

# Wood Working: Mill and Cabinet Work

*Inland Empire/Desert Region (Riverside and San Bernardino counties)*

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*This workforce demand report uses state and federal job projection data developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.*

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## Summary

- Community college mill and cabinet work programs provide the knowledge, skills, and abilities that prepare students for employment in one community college-level and three high school-level occupations.
- Employment for the mill and cabinet work occupational group is projected to have 2,211 annual job openings through 2025, increasing employment by 2%.
- The median hourly earnings for the mill and cabinet work occupational group are between \$15.22 and \$23.57 per hour, below the regional \$24.36 per hour self-sustainable wage standard for a single adult with one child.
- Regional community colleges do not currently offer mill and cabinet work programs.
- The COE recommends developing mill and cabinet programs. See the [recommendation section](#) for further detail.

## Introduction

This report provides data on programs and occupations related to California Community College mill and cabinet work (TOP 0952.50) programs. Mill and cabinet work programs prepare students for employment through instruction related to the cutting, shaping, assembly, and finishing of wood and related materials according to designs and specifications (Taxonomy of Programs, 2012).

The knowledge, skills, and abilities trained by mill and cabinet programs lead to four distinct occupations, collectively referred to as the mill and cabinet work occupational group in this report. The mill and cabinet work occupational group is separated into high school-level and community college-level occupations to illuminate job opportunities for individuals with varying education levels.

The **high school-level mill and cabinet work occupations** in this report typically require a high school diploma or equivalent and one to twelve months of on-the-job training. These occupations may benefit from a community college program to immerse students in mill and cabinet terminology and prepare them for various work tasks. Between 16% and 27% of incumbent workers in these occupations have a community college-level

education, some college or an associate degree, as their highest level of educational attainment. The high school-level occupations included in the mill and cabinet work occupational group are:

- Cabinetmakers and Bench Carpenters (SOC 51-7011)
- Sawing Machine Setters, Operators, and Tenders, Wood (51-7041)
- Woodworking Machine Setters, Operators, and Tenders, Except Sawing (51-7042)

The **community college-level mill and cabinet work occupation** in this report typically requires an apprenticeship in addition to a high school diploma or equivalent. Approximately 25% of incumbent workers in this occupation have a community college-level education, some college or an associate degree, as their highest level of educational attainment. The community college-level occupation included in the mill and cabinet work occupational group is:

- **Carpenters (SOC 47-2031)**  
Construct, erect, install, or repair structures and fixtures made of wood and comparable materials, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall, and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways.

The high school-level occupations listed in this report are most likely to find employment in a manufacturing setting. These occupations mass-produce cabinetry that will be installed in a final location. Carpenters, the community college-level occupation, are mostly employed in a construction setting. Carpenters will install premade cabinetry or may build custom cabinetry on-site, depending on their level of skill. Please note that a well-skilled carpenter needs training in a wide variety of materials to be well qualified for employment.

## Job Counts and Projections

In 2020, there were 22,880 total mill and cabinet jobs in the region. Employment for these occupations is projected to increase by 2% through 2025; 2,211 job openings are projected annually. The high school-level occupational group is projected to have 245 annual job openings, despite decreasing employment by 4% through 2025. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

*Exhibit 1: Five-year projections for the mill and cabinet work occupational group, 2020-2025*

| Occupation   | 2020 Jobs     | 2025 Jobs     | 5-Yr % Change (New Jobs) | 5-Yr Openings (New + Replacement Jobs) | Annual Openings (New + Replacement Jobs) | % of workers age 55+ |
|--|---------------|---------------|--------------------------|--|--|----------------------|
| Carpenters   | 20,521        | 21,172        | 3%                       | 9,833                                  | 1,967                                    | 23%                  |
| <b>Community College-level Total</b>                               | <b>20,521</b> | <b>21,172</b> | <b>3%</b>                | <b>9,833</b>                           | <b>1,967</b>                             | <b>23%</b>           |
| Cabinetmakers and Bench Carpenters                                 | 1,324         | 1,232         | (7%)                     | 597                                    | 119                                      | 28%                  |
| Woodworking Machine Setters, Operators, and Tenders, Except Sawing | 807           | 807           | (0%)                     | 498                                    | 100                                      | 20%                  |
| Sawing Machine Setters, Operators, and Tenders, Wood               | 228           | 236           | 3%                       | 129                                    | 26                                       | 24%                  |
| <b>High School-level Total</b>                                     | <b>2,359</b>  | <b>2,275</b>  | <b>(4%)</b>              | <b>1,224</b>                           | <b>246</b>                               | <b>25%</b>           |
| <b>Total</b>   | <b>22,880</b> | <b>23,447</b> | <b>2%</b>                | <b>11,057</b>                          | <b>2,211</b>                             | <b>24%</b>           |

