

2014 Ontario Courthouse Libraries Association: Education and Experience Survey Report

Introduction

This study is a response to the SWOT Analysis outlined in the *LibraryCo Inc. Business Plan 2015 – 2017*, and in particular, to point seven under “Weaknesses” which states “Library services are being delivered in many associations by underqualified staff.”¹

At the request of the Ontario Courthouse Libraries Association (OCLA) executive an email survey was sent to the courthouse libraries staff on September 3, 2014. The results of the survey were presented at the Ontario Courthouse Libraries Association meeting which was held during the Conference of Ontario Law Associations’ Libraries (COLAL), October 16 - 17, 2014. After reviewing the data a motion was passed at the OCLA meeting to present the *Ontario Courthouse Libraries Association: Education and Experience Survey Report* to the County District Law Presidents’ Association and to the LibraryCo Chair or Vice Chair prior to Plenary being held on November 12 - 14, 2014. This report summarizes the educational competency and library experience in the system.

Findings

The survey results clearly indicated that Library services are being delivered by educated and experienced staff, which is contrary to statements made in the *LibraryCo Inc. Business Plan 2015-2017*.

Methodology

The survey consisted of five demographic questions related to library name, library type, hours worked per week, level of education and library experience. The highest level of education for each respondent was used for the survey. Library experience was divided into two subsets – law libraries and other libraries. In addition, respondents were asked to provide comments at the end of survey. The respondents are members of the Ontario Courthouse Libraries Association and were contact by email.

Organization of Law Libraries

The current County and District Law Library System allows for the local input and management while providing for the central management of library services. Categories of libraries were also established as regional, area and local. There are five regional, fifteen area, and twenty-eight local libraries in the province of Ontario.

Survey Results: Profile of the Respondents

There were a total of 65 responses (from a total membership of 69²) for a response rate of 94.2 %. The majority of the respondents were from the Local Libraries (27, or 39.13%). The second largest number of responses came from individuals working in the Area Libraries (22, or 31.88%), then the Regional Libraries at (16, or 23.19%). (see Appendix A for more information).

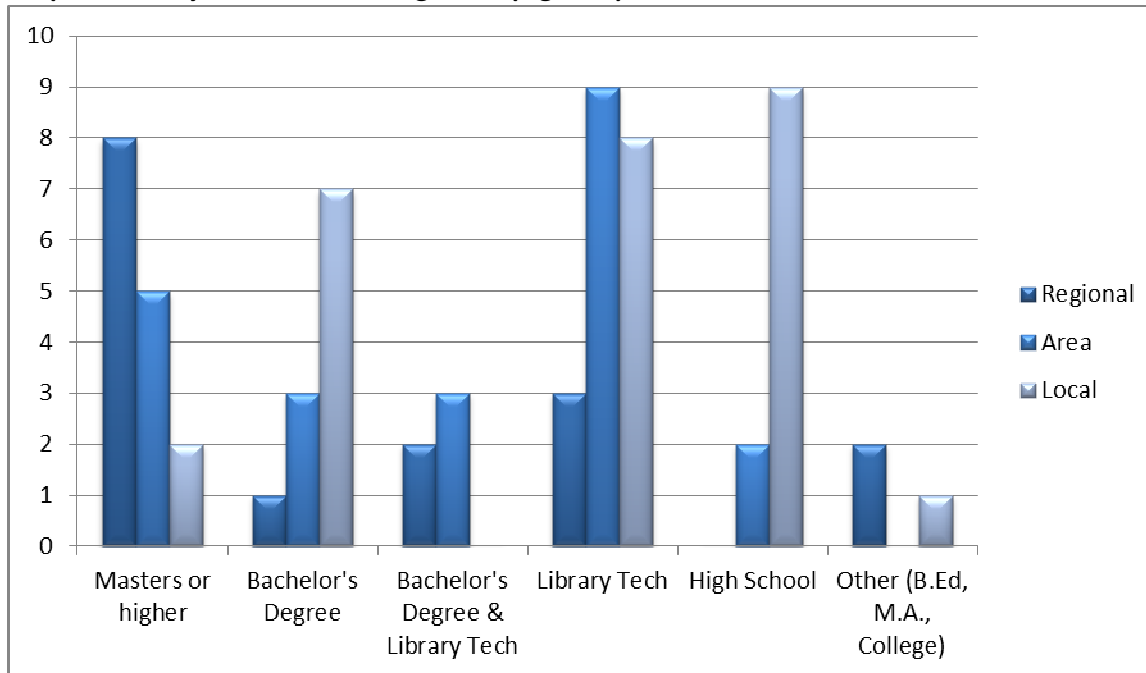
¹ LibraryCo Inc. Business Plan 2015 – 2017. Toronto: LibraryCo Inc. : 6.

