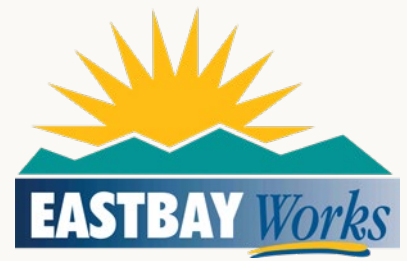


# MANUFACTURING GUIDES COMPANION



## Introduction

These materials are designed to inform key stakeholders about accessible employment opportunities and career paths in the manufacturing industry, a key driver of the Bay Area's economy. With fewer barriers to access, careers in manufacturing offer family sustaining wages often without needing a four-year degree.

The *Tool Up for Manufacturing* guides **spark interest, facilitate discussion, and provide clear, actionable information about manufacturing career pathways and how to access entry-level jobs, identify transferable skills, and advance professionally.** The guides are most effective when staff are familiar with the content and use them while working with youth, job seekers, and workers to educate, encourage, and orient them.

The guides can be mixed and matched based on a young person's, job seeker's, or worker's needs. Staff might use one guide in a brief conversation or several guides across multiple conversations. It's best to select the tool(s) that supports the youth's, job seeker's, or worker's current questions, confidence level, and career goals.

**EASTBAYWorks** will provide large format, full-color posters to all WIOA-funded and community college partners for public display. In addition, full-color, 8.5 x 11 fliers are available for downloading and dissemination digitally on the [EASTBAYWorks](https://www.eastbayworks.org) website.

## Audience

### Residents

Individuals seeking career opportunities in a dynamic industry

### Education and Training Entities

Organizations offering courses and programs preparing individuals for manufacturing careers

### Workforce Development Organizations

Groups helping people get jobs and up skilling or re-skilling existing workers

### K12 Schools

Institutions preparing students with foundational skills for future manufacturing roles

# Career Path Guides: CNC, Machine Maintenance, Manufacturing Welding, and Technician

These guides are useful for helping job seekers visualize long-term growth and understand that manufacturing careers offer multiple entry points and pathways forward.

**EXPLORE A CAREER IN CNC MACHINING**

As a Computer Numerical Control (CNC) Machinist, you'll operate high-precision machines that cut and shape metal or other materials used in manufacturing. You'll follow detailed blueprints, set up equipment, and monitor the process to ensure each part meets exact specifications.

**PAY: \$60K-90K/YEAR**    **TIME INVESTMENT: 1-3 YEARS**

Modern manufacturing uses high-tech equipment and automation to make products faster, safer, and with greater precision. CNC roles are needed in many manufacturing sectors, such as precision sheet metal fabrication and contract manufacturing.

First into high-paying manufacturing careers as a **CNC Machinist** or **CNC Technician** by using your current experience as:

- ASSEMBLY PRODUCTION SPECIALIST
- LINE WORKER
- OPERATOR
- OPERATOR
- OPERATOR
- MATERIALS HANDLER
- PACKAGING DELIVERER
- ASSOCIATE

**Grow Your Career with 3 Training Options**

- Apprenticeships of your current employer
- Training Programs
- On-the-Job Training of your current employer

Explore Careers, Pathways, and more at [Cleveland Bay Area Workforce Center](#) | Explore Community College Manufacturing Programs | [Cleveland State University](#)

Visit your local Bay Area Community College or talk to your workforce counselor about training opportunities in advanced manufacturing. **EASTBAY Works**

**EXPLORE A CAREER IN MACHINE MAINTENANCE**

In machine maintenance, you'll keep manufacturing equipment running safely and efficiently. You'll troubleshoot and repair machines, use diagnostic tools, and make equipment doesn't stop when you're not there. This technical skill set stays in demand and is far less likely to be replaced by AI or automation.

**PAY: \$60K-90K/YEAR**    **TIME INVESTMENT: 1-3 YEARS**

Modern manufacturing uses high-tech equipment and automation to make products faster, safer, and with greater precision. Machine maintenance roles are needed in all manufacturing sectors, such as biomedical and food manufacturing.

