

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

FINE WOODWORKING IN THE FAR NORTH

Far North
Center of Excellence

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SUMMARY

The Far North Center of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled careers in the Far North subregion. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

This report primarily focuses on training that leads to jobs in middle-skilled occupations - jobs that typically require education beyond a high school diploma but less than a Bachelor's degree. Lowered skilled occupations are rarely considered in this analysis due to the lessened barriers for entry-level work, such as no formal education and few on-the-job training requirements.

Key findings include:

- The Far North held 496 fine woodworking jobs in 2021. Fine woodworking jobs are projected to increase by 3% over the next five years, adding 17 new jobs to the subregion by 2026.
- Over the next five years, fine woodworking jobs are projected to have 56 annual openings in the Far North subregion.
- Wage data shows that two out of three fine woodworking occupations have wages \$2 to \$5 above the subregion's living wage of \$12.74 per hour. Experienced wages for all three occupations are below the family-level wage for the subregion.
- Typical educational attainment level for these occupations is a high school diploma or equivalent.
- There were 10 job postings for related occupations in the Far North region during the past year.
- Awards data analysis shows that Far North training providers conferred an average of 22 awards (certificates and associate degrees) in related woodworking programs over the last three academic years.

Recommendations include:

- The Far North Center of Excellence recommends exercising caution in moving forward with developing a new program in fine woodworking.

INTRODUCTION

The Far North Center of Excellence (COE) was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- Although these occupations typically require a high school diploma, they typically require no work experience and moderate-term on-the-job training:
 - Cabinetmakers and Bench Carpenters (51-7011)
 - Furniture Finishers (51-7021)
 - Woodworkers, All Other (51-7099)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Construction Crafts Technology (0952.00)
- Mill and Cabinet Work (0952.50)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Building Construction Technology/Technician (46.0415)*
- Cabinetmaking and Millwork (48.0703)*
- Construction Project Management (52.2002)*
- Woodworking, General (48.0701)*

* There were no completions associated with these programs within the Far North subregion.

OCCUPATIONAL DEMAND

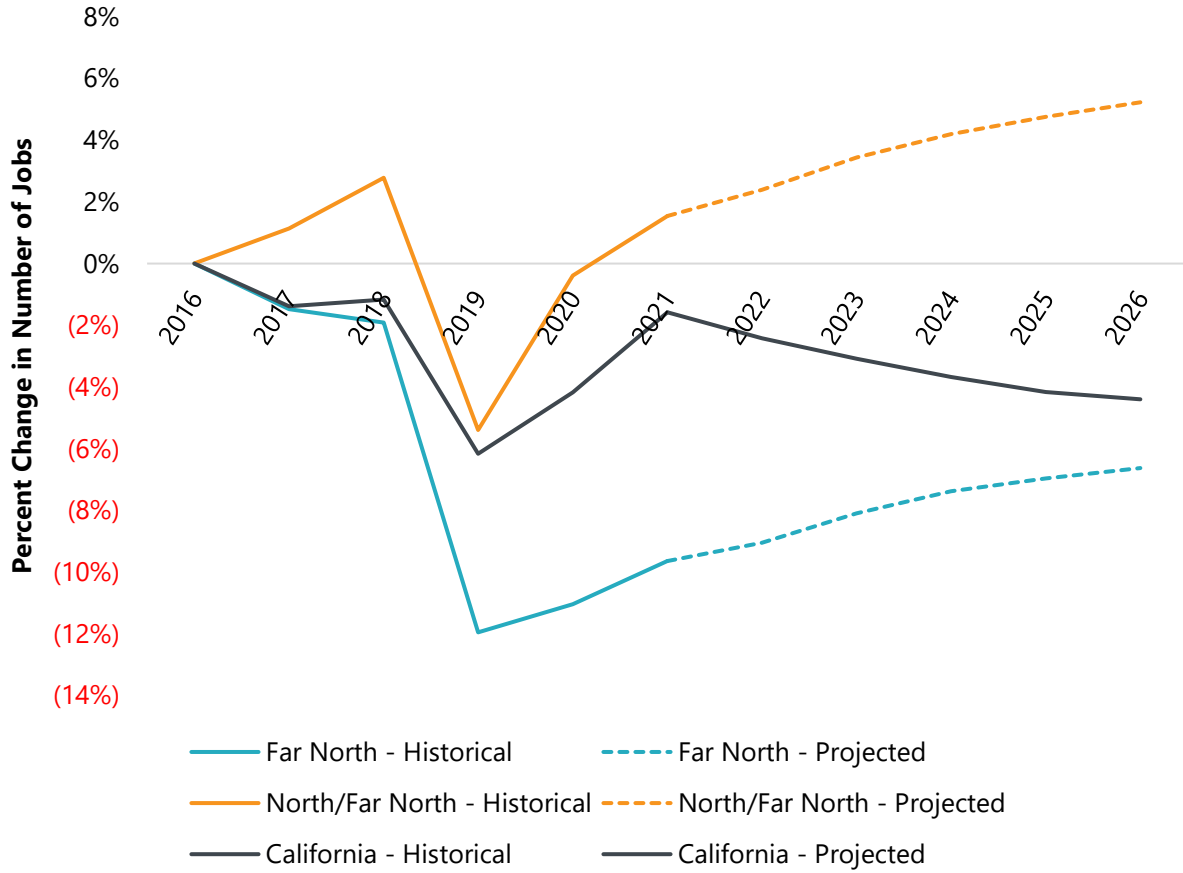
Exhibit 1 summarizes the five-year projected job growth for middle-skill occupations in the Far North, North/Far North, and California.