Source: Emsi 2021.3

Exhibit 2 shows the number of job ads posted during the last 12 months and the regional and statewide average time filling each occupation. There were insufficient job advertisements for sawing machine setters, operators, and tenders, wood and woodworking machine setters, operators and tenders, except sawing in the region to provide reliable job ad information. The search area for these occupations was expanded to the entire state of California to ensure actionable job-related data is provided.

On average, regional employers fill online job advertisements for mill and cabinet workers in 34 days, three days shorter than the statewide time to fill. Job advertisements indicate that regional employers may face similar challenges filling open positions as other employers in California.

*Exhibit 2: Job ads and time to fill*

| Occupation                           | Job Ads    | Regional Average Time to Fill (Days) | Statewide Average Time to Fill (Days) |
|--------------------------------------|------------|--------------------------------------|---------------------------------------|
| Carpenters                           | 163        | 33                                   | 38                                    |
| <b>Community College-level Total</b> | <b>163</b> | <b>33</b>                            | <b>38</b>                             |
| Cabinetmakers and Bench Carpenters   | 98         | 36                                   | 36                                    |

| Occupation  | Job Ads    | Regional Average Time to Fill (Days) | Statewide Average Time to Fill (Days) |
|---|------------|--------------------------------------|---------------------------------------|
| Sawing Machine Setters, Operators, and Tenders, Wood*               | 79         | -                                    | 28                                    |
| Woodworking Machine Setters, Operators, and Tenders, Except Sawing* | 66         | -                                    | 29                                    |
| <b>High School-level Total</b>                                      | <b>243</b> | <b>36</b>                            | <b>35</b>                             |
| <b>Total</b>  | <b>406</b> | <b>34</b>                            | <b>37</b>                             |

Source: Burning Glass – Labor Insights

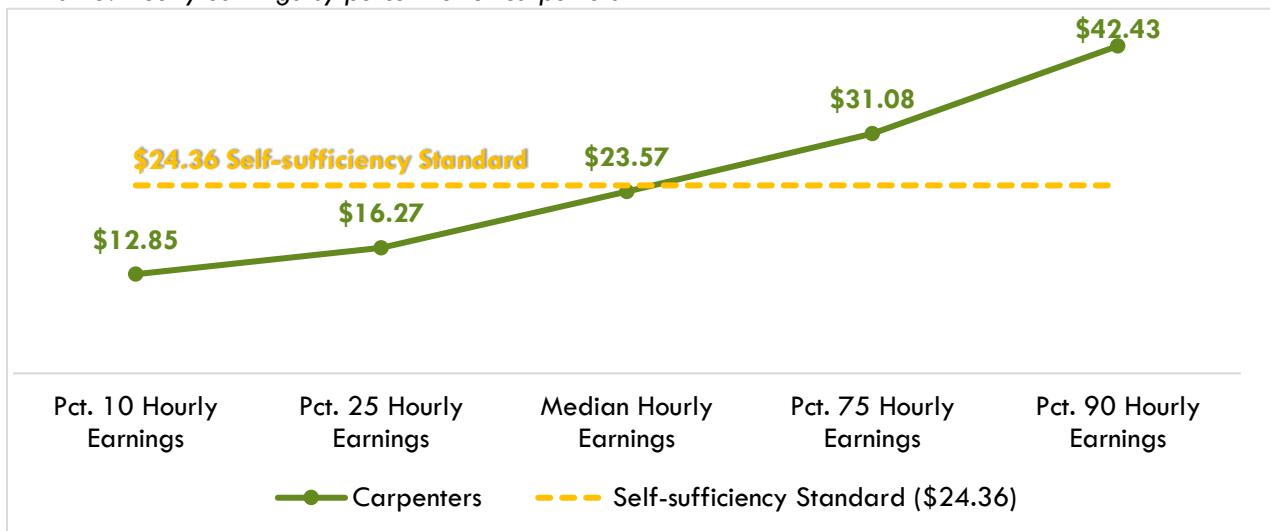
\*California job advertisement information

## Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult with one school-age child is \$24.36 per hour or \$51,452 annually in Riverside County; \$23.73 per hour or \$50,119 annually in San Bernardino County (Pearce, 2021). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

Exhibit 3 displays the hourly earnings for the community college-level mill and cabinet work occupation, carpenters. The median hourly earnings for carpenters fall short of the regional self-sufficiency standard. The hourly earnings for carpenters do not exceed the self-sufficiency standard until the 75<sup>th</sup> percentile.

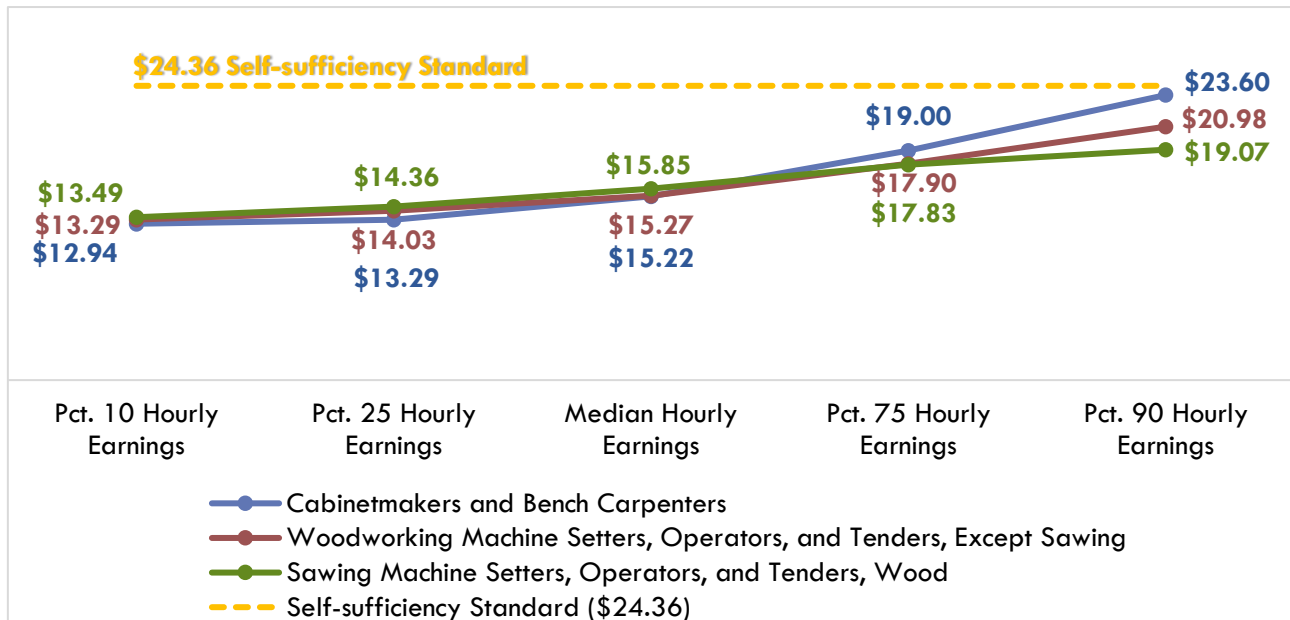
Exhibit 3: Hourly earnings by percentile for carpenters



Source: Emsi 2021.3

Exhibit 4 displays the hourly earnings for the high school-level mill and cabinet work occupational group. The hourly earnings for the high school-level occupations do not surpass the self-sufficiency standard, indicating workers in these positions may struggle to support themselves.

