for  
    everyone  
Bd/Dir Training  
BERI Peggy Sharp, U. WY Dr.  
    Manyak  
CCC online library classes  
CCLRA  
children spring section  
cleaning seminar/trade show  
county workshop

courses at BHSU  
co-workers  
database webinars  
Databases by Chris VanBurgh  
Director’s Station – Mammoth  
District Library Meetings  
ed2go  
ED2Go Online Class  
face to face classes  
In county staff training  
Information Power  
Information Power & WLA  
Information Power, St. Coud  
    State Childrens Lit Wkshop  
Information Sessions  
Institutional library workshop  
Institutional Training  
Learned how to use Workflows  
lib courses online  
Library Leadership (WILLI)  
20mploye library association  
    conference  
Montana State U. BATE  
    program  
monthly tech meetings  
Nat’l Reading Conf K-6  
noodletools, inspiration  
online college classes – RCD  
    grants from the state library  
Peggy Sharp  
PLA  
PLA Boston  
PR Training Seminar  
puppeteering @ Casper  
Regional  
Regional and National Meeting  
regional meeting in Thermop  
Regional Meetings  
Sirsi Super Conf  
SirsiDynix UserGroup Mtg,  
    LITA National Forum  
SITE, ALA Tech Source  
WLA – Fall

WLA Annual Conference  
WLA Fall Conference  
WLA Fall Meeting

**2 Very Useful (40)**

AALL  
AASL  
Academic lib spr mtg (not  
    WLA)  
accelerated reader  
ACRL, LOEX, WYDEC  
ALA  
ALA conference Oct. 2008  
    Reno, NV  
audiobooks webinar  
BCR Course  
BCR Training  
BER Seminars  
classes offered at county  
Colo Academic Library Summit.  
    Colo Alliance of Research  
    Libraries Conference  
computer training  
county lib summit w/ Des &  
    Leslie  
Custodial Training  
customer service  
20mplo  
Fremont Co. Librarian at Fort  
    Washakie Conference 8/07  
Gale  
Independent Reading  
Information Power  
National + Regional Conference  
on-site training with Mary  
    Henning  
Region 3 Meeting  
Region II Mtg  
Snowy Range Institute  
    Practicum  
software training  
SSLMP- Aug. 2007  
State Regional Spring Mtg.

Technology Institute (Jackson)  
 What's New Seminars  
 WLA Conference  
 WLA Fall  
 WLA Fall Annual  
 WLA Fall Conference  
 WLA Fall Meeting  
 WLA in Fall  
 Wolf's  
 WYLD Region

**3 Average (13)**  
 ARLIS/MW  
 BCR Webinar  
 Change workshop  
 Marc Records/Cataloging  
 NCA + School Improvement  
 Region 3 Mtg  
 Sirsi Dynix annual meeting  
 Sirsi super conf  
 Systems changes, upgrades  
 WLA  
 WLA Annual conf

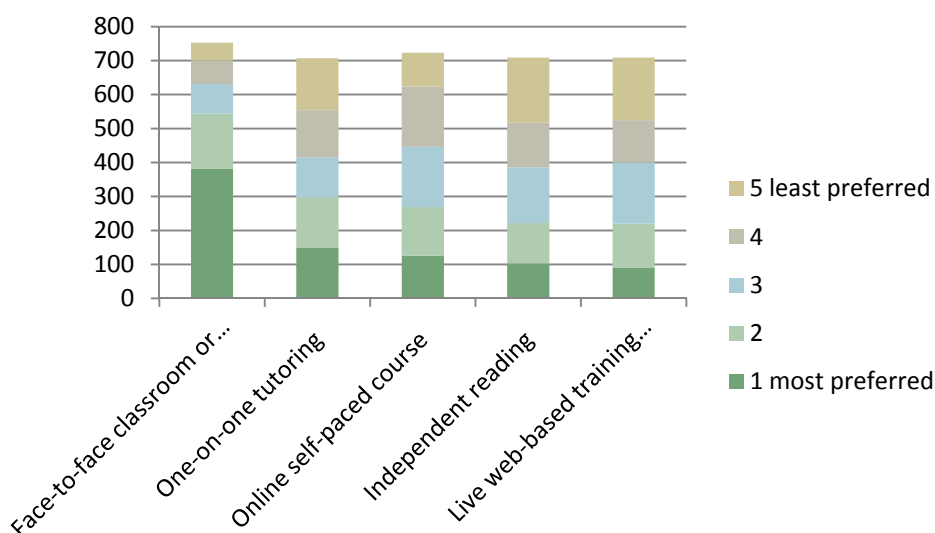
WLA Annual Conference  
 Wyoming State Library  
 Conference

**4 Not Useful (2)**  
 cataloging  
 Copyrt compliance

**More than one marked (1)**  
 national conferences, WLA  
 Annual Conference

## Preferred training methods

Question 18 of the survey asked respondents to rank five training delivery methods, “1 through 5, with 1 being the most preferred and 5 being the least preferred.” Tabulation of this question was difficult, because respondents interpreted this question differently. Some respondents used it as a rank order, with each number being used only once, while others repeated numbers, apparently using 1-5 as a preference scale instead of a rank order. Some merely marked an “x” by one to three training methods. All those marked “x” were converted to a “1.”



