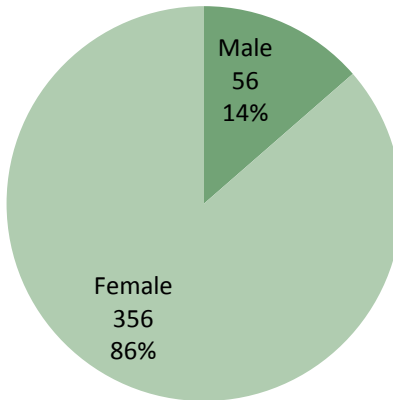


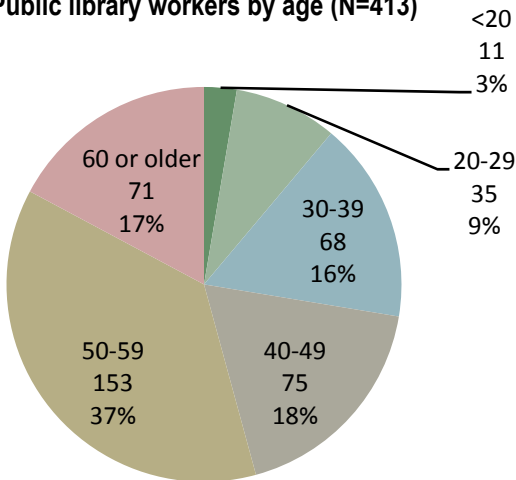
Survey Results: Public Libraries (N=414)

Workforce demographics

Public library workers by gender (N=412)



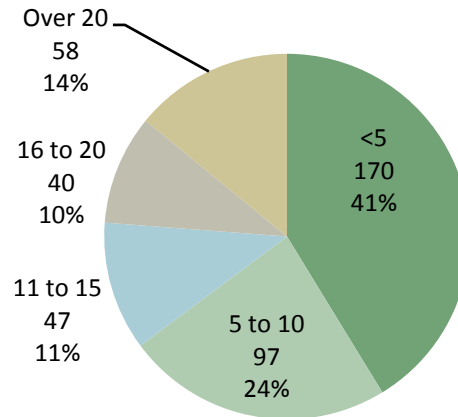
Public library workers by age (N=413)



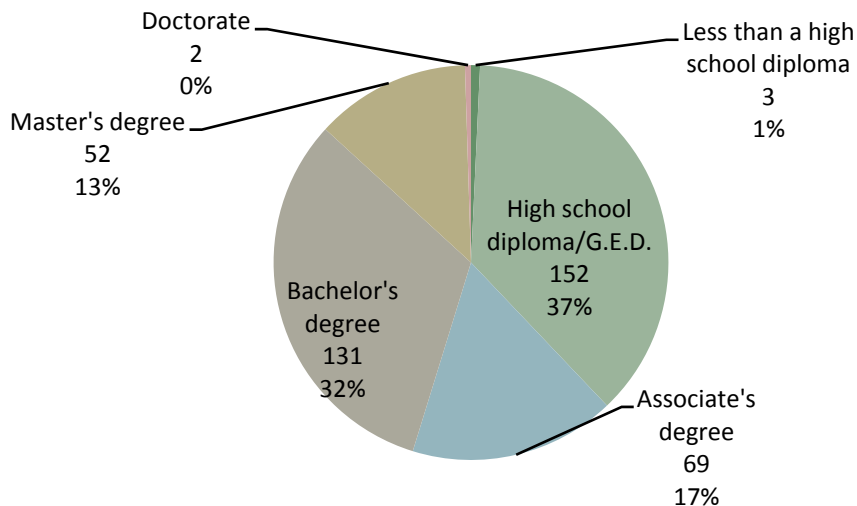
Public libraries had slightly more male respondents than in the general workforce. Public libraries had a greater proportion of respondents under 30 than any other library type. The proportion of workers 60 and older (17%) was second only to that of special libraries (20%).

Experience and education

Years employed in a Wyoming library, public library workers (N=412)



Highest level of education, public library workers (N=409)



Public libraries have the highest proportion of workers with less than 5 years experience of any of the four library types, and also the highest proportion of those holding only a high school diploma or G.E.D.

Public library workers are also the least-credentialed of the four library types, as shown in the following tables. Only 8.9% of workers hold one of the five library- and education-related credentials listed on the survey; no other library type has less than one-third of its workforce holding one or more credentials.

Institute of Museum and Library Services (IMLS) statistics track the percentage of ALA-MLS FTEs (full-time equivalent positions), not the number of positions, as in the workforce survey.

2005 data from IMLS show that the national average of ALA-MLS FTEs to total staff FTEs was 22.4%. In Wyoming, only 9.1% of total staff FTEs was filled by ALA-MLS librarians.

Public library workers holding specific library/education credentials (N=414)	Number	Percent
ALA-accredited master's degree	30	7.2%
Master's degree in educational media	7	1.7%
School library media endorsement	4	1.0%
NCATE-accredited master's degree	2	0.5%
Other master's degree in library/information science	1	0.2%
Total reporting one or more credentials currently held	37	8.9%

Public library workers currently pursuing specific library/education credentials (N=414)	Number	Percent
Currently pursuing a master's degree in library/information science	7	1.7%
Currently pursuing school library media endorsement	3	0.7%
Total pursuing specific library/education credentials	10	2.4%

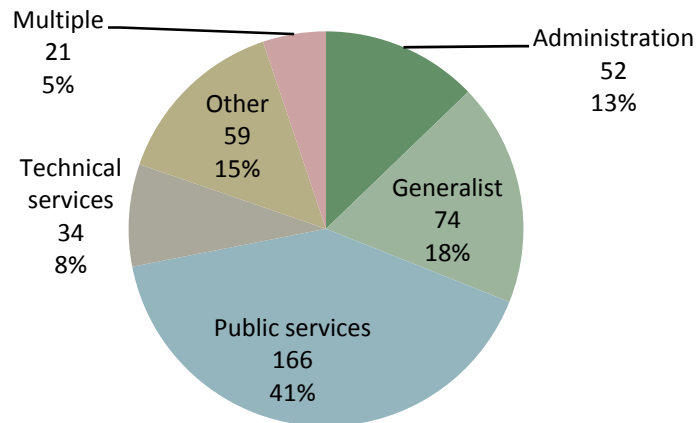
Public library workers considering pursuing specific library/education credentials (N=414)	Number	Percent
Considering pursuing master's degree in library/information science	24	5.8%
Considering pursuing school library media endorsement	13	3.1%
Total considering pursuing specific library/education credentials	32	7.7%