Exhibit 1. Employment and projected demand, 2021-2026

Occupation	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	2021-2026 Annual Openings
Cabinetmakers and Bench Carpenters	345	356	11	3%	36
Furniture Finishers	74	79	5	6%	12
Woodworkers, All Other	77	78	1	1%	9
Far North	496	513	17	3%	56
Cabinetmakers and Bench Carpenters	1,142	1,175	33	3%	117
Furniture Finishers	119	127	8	6%	18
Woodworkers, All Other	174	185	11	6%	21
North/Far North	1,435	1,487	52	4%	157
Cabinetmakers and Bench Carpenters	11,113	10,608	(505)	(5%)	1,065
Furniture Finishers	2,042	1,988	(54)	(3%)	281
Woodworkers, All Other	1,973	2,098	125	6%	228
California	15,127	14,694	(434)	(3%)	1,574

Exhibit 2 compares the percent change in jobs between 2016 through 2021 and the projected changes through 2026. The rate of change is indexed to the total number of jobs in 2016.

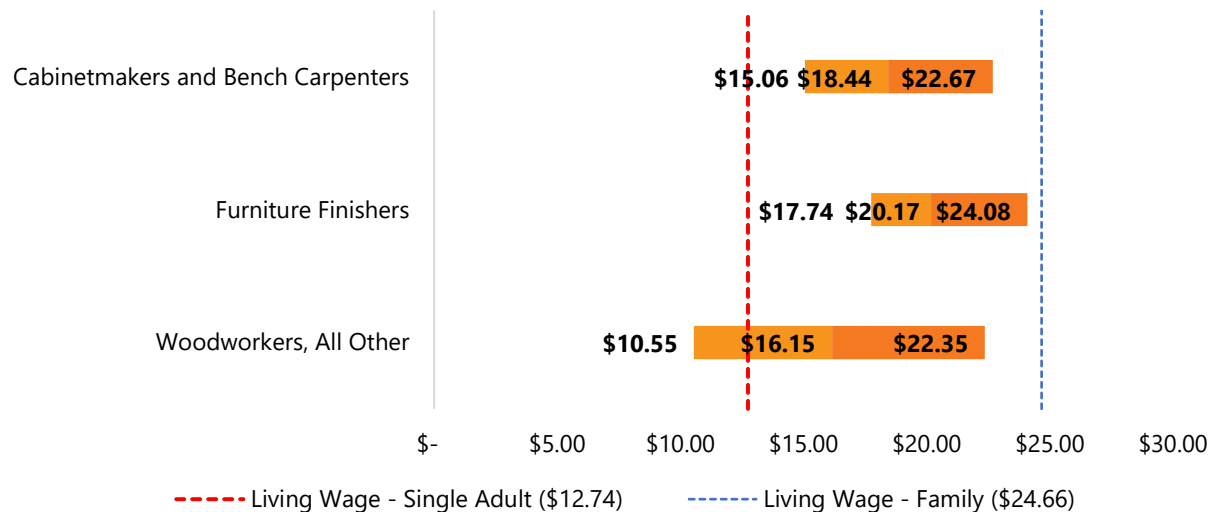
Exhibit 2. Changes in employment, 2016-2026