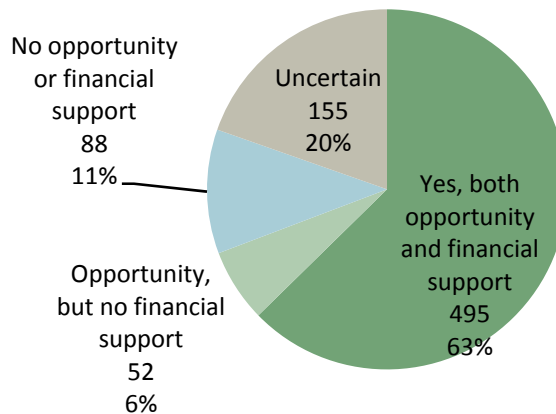
Preferred training delivery methods, all libraries, by “1 most preferred” (N=812)						
Training method	1 most preferred	2	3	4	5 least preferred	N=
Face-to-face classroom or lecture	381 (50.6%)	163 (21.6%)	87 (11.6%)	70 (9.3%)	52 (6.9%)	753
One-on-one tutoring	150 (21.2%)	148 (20.9%)	117 (16.5%)	139 (19.7%)	153 (21.6%)	707
Online self-paced course	126 (17.4%)	143 (19.8%)	177 (24.5%)	178 (24.6%)	99 (13.7%)	723
Independent reading	103 (14.5%)	119 (16.8%)	164 (23.1%)	132 (18.6%)	191 (26.9%)	709
Live web-based training (webinars)	91 (12.8%)	129 (18.2%)	180 (25.4%)	125 (17.6%)	184 (26.0%)	709

Respondents seemed to want the personal touch in training. By far, the most preferred method was a face-to-face classroom or lecture, both in terms of the percent of respondents marking it “1 Most Preferred” in the number of respondents (some left less preferred training methods blank and only ranked their top 1 to 3 methods.) Face to face was top-ranked across all library types. One-on-one tutoring was a distant second for the workforce. Webinars did not rate highly. With Wyoming’s long distances and the increasing costs of travel, face to face can be difficult to deliver. The State Library and WYLD Training Committee are increasingly using webinars. However, respondents who had experienced a webinar (as indicated by a rating on question 17), ranked them more highly. Some resistance to webinars may stem from unfamiliarity with them.

## Library conference attendance

State, regional and national conferences and meetings offer library workers the chance to network with peers, share knowledge and learn new ideas. When libraries send their staff to conferences, it typically requires a greater commitment of time and travel funds than other training opportunities.

**Are you given an opportunity and financial support to attend library conferences on work time? (N=790)**



Question 20 asked workers to specify which (if any) of 10 specific library conferences and meetings they attended at least once each three years. By far, the most attended conference is the Wyoming Library Association’s annual meeting each fall, with 41.3% of all library workers reporting they attend at least once each three years, followed by the WLA spring meetings at 16.3%. Nearly half (47%) of respondents did not report any conferences attended at least once each three years.

<b>Library workers attending specific meetings/conferences at least once every three years, ALL that apply (N=812)</b>		
<b>Conference</b>	<b>Number</b>	<b>Percent</b>
Wyoming Library Association (WLA) Annual Conference	335	41.3%
WLA Spring Meetings	132	16.3%
WYLD Annual Meeting	121	14.9%
WYLD Regional Meetings	107	13.2%
Other, please specify	81	10.0%
WLA Legislative Reception	75	9.2%
ALA Division Conference (PLA, ACRL, AASL, etc.)	70	8.6%
Mountain Plains Library Association (MPLA) Annual Conference	52	6.4%
American Library Association (ALA) Annual Conference	46	5.7%
Information Power	42	5.2%
IRA/WEA (International Reading Association/Wyoming Education Association)	21	2.6%
<b>No conference attendance reported at least once every three years</b>	<b>382</b>	<b>47.0%</b>

“Other” meetings and conferences attended that were included in comments:

