

**Program Endorsement Brief: 0952.50/Mill and Cabinet Work  
Fine Woodworking**

Orange County Center of Excellence, February 2022

**Summary Analysis**

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Education:</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Emerging Occupation(s)</b>			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to four middle-skill occupations: *cabinetmakers and bench carpenters (51-7011)*, *model makers, wood (51-7031)*, *woodworking machine setters, operators, and tenders, except sawing (51-7042)*, and *woodworkers, all other (51-7099)*. Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.<sup>1</sup> This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data there appears to be a supply gap for these fine woodworking occupations in the region. However, the occupations in this report typically require a high school diploma or equivalent and less than one-third of workers in the field have completed some college or an associate degree as their highest level of education. Furthermore, the majority of annual job openings for these fine woodworking occupations have entry-level wages that are lower than the living wage in both Orange and Los Angeles counties. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

**Demand:**

- **Supply Gap Criteria** – Over the next five years, there is projected to be **485 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 23 awards conferred annually** by educational institutions in the region.

<sup>1</sup> The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

- **Living Wage Criteria** –Within Orange County, the **majority (99.24%) of annual job openings** for these woodworking occupations have **entry-level wages below the county’s living wage** (\$20.63/hour).<sup>2</sup>
- **Educational Criteria** –Within the LA/OC region, **all annual job openings** for occupations related to fine woodworking **typically require a high school diploma or equivalent**.
  - Furthermore, the national-level educational attainment data indicates **between 26.5% and 30% of workers in the field have completed some college or an associate degree** as their highest level of education.

**Supply:**

- There are **two community college** in the LA/OC region that issue awards related to fine woodworking, conferring an average of **23 awards annually** between 2017 and 2020.

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for these fine woodworking occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 11% through 2025. However, there will be nearly 500 job openings per year through 2025 due to retirements and workers leaving the field.

*This report includes employment projection data by Emsi which uses EDD information. Emsi’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.*

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>3</sup>**

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	3,658	3,036	(621)	(17%)	320
Orange	1,641	1,663	22	1%	165
<b>Total</b>	<b>5,299</b>	<b>4,699</b>	<b>(599)</b>	<b>(11%)</b>	<b>485</b>

**Wages**

The labor market endorsement in this report considers the entry-level hourly wages for these fine woodworking occupations in Orange County as they relate to the county’s living wage. Los

<sup>2</sup> Living wage data was pulled from California Family Needs Calculator on 1/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

<sup>3</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Angeles County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Orange County:** The majority (99.24%) of annual openings for the fine woodworking occupations included in this report have entry-level wages below the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$9.04 and \$22.54, which includes wages that are lower than the living wage as well as lower than California's current minimum wage (\$14.00/hour for employers with 25 employees or less; \$15.00/hour for employers with 26 or more employees).<sup>4</sup> While the occupation *model makers, wood* has entry-level wages above the living wage, this occupation accounts for less than 1% of annual job openings in Orange County. Experienced workers can expect to earn wages between \$21.73 and \$37.78, which are higher than the living wage estimate. Orange County's average wages are above the average statewide wage of \$19.82 for these occupations.

**Los Angeles County:** The majority (99.12%) of annual openings for the fine woodworking occupations included in this report have entry-level wages below the living wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$10.10 and \$24.82, which includes wages that are lower than the living wage as well as lower than California's current minimum wage (\$14.00/hour for employers with 25 employees or less; \$15.00/hour for employers with 26 or more employees). While the occupation *model makers, wood* has entry-level wages above the living wage, this occupation accounts for less than 1% of annual job openings in Los Angeles County. Experienced workers can expect to earn wages between \$21.00 and \$37.94, which are higher than the living wage estimate. Los Angeles County's average wages are above the average statewide wage of \$19.82 for these occupations.