“Other” credentials reported by public library workers:

- | | | |
|---|--|--|
| 1 yr. away from Associate's Degree in Library/Info. Science. | Ed. Works for job.
BA+History+Art History.
MA Adult Ed History | MFA
N/A
None (4) |
| 3 years college, some library classes, workshops, experience | Elementary & Early Education
BA Childhood experience | none of the above
None, still High School student. |
| always working on IT credentials | Journalism/communication degree | Nursing Degree
page |
| AS Data Processing | K-12 Physical Ed & English Degree | paraprofessional library certification |
| BA Education K-12 | library tech, AAS | Public Administration |
| Bachelor Degree | MA Art History | pursuing bachelor's in library information management |
| Bachelors in Fine Art, Masters Degree in Fine Art, Literature Humanities, emphasis on library science | master gardener | pursuing other degree |
| BMUD Inst. | Master's in Administration | Sheet Metal Journeyman |
| Business school | Masters in Business Administration | Teaching Certificate |
| certified elem. Teacher B.S. in Ed.+ | Master's in English Theory and Practice of Writing | Technology Certification |
| currently pursuing masters degree in other | MBA - business Admin.
Currently pursuing PHD | Was pursuing a MLS until I was informed that education was not important by the director yr of work experience |
| | MED Elem. Ed. | |

Job duties

Primary job responsibility, public library workers (N=406)



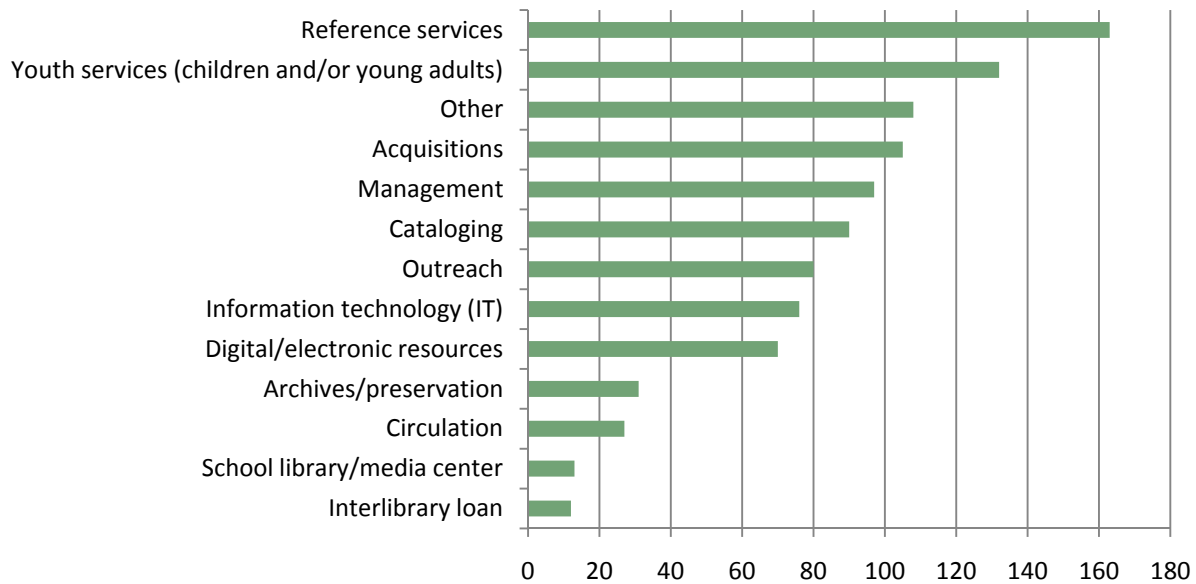
Looking at respondents' one primary responsibility, public libraries had the largest proportion of workers in public services of any library type.

“Other” primary job responsibilities listed by public library workers:

adjunct custodian	Facility	Public Relations (2)
As a parttime employee I help in many areas of the library.	facility maintenance	Public Relations/Programming
Ass't Mgr - Branches	help desk	Reference
Bookkeeper, YA Programmer	I.T.	reference, events
bookkeeping	Information Technology (3)	serials
branch manager	IT (2)	shelver (4)
children/YA	Just 2 of us here so we do it all.	shelving
Children's	Library Page	Shelving, checking in materials
Children's Librarian (4)	Maintenance (5)	small staff
Children's Services (2)	middle management - branch librarian	sort room
Circ.	outreach	substitute
circulation clerk	Page (2)	Tech Services/Reference - can't mark just one
circulation desk	PR Marketing	Technology Coordinator
circulation services	programming	Technology Librarian
clerical	programming for children	Technology Manager,
collection development	Programs & Education	Bookkeeper
Communications/outreach	Programs/events	Toilet Cleaner
custodian	public & TS	youth service staff

Question 8 asked them to mark all of their job responsibilities. Reference services, youth services (children and/or young adults) and “Other” were the most commonly listed responsibilities in public libraries.

