Aerospace Machinists can earn a rewarding career experience with a pay path to "Above Average" by state-of-the-art training and on-the-job experience. You’ll find yourself surrounded by some of the best minds in the aerospace field who will work together to push the limits of what’s possible. So if you’re a high-performing Aerospace Machinist who wants to grow both professionally and personally, then this is the career you’ve been looking for. There is no better time than now.

**CAREER PATH OF AN AEROSPACE MACHINIST**

**JUNIOR AEROSPACE MACHINIST – LEVEL C**

**QUALIFICATIONS**
- High school diploma or equivalent
- Basic understanding of data entry and computer skills
- General aviation knowledge

**BENEFITS**
- Competitive salary
- Health, dental, and vision insurance
- 401k plan with company match
- Employee stock purchase plan
- Paid time off

**CAREER TIMELINE**
- Level C Machinist Training Course (months 1-4), Aerospace Machinist Certification (month 6), eligible for Level B Machinist (1-3 years)
- Progress to more complex machines (within 1 year) and/or advance to a Level B Machinist

**REQUIRED TRAINING**
- Aerospace Machinist Level C Training Matrix – All Trainee Level Skills, plus Machine Inspection Principles, GD&T, Acutec Resources, Part Handling & Inspection

**THE NEXT LEVEL**
- Level B Machinist Training Course (year 1), eligible for Level A Machinist (1-3 years)

**TRAINEE BENEFITS**
- Free on-the-job skills training
- Profit sharing
- Pay increase
- Standard benefits after 60 days

**DEMONSTRATED VALUES**
- Reliability, Critical Thinking, Motivation, Resourcefulness, Honesty

**KEY PERFORMANCE REVIEW FACTORS:**
- Adapt readily, listen actively, and can challenge others respectfully
- Demonstrate a can-do attitude, learn constantly, take personal ownership,

**INTERMEDIATE AEROSPACE MACHINIST – LEVEL B**

**QUALIFICATIONS**
- Vocational/Technical Schooling
- High School Diploma, GED, Apprenticeship, Vocational/Technical School, Associates Degree

**BENEFITS**
- Competitive salary
- Health, dental, and vision insurance
- 401k plan with company match
- Employee stock purchase plan
- Paid time off

**CAREER TIMELINE**
- Assigned more complex machine (within 1-2 years) and/or advance to a Level A Machinist
- Level B Machinist Training Course (year 1), eligible for Level A Machinist (1-3 years)

**REQUIRED TRAINING**
- The Aerospace Machinist Level B Training Matrix – All Trainee, Level C, and B Skills, plus Level A Machine Inspection Techniques and Level A Machining Techniques

**THE NEXT LEVEL**
- Level A Machinist Training Course (year 1), eligible for advancement opportunities (1-3 years)

**TRAINEE BENEFITS**
- Free additional skills training
- Profit sharing
- Pay increase
- Standard benefits after 60 days, tuition assistance after 1 year for manufacturing-related courses

**DEMONSTRATED VALUES**
- Leadership, Complex Problem-Solving, Initiative, Discipline

**KEY PERFORMANCE REVIEW FACTORS:**
- Share ideas and talents, seek new learning opportunities, take personal initiative,

**SENIOR AEROSPACE MACHINIST – LEVEL A**

**QUALIFICATIONS**
- 3-5 years as a CNC Machinist, and High School Diploma or GED

**BENEFITS**
- Competitive salary
- Health, dental, and vision insurance
- 401k plan with company match
- Employee stock purchase plan
- Paid time off

**CAREER TIMELINE**
- Assigned more complex machine (within 2 years), advance to a CNC Programmer, Office Support Staff, or promotable to Team Leader (after 1-3 years)
- Level A Machinist Training Course (year 1), eligible for advancement opportunities (1-3 years)

**REQUIRED TRAINING**
- The Aerospace Machinist Level A Training Matrix – All Trainee, Level C, and B Skills, plus Level A Machine Inspection Techniques and Level A Machining Techniques

**THE NEXT LEVEL**
- Assigned more complex machine (within 2 years), advance to a CNC Programmer, Office Support Staff, or promotable to Team Leader (after 1-3 years)

**TRAINEE BENEFITS**
- Free additional skills training
- Profit sharing
- Pay increase
- Standard benefits after 60 days, tuition assistance after 1 year for manufacturing-related courses

**DEMONSTRATED VALUES**
- Leadership, Resourcefulness, Teamwork

**KEY PERFORMANCE REVIEW FACTORS:**
- Volunteer, actively lead, foster teamwork, mentor and train others

**Senior Aerospace Machinist**
- 5+ years as a CNC Machinist, 5+ years in Aerospace, and High School Diploma or GED