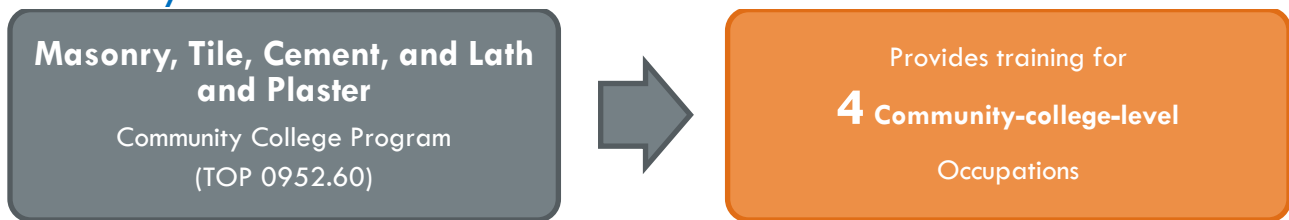


Masonry, Tile, Cement, and Lath and Plaster

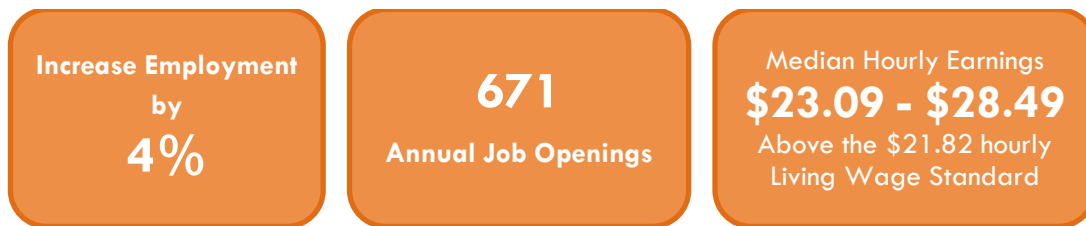
Inland Empire/Desert Region (Riverside and San Bernardino counties)

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), masonry, tile, cement, and lath and plaster employment is projected to




The Inland Empire/Desert Centers of Excellence

Recommends

Masonry, Tile, Cement, and Lath and Plaster Program development
to meet the need for more workers in the region

Introduction

California Community College masonry, tile, cement, and lath and plaster programs (TOP 0952.60) prepare students for employment through the instruction of the theories, principles, methods, technical skills, and use of equipment in brick, block and stonemasonry, tile laying and finishing, cement finishing, and lathe and plaster construction (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by masonry, tile, cement, lath and plaster programs lead to the following occupations, further referred to as the masonry occupational group.

- Brickmasons and Blockmasons (SOC 47-2021)
- Stonemasons (47-2022)
- Tile and Stone Setters (47-2044)
- Cement Masons and Concrete Finishers (47-2051)

In 2021, there were 6,583 jobs in the masonry occupational group in the region. Employment for the masonry occupational group is projected to increase by 4% through 2026; 671 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 the masonry occupational group, 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+
Cement Masons and Concrete Finishers	5,049	5,304	5%	2,604	521	19%
Brickmasons and Blockmasons	811	792	(2%)	389	78	28%
Tile and Stone Setters	539	560	4%	269	54	21%
Stonemasons	184	185	1%	93	19	27%
Total	6,583	6,842	4%	3,355	671	20%

Source: Lightcast 2022.2

An online job ad search for jobs in the masonry occupational group 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, July 2021 through June 2022, and the statewide average time to fill these jobs.

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. Less than 100 job ads were posted for each occupation in the region's masonry occupational group over the last twelve months. In California, less than 100 job ads were posted for brickmasons and blockmasons (67 ads), and stonemasons (39 ads). Due to insufficient job ads for brickmasons and blockmasons, and stonemasons in California, detailed job ad information for these occupations is not included in this report. On average, employers in California fill online job ads for masonry workers in 38 days.

Exhibit 2. Job ads and time to fill, Inland Empire/Desert Region, July 2021 through June 2022

Occupation	Job Ads	Statewide Average Time to Fill (Days)
Tile and Stone Setters	439	40
Cement Masons and Concrete Finishers	432	35
Brickmasons and Blockmasons	67	40
Stonemasons	39	40
Total	977	38

