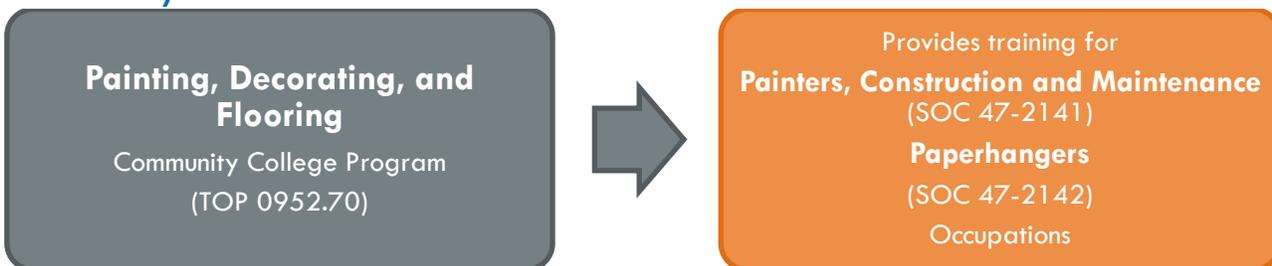


Painting, Decorating, and Flooring

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), painting, decorating, and flooring employment is projected to




The Inland Empire/Desert Centers of Excellence
Cautiously Recommends
Painting Occupational Training
due to the low hourly earnings for this classification of workers

Introduction

California Community College painting, decorating, and flooring programs (TOP 0952.70) prepare students for employment through the instruction of the theories, principles, methods, technical skills, and use of equipment in painting, decorating, paperhanging, and flooring (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by painting, decorating, and flooring programs lead to the following occupations, further referred to as the painting occupational group.

- Painters, Construction and Maintenance (SOC 47-2141)
- Paperhangers (47-2142)

An analysis of flooring occupations is excluded in this report due to this classification of jobs not meeting the community college-level educational requirement. Employment figures for these jobs are available for review in the Appendix section of this report.

Jobs and Projected Growth

In 2021, there were 6,951 jobs in the painting occupational group in the region. Employment for the painting occupational group is projected to increase by 4% through 2026; 667 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 older in the region.

Exhibit 1: Five-year projections for the painting, decorating, and flooring 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+
Painters, Construction and Maintenance	6,854	7,138	4%	3,290	658	26%
Paperhangers	97	96	(0%)	44	9	17%
Total	6,951	7,234	4%	3,334	667	26%

Source: Lightcast 2022.2

An online job ad search for painting 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 regional and 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, less than 100 job ads were posted for paperhangers in the region (0 ads) and in the state (8 ads). Due to insufficient job ads for paperhangers in California, job ad information for this occupation is not included in this report.

On average, regional employers fill online job ads for painters, construction and maintenance in 36 days, four days shorter than the statewide average. Time to fill information indicates that regional employers may face

fewer challenges filling open positions than employers throughout California.

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

Occupation	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Painters, Construction and Maintenance	191	36	40
Paperhangers	0	-	-
Total	191	36	40

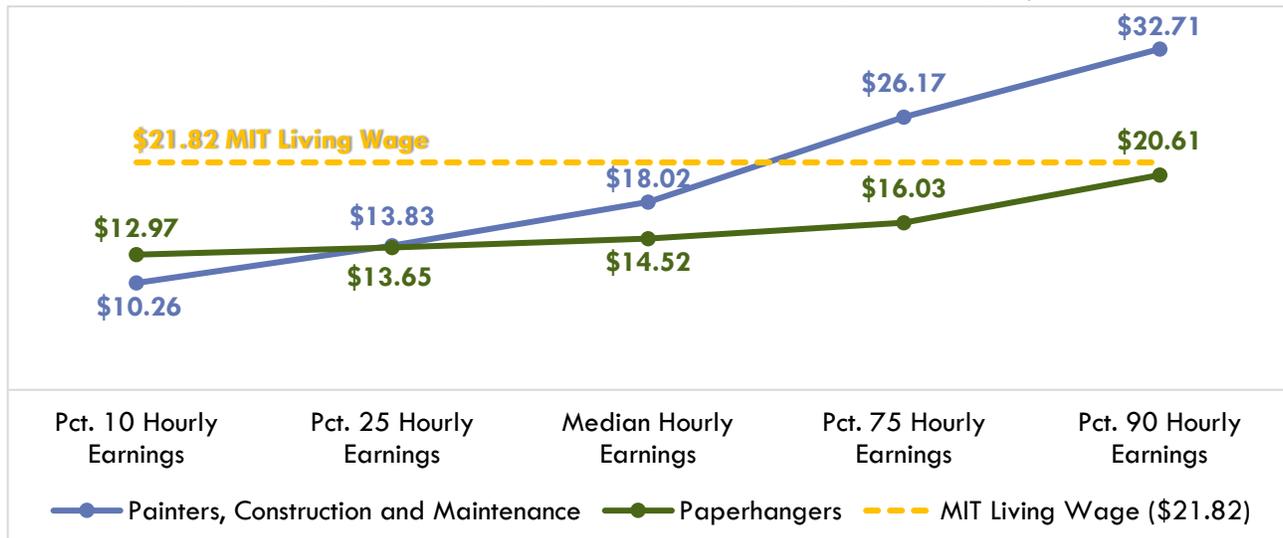
Source: Burning Glass – Labor Insights

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 painting occupational group. The 75th percentile hourly earnings for painters, construction and maintenance are above the living wage standard, indicating that the top 25% of workers earn a living wage. The hourly earnings for paperhangers do not surpass the living wage standard at any level.