5 state gov. docs conference	Conferences for volunteer coordinators	new to job
AALL (2)	county workshops	No
AALL (law libraries)	covering library while others attend	no, never was given the opportunity
AALL, WestPac & CoALL	discipline specific conferences (i.e. art librarians, women’s studies)	none (5)
AASL	do not apply	None – not offered
AASL Conference	Federal Depository Library Meetings, Other information related conferences	None so far
ACRL – I would love to go!	Have not been employed long enough.	Novell’s Conference
Admin Assistant type stuff	Haven’t attended any for 3-4 years	OLAC, ILS Vendor usergroups – national and regional.
archival conferences	ILL; Colo Academic Consortium	Various Colorado lib. Assoc. meetings
Art Research Librarians Society/Mountain West Chapter	institution library meetings	other state lib assoc conferences as appropriate
BER	International Reading Association.	PLA (2)
BER workshops – others as offered	JLL	Reading Workshop – BER
BERT Seminars	lifelong learning Assoc.	Region Trng Mtgs
“BYU Symposium “books for young readers”	LOEX possibly	Renaissance Place
BYU Symposium for Young Readers	Maintance Dept.	SCSC Literature Conf.
BYU Young Readers Symposium	MCMLA	Section Meetings
CAL, EndUser COALA	MCMLA/DMLA Consortium Meetings	Security in Public Buildings Conference
CALC (Colorado Academic)	MLA, MCMLA, CCML – every year	Sheridan High School Library Alexandria Training
CCIRA (4)	N/A	SIG
children’s program workshops	NA	Sirsi
Colo. ILL Cnference	NASIG	Sirsi Super Conf
Colorado Assn of Libraries, Nasig	never offered	SirsiDynix User Conference
Colorado ILL Conference	New Employee	SLA
Colorado ILL, Illiad Conference, Prospector Mtgs		SLA & ACRL
Colorado Paraprofessionals computers in libraries (3)		software inservice – 2 day software training in Denver
		State Institution Training
		Tribal libraries, muesuem, and archives (national meeting)

ULA  
 unaware of responsibility  
 WestPac, AALL  
 WLA section mtgs

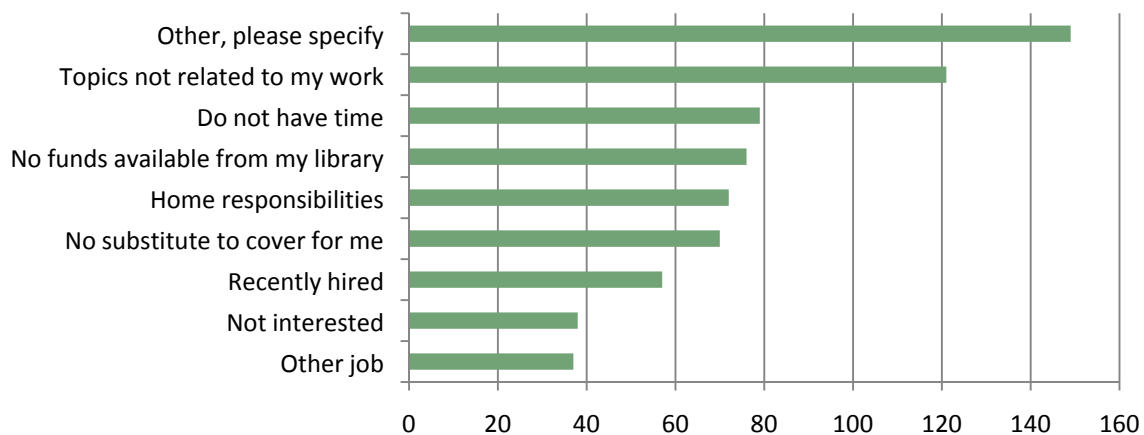
writing conferences/comic con's  
 etc.  
 WY Arts Alliance  
 WYLD data base uses

Wyoming Press Association  
 WyPec @ Casper  
 YALSA

## Barriers to training and conference attendance

Question 21 asked what barriers exist that prevent workers from attending training events or state, regional and national library conferences and meetings. Although “Recently hired,” was not offered as a choice on the original survey, it was added due to the large number of write-ins in the comments. Because it was not on the survey instrument, it may be under-represented, particularly given the large proportion of library workers employed less than five years. Four hundred twenty workers (51.7%) reported one or more barriers to conference and training attendance:

**Reasons why library workers have not participated in training events or conferences during the past three years, ALL that apply (N=812)**



<b>Barriers to training, all libraries, ALL that apply (N=812)</b>	<b>Number</b>	<b>Percent of workers</b>
Other, please specify	149	18.3%
Topics not related to my work	121	14.9%
Do not have time	79	9.7%
No funds available from my library	76	9.4%
Home responsibilities	72	8.9%
No substitute to cover for me	70	8.6%
Recently hired	57	7.0%
Not interested	38	4.7%
Other job	37	4.6%
<b>Respondents reporting one or more barriers to attendance</b>	<b>420</b>	<b>51.7%</b>

One of the biggest barriers to conference/training attendance was “topics not related to my work.” For state-level meetings, there is an opportunity to develop and offer more relevant topics to reach these workers. Funding is another area where state-level support could reduce barriers to participation.