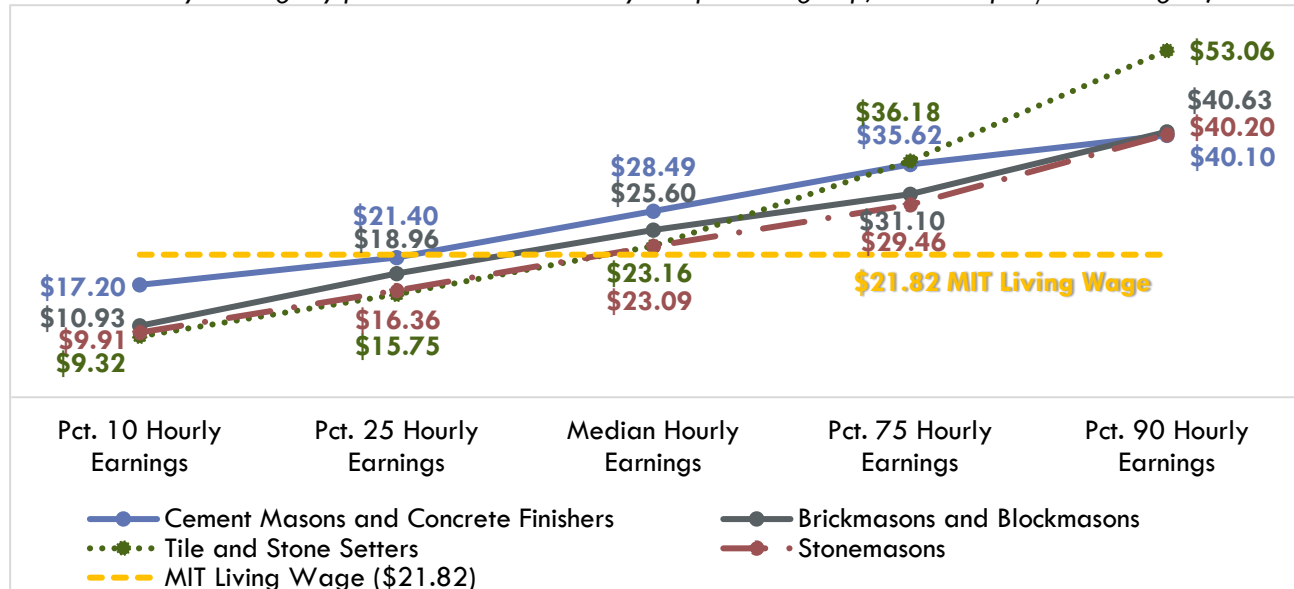
Source: Burning Glass – Labor Insights

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 hour or \$45,386 annually in California (Glasmeier, 2022).

Exhibit 3 displays the hourly earnings for the masonry occupational group. The median hourly earnings for the masonry occupational group are above the regional living wage standard, indicating that at least the top 50% of workers earn a living wage.

Exhibit 3. Hourly earnings by percentile for the masonry occupational group, 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 workers in the masonry occupational group may receive benefits from a union or an employer. Benefits typically include medical, dental, life, and vision insurance, vacation, sick leave, and retirement plans (Detailed Occupational Guides, 2022).

Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the masonry occupational group over the last 12 months. Online job ad salary information reveals that employers are willing to pay the masonry occupational group between \$49,000 and \$53,000 annually, above the region's \$45,386 annual (\$21.82 hourly) living wage standard. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 4. Advertised salary information, Inland Empire/Desert Region, July 2021 through 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	
Tile and Stone Setters	396	29%	24%	44%	3%	\$49,000
Cement Masons and Concrete Finishers	334	4%	43%	46%	7%	\$53,000
Brickmasons and Blockmasons	64	N/A	N/A	N/A	N/A	N/A
Stonemasons	35	N/A	N/A	N/A	N/A	N/A

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. Showing employer names provides insight into where students may find employment after completing a program. JW Floor Covering Company posted the most job ads for the masonry occupational group in California.

Exhibit 5: Employers posting the most job ads for the masonry occupational group, Inland Empire/Desert Region, July 2021 through June 2022

Occupation	Top Employers	
Tile and Stone Setters (n=439)	<ul style="list-style-type: none"> JW Floor Covering Company Evolve Realty & Development 	<ul style="list-style-type: none"> Signature Flooring Golden State Home Repair and Renovations
Cement Masons and Concrete Finishers (n=432)	<ul style="list-style-type: none"> Hensel Phelps Construction Company Langston Construction JT Wimsatt Contracting Company Inc. 	<ul style="list-style-type: none"> Sonnikson and Stordahl Construction Precision Concrete Cutting
Brickmasons and Blockmasons (n=67)	<ul style="list-style-type: none"> N/A 	
Stonemasons (n=39)	<ul style="list-style-type: none"> N/A 	

Source: Burning Glass – Labor Insights

Exhibit 6 lists a sample of specialized and employability skills employers seek when seeking workers to fill masonry occupational group 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, Inland Empire/Desert Region, July 2021 through June 2022

Occupation	Specialized skills	Employability skills
Tile and Stone Setters (n=242)	<ul style="list-style-type: none"> Occupational Health and Safety Hand Tools Waterproofing Power Tools 	<ul style="list-style-type: none"> Detailed-Oriented Physical Abilities Communication Skills Planning
Cement Masons and Concrete Finishers (n=315)	<ul style="list-style-type: none"> Power Tools Hand Tools Repair Waterproofing 	<ul style="list-style-type: none"> Physical Abilities Detail-Oriented Bilingual (English/Spanish) Planning
Brickmasons and Blockmasons (n=49)	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
Stonemasons (n=30)	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A

Source: Burning Glass – Labor Insights

Exhibit 7 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for the masonry occupational group. According to the Bureau of Labor Statistics, 18%-20% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." All of the employer job ads for the masonry occupational group with minimum education requirements sought candidates with a high school diploma or vocational training.