Exhibit 4: Hourly earnings by percentile for the high school-level mill and cabinet work occupational group



Source: Emsi 2021.3

Benefits information, provided by the California Labor Market Information Division's occupational guides, is not available for sawing machine setters, operators, and tenders, wood, and woodworking machine setters, operators, and tenders, except sawing. Benefits for union carpenters typically include health, dental, and vision insurance, vacation, and retirement plans. Some non-union shops may also provide benefits for carpenters. Cabinetmakers and bench carpenters may receive benefit packages that include medical, dental, vision, and life insurance, vacation and retirement, and limited sick leave (Detailed Occupational Guides, 2021).

### Advertised Salary from Online Job Ads

Exhibit 5 displays online job ad salary data for the mill and cabinet work occupational group over the last 12 months. Online job ad salary information reveals that employers are willing to pay carpenters \$52,000 annually, above the \$51,452 annual (\$24.36 hourly) self-sufficiency standard for the region. Online job ad salary information reveals that employers are willing to pay the high school-level mill and cabinet work occupational group between \$37,000 and \$44,000 annually, below the self-sufficiency standard for the region. Consider the salary information with caution since only 61% (246 out of 406) of online job ads for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 5: Advertised salary information

| Occupations   | Number of<br>job ads | Real-Time Salary Information |                         |                         |                       | Median<br>Annual<br>Salary |
|---|----------------------|------------------------------|-------------------------|-------------------------|-----------------------|----------------------------|
|   |                      | Less than<br>\$35,000        | \$35,000 to<br>\$49,999 | \$50,000 to<br>\$74,999 | More than<br>\$75,000 |                            |
| Community College-level Occupation                                  |                      |                              |                         |                         |                       |                            |
| Carpenters  | 94                   | 5%                           | 39%                     | 43%                     | 13%                   | \$52,000                   |
| High School-level Occupations                                       |                      |                              |                         |                         |                       |                            |
| Cabinetmakers and Bench Carpenters                                  | 82                   | 15%                          | 66%                     | 14%                     | 5%                    | \$44,000                   |
| Sawing Machine Setters, Operators, and Tenders, Wood*               | 33                   | 39%                          | 52%                     | 3%                      | 6%                    | \$37,000                   |
| Woodworking Machine Setters, Operators, and Tenders, Except Sawing* | 37                   | 32%                          | 43%                     | 14%                     | 11%                   | \$40,000                   |

Source: Burning Glass – Labor Insights

\*California job advertisement information

## Employers, Skills, Education, and Work Experience

Exhibit 6 displays the employers that posted the most job ads during the last 12 months. Displaying employer names provides some insight into where students may find employment after completing a program. Legacy Millworks and Builders FirstSource posted the most job advertisements for the mill and cabinet work occupational group over the last 12 months.

Exhibit 6: Employers posting the most job ads for the mill and cabinet work occupational group

| Occupation   | Top Employers   |   |
|--|---|---|
| Community College-level Occupation                           |   |   |
| Carpenters (n=163)   | <ul style="list-style-type: none"><li>Western Bay Sheet Metal</li><li>Hardwood Creations Inc.</li></ul> | <ul style="list-style-type: none"><li>Eleven Western Builders Inc.</li><li>Art Sign Works, Inc.</li></ul> |
| High School-level Occupations                                |   |   |
| Cabinetmakers and Bench Carpenters (n=98)                    | <ul style="list-style-type: none"><li>Legacy Millworks</li><li>RBC Construction Incorporated</li></ul>  | <ul style="list-style-type: none"><li>Quality Casework</li></ul>  |
| Sawing Machine Setters, Operators, and Tenders, Wood* (n=79) | <ul style="list-style-type: none"><li>Builders FirstSource</li><li>Symbia Logistics</li></ul>           | <ul style="list-style-type: none"><li>Pallet Management Group</li><li>ProBuild</li></ul>                  |

| Occupation   | Top Employers  |
|--|--|
| Woodworking Machine Setters, Operators, and Tenders, Except Sawing* (n=66) | <ul style="list-style-type: none"> <li>• Mendocino Redwood Company</li> <li>• Group Delphi</li> <li>• Fender</li> <li>• CABA Design</li> </ul> |

Source: Burning Glass – Labor Insights

\*California job advertisement information

Exhibit 7 lists a sample of specialized and employability skills employers seek when looking for workers to fill positions in the mill and cabinet work occupational group. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