Current job responsibilities, public library workers , ALL that apply (N=414)



Job responsibilities, public library workers ALL that apply (N=414)	Number	Percent
Reference services	163	39.4%
Youth services (children and/or young adults)	132	31.9%
Other	108	26.1%
Acquisitions	105	25.4%
Management	97	23.4%
Cataloging	90	21.7%
Outreach	80	19.3%
Information technology (IT)	76	18.4%
Digital/electronic resources	70	16.9%
Archives/preservation	31	7.5%
Circulation	27	6.5%
School library/media center	13	3.1%
Interlibrary loan	12	2.9%

“Other” job responsibilities listed:

""Adult"" Services ILL !!"
 Accounting
 Admin Office
 Administration
 adult programming, publicity
 All
 Art Gallery CFAC
 Assistant to Director
 because our library is small, I
 help with all areas in our
 library
 Billing and ILL
 book keeping (2)
 Branch responsibilities

business office (2)
 business/accounting
 circ (2)
 Circ Desk + Shelver
 Circ.
 Circulation (19)
 Circulation Desk (2)
 circulation services
 circulation.
 Cleaning
 clerical
 computers
 custodial
 customer service

facilities
 Facilities Management
 financial
 front desk (2)
 general circulation
 duties/shelving
 graphic design, PR
 I have no specific primary
 position.
 ILL (3)
 ILL Coll Development
 ILL Services
 ILL/Serials
 ILL/Staff scheduling

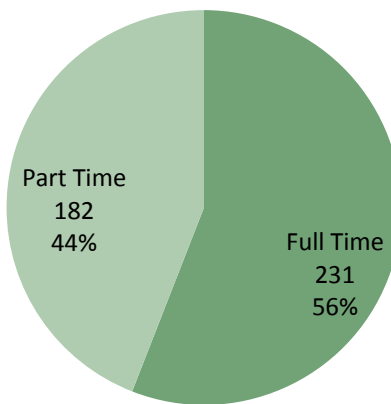
Interlibrary Loan (2)
 Latino Programs
 Library clerk - a little of everything
 library Page
 maintenance (5)
 older adults
 overdue-office supplies
 Page
 Patron Service (2)
 Periodicals

PR
 PR/marketing
 processing, ordering
 programs/advertisement
 public relations
 Public relations budget
 public relations: programming
 Public Services
 Publicity/Marketing
 security
 selection

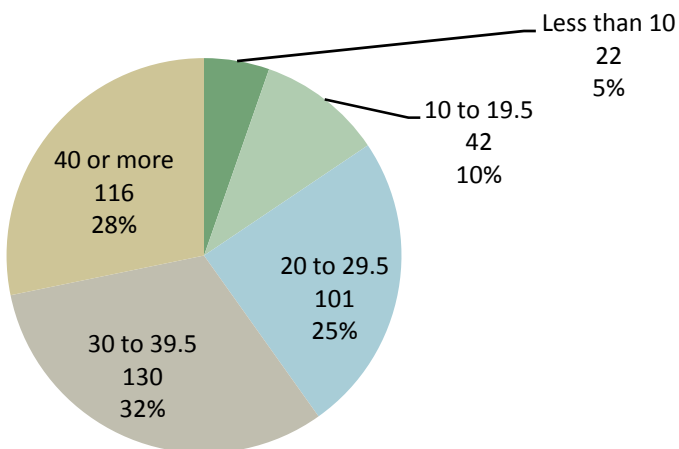
serials
 shelvers
 shelving (5)
 Shelving books.
 tech services
 technical services
 volunteers
 webmaster
 weekly deposits from cash drawer

Employment status, salaries and benefits

Employment status, public library workers (N=413)

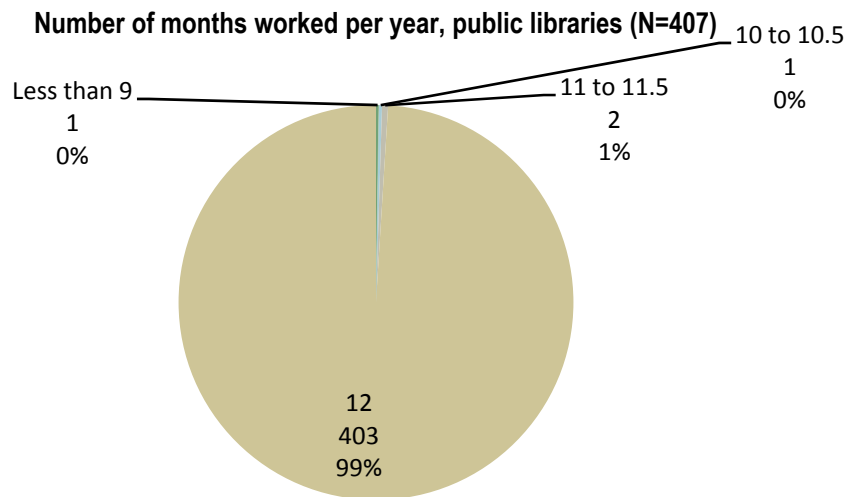


Number of hours worked per week, public libraries (N=411)



Public libraries employ a greater percentage of part-time workers (44%) than any other library type. It is common for a full-time workweek to be less than 40 hours: 114 of 231 (49.4%) of full-time public library workers reported working between 30 and 39.5 hours weekly. In general,

public library workers are employed the full 12 months out of the year. The number of workers reporting fewer months worked was negligible.



Reported annual salaries, public libraries	Minimum	1st quartile	Median	3rd quartile	Maximum	Mean average
Full-time workers (N=93)	\$16,380.00	\$27,000.00	\$33,000.00	\$44,400.00	\$90,000.00	\$36,501.08
Part-time workers (Insufficient data)	-	-	-	-	-	-

Reported hourly wages, public libraries	Minimum	1st quartile	Median	3rd quartile	Maximum	Mean average
Full-time workers (N=98)	\$8.00	\$11.15	\$13.84	\$17.48	\$28.60	\$14.93
Part-time workers (N=161)	\$7.00	\$8.99	\$10.08	\$13.19	\$25.66	\$11.67

Average annual salaries for full-time workers were lowest by far in the state’s public libraries – approximately \$8,000 a year less than in academic libraries and almost \$19,000 less than in school libraries. No other library type had a median salary less than \$40,000 or a minimum salary less than \$20,000. Reported hourly wages, however, were close to those of the entire workforce.

The calculated hourly wage combined reported hourly wage information with per-hour breakdown of reported salaries, based on the number of hours in a work week and the number of hours worked per year. There were 353 usable records for a calculated hourly wage in public libraries. Average calculated wages for public libraries were the lowest of any library type.