WAGES

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupations to the Far North living wage for a single adult (\$12.74 per hour) and a small family (\$24.66 per hour).^{1,2}

Exhibit 3. Comparison of wages by occupation, 2021



JOB POSTINGS

This section analyzes recent data from online job postings (real-time LMI). Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends.

The Far North COE identified only 10 online job postings for the 15-county Far North region. There were 68 online job postings for the selected occupations in the 22-county North/Far North subregion. Job posting data comes from Lightcast (formerly EMSI Burning Glass Labor Insights) and represents unique listings posted online within the last year, from April 1, 2022, to March 31, 2023.

¹ Living wage is defined as the level of income a single adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. Please note that the 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

² A small family is defined as a single adult and one school aged child (between the ages of 5 and 12 years).

Occupations and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

Exhibit 4. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Cabinetmakers and Bench Carpenters	54	79%
Furniture Finishers	12	18%
Woodworkers, All Other	2	3%
Total Job Postings	68	100%

Exhibit 5 shows the top five relevant job titles with the most job postings.

Exhibit 5. Top jobs titles

Job Title	Job Postings	Share of Job Postings
Cabinet Installers	25	37%
Cabinet Makers	12	18%
Furniture Repair Technicians	6	9%
Cabinet Builders	6	9%
Woodworkers	3	4%

Employers

Exhibit 6 shows the top five relevant employers with the most job postings for the selected occupations. Of the 68 postings, only 38 listed an employer.

Exhibit 6. Employers with the most job postings

Employer	Job Postings	Share of Job Postings
Ce Cabinet Installations	3	8%
Closet Factory	3	8%
Living Spaces	2	5%
Saw Enterprises	2	5%
Eldredge Woodworks	2	5%

Exhibit 7 shows the top skills across three categories for the studied occupations: specialized, essential, and software skills.³

Exhibit 7. Most in-demand skills

Top 5 Specialized Skills	Top 5 Essential Skills	Top Software Skills
Cabinetry	Communications	Microsoft Office
Hand Tools	Customer Service	Workday (Software)
Carpentry	Good Driving Record	
Woodworking	Detail Oriented	
Furniture Cleaning	Tape Measure	

³ Specialized skills are those primarily required to perform specific tasks in an occupation. Essential skills are typically related to employability. These are skills that are prevalent across many occupations, and include both interpersonal attributes and learned skills (aka "soft skills"). Software skills are specific to any software tool or programming component used to support a job.

