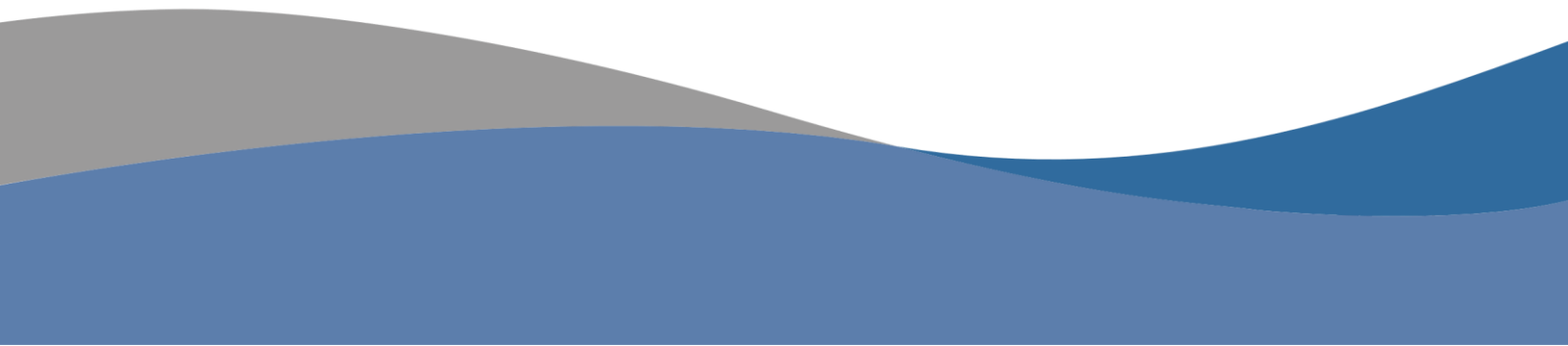




Occupation Report

Librarians, Curators, and Archivists

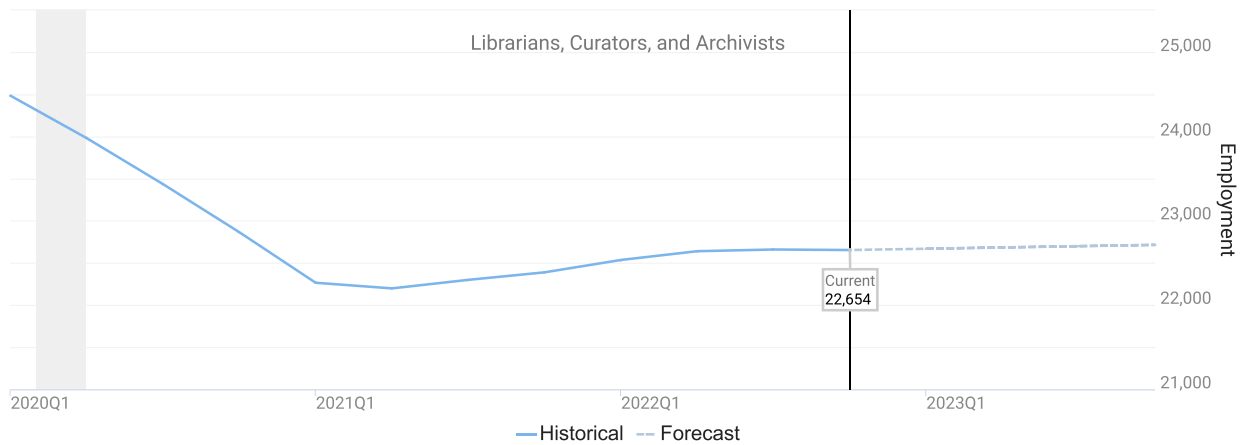
California



Occupation Snapshot 3
Employment by Industry 4
Wages 5
Occupation Demographics 6
Education Profile 7
Postsecondary Programs Linked to Librarians, Curators, and Archivists 8
RTI (Job Postings) 9
Top Skill and Certification Gaps 13
Occupation Gaps 14
Geographic Distribution 15
California Regional Map 17
Data Notes 18
FAQ 19

Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Librarians and Media Collections Specialists	9,785	\$85,700	0.64	-786	1,032	0.5%
Library Technicians	8,647	\$51,800	1.02	-1,066	1,209	-0.3%
Museum Technicians and Conservators	1,635	\$59,200	0.99	43	216	0.9%
Curators	1,548	\$85,400	0.89	-48	208	1.0%
Archivists	1,040	\$63,400	1.05	14	133	0.5%
Librarians, Curators, and Archivists	22,654	\$69,700	0.80	-1,844	2,800	0.3%



- 💡 “Annual Demand” is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.
- 💡 “Forecast Ann Growth” is the expected change in jobs due to national, long-term trend projections (per the BLS) as well as local factors such as industry mix and population growth (as computed and modeled by Chmura).

Employment by Industry

Industry Title	% of Occ Empl	Empl	10-Year Separations	10-Year Empl Growth	10-Year Total Demand
Elementary and Secondary Schools	22.3%	5,051	5,644	-33	5,611
Colleges, Universities, and Professional Schools	13.1%	2,966	3,600	81	3,681
Justice, Public Order, and Safety Activities	10.1%	2,294	2,839	-73	2,766
Executive, Legislative, and Other General Government Support	10.0%	2,262	2,808	-61	2,747
Museums, Historical Sites, and Similar Institutions	9.2%	2,093	2,681	338	3,019
Web Search Portals, Libraries, Archives, and Other Information Services	9.2%	2,085	2,776	404	3,179
Administration of Human Resource Programs	5.7%	1,298	1,610	-33	1,578
Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	4.8%	1,096	1,340	13	1,353
Junior Colleges	3.6%	827	965	-53	912
Independent Artists, Writers, and Performers	2.4%	555	618	-73	545
Administration of Environmental Quality Programs	1.5%	332	410	-9	401
Administration of Economic Programs	1.2%	280	344	-5	339
Newspaper, Periodical, Book, and Directory Publishers	1.1%	254	306	4	310
Religious Organizations	1.0%	222	264	16	280
All Others	4.6%	1,041	1,239	103	1,342

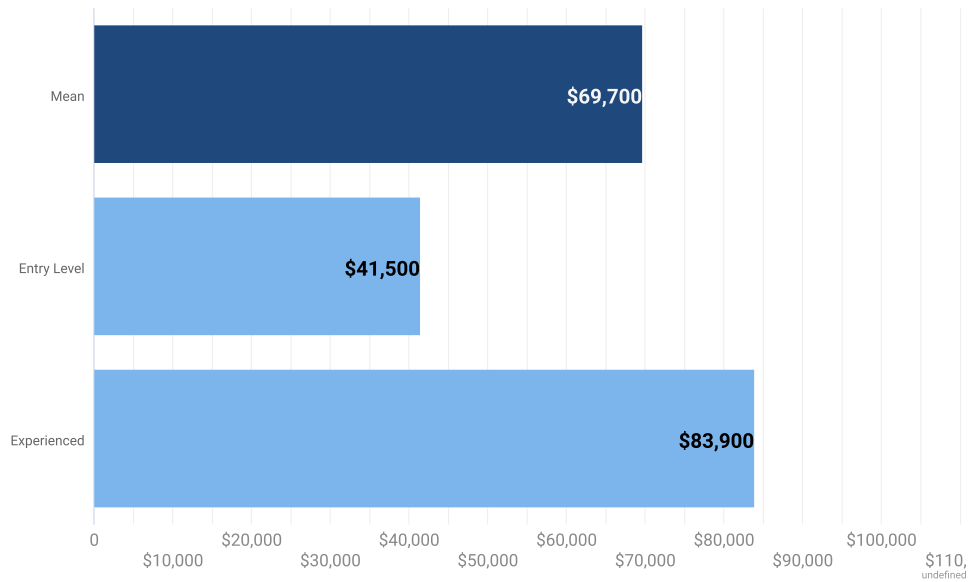


The industry distribution indicates the industries in which workers in the occupation(s) are primarily found.



