

Program Endorsement Brief: 0952.60/Masonry, Tile, Cement, Lath and Plaster Concrete and Masonry

Orange County Center of Excellence, August 2020

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Meets Living Wage: (Entry-Level, 25th)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Typical Entry-Level Education:	HS Diploma or Less <input checked="" type="checkbox"/>	Some College/ Cert./AA <input type="checkbox"/>	Bachelor's Degree <input type="checkbox"/> Graduate Degree <input type="checkbox"/>
Emerging Occupation(s)			
	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: First-Line Supervisors of Construction Trades and Extraction Workers (47-1011), Brickmasons and Blockmasons (47-2021), Stonemasons (47-2022), and Cement Masons and Concrete Finishers (47-2051). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ 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 middle-skill concrete and masonry occupations in the region. However, the Bureau of Labor Statistics (BLS) lists a high school diploma or less as the typical entry-level education for the concrete and masonry occupations in this report. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Reasons include:

Demand:

- Over the next five years, there is projected to be **4,310 jobs available annually** in the region due to new job growth and replacements.
 - However, the First-Line Supervisors of Construction Trades and Extraction Workers (47-1011) SOC code includes various construction and extraction

¹ 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.

occupations. Since the SOC code does not solely represent concrete and masonry occupations, ***the number of annual job openings is overstated.***

- Over the past 12 months, there were **515 online job postings related to middle-skill concrete and masonry occupations.** The highest number of job postings were for lead superintendents, concrete finishers, concrete laborers, construction superintendents, concrete setters, and construction foremen.
- The BLS lists a ***high school diploma as the typical entry-level education*** for First-Line Supervisors of Construction Trades and Extraction Workers, Brickmasons and Blockmasons, and Stonemasons, ***and no formal education*** for Cement Masons and Concrete Finishers.
 - Within the LA/OC region, ***76% of the annual job openings*** for these concrete and masonry occupations ***typically require only a high school diploma.***
 - However, the national-level educational attainment data indicates **between 15.5% and 31.6% of workers in the field have completed some college or an associate degree.**
- Within Orange County, **93% of the annual job openings** for these concrete and masonry occupations have entry-level **wages above the county's living wage** (\$17.36).²

Supply:

- There are currently **no community colleges** or other educational institutions in the region that **have issued awards over the past three academic years** for programs related to Masonry, Tile, Cement, Lath and Plaster (0952.60).
- Over the past 12 months, there were **no other related program recommendation requests** from regional community colleges.

Occupational Demand

Exhibit 1, on the following page, shows the five-year occupational demand projections for these middle-skill concrete and masonry occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 7% through 2024. There will be more than 4,300 job openings per year through 2024 due to job growth and replacements. It is important to note that the First-Line Supervisors of Construction Trades and Extraction Workers (47-1011) SOC code includes all construction and extraction supervisory occupations and not solely concrete and masonry-related occupations. Therefore, the data in Exhibit 1 is overstated for First-Line Supervisors of Concrete and Masonry Workers.

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.

² Living wage data was pulled from California Family Needs Calculator on 7/6/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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 Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	22,462	23,625	1,163	5%	2,664
Orange	12,817	14,026	1,209	9%	1,646
Total	35,279	37,651	2,372	7%	4,310

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these concrete and masonry occupations in Orange County as they relate to the county’s living wage. Los 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 (93%) of annual openings for these middle-skill concrete and masonry occupations have entry-level wages above the California Family Needs Calculator hourly wage (living wage) for one adult (\$17.36 in Orange County).⁴ Typical entry-level hourly wages are in a range between \$13.36 and \$28.87. Entry-level wages for two of these occupations (First-Line Supervisors of Construction Trades and Extraction Workers and Cement Masons and Concrete Finishers) are higher than the living wage for one adult in Orange County, while Brickmasons and Blockmasons and Stonemasons earn entry-level hourly wages of \$15.96 and \$13.36, respectively, and are below the county’s living wage. Experienced workers can expect to earn wages between \$23.96 and \$48.83, which are higher than the living wage estimate. Orange County’s average wages are above the average statewide wage of \$33.82 for these occupations.

