



Manufacturing Apprenticeship CNC Machinist



CNC MACHINIST SALARY SCHEDULE

8 LEVELS *

Level 1: \$13.00 - \$15.00

Level 2: \$15.00 - \$16.80

Level 3: \$16.81 - \$18.82

Level 4: \$18.83 - \$20.07

Level 5: \$20.08 - \$23.60

Level 6: \$23.61 - \$26.44

Level 7: \$26.45 - \$29.61

Level 8: \$29.62 - \$33.16

* Wage Source: Bureau of Labor Statistics 2020 wage data for Sacramento region

* Competency schedule available at apprenticeshipsvma.org

OVERVIEW & HIGHLIGHTS

SVMA has developed the first apprenticeship program designed to include **all manufacturing careers**. Apprenticeship programs help employers recruit, build, and retain a highly-skilled workforce by combining paid on-the-job training (OJT) with classroom instruction (RSI).

- Standards developed by active machinists
- Competency-based structure (not time)
- Dynamic on/off ramps between career paths
- Higher standards (up to 4th & 5th axis)
- RSI includes community college courses
- Previous experience recognized

EMPLOYER BENEFITS

- Reduce time to recruit candidate
- Select apprentice from a pool of screened candidates (interest and aptitude)
- SVMA companies have priority selection
- Administrative support to track candidates progression through OJT & RSI
- Funding to offset program and employer expenses
- Opportunity to upskill existing employees

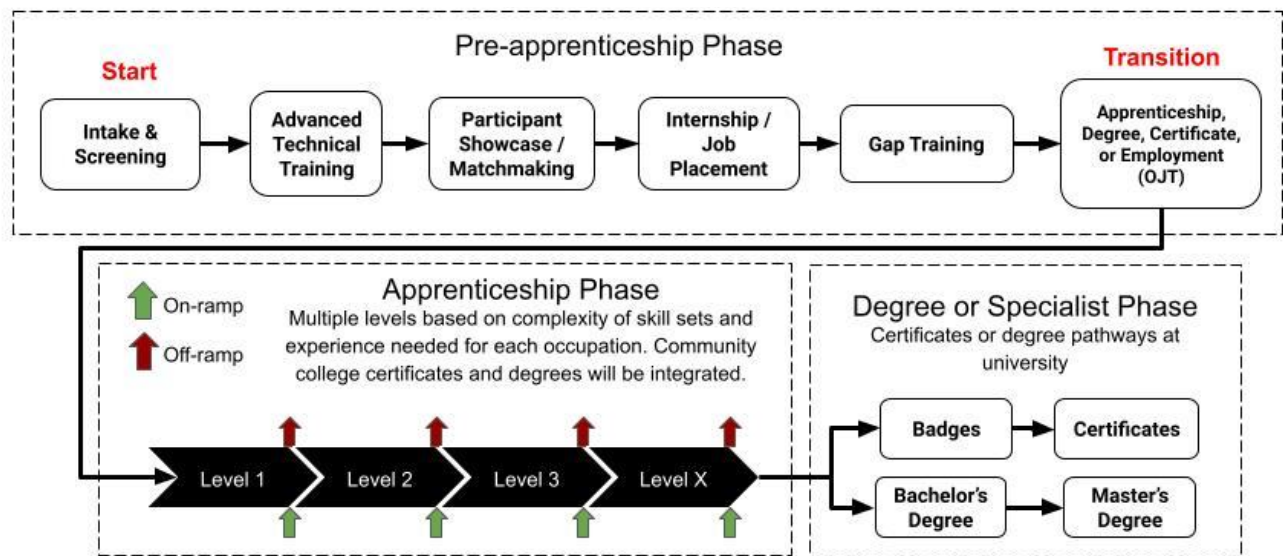
EMPLOYER EXPECTATIONS

- Commitment to salary schedule as a result of skills gains
- Ensure candidate has opportunity to advance skills on various processes or machines
- Skill sets in standards may be higher than current employee base
- Ensure mentor is available for support
- Develop & maintain an inclusive work culture and environment



SVMA has partnered with the California Mobility Center¹ to establish the Career Pathways program. A key component of Career Pathways is to align pre-apprenticeship training to the SVMA apprenticeship program.

The program specializes in creating entry points for various career opportunities in the advanced manufacturing sector. It provides job-readiness, technical training, and clear pathways to support career development in a variety of advanced manufacturing careers. The chart below illustrates the complete journey of an individual from intake to a manufacturing engineering career².



INTERESTED? NEXT STEP:

For more information or to get started, contact the SVMA Executive Director

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1) For more information about the California Mobility Center, go to californiamobilitycenter.org

2) Per Onet Online, Manufacturing Engineer includes the following alternative titles; Advanced Manufacturing Engineer, Facility Engineer, Manufacturing Engineer (Manual Operation), Plant Engineer, Process Engineer, Process Improvement Engineer