“10-Year Empl Growth” may show industries with positive as well as negative growth; this would indicate that the occupation(s) being examined are expected to expand within some industries while contracting in others.

Wages

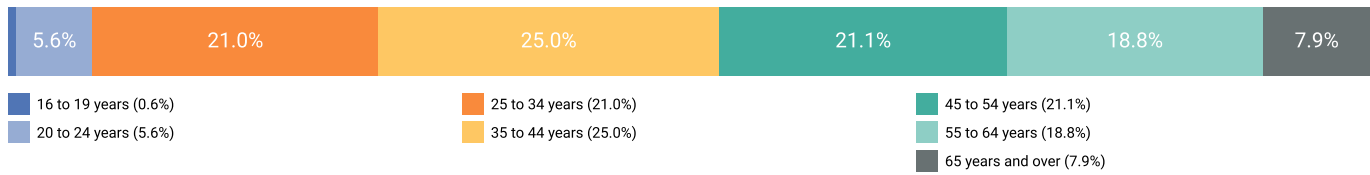


Occupation	Mean	Median	Entry Level	Experienced
Librarians and Media Collections Specialists	\$85,700	\$81,400	\$53,500	\$101,800
Curators	\$85,400	\$82,700	\$55,800	\$100,200
Archivists	\$63,400	\$60,200	\$38,500	\$75,900
Museum Technicians and Conservators	\$59,200	\$57,600	\$40,300	\$68,700
Library Technicians	\$51,800	\$48,900	\$36,900	\$59,200

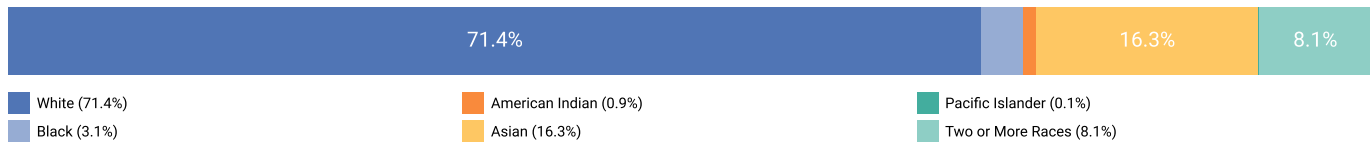
- Occupation wages here utilize BLS OEWS data, imputed and brought forward by Chmura.
- When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

