



# CAREERS

## IN THE **WOOD** PRODUCTS MANUFACTURING INDUSTRY

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**ASSOCIATION OF WOODWORKING & FURNISHINGS SUPPLIERS®**





# SEGMENTS OF THE INDUSTRY

- ▶ **Primary** -- Sawmill and forestry operations, extracting and milling of logs
  - ▶ **Suppliers** -- Companies that make the machinery and supplies used in wood products manufacturing such as CNC routers, saws, edgebanders, wood panels, flooring, veneers, hardware, soft goods such as upholstery and bedding materials
  - ▶ **Secondary** -- Wood products manufacturing such as cabinets, millwork, furniture and other wood products
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# ALL SECTORS NEED SKILLED WORKERS

Computer Numerical Controlled (CNC) machinists, technicians, operators --Estimated 100,000 unfilled CNC jobs for mfg. in general; in 10 years, it will be 600,000

▶ Sampling of job titles:

Product designer

Software engineer

Mechanical operator

Technician

Plant manager

Finisher

Quality manager

Shipping/handling

*“IT’S NOT A MATTER OF IF I WILL  
HIRE THEM BUT **HOW SOON**  
**CAN I GET THEM?”***”



# THE REALITY OF TODAY'S MANUFACTURING FACILITIES

- ▶ Jobs at every skill and education level
- ▶ Modernized and high-tech
- ▶ Transferrable skills
- ▶ Light, bright, ergonomic plants
- ▶ Competitive salaries
- ▶ Advancement opportunities



Pictured here:  
Blum Inc  
Stanley, NC



# MODERN WOOD MANUFACTURING INVOLVES...

1. Hi-tech equipment
2. Problem-solving
3. Flexibility
4. LEAN solutions



# FUTURE TRENDS – TODAY!

1. More automation
2. Faster production runs
3. Increased specialization





# **SKILLS & TRAITS NEEDED FOR WOOD INDUSTRY CAREERS**

- 1. Follow standard safety procedures**
- 2. Produce high-quality products efficiently**
- 3. Visualize and complete projects that meet expectations**
- 4. Interpret technical drawings**
- 5. Communicate clearly and effectively**
- 6. Work both collaboratively and independently**
- 7. Engage in lifelong learning**

# HOW DOES ONE BECOME A PROFESSIONAL WOODWORKER?

1. Post-secondary opportunities in the U.S. & Canada
2. Continuing education:
  - a. Trade shows
  - b. Regional events & seminars
  - c. Training through machine manufacturers



# SAMPLE SALARY SURVEY

## Occupation

## Hourly Rate

Cabinetmaker	\$13-40
Computer Controlled Machine Operator	\$16-17
Designer	\$13-40
Drafter	\$20
Estimator	\$13-40
Finisher	\$15
Shop Foreman	\$18-40
Inspector	\$18-20
Installation, Maintenance and Repair	\$23-25
Project Manager	\$28
Sales, Mfg. Technical Products	\$36-40
Supervisor of Production and Workers	\$22-28

Sources: Occupational Employment Statistics  
AWI Cost of Doing Business Report  
Cabinet Makers Association member business survey

# CAREER PROFILE

## STUDENT SUCCESS STORY:

**JORDAN,**  
**MADISON AREA TECHNICAL COLLEGE (WI)**





# INDUSTRY CAREER PROFILES

- ❖ **MACHINERY SALES SPECIALIST**
- ❖ **VP OPERATIONS**
- ❖ **VP SALES**
- ❖ **PROJECT MANAGER**
- ❖ **CNC MACHINIST**

# JOB POSITION #1: MACHINERY SALES SPECIALIST

- ▶ Heather Hull, Machinery Sales Specialist
- ▶ Stiles Machinery
- ▶ Rancho Cucamonga, CA



# Job Characteristics

Customer relationship management,  
focusing on various woodworking  
machinery.



Heather is instructing customers on the proper techniques of the sliding table saw at a “Lunch and Learn,” an informal gathering sponsored by her company.

This is the first  
beam saw that  
Heather installed  
on her own.



This is a Brandt edgebander that Heather installed in a high school shop.





## JOB POSITION #1: MACHINERY SALES SPECIALIST

### Heather's Background:

- ▶ Riverside Community College, CA  
(electrical training)
  - ▶ Stiles University, classes in specialized application
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# JOB POSITION #2: VP OPERATIONS

- Saúl Martín, VP Operations
- Architectural Woodworking Company
- Monterey Park, CA





# Job Characteristics

- ▶ Oversee all shop activity to ensure maximum productivity
  - ▶ Create/change drawings and generating programs
  - ▶ Supervise plant crew, hire and fire, train and cross-train
  - ▶ Diagnose and repair machines that are down and return to fully functioning state ASAP
  - ▶ Ensure procedures for safe and clean working environment
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Saúl (right) and co-worker review a blueprint to determine specific details to be completed before shipping.



