Manufacturing Production Pathway

<u>Industrial Production Managers / Facilities</u>
Managers

Bachelor's degree

\$33 - \$93 per hour; \$67k - \$192k per year



Likely Registered Apprenticeship previously completed \$18 - \$49 per hour; \$38k - \$101k per year

<u>Industrial Engineers/</u>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

<u>Structural Metal Fabricators and Fitters /</u>
Metal Products Assembler

High school diploma or equivalent \$13.69 - \$34.34, \$28k - \$71k per year



\$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

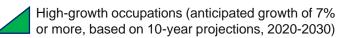
Packers and Packagers

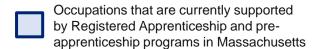
No formal education \$11.11 - \$17.75 per hour; \$23k - \$36k per year

Assemblers and Fabricators, Team Assemblers

High school diploma or equivalent \$11.49 - \$24.08 per hour; \$23k - \$50k per year







Manufacturing Maintenance **Pathway**

Industrial Maintenance Managers / Facilities Managers

Bachelor's degree

\$33 - \$93 per hour; \$67k - \$192k per year

Mechanical Engineers / Engineering Technicians

Associate's or Bachelor's degree \$31 - \$70 per hour; \$66k - \$145k per year



First-Line Supervisors of Mechanics

Previous completion of Registered Apprenticeship

\$21 - \$53 per hour; \$44k - \$110k per year

Electricians

Registered Apprenticeship \$16 - \$52 per hour; \$34k - \$108k per year

Maintenance Workers, Machinery

High school diploma or equivalent \$17 - \$35 per hour; \$35k - \$73k per year

Industrial Machinery Mechanics

High school diploma or equivalent,

likely Registered Apprenticeship previously completed

\$17 - \$38 per hour; \$36k - \$79k per year

Maintenance and Repair Workers, General

High school diploma or equivalent \$13 - \$33 per hour; \$27k - \$68k per year

Computer Controlled Machine Tool Operators (CNC)

High school diploma or equivalent \$16 - \$34 per hour; \$33k - \$71k per year Welding, Soldering, and Brazing, Machine **Setters, Operators and Tenders**

Registered Apprenticeship

\$14 - \$32 per hour; \$29k - \$66k per year

Multiple Machine Tool Setters, Operators, and Tenders

High school diploma or equivalent \$11 - \$26 per hour; \$24k - \$54k per year

Assemblers and Fabricators, including **Team Assemblers**

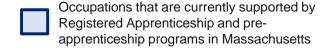
High school diploma or equivalent \$11 - \$24 per hour; \$23k - \$50k per year **Cutting , Punching, and Press Machine Setters**

High school diploma or equivalent

\$13 - \$28 per hour: \$28k - \$59k per year



High-growth occupations (anticipated growth of 7% or more, based on 10-year projections, 2020-2030)



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), and career and technical education Innovation Pathways (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 and other education and training programs at 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.