*Exhibit 7: Sample of in-demand skills from employer job ads*

| Occupation   | Specialized skills  | Employability skills  |
|--|---|---|
| <b>Community College-level Occupation</b>                                  |   |   |
| Carpenters (n=162)   | <ul style="list-style-type: none"> <li>• Repair</li> <li>• Drywall</li> <li>• Finish Carpentry</li> <li>• Framing</li> <li>• Cabinetry</li> </ul>                         | <ul style="list-style-type: none"> <li>• Detail-Oriented</li> <li>• Physical Abilities</li> <li>• English</li> <li>• Organizational Skills</li> <li>• Communication Skills</li> </ul>                     |
| <b>High School-level Occupations</b>                                       |   |   |
| Cabinetmakers and Bench Carpenters (n=97)                                  | <ul style="list-style-type: none"> <li>• Cabinetry</li> <li>• Table Saws</li> <li>• Hand Tools</li> <li>• Cabinet Installation</li> <li>• Routers</li> </ul>              | <ul style="list-style-type: none"> <li>• Detail-Oriented</li> <li>• English</li> <li>• Teamwork/Collaboration</li> <li>• Spanish</li> <li>• Problem Solving</li> </ul>                                    |
| Sawing Machine Setters, Operators, and Tenders, Wood* (n=77)               | <ul style="list-style-type: none"> <li>• Lifting Ability</li> <li>• Power Tools</li> <li>• Forklift Operation</li> <li>• Band Saw</li> <li>• Basic Mathematics</li> </ul> | <ul style="list-style-type: none"> <li>• Physical Abilities</li> <li>• Teamwork/Collaboration</li> <li>• Work Area Maintenance</li> <li>• Positive Disposition</li> <li>• Communication Skills</li> </ul> |
| Woodworking Machine Setters, Operators, and Tenders, Except Sawing* (n=63) | <ul style="list-style-type: none"> <li>• Hand Tools</li> <li>• Cleaning</li> <li>• Power Tools</li> <li>• Repair</li> <li>• Lathes</li> </ul>                             | <ul style="list-style-type: none"> <li>• Teamwork/Collaboration</li> <li>• Physical Abilities</li> <li>• Detail-Oriented</li> <li>• Work Area Maintenance</li> <li>• English</li> </ul>                   |

Source: Burning Glass – Labor Insights

\*California job advertisement information

Exhibit 8 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for the mill and cabinet work occupational group. According to the Bureau of Labor Statistics, between 16%-27% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree." Nearly all employers sought mill and cabinet workers with a high school diploma or vocational training.

*Exhibit 8: Typical entry-level education, educational attainment, and minimum advertised education requirements*

| Occupation   | Typical Entry-Level Education Requirement | CC-Level Educational Attainment* | Real-Time Minimum Advertised Education Requirement |                                    |                  |                             |
|--|---|----------------------------------|--|------------------------------------|------------------|-----------------------------|
|  |   |                                  | Number of Job Ads                                  | High school or vocational training | Associate degree | Bachelor's degree or higher |
| Community College-level Occupation                                   |   |                                  |  |                                    |                  |                             |
| Carpenters   | High school diploma or equivalent         | 25%                              | 48   | 100%                               | -                | -                           |
| High School-level Occupations  |   |                                  |  |                                    |                  |                             |
| Cabinetmakers and Bench Carpenters                                   | High school diploma or equivalent         | 27%                              | 31   | 100%                               | -                | -                           |
| Sawing Machine Setters, Operators, and Tenders, Wood**               | High school diploma or equivalent         | 16%                              | 44   | 100%                               | -                |                             |
| Woodworking Machine Setters, Operators, and Tenders, Except Sawing** | High school diploma or equivalent         | 26%                              | 29   | 90%                                | 3%               | 7%                          |

Source: Emsi 2021.3, Burning Glass – Labor Insights

\*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

\*\*California job advertisement information

Exhibit 9 displays the work experience typically required to enter each occupation and the real-time work experience requirements from employer job ads. There were insufficient job ads for sawing machine setters, operators, and tenders, wood to provide reliable advertised work experience requirements.