### **Job Postings**

There were 601 online job postings related to fine woodworking listed in the past 12 months. The highest number of job postings were for cabinet installers, cabinet makers, woodworkers, cabinet makers/installers, and swing reach operators. The top skills were cabinetry, carpentry, hand tools, machinery, and cabinet installation. The top three employers, by number of job postings, in the region were Pacific Western Millworks, Bluecrew, and Knotty Nuff Wood, LLC.

*It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.*

### **Educational Attainment**

The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for *cabinetmakers and bench carpenters (51-7011), model makers, wood (51-7031), woodworking machine setters, operators, and tenders, except sawing (51-7042), and woodworkers, all other (51-7099)*. In the LA/OC region, all annual job openings typically require a high school diploma or equivalent. However, the national-level educational attainment data indicates between 26.5%

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<sup>4</sup>Wage data is based on data collected over the previous three years. This historical data is a "point-in-time" estimate and does not reflect recent changes in minimum wage laws. [https://www.dir.ca.gov/dlse/FAQ\\_MinimumWage.htm](https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm)

and 30% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 16% of job postings related to fine woodworking listing a minimum education requirement in Los Angeles/Orange County, 80.2% (77) requested high school or vocational training and 18.8% (18) requested a bachelor's degree.

### Educational Supply

**Community College Supply**—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP code: Mill and Cabinet Work (0952.50). The college with the most completions in the region is: Cerritos. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

**Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020**

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
0952.50	Mill and Cabinet Work	Cerritos	32	17	16	22
		El Camino	-	-	3	1
		<b>LA Subtotal</b>	<b>32</b>	<b>17</b>	<b>19</b>	<b>23</b>
		<b>OC Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Supply Subtotal/Average</b>			<b>32</b>	<b>17</b>	<b>19</b>	<b>23</b>
<b>Supply Total/Average</b>			<b>32</b>	<b>17</b>	<b>19</b>	<b>23</b>

### Appendix A: Occupational demand and wage data by county

**Exhibit 4. Orange County**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Cabinetmakers and Bench Carpenters (51-7011)	1,188	1,195	7	1%	115	\$14.94	\$19.01	\$26.36
Model Makers, Wood (51-7031)	12	12	(0)	(3%)	1	\$24.82	\$31.49	\$37.94
Woodworking Machine Setters, Operators, and Tenders, Except Sawing (51-7042)	305	317	11	4%	34	\$14.35	\$17.31	\$22.73
Woodworkers, All Other (51-7099)	136	140	4	3%	14	\$10.10	\$16.70	\$21.00
<b>Total</b>	<b>1,641</b>	<b>1,663</b>	<b>22</b>	<b>1%</b>	<b>165</b>			

**Exhibit 5. Los Angeles County**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Cabinetmakers and Bench Carpenters (51-7011)	2,663	2,144	(519)	(20%)	224	\$14.22	\$18.25	\$25.59
Model Makers, Wood (51-7031)	31	27	(4)	(13%)	3	\$22.54	\$30.40	\$37.78
Woodworking Machine Setters, Operators, and Tenders, Except Sawing (51-7042)	618	524	(94)	(15%)	58	\$13.72	\$16.55	\$21.73
Woodworkers, All Other (51-7099)	346	342	(4)	(1%)	35	\$9.04	\$16.56	\$21.83
<b>Total</b>	<b>3,658</b>	<b>3,036</b>	<b>(621)</b>	<b>(17%)</b>	<b>320</b>			

**Exhibit 6. Los Angeles and Orange Counties**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Cabinetmakers and Bench Carpenters (51-7011)	3,851	3,339	(512)	(13%)	340
Model Makers, Wood (51-7031)	44	39	(4)	(10%)	4
Woodworking Machine Setters, Operators, and Tenders, Except Sawing (51-7042)	923	841	(82)	(9%)	92
Woodworkers, All Other (51-7099)	481	481	(0)	(0%)	49
<b>Total</b>	<b>5,299</b>	<b>4,699</b>	<b>(599)</b>	<b>(11%)</b>	<b>485</b>

## Appendix B: Sources

- O\*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

For more information, please contact:

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