

# Manufacturing Production Pathway



**Industrial Production Managers / Facilities Managers**  
 Bachelor's degree  
 \$33 - \$93 per hour; \$67k - \$192k per year

**First-Line Supervisors of Production Workers**  
 Likely Registered Apprenticeship previously completed  
 \$18 - \$49 per hour; \$38k - \$101k per year

**Industrial Engineers/Engineering Technician**  
 Associate's / Bachelor's degree  
 \$33 - \$71 per hour; \$67k - \$146k per year

**Machinist**  
 High school diploma or equivalent  
 \$15 - \$37 per hour; \$33k - \$77k per year

**Computer Controlled Machine Tool Operators (CNC)**  
 High school diploma or equivalent  
 \$16 - \$34 per hour; \$33k - \$71k per year

**Sheet Metal Workers**  
 High school diploma or equivalent  
 \$16 - \$49 per hour; \$33k - \$102k per year

**Inspectors, Testers, Sorters, Samplers, and Weighers**  
 High school diploma or equivalent  
 \$13.33 - \$22.73 per hour; \$27k - \$71k per year

**Structural Metal Fabricators and Fitters / Metal Products Assembler**  
 High school diploma or equivalent  
 \$13.69 - \$34.34, \$28k - \$71k per year

**Cutting, Punching, and Press Machine Setters**  
 High school diploma or equivalent  
 \$13.83 - \$28.37 per hour; \$28k - \$59k per year

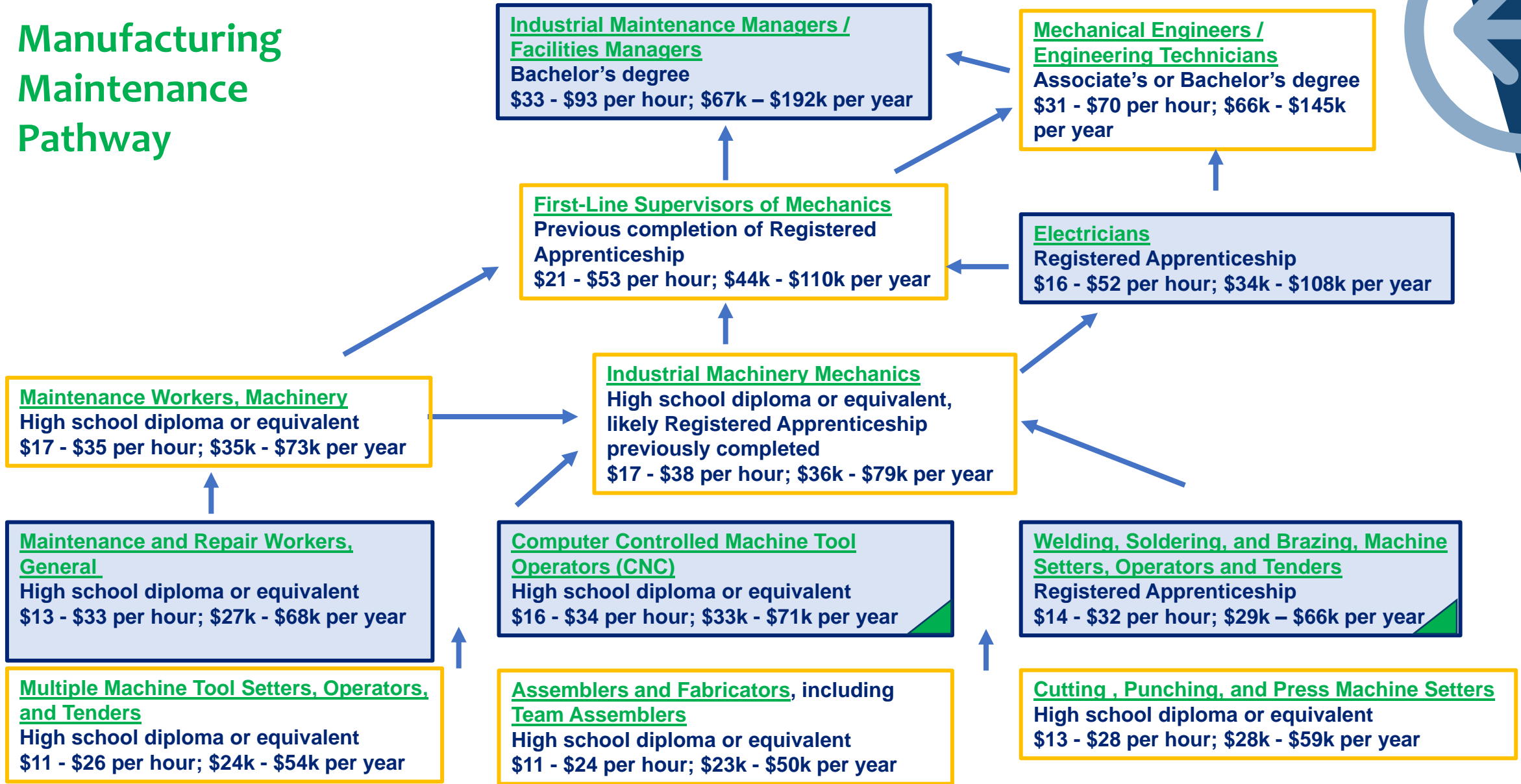
**Electrical Assembler**  
 High school diploma or equivalent  
 \$13.83 - \$28.37 per hour; \$28k - \$59k per year

**Freight, Stock, and Material Movers**  
 No formal education  
 \$11.21 - \$24.52 per hour; \$23k - \$51k per year

**Packers and Packagers**  
 No formal education  
 \$11.11 - \$17.75 per hour; \$23k - \$36k per year

**Assemblers and Fabricators, Team Assemblers**  
 High school diploma or equivalent  
 \$11.49 - \$24.08 per hour; \$23k - \$50k per year

# Manufacturing Maintenance Pathway



# Manufacturing Career Pathways: *Production and Maintenance*

- This document includes two sample career pathways for manufacturing in the Commonwealth of Massachusetts, which highlight both apprenticeship opportunities and high-growth occupations. These pathways are based on labor market data, priority occupations and pathways in the Regional Labor Market Blueprints ([www.mass.gov/service-details/view-your-regions-blueprint](http://www.mass.gov/service-details/view-your-regions-blueprint)), and career and technical education Innovation Pathways ([www.doe.mass.edu/ccte/innovation-pathways/](http://www.doe.mass.edu/ccte/innovation-pathways/)).
- These career pathways are meant to serve as external visuals, to be used to show students, job seekers, and incumbent workers how they might enter and advance in this industry. Users can learn more about available apprenticeships at [www.mass.gov/topics/apprenticeships](http://www.mass.gov/topics/apprenticeships) and other education and training programs at [jobquest.dcs.eol.mass.gov/jobquest/Training.aspx](http://jobquest.dcs.eol.mass.gov/jobquest/Training.aspx).
- There are multiple on- and off-ramps available to students, job seekers, and incumbent workers. Although the visuals depict a linear pathway of how one might advance from entry-level to senior positions, there are opportunities for direct entry into these positions through apprenticeships, other education and training programs, and lateral transfers from other industries.
- This tool can be used by all partners for their individual audiences. Partners, including workforce development teams, adult education providers, technical schools, school districts, colleges, other service providers—and most importantly, employers—can provide valuable intelligence to continue to update and validate this pathway information over time.