*Exhibit 9: Work experience required and real-time work experience requirements*

| Occupation                         | Work Experience Typically Required | Real-Time Work Experience |             |             |          |
|------------------------------------|------------------------------------|---------------------------|-------------|-------------|----------|
|                                    |                                    | Number of job ads         | 0 – 2 years | 3 – 5 years | 6+ years |
| Community College-level Occupation |                                    |                           |             |             |          |
| Carpenters                         | None                               | 101                       | 34%         | 58%         | 8%       |



| Occupation  | Work Experience Typically Required | Real-Time Work Experience |             |             |          |
|---|------------------------------------|---------------------------|-------------|-------------|----------|
|   |                                    | Number of job ads         | 0 – 2 years | 3 – 5 years | 6+ years |
| High School-level Occupations                                       |                                    |                           |             |             |          |
| Cabinetmakers and Bench Carpenters                                  | None                               | 43                        | 70%         | 28%         | 2%       |
| Sawing Machine Setters, Operators, and Tenders, Wood*               | None                               | 15                        | N/A         | N/A         | N/A      |
| Woodworking Machine Setters, Operators, and Tenders, Except Sawing* | None                               | 34                        | 82%         | 12%         | 6%       |

Source: Emsi 2021.3, Burning Glass – Labor Insights

\*California job advertisement information

## Programs Completions and Student Outcomes

Regional community colleges do not currently offer mill and cabinet work (0952.50) programs. Program outcome data may provide a useful insight into the likelihood of success for the proposed program.

Community college student outcome information based on the selected TOP code and region is provided in Exhibit 10. The outcome methodology is available in the appendix section of this report. Student outcome methodologies can be found in the appendix.

*Exhibit 10: 0952.50 – Mill and cabinet work strong workforce program outcomes*

| <b>Strong Workforce Program Metrics:<br/>0952.50 – Mill and Cabinet Work<br/>Academic Year 2018-19, unless noted otherwise</b> | <b>Inland<br/>Empire/Desert<br/>Region</b> | <b>California</b> |
|--|--|-------------------|
| Unduplicated count of enrolled students (2019-20)  | 49   | 1,383             |
| Completed 9+ career education units in one year (2019-20)  | 39%  | 20%               |
| Perkins Economically disadvantaged students  | 62%  | 51%               |
| Students who earned a degree, certificate, or attained apprenticeship (2019-20)  | -  | 54                |
| Transferred to a four-year institution (transfers)   | -  | 16                |
| Job closely related to the field of study (2017-18)  | -  | 62%               |
| Median annual earnings (all exiters)   | \$38,482                                   | \$50,108          |
| Median change in earnings (all exiters)  | -  | 20%               |
| Attained a living wage (completers and skills-builders)  | -  | 63%               |

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Carpentry (0952.10) programs provide training and instruction related to mill and cabinet work (0952.50) programs. Carpentry programs prepare students for employment through instruction related to the layout, fabrication, erection, and installation of structures using common systems of framing, construction materials, estimating, and blueprint reading (Taxonomy of Programs, 2012). Regional community colleges do not currently offer carpentry programs (0952.10).

## Recommendation

The mill and cabinet work occupational group is expected to have 2,211 annual job openings and increase employment by 2% over the next five years. The median hourly earnings for the mill and cabinet work occupational group are between \$15.22 and \$23.57 per hour, below the regional \$24.36 per hour self-sustainable wage standard for a single adult with one child. The 75<sup>th</sup> percentile hourly earnings for carpenters is \$31.08, above the \$24.36 per hour self-sustainable wage standard.

Regional community colleges do not currently offer mill and cabinet work (0952.50) or carpentry (0952.10) programs.

The COE recommends developing mill and cabinet programs due to strong regional demand and the lack of current program offerings. Colleges considering this program should partner with relevant employers to verify demand for these workers and to ensure that students have the required knowledge, skills, and abilities to earn a wage that meets or exceeds the self-sustainable hourly wage of \$24.36 per hour after completing the program.

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## Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for mill and cabinet work occupations

### **Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment**

#### **Community College-level Occupation**

##### **Carpenters (47-2031)**

Construct, erect, install, or repair structures and fixtures made of wood and comparable materials, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall, and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways.