Exhibit 7: Typical entry-level education, educational attainment, and minimum advertised education requirements, Inland Empire/Desert Region, July 2021 through June 2022

Occupation	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
				High school or vocational training	Associate degree	Bachelor's degree or higher
Tile and Stone Setters	No formal education credential	19%	48	100%	-	-
Cement Masons and Concrete Finishers	No formal education credential	18%	125	100%	-	-
Brickmasons and Blockmasons	High school diploma or equivalent	20%	31	N/A	N/A	N/A
Stonemasons	High school diploma or equivalent	20%	9	N/A	N/A	N/A

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 to enter each occupation and the real-time work experience requirements from employer job ads. Between 32% and 63% of employers sought masonry workers with zero and two years of previous work experience.

Exhibit 8: Work experience required and real-time work experience requirements, Inland Empire/Desert Region, July 2021 through June 2022

Occupation	Work Experience Typically Required	Real-Time Work Experience			
		Number of job ads	0 – 2 years	3 – 5 years	6+ years
Tile and Stone Setters	None	229	32%	62%	6%
Cement Masons and Concrete Finishers	None	261	63%	31%	6%
Brickmasons and Blockmasons	None	23	N/A	N/A	N/A
Stonemasons	None	11	N/A	N/A	N/A

Source: Lightcast 2022.2, Burning Glass – Labor Insights

Student Completions and Programs Outcomes

Regional community colleges do not currently offer masonry, tile, cement, and lath and plaster programs (TOP 0952.60). Other postsecondary education institutions in the region have not issued awards in programs related to masonry, tile, cement, and lath and plaster.

Summary of Findings

The knowledge, skills, and abilities trained by masonry, tile, cement, and lath and plaster programs (TOP 0952.60) lead to four distinct occupations, collectively referred to as the masonry occupational group. The masonry occupational group is projected to increase employment by 4% through 2026; 671 job openings are expected annually. The median earnings for each occupation in this group is above the living wage standard for the region (\$21.83 per hour). This indicates that at least 50% of workers in these occupations earn a living wage.

Regional community colleges do not currently offer masonry, tile, cement, and lath and plaster programs (0952.60). Other postsecondary educational institutions in the region have not issued awards related to masonry, tile, cement, and lath and plaster over the last three academic years.

The Centers of Excellence recommends developing masonry, tile, cement, and lath and plaster programs to meet the demand for these workers in the region. Colleges considering this program should have a strong partnership with the appropriate employers to document their demand for workers and the skills needed for students to work in this field shortly after exiting the program.

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Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for masonry occupations

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

Brickmasons and Blockmasons (47-2021)

Lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block, and terra-cotta block, with mortar and other substances, to construct or repair walls, partitions, arches, sewers, and other structures.

Sample job titles: Block Layer, Block Mason, Blockmason, Brick and Block Mason, Brick Mason, Bricklayer, Concrete Finisher, Mason, Masonry Installer, Tender

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Apprenticeship

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 20%

Stonemasons (47-2022)

Build stone structures, such as piers, walls, and abutments. Lay walks, curbstones, or special types of masonry for vats, tanks, and floors.

Sample job titles: Mason, Stone Derrickman, Stone Mason, Stone Setter

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Apprenticeship

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 20%

Tile and Stone Setters (47-2044)

Apply hard tile, stone, and comparable materials to walls, floors, ceilings, countertops, and roof decks.

Sample job titles: Ceramic Tile Mechanic, Ceramic Tile Setter, Marble Mason, Tile and Marble Installer, Tile and Marble Setter, Tile Finisher, Tile Installer, Tile Mason, Tile Mechanic, Tile Setter

Entry-Level Educational Requirement: No formal educational credential

Training Requirement: More than twelve months on-the-job training

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 19%

Cement Masons and Concrete Finishers (47-2051)

Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; and use saws to cut expansion joints.

Sample job titles: Cement Finisher, Cement Mason, Concrete Finisher, Concrete Mason, Finisher, Mason

Entry-Level Educational Requirement: No formal educational 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: 18%

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 the masonry, tile, cement, and lath and plaster occupational group 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
Cement Masons and Concrete Finishers (47-2051)	5,049	255	5%	521	\$17.20 to \$40.10	\$28.49	\$59,800	No formal educational credential & 1-12 months	None
Brickmasons and Blockmasons (47-2021)	811	(19)	(2%)	78	\$10.93 to \$40.63	\$25.60	\$58,000	High school diploma or equivalent & Apprenticeship	None
Tile and Stone Setters (47-2044)	539	22	4%	54	\$9.32 to \$53.06	\$23.16	\$59,500	No formal educational credential & More than 12 months	None
Stonemasons (47-2022)	184	1	1%	19	\$9.91 to \$40.20	\$23.09	\$51,900	High school diploma or equivalent & Apprenticeship	None
Total	6,583	259	4%	671	-	-	-	-	-

Source: Lightcast 2022.2