Exhibit 8 shows the minimum level of education requirements for related job postings in the North/Far North subregion.⁴

Exhibit 8. Employer-preferred job candidate education levels

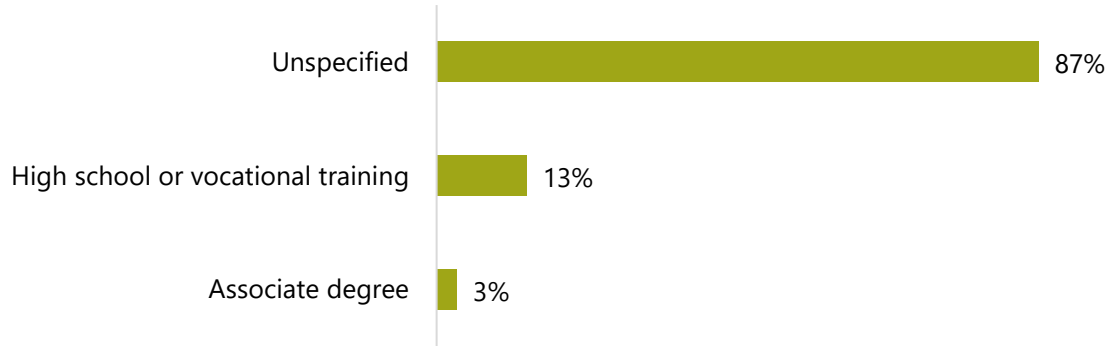
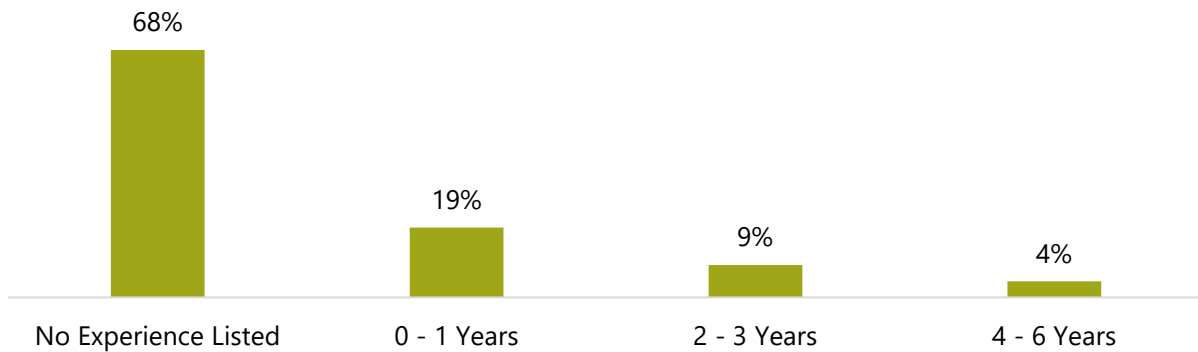


Exhibit 9 shows the experience levels required by employers for job postings for the selected occupations.⁵

Exhibit 9. Employer-preferred job candidate experience levels



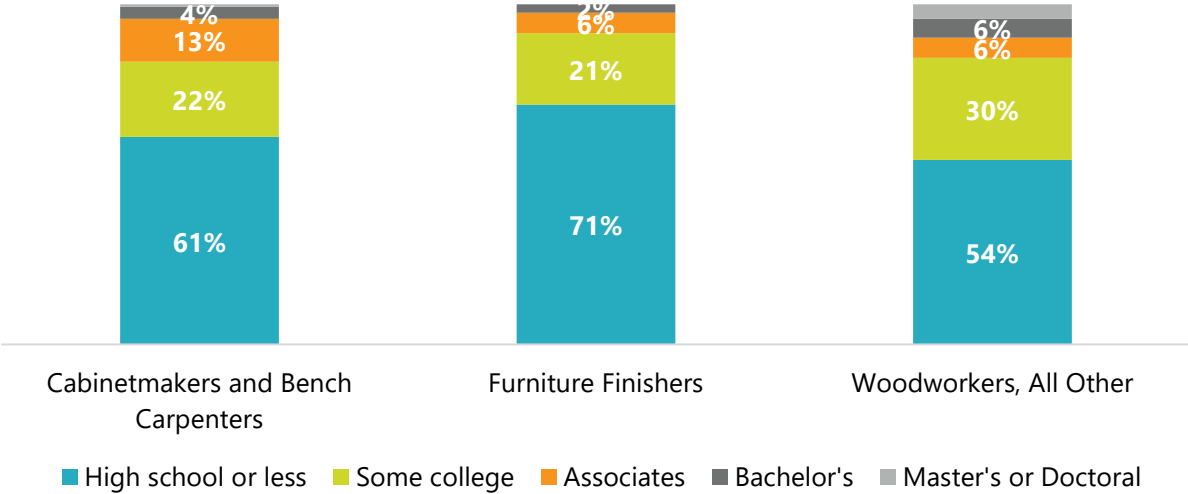
⁴ Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in exhibit may sum to greater than 100%.