² The total number of Ontario Courthouse Libraries Association members is 69 based on the membership as at October, 2014.

Respondents by Educational Background (Table 1)

	Regional (5)	Area (15)	Local (28)	Total	%
Master's Level Library Education (B.L.S., M.L.S./M.L.I.S./M.I.St./M.I.)	8	5	2	15	23.08%
Bachelor's Degree	1	3	7	11	16.92%
Bachelor's Degree and Library Technician's Diploma	2	3	0	5	7.69%
Library Technician's Diploma	3	9	8	20	30.77%
High School	0	2	9	11	16.92%
Other (B.Ed., M.A., College Diploma)	2	0	1	3	4.62%
Total	16	22	27	65	100%

Respondents by Educational Background (Figure 1)

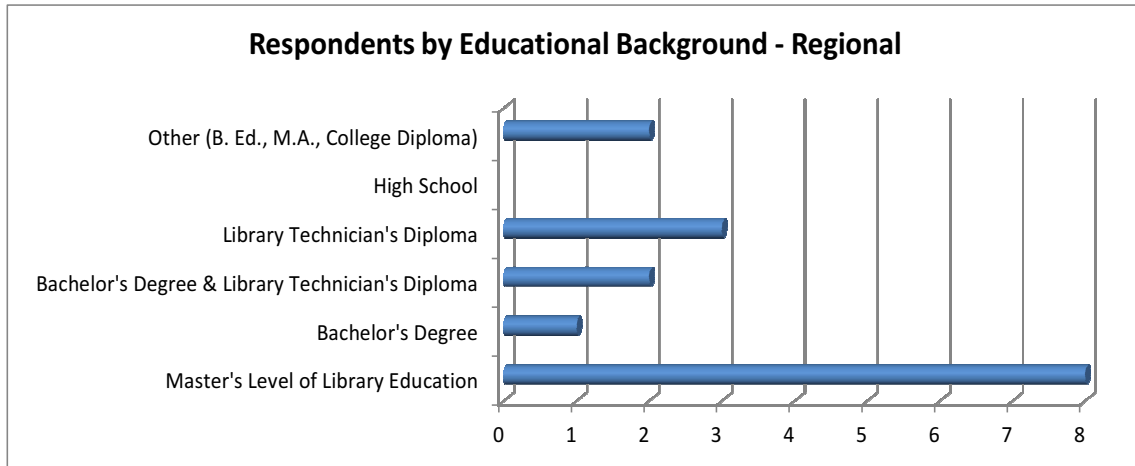


Fifteen of the sixty-five respondents (23.08%) who provided information about their educational background reported possessing a Master's level of library education. Eleven respondents (16.92%) possess a Bachelor's degree. Five respondents (7.69%) possess a Bachelor's degree and a library technician's diploma. Twenty respondents (30.77%) possess a library technician's diploma. Eleven respondents (16.92%) possess a high school diploma, and three respondents (4.62%) possess a B.Ed. or M.A. only.

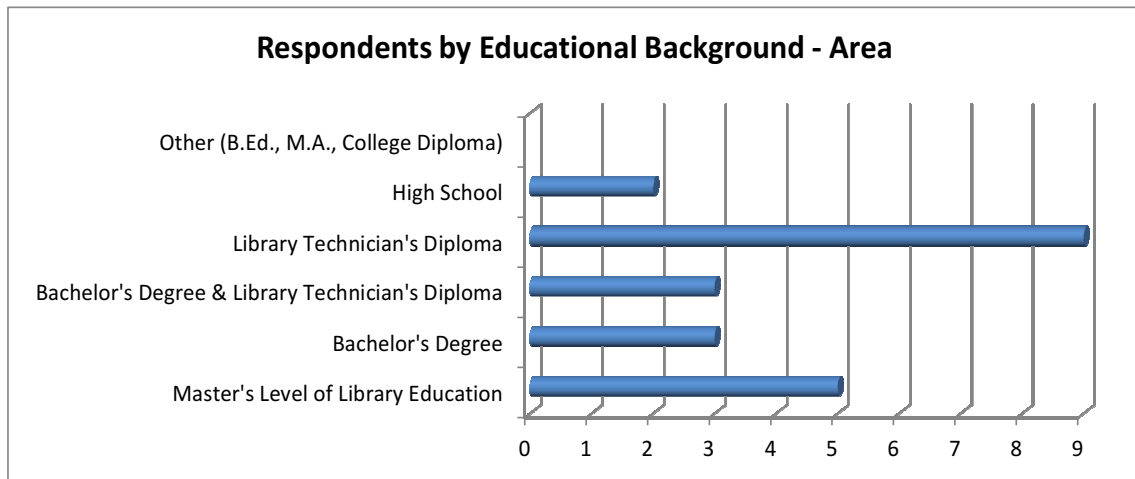
It should be noted that respondents in all levels of libraries either possess or are in the process of obtaining multiple degrees or diplomas. One respondent in the Regional libraries also reported possessing a M.A., and B.Ed. Two respondents in the Regional libraries also reported possessing a M.A. One respondent in the Area libraries is in the process of obtaining a Master's level library education. Two respondents in the Area libraries possess a B.Ed. One respondent in