Preparing a case  
that will be  
trimmed out.



Saúl and co-worker  
at the Point to Point  
machine computer  
screen going over  
parameters of  
horizontal boring.



# Interiors created by AWC





# JOB POSITION #2: VP OPERATIONS

## Saúl's Background:

- ▶ Los Angeles Trade Technical College
  - ▶ Local 721, Cabinetmakers and Millmen, California Journeyman's Card
  - ▶ Professional courses in AutoCAD, CNC, Lean Mfg., Advanced Excel, Point to Point
- 

# JOB POSITION #3: SALES

- ▶ Brian Joyce, Vice President of Sales
- ▶ Blum, Inc.
- ▶ Stanley, NC



# Job Characteristics

- ▶ Direct/train the internal sales support team, customer service team and the external sales force
- ▶ Develop sales plans in align with corporate objectives and product program strategies
- ▶ Prepare budgets
- ▶ Coordinate product launches in the market
- ▶ Serve as member of Top Management team

- ▶ Brian' job requires a considerable amount of networking. He is in contact with people within his company as well as many outside the Blum organization
- ▶ Time management, planning and good communication skills are just some of the attributes associated with his position



Sales team  
members  
continually  
hone their skills  
and learn about  
the features of  
new products



# JOB POSITION #3: VICE PRESIDENT OF SALES

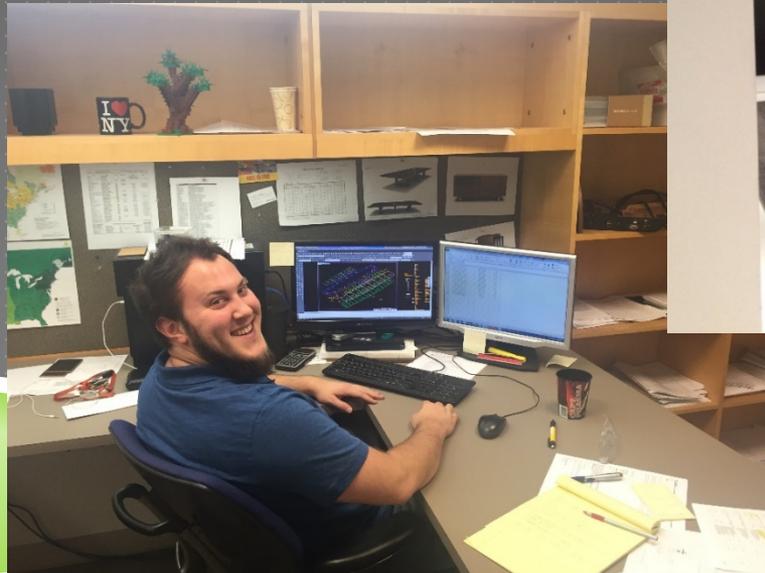
## Brian's Background:

- ▶ Business Administration Degree
- ▶ Small business owner – Custom Cabinet shop prior to joining Blum, Inc.
- ▶ Involvement with Trade Associations, including acting as a Board Member