“Other” barriers respondents reported were:

began library employment 4 months ago	just my first year as librarian
Began library job 3 mos ago	Just started (3)
Began working in Sept.	Just started employment
“being an assistant to the full time librarian, I’m	just started job. (2)
trained “in-house” as needed.”	just started this position
BER What’s new in YA Literature	Just started working in the library in September and
classes	haven’t had the opportunity.
county workshops	Lib is just part of job
do not know if I need to	Library Aide
doesn’t seem to 25 employe to library aides	Library is one of many hats I wear
Don’t always know about them.	Limited Funding Support
Facult – Level Librarians Frown Upon It.	Livestock responsibilities
Fairly new employee (2 years)	locations held not convenient for winter travel
Funds cover only so many people to go.	Lose \$100 a day per absence
Have not been here long enough	many are out of town
Have not made it a priority.	My library did not schedule me at conferences.
Have not worked here long enough	My location
have not worked here long enough to have an	National – not offered by Director
opportunity (only 2 months)	never invited to
have only been employed a short time	never offered
have only been here a short time	new
Have teaching duties as well	new employee (6)
have worked here only 4 months.	New 25employee-temp
Have worked less than 2 years	New Hire (2)
“haven’t asked – didn’t know if I could being an	new hire 2007
“Aide””	New Librarian
Haven’t had an opportunity yet	new to job (3)
haven’t heard of opportunities	No funds for this branch
haven’t work in the library 3 years	no information (2)
haven’t worked all year	no one presented the possibility to me.
hired 2-25-08	None applies
I am a parttime – parttime custodian	none offered
I am an aide – the Media Specialist would be the one	Not allowed
to do those things.	not asked (2)
I am an aide.	not asked to go
I am not on a mailing list	not aware of trainings
I didn’t know that there were training events to attend	not employed long
I have not been asked to do so.	not encouraged much, Hastle to apply to go – get
I have only worked here 1 month	coverage, etc.
I haven’t worked at the library long enough to be	not given opportunity
eligible to go anywhere.	not here last two years but prev. years not asked
I participated in some, but many do not related to my	not infmormed about training, did not know I could
job 25employee25ilities.	attend, as I am not a librarian.
I started work less than a year ago.	Not made available to us
I was teaching until last June	not offered (3)
I’m a student worker	not offered to parttime
I’m only a substitute. Not enough work hours	not offered to temp employees
available.	Not one of the usual preferred employees always
It’s more important for the llibrarians to attend	offered opportunities
training and someone needs to stay behind.	not the head librarian
I’ve only started at my library 9-5-07	not top priority
just became employee in January	often don’t know about them
Just hired	only been 1 yr

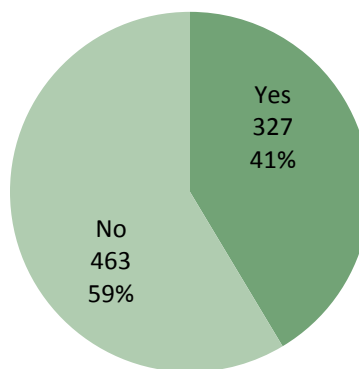
only been employed a short time.  
 Only been here 6 mos (2)  
 Only managers go to these events.  
 Only worked @ library 9 months  
 Only worked for about 7 months  
 others attend from my library-not enough funding for  
 all to attend  
 others represented our library instead  
 part time  
 part time employee  
 Physical Limitation  
 Recent Hire  
 recently hired  
 Recently relocated to WY  
 Requests not replied to  
 See comment below. (3)  
 See note below (2)  
 see notes  
 so far to drive

staff is not encouraged to go – only faculty  
 started 8-07  
 still in High School  
 Switched jobs – just returned to library field  
 This is my 1<sup>st</sup> year at this position  
 Too new – Have only been here 6 months  
 Transportation considerations  
 turned down  
 unaware of responsibilities  
 used to/giving others a chance  
 usually working for participants that attend training.  
 Was told to use vacation time  
 wasn't aware of meetings  
 We are self contained library and I feel very good  
 with what we have.  
 Worked in library less than 1 year  
 Working on my ESL Endorsement so ad to take  
 classes & attend workshops.  
 WYLD always eastern side of the state