the Local libraries possess a B.Ed. Two respondents in the Area libraries are in the process of obtaining a library technician’s diploma. One respondent in the Area libraries is in the process of obtaining a paralegal diploma. Three respondents in the Local libraries are in the process of obtaining a library technician’s diploma.

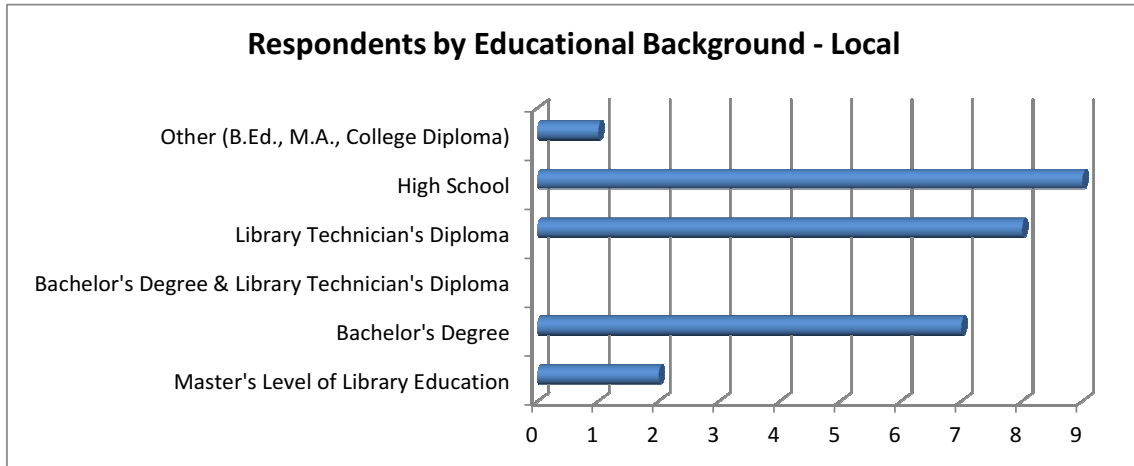
Respondents by Educational Background - Regional (Figure 2)



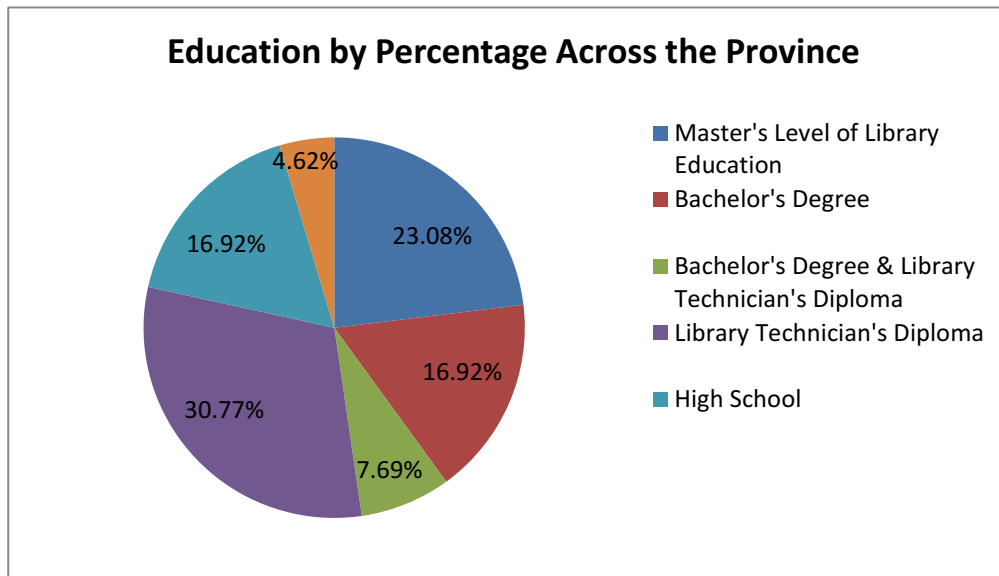
Respondents by Educational Background - Area (Figure 3)