Occupation Demographics

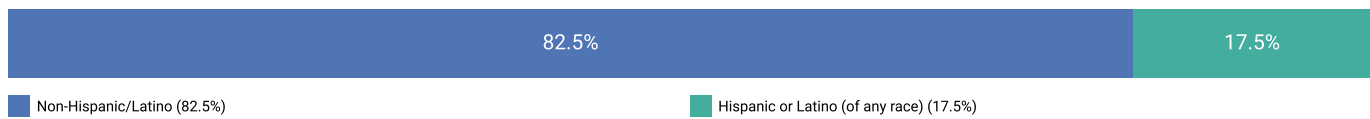
Age



Race



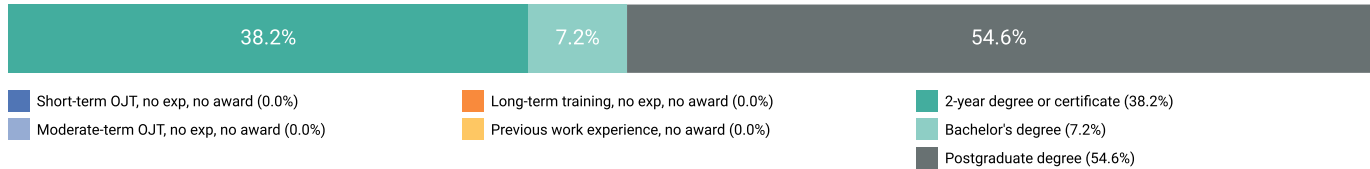
Ethnicity



Gender

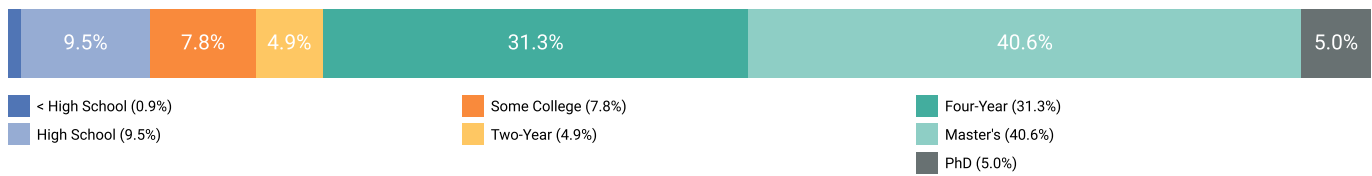


Education and Training Requirements



Education Profile

Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Librarians and Media Collections Specialists	Master's degree	None	None
Library Technicians	Postsecondary non-degree award	None	None
Museum Technicians and Conservators	Bachelor's degree	None	None
Curators	Master's degree	None	None
Archivists	Master's degree	None	None

 The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

 The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

Postsecondary Programs Linked to Librarians, Curators, and Archivists

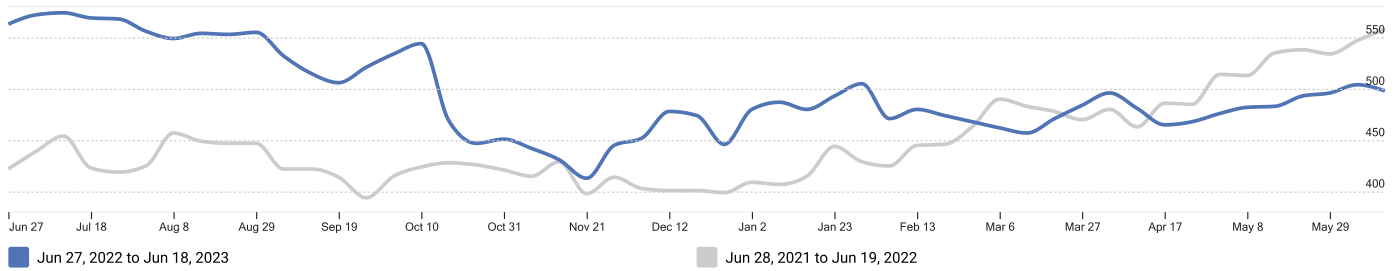
Program	Awards
California State University-East Bay	
Educational/Instructional Technology	50
California State University-Fullerton	
Educational/Instructional Technology	129
Concordia University-Irvine	
Educational/Instructional Technology	100
Cuesta College	
Library and Archives Assisting	83
Los Angeles Film School	
Arts, Entertainment, and Media Management, General	118
Pasadena City College	
Library and Archives Assisting	48
San Jose State University	
Library and Information Science	626
University of California-Los Angeles	
Art History, Criticism and Conservation	68
Library Science, Other	47
University of California-Santa Barbara	
Art History, Criticism and Conservation	52

 The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.