⁵ Employers may include more than one level of experience as a hiring requirement in a job posting. As a result, the values may sum to greater than 100%.

EDUCATION AND TRAINING

The U.S. Census Bureau collects data on the highest level of education achieved by workers employed across all occupations. Exhibit 10 shows California’s educational attainment of the current workforce in the selected occupations.

Exhibit 10. California’s educational attainment for selected occupations, 2019



The U.S. Bureau of Labor Statistics (BLS) uses a categorical system to assign typical entry-level education and job requirements to each occupation for which the BLS publishes projection data. These categories include entry-level education, work experience in a related occupation, and on-the-job training. Exhibit 11 shows the selected occupations' typical entry-level education and job requirements.

Exhibit 11. Typical entry-level education and job requirements

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
Cabinetmakers and Bench Carpenters	High school diploma or equivalent	None	Moderate-term on-the-job training
Furniture Finishers	High school diploma or equivalent	None	Short-term on-the-job training
Woodworkers, All Other	High school diploma or equivalent	None	Moderate-term on-the-job training

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 12 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 12. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
Construction Crafts Technology (0952.00)	Building Construction Technology/Technician (46.0415) Construction Project Management (52.2002)
Mill and Cabinet Work (0952.50)	Woodworking, General (48.0701) Cabinetmaking and Millwork (48.0703)

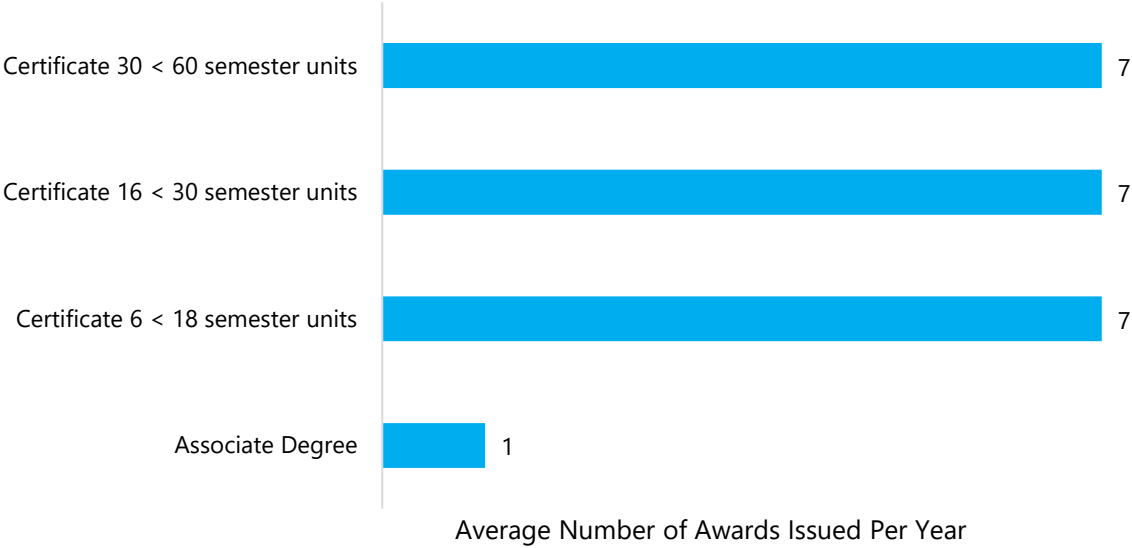
Community College Supply

Exhibits 13 and 14 compare the average number of certificates and degrees from selected Far North community college programs over the last three academic years.