Calculated hourly wage, public libraries	Minimum	1st quartile	Median	3rd quartile	Maximum	Mean average
Full-time workers (N=189)	\$8.00	\$12.23	\$15.25	\$19.78	\$38.46	\$16.61
Part-time workers (N=164)	\$7.00	\$9.00	\$10.32	\$13.56	\$25.66	\$11.84

As employees of local government, full-time public library workers are likely to have a strong benefits package: 93.9% report they are eligible for health insurance and 91.8% say they are offered retirement benefits. Nearly all (more than 97%) have vacation and sick leave. For part-time public library workers, less than one in five is offered health insurance, and 31.3% report no benefits. Almost half of part-timers report receiving vacation, sick leave and holiday pay.

Benefits, full-time public library workers (N=231)		
Benefit	Number	Percent
Vacation	226	97.8%
Sick leave	225	97.4%
Health insurance	217	93.9%
Holiday pay	216	93.5%
Retirement	212	91.8%
Dental insurance	184	79.7%
Life insurance	166	71.9%
Vision insurance	143	61.9%
Deferred compensation plan (401K/457/403B/etc.)	137	59.3%
Other, please specify	12	5.2%
No benefits reported	2	0.9%

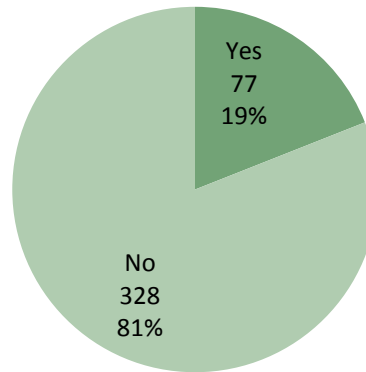
Benefits, part-time public library workers (N=182)		
Benefit	Number	Percent
Vacation	90	49.5%
Sick leave	88	48.4%
Holiday pay	80	44.0%
Retirement	78	42.9%
Health insurance	42	23.1%
Dental insurance	40	22.0%
Deferred compensation plan (401K/457/403B/etc.)	37	20.3%
Life insurance	33	18.1%
Vision insurance	31	17.0%
Other, please specify	7	3.8%
No benefits reported	57	31.3%

“Other” benefits reported by public library workers:

- | | | |
|--|-----------------------------|----------------------------------|
| accident/cancer | FLEX | occasional bonus |
| Aflack, Sec. 125, Flexible Medical | flex | Section 125 (2) |
| deferred payroll | flex plan | URM - Unreimbursed Medical |
| dental, health club discount, wellness program | Job Share. Get 1/2 benefits | Water has been recently approved |
| Disability Insurance | no late fees. | WY Retirement |
| | no library fines | |
| | none (4) | |

Planned retirements

Public library workers planning to retire in the next 5 years
(N=405)

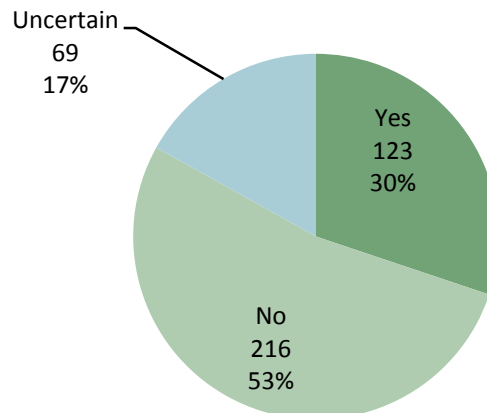


Although public libraries have a high proportion of workers 60 and older (17%), the survey seems to indicate that public libraries will be least impacted by the upcoming wave of library retirements. Only 19% (77 of 405) of public library workers say they intend to retire within five years.

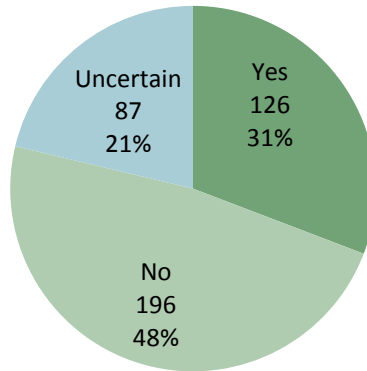
Support for training

Public library workers were most likely to report that their libraries had formal programs to train new employees and to provide for ongoing training and staff development, although it was still less than a third for each. Eighty-seven percent said they receive the opportunity to attend training, workshops and other learning events on work time.

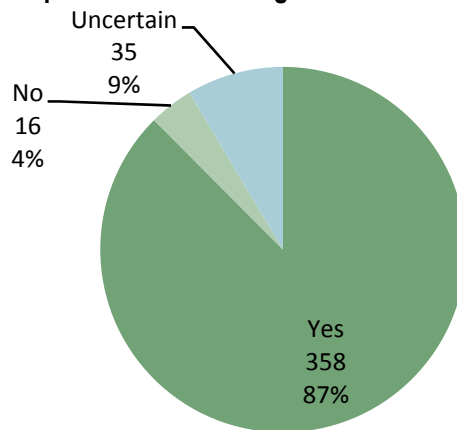
Public library has a formal program for training new employees
(N=408)



Public library has a formal program for ongoing training and staff development (N=409)