Exhibit 3: Hourly earnings by percentile for the painting 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 painters, construction and maintenance benefits include dental, vision,

medical, and life insurance, as well as vacation and sick leave. Benefits information is not available for paperhangers (Detailed Occupational Guides, 2022).

Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the painting occupational group over the last 12 months. Online job ad salary information reveals employers are willing to pay painters, construction and maintenance \$45,000 annually, nearly meeting the \$45,386 annual (\$21.82 hourly) living wage standard. Consider the salary information with caution since only 77% (148 out of 191) 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 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	
Painters, Construction and Maintenance	148	9%	68%	21%	2%	\$45,000
Paperhangers	0	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. EmpireWorks Reconstruction and Painting posted the most job ads for painters, construction and maintenance in the region.

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

Occupation	Top Employers	
Painters, Construction and Maintenance (n=191)	<ul style="list-style-type: none"> • EmpireWorks Reconstruction and Painting • University of Redlands 	<ul style="list-style-type: none"> • Gordon Painting Company • Five Star Painting of Peyton • Cal City Painting
Paperhangers (n=0)	<ul style="list-style-type: none"> • N/A 	<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 positions in the painting 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, Inland Empire/Desert Region, July 2021 through June 2022

Occupation	Specialized skills	Employability skills
Painters, Construction and Maintenance (n=132)	<ul style="list-style-type: none"> • Repair • Caulking • Drywall • Hand Tools • Manual Dexterity 	<ul style="list-style-type: none"> • Communication Skills • Physical Abilities • Detail-Oriented • Organizational Skills • Planning
Paperhangers (n=0)	• N/A	• N/A

Source: Burning Glass – Labor Insights

Exhibit 7 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for the painting occupational group. According to the Bureau of Labor Statistics, 20% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." All employers that included minimum education requirements for painters, construction and maintenance 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
Painters, Construction and Maintenance	No formal education credential	20%	79	100%	-	-
Paperhangers	No formal education credential	20%	0	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. Approximately 65% of employers sought painters, construction and maintenance with zero to 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
Painters, Construction and Maintenance	None	85	65%	34%	1%
Paperhangers	None	0	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 painting, decorating, and flooring programs (TOP 0952.70). Other postsecondary education institutions in the region have not issued awards in programs related to painting, decorating, and flooring.

Summary of Findings

The knowledge, skills, and abilities trained by painting, decorating, and flooring programs (TOP 0952.70) lead to two distinct occupations, collectively referred to as the painting occupational group. The painting occupational group is expected to have 667 annual job openings, growing by 4% through 2026. The 75th percentile hourly earnings for painters, construction and maintenance surpass the living wage standard, indicating the top 25% of workers earn a living wage. The hourly earnings for paperhangers do not surpass the living wage standard, indicating that workers in this occupation may struggle to support themselves.

Regional community colleges do not currently offer painting, decorating, and flooring programs (0952.70). Other postsecondary educational institutions in the region have not issued awards related to painting, decorating, and flooring over the last three academic years.

The Centers of Excellence cautiously recommends developing painting, decorating, and flooring programs due to the low earnings for this classification of workers in the region. Colleges considering this program should have a strong partnership with employers and ensure that students can obtain a self-sustainable wage shortly after exiting the program.

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

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

Painters, Construction and Maintenance (47-2141)

Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency.

Sample job titles: Facilities Painter, Highway Painter, House Painter, Industrial Painter, Maintenance Painter, Painter

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: 20%

Paperhangers (47-2142)

Cover interior walls or ceilings of rooms with decorative wallpaper or fabric, or attach advertising posters on surfaces such as walls and billboards. May remove old materials or prepare surfaces to be papered.

Sample job titles: Bill Board Poster, Bill Poster, Hanger, Paper Hanger, Paperhanger, Vinyl Hanger, Wall Covering Contractor, Wall Covering Installer, Wallpaper Hanger, Wallpaper Installer

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: 20%

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. Job growth, wages, entry-level education, training, and work experience required for the painting occupational group, Inland Empire/Desert Region (Riverside and San Bernardino Counties combined), 2021 to 2026

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
Painters, Construction and Maintenance (47-2141)	6,854	284	4%	658	\$10.26 to \$32.71	\$18.02	\$46,400	No formal educational credential & 1-12 months	None
Paperhangers (47-2142)	97	(0)	(0%)	9	\$12.97 to \$20.61	\$14.52	\$37,000	No formal educational credential & More than 12 months	None
Total	6,951	283	4%	667	-	-	-	-	-

Source: Lightcast 2022.2

Table 2. Job growth, wages, entry-level education, training, and work experience required for the flooring occupational group, Inland Empire/Desert Region (Riverside and San Bernardino Counties combined), 2021 to 2026

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
Carpet Installers (47-2041)	542	(24)	-4%	45	\$13.78 to \$33.31	\$21.08	\$47,700	No formal educational credential & less than one month	None
Floor Layers, Except Carpet, Wood, and Hard Tiles (47-2042)	836	76	9%	88	\$15.75 to \$23.86	\$23.86	\$58,600	No formal educational credential & 1-12 months	None
Total	1,379	50	4%	133	-	-	-	-	-