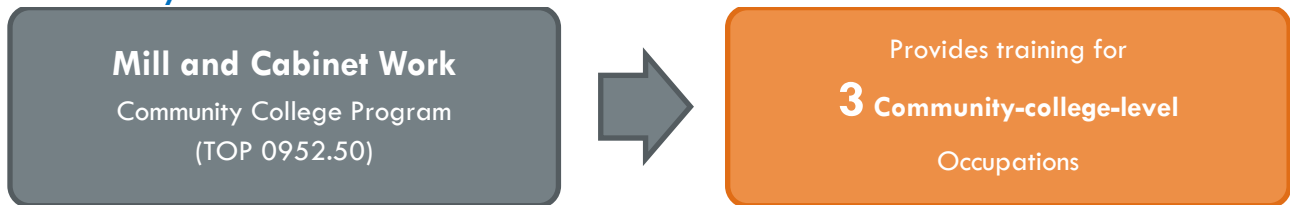


Mill and Cabinet Work

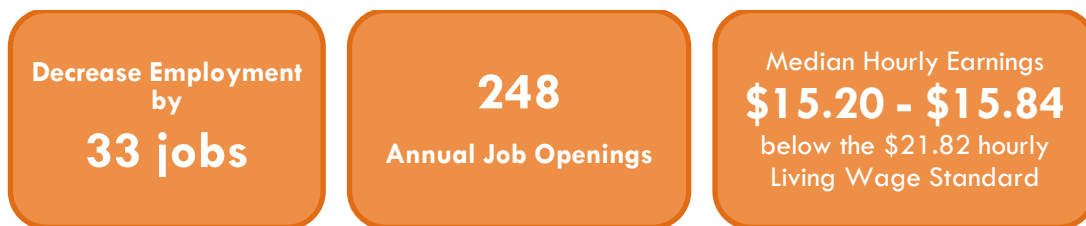
Inland Empire/Desert Region (Riverside and San Bernardino counties)

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), mill and cabinet work employment is projected to



The Inland Empire/Desert Centers of Excellence



Does Not Recommend

Mill and Cabinet Work Occupational Training
due to the low hourly earnings and overall declining job growth for
this classification of workers

Introduction

California Community College mill and cabinet work programs (TOP 0952.50) prepare students for employment through the instruction of 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 work programs lead to the following occupations, further referred to as the mill and cabinet work occupational group.

- 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)

In 2021, the region had 2,413 mill and cabinet work jobs. This occupational group is projected to lose 33 jobs over the next five years. Despite the negative job growth, 248 annual job openings are expected due to job replacement needs; job openings resulting from retirements, job transfers, or workers moving out of the region. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers aged 55 years and older in the region.

Exhibit 1: Five-year projections for the mill and cabinet work 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+
Cabinetmakers and Bench Carpenters	1,331	1,263	(5%)	634	127	31%
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	840	859	2%	453	91	21%
Sawing Machine Setters, Operators, and Tenders, Wood	242	258	7%	155	31	25%
Total	2,413	2,380	(0%)	1,241	248	27%

Source: Lightcast 2022.2

An online job ad search for mill and cabinet work 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 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, there were less than 100 job ads posted for each of the occupations in the mill and cabinet work occupational group; Cabinetmakers and Bench Carpenters (75 ads in the region), Woodworking Machine Setters, Operators, and Tenders, Except Sawing (23 ads), and Sawing Machine Setters, Operators, and Tenders, Wood (13 ads). The job ad search for the mill and cabinet work occupational group was expanded to California. On average, employers in California fill online job ads for mill and cabinet workers in 35 days.

Exhibit 2: Job ads and time to fill, California, July 2021 through June 2022

Occupation	Job Ads	Statewide Average Time to Fill (Days)
Cabinetmakers and Bench Carpenters	631	38
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	116	29
Sawing Machine Setters, Operators, and Tenders, Wood	112	28
Total	859	35

