

Wood Industry Workforce Analysis

Focused on the Secondary
Wood Industry

August 2023



youwood.com

What's In This Deck



Key Findings

The high-level overview of the secondary wood industry with all key metrics and comparison to the metal industry.



Top Occupations

The top core, enabled, enabling, and metal industry occupations. This is the most granular data for what the industry demands for each occupation. Results reflect what those in the industry are recruiting for, which may differ from some expectations of occupations.



Appendix

The detailed explanation of calculations, definitions, and categorizations.

Economic Overview

The vanishing US workforce is the result of key historic trends

- 1  **Declining workforce participation** especially of prime-age men, older workers, and youth
- 2  **The rapid aging of the population** and the exodus of the Baby Boomers from the workforce
- 3  **Declining fertility rates**
- 4  **Low net migration**
- 5  **Slow population growth**

Factors contributing to the current labor crisis

The single most significant driver of labor market tightness is the **ongoing retirement of the Boomers**, followed by falling workforce participation among other key age groups.

But other factors are exacerbating the problem...

- 1  Massive retirements
- 2  Low net migration
- 3  Misalignment between job requirements
and available talent
- 4  Accumulated wealth
- 5  Opioids and overdoses

Defining The Industry

A photograph showing a man and a woman in a factory setting. They are standing next to a large industrial machine, likely a CNC router, with a control panel featuring a touchscreen and numerous buttons. The man, wearing a dark polo shirt, is looking at the screen while the woman, also in a dark polo shirt, points at the controls. In the background, another person's hands are visible on the machine's interface. The scene is well-lit, highlighting the metallic surfaces of the equipment.

Defining the Ecosystem



Mapping	Definition
Core	<p>Jobs working in a wood-centric occupation.</p> <p><i>Example:</i> Carpenter at a cabinet-making company.</p>
Enabled	<p>Jobs working for companies tangential to the secondary wood industry but utilize secondary wood industry skills.</p> <p><i>Example:</i> Cabinet maker at a construction company.</p>
Enabling	<p>Jobs that support the secondary wood industry economy but aren't associated with secondary wood-centric occupations.</p> <p><i>Example:</i> Accountant at cabinet-making company.</p>

A photograph of a man in a dark blue zip-up hoodie standing in a factory setting. He is wearing safety glasses and has his arms crossed. Behind him is a large industrial machine with various components, including a green conveyor belt and yellow safety railings. The machine has the brand name "C.J. ONSRUD" printed on it. The background shows a clean, modern industrial environment with white walls and overhead lighting.

Key Findings

Key Findings



Talent Is More Challenging To Find

Job postings **increased 63%** between 07-2021 through 06-2022 from the same period in 2019/2020 compared to **only a 33%** increase in the whole economy during that time. Wood industry job postings **remain elevated** with a **25%** increase in the prior 12 months.

Core occupation hiring remains at a similar level to 2019 signaling that talent is becoming increasingly more challenging to find.



Jobs All Over

Job opportunities are available all over the country. California contained the highest number of job postings but demand for the wood industry is **spread all around** the country. **21 states** contain greater than **2%** of total job postings.

Jobs are available with a large spread of companies with half of all job postings posted by companies outside of the top 100 posting companies.



Key Skills Growing

The **top five** specialized skills are expected to grow by **20%** of the next **five years**.

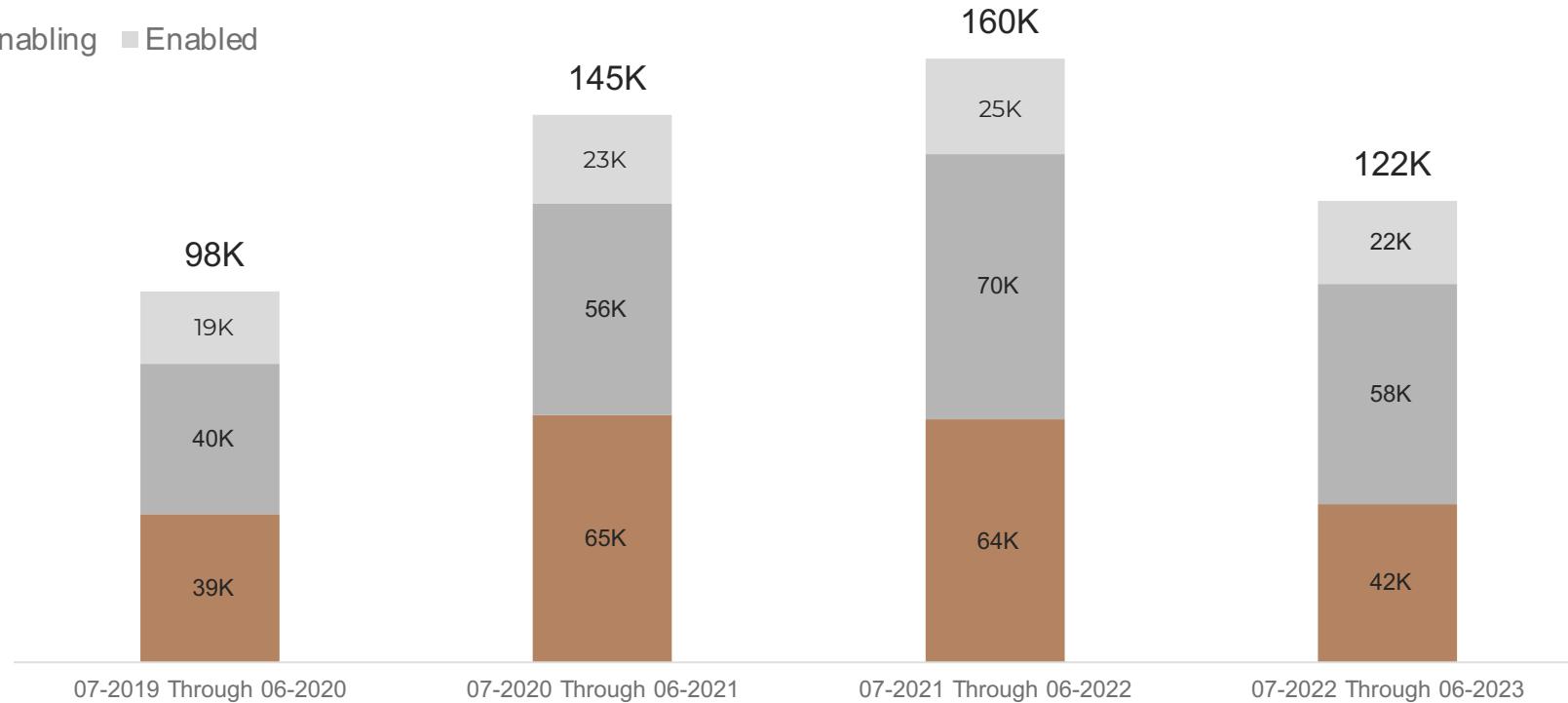
A photograph of a man standing in a factory or workshop. He is wearing safety glasses and a dark zip-up hoodie with a small logo on the chest. He has his arms crossed and is looking directly at the camera with a slight smile. Behind him is a large piece of industrial equipment, possibly a CNC machine, with various hoses, cables, and a yellow safety rail. The background is slightly blurred, showing more of the factory environment.

Talent Is Becoming More
Challenging To Find

Job Postings Skyrocketed during COVID and Remain Elevated

Prior 48 Months

■ Core ■ Enabling ■ Enabled

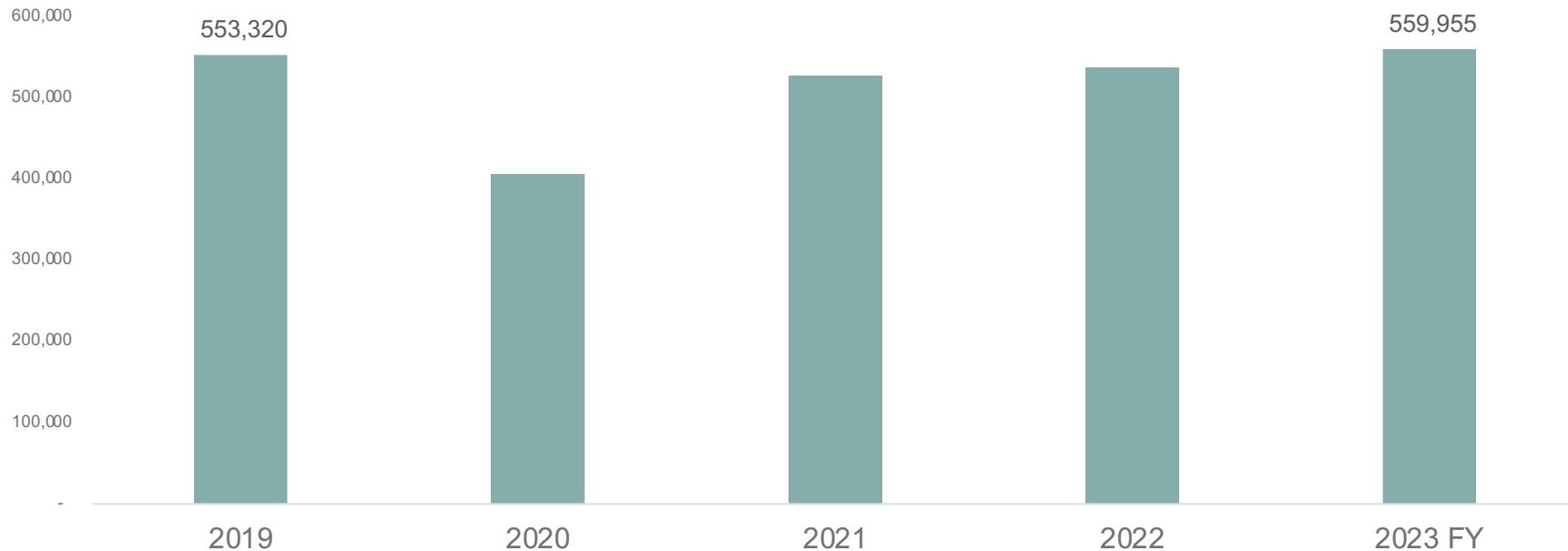


Core Hiring Remains Flat to Pre-Covid Levels

Hires and Job Postings: Prior 5 Years

■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023 FY

With total hiring remaining at pre-pandemic level and job postings increasing, it indicates that **finding talent** is becoming increasingly **more challenging**.



Top occupations are more challenging to hire

2023 vs. 2019: Change in Posting To Hires Ratio*

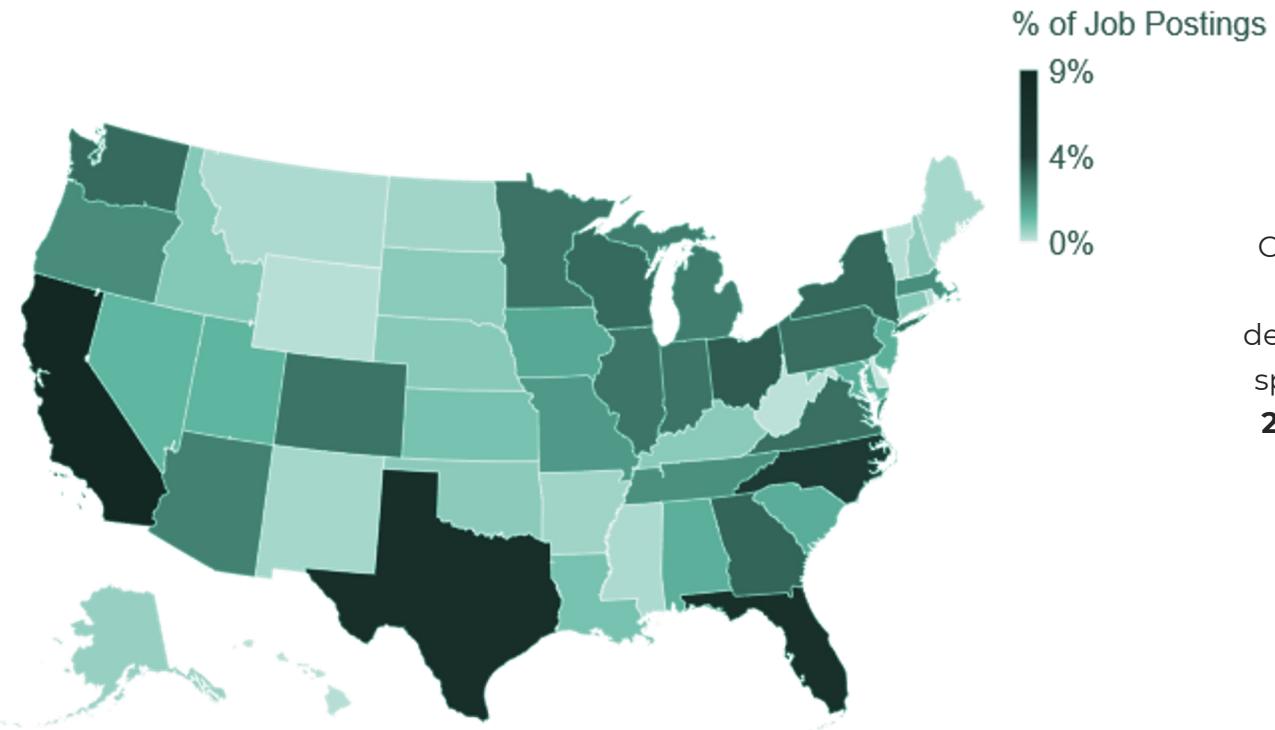


Seven of the top ten recruited for occupations have become **more challenging** to hire in 2023 compared to 2019. Hiring **one** worker in 2023 for these occupations requires **32% more job postings** than in 2019.

A photograph of a man in a factory or workshop. He is wearing safety glasses and a dark zip-up hoodie with "C.R. ONSRUD" printed on the chest. He is standing in front of a large piece of industrial equipment, possibly a wood router or similar machine, with various hoses and components visible. The background shows more of the factory environment, including another worker and more machinery.

Jobs are available all over the country and with a large spread of companies.

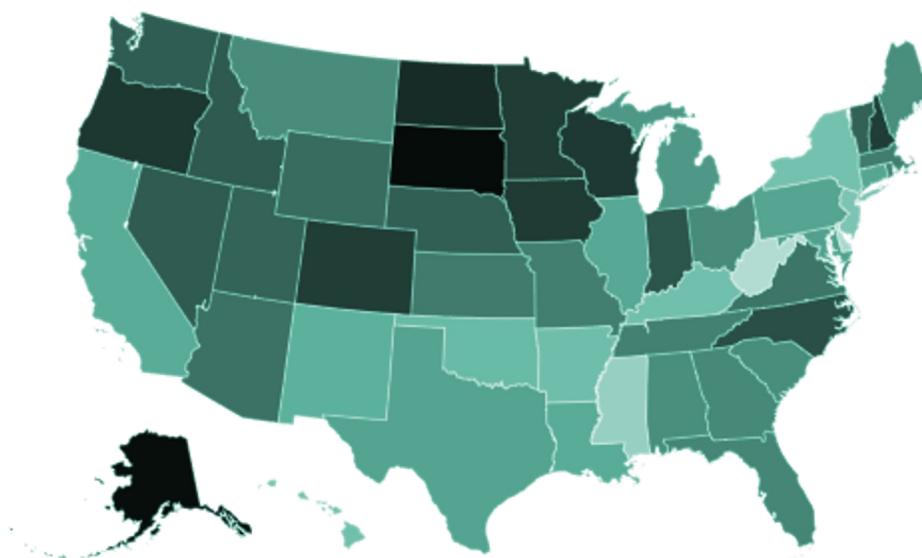
Wood industry jobs are **available all over** the country
Prior 12 months



California contains the highest number of job postings but demand for the wood industry is spread **all around the country**. **21 states** contain greater than **2%** of total job postings.

Job postings **per capita** spread jobs more **evenly**

Prior 12 months



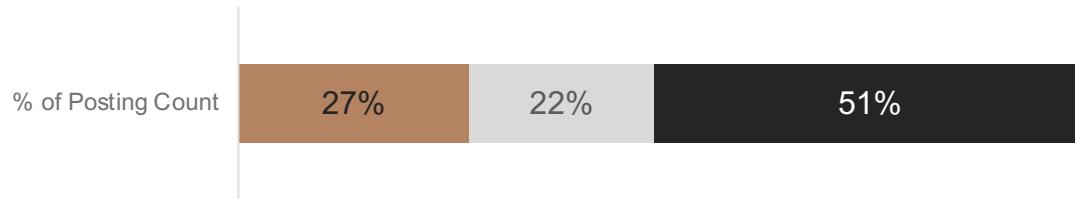
Job Posting Per 1K People



When analyzing wood industry job postings per 1,000 people we see that jobs are **concentrated more heavily in the Midwest, Mountain West, and Southern US** when compared to total job postings.

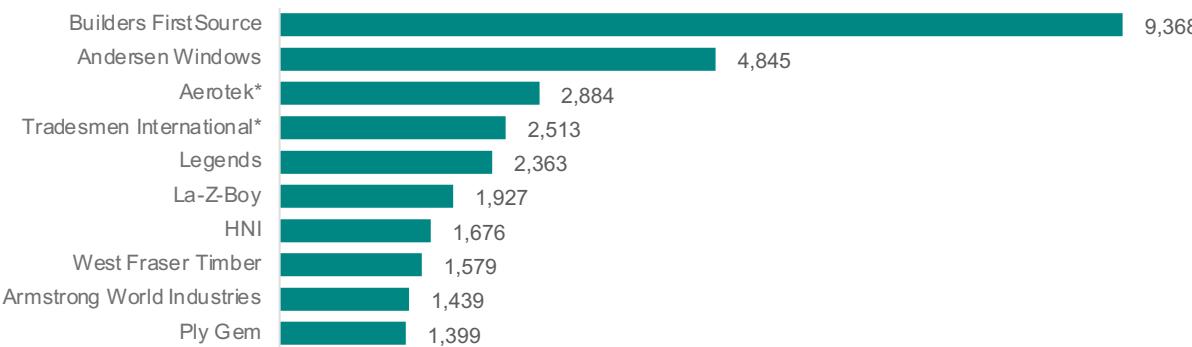
Postings are spread widely amongst companies, not concentrated at the top
Prior 12 Months

■ Top 10 ■ Top 11-100 ■ All Others



The top company has double the total job posting as the second posting company
Prior 12 Months

■ Job Postings

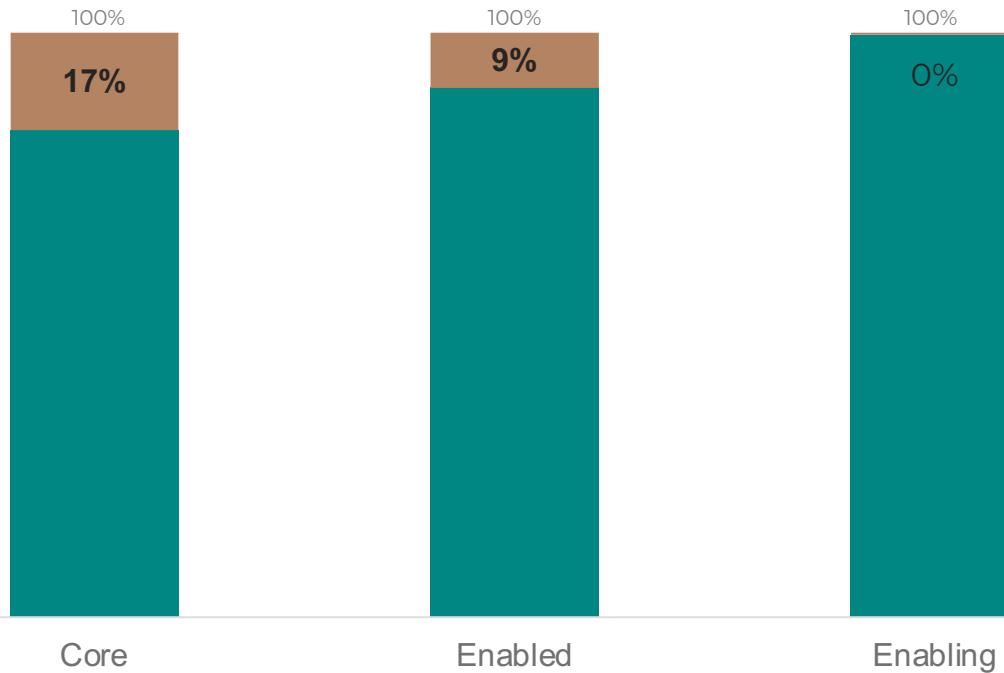


*Is Staffing Company

The secondary wood industry has had nearly **16,000 companies** recruit for jobs over the prior 12 months. Over **half** of all job postings have been posted by companies **outside** of the **top 100** posting companies. **Builders FirstSource**, the top posting company garners **9%** of the total job postings.

Staffing firms make up only a small number of job postings Prior 12 Months

■ Not A Staffing Company ■ Staffing Company



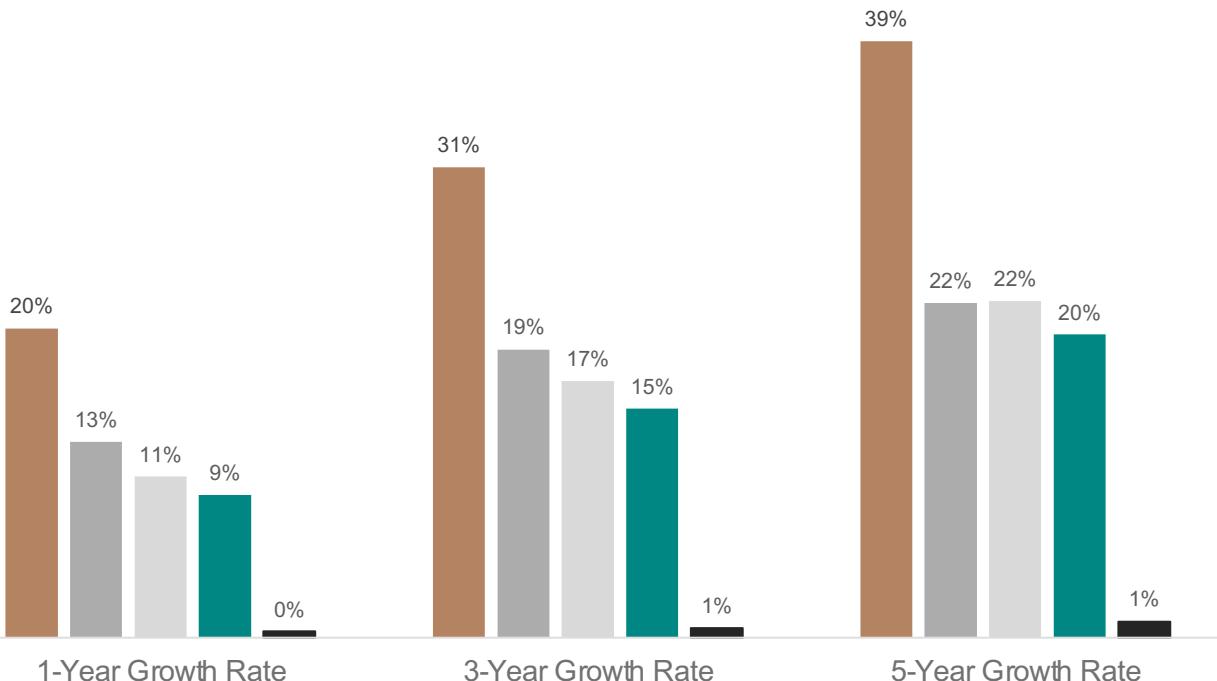
Only a **small number** of jobs are recruited using **staffing companies**. Top staffing companies include **Aerotek, Tradesmen International, PeopleReady, and Randstad**.

A photograph of a man with short dark hair and glasses, wearing a dark zip-up hoodie with an American flag patch on the sleeve. He is standing in a factory or workshop environment, surrounded by various pieces of industrial equipment, including a large green and white machine labeled 'GARISRUD' and a yellow conveyor belt system. The background shows more complex machinery with pipes and hoses.

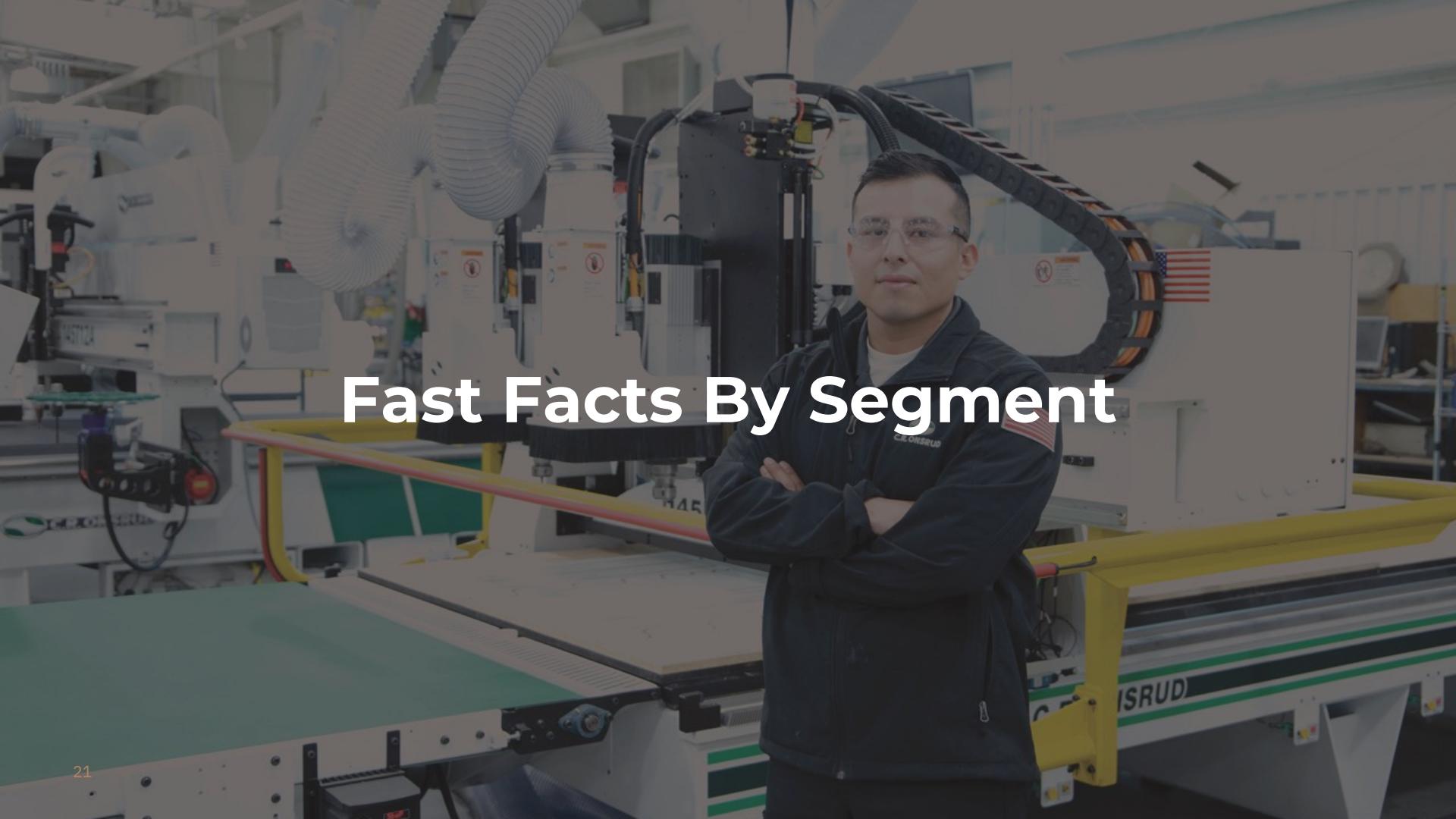
**Top Recruited Specialized Skills
Projected To Grow**

Top Five Specialized Core Skills Projected To Grow

■ Power Tool Operation ■ Carpentry ■ Construction ■ Hand Tools ■ Cabinetry



Power tool operation, carpentry, construction, and hand tool skills are expected to **grow by +20% in the next five years.** Cabinetry skills are anticipated to remain **flat.**

A photograph of a man with short dark hair and glasses, wearing a dark zip-up hoodie with "C.E. DREISERUD" printed on the chest. He is standing in a factory setting, with large industrial machinery, including a green and white C.E. DREISERUD machine, visible behind him. The background is slightly blurred.

Fast Facts By Segment

Ecosystem Fast Facts

Common Role Attributes

Core

Job Openings

6,253

Median Salary

\$49,000

Average Time To Fill

32 Days

Enabled

Job Openings

2,337

Median Salary

\$48,500

Average Time To Fill

32 Days

Enabling

Job Openings

7,075

Median Salary

\$52,000

Average Time To Fill

32 Days



Key Findings: Metal Industry Comparison

Key Findings vs. Metal Industry



More States, Fewer Openings

The wood industry is spread all around the country. 21 states contain greater than 2% of total job postings compared to only 17 states in the metal industry, or 24% more states. The wood industry has about 3,700 fewer job openings.



Difficulty To Find Talent

The average time to fill a position between the two industries is 32 days, indicating an **equal level** of difficulty in finding and sourcing talent.



Aligned Pay

Median pay between both industries is highly comparable.