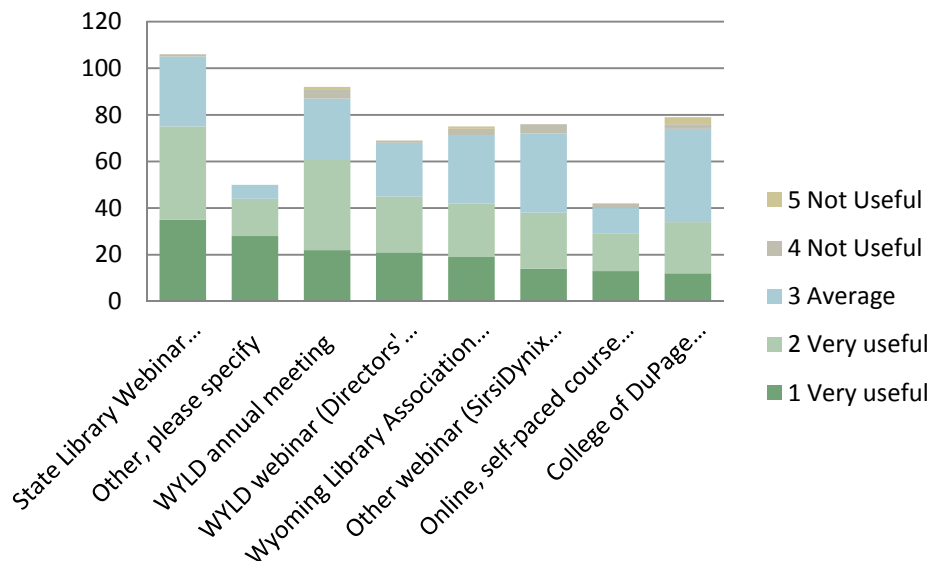


Public library workers are given opportunity to attend training, workshops and other learning events on work time (N=409)



Usefulness of existing training

Perceived usefulness of existing training, public library workers
(N=414)



Perceived usefulness of existing training, public library workers (N=414)						
Training opportunity	1 Very useful	2 Very useful	3 Average	4 Not Useful	5 Not Useful	N=
State Library Webinar (Databases of the month, etc.)	35 (33.0%)	40 (37.7%)	30 (28.3%)	1 (0.9%)	0 (0.0%)	106
Other, please specify	28 (56.0%)	16 (32.0%)	6 (12.0%)	0 (0.0%)	0 (0.0%)	50
WYLD annual meeting	22 (23.9%)	39 (42.4%)	26 (28.3%)	4 (4.3%)	1 (1.1%)	92
WYLD webinar (Directors' Station, NetLibrary, etc.)	21 (30.4%)	24 (34.8%)	23 (33.3%)	1 (1.4%)	0 (0.0%)	69
Wyoming Library Association spring meeting	19 (25.3%)	23 (30.7%)	29 (38.7%)	3 (4.0%)	1 (1.3%)	75
Other webinar (SirsiDynix Institute, WebJunction, etc.)	14 (18.4%)	24 (31.6%)	34 (44.7%)	4 (5.3%)	0 (0.0%)	76
Online, self-paced course (LibraryU, WebJunction, etc.)	13 (31.0%)	16 (38.1%)	11 (26.2%)	2 (4.8%)	0 (0.0%)	42
College of DuPage Teleconference	12 (15.2%)	22 (27.8%)	40 (50.6%)	2 (2.5%)	3 (3.8%)	79

As with other library types, “Other” training ranked highly. State Library Webinars appear to be the most highly attended training opportunity by public library respondents.

“Other” training, by usefulness rank

Unrated (3)

BYU Young Readers
Have not attended yet.
regional meeting

0 Did Not Attend (1)
Colorado ILL Conference

1 Very Useful (28)

ALA Tech Source
BCR
Bd/Dir Training

children spring section
 cleaning seminar/trade show
 county workshop
 co-workers
 Databases by Chris VanBurgh
 Director's Station - Mammoth
 ed2go
 face to face classes
 In county staff training
 Learned how to use Workflows
 lib courses online
 Library Leadership (WILLI)
 montana library association
 conference
 online college classes - RCD
 grants from the state library
 PLA

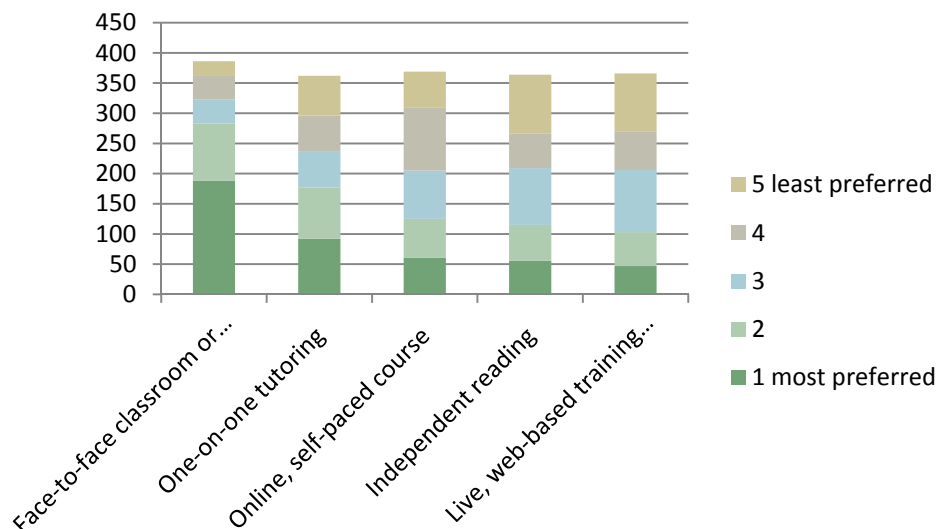
PLA Boston
 PR Training Seminar
 puppeteering @ Casper
 Regional
 Regional Meetings
 WLA - Fall
 WLA Annual Conference (2)
 WLA Fall Conference (2)

2 Very Useful (16)
 ALA
 BER Seminars
 classes offered at county
 Custodial Training
 excell
 Gale
 Region 3 Meeting

Snowy Range Institute Practicum
 State Regional Spring Mtg.
 WLA Conference
 WLA Fall
 WLA Fall Annual
 WLA Fall Conference
 WLA Fall Meeting
 WLA in Fall
 WYLD Region