Exhibit 13. Annual average community college awards by program

Program - TOP Code	College	Annual Awards 2019-20	Annual Awards 2020-21	Annual Awards 2021-22	3-Yr Annual Awards Average
Construction Crafts Technology (0952.00)	Butte	17	3	18	13
	Subtotal	17	3	18	13
Mill and Cabinet Work (0952.50)	Mendocino	16	-	2	6
	Redwoods	3	4	2	3
	Subtotal	19	4	4	9
Grand Total		36	7	22	22

Exhibit 14. Annual average community college awards by type, 2019-20 through 2021-22



Other Postsecondary Supply

There were no programs offered in related CIP codes within the study region.

FINDINGS

- This report focuses on three occupations in the fine woodworking occupational pathway: Cabinetmakers and Bench Carpenters (51-7011), Furniture Finishers (51-7021), and Woodworkers, All Other (51-7099).
- The Far North subregion held 496 fine woodworking jobs in 2021. These jobs are projected to increase by 3% over the next five years, adding 17 new jobs to the subregion by 2026.
- Jobs for fine woodworking are projected to grow at a faster rate in the Far North subregion than in California.
- Over the next five years, fine woodworking jobs are projected to have 56 annual openings across the Far North.
- Wage data shows that two out of three fine woodworking occupations have wages \$2 to \$5 above the subregion's living wage of \$12.74 per hour and close to minimum wage. Experienced wages for all three occupations are below the family-level wage for the subregion.
- According to real-time labor market information, there were 10 online job postings for woodworking between April 1, 2022, and March 31, 2023 in the Far North.
- Between 27% and 36% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees).
- Typical educational attainment level for these occupations is a high school diploma or equivalent.
- Three Far North community colleges offer degrees and certificates in programs related to woodworking. Together, these programs conferred an average of 22 awards (certificates and associate degrees) in related woodworking programs over the last three academic years (2019-20 through 2021-22).
- There were no programs offered in related CIP codes within the study region.

RECOMMENDATIONS

- Based on projected annual openings and average annual awards in the Far North subregion, there seems to be an undersupply between educational supply and occupational demand.
 - Community colleges and other postsecondary training providers issued an average of 22 awards over the last three years.
 - There are 56 projected annual openings for fine woodworking jobs.
- Due to low wages and typical educational attainment levels of high school diploma or equivalent, the Far North Center of Excellence recommends exercising caution in moving forward with developing a new program in fine woodworking.

New Program Recommendation		
Move forward with the new program	Proceed with caution	A new program is not recommended
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

APPENDIX A. METHODOLOGY AND SOURCES

This report identified Occupations using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

Lightcast (Formerly EMSI/Burning Glass) 2022.3; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://www.economicmodeling.com/>. *Note: EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).*

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

Labor Market Information Division. California Employment Development Department. <https://labormarketinfo.edd.ca.gov/>.

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

Public Use Microdata Sample (PUMS). U.S. Census Bureau American Community Survey (ACS). <https://www.census.gov/programs-surveys/acs/microdata.html>

Self-Sufficiency Standard Tool for California. The University of Washington. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.ashx>

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. June 2021 Edition. <http://coecc.net/>

COVID-19 Statement: This report includes employment projection data produced by Lightcast (formerly EMSI). Employment projections are developed using models based on historical data, which in this set of projections covers the period through 2021. Most input data, therefore, precedes the pandemic. Employment projections are long-term projections intended to capture structural changes in the economy, not cyclical fluctuations. As such, projections data are not intended to capture the impacts of the recession that began in February 2020. Cyclical fluctuations, like recessions, impact projects when they become part of the historical data set.

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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