A photograph of a man with short dark hair and glasses, wearing a dark zip-up hoodie with "C.J. ONSRUD" printed on it. He is standing in a industrial setting, likely a wood processing plant, surrounded by large pieces of machinery with green, white, and yellow safety railings. The background shows more equipment and pipes. The overall lighting is bright and even.

The Secondary Wood Industry
and the Metal Industry are
highly similar

Secondary Wood Industry vs. Metal Manufacturing Industry

We see a lot of **parity** between the metal and secondary wood industries. Both are highly competitive with a similar volume of job openings and median salary for the industry.

Common Role Attributes			
	Job Openings	Median Salary	Average Time To Fill
Wood Industry	15,580	\$50,000	32 Days
Metal Industry	19,235	\$50,500	32 Days

Top Wood vs. Metal Occupations

When compared to the metal industry, the secondary wood industry is a highly competitive industry for jobs and pay. **7** of the top 12 occupations in both industries have a **higher median salary** in the wood industry.

Common Role Attributes

Occupations	Open Positions		Median Salary		Time To Fill	
	Metal	Wood	Metal	Wood	Metal	Wood
Laborers and Freight, Stock, and Material Movers	894	443	\$37,500	\$37,500	33	32
Production Workers	761	393	\$38,500	\$39,500	33	34
Sales Representatives, Wholesale and Manufacturing	637	459	\$65,000	\$67,500	32	33
Industrial Engineering Technologists and Technicians	589	176	\$52,000	\$54,000	33	33
Maintenance and Repair Workers	597	551	\$50,000	\$48,500	33	32
Assemblers and Fabricators	427	112	\$42,000	\$39,500	33	34
Supervisors of Production and Operating Workers	444	127	\$62,500	\$62,500	32	33
Customer Service Representatives	310	126	\$41,500	\$39,500	32	32
Managers	366	132	\$86,000	\$72,500	32	33
Sales Managers	276	104	\$94,000	\$95,000	34	34
Heavy and Tractor-Trailer Truck Drivers	206	353	\$46,000	\$52,000	33	33
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	169	161	\$41,000	\$39,500	33	34

*All data is from 07-2022 through 07-2023.

**Bold = More open positions, higher salary or lower time to fill.

1. Time to fill is the average time a job posting is left open, giving us a proxy for the difficulty of filling a position.

A photograph showing a person's hands holding a tablet displaying a 3D model of a cube. In the background, a 3D printer is printing a physical blue cube. The scene illustrates the intersection of digital design and physical manufacturing.

Top Occupations

Top Occupation Explanation

Occupation Name: Industry Segment

Role Overview

Industry Demands by the Numbers

Job Openings

The number of job openings as of July 2023.

Est. Employment

The estimated number of workers in this occupation as of July 2023.

Companies Hiring

The number of unique companies that posted a job opening between July 2022 to July 2023.

Top Companies

The companies that posted the highest number of postings between July 2022 to July 2023.

Common Role Attributes

Education Levels



Top two most requested education levels.

Experience Levels



Top two most requested years of experience.

Average Time To Fill



The average time a job posting was left open online.

Top Posting States



The states that contained the highest number of job postings between July 2022 to July 2023.

Salary Range



The average advertised salary range.

Gender

The gender split for current workers.

Race

The race percentages for current workers.

Market-Optimized Titles and Certifications

Titles

- The job titles that had the highest number of job

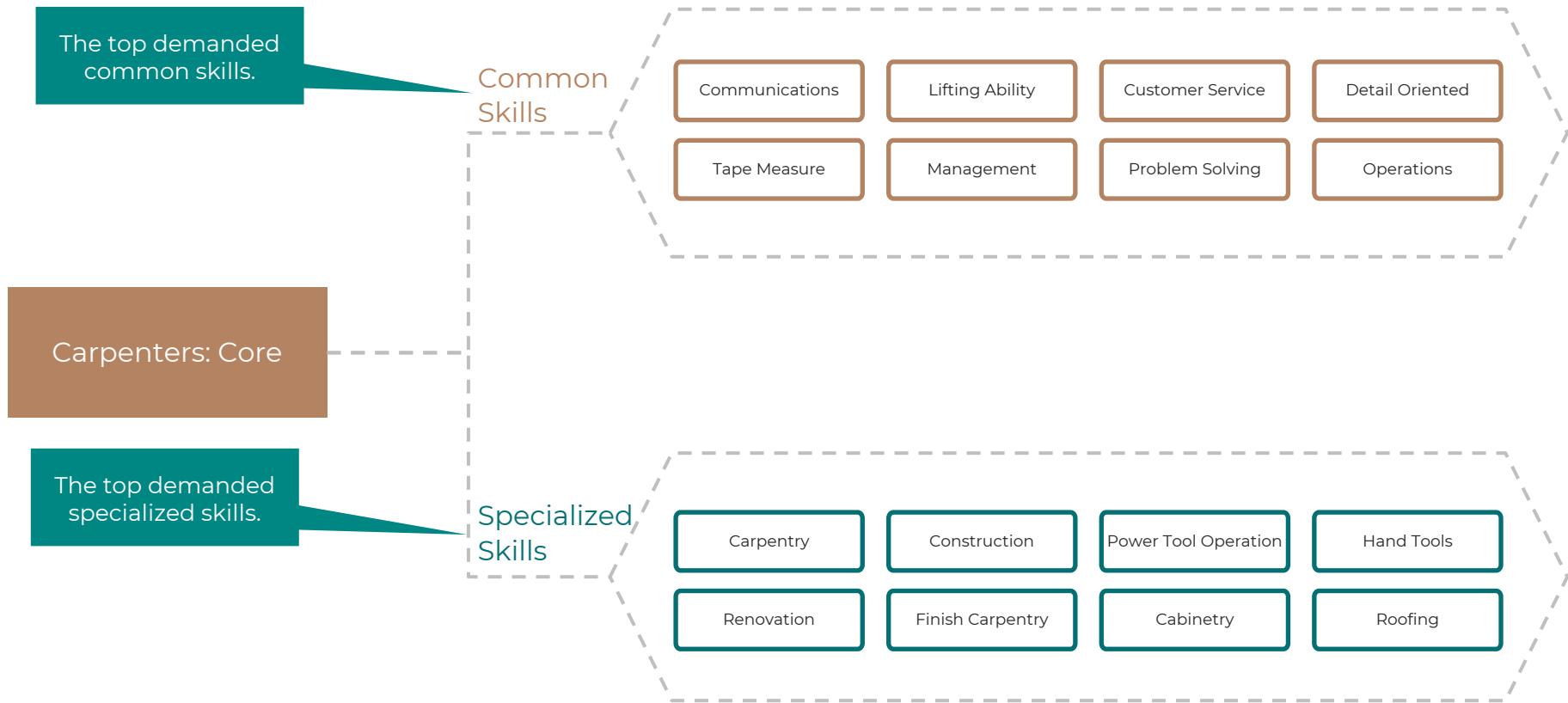
Certifications

- The top requested certificates and licensures

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Carpenters: Core



A photograph of a man with dark hair and a beard, wearing a bright orange polo shirt and yellow ear defenders. He is leaning over, focused on a task, likely woodwork, in a workshop environment. In the background, there's a green cabinet and some wooden structures. The overall lighting is warm and focused on the man.

Core Occupations

Wood centric roles

Carpenters: Core

Role Overview

Role Description: Construct, erect, install, or repair structures made of wood and comparable materials. May also install cabinets.

Industry Demands by the Numbers

Job Openings

4,589

*As of July 2023

Est. Employment

484,556

Companies Hiring

6,545

Top Companies

Tradesmen International*
Aerotek*
PeopleReady*
Builders FirstSource
*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
High school or
GED

Alternatives:
Bachelor's degree

Experience Levels



Most Common:
5 years

Alternatives:
2 years

Average Time To Fill



32 Days

Top Posting States



Florida
California
Texas
New York
Wisconsin

Salary Range



\$44,000 - \$60,000

Gender

Male: 97%
Female: 3%

Race

White: 87%
Other: 13%

Market-Optimized Titles and Certifications

Titles

- Carpenters
- Finish Carpenters
- Lead Carpenters
- Carpenters/Laborers
- Trim Carpenters

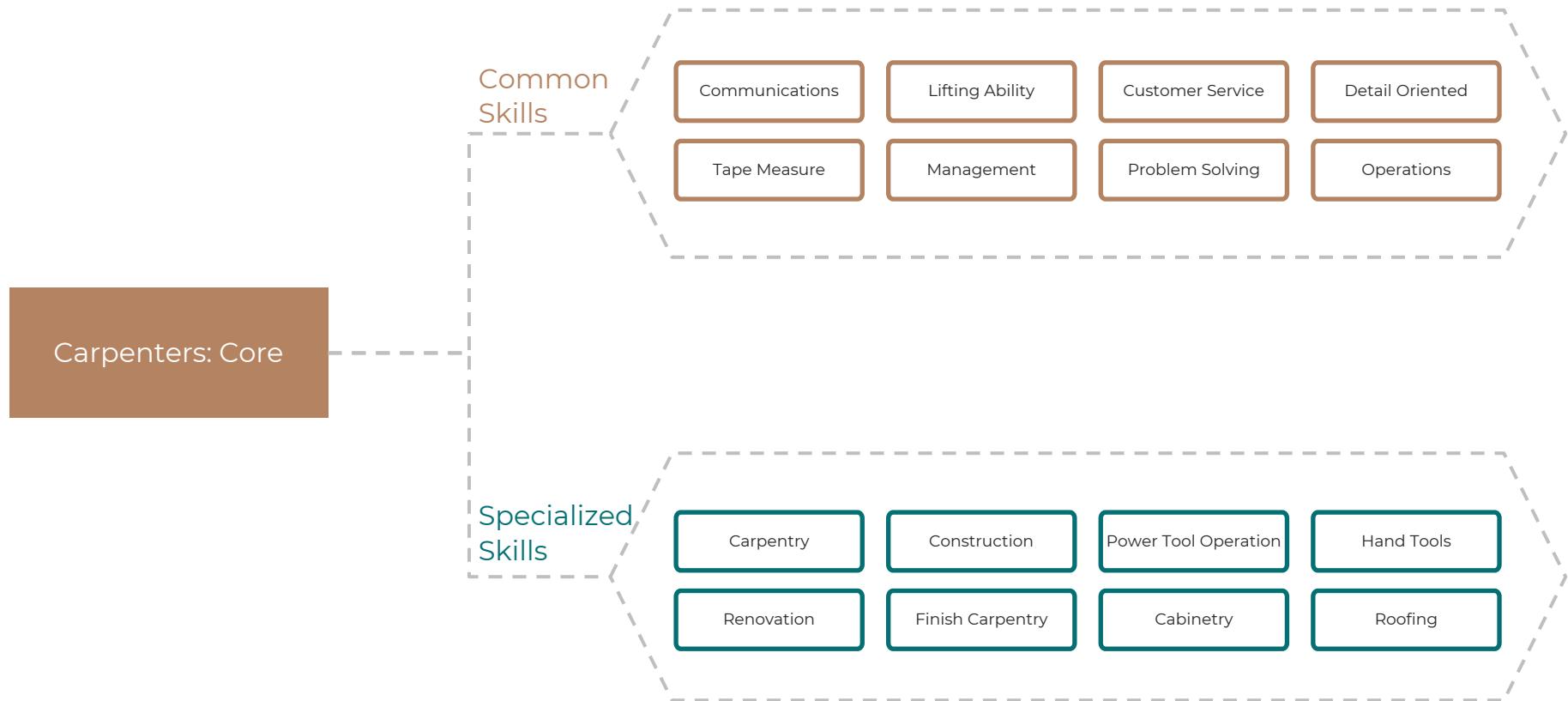
Certifications

- 10-Hour OSHA General Industry Card
- 30-Hour OSHA General Industry Card
- Forklift Certification
- National Center For Construction Education & Research (NCCER) Certification
- Cardiopulmonary Resuscitation (CPR) Certification

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Carpenters: Core



Cabinetmakers & Bench Carpenters: Core

Role Overview

Industry Demands by the Numbers

Job Openings

645

*As of July 2023

Est. Employment

90,694

Companies Hiring

1,936

Top Companies

Aerotek*
Gulfstream Aerospace
Hsgt*
PDS Tech*
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 1 years

Alternatives: 2 years

Average Time To Fill 

32 Days

Top Posting States 

California
Florida
Texas
Georgia
Minnesota

Salary Range 

\$40,000 - \$53,000

Gender

Male: 92%
Female: 8%

Race

White: 90%
Other: 10%

Market-Optimized Titles and Certifications

Titles

- Cabinet Makers
- Cabinet Installers
- Cabinet Builders
- Cabinet Makers/Installers
- Carpenters/Cabinetmakers

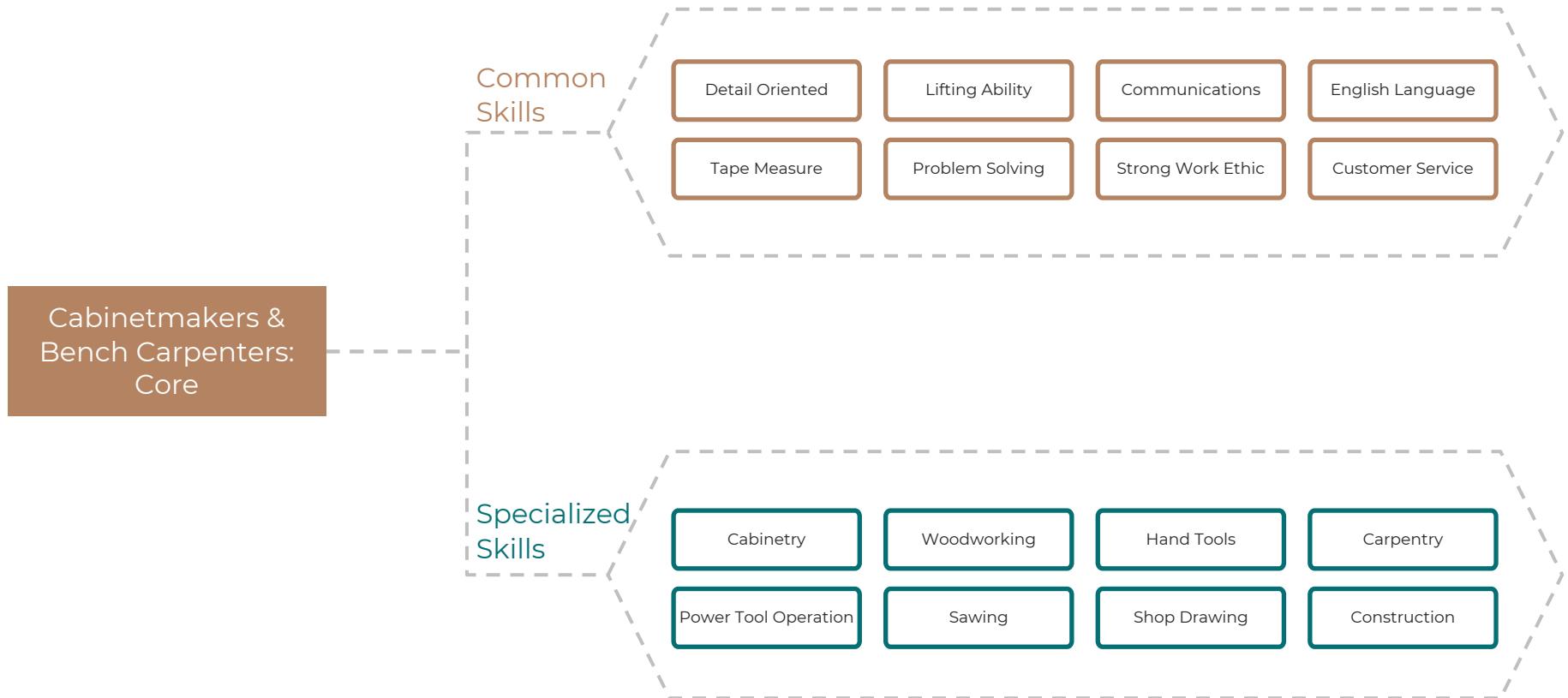
Certifications

- 10-Hour OSHA General Industry Card
- Airframe & Powerplant (A&P) Certificate
- Forklift Certification
- OSHA Certification
- CDL Class A License

*Occupation demographics are from current workers; all other data is from job postings.

All data is from 07-2022 through 07-2023.

Skill Profile: Cabinetmakers & Bench Carpenters: Core



Helpers - Carpenters: Core

Role Overview

Industry Demands by the Numbers

Job Openings

380

*As of July 2023

Est. Employment

25,349

Companies Hiring

580

Top Companies

Aerotek*
Tradesmen International*
Black & Veatch
Cajun Industries
*Is Staffing Company

Common Role Attributes

Education Levels



Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels



Most Common: 1 years

Alternatives: 2 years

Average Time To Fill



34 Days

Top Posting States



Florida
Texas
North Carolina
New York
Virginia

Salary Range



\$35,000 - \$46,000

Gender

Male: 93%
Female: 7%

Race

White: 83%
Other: 17%

Market-Optimized Titles and Certifications

Titles

- Carpenter Helpers
- Carpenters
- Carpenters/Laborers
- Carpenters/Helpers
- Trim Carpenters

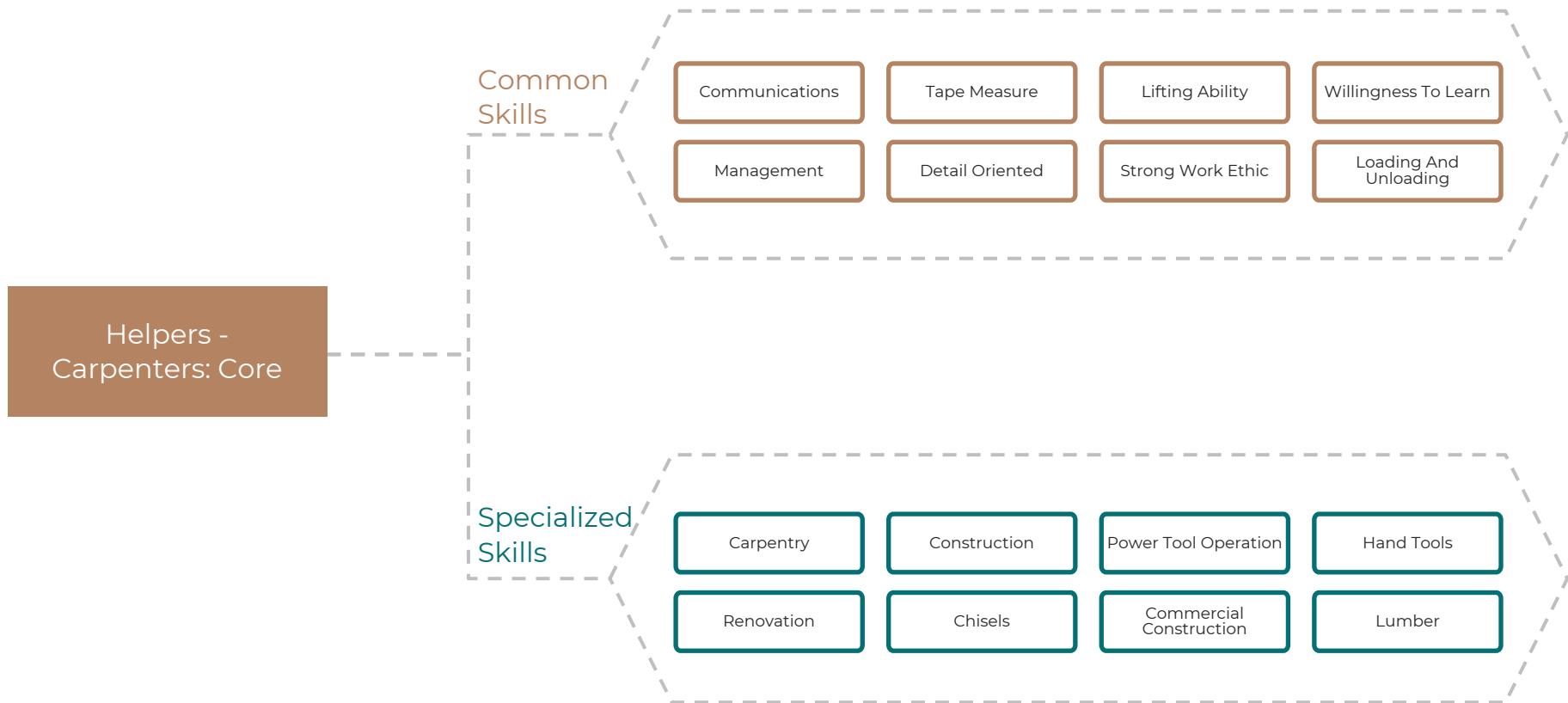
Certifications

- NCCER Core Curriculum
- NCCER Construction Craft Laborer
- 10-Hour OSHA General Industry Card
- Transportation Worker Identification Credential (TWIC) Card
- 30-Hour OSHA General Industry Card

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Helpers - Carpenters: Core



Woodworking Machine Setters, Operators, & Tenders: Core

Role Overview

Industry Demands by the Numbers

Job Openings

214

*As of July 2023

Est. Employment

51,589

Companies Hiring

762

Top Companies

Aerotek*

M. A. Mortenson Company

Sysco

Randstad*

*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
High school or
GED

Alternatives:
Bachelor's degree

Experience Levels



Most Common:
1 years

Alternatives:
2 years

Average Time To Fill



33 Days

Top Posting States



Texas
California
Florida
Illinois
Ohio

Salary Range



\$35,000 - \$49,000

Gender

Male: 81%
Female: 19%

Race

White: 85%
Other: 15%

Market-Optimized Titles and Certifications

Titles

- Burn Table Operators
- Sanders
- Set Up Mechanics
- Small Craft Operators
- Plasma Operators

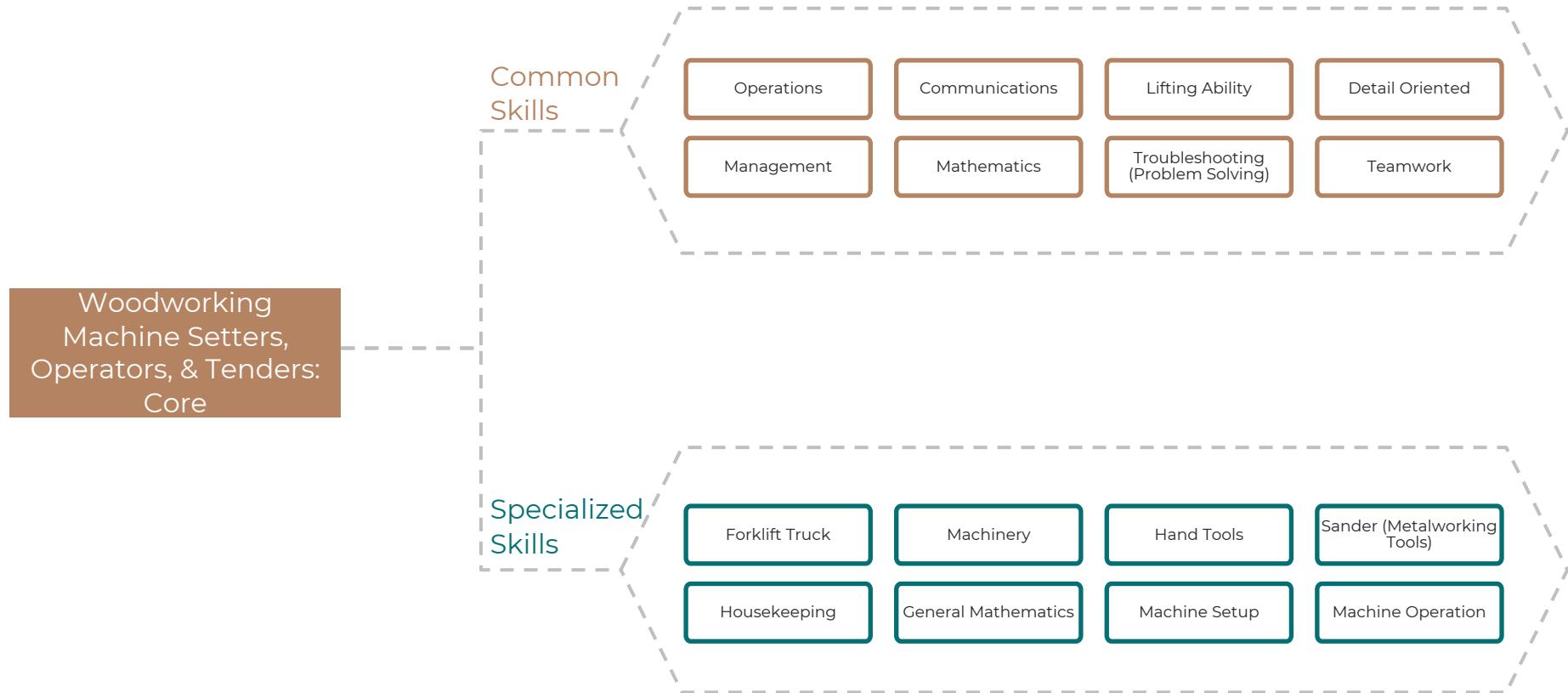
Certifications

- Forklift Certification
- Commercial Drivers License (CDL)
- Security Clearance
- CDL Class A License
- First Aid Certification

*Occupation demographics are from current workers; all other data is from job postings.

All data is from 07-2022 through 07-2023.

Skill Profile: Woodworking Machine Setters, Operators, & Tenders: Core



Furniture Finishers: Core Role Overview

Role Description: Shape, finish, and refinish damaged, worn, or used furniture or new high-grade furniture to specified color or finish.

Industry Demands by the Numbers

Job Openings

221

*As of July 2023

Est. Employment

15,107

Companies Hiring

555

Top Companies

Furniture Solutions Network
Ashley Furniture
Gulfstream Aerospace
American Furniture
Warehouse

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 2 years

Alternatives: 1 years

Average Time To Fill 

33 Days

Top Posting States 

Texas
Florida
Georgia
California
North Carolina

Salary Range 

\$40,000 - \$53,000

Gender

Male: 74%
Female: 26%

Race

White: 88%
Other: 12%

Market-Optimized Titles and Certifications

Titles

- Furniture Repair Technicians
- Cabinet Finishers
- Furniture Technicians
- Wood Finishers
- Furniture Refinishers

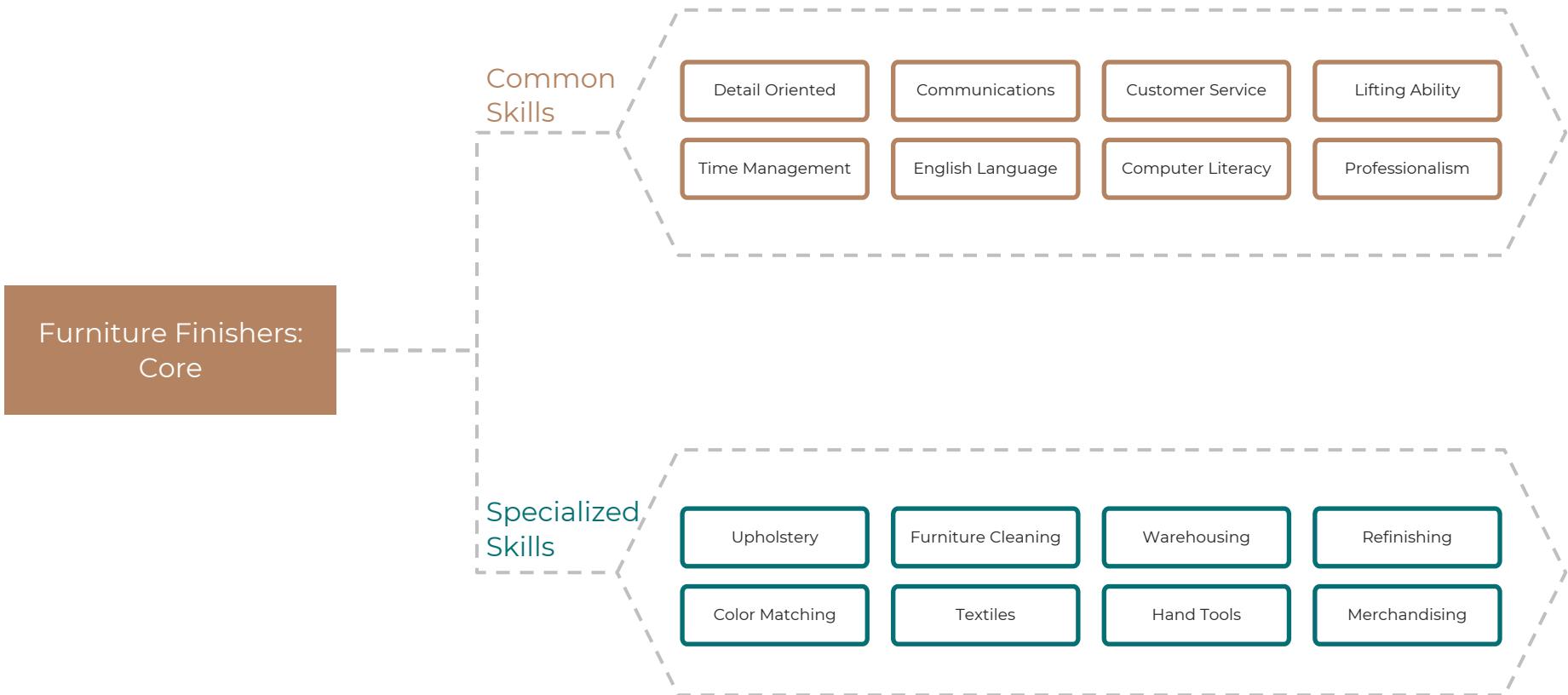
Certifications

- Airframe & Powerplant (A&P) Certificate
- 10-Hour OSHA General Industry Card
- CDL Class C License
- LEED Accredited Professional (AP)
- Top Secret-Sensitive Compartmented Information (TS/SCI) Clearance

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Furniture Finishers: Core



Sawing Machine Setters, Operators, & Tenders: Core Role Overview

Role Description: Set up, operate, or tend wood sawing machines. May operate computer numerically controlled (CNC) equipment.