**Sample job titles:** Assembler, Bridge Carpenter, Bridge Repair Crew Person, Cabinet Maker, Carpenter, Concrete Carpenter, Construction Worker, Form Carpenter, Framer, Rough Carpenter

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Apprenticeship*

*Work Experience: None*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 25%*

## **High School-level Occupations**

### **Cabinetmakers and Bench Carpenters (51-7011)**

Cut, shape, and assemble wooden articles or set up and operate a variety of woodworking machines, such as power saws, jointers, and mortisers to surface, cut, or shape lumber or to fabricate parts for wood products.

**Sample job titles:** Cabinet Assembler, Cabinet Builder, Cabinet Installer, Cabinetmaker, Double End Tenon Operator, Frame Builder, Framing, Woodworker

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Between one and twelve months on-the-job training*

*Work Experience: None*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 27%*

### **Sawing Machine Setters, Operators, and Tenders, Wood (51-7041)**

Set up, operate, or tend wood sawing machines. May operate computer numerically controlled (CNC) equipment. Includes lead sawyers.

**Sample job titles:** Bandmill Operator, Cut Off Saw Operator, Edgerman, Knot Saw Operator, Panel Saw Operator, Planer, Resaw Operator, Rip Saw Operator, Saw Operator, Sawyer

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Between one and twelve months on-the-job training*

*Work Experience: None*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 16%*

### **Woodworking Machine Setters, Operators, and Tenders, Except Sawing (51-7042)**

Set up, operate, or tend woodworking machines, such as drill presses, lathes, shapers, routers, sanders, planers, and wood nailing machines. May operate computer numerically controlled (CNC) equipment.

**Sample job titles:** Boring Machine Operator, Cabinet Maker, Knot Saw Operator, Lathe Operator, Machine Operator, Molder Operator, Router Operator, Sander, Sander Operator

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Between one and twelve months on-the-job training*

*Work Experience: None*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 26%*

## Appendix: Methodology

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from records provided by California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2021 a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2021 a).

Job postings data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job postings often do not reveal the hiring intentions of employers; it is unknown if employers plan to hire one or multiple workers from a single online job posting, or if they are collecting resumes for future hiring needs. A closed job posting may not be the result of a hired worker.

Table 1. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for the mill and cabinet work occupational group

| Occupation (SOC)   | 2020 Jobs     | 5-Year Change (New Jobs) | 5-Year % Change (New Jobs) | Annual Openings (New + Replacement Jobs) | Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile) | Median Hourly Wage (50 <sup>th</sup> percentile) | Average Annual Earnings | Entry-Level Education & On-The-Job-Training        | Work Experience Required |
|--|---------------|--------------------------|----------------------------|--|---|--|-------------------------|--|--------------------------|
| Carpenters (47-2031)   | 20,521        | 651                      | 3%                         | 1,967                                    | \$12.85 to \$42.43  | \$23.57  | \$53,500                | High school diploma or equivalent & Apprenticeship | None                     |
| <b>Community College-level Total</b>   | <b>20,521</b> | <b>651</b>               | <b>3%</b>                  | <b>1,967</b>                             | -   | -  | -                       | -  | -                        |
| Cabinetmakers and Bench Carpenters (51-7011)                                 | 1,324         | (92)                     | (7%)                       | 119                                      | \$12.94 to \$23.60  | \$15.22  | \$36,200                | High school diploma or equivalent & 1-12 months    | None                     |
| Woodworking Machine Setters, Operators, and Tenders, Except Sawing (51-7042) | 807           | (0)                      | (0%)                       | 100                                      | \$13.29 to \$20.98  | \$15.27  | \$33,800                | High school diploma or equivalent & 1-12 months    | None                     |
| Sawing Machine Setters, Operators, and Tenders, Wood (51-7041)               | 228           | 8                        | 3%                         | 26                                       | \$13.49 to \$19.07  | \$15.85  | \$33,500                | High school diploma or equivalent & 1-12 months    | None                     |
| <b>High School-level Total</b>   | <b>2,359</b>  | <b>(84)</b>              | <b>(4%)</b>                | <b>245</b>                               | -   | -  | -                       | -  | -                        |
| <b>Total</b>   | <b>22,880</b> | <b>567</b>               | <b>2%</b>                  | <b>2,211</b>                             | -   | -  | -                       | -  | -                        |

Source: Emsi 2021.3