First into high-paying manufacturing careers as a **Maintenance Mechanic** or **Equipment Maintenance Technician** by using your current experience as:

- ASSEMBLY PRODUCTION SPECIALIST
- LINE WORKER
- OPERATOR
- OPERATOR
- OPERATOR
- MATERIALS HANDLER
- PACKAGING DELIVERER
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**EXPLORE A CAREER IN MANUFACTURING WELDING**

As a Manufacturing Welder, you'll use heat and tools to join and repair metal parts that keep equipment and products going. You'll read blueprints, inspect parts for quality, and maintain safety and precision in every project.

**PAY: \$55K-90K/YEAR**    **TIME INVESTMENT: 1-3 YEARS**

Modern manufacturing uses high-tech equipment and automation to make products faster, safer, and with greater precision. Many manufacturing sectors use welding in their manufacturing processes, for example, food and equipment manufacturing.

First into high-paying manufacturing careers as a **Welder** or **Fabricator** by using your current experience as:

- ASSEMBLY PRODUCTION SPECIALIST
- LINE WORKER
- OPERATOR
- OPERATOR
- OPERATOR
- MATERIALS HANDLER
- PACKAGING DELIVERER
- ASSOCIATE

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**EXPLORE A CAREER AS A TECHNICIAN (ELECTRONICS, QUALITY ASSURANCE, ETC.)**

Technicians play a key role in keeping production on track by testing, repairing, and maintaining electronics or mechanical systems. You'll operate specialized equipment, ensure products meet quality and safety standards, and solve technical issues on the line.

**PAY: \$45K-95K/YEAR**    **TIME INVESTMENT: 1-3 YEARS**

Modern manufacturing uses high-tech equipment and automation to make products faster, safer, and with greater precision. Technicians produce many products, but they can be found in most manufacturing sectors like life sciences and electronics manufacturing.

First into high-paying manufacturing careers such as an **Electronics Technician**, **Quality Control Associate** or **Electro-Mechanical Assembler** by using your current experience as:

- ASSEMBLY PRODUCTION SPECIALIST
- LINE WORKER
- OPERATOR
- OPERATOR
- OPERATOR
- MATERIALS HANDLER
- PACKAGING DELIVERER
- ASSOCIATE

**Grow Your Career with 3 Training Options**

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## When to Use the Career Path Guides

- A young person or job-seeker wants to explore manufacturing careers
- A job seeker has experience from a hands-on job and wants to know what's next
- A job seeker asks about the potential for advancement or higher-paying roles in manufacturing

## How to Use the Career Path Guides

- Emphasize that all four career paths start with the same entry-level manufacturing roles, and experience gained in any of these positions can lead to multiple specialized career paths.
- If the job seeker doesn't have manufacturing experience, check out the "Everyday Skills are Manufacturing Skills" guide to explore transferable skills, or the "Leveraging Staffing Agencies in Manufacturing" guide to explore one path to gaining experience.
- Focus the conversation on long-term interests rather than a single starting role.

## What the Career Path Guides Show

- Machine Maintenance, CNC, Technician, and Welding roles all require prior work experience and that work experience can come from a wide range of production -related entry-level jobs.
- Young people with little or no work experience should focus on where an entry-level job could take them with additional training.
- Advancement from an entry level production-related job typically takes 1–3 years.
- Each guide describes job responsibilities, example job titles, types of employers, and salary ranges.

## Multiple Paths to Advancement Highlighted

1. Apprenticeships at an employer
2. Training programs, with QR codes linking to:
  - » [Gladeo Bay Area](#) (Career Exploration Tool)
  - » [Bay Area Manufacturing Careers](#) (Community College Inventory)
3. On-the-job training at an employer

# Launch Your Career in Manufacturing



## Who Should Use This Guide

- A young person or student seeking their first job in manufacturing
- Case managers and career counselors who want to learn best practices securing manufacturing jobs
- A job seeker ready to start applying for manufacturing jobs
- A job seeker interested in applying to a specific manufacturing position
- A job seeker wanting clear, practical steps to prepare for or follow up from an interview

## How to Use This Guide

- Walk through the guide together and focus on one or two immediate actions.
- Reinforce that manufacturing employers often value curiosity about and understanding of the production process that they use.
- Coach clients around learning more about the company and generating appropriate questions.

## What This Guide Provides

- Information on preparing to apply for manufacturing jobs and what to expect during manufacturing interviews
- Tips for presenting skills and experience effectively

# Why Choose a Job in Manufacturing?

**WHY CHOOSE A JOB IN MANUFACTURING?**

While starting wages may look similar across industries, manufacturing offers more **stability, advancement, and long-term value** than retail or service jobs.