 Among postsecondary programs at schools located in California, the sampling above identifies those most linked to Librarians, Curators, and Archivists. For a complete list see JobsEQ®, <http://www.chmuraecon.com/jobseq>

RTI (Job Postings)

Active Job Ads by Date



💡 Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

Occupations

SOC	Occupation	Active Job Ads
25- 4022.00	Librarians and Media Collections Specialists	1,400
25- 4031.00	Library Technicians	862
25- 4012.00	Curators	390
25- 4013.00	Museum Technicians and Conservators	264
25- 4011.00	Archivists	145

Locations

Location	Active Job Ads	
Los Angeles, California	125	
San Francisco, California	115	
University of California Davis	59	
University of California Los Angeles	51	
Sacramento, California	33	
Orange, CA 92866	30	
Los Angeles, CA 90049	24	
University of California Berkeley	21	
San Diego, California	20	
University of Southern California (USC)	20	

Employers

Employer Name	Active Job Ads	
Library Systems and Services	96	
Los Angeles, California	80	
Stanford University	69	
Davis, California	57	
Academy of Motion Picture Arts and Sciences	48	
Oakland Unified School District	38	
Berkeley, California	31	
Chapman University	26	
University of Southern California	26	
CA DEPARTMENT OF PARKS AND RECREATION	25	

Hard Skills

Skill Name	Active Job Ads	
Teaching/Training, School	947	
Cataloging	742	
Microsoft Office	364	
Microsoft Excel	229	
Word Processing	188	
Spanish	186	
Personal Computers (PC)	176	
Keyboarding/Typing	138	
Microsoft PowerPoint	116	
Bilingual	114	

Job Titles

Job Title	Active Job Ads	
Library Associate 2	79	
Librarian	74	
Library Technician	64	
LIBRARY TECHNICAL ASSISTANT (SAFETY)	39	
Library Media Technician	39	
Librarian I	29	
Museum Technician	23	
Library Page	22	
Library Assistant	19	
Librarian III	18	

Education Levels

Minimum Education Level	Active Job Ads	
Master's degree	593	
High school diploma or equivalent	590	
Bachelor's degree	512	
Associate's degree	169	
Doctoral or professional degree	18	
Unspecified/other	1,179	

Programs

Program Name	Active Job Ads	
Library Science	471	
Humanities	48	
Biology	36	
Art	35	
Information Science	33	
Science	26	
History	23	
Education	20	
Social Science	20	
Engineering	18	

Top Skill and Certification Gaps

Top 10 Skill Gaps in California

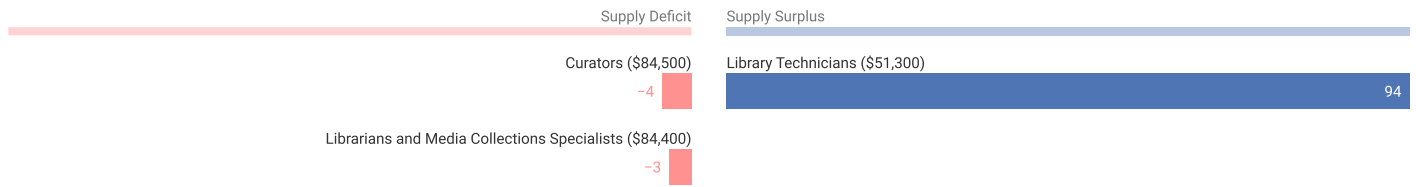
Name	Candidates	Openings	Gap
Cataloging	497	669	-172
Computer Hardware	5	33	-28
Word Processing	112	137	-24
Asset Management	41	57	-16
Budgeting	16	29	-13
Grant Writing	19	32	-13
Finance	8	19	-12
Autodesk AutoCAD	4	14	-10
Graphic Design	22	30	-8
Prototyping	5	13	-8



Top 10 Certification Gaps in California

Name	Candidates	Openings	Gap
Certification in Cardiopulmonary Resuscitation (CPR)	13	25	-12
First Aid Certification	16	28	-12
Secret Clearance	1	6	-4
Certified Archivist (ACA)	2	2	0
Librarian Certificate	2	1	1