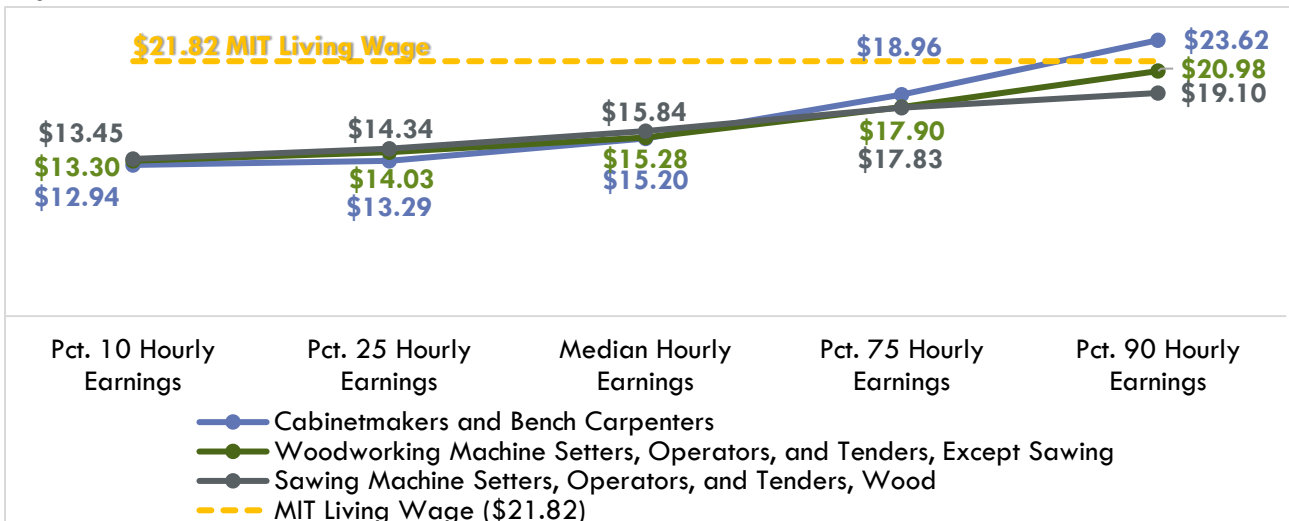
Source: Burning Glass – Labor Insights

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 mill and cabinet work occupational group. The 90th percentile hourly earnings for cabinetmakers and bench carpenters are above the living wage standard, indicating that only the top 10% of workers earn a living wage. The hourly earnings for woodworking machine setters, operators, and tenders, except sawing and sawing machine setters, operators, and tenders, wood do not surpass the living wage standard, indicating workers may struggle to support themselves.

Exhibit 3: Hourly earnings by percentile for the mill and cabinet work 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 cabinetmakers and bench carpenters may receive benefit packages that

include medical, dental, vision, and life insurance, vacation and retirement, and limited sick leave. Benefits information is unavailable for woodworking machine setters, operators, and tenders, except sawing and sawing machine setters, operators, and tenders, wood (Detailed Occupational Guides, 2022).

Advertised Salary from Online Job Ads

Exhibit 4 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 the mill and cabinet work occupational group between \$47,000 and \$53,000 annually, above the region's \$45,386 annual (\$21.82 hourly) living wage standard. Consider the salary information with caution since only 73% (625 out of 859) of online job ads for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 4: Advertised salary information, California, 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	
Cabinetmakers and Bench Carpenters	514	9%	42%	43%	6%	\$52,000
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	68	16%	53%	21%	10%	\$53,000
Sawing Machine Setters, Operators, and Tenders, Wood	43	5%	72%	14%	9%	\$47,000

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. Showing employer names provides insight into where students may find employment after completing a program. Eldredge Woodworks, Inc. posted the most job ads for the mill and cabinet work occupational group in California. Builders FirstSource posted the most job ads for the mill and cabinet work occupational group in the region.

Exhibit 5: Employers posting the most job ads for the mill and cabinet work occupational group, California, July 2021 through June 2022

Occupation	Top Employers	
Cabinetmakers and Bench Carpenters (n=631)	<ul style="list-style-type: none"> Eldredge Woodworks, Inc. California Closets Knotty Nuff Wood, LLC. 	<ul style="list-style-type: none"> SW Custom Cabinets Precision Cabinets American Woodmark Corporation

Occupation	Top Employers	
Woodworking Machine Setters, Operators, and Tenders, Except Sawing (n=116)	<ul style="list-style-type: none"> Mendocino Redwood Company Masonite 	<ul style="list-style-type: none"> CABA Design Fender
Sawing Machine Setters, Operators, and Tenders, Wood (n=112)	<ul style="list-style-type: none"> Builders FirstSource US LBM Holdings, LLC. Pallet Management Group 	<ul style="list-style-type: none"> ProBuild Holdings Mendocino Redwood Company