## Wyoming Library Association involvement

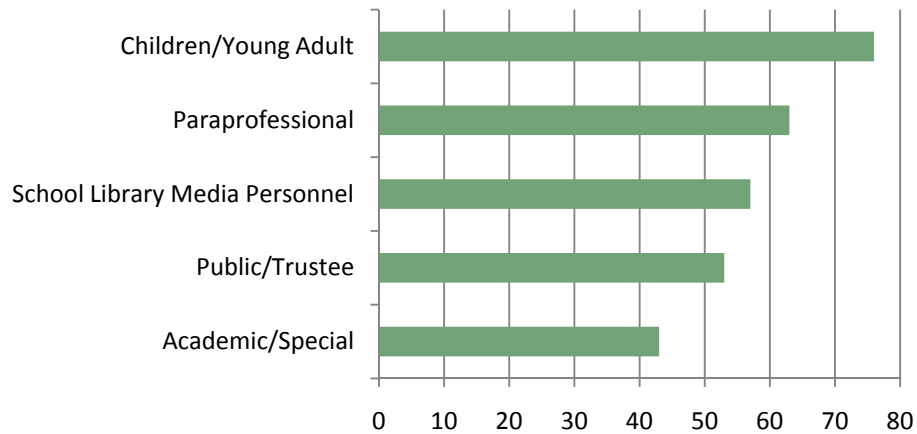
The Wyoming Library Association (WLA) is a membership organization that promotes library service and the profession of librarianship in the state. As of May 14, 2008, the organization had 386 members. The organization's web site is at [www.wyla.org](http://www.wyla.org). Survey questions 22 to 25 asked respondents for their involvement in WLA. Three hundred twenty seven surveyed library workers – two out of five – reported WLA membership.

**Wyoming Library Association membership, all libraries  
 (N=790)**



Of the 327 respondents who indicated WLA membership, 224 reported that they belonged to one or more special sections. The largest section was Children/Young Adult.

**All libraries, WLA members, section membership, ALL that apply (N=327)**



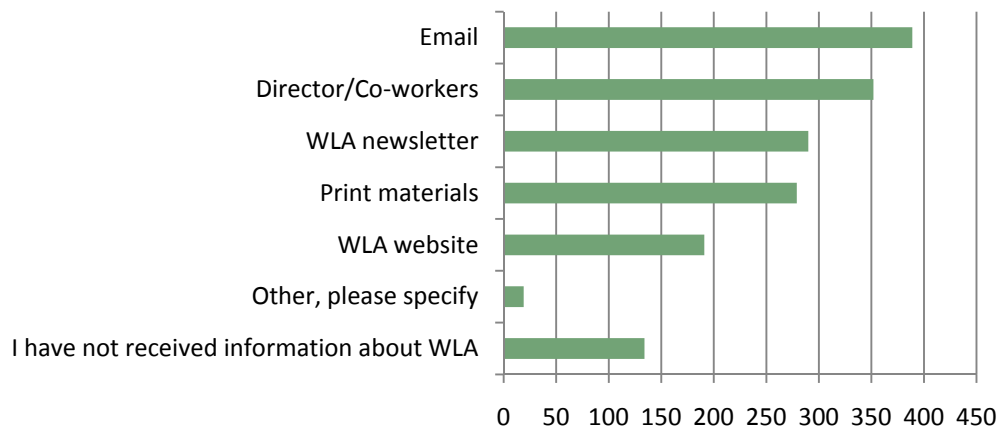
<b>All libraries, WLA members, section membership, ALL that apply (N=327)</b>		
<b>Section</b>	<b>Number</b>	<b>Percent</b>
Children/Young Adult	76	23.2%
Paraprofessional	63	19.3%
School Library Media Personnel	57	17.4%
Public/Trustee	53	16.2%
Academic/Special	43	13.1%
<b>None, or none marked</b>	<b>103</b>	<b>31.5%</b>

Five respondents either reported that they did not belong to WLA or left that question blank, but also reported section membership. Of those five, one reported that he or she belonged to Children/Young Adult, three that they belonged to Paraprofessional, one that he or she belonged to Public/Trustee and three that they belonged to School Library Media Personnel.

Service to WLA as an officer or committee member at any level was reported by 106 of 327 (32.4%) WLA members. Six respondents did not report being a current member, but indicated that they had served in some capacity.