Respondents by Educational Background – Local (Figure 4)



Education by Percentage Across the Province (Figure 5)

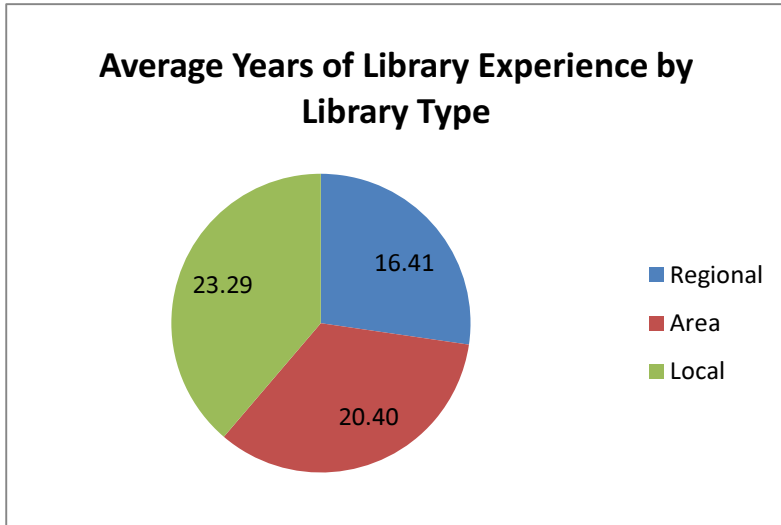


Respondents by Work Experience – Average (Mean) Years (Table 2)

	Respondents	Library	Law Library	Years Combined
Regional	16	2.19	14.22	16.41
Area	22	8.04	12.36	20.40
Local	27	6.97	16.32	23.29
Total	65	17.20	42.90	60.10

Sixteen of the Regional respondents had an average of 16.41 years of combined library and law library experience. Twenty-two of the Area respondents had an average of 20.40 years of combined library and law library experience. Twenty-seven of the Local respondents have an average of 23.29 years of combined library and law library experience.

Average Years of Library Experience by Library Type (Figure 6)