Source: Burning Glass – Labor Insights

Exhibit 6 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 6: Sample of in-demand skills from employer job ads, California, July 2021 through June 2022

Occupation	Specialized skills	Employability skills
Cabinetmakers and Bench Carpenters (n=587)	<ul style="list-style-type: none"> Hand Tools Shop Drawings Repair Power Tools Machinery 	<ul style="list-style-type: none"> Detail-Oriented Physical Abilities Communication Skills Organizational Skills Planning
Woodworking Machine Setters, Operators, and Tenders, Except Sawing (n=110)	<ul style="list-style-type: none"> Hand Tools Repair Power Tools Carpentry Quality Management 	<ul style="list-style-type: none"> Teamwork/Collaboration Physical Abilities Detail-Oriented Work Area Maintenance Communication Skills
Sawing Machine Setters, Operators, and Tenders, Wood (n=110)	<ul style="list-style-type: none"> Machinery Power Tools Forklift Operation Repair Hand Tools 	<ul style="list-style-type: none"> Physical Abilities Teamwork/Collaboration Organizational Skills Work Area Maintenance Communication Skills

Source: Burning Glass – Labor Insights

Exhibit 7 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, 16%-27% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." Between 94% and 100% of job ads for the mill and cabinet work occupational group 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 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
Cabinetmakers and Bench Carpenters	High school diploma or equivalent	27%	110	98%	-	2%
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	High school diploma or equivalent	26%	46	94%	4%	2%
Sawing Machine Setters, Operators, and Tenders, Wood	High school diploma or equivalent	16%	48	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 to enter each occupation and the real-time work experience requirements from employer job ads. Between 41% and 100% of employers sought mill and cabinet workers with zero and two years of previous work experience.

Exhibit 8: Work experience required and real-time work experience requirements, California, 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
Cabinetmakers and Bench Carpenters	None	339	41%	55%	4%
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	None	70	71%	20%	9%
Sawing Machine Setters, Operators, and Tenders, Wood	None	30	100%	-	-

Source: Lightcast 2022.2, Burning Glass – Labor Insights

Student Completions and Programs Outcomes

Regional community colleges do not offer mill and cabinet work programs (TOP 0952.50). Other postsecondary education institutions in the region have not issued awards in mill and cabinet work programs.

Summary of Findings

The knowledge, skills, and abilities trained by mill and cabinet work programs (TOP 0952.50) lead to three distinct occupations, collectively referred to as the mill and cabinet work occupational group. Despite

decreasing employment by 33 jobs over the next five years, the mill and cabinet work occupational group is expected to have 248 job openings annually. The 90th percentile hourly earnings for cabinetmakers and bench carpenters are above the living wage standard (\$21.82 per hour), indicating that only the top 10% of workers earn a living wage. The hourly earnings for woodworking machine setters, operators, and tenders, except sawing and sawing machine setters, operators, and tenders, wood do not surpass the living wage standard, indicating workers may struggle to support themselves.

Regional community colleges do not offer mill and cabinet work programs (0952.50). Other postsecondary educational institutions in the region have not issued awards related to mill and cabinet work over the last three academic years.

The Centers of Excellence does not recommend developing mill and cabinet work programs due to the low hourly earnings and declining job growth for this classification of workers in the region. Colleges considering this program should work closely with employers and document how their students can achieve self-sustainable earnings shortly after exiting this 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 mill and cabinet work occupations

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

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

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

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: None

Work Experience: Less than five years

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 26%

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 mill and cabinet work 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
Cabinetmakers and Bench Carpenters (51-7011)	1,331	(68)	(5%)	127	\$12.94 to \$23.62	\$15.20	\$36,300	High school diploma or equivalent & 1-12 months	None
Woodworking Machine Setters, Operators, and Tenders, Except Sawing (51-7042)	840	19	2%	91	\$13.30 to \$20.98	\$15.28	\$33,800	High school diploma or equivalent & 1-12 months	None
Sawing Machine Setters, Operators, and Tenders, Wood (51-7041)	242	16	7%	31	\$13.45 to \$19.10	\$15.84	\$33,600	High school diploma or equivalent & 1-12 months	None
Total	2,413	(33)	(0%)	248	-	-	-	-	-

Source: Lightcast 2022.2