Wyoming library workers receive information from or about WLA from a number of sources; 646 reported receiving information from one or more of the following sources:

**How library workers receive information about WLA, ALL that apply (N=812)**



<b>How library workers receive information about WLA, ALL that apply (N=812)</b>		
<b>Source</b>	<b>Number</b>	<b>Percent</b>
Email	389	47.9%
Director/Co-workers	352	43.3%
WLA newsletter	290	35.7%
Print materials	279	34.4%
WLA website	191	23.5%
Other, please specify	19	2.3%
<b>I have not received information about WLA</b>	<b>134</b>	<b>16.5%</b>

The information source most often reported is email – nearly half of all library workers surveyed get information about WLA this way. The second biggest source for WLA information is Director/Co-workers. One hundred thirty four (16.5%) respondents indicated that they have not received information about WLA, and 39 (4.8%) did not respond to the question.

The following items were listed as “Other” sources of information about WLA:

- |   |  |
|---|--|
| by mail   | Maintance Dept.                          |
| Contact with WSL, WYLD staff                        | other academic directors                 |
| district informer                                   | people in my region                      |
| I am a sub or do not receive info.                  | staff lunch room                         |
| I hear of a few thing occasionally from co-workers. | State Library                            |
| I just signed up for email notices                  | whatever comes in US post mail           |
| I only receive info. If I look for it.              | would prefer membership renewals by mail |
| Jan Segerstrom                                      | Wyoming State Library                    |

## WYLD training needs

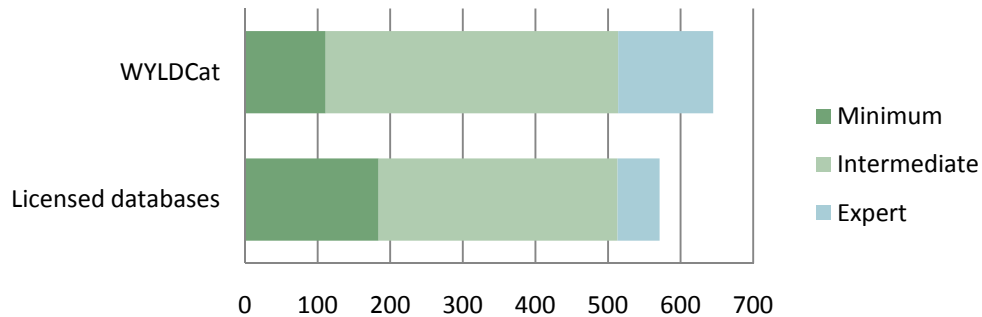
Question 26 asked respondents to rate their skill level as “Minimum,” “Intermediate,” or “Expert” on 13 different WYLD (Wyoming Libraries Database) functions. They were also asked if they would like to receive training on these functions.

A distinction must be made between the functions in general use and those only available to WYLD members. WYLDCat and the licensed databases are freely accessible to all Wyoming libraries. All other functions are only used by WYLD member libraries that participate in the statewide integrated library system.

Survey responses were coded to differentiate WYLD from non-WYLD libraries. Schools were coded at the district level, where the school district had at least one WYLD library. There were 517 responses coded as coming from WYLD libraries and 295 from non-WYLD libraries.

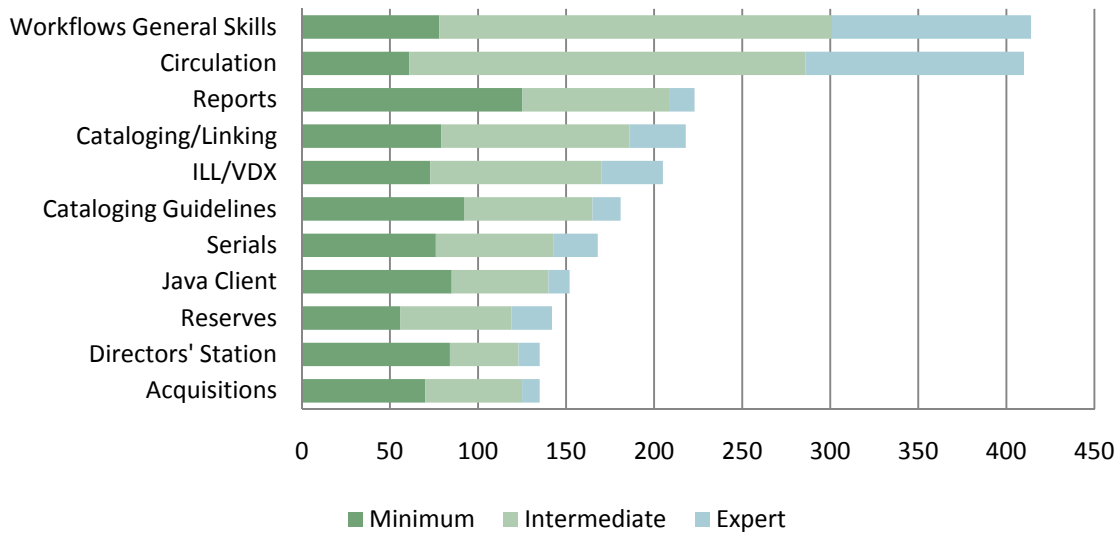
Even though non-WYLD libraries do not use the WYLD system, 148 non-WYLD respondents ranked their skill level on one or more functions, and 59 requested training on system functions. This may have been in part due to a misunderstanding of the question 26. Although the intent was to ask, for example, for the skill level in using the WYLD circulation function, it is possible that respondents rated their skill level on circulation as a general library function. Requests for training may also have stemmed from the same misunderstanding, or out of a general desire for more training. Because of this discrepancy, skill level and training request data has been differentiated between WYLD and non-WYLD libraries for system-specific functions other than WYLDCat and the licensed databases, which are readily accessible to all libraries.