3 Average (6)
 BCR Webinar
 Marc Records/Cataloging
 Region 3 Mtg
 Sirsi Dynix annual meeting
 WLA
 WLA Annual conf

Preferred training methods

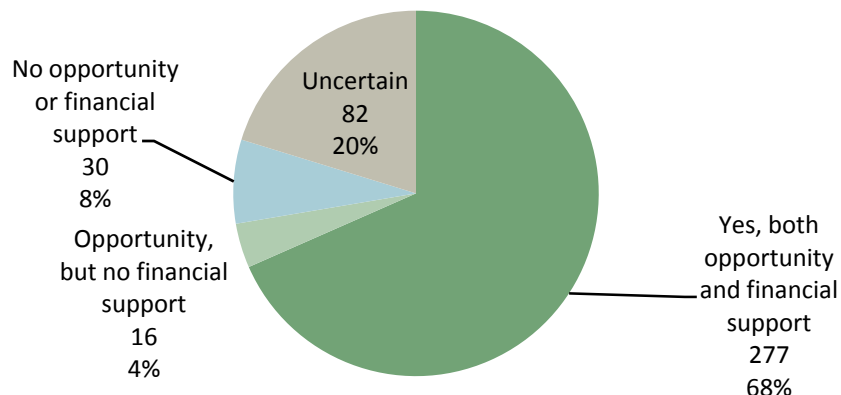


Preferred training methods, public libraries, by "1 most preferred"						
Training method	1 most preferred	2	3	4	5 least preferred	N=
Face-to-face classroom or lecture	188 (48.7%)	95 (24.6%)	40 (10.4%)	40 (10.4%)	23 (6.0%)	386
One-on-one tutoring	92 (25.4%)	85 (23.5%)	59 (16.3%)	60 (16.6%)	66 (18.2%)	362
Online, self-paced course	61 (16.5%)	64 (17.3%)	80 (21.7%)	104 (28.2%)	60 (16.3%)	369
Independent reading	56 (15.4%)	59 (16.2%)	94 (25.8%)	57 (15.7%)	98 (26.9%)	364
Live, web-based training (webinars)	47 (12.8%)	56 (15.3%)	103 (28.1%)	64 (17.5%)	96 (26.2%)	366

Public library workers preferred classroom and one-on-one training.

Library conference attendance

Are you given an opportunity and financial support to attend library conferences on work time? (Public libraries, N=405)



Public library workers attending specific meetings/conferences at least once every three years, ALL that apply (N=414)		
Conference	Number	Percent of public library workers
Wyoming Library Association (WLA) Annual Conference	201	48.6%
WYLD Annual Meeting	86	20.8%
WLA Spring Meetings	81	19.6%
WYLD Regional Meetings	78	18.8%
WLA Legislative Reception	42	10.1%
ALA Division Conference (PLA, ACRL, AASL, etc.)	40	9.7%
Mountain Plains Library Association (MPLA) Annual Conference	33	8.0%
Other, please specify	28	6.8%
American Library Association (ALA) Annual Conference	22	5.3%
Information Power	0	0.0%
IRA/WEA (International Reading Association/Wyoming Education Association)	0	0.0%
No conference attendance reported at least once every three years	171	41.3%

By a slight margin, public library respondents were more likely to report attendance at one or more conferences/meetings at least once each three years. Nearly half of public library respondents attend the Wyoming Library Association conference. "Other" conference and meetings reported by public library workers:

Admin Assistant type staff archival conferences
BER workshops - others as offered

"BYU Symposium ""books for young readers""
BYU Symposium for Young Readers

BYU Young Readers Symposium
children's program workshops
Colorado ILL Conference
computers in libraries (2)

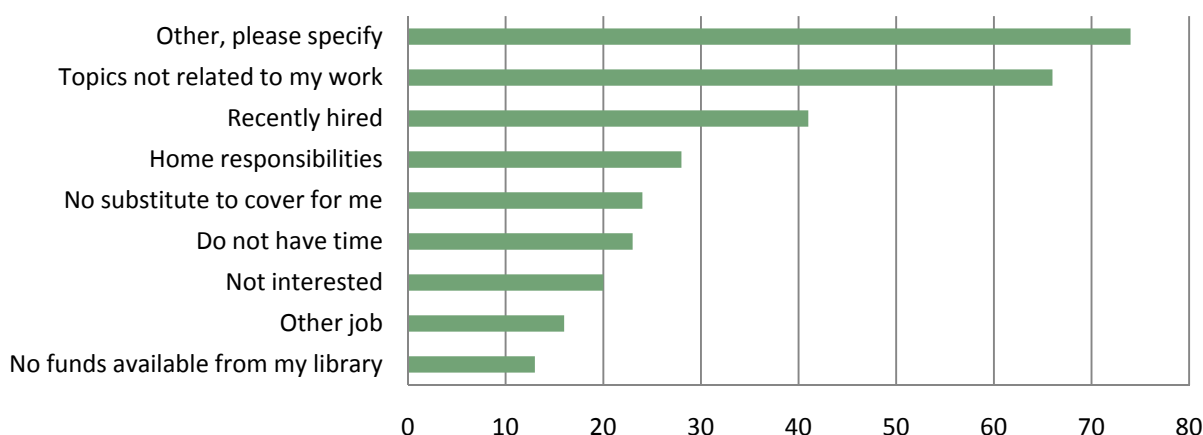
Conferences for volunteer coordinators
 county workshops do not apply
 Have not been employed long enough.
 JLL
 Maintenance Dept.
 N/A

New Employee new to job
 none (3)
 None so far
 Novell's Conference
 other state lib assoc conferences as appropriate
 PLA (2)
 Section Meetings

Security in Public Buildings Conference
 unaware of responsibilities
 WLA section mtgs
 writing conferences/comic con's etc.
 WY Arts Alliance
 Wyoming Press Association
 YALSA

Barriers to training and conference attendance

Reasons why public library workers have not participated in training events or conferences during the past three years, ALL that apply (N=414)



Barriers to training, public library workers, ALL that apply (N=414)	Number	Percent
Other, please specify	74	17.9%
Topics not related to my work	66	15.9%
Recently hired	41	9.9%
Home responsibilities	28	6.8%
No substitute to cover for me	24	5.8%
Do not have time	23	5.6%
Not interested	20	4.8%
Other job	16	3.9%
No funds available from my library	13	3.1%
Respondents reporting one or more barriers to attendance	195	47.1%

Public libraries have the highest proportion of workers employed less than five years, and many of the respondents reporting “Other” barriers indicated in the notes that they were only recently hired. “Recently hired” was a late addition to the list of barriers and was not on the original survey instrument. About one-sixth of workers said that training topics were not related to their work. “Other” barriers to conference attendance reported by public library workers:

began library employment 4 months ago
 Began library job 3 mos ago

Began working in Sept.
 county workshops
 do not know if I need to

fairly new employee (2 years)
 Funds cover only so many people to go.