Industry Demands by the Numbers

Job Openings

114

*As of July 2023

Est. Employment

28,028

Companies Hiring

286

Top Companies

Builders FirstSource
Carter Lumber
Birchstone Management
Building Materials Holding Corporation

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 1 years

Alternatives: 0 years

Average Time To Fill 

35 Days

Top Posting States 

California
Texas
Washington
North Carolina
Colorado

Salary Range 

\$35,000 - \$46,000

Gender

Male: 90%
Female: 10%

Race

White: 83%
Other: 17%

Market-Optimized Titles and Certifications

Titles

- Sawyers
- Band Saw Operators
- Lumber Graders
- Trimmers
- Trimmers/Climbers

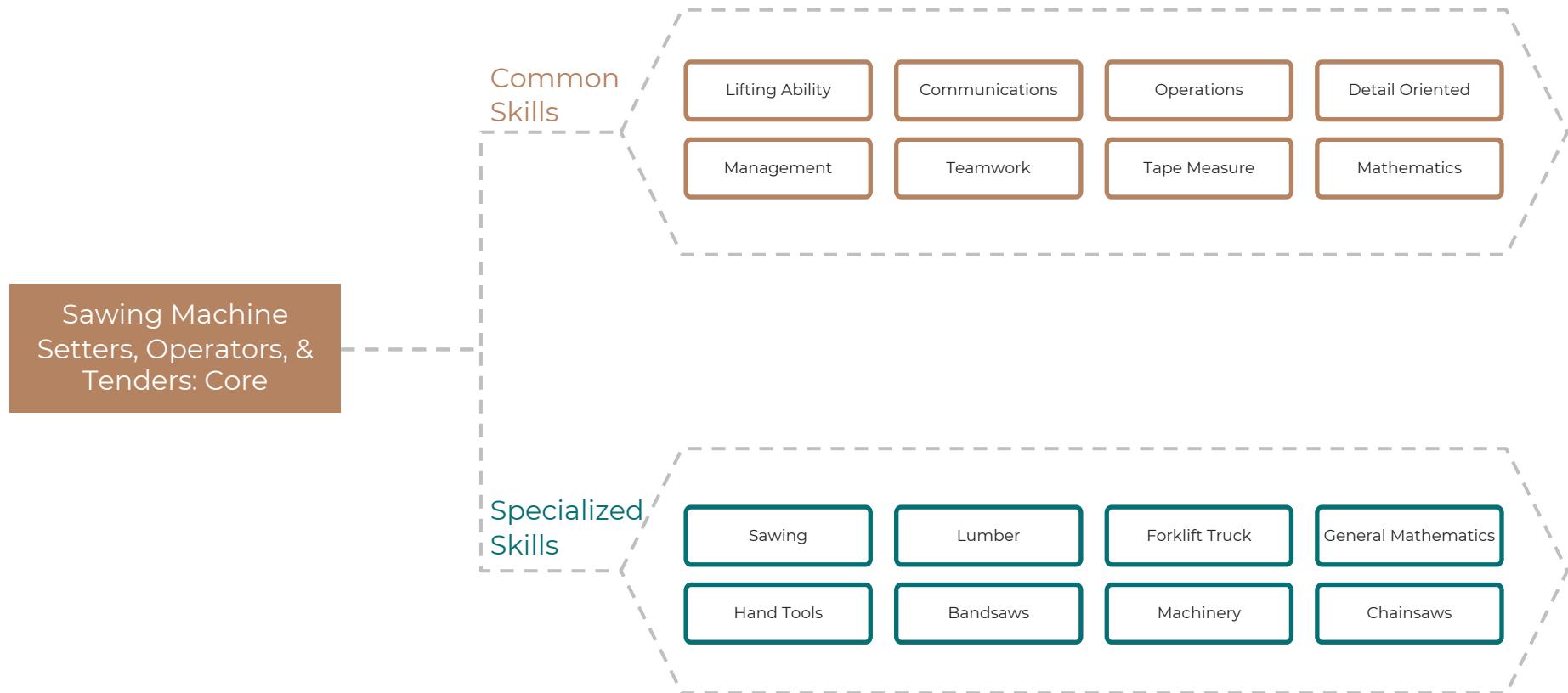
Certifications

- First Aid Certification
- Commercial Drivers License (CDL)
- Cardiopulmonary Resuscitation (CPR) Certification
- Forklift Certification
- CDL Class B License

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Sawing Machine Setters, Operators, & Tenders: Core



All Other Woodworkers:

Core

Role Overview

Role Description: All woodworkers not listed separately.

Industry Demands by the Numbers

Job Openings

67

*As of July 2023

Est. Employment

8,356

Companies Hiring

287

Top Companies

Aerotek*
4 Rivers Smokehouse of Winter Park
Tnt Door & Drawer
Defense Logistics Agency

*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
High school or GED

Alternatives:
Bachelor's degree

Experience Levels



Most Common:
1 years

Alternatives:
2 years

Average Time To Fill



33 Days

Top Posting States



California
Washington
South Dakota
Wisconsin
Texas

Salary Range



\$35,000 - \$48,000

Gender

Male: 89%
Female: 11%

Race

White: 87%
Other: 13%

Market-Optimized Titles and Certifications

Titles

- Woodworkers
- Carvers
- Skilled Craftsmen
- Makers
- Business Development Managers

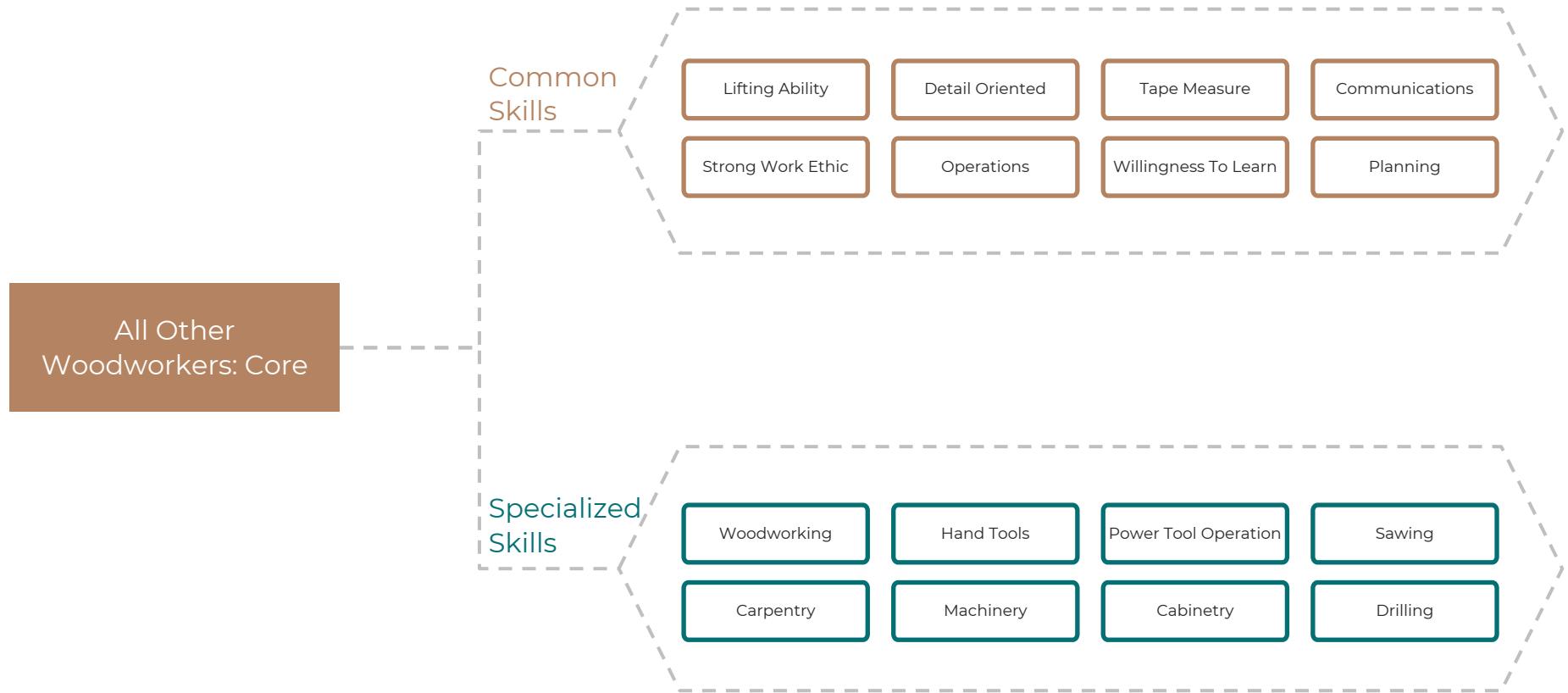
Certifications

- Security Clearance
- Forklift Certification
- Hazardous Materials Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: All Other Woodworkers: Core



Floor Sanders & Finishers: Core Role Overview

Role Description: Scrape and sand wooden floors to smooth surfaces using floor scraper and floor sanding machine and apply coats of finish.

Industry Demands by the Numbers

Job Openings

16

*As of July 2023

Est. Employment

3,721

Companies Hiring

41

Top Companies

Bethesda Health Group
St. Jude Children's Research Hospital
Bethesda Southgate Methodist Hospitals
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Experience Levels 

Most Common: 2 years

Alternatives: 1 years

Average Time To Fill 

33 Days

Top Posting States 

Missouri
Michigan
Tennessee
Indiana
North Carolina

Salary Range 

\$36,000 - \$61,000

Gender

Male: 96%
Female: 4%

Race

White: 88%
Other: 12%

Market-Optimized Titles and Certifications

Titles

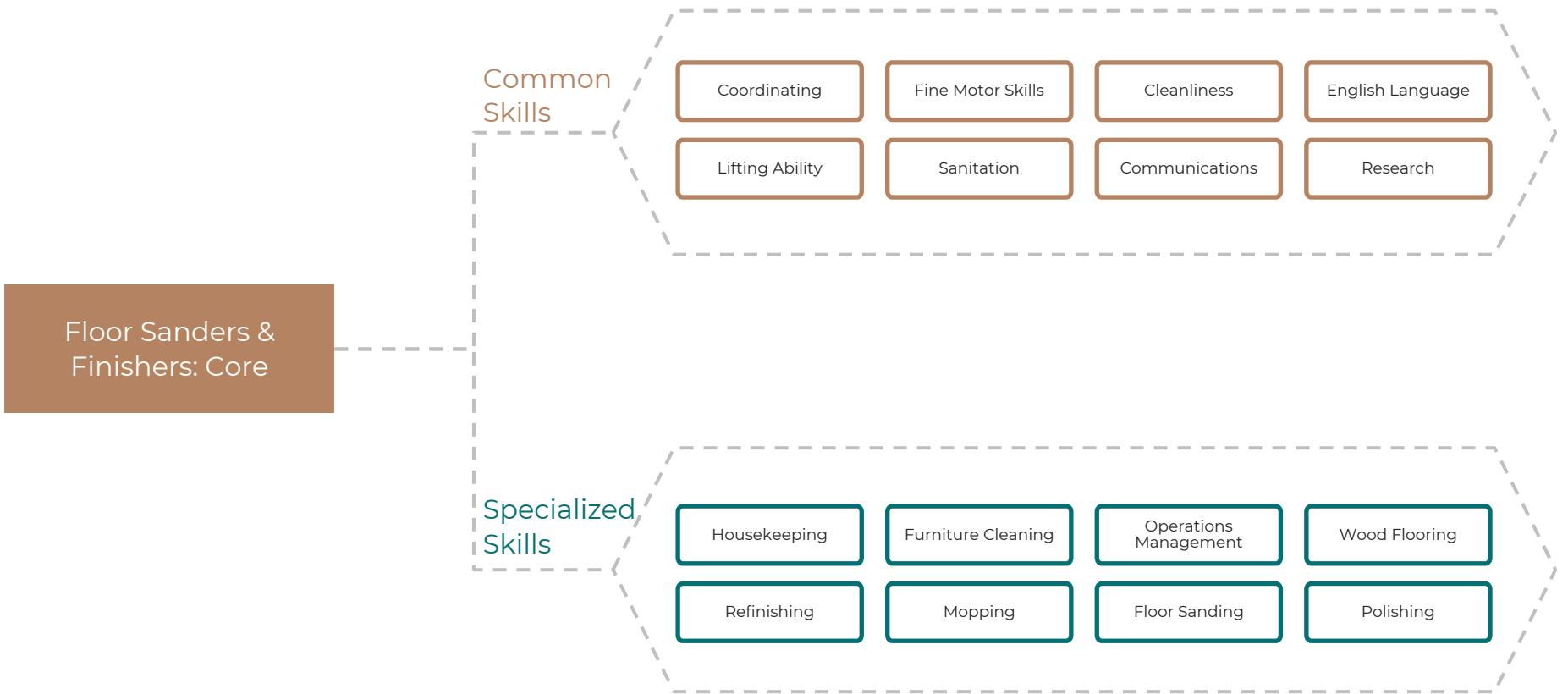
- Floor Finishers
- Wood Finishers
- Surface Designers
- Sanders
- Finishing Technicians

Certifications

*Occupation demographics are from current workers; all other data is from job postings.

All data is from 07-2022 through 07-2023.

Skill Profile: Floor Sanders & Finishers: Core



Model Makers: Core Role Overview

Role Description: Construct full-size and scale wooden precision models of products. Includes wood jig builders and loft workers.

Industry Demands by the Numbers

Job Openings

7

*As of July 2023

Est. Employment

293

Companies Hiring

29

Top Companies

Koch Industries
Aerotek*
Lefco Worthington
Ascena*
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 1 years

Alternatives: 5 years

Average Time To Fill 

35 Days

Top Posting States 

Texas
North Carolina
Minnesota
Ohio
Georgia

Salary Range 

\$38,000 - \$49,000

Gender

Male: 80%
Female: 20%

Race

White: 80%
Other: 20%

Market-Optimized Titles and Certifications

Titles

- Craftsmen
- Woodworkers
- Builders
- Builder Specialists
- Drafters

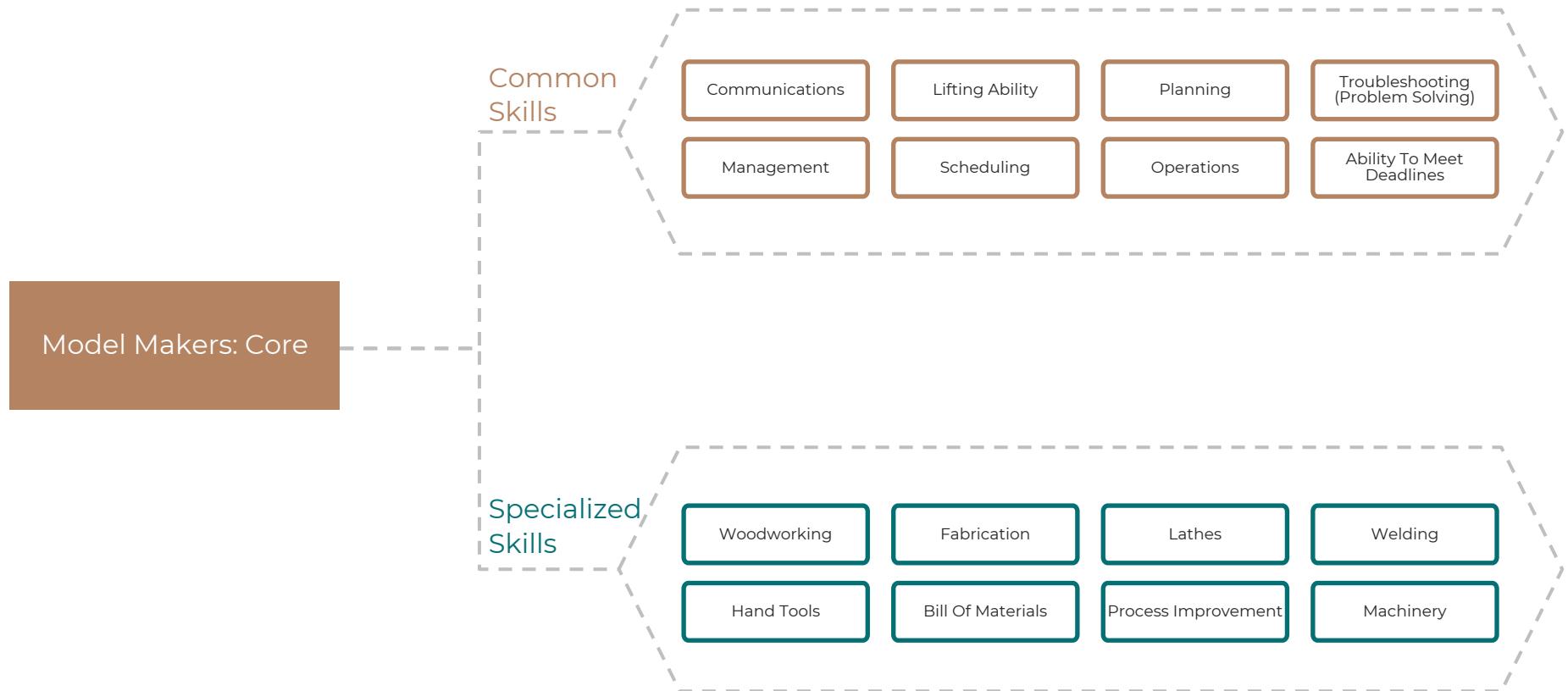
Certifications

- Functional Skills Qualification
- Security Clearance

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Model Makers: Core



A photograph of a man with dark hair and a beard, wearing a bright orange polo shirt and yellow ear defenders. He is leaning over, focused on a task in what appears to be a workshop or factory environment. In the background, there are shelves and industrial equipment, including a large metal pipe on the left.

Enabled Occupations

Wood adjacent roles, utilizing wood skills

Maintenance & Repair Workers: Enabled

Role Overview

Role Description: Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of a building in repair. Duties may involve pipe fitting; HVAC maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.

Industry Demands by the Numbers

Job Openings

385

*As of July 2023

Est. Employment

13,747

Companies Hiring

807

Top Companies

Avenue5 Residential
Residential
Stiles Machinery
Abbott Laboratories
*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
High school or
GED

Alternatives:
Associate degree

Experience Levels



Most Common:
1 years

Alternatives:
2 years

Average Time To Fill



33 Days

Top Posting States



California
Texas
Washington
Florida
Arizona

Salary Range



\$42,000 - \$53,000

Gender

Male: 96%
Female: 4%

Race

White: 78%
Other: 22%

Market-Optimized Titles and Certifications

Titles

- Maintenance Technicians
- Field Service Representatives
- Service Technicians
- Facilities Maintenance Technicians
- Maintenance Workers

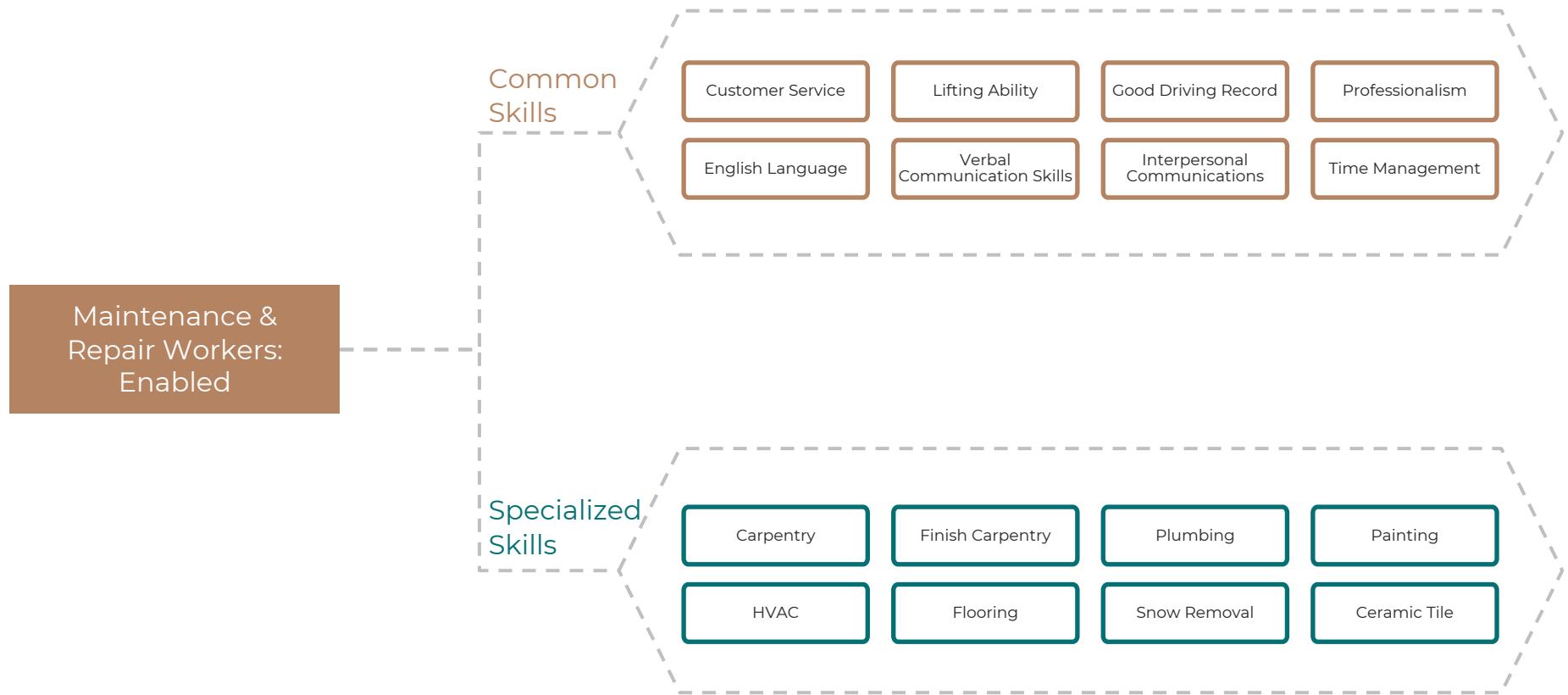
Certifications

- Commercial Drivers License (CDL)
- Forklift Certification
- Certified Apartment Service Technician
- HVAC Certification
- Cardiopulmonary Resuscitation (CPR) Certification

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Maintenance & Repair Workers: Enabled



Construction Laborers: Enabled

Role Overview

Role Description: Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris, and other waste materials. May assist other craft workers.

Industry
Demands by
the Numbers

Job Openings

238

*As of July 2023

Est. Employment

22,694

Companies Hiring

618

Top Companies

Aerotek*

E.Construct.USA

NANA Regional Corporation
Crossland Construction
Company

*Is Staffing Company

Common Role Attributes

Education
Levels 

Most Common:
High school or
GED

Alternatives:
Bachelor's degree

Experience
Levels 

Most Common:
1 years

Alternatives:
5 years

Average Time
To Fill 

33 Days

Top Posting
States 

California
Florida
Colorado
Arizona
Alaska

Salary
Range 

\$38,000 - \$52,000

Gender

Male: 95%
Female: 5%

Race

White: 83%
Other: 17%

Market-Optimized Titles and Certifications

Titles

- Construction Laborers
- Construction Workers
- Skilled Laborers
- Handymen
- General Laborers

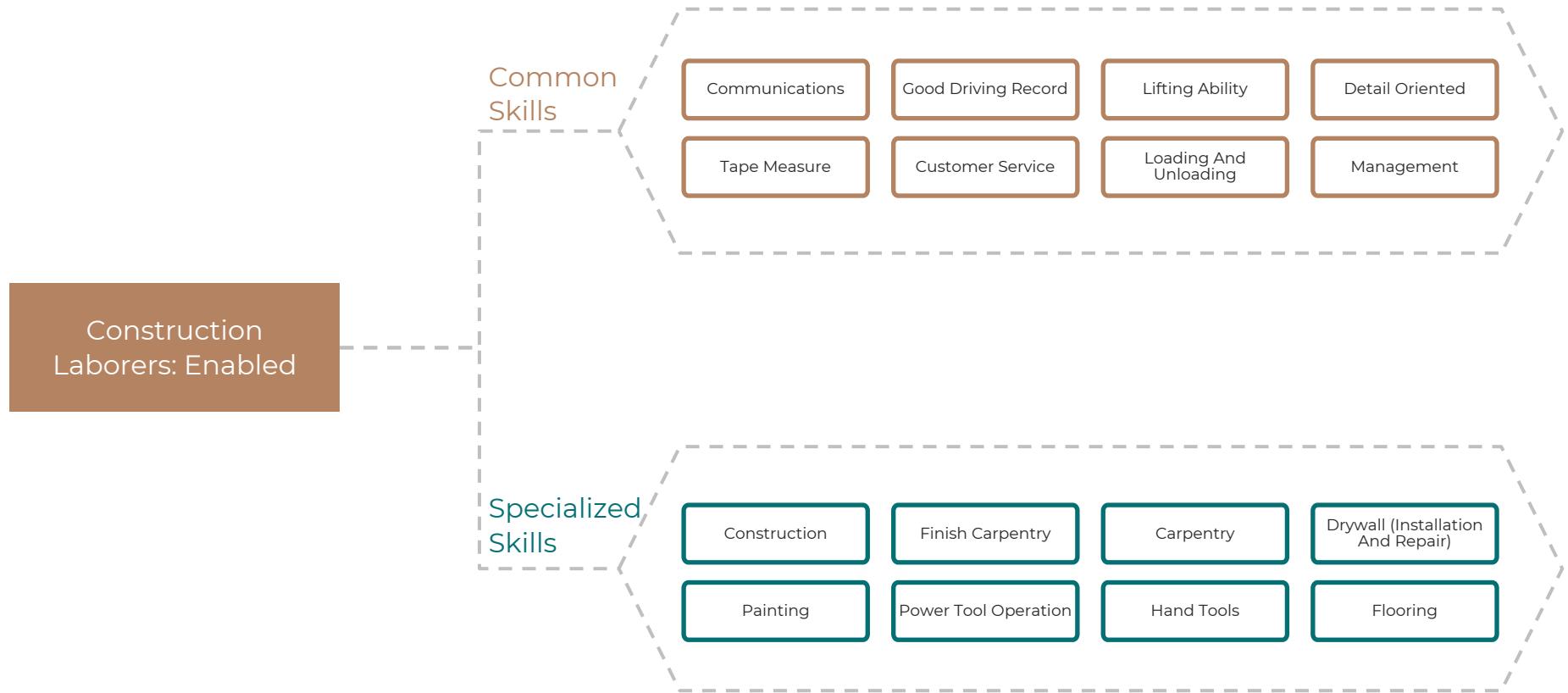
Certifications

- 10-Hour OSHA General Industry Card
- Commercial Drivers License (CDL)
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Boom Lift Certification

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Construction Laborers: Enabled



Construction Managers: Enabled

Role Overview

Role Description: Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, budgeting, and implementation.