Use this guide to explore the advantages of a career in manufacturing.

- RELIABLE SCHEDULES**  
Set alerts make it easier to plan for transportation, child care, and life outside of work.
- EDUCATIONAL ADVANCEMENT**  
Consistent hours allow for night classes, certifications, and continued education. Many employers also offer tuition support and on-the-job training.
- EMPLOYEE BENEFITS**  
Manufacturing careers are more likely to come with benefits that provide long-term security, including:  
PAID SICK LEAVE | PAID VACATION | HEALTH INSURANCE  
RETIREMENT CONTRIBUTIONS | EDUCATION SUPPORT
- PROFESSIONAL GROWTH**  
Employers often promote from within, helping team members grow into roles such as Lead, Supervisor, or specialized positions like Quality Control or Machine Maintenance.

**EASTBAY Works**

## Who Should Use This Guide

- A job seeker or young person deciding between manufacturing and retail, fast food, or other service-sector work
- A job seeker unsure whether manufacturing offers long-term opportunities
- A job seeker with limited exposure to manufacturing careers

## How to Use This Guide

- Use the points as conversation starters rather than reading the guide word-for-word.
- Connect the benefits highlighted to the job seeker's personal goals, such as stability, wages, or advancement.

## What This Guide Highlights

- Career stability and advancement opportunities
- Access to benefits, such as health insurance, paid time off, retirement contributions
- Skill development and wage growth
- Long-term career potential beyond entry-level roles

# Everyday Skills Are Manufacturing Skills



## Who Should Use This Guide

- A young person who says, “I don’t have manufacturing experience.”
- A job seeker struggling to identify their skills
- A job seeker lacking confidence about entering manufacturing
- A job seeker with hands-on experience or hobbies but hasn’t thought of manufacturing as a possible career path

## How to Use This Guide

- Ask the job seeker to identify everyday skills they already use at work, at home, or in hobbies.
- Help translate those skills into manufacturing-relevant language.
- Allow the job seeker to make the connections themselves whenever possible.

## What This Guide Does

- Highlights transferable skills gained through jobs, hobbies, and daily activities
- Helps reframe experience in a way that builds confidence and supports career exploration

# Leveraging Staffing Agencies in Manufacturing

**LEVERAGING STAFFING AGENCIES IN MANUFACTURING**

When supporting a client who's new to manufacturing, staffing agencies can be a powerful tool to help them get started. Staffing agencies can **open doors**, **build experience**, and **connect** job seekers to employers ready to hire.

Use the three questions below to help determine if this path fits your client's goals.

- 1 Does a temporary role through a staffing agency fit my client?**  
Temporary positions may be the right fit for your client if they:
  - Have limited manufacturing or related experience
  - Want to gain hands-on technical experience
  - Are interested in expanding their professional network
- 2 What types of roles could lead to career mobility?**  
Technical roles often offer valuable, transferable skills that help clients advance toward full-time employment.  
Examples of technical roles:  
Assembly Technician Machine Operator  
Welder Quality Assurance/Quality Control
- 3 How can they leverage this role for their career?**  
Encourage your client to:
  - Update their resume with the company name, duties, and skills gained
  - Build relationships with supervisors and learn what's required to lead to direct hire

**EASTBAY Staffing**

Supervisor  
Technician  
Direct Hire Assembler  
Temp. Assembly Specialist

## Who Should Use This Guide

- A young person who wants to explore a job in manufacturing and is seeking flexibility
- A case manager who wants to promote a job opportunity to a job seeker who may not know about or trust a staffing agency
- A job seeker who is considering a temporary manufacturing role

- A job seeker who is new to manufacturing and needs an entry point to build their work experience/resume
- A job seeker who has questions or concerns about staffing agencies

## How to Use This Guide

- Walk through the guiding questions together to assess whether a temporary role fits a job seeker's goals.
- Emphasize how temporary roles can be a strategic way to build experience, skills, and professional networks.
- Reinforce how these roles can be leveraged toward more stable or permanent employment.

## What This Guide Covers

- How manufacturers commonly use staffing agencies
- How to evaluate the value of a temporary manufacturing role
- Strategies for using staffing placements to support long-term career advancement