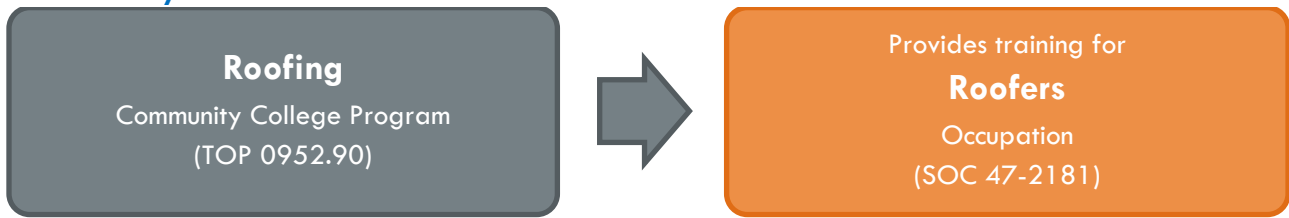


Roofing

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

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 verify their current employment needs.

Summary



Over the next five years (2021-2026), roofer employment is projected to



The Inland Empire/Desert Centers of Excellence

 **Recommends**

Roofing Program development
to meet the need for more workers in the region

Introduction

California Community College roofing (TOP 0952.90) programs prepare students for employment through the instruction of the theories, principles, methods, technical skills, and use of equipment in hot tar and/or the shingle roofing (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by roofing programs lead to the roofers occupation (SOC 47-2181).

In 2021, there were 2,642 roofer jobs in the region. Employment for roofers is projected to increase by 5% through 2026; 286 job openings are projected annually. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers aged 55 years and greater in the region.

Exhibit 1. Five-year projections for roofers, Inland Empire/Desert Region, 2021-2026

Occupation	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Roofers	2,642	2,776	5%	1,432	286	17%

Source: Lightcast 2022.2

An online job ad search for roofer jobs was conducted to reveal the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Exhibit 2 shows the number of job ads posted during the last 12 months (June 2021 to June 2022) and the statewide average time to fill this job.

The Centers of Excellence typically seeks to report job ad information for occupations with at least 100 job ads over the last 12 months in the region to ensure that the job ad information in this report is reliable and actionable. Over the previous 12 months, from July 2021 to June 2022, less than 100 job ads were posted for roofers in the region (63 total ads). The job ad search for this occupation was expanded to include all ads posted in California over the last twelve months. On average, employers throughout the state fill online job ads for roofers in 42 days.

Exhibit 2. Job ads and time to fill, California, July 2021-June 2022

Occupation	Job Ads	Statewide Average Time to Fill (Days)
Roofers	501	42

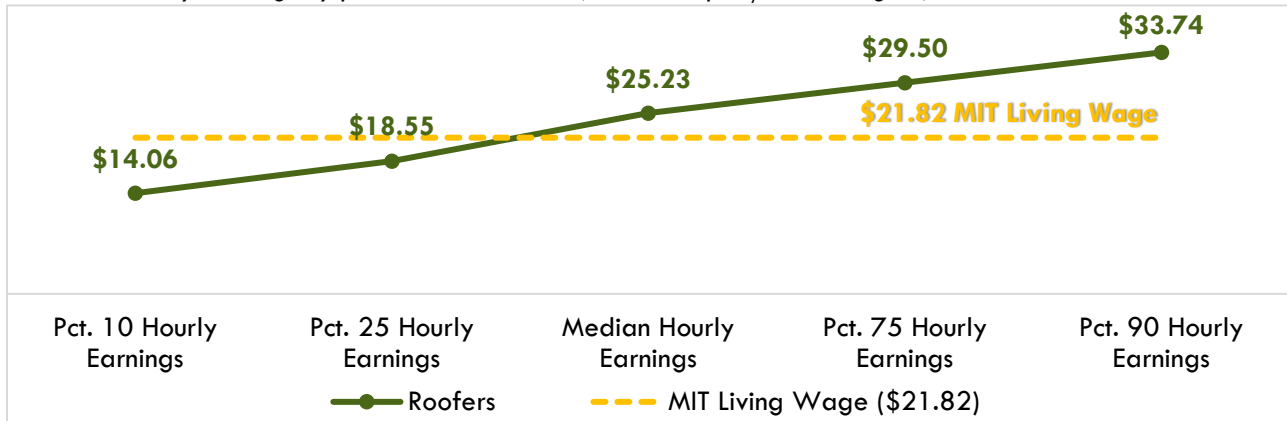
Source: Burning Glass – Labor Insights

Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per or \$45,386 annually in California (Glasmeier, 2022).

Exhibit 3 displays the hourly earnings for roofers. The median hourly earnings for roofers are above the living wage standard, indicating that at least 50% of workers in this occupation earn a living wage.

Exhibit 3. Hourly earnings by percentile for roofers, Inland Empire/Desert Region, 2021



Source: Lightcast 2022.2

Benefits information, provided in the occupational guides developed by the California Labor Market Information Division, reveals that roofers covered by union contracts generally receive medical, dental, and vision insurance as well as vacation, holiday, and retirement benefits (Detailed Occupational Guides, 2022).

Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for roofers over the last 12 months. Online job ad salary information reveals that employers are willing to pay roofers \$58,000 annually, above the region's \$45,386 annual (\$21.82 hourly) living wage standard. Consider the salary information with caution since only 70% (351 out of 501) of online job ads for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 4. Advertised salary information, California, July 2021-June 2022

Occupation	Number of job ads	Real-Time Salary Information				Average Annual Salary
		Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
Roofers	351	4%	28%	57%	11%	\$58,000

Source: Burning Glass – Labor Insights

Employers, Skills, Education, and Work Experience

Exhibit 5 displays the employers that posted the most job ads during the last 12 months. Displaying employer names provides insight into where students may find employment after completing a program. Tremco Inc. posted the most job ads for roofers in California.

Exhibit 5. Employers posting the most job ads for roofers, California, July 2021-June 2022

Occupation	Top Employers	
Roofers (n=501)	<ul style="list-style-type: none"> Tremco Inc. Tecta American Corporation CentiMark Corporation Copp Roofing and Construction 	<ul style="list-style-type: none"> Semper Solaris Kodiak Roofing and Waterproofing Garner Roofing

Source: Burning Glass – Labor Insights

Exhibit 6 lists a sample of specialized and employability skills employers seek when seeking workers to fill roofer positions. 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 6. Sample of in-demand skills from employer job ads, California, July 2021-June 2022

Occupation	Specialized skills	Employability skills
Roofers (n=405)	<ul style="list-style-type: none"> Repair Occupational Health and Safety Hand Tools Waterproofing Power Tools 	<ul style="list-style-type: none"> Physical Abilities Communication Skills Organizational Skills Problem Solving Detail-Oriented

Source: Burning Glass – Labor Insights

Exhibit 7 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for roofers. According to the Bureau of Labor Statistics, 14% of incumbent workers in this field hold a community college level of educational attainment; "some college, no degree," and an "associate degree." Approximately 14% (72 of 501 job ads) of job ads sought candidates with a high school diploma or vocational training. Of the employers posting job ads with education requirements, all sought candidates with a high school diploma or equivalent.

Exhibit 7. Typical entry-level education, educational attainment, and minimum advertised education requirements, California, July 2021-June 2022

Occupation	Typical Entry-Level Education Requirement (National)	CC-Level Educational Attainment* (National)	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
				High school or vocational training	Associate degree	Bachelor's degree or higher
Roofers	No formal education credential	14%	72	100%	-	-

Source: Lightcast 2022.2, Burning Glass – Labor Insights

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

Exhibit 8 displays the work experience typically required for roofers compared to the real-time work experience requirements from employer job ads. Nearly half of employers posting experience requirements (49%) sought candidates with zero to two years of previous work experience.

Exhibit 8. Work experience required and real-time work experience requirements, California, July 2021-June 2022

Occupation	Work Experience Typically Required	Real-Time Work Experience			
		Number of job ads	0 – 2 years	3 – 5 years	6+ years
Roofers	None	281	49%	47%	4%

Source: Lightcast 2022.2, Burning Glass – Labor Insights

Student Completions and Programs Outcomes

Regional community colleges do not currently offer roofing (TOP 0952.90) programs. Other postsecondary education institutions in the region have not issued awards in programs related to roofing.

Summary of Findings

The knowledge, skills, and abilities trained by roofing programs (TOP 0952.90) leads to the roofers occupation (SOC 47-2181). In 2021, there were 2,642 roofer jobs in the region. Employment for roofers is projected to increase by 5% through 2026; 286 job openings are projected annually. The median earnings for roofers is \$25.23 per hour, above the living wage standard for the region (\$21.83 per hour). This indicates that at least 50% of workers in this occupation earn a living wage.

Regional community colleges do not offer any known roofing programs. Other postsecondary educational institutions in the region have not issued awards related to roofing over the last three academic years.

The Centers of Excellence recommends developing roofing programs to meet the regional demand for more workers. Colleges considering this program should partner with relevant employers and confirm their demand for roofing workers and the skills needed for students to secure work in this field shortly after exiting the program.

Contact

Michael Goss
 Paul Vaccher
 Centers of Excellence, Inland Empire/Desert Region
michael.goss@chaffey.edu
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Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for roofers

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

Roofers (47-2181)

Cover roofs of structures with shingles, slate, asphalt, aluminum, wood, or related materials. May spray roofs, sidings, and walls with material to bind, seal, insulate, or soundproof sections of structures.

Sample job titles: Commercial Roofer, Industrial Roofer, Metal Roofing Mechanic, Residential Roofer, Roof Mechanic, Roof Service Technician, Roofer, Roofing Technician, Sheet Metal Roofer

Entry-Level Educational Requirement: No formal education credential

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

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 14%

Appendix: Methodology

Job ad 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 ads often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or collecting resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for roofers in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation (SOC)	2021 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Roofers (47-2181)	2,642	134	5%	286	\$14.06 to \$33.74	\$25.23	\$52,700	No formal educational credential & 1-12 months	None

Source: Lightcast 2022.2