Industry
Demands by
the Numbers

Job Openings

84

*As of July 2023

Est. Employment

2,543

Companies Hiring

299

Top Companies

CyberCoders*
Layton Construction
Kelley Construction Co.
Wood Partners
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: Bachelor's degree

Alternatives: High school or GED

Experience Levels 

Most Common: 5 years

Alternatives: 3 years

Average Time To Fill 

32 Days

Top Posting States 

California
Florida
Texas
Tennessee
North Carolina

Salary Range 

\$68,000 - \$106,000

Gender

Male: 88%
Female: 12%

Race

White: 90%
Other: 10%

Market-Optimized Titles and Certifications

Titles

- Superintendents
- Construction Superintendents
- Construction Project Managers
- Multifamily Superintendents
- Project Managers

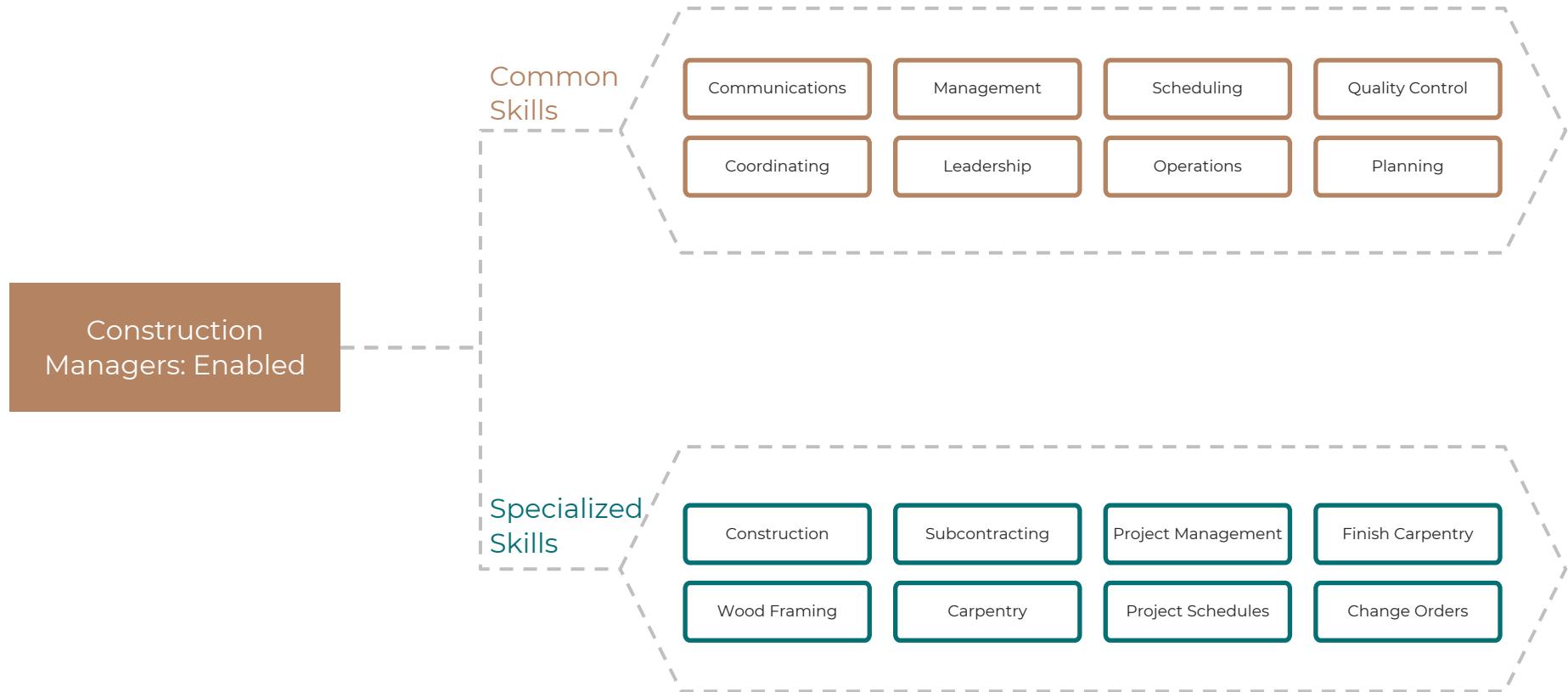
Certifications

- 30-Hour OSHA General Industry Card
- 10-Hour OSHA General Industry Card
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- OSHA Certification

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Construction Managers: Enabled



Supervisors of Mechanics, Installers, & Repairers: Enabled

Role Overview

Role Description: Directly supervise and coordinate the activities of mechanics, installers, and repairers. May also advise customers on recommended services.

Industry
Demands by
the Numbers

Job Openings

86

*As of July 2023

Est. Employment

3,865

Companies Hiring

114

Top Companies

Avenue5 Residential
Residential
Beacon Communities
Overland Contracting
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common:
High school or
GED

Alternatives:
Bachelor's degree

Experience Levels 

Most Common:
3 years

Alternatives:
2 years

Average Time To Fill 

33 Days

Top Posting States 

Washington
Texas
Oregon
California
Arizona

Salary Range 

\$53,000 - \$69,000

Gender

Male: 93%
Female: 7%

Race

White: 86%
Other: 14%

Market-Optimized Titles and Certifications

Titles

- Maintenance Supervisors
- Maintenance Directors
- Apartment Maintenance Supervisors
- Shop Foremen
- Installation Managers

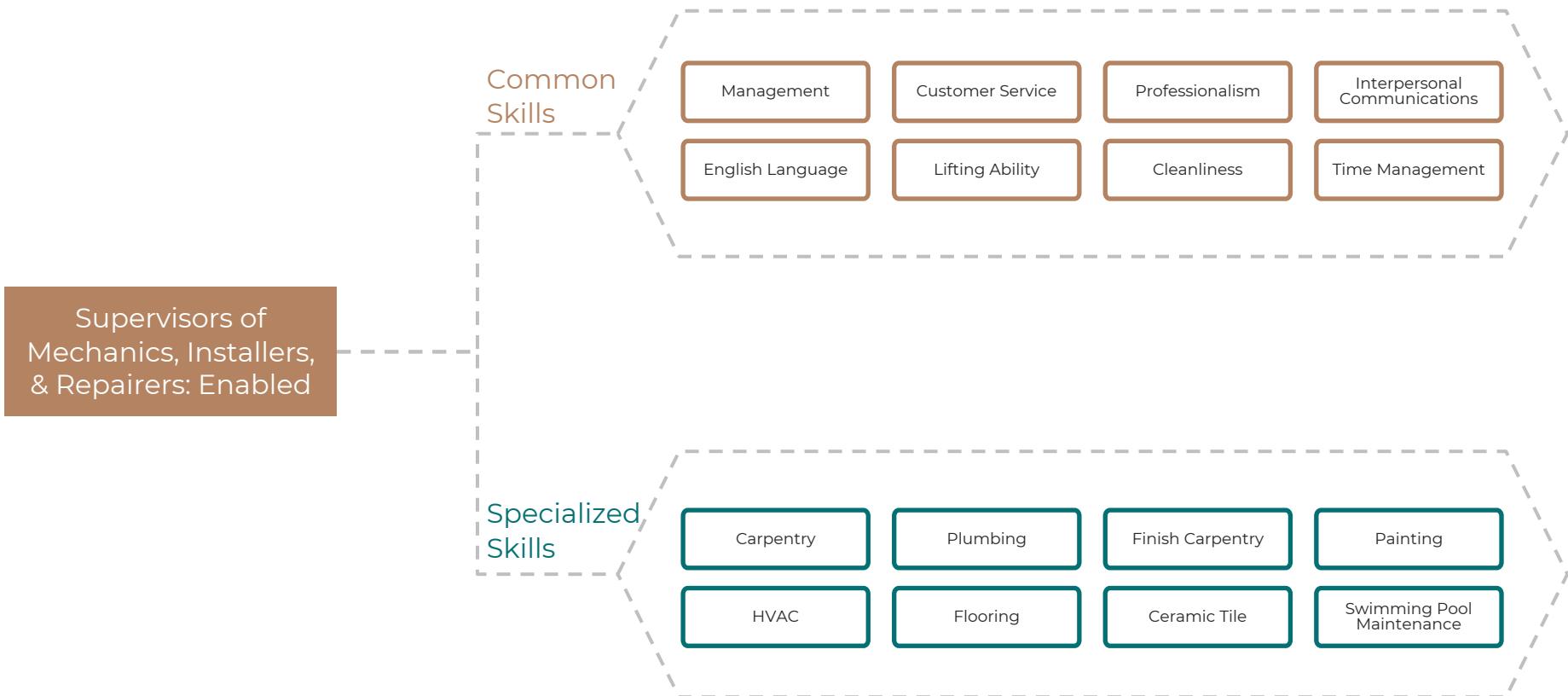
Certifications

- Certified Apartment Maintenance Technician
- HVAC Certification
- NCCER Concrete Construction
- NCCER Electrical
- NCCER Carpentry

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Supervisors of Mechanics, Installers, & Repairers: Enabled



Supervisors of Construction Trades & Extraction Workers: Enabled

Role Overview

Role Description: Directly supervise and coordinate activities of construction or extraction workers.

Industry Demands by the Numbers

Job Openings

52

*As of July 2023

Est. Employment

11,901

Companies Hiring

189

Top Companies

CyberCoders*
McShane Construction Company
Habitat for Humanity
Black & Veatch

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 5 years

Alternatives: 8 years

Average Time To Fill 

34 Days

Top Posting States 

California
Georgia
Florida
Arizona
Texas

Salary Range 

\$52,000 - \$85,000

Gender

Male: 95%
Female: 5%

Race

White: 90%
Other: 10%

Market-Optimized Titles and Certifications

Titles

- Multifamily Superintendents
- Construction Foremen
- Construction Crew Leaders
- Construction Superintendents
- Foremen

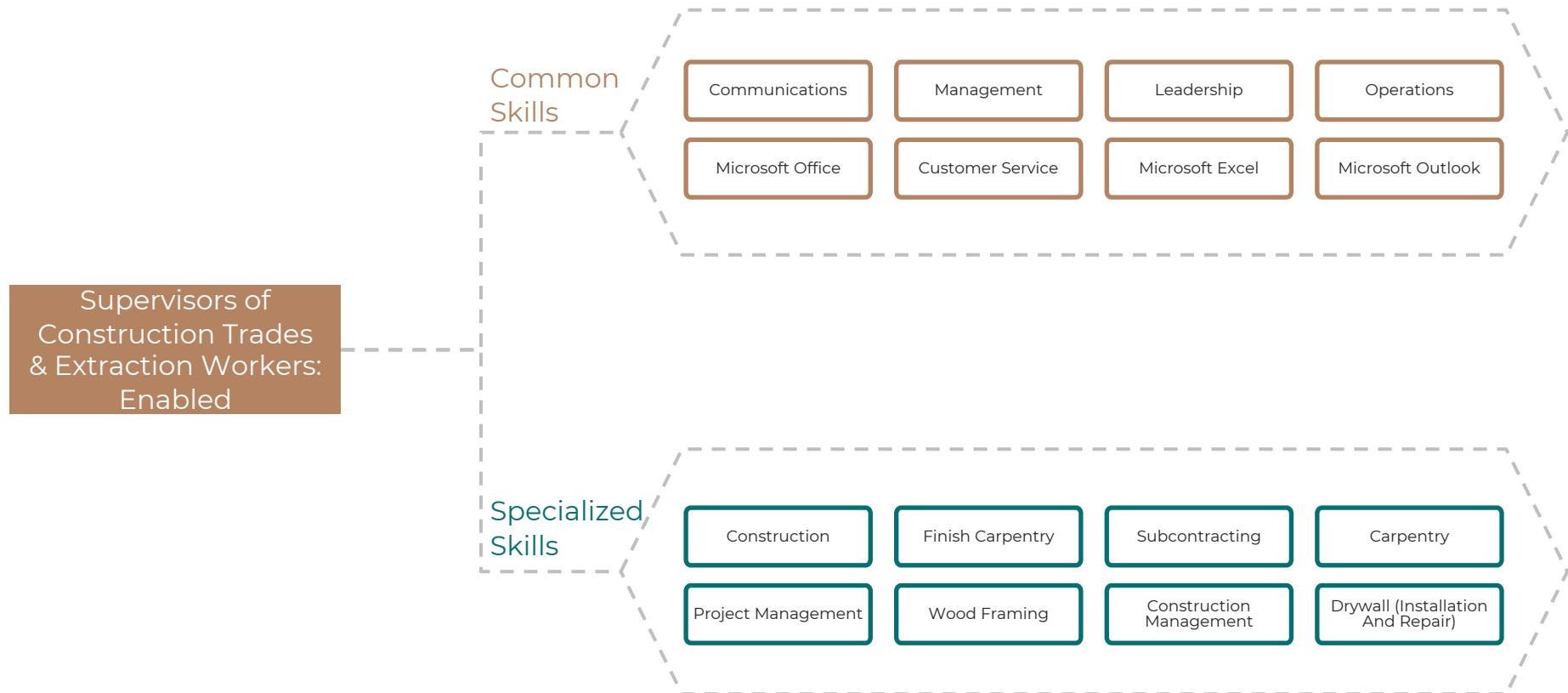
Certifications

- NCCER Concrete Construction
- NCCER Carpentry
- NCCER Electrical
- NCCER Solar Photovoltaics
- 30-Hour OSHA General Industry Card

*Occupation demographics are from current workers; all other data is from job postings.

All data is from 07-2022 through 07-2023.

Skill Profile: Supervisors of Construction Trades & Extraction Workers: Enabled



Production Workers: Enabled

Role Overview

Role Description: All other production workers.

Industry
Demands by
the Numbers

Job Openings

73

*As of July 2023

Est. Employment

2,667

Companies Hiring

264

Top Companies

Aerotek*
Closets By Design
Ipsen Us
Maintainer Corporation
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common:
High school or
GED

Alternatives:
Associate degree

Experience Levels 

Most Common:
1 years

Alternatives:
2 years

Average Time To Fill 

34 Days

Top Posting States 

Pennsylvania
Florida
Washington
California
Texas

Salary Range 

\$35,000 - \$46,000

Gender

Male: 66%
Female: 34%

Race

White: 68%
Other: 32%

Market-Optimized Titles and Certifications

Titles

- Machine Operators
- Production Workers
- Production Associates
- Fabrication Machine Operators
- Woodworkers

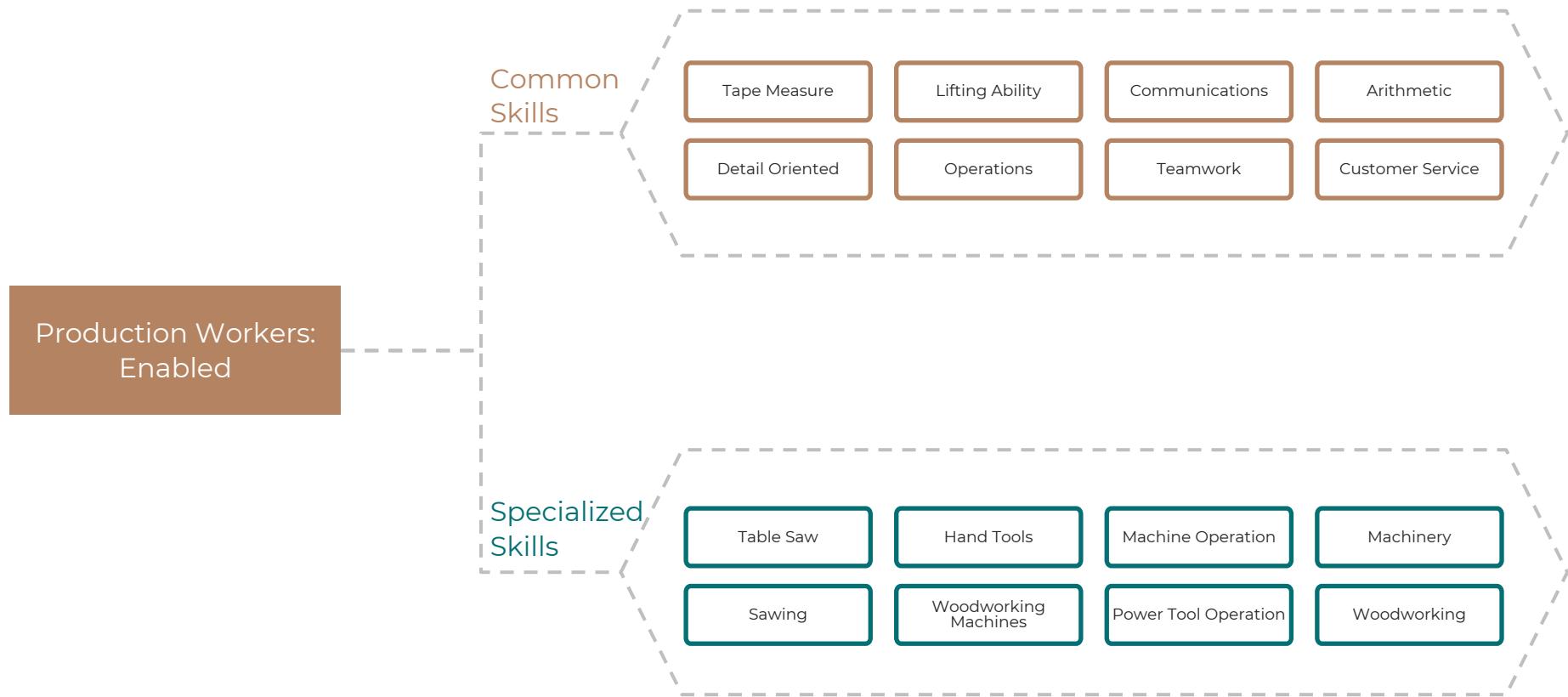
Certifications

- Forklift Certification
- OSHA Certification
- Commercial Drivers License (CDL)
- Chauffeur License
- Hazmat Endorsement

*Occupation demographics are from current workers; all other data is from job postings.

All data is from 07-2022 through 07-2023.

Skill Profile: Production Workers: Enabled



Laborers, Freight, Stock, & Material Movers: Enabled

Role Overview

Industry Demands by the Numbers

Job Openings

91

*As of July 2023

Est. Employment

21,929

Companies Hiring

164

Top Companies

Colorful Concepts Painting And Custom Finishing
Empire Today Closets By Design
Construction Specialties

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Master's degree

Experience Levels 

Most Common: 1 years

Alternatives: 2 years

Average Time To Fill 

33 Days

Top Posting States 

Minnesota
Texas
California
Ohio
Florida

Salary Range 

\$33,000 - \$40,000

Gender

Male: 76%
Female: 24%

Race

White: 67%
Other: 33%

Market-Optimized Titles and Certifications

Titles

- General Laborers
- Warehouse Associates
- Material Handlers
- Building Materials Associates
- Warehouse Workers

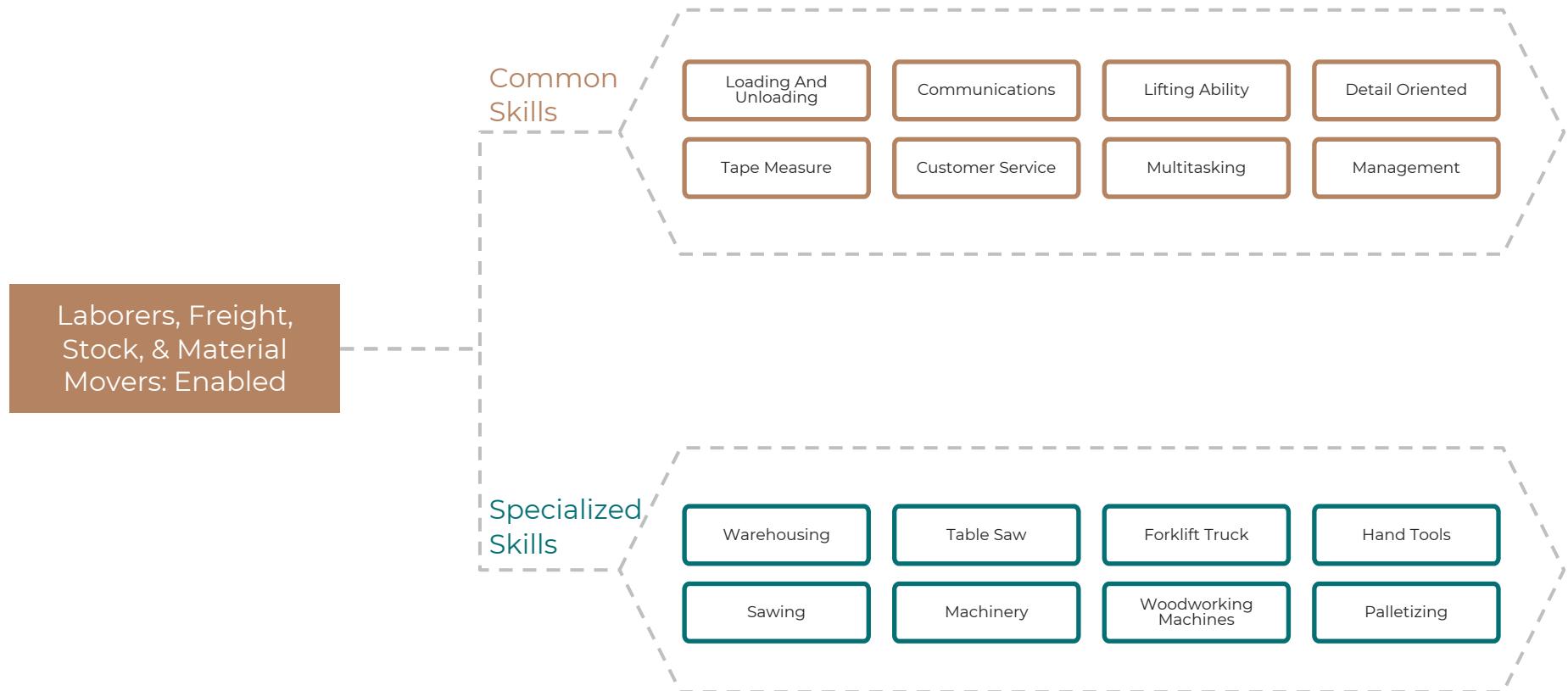
Certifications

- Forklift Certification
- CDL Class C License
- 10-Hour OSHA General Industry Card
- 10-Hour OSHA Construction Card
- First Aid Certification

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Laborers, Freight, Stock, & Material Movers: Enabled



HVAC, Refrigeration Mechanics & Installers: Enabled

Role Overview

Industry Demands by the Numbers

Job Openings

76

*As of July 2023

Est. Employment

1,968

Companies Hiring

82

Top Companies

Mobile Mini
Aerotek*

Middleburg Management
Avenue5 Residential

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Associate degree

Experience Levels 

Most Common: 1 years

Alternatives: 3 years

Average Time To Fill 

34 Days

Top Posting States 

Texas
California
Florida
Maryland
New York

Salary Range 

\$45,000 - \$50,000

Gender

Male: 98%
Female: 2%

Race

White: 87%
Other: 13%

Market-Optimized Titles and Certifications

Titles

- Service Technicians
- HVAC Technicians
- Renovation Technicians
- Construction Technicians
- Handymen

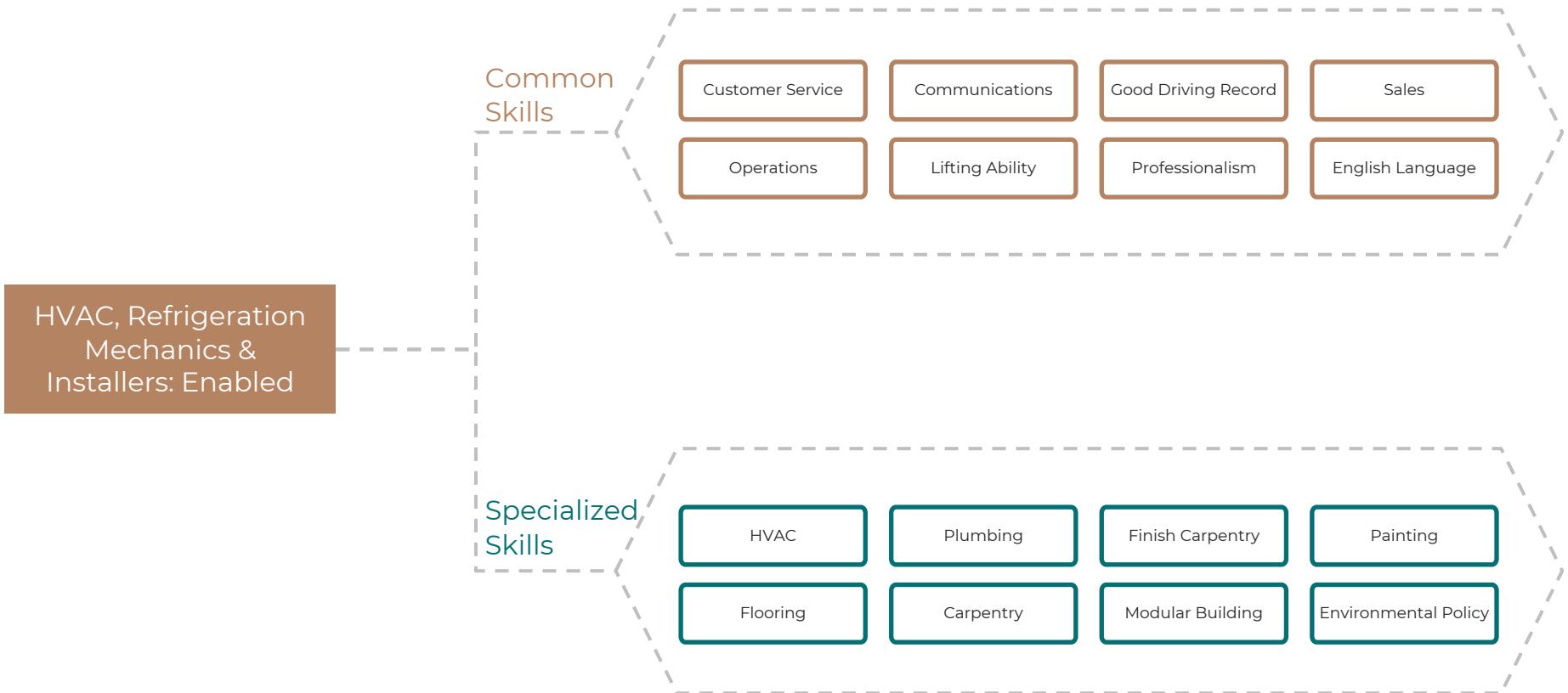
Certifications

- Contractor License
- CDL Class B License
- NCCER Reinforcing Ironwork
- NCCER Carpentry
- NCCER Scaffolding

*Occupation demographics are from current workers; all other data is from job postings.

All data is from 07-2022 through 07-2023.

Skill Profile: HVAC, Refrigeration Mechanics & Installers: Enabled



Miscellaneous Assemblers & Fabricators: Enabled

Role Overview

Role Description: All other assemblers and fabricators.

Industry Demands by the Numbers

Job Openings

47

*As of July 2023

Est. Employment

16,325

Companies Hiring

206

Top Companies

Aerotek*
Ipsen Us
Randstad*

Prolec-GE Waukesha
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Associate degree

Experience Levels 

Most Common: 1 years

Alternatives: 2 years

Average Time To Fill 

35 Days

Top Posting States 

Pennsylvania
California
Texas
Florida
Wisconsin

Salary Range 

\$34,000 - \$46,000

Gender

Male: 60%
Female: 40%

Race

White: 69%
Other: 31%

Market-Optimized Titles and Certifications

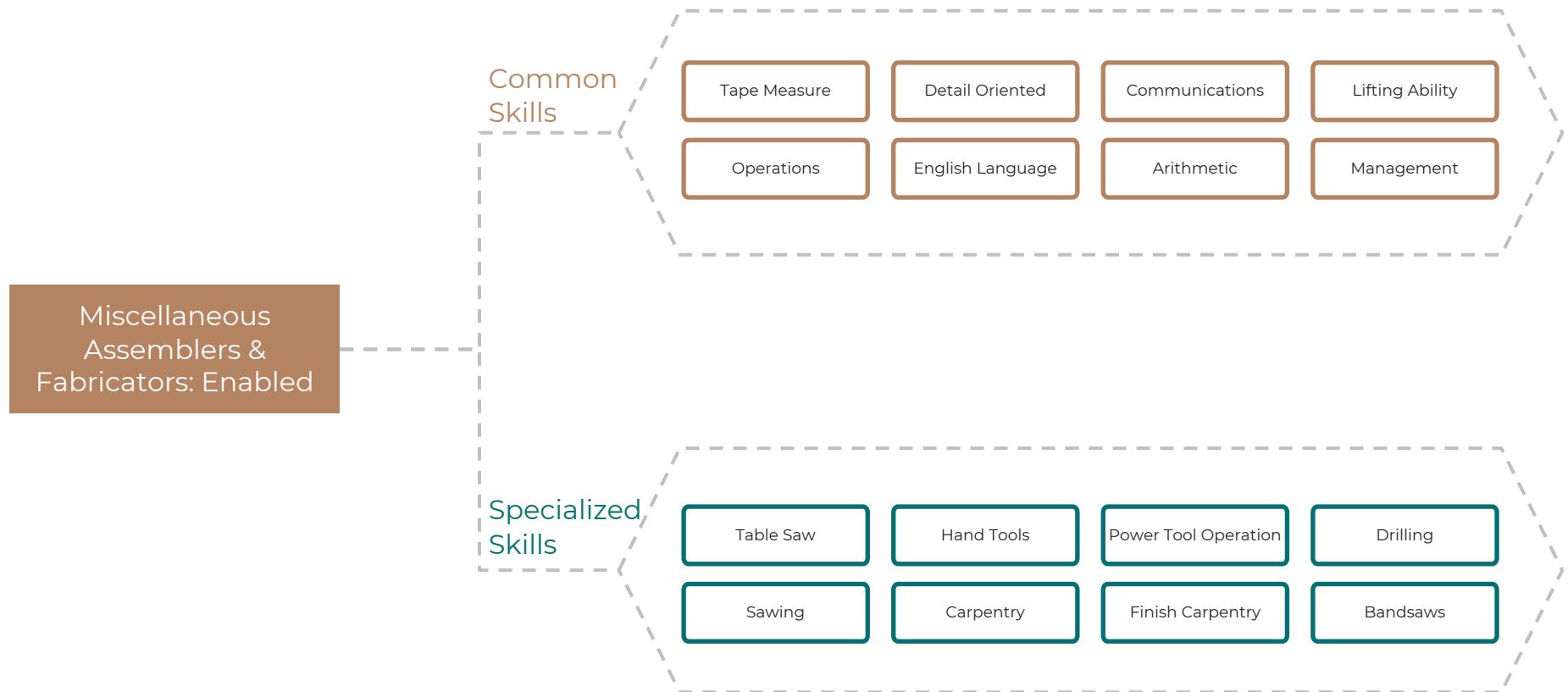
Titles

- Fabricators
 - Assemblers
 - Plumbing Installers
 - Crate Builders
 - Woodworkers
- Certifications
- Forklift Certification
 - 10-Hour OSHA General Industry Card
 - Transportation Worker Identification Credential (TWIC) Card
 - Secret Clearance
 - Immunization Certification

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Miscellaneous Assemblers & Fabricators: Enabled



Automotive Service Technicians & Mechanics: Enabled

Role Overview

Role Description: Diagnose, adjust, repair, or overhaul automotive vehicles or modular trailers.