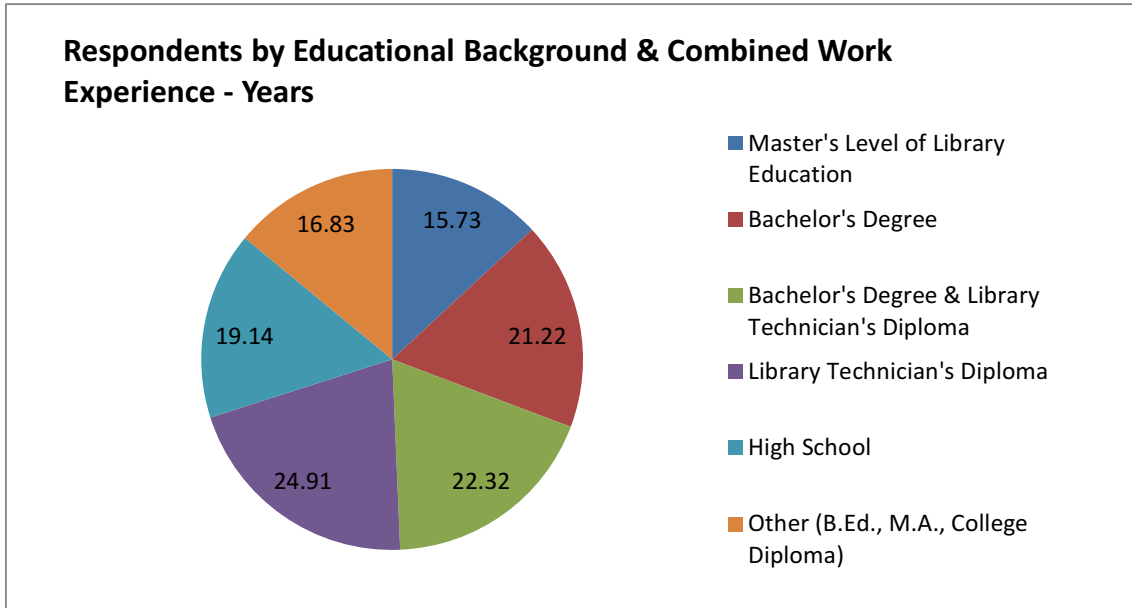


Respondents by Educational Background & Combined Work Experience – Years (Table 3)

	Respondents	Years Combined
Master’s level of library education	15	15.73
Bachelor’s Degree	11	21.22
Bachelor’s Degree and Library Technician’s Diploma	5	22.32
Library Technician’s Diploma	20	24.91
High School	11	19.14
Other (B.Ed., M.A., College Diploma)	3	16.83

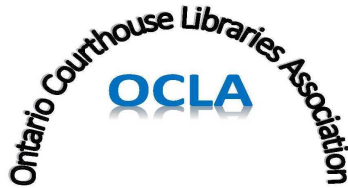
Fifteen of the respondents holding a Master’s level of library education have an average of 15.73 years of combined library and law library experience. Eleven respondents holding a Bachelor’s degree have an average of 21.21 years of combined library and law library experience. Five respondents holding a Bachelor’s degree and library technician’s diploma have an average of 22.32 years of combined library and law library experience. Twenty respondents who hold a library technician’s diploma have 24.91 years of combined library and law library experience. Eleven respondents who hold a high school diploma have 19.14 years of combined library and law library experience. Three respondents who hold other degrees such as B.Ed., M.A. or a College Diploma have 16.83 years of combined library and law library experience.

Respondents by Educational Background & Combined Work Experience – Years (Figure 7)



Conclusion

Overall, there are more than 78.46% of respondents in the Ontario Courthouse Libraries system that possess either, or a combination of, a Master’s level of library education, a Master’s degree, a B.Ed., a Bachelor’s degree, or a library technician’s diploma. The system also benefits from a vast amount of combined library and law library experience, an average of 60.10 years. Through continuing education the respondents work at showing the value they provide to their Association, library, and to the system as a whole. **The Ontario Courthouse Libraries Association views that the level of education and experience reflected in the system are its strength.**



Appendix A:

Respondents by Type of Library – Regional (Table 4)

County of Carleton Law Association	3
Essex Law Association	3
Hamilton Law Association	4
Middlesex Law Association	2
Toronto Lawyers' Association	4
Total	16

Sixteen of those respondents designated as Regional provided information regarding where they worked.

Respondents by Type of Library – Area (Table 5)

Algoma District Law Association	1
Durham Region Law Association	1
Frontenac Law Association	2
Halton County Law Association	1
District of Kenora Law Association	1
Lincoln County Law Association	2
Nipissing Law Association	1
*Peel Law Association	-
Peterborough Law Association	1
County of Renfrew Law Association	2
Simcoe County Law Association	2
Sudbury District Law Association	2
Thunder Bay Law Association	2
Waterloo Region Law Association	2
York Region Law Association	2
Total	22

*There were no respondents from the Peel Law Association to the survey.

Twenty-two of those respondents designated as Area provided information regarding where they worked.

Respondents by Type of Library – Local (Table 6)

Brant Law Association	1
Bruce Region Law Association	1
The Law Association of the District of Cochrane	1
Dufferin Law Association	1
Elgin Law Association	1
Grey County Law Association	1
Haldimand Law Association	1
Hastings Law Association	1
Huron Law Association	1
Kent Law Association	1
Lambton Law Association	1
County of Lanark Law Association	1
Leeds & Grenville Law Association	1
Lennox & Addington Law Association	1
*Manitoulin District Law Association	-
Muskoka Law Association	1
Norfolk Law Association	1
Northumberland County Law Association	1
Oxford County Law Association	1
Parry Sound Law Association	1
County of Perth Law Association	1
Prescott & Russell Law Association	1
The District of Rainy River Law Association	1
Stormont, Dundas & Glengarry Law Association	1
Temiskaming Law Association	1
Victoria-Haliburton Law Association	1
Welland County Law Association	1
Wellington Law Association	1
Total	27

* The Manitoulin District Law Association is unstaffed.