**Self-reported skill levels, WYLDCat and licensed databases, all libraries (N=812)**



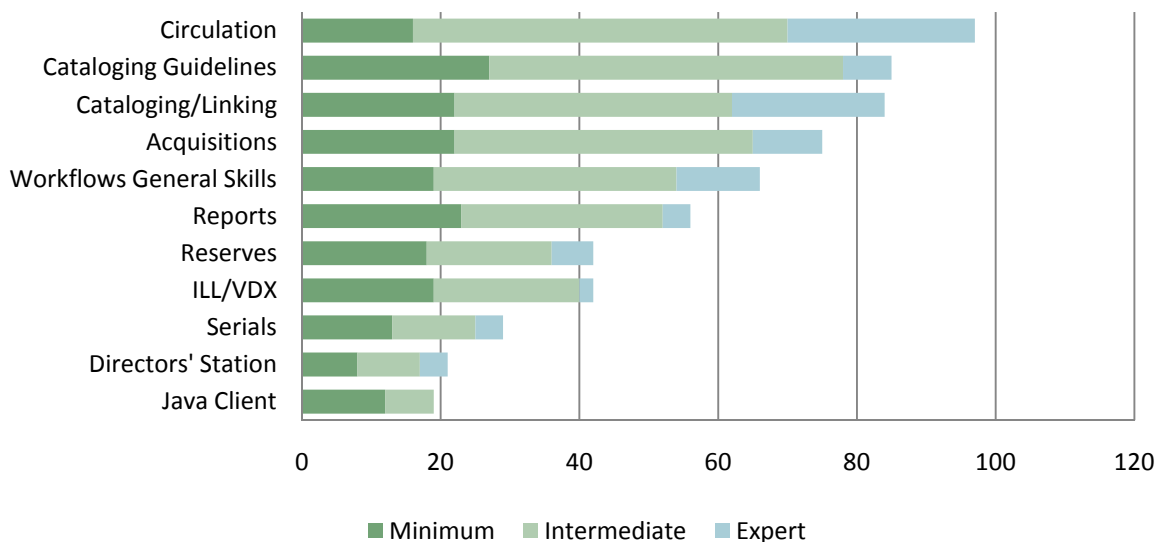
WYLD function	Minimum	Intermediate	Expert	N=
WYLDCat	111 (17.2%)	<b>403 (62.5%)</b>	131 (20.3%)	645
Licensed databases	184 (32.2%)	<b>329 (57.6%)</b>	58 (10.2%)	571