Industry Demands by the Numbers

Job Openings

8

*As of July 2023

Est. Employment

673

Companies Hiring

67

Top Companies

Mobile Mini
Cirque Du Soleil
Steinhafels
Pella Corporation

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Associate degree

Experience Levels 

Most Common: 2 years

Alternatives: 1 years

Average Time To Fill 

31 Days

Top Posting States 

Massachusetts
California
Pennsylvania
Florida
New York

Salary Range 

\$47,000 - \$47,000

Gender

Male: 98%
Female: 2%

Race

White: 84%
Other: 16%

Market-Optimized Titles and Certifications

Titles

- Service Truck Technicians
- Shop Technicians
- Service Technicians
- Furniture Service Technicians
- Tradesmen

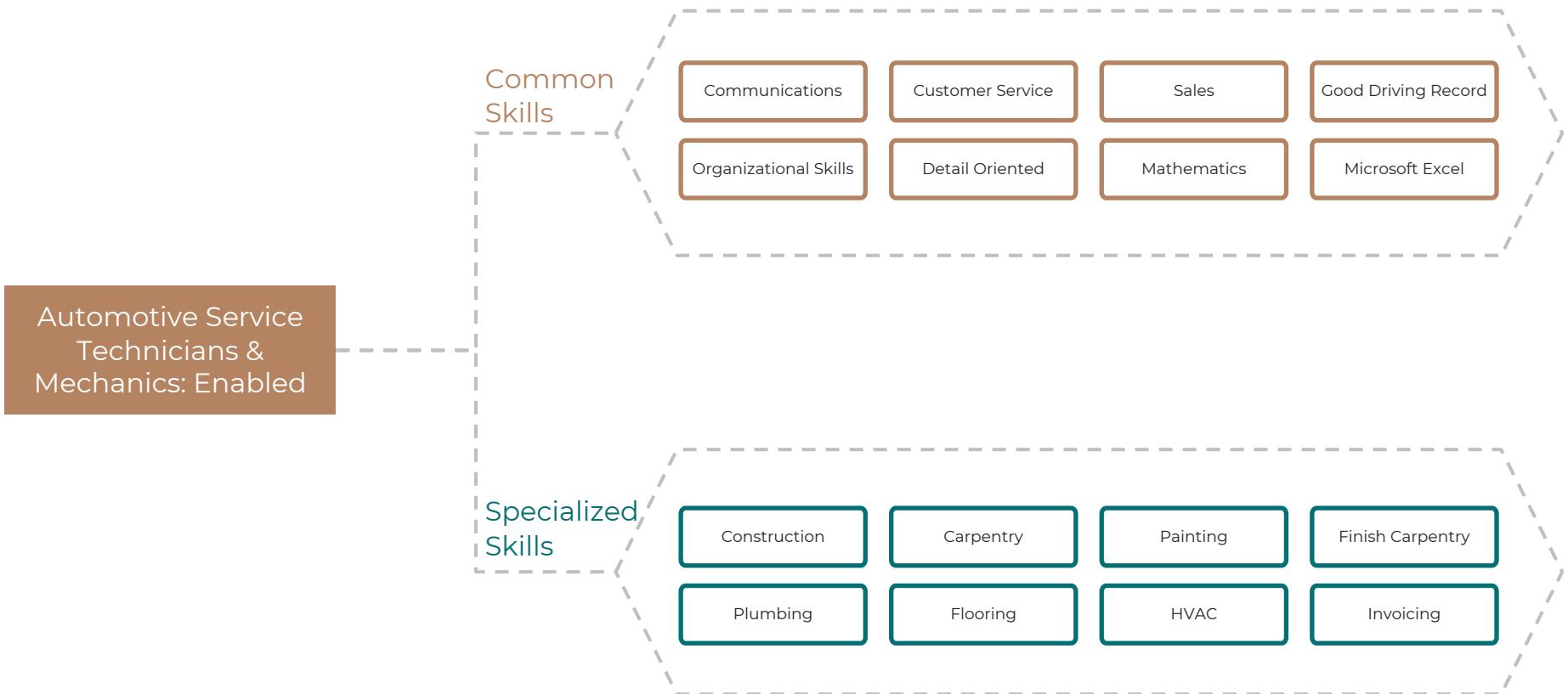
Certifications

- 10-Hour OSHA General Industry Card
- Commercial Drivers License (CDL)

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Automotive Service Technicians & Mechanics: Enabled



A photograph of a man with dark hair and a beard, wearing a bright orange polo shirt and yellow ear defenders. He is leaning over, focused on a task, likely working with wood in a factory setting. In the background, there are stacks of wooden planks and industrial equipment.

Enabling Occupations

Non-wood roles, working at a wood centric company

Wholesale & Manufacturing Sales Representatives: Enabling Role Overview

Role Description: Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.

Industry Demands by the Numbers

Job Openings

446

*As of July 2023

Est. Employment

5,724

Companies Hiring

435

Top Companies

Builders FirstSource
Andersen Windows
La-Z-Boy
Würth Baer Supply Company
*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
Bachelor's degree

Alternatives:
High school or
GED

Experience Levels



Most Common:
0 years

Alternatives:
2 years

Average Time To Fill



33 Days

Top Posting States



California
Florida
Indiana
Texas
Ohio

Salary Range



\$45,000 - \$150,000

Gender

Male: 73%
Female: 27%

Race

White: 88%
Other: 12%

Market-Optimized Titles and Certifications

Titles

- Outside Sales Representatives
- Inside Sales Representatives
- Sales Representatives
- Sales Consultants
- Outside Sales Consultants

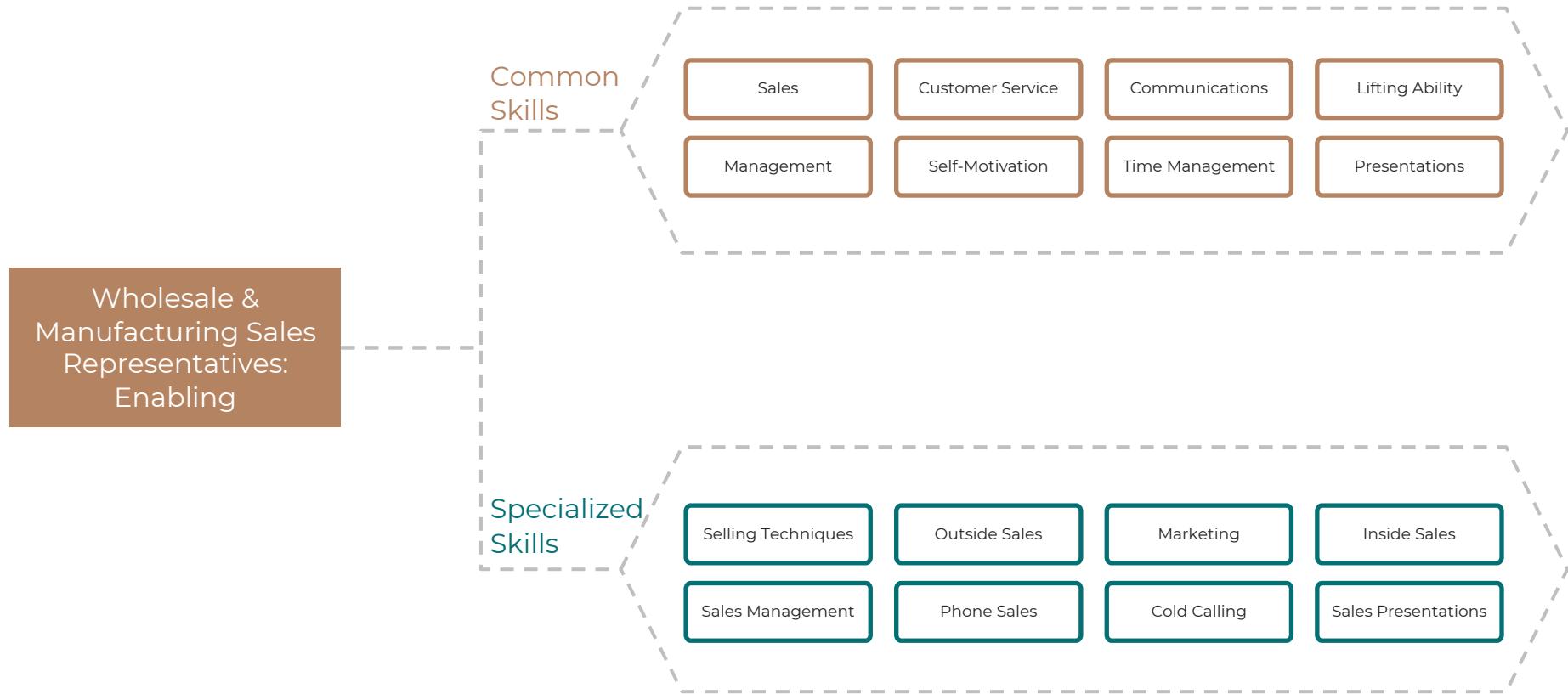
Certifications

- Certified Healthcare Emergency Professional
- Forklift Certification
- Life And Health Insurance License
- Master Of Business Administration (MBA)
- Certified Power Quality Professional

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Wholesale & Manufacturing Sales Representatives: Enabling



Laborers, Freight, Stock, & Material Movers: Enabling Role Overview

Role Description: Manually move freight, stock, luggage, or other materials, or perform other general labor.

Industry Demands by the Numbers

Job Openings

356

*As of July 2023

Est. Employment

21,929

Companies Hiring

549

Top Companies

Builders FirstSource
48forty Solutions
Andersen Windows
Ply Gem
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 1 years

Alternatives: 2 years

Average Time To Fill 

32 Days

Top Posting States 

California
Texas
Florida
North Carolina
Georgia

Salary Range 

\$33,000 - \$41,000

Gender

Male: 76%
Female: 24%

Race

White: 67%
Other: 33%

Market-Optimized Titles and Certifications

Titles

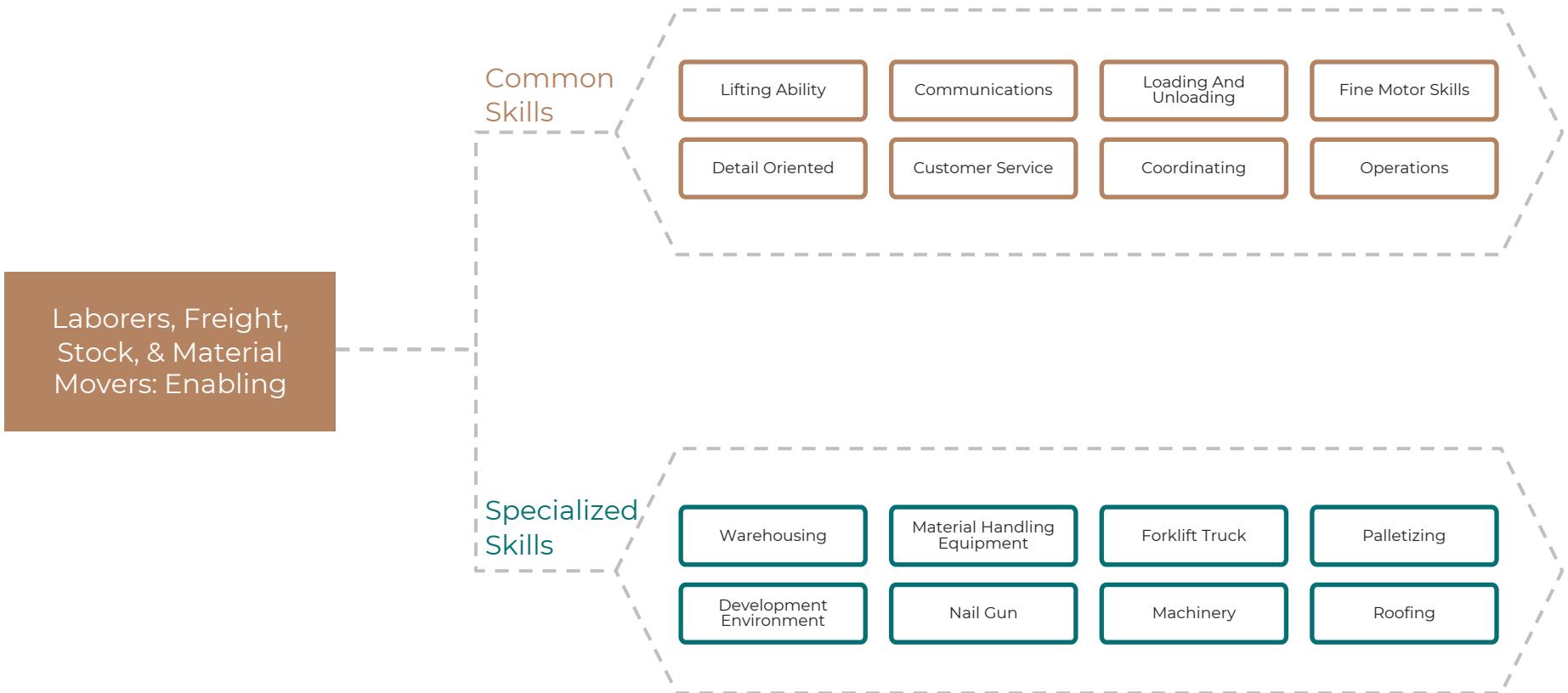
- Material Handlers
- Forklift Certification
- Warehouse Associates
- Certified Healthcare Emergency Professional
- Warehouse Laborers
- Commercial Drivers License (CDL)
- General Laborers
- OSHA Certification
- Warehouse Workers
- CDL Class A License

Certifications

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Laborers, Freight, Stock, & Material Movers: Enabling



Production Workers: Enabling Role Overview

Role Description: All other production workers.

Industry Demands by the Numbers

Job Openings

326

*As of July 2023

Est. Employment

2,667

Companies Hiring

484

Top Companies

Builders FirstSource
Ply Gem
Jeld-Wen
Masonite
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 1 years

Alternatives: 2 years

Average Time To Fill 

34 Days

Top Posting States 

North Carolina
Texas
California
Ohio
Florida

Salary Range 

\$34,000 - \$42,000

Gender

Male: 66%
Female: 34%

Race

White: 68%
Other: 32%

Market-Optimized Titles and Certifications

Titles

- Machine Operators
- Production Associates
- Production Workers
- Production Team Members
- Manufacturing Associates

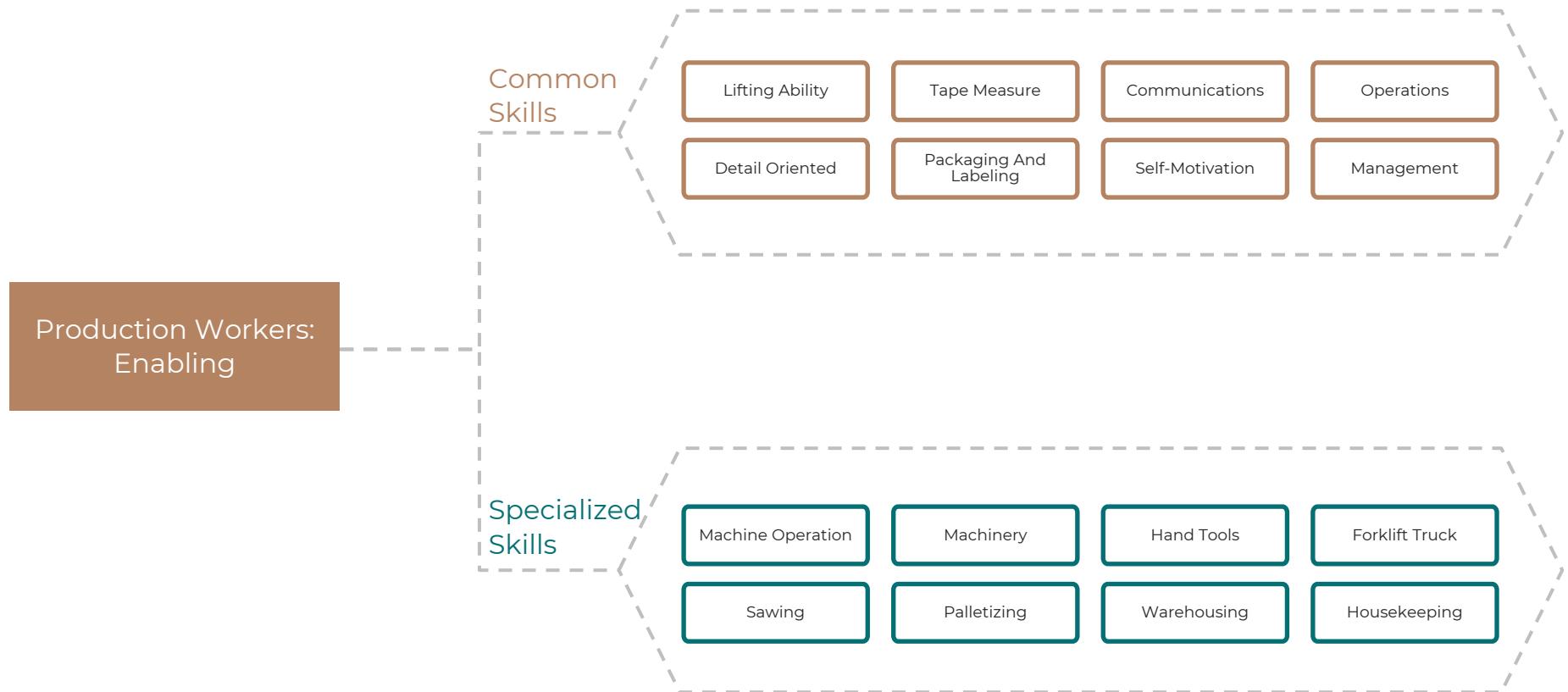
Certifications

- Forklift Certification
- Commercial Drivers License (CDL)
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Certified Safety Professional

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Production Workers: Enabling



Heavy & Tractor-Trailer Truck Drivers: Enabling Role Overview

Role Description: Drive a tractor-trailer combination or a truck with a capacity of at least 26,001 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial drivers' license.

Industry Demands by the Numbers

Job Openings

341

*As of July 2023

Est. Employment

9,354

Companies Hiring

199

Top Companies

Builders FirstSource
Ply Gem
48forty Solutions
Lti (Logic Technology Inc.)
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 2 years

Alternatives: 1 years

Average Time To Fill 

33 Days

Top Posting States 

Florida
North Carolina
Texas
California
Georgia

Salary Range 

\$44,000 - \$60,000

Gender

Male: 94%
Female: 6%

Race

White: 77%
Other: 23%

Market-Optimized Titles and Certifications

Titles

- CDL-A Truck Drivers
- CDL-B Truck Drivers
- Non-CDL Student Drivers
- Local CDL-A Truck Drivers
- Drivers

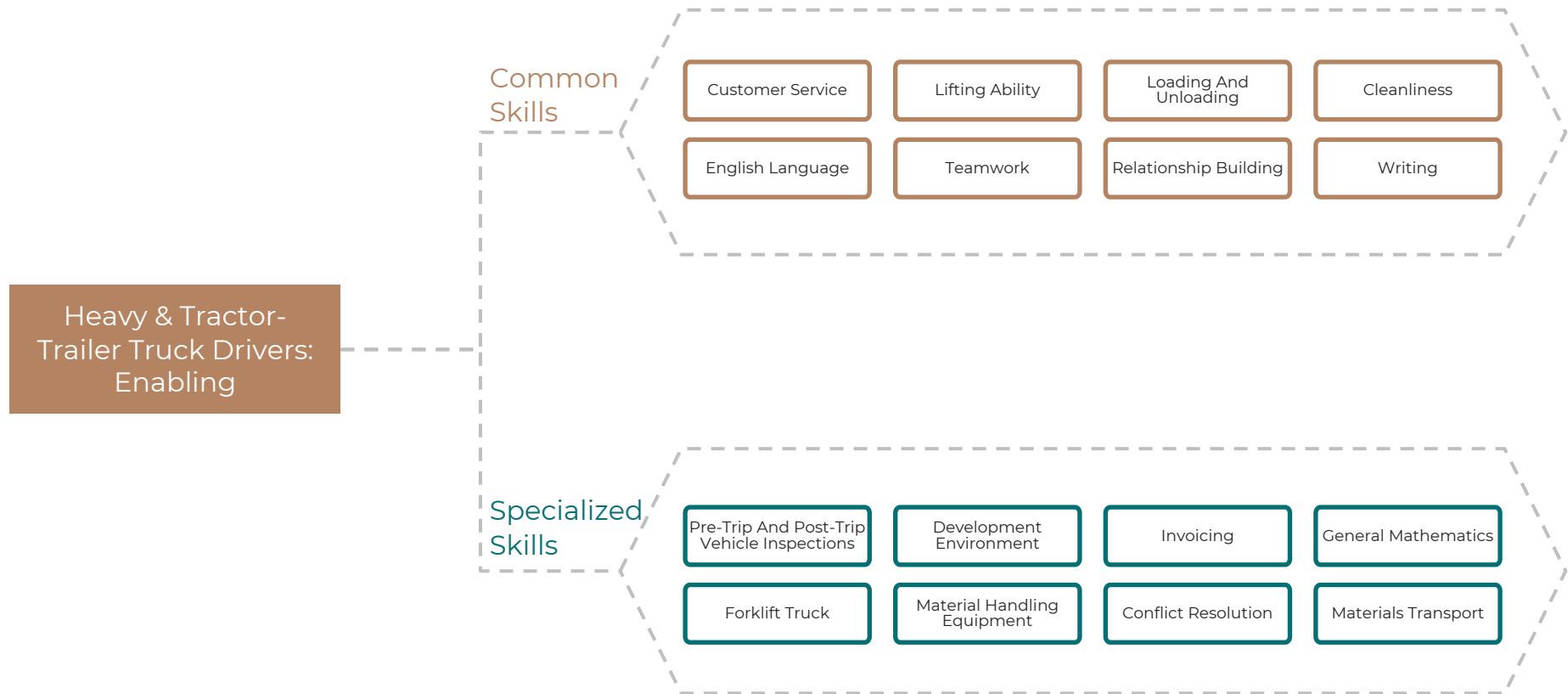
Certifications

- Commercial Drivers License (CDL)
- CDL Class A License
- Forklift Certification
- CDL Class B License
- Doubles Endorsement

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Heavy & Tractor-Trailer Truck Drivers: Enabling



Maintenance & Repair Workers: Enabling

Role Overview

Role Description: Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of a building in repair. Duties may involve pipe fitting; HVAC maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.

Industry Demands by the Numbers

Job Openings

175

*As of July 2023

Est. Employment

13,747

Companies Hiring

272

Top Companies

HNI
Andersen Windows
California Closets
Raymond West
*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
High school or
GED

Alternatives:
Associate degree

Experience Levels



Most Common:
2 years

Alternatives:
4 years

Average Time To Fill



33 Days

Top Posting States



Iowa
California
Texas
Florida
Indiana

Salary Range



\$44,000 - \$67,000

Gender

Male: 96%
Female: 4%

Race

White: 78%
Other: 22%

Market-Optimized Titles and Certifications

Titles

- Field Service Technicians
- Maintenance Technicians
- Service Technicians
- Benefits Technicians
- Installation Technicians

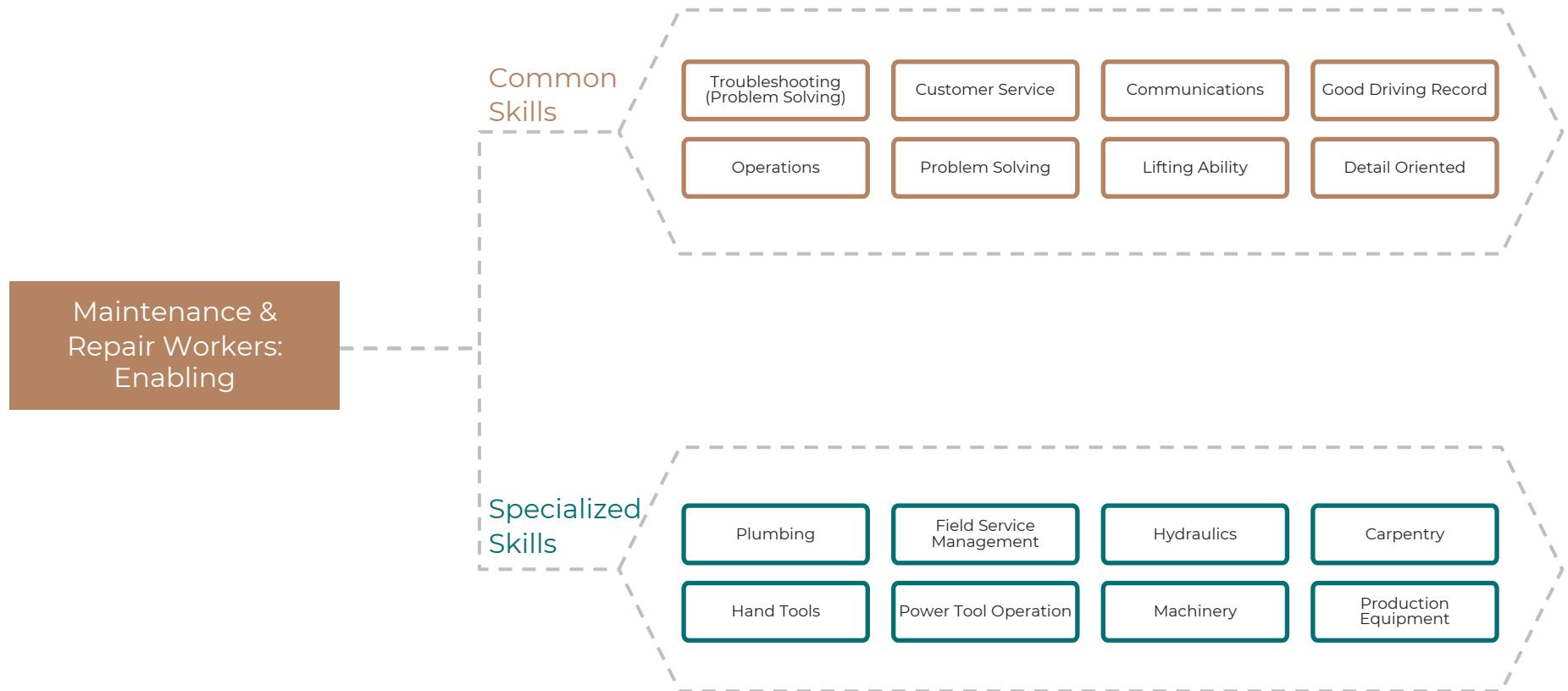
Certifications

- CDL Class A License
- HVAC Certification
- Forklift Certification
- Certified Healthcare Emergency Professional
- CDL Class C License

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Maintenance & Repair Workers: Enabling



Retail Salespersons: Enabling Role Overview

Role Description: Sell merchandise, such as furniture, to consumers.