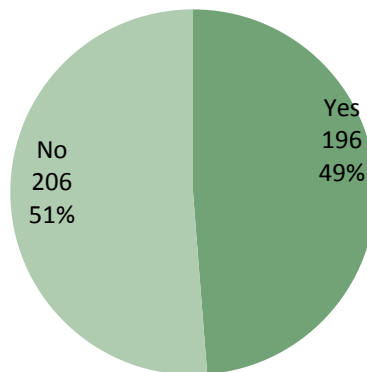
have not worked here long enough
 have not worked here long enough
 to have an opportunity (only 2
 months)
 have only been employed a short
 time
 have worked here only 4 months.
 have worked less than 2 years
 Haven't had an opportunity yet
 haven't work in the library 3 years
 haven't worked all year
 hired 2-25-08
 I am a parttime - parttime
 custodian
 I have not been asked to do so.
 I have only worked here 1 month
 I haven't worked at the library
 long enough to be eligible to
 go anywhere.
 I participated in some, but many
 do not related to my job
 responsibilities.
 I started work less than a year ago.
 I was teaching until last June

I've only started at my library 9-5-
 07
 just became employee in January
 Just started
 Just started employment
 just started job.
 Just started my job.
 Livestock responsibilities
 My library did not schedule me at
 conferences.
 National - not offered by Director
 new
 New employee (5)
 New Hire
 new to job (3)
 No funds for this branch
 none applies
 not asked
 not employed long
 not offered (3)
 not top priority
 often don't know about them
 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 represented our library
 instead
 part time
 part time employee
 Recent Hire
 recently hired
 Recently relocated to WY
 Requests not replied to
 See comment below.
 See note below.
 still in High School
 Too new - Have only been here 6
 months
 turned down
 unaware of responsibilities
 wasn't aware of meetings
 WYLD always eastern side of the
 state

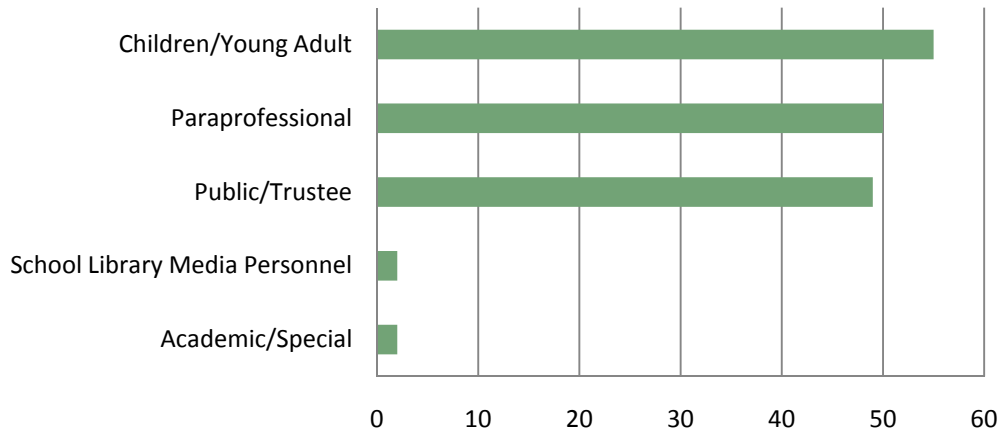
Wyoming Library Association involvement

Wyoming Library Association membership, public libraries
(N=402)



Public library workers had the highest rate of WLA involvement, with nearly half of respondents (196 of 402) reporting membership. Of the 196 public library WLA members responding to the survey, 122 (62.2%) belonged to one or more special sections. The Children/Young Adult section was most often reported, followed closely by the Paraprofessional and Public/Trustee sections.

**Public libraries, WLA members, section membership, ALL that apply
(N=196)**



Public libraries, WLA members, section membership, ALL that apply (N=196)		
Section	Number	Percent
Children/Young Adult	55	28.1%
Paraprofessional	50	25.5%
Public/Trustee	49	25.0%
Academic/Special	2	1.0%
School Library Media Personnel	2	1.0%
None, or none marked	74	37.8%

One person did not mark themselves as a WLA member, but marked that they were a member of the Paraprofessional and Public/Trustee sections. They have not been included in this table.

Service to WLA as an officer or committee member at any level was reported by 53 of 196 (27.0%) WLA members. Three respondents did not report being a current member, but indicated that they had served in some capacity.

**How public library workers receive information from or about WLA , ALL that apply,
(N=414)**



How public library workers receive information from or about WLA, ALL that apply (N=414)		
Source	Number	Percent
Director/Co-workers	240	58.0%
Email	221	53.4%
WLA newsletter	176	42.5%
Print materials	148	35.7%
WLA website	112	27.1%
Other, please specify	9	2.2%
I have not received information about WLA	49	11.8%

Public libraries were the only library type where more respondents received information through their director and/or co-workers than by email. Public libraries also had the lowest percentage of workers who said they had not received information about WLA. “Other” sources of WLA information for public library workers:

by mail
Contact with WSL, WYLD staff
I am a sub or do not receive
info.