**Self-reported skill levels, WYLD functions, WYLD libraries (N=517)**



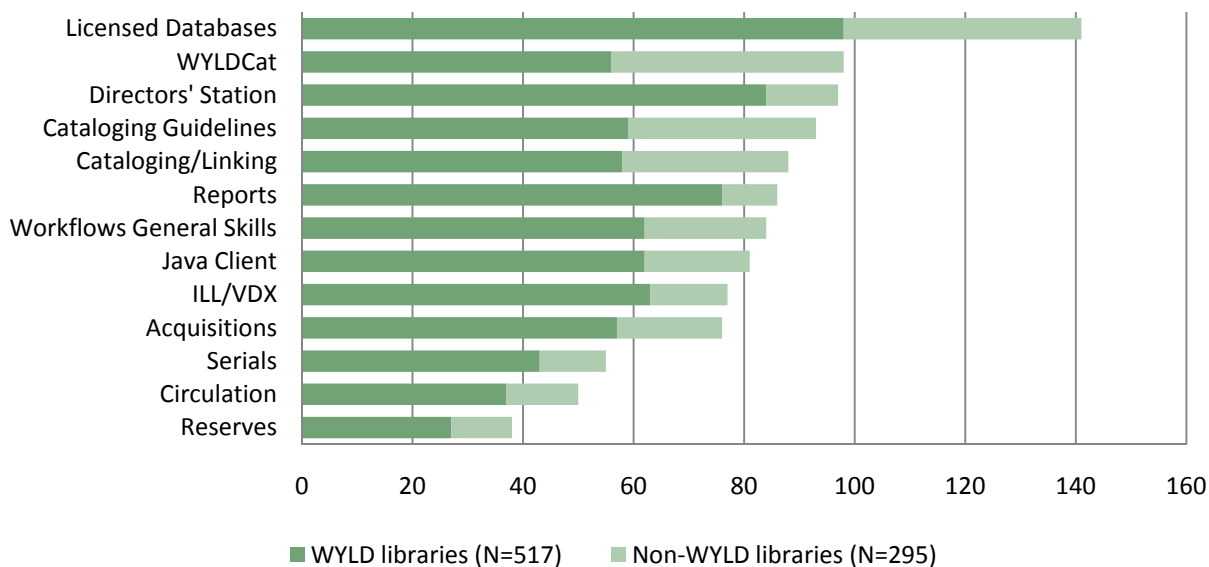
WYLD function	Minimum	Intermediate	Expert	N=
Workflows General Skills	78 (18.8%)	<b>223 (53.9%)</b>	113 (27.3%)	414
Circulation	61 (14.9%)	<b>225 (54.9%)</b>	124 (30.2%)	410
Reports	<b>125 (56.1%)</b>	84 (37.7%)	14 (6.3%)	223
Cataloging/Linking	79 (36.2%)	<b>107 (49.1%)</b>	32 (14.7%)	218
ILL/VDX	73 (35.6%)	<b>97 (47.3%)</b>	35 (17.1%)	205
Cataloging Guidelines	<b>92 (50.8%)</b>	73 (40.3%)	16 (8.8%)	181
Serials	<b>76 (45.2%)</b>	67 (39.9%)	25 (14.9%)	168
Java Client	<b>85 (55.9%)</b>	55 (36.2%)	12 (7.9%)	152
Reserves	56 (39.4%)	<b>63 (44.4%)</b>	23 (16.2%)	142
Acquisitions	<b>70 (51.9%)</b>	55 (40.7%)	10 (7.4%)	135
Directors' Station	<b>84 (62.2%)</b>	39 (28.9%)	12 (8.9%)	135

### Self-reported skill levels, WYLD functions, non-WYLD libraries (N=295)



WYLD function	Minimum	Intermediate	Expert	N=
Circulation	16 (16.5%)	<b>54 (55.7%)</b>	27 (27.8%)	97
Cataloging Guidelines	27 (31.8%)	<b>51 (60.0%)</b>	7 (8.2%)	85
Cataloging/Linking	22 (26.2%)	<b>40 (47.6%)</b>	22 (26.2%)	84
Acquisitions	22 (29.3%)	<b>43 (57.3%)</b>	10 (13.3%)	75
Workflows General Skills	19 (28.8%)	<b>35 (53.0%)</b>	12 (18.2%)	66
Reports	23 (41.1%)	<b>29 (51.8%)</b>	4 (7.1%)	56
ILL/VDX	19 (45.2%)	<b>21 (50.0%)</b>	2 (4.8%)	42
Reserves	<b>18 (42.9%)</b>	<b>18 (42.9%)</b>	6 (14.3%)	42
Serials	<b>13 (44.8%)</b>	12 (41.4%)	4 (13.8%)	29
Directors' Station	8 (38.1%)	<b>9 (42.9%)</b>	4 (19.0%)	21
Java Client	<b>12 (63.2%)</b>	7 (36.8%)	0 (0.0%)	19

### Requests for training on WYLD functions



WYLD function	WYLD libraries (N=517)	Non-WYLD libraries (N=295)	All libraries (N=812)
Licensed Databases	98	43	141
WYLDCat	56	42	98
Directors' Station	84	13	97
Cataloging Guidelines	59	34	93
Cataloging/Linking	58	30	88
Reports	76	10	86
Workflows General Skills	62	22	84
Java Client	62	19	81
ILL/VDX	63	14	77
Acquisitions	57	19	76
Serials	43	12	55
Circulation	37	13	50
Reserves	27	11	38
<b>Number of workers requesting training on one or more functions</b>	<b>205</b>	<b>78</b>	<b>283</b>
<b>Percent of workers requesting training on one or more functions</b>	<b>39.7%</b>	<b>26.4%</b>	<b>34.9%</b>

Among WYLD libraries, 39.7% of workers requested training on one or more WYLD functions, with licensed databases and Directors' Station being the most requested.