Industry Demands by the Numbers

Job Openings

163

*As of July 2023

Est. Employment

4,753

Companies Hiring

171

Top Companies

La-Z-Boy
California Closets
Builders FirstSource
Andersen Windows
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 1 years

Alternatives: 2 years

Average Time To Fill 

34 Days

Top Posting States 

California
Texas
Ohio
Pennsylvania
Florida

Salary Range 

\$36,000 - \$62,000

Gender

Male: 46%
Female: 54%

Race

White: 78%
Other: 22%

Market-Optimized Titles and Certifications

Titles

- Sales Associates
- Sales/Design Consultants
- Sales and Design Consultants
- Retail Sales Associates
- Furniture Sales Associates

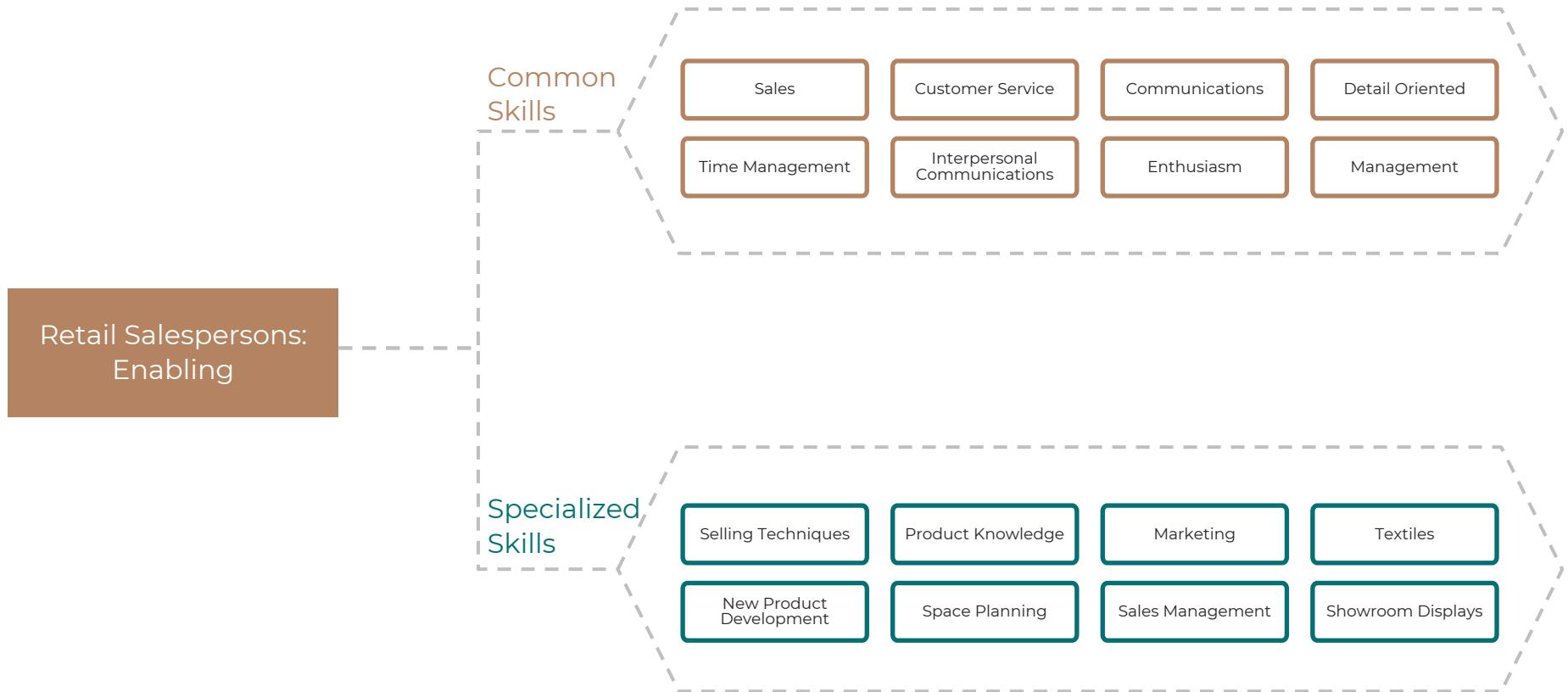
Certifications

- Chauffeur License
- Forklift Certification
- Project Management Professional Certification
- First Aid Certification
- CDL Class C License

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Retail Salespersons: Enabling



Customer Service Representatives: Enabling

Role Overview

Role Description: Interact with customers to provide basic or scripted information in response to routine inquiries about products and services. May handle and resolve general complaints.

Industry Demands by the Numbers

Job Openings

118

*As of July 2023

Est. Employment

4,735

Companies Hiring

322

Top Companies

Andersen Windows
Builders FirstSource
La-Z-Boy

Armstrong World Industries
*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
High school or
GED

Alternatives:
Bachelor's degree

Experience Levels



Most Common:
1 years

Alternatives:
2 years

Average Time To Fill



32 Days

Top Posting States



California
Florida
Texas
North Carolina
Ohio

Salary Range



\$35,000 - \$46,000

Gender

Male: 30%
Female: 70%

Race

White: 71%
Other: 29%

Market-Optimized Titles and Certifications

Titles

- Customer Service Representatives
- Field Service Representatives
- Customer Service Associates
- Service Coordinators
- Customer Service Specialists

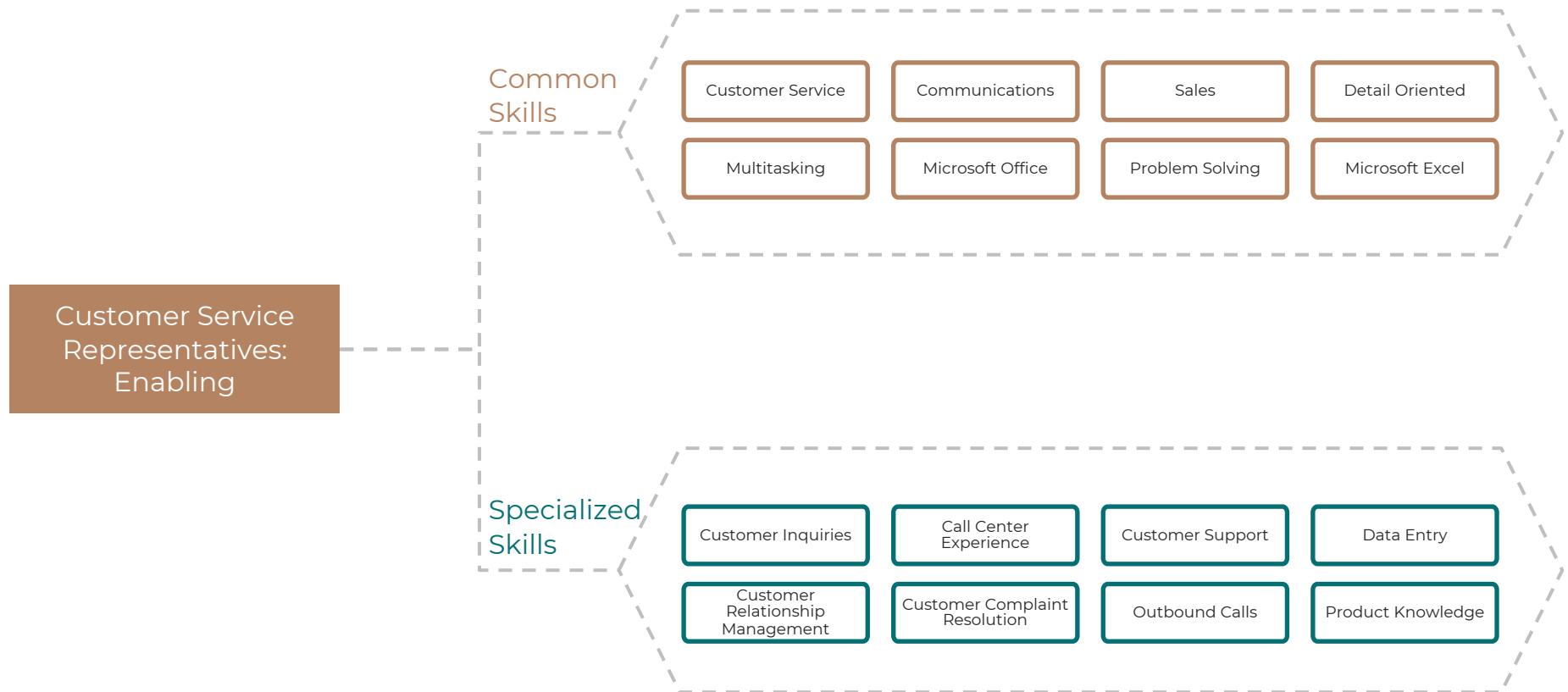
Certifications

- OSHA Certification
- Certified Healthcare Emergency Professional
- FINRA Series 99 (Operations Professional)
- Certified Medical Assistant (CMA)
- Certified Financial Planner

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Customer Service Representatives: Enabling



Industrial Engineering Technologists & Technicians: Enabling Role Overview

Role Description: Apply engineering theory and principles to problems of industrial layout or manufacturing production, usually under the direction of engineering staff. May perform time and motion studies on worker operations in a variety of industries for purposes such as establishing standard production rates or improving efficiency.

Industry Demands by the Numbers

Job Openings

152

*As of July 2023

Est. Employment

377

Companies Hiring

216

Top Companies

West Fraser Timber
Ply Gem
Builders FirstSource
HNI

*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
High school or
GED

Alternatives:
Associate degree

Experience Levels



Most Common:
2 years

Alternatives:
3 years

Average Time To Fill



34 Days

Top Posting States



Texas
Alabama
Georgia
Indiana
South Carolina

Salary Range



\$44,000 - \$62,000

Gender

Male: 79%
Female: 21%

Race

White: 78%
Other: 22%

Market-Optimized Titles and Certifications

Titles

- Maintenance Technicians
- Industrial Maintenance Technicians
- Production Technicians
- Commercial Door Installers
- Maintenance Engineers

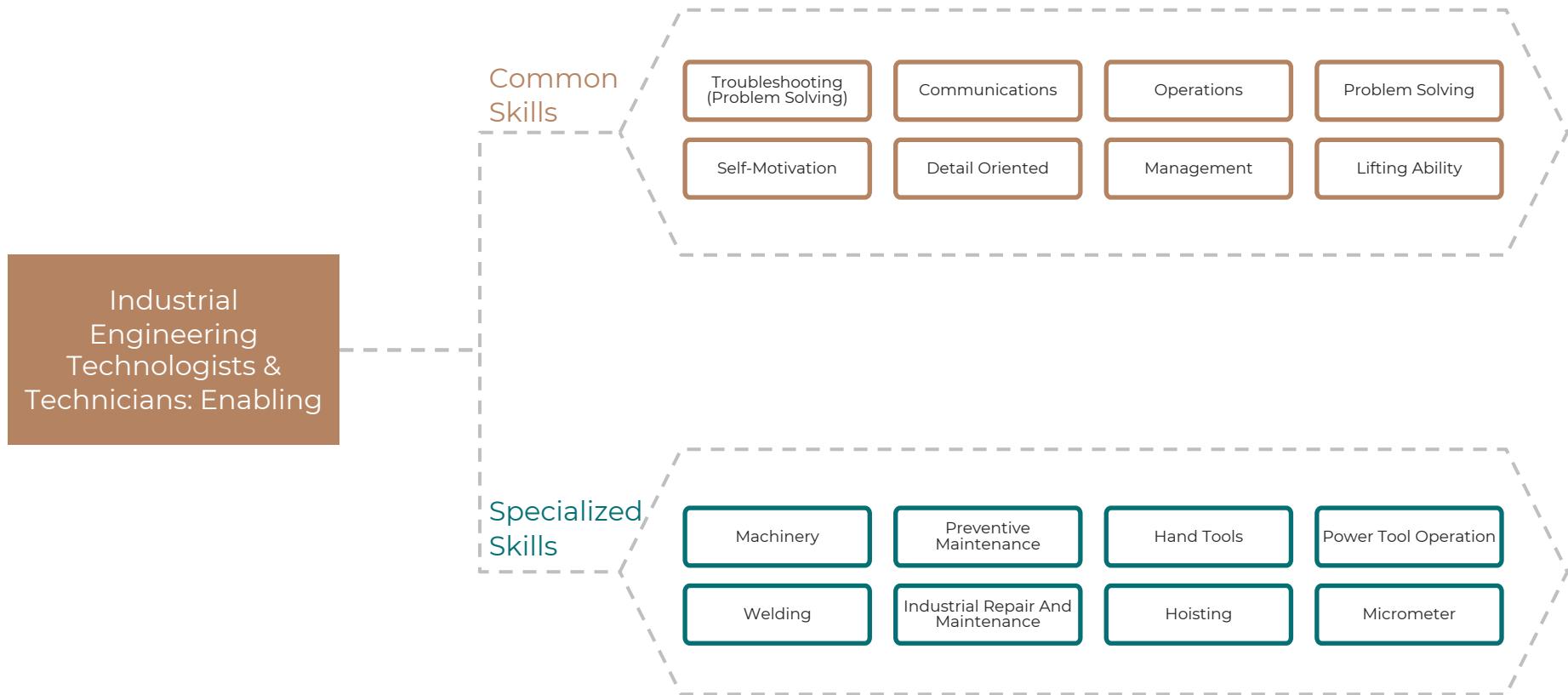
Certifications

- Certified Healthcare Emergency Professional
- Forklift Certification
- J Journeyman Electrician
- Commercial Drivers License (CDL)
- 10-Hour OSHA General Industry Card

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Industrial Engineering Technologists & Technicians: Enabling



Industrial Truck & Tractor Operators: Enabling

Role Overview

Role Description: Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location.

Industry Demands by the Numbers

Job Openings

98

*As of July 2023

Est. Employment

9,250

Companies Hiring

200

Top Companies

48forty Solutions
West Fraser Timber
Masonite
HNI

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 1 years

Alternatives: 2 years

Average Time To Fill 

33 Days

Top Posting States 

Texas
California
Georgia
North Carolina
Alabama

Salary Range 

\$35,000 - \$44,000

Gender

Male: 89%
Female: 11%

Race

White: 65%
Other: 35%

Market-Optimized Titles and Certifications

Titles

- Forklift Operators
- Forklift Drivers
- Yard Jockeys
- Load Builders
- Lift Operators

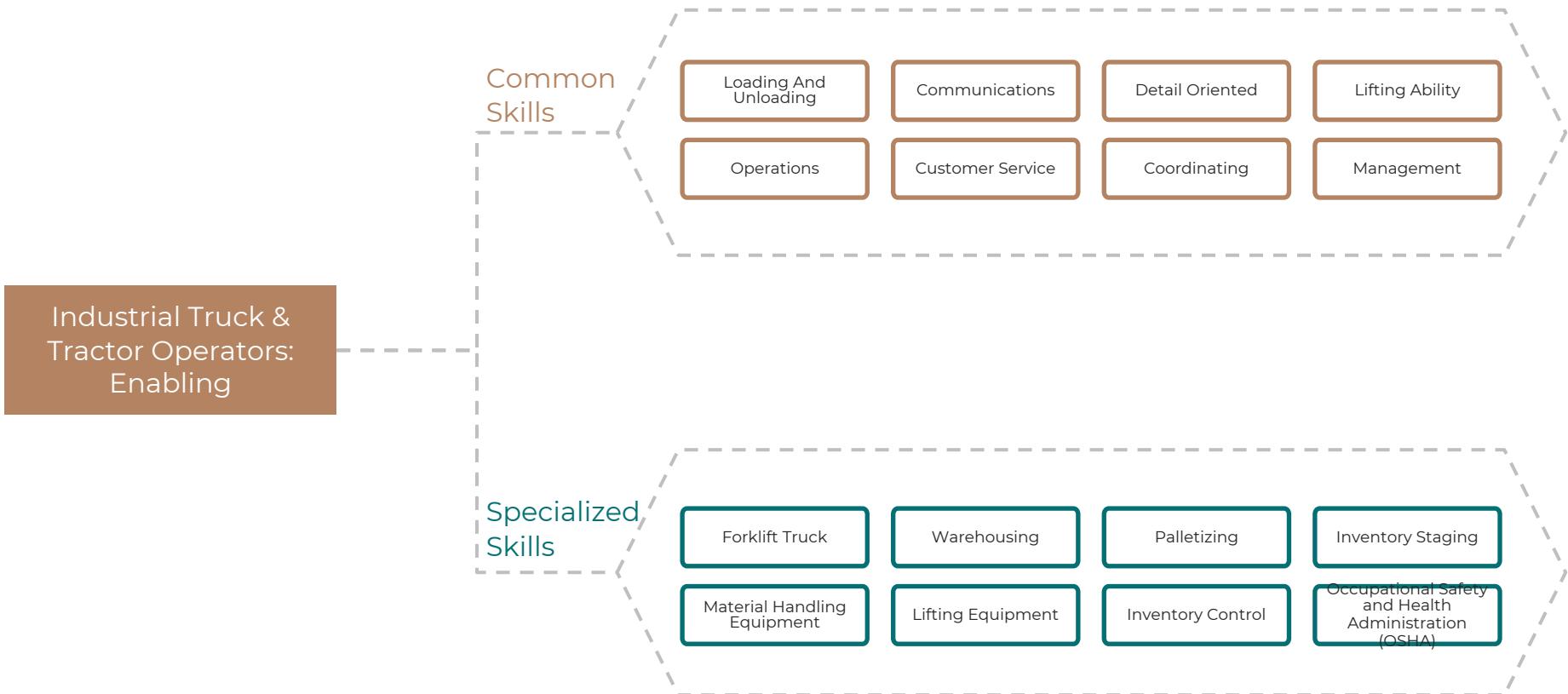
Certifications

- Forklift Certification
- Certified Healthcare Emergency Professional
- CDL Class A License
- OSHA Certification
- Commercial Drivers License (CDL)

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Industrial Truck & Tractor Operators: Enabling



Managers: Enabling Role Overview

Role Description: All other managers.

Industry
Demands by
the Numbers

Job Openings

121

*As of July 2023

Est. Employment

943

Companies Hiring

247

Top Companies

Legends
Andersen Windows
West Fraser Timber
HNI
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common:
Bachelor's degree

Alternatives:
High school or
GED

Experience Levels 

Most Common:
5 years

Alternatives:
3 years

Average Time To Fill 

33 Days

Top Posting States 

California
Texas
North Carolina
Florida
Illinois

Salary Range 

\$58,000 - \$90,000

Gender

Male: 59%
Female: 41%

Race

White: 76%
Other: 24%

Market-Optimized Titles and Certifications

Titles

- Project Coordinators
- Ergonomics Engineers
- Canvassing Managers
- Continuous Improvement Managers
- Sawmill Supervisors

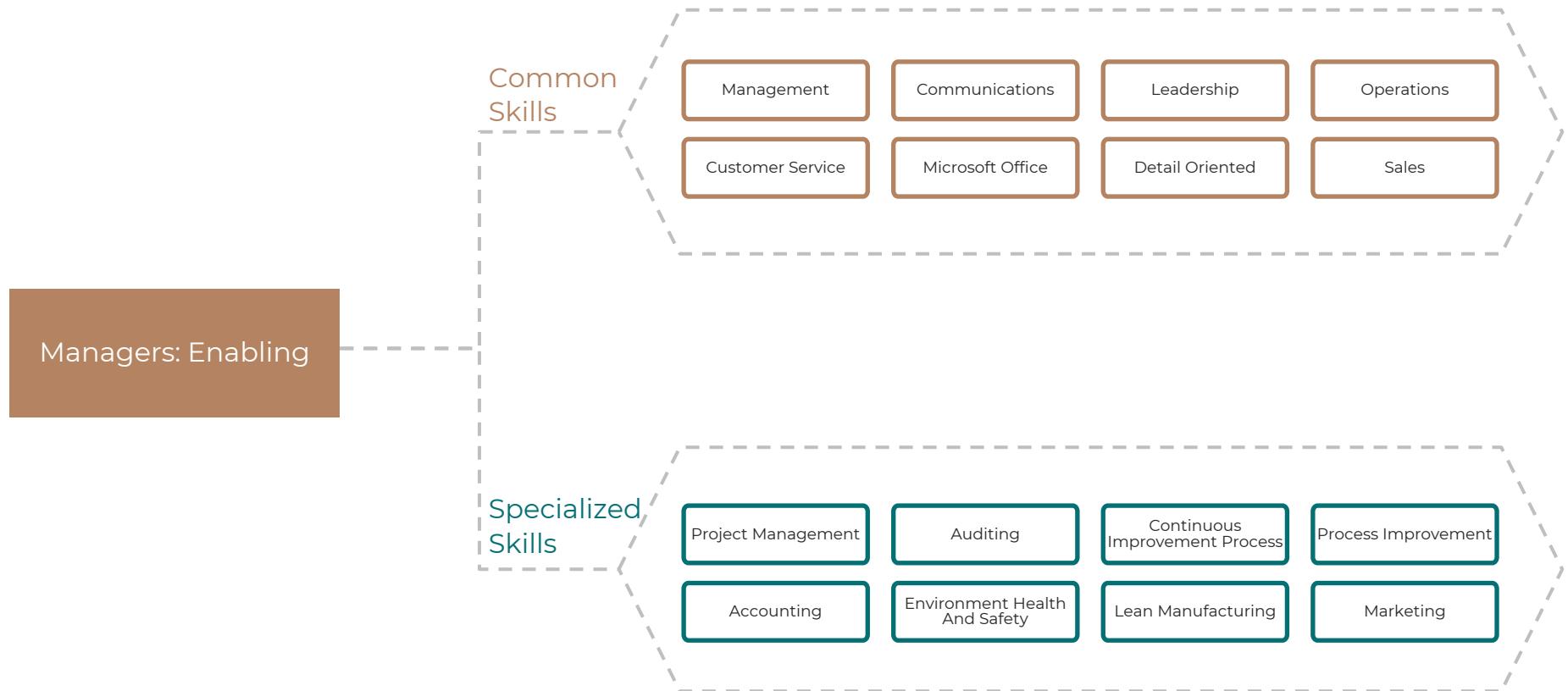
Certifications

- Certified Safety Professional
- Certified Industrial Hygienist (CIH)
- Certified Healthcare Emergency Professional
- Six Sigma Black Belt
- Lean Certification

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Managers: Enabling



Metal Occupations

Top occupations in the metal industry

Laborers, Freight, Stock, & Material Movers: Metal

Role Overview

Role Description: Manually move freight, stock, luggage, or other materials, or perform other general labor.

Industry Demands by the Numbers

Job Openings

894

*As of July 2023

Est. Employment

45,850

Companies Hiring

1,613

Top Companies

Contech Engineered Solutions
Eastern Metal Supply
Reliable Automatic Sprinkler
Valmont Industries

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Bachelor's degree

Experience Levels 

Most Common: 1 years

Alternatives: 0 years

Average Time To Fill 

33 Days

Top Posting States 

Texas
Ohio
California
Wisconsin
Michigan

Salary Range 

\$33,000 - \$41,000

Gender

Male: 76%
Female: 24%

Race

White: 67%
Other: 33%

Market-Optimized Titles and Certifications

Titles

- Material Handlers

- General Laborers

- Warehouse Associates

- Warehouse Workers

- Drivers/Material Handlers

Certifications

- Forklift Certification

- Security Clearance

- CDL Class B License

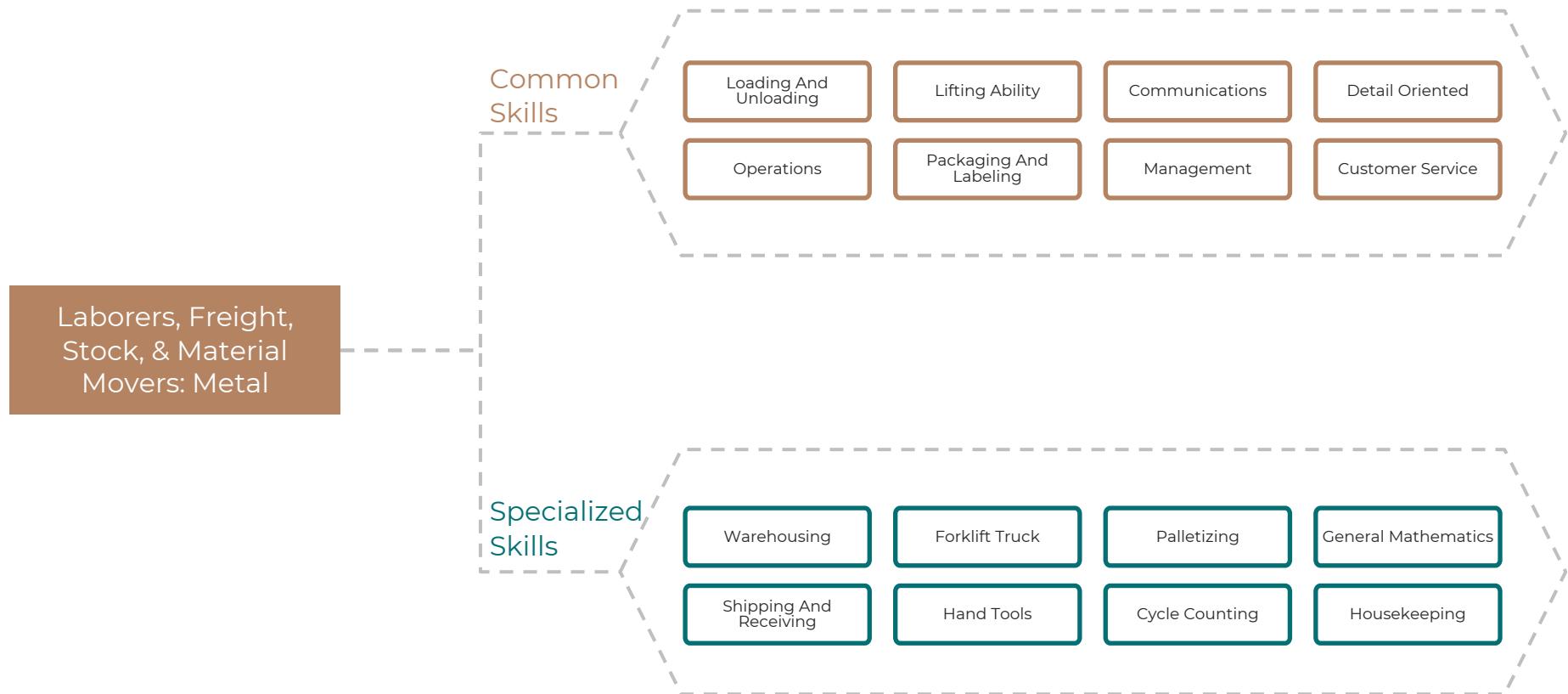
- Commercial Drivers License (CDL)

- Cardiopulmonary Resuscitation (CPR) Certification

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Laborers, Freight, Stock, & Material Movers: Metal



Production Workers: Metal

Role Overview

Role Description: All other production workers.

Industry Demands by the Numbers

Job Openings

761

*As of July 2023

Est. Employment

5,774

Companies Hiring

1,433

Top Companies

Cornerstone Building
Brands
Flowserve
Bodycote
Commercial Metals

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Associate degree

Experience Levels 

Most Common: 1 years

Alternatives: 0 years

Average Time To Fill 

33 Days

Top Posting States 

Ohio
Michigan
Texas
California
Illinois

Salary Range 

\$34,000 - \$42,000

Gender

Male: 66%
Female: 34%

Race

White: 68%
Other: 32%

Market-Optimized Titles and Certifications

Titles

- Machine Operators
- Production Associates
- Production Workers
- Manufacturing Associates
- Production Team Members

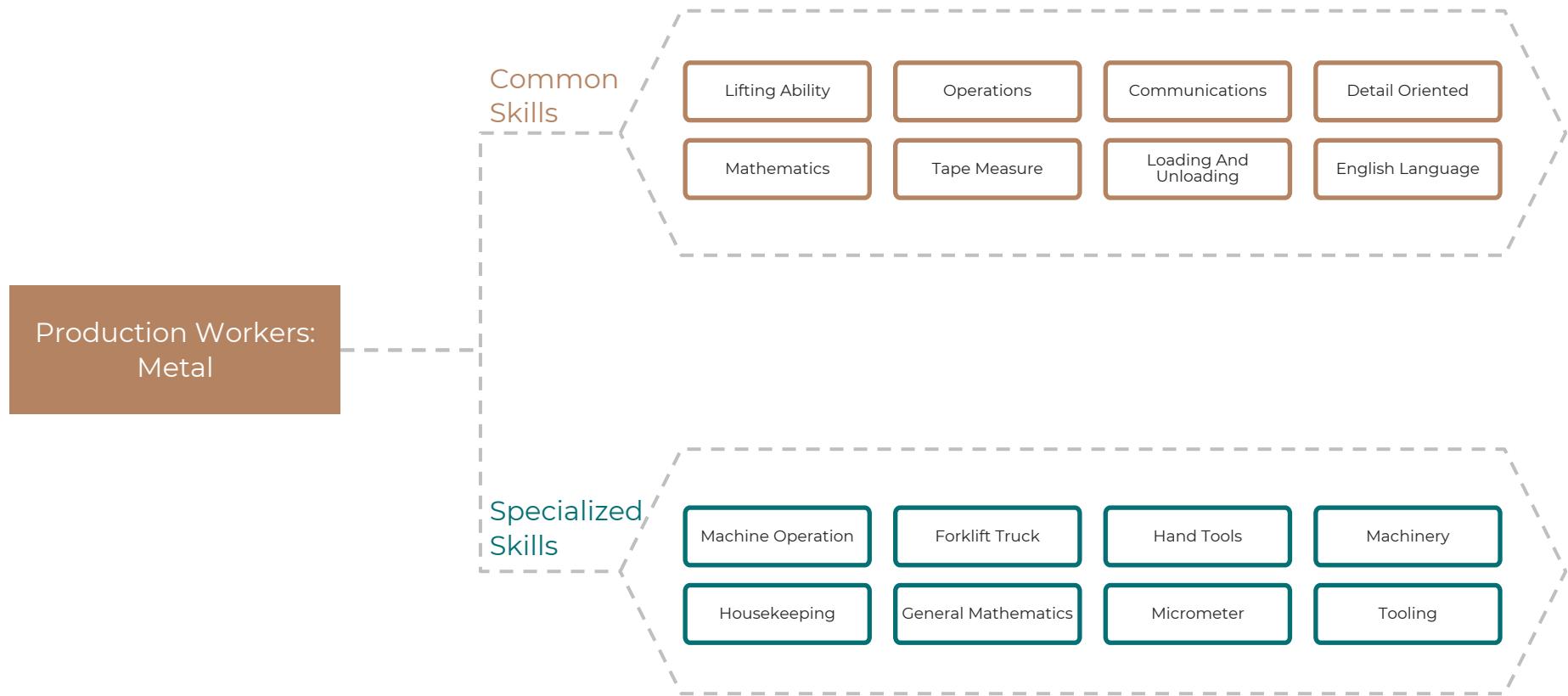
Certifications

- Forklift Certification
- Certified First Responder (CFR)
- Security Clearance
- Fundamental Payroll Certification (FPC)
- Commercial Drivers License (CDL)

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Production Workers: Metal



Wholesale & Manufacturing Sales Representatives: Metal

Role Overview

Role Description: Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.