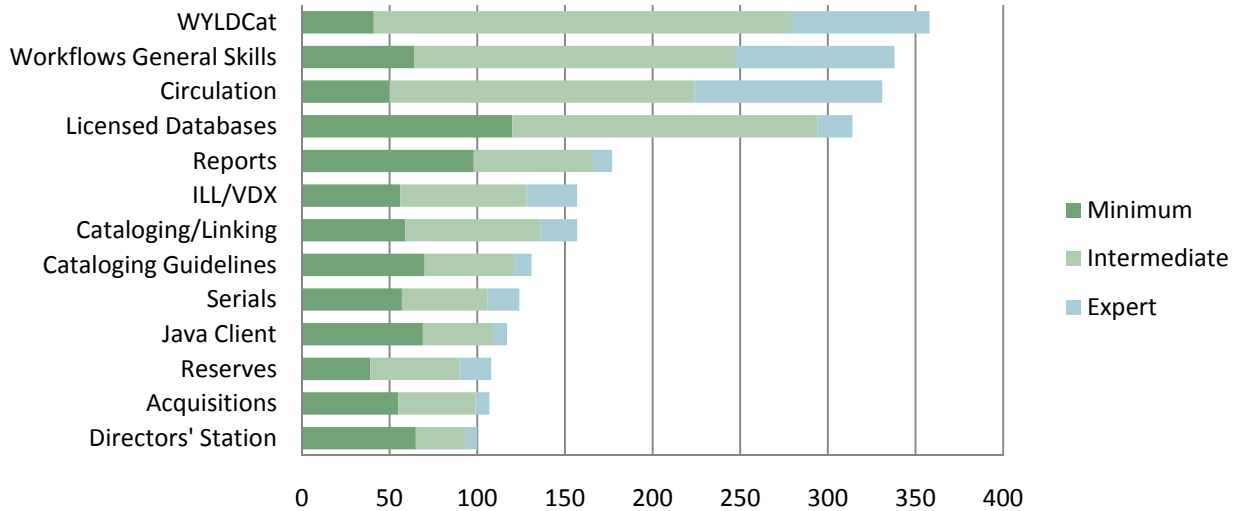
Maintance Dept.
people in my region
staff lunch room

would prefer membership
renewals by mail

WYLD training needs

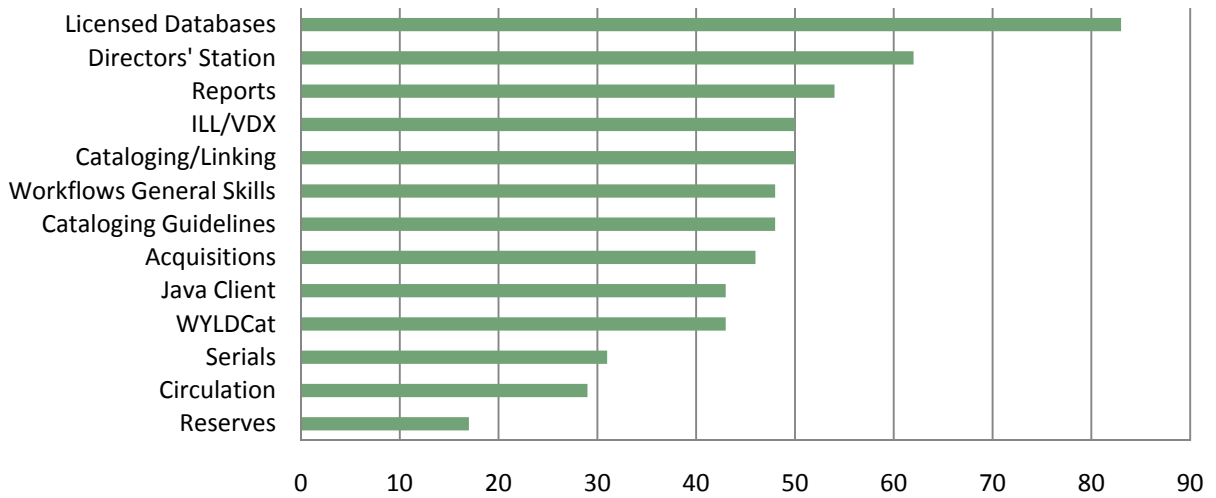
Question 26 asked respondents to rate their skill level as “Minimum,” “Intermediate,” or “Expert” on 13 different WYLD (Wyoming Libraries Database) functions. They were also asked if they would like to receive training on these functions. Because all Wyoming public libraries are on the WYLD system, there is no need to differentiate between WYLD and non-WYLD libraries, and functions that are used by all libraries vs WYLD libraries.

Self-reported skill levels, WYLD functions, public libraries (N=414)



Self-reported skill levels, WYLD functions, public libraries (N=414)				
WYLD function	Minimum	Intermediate	Expert	N=
WYLDCat	41 (11.5%)	238 (66.5%)	79 (22.1%)	358
Workflows General Skills	64 (18.9%)	183 (54.1%)	91 (26.9%)	338
Circulation	50 (15.1%)	174 (52.6%)	107 (32.3%)	331
Licensed Databases	120 (38.2%)	174 (55.4%)	20 (6.4%)	314
Reports	98 (55.4%)	68 (38.4%)	11 (6.2%)	177
Cataloging/Linking	59 (37.6%)	77 (49.0%)	21 (13.4%)	157
ILL/VDX	56 (35.7%)	72 (45.9%)	29 (18.5%)	157
Cataloging Guidelines	70 (53.4%)	51 (38.9%)	10 (7.6%)	131
Serials	57 (46.0%)	49 (39.5%)	18 (14.5%)	124
Java Client	69 (59.0%)	40 (34.2%)	8 (6.8%)	117
Reserves	39 (36.1%)	51 (47.2%)	18 (16.7%)	108
Acquisitions	55 (51.4%)	44 (41.1%)	8 (7.5%)	107
Directors' Station	65 (65.0%)	28 (28.0%)	7 (7.0%)	100

Public library workers requesting training on WYLD functions (N=414)



Public library workers requesting training on WYLD functions (N=414)		
WYLD function	Number	Percent
Licensed Databases	83	20.0%
Directors' Station	62	15.0%
Reports	54	13.0%
Cataloging/Linking	50	12.1%
ILL/VDX	50	12.1%
Cataloging Guidelines	48	11.6%
Workflows General Skills	48	11.6%
Acquisitions	46	11.1%
WYLDCat	43	10.4%
Java Client	43	10.4%
Serials	31	7.5%
Circulation	29	7.0%
Reserves	17	4.1%
One or more WYLD functions	159	38.4%

Public library workers most often requested training on the licensed databases, Director’s Station and report. One hundred fifty nine workers (38.4%) requested training on one or more functions.