

## More Recruitment News...

- Paraprofessionals say they are most encouraged to pursue an LIS master's degree by the availability of financial aid, convenient class locations and schedules, availability of online classes, and flexible work schedules.
- Three out of four non-metro paraprofessionals report that access to online courses would encourage them to pursue LIS credentials. Almost half would be discouraged by inconveniently located schools.

## Retention

- Incumbent librarians identify low financial compensation and misconceptions about the field as leading factors discouraging recruitment of new librarians.

## Retirement, Retention, and Recruitment: The Future of Librarianship in Colorado

In Fall 2003, 1,241 staff from all types of Colorado libraries as well as library and information science students responded to a massive statewide appeal to participate in a voluntary survey. The following statements are based on the responses of this self-selected, anonymous group. Due to sampling constraints and variations in response rates for sub-groups, the margin of error for these results is unknown.

## More Retention News...

- Incumbent librarians rank service to others and intellectual challenge higher than love of books or reading as factors that make librarianship an attractive career option.
- Academic, school, and special librarians are more likely to report specializing in digital resources than their public librarian counterparts.
- Collegiality in the workplace was more likely to be identified by academic and special librarians as a very important reason to remain with their current organizations.
- As librarians age, they report choosing to remain with their current organizations less because of perceived advancement opportunities, and more because of the variety of work and adequacy of benefits.

## Retirement

- Almost 30 percent of librarians who report plans to retire within the next five years are ages 45 to 54, notably younger than traditional retirement age.

More than 20 percent of responding librarians expect to retire within the next five years.  
Of school librarians, almost half indicate such plans.

- Of librarians reporting imminent retirement plans, three out of four are supervisors, two out of five are generalists, and one out of five is an administrator.

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For more information about the results of this study, visit [LRS.org](http://LRS.org).

## More Retirement News...

- Four out of five retiring librarians report serving in one or more leadership roles in the profession.
- Reported retirements may lead to a shortage in school librarianship, as well as a lack of librarians with skills in information technology, cataloging, reference, and digital resources.



# Quotable Facts About the Future of Librarianship in Colorado



## Recruitment News

- Of responding LIS students, four out of five are ages 30 to 54. Only 16 percent are under age 30.
- LIS students and paraprofessionals identify a love of books or reading as the factor that most encourages choosing to become a librarian, followed by intellectual challenge and service to others.
- LIS students and paraprofessionals agree strongly that low financial compensation is the factor that most discourages choosing a library career. This is followed distantly by misconceptions about librarianship.

Three out of five retiring librarians report having worked or volunteered in a library or school before becoming librarians.