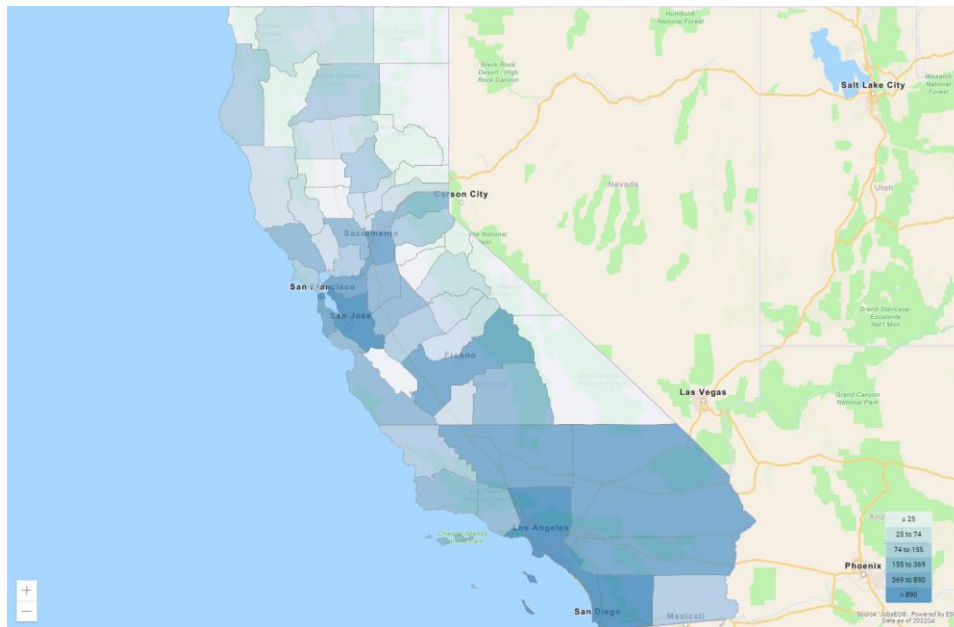
 Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

Occupation Gaps



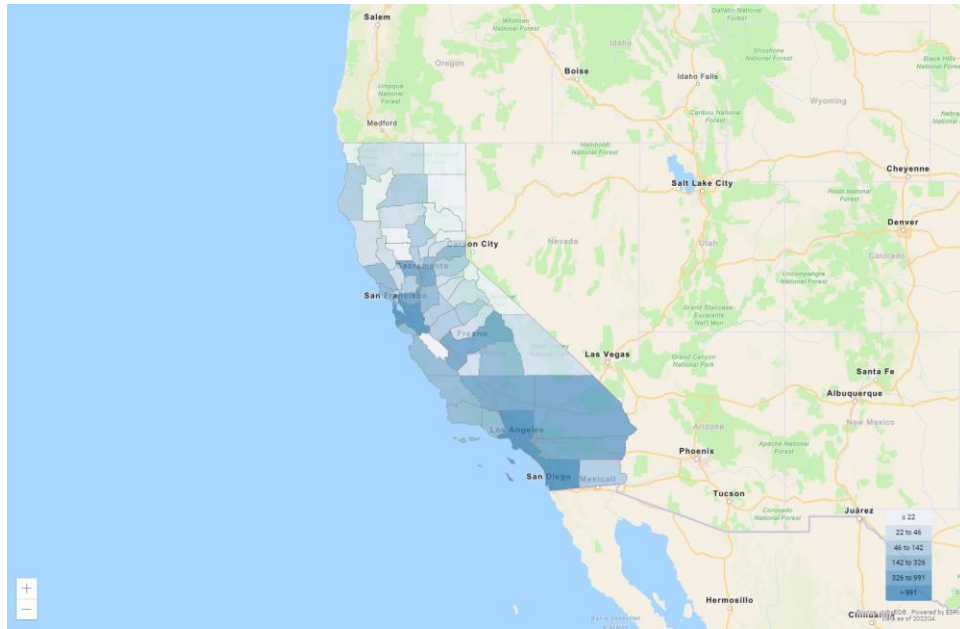
-  The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has an occupation expected to grow quickly but the educational requirement for the occupation does not match well with the educational attainment of its residents, there is a high potential for an occupation shortfall in the region. Alternatively, slow-growing or contracting occupations often represent potential supply surpluses.
-  The potential supply shortfall is an underlying force that the market needs to resolve one way or another, such as by employers recruiting from further distances for these occupations, wages going up to attract more candidates, and/or increased demand and wages enticing more local residents to get training for these occupations. While this an important analysis for determining local occupation needs, the occupation gap should be considered along with other regional data including growth and separation forecasts, unemployment rates, wage trends, and award and skill gap analyses.