Industry Demands by the Numbers

Job Openings

637

*As of July 2023

Est. Employment

7,472

Companies Hiring

1,028

Top Companies

Applied Industrial Technologies
Snap-on
Kellogg's
Simpson Strong-Tie

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: Bachelor's degree

Alternatives: High school or GED

Experience Levels 

Most Common: 3 years

Alternatives: 2 years

Average Time To Fill 

32 Days

Top Posting States 

Texas
California
Ohio
Michigan
Florida

Salary Range 

\$47,000 - \$79,000

Gender

Male: 73%
Female: 27%

Race

White: 88%
Other: 12%

Market-Optimized Titles and Certifications

Titles

- Outside Sales Representatives
- Inside Sales Representatives
- Sales Representatives
- Account Managers
- Territory Sales Representatives

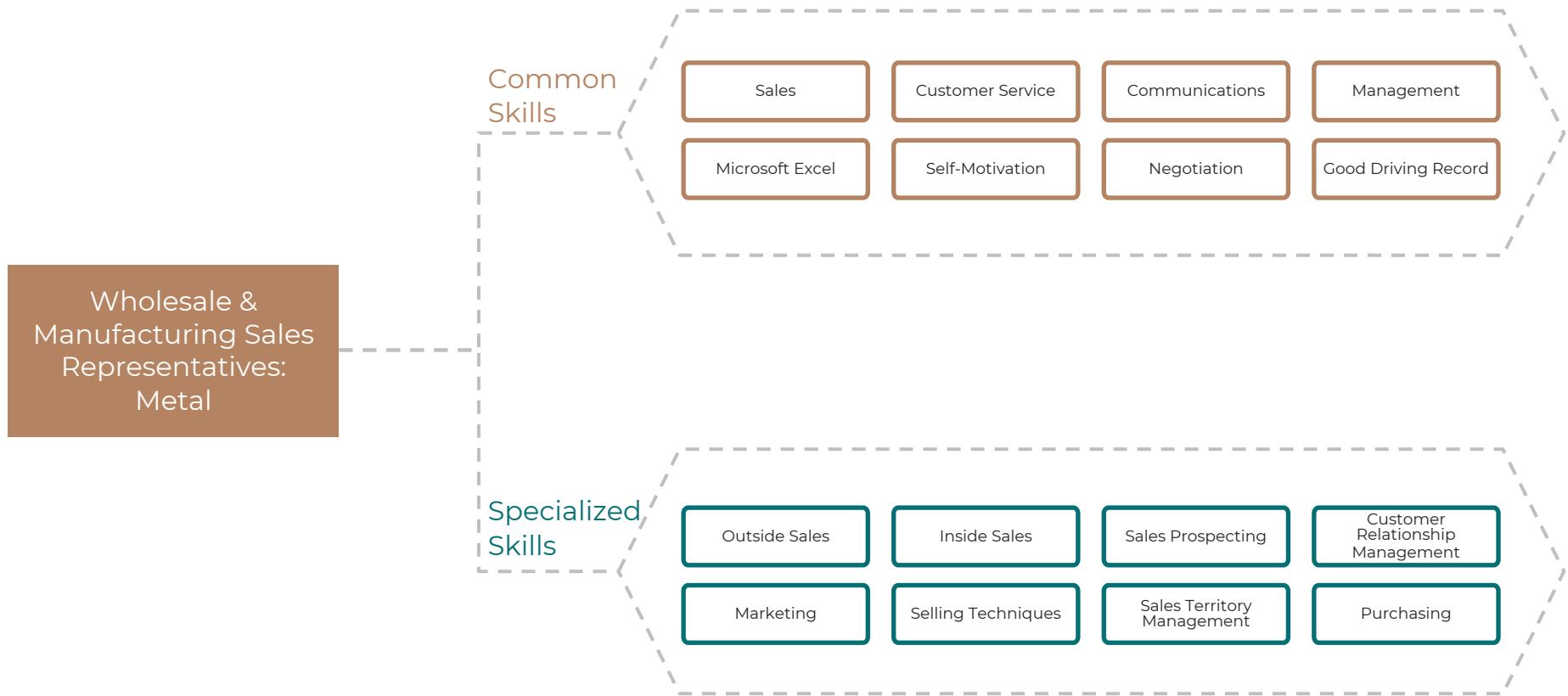
Certifications

- Master Of Business Administration (MBA)
- Contractor License
- Project Management Professional Certification
- Certified Financial Risk Management
- CDL Class C License

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Wholesale & Manufacturing Sales Representatives: Metal



Industrial Engineering Technologists & Technicians: Metal

Role Overview

Role Description: Apply engineering theory and principles to problems of industrial layout or manufacturing production, usually under the direction of engineering staff. May perform time and motion studies on worker operations in a variety of industries for purposes such as establishing standard production rates or improving efficiency.

Industry Demands by the Numbers

Job Openings

589

*As of July 2023

Est. Employment

1,467

Companies Hiring

1,197

Top Companies

Bodycote
Commercial Metals
Cornerstone Building
Brands
Alcoa

*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
High school or
GED

Alternatives:
Associate degree

Experience Levels



Most Common:
2 years

Alternatives:
3 years

Average Time To Fill



33 Days

Top Posting States



Ohio
Texas
Michigan
Wisconsin
California

Salary Range



\$42,000 - \$57,000

Gender

Male: 79%
Female: 21%

Race

White: 78%
Other: 22%

Market-Optimized Titles and Certifications

Titles

- Maintenance Technicians
- Production Technicians
- Manufacturing Technicians
- Machine Operators
- Industrial Maintenance Technicians

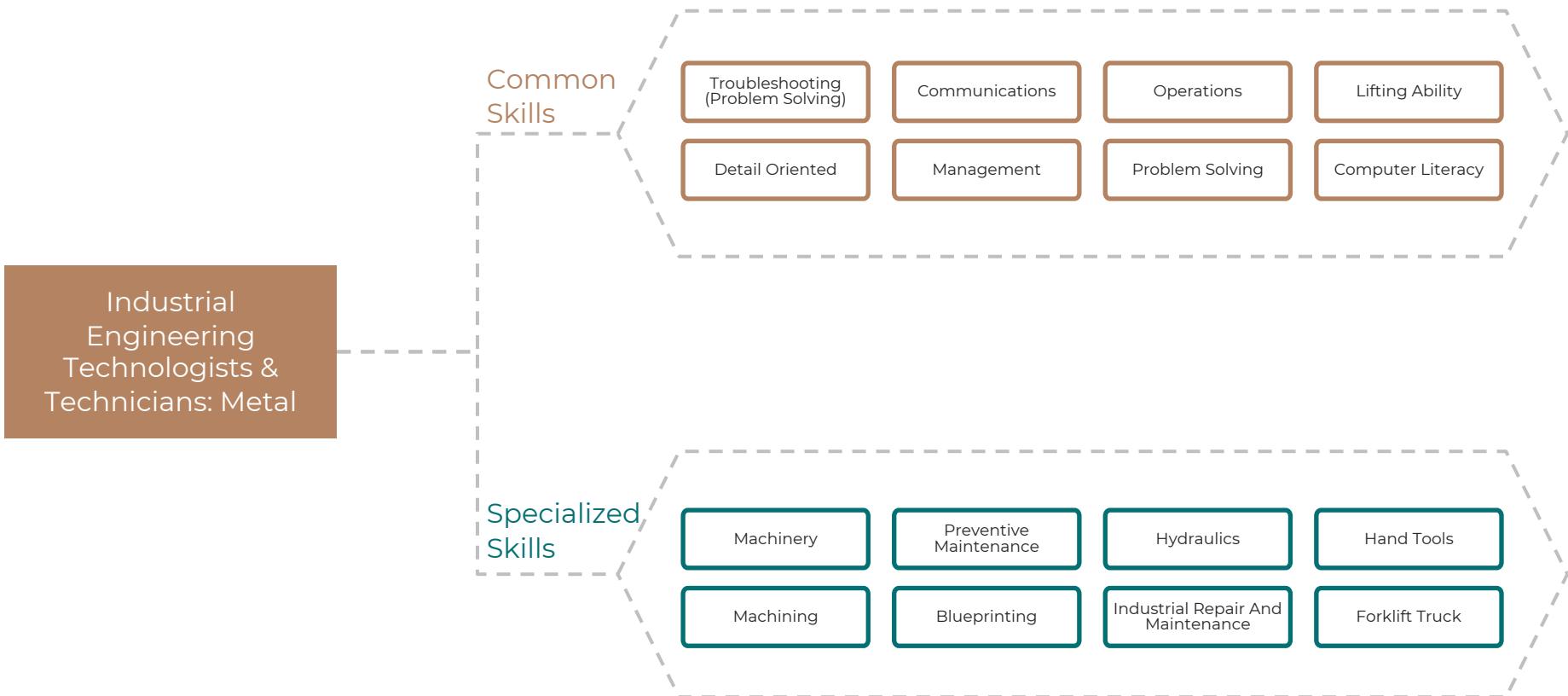
Certifications

- Forklift Certification
- Security Clearance
- 10-Hour OSHA General Industry Card
- Transportation Worker Identification Credential (TWIC) Card
- Six Sigma Green Belt

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Industrial Engineering Technologists & Technicians: Metal



Maintenance & Repair Workers: Metal

Role Overview

Role Description: Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of a building in repair. Duties may involve pipe fitting; HVAC maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.

Industry Demands by the Numbers

Job Openings

597

*As of July 2023

Est. Employment

11,862

Companies Hiring

973

Top Companies

The Hillman Group
Flowserve
Allegion
Applied Industrial Technologies

*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
High school or
GED

Alternatives:
Associate degree

Experience Levels



Most Common:
3 years

Alternatives:
2 years

Average Time To Fill



33 Days

Top Posting States



Texas
California
Ohio
Michigan
Wisconsin

Salary Range



\$42,000 - \$58,000

Gender

Male: 96%
Female: 4%

Race

White: 78%
Other: 22%

Market-Optimized Titles and Certifications

Titles

- Maintenance Technicians
- Field Service Technicians
- Service Technicians
- Field Service Representatives
- Maintenance Workers

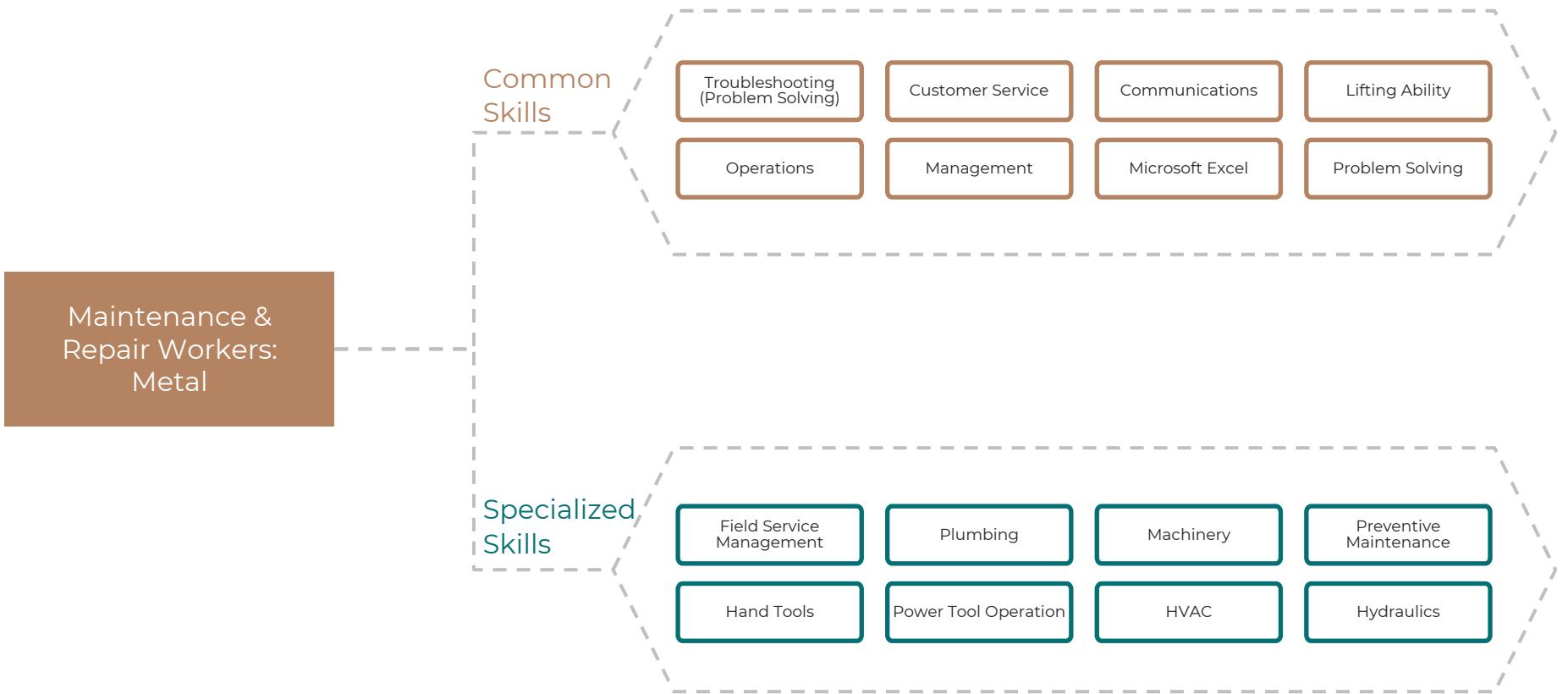
Certifications

- AAADM Certification
- CDL Class B License
- Forklift Certification
- Security Clearance
- CDL Class C License

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Maintenance & Repair Workers: Metal



Inspectors, Testers, Sorters, Samplers, & Weighers: Metal

Role Overview

Industry Demands by the Numbers

Job Openings

471

*As of July 2023

Est. Employment

20,527

Companies Hiring

1,452

Top Companies

Chromalloy
Bodycote
Curtiss-Wright
Flowserve

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Associate degree

Experience Levels 

Most Common: 2 years

Alternatives: 1 years

Average Time To Fill 

34 Days

Top Posting States 

California
Texas
Ohio
Illinois
Wisconsin

Salary Range 

\$38,000 - \$52,000

Gender

Male: 57%
Female: 43%

Race

White: 75%
Other: 25%

Market-Optimized Titles and Certifications

Titles

- Quality Inspectors
- Quality Control Inspectors
- Quality Technicians
- Quality Assurance Inspectors
- CMM Programmers

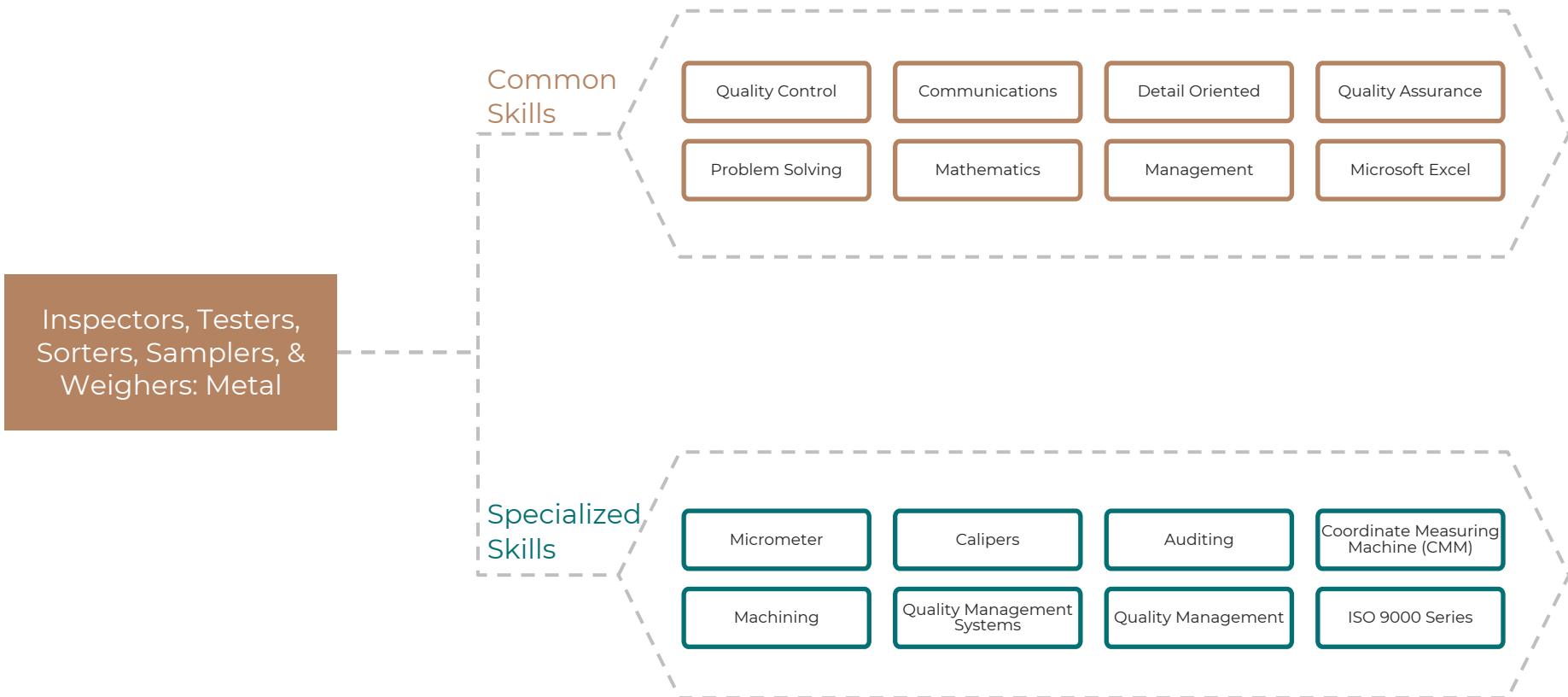
Certifications

- Certified Welding Inspector
- American Society For Quality (ASQ) Certified
- Security Clearance
- Certified Quality Technician
- Forklift Certification

*Occupation demographics are from current workers; all other data is from job postings.

All data is from 07-2022 through 07-2023.

Skill Profile: Inspectors, Testers, Sorters, Samplers, & Weighers: Metal



Computer Numerically Controlled Tool Operators: Metal

Role Overview

Industry Demands by the Numbers

Job Openings

454

*As of July 2023

Est. Employment

19,122

Companies Hiring

1,434

Top Companies

Milwaukee Valve
Sig Sauer
MacLean-Fogg Company
Bluescope Buildings North America

*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Associate degree

Experience Levels 

Most Common: 1 years

Alternatives: 2 years

Average Time To Fill 

32 Days

Top Posting States 

Wisconsin
California
Illinois
Michigan
Ohio

Salary Range 

\$40,000 - \$51,000

Gender

Male: 91%
Female: 9%

Race

White: 86%
Other: 14%

Market-Optimized Titles and Certifications

Titles

- CNC Operators
- CNC Machine Operators
- Machine Operators
- CNC Set Up Operators
- CNC Lathe Operators

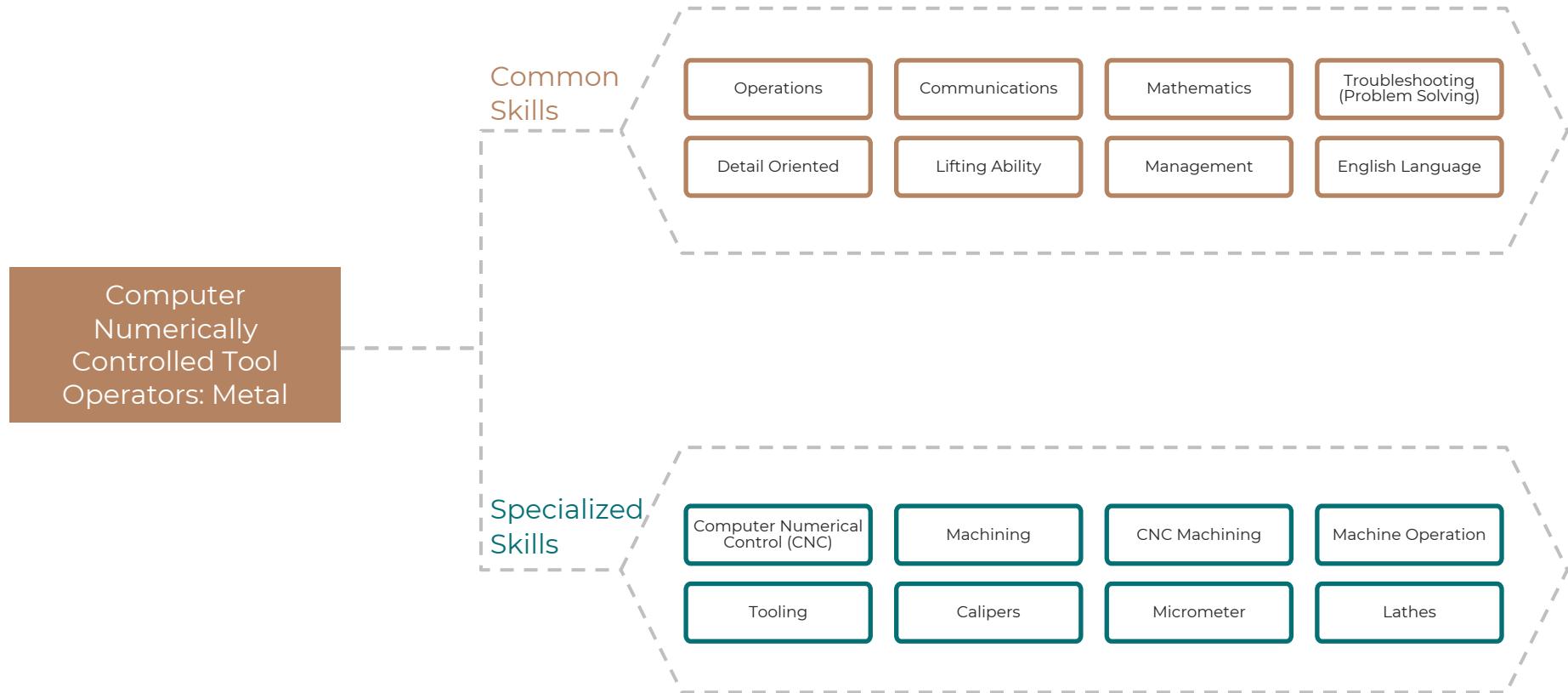
Certifications

- Forklift Certification
- Security Clearance
- Functional Skills Qualification
- CNC Machining Certification
- Certified Production Technician

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Computer Numerically Controlled Tool Operators: Metal



Machinists: Metal Role Overview

Role Description: Set up and operate a variety of machine tools to produce precision parts and instruments out of metal. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout, and machining procedures.

Industry
Demands by
the Numbers

Job Openings

485

*As of July 2023

Est. Employment

32,634

Companies Hiring

962

Top Companies

Flowserve
Circor International
RBC Bearings Incorporated
Cretex Companies
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common:
High school or
GED

Alternatives:
Associate degree

Experience Levels 

Most Common:
5 years

Alternatives:
3 years

Average Time To Fill 

32 Days

Top Posting States 

California
Texas
Illinois
Michigan
Pennsylvania

Salary Range 

\$45,000 - \$59,000

Gender

Male: 95%
Female: 5%

Race

White: 86%
Other: 14%

Market-Optimized Titles and Certifications

Titles

- Machinists
- CNC Machinists
- Manual Machinists
- CNC Operators/Machinists
- CNC/Manual Machinists

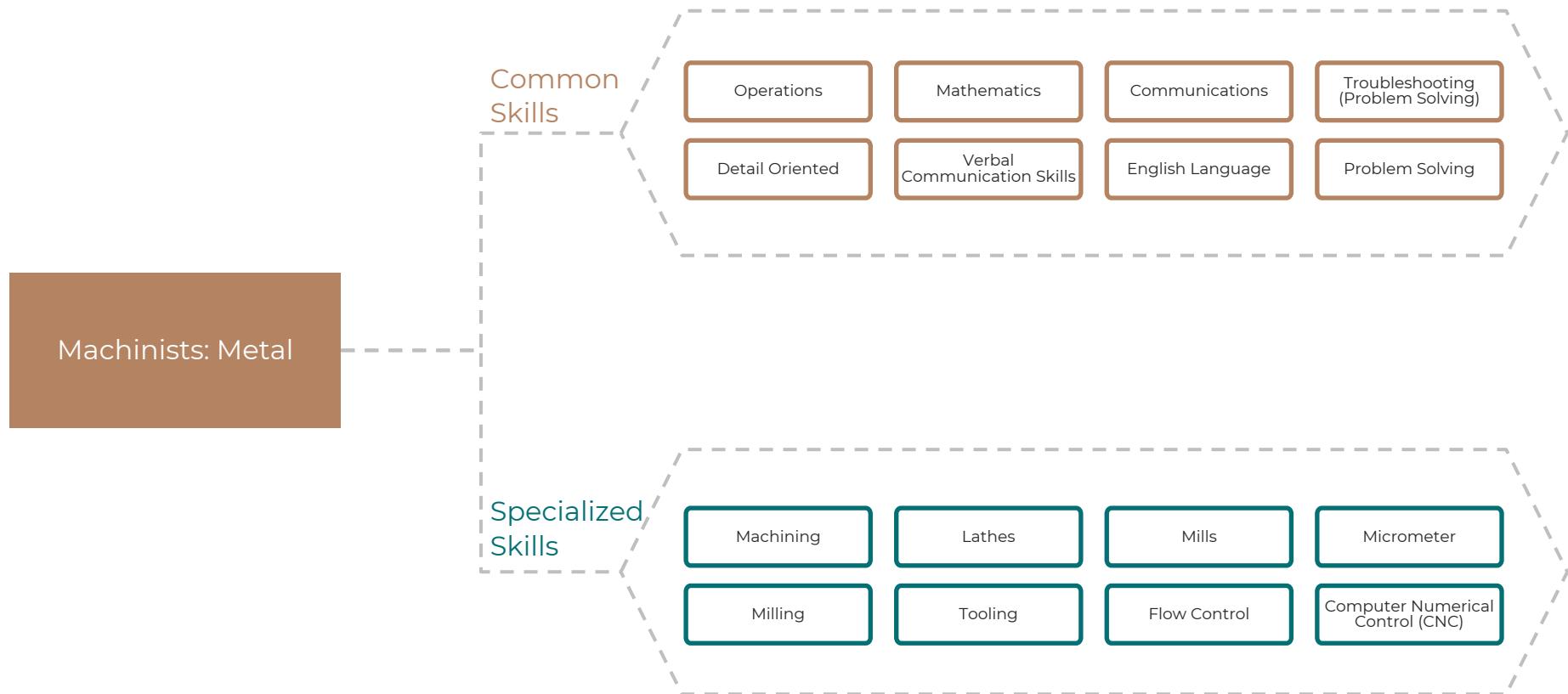
Certifications

- Forklift Certification
- Security Clearance
- Quality Certification
- Functional Skills Qualification
- National Institute For Metalworking Skills (NIMS) Credentials

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Machinists: Metal



Miscellaneous Assemblers & Fabricators: Metal

Role Overview

Role Description: All other assemblers and fabricators.