Los Angeles County— The majority (92%) of annual openings for these middle-skill concrete and masonry occupations have entry-level wages above the California Family Needs Calculator hourly wage (living wage) for one adult (\$15.04 in Los Angeles County). Typical entry-level hourly wages are in a range between \$12.92 and \$24.96. Entry-level wages for two of these occupations (First-Line Supervisors of Construction Trades and Extraction Workers and Cement Masons and Concrete Finishers) are higher than the living wage for one adult in Los Angeles County, while Brickmasons and Blockmasons and Stonemasons earn entry-level hourly wages of \$14.59 and \$12.92, respectively, and are below the county’s living wage. The entry-level hourly wage for Stonemasons is also lower than California’s current minimum wage for employers with 26 or more employees (\$13.00).⁵ Though this typical entry-level hourly wage is lower than both the living wage and minimum wage, it is important to note that wage data is based on data

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

⁴ Living wage data was pulled from California Family Needs Calculator on 7/6/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

⁵ https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm

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. Experienced workers can expect to earn wages between \$23.87 and \$44.35, which are higher than the living wage estimate. Los Angeles County’s average wages are below the average statewide wage of \$33.82 for these occupations.

Job Postings—There were 515 online job postings related to middle-skill concrete and masonry occupations listed in the past 12 months. The highest number of job postings were for lead superintendents, concrete finishers, concrete laborers, construction superintendents, concrete setters, and construction foremen. The top skills were: scheduling, construction management, project management, Microsoft Project, and customer service. The top three employers, by number of job postings, in the region were: McCarthy Building Company, Structural Technologies Company, and Langston Construction.

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 First-Line Supervisors of Construction Trades and Extraction Workers, Brickmasons and Blockmasons, and Stonemasons, and no formal education for Cement Masons and Concrete Finishers. In the Los Angeles/Orange County region, the majority of annual job openings (76%) typically require a high school diploma or equivalent. The national-level educational attainment data indicates between 15.5% and 31.6% of workers in the field have completed some college or an associate degree. Of the 14% of middle-skill concrete and masonry job postings listing a minimum education requirement in Los Angeles/Orange County, 90% (63) requested a high school diploma and 10% (7) requested an associate degree.

Educational Supply

There are currently no community colleges or other educational institutions in the region that have issued awards over the past three academic years for programs related to Masonry, Tile, Cement, Lath and Plaster (0952.60). Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)	8,359	9,050	691	8%	1,052	\$28.87	\$38.03	\$48.83
Brickmasons and Blockmasons (47-2021)	578	632	54	9%	71	\$15.96	\$21.75	\$31.79
Stonemasons (47-2022)	412	439	27	7%	48	\$13.36	\$16.07	\$23.96
Cement Masons and Concrete Finishers (47-2051)	3,468	3,906	438	13%	475	\$20.79	\$27.35	\$37.87
Total	12,817	14,026	1,209	9%	1,646			

Exhibit 5. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)	16,130	16,929	799	5%	1,914	\$24.96	\$33.92	\$44.35
Brickmasons and Blockmasons (47-2021)	1,248	1,295	47	4%	139	\$14.59	\$21.21	\$31.50
Stonemasons (47-2022)	654	683	29	4%	72	\$12.92	\$16.03	\$23.87
Cement Masons and Concrete Finishers (47-2051)	4,429	4,718	289	7%	538	\$18.21	\$24.06	\$33.45
Total	22,462	23,625	1,163	5%	2,664			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)	24,489	25,979	1,490	6%	2,967
Brickmasons and Blockmasons (47-2021)	1,826	1,927	101	6%	210
Stonemasons (47-2022)	1,067	1,121	54	5%	120
Cement Masons and Concrete Finishers (47-2051)	7,897	8,624	727	9%	1,013
Total	35,279	37,651	2,372	7%	4,310

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)

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