## **North Shore Workforce Investment Board Advanced Manufacturing Career Pathways**

JOB ZONES

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Head Engineer, Shop Owner, Upper Management		\$68.51/HR – \$150.00/HR Masters/Professional	6
Aerospace Engineers, Electrical Engineers, Electronics Engineers, General and Operations Managers, Industrial Engineers, Industrial Production Managers, Materials Engineers, Mechanical Engineers, Test Engineers		\$42.66/HR – \$56.57/HR 4-year, Licensed and/or Registered	5
Electronic and Electronic Drafters, Electronics Technicians, Electrical Technicians, Electro-Mechanical Technicians, Industrial Engineering Technicians, Mechanical Engineering Technicians, Mechanical Drafters	<del></del>	\$26.47/HR – \$35.21/HR 2-year Degree, or license	4
CNC Programmers, CNC Machinists, Milling and Planing Machine Setters, Machinists, Structural Metal Fabricators and Fitters, Tool and Die Makers, Welders, Cutters, and Welder Fitters		\$27.53/HR – \$32.77/HR  One-year  Diploma/Licensed/  Long-Term Cert.	3
First-Line Supervisors, Electrical and Electronic Assemblers, Electro- Mechanical Assemblers, Inspectors, Testers, Sorters, Samplers, and Weighers, Lathe and Turning Machine Tool Setters, Semiconductor Processors, Machine Operator, Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	<u></u> ←	\$19.70/HR - \$34.26/HR  Short-term Cert.  and/or  Manufacturing  Experience	2
Materials Handlers/Stock Room Attendants, Deburring/Surface Prep, Tool Crib Attendants, Team Assemblers	<b>←</b>	\$11.18/HR - \$16.04/HR High School/GED	1

Career Pathway Pyramids are developed through a review occupations which require similar knowledge, skills, and abilities. Occupations are given a ranking, 1 through 6, based on the level education and experience necessary to obtain that position. These rankings create a hierarchy of occupations and demonstrates a career pathway for workforce development. Data is obtained from the National Center for O\*Net Development (www.onetonline.org), Bureau of Labor Statistics' Occupational Outlook Handbook (www.bls.gov/occ), and Employment & Wage Statistics (OES) published by the Executive Office of Labor and Workforce Development (www.mass.gov/lmi).