Industry Demands by the Numbers

Job Openings

427

*As of July 2023

Est. Employment

67,995

Companies Hiring

696

Top Companies

M&C Assemblies
Commercial Metals
Focus Workforce Management
Milgard Manufacturing
*Is Staffing Company

Common Role Attributes

Education Levels 

Most Common: High school or GED

Alternatives: Associate degree

Experience Levels 

Most Common: 1 years

Alternatives: 2 years

Average Time To Fill 

33 Days

Top Posting States 

Texas
California
North Carolina
Florida
Wisconsin

Salary Range 

\$37,000 - \$44,000

Gender

Male: 60%
Female: 40%

Race

White: 69%
Other: 31%

Market-Optimized Titles and Certifications

Titles

- Assemblers
- Assembly Technicians
- Production Assemblers
- Retail Assembly Technicians
- Assembly Operators

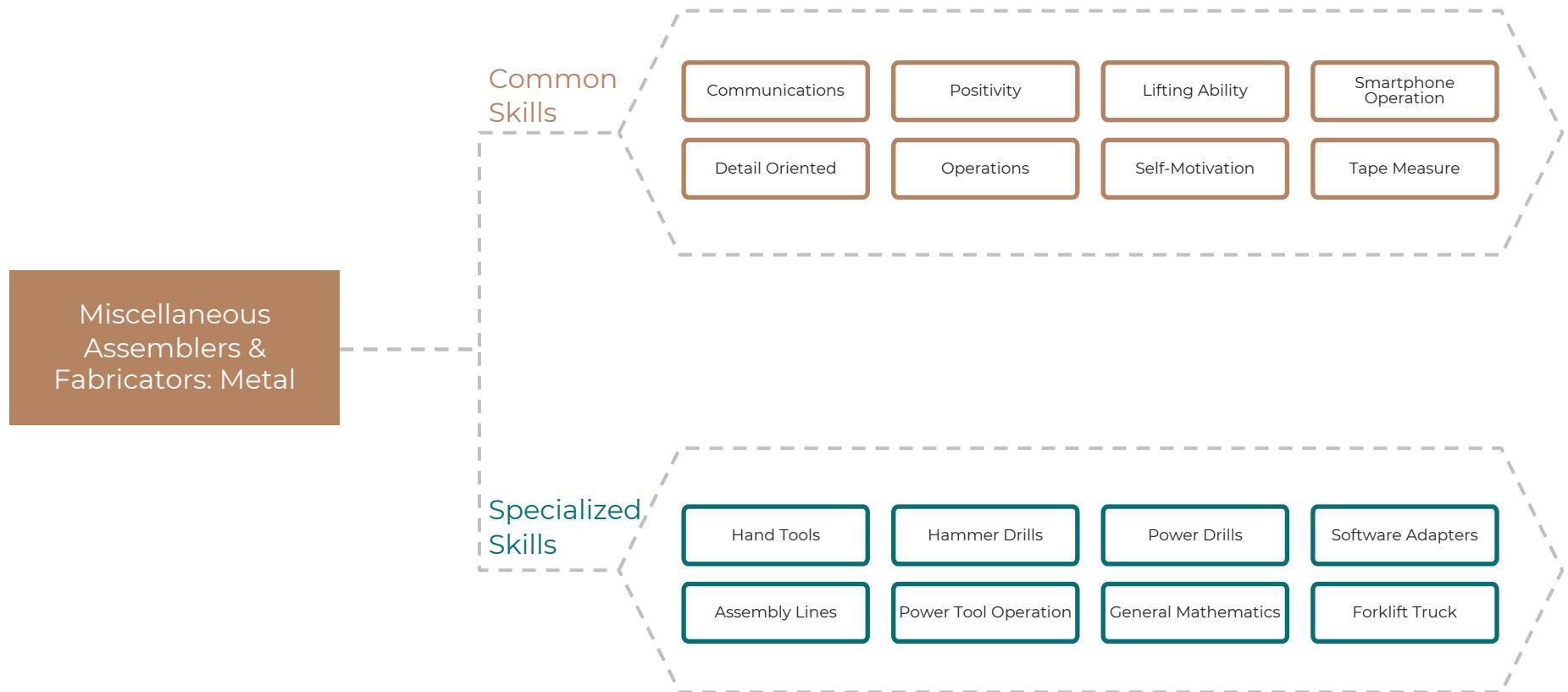
Certifications

- Forklift Certification
- Security Clearance
- Fundamental Payroll Certification (FPC)
- 10-Hour OSHA General Industry Card
- Functional Skills Qualification

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Miscellaneous Assemblers & Fabricators: Metal



Supervisors of Production & Operating Workers: Metal

Role Overview

Role Description: Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators.

Industry Demands by the Numbers

Job Openings

444

*As of July 2023

Est. Employment

20,153

Companies Hiring

857

Top Companies

Cornerstone Building Brands
Alcoa
Valmont Industries
Atkore International

*Is Staffing Company

Common Role Attributes

Education Levels



Most Common:
High school or
GED

Alternatives:
Bachelor's degree

Experience Levels



Most Common:
5 years

Alternatives:
3 years

Average Time To Fill



32 Days

Top Posting States



Ohio
Texas
California
Michigan
Wisconsin

Salary Range



\$47,000 - \$74,000

Gender

Male: 80%
Female: 20%

Race

White: 82%
Other: 18%

Market-Optimized Titles and Certifications

Titles

- Production Supervisors
- Plant Managers
- Manufacturing Supervisors
- Production Leads
- Production Team Leads

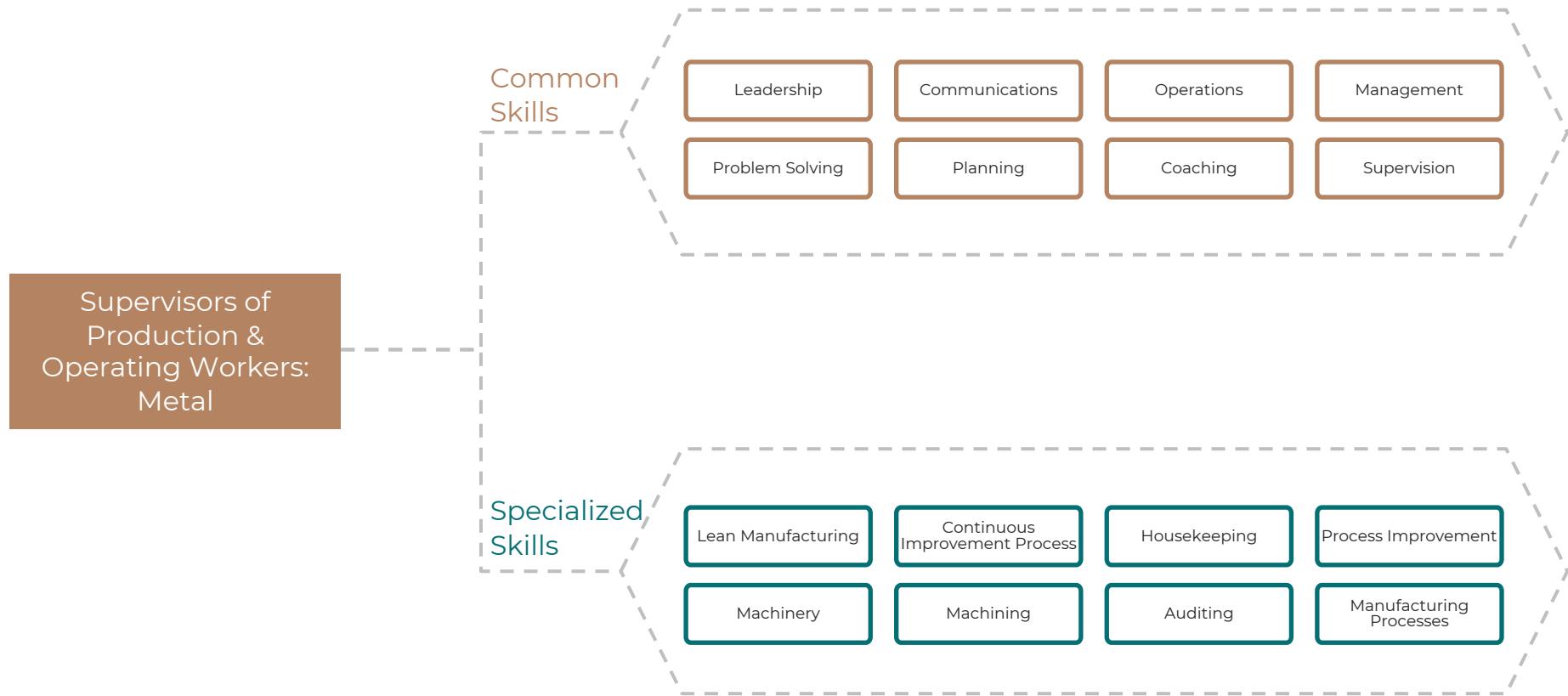
Certifications

- Six Sigma Green Belt
- Forklift Certification
- Six Sigma Black Belt
- Security Clearance
- Master Of Business Administration (MBA)

*Occupation demographics are from current workers; all other data is from job postings.

*All data is from 07-2022 through 07-2023.

Skill Profile: Supervisors of Production & Operating Workers: Metal



Appendix

A professional photograph of a female engineer. She is wearing a bright orange hard hat and a dark blue denim-style jumpsuit or overalls. She is looking intently at a computer monitor that is part of a larger industrial machine. Her right hand holds a white tablet, which she appears to be using to input data or control the machine. The background is a blurred industrial setting with metallic structures and equipment.

Defining The Industry

Defining the Ecosystem



Mapping	Definition
Core	<p>Jobs working in a wood-centric occupation.</p> <p><i>Example:</i> Carpenter at a cabinet-making company.</p>
Enabled	<p>Jobs working for companies tangential to the secondary wood industry but utilize secondary wood industry skills.</p> <p><i>Example:</i> Cabinet maker at a construction company.</p>
Enabling	<p>Jobs that support the secondary wood industry economy but aren't associated with secondary wood-centric occupations.</p> <p><i>Example:</i> Accountant at cabinet-making company.</p>

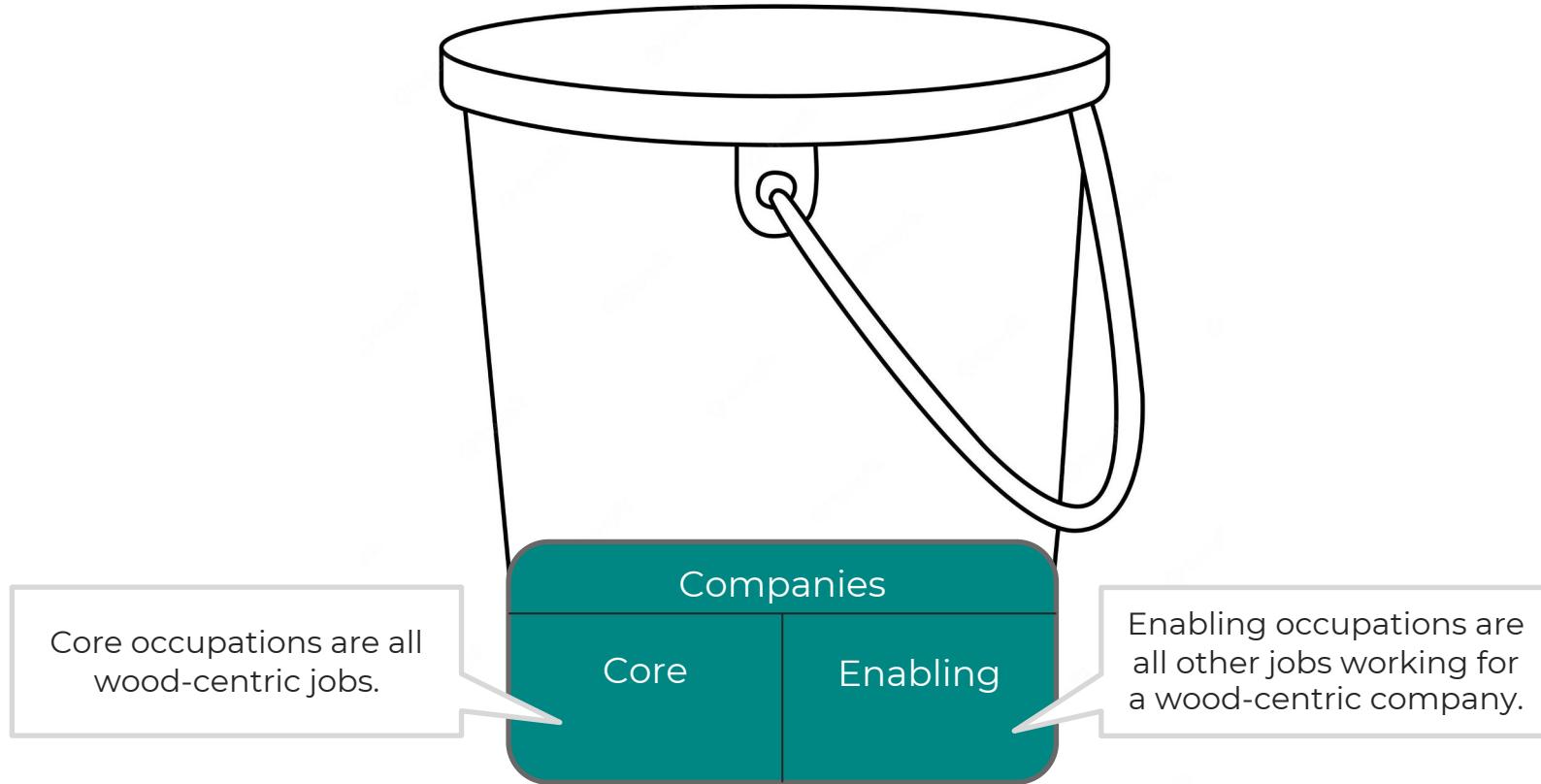
Defining the Ecosystem



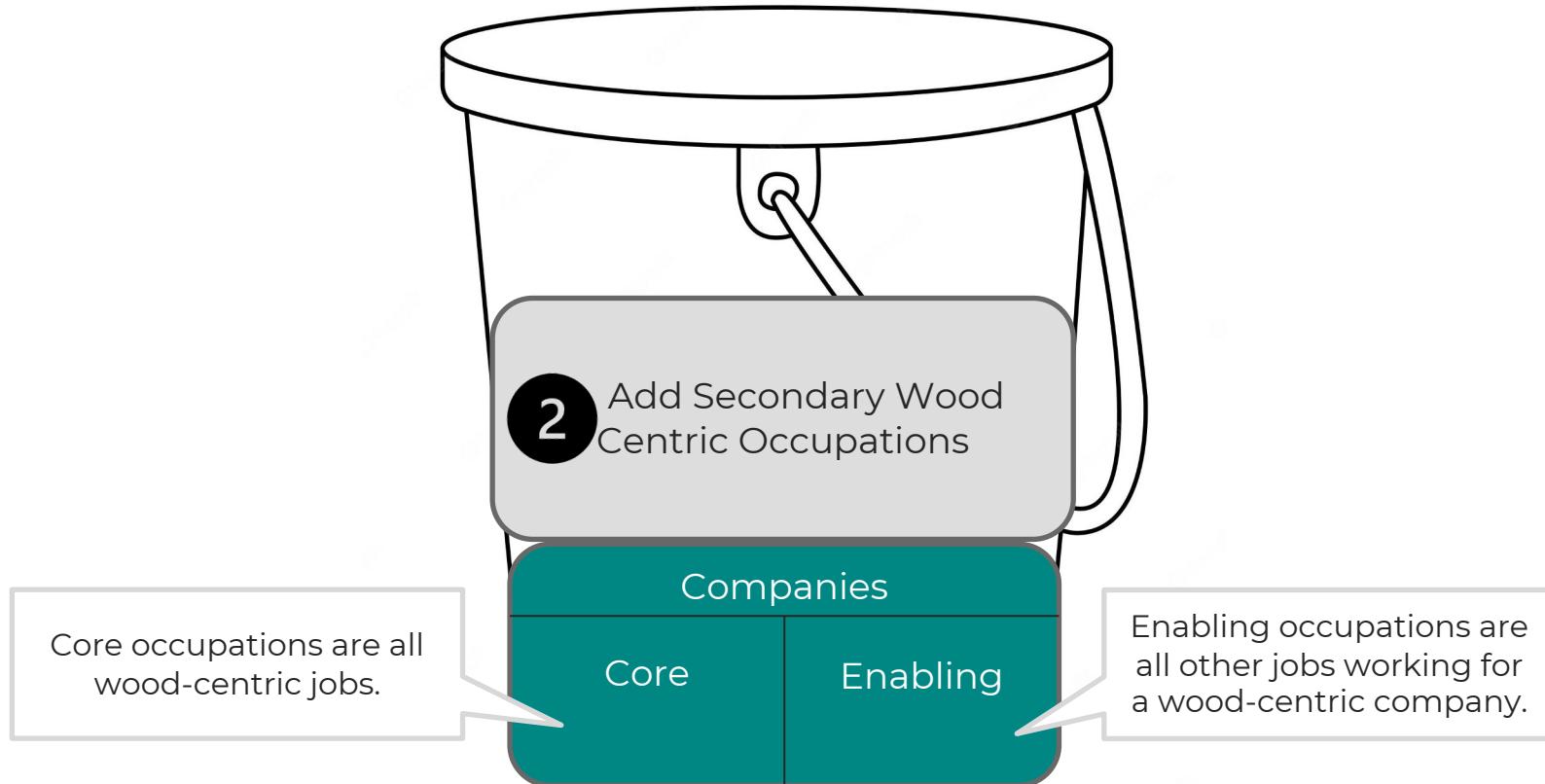
1

Add Secondary Wood
Centric Companies
Based on Industry.

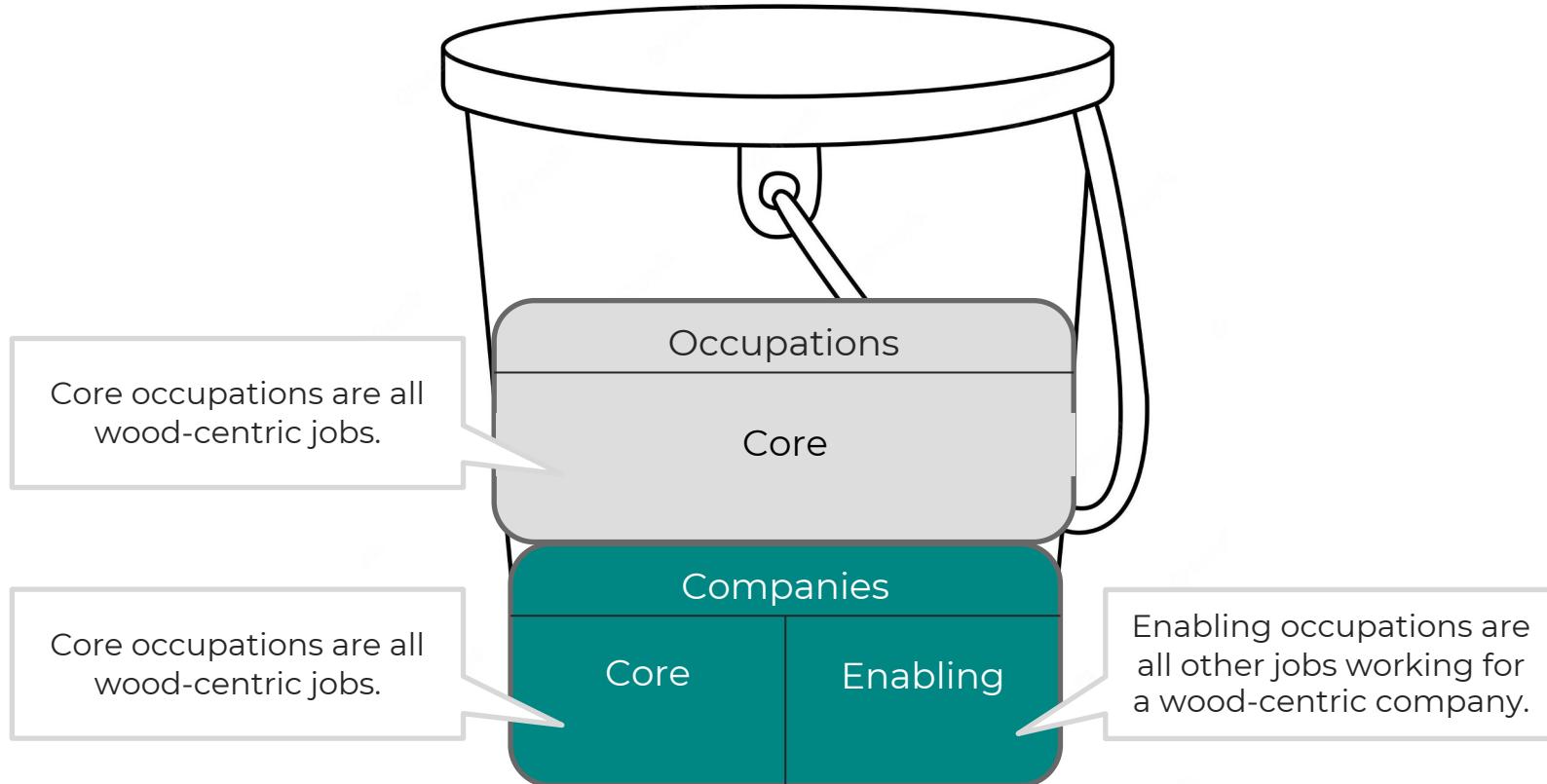
Defining the Ecosystem



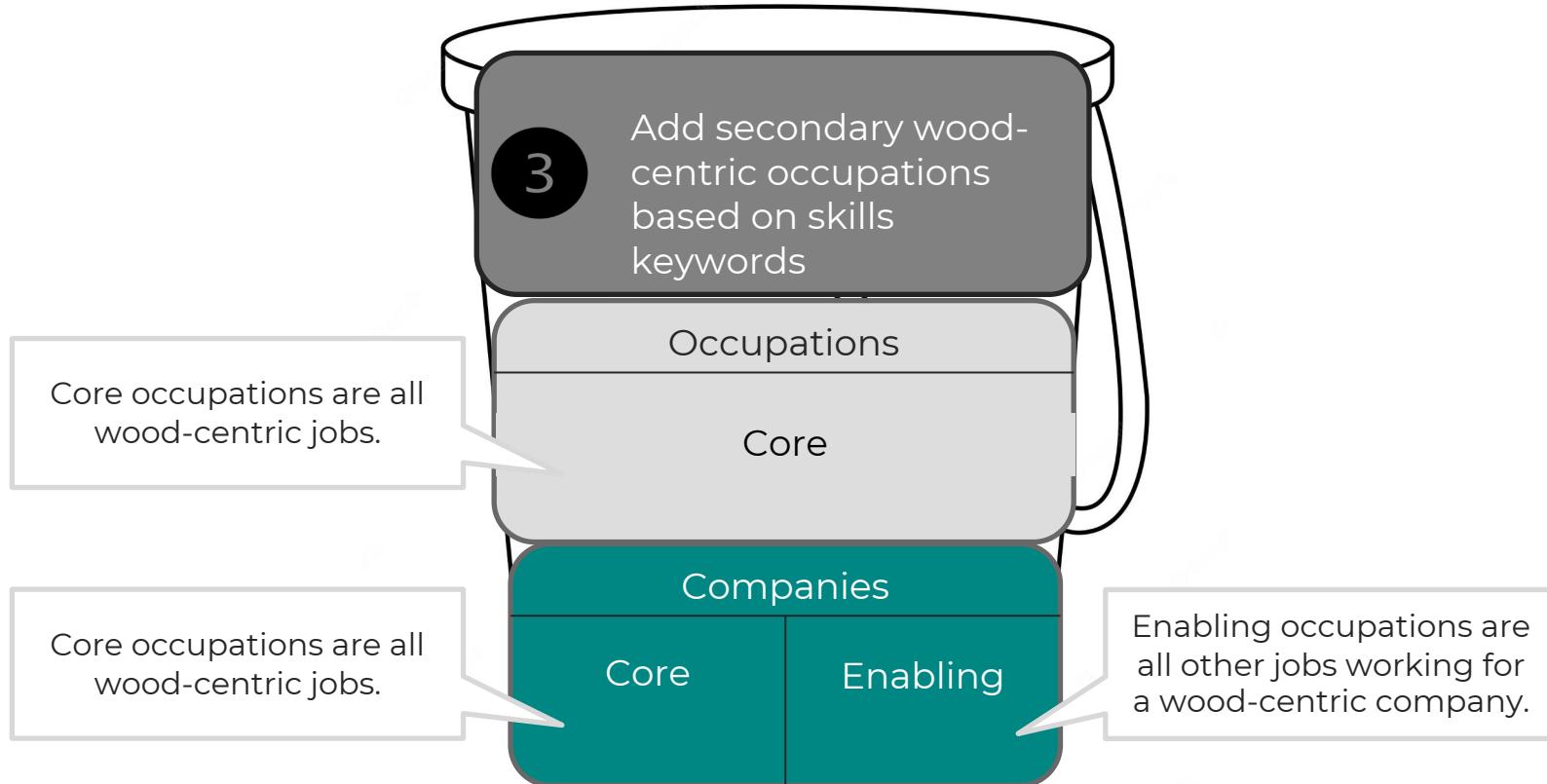
Defining the Ecosystem



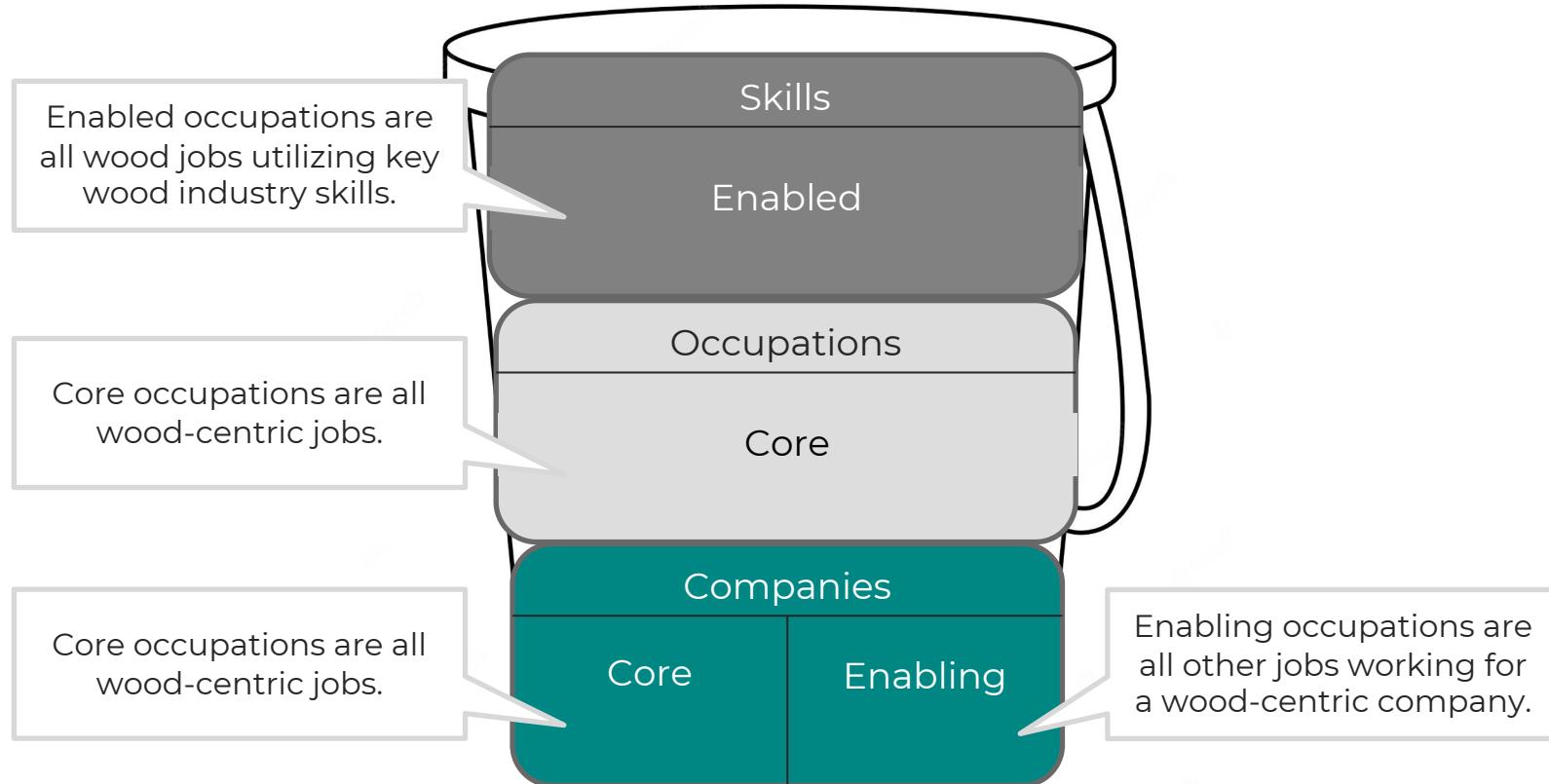
Defining the Ecosystem



Defining the Ecosystem



Defining the Ecosystem



Industry Definition

Wood Industry Companies: NAICS Codes

Wood Window and Door Manufacturing: 321911

Finish Carpentry: 23835

Wood Cabinet & Countertop Manufacturing: 33711

Other Millwork (including Flooring): 321918

Wood Container & Pallet Manufacturing: 321920

Sawmill, Woodworking & Paper Machinery Manufacturing:
333243

All Other Wood Product Manufacturing: 321999

Non-upholstered Wood Household Furniture Manufacturing:
337122

Wood Office Furniture Manufacturing: 337211

Custom Architectural Woodwork & Millwork Manufacturing:
337212

Burial Casket Manufacturing: 339995

Engineered Wood Member Manufacturing: 321215

Cut Stock, Resawing Lumber, and Planing: 321912

Hardwood Veneer and Plywood Manufacturing: 321211

Engineered Wood Member (except Truss) Manufacturing:
321213

Softwood Veneer and Plywood Manufacturing: 321212

Reconstituted Wood Product Manufacturing: 321219

Upholstered Household Furniture Manufacturing: 337121

Wood Industry Occupations: SOC Codes

Furniture Finishers: 51-7021

Woodworkers, All Other: 51-7099

Model Makers: 51-7031

Floor Sanders and Finishers: 47-3012

Cabinet makers and Bench Carpenters: 51-7011

Carpenters: 47-2031

Helpers—Carpenters: 47-2043

Sawing Machine Setters, Operators, and Tenders: 51-7041

Woodworking Machine Setters, Operators, & Tenders :
51-7042

Wood Industry Occupations: Skills

Carpentry	Bench Carpentry
Woodworking	Floor Sanding
Door Frames	Wainscot Paneling
Cabinetry	Wood Assembly
Finish Carpentry	Wood Flooring
NCCER Carpentry	Wood Framing
Form Carpentry	Table Saw
Bridge Carpentry	Woodworking Machines

Metal Occupations: NAICS Codes

Fabricated Metal Product Manufacturing: 332

The fabricated metal industry was selected as a comparative industry, per the recommendation of WIRC, due to its similarity in nature to the secondary wood industry. All comparisons were for the same metrics between industries, providing an apples-to-apples comparison.