# JOB POSITION #4: PROJECT MANAGER

- ▶ Adam Kessler, Project Manager
- ▶ Datesweiser Furniture
- ▶ Buffalo, NY



# PRODUCT DEVELOPMENT TASK: PHOTO SHOOT



# CUSTOM DESIGNED PROJECTS



# PROJECT MANAGEMENT



# PROJECT MANAGEMENT TASK: SITE VISITS



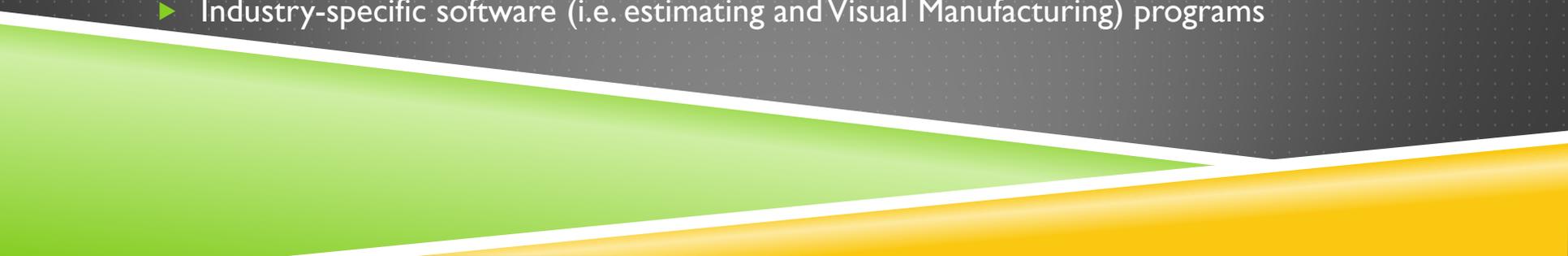


# SKILLS USED IN PROJECT MANAGEMENT

## ▶ **Soft Skills:**

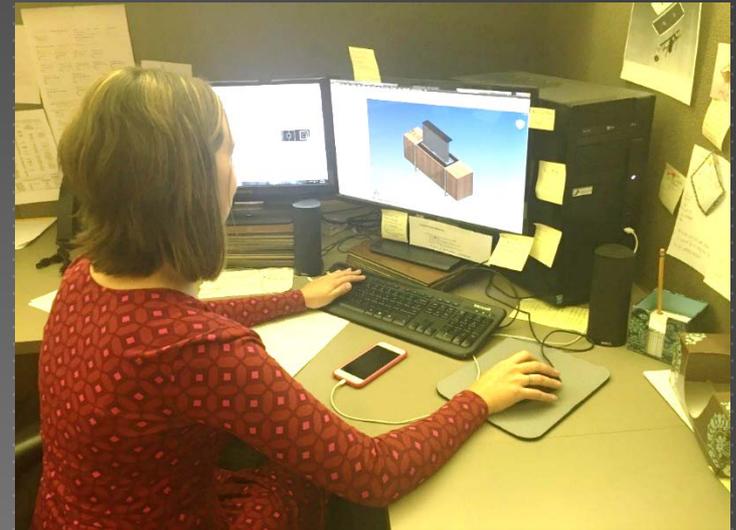
- ▶ Written communication skills
- ▶ People Skills and customer service
- ▶ Critical thinking – “trying to think your way out of the box”
- ▶ Organizational skills
- ▶ Multi-tasking
- ▶ Scheduling, developing timelines for projects
- ▶ Business negotiating skills, working with dealers and others within supply chain

## ▶ **Software Skills:**

- ▶ Microsoft Office, especially Excel and general computer skills
  - ▶ CAD programs
  - ▶ Bluebeam, PDF programs
  - ▶ Industry-specific software (i.e. estimating and Visual Manufacturing) programs
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# OTHER POSITIONS AT DATESWEISER

- ▶ Engineering
- ▶ Estimating
- ▶ Product Development
- ▶ Project Management
- ▶ Visualization
- ▶ Purchasing
- ▶ Sales
- ▶ Drafting, post-secondary education required:
  - ▶ 2 year CAD technical college program  
OR
  - ▶ 4 year degree



# JOB POSITION #5: CNC MACHINIST

- ▶ Blum, Inc.
- ▶ Stanley, NC



# Job Characteristics

- ▶ Thorough understanding of conventional machining methods
- ▶ CNC programing, set-up and operation
- ▶ Expertise operating fully automatic advanced Milling, Grinding and EDM (electrical discharge machine) machinery
- ▶ Robotics programing for tool positioning

- ▶ Machinists have access to state of the art advanced equipment
- ▶ Highly sophisticated software, PLC's and PC's interface with automated machinery



- ▶ Replacement parts for production assembly machines at Blum are provided by the CNC machinists
- ▶ Tool inspection is done regularly by the team to insure accuracy and quality are maintained





# JOB POSITION #5: CNC MACHINIST

## Position Background:

- ▶ Apprenticeship 2000 graduate
- ▶ 4 year program combining Community College curriculum and hands-on training
- ▶ Journeyman Certificate and AA degree in Mechatronics

# RESOURCES

- ▶ Wood Manufacturing Skill Standards: [WoodworkCareer.org](http://WoodworkCareer.org)
- ▶ MFG Day: [MFGDay.com](http://MFGDay.com)
- ▶ SkillsUSA: [SkillsUSA.org](http://SkillsUSA.org) or booth #134
- ▶ Database of schools: [WoodIndustryEd.org](http://WoodIndustryEd.org)
- ▶ Career videos and info: [CueCareer.com](http://CueCareer.com)
- ▶ Career listings:
  - ▶ [WoodworkingNetwork.com](http://WoodworkingNetwork.com)
  - ▶ [WMIA.org](http://WMIA.org)
- ▶ Post Secondary Schools:
  - ▶ Pittsburg State (KS) – [Arch. Mfg. Mgmt & Tech](#)
  - ▶ The MiLL (CO) – [National Training Center](#)
  - ▶ Madison College (WI) – [Cabinet & Millwork](#)



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# MEET THE NEW FACE OF MANUFACTURING PROFILE: **THOMAS, MACHINERY SALES**

Check out this 3 minute video about Thomas, a young professional in woodworking machinery sales:

<https://youtu.be/T4CwcDsxxV0>