Geographic Distribution



Top Counties by Place of Work for Librarians, Curators, and Archivists, 2022Q4

Region	Employment
Los Angeles County, California	5,915
Santa Clara County, California	2,073
San Diego County, California	2,021
Orange County, California	1,390
San Francisco County, California	1,291
Alameda County, California	891
Riverside County, California	889
San Mateo County, California	847
San Bernardino County, California	823
Sacramento County, California	822



Top Counties by Place of Residence for Librarians, Curators, and Archivists, 2022Q4

Region	Employment
Los Angeles County, California	6,044
Santa Clara County, California	1,939
San Diego County, California	1,831
Orange County, California	1,377
Alameda County, California	1,319
San Mateo County, California	991
San Francisco County, California	989
Riverside County, California	930
San Bernardino County, California	803
Sacramento County, California	776

💡 “Place of work” employment is based upon the location of employers for these workers. “Place of residence” data refers to the home locations of the workforce, which is typically the preferred data set to use when calculating labor availability within a drive-time or radius of a potential worksite.

California Regional Map



Data Notes

- Occupation employment by default indicates employment by place of work. Occupation employment is as of 2022Q4 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OEWS data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts. Wages by occupation are as of 2022Q4, utilizing BLS OEWS data, imputed and brought forward by Chmura. Entry-level and experienced wages are derived from these source data, computed by Chmura.
- Industry employment is as of 2022Q4 and is based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data.
- Education and training requirements are from the BLS. Educational attainment mix and other occupation demographics data are modeled by Chmura for 2022Q4 using regional occupation employment from JobsEQ, ZCTA-level demographics data from the Census Bureau, and national occupation-demographics patterns from the BLS.
- Postsecondary awards are per the NCES and are for the 2020-2021 academic year. Any programs shown are linked with the occupation(s) being analyzed via the program-occupation crosswalk, which may not be comprehensive. Any programs shown reflect only data reported to the NCES; reporting is required of all Title IV schools. Training providers that do not report data to the NCES are not reflected.
- Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 40,000 websites. Data reflect ads active during the last twelve month period ending 06/28/2023 and advertised for any Zip Code Tabulation Area in or intersecting with the region for which this report was produced. Historical ad volume is revised as additional data are made available and processed. Since many extraneous factors can affect short-term volume of online job postings, time-series data can be volatile and should be used with caution. All ad counts represent deduplicated figures.
- For skill and certification gaps, openings and candidates are based upon regional occupation demand (growth plus separations) and the percent of skill demand and supply. Skill demand mix data are per a one-year sample of RTI data; skill supply data are estimated using a five-year sample of resumes data; both data sets compiled as of August 2021. Data may be based, at least in part, on data from broader geographies; see the Skill Gaps analytic export for more details.
- Occupation gaps are modeled by Chmura, indicating long-term potential supply and demand mismatches in a region due, in part, to job demand and labor pool dynamics, including educational attainment and projected growth.
- Occupation employment by place of residence is as of 2022Q4 and modeled by Chmura based upon occupation employment by place of work and commuting patterns. Commuting patterns are derived from source data from the Census Bureau, occupation-specific commuting tendencies, and updated to reflect more recent population and employment estimates.
- Figures may not sum due to rounding.

FAQ

What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is annual demand?

Annual demand is a of the sum of the annual projected growth demand and separation demand. Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. Growth demand is the increase or decrease of jobs expected due to expansion or contraction of the overall number of jobs.